**Postdoc Talking Points – 08/11/2017**

1. Centralized Postdoc Office
   1. CPA Activities
      1. Expenses/Reimbursements
      2. Coordinate and collaborate on CPA event planning
   2. Single point resource coordination (CPA-HR meetings only known time now)
      1. HR
      2. Career Center
      3. International Office
      4. Divisions
      5. SFCC
      6. CTLO
      7. Diversity Center
      8. Recreation Office
      9. Disability Services
      10. Caltech Alumni Association
      11. Hixon Writing Center
      12. Divisions
   3. Single point for postdocs to go to with questions and needs, especially when the correct person to talk to is unknown
   4. Postdoc Faculty Advisory Board/Ombudsman/Liaison
2. Career and Wellness Support
   1. Postdoc minimum salary (yearly increases)
   2. Career center support (less than 20% of postdocs stay in academia)
   3. Child care
   4. Paternity leave
   5. Insurance (fellowship access to FSA/DSA)
   6. Health center (no access for postdocs)
   7. Recreation center
   8. Parking
   9. Counseling
   10. Moonlighting
   11. Entrepreneurship
   12. Family medical leave
   13. Minimum length contracts and extension notices
   14. Visa bridge funding
   15. Other
3. Data (many different sub-groups within postdocs)
   1. Postdoc survey in development (Ken Hargreaves?)
   2. HR data
   3. Other

**Postdoc Minimum Income and Typical Expenses**

|  |  |  |
| --- | --- | --- |
| **Item** | **Year** | **Month** |
| Income\* | 47500 | 3958 |
| Dental | 156 | 13 |
| Health | 1500 | 125 |
| **Take home (after taxes)** | **34383** | **2865** |
| Rent/utilities | 21600 | 1800 |
| Parking | 480 | 40 |
| Insurances (car, renters, etc) | 2400 | 200 |
| Food | 7200 | 600 |
| Clothing/Hygiene | 600 | 50 |
| **Expenses Total** | **32280** | **2690** |
| **Take home after expenses\*\*** | **2103** | **175** |

\*Note: Median income for a young college graduate with a Bachelor’s degree is $50,000 per Department of Education data from 2015.

\*\* Does not include any money for savings, retirement, spousal support, child expenses, college loans, car payments, or emergency funds.