

North Carolina A & T State University

POSTDOCTORAL SCHOLAR SALARY GUIDELINES AND RESOURCES

- 1) NC A&T State University has set the minimum salary for a postdoctoral scholar at **\$33,000**. Salaries are expected to vary by discipline and should reflect market rates for individuals with a doctorate in the specific field.
- 2) The College and University Professional Associate for Human Resources (CUPA-HR) conducts an annual faculty salary survey. The survey has recently been modified to include entry-level research faculty (defined as postdoctoral fellows) in ten disciplines. Human Resources will have access to this information and can provide guidance by discipline.
- 3) The National Institute of Health NRSA Fellow guidelines have become the de facto “standard” for postdoctoral scholar salaries. The NIH salary guidelines recognize years of experience, but do not reflect differences by discipline.

NIH NRSA Fellow Salary guidelines by years of postdoctoral experience:

0	\$37,740
1	\$39,756
2	\$42,624
3	\$44,304
4	\$45,960
5	\$47,940
6	\$49,836
7+	\$52,068

- 4) As postdoctoral salaries are being set, comparisons should be made to faculty salaries. Normally, postdoctoral salaries should not exceed the salaries of faculty members in the discipline.

The University reserves the right to assess and manage the salary for all employees to ensure compliant equity is paid to all like position employees.