

# Vice Provost for Postdoctoral Affairs

Yale University

**FY 2023 Compensation Policies for Postdoctoral and Postgraduate Appointees**

April 25, 2022

## Postdoctoral Appointees

### I. Compensation Plan

As of July 1, 2022 Yale's minimum compensation levels for postdoc appointees are as shown below. This is a 5% increase from FY 22.

|                   | FY 23 Scale |
|-------------------|-------------|
| 1st Year postdoc* | \$56,448    |
| 2nd Year postdoc  | \$56,851    |
| 3rd Year postdoc  | \$57,267    |
| 4th Year postdoc  | \$59,548    |
| 5th Year postdoc  | \$61,538    |
| 6th Year postdoc  | \$63,819    |

\*A 1<sup>st</sup> 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 should receive at least \$56,448 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 FY23, 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.

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. These can be supplemented up to the Yale level from non-federal sources.

#### **Postgraduate Appointees**

Yale University will increase the minimum annual salary for current, newly appointed, and reappointed postgraduate associates from to \$36,960 to \$38,000 (\$3,167/month). This increase will be effective July 1, 2022.

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, \$38,000 at the time of appointment or reappointment.

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