FAQ on new Postdoctoral Compensation Policy as of July 1, 2023

May 1, 2023

When do the new rates go into effect?

This new minimum scale will apply to all current and newly appointed postdoctoral associates and to all fellows as permitted by their specific funding arrangements and is effective July 1, 2023.

Open STARS requisition salaries will be updated by our office and no action is needed by departments to edit. New requisitions must use the new rates.

Lead Admins will receive a report from the postdoc office listing postdocs who are below the new minimums. They will need to review the report and return it to the postdoc office by June 15 to leave enough time to adjust July payroll amounts.

Which postdocs will receive a July 1 increase?

All postdoctoral associates employed by July 1, 2023 whose salaries are below the new minimums will receive a July 1 increase to $65,000 for years 1-4 and $68,000 for years 5 and 6. Postdoctoral fellows appointed by July 1 will receive a supplement to the new minimums if permitted by their fellowship policy. Postdocs already at or above the new minimum will receive their next increase of at least 2.5% at their annual reappointment date.

How will the increase be funded?

For current postdocs, the university will assume a 5% raise from the usual funding source. If the salary after a 5% increase is calculated to be below the new minimum, a one-time supplement will be available through FY24 (July 1, 2023 to June 30, 2024) in the amount of $5000 (plus fringe) for postdocs in years 1-3 of their Yale appointment and $2500 (plus fringe) for postdocs in years 4-5 at Yale. The subsidies will apply to all postdocs associates and fellows appointed by July 1 if permitted by their specific funding arrangements. Subsidies will also be available to new postdoc positions filled through September 1, pro-rated for the months remaining to June 30, 2024. The subsidies will be funded by the center, provost or dean as decided by each school and program. The Provost’s office will provide the funds for most postdoctoral appointments in the FAS and SEAS.

Does the subsidy apply to newly hired postdocs?

Yes, a pro-rated subsidy will be available for postdocs employed by September 1, 2023. The subsidy amount will be pro-rated to the remaining months in the FY24 fiscal year (July 1, 2023 – June 30, 2024). For example, a faculty member appointing a new postdoc for September 1 would be able to request the equivalent of 10-month subsidy, or $4166 (plus fringe). However, if the new postdoc is replacing a postdoc position for which a subsidy was already provided, the remainder of the original one-time subsidy is used to supplement the new postdoc’s salary.
Does the subsidy apply to postdocs who leave during the FY 24 fiscal year (July 1, 2023 – June 30, 2024)?

Yes. However, if a current postdoc’s appointment ends and the faculty mentor appoints a new postdoc to the same project, the original subsidy is used to supplement the new postdoc’s salary.

Do postdocs receive an increase at their annual re-appointment?

Yes, there is a minimum of a 2.5% increase at their annual reappointment date. Increases of 5-10% require Associate Provost approval, email postdoc_affairs@yale.edu. Increases of greater than 10% or above $68,000 require the Lead Administrator email justification to postdoc_affairs@yale.edu. See the annual policy memo for details.

What is the postgraduate appointee minimum for FY24?

Please see the postgrad page: https://postdocs.yale.edu/policies/compensation/postgraduate-salary-minimum

What is the ARS (Associate Research Scientist) minimum for FY24?

Please ask your faculty affairs contact. ARS is a faculty rank and rates are not set by the postdoc office.