



**BROWN**  
Division of Biology  
and Medicine

Date: January 15, 2019

Subject: FY2019 Postdoctoral Research Associates Salary Scale

To: Department Chairs, Managers, and all Postdoctoral Mentors

From: Elizabeth O. Harrington, Ph.D., Associate Dean for Graduate & Postdoctoral Studies

cc: Dean Jack Elias, Executive Dean Kim Galligan, Senior Associate Dean Edward Hawrot, Mary Norton, Wendy McHugh

On November 27, 2018, in Notice [NOT-OD-19-036](#), the NIH announced new stipend levels for fiscal year FY2019 awards for postdoctoral research fellows funded by Institutional (T32) or Individual (F32) NRSAs. All awards issued since October 1, 2018 using the previous fiscal year's scale will be revised to fund stipends at the FY2019 levels.

While the NIH does not make policy for postdoctoral research associates, we, as many other institutions, have chosen to follow the salary recommendations of the NIH. All new Brown paid postdoctoral research associate appointments and reappointments within the Division of Biology and Medicine should utilize the new scale in Table 1, on the second page of this memo, as the expected salary minimum. A higher salary range, up to "Brown High" in the table, is acceptable and encouraged in cases where new candidates have exceptional qualifications or for reappointments in which past year performance has been exceptional as noted in the postdoc's annual evaluation. For existing postdoctoral trainees, the new pay levels that correspond to the postdoc's years of experience should be implemented immediately where possible, but no later than their next reappointment. The new Division scale should be used immediately in budget planning. Finally, any appointment or reappointment that has already been made with a forthcoming effective date should be revised to comply with the new minimum pay levels, as necessary.

Appointments below the NIH scale are discouraged, and appointments below the 0 level will not be possible. Exceptions to the salary range noted for a given individual's amount of postdoctoral experience will require individual consultation and written justification with the Associate Dean for Graduate and Postdoctoral Studies, Elizabeth O. Harrington.

Whenever possible, eligible postdocs should be encouraged to apply for NIH Individual National Research Service Awards (NRSAs) or other individual fellowships. Though this creates a "win-win" situation for both the postdoc and faculty member, current NIH policy means that a postdoctoral research associate transitioning to postdoctoral research fellow upon receiving an NRSA faces an increase in taxes, loss of some institutional benefits, and other benefits are taken out of the income after paying income tax. To compensate for this net loss and create a further incentive, one department has modeled a plan whereby a PDRA who applies for and wins an individual NRSA receives a voluntary supplement via the faculty mentor's non-federal funds. This practice is highly recommended, but not required.

Please note that although salary scales are available for more than 5 years, institutional policy, as stated in the [Handbook of Academic Administration](#), 4.7.3, requires that Brown titles of "Postdoctoral Research Associate" and "Postdoctoral Research Fellow" are to be used for trainees with 5 years or less experience. Individuals with more than 5 years of postdoctoral training should be considered for appointments with non-postdoctoral titles which may include Senior Research Associate, Investigator, Instructor or Assistant Professor (Research) via the Office of Biomed Faculty Administration. Our office will notify departments when a postdoc is entering the fifth and final year as a postdoctoral appointee.

<b>Table 1: Division of BioMed FY2019 Postdoctoral Salary/Stipend Levels</b>		
<b>Years of Experience</b>	<b>Minimum Pay</b>	<b>Brown High</b>
0	\$50,004	\$60,005
1	\$50,376	\$60,451
2	\$50,760	\$60,912
3	\$52,896	\$63,475
4	\$54,756	\$65,707
5	\$56,880	\$68,256



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