Dear Colleagues,

Due to pending litigation in federal courts, the FLSA required increase is being paused and will not go into effect in January 2025 as expected. Therefore, we are also temporarily delaying the implementation of the new postdoctoral minimum salary increase. We will be carefully monitoring the outcome and next steps for the FSLA. The current UNC-CH postdoctoral minimum salary will remain at $47,476.

Although we are putting this proposed increase on hold, it is important to note that national recommendations for postdoctoral compensation (NIH and NPA) are moving towards a minimum salary of $70,000 for postdocs within the next five years. Therefore, to maintain UNC-CH's competitiveness in attracting top-tier talent, provide a livable wage for our postdocs, and improve postdocs overall experience, it is likely that we will be in a position where we will need to raise the minimum salary to be able to continue to attract quality postdocs. The Office of Postdoctoral Affairs highly recommends adherence with national recommendations for postdoctoral compensation.

We strongly encourage Principal Investigators (PIs) to consider salary adjustments for their postdoctoral scholars, recognizing their valuable contributions and promoting their overall wellbeing. We also recommend PIs include annual salary increases at reappointment based on postdoctoral career level at UNC-CH and satisfactory performance.

We are working with OSP to develop postdoctoral compensation guidelines for all grant proposals that include postdoctoral positions. It is important to recognize that any federal minimum for postdocs will continue to be required (e.g., NIH minimum for training grants will continue to be required on such training grants).

Cordially,

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