

From: [Sliveman, Celestine](mailto:Sliveman_Celestine)
 To: SBBA-CENTRALADMIN-L@LISTS.UPENN.EDU; SBBA-SCHOOLCENTER-L@LISTS.UPENN.EDU
 Subject: Reminder regarding BA Forum on Postdocs?
 Date: Wednesday, May 10, 2023 11:58:00 AM
 Attachments: [img6001409](#)
[Postdoc_benefits_and_stipends_05_10_23.pdf](#)

The following correspondence is being sent on behalf of Martha Bartholomew in the Office of the Vice Provost of Research (OVPR):

Good morning,

Below is a reminder message that went to all postdocs at Penn regarding July 1, 2023 changes to their stipends and benefits. Please note, **as of July 1, 2023, postdocs will need to be enrolled in or have waived election to insurance options through the Penn Benefits Plan (unless they are an NRSA Fellow). These new plans have a monthly enrollment contribution that will be deducted on a monthly basis from their pay based on the coverage selected. The deadline for open enrollment is May 12, 2023.**

The Office of the Vice Provost for Research and Office of Postdoctoral Affairs is hosting a campus wide BA Forum TODAY, Wednesday, May 10 from 2pm – 3pm on zoom to provide an overview of changes to postdoctoral stipends and benefits that take effect July 1, 2023. **A presentation on the upcoming changes and an opportunity for questions and answers will be provided.**

Please register at the following link:

<https://upenn.zoom.us/j/90462410694?pwd=NTN1cUJlbnR1c0pNPFkKek5h>

Marta Bartholomew (she/her)
 Director of Research Programs and Communications
 Office of the Vice Provost for Research (OVPR)

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 1 College Hall, Suite 118
 Philadelphia, PA 19104
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<https://research.upenn.edu/>

To: Postdoctoral Researchers and Fellows
 From: The Office of the Vice Provost for Research
 Date: May 10, 2023
 Re: Postdoctoral Stipends and Benefits effective July 1, 2023

Per the announcement distributed on March 31, 2023, regarding the changes to stipend levels and benefits for postdoctoral researchers, we are writing to reiterate the updated terms and conditions related to compensation of postdoctoral appointments.

As of July 1, 2023, your postdoctoral appointment must meet the new minimum stipend levels set by the university. If you currently make below the minimum stipend level for your years of postdoctoral experience, your stipend will be adjusted to the new minimum stipend to take effect no later than July 1, 2023. Please see the table below regarding the new stipend level structure for FY24, effective July 1, 2023:

Years of Postdoc Experience	Minimum Stipend Level
0	\$65,000
1	\$65,500
2	\$66,000
3	\$66,500
4	\$67,000

The stipend levels are a minimum amount based on years of postdoctoral experience. Faculty mentors have the option to increase the stipend above the set minimum. For more than five years' experience, any increase is at the discretion of the PI/faculty mentor.

In addition, the insurance plans offered through Gallagher Benefits Services are no longer available to Postdoctoral Researchers and Fellows, unless your postdoctoral position is supported by NRSA funding. **As of July 1, 2023, you will need to be enrolled in or have waived election to insurance options through the Penn Benefits Plan. These new plans have a monthly enrollment contribution that will be deducted on a monthly basis from your pay based on the coverage you select. The deadline for enrollment is May 12, 2023. FY2024 contribution rates are described in the table below:**

	Post Doctoral Researcher and Fellow Contributions			
	MONTHLY PAID			
	(Per pay period)			
	Single Coverage	Emp+Spouse Coverage	Emp+Child Coverage	Emp+Family Coverage
MEDICAL				
PENNCare	\$234.00	\$586.00	\$394.00	\$728.00
Aetna Choice POS II	\$65.00	\$414.00	\$273.00	\$515.00
Keystone HMO	\$50.00	\$296.00	\$186.00	\$365.00
DENTAL				
METLIFE	\$27.34	\$54.62	\$60.18	\$82.03
VISION				
VSP	\$7.10	\$15.33	\$11.53	\$19.55
VSP Easy Options Vision	\$10.71	\$23.13	\$17.40	\$29.50

The information contained in this memo regarding compensation and benefits supersedes any terms and conditions set forth in your original appointment letter. Benefits descriptions are not terms of employment, nor are they intended to establish a contract between the University and its faculty, staff or Postdoctoral Researchers and Fellows. The University reserves the right to amend or terminate any plan at any time.

Please see the following online resources for more information about the changes to stipends and benefits effective July 1, 2023:

Memo outlining Postdoc Changes: <https://research.upenn.edu/wp-content/uploads/FY-24-Postdoctoral-Trainees-PDTs-Stipend-Benefits-Changes-1.pdf>

Penn Postdoc policy: <https://almanac.upenn.edu/articles/of-record-policy-for-postdoctoral-trainees-at-the-university-of-pennsylvania>

Postdoc benefits and stipend FAQ: <https://research.upenn.edu/postdocs-and-students/benefits-and-leave/>

Penn postdoc benefit enrollment guide: https://www.hr.upenn.edu/docs/default-source/benefits/postdoc-benefits-enrollment-guide-2023-2024.pdf?Status=Master&sfvrsn=c6cd9456_2%20Postdoc-Benefits-Enrollment-Guide-2023-2024%20.pdf

For Benefits Help:

Workday enrollment: Health Advocate: 1-866-799-2329 or Penn Employee Solution Center: 215-898-7372 or solutioncenter@upenn.edu
 Gallagher Benefits Services: Dane_Pisano@aig.com



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[2024.pdf?Status=Master&sfvrsn=c6cd9456_2/%20Postdoc-Benefits-Enrollment-Guide-2023-2024%20.pdf](#)

For Benefits Help:

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Gallagher Benefits Services: [Dane Pisano@ajg.com](mailto:Dane_Pisano@ajg.com)