

CONCERNING THE AWARDING OF POSTDOCTORAL FELLOWSHIPS

POLICY STATEMENT

The University of New Brunswick may offer Postdoctoral Fellowships to recent PhD graduates in order to provide an opportunity for further training and development in the research area.

STATUS

The status of Postdoctoral Fellows is that of scholarship holders. The awards provide learning opportunities under the direction of faculty members. Postdoctoral Fellows are **not employees of the University of New Brunswick.**

FUNDING

The funding of Postdoctoral Fellowships is normally through external funding; for example, external research grants, NSERC or SSHRC Postdoctoral Fellowships.

AMOUNT OF AWARD AND TERM

The University will strive for consistency in establishing the amount of the award and will use the current rates of the NSERC and SSHRC Postdoctoral Fellowship awards as a guideline. The total duration of the award period(s) to any given individual shall not normally exceed three (3) years.

FRINGE BENEFITS

Since Postdoctoral Fellows are not employees, they are **not** eligible for the University fringe benefit plans.

MEDICAL COVERAGE

The New Brunswick Medical Hospital Services Plan is available for full-time residents of New Brunswick who are Canadian citizens or landed immigrants. Postdoctoral Fellows from other countries are not covered; however, they may apply to Financial Services for the student health insurance plan at the student rate.

EMPLOYMENT INSURANCE (EI), CANADA PENSION PLAN (C.P.P.), INCOME TAX

E.I. and C.P.P. do not apply to Postdoctoral Fellows. Income tax is deducted.

IMMIGRATION

Postdoctoral Fellowships may be awarded to foreign residents. The recipients do not require Canadian citizenship or landed immigrant status.

PROCEDURE

A faculty member wishing to award a Postdoctoral Fellowship is to consult with the Department/Director Chairperson and the Dean of the Faculty before a formal recommendation is submitted. These discussions should cover the nature of the research project, the resources available to the Postdoctoral Fellow including space, relocation and travel funds and any other specific requirements or accommodations that will be necessary. Agreement will be required before any commitment may be made.

AWARDING A POSTDOCTORAL FELLOWSHIP

A faculty member wishing to award a Postdoctoral Fellowship is to complete the Award of Postdoctoral Fellowship form which is available from the Office of the Vice-President Research. The actual award will be made by a letter from the Office of the Vice-President Research.

HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT

Human Resources & Organizational Development is available to provide assistance to faculty members concerning this policy.

APPROVED BY THE VICE-PRESIDENT (ACADEMIC)
SEPTEMBER 11, 1987