

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, November 14, 2023 | 6:00 PM

23 Registered – 20 Checked-in



CHECK-IN

YPA OPEN FORUM 2023/11

TUESDAY, NOVEMBER 14 AT 6:00PM



<https://cglink.me/2dA/c2259332119104720>

Chairs [10 min]

- Welcome – General and new Postdocs
 - The chairs welcomed everyone, introduced themselves, and briefly explained how the YPA Open Forum works.
 - Reminder to check in using the QR code for the Yale Connect event.
 - Everyone is invited to have pizza!
- Trainee Accommodations Committee (TAC) meeting debrief
 - To address the safety concerns raised by Postdocs and ARSs, YPA asked to increase shuttle services, as well as the availability of door-to-door cab services. Yale will have to collect statistics on where people live and extend services accordingly.
 - The problems regarding ARS guidelines were brought forward by the YPA. There will be an effort to improve ARS guidelines.

- o YPA is also advocating for a therapist dedicated to Yale postdocs.
 - o YPA asked for a yearly increase of postdoc salaries, based on the inflation rate. Although postdoc salaries increased in July 2023, currently there are only two scales, which are years 1 to 4 and years 5 to 6.
 - o YPA is also collaborating with OPA to improve postdoc benefits, evaluating what other Ivy League postdocs receive as benefits.
- Appreciation meeting for committees
 - o The YPA chairs started an initiative of appreciation meetings to have coordinators connect with their respective committee members. Each committee will receive a budget to hold these appreciation meetings.
- New coordinators should be announced in December Open Forum
- Introducing the co-chair candidates
 - o Cintia's term as the co-chair will soon end. There are three candidates for the next Co-chair position. Each candidate introduced themselves and their goal as the next chair.
 - o The first candidate: Amanda Bentley-DeSousa. Amanda is in the Department of Cell Biology. She is currently the treasurer for the YPA, and she previously was also a secretary. She would like to take a bigger role in the YPA to help the postdoc community.
 - o The second candidate: Laura Santos: Laura is a second-year postdoc in the Department of MCDB. She is the co-coordinator of the Professional Development Committee and wishes to make Yale a better place for postdocs.
 - o The third candidate: Oksana Goroshchuk: Oksana is a postdoc in the Department of Neurology. She is a member of the Professional Development Committee and has been active in the YPA for the past 2.5 years. She advocates for postdoc benefits to include free/discounted access to Payne Whitney Gym. She would like to contribute to the bright life of postdocs.
 - o The next chair will be announced in the YPA Open Forum in December.
- Celebration Event
 - o The next Open Forum will be followed by the celebration event.

Secretaries [1 min]

- YPA Google Drive Organization ongoing
 - o Please move your orphan files to the appropriate folder of the committees.
- Development of a submission form for room bookings for YPA events

Treasury [2 min]

- Budget updates
 - o The current budget of each committee was shared.
- Review of updated practices for ordering
- Current treasury practices for ordering
 - o Treasurers reminded the purchasing guidelines.

- o Moving forward, the OPA will be handling some of the ordering including, Amazon and Grubhub. All orders placed by the OPA, except food orders, will be delivered to the OPA office. For future orders, please coordinate with them and the treasurers.
- o All payments are done with the P-card, with physical use of the card as the preferred way of purchasing. Once the P-card is borrowed, it needs to be returned within 24 hours.

Community and Networking Committee [5 min]

- o The C&N committee aims to foster a sense of community among postdocs.

Recent and upcoming events

- Friday, October 13th – YPA Sport Spectating: Yale vs Harvard volleyball (16 attendees)
- Friday, October 20th – Postdoc/ARS & Family Halloween party (150 attendees)
- Thursday, November 2nd – YPA Board Game Night (13 attendees)
- Saturday, November 11th – YPA Sport Spectating: Yale vs Cornell volleyball (15 attendees)
- Sunday, November 19th – YPA Music party (Episode 1), Music School Concert

Events in progress for the next months

- Tuesday, December 5th – YPA Board Game Night at OISS
- Saturday, December 9th – YPA Holiday Party at Gryphon's Ballroom

Potential events

- Carillon tour in December
- More sports to come in December/January (including basketball and ice hockey)

Upcoming Community and Networking Committee meeting

- **Time** – 6-7pm
- **Date** – Tuesday, December 5th
- **Location** – OISS
- **Contact emails** – gemma.vidal-pedrola@yale.edu and pranav.sanghavi@yale.edu
 - o The committee is looking, mostly internally, for a new coordinator.

Professional Development Committee [4 min]

Recent Events

- October 13th – Info session with Yale Ventures (26 attendees)
- November 2nd - Unlocking the Wisdom of the Body: Exploring Somatic Intelligence with Ally Wise. On Zoom. (15 attendees)

Upcoming events

- Thursday, November 30th – Pint of Postdoc, two Postdocs will present their research at 7:30pm at Gryphon's Pub.

Next committee meeting will be November 29th on Zoom
Contacts: laura.santos@yale.edu and bianka.mecaj@yale.edu

Communications Committee [4 min]

Updates

- **New member!** Tamrin Chowdhury
 - Interested in joining? For a current overview of our tasks and the members involved in each task, have a look [here](#).
- **YPA T-shirt and Jacket** distribution period has ended.
 - Encouraged by high interest in the jackets and t-shirts, the Communications Committee is considering placing a new order.
- YPA Canva account
 - We have purchased a Premium subscription to enhance communication efforts.
 - The login & password has been shared with all Executive Committee Members via email & Slack.
 - All committees should have separate folders to create their ads.
 - **We highly recommend using Canva** which will help you smoothen your work for the YPA. Input needed-
 - How do people like working with Canva so far?
 - Is there interest in organizing a brief hands-on workshop? Or would people prefer quick 1:1 drop-ins to get started on Canva?
 - 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 (anne.hahn@yale.edu) and we can have a look together and set something up!
- **Reworking Ads Forms**
 - Input needed from committees on how they feel the ads work for them / what can be improved to streamline posting and cross-posting on different channels.

General

- Ads form
 - The 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 out the form twice** – this is because the form asks for different information for each platform.
 - **Timeline: Submit by Friday 5:00pm to include something in the next week's newsletter.**
 - Contact Orchid (orchid.allicock@yale.edu) for special requests regarding the newsletter.
 - Message the Instagram account for special requests there.
- Website requests: fill out the form bit.ly/YPAwebsite
 - These links are available on the Open Forum page of the YPA webpage or the executive committee channel on YPA Slack.

Symposium Committee [5 min]

Last month's activities

- Event organization
 - Scouting for venues, potentially looking for a more central and accessible location
 - O.C. Marsh Lecture Hall
 - Kroon Auditorium
 - Davies Auditorium
 - The committee is exploring possible venues for the Symposium event. They are focusing on central and accessible locations.
- Date Selected, pending venue availability. **May 30th, 2024.**
- Advertisement campaign is being developed.
- Work to assemble abstract, talk, and poster judging committees is ongoing.
- Search for a keynote speaker is underway.
- Schedule is being developed.
 - Looking for suggestions about parallel activities

Upcoming activities

- Continuing to work on Symposium organization:
 - Visit candidate venues in person
 - Prepare flyers and posters
 - Review grading rubrics and list past judges
 - Hunt for a keynote speaker
- Planning a Committee Appreciation meeting in mid-December
- Co-coordinator position for December 2023-2024 is open! Looking for a new leader to join Jay in steering the committee!
 - Nominations are welcome from both inside and outside the current committee.
 - Reach out to Jay (ghananjay.bhaskar@yale.edu) to nominate yourself or someone else.
- We are also looking to welcome new members to the committee
 - We are looking for about 6 new members to join the committee and help us plan the Symposium.
 - 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 Matteo (matteo.rizzuto@yale.edu) or Jay (ghananjay.bhaskar@yale.edu) to join the committee.

Next meeting: December 4th, at 5:30 PM ET on zoom (link available from Matteo (matteo.rizzuto@yale.edu) or Jay (ghananjay.bhaskar@yale.edu)).

Mentorship Committee [4 min]

- New co-coordinator nominated for the Peer-Mentoring subcommittee. Welcome Adati!

- Fall edition of the Modern Instructor Series is ongoing.
 - The next Modern Instructor Series lecture will take place next Thursday, at 10 am, and will be given by Matteo.
- Mentorship training program in collaboration with the OPA is scheduled for Wednesdays in November, from 6 - 7:30pm over Zoom.
- Python Programming – Marzieh Babaeianjeloda: Wednesday November 29th, Thursday November 30th, 3:00pm – 4:00pm. Location: SHM C-225
- Faculty-Postdoc mentoring program for 2023-2024 has started.
 - The introductory party took place 3 weeks ago.
- Looking for more members to join the committee. If interested, please get in touch via email-
 - Contact coordinators Marija Markicevic (marija.markicevic@yale.edu) and Swapna Naik (swapna.naik@yale.edu).

Advocacy Committee [5 min]

Advocacy events recap and feedback:

- Mind-full or Mindful? Self-care and self-advocacy for Postdocs (Oct 10th at 2pm)
- Chronic Illness Journey as a Postdoc & ARS: Aware, Share, Care (Nov 3rd at 12pm)
- GoFundMe for Ayse – With generous contributions from more than 150 people, we met the initial goal for Ayse’s GoFundMe so her family could travel and support her during her treatment. Thanks to our community!
 - The Advocacy Committee would like to offer support to those struggling with chronic illness and encourage those to reach out.

Upcoming events

- Third Annual Winter Care Packages for New Havens Unhoused Population (in collaboration with the **Belonging Committee** - Azmi Ahmad, Ph.D.)
 - The Yale Black Postdoctoral Association (YBPA) and the Yale Postdoctoral Association (YPA) are partnering again with the downtown evening soup kitchen (DESK) to create winter care packages for unhoused men, women, and children in New Haven. The packs contain toiletries and warm clothes, and we're looking to build 200 of them (the approximate number of people being served at DESK dinner services)! These winter packs go a long way to ensure people can remain warm and have some of the minimum care necessities during the cold winter months. We are collecting donations via an Amazon Wishlist ([tinyurl.com/2023winterpacks](https://www.amazon.com/wishlist/ref=wl_cr_text), and choose Azmi Ahmad as shipping address) or Venmo (@Anna-York-8). If you have any questions, you can contact anna.york@yale.edu or azmi.ahmad@yale.edu.
- The Mental Health Benefits of Gratitude and Kindness by Being Well at Yale (November 14th at 12pm). Register [here](#).
- Mental Health First Aid certification (November 15th and 16th at 9am). Register [here](#).
 - The committee encourages everyone to register. Many YPA executives attended and benefited from this event in the past.

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 ishita.arora@yale.edu and claire.laxton@yale.edu.

Next advocacy meeting will be held on Tuesday, December 5th at 5 pm. Write to: ishita.arora@yale.edu to get an invite to our meeting and join our committee!

Belonging Committee [5 min]

Past/Ongoing events

- Thursday, October 26th 1 - 2:30pm – Bystander Intervention Training for Postdocs/ARS
 - The previous Bystander Intervention event was highly praised and received positive feedback. Although the attendance was lower this time, this is a useful training that the committee would like to hold every semester.
- 3rd Annual Winter Care Package for New Haven's Unhoused (in collaboration with Advocacy Committee and YBPA)
 - Winter Care Packages are preset packages tailored to the needs of the unhoused community. They are prepared based on the recommendation of the Soup Kitchen downtown and include items like toiletries and sanitary products. This year the preparation of the packages is behind schedule and the Belonging Committee encourages everyone to contribute.
 - Those who are interested in outreach events should get in touch with the Belonging Committee.

Upcoming/Planned events

- Social equity and accountability event with AAMC
- Co-hosting event with LGBTQIA affinity group for Postdocs/ARS
- Title IX reporting procedure and information workshop
 - Yale has 8 affinity groups that support recruitment, retention, education, advocacy, and community building. These affinity groups unfortunately have low attendance and involvement of postdocs. The Belonging Committee is attempting to engage more Postdocs in the affinity groups by co-hosting more events and advertising events that are organized by the affinity groups. Please be on the lookout for affinity events in the newsletter to foster a sense of community and belonging.

Other events on campus and in New Haven

- November 30th, 12 - 1:15pm – Belonging at Yale: Can you truly be authentic?
- November 17th and 18th – Thanksgiving Volunteering with United Way

Next committee meeting is Friday, December 8th @ 3pm. Contact azmi.ahmad@yale.edu or sabrina.ghadaouia@yale.edu. And reminder that you can always find the [DEI Toolkit here](#).

Associate Provost for Postdoctoral Affairs, Erin Heckler [0 min]

- Please check for [Upcoming events on Yale Connect](#):
 - New postdocs, if you want to know more activities organized by YPA or OPA, go on Yale Connect and join YPA and OPA groups.

Open Forum - Questions/Comments [15 min]

- The chairs encourage committees to run events through the open forums before organizing them.
- Question from Azmi to YPA chair candidates: What is your position on postdocs unionizing?
- Laura stated that she is open to unionization, however, this will involve extensive discussion with the Yale administration and OPA.
- Amanda agreed with Laura and underlined that if there would be enough demand to push the movement forward, she would be there to support it.
- Oksana stated that she supports postdoc unionization. She mentioned her experience in Sweden, where every labor group has unions and members benefit from it highly.