

77 Massachusetts Avenue, Building 3-234  
Cambridge, Massachusetts 02139-4307  
Phone 617-253-3206  
Fax 617-253-3193

**MEMORANDUM**

TO: Deans and Assistant Deans

FROM: Claude R. Canizares *CR*

SUBJECT: Salary ranges for postdoctoral scholars

DATE: October 18, 2011

On April 1, I wrote to establish a new annual minimum salary rate for postdocs based on the NIH threshold. At that time I informed you that MIT's postdoc salary rate would be indexed to the NIH rate. The NIH rate was raised on April 25 and I am writing to notify you officially that MIT's new minimum annual rate is \$38,500.

The new salary range for postdoctoral appointments will be \$38,500 to \$78,000. Below is the NIH salary scale that you should consult to establish the correct salary for postdoctoral appointments based on years of experience. Please begin using these rates as soon as possible. They will be required effective January 1, 2012.

Years of Experience	0	1	2	3	4	5	6	7 or more
Stipend for FY 2011	\$38,496	\$40,548	\$43,476	\$45,192	\$46,884	\$48,900	\$50,832	\$53,112

I also want to remind you that we are requesting that a mentoring plan accompany each new postdoctoral appointment form. The annual renewal of appointments should include a progress report on the career development plan including future goals. A basic outline for a mentoring plan and background material on mentoring and career development can be accessed on the Postdoc website <http://web.mit.edu/mitpostdocs/> under the heading "Resources for mentors and Postdocs—a ToolKit."

When appointing postdocs, please be guided by MIT policy that Postdoctoral Fellow and Associate appointments are of limited term and are designed for those who have recently received the doctorate. As noted in section 5.3.2 of *Policies and Procedures*, these appointments are “not intended for long-term, indefinite, or career appointments or even short-term appointments where the primary goal is to advance a principal investigator’s research....Appointments are usually for not less than one term and should not extend beyond a total of four years as either a postdoctoral associate or fellow.”

Please remember that supervisors and departments are responsible for ensuring that postdoctoral fellows receive health coverage through the MIT Affiliate Program if the cost is not provided by the fellowship program.

Please distribute this memorandum to the DLC’s in your schools.