

# Vice Provost for Postdoctoral Affairs

**Yale University**

**FY 2025 Compensation Policies for Postdoctoral and Postgraduate Appointees**

**April 15, 2024. Updated May 29, 2024.**

## **Postdoctoral Appointees**

### **I. Compensation Plan**

Yale's minimum compensation levels for postdocs appointed on or after July 1, 2024 are shown below. This is an average 4.5% increase from the FY 24 minima. Please see Section III Reappointments for the minimum % increase for current postdocs.

<b>Prior Experience</b>	<b>FY 25</b>
1 – 4 Years	\$68,000
5 – 6 Years	\$71,000

*\*A 1st Year Postdoc is equivalent to the NIH Year 0 when considering years of experience.*

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

### **II. New Appointments**

New appointees with no prior postdoctoral experience must receive at least the annual minimum. New appointees with prior postdoctoral experience at another institution should receive compensation that reflects their expertise and prior years of experience. Prior experience should be considered at the time of hire rather than delaying until a future reappointment. Postdoctoral appointments are generally for no longer than 4 years but may be extended for a 5th or 6th year of training if necessary; see the maximum term policy on the postdoc office website.

### **III. Reappointments**

Adjustments to postdoctoral compensation will be made at the time of reappointment only. If at the time of reappointment, they are below the current minimum, then the standard raise is at least 4.5%. If at the time of reappointment, they are at or above the current minimum, then the standard raise is at least 2.5%. If they are reappointed for year 5, their compensation will be at least the Years 5-6 minimum.

Raises 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 above the Year 6 minimum and warranting a salary increase greater than 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 academic unit as a whole.

#### **IV. Exceptions**

Only where supplements are not permitted by a postdoc fellow's specific funding arrangements.

#### **Postgraduate Appointees – updated May 29, 2024**

The minimum annual salary all postgraduate associates from \$38,400 to \$43,920 (\$3,660/month) effective July 1, 2024.

Postgraduate fellows, lab associates, and visiting fellows, who are not paid by Yale and who are not employees of Yale, will need to provide proof of annual funding equal to, or greater than, \$43,920 (\$3,660/month).

#### **Distribution:**

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**Postdoctoral Appointees**

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