DATE: October 25, 2024

TO: Computer Science Faculty

FROM: Scott DeLoach

RE: Salaries for Post-Doctoral Researchers

Effective October 25, 2024, the minimum annual rate of pay for all *newly hired* Post-Doctoral Researchers (post-docs) within the Department of Computer Science will be $60,000 per year. Under extenuating circumstances such as requirements of a sponsor or funding-related issues, this may be waived in writing by the department head.

All grant proposals submitted after October 25, 2024 must pay this rate (as a minimum) and all post-docs hired after October 25, 2024 should be paid at least this amount.

There is no maximum rate for post-docs and faculty are encouraged to pay above the minimum to ensure the salary is competitive with schools in locations that have salary and cost-of-living related advantages.

A departmental review of pay equity for other similarly situated employees must be made when making pay determinations. The department head will make the final determination of the appropriate salary.

cc: Theresa Hogenkamp, Sheryl Cornell