

The Post Doctorate Compensation Survey

2023 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, 2022

Submissions Due: December 9, 2022

Report Publication: February 2, 2023



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)

2023 Post Doc Survey

- 20 Companies
- Detailed Policies and Practices Information



2023 Participating Companies

Applied Physics Laboratory – University of Washington

Applied Research Laboratories – The University of Texas at Austin

Argonne National Laboratory

Brookhaven National Laboratory

Idaho National Laboratory

Jefferson Laboratory

Jet Propulsion Laboratory

Lawrence Berkeley National Laboratory

Lawrence Livermore National Laboratory

Los Alamos National Laboratory MIT Lincoln Laboratory National Radio Astronomy Observatory National Renewable Energy Laboratory Oak Ridge National Laboratory UT-Battelle, LLC Pacific Northwest National Laboratory Sandia National Laboratories Savannah River National Laboratory Southwest Research Institute SRI International University Corporation for Atmospheric

Research (UCAR)





Al EmployeesPage 3Al Super Post DocsPage 4I Super Post DocsPage 4Field of DegreePage 6Field of Degree: Aeronautical / Aerospace EngineeringPage 7Field of Degree: Applied MathematicsPage 7Field of Degree: AstronomyPage 7Field of Degree: BiochemistryPage 10Field of Degree: BiochemistryPage 11Field of Degree: Biologual EngineeringPage 13Field of Degree: Chemical EngineeringPage 13Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 13Field of Degree: Comp SciPage 13Field of Degree: Comp SciPage 13Field of Degree: Comp SciPage 13Field of Degree: Energy EngineeringPage 24Field of Degree: EnvironmentPage 24Field of Degree: EnvironmentPage 24Field of Degree: EnvironmentPage 24Field of Degree: CeologyPage 24Field of Degree: LiberAL ARTS & SCIENCESPage 24Field of Degree: Materials EngineeringPage 24Field of Degree: Materials EngineeringPage 24 <th></th> <th>Table of Contents</th>		Table of Contents
All Employeespage 4All Super Post DocsPage 5Field of DegreePage 6Field of Degree: Applied MathematicsPage 7Field of Degree: Applied PhysicsPage 7Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 9Field of Degree: Biological EngineeringPage 10Field of Degree: Biological EngineeringPage 13Field of Degree: Computer EngineeringPage 13Field of Degree: Computer EngineeringPage 16Field of Degree: Computer EngineeringPage 13Field of Degree: Computer EngineeringPage 14Field of Degree: Computer EngineeringPage 13Field of Degree: Computer EngineeringPage 14Field of Degree: Computer EngineeringPage 14Field of Degree: EnvironmentPage 22Field of Degree: EngineeringPage 24Field of Degree: EngineeringPage 24Field of Degree: Environment al EngineeringPage 24Field of Degree: Envir		Page 3
All Super Post DocsPield of DegreePage 5Field of Degree: Aeronautical / Aerospace EngineeringPage 6Field of Degree: Applied MathematicsPage 7Field of Degree: Applied PhysicsPage 8Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 11Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 13Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: ComputerEngineeringField of Degree: ComputerPage 18Field of Degree: ComputerPage 13Field of Degree: ComputerEngineeringField of Degree: ComputerPage 18Field of Degree: ComputerPage 19Field of Degree: ComputerPage 20Field of Degree: EcologyPage 21Field of Degree: EcologyPage 22Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EnvironmentPage 24Field of Degree: Environmental EngineeringPage 24Field of Degree: En		
By Field of DegreePage 5Field of Degree: Applied MathematicsPage 6Field of Degree: Applied PhysicsPage 7Field of Degree: AstronomyPage 8Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 11Field of Degree: BiochemistryPage 12Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: ComputerEngineeringField of Degree: ComputerPage 16Field of Degree: ComputerPage 18Field of Degree: ComputerEngineeringField of Degree: ComputerPage 20Field of Degree: ComputerPage 21Field of Degree: ComputerPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 22Field of Degree: EngineeringPage 22Field of Degree: Engineering <td>All Employees</td> <td></td>	All Employees	
By Field of DegreePage 6Field of Degree: Applied MathematicsPage 7Field of Degree: Applied PhysicsPage 8Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 10Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 13Field of Degree: Chemical EngineeringPage 13Field of Degree: ComputerPage 13Field of Degree: Computer EngineeringPage 13Field of Degree: Computer EngineeringPage 20Field of Degree: Computer EngineeringPage 21Field of Degree: Energy EngineeringPage 23Field of Degree: Energy EngineeringPage 23Field of Degree: EnvironmentPage 24Field of Degree: Environmental EngineeringPage 24Field of Degree: Environmental Engineering <td>All Super Post Docs</td> <td></td>	All Super Post Docs	
Field of Degree: Applied PhysicsPage 8Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 11Field of Degree: BiochemistryPage 12Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: Chemical EngineeringPage 17Field of Degree: Chemical EngineeringPage 18Field of Degree: Chemical EngineeringPage 18Field of Degree: Computer EngineeringPage 18Field of Degree: Computer EngineeringPage 19Field of Degree: Computer EngineeringPage 20Field of Degree: EcologyPage 21Field of Degree: EcologyPage 22Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: Engineerin	incoring	
Field of Degree: Applied PhysicsPage 8Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 11Field of Degree: BiochemistryPage 12Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 14Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: Chemical EngineeringPage 18Field of Degree: Chemical EngineeringPage 18Field of Degree: Comp SciPage 19Field of Degree: Computer EngineeringPage 19Field of Degree: Computer EngineeringPage 22Field of Degree: EcologyPage 23Field of Degree: EcologyPage 23Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EngineeringPa	By Field of Degree By Field of Degree Aeronautical / Aerospace Engineering	
Field of Degree: AstronomyPage 9Field of Degree: AstronomyPage 10Field of Degree: AstronomyPage 10Field of Degree: BiochemistryPage 11Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 14Field of Degree: Biological EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: Chemical EngineeringPage 18Field of Degree: Computer EngineeringPage 18Field of Degree: Computer EngineeringPage 18Field of Degree: Computer EngineeringPage 19Field of Degree: Computer EngineeringPage 21Field of Degree: Computer EngineeringPage 22Field of Degree: EcologyPage 22Field of Degree: Energy EngineeringPage 22Field of Degree: EngineeringPage 24<		
Field of Degree: AstrophysicsPage 10Field of Degree: Atmospheric SciencePage 11Field of Degree: BiochemistryPage 12Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 14Field of Degree: Biological EngineeringPage 16Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: Chemical EngineeringPage 17Field of Degree: Chemical EngineeringPage 18Field of Degree: ChemistryPage 17Field of Degree: ChemistryPage 18Field of Degree: Comp SciPage 19Field of Degree: Computer EngineeringPage 20Field of Degree: EcologyPage 21Field of Degree: EcologyPage 22Field of Degree: Engry EngineeringPage 22Field of Degree: Engreg EngineeringPage 22Field of Degree: EngineeringPage 22Field of Degree: EngineeringPage 22Field of Degree: EngineeringPage 24Field of Degree: Engin	Field of Degree: Applied Physics	
Field of Degree: Amospheric SciencePage 11Field of Degree: BiochemistryPage 12Field of Degree: Biological EngineeringPage 13Field of Degree: Biological EngineeringPage 14Field of Degree: Biological EngineeringPage 14Field of Degree: Biomedical EngineeringPage 15Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: ChemistryPage 17Field of Degree: ChemistryPage 17Field of Degree: ChemistryPage 17Field of Degree: ChemistryPage 18Field of Degree: Comp SciPage 20Field of Degree: Computer EngineeringPage 20Field of Degree: EcologyPage 22Field of Degree: EngineeringPage 22Field of Degree: EnvironmentPage 22Field of Degree: Environmental EngineeringPage 23Field of Degree: Environmental EngineeringPage 24Field of Degree: Environmental EngineeringPage 24Field of	Field of Degree: Astronomy	
Field of Degree:RelicementaryPage 12Field of Degree:Biological EngineeringPage 13Field of Degree:Biological EngineeringPage 14Field of Degree:Biomedical EngineeringPage 14Field of Degree:Biomedical EngineeringPage 15Field of Degree:Chemisal EngineeringPage 16Field of Degree:Chemisal EngineeringPage 17Field of Degree:Chemisal EngineeringPage 17Field of Degree:Comp SciPage 19Field of Degree:Computer EngineeringPage 20Field of Degree:Computer EngineeringPage 21Field of Degree:Electrical EngineeringPage 22Field of Degree:Electrical EngineeringPage 22Field of Degree:Electrical EngineeringPage 22Field of Degree:Electrical EngineeringPage 22Field of Degree:EngineeringPage 22Field of	Field of Degree: Astrophysics	
Field of Degree:Biological EngineeringPage 13Field of Degree:BiologyPage 14Field of Degree:Biomedical EngineeringPage 15Field of Degree:Chemisdical EngineeringPage 16Field of Degree:ChemistryPage 17Field of Degree:ChemistryPage 17Field of Degree:ChemistryPage 17Field of Degree:ChemistryPage 17Field of Degree:Computer EngineeringPage 19Field of Degree:Computer EngineeringPage 20Field of Degree:Computer EngineeringPage 21Field of Degree:EcologyPage 22Field of Degree:Electrical EngineeringPage 22Field of Degree:EngineeringPage 22Field of Degree:EngineeringPage 22Field of Degree:EngineeringPage 22Field of Degree:EngineeringPage 23Field of Degree:EngineeringPage 24Field of Degre	Field of Degree: Atmospheric Science	
Field of Degree: BiologyPage 14Field of Degree: Biomedical EngineeringPage 15Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: ChemistryPage 17Field of Degree: ChemistryPage 18Field of Degree: Computer EngineeringPage 19Field of Degree: Computer EngineeringPage 20Field of Degree: Computer EngineeringPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 2Field of Degree: EngineeringPage 3Field of Degree: Ceology <td>Field of Degree: Riochemistry</td> <td></td>	Field of Degree: Riochemistry	
Field of Degree: Biomedical EngineeringPage 15Field of Degree: Chemical EngineeringPage 16Field of Degree: Chemical EngineeringPage 17Field of Degree: ChemistryPage 17Field of Degree: Computer EngineeringPage 18Field of Degree: Computer EngineeringPage 19Field of Degree: Computer EngineeringPage 20Field of Degree: Computer EngineeringPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 22Field of Degree: Energy EngineeringPage 21Field of Degree: EngineeringPage 22Field of Degree: EngineeringPage 21Field of Degree: EngineeringPage 22Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EngineeringPage 25Field of Degree: EngineeringPage 26Field of Degree: EngineeringPage 27Field of Degree: EngineeringPage 27 </td <td>Field of Degree: Biological Engineering</td> <td></td>	Field of Degree: Biological Engineering	
Field of Degree:Chemical EngineeringPage 16Field of Degree:Chemisal EngineeringPage 17Field of Degree:Comp EngineeringPage 18Field of Degree:Comp SciPage 19Field of Degree:Comp Uter EngineeringPage 20Field of Degree:Comp Uter EngineeringPage 21Field of Degree:Comp Uter EngineeringPage 22Field of Degree:Electrical EngineeringPage 23Field of Degree:Electrical EngineeringPage 23Field of Degree:Energy EngineeringPage 23Field of Degree:EngineeringPage 23Field of Degree:EngineeringPage 24Field of Degree:EngineeringPage 25Field of Degree:EngineeringPage 26Field of Degree:EngineeringPage 27Field of Degree:EngineeringPage 27 <td>Field of Degree: Biology</td> <td></td>	Field of Degree: Biology	
Field of Degree: ChemistryPage 17Field of Degree: Civil EngineeringPage 18Field of Degree: Comp SciPage 19Field of Degree: Computer EngineeringPage 20Field of Degree: Computer EngineeringPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 22Field of Degree: Electrical EngineeringPage 2Field of Degree: Energy EngineeringPage 2Field of Degree: EngineeringPage 3Field of Degree: EngineeringPage 3Field of Degree: EnvironmentPage 3Field of Degree: Environmental EngineeringPage 3Field of Degree: GeologyPage 3Field of Degree: CoologyPage 3Field of Degree: Co	Field of Degree: Biomedical Engineering	
Field of Degree: Civil EngineeringPage 18Field of Degree: Comp SciPage 19Field of Degree: Computer EngineeringPage 20Field of Degree: Computer EngineeringPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 22Field of Degree: Energy EngineeringPage 21Field of Degree: EngineeringPage 22Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EngineeringPage 25Field of Degree: EngineeringPage 26Field of Degree: EngineeringPage 27Field of Degree: GeologyPage 27	Field of Degree: Chemical Engineering	
Field of Degree: Computer EngineeringPage 19Field of Degree: Computer EngineeringPage 20Field of Degree: ComputingPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 22Field of Degree: Energy EngineeringPage 23Field of Degree: EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EngineeringPage 25Field of Degree: EngineeringPage 26Field of Degree: EngineeringPage 27Field of Degree: GeologyPage 27Field of		
Field of Degree: Computer EngineeringPage 20Field of Degree: Computer EngineeringPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 23Field of Degree: Energy EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EngineeringPage 24Field of Degree: EngineeringPage 25Field of Degree: EngineeringPage 26Field of Degree: EngineeringPage 26Field of Degree: EnvironmentPage 26Field of Degree: Environmental EngineeringPage 26Field of Degree: Environmental Engineer	Field of Degree: Civil Engineering	
Field of Degree: ComputingPage 21Field of Degree: EcologyPage 22Field of Degree: EcologyPage 23Field of Degree: Electrical EngineeringPage 23Field of Degree: EngineeringPage 24Field of Degree: EnvironmentPage 24Field of Degree: Environmental EngineeringPage 24Field of Degree: Environmental Engineerin	Field of Degree: Comp Sci	
Field of Degree:ComparedPage 22Field of Degree:Electrical EngineeringPage 23Field of Degree:Energy EngineeringPage 24Field of Degree:EngineeringPage 24Field of Degree:EngineeringPage 24Field of Degree:EngineeringPage 24Field of Degree:EngineeringPage 24Field of Degree:EnvironmentPage 24Field of Degree:EnvironmentPage 24Field of Degree:Environmental EngineeringPage 24Field of Degree:Environmental EngineeringPage 24Field of Degree:EvologyPage 24Field of Degree:EvologyField 24Field of Degree:EvologyField 24Field of Degree:EvologyField 24Field of Degree:EvologyField 24Field of Degree:	(Degree: Computer	
Field of Degree:Electrical EngineeringPage 23Field of Degree:EngineeringPage 24Field of Degree:EngineeringPage 24Field of Degree:EngineeringPage 24Field of Degree:EngineeringPage 24Field of Degree:EnvironmentPage 24Field of Degree:EnvironmentPage 24Field of Degree:EnvironmentPage 24Field of Degree:EnvironmentPage 24Field of Degree:Environmental EngineeringPage 24Field of Degree:GeologyPage 24	Field of Degree: Computing	
Field of Degree: Engineering Page 24 Field of Degree: Environment Page 24 Field of Degree: Environment Page 24 Field of Degree: Environmental Engineering Page 24 Field of Degree: Environmental Engineering Page 24 Field of Degree: Engineering Page 24 Field of Degree: Engineering Page 24	Field of Degree; Ecology	
Field of Degree: Engineering Page 2 Field of Degree: Engineering Page 2 Field of Degree: Environment Page 2 Field of Degree: Environmental Engineering Page 2 Field of Degree: Engineering Page 2		
Field of Degree: Environment page 2 Field of Degree: Environmental Engineering Page Field of Degree: Geology Page Field of Degree: Geology Page	that Degree: Elicity	
Field of Degree: Environmental Engineering Page Field of Degree: Eevironmental Engineering Page Field of Degree: Geology Page Field of Degree: Geology Page	Charge Eliginos	
Field of Degree: Geology Page Field of Degree: Geology page	Field of Degree: Environment	
Field of Degree. Occupation ARTS & SCIENCES Page	The state of Degree: Environment	
Field of Degree: LIBERAL ARTS & SUPEROE Pope	Field of Degree: Geology	
Field of Degree: Materials Engineering	Field of Degree: LIBERAL ARTS & SCIENCES	109-
	Field of Degree: Materials Engineering	
	Post Doc Survey Report ©2021 Peari Meyer & Partners, LLC	





				Field o	FDedre	e: Phys	5103	
				Field 0	1 Dog.			
							1.4 30.1%	
			Average Incum Percent with S	bent Tenure	nce		30.172	
Demographics and Characteristics		18 532	Percent with S	ecunty c.	Derce	ent Eligible		
Demographics and Number of Firms Matching Number of Firms Matching					STI	Perqs		
		Base Sa 25th		75th	7%	0%		
Compensation et	Firms # Empl	Average)8 \$84,925	\$96,000		0%		
#	18 532	\$00,040	500	\$82,180	9%	0%		-
All Firms	200	\$76,001 \$71,8		\$104,160	17%			
Security Clearance	10 420	\$97,230 \$90,0	001	\$92,000	5%	0%		
No Yes	6 129	\$73	322 \$85,090	\$92,000 \$94,000	5%	0% 0%		
Year of Degree	13 84	\$84,401 \$72	,156 \$79,000	000	10% 6%	0%		
2022	13 119	\$85,554 \$74		\$98,000	6% 6%	0%		_
2021	14 109	\$87,318 \$7	3,700 \$88,097 5,550 \$86,040		0.2			
2020 2019	11 89 14 125	\$88,685 \$7		\$96,000	6%	0%		
2013 2018 & Earlier		\$85,064 \$	72,612 \$84,84	104.000	12%	0%		
Tenure	15 217	CR4 991 \$	13,441	00 \$99,000	3% 3%	0%		
Under 1 Year 1 Year to < 2 Years	16 162 40 95	\$89,691	\$75,132 \$90,0 \$74,550 \$79,5	00 \$100,000				
a Vears to < 3 Years	10 93 8 58	\$85,829	\$14,000			. 0°	Va	
o or More Years				000 \$92,000) 129	% 0	/6	
Geographic Location	3 18		\$74,160 \$83	.000				
Ray Area	16 3	52 🗸		Taururo		2 Years t	o < 3 Yea	ars
All Other Locs Average Base Salary by	Year of Degree		Firm	Tenure o < 2 Years Bas		irms #	Empl	Base
Average Base		r 1 Year Rase	# Firms #	Empl Bas	e	0	0	
	Unue	Empl Base		0.			0	
			0		316	0		\$89,740
Voar of Degree	# Firms #	84 \$84,481	11	68 \$83,		7	44 23	\$87,096
Year of Degree 2022	# Firms # 13 10	84 \$84,481 51 \$80,694 \$1 \$81,926	11 13	68 \$83, 46 \$83, 16 \$85	582 ,499		44	\$89,740 \$87,096 \$92,003
2022 2021	# Firms # 13 10 7	Empi \$84,481 51 \$80,694 19 \$81,926 28 \$92,143	11 13 7	68 \$83, 46 \$83, 16 \$85	582 ,499 963	7 7 8	44 23 28	\$87,096 \$92,003
2022 2021 2020	# Firms # 13 10 7 8	84 \$84,481 51 \$80,694 19 \$81,926	11 13	68 \$83, 46 \$83 16 \$85	582 ,499 963	7 7 8	44 23 28	\$87,096 \$92,003
2022 2021 2020 2019	# Firms # 13 10 7 8 9	Empi 84 \$84,481 51 \$80,694 19 \$81,926 28 \$92,143 31 \$88,919	11 13 7 9	68 \$83, 46 \$83, 16 \$85 30 \$91	582 ,499 ,963 Geogra	7 7 8 phic Loca All O	44 23 28 tion ther Loca # Empl	\$87,096 \$92,003 Itions Base
2022 2021 2020	# Firms # 13 10 7 8 9	Entip 84 \$84.481 51 \$80.694 19 \$81.926 28 \$92,143 31 \$88,919 rm Tenure More Years	11 13 7 9	68 \$83, 46 \$83, 16 \$85 30 \$91 Bay Area # Empl	582 ,499 ,963 Geogra	7 7 8 phic Loca All O # Firms 11	44 23 28 ther Loca # Empl 52	\$87,096 \$92,003 Itions Base \$81,58 \$80,70
2022 2021 2020 2019 2018 & Earlier	# Firms # 13 10 7 8 9 Fi 30	Ertip/ 84 \$84,481 51 \$80,694 19 \$81,926 28 \$92,143 31 \$88,919 rm Tenure r More Years # Empl	11 13 7 9 <u>#Firms</u> 3	68 \$83. 46 \$83. 16 \$85. 30 \$91 Bay Area # Empl 1 32 32	582 ,499 ,963 Geogra	7 7 8 phic Loca All O # Firms 11 11	44 23 28 tion ther Loca # Empl	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,40
2022 2021 2020 2019 2018 & Earlier	# Firms # 13 10 7 8 9	Empi 84 \$84,481 84 \$80,694 1 \$80,694 19 \$81,926 28 \$92,143 31 \$88,919 rm Tenure (More Years # Empl 0	11 13 7 9 # Firms 3 3	68 \$83; 46 \$83, 16 \$85 30 \$91 Bay Area # Empl 1 32 34	582 ,499 ,963 Geogra	7 7 8 phic Loca All O # Firms 11 11 11 12	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,41 \$85,0
2022 2021 2020 2019 2018 & Earlier Year of Degree 2022	# Firms # 13 10 7 8 9 5 6 # Firms 0 0	Ernipi 84 \$84,481 84 \$80,694 51 \$80,694 19 \$81,926 28 \$92,143 31 \$88,919 rm Tenure # Empl Base 0 0	11 13 7 9 # Firms 3 3 3	68 \$83. 46 \$83. 16 \$85. 30 \$91 Bay Area # Empl 1 32 34 37 35	582 ,499 ,963 Geogra	7 7 8 phic Loca All O # Firms 11 11	44 23 28 ther Loca # Empl 52 85 72	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,41 \$85,0
2022 2021 2020 2019 2018 & Earlier <u>Year of Degree</u> 2022 2021	# Firms # 13 10 7 8 9 9 5 6 6 0 0 0 0	Entpi State \$84.481 51 \$80.694 \$81.926 28 \$92,143 \$88.919 rm Tenure • • (More Years) # Empl Base 0 • • 0 • • 0 • • 0 • •	11 13 7 9 # Firms 3 3 3 97 3	68 \$83. 46 \$83. 16 \$85 30 \$91 Bay Area # Empl 1 32 34 37	582 ,499 ,963 Geogra	7 7 8 phic Loca All O # Firms 11 11 12 9	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,41 \$85,0
2022 2021 2020 2019 2018 & Earlier Year of Degree 2022 2021 2020 2019	# Firms # 13 10 7 8 9 Fi 3 cc # Firms 0 0 0 7	Entry \$84.481 51 \$80.694 19 \$81.926 28 \$92.143 31 \$88.919 rm Tenure More Years # Empl Base 0 0 0 0 22 \$83.4 28 \$87.6	11 13 7 9 	68 \$83. 46 \$83. 16 \$85. 30 \$91 Bay Area # Empl 1 32 34 37 35 40	582 ,499 ,963 Geogra	7 7 8 phic Loca All O # Firms 11 11 12 9	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,41 \$85,0
2022 2021 2020 2019 2018 & Earlier Year of Degree 2022 2021 2020 2019	# Firms # 13 10 7 8 9 9 5 6 6 0 0 0 0	Entry \$84.481 51 \$80.694 19 \$81.926 28 \$92.143 31 \$88.919 rm Tenure More Years # Empl Base 0 0 0 0 22 \$83.4 28 \$87.6	11 13 7 9 # Firms 3 3 3 97 3	68 \$83. 46 \$83. 16 \$85 30 \$91 Bay Area # Empl 1 32 34 37 35 40 Yes	582 (499 .963 Geogra 3ase	7 7 8 phic Loca All O # Firms 11 11 12 9	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,41 \$85,0
2022 2021 2020 2019 2018 & Earlier <u>Year of Degree</u> 2022 2021 2020	# Firms # 13 10 7 8 9 Fi 3 cc # Firms 0 0 0 7	Entriji 84 \$84,481 51 \$80,694 19 \$81,926 28 \$92,143 31 \$88,919 rm Tenvor More Years 0 0 0 0 22 \$83,4 36 \$87,4 36 \$87,4 36 \$87,4 0 \$92	11 13 7 9 	68 \$83. 46 \$83. 16 \$85. 30 \$91 Bay Area # Empl 1 32 34 37 35 40 Yes 5 # Empl	582 (499) .963 Geogra Base Base	7 7 8 phic Loca All O # Firms 11 11 12 9	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,41 \$85,0
2022 2021 2020 2019 2018 & Earlier 2022 2021 2020 2010 2018 & Earlier	# Firms # 13 10 7 8 9 F G 0 0 0 0 0 7 7 7 7 # Firms	Entpl B4 \$\$84,481 51 \$\$80,694 \$\$91,926 28 \$\$92,143 \$\$85,919 70 \$\$85,919 \$\$85,919 70 \$\$85,919 \$\$85,919 70 \$\$85,919 \$\$85,43 0 \$\$0 \$\$0 0 \$\$0 \$\$0 22 \$\$83,43 \$\$6 36 \$\$87,000 \$\$\$0 10 \$	11 13 7 9 # Firms 3 3 97 3 940 3 940 3 8 940 3 8 940 4 4	68 \$83. 46 \$83. 16 \$85 30 \$91 Bay Area # Empl 1 32 34 37 35 40 Yes	582 499 963 Base Base \$97.210	7 7 8 phic Loca All O # Firms 11 11 12 9	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 itions Base \$81,58 \$80,70 \$85,46 \$85,0
2022 2021 2020 2019 2018 & Earlier <u>Year of Degree</u> 2022 2021 2020 2018 & Earlier 2018 & Earlier	# Firms # 13 10 7 8 9 9 FF 3 c 0 0 0 0 0 7 7 7 7 7 8 9 9 9 10 7 7 7 8 8	HIP B4 \$\$84,481 51 \$\$80,694 \$\$91,926 28 \$\$92,143 \$\$85,919 TOTO Years # # Empl Base 0 0 22 \$\$83,43 36 \$\$87,7 36 \$\$\$87,7 36 \$	11 13 7 9 4 3 3 3 97 3 97 3 97 3 97 3 97 3 9	68 \$83. 46 \$83. 16 \$83. 18 \$951 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8994 8995 89 89 89 89 89 89 89 89 89 89 89 89 89 8	582 (499) .963 Geogra Base Base	7 7 8 phic Loca All O # Firms 11 11 12 9	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 Base \$81,58 \$80,77 \$85,44 \$85,0 \$85,5
2022 2021 2020 2019 2018 & Earlier Year of Degree 2022 2021 2020 2019 2018 & Earlier 2018 & Earlier Year of Degree 2022	# Firms # 13 10 7 8 9 9 Firms 0 0 0 7 7 7 7 7 7 7 7 8 9 9 10 10 10 10 10 10 10 10 10 10 10 10 10 11 10 12 10 13 10 14 10 15 10 16 10 17 10 18 10 19 10 10 10 10 10 11 10 12 10 13 10 14 10 15 10 16 10 <td>Empl. B4 \$84,481 51 \$80,694 \$81,926 19 \$81,926 \$83,919 28 \$92,143 \$31 \$88,919 mm Tenure (More Years) # # 10 \$30 \$88,919 \$31 \$88,919 mm Tenure (More Years) # Empl. Base \$32 \$83,43 \$32 \$34 \$35 \$32 \$34 \$35 \$32 \$34 \$35 \$36 \$35 \$36 \$36 \$36 \$36 \$36 \$36 \$36 \$36 \$36 \$35 \$36 \$36 \$37</td> <td>11 13 7 9 # Firms 3 3 3 97 3 97 3 940 3 3 940 3 3 940 3 3 940 3 3 940 3 3 941 4 3,543 4 3,998 5 5 8,247 5</td> <td>68 \$83. 46 \$83. 10 \$85. 30 \$91 # Empl 1 32 34 37 35 40 <u>Yes</u> s # Empl 21 24 27</td> <td>562 ,963 Geogra Base \$97,210 \$97,210</td> <td>7 7 8 All O # Firms 11 11 12 9 12</td> <td>44 23 28 ther Loca # Empl 52 85 72 54</td> <td>\$87,096 \$92,003</td>	Empl. B4 \$84,481 51 \$80,694 \$81,926 19 \$81,926 \$83,919 28 \$92,143 \$31 \$88,919 mm Tenure (More Years) # # 10 \$30 \$88,919 \$31 \$88,919 mm Tenure (More Years) # Empl. Base \$32 \$83,43 \$32 \$34 \$35 \$32 \$34 \$35 \$32 \$34 \$35 \$36 \$35 \$36 \$36 \$36 \$36 \$36 \$36 \$36 \$36 \$36 \$35 \$36 \$36 \$37	11 13 7 9 # Firms 3 3 3 97 3 97 3 940 3 3 940 3 3 940 3 3 940 3 3 940 3 3 941 4 3,543 4 3,998 5 5 8,247 5	68 \$83. 46 \$83. 10 \$85. 30 \$91 # Empl 1 32 34 37 35 40 <u>Yes</u> s # Empl 21 24 27	562 ,963 Geogra Base \$97,210 \$97,210	7 7 8 All O # Firms 11 11 12 9 12	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003
2022 2021 2020 2019 2018 & Earlier 2022 2021 2020 2019 2018 & Earlier Year of Degree 2022 2019 2018 & Earlier	# Firms # 13 10 7 8 9 9 FF 3 c 0 0 0 0 0 7 7 7 7 7 8 9 9 9 10 7 7 7 8 8	No Sec 0 \$80,961 51 \$80,961 51 \$80,91926 28 \$92,143 31 \$88,919 mmone (More Years) # Empl Base 0 0 0 0 10 \$83,433 32 \$83,433 36 \$87,733 37 \$80 10 \$80 10 \$80 22 \$83,433 36 \$87,733 36 \$87,735 43 \$87,755 45 \$77,553 36 \$57,553	11 13 7 9 # Firms 3 3 3 97 3 97 3 97 3 97 3 940 3 97 3 940 3 97 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 940 3 940 940 940 940 940 940 940 940 940 940	68 \$83. 46 \$83. 46 \$83. 30 \$91 # Empl 1 32 34 35 40 ¥ Empl 1 32 34 40 21 21 21 21 21 21 27 27 20 20	582 499 963 Base Base \$97.210	7 7 8 All O # Firms 11 12 9 12	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 Base \$81,58 \$80,77 \$85,44 \$85,0 \$85,4
2022 2021 2020 2019 2018 & Earlier 2022 2021 2020 2019 2018 & Earlier Year of Degree 2022 2019 2018 & Earlier Year of Degree 2022 2021 2020 2021 2020 2019	# Firms # 13 10 7 8 9 F 3 c F 3 c F O 0 0 0 0 0 0 7 7 7 F F F F F F F F	Entriji 64 \$84.431 51 \$80.694 19 \$81.926 28 \$92,143 31 \$88,919 mm Tenver More Years # Empl Base 0 0 0 0 22 \$83,4 36 \$87.7 587 43 \$77 45 \$7 65 \$77 45 \$5	11 13 7 9 # Firms 3 3 3 97 3 97 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 9 9 9 9 9 9 9 9 9 9 9 9 9	68 \$83. 46 \$83. 46 \$83. 30 \$91 # Empl 1 32 34 35 40 ¥ Empl 1 32 34 40 21 21 21 21 21 21 27 27 20 20	562 ,963 Geogra Base \$97,210 \$97,210	7 7 8 All O # Firms 11 12 9 12	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 Base \$81,58 \$80,77 \$85,44 \$85,0 \$85,5
2022 2021 2020 2019 2018 & Earlier Year of Degree 2022 2021 2018 & Earlier Year of Degree 2022 2021 2022 2021 2020	# Firms # 13 10 7 8 9 F 3 c F 3 c F O 0 0 0 0 0 0 7 7 7 F F F F F F F F	Inp. Set. 451 64 \$80.694 19 \$81.926 28 \$92.143 31 \$88.919 m Tourse More Years # Empl Base 0 . 22 \$83.4 36 \$87.0 37 \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$	11 13 7 9 # Firms 3 3 3 97 3 97 3 97 3 97 3 940 3 97 3 940 3 97 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 940 3 940 940 940 940 940 940 940 940 940 940	68 \$83. 46 \$83. 46 \$83. 30 \$91 # Empl 1 32 34 35 40 ¥ Empl 1 32 34 40 21 21 21 21 21 21 27 27 20 20	562 ,963 Geogra Base \$97,210 \$97,210	7 7 8 All O # Firms 11 12 9 12	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 Base \$81,58 \$80,77 \$85,44 \$85,0 \$85,4
2022 2021 2020 2019 2018 & Earlier 2022 2021 2020 2019 2018 & Earlier Year of Degree 2022 2019 2018 & Earlier Year of Degree 2022 2021 2020 2021 2020 2019	# Firms # 13 10 7 8 9 F 3 c F 3 c F O 0 0 0 0 0 0 7 7 7 F F F F F F F F	Inp. Set. 451 64 \$80.694 19 \$81.926 28 \$92.143 31 \$88.919 m Tourse More Years # Empl Base 0 . 22 \$83.4 36 \$87.0 37 \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$	11 13 7 9 # Firms 3 3 3 97 3 97 3 97 3 97 3 940 3 97 3 940 3 97 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 3 940 940 3 940 940 940 940 940 940 940 940 940 940	68 \$83. 46 \$83. 46 \$83. 30 \$91 # Empl 1 32 34 35 40 ¥ Empl 1 32 34 40 21 21 21 21 21 21 27 27 20 20	562 ,963 Geogra Base \$97,210 \$97,210	7 7 8 All O # Firms 11 12 9 12	44 23 28 ther Loca # Empl 52 85 72 54	\$87,096 \$92,003 Base \$81,58 \$80,77 \$85,44 \$85,0 \$85,5





Sample of the Policies and Practices Report

Organization Information Continued Are incumbents who have held prior Post Doc positions eligible for new Post Doc assignments?	50.0%
Organization	35.7%
Are incumbents where assignments?	
Assignment and the second and the se	14.3%
Yes Yes, but only if the prior Post Doc was at another institution	
Yes, but only if the prior Post Duc water No What are the purposes for, or expectations of, Post Doc employees at your wind are the purposes for, or expectations of the purpose of the purp	100.0%
No	100.0%
organization?	85.7%
Research	78.6%
Publication(s)	85.7%
Presentation(s)	78.6%
Proposal writing	78.0%
a dovelopment conting SOUICE	
Career development Career development Fulfill responsibilities established by funding source Other Percent of organizations assigning an Advisor or Mentor to guide / assist the Post Doc mployee endowee	100.0%
all a constant and a	7.1%
Percent of organizations assigning an New employee Percent of organizations offering a tenure track to Post Doc employees Percent of organizations hiring mid-tenure (coming from another active Post Doc	85.7%
empley afformation a torter another doute	
Percent of organizations offening mid-tenure (coming from another	hiring
Percent of organizations employee Percent of organizations offering a tenure track to Post Doc employees Percent of organizations hiring mid-tenure (coming from another active Post Doc assignment) Post Doc employees What is your organization's practice with respect to starting compensation when the mid-tenure Post Doc employees?	33.3%
assign instion's practice the	33.376
What is your organization's platter mid-tenure Post Doc employees? Start in same manner as other new Post Doc employees Start in same manner as other new Post Doc experience when establishing starting rate	58.3%
Chart in same manner as other new Poor	8.3%
What is your cost Doc employeeeeee mid-tenure Post Doc employeeeeee Start in same manner as other new Post Doc employees Provide credit for prior Post Doc experience when establishing starting rate Provide credit for prior Post Doc experience when establishing starting rate	
Provide credit for prior Post Doc expension Other What type of supervision is typically provided to new Post Doc employees?	7.1%
Other	57.1
Day to day supervision Day to more sight	21.4
Day to day super- Regular weekly oversight	7.1
Regular weekly c	7.
Occasional oversight	
Limited supervision	
Other	



Contact Us

To learn more about our Post Doc Survey or to participate, contact the survey group at **survey@pearImeyer.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
- To contact us by phone: ask for the survey group from our general number 508-460-9600

About Pearl Meyer (www.pearlmeyer.com | 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. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.







Dedicated Team of Account Managers



Rebecca Toman Vice President, Survey **Business Unit**



Nana Adu Associate Account Manager



Dan Besser Senior Survey Account Manager



Matt Donahue Associate Account Manager



Jordan Gagnon Survey Project Manager



Survey Operations Manager



Andrew Guigno Alexander Pasternack Associate Account Manager



Benji Sheiffer Associate Account Manager



Rhonda Snyder Senior Survey Account Manager



Veronika Valcheva Associate Account Manager



Locations

ATLANTA (770) 261-4080 atlanta@pearlmeyer.com

BOSTON (508) 460-9600 boston@pearlmeyer.com

CHARLOTTE (704) 844-6626 charlotte@pearlmeyer.com

CHICAGO (312) 242-3050 chicago@pearlmeyer.com HOUSTON (713) 568-2200 houston@pearImeyer.com

LOS ANGELES (213) 438-6500 losangeles@pearlmeyer.com

NEW YORK (212) 644-2300 newyork@pearlmeyer.com

SAN JOSE (669) 800-5074 sanjose@pearlmeyer.com

For more information on Pearl Meyer, visit us at www.pearlmeyer.com or contact us at (212) 644-2300.