

Pathway Goal: Research, Scholarship, and Creative Activity

Action Item #
2-5

Report:
 Mid-Year: December 2016
 Year-End: April 2017

Action Item Description:

Establish benchmarks and policies for post-doc and research faculty that allow for research growth.

Submitted By:

Name	Department
Valarie Burke	Graduate College

Working Group Members:

Name	Department
David Paul	Office of Sponsored Programs
Zoe Harrold	Current UNLV Post-Doc
Tondra De	Faculty Affairs
Suzan Dibella	Community Engagement
Michelle Hogan	Human Resources
Julia Silvernail	Kinesiology & Nutrition (former Post Doc @ UMass)
Valarie Burke	Graduate College

Provide a written overview of the year-long process for your working group.

This committee met several times to work on building postdoc services from scratch. With the GC team, we assessed existing post-docs and related processes, coordinated with various offices on campus, researched best practices at peer and aspirational peer institutions, connected with the national post-doc association, and established a close collaboration with the Desert Research Institute.

2016-17 Accomplishments

- 1) Co-hosted two Postdoc & faculty mixers with DRI. The first at DRI and second at UNLV, both were a great success. We are still accepting feedback from the second event via survey to enhance events for next Fall. We plan to host at least one event for PDs each semester.
- 2) Created email group for postdocs so, we can regularly communicate with them (invite them to events, GC programs, etc).
- 3) Mechanism established to track when Postdocs are hired and when they leave. When a PD is hired they receive a welcome email and invite to visit the Executive Director of Graduate Student Services to pick-up a welcome package and learn about the Office of Postdoctoral Affairs.
- 4) Finalized order of operation & responsibilities for GSS (Survey of Graduate Students and Post-doctorates in Science and Engineering). Completed annual GSS in February.
- 5) Created and distributed survey to PDs to ascertain their needs and wants. Survey is still open as we hope close to all PDs (41) will complete it.
- 6) Policies around travel funding available from the Executive Vice President & Provost through the University Faculty Travel Committee have been clarified and now post-doctoral researchers are explicitly identified as eligible to apply for travel funds through this source. In fact, this current funding cycle had several PD applications.
- 7) Joined the National Postdoctoral Association

Recommendations

The Graduate College oversees the newly established Office of Postdoctoral Affairs. The committee remains in tact and meets when necessary. Funding will be needed to accomplish at least the following as well as to continue to grow the office and PDs at UNLV:

- Awards, scholarships, travel grants.
- Address any needs that may surface during the survey.
- Assistance in managing the office including onboarding, exiting, website maintenance, events, professional development, etc.
- Collaborating with faculty, Office of Sponsored Programs, etc to increase PDs at UNLV.

It is essential that we identify an office to handle other non-faculty researchers (NFRs) who are not post-docs as this is a critical group for our research infrastructure on campus as well as our top tier metrics and ranking.

2017-18 Next steps

- What should the goals / activities be for the subcommittee?
- Who should be responsible?

The subcommittee needs to remain intact and meeting when necessary. Ultimately, the Office of Postdoctoral Affairs, housed in the Graduate College is responsible for all Postdocs.

Next steps include:

- *Encouraging all PDs to complete the current survey.
- *Review and analyze PD survey.
- Perhaps host focus groups if necessary.
- Implement a plan based on findings to grow the PD community and meet their needs.
- *Enhance and maintain PD website.
- *Increase PD numbers at UNLV.
- *Implement tracking to ensure PDs are meeting the Board of Regents requirement:
 - “5. The duration of Postdoctoral Fellow appointment will, in most cases, be one year or two, and may not exceed five years.”
- *Create and implement an exit survey to distribute to PDs when they leave.
- *Need to communicate more with faculty regarding PDs.
- *Establish boilerplate language for grants.
- *Create a repository of successful proposals obtaining PD funding.
- *Create Postdoctoral Diversity Program, draft attached, work with committee on finalizing the plan and design strategy for implementation.
- *Network and get involved with the National Postdoctoral Association.
- *Establish tracking system for non-faculty researchers (NFRs)
- *Management of NFRs (possibly collaborate with new VP of Research & Economic Development).
- *Conduct survey in Fall 2017, similar to PD survey being conducted now, to ascertain satisfaction and needs of NFRs.

Please review the list below and “X” the appropriate box(es).

- Potential resources required
- Any reports generated by this working group
 - Postdoctoral Diversity Programs*
 - Postdoc Survey*
 - Postdocs March 2017*
- Metrics to be used
- No additional reference material

Any additional information you wish to share.

Postdoctoral Diversity Programs

<http://www.minoritypostdoc.org/view/resources.html#DivPD>

General Postdoctoral Diversity Program Information

University	Program Name	Starting Salary	Length of Fellowship	Website
California Alliance	Fellowship Program	\$55,000-\$70,000 (plus funds for research and professional development)	2 year term	http://california-alliance.org/postdocfellowships
University of California (RU/VH)	President's Postdoctoral Fellowship Program	\$42,000 (plus \$5,000 for research and professional development)	12-month period with possibility of 1 term renewal	https://faculty.diversity.ucla.edu/uc-presidents-postdoctoral-fellowship-program
University of Michigan (RU/VH)	President's Postdoctoral Fellowship Program	\$50-60,000 (plus \$10,000 for research and professional development)	12-month period with possibility of 1 term renewal	http://sitemaker.umich.edu/um-postdocs/home
University of Colorado Boulder (RU/VH)	Chancellor's Postdoctoral Fellowship Program	\$50-60,000 (plus funds for research and professional development)	12-month period with possibility of 1 term renewal	http://www.colorado.edu/vcr/chancellors-postdoctoral-fellowship-program
University of New Mexico (RU/VH)	Postdoctoral Diversity Fellowships	\$40,000 (plus funds for travel and research support; relocation expenses up to \$1,000 will also be provided)	12-month period with possibility of 1 term renewal	http://diverse.unm.edu/awards-fellowships/postdoctoral-diversity-fellowships.html
University of North Carolina at Chapel Hill (RU/VH)	The Carolina Postdoctoral Program for Faculty Diversity	\$42,00 (plus \$2,000 for research funds)	2 year period	http://research.unc.edu/carolina-postdocs/

Iowa State University (RU/VH)	AGEP Post-Doctoral Fellows	\$15,000 (plus \$1,000 towards conference expenses)	12-month period with possibility of 1 term renewal	http://www.grad-college.iastate.edu/diversity/faculty/AGEP_fellows.php
Ohio State University (RU/VH)	Social and Behavioral Sciences Diversity Postdoctoral Fellowship Program	\$45,000	Maximum 2 years	https://academicjobs.org/ajo/jobs/5047

Postdoctoral Diversity Program Benefits

University	Medical Benefits	Maternity Leave	Paid Sick Leave	Paid "Time Off"
California Alliance	Medical, Dental, and Basic Life Insurance Coverage	*N/A	N/A	N/A
University of California	Dental, Vision, and Health	Yes	Yes	Yes
University of Michigan	Enrollment in health plan for fellow and dependent(s) and group life insurance	N/A	Yes	Yes
University of Colorado Boulder	Medical, Dental, and Basic Life Insurance Coverage	N/A	N/A	N/A
University of New Mexico	N/A	N/A	N/A	N/A
University of North Carolina at Chapel Hill	Health Benefits (no specifics provided)	N/A	N/A	N/A
Ohio State University	University medical benefits	N/A	N/A	N/A

*N/A: Information is not available

University of California, University of Michigan, and University of Colorado President's/Chancellor's Postdoctoral Program Partnerships

The University of California and the University of Michigan created the *Partnership for Faculty Diversity* in 2011. The purpose of the program is to support new scholars interested in research and faculty positions who will contribute to equal opportunity and diversity in higher education through their service, research, and teaching. This partnership includes the ten-campus UC system and the three UC-affiliated national laboratories: the University of Michigan, the University of Colorado, and the California Alliance. The programs offer faculty mentoring,

postdoctoral research fellowships, and academic networking and professional development opportunities. Underrepresented Ph.D. recipients are of particular interest along with those that come from non-traditional educational background.¹

California Alliance²:

The California Alliance consists of a partnership between four California universities: the University of California Berkeley, the University of California Los Angeles, California Institute of Technology, and Stanford. The goal is to ensure that underrepresented minority PhD graduate students and postdoctoral scholars from the alliance institutions "...aspire to and populate the ranks of postdoctoral population, the faculty at competitive research and teaching institutions, the federally funded national laboratories, and scientific think tanks." Fields that are of central interest are Mathematics, Physical Sciences, Computer Science, and Engineering (MPCSE) and any related disciplines.

Applicants submit only one application for consideration of a postdoctoral appointment at any of the four alliance institutions. There is also a possibility that the applicants can be considered at the partnering national laboratories.

Terms of Appointment: Up to 8 postdoctoral fellowships are awarded by the California Alliance Fellowship Program annually. The salary is \$55,000-\$70,000 per year, depending on experience level and the fellow's field, as well as funds for professional and research development. Benefits include: medical, dental, and basic life insurance coverage. Each award is for a 2-year term. Fellows are expected to focus full-time on research and professional development for scientific or faculty research careers, attend the California Alliance professional development events, meet regularly with their faculty mentor, and establish residence and participate in academic life during their postdoctoral appointment.

University of California President's Postdoctoral Program

The President's Postdoctoral Fellowship Program was established in 1984 with the primary goal of encouraging underrepresented Ph.D. recipients to pursue academic jobs at the University of California campuses. All applications submitted to the UC President's Postdoctoral Fellowship Program will automatically be included in the competition for Chancellor's Postdoctoral Fellowship Programs if there is one on the UC campus where the proposed UC faculty mentor is found (UC Berkeley Chancellor's Postdoctoral Fellowship Program; UC Davis Chancellor's Postdoctoral Fellowship Program; UC Irvine Chancellor's ADVANCE Postdoctoral Fellowship Program; UC Irvine Chancellor's Postdoctoral Fellowship in Criminology, Law & Society; UCLA Chancellor's Postdoctoral Fellowship Program; and UC San Diego Chancellor's Postdoctoral Fellowship Program).

The current program consists of faculty mentoring and postdoctoral research fellowships. It also includes eligibility for a hiring incentive to top scholars in all fields whose service, teaching, and research will add to the equal opportunity and diversity at UC. Since 2001, 75% of all President's Postdoctoral Fellows appointed are currently in tenure track faculty position and 40% have received faculty positions at UC campuses.

¹ Retrieved from <http://ppfp.ucop.edu/info/about-ppfp/partnerships.html>.

² Retrieved from <http://california-alliance.org/about>.

Terms of Appointment: Approximately 15 postdoctoral fellowships are awarded annually in all research fields on any of the ten campuses. The 2013 annual award provides a salary starting at \$42,000, dependent on experience level and on the fellow's field, and \$5,000 for professional and research development. Benefits include: health, vision, and dental benefits, maternity leave, paid sick leave, and 4 weeks of paid "time off" during the fellowship term. Each award is for a 12-month period, which generally begins on July 1st. The fellowship can be renewed for one additional term, but this is dependent on academic productivity and participation in program events. Fellows are expected to focus full-time on research and avoid other commitments (e.g., additional employment of teaching), attend the President's Postdoctoral Fellowship Program events, meet regularly with their faculty mentor, and establish residence and participate in academic life during their postdoctoral appointment.

*Hiring Incentives*³: University of California President Janet Napolitano committed 5 million in 2013 to continue the salary hiring incentive as well as create a new start-up hiring incentive for President's and Chancellors' postdoctoral fellows appointed since 1996 who obtain tenure-track faculty positions at any of the UC campuses. The salary hiring incentive supports previous fellows in all fields of study and provides 5 years of partial salary support to the campus. The new start-up hiring incentive supports previous fellows in STEM fields that have been appointed at any campus (including the health science schools) beginning in July 2014. It provides up to 20% of start-up costs for faculty if the total start-up costs exceed \$400k, with a cap per hire of \$200k.

University of Michigan: President's Postdoctoral Fellowship Program

The program offers postdoctoral research fellowships in STEM, economics, and political science fields. This is combined with professional development and academic networking opportunities and faculty mentoring. The program is open to all persons who meet the eligibility criteria regardless of gender, race, or ethnicity, but preference is given to underrepresented minority groups. Postdocs can either be offered alone or combined with tenure-track faculty appointment.

Terms of Appointment: Nine postdoctoral fellowships are offered annually in all fields for research conducted under faculty sponsorship. The annual salary is \$50-60,000, depending on experience level and on the fellow's field. An additional \$10,000 is also given for research and professional development. Each award is for a 12-month period, which generally begins on July 1st. The fellowship can be renewed for one additional term, but this is dependent on academic productivity and participation in program events. If a fellow has received an offer for a tenure-track faculty position at the time of selection or has other postdoctoral fellowship awards, the fellowship can only be awarded for one year, with no renewals. Benefits include group life insurance, enrollment in a health plan for fellow and dependent(s), sick leave (three weeks), and one month (non-accrual) of vacation. Fellows are expected to focus full-time on research and avoid other commitments (e.g., additional employment of teaching), attend the President's

³ UCLA Hiring Incentives: <http://ppfp.ucop.edu/info/fellowship-recipient/hiring-incentive.html>

Postdoctoral Fellowship Program events, meet regularly with their faculty mentor, and establish residence and participate in academic life during their postdoctoral appointment.

University of Colorado Boulder: Chancellor's Postdoctoral Fellowship Program

The program is open to all persons who meet the eligibility criteria regardless of gender, race, or ethnicity, but preference is given to underrepresented minority groups. Postdoctoral research fellowships are offered in all academic fields. This is coupled with faculty mentoring and academic networking and professional development opportunities. Postdocs can either be offered alone or combined with tenure-track faculty appointment.

Terms of Appointment: Three postdoctoral fellowships are awarded annually in fields for research conducted under faculty sponsorship. A salary of \$50-60,000 is provided. It is dependent on the fellow's experience level and field. Additional funds are also given for professional and research development. Each fellowship is for a 12-month period, but a renewal of the award can be granted for one more additional term upon participation in program events and demonstration of academic productivity. If a fellow has received an offer for a tenure-track faculty position at another doctoral-research extensive institution at the time of selection or has other postdoctoral fellowship awards, the fellowship can only be awarded for one year, with no renewals. Benefits include enrollment in dental, medical, and basic life insurance coverage. It is expected that faculty mentors and departments make appropriate arrangements for other necessary resources and space. Fellows are expected to focus full-time on research and avoid other commitments (e.g., additional employment of teaching), attend the Postdoctoral Association of Colorado workshops, meet regularly with their faculty mentor, and establish residence and participate in academic life during their postdoctoral appointment.

University of New Mexico: Postdoctoral Diversity Fellowships

Postdoctoral Diversity Fellowships are awarded to African American, American Indian, or Hispanic doctoral degree recipients whose service, teaching, and research contribute to the diversity of any academic discipline. The goal is to enable underrepresented minority PhDs to advance their academic portfolio and their research agenda, while also furthering the University of New Mexico's diversity initiatives.

Terms of Appointment: Two postdoctoral fellowships will be awarded each year, depending on funding. The term appointment will be one year, with a possible renewable appointment for the second year. This is based on funding availability and research excellence. Recipients will have a .75 FTE and a .25 FTE appointment in an academic department and the Office for Equity and Inclusion, respectively. The salary is \$40,000 per year, not including funding for travel and research support. Up to \$1,000 will also be provided for relocation expenses.

The University of North Carolina at Chapel Hill: The Carolina Postdoctoral Program for Faculty Diversity

The Carolina Postdoctoral Program for Faculty Diversity (CPPFD) fellowship is one of the oldest diversity fellowship programs in the country. Since its founding in 1983, over 160 scholars have participated. Around 750 applications are received each year, and the program typically funds 4-5 new postdocs per year. The goal of the program is to develop scholars from underrepresented groups for possible tenure track positions at either the University of North Carolina or other research universities.

Terms of Appointment: The term of the postdoc is two years. At one time, the program supports 10 postdocs. The annual salary is \$42,000, with an additional \$2,000 per year for research funds (including travel expenses). Appointees begin on July 1st. Benefits include health benefits, an office, a computer, and a mentor.

Iowa State University: AGEP Post-Doctoral Fellows

In order to be nominated, a postdoc must work in a STEM field as is defined by NSF and be a member of an underrepresented minority group (American Indian, African American, and Hispanic). Teaching load cannot exceed 1 + 1.

Terms of Appointment: The term of the postdoc is for a maximum of 2 years. The salary is up to \$15,000 with an additional \$1,000 for conference expenses. Benefits are included, but the website does not specify what these are.

Ohio State University: Social and Behavioral Sciences Diversity Postdoctoral Fellowship Program in the College of Arts and Sciences

The program was established in 2009 to support scholars who are committed to diversity in academia. Scholars' research interests must focus on experiences of groups that are historically under-represented. One of the primary goals is to prepare these scholars for tenure-track faculty appointments. Fellows must be affiliated with one of the academic units of the Division of Social and Behavioral Sciences (SBS): Speech and Hearing Science, Sociology, Psychology, Political Science, Communication, Geography, Economics, and Anthropology. The division also houses 6 interdisciplinary research units: Institute for Population Research, Criminal Justice Research Center, the Center for Human Resource Research, the Center for Urban and Regional Analysis, the Center for Cognitive and Behavioral Brain Imaging, and the Center for Cognitive and Brain Sciences.

Terms of Appointment: Up to three fellowships will be awarded. The appointment is intended for two years, but re-appointment for the second year is contingent on the fellow's research performance. The fellow may be invited into a tenure-track assistant professor position if one is becoming available in the affiliated unit, pending a strong positive review during the second year. The appointment begins on September 1st. The annual salary is \$45,000, with additional research support budget. Benefits include university medical benefits. Opportunities to teach are available.

Postdoc Survey Intro



The following survey is designed to help the UNLV Graduate College improve the quality of programming and support available to all Postdoctoral Fellows. The survey should take between twenty and thirty minutes to complete. We recommend that you have a copy of your updated CV as you take the survey to help with answering some of the questions. If necessary, you can complete only a portion of the survey and return later to finish. You can return to the survey at any time using the link provided in your email invitation. The software will automatically save your responses as you progress through the survey.

You may be assured of complete confidentiality. Your email address will be stored only to track survey completion. The data will be reported only in the aggregate and no individual will be identified. Please do not provide self-identifying information in open-ended questions.

Degree Information

In what year did you receive your doctoral degree?

Where did you earn your doctoral degree?

What department did you earn your doctoral degree in?

What was the type of doctoral degree earned?

Please include the type of degree earned in the box below.

General Questions about Postdoc at UNLV

We are interested in why you thought a postdoc position was the right step for you versus going straight to academia or industry. Please rate the importance of the following factors in your decision to choose a postdoc position.

	Very important	Somewhat important	Not important	Not applicable
Opportunity to expand scholarly activity (conduct research, publish, and/ or write grant proposals)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to increase knowledge in field of study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for training outside of doctoral field of study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity of grantsmanship training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Potential for future funding opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparation for faculty position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other positions not available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Need for U.S. training to advance career in home country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important were the following factors in your decision to choose a postdoc position **at UNLV**?

	Very important	Somewhat important	Not important	Not applicable
Opportunity to work/conduct research with a particular researcher, lab, or department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Success of your current supervisor's former students and postdocs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prestige of the institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To work in the Las Vegas area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To work in the same general location as your spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Potential for future funding opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

During the time you were applying for your UNLV postdoctoral position, did you also apply to non-postdoctoral positions?

Yes, I also applied to non-postdoctoral positions

No, I only applied to postdoctoral positions

Is this your first postdoctoral position?

Yes

No

Are you working full-time as a postdoc?

Yes

No

What is the primary source of funding for your present postdoctoral position?

Please list the primary funding source below.

Does the term of your postdoctoral appointment depend on you securing funding?

Yes

No

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

Please describe the person primarily responsible for supervising your work.

Since the beginning of your postdoc position at UNLV, how many papers have you published in conference proceedings?

Since the beginning of your postdoc position at UNLV, how many papers have you authored for presentation at regional, national, or international conferences (do not include papers published in conference proceedings)?

Since the beginning of your postdoc position at UNLV, how many articles have you had accepted for publication or already published in a peer-reviewed journal?

Since the beginning of your postdoc position at UNLV, how many articles have you submitted for publication in a peer-reviewed journal and have not yet been accepted for publication (**Note:** if you have submitted one paper multiple time, count it once)?

Since the beginning of your postdoc position at UNLV, how many books or chapters have you published?

Since the beginning of your postdoc position at UNLV, have you...

	Yes	No
Supervised or directed research activities of undergraduate students	<input type="radio"/>	<input type="radio"/>
Supervised or directed research activities of graduate students	<input type="radio"/>	<input type="radio"/>
Supervised or directed research activities of technical staff	<input type="radio"/>	<input type="radio"/>
Taught courses or delivered lectures as part of a course	<input type="radio"/>	<input type="radio"/>
Worked with other postdocs in your research group	<input type="radio"/>	<input type="radio"/>
Worked with researchers not a part of your department or lab	<input type="radio"/>	<input type="radio"/>
Served as a reviewer for a conference, journal, or an agency, institution, or organization	<input type="radio"/>	<input type="radio"/>
Prepared grant proposals (funded or not, including fellowship proposals)	<input type="radio"/>	<input type="radio"/>
Collaborated with other UNLV postdoctoral fellows, UNLV graduate students, and/or UNLV faculty (other than direct supervisor) on research or scholarly activities	<input type="radio"/>	<input type="radio"/>

UNLV Postdoc Workload and Performance Evaluation

On average, how many hours per week do you work in your postdoc position?

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

Much too light

Too light

About right

Too heavy

Much too heavy

Have you received a written or oral performance evaluation while you have been in a postdoctoral position at UNLV? *Select all that apply.*

Yes, I have received a written evaluation

Yes, I have received an oral evaluation

Yes, I have received informal feedback on my performance

No, I have not received any type of performance evaluation

How many evaluations have you received in total during your time as a postdoc at UNLV?

Climate

How satisfied are you with your overall postdoctoral experience at UNLV?

Very satisfied

Somewhat
satisfied

Neither satisfied
or dissatisfied

Somewhat
dissatisfied

Very dissatisfied

Not applicable

Please include any applicable comments/explanations as it relates to satisfaction with your overall postdoctoral experience at UNLV.

How satisfied are you with your mentorship at UNLV?

Very satisfied

Somewhat
satisfied

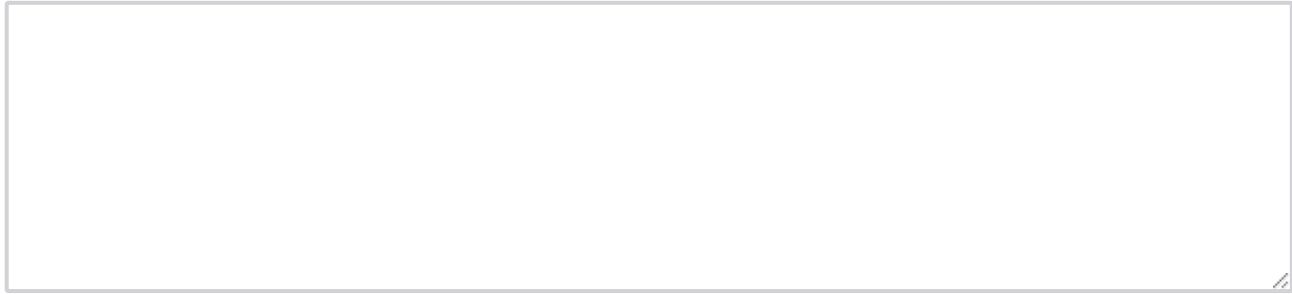
Neither satisfied
or dissatisfied

Somewhat
dissatisfied

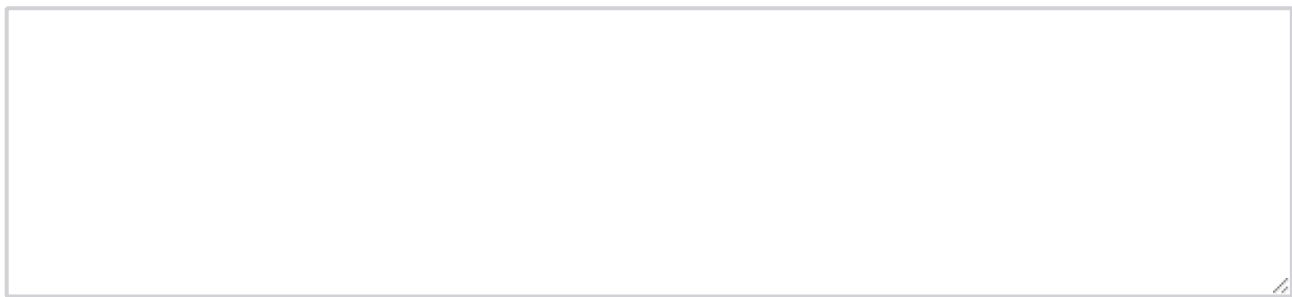
Very dissatisfied

Not applicable

Please include any applicable comments/explanations as it relates to satisfaction with your mentorship experience at UNLV.

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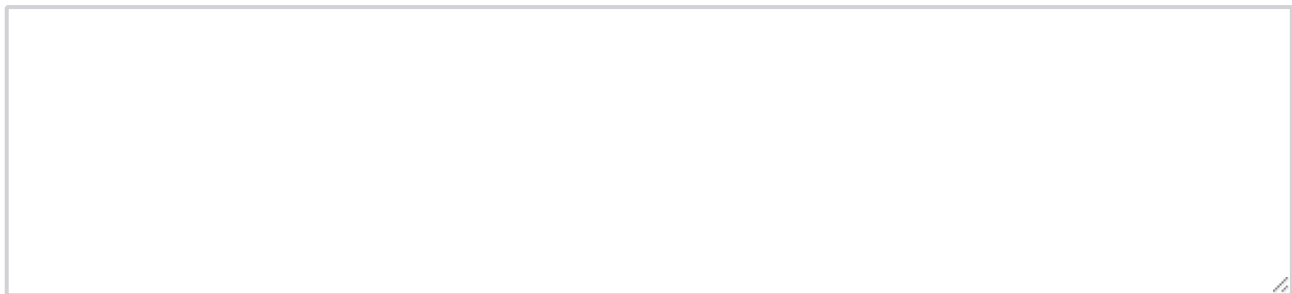
What things did UNLV do that made your transition to a postdoctoral fellow easier?

A large, empty rectangular text box with a thin gray border, intended for providing comments on factors that made the transition to a postdoctoral fellow easier. A small diagonal slash icon is visible in the bottom right corner.

What suggestions do you have to make the transition to a postdoctoral fellow at UNLV easier?

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What suggestions do you have to enhance the community for postdocs while they are at UNLV?

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UNLV Resources

Have you used the following resources at UNLV?

	Aware of resource, used it	Aware of resource, have not used it	Not aware of resource
UNLV Library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNLV Writing Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cannon Survey Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNLV Recreation and Student Wellness Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNLV Grad REBEL Success Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workshops sponsored by campus units	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What other postdoc services would you like to see offered? *Please be as detailed as possible.*

What suggestions do you have for any specific postdoctoral workshops?

Career Resources and Goals

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

	To a great extent	To some extent	Not at all
Current UNLV supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A senior colleague in your UNLV department or lab other than your current supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A senior colleague outside of UNLV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking with peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doctoral advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career counselor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you agree with the following statement: My present postdoctoral position is preparing me adequately for my current career goals.

Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree

What career path are you most interested in pursuing after you finish your postdoc position at UNLV?

Have you changed your career goal since coming to UNLV?

Please explain how your career goals have changed.

In the next 10 years, where do you plan to pursue a career? *Select all that apply.*

U.S.

Canada

Central/ South America

Europe

Asia

Africa

Australia

What suggestions do you have that may improve career preparation for UNLV postdoctoral fellows?

Postdoc Recommendation

Would you recommend postdoctoral training in your field to a graduate student who is similar to you in his/her career goals?

Would
enthusiastically
recommend

Would recommend

Neutral

Would recommend
with reservation

Would not
recommend

Please use the text box below to insert any applicable comments/explanations as it relates to recommending to a graduate student that (s)he spend time in postdoctoral training.

Would you recommend postdoctoral training at UNLV to a graduate student who is similar to you in his/her career goals?

Would
enthusiastically
recommend

Would recommend

Neutral

Would recommend
with reservation

Would recommend

Please use the text box below to insert any applicable comments/explanations as it relates to recommending to a graduate student that (s)he spend time in postdoctoral training at UNLV.

I would recommend my department's graduate programs to prospective students.

Yes

No

I would recommend UNLV to other postdoctoral fellows.

Yes

No

I would hire graduates from this department's graduate program, if given the opportunity to do so.

Yes

No

If given the opportunity, I would welcome a position (i.e., faculty position, non-faculty research staff) at UNLV.

Yes

No

Additional Feedback

Please share any final thoughts, suggestions, or input with us for improving your postdoctoral experience at UNLV.

Personal Information

What is your gender?

Male

Female

Transgender or other

Prefer not to say

Which categories describe you?

*Select all categories that apply. **Note:** you may select more than one group.*

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Hispanic, Latino, or Spanish Origin

Middle Eastern or North African

Some other race, ethnicity, or origin

Prefer not to answer

Which category describes your citizenship status?

Which of the following best describes your current annual personal income in your postdoctoral position?

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

Yes

No

Spouse or Partner

	Yes	No
Does your spouse/partner work in academia	<input type="radio"/>	<input type="radio"/>
Does your spouse/partner work in the Las Vegas area	<input type="radio"/>	<input type="radio"/>
Is your spouse/partner enrolled in school	<input type="radio"/>	<input type="radio"/>
Is your spouse/partner employed at UNLV	<input type="radio"/>	<input type="radio"/>

How many children do you have?

0 1 2 3 4 5 More than 5

Are you satisfied with your current childcare situation?

Very satisfied Somewhat satisfied Neither satisfied nor dissatisfied Somewhat dissatisfied Very dissatisfied

Thank you for your participation in the 2017 UNLV Graduate College Postdoctoral Survey & thanks for sharing your feedback with us. If you have any questions regarding this survey or any of the services offered by the Graduate College team, please contact us at GradRebel@unlv.edu.

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POSITION NUMBER	Title	Department
6427	POSTDOCTORAL SCHOLAR	HEALTH PHYSICS & DIAGNOSTIC SC
6860	POSTDOCTORAL SCHOLAR	MECHANICAL ENGINEERING
1409	PTIS & LOAS - LIBERAL ARTS	INTERDISCIPLINARY DEGREES
6669	POSTDOCTORAL SCHOLAR	VP, RESEARCH & ECONOMIC DEVELP
5659	DENTAL RESIDENT	SCHOOL OF DENTAL MEDICINE
7060	POST DOCTORAL SCHOLAR	COLLEGE OF EDUCATION
2352	POSTDOCTORAL SCHOLAR	CHEMISTRY AND BIOCHEMISTRY
6790	POST DOCTORAL SCHOLAR	PHYSICS AND ASTRONOMY
5660	DENTAL RESIDENT	SCHOOL OF DENTAL MEDICINE
6611	POSTDOCTORAL SCHOLAR	PHYSICS AND ASTRONOMY
	POSTDOCTORAL SCHOLAR	PHYSICS AND ASTRONOMY
5661	DENTAL RESIDENT	SCHOOL OF DENTAL MEDICINE
6487	POSTDOCTORAL SCHOLAR	INTERDISCIPLINARY DEGREES
6824	POSTDOCTORAL SCHOLAR	GEOSCIENCE
5662	DENTAL RESIDENT	SCHOOL OF DENTAL MEDICINE
4438	POSTDOCTORAL SCHOLAR	MECHANICAL ENGINEERING
6815	POSTDOCTORAL SCHOLAR	ENVIRONMENT & OCCUPTNAL HEALTH
6828	POSTDOCTORAL SCHOLAR	MECHANICAL ENGINEERING
6594	POSTDOCTORAL SCHOLAR	GEOSCIENCE
5913	POSTDOCTORAL SCHOLAR	PSYCHOLOGY
4909	POSTDOCTORAL SCHOLAR	CHEMISTRY AND BIOCHEMISTRY
7046	POSTDOCTORAL SCHOLAR	PSYCHOLOGY
5817	DENTAL RESIDENT	SCHOOL OF DENTAL MEDICINE
4620	POSTDOCTORAL SCHOLAR	PHYSICS AND ASTRONOMY
5767	POSTDOCTORAL SCHOLAR	CHEMISTRY AND BIOCHEMISTRY
6597	POSTDOCTORAL SCHOLAR	PSYCHOLOGY
6259	POSTDOCTORAL SCHOLAR	PSYCHOLOGY
5130	POSTDOCTORAL SCHOLAR	SCHOOL OF LIFE SCIENCES
	POST DOCTORAL SCHOLAR	PSYCHOLOGY
	POST DOCTORAL SCHOLAR	PHYSICS AND ASTRONOMY
5620	RESEARCH ASSOCIATE	PHYSICS AND ASTRONOMY
6261	POSTDOCTORAL SCHOLAR	HEALTH PHYSICS & DIAGNOSTIC SC
7002	POSTDOCTORAL SCHOLAR	PHYSICS AND ASTRONOMY
6247	POSTDOCTORAL SCHOLAR	PHYSICS AND ASTRONOMY
6983	POST DOCTORAL SCHOLAR	EDUCATIONAL & CLINICAL STUDIES
7024	POSTDOCTORAL SCHOLAR	TEACHING AND LEARNING
6631	ASSISTANT PROFESSOR	PSYCHOLOGY
5818	DENTAL RESIDENT	SCHOOL OF DENTAL MEDICINE
6794	POST DOCTORAL SCHOLAR	HEALTH PHYSICS & DIAGNOSTIC SC
6403	POSTDOCTORAL SCHOLAR	MECHANICAL ENGINEERING
6848	POST DOCTORAL SCHOLAR	MATH