

Yale University
FY 2018 Compensation Policies for Postdoctoral Appointees

I. Compensation Plan

Yale's minimum compensation levels as of July 1, 2017 are as shown below:

7/1/2017

1st Year postdoc	\$47,484
2nd Year postdoc	\$47,844
3rd Year postdoc	\$48,216
4th Year postdoc	\$50,316
5th Year postdoc	\$52,140
6th Year postdoc	\$54,228

This scale was brought into alignment with the NIH NRSA scale released in December, 2016. In future years Yale's compensation levels may return to past practice of lagging the annual NIH scale by one year.

It is important to note that sponsoring agencies require a uniform salary policy for postdoctoral appointees supported by grants and those supported by University funds.

II. New Appointments

New appointees with no prior postdoctoral experience should receive at least \$47,484. It is recommended that new appointees with prior postdoctoral experience at another institution should receive compensation that reflects the number of years of experience. Postdoctoral appointments are generally for no longer than 4 years but may be extended for a 5th or 6th year of training if necessary.

III. Reappointments

Adjustments to postdoctoral compensation are made at the time of reappointment. For FY18, the standard raise for postdocs should be 2.0%, unless a larger raise is required to meet the applicable Yale minimum salary level noted above. Raises above 2.0% are allowable, but may not be based solely on the availability of sponsored research funds. Instead, they must be based on merit or equity reasons, clearly specified as part of the reappointment documentation, and must be approved by the Lead Administrator.

In general, postdoctoral appointees warranting a salary increase above 10% should be promoted to Associate Research Scientist. If not, the Lead Administrator should submit a written request to the Office of Postdoctoral Affairs, explaining why the individual should remain in the postdoctoral rank and describing the impact of the raise on compensation equity within the research group. Such requests will be forwarded to the cognizant dean or dean's designee for approval.

In rare cases in which a faculty member wishes to provide no increase because of deficiencies in the appointee's performance, the poor performance must be noted in the Annual IDP Report.

Overall, Lead Administrators are strongly encouraged to take into consideration compensation equity across the department as a whole.

IV. Exception: postdoctoral fellows paid from NIH T32 training grants or NIH F32 individual fellowships

For these postdoctoral fellows, the NIH stipend scale prevails for all appointments and reappointments.