

Postdoctoral Update

Office of Postdoctoral Affairs



OFFICE OF
POSTDOCTORAL AFFAIRS

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July 19, 2016

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New Postdoc Orientation 2016

The Office of Postdoctoral Affairs is pleased to announce that registration is now available for the 2016 New Postdoc Orientation on Monday, August 22, 2016. The orientation will be held at the Reitz Union in the Grand Ballroom and will begin at 9:00 a.m. and will last until 3:15 p.m. A continental breakfast and lunch will be provided. The orientation is not mandatory.

The orientation includes presentations from UF resources and VP offices such as UF Libraries, General Counsel's Office, Office of Research, Employee Legal Services, GatorCare Health Insurance, Human Resource Services, and International Postdoc Resources.

You must register in order to attend. Please go to

<https://www.eventbrite.com/e/new-postdoc-orientation-2016-tickets-26372754619> to register to attend.

The last day to register to attend is Sunday, August 14th.

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Salaries for Postdoctoral Associates

A recent change in the US Department of Labor Fair Labor Standards Act, effective December 1, 2016, raised the lower limit for most exempt employees to \$47,476. Postdoctoral associates are exempt employees. The university has determined that UF postdoctoral associates should remain exempt (salaried) employees. As such, all post-doctoral associates salaries must be at least \$47,476 beginning December 1.

As communicated earlier, the university has determined that effective July 1, 2016, all new postdoctoral associate hires must be hired at a minimum rate of \$47,476. Under the law, hiring at less than 1.0 FTE does not provide exemption under the law.

Effective December 1, 2016 all existing postdoctoral associate salaries must be raised to at least \$47,476. For the *existing* postdoctoral associates who will be granted raises on December 1, 2016, the Office of Research will offer one-time assistance to the units to help offset the added cost as follows.

- For post-docs with a salary gap (\$47,476 - current salary) less than \$4000: No assistance
- For post-docs with \$4000 < salary gap < \$10,000: Office of Research will provide (salary gap - \$4000) x 0.5 for each eligible post-doc associate
- For post-docs with salary gap > \$10,000: Office of Research will provide \$3000 for each eligible post-doc

The units and PIs will be responsible for covering the balance.

Note this applies only to Postdoctoral Associates. It does not affect postdoctoral fellows who are by definition trainees and paid stipends.

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Postdoc Funding Opportunities

On the [Resources](#) page of the Office of Postdoctoral Affairs website, we have created a Funding Opportunities page which lists all the different types of funding available to postdocs.

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Postdoc HR Issues:

Insurance and Benefits: If you have questions about benefits enrollment or eligibility, please contact UF's [Human Resource Services'](#) Benefits Office at benefits@ufl.edu or (352) 392-2477.

Employee Issues: If you are experiencing an issue with your supervisor that is not resolved in your department and need assistance or guidance, please contact Ms. Kim Baxley, Director of Employee Relations, in UF's [Human Resource Services](#). Ms. Baxley can be reached at 392-1072 or kczap@ufl.edu.

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Reminder: University of Florida Postdocs on Facebook and LinkedIn

Join this [Facebook group](#) for University of Florida postdocs as well as the LinkedIn group: http://www.linkedin.com/groups/Gainesville-Postdocs-4479251?trk=myg_ugrp_ovr%20

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Reminder: FREE Affiliate NPA Membership

If you would like to receive an invitation to join the National Postdoctoral Association or if your invitation has expired and you need to be sent a refreshed invitation, please [contact Cheryl Gater](#) to receive an invitation.

[More information.](#)

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Reminder: Postdoc Info Listserv

Want to receive e-mail prompts prior to postdoc events like the [Postdoc Development Workshops](#) and other postdoc events?

A listserv has been created for postdocs to receive reminders for upcoming postdoc events. Please e-mail Cheryl Gater (cgater@aa.ufl.edu) and tell me you wish to subscribe to the "postdoc info listserv."

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