



# Pearl Meyer

## The Post Doctorate Compensation Survey

2024 Prospectus



## About the Survey

**The Post Doctorate Compensation Survey** provides you with the most important compensation and employment practices information relative to Post Doc employees. The report covers cash compensation paid and employment practices applicable to Post Docs. Pearl Meyer has worked closely with the Post Doc Advisory Board to develop a survey focused on this unique category of employee – those in Post Doc assignments.

### Data Reported

The survey discloses information for base salaries. Compensation information is summarized based on a number of incumbent and position characteristics including:

- Average Base Salary by Year of Degree – Firm Tenure, Geographic Location, Security Clearance
- Field of Practice
- Field of Degree



### Key Dates

**Data Effective Date:**

November 1, 2023

**Submissions Due:**

December 8, 2023

**Report Publication:**

February 1, 2024



**A Post Doc employee is defined as:** An individual holding a doctoral degree, typically received within the past five years, who has been awarded a fellowship, traineeship, or temporary employment for study/work at a post doctorate level, with an expected assignment length of one year or more. This individual will pursue a full-time program of advanced research and/or scholarly training with the expectation of, and the opportunity for, collaborative and independent research and publication of findings and acquisition of the professional skills needed to pursue a career path of their choosing.

**A Super Post Doc employee is defined as:** A Post Doc individual that may be considered Named, Special, Unique, Distinguished, “Senior”, Distinct, or Super, with respect to other Post Doc individuals within your organization. As an example, were Pearl Meyer to have a number of Post Doc individuals this would be the person who carries the recognition of being appointed the Pearl Meyer – Joe Rich Postdoctoral Fellowship.



## The Results Report Contains:

- **Participating Companies List**
- **Compensation Summary** (survey results, broken out by Field of Practice and Field of Degree)
- **Policies and Practices** (characteristics of participating organizations and salary administration processes)

## 2024 Post Doc Survey



- 22 Companies
- Detailed Policies and Practices Information



## 2024 Participating Companies

Applied Physics Laboratory –  
University of Washington

Applied Research Laboratories –  
The University of Texas at Austin  
Argonne National Laboratory

Brookhaven National Laboratory  
Fermi National Accelerator Laboratory

Idaho National Laboratory  
Jefferson Laboratory

Jet Propulsion Laboratory

Lawrence Berkeley National  
Laboratory

Lawrence Livermore  
National Laboratory

Los Alamos National Laboratory  
MIT Lincoln Laboratory

National Radio Astronomy Observatory  
National Renewable Energy Laboratory  
NTT Research, Inc.

Oak Ridge National Laboratory  
UT-Battelle, LLC

Pacific Northwest National Laboratory  
Sandia National Laboratories

Savannah River National Laboratory

Southwest Research Institute

SRI International

University Corporation for Atmospheric  
Research (UCAR)



## Sample of the Compensation Summary Report

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## Sample of the Compensation Summary Report (cont.)

**Field of Degree: Physics**

Demographics and Characteristics		18		Average Incumbent Tenure		1.4	
Number of Firms Matching		532		Percent with Security Clearance		30.1%	

  

Compensation Summary		Base Salary				Percent Eligible			
	# Firms	# Empl	Average	25th	50th	75th	STI	Perqs	
			\$85,549	\$73,608	\$84,925	\$96,000	7%	0%	
All Firms	18	532							
Security Clearance									
No	10	299	\$76,001	\$71,800	\$74,500	\$82,180	9%	0%	
Yes	6	129	\$97,230	\$90,000	\$90,000	\$104,160	17%	0%	
Year of Degree									
2022	13	84	\$84,481	\$73,322	\$85,090	\$92,000	5%	0%	
2021	13	119	\$81,957	\$72,156	\$79,000	\$94,000	5%	0%	
2020	14	109	\$85,554	\$74,160	\$85,488	\$96,000	10%	0%	
2019	11	89	\$87,318	\$73,700	\$88,097	\$98,000	6%	0%	
2018 & Earlier	14	125	\$88,685	\$75,550	\$86,040	\$102,000	6%	0%	
Tenure									
Under 1 Year	15	217	\$85,064	\$72,612	\$84,840	\$96,000	12%	0%	
1 Year to < 2 Years	16	162	\$84,991	\$73,447	\$83,680	\$94,000	3%	0%	
2 Years to < 3 Years	10	95	\$89,691	\$75,132	\$90,000	\$99,000	3%	0%	
3 or More Years	8	58	\$95,629	\$74,550	\$79,500	\$100,000			
Geographic Location									
Bay Area	3	180				\$83,000	\$92,000	12%	0%
All Other Locs	16	352	\$83,614	\$74,160	\$83,000	\$92,000			

  

Year of Degree	Under 1 Year			1 Year to < 2 Years			2 Years to < 3 Years		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2022	13	84	\$84,481	0	0		0	0	
2021	10	51	\$80,694	11	68	\$83,316	7	44	\$89,740
2020	7	19	\$81,926	13	46	\$83,582	7	23	\$87,096
2019	8	28	\$92,143	7	16	\$85,499	8	28	\$92,003
2018 & Earlier	9	31	\$88,919	9	30	\$91,963			

  

Year of Degree	Firm Tenure			Geographic Location		
	# Firms	# Empl	Base	# Firms	# Empl	Base
2022	0	0		3	32	
2021	0	0		3	34	
2020	0	0		3	37	
2019	7	22	\$83,497	3	35	
2018 & Earlier	7	36	\$87,040	3	40	

  

Year of Degree	Security Clearance			All Other Locations		
	# Firms	# Empl	Base	# Firms	# Empl	Base
2022	8	43	\$73,543	11	52	\$81,585
2021	7	75	\$73,998	11	85	\$80,707
2020	8	65	\$78,247	12	72	\$85,466
2019	6	45	\$76,759	9	54	\$85,010
2018 & Earlier	6	70	\$77,871	12	85	\$85,964

  

Year of Degree	No			Yes		
	# Firms	# Empl	Base	# Firms	# Empl	Base
2022	8	43	\$73,543	4	21	
2021	7	75	\$73,998	5	24	\$97,210
2020	8	65	\$78,247	5	27	\$97,306
2019	6	45	\$76,759	4	27	
2018 & Earlier	6	70	\$77,871	6	29	\$99,174

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## Sample of the Policies and Practices Report

Organization Information Continued		All Firms
<b>Are incumbents who have held prior Post Doc positions eligible for new Post Doc assignments?</b>		
Yes		50.0%
Yes, but only if the prior Post Doc was at another institution		35.7%
No		14.3%
<b>What are the purposes for, or expectations of, Post Doc employees at your organization?</b>		
Research		100.0%
Publication(s)		100.0%
Presentation(s)		85.7%
Proposal writing		78.6%
Career development		85.7%
Fulfill responsibilities established by funding source		78.6%
Other		7.1%
Percent of organizations assigning an Advisor or Mentor to guide / assist the Post Doc employee		100.0%
Percent of organizations offering a tenure track to Post Doc employees		7.1%
Percent of organizations hiring mid-tenure (coming from another active Post Doc assignment) Post Doc employees		85.7%
<b>What is your organization's practice with respect to starting compensation when hiring mid-tenure Post Doc employees?</b>		
Start in same manner as other new Post Doc employees		33.3%
Provide credit for prior Post Doc experience when establishing starting rate		58.3%
Other		8.3%
<b>What type of supervision is typically provided to new Post Doc employees?</b>		
Day to day supervision		7.1%
Regular weekly oversight		57.1%
Occasional oversight		21.4%
Limited supervision		7.1%
Other		7.1%



## Contact Us

To learn more about our Post Doc Survey or to participate, contact the survey group at **[survey@pearlmeier.com](mailto:survey@pearlmeier.com)**.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** [survey@pearlmeier.com](mailto:survey@pearlmeier.com)
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

## About Pearl Meyer ([www.pearlmeier.com](http://www.pearlmeier.com) | [www.pearlmeier.com/surveys](http://www.pearlmeier.com/surveys))

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.





## Dedicated Team of Account Managers



**Rebecca Toman**  
Vice President,  
Survey Business Unit



**Nana Adu**  
Associate Account  
Manager



**Dan Besser**  
Senior Survey  
Account Manager



**Matt Donahue**  
Survey Account  
Manager



**Jordan Gagnon**  
Survey Project  
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**Andrew Guigno**  
Survey Operations  
Manager



**Alexander Pasternack**  
Associate Account  
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**Benji Sheiffer**  
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