

YPA OPEN FORUM

Chairs [10 min] (Erin)

Erin introduced the chairs (herself and Maikel) and formally started the meeting.

1. Art in Research Competition
 - More information on this will follow on Slack so keep an eye out for it.
2. NPA meeting – what information would you like us to find?
 - NPA Meeting has been cancelled due to COVID-19. We received this information today (March 10th).
3. CC-ing on emails
 - Chairs will update about this on Slack.
4. Rules on accepting funding/gifts from within and outside Yale
 - Chairs had meeting with John Alvaro. We cannot solicit departments for funds but can accept if they offer on their own. We have a generous budget from Provost and School of Medicine, so there is no need to solicit individual departments. Keep in mind that some of the offices have specific funds to co-organize events with YPA and others, so we can tap into that.
 - For outside gifts, we need to be cognizant of Yale rules. For outside organizations, the rules are a little grey. John Alvaro will talk to Lisa about them and keep us posted. We can accept in-kind gifts though. Chairs are drafting rules for outside gifts and will get back.
 - Anil: Can we take in-kind gifts for symposium?
 - Yes, we can.
5. COVID-19 and event planning
 - We need to be thoughtful of events being organized by YPA and practice social distancing. Maikel told the group that a general message on Slack has been posted and the Executive Board should look at it. This will go out to the YPA tomorrow. We should lead by example and cancel our non-essential events until April 14 per Yale University's advice. Next Open Forum should also be through Zoom.
 - There is a Buddy program that Postdoctoral Scholars should sign up for so they do not feel socially isolated at this time. YPA plans to set up a ride sharing program for carpooling for grocery shopping.
 - Anna: A social media workshop is being planned for Mar 24-26. This can be done online.
 - Chairs supported this idea. We can also do a recorded presentation.

Treasury [7 min] (Anil)

1. Budget update
 - The budget for next year was presented. Every committee got the money they requested. For this year we still have money left over. Mentorship committee has spent all their funds. The other committees still have money. Please spend it before June 2020. If it has not been spent, please allocate it so that the funds can be used. Cancellation of events in March should not impact budget as all events are unfunded.
 - Anderson: Is it possible to put the money for symposium? Symposium already has a big budget so we cannot move funds there.

- Aryn: Given the COVID-19 situation and accompanying cancellations, can the leftover money be carried forward to next year?
- Probably not.
- Viktor: How much money can we request for following years?
- We cannot go too high on our next year budget compared to the current budget. We need to spend all the money in the budget otherwise our budget would be cut the following year.
- Chantal: We just have May 2020 left for using the funds. We should think about ordering T-shirts or alternatives as we may not be able to spend all the funds.
- Every committee needs to look at how they can spend their budget.
- Some of the funds can probably be used for travel.

Mentorship Committee [5 min] (Summer)

1. Feedback on Meet a Mentor Lunch
 - Took place end of February 2020. There was a lot of positive feedback. We got some negative feedback on food as we had ordered less. Stop and Shop has stopped vegetarian sandwiches. So, there wasn't a vegetarian entrée. We need to find alternative catering options for future events.
 - Peppe: Koffee is good for catering.
2. Update on Difficult Conversations Workshop
 - This has been postponed after conversation with John Alvaro and survey of RSVPed participants. Will wait to see how the situation develops before rescheduling.

Advocacy Committee [8 min] (Sean)

1. Childcare/healthcare proposals to be sent to administration in next month
 - We were interviewed for Yale Daily News a few weeks ago. Working on policy proposal for pay and childcare/family subsidy for Postdoctoral Scholars.
 - Pay/salary maintenance: Yale postdoc salaries tied to NIH. NIH level may not increase each year. There is also a lag time between NIH scale and Yale revisions. It happened recently where Yale didn't want to revise the pay scale for those whose contracts had recently been renewed when the NIH increased their scale. All Union employees at Yale get 2.5% increase each year for inflation adjustment. We will ask Yale to do the same for Postdoctoral Scholars even if it is above the NIH scale. This will make it predictable, thus removing the unpredictability argument and this will account for cost of living adjustments.
 - Maikel: Are we thinking of including Postdoctoral Scholars' signatures on this? We can do it at an event where Postdoctoral Scholars discuss the proposal.
 - This proposal came from the Town Hall event.
 - Maikel: We have done voting through the newsletter before. Have had a great response. We can do the same for this. We can continue this discussion on Slack since we're out of time.

Professional Development Committee [5 min] (Anna)

1. Results of Communication Workshop Series survey
 - We have the results of the survey and can use them to do some pre-Symposium workshops like effective interview techniques, job talks, informational interviews. We can do these with CTL.
 - Maikel: Mentorship team wants to do job talk workshops as well. Can be a combined activity.

2. LinkedIn and Social Media Professional Networking Bootcamp

- Will think about doing something online as discussed earlier in the forum. If we get a chance, we can do a second one in person.
- Maikel: Do you have a presenter in mind?
- Depending on the date, Anne can present. Will reach out to people and ask. Will build from previous year's presentation.

Communications [8 min] (Anderson)

1. Insights from our team operations: timeline, tips, and suggestions for smooth event planning
 - For weekly (OPA) newsletter, we want all information submitted by Saturday of each week. For monthly newsletter, we want everything submitted by third week of each month.
 - We try to respond as quickly as possible. Sometimes it can take time to respond. Send all messages through Slack. Please don't send personal emails as they may get lost. Slack is monitored by the whole team.
 - Please submit requests through Google Form.
 - Maikel: Rather than private message, it might be better to have a public thread with comments. This will help keep track and promote transparency.
2. Monthly statistics
 - Platform use is variable. We use many platforms and send dedicated mails.
 - Will upload guidelines for Google Form.

Community and Networking Committee [7 min] (Peppe)

1. Social at PARK on Crown
 - This has been cancelled.
2. Happy Hour at Rudy's
 - Happy hour went well. There was an increase in attendance.
3. Winery trip (Hawk Ridge Winery, tentative date 4/25/20)
 - We are still negotiating. Total price should be about USD 60 each including transportation and food. This is a family friendly event.
4. Volunteering
 - Will discuss this later; it may be cancelled.
5. Creative Writing
6. Postdoc Roundtable
 - Peppe wasn't there so he doesn't know the details of this event. Anderson was there. It was interesting with more than 10 people in attendance. Viktor would provide more on this later. He had to leave early.
7. Last Saturday at the Museum
8. New members: Gaurav, Kyle and Nupur
 - Gaurav is here.
 - Suggestion: We can use leftover funds from the budget for trips and BBQ in May.

Open Forum - Questions/Comments [10 min]

- Introductions of new members. Gaurav (PhD from UIC) – mechanical engineering; Akash (Posdoc at Penn before and PhD from University of Florida) – mechanical engineering department
- John Alvaro is doing tomorrow's orientation over Zoom.
- Maikel: Yale COVID-19 draft email is on Slack. Will also include in the YPA newsletter. If anyone has comments on draft email, please provide feedback soon. It will go out tomorrow morning.

- Avoid large gatherings if possible as per Yale guidelines
- Maikel: Copy Slack email to social media (Facebook/Twitter). Cancel all events on Facebook too. Tomorrow's meeting for the Symposium will be both in-person and on Zoom. After March 12, all meetings will be digital.