

May 24, 2023

Subject: New Postdoc Salary Policy - Effective 9/1/23

Dear Faculty and Administrators,

We are pleased to announce an important development regarding Postdoctoral Research Fellow salaries at Boston College. In response to numerous requests from faculty members regarding the challenges in recruiting and retaining postdocs, the VPR Office established a committee in March 2022 to research and address this issue. The committee included members of the VPR Office, Human Resources, and individual faculty members across various disciplines.

Last summer, we conducted a comprehensive survey on postdoc compensation, which was distributed to all faculty members. The results of the survey clearly highlighted the challenges posed by Boston's high cost of living when it comes to attracting postdocs, as well as the difficulty in recruiting individuals with the specialized skills necessary for these positions. An overwhelming majority of respondents expressed their support for increasing the minimum postdoc salary at Boston College.

We would like to emphasize that these challenges are not unique to Boston College. Recent articles published in esteemed scientific journals such as Science and Nature have shed light on similar issues faced by other institutions across the country and around the world. In response to these challenges, many institutions have proactively raised their minimum postdoctoral salaries, both locally and nationally.

Therefore, we are pleased to announce that, effective September 1, 2023, Boston College will be implementing an increase in minimum salaries for postdocs. This increase will be phased in over the course of two years, with the minimum salary for postdoctoral researchers with no prior postdoc experience reaching \$65,000 by June 1, 2024. Importantly, these salary increases will be scheduled on each employee's hire anniversary date.

We firmly believe that postdoctoral researchers are an invaluable asset to our overall research, contributing significantly to the advancement of knowledge and innovation at Boston College. We are grateful to the dedicated faculty members and administrators who have played a crucial role in bringing this policy change to fruition. Your unwavering support and advocacy have been instrumental in addressing the concerns raised by the community.

Below, please find the two-year plan for postdoc salaries.

Effective September 1, 2023: Minimum Salaries for BC Postdocs

Years of Experience	Minimum Salary
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0	\$61,000
1	\$62,220
2	\$63,464
3	\$64,734
4	\$66,028
5	\$67,349
6	\$68,696
7+	\$70,070

Effective June 1, 2024: Minimum Salaries for BC Postdocs

Years of Experience	Minimum Salary
0	\$65,000
1	\$66,300
2	\$67,626
3	\$68,979
4	\$70,358
5	\$71,765
6	\$73,201
7+	\$74,665

Sincerely,
Tom Chiles
Vice Provost for Research & Academic Planning