

## 2017 Postdoc Survey

Q1.1 The Princeton Postdoc Survey asks about your experiences as postdoc at Princeton and provides an opportunity for you to tell us how things are going. We ask that you be candid and tell us what has worked well for you and what could be better. Your responses, along with those of your fellow postdocs, will provide extremely valuable information about working at Princeton and will give important guidance as we plan for the future. If you wish to go back to re-evaluate prior responses, you may use the "Previous" button at the bottom of each screen. To reduce the length of the survey, avoid sending reminders to those who have already completed the survey, and to incorporate additional data required for our reporting, your responses will be linked to your Princeton Employee ID number during the data collection phase of the survey. To help ensure the confidentiality of your responses, your Princeton Employee ID number will be removed from the survey response file before the data are analyzed, and replaced with a randomly generated survey identification number. Both numbers will be stored in a separate and secured archival key file. All survey material will be stored securely on password-protected computers on encrypted hard drives. Individual responses are completely confidential. All findings, reports, and analyses based upon this survey will be reported in a manner that does not identify any individuals. Because this survey is confidential, information that you provide in this survey is for administrative uses and does not constitute a report to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like to the University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at [clawson@princeton.edu](mailto:clawson@princeton.edu). The survey will take about 20 minutes to complete. Participation in this survey is completely voluntary. Although your answers to every question are important to us, you may skip any questions that you are not inclined to answer. Thank you for contributing your thoughts and opinions to this survey.

If you have questions or concerns about this survey, please contact: Jed Marsh Vice Provost for Institutional Research  
223 Nassau Hall Princeton, NJ 08544 Email: [jmarsh@princeton.edu](mailto:jmarsh@princeton.edu)

Q2.1 About Yourself

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Q2.2 What were you doing immediately before your [postdoc](#) position at Princeton?

- Came directly from graduate school (1)
  - Came directly from another postdoc position (2)
  - Came directly from a non-postdoc position (3)
  - Was looking for work (4)
  - Other (please specify) (5) \_\_\_\_\_
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Q2.3 During the time you were applying for your Princeton [postdoc](#) position, did you also apply for non-research positions?

- Yes (1)
- No (2)

Q2.5 Including Princeton, at how many different institutions have you worked as a postdoc since you completed graduate school?

- One (1)
  - Two (2)
  - Three or more (3)
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Q2.6 With which Princeton department, program, or center do you most identify?

▼ African American Studies (1) ... The Woodrow Wilson School (63)

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Q2.7.1 How long have you been in your CURRENT [postdoc](#) position at Princeton?

▼ Less than 6 months (1) ... Unsure (8)

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Q2.7.2 How long, in total time, have you held a [postdoc](#) position(s), including past and present positions?

▼ Less than 6 months (1) ... Unsure (8)

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Q2.7.3 How much longer do you plan on holding a [postdoc](#) position at Princeton?

▼ Less than 6 months (1) ... Unsure (8)

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Q2.8 What is the PRIMARY source of funding for your PRESENT [postdoc](#) position?

- Research contract or grant awarded to my supervisor (1)
  - U.S. Federal fellowship (e.g., NIH, NSF) awarded to me (2)
  - U.S. Federal Training Grant awarded to the department/lab/center (3)
  - Non-federal government fellowship (e.g., American Cancer Society) (4)
  - University funds (e.g., fellowship, instructors) (5)
  - Foreign government/agency (6)
  - Private company (7)
  - Personal funds (8)
  - Other (please specify) (9)
  - I don't know (10)
-

Q2.9 During the term of your present [postdoc position](#) at Princeton how many times, if ever, has your source of funding changed?

- I have had the same source of funding (1)
  - My source of funding has changed one time (2)
  - My source of funding has changed two times (3)
  - My source of funding has changed three times (4)
  - My source of funding has changed four times (5)
  - My source of funding has changed five or more times (6)
  - I don't know if my funding source has changed (7)
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Q2.10 In the previous question you indicated that your source of funding has changed one or more times. In addition to your PRIMARY source of funding for your PRESENT postdoctoral position, what type(s) of funding have you been supported on during your present [postdoc](#) position? (Mark all that apply)

- Research contract or grant awarded to my supervisor (1)
  - U.S. Federal fellowship (e.g., NIH, NSF) awarded to me (2)
  - U.S. Federal Training Grant awarded to the department/lab/center (3)
  - Non-federal government fellowship (e.g., American Cancer Society) (4)
  - University funds (e.g., fellowship, instructors) (5)
  - Foreign government/agency (6)
  - Private company (7)
  - Personal funds (8)
  - Other (please specify) (9) \_\_\_\_\_
-

Q2.11 Does the term of your current postdoc appointment depend on YOU securing funding?

- Yes (1)
  - No (2)
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Q2.12 Not counting yourself, how many other [postdocs](#) are there in your research group?

▼ I am the only one (1) ... Ten or more (11)

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Q2.13 Which of the following best describes the person primarily responsible for supervising your work?

- A faculty member (1)
- A senior researcher (not faculty) (2)
- Another postdoc or fellow researcher (3)
- Someone else (please specify) (4) \_\_\_\_\_

Q3.1 Your Plans

We'd like to understand how your plans have changed or stayed the same since you started your [postdoc](#) position.

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Q168 What were your career plans when you completed your doctoral degree?

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Q3.2.1 When you **completed your doctoral degree**, which career path were you most interested in pursuing?

- Tenure-track faculty position with an emphasis on teaching (1)
  - Tenure-track faculty position with an emphasis on research (2)
  - Research position (3)
  - Position in engineering (4)
  - Position in law/patent law/intellectual property (5)
  - Position in medicine (6)
  - Position in government / policy (7)
  - Position in journalism/science writing (8)
  - Position in non-profit sector (9)
  - Consultant (10)
  - Entrepreneur or Self-employed (11)
  - Other (12)
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Q3.3.1 Please specify what other type of career path you are most interested in pursuing.

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Q3.4.1 When you **completed your doctoral degree**, what type of EMPLOYER or ORGANIZATION did (do) you most expect to work for?

- A 4-year college in the U.S. (1)
- A 4-year university in the U.S. (2)
- A college or university outside of the U.S. (3)
- A government agency (4)
- A national laboratory (5)
- A nonprofit organization (e.g., research institution, foundation) (6)
- A for-profit company (e.g., industry) (7)
- Self-employed (8)
- Other (please describe below) (9)

Q3.5.1 Please specify what other type of employer do you expect to work for?

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Q169 What are our career plans when you leave your current postdoc position?

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Q3.2.2 When you **leave your CURRENT postdoc position**, which career path are you most interested in pursuing?

- Tenure-track faculty position with an emphasis on teaching (1)
  - Tenure-track faculty position with an emphasis on research (2)
  - Research position (3)
  - Position in engineering (4)
  - Position in law/patent law/intellectual property (5)
  - Position in medicine (6)
  - Position in government / policy (7)
  - Position in journalism/science writing (8)
  - Position in non-profit sector (9)
  - Consultant (10)
  - Entrepreneur or Self-employed (11)
  - Other (please describe below) (12)
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Q3.3.2 Please specify what other type of career path you are most interested in pursuing.

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3.4.2 When you **leave your CURRENT postdoc position**, what type of EMPLOYER or ORGANIZATION do you most expect to work for?

- A 4-year college in the U.S. (1)
  - A 4-year university in the U.S. (2)
  - A college or university outside of the U.S. (3)
  - A government agency (4)
  - A national laboratory (5)
  - A nonprofit organization (e.g., research institution, foundation) (6)
  - A for-profit company (e.g., industry) (7)
  - Self-employed (8)
  - Other (please describe below) (9)
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3.5.2 Please specify what other type of employer do you expect to work for?

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Q170 What is your career objective for 2027, 10 years from now?

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Q3.2.3 Looking **10 years into the future**, in 2027, which career path are you most interested in pursuing?

- Tenure-track faculty position with an emphasis on teaching (1)
  - Tenure-track faculty position with an emphasis on research (2)
  - Research position (3)
  - Position in engineering (4)
  - Position in law/patent law/intellectual property (5)
  - Position in medicine (6)
  - Position in government / policy (7)
  - Position in journalism/science writing (8)
  - Position in non-profit sector (9)
  - Consultant (10)
  - Entrepreneur or Self-employed (11)
  - Other (12)
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Q3.3.3 Please specify what other type of career path you are most interested in pursuing.

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Q3.4.3 Looking **10 years into the future**, in 2027, what type of EMPLOYER or ORGANIZATION do you most expect to work for?

- A 4-year college in the U.S. (1)
  - A 4-year university in the U.S. (2)
  - A college or university outside of the U.S. (3)
  - A government agency (4)
  - A national laboratory (5)
  - A nonprofit organization (e.g., research institution, foundation) (6)
  - A for-profit company (e.g., industry) (7)
  - Self-employed (8)
  - Other (please describe below) (9)
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Q3.5.3 Please specify what other type of employer do you expect to work for?

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Q3.6 Have you changed your career-track goal since coming to Princeton?

Yes (1)

No (2)

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Q3.7.1 If you have changed your career track goal, what was the **most important reason** for this change?

- Money (1)
  - Autonomy (2)
  - Spouse's/partner's career/location (3)
  - Geographic preference (4)
  - Difficulty of obtaining desired position (5)
  - Riskiness/insufficient job security (6)
  - Integrating work and personal life (7)
  - Peer pressure (8)
  - Change in research direction (9)
  - Other reasons (10)
-

Q3.7.2 If you have changed your career track goal, what was the **second most important reason** for this change?

- Money (1)
  - Autonomy (2)
  - Spouse's/partner's career/location (3)
  - Geographic preference (4)
  - Difficulty of obtaining desired position (5)
  - Riskiness/insufficient job security (6)
  - Integrating work and personal life (7)
  - Peer pressure (8)
  - Change in research direction (9)
  - Other reasons (10)
  - None, I don't have any secondary reasons (11)
-

Q3.7.3 If you have changed your career track goal, what was the **third most important reason** for this change?

- Money (1)
  - Autonomy (2)
  - Spouse's/partner's career/location (3)
  - Geographic preference (4)
  - Difficulty of obtaining desired position (5)
  - Riskiness/insufficient job security (6)
  - Integrating work and personal life (7)
  - Peer pressure (8)
  - Change in research direction (9)
  - Other reasons (10)
  - None, I don't have any tertiary reasons (11)
- 

Q3.8 Please tell us about the other reasons that have lead you to change your career track

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Q3.9 In the next 10 years, do you plan to pursue a career in the U.S.?

- Yes (1)
- No (2)
- Not sure/undecided (3)

Q4.1 Your Reasons for Choosing a [postdoc](#) Position

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Q4.2 What was the primary way you found your current position?

- Referred by a colleague (1)
  - Referred by doctoral advisor (2)
  - Directly contacted by current supervisor (3)
  - You directly contacted your current supervisor (4)
  - An advertisement in a journal, publication, or website (5)
  - A conference job center or career fair (6)
  - Professional recruiter (7)
  - Other (please specify) (8) \_\_\_\_\_
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Q4.3 We would like to know how important each of the following factors was in your decision to choose a [postdoc](#) position  
GENERALLY.

(We will ask specifically about Princeton in the next section.)

Q4.3.1 How important was the **opportunity to publish** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.3.2 How important was the **opportunity to conduct your own independent research** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
-

Q4.3.3 How important was the **opportunity to increase knowledge in doctoral field of study** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.3.4 How important was the **opportunity for training outside of doctoral field of study** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
-

Q4.3.5 How important was the **opportunity to teach** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.3.6 How important was the **preparation for faculty position** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.3.7 How important was the **other positions not available** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
-

Q4.3.8 How important was the **opportunity to start a career in the U.S.** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.3.9 How important was the **opportunity to start a career in the U.S.** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
-

Q4.3.10 How important was the **need for U.S. training to advance career in home country** in your decision to choose a [postdoc](#) position GENERALLY.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.4 Now we would like to know how important each of the following factors was in your decision to choose a [postdoc](#) position at Princeton.

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Q4.4.1 How important was the **opportunity to work/conduct research with a particular researcher, lab, or department** in your decision to choose a [postdoc](#) position at Princeton.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.4.2 How important was the **compensation** in your decision to choose a [postdoc](#) position at Princeton.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
-

Q4.4.3 How important was the **success of your current supervisor's former students and postdocs** in your decision to choose a [postdoc](#) position at Princeton.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.4.4 How important was the **prestige of the institution** in your decision to choose a [postdoc](#) position at Princeton.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q4.4.5 How important was the **ability to work in the Princeton area** in your decision to choose a [postdoc](#) position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)

Q4,4,6 How important was **the ability to work in the same general location as your spouse/partner** in your decision to choose a **postdoc** position at Princeton.

- Very important (1)
  - Somewhat important (2)
  - Not important (3)
- 

Q190 Please tell us about **other factors** that were important to your decision to choose a **postdoc** position at Princeton.  
(Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response.)

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Q4.5 Thinking back to when you first came to Princeton University, what one or two things helped you adjust to the Princeton environment? (Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response.)

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Q4.6 What one or two things might that the University Princeton have done to make your transition to the Princeton environment easier? (Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response.)

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Q5.1 Your Experience

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Q5.2 How satisfied are you with your overall experience at Princeton?

- Very satisfied (1)
  - Somewhat satisfied (2)
  - Neither satisfied nor dissatisfied (3)
  - Somewhat dissatisfied (4)
  - Very dissatisfied (5)
-

Q5.3 Would you recommend spending time in a [postdoc](#) appointment IN YOUR FIELD to a present graduate student who is similar to you in their career goals?

- Would enthusiastically recommend (1)
  - Would recommend (2)
  - Neutral (3)
  - Would recommend with reservation (4)
  - Would not recommend (5)
- 

Q5.4 Would you recommend spending time in a [postdoc](#) appointment AT PRINCETON to a present graduate student who is similar to you in their career goals?

- Would enthusiastically recommend (1)
  - Would recommend (2)
  - Neutral (3)
  - Would recommend with reservation (4)
  - Would not recommend (5)
-

Q5.5.1 How satisfied are you with the AMOUNT of contact with your supervisor?

- Very satisfied (1)
  - Somewhat satisfied (2)
  - Neither satisfied nor dissatisfied (3)
  - Somewhat dissatisfied (4)
  - Very dissatisfied (5)
  - Not applicable (6)
-

Q5.5.2 The QUALITY of guidance/mentoring you have received from your supervisor?

- Very satisfied (1)
  - Somewhat satisfied (2)
  - Neither satisfied nor dissatisfied (3)
  - Somewhat dissatisfied (4)
  - Very dissatisfied (5)
  - Not applicable (6)
- 

Q5.6 Have you received a written or oral performance evaluation while you have been in a [postdoc position](#) at Princeton? Mark all that apply.

- Yes, I have received a written evaluation (1)
  - Yes, I have received an oral evaluation (2)
  - Yes, I have received informal feedback on my performance (3)
  - No (4)
-

Q5.7 If you have received a written or oral performance evaluation: About how many evaluations have you received in total while a [postdoc](#) appointment at Princeton?

- one (1)
  - two (2)
  - three or more (3)
- 

Q5.8 In general, who initiated the performance evaluations?

- You (1)
- Your supervisor (2)
- Someone else (3)

Q6.1 Your Work

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Q6.2 Overall, how would you rate the reasonableness of your workload?

- Much too light (1)
  - Too light (2)
  - About right (3)
  - Too heavy (4)
  - Much too heavy (5)
-

Q6.3 On average, how many hours per week do you work on your [postdoc](#) job (including field work and other off-site work)?

- < 30 hours per week (1)
  - 30-39 hours per week (2)
  - 40-49 hours per week (3)
  - 50-59 hours per week (4)
  - 60-69 hours per week (5)
  - 70-79 hours per week (6)
  - 80 hours or more per week (7)
-

Q6.4 Since the beginning of your current [postdoc](#) position, how many

Papers have you published in conference proceedings? (1)	▼ None (1) ... 15 or more (16)
Papers have you (co)authored for presentation at regional, national, or international conferences? (Do not include papers published in conference proceedings.) (2)	▼ None (1) ... 15 or more (16)
Articles have you had accepted for publication or already published in a peer-reviewed journal? (3)	▼ None (1) ... 15 or more (16)
Articles have you submitted for publication in a peer-reviewed journal and have not yet been accepted for publication (If you have submitted one paper multiple times, count it only once.) (4)	▼ None (1) ... 15 or more (16)
Books or book chapters have you published? (5)	▼ None (1) ... 15 or more (16)

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Q6.5.1 Since the beginning of your current [postdoc](#) position, have you supervised or directed research activities of undergraduates?

Yes (1)

No (2)

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Q6.5.2 Since the beginning of your current [postdoc](#) position, have you supervised or directed research activities of graduate students?

- Yes (1)
  - No (2)
- 

Q6.5.3 Since the beginning of your current [postdoc](#) position, have you supervised or directed research activities of other postdocs?

- Yes (1)
  - No (2)
- 

Q6.5.4 Since the beginning of your current [postdoc](#) position, have you supervised or directed research activities of technical staff?

- Yes (1)
  - No (2)
-

Q6.5.5 Since the beginning of your current [postdoc](#) position, have you taught or co-taught a course?

Yes (1)

No (2)

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Q6.5.6 Since the beginning of your current [postdoc](#) position, have you delivered lectures as part of a course?

Yes (1)

No (2)

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Q6.5.7 Since the beginning of your [postdoc](#) position, have you conducted discussion or laboratory sections in a course?

Yes (1)

No (2)

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Q6.5.8 Since the beginning of your current **postdoc** position, have you worked with researchers not a part of your department or lab?

Yes (1)

No (2)

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Q6.5.9 Since the beginning of your current **postdoc** position, have you worked with served as a reviewer for a conference, journal, or an agency, institution, or organization?

Yes (1)

No (2)

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Q6.5.10 Since the beginning of your current **postdoc** position, have you prepared grant proposals (funded or not, including fellowship proposals)?

Yes (1)

No (2)

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Q6.6 Overall, would you say that your current [postdoc](#) position is...

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
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Q6.7 Please indicate the extent to which each of the following aspects of WORK is currently a source of stress for you. (We will ask you later about other sources of stress you may be experiencing.)

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Q6.7.1 Please indicate the extent **securing funding for research** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q6.7.2 Please indicate the extent **your scholarly productivity** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q6.7.3 Please indicate the extent **your advising responsibilities** are currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q6.7.4 Please indicate the extent **your teaching responsibilities** are currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q6.7.5 Please indicate the extent **bias/discrimination/unfairness in procedures** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q6.7.6 Please indicate the extent **working relationships with colleagues** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q6.7.7 Please indicate the extent **your working relationship with your supervisor** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q6.7.8 Please indicate the extent **searching for your next position** is currently a source of stress for you.

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)
- Not applicable (5)

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Q7.1 Skill Development

Q7.2 Please indicate the extent to which your current postdoc position is enhancing these skills

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	Not at all (1)	To some extent (2)	To a great extent (3)
Becoming an authority in my field (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowing the latest research techniques (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing papers for publication (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Presenting research results to an audience of peers (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing grant proposals (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing a research group or laboratory (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervising others (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working in a team (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Understanding how an academic organization works (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding my discipline outside of Princeton (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiating with people in authority (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaborating with other researchers (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding principles of ethical conduct of research (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping up with current advances in my field (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify) (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Page Break

Q7.3 Please tell us how important each of the following skills and abilities are to your current work.

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Q7.3.1 How important is **analyzing or synthesizing data** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
-

Q7.3.2 How important is **identifying problems and formulating solutions** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
- 

Q7.3.3 How important is **designing and executing research** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

Q7.3.4 How important is **locating and applying information/data** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
-

Q7.3.5 How important is **presenting orally** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
- 

Q7.3.6 How important is **managing people** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

Q7.3.7 How important is **managing budgets** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
-

Q7.3.8 How important is **thinking critically/problem-solving** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
- 

Q.7.3.9 How important is **working collaboratively** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

Q7.3.10 How important is **working in a team** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
-

Q7.3.11 How important is **working within interdisciplinary groups** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
- 

Q7.3.12 How important is **working with people from diverse backgrounds** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

Q7.3.13 How important is **mentoring/advising students** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
-

Q7.3.14 How important is **teaching or training groups of people** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
- 

Q7.3.15 How important is **writing funding proposals** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

Q7.3.16 How important is **writing reports, articles, books, etc.** to your current work?

- Essential (1)
  - Very important (2)
  - Important (3)
  - Somewhat important (4)
  - Not important (5)
  - Not applicable (6)
- 

Q7.3.17 Are there other skills and abilities that are important to your current work?

---

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Q8.1 Career Development

---

Q8.2 To what extent do you rely on the following people for career development advice?

	Not at all (1)	To some extent (2)	To a great extent (3)
Current supervisor (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A senior colleague in your department or lab other than your current supervisor (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A senior colleague outside of Princeton (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking with peers (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doctoral advisor (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career counselor (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify) (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

Q8.3 Please rate your level of agreement or disagreement with the following statements:

---

Q8.3.1 My CURRENT [postdoc](#) position is preparing me adequately for my current career goals.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
-

Q8.4.1 My supervisor would support me in any career path I choose.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
- 

Q8.4.2 I have received advice from my supervisor on career options within academia.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Q8.4.3 I have received advice from my supervisor on career options outside academia.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
-

Q8.4.4 My supervisor has discouraged me from pursuing career options outside academia.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
- 

Q84.5 My supervisor would be disappointed if I pursued a career outside academia.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Q9.1 Perceptions of Climate

Please indicate your agreement or disagreement with the following statements.

Q9.1.1 My colleagues value my research/scholarship.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
- 

Q9.1.2 I am satisfied with opportunities to collaborate.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Q9.1.3 My supervisor creates a collegial and supportive environment.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
-

Q9.1.4 My supervisor helps me obtain the resources I need.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
- 

Q9.1.5 I have a voice in the decision-making that affects the direction of **my department, program, or center**.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Q9.1.6 **My department, program, or center** is a good fit for me.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
-

Q9.1.7 **My department, program, or center** is a place where postdocs/researchers may comfortably raise personal and/or family responsibilities when scheduling obligations.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
-

Q9.1.8 I feel excluded from an informal network in **my department, program, or center**.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
- 

Q9.1.9 I have to work harder than some of my colleagues to be perceived as a legitimate scholar.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Q9.1.10 I have colleagues in **my department, program, or center** who are my personal friends.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
-

Q9.1.11 **My department, program, or center's** procedures are fair and equitable to all.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
- 

Q9.1.12 **My department, program, or center's** procedures are transparent and open for discussion.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)



Q9.1.13 I have been subject to inappropriate or disrespectful or behavior language while at Princeton.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Q9.3 Campus Community

---

Q9.3.1 During your **postdoc** position at Princeton how frequently have you **spent time with new and different people**?

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.2 During your **postdoc** position at Princeton how frequently have you **had your ideas taken seriously by other postdocs?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
- 

Q9.3.3 During your **postdoc** position at Princeton how frequently have you **had your ideas taken seriously by the faculty?**

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

Q9.3.4 During your [postdoc](#) position at Princeton how frequently have you **had your ideas taken seriously by graduate students**?

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q293 During your **postdoc** position at Princeton how frequently have you **had your ideas taken seriously by staff members**?

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.5 During your **postdoc** position at Princeton how frequently have you **felt free to express personal and controversial feelings and beliefs?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.6 During your **postdoc** position at Princeton how frequently have you **spent time with a group of friends who share your interests and values?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.7 During your **postdoc** position at Princeton how frequently have you **felt accepted as part of the campus community?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
- 

Q9.3.8 During your **postdoc** position at Princeton how frequently have you **felt welcome in your department, program, or center?**

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

Q303 During your [postdoc](#) position at Princeton how frequently have you **felt welcome most places on campus?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.9 During your **postdoc** position at Princeton how frequently have you **felt accepted by the faculty with whom you interact?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.10 During your **postdoc** position at Princeton how frequently have you **felt accepted by the postdocs with whom you interact?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.11 During your **postdoc** position at Princeton how frequently have you **felt accepted by the graduate students with whom you interact?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.12 During your **postdoc** position at Princeton how frequently have you **felt accepted by the undergraduate students with whom you interact?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.13 During your **postdoc** position at Princeton how frequently have you **felt accepted by the University employees with whom you interact?**

- Always (1)
  - Most of the time (2)
  - Often (3)
  - Sometimes (4)
  - Rarely (5)
  - Almost never (6)
-

Q9.3.14 During your **postdoc** position at Princeton how frequently have you **felt comfortable expressing opposing views in lab meetings or seminars?**

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

---

Page Break

Using the scale provided, please indicate the extent to which you agree or disagree with the following statements about the Princeton campus community.

---

10.1.1 I can get what I need in this campus community.

- Strongly agree (1)
  - Agree (2)
  - Neither agree nor disagree (3)
  - Disagree (4)
  - Strongly disagree (5)
-

10.1.2 This campus community helps me fulfill my needs.

- Strongly agree (1)
  - Agree (2)
  - Neither agree nor disagree (3)
  - Disagree (4)
  - Strongly disagree (5)
- 

10.1.3 I feel like a member of this campus community.

- Strongly agree (1)
  - Agree (2)
  - Neither agree nor disagree (3)
  - Disagree (4)
  - Strongly disagree (5)
-

10.1.4 I belong in this campus community.

- Strongly agree (1)
  - Agree (2)
  - Neither agree nor disagree (3)
  - Disagree (4)
  - Strongly disagree (5)
- 

10.1.5 I can have an influence on other people in my campus community.

- Strongly agree (1)
  - Agree (2)
  - Neither agree nor disagree (3)
  - Disagree (4)
  - Strongly disagree (5)
-

10.1.6 People in this campus community are good at influencing each other.

- Strongly agree (1)
  - Agree (2)
  - Neither agree nor disagree (3)
  - Disagree (4)
  - Strongly disagree (5)
- 

10.1.7 I feel connected to this campus community.

- Strongly agree (1)
  - Agree (2)
  - Neither agree nor disagree (3)
  - Disagree (4)
  - Strongly disagree (5)
-

10.1.8 I have a good bond with others in this campus community.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)

Q9.4 Professional Climate

---

Q9.5 To what extent is the University a welcoming place?

- Very welcoming (1)
  - Moderately welcoming (2)
  - Not very welcoming (3)
-

Q9.6 To what extent is **your department, program, or center** a welcoming place?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

---

Page Break

Q9.7 To what extent is the University a welcoming place for women?

- Very welcoming (1)
  - Moderately welcoming (2)
  - Not very welcoming (3)
- 

Q9.8 To what extent is **your department, program, or center** a welcoming place for women?

- Very welcoming (1)
  - Moderately welcoming (2)
  - Not very welcoming (3)
- 

Page Break

---

Q9.12 To what extent, is the University a welcoming place for racial and ethnic minorities?

- Very welcoming (1)
  - Moderately welcoming (2)
  - Not very welcoming (3)
- 

Q9.13 To what extent, is **your department, program, or center** a welcoming place for racial and ethnic minorities?

- Very welcoming (1)
  - Moderately welcoming (2)
  - Not very welcoming (3)
- 

Page Break

---

Q9.17 To what extent, is the University a welcoming place for non-U.S. citizens?

- Very welcoming (1)
  - Moderately welcoming (2)
  - Not very welcoming (3)
- 

Q9.18 To what extent, is **your department, program, or center** a welcoming place for non-U.S. citizens?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

Q381 Unwelcome Behaviors

Q280 During the past 12 months, how frequently have **you experienced** any unwelcome comments, jokes, offensive remarks, or images **directed at another person or people** based on:

Post Doc Survey 2017  
Public Document

Post Doc Survey 2017  
Public Document

	Never (1)	Once or twice this year (2)	Once or twice a month (3)	Once or twice a week (4)	Daily (5)
Race (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nationality (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity or expression (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views or opinions (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Post Doc Survey 2017  
Public Document

Another  
identity (10)



Q282 During the past 12 months, how frequently **have you experienced** any unwelcome comments, jokes, offensive remarks, or images **directed at you** based on:

Post Doc Survey 2017  
Public Document

	Never (1)	Once or twice this year (2)	Once or twice a month (3)	Once or twice a week (4)	Daily (5)
your race (112)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your ethnicity (113)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your nationality (114)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your religion (115)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your gender (116)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your gender identity or expression (117)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sexual orientation (118)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your disability (119)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your age (120)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Post Doc Survey 2017  
Public Document

your political  
views  
opinions  
(121)

another  
identity (122)

---

Q284 Where did you experience such behavior? (Mark all that apply.)

In my work space (for example: office, department, unit, shop, or lab) (1)

In other campus spaces (for example: graffiti, comments made generally on campus) (2)

Through electronic means (for example: email, social media) (3)

---

Q286 During the past 12 months, how frequently **have you felt singled out or targeted** for different or less favorable treatment due to:

Post Doc Survey 2017  
Public Document

	Never (1)	Once or twice this year (2)	Once or twice a month (3)	Once or twice a week (4)	Daily (5)
your race (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your ethnicity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your nationality (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your religion (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your gender (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your gender identity or expression (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your sexual orientation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your disability (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your age (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your political views or opinions (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

another  
identity (11)



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Page Break

10.2 Please indicate if **you have** had any of the following experiences at Princeton.

---

10.2.5 While at Princeton, as anyone ever made inappropriate comments about your or someone else's body, appearance or attractiveness in your presence?

Please check all that apply

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
-

10.2.6 While at Princeton, have you ever experienced touching that is not overtly sexual, but is uncomfortable and unwanted (Someone touching your shoulder, someone kissing you on the cheek)?

Please check all that apply.

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
-

10.2.8 While at Princeton, have you ever been excluded or prevented from participating in activities and/or education programs because of your sex, gender, or gender expression?

Please check all that apply.

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
-

10.2.10 While at Princeton, has anyone ever suggested or implied in your presence that some groups of people don't have to meet the same intellectual standards as others do in order to get into Princeton or succeed in your field?

Please check all that apply.

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
- 

10.2.11 While at Princeton, has anyone ever repeatedly asked you on dates, to go to dinner, or get a drink even after you've said no, while you have been at Princeton? Please check all that apply.

- Yes, in class or lab or work setting (1)
- Yes, in a social setting (2)
- Yes, in another setting at Princeton (3)
- Not experienced at Princeton, but experienced elsewhere (4)
- Never experienced (5)

10.2.12 While at Princeton, has anyone ever said crude or gross sexual things to you, or tried to get you to talk about sexual matters when you didn't want to?

Please check all that apply.

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
-

10.2.13 While at Princeton, has anyone ever emailed, texted, or instant messaged offensive sexual jokes, stories, or pictures to you?  
Please check all that apply.

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
- 

10.2.14 While at Princeton, has anyone ever shared offensive sexual jokes, stories or pictures on social media (Facebook, Twitter, Yik Yak, Instagram, etc.) with you?  
Please check all that apply.

- Yes, in class or lab or work setting (1)
- Yes, in a social setting (2)
- Yes, in another setting at Princeton (3)
- Not experienced at Princeton, but experienced elsewhere (4)
- Never experienced (5)

10.2.15 While at Princeton, has anyone ever told you about their sexual experiences when you did not want to hear them?  
Please check all that apply.

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
-

10.2.16 While at Princeton, has anyone ever seemed to be bribing you with some sort of reward if you agreed to engage in a romantic or sexual relationship with that person?

Please check all that apply.

- Yes, in class or lab or work setting (1)
  - Yes, in a social setting (2)
  - Yes, in another setting at Princeton (3)
  - Not experienced at Princeton, but experienced elsewhere (4)
  - Never experienced (5)
- 

10.2.17 While at Princeton, have you overheard someone say that a test, assignment, or project “raped them”?

Please check all that apply.

- Yes, in class or lab or work setting (1)
- Yes, in a social setting (2)
- Yes, in another setting at Princeton (3)
- Not experienced at Princeton, but experienced elsewhere (4)
- Never experienced (5)

10.2.18 While at Princeton, have you observed someone make jokes about sexual assault or rape?  
Please check all that apply.

- Yes, in class or lab or work setting (1)
- Yes, in a social setting (2)
- Yes, in another setting at Princeton (3)
- Not experienced at Princeton, but experienced elsewhere (4)
- Never experienced (5)

Q343 To what extent do you agree or disagree with each of the following statements about **diversity and inclusion at Princeton University?**

---

Q345 I would encourage a prospective employee who resembles me (in interests, background, etc.) to accept a position **at Princeton.**

- Strongly Agree (1)
  - Agree (2)
  - Neither Agree Nor Disagree (3)
  - Disagree (4)
  - Strongly Disagree (5)
  - I Don't Know (6)
-

Q347 I would encourage a prospective employee who resembles me (in interests, background, etc.) to accept a position in **my department, program, or center**.

- Strongly Agree (1)
  - Agree (2)
  - Neither Agree Nor Disagree (3)
  - Disagree (4)
  - Strongly Disagree (5)
  - I Don't Know (6)
-

Q349 In **my department, program, or center**, the senior leaders are active in diversity and inclusion efforts.

- Strongly Agree (1)
  - Agree (2)
  - Neither Agree Nor Disagree (3)
  - Disagree (4)
  - Strongly Disagree (5)
  - I Don't Know (6)
- 

Q351 I am given opportunities to learn about diversity and inclusion.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Q10.2 How aware are you of the mediation/grievance procedures available to you at Princeton?

- Not at all aware (1)
  - Somewhat aware (2)
  - Very aware (3)
- 

Q373 How is **Princeton University** doing in achieving its goal of creating an inclusive environment that is welcoming to people of diverse backgrounds and interests? Please write in the space provided below. (Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response.)

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Q375 What suggestions for improvement do you have? Please write in the space provided below. (Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response.)

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Q377 What types of diversity programming and training would you like to see **Princeton University** provide for postdocs/researchers? We welcome your ideas and suggestion. Please write in the space provided below. (Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response.)

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Q10.1 Resources

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Q10.3 Academic and Research Resources

---

Q10.3a Have you participated in the programs offered by and/or utilized the services provided by the following units within the last year (since September 2016)?

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	Yes (1)	No (2)	Not sure (3)
Research facilities (laboratories, instrumentation, other technical support, infrastructure, etc.) (254)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research computing / computational facilities (255)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information Technology support and resources (256)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Firestone Library (257)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special research collections (258)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Electronic resources made available by the University Library (259)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seminars and lectures provided by guest lecturers (260)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of Technology Licensing (Tech Transfer) (261)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10.3.1 Based upon your experiences, how adequate have you found the **research facilities (laboratories, instrumentation, other technical support, infrastructure, etc.)?**

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q10.3.2 Based upon your experiences, how adequate have you found the **research computing / computational facilities?**

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Q10.3.3 Based upon your experiences, how adequate have you found the **information technology support/resources**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q10.3.4 Based upon your experiences, how adequate have you found **electronic resources made available by the University Library**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q10.3.5 Based upon your experiences, how adequate have you found **Firestone Library**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q10.3.6 Based upon your experiences, how adequate have you found the special research collections?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q10.3.7 Based upon your experiences, how adequate have you found **seminars and lectures provided by guest lecturers?**

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q10.3.8 Based upon your experiences, how adequate have you found **Office of Technology Licensing (Tech Transfer)?**

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Page Break

Q10.4 Campus Programs and Services

---

Q10.4.1 Have you participated in the programs offered by and/or utilized the services provided by the following offices within the last year (since September 2016)?

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	Yes (1)	No (2)	Not sure (3)
Office of the Dean of the Faculty (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Davis International Center (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Carl A. Fields Center (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frist Campus Center (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBT Center (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women's Center (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counseling and Psychological Services (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Health Services (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational Athletics (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of the Dean of Religious Life (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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McGraw Center for Teaching and Learning (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English Language Program (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Writing Center (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of Information Technology (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parking Services (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TigerTransit/Shuttle Services (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Ombudsman (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Title IX Office (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SHARE Office (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career Services (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing and Real Estate Services (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10.5.1 Based upon your experiences, how adequate have you found the programs and services provided by the **Office of the Dean of the Faculty**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q10.5.2 Based upon your experiences, how adequate have you found the programs and services provided by the **Davis International Center**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q281 Based upon your experiences, how adequate have you found the programs and services provided by the **Carl A. Fields Center**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q282 Based upon your experiences, how adequate have you found the programs and services provided by the **Frist Campus Center**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q283 Based upon your experiences, how adequate have you found the programs and services provided by the **LGBT Center**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q284 Based upon your experiences, how adequate have you found the programs and services provided by the **Women's Center**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q285 Based upon your experiences, how adequate have you found the programs and services provided by **Counseling and Psychological Services**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q286 Based upon your experiences, how adequate have you found the programs and services provided by **Recreational Athletics**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q287 Based upon your experiences, how adequate have you found the programs and services provided by **Office of Religious Life**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q288 Based upon your experiences, how adequate have you found the programs and services provided by the **McGraw Center for Teaching and Learning**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q289 Based upon your experiences, how adequate have you found the programs and services provided by the **English Language Program**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q290 Based upon your experiences, how adequate have you found the programs and services provided by the **Writing Center**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q291 Based upon your experiences, how adequate have you found the programs and services provided by the **Office of Information Technology (OIT)**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q294 Based upon your experiences, how adequate have you found the programs and services provided by **Parking Services**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q295 Based upon your experiences, how adequate have you found the programs and services provided by **TigerTransit/Shuttle Services**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q296 Based upon your experiences, how adequate have you found the programs and services provided by the **University Ombudsman**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q297 Based upon your experiences, how adequate have you found the programs and services provided by the **Title IX Office**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q298 Based upon your experiences, how adequate have you found the programs and services provided by the **SHARE Office**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q298 Based upon your experiences, how adequate have you found the programs and services provided by the **University Health Services**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
-

Q299 Based upon your experiences, how adequate have you found the programs and services provided by the **Career Services**?

- Excellent (1)
  - Good (2)
  - Adequate (3)
  - Fair (4)
  - Not Adequate (5)
- 

Q300 Based upon your experiences, how adequate have you found the programs and services provided by the **Housing and Real Estate Services**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Q11.1 Life outside of the university

Q11.2 Overall, how satisfied are you with your life outside of the university?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)

Q11.3 Please indicate the extent to which each of the following aspects of YOUR LIFE OUTSIDE THE UNIVERSITY is currently a source of stress for you.

---

Q11.3.1 Please indicate the extent **managing household responsibilities** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q11.3.2 Please indicate the extent **childcare/schooling** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q11.3.3 Please indicate the extent **care of someone who is ill, disabled, aging, and/or in need of special services** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q11.3.4 Please indicate the extent **your health** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q11.3.5 Please indicate the extent **your cost of living** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q11.3.6 Please indicate the extent **immigration matters** are currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q11.3.7 Please indicate the extent that your **inability to pursue outside interests and avocations** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q11.3.8 Please indicate the extent that your **lack of time to think and reflect** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q11.3.9 Please indicate the extent that **your concerns about or support of family members who do not live with you** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
-

Q11.3.10 Please indicate the extent that the **situation of your spouse/partner (e.g., job situation, living in another city)** is currently a source of stress for you.

- Extremely stressful (1)
  - Very stressful (2)
  - Somewhat stressful (3)
  - Not stressful (4)
  - Not applicable (5)
- 

Q11.4 Please indicate your satisfaction with your ability to integrate the needs of your work with those of your personal/family life.

- Very satisfied (1)
  - Somewhat satisfied (2)
  - Neither satisfied nor dissatisfied (3)
  - Somewhat dissatisfied (4)
  - Very dissatisfied (5)
  - Not applicable (6)
-

Q11.5 Please indicate how much you agree or disagree with the following statements about integrating your current professional and personal responsibilities.

---

Q11.5.2 My current work schedule provides the flexibility to take care of demands at home.

- Strongly agree (1)
  - Somewhat agree (2)
  - Neither agree nor disagree (3)
  - Somewhat disagree (4)
  - Strongly disagree (5)
  - Not applicable (6)
-

Q11.5.3 My supervisor understands when demands at home impact my professional responsibilities.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

**Q319 About Yourself**

Important Note:

As stated in the cover letter of this questionnaire, individual responses to these questions are completely confidential. We emphasize confidentiality again because in the following questions you are asked for your ethnicity, gender, and other demographic questions. The reason for these questions is that they make it possible for us to measure various demographic groups to understand if there are concerns specific to one group or another.

---

Q12.2 Are you currently married or living with a long-term partner?

- Yes (1)
- No (2)
- Prefer not to answer (3)

Q12.3

	Yes (1)	No (2)	Not applicable (3)
Does your spouse/partner work outside the home? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your spouse/partner work in academia? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your spouse/partner work in the Princeton area? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is your spouse/partner enrolled in school? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12.4 How many children do you have?

- None (94)
  - 1 (95)
  - 2 (96)
  - 3 (97)
  - 4 (98)
  - 5 (99)
  - More than 5 (100)
  - Prefer not to answer (101)
-

Q12.5 Do you have any children in the following age ranges? (Check all that apply.)

0-4 years (1)

5-12 years (2)

13-17 years (3)

18-23 years (4)

24 or older (5)

---

Q12.11 If applicable, are you satisfied with your current childcare situation?

Very satisfied (1)

Somewhat satisfied (2)

Neither satisfied nor dissatisfied (3)

Somewhat dissatisfied (4)

Very dissatisfied (5)

Not applicable (6)

---

Q12.12 Which of the following best describes your current annual PERSONAL income in your postdoc position?

- Less than \$30,000 (1)
  - \$30,001-\$40,000 (2)
  - \$40,001-\$50,000 (3)
  - \$50,001-\$60,000 (4)
  - \$60,001-\$70,000 (5)
  - more than \$70,000 (6)
  - Prefer not to answer (7)
-

Q12.13 Which of the following best describes your current annual FAMILY income from all sources?

- Less than \$30,000 (1)
  - \$30,001 – \$40,000 (2)
  - \$40,001 - \$50,000 (3)
  - \$50,001 - \$75,000 (4)
  - \$75,001 - \$100,000 (5)
  - \$100,001 - \$150,000 (6)
  - more than \$150,000 (7)
  - Prefer not to answer (8)
- 

Q12.14 Approximately how long is your typical commute to campus?

▼ Less than 5 minutes (1) ... More than 60 minutes (6)

---

Q12.26 In what year did you receive your doctoral degree?

▼ 2017 (1) ... Before 1992 (27)

---

Q12.15 What is your gender identity? (please select all that apply)

Woman (1)

Man (2)

Cisgender (3)

Transgender (4)

Genderqueer / Gender Non-Conforming (5)

Identity Not Listed Above (6) \_\_\_\_\_

Prefer not to answer (7)

---

Q12.16 What is your sexual orientation? (please select all that apply)

- Asexual (1)
  - Bisexual (2)
  - Gay or Lesbian (3)
  - Heterosexual or Straight (4)
  - Queer (5)
  - Questioning (6)
  - Identity Not Listed Above (7) \_\_\_\_\_
  - Prefer Not to Answer (8)
-

Q12.17 What is your race or ethnicity? (please select all that apply)

- American Indian or Alaska Native (1)
  - Asian or Asian American (2)
  - Black or African American (3)
  - Hispanic or Latino (4)
  - Middle Eastern or North African (6)
  - Native Hawaiian or Other Pacific Islander (5)
  - White (7)
  - Identity Not Listed Above (8) \_\_\_\_\_
  - Prefer not to answer (9)
-

Q12.19 What is your Citizenship Status?

- U.S. Citizen (1)
  - Permanent Resident Alien (Green Card) (2)
  - Temporary Resident Alien (Visitor Status) (3)
  - Prefer not to answer (4)
- 

Q12.20 Were you born in the United States?

- Yes (1)
  - No (2)
  - Prefer not to answer (3)
- 

Q381 In which country were you born?

▼ Afghanistan (1) ... Zimbabwe (1357)

---

Q12.21 How old were you when you moved to the U.S.?

- Less than 5 years old (1)
  - 5 - 9 years old (2)
  - 10 - 14 years old (3)
  - 15 - 20 years old (4)
  - Older than 20 years (5)
  - Prefer not to answer (6)
- 

Q12.22 How long have you been living in the U.S.?

- Less than 5 years (1)
- 5 - 9 years (2)
- 10 - 14 years (3)
- 15 - 20 years (4)
- More than 20 years (5)
- Prefer not to answer (6)

Q12.23 Have you ever served in any of the service branches of the US military in any capacity (Active Duty, National Guard, Reserves)?

- Yes (1)
  - No (2)
  - Prefer not to answer (3)
-

Q12.24 What is your current religious affiliation? (please select all that apply)

- Protestant (1)
- Catholic (2)
- Other Christian (3)
- Jewish (4)
- Muslim (5)
- Buddhist (6)
- Hindu (7)
- Sikh (8)
- Secular Humanist (9)
- Unaffiliated or No Religion (10)
- Agnostic, or Atheist (11)
- Religious Affiliation Not Listed Above (12) \_\_\_\_\_
- Prefer not to answer (13)

Q290 How would you describe your political views?

- Far left (1)
  - Liberal (2)
  - Moderate / Middle-of-the-road (3)
  - Conservative (4)
  - Far right (5)
  - Prefer not to answer (6)
-

Q12.25 What is the highest level of education completed by any of your parents?

- Elementary school (1)
  - Middle school (2)
  - High school (3)
  - Bachelor's degree (4)
  - Master's degree (5)
  - Professional degree (e.g. medical or legal degree) (6)
  - Doctoral degree (7)
  - Prefer not to answer (8)
- 

Q339 Do you have a disability (such as, physical, psychological, cognitive)?

- Yes (1)
  - No (2)
  - Prefer not to answer (3)
-

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Q341 If you require an accommodation(s), do you feel appropriately accommodated by the University in order to do your job?

- Yes (1)
- No (2)
- I do not require an accommodation(s), in order to do my job (4)
- Prefer not to answer (3)

Q296

The Office of the Dean of the Faculty welcomes your thoughts, comments and suggestions. Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response. Please remember that information that you provide in this survey is for administrative uses and does not constitute a report to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like to University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at [clawson@princeton.edu](mailto:clawson@princeton.edu)

Q13.2 What one or two things should Princeton consider doing to enhance the community for [postdocs](#) while they are at Princeton?

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Q13.1 What one or two things should Princeton consider doing to enhance your professional development?

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Q294 I believe that the information from this survey will be used to improve the Princeton University work experience.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)