

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Yale
Postdoctoral
Association

Tuesday, June 11, 2024 | 6:00 PM

19 attendees



CHECK-IN

YPA OPEN FORUM JUNE 2024

TUESDAY, JUNE 11 AT 6:00PM



<https://cmlink.me/2dA/c22722456712844>

<https://yale.zoom.us/j/99108955066>

Chairs [5 min]

- Welcome – General and new Postdocs.
- 10th Anniversary Celebration in June
 - Doga- June 21st
 - This event was organized by the advocacy committee and healthy refreshments will be provided. Register on [YaleConnect](#).
 - Salary Negotiation - June 27th
 - This event was organized by the professional development committee. Register on [YaleConnect](#).
 - Gala- June 28th
 - The community and networking committee will explain more.
 - If any committees have planned more events, please make sure that you advertise them and put them on YaleConnect!

- Feedback on Panel of Grievances procedures
 - The YPA solicited feedback from the panel held at the symposium, the feedback was primarily good and there are tentative plans to hold a longer panel on these issues in the future.
 - If you face any issues related to grievance procedures at Yale, or any other issues, reach out to the YPA chairs by emailing ypa@yale.edu or the advocacy committee (emails listed below) and the YPA can help you access resources that you need, explain how to navigate the grievance processes, and can also speak on your behalf if you would prefer to remain anonymous.
- YPA Executive Board – new co-coordinators starting in July.
 - Nominated co-coordinators will be presented by the current co-coordinators of each committee, and their approval will be voted on by all YPA members attending the open forum tonight.
- YPA Celebration event on July 9th at 7pm for Executive Board
 - This will be held at the Yale Sciences Building, First Floor Terrace.
- YPA Code of Conduct
 - Link [here](#).
 - The YPA is committed to maintaining a safe and inclusive environment for all committee members, so please read and follow the policies outlined in the code of conduct and the [bylaws](#).
- OPDA policy on vendors/speakers
 - You should notify OPDA (Office of Postdoctoral Affairs) 6 weeks in advance if you would like to pay a speaker or add a new vendor to Yale's system.
 - YPA cannot compensate Yale internal speakers.
 - OPDA will require information on the speaker's Visa, in order to determine if they can be paid.
 - If you have further questions, or a specific situation that is not covered by these points, please reach out to the OPDA.
- Nominations for YPA Co-Chair positions
 - Benoit Mermaz, formerly co-coordinator of the communications committee and a member of the professional development committee. Election manifesto [here](#).
 - Rafael Lopes Paixao da Silva, formerly co-coordinator of the treasurer committee. Election manifesto [here](#).
 - Question presented by an attendee posed to both candidates: How will you negotiate with the OPDA and Yale administration if they prove difficult to work with?
 - Rafael – described his expertise in negotiating the yearly budget with the OPDA and Yale.
 - Benoit – will build consensus, so that postdocs/ARS will present a united front while facing challenges.

- Question presented by an attendee posed to both candidates: What do you plan to use your position to advocate for in the coming year?
 - Rafael – will produce new materials to make each postdoc and ARS aware of their benefits and rights.
 - Benoit – will continue to push things forwards that are presently goals of the YPA and will work with the advocacy committee closely to identify and push for things that are currently needed by the community.
- The election will run from June 13th-20th, 2024 and the new co-chair will be announced on July 1st.

Secretaries [2 min]

- Go back to **emailing about room reservations** because the Google Form entries disappear into the ether.
 - **Info needed:**
 1. Contact name, email address, and phone number
 2. Date(s) of event
 3. Desired location (Please include at least the building name and also include room number if you have a specific preference)
 4. Number of anticipated attendees
 5. Will there be food served? Y/N (If so, you accept responsibility for taking out all trash and cleaning up and/or need to request custodial services as well)
 6. Will you need A/V equipment? Y/N and which kind?
 7. Do you have any other access requirements you would like us to be aware of?
 8. Is there a cost associated with the room you would like to reserve? (e.g., custodial services incur a cost)
 - If yes, what is the COA number for charging those costs?
 9. Any other important details we should know?

Need a new co-coordinator and new members for the committee ASAP, please contact:

Jessica.Sherry@yale.edu or Mia.Daucourt@yale.edu

Treasury [2 min]

- Budget updates
- **We are looking for new treasurers to join. Please contact Rafa** Rafael.lopes@yale.edu **and Khuleshwari (Cooockoo)** khuleshwari.kurrey@yale.edu
- Demo sessions of YPA Purchase Request form submission by Yahaira and Q&A session happening today! *Notes on detailed in the OPDA's section of the agenda.*

Community and Networking Committee [7 min]

Recent Events

- **May 30, 2024, 7:30 – 9 PM**, The Enchanting Universe, LFOP
- **May 30, 2024, 6:30 – 8 PM**, YPA Book Club: The Kindred
- **May 25**, Art Gallery Tour
- **May 18**, Movie Screening: How Do You Milk an Almond?
- **May 10**, Yale International Amazing Race

Upcoming Events

- **Thu, June 27, 2024, 6:30 PM – 8 PM**, YPA Book Club: Klara & the Sun
- **Fri, June 28, 2024, 6:15 – 11 PM**, To the Tens: YPA 10th Anniversary Summer Gala (black tie)
 - Featuring:
 - Dinner from Havenly
 - Beverages
 - Party games for family
 - **HANDSOME DAN XIX!!! From 6:45 – 7:15 PM**
 - **Contributions from every committee that represents your committees mission statement and activities.**
- **Thu, July 18, 2024, 6:30 – 8 PM**, YPA Book Club: Metamorphosis

Tentative

- Hike to E Rock, Pardee Rose Garden
- Euro Cup watch party
- More!

Upcoming Community and Networking Committee meeting:

Time – 6-7pm

Date – Tuesday, July 2nd

Location – TBA

Contact emails – nicolo.mangraviti@yale.edu

and Hongyu Li hongyu.li.hl953@yale.edu

Hongyu Li was nominated as a co-coordinator. There were no objections.

Professional Development Committee [5 min]

Announcing new co-coordinator

Past events

- **Career Café with Maikel Boot**, career transition from academia to pre-scouter, May 28th, hybrid event. 12 people attended in person + 4 people on Zoom.
- **Pint of Postdocs** June 6th, 40 people attended.

Upcoming events

1. **Workshop in salary negotiation 101** with [Dr. Anees Chagpar](#) (1h), June 27th on Zoom, 4-5 PM.
2. **“Balancing Motherhood and Academic Pursuits”** with Stephanie Kramer and Kirsten Isgro
 - June 20th, Panel discussion 4:30-6pm in person at Sterling Memorial Library
 - Followed by Reception 6-7:30pm at the Humanities Quadrangle.
 - Event is on Yale Connect.
 - Collaboration with Advocacy, Women Faculty Forum, Yale Worklife, Yale Women in Medicine and Science.
3. **Info session with Poorvu Center** in September
4. **Organize a job fair** with 5-10, timeline: towards the end of the year.
 - Aim to invite a list of companies that would potentially offer visa sponsorship (H1B database or O1 visa).
5. **Speakers Event with Rootless Agency**, which will be the sponsor and co-organizer of the event, week of June 24th.
 - Will have 2-3 speakers discuss career aspects. Potential Speakers so far: Lynn Cooley Dean of FAS, Dragomir Milanovic.
 - Will finalize the list within the upcoming week.

Next PD committee meeting on June 27th at 6pm on Zoom.

For the zoom link please contact bianka.mecaj@yale.edu and amit.aji@yale.edu

Michela Notarangelo was nominated as a co-coordinator. There were no objections.

Michela’s email is: michela.notarangelo@yale.edu

Communications Committee [3 min]

Updates

- YPA website update

Events

- Meet the YPA Event June 11th (today) 5:30 PM
- Upcoming Meet the YPA Event July 9th 5:30 PM

General

- **Ads form:** the new form is up and can be accessed at the same link bit.ly/YPAads
 - Now you can submit ad requests for newsletters and social media all at once
- **Website requests:** fill out the form bit.ly/YPAwebsite
- **New Members wanted!** Interested in joining? [Tasks](#) we cover.
- **Coordinators:** Anne (anne.hahn@yale.edu) & Benoit (benoit.mermaz@yale.edu)

Committee meetings: Next in-person meeting TBD

Anne-Marie Rickmann was nominated as a co-coordinator. There were no objections.

Anne-Marie’s email is: anne-marie.rickmann@yale.edu

Symposium Committee [1 min]

- Yale Postdoc Symposium 2024 was successful, committee has done a fantastic job.
- Record number of 289 registrations received.
- Working on the ongoing analysis of the feedback survey. This survey was conducted online. Scheduled the next symposium committee meeting for July 1st, 2024, via Zoom.

Jacob Orkwis was nominated as a co-coordinator. There were no objections.

Jacob's email is: Jacob.orkwis@yale.edu

Mentorship Committee [3 min]

- Mentorship Committee will likely host an online session for the YPA 10th Anniversary. Details to follow soon...
- Mentorship Committee looking for new co-coordinator to join July 2024. Please contact Swapna.naik@yale.edu or dagmar.zigackova@yale.edu.
- Buddy Program party was a success: ~10-12 attendees
- All programs running, more updates to follow soon.

Paraskevas Filippidis was nominated as a co-coordinator. There were no objections.

Paris's email is: paraskevas.filippidis@yale.edu

**2nd Annual Mentoring Committee meeting with sub-committees to be held on
6/28/2024 via Zoom.**

Advocacy Committee [4 min]

Introducing new co-coordinator: Rishi Tripathi

Rishi was nominated and there were no objections.

Rishi's email is: rishi.tripathi@yale.edu

- Thank you to Claire for extraordinary work and dedication!

Ongoing Advocacy work includes

1. Hosted Grievance Panel @ YPA Symposium with YBPA

- “Is your or your colleagues’ PI a frequent flyer?” We’re collecting stories of unresolved grievances from postdocs—reach out to us!
 - The committee is actively collecting stories, and hopes to reach the administration with this information, using these stories to help expand the grievance procedures and resources at Yale.

2. OISS has updated their website, confirming they encourage multi-year Visas.

- <https://oiss.yale.edu/for-departments/inviting-a-scholar/appointment-dates-and-funding>

3. Postdoc compensation and PTO

- **The change in compensation policy will not be updated in July**
- We have been advocating for an equitable compensation scheme accounting for postdoc experience with YPA, YBPA, OPDA and Advocacy Committee
- What went wrong? Lack of communication and representation of postdoc interests
 - The advocacy committee and co-chairs meets with the OPDA every month and this topic was brought up at every session. Committee co-coordinators described how they were given the impression that the OPDA was trying to negotiate a base salary structure for all post-docs. The OPDA then announced a policy at the April forum based on a yearly percentage increase upon reappointment.
 - A forum attendee highlighted that if you are currently on fellowship, the date you come off of fellowship will be your new reappointment date.
- We will continue our efforts to remedy this unjustifiable change in compensation policy.
The advocacy committee is looking for alternative solutions.
- We encourage you to join YPA or outside efforts in advocating for postdocs.
- Feel free to let the administration know of your frustration.

The advocacy committee has designed flyers advertising inequities between Yale postdocs and postdocs at other institution. For example, Yale's PTO policy provides significantly fewer days than the Ivy league average. These flyers will be distributed to the Yale postdoc community at large.

If you choose to print flyers, please be aware of Yale's policy on posting, found [here](#).

Upcoming Events

- **Doga** June 21, 2024, for YPA's 10-year anniversary
 - 4-5 PM, Science Hill, YSB 352
 - Followed by smoothie bowls on the terrace.
- **Self-defense classes**
 - Every week from May 8th to June 12th 7-8 PM
 - 6-week block of stand-alone classes (no previous experience or class attendance necessary)
 - Tomorrow (June 12th) is First-Aid and Recovery
- **How to Find a Therapist** session with Ishita Aurora, details TBD

Contact us if you have other issues or suggestions and we'll look into them!

Note: If you are struggling with any concerns, such as disability accommodation, bullying, etc., please get in touch with the advocacy committee and we will advocate for your needs. You can reach us at claire.laxton@yale.edu and alaz.ozcan@yale.edu.

Committee meeting is every third Tuesday at 5:30pm, usually on Zoom.

Next meeting is Tues 18th June, 5:30pm on Zoom.

(Join by emailing claire.laxton@yale.edu or alaz.ozcan@yale.edu and get involved in improving post doc wellbeing!)

Belonging Committee [4 min]

Past events

- Recap of symposium grievance event. Meant as information event to show the current status of procedure and provide info. Please reach out to Azmi Ahmad to provide more stories and feedback.
 - The committee will use your feedback to determine if there should be more events organized that feature each of the members of this panel. Please reach out if that interests you.

Upcoming events

- Motherhood in Academia event and info document. Reach out to Sabrina Ghadaouia with experience and tips to add.
 - In the future committee will put together information on paternity in academia, as well as parenthood in academia, so look out for that information to come.

We are looking for new members—join the Belonging Committee!

Next committee meeting is June 28th @ 3pm on Zoom. Contact azmi.ahmad@yale.edu or sabrina.ghadaouia@yale.edu for details.

And reminder that you can always find the [DEI Toolkit here](#).

Associate Provost for Postdoctoral Affairs, Erin Heckler [10 min]

- Demo on how to use the Event Tracker for coordination with the postdoc office (Yahaira) and Purchase form explanation (Yahaira).
 - In the YPA drive in the folder titled “[YPA Events 2024](#)” is an event planning spreadsheet for planned YPA events. This should only be edited by committee coordinators.
 - Also, in the YPA drive is a new Pcard pickup schedule/request form.
 - There is an order request form as well – please upload a spreadsheet or individual items to be ordered (the latter is easier for the OPDA)
 - Finally, there is now an expense tracker for each committee in the YPA drive folder.
 - SOPs will be found in the same folder as these forms.
 - Amazon orders should now be requested 10 days before your event or earlier.
 - Committees cannot buy gift cards or alcohol for speakers.
 - Reach out to Yahaira or the YPA treasurers if you have feedback or suggestions for these documents.
- Programming & Policy updates
 - The OPDA is still working on flexibility/updating the PTO policy.
 - To address YPA’s requested changes to the newly announced compensation policy—the university will be unable to make any changes for this upcoming fiscal year

because university and grant budgets for the upcoming year have already been allocated. Perhaps the requested changes can be implemented in the following fiscal year.

- Time to start National Postdoc Appreciation Week (NPAW) planning.
- NPA [marketing toolkit](#)
- NPA events:
 - **Owning Your Career**, Sept 16, 2024, 1pm
 - **Postdoc Council Town Hall** Sept 19, 2024, 1pm
 - Please don't overlap with these events when planning your own NPAW events.
- Academic job search intensive workshop organized by Victoria.

Open Forum - Questions/Comments [15 min]

Question from an attendee: Is the reason why the postdoc compensation policy can't be updated for the upcoming fiscal year due to the effect of this change on already allocated PI budgets or the university budget?

- Erin Heckler answered that this can be due to the NIH research budget for postdocs (typically for postdocs working within the medical school) or the university budget. The budget for July 2024 is part of the 2024-2025 fiscal year, and the budgets were allocated for a yearly reappointment rather than a uniform July increase.
- Any changes will have to wait until the next fiscal year (July 2025).
- Erin mentioned that an interpretation of the current policy could be argued for on an individual basis, which is that if your appointment is between Jan 2024 and June 2024 you can attempt to renegotiate and retroactively apply the current percentage increase to your increase at reappointment since it is within the same calendar year.
 - Reach out to the OPDA if you have more questions about this specific interpretation.
 - The advocacy committee will work with the OPDA to circulate information about this interpretation to current postdocs.

Question from an attendee: How was this policy determined and approved, and why were no postdocs involved in the process?

- Erin Heckler responded that the University looked at what other peer institutions do and moved to a two-tier system for the FY24 change, using the same percentage increases. The proposal was presented to the deans of each school, each of which came to an agreement and then it was approved. Since our policy was put in place, Stanford for example has moved away from this policy, and so there are ongoing discussions about what will happen for FY25.
- The School of Medicine has the most trainees and therefore stronger opinions, and it will be hard to approve something that the largest school does not agree to.