

# Welcome to the Postdoc Community Forum!

Hosted by the Yale Postdoc Association

Sponsored by the Office of the Deputy Dean for Diversity and Inclusion



**Yale  
Postdoctoral  
Association**

# Schedule

**12pm - 12:15pm:**

**Welcome and introduction**

**Andrew Hastings** (YPA co-chair)

**Courtney Elaine Frederick** and **Ni (Jenny) Feng** (Advocacy subcommittee co-coordinators)

**Saman Doroodgar** (Advocacy subcommittee member): postdoc demographics data

**12:15pm -12:25pm:**

**Postdoc mentorship award**

**12:25pm - 12:50pm:**

**Panelists**

**John Alvaro**, Director, *Office for Postdoctoral Affairs*

**Parker Emerson**, Associate Director, *Office of International Students and Scholars*

**Darin Latimore**, *Deputy Dean for Diversity and Inclusion*

**Jason Killheffer**, Senior Deputy Title IX coordinator, *Assistant Provost for Academic Integrity*

**Merle Waxman**, *Associate Dean and Ombudsperson*

**12:50 - 1:05pm:**

**Panel Q&A session**

**1:05pm-1:20pm:**

**Small group brainstorm session**

**1:20pm-1:30pm:**

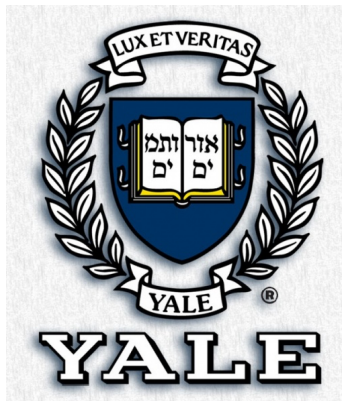
**Share summaries of small group discussions**

# Postdoc Community Demographics Data

Saman Doroodgar Jorshery

Advocacy Subcommittee

Yale Postdoctoral Association



# Who is a postdoc?

***An individual holding a doctoral degree who is engaged in a temporary period of mentored research and/or scholarly training for the purpose of acquiring the professional skills needed to pursue a career path of his or her choosing. (defined by NPA)***

# Overall Postdoc Demographics:

(Source : Office for Postdoctoral Affairs)

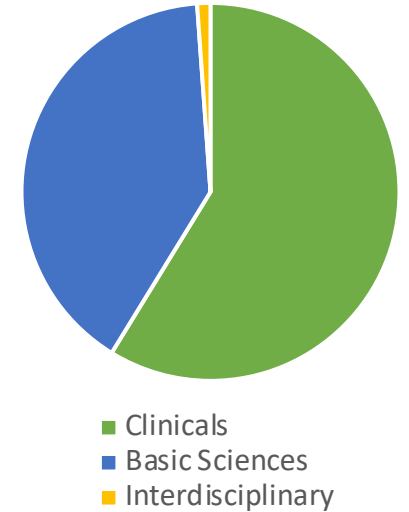
- AVERAGE AGE: 32 YEARS
- GENDER: 59%MALE, 41%FEMALE
- AVERAGE TIME AT YALE: 2.2 YEARS
- % with DEPENDENTS (SPOUSE/CHILDREN) 41%
- % INTERNATIONAL 60% (76 COUNTRIES)

# Total current postdocs:1240

- **School of Medicine: 793 (64% of total postdocs)**

- Clinical Departments (466)
- Basic Science Departments (318)

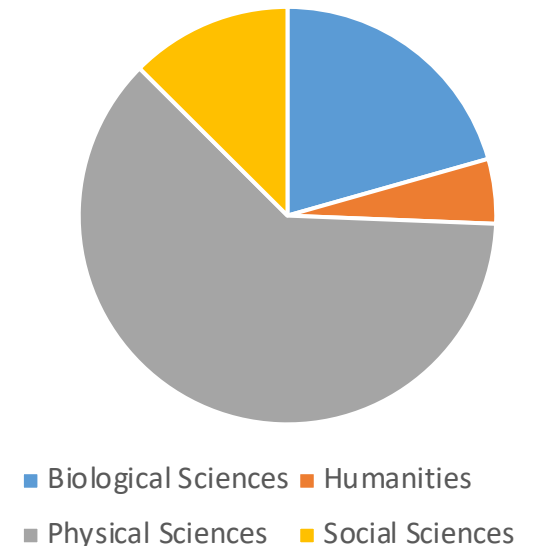
School of Medicine



- **Faculty of Arts and Sciences: 359 (29% of total postdocs)**

- Department of Physical Sciences (222)
- Department of Biological Sciences (74)

Faculty of Arts and Sciences



# Departments with most postdocs:

- Clinical: (466 Total)

53% of Postdocs

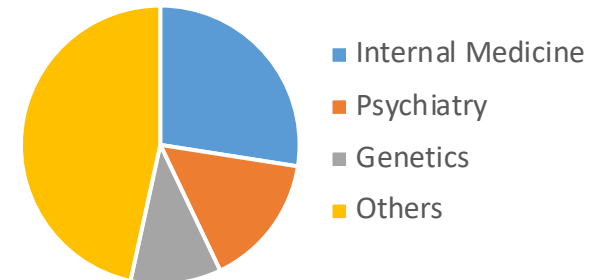
- Internal Medicine: 128 (59% Male/41% Female)
- Psychiatry: 72 (42% Male/58% Female)
- Genetics: 49 (59% Male/41% Female)

- Basic Science: (318 Total)

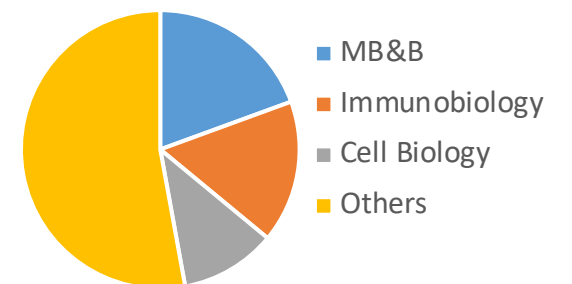
47% of Postdocs

- Molecular Biophysics & Biochemistry: 61 (64% Male/36% Female)
- Immunobiology: 52 (56% Male/44% Female)
- Cell Biology: 35 (63% Male/37% Female)

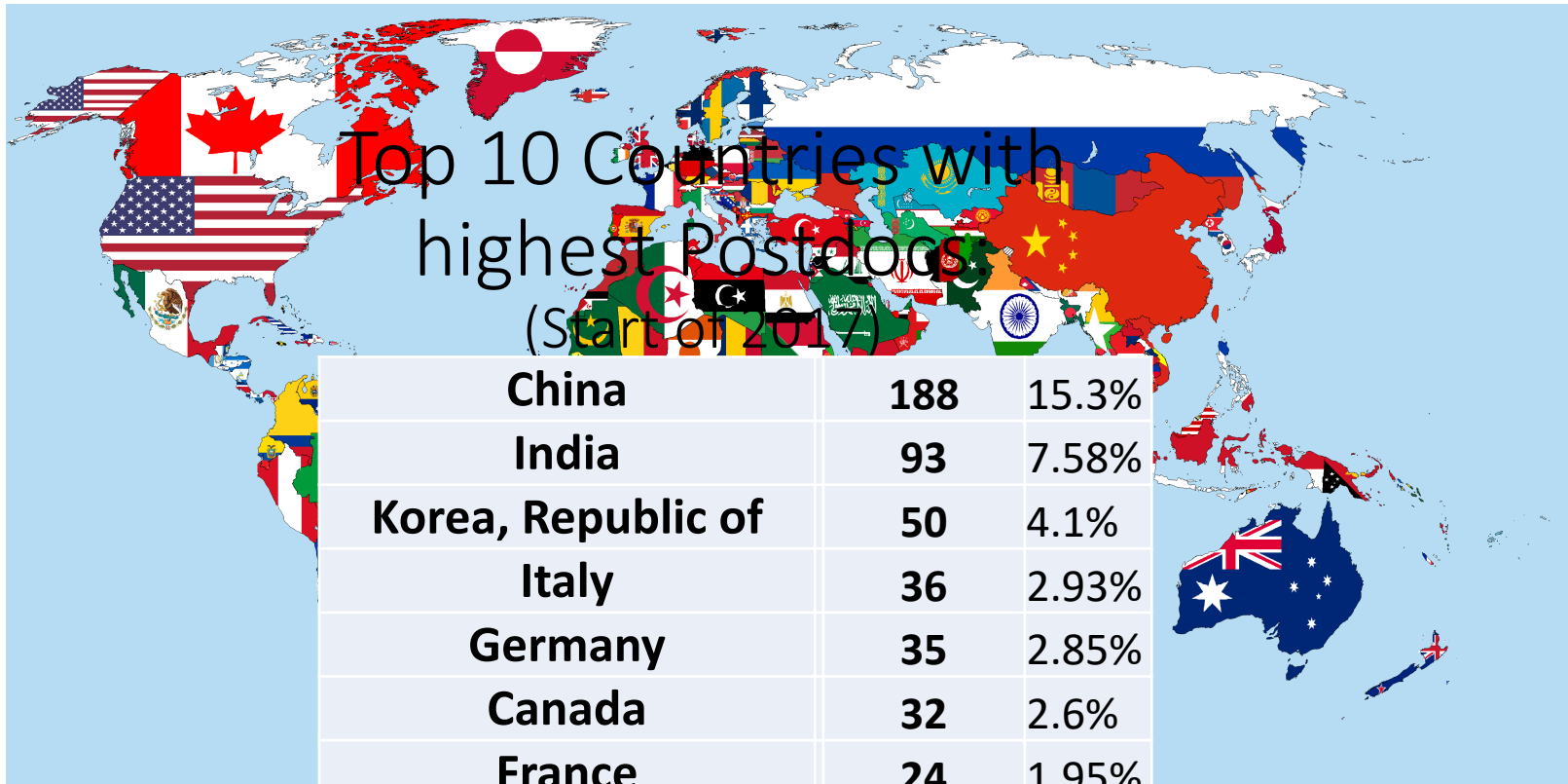
Clinical Departments



Basic Science Departments



# Regional Distribution of Yale Postdocs



<b>China</b>	<b>188</b>	<b>15.3%</b>
<b>India</b>	<b>93</b>	<b>7.58%</b>
<b>Korea, Republic of</b>	<b>50</b>	<b>4.1%</b>
<b>Italy</b>	<b>36</b>	<b>2.93%</b>
<b>Germany</b>	<b>35</b>	<b>2.85%</b>
<b>Canada</b>	<b>32</b>	<b>2.6%</b>
<b>France</b>	<b>24</b>	<b>1.95%</b>
<b>Turkey</b>	<b>21</b>	<b>1.71%</b>
<b>Spain</b>	<b>20</b>	<b>1.62%</b>
<b>United Kingdom</b>	<b>19</b>	<b>1.55%</b>

Senegal  
Serbia  
Singapore  
Slovakia  
South Africa

Taiwan

Thailand  
Turkey  
Ukraine  
United Kingdom  
Venezuela

Ireland  
Israel  
Italy  
Japan  
Jordan  
Kenya  
Korea, Republic of  
Kosovo  
Lebanon  
Malaysia  
Mauritius  
Mexico  
Morocco  
Nepal  
Netherlands  
New Zealand  
Nigeria  
Norway  
Pakistan  
Palestine  
Philippines  
Poland  
Portugal  
Puerto Rico  
Qatar  
Romania  
Russia  
Russian Federation  
Saudi Arabia

Argentina  
Australia  
Austria  
Azerbaijan  
Bangladesh  
Belarus  
Belgium  
Brazil  
Cameroon  
Canada  
Chile  
China  
Colombia  
Costa Rica  
Croatia  
Czech Republic  
Denmark  
Egypt  
Ethiopia  
Finland  
France  
Germany  
Greece  
Haiti  
Hong Kong  
Hungary  
India  
Iran  
Iraq



# Thanks for your attention



*Make an impact - take our survey!*

# Mentorship Award

Presented by: Karen Anderson, Associate Provost for Faculty Development



**Dr. Joann Sweasy**

Ensign Professor of Therapeutic Radiology and Professor of Genetics; Vice-Chair for Basic Research; Associate Director, Basic Science, Yale Cancer Center

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# Small group discussions

**Increasing diversity and inclusion in postdoc community:** *Ni Feng*

**Increasing diversity at the faculty level:** *Courtney Frederick*

**Improving campus, department, lab climate:** *Kelson Zawack and Zahra Rattray*

**Navigating work-life balance:** *Sam Dundon and Jennifer Blackburn*

**Navigating personal and professional conflict:** *Alicja Puscian*

**Parental care and childcare needs:** *Andrew Hastings*

**Immigration status, visa issues:** *Saman Doroodgar and Mancy Tong*

**Mental health:** *Anne Wyllie*