



Pearl Meyer

The Post Doctorate Compensation Survey

2022 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, 2021

Submissions Due:

December 3, 2021

Report Publication:

February 1, 2022



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)

2021 Post Doc Survey



- 18 Companies
- Detailed Policies and Practices Information



2021 Participating Companies

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
Oak Ridge National Laboratory UT-
Battelle, LLC
Pacific Northwest National Laboratory
Sandia National Laboratories
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		15	Average Incumbent Tenure	1.1
Number of Firms Matching		428	Percent with Security Clearance	46.1%
Number of Incumbents Reported				
Compensation Summary				
	# Firms	# Empl	Base Salary	Percent Eligible
			Average 25th 50th 75th	STI Perts

	# Firms	# Empl	Average	25th	50th	75th	STI	Perts
All Firms	15	428	\$77,013	\$68,114	\$74,000	\$85,000	1%	0%
Security Clearance								
No	10	205	\$69,851	\$65,150	\$69,056	\$71,714	3%	0%
Yes	7	223	\$86,840	\$80,000	\$85,700	\$94,200	0%	0%
Year of Degree								
2019	11	69	\$74,669	\$66,430	\$74,000	\$79,500	3%	0%
2018	13	112	\$76,626	\$68,425	\$74,000	\$85,000	0%	0%
2017	12	86	\$76,843	\$68,500	\$75,900	\$85,008	1%	0%
2016	11	59	\$76,937	\$69,300	\$77,800	\$83,804	4%	0%
2015 & Earlier	11	100	\$78,820	\$68,200	\$79,700	\$85,700	0%	0%
Tenure								
Under 1 Year	14	211	\$76,624	\$67,500	\$74,000	\$85,000	1%	0%
1 Year to < 2 Years	14	133	\$76,324	\$67,500	\$72,411	\$83,456	2%	0%
2 Years to < 3 Years	9	68	\$79,708	\$70,442	\$77,800	\$85,900	2%	0%
3 or More Years	5	16	\$76,959	\$68,114	\$71,200	\$91,000	0%	0%
Geographic Location								
Bay Area	2	45	\$73,879	\$67,000	\$71,690	\$79,700	2%	0%
All Other Locs	14	383						

Average Base Salary by Year of Degree

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
2019	11	69	\$74,669	0	0		0	0	
2018	10	58	\$76,270	13	54	\$77,015	0	0	
2017	7	21	\$81,456	9	35	\$74,338	7	30	\$75,817
2016	7	25	\$74,297	5	10	\$75,773	7	18	\$81,434
2015 & Earlier	9	36	\$79,190	10	34	\$76,391	8	20	\$82,322
Year of Degree	Firm Tenure			Geographic Location			All Other Locations		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2019	0	0		1	8		10	61	\$71,500
2018	0	0		2	15		12	97	\$73,208
2017	0	0		2	8		11	78	\$73,907
2016	4	6		1	4		10	55	\$74,584
2015 & Earlier	3	10		2	10		10	90	\$75,379
Year of Degree	Security Clearance			Security Clearance			Security Clearance		
	# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl	Base
2019	7	34	\$68,987	5	35	\$82,598	5	54	\$86,727
2018	9	58	\$70,019	5	54	\$87,331	5	42	\$87,331
2017	9	44	\$70,405	4	30		4	30	
2016	8	29	\$70,819	4	61		4	61	
2015 & Earlier	8	39	\$68,993						

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Sample of the Policies and Practices Report

Organization Information Continued		All Firms
Are incumbents who have held prior Post Doc positions eligible for new Post Doc assignments?		
Yes		50.0%
Yes, but only if the prior Post Doc was at another institution		35.7%
No		14.3%
What are the purposes for, or expectations of, Post Doc employees at your organization?		
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%
What is your organization's practice with respect to starting compensation when hiring mid-tenure Post Doc employees?		
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%
What type of supervision is typically provided to new Post Doc employees?		
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@pearlmeyer.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@pearlmeyer.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

About Pearl Meyer (www.pearlmeyer.com | www.pearlmeyer.com/surveys)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Raleigh, and San Jose.





Dedicated Team of Account Managers



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Vice President, Survey
Business Unit



Rhonda Snyder
Executive Assistant/
Account Manager



Jordan Gagnon
Senior Survey
Account Manager



Andrew Guigno
Survey Project
Manager



Precious Wolo
Senior Survey
Account Manager



Dan Besser
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Alexis Griswold
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