

# CBS Postdoctoral Fellow Salary Policy

## Scope

This policy applies to all **internally-funded** Postdoctoral Fellow (PDF) appointments starting January 1, 2020. PDFs paid via externally-funded fellowships (e.g., NSERC, Banting, Liber Ero, etc.) are excluded from this policy as they are not on University of Guelph payroll and their salary is not at our discretion.

## Purpose

This policy is designed to ensure there is equity in PDF salaries across the college, and that PDF remuneration within the college is competitive with similar institutions.

## Policy

The College of Biological Science has set a salary floor of \$40,000 per annum plus benefits (currently 17.2%), effective for all new appointments as an **internally-funded** PDF beginning on January 1, 2020 and beyond. The provision of benefits is a requirement of being a University employee.

In establishing the appropriate starting salary for a Postdoctoral Fellow, consideration should be given to a candidate's specific qualifications and experience, discipline, internal equity in the lab and across the college, external funding and awards attained, and combined sources of funding, not just the minimum allowance. If you have questions about a proposed PDF salary, please contact the Manager, Research and Graduate Studies, or the Associate Director, Finance & Operations. They will review current salaries and equity concerns with you and in consultation with the Office of Graduate and Postdoctoral Studies as necessary, in order to assist you in setting a starting salary range for a new PDF.

If you have a PDF in your lab currently earning less than \$40,000 per annum, the Dean's Office will be reaching out to you to discuss the feasibility of increasing the salary to the college floor, and the potential impacts this will have on your research program and funding.