

UMMC Guidelines for Postdoctoral Fellow Salaries

UMMC is committed to offering competitive pay to attract postdoctoral fellows and to provide a supportive training environment for all current postdoctoral fellows. As a result of state and federal regulatory issues, and to demonstrate our commitment to postdoctoral fellows, UMMC has adopted the salary levels set by the National Institute of Health for postdoctoral fellows on training grants (<https://grants.nih.gov/grants/guide/notice-files/NOT-OD-18-175.html>). This salary structure is used at the majority of Universities and Medical Centers in the U.S. for postdoctoral fellow salary administration. Adopting this at UMMC ensures equality among all postdoctoral fellows throughout our institution and allows our postdoctoral fellows to be compensated at nationally competitive salary levels. Please review the guidelines that illustrate our practice below.

Salaries Postdoctoral fellows:

All salaries of postdoctoral fellows are as specified in the Table below (FY 2018 and 2019) and are based on the years of research experience (since date of hire in a postdoctoral fellow position at UMMC, and also counting postdoctoral experience at a prior institution).

Years of Experience	Annual Salary	Hourly equivalent	Years of Experience	Annual Salary	Hourly equivalent
0	\$48,432	\$23.2846	3	\$51,324	\$24.6750
1	\$48,804	\$23.4635	4	\$53,184	\$25.5692
2	\$49,188	\$23.6481	5	\$55,308	\$26.5904

Annual Increases:

The postdoc salaries are based on years of postdoctoral research experience. Therefore each year (from date of hire in a postdoctoral fellow position), postdocs receive a salary increase as outlined in the Table above. However, if a postdoctoral fellow is not meeting standards of performance as outlined in the mutual agreement between PI and postdoctoral fellow and if the performance deficiencies have been properly documented through UMMC's progressive discipline process, the annual increase will be postponed or forfeited as deemed most appropriate. If you have questions about the progressive discipline process, your Human Resources Business Partner team is positioned to assist.

Increases above recommended salary:

Further increases of the postdoctoral fellow salaries above the recommended level are allowed, but only up to the next salary level as outlined in the Table above for FY 2018 and FY 2019.

Planning budgets of Research Grant Proposals

The UMMC Office of Research is fully supportive of the salary guidelines for Postdoctoral Fellows and will assist faculty in planning for these salaries and annual increases in all research grant proposals.

Updated: June 1, 2018