

OPA Postdoc Admin Quarterly Meeting

Monday, September 21st, 2026

QUESTION OF THE DAY:

What's one helpful thing a colleague did recently that made your day significantly easier?



Operations

Operations Team

Appointments

SoM

University and DOR



Al Murray



Kanza Naqvi



Tammy Wilson

Data Analytics and Audit



Roop Prabhu

Fellowship Management



Kanza Naqvi

Graduate Medical Education

Clinical Appointment Routing (GME, OPA, or Both)

T32 Grant Funded?	In GME Program?	Required Appointment	Administration & Notes
YES	YES	GME / SHC ONLY	Managed exclusively by GME/SHC. Trainee does NOT receive an OPA appointment.
YES	NO	OPA Appointment	Can hold an OPA appointment on T32 funding since they are not in GME.
NO - on a different research grant	YES	BOTH (GME + OPA 0% Salary)	Dual appointment required. OPA 0% Salary MUST be included in the offer letter.
NO - on a different research grant	NO	OPA Appointment Only	Standard OPA Appointment.

Joint Appointments Offer Letter

- The OPA Offer Letter **must explicitly specify 0% Effort** (and 0% Salary) for dual/GME-paired appointments.

Reminders: Early terminations due to funding shortfalls

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
- Upload Sofie Kleppner’s approval email to the term form and mention it in the comment box

For **ALL** terms, please ensure GFS paylines end date matches appointment end.

Reminder: Change Forms

- If a postdoc's visa status is changing (e.g., J1 → OPT or PR), mention it in the comment section and upload the appropriate documentation.
- If the visa has changed but no appointment extension is needed, please email us and upload the documentation. We won't know about the change unless we hear from you.
- When uploading new visa docs (e.g., EAD card), create a change form **but don't Save or Submit**—just exit after uploading.

Reminder: Letter of Completion

- Letter must confirm the date ALL degree requirements were completed, including *submission* and *acceptance*, *defense of thesis*, and the *expected date of degree conferral*.
- You may also submit an unofficial transcript that **confirms doctoral degree** earned and date of conferral while awaiting diploma

Reminder: 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 appointment outset

Loan Deferment vs. Loan Forgiveness

- **Loan Deferment:** Registrar reports all the postdocs to the National Clearinghouse, which automatically enrolls the postdocs in the system every quarter.
- **Loan Forgiveness:** Postdocs typically qualify for loan forgiveness ONLY if they meet specific conditions, like participating in Public Service Loan Forgiveness (PSLF) or other specialized forgiveness programs, which usually apply to certain employment sectors like government or nonprofits.

Process: Loan Deferment and Loan Forgiveness

- Loan Deferment
 - Form available from postdoc's loan agency's website
 - Postdocs submit form to Kanza Naqvi (kanza@stanford.edu)
- Loan forgiveness - available only to salaries postdocs with a W-2.
 - Form available from Federal Student Aid website.
 - Submit form to payroll@stanford.edu

Reminder: J-Visa and EMPLIDs

- J-1 and J-2 Postdocs:
 - Departments no longer need to sponsor an EMPLID **when** submitting DS-2019 requests
- J-2 Dependents (spouse and children):
 - Departments must sponsor EMPL IDs for non-postdoc J-2 dependents
 - Bechtel cannot approve DS-2019s without dependent EMPL IDs
 - Submission without EMPL IDs will lead to processing delays
- Conditional DS-2019 policy exception requests:
 - Departments must sponsor EMPLIDs for J-1 and J-2 postdocs (and any dependents) when requesting advanced approval of DS-2019
- DS-2019 and appointment end dates must always match

Bechtel

Black Out Dates: J-1 Year-End Rules & Deadlines (Winter 2026)

Start Date Restrictions

- **Dec 1, 2026:** Latest allowable 2026 start date (scholars must arrive by Dec 1).
- **Dec 2 – Dec 31, 2026: NO DS-2019s issued.** Required to allow sufficient time to validate SEVIS records before the 15-day deadline.
- **Jan 5, 2027:** Amended start date for any scholar unable to arrive by Dec 1.
- **Dec 18, 2026 – Jan 3, 2027:** No J-1 transfer start dates permitted.

Bechtel Request Deadlines

- **Dec 4:** Initial DS-2019 requests
- **Dec 11:** Extensions, Amendments, and other DS-2019 requests
- **Dec 11:** Scholar Arrival & Insurance Confirmation forms (*must be submitted post-US arrival*)

Note: Requests submitted after these dates will be processed after the University reopens on Monday, Jan 4, 2027.

Black Out Dates: H-1B Year-End Deadlines & Processing (Winter 2026)

Critical Hard Deadlines

- **Sept 18, 2026:** Deadline for paperwork and approved workflow to be **RECEIVED** by Bechtel (required for approvals before winter break).
- **Dec 17, 2026:** Final day H-1B approval notices will be distributed before winter break.
- **Jan 5, 2027:** Earliest date approval notices will be available for cases not received by Dec 17.

Processing Guidelines & Lead Times

- **Workflow Lead Time:** Allow 2 to 6 weeks for workflow approval before paperwork reaches Bechtel. Processing cannot begin prior to receiving all approvals.
- **Bechtel Processing:** Requires a minimum of 60 days to prepare and file the petition.
- **Late Submissions:** Approval prior to Dec 17 is unlikely for transactions received after Sept 18.
- **USCIS Delays:** Standard USCIS processing can exceed 7 months. Bechtel processing time excludes USCIS adjudication and USPS mail delivery.
- **Strong Recommendation:** Petitions should be submitted with **Premium Processing**.

OPA Data Reminder Reports

- Reminder: reports are available *daily* reflecting data from prior day
 - LOA data is as of previous sunday. I-9 data is as of previous Friday
- Data can be downloaded into CSV

Download Data

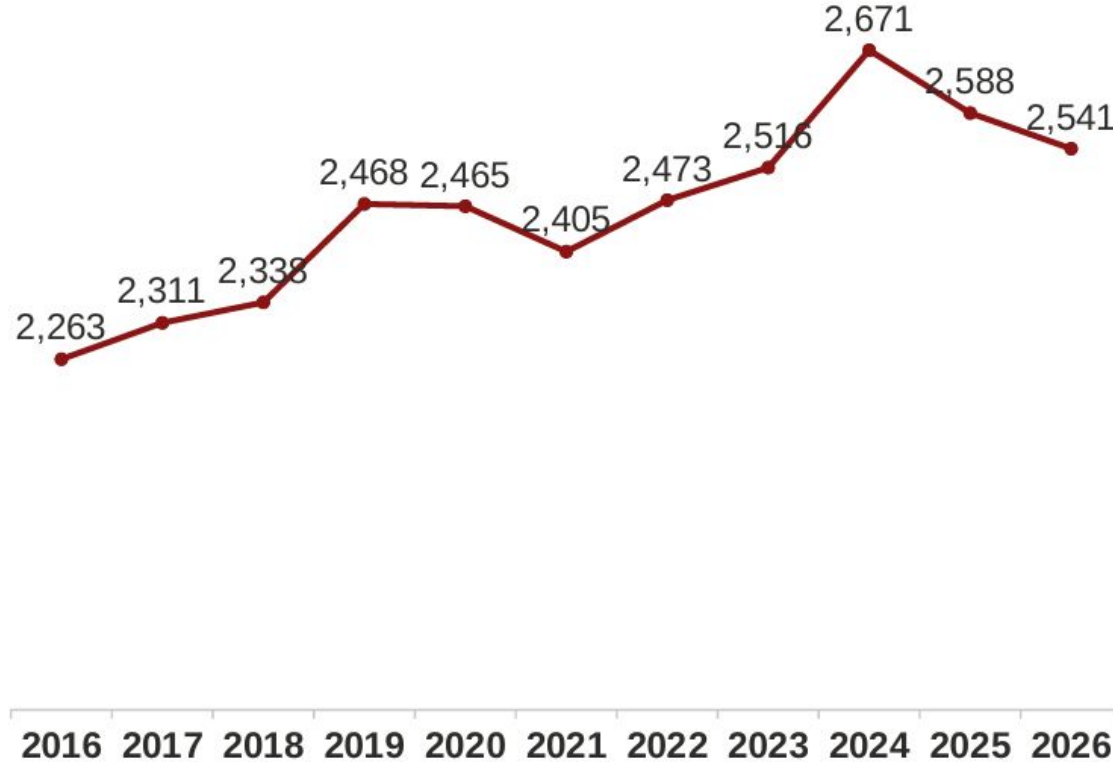
- **Action Alert Reports:**

- Currently Underfunded postdocs: excluding those on LOA/reduced time
- 6th years
- I-9 Expired Dates
- Expired end dates and visa end dates

- **Data Reminder Reports:**

- *Minimum Salary for AY 2027 As of 9/1/26, current salary, previous research, discounts*
- Actives
- Upcoming appt. end and visa end dates: 3 months and 6 months out, respectively
- 5th+ Years
- Expired I-9 Dates: 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

Active Population: *steady growth, now leveling off*



+12.3%

10-YEAR CHANGE (2016 → 2026)
2,263 → 2,541 active postdocs

+5.7%

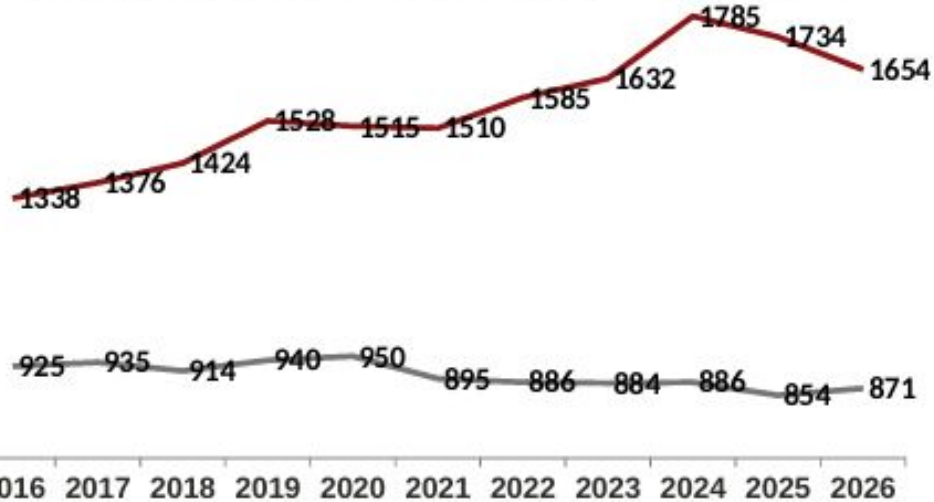
5-YEAR CHANGE (2021 → 2026)
2,405 → 2,541 active postdocs

+1%

3-YEAR CHANGE (2023 → 2026)
2,516 → 2,541 active postdocs

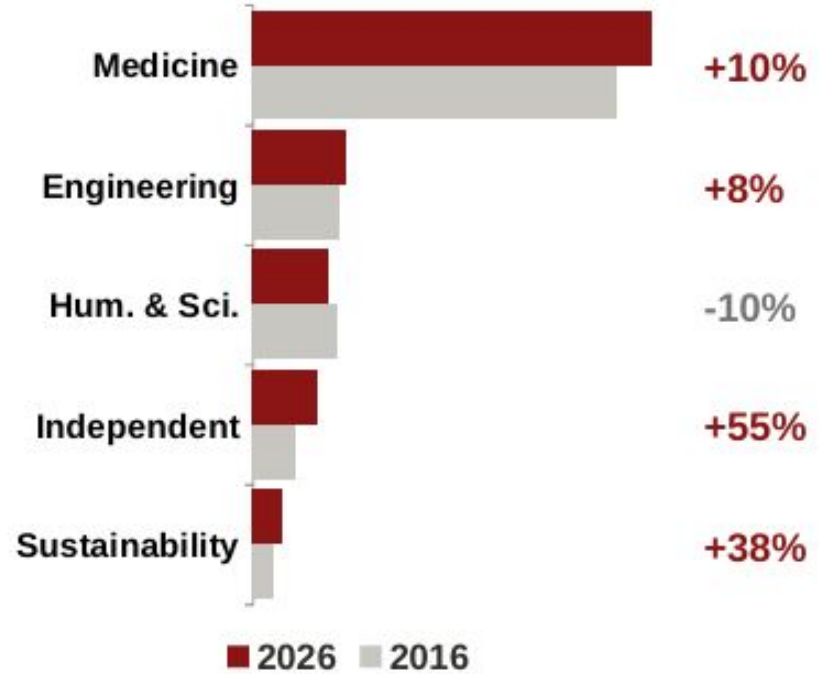
Growth is overwhelmingly international

International vs. domestic postdocs



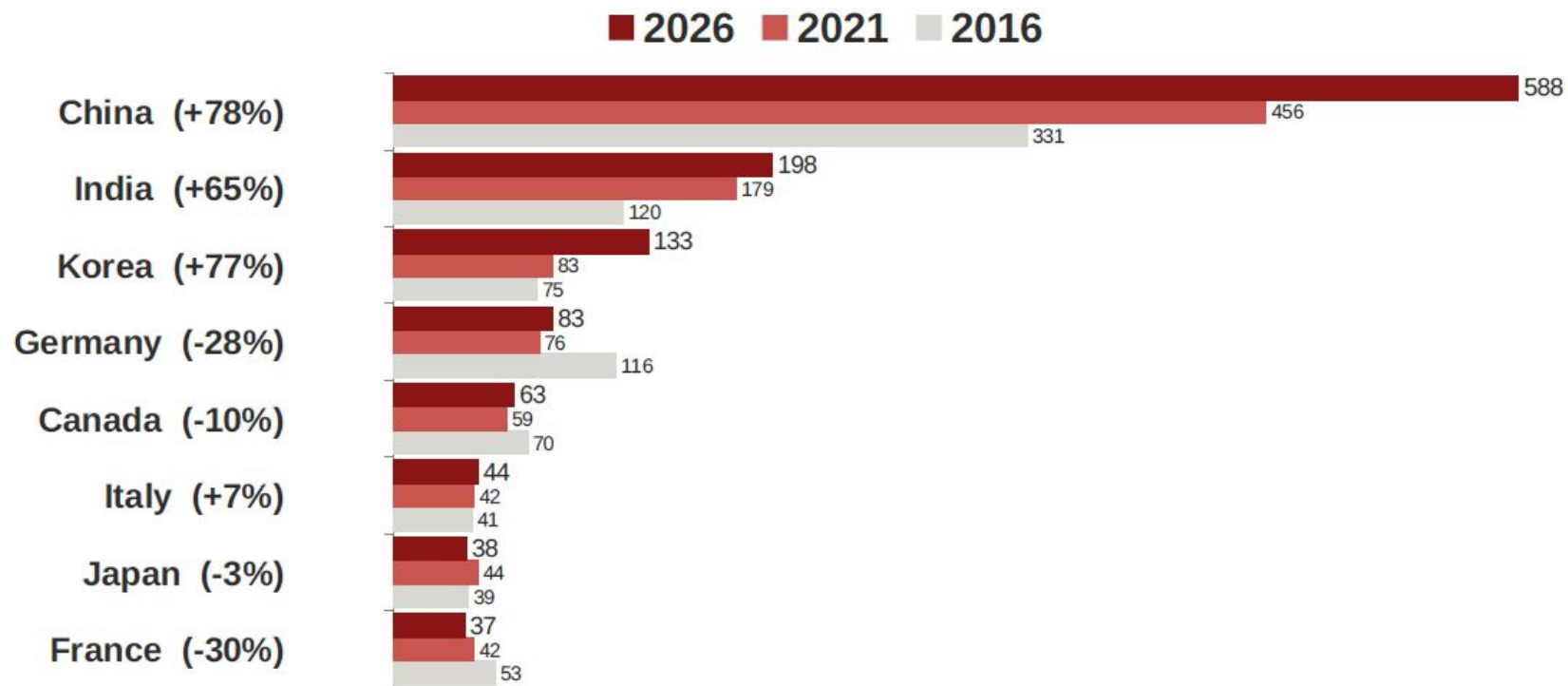
- **International:** 1,338 → 1,654 (+23.6%)
- **Domestic:** 925 → 871 (-5.8%, a modest decline)

Active postdocs by school, 2016 vs. 2026



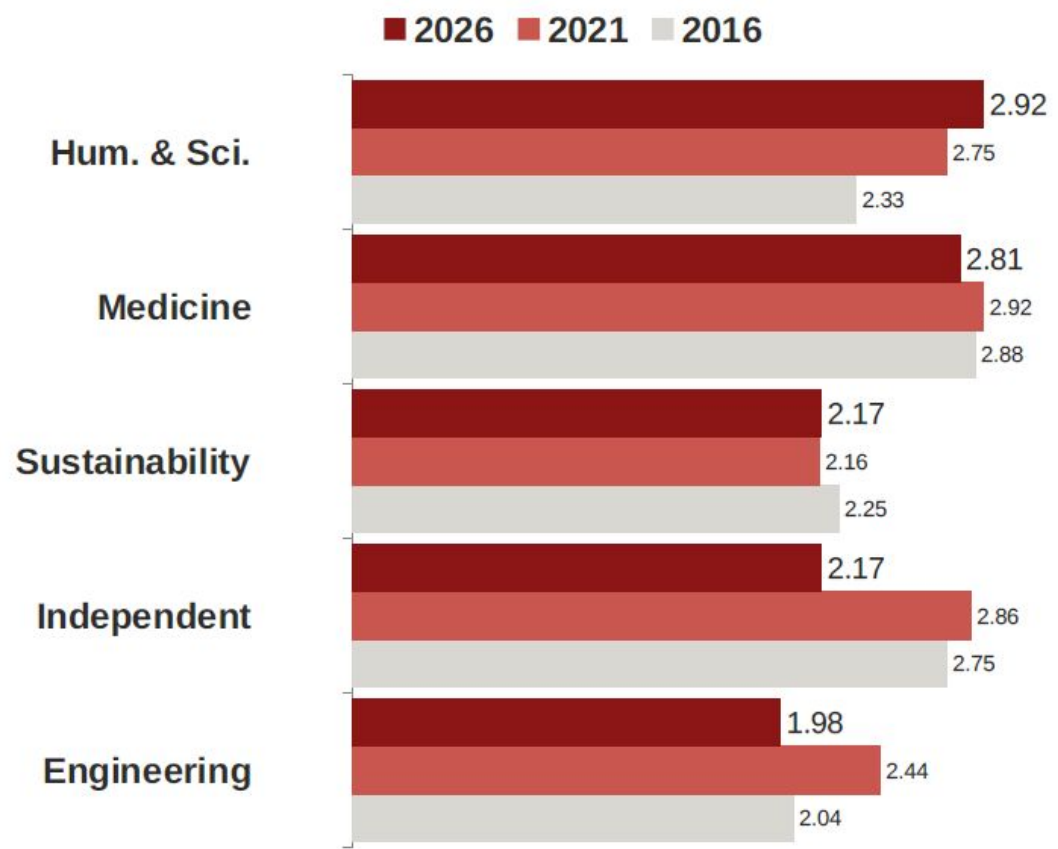
40% → 47% female

A Handful of Countries Now Account for Most International Postdocs



- China, India, and Korea are the clear growth engines (all up 65%+ over 10 years).
- Germany and France have both pulled back by more than a quarter over the same span.

Medicine & Humanities/Sciences have the longest training time



- *Engineering has consistently the shortest median training time*
- *Humanities & Sciences has climbed the most, now the longest of the five alongside Medicine.*
- *Education, Business, and Law are excluded — too few departures some years for a stable median.*

OPA Data Reminder Reports & Data Reported at Admin Quarterly Mtgs

1. What reports (action alert or data reminder) would you like to see?
2. What data/reporting would you like to see in these meetings?

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

National Postdoc Appreciation Week (NPAW)

Monday-Friday, September 21-25, 2026

Annual NPAW BBQ:

Thursday, September 24

4:30pm-6:30pm

Dean's Lawn

Pre-Registration Required

Your participation in NPAW is also greatly appreciated!

Host a coffee, lunch, or happy hour (online or in-person) for your postdocs! Invite faculty to engage in acts of appreciation!

Stanford University National Postdoc Appreciation Week 2026 Events

Monday, 9/21	Tuesday, 9/22	Wed, 9/23	Thursday, 9/24	Friday, 9/25
OPA Coffee NPAW Kickoff for Postdocs and Admins Sapp Courtyard 9am-12pm		SURPAS & SBPA Coffee Outside LKSC 10-11am	SURPAS & LGBTQIA+ Coffee Engineering Courtyard 10-11am	SURPAS & BioSci Careers Coffee Outside LKSC 9-11am
			OPA Early Ticket Pickup Dean's Lawn 12-3pm	SURPAS Families Coffee 10-11am Outside LKSC
SURPAS & SCPA Ice Cream Social Outside LKSC 2-4pm	SURPAS & SLPA Coffee Engineering Courtyard 2-4m	OPA Popsicles Dean's Lawn 2-4pm	OPA NPAW BBQ Dean's Lawn 4:30-6:30pm	
	SURPAS Happy Hour Lake Lagunita 5-7pm	SURPAS Dish Hike 5-7pm		SURPAS Golf Practice Stanford Golf Learning Center 4-7pm

For more information about these events and to register:



Postdoc Service Awards Ceremony

Register for the awards ceremony!

Date: November 17, 2026

Time: 4:30pm

Location: Neurosciences Building, John
and Cynthia Fry Gunn Rotunda, E241

Light refreshments will be served.



Benefits

Postdoc Benefits Team



Cecilia Avila

Disability and Leave Services
Manager



Kristi Lee

Benefits Services Specialist



Denise Livengood

HR Benefits Manager

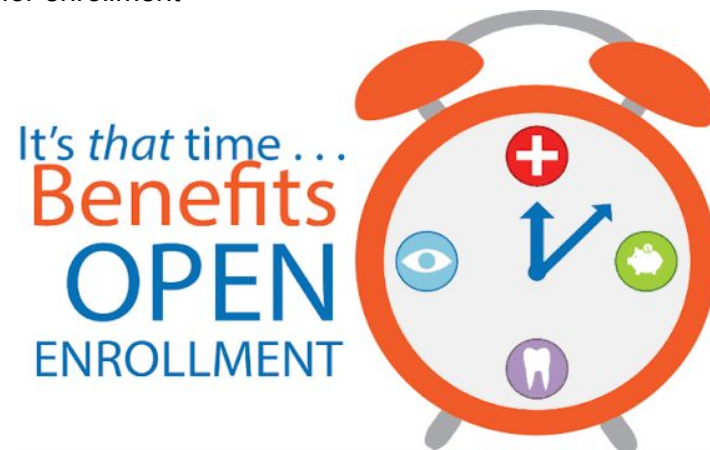
Postdoc Open Enrollment: October 19–November 8

Postdocs will receive:

- Email communications from the **Postdoc Benefits Team**
- A postcard in the mail with additional information
- An **Open Enrollment letter** outlining benefit changes for 2027 and deadlines for enrollment

Questions about Open Enrollment?

Please direct postdocs to contact the **Postdoc Benefits Team**.



Unpaid LOA Policy In the DoResearch Guide

Unpaid Leave of Absence (LOA): Plan ahead for work authorization delays.



Many postdocs are taking unpaid LOA due to **EAD card** and **visa-related delays**.

- PIs and postdocs should review the [Unpaid LOA policy in the DoResearch Guide](#) before leave begins.
- **PI responsibility:** If no prior arrangements are made with the **Postdoc Benefits Team** and the postdoc, the PI is responsible for benefit charges during the unpaid LOA.
- Please read the policy carefully and contact us with questions or concerns.

Questions? Contact the Postdoc Benefits Team

Exec Meeting Presentation

Four Questions

- Who are our postdocs?
 - Demographics, growth, distribution
- Where do they go?
 - Preliminary outcomes data
- How do we support them?
 - OPA programming and participation
- What concerns us most?
 - Mentoring, affordability, immigration



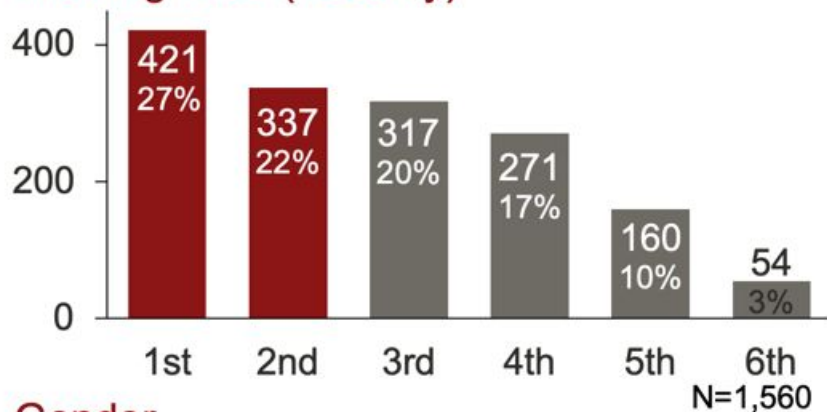
SoM share rose in every group except postdocs

Population	Total 2016	Total 2025	Change	SoM 2016	SoM 2025	Change	SoM share
Postdocs	2,263	2,586	+14%	1,349 MF (108)	1,528 MF (67)	+13%	60% → 59%
PhD students	9,510	9,890	+4%	484	574	+18%	5% → 6%
Professoriate faculty (UTL, UML, UT-R)	2,180	2,402	+10%	974	1,205	+24%	45% → 50%

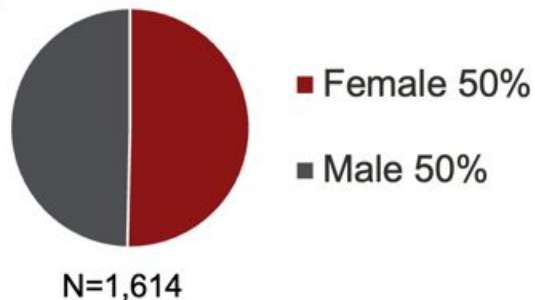
SoM share = School of Medicine as % of University total.

Current demographics

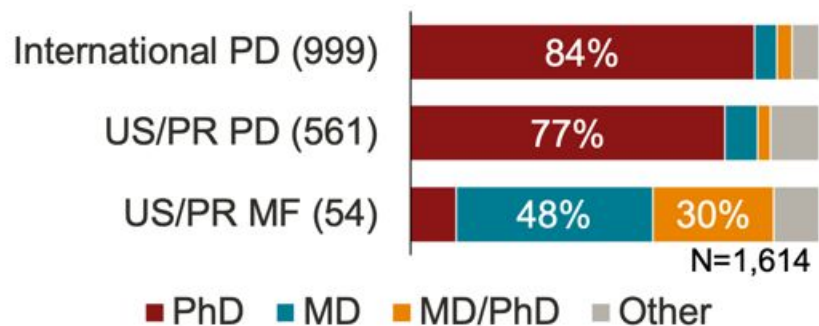
Training Year (PD only)



Gender



Doctorate type



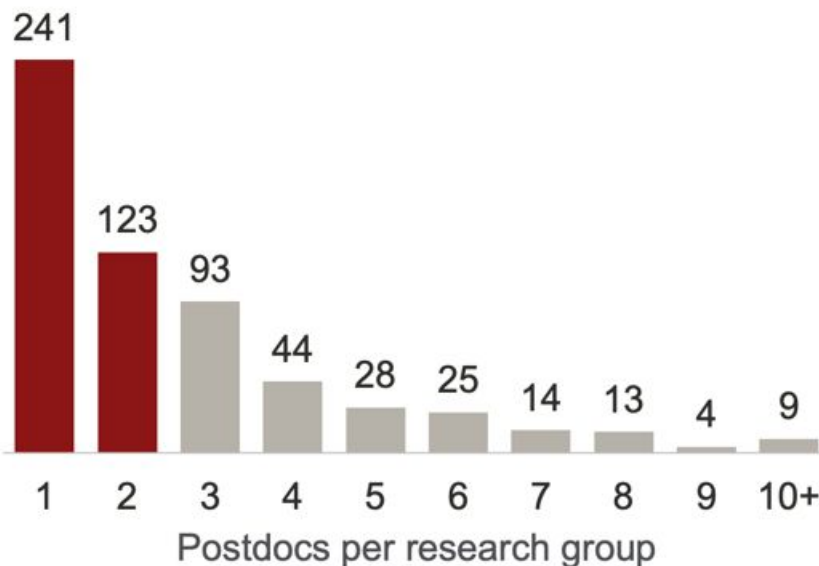
Citizenship



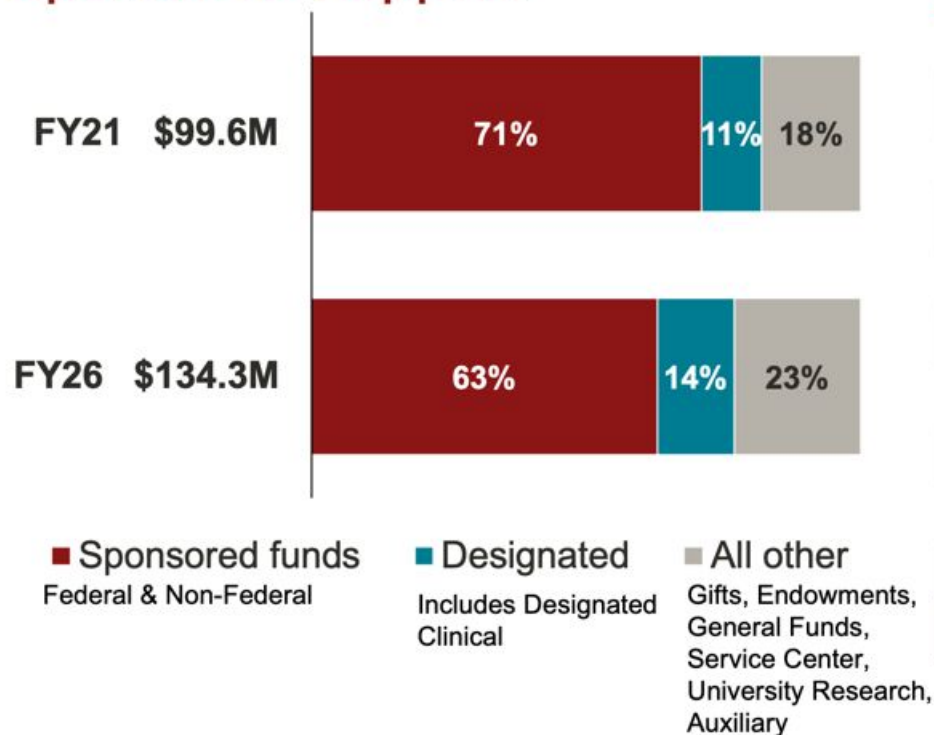
Most SoM faculty mentor 1–2 postdocs

Division	Postdocs (PDs)	Faculty with PDs	Average PD Per Faculty
Clinical Science	1,018	427	2.4
Basic Science	334	108	3.1
Institutes of Medicine	149	32	4.7
Non-Department	113	33	3.4
School Total	1,614	594	2.7

60% of research groups have 1 or 2 postdocs

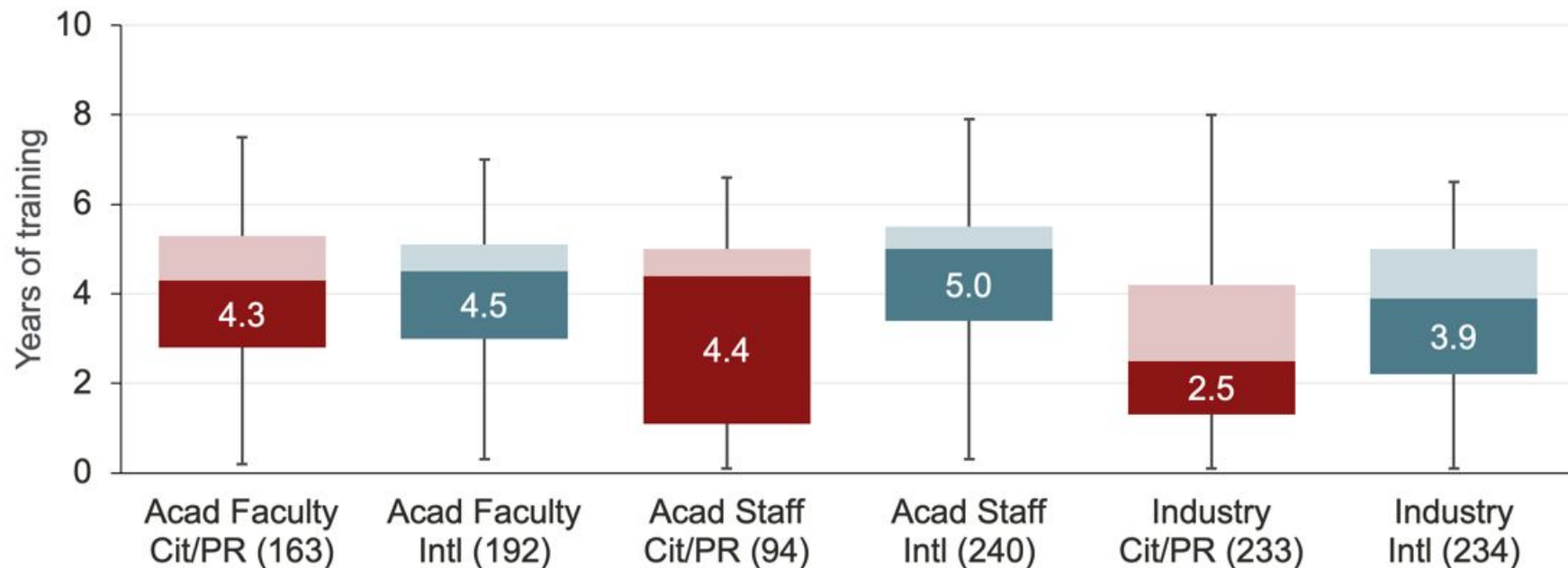


School of Medicine postdoc funding is shifting away from sponsored support

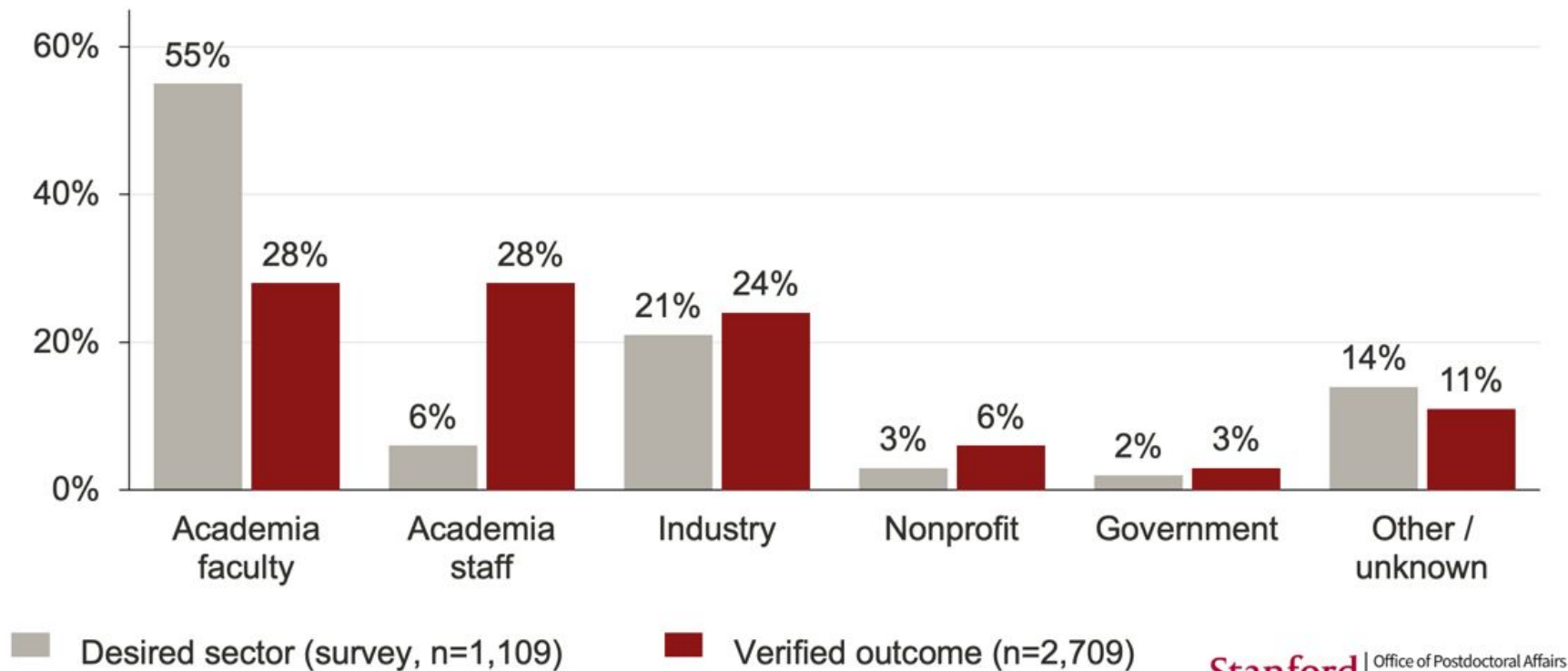


Year	Awards	Total Dollars
2016	37	\$4,784,803
2017	31	\$3,724,229
2018	39	\$4,759,201
2019	33	\$3,798,630
2020	39	\$4,666,284
2021	51	\$6,199,223
2022	53	\$6,720,460
2023	61	\$8,061,326
2024	59	\$7,833,852
2025	45	\$5,704,719
Total 2016–2025	448	\$56,252,727

Training times are longest for academia-bound basic scientists



Faculty aspiration far exceeds faculty placement



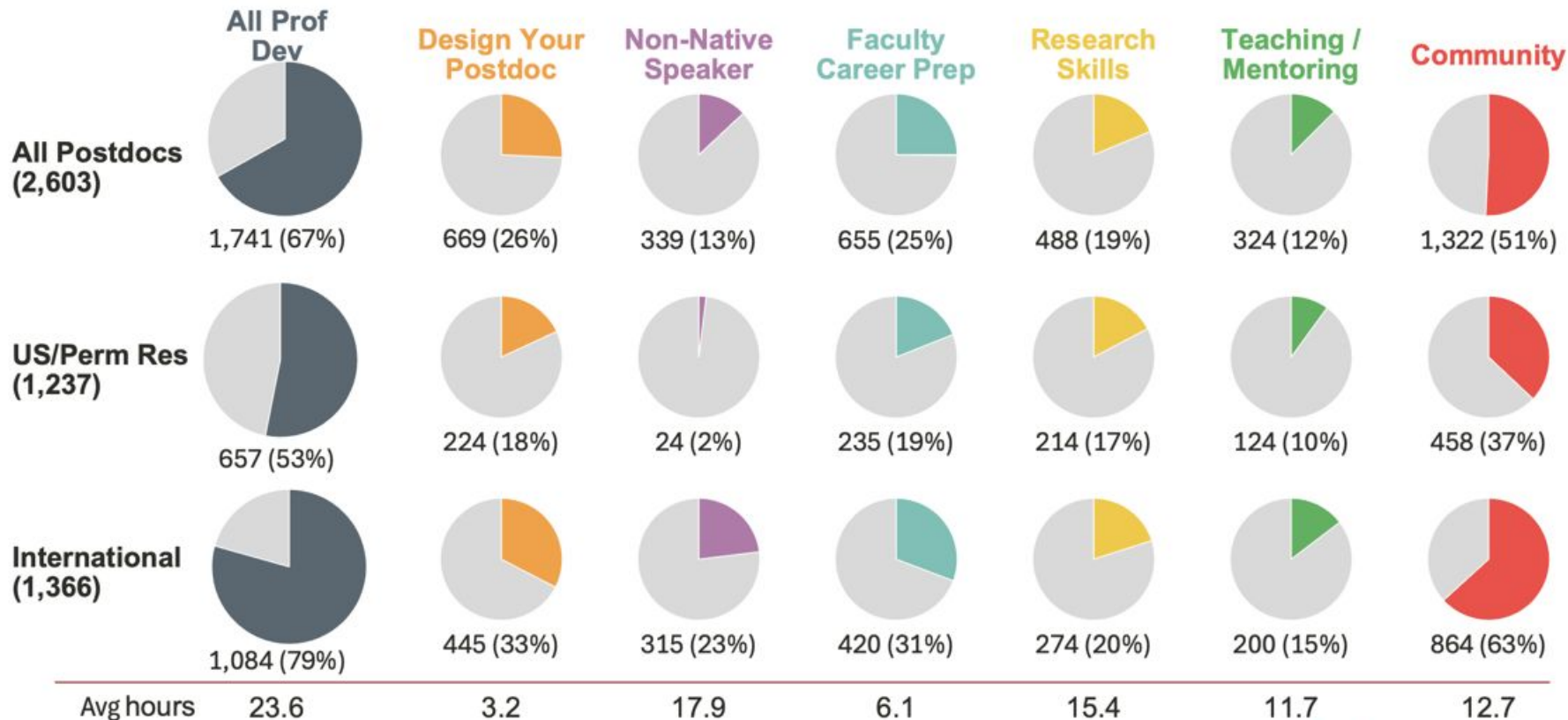
How do postdocs feel when they arrive?

EXCITED

How do we support them



OPA Programs Attract Robust Participation



Top concerns

- Disagreements with mentors
 - TILE, Ombuds office, Help Center, Postdoc Assistance Plan
- Affordability
 - Family grant, child care grant
 - Transit passes
 - Grant in aid
- Visa concerns
 - Extend J scholars now if possible
 - Make sure you know when scholars are traveling
 - J scholars must check their I-94 in the national database when they return

Thanks for attending today's meeting!

Let us know if you have any questions!