



ABBREVIATED VERSION OF AR 5:1 POSTDOCTORAL SCHOLARS

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Definitions:

Postdoctoral Scholar A postdoctoral scholar is an individual who has an earned doctoral degree and is pursuing an individualized program of advanced training in research, in teaching or other important aspects of academic work, or in any combination of these activities. Although participation in the program provides advanced training, an academic assignment is required as a condition of appointment with salary. A postdoctoral scholar has status both as a temporary academic staff employee and as a postdoctoral student.

Benefits:

Postdoctoral scholars, in view of their classification as both students and salaried academic staff, will be eligible for certain benefits, but will not be eligible for participation in the University of Kentucky Retirement Plan. They do, however, receive a basic life insurance benefit and a health credit. Premiums will be those currently in force. Specifically, they are eligible:

- For an identification card, indicating clearly the recipient's status as a postdoctoral scholar, issued without fee. This ID card will enable the recipient to have access to library facilities, recreational facilities, and check-cashing services on campus, and to make purchases with a discount at campus bookstores.
- To enroll in one of the University of Kentucky employee health plans. They are ineligible to use the Student Insurance Plan and the Student Health Service. U.S. Department of State regulations require all J-1 postdoctoral scholars and their dependents (J-2) to have medical evacuation and repatriation coverage. This coverage is not provided with employee health insurance plans and can be purchased at the Office of International Affairs.
- To pay the Student Activity Fee each semester, which generally will provide for the following: a Student Identification Card, access to tickets for home football and basketball games and to major concerts sponsored by the Student Activities Board, and admission to Lexington Philharmonic concerts. A valid student identification card also permits the use of library facilities, recreational facilities, and check-cashing service on campus.
- For coverage by University's basic life insurance program, and to enroll in the University's optional life insurance program. If enrolled in the University's optional



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life insurance program, eligible to purchase dependent life insurance for spouse and children.

- To purchase group accident insurance, dental insurance and vision insurance.
- For coverage under the University's Long Term Disability Plan, and for coverage by provisions of Kentucky Workers' Compensation Act
- To participate in the Employee Education Program (EEP) and Family Education Program (FEP).
- For coverage under the University's Blood Donor Program.
- For temporary disability leave in accordance with Staff Personnel Policy and Procedure Number 82.0.
- For holiday leave with pay in accordance with Staff Personnel Policy and Procedure Number 83.0 and the President's Official Holiday Announcement;
- To apply for an E parking permit
- To participate in the voluntary tax-shelter plans offered by the University of Kentucky, including health care flexible spending accounts and dependent care flexible spending accounts
- To apply for membership in the Hilary J. Boone Center and the Spindletop Hall Alumni, Faculty, and Staff Club
- For an entitlement to fifteen (15) working days of vacation leave with pay per annual assignment period. The fifteen (15) days of vacation leave shall be credited annually to the Postdoctoral Scholar on the first day of the new fiscal year. With prior administrative approval, Postdoctoral Scholars may take vacation leave during the period in which they are eligible to take such leave. Vacation leave, if used, must be taken in the assignment period in which it is credited, or the vacation leave will be forfeited.

For purposes of determining prorated first-year vacation credit for a Postdoctoral Scholar whose first year assignment begins after the start of a fiscal year, or for purposes of determining terminal vacation pay for a Postdoctoral Scholar who separates his or her employment from the University, vacation days are deemed to be earned per month during an assignment period (1.25 days per month).

Upon satisfactory completion of a postdoctoral program of study as certified by the sponsoring resident faculty member, each Postdoctoral Scholar will be issued a certificate signed by the chair of the department or director of the research unit with which the individual was primarily associated and by the Provost. This certificate will indicate the field or fields of postdoctoral study, the name of the resident faculty member, and the period for which the Postdoctoral Scholar was appointed.