

**RESOLUTION TO EXTEND TERM LIMIT FOR POSTDOCTORAL ASSOCIATE  
FACULTY APPOINTMENT**

**WHEREAS**, the National Institutes of Health (NIH), National Science Foundation (NSF), and National Postdoctoral Association define a postdoctoral (postdoc) scholar as an individual who has received a doctoral degree (or equivalent) and is engaged in a temporary and defined period of mentored advanced training to enhance the professional skills and research independence needed to pursue their chosen career path; and

**WHEREAS**, postdoctoral scholars are critical to the university community and to Virginia Tech's achievement of its research, service, and education missions and priorities; and

**WHEREAS**, in 2019 the university's Commission on Research postdoctoral working group identified Virginia Tech's four-year limit on postdoc appointments as incompatible with national practice, an obstacle to the recruitment of postdocs, and a hindrance to the progression of their careers; and

**WHEREAS**, Cornell, N.C. State, Penn State, Stanford, and Virginia Commonwealth University, among many other universities, have established a five-year limit for postdoc appointments;

**NOW, THEREFORE, BE IT RESOLVED**, that the maximum cumulative allowable duration of employment for a postdoctoral associate at Virginia Tech will be five years, including appointments at other institutions as a postdoc; and

**BE IT FURTHER RESOLVED**, that the Faculty Handbook and all university documents will be revised accordingly.

**RECOMMENDATION:**

That the Board of Visitors approve the resolution to extend the term limit for postdoctoral associate faculty appointment.

June 8, 2021