

RAC Meeting Minutes

November 10, 2011

Post Doc Scholars Policy - Presentation from Tom McHugh, Program Director, Graduate Program in Life Sciences

Tom asked RAC members to review and provide feedback on the DRAFT UMB POLICY ON THE EMPLOYMENT OF POSTDOCTORAL SCHOLARS. Tom emphasized that this document is a **draft** of recommendations which will be presented to the Deans. The policy review process will involve all schools and central administration.

The Draft Policy focuses on satisfying IRS requirements, employment equity, and the establishment of a global policy specific to Postdoc employment issues.

Members of the RAC engaged in a productive discussion providing comments and asking questions on the following related topics:

- Receiving T or F Grants.
- Employment under the Contingent Category II.
- Class 19 employment.
- How many years is considered training for Postdocs?
- Salary maximums and minimums.
- Visa status related to employment.
- Keeping track of Postdoc length of time.
- If Postdoc moves between departments is time cumulative?
- Recommended 5 year limit to Postdoc.
- Level of health benefits available and at what cost.
- Limitations in grant budgets.
- Postdoc fringe benefit rate.
- Postdoc with fully paid stipend from home country.
- Postdoc status regarding Family and Medical Leave Act.
- Timesheets and leave tracking.
- NIH guidelines regarding time in training and leave tracking.
- Parental leave.
- Departmental equity.
- Consistency of appointment letters.
- Policy needs to be consistent and applied across all funding sources.

In today's environment there needs to be policy and procedures in place which are approved and authorized by the campus and which are not open to audit criticism. Postdocs are vulnerable to abuse and it is irresponsible not to have a policy in place. It was recommended that areas of abuse be identified and that a mechanism be developed to deal with specific issues of abuse.

It is possible to develop policies and procedures which comply with all regulations – other institutions do it.

In closing, Tom thanked the RAC for their questions and comments.