

A MESSAGE FROM THE OFFICE OF POSTDOCTORAL AFFAIRS



NEW Minimum Postdoctoral Salary Increase to \$61,008

Dear Postdocs,

As you know, our postdoctoral scholars are a critical component of our research enterprise and continue to contribute to our overall research excellence. UNC-CH is dedicated to ensuring our institution can attract and retain top talent and remain nationally and globally competitive. Recent changes, such as an increase in the new federal (Federal Labor Standards Act) minimum salary thresholds and federal agency postdoc salary increases have caused us to evaluate our current postdoc salaries.

To align our current postdoc policies and practices with the FLSA minimum, federal agency postdoctoral compensation policies (i.e., NIH and NSF) and national recommendations (i.e., NIH, NPA), as well as the continued increase of cost of living in Chapel Hill (15% higher than US national average), we will increase the minimum postdoctoral salary to \$61,008 (based on NIH minimum) on January 1, 2025 (effective December 30, 2024, due to pay dates). This increase goes into effect for all postdocs and will ensure equitable compensation for all postdoctoral scholars across Carolina. In addition, the change will increase the competitiveness of postdoctoral positions at UNC-CH and reward the value and wellbeing of our postdoctoral scholars.

Additional changes to the postdoctoral compensation structure will include annual salary increases at reappointment based on postdoctoral career level at UNC-CH and satisfactory performance using the [NIH stipend levels based on years of experience](#). These annual increases are determined by the number of full years of relevant postdoctoral experience when the appointment begins and each year of experience thereafter. More information on this will be forthcoming.

If you have additional questions, please contact Essie Torres at Essie_Torres@unc.edu.

Cordially,

A handwritten signature in black ink, appearing to read "Essie Torres".

Essie Torres, PhD, MPH | (She/Her/Hers)
Director of Workforce Strategy and Community Partnerships
Director of the Office of Postdoctoral Affairs
Office of the Vice Chancellor for Research
University of North Carolina at Chapel Hill