

December 22, 2016

To: Postdoctoral Scholars

RE: Mandatory Minimum Salary for Postdoctoral Scholars

Dear Colleagues:

Last summer, you were informed by our Human Resources Department that UNMC would be raising our postdoctoral fellow salaries to meet the FLSA threshold for the exemption (\$47,476) from overtime pay, beginning December 1, 2016. The reason for the decision was explained in the summer edition of Postdocing, the newsletter for postdocs. However, because of a November 22, 2016 injunction issued by a federal judge against the FLSA mandate, applicable nationwide, the salary raise at UNMC was put on hold under a university-wide directive.

UNMC understands and empathizes with postdocs' concerns and challenges with issues arising as a result of the injunction. However, unlike other institutions, UNMC has a longstanding progressive mandatory minimum salary for postdocs tied to the NIH National Research Service Award (NRSA, adjusted to the cost of living in Omaha), which we update annually.

As a result, UNMC will continue this tradition and accept the recently published NRSA minimum salary recommendation (\$47,484), adjusted to cost of living in Omaha (\$41,786) and apply it to all postdoctoral scholars (postdoctoral fellows, postdoctoral research associates, and existing senior research associates), whose salaries fall below this minimum threshold, retroactive December 1, 2016. The salary increase will be reflected in the January 2017 paycheck. In addition, the salary increase for the month of December 2016 will be included in the January 2017 paycheck.

Sincerely,



H. Dele Davies, MD, MS, MHCM
Vice Chancellor for Academic Affairs
Dean for Graduate Studies



Iqbal Ahmad, PhD
Associate Dean for Postdoctoral Affairs
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