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# **Target respondents**

Postdocs, global

# **Introductory text**

Welcome to **Nature Research’s** **inaugural postdoc survey**! Your input will help us to identify global trends related to income, benefits, challenges and opportunities to help you and your postdoc colleagues working in academic research make more- informed career decisions.

We also want to learn how the current COVID-19 outbreak is impacting you ~~currently~~ right now, as well as about your expectations around the long-term impact in regards to your career.

This survey, which education research specialists Shift Learning are conducting on behalf of Springer Nature, aims to explore postdoctoral researchers’ career intentions, salary levels and job satisfaction. The results will ~~help~~ become part of a series of feature articles later this year. We also plan to use the findings in other editorial content and for marketing products.

**Closing date: 27 July 2020**

**Completion time: 20 minutes**

**Prize draw: $150 Amazon voucher available (USD or your local currency equivalent)**

**Nature Research and Springer Nature value your participation and we ensure the highest standards of professional research and privacy in using the information that our audience provides. We will also be touching on sensitive subjects, such as mental health and discrimination. You can opt-out of taking part at any time. This survey also includes demographic questions to help us better understand your answers. Results from this research will be made public – however, all responses will be analysed in the aggregate to ensure your anonymity.**

Please note that your responses are strictly confidential and anonymous. If you are interested in entering into the prize draw, we will require your personal contact information; however this will not be linked to your responses. By completing the survey questions, you are consenting to the collection and processing of your data for research purposes. Please note you can withdraw this consent at any time – for information on how to do this, please read our [privacy policy](https://shift-insight.co.uk/privacy-policy/). If you have any questions about the research or how your details will be stored, please contact [emily.terry@shift-insight.co.uk](mailto:emily.terry@shift-insight.co.uk) or visit our [website](https://www.shift-insight.co.uk/).

Thanks again for your help!

Please click the button below to begin.

# **Questionnaire**

| **Question no.** | **Question and options** | **Type of question** | **Mandatory Y/N?** | **Routing** |
| --- | --- | --- | --- | --- |
|  | As a postdoctoral researcher, how are you employed?   1. On a fixed-term fellowship or contract with a funder 2. Through my lab head’s grant 3. I work directly for my university, institution, company or other organisation 4. I am currently on leave 5. I am unemployed, but seeking work as a postdoctoral researcher 6. I am not a postdoctoral researcher 7. Other, please specify | Single choice | Y | Y – screen out if not a postdoc |
|  | Which of the following best describes your current employment status as a postdoc?   1. Full time in academia 2. Part time in academia 3. Full time in industry / outside academia (e.g. pharma/biotech/government department/non-profit) 4. Part time in industry / outside academia (e.g. pharma/biotech/government department/non-profit) 5. Other, please specify 6. I am not a postdoc | Multi choice  Full time options exclusive | Y | Y – screen out if not academia (a or b)  Not shown to unemployed |
|  | Which of the following best describes the field you work in? *If you’re currently seeking work, please specify the field you specialise in.*   1. Agriculture and food 2. Astronomy and planetary science 3. Biomedical and clinical sciences (e.g. cellular, developmental, genomic, molecular, physiology) 4. Ecology and evolution 5. Chemistry 6. Computer science and mathematics 7. Engineering 8. Health care 9. Geology and environmental science 10. Physics 11. Social sciences 12. Other science-related field, please specify 13. Other non-science related field | Single choice | Y | Ask to all  Screen out if not working in science field |
|  | Where do you currently live?   1. Asia (including Middle East) 2. Australasia 3. Africa 4. Europe 5. North or Central America 6. South America | Single choice | Y | Ask to all |
|  | Which region in Asia?   1. Afghanistan 2. Armenia 3. Azerbaijan 4. Bahrain 5. Bangladesh 6. Bhutan 7. Brunei 8. Burma (Myanmar) 9. Cambodia 10. China 11. Georgia 12. Hong Kong 13. India 14. Indonesia 15. Iran 16. Iraq 17. Israel and the Palestinian territories 18. Japan 19. Jordan 20. Kazakhstan 21. North Korea 22. South Korea 23. Kuwait 24. Kyrgyzstan 25. Laos 26. Lebanon 27. Malaysia 28. Maldives 29. Mongolia 30. Nepal 31. Oman 32. Pakistan 33. Philippines 34. Qatar 35. Russia 36. Saudi Arabia 37. Singapore 38. Sri Lanka 39. Syria 40. Tajikistan 41. Thailand 42. Turkey 43. Turkmenistan 44. United Arab Emirates 45. Uzbekistan 46. Vietnam 47. Yemen 48. Other, please specify | Drop down  Same page as above | Y | If living in Asia |
|  | Which country in Australasia?   1. Australia 2. French Polynesia 3. Niue 4. Tonga 5. Christmas Island 6. Kiribati 7. Papua New Guinea 8. Tuvalu 9. Cocos Keeling Island 10. Nauru 11. Pitcairn Island 12. Vanuatu 13. Cook Island 14. New Caledonia 15. Solomon Island 16. Wallis Futuna 17. Fiji 18. New Zealand 19. Tokelau 20. Western Samoa 21. Other, please specify | Drop down  Same page as above | Y | If living in Australasia |
|  | Which country in Africa?   * 1. Algeria   2. Angola   3. Benin   4. Botswana   5. Burkina Faso   6. Burundi   7. Cameroon   8. Cape Verde   9. Central African Republic   10. Chad   11. Comoros   12. Congo, Republic of   13. Congo, Democratic Republic of   14. Cote d'Ivoire   15. Djibouti   16. Egypt   17. Equatorial Guinea   18. Eritrea   19. Ethiopia   20. Gabon   21. The Gambia   22. Ghana   23. Guinea   24. Guinea-Bissau   25. Kenya   26. Lesotho   27. Liberia   28. Libya   29. Madagascar   30. Malawi   31. Mali   32. Mauritania   33. Mauritius   34. Morocco   35. Mozambique   36. Namibia   37. Niger   38. Nigeria   39. Rwanda   40. Sao Tome and Principe   41. Senegal   42. Seychelles   43. Sierra Leone   44. Somalia   45. South Africa   46. Sudan   47. Swaziland   48. Tanzania   49. Togo   50. Tunisia   51. Uganda   52. Zambia   53. Zimbabwe   54. Other, please specify | Drop down  Same page as above | Y | Ask if living in Africa |
|  | Which country in continental Europe?   1. Albania 2. Andorra 3. Austria 4. Belarus 5. Belgium 6. Bosnia and Herzegovina 7. Bulgaria 8. Croatia 9. Cyprus 10. Czech Republic 11. Denmark 12. Estonia 13. Finland 14. France 15. Germany 16. Greece 17. Hungary 18. Iceland 19. Ireland 20. Italy 21. Latvia 22. Liechtenstein 23. Lithuania 24. Luxembourg 25. Macedonia 26. Malta 27. Moldova 28. Monaco 29. Netherlands 30. Norway 31. Poland 32. Portugal 33. Romania 34. Russia 35. San Marino 36. Serbia and Montenegro 37. Slovakia (Slovak Republic) 38. Slovenia 39. Spain 40. Sweden 41. Switzerland 42. Turkey 43. Ukraine 44. United Kingdom 45. Vatican City 46. Other, please specify | Drop down  Same page as above | Y | Ask if living in Europe |
|  | Which country in North or Central America?   1. Anguilla 2. Antigua and Barbuda 3. Aruba 4. Bahamas 5. Barbados 6. Belize 7. Bermuda 8. British Virgin Islands 9. Canada 10. Cayman Islands 11. Clipperton Island 12. Costa Rica 13. Cuba 14. Dominica 15. Dominican Republic 16. El Salvador 17. Greenland 18. Grenada 19. Guadeloupe 20. Guatemala 21. Haïti 22. Honduras 23. Jamaica 24. Martinique 25. Mexico 26. Montserrat 27. Navassa Island 28. Netherlands Antilles 29. Nicaragua 30. Panama 31. Puerto Rico 32. Saint Barthélemy 33. Saint Kitts and Nevis 34. Saint Lucia 35. Saint Martin 36. Saint Pierre and Miquelon 37. Saint Vincent and the Grenadines 38. Trinidad and Tobago 39. Turks and Caicos Islands 40. United States 41. United States Virgin Islands 42. Other, please specify | Drop down  Same page as above | Y | Ask if living in N. or C. America |
|  | Which country in South America?   1. Argentina 2. Bolivia 3. Brazil 4. Chile 5. Colombia 6. Ecuador 7. Falkland Islands 8. French Guiana 9. Guyana 10. Paraguay 11. Peru 12. Suriname 13. Uruguay 14. Venezuela 15. Other, please specify | Drop down  Same page as above | Y | Ask if living in S. America |
|  | Are you undertaking a postdoc in your native country?   1. Yes 2. No | Single choice | Y | Not shown to unemployed |
|  | Have you ever moved from the country/region where you completed your PhD to undertake a postdoc?   1. Yes 2. No | Single choice  Same page as above | Y | Ask to all |
|  | Is your postdoc at the same institution where you completed your PhD?   1. Yes 2. No | Single choice | Y | If no to Q13  Not shown to unemployed |
|  | Firstly, have you had COVID-19?   1. Yes – I was tested 2. I suspect I have – but I wasn’t tested 3. No, I have not / don’t think I have 4. Other, please specify 5. I’d prefer not to say | Single choice  Prefer not to say – exclusive | Y | Ask to all |
|  | Has your fellowship or term been extended because of COVID-19?   1. It has been extended 2. It has been shortened 3. It has stayed the same 4. It is uncertain at the moment 5. Other, please specify 6. N/A | Single choice | Y | Not shown to unemployed |
|  | Do you think the COVID-19 pandemic has negatively affected your career prospects?   1. Yes 2. No 3. Not Sure | Single choice | Y | Ask to all |
|  | How has COVID-19 affected your ability to perform the following work?   1. Conducting experiments 2. Data collection 3. Data analysis 4. Literature review 5. Writing 6. Discussing ideas with PI / colleagues 7. Sharing research findings 8. Writing fellowship or grant proposals | Grid question   * Significant negative impact * some negative impact * no impact * some positive impact * significant positive impact * N/A | Y | Not shown to unemployed |
|  | Have there been any other areas it has impacted? | Open question  Same page as above | N | Not shown to unemployed |
|  | Please review the following items related to the information and support you have had from your supervisor/PI since the COVID-19 pandemic.  My supervisor/PI has…   1. Provided clear guidelines on how they will support me to manage any changes in my ability to work. 2. Provided support and / or advice to help me continue my work remotely. 3. Been in contact with me to check how I am managing. 4. Made clear arrangements for our progress meetings to continue. 5. Made arrangements to support me to stay in touch with other postdocs at my university. 6. Done all I believe they can / should do to support me at this time. | Grid question   * Strongly disagree * Somewhat disagree * Neither agree nor disagree * Somewhat agree * Strongly agree * N/A | Y | Not shown to unemployed |
|  | Do you believe you’ve lost a postdoc or post-postdoc job offer because of COVID-19?   1. Yes 2. No 3. Unsure 4. Other, please specify | Single choice | Y | Ask to all |
|  | How many years have you been employed as a postdoc?   1. Less than 1 year 2. 1-2 years 3. 3-5 years 4. 6-10 years 5. 11-20 years 6. 21-30 years 7. 30+ years 8. Other, please specify | Single choice | Y | Ask to all |
|  | Did you go straight from graduate school to your first postdoc?   1. Yes 2. No 3. Other, please specify | Single choice | Y | Ask to all |
|  | How many postdocs have you done since finishing your PhD?   1. None 2. 1 3. 2-3 4. 4-5 5. 6-7 6. 8-10 7. More than 10 8. Other, please specify | Single choice | Y | Ask to all |
|  | How does being a postdoc meet your original expectations?   1. It’s better than I imagined 2. It’s worse than I imagined 3. It’s how I expected it to be | Single choice | Y | Ask to all |
|  | Why do you say this? | Open question  Same page as above | N | Ask if better or worse |
|  | Do you hope to pursue a career in academia?   1. Yes 2. No 3. Unsure | Single choice | Y | Ask to all |
|  | What is your current gross annual salary/compensation (earnings before tax or other deductions) of your primary job?  Please [click here](https://www.google.co.uk/search?q=convert+into+us+dollars&oq=convert+into+us&aqs=chrome.1.69i57j0l5.8913j0j7&sourceid=chrome&ie=UTF-8) to convert your salary into $US dollars.   1. Less than $15,000 USD 2. $15,000 to $29,999 USD 3. $30,000 to $49,999 USD 4. $50,000 to $79,999 USD 5. $80,000 to $109,999 USD 6. $110,000 USD or more 7. I’d prefer not to say 8. N/A | Single choice | Y | Not shown to unemployed |
|  | Have you received an increase or decrease to your annual (base) salary/compensation in the last 12 months?   1. An increase 2. A decrease 3. Neither / stayed the same 4. I’d prefer not to say 5. N/A | Single choice | Y | Not shown to unemployed |
|  | What was the reason for your salary increase?  *Please select all that apply.*   1. Annual review 2. Cost of living increase 3. Changes in job responsibilities / title / promotion 4. Negotiation with manager / retention offer 5. Merit / good work 6. Completing a qualification 7. Alignment with funders guidance / linked to external recommendations e.g. NIH scale 8. Moved to a new job 9. I’d prefer not to say 10. Other, please specify | Multi choice | Y | If Q29 = increase  Not shown to unemployed |
|  | What was the reason for your salary decrease?  *Please select all that apply.*   1. Annual review 2. Budget / cutbacks (non-COVID-19 related) 3. Budget / cutbacks (COVID-19 related) 4. Changes in job responsibilities / title 5. Reduced working hours (non-COVID-19 related) 6. Reduced working hours (COVID-19 related) 7. Moved to a new job 8. I’d prefer not to say 9. Other, please specify | Multi choice | Y | Ask if Q29 = decrease  Not shown to unemployed |
|  | Does your overall salary/benefits package include the following?   1. Paid vacation days 2. Paid sick leave 3. Health insurance/benefits 4. Retirement/pension plan 5. Parental leave 6. Subsidised childcare | Grid question  Yes, No, Unsure | Y | Not shown to unemployed |
|  | Have you become a parent / had a child during your current postdoc?   1. Yes 2. No 3. I’d prefer not to say | Single choice | Y | Not shown to unemployed |
|  | How much parental leave were you able to take?   1. None 2. Less than 1 week 3. 1-2 weeks 4. 2-4 weeks 5. 1-2 months 6. 2-4 months 7. 4-6 months 8. 6-9 months 9. More than 9 months 10. Other please specify | Single choice | Y | If Q33 = yes  Not shown to unemployed |
|  | What proportion of your salary/compensation comes from the following sources?  *Please provide an estimate % for each option (0-100, totalling 100%), or specify ‘other’ for any sources not listed.*   1. Institutional/organisation 2. Grants or fellowships that I received 3. Grants awarded to my supervisor/PI 4. Fellowship from my host country to study abroad 5. Fellowship from my home country to study abroad 6. Other, please specify | Totalise adding up to 100% | Y | Not shown to unemployed |
|  | If you are in receipt of a direct grant or fellowship, can you take your current research project with you if you change labs/institutions?   1. Yes 2. No 3. Unsure 4. N/A | Single choice | Y | Not shown to unemployed |
|  | Can you currently save / put money aside from your salary?   1. Yes – the amount I want to 2. Yes – but not the amount I want to 3. No – but I’d like to be able to 4. No – but I don’t need/want to 5. I’d prefer not to say | Single choice | Y | Not shown to unemployed |
|  | How many hours a week are you contracted to work?   1. Less than 35 hours (my contract is part-time) 2. Between 35 and 40 hours 3. Between 40 and 50 hours 4. Between 50 and 60 hours, 5. More than 60 hours a week 6. Other, please specify | Single choice | Y | Not shown to unemployed |
|  | How many hours per week, if any, do you typically work beyond those contracted?   1. 0 hours 2. 1-2 hours 3. 2-4 hours 4. 4-6 hours 5. 6-8 hours 6. 8-10 hours 7. 10-13 hours 8. 13-16 hours 9. 16-18 hours 10. 18-20 hours 11. More than 20 hours 12. Other, please specify | Single choice  Same page as above | Y | Not shown to unemployed |
|  | In the past year, have you ever…   * *Worked overnight in the lab* * *Worked on weekends or on days off*   *This does not include times when this was required for a particular experiment or contracted/pre-discussed hours.*   1. No, never 2. Yes, once or twice 3. Between 2-5 times 4. Between 5-10 times 5. Between 10-20 times 6. More than 20 times | Grid question | Y | Not shown to unemployed |
|  | Do you have a second job, alongside your postdoc?   1. Yes 2. No | Single choice | Y | Not shown to unemployed |
|  | Why do you have a second job?   1. To provide extra income 2. To develop skills to boost my career prospects 3. To pursue other interests 4. Other, please specify | Multi choice | Y | If Q41 = yes  Not shown to unemployed |
|  | How much sleep do you typically get each work night?   1. More than eight hours 2. Between six and eight hours 3. Between four and six hours 4. Less than four hours 5. Other, please specify | Single choice | Y | Not shown to unemployed |
|  | How satisfied are you in your current postdoc? | Grid question  7 point scale  1=extremely dissatisfied, 4=neither satisfied nor dissatisfied, 7=extremely satisfied, N/A | Y | Not shown to unemployed |
|  | In the past year would you say your level of satisfaction has…   1. Significantly worsened 2. Worsened a little 3. Stayed the same 4. Improved a little 5. Significantly improved 6. N/A | Single choice | Y | Not shown to unemployed |
|  | Thinking about your current postdoc, how satisfied are you with the following? *If you do not have access to any benefits or job factors, please indicate on the scale below.*   1. Salary / compensation 2. Benefits e.g. health and dental insurance, retirement plan 3. Availability of funding 4. Amount of time for research 5. Career advancement opportunities 6. Access to workplace-sponsored training and seminars   New Q:   1. Job security 2. Opportunity to work on interesting projects 3. Amount of guidance from and communication with supervisor/PI 4. Management and leadership of organisation 5. Ability to influence decisions that affect you   New Q:   1. Work/life balance 2. Total hours worked   New Q:   1. My interest in the work 2. Personal sense of accomplishment 3. Relationship with colleagues 4. My degree of independence 5. Recognition for achievements 6. Feeling safe in the work environment / workplace 7. Organisation’s commitment to a diverse and inclusive workplace | Grid question  7-point scale  7 point scale  1=extremely dissatisfied, 4=neither satisfied nor dissatisfied, 7=extremely satisfied, N/A | Y | Not shown to unemployed |
|  | On average, how much one-on-one contact time do you spend with your supervisor/PI each week?   1. Less than an hour 2. Between one and three hours 3. More than three hours 4. Other, please specify 5. N/A | Single choice | Y | Not shown to unemployed |
|  | **Do yo** Do you feel that you have experienced discrimination or harassment in your current or previous postdoc position?   1. Yes 2. No 3. I’d prefer not to say | Single choice | Y | Ask to all |
|  | Which of the following have you experienced directly?   1. Racial discrimination or harassment 2. Sexual harassment 3. Age discrimination 4. Gender discrimination 5. LGBTQ discrimination or harassment 6. Religious discrimination 7. Disability discrimination 8. Power imbalances / bullying 9. Other, please specify 10. I’d prefer not to say | Multi choice | Y | If Q48 = yes |
|  | You have specified that you’ve experienced <answer> at your current postdoc. If you are happy to do so, can you provide an outline of what this involved? | Open question | N | If Q49 = a-i |
|  | Who was the perpetrator(s)?     1. Supervisor/PI 2. Another postdoc in my group 3. Graduate student in my group 4. Someone outside my group but in my institution 5. Other, please specify 6. I’d prefer not to say | Multi choice  Prefer not to say exclusive | Y | If yes to Q48 |
|  | Have you observed discrimination or harassment at your current or previous postdoc? *This relates to observations of others e.g. colleagues, not your personal experience.*   1. Yes 2. No 3. I’d prefer not to say | Single choice | Y | Ask to all |
|  | Which of the following have you observed?   1. Racial discrimination or harassment 2. Sexual harassment 3. Age discrimination 4. Gender discrimination 5. LGBTQ discrimination or harassment 6. Religious discrimination 7. Disability discrimination 8. Power imbalances / bullying 9. Other, please specify 10. I’d prefer not to say | Multi choice  Prefer not to say exclusive | Y | If Q52 = yes |
|  | You have specified that you’ve observed <answer> at your current job. If you are happy to do so, can you provide an outline of what this involved? | Open question | N | If Q53 = a-i |
|  | Have you sought or received professional help for depression or anxiety related to your work?   1. Yes, I have received / I am receiving help 2. Yes, I have sought help but am yet to receive it 3. No, but I would / would have liked to receive help 4. No, I do not / have not required help 5. I’d prefer not to say | Single choice | Y | Ask to all |
|  | To what extent do you agree or disagree with the following statements?   1. Mental health and wellbeing services in my university are tailored and appropriate to the needs of postdocs 2. My supervisor/PI has a good awareness of support services and was able to signpost me to them if needed 3. My university/institution offers adequate mental health support 4. My university supports good work/life balance 5. There is a long-hours culture at my university | Grid question  7 point scale  1= strongly disagree, 4 = neither agree nor disagree, 7= strongly agree, N/A | Y | Not shown to unemployed |
|  | Have you considered leaving science because of depression, anxiety, or other mental health concerns related to your work?   1. Yes 2. No 3. I’d prefer not to say | Single choice | Y | Ask to all |
|  | Do you believe that your postdoc workplace is doing enough to promote…     1. Gender equality 2. Ethnic/racial equality 3. A physically safe environment 4. Dignity in the workplace | Grid question  Yes, No, Unsure, N/A | Y | Not shown to unemployed |
|  | Which sources do you use to seek career advice? *Please select all that apply.*     1. My PI/supervisor 2. My mentor(s) 3. Other postdocs 4. Department heads/faculty members 5. Institution’s career services 6. External mentors 7. Independent career research such as informational interviews 8. Nature Careers 9. Other science-career publications/resources 10. Other, please specify | Multi choice | Y | Ask to all |
|  | How do you feel about your future job prospects?   1. Extremely negative 2. Somewhat negative 3. Neither positive nor negative 4. Somewhat positive 5. Extremely positive 6. I don’t know 7. N/A | Single choice | Y | Ask to all |
|  | Do you see your job prospects as better or worse than past generations of postdocs?   1. Much worse 2. Somewhat worse 3. Neither worse nor better 4. Somewhat better 5. Much better 6. N/A | Single choice | Y | Ask to all |
|  | **What do you think is the biggest challenge for your personal career progression?** *Please select a maximum of 3 answers.*   1. The economic impact of COVID-19 2. Competition for funding 3. Unwillingness / inability to sacrifice personal time / time with family 4. Unwillingness / inability to relocate 5. Discrimination / bias 6. My desire to stay in academia 7. My desire to leave academia 8. Lack of appropriate networks / connections 9. Language skills 10. Lack of relevant skills 11. Lack of available jobs in my field 12. Other, please specify 13. None | Multi choice  Max 3  None exclusive | Y | Ask to all |
|  | You suggested that a lack of relevant skills is a challenge for your personal career progression. Which skills do you feel you’re lacking in?   1. Interpersonal / communication skills 2. Writing skills 3. People management / leadership skills 4. Computational skills 5. Statistical skills 6. Specific experimental techniques 7. Other, please specify | Multi choice | Y | If Q62 = j |
|  | Would you recommend to your younger self that you pursue a career in scientific research?   1. Yes 2. No 3. I don’t know 4. N/A | Single choice | Y | Ask to all |
|  | Do you plan to leave your current postdoc in the next 6-12 months?   1. Yes 2. No 3. I don’t know 4. N/A | Single choice | Y | Not shown to unemployed |
|  | How old are you?   1. 18-21 years 2. 22-25 years 3. 26-30 years 4. 31-40 years 5. 41-50 years 6. 51-60 years 7. 61-70 years 8. 71-80 years 9. 80 years + 10. I’d prefer not to say | Single choice | Y | Ask to all |
|  | What is your gender?   1. Female 2. Male 3. Non-gendered 4. Other 5. I’d prefer not to say | Single choice  Same page as above | Y | Ask to all |
|  | What is your ethnic group?   1. American Indian / Alaskan Native 2. Asian 3. Black / African American / Caribbean 4. Hispanic / Latino 5. Mixed 6. Pacific islander 7. Indigenous community 8. White 9. Other, please specify 10. I’d prefer not to say | Single choice  Same page as above | Y | Ask to all |
|  | Do you consider yourself to be an ethnic and/or racial minority?   1. Yes 2. No 3. I’d prefer not to say | Single choice  Same page as above | Y | Ask to all |
|  | Do you experience any long-term health problems or a disability?   1. Yes 2. No 3. I’d prefer not to say | Single choice  Same page as above | Y | Ask to all |
|  | Thank you for taking part in the survey. Are there any more comments you’d like to share with us about your experiences as a postdoc? | Open | N | N |

# **Final text**

# Screen out message

**<Thank you very much for your time. Unfortunately, the rest of the questions in this survey are aimed at postdocs in academia. We plan to survey postdocs in other sectors at a later date. If you would like to provide further feedback please email us at** [**audienceresearch@nature.com**](mailto:audienceresearch@nature.com)**.>**

**Many thanks for your time. If you have any questions about the research, please email** [**emily.terry@shift-insight.co.uk**](mailto:emily.terry@shift-insight.co.uk)**.**

**Please click the button below to submit the survey.**