

## THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, January 11, 2021 | 6:00 PM |

### Chairs [4 min]

- New year welcome
- TAM update
  - Advocating for postdocs in the postdoc / PI relationship
  - Child care and flexibility for postdoc parents
  - 5 days for sick days or more days if individual or individual's family member gets COVID?

### Treasury [2 min]

- Introduce new coordinator
  - Mariateresa is new coordinator
- T-shirts are here if you ordered one

### Community and Networking Committee [3 min]

- Movie night: 1/12
  - Pushed back because of new COVID guidelines. It is postponed for now •
- Virtual happy hour: 1/20
  - Uses GatherTown
  - Can play games with people or talk to people you are “standing next to” virtually •
- Book club (TBD)
  - There is a book and short story up on the Yale Connect page

### Advocacy Committee [5 min]

- New members and open position
  - New members: Courtney and Jacqueline
  - Anyone who wants to be on this committee should let Azmi Ahmed know •
- Return to work survey
  - This will be about mental health and how people feel about returning to work •
  - There will be general comments too to see how postdocs are feeling and how their labs are running
  - Will include question about eating spaces, lunch spaces are hard to come by •

If anyone is struggling to find a place for lunch, can let Advocacy committee know

- Will make data available
- Upcoming events
  - Mental health and first aid training will be scheduled soon
  - No events yet

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

- Thank Aakash, who is leaving
- Welcome and introduce our committee coordinator: Pranava
- Mentoring Awards collaborated with Dr. Erin Heckler
  - o For a faculty member mentoring postdocs
  - o For a postdoc mentoring undergraduates and/or graduates
- Explore ideas to reach out to non-STEM postdocs
  - o Do any social scientists or humanists have ideas?
  - o Jessica will share the list of people to contact in departments
  - o Erin can pull the list of humanities and social sciences postdocs if we agree
  - o We agree that Erin should pull the list to reach those departments

### **Professional Development Committee [8 min]**

- Pint of Postdoc (January 27, 2022)
  - o Postdoc from Political Science and a postdoc from Environmental Science
- Event with Maikel Boot from PreScouter
  - o Feb 16<sup>th</sup>
  - o Maikel served as a YPA Chair 2 years ago
  - o There are 2 other YPA members in PreScouter too
  - o Raffle for vouchers for Grubhub
  - o Chance to learn about the company as well
- New members
  - o Always looking for new members
  - o Need to update new members on the website
- Career café
  - o If anyone knows a faculty member who is willing to talk to about their career, let the committee know
  - o Next career café will be in Feb.
- Website
  - o Email [Kristina.dobrindtrehbach@yale.edu](mailto:Kristina.dobrindtrehbach@yale.edu) with updates

### **Communications [8 min]**

- Platforms for communications and their timelines

- o YPA tweets grew on Twitter
- o Less reach on Facebook, however

- Here are all the platforms where you can advertise your events and what YPA utilizes:



- YPA Monthly Newsletter – 30<sup>th</sup> [Edits Stop] → 1<sup>st</sup> delivery
- OPA newsletter – Monday [Edits Stop] → Send to liaison → Thursday delivery
- YPA Weekly Newsletter - Friday [Edits Stop] → Monday delivery
- Website Profile Updates → 24-48 hour turnaround to be on website
  - Our members have to send multiple reminders to new committee members, please send us the information (personal coordinators)
- Statements – Proofing by YPA chairs → 24-48 hour turnaround to be on website
- Twitter/Facebook – 4 working days minimum
- We would appreciate submitting ads at least a week in advance of the events.
- If ads needs to be repeated, please resubmit if more than 14 days or email the comm coordinator.

- Direct emails, when to use them?



- 2020 – 12 requests
- 2021 – 70 requests (~ 6x increase)
- Communication committee always had discretion on when to use these. Many members are unaware of this!
- Goal : Not to spam inboxes of our postdocs/ARS
- Solution : Introduced YPA weekly newsletter
  - Supplements OPA weekly newsletter (only for YPA hosted events)
  - Includes all events, not just YPA
  - Monday release vs Thursday
  - Friday morning deadline

- The year of 2021 in a nutshell



- o
- New members and Coordinators for Communications
  - o Orchid is taking over!



- Recruiting new members



### **Symposium [5 min]**

- Venue for the 2022 symposium tentatively booked – may move event online only due to increase in COVID-19 cases
- Symposium promotional plan to start soon
- Abstract submission/registration to open soon
- Open call for postdocs/ARS to join the committee and help plan the 2022 event – non-biomedical science researchers are strongly encouraged to reach out ● Would be great to get some other departments (social scientists and humanists) involved so we can engage more postdocs

### **Racial Justice Subcommittee [5 min]**

- Discuss committee's goals
  - The goal is to increase diversity and support for under-represented postdocs and assess diversity in the Yale community and devote events to increasing diversity ●
- Recruiting new members for the subcommittee, meets monthly (typically on last Friday of the month)
  - Looking for new members and a co-coordinator!
  - There will be a larger meeting the last Friday of the month. Email [Jessica.Mollick@yale.edu](mailto:Jessica.Mollick@yale.edu)
- Recruiting a co-coordinator (reach out to [Jessica.Mollick@yale.edu](mailto:Jessica.Mollick@yale.edu) to learn more about the position)
- January meeting is tentatively Friday, January 28, 2022 2-3pm (reach out to [Dani.Chiaramonte@yale.edu](mailto:Dani.Chiaramonte@yale.edu) to join the meeting) – planning to discuss which events are being planned in the next year at this meeting

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

- Leave policy updates as of January 1, 2022
  - CT State Paid Leave Act is in effect
  - Have to have paid the tax, be employed in CT and reach a pay threshold to apply
  - Form for associates and form for fellows
    - All postdoc appointees would get 8 weeks paid through Yale
    - The CT State Leave policy may only apply for associates, but it's complicated
  - There are slides on how the process works
  - It's for up to 12 weeks, most will use for paid parental leave
  - Can use intermittently, but it gets complicated
  - Go here:  
<https://postdocs.yale.edu/policies/policies-postdoctoral-appointments/benefits-25-leaves>
  - If you have questions, ask Erin Heckler
- Searches underway for positions in the office: Program Manager and Assistant Director. LaShaunda Russell resigned and her last day as Assistant Director was January 6, 2022.
  - Short staffed right now
    - If not replying right now, ping Erin again
- Postdoc office newsletter will move to every other week. Please send items to [erin.heckler@yale.edu](mailto:erin.heckler@yale.edu)
  - There aren't as many events right now
  - Don't have the capacity right now for weekly email

### **Open Forum - Questions/Comments [10 min]**

- Committee members, please update your emails here:  
[https://docs.google.com/spreadsheets/d/1cgsMjuS9O9gAnb1w\\_Y49DMVvS4\\_XE6pB3hPsH2hrRg8/edit#gid=1400935916](https://docs.google.com/spreadsheets/d/1cgsMjuS9O9gAnb1w_Y49DMVvS4_XE6pB3hPsH2hrRg8/edit#gid=1400935916)