



THE UNIVERSITY OF ARIZONA
Office of the Provost

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TO: UA Principal Investigators and Campus Research Community
FROM: Andrew C. Comrie, Senior Vice President for Academic Affairs and Provost
Kimberly A. Espy, Senior Vice President for Research
DATE: April 28, 2017
SUBJECT: Postdoctoral Salary Threshold for July 1, 2017

In November 2016 we distributed a memo that outlined the University of Arizona's commitment to provide equitable compensation for all postdoctoral research associates. Postdoctoral Research Associates provide significant contributions in our research programs and are invaluable to our scholarly mission. Most universities are raising salaries of postdoctoral research associates and to remain competitive the University of Arizona has committed to do the same.

As a reminder, the UA is requiring that compensation for all Postdoctoral Research Associates be raised to at least the new minimum annualized salary of \$47,659 no later than July 1, 2017. We recognize that increased salaries will impact other financial and staffing operations, and we will work closely with Principal Investigators and supervisors to aid in a smooth transition on the following:

- As announced on November 18, 2016, all sponsored proposals and revised/amended budgets must reflect at least the minimum annualized salary of \$47,659 for Postdoctoral Research Associates.
- One-time institutional funds will be available to units effective July 1, 2017, to address the required increases where there is a demonstrated hardship on current funding sources to raise Postdoctoral Research Associates to the new threshold.
- A list of the Postdoctoral Research Associates that currently fall below the threshold will be distributed to the college business officers.

Principal Investigators should work with their college and department business offices to implement the new minimum salary for all Postdoctoral Research Associates with compensation below the threshold. Principal Investigators may submit requests through departmental and college business offices for hardship cases. Please find attached the process and information for hardship request. Colleges must submit all requests to Sponsored Projects Services by May 22, 2017 to the individuals on the attachment. Colleges may implement additional requirements for submission of one-time funding requests.

The Offices of the Provost and Research, Discovery & Innovation will review and approve college funding requests. Colleges will be notified of funding decisions by June 5 2017. Documents must be submitted through Manager Self Service no later than June 9, 2017 for increases to be effective by July 1, 2017. Questions related to the new salary threshold may be directed to your designated Human Resources Consultant. To identify your Human Resources Consultant and his/her contact information, please visit <http://hr.arizona.edu/supervisors/consulting-services>.