

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, June 13, 2023 | 6:00 PM |

20 Registered – 14 Checked-in – 45 counted

Chairs [5 min]

- Welcome
 - Everyone was invited to have pizza! The chairs introduced themselves and reminded everyone to check in using the QR code for the Yale Connect event.
- Announcement of incoming YPA Co-Chair for July 2023 - June 2024
 - Sudheesh won the election for the YPA chair position! Congratulations Sudheesh! Sudheesh introduced himself and thanked everyone that participated in the voting.
- Reminder to do the Postdoc Experience Survey
- Celebration event
 - YPA volunteers were encouraged to stay for the Celebration Event.

Secretaries [2 min]

- Introduction of the new secretary team:
 - New secretary team was introduced: Alaz Ozcan, Jessica Sherry, Mia Daucourt, Sabrina Ghadaouia. Alaz & Jess will be the co-coordinators.
 - There were no objections to Jess becoming the new co-coordinator for the secretary team.
- The Celebration event
 - Special thanks to Mia and Sabrina for helping with the organization, as well as Anna for her assistance with purchasing.

Treasury [5 min]

- Budget Update
 - Treasurers pointed out that the committee budgets were not yet approved. Treasurers discussed with Erin Heckler the timing of the upcoming year's budget approval and discussed submitting next year's budget earlier to allow more time for the review/approval process.
- Discussion on purchasing procedures
 - Treasurers shared the purchasing guidelines and urged that purchasing forms should be submitted 1 week in advance.

- o For the purchasing of food and beverages, the contact information of the dedicated person that will pick the order up should be given.
- o If the P-card is needed, please ask the Treasurers and not the OPA. If COA is needed for purchasing, please ask the OPA.
- o Treasurers announced that they were looking to expand their team and welcome any new members /volunteers.

Community and Networking Committee [7 min]

Introduction of a new committee coordinator, Pranav Sanghavi.

- o Community and Networking Committee announced the end of Bara's term as the co-coordinator and that Pranav will replace Bara as the co-coordinator of the committee. There were no objections to Pranav being the new co-coordinator.

Recent and Upcoming Events

- Wednesday, May 17, Yale campus tour with Molly Hampton (33 registered)
- Sunday, May 21, Birding walk in East Rock Park (20 registered)
- Thursday, May 25, YPA Happy Hour + Post-symposium party in Gryphon's (145 registered)
- Sunday, June 4, Walk in East Rock park (44 registered)
- Thursday, June 15, 5-8 pm, Game Night at OISS (19 registered)
 - o There were still free spots.
- Thursday, June 22, 5:30-6:30 pm, Yale Art Gallery tour, *Crafting Worldviews: Art and Science 1500-1800* special exhibition
 - o Chairs announced that this will be the final Yale Art Gallery tour as Danielle is leaving.

Events in progress for the next months

- Friday, June 29, Happy Hour
 - o Happy Hour planning was still in progress due to new policies about having alcohol at Yale events.
- Thursday, July 6, Game Night at OISS
- August, Campus tour with Molly Hampton

Next committee meeting will be on July 10th from 6-7pm, at Rudy's Bar (1227 Chapel St, New Haven). Contact gemma.vidal-pedrola@yale.edu or barbora.salovska@yale.edu to join.

Mentorship Committee [5 min]

- Buddy program is being advertised to incoming postdocs by OISS and OPA - if you want to become a mentor - please sign up



- o Mentorship committee introduced the buddy program in which the incoming postdocs are paired up with current postdocs for guidance.
- Mentorship award winners are announced - please fill out feedback forms
 - o 5 postdocs and 2 faculty members received mentorship awards and the awardees were announced at the Symposium event.
- Peer mentorship is ongoing right now.
- New Mentorship Coordinator introduction – Swapna
 - o There were no objections to Swapna being the new co-coordinator.

Next committee meeting to be announced. Contact marija.markicevic@yale.edu for updates.

Professional Development Committee [5 min]

Past events:

- Pint of Postdoc with 2 speakers, May 31st

Next events:

- Pint of Postdoc: June 29th
 - o The links for registering or becoming a speaker for Pint of Postdoc were being updated.
- Career Cafe: July/August, with a focus on a career in academia and as a consultant in Physics
 - o A professor, who also works as a consultant in the government, will join for this Career Cafe.
 - o A consultant from the Tsai Institute will talk about entrepreneurship.
- Career Cafe: September, with a focus on communication tools and social resources to develop your own career
- Workshop: with Medical Library on the services offered for postdocs + training on LabArchives (collaboration with OPA)
- Introduction of new committee coordinator
 - o Bianka was announced to be the new co-coordinator of the Professional Development Committee. There were no objections to Bianka being the new co-coordinator.

Next committee meeting will be on June 22nd 6:00 PM on Zoom. Contact laura.santos@yale.edu.

Communications Committee [7 min]

Updates

- YPA Merch (pens + surprise items)
- Received and started distributing merch at the Symposium.
 - YPA officers: Please take some to distribute at the events that you organize. ANY postdoc/ARS interested in merch (sticky notes, stickers, bottle opener keychains, lanyards, and pens): Please contact the Communications Committee coordinators rishi.tripathi@yale.edu & jyot.antani@yale.edu.
 - **TODAY: You can get it in person!**
- Postdoc Spotlight series
 - Has been launched! Check out the YPA Twitter & Instagram
 - Sign up here to get featured in this series! Sign up information can be found in the Newsletter, Twitter, and Instagram.

General

- Ads form
 - The 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.
 - Timeline: Submit by Friday 5:00 pm to include something in the next week's newsletter.
 - Contact Rishi (rishi.tripathi@yale.edu) for special requests regarding the newsletter.
 - Message the Instagram account for special requests there.
 - **Making someone an “Officer”** on YaleConnect (event management rights)
 - Committee Coordinator(s) should reach out to Communications Committee Coordinators over email/Slack.
 - The message needs to come directly from the coordinator, or the coordinator must be cc'd to make sure that the coordinators are on board with the “Officer” candidates.
 - **When a committee member leaves, please let us know so we can remove them from the Officers list.**
 - Website requests: fill out [this form](#) or Slack/email Jyot (jyot.antani@yale.edu)

Next committee meeting to be advised. Email jyot.antani@yale.edu or rishi.tripathi@yale.edu.

Symposium Committee [7 min]

- 6th Annual YPA symposium debrief
 - It was a great success, thank you to OPA and YPA
 - 18 talks, 10 flash talks, and 29 posters
 - 3 winners in each category, and the top 2 were awarded prizes
 - Every attendee should have received a certificate and their headshot (if any; if not contact us at matteo.rizzuto@yale.edu or ypa.symposium@yale.edu)
 - Planning for 7th Annual YPA symposium will begin in August 2023, after the committee's summer break
 - If interested, please reach out to the symposium coordinators (matteo.rizzuto@yale.edu or ypa.symposium@yale.edu)
- New Coordinator candidate announcement
 - Sudheesh is stepping down as coordinator after his term
 - New Candidate for 2023-24 is Dhananjay Bhaskar, sub-committee leader for the 2022-23 Symposium.
 - Dhananjay Bhaskar's video message.
 - In his video message, Dhananjay expressed his gratitude for becoming the co-coordinator of the Symposium Committee. He shared his experience in organizing the symposium event, highlighted the importance of the Symposium event for the postdoc community, and encouraged everyone to join the committee.

Committee meetings will resume in July virtually. Contact matteo.rizzuto@yale.edu for updates.

Advocacy Committee [4 min]

- Advocacy Recap
 - Mental Health resources and advocacy efforts at YPA Symposium
 - There was a talk at the symposium regarding mental health resources.
 - Yoga with Heidi
 - Postdoc Burnout session with Dr. Ashley Hagaman
- YPA Ombuds Statement Voting Open - 13th June to 20th June
 - The Advocacy Committee introduced what an organizational Ombudsperson is. The Ombudsperson will serve as a designated, impartial resource for people dealing with conflict. Azmi encouraged everyone to vote on whether an Ombudsperson should be implemented at Yale. The voting is open only for a week!
- 'How to find a therapist' workshop on June 28th at 12 pm
 - This workshop was designed specifically to help with Magellan and Yale Health system and to guide the participants on what to expect from a first therapy session.
- Postdoc Experience Survey Parties
 - June 12th - 10 am to 12 pm - 320 York Street
 - June 22nd - 10 am to 12 pm - 800 West Campus Drive

Next committee meeting to be advised. Please email ishita.arora@yale.edu for updates.

Racial Justice Subcommittee [3 min]

- Discussion on Bystander Training
 - This event happened on the day of the YPA Open Forum and was a success! More trainings are planned.
 - Academic bullying and harassment event was being scheduled, likely for the end of summer and via Zoom.
- Call for participants on the committee
 - People interested in joining the Racial Justice Subcommittee should email Azmi and/or Sabine.

Next committee meeting to be advised.

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

- Postdoc Survey opened May 25; first in a series of on-campus events was at the Humanities Quad on Monday June 12
 - Erin encouraged everyone to take some fliers advertising the postdoc survey and to post them around the campus. The survey should be filled out minimum by 30% of postdocs. As of the Open Forum date, the percentage was much lower.
 - Erin explained that Survey Parties were meant as small events to fill the survey together along with free coffee and cookies.
- Starting Your First Academic Job June 20 – registration link: <https://cglink.me/2dA/r2116774>
 - Co-hosted with: GSAS Professional Development, OCS, and the Poorvu Center
- Info session for Postdoc Fellows on the health insurance subsidy June 21 – registration link: <https://cglink.me/2dA/r2125531>
 - As of the Open Forum date, only 2 people registered, Erin encouraged registration to this event.

Open Forum - Questions/Comments [20 min]

- Question to Erin Heckler by Anna: When the YPA budget for the upcoming year will be finalized? Answer: Erin explained that they were still working on it and the YPA will receive it as soon as it's ready. Furthermore, historically YPA requests a reasonable budget, therefore the budget allocated this year should be like that of last year. One alteration is that the YPA might have to cut back on happy hours. Erin recommended that the YPA have a finalized budget to propose to the OPA in the fall, which will leave enough time for the approval process.
- Question to Erin Heckler: Are there any mandatory mentorship trainings for the faculty? Answer: Formally mandating training for faculty is nearly impossible. Nevertheless, there are efforts to highlight the need for it. Improving the mentorship of faculty requires a culture change and possibly peer pressure. For instance, the

- mentorship awards are an effort in that direction. Some schools post which faculties complete mentorship training to promote mentorship efforts and to inform trainees.
- o A question to Erin Heckler was directed about the Yale Alcohol policy. Answer: Erin highly recommended bartenders and no hard alcohol. Erin also suggested having happy hours off campus, and having attendees pay for their own alcohol while using the YPA budget for appetizers.
 - o Question to the general audience: Is it possible to form a post-doc support group and would anybody be interested in a support group? Advocacy committee answered that they are advocating for a dedicated licensed counselor for postdocs. The audience alternatively suggested an informal support group with regular meetings. Nicole highlighted the importance of doing the postdoc survey to draw more attention to the support needed for postdoc mental health.
 - o Question: What is the retirement policy options for Post-Docs? Answer: Associates can contribute to a 403b, but with no university match. This allows you to contribute pre-tax. Fellows expressed frustration at having no options for retirement. There were requests for a clearer guideline on Post-Doc benefits (and taxes) to be posted in an accessible place, and/or be more clearly discussed during Post-Doc orientation. Advocacy committee announced that they may try to do a tax advice workshop. Erin Heckler recommended that they would need to get an outside expert since the OPA is not allowed to give tax advice, but the YPA can and should organize a tax workshop. It would also be beneficial to have a seminar on benefits overview for postdoc associates/fellows.
 - o Question: Could YPA organize an “associate to fellow” transition guide? Answer: There already is a guide, albeit outdated, on the advocacy website. Erin Heckler proposed that the OPA take the advocacy guide, expand it, and then crowdsource from all postdocs for more updates.