

Postdoctoral Fellows

Postdoctoral Fellows (PDFs) are valued members of the Queen's community and make an indispensable contribution to the research environment of the University. As trained researchers, normally with limited or no teaching responsibilities, they have the opportunity to make a significant contribution to their chosen field. As members of a research group, they can form partnerships with faculty researchers and can guide graduate students.

Persons usually accept a Postdoctoral Fellowship for a limited period, normally for two or three years. In the sciences, the customary pattern is to seek to broaden one's research expertise under the guidance of an established researcher. In all disciplines an important objective is to strengthen one's publication record.

arrangements are made for the employer's and employee's benefit contributions to be paid from a Queen's account.

Recruitment

Faculty may recruit PDFs by whatever method they deem appropriate, e.g. by personal contacts, or by advertisement in the local, national or international press. However, when recruiting PDF's, faculty members must adhere to relevant legislation, such as the Human Rights Code and Employment Standards Act. Information on human rights and employment standards legislation is available from Human Resources. Faculty members should consider Queen's employment equity goals when recruiting PDFs.

Faculty should be aware of restrictions placed upon the recruitment of PDFs by Employment and Immigration Canada.

Appointment

An individual faculty member or group of faculty may invite a PDF to join them as a research colleague. The letter of invitation to come to Queen's must specify

1. the term of appointment as PDF
2. salary or stipend arrangements (whether funding is from external or internal sources or a combination of both)
3. the nature of the appointment

Queen's University does not specify a salary range for PDFs. Those receiving support from sources at Queen's do so by mutual agreement with their faculty colleague(s) who have signing authority over the funding.

It is noted that some external agencies do specify salaries for PDFs. For example, NSERC awards Postdoctoral

The Central Fund will pay for salary and benefits during maternity and parental leave, unless such payments are covered by an external agency, in accordance with Queen's policy.

The Central Fund will pay employer benefit costs associated with long term disability.

It is recognized that many PDFs wish to obtain a faculty position at a university, and it is therefore desirable for them to obtain some teaching experience. It is also recognized that PDFs are an intellectual resource in the University and that both undergraduate and graduate programs would benefit from their participation. PDFs could usefully be involved in undergr