

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, April 11, 2023 | 6:00 PM | Minutes

Chairs [5 min]

- Welcome
 - Everyone is welcome to have pizza! The chairs introduce themselves.
- Code of Conduct
 - An important notice is given about respecting the code of conduct. There will be a reminder in the YPA newsletter too. The chairs encourage people to reach out if they have personally experienced harassment during a YPA event or witnessed a form of misconduct.
- Training Accommodation Committee (TAC) meeting
 - TAC meeting takes place every 6 months. The discussion topics in the latest meeting were postdoc salary, postdoc survey, mental health resources, and the creation of an ombuds office. An increase in postdoc salary will be announced in April and will be implemented in July. Yale leadership is aware of the financial struggles of postdocs. Hopefully, it will be a competitive salary compared to other institutions.
- Call for nominations for Co-Chair (July 2023 - June 2024)
 - Nicole's term as chair is, unfortunately, coming to an end in June. The candidates should be active members for at least a year in the YPA or coordinators for more than 6 months. To learn more about the responsibilities of the position, please reach out to the chairs. The nominees will be announced next month, and elections will be held in June. The chairs encourage outgoing coordinators to consider self-nomination.

Secretaries [0 min]

Treasury [5 min]

- 2022-2023 expenditures and remaining budget updates
 - A reminder that the coordinators should submit their budgets.
- Updates to purchasing policies
 - Reminder: Purchasing requests are submitted to the treasurers via the online survey. The requests are reviewed every Monday. The guidelines for submitting the survey are available, which should provide all the necessary information to fill out the survey.

- o For those who have the authorization to use the P card, keeping a good record of all the purchases and sending the invoices and receipts is essential.

Community and Networking Committee [5 min]

Recent and Upcoming Events

- Thursday, March 23rd - Happy Hour in Gryphon's (150 registered and waiting list)
 - o Really nice turnout!
- Thursday, March 30th - Art Gallery Tour (22 registered and waiting list)
- Tuesday, April 4th - YPA Board Game Night (31 registered)
- Monday, April 17th, 4pm - 5pm - Behind-the-Scenes Tour of the Peabody Museum - 24 registered and waiting list
- Friday, April 21st, 6pm - 10pm - Happy Hour at the East Rock Brewery - open to 150 people
- Wednesday, May 3rd, 5.30pm - 8.30pm - YPA Board Game Night

Events in progress for the next months

- May - Campus tour organized with the OISS
 - o We expect that Molly will be present on the campus tour.
- May - Happy Hour with Symposium Committee
- May - Bird walk
- June - Trip to NY organized with the OISS
 - o This trip will involve museum visits.
 - o The Community and Networking Committee are happy to take ideas and suggestions about the trip.

Professional Development Committee [5 min]

Past events:

- Gezim Gashi motivational talk, March 9th
 - o Approximately 35 postdocs attended this event.
- Meeting with Merck ambassador, March 10th at lunch time
 - o The ambassador provided some tips on how to apply to Merck.
- Empowering women and gender minorities in the workplace, March 29th
 - o Attendees discussed equity at work - both in industry and academia – and how to become a young entrepreneur.
- Time management for Postdocs, March 30th
 - o Important discussion about finding work-life balance.

Next events:

- Grant Writing Workshops - 3 Days (6th, 13th and 20th April) with by Angelika H. Hofmann
- Career Networking Event - April 18th 4-6pm
 - o Two R&D scientists will share their career journey to Boehringer Ingelheim.
- Pint Of Postdocs

- o One speaker is needed, those interested should contact the Professional Development Committee.
- Career Café

Communications Committee [0 min]

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Symposium Committee [3 min]

- Extended Registration and abstract submission deadline
 - o The abstract submission deadline is extended until April 27th. Everyone is encouraged to send an abstract.
 - o The symposium involves lots of activities and is a good chance to network. It is one of the biggest and best events on the YPA calendar. Any stage of research presentation is welcomed.
 - o There will also be free food!
- Please submit your abstracts ASAP.
- Submission for the cover art of the abstract booklet

Mentorship Committee [8 min]

- The mentorship training program is concluded.
 - o Attendees are encouraged to provide feedback.
- Update on Mentorship Award Nominations: In total 92 nominations (60 postdoc/ 32 faculty nominations) were received. Thank you to all folks who volunteered to review nominations.
 - o Looking forward to receiving feedback. Please contact the Mentorship Committee if there are any questions.
- Peer - mentorship program advertisement is out: Fill in the survey form to be matched with peers in a similar position ([link](#)). Group formation and social events are forthcoming.
 - o The mentor-mentee postdocs will be grouped based on interest.

Advocacy Committee [5 min]

- Survey
 - o The advocacy committee is actively working on revising the survey. The language was not approved in some instances which is what requires the revision. Nonetheless, the survey should be ready soon, everyone is encouraged to keep an eye on upcoming announcements.

- Ombuds Information Session/Panel Discussion April 24 @3pm
 - The Ombudsperson will serve as a designated, impartial resource for people dealing with conflict. It is important to educate the community on what an ombudsperson is. A panelist from the International ombuds association, as well as others from Harvard, Brown, and Yale, are invited. Attendance at this event is an important way to signal to the Yale administration that the community is interested in this topic and having an ombudsperson.
- Mental Health Awareness Month is coming up in May.
 - At the TAC meeting the lack of mental health resources was raised, and questions on this will also be included in the survey. The committee is planning a yoga class workshop on how to find a therapist and navigate Yale Health to find mental health support.

Racial Justice Subcommittee [0 min]

Associate Provost for Postdoctoral Affairs, Erin Heckler [5 min]

- Intersection Science Fellows Symposium
- Volunteers call: https://yalesurvey.ca1.qualtrics.com/jfe/form/SV_b8YRcZwTFnwFOAu
- Application <https://www.intersectionssciencefellows.com/for-applicants>
 - Question: Jackie, do you still need a panelist? Answer: Yes.
 - The symposium is organized by Yale and is open to all Yale postdocs. Target audience is biological and biomedical sciences, anybody who will be on the job market for a faculty position. Please encourage postdocs to apply.
- Recruitment event, see attached. We are seeking YPA volunteers for the meet and greet and virtual networking half-hour - email [Yahaira Otero](mailto:Yahaira.Otero) if you can serve as an ambassador.
- The Yale Postgrad Association mentoring is planning a mentoring program kickoff event for May 11 on the med campus, they will put out a call for postdocs to join the event with the goal of matching postgrads with grad student and postdoc informal mentors.
 - Looking for postdocs to mentor postgrads.
- Symposium photographer follow-up.
 - If there is any money for YPA to allocate.
 - Official salary announcement will come first from the Provost's office.

Pathways to Science Program, Maria Parente [5 min]

- Maria Parente is the program manager of the Pathways to Science Program.
- Volunteer opportunities for postdocs

- o Pathways to Science Program is a STEM outreach that is organized by the Office of New Haven Affairs for the students at local public schools in New Haven, West Haven, and Orange.
- o Helps parents navigate through numerous opportunities that are otherwise decentralized.
- o Assists Yale faculty and students to design and implement outreach, as well as to manage contacts and relationships with participating school districts.
- o The program has a cohort of 1900 students from 6 to 12th grade and maintains a longitudinal database. The database is used to track the demographics of and participation in the program and is not intended for research purposes.
- o Pathways to Science Program handles infrastructure and logistics including but not limited to admissions and marketing.
- o The program is organized in a scaffolded approach, namely starting from small experiences to larger opportunities such as internships. The goal is to expose the students to different areas of STEM and to let them engage gradually and explore different options before they go to college. Postdocs can be engaged in any stage of these experiences.
- o The program also assists with NSF proposals. For more information: <https://onha.yale.edu/initiatives/public-schools-and-youth/pathways-science>.

Open Forum - Questions/Comments [20 min]

- o Various programs and projects can be advertised through the YPA newsletter.
- o Question to Maria Parente: Is this only for local schools/neighborhoods? Answer: Although the program primarily targets local families and high schools, there are many events open to the public.
- o Question to Maria Parente: Are there any programs for gifted students? Answer: The program monitors students and families longitudinally and observes their engagement and interest. Through this manner, they can identify those who would fit higher-level programs and opportunities.
- o Question: Does the Peer-mentorship program accept Associate Research Scientists (ARS)? Answer: Although the Peer-mentorship program is tailored for postdocs, there are also opportunities for ARS. Many senior postdocs transition to ARS and YPA is meant to serve both, as we have shared interests and issues.
- o Question: Is there any disability-related advocacy? Answer: The advocacy committee is aware that the advocacy for disabled individuals is an area we need to improve. Graduate students have a support group, and they extended the invitation to postdocs. Thanks for bringing this up, hopefully, the survey can address those issues.
- o Question: Did anyone did Ph.D. in the US before a postdoc? Multiple people answered yes.
- o Representatives of different organizations have been attending our Open Forum and others are welcome to bring up any new organizations and invite people.