



OSU Postdoctoral Association
Oregon State University
416 Snell Hall, Corvallis, Oregon 97331
<http://oregonstate.edu/opa>

OPA Meeting Minutes

11/13/14 OPA Board Meeting Minutes Bexell Hall, Room 103

Members present: Rebecca Hutchinson, Doni Schwalm, Sascha Hallett, Linnéa Andersson, Robert Kokenyesi, Sumit Saha and Dave Dickson

Absences: Jim Rivers

- I. Meeting called to order** at 12:58 pm by Rebecca Hutchinson
- II. Roll call**
- III. Reading and approval of the minutes**
Motion: to approve the minutes from the Oct. OPA board meeting
Vote: motion carried
Resolved: Oct. 2014 meeting minutes were approved
- IV. Officer and Committee Reports**
 - a) Treasurer's Report**

The Treasurer report was presented (Attachment # 1)

Reimbursement to Rebecca:
Motion: To approve Rebecca to reimburse her expenditures of \$69.38
Vote: motion carried; Abstained: 1 (Rebecca), Approved: 6
Resolved: Rebecca will be reimbursed
 - b) Active Committee Reports**
 - i. IEP Committee**

The IEP Committee Report was presented (Attachment # 2)
 - ii. Professional Development Committee**

No report was presented
 - iii. Welcome Committee**

No report was presented
 - iv. Social Events Committee**

No report was presented



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V. Unfinished Business

- a. Advisory Board – no news
- b. OPA Elections: On schedule
- 41 people voted to date

VI. New Business

- a. Dec. Meeting schedule:
Dec. 11th at 3:00 PM (Joint meeting with new board members)

- b. Activities for the rest of the year:
December Social Event: Peers & Beers Dec. 11th at 5:00 PM

OPA to sponsor coffee & cookies at the Joint Board Meeting

Motion: To approve a budget for coffee & cookies at the Joint Board Meeting

Vote: motion carried

Resolved: OPA will pay for coffee & cookies at the Joint Board Meeting

\$50 budget for coffee & cookies at the Joint Board Meeting:

Motion: To approve a budget of \$50 for coffee & cookies at the Joint Board Meeting

Vote: motion carried

Resolved: OPA will spend \$50 for coffee & cookies at the Joint Board Meeting

- c. Next meeting
Joint Board Meeting: Thursday, **Dec. 11th**, 3:00 PM; Venue: TBD

VII. Open Forum

VIII. Adjournment: Meeting adjourned at 1:44 PM



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Attachment 1: Treasurer's Report

OPA Budget (comprehensive)		
2014-2015 Academic year (FY 2015)		
Expenses:		
Fall poster session:	MU Horizon Room, AV, etc.	\$ 759.50
	OSU Catering, Food	\$ 1,141.99
	OSU Catering, Alcohol	\$ 740.00
June 2014 picnic:	Avery Park Shelter Reservation	\$ 65.00
	Alcohol permit	\$ 12.00
	Food	\$ 182.60
Spring 2015 picnic	Aver Park Shelter reservation	\$ 65.00
	Alcohol permit	\$ 12.00
	Food	\$ 200.00
Misc:	4 professional development awards	\$ 4,000.00
	Office supplies, printing, etc.	\$ 250.00
	IEP, pizza lunches, general activity	\$ 1,000.00
	Board member to NPA	\$ 1,500.00
TOTAL Expenses		\$ 9,928.09
Income:		
	Vendor show (6 x \$200 per vendor)	\$ 1,200.00
	Academic unit support	\$ 990.00
	50/50 raffle	\$ 550.00
	Graduate School	\$ 5,000.00
	Research Office	\$ 5,000.00
Total Revenue:		\$ 12,740.00
NET:		\$ 2,811.91
Current balances:	GRD040	\$ 930.43
as of Sept 30, 2014	Foundation Account	\$ 2,020.54



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Attachment 2: OPA Committee Report

Name: Industrial Exploration Program (IEP)

Mission: Explore alternative career paths to academia and connect PhD-level researchers with Oregon industries, businesses, and agencies.

Chair: Linnéa Andersson

Members: Linnéa Andersson, Dave Dickson, Rebecca Hutchinson, Maciej Maselko, Dorthe Wildenschild

Date: 10 November, 2014

Report:

The first IEP workshop was held on October 22nd on the topic "Navigating the Hiring Process outside Academia – a Workshop for Early-Career Researchers". Three hiring managers and one HR representative from Hewlett-Packard Company, and Bill Cowell (OSU postdoc, founder of Amorphyx and close to 20 years of experience from Intel Corporation) volunteered at the event and contributed with their knowledge and expertise on the hiring process in industry. The workshop was co-sponsored by Hewlett-Packard Company (HP) and OSU Advantage. OSU Advantage (through Brian Wall) sponsored the room (Ag production room, LaSells Stewart Center) and the catering for the event ("lunch boxes" and beverages).

The 2 hour and 15 minutes long workshop was well attended by the postdoc community; 26 postdocs attended (out of 30 who signed up), which corresponds to almost 10% of the whole OSU postdoc community. The feedback was very positive with several constructive suggestions for future events. It is clear that the OSU postdocs want more of activities related to career paths outside academia. The outline for the workshop is included at the end of this document.

The most appreciated part of the workshop was the round-table discussions where postdocs could interact with the five contributors, receive resume feedback, and discuss the hiring process and interviewing. The diverse background of the contributors was appreciated and that they were friendly and willing to share information and give constructive advice. The participants also expressed appreciation of the composition of the whole event which was very informative and significantly useful to them.

The suggestions for future IEP events included a visit or interaction with Intel Corporation, NGOs, government and federal labs (e.g. PNNL, NETL) and start-up companies, and inviting Nancy Ryan Gray (director and president of Gordon research conferences). Some of the postdocs wanted more time to socialize with fellow postdocs at the event (more than the allotted 10 minute participant activity - #4 in the outline). The postdocs also wanted significantly more time for round-table discussions and small groups (4-6 people) were preferred. In the current setting it was possible to choose a table at each



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rotation (see #8 in the outline) and one table was very crowded (“monopolized”) the whole time with 8-15 postdocs.

The feedback also indicated that there might be some interest in an event on the hiring process for international scholars, since this will differ from the hiring process for citizens. I will forward this suggestion to the International Scholar & Faculty Services (ISFS) and hopefully the IEP can collaborate with them on this topic.

Linnéa’s reflections on this event:

- Some postdocs are not used to grabbing opportunities at the spot, and are shy. The participants were not very active during the HR presentation and the panel discussion, even though they were given ample opportunity. As such, I ended up asking my prepared questions most of the time in my role as a moderator. I also think this statement is backed up by that fact that the round-table discussion was the favourite part of the workshop for most postdocs.
- Postdocs are used to taking their time exploring a topic and need to practice “speed dating” and networking with (non-academic) professionals. The workshop was deliberately planned to be fairly short (2 h 15 min) and high paced with several different activities. It might thus have seemed hurried to some. I think postdocs need to learn not to linger, but to jump on an opportunity when it’s presented to them and quickly formulate questions (and ask them!) that are relevant and useful for them.
- The organizer or moderator needs to clearly state the intention of a specific workshop activity and the “rules of the game” for a specific activity. I think that future IEP events and activities can be even better designed as we gather experience on the interests and preferences of postdocs who come to these events.
- Postdocs want more feedback and personal interactions with professionals. Some postdocs seemed to crave the advice from the professionals at the round-table discussions. I think that a mentoring program would have a lot of success and that the IEP should discuss that opportunity with Brian Wall and OSU Advantage.
- Some postdocs criticized that the event was very HP-focused. I am surprised by this since it clearly said in the invitation and sign-up form that the event was co-sponsored by HP and that there was going to be representatives from HP at the event. It seems that it would be better, as not to disappoint postdocs, to clearly advertise who and which company will be represented at any future event.
- This event was the high-point of the IEP efforts so far and we are off to a good course. This event significantly helped in spreading the word about the IEP, both on- and off-campus.

Outline of the workshop:

- 1) *IEP representative (Linnéa Andersson)* (2-3 minutes): Introduce the IEP, HP and OSU Advantage, and presenters.
- 2) *Bill Cowell* (10 minutes): Bill Cowell introduces himself. Brief introduction to the importance of preparing for job applications outside academia, and the difference between academia and industry.
- 3) *HP representatives introduce themselves briefly* (10 minutes): educational background, professional background, responsibilities at HP and role in the hiring process. Briefly mention the various educational backgrounds and daily tasks of HP employees in their groups.



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- 4) *Participant activity at each round table in groups of 4-8 (10 minutes):* discuss and brainstorm about possibilities and career paths they can pursue outside of academia and formulate at least one specific path.
- 5) *HP HR representative (Stacy Schall) (15 minutes):* Presentation on the "HP Hiring Process Overview, Tips and Tricks". Talk about "do's and don'ts" in the application procedure and beginner mistakes. Time for questions: around 15 minutes.
- 6) *Short break (10 minutes)*
- 7) *Panel discussion with HP hiring managers (Holly Junge; Daryl Anderson; and, Jimmy Perez), and Bill Cowell (25 minutes):* Example of topics: the role of hiring managers in the hiring process; what a hiring manager is looking for in a candidate; how to stand out with a resume and cover letter; how to use one's network to get "short listed"; the difference between a resume for industry and for academia.
- 8) *Participant activity at each table in groups of 4-8 (15 + 15 + 15 minutes):* After 15 minutes participants can switch tables. There will be one theme for each table:
 - a. Stacy Schall: HR-related questions
 - b. Daryl Anderson: the hiring process and how to get "short listed"
 - c. Holly Junge: resume feedback, formulating skills and expertise
 - d. Jimmy Perez: resume feedback, making a resume and cover letter stand out
 - e. Bill Cowell: interviewing and behavioral interviewing
 - f. discuss and articulate the skills they have acquired as a graduate student or post-doc. Pick skills that match a specific career path and practice presenting these skills shortly and to the point with concrete examples.
- 9) *IEP representative (Linnéa Andersson) (3-4 minutes):* Round up and end of workshop.

Items for discussion at the board meeting:

N/A