

Policy for Postdoctoral Appointments

Effective July 1, 2006 Revised March 2022

At the University of Georgia (UGA), the postdoctoral research experience emphasizes scholarship and continued research training for individuals who have recently completed a doctorate. The postdoctoral scholar conducts research under the general oversight of a faculty mentor in preparation for a career position in academe, industry, government, or the nonprofit sector. Postdoctoral research work provides essential experience and training that may include opportunities to enhance teaching and other professional skills. Postdoctoral appointments

mentors should regularly and frequently communicate with appointees, provide regular and timely assessments of performance at least annually, and provide career advice and job placement assistance.

Term of Appointment

5 year maximum The maximum term of appointment for a postdoctoral appointee is five years. This limit is based on federal guidelines and the tenet that postdoctoral appointments are primarily for training, which has a naturally limited duration.

both open

Evaluation

Recognizing that postdoctoral appointees in growth positions and striving for professional advancement, they are entitled to formal evaluations by their faculty mentors and this process is strongly encouraged by the university. In accordance with University policy, evaluations must occur on at least annually with an effort to link evaluations to annual stipend or salary raises when feasible based on funding.

Written evaluations, appropriately customized for the context, are strongly encouraged so that these form the basis of continuing conversations and future evaluations.

funds. Verification must be provided through Sponsored Projects Administration (SPA) transfers can take place

Other Benefits

International postdoctoral appointees should check with the University's Immigration Services (<http://international.uga.edu/issi>) for assistance with questions regarding other fringe benefits and how they will be treated under federal law (i.e., social security, etc.).

For Postdoctoral Fellows, the institutional administrative allowance provided by the sponsor may be used by the appointment unit to support allowable benefit-related expenses. Refer to the award terms and conditions. Expenses not covered by this institutional allowance are the responsibility of the appointment unit. Contact Office of Research for potential matching of unit funds when this institutional support from the sponsor is inadequate to cover these fringe benefits.

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Summary Table of Postdoctoral Research Position Details

	Postdoctoral Associate AD	Postdoctoral Associate AC	Postdoctoral Fellow
BCAT OneUSG Connect Job Code	471	206	671
Description	Employee; research duties only	Employee; includes both research duties and teaching as Instructor of Record	Fellowship or traineeship administered through UGA <u>or</u> Fellowship not administered through UGA
Term of Appointment	5 years max	5 years max	5 years max
Compensation	Salary	Salary	Stipend
Required Minimum	\$47,476 (100% EFT)	\$47,476 (100% EFT)	See note below*
Income Tax Owed	Yes	Yes	Yes
Income Tax Withheld	Yes	Yes	No
UGA MyID	Required	Required	Required
UGA Card	Required	Required	Required
UGA Parking Eligible	Yes	Yes	Yes
UGA Services	Yes	Yes	Yes
Background Investigation	Required	Required	Required
Right-to-Know Training	Required	Required	Required
Laboratory Safety Training	Required	Required	Required
Retirement Benefits	TRS or ORP (with employer match)	TRS or ORP (with employer match)	_____
Health Insurance	Employee	Employee	Individual Insurance Offered
Annual Leave	10 hours/month	10 hours/month (unless on academic	