

PAC meeting

April 19, 2016

Taleo

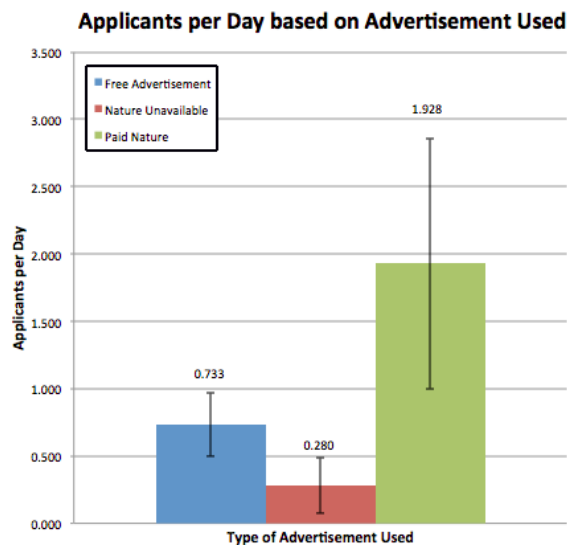
- We are live!
- Updated instructions went out to all Business Managers last week
 - Includes instructions for Mentors to access applications thru Taleo

Advertising in Naturejobs

UTHSC exposure has increased since posting our positions through an employer page on Naturejobs

We are renewing Naturejobs postings!

- Negotiated a package deal with Naturejobs to keep costs manageable
- Generous contribution of Dr. Steve Goodman, VC Research



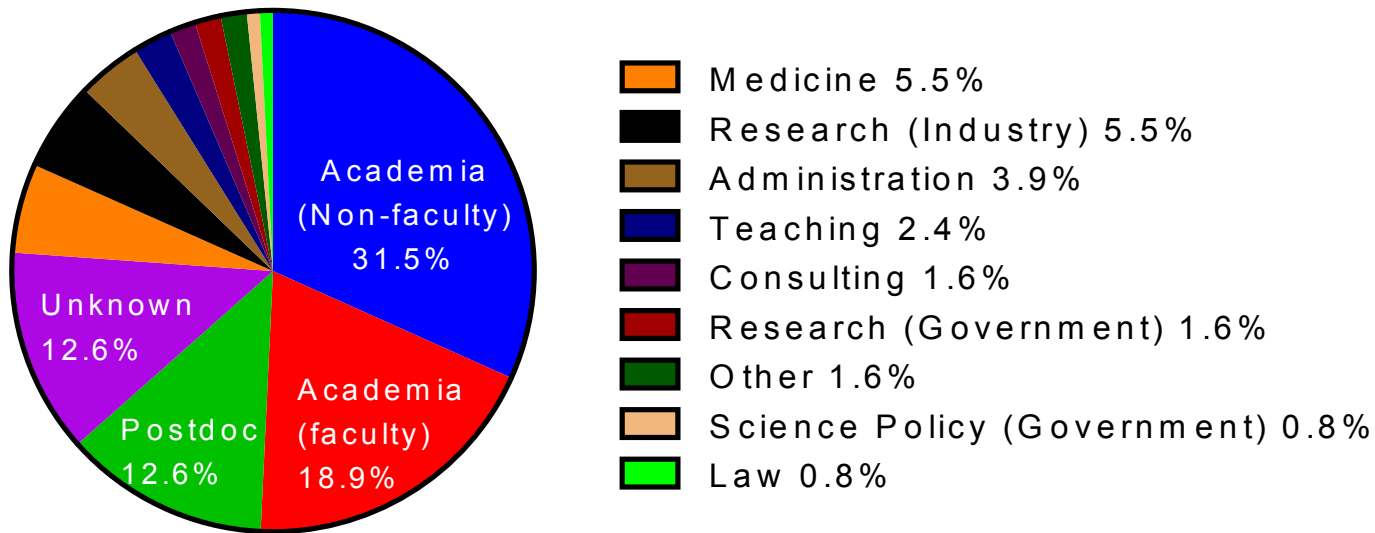
New rules for STEM OPT students - *Connie Childs*

U.S. Department of Homeland Security has new rules taking effect for students working on STEM OPT work permits effective May 10, 2016:

- STEM OPT “students” and their employers must complete a training plan on a new form I-983 in order for the student to be able to apply for a STEM OPT work permit
- DHS will conduct random site visits to make sure there is compliance with form I-983 training plan descriptions and the actual work being performed
- STEM OPT is extended to 24 months from the current 17 months, so these students will be able to work up to 36 months (12 months regular OPT + 24 months STEM OPT). STEM OPT students have a work permit and do not require visa sponsorship by UTHSC.
- For more details, see the DHS website on STEM OPT: <https://studyinthestates.dhs.gov/stem-opt-hub>

UTHSC postdocs are in line with national averages

% of listed postdocs entering indicated field



n=127; former UTHSC postdocs that filled out the non-mandatory exit survey

FLSA update

- March 15, 2016: DOL submitted the Final Rule to the White House (OMB) for final approval
 - Typically takes 30-60 days for approval
 - Accordingly, the Final Rule could be published by April or May and be in effect 60 days thereafter
 - The actual text of the Final Rule, and any changes, will not be known until the date it is actually published
- Cost estimate to Postdoc enterprise at UTHSC:
 - 124 post-docs will be affected statewide
 - The cost to maintain exemption for affected postdocs would be over \$1.2 million



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September 4, 2015

SUBMITTED ELECTRONICALLY VIA FEDERAL eRULEMAKING PORTAL
www.regulations.gov under e-Docket ID number WHD-2015-0001

Ms. Mary Ziegler
Director of the Division of Regulations, Legislation, and Interpretation
Wage and Hour Division
U.S. Department of Labor
Room S-3502, 200 Constitution Avenue NW
Washington, DC 20210

Re: Notice of Proposed Rulemaking; Defining and Delimiting the Exemption for Executive, Administrative, Professional, Outside Sales and Computer Employees (80 Fed. Reg. 38515, July 6, 2015) (RIN 1235-AA11)

Dear Ms. Ziegler:

Given the uniqueness of the activities that postdoctoral scholars and specialists perform, UC believes they should be excluded from the proposed rule. Should the NPRM be finalized as currently proposed, the required increase would place enormous strain on the University's budget, likely forcing layoffs and causing delays and disruptions in ongoing research. UC would have to increase the salary of nearly 70 percent of this group of employees — an estimated 8,200 individuals — at a cost of approximately \$39 million annually. The increases in base salary from the proposed rule could exceed 20 percent, which is far above the typical Cost of Living Adjustment of 2-5 percent allotted in research grants. We do not anticipate that Congress will increase federal research dollars to agencies like the NIH and the National Science Foundation to accommodate this additional expense.

Numerous objections filed with DOL by multiple universities and colleges

FLSA update

- At UTHSC, we continue to work with the Office of General Counsel, VC Research Administration and Office of Faculty Affairs to make our voices heard in Washington
 - Discussion of face to face meeting with the Office of Management and Budget in the President's Office
 - Include modified language similar to what the State University System of Florida recommends:

Educators ~~Teachers~~ are exempt if their primary duty is teaching, tutoring, instructing, lecturing, **advising, coaching, mentoring or researching** in the activity of imparting or creating knowledge, and if they are employed and engaged in this activity ~~as a teacher~~ in a higher educational establishment. Exempt teachers include, but are not limited to, **doctoral associates, resident advisors, athletic trainers or coaches**. The salary and salary basis requirements do not apply to bona fide ~~teachers~~ **educators**. Having a primary duty of teaching, tutoring, instructing, **advising, coaching, mentoring or researching** in the activity of imparting or creating knowledge includes, by its very nature, exercising discretion and judgment.

PhDA Events

- April 15: Career Day
 - Angela Copeland – Job and Career coach
 - Postdoc Achievement Awards
 - Junior Postdoc Winner: Dr. Sridhar Jaligama
 - Mentor: Dr. Stephania Cormier
 - Award value: \$300
 - Senior Postdoc Winner: Dr. Ajeeth Pingili
 - Mentor: Dr. K.U. Malik
 - Award value: \$400
- May 26: End of Year Celebration
 - Mentor Academy Inductees
 - Travel Awards

Next meeting

- Next PAC meeting
 - April 19, 2016