

SUNY DOWNSTATE HEALTH SCIENCES UNIVERSITY

POLICY AND PROCEDURE

Subject:

Policy on Compensation for Research
Foundation Postdoctoral Employees

Prepared by:

Office of the Senior Vice President for Research

Approved by:

Senior Vice President for Research

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Original Issue Date: 2/1/24

Supersedes: 2/1/24

Effective Date: 7/03/25

Issued by:

Office of the Senior Vice President for
Research

The Research Foundation for SUNY (RF) has **compensation policies** that apply to all regular employees including Postdoctoral Associates and Research Scientists. It also has a **Postdoctoral Employee and Fellow Policy** outlining requirements for postdoctoral appointments specifically.

The Research Foundation at Downstate Health Sciences University (RF DHSU) will strive to pay postdoctoral employees (Postdoctoral Associates and Research Scientists) at the NIH NSRA stipend level based on years of experience, contingent on funding availability and sponsor approval. (See “NRSA Postdoctoral Levels” **here**). Experience level is based on all years of experience, not just years of experience at RF DHSU. If there is not adequate funding to compensate at the appropriate level, the Principal Investigator is expected to write a letter of justification to the Senior Vice President for Research requesting a waiver to pay the postdoctoral employee at a lower rate. The Senior Vice President for Research will decide if to approve the waiver.

If an employee with a doctoral degree is working in a non-research role, the PI can request, in writing, a waiver to pay them at a lower rate. The Senior Vice President for Research will decide if to approve the waiver.