

Vice Provost for Research

Yale University

FY 2022 Compensation Policies for Postdoctoral and Postgraduate Appointees

April 6, 2022

Postdoctoral Appointees

I. Compensation Plan

As of July 1, 2021 Yale's minimum compensation levels for postdoc appointees will match the NIH FY 21 postdoc minima and are as shown below.

	FY 21 Scale	FY 22 Scale	Increase at Reappointment
1st Year postdoc (NIH Yr 0)	\$50,629	\$53,760	NA
2nd Year postdoc (NIH Yr 1)	\$51,254	\$54,144	6%
3rd Year postdoc (NIH Yr 2)	\$51,635	\$54,540	6%
4th Year postdoc (NIH Yr 3)	\$52,896	\$56,712	9%
5th Year postdoc (NIH Yr 4)	\$54,756	\$58,608	10%
6th Year postdoc (NIH Yr 5)	\$56,880	\$60,780	10%

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 should receive at least \$53,760 annually. New appointees with prior postdoctoral experience at another institution should receive compensation that reflects their number of 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.

III. Reappointments

Adjustments to postdoctoral compensation are made at the time of reappointment. For FY22, the standard raise for postdocs should be according to the scale above or 2.5% if already paid above the scale. Raises above 2.5% 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.

Recognizing that that the new compensation scale may create inequities for postdocs already at Yale, on a voluntary basis, faculty may request mid-cycle adjustments on July 1, 2021, to conform to the new scale rather than wait until reappointment.

In general, postdoctoral appointees 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 department as a whole.

IV. Exceptions

The NIH stipend scale prevails for all appointments and reappointments of postdoctoral fellows paid from NIH T32 training grants or NIH F32 individual fellowships.

Postgraduate Appointees

Yale University will increase the minimum annual salary for current, newly-appointed, and reappointed postgraduate associates from to \$35,700 to \$36,960 (\$3,080/month). This increase will be effective July 1, 2021.

New and reappointed 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, \$36,960 at the time of appointment or reappointment.

Distribution: FAS Dean's Office
YSM Dean's Office
YSE Dean's Office and YIBS
Lead Administrators
Faculty with postdocs
Postdoc Office
Provost's Office

Yale