WELCOME TO UC BERKELEY!
AGENDA

9 – 9:05 a.m. Introduction to VSPA
9:05 – 9:40 a.m. Campus Resources
9:40 - 9:50 a.m. Responsibilities of visitors
9:50 - 10 a.m. Q&A
10 – 10:30 a.m. Postdoc Only Presentation
10:30 – 11 a.m. Confidential – Postdocs & Union Only
UC BERKELEY’S RESEARCH MISSION

Office of the Vice Chancellor for Research

- Has overall managerial responsibility for Berkeley’s research enterprise
- Seeks to maintain a research environment that fosters creativity, collaboration and community.
- Provides support for campus-wide research efforts
- Advocates for research needs and resources
- Maximizes the benefits of Berkeley’s research to the scholarly community
- Supervises over 50 research units, 6 museums, and 7 field stations
- Administers the flow of research funding to the Berkeley campus
- Oversees the compliance of campus research with federal, state and university regulations
- Facilitates relations between University researchers and private industry for the benefit of society
Mission and Goals

- Foster a robust research community
- Enhance the research experience at Berkeley
- Convey policy issues to the attention of senior campus officials and campus partners
- Provide the research community with consistent delivery of services, benefits and privileges
- Offer professional and career development opportunities
- Support career interests of the postdoctoral scholars, visiting scholars and visiting student researchers
- Oversee and support the Berkeley Postdoctoral Association and other related initiatives
INTRODUCE YOURSELF

Using the chat feature, please share:

Name

Postdoc, Visiting Scholar, Visiting Student Researcher?

Department

Questions and/or comments
Navigating Key Campus Services + Resources
Parking & Transportation

COVID updates: https://pt.berkeley.edu/COVID19

Real-time arrival information: Moovit, Transit, Berkeley App

High Demand for Parking: Plenty of Alternative Transit available

Clipper Card: Access to 20+ transit agencies in Bay Area

Trip-Planning Available: pt.berkeley.edu/GoldenBearTripPlanning

Visit: 1995 University Avenue, Suite 110
Monday-Friday
7:30am – 4:00pm

Permit and Wageworks Questions:
prktrans@Berkeley.edu

Transit, Carpool, Bike, Trip-planning,
General Commuting Questions:
berkeleymoves@Berkeley.edu

Carpool Information:
Cal.rideamigos.com

Our website: pt.Berkeley.edu
• FREE 30-day trial period for scholars only
• Baseball and soccer fields, swimming pools, tennis courts, running tracks
• Group exercise classes, personal training
• Intramural sports
• Outdoor adventures and much more!
• Membership cost: $305/person, per semester

Sign up in person at RSF main facility. Open to spouses and dependents over 17 years of age (after scholar’s 30-day trial period).

Contact: Jeffrey Lambert at jrlambert@berkeley.edu
Follow on Instagram: @calrecsports

http://recsports.berkeley.edu
Cal 1 Card is your passport for campus identification

Access during COVID-19:
https://cal1card.berkeley.edu/cal-1-card-updates-on-coronavirus-covid-19/

INFORMATION FOR EMPLOYEES AND AFFILIATES:
• Non-essential employees / affiliates are advised to refrain from unauthorized / unnecessary travel to campus and instead work remotely until further notice.
• Affiliates whose job duties require access to campus properties should communicate with their supervisor / manager to attain an “essential” designation.
• Employees / affiliates with an “essential” designation that need a new or replacement Cal 1 Card may do so by making an appointment as follows:
  o Visit our online Flex Appointment Page to make an appointment
  o Follow the onscreen instructions to select from available appointment time slots
• Employees and affiliates without an “essential” designation are advised not to make an unnecessary trip to the Berkeley campus solely for the purpose of obtaining a new or replacement Cal 1 Card.
• Issuance of a Cal 1 Card (or lack thereof) will not impact your ability to create and use your CalNet credentials (i.e. CalNet ID and Passphrase) for access to UC Berkeley online resources / applications.

https://cal1card.berkeley.edu/
Resources

- Events, workshops, career fairs
- Career counseling*
- Career exploration
- Resume & interview advising
- Internship support
- Job searching

*Postdocs & visiting student researchers only
One-on-one counseling available after 90 days of arrival date

http://career.berkeley.edu
How do I access these services and information?

Obtain your @berkeley.edu email address

Report it to vspa@berkeley.edu.
Your email address will be added to the list for the following month.

Register for Handshake: https://career.berkeley.edu/handshake
These workshops are free. Please register via Handshake and click on the "Events" (scroll or search by keyword). Once you find it, click on “View Event” and select “RSVP for Event” at the top right.

Zoom - https://berkeley.zoom.us/j/6427448811

Wednesdays – 4-5:15 PM

August 19: Demystifying the Search Process, Finding Job Announcements, and Building an Effective Online Presence

August 26: Preparing your Written Application Materials: CV, Cover Letter, Teaching and Research Statements, and more

September 3: Going Live: Zoom/Skype Interviews, On Campus Interviews & Job Talks
The Ombuds Office for Students and Postdoctoral Appointees is an independent unit that provides strictly confidential, impartial and informal conflict resolution and problem-solving services. Services include:

- Informal dispute resolution
- Coaching
- Mediation
- Resources
- Referrals
- Workshops and trainings

**HOURS:** Monday - Friday, 9AM - 5PM

**PHONE:** 510-642-5754
Employee Assistance
Elder Care
Ergonomics
Wellness
Work/Life

Tang Center
2222 Bancroft Way
https://uhs.berkeley.edu/bewell
COVID-19 UPDATES

For the latest updates on the evolving COVID-19 policies and resources for the campus community, please visit the UC Berkeley news site: https://news.berkeley.edu/coronavirus/

For the latest updates from University Health Services (UHS), including mental health resources, please visit: https://uhs.berkeley.edu/coronavirus-covid-19-information

For updates from the Division of Equity and Inclusion (E&I) regarding COVID-19, including assistance with basic needs, please visit the E&I page at: https://diversity.berkeley.edu/covid-19-ei-here-serve-you
Summary of Food Resources:
tinyurl.com/ucb-bnc-c19

1. Campus Food Pantry
   Email: foodpantry@berkeley.edu
   Phone: 510-463-4170

2. CalFresh - https://calfresh.berkeley.edu/
   Online: getcalfresh.org
   By phone: 1-877-847-3663 for Alameda County 1-925-603-3316 for Contra Costa and Solano Counties
   Or in person

3. Find Food Near Home
   1-510-635-3663 for Alameda County
   1-855-309-3663 for Contra Costa and Solano Counties

COVID-19 RESOURCES: https://docs.google.com/document/d/1WwPF-Q3Z8EXBfM-Wf_WwBzdTU39hffz85JL2F8ZSIfDE/edit
Pop-up Food Pantry/Grocery Bag Pick Up

Tuesday 12 pm – 6 pm  
Wednesday, Thursday & Friday 11 am – 3 pm  
Saturday 11 am – 1 pm

**Location:** Martin Luther King, Jr. Student Union near Lower Sproul Plaza  
2495 Bancroft Way

**No sign-up necessary**

Please bring your Cal ID, wear a face covering, and practice physical distancing.

Open hours are subject to change depending on community needs and inventory availability.

Questions? Email: foodpantry@berkeley.edu
VSPA AFFILIATED PROGRAMS

Affiliated Programs

- Berkeley Postdoc Association
- Berkeley Postdoctoral Entrepreneur Program
- Postdoc Industry Exploration Program
- Humanities & Social Sciences Association
- Postdoc Teaching Opportunities Program
- Thriving in Science
- Berkeley Spouses, Partners & Parents Association
- Language and Communication
- Awesome Time in Science
- Opportunities for Postdoc Equity Networking
The BPA is a volunteer organization made up of postdoctoral scholars that organize professional and career development programs. The mission of the BPA is to foster interaction between postdocs, members of academia, industry, and the local community. The BPA and the VSPA Program collaborate on many initiatives that enhance the experience for postdoctoral scholars during their appointment at UC Berkeley.

Events and activities include:

- Monthly Board Meetings
- Happy Hours
- Pub Socials
- National Postdoc Appreciation Week – September 2020
- Seminars & Workshops
- $200 Professional Development Award – for online opportunities

Visit: vspa.berkeley.edu for information

http://postdoc.berkeley.edu
Empower graduate students and postdoctoral researchers to become more engaged, resilient and creative scientists

Address real-world challenges that are encountered in scientific research

Organize small peer support groups

Organize events with presenting on topics such as *Understanding Burnout, Love and Fear in the Lab*, and *Not Going it Alone*

CONTACT: ucberkeley.thriving.in.science@gmail.com

http://thriving.berkeley.edu
Berkeley Postdoc Entrepreneur Program

Aims to foster entrepreneurship in the UC Berkeley postdoctoral and graduate community. BPEP provides tools, mentoring, and a platform for science-business communication to enable research innovations to move into the marketplace. BPEP believes entrepreneurship is an integral part of UC Berkeley’s ethos, and aims to build a community of entrepreneurs among UC Berkeley’s postdocs.

Idea Evaluation - Lab To Market
Thursday, August 20
4:30 PM to 7:30 PM

Do you have a research idea that you would like to commercialize? How would you go about it? Have you ever considered the commercial value of a product created / inspired from your research findings? Registration link at vspa.berkeley.edu

http://bpep.berkeley.edu/
The Calnet ID is your UC Berkeley digital identity, used to access all password-protected portals.

- To activate your CalNet ID, please follow the instructions on the CalNet Identity Access Management website: https://calnetweb.berkeley.edu/calnet-me/info-new-users/activate-calnet-id/cam-instructions-new-employees-and-affiliates

- Specific CalNet ID requirements, passphrase requirements, and information for new users can be found here: https://calnetweb.berkeley.edu/calnet-me/information-new-users
Setting up AirBears

What you need:
• A computer, CalNet ID (or guest account), web browser, AirBears signal

Computer setup:
• Set computer to ‘Automatically Obtain an IP Address’
• Set network name to be AirBears

Logging in:
• Startup your web browser.
• You will automatically be redirected to the AirBears WiFi login page.
• Enter CalNet ID and passphrase (or guest account & passphrase)
• You will be authenticated and able to use the AirBears service

http://ist.berkeley.edu/airbears
Register for:
- Cal Messages: https://calmessages.berkeley.edu/. Contact your BRS HR partner for further instructions.
- Campus emergency notifications: warnme.berkeley.edu
- Notify VSPA of your UCB email address: vspa@berkeley.edu

https://bconnected.berkeley.edu/home
FOR EVERYONE!

Register for campus emergency e-Mail and SMS notifications

UC Police Department’s WarnMe

https://warnme.berkeley.edu/
• Advising support for nonimmigrant scholars
• Visa document production for nonimmigrant students, postdocs, visiting scholars, and visiting student researchers
• Programs and workshops
• Do not leave the U.S. before notifying the Berkeley International Office (BIO):
  email: internationaloffice@berkeley.edu
  phone: 510-642-2818
Virtual advising available via email and Zoom: jscholar@berkeley.edu
• GLACIER collects tax related information from foreign individuals receiving funds from UC Berkeley
• All foreign individuals receiving funds from UC Berkeley MUST have a GLACIER record.
• GLACIER determines residency status and tax treaty eligibility for the foreign individual.
• Information for Non-Employee Foreign & California Non-Resident Payments
• Guide for Foreign Individuals
• Examples of GLACIER Forms
• GLACIER Training through UC Learning Center

https://internationaloffice.berkeley.edu/taxes/tax-prep
IP, Ethics and RCR – Required Training

- **Intellectual Property (IP)** at UCB: Patents, Copyrights, Trade and Service Marks, and Trade Secrets.
  
  IP Essentials for Academic Researchers Training: ipira.Berkeley.edu/researcher

- **Responsible Conduct of Researchers (RCR) Training**: rac.Berkeley.edu/rcr.html

- University of California Ethical Values and Conduct Training: via the Learning Center at blu.Berkeley.edu.

- **Ethics**: We are committed to:
  - Integrity: We will conduct ourselves with integrity in our dealings with and on behalf of the University.
  - Excellence: We will conscientiously strive for excellence in our work.
  - Accountability: We will be accountable as individuals and as members of this community for our ethical conduct and for compliance with applicable laws and University policies and directives.
  - Respect: We will respect the rights and dignity of others.

Intellectual Property: vcresearch.Berkeley.edu

RCR: rac.Berkeley.edu/rcr.html

Berkeley Office of Ethics: ethics.Berkeley.edu/home
Domestic & international affiliates must have health insurance

Gallagher Benefit Services
(formerly known as Garnett-Powers and Associates)

Website: https://clients.garnett-powers.com/vs/ucb/contact/

Email: UniversityServices.GBS.UCBVSBP@ajg.com

Phone: 1-888-441-3719
For information specific to Visiting Scholars and Visiting Student Researchers, contact: Diane Sims at Diane_Sims@ajg.com

NEW: IMG has agreed to include coverage for COVID-19 on all of their plans for currently enrolled Visiting Scholars and any future scholars. For any scholars who switch plans, experience a gap in coverage or are newly enrolled pre-existing condition coverage waiting period will apply. Scholars who are currently enrolled, coverage for the COVID virus will be treated as any other illness.
Working in the Labs and Your Safety

- Building and Department Safety
- Personal Safety and Colleagues
- Radiation Safety, Biosafety, Chemical Safety
- Resources for Safety Training
- Hazardous Materials, Environmental Protection
- Safety Publications

Emergency: Dial 911 or 510-642-3333

http://ehs.berkeley.edu
VSPA CAREER & PROFESSIONAL DEVELOPMENT

- Research Presentation Skills
- Lab Management and Supervision
- Interviewing
- Grant Writing
- Conflict Resolution
- Networking
- Effective Communication
- Negotiation Skills
- Managing Your PI
- How to Get Published in an Academic Journal
- Selecting the Right Mentor

https://vspa.berkeley.edu/professional-development-presentations
Sexual harassment, racial discrimination, and targeted hostility have no place in a well-regulated community, whatever its nature.

People deserve to be treated with consideration, regardless of their gender, ethnicity, physical appearance, sexual orientation, or political and religious outlook.

It is important for UC Berkeley to maintain a climate for intellectual activity that is collegial, respectful, and conducive to focused and productive inquiry.

Attitudes and behavior that are hostile or demeaning to members of our community, or that detract from the ability of our students, staff, and colleagues to focus effectively on their work are not appropriate.

We welcome you to take the Gender Recognition Act training course on transgender, nonbinary, and intersex awareness.
Equity and Inclusion

Office of the Ombuds for Postdocs and Students
http://sa.berkeley.edu/ombuds

Title IX/VI Compliance Office (sex and race discrimination)
http://ccac.berkeley.edu/titleix.shtml

Equity Standards and Compliance
http://ccac.berkeley.edu/

Equity and Inclusion Resource Center
http://geneq.berkeley.edu/

UC and UC Berkeley Policy Statements
Complaints about sexual harassment or racial discrimination
Non-discrimination statement
Policy on substance abuse
Whistle blower policy
The Postdoc Union
Thank you for attending today’s orientation!
BENEFITS AT A GLANCE

- Health Insurance
- Dental
- Vision
- Life Insurance
- Accidental death and dismemberment
- Short term disability
- Long term disability (optional/initial enrollment only)
- Wellness benefits
- Waiving or opting out

https://clients.garnett-powers.com/pd/uc/plans_benefits/
Insurance Broker: Gallagher Benefits Services  
(formerly Garnett-Powers and Associates)  
Email: UniversityServices.GBS.psbp@ajg.com  
Phone: 1-800-254-1758

UC Postdoc Scholar Benefit Plans and Rates:  
http://clients.garnett-powers.com/pd/uc/plans_benefits/

For questions regarding UC Berkeley benefits, please contact Sharon Johnson: 510-664-4126 or sdjohnson@berkeley.edu.
→ Sign up for benefits even if you don’t immediately have a Social Security Number (SSN). You will be insured under an alias SSN until you secure your personal SSN.

→ Please work with your department’s HR contact to change the alias SSN to your new SSN.

→ Make sure the University has your current address on file at all times.

→ All correspondence from UC Berkeley and health insurance carriers will be mailed to the local address on file.
Health Maintenance Organization (HMO)
Preferred Provider Organization (PPO)

What’s the difference?
Dental Health Maintenance Organization (DHMO)
Dental Point of Service (POS)

What’s the difference?
HealthNet PPO (in network)
Postdoc Scholar-Employees

- MANDATORY contribution, on a pre-tax basis, 7.5% of wages to a Defined Contribution Plan (DCP) account such as Safe Harbor beginning the first day of an eligible appointment. You may withdraw (taxes apply) or transfer these funds to another retirement account when your appointment ends with the University. The mandatory contribution does not apply to postdocs who are not residents for tax purposes. Residency will apply when you are in the U.S. for two years, after which you contribute to the DCP.

- Have access to voluntary After-Tax DCP Account, Tax-Deferred 403(b) Plan and 457(b) Deferred Compensation Plan.

Postdoc Scholar-Fellows and Postdoc Scholars Paid Direct

- Postdoc Scholar-Fellows and Postdoc Scholar-Paid Direct are not eligible to participate in UC retirement plans.

Per the Union contract, your faculty sponsor is your “Supervisor.” Responsibilities of your supervisor include:

- Appointment decision
- Performance management
- Mentoring
POSTDOC APPOINTMENTS

Length of Appointment (PD Employee)

All initial appointments must be for a minimum of one (1) year. Reappointments are issued for a minimum of two years unless:

- Funding is less than two years
- Project is less than two years
- Work/Visa limitations (e.g. J-1 Visa requirements)
- Total postdoc service is no more than 5 years or 6 with exception

Length of Appointment (PD Fellow and Paid Direct)

Appointments are for the duration of funding
Progress Assessment

Your supervisor must conduct one written annual review per the Union contract.

Meet with your faculty sponsor on a regular basis.

You should never be surprised with the content of your evaluation.
Individual Development Plan (IDP)

- Identifies goals of the postdoc and expectations of the supervisor
- Provides communication link between postdoc and supervisor
- Safeguards against unexpected reviews

My IDP Science Careers: [https://myidp.sciencecareers.org/](https://myidp.sciencecareers.org/)

Imagine PhD: a career exploration and planning tool for the humanities and social sciences
[https://www.imaginephd.com/](https://www.imaginephd.com/)

Contract includes standard 13 paid UC holidays

If required to work on a holiday, a postdoc may request another day off (best done via email for your records)

Academic Calendar:

Eligibility for pay during time off for Postdoctoral Scholar Fellows and Postdoctoral Scholars Pay Direct is dependent on the funding agency.

All postdocs get 24 days per year of time off to use at any time in one-day increments (PTO or Personal Time Off), in addition to the 13 paid holidays.

Unused time off cannot be carried forward to another contract year and cannot be paid out.

Record keeping for time off varies from unit to unit. Check with your department administrator for details.

COVID-19 Related Leaves:
Postdoctoral scholars are eligible for 12 days of sick leave per 12-month appointment.

Can be used for absence due to personal or family illness.

All 12 days are available for use as of the appointment begin date.

Unused sick leave can be carried forward to other appointments (beyond postdoc), such as ladder-rank professor or researcher, at another UC campus.
All new parents are eligible for four weeks of Paid Parental Leave, which can be used all at once or in increments any time within the first year after the birth or placement of a child (adoption).

The University provides 12 unpaid weeks of Family and Medical Leave (FML) that can be used as parental leave for birth or placement of a child. Before taking unpaid parental leave, a Postdoctoral Scholar must exhaust all Personal Time Off (PTO) and their Paid Parental Leave.

Birth mothers are also eligible to use Short Term Disability insurance paid at 70% of salary for Pregnancy Disability Leave.
Compensation level is based on the NIH National Research Service Award (NRSA) salary scale which is based on years of experience steps.

Postdocs can be paid more than the minimum level.

PIs must give at least 2% increase upon reappointment or upon appointment anniversary date.
## TABLE 23
Postdoctoral Scholar - Employee
Postdoctoral Scholar - Fellow
Postdoctoral Scholar - Paid Direct
Interim Postdoctoral Scholar - Employee

Postdoctoral Scholar Experience-Based Salary/Stipend Minimum
FISCAL YEAR

<table>
<thead>
<tr>
<th>Appointment Step for Postdoctoral Scholar Experience Level</th>
<th>Minimum Rates Paid for Experience Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12/1/18</td>
</tr>
<tr>
<td></td>
<td>Annual</td>
</tr>
<tr>
<td>Level 0 (0 - 11 months)</td>
<td>50,760</td>
</tr>
<tr>
<td>Level 1 (12 - 23 months)</td>
<td>52,896</td>
</tr>
<tr>
<td>Level 2 (24 - 35 months)</td>
<td>54,756</td>
</tr>
<tr>
<td>Level 3 (36 - 47 months)</td>
<td>56,880</td>
</tr>
<tr>
<td>Level 4 (48 - 59 months)</td>
<td>59,100</td>
</tr>
<tr>
<td>Level 5 (60 - 71 months)*</td>
<td>61,308</td>
</tr>
</tbody>
</table>

Comp Group B69

* Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.
RESOURCES

UAW 5810 Postdoctoral Scholar Unit (Postdoc) Contract
http://uaw5810.org/know-your-rights/contract/

Academic Personnel Office
http://apo.berkeley.edu/

Visiting Scholar and Postdoc Affairs
vspa.berkeley.edu
Thank you for attending today’s orientation!