



Women Postdocs

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National Postdoctoral Association

The mission of the National Postdoctoral Association is to advance the U.S. research enterprise by enhancing the quality of the postdoctoral experience for all participants and thereby maximizing the effectiveness of the research community.

**The NPA is a non-profit 501(c)3 organization
headquartered in Washington, DC.**

collaborative



What is a postdoc?

The NSF/NIH Definition of a “Postdoc”

*An individual who has received a doctoral degree (or equivalent) and is engaged in a temporary and defined period of **mentored advanced training to enhance the professional skills** and research independence needed to pursue his or her chosen career path.*



Sources of Information

- **Present Sources of Information (longitudinal)**
 - NSF Survey of Earned Doctorates
 - NSF Survey of Doctorate Recipients
 - NSF Survey of Graduate Students and Postdoctorates in Science and Engineering
- **Recent Sources of Information**
 - Committee on Science, Engineering, and Public Policy (COSEPUP) 2000 study/report
 - 2004 Sigma Xi survey/report
- **Future Sources of Information**
 - NSF Early Career Researchers Survey Project



Postdoctoral Scholars Overview

- **89,000** in U.S.* (estimate)
- **42%** women; **58%** men**
- **60%** international* (estimate)
- **\$38,000** median annual income**
- **51** hours, average work week**
- Early 30s and in a relationship; 1/3 have children**

Sources:

*National Science Foundation Division of Science Resource Statistics. (January 2010). *Science and engineering indicators 2010*. Arlington, VA: National Science Board.

**Sigma Xi 2004-2005 Postdoc Survey

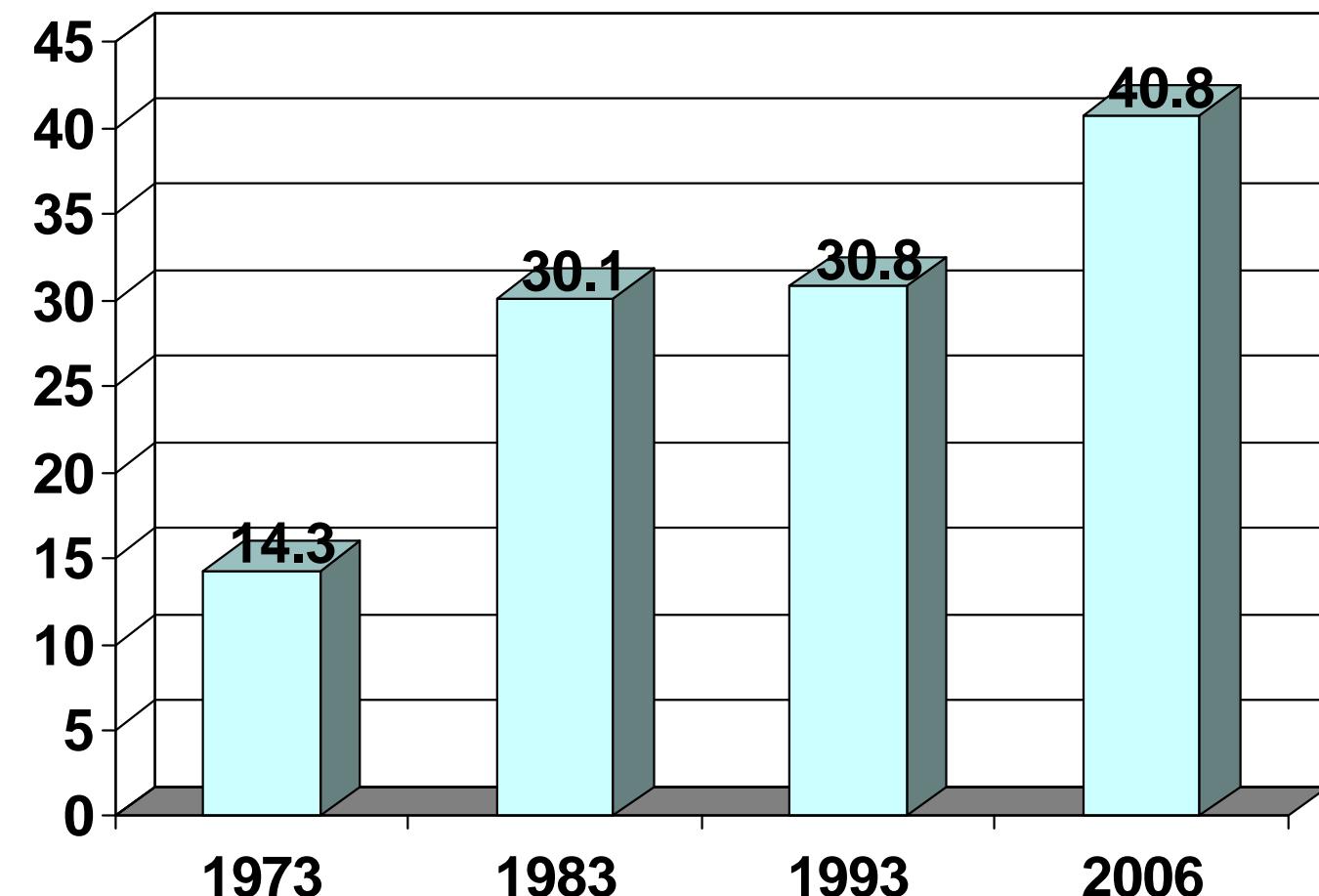


Postdoc Women, Relationships, & Children

- The proportion of postdocs who are in relationships and/or have children is higher for men than women.
- Postdoc women with children spend more \$\$\$ and time on child-rearing duties than men.
- They are also more likely to have a spouse who works.
- They are more likely to include children as a consideration for their career path.

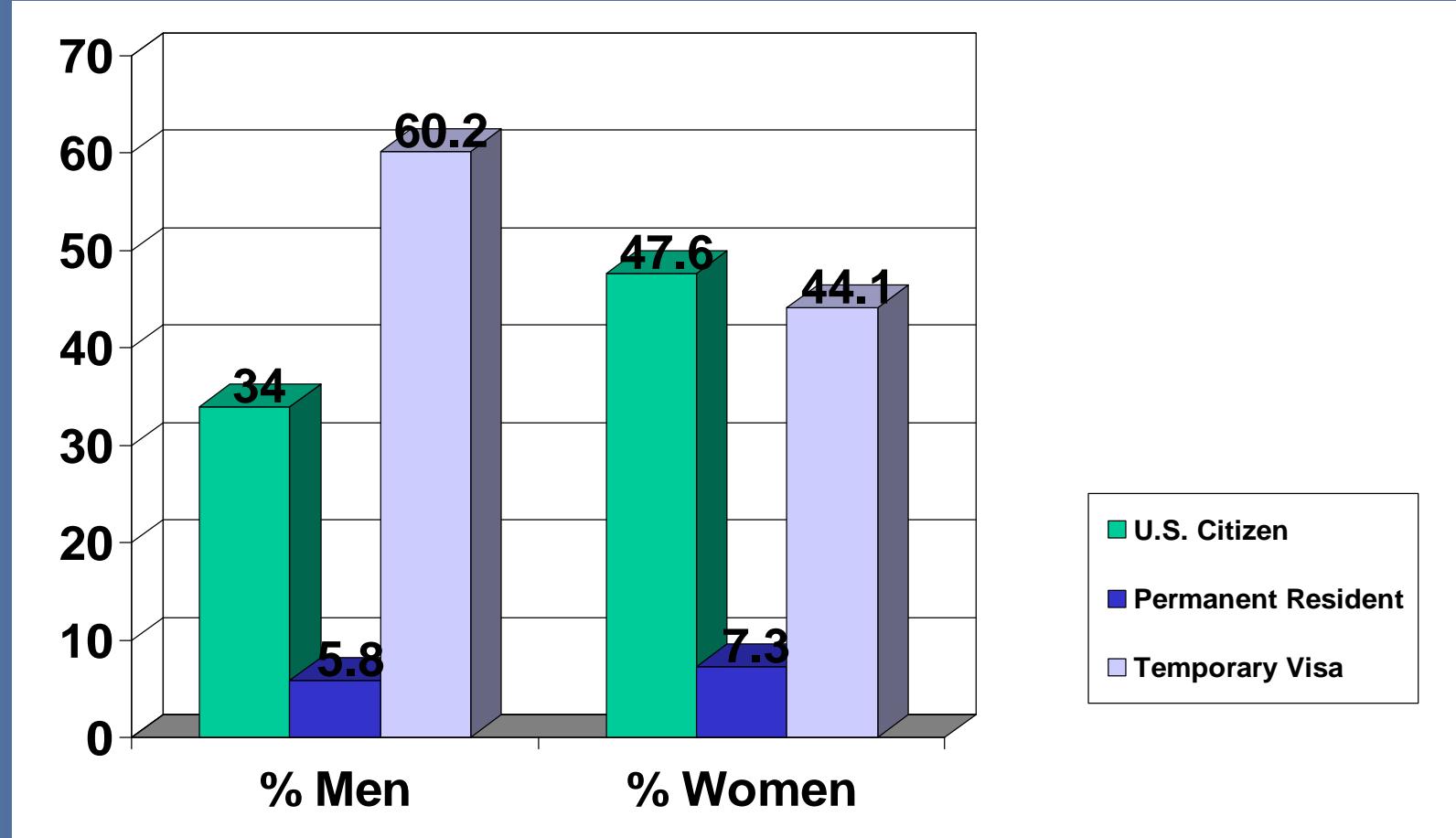


Postdoc Women as % of S&E Doctorate Holders





Postdoc Women: Citizenship Status



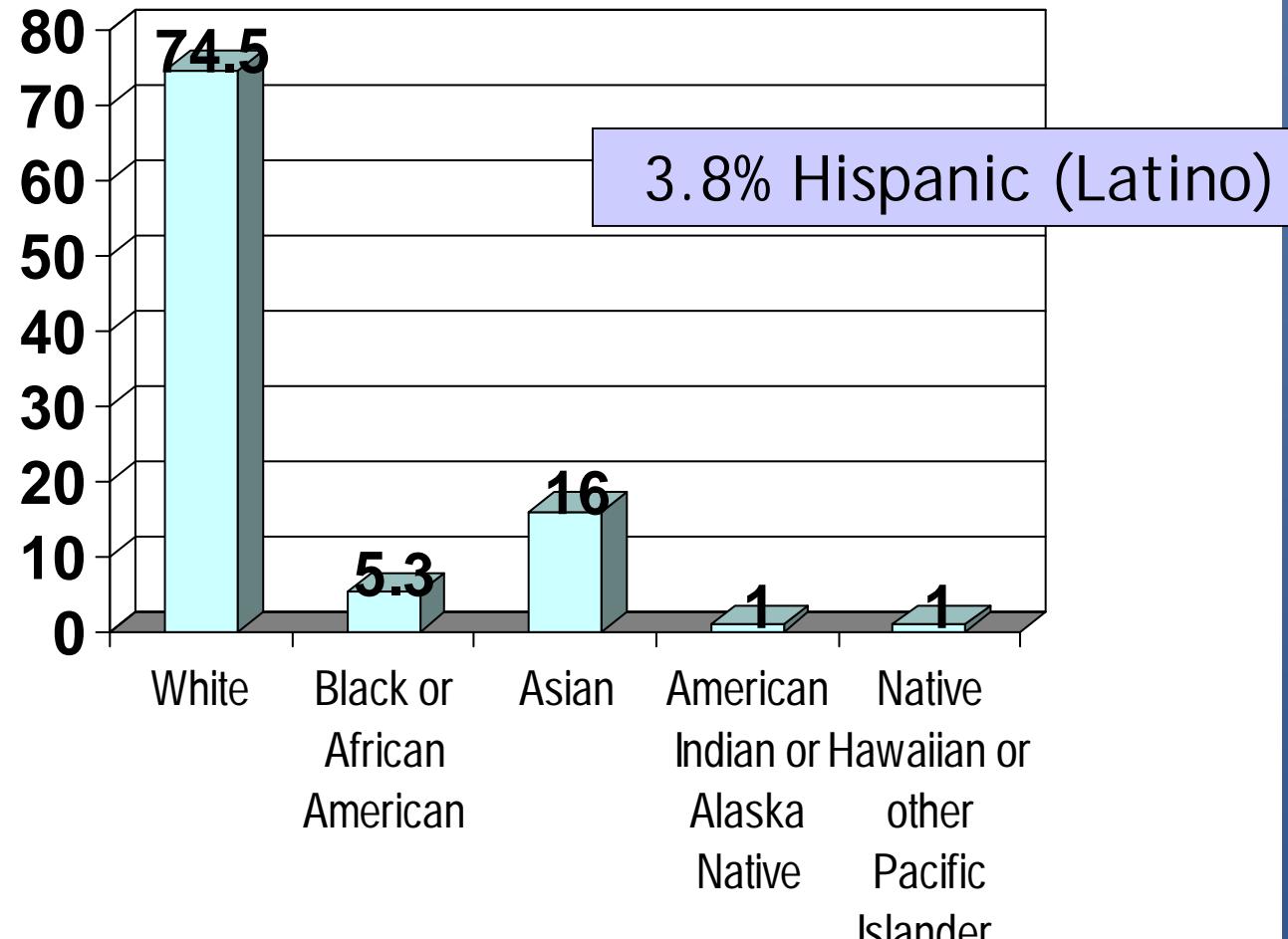
Sigma Xi Postdoc Survey Results (2004-05)

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Women Postdocs: % Race/Ethnicity



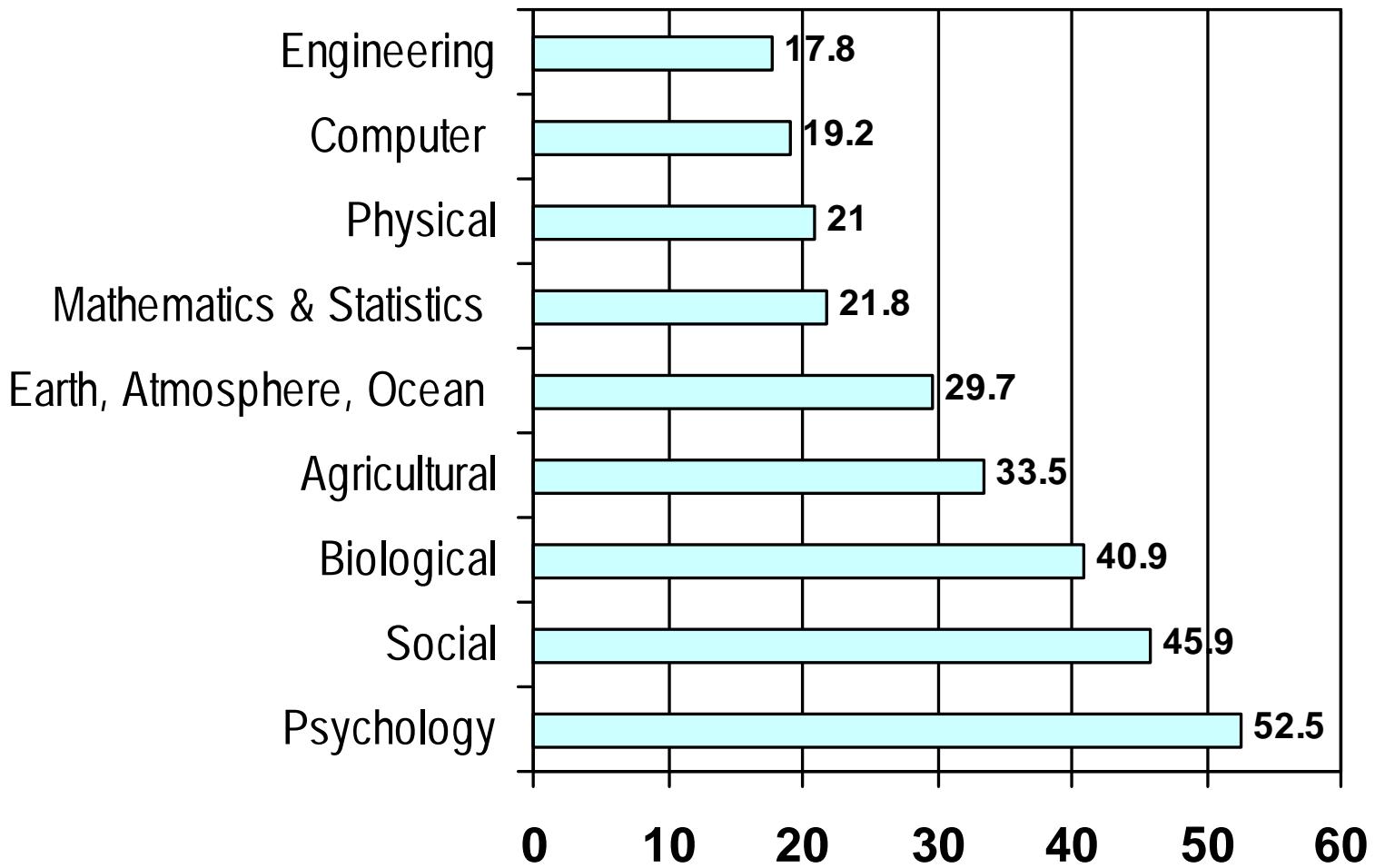
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Postdoc Women By Fields of Science (2006)





Issues Greatly Impacting Postdoc Women

- Family Leave
- Child Care
- Dual Career
- Confidence