National Postdoctoral Association
15th Annual Meeting

March 17 - 19, 2017
San Francisco, California

Hosted by UNIVERSITY OF CALIFORNIA
NPA Institutional Policy Survey

• Acknowledgements
  • Burroughs Wellcome Foundation for their generous support of this project since 2012
  • The Institutional Policy Survey & Report Taskforce
  • All member institutions who responded to the survey

• History
  • 2013 - First round of data collection
  • 2014 - Release of the NPA Institutional Policy Report
  • 2016 - Second round of data collection
NPA Institutional Policy Survey

• 2016 Data Collection
  • NPA Institutional Policy Survey
    • 126 responses
    • 62% response rate
    • Increase from first round of data collection
  • Follow-up Compensation Survey
    • 142 responses
    • 69% response rate
NPA Institutional Policy Survey

• 2016 Data Collection
  • Survey Components
    • Demographics
      • Institution demographics, Postdoc size, Postdoc demographics, PDO structure
    • Appointment, Review, and Exit Process
    • Postdoc Policies
    • Compensation and Benefits
    • Professional Development / Training Programs
Preliminary Data from NPA Compensation Follow-up Survey

Institutions raising the minimum postdoc compensation level to $47,476 (n=134)
Preliminary Data from NPA Compensation Follow-up Survey

Did institutions apply raise to all postdocs?

- 78% Yes
- 22% No
Preliminary Data from NPA Compensation Follow-up Survey

Which postdoc classifications are excluded from the raise?

- Institutionally Funded Postdoc Employee: 43%
- Institutionally Funded Postdoc Trainee: 18%
- Individually Funded Postdocs: 11%
- Externally Funded Postdocs: 28%
Preliminary Data from NPA Institutional Policy Survey

- Single Health Insurance
- Single Dental Insurance
- Single Vision Insurance
- Life Insurance
- Short-term Disability Insurance

- Institutionally Funded Postdoc Employees
- Institutionally Funded Postdoc Trainees
- Individually Funded Postdocs
- Externally Funded Postdocs
Preliminary Data from NPA Institutional Policy Survey

Oversight of the Postdoc Offices

- Provost/President/Chancellor: 0%
- Research Affairs: 5%
- Graduate School / Division: 20%
- Academic Dean: 25%
- Central Administration: 15%
- Human Resources: 10%
- Other: 30%

Postdoc Office Staffing
- Average FTE: 1.6
- Median FTE: 1.2
Preliminary Data from NPA Institutional Policy Survey

Exit Survey

- Yes: 43%
- No: 46%
- Not able to do so: 10%
Preliminary Data from NPA Institutional Policy Survey

Institution plans to start exit survey in next 12 months

- Definitely yes: 17%
- Probably yes: 37%
- Might or might not: 25%
- Probably no: 19%
- Definitely no: 2%

Legend:
- Green: Definitely yes
- Red: Probably yes
- Orange: Might or might not
- Blue: Probably no
- Indigo: Definitely no
Preliminary Data from NPA Institutional Policy Survey

Institution tracks postdoc after they leave

- Yes: 68%
- No: 27%
- Don’t know: 5%
Preliminary Data from NPA Institutional Policy Survey

Institution plans to start tracking postdocs after leaving in next 12 months

- Definitely yes: 0%
- Probably yes: 18%
- Might or might not: 20%
- Probably no: 28%
- Definitely no: 34%
In Closing

• Full report and aggregate data will be released later this year
• Please email feedback and questions to kferguson@nationalpostdoc.org
• Thank you!