



# Pearl Meyer

## The Post Doctorate Compensation Survey

2018 Prospectus



## About the Survey

**The Post Doctorate Compensation Survey** provides you with the most important compensation and employment practices information relative to Post Doc employees. The report covers cash compensation paid and employment practices applicable to Post Docs. Pearl Meyer has worked closely with the Post Doc Advisory Board to develop a survey focused on this unique category of employee – those in Post Doc assignments.

### Data Reported

The survey discloses information for base salaries. Compensation information is summarized based on a number of incumbent and position characteristics including:

- Average Base Salary by Year of Degree – Firm Tenure, Geographic Location, Security Clearance
- Field of Practice
- Field of Degree



### Key Dates

**Data Effective Date:**

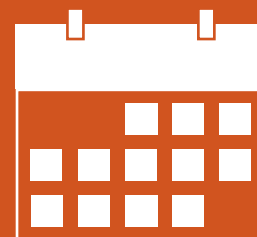
November 1, 2017

**Submissions Due:**

December 9, 2017

**Report Publication:**

February 1, 2018



**A Post Doc employee is defined as:** An individual holding a doctoral degree, typically received within the past five years, who has been awarded a fellowship, traineeship, or temporary employment for study/work at a post doctorate level, with an expected assignment length of one year or more. This individual will pursue a full-time program of advanced research and/or scholarly training with the expectation of, and the opportunity for, collaborative and independent research and publication of findings and acquisition of the professional skills needed to pursue a career path of their choosing.

**A Super Post Doc employee is defined as:** A Post Doc individual that may be considered Named, Special, Unique, Distinguished, “Senior”, Distinct, or Super, with respect to other Post Doc individuals within your organization. As an example, were Pearl Meyer to have a number of Post Doc individuals this would be the person who carries the recognition of being appointed the Pearl Meyer – Joe Rich Postdoctoral Fellowship.



## The Results Report Contains:

- **Participating Companies List**
- **Compensation Summary** (survey results, broken out by Field of Practice and Field of Degree)
- **Policies and Practices** (characteristics of participating organizations and salary administration processes)

## 2017 Post Doc Survey



- 21 Companies
- Detailed Policies and Practices Information



## 2017 Participating Companies

Applied Physics Laboratory /  
University of Washington

Applied Research Laboratories –  
The University of Texas at Austin

Argonne National Laboratory

Brookhaven National Laboratory

HRL Laboratories, LLC

Idaho National Laboratory

Jefferson Laboratory

Jet Propulsion Laboratory

Lawrence Berkeley National  
Laboratory

Lawrence Livermore National  
Laboratory

Los Alamos National Laboratory

MIT Lincoln Laboratory

National Renewable Energy Lab

Oak Ridge National Laboratory

UT-Battelle, LLC

ORAU

Pacific Northwest National  
Laboratory

Sandia National Laboratories

Space Telescope Science Institute

SRI International

The Aerospace Corporation

University Corporation for  
Atmospheric Research (UCAR)



## Sample of the Compensation Summary Report

Table of Contents	
<a href="#">All Employees</a>	Page 3
<a href="#">Super Post Docs</a>	Page 4
<b>By Field of Practice</b>	
<a href="#">Field of Practice: Science - General</a>	Page 5
<a href="#">Field of Practice: Mathematics &amp; Mathematical Sciences</a>	Page 6
<a href="#">Field of Practice: Physical Sciences / Physics</a>	Page 7
<a href="#">Field of Practice: Astronomical Sciences, Astronomy And Astrophysics</a>	Page 8
<a href="#">Field of Practice: Theoretical, Condensed, Matter, Molecular Physics</a>	Page 9
<a href="#">Field of Practice: Nuclear And Particle Physics</a>	Page 10
<a href="#">Field of Practice: Chemical Sciences</a>	Page 11
<a href="#">Field of Practice: Earth Sciences</a>	Page 12
<a href="#">Field of Practice: Atmospheric Sciences</a>	Page 13
<a href="#">Field of Practice: Biological Sciences</a>	Page 14
<a href="#">Field of Practice: Information, Computing And Communication Sciences</a>	Page 15
<a href="#">Field of Practice: Engineering And Technology</a>	Page 16
<a href="#">Field of Practice: Mechanical Engineering</a>	Page 17
<a href="#">Field of Practice: Chemical Engineering</a>	Page 18
<a href="#">Field of Practice: Electrical Engineering</a>	Page 19
<a href="#">Field of Practice: Materials Engineering</a>	Page 20
<a href="#">Field of Practice: Other</a>	Page 21
<b>By Field of Degree</b>	
<a href="#">Field of Degree: Biochemistry</a>	Page 22
<a href="#">Field of Degree: Biology</a>	Page 23
<a href="#">Field of Degree: Microbiology</a>	Page 24
<a href="#">Field of Degree: Analytical</a>	Page 25
<a href="#">Field of Degree: Chemistry</a>	Page 26
<a href="#">Field of Degree: Inorganic</a>	Page 27
<a href="#">Field of Degree: Physical</a>	Page 28
<a href="#">Field of Degree: Comp Sci</a>	Page 29



## Sample of the Compensation Summary Report (cont.)

**Field of Degree: Engineering**

Demographics and Characteristics		Average Incumbent Tenure	
Number of Firms Matching	10	Average	1.3
Number of Incumbents Reported	39	Percent with Security Clearance	31.1%

Compensation Summary		Base Salary				Percent Eligible		
	# Firms	# Empl	Average	25th	50th	75th	STI	Perss
All Firms	10	39	\$78,233	\$70,200	\$76,378	\$85,700	10%	0%
Security Clearance								
No	8	27	\$72,832	\$64,900	\$75,000	\$76,378	19%	0%
Yes	3	12						
Year of Degree								
2016	4	6	\$81,555	\$73,600	\$81,000	\$90,600	17%	0%
2015	7	10	\$77,949	\$75,000	\$75,400	\$80,472	0%	0%
2014	5	10	\$77,559	\$68,280	\$75,400	\$85,700	22%	0%
2013	4	5	\$75,274	\$67,823	\$79,200	\$83,378	20%	0%
2012 & Earlier	4	8	\$77,980	\$68,742	\$78,789	\$85,700	0%	0%
Tenure								
Under 1 Year	7	17	\$80,765	\$73,600	\$81,200	\$87,600	7%	0%
1 Year to < 2 Years	6	13	\$71,133	\$64,900	\$75,400	\$80,472	22%	0%
2 Years to < 3 Years	4	5	\$73,484	\$68,280	\$70,898	\$76,378	20%	0%
3 or More Years	4	4	\$84,762	\$71,173	\$84,539	\$98,350	0%	0%
Geographic Location								
Bay Area	3	17						
All Other Locs	8	22	\$73,806	\$64,900	\$75,400	\$78,000	26%	0%

Year of Degree	Under 1 Year			1 Year to < 2 Years			2 Years to < 3 Years		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2016	4	6	\$81,555	0	0	-	0	0	-
2015	3	4	-	4	6	\$74,606	3	3	-
2014	3	4	-	3	3	-	0	0	-
2013	0	0	-	2	3	-	2	2	-
2012 & Earlier	3	3	-	1	1	-	-	-	-

Year of Degree	Firm Tenure			Bay Area			All Other Locations		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2016	0	0	-	2	4	-	2	2	-
2015	0	0	-	2	3	-	5	7	\$72,487
2014	0	0	-	3	5	-	3	5	-
2013	2	2	-	0	0	-	4	5	\$75,274
2012 & Earlier	2	2	-	2	5	-	2	3	-

Year of Degree	Security Clearance			Security Clearance		
	# Firms	# Empl	Base	No	Yes	Base
2016	3	4	\$73,835	1	2	-
2015	6	8	-	1	2	-
2014	3	5	-	2	5	-
2013	4	4	\$72,342	1	1	-
2012 & Earlier	3	6	-	1	2	-

TOC

Page 3-31

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## Sample of the Policies and Practices Report

Organization Information Continued		All Firms
<b>Are incumbents who have held prior Post Doc positions eligible for new Post Doc assignments?</b>		
Yes		45.0%
Yes, but only if the prior Post Doc was at another institution		35.0%
No		10.0%
Other		10.0%
<b>What are the purposes for, or expectations of, Post Doc employees at your organization?</b>		
Research		100.0%
Publication(s)		90.0%
Presentation(s)		90.0%
Proposal writing		70.0%
Career development		90.0%
Fulfill responsibilities established by funding source		80.0%
Other		5.0%
Percent of organizations assigning an Advisor or Mentor to guide / assist the Post Doc employee		90.0%
Percent of organizations offering a tenure track to Post Doc employees		10.0%
Percent of organizations hiring mid-tenure (coming from another active Post Doc assignment) Post Doc employees		60.0%
<b>What is your organization's practice with respect to starting compensation when hiring mid-tenure Post Doc employees?</b>		
Start in same manner as other new Post Doc employees		16.7%
Provide credit for prior Post Doc experience when establishing starting rate		66.7%
Other		16.7%
<b>What type of supervision is typically provided to new Post Doc employees?</b>		
Day to day supervision		5.0%
Regular weekly oversight		50.0%
Occasional oversight		25.0%
Guidance as requested by the incumbent		10.0%
Limited supervision		10.0%

Page 4-2

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## The Administrative Committee

The Post Doc Survey is supported by an Administrative Committee of the participants. The Administrative Committee is responsible for providing counsel to Pearl Meyer in establishing the long-term objectives of the survey and determining the annual priorities for enhancements and improvements.

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## Contact Us

To learn more about our Post Doc Survey or to participate, contact the survey group at **[survey@pearlmeyer.com](mailto:survey@pearlmeyer.com)**.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** [survey@pearlmeyer.com](mailto:survey@pearlmeyer.com)
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

## About Pearl Meyer ([www.pearlmeyer.com](http://www.pearlmeyer.com) | [www.pearlmeyer.com/surveys](http://www.pearlmeyer.com/surveys))

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, and San Francisco.





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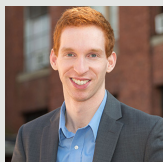
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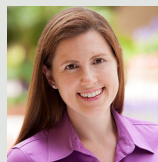
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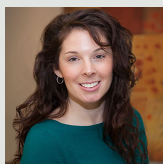
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