

ATTACHMENT 4 INTERIM IMPLEMENTATION PLAN

Stage 1 – Effective July 1, 2003

New Postdoctoral Scholars (all new “postdocs” regardless of title/title code)

- Minimum salary/stipend (see Postdoc Salary Scale). *Note: The policy requires consideration of salary equity among all appointees in postdoc positions within the unit.*
- 100% appointments. (Exceptions may be requested when appointee is unable to make a full-time commitment for reasons of health, family responsibilities, or employment external to the University).
- Six-year limit on time in postdoc status at any institution
- For postdoc appointments that qualify for health and welfare benefits, existing benefit plans and costs continue.
- *Some appointments made now may not include funding for health and welfare benefits; however, as of 1/1/05, they will qualify for benefits and faculty mentors will be responsible for securing the necessary funding for these costs.*

All Postdoctoral Scholars, (new, existing and those up for reappointment, regardless of title/title code)

- Annual Reviews. For those postdocs up for reappointment between the period of 7/1/03 and 6/30/04, PIs may incorporate this “annual review” in the reappointment file by including a brief statement assessing the postdoc’s progress to date and summary of future expectations.
- Grievance, layoff, and corrective action and dismissal policies.

Existing Postdoctoral Scholars (including those up for reappointment)

- No changes in reappointment policies/procedures effective 7/1/03. Continue use of existing titles/title codes, with accompanying leave and benefit provisions.
- For postdoc appointments that qualify for health and welfare benefits, existing benefit plans and costs continue.
- Where appropriate funding is available, the percent time for those at less than 100% should be raised to 100%, and the salaries of those at less than \$29,148, should be raised to this minimum.

Stage 2 – Starting January , 2004

- Use of new titles “Postdoctoral Scholar – Fellow” and “Postdoctoral Scholar – Paid Direct”
- New campus appointment and reappointment procedures developed and distributed for campus review.
- Call for unit proposals for salary and advancement criteria.
- No new appointments in PGR title unless appointees are postdocs. Non-postdoc appointees should be in Junior Specialist or other appropriate title.

Stage 3 – April – September, 2004

- Benefit Plans announced
- Eligible postdoctoral employees chose between staying in existing title or moving to new postdoc title.

Stage 4 – Target: January 1, 2005 (pending final decision at UCOP)

- *No new appointments allowed as PGRs or Visiting Postdocs*
- New Postdoctoral Scholars benefits package in effect
- All postdocs (employees, fellows, and paid directs) qualify for health and welfare benefits. *Where funding agencies do not provide funds for these costs, faculty mentors or postdoctoral scholars may be responsible for securing the necessary funding.*
- New sick-leave and time-off provisions
- New title of “Postdoctoral Scholar – Employee”
- Final campus implementation of APM 390