

Postdoc Employment at the University of Calgary

Primary Funding Source

**individual sources may vary*

- Faculty grant
- U of C grant
- Endowment
- Government of Canada
- Alberta Innovates
- Mitacs
- External Foundations*
- Corporate Sponsors*
- University Sponsors*



**Postdoctoral
Associate**

- Banting Fellowship
- CIHR Fellowship



**Postdoctoral
Fellowship
Holder**

- SSHRC
- NSERC
- Canadian Universities*
- International Foundations*
- International Universities*



**Guest
Postdoctoral
Scholar**

Differences in employment status, payment, income tax, and benefits between titles are highlighted on the next page.



**UNIVERSITY OF
CALGARY**



The Postdoctoral Fellows Association
Of The University of Calgary

	Postdoctoral Associate	Postdoctoral Fellowship Holder	Guest Postdoctoral Scholar	Postdoctoral Associate + <i>Fellowship Holder OR Guest Postdoctoral Scholar</i>
STATUS				
# of Appointments	1	1	1	2
Appointments				1) Associate Appointment (reduced) 2) Fellowship Holder OR Guest Postdoctoral Scholar (depends on funding agency rules and regulations)
U of C Employee	Yes	No	No	Yes
Collective Bargaining Agreement	Yes	No	No	Yes
PAYMENT				
Minimum	\$40,000/year	\$40,000/year	\$40,000/year	5% of original Associate salary /year + Stipend (from funding agency)
Type	Salary	Stipend	Stipend	Salary + Stipend
Administration	U of C	U of C	Grant Agency	Associate + Fellowship Holder: U of C Associate + Guest: U of C & Funding agency
Frequency	Semi-monthly	Semi-monthly	Varies	Associate + Fellowship Holder: Semi-monthly Associate + Guest: Semi-monthly & Funding Agency schedule



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BENEFITS				
Statutory	Canada Pension Plan (CPP); Employment Insurance (EI)	None	None	Associate Salary: CPP and EI Stipend: None
Deductions	Semi-monthly	--	--	Semi-monthly from Associate Salary
Employer Paid	Plan C: Health, Dental, Life and Disability Insurance	None <i>(Supervisor may reimburse)</i>	None <i>(Supervisor may reimburse)</i>	Plan C: Health, Dental, Life and Disability Insurance
INCOME TAX				
Income Taxable	Yes	Yes	Yes	Yes
Deductions	Semi-monthly	None	None	Associate Salary: Semi-monthly Stipend: None
Annual Tax Slip	T4	T4A	T4A	T4 (Associate Salary) & T4A (Stipend)
FUNDING SOURCES				
<p>*Types of Funding</p> <p>(*as there are too many funding sources to mention, please use this list as an example of these funding types)</p>	<p>Supervisor's grants; Internally funded fellowships programs (Eyes High, CSM, Institutes- ACHRI, O'Brien, Hotchkiss, Mathison Center, Libin, etc.); Endowments: Killam, Hotchkiss Family Foundation, Mathison Family Foundation, T Chen Fong, etc. Government of Canada (CFREF, CERC) etc.; Externally funded fellowships (Al, Mitacs, Heart and Stroke Foundation, Parkinson association, etc.); Sponsors (companies, universities, etc.), Alzheimer Society of Canada Heart and Stroke Foundation of Canada</p>	<p>Postdoctoral scholar funded through the CIHR fellowship and Banting</p>	<p>National funding agencies/universities (SSHRC, NSERC, National Assembly of Québec, some Canadian Universities) and International funding agencies/universities (Swiss National Science Foundation, Institute of Fundamental and Frontier Sciences, Gangneung-Wonju National University, Carlsberg foundation, CONACYT, DFG Shenzhen University and University of Benin).</p>	



If you receive an External Funding Award during your Postdoctoral Associate appointment:

SUPPLEMENTAL COMPENSATION

- 5.13 - A Postdoctoral Associate who is awarded additional external funding during the term of their Postdoctoral Associate appointment will **retain their Postdoctoral Associate appointment at a reduced percentage** (minimum of 5% of the original appointment) and will be **extended a second appointment as a Postdoctoral Fellowship Holder or a Guest Postdoctoral Scholar to account for the additional funding**. These Letters of Appointment are subject to approval of the Postdoctoral Office.
- Before signing your new contract, consider discussing with your supervisor if they may “top-up” your salary by greater than the minimum 5% required by the Collective Agreement.
- “Top-up” payments will be paid bi-monthly.

INCOME TAX

- Depending on the funding agency and regulations income tax may not be deducted from External Funding Award.
- Income tax will be deducted from your “top-up” portion.
- **Review your pay stub to confirm which payments and which rules apply.**
- Consider arranging tax payments through the CRA via installments if deductions are not being made.

CPP/EI

- CPP and EI deductions will be deducted from your “top-up” payments.
- All other deductions will depend on your funding rules and regulations.

BENEFITS

- Plan C Benefits will be maintained
- LTD disability benefits are only based on “Top-Up” payments.