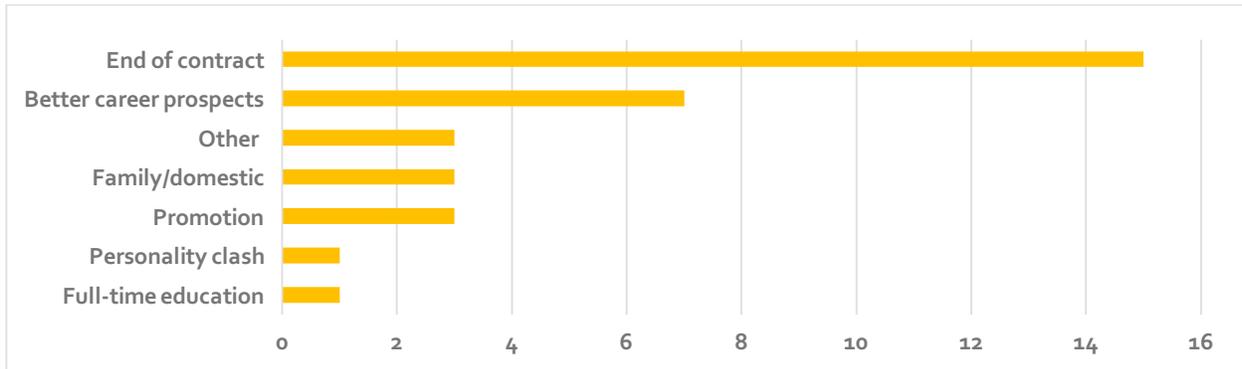


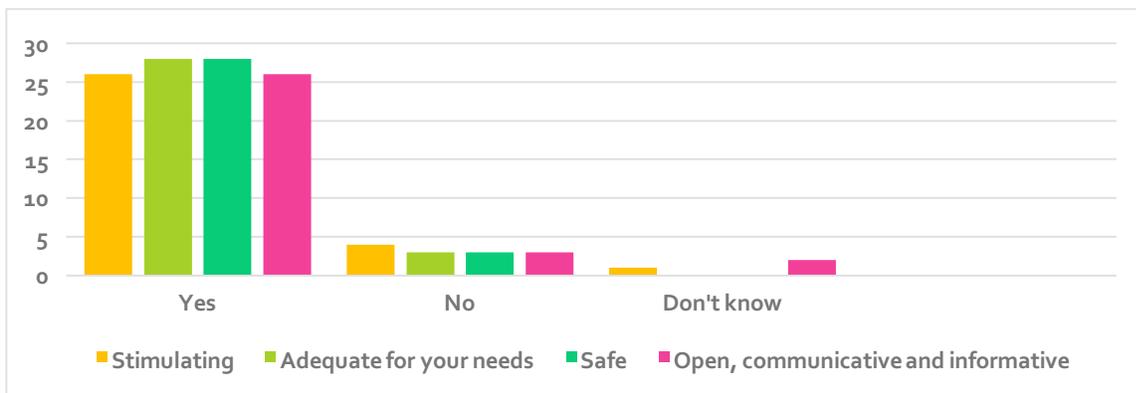
Postdoc Exit Questionnaire results Jan 2016 – Jan 2017

- 1) 33 responses, 63 leavers (21 female, 42 male).
- 2) 21 Male, 12 female responses.
- 3) Areas researchers are moving on to:
 - Academia – 19 (9 female, 10 male)
 - Industry – 6
 - Not finalised – 2
- 4) Reason for leaving:



Other: different job, tenure-track assistant professorship, change of research field.

- 5) 28 received an induction, 3 said no, 2 didn't know.
- 6) 26 said induction was adequate, 1 no, 6 didn't know.
- 7) 27 received sufficient support from PI/Supervisor, 2 no, 3 didn't know.
- 8) 31 felt clarity of role, goals and objectives were communicated clearly and team working was encouraged.
- 9) 28 felt contribution was valued and ideas supported.
- 10) 23 felt personally recognized for their contribution to team success, 6 felt no.
- 11) 29 felt work was challenging.
- 12) Work environment:



Comments: 'Recurring problems with roof leaks and with fumehoods/the air extraction system made me question the safety of the work environment', 'safe, but overcrowded environment'.

- 13) 30 felt learning opportunities, financial support, facilities and resources for personal development were provided.

Comments: 'the support was excellent', 'Facilities staff and resources are amazing. Financial support, in terms of salary, is lacking - but that is just the UK and a result of the postdoc glut', 'As an experimentalist and a simulator it would have been nice to have a small budget for lab consumables to try things out. But this was not really discussed'.

14) Career progression available? 24 yes, 5 no, 3 didn't know.

Comments: 'No, simply because career progression is extremely competitive for postdocs everywhere', 'However, only outside the University of Cambridge', 'I think post docs here are probably better off than elsewhere.'

15) Treated with dignity/respect; 27 yes, 2 no, 2 didn't know.

16) Work/life balance managed adequately; 28 yes, 3 no.

17) Satisfaction with normal working hours; 29 yes, 1 no.

Comments: 'worked longer than "normal working hours". But it seems quite common in academia', 'We - as a scientist - work more than what is being asked from us. I was working always during the weekends'.

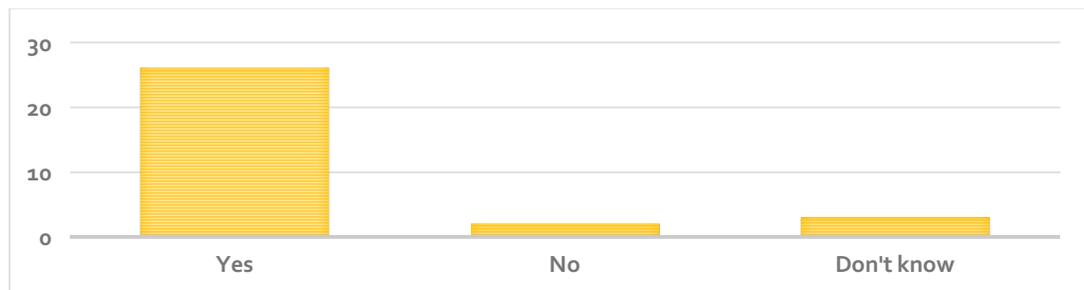
18) Encouraged to use holiday; 25 yes, 5 no.

Comments: 'I couldn't really take all my holidays as I needed to keep the results coming in', 'I was certainly not encouraged to take holidays and haven't been able to use all my holiday entitlement.', 'in practice it was difficult to use my allocation'.

19) Family friendly policies were not deemed applicable by 28. 2 dissatisfied with them.

Comment: 'The process is opaque and there isn't enough information available' (regarding pregnancy).

20) Recommendation of the Department of Chemistry as a good place to work:



Comments: 'I have suffered several infrastructure problems', 'depends on the group you work in...', 'Amazing support, research, facilities and very intellectually encouraging'.

21) What we could have done to improve the experience of being employed here:

- *Organize social events to help scientists to mingle*
- *I think everything went above and beyond my expectations! It has been a fantastic experience!*
- *Departmental support for a fellowship.*
- *Making more room available for meetings, which have better conference facilities (i.e. phone, higher resolution projectors, speakers)*

22) Final comments:

- *I have often felt a bit like an outsider, particularly in the protein/biophysics community here.*
- *The architecture of the building means that many chance encounters are missed out on. People are hidden away in their rooms.*
- *Everything has been very well organized. I really enjoyed my time in the Department. It has been a very friendly environment.*
- *Keep up the good work that makes this university amazing!*