



FHSD Guidance Document: Remuneration for Postdoctoral Fellows

FHSD encourages Principal Investigators to use the following guidance in the recruitment and compensation of postdoctoral fellows.

- FHSD values equity, fairness and transparency, especially for non-unionized research trainees who may experience a power imbalance with their supervisor.
- FHSD recognizes the skills and education required to become a postdoctoral fellow and is grateful for the postdoctoral fellow's contributions to research & teaching in the Faculty.
- The FHSD Research and Graduate Training Committee recommends all postdoctoral fellows receive a salary equivalent of **\$60,000-\$80,000 (CAD)** per year for a 1.0 FTE (100% full-time employment).
- This salary may come from a variety of sources, including awards/fellowships, teaching appointments*, or supervisor grants.
- Postdoctoral fellows are expected to apply for eligible awards/fellowships and are encouraged to discuss opportunities with their Principal Investigator and review the [FHSD Postdoctoral Fellows Awards webpage](#).
- Postdoctoral fellows are also eligible for UBC benefits [the funding of which needs to be considered and agreed upon (with the Dean) before the appointment is made]. More information can be found on the [UBC HR website](#).
- Postdoctoral fellows are entitled to 2 weeks' paid annual vacation time, as per the BC [Employment Standard's Act](#).
- Please direct questions to the FHSD Associate Dean of Research or Nicole Carlos, FHSD Research Finance Manager

***Teaching Appointments:**

1. *Postdoctoral Fellowships are intended to expand both research and teaching skillsets; FHSD Postdoctoral Fellows are encouraged to explore opportunities to teach during their appointment, dependent on course availability, subject matter expertise, and departmental needs. Please consult with the School's Director for more information.*
2. *Expectations regarding the percent of time spent on teaching vs. time spent on research must be clearly outlined in offer letters, and will depend on research lab, external funding, and departmental requirements. FHSD recommends a maximum of 10-15% of time allotted for teaching and the remainder for research and mentorship.*