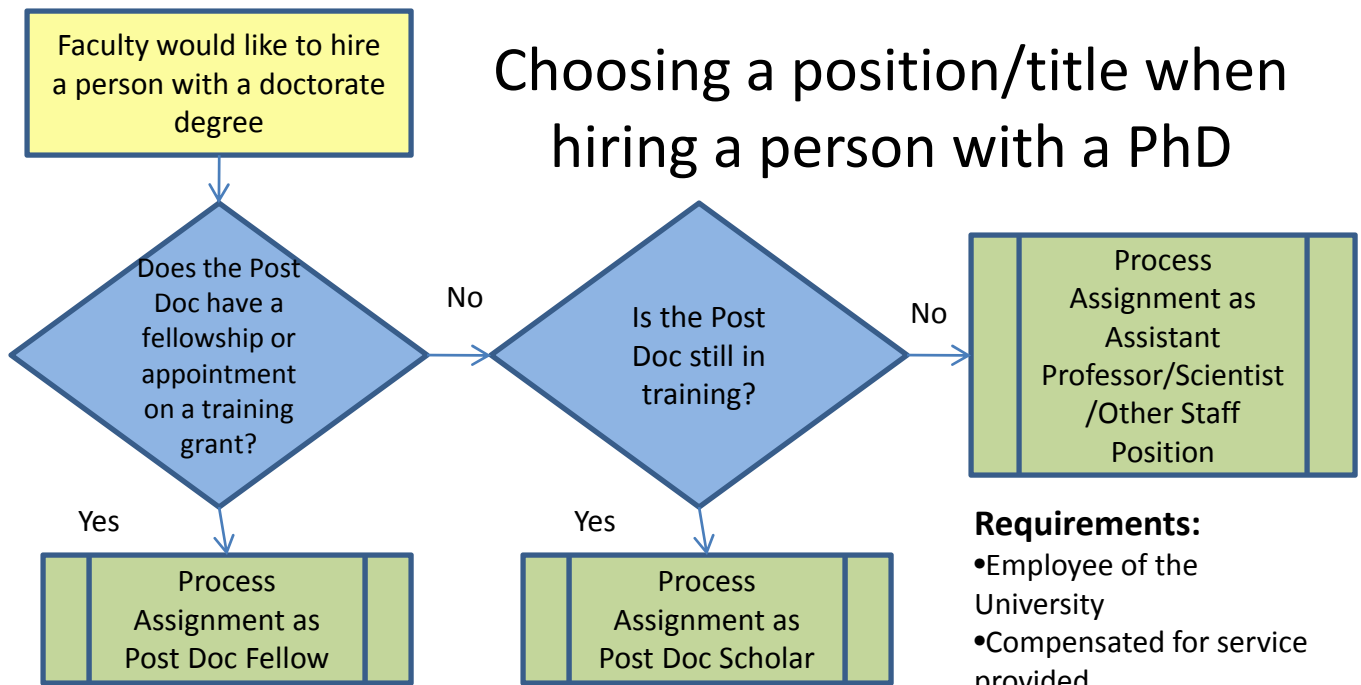


Choosing a position/title when hiring a person with a PhD



Requirements:

- No service provided to the mentor/University
- The individual receives the primary benefit from their work.
- Hours and/or leave is not tracked
- Does not receive salary
- Receives stipend or living allowance
- Appointment letter terms correspond to the requirements listed here
- Expectations of the mentor can be clearly noted and monitored
- Status: Postdoctoral Student - Not an employee
- Post Doc assignment limited to 5 years per University Regulations
- If grant funded, stipend supplementation may require sponsor approval; contact OSPA.
- Cannot have a H-1B Visa, H-1B must be employment based. Requires J-1.

Requirements:

- Employee of the University
- Compensated for service provided
- The mentor/University receives the primary benefit from their work.
- Receives salary, employee benefits, voluntary retirement, and FICA deduction
- Status: Postdoctoral Student & Temporary Staff
- Post Doc appointment limited to 5 years per University Regulations
- May hold a J-1 or H-1B Visa as this position is classified as both an employee and trainee.

Requirements:

- Employee of the University
- Compensated for service provided
- The supervisor/department/ University receives the primary benefit from their work
- Receives salary, employee benefits, and retirement
- Status: Staff or Faculty
- No longer a student
- Requires a H-1B Visa for tenure-track positions; H1-B preferred, but J-1 can be used for research or other teaching positions.

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as of 11/11/10