Postdoc Survey

About You

1. What were you doing immediately before your postdoctoral position at MIT?
   - Came directly from graduate school
   - Came directly from another postdoc position
   - Came directly from a non-postdoc position
   - Was looking for work
   - Other (please specify)

2. During the time you were applying for your MIT postdoc position, did you also apply for non-postdoc positions?
   - Yes
   - No

3. Is this your first postdoc position?
   - Yes
   - No, this is my second postdoc position
   - No, this is my third or higher postdoc position

4. Including MIT, at how many different institutions have you worked as a postdoc?
   - One
   - Two
   - Three or more

5. With which MIT discipline do you most identify?
   Please select...
   Other:

<table>
<thead>
<tr>
<th></th>
<th>Less than 6 months</th>
<th>6 months to 1 year</th>
<th>More than 1 year, less than 2 years</th>
<th>More than 2 years, less than 3 years</th>
<th>More than 3 years, less than 4 years</th>
<th>More than 4 years, less than 5 years</th>
<th>More than 5 years</th>
<th>Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>6. How long have you been in your CURRENT postdoctoral position at MIT?</td>
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<tr>
<td>7. How long, in total time, have you held a postdoctoral position, including past and present positions?</td>
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<td>8. How much longer do you plan on holding a postdoctoral position at MIT?</td>
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</tbody>
</table>

9. Are you working full-time as a postdoc?
   - Yes
   - No

10. What is the PRIMARY source of funding for your PRESENT postdoctoral position?
    - Research contract or grant awarded to my supervisor
    - U.S. Federal fellowship (e.g., NIH, NSF) awarded to me
    - U.S. Federal Training Grant awarded to the department/lab/center
    - Non-federal fellowship (e.g., American Cancer Society)
    - University funds (e.g., fellowship, instructors)
    - Foreign government/agency
    - Private company
11. Does the term of your postdoctoral appointment depend on you securing funding?
   - Yes
   - No

12. Are there other postdocs in your research group?
   - Yes
   - No

13. Which of the following best describes the person primarily responsible for supervising your work:
   - A faculty member
   - A senior researcher (not faculty)
   - Another postdoc
   - Someone else (please specify)

Select the button to save your response on this page and proceed to the next page.

**Your Plans**

We'd like to understand how your plans have changed or stayed the same since you started being a postdoc.

1. Which career path were (are) you most interested in pursuing...
   - Tenure-track faculty position with an emphasis on teaching
   - Tenure-track faculty position with an emphasis on research
   - Research position
   - Position in engineering
   - Position in journalism/science writing
   - Position in law/patent law/intellectual property
   - Position in medicine
   - Consultant
   - Entrepreneur or Self-employed
   - Other (please specify)

2. What type of EMPLOYER or ORGANIZATION did (do) you most expect to work for...
   - An academic institution
   - A medical school at an academic institution
   - A government agency
   - A national lab
   - A nonprofit organization (e.g., research institution)
   - A for-profit company (e.g., industry)
   - Self-employed
   - Other (please specify)

3. Have you changed your career goal since coming to MIT?
   - Yes
   - No

4. If you have changed your career track goal, what are the principal reasons for this change? (Please use the table below to capture your answers.)
<table>
<thead>
<tr>
<th>Money</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Autonomy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spouse's/partner's career/location</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Geographic preference</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Difficulty of obtaining desired position</td>
<td></td>
<td></td>
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<tr>
<td>Riskiness/insufficient job security</td>
<td></td>
<td></td>
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<tr>
<td>Integrating work and personal life</td>
<td></td>
<td></td>
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<tr>
<td>Peer pressure</td>
<td></td>
<td></td>
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<tr>
<td>Change in research direction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not applicable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. In the next 10 years, do you plan to pursue a career in the U.S.?
- Yes
- No
- Not sure/undecided

6. Do you have anything else you want to share about your career goals, or how they may have changed over time?

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Your Reasons for Being a Postdoc

1. What was the primary way you found your current position?
- Referred by a colleague
- Referred by doctoral advisor
- Directly contacted by current supervisor
- You directly contacted your current supervisor
- An advertisement in a journal, publication, or website
- A conference job center or career fair
- Professional recruiter
- Other (please specify)

2. We would like to know how important the following factors were in your decision to choose a POSTDOC POSITION GENERALLY.

<table>
<thead>
<tr>
<th>Factor</th>
<th>Not important</th>
<th>Somewhat important</th>
<th>Very important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity to publish</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opportunity to conduct your own independent research</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Opportunity to increase knowledge in doctoral field of study</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opportunity for training outside of doctoral field of study</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Opportunity to teach</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preparation for faculty position</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other positions not available</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Need for U.S. training to advance career in home country</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. Now we would like to know how important the following factors were in your decision to choose a POSTDOC POSITION AT MIT.

<table>
<thead>
<tr>
<th>Factor</th>
<th>Not important</th>
<th>Somewhat important</th>
<th>Very important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity to work/conduct research with a particular researcher, lab, or department</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Compensation</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Your Postdoc Experience

1. How satisfied are you with your overall postdoctoral experience at MIT?
   - Very satisfied
   - Somewhat satisfied
   - Neither satisfied nor dissatisfied
   - Somewhat dissatisfied
   - Very dissatisfied
   - Not applicable

2. Would you recommend spending time in postdoctoral training IN YOUR FIELD to a present graduate student who is similar to you in his/her career goals?
   - Would enthusiastically recommend
   - Would recommend
   - Neutral
   - Would recommend with reservation
   - Would not recommend

3. Would you recommend spending time in postdoctoral training AT MIT to a present graduate student who is similar to you in his/her career goals?
   - Would enthusiastically recommend
   - Would recommend
   - Neutral
   - Would recommend with reservation
   - Would not recommend

4. How satisfied are you with:
   - The AMOUNT of contact with your postdoctoral supervisor?
   - The QUALITY of guidance/mentoring you have received from your postdoctoral supervisor?

5. Have you received a written or oral performance evaluation while you have been in a postdoctoral position at MIT? Mark all that apply.
   - Yes, I have received a written evaluation
   - Yes, I have received an oral evaluation
   - Yes, I have received informal feedback on my performance
   - No

5a. If you have received a written or oral performance evaluation:
   About how many evaluations have you received in total while a postdoc at MIT?
   Select...
5b. In general, who initiated the performance evaluations?
- You
- Your supervisor
- Someone else

Your Work

1. Overall, how would you rate the reasonableness of your workload?
- Much too light
- Too light
- About right
- Too heavy
- Much too heavy

2. On average, how many hours per week do you work on your postdoc job (including field work and other off-site work)?
- < 30 hours per week
- 30-39 hours per week
- 40-49 hours per week
- 50-59 hours per week
- 60 hours or more per week

3. Since the beginning of your current postdoc position, how many...
   - Papers have you published in conference proceedings?
   - Papers have you (co)authored for presentation at regional, national, or international conferences? (Do not include papers published in conference proceedings.)
   - Articles have you had accepted for publication or already published in a peer-reviewed journal?
   - Articles have you submitted for publication in a peer-reviewed journal and have not yet been accepted for publication (If you have submitted one paper multiple times, count it only once.)
   - Books or book chapters you have published?

4. Since the beginning of your current postdoc position, have you...
   - Supervised or directed research activities of undergraduates, graduate students, or technical staff?
   - Taught courses or delivered lectures as part of a course?
   - Worked with researchers not a part of your department or lab?
   - Served as a reviewer for a conference, journal, or an agency, institution, or organization?
   - Prepared grant proposals (funded or not, including fellowship proposals)?

5. Would you say that your current postdoctoral position is...
- Not stressful
- Somewhat stressful
- Very stressful
- Extremely stressful

6. Please indicate the extent to which each of the following aspects of WORK is currently a source of stress for you.
   - Not at all
   - Somewhat
   - Extensive
   - Not applicable
   - Securing funding for research
   - Scholarly productivity
   - Advising responsibilities
   - Bias/discrimination/unfairness in procedures
   - Working relationship with colleagues
   - Working relationship with supervisor
   - Searching for your next position
### Skill Development

Please indicate the extent to which your current postdoctoral position is enhancing these skills.

<table>
<thead>
<tr>
<th>Skill</th>
<th>Not at all</th>
<th>To some extent</th>
<th>To a great extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Becoming an authority in my field</td>
<td></td>
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<tr>
<td>Knowing the latest research techniques</td>
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<td></td>
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<tr>
<td>Writing papers for publication</td>
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<td></td>
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<tr>
<td>Presenting research results to an audience of peers</td>
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<tr>
<td>Writing grant proposals</td>
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<tr>
<td>Managing a research group or laboratory</td>
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<tr>
<td>Supervising others</td>
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<tr>
<td>Teaching</td>
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<tr>
<td>Working in a team</td>
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<tr>
<td>Understanding how an academic organization works</td>
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<tr>
<td>Understanding my discipline outside of MIT</td>
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<tr>
<td>Negotiating with people in authority</td>
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<tr>
<td>Collaborating with other researchers</td>
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<tr>
<td>Understanding principles of ethical conduct of research</td>
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<tr>
<td>Keeping up with current advances in my field</td>
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<tr>
<td>Other (please specify)</td>
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</table>

### Career Development

1. To what extent do you rely on the following people for career development advice?

<table>
<thead>
<tr>
<th>Source</th>
<th>Not at all</th>
<th>To some extent</th>
<th>To a great extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current supervisor</td>
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<tr>
<td>A senior colleague in your department or lab other than your current supervisor</td>
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<tr>
<td>A senior colleague outside of MIT</td>
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<tr>
<td>Networking with peers</td>
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<tr>
<td>Doctoral advisor</td>
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<tr>
<td>Career counselor</td>
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<tr>
<td>Other (please specify)</td>
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</tbody>
</table>

2. Do you agree with the following statement:
   My present postdoctoral position is preparing me adequately for my current career goals.
   - Strongly AGREE
   - Somewhat AGREE
   - Neither agree nor disagree
   - Somewhat DISAGREE
   - Strongly DISAGREE
   - N/A

3. Please rate your level of agreement or disagreement with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly DISAGREE</th>
<th>Somewhat DISAGREE</th>
<th>Neither agree nor disagree</th>
<th>Somewhat AGREE</th>
<th>Strongly AGREE</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>My supervisor would support me in any career path I choose.</td>
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<tr>
<td>I have received advice from my supervisor on career options within academia.</td>
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<tr>
<td>I have received advice from my supervisor on career options outside academia.</td>
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</tbody>
</table>
### Perceptions of Climate

Please indicate your agreement or disagreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly DISAGREE</th>
<th>Somewhat DISAGREE</th>
<th>Neither agree nor disagree</th>
<th>Somewhat AGREE</th>
<th>Strongly AGREE</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>My colleagues value my research/scholarship.</td>
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<tr>
<td>I am satisfied with opportunities to collaborate.</td>
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<tr>
<td>My supervisor creates a collegial and supportive environment.</td>
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<tr>
<td>My supervisor helps me obtain the resources I need.</td>
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<tr>
<td>I have a voice in the decision-making that affects the direction of my department/lab/center.</td>
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<tr>
<td>My department/lab/center is a good fit for me.</td>
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<tr>
<td>My department/lab/center is a place where postdocs may comfortably raise personal and/or family responsibilities when scheduling obligations.</td>
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<tr>
<td>I feel excluded from an informal network in my department/lab/center.</td>
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<tr>
<td>I have to work harder than some of my colleagues to be perceived as a legitimate scholar.</td>
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<tr>
<td>I have colleagues in my department/lab/center who are my personal friends.</td>
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<tr>
<td>I have colleagues at MIT who are my personal friends.</td>
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<tr>
<td>My department/lab/center's procedures are fair and equitable to all.</td>
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<tr>
<td>My department/lab/center's procedures are transparent and open for discussion.</td>
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<tr>
<td>I have been harassed while a postdoc at MIT.</td>
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<tr>
<td>I have been subject to inappropriate or disrespectful language while a postdoc at MIT.</td>
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</table>

### Resources

1. How aware are you of the mediation/grievance procedures available to you at MIT?
   - Not at all aware
   - Somewhat aware
   - Very aware

2. Have you used or participated in the following resources at MIT?

<table>
<thead>
<tr>
<th>Resource</th>
<th>Aware of resource, USED IT</th>
<th>Aware of resource, HAVE NOT USED IT</th>
<th>Not aware of resource</th>
</tr>
</thead>
<tbody>
<tr>
<td>Center for Work, Family and Personal Life</td>
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<tr>
<td>Ombuds Office</td>
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<tr>
<td>International Scholars Office</td>
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<tr>
<td>MIT Medical</td>
<td></td>
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<tr>
<td>Resources for Easing Friction and Stress (REFS)</td>
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<td></td>
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</tr>
<tr>
<td>Technology Children's Centers (TCC)</td>
<td></td>
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<tr>
<td>MIT Child Care Scholarship Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MIT training classes</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

3. Which of the following best describes your current health and dental insurance situation:

<table>
<thead>
<tr>
<th>Health Dental</th>
</tr>
</thead>
<tbody>
<tr>
<td>I receive insurance through MIT</td>
</tr>
<tr>
<td>I receive insurance through sponsor</td>
</tr>
</tbody>
</table>


I receive insurance through my spouse’s/partner’s employer
I am not covered by insurance
Other (please specify)

**Life Outside MIT**

1. Overall, how satisfied are you with your life outside MIT?
   - Very satisfied
   - Somewhat satisfied
   - Neither satisfied nor dissatisfied
   - Somewhat dissatisfied
   - Very dissatisfied

2. Please indicate the extent to which each of the following aspects of YOUR LIFE OUTSIDE MIT is currently a source of stress for you.

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Not at all</th>
<th>Somewhat</th>
<th>Extensive</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managing household responsibilities</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Childcare</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Care of someone who is ill, disabled, aging, and/or in need of special services</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Your health</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Cost of living</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Immigration matters</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Inability to pursue outside interests and avocations</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Lack of time to think and reflect</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Situation of my spouse/partner (e.g., job situation, living in another city)</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
</tbody>
</table>

3. Please indicate your satisfaction with your ability to integrate the needs of your work with those of your personal/family life.
   - Very satisfied
   - Somewhat satisfied
   - Neither satisfied nor dissatisfied
   - Somewhat dissatisfied
   - Very dissatisfied
   - Not applicable

4. Please indicate how much you agree or disagree with the following statements about integrating your current professional and personal responsibilities.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly DISAGREE</th>
<th>Somewhat DISAGREE</th>
<th>Neither agree nor disagree</th>
<th>Somewhat AGREE</th>
<th>Strongly AGREE</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demands at home limit my professional activities (e.g., going to conferences).</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>My current work schedule provides the flexibility to take care of demands at home.</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>My supervisor understands when demands at home impact my professional responsibilities.</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
</tbody>
</table>

**Spouse or Partner**

1. Are you currently married or living with a long-term partner?
   - Yes
   - No

2. Does your spouse/partner work outside the home?
   - Yes
   - No
   - Not applicable
| 3. Does your spouse/partner work in academia? |   |   |   |
| 4. Does your spouse/partner work in the Boston area? |   |   |   |
| 5. Is your spouse/partner enrolled in school? |   |   |   |

**Children**

1. How many children do you have in total?
   - select...

2. Do you have any children in the following age ranges? (Check all that apply.)
   - 0-4 years
   - 5-12 years
   - 13-17 years
   - 18-23 years
   - 24 or older

3. If applicable, are you satisfied with your current childcare situation?
   - Very satisfied
   - Somewhat satisfied
   - Neither satisfied nor dissatisfied
   - Somewhat dissatisfied
   - Very dissatisfied
   - Not applicable

**Income**

1. Which of the following best describes your current annual PERSONAL income in your postdoctoral position?
   - Less than $30,000
   - $30,001-$40,000
   - $40,001-$50,000
   - $50,001-$60,000
   - $60,001-$70,000
   - more than $70,000

2. Which of the following best describes your current annual FAMILY income from all sources?
   - Less than $30,000
   - $30,001 – $40,000
   - $40,001 - $50,000
   - $50,001 - $75,000
   - $75,001 - $100,000
   - $100,001 - $150,000
   - more than $150,000

**Demographics**

1. What is your gender?
   - Female
   - Male
   - Transgender or other

2. Ethnicity:
   - I am Hispanic or Latino
   - I am neither Hispanic nor Latino
3. Race: (choose one or more)
- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

4. Your citizenship:
- U.S. Citizen
- Permanent U.S. Resident
- International

5. In what year did you receive your doctoral degree?
Select Year...

Final Section: Suggestions for Enhancing Your Experience

What one or two things should MIT consider doing to enhance your career preparation?

What one or two things should MIT consider doing to enhance the community for postdocs while they are at MIT?

Thank You Drawing

As our thanks for completing the survey, all survey completers will be entered into a drawing for one of ten $100 prizes and thirty $50 prizes. If your name is selected, please tell us which prize you would prefer:
- MIT TechCash
- American Express Gift Cheques
- I do not wish to be entered in the drawing.