

Staff Scientists@Weizmann

Annual Staff Scientists Meeting

We will be holding the next Annual Staff Scientist Meeting on **March 1, 2021 at 2pm**. Because of the current gathering restrictions, we will be holding it over Zoom. There are several exciting advancements in the Staff Scientist Track to discuss as well as important updates to the Staff Scientists Council Takanon that needs your approval. And since you can attend from the comfort of your office/home office, there are no excuses for not attending.

Update to the Staff Scientist Council Takanon (protocols)

It has been twelve years since the Staff Scientists Council was initiated. Based on lessons learnt, we are proposing some changes to the Takanon, which will be brought for approval at the next Annual Staff Scientists Meeting. While the final text will be sent out in preparation for the meeting, the key changes are:

- Council members will be elected to a three year term
- Reducing the size of the council from eleven to seven members with the number of representatives from each sector adjusted accordingly

Staff Scientists Website

We are continuously updating the Staff Scientist website, which is an invaluable resource for any Staff Scientist with questions about the track or who just wants to know what is happening. Make sure to check it out:

http://www.weizmann.ac.il/Staff_Scientists/

Spotlight on Staff Scientists Research



Dr. Iddo Pinkas (Chemical Research Support) and Dr. Ido Azuri (Life Sciences Core Facilities) recently participated in an exciting and innovative research published in *Nature Human Behaviour* (<https://rdcu.be/cE2k>). Together with Dr. Filipe Natalio and Dr. Aviad Agam from the Scientific Archaeology Unit, they used Raman spectroscopy and AI algorithms to build temperature-estimation models in order to infer the degree of pyro-technological control by inhabitants over 300,000 years ago.

Announcements from the WIS Administration

1. The tenure process is long and tedious. To avoid issues of staff scientists reaching their seven-year deadline without a clear understanding whether they are on track for a promotion to Associate Staff Scientist and tenure, WIS management along with the Staff Scientists council has implemented a midterm performance review by an ad hoc committee consisting of the staff scientist's supervisor and head of department, meeting during the third year in the track. The committee will review the staff scientist's accomplishments and provide guidance on how he/she can improve their progress towards the goal of tenure. The ad hoc committee will submit a summary letter to the head of the Staff Scientist Promotion Committee.
2. Given that many staff scientists are experts in their field, the Administration is opening the opportunity for staff scientists at all ranks to independently apply for Institute funding to organize meetings/conferences at the Weizmann Institute.
3. Starting 01/01/2021, the wage increase and benefits associated with promotions in the Staff Scientist track will be awarded retroactively to the beginning of the academic year (October 1st) in which a positive recommendation has been made to the President.
4. The Administration along with the Staff Scientist council are looking for ways to encourage the promotion of Associate Staff Scientists to the rank of Senior Staff Scientist. We will update you with more details as the discussions progress.

Staff Scientists on WIS Committees

Want to get involved and help shape the Staff Scientist track? Dr. Tali Scherf (Magnetic Resonance Unit, Department of Chemical Research Support) has for several years been our observer on the Research Services and Administration committee (RSAC), and we are working with the Administration to make other such opportunities available. The Staff Scientists Council is always looking for candidates, both for the Council and for other Institute committees as opportunities become available. Interested? Contact any member of the Council.

Spotlight on Science Seminar Series

This seminar series highlighting work by Staff Scientists has been on hiatus. We are excited to resume the successful series, albeit via Zoom. The first lecture will be given by Dr. Yael Kuperman on February 24th at 11:00 titled "Beyond Weight Watchers: The Tools of the Metabolic Phenotyping Unit." The talk will be given in front of a small audience in the Botnar Auditorium and shared over Zoom. Anyone interested in presenting should contact Dr. Tomer-Meir Salame (tomerm@weizmann.ac.il).

Retreat

The staff scientist retreat that we had planned for 2020 was postponed. We are actively searching for a solution and hope to hold the retreat during 2021. Please stay tuned for further details as they become available.

Staff Scientist Enrichment Workshops

With the support of VP Ziv Reich, the Staff Scientists Council together with the Human Resources department is preparing a series of enrichment workshops. The first workshop will be launched soon and will focus on "Political Organisation." Thanks also to Drs. Sefi Addadi and Nir Kampf for their help in organising this amazing opportunity.

Staff Scientist Internal Grants

For a number of years now, the Weizmann Institute has been providing internal grants to Staff Scientists in research support units intended for the development and advancement of the research tools used in these units. These are competitive 1 year grants of up to \$40,000, which can be used to purchase materials needed for the research and/or to hire nonacademic support staff (e.g., technician, programmer). The application deadline is April 7, 2021, and more details are available at: <https://www.weizmann.ac.il/RGP/agency/199/rgo>.

Top 2% Scientists in the World

PLoS Biology recently published a study ranking all scientists in the world (DOI: 10.101371/journal.pbio.30000918). Of the 159,682 names that form the top 2%, 204 are from the Weizmann Institute, of which five are Staff Scientists: Dr. Yishai Feldman (Chemical Research Support), Dr. Mark Iron (Chemical Research Support), Dr. Alex Khenkin (Molecular Chemistry and Materials Science), Dr. Eyal Shimoni (Chemical Research Support) and Dr. Hadas Shtrikman (Condensed Matter Physics). Congratulations on making this prestigious list!

Prizes

Congratulations to the following winners of the 2020 prizes for Outstanding Staff Scientists

- Maxine Sanger Prize for Outstanding Staff Scientists: Dr. Eli Galanti (Earth and Planetary Sciences), Dr. Einat Zalckvar (Molecular Genetics)
- Scientific Council Prize for Outstanding Staff Scientists: Dr. Inna Solomonov (Biological Regulation), Dr. Cathy Bessudo (Plant and Environmental Sciences)

In addition the following external bodies have recognised the excellent work of Staff Scientists:

- Dr. Sidney Cohen (Chemical Research Support) was elected as a Fellow of the American Vacuum Society (AVS)
- Dr. Ayelet Vilan (Chemical and Biological Physics) is a 2020 recipient of the Israel Vacuum Society Excellence Award for Surface Science Expertise

Promotions

Congratulations to the following Staff Scientists who received promotions in 2020:

- **Associate Staff Scientist:** Dr. Nitzan Akerman (Physics of Complex Systems), Dr. Tali Dadosh (Chemical Research Support), Dr. David Ehre (Molecular Chemistry and Materials Science), Dr. Eli Galanti (Earth and Planetary Sciences), Dr. Elena Kartvelishvily (Chemical Research Support), Dr. Yonatan Katz (Neurobiology), Dr. Yael Kuperman (Veterinary Resources), Dr. Hagit Shapiro (Immunology), Dr. Xiaomeng Sui (Molecular Chemistry and Materials Science), Dr. Gilad Yaakov (Molecular Genetics), Dr. Einat Zalckvar (Molecular Genetics)

- **Senior Staff Scientist:** Dr. Mark Iron (Chemical Research Support), Dr. Dena Lashkowitz (Life Sciences Core Facilities), Dr. Assaf Marron (Computer Sciences and Applied Mathematics), Dr. Rachel Sarig (Molecular Cell Biology), Dr. Yael Schwartz (Science Teaching)
- **Senior Research Fellow:** Dr. Linda Shimon (Chemical Research Support)

Meet the Current Staff Scientists Council

Executive Committee: Dr. Shirley Shulman Daube (chair), Dr. Shlomit Reich-Zeliger, Dr. Ghil Jona
Sector Representatives: Dr. Eyal Shimoni, Dr. Haim Weissman, Dr. Mark Iron, Dr. Hadas Zehavi, Dr. Vyacheslav Kalchenko, Dr. Tamar Paz-Elizur, Dr. Tomer-Meir Salame and Dr. Eyal Kroupp