

Postdoctoral Scholar Benefit Eligibility

	POSTDOCTORAL SCHOLAR-FELLOW	POSTDOCTORAL SCHOLAR-TRAINEE
Definition	Hired as an <u>employee</u> to work and train with a faculty mentor on the faculty member's project(s)	Awarded a fellowship or traineeship to pursue an individually defined training program
Payment level	Paid a <u>salary</u> that must meet minimum level established annually by VCU Office of Postdoctoral Services	Paid a <u>stipend</u> at a level established by the funding source (e.g., NIH, NSF)
Health Insurance	Provided health insurance payment minimally equal to cost of individual postdoctoral coverage offered through VCU	Paid from grant funds as allowable cost as per funding source policy
Retirement Plan Participation	Have option of participating in pre-tax program if allowed by federal tax code	May be eligible for post-tax Roth IRA
Tuition Benefits	Eligible to apply for tuition scholarship through VCU Office of Postdoctoral Services	May be eligible for tuition support from funding source; eligible to apply for tuition scholarship through Office of Postdoctoral Services
Paid Leave Time	Eligible for 20 days in each appointment year in addition to university holidays	Established by funding source policies
Family and Medical Leave	May be eligible for unpaid leave in accordance with Federal and State law	Governed by funding source policies
Coverage for Work-related Injury/Illness	May be eligible for Workers' Compensation benefits (66 2/3 of salary and medical expenses)	Payment of stipend during time off governed by funding source policy