**Title:** **Postdoctoral Scholar – Paid Direct (TC 3254):**

An appointment is made in the title “Postdoctoral Scholar – Paid Direct” when the Postdoctoral Scholar has been awarded a fellowship or traineeship for postdoctoral study by an extramural agency and the agency pays the fellowship or traineeship directly to the Postdoctoral Scholar, rather than through the University. Such appointments shall have a “without-salary” status.

**Title:** **Postdoctoral Scholar – Fellow (TC 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.

The Postdoctoral Scholar Bargaining Unit Contract (CASE/UAW) can be found at the following link:

<http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/index.html>

**Prior to extending an offer or starting the appointment process with the potential Postdoctoral Scholar (Paid Direct) or (Fellow), the P.I. should receive the following documents and ask the following questions:**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Review their CV (this will help determine the experience level). | | | | | | | | |
|  | Are they on a visa? If so, what type of visa? | | | | | | | | |
|  | Do you have a copy of their fellowship/scholarship? | | | | | | | | |
|  | Are they on a visa? If so, what type of visa? | | | | | | | | |
|  | Do the job responsibilities justify the postdoctoral scholar title and are those responsibilities included in the fellowship/scholarship contract? | | | | | | | | |
|  | Does their funding source (fellowship/scholarship) state their annual salary or their salary over a period of time? | | | | | | | | |
|  | Is the annual salary commensurate with the Postdoctoral Scholar experience level? (Refer to the latest salary scale (<http://www.ucop.edu/academic-personnel-programs/_files/1314/table-23.pdf>). | | | | | | | | |
| Experience Level: | |  | Salary: | **$** | Fellowship/Scholarship amount: | | | **$** |  |
|  | Are medical benefits covered under the fellowship/scholarship? | | | | | | | | |
| Fellowship/Scholarship benefit annual coverage amount (per the contract): | | | | | | **$** |  | | |
|  | UC has to offer all Postdoctoral Scholar benefits and it is the responsibility of the P.I. to pay for their insurance, whether it is (Postdoc only; Postdoc + child(ren); Postdoc + partner; Postdoc + partner + child(ren). | | | | | | | | |
|  | The P.I. is responsible for salary and benefits unless the fellowship/scholarship states that it will cover the medical insurance. The fellowship/scholarship must state the exact amount allowed, and it must be enough to cover the medical insurance per Garnett-Powers’ costs and per the Postdoctoral Scholar’s election (single, family coverage, etc.). The amount needs to cover both the Employer and Employee’s costs—refer to the rates at <http://www.garnett-powers.com/postdoc/rates2014.pdf>. If the scholarship/fellowship funds are not sufficient to cover the Postdoctoral Scholar’s medical insurance or their annual salary, the P.I. will be responsible to pay the difference**. Please contact your Academic Personnel Coordinator in your department to determine what costs the P.I. will incur prior to extending an offer. Your APSU analyst is also available to answer any questions.** | | | | | | | | |
|  | P.I.s are generally responsible for benefit costs, even if the Postdoctoral Scholar brings his/her own funding. | | | | | | | | |
|  | Dental, Vision, and Disability must be covered by the P.I. | | | | | | | | |
|  | If the Postdoctoral Scholar has supplemental funding besides the fellowship/scholarship, the funding source needs to state in writing that it is to be used for the postdoctoral position at UCR (i.e., monthly income from their permanent position while on leave). | | | | | | | | |

**Supplemental Funding: $**