Subject: FW: Updated CNS Postdoctoral Fellow Compensation Policy

Date: Thursday, February 4, 2016 at 2:47:28 PM Central Standard Time

From: Romano, Patty T

From: "Knopf, Daniel F" <danknopf@austin.utexas.edu>

Date: Wednesday, February 3, 2016 at 10:15 AM

To: Patty Romano <patty.romano@austin.utexas.edu>, "Kim, Hanna" <annahmik@austin.utexas.edu>, "Yujuico, Maria Elena F" <elena.yujuico@austin.utexas.edu>

Subject: Fwd: Updated CNS Postdoctoral Fellow Compensation Policy

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Begin forwarded message:

From: Dan Knopf <danknopf@austin.utexas.edu>

Subject: Updated CNS Postdoctoral Fellow Compensation Policy

Date: February 3, 2016 at 9:59:38 AM CST

To: cns-tt-faculty@utlists.utexas.edu, cns-research-support@utlists.utexas.edu
Cc: Shardha Jogee -- Chair <chair@astro.as.utexas.edu>, Dave Thirumalai <chemchair@austin.utexas.edu>, porter@cs.utexas.edu, "Jacobvitz, Deborah B" <debj@austin.utexas.edu>, wilke@austin.utexas.edu, "Dickey, Robert W" <robt.dickey@austin.utexas.edu>, chair@math.utexas.edu, Dan Leahy <dleahy@austin.utexas.edu>, Michael Mauk <mauk@utexas.edu>, Molly Bray <mbray@austin.utexas.edu>, ritchie@physics.utexas.edu, "Daniels, Michael" <mj Daniels@austin.utexas.edu>, qquinney@astro.as.utexas.edu, dnestler@cm.utexas.edu, "Baxendale, John T" <jbaxendale@cm.utexas.edu>, bethr@cs.utexas.edu, "Christian, Kimberly S" <kchristian@austin.utexas.edu>, "Barnes, Theresa G" <barnes@austin.utexas.edu>, "Webb, Patricia S" <patty.webb@austin.utexas.edu>, Lori Hamilton <hamilton@math.utexas.edu>, Linda Porras <linda@math.utexas.edu>, crholub@austin.utexas.edu, azegarra@austin.utexas.edu, "Lindholm, Mary C" <lindholm@austin.utexas.edu>, "Keller, Vicki L" <vkeller@austin.utexas.edu>

Dear CNS Faculty and Research Support Staff,

After surveying policies at peer AAU institutions, we have determined that our existing postdoctoral fellow compensation minimum is not competitive with rates offered by comparable research universities. To ensure our ability to recruit and maintain a level of postdoctoral talent appropriate to your research endeavors, we have begun the process of raising the CNS minimum to an annual rate of $43,000.

This process will be accomplished as follows:

- Grant proposals submitted on or after April 1, 2016 must budget for at least the updated minimum. OSP will flag any proposals budgeted below the $43,000 rate if their planned submissions fall on or after that date.
- You are free to appoint postdocs at salaries that exceed the minimum. Because we cannot predict future policies, it is recommended that you budget for a 3% annual increase in new proposals you submit.
- Beginning September 1, 2016, all new postdoc appointments and postdoc reappointments within the College should be at or above the updated $43,000 minimum. HR will disallow appointment attempts in violation of this policy.
- Requests for individual exceptions to this policy may be made to my office.

Thank you for your attention to this important matter.

Yours sincerely,

[Signature]
Requests for individual exceptions to this policy may be made to my office. Such requests should be made at least thirty days before a reappointment date. An example of an appropriate request would be a case in which funds remaining in an account would be inadequate to meet prior commitments if existing postdocs were reappointed at the full $43,000 rate.

The policy was introduced at Chairs’ Council on October 5, 2015. If you have questions about the policy, please contact your Department Chair. For further information on hiring postdoctoral fellows, please see: cns.utexas.edu/deans-office/business-services/human-resources/postdoctoral-fellow-hiring

Sincerely,
dan

Dan Knopf
Associate Dean for Graduate Education, College of Natural Sciences
Professor, Department of Mathematics
The University of Texas at Austin
512.475.6418