

# THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Yale  
Postdoctoral  
Association

Tuesday, December 10th, 2024, | 6:00 PM

Attendees: 35

## CHECK-IN

### YPA OPEN FORUM DECEMBER 2024

TUESDAY, DECEMBER 10 AT 6:00PM



<https://cmlink.me/2dA/c22873321282113>

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

#### Chairs [5 min]

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- Welcome General and new Postdocs
- Town hall Meeting on Nov 26 at 6pm, results of 2023 Postdocs/ARS satisfaction survey on Mentorship, Compensation/Benefits, Postdocs' Happiness, and Discrimination
  - A summary of this meeting will be shared with postdocs/ARS by email in the coming weeks.
- Compensation Meeting on Nov 24th with Yale admin and HR, Lynn Cooley, and Mary Magri
  - Concerns raised by postdocs/ARS and the advocacy committee were presented.
- Yale Shuttle survey for complaints
  - Link to the survey [here](#). Please fill the form out so that we can advocate for the best shuttle experience for postdocs/ARS.
- Meeting with Yale President, Maurie McInnis, in January.

- NPA Conference coming up with Mentorship committee represented alongside Co-Chairs.
  - The [NPA](#) is the National Postdoc Association, which operates with the goal of improving postdoc experiences by supporting a culture of inclusive connection. At the individual, organizational, and national levels, the NPA facilitates enhanced professional growth, raises awareness, and collaborates with stakeholders in the postdoc community.
  - The NPA holds an annual conference that highlights a different committee each year, and the chairs and coordinators of that committee attend to present the work they've done and gain ideas from the work that other organizations have presented.
- Celebration Event at 7pm with awards for outstanding members!
- Co-Chair election results presented at 7pm
  - In a very tight race, Anubha Seth was elected next YPA co-chair.

### Secretaries [1 min]

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- Please send agenda points to secretaries with enough time for the secretaries to prepare the agenda and send it out to the Yale postdoc listserv.
- Proposal to organize the agenda in the order that items are submitted to secretaries.
  - Coordinators and chairs did not raise objections, so the secretaries will trial this method to construct the agenda.

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

### Treasury [3 min]

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1. Committee's expenditure updates
2. Khuleshwari Kurrey is stepping down and we are looking for new YPA Treasurer for the year of 2025-2026 (Jan to Jan)
3. If you would like to join YPA as a treasurer, please contact Cristina ([cristina.decavoli@yale.edu](mailto:cristina.decavoli@yale.edu)) and Khuleshwari ([khuleshwari.kurrey@yale.edu](mailto:khuleshwari.kurrey@yale.edu)). We are looking forward to welcoming your interest and participation.

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

### Advocacy Committee [10 min]

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1. **We nominate Sudheesh AP to be our next coordinator!** There were no objections.
2. **Compensation Policy efforts:**
  - The survey results were announced on Twitter/X on November 1st.
  - The Advocacy Committee coordinators and the Chairs were reached out by YDN. Interview can be found on this link. <https://yaledailynews.com/blog/2024/11/21/yale-postdocs-call-for-base-pay-reform/>
  - We requested to be an active part of compensation discussion. We'll keep on advocating for it.

- Held a meeting with Dean Lynn Cooley and the HR representative Mary Magri to present our proposal for 2025.
- Here is the link for our presentation and proposal: [https://docs.google.com/presentation/d/1igYxBNxxqBj-yCRUo6etHR0UTBVmiq\\_ei/edit#slide=id.p1](https://docs.google.com/presentation/d/1igYxBNxxqBj-yCRUo6etHR0UTBVmiq_ei/edit#slide=id.p1)

### 3. **Postdoc Experience survey Townhall:**

- November 26th, 6pm
- Only presented to postdocs, highlighted the issues we already know and the overall dissatisfaction with the postdoc experience at Yale
- This data will be presented to the administration and used as a basis to target urgent issues.
- Thank you everyone who worked on preparing the survey, analyzing the data and presenting it.

### 4. **Grievance procedure:**

- Our committee members are working on a new complaint procedure with the OPA.
- We will advocate for Ombuds office together with other parties at Yale including faculty and students.
  - An Ombuds office is a neutral (i.e., not officially a part of Yale) confidential resource that helps people resolve issues, brings systemic issues to the attention of Yale representatives, and helps trainees navigate the grievance procedure.
- Together with the Chairs we are scheduling a meeting with the new President.
- Current complaint resources : <https://postdocs.yale.edu/resources/complaint-procedure-and-support-resources>

### 5. **Other ongoing advocacy includes working with Chairs/OPA to push for:**

- Increase our annual PTO and secure consistent recess days. **Successful!**
- Improved Yale shuttle experience and routes. **Ongoing.**
- A postdoc rate for Payne-Whitney gym. **Likely will be implemented soon.**

**Contact us** if you have other issues or suggestions and we'll look into them! You can reach us at [sudheesh.allikkaparambil@yale.edu](mailto:sudheesh.allikkaparambil@yale.edu) and [rishi.tripathi@yale.edu](mailto:rishi.tripathi@yale.edu).

**Committee meeting for next year is TBD, 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.

## **Community and Networking Committee [5 min]**

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**Rob Niescier is nominated as the next C&N co-coordinator.** **There were no objections.**

### **Recent Events:**

- Diwali: with YPGA, SAGA -Nov 2nd
- Spy museum - Mariya - Nov 17
- MET Opera (additional activity after the SPY museum trip) - Mariya - Nov 17
- Board game-Hongyu-Nov 20

- Happy hour-Trinity-Rob/Marzieh/Leon - Nov 22.

### Upcoming Events:

- Book club- Erica -Dec 5th
- Christmas Party - Dec 14th, Collaboration with YBPA
  - 150 attendees have registered so far!
- Movie night- Marzieh/Rob – TBD. Likely sometime in January.
- Board game-TBD tomorrow night

Coordinators asked community members to present events they would like to see organized by the community and networking committee. If you have suggestions, please do not hesitate to reach out to the coordinators!

### December Community and Networking Committee meeting:

6-7 pm, location TBD

Contact Rob ([robert.niescier@yale.edu](mailto:robert.niescier@yale.edu)) and Hongyu ([hongyu.li.hl953@yale.edu](mailto:hongyu.li.hl953@yale.edu)) if you have any questions, or would like to get involved.

### Professional Development Committee [8 min]

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### Past Events:

- Visit of Halda Therapeutics on Nov 19, 2024, a company based in New Haven. The visit included a meeting with Halda representatives, a behind-the-scenes lab tour and a Q&A session on career insights in biotech. Shoutout to Karolina for organizing this.
- Pint of Postdoc event on November 21st at the Gryphon's Pub Lounge Room with 2 speakers. Shoutout to Shannon and Luis for organizing it.

### Future Events:

#### 1. *Company visits:*

- *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.
  - This event will likely be held in February 2025.

We highly encourage postdocs/ARS to recommend names of companies, ideally within the Connecticut region, where other visits like this can be organized.

#### 2. *Career café events focused on non-traditional careers.*

- *Journalism-based 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 Wolchover, prolific column writer and Pulitzer Prize winner. This will be a joint event with Yale Law School, Yale Journalism Initiative and Yale English Department. Date: ~ First Week of February 2025

- *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. Date: ~ Mid-January 2025

Amit will be stepping down as the coordinator of the PD committee at the end of December. We are currently in the process of looking for a new PD co coordinator to replace him.

The **next PD committee meeting** will be in person at the SHML 112B (Medical Library) on December 12<sup>th</sup>  
To attend and discover more about the PD committee, please contact Amit ([amit.aji@yale.edu](mailto:amit.aji@yale.edu))  
and Michela ([michela.notarangelo@yale.edu](mailto:michela.notarangelo@yale.edu))

### Communications Committee [2 min]

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- Events: None
- Updates:
  - New members welcome!
  - 2024 wrap up video presented to attendees of the open forum.
  - Reminder: advertisement banner on website

**Coordinators:** Anne-Marie ([anne-marie.rickmann@yale.edu](mailto:anne-marie.rickmann@yale.edu)) & Jennifer ([jennifer.j.park@yale.edu](mailto:jennifer.j.park@yale.edu))  
**Committee meetings:** Next in-person meeting February 2025 (exact date TBD).

### Symposium Committee [3 min]

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- Congrats to Danielle Sohail on being elected to chair the Judging subcommittee
- We now have subcommittee leads for all 4 subcommittees, Events - Anubha Seth, Communications - Adina MacMahon Copas and Coco Demarais, Judging - Danielle, Scheduling - Eunat Gallardo
- We have decided to request Marsh Hall on May 29th, 2025 for the symposium. This date is not yet confirmed. We are actively seeking any conflicts this might present. If you are aware of any that we are not familiar with, please contact the co-coordinators.
- We are actively seeking recommendations for keynote speakers and panelists for the event. We prefer that these come from committee members but are happy to entertain requests from outside as well.
- Please spread the word that we are always open to new members - much of the important work will be done from January into May!!!

**Next committee meeting:** TBD, at 6 pm on Zoom.

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

### Mentorship Committee [4 min]

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- Laura Meissner was nominated as new co-coordinator. **There were no objections.**
- Looking for new coordinators for Peer-mentoring program and Modern Instructor program.

- Faculty mentoring program is running - 44 postdocs and 19 faculty involved.
- Yale Mentorship and Leadership Certificate Program - starting soon - OPA
  - The goal of this program is to encourage and acknowledge training in mentoring and leadership.
  - This program aims to provide basic training in mentoring, advanced workshops in mentoring (specific topics), and mentoring and leadership experience.
- Our last committee meeting was 12/4/24 - we discussed that we could do more onetime events, we are open to ideas

Next Committee Meeting early next year, TBD (most likely via Zoom, exact date to be determined)  
Reach out to coordinators Laura ([laura.meissner@yale.edu](mailto:laura.meissner@yale.edu)) and Paris ([paraskevas.filippidis@yale.edu](mailto:paraskevas.filippidis@yale.edu)) if you would like to get involved or have more questions.

### Belonging Committee [4 min]

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- We are looking for new Belonging co-coordinator to join our enthusiastic community of postdocs/ARS working to expand inclusivity and representation at Yale.
- Update on winter care packs
  - Thursday 12/12/24 volunteers will be packaging all of the donations.
  - Still need help distribution next Thursday, but not finalized time and day. Likely around 6pm on December 19<sup>th</sup>.

We are looking for new members—join the Belonging Committee!  
Contact Luis ([luis.mestre@yale.edu](mailto:luis.mestre@yale.edu)) for details.

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

### OPA [4 min]

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We are following up on the town hall with a meeting between YPA/YBPA/Advocacy 2 weeks ago.

Reminders around timeline for communication and OPA support for events:

- For any orders (Instacart, Amazon, food vendors): **10 business days** in advance. We just need that head's up about the upcoming event and can coordinate with the organizer of the event for final numbers closer to the event itself.
- For requesting the pcard: **5 business days** in advance. We are generally available to pcard pickup/drop off Monday-Thursday, 8:30-4:30. Remember Instacart is always an option, too!
- For advertising via OPA weekly newsletter: **at least the Friday before the week** you want to start advertising. Can send one-offs to increase registration on a case-by-case basis, time allowing!

*Questions or issues with registration? Please reach out to Victoria ([victoria.hallinan@yale.edu](mailto:victoria.hallinan@yale.edu))*

### Open Forum - Questions/Comments [15 min]

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No questions or concerns were raised.