2019 - Postdocs@UCSD Survey

UC SAN DIEGO

2019
432 respondents
36% of 1,190 invited
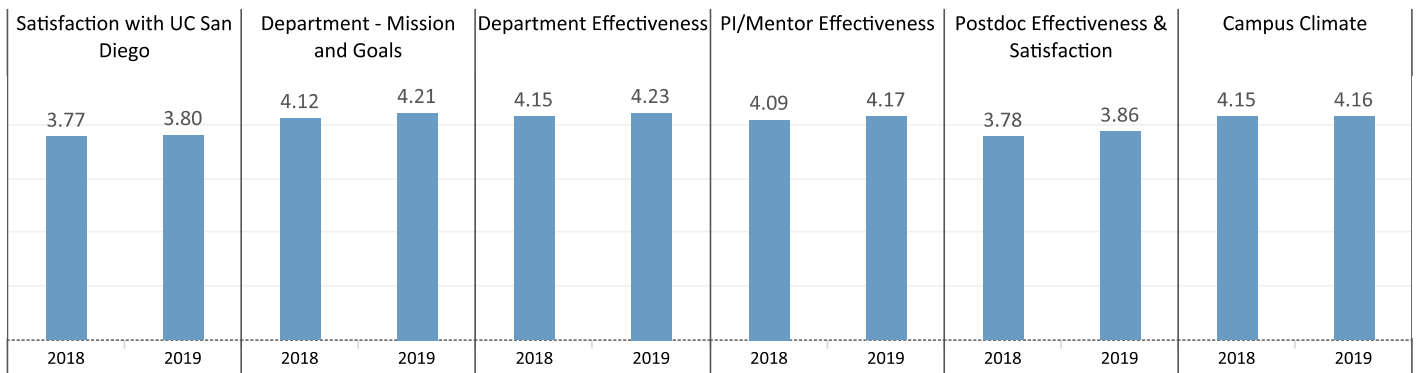
2018
423 respondents
38% of 1,121 invited

4.09 mean score for 54 questions (scale 1-5)
11 questions in the excellent range (4.3 or greater)

Influential Strengths		Primary Opportunities	
23	Dept/Team Treats me with Respect	2	Valued Member
12	Understand my Role	7	Have a Voice
25	Values Input and Contributions	3	Faculty Value Contributions
31	Positive Work Environment	4	Staff Value Contributions
32	Understands Role of Mentor	39	Appropriate Stress

Overall, I am a satisfied UC San Diego Postdoc.

Strongly Agree	27.5% / 119
Agree	52.1% / 225
Neutral	13.0% / 56
Disagree	4.4% / 19
Strongly Disagree	3.0% / 13
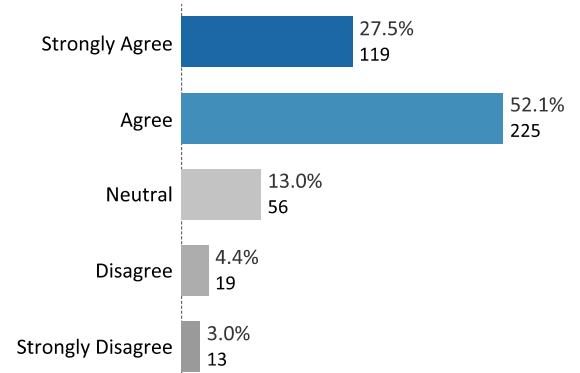
Mean = 3.97, Std Dev = 0.92

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

Dimension	2018	2019
Satisfaction with UC San Diego	3.77	3.80
Department - Mission and Goals	4.12	4.21
Department Effectiveness	4.15	4.23
PI/Mentor Effectiveness	4.09	4.17
Postdoc Effectiveness & Satisfaction	3.78	3.86
Campus Climate	4.15	4.16

Employee Net Promoter Score (eNPS)

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

71 eNPS*

75.5% - 4.3%

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

*How eNPS Works ▶

		Likelihood to Recommend											Total
		0	1	2	3	4	5	6	7	8	9	10	
Satisfied Employee	5								1	9	22	81	113
	4						9	7	18	78	77	28	217
	3	1		1	2	4	8	10	16	12	1		55
	2	1		2	4	2	2	6	2				19
	1	4			3	2	2			1			12
Total		6		3	9	8	21	23	37	100	100	109	416

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

- 2019 was the second annual Postdocs@UCSD Survey
- 1,190 Postdocs were invited to take the survey. 432 (36%) responded
- Survey Period: August 14 to September 6, 2019
- Survey consisted of 54 satisfaction (including 8 Campus Climate and diversity), 1 eNPS, 8 Background, 4 Postdoc Experience, 17 Conduct and Behavioral, and 4 open-ended questions
- Contact postdoc@ucsd.edu if you have any questions about this report

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

UC SAN DIEGO

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

Change from 2018 to 2019
Arrows indicate change of .09 or greater
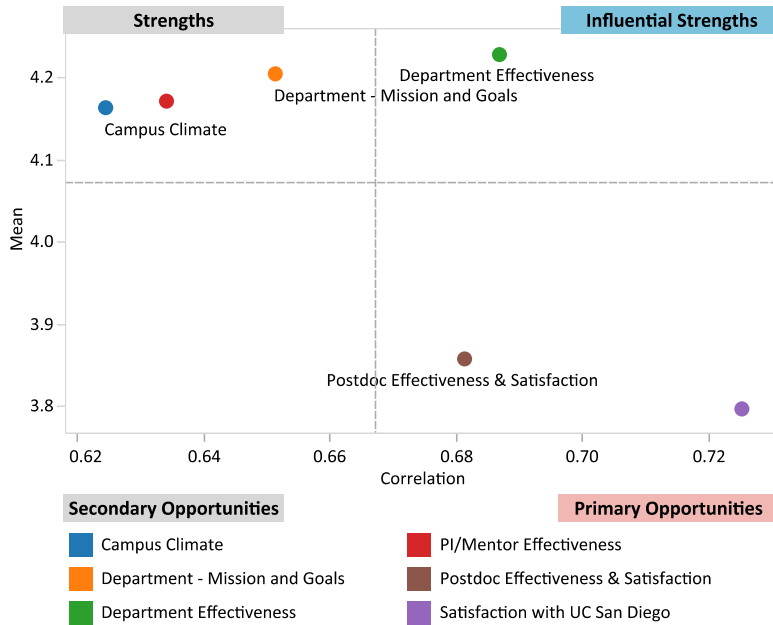
1,190 Invited (N)
432 Responded (n)
36% Response Rate

★ Change from 2018 to 2019 is statistically significant (p<0.01)

● Mean score greater than that of UC SAN DIEGO

⬇ 0   🟨 36   ⬆ 18

Category	#	Item	2018	2019	2019
Satisfaction with UC San Diego	1	Overall Satisfaction	4.01	3.97	3.97
	2	Valued Member	3.75	3.74	3.74
	3	Faculty Value Contributions	3.87	3.95	3.95
	4	Staff Value Contributions	3.86	3.89	3.89
	5	Understand UCSD's Mission	3.78	3.86	3.86
	6	Contribute to UCSD's Mission	3.92	3.97	3.97
	7	Have a Voice	3.40	3.37	3.37
	8	Career & Professional Development	3.81	3.82	3.82
Department - Mission and Goals	9	Understand Department's Mission	3.76	3.88	3.88
	10	Understand Team's Mission	4.38	4.43	4.43
	11	Contributes to Mission	4.35	4.41	4.41
	12	Understand my Role	4.11	4.21	4.21
	13	Opportunities to Share Work	4.11	4.25	4.25
	14	Opportunities to Interact	4.02	4.05	4.05
Department Effectiveness	15	Access to Address Needs	4.14	4.21	4.21
	16	Have Access to Tools	4.11	4.24	4.24
	17	Physical Work Environment	4.04	4.14	4.14
	18	Safe Environment	4.39	4.43	4.43
	19	Spirit of Cooperation	3.86	3.96	3.96
	20	Encourages Research Integrity	4.20	4.31	4.31
	21	Ethical Research Practices	4.41	4.45	4.45
	22	Dutiful in Responsibilities	4.24	4.29	4.29
	23	Dept/Team Treats me with Respect	4.25	4.31	4.31
	24	Participate in Making Decisions	4.16	4.16	4.16
	25	Values Input and Contributions	4.13	4.23	4.23
	26	Contact for Assistance	3.90	4.03	4.03
PI/Mentor Effectiveness	27	Recommends without Fear	4.30	4.35	4.35
	28	Sufficient Freedom	4.28	4.33	4.33
	29	Communicates Essential Info	4.10	4.23	4.23
	30	Work Assigned Equitably	4.07	4.19	4.19
	31	Positive Work Environment	4.12	4.23	4.23
	32	Understands Role of Mentor	4.14	4.22	4.22
	33	Involved in IDP and Training	3.66	3.75	3.75
	34	Discuss IDP and Training Plan	3.65	3.77	3.77
	35	Resolves Personnel Issues	3.80	3.94	3.94
	36	Supports Professional Development	4.12	4.19	4.19
	37	Treats with Respect	4.44	4.44	4.44
	38	Supportive of Personal Issues	4.31	4.36	4.36
Postdoc Effectiveness & Satisfaction	39	Appropriate Stress	3.73	3.72	3.72
	40	Total Compensation	2.87	3.01	3.01
	41	Well Prepared - Work and Plan	4.13	4.19	4.19
	42	IDP Effectiveness	3.78	3.88	3.88
	43	Maximize Development Opps	3.69	3.80	3.80
	44	Develop Independent Projects	3.99	4.02	4.02
	45	Opportunities to Supervise Others	4.07	4.14	4.14
	46	Training Prepares for my Career	4.02	4.13	4.13
Campus Climate	47	Feel Valued	4.03	4.08	4.08
	48	Satisfied with Diversity Programs	3.99	3.96	3.96
	49	All Welcomed	4.15	4.14	4.14
	50	Leaders Committed to Diversity	3.95	3.95	3.95
	51	All Cultures - Fair	4.27	4.27	4.27
	52	Sexual Orientation - Fair	4.31	4.36	4.36
	53	Support Diverse Environment	4.24	4.25	4.25
	54	Practices Principles of Community	4.23	4.29	4.29

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

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

Correlation Coefficient Average = **0.67**, Mean Average = **4.07**

n/N = 432/1,190

Strengths | Influential Strengths

| Mean (y-axis) | 4.2, 4.1, 4.0, 3.9, 3.8 |
| Correlation (x-axis) | 0.62, 0.64, 0.66, 0.68, 0.70, 0.72 |

Campus Climate
Department - Mission and Goals
Department Effectiveness
Postdoc Effectiveness & Satisfaction

Secondary Opportunities | Primary Opportunities

- Campus Climate
- PI/Mentor Effectiveness
- Department - Mission and Goals
- Postdoc Effectiveness & Satisfaction
- Department Effectiveness
- 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 = **0.53**, Mean Average = **4.09**

n/N = 432/1,190

Strengths | Influential Strengths

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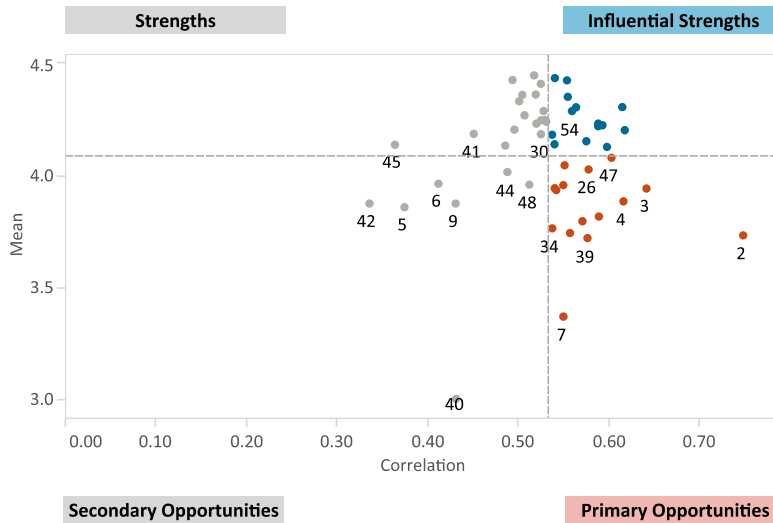
Strengths
Higher than average mean score, lower than average correlation. "Keep up the good work"

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"

List of Strengths & Opportunities by Dimension

Dim	Question	Mean	Corr	Str/Opps
DEP	Department Effectiveness	4.23	0.69	IS
DIV	Campus Climate	4.16	0.62	ST
EMP	Postdoc Effectiveness & Satisfaction	3.86	0.68	PO
MIS	Department - Mission and Goals	4.21	0.65	ST
SAT	Satisfaction with UC San Diego	3.80	0.73	PO
SUP	PI/Mentor Effectiveness	4.17	0.63	ST

List of Strengths & Opportunities by Question

Dim	Question	Mean	Corr	Str/Opps
EMP	46. Training Prepares for my Career	4.13	0.60	IS
DIV	49. All Welcomed	4.14	0.54	IS
DEP	24. Participate in Making Decisions	4.16	0.57	IS
SUP	36. Supports Professional Development	4.19	0.54	IS
MIS	12. Understand my Role	4.21	0.62	IS
SUP	32. Understands Role of Mentor	4.22	0.59	IS
DEP	25. Values Input and Contributions	4.23	0.59	IS
SUP	31. Positive Work Environment	4.23	0.59	IS
DIV	54. Practices Principles of Community	4.29	0.56	IS
DEP	20. Encourages Research Integrity	4.31	0.56	IS
DEP	23. Dept/Team Treats me with Respect	4.31	0.61	IS
SUP	27. Recommends without Fear	4.35	0.55	IS
DEP	18. Safe Environment	4.43	0.55	IS
SUP	37. Treats with Respect	4.44	0.54	IS
SAT	7. Have a Voice	3.37	0.55	PO
EMP	39. Appropriate Stress	3.72	0.58	PO
SAT	2. Valued Member	3.74	0.75	PO
SUP	33. Involved in IDP and Training	3.75	0.56	PO
SUP	34. Discuss IDP and Training Plan	3.77	0.54	PO
EMP	43. Maximize Development Opps	3.80	0.57	PO
SAT	8. Career & Professional Development	3.82	0.59	PO
SAT	4. Staff Value Contributions	3.89	0.62	PO
SUP	35. Resolves Personnel Issues	3.94	0.54	PO
SAT	3. Faculty Value Contributions	3.95	0.64	PO
DIV	50. Leaders Committed to Diversity	3.95	0.54	PO
DEP	19. Spirit of Cooperation	3.96	0.55	PO
DEP	26. Contact for Assistance	4.03	0.58	PO
MIS	14. Opportunities to Interact	4.05	0.55	PO
DIV	47. Feel Valued	4.08	0.60	PO
EMP	40. Total Compensation	3.01	0.43	SO
SAT	5. Understand UCSD's Mission	3.86	0.37	SO
EMP	42. IDP Effectiveness	3.88	0.33	SO
MIS	9. Understand Department's Mission	3.88	0.43	SO
DIV	48. Satisfied with Diversity Programs	3.96	0.51	SO
SAT	6. Contribute to UCSD's Mission	3.97	0.41	SO
EMP	44. Develop Independent Projects	4.02	0.49	SO
DEP	17. Physical Work Environment	4.14	0.48	ST
EMP	45. Opportunities to Supervise Others	4.14	0.36	ST
SUP	30. Work Assigned Equitably	4.19	0.52	ST
EMP	41. Well Prepared - Work and Plan	4.19	0.45	ST
DEP	15. Access to Address Needs	4.21	0.49	ST
SUP	29. Communicates Essential Info	4.23	0.52	ST
DEP	16. Have Access to Tools	4.24	0.53	ST
MIS	13. Opportunities to Share Work	4.25	0.52	ST
DIV	53. Support Diverse Environment	4.25	0.53	ST
DIV	51. All Cultures - Fair	4.27	0.51	ST
DEP	22. Dutiful in Responsibilities	4.29	0.53	ST
SUP	28. Sufficient Freedom	4.33	0.50	ST
DIV	52. Sexual Orientation - Fair	4.36	0.50	ST
SUP	38. Supportive of Personal Issues	4.36	0.52	ST
MIS	11. Contributes to Mission	4.41	0.52	ST
MIS	10. Understand Team's Mission	4.43	0.49	ST
DEP	21. Ethical Research Practices	4.45	0.52	ST

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 or copy oth..
	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, attend wor..
	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, other resear..
	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 NPS	55	How likely is it that you would recommend being a Postdoc at UC San Diego to a friend or colleague?

2019 - Postdocs@UCSD Survey
UC SAN DIEGO

2019   432 respondents
36% of 1,190 invited

2018   423 respondents
38% of 1,121 invited

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:

Question Text	Female 2018	Female 2019	Male 2018	Male 2019
Was condescending to you	2.06	2.14	1.77	1.68
Paid little attention to your statement or showed little interest in your opinion	2.02	2.09	1.91	1.76
Made demeaning or derogatory remarks about you	1.47	1.42	1.42	1.35
Made jokes at your expense	1.35	1.35	1.47	1.37
Interrupted or spoke over you and treated you as if you were invisible.	1.85	1.83	1.54	1.49
Talked about you behind your back	1.63	1.72	1.55	1.51
Excluded you	1.68	1.74	1.54	1.50
Kept you out-of-the-loop on information that is important	1.82	1.93	1.68	1.56
Gave you the cold shoulder	1.44		1.41	
Put in a position where you felt powerless to advocate for yourself	1.59	1.73	1.52	1.42
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	1.16	1.15
Treated you "differently" because of your gender	1.39	1.54	1.10	1.09
Repeatedly told sexual stories or jokes that were offensive to you	1.10		1.11	
Said that you are a credit to your gender	1.10		1.07	
Made derogatory comments about your gender	1.14	1.22	1.11	1.06
Excluded you from social interactions during or after work because of your gender	1.07		1.08	
Made you feel as if you have to give up your gender identity to get along at work	1.07	1.20	1.07	1.04
Treated you "differently" because of your race/ethnicity	1.19	1.23	1.18	1.22
Repeatedly told racial stories or jokes that were offensive to you	1.09		1.12	
Said that you are a credit to your race/ethnicity	1.03		1.06	
Made derogatory comments about your race/ethnicity	1.08	1.11	1.13	1.17
Excluded you from social interactions during or after work because of your race/ethnicity	1.06		1.08	
Made you feel as if you have to give up your race/ethnicity to get along at work	1.05	1.10	1.06	1.16
At UC San Diego, I feel the need to minimize various characteristics of my culture (e.g., language, dress) to fit in.	1.25	1.41	1.33	1.32

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:	White 2018	White 2019	Black 2018	Black 2019	Latino 2018	Latino 2019	Asian/Pacific Islander 2018	Asian/Pacific Islander 2019	Am In/Ala N.. 2018	Am In/Ala N.. 2019	Multi-Ethnic 2018	Multi-Ethnic 2019
Was condescending to you	1.96	2.04	1.83	1.70	1.83	1.69	1.86	1.72	3.00		2.00	1.70
Paid little attention to your statement or showed little interest in your opinion	2.06	2.09	2.00	1.70	2.04	1.69	1.89	1.74	1.00		2.07	1.90
Made demeaning or derogatory remarks about you	1.44	1.42	1.50	1.22	1.24	1.34	1.47	1.35	1.00		1.73	1.20
Made jokes at your expense	1.43	1.47	1.33	1.10	1.36	1.23	1.39	1.27	1.00		1.43	1.30
Interrupted or spoke over you and treated you as if you were invisible.	1.81	1.83	1.50	1.40	1.76	1.44	1.52	1.44	1.00		1.73	1.60
Talked about you behind your back	1.71	1.75	1.40	1.56	1.42	1.43	1.56	1.47			1.69	1.33
Excluded you	1.68	1.75	1.60	1.80	1.79	1.47	1.54	1.43	1.00		1.60	1.40
Kept you out-of-the-loop on information that is important	1.90	1.93	1.20	1.80	1.88	1.65	1.59	1.42	3.00		1.64	1.70
Gave you the cold shoulder	1.46		1.50		1.17		1.45		1.00		1.50	
Put in a position where you felt powerless to advocate for yourself	1.65	1.68	1.17	1.60	1.56	1.39	1.50	1.39	2.00		1.57	1.30
Asked you to do something that was inappropriate for your job duties (e.g. pick up dry cleaning, babysit their children, ..	1.18	1.16	1.00	1.00	1.12	1.22	1.16	1.12	1.00		1.40	1.10
Treated you "differently" because of your gender	1.32	1.43	1.00	1.00	1.28	1.25	1.14	1.17	1.00		1.60	1.40
Repeatedly told sexual stories or jokes that were offensive to you	1.08		1.00		1.00		1.16		1.00		1.20	
Said that you are a credit to your gender	1.07		1.00		1.00		1.13		1.00		1.29	
Made derogatory comments about your gender	1.16	1.14	1.00	1.00	1.12	1.19	1.12	1.11	1.00		1.27	1.20
Excluded you from social interactions during or after work because of your gender	1.08		1.00		1.24		1.08		1.00		1.07	
Made you feel as if you have to give up your gender identity to get along at work	1.09	1.13	1.00	1.00	1.04	1.13	1.09	1.10	1.00		1.13	1.11
Treated you "differently" because of your race/ethnicity	1.11	1.16	1.00	1.50	1.12	1.19	1.27	1.25	3.00		1.07	1.10
Repeatedly told racial stories or jokes that were offensive to you	1.06		1.00		1.00		1.15		1.00		1.13	
Said that you are a credit to your race/ethnicity	1.03		1.00		1.00		1.10		2.00		1.07	
Made derogatory comments about your race/ethnicity	1.08	1.11	1.00	1.00	1.00	1.16	1.15	1.18	1.00		1.07	1.10
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	
Made you feel as if you have to give up your race/ethnicity to get along at work	1.07	1.10	1.00	1.00	1.00	1.13	1.09	1.17	1.00		1.00	1.10
At UC San Diego, I feel the need to minimize various characteristics of my culture (e.g., language, dress) to fit in.	1.25	1.27	1.80	1.80	1.29	1.25	1.42	1.43	1.00		1.20	1.50