

Postdoctoral Scholar Safety Net

CBS is committed to ensuring a safe and supportive working environment for all of our postdocs. Whenever CBS postdocs are having issues with their advisor, they are encouraged to contact either the Associate Dean for Graduate and Postdoctoral Education, or their Department Head to discuss options for resolution. We encourage postdocs to reach out as soon as they feel that a problem exists. In cases of Title IX violations, CBS will be required to report to EOAA. When possible, EOAA will work with the complainant to come up with a solution to address the problem in a way that suits their wishes, although ultimately the Title IX office or its designee will assess whether the report should be handled through an informal resolution process or a formal investigation process. While an investigation is ongoing, the College will consider and provide any reasonable accommodations to support the postdoc in their work, while recognizing that the advisor is entitled to due process. Actions will be taken upon finding that a policy has been violated. Because each case is unique, and because a suitable solution can depend on many factors including the particular stage at which the postdoc is in their project, the exact nature of the violation, and a variety of other factors, there is not a one-size-fits-all solution.

In the event that EOAA finds that a postdoc's advisor has violated University policy, the College commits to providing support for the affected postdoc(s). Between 6 and 12 months of funding will be provided. This support will aim to: 1) minimize disruption to the career progression of the postdoc, 2) provide a source of funding to bring the work to a reasonable completion, and 3) identify replacement mentors to assist with completion of the research project, provide letters of recommendation and serve other advisory roles. This support will differ depending on whether the advisor remains at or leaves the University of Minnesota.

Because CBS HR, the Dean, and the Associate Dean responsible for postdocs will be fully informed of any ongoing EOAA investigations, we will work proactively with the affected researchers to develop the most appropriate safety net for the given situation. For situations not rising to the level of a formal investigation, the College is committed to working with the affected postdoc and advisor to resolve the situation as quickly and effectively as possible.