

## THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Yale  
Postdoctoral  
Association

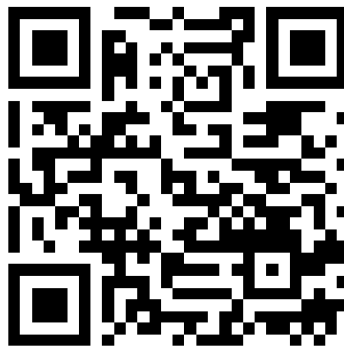
Tuesday, March 13, 2024 | 6:00 PM



### CHECK-IN

YPA OPEN FORUM MARCH 12TH 2024

TUESDAY, MARCH 12 AT 6:00PM



<https://cglink.me/2dA/r2268709>

All minutes written below in green.

#### **Chairs [5 min] Sudheesh presented**

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- Welcome – General and new Postdocs
- YPA Executive Board Committee Meeting – last month
- Trainee Accommodations Committee (TAC) meeting – February
  - **TAC Meeting Agenda for YPA and YBPA:**
    - Retirement benefits

Running into hurdle because the postdoctoral fellows don't get W2, just 1099, so they are not considered as Yale employees making it difficult to get benefits. Working with OPA to figure out a better way to get post doc associates and fellows get the same benefits.

- Gym membership:

Trying to get subsidized gym membership for all post docs and it depends on the next OPA fiscal year budget.

- Paid time off and Sick leave policy update
  - Update will be announced by OPA soon.
- Salary scale update
  - Updated salary will be communicated by OPA soon.
- Visa/Sevi fee reimbursement policy –
  - Trying to establish hardship fund to get international visa costs reimbursed.
- Postdocs can ask for multi-year visa.
  - It is best to ask for a multi-year visa, so you don't have to renew it every year cutting the cost for international postdocs.
- Yale Transit update - Trying to extend Yale Shuttle routes and actively working on it.
  - In addition, postdocs should use the "[Yale accessible Transit Van](#)" services during night or odd hours to go back home.
  - Refer to It's Your Yale website: HOME > WORK AT YALE > CAMPUS SERVICES > YALE TRANSIT > SHUTTLE > ACCESSIBLE TRANSIT VAN

### **Secretaries [2 min] Mia presented**

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- Please announce all planned events at monthly Open Forum for approval.
- 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](#)).
- 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] Rafa presented**

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- Budget updates
  - USE purchase form for all costs b/c it's necessary for treasury to keep track of spending.
  - All orders need to be delivered to OPA (except food-delivered to location) and picked up.

- Using physical p-card is standard now. Try to use the physical card.
- Guidelines on order processing and required timelines for processing submitted orders
  - For symposium, during bulk orders- please be mindful that need we full 2 weeks to process orders.
  - Make sure to use places which has a good delivery option and flexibility-call in advance and make sure!
  - Yahaira and OPA have a list of vendors they have worked with before if you want to double check it to see which places are easiest to order from
  - Chairs are going to talk with OPA to make sure contact person's number is included in delivery orders.
- 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] Nico presented

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#### Recent events

- YPA Sport spectator Night Yale vs Cornell 17th February
- Lunch at the Schwarzman Center – 21<sup>st</sup> February
- YPA Sport spectator Night Yale vs Harvard 2<sup>nd</sup> of March

#### Upcoming events

- Lunch at the Schwarzman Center - 20th March

Lunches are likely going to be monthly event.

- Improvisational Theater 21st of March

Also likely to be monthly event.

- YPA happy hour Trinity 28th March

Alternating b/t Happy Hour and Pint of Post Doc each month

- Yale Memorial Carillon 30th of March

#### In preparation

- Day trip to Bronx Zoo TBD
- YPA Board Game Night at the OISS (end of March) – returning soon.
- YPA book club TBD
- Improvisational Theater April session
- Italian film festival in collaboration with Italian society (April)  
Festival on Italian movies (with English subtitles)

#### *Upcoming Community and Networking Committee meeting*

- **Time** – 6-7pm

- **Date** – April 6th
- **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] Amit presented

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#### Past events

- Fundamentals of Scientific Writing with Dr. Angelika Hofmann, Feb 15<sup>th</sup> 4-7 pm on Zoom. (~40 people registered, 22 participants for the Zoom event, 3-hour event). Mostly positive feedback for the whole event.
- Intensive Grant writing workshop with Dr. Angelika Hofmann, Part 1, March 5<sup>th</sup> 4-7 pm on Zoom (~80 registered and 51 showed up on zoom)

#### Upcoming events

- Intensive Grant writing workshop with Dr. Angelika Hofmann, Part 2, March 12<sup>th</sup> 9-12 pm in person. 20 registered participants will have the chance to review key points of grant writing with Angie.
  - Attendees will be able to discuss how to improve their own materials. Coffee/Snacks will be available + two free books: Scientific Writing and communication by Angelika Hofmann.
- Visit of Cold spring Harbor laboratory in April 2024
  - In Long Island, NY
- Zoom event with Prescouter Organization for postdocs ( April 4th , 4 pm)
  - Prescouter is a life science consultancy.
- 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; preliminary dates (will try to swap 17<sup>th</sup> with another day later) 10<sup>th</sup>, 17<sup>th</sup>, 24<sup>th</sup>. (will be scheduled for mid-April)

Next committee meeting will be March 28<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)

### Communications Committee [5 min] Benoit presented

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#### Updates

- Overall promotion of YPA

- YPA Merch is being designed and should be ordered in the coming weeks. Please reach out to us if you would like to order some for your committee's events. Currently working with the symposium committee.
- See list of things we are going to order [here](#).
- "Meet the YPA" sessions for potential new members wishing to know what the YPA does, and how to join. e.g. some coordinators could be present 20-30 min before the Open Forum to discuss with new members. First session, April 9<sup>th</sup>, 5:30 pm.

Currently designing YPA merch. Check the link so you can choose what you would like to order so it's cheaper with a bulk order.

- **Updating YPA website**

- We have now access to the new host system. Website development is well underway, thanks to Sarah!
  - Architecture and content are being uploaded. Coordinators expect an email from us in the coming 2-3 weeks to get your input.
  - 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.

- **Re-working Ads forms**

- The next big task will be to rework the ads form to advertise events. We want to simplify the submission process for you and for advertisement work for us by using Buffer.

Trying to fuse form together so don't have to submit separately for advertising the same thing on different social media platforms.

### General

- **Ads form:** [bit.ly/YPAads](http://bit.ly/YPAads). If you want to advertise your event in the Newsletter/Twitter as well as Instagram/Facebook, you will have to **fill the form twice. Submit by Friday 5:00 pm to include something in the next week's newsletter.**

If you submit later, email the coordinators or they may miss it!

- **Website requests:** fill out the form [bit.ly/YPAwebsite](http://bit.ly/YPAwebsite)
- **YPA Canva account.**

**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 (approx. Mid-April)

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

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### **Important dates and deadlines**

- Abstract submission deadline: March 20 (6 abstracts submitted, 53 people registered)
- Photo contest submission deadline: April 12
  - Please visit <https://ypa.yale.edu/postdoc-symposium> for more details/links

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

- Organizing panel on grievance procedures in collaboration with OPA and Advocacy
- Bulk ordering of YPA merch  
In conjunction with Comms committee—reach out to them for orders (keychains, lanyards, bottles, etc.)
- Looking for judges to evaluate abstracts and posters (Please reach out to [jacob.orkwis@yale.edu](mailto:jacob.orkwis@yale.edu)) or reach out to symposium coordinators and they'll put you in touch with Jacob
- Shortlist of keynote speakers and performers is ready.  
Have multiple cultural performers this year (including Indian dance and salsa dancing)
- Suggestion: stand-up comedy show at the afterparty  
Considering this @ the after party at Gryphons—if you know comedians (who are Yale postdocs), reach out to the symposium coordinators.  
Going to put together a poll to gauge interest and for people who would like to perform.

Are you looking to get experience in conference organization and outreach activities, as well as develop your leadership, communications, and teamwork skills? The Symposium Committee is the right place for you! Get in touch with [Dhananjay.bhaskar@yale.edu](mailto:Dhananjay.bhaskar@yale.edu) or [Pratap.vydyam@yale.edu](mailto:Pratap.vydyam@yale.edu) to join the committee.

*Next committee meeting will be held in April. Contact Jay ([dhananjay.bhaskar@yale.edu](mailto:dhananjay.bhaskar@yale.edu)) for details.*

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

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- Mentoring Awards nominations open; refer to YPA newsletter.  
This is an award where post docs can be nominated by their mentees—so let your mentees know. As post docs, we can nominate our faculty mentors.

- Deadline for registering 3/31/24.
  - We will need postdoc reviewers, please register. [to review the nominations \(register via link in YPA newsletter\)](#)
  - Videos with awardees from Mentoring Awards 2023 coming up soon. [Comms committee is working on this, so coming soon.](#)
- Mentoring workshop - pilot 6-hour program in one day happened on March 1, about 60 people registered, will happen again this or next semester.  
[There will be up to 2 more opportunities to register for this event this year.](#)
    - Volunteers can help Victoria Hallinan from OPA to run the workshop.
  - 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 committee meeting will be at end of semester. Not yet scheduled.

Someone raised their hand to ask if the mentor awards could be publicized for undergrads and grads so they know about the award and can nominate post docs (since it's uncomfortable for some people to ask their mentees to vote for them).

Dasha recommended that you reach out to your department to advertise the mentor awards too.

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

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### **Past events**

- February 22<sup>nd</sup>: PostDoc Doga: Yoga + Heidi: Sterling Memorial Library, 21 registrations, 15 attendees

Plan to have another Doga session in the fall (TBD)

- March 8<sup>th</sup>: Meeting with OISS regarding multi-year visa issuance

OISS will likely reach out to depts to communicate a preference for multi-year visas to see if that helps push for multi-year visas.

Officers said we should tell every post doc this info. And that this is the OISS's official position to have multi-year visas.

### **Ongoing activities**

- Newcomers' information booklet:
  - Information on housing, transportation, and settling in New Haven.
  - Collective work, public Google Doc with editing rights for the members of the Advocacy Committee

Hoping to make this a collective work – can pitch ideas to advocacy committee members and they can then add it to the document.

- Self-empowerment and security: Possible self-defense courses covering topics of anti-freeze, verbal de-escalation, vehicle safety, and robbery survival.

Someone raised their hand to request that we set something up with public safety office to have people register their bikes so it's easier to recover stolen bikes – Sudheesh said this process is already in place at Yale and it's possible they can organize an event or get the public safety office to come to us to make this more organized and accessible for YPA member/post docs.

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

- Improved grievance procedure
- Improved Yale Shuttle experience and routes
- A postdoc rate for Payne-Whitney gym
- Improved postdoc access to therapy (having a designated therapist for post docs)
- Increase annual PTO and secure consistent recess days (or days in lieu) for all postdocs/ARS

**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).

*The next committee meeting will be held on March 13th from 4-5pm on Zoom.*

**Belonging Committee [5 min] Sabrina presented**

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**Past events**

- Rebrand YPA Slack Channel for “belonging” for finding someone who shares your hobby.
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To help YPA members connect through their hobbies.

**Upcoming/Planned events**

- “The Economic of being a postdoc” from YBPA - March 21st at 3PM  
Helping post docs file their taxes.
- Bystander Intervention on April 12th at 12pm
- Grievance procedure and information workshop - TBD
- Cohosting a discussion with leaders from FLY - TBD

**Other events on campus**

- FLY & ANY Tea Ceremony: March 19th at 3pm at the Robert B. Haas Family Arts Library
- LGBTQ affinity group Sunday Brunch: first Sunday of each month



Next committee meeting is March 29<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.

Meetings are last Friday of each month @ 3pm on Zoom.

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

### Associate Provost for Postdoctoral Affairs, Erin Heckler [4 min]

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- Compensation and PTO changes are undergoing final approval. I expect to be able to share at April's open forum with a communication to go out around that time.
- National Postdoc Association annual conference March 15 and 16: Victoria is presenting a poster on [SPHERE](#) - focusing on the experience and needs of postdocs in Social and Physical Science, Humanities, and Engineering Resources and Education fields. I'm co-facilitating a session on "Assessing Equity in Postdoc Hiring" and presenting a poster on the Intersection Science Fellows Symposium.
- Programming:
  - OPA will be piloting more full-day events going forward.
    - Responsible Conduct of Research to meet NIH and NSF requirements on RCR and RECR April 11 and 12 <https://postdocs.yale.edu/career-services/professional-development/responsible-conduct-research>
    - Can also be done online through CITI if on an R grant (or NSF grant).
      - **Postgrad and Postdoc Write Together**
        - Med Campus Write Together:** Wed, Mar 20, 2024, 5 PM – 8 PM, Sterling Hall of Medicine Room SHML E24/25 <https://cglink.me/2dA/r2264253>
        - Science Hill Write Together:** Wed, Apr 17, 2024, 5 PM – 8 PM, Kline Tower Room 101 (Science Hill) <https://cglink.me/2dA/r2264254>
- **Writing consultations** - sign up here for a 1:1 writing consultation for a piece of writing: [The Graduate Writing Lab \(mywconline.net\)](#)
- **Postdoc Leadership and Management in Action Program (LMAP) - 6 online sessions** <https://cglink.me/2dA/r2268397>
- Coffee and conversation with the OPA – Tuesday, 4/23, 3:30-4:30pm Central campus
- Inclusive leadership workshop – TBD
- Presenting Your Research for a Broad Audience workshop – early May (in preparation for the symposium)
- Surviving and Thriving during your first year as a faculty member – early May
- Academic Job Search Series: Building Your Lab -- June

- Academic Job Search Bootcamp (for those going on the academic market 2024-25 -- June

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

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- If you face problems with visas, reach out to Chairs, OPA (Erin and Victoria), or Advocacy committee.
- Foreign tax office of university: someone raised their hand and said they're rude and not helpful.
  - OPA representative said this is likely because they can't legally give useful tax advice, so she suggested going to the event organized by YBPA and Advocacy committee.
  - International post docs are given a fake/temporary SSN to be able to access the Yale system. This number has to be manually updated with the real/official SSN—if not done, can cause many problems. Reach out to yale employee services (203-432-5552 or [employee.services@yale.edu](mailto:employee.services@yale.edu)) to ask for corrections and a corrected W2 (W-2c).
- Final shuttle doesn't let you know when it's the last run and sometimes drivers take you to the Peabody Museum (a different final destination) and tell you they are off the clock. Chair recommended filing a complaint with the Yale public safety (<https://your.yale.edu/community/public-safety/contact-us>), Yale transit office (<https://your.yale.edu/work-yale/campus-services/yale-transit/contact-us>) and OPA to report this. They will request the number of the bus, bus line color and time.
  - Please continue to report this to the OPA and YPA chairs – plan is to write a letter to the Yale Transportation office
  - Chair also recommended calling the Yale Accessible Transit – a taxi door-to-door on-demand service when you are stranded/need a ride
  - For international Postdocs, reach out to OISS as they also are compiling info on Yale Shuttle services