

## THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, May 10<sup>th</sup>, 2021 | 6:00 PM |

### Chairs [6 min]

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- Anna's last meeting will be next month
- NPA Virtual Conference (Summary)
  - The chairs have notes that will disseminate
- TAC Meeting Updates
  - Will have meeting about parking on med campus
  - Postdoc pay has increased as of July 1 for associates and fellows
  - Postdocs don't technically have to ask for it, but this will only happen before when you ask for it if your contract starts after July 1
  - Advocating for a program that includes a stipend for parents of under 5 year olds, and will also look into subsidies for parents of over 5 year olds and for students taking care of elderly relatives
- Advertising Co-Chair position (Starting July 1<sup>st</sup>)
- Reminder – applicants needed for UWC (University Wide Committee on Sexual Misconduct) and S&S (Safety and Security) Committees
  - Contact YPA chairs for more info
- YPA Volunteers Celebration/Happy Hour (June – date/time TBD)

### Treasury Committee [1 min]

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- Update on YPA Pcard and how to proceed with large purchases
  - Don't use PCard yet, still figuring that out
  - Committee please try to use your budget before the end of the fiscal year in mid June
- End of fiscal year is mid June, so do expenses now
- Please send treasury committee budget for next year

### Racial Justice Subcommittee [5 min]

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- Upcoming events:
- June 2<sup>nd</sup> 5-6:30PM: Navigating Intersectionality in STEM
  - Hosted by YBPA, supported by RJS
  - Panel discussion with Yale faculty members on navigating spaces that are not traditionally designed for people with intersecting identities
  - Discussion followed by short reception
  - Register here: <https://cglink.me/2dA/r1591029>
- June 19<sup>th</sup> 3-4PM: Afro-Vegan cooking with Bryant Terry

- o Free event at Yale Repertory Theater hosted by CT Humanities  
<https://www.artidea.org/event/2022/4797>
- o RJS will be attending as a group, followed by a social gathering at a local venue
- July 28<sup>th</sup> 1-2:30PM: Bystander intervention training
  - o Zoom link for internal use: <https://yale.zoom.us/j/92194095157>
  - o Aileen and Azmi will co-host
  - o Hosted by Paris Lawrence in osted by YSM DEI office

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

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- May 17, 5-7PM – Campus Tour w/ ice cream \*collaboration w/ Professional Development Committee\*
- May 27 at 5PM (tentative) – Happy hour at 116 Crown
- End of May (exact date TBD) – Book Club
- June 18 (tentative) – Field Day
- June 11 (tentative) – Postdoc Prom

### **Advocacy Committee [5 min]**

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- Art Wellness Workshop announcement for June 22nd
  - o [https://yaleconnect.yale.edu/PDYPA/rsvp\\_boot?id=1599828](https://yaleconnect.yale.edu/PDYPA/rsvp_boot?id=1599828)
  - o Must RSVP
  - o Don't need to be an artist! It's for health and wellness
  - o Will be outdoor, maybe Science Building courtyard or behind Art Gallery or in front Payne Whitney
- Planning info session for new benefit/pay information with a dean, TBD
- Call for new members and new coordinator starting July
  - o Message Azmi Ahmad
- Future workshops (in progress)

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

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- Introduce new members and new coordinators of Modern Instructor Workshop:
  - o Zawwad
  - o Amanda
  - o [https://www.dropbox.com/s/fweofso4qw4xbg7/Modern\\_Instructor.png?dl=0](https://www.dropbox.com/s/fweofso4qw4xbg7/Modern_Instructor.png?dl=0)
  - o The workshop gives you opportunities to teach
  - o Teach 2 days per week (60 minutes) on your expertise, and the audience would be Yale postdocs and grad students
  - o Useful for teaching statement if applying for faculty positions
  - o Students give evaluations
- New committee co-coordinator position opens, starting July 1<sup>st</sup>. Application deadline by May 23, 2022. 1 candidate application received so far
- Mentorship workshop for non-STEM postdocs (April 20-22, 2022) success (12 attendees)
- Peer-mentoring program's social event reimbursement follow-up
  - o How long to get reimbursed? He should reach out to Erin Heckler to ask

- Propose: to award coffee mugs for current YPA members?
  - Perhaps happy hour instead, and we use that as a thank you for the members
  - Chairs are meeting tomorrow to discuss
  - During the happy hour will likely be an award/recognition for members
- Buddy Program Mentor recruitment sign up here: <https://cglink.me/2dA/s41716>
  - Please sign-up to be a buddy! We have many new postdocs joining who need help

### **Professional Development Committee [5 min]**

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- Introduce new members:
  - Honghyok Kim
  - Chrispin Chaguza
  - Kumar Ananthanarayanan (Ananth)
  - Raza Muhammed Zawwad
- Request for a new co-coordinator starting July 2022
- Pint of Postdoc new form
  - If interested in giving talk, reach out to Cintia Sagawa
- Career Café – suggestions for speakers
  - Will have one in June
  - Will be every 3 months
- PD events for May and early June – register at YC:
  - May 5th, 5 PM- 7 PM: [Grant Writing Workshop Series \(Session 1\)](#)
  - May 12th, 5 PM - 7 PM: [Grant Writing Workshop Series \(Session 2\)](#)
  - May 17th, 5 PM - 7 PM: [Campus Tour with Molly Hampton \(OISS\)](#)
  - May 19th, 2:15 PM - 3 PM: Panel Discussion: Establishing your brand online at the YPA Symposium
  - May 26th, 5 PM -7 PM: [Grant Writing Workshop Series \(Session 3\)](#)
  - June 1st, 11 AM-12 PM: BioMedX Institute event with Dr. [Christian Tidona](#): "Research career perspectives at the interface between academia and industry" - in person, lunch provided (37)
  - June 1st, 5 PM: Workshop Enhancing your online presence with Xavier Lee, OCS

### **Communications Committee [3 min]**

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- Platforms for communications and their timelines
- New Coordinator for Comms starting July



- 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 [email 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 comms coordinator.

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- Email for Comms committee:
  - Nupur.Nagarkatti@yale.edu
  - Orchid.allicock@yale.edu

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

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- YPA postdoc symposium taking place on Thursday May 19<sup>th</sup> in person at OC Marsh Lecture Hall (YSB) with talks streamed online via Zoom
  - o Hope to see everyone there!

### **Associate Provost for Postdoctoral Affairs, Erin Heckler [2 min]**

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- Victoria Hallinan, PhD is starting in the new role as Program Manager on May 16
  - Exciting to see more support for Postdocs
- Annual compensation memo for FY23 released on April 25 – <https://postdocs.yale.edu/policies/compensation>

### **Open Forum - Questions/Comments [18 min]**

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- Can change name of presentation for Symposium if need be
- Echo salary Memo 2021 : [https://postdocs.yale.edu/sites/default/files/files/PD\\_salarymemo%202021.pdf](https://postdocs.yale.edu/sites/default/files/files/PD_salarymemo%202021.pdf)
  - o Member couldn't get an increase because her appointment was 6 months before the pay increase
  - o If your appointment time is not July 1<sup>st</sup> you will lose money
  - o There was a member who went through this problem in 2019/2021
    - For 6 months she didn't get increase
    - For postdocs that just came to Yale, they will be paid more because of the new scale
    - So this member wrote to the business office
    - She calculated the total loss to present
    - Some PIs said they didn't know about the raise, why not? And why did postdocs not know about the 2021 pay increase?
- At the next forum, we could put a petition together

- o Could have examples of how other universities automatically increase pay and don't have this issue
  - Will look at Columbia and universities in other countries
- o Will bring up issue at next TAC meeting and then after the next forum we can apply more pressure using petitions, data, examples, etc
  - Maybe we should wait to bring it up so they don't have time to prepare rebuttal?
  - Chairs suggest bringing up sooner because everything takes so long. And those that they meet with in TAC meetings tend to have postdoc best interests anyway
    - Better approach to just not drop it and apply pressure
- o Should also try to bring up this issue at other venues
- Hope to see everyone at the in person event, the Symposium with a happy hour after.