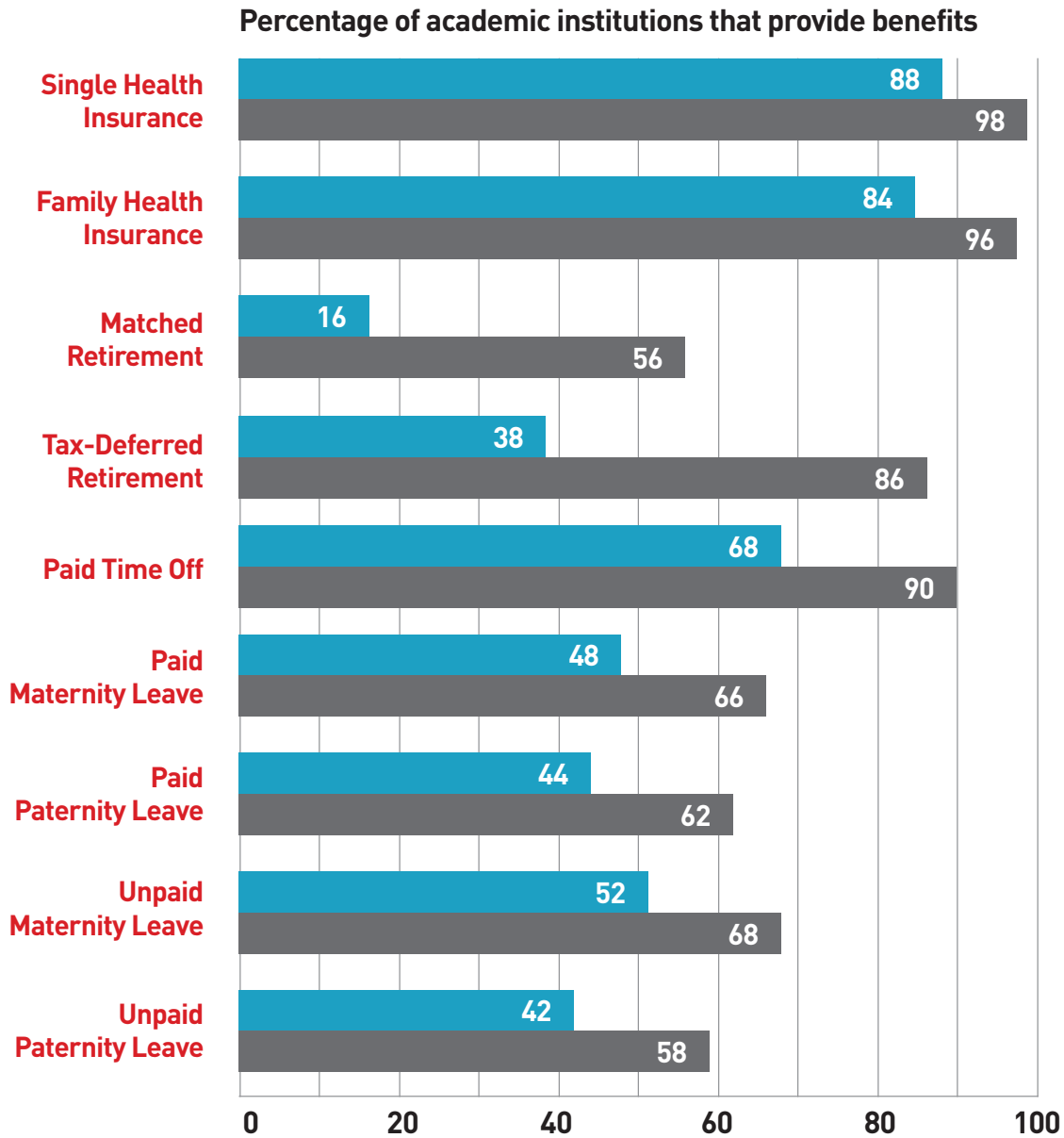




## Funding mechanism dictates postdoc benefits



- Individually funded postdocs are paid from fellowships through their institution and are not employees
- Institutionally funded postdocs are paid from research grant dollars and are employees

Two postdocs working in the same lab can be doing nearly identical work and have drastically different access to benefits. Similarly, the same individual postdoc may experience a change in benefits when shifting from individual fellowship funding to being paid from grant research dollars, and vice versa.

**Individual fellowships are desirable for career outcomes but results in reduced access to benefits**