

Job Title	Postdoctoral Fellow	Postdoctoral Scholar
University Employee	No	Yes
Funding	Grant or fellowship paid as stipend <sup>1</sup>	Grant or fellowship paid as salary
Compensation	NIH NRSA minimum	
Appointment Length	Generally 1 year appointments	
Eligibility	Within 5 years of award of degree. See U of C Postdoctoral Researcher Policy Manual: <a href="https://voices.uchicago.edu/bsdpostdoc/files/2018/08/Microsoft-Word-postdoc_policy_manual_Oct2012.doc-10ab1b1.pdf">https://voices.uchicago.edu/bsdpostdoc/files/2018/08/Microsoft-Word-postdoc_policy_manual_Oct2012.doc-10ab1b1.pdf</a>	
Term Limit	Maximum 5 years postdoc experience at UChicago and elsewhere, for BSD Postdocs	
Leave Policy	4 weeks paid vacation, 12 days paid sick leave per year. This time may be used as parental leave. <i>Ineligible</i> for Family Medical Leave Act and leave of absence as a non-employee. Short/Long term disability coverage is through Garnett-Powers.	4 weeks paid vacation, 12 days paid sick leave per year. This time may be used as parental leave. Eligible for Family Medical Leave Act and leave of absence after 1 year of employment. Short/Long term disability coverage is through Garnett-Powers.
Health Insurance Plans	All postdoctoral fellows and scholars have the option of health, dental, and vision care managed through Garnett Powers and Associates <a href="http://www.garnett-powers.com/uchicago/">http://www.garnett-powers.com/uchicago/</a> .	
Life Insurance	Starts at \$50,000 at no cost to postdocs. This life insurance also covers repatriation of remains for foreign citizens	
Benefits eligible	No. Can purchase benefits coverage through the Garnett-Powers	Yes. Benefit costs are payroll-deducted <sup>2</sup>
Retirement Benefits	Included in Supplementary stipend. Contribution cannot be made to University fund as a non-employee	Retirement plan for University employees. University contributes 3.0% of your pay after 1 year of employment . Matching up to 8%
Supplementary stipend for benefits coverage Effective Jan 1, 2004 Updated July 1, 2016	\$1,800 / year (if health insurance funding provided by outside source) for dental, disability and life insurance, retirement and taxes; \$8,500 / year (if health insurance funding not provided by outside source)	No
Taxes	No payroll deduction on stipend <sup>3</sup> . Payroll deduction on supplement only. Estimated taxes on stipend filed quarterly.	Payroll deduction.
Visa restrictions	Cannot have H1-B visa status or be sponsored for permanent residency	May have H-1B visa status. Cannot be sponsored for permanent residency
Mentoring program	Yes	
Eligible for University Housing	Yes. Staff/faculty and student rental housing.	
Other Benefits	<a href="#">Perspectives Employee Assistance Program</a> . Reduced UChicago Gym Membership. Access to the Family Resource Center. Professional Development: Mentor Training for Postdocs, myCHOICE, NRMN-CAN, weekly PDA seminars and special events	

<sup>1</sup>Find out if your fellowship can be used as a salary. If it can, you can be a Postdoctoral Scholar and a benefits eligible employee

<sup>2</sup>For benefit deductions through payroll visit **Workday** at <https://workday.uchicago.edu>

The following benefits are not available for postdocs: Lab Schools Tuition, Reduced UChicago Tuition, Pre-tax Commuter benefits, Employer-Assisted Housing Loan Program, Staff Loan Programs