



2020 - Postdocs@UCSD Survey

UC SAN DIEGO

2020
317 respondents
27% of 1,190 invited

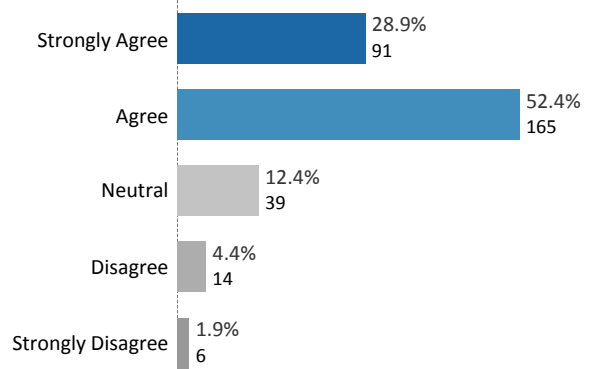
2019 432 respondents
36% of 1,190 invited

2018 423 respondents
38% of 1,121 invited

4.04 mean score for 57 questions (scale 1-5)
7 questions in the excellent range (4.3 or greater)

Influential Strengths	Primary Opportunities
48 Feel Valued	2 Valued Member
13 Understand my Role	4 Faculty Value Contributions
24 Dept/Team Treats me with Respect	9 Career & Professional Development
14 Opportunities to Share Work	44 Maximize Development Opps
33 Understands Role of Mentor	40 Appropriate Stress

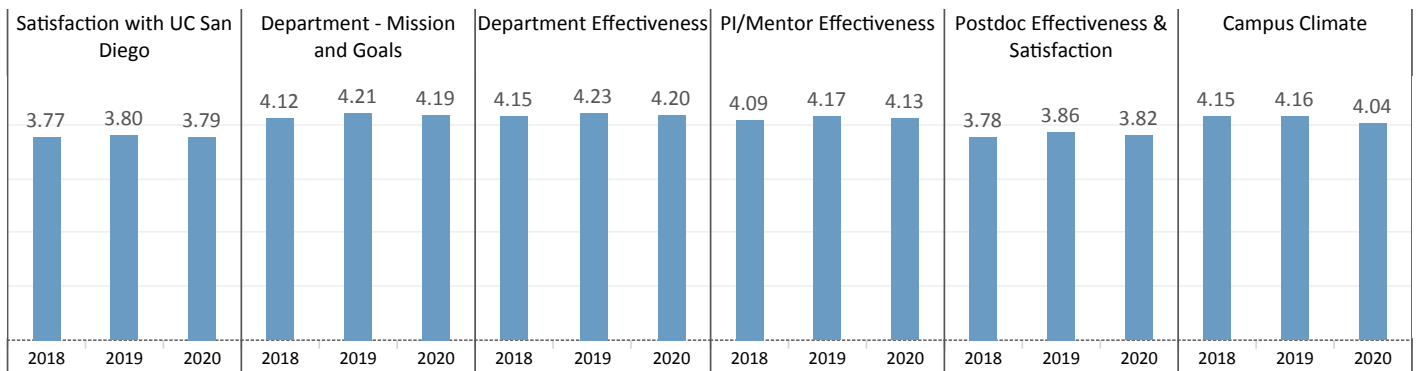
Overall, I am a satisfied UC San Diego Postdoc.



Mean = 4.02, Std Dev = 0.87

Dimension Mean Score Trending

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent



Employee Net Promoter Score (eNPS)

"Overall, I am a satisfied employee...." by "How likely is it that you would recommend working..."

74 eNPS*
78.1% - 3.9%

Below 40 - Low
40 to 59 - Marginal
60 to 79 - Good
80 & above - Excellent

		Likelihood to Recommend											Total
		0	1	2	3	4	5	6	7	8	9	10	
Satisfied Employee	5							1	2	13	27	46	89
	4				1		1	7	27	53	45	26	160
	3	1		1	3	3	7	5	9	7	2		38
	2	2		2	2	2	2	2	1		1		14
	1	1		2	1				1				5
Total		4		5	7	5	10	15	40	73	75	72	306

*How eNPS Works ►

Satisfied Promoters score 4-5 on the "Satisfied" item and 7-10 on the "Recommend" item. **Dissatisfied Non-Promoters** score 1-2 on the "Satisfied" item and 0-4 on the "Recommend" item. Subtract the percentage of Dissatisfied Non-Promoters from the percentage of Satisfied Promoters to calculate eNPS. **Passives** score 3 on the "Satisfied" item and 5-6 on the "Recommend" item.

Background

- 2020 was the third annual Postdocs@UCSD Survey
- 1,190 Postdocs were invited to take the survey. 317 (27%) responded
- Survey Period: August 12 to September 11, 2020
- Survey consisted of 57 satisfaction (including 10 Campus Climate and diversity), 1 eNPS, 8 Background, 4 Postdoc Experience, 20 Conduct and Behavioral, 4 Family Care, 14 Covid-19, and 6 open-ended questions
- Contact postdocsurvey@ucsd.edu if you have any questions about this report



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UC SAN DIEGO

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you do not know.

Strongly Agree Agree Neutral Disagree Strongly Disagree N/A

	1	Overall, I am a satisfied UC San Diego Postdoc.
Satisfaction with UC San Diego	2	I feel valued as a member of the UC San Diego community.
	3	University leadership is genuinely interested in hearing the ideas and opinions of staff members.
	4	Faculty members at UC San Diego value my contributions.
	5	Staff members at UC San Diego value my contributions.
	6	I understand UC San Diego's mission.
	7	I understand how my performance positively contributes to UC San Diego's mission.
	8	I feel I have a voice on campus to provide my ideas and suggestions on how to improve UC San Diego.
	9	I am satisfied with my opportunities for career and professional development at UC San Diego.
	Department - Mission and Goals	10
11		I understand my mentor/research team's mission and goals.
12		I understand how my performance positively contributes to my research team/department's mission.
13		My research team/department understands my role as a postdoctoral scholar.
14		My research team/department provides me opportunities to share my work.
15		My research team/department provides me opportunities to interact with faculty, students, and other scholars.
Department Effectiveness	16	My research team/department provides me access to staff who responds to or addresses my administrative questions and needs.
	17	I have access to tools (i.e., equipment and technology) and resources to perform my work effectively.
	18	My physical work environment (e.g., office, lab) is adequate for the job that I do.
	19	I feel physically safe in my work environment.
	20	There is a spirit of cooperation within my department.
	21	My research team/department communicates and encourages a high standard of research integrity.
	22	People in my research team/department engage in ethical research practices.
	23	Most people in my research team/department are dutiful in their responsibilities.
	24	My research team/department treats me with respect.
	25	I have the opportunity within my research team/department to participate in making decisions that affect my work.
	26	My research team/department values my input and contributions.
	27	If problems or issues occur, I know who to contact for assistance.
PI/Mentor Effectiveness	28	I can make recommendations to my PI/mentor without fear of negative consequences.
	29	I have sufficient freedom to decide how to best perform my work.
	30	My PI/mentor communicates essential information on a timely basis.
	31	Work is assigned equitably by my PI/mentor.
	32	My PI/mentor creates a positive and constructive work environment.
	33	My PI/mentor understands his/her role as a mentor.
	34	My PI/mentor was actively involved in developing my Individual Development Plan (IDP) and/or training plan.
	35	My PI/mentor regularly meets with me to discuss the progress of my Individual Development Plan (IDP) and/or training plan.
	36	My PI/mentor effectively resolves personnel-related issues (i.e., work interactions).
	37	My PI/mentor actively supports my professional development by providing me opportunities to expand my skills and knowledge.
	38	My PI/mentor treats me with respect.
	39	My PI/mentor is supportive when personal issues arise.
Postdoc Effectiveness & Satisfaction	40	I feel that the amount of stress associated with my work is appropriate for my position.
	41	I believe my total compensation, including salary and benefits, is appropriate for my level of experience.
	42	I believe I am well prepared to carry out my work/training plan.
	43	I understand that Individual Development Plan (IDP) is an effective tool and important to guide my professional development.
	44	I have been able to maximize my training and professional development opportunities.
	45	I have been given opportunities to develop independent projects and/or lead my own research.
	46	I have been given opportunities to supervise, provide work direction and/or mentor others.
	47	The training and experience that I receive at UC San Diego is preparing me for my career.
Campus Climate	48	I feel valued by my research team/department.
	49	Overall, I am satisfied with the diversity related programs and services available campus-wide.
	50	UC San Diego promotes a work environment where all people are welcomed.
	51	My department promotes a work environment where all people are welcomed.
	52	I am satisfied with the diversity related initiatives within my department.
	53	Top leaders of the University are committed to diversity.
	54	People of all ethnic groups, cultures, and backgrounds are treated fairly in my research team/department.
	55	People of all sexual orientations are treated fairly in my research team/department.
	56	My research team/department actively supports a diverse work environment.
	57	My research team/department practices UC San Diego's Principles of Community.
Employee NPS	58	How likely is it that you would recommend being a Postdoc at UC San Diego to a friend or colleague?



Satisfaction Mean Scores by Sexual Orientation

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

Mean scores are not displayed for groups that have fewer than 5 respondents.

		Heterosexual			LGBTQ			
		2018	2019	2020	2018	2019	2020	
Satisfaction with UC San Diego	1	Overall Satisfaction	4.04	4.03	4.08	4.03	4.07	4.05
	2	Valued Member	3.74	3.79	3.87	3.71	3.79	3.84
	3	University Leadership			3.62			3.33
	4	Faculty Value Contributions	3.90	4.00	4.09	3.77	4.00	4.05
	5	Staff Value Contributions	3.89	3.90	4.01	3.80	4.21	4.11
	6	Understand UCSD's Mission	3.77	3.88	3.83	3.73	3.83	3.74
	7	Contribute to UCSD's Mission	3.89	3.99	3.99	3.83	3.93	3.95
	8	Have a Voice	3.41	3.44	3.46	3.28	3.41	3.53
	9	Career & Professional Development	3.87	3.84	3.86	3.55	3.86	3.74
Department - Mission and Goals	10	Understand Department's Mission	3.74	3.90	3.93	3.67	4.00	4.11
	11	Understand Team's Mission	4.38	4.44	4.35	4.39	4.41	4.42
	12	Contributes to Mission	4.34	4.44	4.37	4.43	4.52	4.32
	13	Understand my Role	4.12	4.24	4.22	4.13	4.29	4.05
	14	Opportunities to Share Work	4.13	4.31	4.26	3.90	4.10	4.42
	15	Opportunities to Interact	4.03	4.10	4.19	3.87	4.17	4.11
Department Effectiveness	16	Access to Address Needs	4.14	4.24	4.28	4.03	4.31	4.21
	17	Have Access to Tools	4.12	4.27	4.17	4.10	4.31	4.32
	18	Physical Work Environment	4.11	4.17	4.17	3.74	4.21	4.17
	19	Safe Environment	4.44	4.47	4.33	4.29	4.46	4.58
	20	Spirit of Cooperation	3.86	3.99	3.98	3.77	4.03	4.16
	21	Encourages Research Integrity	4.23	4.33	4.33	4.13	4.41	4.53
	22	Ethical Research Practices	4.44	4.48	4.53	4.39	4.61	4.74
	23	Dutiful in Responsibilities	4.26	4.32	4.28	4.33	4.31	4.32
	24	Dept/Team Treats me with Respect	4.29	4.34	4.38	4.23	4.48	4.32
	25	Participate in Making Decisions	4.14	4.19	4.17	4.26	4.24	4.44
	26	Values Input and Contributions	4.14	4.27	4.19	4.13	4.34	4.16
	27	Contact for Assistance	3.93	4.08	4.02	3.65	3.97	3.68
PI/Mentor Effectiveness	28	Recommends without Fear	4.31	4.39	4.30	4.55	4.24	4.32
	29	Sufficient Freedom	4.29	4.36	4.29	4.29	4.39	4.47
	30	Communicates Essential Info	4.11	4.27	4.25	4.06	4.07	4.47
	31	Work Assigned Equitably	4.06	4.21	4.15	4.23	4.25	4.22
	32	Positive Work Environment	4.13	4.25	4.19	4.16	4.38	4.42
	33	Understands Role of Mentor	4.14	4.28	4.20	4.13	4.14	4.42
	34	Involved in IDP and Training	3.66	3.78	3.68	3.57	3.88	3.75
	35	Discuss IDP and Training Plan	3.65	3.80	3.71	3.42	3.81	3.75
	36	Resolves Personnel Issues	3.81	3.96	3.95	3.71	4.00	3.88
	37	Supports Professional Development	4.15	4.21	4.22	4.00	4.21	4.32
	38	Treats with Respect	4.47	4.45	4.47	4.58	4.48	4.47
	39	Supportive of Personal Issues	4.34	4.39	4.40	4.38	4.52	4.33
Postdoc Effectiveness & Satisfaction	40	Appropriate Stress	3.78	3.77	3.83	3.58	3.90	3.79
	41	Total Compensation	2.85	3.03	3.02	2.71	2.83	2.84
	42	Well Prepared - Work and Plan	4.14	4.19	4.14	4.17	4.41	4.32
	43	IDP Effectiveness	3.78	3.87	3.77	3.52	3.93	3.94
	44	Maximize Development Opps	3.71	3.84	3.75	3.42	3.64	3.84
	45	Develop Independent Projects	4.00	4.04	4.19	3.87	4.21	4.21
	46	Opportunities to Supervise Others	4.05	4.14	4.14	4.00	4.27	4.11
	47	Training Prepares for my Career	4.05	4.18	4.11	3.77	4.11	4.21
Campus Climate	48	Feel Valued	4.05	4.12	4.14	4.06	4.28	4.16
	49	Satisfied with Diversity Programs	4.02	4.00	3.88	3.97	3.89	3.71
	50	All Welcomed	4.19	4.17	4.11	4.23	4.04	4.00
	51	Department All Welcomed			4.12			4.16
	52	Department Diversity Programs			3.85			3.59
	53	Leaders Committed to Diversity	3.96	3.98	3.87	3.89	3.73	3.87
	54	All Cultures - Fair	4.30	4.30	4.24	4.23	4.17	4.21
	55	Sexual Orientation - Fair	4.33	4.38	4.31	4.33	4.45	4.17
	56	Support Diverse Environment	4.26	4.28	4.17	4.07	4.14	4.39
	57	Practices Principles of Community	4.24	4.32	4.17	4.36	4.22	4.27



Interpersonal Behaviors Mean Scores by Sexual Orientation

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
Mean scores are not displayed for groups that have fewer than 5 respondents.

During the past year, how often have you experienced the following conduct where someone:

	Heterosexual			LGBTQ		
	2018	2019	2020	2018	2019	2020
1 Was condescending to you.	1.86	1.83	1.73	1.93	1.97	1.42
2 Paid little attention to your statement or showed little interest in your opinion.	1.94	1.86	1.83	2.18	1.90	1.84
3 Made demeaning or derogatory remarks about you.	1.41	1.35	1.27	1.61	1.41	1.16
4 Made jokes at your expense.	1.36	1.31	1.24	1.64	1.52	1.16
5 Interrupted or spoke over you.	1.63	1.57	1.75	2.07	1.69	1.63
8 Kept you out-of-the-loop on information that is important.	1.73	1.65	1.58	1.81	1.86	1.68
9 Put in a position where you felt powerless to advocate for yourself.	1.53	1.50	1.45	1.75	1.62	1.37
10 Asked you to do something that was inappropriate for your job duties (e.g. pick up dry cleaning, babysit their children, rub their shoulders) and made you feel uncomfortable and could not refuse?	1.14	1.14	1.09	1.39	1.17	1.00
11 Treated you differently because of your gender.	1.19	1.24	1.23	1.57	1.42	1.42
12 Made derogatory comments about your gender.	1.11	1.10	1.11	1.29	1.10	1.00
14 Treated you differently because of your race/ethnicity.	1.15	1.20	1.17	1.14	1.10	1.16
15 Made derogatory comments about your race/ethnicity.	1.07	1.12	1.17	1.14	1.14	1.05
17 Treated you differently because of your sexual orientation.			1.02			1.16
18 Made derogatory comments about your sexual orientation.			1.02			1.00
19 Made you feel as if you have to give up your sexual orientation to get along at work.			1.02			1.11
20 Made you feel the need to minimize aspects of your identify (e.g., language, dress) to fit in.	1.27	1.33	1.18	1.43	1.45	1.00