Welcome!

Postdoc Orientation

Les Krushel, PhD
Manager, Office of Postdoc Affairs
A-139 1300 York Ave
lek2014@med.cornell.edu
Welcome!

Postdoc Orientation

‘Welcome to Weill Cornell Medicine Orientation’
Our Collaborative Neighborhood
Weill Cornell Research Neighborhood
Is the
Tri-Institutional Neighborhood

HSS

The Rockefeller University
Science for the benefit of humanity
Getting Started at Weill Cornell
Information Technologies & Services

Software & Hardware Installations
Tagged Devices

WCM App Store
Duo Mobile
Web VPN
Network Access
Network Security

Training & Technical Support
Video Conferencing

Discounted hardware
& software purchasing
Information Technologies & Services

ITS is Located at the 1300 York Library Entrance
Make an Appointment

Prefer to speak to someone by phone? (212) 746-4878 • 7 days a week • Available 24 hours

Active Service Alerts

Update - Service Alert - Griffis Faculty Club website is down.
Last Updated: Monday, April 22nd, 2024 - 05:46 PM

See All Service Alerts
Connect to WCM Outside WCM Campus

Work Anywhere
Share your files (or not) with your WCM colleagues.

Instructions et al.
WCM Central

Provides internal news, useful websites and resources, access to specific departments and the WCM directory.
Provides internal news, useful websites and resources, access to specific departments and the WCM directory.
Postdoc Listservs

Office of Postdoc Affairs listserv

postdoclist@med.cornell.edu

• Upcoming seminars
• Funding opportunities
• Events within and outside of WCM
• Official releases from the school
Postdoc Listservs

Postdoc Association listserv pda@med.cornell.edu

Post messages to the entire postdoc community.

• Request supplies & equipment
• Sell/buy furniture
• Learn about events and issues from the PDA
• Contact postdocaffairs@med.cornell.edu to be placed on this mailing list.
### Broadcast Email Lists

Weill Cornell Medicine maintains multiple "broadcast" email lists for dissemination of institutional news and events through email. Broadcast lists are either mandatory (all WCM email accounts are subscribed by default and may not unsubscribe), opt-in (anyone may subscribe), or opt-out (all WCM email accounts are subscribed by default but may unsubscribe).

A directory of available broadcast lists can be found below. Usage of these lists is subject to the [ITS Broadcast Email Policy](#).

<table>
<thead>
<tr>
<th>List Name</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>WCMC-ALL</td>
<td>+</td>
</tr>
<tr>
<td>WCMC-COMMUNITY</td>
<td>+</td>
</tr>
<tr>
<td>WCMC-GRANTOPPS</td>
<td>+</td>
</tr>
<tr>
<td>WCMC-NEWS</td>
<td>+</td>
</tr>
<tr>
<td>ITS-USERS</td>
<td>+</td>
</tr>
<tr>
<td>HR-UPDATES</td>
<td>+</td>
</tr>
</tbody>
</table>
Additional Listservs at Weill Cornell

WCMC-COMMUNITY

List type: Opt-In

List content: Items from WCM faculty, staff, or students that may be of general interest to the WCM community.

List archives: [Web archives](#) • [RSS feed](#)

To subscribe: Send a blank email to WCMC-COMMUNITY-subscribe-request@LISTSERV.MED.CORNELL.EDU

To unsubscribe: Send a blank email to WCMC-COMMUNITY-unsubscribe-request@LISTSERV.MED.CORNELL.EDU

To send to the list: Subscribers may email WCMC-COMMUNITY@med.cornell.edu. Messages must be confirmed by the sender before they will be delivered to the community.
Work-Relating Training
Office of Institutional Equity

The Office of Institutional Equity develops, coordinates, and operationalizes institutional programs and initiatives designed to advance equity at Weill Cornell Medicine.
The department works closely with the Office of Diversity & Inclusion, Office of Faculty, Human Resources, University Counsel, and the Cornell Center for Health Equity.

This cohort is responsible for all investigations into claims of discrimination & harassment and helps develop and coordinate institutional programs designed to advance equity, inclusion, respect, and trust at Weill Cornell Medicine.
Maintaining a Harassment-Free Workplace

WCM has a zero-tolerance policy for sexual harassment

• Maintain a professional behavior with colleagues inside and outside of the workplace and learning environment.

• Sexual harassment is defined as unwelcome conduct of a sexual nature that is offensive and undesirable to the receiver. It can be verbal, non-verbal, or physical.

Contact
Brittney Blakeney
Investigator & Title IX Coordinator
(646) 962-9796
Additional Training

Conflicts of Interest

Where would you like to go today?

COI Office
- About Us
- Office Directory
- News & Announcements
- COI Annual Disclosure Survey

Helpful Links
- Office Directory
- COI Annual Disclosure Survey
- Policies, Guidelines, and Forms
- Consulting & Other Activities

Need help?
Contact the COI Office
(646) 962-8200

Office of the Research Dean
Weill Cornell Medicine
1300 York Ave.
New York, NY 10065
ResearchDean@med.cornell.edu

About Us Policies, Guidelines & Forms External Activities Open Payment Program Glossary, FAQs, & Responsible Parties WCM-Qatar

COI Annual Disclosure Survey Announcements Policies, Guidelines, & Forms COI Training & Education
How do you Access WCM Benefits?
Through Weill Business Gateway
https://wbg.med.cornell.edu

How do you Access WCM Training?
Through Weill Business Gateway
https://wbg.med.cornell.edu
My Desk on the Weil Business Gateway

Go to: https://wbg.med.cornell.edu
Enter your CWID & password

Select: WCM
My Desk on the Weil Business Gateway
Research-Related Training
Environmental Health and Safety (EHS) is responsible for developing, maintaining, and promoting policies, procedures, training and educational programs necessary to maintain a safe and healthy environment for students, faculty, staff and the visiting public.
Environmental Health & Safety

Training Programs

Core Safety Trainings

- Laboratory Safety
- Clinical & General Safety

Specialized Trainings

- Radiation Safety
- FDNY Laboratory Certificate of Fitness
- Biological Material & Dry Ice Shipper Training

Contact:
Chris Saganich
chs2018@med.cornell.edu
Training Programs

Certificate of Training
This is to certify that
John Doe
attended the training course entitled
Lab Biological Safety and Disposal
on Thursday, January 01, 2004
in accordance with OSHA 1910.445 - Bloodborne Pathogens Standard
presented by
Weill Medical College of Cornell University
Environmental Health and Safety
135 N Y Ave, Box 5, New York, NY 10014-8108

Sagamon Gallagher
1/1/2003

Contact:
Chris Saganich
chs2018@med.cornell.edu

Emergency Numbers

NYP Emergency Medical Services
(646) 472-2222

NYP Security (212) 746-0911

Environmental Health & Safety
(646) 962-7233

Workforce Health & Safety (212) 746-4370
Laboratory Waste Disposal Guide

<table>
<thead>
<tr>
<th>Biological Hazardous</th>
<th>Chemical Waste</th>
<th>Municipal Waste</th>
<th>Electrical Waste</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Red Bag</strong></td>
<td><strong>Sharps</strong></td>
<td><strong>Sharps</strong></td>
<td><strong>Liquid/Solid</strong></td>
</tr>
</tbody>
</table>
| Solid (e.g., plastic, etc.), non-sharps, non-chemical waste and debris contaminated with biological materials. Double bag when bagging saturated material. | Sharps contaminated with hazardous chemicals must be placed inside a rigid container & labeled with the hazardous waste listing all chemical constituents. | All chemical wastes (unless EHS-approved for drain disposal) and empty containers of acutely-toxic chemicals must be placed into compatible and sealable containers; labeled with a Hazardous Waste label including a listing of all chemical constituents; and stored in secondary containment. | Sharps liquid/solid | Autoclave
| | | | | Electronic waste equipment containing circuit boards (e.g., computers, fax machines, printers) must be recycled. Review details on Surplus Electronics Recycling. |
| **Sharps** | **Sharps** | **Sharps** | **Sharps** |
| Any glass, metal or plastic instruments or items that have the potential to cut or abrade skin (e.g., blood vials < 100mL, broken or unbroken glassware). Sharps request link to salute | Empty non-acutely toxic chemical bottles must be triple rinsed and boxed prior to trash disposal. | Drain Disposal |
| | | | Only EHS-approved non-hazardous liquid chemicals may be drain disposed. |
| **Autoclave** | | | |
| Must be placed into College-approved outer RMW red bags after autoclaving and prior to removal from the laboratory by WCMC Housekeeping. | | | |
| | | | Universal Waste |
| | | | Containers and packages must be labeled with words “Universal Waste Lamps” and stored in a satellite accumulation area. If lamps are broken, container must be labeled “Hazardous Waste” with words “Sharps – Broken Lamps.” |
| | | | Review details on Light Bulb Disposal. Call **WCMC Engineering and Maintenance (212-746-8888)** to have them collected. |

Postdoc Green Team

Advocates for WCM wide implementations of environmentally friendly options and alternatives.
Injury & Exposure

If exposure to blood or other potentially infectious materials by sharps, mucous membrane splashes, or broken skin:

- Immediately flood the exposed area with water and clean any wound with soap and water or skin disinfectant if available.
- Notify your supervisor and go to Workforce Health and Safety, Basement of Payson House at 1315 York Avenue; Hours (7:30 am – 4 pm) (212) 746 - 4370.
- Off-hours go to NYP Emergency Department - 525 East 68th Street (212) 746-5026
- NYP EMS Ambulance service (212) 472 - 2222

Unsafe Work Conditions

If you observe an unsafe work condition at WCM you should report it by:

- Notify your Supervisor.
- Report the issue anonymously using the Cornell Hotline (212) 746 - 0911
- Contact Environmental Health and Safety www.weill.cornell.edu/ehs ehs@med.cornell.edu (646) 962 - 7233
WCM Emergency Notification

212-746-9262.

- Emergencies could be a wide range of issues that impacts the college including large scale events such as a hurricane, power outage, or site-specific events like a fire.

- The Weill Cornell Alert emergency notification system will send you emergency messages directly via text message, email, and phone. This system works for all students, faculty and staff. Information in the system is updated through the online directory.

Normal Operations

October 31, 2023

Weill Cornell Medicine is open, and all systems are normal. In the event of an emergency, updates will be placed here. For questions or assistance, go to the Contacts or Response Guides sections.

For the latest information about COVID-19 for WCM employees and students, please visit WCM Central.

Status updates also available by calling (212) 746-WCMC (pre-recorded messages)
Normal Operations
October 31, 2023

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WCM Newsroom

The Weill Cornell Medicine Newsroom highlights the many and varied ways that our institution, physicians, scientists, educators and staff strive to improve health in New York and around the world.
Social Media

- Social media accounts not used for official business, may not use WCM logo and may not represent WCM.

- If you identify yourself on social media as being associated with WCM and the context of the activity could be misconstrued as representing the views of WCM, then you should post a disclaimer “My post reflects my personal opinions and are not approved or authorized by WCM”.

Read more about our social media policy
Postdoc Stuff
## Postdoc Calendar

### Postdoc Timeline

<table>
<thead>
<tr>
<th>Event</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment Letter</td>
<td></td>
</tr>
<tr>
<td>Onboarding</td>
<td></td>
</tr>
<tr>
<td>Orientation</td>
<td></td>
</tr>
<tr>
<td>Probationary review</td>
<td>3 Months</td>
</tr>
<tr>
<td><strong>Annual appraisal</strong></td>
<td><strong>9 Months</strong></td>
</tr>
<tr>
<td>Visa renewal</td>
<td>9 Months</td>
</tr>
<tr>
<td>Yearly renewal of term appointment (contract)</td>
<td>12 Months</td>
</tr>
<tr>
<td>Departure date if not reappointed</td>
<td>12 Months</td>
</tr>
</tbody>
</table>

Appointment and Promotion of Non-Faculty - [Academic Handbook](#)
## Postdoc Calendar

<table>
<thead>
<tr>
<th>Postdoc Timeline</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment Letter</td>
<td></td>
</tr>
<tr>
<td>Onboarding</td>
<td></td>
</tr>
<tr>
<td>Orientation</td>
<td></td>
</tr>
<tr>
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<td><strong>12 Months</strong></td>
</tr>
<tr>
<td>Departure date if not reappointed</td>
<td>12 Months</td>
</tr>
</tbody>
</table>

You can leave at anytime

Appointment and Promotion of Non-Faculty - [Academic Handbook](#)
Multiple Year Visas

- WCM can offer multi-year (up to 3 years) visas
  - Reappointment remains at 1 year

- PI must provide Immigration a funding confirmation statement for the visa period

- PI not required to reappoint a postdoc with a multiyear visa

- Contact the Immigration Department and your Departmental Administrator
<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Location</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immigration Office</td>
<td>Office</td>
<td>WCMC</td>
<td>+1 646 962 3622</td>
<td></td>
</tr>
<tr>
<td>Jennifer Bomar</td>
<td>Employee</td>
<td>WCMC</td>
<td>+1 646 962 2407</td>
<td><a href="mailto:jeb4013@med.cornell.edu">jeb4013@med.cornell.edu</a></td>
</tr>
<tr>
<td>Jordan Febraro</td>
<td>Employee</td>
<td>WCMC</td>
<td></td>
<td><a href="mailto:jof4010@med.cornell.edu">jof4010@med.cornell.edu</a></td>
</tr>
<tr>
<td>Jeanie C Huang</td>
<td>Employee</td>
<td>WCMC, CU</td>
<td>+1 646 962 3623</td>
<td><a href="mailto:jch2003@med.cornell.edu">jch2003@med.cornell.edu</a></td>
</tr>
<tr>
<td>Courtland Witherup</td>
<td>Employee</td>
<td>WCMC</td>
<td></td>
<td><a href="mailto:ccw4002@med.cornell.edu">ccw4002@med.cornell.edu</a></td>
</tr>
</tbody>
</table>
## Paid Time-Off

### Postdoctoral Associates

<table>
<thead>
<tr>
<th>Leave Type</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacation</td>
<td>1 2/3rd day/month</td>
</tr>
<tr>
<td></td>
<td>20 days/year</td>
</tr>
<tr>
<td></td>
<td>Carry Over – 30 days max</td>
</tr>
<tr>
<td>Maternity Leave</td>
<td>8 Weeks after birth</td>
</tr>
<tr>
<td></td>
<td>Additional 8 weeks in first year</td>
</tr>
<tr>
<td>Paternity Leave</td>
<td>8 Weeks in first year</td>
</tr>
</tbody>
</table>


## Holidays

WCM observes the following holidays:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date/Day Observed</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>January 1st or day observed</td>
</tr>
<tr>
<td>Martin Luther King's Day</td>
<td>Third Monday in January</td>
</tr>
<tr>
<td>President's Day</td>
<td>Third Monday in February</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Last Monday in May</td>
</tr>
<tr>
<td>Juneteenth</td>
<td>June 18th or day observed</td>
</tr>
<tr>
<td>Independence Day</td>
<td>July 4th or day observed</td>
</tr>
<tr>
<td>Labor Day</td>
<td>First Monday in September</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Fourth Thursday in November</td>
</tr>
<tr>
<td>Friday after Thanksgiving</td>
<td>Fourth Friday in November</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>December 25th or day observed</td>
</tr>
</tbody>
</table>
## 2024 Responsible Conduct of Research (RCR) Course

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Session</th>
<th>Format</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wednesday, January 24</td>
<td>10 a.m. to 12 p.m.</td>
<td>Introduction to RCR</td>
<td>Virtual</td>
<td>Zoom</td>
</tr>
<tr>
<td>Tuesday, February 13</td>
<td>3 p.m. – 5 p.m.</td>
<td>Small Group Case Studies Discussion</td>
<td>In-person</td>
<td>MSK at Zuckerman (ZRC) &amp; Rockefeller Research Laboratories (RRL) (rooms to be assigned)</td>
</tr>
<tr>
<td>Tuesday, February 27</td>
<td>10 a.m. to 12 p.m.</td>
<td>Workshop: Reproducibility, Replication, Rigor and Transparency in Scientific Research</td>
<td>In-person</td>
<td>MSK at ZRC Auditorium</td>
</tr>
<tr>
<td>Wednesday, March 20</td>
<td>3 p.m. – 5 p.m.</td>
<td>RCR Topic Panel Discussion</td>
<td>In-person</td>
<td>MSK at RRL-120 Auditorium</td>
</tr>
</tbody>
</table>
Taxes after your 1st Calendar Year

- **File as a ‘Non-resident Alien’**
- **WCM Immigration Dept. provides software access**

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**File your US nonresident tax return**

*Sprintax Returns* is the only online solution for nonresident federal tax e-filing and state tax return preparation.
WCM Benefits

We are committed to providing the resources our faculty and staff need to care for themselves and their families.
Questions about benefits or enrollment?

Contact the HR Solution Center

- Online: http://hrsc.weill.cornell.edu (CWID required)
- Email: hrsc@med.cornell.edu
- Phone: 646-962-9247
Yearly Open Enrollment

To view your current benefit elections, log onto the Weill Business Gateway (WBG) and select the Benefits Statement tile.
Yearly Open Enrollment

Open Enrollment: Oct. 30 - Nov. 10, 2023

2024 Benefits Open Enrollment is now closed. All plan updates will be effective January 1, 2024.

- View new benefits and updates for 2024.
- Read the 2024 WCM Benefits Guide.

Benefits Resources
Additional resources from our benefits vendors and WCM departments.

Information Sessions:
If you have questions regarding WCM benefits plans, please listen to the recorded information sessions below:

- Aetna Medical
- Cigna Dental
- EyeMed Vision
- Hartford Life Insurance
- Health Care Flexible Spending and Health Savings Accounts
- Health Equity Commuter Benefit Presentation
Yearly Open Enrollment

Plan updates are effective on January 1
Critical Benefits

Medical  Dental  Vision
How Do I Choose A Medical Plan?

• Review the plan features carefully
• Think about the health care needs you and your family will have in the year ahead
• Check if your doctor is part of the Aetna Choice POS II network and/or a Weill Cornell Medicine Physician
• Consider your total costs — including how much you’ll need to pay through copays, deductibles, and coinsurance — not just your costs per paycheck
Find a Doctor at Weill Cornell Medicine
3 Medical Plans at WCM

- **Weill PPO Plan**
  - Aetna Choice POS II and all Weill Cornell Medicine Physicians

- **Managed Care Plan**
  - Aetna Choice POS II

- **Health Savings Plan**
  - Aetna Choice POS II
## 3 Medical Plans at WCM

<table>
<thead>
<tr>
<th>Provider Network</th>
<th>Well PPO Plan</th>
<th>Managed Care Plan</th>
<th>Health Savings Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deductible</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual Family</td>
<td>$300</td>
<td>$0</td>
<td>$1,600</td>
</tr>
<tr>
<td></td>
<td>$600</td>
<td>$0</td>
<td>$3,200</td>
</tr>
<tr>
<td>Out Network</td>
<td>$750</td>
<td>$1,500</td>
<td>$1,600</td>
</tr>
<tr>
<td></td>
<td>$1,500</td>
<td></td>
<td>$3,200</td>
</tr>
<tr>
<td>Coinsurance</td>
<td>10% after deductible</td>
<td>0%</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Preventive services</td>
<td>No charge</td>
<td>No charge</td>
<td>No charge</td>
</tr>
<tr>
<td>Primary care office visit</td>
<td>- Well Cornell Medicine provider</td>
<td>- Aetna network provider</td>
<td>- Well Cornell Medicine provider</td>
</tr>
<tr>
<td></td>
<td>$15 copay</td>
<td>$15 copay</td>
<td>$10 after deductible</td>
</tr>
<tr>
<td></td>
<td>$30 copay</td>
<td>$30 copay</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Specialist office visit</td>
<td>- Well Cornell Medicine provider</td>
<td>- Aetna network provider</td>
<td>- Well Cornell Medicine provider</td>
</tr>
<tr>
<td></td>
<td>$20 copay</td>
<td>$15 copay</td>
<td>$10 after deductible</td>
</tr>
<tr>
<td></td>
<td>$40 copay</td>
<td>$40 copay</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Mental health office visit</td>
<td>$15 copay</td>
<td>$15 copay</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Urgent care facility visit</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Outpatient surgery</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Emergency room visit</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Hospital stay</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Bariatric surgery</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Fertility services</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Gender-affirming care</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Out-of-pocket maximum</td>
<td>$2,500 Individual</td>
<td>$2,500 Individual</td>
<td>$3,000 Individual</td>
</tr>
<tr>
<td></td>
<td>$5,000 Family</td>
<td>$5,000 Family</td>
<td>$6,000 Family</td>
</tr>
<tr>
<td>Prescription Drugs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 1: Generic</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-day in store</td>
<td>$10</td>
<td>$10</td>
<td>$10 after deductible</td>
</tr>
<tr>
<td>90-day by mail at CVS Pharmacy</td>
<td>$20</td>
<td>$20</td>
<td>$20 after deductible</td>
</tr>
<tr>
<td>Tier 2: Preferred brand-name</td>
<td>30-day in store</td>
<td>30-day by mail at CVS Pharmacy</td>
<td>30-day by mail at CVS Pharmacy</td>
</tr>
<tr>
<td>30-day in store</td>
<td>$35</td>
<td>$35</td>
<td>$35 after deductible</td>
</tr>
<tr>
<td>90-day by mail at CVS Pharmacy</td>
<td>$70</td>
<td>$70</td>
<td>$70 after deductible</td>
</tr>
<tr>
<td>Tier 3: Non-preferred brand-name</td>
<td>30-day in store</td>
<td>30-day by mail at CVS Pharmacy</td>
<td>30-day by mail at CVS Pharmacy</td>
</tr>
<tr>
<td>30-day in store</td>
<td>$50</td>
<td>$50</td>
<td>$50 after deductible</td>
</tr>
<tr>
<td>90-day by mail at CVS Pharmacy</td>
<td>$100</td>
<td>$100</td>
<td>$100 after deductible</td>
</tr>
</tbody>
</table>
Deductible

The amount you need to pay out of pocket every calendar year before the plan begins making payments for certain services.
Copay

A fixed dollar amount you pay for certain in-network medical services or prescriptions.
Coinsurance

Your share of the costs of a covered service, calculated as a percent (for example, 10%) of the cost for the service.
Out-of-Pocket Maximum

The most you could pay out of pocket for covered expenses during a calendar year. Once you meet the out-of-pocket maximum, the plan will pay 100% for covered expenses for the rest of the year.
# Medical Plans at WCM

## Provider Network

<table>
<thead>
<tr>
<th>Provider Network</th>
<th>Aetna Choice POS II and all Well Cornell Medicine Physicians</th>
<th>Aetna Choice POS II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical</strong></td>
<td><strong>In Network</strong></td>
<td><strong>Out of Network</strong></td>
</tr>
<tr>
<td>Deductible</td>
<td>$300 ($600)</td>
<td>$750 ($1,500)</td>
</tr>
<tr>
<td>Individual</td>
<td>$15 copay</td>
<td>$15 copay</td>
</tr>
<tr>
<td>Family</td>
<td>$30 copay</td>
<td>$30 copay</td>
</tr>
<tr>
<td>Coinsurance</td>
<td>10% after deductible</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Preventive care services</td>
<td>No charge</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Primary care office visit</td>
<td></td>
<td>No charge</td>
</tr>
<tr>
<td>- Well Cornell Medicine provider</td>
<td>$20 copay</td>
<td>$20 copay</td>
</tr>
<tr>
<td>- Aetna network provider</td>
<td>$40 copay</td>
<td>$40 copay</td>
</tr>
<tr>
<td>Specialist office visit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Well Cornell Medicine provider</td>
<td>$20 copay</td>
<td>$20 copay</td>
</tr>
<tr>
<td>- Aetna network provider</td>
<td>$40 copay</td>
<td>$40 copay</td>
</tr>
<tr>
<td>Mental health office visit</td>
<td>$15 copay</td>
<td>$15 copay</td>
</tr>
<tr>
<td>Urgent care facility visit</td>
<td>10% after deductible</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Outpatient surgery</td>
<td>10% after deductible</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Emergency room visit</td>
<td>10% after deductible</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Hospital stay</td>
<td>10% after deductible</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Bariatric surgery</td>
<td>10% after deductible</td>
<td>30% after deductible</td>
</tr>
<tr>
<td>Fertility services</td>
<td>10% after deductible (1)</td>
<td>30% after deductible (1)</td>
</tr>
<tr>
<td>Gender-affirming care</td>
<td>10% after deductible</td>
<td>Not covered</td>
</tr>
<tr>
<td><strong>Out-of-pocket maximum</strong></td>
<td>$2,500 Individual</td>
<td>$2,500 Individual</td>
</tr>
<tr>
<td></td>
<td>$5,000 Family</td>
<td>$5,000 Family</td>
</tr>
<tr>
<td><strong>Prescription Drugs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 1: Generic</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-day in store</td>
<td>$10</td>
<td>$10</td>
</tr>
<tr>
<td>90-day by mail or at CVS Pharmacy store</td>
<td>$20</td>
<td>$20</td>
</tr>
<tr>
<td>Tier 2: Preferred brand-name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-day in store</td>
<td>$35</td>
<td>$35</td>
</tr>
<tr>
<td>90-day by mail or at CVS Pharmacy store</td>
<td>$70</td>
<td>$70</td>
</tr>
<tr>
<td>Tier 3: Non-preferred brand-name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-day in store</td>
<td>$55</td>
<td>$55</td>
</tr>
<tr>
<td>90-day by mail or at CVS Pharmacy store</td>
<td>$100</td>
<td>$100</td>
</tr>
</tbody>
</table>
### Weill PPO Plan

<table>
<thead>
<tr>
<th>If your salary falls into this range:</th>
<th>Less than $50,000</th>
<th>$50,000 – $99,999</th>
<th>$100,000 – $149,999</th>
<th>$150,000 – $249,999</th>
<th>$250,000 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$60</td>
<td>$73</td>
<td>$99</td>
<td>$121</td>
<td>$138</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$103</td>
<td>$130</td>
<td>$172</td>
<td>$213</td>
<td>$239</td>
</tr>
<tr>
<td>Employee + Spouse/ Domestic Partner*</td>
<td>$123</td>
<td>$156</td>
<td>$207</td>
<td>$256</td>
<td>$288</td>
</tr>
<tr>
<td>Employee + Family</td>
<td>$177</td>
<td>$223</td>
<td>$293</td>
<td>$364</td>
<td>$411</td>
</tr>
</tbody>
</table>

### Managed Care Plan

<table>
<thead>
<tr>
<th>If your salary falls into this range:</th>
<th>Less than $50,000</th>
<th>$50,000 – $99,999</th>
<th>$100,000 – $149,999</th>
<th>$150,000 – $249,999</th>
<th>$250,000 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$55</td>
<td>$68</td>
<td>$90</td>
<td>$113</td>
<td>$125</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$97</td>
<td>$118</td>
<td>$158</td>
<td>$195</td>
<td>$221</td>
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<tr>
<td>Employee + Spouse/ Domestic Partner*</td>
<td>$114</td>
<td>$143</td>
<td>$188</td>
<td>$236</td>
<td>$263</td>
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<tr>
<td>Employee + Family</td>
<td>$165</td>
<td>$206</td>
<td>$270</td>
<td>$338</td>
<td>$375</td>
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</tbody>
</table>

### Health Savings Plan

<table>
<thead>
<tr>
<th>If your salary falls into this range:</th>
<th>Less than $50,000</th>
<th>$50,000 – $99,999</th>
<th>$100,000 – $149,999</th>
<th>$150,000 – $249,999</th>
<th>$250,000 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$37</td>
<td>$50</td>
<td>$62</td>
<td>$75</td>
<td>$84</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$70</td>
<td>$94</td>
<td>$118</td>
<td>$142</td>
<td>$161</td>
</tr>
<tr>
<td>Employee + Spouse/ Domestic Partner*</td>
<td>$77</td>
<td>$104</td>
<td>$132</td>
<td>$159</td>
<td>$177</td>
</tr>
<tr>
<td>Employee + Family</td>
<td>$111</td>
<td>$148</td>
<td>$187</td>
<td>$226</td>
<td>$252</td>
</tr>
</tbody>
</table>
Employment Assistance Program Consortium

Free, Professional, Confidential Counseling
For individuals, couples, and families — onsite or virtually

GET STARTED

About the EAPC
The EAPC is staffed by licensed clinical social workers and consulting psychiatrists. We offer individual, couples and family counseling, and referrals for longer-term and specialized treatment and community-based services.
Discounts

- Entertainment
- Wireless Carriers
- Health & Fitness
- Travel
- Technology
- Retail/Shopping
- Child Care
# Citi Bike Membership Discount

![Citi Bike](image)

**Citi Bike Membership Discount**

<table>
<thead>
<tr>
<th></th>
<th>Single Ride</th>
<th>Day Pass</th>
<th>Citi Bike</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Price</strong></td>
<td>$4.49 for 30 mins</td>
<td>$19/day</td>
<td>$205/year ($102.50)</td>
</tr>
<tr>
<td><strong>Get the app</strong></td>
<td><a href="#">→</a></td>
<td><a href="#">→</a></td>
<td><a href="#">Join →</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Single Ride</th>
<th>Day Pass</th>
<th>Citi Bike</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bike unlocks</strong></td>
<td>$4.49</td>
<td>free</td>
<td>free</td>
</tr>
<tr>
<td><strong>Ebike prices</strong></td>
<td>$0.26/min</td>
<td>$0.26/min</td>
<td>$0.17/min</td>
</tr>
<tr>
<td><strong>Ride times</strong></td>
<td>30 min</td>
<td>30 min</td>
<td>45 min</td>
</tr>
</tbody>
</table>
Benefit Exceptions

2024 Benefits Guide

Retirement Benefits

- Plans with Weill Cornell Medicine Contributions (p. 24 – 26)
- Retiree Medical Coverage (p. 24)

Time-Off Benefits (Academic) (p. 26)

- Paid Sick Time (p. 26)
- Personal Time (p. 26)
- Vacation Time (p. 26) – 20 days/yr (10 days can carry over, 30 days overall max)

Work/Life Benefits (p. 36 – 37)

Tuition and Education Benefits for Yourself

- Employee Tuition Reimbursement Program
- Career Life Benefit
- eCornell

Tuition and Education Benefits for Your Children

- Children’s Tuition Scholarship Plan (p. 37)
Weill Cornell Postdoctoral Association
PDA Co-Presidents

SHUBHA BEVKAL SUBRAMANYASWAMY

VALERIE VINETTE
PDA Committees

Mental Health & Wellbeing
Social
Outreach

Advocacy
Anti-discrimination
Career Development
6:30pm
February 15

Game night!
Pizza will be provided by OPA but BYOB!

Location:
465 Main Street
Community Room

ESC A P E
THE LAB
NOVEMBER 29
ROCKE DU LAB
10:00 AM - 5:00 PM
THE SUSTAINABLE ESCAPE ROOM EXPERIENCE
RESERVE NOW YOUR 45 MINUTE SPOT
LinkedIn Headshots

THE GOOD, THE BAD AND THE UGLY OF LINKEDIN PROFILE PHOTOS
Postdoc Research Day

1.00 - 2.00pm - Keynote Address
Urcl Auditorium, 1300 York Av
“Transforming Academic Drug Discovery: From Concept to an On Demand, Non-hormonal Male Contraceptive”
Peter T Meinke, Ph.D.
Sanders Director & CEO at the Tri-Institutional Therapeutics Discovery Institute (TDI)
Assistant Professor, Pharmacology, at Weill Cornell Medicine

2.15 - 3.15pm - Panel Discussion
Belfer Building, Room 204
“Postdoc now...... What next?”
Brian Pickering, Ph.D. CEO & Co-founder Olterra Therapeutics
Kevin Kessler, Sc.D. Assistant Professor of Population Health Sciences
Les Krushel, Ph.D. Manager, Office of Postdoctoral Affairs
Mike Notaras, Ph.D. BioTech Investor - Publio Equity & Venture Capital

3.30 - 5.00pm - Oral Presentations
Belfer Building, Room 204

5.15 - 7.30pm - Poster Presentation & Reception
Belfer Building, Room 302
PDA Meetings
2nd Friday of every month
2:00 pm – 3:30 pm
1300 York Ave, Room C-405
Postdoctoral Trainees are the future of Biomedical Research. Our mission at Weill Cornell Medicine is to help our 400+ trainees achieve their career goals.

Professional Career Development

Planning Your Postdoc  Making the Most of Your Postdoc  Beyond Your Postdoc  Sponsored Memberships

Funding

Find a wide array of funding opportunities, including grants for international postdocs.

Research and Tools

Need assistance? We have tools for grant editing, administrative support and more.
Postdoctoral Policies

Postdoctoral appointments afford recent Ph.D. (and equivalent advanced degree) recipients a period in which to extend their education and professional training. The opportunity to carry out postdoctoral studies in a research environment such as provided at Weill Cornell Medicine can significantly broaden an individual's expertise, provide a period of more independent scholarship, and help define future career paths. The breadth of the academic community, together with the physical resources in the libraries and laboratories, make Weill Cornell Medicine a particularly rich environment for postdoctoral training. In addition to deriving individual benefits, postdoctoral appointees make important contributions to the research mission of Weill Cornell Medicine.

Policy Updates

<table>
<thead>
<tr>
<th>Postdoctoral Trainee Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Titles and Terms of Appointment</td>
</tr>
<tr>
<td>Minimum Stipend Policy</td>
</tr>
<tr>
<td>Benefits and Leave Policies</td>
</tr>
<tr>
<td>Grievance Policy</td>
</tr>
<tr>
<td>Sexual Misconduct/Campus Security</td>
</tr>
<tr>
<td>Vacation Benefits</td>
</tr>
<tr>
<td>Visas &amp; Visa Renewals</td>
</tr>
</tbody>
</table>

Office of Postdoctoral Affairs
1300 York Ave, Suite A-139
New York, NY 10065
Phone:
Postdoc Office Offerings

Making the Right Moves
A Practical Guide to Scientific Management for Postdocs and New Faculty

Burroughs Welcome Fund
Howard Hughes Medical Institute

Second Edition

2023 Tri-Institutional Career Symposium

Wednesday, June 14
2:30 – 6:30 p.m.

Thursday, June 15
5:00 – 7:00 p.m.

This two-day event provides graduate students and postdocs from MSK, Rockefeller University, and Weill Cornell with information on the range of career opportunities available to researchers and students in the biomedical sciences, along with a network of professionals to help prepare for these choices.

WEDNESDAY, JUNE 14
Zuckerman Research Center Auditorium

3:30 – 3:45 p.m.
Seminar

Launching Your Successful Job Search
Aubrey DeCarlo
Assistant Director, Career & Professional Development, Weill Cornell Medicine

Miriam Miller
Associate Director, Career Development & Engagement, Weill Cornell Medicine

3:45 – 4:45 p.m.
Keynote Address/Workshop

Job Offer Negotiation: Skill-Building for Impact
Mary Snowden-Lorenzo
Founder, Coach, and Talent Consultant
My Career Priority

4:45 – 5:00 p.m.
Break

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Founder, Coach, and Talent Consultant
My Career Priority

4:45 – 5:00 p.m.
Break

Exploring Diverse Careers in Pharma and Biotech
Featuring a broad spectrum of industry careers: research team leader, MSL, and medical affairs, medical and scientific communications, business development, and program management.

Artesia, Bristol Myers Squibb, Regeneron, Sanofi Aventis, and other pharmaceutical companies.

THURSDAY, JUNE 15
Rockefeller Research Labs Rooms 104 & 116

5:00 – 7:00 p.m.
Networking with Company Representatives
Featuring 20+ companies covering careers in pharma, biotech, tech, management consulting, finance, tech transfer and patent law, scientific/medical communications and marketing, and non-profit.

Boston BioScience, Boston Consulting Group, Bristol Myers Squibb, Celgene, Cincinnati Children’s Hospital, Clay Capital, Health Care Services, Elanco Health, Kessler Health & Fins, Healthcare Consulting Group, POD Health Group, Kramer, Lewis, Lazard, Novant Health, New York Stem Cell Foundation, Northeast Health, Novo Nordisk, Pharrell, Regeneron, Schering-Plough, Tempus Labs, and more!
Memberships

National Postdoctoral Association

The New York Academy of Sciences
Thanks for your attention & participation!

Les Krushel – Manager, Office of Postdoctoral Affairs
A-139 @1300 York Ave
lek2014@med.cornell.edu