POSTDOCTORAL SCHOLAR & RESEARCH SCIENTIST

2013 SURVEY SUMMARY REPORT

GLADSTONE INSTITUTES

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Introduction

This report provides a summary of responses to the Postdoctoral Scholar and Research Scientist Survey that was administered from Wednesday, January 16 through Wednesday, January 30, 2013. The survey was extended for one additional day and closed at 5:30 pm on Friday, February 1, 2013.

The survey contained 41 questions grouped in four sections: training program, career development, salary and benefits, mentoring, with additional questions regarding administrative and core services. The survey was administered by Human Resources using Survey Console, a web based software for creating and distributing surveys.

This year 97 out of 108 postdocs participated in the survey, a 90% participation rate. This is the highest participation rate this survey has received since it was first administered in 1998.

Postdoc Surveys 1998–2013

Year	Completed Surveys	Postdocs Population	% to Total
2013	97	108	90%
2011	79	91	87%
2008	68	97	70%
2006	60	78	77%
2003	28	57	49%
2000	25	53	47%
1998	28	60	47%

Executive Summary

Training Program

91% agreed or strongly agreed that they have access to the books and journals, 5% disagreed, and 4% were undecided.

> *In 2011, 92% agreed or strongly agreed that they had access to the books and journals needed for their research, 7% disagreed or strongly disagreed, and 1% were undecided. In 2006, 84% strongly agreed.*

86% agreed or strongly agreed that information about Gladstone's policies, practices, and procedures is easily accessible, 13% disagreed or strongly disagreed, and 9% were undecided.

> *In 2011, 67% agreed or strongly agreed that information about Gladstone's policies, practices, and procedures was easily available, 15% disagreed or strongly disagreed, and 18% were undecided. In 2006, 83% strongly agreed or agreed that information about our Gladstone's policies, practices, and procedures was easily available.*

97% agreed or strongly agreed the research facility is clean and well maintained, 2% disagreed, and 2% were undecided.

> *In 2011, 93% agreed or strongly agreed that the research facility is clean and well maintained, 4% disagreed or strongly disagreed, and 3% were undecided. In 2006, 92% strongly agreed or agreed that the research facility is clean and well maintained.*

86% agreed or strongly agreed there is no discrimination against postdocs based on their race, color, gender, religion, national origin, sexual orientation, religious beliefs, or ethnic background at Gladstone. 2% disagreed and 11% were undecided. Of those who disagreed, 1% were female and 1% male, all from GICD. Of the 11% who were undecided, 100% were female, 91% were foreign nationals, 36% were from GIND, 55% from GICD, and 9% from GIVI.

> *In 2011, 97% agreed or strongly agreed that there was is no discrimination against postdocs based on race, color, sex, religion, national origin, sexual orientation, religious beliefs, or ethnic background at Gladstone, 8% disagreed or strongly disagreed, and 14% were undecided. 71% of females agreed or strongly agreed, 12% disagreed or strongly disagreed, and 17% were undecided. 86% of males agreed or strongly agreed, 3% disagreed or strongly disagreed, and 11% were undecided.*
>
> *In 2006, 93% strongly agreed or agreed that there was no discrimination against postdocs based on their religious beliefs or ethnic background at Gladstone. 94% strongly agreed or agreed that staff was treated fairly regardless of race, gender, religion, or sexual orientation.*

76% agreed or strongly agreed Information is communicated openly and honestly at Gladstone, 8% disagreed and 16% were undecided.

82% agreed or strongly agreed that people communicate respectfully with one another regardless of position or level, 7% disagreed, and 10% were undecided

81% said it was critically important or very important to attend conferences with oral and poster presentations, 17% said it was reasonably or somewhat important, and 1% said it was not important

> *In 2011, 80% felt attending conferences with oral and poster presentations was very important or critical, 19% felt it was somewhat important or reasonably important, and 1% not important.*

60% said it was critically important or very important to present at research seminars at Gladstone, 38% said it was reasonably or somewhat important, 2% said it was not important.

In 2011, 59% felt that presenting at in-house research seminars was very important or critical, 40% feel it is somewhat or reasonably important, and 1% not important

66% said it was critically important or very important to attend seminars with internal researchers/PIs, 33% said it was reasonably or somewhat important, and 1% said it was not important.

In 2011, 67% felt that seminars with internal researchers/PIs was very important or critical, 32% felt it was somewhat or reasonably important, and1% not important

73% said it was critically important or very important to attend seminars with outside researchers/industry, 24% said it was reasonably or somewhat important, and 1% said it was not important.

In 2011, 84% felt that seminars with outside researchers/industry are very important or critical, and 16% felt it was somewhat or reasonably important.

63% said it was critically important or very important to attend workshops on career development, 33% said it was reasonably or somewhat important, and 3% said it was not important.

42% said it was critically important or very important to attend Gladstone's Scientific Retreat, 52% said it was reasonably or somewhat important, and 4% said it was not important.

43% said it was critically important or very important to present at Gladstone's Scientific Retreat, 50% reasonably or somewhat important, and 5% said it was not important.

In 2011, 27% felt that Gladstone's scientific retreat was very important or critical, 57% felt it was somewhat or reasonably important, and 11% not important.

72% ranked journal club as either important or very important, 24% ranked it as not important, and 4% said not applicable. 66% said they were either satisfied or very satisfied with journal club, 21% said not satisfied, and 13% said not applicable.

When asked how Journal Club could be improved, many comments fell into the following categories:

- Have PIs give short talks that highlight their work so that people know what happens in others labs and institutes.
- Difficult to find articles with broad enough applicability
- Journal articles were too specific to the work of the presenter and not general enough for an institute wide journal club.
- The hour would be better spent by having postdocs and grad students give talks about their own work, or use the time for informal talks by PIs and postdocs on recent "hot" findings.
- Replace the free lunch with light snacks and drinks
- The conference room space cannot accommodate seminars and lunches. Many complained journal club is too packed.

In 2011, 24% felt journal club was very important or critical, 63% felt it ws somewhat or reasonably important, and 13% not important

79% have written fellowships: 42% have written 1-2 grants or fellowship, 13% have written 2-3, and 19% have written 4 or more. Of those written, 50% have been awarded.

> *In 2011, 42% had written 1-2 grants or fellowship and 55% have written 2-3. Of those written, 54% had been awarded. In 2006, 75% had applied for 1 or more grants or fellowships, of those 55% had been awarded.*

55% have published papers: 38% have published 1-2 papers, 7% have published 2-3, and 10% have published 4 or more.

> *In 2011, 42% had published 1-2 papers, 10% have published 2-3, and 3% had published 4 or more. In 2006, 41% had published 1 or more papers: 25% had published 1; 10% had published 2; 3% had published 3; and 2% had published 9.*

70% have given formal scientific presentations: 45% have given 1-3 presentations; 15% have given 4-6 presentations, and 10% have given 7 or more presentations.

> *In 2011, 74% had given formal scientific presentations: 47% had given 1-3; 19% had given 4-6, and 8% had given 7 or more. In 2006, 65% had given a formal scientific presentation: 22% had given 1; 13% had given 22; 7% had given 3.*

82% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 4% disagreed, and 9% were undecided.

> *In 2011, 82% agreed or strongly agreed that had been given enough opportunities to develop the skills required to give presentations effectively, 6% disagreed or strongly disagreed and 6% were undecided.*

67% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 5% disagreed, and 18% were undecided.

> *In 2011, 73% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write scientific publications, 9% disagreed or strongly disagreed, and 11% were undecided.*

65% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 11% disagreed, and 16% were undecided.

> *In 2011, 97% agreed or strongly agreed that had been given enough opportunities to develop the skills required to write a grant application, 11% disagreed or strongly disagreed, and 8% were undecided. In 2006, 80% strongly agreed or agreed Gladstone that provided adequate training in development of strategies for acquiring grant support.*

40% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 28% disagreed, and 23% were undecided.

> *In 2011, 38% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to manage a laboratory, 29% disagreed or strongly disagreed, and 27% were undecided. In 2006, 72% strongly agreed or agreed that Gladstone provided adequate training in laboratory management skills, but 12% disagreed with the statement.*

On average, 78% rated their access to computers, lab space, desk space, journals/books, lab equipment, and supplies as good to excellent, 13% rated access as average, and 8% below average or poor.

> *In 2011, an average of 97% felt they had access to computers, lab space, desk space, journals/books, lab equipment, and supplies are good to excellent. 13% felt it was average, and 6% below average or poor.*

73% rated the scientific integration and collaboration between the institutes and labs at Gladstone as good to excellent, 23% as average, and 2% as poor or below average.

> *In 2011, 63% rated the scientific integration and collaboration between the institutes and labs at Gladstone as good or excellent, 24% as average, 10% below average or poor, and 3% had no opinion.*

46% rated the level of integration and collaboration between Gladstone and UCSF as good to excellent, 32% as average, and 17% as poor or below average

> *In 2011, 42% rated the scientific integration and collaboration between Gladstone and UCSF as good or excellent, 28% as average, 24% below average or poor, and 4% had no opinion.*

57% of postdocs rated the following workshops as "Very Interested" presentations(listed in order of highest ranked): job talks (83%), interview preparation (76%), laboratory leadership skills (73%), transitioning to independence (73%), CV/resume writing (64%), getting published (63%), mentoring and being mentored (63%), scientific writing (63%), presentation skills (58%), and career options in industry (58%). The workshops that rated as "Somewhat Interested": authorship (59%), intellectual property (53%), and research integrity (46%).

> *In 2011, 67% expressed interest in workshops on job talks, interview preparation, getting published, laboratory leadership skills, mentoring and being mentored, and scientific writing. The workshops postdocs showed the least interest for were career options in scientific writing/editing and career options in policy, law, etc.*

Career Development

11% rated the career advising available at Gladstone as excellent, 64% as average and above average, and 7% as below average or poor.

> *In 2011, 48% rated career advising as above average or excellent, 34% rated it as average, and 9% rate it as below average or poor.*

When asked about employment objectives after their postdoc, 72% stated their objective was to move into academia (29%), industry (29%), or to a private research organization (14%). 8% stated teaching. Consulting, finance/venture capital, and intellectual property/patent law received a combined 9%, and policy and scientific publishing received 4%.

> *In 2011, when asked about employment objectives after their postdoc, 54% stated that their objective was to either move into academia, another postdoc or private research organization; 26% stated that their objective was to move into industry; 12% stated that their objective was to either move into consulting, intellectual property/patent law or scientific publishing; 4% want to move to government work; and 4% teaching.*

70% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 6% disagreed or strongly disagreed, and 19% were undecided.

In 2011, 68% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and available options and opportunities, 12% disagreed or strongly disagreed; and 17% were undecided.

56% agreed or strongly agreed that they were comfortable discussing with their PI plans to apply and respond to job offers or advertisements, 9% disagreed or strongly disagreed, and 19% were undecided.

In 2011, 64% agreed or strongly agreed that there was comfortable discussing with their PI plans to apply/respond to job offers or advertisements, 17% disagreed or strongly disagreed, and 13% were undecided.

65% agreed or strongly agreed that the scientific training they are receiving at Gladstone is preparing them for the current job market, 6% disagreed, and 25% were undecided.

In 2011, 57% agreed or strongly agreed that the scientific training they received at Gladstone prepared them for the current job market, 6% disagreed or strongly disagreed, and 26% were undecided. In 2006, 60% strongly agreed or agreed that the scientific training they received at Gladstone is prepared them for the current job market. 12% disagreed and 27% were undecided.

20% agreed or strongly agreed that their stay at Gladstone has been prolonged because of difficulty finding a job, 23% disagreed or strongly, and 15% were undecided. 41%, the largest group, selected not applicable.

In 2011, 9% agreed or strongly agreed that their stay at Gladstone had been prolonged because of difficulty finding a job, 31% disagreed or strongly disagreed, and 18% were undecided. In 2006, 8% strongly agreed or agreed that their stay at Gladstone had been prolonged because of difficulty finding a job. 49% disagree/strongly disagree, 43% were undecided

Benefits and Salary

71% were either satisfied are very satisfied with their salary, 12% were either dissatisfied or very dissatisfied, and 15% were neutral.

In 2011, 50% were satisfied or very satisfied with their salary, 28% were neutral, and 20% were very dissatisfied or not satisfied.

46% were either satisfied are very satisfied in their ability to maintain a reasonable balance between personal life and work life, 11% were either dissatisfied or very dissatisfied, and 35% were neutral.

In 2011, 58% were satisfied or very satisfied with their ability to maintain a reasonable balance between personal life and work life, 28% were neutral, and 14% were very dissatisfied or not satisfied.

32% said nothing was preventing them from taking vacation, 41% said pressure to finish experiments, 12% pressure to publish, 4% said their PI, and 3% other.

The majority of benefits were rated as either important or very important. Medical, dental, and vacation-sick time rated the highest, with the Employee Assistance Program and Commuter Pre-tax Benefit rated as natural.

The postdocs rated most of the benefits as either satisfied or very satisfied. Relocation allowance, medical coverage, and the pre-tax savings plans received the highest scores, while they were neutral on 403(b) retirement, employee assistance program, fitness reimbursement, childcare assistance, and tax treaties advantages.

In 2011, the top three benefits rated as good or excellent were relocation allowance, postdoc retirement program, and vacation/sick pay. The benefit that rated the least was the fitness reimbursement.

Mentoring

39% rated the mentoring they are receiving as Above Expectations, 50% as meeting their expectations, and 11% as below expectations.

In 2011, 67% rated level of mentoring they are receiving from their PI/mentor as good or excellent, 21% rate it as average and 12% rare it as below average or poor.

86% rated their PI's general lab management skills as meets or exceeds expectations, 12% as below expectations.

85% rated their PI's ability to promote team spirit among lab members as meets or exceeds expectations, 12% as below expectations.

81% rated their PI's ability to training of new lab members as meets or exceeds expectations, 15% as below expectations.

76% rated their PI's conflict resolution skills as meets or exceeds expectations, 12% as below expectations.

69% feel that their PI's effort to guide involvement in networking activities as meets or exceeds expectations, 23% feel it is below expectations.

69% feel the time their PI needs to review and provide feedback on as papers meets or exceeds expectations, 7% feel it is below expectations, and 24% selected not applicable.

85% feel that their PI's efforts to answer technical questions concerning their work as meets or exceeds expectations, 13% feel it is below expectations.

87% feel that their PI's effort to facilitate interactions with scientific collaborators meets or exceeds expectations, and 10% feel it is below expectations.

22% stated that they meet with their PI/mentor to discuss their research once or twice a week. 27% meet every other week, 36% meet monthly or every other month, and 14% when needed.

In 2011, 34% stated that they meet with their PI/mentor to discuss their research monthly or every other month. 15% meet every other week, 28% meet once or twice a week, 17% meet when needed, and 6% other.

33% were satisfied or very satisfied with the frequency of their meetings, 11% were very dissatisfied or not satisfied with that frequency, and 55% were neutral.

In 2011, 67% were satisfied or very satisfied with the frequency of their meetings, 7% were very dissatisfied or not satisfied with that frequency, and 27% were neutral.

84% were satisfied or very satisfied with their projects overall, 15% were dissatisfied or very dissatisfied, and 1% were neutral.

94% agreed or strongly agreed that their PI makes time available to discuss issues that arise in their research, 6% disagreed or strongly disagreed, and 0% were undecided.

In 2011, 83% agreed or strongly agreed that their PI made time available to discuss issues that arise in their research, 7% disagreed or strongly disagreed, and 9% were undecided. In 2006, 82% strongly agreed or agreed that their PI made time available to discuss issues that arise in my research.

83% agreed or strongly agreed that their PI ensured they receive appropriate recognition for their work, 9% disagreed or strongly disagreed, and 8% were undecided.

In 2011, 72% agreed or strongly agreed that their PI ensured they receive appropriate recognition for their work, 10% disagreed or strongly disagreed, and 17% were undecided.

In 2008, 80% agreed or strongly agreed that their PI ensured they receive appropriate recognition for their work, 9% disagreed or strongly disagreed, and 8% were undecided.

In 2006, 68% strongly agreed or agreed that their PI ensured that they receive appropriate recognition for their work.

80% agreed or strongly agreed that they have learned much from their PI about how to succeed as a scientist, 16% disagreed or strongly disagreed, and 4% were undecided.

In 2006, 61% strongly agreed or agreed that they have learned much from that their PI about how to succeed as a scientist.

92% agreed or strongly agreed that their PI ensures that they have the opportunities and support needed to establish collaboration with others, 3% disagreed or strongly disagreed, and 5% were undecided.

In 2011, 74% agreed or strongly agreed that their PI ensured that they had the opportunities and support needed to establish collaboration with others, 8% disagreed or strongly disagreed, and 18% were undecided.

96% agreed or strongly agreed that their PI encourages them to take progressive responsibility for their project(s), and 4% disagreed or strongly disagreed.

In 2011, 80% agreed or strongly agreed that their PI encourages them to take progressive responsibility for their project(s), 8% disagreed or strongly disagreed, and 10% were undecided.

80% agreed or strongly agreed that their PI helped them secure funding for projects, 7% disagreed or strongly disagreed, and 13% were undecided.

80% agreed or strongly agreed that their PI assisted in writing presentations, publications, and support them publishing, 5% disagreed or strongly disagreed, and 15% were undecided.

82% agreed or strongly agreed that their PI demonstrates concern about their success, 12% disagreed or strongly disagreed, and 6% were undecided.

86% agreed or strongly agreed that their PI does not put multiple researchers on identical projects and makes an effort to prevent a hostile competitive environment within the lab, 12% disagreed or strongly disagreed, and 2% were undecided.

91% agreed or strongly agreed that their PI treats their ideas with respect, 7% disagreed or strongly disagreed, and 2% were undecided.

87% agreed or strongly agreed that their PI teaches them good research practices, 9% disagreed or strongly disagreed, and 9% were undecided.

86% agreed or strongly agreed that their PI provides them with information about ongoing research relevant to their work, 13% disagreed or strongly disagreed, and 1% were undecided.

82% agreed or strongly agreed that their PI teaches them the necessary skills in order to succeed, 12% disagreed or strongly disagreed, and 6% were undecided.

77% agreed or strongly agreed that their PI is sensitive to their needs and has their best interests in mind, 14% disagreed or strongly disagreed, and 9% were undecided.

73% agreed or strongly agreed that their PI assisted them in career planning, 15% disagreed or strongly disagreed, and 12% were undecided.

75% agreed or strongly agreed that their PI would support them in any career path they chose, 8% disagreed or strongly disagreed, and 17% were undecided.

78% agreed or strongly agreed that their PI communicated expectations and feedback clearly and regularly, 18% disagreed or strongly disagreed, and 4% were undecided.

> *In 2011, 70% agreed or strongly agreed that their PI communicated expectations and feedback clearly, 12% disagreed or strongly disagreed, and 19% were undecided. In 2006, 63% strongly agreed or agreed that their PI communicated expectations and feedback clearly.*

73% agreed or strongly agreed that their PI encourages them to present their work outside the lab and attend conferences, 13% disagreed or strongly disagreed, and 14% were undecided.

> *In 2006, 67% strongly agreed or agreed that their PI encouraged them to present work outside the lab. 5% disagreed.*

The statements that received the highest “Agreed” or “Strongly” rankings were: My PI encourages me to take increasing responsibility for my project(s) and become more independent (96%); My PI makes time available to discuss issues that arise in my research (94%); and My PI ensures that I have opportunities and the support I need to establish collaboration with other postdocs and investigators (92%).

51% said that their PI never sees them as a source of labor to advance his/her research, while 35% said that their PI sometimes or frequently sees them as a source of labor to advance his/her research. 14% were undecided.

79% said that their PI does not expect them to work so many hours that it is difficult to have an outside life, while 14% said their PI sometimes or frequently expects them to work so many hours that it is difficult to have an outside life. 7% were undecided.

88% said that their PI does not blame them for experiments that don’t work or that yield unexpected results, while 10% said that their PI does sometimes or frequently. 2% were undecided.

84% agreed or strongly agreed that there are appropriate means available to address and resolve disagreements with their PI. 16% disagreed. 49% strongly agreed or agreed there are appropriate means available to them to address and resolve disagreements with their mentor. 12% disagreed. In 2006, 49% strongly agreed or agreed there are appropriate means available to them to address and resolve disagreements with their mentor. 12% disagreed.

33% have additional mentors besides their PI, 67% do not.

> *In 2011, 28% had additional mentors besides their PI, 72% did not.*

39% have a written project development plan/proposal detailing expectations, 61% do not.

In 2011, 44% had a written project development plan/proposal detailing expectations, 56% did not.

Administrate Support and Core Services

All of the administrative departments ranked good to excellent in terms of satisfaction, with an overall score of 3.24 out of 4.00. The departments that received the highest “Good” or “Excellent” rankings were Accounting and Finance (89%), Editorial (87%), Grants (81%), and Human Resources (81%). The departments that received the highest “Poor” rankings were Facilitates (10%), Information Technology (5%) and Purchasing (9%).

The departments that received the highest “Occasionally” and “Frequently” used rankings were Facilitates (80%), Human Resources (76%), Information Technology (79%), and Purchasing (95%). The departments that received the most “Rarely” used rankings were Accounting and Finance, (29%), Communications (29%), and Graphics (20%). The departments that received highest rankings for “Never Used” were Communications (34%), Intellectual Property (47%), and Web Services (35%).

Most rated the core services as “No Opinion.”

Selected Responses by Years of Experience

For those who indicated 0-1 years of postdoctoral experience

47% have written grants or fellowships: 40% have written 1-2 grants or fellowship and 7% have written 2-3. Of those written, 20% have been awarded.

> *In 2011, 40% have not written grants or fellowship, 53% have written 1-2 and 7% have written 4 or more. Of those written, 13% have been awarded.*

34% have published: 27% have published 1-2 papers and 7% have published 4 or more.

> *In 2011, 87% had not published, and 13% had published 1-2 papers.*

40% have given formal scientific presentations: 33% have given 1-3; 7% have given 4-6, and 0% have given 7 or more.

> *In 2011, 73% had never given formal scientific presentations, and 27% have given 1-3.*

67% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 4% disagreed, and 33% were undecided or too new.

> *In 2011, 60% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to give presentations effectively. 13% are undecided and 27% indicated not applicable.*

54% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 0% disagreed, and 46% were undecided or too new.

> *In 2011, 60% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write and publish in scientific publications, 13% were undecided, and 27% indicated not applicable.*

47% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 7% disagreed, and 47% were too new.

> *In 2011, 74% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write a grant application. 13% were undecided and 14% indicated not applicable.*

7% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 20% disagreed, 27% were undecided, and 47% were too new.

> *In 2011, 20% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to manage a laboratory. 1% disagreed, 47% were undecided, and 27% indicated not applicable.*

47% rated the career advising available at Gladstone as excellent, 33% as average and above average, and 7% as below average or poor.

> *In 2011, 48% rated career advising as above average or excellent, 34% rated it as average, and 9% rated it as below average or poor.*

80% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 7% disagreed or strongly disagreed, and 13% were undecided.

In 2011, 68% agreed or strongly agreed that their principal investigator were willing to discuss career outlook and available options and opportunities, 12% disagreed or strongly disagreed; and 17% were undecided.

74% were either satisfied or very satisfied with their salary, 7% were either dissatisfied or very dissatisfied, and 19% were neutral.

In 2011, 50% were satisfied or very satisfied with their salary, 28% were neutral, and 20% were very dissatisfied or not satisfied.

86% were either satisfied or very satisfied in their ability to maintain a reasonable balance between personal life and work life, 7% were either dissatisfied or very dissatisfied, and 7% were neutral.

In 2011, 58% were satisfied or very satisfied with their ability to maintain a reasonable balance between personal life and work life, 28% were neutral, and 14% were very dissatisfied or not satisfied.

40% rated the mentoring they are receiving as above expectations, 53% as meeting their expectations, and 17% as below expectations.

In 2011, 67% rated the level of mentoring they received from their PI/mentor as good or excellent, 21% rated it as average and 12% rated it as below average or poor.

For those who indicated 1-2 years of postdoctoral experience

72% have written a grant or fellowship: 41% have written 1-2 grants or fellowship, 17% have written 2-3, and 14% have written 4 or more. Of those written, 45% have been awarded.

In 2011, 11% had not written grants or fellowship, 42% had written 1-2, 26% had written 2-3, and 21% had written 4 or more. Of those written, 58% had been awarded.

24% have published: 17% have published 1-2 papers, 0% has published 2-3, and 7% have published 4 or more.

In 2011, 58% had not published, 37% had published 1-2 papers, and 5% had published 4 or more.

69% have given formal scientific presentations: 66% have given 1-3; 3% have given 4-6, and 0% has given 7 or more.

In 2011, 26% had never given a formal scientific presentations, 37% had given 1-3, 26% had given 4-6, and 11% 7 or more.

72% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 10% disagreed, and 12% were undecided.

In 2011, 85% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to give presentations effectively. 11% disagree, 5% were undecided, and 0% indicated not applicable.

57% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 13% disagreed, and 30% were undecided.

> *In 2011, 63% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write and publish scientific publications. 16% disagree, 16% were undecided, and 6% indicated not applicable.*

70% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 17% disagreed, and 13% were undecided or too new.

> *In 2011, 97% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write a grant application. 11% disagree, 11% are undecided, and 0% indicated not applicable.*

33% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 30% disagreed, and 27% were undecided or too new.

> *In 2011, 31% agree or strongly agree that they had been given enough opportunities to develop the skills required to manage a laboratory. 47% disagreed, 21% are undecided, and 0% indicated not applicable.*

7% rated the career advising available at Gladstone as excellent, 76% as average and above average, and 3% as below average or poor.

55% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 6% disagreed or strongly disagreed, 31% were undecided, and 7% were too new.

62% were either satisfied or very satisfied with their salary, 17% were either dissatisfied or very dissatisfied, and 21% were neutral.

38% were either satisfied or very satisfied in their ability to maintain a reasonable balance between personal life and work life, 13% were either dissatisfied or very dissatisfied, and 48% were neutral.

43% rated the mentoring they are receiving as above expectations, 46% as meeting their expectations, and 11% as below expectations.

For those who indicated 2-3 years of postdoctoral experience

69% have written a grant or fellowship: 37% have written 1-2 grants or fellowship, 11% have written 2-3, and 21% have written 4 or more. Of those written, 58% have been awarded.

> *In 2011, 8% had not written grants or fellowship, 42% had written 1-2, 25% had written 2-3, and 25% had written 4 or more. Of those written, 75% had been awarded.*

85% have published: 74% have published 1-2 papers, 0% have published 2-3, and 11% have published 4 or more.

> *In 2011, 67% had not published and 33% had published 1-2 papers.*

79% have given formal scientific presentations: 63% have given 1-3; 5% have given 4-6, and 11% have given 7 or more.

> *In 2011, 25% had never given formal scientific presentations, 67% had given 1-3, and 8% had given 4-6.*

84% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 5% disagreed, and 11% were undecided.

> *In 2011, 84% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to give presentations effectively. 16% were undecided.*

69% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 0% disagreed, and 31% were undecided.

> *In 2011, 83% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write and publish in a scientific publications. 16% were undecided.*

67% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 11% disagreed, and 26% were undecided.

> *In 2011, 75% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write a grant application. 8% disagree, 17% were undecided, and 0% indicated not applicable.*

52% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 27% disagreed, and 21% were undecided.

> *In 2011, 50% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to manage a laboratory. 25% disagreed, 25% were undecided, and 0% indicated not applicable.*

8% rated the career advising available at Gladstone as excellent, 79% as average and above average, and 11% as below average or poor.

74% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 5% disagreed or strongly disagreed, and 21% were undecided.

74% were either satisfied or very satisfied with their salary, 10% were either dissatisfied or very dissatisfied, and 16% were neutral.

47% were satisfied in their ability to maintain a reasonable balance between personal life and work life, 21% were either dissatisfied or very dissatisfied, and 32% were neutral.

26% rated the mentoring they are receiving as above expectations, 63% as meeting their expectations, and 11% as below expectations.

For those who indicated 3-4 years of postdoctoral experience

94% have written a fellowship or grant: 35% have written 1-2 grants or fellowship, 12% have written 2-3, and 47% have written 4 or more. Of those written, 71% have been awarded.

> *In 2011, 8% had not written grants or fellowship, 50% had written 1-2, 17% had written 2-3, and 25% had written 4 or more. Of those written, 75% had been awarded.*

72% have published: 24% have published 1-2 papers, 24% have published 2-3, and 24% have published 4 or more.

> *In 2011, 25% had not published, 67% had published 1-2 papers, and 8% had published 2-3 papers.*

82% have given formal scientific presentations: 24% have given 1-3; 41% have given 4-6, and 17% have given 7 or more.

> *In 2011, 8% had never given formal scientific presentations, 67% had given 1-3, and 25% had given 4-6.*

94% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 0% disagreed, and 6% were undecided.

> *In 2011, 84% agree or strongly agree that they had been given enough opportunities to develop the skills required to give presentations effectively and 16% disagree.*

82% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 0% disagreed, and 12% were undecided.

> *In 2011, 66% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write and publish in a scientific publications. 25% disagree, 8% were undecided, and 0% indicated not applicable.*

70% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 12% disagreed, and 18% were undecided.

> *In 2011, 67% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write a grant application and 33% disagreed.*

59% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 12% disagreed, and 29% were undecided.

> *In 2011, 50% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to manage a laboratory. 33% disagreed, 8% were undecided, and 8% indicated not applicable.*

12% rated the career advising available at Gladstone as excellent, 69% as average and above average, and 19% as below average or poor.

94% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 0% disagreed, and 6% were undecided.

58% were either satisfied or very satisfied with their salary, 24% were either dissatisfied or very dissatisfied, and 12% were neutral.

47% were either satisfied or very satisfied in their ability to maintain a reasonable balance between personal life and work life, 6% were either dissatisfied or very dissatisfied, and 47% were neutral.

53% rated the mentoring they are receiving as above expectations, 41% as meeting their expectations, and 6% as below expectations.

For those who indicated 4 or more years of postdoctoral experience

89% have written a fellowship or grant: 59% have written 1-2 grants or fellowship, 12% have written 2-3, and 18% have written 4 or more. Of those written, 50% have been awarded.

> *In 2011, 6% had not written grants or fellowship, 28% had written 1-2, 39% had written 2-3, and 28% had written 4 or more. Of those written, 97% had been awarded.*

81% have published: 56% have published 1-2 papers, 19% have published 2-3, and 6% have published 4 or more.

> *In 2011, 6% had not published, 56% had published 1-2 papers, 33% had published 2-3 papers, and 6% had published 4 or more.*

81% have given formal scientific presentations: 25% have given 1-3; 31% have given 4-6, and 25% have given 7 or more.

> *In 2011, 6% had never given formal scientific presentations, 56% had given 1-3, 22% have given 4-6, and 17% had given 7 or more.*

94% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 0% disagreed, and 6% were undecided.

> *In 2011, 94% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to give presentations effectively and 6% disagree.*

83% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 0% disagreed, and 17% were undecided.

> *In 2011, 89% agreed or strongly agreed that they had been given enough opportunities to develop the skills required to write and publish in a scientific publications. 6% disagree, and 6% were undecided.*

69% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 6% disagreed, and 25% were undecided.

52% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 30% disagreed, and 18% were undecided.

6% rated the career advising available at Gladstone as excellent, 88% as average and above average, and 6% as below average or poor.

58% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 12% disagreed or strongly disagreed, and 30% were undecided.

88% were either satisfied or very satisfied with their salary, 0% were dissatisfied, and 12% were neutral.

63% were either satisfied or very satisfied in their ability to maintain a reasonable balance between personal life and work life, 6% were either dissatisfied or very dissatisfied, and 31% were neutral.

33% rated the mentoring they are receiving as above expectations, 47% as meeting their expectations, and 20% as below expectations.

Selected Responses by Gender

Female

79% have written a grant or fellowship: 47% have written 1-2 grants or fellowship, 16% have written 2-3, and 16% have written 4 or more. Of those written, 53% have been awarded.

62% have published: 45% have published 1-2 papers, 7% have published 2-3, and 10% have published 4 or more.

74% have given formal scientific presentations: 52% have given 1-3; 12% have given 4-6, and 10% have given 7 or more.

84% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 2% disagreed, and 14% were undecided or too new.

72% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 2% disagreed, 15% were undecided, and 11% too new.

53% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 17% disagreed, 18% were undecided, and 12% too new.

38% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 28% disagreed, 23% were undecided and 11% too new.

17% rated the career advising available at Gladstone as excellent, 72% as average and above average, 9% as below average or poor, and 11% select Not Applicable.

73% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 7% disagreed or strongly disagreed, and 20% were undecided.

73% were either satisfied or very satisfied with their salary, 14% were either dissatisfied or very dissatisfied, and 13% were neutral.

56% were either satisfied or very satisfied in their ability to maintain a reasonable balance between personal life and work life, 16% were dissatisfied, and 28% were neutral.

37% rated the mentoring they are receiving as above expectations, 49% as meeting their expectations, and 14% as below expectations.

Male

70% have written a grant or fellowship: 38% have written 1-2 grants or fellowship, 9% have written 2-3, and 23% have written 4 or more. Of those written, 46% have been awarded.

50% have published: 30% have published 1-2 papers, 9% have published 2-3, and 11% have published 4 or more.

68% have given formal scientific presentations: 40% have given 1-3; 19% have given 4-6, and 9% have given 7 or more.

79% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to give presentations effectively, 6% disagreed, 13% were undecided and 2% too new.

64% agreed or strongly agreed that they have been given enough opportunities to develop the skills required to write and publish in scientific publications, 8% disagreed, 19% were undecided, and 9% too new.

66% agreed or strongly agreed that they have been given enough opportunities to develop the skills required write a grant application, 15% disagreed, 13% were undecided, and 6% too new.

43% agreed or strongly agreed that they have been given enough opportunities to manage a laboratory, 27% disagreed, 23% were undecided, and 7% to new.

13% rated the career advising available at Gladstone as excellent, 72% as average and above average, and 6% as below average or poor.

69% agreed or strongly agreed that their principal investigator was willing to discuss career outlook and opportunities, 6% disagreed or strongly disagreed, and 25% were undecided.

62% were either satisfied or very satisfied with their salary, 6% were either dissatisfied or very dissatisfied, and 32% were neutral.

52% were either satisfied or very satisfied in their ability to maintain a reasonable balance between personal life and work life, 8% were either dissatisfied or very dissatisfied, and 40% were neutral.

42% rated the mentoring they are receiving as above expectations, 50% as meeting their expectations, and 8% as below expectations.

Participant Information

Invited	Completed	% To Total	iPod	
108	97	90%	83	97%

By Institute Affiliation

	Answer	Count	Invited	Percent
1.	GICD	39	42	93%
2.	GIVI	25	26	96%
3.	GIND	33	40	83%
	Total	**97**	**108**	**90%**

Demographics

How many years have you been a postdoc?

	Answer	Count	Percent
1.	0-1	15	16%
2.	1-2	28	29%
3.	2-3	19	20%
4.	3-4	17	18%
5.	4-5	9	9%
6.	6 or more	8	8%
	Total	96	100%

Gender			
	Answer	**Count**	**Percent**
1.	Female	45	46%
2.	Male	52	54%
	Total	**97**	**100%**

Immigration Status			
	Answer	**Count**	**Percent**
1.	US Citizen	36	37%
2.	Foreign National	61	63%
	Total	**97**	**100%**