

Yale Postdoctoral Exit Survey

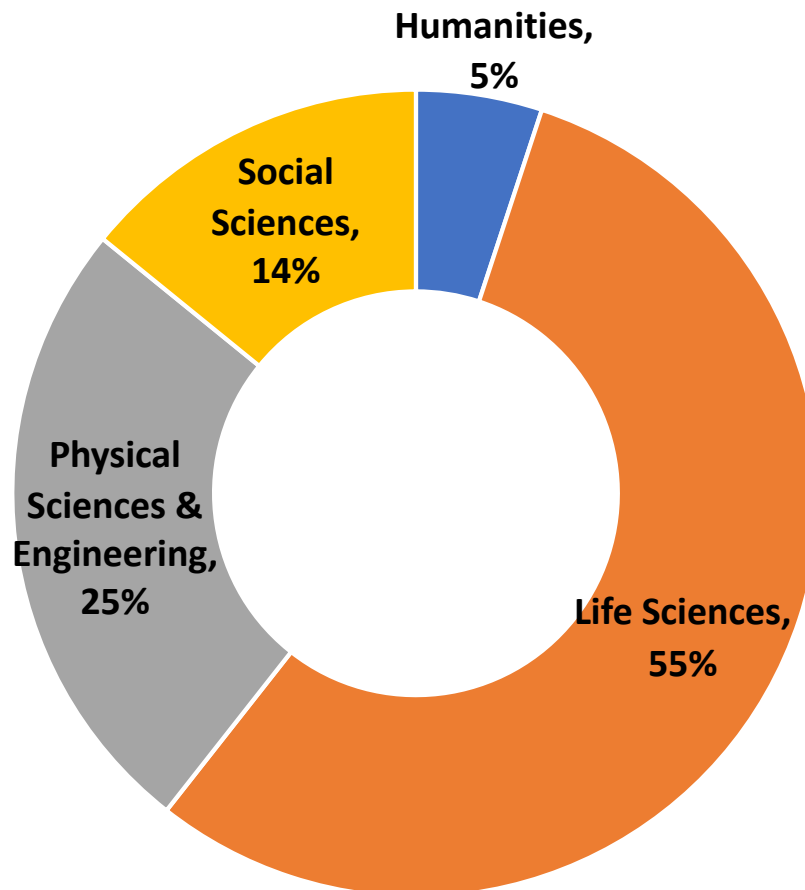
Postdocs who finish their training at Yale are invited to complete a voluntary exit survey. Below is a summary of career outcomes for those who finished their training between January 1, 2015 and March 31, 2021.

Part I: Population Data

Response rate: 30%

The Yale Postdoctoral Exit Survey is a voluntary online Qualtrics survey. All postdoctoral appointees who are promoted to another rank or who leave Yale are invited to participate. In the reporting period of January 1, 2015 to March 31, 2021, 892 (30%) of 3,0001 eligible postdocs completed the survey.

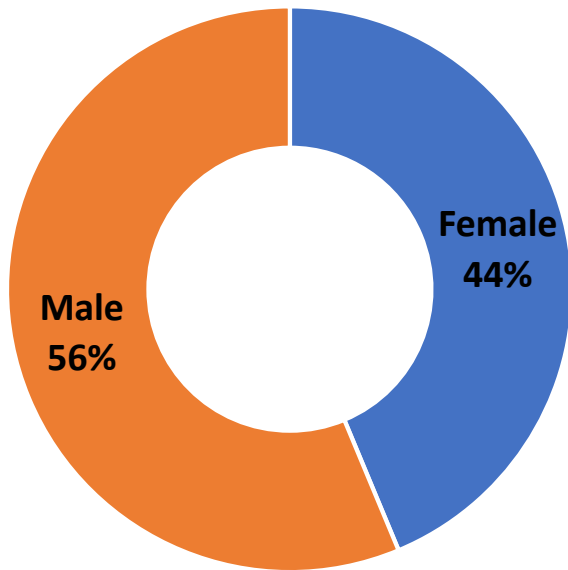
Discipline of Respondents



Disciplines are self-reported and do not necessarily correspond to the department in which a postdoc was appointed. For example, postdocs in a life science department may identify as physical scientists.

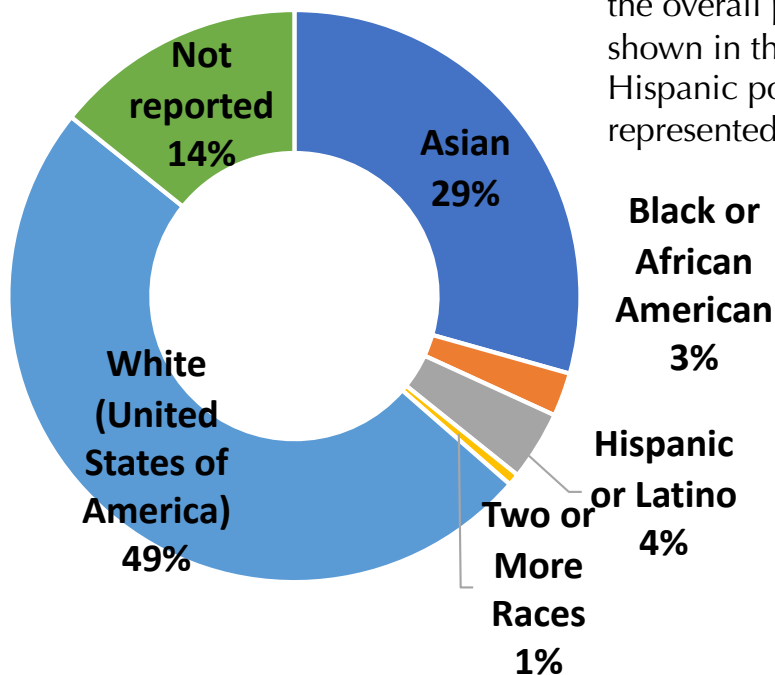
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Gender



The response rate is representative of the overall postdoc population at Yale, which also shows the same 56% male to 44% female breakdown.

Ethnicity

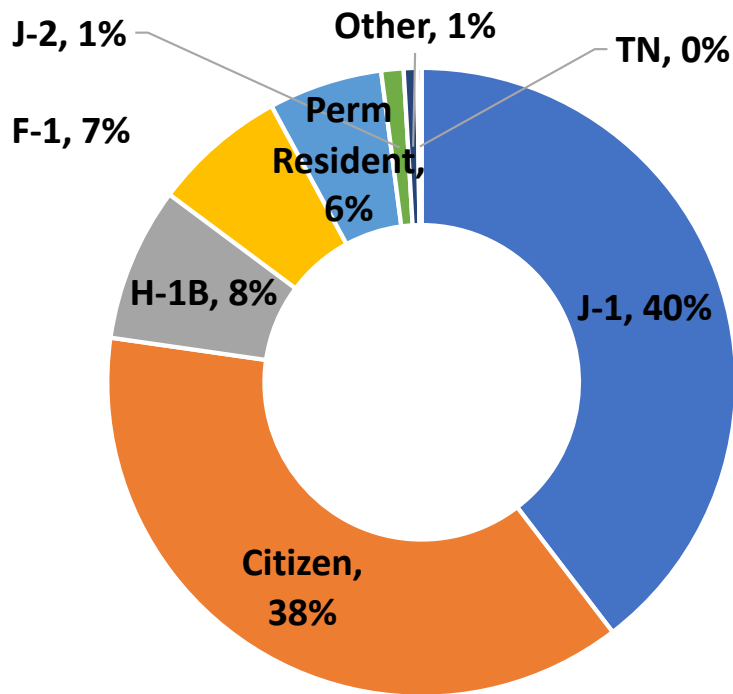


The response rate is not representative of the overall postdoc population, which is shown in the table below. Asian and Hispanic postdocs were under-represented in the survey results.

Current Yale Postdoc Population	
Asian	39%
Black or African American	3%
Hispanic or Latino	7%
Two or More Races	1%
White	42%
Not reported	8%

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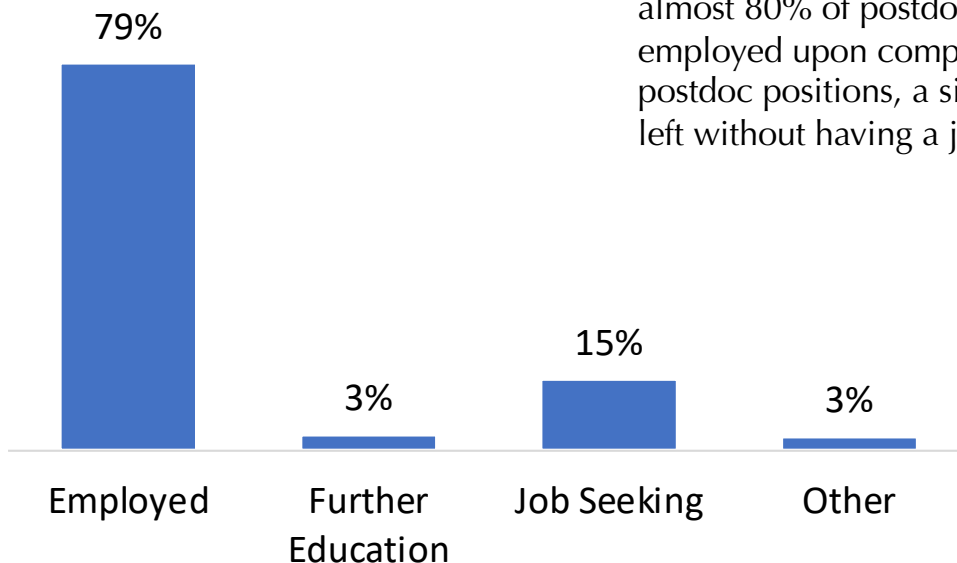
Visa Status



Approximately 44% of survey respondents were U.S. Citizens or U.S. Permanent residents, yet these groups comprise only 35-36% of the overall postdoc population at any given time. They are therefore overrepresented in the survey results.

We do not have data on the percentage of postdocs who were on a given visa between 2015 and 2020.

Plans upon Completing Postdoc



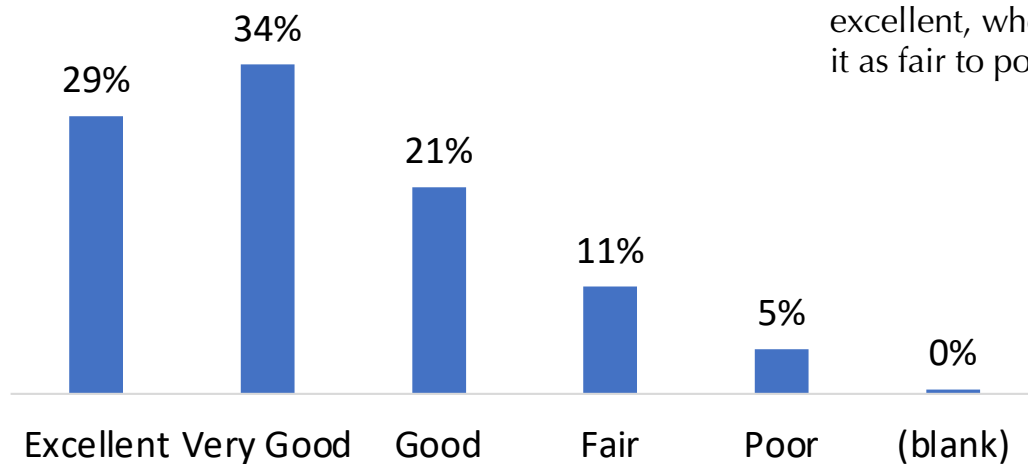
These data show that whereas almost 80% of postdocs were employed upon completing their postdoc positions, a sizable 15% left without having a job yet.

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Part II: Ratings

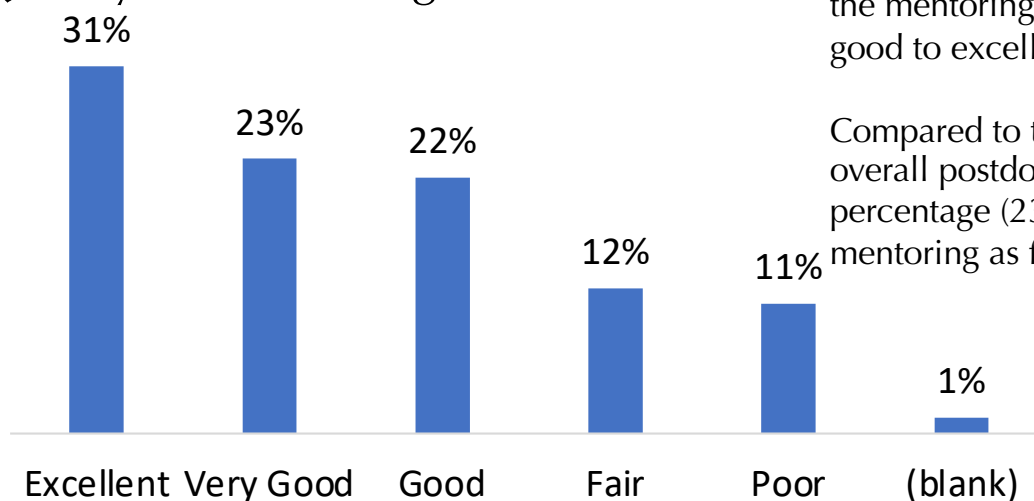
Survey participants were asked to rate their overall experience at Yale as well as the quality of the mentoring that they received from their faculty mentor. Data for all respondents are shown on this page. On the next page data are compared between those who were employed vs those who were still seeking employment upon completing their positions.

Overall Postdoctoral Experience



63% of postdocs rated their experience as very good to excellent, whereas only 16% rated it as fair to poor.

Quality of Mentoring Received



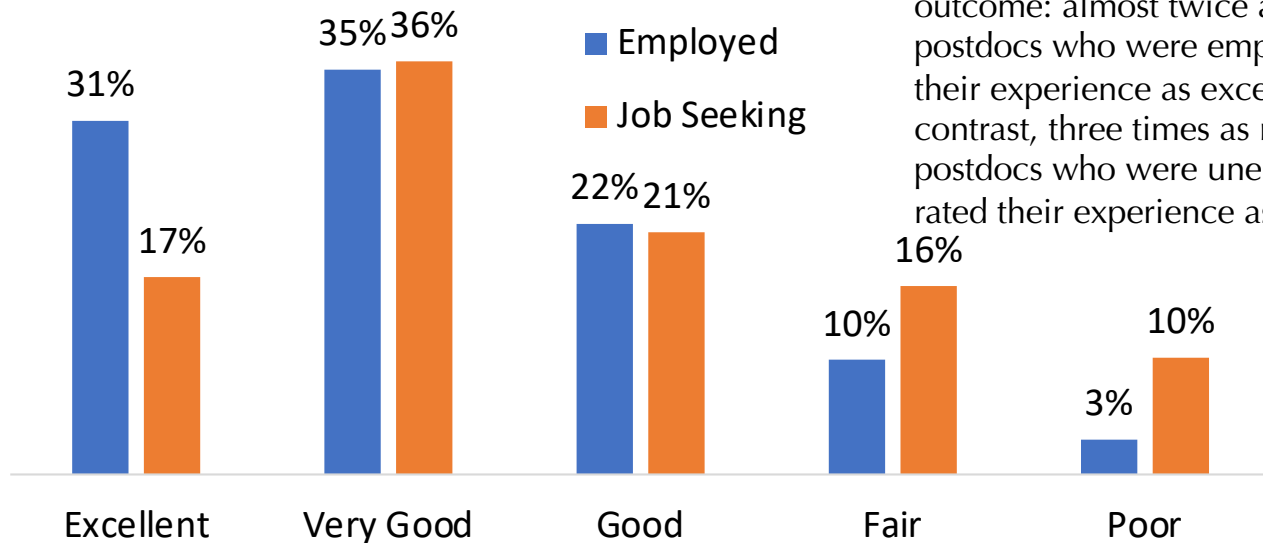
54% of postdocs rated the quality of the mentoring they received as very good to excellent.

Compared to the ratings above of overall postdoc experience, a larger percentage (23%) of postdocs rated mentoring as fair to poor.

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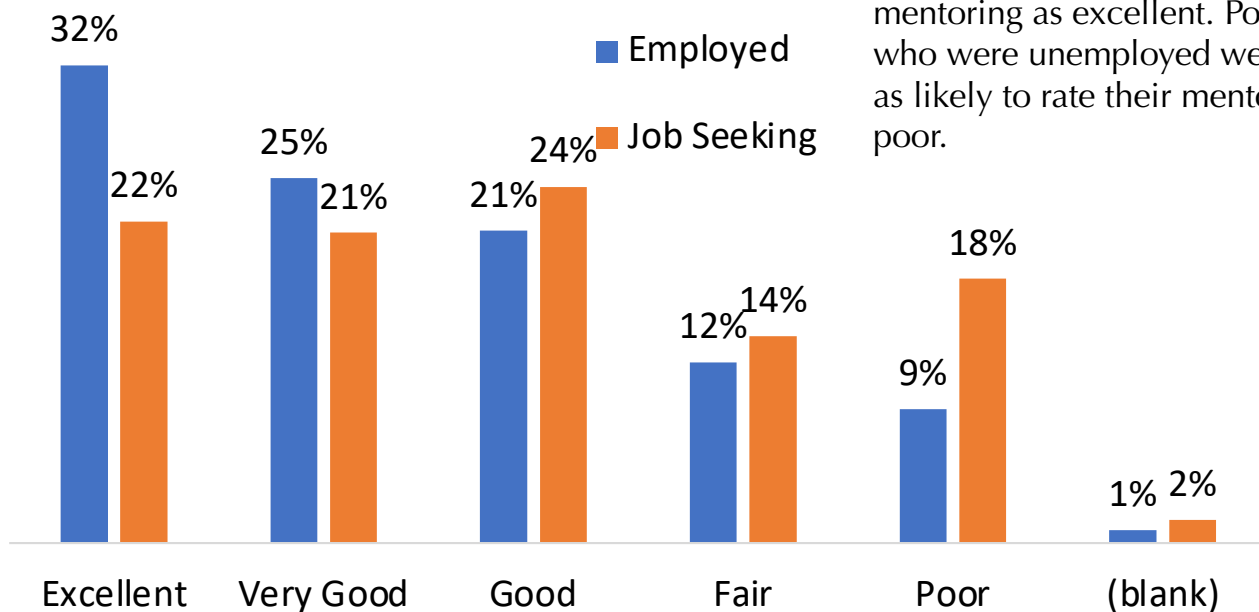
Ratings were compared between postdocs who were employed upon completing their positions and those who did not have jobs upon leaving Yale.

Overall Postdoctoral Experience



An excellent postdoc experience correlated with a positive career outcome: almost twice as many postdocs who were employed rated their experience as excellent. In contrast, three times as many postdocs who were unemployed rated their experience as poor.

Quality of Mentoring Received



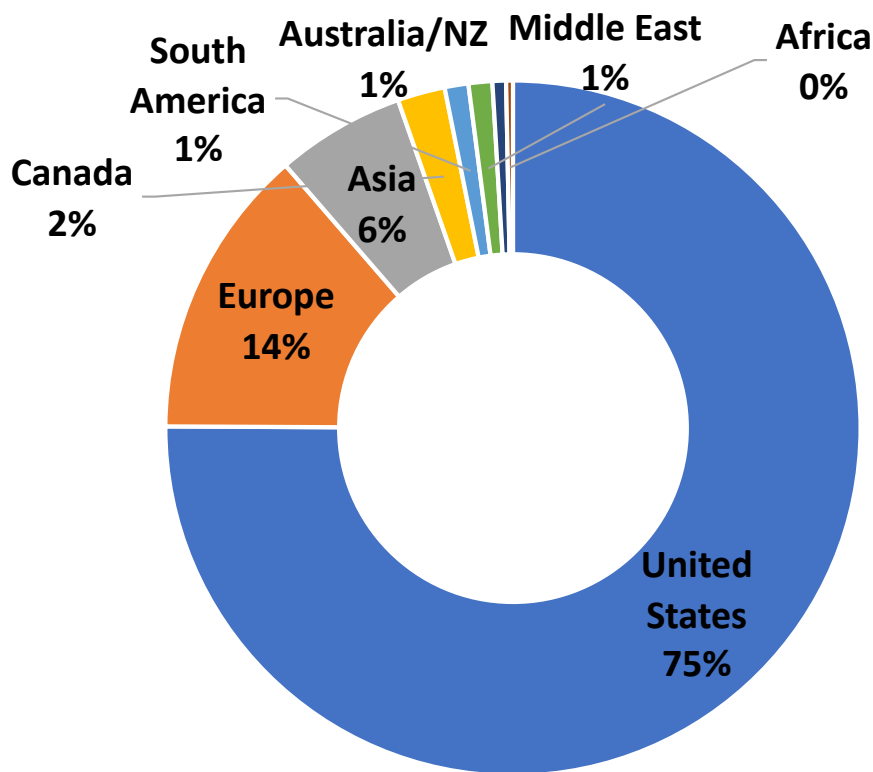
Postdocs who were employed were more likely to rate the quality of mentoring as excellent. Postdocs who were unemployed were twice as likely to rate their mentoring as poor.

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Part III: Employment Data

The remaining data are shown only for those who reported that they were employed upon completing their postdoctoral positions.

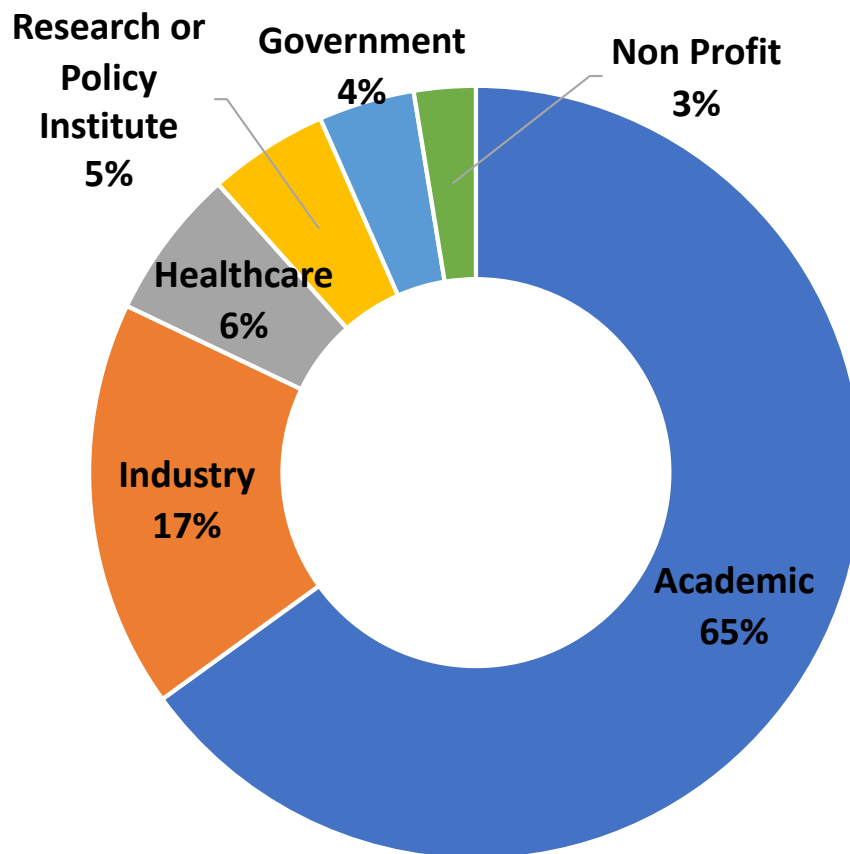
Job Location



Whereas only 44% of the postdocs completing the survey were U.S. Citizens or U.S. Permanent Residents, 75% of postdocs remained in the U.S. for their jobs. China, Germany, Canada, and the United Kingdom were the top international job locations.

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Job Sector



These data show that almost 2/3 of postdocs enter academic positions. The data on the next page, however, demonstrate that most enter non-tenure track positions.

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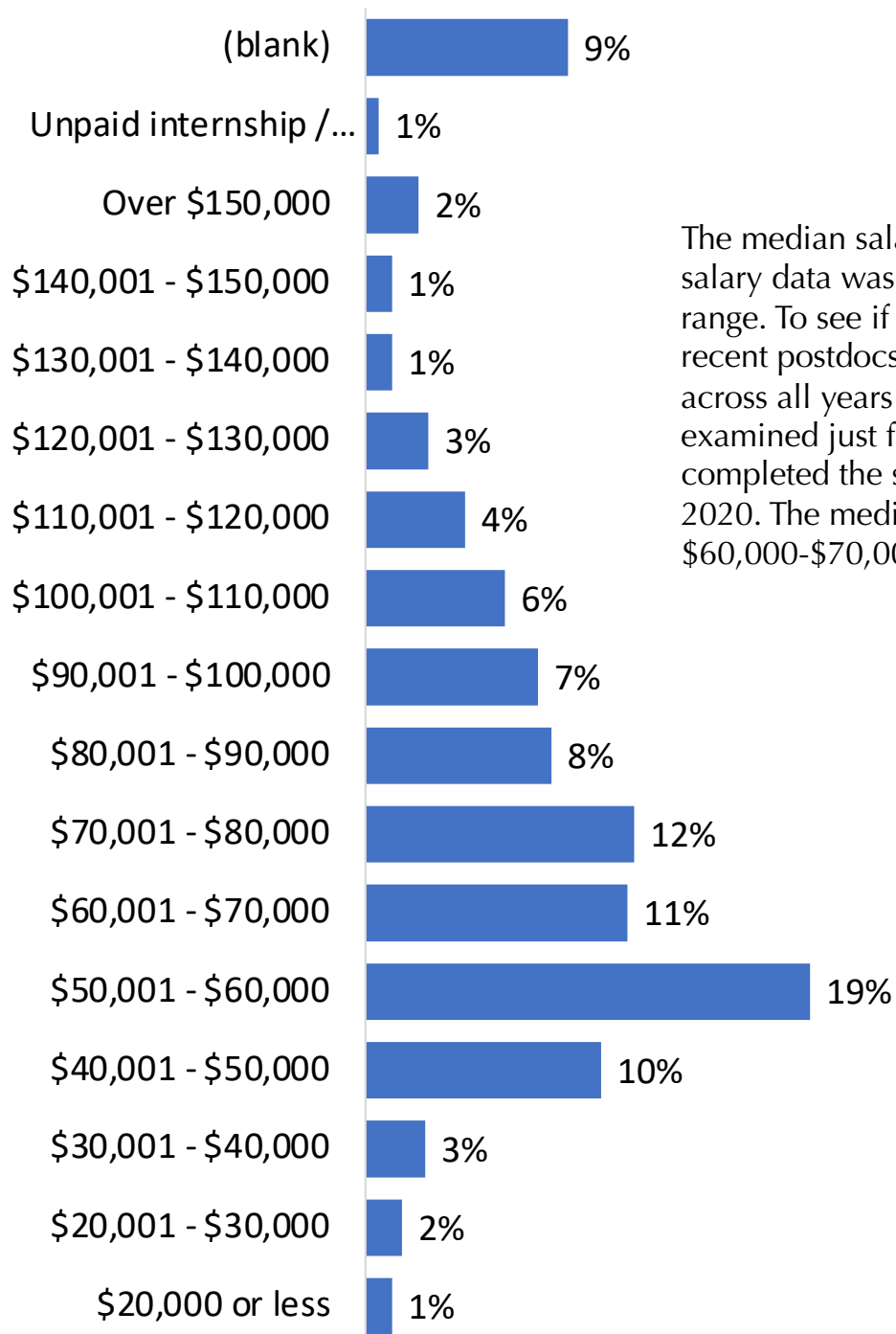
Job Position



Postdocs entered a wide array of positions. The two largest groups are those in research positions (43%) and faculty jobs (24%). Of note is that 12% entered another postdoctoral position.

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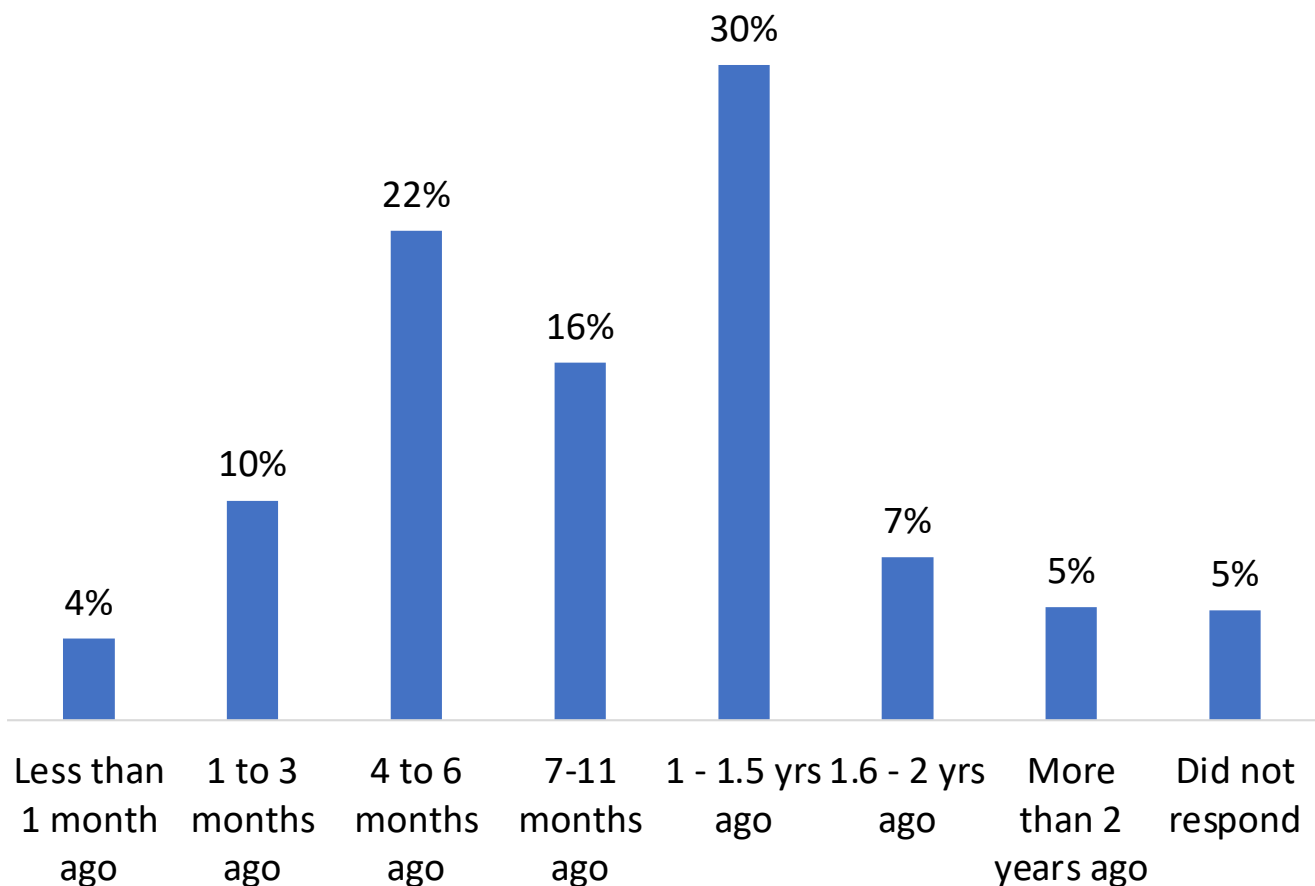
Starting Salary



The median salary for those who reported salary data was in the \$60,001-\$70,000 range. To see if the median for more recent postdocs differed from the median across all years (2015-2021), data were examined just for postdocs who completed the survey since January 1, 2020. The median remained in the \$60,000-\$70,000 range.

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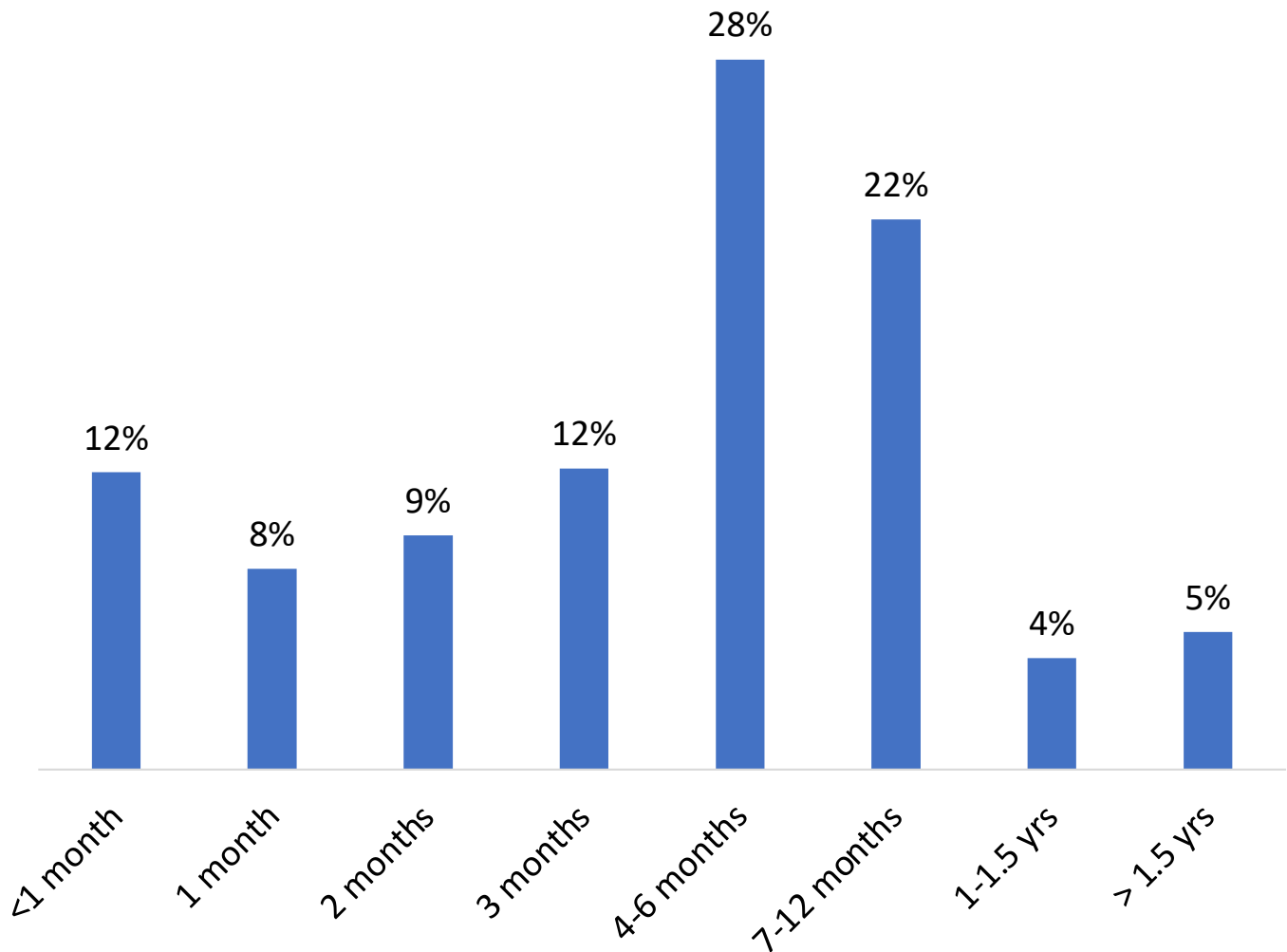
When Did Job Search Begin?



Very few postdocs waited until the last few months of their postdoctoral positions to begin the job search process, and over 40% began the process at least a year in advance of leaving their postdoctoral positions.

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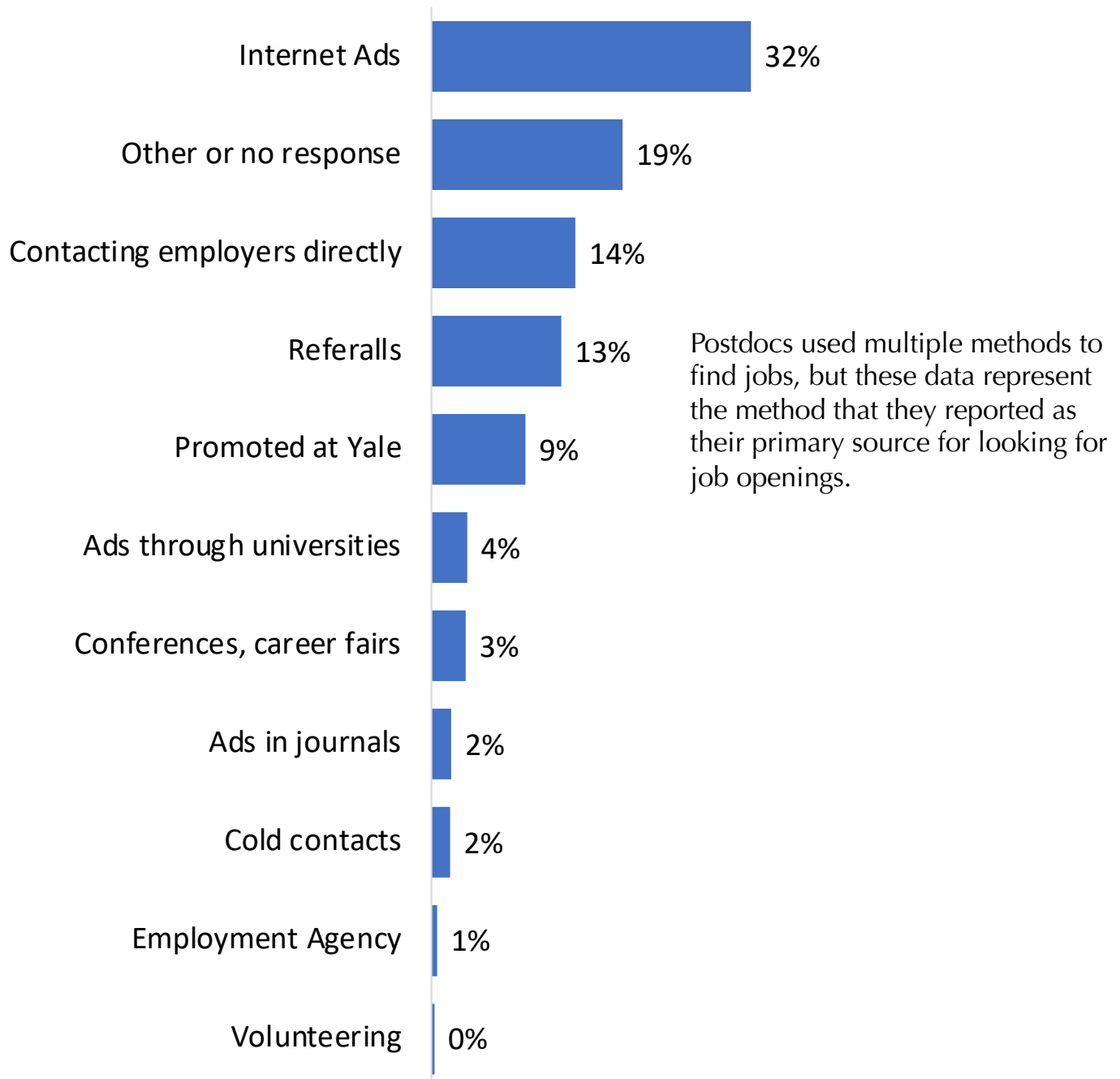
How Long Did it Take to Find a Job?



Data on when a job offer was accepted were compared to when the same individual's job search began. The mean time period necessary to find a job was 6 months, and the median was 5 months.

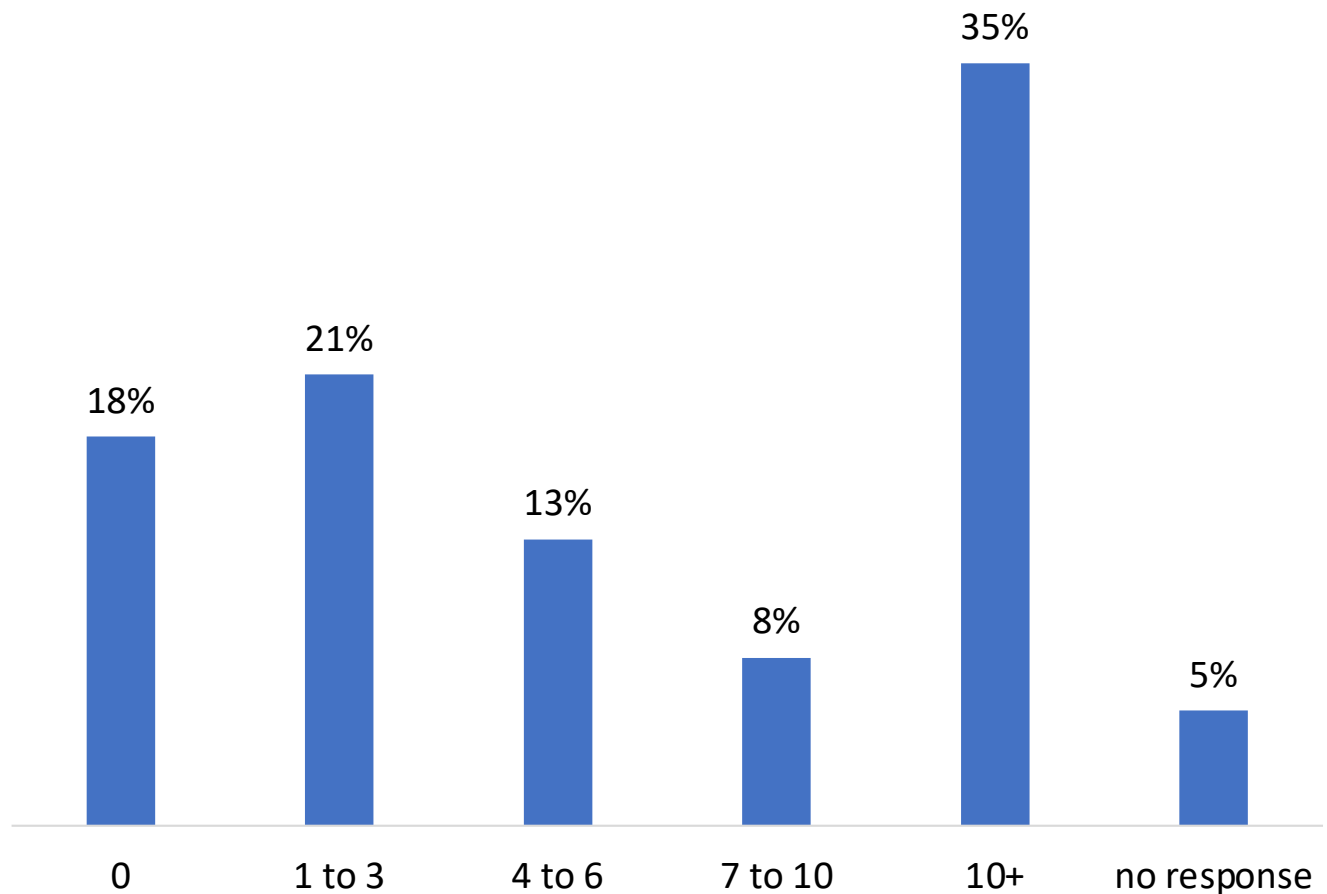
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Primary Job Search Method



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Number of Applications Submitted to Advertised Positions



These results show that 18% of postdocs who received jobs never applied to an advertised job posting. The overwhelming majority did, however, and of those who applied to advertised jobs, the median number of job applications submitted was 7 to 10.

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Office for Postdoctoral Affairs
Yale University
<https://postdocs.yale.edu>

May 4, 2021