

The Office of the Vice Provost for Research is pleased to announce, effective July 1, 2023, new minimum stipend levels for all postdoctoral researchers and fellows and the implementation of improved benefits packages.

### Postdoctoral Stipends

The Office of the Vice Provost for Research, in consultation with the Provost's Council on Research, is responsible for setting minimum stipend levels for postdocs across the University. The levels are informed by federal agency guidance, foundation requirements, and national trends. This annual process facilitates equal treatment of postdoctoral compensation across the University.

Effective July 1, 2023 (FY24), the University will adopt a new set of minimum stipend levels based on years of experience, departing from the stipend levels set by the NIH.

The University of Pennsylvania's FY24 minimum stipend levels:

Years of Experience	Minimum Stipend Level
0	\$65,000
1	\$65,500
2	\$66,000
3	\$66,500
4	\$67,000

Please note the following details regarding stipend levels:

- The stipend level structure above will take effect on July 1, 2023.
- The stipend levels are a minimum amount based on years of experience. Faculty mentors have the option to increase the stipend above the set minimum.
- Postdocs currently training at Penn should receive their annual increase on the date of reappointment. If the reappointment date occurred or will occur prior to July 1, 2023, the revised NIH minimum stipend levels for FY23 should be applied. These stipend levels can be referenced at the following link: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-23-076.html>. Stipends will be adjusted again to the FY24 minimum levels as of July 1.
- As of July 1, 2023, all postdoc stipends should be adjusted to reflect the new minimum stipend levels set by Penn. Any postdoc reappointed after July 1, 2023, should have their stipend adjusted to the minimum level upon their reappointment date to reflect their years of experience.
- Penn investigators are expected to comply with any postdoctoral stipend guidelines promulgated by their sponsors if sponsor-specified guidelines exceed the Penn minimum stipend levels.

## Postdoctoral Benefits

This July, Postdoctoral Researchers and Fellows (except postdocs funded primarily by NRSA training grants) will have new options for benefits available through the [Penn Postdoc Benefit plan](#). [Please review the HR website for complete details of the benefits](#). The plan changes take effect on July 1 of each year.

**Current coverage through Gallagher for Postdoc Researchers and Fellows will end on June 30, 2023. Postdoctoral Researchers and Fellows will not be able to retain their current coverage and must make an election during Open Enrollment if they wish to participate in the newly available [Penn Postdoc Benefit Plan](#).**

This benefits package will replace the medical, dental, and vision insurance currently offered to postdocs through Gallagher's [Penn Postdoctoral Insurance Plan](#). See below for a bulleted overview of the new benefits package. **NRSA Fellows will continue to receive insurance and benefits through the Gallagher Plan (see details further below).**

Postdocs will have three options for health insurance plans. For those electing coverage for partners or dependents, the cost to the postdoc will be significantly lower. Enrollment rates for 2023-2024 are available for review in the [benefits guide](#).

Enrolling in benefits through Penn will give postdocs a full array of support and services that include:

- Medical, dental, and vision insurance
  - Insurance plans will mirror options available to faculty and staff
- Increased life insurance
- Employee Assistance Program (w/ eight behavioral health visits) (new)
- Fertility benefits (new)
- Pre-tax accounts (dependent care and flexible spending accounts) (new)
- Commuter and parking programs (new)
- Short-term and long-term disability insurance (new)
- Wellness programs (new)

More details on insurance plans and benefits programs for postdocs can be found on [Penn's HR benefits website](#). To assist with the transition, Human Resources will host the following info sessions for postdocs to learn about the new programs:

- ***April 13 from 1pm – 2pm via [zoom](#).***
- ***April 18 from 10am – 11am in Houston Hall – Bodek Lounge***
- ***April 20 from 2pm – 3pm via [zoom](#).***

For immediate questions or concerns related to the new benefits for postdoctoral researchers and fellows, please contact Health Advocate at 866-799-2329. More information on services provided by

Health Advocate can be found on the [Health Advocate website](#). Human Resources will be circulating further details and reminders regarding open enrollment in the upcoming weeks.

**NRSA Fellows only:**

NRSA Fellows (postdocs primarily supported by T32 or F32 training grants) will continue to receive most of their benefits through the [Penn Postdoctoral Insurance Plan for NRSA Fellows](#) administered by Gallagher Benefits Services, including medical, dental, vision, life, and medical evacuation/repatriation insurance. **Postdocs who fall into this category must re-enroll in their plans during a special open enrollment period of April 24 – May 5.**

The informational Open Enrollment site will be located at <https://clients.garnett-powers.com/pd/upennNRSA>, but will not be accessible until Open Enrollment begins on 4/24/2023.

**NRSA Fellows who do not re-enroll will lose coverage as of July 1.**

During open enrollment, postdocs can enroll in the POSII medical insurance plan as well as vision and dental plans. While there will now be a modest deduction for single medical, dental, and vision coverage (which is identical to the new postdoctoral researcher contribution amount), NRSA Fellows will pay significantly reduced contribution amounts for *spouse and dependent* medical insurance. Details regarding these new plans will be posted and circulated in the upcoming weeks.

We highly encourage all NRSA Fellows to attend one of our virtual information sessions to ask questions and learn more:

- Medical, dental, and vision insurance
- Life insurance
- Employee Assistance Program (with eight behavioral health visits) (new)
- Fertility benefits (new)
- Wellness programs (new)

Information sessions provided specifically for the NRSA Fellows:

- ***Monday, April 17: 1:00pm EST – 2:00pm EST via [zoom](#)***
- ***Tuesday, April 18: 4:00pm EST – 5:00pm EST via [zoom](#)***

For immediate questions or concerns related to the new benefits for NRSA Fellows, please contact Gallagher at 1-800-319-9557. A Gallagher representative will be sharing further details regarding the NRSA Fellows benefits plan in the upcoming weeks.