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Welcome Letter from the Office of Postdoctoral Affairs

Dear Postdoctoral Scholar,

On behalf of the Office of Postdoctoral Affairs (OPA), I would like to extend you a warm welcome to the University of Colorado Boulder! CU Boulder is an exciting place to launch a research career, with world-class, interdisciplinary research teams including 11 research institutes and over 90 research centers. The collaborative and creative research community at CU Boulder maintains partnerships with local industry leaders and national research laboratories including the National Institutes of Standards and Technology (NIST), the National Oceanic and Atmospheric Administration (NOAA), the National Center for Atmospheric Research (NCAR), the US Geological Survey (USGS) and the National Renewable Energy Laboratory (NREL).

The mission of the OPA is to enhance and support postdoctoral training and career development, help build a sense of community among postdocs, and serve as a resource to campus and affiliated National Labs. The OPA, in collaboration with the Postdoctoral Association of Colorado (PAC), offers a number of workshops to aid in your career development including a quarterly orientation that will help you understand your benefits and develop a career plan. The OPA also sponsors your membership in the National Postdoctoral Association, and serves as a resource to connect you to local resources to aid in your training and enhance your life at CU Boulder.

It is my hope that your postdoctoral training at CU Boulder gives you the skills and drive necessary to be successful in your independent career. I encourage you to explore the many programs that CU Boulder has to offer for your research training and professional development. I urge you to seek out opportunities to mentor and to be mentored, and to develop your professional communication skills. Finally, taking concrete steps to establish your own, independent career – such as applying for fellowships or grants and formulating your own Individual Development Plan – will ensure that you are using your postdoctoral training to fully prepare for your chosen career path. Please use this handbook as a guide to get started at CU Boulder, plan your career path, and learn about on-campus resources.

I wish you every success and happiness in your postdoctoral training at CU Boulder.

Best regards,

Leah Colvin Wanshura, Ph.D.
Director
Office of Postdoctoral Affairs
Welcome Letter from the Postdoctoral Association of Colorado

Dear Postdocs,

Welcome to the Postdoctoral Association of Colorado (PAC). We are pleased that you have chosen to join our organization. We are eager to get to know you and to support you in your professional endeavors.

Because postdocs fit into a unique position in academia, they are a group with diverse needs. To serve the postdoctoral community at CU Boulder and the associated National Labs, the PAC was formed in 2004 under the auspices of the Office of the Vice Chancellor for Research (OVCR). The mission of the PAC is to provide an environment that fosters professional advancement through workshops, support services, and networking opportunities for all postdoctoral scholars. Through these activities, we as postdocs will be better able to define our roles at the university and the greater research community, allowing us to become successful educators, researchers and professionals. I personally encourage you to take full advantage of these benefits as a member of the PAC.

The PAC would also like to welcome you to Boulder and to Colorado in general. During the few years you will spend here, make sure you enjoy our natural surroundings and the various activities at your doorstep: hiking the Brainard Area, climbing at Eldorado Canyon, skiing at Winter Park, or horseback riding in Estes Park, to name a few. The weather is always sunny and strong winds, snow or thunderstorms never stay for too long. During your postdoc, the PAC wishes you will make a few Coloradan friends, enjoy the food and nature around you, learn about the West and achieve greatness!

Please take your first step toward making a difference in the postdoc community by reading this handbook, joining our email list (http://pac.colorado.edu/mailinglist), taking a look at our website (www.pac.colorado.edu) and/or joining our Facebook group to introduce yourself to the community.

Once again, it is a pleasure to welcome you.

Sincerely,

Emilie Royer
President
Postdoctoral Association of Colorado
Introduction to Boulder
Colorado is a unique area to live within the U.S because of its geography and culture. Boulder is situated at the foot of the Rocky Mountains, and Colorado has many desert areas. The climate in Boulder is generally mild and dry, with over 200 sunny days per year (sunblock is recommended). Temperatures range from an average high of 87°F (30°C) in July to 45°F (7°C) in December & January. Boulder gets a fair amount snow during the winter, so you will want to have a wardrobe that includes both winter gear and summer clothing.

Boulder is at an elevation of 5430 feet (1655 m) above sea-level. When you first arrive, you may experience altitude sickness (shortness of breath, headaches, nausea, and fatigue). To help combat altitude sickness, drink a lot of water, eat well, and try to rest for a few days.

The Boulder-Denver area is rapidly growing, with many young adults and families moving from all over the U.S. and the world. Boulderites generally enjoy outdoor activities like hiking or running, visiting one of the over 30 art galleries or museums, shopping at the Boulder Farmer’s Market, touring a local brewery or the tea factory Celestial Seasonings, yoga, and shopping or dining on Pearl Street. The Boulder area has historically ranked well for education, health, dining, the arts, and raising families.

Contact Information
Office of Postdoctoral Affairs
www.colorado.edu/postdoctoral affairs
Leah Colvin Wanshura, Director
leah.colvinwanshura@colorado.edu
303-492-9137

Postdoctoral Association of Colorado
pac.colorado.edu/
postdocs@colorado.edu

You should automatically be subscribed to the postdoc email list, which is a source of information on opportunities and events for postdocs; however, if you are not receiving emails from the PAC or OPA, please email postdocs@colorado.edu or leah.colvinwanshura@colorado.edu with the subject line, “Subscribe to pac_universe.” If you wish to unsubscribe, similarly email the PAC or OPA with the subject line, “Unsubscribe from pac_universe.”
POLICIES

Definitions
Two statements have been issued by the federal government concerning the definition of postdocs and postdoctoral training for those postdocs engaged in federally funded research, as linked below:

1. The National Institutes of Health (NIH) and the National Science Foundation (NSF) issued a joint statement defining a postdoctoral scholar in the Reed Letter, issued in 2007: grants.nih.gov/training/Reed_Letter.pdf

Job Codes
Postdoctoral scholars at CU Boulder are mainly hired under one of two job codes: Research Associate (1306) and Post-Doc Fellow (1438). More information on these job codes can be accessed through the Office of the Vice Chancellor for Research website: www.colorado.edu/vcr/hr/post-doc-fellowships

Research Associate (1306):
A postdoctoral scholar that is paid through departmental funds or a mentor’s grant is considered an employee of the University of Colorado Boulder.

Post-Doctoral Fellow (1438):
The Post-Doctoral Fellow appointment is restricted to postdoctoral scholars who receive fellowship awards directly from a funding agency and have a direct reporting relationship to the funding agency – that is, postdocs who have applied for and been granted their own fellowship funding.

Benefits
The benefits a postdoc receives are dependent on the job code under which he or she is employed. The Benefits Eligibility Matrix shows benefit eligibility for Research Associates and Post-Doctoral Fellows: www.colorado.edu/vcr/sites/default/files/attached-files/PostDocBenefitsMatrix082608.pdf

A Post-Doctoral Fellow is eligible for many University Staff benefits – including both individual and family health, vision and dental insurance – but is not eligible for CU ORP 401(a) retirement plans or employee leave plans, the latter of which are often designated by the granting agency. Please contact your granting agency for more information on your leave policy.

All employees of CU Boulder, including postdocs, are eligible for discounts through Benefit Hub (stateofcolorado.benefithub.com/) and through their Eco Pass Extra (bouldercolorado.gov/goboulder/eco-pass-extra).
Best Practices
While CU Boulder does not officially define a postdoc or the postdoc-mentor relationship, the OPA has drafted a set of best practices and responsibilities toward the goal of setting up the postdoc-mentor team for success in research and career planning. The OPA will provide support to postdocs and mentors to help them implement these best practices upon request.

Postdoctoral Scholars
Postdoctoral scholars should strive to meet the following expectations during their appointment:

1. Assume primary responsibility for his or her research and career development, including but not limited to:
   a. Seeking opportunities to develop your independent research career through publications, fellowships/grants and performing service to professional societies;
   b. Creating and following an Individual Development Plan (IDP), including annual updates and performance reviews.
2. Perform quality research service, as directed by the faculty mentor, in a professional and timely manner.
3. Meet regularly (weekly is recommended) with faculty mentor to openly discuss research progress and career development. Seek research and career advice from faculty mentor, other faculty members, professional society members, and peers, as appropriate.
4. Behave in a professional, collaborative and respectful manner in all interactions with faculty, staff, coworkers, students, and extramural colleagues.

Mentors
1. Set clear, mutually-understood expectations at the beginning of a postdoctoral training period including research development, career development, duration of the postdoctoral training period and availability of funding for the position.
2. Provide guidance to your postdocs to help them develop the skillsets that they need to become independent, including bench and non-bench skills, as well as a timeframe for achieving independence.
3. Provide constructive feedback to your postdocs by meeting with them regularly, commenting on their Individual Development Plans (IDPs), and providing an annual review.
4. Support a wide variety of career options for your trainees.
5. Encourage your postdocs to seek additional mentors to gain skills outside of your area of expertise and to reduce your training burden.
6. Strive to maintain an atmosphere in which trainees feel respected, supported and comfortable, and encourage postdocs to seek your input when they are having difficulties.
7. Become familiar with on-campus resources for postdocs.
8. Become familiar with national, state and institutional policies and recommendations governing postdoctoral employment, training, benefits and leave (including sick, vacation, jury duty, military, FMLA and lactation).
GETTING STARTED AT CU BOULDER

This section contains information pertinent to your first day, week and month as a postdoctoral scholar at CU Boulder. The Appendix contains a checklist (page 28) to help you get your paperwork completed and to set up your career development plan. More information and links on general processes to follow as a new employee can be found here: www.colorado.edu/hr/position-compensation-management/new-employees

Campus Maps
CU Boulder is comprised of three areas: the Main Campus, the East Campus, and Williams Village. There are also several national labs located in Boulder that house postdocs. It will be helpful to familiarize yourself with campus, including health clinics, community and dining options. An interactive campus map can be found here: www.colorado.edu/map/

IdentiKey & MyCUInfo
Your IdentiKey is your CU Boulder login for online services. Once your job appointment is entered into the payroll system, you should receive an employee identification number and your IdentiKey will be created, but you will need to activate it using the following link: www.colorado.edu/oit/services/identity-access-management/identikey/help/account-provisioning-activation

As discussed in more detail in the following sections, MyCUInfo (mycuinfo.colorado.edu/) is the main conduit for your employment information, benefits enrollment, pay statements, direct deposit, and tax information/withholdings. There are also a number of online trainings offered through MyCUInfo and SkillSoft. Once you have activated your IdentiKey, you can log into MyCUInfo to access these resources.

Employment Eligibility, Tax Forms and Direct Deposit
Within three days of your hire date, you will need fill out an Employment Eligibility Verification (I-9) form and Affirmation of Legal Work Status Form. These forms can be accessed via the following link: www.colorado.edu/hr/hr-operations/i-9. Please check page 9 of the form and bring the necessary documentation with you during your first three days. You should be provided with additional information on filling out these forms from your department.

You will also need to fill out an IRS form W-4 to determine your income tax withholding. This form is available at mycuinfo.colorado.edu/ under “My Info and Pay.” At this time, you should also fill out your direct deposit information. You will be able to divide your paycheck into multiple bank accounts, should you choose.

International postdocs must consult with an international tax specialist to help you fill out the appropriate paperwork (www.cu.edu/employee-services/policies/international-tax-appointments). Please also see Taxes in the International Postdocs section of this document.

Buff OneCard
The Buff OneCard will serve as your employee identification. To obtain your Buff OneCard, go to Room N180 in the Center for Community (C4C) building.

The Buff OneCard can be loaded with Campus Cash that can be used at all on-campus dining services (housing.colorado.edu/dining/locations-hours). To learn more about the Buff OneCard
or to add Campus Cash, visit the following link: 
services.jsatech.com/textpage.php?pageid=224&cid=59&menulevel=C.

**Benefit Enrollment**

New employees must enroll in benefits *within 31 days of the date of eligibility*; if no action is taken, you (but not your spouse or dependents) will be automatically enrolled in a medical and dental plan: [www.cu.edu/employee-services/auto-enrollment](http://www.cu.edu/employee-services/auto-enrollment).

You can enroll in benefits through the MyCUInfo portal. Instructions are available through Employee Services: [www.cu.edu/employee-services/benefits-enrollment-tool-how-enroll](http://www.cu.edu/employee-services/benefits-enrollment-tool-how-enroll).

**Trainings**

*New Postdoc Orientation*

At the beginning of each Quarter (January, April, July and October), the OPA offers an in-person orientation for new postdoctoral scholars. This orientation will inform new postdocs of their benefits and how to enroll, connect postdocs with select departmental and campus resources that may be of interest to them, and give them an opportunity to learn career development planning techniques.

New postdocs should receive a welcome email and invitation to the next New Postdoc Orientation from the Director of the OPA during their first month. If you do not receive this invitation, or were unable to attend a prior orientation and wish to attend the next orientation, please email leah.colvinwanshura@colorado.edu.

*New Employee Training*

CU Boulder requires all new staff, including postdocs, to complete the online New Employee Orientation, Information Security & Privacy Awareness, and Discrimination and Harassment training through MyCUInfo *within 30 days of hire*. Instructions on accessing these training modules can be found under the “Your First Few Weeks” heading on the following site: [www.colorado.edu/hr/position-compensation-management/new-employees](http://www.colorado.edu/hr/position-compensation-management/new-employees).

*Responsible Conduct of Research and Conflicts of Interest*

All Research Associates are required to document their conflicts of interest annually. Post-Doctoral Fellows are required to document their conflicts of interest annually if they are responsible for the design, conduct or reporting of research. More information on conflicts of interest can be found here: [www.colorado.edu/vcr/coi/getting-started](http://www.colorado.edu/vcr/coi/getting-started). Conflicts of interest are documented by completing a Disclosure of External Professional Activities (DEPA) form: [www.colorado.edu/vcr/coi/disclosure-form-depa](http://www.colorado.edu/vcr/coi/disclosure-form-depa).

Responsible Conduct of Research (RCR) training ([www.colorado.edu/vcr/rcr/training](http://www.colorado.edu/vcr/rcr/training)) is required for all postdocs paid from a National Science Foundation (NSF) grant and for postdocs supported by select National Institutes of Health (NIH) awards (institutional training grants, educational grants and research career development awards; see also: [www.colorado.edu/vcr/rcr/nih-awards](http://www.colorado.edu/vcr/rcr/nih-awards)). RCR training is **very highly recommended** for all postdocs who do not fall into the aforementioned categories.

If you suspect research misconduct, contact the Research Integrity Officer, Dr. Joe Rosse (joseph.rosse@colorado.edu), for a confidential discussion of your concerns and options for next steps. To learn more about research misconduct, visit the following site: [www.colorado.edu/vcr/rcr/research-misconduct](http://www.colorado.edu/vcr/rcr/research-misconduct).
Other Required Trainings
Depending on the content of your research, you may need to undergo additional trainings. The Office of the Vice Chancellor for Research (OVCR) has developed an interactive tool that you can use to determine what additional trainings you may need to attend: www.colorado.edu/vcr/compliance-requirements.
CAREER DEVELOPMENT

Individual Development Plan (IDP) and Annual Review
Using an IDP to create your career development plan and progress is highly recommended. Taking the time to plan your career path will help you use your postdoctoral training period more efficiently and effectively. Furthermore, completing your IDP will help you to familiarize yourself with career planning tools that are common among academic and non-academic employers.

Your IDP will help you to:
- Identify or refine your long- and short-term career goals;
- Identify additional skills that you need to have, and resources for improving them;
- Make and implement a plan for meeting your goals;
- Initiate regular discussions with your mentor(s) about your career path and performance;
- Track your accomplishments and progress toward your career goals;
- Create mentoring and/or training plans when you apply for external funding.

Discussing your IDP with your mentor should be part of your annual review process, in which you seek constructive feedback on your performance in the prior year and create a plan of action for the upcoming year.

An overview of completing your IDP will be given during New Postdoc Orientation. The IDP template offered by the OPA includes guidelines on creating an IDP, either through the provided template or through another resource, such as myidp.sciencecareers.org/.

The IDP template will be emailed to new postdocs in their welcome packet from the OPA, and can be found on the OPA website (www.colorado.edu/opa) or obtained by request from leah.colvinwanshura@colorado.edu.

OPA and PAC Services
The OPA is available for one-on-one career development consultations on a by-appointment basis. The OPA offers consultations on a number of topics including: career planning, job applications, grant and award applications, professional skill development, time management and mentoring. If there is something you would like to discuss that isn’t listed here, please contact leah.colvinwanshura@colorado.edu to get connected with on- and off-campus resources.

Through your association with CU Boulder, you have access to free memberships in a number of professional societies:
- The National Postdoctoral Association (NPA) provides advocacy and toolkits for postdocs, mentors and institutions:
  - To join, email leah.colvinwanshura@colorado.edu
- The Colorado BioScience Association (CBSA) offers networking events, seminars and workshops to its members:
  - www.cobioscience.com/
  - To join, email Tom Borak tborak@coloradobioscience.com through your colorado.edu email account.
The Postdoctoral Association of Colorado (PAC), in association with the OPA, offers periodic career development seminars and workshops on a variety of topics. If you have an idea for a topic, please email postdocs@colorado.edu.

**Funding and Awards**

Obtaining your own funding through a fellowship or grant award will help you move toward an independent career and provide you with invaluable experience no matter your future career plans. As many fellowship applications will only support a postdoc within a certain number of years of completing their doctorate (typically 1 – 3) and competition is substantial, it is a good idea to apply early and often.

**Start Here**

The Office of Contracts and Grants (OCG) administers grants and fellowships, along with Sponsored Projects Accounting (SPA). OCG provides information necessary for submitting your grant applications as well as templates and instructions: www.colorado.edu/ocg/fellowships.

The Office of the Vice Chancellor for Research (OVCR) maintains funding tools and resources: www.colorado.edu/vcr/fundingawards.

Additionally, the SPINPlus funding opportunities database is available to CU Boulder postdocs: era.cu.edu/. This site allows users to save searches and set up funding alerts, in addition to other services. To learn more about SPINPlus, visit the following training video guide: spin.infoedglobal.com/Home/TrainingVideos.

Finally, the Foundation Directory Online Plus, available at Norlin Library, profiles over 140,000 foundations and provides grant descriptions. Please ask for assistance at a research desk.

**Funding Opportunities at CU Boulder**

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<td>Leadership Training in Pharmaceutical Biotechnology</td>
<td>Chemical &amp; Biological Engineering</td>
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<td>Training in Signaling and Cellular Regulation</td>
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External Funding

NIH Postdoctoral Funding
[researchtraining.nih.gov/career/postdoctoral-residency](researchtraining.nih.gov/career/postdoctoral-residency)
[researchtraining.nih.gov/career/early-career](researchtraining.nih.gov/career/early-career)

NSF Postdoctoral Funding

Other Funding Opportunities and Search Engines
[www.fic.nih.gov/FUNDING/NONNIH/Pages/postdoctoral.aspx](www.fic.nih.gov/FUNDING/NONNIH/Pages/postdoctoral.aspx)
[sciencecareers.sciencemag.org/funding](sciencecareers.sciencemag.org/funding)
[www.minoritypostdoc.org/view/resources.html#DivPD](www.minoritypostdoc.org/view/resources.html#DivPD)
[sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2009_07_31/caredit.a0900095](sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2009_07_31/caredit.a0900095)

Employee Services

Career Advancement & Learning
Employee Services offers a number of online and in-person career advancement and learning resources ([www.cu.edu/employee-services/career-advancement-learning](www.cu.edu/employee-services/career-advancement-learning)), including online trainings through SkillSoft ([www.cu.edu/employee-services/career-advancement-learning/learning/on-the-job/courses/learning-management-system-0](www.cu.edu/employee-services/career-advancement-learning/learning/on-the-job/courses/learning-management-system-0)) and e-books through Books24X7 ([www.cu.edu/employee-services/career-advancement-learning/learning/job/books24x7](www.cu.edu/employee-services/career-advancement-learning/learning/job/books24x7)). A range of topics can be found in these programs by logging in to your MyCUInfo portal.

Tuition Benefit
CU Boulder offers qualified employees and dependents up to 9 credit hours of tuition waiver each academic year. To learn more or apply for the program, visit the Employee Services website: [www.cu.edu/employee-services/benefits/employee-tuition-benefit](www.cu.edu/employee-services/benefits/employee-tuition-benefit).

Career Services
The CU Career Center ([www.colorado.edu/career/](www.colorado.edu/career/)) offers drop-in hours for postdocs on Thursdays 1:30-3:00 PM with Alaina Nickerson. Postdocs can also make an appointment with a career counselor by calling 303-492-6541. The Career Services website offers a number of articles and resources for career development.
CU Boulder and Departmental Trainings

Graduate Teacher Program (GTP)
The GTP offers a number of programs and workshops that are open to postdoctoral scholars: [www.colorado.edu/gtp/](http://www.colorado.edu/gtp/). Teaching Institute for Graduate Education Research (TIGER) and other workshops focus on a variety of topics including teaching, mentoring, academic professional development and diversity: [www.colorado.edu/gtp/workshops](http://www.colorado.edu/gtp/workshops).

The Summer Teaching as Research Institute for Post-docs in Engineering (STRIPE) program is specifically designed for STEM postdoctoral scholars and new faculty to develop their teaching skills: [cirtl.colorado.edu/stripe/](http://cirtl.colorado.edu/stripe/).

BioFrontiers Institute
The BioFrontiers Institute hosts the Biotechnology Opportunity Seminar Series (BOSS), where postdocs interested in biotech careers can learn from and connect with local biotechnology leaders: [biofrontiers.colorado.edu/education/BOSS](http://biofrontiers.colorado.edu/education/BOSS).

The CU Biotech Club also offers its members unique opportunities to connect with industry leaders in the biomedical, biotech and biofuels industries: [www.cubiotechclub.com/](http://www.cubiotechclub.com/).

Center for Science & Technology Policy Research
The Center for Science & Technology Policy Research hosts the local Forum on Science Ethics and Policy (FOSEP) chapter, which is led by graduate students and postdoctoral scholars interested in science policy: [sciencepolicy.colorado.edu/students/fosep/](http://sciencepolicy.colorado.edu/students/fosep/).
CAMPUS RESOURCES

Libraries
University Libraries maintains subscriptions to numerous scholarly journals. To find articles and books on-campus, search here: ucblibraries.colorado.edu/

For off-campus access, use the following link: ucblibraries.colorado.edu/research/offcampusaccess.htm

Travel
If you plan on traveling to present your research or participate in an educational opportunity during your postdoc at CU Boulder, you will need to obtain a travel card and complete online training. More information and instructions can be found here: www.cu.edu/psc/travel.

International travel has additional requirements and guidelines for CU Boulder students, faculty and staff. To learn more about procedures for international travel, please visit University Risk Management: www.cu.edu/risk/international-travel.

It is recommended that you obtain business cards if you plan on traveling and/or networking during your postdoc at CU Boulder: colorado.edu/imagingservices. You will need an account number (speedtype) to order them; if you do not have your own account through a fellowship program, you may wish to ask your faculty mentor if funds are available. Business cards cost approximately $40 for 100 cards.

Counseling and Mediation
CU Boulder offers its staff, including postdocs, a number of resources that provide conflict resolution and counseling services. If you are unsure which of the below services best fits your needs, please email leah.colvinwanshura@colorado.edu to set up an appointment to discuss your needs.

Ombuds Office
www.colorado.edu/ombuds/staff
The Ombuds Office can assist postdocs confidentially with both administrative and interpersonal concerns or conflicts, including concerns with supervisors, administrators or fellow coworkers.

Faculty Relations
https://facultyaffairs.colorado.edu/faculty-relations
Faculty Relations can assist postdocs who have conflicts with a faculty member. Consultations are confidential; Faculty Relations will report allegations involving criminal conduct, harassment, discrimination, or risk of harm to self of others. Faculty Relations conducts formal investigations of allegations of unprofessional conduct. Appointments are available with the Director of Faculty Relations, Suzanne Soled, by calling 303-492-0447 or emailing suzanne.soled@colorado.edu.

Office of Victim Assistance (OVA)
cuvictimassistance.com/
OVA offers free, confidential information, support, advocacy, and short-term counseling to students, faculty and staff at CU, including their significant other. OVA can help with a number of experiences including, but not limited to, bias motivated incidents, harassment and discrimination, sexual harassment, sexual assault, stalking, hazing, physical assault, serious
accidents, and death of a loved one or community member. In the event of an emergency or if you feel your safety is at risk, always call 911 first.

Office of Institutional Equity and Compliance (OIEC)
www.colorado.edu/institutionalequity/
OIEC conducts investigations of discrimination and harassment based on race, color, national origin, pregnancy, sex, age, disability, creed, sexual orientation, gender identity, gender expression, veteran status, or political philosophy at CU Boulder.

Faculty and Staff Assistance Program (FSAP)
www.colorado.edu/hr/faculty-and-staff-assistance-program
FSAP counselors serve the emotional and psychological needs of the campus community. You can make an appointment, or visit them during walk-in hours Monday through Friday from 11:00 AM – 12:00 PM at ARCE A353.

FSAP also offers a number of resources for work-life balance including stress reduction, weight reduction, and tobacco cessation: www.colorado.edu/hr/faculty-and-staff-assistance-program/work-life-services.

Advocacy Centers

Cultural Unity and Engagement Center (CUE)
www.colorado.edu/cue/resources
CUE provides support and resources for students at CU Boulder. CUE hosts a number of community events, including events for international scholars and students of color. CUE maintains a list of resources including ethnic community resources, diversity links and resources, and international student resources that are often also available to postdocs.

Disability Services and ADA Coordinator
www.colorado.edu/disabilityservices/faculty-staff  www.colorado.edu/institutionalequity/ada
If you require reasonable accommodation or ergonomic evaluation for a disability, the ADA coordinator will help coordinate your request. Disability Services provides additional resources including universal design consultations and accessible technology.

Gender and Sexuality Center (Formerly GLBTQ Resource Center)
www.colorado.edu/glbtkrc/
The Gender and Sexuality Center provides information/resources, advocacy and events to help gay, lesbian, bisexual, transgender, queer, intersex, and allied (GLBTQIA) students, staff, and faculty.

Office of Veteran Services
www.colorado.edu/veterans/
Veterans Services serves the veteran/military community at CU Boulder. Additional information about military leave can be found here under "Other Leaves": www.cu.edu/employeeservices/leave.

Religious Campus Organizations (RCO)
www.colorado.edu/studentgroups/rco/people
The RCO is a resource that can help you to connect with a religious community.

Women’s Resource Center
www.colorado.edu/wrc/
The WRC provides educational and community building opportunities, resources and referrals, and a gathering space for women-identified students and their allies.
LIFE IN BOULDER

Getting Around

Parking and Transportation Services (PTS)
www.colorado.edu/pts/

PTS coordinates all parking and transportation on campus. Please see below for information on specific services:

<table>
<thead>
<tr>
<th>Service</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking Passes</td>
<td><a href="http://www.colorado.edu/pts/parking-permits/facultystaff-permits">www.colorado.edu/pts/parking-permits/facultystaff-permits</a></td>
</tr>
<tr>
<td>Biking</td>
<td><a href="http://www.colorado.edu/pts/bikeprogram">www.colorado.edu/pts/bikeprogram</a></td>
</tr>
<tr>
<td>Eco Pass</td>
<td><a href="http://www.colorado.edu/pts/commuting/facultystaff-eco-pass">www.colorado.edu/pts/commuting/facultystaff-eco-pass</a></td>
</tr>
<tr>
<td>RTD (Public Transit)</td>
<td><a href="http://www.rtd-denver.com/">www.rtd-denver.com/</a></td>
</tr>
<tr>
<td>Stampede (Campus Shuttle)</td>
<td><a href="http://www.colorado.edu/pts/stampede">www.colorado.edu/pts/stampede</a></td>
</tr>
<tr>
<td>Discovery Express (Campus Shuttle)</td>
<td><a href="http://www.colorado.edu/pts/node/263#Discovery-Express">www.colorado.edu/pts/node/263#Discovery-Express</a></td>
</tr>
<tr>
<td>CU NightRide</td>
<td><a href="http://www.colorado.edu/umc/cunightride">www.colorado.edu/umc/cunightride</a></td>
</tr>
<tr>
<td>SkyRide (Airport Shuttle)</td>
<td><a href="http://www.colorado.edu/pts/bus-routes/skyride-dia">www.colorado.edu/pts/bus-routes/skyride-dia</a></td>
</tr>
</tbody>
</table>

Department of Motor Vehicles (DMV)
www.colorado.gov/pacific/dmv/node/44456/

To transfer an out-of-state driver’s license or obtain a new one, you must visit a Colorado DMV location. The DMV can have long wait times; therefore, it is recommended you fully read the above website and ensure that you bring all required documentation, make an appointment online, show up early to the DMV office, and allow a half-day for your visit to the DMV. The above link also has information on transferring your vehicle title, voter registration, and obtaining a license if you are not a US citizen. Annual renewals can be completed online.

Housing

The city of Boulder has many housing options within a short walk, bike or bus ride to campus. Additionally, many people choose to commute to Boulder from surrounding communities such as Superior, Louisville, Lafayette, Erie, Gunbarrel and Niwot. These communities may have less expensive housing options.

Off-Campus Housing & Neighborhood Relations maintains information about nearby neighborhoods and a rental database called Ralphie’s List: ocss.colorado.edu/.

On-campus housing may be an option for your family. Learn more about Graduate & Family Housing: housing.colorado.edu/residences/graduate-family.

Dining

On-Campus
housing.colorado.edu/dining/faculty-staff-guests

Staff can use Campus Cash to purchase meals in the Center for Community (C4C) and elsewhere at a reduced rate.
Off-Campus
www.boulderdowntown.com/dining · www.bouldercoloradousa.com/restaurants/
Boulder is home to a diverse array of restaurants, and was named “America’s Foodiest City” by Bon Appétit magazine. Many of these restaurants are located on or around the Pearl Street outdoor walking mall.

Fitness
Recreation Centers
www.colorado.edu/recreation/ · bouldercolorado.gov/parks-rec/recreation-centers

Be Colorado
becolorado.org/programs/
Be Colorado offers a number of resources to enhance your wellness, including the fitness rewards program Move. Discounted gym and rec center memberships are also offered through Be Colorado: becolorado.org/programs/discounts-at-local-gym-fitness-centers

Pets
bouldercolorado.gov/tax-license/dog-licensing · bouldercolorado.gov/parks-rec/dog-parks
Boulder is a great city for pets, with several local animal hospitals and veterinarians as well as many off-leash areas and dog parks. Most cities in Boulder County will require that you license your dog(s). Cat licensing varies by city. Please check with your city of residence to determine licensing requirements.

CU Boulder has partnered with Bright Horizons Care Advantage, which provides a referral service for care providers, including pet sitters: www.careadvantage.com/cu.

Things to Do
Boulder, On- and Off-Campus

Denver and Greater Colorado
www.denver.org · travel.usnews.com/Denver_CO/Things_To_Do/ · www.colorado.com/

Outdoor

One of Boulder’s best assets is its location at the foot of the Rocky Mountains and plethora of nearby outdoor activities including camping, biking, hiking, rock climbing and skiing. Boulder is home to a number of parks and trailheads and Boulder Creek. Boulder is also located a short distance from Rocky Mountain National Park as well as several Colorado State Parks.
Museums and Cultural Events

CU Boulder houses many museums and cultural events, including: the Museum of Natural History, the Art Museum, CU Heritage Center, Sommers-Bausch Observatory, the Fiske Planetarium & Science Museum, CU Presents, Macky Auditorium Concert Hall, the Conference on World Affairs, and the Shakespeare Festival.

Sports
Recreational Athletics
www.colorado.edu/recreation/intramural-sports · bouldercolorado.gov/parks-rec/sports

<table>
<thead>
<tr>
<th>Team</th>
<th>Sport</th>
<th>Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>CU Buffs</td>
<td>Football, Men’s and Women’s Basketball, Volleyball and Soccer</td>
<td><a href="http://www.cubuffs.com/">www.cubuffs.com/</a></td>
</tr>
<tr>
<td>Denver Broncos</td>
<td>Football</td>
<td><a href="http://www.denverbroncos.com/">www.denverbroncos.com/</a></td>
</tr>
<tr>
<td>Colorado Avalanche</td>
<td>Hockey</td>
<td>avalanche.nhl.com/</td>
</tr>
<tr>
<td>Denver Nuggets</td>
<td>Basketball</td>
<td><a href="http://www.nba.com/nuggets/">www.nba.com/nuggets/</a></td>
</tr>
<tr>
<td>Colorado Rockies</td>
<td>Baseball</td>
<td>colorado.rockies.mlb.com/</td>
</tr>
<tr>
<td>Colorado Rapids</td>
<td>Soccer</td>
<td><a href="http://www.coloradorapids.com/">www.coloradorapids.com/</a></td>
</tr>
</tbody>
</table>
FAMILY LIFE

Nationally, over half of postdocs are married, and a third to half of postdocs have dependent children\(^1\). Boulder County is recognized as a great place for families, including quality schools, access to healthcare, numerous outdoor spaces and family-friendly events.

As a postdoc at CU Boulder, you have access to a number of resources and programs for working parents. You are able to obtain a number of benefits for your spouse and dependent children, including health, vision and dental insurance.

**Family Leave**

[www.colorado.edu/hr/employee-relations/leave/family-medical-leave](http://www.colorado.edu/hr/employee-relations/leave/family-medical-leave)

Postdoctoral researchers are eligible for Family Medical Leave (FMLA) for both mothers and fathers. FMLA may be taken concurrently with accrued vacation and sick leave, as well as short-term disability, if applicable. Visit the above link to learn more about the family leave policy and qualifying events.


**Lactation Rooms**

There are a number of lactation rooms available on campus as listed below.

*Main Campus*

<table>
<thead>
<tr>
<th>Building</th>
<th>Room</th>
<th>Accessibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Center for Community (C4C)</td>
<td>4th floor</td>
<td>The lactation room is adjacent to the gender neutral bathroom. It is open to faculty, staff &amp; students.</td>
</tr>
<tr>
<td>Engineering Center</td>
<td>DLC 201</td>
<td>Available to engineering faculty, staff, &amp; students. If you would like to use this room please contact JoAnn Zelasko at 303-492-7220 or <a href="mailto:joann.zelasko@colorado.edu">joann.zelasko@colorado.edu</a>.</td>
</tr>
<tr>
<td>Law School</td>
<td>1st floor bathroom</td>
<td>It is open to faculty, staff &amp; students.</td>
</tr>
<tr>
<td>University Memorial Center (UMC)</td>
<td>UMC 132</td>
<td>To access the space, check out the key from the Reception Desk. You will need to leave an ID with the Desk.</td>
</tr>
<tr>
<td>UMC</td>
<td>UMC 411</td>
<td>Located in the Real Choices office. You can email <a href="mailto:choices@colorado.edu">choices@colorado.edu</a> and they will assign a room key which can be picked up at the UMC desk.</td>
</tr>
</tbody>
</table>

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**East Campus**

<table>
<thead>
<tr>
<th>Building</th>
<th>Room</th>
<th>Accessibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>JSCBB</td>
<td>D130B</td>
<td>Please contact Angela Janacek to check-out a key, or with questions. Email: <a href="mailto:ajanacek@colorado.edu">ajanacek@colorado.edu</a></td>
</tr>
<tr>
<td>JSCBB</td>
<td>D248</td>
<td>Lactation facilities are made available to CIRES employees in RL-2. Please contact <a href="mailto:rob.schubert@colorado.edu">rob.schubert@colorado.edu</a> for more information.</td>
</tr>
<tr>
<td>RL-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SEEC</td>
<td>S120</td>
<td></td>
</tr>
<tr>
<td>SEEC</td>
<td>S204</td>
<td></td>
</tr>
</tbody>
</table>

The Women’s Resource Center maintains a link to the Colorado State statute governing lactation and pumping at work (see “Parenting & Childcare”): [www.colorado.edu/wrc/campus-resources](http://www.colorado.edu/wrc/campus-resources).

**Support**

- [www.colorado.edu/hr/faculty-and-staff-assistance-program/work-life-services](http://www.colorado.edu/hr/faculty-and-staff-assistance-program/work-life-services)
- [www.cde.state.co.us/communications/resourcesforparents](http://www.cde.state.co.us/communications/resourcesforparents)
- [bouldercolorado.gov/child-youth-family/the-family-resource-center](http://bouldercolorado.gov/child-youth-family/the-family-resource-center)
- [www.bouldercounty.org/family/pregnancy/pages/default.aspx](http://www.bouldercounty.org/family/pregnancy/pages/default.aspx)

In addition to the resources listed above, CU Boulder offers parenting and postpartum support through the Faculty and Staff Assistance Program (FSAP) linked above, including Coping with Caregiving (303-492-3020) and Strategies for New Moms (contact Olga Vera Olga.Vera-Nesmith@colorado.edu).

**Childcare**

It is recommended that you begin looking for childcare before your move to Boulder, as some care providers may have long waitlists, especially for children under 3 years of age.

CU Boulder has partnered with Bright Horizons Care Advantage, which provides a referral service for child and elder care providers: [www.careadvantage.com/cu](http://www.careadvantage.com/cu).

Boulder County also offers childcare referrals to residents through the Child Care Resource and Referral Program: [bouldercolorado.gov/child-youth-family](http://bouldercolorado.gov/child-youth-family).

Staff can choose to enroll their children at the CU Boulder Children’s Center: [childcare.colorado.edu/](http://childcare.colorado.edu/).

On days that schools are closed, alternate care is available through Science Discovery Camps at CU Boulder ([sciencediscovery.colorado.edu/program/day-off-holiday-programs/](http://sciencediscovery.colorado.edu/program/day-off-holiday-programs/)) and through the city of Boulder ([bouldercolorado.gov/parks-rec/camps](http://bouldercolorado.gov/parks-rec/camps)).

**Schools**

[www.bvsd.org/newcomers/Pages/default.aspx](http://www.bvsd.org/newcomers/Pages/default.aspx)

Children are typically enrolled into BVSD schools during the open enrollment period, but may be enrolled at any time using the BVSD website linked above. Many of the schools have a specific focus, such as language immersion, leadership, music, or science. BVSD also has a number of charter schools: [www.bvsd.org/jobs/Pages/Charter-Schools.aspx](http://www.bvsd.org/jobs/Pages/Charter-Schools.aspx).

BVSD offers English Language Development for children who speak English as a second language: [bvsd.org/ELD/generalinformation/Pages/default.aspx](http://bvsd.org/ELD/generalinformation/Pages/default.aspx).


To enroll your child in public school ([enroll.bvsd.org/](http://enroll.bvsd.org/)), BVSD requires proof of the child’s birth date (birth certificate or passport), a record of updated immunizations (you can obtain this from your child’s doctor), and proof of residency (e.g. a utility bill or a lease agreement).

**Things to Do with Kids**

- [www.coloradokids.com/](http://www.coloradokids.com/)
- [www.colorado.com/articles/colorado-family-attractions-kids-10-under](http://www.colorado.com/articles/colorado-family-attractions-kids-10-under)
- [boulderfamilies.com/](http://boulderfamilies.com/)
- [www.colorado.com/articles/5-free-things-do-colorado-kids](http://www.colorado.com/articles/5-free-things-do-colorado-kids)

The Denver-Boulder area has numerous kid-friendly venues, many of which have periodic free days and free admission for children 2 and under. Admission to the Denver Art Museum is always free for children under 18. In addition to the venues listed below, the Boulder area is home to many farms that have free or low-cost weekend visiting hours during the spring, summer and fall.

<table>
<thead>
<tr>
<th>Attraction</th>
<th>Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boulder County Farmer’s Markets</td>
<td><a href="http://www.bcfm.org/">www.bcfm.org/</a></td>
</tr>
<tr>
<td>Boulder Playgrounds</td>
<td><a href="http://bouldercolorado.gov/parks-rec/playgrounds">bouldercolorado.gov/parks-rec/playgrounds</a></td>
</tr>
<tr>
<td>Boulder Public Libraries</td>
<td><a href="https://boulderlibrary.org/youth/">https://boulderlibrary.org/youth/</a></td>
</tr>
<tr>
<td>Butterfly Pavilion</td>
<td><a href="http://www.butterflies.org">www.butterflies.org</a></td>
</tr>
<tr>
<td>Children’s Museum</td>
<td><a href="http://www.mychildsmuseum.org">www.mychildsmuseum.org</a></td>
</tr>
<tr>
<td>Denver Art Museum</td>
<td><a href="http://www.denverartmuseum.org">www.denverartmuseum.org</a></td>
</tr>
<tr>
<td>Denver Botanic Gardens</td>
<td><a href="http://www.botanicgardens.org">www.botanicgardens.org</a></td>
</tr>
<tr>
<td>Denver Zoo</td>
<td><a href="http://www.denverzoo.org/">www.denverzoo.org/</a></td>
</tr>
<tr>
<td>Dinosaur Ridge</td>
<td><a href="http://www.dinoridge.org/">www.dinoridge.org/</a></td>
</tr>
<tr>
<td>Elitch Gardens</td>
<td><a href="http://www.elitchgardens.com">www.elitchgardens.com</a></td>
</tr>
<tr>
<td>Hike it Baby</td>
<td><a href="http://tinyurl.com/osfcpn6">tinyurl.com/osfcpn6</a></td>
</tr>
<tr>
<td>Swimming</td>
<td><a href="http://bouldercolorado.gov/parks-rec/pools">bouldercolorado.gov/parks-rec/pools</a> <a href="http://bouldercolorado.gov/parks-rec/reservoir-swimming">bouldercolorado.gov/parks-rec/reservoir-swimming</a></td>
</tr>
<tr>
<td>Tiny Town &amp; Railroad</td>
<td><a href="http://tinytownrailroad.com/">tinytownrailroad.com/</a></td>
</tr>
<tr>
<td>Water World</td>
<td><a href="http://www.waterworldcolorado.com">www.waterworldcolorado.com</a></td>
</tr>
<tr>
<td>Wings over the Rockies Air &amp; Space Museum</td>
<td><a href="http://wingsmuseum.org/">wingsmuseum.org/</a></td>
</tr>
<tr>
<td>World of Wonder Children’s Museum</td>
<td><a href="http://www.wowchildrensmuseum.org/">www.wowchildrensmuseum.org/</a></td>
</tr>
</tbody>
</table>
INTERNATIONAL POSTDOCS

Slightly more than half of all science and engineering postdocs in the U.S. are temporary residents\(^2\). As outlined below, the OPA, PAC and International Student and Scholar Services (ISSS) are available to help international postdocs acclimate to life in Boulder and to being a postdoc in the U.S.

**International Postdoc Survival Guides**


International Student and Scholar Services (ISSS) has published an International Scholar Handbook: [www.colorado.edu/oie/sites/default/files/attached-files/InternationalScholarHandbook01052015_0.pdf](http://www.colorado.edu/oie/sites/default/files/attached-files/InternationalScholarHandbook01052015_0.pdf). While it is aimed at scholars with a J-1 visa, any international postdoc will find their information about living in the U.S./Colorado and life on campus helpful. A section on H visas is also included.

**International Student and Scholar Services (ISSS)**

[www.colorado.edu/oie/isss](http://www.colorado.edu/oie/isss)

ISSS, under the Office of International Education (OIE), helps international scholars with questions regarding their legal status or other related questions. ISSS is located in the Center for Community (C4C) room S355 on the Main Campus. ISSS advisers are available for drop-in help from 9:00 AM – 5:00 PM (4:30 PM in the summer), by phone at 303-492-8057, or via email at adviser@colorado.edu.

**Taxes**


As a new international employee, you must consult with an international tax specialist to help you fill out the appropriate paperwork (please see the above links for information and scheduling). The amount of income taxes you need to pay and whether you need to pay Social Security or Medicare taxes will vary depending on your resident status, marital status, and whether you have dependent children, among other things.

Every year, income taxes must be reported to the Internal Revenue Service (IRS) and the state of Colorado by filling out federal and state income tax returns, respectively, no later than April 15th (or the next business day, if it falls on a weekend or holiday). You will need a form W-2 and/or 1042-S; your employer is required to send you these forms. You may owe more taxes if you did not have enough withheld from your paycheck, or you may receive a tax refund if you overpaid your taxes. It is important to report your income tax correctly and on time, and you may consider using a professional service like a Certified Public Accountant (CPA) or Enrolled Agent.

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(EA) for this purpose. If you choose to use a professional tax preparer, ensure that you use someone who is experienced with taxes for international employees.

**English Courses**

There are a number of resources on- and off-campus to help your language skills (please note that the OPA cannot endorse any non-CU resources). In addition to the below list, the OPA is able to provide consultations for English language writing skills by appointment (leah.colvinwanshura@colorado.edu).

<table>
<thead>
<tr>
<th>Resource</th>
<th>Phone</th>
<th>Link</th>
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</thead>
<tbody>
<tr>
<td>International English Center</td>
<td>303-492-5547</td>
<td><a href="http://iec.colorado.edu/overview-programs">iec.colorado.edu/overview-programs</a></td>
</tr>
</tbody>
</table>

The Boulder Valley School District (BVSD) offers English Language Development for children who speak English as a second language. Participating schools are listed here: [bvsd.org/ELD/generalinformation/Pages/default.aspx](http://bvsd.org/ELD/generalinformation/Pages/default.aspx)

**Boulder Council for International Visitors (BCIV)**

[www.bciv.org/home.html](http://www.bciv.org/home.html)

The BCIV hosts community events for international visitors to the Boulder area and their families, and also prepares a monthly newsletter of events and activities.

**Intercultural Workshop GTP Program**

[www.colorado.edu/gtp/workshops/intercultural-workshops](http://www.colorado.edu/gtp/workshops/intercultural-workshops)

The Graduate Teacher Program (GTP) offers an Intercultural Workshop series (Fridays 1:00 – 2:00 PM in ATLAS room 200) that may be of interest to international postdocs or postdocs with an interest in teaching.
APPENDIX

Onboarding Checklist

Before Starting
☐ Obtain housing.
☐ Sign up for a local bank account.
☐ Obtain a Colorado driver’s license, if desired.
☐ Postdoc Parents: Enroll your child(ren) in school and/or daycare.
☐ International Postdocs: Consult with your department and International Student and Scholar Services to complete your visa requirements for yourself and your family, if applicable, and to determine next steps before and after arrival in Colorado.
☐ Explore Boulder’s parks, shopping areas and attractions.

First Day
☐ Activate your IdentiKey.
☐ Ensure your employee information is correct on MyCuInfo.
☐ Fill out your I-9 form (bring appropriate documentation with you).
☐ Fill out the appropriate tax withholding forms:
  Domestic Postdocs: fill out W-4 on MyCuInfo.
  International Postdocs: schedule a consult with an international tax specialist.
☐ Fill out your direct deposit information on MyCUInfo.
☐ Have lunch with your coworkers and/or mentor.

First Week
☐ Get your Buff OneCard and Eco Pass.
☐ Meet with your mentor to discuss your career and project plans.
☐ Explore the CU Boulder campus.
☐ Complete your online New Employee Orientation, Information Security & Privacy Awareness and Discrimination and Harassment training on MyCUInfo.

First Month
☐ Enroll in benefits through MyCuInfo
☐ Fill out your Individual Development Plan (IDP) and discuss it with your mentor.
☐ RSVP for New Postdoc Orientation.
☐ Sign up for Responsible Conduct of Research training.
☐ Complete your Disclosure of External Professional Activities (DEPA) form.
☐ Determine and complete any other required project- or department-specific trainings.
☐ Attend a sporting or cultural event, visit a museum, or participate in an outdoor activity.
Why should you join the NPA?

Mission of the NPA: The NPA is a 501(c)3 nonprofit association, headquartered in Washington, D.C. The NPA was established in 2003 to improve the postdoctoral experience by supporting enhanced research training, and a culture of enhanced professional growth to benefit scholarship and innovation.

What the NPA Does:

- Promote positive change in the postdoctoral experience.
- Develop and provide resources that postdoctoral scholars and administrators need for success.
- Provide opportunities for the postdoctoral community to connect.

NPA Highlights:

- Recommendations for postdoctoral policies and practices
- International postdoc survival guide
- Resources for developing mentoring plans for postdocs
- Responsible conduct of research toolkit
- The Elsevier Foundation New Scholars Grant
- PDA and PDO toolkits

NPA Membership Benefits:

- Leadership and professional development opportunities through volunteer service
- Opportunities to make your voice heard on national postdoctoral issues
- Subscriptions to the NPA e-alerts and The POSTDOCKET (quarterly newsletter)
- Reduced meeting registration fees, as well as other discounts
- Access to members-only Web content

To join the NPA, please visit: www.nationalpostdoc.org
### External Resources

#### Career Planning and Development

<table>
<thead>
<tr>
<th>Resource</th>
<th>URL</th>
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<tbody>
<tr>
<td>The Academic Scientist's Toolkit</td>
<td>tinyurl.com/oq3vmng</td>
</tr>
<tr>
<td>Careers in Science and Engineering</td>
<td>tinyurl.com/j4yg8oj</td>
</tr>
<tr>
<td>The Chronicle of Higher Education</td>
<td>chronicle.com/</td>
</tr>
<tr>
<td>Elsevier Publishing Campus</td>
<td><a href="http://www.publishingcampus.elsevier.com/">www.publishingcampus.elsevier.com/</a></td>
</tr>
<tr>
<td>Enhancing the Postdoctoral Experience for Scientists and Engineers</td>
<td>tinyurl.com/zrvm38o</td>
</tr>
<tr>
<td>HHMI Resources for the Development of Early-Career Scientists</td>
<td><a href="http://www.hhmi.org/programs/resources-early-career-scientist-development">www.hhmi.org/programs/resources-early-career-scientist-development</a></td>
</tr>
<tr>
<td>Minority Postdoc Resources</td>
<td><a href="http://www.minoritypostdoc.org/view/resources.html">www.minoritypostdoc.org/view/resources.html</a></td>
</tr>
<tr>
<td>My IDP</td>
<td>myidp.sciencecareers.org/</td>
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<tr>
<td>Naturejobs Blog</td>
<td>blogs.nature.com/naturejobs/</td>
</tr>
<tr>
<td>Naturejobs Careers Community</td>
<td>careerscommunity.nature.com/</td>
</tr>
<tr>
<td>NIEHS Trainees Assembly (NTA) Information Resources</td>
<td>nihlibrary.campusguides.com/c.php?g=38365&amp;p=244587</td>
</tr>
<tr>
<td>Postdoc Jobs Resources</td>
<td><a href="http://www.postdocjobs.com/resources/">www.postdocjobs.com/resources/</a></td>
</tr>
<tr>
<td>ResearchGate</td>
<td><a href="http://www.researchgate.net/">www.researchgate.net/</a></td>
</tr>
<tr>
<td>Science Careers</td>
<td>sciencecareers.sciencemag.org/</td>
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</table>

#### Funding

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<tbody>
<tr>
<td>Minority Postdoc Funding</td>
<td><a href="http://www.minoritypostdoc.org/view/resources.html#DivPD">http://www.minoritypostdoc.org/view/resources.html#DivPD</a></td>
</tr>
<tr>
<td>NIH Research Training and Career Development</td>
<td><a href="https://researchtraining.nih.gov/">https://researchtraining.nih.gov/</a></td>
</tr>
<tr>
<td>Postdoctoral Non-NIH Funding Opportunities</td>
<td><a href="http://www.fic.nih.gov/Funding/NonNIH/Pages/postdoctoral.aspx">http://www.fic.nih.gov/Funding/NonNIH/Pages/postdoctoral.aspx</a></td>
</tr>
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</table>
### Job Search Engines and Listings

<table>
<thead>
<tr>
<th>Service</th>
<th>URL</th>
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<tbody>
<tr>
<td>BioSpace</td>
<td><a href="www.biospace.com/">www.biospace.com/</a></td>
</tr>
<tr>
<td>Minority Postdoc Job Listings</td>
<td><a href="www.minoritypostdoc.org/view/jobs.html">www.minoritypostdoc.org/view/jobs.html</a></td>
</tr>
<tr>
<td>Naturejobs</td>
<td><a href="www.nature.com/naturejobs/science/">www.nature.com/naturejobs/science/</a></td>
</tr>
<tr>
<td>Postdoc Jobs</td>
<td><a href="www.postdocjobs.com/">www.postdocjobs.com/</a></td>
</tr>
<tr>
<td>Science Careers Jobs</td>
<td><a href="jobs.sciencecareers.org/">jobs.sciencecareers.org/</a></td>
</tr>
<tr>
<td>Vitae</td>
<td><a href="chroniclevitae.com/">chroniclevitae.com/</a></td>
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### Memberships through CU Boulder

<table>
<thead>
<tr>
<th>Membership</th>
<th>URL</th>
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<tbody>
<tr>
<td>American Association of University Women</td>
<td><a href="aauwboulder.wordpress.com/">aauwboulder.wordpress.com/</a></td>
</tr>
<tr>
<td>National Postdoctoral Association</td>
<td><a href="www.nationalpostdoc.org/">www.nationalpostdoc.org/</a></td>
</tr>
<tr>
<td>Sigma Xi</td>
<td><a href="www.colorado.edu/engineering/ECE/sigmaxi/sigmaxi.html">www.colorado.edu/engineering/ECE/sigmaxi/sigmaxi.html</a></td>
</tr>
</tbody>
</table>

### Mentoring, Networking and Support

<table>
<thead>
<tr>
<th>Mentoring Program</th>
<th>URL</th>
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</thead>
<tbody>
<tr>
<td>Advancing Postdoc Women</td>
<td><a href="http://www.nationalpostdoc.org/page/elsevier">http://www.nationalpostdoc.org/page/elsevier</a></td>
</tr>
<tr>
<td>MentorNet</td>
<td><a href="www.mentornet.net/">www.mentornet.net/</a></td>
</tr>
<tr>
<td>Minority Postdoc</td>
<td><a href="minoritypostdoc.org/">minoritypostdoc.org/</a></td>
</tr>
<tr>
<td>National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP)</td>
<td><a href="www.noglstp.org/">www.noglstp.org/</a></td>
</tr>
</tbody>
</table>

### Writing

<table>
<thead>
<tr>
<th>Writing Resource</th>
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<tbody>
<tr>
<td>Purdue Online Writing Lab</td>
<td><a href="owl.english.purdue.edu/owl/section/4/">owl.english.purdue.edu/owl/section/4/</a></td>
</tr>
</tbody>
</table>