



McGill Memorandum

TO:	Senate
FROM:	Professor Martin Kreiswirth Associate Provost (Graduate Education)
SUBJECT:	Report on Postdoctoral Studies
DATE:	Thursday, March 11, 2010
DOCUMENT #:	D09-48
FOR:	<input checked="" type="checkbox"/> INFORMATION <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISCUSSION
ISSUE:	Presentation on Postdoctoral Studies
BACKGROUND:	I have been looking forward to providing an overview of Postdoctoral Fellows at McGill, which has been scheduled for delivery at the March 24 th Senate meeting. As many of you know, the recent Federal budget announcement has two items specifically directed at Postdoctoral Fellows – a new fellowship and Revenue Canada’s clarification of the Postdocs Federal tax status. These developments have placed some issues regarding Postdocs in a new light and in the last few weeks much energy and discussion within and between Universities and other stakeholders – Canadian Association for Graduate Studies, the Tri-Councils, etc.—has ensued. With this in mind, I intend to offer a short description of Postdoctoral Fellows at McGill and Canada and then open up a discussion on some of the central issues that affect McGill’s Postdocs - - their role and position in the university, relationship to planning, research and development, resources, training, etc. I anticipate returning to Senate in the autumn with a more detailed presentation that will take into account some of the work on these issues that will be carried out in the next few months.
MOTION OR RESOLUTION FOR APPROVAL:	N/A
RATIONALE:	This item is presented to Senate as a result of a request from the last academic year.
PRIOR CONSULTATION AND APPROVAL:	P7
NEXT STEPS:	N/A
APPENDICES:	Report on Postdoctoral Studies PowerPoint Presentation



Postdoctoral Fellows

P7

March 11, 2010

M. Kreiswirth



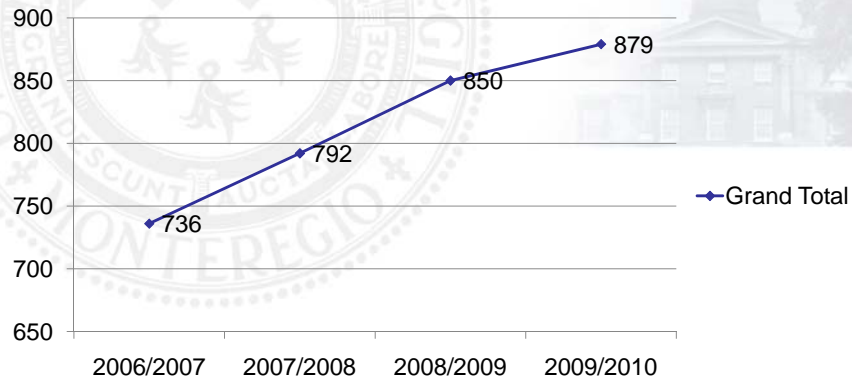
Role and Value of Postdocs

- Produce HQP and heightened R&D in certain disciplines
- Postdoc perspective
 - Advanced training
 - Specialized techniques
 - Specialized investigator
 - Experience in professionalization
- Supervisor perspective
 - Advanced researcher (existing competencies)
 - Supervisor of others
 - Assist in grant writing, dissemination of research
- Balance between postdocs and grad students



Postdoctoral fellows – non-duplicated headcounts per fiscal year

**Number of Postdoctoral Fellows at McGill
(2006/07 - 2009/10)**



Postdocs by Faculty (non-duplicated headcount)

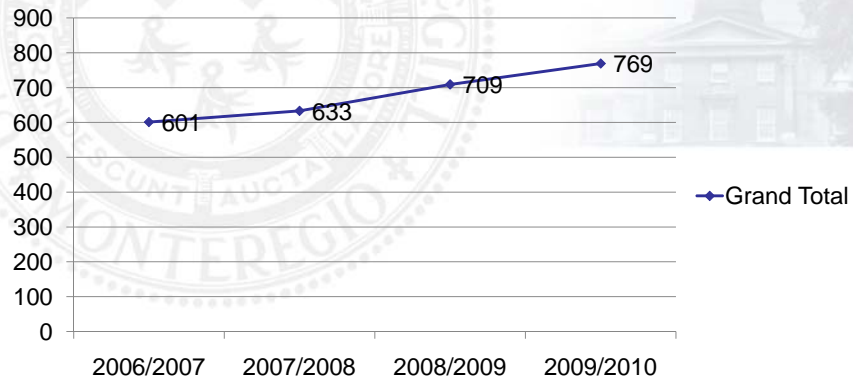
- Average from 2006-2007 to 2009-2010
 - Medicine and Dentistry: 504
 - Science: 106
 - Engineering: 67
 - Arts: 44
 - AES: 31

All other Faculties less than 20



Postdoctoral fellows – registered Oct. data

Number of Postdoctoral Fellows (2006/07 - 2009/10) - October Archive Data



**Ratio of Postdocs to PhDs
2006-2007 to 2009-2010**

- University: 2 in 10
- Medicine and Dentistry: 3.5 in 10
- Science: 2 in 10
- Engineering: 1.1 in 10
- Arts: 1 in 10
- AES: 1.3 in 10

Percentage of International (Student /Employment Permit) Postdocs and PhDs 2009-2010

- Postdocs: 50% (down from 51% in 2006-2007)
- PhDs: 29% (up from 23% in 2006-2007)



Average yearly stipend for Postdocs (2009-2010)

University	\$38,125
Medicine and Dentistry	\$40,400
Science	\$39,880
Engineering	\$38,190
Arts	\$35,675
Agric Environ Sci	\$35,220



Regulatory and Training Support

- Comprehensive postdoc registration
 - Quebec regulations
 - McGill regulations
- Templates for letters of agreement and training records
- Entire SkillSet program available for Postdocs
 - Faculty (supervision) and Grad Student workshops
 - Well-attended



Policy

- Federal
 - HQP and RD ramifications for new changes in Revenue Canada tax measures
 - CAGS, ADESAQ, CREPUQ
- Quebec
 - MELS Operation Grants
 - Resources and infrastructure
 - Space
- Strategic Enrolment Management (SEM)
 - Negligible substitution effect
 - Resources
 - Human (supervision)
 - Infrastructure
 - Incentives and controls?



Benchmarking

– G13

- Definition of Postdocs outside Quebec
- Postdocs and research associates

– US

- Science and Engineering
- Definition of Postdoc



McGill