

# Staff Scientists@Weizmann

## Staff Scientists as co-PIs on Grant Proposals

Thanks to Prof. Maya Schuldiner (head of the Staff Scientists Promotion Committee), we recently received from the Research Grants & Projects Office a list of thirty-two grants that allow inclusion of staff scientists as a co-PIs. This list is on the Staff Scientists website on the "Can a Staff Scientist submit a grant proposal?" FAQ page. See also the FAQ on Tosefet Mechkar for how this will affect your salary.

## Retirement & Your Email Address

Thanks to Profs. Maya Schuldiner and Yehiam Prior (CIO & Head of the Weizmann IT Division), staff scientists can now keep their Weizmann email addresses for three years after retirement instead of the current one year. Of course, if a staff scientist continues at the Weizmann in any official capacity (whether for pay or not), their department head can make an official request for the staff scientist to further maintain their Weizmann email address. The hope is that this will allow the retired staff scientists to remain connected to the Weizmann Institute to which they made so many contributions.

## Meet Your New Staff Scientists Council



Dr. Shirley Shulman Daube (Chemical & Biological Physics), Chair

Dr. Orna Dahan (Molecular Genetics), executive committee and sectorial representative



Dr. Ghil Jona (Life Sciences Core Facilities), executive committee and sectorial representative

Dr. Nitzan Akerman (Physics of Complex Systems), sectorial representative



Dr. Yael Aylon (Molecular Cell Biology), sectorial representative

Dr. Mark Iron (Chemical Research Support), sectorial representative



Dr. Ayelet Vilan (Chemical & Biological Physics), sectorial representative

We would like to take this opportunity to thank the outgoing members for their hard work and dedication on behalf of the staff scientist community: Drs. Shlomit Reich-Zeliger, Eyal Shimoni, Haim Weissman, Vyacheslav (Slava) Kalchenko, Tomer Meir Salame, Tamar Paz-Elizur, Hadas Zehavi and Eyal Kroupp.

## Long-Term Travel Grants

The Research Grants & Project Office recently announced a new initiative whereby staff scientists can apply for a long-term travel grant (up to 3 months with the possibility to apply for an extension). The purpose of these travel grants is "to explore collaborations and acquire expertise in cutting edge technologies" (per the grant description). Application deadlines are Feb. 1, 2022, and Aug. 1, 2022 (two submissions). For details, see the RGP call at: <https://www.weizmann.ac.il/RGP/proposal/3755>.

## Acknowledgement of Staff Scientists on Scientific Publications

Recently, the Staff Scientists Appointments and Promotions committee sent out an email addressed to all WIS PIs. The email is a reminder to the PIs to acknowledge on publications any staff scientist who contributed to the research, in particular

## Retreat

The staff scientist retreat that we had planned for 2020 was postponed because of COVID19. We have not forgotten the retreat and are still hoping to hold it at some point during 2022. Please stay tuned for further details as they become available.

## Looking for a Volunteer to Run the Spotlight on Science Lecture Series

We would like to thank Dr. Tomer-Meir Salame for his exceptional job in running this important lecture series. We are looking for a volunteer to continue in his footsteps. If you are interested, please contact Tomer (tomerm@weizmann.ac.il).

## Got a Nice Image?

Do you have a scientific image that you are proud of and want to share with the rest of the world? We are looking to refresh the staff scientists website and want some new images. If you have an image or two to contribute, please send them, along with a short blurb and citation, to mark.a.iron@weizmann.ac.il.

## Staff Scientists Website

We are continuously updating our website, which is an invaluable resource for any staff scientist or candidate with questions about the track. Make sure to check it out: [http://www.weizmann.ac.il/Staff\\_Scientists/](http://www.weizmann.ac.il/Staff_Scientists/)

staff scientists in the core facility units. At the same time, staff scientists are encouraged to be proactive in ensuring that they receive the recognition due to them for their work. As the committee points out, paying for the services from the PI's research budgets is not a valid excuse for excluding staff scientists from the list of authors. The full text of the email is available on the Staff Scientists website.

## Staff Scientists Networking — A New Council Initiative

We would like to thank all of you who participated in the first Networking activity that was held in November — **Staff Scientists by the Numbers: What are the Numbers Teaching Us?** It was very successful thanks to your participation and valuable input.

For those who were not able to participate, we presented statistics on promotions to the various ranks (kindly provided by Dr. Tami Paz-Elizur) followed by an open discussion. The data clearly demonstrates that there are delays in promotions to the Senior Staff Scientist and Senior Research Fellow ranks. We proposed discussion with the management to initiate an institutional process in which deans, department heads and/or group leaders will periodically evaluate the status of staff scientists who have been  $\geq 6$  years in either the Associate or Senior Staff Scientist rank. This proposal received positive feedback, and we are planning to promote it in our future discussions with the management. We also received many additional points and suggestions, highlighting the very positive attitude and the importance of interaction and exchange of views and experiences. We plan to continue with additional Networking sessions in the future, hopefully in person next time.

## Staff Scientists Enrichment Program

The Human Resources Division, with the support of the Vice President's office and the Staff Scientists Council (thanks to Drs. Sefi Addadi and Nir Kampf for their help in organizing this) has put together a series of workshops designed to help the staff scientists advance their careers.

In the kickoff meeting (held last November), we were introduced to the workshop and its framework (4 meetings of 4 hours in small groups of up to 12 staff scientists). The introduction was followed by a very interesting lecture by Hanan Rosen (גומה-גבים) on "The Power of Cooperation - From Ego-System to Ecosystem."

So far there are 7 groups with over 80 staff scientists who have registered for the workshop. Each meeting will be devoted to one of the following topics: Role Perception & Positioning, Interface with Management, Influence Tactics, and The PI & Me. Three of the groups have already met twice, and the others will start soon. You can still register for groups 6 & 7 at this [link](#) or contact Orna Greidey-Chen for more details.