



2-Year Appointments with Reduced Fringe

Scope: This policy applies to Louisiana State University and A&M College, Pennington Biomedical Research Center, and LSU Agricultural Center.

Effective: July 1, 2019

Revised: July 1, 2020

Purpose: The purpose of this operating procedure is to establish guidelines for the classification and employment of the 2-Year Postdoctoral Researchers and 2-Year Intern designation.

Background: For all intents and purposes, 2-Year Postdoctoral Researchers and 2-Year Interns shall continue to be administered in accordance with PM23 with respect to rank, as well as provision and policies governing academic staff jobs including work performed, qualification criteria, faculty status, and tenure and appointment.

Definition: **2-Year Postdoctoral Researchers** are defined as temporary postdoctoral researchers who are appointed for a period of no more than two years at a reduced fringe benefit rate (provided the source of funds are subject to fringe benefits). **2-Year Interns** are defined as a temporary, professional employee performing in a capacity that is considered an extension of the classroom that ultimately allows the intern to learn and apply knowledge into a real-world situation while enhancing their job experience. 2-Year Interns are also appointed for no more than two years at a reduced fringe benefit rate (provided the source of funds are subject to fringe benefits). The fringe benefit rate is reviewed and negotiated annually with the Division of Cost Allocation of the LSU cognizant agency. Workers in this classification will not be eligible for LSU retirement benefit offerings; they can pay social security or enroll in deferred compensation in lieu of social security. Workers in this classification shall remain eligible for all other employee benefits and leave accruals in accordance with University eligibility criteria based on appointment length and percent of effort.

Procedures: 2-Year Postdoctoral Researchers and 2-Year Interns shall be classified using the corresponding job profiles:

- 2-Year Postdoctoral Researcher (for 12-month researchers) or
- 2-Year Postdoctoral Researcher (AP) (for 9-month researchers)
- 2-Year Intern – Athletic (12-month Professional)
- 2-Year Intern – Non-Medical (12-month Other Academic)

The designation shall be clearly advertised as such, with offer letters and appointments denoting the classification, and an end date of employment not to exceed two years, including supplemental or additional compensation payments. The end date at two years is a hard stop of employment with LSU.

Workers in the 2-Year Postdoctoral and 2-Year Intern classifications may not continue beyond two years of employment in the same classification or in any similar capacity. 2-Year Postdoctoral Researchers and 2-Year Interns are not eligible to hold an additional job or receive allowance plans at the above-referenced campuses. However, one-time payments may be provided on a case-by-case basis and subject to HRM approval before work commences. Workers continuing beyond two years must compete for a materially different job (70% or more difference in duties).

2-Year Postdoctoral Classification does not apply to existing staff or recruitment efforts executed prior to *July 1, 2019*.

2-Year Intern Classification does not apply to existing staff or recruitment efforts executed prior to *July 1, 2020*.

Effective: July 1, 2020

FASOP: HR-02

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