



# FLORIDA STATE UNIVERSITY OFFICE OF POSTDOCTORAL AFFAIRS WEEKLY DIGEST

April 22, 2020

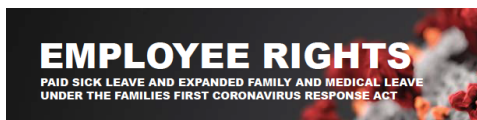
## FFCRA Leave Provisions Highlights

Postdocs are eligible for emergency paid sick leave **if they are not able to complete their work/research remotely**. Postdocs that are performing essential duties, such as maintaining labs, are ineligible for the Emergency Sick Leave under the Governor's Safer at Home Order and would have to designate a different reason (see required form to submit below).

### Emergency Paid Sick Leave – Includes Postdoctoral Scholars -

- **Eligibility:** Available to employees when remote work is not available or job duties cannot be performed remotely, including OPS employees.
- Provides fulltime employees up to 80 hours of paid sick leave when the employee is unable to work because the employee is quarantined and/or experiencing COVID-19 symptoms and seeking a medical diagnosis.
- Provides fulltime employees up to 80 hours of paid sick leave at **two-thirds** the employee's regular rate of pay if the employee is unable to work onsite or work remotely due to the need to care for an individual subject to quarantine or care for a child whose school or childcare provider is closed or unavailable for reasons related to COVID-19.
- May be used in addition to or in conjunction with the Emergency FMLA Expansion.
- **Application:** [Emergency Sick Leave](#) and the [School/Childcare Certification form](#).

### Emergency Family Medical Leave Act (FMLA) Expansion



The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

#### PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

- Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:
  - 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
  - ⅔ for qualifying reasons #4 and 5 below, up to \$200 daily and \$2,000 total; and
  - Up to 12 weeks of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #6 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

#### ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employees, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #6 below.

#### QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19


An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- |   |   |
|---|---|
| 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;              | 5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or |
| 2. has been advised by a health care provider to self-quarantine related to COVID-19;                       | 6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.                           |
| 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;                                    |   |
| 4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); |   |

#### ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to the Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.

 WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

For additional information  
or to file a complaint:  
1-866-487-9243  
TTY: 1-577-899-5627  
[del.gov/agencies/whd](http://del.gov/agencies/whd) 

- **Eligibility:** An employee must be employed for a minimum of thirty (30) days and is unable to work remotely due to child care needs related to COVID-19 day care and school closures.

- Provides employees with up to twelve (12) weeks of emergency FMLA. The first two weeks are unpaid followed by ten (10) weeks of paid emergency FMLA at two-thirds an employee's rate of pay.

- **Application:** [Emergency FMLA](#) and the [School/Childcare Certification form](#).

These leave benefits are available to employees with a qualifying reason when remote work cannot be performed. Supervisors and department heads are responsible for evaluating the ability of an employee to work remotely, even on a part-time basis.

## **COVID-19 ADJUSTMENTS = UPCOMING FSU POSTDOCTORAL PROFESSIONAL DEVELOPMENT EVENTS, HIRING, PFPF APPOINTMENTS, AND TRAVEL AWARDS**

Due to the Covid-19 pandemic, the **Spring Event** typically held the first week of May has been **cancelled**. We plan to organize similar content (Branding Yourself for the Job Market) during a special workshop during the Summer or Fall, once restrictions have been lifted regarding social distancing. The **New Postdoctoral Welcome** that is scheduled for April 27<sup>th</sup> at noon will be held by zoom conference. Details will be included with registration and will be posted at the events section of the OPDA website. All new postdocs on campus will be receiving communication with regards to the Welcome.

The PFPF evaluation committee has been delayed in reviewing annual progress reports, requests for third year funding, and new appointments for PFPF incoming scholars. We are back on track now and hope to release decisions for current and new PFPF applications around April 15<sup>th</sup>.

If you received a Postdoctoral Professional Development Travel Award in January 2020 and did not have the opportunity to use it, your scholarship will still be applied to a future event of your selection. We request that you try to use this award by December 2020, but it will be possible for you to extend the use of the award through June 1, 2021 (end of the 2021 fiscal year). Due to the precariousness of domestic and international travel, there will be no Travel Award Opportunity for the July 2020 cycle this year. The next Travel Award Opportunity will be set for January 1, 2021.

We are all undergoing adjustments to the modified research and teaching demands of our job duties. Many of you have been asked to help your laboratories design predictive research measures and some of you have been thrown into the world of online education and instruction. It is a difficult time in which we cannot map out the future or plan well for our careers. I know many of you had planned to search the job market in the next year or were in the process of interviewing, and this disruption of the economy could have not been more poorly timed. It will all pass, and there will be changes. I know what postdocs miss the most is the collegiality of being with your research group and intellectual daily exchange. This is what we can look forward to while we are largely working from home.

If you have concerns during this hibernation period regarding postdoctoral training, please feel free to reach out to me. There is a weekly Research Zoom meeting held by the VP for Research every Tuesday at 1:30 pm if you want to join in to understand the nature of changes to research on campus (Meeting ID is posted and updated here - <https://news.fsu.edu/announcements/covid-19/2020/03/27/update-on-research-continuity/>).

All the best,  
Debi  
dfadool@bio.fsu.edu

## FSU POSTDOCTORAL ASSOCIATION BUDDY PROGRAM

### Become a Buddy!

Are you interested in helping new postdocs settle in at FSU? The **Postdoctoral Association** is looking for current FSU postdocs to volunteer to become a Postdoc Buddy.

Don't worry – it is not a large time commitment and can really help a new scholar adjust to their new academic community! Postdoc Buddies will be paired with an incoming postdoc to help answer a few questions before their arrival concerning life in Tallahassee and what it's like to work at FSU. Once the new postdoc arrives, you show them where to grab a bite or where to find the best hiking trails! It is up to you and your buddy how much to be in contact – from a few emails, to skype calls, to meetings in person. It is a nice way to experience being an academic mentor. If you're interested in becoming a Postdoc Buddy to help future FSU postdocs settle in, sign up [here!](#) You will be notified by the President of the PDA as to your matched buddy.

### ACCOMPLISHMENTS – ACHIEVEMENTS – RESEARCH



Congratulations to Lorenzo Ruffini who has received the 2020 Undergraduate Research Opportunity Program (UROP) Mentor Award. Lorenzo is a postdoctoral scholar and member of the Postdoctoral Association and guides UROP researchers in the Department of Mathematics. FSU gives three awards per year to recognize UROP mentors, one in each of the following categories: faculty, postdocs, and graduate students. Lorenzo is the 2020 awardee in the postdoc category. Congratulations, and thank you for guiding the next generation of mathematics researchers! To read more about Dr. Ruffini and his research/teaching missions, please follow his website - <https://sites.google.com/view/lorenzo-ruffoni>.

85% 10:17 AM

Tweet



FSU Postdocs  
@FSUPostdocs

Our Friday Feature Postdoc is Heather M. DuBois (PhD #PeaceStudies #Theology) in the @FSUReligion Department. Go Noles! Her research focuses on the intersection of critical theory and spirituality. She just accepted a tenure-track position at #Stonehill College. Go Skyhawks!



3:54 PM · 20 Mar 20 · Twitter Web App

Postdocs, would you like help to disseminate your research, service, and mentoring achievements to a broader audience via the [@FSU Postdocs](#) Twitter account? If you have exciting new findings, just been published, received a grant or award, got hired for a new position, or have other accomplishments you would like to share for yourself or your mentees, please share them with us.

Just send the content to be tweeted to Biological Science postdoc Matt Holding at [mlholding@fsu.edu](mailto:mlholding@fsu.edu) and it will be shared on [@FSU Postdocs](#).

Use the following guidelines to prepare your content:

Send links to papers or websites, photos of the activity, or other material that isn't just text. Tweets get more traction if they contain content other than text alone.

Provide less than 280 characters of text for the tweet describing the activity. Include Twitter handles for your colleagues/collaborators where appropriate, if you know them, and any #hashtags to which the tweet can link. We can also retweet content you put out on our own Twitter account if you drop us a line with your Twitter handle and the specific tweet we should retweet.

## **FELLOWSHIPS**

### [Army Research Laboratory Distinguished Postdoctoral Fellowships](#)

The ARL Distinguished Postdoctoral Fellowships will provide the opportunity for recipients to pursue independent research of their own choosing that supports the mission of ARL. The Fellow benefits by having this opportunity and by working alongside some of the Nation's best scientists and engineers. ARL benefits by the expected transfer of new science and technology that enhances the capabilities of the U.S. Army and the warfighter in times of both peace and war. Click title link for more information and to apply.

### [Helen Hay Whitney Foundation – Biomedical Research](#)

Application deadline: July 1, 2020

### [Mathematical Sciences Postdoctoral Research Fellowships \(MSPRF\)](#)

Deadline: October 21, 2020

### [Postdoc Research Funding Opportunities in Germany](#)

Application deadlines vary

### [Index of Postdoc Fellowships in the Life Sciences \(Broad Institute\)](#)

### [EPA Research Grants](#)

### [EMBO Life Sciences – Short/Long Term Fellowships](#)

## **JOBS**

*Below is a sampling of open positions in the United States –*  
**Postdoctoral Positions Available -**

FSU Program in Neuroscience Postdoctoral Research Position. A postdoctoral research position is open and available in the lab of Dr. Alan Spector, Department of Psychology and Neuroscience.

For more information, or if interested in applying, please click [here](#) for complete information, or contact Dr. Alan Spector at: [spector@psy.fsu.edu](mailto:spector@psy.fsu.edu).

Looking for motivated Postdocs to research mechanisms involved in regulated remodeling of muscle T-tubule membranes in fly models of human myopathy *with funding for immediate start date!*

For more information, please click [here](#) to view flyer. Please contact Dr. Amy Kiger, Section of Cell & Development Biology University of California San Diego at [akiger@ucsd.edu](mailto:akiger@ucsd.edu).

### **POSTDOCTORAL AND RESEARCH SCIENTIST POSITIONS**

The Kaczorowski Lab at The Jackson Laboratory is seeking Postdoctoral and Research Scientist Level personnel to investigate mechanisms underlying susceptibility and resilience to normal aging and Alzheimer's disease (<https://www.neuro-central.com/2018/09/19/risk-resilience-understanding-role-genetics-alzheimers-disease/>).

Dr. Kaczorowski is an Associate Professor and the Evnin Family Endowed Chair in Alzheimer's Research at the Jackson Laboratory – a research institution specializing in genetics and genomics in order to discover solutions for disease.

Projects leverage new translational mouse models, electrophysiology, circuit mapping and genome engineering to decipher how genetic and environmental factors interact to influence learning and memory abilities, cognitive aging, neurodegeneration, and Alzheimer's. Sources of support include NIH, Bright Focus, and The Glenn Foundation for Medical Research, as well as generous philanthropy awards in support of research and innovation in areas of normal aging and Alzheimer's disease.

Exceptional candidates will have the opportunity to apply for the prestigious JAX Scholar award, which supports promising early-career postdoctoral associates conducting cutting edge biomedical and basic biological research at JAX. The award includes an independent research and travel budget and a salary above our standard postdoctoral scale <https://www.jax.org/education-and-learning/pre-and-postdoctoral-program/jax-scholars>.

To apply, please submit (1) a cover letter describing past research accomplishments, research interests, and career goals, (2) a current CV, and (3) the contact information of three references to [catherine.kaczorowski@jax.org](mailto:catherine.kaczorowski@jax.org)

### **Florida College System seeks to fill a position for Executive Director, Florida Student Success Center.**

The Florida Student Success Center (FSSC) serves as an intermediary between colleges, and provides greater opportunities for colleges to collaborate and learn from one another. The Executive Director works under the supervision of the Chancellor of the Florida College System. For more information on the role of the position, qualifications and to apply please, click [here](#).

### **Florida Conservation Corps - Opportunities**

FLCC is recruiting for two exciting project areas.

The mission of the Florida Conservation Corps is to develop natural and cultural resource leaders by connecting them to areas of critical need in conservation, preservation, interpretation and resource based recreation. Click [here](#) to download flyer.

For more information about FLCC, please visit their webpage at <https://www.floridastateparks.org/florida-conservation-corps>.



### **Ph.D. level Protein Scientist needed**

QuarryBio (<https://quarrybio.com/>) is an early stage company that is developing a novel, mass spec based approach for *in vitro* measurement of membrane protein binding interactions and structure changes.

Our technology will provide a high-throughput alternative to X-ray crystallography and cryo-EM, and can be performed directly on living cells. We are relocating our lab to Tallahassee, and are seeking a Ph.D. level protein scientist to help us finish the development of this new technology and launch commercially.

Essential Skills: Chemical modification of proteins, strong understanding of binding kinetics, sample preparation and LC/MS/MS analysis of proteins (buffer exchange, affinity purification, reduction/alkylation, and proteolysis).

Analysis of bottom-up mass spec data analysis with proteomic search engines. Experience with a variety of basic techniques to assess protein integrity, oligomeric/aggregation state and binding interactions. Mammalian cell culture techniques with an emphasis on plasmid construction, transfection, protein expression/purification, and extraction of proteins from cellular membranes. Adherent and suspension cell culture methods.

Ability to work in a fast-paced team-oriented environment.

Helpful skills: SDS-PAGE, SPR, DLS, CD, IF, DSC/DSF, and SEC HPLC analysis. Project management and familiarity with programming languages such as python, R, or java. Protein structure visualization with PyMol or equivalent.

### **Ph.D. level Scientist needed**

We are seeking someone with experience in Mammalian cell culture techniques with an emphasis on plasmid construction, transfection, protein expression/purification, and extraction of proteins from cellular membranes, SDS-PAGE, Western blots. Adherent and suspension cell culture methods. Ability to work in a fast-paced team-oriented environment is a must.

Project management a plus. Please direct inquiries for either job to [eric.graban@quarrybio.com](mailto:eric.graban@quarrybio.com).

### **Oak Ridge National Laboratory Opportunities**

Faculty Opportunities – Summer Research, Sabbatical Research Experiences

<https://orise.ornl.gov/ornl/faculty/default.html>

Postdoctoral Opportunities - <https://jobs.ornl.gov/>

### **National Development Council (NDC)**

NDC seeks to hire part-time, graduate school level interns to assist NDC field staff in planning, implementing, and evaluating Multicultural Lending activities in the south Florida tri-county area – Broward, Dade and Palm Beach counties.

We seek candidates who embrace our mission and have passion for community development work.

### **Research Scientist Position**

The laboratory of Dr. Marlene Bouvier in the Department of Microbiology and Immunology at the University of Illinois at Chicago has an immediate opening for a Research Scientist or Postdoctoral Associate, based on number of years of research experience after PhD, to play an active role in our ongoing studies of the MHC I antigen processing and presentation pathway, including the ERAP enzymes.

We are seeking a highly motivated and passionate researcher with a rigorous training in molecular immunology, biochemistry, or related fields and advanced hands on experience in biochemical assays and biophysical techniques such as SPR, fluorescence anisotropy, electrophoresis, as well as skills in maintenance of mammalian cells and protein expression/purification.

For immediate consideration, please submit a cover letter to [mbouvier@uic.edu](mailto:mbouvier@uic.edu) and a complete resume. Visit our lab website for more information: <https://mbouvier8.wixsite.com/marlenebouvierlab>

For more information, please visit: <https://ndconline.org/wp-content/uploads/2016/01/NDC-Fellow-Job-Description-Florida.pdf>

### **U.S. Department of Defense – Research Opportunities**

Please visit click on the titles to visit DOD research opportunities:

[Biometric Sensor Development Research Internship](#)

[Human Physiological Research Support Training in Diving and Hyperbaric Environments](#)

[Computer Vision Scientist/Engineer Internship](#)

[Chemometrics and Laser Spectroscopy Fellowship](#)

[Soil Data Science and Statistics Research](#)

[Molecular Microbiology Internship](#)

[Computational Chemistry Postdoctoral Researcher](#)

To view other opportunities, please click [here](#)

*Below is a sampling of open positions around the United States-*

[Assistant Professor – Higher Education Leadership](#)

Oakland University, Rochester, MI

[FEA Analysis Engineer](#) (2020-15687)  
L&T Technology Services, Mossville, IL

[Assistant Professor- Biological Anthropology](#)  
Cleveland State University, Cleveland, OH

[Applied Social Scientist](#) – Job Posting: 1145155  
National Security Agency, Fort Meade, MD

[Visiting Assistant Professor – Department of Biology](#)  
Oberlin College, Oberlin, OH

[Research Engineer](#) - Job #: R-00029668  
Leidos, Morgantown, WV

[Assistant Professor of Geography- Department of Geology & Geography](#)  
Georgia Southern University, Statesboro, GA

[Assistant Professor of Research – Center for Craniofacial Molecular Biology](#)  
University of Southern California (USC), Biomedical Sciences

[Assistant Professor – Clinical Occupational Therapy](#)  
University of Southern California, Occupational Therapy

[Assistant Professor – Research Emergency Medicine](#)  
University of Southern California, Department of Emergency Medicine

[Clinical Assistant Professor – Pediatrics](#)  
University of Southern California, Department of Pediatrics

*Below is a sampling of open positions around the world -*

**Canada:** [Assistant Clinical Professor – in Pharmacy & Pharmaceutical Science](#)  
University of Alberta, Faculty of Pharmacy & Pharmaceutical Sciences

[Tenure Track Assistant Professor – Biomedical or Electrical Engineering](#)  
University of Guelph, School of Engineering/Biomedical Engineering

[Assistant Professor – REHAB Occupational Therapy](#)  
University of Alberta, Department of Occupational Therapy

[Assistant Professor – Microbial Science & Micro/Nanomaterials](#)  
University of Calgary Canada First Research Excellence Fund

[Assistant Professor – Department of Medicine](#)  
University of Alberta, Faculty of Medicine & Dentistry

[Assistant Professor – Division of Developmental Pediatrics](#)  
University of Alberta, Faculty of Medicine & Dentistry



[Staff Scientist in Hematology Research](#)

Keenan Research Centre for Biomedical Research of St. Michael's Hospital

**Japan:** [Assistant Professor in the Graduate School of Biomedical & Health Sciences](#)  
Hiroshima University, Graduate School of Biomedical & Health Sciences

[Assistant Professor in Medical Education, Pharmacology, Neuroscience](#)  
Hiroshima University, Graduate School of Biomedical & Health Sciences

**Norway:** [Head Engineer at Electron Microscopy Core Facility](#)  
University of Oslo, Department of Biosciences (IBV)

**Singapore:** [Assistant Professor for Bio-Behaviorist](#)  
Duke NUS Medical School, Academic Medicine Research Institute

[Assistant Professor – Center for Aging Research & Education](#)  
Duke NUS Medical School, Center for Aging Research & Education

**South Africa:** [Associate Researcher in Clinical Micro Infectious Diseases \(CMID\)](#)  
Wits University, School of Pathology, Johannesburg, ZA

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[Fierce Biotech Jobs](#)

**ASBMB** - American Society for Biochemistry and Molecular Biology

<http://www.asbmb.org/careers/> (career information)

## **CAREER DEVELOPMENT WEBINARS AND BLOGS**

### [What I am learning about my students during an impossible semester](#)

Two simple exercises – assigned before and after classes were disrupted by Covid-19 – have helped this professor keep his passion for teaching alive.

### [Why you should craft multiple plans for your future career](#)

In this article, writing down explicit goals will help you focus on career development.

**Webinar** | [Every cell has its place: in situ sequencing of tissue samples at single-cell resolution](#)  
Wednesday, April 22, 2020, 12 noon Eastern

**Webinar** | [Linking lipids and disease: making the connection between fatty acids, inflammation, and tissue homeostasis](#), Wednesday, May 6, 2020, 12 noon Eastern

**How to Be Proactive in Your Mentoring Relationships – National Postdoctoral Association**  
<http://www.nationalpostdoc.org/?page=Proactive>

[ASBMB - Postdoctoral Education & Resources](#)

### **Versatile PhD**

This site helps graduate students and new PhD's identify, prepare for, and excel in possible non-academic careers.

[Click here](#) to learn more. [Click here](#) to join

### **Free NPA Membership**

FSU is a sustaining member of the National Postdoctoral Association (NPA). This membership provides free affiliate membership to all FSU postdoctoral scholars. Benefits of joining the NPA include:

- ✓ A subscription to the NPA's official quarterly newsletter
- ✓ Reduced registration fees to the NPA Annual Meeting
- ✓ Eligibility for the NPA Travel Award Program
- ✓ Professional & Leadership Development
- ✓ Networking opportunities with colleagues nationwide

If you are interested in joining the National Postdoctoral Association, [click here](#).

Please email [opda-info@fsu.edu](mailto:opda-info@fsu.edu) if you encounter any problems.  
For previous issues, [click here](#)!

If you want to unsubscribe from receiving any postdoc emails, please visit:  
<https://lists.fsu.edu/mailman/listinfo/postdoc-careerprog>, scroll to bottom to unsubscribe.

