Provide Future Post Doctoral Fellows with General Faculty Status Designation

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Post Doctoral Fellows: Current Status

- Appointed with classified staff benefits
- Eligible for Teacher’s Retirement System (TRS) only
Issues

• Average length of stay is less than two years
• Average annual salary is under $40k
• TRS has 10 year vesting provision
• Departure prior to vesting results in reimbursement of employee’s share of TRS contribution with simple interest (currently 4.5%)
Providing a portable and immediate vesting retirement plan to Post Doctoral fellows beginning their careers in academe is advantageous to the Institute and the individual.