

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, December 14, 2021 | 6:00 PM |

Chairs [7 min]

- Outgoing coordinators and committee members
 - Thank you to all outgoing and incoming members for all committees
 - Current available coordinator positions: Advocacy, Comms, Community and Network, and Treasury
- Announcement of new co-chair
 - Krishna Mudumbi will be replacing Anderson Brito
 - Big thank you to Anderson as leaving co-chair
- Approval proceedings of new coordinators
 - New coordinators, treasurers, and secretaries are expected to start terms on Jan 1st, 2021 - elected via internal voting (approval votes today)

Secretaries [1 min]

- Welcoming new secretary Amanda Bentley-DeSousa
 - No objections to Amanda Bentley-DeSousa being secretary, so she is appointed

Treasury [1 min]

- Need help searching for a new coordinator since they haven't received any apps.
 - No applications for treasury coordinator
 - Suggestions to send more emails/comms to promote this as Claire has stayed 6 months longer than her term date
 - Should be more standard for secretaries and treasury to have more promotion in our positions since we don't have committees
 - Anderson: suggestion to add 1 other person (3 total) so they learn as they go and step into position easier

Community and Networking Committee [4 min]

- Movie night: 12/10
- Holiday party: 12/16
 - Wanted big venue to accommodate a lot of people –but got a smaller venue because it is difficult to get bigger venues (capped attendance at 37) – see Open Forum section
- New committee members: Gabriel, Gemma, Sreya, and Sunayana
 - Welcome new members

Mentorship Committee [5 min]

1. Mentorship Committee Coordinator position open. Contact Hada and Aakash and/or nominate (email: hadafongha.ieong@yale.edu/aakash.kumar@yale.edu)
2. Peer-mentoring program started 12/1/2021. Total 17 attendees.
 - 3 major groups of peer-mentoring
 - Collaboration with Office of New Haven Affairs - work with high-school students called Spook-takular Science – science communication/outreach
 - Modern Instructor lecture series – new initiative where postdocs could give lectures to Yale Students
 - GUMI which is a Yale grad-undergrad mentorship program (postdocs can sign up to be mentors to grad-undergrads)
 - New mentorship training program (CIMER project) via Dr. Erin Heckler
 - First one about a month ago (~19 postdocs in STEM – training over 4 days) but keep an eye out for a similar training program
3. Postdoc-faculty mentoring program
 - a. Pilot round feedback: satisfactory responses received
 - Found faculty mentors at med school -> 1 faculty member for 4-6 postdocs based off women in science at yale program / 1 hour meeting every month
 - 10/10 faculty mentors would continue with program
 - 60 initial postdocs – 30 responded and are all very satisfied
 - Next year -> provide more guidance in group talks (mostly spontaneous), hopefully have in person meetings, expand to other departments (7 in arts & sciences -> total of 17 mentors available for 2022)
 - Advertising for postdocs begin through YPA newsletter – enough mentors for at most 100 postdocs
 - b. Next round (STEM branch) preparation: faculty mentor recruitment correspondence
 - c. New Coordinator (Humanities and Social Sciences branch) position re-open! Contact Hada and Aakash if interested
4. Buddy Program social event: getting-together for buddies near Dec/Jan. TBC
 - Fellow postdocs helping transition to Yale as a postdoc

Professional Development Committee [7 min]

1. Introduction and voting for the new co-coordinator Cintia Sagawa.
 - Introduction of new members
2. Past events:
 1. Fundamental scientific writing with Angelika Hoffman - November 1st, 2021, 68 people registered, > 40 people attended.
 2. Negotiation workshop (cooperation with Melanie Sinche from OSC) - November 5th, 39 people registered
 3. Pint of Postdoc - November 11th

4. Diversity statement workshop (cooperation with Grant Writing Lab - GWL) - November 18th
5. “Telling your science story: constructing a memorable message” - workshop from Language ConnectED with Mallory Fix Lopez, December 3rd - 12 people attended
3. Upcoming events:
 1. Pint of postdoc – January
- Looking for Pint of Postdoc participants for January
 2. Career Cafe – January
 3. Series of workshops with Angelika Hoffman - spring semester. Stay tuned!
4. We are looking for participants of PoP and Career Cafe. Bring your ideas about professional development of postdocs at Yale!

Communications [5 min]

- Yale daily news initiative
 - Anderson Brito speaking to this initiative
 - Yale wants to offer a space in their newspaper to report news that are related to the postdoc life at Yale – already posted 1 article about Winter Care Drive (YPA initiative):
<https://yaledailynews.com/blog/2021/11/16/volunteers-distribute-care-packages-to-unhoused-population-in-new-haven/>
 - Will be a point of contact through communications committee to organize a way to go about coordinating reports in this news initiative
- Missing biosketches and pictures for new committee members
 - For new coordinators/members -> email Myrto or YPA email
 - Include a picture and short bio of what you want to include on website
- Welcome two new members in our committee.

Symposium [5 min]

- Update on hybrid symposium venue and date
 - In person venue: getting close to finalizing venue and date -> Marsh Hall (Science Hill at Yale) and looking at a Thursday likely mid- to late-May
 - Save the date early January & open registration after
- Call for (1) nominations for keynote speakers and discussion panel topics and (2) new committee members for planning the 2022 postdoc symposium
 - Interested in local Yale potential speakers that would appeal to a broader audience and open to those that can speak remotely
 - Looking for nominations
- Natasha Medici nominated for the coordinator role as Nicole stepping down
 - No objections, so Natasha is nominated! Congratulations!

Racial Justice Subcommittee [2 min]

- Racial Justice Art Showcase completed, will showcase winners

- o Showcase winners in newsletter
- Working on DEI toolkit release and postdoc climate survey, bystander intervention training
- Looking towards spring, planning to plan a "Racism In Academia" event

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

- Requesting postdoc volunteers to provide feedback on a resiliency program in development for 2022
 - Resiliency program at Yale SOM based on NIH resiliency program
 - Ran a pilot over fall
 - Looking for postdoc volunteers to provide updates/feedback on the program – email Dr. Erin Heckler
- Mentoring award for faculty in January – should the YPA Mentoring Committee be involved?
 - Postdoc affairs committee has mostly transitioned to YPA and advisory committee
 - Advisory committee is now faculty members across Yale + YPA co-chairs
 - YPA co-chairs are standing members
 - In past years, nominations are solicited from postdocs to nominate faculty mentor – postdoc office (Dr. Heckler) would review them – reviewed by postdoc affairs committee
 - Looking to review postgraduate policy and equalizing benefits between fellows and associates
 - YPA co-chairs can report back to YPA as liaison or this can be done directly through Associate Provost
- Report from the Advisory Committee meeting on 12/10
- Updates: CT Paid Family Leaves goes into effect Jan 1, Program Manager search process
 - Policy and forms and process will be updated on website hopefully before Jan 1
 - For PDA and post-grad associations, this is paid family leave from the state to CT employees (may be some discretion for PDFs based on transition from PDA to PDF)
 - Open position for program manager (Dr. Erin Heckler has candidates – will meet with YPA professional development committee because that will be main contact)
 - New update not on list: OCS has onboarded a new senior associate director (Jacob Gonzalez)

Open Forum - Questions/Comments [18 min]

- Ankash
 - o Yale Daily News already have their correspondent but finding a good way for us to communicate with them would be helpful
- Nour
 - o Coverage for winter care package drive
 - o Plenty of resources that could be useful to have additional coverage beyond our newsletter/Slack/etc, especially Yale Daily News

- Thang
 - o Community and Networking Committee anticipates some expenses they weren't planning for at beginning of fiscal year as a lot of events have to move indoors and a push to have events on Yale approved grounds/property
 - o Requesting ~500 YSD to cover 2-3 venues in terms of rent for events
 - o Claire: the YPA joint fund has money with no clear designation
 - o Anderson: ~600 USD cash that is not part of the budget
 - o Another option: see if other committees are using their funds and reallocate the funds between committees
 - o Overall, funds will be allocated to community and networking committee
- Meeting adjourned.