



**TO:** Academic Leadership Team Members

**FROM:** Joseph J. McCarthy, Interim Provost and Senior Vice Chancellor 

**DATE:** December 18, 2023

**SUBJECT:** Minimum salary for postdoctoral scholars and postdoctoral associates

I am pleased to announce a new minimum salary and maintenance increase for University of Pittsburgh postdoctoral scholars and postdoctoral associates.

Effective July 2025, the minimum salary for postdoctoral scholars and postdoctoral associates at the University of Pittsburgh will be set at the National Institutes of Health National Research Service Award (NIH NRSA) minimum annual salary—which is currently \$56,484—and adjusted annually.

Although the new postdoctoral salary minimum and maintenance increases will be required starting in July 2025, it is strongly recommended that units implement the new minimum salary and maintenance increases in July 2024.

As discussed during Academic Leadership Team meetings (and Council of Deans meetings prior to that), faculty and departments are expected to absorb the financial impact of the new requirements. For that reason, effective January 1, 2024, all new proposals for external funding for postdocs should use the NIH NRSA base level stipend and account for annual maintenance adjustments.

Please note that, additionally, at the time of reappointment, postdocs will receive maintenance increases in line with that received by other University employees. In the event that a faculty member wishes to either waive the maintenance increase or to provide a merit/market/equity increase in excess of external sponsor level or institutional increases, that faculty member is required to request a formal exception from their dean or RC head.

Given the nationwide shortage of postdocs and national competition for top postdoctoral researchers, the updated minimum salary and annual maintenance increase will help Pitt remain a top research institution and leading recipient of NIH funding.

I appreciate the work of the Provost's Working Group on Postdoc Salaries and Benefits for their thorough consideration and recommendations on this important issue.