

**Yale University**  
**FY 2020 Compensation Policies for Postdoctoral**  
**Appointees March 29, 2019**

**I. Compensation Plan**

Yale's minimum compensation levels as of July 1, 2019 are as shown below:

1st Year postdoc (NIH Yr 0)	\$50,004
2nd Year postdoc (NIH Yr 1)	\$50,376
3rd Year postdoc (NIH Yr 2)	\$50,760
4th Year postdoc (NIH Yr 3)	\$52,896
5th Year postdoc (NIH Yr 4)	\$54,756
6th Year postdoc (NIH Yr 5)	\$56,880

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 \$50,004. It is recommended that new appointees with prior postdoctoral experience at another institution should receive compensation that reflects the number of years of experience. If prior experience is taken into account, it must be done so at the time of hire rather than be delayed until a future reappointment. Postdoctoral appointments are generally for no longer than 4 years but may be extended for a 5<sup>th</sup> or 6<sup>th</sup> year of training if necessary.

**III. Reappointments**

Adjustments to postdoctoral compensation are made at the time of reappointment. For FY20, the standard raise for postdocs should be according to the scale above or 2.0% if already paid above the scale. 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.