
Type:	A (Educational - Board)	Last Approved: Feb. 27, 2020
Executive Responsibility:	Provost & Vice President Academic	
Administrative Responsibility:	Associate Vice-President, Scholarship, Research and Creative Activity; Associate Vice-President, Human Resources	Procedure: 31.16.001

Statement:

The Tri-Agency [Agreement on the Administration of Agency Grants and Awards by Research Institutions](#) encourages institutions to engage in research, research training and related activities. This policy has been developed to recognize Postdoctoral Fellow contributions and provide the best training environment possible for Postdoctoral Fellowships at Vancouver Island University.

Purpose:

Postdoctoral Fellowships (PDFs) are valued research opportunities granted to advanced research trainees. The principal objectives in PDF appointments are to assist the recipients to broaden their research expertise, build associations with established researchers, and strengthen their publication record thereby enhancing their future employment opportunities. Through PDF appointments, researchers have the opportunity to make significant contributions to their chosen field, the university, other researchers, and students.

This policy applies to PDF researchers funded by specifically designated grants held at the university or external competitive awards held and paid directly to the PDF. Postdoctoral Fellowships are for a limited period of time.

Definitions:

- Postdoctoral Fellow** A Postdoctoral Fellow is an individual who has been appointed into a Postdoctoral Fellowship position or who has received a Postdoctoral Fellowship Award. A Postdoctoral Fellow holds a recently completed (within three years) research doctoral degree (or medical professional equivalent) and has elected to undertake advanced research at Vancouver Island University in association with one or more VIU researchers.
- Postdoctoral Fellowship** Postdoctoral Fellowships are positions available to Postdoctoral Fellows and consist of a temporary period (maximum 3 years) of mentored research and advanced training to acquire competencies for

a full-time academic or independent research career. Remuneration for Postdoctoral Fellowships can be provided through an externally-awarded competition paid directly to the Postdoctoral Fellow or paid directly by the university from external funding held by a Research Supervisor. Accordingly, there are two types of PDFs as per Procedure 31.16.001.

Postdoctoral Fellowship
Award

A Postdoctoral Fellowship Award is externally-awarded funding paid directly to an individual who has acquired a postdoctoral level or equivalent. These awards are competitive in nature, for research that is significantly different and distinct from, or adds significantly to, that related to the applicant's doctoral thesis, and awarded to individuals with a university affiliation other than the one that awarded the Ph.D.

Research Supervisor

A Research Supervisor is a university professor who is a member of VIU's academic staff qualified in the discipline in which training is being provided and has the ability to fulfill responsibilities as a supervisor of the research and mentor for career development. The Research Supervisor will hold external funds to cover the remuneration of a Postdoctoral Fellow and/or possess expertise in a discipline relevant to the Postdoctoral Fellow's proposed area of research. The Research Supervisor also has responsibility for the recruitment and selection of the Postdoctoral Fellows they intend to supervise.

Letter of Offer

A Letter of Offer is an offer of employment and PDF appointment, containing the terms and conditions, for grant-funded Postdoctoral Fellows; or an offer of a PDF appointment for externally-awarded Postdoctoral Fellows (award recipients).