

Postdoc Benefits and Stipends Changes for July 1, 2023

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Senior BA Forum
May 24, 2023

Overview

- New Term Limits
- New Stipend Levels
- New Benefits Elections
- NRSA Postdocs vs Non-NRSA Postdocs
- Coming Soon
- Q&A

New Term Limits

- Postdocs starting before July 1, 2023
 - 5 years at Penn and previous experience does not count
- Postdocs starting July 1, 2023 and after
 - 5 years total including prior experience at other institutions
 - Example: 2 years at Johns Hopkins as postdoc prior to Penn, the appointment at Penn starts at year 3
- *Link to policy: <https://almanac.upenn.edu/volume-68-number-37#of-record-policy-for-postdoctoral-trainees-at-the-university-of-pennsylvania>*

New Stipend Levels

- Stipend level structure will take effect on July 1, 2023
- Stipend levels are a minimum amount based on years of experience
- Faculty mentors have option to increase stipend above the set minimum
- If sponsor-specified guidelines exceed the Penn minimum stipend levels, follow sponsor guidelines
- PI discretion for stipend increase re: 5+ years experience

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

Changes to Benefits

	Funding	Workday Job Profiles	Benefits Elections	EB Rate
NRSA Postdoc (100-150 postdocs)	Only T32 or F32 training grants	Postdoctoral Fellow, NRSA	Gallagher	No EB Rate Gallagher costs will be billed back
Non-NRSA Postdoc (1200+ postdocs)	NOT T32 or F32	Postdoctoral Fellow or Postdoctoral Researcher	Workday	21% EB Rate

- NRSA postdocs – NIH National Research Service Award Postdoctoral Candidate
- Job Profile drives benefits eligibility
- NRSA postdocs can NOT have non-NRSA postdoc positions in Workday after 5/31/2023

Coming Soon (Announcements in the Workday Digest)

Non-NRSA Postdoc with PI/faculty mentor financial support for family coverage medical insurance – One-time Payment Option

- Option for One-Time Payment to subsidize postdoc family coverage contribution
- Available now for July OTP
- Only for postdocs with family coverage that have previously negotiated support
- Increase to stipend for postdocs with start dates post July 1 if negotiated with PI

Stipend Increases effective July 1, 2023

- Mass upload by excel document (EIB) option for comp changes
 - School Senior Finance staff should submit a request via the Penn Employee Solution Center to get the details
- Stipend Minimum must be met, otherwise PI's discretion



Additional Guidance

- Postdocs moving between NRSA and NonNRSA Funding
- Retroactive requests related to change of funding source
 - Submit within 90 days
 - More than 90 days or crossing calendar year? Contact the Solution Center
- Postdoctoral Researchers and Fellows paid directly by an external organization
- Tracking Leaves (FMLA, Childbirth Leave, etc.)

Resources

- 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
- Postdoc Benefits Session Recordings: <https://upenn.box.com/s/uv7m3cuihsjjvao0kzd45x97txcee16b>

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@ajg.com