

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Yale
Postdoctoral
Association

Tuesday, November 12, 2024 | 6:00 PM

CHECK-IN

YPA OPEN FORUM NOVEMBER 2024

TUESDAY, NOVEMBER 12 AT 6:00PM



<https://cglink.me/2dA/c228589411914452>

<https://vale.zoom.us/j/94114445723>

Chairs [5 min]

- Welcome everyone
- New budget FY26 proposal submitted
 - submitted to the OPA and currently working with treasury committee
- Survey compensation satisfaction
- Appreciation meeting committee
- Calendar invite to Open Forum
- Timeline for orders has been updated
- Coordinators start looking/ advertising for new coordinators
- Co-chair election, introduce candidates
 - Benoit M and Laura Santos introduced the two candidates for the YPA co-chair election -- [Dagmar \(Dasha\)sha Zigackova](#) and [Anubha Seth](#). Both candidates shared their motivations

and priorities, including improving the postdoc mentoring program and advocating for better compensation and grievance policies.

Secretaries [1 min]

- Updated YPA google calendar with events presented at open forum.
- Celebration event to honor outgoing coordinators next month at the School of Medicine!
 - Following open forum: December 10th at 7pm

We are looking for a new co-coordinator and new members for the committee, so please reach out to Jess (jessica.sherry@yale.edu) or Harshini (harshini.sureshkumar@yale.edu) if you are interested!

Treasury [4 min]

- Budget updates for current fiscal year
 - Halloween party expenses yet to be updated
 - Reminder to check if -committee's expenses are updated in the tracker
 - Always ~~to~~ CC both the treasurers in the emails regarding any purchase requests and when submitting receipts to Yahaira
- FY26 budget revisions
- New purchase procedure proposal and feedback
 - Submit an order request 2 weeks prior when ordering food/amazon/Instacart
 - Discussed items that cannot be purchased with YPA funds
 - Reminded to always ask for check in on yale connect at the events
 - Shared a new purchasing procedure google sheet (not active yet)

Contact Cukoo (khuleshwari.kurrey@yale.edu) or Cristina (cristina.decavoli@yale.edu) if you have any questions, or would like to get involved.

Community and Networking Committee [5 min]

Recent Events:

- Oct 19th: Fall foliage hiking at East Rock - Rob and Hongyu
- Oct 23rd: Board Games Night - Leon
- Oct 24th: Book club - Erica
- Oct 25th: Halloween party
- Oct 27th: Corn Maze - Mariya
- Oct 27th: Harkness Tower Tour - Daniela
- Nov 2nd: Diwali, with YPGA, SAGA

Upcoming Events:

November

- Nov 17th: SPY museum - Mariya
- Nov 17th: MET Opera (additional activity after the SPY museum trip) - Mariya
- Nov 20th: Board game -Hongyu (We will offer the pizza, please come join us!)
- Nov 22nd: Happy hour - Rob/Marzieh/Leon, at Trinity Bar (Skipped to Dec)

December

- Dec 2nd: Book club - Erica
- Dec 13th/14th: Christmas Party – possible collaboration with YBPA and other committees, Dwight Hall or Sterling Library
- TBD: Movie night - Marzieh/Rob
- TBD: Board game night
- TBD: Improv- Nico
- Nico is leaving Yale by Dec and Rob will be taking over his place
- Spent more than 30% of their budget and looking to work with YBCA and SAGA for organizing more events and open to collaborating with other committee for organizing events

Upcoming Community and Networking Committee meeting:

December 3rd, 6-7 pm

Contact Nicolò (nicolo.mangraviti@yale.edu) and Hongyu (hongyu.li.hl953@yale.edu) if you have any questions, or would like to get involved.

Professional Development Committee [7 min]

- The Professional Development Committee discussed recent and upcoming events, including a LinkedIn workshop, company visits, and a science journalism career session. They are also planning a science illustration workshop and looking for new committee members.

Past event recap

- LinkedIn Workshop: Boost Your Digital Presence: the event was held on October 21st as in person event. Very positive feedback from the participants. Shout out to Nicole and Stefan for organizing this event.

Upcoming events

Company visits

- **Visit to Halda Therapeutics**, a company based in New Haven observing their innovative work with RIPTAC™ therapeutics. The visit includes a meeting with Halda representatives, a behind-the-scenes lab tour and a Q&A session on career insights in biotech. The event will be held on **Tue, Nov 19, 2024**, it is open to a maximum of 12 people, and it is on Yale Connect (currently there is a waiting list).
- **Visit to Johnson & Johnson**. We are planning a joint venture with the Office of Career Strategy and other graduate student associations to visit Johnson & Johnson Headquarters in New Brunswick, NJ, a corporate office with VPs, Directors. The plan is to offer Yale postdocs exposure to pharma and in turn give J&J the opportunity to get acquainted with Yale talent pool.

Career café events focused on non-traditional careers in science

- **Science journalism event.** Amit has been granted a Poynter Fellowship on behalf of YPA to host distinguished science journalist. Currently in the process of hosting the distinguished Natalie Angier, prolific column writer and Pulitzer Prize winner. This will be a joint event with Yale Law School, Yale Journalism Initiative and Yale English Department. (scheduled for 1st week of Feb 2025)
- Organizing a joint seminar with student organizations from the physics department and work is in progress
- **Science Illustration Career and Workshop Event.** We plan to host a workshop and career event focused on science illustration. The workshop will focus on more advanced level science illustration techniques (Scheduled for early December, in-person event)

Pint of Postdoc

- We will host the next Pint of Postdoc event on **November 21st** at the **Gryphon's Pub Lounge Room** with 2 speakers. The event is on Yale Connect. Speakers interested in participating in future editions are directed to contact Luis Mestre (luis.mestre@yale.edu) and Shannon Duffy (shannon.duffy@yale.edu).

The **next PD committee meeting** will be on November 14th at 6 pm on Zoom.

To attend and discover more about the PD committee, please contact Amit (amit.aji@yale.edu) and Michela (michela.notarangelo@yale.edu)

Communications Committee [3 min]

- The Communications Committee shared updates on their "Meet the YPA" events, postdoc spotlight videos, and a new website banner to recruit new committee members. They also discussed the newsletter review process.

Events

- Nov 12th: Meet the YPA event at 5:30 pm.

General updates

- Spotlight videos on YouTube
- Looking for new members
- Send event photos/videos via email to us!
- Website banner

Coordinators: Anne-Marie (anne-marie.rickmann@yale.edu) & Jennifer (jennifer.j.park@yale.edu)

Committee meetings: Next in-person meeting February 2025 on Zoom. Email Anne-Marie or Jennifer if you are interested in attending.

Symposium Committee [5 min]

- The Symposium Committee announced new subcommittee leads, requested a new member to lead the judging subcommittee, and discussed plans to improve the annual art contest. They also reviewed feedback from the previous symposium.
- Nicole DeMarais and Adina MacMahon Copas are the new Symposium Subcommittee leads for *Communications*.
- Anubha Seth is the new Symposium Subcommittee lead for *Events*.
- **We still need a Subcommittee Lead for the *Judging Subcommittee***
 - Brief Description: The judging subcommittee lead is in charge of receiving submitted abstracts for the symposium (early next Spring), organizing the judges to evaluate said abstracts, and then assigning talks and poster sessions for the day of the event. You would likewise help organize the judging/scoring for the day of the event. We will discuss this role further in our next meeting, but please take the time to consider volunteering.
- We will be hosting an art contest for Symposium sometime this Winter/Early Spring. In the past this has been done closer to the event but to improve feedback we will move the deadline earlier (and use the artwork for promotional purposes).
- Response/feedback for the 7th Annual Symposium Survey has been low (less than 15 responses, despite advertisements via email, slack, and YPA newsletter. Thoughts on improving feedback?

Next committee meeting: November 18th, at 6 pm on Zoom.

Please reach out to coordinators Jacob (jacob.orkwis@yale.edu) and Adati (adati.tarfa@yale.edu) if you are interested in joining the symposium committee, or if you have any questions.

Mentorship Committee [4 min]

- The Mentorship Committee provided updates on the faculty mentoring program, a workshop on navigating difficult conversations with mentors, and their search for new committee members to lead the mentoring network and instructor programs.
- New program Building Mentoring network - we are developing the concepts and materials with OPA, we are looking for coordinators
- Faculty-mentoring program is running a new cycle - this year all postdocs can participate in two groups to have more faculty mentors; orientation was successful with 20 new participants.
- Modern Instructor program: looking for new program leader.
- Nov 13th: Upcoming OPA workshop; Navigating Difficult Conversations with your Mentor (new cases/scenarios for discussion)

Next Committee Meeting in late November 2024 (most likely via Zoom, exact date to be determined)

Reach out to coordinators Dasha Zigackova (dagmar.zigackova@yale.edu) and Paris Filippidis (paraskevas.filippidis@yale.edu) if you would like to get involved or have more questions.

Advocacy Committee [6 min]

- The Advocacy Committee shared results from their recent compensation survey, which found that 61% of postdocs are paid below the \$68k minimum and 85% are dissatisfied with their compensation. They are advocating for postdoc representation in compensation policy discussions with the administration.

Compensation Policy efforts:

- The Advocacy Compensation Survey has now closed.
 - Thank you to everyone who voted and gave us feedback.
 - We received 210 votes.
 - 61% receive below 68K, 15% receive above 68K.
 - A total of 84.6% are dissatisfied.
 - Results were shared on Twitter (detailed results/tables to follow)
 - We will interview with Yale Daily News to publicize our discontent and demands.
- We are advocating for Postdoc representation in compensation meetings with the Administration & HR. We have made some progress in this regard and will continue to work for better postdoc representation (a meeting scheduled end of November to present advocacy cases).

Grievance procedure:

- OIEA has a dashboard with report data: <https://oiea.yale.edu/discrimination-harassment/oiea-data-dashboard>.
- Complaint resources: <https://postdocs.yale.edu/resources/complaint-procedure-and-support-resources>
- The advocacy committee is working on a new complaint procedure with the OPA.
- An anonymous grievance survey is in preparation. Will be available from Yale Connect and on the Advocacy Website.

Other ongoing advocacy includes working with Chairs/OPA to push for:

- We have successfully secured an increase in annual PTO. This policy has gone into effect on 1st November 2024. PTO now includes Bereavement leave and compensated time off for postdocs working on official holidays. (<https://postdocs.yale.edu/policies/policies-postdoctoral-appointments/benefits-23-paid-time>)
- Holding a Town Hall to share and discuss the results of the 2023 Postdoc Experience Survey.
- Improved Yale shuttle experience and routes. We are working with the Graduate Student Assembly and Administration to improve shuttle services at Yale.
- We were informed that a postdoc rate for Payne Whitney Gym was under consideration and would likely go into effect from next semester. However, this has now been tabled in the budget for FY-2026.
- YPGA is also working on shuttle issue and can work together to improve shuttle services

Contact us if you have other issues or suggestions and we'll look into them! You can reach us at alaz.ozcan@yale.edu and rishi.tripathi@yale.edu.

The last Committee meeting was held on 31st October 2024 and the date for our November meeting is TBD. Meetings are usually on Zoom. New members are always welcome!

Note: If you are struggling with any concerns, such as disability accommodation, bullying, etc., please get in touch with the advocacy committee and we will advocate for your needs.

Belonging Committee [2 min]

- The Belonging Committee recognized winners of a recent art competition with a certificate and YPA merch, announced an upcoming bystander intervention training, and provided details on their winter care package drive to support the local community

Upcoming events:

- Nov 21st: Bystander intervention training; please register for the event on [YaleConnect](#), spaces are limited. Lunch will be provided.
- 4th Annual Winter Care Packages, in collaboration with DESK (non-profit organization)
 - Goal: To create 200 winter care packages for men, women, and children
 - Items to collect: Toiletries, food, and warm clothes (containing > 30 items)
 - Cost: \$30/pack
 - **Volunteers needed!**
 - 1st week of Dec: Packing Day
 - 3rd week of Dec: Handout Day
 - **Donations needed!**
 - Venmo or Paypal: @azmi32
 - [Link](#) to amazon wish list
 - Donors will be notified when their amazon winter care purchases are delivered to the receiver
- Awards presented for art contest winners.

We are looking for new members—join the Belonging Committee!

Contact Luis (luis.maestre@yale.edu) for details.

And reminder that you can always find the [DEI Toolkit here](#).

Associate Provost for Postdoctoral Affairs, Erin Heckler [3 min]

- Victoria from the Office of Postdoctoral Affairs reminded attendees to reach out with questions and feedback, highlighted upcoming OPA events, and offered to help committees recruit new members and promote surveys through the OPA newsletter.

Policies

- [Updated postdoc PTO policy](#) went into effect on Nov 1:
 - Changes: combined sick and vacation time as PTO for a total of 23 days (includes 2 additional days), clarification on recess and holidays. Provides more flexibility for postdocs.
- Meeting with YPA and YPBA on compensation policy revisions
- Meeting with YPA Advocacy on complaint procedure revisions ([Current procedure](#))
- Website update in progress

Events:

- Nov 13 Having Difficult Conversations with Your Faculty Mentor Workshop on Zoom <https://cglink.me/2dA/r2284399>
- Nov 14 Write Together <https://cglink.me/2dA/r2281902>

- Nov 19 Coffee & Craft with the OPA and OISS <https://cglink.me/2dA/r2285800>
- Nov 26 Town Hall to Share 2023 Postdoc Experience Survey Results on Zoom <https://cglink.me/2dA/r2285799>
- Feb 14 virtual recruitment event

Questions or issues with registration? Please reach out to Victoria (victoria.hallinan@yale.edu)

Open Forum - Questions/Comments [15 min]
