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Subject: OVPR Guidance: Changes to Postdoc Stipends and Benefits
Date: Wednesday, April 5, 2023 11:42:00 AM

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

Good afternoon,

This note outlines what schools currently need to consider as we begin implementing new minimum stipend levels and new benefits plans for postdocs which take effect July 1, 2023.

Provided below is immediate guidance regarding stipend increases and postdoc offer letters. Please share with your relevant staff and offices. **Additional implementation instructions will be forthcoming. If your school has biomedical postdocs, BPP will update the appointment letter template and provide guidance on how to complete the appointment letters.**

Stipend Level Actions and Rules

| Stipendee | before July 1, 2023 | after July 1, 2023 |
|------------------------|---|---|
| New postdocs | Current NIH minimums until July 1, 2023, and new Penn minimums as of July 1, 2023 or New Penn minimums before July 1, 2023 (departmental discretion) | New Penn minimums |
| Postdoc Reappointments | Current NIH minimums until July 1, 2023 on reappointment date based on total years of experience or New Penn minimums (departmental discretion) on reappointment date based on total years of experience | Must receive the new Penn minimum based on total years of experience on July 1, 2023 and New Penn minimum on reappointment date based on total years of experience |

Stipend Notes: **All postdocs must be provided the new Penn stipend minimum for their total years of postdoc experience no later than July 1, 2023.**

Benefit Plans Provided

| Benefits or Insurance Plan | Eligibility beginning July 1, 2023 |
|---|------------------------------------|
| Penn Postdoc Benefits Plan | Postdoc Researchers and Fellows |
| Penn Postdoctoral Insurance Plan for NRSA Fellows (via Gallagher) | NRSA Postdocs |

Benefit note: Non-NRSA postdocs will receive Workday notifications to enroll in benefits. Enrollment timeline is April 24 to May 5, 2023, for July 1, 2023 enrollment, which is the same as for Faculty and Staff benefits enrollment. NRSA Postdocs will be contacted by Gallagher to re-enroll in their benefits for July 1, 2023.

Action – Appointment or Reappointment Letter Language recommendations:

- All **new** postdocs who have received an appointment letter, must receive a revised appointment letter with updated language regarding their stipend levels and benefits.
- Recommended Benefits Language:
 - Postdoctoral Researchers and Fellows:
Effective July 1, 2023, individuals in postdoctoral positions at the University of Pennsylvania can participate in the [Penn Postdoc Benefits Plan](#). Postdoctoral Researchers and Fellows at the University of Pennsylvania are required to participate in a medical insurance plan. If you are currently enrolled in a medical insurance plan with at least comparable coverage and wish to continue that coverage, you may choose to waive participation in the University’s program.
 - NRSA Fellows:
Effective July 1, 2023, NRSA Fellows at the University of Pennsylvania can participate in the [Penn Postdoctoral Insurance Plan for NRSA Fellows](#). Individuals in postdoctoral positions at the University of Pennsylvania are required to participate in a medical insurance plan. If you are currently enrolled in a medical insurance plan with at least comparable coverage and wish to continue that coverage, you may choose to waive participation in the University’s program.

Resource Documents

- Office of the Vice Provost announcement on the changes to stipends and benefits distributed on April 2, 2023 can be found here: <https://research.upenn.edu/wp-content/uploads/FY-24-Postdoctoral-Trainees-PDTs-Stipend-Benefits-Changes-1.pdf>
- The current NIH minimum stipend levels in effect for postdocs through June 30 can be found here: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-23-076.html>.
- Penn Postdoc Benefits plan can be found here: <https://www.hr.upenn.edu/PennHR/benefits-pay/postdoctoral-researchers-and-fellows>
- Penn Postdoctoral Insurance Plan for NRSA Fellows can be found here: https://clients.garnett-powers.com/pd/upenn/plans_benefits/

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