

ADAS General Assembly 2024

Meeting minutes

Agenda

1. Welcome

Ali opened the assembly, acknowledging attendees and outlining the agenda for the meeting. All members present accepted the agenda and the minutes from the last Extraordinary General Assembly (EGA).

2. Presentation of ADAS

- **Introduction:** ADAS, established in 1998, serves PhDs, postdocs, and mid-level staff at FBM as an automatic membership association. It provides resources and organizes events, acting as a liaison between its members and faculty.
 - **Key Roles:** The committee included co-presidents Marta Nicolae and Ali, alongside secretaries and other supporting members who coordinated events and represented ADAS in university committees.
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Activity Report 2023-2024

The activity report, presented by Ali, provided a comprehensive overview of the events and initiatives organized by ADAS during the 2023-2024 period. The report underscored ADAS's mission to support PhD and postdoc students through professional development, community building, and representation within FBM. The events attracted over 529 participants, reflecting a significant engagement milestone.

1. Major Events

- **FBM Fellowship Apero (January)**
- A networking event introducing doctoral candidates to the academic life at UNIL. It provided new students an opportunity to connect with peers, faculty, and staff while understanding the expectations and resources available to them.
- **Doctor's Day (D-Day) (April)**
- The marquee event of the year, D-Day is a student-led conference for PhDs and postdocs, featuring:
 - Five high-profile keynote speakers from diverse scientific fields.
 - Interactive sessions, poster presentations, and networking opportunities.
- **Growing Up in Science**
- A reflective series held twice this year, with another session planned for December. These candid conversations explored scientists' personal journeys, their challenges, and how they navigated the academic world to achieve their current positions.
- **Life Science Career Day**
- Although not organized directly by ADAS, the association actively participated by hosting a booth, introducing FBM to potential PhD students, and fostering discussions on career pathways.

2. Social Activities

- **Summer Hikes**

ADAS organized three hikes to picturesque locations, easy level hikes and walks. These outings:

- Provided a platform for informal networking and community building.
- Allowed participants to connect across departments in a relaxed, outdoor setting.

- **Summer BBQ**

Held at the end of summer, this faculty-wide event brought together FBM members for a day of food, interaction, and fun. It served as a relaxed environment for members to mingle and strengthen connections within the community.

- **Pub Quizzes**

Trivia nights held twice this year at popular venues like Plan B and Base Bar. These events combined fun and competition, drawing in a diverse crowd and reinforcing ADAS's role as a facilitator of social engagement.

3. Workshops and Professional Development

- **Thriving in Academia Workshop**

This session focused on equipping PhDs and postdocs with tools to navigate academic challenges effectively. Key highlights included:

- Presentations by representatives from the Graduate Campus and HelpUNIL.
- Practical strategies for stress management, work-life balance, and career progression.

- **Navigating Sick Leave (November)**

An upcoming session designed to inform students about their rights and resources during health-related absences. This initiative highlights ADAS's commitment to student welfare and professional advocacy.

4. Community Engagement

- **ADAS Aperero**

A networking event aimed at introducing FBM newcomers to ADAS and its mission. It provided an informal space to discuss challenges, share experiences, and foster inclusion within the faculty.

- **Interassociation Meetings**

Collaborative discussions with other UNIL associations to align goals, share resources, and brainstorm solutions to common challenges. These meetings are integral to maintaining a cohesive academic ecosystem.

5. Representation and Advocacy

- **University Commissions and Committees**

ADAS members actively participated in various FBM and UNIL committees, representing the interests of PhD and postdoc students and advocating for their needs at higher levels.

6. Impact

- Over 529 participants engaged with ADAS events, representing approximately 25% of FBM's PhD and postdoc population. This robust participation demonstrates the success of ADAS's initiatives in fostering an inclusive, active, and well-supported academic community.
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Finances 2023-2024

Evgeniya Save-Trofimenko, the treasurer, presented the financial report for the 2023-2024 period. The detailed breakdown offered insights into ADAS's financial management, including income sources, expenditures, and the overall fiscal status. Despite operating at a minor loss, the finances were deemed stable, with sufficient reserves for ongoing and future activities

1. Financial Overview

- **Budget Status:**
 - The association operated at a loss of ___ **CHF** for the fiscal year.
 - The deficit was attributed to increased event costs and minor adjustments in funding allocations, but it was considered manageable within the existing reserves.
- **Core Funding Sources:**
 - Contributions from the Graduate Campus and Doctoral School.
 - Sponsorships from external organizations, particularly for flagship events like D-Day.
 - Participation fees for select events, such as the BBQ, which helped offset costs.

2. Income Sources

- **Graduate Campus and Doctoral School**
 - Provided the primary funding for ADAS activities, including workshops, conferences, and operational expenses.
 - These contributions enabled ADAS to offer events at little or no cost to attendees.
- **Event Sponsorships**
 - D-Day sponsors contributed **500 CHF** each, with 10 sponsors secured for 2023-2024. This income was critical in covering expenses for the year's largest event.
- **Participation Fees**
 - Events like the summer BBQ included a cost-sharing model, with attendees contributing **945 CHF**, which covered a significant portion of the total expenses.

3. Expenditures

- **Key Event Costs:**
 - **Summer BBQ:** Total cost of **1600 CHF**, with **655 CHF** subsidized by ADAS.
 - **D-Day:** The largest single expenditure at **8452.94 CHF**, partially funded by the Graduate Campus and sponsors.
 - **Pub Quizzes:** Allocated **1512.35 CHF** for prizes and drinks, contributing to their popularity as community-building events.
- **Workshops and Seminars:**
 - **Thriving in Academia:** A well-received workshop costing **116.65 CHF**.
 - **Welcome Aperos:** A cost-effective networking event at **149.75 CHF**.
- **Miscellaneous Costs:**
 - Bank fees: **5 CHF per month** for maintaining the association's account.
 - Membership fees to the Vaud Natural Sciences Society: **180 CHF**.
 - **Promotional Materials:** Custom stickers and other items costing **262.63 CHF**.

4. Detailed Financial Summary

Category	Amount (CHF)	Notes
Graduate Campus Funding	8823.69 CHF	Primary operational funding.
Sponsorships (D-Day)	5000 CHF	Contributions from 10 sponsors.
Summer BBQ	1600 CHF	Event cost, partially covered by participation fees.
D-Day	8452.94 CHF	Largest event expense.
Pub Quizzes	1512.35 CHF	Drinks and prizes.
Thriving in Academia Workshop	116.65 CHF	Workshop materials and refreshments.
Welcome Aperos	149.75 CHF	Networking event costs.
Bank and Admin Fees	90 CHF	Monthly bank charges and card maintenance.
Membership Fees (Vaud NSS)	180 CHF	Society membership covering two years.
Promotional Materials	262.63 CHF	Stickers and branding.
Total	610.19 CHF	Deficit covered by reserves.

5. Outlook and Financial Strategy

- **Sustainability:**
 - Despite the minor loss, ADAS's finances are in a stable position. The association plans to maintain its cost-sharing model for social events and actively seek additional sponsors.
 - **Event Optimization:**
 - Future events will be carefully budgeted, focusing on high-impact activities while optimizing costs.
 - **Sponsorship Expansion:**
 - **Building on the success of D-Day sponsorships**, ADAS aims to increase the number of sponsors and explore partnerships for other events.
 - **Reserve Management:**
 - Reserves will be strategically allocated to ensure continued support for flagship events and essential workshops.
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Projects for 2024-2025

Ali presented initiatives planned for the upcoming year, focusing on enhancing ADAS's role in supporting PhD students, postdocs, and mid-level staff at FBM. The proposed projects aim to address student welfare, foster academic and professional growth, and strengthen the sense of community.

Navigating Sick Leave (November)

- **Objective:** Equip students with essential knowledge about their rights and resources during health-related absences.
- **Format:** A panel discussion featuring experts from HR, legal advisors, union representatives, and student support services.
- **Impact:** Increase awareness about sick leave policies, ensuring that students and postdocs feel supported in navigating personal challenges.

Growing Up in Science (December 11)

- **Objective:** Continue the successful reflective series that explores the personal journeys of scientists, focusing on challenges, setbacks, and how they overcame them.
- **Speakers:** Experienced researchers and faculty members sharing candid stories.
- **Goal:** Inspire resilience and provide relatable insights into the realities of academic careers.

Winter Apero (Tentative)

- **Objective:** Organize a networking event to connect FBM members in a casual, social setting during the winter months.
- **Format:** Informal mingling over drinks and light refreshments.

Doctor's Day 2025 (D-Day)

- **Objective:** Build on the success of the previous D-Day conferences, establishing it as the premier event for PhDs and postdocs at FBM.
 - **Planning:**
 - Secure high-profile speakers across diverse scientific disciplines.
 - Expand sponsorship opportunities to offset costs and enhance event quality.
 - Introduce new interactive sessions, including workshops and networking roundtables.
 - **Impact:** Strengthen professional development, foster interdisciplinary connections, and showcase the research community's achievements.
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Key Decisions and Voting Results

The ADAS General Assembly included crucial discussions and votes on several statutes, proposals, and structural changes. These decisions will shape the operations and focus of the association for the upcoming year.

1. Statute Update: Election of the President

A new statute was proposed to define eligibility criteria and election processes for the presidency. Key points included:

- **Eligibility Requirements:**
 - Candidates must be active members of ADAS to ensure they are familiar with the association's goals and operations.
 - In the absence of candidates from the current committee, new attendees are eligible to run for presidency.
 - **Rationale:**
 - The change was motivated by challenges faced in previous years with presidents who lacked sufficient familiarity with ADAS operations.
 - **Outcome:**
 - The statute was passed with **75% approval** from attendees.
 - It was agreed that the statute would be translated into French and included in the association's official Statutes.
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2. Mode of Presidency: Co-Presidents vs. Vice President Structure

A proposal was presented to determine whether the presidency should remain a co-president model or transition to a president and vice-president system.

- **Arguments for a Vice President Model:**
 - Provides clearer delegation of authority and continuity during absences.
 - Ensures that responsibilities are distributed, and leadership is continuous.
- **Arguments Against a Vice President Model:**
 - Concerns about creating a hierarchical structure in a student association, which values equality.
 - Preference for co-presidents to divide workload equally and maintain balance.

- **Outcome:**
 - The proposal for a vice-president model was **rejected by 60%**, retaining the existing co-president system.

2. MD-PhD Association Integration and Support

The assembly dedicated significant time to discuss the relationship and collaboration between ADAS and the newly formed MD-PhD association, which was established in April 2024. This association represents a distinct group of MD-PhD students at UNIL and aims to support their unique academic and professional needs. The discussions revolved around ensuring mutual respect of roles and avoiding overlap in activities.

Background

- The MD-PhD association initially presented statutes and goals that overlapped with ADAS's role as the primary representative body for FBM's PhD and postdoc community.
- Concerns were raised about potential conflicts, particularly regarding representation and the organization of events.

Key Developments

- ADAS initiated a dialogue with the MD-PhD association, inviting representatives to meetings to address concerns.
- Over the course of several discussions:
 - The MD-PhD association agreed to modify their statutes to reflect a focus on MD-PhD students and not overlap with ADAS's broader representation.
 - They recognized that ADAS remains the first point of contact for all PhD and postdoc issues within FBM.

Collaborative Framework

- The MD-PhD association introduced a liaison system, appointing Louis Stavart as a point of contact to facilitate coordination between the two associations.
- A shared calendar was proposed to prevent scheduling conflicts and ensure alignment of events.
- Both associations agreed to respect each other's scopes, with ADAS maintaining its role for FBM-wide initiatives and MD-PhD focusing on its niche student population.

Decision and Voting

- A proposal for ADAS to issue a formal support letter for the MD-PhD association was presented at the assembly.
- After a discussion highlighting the benefits of collaboration and the adjustments made by the MD-PhD association, the proposal was approved by 84% of the voting members.

Impact and Next Steps

- The support letter signals ADAS's willingness to work collaboratively with the MD-PhD association while maintaining its identity and responsibilities.

- The shared calendar system is expected to enhance transparency and event planning across the associations.
- Both associations agreed to review the collaboration periodically to ensure mutual benefit and effective representation for their respective members.

This section underscores ADAS's commitment to inclusivity, fostering partnerships, and adapting to the evolving needs of FBM's academic community.

4. Committee Dissolution

In accordance with ADAS's annual cycle, the existing committee was dissolved to allow for the election of new members.

- **Outcome:**
 - The dissolution was unanimously approved by **25 members**.

5. Elections of Committee and Members

The assembly elected new committee members for the 2024-2025 term:

- **President:**
 - Ali was re-elected as President with **76% approval** (19 out of 25 votes).
 - In his speech, Ali emphasized collaborative leadership, transparency, and a committee-driven decision-making process.
 - **Secretaries:**
 - **Marta:** With experience as an active member, Marta sought a role that offered flexibility during her third PhD year. She was elected with **88% approval**.
 - **Sarah:** Valuing organization and writing, Sarah was also elected with **88% approval**.
 - **Treasurer:**
 - Evgeniya Save-Trofimenko, who had served as treasurer for two years, was unanimously re-elected. She highlighted her passion for financial management and networking with sponsors.
 - **Moderators:**
 - **Philip, Sarah, and Irmak** were unanimously elected. They will oversee email approvals, event announcements, and document accuracy.
 - **Graphic Designer and Webmaster:**
 - **Margo** was unanimously elected for both roles, responsible for designing promotional materials and maintaining the ADAS website.
 - **Social Media Managers:**
 - **Marta and Esther** were unanimously elected to manage ADAS's online presence across platforms like Instagram and LinkedIn, facebook is forfeit as the impact it used to have before.
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Commissions and Committees

Elections were held to appoint ADAS representatives to various commissions and committees at UNIL and FBM. These roles are critical for ensuring that the interests and concerns of PhD students and postdocs are represented across key decision-making bodies. Below is a detailed account of the elected members and their responsibilities:

1. School of Biology Council

- **Elected Members:** Evgeniya and Margo.
- **Role:** This council addresses issues related to bachelor's and master's programs in biology, including curriculum updates, thesis extensions, and credit allocations.
- **Meetings:** Conducted in French, focusing primarily on academic policy changes and student concerns.

2. Doctoral School Council

- **Elected Members:** Marion and Evgeniya.
- **Role:** Represents PhDs across all FBM doctoral programs, discussing policies, curriculum structures, and program improvements.
- **Meetings:** Conducted in French, with a focus on integrating feedback from PhD students in sciences, medicine, and nursing.

3. Faculty Council

- **Elected Member:** Evgeniya.
- **Role:** Represents mid-level staff, including PhD students and postdocs, in faculty-wide decision-making. This council is a multidisciplinary platform involving professors, administrative staff, and technical personnel.
- **Impact:** Influences faculty-level policies, resource allocation, and academic planning.

4. University Council

- **Status:** Pending election.
- **Role:** Represents the interests of all UNIL members, including students, postdocs, and faculty, in university-wide governance.
- **Future Plan:** ADAS aims to support any interested candidates during the next election cycle.

5. Appeal Commission

- **Elected Members:** Ali (primary) and Evgeniya (substitute).
- **Role:** Handles appeals from students dissatisfied with grades or academic decisions.
- **Process:** Reviews individual cases and votes on outcomes.
- **Meetings:** Typically held twice annually and conducted in French.

6. Research Committee

- **Elected Members:** Marion (19 votes), Philip (17 votes), and Lucius (17 votes).

- **Role:**
 - Evaluates funding proposals, research grant applications, and FBM awards.
 - Reviews submissions for innovation, relevance, and impact.
- **Meetings:** Flexible schedule, with online reviews and periodic in-person discussions in English.
- **Note:** A request will be submitted to expand committee membership to include additional interested candidates.

7. Equality, Diversity, and Inclusion Committee

- **Elected Member:** Marta (11 votes).
- **Role:**
 - Advocates for gender equality and diversity within FBM.
 - Oversees initiatives such as transition grants for female postdocs, maternity subsidies, and diversity awareness programs.
 - Explores new policies, including menstrual leave and inclusivity training.
- **Meetings:** Held twice annually, focusing on actionable steps to promote inclusivity.

8. Fundamental Science Council

- **Elected Members:** Ali and Evgeniya.
- **Role:** Discusses issues specific to fundamental sciences at FBM, such as resource distribution, lab facilities, and curriculum standards.
- **Meetings:** Open to all relevant stakeholders in the department.

9. Master Prize Committee

- **Elected Members:** Daniel and Sarah.
- **Role:** Oversees the selection of outstanding master's theses and awards prizes to deserving candidates.
- **Meetings:** Conducted in English, focusing on thesis evaluations and prize criteria.

10. Vaud Natural Sciences Society (SVSN)

- **Elected Member:** Philip.
- **Role:** Represents ADAS within the broader scientific community of Vaud, fostering collaboration and engagement with regional scientific initiatives.
- **Plan:** Membership and active participation will resume in March.

Miscellaneous

- Transition of communication channels to WhatsApp.
- Next meeting scheduled for December 4th.
- Dinner and networking followed at Gina's.



Association des Doctorant.e.s et Assistant.e.s en Sciences

de la Faculté de Biologie et de Médecine
de l'Université de Lausanne

Liste de présence de l'Assemblée Générale de l'Association des Doctorant.e.s et Assistant.e.s en Sciences du
21 Novembre 2024 à 18h00, Amphithéâtre Biophore (UNIL-Sorge):

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