SIGMA XI
POSTDOCTORAL
SURVEY

Summary of Results for
Washington University in St. Louis
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I. Introduction
Sigma Xi, the Scientific Research Society, conducted an extensive national survey of postdocs in 2004. The Sigma Xi Postdoctoral Survey was administered to postdocs at over 50 institutions across the United States. A summary of national highlights can be accessed at [http://postdoc.sigmaxi.org](http://postdoc.sigmaxi.org).

Washington University participated in the Sigma Xi survey in July/August 2004. Approximately 260 postdoctoral appointees at Washington University participated in the survey, including postdocs at both the Hilltop and the School of Medicine Campuses.

Sample sizes range considerably from question to question as skip patterns were programmed into the survey and participants could always choose not to respond to any question. If the sample size was too small to protect a respondent’s identity, the data for that question was suppressed. Overall women tended to pick the extremes (selecting “very” or “not at all”) more than men. Additionally, this survey was conducted immediately after the implementation of the new Postdoctoral Education Policy, perhaps causing some confusion and variety in responses.

II. About the Survey Participants
Demographics
- 52.5% male and 46.7% female
- 44.6% U.S. Citizens (native born), 10.4% legal permanent residents and 41.2% non-U.S. citizens with temporary visas, with 66.4% being H-1B visas holders. Of non-citizens, 30.5% were citizens of China, and 11.5% were citizens of India.
- 78% white and 12% Asian. The highest ranked Asian group was Chinese.
- Birth year ranged from 1945 – 1978, with a mean of 1971 and a standard deviation of 5.

_Compared to the actual demographics of the Washington University postdoctoral population, postdocs are well represented in gender (actual: male 58%, female 42%) and citizenship (actual: U.S. 50.8%, non-U.S. 49.2%), but the Asian postdoc population is underrepresented (actual: 34.8%)._

Degrees
- 86.9% of postdocs have PhDs, 12.3% have MDs, and 10.7% have Non-U.S. PhD equivalents. Degrees were earned between 1991 and 2004, with a median of 2001 and a standard deviation of 2.4.
- 59.3% earned their doctorate in the United States. The next largest group (7.8%) earned their doctorate in China.
- Of those who earned their doctorates in the United States, the most popular states were Missouri (48), Illinois (12), California (11), Maryland (7) and Texas (7). Within these states, the most popular schools were Washington University in St. Louis (34), St. Louis University (7), Johns Hopkins (5) and University of Missouri – Columbia (4).
- 17.4% of doctorates were earned in Biochemistry, Biophysics, and Structural Biology, 15.5% in Molecular Biology, 12.0% in Cell Biology, 9.3% in Neuroscience and Neurobiology, 8.5% in Microbiology, 8.1% in Immunology and Infectious Diseases, 7.8% in Chemistry, 4.7% in Genetics, Genomics, and Bioinformatics, 4.3% in Developmental Biology and 3.9% in Psychology.

Primary WU academic departmental affiliation:
- 10.8% Internal Medicine
- 8.8% Cell Biology & Physiology
- 9.6% A&S: departments other than Biology
- 9.2% Pathology
- 8.7% no response
- 7.5% Molecular Microbiology
- 6.2% Molecular Biology & Pharmacology
6.2% Radiology
5.8% A&S: Biology
5.8% Psychiatry
5.4% Anatomy & Neurobiology
5.4% Pediatrics

Postdoctoral fields of study for current postdoctoral research:
24.5% Cell Biology
23.2% Molecular Biology
22.4% Biochemistry, Biophysics, and Structural Biology
17.0% Neuroscience and Neurobiology
13.3% Microbiology
12.9% Immunology and Infectious Diseases
12.0% Genetics, Genomics, and Bioinformatics

- 66.7% were in their first postdoctoral position and 26.4% were in their second.
- Respondents have been working as a postdoc for a range of 0 – 11.5 years, with a median of 3 years and a standard deviation of 1.8 years.

Family Life
- 71.8% of postdocs are married or partnered
- 25.2% live alone, 34% live with one other person, and 36.8% live with 2 or more
- 73.8% of postdocs have an employed spouse/partner, and of that 36.1% of them are employed at WU.

US citizens are more likely to have an employed spouse or partner, \( \chi^2=8.75(1) \) \( p=.003 \) and are more likely to have a spouse or partner employed by WU, \( \chi^2=5.53(1) \) \( p=.02 \)
- 36.3% of postdocs have children, with a mean of 1.5 (sd=.8) children living with them (computed mean included those with no children)
- 39.2% of postdocs feel that being a postdoc has impacted their ability to have children.
- 47.1% are very or somewhat satisfied with how much time they have for their families, 30.8% are somewhat or very dissatisfied.

Expenses & Money
25% of postdocs have an annual household income from $30-39,999
17% from $40 – 49,999
38% from $50,000 – 99,000
10% above $100,000
- The median of average monthly childcare expenses was $800.
- The median of average monthly housing was $860.
- 43.7% of postdocs feel that being a postdoc has impacted their ability to buy a house.

Career Aspirations
At the start of their postdoctoral training, respondents were interested in the following careers:
- Research University: 81.7% “very interested”
- Primarily undergraduate institution/Liberal arts college:
  - 41.6% “somewhat interested” and 41.2% “not at all interested”
- Industry: 43.8% “somewhat interested”
- Government: 50.7% “somewhat interested”
Respondents were “not at all interested” in the following: Communications/Media/Publishing 71.8%, Nonprofit: 59.4%, Legal services: 83.5%, Consulting: 61.1%, Self: 67.3%
III. Benefits & Services

Benefits
Most postdocs knew that basic benefits were available, including health & dental insurance. However, 40.8% of postdocs did not know if childcare was available and 40.9% of postdocs did not know if family leave was available.

Top choices of benefits to be improved or implemented were:
- Retirement 38.3%
- Health insurance for family 27.1%
- Childcare 26.3%
- Health insurance for self 22.6%
- Voluntary tax-deferred savings plan (403b/401k) 21.1%
- Parking 20.3%
- Family leave (maternity/paternity) 18.0%

Postdoc salaries ranged from $27,000 to $67,000 with a median of $37,000.

Vacation
Postdocs answered that they were eligible for a range of 7 to 22 days of vacation per year. The number of vacation days taken ranged from 0 to 30 with a median of 10.

Resources
Most postdocs responded that University resources met their needs very well, generally above 60%. Areas falling below 40% were technical assistance and funding for travel to conferences.

Postdoc Office/Association
78.5% know we have a postdoc association
56.2% know we have a postdoc office
60.7% participate in postdoc assoc/office activities

IV. Institutional Environment

58.3% of postdocs received an official letter of appointment

Skills & Training
86.9% of postdocs rated their research skills and 65.9% rated their communication skills as good or excellent. However, 76.5% rated their teaching skills and 59.6% rated their management skills as poor or fair.

Postdocs receive informal, on the job training in research ethics (40.1%), writing skills (69.1%), public speaking skills (73%), teaching skills (34.8%), grant/proposal writing (49.6%), group/lab management (49.6%), project management (52.9%), negotiating (24.8%), and conflict resolution (36%).

Additionally, postdocs receive no training in research ethics (39.4%), teaching skills (63.8%), negotiating skills (68.6%), intellectual property (69.6%), conflict resolution (60.3%) or English language skills (61.2%).

Postdocs are most interested in receiving formal training in grant or proposal writing (68.9%), group or lab management (55.6%), teaching skills (51.1%), negotiating skills (49.6%), project management skills (43%) and conflict resolution skills (43%). 50.7% of postdocs feel like their advisor neither encourages nor discourages formal training and 57.2% feel that their current postdoctoral experience has not exposed them to opportunities outside of research or academia.
Career Services
Only 22.3% of postdocs know there are job placement services available and 44.2% know there is career counseling available. <10% made use of job placement services and only 31.1% made use of career counseling at the institution. Of that 31.1%, 68.4% were women.

Policies
Most postdocs are not aware or don’t know of formal written policies that address authorship (87.5%), defining misconduct (65.7%), resolving grievances 78.9%), determining ownership of intellectual property (80.1%)

V. Postdoc Advisors

Overall, postdocs agree that their advisors support them in research areas, averaging around 80%. However, the numbers fall below 50% in areas of professional development including only 28.8% who strongly or somewhat agree that their mentor helps them manage time effectively and only 30% who strongly or somewhat agree that their mentor helps them find a job.

Feedback and Evaluations

- 50.7% of postdocs meet with their advisor at least once a week and 27.9% meet at least once a month.
- 61.9% set an oral expectation plan while 25.1% made no plan at all. However 72.6% of postdocs would find a formal plan of expectations (oral or written) useful.
- 69.8% of postdocs do not receive formal performance evaluations; however 69.4% do receive informal evaluations, i.e. oral feedback as needed.
- For those that receive formal evaluations, 73.7% find the very or somewhat helpful. For those that do not receive formal performance evaluations, 61.4% feel they would be helpful and 47% would prefer to receive them semiannually and 30.6% annually.
- 65.4% of postdocs consider their advisor to be a mentor. For those that do not consider their advisor a mentor, 48.4% cite advisors’ professional time commitments and 45.2% cite personality conflicts as an impediment to a mentoring relationship.

When the results were broken down by gender, it revealed that women were less happy with their advisors regarding research development, women in general like formal performance evaluations better than men and a higher percentage of women reported experiencing discrimination/harassment.

No discernable differences were found when the results were broken down by citizenship.

- 46.3% of postdocs think that it would be somewhat difficult, very difficult or impossible to transfer to a different postdoc advisor or move to a new workgroup.

- Less than 10% of postdocs themselves have experienced a negative interaction with their advisor such as a dispute over authorship, research ethics, harassment or other research misconduct. However the number rises to 25-30% when asked if such an interaction had occurred with someone else in their workgroup.

- When asked what types of research misconduct had been seen, the most frequent responses were falsification, fabrication, misrepresentation and/or omission of data and authorship credit for non-contributors.

VI. The Postdoc Experience

Characteristics of current postdoctoral position:

- 82.7% are expected to publish the result of research. No significant difference between citizen and non-citizen, or gender.
- 71.2% involves substantially full-time research or scholarship. Differ significantly between citizen (77.9%) and non-citizen (61.5%), and between gender men (66.1%) and women (77.8%).
- 65.8% position is temporary. Significant difference between citizen (60%) and non-citizen (75%).
- 52.7% position is primarily for the purpose of training in research or scholarship. More citizens (65.5%) and women (64.1%) think so than non-citizens (33.3%) and men (41.9%).
- 35.4% work under the supervision of a senior scholar or department. No difference between citizenship and gender.

- 65.8% of postdocs expect their current postdoctoral position will last 48 months or less; however 14.8% don’t know how long their position will last.

- 55.8% of postdocs learned of their current postdoc position by making contact with the postdoc advisor directly. Next most popular responses were graduate advisors (16.3%), ads in professional society journal or web site (15.5%) or another researcher at their institution (14%). Significantly more non-citizens get from advertisement (23.3% vs 8.8%).

- The median number of postdoctoral positions offered during the last search was 2, with a standard deviation of 1.5.

Postdocs were asked to rate the following criteria regarding their search for their current postdoctoral position, and also how important each criteria was in choosing WU over their second choice institution.

<table>
<thead>
<tr>
<th></th>
<th>Very Important</th>
<th>Somewhat Important</th>
<th>Both</th>
<th>Importance in Choice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources and facilities</td>
<td>60.0%</td>
<td>37.1%</td>
<td>97.1%</td>
<td>97.7%</td>
</tr>
<tr>
<td>Institution's reputation</td>
<td>73.6%</td>
<td>22.6%</td>
<td>96.2%</td>
<td>92.4%</td>
</tr>
<tr>
<td>Postdoc advisor's reputation</td>
<td>76.2%</td>
<td>20.0%</td>
<td>96.2%</td>
<td>96.2%</td>
</tr>
<tr>
<td>Funds for research and travel</td>
<td>52.9%</td>
<td>41.3%</td>
<td>94.2%</td>
<td>89.4%</td>
</tr>
<tr>
<td>Type of institution</td>
<td>63.5%</td>
<td>29.8%</td>
<td>93.3%</td>
<td>89.3%</td>
</tr>
<tr>
<td>Workgroup atmosphere/working environment</td>
<td>59.0%</td>
<td>32.4%</td>
<td>91.4%</td>
<td>94.7%</td>
</tr>
<tr>
<td>Benefits</td>
<td>39.6%</td>
<td>49.1%</td>
<td>88.7%</td>
<td>76.4%</td>
</tr>
<tr>
<td>Career development and professional training opportunities</td>
<td>57.1%</td>
<td>32.4%</td>
<td>89.5%</td>
<td>90%</td>
</tr>
<tr>
<td>Anticipated level of supervision/independence</td>
<td>45.7%</td>
<td>43.8%</td>
<td>89.5%</td>
<td>92.3%</td>
</tr>
<tr>
<td>Salary</td>
<td>39.0%</td>
<td>48.6%</td>
<td>87.6%</td>
<td>75.7%</td>
</tr>
<tr>
<td>Opportunities for collaboration with researchers other than postdoc advisor</td>
<td>33.3%</td>
<td>48.6%</td>
<td>81.9%</td>
<td>83.8%</td>
</tr>
<tr>
<td>Family considerations</td>
<td>44.8%</td>
<td>33.3%</td>
<td>78.1%</td>
<td>74.4%</td>
</tr>
<tr>
<td>Geographical location of institution</td>
<td>37.1%</td>
<td>36.2%</td>
<td>73.3%</td>
<td>85.6%</td>
</tr>
</tbody>
</table>

- In searching for a postdoctoral position resources and facilities, institution's reputation and postdoc advisor's reputation were the most important. In choosing between WU and their second choice, resources and facilities, postdoc advisor's reputation and workgroup atmosphere/working environment were the most important. Also, salary and benefits became less important in the choice between WU and another institution than in the overall search.
- When looking at citizenship, more non-citizens rated salary less important in the general search, however in deciding which position to take non-citizens rated geographical location of institution and funds for research and travel more important compared to citizens.
- When looking at gender and deciding which position to take, women rated geographical location of institute higher than men and significantly less men thought opportunities for collaboration with researchers other than the postdoc advisor as important compared to women.

VII. Postdoctoral Research

Hours and Activities
- Postdocs worked a range of 30 – 90 hours per week, with a median amount of 50 hours. (25th percentile was 45 hours and 75th was 60 hours.) 53.6% of postdocs were somewhat or very satisfied with the number of hours they work per week while 22.8% were neither satisfied nor dissatisfied.

- Postdocs spent a median number of hours on the following activities:
  
  **Conducting research: 25.0 hours**
  Planning research/experiments: 5.0 hours
  Reading research literature: 5.0 hours
  Documenting findings: 3.0 hours
  Attending work group meetings: 2.0 hours
  Commuting to work: 3.0 hours
  Supervising others: 1.0 hours
  Teaching: 0 hours
  Making presentations: 0 hours
  Managing lab: 0 hours
  Working on committees/institutional support: 0 hours
  Professional training and career development: 0 hours
  Reviewing papers: 0 hours
  Searching for a job: 0 hours
  Other: 0 hours

Postdocs spent most of their time on research related work: planning research/experiments, conducting research, documenting findings, reading research literature and attending work group meetings. In general, there is no significant different between citizens and non-citizens, men and women.

- 51.1% are very or somewhat satisfied with the quantity of work they have produced in their current postdoc, while 31.9% are somewhat or very dissatisfied.
- 72.8% are very or somewhat satisfied with the quality of work they have produced in their current postdoc, while 17.1% are somewhat or very dissatisfied.
- 72.8% think "My postdoctoral position is preparing me to be an independent researcher" while 13.6% disagree and 13.2% neither agree nor disagree
- 68.8% are satisfied with the influence they have in decisions that affect the course of their research.

Publications
Postdocs produced the following number of each type of publication:
- Peer-reviewed/refereed papers as sole author: median 0 (25th percentile 0, 75th percentile 0)
- Peer-reviewed/refereed, co-authored papers as primary author: median 1.0 (25th percentile 0, 75th percentile 2.0)
- Peer-reviewed/refereed, co-authored papers as non-primary author: median 1.0 (25th percentile 0, 75th percentile 2.0)
- Non peer-reviewed/non-refereed papers: median 0 (25th percentile 0, 75th percentile 2.0)
- Book chapters: median 0 (25th percentile 0, 75th percentile 0)
- Books: median 0 (25th percentile 0, 75th percentile 0)
- Patents: median 0 (25th percentile 0, 75th percentile 0)
- Grant proposals as principal investigator: median 1.0 (25th percentile 0, 75th percentile 2.0)
- Grant proposals as non-principal investigator: median 0 (25th percentile 0, 75th percentile 1.0)
- Other: median 0 (25th percentile 0, 75th percentile 0)

*Overall, postdocs have produced only one or two papers.*

- The median number of grant proposals funded was 1. (25th percentile was 0 and 75th percentile was 1.)

**International Postdocs**

For legal permanent residents and non U.S. citizens on temporary visas, U.S. national security related regulations have affected their ability to:

- Conduct their research in the U.S - 5.4% say a lot (9.0% have not tried to do this)
- Travel outside the U.S. to conduct research - 21.2% say a lot (35.4% have not tried)
- Visit their country of citizenship: 32.1% say a lot (11.6% have not tried)
- Re-enter the U.S. after leaving the country - 32.2% say a lot (15.7% have not tried)
- Bring their immediate family members to the U.S. -18.6% say a lot (33.6% have not tried)

**VIII. Career Plans**

- 33% of postdocs are currently looking for a job.

- For those that are looking, the most popular choices are:
  1. Research University (>90%)
  2. Government (56.7%)
  3. Industry (50%)
  4. Undergraduate Institution (43.3%)
  5. Non-profit (25%)

- For those not looking, they are very interested in:
  1. Research University (75%)
  2. Industry (34.5%)
  3. Undergraduate Institution (15.8%)
  4. Government (10.7%)

- 74.4% of postdocs are not required to return to their country of citizenship after they complete their postdoc.

**IX. Overall Satisfaction**

- Overall, 69.6% of postdocs were very or somewhat satisfied with their current postdoctoral positions, while 22.9% were very or somewhat dissatisfied.
- 57.3% of postdocs were more likely to encourage a prospective postdoc to join their group, while 14.6% would discourage a prospective postdoc and 15.5% would do neither.
Postdocs rated their satisfaction of these specific aspects:

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Completely Satisfied</th>
<th>Somewhat Satisfied</th>
<th>Not at all Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institution Reputation</td>
<td>82.5%</td>
<td>17.0%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Type of institution</td>
<td>79.8%</td>
<td>19.3%</td>
<td>0.9%</td>
</tr>
<tr>
<td>Resources &amp; facilities</td>
<td>66.8%</td>
<td>30.6%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Research Field of postdoc</td>
<td>62.3%</td>
<td>36.0%</td>
<td>1.8%</td>
</tr>
<tr>
<td>Benefits</td>
<td>33.6%</td>
<td>55.9%</td>
<td>10.5%</td>
</tr>
<tr>
<td>Salary</td>
<td>26.3%</td>
<td>54.4%</td>
<td>19.3%</td>
</tr>
<tr>
<td>Family considerations</td>
<td>37.1%</td>
<td>54.0%</td>
<td>8.9%</td>
</tr>
<tr>
<td>Career development &amp; professional training opportunities</td>
<td>25.2%</td>
<td>51.3%</td>
<td>23.5%</td>
</tr>
<tr>
<td>Level of supervision/independence</td>
<td>41.7%</td>
<td>48.7%</td>
<td>9.6%</td>
</tr>
<tr>
<td>Work environment/peer interaction</td>
<td>41.6%</td>
<td>47.3%</td>
<td>11.1%</td>
</tr>
<tr>
<td>Geographical location</td>
<td>41.7%</td>
<td>43.9%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Opportunities for research collaboration</td>
<td>43.1%</td>
<td>43.6%</td>
<td>13.3%</td>
</tr>
</tbody>
</table>

In research areas postdocs are generally satisfied, especially with the type and reputation of WU. It is interesting to note that 23.5% of postdocs are not at all satisfied with career development and professional training opportunities and 19.3% are not at all satisfied with their salary.

Postdoc were asked what aspects of their current postdoctoral experience could be improved. The most common themes were:

- **Time commitment/long hours and salary/stipend amounts**
  - “salary equivalent to the work I put in”
  - “Less pressure to work long hours” / “expectation of a postdoc to never leave the lab”
- **Not enough time in the lab, interaction, supervision or feedback from advisors**
  - “Unrealistic expectations while offering no direct useful help to difficult aspects of the project.”
  - “availability of supervisor...I’ve been working without supervision”
  - “Make managerial training mandatory for anyone taking an assistant professor job at an academic institution”
- **More independence/input into experiments**
  - “Postdocs treated like technicians and are not encourage to develop independent projects”
- **Lack of mentorship**
- **More interaction/collaboration/sharing of ideas amount faculty/postdocs/students**
- **Technician or technical assistance with basic projects**
- **Need more career development advice/training**
  - “Encouragement to attend career/professional development seminars”
  - “The opportunities for developing a career outside of academic research are very limited. A formal structure including evaluation, expectations, and a career trajectory would be extremely beneficial.”
  - “There should be more help with writing grants and getting funding.”

Postdocs were asked what the best aspects of their current postdoctoral experience were. The most common themes were:

- **Freedom / Independence / flexibility regarding hours, research**
  - “Independence given to me in lab, excellent lab atmosphere/peer interactions and the ability to try any experiment that I want.”
  - “Independence, flexibility in working hours, easy accessibility to collaborators and facilities, strong institution reputation for grant application”
- **Great institution / good mentors / lots of research funds**
  “The level of expertise of my advisor, my colleagues, and all the technical staff I work with.”
  “My mentor is very helpful and specifically challenges me to achieve my goals”
  “This is a very friendly lab and department which is very supportive of its members.”
- **Good research environment / collaboration**
  “Learning new things and having very interesting projects”
  “Interaction with my coworkers. Lots of feedback from all the people in the lab.”

**X. Local Questions**

**Selecting WU**
1. Factors rated very or somewhat important in deciding whether to pursue a postdoc at Washington University included needed additional publications (85.8%), prestige of University (83.2%), wanted to work with top ranked researcher (82.5%), thought would increase chances of academic hiring (80.7%), needed further technical training (74.6%), needed employment (71%) and thought it was required in their field (59.7%).
2. Factors rated **not important** in deciding whether to pursue a postdoc at Washington University included wanted to learn lab/study management (53.6%) and needing to be in this area for family considerations (49.1%)
3. 48% of postdocs learned about their position by making contact with the advisor directly and asking about available openings. 27% learned through their graduate advisor.

**Work Groups**
- 80.9% of postdocs feel that people in their work group help each other with their research.
- 47.6% of postdocs feel a part of the Washington University culture.
- Only 30.8% feel academically isolated and 35.4% feel socially isolated.
- Only 23% of people have to compete with others in their workgroup for resources.

**Postdoc Events**
- 69.9% of postdocs feel that the WU Postdoc Society should be an informal society where all postdocs are automatically a member.
- ~90% of postdocs said they would attend scientific symposiums and career development seminars.
- ~50-55% would attend happy hours and non scientific seminars
- ~40% would attend social gatherings and ~30% would attend group outings

**Past Postdoc Society Seminars**

**Top seminars:**
1. Career development (81.1%)
2. Interviewing for academic positions (78.2%)
3. Presentation skills (75.1%)
4. Managing a Lab (74.1%)
5. Building relationships/Setting up a Lab (73.9%)
6. Budgeting/types of grants (73.4%)

- ~20-25% consistently answered they didn’t know if the past topic was important or not, presumably because they had not attended.
- Gender differences emerged in the importance given to topics presented by the postdoc office or society, with women significantly more likely than men to rate budgeting sessions important 82% vs. 65% ($\chi^2 =11.64(1)$ $p<.0001$; people management skills important 79% vs. 61% ($\chi^2 =6.44(1)$ $p=.01$);
lab management important 74% vs. 52% ($\chi^2 = 4.26(1) \ p = .04$); and mental stress important 81 vs. 67.5 ($\chi^2 = 9.36(1) \ p = .002$).

Postdoctoral Career
The following items were rated most important to a postdoc career:
1. Stipend or Salary amount (96.5%)
2. Prestige of university (95.6%)
3. Prestige/reputation of PI (94.3%)
4. Health insurance for self (93.9%)
5. Dental insurance (91.6%)
6. University email account (91.1%)
7. Vacation/sick leave (90.3%)
8. Mentoring (88.9%)
9. Travel funds (88%)
10. Dedicated personal computer (88%)
11. Career & Professional Development Seminars (86.7%)
12. Postdoc Office/Resources (86.3%)

Predictably, salary, prestige of the university and PI were seen as important to their careers by the overwhelming majority of postdocs.

Interesting points:
- 55% of postdocs rated childcare very or somewhat important while 42% rated it not important.
- 62.4% of postdocs rated annual reviews very or somewhat important while 33% rated it not important.