PURPOSE

The purpose of this document is to establish standard guidelines for all postdoctoral associates at the University of Massachusetts Chan Medical School ("UMass Chan Medical School").

APPLICATION

This document supersedes and takes the place of any other employment policy document at UMass Chan Medical School with the exception of those policies referenced in this document.

ADMINISTRATIVE RESPONSIBILITY

Postdoctoral associates are trainees who are employees of UMass Chan Medical School and unless otherwise stated in this document, are subject to all UMass Chan Medical School employment policies. Administrative responsibility rests with the academic departments and Human Resources. The Office for Postdoctoral Scholars will provide general administrative oversight and assistance. The Office of Research will provide support for funding related issues.

POSITION DEFINITION

Postdoctoral associates must have received a Ph.D., M.D., D.V.M., or equivalent degree from an accredited institution or fulfilled all requirements for the degree as documented by the degree awarding institution. If there are questions about the equivalency of an applicant's advanced degree, it is the sole responsibility of the applicant to provide independent verification of his/her qualifications.
Postdoctoral associate positions are considered training positions. Postdoctoral associates will be engaged primarily in research with minimal or no didactic teaching responsibilities. Applicants for postdoctoral associate positions who have less than seven full years of postdoctoral experience at institutions other than UMass Chan Medical School are eligible to apply for postdoctoral associate positions at UMass Chan Medical School and, if hired, may continue at UMass Chan Medical School as a postdoctoral associate for up to seven years. Applicants who have more than seven years of postdoctoral experience at institutions other than UMass Chan Medical School are not eligible to apply for postdoctoral associate positions at UMass Chan Medical School but may apply for research staff positions. After seven years as a postdoctoral associate at UMass Chan Medical School, the postdoctoral associate must be transitioned to a staff or faculty position or terminated (see below).

Postdoctoral associates are not hired for any particular period or term and are considered "at will" employees.

All new postdoctoral associates at UMass Chan Medical School, including contingent worker postdoctoral associates, will be required to complete training in Responsible Conduct of Research within six months of the start date. This training is offered through the Morningside Graduate School of Biomedical Sciences and the Office for Postdoctoral Scholars. Ph.D. graduates of UMass Chan Medical School who are employed as a postdoctoral associate at UMass Chan Medical School for more than 6 months following the completion of Ph.D. requirements are also required to complete Responsible Conduct of Research training.

Any individual who is not a U.S. Citizen or does not have permanent residence is required to have a valid visa to enter and work in the United States. All new hires must complete an Employment Eligibility Verification form (USCIS Form I-9) establishing his/her ability to work in the United States before commencing work.

University-sponsored postdoctoral associates generally enter the USA on a J-1 or H-1B visa or, if a recent graduate of a Ph.D. Program in the United States, must have an F1 Optional Practical Training EAD card.

Administrative responsibility for UMass Chan Medical School visas rests with Immigration Services in Human Resources. The telephone number is (508) 856-5620.
It is the responsibility of the Department Administrator in conjunction with the hiring Principal Investigator ("PI") to work with Immigration Services to complete the necessary paperwork for issuing, maintaining, and renewing a visa.

Prior to any travel outside the United States, a postdoctoral associate on a visa is required to discuss his/her travel plans with his/her mentor and obtain any necessary documentation from Immigration Services.

**EMPLOYMENT PROCESSES**

**Hiring**

The hiring process for postdoctoral associates will follow the guidelines and procedures established by UMass Chan Medical School Human Resources. Upon acceptance of a postdoctoral position with a specific mentor at UMass Chan Medical School, the successful candidate will be contacted by Human Resources and will receive an official offer letter containing all relevant information and documents pertaining to initiating his/her appointment at UMass Chan Medical School, including but not limited to benefit information and terms of employment. Postdoctoral mentors are required to have faculty status at UMass Chan Medical School.

Offers of employment require the candidate to authorize and successfully complete a background review.

A new postdoctoral associate must complete all the necessary pre-employment paperwork, obtain Employee Health clearance, and attend new employee orientation. Human Resources Service Center, working with the Department Administrator, will oversee this process.

A Personnel Action form must be processed for the initial appointment. Subsequent changes in status, including, but not limited to funding changes, salary changes, increase or decrease in work hours, and termination, require a new PA form. PA forms are the responsibility of the Department Administrator, but it is the responsibility of the postdoctoral associate and the associate’s mentor to communicate changes in status to the Department Administrator as far in advance as
possible.

The first six months of employment at UMass Chan Medical School is considered a probationary period. If a postdoctoral associate transfers to a new position within UMass Chan Medical School, there is a three-month probationary period. See the UMass Chan Medical School Probationary Period Policy {HR Policy 06.04.08}.

**Promotion**

*Promotion from postdoctoral associate to a research staff position*

Promotion from postdoctoral associate to a staff position may occur if the following conditions are met:

- postdoctoral associate has a demonstrated record of successful performance;
- postdoctoral associate wishes to continue in a research capacity at UMass Chan Medical School;
- postdoctoral associate’s mentor or other PI is willing to support the continued employment of the postdoctoral associate as a member of the research staff.

Postdoctoral associates who have completed postdoctoral training and who meet the above criteria will be eligible to continue employment at UMass Chan Medical School as a Research Specialist or other positions at the same or higher grade. The Administrator or his/her designee will create a job requisition, which will be reviewed and approved by Human Resources and subsequently posted on the Human Resources Careers website. The postdoctoral associate will apply for the position through the website. Current compensation scales for each job category can be found on the HR website.

It is the responsibility of the postdoctoral associate, the associate’s mentor, and the Department Administrator to process the change in employment status.

*Promotion of a postdoctoral associate to a faculty position*

Postdoctoral associates with appropriate levels of experience and accomplishment and the potential to become an independently funded researcher may be nominated by their Department Chair for promotion to the faculty using existing procedures. Information on the faculty promotion process can be found at the Faculty Affairs web
Termination

The Corrective Action and the Grievance Policy (HR Policies 06.06.02 and 06.06.03) do not apply to postdoctoral associates.

Termination within Probationary Period
During the probationary period, after consultation with Human Resources, a postdoctoral associate may be terminated at any time for any reason (that is not unlawful) without notice or cause.

Termination following Probationary Period
Employment can be terminated at any time for any lawful reason. Notice should be provided in writing by the postdoctoral associate’s mentor at least ninety (90) days before termination. The ninety (90) day notice may be working or non-working at the sole and exclusive discretion of the mentor and Human Resources.

Immigration Services will make reasonable efforts to contact postdoctoral associates on visas and their departments well in advance of the visa expiration date to discuss extension of the visa, if applicable. However, it is the responsibility of the postdoctoral associate to be aware of the visa end date; it is recommended that the postdoctoral associate and mentor discuss and resolve the issue of visa extension 3-6 months prior to the visa expiration date. If no extension is planned, notice of termination should be given 90 days from the visa expiration date. However, even if notice is not given, the visa termination date will be the last day of employment.

Resignation
Notice of resignation by a postdoctoral associate should be given sixty (60) days in advance.

Suspension/Termination
In consultation with Human Resources, postdoctoral associates may be immediately suspended (unless prohibited by the granting agency’s regulations) if in the judgment of the mentor and Department Chair/Program Director, the individual’s actions represent a threat to safety or a clear impediment to the work of a research lab or are
in violation of UMass Chan Medical School policies and procedures. In the Chair’s/Program Director’s absence, either the Associate Dean, Office for Postdoctoral Scholars or the Dean of the Morningside Graduate School of Biomedical Sciences, may substitute.

Upon request of the postdoctoral associate, the mentor, or the Department Chair/Program Director, HR will conduct an investigation. If the findings support the prior decision to suspend, the employment of the postdoctoral associate may be terminated following consultation with the mentor, Chair/Program Director, and Human Resources.

If the postdoctoral associate is on a visa, Immigration Services must be notified of the termination in order to notify the appropriate governmental agencies.

**Granting agency regulations**

All awards for postdoctoral associates are accepted with the understanding that their terms and conditions will be adhered to by UMass Chan Medical School. In the event that there is a conflict between the conditions required by the granting agency and UMass Chan Medical School policy, the Associate Dean, Office for Postdoctoral Scholars will help resolve the conflict. If the conflict cannot be resolved, UMass Chan Medical School HR policies prevail. It is the responsibility of the postdoctoral associate to understand and be aware of any special conditions, such as the pay-back provision on federal training grants that are associated with any postdoctoral funding awards. The postdoctoral associate’s mentor and the Department Administrator should also be aware of any special conditions associated with any postdoctoral funding awards and should discuss these with the postdoctoral associate at the time of the award’s acceptance.

**COMPENSATION**

**Salary**

A wage scale for UMass Chan Medical School postdoctoral associates based on prior postdoctoral research experience has been established and is used to determine compensation. HR determines the compensation level after review of the
postdoctoral associate’s CV during the hiring process. The Associate Dean, Office for Postdoctoral Scholars will work with the relevant Departmental administrator and HR Compensation to resolve any disputes about prior experience.

Individuals receiving external fellowship salary awards are generally paid the stipend indicated by the award. In cases where the awarded stipend is less than the postdoctoral associate’s current salary, the salary should be supplemented from another funding source or from discretionary funds, if available. Salaries for part time appointments are prorated. The minimum part time appointment is for 10% time unless restricted by visa status.

**Salary Increases**
Postdoctoral associates are eligible for any proposed UMass Chan Medical School across-the-board, salary or merit increases.

**Additional Compensation**
On occasion, a postdoctoral associate may be compensated for work completed at UMass Chan Medical School that does not pertain to their full-time research position. Prior to accepting and completing this additional work, the postdoctoral associate must have the approval of the mentor and must inform the Department Administrator.

**Taxes**
Federal, state and Medicare taxes will be paid by all postdoctoral associates unless the individual is a citizen of a country that has a tax treaty with the U.S. Government. Whether a postdoctoral associate qualifies under a tax treaty should be determined in consultation with Immigration Services (508-856-5620; Immigration Services).

**Retirement Deduction**
A retirement deduction is taken from each paycheck for all postdoctoral associates who are eligible to become members of the State Retirement System. These deductions are mandatory. These deductions are refunded upon Termination if an individual has not become vested, according to State Board of Retirement guidelines (State Board of Retirement).

**Health, Life, Long-Term Disability and Dental Insurance**

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Postdoctoral associates employed by UMass Chan Medical School at 50% or more
time and receiving a salary from UMass Chan Medical School are eligible for
enrollment in UMass Chan Medical School group health, dental, life, and long-term
disability insurance plans.[Benefits Summary].

When a stipend is paid directly from an outside agency to the postdoctoral associate,
the individual is not eligible for group insurance because he/she is not an employee.
In some cases, the department can confer eligibility by arranging for an account to be
set up into which funds from the outside agency are first deposited and then paid out
to the individual as salary via the personnel action process. Department
Administrators should work with HR and the granting agency to determine if this is
possible.

In cases where it is not possible to establish an account and a postdoctoral associate
needs health insurance, the Department may arrange insurance through Human
Resources Benefits. The mentor has the option to reimburse the postdoctoral
associate for the cost of the health insurance.

Temporary Worker Status
Emplo\[Temporary Worker Status\]
ying a postdoctoral associate who is eligible for benefits as a temporary worker
in order to avoid paying benefits is not permitted. Any requests for exceptions must
be approved by the Office for Postdoctoral Scholars, and, if relevant, Immigration
Services.

ATTENDANCE

Work Week
The work week consists of a minimum of 40 hours a week as defined by the
supervising mentor. Part-time postdoctoral associates have a prorated work week.

Vacation Days, Personal Days and Holidays
Postdoctoral associates are eligible for vacation time and personal days in accordance
with guidelines set forth by UMass Chan Medical School Human Resources [Benefits
Summary]. At present, there are fourteen (14) paid holidays per year. The holiday
schedule is available on the Human Resources website. Postdoctoral associates are not
eligible to receive comp time if they work a paid holiday.
Sick Days
Postdoctoral associates are eligible for sick time in accordance with guidelines set forth by UMass Chan Medical School Human Resources {HR Policy 06.01.10}. Postdoctoral sick time can be used for personal and/or family illness but cannot be used as a supplement to vacation time. There is no compensation for any unused sick time upon termination. Postdoctoral associates are eligible to join the UMass Chan Medical School Sick Leave Bank {HR Policy 06.01.09}.

Unpaid Personal Leave of Absence
Postdoctoral associates may be granted an Unpaid Personal Leave of Absence if approved by the mentor, and the Department Chair/Program Director or Designee, in accordance with the appropriate UMass Chan Medical School policy, providing the grantor policy permits. If the funding source does not permit unpaid leave or will expire prior to the end of the leave and the department grants the leave, the Department in conjunction with the Office of Research must negotiate the disposition for any remaining funds with the grant agency {HR Policy 06.01.13}.

Family or Medical Leave of Absence
Postdoctoral associates must be granted family or medical leave of absence by the mentor and Department Chair/Program Director or designee in accordance with the Family and Medical Leave Act. Accrued sick, personal, and vacation days may be used during the leave. Otherwise, the leave is unpaid. If the funding source will expire prior to the end of the leave, the postdoctoral associate would be terminated at that time, thus terminating the leave. See UMass Chan Medical School Family and Medical Leave Policy {HR Policy 06.01.02}.

ACADEMIC DISPUTE RESOLUTION
Reasonable efforts should be made by both the postdoctoral associate and the supervising mentor to resolve any academic disputes involving the postdoctoral associate and anyone else, including the supervising mentor. Unresolved academic issues, by written request of the postdoctoral associate, will be considered according to the following process. All responses must be in writing.

Step One

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• Postdoctoral associate contacts the Chairperson or Program Director within ten (10) working days of the inability to resolve the conflict.
• Chairperson or Program Director responds to the postdoctoral associate within ten (10) working days.

**Step Two**
• If unsatisfied with the response, the postdoctoral associate requests review by the Associate Dean, Office for Postdoctoral Scholars within ten (10) working days of receipt of Step One response.
• The Associate Dean, Office for Postdoctoral Scholars responds to the postdoctoral associate within ten (10) working days.
• If the Associate Dean, Office for Postdoctoral Scholars is in conflict or is unavailable, the review will be conducted by the Dean of the Graduate School of Biomedical Sciences or his/her designee.

**Step Three**
• If unsatisfied with the response, the postdoctoral associate requests review by the Dean of the Morningside Graduate School of Biomedical Sciences within ten (10) working days of receipt of Step Two response.
• The Dean of the Morningside Graduate School of Biomedical Sciences responds to the postdoctoral associate within ten (10) working days. The decision of the Dean of the Morningside Graduate School of Biomedical Sciences is final.
• If the Dean of the Morningside Graduate School of Biomedical Sciences is in conflict or unavailable, the review will be conducted by the Provost or the Provost’s designee.

Note: Separate school-wide policies and/or guidelines are in place covering sexual harassment, consensual amorous relationships, and discrimination. Please contact the Diversity and Inclusion Office (DIO) at (508) 856-2179.

**SCIENTIFIC MISCONDUCT**

All postdoctoral associates are expected to abide by UMass Chan Medical School' Policy on Scientific Misconduct [Scientific Misconduct Policy]. Concerns should be brought to the Office of the Associate Provost for Biomedical Science Research at
CONTINGENT WORKER STATUS

Postdoctoral associates who bring their own funding and are not employed by UMass Chan Medical School should be officially registered as contingent workers. The existing policy for contingent workers should be followed (HR Policy 06.05.22).

It is the Department Administrator’s and mentor’s responsibility to register any volunteer/contingent worker who will be coming into contact with radioactive substances with Radiation Safety for training and badge monitoring, and with Environmental Health and Safety for Right to Know training and, if applicable, Biohazard training.