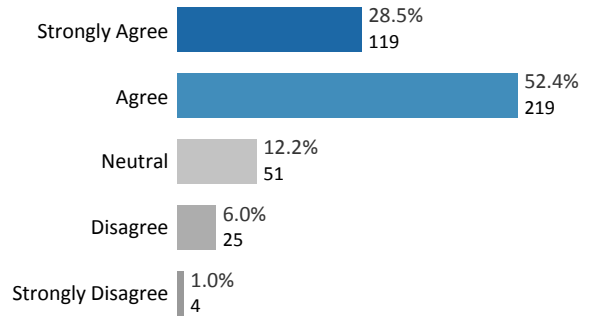**2018 - Postdocs@UCSD Survey**

UC SAN DIEGO

2018

423 respondents
38% of 1,121 invited

4.03 mean score for 54 questions (scale 1-5)
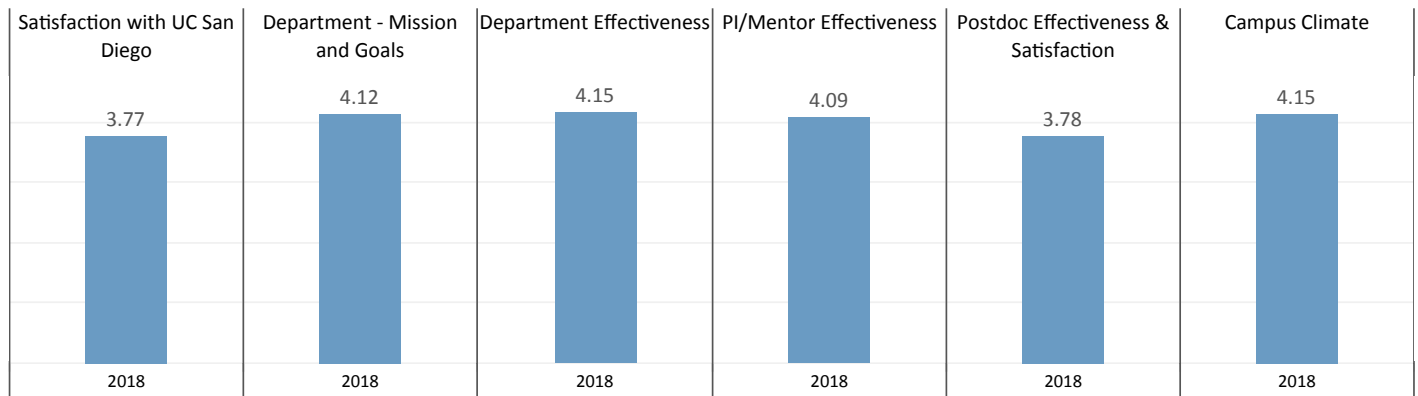**7** questions in the excellent range (4.3 or greater)

Influential Strengths		Primary Opportunities	
31	Positive Constructive Environment	2	Valued Member of UC San Diego
20	Encourages Research Integrity	3	Faculty Value Contributions
47	Feel Valued by Team/Dept	8	Professional Advancement
25	Values Input Contributions	43	Maximize Development Opportuniti..
12	Understand My Role	34	Discuss IDP Training Plan

Overall, I am a satisfied UC San Diego Postdoc.

- Strongly Agree — 28.5% / 119
- Agree — 52.4% / 219
- Neutral — 12.2% / 51
- Disagree — 6.0% / 25
- Strongly Disagree — 1.0% / 4

Mean = 4.01, Std Dev = 0.86

Dimension Mean Score Trending Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

Satisfaction with UC San Diego	Department - Mission and Goals	Department Effectiveness	PI/Mentor Effectiveness	Postdoc Effectiveness & Satisfaction	Campus Climate
3.77	4.12	4.15	4.09	3.78	4.15
2018	2018	2018	2018	2018	2018

Employee Net Promoter Score (eNPS)

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

76 eNPS*

78.5% - 2.9%

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		3	6	31	77	118
	4				1	1	2	6	36	81	66	22	215
	3	1					10	5	16	12	4		48
	2		1	2	3	3	9	3	3	1			25
	1	1		1	1		1						4
Total		2	1	3	5	4	23	14	58	100	101	99	410

*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

- 2018 was the inaugural Postdocs@UCSD Survey
- 1,121 Postdocs were invited to take the survey. 423 (38%) responded
- Survey Period: August 15 to September 7, 2018
- Survey consisted of 46 satisfaction questions, 8 Campus Climate and diversity questions, 1eNPS item, 8 Background questions, 4 Postdoc Experience questions, 24 Conduct and Behavioral questions, and 6 verbatim comment questions
- Contact postdoc@ucsd.edu if you have any questions about this report

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

● Mean score greater than that of UC SAN DIEGO

Dimension	#	Question	2018	2018
Satisfaction with UC San Diego	1	Satisfied Postdoc	4.01	4.01
	2	Valued Member of UC San Diego	3.75	3.75
	3	Faculty Value Contributions	3.87	3.87
	4	Staff Value Contributions	3.86	3.86
	5	Understand UCSD's Mission	3.78	3.78
	6	Contribution to UCSD's Mission	3.92	3.92
	7	Have Voice on Campus	3.40	3.40
	8	Professional Advancement	3.81	3.81
Department - Mission and Goals	9	Understand Dept's Mission	3.76	3.76
	10	Understand Mentor Research Team's Mission	4.38	4.38
	11	Performance Contributes to Mission	4.35	4.35
	12	Understand My Role	4.11	4.11
	13	Opportunities To Share Work	4.11	4.11
	14	Opportunities To Interact	4.02	4.02
Department Effectiveness	15	Access to Address Needs	4.14	4.14
	16	Have Access to Tools	4.11	4.11
	17	Physical Work Environment	4.04	4.04
	18	Physically Safe Environment	4.39	4.39
	19	Spirit Of Cooperation	3.86	3.86
	20	Encourages Research Integrity	4.20	4.20
	21	Ethical Conduct	4.41	4.41
	22	Dutiful in Responsibilities	4.24	4.24
	23	Department Treats Me with Respect	4.25	4.25
	24	Participate In Decisions	4.16	4.16
	25	Values Input Contributions	4.13	4.13
	26	Contact for Assistance	3.90	3.90
PI/Mentor Effectiveness	27	Recommendations Without Consequences	4.30	4.30
	28	Sufficient Freedom	4.28	4.28
	29	Communicates Essential Info	4.10	4.10
	30	Work Assigned Equitably	4.07	4.07
	31	Positive Constructive Environment	4.12	4.12
	32	Understands Role as Mentor	4.14	4.14
	33	Involved in Training	3.66	3.66
	34	Discuss IDP Training Plan	3.65	3.65
	35	Resolves Issues	3.80	3.80
	36	PI Mentor Supports Professional Development	4.12	4.12
	37	PI Mentor Treats Me with Respect	4.44	4.44
	38	Supportive of Personal Issues	4.31	4.31
Postdoc Effectiveness & Satisfaction	39	Appropriate Stress	3.73	3.73
	40	Total Compensation	2.87	2.87
	41	Well Prepared for Work	4.13	4.13
	42	Effectiveness of IDP	3.78	3.78
	43	Maximize Development Opportunities	3.69	3.69
	44	Opportunities to Develop Independent Projects	3.99	3.99
	45	Opportunities to Supervise Others	4.07	4.07
	46	Valuable Training	4.02	4.02
Campus Climate	47	Feel Valued by Team/Dept	4.03	4.03
	48	Satisfied with Diversity Programs	3.99	3.99
	49	All Welcomed	4.15	4.15
	50	Committed to Diversity	3.95	3.95
	51	All Cultures Treated Fairly	4.27	4.27
	52	Sexual Orientations Treated Fairly	4.31	4.31
	53	Supports Diverse Environment	4.24	4.24
	54	Practices Principles Of Community	4.23	4.23

ST - Strength | **IS - Influential Strength** | PO - Primary Opportunity | SO - Secondary Opportunity

Strengths and Opportunities by Question With Axes at the Average Dimension Mean and Average Dimension by Overall Satisfaction Correlation

Correlation Coefficient Average = **0.62,** Mean Average = **4.01**

n/N = 423/1,121

Strengths | **Influential Strengths**

Secondary Opportunities | **Primary Opportunities**

Correlation

- Campus Climate
- Department - Mission and Goals
- Department Effectiveness
- PI/Mentor Effectiveness
- Postdoc Effectiveness & Satisfaction
- Satisfaction with UC San Diego
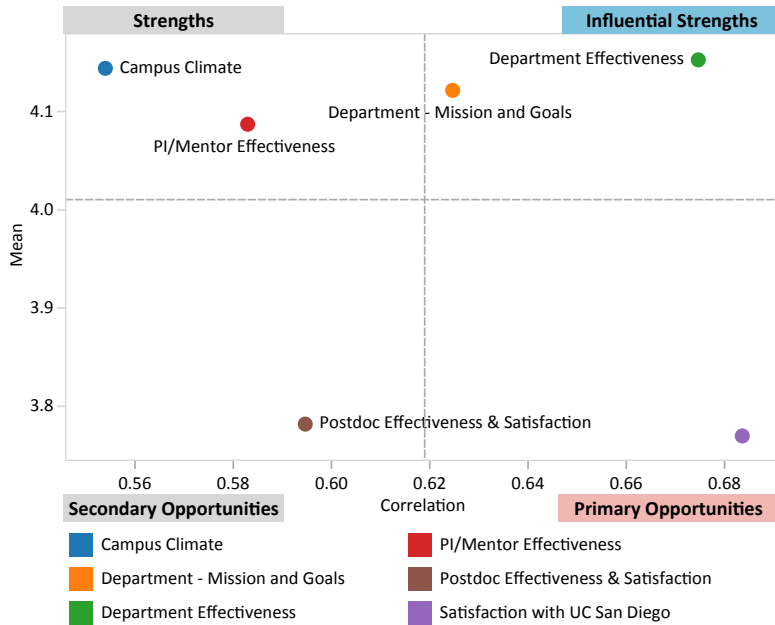
Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation

Correlation Coefficient Average = **0.47,** Mean Average = **4.03**

n/N = 423/1,121

Strengths | **Influential Strengths**

Secondary Opportunities | **Primary Opportunities**
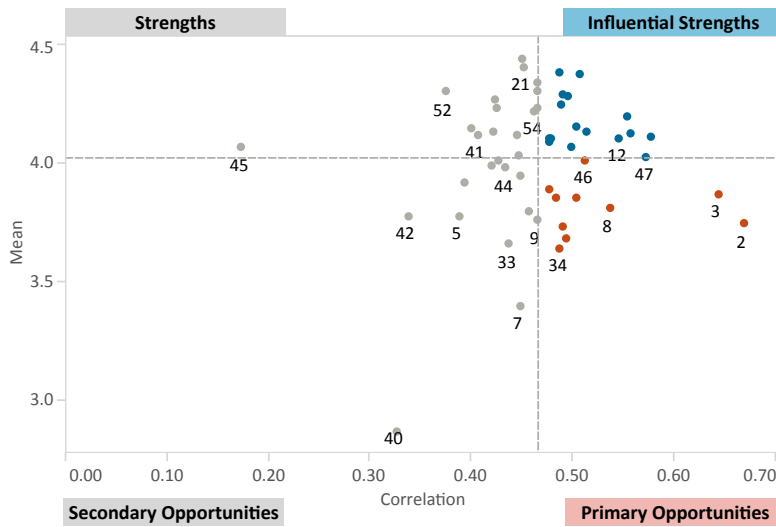
Correlation

Strengths
Higher than average mean score, lower than average correlation. "Keep up the good work"

Influential Strengths
Higher than average mean score, higher than average correlation "Keep an eye on"

Secondary Opps
Lower than average mean score, lower than average correlation. "Low Priority"

Primary Opps
Lower than average mean score, higher than average correlation. "Concentrate Efforts"

Survey and analytics powered by Triton*lytics™*, Organizational Assessments and Strategy, UC San Diego

List of Strengths & Opportunities by Dimension

Dim	Question	Mean	Corr	Str/Opps
DEP	Department Effectiveness	4.15	0.67	IS
DIV	Campus Climate	4.15	0.55	ST
EMP	Postdoc Effectiveness & Satisfaction	3.78	0.59	SO
MIS	Department - Mission and Goals	4.12	0.62	IS
SAT	Satisfaction with UC San Diego	3.77	0.68	PO
SUP	PI/Mentor Effectiveness	4.09	0.58	ST

List of Strengths & Opportunities by Question

Dim	Question	Mean	Corr	Str/Opps
DIV	47. Feel Valued by Team/Dept	4.03	0.57	IS
SUP	30. Work Assigned Equitably	4.07	0.50	IS
SUP	29. Communicates Essential Info	4.10	0.48	IS
MIS	13. Opportunities To Share Work	4.11	0.48	IS
DEP	16. Have Access to Tools	4.11	0.48	IS
MIS	12. Understand My Role	4.11	0.55	IS
SUP	31. Positive Constructive Environment	4.12	0.58	IS
DEP	25. Values Input Contributions	4.13	0.56	IS
SUP	32. Understands Role as Mentor	4.14	0.51	IS
DEP	24. Participate In Decisions	4.16	0.50	IS
DEP	20. Encourages Research Integrity	4.20	0.55	IS
DEP	23. Department Treats Me with Respe..	4.25	0.49	IS
SUP	28. Sufficient Freedom	4.28	0.50	IS
SUP	27. Recommendations Without Conse..	4.30	0.49	IS
MIS	10. Understand Mentor Research Tea..	4.38	0.51	IS
DEP	18. Physically Safe Environment	4.39	0.49	IS
SUP	34. Discuss IDP Training Plan	3.65	0.49	PO
EMP	43. Maximize Development Opportuni..	3.69	0.49	PO
EMP	39. Appropriate Stress	3.73	0.49	PO
SAT	2. Valued Member of UC San Diego	3.75	0.67	PO
SAT	8. Professional Advancement	3.81	0.54	PO
SAT	4. Staff Value Contributions	3.86	0.48	PO
DEP	19. Spirit Of Cooperation	3.86	0.50	PO
SAT	3. Faculty Value Contributions	3.87	0.64	PO
DEP	26. Contact for Assistance	3.90	0.48	PO
EMP	46. Valuable Training	4.02	0.51	PO
EMP	40. Total Compensation	2.87	0.33	SO
SAT	7. Have Voice on Campus	3.40	0.45	SO
SUP	33. Involved in Training	3.66	0.44	SO
MIS	9. Understand Dept's Mission	3.76	0.47	SO
EMP	42. Effectiveness of IDP	3.78	0.34	SO
SAT	5. Understand UCSD's Mission	3.78	0.39	SO
SUP	35. Resolves Issues	3.80	0.46	SO
SAT	6. Contribution to UCSD's Mission	3.92	0.39	SO
DIV	50. Committed to Diversity	3.95	0.45	SO
EMP	44. Opportunities to Develop Independ..	3.99	0.43	SO
DIV	48. Satisfied with Diversity Programs	3.99	0.42	SO
MIS	14. Opportunities To Interact	4.02	0.43	SO
DEP	17. Physical Work Environment	4.04	0.45	ST
EMP	45. Opportunities to Supervise Others	4.07	0.17	ST
SUP	36. PI Mentor Supports Professional D..	4.12	0.45	ST
EMP	41. Well Prepared for Work	4.13	0.41	ST
DEP	15. Access to Address Needs	4.14	0.42	ST
DIV	49. All Welcomed	4.15	0.40	ST
DIV	54. Practices Principles Of Community	4.23	0.46	ST
DIV	53. Supports Diverse Environment	4.24	0.43	ST
DEP	22. Dutiful in Responsibilities	4.24	0.46	ST
DIV	51. All Cultures Treated Fairly	4.27	0.42	ST
DIV	52. Sexual Orientations Treated Fairly	4.31	0.37	ST
SUP	38. Supportive of Personal Issues	4.31	0.47	ST
MIS	11. Performance Contributes to Mission	4.35	0.47	ST
DEP	21. Ethical Conduct	4.41	0.45	ST
SUP	37. PI Mentor Treats Me with Respect	4.44	0.45	ST

2018 - Postdocs@UCSD Survey
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

Satisfaction with UC San Diego

1. Overall, I am a satisfied UC San Diego Postdoc.
2. I feel valued as a member of the UC San Diego community.
3. Faculty members at UC San Diego value my contributions.
4. Staff members at UC San Diego value my contributions.
5. I understand UC San Diego's mission.
6. I understand how my performance positively contributes to UC San Diego's mission.
7. I feel I have a voice on campus to provide my ideas and suggestions on how to improve UC San Diego.
8. I am satisfied with my opportunities for career and professional development at UC San Diego.

Department - Mission and Goals

9. I understand my department's mission and goals.
10. I understand my mentor/research team's mission and goals.
11. I understand how my performance positively contributes to my research team/department's mission.
12. My research team/department understands my role as a postdoctoral scholar.
13. My research team/department provides me opportunities to share my work.
14. My research team/department provides me opportunities to interact with faculty, students and other scholars.

Department Effectiveness

15. My research team/department provides me access to staff who responds to or addresses my administrative questions and needs.
16. I have access to tools (i.e., equipment and technology) and resources to perform my work effectively.
17. My physical work environment (e.g., office, lab) is adequate for the job that I do.
18. I feel physically safe in my work environment.
19. There is a spirit of cooperation within my department.
20. My research team/department communicates and encourages a high standard of research integrity.
21. People in my research team/department engage in ethical research practices (e.g. do not make up or manipulate data or images ..
22. Most people in my research team/department are dutiful in their responsibilities.
23. My research team/department treats me with respect.
24. I have the opportunity within my research team/department to participate in making decisions that affect my work.
25. My research team/department values my input and contributions.
26. If problems or issues occur, I know who to contact for assistance.

PI/Mentor Effectiveness

27. I can make recommendations to my PI/mentor without fear of negative consequences.
28. I have sufficient freedom to decide how to best perform my work.
29. My PI/mentor communicates essential information on a timely basis.
30. Work is assigned equitably by my PI/mentor.
31. My PI/mentor creates a positive and constructive work environment.
32. My PI/mentor understands his/her role as a mentor.
33. My PI/mentor was actively involved in developing my Individual Development Plan (IDP) and/or training plan.
34. My PI/mentor regularly meets with me to discuss the progress of my Individual Development Plan (IDP) and/or training plan.
35. My PI/mentor effectively resolves personnel-related issues (i.e., work interactions).
36. My PI/mentor actively supports my professional development by providing me opportunities to expand my skills and knowledge, ..
37. My PI/mentor treats me with respect.
38. My PI/mentor is supportive when personal issues arise.

Postdoc Effectiveness & Satisfaction

39. I feel that the amount of stress associated with my work is appropriate for my position.
40. I believe my total compensation, including salary and benefits, is appropriate for my level of experience.
41. I believe I am well prepared to carry out my work/training plan.
42. I understand that Individual Development Plan (IDP) is an effective tool and important to guide my professional development.
43. I have been able to maximize my training and professional development opportunities.
44. I have been given opportunities to develop independent projects and/or lead my own research.
45. I have been given opportunities to supervise, provide work direction and/or mentor others (e.g. UG, graduate, visiting scholars, ot..
46. The training and experience that I receive at UC San Diego is preparing me for my career.

Campus Climate

47. I feel valued by my research team/department.
48. Overall, I am satisfied with the diversity related programs and services available campus-wide.
49. UC San Diego promotes a work environment where all people are welcomed.
50. Top leaders of the university are committed to diversity.
51. People of all ethnic groups, cultures, and backgrounds are treated fairly in my research team/department.
52. People of all sexual orientations are treated fairly in my research team/department.
53. My research team/department actively supports a diverse work environment.
54. My research team/department practices UC San Diego's Principles of Community.

Employee Net Promoter Sco..

55. How likely is it that you would recommend being a Postdoc at UC San Diego to a friend or colleague?

Conduct and Behavioral Mean Scores by Gender

Below 2 - Excellent | **2.0 to 2.3 - Good** | **2.4 to 2.6 - Marginal** | **2.70 & above - Low**

During the past year, how often have you experienced the following conduct where someone:	Man	Woman
Question Text	2018	2018
Was condescending to you	1.77	2.06
Paid little attention to your statement or showed little interest in your opinion	1.91	2.02
Made demeaning or derogatory remarks about you	1.42	1.47
Made jokes at your expense	1.47	1.35
Interrupted or spoke over you and treated you as if you were invisible.	1.54	1.85
Talked about you behind your back	1.55	1.63
Excluded you	1.54	1.68
Kept you out-of-the-loop on information that is important	1.68	1.82
Gave you the cold shoulder	1.41	1.44
Put in a position where you felt powerless to advocate for yourself	1.52	1.59
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?	1.16	1.14
Treated you "differently" because of your gender	1.10	1.39
Repeatedly told sexual stories or jokes that were offensive to you	1.11	1.10
Said that you are a credit to your gender	1.07	1.10
Made derogatory comments about your gender	1.11	1.14
Excluded you from social interactions during or after work because of your gender	1.08	1.07
Made you feel as if you have to give up your gender identity to get along at work	1.07	1.07
Treated you "differently" because of your race/ethnicity	1.18	1.19
Repeatedly told racial stories or jokes that were offensive to you	1.12	1.09
Said that you are a credit to your race/ethnicity	1.06	1.03
Made derogatory comments about your race/ethnicity	1.13	1.08
Excluded you from social interactions during or after work because of your race/ethnicity	1.08	1.06
Made you feel as if you have to give up your race/ethnicity to get along at work	1.06	1.05
At UC San Diego, I feel the need to minimize various characteristics of my culture (e.g., language, dress) to fit in.	1.33	1.25

Conduct and Behavioral Mean Scores by Ethnicity

Below 2 - Excellent | **2.0 to 2.3 - Good** | **2.4 to 2.6 - Marginal** | **2.70 & above - Low**

During the past year, how often have you experienced the following conduct where someone: **Question Text**	White 2018	Black 2018	Latino 2018	Asian/Pacific Islander 2018	Am Ind/Ala Native 2018	Multi-Ethnic 2018	Non Stated 2018	Other 2018
Was condescending to you	1.96	1.83	1.83	1.85	3.00	2.00	1.88	2.67
Paid little attention to your statement or showed little interest in your opinion	2.06	2.00	2.04	1.87	1.00	2.07	1.97	3.00
Made demeaning or derogatory remarks about you	1.44	1.50	1.24	1.46	1.00	1.73	1.71	2.00
Made jokes at your expense	1.43	1.33	1.36	1.38	1.00	1.43	1.76	1.67
Interrupted or spoke over you and treated you as if you were invisible.	1.81	1.50	1.76	1.52	1.00	1.73	1.67	2.33
Talked about you behind your back	1.71	1.40	1.42	1.56		1.69	1.70	1.00
Excluded you	1.68	1.60	1.79	1.53	1.00	1.60	1.70	1.67
Kept you out-of-the-loop on information that is important	1.90	1.20	1.88	1.55	3.00	1.64	1.77	3.00
Gave you the cold shoulder	1.46	1.50	1.17	1.44	1.00	1.50	1.41	2.67
Put in a position where you felt powerless to advocate for yourself	1.65	1.17	1.56	1.48	2.00	1.57	1.50	2.33
Asked you to do something that was inappropriate for your job duties (e.g. pick up dry cleaning, babysit their children, ..	1.18	1.00	1.12	1.16	1.00	1.40	1.27	1.00
Treated you "differently" because of your gender	1.32	1.00	1.28	1.15	1.00	1.60	1.44	1.33
Repeatedly told sexual stories or jokes that were offensive to you	1.08	1.00	1.00	1.16	1.00	1.20	1.24	1.00
Said that you are a credit to your gender	1.07	1.00	1.00	1.14	1.00	1.29	1.18	1.00
Made derogatory comments about your gender	1.16	1.00	1.12	1.11	1.00	1.27	1.21	1.33
Excluded you from social interactions during or after work because of your gender	1.08	1.00	1.24	1.09	1.00	1.07	1.03	1.00
Made you feel as if you have to give up your gender identity to get along at work	1.09	1.00	1.04	1.09	1.00	1.13	1.03	1.00
Treated you "differently" because of your race/ethnicity	1.11	1.00	1.12	1.27	3.00	1.07	1.41	1.67
Repeatedly told racial stories or jokes that were offensive to you	1.06	1.00	1.00	1.15	1.00	1.13	1.41	1.33
Said that you are a credit to your race/ethnicity	1.03	1.00	1.00	1.10	2.00	1.07	1.21	1.33
Made derogatory comments about your race/ethnicity	1.08	1.00	1.00	1.15	1.00	1.07	1.44	1.00
Excluded you from social interactions during or after work because of your race/ethnicity	1.06	1.00	1.04	1.12	1.00	1.00	1.10	1.00
Made you feel as if you have to give up your race/ethnicity to get along at work	1.07	1.00	1.00	1.09	1.00	1.00	1.15	1.00
At UC San Diego, I feel the need to minimize various characteristics of my culture (e.g., language, dress) to fit in.	1.25	1.80	1.29	1.41	1.00	1.20	1.38	1.67