Painting a Picture of National Postdoc Policies:

The NPA Institutional Policy Database

National Postdoctoral Association Annual Meeting
St. Louis, Missouri
April 6, 2014
Quick history

2009: Postdoc Pilot Survey

2010: "Quick Surveys"
  • Retirement
  • Postdoc Status for Grant Proposals

2011: Institutional Survey on Postdoctoral Compensation, Benefits, Professional Development Opportunities

2013: Enhanced NPA Institutional Policy Database
NPA Institutional Policy Survey

• 53 questions: complex
• Online survey
• No incentives
• Very detailed
• Of organizations vs. individuals

Response rate: 53% (N = 167)
Content of NPA Institutional Database

- Demographics
- Structure of postdoc offices
- Postdoc policies
- Postdoc compensation and benefits
- Career and professional development services
Demographic data on postdocs

Number of Postdocs in the U.S.: 61,000 – 91,000

Gender Breakdown

- Men: 56%
- Women: 44%

Percentage of Postdocs on Visas: 54%

Percentage of Postdocs from Underrepresented Groups: 5%

Scientists and engineers in S&E occupations: 2010

- White women: 18%
- Asian men: 13%
- Asian women: 5%
- Black men: 3%
- Black women: 2%
- Hispanic men: 4%
- Hispanic women: 2%
- Native Hawaiian or Other Pacific Islander: 2%
- Other men: 1%
- Other women: 1%

NOTE: Hispanic may be any race. Other includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and multiple race. (Women, Minorities, and Persons with Disabilities in S&E, 2013)
Demographic data on institutions

**Type of institution:**
52% Private, 45% Public, 3% Government

**Primary Purpose:**
92% Research, 77% Education, 29% Hospital, 2% Commercial
Postdoc office structure

Stand-alone postdoc office?  Yes = 83%  No = 17%

Reporting Structure

- Graduate School: 32%
- Research Affairs: 24%
- Other*: 19%
- Provost/President: 17%
- Academic Dean: 17%
- Administrative Dean: 10%
- Central...: 7%
- Human Resources: 5%
- Training Office: 2%

*Other: Scientific Director, Clinical Director
Postdoc office structure

Funding Sources

- Provost/President: 23%
- Research Affairs: 20%
- Graduate School: 20%
- Central Administration: 17%
- Academic Dean: 10%
- Administrative Dean: 4%
- Human Resources: 3%
- Other: 2%
- Department Chair: 1%
- Training Office: 1%

Average FTEs: 1.5
Postdoc policies

Are annual reviews required?  
Yes: 45%  
No: 55%

Do you provide exit surveys?  
Yes: 45%  
No: 55%

Of institutions with term limits (80%):

- 5 years: 63%
- 6 years: 19%
- 4 years: 10%
- 3 years: 6%
- 7 years: 2%
89% of institutional policies include a minimum stipend.

94% require that it be met.
Benefits

- **Single Health Insurance**
  - Institutionally Funded Postdoc Employees: 88%
  - Institutionally Funded Postdoc Trainees: 85%
  - Individually Funded Postdocs: 67%
  - Externally Funded Postdocs: 61%

- **Family Health Insurance**
  - Institutionally Funded Postdoc Employees: 95%
  - Institutionally Funded Postdoc Trainees: 85%
  - Individually Funded Postdocs: 85%
  - Externally Funded Postdocs: 61%

- **Single Dental Insurance**
  - Institutionally Funded Postdoc Employees: 91%
  - Institutionally Funded Postdoc Trainees: 77%
  - Individually Funded Postdocs: 81%
  - Externally Funded Postdocs: 56%

- **Family Dental Insurance**
  - Institutionally Funded Postdoc Employees: 95%
  - Institutionally Funded Postdoc Trainees: 80%
  - Individually Funded Postdocs: 82%
  - Externally Funded Postdocs: 56%

- **Single Vision Insurance**
  - Institutionally Funded Postdoc Employees: 80%
  - Institutionally Funded Postdoc Trainees: 67%
  - Individually Funded Postdocs: 69%
  - Externally Funded Postdocs: 49%

- **Family Vision Insurance**
  - Institutionally Funded Postdoc Employees: 80%
  - Institutionally Funded Postdoc Trainees: 67%
  - Individually Funded Postdocs: 68%
  - Externally Funded Postdocs: 46%
Services for postdocs

**Career services:**
- Career exploration programs (84%)
- Networking events (77%)
- Job search skills workshops (70%)
- Individual Development Plan (IDP) workshops (51%)

**Professional development topics:**
- Grant writing (94%)
- Responsible Conduct of Research (93%)
- Presentation Skills (77%)
How can **WE** use this data?

- We the NPA
- We the collective we – you and I as individuals
- We the postdoc office
- We the institution
- We the funding agency
- We the professional society
NPA report

• Structure
  o Using the NPA Recommended Practices as the outline
  o Look back at historical data
  o Highlight some of the top programs

• Dissemination
  o NPA Web site, e-alerts, social media sites, e-mail
  o Scientific career sites
  o Higher education sites
  o Professional societies
Next steps

- Feedback
- Reports of interest
Next steps

How to access the NPA Institutional Policy Survey:

1. Go to [http://database.nationalpostdoc.org](http://database.nationalpostdoc.org)
   Log in with your NPA username and password. E-mail
   [membership@nationalpostdoc.org](mailto:membership@nationalpostdoc.org) if you need any help with your username or password.

2. Click on “Postdoc Policy Survey”

3. Click on “Take Survey”

*Survey is for PDO/Institutional Members to fill out.*