

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Yale
Postdoctoral
Association

Tuesday, July 9, 2024 | 6:00 PM

Attendees: 43

CHECK-IN

YPA OPEN FORUM JULY 2024

TUESDAY, JULY 9 AT 6:00PM



<https://cglink.me/2dA/c22726977712953>

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

Chairs [5 min]

- Welcome – General and new Postdocs.
- Welcome to the new Co-chair – Benoit Mermaz
 - Benoit was elected on July 1st, 2024.
- Welcome to the new executive board.
- YPA Celebration Event today at 7pm, YSB Terrace.
 - This event is to celebrate and thank outgoing coordinators and chairs, as well as members of committees that have gone above and beyond over the past six months.
- 10th Anniversary celebration in June - thank you for celebrating with us!
- Reminder on Yale policies by Victoria Hallinan.
 - When you are planning events that will be serving alcohol, you must make sure that there is a certified bartender present. Contact the Community and Networking committee, or the chairs if you would like to know who is a certified bartender within the YPA.
 - Please do not order alcohol through the OPDA. Please use the physical pcard to make purchases in person and submit your receipts to the Treasurers and OPDA after purchase. Pcard request form can be accessed by coordinators in the YPA google drive.

- Accidental use of YPA drive for personal storage.
 - Chairs have noticed that occasionally members are storing personal documents in the shared YPA drive- please be careful when accessing the YPA drive and pay attention to where your documents are stored!
- National Postdoc Appreciation Week (NPAW), September 16-20.
 - The chairs encourage all committees to organize fun or useful events for the postdoc/ARS community during this week to ensure that Yale has a great postdoc/ARS appreciation week!

Secretaries [3 min]

- We will be doing a purge of the YPA drive (especially the: ‘my drive’ section), so if you have files for your committee in that section, please move it to your appropriate folders before the August Open Forum. And if you are accidentally storing personal files in there, please remove those as well.
- Go back to **emailing about room reservations** because the Google Form entries disappear.
 - **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

Treasury [3 min]

- Budget updates for the fiscal year 2024-2025.
 - At the next the open forum, Treasurers will present the final approved budget for 2024-2025.
- New members of the Treasury Committee:
 - New co-coordinator nominated, Cristina Decavoli
 - There were no objections.
 - New member, Anubha Seth
- The treasurers have noticed that some committee members are placing orders before contacting the coordinators of their committees. Please make sure that the coordinators are informed of the purchases in advance of the order being placed.

Contact Cooekoo (khuleshwari.kurrey@yale.edu) or Cristina (cristina.decavoli@yale.edu) if you have any questions, or would like to get involved!

Community and Networking Committee [5 min]

Recent Events

- YPA Book Club: *Klara and the Sun*
 - This event has been successful, and the committee is moving to make this a monthly event for the foreseeable future.
- YPA trip to the Botanical Garden in New York – June 29th
- To the Tens: YPA 10th Anniversary Summer Gala
 - There are many leftover non-alcoholic beverages from the Gala, so if a committee is planning an event where they would like to serve beverages, email the Community and Networking Committee coordinators to make use of this surplus.

Upcoming Events

- YPA Book Club: *The Metamorphosis* – July 18th
- YPA trip to the New Museum of Science and Technology (Mercer's Lab) and Summit One Vanderbilt in New York – July 27th
- Picnic at East Rock – July 20th
 - All postdocs/ARS and family members are welcome!
- YPA Kayaking in East Rock Park – August 7th.
- Registration for all finalized events can be found on YaleConnect page for YPA upcoming events [here](#).

In Preparation

- Happy Hour - TBD
- Hiking - TBD

Upcoming Community and Networking Committee meeting:

Time – 6-7pm

Date and location – TBD

Contact Nicolo (nicolo.mangraviti@yale.edu) and Hongyu (hongyu.li.h1953@yale.edu) if you have any questions, or would like to get involved.

Reach out to the coordinators if there are events that you want to see offered!

Professional Development Committee [5 min]

Past events

- *Workshop in salary negotiation*: Dr. Anees Chagpar: 1h negotiation workshop 101. June 27th on Zoom from 4-5pm. 43 participants (~50% of total registrations), very good feedback. Possibility to organize an in-person event in the future with Dr. Chagpar based on feedback.
- “*Balancing Motherhood and Academic Pursuits*” with Stephanie Kramer and Kirsten Isgro, June 20th, panel discussion (4:30-6pm) + reception (6-7:30pm), in person at Sterling Memorial Library (reception). This event was conducted in collaboration with the Belonging Committee, Women Faculty Forum, Yale Worklife, and Yale Women in Medicine and Science. 27 people attended the session. One piece of feedback for such events longer than an hour was to preferentially hold it closer to lunch.

- One issue brought up by this piece of feedback is that the timing of events can exclude parents that need to pick up children from childcare at the end of the workday. Evening events are particularly challenging. Suggested solutions included:
 - Organize as many events as possible over lunch during the weekdays.
 - Host child-friendly events.
 - For longer events, try scheduling them on a weekend.
 - YSB and the humanities quad allows you to reserve spaces on the weekend free of charge, for other spaces you might need to use a COA to pay. Please reach out to the Chairs of Secretaries if you need help identifying a space for a weekend event on campus.

Upcoming events

- Organizing a speakers Event with Rootless Agency, who are willing to be the sponsor and co-organizer of this event in September. We are already in the process of finalizing the details for this event.
- We intend to host another workshop on grant writing strategies with a focus on NIH and European Research Grants (eg: MSCA-postdoctoral fellowships and ERC). Tentatively to host it as a zoom event in September/October.
- We will host the next edition of pint of postdoc event starting from September. Speakers interested in participating are directed to contact Luis Mestre (Luis.mestre@yale.edu)

Next PD committee meeting on July 25th via Zoom.

For the Zoom link please contact Amit (amit.aji@yale.edu) and Michela (michela.notarangelo@yale.edu)

Communications Committee [3 min]

Updates

- YPA advocacy social media campaign
 - Twitter engagement statistics:
 - The most popular post was the one demonstrating that Yale's PTO policies are significantly limited compared to other Ivy League institutions.
 - Tagging many Yale-affiliated accounts on YPA posts was successful at spreading the message.
 - A strategy to effectively get Yale to pay attention to these social media campaigns is to get friends who are postdocs at other Ivy League universities to retweet/reblog, tagging their university and Yale, and brag about how much better their university policies are compared to Yale's.
 - Instagram engagement statistics:
 - Accounts that viewed the YPA stories were usually non-followers.
 - The most recent social media campaign got much more engagement than usual (1000 impressions compared to the usual 200-400).
 - Please follow all of YPAs socials and spread posts whenever you can.

Events

- Meet the YPA event July 9th.

- Upcoming Meet the YPA event, August 13th at 5:30 pm.
 - This event, and the August Open Forum will be held at the School of Medicine.

General

- **Ads form:** The new form is up, and can be accessed at the same link- 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
 - The new website should be online soon!
- **New members wanted!** Interested in joining? [Tasks](#) we cover.

Announcement

- Welcoming 1 new coordinator Jennifer Park. **There were no objections!**

Next Communications committee meeting on July 17th at 4:30pm on Zoom, followed by in-person dinner and drinks meeting.

Please reach out to coordinators Anne-Marie (anne-marie.rickmann@yale.edu) and Jennifer (jennifer.j.park@yale.edu) for more information.

Symposium Committee [2 min]

- Symposium committee is on summer hiatus until Sept 2024
- Photos and certificates have been sent.
 - Please reach out if you haven't received them.
- Collecting feedback via Yale Connect survey.
- New members always welcome!

Next Month:

- We will present summary of the feedback.
- We will reach out to current committee members to ask if they're interested in continuing next year.
- **Symposium committee meetings will likely start up in September.**

Please reach out to coordinators Jay (Dhananjay.bhaskar@yale.edu) and Jacob (Jacob.orkwis@yale.edu) if you are interested in joining the symposium committee, or if you have any questions.

Mentorship Committee [4 min]

- Committee meeting held on 6/28/2024.
- Peer-mentoring: monthly meetings over four months
 - This is a program where postdocs gather together and discuss different job tracks.
 - Two divisions:
 - Academia – at least 4 people attended regularly.

- Industry – only two meetings, because they did not have experienced peers who could offer mentoring.
 - Improvements: we will look for mentors (e.g., former Yale postdocs)
- Buddy Program.
 - Party in May - 10 people attended, mentors received certificates.
 - About 60 people involved in the program this year
 - The buddy program pairs a new postdoc with a current postdoc to help them settle in at New Haven and become familiarized with Yale and all of the opportunities offered.
- Faculty-postdoc mentoring program.
 - It runs for 8 months - 8 meetings.
 - About 50 postdocs per year, about 25 are active.

Future events:

- Mentoring event with OPDA in August

The next committee meeting will be held in September.

Reach out to coordinators Dasha (dagmar.zigackova@yale.edu) and Paris (paraskevas.filippidis@yale.edu) if you would like to get involved or have more questions.

Advocacy Committee [5 min]

Past events

- **Self-defense classes** every Wednesday from May 8th – June 12th, 7pm-8pm
- **Doga** on June 21st, 4pm-5pm, Science Hill, YSB352. Followed by smoothie bowls on the terrace. 30 registrations, about 20 attendees
- **Pride Celebration** June 26th, at Blue Orchid: 33 registrations, more attendees. Thank you everyone who joined and helped organizing.

Upcoming events

- Doga (tentatively planned to occur during NPAW)
- Mother(parent)hood in academia
- Finding a therapist (confirmed)

Reaction to current Yale [compensation](#) and PTO policies

- Posts on social media to draw attention to our issues. In collab with the communications committee.
- We appreciate it if you share those posts so that we can reach a wider audience.
- There won't be any policy changes made by Yale until at least the next fiscal year.
 - The primary issue identified by the Advocacy Committee with respect to this policy, is that policies should apply equally to everyone, and it should not matter whether or not you were appointed in March or September.
- If you are being reappointed, and you think that your PI will hear you out, you can:
 - ask for a (potentially retroactive) increase in pay match the \$68,000 base pay of an incoming first year plus an amount that reflects yearly raises to reach the number of years of experience that you have.
 - Please reach out to the Advocacy Committee coordinators or chairs if you have further questions.

The Advocacy Committee is targeting enhanced retirement benefits and PTO for postdocs as well.

Contact us if you have other issues or suggestions and we'll look into them! You can reach us at alaz.ozcan@yale.edu and rishi.tripathi@yale.edu.

Committee meeting for July is TBD, usually on Zoom.

New members are always welcome!

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. **Committee coordinators will do their best to anonymize issues raised when presenting them to the OPDA or Yale.**

Belonging Committee [4 min]

Introducing Luis Mestre as new co-coordinator! **There were no objections!**

Upcoming events

- Summer Yoga Series from **Working Women's Network**: Mondays July 15th, 22nd, & 29th |10:30-11 AM | Zoom



- **Disability Alliance at Yale (DAY)** is meeting on Thursday 11th from 12-1PM via Zoom.



- *Shining Light on Truth: New Haven, Yale, and Slavery* at the **New Haven Museum**
- Book Club Discussion - *Racial Justice at Work: Practical Solutions for Systemic Change* by **Yale African American Affinity Group** |August 28th |12-1PM | Zoom



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

Contact Sabrina (sabrina.ghadaouia@yale.edu) or Luis (luis.maestre@yale.edu) for details.

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

Representatives for the Office of Postdoctoral Affairs [6 min] Victoria Hallinan and Yahaira Otero

- There will be an orientation for new postdocs next week.
- Sharing the event tracker:
 - Starting from July 2023, all the events and the expenses should be updated on the YPA drive.
 - The new document for the upcoming fiscal year will follow the same template. And the old document will be archived and stored in the same folder.
 - This document will help committees track their spending over the course of the year.
 - If you have any questions regarding this, please email Yahaira (Yahaira.Otero@Yale.edu).
- National Postdoc Appreciation Week – September 16-20
- Upcoming programming:
 - Postdoc VIBES workshop, July 12 in person: <https://cmlink.me/2dA/r2272252>
 - This workshop highlights how to align your values with your career goals.
 - Academic Job Search Intensive, July 22, in person: <https://cmlink.me/2dA/r2271913>
 - This workshop will assist attendees in preparing for tenure track jobs, it will help you prepare job search materials and a teaching diversity statement, help you put together a research program, and provide recommendations for setting yourself up for success in your first year as faculty.
 - Defining and Refining Your Goals as a Yale Trainee, July 30, via Zoom: Yale Connect link forthcoming. This is a new workshop!
 - Building Your Mentoring Relationship, August 6, via Zoom: Yale Connect Link forthcoming.
 - This is also a new workshop, teaching attendees how to mentor up and managing relationships with mentors.
 - Academic Job Search Series: Identifying and Breaking Down Academic Job Postings, August 15 via Zoom: <https://cmlink.me/2dA/r2272681>
 - In-person Responsible Conduct of Research Course, April 11, 2025: <https://cmlink.me/2dA/r2272621>
 - Certain funding situations necessitate taking this course. Click the link to see if you qualify.

Open Forum - Questions/Comments [15 min]

Comment from an attendee: make sure your letter of reappointment has your correct salary listed. You can double check this on workday. This letter comes from your department. Reach out to department admins if you haven't received your letter.

Comment from the Chairs: even if your reappointment letter after July doesn't take into account the incoming raise to \$68,000, OPDA will automatically apply it. Please double-check your paychecks to ensure that your raise wasn't missed by the OPA.

Comment from Advocacy Committee member: You're supposed to be given 3 months' notice if your contract is not being renewed unless the reason is underperformance. To maintain a record of your satisfactory performance, please complete and submit your yearly IDP that is sent to you as part of your reappointment. This will document that your performance was satisfactory over the past years and will prevent your contract from being suddenly not renewed.

The IDP is an individual development plan, and the document can be found [here](#).

Updated list with all discussed YPA events [here](#).
Events also posted to the YPA google calendar [here](#).