

Proposed Compensation Plan for Postdoctoral Scholars

Features:

- Based upon the minimum and maximum in APM – 390.
- Level 1 provides enough latitude for NIH minimum stipend for 2003.
- The minimums and maximums can be adjusted based upon adjustments to minimum and maximum range adjustments by UCOP.
- Above scale stipend (> \$76,836) requires a letter requesting an exception to policy, to be approved by the Dean of Graduate Studies.
- Departments may develop their own compensation plan, using the level 1 minimum and level 5 maximum as the range. However, compensation plans will be reviewed and approved by the Dean of Graduate Studies.

Starting Salary

- Starting Salary should reflect the following
 - Guidelines or requirements of the funding agency or agency sponsoring the research
 - A level of compensation which is customary for the field and reflect salary equity within the department
 - Any prior experience as a postdoctoral researcher, either in a university, research laboratory or in the private sector
 - Any specialized training beyond the doctoral degree
- Typically, postdoctoral scholars will be hired at an annual rate within the boundaries of level 1.
- Postdoctoral scholars who request appointments at less than 100% time will have their salary based upon the percentage time of appointment multiplied by the agreed upon annual rate. (i.e. 80% appointment with agreed upon minimum level 1 salary would receive \$25,334.40 = 31,668*80%)

Level	Minimum	Maximum
Level 1	\$31,668	\$39,900
Level 2	\$39,901	\$48,756
Level 3	\$48,757	\$57,612
Level 4	\$57,613	\$66,468
Level 5	\$66,469	\$75,836

Merit

- May be considered for a 5% merit increase after one year of service
- Should be based upon performance reflected in the annual evaluation
- Quality of work, professional growth and research productivity should be principal determinants
- For postdoctoral scholars appointed at less than 100% time, the MOU must serve as the basis of expectations for performance.