

**MEMORANDUM**

**To:** Deans, RII Center & Institute Directors  
**From:** Elizabeth “Betsy” Cantwell, Senior Vice President for Research & Innovation  
**CC:** Sangita Pawar, Jenny Hoit, Anh Le, Helena Rodrigues, Staci Wilson  
**Date:** March 31, 2021  
**Re:** Healthcare benefits for Postdoc fellows on training awards



The University of Arizona is committed to providing our postdoctoral scholars an outstanding mentored training experience. Postdoctoral scholars make significant contributions to our research programs and are invaluable to our scholarly mission.

As the Senior Vice President for Research, Innovation and Impact, I am a strong advocate and proponent for graduate and post graduate education at the UArizona. We have identified a major concern voiced by postdoctoral trainees who are funded by fellowships. Per NIH and NSF restrictions (and certain other funding agencies), postdoctoral trainees receiving support **directly** from an Individual or institutional training grant must forfeit their employer-employee relationship with the UArizona.

The unfortunate consequence of this forfeiture of employment is a loss of UArizona benefits. In such cases I am pleased to provide financial support for healthcare benefits purchased by a postdoctoral fellow receiving a training award up to 25% of the total cost. The remainder of the funds for the health insurance are expected to come from a combination of a) the college/department/mentor hosting the trainee, and b) funds that come with the award itself that are intended to be used for expenses like this with no burden on the postdoctoral trainee.

Our office strongly believes that this support is necessary to promote the advantages of competing and receiving training awards. The population of postdoctoral fellows is critical to strengthening the strategic goals of the UArizona and the return on this small investment into these trainees is immeasurable.