TO: Boston University Faculty and Staff

FROM: Gloria Waters, Vice President and Associate Provost for Research

DATE: December 13, 2018

SUBJECT: Postdoctoral Scholar Minimum Salary and Stipend Levels

Per our Policy for Postdoctoral Scholars, my office reviews the minimum salary and stipend levels for Boston University postdoctoral scholars (postdocs) annually, comparing our practices to our peers and national standards. Previous salary minimums are summarized on the PDPA website.

The National Institutes of Health Ruth L. Kirschstein National Research Service Award minimum stipend level is used by many of our peer institutions as their salary and stipend benchmark for postdoc compensation. A recent announcement has raised this minimum to $50,004, or 3% higher than our current minimum of $48,432 set to take effect on January 1, 2019.

We strongly encourage departments, training programs, and research centers and institutes to compensate their postdocs competitively. However, we recognize that the vast majority of our postdocs are funded by sponsored research agreements with fixed budgets set in advance of changing policy landscapes. Our institutional minimum as of January 1, 2019 will remain unchanged.

Effective immediately, all new or renewing NIH proposals submitted to the Office of Sponsored Programs will be required to budget $50,004 for starting postdoc salary and stipend levels. When allowable by the sponsor, we also recommend that future proposals budget 3% annual salary or stipend increases for postdocs, in recognition that the national trend for postdoc compensation has been on a steady rise over the last three years.

Effective July 1, 2019, the Boston University minimum salary and stipend for postdocs will increase to $50,004. This minimum will apply to all postdocs appointed across both campuses and in all disciplines.

If you have questions about the Policy for Postdoctoral Scholars or the minimum salary and stipend levels for postdocs, please contact Sarah Hokanson (sch1@bu.edu), Director of Professional Development & Postdoctoral Affairs.