

## THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



**Tuesday, May 9, 2023 | 6:00 PM | Minutes**

**Attendance: 32 registered, 28 Checked-In.**

### **Chairs [15 min]**

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- Welcome & introduction to check-in track of Open Forum Attendance
  - The chairs introduce the QR code system to track attendance at the YPA Open Forum.
- Introduce candidates for July 2023-June 2024 Chair election.
  - Nicole's term is, unfortunately, ending at the end of next month.
  - 1<sup>st</sup> candidate: Sudheesh Allikka Parambil is an MCDB Postdoctoral Associate working at Science Hill. He is an active member of the YPA for the past 2 years and is currently the co-coordinator of the Symposium committee. He would like to advocate for all the postdocs, increase networking opportunities, and bring more people to YPA.
  - 2<sup>nd</sup> candidate: Sadaf Ghorbani is a Postdoctoral Fellow at the Department of Psychiatry. She joined YPA in 2021 and is currently the co-coordinator of the Professional Development Committee. She loves the Yale Postdoc community and is thankful for everyone involved in this organization. She enjoys organizing different events related to professional development. She would like to advocate for postdocs, make their voices heard at higher levels, and improve their physical and mental well-being.
  - The results of the chair election will be announced at the next Open Forum.
- Reminder to committees to announce new coordinator for Jul-23 to Jun-24 at June forum
  - Each committee needs to organize incoming coordinators. Looking forward to meeting the new coordinators!
- Celebration event after the June forum
  - This event is organized to celebrate all our YPA volunteers. Keep an eye out for an invitation. Committee members and executive boards are invited. A YPA award will be given to 1-2 dedicated members of each committee. Co-coordinators will be reached out for the submission of their nominations.
- YPA Advisory Board
  - The YPA Advisory Board will be reshaped in a way that members can be more active. Each leaving coordinator will be invited to join the advisory board for a 1-year term. YPA would like to maintain the connection with its alumni.
- Postdoc salary increase

- o The minimum salary will increase from 56K to 65K, which is substantial, and a reflection of the value Postdocs bring to Yale. The salary change is being implemented as the outcome of the dialogue between the Yale leadership and YPA (The Advocacy Committee, as well as the YBPA).

### **Secretaries [3 min]**

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- Possible secretary initiatives:
  1. Keeping track of Open Forum Attendance
    - o Keeping track of the Open Forum attendance by creating a YaleConnect event with a QR code that is only available during the Open Forum, so that attendance can be entered from the participant's phone both in person and on Zoom.
  2. YPA Google Drive organization
  3. YPA Celebration event organization
    - o Helping chairs to organize the YPA Celebration Event on June 13<sup>th</sup>.
- Selection of the new co-secretary
  - o Conducting interviews for the position.
- Possible secretary subcommittee
  1. Increase the responsibility of secretaries.
  2. Distribute the workload.

### **Treasury [5 min]**

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- Confirm purchasing practices.
  - o The treasurers reiterate to the coordinators about the new purchasing protocol via the P-card, and they underline that doing reimbursements is no longer possible. Every purchase order needs to come through Yale Connect. They encourage people to reach out by e-mail if there is urgency. Please check your e-mails for purchasing guidelines.
  - o The subcommittee budgets have not yet been confirmed/approved; the subcommittees must be made aware of that.

### **Community and Networking Committee [5 min]**

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#### **Recent and Upcoming Events**

- Monday, April 17<sup>th</sup>, 4pm - 5pm - Behind-the-Scenes Tour of the Peabody Museum (24 registered and waiting list)
- Friday, April 21<sup>st</sup>, 6pm - 10pm - Happy Hour at the East Rock Brewery (101 registered).
  - o A suggestion was made to hold future events closer to downtown.
- Wednesday, May 3<sup>rd</sup>, 5.30pm - 8.30pm - YPA Board Game Night (18 registered).
  - o This event usually takes place every month.
- Saturday, May 6<sup>th</sup>, all day - Trip to NY with the OISS (40 registered).
  - o This trip was very well-received. The weather was beautiful, the attendees visited the American Museum of Natural History. Molly Hampton from OISS gave the tour of the city.

- Wednesday, May 17th, 5:30-7 pm, Yale campus tour with Molly Hampton (30 registered and waiting list.
  - There will be free ice-cream afterward!
- Sunday, May 21, 8-9:30 am, Birding walk in East Rock Park
- Thursday, May 25, 7 - 11 pm, YPA Happy Hour + Post-symposium party in Gryphon's

#### Events in progress for the next months

- Sunday, June 4, Hike in East Rock Park
- Thursday, June 15, Game Night at OISS
- Thursday, July 6, Game Night at OISS
- June Outdoor Happy hour (drinks and snacks provided!)
  - Maybe in the rose garden- A celebratory event for the summer.
  - Those who want to join these events organized by the YPA should first sign in to the YPA group on Yale Connect and then register for the events.

Next committee meeting: *June 6<sup>th</sup> from 6-7pm, at Rudy's Bar (1227 Chapel St, New Haven).* Please email [gemma.vidal-pedrola@yale.edu](mailto:gemma.vidal-pedrola@yale.edu) or [barbora.salovska@yale.edu](mailto:barbora.salovska@yale.edu) to join!

#### Professional Development Committee [5 min]

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- Career Cafe in June with a focus on patents and starting your start-up companies.
  - The date is not set yet. This event will involve a former postdoc that started their own startup company.
- Pint of Postdoc on May 31. Please slack Sadaf or Laura if you are interested in presenting your project in the future.
- Sadaf will be stepping down as the coordinator by the end of June. Please let us know if you are interested in the position.
  - It's a great opportunity to network and learn. Highly recommended!

Next committee meeting: *May 25<sup>th</sup> on Zoom.* Please email [sadaf.ghorbani@yale.edu](mailto:sadaf.ghorbani@yale.edu) or [laura.santos@yale.edu](mailto:laura.santos@yale.edu) to join!

#### Communications Committee [2 min]

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- Ads form:
  - The [bit.ly/YPAads](http://bit.ly/YPAads) form now 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.
  - YPA Google Drive organization
- YPA Merch (pens + surprise items)
  - We're excited to distribute merch during the upcoming postdoc symposium.
- YPA T-shirts **AND Jackets!!!**

- o Waiting on mock designs – we will start taking orders soon with a YaleConnect form.
- Postdoc Profiles
  - o Our Instagram team (Benoit and Zeljka – new member, welcome!!) is working on creating short videos featuring Yale postdocs. We have a consent form ready to go.
  - o Please reach out to the Insta team, we would love to feature you on the YPA Instagram. Feel free to reach out if you want to be featured or want to nominate someone

Next committee meeting: *TBA. Please email [jyot.antani@yale.edu](mailto: jyot.antani@yale.edu) or [rishi.tripathi@yale.edu](mailto: rishi.tripathi@yale.edu) to join!*

### **Symposium Committee [10 min]**

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- YPA annual symposium is on 25th May 2023. Registration is closed.
- Abstract and other competition evaluation is on-going.
- 200 registrants. About 100 abstracts. STEM, non-stem, postdoc ARS interdisciplinary.
- Professional headshot- Symposium committee with help from the YPA is organizing it on 25th May. Details to follow.
  - o A limited number of slots due to budgetary reasons.
- Socials at YSB and after-party at Gryphon's for registrants.
  - o After-party and happy-hour!

Next committee meeting: *TBA. Please email [sudheesh.allikaparambil@yale.edu](mailto: sudheesh.allikaparambil@yale.edu) or [matteo.rizzuto@yale.edu](mailto: matteo.rizzuto@yale.edu) to join!*

### **Mentorship Committee [5 min]**

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- New peer-mentorship program coordinator – Maria
  - o Welcome Maria!
  - o About to close this week. Postdocs advise postdocs, matched with peers in a similar position, based on common interests.
- Update on mentor award - Thanks to folks for reviewing.
  - o Finalized. The OPA will announce winners at the symposium.
- Open mentorship coordinator position.
  - o Amman is stepping down, and the committee is looking for a new coordinator. Anyone that has or has not been a part of the YPA could apply.
- Update on the peer-mentorship program - closing of application.
- Mentors for the buddy program - please sign up [here](#).
  - o Incoming postdocs are paired up with current postdocs for guidance.

Next committee meeting: *TBA. Please email [marija.markicevic@yale.edu](mailto: marija.markicevic@yale.edu) or [aman.kumar@yale.edu](mailto: aman.kumar@yale.edu) to join!*

### **Advocacy Committee [7 min]**

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- Mental Health Awareness Month:
- Yoga with Heidi May 15<sup>th</sup> @4pm in SHML 115- all levels welcome, bring a mat!
  - Please register on Yale Connect!
- Burnout discussion with Dr. Ashley Hagaman- TBD
  - The tentative date is June 1<sup>st</sup>.
- How to Find a Therapist Workshop with Lisa Ho and Anna Andrich- TBD.
  - The date is being finalized.
- Being Well events:
  - Building and Maintaining Healthy Habits- May 11, 1-2pm
  - How to Help: Tips from Mental Health First Aid- May 16, 12pm
- Postdoc Experience Survey Update:
  - OPA will distribute it, please keep an eye out for it!
- Ombuds event recap:
  - This event was an engaging panel discussion on the role of an Ombudsperson/Ombuds office. An Ombudsperson is a neutral independent resource that universities have in place. The CEO of the International Ombuds Association and Ombudsperson of Harvard and Brown attended to give insights on the topic. YPA has been advocating for having an Ombudsperson at Yale.
  - The grad student association released a request to call Yale for an Ombuds office.
  - The committee reiterated the postdoc salary increase and thanked everyone who worked on it.
- Postdocs invited to join the Graduate Student Disability Alliance (GSDA) <https://gsda.sites.yale.edu/>; contact [gsda.leadership@gmail.com](mailto:gsda.leadership@gmail.com) or [victoria.rai@yale.edu](mailto:victoria.rai@yale.edu) to be added to the email list.

Next committee meeting: *TBA. Please email [jacqueline.mann@yale.edu](mailto:jacqueline.mann@yale.edu) or [Ishita.arora@yale.edu](mailto:Ishita.arora@yale.edu) to join!*

### **Racial Justice Subcommittee [3 min]**

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- We have confirmed a date for Bystander Intervention training for June 13. We already put in a request in the newsletter for people to sign up.
  - Bystander intervention training aims to educate on how to handle witnessing uncomfortable situations and build the skillset of how to intervene. The plan is to hold this training at least twice a year, based on the demand.
- We have also been working on the taskforce for the Equity in Job Search Symposium, which is scheduled for May 12. We also requested that this be in the newsletter with the sign-up link.
  - Guest speaker from the University of Toronto. The topic is how to move from tokenism toward inclusion. The issues women and scholars of color face in the job market will be discussed.

Next committee meeting: *TBA. Please email [sabine.franklin@yale.edu](mailto:sabine.franklin@yale.edu) to join!*

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

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- o What to do when you don't have a great experience at Yale:

Resources:

- o Office of Institutional Equity & Accessibility. You can direct all your issues - from harassment to disability services -
- o University hotline. Reports can be anonymous.
- o YPA advocacy, Erin, or Elias.
- o Any reports of concerns can include a name or could also be confidential. It is possible to report a faculty member or a scholar.

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

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Questions to Erin Heckler about the new compensation and fellowships:

- o Question: If the mentor has access to non-federal funds, do they receive the subsidy? Answer: Yes.
- o Question: What if the fellowship funding is from the home country? Answer: This complicates how the supplement is provided. The policy needs to be checked first, whether the fellowship holder can receive the supplement. If the answer is yes, then the supplement will be given.
- o Question: Does the increase apply to ARS? Answer: This should be discussed with faculty affairs.
- o The YPA is trying to improve Postdoc access to the PWG: Currently, the Postdocs pay as faculty. The YPA is looking into some subsidies and free access passes.
- o Question: About the symposium: How does the P-card work with COAs? Answer: The YPA has COA. Please reach out to the chairs or the treasurers.
- o Question: How is the Google Drive reorganization going to be done? Answer: The reorganization is not entirely planned yet. The idea is that there would be an overall restructuring of the Drive and not the individual folders of each committee. Those folders should be organized by the committee itself.
- o The next forum will be at Science Hill!