

OPA Postdoc Admin Quarterly Meeting

Thursday, February 5th, 2026



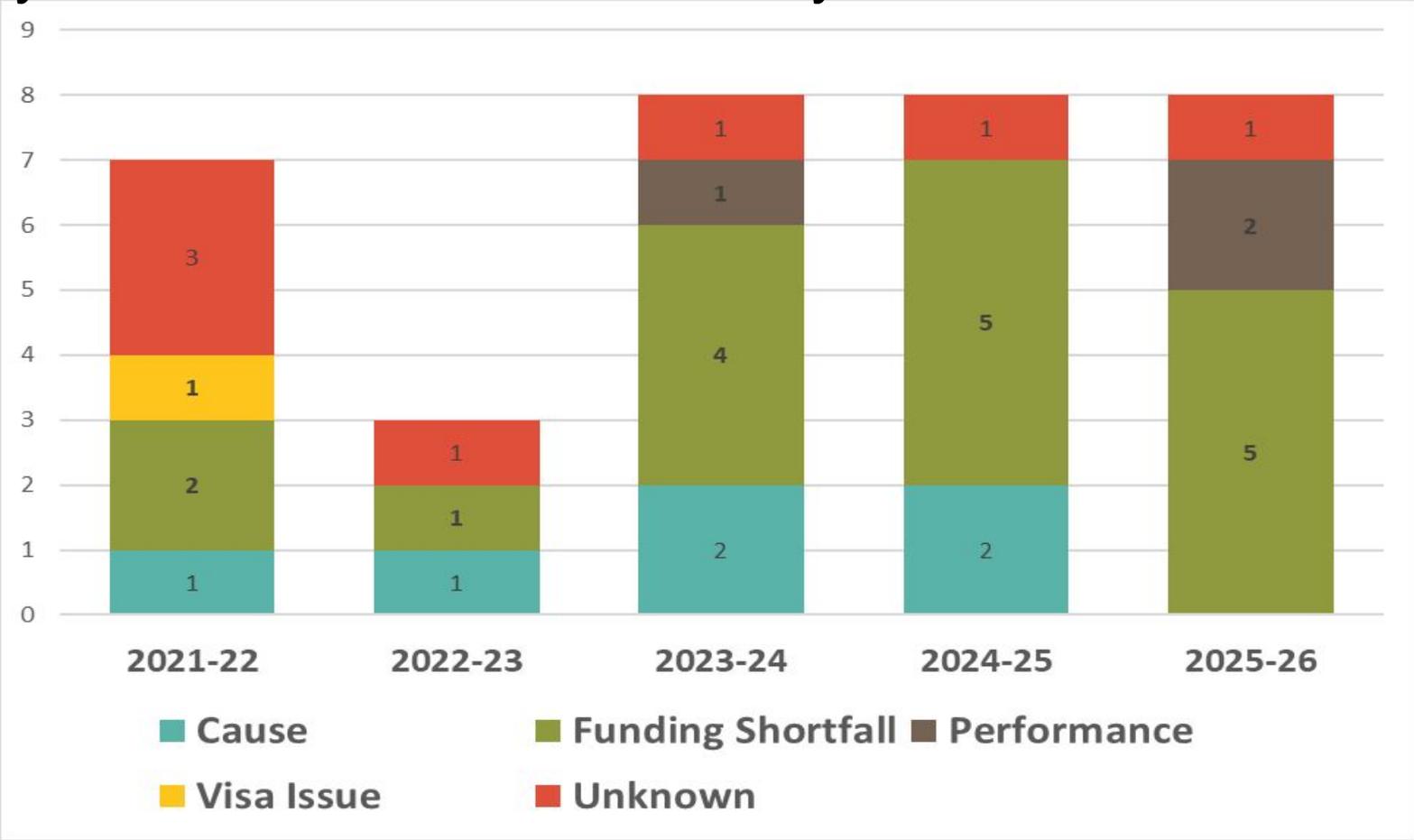
Question of the Day:
**What's a skill you use at
work that isn't in your job
description?**

Postdoc Admin Slack Channel - People helping People!

- How do you pay for H-1B charges? (1 reply, 5 minutes)
 - How do you manage the P-Card if it's under the wrong name? (3 replies, 2 minutes)
- What is this weird error message? (3 replies, 2 minutes)
- How do postdocs consult? (2 replies, 25 minutes)
- How do I manage visa delays and start dates? (1 reply, 4 minutes)
- Do I need my postdoc's marriage certificate? (1 reply, 2 minutes)
- How do I manage a postdoc affiliation with a previous institute? How do I turn a staff person into a postdoc? Can postdocs be appointed for less than a year? Can a postdoc transfer for less than a year? What do I do about a leave of absence I just found out about? How do I track postdoc paid leave? Do postdocs have hybrid agreements?



Early terminations over the last 5 years



Early terminations due to funding shortfalls

We are seeing an increase

Policy states that “typically” we expect 90 days notice for funding shortfalls

ALL EARLY TERMINATIONS REQUIRE OPA APPROVAL

How to advise faculty:

- Remind them that the sooner they talk with their postdocs, the better off the postdocs are
- Ask for documentation of any conversations they may have had with their postdocs regarding early termination
- Help them contact OPA
- Refer them to resources they can send to their postdocs - career centers, help center, OPA

Postdocs must be in residence

Postdocs may not work remotely, meaning from outside the Bay Area (field work excepted).

Research groups may have group norms around working from home, but home is in the Bay Area.

Operations

Operations Team

Appointments

SoM

University and DOR



Al Murray



Kanza Naqvi



Tammy Wilson

Data Analytics and Audit



Roop Prabhu

Fellowship Management



Kanza Naqvi

Verifications, Certificates, Point of Contact



Adriana Magana Ruiz

Policy Reminder: Sixth Year Policy Exception

- **6th-year requests for international postdocs must include a DS-2019 web form or an H-1B visa request**
- Submit sixth year requests no more than 6 months in advance of the current appointment/visa end date(s)
- Appointments in excess of 72 months (6 years) **are not permitted** with extremely rare exceptions: e.g. a short bridge to accepted job.
- Postdocs applying for fellowships that **require** a postdoc appointment beyond 6 years should seek alternate funding or consult with OPA **before applying**.

Upcoming Training: Procedures for Clinical Appointment

- OPA, GME & OAA will hold a hybrid training/information session for postdoc admins on the appointment procedures for clinical scholars and clinical trainees on **Monday, March 30 from 10 - 11:30am**
- Calendar invitations to follow
- New process for GME fellows with T32 funding - more to come!

Protest Guidelines for Postdocs

- Protests are a means of expressing free speech
 - Postdocs who protest do so as private individuals and do not represent Stanford
 - Stanford-branded apparel should not be worn.
- Protest participation alone **does not impact an appointment**
- If an individual is arrested and cannot work for a period of time:
 - They may use **paid leave** (with PI approval), or
 - Request a **personal leave of absence** (with PI approval), or
 - A prolonged absence may result in termination of the appointment, based solely on inability to work, not protest activity.

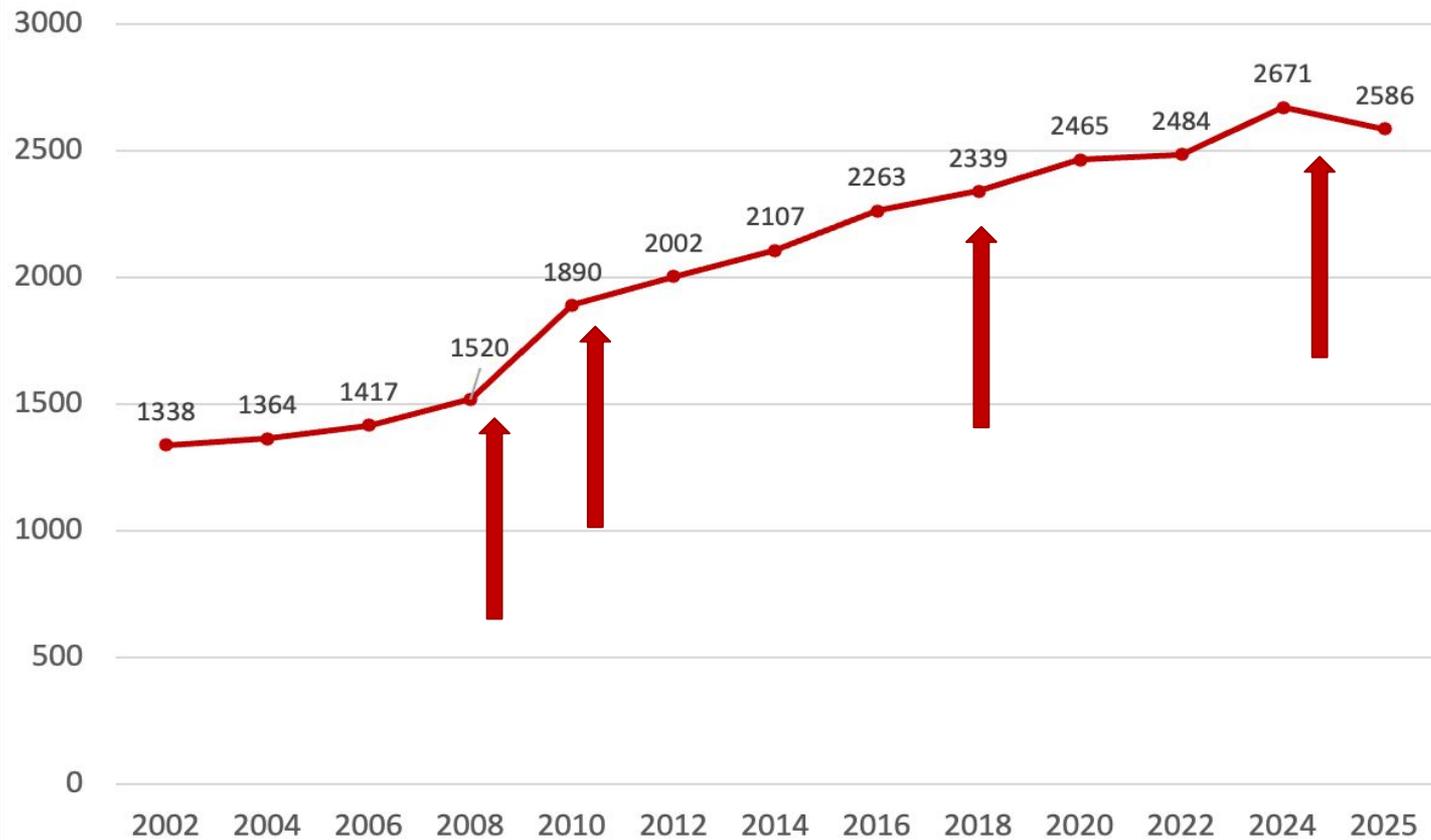
Postdoc Certificates

- Certificates are requested online
- *Not appropriate for job applications or employment verifications*
- Only electronic certificates are issued
 - The department can print them if requested by postdoc
- Requests are processed as capacity allows, which may result in longer turnaround times

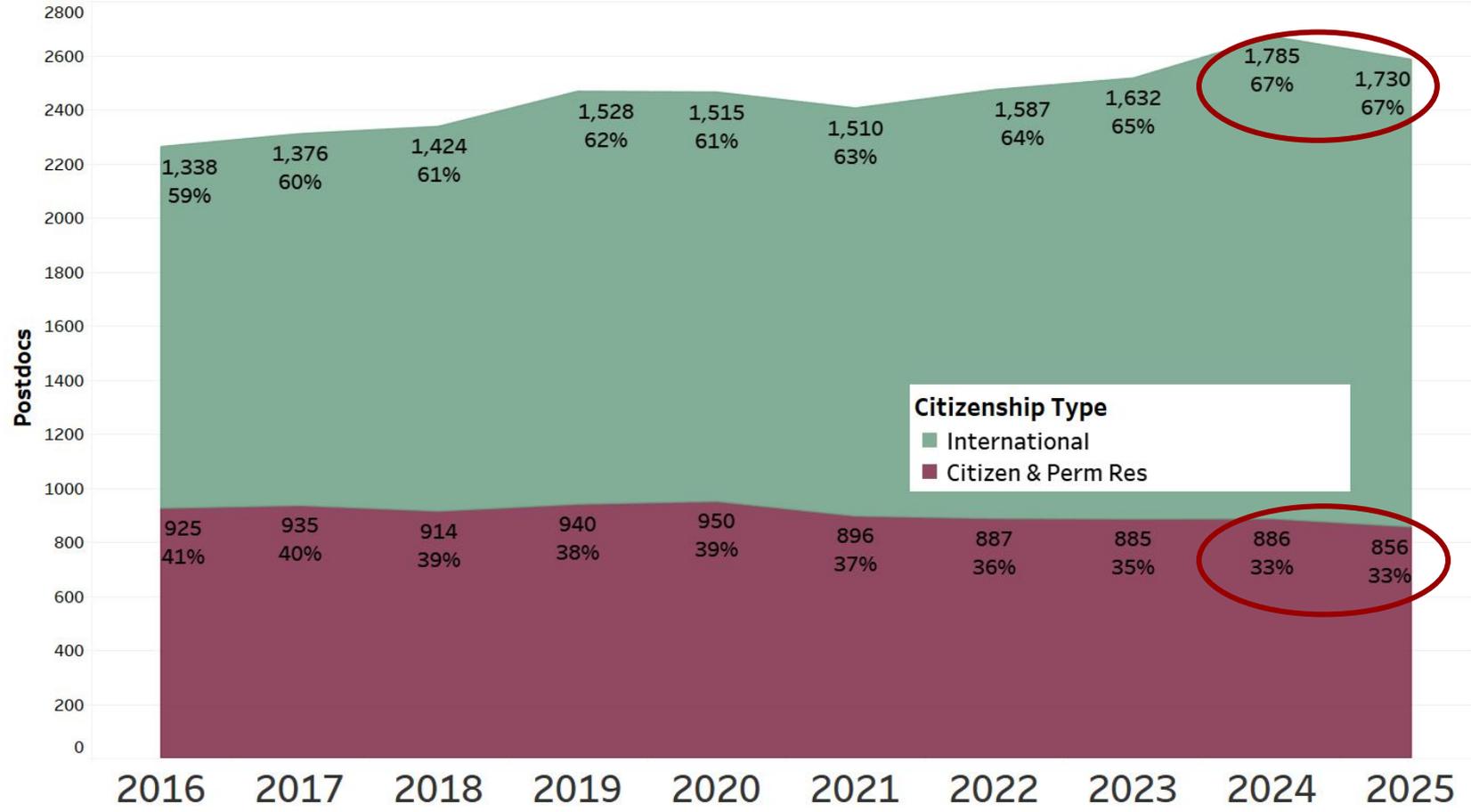
Visa Issuance Delays

- For postdocs who experience a delay in visa issuance
- Best practice
 - Submit change form to revise appointment dates to the expected visa issuance dates
 - DS-2019 program dates must be modified to match revised appointment dates
- Worst case scenario
 - Postdocs can take an unpaid leave up to 90 days
 - Not recommended to use up 90 days LOA at appt outset

Postdoc Population Growth 2002-2025



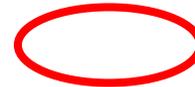
Postdoc Growth is Driven by International Postdocs



What is contributing to the recent decline in
postdoc numbers?

Are Fewer Postdocs Starting?

		SoM All Postdocs Starts				
		2021-22	2022-23	2023-24	2024-25	2025-26
Q1	Oct-Dec	95	93 -2%	91 -2%	106 16%	70 -34%
Q2	Jan-Mar	121	124 2%	101 -19%	139 38%	
Q3	Apr-Jun	93	83 -11%	91 10%	103 13%	
Q4	Jul-Sep	214	209 -2%	204 -2%	195 -4%	
Total		523	509 -3%	487 -4%	543 11%	



Are more postdocs leaving?

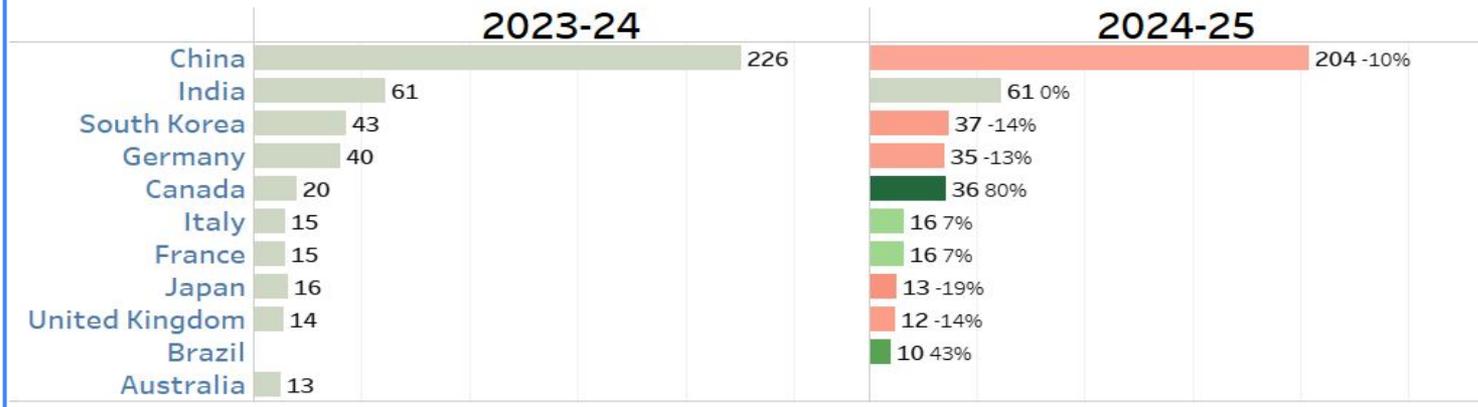
SoM All Postdocs Completions

	2021-22	2022-23	2023-24	2024-25	2025-26
Q1 Oct-Dec	96	119 24%	89 -25%	117 24%	100 -9%
Q2 Jan-Mar	95	97 2%	89 -8%	97 9%	
Q3 Apr-Jun	135	128 -5%	107 -16%	120 12%	
Q4 Jul-Sep	149	145 -3%	151 4%	167 11%	
Total	475	489 3%	436 -11%	494 13%	

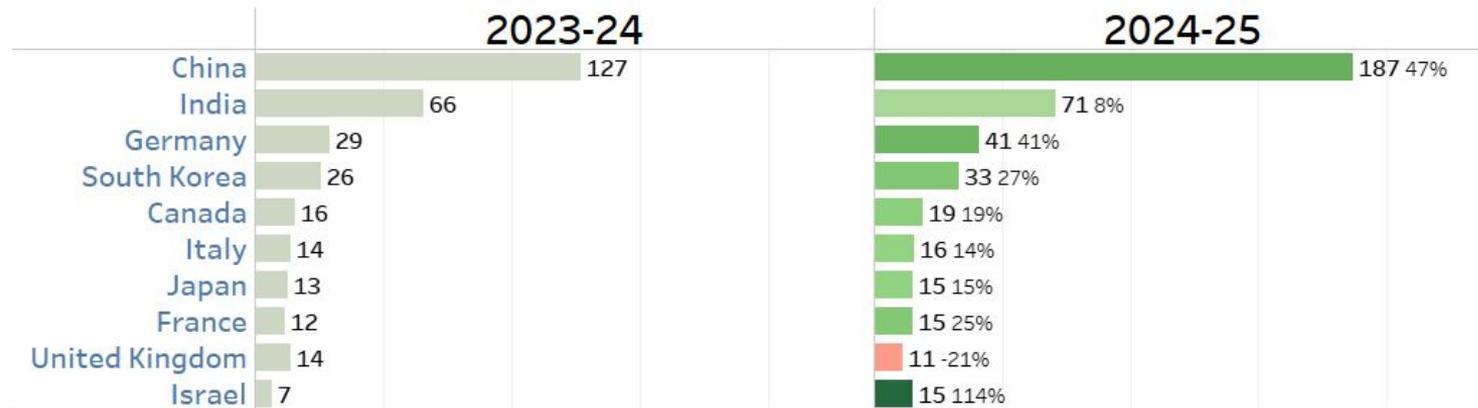
University All PD Completions

	2021-22	2022-23	2023-24	2024-25	2025-26
Q1 Oct-Dec	70	77 10%	70 -9%	85 21%	86 1%
Q2 Jan-Mar	83	65 -22%	68 5%	78 15%	
Q3 Apr-Jun	90	82 -9%	101 23%	96 -5%	
Q4 Jul-Sep	155	158 2%	151 -4%	221 46%	
Total	398	382 -4%	390 2%	480 23%	

International Starts-Top 10 Countries from 2023-24 to 2024-25



International Completions-Top 10 Countries 2023-24 to 2024-25



- **Data Action Alert Reports** (emailed once a week on Monday if you have alert data):
 - Currently Underfunded postdocs: excluding those on LOA/reduced time
 - 6th years
 - Expired end dates and visa end dates
 - Expired I-9 Dates
- **Data Reminder Reports** (emailed first Monday of the month):
 - Minimum Salary for AY 2026: As of 9/1/25, showing previous research, LOA discounts
 - Actives
 - Upcoming appt. end and visa end dates: 3 months and 6 months out, respectively
 - 5th+ Years
 - Upcoming (1-month) and expired I-9 expiration dates
 - Incoming Postdocs: pre-start stages—offer letter/rec-form/future starts
 - Pay Lines: Expired and non-expired pay lines with PTAs

Programs & Events

Programs Team



Robin Colomb Sugiura
Director of Postdoctoral Training
Director of PRISM



Josh Rebello
Program Manager for Fellowships and
Strategic Projects
Propel Program Manager



Rashmi Moran
Senior Program Manager for
Learning & Development

Postdoc Program Promoters

Inspired by postdoc feedback, OPA is piloting the **Postdoc Program Promoters** program.

Objective: Help postdocs learn about activities, opportunities, and resources.

- Interested postdocs will receive a flyer once a month to print and post in places where other postdocs will see it.
- They can submit a photo of every flyer they post to be entered into a raffle to win \$50!



Postdocs can subscribe to the
pdpromoters list here:



Stanford Arts Prescribing Program

The **Stanford Arts Prescribing Program** connects participants with arts & culture activities that support individual health and well-being goals. (Arts prescriptions are free, non-clinical offerings.)

Participants enroll in the program through **Campus Prescribing Partners (CPPs)**.

CPPs are student- and postdoc-facing staff volunteers. All CPPs receive training on how to talk about the program and issue referrals to Art Pharmacy, the program partner.

The team at Art Pharmacy handles the rest of the participation logistics.



Learn more about the Stanford Arts Prescribing Program!



Ready to become a Campus Prescribing Partner - complete the interest form:

Questions? Contact Sabrina Wilensky at swilensk@stanford.edu, Office of the Vice President for the Arts.

Postdoc Benefits Team



Cecilia Avila

Disability and Leave Services
Manager



Kristi Lee

Benefits Services Specialist



Denise Livengood

HR Benefits Manager



Helpful Reminders for Postdoc Administrators

- Registration and attendance is **REQUIRED**. This is not optional.
- Do not enroll postdoc until their appointment is approved, then...
- Register postdocs as soon as possible after appointment approval
- Postdocs may attend orientation up to 2 weeks prior to appointment start date.
- This is the best opportunity for postdocs and their spouses to learn about all their benefits and to have their questions answered.

Thanks for attending today's meeting!



Let us know if you have any questions!