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FOR THE MEDIA

Postdocs working for faculty without assigned lab space or those who are in a clinical residency program pausing their residency to do research for a defined term, will carry the title of Research Fellow.

Position	PGY0	PGY1	PGY2	PGY3	PGY4	PGY5	PGY6
Research Fellow	\$72,000	\$74,160	\$76,385	\$78,676	\$81,037	\$85,088	\$87,641
Research Scholar	\$72,000	\$74,160	\$76,385				
Research Associate				\$78,676	\$81,037	\$85,088	\$87,641

*\*These salaries will be effective February 2025.*

*\*\*This table is not intended to provide a complete description of benefits. Although every effort has been made to ensure that the above information is accurate, the legal documents that describe the postdoctoral classes will govern in the case of any discrepancy. The Office of Postdoctoral Affairs hosts an orientation for incoming postdocs to fully explain compensation and benefits.*

## Housing

All incoming Research Scholars and Research Associates PGY0 through PGY4 will have access to MSK institutional housing for up to 48 months or until they reach PGY5, whichever comes first. All postdoc housing is located on Roosevelt Island. At the end of MSK housing eligibility, postdocs are offered access to a broker program to assist in finding housing on the NYC open market.

As vacancy allows, Research Fellows will also have access to MSK institutional housing but have a limit of 2 years. Those coming from abroad and PGY 0-2 will be prioritized for housing.

[Learn more about housing](#) .

## Medical Benefits

All MSK postdocs receive full medical, dental, and vision coverage for themselves and their eligible dependents. These benefits include choices of several medical insurance plans, dental and vision plans. For Research Scholars and Research Fellows insurance expenses are covered by MSK. For Research Associates, additional medical plan options exist; Research Associates contribute a fractional amount toward their coverage.

## Daycare Benefits

Postdocs with children under 4 may apply for a spot in an MSK-sponsored Bright Horizons Center on either Roosevelt Island or in Manhattan; selection process is based on application dates and vacancy.

## Additional Benefits

Additional benefits available to all postdocs include:

- New York State Short-term Disability Coverage
- New York State Paid Family Leave

- Federal Family and Medical Leave Act (FMLA) Eligibility
- Voluntary 403(b) retirement accounts
- Pre-tax commuter spending account

Research Associates are also eligible for:

- Employer matching funds for the voluntary 403(b) retirement accounts
- Life insurance
- Long-term disability coverage

Postdocs also have access to the MSK Emergency Hardship Fund. This fund offers financial support to scientific trainees who are facing sudden and temporary financial challenges resulting from personal or family emergencies but cannot resolve these difficulties through alternative measures (fellowships, loans, or personal resources).

## **Vacation and Sick Time**

All MSK postdocs are eligible for:

- 20 vacation days
- Up to 12 sick days
- 7 legal holidays
- 5 personal holidays

## **Parental Leave**

All postdocs are eligible for a minimum of twelve weeks of fully paid parental leave for the birth or adoption of a child. MSK postdocs are also eligible for leave under the Family and Medical Leave Act (FMLA), which grants up to 12 weeks of unpaid leave during a 12-month period due to certain medical and family circumstances. The NY State family leave policy overlaps with the MSK parental leave policy.

## **Mental Health**

MSK postdocs have access to the following resources:

### **Magellan MSK's Employee Assistance Program (EAP)**

Magellan EAP offers free, confidential short-term counseling and supportive services 24/7/365 to postdocs or the members of their household. All MSK staff can utilize Magellan EAP services, you do not have to be enrolled in an MSK medical plan. Licensed counselors are available in person, by phone, or via a wide

array of virtual therapy options to support you with:

- Addressing mental health concerns such as stress, depression, anxiety, or grief
- Coping with harmful thoughts, mood swings or trauma
- Seeking treatment and support for alcohol or drug misuse
- Developing better parenting and caregiving skills for children and elders
- Handling everyday demands and major life transitions
- Improving relationships and resolving conflicts
- Managing stress at work and school

Magellan EAP also offers a wide array of on-demand resources including webinars, podcasts, and other self-help resources for topics such as cultivating resiliency, practicing self-care, managing work/life stressors, and more.

## **Onsite Counselor for MSK Trainees**

Maintaining mental health is critical to optimal wellbeing, not to mention crucial for being able to focus in the lab and clinic. However, this aspect of health is often neglected. No doubt the trainee period is a high stress time in life, and MSK is committed to ensuring that postdocs have rapid access to high-quality services that support their mental and emotional wellbeing. To that end, postdocs have access to participate in 6 sessions with an onsite and/or virtual therapist who will provide free, confidential counseling services exclusively to MSK graduate students, postdocs, and GME fellows.

In addition, MSK postdocs are welcome to participate in other wellness activities lead by different groups including the Employee Health & Wellness Services, the Work Life Initiatives team and Employee Resources Networks.

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