

## Graduate Student & Postdoctoral Fellow Fall 2021 Virtual Welcome Event

Sept. 08, 2021 2:00pm





#### Welcome!

Dr. David Cooper, Assistant Dean Graduate Studies, College of Medicine



As we engage in our Academic Activities (in person and remotely), we acknowledge that the Saskatoon campus of the University of Saskatchewan is on *Treaty Six Territory* and the *Homeland of the Métis*. We pay our respect to the First Nation and Métis ancestors of this place and reaffirm our relationship with one another.





https://en.wikipedia.org/wiki/Treaty\_6#/media/File:Numbered-Treaties-Map.svg





Treaty 6 is one of eleven Treaties initially signed by the Dominion of Canada (on behalf of the British Crown) and First Nations (Cree, Chipweyan and Stoney nations) in 1876.



# The Metis emerged as a distinct people/Nation in the historic Northwest during the course of the 18th & 19th centuries prior to Canada becoming a formal nation state. While the initial offspring of these unions were individuals who possessed mixed ancestry, the gradual establishment of distinct Métis communities, outside of First Nations and European cultures and settlements, as well as the subsequent inter-marriages between Métis women and Métis men, resulted in the genesis of a new Indigenous people – the Métis.

https://metisnationsk.com/about-metis/#who



We recognize that some may be attending from other traditional Indigenous lands. We ask that you take a moment to make your own Land Acknowledgement to the peoples of those lands. In doing so, we are actively participating in reconciliation.



**British Columbia** 

#### Remains of 215 children found buried at former B.C. residential school, First Nation says











Tk'emlúps te Secwépemc say ground-penetrating radar was used to locate remains

Courtney Dickson, Bridgette Watson · CBC News · Posted: May 27, 2021 9:58 PM PT | Last Updated: May 29



The former Kamloops Indian Residential School is seen on Tk'emlups te Secwépemc First Nation in Kamloops, B.C., on May 27, 2021. The remains of 215 children have been found buried on the site, the First Nation said. (Andrew Snucins/The Canadian Press)

https://www.cbc.ca/news/canada/british-columbia/tk-eml%C3%BAps-te-secw%C3%A9pemc-215-children-former-kamloops-indian-residential-school-1.6043778

Saskatchewan

#### Sask. First Nation announces discovery of 751 unmarked graves near former residential school











Cowessess Chief Cadmus Delorme made announcement Thursday



Bryan Eneas · CBC News · Posted: Jun 24, 2021 8:15 AM CT | Last Updated: June 25



Ground penetrating radar work began at the start of this month and will be used in the future to aid the Cowessess First Nation in locating more unmarked gravesites, Chief Cadmus Delorme said. (Submitted by Cowessess First Nation)

https://www.cbc.ca/news/canada/saskatchewan/cowessess-marieval-indian-residential-school-news-1.6078375



## National Day for Truth and Reconciliation Sept. 30<sup>th</sup>







SEPTEMBER 27-OCTOBER 1

#EveryChildMatters

https://nctr.ca/



Office of the Provost and Vice-President Academic 212 Peter MacKinnon Building, 107 Administration Place Saskatoon SK 57N 5A2 Canada Telephone: 306-966-8489 Email: arinifewask.ca Twitter: USask Provost Airini @USaskAirini Web: Ieadershin.usask.ca/provost

July 8, 2021

Hello. Bonjour. tănsi. hau koda. ëdłanet'e? hau kola. taanishi. hau kona. anin

[Languages: English, French, Cree. Dakota. Dene. Lakota. Michif. Nakota. Saulteaux]

#### National Day for Truth and Reconciliation

The University of Saskatchewan (USask) has moved to observe September 30th annually as an official university holiday, beginning this year. On Wednesday, June 23, 2021, University Council (via the Academic Programs Committee) approved this change to the 2021-22 academic calendar to include the National Day for Truth and Reconciliation annually, effective immediately.

This is part of an ongoing effort to make USask the diverse, equitable, and inclusive community that best embodies our values. It is also a time for us as a university to re-commit to leading positive change with and for Indigenous peoples, as we strive to be the most welcoming place we can be for Indigenous students, faculty and staff, and their communities.

Establishing a national holiday to commemorate the tragic legacy of residential schools in Canada was one of the 94 recommendations from the Truth and Reconciliation Commission.

The university will offer all faculty, staff, and students a day off every year to recognize the significance of National Day for Truth and Reconciliation. We hope our campus community can use the time to learn, reflect and contemplate how we can do our part to eliminate structural and overt racism and other forms of discrimination on our campus, in our communities, and across the country.

Staff members categorized as essential services staff required to work on holidays will receive holiday pay for hours, aligned with union contracts. As with all official university holidays, classes will not meet.

Sincerely,

Airin

Provost and Vice-President Academic

I acknowledge that I live and work on Treat 6 territory and the homeland of the Metis. We pay our respects to the First Nations and Metis ancestors of this place and reaffirm our relationship with one another.



#### National Day for Truth and Reconciliation

Sept. 30th

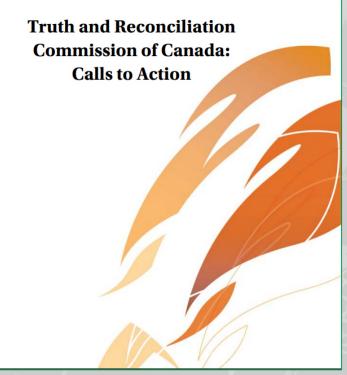




I Challenge us all to take time on the 30th to expand our understanding and thereby collectively contribute to reconciliation







https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls\_to\_action\_english2.pdf







## Welcome from Dean Burshtyn, College of Graduate and Postdoctoral Studies (CGPS)



#### Welcome from Dean Smith, College of Medicine

Welcome to the 2021 fall term! I'd like to extend a special welcome to our new graduate students and postdoctoral fellows who are joining us for the first time on campus.

September always brings excitement with the start of another academic year. This year is extra special as we come together again on campus as a community. The pandemic has been both a challenging time and a season of tremendous change. I'm inspired by the resilience and flexibility our students, faculty and staff showed as we made adjustments in learning and work approaches to combat the COVID-19 pandemic.

We certainly hope to at last be seeing light at the end of the tunnel with this virus, though we continue to see new variants of concern continuing to impact our progress. Although the majority of us have transitioned back to inperson activities on campus, remember we are still in a pandemic. We still need to take steps to ensure a safe and healthy campus including masking, vaccination and testing.

As always, the College of Medicine continues our vital mission – improving the health and well-being of the people of Saskatchewan and the world. A big part of how we do this is through our commitment to quality graduate education in the areas of biomedical and health sciences, and community and population health programs; and our meaningful contributions to the university's research environment through the work of our postdoctoral fellows and researchers.

I wish each of you a successful and productive fall term!

**Preston Smith**MD, MEd, CCFP, FCFP
Dean of Medicine



## Welcome from Vice Dean (Research) Radomski, College of Medicine (CoM)



## Equity, Diversity, and Inclusion (EDI)

#### **Values**

#### We're committed to:

- collegiality
- fairness and equitable treatment
- inclusiveness
- integrity, honesty and ethical behaviour
- respect

#### **Principles**

#### We believe in:

- academic freedom
- collaboration
- commitment to community
- different ways of knowing, learning and being
- diversity, equality and human dignity
- excellence
- a healthy work and learning environment
- innovation, curiosity and creativity
- openness, transparency and accountability
- reconciliation



## Equity, Diversity, and Inclusion (EDI)

<u>CoM EDI Webpage</u> includes resources for researchers under "Education & Resources" > "Research Environments"

#### **CoM EDI Committee**

- Currently looking at priorities and activities for the coming year
   Biomedical EDI Committee
- Chair: Dr. Joyce Wilson

#### Please also check out...

- Indigenous Health Committee
- Division of Social Accountability



Contact: Erin Prosser-Loose, Senior EDI Specialist erin.prosser-loose@usask.ca



## Graduate Student Wellness



#### **ENVIRONMENTAL**

Occupying and creating pleasant, stimulating environments that support well being

#### **EMOTIONAL**

Coping effectively with life and maintaining satisfying relationships

#### **FINANCIAL**

Feeling satisfied and secure with current and future financial situations

#### **INTELLECTUAL**

Recognizing own abilities and finding ways to expand knowledge and skill set

## WHAT IS WELLNESS?

#### **SOCIAL**

Developing a sense of connection, belonging, and a well-developed support system

#### **PHYSICAL**

Recognizing the need for physical activity, proper nutrition and sleep

#### **OCCUPATIONAL**

Personal satisfaction and enrichment derives from one's work

#### **SPIRITUAL**

Expanding sense of purpose and meaning in life

#### MENTAL HEALTH DURING YOUR PHD THE TOXIC MIX

A study by the University of California, Berkeley, found nearly half of postgraduate students met criteria to classify them as depressed.<sup>1</sup>
This poster explores the common stressors that PhD students may be exposed to during their PhD.

#### IMPOSTER SYNDROME

Most prevalent in women and minority groups, feelings of not 'deserving' to be on your PhD despite having earned it are rife.

#### FIRST TIME FAILING

Students undertaking a PhD have often never experienced failure, having done well in previous studies.

#### PRESENTEEISM

Maintaining a work/life balance can be difficult with the academic culture of overwork.

#### TOUGH RELATIONSHIPS

Supervisor/student relationships be it an absent supervisor, or overbearing, can be particularly tough to manage.

#### NO MORE TICK BOXES

Transitioning from taught courses to research can be difficult, particularly given the open-ended nature of research.

#### FINANCIAL CONCERNS

Money worries can lead to increased stress. Waiting long time periods to receive for example, conference reimbursement can exacerbate the issue.

#### COMPETITIVE LANDSCAPE

Competition not collaboration is often fostered. Given no two PhDs are the same comparing your PhD to someone else's can be deflating.

#### PAPERS, PLEASE

Focus on research output can lead to feelings of not being 'good enough' if you do not have *n* publications.

#### ISOLATION/GUILT

Writing a thesis can be isolating. This can also be coupled with feelings of guilt when taking breaks.

#### CULTURE OF ACCEPTANCE

In academia, there is a culture of acceptance that mental health issues are part of the journey. This needs to change.





#### **Student Wellness Center**

- Offers urgent and non-urgent physical and mental health care to U of S students, their spouses and children
- Services provided:
  - Doctor and nurse appointments
  - Mental health assessment, consulting and counselling
  - Nutritional counselling
  - Sexual health care including contraception counselling and STI prevention, testing and treatment
  - Physiotherapy\*
  - Massage therapy\*
  - Chiropractic care\*
  - Acupuncture\*

\*additional fees may be applied



#### **Graduate Student Counsellor**



#### **Eman Demmans**

- Eman is a certified counsellor who works in the Student Wellness Center
- She is our main point of contact and has dedicated hours specifically for our students
- Please email <u>student.wellness@usask.ca</u> and indicate you are a **CoM graduate student** looking to speak with Eman Demmans



### **On-Campus Resources**

- Access and Equity Services (306) 966-7273
  - Provides accommodations for students based on disability, religion, family status, and gender identity
- Faith Leaders
- Indigenous Mentorship Network (SK-IMN) (306) 966-5790
  - Supports Indigenous graduate students, post doctoral fellows and new investigators
- Student Affairs and Outreach (306) 966-5757
  - A team of Social Workers responsible for mental health intake, student outreach, crisis response, psycho-educational groups, and consultation to faculty, staff, and students who are concerned about a student.



### **Off-Campus Resources**

**©** (9-

#### **Urgent After Hours Assistance**

- Saskatoon Police Service 911911 on campus)
- <u>Saskatoon Mobile Crisis</u> (24/7)
   (306) 933-6200
- Royal University Hospital Emergency
  Department (24/7)
  (306) 655-1000
- <u>Campus Protective Services</u> (24/7) **©** (306) 966-5555

#### **Additional Crisis Services**

- Saskatoon Sexual Assault Centre (24/7) (306) 244-2224
- YWCA Saskatoon Crisis Shelter (24/7 shelter for females) © (306) 244-2844
- <u>Saskatoon Interval House</u> (24/7 shelter for females) ② (306) 244-0185
- Saskatoon Crisis Nursery (24/7)
   (306) 242-2433
- The Lighthouse (24/7 shelter for males and females) © (306) 653-0538
- <u>Sk.211.ca</u> directory for urgent and crisis services

#### SEEK MEDICAL ADVICE

Speak to a medical professional about how you are feeling. This may lead to intervention such as medication or counselling to help you manage your mental health.

#### REQUEST COUNSELLING

Universities have counselling services that are available for you to use. This can be useful to help talk through your problems and also make sure appropriate coping strategies are in place.

#### CREATE MANAGEABLE CHUNKS

If everything is overwhelming, try to breakdown your research into manageable tasks. It may help to do this in consultation with your supervisor. When writing, consider starting with figures first.

#### TAKE SOME TIME OUT

Taking a break can actually improve efficiency when you return to work. If you cannot justify taking a couple of weeks off, take a series of long weekends to get some time away.

## Some ways to help manage your mental health and wellbeing

#### TALK TO YOUR SUPERVISOR

It is not always possible, but if you can approach your supervisor, discuss your mental health concerns with them. Other options include discussions to reduce workload temporarily and taking time out.

#### TALK TO YOUR PEERS/POSTDOCS

It is highly likely that people around you have also experienced the stressful nature of a PhD. Reach out, if you feel able. Remember, postdocs have survived their PhD so may have some useful tips/ coping strategies.

#### READ LITERATURE

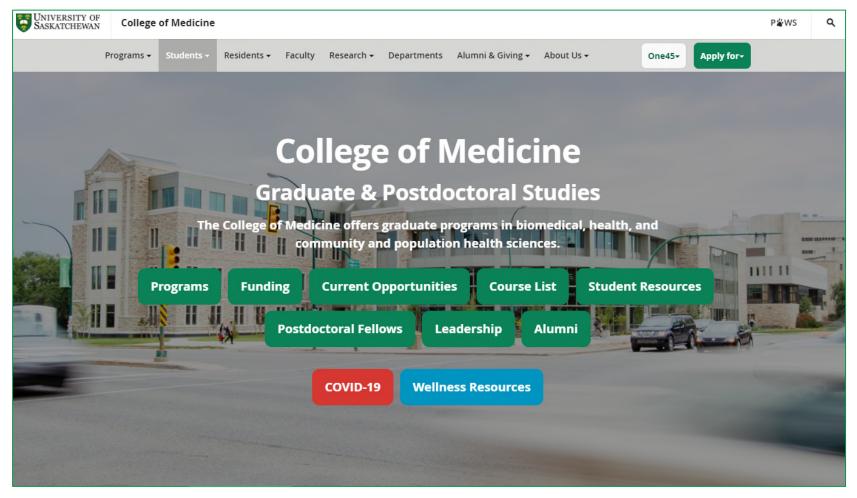
There are a large amount of online resources available to help manage mental health and wellbeing. For example, the charity Mind, have a range available, from how to manage stress, to how to support others.

#### FOCUS ON YOU

It is a proven fact that lack of sleep can add to feelings of stress. Exercise can also work to alleviate stress. It may feel like you don't have time, but going for a walk at lunchtime (for example) may help.



#### Wellness Questions?







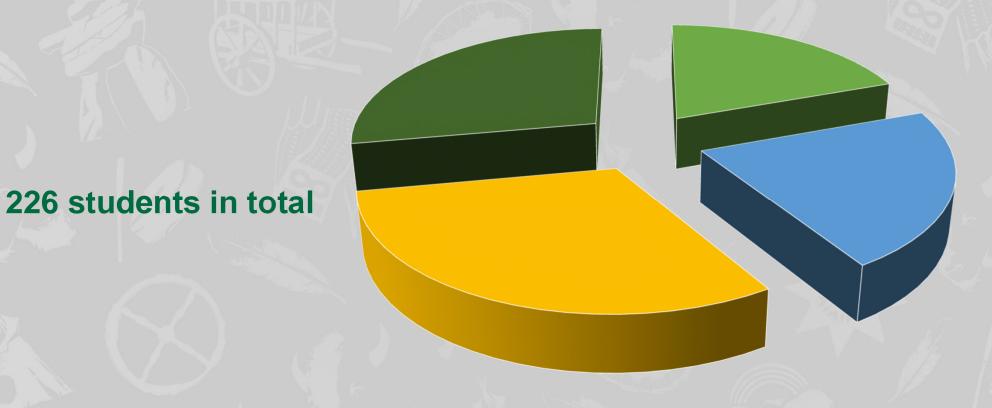
## CoM Graduate Programs: An Overview

- Anatomy Physiology and Pharmacology (APP)
  - Drs. Eames & Ovsenek (Co-Chairs); Cindy Wruck (app.grad@usask.ca)
- Biochemistry Microbiology and Immunology (BMI)
  - Drs. Lee & van den Hurk (Chairs); Barb Stuckless (bmi.grad@usask.ca)
- Community and Population Health Sciences (CHEP)
  - Dr. Muhajarine (Chair); Stephanie Kehrig (<u>stephanie.kehrig@usask.ca</u>)
- Health Sciences (HSC)
  - Dr. Cooper (Chair); Alyssa Kilgour (ovdr.grad@usask.ca)



#### Vital Statistics 2021-22

**CoM Graduate Students by Program** 



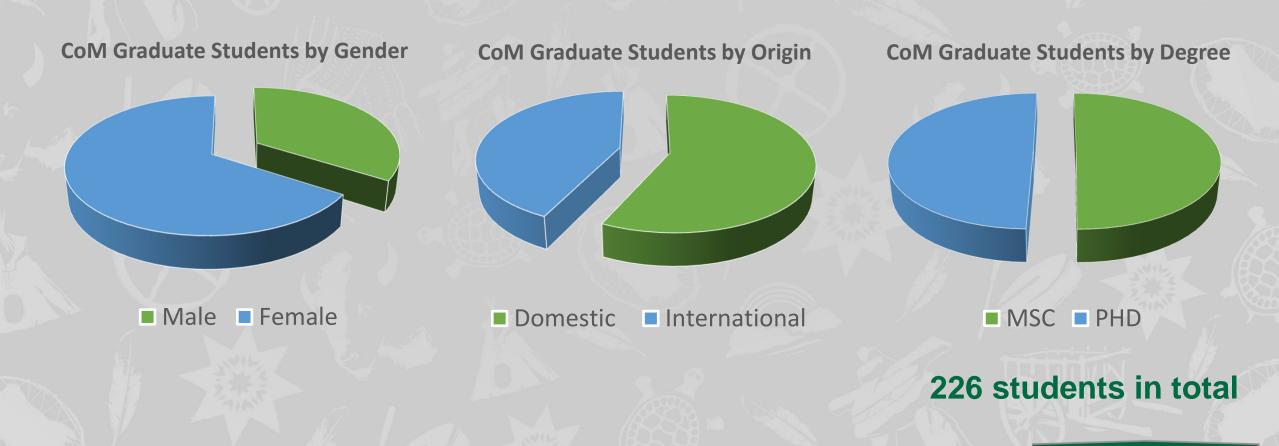
up from 203 last fall...

■ APP ■ BMI ■ CHE ■ HSC

	Total	MSC	PHD	Dom.	Int.	Female	Male
APP	44	20	24	28	16	32	12
ВМІ	49	18	24	26	23	37	12
CHE	70	48	22	30	40	45	25
HSC	63	24	39	45	18	35	28



#### Vital Statistics 2020-21





#### Vital Statistics 2020-21

**CoM PDFs by Department** 



- There are 64 PDFs in the CoM.
- Up from 53 last year
  - Anatomy, Physiology & Pharmacology
- Biochemistry, Microbiology & Immunology Community Health & Epidemiology
- Medical Imaging

Pediatrics

Medicine Psychiatry

- Oncology
- School of Rehabilitation Science
- Pathology Surgery

Medical Imaging	5
Medicine	11
Oncology	4
Pathology	3
Pediatrics	2
Psychiatry	2
School of Rehabilitation Science	6
Surgery	3
Total	64
2	

Department

Anatomy, Physiology & Pharmacology Biochemistry, Microbiology & Immunology

Community Health & Epidemiology

Number of PDF's

13



#### Vital Statistics 2020-21

- ■Together CoM Graduate Students and Postdoctoral Fellows total 290! (up from 256 last year)
- You are the engine of our research enterprise
- You are important and valued members of our College and University



APP BMI

**CGPS** 

PDFs similarly fall under the umbrella of CGPS but are housed within CoM Departments

Union

CoM



**Graduate Programs** 

**CHEP** 

**HSC** 

Colleges



## If I have an academic or employment problem/concern, where do I go?

#### **Graduate Students**

- Supervisor
  - Supervisory Committee (Chair)
    - Program Grad Chair
      - Department Head
        - Asst. Dean Grad. Studies
- CGPS
- Human Resources/PSAC
- CMGSS/Graduate Student Assoc. (GSA)
- A faculty member you trust



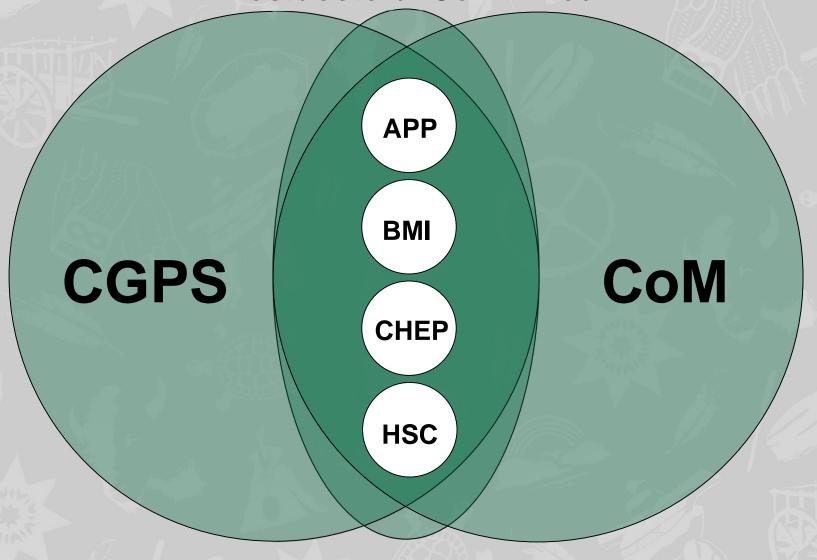
## If I have an academic or employment problem/concern, where do I go?

#### **Postdoctoral Fellows**

- Supervisor
  - Department Head
    - Asst. Dean Grad. Studies
- CGPS
- Human Resources/PSAC
- CoM PDF Reps
- A faculty member you trust



## College of Medicine Graduate Studies and Postdoctoral Committee



**Graduate Programs** 



## College of Medicine Graduate Studies and Postdoctoral Committee

#### **Committee Composition**

- Assistant Dean Graduate Studies (Chair)
- Program Graduate Chairs
- Graduate Student Representatives
  - Appointed by College of Medicine Graduate Student Society (CMGSS)
- Postdoctoral Representatives
  - Currently integrating processes with CMGSS
- Graduate Programs Coordinator (Alyssa Kilgour; ovdr.grad@usask.ca)



## College of Medicine Graduate Student Society (CMGSS)



The aim of CMGSS is to represent graduate student interests with the College of Medicine, Graduate Student Association (GSA) and University of Saskatchewan.

We seek to organize professional development events, as well as social and networking events to enhance the graduate school experience.

If you have any questions or are interested in getting involved/meeting new people, please don't hesitate to contact us at cmgss@usask.ca.

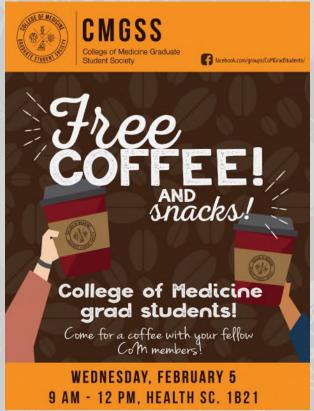


### What We Do











# What We Do (Virtual Edition)

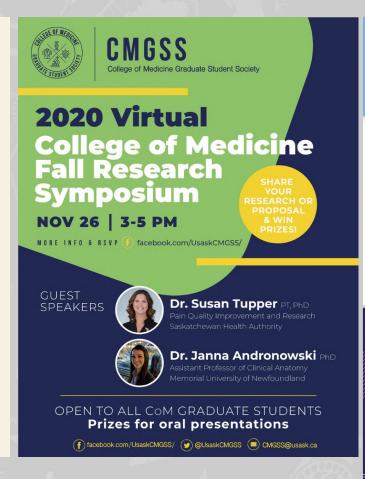


FRI. OCT 2 3:30 pm

Come join your fellow (oM grad students, post-docs & supervisors for some virtual fun!



C W G S S
College of Medicine Graduate Student Society







Session 1:30-2:10

For more information and to RSVP cmgss@usask.ca | facebook.com/UsaskCMGSS

2:10-2:30

BE WHAT THE WORLD NEEDS

Dr. Nazeem Muhajarine



# College of Medicine Graduate Student Society (CMGSS)



#### We consist of:

President, VP, Internal, VP, Finance, VP, Academic, VP, Student Wellness, VP, Communications, GSA Representatives (2 per department)

The CMGSS executive is elected each year at the AGM, typically at the start of fall term

If you have any questions or are interested in getting involved/meeting new people, please don't hesitate to contact us at cmgss@usask.ca.



# PDF Representation with CMGSS

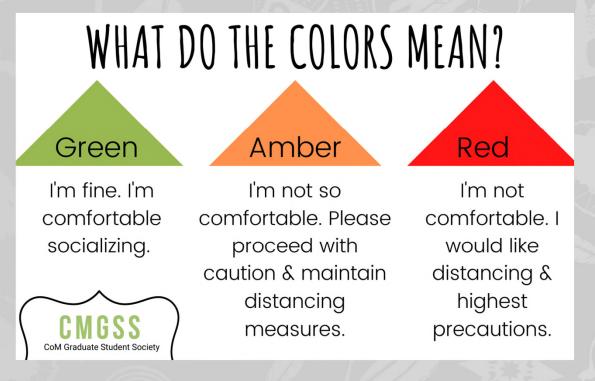
PDF representation with CMGSS is a very new initiative Came about during the transition to remote working in March 2020

- a) What about the PDFs? Are their best interests being taken into account during transition to remote working?
- b) Met as a forum of PDFs in June 2020
  - Decision for three volunteer representatives with CMGSS
  - Ensure communication, build community, provide support



# **Lanyard Lookout!**





Who can take part? Anyone in a lab with a CoM Graduate Student!

How much? First lanyard is free!

Email: CMGSS@usask.ca

Deadline: September 15th

BE WHAT THE WORLD NEEDS



## Welcome to our New Graduate Students



\*Bee on the Lookout\*

For an invitation to the CMGSS Welcome Mixer later this month!



# College of Medicine Graduate Studies and Postdoctoral Committee

#### **Key Responsibilities**

 Develop, implement, oversee, evaluate and refine a graduate education and postdoctoral strategy in the CoM

 Review and recommend graduate students for CoM graduate awards and scholarships. (CoMGRAD)

 Advise College Senior Leadership regarding the resource needs of the College of Medicine Graduate Education and Postdoctoral portfolio.



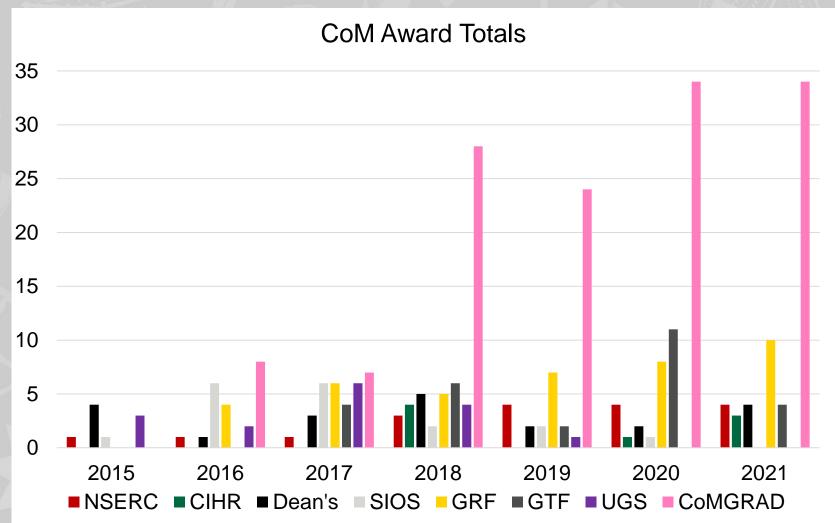
# College of Medicine Graduate Studies and Postdoctoral Committee

#### **Key Initiatives (2017-2021)**

- Resourcing CMGSS
- Website overhaul
- CoMGRAD Scholarship restructuring
- Student Travel Supports
- Parental & Emergency Medical Leave Supports
- Learner Wellness Initiatives
- Nature Masterclass (online course) trials
- Alumni Seminar Series
- Combined Seminars (Professional Development)

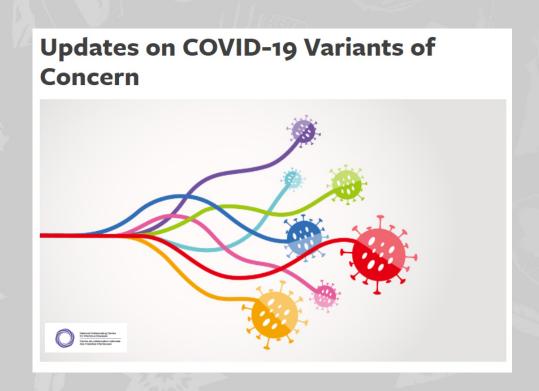


# **CoM Graduate Student Funding**





# Pandemic Response







## **COVID 19 Response 2020**

- Strived for targeted communications (minimizing email)
  - Worked with CGPS & Registrar to clarify policies regarding tuition
- Established a PDF emailing list and appointed representatives
- Implemented weekly meetings with CMGSS/PDF
   Representatives which were opened to all students, fellows and faculty (shifted to bi-weekly and now monthly for 2021/22)



## 2021/22 Monthly Grad/PDF Check-in Meetings

- Continuing for Fall 2021, potentially into 2022...
- Generally second Wednesday of the month 2pm
  - September 8<sup>th</sup> (Grad/PDF Welcome Event)
  - October 13<sup>th</sup>
  - November 17<sup>th</sup> (pushed back to 3<sup>rd</sup> Wednesday due to Reading Week)
  - December 8th





## COVID 19 Response 2020/21

- Implemented policies to ensure that emergency continuance of research was voluntary for trainees
- Circulated surveys to graduate supervisors (within a larger OVDR survey)
  - Sought information about potential funding shortfalls
  - Followed up with any supervisors indicating potential problems
- Created a Virtual Conference Support Fund
  - a) Redirected balance of regular travel support to CoMGRAD Scholarships



#### Where are we at now?

#### Can I return/work from my office in Health Sciences?

#### YES

- a) USask now requires vaccination or regular testing for all students, staff and faculty
  - Managed via PAWS
- b) Masks are requiring in all indoor spaces, except when alone in an office
- c) No physical distancing requirements (including shared graduate student offices)

#### However.....

- a) It is strongly recommended that shared offices utilize rotations to avoid sharing rooms for prolonged periods
- b) You are encouraged to keep washing hands, cleaning surfaces and to <a href="stay home if you have any symptoms">stay home if you have any symptoms</a>
- c) If you witness rules not being followed by graduate students/pdfs you can report this to ovdr.grad@usask.ca



# **Upcoming Events & Deadlines**

#### **Combined Seminars**

- Gairdner Lecture (October 26<sup>th</sup>, 4-5pm)
  - Coordinated in partnership with OVDR

- Anti-Racism Talk (TBD October)
- Alumni Seminar Series (stay tuned)
  - Virtual presentations late in the year or early next year





# **Grad Student Funding Deadlines**

#### **College**

CoMGRAD – January 15
Virtual Conference Support Fund – ongoing
Parental Leave Grant – ongoing
Emergency Leave Grant – ongoing

#### **University**

\*Dean's Scholarship – December 1 (Round 1) and February 1 (Round 2)

#### **External**

\*Tri-Agency Master's - December 1

\*Tri-Agency Doctoral - October 17

\*Vanier – Nov. 2 (USask: Sept. 27th)

\*Individual graduate programs will have internal deadlines set for application review prior to the above deadlines



# Postdoctoral Fellowship Deadlines

#### **External**

#### Tri-Agency

- Banting\*
- CIHR October 6th
- NSERC October 12<sup>th</sup>
- SSHRC September 15<sup>th</sup>

\*University review process already underway



# Thank you! Graduate Training is a Team Sport

#### - CGPS

- Leadership
- Dedicated staff
- CoM
  - Leadership
  - OVDR
    - Dedicated staff (Alyssa Kilgour)
- Graduate Chairs & Departmental Graduate Committees
- CMGSS Student & Fellow Reps
  - A special thanks to Una for her tireless efforts!
- All Students and Supervisors
  - Thank you for your patience and understanding during this challenging time





# Thank you for attending All the best in the 2021/22 academic year!

Stay Safe and Healthy

questions/comments/concerns? ovdr.grad@usask.ca