Supporting the Needs of Postdocs: Highlights and Best Practices from 2017 NPA Institutional Policy Report

2018 NPA Annual Conference
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**Presenters:**
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Chair, NPA Board of Directors
Director, Office of Postdoctoral Affairs, Moffitt Cancer Center

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**Moderator:**
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Administrative Director, Biomedical Postdoctoral Programs, University of Pennsylvania
Highlights and Best Practices from 2017 NPA Institutional Policy Report

History:

• 2012 - Convened taskforce to work on survey questions
• 2013 - First round of data collection
• 2014 - Release of the NPA Institutional Policy Report
• 2016 - Second round of data collection
• 2018 - Release of the 2nd NPA Institutional Policy Report
Highlights and Best Practices from 2017 NPA Institutional Policy Report

- Policies
- Training programs
- Benefits for all postdocs
- Support international & diversity issues

Postdoctoral Offices & Postdoctoral Associations
Highlights and Best Practices from 2017 NPA Institutional Policy Report

Methodology:
• 190 NPA institutional members received the survey
• 130 institutions started (68%) and 102 (54%) completed the survey
• 82 possible questions
  • It is complicated, but so is the postdoc world!
• 6 topic areas
• Follow-up stipend/compensation survey
Highlights and Best Practices from 2017 NPA Institutional Policy Report

Topics:
• PDO Demographics
• Professional Development & Career Services Programs
• Compensation
• Benefits
• Postdoc Policies
• Annual reviews, exit surveys, tracking postdocs
• Q&A
Postdoc Office Demographics

Growth of PDO/Institutional Members with NPA

- 2003
- 2013
- 2016
PDO Annual Operating Budgets
(excluding personnel salaries)

<table>
<thead>
<tr>
<th>Category</th>
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</table>
Who PDOs Share Resources With

- Graduate School / Division: 56%
- Other: 30%
- Research Affairs: 25%
- Career Services: 25%
- An Academic Dean: 11%
- Provost/President/Chancellor: 10%
- Central Administration: 10%
- Training Office: 8%
- An Administrative Dean: 5%
Professional Development Programs

- Responsible Conduct of Research: 86%
- Grant Proposal Writing: 84%
- Presentation Skills: 79%
- Teaching Skills: 75%
- Manuscript/Scientific Writing: 71%
- Negotiation Skills: 67%
- Interpersonal Skills: 61%
- Technology Transfer / Commercialization: 60%
- Diversity and Outreach Programs: 57%
- English Language Training: 55%
- Time Management: 53%
- Lab Management for an academic setting: 44%
- International Legal Issues: 40%
- Project Management for an academic setting: 37%
- Project Management for an industry setting: 23%
- Mock Study Sections: 23%
- Other: 11%
- Not Applicable: 2%
<table>
<thead>
<tr>
<th>Grant Writing</th>
<th>Science Writing</th>
<th>Mock Study Sections</th>
<th>Academic Lab Mgmt</th>
<th>Academic Project Mgmt</th>
<th>Industry Project Mgmt</th>
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## Developmental Programs: BEST Award?

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### Skills
- Grant Writing
- Science Writing
- Mock Study Sections
- Academic Lab Mgmt
- Academic Project Mgmt
- Industry Project Mgmt
- Teaching Skills
- Presentation Skills
- Negotiation Skills
- Interpersonal Skills
- Responsible Conduct
- Diversity and Outreach
- English Language Training
- International Legal Issues
- Time Management
- Tech Transfer
Career Services Programs

- Networking Events: 86%
- CV / Cover Letter Reviews: 85%
- Career Exploration Programs/Panels/Talks: 83%
- Job Search Skills Workshops (including interviewing, negotiating): 80%
- Individual Development Plan Workshops: 73%
- Academic Job Search Programs: 71%
- Individual Career Counseling Appointments: 69%
- Career-related Website Resources: 64%
- Career Fairs / Symposium: 59%
- Self-Assessment Programs/Workshops: 56%
- Mock Interviews: 52%
- Employer Presentations: 45%
- Career Library: 37%
- Formal Career Interest Assessments (Strong Interest Inventory, etc.): 37%
- On-Site Visits to Local Employers: 27%
- Job Shadowing Opportunities: 17%
- On-Campus Interviews: 13%
- Other: 9%
- Not Applicable: 3%
# Career Services: NIH Funding

<table>
<thead>
<tr>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
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</table>

- IDP Workshops
- CV/Cover Letter Review
- Individual Career Counseling
- Self-Assessment Programs
- Career Panels/Talks
- Mock Interviews
- Job Search Workshops
- Academic Job Search
- Career Interest Assessments
- Career Fairs/Symposium
- Employer Presentations
- Networking Events
- On-Campus Interviews
- On-Site Visits
- Job Shadowing
- Career Library
- Career-related resources

[Color scale for Q1 to Q4]
Postdoc Compensation Trends

2013 & 2016
Minimum Postdoc Stipends

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<tr>
<th>$20,000-$37,999</th>
<th>$38,000-$39,999</th>
<th>$40,000-$46,999</th>
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<td>2016</td>
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</table>
Postdoc Classification Definitions

INSTITUTIONALLY FUNDED POSTDOC EMPLOYEES (IFPE)
This indicates the classification(s) your institution typically uses for a postdoc funded on a principal investigator's grant (for example, an NIH R01 grant).

INSTITUTIONALLY FUNDED POSTDOC TRAINEES (IFPT)
This indicates the classification(s) your institution typically uses for a postdoc funded on a principal investigator's grant (for example, an NIH T32 grant).

INDIVIDUALLY FUNDED POSTDOCS (IFP)
This indicates the classification(s) your institution typically uses for a postdoc funded by a fellowship that is paid to the institution (such as an NIH National Research Service Award).

EXTERNALLY FUNDED POSTDOCS (EFP)
This indicates the classification(s) your institution typically uses for a postdoc funded by a fellowship that is paid directly to the postdoc (such as a fellowship from a foreign country.)
Postdoc Policies

- **Is there a term limit for postdoc appointments?**
  - Yes: 82%
  - No: 18%

- **Does your institution count prior years of experience as a postdoc towards the term limit?**
  - Yes: 49%
  - No: 51%
Administrative Policies

**Policies: Institution Type**

- Public
- Private
- Other

**Postdoc Policies: Institution Type**

- Public
- Private
- Other

[Heatmaps showing the distribution of policies across different types of institutions and roles for both administrative and postdoc policies]
Exit Survey

- Yes: 44.6%
- No: 55.4%

Yes: 44.6%
No: 55.4%

Likely in 1 year: 24.8%
Unlikely in 1 year: 7.9%
Cannot: 8.9%
Possibly in 1 year: 13.8%

Tracking Alumni

- Yes: 27.7%
- No: 68.3%
- Unknown: 4%

Yes: 27.7%
No: 68.3%
Unknown: 4%

Likely in 1 year: 22.7%
Unlikely in 1 year: 12.9%
Possibly in 1 year: 22.7%
In Closing

• 2019 NPA Institutional Policy Survey
  • PDOs - Fill it out next year please!!

• Custom Reports
Thank you to our collaborators and sponsors!

- Burroughs Wellcome Foundation for their **generous support of this project since 2012**
- Sigma Xi
- Elsevier
- The Institutional Policy Survey & Report Taskforce
- All NPA member institutions who responded to the survey
Questions & Discussion

Please contact us:

Kryste Ferguson
kferguson@nationalpostdoc.org

Tracy Costello
tracy.costello@moffitt.org
ADDITIONAL DATA FOLLOWS
Demographics

Institution Type

- 51% Public academic institution
- 33% Private academic institution
- 16% Other

Number of Postdocs

- 101-250: 28%
- 251-500: 25%
- 501-750: 15%
- 751-1000: 5%
- >1000: 10%
Demographics

Average Postdoc Gender

- 56% Male
- 43% Female
- 1% Other
Demographics

Approximate distribution of visa status of postdocs

- U.S. Citizens: 38%
- Temporary Visa Holder: 54%
- Permanent Residents: 8%
Demographics

Institutions Tracking Postdoc Demographics

- Track Postdocs from Underrepresented Minority Groups
  - Yes: 80%
  - No: 10%

- Track Postdocs with Disabilities
  - Yes: 60%
  - No: 40%

- Track Postdocs from Disadvantaged Backgrounds
  - Yes: 10%
  - No: 90%
Postdoc Office Demographics

How many FTEs in PDOs?

Postdoc Office Staffing

Average FTE
1.24

Mode FTE
1
Postdoc Office Demographics

Does your institution have a postdoc association?

- Yes: 84%
- No: 16%
## Development Programs: Institution Type

<table>
<thead>
<tr>
<th></th>
<th>Public</th>
<th>Private</th>
<th>Other</th>
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<tbody>
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<td>Tech Transfer</td>
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</table>

The chart shows the percentage of development programs offered by different institution types. The color scale on the right indicates the intensity of focus on each program type.
### Development Programs: Number of Postdocs

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<th>Grant Writing</th>
<th>Science Writing</th>
<th>Mock Study Sections</th>
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The table represents the number of postdocs in various development programs, with numbers indicating the count and colors indicating the proportion of postdocs in each category. The color scale ranges from 0 to 100.
# Development Programs: Dedicated Staff?

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<tr>
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<tr>
<td>Other</td>
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### Career Services: Dedicated Staff?

<table>
<thead>
<tr>
<th>Yes (%)</th>
<th>No (%)</th>
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</tr>
<tr>
<td>72</td>
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</tbody>
</table>

- IDP Workshops
- CV/Cover Letter Review
- Individual Career Counseling
- Self-Assessment Programs
- Career Panels/Talks
- Mock Interviews
- Job Search Workshops
- Academic Job Search
- Career Interest Assessments
- Career Fairs/Symposium
- Employer Presentations
- Networking Events
- On-Campus Interviews
- On-Site Visits
- Job Shadowing
- Career Library
- Career-related resources
Compensation

Minimum Stipend Policy

Annual Stipend Increase

- No: 10%, 36%
- Yes, recommended: 6%, 21%
- Yes, required: 84%, 43%
Compensation

NIH NRSA Stipend Scale History
### Benefits: Institution Type?

<table>
<thead>
<tr>
<th>Public</th>
<th>Private</th>
<th>Other</th>
<th>Discounted Athletic Membership</th>
</tr>
</thead>
<tbody>
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</tbody>
</table>

- **Public**:
  - Single Health Ins.
  - Two-Person Ins.
  - Family Vision Ins.
  - Matched Retirement
  - Tax-Deferred Retirement
  - Flex Spending Act
  - Employee Asst. Program
  - Paid Time Off
  - Unpaid Time Off
  - Maternity
  - Paternity Leave
  - Adoption Assistance
  - On-site Child Care
  - Subsidized Child Care
  - Tuition Assistance
  - Transportation Assistance

- **Private**:
  - Single Health Ins.
  - Two-Person Ins.
  - Family Vision Ins.
  - Matched Retirement
  - Tax-Deferred Retirement
  - Flex Spending Act
  - Employee Asst. Program
  - Paid Time Off
  - Unpaid Time Off
  - Maternity
  - Paternity Leave
  - Adoption Assistance
  - On-site Child Care
  - Subsidized Child Care
  - Tuition Assistance
  - Transportation Assistance

- **Other**:
  - Single Health Ins.
  - Two-Person Ins.
  - Family Vision Ins.
  - Matched Retirement
  - Tax-Deferred Retirement
  - Flex Spending Act
  - Employee Asst. Program
  - Paid Time Off
  - Unpaid Time Off
  - Maternity
  - Paternity Leave
  - Adoption Assistance
  - On-site Child Care
  - Subsidized Child Care
  - Tuition Assistance
  - Transportation Assistance

- **Discounted Athletic Membership**:
  - Single Health Ins.
  - Two-Person Ins.
  - Family Vision Ins.
  - Matched Retirement
  - Tax-Deferred Retirement
  - Flex Spending Act
  - Employee Asst. Program
  - Paid Time Off
  - Unpaid Time Off
  - Maternity
  - Paternity Leave
  - Adoption Assistance
  - On-site Child Care
  - Subsidized Child Care
  - Tuition Assistance
  - Transportation Assistance
Postdoc Policies

Maximum length of time allowed to be classified as postdoc?

- 3 years: 4
- 4 years: 3
- 5 years: 45
- 6 years: 20
- 7 years: 1
- 8+ years: 1
- Other: 10

Appointment Process

- Yes: 94%
- No: 3%
- Don't know: 3%
Postdoc Policies

Orientation Program
- Yes: 85.0%
- No: 15.0%

Postdoc Handbook
- Yes: 54.0%
- No: 46.0%
Are annual performance reviews required for postdocs?

- Yes: 49%
- No, but they are encouraged: 40%
- No, neither required or encouraged: 11%

Does institution provides resources for annual performance reviews of postdocs?

- Yes: 84%
- No: 16%
Questions

• What are the barriers to responding?
• What areas do you as institutions need more information on?
• How does this data help you?