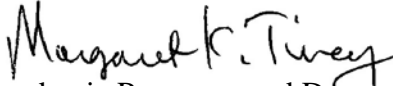


**Date:** October 1, 2018

**To:** Department Chairs, Department Administrators, and NOSAMS Director

**From:** Margaret K. Tivey   
Vice President for Academic Programs and Dean

**Subject:** 2019 Postdoctoral Scholar Stipends and Postdoctoral Investigator Starting Salaries

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After reviewing the Postdoctoral Scholar Fellowship stipend and salary data available from various sources, we have set the guidelines for the 2019 postdoctoral stipends and starting salaries. These guidelines have been set within the overall framework of WHOI's compensation guidelines, taking into account that we wish to remain competitive for the best postdoctoral candidates.

**2019 Postdoctoral Scholar Fellowship Stipend:**

The Scholar stipends for 2019 will be \$60,000/year. After completion of the first year of their appointment and assuming average or better performance, Postdoctoral Scholars (18 month appointments) will have their stipend adjusted by the Academic Programs Office in accordance with the Institution's merit increase guidelines for that year.

**2019 Minimum Acceptable Postdoctoral Fellowship Stipend:**

The minimum acceptable stipend for a Fellowship supported by funds external to WHOI is \$39,250/year.

**2019 Postdoctoral Investigator Starting Salary Guideline:**

The minimum first year salary for an Investigator hired in 2019 with no previous postdoctoral appointment(s) will increase to \$59,380/yr. In accordance with the Institution's practice of determining starting salaries for employees, those Postdoctoral Investigators coming in with prior postdoc or equivalent experience will be compared to incumbents with similar backgrounds to ensure equity and parity. Please check with Taylor Mello, Human Resources Partner - Compensation, for salary guidance.

cc: M. Abbott, L. Madin, J. Fernandez, D. Oppo, C. Charette, Taylor Mello, V. Starczak, D. Stephens