

#### Post Doc Salary Guidelines:

1. The university uses 45% of the market rate for a 9-month associate professor salary in the same CIP code as a benchmark for a 12-month postdoctoral fellow salary; this is defined as the **Postdoctoral Market Salary**.
2. The university sets a minimum 12-month salary for postdoctoral fellows at either 90% of the Postdoctoral Market Salary or the current UI salary minimum for exempt status, (\$40,352 as of 07.01.2020), whichever is higher.
3. Departments are encouraged to set postdoctoral fellow salaries with consideration to actual market rates in their fields, salary balance within the university, university objectives, and qualifications of individual scholars. There is no policy maximum on postdoctoral fellow salary, but all proposed salaries above 110% of the Postdoctoral Market Salary require the justification for the salary to be documented.
4. For grant funded positions, minimum and maximum salaries set by the granting agency apply (with the caveat that no postdoctoral salary may be paid below the university-mandated minimum defined in #2 above). Faculty are advised to consult with the Office of Sponsored Programs, particularly for NIH grants.
5. Post Doc positions are subject to a maximum length of 5 years. Continued employment at UI beyond a five-year term requires appointment in an appropriate staff or faculty position.