

# THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Yale  
Postdoctoral  
Association

Tuesday, May 14, 2024 | 6:00 PM

## CHECK-IN

YPA OPEN FORUM MAY 14TH 2024

TUESDAY, MAY 14 AT 6:00PM



<https://cglink.me/2dA/c2271887511214815>

### Chairs [5 min]

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#### \*\*\*\*\* NOTES IN PURPLE BELOW

- Welcome – General and new Postdocs
- YPA Executive Board Committee 10th Anniversary celebration in June
- Panel on Grievances- hosted on day of symposium for Yale Postdocs and ARS – cohosted by YPA, YBPA, and OPA- have people attending from different offices at Yale

Any kind of Grievance: First point of contact for anything is to contact the OPA

- Register for the symposium.
  - Recommended that all Yale postdocs/ARS attend this. (only postdocs and ARS are eligible to attend)

- YPA Executive Board- July coordinators

Half of the coordinators will be stepping down in July—new coordinators should be announced in June—so start convo to find replacements/new coordinators. If required, reach out through YPA newsletter to find new members/coordinators.

- YPA code of conduct
  - Use of social media
    - Yale Postdoc group on WhatsApp is unofficial, not officially associated with YPA. Given the recent incidents, somebody must take charge as admin. If nobody takes charge, the current admins are shutting it down. We need to be respectful of all people in these groups. Will decide whether to shut down group next Tuesday (5/20) end of day – have until then to reach out to be admins of the group.
- National Postdoc Appreciation Week coming in September, so we should start planning activities now. Make sure no events conflict with each other to maximize attendance.

### Secretaries [2 min]

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- Co-coordinator position open!!
  - If anyone is interested, please contact:  
[Jessica.Sherry@yale.edu](mailto:Jessica.Sherry@yale.edu) or [Mia.Daucourt@yale.edu](mailto:Mia.Daucourt@yale.edu)

### Treasury [4 min]

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- Budget updates  
Symposium and Communications committee have items pending so amounts may change
- All purchases should go through OPA purchase request form.
- Please be more specific and straightforward in your emails, especially subject lines.  
Need key information in subject line to make it easier for the coordinators to understand what they are working on right away
- Working to make the ordering process less complicated.
- Soliciting feedback about new purchase request form.  
Reach out about any suggestions to improve it—happy to receive feedback from all committee members.

- Co-coordinator position open!! Rafa stepping down in July, so new coordinator needed who can start in July
  - Please reach out to treasury co-coordinators if you are interested:  
[Rafael.lopes@yale.edu](mailto:Rafael.lopes@yale.edu) , [khuleshwari.kurrey@yale.edu](mailto:khuleshwari.kurrey@yale.edu)

Need to reach out to treasurers before events/anything planned, so they can help you in a better way.

Someone asked for an example of how to submit new purchase request form, and the coordinators agreed to create a document/tutorial with precise instructions on how to go through the entire process. The purchase request form needs to be filled out before a purchase is made, and treasurers should be kept in the loop when planning events.

## Community and Networking Committee [4 min]

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### Recent events

- Yale International Amazing Race 10<sup>th</sup> May
- YPA Happy Hour - East Rock Brewery 26<sup>th</sup> April
- YPA Book Club: Remarkably Bright Creatures
- 17th Annual Festival of New Italian Cinema - Film: "Perfetti sconosciuti" (Perfect Strangers)
- Lunch at the Schwarzman Center - 17th April - last lunch for this Academic Year!
- Yale Memorial Carillon Tour -Apr 7th

### Upcoming events

- Movie screening: How Do You Milk an Almond? 18<sup>th</sup> May
- YPA Art Gallery Tour 25<sup>th</sup> May
- YPA stargazing at Yale observatory 30<sup>th</sup> May
- YPA Book Club: Kindred TBD – details are on Yale Connect – as are details for all confirmed events
- 10<sup>th</sup> anniversary party is on June 25<sup>th</sup> with DJ Ali and food – more details will be shared in next week

### In preparation

- Day trip to Bronx Zoo TBD
- YPA Board Game Night at the OISS (TBD)
- Improvisational Theater TBD
- 10 years anniversary YPA Party TBD
- YPA Book Club – MAY 30<sup>th</sup> @ 6:30 – 8:00 PM

*Upcoming Community and Networking Committee meeting*

- **Time** – 6-7pm
- **Date** – *June 4th*
- **Location** – TBD
- **Contact emails** – [pranav.sanghavi@yale.edu](mailto:pranav.sanghavi@yale.edu) and [nicol.mangraviti@yale.edu](mailto:nicol.mangraviti@yale.edu)

C&N Committee looking for Coordinator.

**Professional Development Committee [5 min]**

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**Past events**

- Event with Prescouter, 23 people attended, gave away 5 vouchers, positive feedback overall.
- Python Miniseries, about 25 people attended up in the first session, then about 15 and 10 in the last two sessions.
- Pint of Postdocs on April 18th, about 50 participants attended.

**Upcoming events**

- Career cafe with Holden Thorp, PhD, the Rita Levi-Montalcini Distinguished University Professor at Washington University in St. Louis, tentative timeframe end of May-beginning of June.
- Career Conversation about Consulting with Maikel Boot, career transition from academia to Prescouter, May 28<sup>th</sup> 4-5pm, hybrid event, snacks and coffee provided. Event already open for registration on Yale Connect.

*Maikel Boot was a Yale postdoc before.*

*Strongly suggest going in person because better for networking*

- Pint of Postdocs, next one on June 6th at 7pm, 3 speakers, venue reserved at Gryphons, event already on Yale connect.

*Registration open on Yale Connect*

- “Empowering women and gender minorities in the workplace”
  - 3 workshops about different life aspects of women and minorities in science. Event on June 20th, in the afternoon (most likely 4:30-7:30). Some speakers already contacted, confirmed speakers: Kirsten Isgro (published author), Prof. Stephanie Kramer will discuss the topic "Motherhood and Scholarship: Connecting Perspectives".
- Speakers event with Rootless Agency (they have a podcast where they feature success stories and can help find speakers), which will be the sponsor and co-organizer of the event.
  - Will have 3-4 speakers discuss career aspects, food and drinks after (paid by Rootless). The week of June 20<sup>th</sup>, exact date TBD.

*Event to celebrate/promote the new podcast they're launching*

- Welcome to new member of the PD committee, Shannon Duffy

Next committee meeting will be May 30<sup>th</sup> on Zoom, 6pm. For the Zoom link, please contact: [bianka.mecaj@yale.edu](mailto:bianka.mecaj@yale.edu) and [amit.aji@yale.edu](mailto:amit.aji@yale.edu)

Looking for a new coordinator after June

## Communications Committee [3 min]

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### Updates

- YPA merch ordered in April.
- YPA website update  
Still working on final touches for the website

### Events

- Canva 101 workshop May 9<sup>th</sup>, 8 registered.
- Meet the YPA event May 14<sup>th</sup>, 5 registered.
- Upcoming Meet the YPA event, June 11<sup>th</sup> at 5:30pm.

### General

- **Ads form:** The new form is up, and can be accessed at the same link- [bit.ly/YPAads](https://bit.ly/YPAads). Now you can submit advertisement requests for newsletters and social media, all at once.
  - Email us with any feedback!
- **Website requests:** fill out the form [bit.ly/YPAwebsite](https://bit.ly/YPAwebsite)
- **New members wanted!** Interested in joining? [Tasks](#) we cover.

### Announcement

- Anne's term is ending, and we are looking for a new coordinator. Email Anne and Benoit if you are interested.

**Coordinators:** Anne ([anne.hahn@yale.edu](mailto:anne.hahn@yale.edu)) & Benoit ([benoit.mermaz@yale.edu](mailto:benoit.mermaz@yale.edu))

**Committee meetings:** Coordinator drop-in sessions Fridays 9-10am, next in-person meeting TBD

For YPA 10<sup>th</sup> anniversary event and symposium, communication committee started making a template, which is on the Google Drive. Coordinators can use the template (using duplicate page) to adapt the template to advertise events and open positions.

## Symposium Committee [9 min]

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### Symposium on May 23, 2024

#### Updates and announcements

- Keynote speaker and grievance panel confirmed. 3:30 – 5:00 PM

### Keynote speaker is Valentina Greco

- Abstract notifications sent; session chairs selected. 58/208 selected
- Photo art contest and Qualtrics survey
- Looking for photographers (please contact co-coordinators if you are interested).  
To capture candid moments at the symposium. Ideally, looking for 3 people.
- Budget and merchandise ordering
  - Paid for expedited delivery of tote bags.
- Received one self-nomination for co-coordinator role.
- Sponsorship offers from MDPI
  - OPA reiterated that we cannot receive funds from external sponsors.
  - The committee consensus is that MDPI is not a great publisher.
  - Perhaps we can ask them to re-consider next year, and proactively reach out to other publishers to ensure a balanced representation?
  - Decided not to accept the sponsorship offer.
- Printing resources for:
  - abstract booklet (20 copies, nicer stock)
  - judging forms (20 pages)
  - name tags (20 A4 pages)
  - poster identification (5 pages)
  - schedule (A4, 230 copies)
  - certificates (prize winners, thick stock)

*Next committee meeting will be held Monday, June 3<sup>rd</sup>, 5:30pm on Zoom. Contact coordinators ([dhananjay.bhaskar@yale.edu](mailto:dhananjay.bhaskar@yale.edu) or [Pratap.vydyam@yale.edu](mailto:Pratap.vydyam@yale.edu)) for details.*

### Looking for new co-coordinator for Symposium Committee

Many events planned for symposium: grievance panel, headshots, cultural performances, posters, talks, and good for networking

### **Mentorship Committee [3 min]**

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#### Mentorship committee has 5 subcommittees

- Buddy Program Party scheduled for 5/24/24 from 6:00-9:00 pm at the Science Hill terrace, 12 members registered.
- Mentor Awards for Postdoc /Faculty review completed. Had final meeting to discuss details with Victoria, winners will be announced at the YPA symposium.
- 2<sup>nd</sup> annual Mentoring committee meeting with sub committees to be held in June 2024 on zoom.
- Potential mentorship committee upcoming co-coordinator shortlisted, details coming soon.
- Organization of an event with Professional development committee for the YPA 10<sup>th</sup> Anniversary 2024. Mentorship committee will suggest potential speakers.

*We are looking for more members to join the committee! If interested, or if you would like to participate in any of the ongoing events, please contact [Swapna.naik@yale.edu](mailto:Swapna.naik@yale.edu) or [dagmar.zigackova@yale.edu](mailto:dagmar.zigackova@yale.edu)*

## **Advocacy Committee [4 min]**

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### **Updates and announcements**

- Postdoc compensation
  - Ongoing discussions between YPA, YBPA, Advocacy, and the OPA
  - OPA is revising the announced compensation policy for 2024  
*Waiting to hear their updates – may happen as soon as today (May 14, 2024)*
  - We are advocating for an equitable compensation scheme accounting for postdoc experience.
- OISS has updated their website, confirming that they encourage multi-year visas.
  - <https://oiss.yale.edu/for-departments/inviting-a-scholar/appointment-dates-and-funding>  
PI's are still unclear about what is needed for multi-year visas, especially when it comes to funding for them. Needs to be clarified by OPA or OISS—communications need to be sent to faculty.  
PI must prove that they have the funding for a post doc available for duration of the Visa, based on the postdoc minimum salary. This amount is \$68,000 per post doc per year, plus the cost of health insurance/benefits. The committee will work on clarifying this with faculty.

### **Upcoming events**

- **Doga** on June 21st, 4pm-5pm, followed by smoothie bowls.
  - Science Hill, YSB352
- **Self-defense classes** every Wednesday from May 8th – June 12th, 7pm-8pm
  - 6-week block of stand-alone classes covering: Anti-freeze, Predator ID, Self-defense tools, Robbery survival, First aid, Bystander intervention.
  - 1<sup>st</sup> week was last week: 10 registered and 10 attended. Only 16 places available per session so please register ahead and cancel if you can no longer attend.
- **How to find a therapist session** with Ishita Aurora, details TBD. *May happen in Fall semester or maybe sooner. Helpful for navigating mental health support system at Yale.*

### **Ongoing Advocacy work includes working with the Chairs/OPA to push for:**

- Improved grievance procedure
  - Collecting stories of unresolved grievances from postdocs, reach out to us!  
*Advocacy Committee will communicate these with administration*
  - Hosting a panel with OPA, YBPA on grievance procedure at Symposium
- Organizing a welcome booklet for postdocs
- Increase annual PTO and secure consistent recess days (or days in lieu) for all postdocs/ARS
- Improved Yale Shuttle experience and routes
- A postdoc rate for Payne-Whitney gym

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

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

**Next meeting is Tues 21st May, 5:30pm on Zoom.**

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

## **Belonging Committee [3 min]**

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### **Past events**

- “Bystander Intervention - *Friday April 12th*”  
Plan to have another in the Fall – details TBD

### **Upcoming/Planned events**

- Grievance procedure and information workshop – Part of the symposium on May 23rd
- Motherhood in Academia with PD committee – Contact us if you’d like to share your experience as a parent postdoc!  
Want to gather stories from current postdocs who are parents to share their experience and problems they faced and the resources that helped them. Plan to create a parent handbook for postdocs.
- Cohosting a discussion with leaders from FLY – TBD

### **Other events on campus**

- Women Working Network – *Shining Light on Truth* – Exhibit on Slavery on Wednesday May 22<sup>nd</sup> at 12, New Haven Museum – 114 Whitney Avenue



- LGBTQ+ Office Sunday Brunch *first Sunday of each month at 12pm, Yale Office of LGBTQ Resources (Cafe)*

**Join the Belonging committee!**

Looking for new co-coordinator! To help make Yale more welcoming and to create a more inclusive environment for postdocs.

Next committee meeting: May 31st at 3 PM on Zoom. For more information contact [azmi.ahmad@yale.edu](mailto:azmi.ahmad@yale.edu) or [sabrina.ghadaouia@yale.edu](mailto:sabrina.ghadaouia@yale.edu)

*And reminder that you can always find the [DEI Toolkit](#) on the YPA website  
(Home > Resources > DEI > Tool kit)*



### Associate Provost for Postdoctoral Affairs, Erin Heckler [3 min]

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- Starting prep for NPAW in June  
National Postdoc Appreciation Week preparation is starting in June
- Postgrad association is hosting its mentor program, MAPS, and is inviting postdocs to volunteer as mentors (see weekly OPA newsletter for details)
- National Postdoctoral Association (NPA)'s [Recommended Postdoc Policies and Practices](#)
- Academic Job Search series – summer programming:
  - June 14 – Finding Flexibility and Balance as a First-Year Faculty Member <https://cglink.me/2dA/r2271558>
  - June 6 – Building Your First Lab (Yale Connect link forthcoming)
  - July 30 – Academic Job Search Materials Intensive (Yale Connect link forthcoming)

Still working on compensation and PTO policy – no current updates

### Open Forum - Questions/Comments [15 min]

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Sudheesh's co-chair term is ending in July. YPA is looking for new co-chair – eligibility criteria are available on website under the bylaws. Reach out to Sudheesh and Laura with any questions.

Advocacy: Self-defense classes are all separate Yale Connect Events so need to sign up for each specific class separately. If you registered for the first, you will still need to register for each session you also want to attend.

Question asked about link for cross-campus resource. Only undergrads, grads and staff have access to it. Responded that OPA is currently working on it.

Also question about a separate daycare facility for postdocs that considers their payscale. The co-chairs said they can start advocating for this through OPA if this is something they can do. The advocacy coordinator suggested joining the advocacy committee and adding this issue to the agenda of the advocacy committee. This can be added to advocacy committee's agenda to get their help with this.

Academic job search series topics were questioned – do the postdocs at Yale worry about their first year as faculty or are they more concerned about how to prepare to find that job? Before preparing to be faculty, the person suggested that first postdocs need help getting an offer because this is more challenging. They mentioned that incoming professors get training for their expectations and duties, so the person suggested that the series should focus on finding jobs, getting offers, how to stand out in a Zoom interview, how to get and negotiate an offer instead. Person suggested they are more concerned with those topics because once the offer comes, there is already training built into a new faculty position. These would be more urgent needs (the next step for those who want to be faculty). Chairs responded by suggesting reaching out to OPA to make these requests about preparing for academic job market. Person who raised this topic also suggested that the grant writing workshop

should be expanded to have more open spots and multiple sessions since it's important for postdocs. The person also suggested soliciting postdocs for the specific topics they need. The chairs responded that the grant writing workshop costs a certain amount of money, but they will figure out if the grant class can happen twice per year instead of once, potentially. The chair also pointed out Yale Office of Career Strategy and UCLA and other university online resources that are free for all of the job prep steps.

A person asked if OPA has resource for adjunct positions available around Yale. OPA said they are occasionally emailed these openings but that the Poorvu center for Teaching and Learning would be a better resource for that.