

Vice Provost for Postdoctoral Affairs

Yale University

FY 2024 Compensation Policies for Postdoctoral and Postgraduate Appointees

May 1, 2023

Postdoctoral Appointees

I. Compensation Plan

As of July 1, 2023 Yale's minimum compensation levels for postdoc appointees are as shown below. This is a 15% increase from the FY23 Year 1 minimum. Postdoctoral appointees will experience this as an 11-15% increase over FY23 compensation when completing another year of postdoctoral training at Yale.

	FY 24 Scale
Years 1 - 4	\$65,000
Years 5 - 6	\$68,000

*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 minimum annually. New appointees with prior postdoctoral experience at another institution should receive compensation that reflects their expertise and prior years of experience. Prior experience is 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 also made at the time of reappointment. The standard raise for postdocs is at least 2.5% if already paid above the scale. 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

Yale University will increase the minimum annual salary for current, newly appointed, and reappointed postgraduate associates from \$38,000 to \$38,400 (\$3,200/month) effective July 1, 2023.

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, \$38,400 at the time of appointment or reappointment.

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