

POSTDOCTORAL SCHOLARS

Postdoctoral Scholar appointments are intended to provide a full-time program of advanced academic preparation and research training. A Postdoctoral Scholar is someone who has less than 5 years of post-Ph.D. research experience and has never held a tenure-track or tenured faculty appointment. Initial appointments are for a minimum of 2 years (unless appointed as an Interim Postdoc). The postdoc title is limited to a total of 5 years.

Titles:

Postdoctoral Scholar-Employee (3252)

An appointment is made in the title "Postdoctoral Scholar-Employee" when (1) the agency funding the salary requires or permits the appointee to be an employee of the University, (2) whenever General funds, opportunity funds or other discretionary funds are used to support the position, or (3) when faculty want to pay additional compensation to a postdoc. This title can be used for Postdoc-Paid Directs or Postdoc-Fellows who have a fellowship that falls below the campus minimum or to maintain equity with other postdocs in the same lab/unit. A primary appointment as a Postdoc-Paid Direct or Postdoc Fellow is required for definition #3. Minimum appointment duration (at 100%) is two years.

Postdoctoral Scholar-Fellow (3253)

An appointment is made in the title "Postdoctoral Scholar-Fellow" when the Postdoctoral Scholar has been awarded a fellowship or traineeship for postdoctoral study by an extramural agency and the fellowship or traineeship is paid through a University account. Appointments in this title are made at a minimum duration equal to the duration of the fellowship or extramural funding.

Postdoctoral Scholar-Paid Direct (3254)

An appointment is made in the title "Postdoctoral Scholar-Paid Direct" when the postdoctoral scholar has been awarded a fellowship or traineeship by an extramural agency and the agency pays the fellowship directly to the Postdoctoral Scholar, rather than through the University. Such appointments have a "without salary" status. Appointments in this title are made at a minimum duration equal to the duration of the fellowship or extramural funding.

Postdoctoral Scholar-Employee Non-Exempt (3255)

An appointment is made in the title "Postdoctoral Scholar-Employee NEX" when (1) the agency funding the salary requires or permits the appointee to be an employee of the University or (2) whenever General funds, opportunity funds or other discretionary funds are used to support the position and based on the percentage appointment of the Postdoctoral Scholar, the prorated salary per week does not meet the FLSA salary level test.

Interim Postdoctoral Scholar-Employee (3256)

An appointment is made in the title "Interim Postdoctoral Scholar-Employee" when UC graduate students who recently obtained their Ph.D. degree or equivalent need a short-term appointment to complete an existing project from their graduate education programs before moving on to other employment. This title is limited to a total of 12 months.

ERSO HR Process

Step	Owner	Process
1	Host Faculty	- Determines they would like to host a Postdoctoral Scholar and submits the case via the ERSO Intranet: https://www.erso.berkeley.edu/ersoapp/hr/postdocs/waivers/new - For any initial questions, extension cases, or merit cases, contact ersohrops@erso.berkeley.edu .
2	HR Generalist	- Gathers the necessary documents from the scholar and provides other required forms: <ul style="list-style-type: none">- VSPA Gateway application- CV- Proof of PhD- Funding source and amount – requested from RA/fund manager*- Postdoc Request Form (if extension or merit case)- Passport and prior visa documents if UC Berkeley-sponsored visa is needed
3	HR Generalist	- Prepares the application in Gateway - Submits the documents to HR Operations Manager digitally
4	HR Operations Manager	- Gives final review of case on behalf of Associate Dean for Research and approves it - The appointment is also approved in VSPA Gateway - Copy of approved form/memo is uploaded to shared drive
5	HR Generalist	- Sends offer letter to postdoc and stores signed copy in personnel file - Proceeds with visa request to Berkeley International Office if needed

*Must meet the established campus minimum.

REQUEST FOR POSTDOC APPOINTMENT

Name:		Request Date:	
Email Address:		Academic Department:	
Will the Scholar Need a Visa?		If Yes, What Type:	

Appointment and Required Documentation:

*Postdoctoral titles are limited to five years (including prior postdoctoral employment outside UC)

☐

Initial

1) Appointment request form, 2) Current CV, 3) Proof of PhD, 4) VSPA application

☐

Extension

1) Appointment request form, 2) Current CV, 3) VSPA application

☐

Merit

1) Appointment request form, 2) Current CV, 3) Memo of support/justification *Normal merit cycle = 1 year.

☐

Exception

1) Appointment request form, 2) Current CV, 3) Justification

*Exceptions include percentages below 100%, reappointments less than one year, rare requests for a sixth year appointment .

Title:

Percentage:

Dates of Appointment:

Begin:

End:

Annual Full-Time Salary Rate:

https://www.ucop.edu/academic-personnel-programs/_files/2024-25/oct-2024-scales/t23.pdf

Experience Level:

PhD Conferral Date:

PhD Institution:

***Accepted documentation for proof of PhD:** Copy of degree or verification from home institution's Graduate Division or Registrar that requirements have been met and anticipated date of degree conferral.

*Provisional approval subject to receipt of degree.

Funding Source:

3252/Employee: Funding Agency Name:

Type of Funding

Chartstring:

3253/Fellow: (include copy of award showing primary source of funding):

3254/Paid Direct:* (include copy of award):

*3254/Paid Direct must have postdoctoral fellowship that meets the campus minimum financial support requirement

All costs associated with workstation set up, computers and support, office supplies, telephones, and ergonomic equipment will be the responsibility of the Faculty requesting this position.

Please provide a brief description of duties

***If this is an extension and there are no changes to the previous job description please state that there are no changes in the postdoc's duties, research and/or scope since their initial hire (or prior reappointment).**

Workspace Location:

HR Preparer:

Case Number:

Faculty Sponsor Name:

Signature:

Date:

* Faculty sponsor signature acknowledges that Postdoc Annual Evaluation must be completed in writing. This can be found at <http://hrweb.berkeley.edu/labor/contracts/PX> under "Postdoctoral Annual Evaluation".

Department Chair Name:

Signature:

Date:

RA/Fund Manager Name:

Signature:

Date:

* RA signature confirms that there is sufficient funding for the duration of the appointment

Dean Name:

Signature:

Date:

HR Operations Use Only

☐ Offer Letter Sent

Date:

☐ Signed Offer Letter Received

Date:

Number of months of Postdoc experience:

☐ Benefits Counseling Completed

Date:

Min Salary:

☐ Time Reporting Counseling Completed

Date:

Case Completion Date: