



Pearl Meyer

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)



Sample of the Compensation Summary Report

Table of Contents	
All Employees	Page 3
All Super Post Docs	Page 4
By Field of Degree	
Field of Degree: Aeronautical / Aerospace Engineering	Page 5
Field of Degree: Applied Mathematics	Page 6
Field of Degree: Applied Physics	Page 7
Field of Degree: Astronomy	Page 8
Field of Degree: Astrophysics	Page 9
Field of Degree: Atmospheric Science	Page 10
Field of Degree: Biochemistry	Page 11
Field of Degree: Biological Engineering	Page 12
Field of Degree: Biology	Page 13
Field of Degree: Biomedical Engineering	Page 14
Field of Degree: Chemical Engineering	Page 15
Field of Degree: Chemistry	Page 16
Field of Degree: Civil Engineering	Page 17
Field of Degree: Comp Sci	Page 18
Field of Degree: Computer Engineering	Page 19
Field of Degree: Computing	Page 20
Field of Degree: Ecology	Page 21
Field of Degree: Electrical Engineering	Page 22
Field of Degree: Energy Engineering	Page 23
Field of Degree: Engineering	Page 24
Field of Degree: Environment	Page 25
Field of Degree: Environmental Engineering	Page 26
Field of Degree: Geology	Page 27
Field of Degree: LIBERAL ARTS & SCIENCES	Page 28
Field of Degree: Materials Engineering	Page 29



Sample of the Compensation Summary Report (cont.)

Field of Degree: Physics									
Demographics and Characteristics									
Number of Firms Matching		18		Average Incumbent Tenure		1.4			
Number of Incumbents Reported		532		Percent with Security Clearance		30.1%			
Compensation Summary									
	# Firms	# Empl	Base Salary				Percent Eligible		
			Average	25th	50th	75th	STI	Pers	
All Firms	18	532	\$85,549	\$73,608	\$84,925	\$96,000	7%	0%	
Security Clearance									
No	10	299	\$76,001	\$71,800	\$74,500	\$82,180	9%	0%	
Yes	6	129	\$97,230	\$90,000	\$96,000	\$104,160	17%	0%	
Year of Degree									
2022	13	84	\$84,481	\$73,322	\$85,090	\$92,000	5%	0%	
2021	13	119	\$81,957	\$72,156	\$79,000	\$94,000	5%	0%	
2020	14	109	\$85,554	\$74,160	\$85,488	\$96,000	10%	0%	
2019	11	89	\$87,318	\$73,700	\$88,097	\$98,000	6%	0%	
2018 & Earlier	14	125	\$88,685	\$75,550	\$86,040	\$102,000	6%	0%	
Tenure									
Under 1 Year	15	217	\$85,064	\$72,612	\$84,840	\$96,000	12%	0%	
1 Year to < 2 Years	16	162	\$84,991	\$73,447	\$83,680	\$94,000	3%	0%	
2 Years to < 3 Years	10	95	\$89,691	\$75,132	\$90,000	\$99,000	3%	0%	
3 or More Years	8	58	\$85,829	\$74,550	\$79,500	\$100,000			
Geographic Location									
Bay Area	3	180	\$83,614	\$74,160	\$83,000	\$92,000	12%	0%	
All Other Locs	16	352							
Average Base Salary by Year of Degree									
Year of Degree	Under 1 Year			Firm Tenure			2 Years to < 3 Years		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2022	13	84	\$84,481	0	0		0	0	
2021	10	51	\$80,694	11	68	\$83,316	7	44	\$89,740
2020	7	19	\$81,926	13	46	\$83,582	7	23	\$87,096
2019	8	28	\$92,143	7	16	\$85,499	8	28	\$92,003
2018 & Earlier	9	31	\$88,919	9	30	\$91,963			
Year of Degree	Firm Tenure			Geographic Location			All Other Locations		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2022	0	0		3	32		11	52	\$81,585
2021	0	0		3	34		11	85	\$80,707
2020	0	0		3	37		12	72	\$85,466
2019	7	22	\$83,497	3	35		9	54	\$85,010
2018 & Earlier	7	36	\$87,040	3	40		12	85	\$85,964
Year of Degree	Security Clearance			Security Clearance			Security Clearance		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2022	8	43	\$73,543	4	21		5	24	\$97,210
2021	7	75	\$73,998	5	27	\$97,306	5	27	\$97,306
2020	8	65	\$78,247	4	27		6	29	\$99,174
2019	6	45	\$76,759						
2018 & Earlier	8	70	\$77,871						

TOC

Page 3-44

[TOC](#)

Page 3-44



Sample of the Policies and Practices Report

Organization Information Continued		All Firms
Are incumbents who have held prior Post Doc positions eligible for new Post Doc assignments?		
Yes		50.0%
Yes, but only if the prior Post Doc was at another institution		35.7%
No		14.3%
What are the purposes for, or expectations of, Post Doc employees at your organization?		
Research		100.0%
Publication(s)		100.0%
Presentation(s)		85.7%
Proposal writing		78.6%
Career development		85.7%
Fulfill responsibilities established by funding source		78.6%
Other		7.1%
Percent of organizations assigning an Advisor or Mentor to guide / assist the Post Doc employee		100.0%
Percent of organizations offering a tenure track to Post Doc employees		7.1%
Percent of organizations hiring mid-tenure (coming from another active Post Doc assignment) Post Doc employees		85.7%
What is your organization's practice with respect to starting compensation when hiring mid-tenure Post Doc employees?		
Start in same manner as other new Post Doc employees		33.3%
Provide credit for prior Post Doc experience when establishing starting rate		58.3%
Other		8.3%
What type of supervision is typically provided to new Post Doc employees?		
Day to day supervision		7.1%
Regular weekly oversight		57.1%
Occasional oversight		21.4%
Limited supervision		7.1%
Other		7.1%



Contact Us

To learn more about our Post Doc Survey or to participate, contact the survey group at **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
- **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



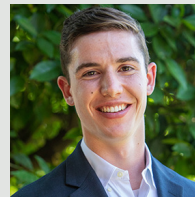
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Vice President, Survey
Business Unit



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Associate Account
Manager



Dan Besser
Senior Survey
Account Manager



Matt Donahue
Associate Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
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