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 the University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at 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
Q2.1 About Yourself

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) ________________________________________________

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)

Q2.6 With which Princeton department, program, or center do you most identify?

- African American Studies (1) ... The Woodrow Wilson School (63)
Q2.7.1 How long have you been in your CURRENT postdoc position at Princeton?

<table>
<thead>
<tr>
<th>Option</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>▼ Less than 6 months</td>
<td>1</td>
</tr>
<tr>
<td>Unsure</td>
<td>8</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Option</th>
<th>Count</th>
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<tbody>
<tr>
<td>▼ Less than 6 months</td>
<td>1</td>
</tr>
<tr>
<td>Unsure</td>
<td>8</td>
</tr>
</tbody>
</table>

Q2.7.3 How much longer do you plan on holding a postdoc position at Princeton?

<table>
<thead>
<tr>
<th>Option</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>▼ Less than 6 months</td>
<td>1</td>
</tr>
<tr>
<td>Unsure</td>
<td>8</td>
</tr>
</tbody>
</table>
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)
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)

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)

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.

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

__________________________________________________________________________________________
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)
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?
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)
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)

3.5.2 Please specify what other type of employer do you expect to work for?

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Office of Institutional Research: Princeton University
Q170 What is your career objective for 2027, 10 years from now?
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)
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)

Q3.5.3 Please specify what other type of employer do you expect to work for?

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________________________________________________________________
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Office of Institutional Research: Princeton University
Q3.6 Have you changed your career-track goal since coming to Princeton?

- Yes (1)
- No (2)
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
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

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) ________________________________________________

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.
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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Office of Institutional Research: Princeton University

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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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Office of Institutional Research: Princeton University
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Q5.1 Your Experience

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

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

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
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<tbody>
<tr>
<td>Papers have you published in conference proceedings? (1)</td>
<td>▼ None (1) ... 15 or more (16)</td>
</tr>
<tr>
<td>Papers have you (co)authored for presentation at regional, national, or international conferences? (Do not include papers published in conference proceedings.) (2)</td>
<td>▼ None (1) ... 15 or more (16)</td>
</tr>
<tr>
<td>Articles have you had accepted for publication or already published in a peer-reviewed journal? (3)</td>
<td>▼ None (1) ... 15 or more (16)</td>
</tr>
<tr>
<td>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)</td>
<td>▼ None (1) ... 15 or more (16)</td>
</tr>
<tr>
<td>Books or book chapters have you published? (5)</td>
<td>▼ None (1) ... 15 or more (16)</td>
</tr>
</tbody>
</table>

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

- Yes (1)
- No (2)
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)

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

- Yes (1)
- No (2)

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

- Yes (1)
- No (2)
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)

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)

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)
Q6.6 Overall, would you say that your current postdoc position is…

- [ ] Extremely stressful (1)
- [ ] Very stressful (2)
- [ ] Somewhat stressful (3)
- [ ] Not stressful (4)

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.)
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)
Q7.1 Skill Development

Q7.2 Please indicate the extent to which your current postdoc position is enhancing these skills
<table>
<thead>
<tr>
<th>Activity</th>
<th>Not at all (1)</th>
<th>To some extent (2)</th>
<th>To a great extent (3)</th>
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<tbody>
<tr>
<td>Becoming an authority in my field</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Knowing the latest research techniques</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Writing papers for publication</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Presenting research results to an audience of peers</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Writing grant proposals</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Managing a research group or laboratory</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Supervising others</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Teaching</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Working in a team</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Topic</td>
<td>Yes</td>
<td>No</td>
<td>NA</td>
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<td>----------------------------------------------------------------------</td>
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<tr>
<td>Understanding how an academic organization works</td>
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<tr>
<td>Understanding my discipline outside of Princeton</td>
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<td>Understanding principles of ethical conduct of research</td>
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<tr>
<td>Keeping up with current advances in my field</td>
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<td>Other (please specify)</td>
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<td>(16)</td>
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</tbody>
</table>
Q7.3 Please tell us how important each of the following skills and abilities are to your current work.

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)

Q7.3.9 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?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
### Q8.1 Career Development

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

<table>
<thead>
<tr>
<th></th>
<th>Not at all (1)</th>
<th>To some extent (2)</th>
<th>To a great extent (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current supervisor (1)</td>
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<tr>
<td>A senior colleague in your department or lab other than your current supervisor (2)</td>
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<tr>
<td>A senior colleague outside of Princeton (3)</td>
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<td>Networking with peers (4)</td>
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<td>Doctoral advisor (5)</td>
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<td>Career counselor (6)</td>
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<tr>
<td>Other (please specify) (7)</td>
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</tbody>
</table>
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)
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)
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)
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)
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:
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<tr>
<th></th>
<th>Never (1)</th>
<th>Once or twice this year (2)</th>
<th>Once or twice a month (3)</th>
<th>Once or twice a week (4)</th>
<th>Daily (5)</th>
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<td>Ethnicity (2)</td>
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<td>Religion (4)</td>
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<td>Sexual orientation (7)</td>
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<td>Disability (8)</td>
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<td>Age (9)</td>
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<td>Political views or opinions (11)</td>
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<tr>
<td>Another identity (10)</td>
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</table>
Q282 During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on:
<table>
<thead>
<tr>
<th>Identity (Column)</th>
<th>Never (1)</th>
<th>Once or twice this year (2)</th>
<th>Once or twice a month (3)</th>
<th>Once or twice a week (4)</th>
<th>Daily (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your race (112)</td>
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<td>Your ethnicity (113)</td>
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<td>Your sexual orientation (118)</td>
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<td>Your disability (119)</td>
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<td>Your age (120)</td>
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</tbody>
</table>
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:
<table>
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<tr>
<th></th>
<th>Never (1)</th>
<th>Once or twice this year (2)</th>
<th>Once or twice a month (3)</th>
<th>Once or twice a week (4)</th>
<th>Daily (5)</th>
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<tr>
<td>your race (1)</td>
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<td>your nationality (3)</td>
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<td>your political views or opinions (10)</td>
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</tbody>
</table>
another identity (11)
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.)

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
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.)

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
Q10.1 Resources

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)?
<table>
<thead>
<tr>
<th>Service Description</th>
<th>Yes (1)</th>
<th>No (2)</th>
<th>Not sure (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research facilities (laboratories, instrumentation, other technical support, infrastructure, etc.) (254)</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Research computing / computational facilities (255)</td>
<td></td>
<td>0</td>
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<tr>
<td>Information Technology support and resources (256)</td>
<td></td>
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</tr>
<tr>
<td>Firestone Library (257)</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Special research collections (258)</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Electronic resources made available by the University Library (259)</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Seminars and lectures provided by guest lecturers (260)</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Office of Technology Licensing (Tech Transfer) (261)</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
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)
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)?
<table>
<thead>
<tr>
<th>Office</th>
<th>Yes (1)</th>
<th>No (2)</th>
<th>Not sure (3)</th>
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<tbody>
<tr>
<td>Office of the Dean of the Faculty (1)</td>
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<td>Davis International Center (2)</td>
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<td>Carl A. Fields Center (3)</td>
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<td>Frist Campus Center (4)</td>
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<td>LGBT Center (5)</td>
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<tr>
<td>Women’s Center (6)</td>
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<tr>
<td>Counseling and Psychological Services (7)</td>
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<tr>
<td>University Health Services (20)</td>
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<tr>
<td>Recreational Athletics (8)</td>
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<tr>
<td>Office of the Dean of Religious Life (9)</td>
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<tr>
<td>Office Name</td>
<td>Section 1</td>
<td>Section 2</td>
<td>Section 3</td>
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<tr>
<td>McGraw Center for Teaching and Learning (10)</td>
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<td>English Language Program (11)</td>
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<td>The Writing Center (12)</td>
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<tr>
<td>Office of Information Technology (13)</td>
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<tr>
<td>Parking Services (14)</td>
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<tr>
<td>TigerTransit/ Shuttle Services (15)</td>
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<tr>
<td>University Ombudsman (16)</td>
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<tr>
<td>Title IX Office (17)</td>
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<td>SHARE Office (18)</td>
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<tr>
<td>Career Services (19)</td>
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<tr>
<td>Housing and Real Estate Services (21)</td>
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</tbody>
</table>

Office of Institutional Research: Princeton University
139
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

<table>
<thead>
<tr>
<th>Does your spouse/partner work outside the home? (1)</th>
<th>Yes (1)</th>
<th>No (2)</th>
<th>Not applicable (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does your spouse/partner work in academia? (2)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does your spouse/partner work in the Princeton area? (3)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Is your spouse/partner enrolled in school? (4)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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) ________________________________________________
- [x] 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)
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)
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.

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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________________________________________________________________
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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)