

# THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



**Yale  
Postdoctoral  
Association**

**Tuesday, April 9, 2024 | 6:00 PM**

**13 registered attendees**



## CHECK-IN

YPA OPEN FORUM APRIL 9TH 2024

TUESDAY, APRIL 9 AT 6:00PM



<https://cglink.me/2dA/c227014544121844>

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

### **Chairs [5 min]**

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- Welcome – General and new Postdocs
  - Warm welcome to those who joined the Meet the YPA event that took place immediately prior to the open forum.
- NPA Conference 15<sup>th</sup>-16<sup>th</sup> March
  - Many resources available through NPA, make sure to be a member (Free through Yale, <https://postdocs.yale.edu/current-postdocs/benefits/national-postdoctoral-association-mpa-membership>)

- The co-chairs and Erin Heckler (OPA) attended the conference last month and presented a poster detailing the achievements and goals of the Community and Networking Committee over the past year.
  - Co-chairs will share new resources and event ideas gleaned from the conference with the YPA and the Postdoc/ARS community over the coming weeks.
- More information on resources (Flamingo, Postdoc Academy) in the weekly YPA newsletter, please sign up for it ([https://yaleconnect.yale.edu/PDYPA/club\\_signup](https://yaleconnect.yale.edu/PDYPA/club_signup))
  - Chairs encouraged YPA members to connect with the NPA on their social media applications. The NPA is a great organization that provides resources for Postdocs/ARS including workshops, networking events, and strategies to employ to advocate for benefits from your university.
- Taxes: errors have been highlighted by other postdocs
  - Please doublecheck your salary and SSN in W-2
  - You can update your W-2 through Employee Services ([employee.services@yale.edu](mailto:employee.services@yale.edu))
  - Please also let us know at [ypa@yale.edu](mailto:ypa@yale.edu) if you had to correct your W-2
    - If you have already filed your taxes and you spot a mistake, you can refile your taxes to make necessary changes.
- Transit issues with Yale Shuttle
  - Contact us at [ypa@yale.edu](mailto:ypa@yale.edu)
    - The co-chairs are working to assemble stories from the postdoc/ARS community of hardships associated with riding the shuttles, and potential instances of misconduct from the drivers in order to present this information to Yale, address current issues, and advocate for improvements. Please reach out to the co-chairs if you have any concerns to share.
      - You can also reach out to the advocacy committee if you are more comfortable.
    - The current priorities are to advocate for more extended routes, and for more frequent shuttles.
  - Please be aware of accessible transit services offered by Yale.
    - There are free services that will pick you up and bring home from campus if you feel unsafe or require assistance with transport. Contact information can be found [here](#).
    - A question was asked about whether this service will pick you up from Union Station. During the day, the Red shuttle line stops at Union Station, and at night the Blue Night shuttle stops at Union station.
- 10<sup>th</sup> Anniversary celebration in June
  - There will be one week of celebratory events planned by various committees, culminating in a gala.

## Secretaries [2 min]

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- Please announce all planned events at monthly Open Forum for approval.
  - This is because technically all events should be approved by the YPA.
- We have developed a submission form for room bookings for YPA events. You can find it on the YPA google drive, in the secretary committee folder ([here](#)).
  - Please email us after you submit the form to let us know it's coming!
- Recruiting new members for the committee- 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 [2 min]

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- Treasury is unveiling a new system of order placement directly through the OPA.
  - This system is ready to launch now. Submission of purchasing form and associated spreadsheet will be submitted to treasurers, who will process orders on Wednesday, and then submit them to the OPA to process orders on Friday.
    - This means that orders need to be planned and submitted significantly before your events.
    - Please email treasurers when you submit your order as well, so they know that an order submission is incoming.
  - As before, all deliveries will go to OPA office, except for food deliveries, which will go to your specified event location.
  - Only committee coordinators are approved to order using this form. Any other committee members who need to order items must request access.
  - Links to form will be posted to the executive board slack channel and are already on the YPA google drive. Treasurers will email coordinators more details.
- Budget updates
- Please reach out to treasury co-coordinators with any further questions: [Rafael.lopes@yale.edu](mailto:Rafael.lopes@yale.edu) , [khuleshwari.kurrey@yale.edu](mailto:khuleshwari.kurrey@yale.edu)

## Community and Networking Committee [5 min]

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### Recent Events

- **Yale Memorial Carillon Tour -Apr 7th**
- **YPA Happy Hour - Trinity!**
- **Improvisation Laboratory at Sterling Memorial library Lecture Hall**
- **Lunch at the Schwarzman Center - 20th March**

### Upcoming Events

- **Wed, Apr 17, 2024 1 PM – 2 PM** Lunch at the Schwarzman Center - 17th April
- **Sat, Apr 20, 2024 7 PM – 9:30 PM** 17th Annual Festival of New Italian Cinema - Film: "Perfetti sconosciuti" (Perfect Strangers)
  - This festival is taking place on Yale campus.
- **Thu, Apr 25, 2024 6 PM – 8 PM** YPA Book Club: Remarkably Bright Creatures
- **Fri, Apr 26, 2024 6 PM – 9 PM** YPA Happy Hour - East Rock Brewery
- Art gallery Tour (May)
- Movie screening (May)
  - This screening will be organized by Yale community members.
- Hikes and Bird watching (May)
- Summer sports tournament (June)
- 10th Anniversary Social (June)

*Upcoming Community and Networking Committee meeting*

- **Time** – 6-7pm
- **Date** – Tuesday, May 7th
- **Location** – TBA
- **Contact emails** – [pranav.sanghavi@yale.edu](mailto:pranav.sanghavi@yale.edu) and [nicol.mangraviti@yale.edu](mailto:nicol.mangraviti@yale.edu)

**Professional Development Committee [5 min]**

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**Past events**

- Intensive Grant writing workshop with Dr. Angelika Hofmann, Part 2, March 14th 4-7 pm in person (~limited to 20 people in person, 15 showed up). 4 books were given away to 4 participants for their homework
- Consultancy Career Path with PreScouter, April 4th on zoom (~ 30 participants registered)

**Upcoming events**

- Visit of Cold spring Harbor laboratory visit in April 2024.
  - CSH is located in Long Island, NY.
- Workshop in salary negotiation with Dr. Anees Chagpar (1h), in mid-April
- Intensive Python course with 4-session over 2 weeks for postdocs with minimal experience in Python programming. Event is planned for April 10<sup>th</sup> , 18<sup>th</sup> , 24<sup>th</sup> , on zoom. Register on for each session on YaleConnect ([here](#))([here](#))([here](#)).
  - This event is intended to be a crash course for beginners, so no previous coding experience is necessary.
- Pint of Postdocs, April 18th at Gryphon's (7:30pm-10:30pm). Registration open on YaleConnect ([here](#)).

*Next PD committee meeting on April 25th at 6pm on zoom. 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)*

## Communications Committee [5 min]

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### Updates

- **Overall promotion of YPA**
  - YPA Merch should be ordered in the coming weeks. Please reach out to us if you would like to order some for your committee's events before **April 12th**.
    - Committees are encouraged to place orders, as there will be discounts available for larger orders.
  - First "Meet the YPA" session happened earlier today. Event to meet with postdoc for potential new members wishing to know what the YPA does, and how to join.
    - Next session, May 14<sup>th</sup>, 5:30 pm
- **Updating YPA website**
  - We have access to the new host system. Website development is well underway, thanks to Sarah! The chairs review it before emailing all Coordinators.
    - The chairs and communications committee will meet this week to review the website.
    - Architecture and content are uploaded. Coordinators expect an email from us this week to get your input. We have comments for each committee's webpage and a template.
    - We suggest every Committee start gathering the information they would like to include on their page(s).
  - Thank you to those who updated their members list on this [form](#). We will reach out to your committee members to create profiles.

### General

- **Ads form.** The new form is up, same link [bit.ly/YPAads](http://bit.ly/YPAads). Now you can submit advertisement requests for newsletters and social media, all at once. Any feedback, email us.
  - **Timeline: Submit by Friday 5:00 pm to include something in the next week's newsletter.**
  - Contact Anne ([anne.hahn@yale.edu](mailto:anne.hahn@yale.edu)) or Benoit ([benoit.mermaz@yale.edu](mailto:benoit.mermaz@yale.edu)) for special requests regarding the newsletter.
  - Message the Instagram account for special requests there.
- **Website requests:** fill out the form [bit.ly/YPAwebsite](http://bit.ly/YPAwebsite)
  - Website updates will only be posted to the new website that will be released soon, and not on the current site.

- **YPA Canva account:** YPA has a Premium subscription giving access to a ton of templates ready to use. **Canva 101 Workshop TBD** – YPA Officers only
- **New Members wanted!** Interested in joining? [Tasks](#) we cover. **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 via Zoom Fridays 9-10am. Next in-person meeting April 23<sup>rd</sup> or 25<sup>th</sup>*

## **Symposium Committee [5 min]**

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### **Important dates and deadlines**

- The Symposium will take place May 23<sup>rd</sup>, 2024. The location will be at OC Marsh Lecture Hall, on Science Hill.
  - Please register today and consider submitting an abstract!
  - Abstracts should be accessible to a broad audience.
- Photo contest submission deadline: April 14
  - Please visit <https://ypa.yale.edu/postdoc-symposium> for more details/links
- The committee is looking for a Yale postdoc/ARS as a standup comedian for the symposium social hour. Please reach out if you are interested and be aware that no financial compensation will be offered.

### **Upcoming activities/General announcements**

- New members: Irma Dominguez-Vigil, Kaiden Price, Tommaso Volvo
- Update on registrations and abstract submissions
  - 99 registrations and 18 abstract submissions as of April 5
    - The committee would like to see over 20 abstract submissions.
    - There will be both 5- and 10-minute talk formats, as well as a poster session.
- Extended abstract submission deadline on April 14
  - Please visit <https://ypa.yale.edu/postdoc-symposium> for more details/links
- Cover art submission deadline on April 14
- Merchandise order update
  - The merchandise will be given out as gifts at the symposium to prize winners, keynote speakers, and cultural performers.
  - The goal is to place the order next week.
- Keynote speaker poll results
  - Invite sent to Reshma Saujani
- Panel Discussion
  - Qualtrics survey for Q&A to be sent on April 15
  - The panel will be about the Grievance procedure at Yale, and there will be representatives from YBPA, YPA, and OPA on the panel. Please email the symposium co-coordinators with any questions you may have for the panel.

A question was raised whether there would be a photographer providing postdocs/ARS with headshots this year.

Yes, there will be. Registration for headshots will open in May.

Additional details provided about events at (and after) the symposium:

1. Following the symposium there will be a reception near Marsh Hall and then an afterparty at Gryphon's. Tickets will be raffled out, and then will be available on a first come, first served basis.
2. The cultural performances at the symposium will include Indian dancers and singers, and Flamenco dancers.

Get in touch with [Dhananjay.bhaskar@yale.edu](mailto:Dhananjay.bhaskar@yale.edu) or [Pratap.vydyam@yale.edu](mailto:Pratap.vydyam@yale.edu) with any questions. Next committee meeting will be May 6, 2024 via Zoom. Contact Jay ([dhananjay.bhaskar@yale.edu](mailto:dhananjay.bhaskar@yale.edu)) for details.

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

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- Postdoc Mentoring Awards final numbers: 40 faculty members (10 more than last year), 118 postdoc nominations (almost double from last year)
  - This was organized together with the OPA. Nominations were collected over the last two months, and are now closed.
  - Each nomination will have 2 reviewers.
  - Winners will be announced at the YPA symposium.
- Postdoc Mentoring Program – with Victoria Hallinan, OPA
  - April 1<sup>st</sup>, 2024 9:30 AM – 3:30 PM, Kroon Hall
  - Topics will include how to navigate relationships with mentors and how to be a better mentor.
- We are thinking about starting a new program “Postdoc advisors program” - opportunity for postdocs to build their advisor network at Yale, we welcome any advice about how to run this program.
  - Please reach out if you have any advice (especially if you are part of a department that has a similar program for postdocs/ARS) or questions.
- 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)
- Next Mentorship Committee meeting over Zoom maybe sometime in May.

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

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- OISS has updated their [website](#), confirming they encourage multi-year Visas.
  - OISS encourages all departments, when appropriate, to request the longest DS-2019 period possible if there is an intention to re-appoint a postdoctoral trainee beyond the

length of their current initial appointment. The maximum allowable length for J-1 Research Scholars is 5 years and for J-1 Short Term Scholars is 6 months.

- If your supervisor plans to reappoint you for another year after your first year, and they have the funds, they can ask for 5-year visa. That is not necessarily a commitment for a 5-year appointment.

## Upcoming Events

- **Doga** in June for YPAs 10-year anniversary
  - This session will occur on Science Hill, exact details TBD
  - Sundari, the Yale School of Medicine wellness counselor leads relaxed and joyful yoga sessions, where participants are joined by Heidi, the Yale therapy dog. Following the class, healthy snacks are provided.
  - Yale School of Medicine postdocs/ARS (or postdocs with key card access to the Harkness building on the SOM campus) are eligible for her weekly class.
- **Self-defense classes**
  - 6-week block of stand-alone classes covering: Anti-freeze, Predator ID, Self-defense tools, Robbery survival, First aid, Bystander intervention.
  - Send suggestions by the end of next week if you want other topics!
    - A Yale research assistant named Christopher Adamchek runs these classes with his wife.
    - Sessions will take place every Wednesday, mid-May through mid-June. Details will be sent out in the YPA newsletter once they are finalized.
    - You can sign up for single classes, or the whole series.
    - This is not a martial arts class. This class will focus on how to avoid dangerous situations, how to deescalate, and how to communicate nonviolently. All accessibility levels, and all genders are welcome.

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

- Improved grievance procedure
  - Hosting a panel with OPA, YBPA on grievance procedure at Symposium
- Improved Yale Shuttle experience and routes
- A postdoc rate for Payne-Whitney gym
- Increase annual PTO and secure consistent recess days (or days in lieu) for all postdocs/ARS

**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](mailto:claire.laxton@yale.edu) and [alaz.ozcan@yale.edu](mailto:alaz.ozcan@yale.edu).



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

**Next meeting is Tues 16th March, 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 [5 min]**

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### **Past events**

- “The Economics of being a postdoc” from YBPA - March 21st at 3pm

### **Upcoming/Planned events**

- Bystander Intervention on *Friday April 12th at 12pm – Poorvu Center, Room 120C*
  - There are still spots available, so please register!
  - All YPA coordinators are encouraged to attend.
  - This workshop will train attendees on what to do if you witness a situation of discrimination, and how you can intervene to help someone being targeted.



- Grievance procedure and information workshop – Part of the symposium
- Cohosting a discussion with leaders from FLY (Future Leaders of Yale) – *TBD*

### **Other events on campus**

- WISAY mentoring workshop – *Wednesday April 17<sup>th</sup> at 6pm – Watson Center, Room A74 (60 Sachem St.)*
- Yale BBS (Biology and Biomedical Sciences) DIC career panels:
  - Traditional (biotechnology, consulting, entrepreneurship) *Wednesday April 17<sup>th</sup> at 5pm, BML131*
  - Non-traditional (science art, social media, writing, public policy, and patent law) *Wednesday May 1<sup>st</sup> at 5pm, Hope 216*
- FLY April Social - *Thursday April 18<sup>th</sup> at 5pm, Harvest Bar and Restaurant*
- LGBTQ+ Affinity Group Hike & Hang in Sleeping Giant – *Saturday April 13<sup>th</sup> at 11am*
- LGBTQ+ Office Queer Italian Pasta *Tuesday April 16<sup>th</sup> at 7pm, Office of LGBTQ Resources*
- LGBTQ+ Office Sunday Brunch *first Sunday of each month at 12pm, Yale Office of LGBTQ Resources (Cafe)*
- Volunteer with United Way of Greater New Haven for School Break Groceries
  - The goal of this program is to provide aid to kids from underprivileged families who lose access to a meal when school is not in session. You can volunteer to pack food for distribution or to distribute the food.
  - Contact the co-coordinators for details or visit the [UWGNH website](#).

Next committee meeting is April 26<sup>th</sup> @ 3pm on Zoom. Contact [azmi.ahmad@yale.edu](mailto:azmi.ahmad@yale.edu) or [sabrina.ghadaouia@yale.edu](mailto:sabrina.ghadaouia@yale.edu) for details. And reminder that you can always find the [DEI Toolkit here](#).

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

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- Mentor award – review process ongoing
  - Postdoc Mentor: 118 nominations, 67 nominees
  - Faculty Mentor: 38 nominations, 30 nominees
- Next Write Together: April 17, 5-8pm Kline Tower 101 <https://cglink.me/2dA/r2264254>
- Coffee and Convo with the OPA: April 23 (Yale Connect link forthcoming)
- Postdoc Workshop: Presenting Your Research to a Broad Audience – May 9, 12-1 (Yale Connect link forthcoming)
- OISS and our office included in our newsletters information about maximizing the DS-2019 length. OISS also updated their website language. Brianna Jackson (Assistant Director) and I are also informing admins when we have meetings about appointments, providing context on why this is beneficial for everyone, and answering any questions.
  - If you experience challenges with particular PIs or departments regarding these issues, please reach out to the OPA for assistance.
- Discussing Advocacy’s feedback on compensation and the proposed PTO policy change with leadership. My plan is to be able to announce compensation minimums on April 15. The PTO policy will take more time, so that will be sent out later.
  - Compensation minimum changes will go into effect at the start of the next fiscal year (on July 1). Your next increase will be seen at your annual reappointment, as usual.
- Reminder to read the postdoc office emails for updates and policy announcements, it may go into your “other” folder.

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

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Q. For the annual raise, will there be funds provided to help advisors cover the cost increase, as with the raise last year?

A. Erin Heckler answered. No, there will be no funds provided to help the advisors. Last year was an exception due to the large increase in salary.

Q. When would be the earliest time the salary increase would go into effect for postdocs/ARS?

A. Erin Heckler answered. The salary increase will go into effect starting July first for new postdocs, and upon any reappointments after July 1 2024, you will get an annual raise.

The concern was raised that postdocs whose reappointment falls between now and July 1 2024 will be paid less than those who are reappointed in July for the duration of a whole year.

Erin pointed out that this has always been the case, except for the large salary increase last year. Erin suggested that postdocs/ARS try to negotiate your rate to be higher than the current 2.5% if your reappointment falls before the increase on July 1.

After the July increase, the minimum increase will be automatically applied for all postdocs/ARS at their reappointment.

Another concern was raised that for postdocs/ARS who are reappointed before July 1, their salary could be lower than that of incoming postdocs, even if these postdocs were experienced and had seniority.

Erin responded that there is not a way change this operating withing the percent yearly increase structure (which is a new policy that postdocs/ARS requested to be put in place).

Attendees asked whether they could be reappointed at the current salary increase, and then have their salary increased again on July 1<sup>st</sup>.

Erin responded that receiving two salary increases within a fiscal year was not possible.