

POSTDOC GUIDE

A Postdoctoral Scholar is an individual who has received a doctoral degree (or equivalent) in the past 3 years and is engaged in temporary and defined period of mentored advanced training to enhance the professional skills and research independence needed to pursue his/her chosen career path. Postdocs train under the direction and supervision of faculty members in preparation for academic or research careers. Initial appointments must be for one year (there are some exceptions to this rule for Postdoc-Fellows and Postdoc Paid Directs)*.

<u>TITLES:</u>	<u>Postdoctoral Scholar-Employee</u> <u>Job Code: 3252</u>	<u>Postdoctoral Scholar-Fellow</u> <u>Job Code: 3253</u>	<u>Postdoctoral Scholar-Paid Direct</u> <u>Job Code: 3254</u>
Definition	<p>Postdoc is classified as a Postdoctoral Scholar-Employee if his/her salary will be paid via University payroll</p> <p>Or</p> <p>3) This title can be used to give a Postdoc-Fellow or Paid Direct a supplement. A supplement is used to bring a Postdoc-Fellow or Paid Direct to the postdoc minimum salary or to make a postdoc's salary equitable with other postdocs in the lab.</p>	<p>Postdoc is classified as a Postdoctoral Scholar-Fellow if fellowship/traineeship is paid via a University account but funding is from external agency</p>	<p>Postdoc is classified as a Postdoctoral Scholar-Paid Direct if fellowship /traineeship is paid from an extramural agency and the agency pays the fellowship or traineeship directly to the postdoctoral scholar, rather than through the University. These appointments have a "without-salary" status.</p>
Salary Requirements	<p>Effective June 1, 2011, salary is based on experience level but PI's can always opt to pay postdoc above experience level.</p> <ul style="list-style-type: none"> • Upon anniversary date or reappointment, each postdoc is required to receive: <ul style="list-style-type: none"> ▪ 2% increase if above experience rate or ▪ 3% increase if below experience rate (can also be moved to appropriate experience level). ▪ 3.5% increase will take effect for postdocs below experience level June 1, 2013-May 31, 2014. 		
Benefit Eligibility	<p>Postdoc employees and their dependents are eligible for full benefits.</p>	<p>Benefit payments are negotiated between the Postdoc and PI.*</p> <p>At minimum, PI is required to pay cost of Workers Comp, Life Insurance (including AD&D) and Short Term Disability.</p>	<p>Benefit payments are negotiated between the Postdoc and PI.*</p> <p>At minimum, PI is required to pay cost of Workers Comp, Life Insurance (including AD&D) and Short Term Disability.</p>

*Postdoc Paid Directs and Postdoc-Fellows can have appointments less than one year if the fellowship is designated as less than one year. This request is still an exception and has to go through UAW approval which can take up to 30 days.

**Ideally, all postdoc benefit charges would be budgeted for ALL Postdoc titles, so no Postdoc would have to pay the full premium for their benefits