

## **Postdoctoral Scholar**

Consider hiring a Postdoctoral Scholar (postdoc) on your externally funded sponsored research/grant to:

1. Advance the scholar's career and training goals.
2. Enhance the University's research community through mentorship and education.

These positions will be considered TU employees and receive benefits determined by their employment classification. TU conforms to NIH guidance for budgeting postdocs on sponsored programs/grants with external funds.

### **NIH/NSF definition of a postdoctoral scholar:**

*An individual who has received a doctoral degree (or equivalent) and is engaged in a temporary and defined period of mentored advanced training to enhance the professional skills and research independence needed to pursue his or her chosen career path.*

See the [NIH-NSF Definition of a Postdoctoral Scholar. \(PDF - 85 KB\)](#) and the NIH Glossary definition for Senior/Key Personnel: <https://grants.nih.gov/grants/glossary.htm#Senior/KeyPersonnel>.

### **Salary**

The salary information below is effective for FY24 according to the federal fiscal year (October 1, 2023-September 30, 2024) and can be used until further notice. *The OSPR will update this guidance annually as this link will change.*

Salary ranges from **Postdoc 0 – Postdoc 7+: \$61,008 – \$74,088** annually which can be divided into monthly amounts. Salary level may be determined by experience, qualifications, performance, available funding and/or comparable competitive rates.

Detailed salary guidance for 12-month postdocs can be found here:  
<https://grants.nih.gov/grants/guide/notice-files/NOT-OD-24-104.html>.

### **Benefits/Employment Classifications**

TU has three benefit rates allowing flexibility for strategic budgeting purposes:

1. Contingent I: 8%
  - a. Covers mandatory FICA taxes.
2. Contingent II: 27%
  - a. Covers mandatory FICA and some paid leave and holidays.
3. Temporary State Authorized Position (TSAP): 39%
  - a. Covers full standard benefits including health insurance, paid leave, and holidays. If grant and budget allow, this is preferable.

For more information, please contact [the OSPR](#) to appropriately budget these positions and balance the overall goals of the project.