

THE UNIVERSITY OF ALABAMA

PERSONNEL POLICIES: POSTDOCTORAL POSITIONS

INTRODUCTION

Postdoctoral positions provide a unique opportunity for individuals to pursue intensive study or research after completion of the doctoral degree. Frequently, postdoctoral appointments are under the direction of a senior faculty member who serves as a mentor for the postdoctoral appointee during the internship experience. Postdoctoral appointees are more similar to advanced graduate students than to junior faculty members or entry-level research positions. Thus, personnel policies are different for these positions than for other personnel categories of Faculty, Administrative/Professional, Research Positions, and Non-Exempt Staff. Appointments to postdoctoral positions are either temporary full-time or temporary part-time and are classified as either Postdoctoral Fellow I or Postdoctoral Fellow II.

POSTDOCTORAL POSITIONS

A. **Description:** This position provides for an internship and continuation of scholarly activity and research after achieving the Ph.D. or other doctoral degree.

Postdoctoral Fellow I

All incoming (first time at UA) postdoctoral fellows are classified as Postdoctoral Fellow I and can be either temporary full-time or temporary part-time. These Fellows are not required to participate in the Teachers' Retirement System of Alabama and may be employed for a maximum of three years.

Postdoctoral Fellow II

After an individual has spent three years in the Postdoctoral Fellow I classification, he/she will automatically be reclassified as a Postdoctoral Fellow II. **The change in job classification will not be accompanied by a salary adjustment.** In a Postdoctoral Fellow II classification, the individual will be required to participate in the Teachers' Retirement System. Individuals may be employed in this classification for a maximum of three years for a total of six years in both positions. After six years, in order to remain at UA, the individual must be moved into a faculty or research scientist position.

B. **Salary:** The minimum salary scale for postdoctoral positions is determined/approved by the Office of Academic Affairs each year.

C. **Benefits:** Personnel in postdoctoral positions are included in Blue Cross/Blue Shield Health Insurance. Personnel are not eligible for participation in any other University-sponsored benefits including vacation and sick leave. A prior special waiver exempts postdoctoral personnel from participation in the Teachers' Retirement System of Alabama in the second and third years in a Postdoctoral Fellow I appointment. In a Postdoctoral Fellow II classification, the individual will be required to participate in the Teachers' Retirement System of Alabama.