



1 UNITED ACADEMICS PROPOSAL
2
3 POSTDOCTORAL FELLOWS SALARY
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Article
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6 **Section 1.** Effective July 1, 2013, all faculty with the academic rank of
7 POSTDOCTORAL FELLOW (see Article 2) shall be paid, at minimum, according to the
8 salary schedule set forth by the National Institute of Health NRSA levels then in effect.
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10 The levels for 2012 were:

Career Level	Years of Experience	Salary
Postdoctoral	0	\$39,264
	1	\$41,364
	2	\$44,340
	3	\$46,092
	4	\$47,820
	5	\$49,884
	6	\$51,582
	7 or More	\$54,180

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12 **Section 2.** Before July 1, 2013, or by the date of hire if after July 1 2013, all postdoctoral
13 faculty shall meet with their funding supervisor to agree on the appropriate number of
14 years of experience possessed by the postdoctoral faculty member for the purposes of
15 determining the appropriate salary level. If no agreement is reached regarding the
16 appropriate number of years, the University Administration may make a determination,
17 which will be subject to the grievance process.
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19 **Section 3.** On July 1, 2014, all postdoctoral faculty shall advance one year of experience
20 and be paid the appropriate salary.
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22 **Section 4.** In a small number of cases, it may be inappropriate to pay postdoctoral faculty
23 at the NIH salary levels. In these cases, the principle investigator can petition to pay a
24 postdoctoral faculty member less than the above schedule by sending a salary
25 modification request to the Vice President for Research and Innovation and the President
26 of the Union. The Vice President for Research and Innovation and the President of the
27 Union, or their designees, shall meet with the postdoctoral faculty and the principle
28 investigator to determine an appropriate salary. If all parties cannot agree on an
29 appropriate salary, the NIH schedule listed above will be the salary.