

YPA OPEN FORUM

Chairs [10 min]

1. Co-chair announcement
 2. Reminder: new committee co-ordinators required
 3. YPA budget approval
 4. Event budgeting
 5. Feedback about the NPA conference
 6. YPA mission and code of conduct
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1. Three nominees: Krishna Mudumbi, Anna York, Roozbeh Yousefzadeh. Each nominees gave short introductions. Blurbs will be shared next week. Next co-chair will be announced next meeting.
 2. New committee coordinators are needed for the next term.
 3. YPA budget for next year similar to last year, has been approved!
 4. Please be mindful when planning events as limited budget is awarded.
 - a. Limited budget awarded
 - i. Small value per individual postdoc
 - b. Make budget stretch as far as possible
 - i. Apply for additional sponsorship (OCS, insomnia cookies)
 - ii. Wise budget decisions (stop and shop vs café catering)
 - c. Equitable access to budget
 - i. Compare with events of similar value.
 5. Chairs went over and reminded everyone YPA mission and code of conduct. Please read and share with the committee members and new members of YPA: bit.ly/YPACode

Yale Postdoctoral Association Code of Conduct

- **LINK: Shared on Slack General Channel**
- YPA is dedicated to providing a professional and welcoming environment that fosters diversity, equity, inclusion, and the free expression of ideas.
- This code of conduct is conceived to promote inclusion, protect individual liberties, and promote the free and frank expression of ideas.
- No part of this code shall be construed in such a way as to limit the good faith debate or expression of ideas, even when controversial.
- Participating in YPA events should be a rewarding experience for everyone.
- We do not tolerate harassment in any form.

Members asked to stop any harassing or otherwise undesired behavior are expected to comply immediately.

If members of the YPA Executive Board, or event organizers if no Executive Board members are present, determine that an individual has engaged in unacceptable behavior, it shall determine the appropriate action to be taken.

These actions include, but are not limited to:

- Expulsion from an event without warning or recompense
- Referral to appropriate Yale authorities or local law enforcement
- Prohibition from any future YPA event

YPA is dedicated to providing a professional and welcoming environment that fosters diversity, equity, inclusion, and the free expression of ideas.

To create a space that promotes equality and inclusiveness, the YPA expects all event participants to:

- Be respectful and considerate at all times.
- Value the diversity of views, ideas, and opinions.
- Critique ideas rather than individuals; avoid personal attacks directed toward others.
- Respect venue policies and personnel. (e.g. Yale buildings, restaurants, etc.)
- Be mindful of surroundings and of fellow participants.
- Alert security or emergency responders in case of a dangerous situation or someone in distress.
- Alert YPA leadership with concerns regarding violation of this code of conduct.

Treasury [7 min]

1. Introduce nominee for new treasury coordinator
2. Remind committees to file for reimbursement before mid-June
3. Review each committee's approved budget for next FY

1. **Natasha Picciani de Souza is the nominee for the coordinator position.**
2. **Remember to file reimbursements before June 15th**
3. **FY2022 budget proposal was approved. Some committee budgets changed but Overall budget is similar. If you have any questions, please reach out to the treasury committee.**

We tried to maintain 20,000 budget total. To ask for the budget increase, we need a case to justify it, which was hard this year due to pandemic.

It could be useful to compare the budget for graduate students. With the new OPA, new developments could happen.

Mentorship Committee [0 min]

A small update/news from Mentorship Committee. Our two (semester-long) program i) Peer-mentoring and ii) faculty mentoring (faculty join a group of postdocs) are ready to launch. We now have all groups set up. For any questions, you can e-mail me or Maria: aakash.kumar@yale.edu, maria.apostolidi@yale.edu

Advocacy Committee [9 min]

1. Mental Health First Aid: 2 min
 2. Speed social: 1 min
 3. Childcare: 6 min
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1. Total 28 postdocs attended. Positive feedbacks (20% of the participants responded to feedback survey).
 - i. We will organize more mental health courses.
 - ii. Planning on more casual events—postdoc support group.
 2. Speed social is this Thursday.
 - i. Potentially a monthly event.
 3. Encouraging postdocs to use childcare.
 - i. 100 dollars reimbursed for up to 20 days.
 - ii. Only 66/1459 PDAs used crisis care although 292 PDAs are eligible. Only 4/221 PDFs used crisis care.
 - Yale renews it on monthly bases. So it is important that many people use it to continue the program.
 - Will send out quarterly email listing childcare benefits for postdoc and ARS.
 - Will try to organize a short informational event.
 - Another option: trying to get stipends for childcare with YCCC.

Racial Justice Subcommittee [5 min]

1. Asian Justice Series: Planning two additional events including:
 - a. “how to talk to your family/children about racism”
 - b. Asian Art Showcase (possibly in collaboration with a Yale museum)
 2. Symposium: Working on a presentation about the Racial Justice Subcommittee & a poster
 - a. Please contact us or join the [#blacklivesmatter](#) channel if interested in helping with it!
 3. We have also been promoting many community events, including events for Abolition May (with the Abolition Alliance at Yale) and Yale Respect New Haven (with New Haven Rising)
 - a. You can join the [#blacklivesmatter](#) channel to keep up with all the ongoing events!
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1. How to talk to your family/children about anti-AAPI racism. May 26th: 6-7:30pm. Signup: <http://cglink.me/2dA/r1101494>
More information on Asian Art Showcase will be announced later.
 1. Preparing a presentation and a poster about Racial Justice subcommittee for the symposium.
 1. It could be interesting to reach out to national postdoc association.
 2. Posted on channel for more information. Please join freely. If you have any trouble finding the channel, send us an email.

Professional Development Committee [6 min]

1. General:
 - a. Pint of postdoc incentive proposal
 - b. Looking for co-chair
 - c. Grant writing workshop hosted April 28th
2. Coming in May:
 - a. Telling Your Research Story, May 12th @3pm
 - b. Social Media Bootcamp (LinkedIn and Twitter), May 17th @6pm
 - c. [Engagingly for Postdocs workshop](#), May 20th
 - d. Pint of Postdoc, May 27th
3. Other upcoming workshops - date TBD
 - a. Next Career Cafe: Industry focus
 - b. Effective decision making & leadership styles
 - c. Networking naturally

1. General:

- a. Turn out is pretty low. If you have any ideas for incentive to promote participation, please let us know.
- b. We're looking for co-coordinator!
- c. Grand writing workshop on April 28th.

2. Please sign up for May events!

3. Future events: more information will be announced on emails or slack.

If you'd want to be a speaker on these events or have any suggestions, please send us an email!
You can put the speaker experience on your CV as well.

Communications [7 min]

1. State of communications committee
2. Roozbeh's term ends June 30
1. Introduced New members: Liu Yang, Yildiz Koca, Mislav Balokovic.
Roozbeh leaves his coordinator position in June 30.
2. Yale Daily News:
 - YDN will increase their coverage of postdoc issues and activities.
 - YDN remains out of production until September.
 - Set up a call in August.
3. YPA YaleConnect Create Event Guide by Alexis Denton is available on Communications Slack.
4. YPA communications members:
 - Yury Nikolaev: YPA monthly letter
 - Myrto Moutafi: YPA website, Facebook page
 - Alexis Denton: Yale Connect
 - Isha Dhingra: Twitter
 - Danielle Peterson: posters, redesigning the first page of YPA website
 - Liu Yang: website, has blogging experiences

Community and Networking Committee [4 min]

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1. Science sketching workshop
 2. Book club
 3. Outdoor picnic/hiking/foraging trip (potentially with OISS)

1. May 13th, 20th, 27th. This is the last workshop for this financial year.
2. First YPA book club event!
3. Potentially at the end of this month, currently waiting for the guideline for outdoor gathering. Planning an outdoor event next month mainly for international scholars, with OISS.

YPA buddy program is active.

-Transitioning to YaleConnect form.

-More information next meeting.

Symposium [5 min]

1. Registration and Abstract Submission closed (total numbers)
2. Abstract grading - participants will be notified of results by 17th May
3. Keynote Speaker announcement (Dr Ericka Boone)
4. Second Keynote is to be replaced with a panel discussion or roundtable (Collaborating with YBPA and Racial Justice Committee)

Anna gave a short introduction as a YPA Co-chair candidate.

1. 153 registration! Biggest participation so far.
2. 72 abstract submitted. Currently grading the abstracts.
3. Keynote Speaker: Dr. Ericka Boone. Anna saw her talk at National postdoc association symposium.
4. Instead of second keynote speaker, panel discussion or round table to discuss the diversity and inclusion in academia.

Open Forum - Questions/Comments [10 min]

Next meeting: June 15h

Contact us: ypa@yale.edu

National postdoc association symposium

-High attendance

-Notes available on google doc.

https://docs.google.com/document/d/1hykjDUdVVbUMPhTthceayVaiY9XLVmgv_8Hm3ToVN0M/e/dit?usp=sharing

Childcare benefit:

-Arrange an informational seminar could be beneficial.

-Advocacy committee has been trying to convince Heads of departments to send an email about available childcare benefits.

-will send out a direct email with clear title to postdocs to

-20 days. 100 dollars/day

Symposium

-YPA coordinators hold their positions for one year. A new coordinator every 6 month to have 6 month overlap with a senior coordinator. But both symposium coordinators started at the same time.

- Advertising for one co-coordinator.
- Both current Co-coordinators will stay 6 more months to train the new coordinator.

Any Committees planning to have in-person meetings.

-20 people outdoors with mask. No food/drinks yet.

-Mentorship committee: late May~early June. Will make sure participants are fully vaccinated.

Survey on How postdocs and ARS feel about mandated vaccinations?

-if anyone has any thoughts or ideas, Krishna, Anderson or Anne.

-Yale's position on herd immunity

-Yale has your vaccination record if you received the COVID vaccine through MyChart. If it was not through Yale Health, it may not be registered. What is your opinion on registering the vaccination records to Yale.

-Advocacy committee will make a survey to gather opinions and thoughts.

-What are the expectations on the leaderships.

New salary is effective starting June.

-Many problems ex) some people don't get the raise till the next year.

-Yale administrations said the responsibilities is the individual PIs.

-Not everyone has the same support from PIs/some PIs are unaware of when the salary changes.

-If you have/had this problem, we can help draft the email and provide any possible support.

-you should not wait until next year to raise the concern.

NIH and Yale provides a scale as reference.

<https://postdocs.yale.edu/postdocs/salaries-taxes>

<https://www.niaid.nih.gov/grants-contracts/salary-cap-stipends>

<https://guru.psu.edu/resources/rates-and-schedules/stipends-for-postdoctoral-appointments-20-21>

You cannot get more than a 2 % increase in your salary unless your title changes when you apply for grants. Recommend having a discussion with your PI and the business office as well.