

## Faculty of Medicine Postdoctoral Survey 2014 - Results

1. How long have you been a postdoc at the University of Ottawa?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
1 year	23	33.82
1-2 years	17	25
2-4 years	23	33.82
5 years	3	4.41
> 5 years	2	2.94
Not answered	0	0
Total	68	100

2. How long have you been a postdoc at all universities?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
1 year	14	20.59
1-2 years	17	25
2-4 years	28	41.18
5 years	4	5.88
> 5 years	5	7.35
Not answered	0	0
Total	68	100

3. What is your postdoctoral experience?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
This is my first postdoc	48	70.59
This is my second postdoc	20	29.41
This is my third postdoc	0	0
I have had more than 3 postdoc positions	0	0
Not answered	0	0
Total	68	100

4. In total, for how many years do you expect to be a postdoc?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
< 1 year	1	1.47
1-3 years	23	33.82
3-5 years	34	50
5 or more years	10	14.71
Not answered	0	0
Total	68	100

5. Where are you located?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Uottawa main campus and/or Medical School (Roger Guindon Campus)	19	27.94
Hospital General Campus (e.g. CHEO, OHRI, etc.)	37	54.41
University institute (e.g. OHRI)	8	12
Government (e.g. Health Canada, NRC, etc.)	2	2.94
Other	2	2.94
Not answered	0	0
Total	68	100

6. If you have been a postdoc for 5 or more years, has your status changed from postdoc to Research Associate?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	2	18.2
No	6	54.5
Not answered	3	27.3
Total	11	100

## 7. How is your stipend paid?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
From your supervisor's research grant	34	50
Directly to you from a Canadian tricouncil agency (CIHR, NSERC, SSHRC)	10	14.71
Directly to you from a foreign external granting agency or government	2	2.94
Directly to you from a provincial granting agency	2	2.94
Directly to you from a Canadian non-tricouncil granting agency	1	1.47
Internal award	4	5.88
Industry funded	0	0
Any combination of the above	12	17.65
Other	3	4.41
Not answered	0	0
Total	68	100

## 8. Do you receive benefits?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	6	8.82
No	54	79.41
I don't know what my benefits are	8	11.76
Not answered	0	0
Total	68	100

9. If you hold an externally-funded personal fellowship, in terms of stipend level, do you feel you are being penalized or rewarded for having such a fellowship?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
I feel penalized	7	10.29
I feel rewarded	17	25
Does not apply, I do not hold an externally-funded fellowship	42	61.76
Not answered	2	2.94
Total	68	100

10. If you hold an externally-funded personal fellowship, in terms of benefits, do you feel you are being penalized or rewarded for having such a fellowship?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
I feel penalized	16	25.53
I feel rewarded	11	16.18
Does not apply, I do not hold an externally-funded fellowship	40	58.82
Not answered	1	1.47
Total	68	100

11. If you hold an externally-funded personal fellowship, are you also receiving a top up contribution from your supervisor?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	19	27.94
No	8	11.76
Does not apply	40	58.82
Not answered	1	1.47
Total	68	100

12. Do you think the university should ensure the same minimum benefits are available to all postdocs regardless of the source of their stipend?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	61	89.71
No	7	10.29
Not answered	0	0
Total	68	100

13. Do you think the university should ensure postdocs get the same benefits as regular employees (such as Employment Insurance, Canada Pension Plan, parental leave, etc.)?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	62	91.18
No	6	8.82
Not answered	0	0
Total	68	100

14. Which benefits do you have access to? (Choose all that apply)

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Supplemental health insurance for you	18	26.47
Dental insurance	16	23.52
Employment insurance	9	13.24
Supplemental health insurance for your family	7	10.29
Canada pension plan	5	7.35
Retirement plan	1	1.47
Vision/eye care	8	11.76
Housing subsidy	3	4.41
Parental leave	12	17.65
Vacation leave	20	29.41
Child care subsidy	2	2.94
Child care (access to onsite facility)	2	2.94
Sick leave	14	20.59
Life insurance	4	5.88

Legal/visa services	1	1.47
Reduced rate parking	4	5.88
Long term disability insurance	1	1.47
Worker's compensation insurance	0	0
I don't know	18	26.47
Other	8	11.76
Not answered	7	10.29

16. What were your top 3 preferred career choices at the beginning of your postdoctoral training?

<b>Response</b>		<b>% of respondents</b>	<b># of respondents</b>
Academic Research	Choice #1	73.53%	50
	Choice #2	10.29%	7
	Choice #3	2.94%	2
Research in Industry	Choice #1	5.88%	4
	Choice #2	27.94%	19
	Choice #3	22.06%	15
Non-research in Industry	Choice #1	1.47%	1
	Choice #2	4.41%	3
	Choice #3	1.47%	1
Research in Government	Choice #1	2.94%	2
	Choice #2	13.24%	9
	Choice #3	17.65%	12
Non-research in Government	Choice #1	0.00%	0
	Choice #2	4.41%	3
	Choice #3	8.82%	6
Entrepreneurship	Choice #1	0.00%	0
	Choice #2	2.94%	2
	Choice #3	5.88%	4
Science writing/ communication	Choice #1	0.00%	0
	Choice #2	4.41%	3
	Choice #3	7.35%	5
Intellectual property	Choice #1	1.47%	1
	Choice #2	2.94%	2
	Choice #3	1.47%	1
Science Policy	Choice #1	0.00%	0
	Choice #2	2.94%	2
	Choice #3	4.41%	3
Non-governmental organization/ Not-for-	Choice #1	0.00%	0

profit	Choice #2	1.47%	1
	Choice #3	1.47%	1
Health Care	Choice #1	8.82%	6
	Choice #2	7.35%	5
	Choice #3	4.41%	3
Other	Choice #1	1.47%	1
	Choice #2	1.47%	1
	Choice #3	1.47%	1
Unsure	Choice #1	2.94%	2
	Choice #2	0.00%	0
	Choice #3	4.42%	3
Not answered		0.00%	0

17. Did your original career choice change?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	21	30.88
No	47	69.12
Not answered	0	0
Total	68	100

18. What are your current top 3 preferred career choices?

<b>Response</b>		<b>% of respondents</b>	<b># of respondents</b>
Academic Research	Choice #1	50%	34
	Choice #2	8.82%	6
	Choice #3	8.82%	6
Research in Industry	Choice #1	5.88%	4
	Choice #2	5.88%	4
	Choice #3	19.12%	13
Non-research in Industry	Choice #1	7.35%	5
	Choice #2	22.06%	15
	Choice #3	16.18%	11
Research in Government	Choice #1	1.47%	1
	Choice #2	2.94%	2
	Choice #3	4.41%	3
Non-research in Government	Choice #1	1.47%	1
	Choice #2	8.82%	6
	Choice #3	10.29%	7
Entrepreneurship	Choice #1	2.94%	2

	Choice #2	4.41%	3
	Choice #3	4.41%	3
Science writing/ communication	Choice #1	0.00%	0
	Choice #2	2.94%	2
	Choice #3	0.00%	0
Intellectual property	Choice #1	8.82%	6
	Choice #2	4.41%	3
	Choice #3	2.94%	2
Science Policy	Choice #1	0.00%	0
	Choice #2	1.47%	1
	Choice #3	4.41%	3
Non-governmental organization/ Not-for- profit	Choice #1	0.00%	0
	Choice #2	0.00%	1
	Choice #3	2.94%	2
Health Care	Choice #1	11.76%	8
	Choice #2	1.47%	1
	Choice #3	5.88%	4
Other	Choice #1	2.94%	2
	Choice #2	0.00%	0
	Choice #3	1.47%	1
Unsure	Choice #1	5.88%	4
	Choice #2	0.00%	0
	Choice #3	5.88%	4
Not answered		2.94%	2

19. If any, what are the reasons for the change in career choice?  
(choose all that apply)

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Unfavourable job market	27	39.71
Lost interest/ interests changed	9	13.24
Generally discouraged	14	20.59
Non-academic more promising	12	17.65
Low pay/ funding difficulties	14	20.59
Want to stay in research	4	5.88
Keeping options open	12	17.65
Prefer different lifestyle	11	16.18
Other	9	13.24
Prefer not to say	1	1.47
Not answered	16	23.53
Total	129	100

20. What is your citizenship status in Canada?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Canadian	37	54.41
Permanent resident	5	7.35
International Postdoctoral Fellow with a working visa	25	36.76
Other	0	0
Not answered	1	1.47
Total	68	100

21. Are you registered as a postdoc at U of O?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	58	85.29
No	7	10.29
I don't know	23	4.41
Not answered	0	0
Total	68	100

22. If not, why did you not register?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
I didn't know I was supposed to register	37	54.41
I saw no benefit in registering	5	7.35
It was inconvenient to register	25	36.76
Other	0	0
Not answered	1	1.47
Total	68	100

23. While we are all postdoctoral fellows, what is your official current job classification at your workplace?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Student	1	1.47
Trainee	8	11.76
Employee	2	2.94
Independent contractor	0	0
Postdoctoral Fellow	49	72.06
Research Associate	5	7.35
Other	1	1.47
I don't know	2	2.94
Not answered	0	0
Total	68	100

24. What would you like your current job classification to be?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Student	1	1.47
Trainee	2	2.94
Employee	26	38.24
Independent contractor	1	1.47
Postdoctoral Fellow	23	33.82
Research Associate	11	16.18
Other	1	1.47
I don't know	3	4.41
Not answered	0	0
Total	68	100

25. Please provide the reason why you have chosen this classification.

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
To have access to better working conditions	40	55.82
I am satisfied with my current classification	23	33.82
Other	5	7.35
Not answered	0	0
Total	68	100

26. Do you currently have an employment contract with your supervisor?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	55	80.88
No	10	14.71
I don't know	3	4.41
Not answered	0	0
Total	68	100

27. Is your postdoctoral appointment governed by an official postdoc policy?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	39	57.35
No	3	4.41
I don't know	25	36.76
Not answered	1	1.47
Total	68	100

28. Whose policy is it?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
University of Ottawa	19	27.94
Affiliated institute (which?)	13	19.12
Government	0	0
Industry	1	1.47
Stipend/ fellowship provider (e.g. CIHR)	6	8.82
I don't know	23	33.82
Not answered	1	1.47
Total	63	100

29. Is there a term limit defining the duration of your appointment (years post-PhD) in your place of employment or contract?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, it is 5 years	23	33.82
Yes, it is less than 5 years	25	36.76
Yes, it is more than 5 years	0	0
No	5	7.35
I don't know	14	20.59
Not answered	1	1.47
Total	68	100

30. Are you able to take vacation or sick leave?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I am able to take vacation or sick leave and have done so	38	55.88
Yes, I am able to take vacation or sick leave but rarely do so	28	41.18
No, I have been instructed that I am not able to take vacation or sick leave	2	2.94
I am allowed to take vacation or sick leave but I do not so so due to external pressures	0	0
Not answered	0	0
Total	68	100

31. If you have answered a or b to the above question, do you have a contract which states how much vacation you are entitled to?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I have a written contract which states my annual allotted vacation	29	42.65
No, I do not have a contract	32	47.06
Not answered	0	0
Total	61	100

32. Are you able to take parental leave?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
I am not able to take parental leave	10	14.71
I am able to take parental leave	17	25
Does not apply	14	20.59
I don't know	27	39.71
Not answered	0	0
Total	68	100

33. If you take parental leave, will you continue to receive a salary during that period?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, for as long as I am off	3	4.41
Yes, but only for a set amount of time	11	16.18
No	15	22.06
I don't know	38	55.88
Not answered	1	1.47
Total	68	100

34. Postdocs at the University of Ottawa do not currently pay into the Canadian Pension Plan (CPP) or Employment Insurance (EI). If the policy were changed so that postdocs could pay into CPP, the contribution rate on pensionable earnings is 9.9%, split equally between you and your employer. The maximum contribution in 2013 was \$2356.20 each (employee/employer). Knowing this, would you be interested in being able to contribute to CPP?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I am interested in contributing to CPP	42	61.76
Yes, I am interested in contributing to CPP at lower than the maximum contribution	10	14.71
No, I have no interest in contributing to CPP	15	22.06
Not answered	1	1.47
Total	68	100

35. If you pay employment insurance (EI) premiums, you are eligible for parental leave (among others). In 2013, the maximum contribution was \$891.12 by the employee and \$1247.57 by the employer. Knowing this, would you be interested in paying EI premiums?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I am interested in contributing to EI	38	55.88
Yes, I am interested in contributing to EI at lower than the maximum contribution	13	19.12
No, I have no interest in contributing to EI	16	23.53
Not answered	1	1.47
Total	68	100

36. Did you complete an individual development plan (IDP) with your supervisor?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I completed an IDP, when I first started my position	6	8.82
Yes, I completed an IDP, but it has not since been discussed	1	1.47
No, I never completed an IDP	37	54.41
I don't know what an IDP is	24	35.29
Not answered	0	0
Total	68	100

37. The minimum postdoctoral stipend at the University of Ottawa is \$34,000. The minimum stipend at the Ottawa Hospital Research Institute and Heart Institute is \$40,000. What is your current salary?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
\$30,000	1	1.47
\$30,000 - \$33,999	0	0
\$34,000 - \$35,999	3	4.41
\$36,000 - \$37,999	1	1.47
\$38,000 - \$39,999	2	2.94
\$40,000	17	25
\$40,000 - \$44,999	11	16.18
\$45,000 - \$49,999	15	22.06
\$50,000 - \$54,999	7	10.29
\$55,000 - \$59,999	3	4.41
\$60,000 - \$69,999	4	5.88
> \$70,000	2	2.94
Prefer not to say	2	2.94
Not answered	0	0
Total	68	100

38. Did you negotiate your starting salary and benefits?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	10	14.71
No, I accepted what was offered	51	75
I am funded by a fellowship and I do not receive any extra funding from my supervisor	7	10.29
Not answered	0	0
Total	68	100

39. Are you satisfied with your current salary?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I am satisfied with my current salary	27	39.71
No, I am not satisfied with my current salary	41	60.29
Not answered	0	0
Total	68	100

40. If you answered No above, what do you feel your salary should be?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
\$30,000	0	0
\$30,000 - \$33,999	0	0
\$34,000 - \$35,999	0	0
\$36,000 - \$37,999	0	0
\$38,000 - \$39,999	1	1.47
\$40,000	0	0
\$40,000 - \$44,999	1	1.47
\$45,000 - \$49,999	8	11.76
\$50,000 - \$54,999	10	14.71
\$55,000 - \$59,999	7	10.29
\$60,000 - \$69,999	8	11.76
> \$70,000	4	5.88
Prefer not to say	3	4.41
Not answered	6	8.82
Total	48	100

41. Postdocs at the University of Ottawa do not have an extended health and dental group rate available to them. Postdocs are able to sign up for extended health and dental insurance, but the rate is an individual rate, which is more expensive than a group rate. In order for a group rate (ie. lower rate) to be established, postdoc status must be changed so that postdocs are considered employees at which time, health benefits are mandatory and may be deducted from your salary. Knowing this, would you be interested in an extended health and dental insurance group rate?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I am interested in a group health insurance plan, even if I have to pay for it all myself	15	22.06
Yes, I am interested in a group health insurance plan and am willing to cover a portion of the cost of the plan	28	41.18
Yes, I am interested in a group health insurance rate, but only if the university/my PI were to pay	15	22.06
No, I am not interested in a group health insurance rate	10	14.71
Not answered	0	0
Total	68	100

42. A postdoctoral appointment is considered to be a training period. Do you think that you are receiving adequate training from your supervisor and/or the university in terms of professional skills that will make you employable?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I am receiving adequate training from my supervisor and the University	21	30.88
I am receiving adequate training from my supervisor but not the University	32	47.06
I am receiving adequate training from the University but not from my supervisor	1	1.47
I am not receiving adequate training at all	14	20.59
Not answered	0	0
Total	68	100

43. Currently, career development seminars are run by the Faculty of Medicine Postdoc Association on a volunteer basis. Given the transient nature of the postdoctoral appointment, there is regular turnover in the Postdoc Association Executive membership which can lead to irregular offering of career development seminars. In this context, do you think University-run and organized seminar series on career development would be useful?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	61	89.71
No	7	10.29
Not answered	0	0
Total	68	100

44. The majority of postdocs will not obtain tenure-track positions, however much of the training provided by Universities is academic-based. If there were University-run professional workshops and training sessions to help you develop the skills required for employment in non-academic careers, would you attend?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I would find this to be very valuable	58	85.29
No	10	14.71
Not answered	0	0
Total	68	100

45. If you answered No to the above question, what is the main reason for you not to attend non-academic seminar series and workshops?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
I do not have time to take away from my laboratory work	6	35.29
My supervisor does not allow me time out of the lab to attend such events	2	11.76
I would like to attend but choose not to	1	5.88
Not answered	8	47.06
Total	17	100

46. Do you think you are currently well-prepared and trained to be hired in a non-academic setting?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	18	26.47
No	31	45.59
I don't know	19	27.94
Not answered	0	0
Total	68	100

47. Do you think it should be up to the University to make sure you are ready and trained to be hired in a non-academic setting?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I think the University should be providing trainees with every opportunity to succeed	58	85.29
No, I think that the University should only provide academic-related training	10	14.71
Not answered	0	0
Total	68	100

48. What type of workshops or formal professional training have you participated in? Identify which training sessions you have received. You may choose more than one.

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Career development	35	51.47
Stress management	1	1.47
Time management	3	4.41
CV writing	15	22.06
Presentation skills	16	23.53
Job search	10	14.71
Teaching skills	11	16.18
Work life balance	6	8.82
Writing skills	8	11.76
Intellectual property	10	14.71
Entrepreneurship	4	5.88
Group or lab management	2	2.94
English language skills	7	10.29
French language skills	5	7.35
Conflict resolution skills	2	2.94
Negotiating skills	1	1.47
Harassment in the work place	6	8.82
Grant or proposal writing skills	10	14.71
Prep. for non-academic careers	4	5.88
Project management	3	4.41
Networking sessions	5	7.35
Research ethics	13	19.12
Other	5	7.35
I am not interested in any training sessions	2	2.94
Not answered	8	11.76
Total	192	100

49. If more workshops were made available to you to complement your training, what type of workshops would you be interested in? Identify which training sessions you would be interested in. You may choose more than one.

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Career development	46	67.65
Stress management	11	16.18
Time management	18	26.47
CV writing	25	36.76
Presentation skills	27	39.71
Job search	33	48.53
Teaching skills	35	51.47
Work life balance	14	20.59
Writing skills	29	42.65
Intellectual property	16	23.53
Entrepreneurship	21	30.8
Group or lab management	30	44.12
English language skills	10	14.71
French language skills	18	26.47
Conflict resolution skills	16	23.53
Negotiating skills	17	25.00
Harassment in the work place	4	5.88
Grant or proposal writing skills	43	63.24
Prep. for non-academic careers	36	52.94
Project management	27	39.71
Networking sessions	25	36.76
Research ethics	6	8.82
Other	1	1.47
I am not interested in any training sessions	2	2.94
Not answered	0	0
Total	510	100

50. Have you received a performance evaluation in the past year?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I have received a performance evaluation in the past year	6	8.82
I have received a performance evaluation in my current position but it was not in the last year	0	0
No, I have never received a performance evaluation for my current position	62	91.18
Not answered	0	0
Total	68	100

51. Have you ever received a pay raise from your supervisor?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes, I received a pay raise from my supervisor	14	20.59
Yes, I received a pay raise when I received a salary award	7	10.29
No	47	69.12
Not answered	0	0
Total	68	100

52. Do you have access to career counseling?

<b>Response</b>	<b># of respondents</b>	<b>% of respondents</b>
Yes	8	11.76
No	21	30.88
I don't know	38	55.88
Not answered	1	1.47
Total	68	100