

RSENR Policy on Post-Doctoral Salaries

Purpose: To maintain equitable and livable support for Post Doctoral employees in the Rubenstein School, that is consistent with UVM and external sponsor policies.

Context: Terms and conditions for Post Doctoral employment at UVM are outlined here: <https://www.uvm.edu/hrs/postdoctoral-associates-fellows-overview>. Specifically:

"Each college will establish a minimum and maximum salary range for postdocs and update the range each year. Each college will establish guidelines for increases prior to the beginning of the fiscal year on July 1st, and will be responsible for equity and consistency in salaries paid. More than one salary range for postdocs may exist in each college based upon the discipline within which the research is conducted and the nature of the job market."

Policy

1. Consistent with UVM policy, minimum salaries for full time (1 FTE) Post-Doctoral employees in the Rubenstein School will be indexed to the salary scale recommendations updated annually by the National Institutes for Health, e.g., for 2021:
<https://grants.nih.gov/grants/guide/notice-files/NOT-OD-21-049.html> or
<https://www.niaid.nih.gov/grants-contracts/salary-cap-stipends>
2. *Minimum* salaries will be indexed to the years of service as identified in the NIH guidance above.
3. Post Doctoral employees may be offered positions at less than 1 FTE with salaries prorated accordingly. Positions with less than 0.75 FTE receive no benefits.
4. UVM policy mandates that "Postdocs will not be employed for a period in excess of three years." Post Doctoral employees and their mentors should plan accordingly. After three years, Post Doctoral employees may *petition* to transition to a Research Associate position. *This transition requires preparation of a Green Sheet dossier (without External Evaluation), approval by the RSENR Faculty Standards Committee, a supporting vote by the eligible faculty, and approval of the Dean.* Post Doctoral employees and their mentors should realize that there is a substantial salary increase between Post Doctoral and Research Associate salaries. Otherwise, Post Doctoral appointments will terminate after three (3) years.
5. Post Doctoral employees or their mentors may petition to receive a salary above the minimum index values posted by NIH based on one of two criteria: 1) sponsor requirements OR 2) clear market equity. In either case, the petitioner(s) must provide a clear justification for the non-standard salary to the Associate Dean for Research and Academic Development and the Assistant Dean for Business Operations.

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