

ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER  
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# Post-Doctoral Fellows CAPA November 2013

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UNIVERSITY  
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# Our Campuses

## Fort Garry Campus

- 274-hectare complex with over 60 major buildings
- Smartpark Research and Technology Park fosters collaborative university-industry research and development with 30 of Canada's most innovative companies

## Bannatyne Campus

- Located in downtown Winnipeg, adjacent to the Health Sciences Centre
- 10 building complex focused on health science education and research in dentistry, medicine, medical rehabilitation, and pharmacy



# By the Numbers

- Over 29,000 total student enrolment
- International students 11.2%
  - From Africa, Europe, the Middle East, United States, Mexico, Oceania and Central and South America
- Over 2,000 self-declared Indigenous students
- Over 8,800 staff members



## By the Numbers

- Usually between 110-150 post-docs
  - October 30 122
- International represent 57% Canadian represents 43%
- Faculties
  - Health Sciences 34%
  - Science 21%
  - Engineering 17%
  - Agriculture 13%
  - Environment/Arts/Human Ecology 16%



# Definitions

- **Post-Doctoral Fellow (PDF)**
  - Anyone paid through the U of M system
  - Is an employee regardless of source of funding
  - Eligible for staff benefits if meet established criteria
  - Deductions at source (taxes, EI, CPP)



# Definitions

- **Associate Post-Doctoral Fellow (APDF)**
  - Anyone paid directly by an agency
  - Only set up in HR for system access
  - Is non-employee
  - Not eligible for staff benefits
  - No deductions at source



# Communications Plan

- Identified:
  - Stake holders
  - Messages to be sent
  - Timelines
  - Responsible parties
- Communication included:
  - Contact names
  - Contact numbers



# Stakeholders concerns

- PDFs
  - Deductions at source
- Researchers
  - Costs of benefits





# Current challenges

- Award winners – benefit costs not included
- Discrepancy with funding agencies and benefits costs
- VPs budget
- Top-ups
- Hours of work
- Unionization



# Benefits of change

- Employees
  - Permanent resident requirements
- Eligible for benefits
  - Mandatory and discretionary
- Clearer policies and guidelines



EXPLORER INNOVATOR ADV

REBEL ADVENTURER TRAILBLAZER

INNOVATOR CHALLENGER REBEL VISIONARY

REBEL PIONEER CREATOR EXPLORER TRAILBLAZER INNOVATOR

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