

## THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, June 14<sup>th</sup>, 2022 | 6:00 PM |

### Chairs [7 min]

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- Introduce candidates for the open YPA Chair position
  - <https://ypa.yale.edu/ypa-chair-election-2022>
- Discuss postdoc salary equity
  - Met with Erin & some members of administration ~ 1.5-2 months ago
  - It's on peoples minds (at least the ones that need to know)
- YPA volunteer celebration tonight
  - LEPH 101
- New candidates for co-chair position -> Hada, Azmi, and Nicole
- Nicole: introduction
  - 4<sup>th</sup> year postdoc in genetics
  - Engaged in YPA since she joined yale (early 2019)
  - Experience: symposium committee (coordinator) / collaborated with YPA communities
  - Like to give back more and contribute leadership skills
  - Build on work of co-chairs before her
  - Advocated for postdocs in community
  - One issue – removal of salaries being contingent on start date
  - Position to listen to the community
- Azmi
  - 2<sup>nd</sup> year (almost finished) of postdoc
  - Joined YPA when he joined yale -> committee member then joined as coordinator
  - Keep advocating for all postdocs based on salary issues/raises (even on a national scale) / improve involvement of postdocs as a whole
  - Rally more information from postdocs so we can go back to administration with our needs to help with issues like salary/child care/benefits/equity bw fellows and associates
- Hada
  - 3<sup>rd</sup> year / almost 4<sup>th</sup> year postdoc
  - Mentorship committee
  - Goal: push forward with salary issues
  - Purpose is to ensure postdoc experience will be enriched
  - Wants to bring up the coherence of people -> more people driven person
  - Wellness programs in the community
  - Emphasize not only career -> financial/mental, etc that bring people together

### Treasury Committee [1 min]

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- Remaining budgets for committees
- Remind people of the end of the fiscal year
  - June 30<sup>th</sup> is the end -> 2 weeks
  - Community – spent 47% - 2,092\$ remaining
  - Prof dev – spent 67% - 653\$ remaining
  - Mentorship – spent 28% - 1068\$ remaining
  - Advocacy – spent 27% - 2500\$ (celebration being put on this budget)
  - Communications – spent all budget
  - Symposium – spent 66% - 1436\$ remaining
  - NPA – spent 45% - 1400\$ remaining
  - Money won't be carried over

### Racial Justice Subcommittee [4 min]

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- Looking for new members who can provide fresh ideas! If you are passionate about social justice join us on the YPA slack #blacklivesmatter -> reach out to Azmi, Jess, or Paul
- Afro-Vegan Cooking with Bryant Terry
  1. Discussion and cooking demo and tasting. More info: <https://bit.ly/3PJO8Ar>.
  2. This event is free to attend as part of the Festival for Art & Ideas, and by signing up, you indicate interest in meeting up with a Yale Postdoc group before the event. Register on YC: <https://yaleconnect.yale.edu/click?linkid=95944b69-1ddb-42e4-abd1-d994453cf0cc>
  3. Date: Sunday, June 19th at 2:30pm (postdoc meetup), 3:00pm (speaker)
  4. Location: Yale Repertory Theatre
- Annual Juneteenth Festival New Haven 2022 on Saturday, June 18<sup>th</sup> from Noon to 6:00 PM; 230 Ashmun Street

### Community and Networking Committee [3 min]

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- Friday, June 24, 6-8pm: Happy hour in East Rock Park
  - Hopefully food and drinks
- First or second weekend of July we will have a field day
- Sometime in August we will have a BBQ

### Mentorship Committee [5 min]

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- Postdoc/faculty mentorship awards at YPA symposium a success; thanks for the help from YPA members - Thanks Hada, Anna, and Krishna
- New committee co-coordinator position opens, starting July/Aug. Application deadline passed, one candidate application received
- Recruiting non-STEM postdocs for the Faculty-Postdoc Mentoring Program

### Professional Development Committee [5 min]

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- Vote on Sadaf Ghorbani as a new co-coordinator
  - Vote: Yes – it passed so she is the new co-coordinator
- PD events for June – register at YC:
  - 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.
  - June 1st, 5 PM: Workshop Enhancing your online presence with Xavier Lee, OCS
  - June 30<sup>th</sup>, 4-5PM – “Career Café – Special Edition”. Five amazing speakers from consulting company PreScouter, pharmaceutical company Novo Nordisk, Yale University and North Carolina State University. <https://cglink.me/2dA/r1611381>
- Planned visits to the companies
- Looking for new members. If you're interested to enrich you CV and get an experience with organizing events, managing people and want to expand your network, please, join us!

### Communications Committee [3 min]

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- Platforms for communications and their timelines
  - Monthly – by the 30<sup>th</sup> of every month
  - Weekly – deadline is Friday w/ delivery Friday
  - Website/profile – turnaround is 24-48 hours
  - Statements – go through YPA and then 24-48 hours
  - Facebook/twitter – 4 working days
  - Submit ads at least a week in advance if possible
  - If ads need to be repeated – submit after 14 days again
  - Bit.ly/YPAads

### Symposium Committee [5 min]

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- New co-coordinator - Sudheesh AP
  - Chris is stepping down – co-coordinator stepping up Sudheesh 3<sup>rd</sup> year postdoc MCDB
  - Nominated – it passed!
- 2022 YPA postdoc symposium held on May 19th
- Please complete the 2022 YPA postdoc symposium feedback survey

### Advocacy Committee [5 min]

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- Call for coordinator nominations
  - Azmi will be stepping down (maybe?)
- Updating website info soon

- o Info from OPA and Erin – summaries of benefits and stuff so you can link to a lot of info we need in one place
- Upcoming events
  - o Parental leave transition (Wed 6/15 at noon; RSVP: [bit.ly/3abnXSP](https://bit.ly/3abnXSP) )
    - Trying to make postdoc voices heard – an hour that shows you what resources there are and that way people from childcare and whatnot know there is a postdoc presence
  - o Art making wellness workshop (Waiting list available)
    - At capacity – there is a waiting list

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

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- New staff in the postdoc office
  - o Victoria Hallinan, PhD – Program Manager
    - From Poorvu Center
    - Programming – help funnel communication as well as to design and learn from us how to support us w/ programming
    - National postdoc appreciation week – if we have any ideas or thoughts of what we'd like to see in terms of programming please let her know
    - There will be other events hosted nationally and other ways to socialize and stuff like that
    - Supporting you as a whole person or professional development
    - Programming around family planning? Burn-out? Professional discernments? Trajectory after a postdoc?
    - Reach out directly via email/zoom/in person
    - This is a new position to the postdoc office
  - o Alyssa Pereira – Assistant Director, administrative lead
    - School of environment
- Feedback on salaries for postdocs is being discussed
  - o What the process looks like / how to communicate it out
  - o It may not go into effect for July 1 – finance payroll month
  - o It's in process
  - o Equalizing benefits is a real priority of their office – they have a plan that they will announce in Sept that will go into effect Jan 1 which will supplement PDFs for their family childcare / healthcare
- July 5 Childcare supplement goes into effect
  - o <https://fly.yale.edu/open-tags/yale-postdoctoral-trainees> – see July 20 session on Childcare Resources
  - o NIH funding – they offer 2500 childcare supplement that you need to apply for if on F32
  - o Tax credit (Victoria) - <https://portal.ct.gov/DRS/Credit-Programs/Child-Tax-Rebate/Overview>
  - o There's a tool/application to assess if you're eligible: <https://egov.ct.gov/drschildrebatereform/>
  - o Krishna: insurance for postdocs that are single? -> single health insurance should be covered by PI or department but they won't have a process in place

- o Cobra – once you leave a position if you want to keep your health insurance you have to pay out of pocket -> if you aren't an "employee" so company doesn't pay for it
- o Krishna: not always a hardship, they just don't want to cover the benefits

### **Open Forum - Questions/Comments [17 min]**

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- Nominated individuals for things
- Name all outgoing committee members who have got a gift -> Hada (Mentorship), Cyntia (prof dev), Tori (community), Azmi (decide whether he'll get it LOL), Natasha from treasury, Kendall (secretary), Oksana (prof dev), Racial subcommittee (don't know who's leaving), Chris (symposium) / Danny (might be leaving)-Paul might be stepping down