

Stipend Guide for Postdoctoral Research Scholars

How fellowship appointments work, NIH policies, etc.

Disclaimer: we are not the ultimate authorities on this and procedures vary by funding source.

Resources for funding and information.

Office of Postdoctoral Affairs (OPA)	Funding Resources
Office Vice Chancellor for Research (OVCR)	<p>Identify Funding</p> <p>Find your Grants Analyst</p> <p>Grant writing resources</p> <p>Broader Impacts Resources and Partners</p> <p>Catherine Determan (cdeterman@wustl.edu) can assistance with customized funding searches and subscribing to alerts.</p>
Funding opportunities from private foundations:	<p>Corporate and Foundation Relations</p> <p>Email: medicalresearchfoundations@wustl.edu</p>
Office of Training Grants:	Office of Training Grants , Clinical Research Training Center can help with contacting grants administrator or program directors.
Resourceful staff for training grants available by email:	<p>Rachel Sorensen (r.sorensen@wustl.edu)</p> <p>Hatice Goshtaiy (hkgoshtaiy@wustl.edu)</p> <p>Emina Karibasic (ekaribasic@wustl.edu) CRTC - T32</p> <p>Nicole Nichols (n.nichols@wustl.edu) - T32</p> <p>Beth McClendon (lydonea@wustl.edu) - T32</p>
Clinical Research Training Center (CRTC) maintain multiple training grants	<p>K12s, KL2, T32, TL1, R25, etc.</p> <p>https://crtc.wustl.edu/</p> <p>They also host professional development seminars.</p>

Policies for individual fellowships and NIH T32 Training Grants.

Research Funds (T32)	All research funds must be spent by trainees during the grant year they are issued. For example, if the T32 grant year is September – August, even though your 12-month appointment to the T32 starts in May, you only have until the end of the grant year (August) to spend down your available research dollars, and you won't receive additional research funds until your reappointment the following May.
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<p>Benefits</p>	<p>See the OPA Policies and Benefits page and “comparison of titles” PDF to see how benefits are affected when transitioning between Postdoc Research Associate and Scholar. Also see the “Benefit Eligibility for Postdoctoral Scholars with Outside Funding (PDF)” on the HR Benefits page.</p> <p>For training programs: each has their own guidelines on funding in the budget that can go towards fringe rate benefits (e.g., health insurance, tuition assistance, etc.).</p> <p>Additional fringes can often be covered from research funds budgets, depending on available funding.</p>
<p>Tuition Assistance Benefit</p>	<p>See the Tuition Benefit page for links. This benefit cannot be used for workshop fees, only for UCollege courses.</p> <p>Many training grants budget tuition dollars for their postdocs. For the postdocs who do not take classes, if the money is not re-budgeted, it is returned to NIH. The only place it can be re-budgeted is into stipend for additional trainees, so <i>if there are classes you want to take, even for audit grade, always ask if there is money.</i></p> <p>For institutional training grants (T32, T90, TL1) and individual fellowships (F32, F33) this amount is detailed in the current “Ruth L. Kirschstein National Research Service Award (NRSA) Stipends, Tuition/Fees and Other Budgetary Levels.” Here is the link for FY 2021.</p>

<p>Stipends</p>	<p>Some funding agencies and private foundations allow a fellowship or grant to be paid as salary through the university. If this is the case, you can be in a Postdoctoral Research Associate title.</p> <p>If the fellowship or grant must be paid as a stipend, e.g. NIH F32 and T32, then you must be in a Postdoctoral Research Scholar title.</p> <p>NIH stipends follow particular guidelines, based on trainees' experience (years since PhD awarded). The stipend level is "locked in" for the duration of the appointment (i.e., 12 months) until re-appointment. At that time, the stipend increases to the new NIH NRSA stipend amounts for the next appointed 12-month period. Stipend amounts might vary from postdoc to postdoc. In a case where the trainee's department/mentor chooses to pay the trainee more than the NIH stipend amount for the trainee's year(s) of experience level, the prime department and/or mentor covers the difference. Providing such a supplement is optional and there are restrictions on what types of funds can be used. See "Stipend/Salary" NRSA FAQs.</p> <p>For NIH T32 training programs: When the T32 gets awarded, the training program must use the stipend level issued at the time of the start of our grant year (e.g., September 1) and keep that pay level for a full 12 months¹. Anyone appointed during that 12 months is basically locked in to the pay rate until their next appointment, since that's the amount budgeted in the issued award (exception: if NIH doesn't announce their fiscal year increases until a few months after the fiscal year begins, then additional pay has to be processed to correct the deficit). Your faculty mentor *might* have unrestricted or other funds to supplement research and travel during the months where no grant money is available. This is dependent on available funding and is not guaranteed.</p>
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<p>Years of Experience</p>	<p>Within the NIH stipend policies, anyone with less than 12 months working as a postdoc after graduation is paid at the 0 years of experience level; anyone with 12-23 months of experience is paid at the “1 year of experience” level; and so on. The stipend level for the entire first year of support is determined by the number of full years of relevant postdoctoral experience at the start of the appointment. Here is the FY 2021 NIH NRSA Stipend Levels.</p>
<p>Payback Agreement for NIH NRSA</p>	<p>See the NIH NRSA FAQ for details or contact the NRSA Payback Service Center. Two key points from the FAQs:</p> <p>“What are the consequences of not completing two full years of NRSA training or payback service for Kirschstein-NRSA support?”</p> <p>If you receive NRSA training and are unable or unwilling to complete the required payback service, you must reimburse the U.S. Government for the investment made in your career by repaying the stipends received (plus interest, in some cases). Special exceptions are rarely granted, but may be considered in extraordinary circumstances. If you do not repay your NRSA obligation by service, your file will be forwarded to the NIH Office of Financial Management, which will contact you regarding your financial obligation.</p> <p>What does NIH mean by payback for Kirschstein-NRSA support?</p> <p>Payback means that you will perform qualified research or teaching activities for a length of time equal to the period of NRSA support you received. Receiving 12 months of postdoctoral training support obligates you to perform 12 months of qualified research or teaching activities as payback. Only the first year of training incurs a payback obligation; the second year of training pays back the first year, with each month of qualifying payback activity paying back one month of NRSA support. If you receive two full years of NRSA</p>

	training, you will have completed your payback obligation. In general, payback activity must involve at least 20 hours per week and be conducted over 12 consecutive months. Special exceptions to these requirements may be considered on a case-by-case basis.”
NIH Ruth L. Kirschstein National Research Service Award (NRSA) Awards	FAQs

¹Figure showing an example of how an NIH T32 grant would align with the timing of appointment and change in NIH NRSA Stipend Scales for the fiscal year.

