

# CASCA Postdoc Committee Report

*December 1st 2021 - May 8th 2022*

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## Membership

1. Tyrone Woods (Chair)
  2. Sam Lawler (Vice-Chair)
  3. Leo Alcorn (voting member)
  4. Toby Brown (voting member)
  5. Ismaël Moumen (voting member)
  6. Ameet Sidhu (voting member)
  7. Josh Speagle (voting member)
  8. Locke Spencer (voting member)
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## Activities during reporting period

### Preparations for CASCA2022 AGM

The CASCA Postdoc Committee is presenting a poster at CASCA2022 outlining our actions within our first year as a standing committee, including the organization of a national seminar series for postdocs (CANVAS, see below), consultation for and preparation of a draft (ongoing, see below) for proposed national standards on the hiring of postdoctoral fellows, and preparing a comprehensive workplace environment and demographic survey.

The Postdoc committee will also coordinate open-door virtual meetings during coffee and lunch breaks throughout the conference, providing an opportunity to speak with interested CASCA members directly about our existing and planned efforts.

### CANVAS Talks For Canadian ECRs

Our guidance of the monthly Canadian Virtual Astronomy Seminar (CANVAS) series has been very successful, providing a national platform for postdoctoral fellows working in Canada and Canadian postdocs abroad to showcase their high-impact science. These talks continue to be well-attended, and are available on YouTube and via the Postdoc Committee page on the

CASCA website: ([https://casca.ca/?page\\_id=14828](https://casca.ca/?page_id=14828)). We are currently planning the Fall session of the CANVAS series, after a planned pause during the height of the summer, and will finalize the schedule at our next meeting.

## Postdoc Survey (in collaboration with EIC)

After extensive consultation with experts at UBC as well as the EIC committee, the question set for our workplace conditions and demographics survey is ready! We are presently reaching out to NRC and to the Professional Institute of the Public Service of Canada, the union representing NRC postdocs, both of whom have recently carried out similar surveys, on finding the best way to proceed with the roll-out. These questions will also likely form the basis of the EIC's CASCA-wide survey.

## Postdoc Hiring Guidelines & LRP2020 Recommendations (with LCRIC)

We are continuing to iterate on developing guidelines for hiring postdoctoral scientists in Canadian astronomy, addressing LRP recommendations 69, 78, 79, 80, 81, 82, 83, 84, 85, 86, 88. The CASCA Postdoc Committee will be submitting a draft document to LCRIC over the next month, drawing from federal guidelines for term employees hired by the national research council of Canada and other case studies to provide concrete examples.

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## Further Updates

- Tyrone Woods is continuing in the role of Chair, and Sam Lawler as Vice-Chair, per unanimous agreement of the Committee's voting members
- Ameet Sidhu, a graduate student at Western, has been elevated from observer to voting member status by a unanimous vote
- The committee continues to meet once a month and regularly interacts via email and Slack in order to coordinate all of these efforts