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