

Training Grant Office Hours

Postdoc 101

Jenn Bourque

Director, Postdoctoral Scholar Affairs

Division of Graduate Education & Postdoctoral Affairs (GEPA)

UC San Diego

UC Postdoctoral Scholars Definition

- Individuals who have received a doctoral degree or equivalent and are engaged in a temporary and defined period of mentored advanced training to enhance their professional skills and gain research independence needed to pursue their career path.
- Train under the direction and supervision of faculty mentors in preparation for academic or research careers.
- Ordinarily are NOT permitted to serve as PIs on extramurally sponsored contracts and grants.
- Effort is full time, 100%. Exceptions may apply.

In 2007, NSF and NIH agreed on a formal postdoc definition as “An individual who has received a doctoral degree (or equivalent) and is engaged in a temporary and defined period of mentored advanced training to enhance the professional skills and research independence needed to pursue his or her chosen career path.”

Postdoc Scholar - Employees

- 3252
- 3255 (NEX) <FLSA salary level
- 3256 (Interim)*

Appointment is made in these titles when agency funding the salary requires or permits the appointee to be an employee of the University or whenever General Funds, Opportunity Funds or other University discretionary funds are used to support the position.

*Interim is only allowed for UCSD grad

Paid a SALARY

Postdoc Scholar - Fellows

- 3253

Appointment is made in this title when funding is an extramural fellowship or traineeship (eg NIH NRSA) and the stipend is paid through a university account.

Paid a STIPEND*

Postdoc Scholar – Paid Directs

- 3254

Appointment is made in this title when the fellowship award is paid directly to the postdoc rather than through the university.

WITHOUT PAY status

Postdoc: Key Points

- Represented by UAW
- Initial appointments must be for 2 years.
- Initial hire date is crucial for salary increases.
- There is a 5 year eligibility limit.
- All Postdoc appointments are entered into UC Path, including PS-PD.
- All have access to UC Postdoc benefits.
- Postdocs may have concurrent appointments, normally 2 Postdoc titles.
- Are normally 100% time
- Are academics (not students)
- Taxes are handled differently depending on employment status

Other Key Terms

- Compensation = salary and stipend, benefits
- Imputed income (eg benefit premiums)
- Employment as defined by IRS
- Composite Benefit Rate (CBR)
- Position and Job

Postdoc: TG Issues

- Managing stipend rate changes (next slide)
- Not timely entering job changes in UC Path (retroactive issue)
- Actions that impact Benefit eligibility and coverage
 - If concurrent appt is majority Lecturer or other employee title
- Conflicting Leave benefits
- Eligibility for additional compensation while on an NIH NRSA training grant

Stipend Changes

- UC Salary increase is based on INITIAL date of hire (April or October)
- NRSA Stipend funding/change is based on budget year

Scenario

Postdoc appointed 9/1/2023 -8/31/25 at Level 0 at \$60K (\$5K/mo).

NIH NRSA TG provides \$56,484 (\$4,707/mo)

Mentor must provide the difference of \$293/mo

Effective October 1, 2023, range adjustment to \$64,480 (\$5373.33/mo)

Mentor must provide the new difference of \$666.33/mo

Effective April 1, 2024, eligible for advancement to UC Level 1 rate of \$66,868 (\$5,572.33)

Mentor must provide the new difference of \$865.33/mo

On 9/1/2024 -8/31/2025, UC rate remains the same, but NRSA funding is increased to Step 1 rate \$56,880 (\$4740/mo). Supplement decreases to \$832.33/mo.

REFERENCES

UC Salary Scale	<u>Effective 4/1/2023</u>		<u>Effective 10/1/2023</u>		<u>Effective 10/1/2024</u>		<u>Effective 10/1/2025</u>		<u>Effective 10/1/2026</u>		
	<u>5/1/2022</u> <u>Annual</u>	<u>4/1/2023</u> <u>Annual</u>	<u>4/1/2023</u> <u>Monthly</u>	<u>10/1/2023</u> <u>Annual</u>	<u>10/1/2023</u> <u>Monthly</u>	<u>10/1/2024</u> <u>Annual</u>	<u>10/1/2024</u> <u>Monthly</u>	<u>10/1/2025</u> <u>Annual</u>	<u>10/1/2025</u> <u>Monthly</u>	<u>10/1/2026</u> <u>Annual</u>	<u>10/1/2026</u> <u>Monthly</u>
Level 0 (0 - 11 months)	\$55,632	\$60,000	\$5,000.00	\$64,480	\$5,373.33	\$66,737	\$5,561.42	\$69,073	\$5,756.08	\$71,491	\$5,957.58
Level 1 (12 - 23 months)	\$57,852	\$62,220	\$5,185.00	\$66,868	\$5,572.33	\$69,209	\$5,767.42	\$71,632	\$5,969.33	\$74,140	\$6,178.33
Level 2 (24 - 35 months)	\$59,784	\$64,522	\$5,376.83	\$69,342	\$5,778.50	\$71,769	\$5,980.75	\$74,281	\$6,190.08	\$76,881	\$6,406.75
Level 3 (36 - 47 months)	\$61,992	\$66,909	\$5,575.75	\$71,908	\$5,992.33	\$74,425	\$6,202.08	\$77,030	\$6,419.17	\$79,727	\$6,643.92
Level 4 (48 - 59 months)	\$64,296	\$69,385	\$5,782.08	\$74,569	\$6,214.08	\$77,179	\$6,431.58	\$79,881	\$6,656.75	\$82,677	\$6,889.75
Level 5 (60 - 71 months)	\$66,800	\$71,952	\$5,996.00	\$77,327	\$6,443.92	\$80,034	\$6,669.50	\$82,836	\$6,903.00	\$85,736	\$7,144.67

NRSA Stipend Levels	Postdoc 1	56,880	4,740
	Postdoc 2	57,300	4,775
	Postdoc 3	59,592	4,966
	Postdoc 4	61,572	5,131
	Postdoc 5	63,852	5,321
	Postdoc 6	66,228	5,519

Initial appointment, experience level increase chart

Initial Appointment Date	Advancement to Next Salary Level
October 1 to April 1	October 1
April 2 to September 30	April 1

Month of Hire	When Experience Level Increases Occur
January	October
February	October
March	October
April	October – if hired on April 1
	April – if hired April 2- 30
May	April
June	April
July	April
August	April
September	April
October	October
November	October
December	October

Attorney-Client Privileged Advice

Services and Contact Information

GEPA: Postdoctoral Scholar Affairs Office

Jennifer Bourque, Director, Postdoctoral Scholar Affairs

jbouque@ucsd.edu

Jennie Salomon, Analyst, Postdoctoral Scholar Employment and Compensation

jrsalomon@ucsd.edu; opsa@ucsd.edu

Heather Dillon, Program Manager, Postdoctoral Career and Professional Development

hadillon@ucsd.edu; postdoc@ucsd.edu