

Ruth L. Kirschstein National Research Service Award (NRSA) Stipends, Tuition/Fees and Other Budgetary Levels Effective for Fiscal Year 2024

Notice Number:
NOT-OD-24-104

Postdoctoral Trainees and Fellows: For institutional training grants (T32, T90, TL1) and individual fellowships (F32), the stipend level for the entire first year of support is determined by the number of full years of relevant postdoctoral experience when the award is issued. Relevant experience may include research experience (including industrial), teaching assistantship, internship, residency, clinical duties, or other time spent in a health-related field beyond that of the qualifying doctoral degree. Once the appropriate stipend level has been determined, the trainee or fellow must be paid at that level for the entire grant year. The stipend for each additional year of Kirschstein-NRSA support is the next level in the stipend structure and does not change mid-year.

Career Level	Years of Experience	Stipend for FY 2024	Monthly Stipend
Postdoctoral	0	\$61,008	\$5,084
Postdoctoral	1	\$61,428	\$5,119
Postdoctoral	2	\$61,884	\$5,157
Postdoctoral	3	\$64,356	\$5,363
Postdoctoral	4	\$66,492	\$5,541
Postdoctoral	5	\$68,964	\$5,747
Postdoctoral	6	\$71,532	\$5,961
Postdoctoral	7 or More	\$74,088	\$6,174

Key Points Regarding Post Doc Salaries

It's important to keep postdoc salaries competitive with NIH levels to attract and retain talent. This may help prevent postdocs from unionizing, which could limit management's flexibility in managing terms and conditions of employment.

Here are some examples:

1. If management wants to change a position from hourly to salaried, which could affect union status, they will need union approval.
2. Changes to jobs, such as major changes in duties, equipment, or location, likely need the union's approval, depending on how big the change is.
3. Similarly, management cannot unilaterally change salary, benefits, or time off policies without notifying and bargaining with the union.
 - We implement a new vendor for Leaves, the unions need to be notified and able to respond.
3. Unionized employees also have the right to union representation during disciplinary actions.

Note: Negotiating a collective bargaining agreement with a union can be a lengthy process, involving months of negotiation after employees vote to certify the union as their representative.

Provide *both* step increases and NIH adjustments effective 4/7/2024 (5/24/2024 pay check)

Pros

- Supports commitment last April to raise Post Doc salaries in April annually in alignment with NIH.
- Keeps UMC in-line with other institutions aligning to NIH rates.
- Simplicity of implementation.

Cons

- Burden on grants to find dollars to cover increases. Based on guidance promulgated by the Dean on 6/6/2023 however, grants may have already planned for and budgeted increases.
- Retro increases creates an additional burden on the grant.

Published Rates – April 23, 2024 - [NIH New Rates](#)

2024 NIH Rates			4.1.2023	4.1.2024	Change Amount
Post Doc Research Experience	Level	Job Code	Rate	Rate	
0-.99 years	Post Doc (0)	MF36XX	\$56,484	\$61,008	8.0%
1-1.99 years	Post Doc (1)	MF37XX	\$56,880	\$61,428	8.0%
2-2.99 years	Post Doc (2)	MF38XX	\$57,300	\$61,884	8.0%
3-3.99 years	Post Doc (3)	MF39XX	\$59,592	\$64,356	8.0%
4-4.99 years	Post Doc (4)	MF40XX	\$61,572	\$66,492	8.0%
5-5.99 years	Post Doc (5)	MF41XX	\$63,852	\$68,964	8.0%
6-6.99 years	Post Doc (6)	MF42XX	\$66,228	\$71,532	8.0%
7+ years	Post Doc (7)	MF43XX	\$68,604	\$74,088	8.0%
special situation (alternate funding)	Post Doc (F)	MF44XX		Variable	