

NIH Postdoctoral Benefits Survey
Web Survey Screenshots
FINAL
Version 1
December 2013

Public reporting burden for this collection of information is estimated to range between 20 and 30 minutes with an average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. **An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.** Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-0627). Do not return the completed form to this address.

https://www.surveymzmo.com/s3/1463644/Postdoctoral-Benefr Postdoctoral Benefits Survey

NIH National Institutes of Health **Postdoctoral Benefits Survey**

The goal of this survey is to gather information about the types and costs of various benefits provided to postdoctoral researchers. The types and costs of these benefits may or may not depend on the source of their funding. It is expected that the person answering this survey is in a research administrative position and is knowledgeable about the job category that defines a postdoctoral researcher, their funding sources, and the benefits they are offered.

It may be necessary for you (the primary respondent) to consult with individuals in other branches of your organization (e.g, human resources or employee benefits) to complete some questions. To accommodate such consultation, this questionnaire is designed to permit the respondent to skip questions and return to them at a later time. You may also forward the invitation you received with the hyperlink to this survey to other individuals who you ask to complete specific sections of the survey. If you are unable to address any question(s) in the survey after consultation with other organizational subject matter experts, please select "information not available" where applicable and complete the remainder of the questionnaire.

Not counting the time for information gathering, the survey takes an estimated 20-30 minutes to complete. For your convenience, it can be completed in more than one session if necessary. We estimate that the time for gathering the necessary information will take an average of 60 minutes.

Please be assured that no data on individual organizations or individual survey respondents will be made public. If you choose not to participate in the study, or to stop at any time, there will be no penalty.

RTI International, an independent, not-for-profit research firm based in Research Triangle Park, North Carolina, is carrying out this survey for NIH. If you have any questions regarding this survey, please feel free to call either [RTI NAME] of RTI toll free at [DEDICATED 800 NUMBER] or ([EMAIL ADDRESS]@rti.org), or Dr. Luci Roberts in NIH's Office of Extramural Research at (301) 594-1841.

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The nature and costs of health benefits may vary across organizational units within your institution.

Please tell us if you are responding on behalf of the entire institution or a unit such as a college, school or department. If you are not responding on behalf of an entire institution, please report information in this survey on the college, school, and department.

- Responding for the entire institution
- Responding for a college
- Responding for a school
- Responding for a department

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In the spaces below, please provide the full name, and address, state and zip code of the **institution** you are reporting for.

Name

Street Address

Building, Suite or Office

City

State

Zip

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As the person answering this survey, are you...

- An administrator/staff member
- A faculty member
- Other *

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Does your **institution** have an office or administrator whose purpose is to support postdoctoral affairs?

Yes

No

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12:25 PM 12/9/2013

We are interested in the researchers who were in a postdoctoral appointment in your **institution**.

	Persons	Can't Provide a Number	
		Information not available	Not applicable
How many researchers were in a postdoctoral appointment status on January 1, 2014?	<input type="text"/>	<input type="radio"/>	<input type="radio"/>
How many of those postdoctoral researchers are citizens of a foreign country that require a non-immigrant visa for their temporary stay in the country for the purposes of working (such as J, H1-B, & O)?	<input type="text"/>	<input type="radio"/>	<input type="radio"/>

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Does your **institution** have a postdoctoral association?

- Yes
- No
- Information not available
- Not applicable

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Does a labor union or association represent the postdoctoral researchers at your **institution**?

- Yes
- No
- Information not available
- Not applicable

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Does your **institution** limit the term of postdoctoral appointment status?

- Yes
- No
- Information not available
- Not applicable

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The following questions focus on postdoctoral appointments at your **institution**.

	Years	Unknown	
		Information not available	Not applicable
What is the maximum number of years for a postdoctoral appointment?	<input type="text"/>	<input type="radio"/>	<input type="radio"/>
What is the typical term of appointment for a postdoctoral researcher? Please provide the average term of appointment if the data are available.	<input type="text"/>	<input type="radio"/>	<input type="radio"/>

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Does your **institution** have a policy specifying the entry-level income for a postdoctoral researcher?

- Yes
- No
- Information not available
- Not applicable

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Does your **institution** have a graduated pay-scale for postdoctoral researchers beyond the first year of their appointment?

- Yes
- No
- Information not available
- Not applicable

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In general, are postdoctoral support levels at your **institution** set by:
Select all that apply.

- An institution-wide policy
- A combination of internal and external schedules
- Individual organizational units at your institution
- Individual faculty at your institution
- The NIH National Research Service Award stipend schedule (<http://grants.nih.gov/grants/guide/notice-files/NOT-OD-13-064.html>)
- Other

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NIH National Institutes of Health Postdoctoral Benefits Survey

The NIH is requesting information on the types of benefits offered to postdoctoral researchers who are paid from National Research Service Awards (NRSA) (F32, T32), NIH Research Grants (R01, P01, U01, R21, etc.), and other funding sources (NSF, other federal agencies, foundations, endowments, etc.). These benefits may include health, retirement, leave and child care, etc.

Is a postdoctoral researcher supported by an NIH Research Grant considered an employee of your **institution**?

- Yes
- No
- Information not available
- Not applicable

Is a postdoctoral researcher supported by funding sources "other" than an NIH Research Grant or NRSA considered an employee of your **institution**?

- Yes
- No
- Information not available
- Not applicable

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Is a fringe benefit rate applied?

Yes

No

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Is a fringe benefit rate applied?

Yes

No

What is the fringe benefit rate that is applied?

Percent. Please enter a number between 0 and 100.

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We are interested in how the benefits that postdoctoral researchers receive compare to those benefits received from employees with similar educational backgrounds and experience at your **institution** who have different positions (such as staff scientists). In the table below, please indicate whether or not postdoctoral researchers receive the same benefit as other employees with comparable backgrounds.

Do postdoctoral researchers receive the same benefits as other comparable employees regarding....

	Yes	No
Health insurance	<input type="radio"/>	<input type="radio"/>
Dental insurance	<input type="radio"/>	<input type="radio"/>
Retirement (e.g., 401k, pension, etc.)	<input type="radio"/>	<input type="radio"/>
Personal leave (e.g., sick leave, vacation leave, or other paid time off)	<input type="radio"/>	<input type="radio"/>

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NIH National Institutes of Health Postdoctoral Benefits Survey

In what way is the health insurance benefit postdoctoral researchers receive different from that received by other comparable employees at your institution?

- Different coverage
- Costs more – premiums, co-pays, and/or co-insurance cost more
- Costs less – premiums, co-pays, and/or co-insurance cost less
- Other

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In what way is the dental insurance benefit postdoctoral researchers receive different from that received by other comparable employees at your institution?

- Different coverage
- Costs more – premiums, co-pays, and/or co-insurance cost more
- Costs less – premiums, co-pays, and/or co-insurance cost less
- Other

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Postdoctoral Benefits Survey

NIH National Institutes of Health

Postdoctoral Benefits Survey

In what way are the retirement benefits postdoctoral researchers receive different from that received by other comparable employees at your institution?

- Postdoctoral researchers do not receive retirement benefits
- Postdoctoral researchers receive retirement benefits with less monetary value
- Postdoctoral researchers receive retirement benefits with more monetary value
- Other

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NIH National Institutes of Health **Postdoctoral Benefits Survey**

In what way is the personal leave that postdoctoral researchers receive different from that received by other comparable employees at your institution?

- Postdoctoral researchers do not receive any personal leave
- Postdoctoral researchers receive less personal leave than other employees
- Postdoctoral researchers receive more personal leave than other employees
- Other

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https://www.surveymzmo.com/s3/1463644/Postdoctoral-Benefi Postdoctoral Benefits Survey

NIH National Institutes of Health Postdoctoral Benefits Survey

Does your institution have **standard health benefits** that are offered to all postdoctoral researchers irrespective of source of support?

Yes

No

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Postdoctoral Benefits Survey

NIH National Institutes of Health

Postdoctoral Benefits Survey

Which of the following represent funding streams for postdoctoral researchers at your institution?
Select all that apply.

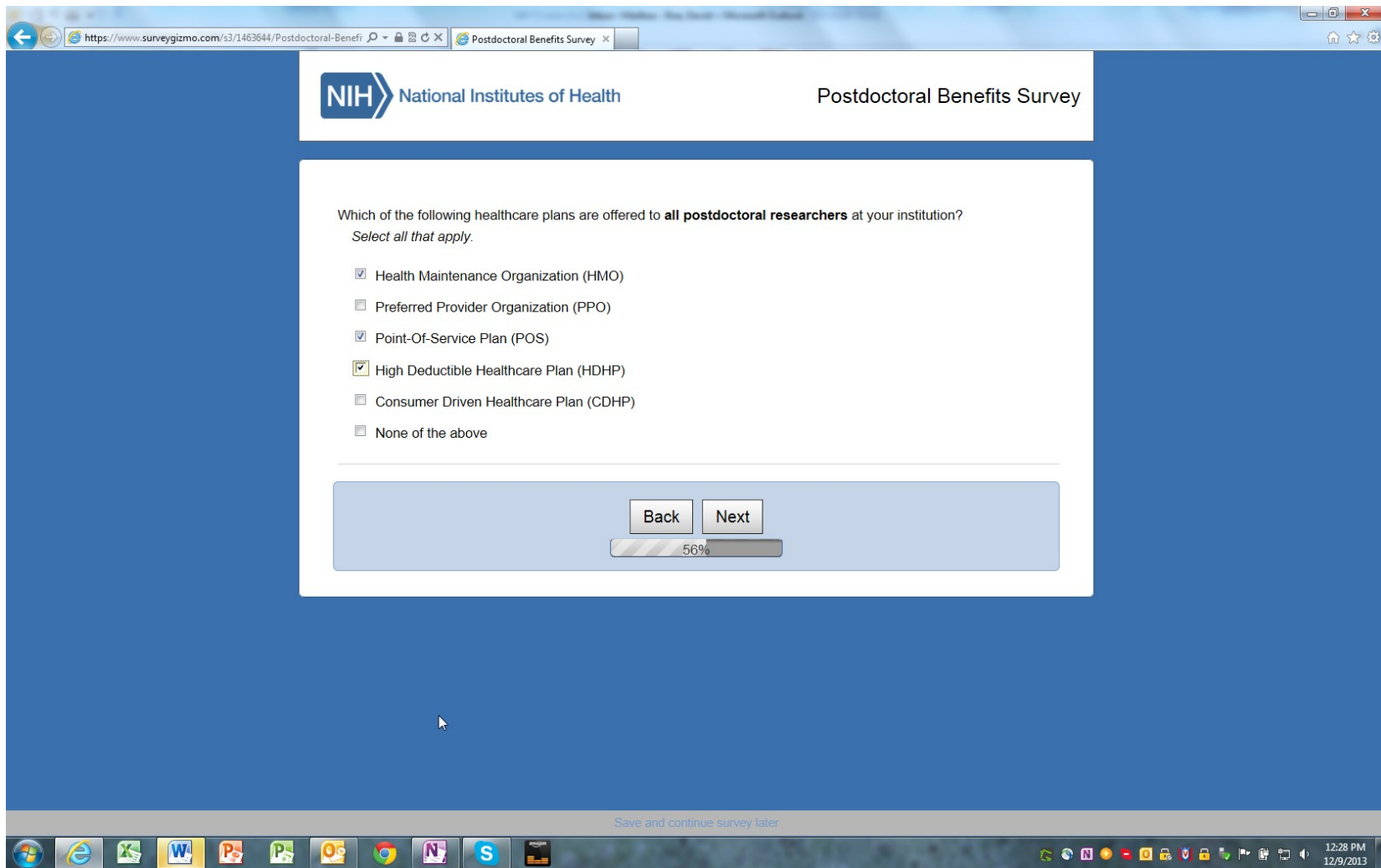
- National Research Service Awards
- NIH research grants
- Other funding mechanisms

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Note: Item will appear once for all postdocs if the item page = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

https://www.surveymoz.com/s3/1463644/Postdoctoral-Benefi Postdoctoral Benefits Survey

NIH National Institutes of Health Postdoctoral Benefits Survey

Which of the following healthcare plans offered to **all postdoctoral researchers** at your institution has the highest enrollment?

- Health Maintenance Organization (HMO)
- Point-Of-Service Plan (POS)
- High Deductible Healthcare Plan (HDHP)

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Note: Item will appear once for all postdocs if the item page = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

NIH National Institutes of Health Postdoctoral Benefits Survey

Thinking of the benefit plan for **all postdoctoral researchers** with the largest number of enrollees, **Point-Of-Service Plan (POS)**, please indicate whether or not the following types of health insurance are offered.

	Yes	No
Individual Health Insurance	<input checked="" type="radio"/>	<input type="radio"/>
Individual +1 (spouse) Health Insurance	<input type="radio"/>	<input checked="" type="radio"/>
Family Health Insurance	<input type="radio"/>	<input checked="" type="radio"/>

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Note: Item will appear once for all postdocs if the item on page 23 = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

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NIH National Institutes of Health Postdoctoral Benefits Survey

Thinking of the same benefit plan, **Point-Of-Service Plan (POS)**, please indicate whether or not the following types of additional benefits are offered to **all postdoctoral researchers**.

	Yes	No	Included in Health Insurance
Individual dental insurance	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Individual +1 (spouse) dental insurance	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Family dental insurance	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Individual vision insurance	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Individual +1 (spouse) vision insurance	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Family vision insurance	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Life insurance	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Long-term disability insurance	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Prescription drug plan	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Institutional contributions to the Federal Insurance Contributions Act (FICA)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other Health Benefit	<input type="radio"/>	<input type="checkbox"/>	<input type="radio"/>

28%

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Note: Item will appear once for all postdocs if the item on page 23 = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

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NIH National Institutes of Health Postdoctoral Benefits Survey

In the **Point-Of-Service Plan (POS)**, what percentage of the premiums **for all postdoctoral researchers** is paid by the institution for each of the following benefit(s)?

Individual health insurance:

% of Premium Contributed by Organization Unit/Department/PI

% of Premium Contributed by Postdoctoral Researcher

% of Premium Contributed by other sources

0%-25%
26%-50%
51%-75%
76%-100%
Don't Know

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29%

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Note: Item will appear once for all postdocs if the item on page 23 = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

https://www.surveymzmo.com/s3/1463644/Postdoctoral-Benefi... Postdoctoral Benefits Survey

NIH National Institutes of Health Postdoctoral Benefits Survey

In the **Point-Of-Service Plan (POS)**, what percentage of the premiums **for all postdoctoral researchers** is paid by the institution for each of the following benefit(s)?

Life insurance:

% of Premium Contributed by Organization Unit/Department/PI

% of Premium Contributed by Postdoctoral Researcher

% of Premium Contributed by other sources

Institutional contributions to the Federal Insurance Contributions Act (FICA):

% of Premium Contributed by Organization Unit/Department/PI

% of Premium Contributed by Postdoctoral Researcher

% of Premium Contributed by other sources

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Note: Item will appear once for all postdocs if the item on page 23 = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

https://www.surveymzmo.com/s3/1463644/Postdoctoral-Benefi Postdoctoral Benefits Survey

NIH National Institutes of Health Postdoctoral Benefits Survey

Thinking of the benefit plan for **all postdoctoral researchers** with the largest number of enrollees, **Point-Of-Service Plan (POS)**, please enter the range of annual premiums offered to enrollees.

Individual Health Insurance

	Dollar Amount
Lowest annual premium	<input type="text"/>
Highest annual premium	<input type="text"/>

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Note: Item will appear once for all postdocs if the item on page 23 = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

https://www.surveymzmo.com/53/1463644/Postdoctoral-Benefi Postdoctoral Benefits Survey

NIH National Institutes of Health Postdoctoral Benefits Survey

Thinking of the benefit plan for **all postdoctoral researchers** with the largest number of enrollees, **Point-Of-Service Plan (POS)**, please enter the range of annual premiums offered to enrollees.

Life insurance

	Dollar Amount
Lowest annual premium	<input type="text"/>
Highest annual premium	<input type="text"/>

Institutional contributions to the Federal Insurance Contributions Act (FICA)

	Dollar Amount
Lowest annual premium	<input type="text"/>
Highest annual premium	<input type="text"/>

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Note: Item will appear once for all postdocs if the item on page 23 = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 24 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

https://www.surveymzmo.com/s3/1463644/Postdoctoral-Benefi Postdoctoral Benefits Survey

NIH National Institutes of Health Postdoctoral Benefits Survey

We are interested in the types of retirement benefits that postdoctoral researchers at your institution receive. Does your institution have standard retirement benefits that are offered to all postdoctoral researchers irrespective of source of support?

Yes
 No

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NIH National Institutes of Health Postdoctoral Benefits Survey

Please indicate which of the following categories of postdoctoral researchers at your institution receive retirement benefits.
Select all that apply.

- Postdoctoral researchers supported on National Research Service Awards
- Postdoctoral researchers supported on NIH research grants
- Postdoctoral researchers who are supported on other funding mechanisms

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https://www.surveymzmo.com/s3/1463644/Postdoctoral-Benefi Postdoctoral Benefits Survey

NIH National Institutes of Health **Postdoctoral Benefits Survey**

Which of the following statements about retirement benefits offered to **all postdoctoral researchers** at your institution are true?
Select all that apply.

- The institution provides a contribution
- The institution deducts the postdoctoral researchers' personal contribution
- Contributions are made on a pre-tax basis
- The institution does NOT contribute on behalf of postdoctoral researcher

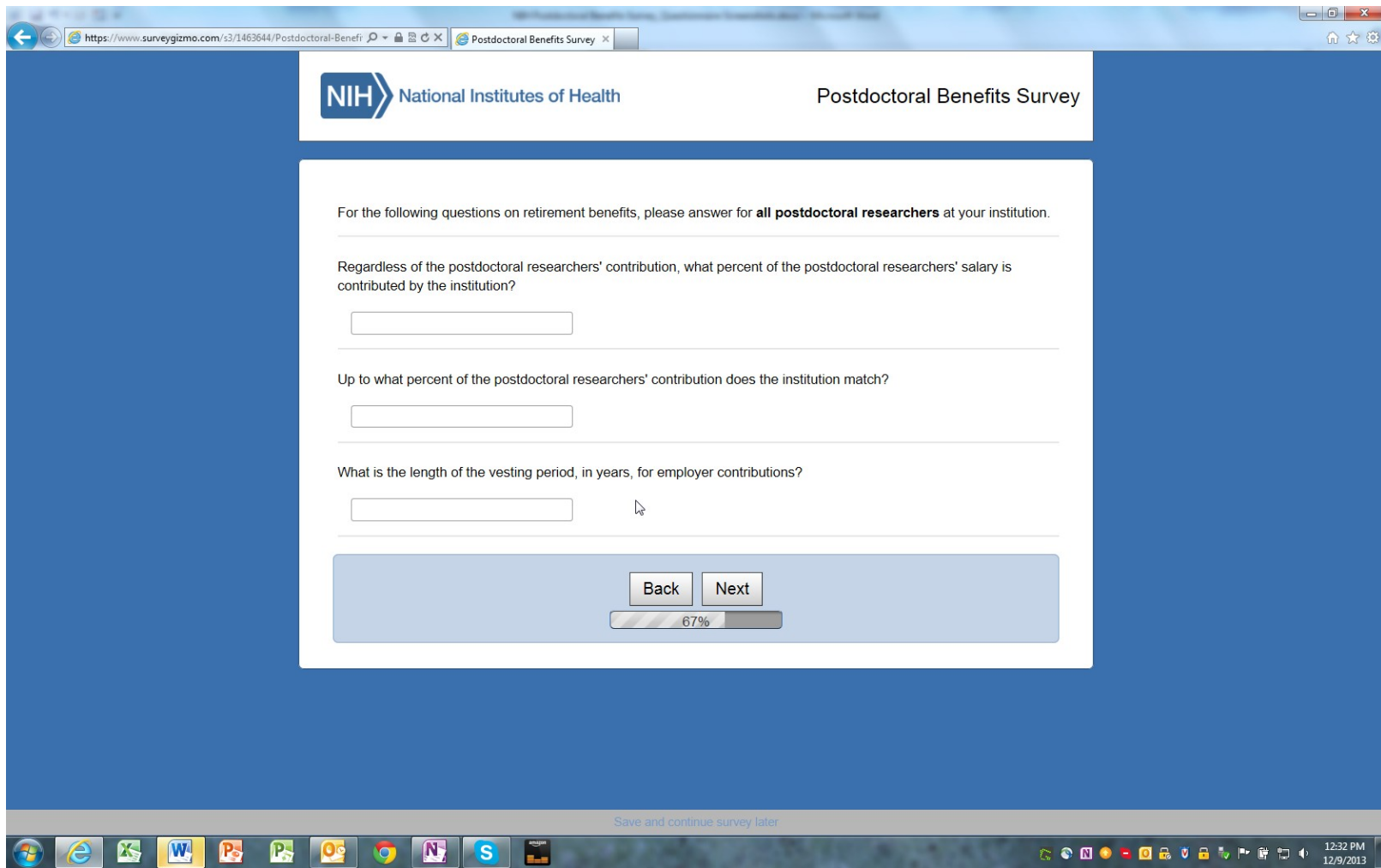
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Note: Item will appear once for all postdocs if the item on page 33 = "Yes," or up to 3 times depending on the number of funding sources selected on page 34. The possible fills based on the item on page 34 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.



Note: Item will appear once for all postdocs if the item on page 23 = "Yes," or up to 3 times depending on the number of funding sources selected on page 24. The possible fills based on the item on page 34 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

Postdoctoral Benefits Survey

NIH National Institutes of Health

Postdoctoral Benefits Survey

We are also interested in benefits **other than health or retirement** that postdoctoral researchers at your institution receive. Does your institution have standard benefits other than health or retirement that are offered to all postdoctoral researchers irrespective of source of support?

Yes

No

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Postdoctoral Benefits Survey

NIH National Institutes of Health

Postdoctoral Benefits Survey

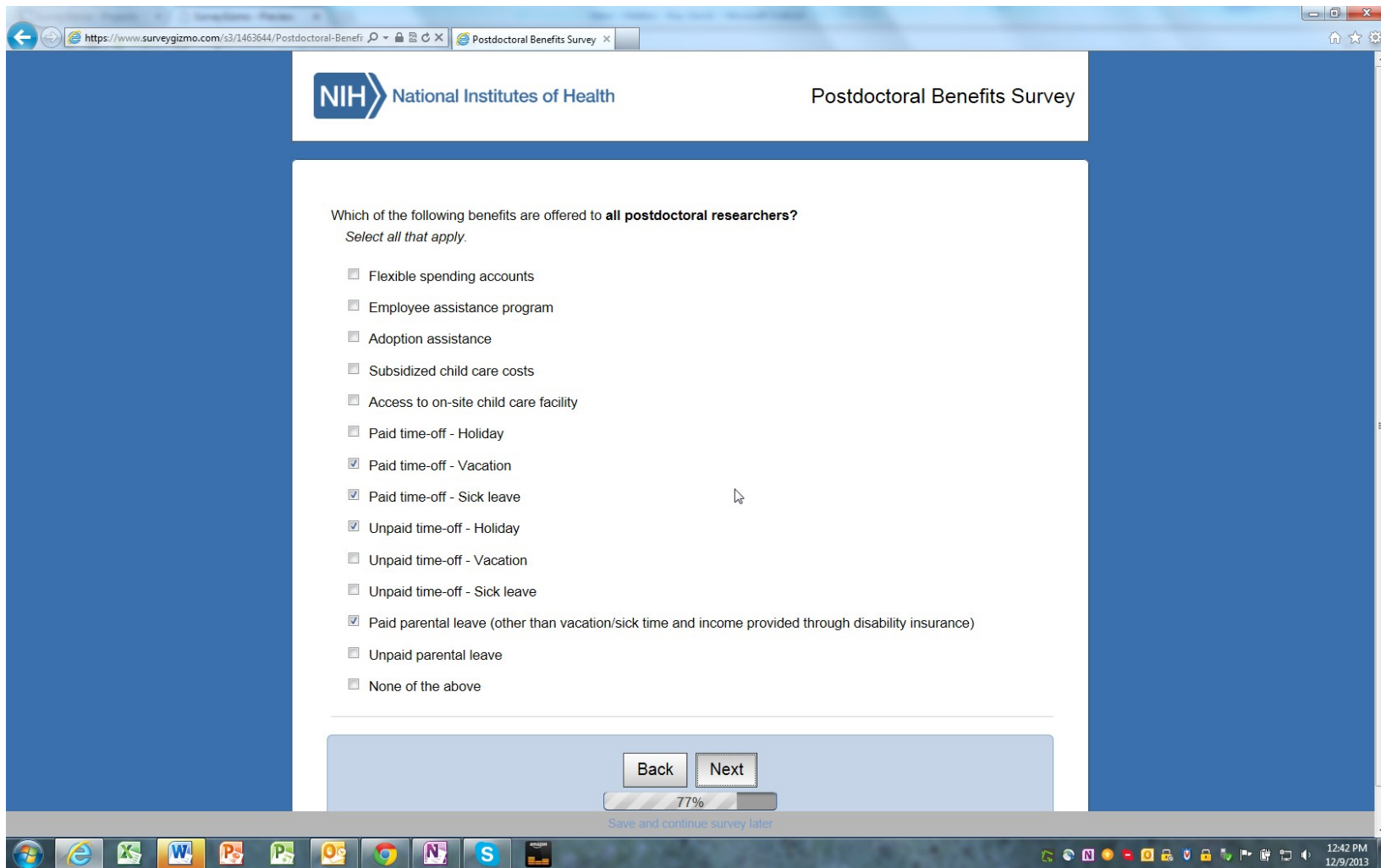
Please indicate which of the following categories of postdoctoral researchers at your institution receive benefits other than health or retirement.
Select all that apply.

- Postdoctoral researchers supported on National Research Service Awards
- Postdoctoral researchers supported on NIH research grants
- Postdoctoral researchers who are supported on other funding mechanisms

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Note: Item will appear once for all postdocs if the item on page 37 = "Yes," or up to 3 times depending on the number of funding sources selected on page 38. The possible fills based on the item on page 38 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

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NIH National Institutes of Health Postdoctoral Benefits Survey

For each of the benefits below, how many days per year are provided to **all postdoctoral researchers** ?

Paid time-off - Vacation

Paid time-off - Sick leave

Unpaid time-off - Holiday

Paid parental leave
Other than vacation/sick time and income provided through disability insurance.

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Note: Item will appear once for all postdocs if the item on page 37 = "Yes," or up to 3 times depending on the number of funding sources selected on page 38. The possible fills based on the item on page 38 are 1) postdoctoral researchers support National Research Service Awards; 2) postdoctoral researchers supported on NIH research grants; and 3) postdoctoral researchers supported on other funding mechanisms.

Postdoctoral Benefits Survey

NIH National Institutes of Health

Postdoctoral Benefits Survey

Thank you for your time. The survey is now complete. Your participation is critical for the NIH to have the most accurate information possible when making upcoming policy decisions, and we appreciate your contributions.

If you have any questions regarding this survey, please feel free to call either [RTI NAME] of RTI toll free at [DEDICATED 800 NUMBER] or ([EMAIL ADDRESS]@rti.org), or Dr. Luci Roberts in NIH's Office of Extramural Research at (301) 594-1841.

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