CAPS-ACSP / Mitacs
2013 Survey
of Postdoctoral Scholars

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Nov. 3, 2013
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We Need Data!

http://www.caps-acsp.ca/Home/survey/results  CAPS/Mitacs 2013 Postdoctoral Survey
This Morning’s Session

• Structure of the Survey

• Basic Profile of Postdocs in Canada

• Thank-you!

• Discussion Points (approx. 15 minutes each)
  Compensation & Benefits
  Status & Recognition
  Training

• Open Discussion
1830 Canadian postdocs completed the survey between March 22 and April 29th, 2013, in about 20 minutes each.

<table>
<thead>
<tr>
<th>Institution</th>
<th>Number of Respondents</th>
<th>Institution</th>
<th>Number of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Toronto</td>
<td>211</td>
<td>University of Waterloo</td>
<td>46</td>
</tr>
<tr>
<td>University of British Columbia</td>
<td>209</td>
<td>University of Ottawa</td>
<td>44</td>
</tr>
<tr>
<td>McGill University</td>
<td>202</td>
<td>University of Victoria</td>
<td>42</td>
</tr>
<tr>
<td>University of Alberta</td>
<td>99</td>
<td>Université de Sherbrooke</td>
<td>38</td>
</tr>
<tr>
<td>University of Western Ontario</td>
<td>91</td>
<td>Queen's University</td>
<td>32</td>
</tr>
<tr>
<td>Université Laval</td>
<td>81</td>
<td>Samuel Lunenfeld Research Institute</td>
<td>22</td>
</tr>
<tr>
<td>McMaster University</td>
<td>78</td>
<td>Carleton University</td>
<td>20</td>
</tr>
<tr>
<td>University of Saskatchewan</td>
<td>75</td>
<td>Memorial University of Newfoundland</td>
<td>20</td>
</tr>
<tr>
<td>Dalhousie University</td>
<td>70</td>
<td>Other</td>
<td>329</td>
</tr>
<tr>
<td>Université de Montréal</td>
<td>59</td>
<td>Prefer not to answer</td>
<td>9</td>
</tr>
<tr>
<td>University of Calgary</td>
<td>53</td>
<td>Total</td>
<td>1,830</td>
</tr>
</tbody>
</table>

1094 of these respondents provided an e-mail address to be contacted again, for a follow-up survey!
“Institutions must track over time and make publicly available the career outcomes of all their graduate students and postdocs, whether they are supported on fellowships or PI research grants” – Biomedical Workforce Report, 2012

http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2012_07_06/caredit.a1200075
http://www.caps-acsp.ca/Home/survey/results
Demographics

Who is the Canadian Postdoc?

• The average Canadian postdoc is 34 years old.
• They are male (53%) and female (46%).
• Most are married or in a common-law relationship (69%).
• One-third (35%) have dependent children.
• Over 50% of Canadian postdocs are landed immigrants or on work visas.

In short, postdocs are adults: in the middle of their lives, but at the beginning of their careers.

Figure 16: Top benefits desired among those without access or who do not know if they have access

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health insurance for you</td>
<td>54.3%</td>
</tr>
<tr>
<td>Dental insurance</td>
<td>50.5%</td>
</tr>
<tr>
<td>Employment Insurance (EI)</td>
<td>39.3%</td>
</tr>
<tr>
<td>Health insurance for your family</td>
<td>31.9%</td>
</tr>
<tr>
<td>Canada Pension Plan (CPP)</td>
<td>28.5%</td>
</tr>
<tr>
<td>Retirement plan</td>
<td>28.1%</td>
</tr>
<tr>
<td>Vision/eye care</td>
<td>26.9%</td>
</tr>
</tbody>
</table>
Thank You
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Compensation & Benefits
Figure 15: Benefits available through postdoctoral position

- Personal health insurance: 67.9% Available, 28.3% Not Available, 4.8% Don't know
- Dental insurance: 51.2% Available, 40.9% Not Available, 7.9% Don't know
- Vacation leave: 48.0% Available, 30.9% Not Available, 21.1% Don't know
- Family health insurance: 46.8% Available, 37.4% Not Available, 15.8% Don't know
- Vision/eye care: 39.2% Available, 45.7% Not Available, 15.1% Don't know
- Sick leave: 35.2% Available, 32.5% Not Available, 32.3% Don't know
- Parental leave: 26.1% Available, 34.6% Not Available, 39.3% Don't know
- EI: 23.3% Available, 52.5% Not Available, 24.2% Don't know
- CPP: 20.6% Available, 57.0% Not Available, 22.4% Don't know
- Life insurance: 14.9% Available, 59.0% Not Available, 26.1% Don't know
- Child care (onsite facility): 9.4% Available, 47.2% Not Available, 43.4% Don't know
- Long term disability: 7.7% Available, 56.4% Not Available, 36.0% Don't know
- Workers' compensation: 8.1% Available, 48.1% Not Available, 43.8% Don't know
- Legal/visa services: 6.8% Available, 47.3% Not Available, 45.9% Don't know
- Retirement plan: 5.4% Available, 71.3% Not Available, 23.4% Don't know
- Reduced rate parking: 5.4% Available, 65.6% Not Available, 29.6% Don't know
- Child care subsidy: 49.8% Available, 46.7% Not Available, 27.8% Don't know
- Housing subsidy: 70.8% Available, 27.8% Not Available, 1.4% Don't know
International Comparison

NRSA Stipend Levels, as of 2012

<table>
<thead>
<tr>
<th>Postdoctoral Years of Experience</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>39,264</td>
</tr>
<tr>
<td>1</td>
<td>41,364</td>
</tr>
<tr>
<td>2</td>
<td>44,340</td>
</tr>
<tr>
<td>3</td>
<td>46,092</td>
</tr>
<tr>
<td>4</td>
<td>47,820</td>
</tr>
<tr>
<td>5</td>
<td>49,884</td>
</tr>
<tr>
<td>6</td>
<td>51,582</td>
</tr>
<tr>
<td>7 or more</td>
<td>54,180</td>
</tr>
</tbody>
</table>

“Coming to Canada for postdoctoral ‘training’ is a financial disaster in every way.”

-Survey Respondent

http://www.nih.gov/funding/policies/nrsa.htm
http://lifeafterphd.com/canada-vs-us-postdocs-survey/
National Comparison

From the Canada Revenue Website:

**3.38** Generally, post–doctoral fellows are not considered to be students as that term is used in the Act. For income tax purposes, post–doctoral fellows are viewed and treated like other taxpayers who are required to undertake a period of paid training after the completion of their studies prior to pursuing an independent professional career. Post–doctoral fellows are most similar to apprentices, articling students (for accounting and law, for example) and medical residents.

“We are taxed as though it is regular income, and yet don’t get EI. It seems unfair. Not to mention the fact that with taxes, I actually took home more as a PhD student, than I did as a postdoc.”

- Survey Respondent

“I make less as a postdoctoral fellow than I [made] as a PhD because of income tax.”

- Survey Respondent

Comparison with Residents

Approximately 25% of applicants to medical school are accepted\(^1\)

More than 95% of those admitted into medical school graduate\(^1\) and more than 90% of graduates are matched into residency\(^2\)

Medical residencies are for 2-6 years, depending upon discipline and specialization.\(^3\)

<table>
<thead>
<tr>
<th>Initial Salary(^3)</th>
<th>Final Salary(^3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newfoundland and Labrador — $42,781</td>
<td>Newfoundland and Labrador — $67,223</td>
</tr>
<tr>
<td>Maritimes* — $51,546</td>
<td>Maritimes* — $86,252</td>
</tr>
<tr>
<td>Quebec — $41,355</td>
<td>Quebec — $64,396</td>
</tr>
<tr>
<td>Ontario — $51,065</td>
<td>Ontario — $88,188</td>
</tr>
<tr>
<td>Manitoba — $51,285</td>
<td>Manitoba — $86,838</td>
</tr>
<tr>
<td>Saskatchewan — $48,436</td>
<td>Saskatchewan — $70,225</td>
</tr>
<tr>
<td>Alberta — $53,25</td>
<td>Alberta — $92,055</td>
</tr>
<tr>
<td>British Columbia: $48,565</td>
<td>British Columbia — $77,758.74</td>
</tr>
</tbody>
</table>

2) [http://www.med.uottawa.ca/Students/careerplanning/assets/documents/Canadian_Medical_Residency_Guide.pdf](http://www.med.uottawa.ca/Students/careerplanning/assets/documents/Canadian_Medical_Residency_Guide.pdf)
“As a mom, I feel that my career is suffering because my children come first... How can we find a better work-life balance?”

“I don’t think that it is fair to expect someone to go through an extended period of education, and then 3-5+ years of temporary, low-paid employment as a ‘trainee’ with no benefits, probably in several different locations before they can even start to apply for permanent employment. The uncertainty is incredibly difficult, especially at a time when people are trying to maintain long-term relationships and start families.”

-Survey Respondent

http://incubator.rockefeller.edu/?p=1256
Compensation & Benefits

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Status & Recognition

“... Furthermore, postdoctoral fellow[s] don’t have access to medical clinics in universities because they are not students. But we are not employees either. That gray zone between students and employee[s] is really frustrating.”

-Survey Respondent
The preferred classification was overwhelmingly (>75%) in favour of status as employees.
Recognition


43% of the authors in research articles in *Science* were postdoctoral scholars (figures from 1999).¹

¹ [http://www.sciencemag.org/cgi/content/full/285/5433/1531](http://www.sciencemag.org/cgi/content/full/285/5433/1531)
Hi, welcome to the weekly postdoc social hour!

Thanks!

This is a chance for the postdoc community to come together...

Bascially, we stand around complaining about not being able to get a faculty job while our kids run around like wild animals.

Is this organized by the campus postdoc association?

Yes, our motto is “we exist!”

Title: Postdoc Social Hour.
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Training

http://www.phdcomics.com/comics.php?f=1625  Title: Hobo with a PhD.
Training Desires

“I am constantly stressed that I won’t be able to get a job as a university professor, but I really don’t have a satisfactory ‘Plan B’ if this doesn’t work out.”

-Survey Respondent
The Ivory Tower

Prior to beginning their current postdoctoral position, over 80% of respondents state that their career goal is to be university research faculty. Currently, over 70% of the postdocs surveyed are hoping for a career in academia.

In reality, far fewer than that will achieve this goal.¹

¹http://www.nature.com/nbt/journal/v31/n10/fig_tab/nbt.2706_F1.html
“Postdoc Advancement: Marketing your Value” – Alaina G. Levine
http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2013_08_22/science.opms.r1300135
Training

Mic Open for Discussion

PLEASE DISPOSE THOUGHTFULLY OF YOUR USED POSTDOCS
Open Discussion

The 2013 Canadian Postdoc Survey:
Painting a Picture of Canadian Postdoctoral Scholars

CAPS-ACSP and Mitacs

Mic Open for Discussion
Relevant Articles

“The Needs of Postdocs Continue to be Ignored” – Leo Charbonneau
http://www.universityaffairs.ca/margin-notes/the-needs-of-postdocs-continue-to-be-ignored/

“Canada’s Postdocs Happy with Research, Dissatisfied with Pay and Status” – Beryl Leiff Benderly
http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2013_10_08/careedit.a1300219

“Give Postdocs a Career, Not Empty Promises” – Jennifer Rohn

“Care and Feeding Pays off, Survey Finds” – Yudhijit Bhattacharjee
www.sciencemag.org/content/308/5719/178.1.summary?sid=0e6704f9-df96-4c88-b52c-236da7a355fb

“International Postdocs: Educational Migration and Academic Production in a Global Market” – Brendan Cantwell
http://books.google.ca/books?id=RuEqsQ7oPC4C&printsec=frontcover#v=onepage&q&f=false

“2013 Taxes for Canadian Postdocs: The Goal is Consistency” – David Kent
http://www.universityaffairs.ca/the-black-hole/2013-taxes-for-canadian-postdocs-the-goal-is-consistency/

“Postdoctoral Mentors and a Regular Reality Check” – David Kent

“Reversing the Brain Drain” – Jonathon Thon
http://www.universityaffairs.ca/the-black-hole/reversing-the-brain-drain/
More Relevant Articles

“Postdoc Advancement: Marketing your Value” – Alaina G. Levine
http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2013_08_22/science.opms.r1300135

“The Missing Piece to Changing the University Culture” – Maximillian Schillebeeckx, Brett Maricque and Cory Lewis
http://www.nature.com/nbt/journal/v31/n10/full/nbt.2706.html

“Who Will Hire all the PhDs? Not Canada's Universities” – Melonie Fullick

http://incubator.rockefeller.edu/?p=1256

“Postdoctoral Training. Valuable? Satisfactory?” – ‘From the President’ in American Scientist

“Is Canada Producing too Many PhD’s? Yes, No and Maybe” – Leo Charbonneau
http://www.universityaffairs.ca/is-canada-producing-too-many-phds.aspx
“Canada vs. US Postdocs Survey” – L. Samantha Zhang (blog)
http://lifeafterphd.com/canada-vs-us-postdocs-survey/

“IInternational Postdocs: Educational Migration and Academic Production in a Global Market” – Brendan Cantwell (book)
http://books.google.ca/books?id=RuEqsQ7oPC4C&printsec=frontcover#v=onepage&q&f=false

“We need Fewer Postdocs Who Get Paid More” – Gregory A. Petsko (video)

S1-F2-C3: Scholarships, Research Grants and Other Education Assistance – Canada Revenue Agency

“What Exactly is a Doctorate” – Matt Might (this is a cool infographic that I like)
http://gizmodo.com/5613794/what-is-exactly-a-doctorate

http://papers.nber.org/books/clot08-1
“A Postdoctoral Crisis in Canada: From the Ivory Tower to the Academic Parking Lot”
https://sites.google.com/site/canadapostdoc/Home/survey/results/CAPSSurvey2009Final.pdf?attr
edirects=0&d=1
“Doctors Without Orders: Highlights of the Sigma Xi Postdoc Survey” – Geoff Davis
http://www.sigmaxi.org/postdoc/highlights.pdf
“A National Survey of Part-time/Adjunct Faculty” – Hart Research Associates
http://www.aft.org/pdfs/highered/aa_parttimefaculty0310.pdf
“So You Want to Earn a PhD? The Attraction, Realities and Outcomes of Pursuing a Doctorate” – Vicki Maldonado, Richard Wiggers, and Christine Arnold
http://www.heqco.ca/SiteCollectionDocuments/At%20Issue%20Doctoral%20ENGLISH.pdf
“Careers in Research Online Survey (CROS)” – Vitae
Thank You

Please note that specific survey data can be extracted and provided for research purposes (potentially for a fee, depending on complexity of the extraction and cleaning) to interested parties. Contact survey@caps-acsp.ca for details and a requisition form.