

# THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



**Yale  
Postdoctoral  
Association**

**Tuesday, February 13, 2024 | 6:00 PM**



## CHECK-IN

**YPA OPEN FORUM FEBRUARY 13 2024**

TUESDAY, FEBRUARY 13 AT 6:00PM



<https://cglink.me/2dA/c2266656211121037>

**29 attendees on Zoom**

**Chairs [5 min]**

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- Welcome – General and new Postdocs
- YPA Executive Board Committee Meeting – Today, 7pm  
YPA Exec Board meeting most likely moved to 2/22/24 – officers need to reply to the poll sent in Slack
- Trainee Accommodations Committee (TAC) meeting – February
  - **TAC Meeting Agenda for YPA and YBPA:**
    - Grievance Procedure:
      - anti-bullying letter and YPA/YBPA leadership inclusion in revision procedure
    - Benefits
      - Provision of matching retirement benefits
      - Increased paid time off (PTO)

- New proposed Salary scale considering Postdoc experience
- Yale Transit and safety (extended and frequent shuttle)
- Gym (decreased membership fee)
- Visa/SEVIS fee reimbursement for International Postdocs

### Secretaries [3 min] Jess presented

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- Please announce all planned events at monthly Open Forum for approval.
- In progress:
  - Updating YPA calendar and calendar form, will post details/links to the YPA executive board slack channel.
  - Development of a submission form for room bookings for YPA events.  
[In the meantime, just send us emails for bookings](#)
- 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] Khul presented

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- Budget updates
- Guidelines on order processing and required timelines for processing submitted orders  
[For purchasing: OPA will handle Instacart, Grubhub \(1 week in advance\), and Amazon \(2 weeks in advance\)—totally dependent on OPA, so need to fill out purchase request forms](#)
- 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 [3 min] Pranav presented

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#### Recent events

- Winter Break

#### Planned future events

- February 16<sup>th</sup>, Sports Spectator (Hockey) - [free](#)
- February 21<sup>st</sup>, Postdoc lunch at the Schwarzman center  
[Self-paid event](#)
- March 2<sup>nd</sup>, Sports Spectator (Basketball) - [free](#)

#### Tentative future events

- Happy Hour (March)
- Carillon Tours (March)
- Film Screening (March)
- Art Gallery Tour (March)
- Spring Social (April)  
[Large-scale event](#)

Check Yale Connect for all events (free and paid) – also check newsletters and Whatsapp groups  
Always looking for new members

### *Upcoming Community and Networking Committee meeting*

#### ***Tentatively***

- **Time** – 6-7pm
- **Date** – Tuesday, March 5<sup>th</sup>
- **Location** – TBA  
Location: Zoom and somewhere in rotation across campus
- **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**

- Career Cafe took place on Jan 25th. John Alvaro (Director of Postdoctoral Affairs) and Hyun Ja Shin (OCS) were the speakers for the event. 14 people registered and 2 people attended.
- Pint of Postdoc took place on February 8 at Gryphons. Vanessa Tonet and Nicolo Mangraviti presented their research. [Around 60 attendees](#)

#### **Upcoming events**

- Fundamentals of Scientific Writing with Dr. Angelika Hofmann, Feb 15th 4-7 pm on Zoom.
- The event invite for this workshop has been created in Yale Connect for registration.
- Intensive Grant writing workshop with Dr. Angelika Hofmann, Part 1, March 14th 4-7 pm on Zoom
- Intensive Grant writing workshop with Dr. Angelika Hofmann, Part 2, March 22th 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 visit in March – [in Long Island, NY](#)
- Workshop in salary negotiation with Dr. Anees Chagpar (1h), in March
- Workshop series about implementation of different aspects of inclusivity in science, in March.

Next committee meeting will be February 29<sup>th</sup> on Zoom, 6pm. Contacts: [bianka.mecaj@yale.edu](mailto:bianka.mecaj@yale.edu) and [amit.aji@yale.edu](mailto:amit.aji@yale.edu)  
[Contact Bianka or Amit for meeting Zoom link](#)

### **Communications Committee [5 min] Benoit presented**

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## Updates

- **Overall promotion of YPA**
  - Merch for events. We are working on ordering new YPA merch in the coming months, please reach out to us if you would like to order some for your committee's events. Currently working with Symposium committee.  
[If any other committee wants to give gifts for speakers or a different event, please reach out about ordering merch](#)
  - highlight committees by creating and posting a series of different 'short bios' for socials & website  
[Promote YPA members and committees on socials](#)
  - organize "Meet the YPA" sessions for potential new members wishing to know what the YPA does, how to join? e.g. some coordinators could be present 20-30 min before Open Forum to discuss with new members. This "Meet the YPA" would be advertised as such.
- **Updating YPA website**
  - Please fill out this [form](#) with up-to-date info from your committee (until Feb 16)  
[Do this ASAP](#)
  - **YPA website needs to be migrated.** Yale will change their website host system, meaning the YPA website will need to be reconstructed from scratch on the new system. The old website will be discontinued at some point.  
[Need help and input from everyone on how to do this – need guidance for everyone on what info you want to display on your committee page, etc.](#)  
[Going to try to schedule a Zoom call about this with all committees soon](#)
- **Re-working Ads forms**
  - Input needed from committees on how they feel the ads work for them / what can be improved to streamline posting for buffer and cross-posting on different channels - we are putting together a survey for this
- **Updating YPA website & Re-working Ads forms**
  - Input needed from committees on how they feel the ads work for them / what can be improved to streamline posting for buffer and cross-posting on different channels.

## General

- **Ads form.** The [bit.ly/YPAads](https://bit.ly/YPAads) form has two options: one for Twitter/Newsletter, and another for Instagram/Facebook.
  - If you want to advertise your event in the Newsletter/Twitter as well as Instagram/Facebook, you will have to **fill the form twice** – this is because the form asks for different information for each platform.
  - **Timeline: Submit by Friday 5:00 pm to include something in the next week's newsletter.**  
[Friday 5 PM is deadline for newsletter submissions – if you miss the deadline, email communication committee members](#)

- Contact Orchid ([orchid.allcock@yale.edu](mailto:orchid.allcock@yale.edu)) for special requests regarding the newsletter.
- Message the Instagram account for special requests there.
- **Website requests:** fill out the form [bit.ly/YPWebsite](http://bit.ly/YPWebsite)
- **YPA Canva account:** We have purchased a Premium subscription to enhance communication efforts. **We highly recommend using Canva** which will help streamline communications work across platforms. The login & password can be requested from your coordinators. If your committee is unsure about how to get started with designs on Canva (e.g. a banner for a Yale Connect event or a Flyer for the newsletter etc) feel free to reach out to Anne or Benoit and we can have a look together and set something up!  
[Going to create a Canva workshop upon request on how to use it – just reach out to the committee members if you’re interested](#)
- **New Members wanted!** Interested in joining? we look for members who would like to get involved in one or several of these tasks:
  - Newsletter
  - Social medias (FB, IG, Twitter, LinkedIn)
  - YPA Merch
  - Spotlight videos
  - Website development

[You don’t need any experience – just reach out if you want to join the team](#)
- for a more detailed overview of our tasks and the current members involved in each task have a look here:  
<https://docs.google.com/document/d/1Sb61TesYzqWXopzqrN8glxYtFyMPDk1LJVhVjtmkDkE/edit?usp=sharing>

**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**

- Symposium on May 23 (OC Marsh Hall)  
[Located on Science Hill](#)
- Abstract submissions go live on Feb 19  
[Art contest submissions will also go live on Feb 19](#)
- Deadline for abstract submissions: Mar 20  
[Final abstract deadline likely to be extended to first week of April](#)
- Abstract Judging: Apr 7 - Apr 21  
[If you’re interested in serving as a judge, email or Slack symposium committee members](#)

Looking for people in Physics, Math, Humanities because most judges are currently from College of Medicine

- Abstract Notifications: Apr 22

### Upcoming activities/General announcements

- Bulk swag orders:
  - Judges (goodie bags with abstract booklet, USB/water bottles), Qty: 25  
[For judges for abstracts, posters, talks](#)
  - Committee Members (customized mugs), Qty: 15  
[Requested purchase of more expensive mug, not the cheapest ones available](#)
  - Prize winners (customized mugs), Qty: 18  
[Prizes for 10 min talk, 5 min talk, posters, art contest](#)
  - Attendees (basic mugs or USB), Qty: 200
- Yale Dwani performance confirmed for social activity, looking for one more group  
[Looking for another cultural performance because Dwani group will be small – especially want a cultural group with strong postdoctoral membership](#)
- Committee appreciation meeting last week of this month (location TBD)

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 on March 4<sup>th</sup> at 5:30pm ET on Zoom [link available from Jay ([dhananjay.bhaskar@yale.edu](mailto:dhananjay.bhaskar@yale.edu))]*

[Zoom link also available from Pratap](#)

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

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- Mentorship committee meeting held with all sub-committees on 01/29/2024.  
[Current programs: Buddy program, peer mentoring program, faculty mentoring program, modern instructor program](#)
- Most of the programs we offer are ongoing - feel free to email us with any questions.
  - Help needed with promoting through various media to increase awareness and participation in programs.
- Meeting with Victoria Hallinan from OPA; This semester pilot offering the mentorship workshop as a single 6-hour session possibly; Friday, March 1st, 9am-3pm.  
[This will start next year – Victoria is looking for volunteers so reach out to her](#)
  - Discussed program, support, collaboration opportunities for upcoming mentorship award.  
[Need reviewers who will review mentorship award nominees](#)

- 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 [5 min] Claire presented**

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#### **Upcoming Events from Being Well at Yale**

- Doga returns! (Feb 22nd at 4:30pm, Sterling Memorial library) - healthy refreshments available afterwards

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

- Improved grievance procedure
  - Improved Yale Shuttle experience and routes
  - A postdoc rate for Payne-Whitney gym
  - Improved postdoc access to therapy
  - Increase annual PTO and secure consistent recess days (or days in lieu) for all postdocs/ARS
- If you have anything you want them to be advocating for or have ideas for events, reach out to Claire or Alaz

**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).

*Next committee meeting will be held on Tuesday, February 20<sup>th</sup> at 5:30pm on Zoom.*

### **Belonging Committee [5 min] Azmi presented**

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#### **Past events**

- Equity and social accountability event with AAMC Dr. Malika Fair  
[Part of larger conversation on equitable treatment of post docs](#)
- OPA Coffee and Chat - Promoting YPA/YBPA and belonging activities and affinity groups  
[Could also be used as a recruitment event for new postdocs to YPA](#)

#### **Upcoming/Planned events**

- Grievance procedure and information workshop - TBD
- Cohosting a discussion with leaders from FLY – TBD

[FLY = Future Leaders of Yale, a staff affinity group](#)  
[Going to expand activities to include more affinity groups](#)

#### **Other events on campus**

- YSM ODEI events for Black history month

- Striving for Wellness with Dr. Nii Addy Feb 22 12 - 1:30 PM, Harkness Auditorium
- Black Scientists: Have we made progress? - Feb 28 5:30 - 7 PM - TAC Auditorium
- FLY & YLNG Winter Social: Thu, Feb 22 5 PM – 7 PM EST - Slifka Center
- LGBTQ affinity group Sunday Brunch: first Sunday of each month
- YBPA event for tax filing information for postdocs (March TBD)

Recommends everyone checks out affinity groups' Yale Connect pages

Next committee meeting is February 23<sup>rd</sup> @ 3pm. 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 here](#).  
Always looking for new members, so reach out

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

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- Planning to host a session on the Postdoc survey results and a panel on the complaint process at the symposium, meeting with the co-chairs on Feb 19

This Thursday is the Postdoc recruitment event – sign up to help

- Write Togethers -
  - Feb 21 at Poorvu Center <https://cmlink.me/2dA/r2264251>
  - March 20 at Sterling Hall of Medicine Library <https://cmlink.me/2dA/r2264253>
  - April 17 at Kline Tower 101 <https://cmlink.me/2dA/r2264254>
  - Plus don't forget writing consultants [The Graduate Writing Lab \(mywconline.net\)](http://mywconline.net)
- Co-sponsoring OISS event: International Women's Day Celebration with Dr. Homeira Qaderi <https://cmlink.me/2dA/r2263783>
- Mentoring Program – March 1 <https://cmlink.me/2dA/r2266257>
  - Working with Coordinators Swapna and Dasha to review the program, how best to offer it, and role of postdocs in implementation
- Mentor award – launching March 1 – keep eye out for email
  - Asking for nominations and for reviewers

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

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- Question about when the website change will happen – Benoit said he would let us know and it's happening soon and ongoing
  - o Want website to be more useful
  - o Idea of merging secretary event scheduling calendar with website and having it available



- o Azmi proposed adding a blog page where we can share stories, info about YPA events, etc. – also wants to add tags to member profiles in all programs in YPA to increase visibility of YPA and the members
  - Anne said the blog page idea is already in the works
- o Laura reiterated that those with knowledge on creating websites should reach out to Anne, Benoit, and Sarah to help over the next few months
- Anne asked if there is any other committee interested in ordering merch/swag for upcoming events – let her know by the end of this month
  - o Claire asked if we would prefer branded tumblers or glasses rather than mugs because many active YPA members may already have mugs
    - Benoit had ideas for swag: water bottle, keychain, lanyard, stickers, pens
    - Email Benoit about any additional ideas about swag to include