

PhD & PostDoc survey 2022-2023

Career development questions

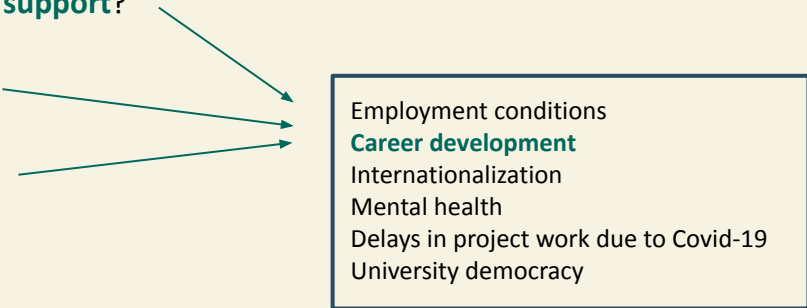
Survey Overview

- Of 700 respondents:
 - **470**: PhD candidates
 - **230**: were postdoctoral fellows.
- Results were also given by:
 - **gender**: male (276); female (393); non-binary (12); unreported (18)
 - **age group**: <30 (219); 30-35 (286); 36-40 (109); >40 years (86)
 - **nationality**: Norwegian (331) / non-Norwegian (369)
 - **time since last graduate degree**:
 - 1-3 (271); 4-6 (275); 5-10 (88); >10 years (66)
- Survey done with the help of Respons Analyse
 - Initial analysis done by Respons Analyse
 - Further analysis was done in the UiODoc board

Survey Overview (2)

The responses reported here are in relation to:

1. In which sector would you like to **pursue a future career**?
2. Do you have access to the necessary **training** to remain up-to-date in your research field?
3. How easy do you experience finding **relevant courses**?
4. Would you consider taking courses at **other institutions** or universities in Norway?
5. In which of the following areas are you aware of **UiO support**?
6. Which of the following areas are **important** to you?
7. Which of these areas is the **most important** for you?



Employment conditions
Career development
Internationalization
Mental health
Delays in project work due to Covid-19
University democracy

Future career

Future career

1. *In which sector would you like to pursue a future career?*

- Private sector
- Public sector outside of academia
- Academia
- Other
- No preference
- Don't know/Not sure

Future career

PhD Fellows

Future career

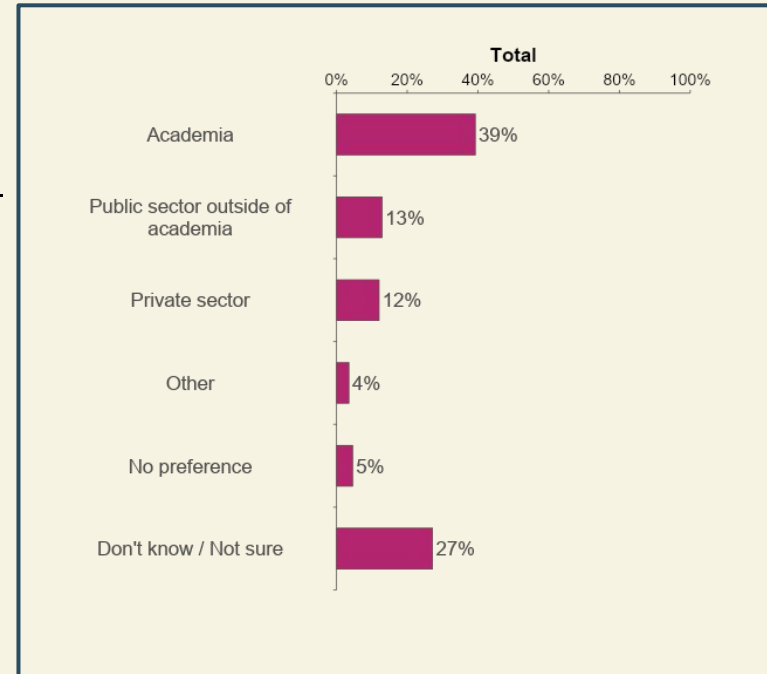
Chosen sector – PhD fellows

- **39%** answered that they would like a career in academia
- **27%** were undecided
- **13%** would pursue a career in the public sector outside academia
- **12%** would pursue a career in the private sector
- **4%** selected “other” and **5%** selected “no preference”

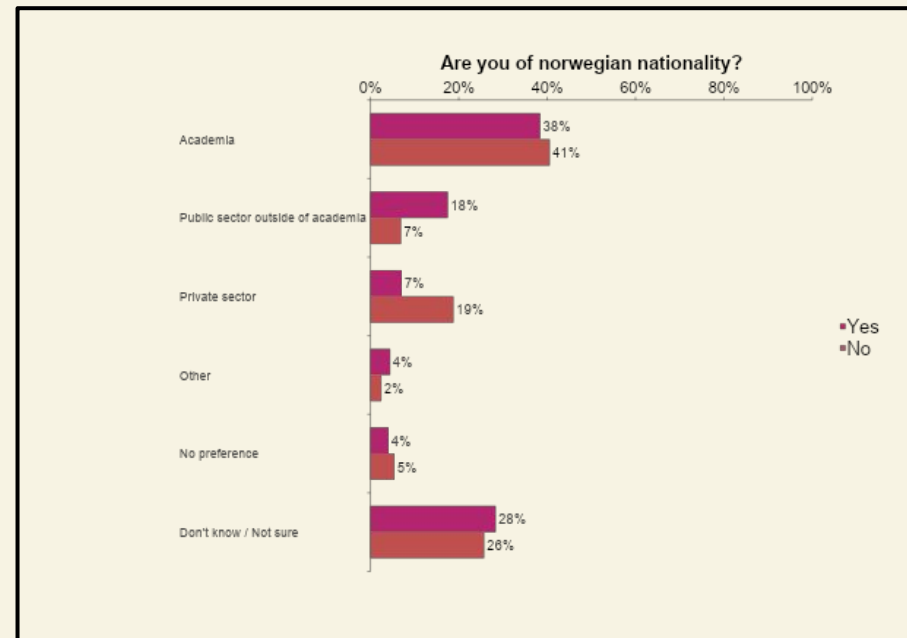
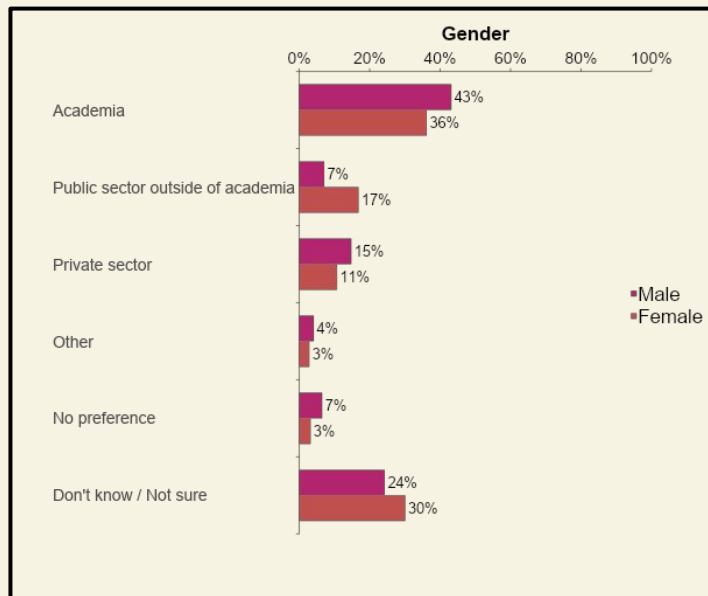
Future career

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Future career: PhD candidates



Future career

Postdoctoral Fellows

Future career

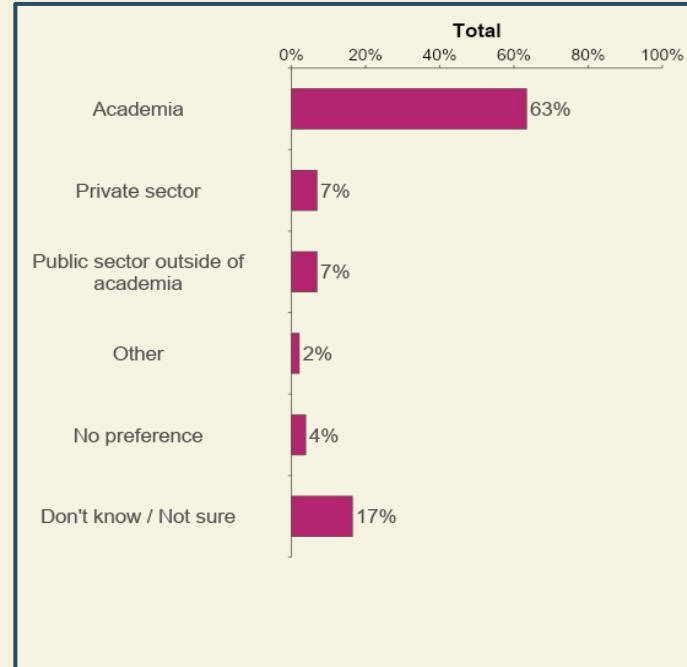
Chosen sector – **Postdoctoral fellows**

- **63%** answered that they would like a career in academia (↑24%)
- **17%** were undecided (↓10%)
- **7%** would pursue a career in the public sector outside academia (↓6%)
- **7%** would pursue a career in the private sector (↓5%)
- **2%** selected “other” and **4%** selected “no preference”

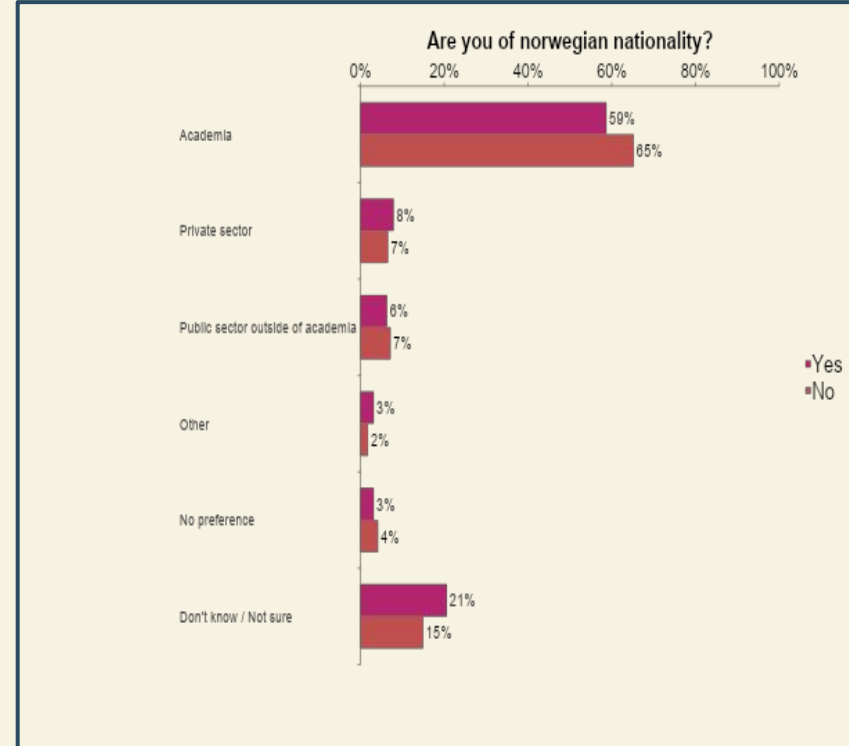
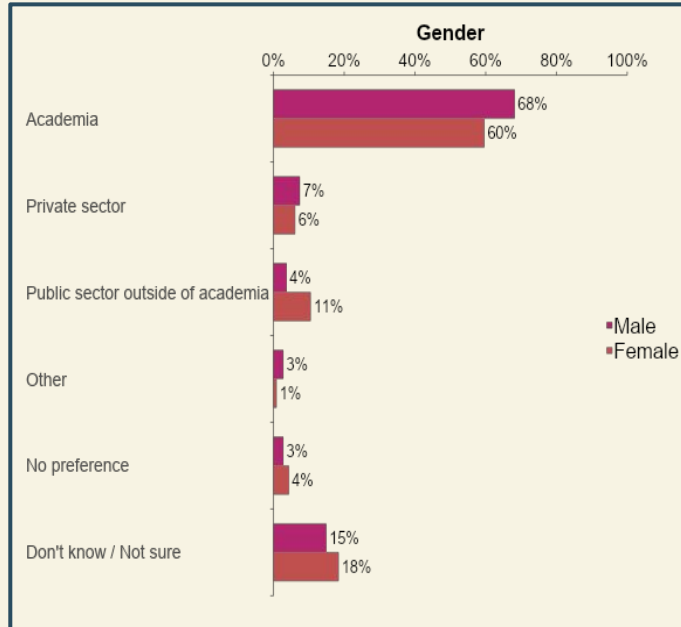
Future career

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Future career: Postdoctoral Fellows



Training and courses

Necessary training & relevant courses

2. Do you have access to the necessary training to remain up-to-date in your research field?

- Yes
- No
- Not sure

Necessary training & relevant courses

3. How easy do you experience finding relevant courses?

- Very difficult
- Difficult
- Neither difficult nor easy
- Easy
- Very easy

4. Would you consider taking courses at other institutions or universities in Norway?

- Yes
- No
- Don't know/Not sure

Training and courses

PhD Fellows

Training & courses: PhD Fellows

- Necessary training
 - **62%** of the PhDs stated that they had **access to the necessary training** to remain up-to-date in their research field
 - **23 %** were not sure
 - **15%** reported that they **did not have such access** to necessary training

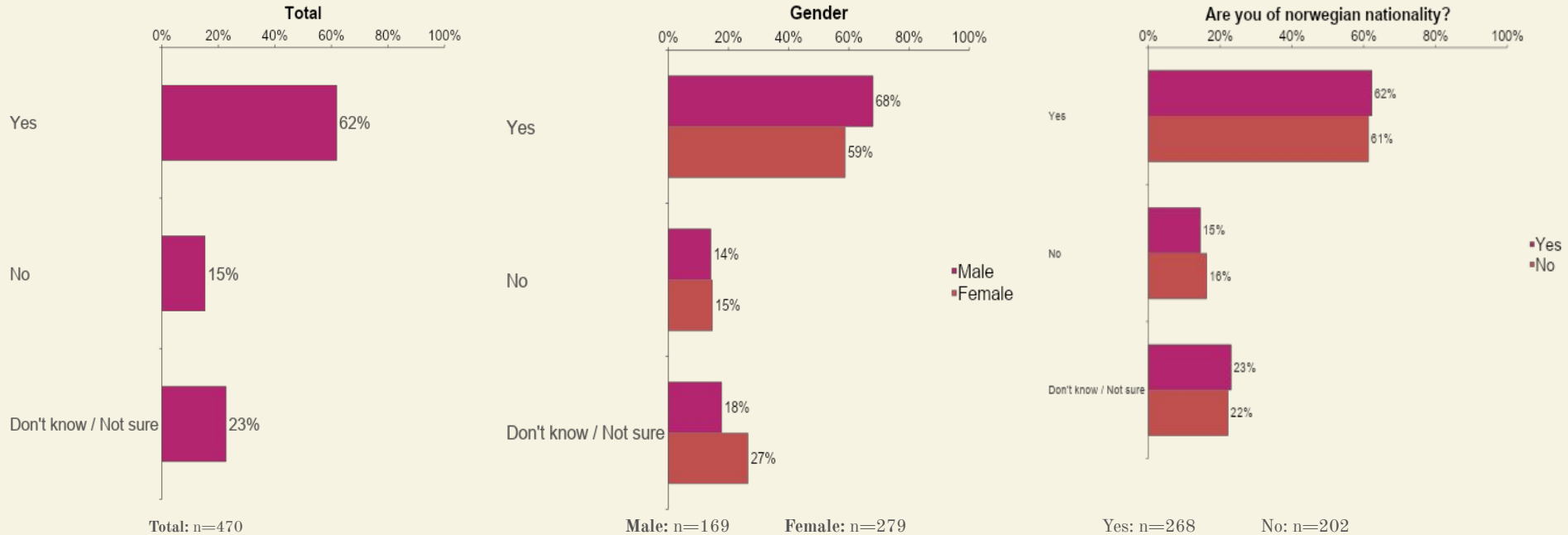
- Relevant courses
 - **Only 24%** reported that they find it **easy** to find relevant courses.
 - Most PhD respondents reported finding it **difficult (38%)**, or **neither** difficult nor easy **(38%)** to find relevant courses.

Training at other institutions: PhD Fellows

We also asked if they would consider taking courses at other institutions or universities in Norway.

- **77%** would consider taking courses at other institutions or universities in Norway.

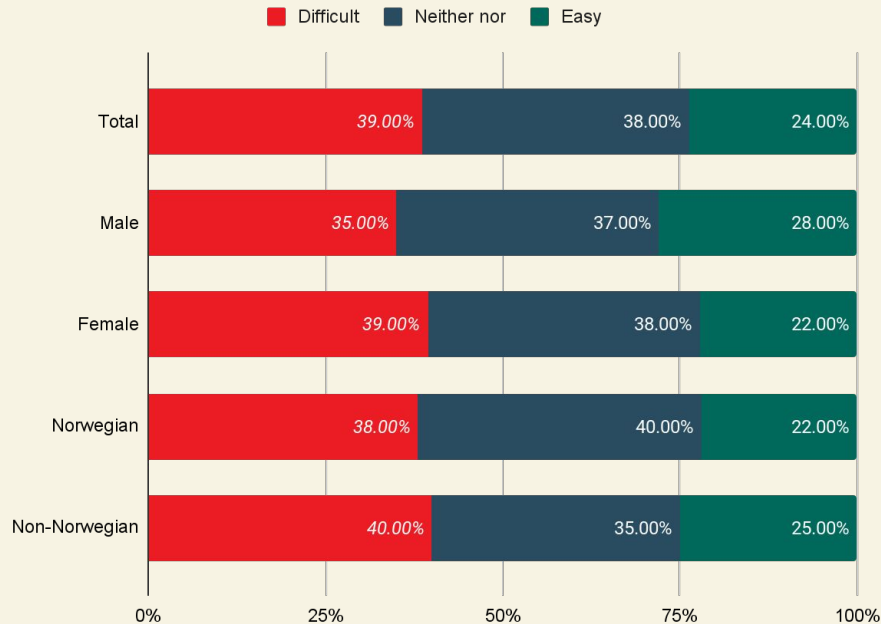
Necessary training: PhD fellows



Finding relevant courses: PhD fellows

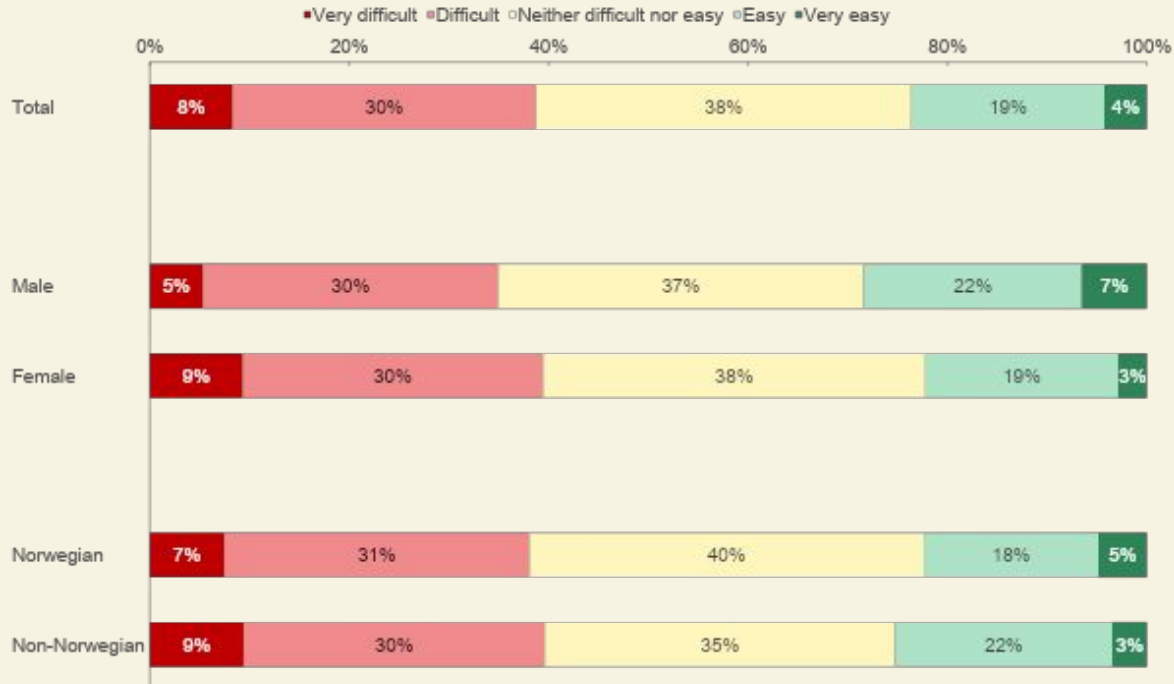
*How easy do you find it to find **relevant courses**?*

Finding courses: PhD Fellows



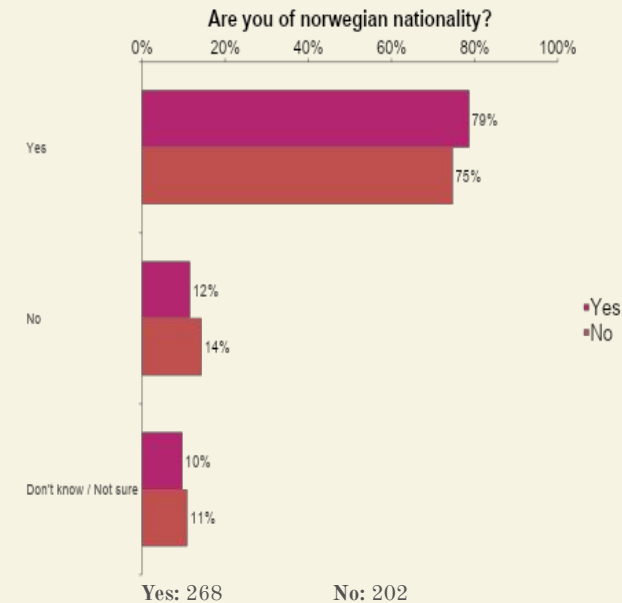
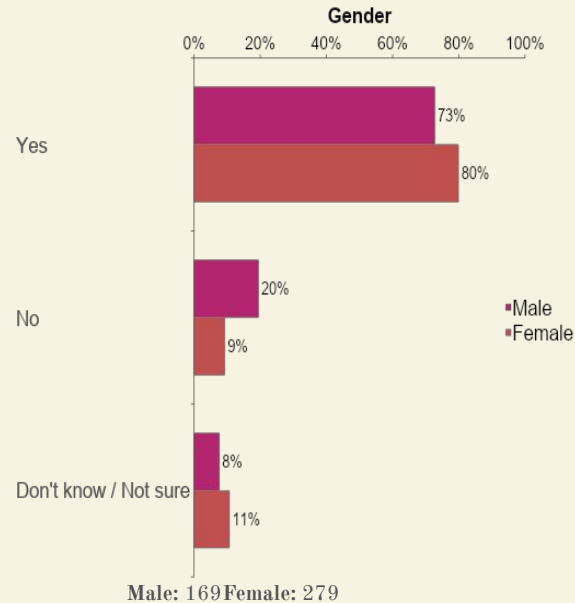
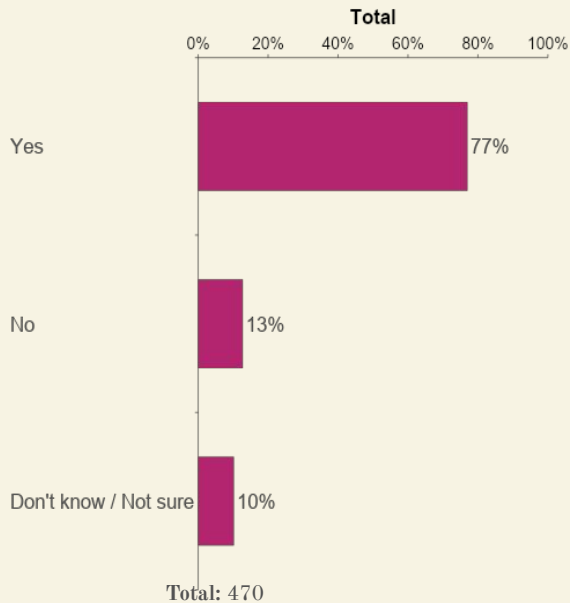
Finding relevant courses: PhD fellows

*How easy do you find it to find **relevant courses**?*



Courses at other institutions: PhD fellows

Would you consider taking courses at other institutions or universities in Norway?



Training and courses

Postdoctoral Fellows

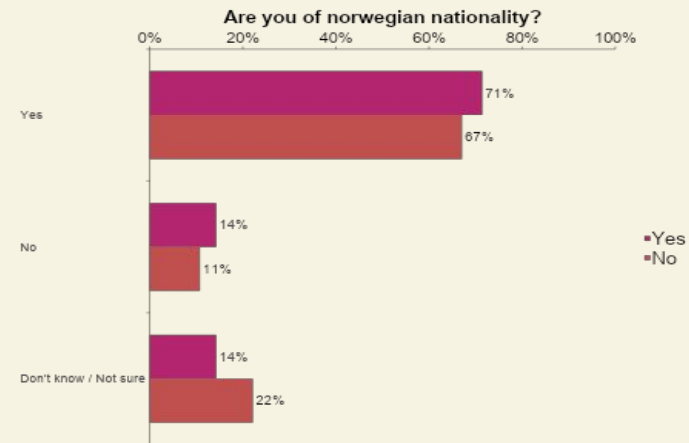
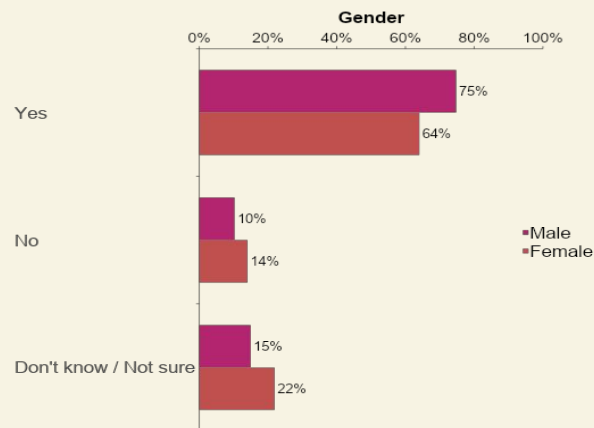
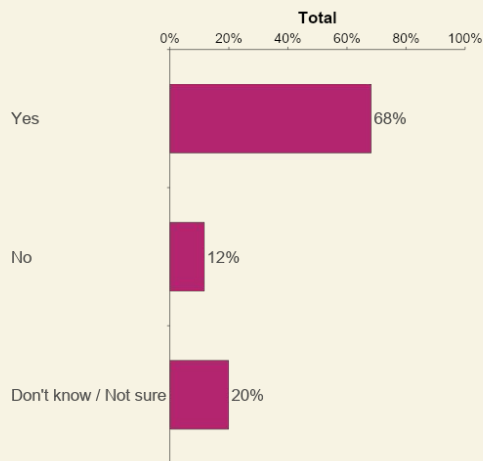
Training & courses: Postdoctoral Fellows

- Necessary training
 - **68%** of the postdoctoral fellows stated that they had **access to the necessary training** to remain up-to-date in their research field
 - **20 %** were not sure
 - **12%** reported that they **did not have such access** to necessary training

- Relevant courses
 - **Only 27%** reported that they find it **easy** to find relevant courses
 - The majority (**53%**) reported finding this neither difficult nor easy
 - **19%** find it difficult
 - **68%** would consider taking **courses at other institutions** or universities in Norway.

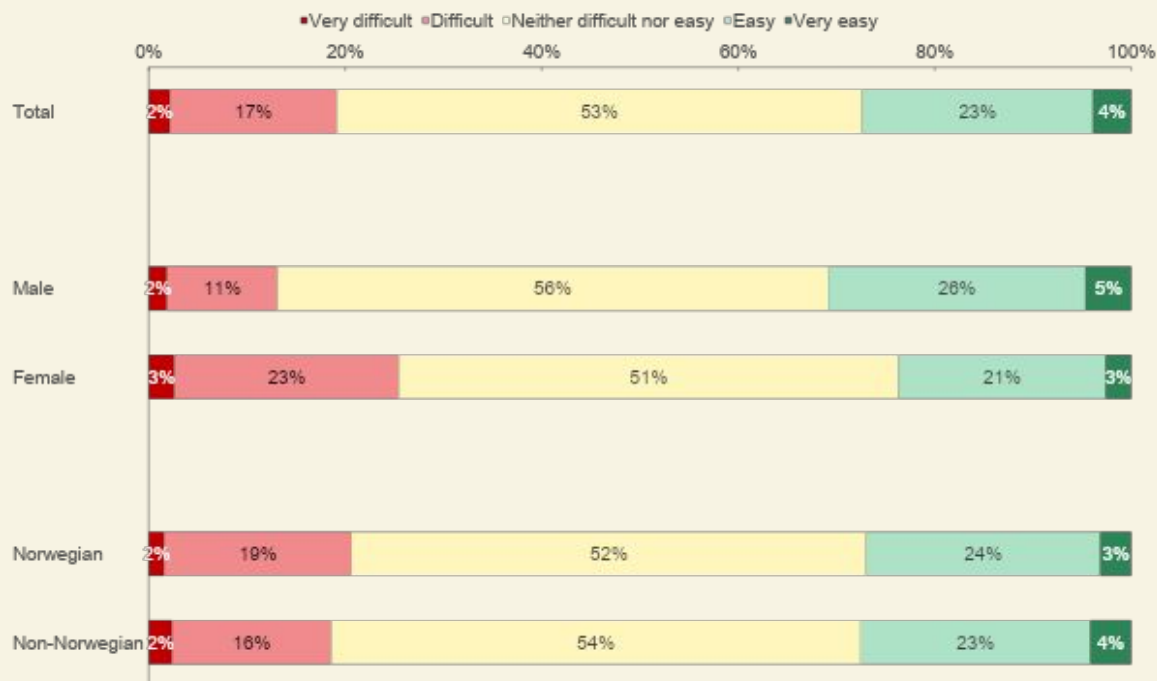
Access to training: Postdoctoral Fellows

Do you have access to necessary training?



Finding relevant courses: Postdoctoral fellows

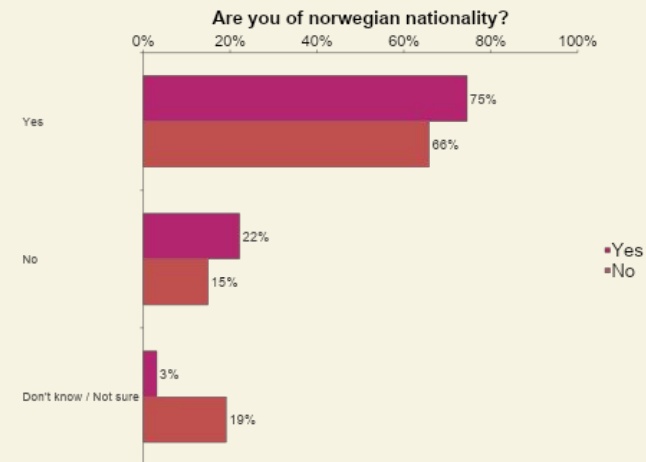
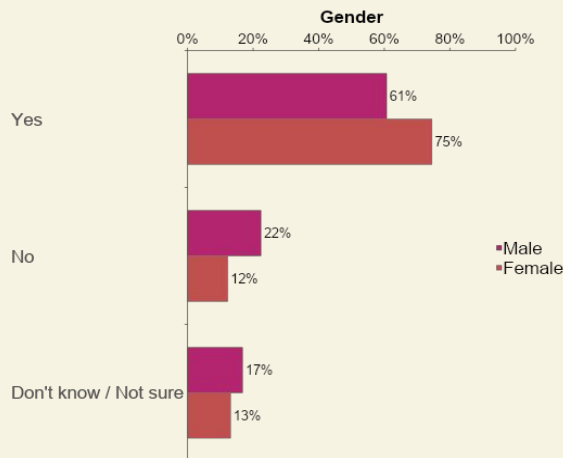
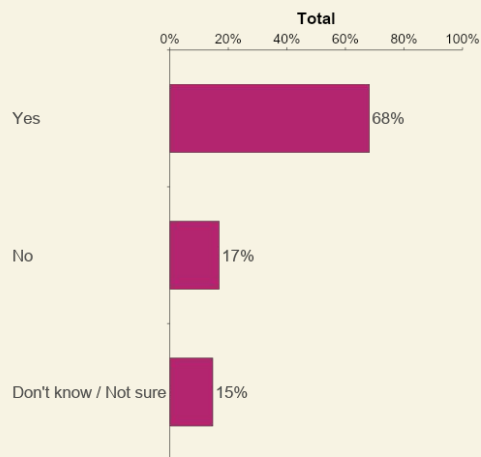
*How easy do you find it to find **relevant courses**?*



Difficult	Neither nor	Easy
19 %	53 %	27 %
13 %	56 %	31 %
25 %	51 %	24 %
21 %	52 %	27 %
19 %	54 %	28 %

Courses at other institutions: Postdoctoral fellows

Would you consider taking courses at other institutions or universities in Norway?



Career development area

Career development area: support & importance

5. *In which of the following areas are you aware of UiO support?*

6. *Which of the following areas are important to you?*

7. *Which of these areas is the most important for you?*

- Employment conditions
- **Career development**
- Internationalization
- Mental health
- Delays in project work due to Covid-19
- University democracy

Career development area: support & importance

5. *In which of the following areas are you aware of UiO support?*

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- Employment conditions
- **Career development**
- Internationalization
- Mental health
- Delays in project work due to Covid-19
- University democracy

! For all these questions the participants could select either multiple areas, or select “Don’t know/Not sure” (and then no area could be selected)

Career development area

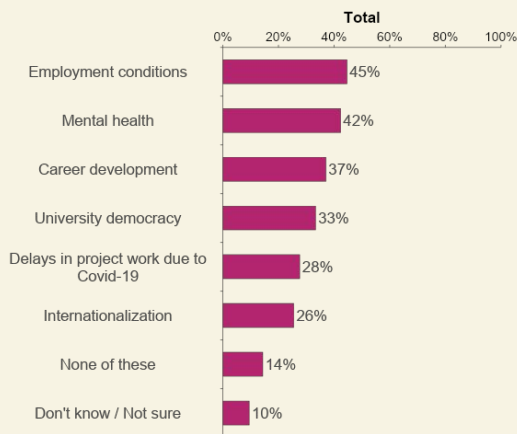
PhD Fellows

Career development area: PhD Fellows

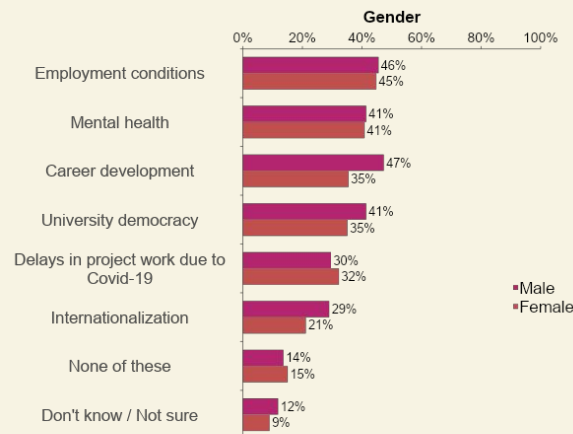
- The majority (76%) of the PhDs were aware of one or more areas of UiO-support.
- The three areas that respondents were most **aware** of were: Employment conditions (45%), Mental health (42%), and **Career development (37%)**. These areas were also described as being most important.
 - Employment conditions were reported as one of the most important areas by 84% of respondents, and the most important area by 40%
 - **Career development** was **one of the important** areas for **77%**, and the **most important** for **29%**.
 - Mental health was one of the important areas for 68%, and the most important for 17%.

Areas of UiO support: PhD candidates

*In which of the following areas are you **aware** of UiO-support?*

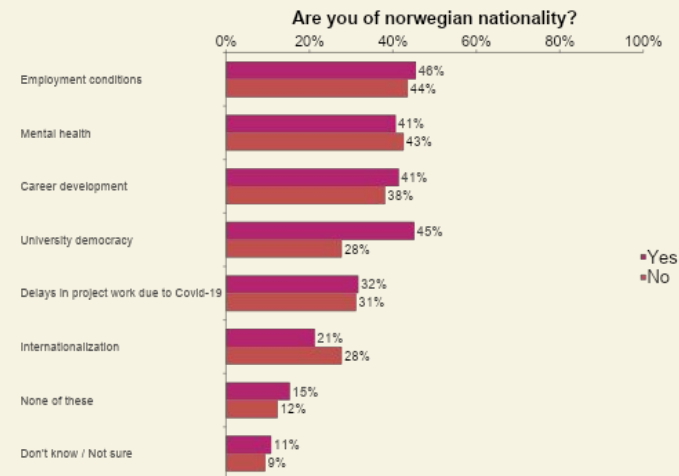


Total: 470



Male: 169

Female: 279

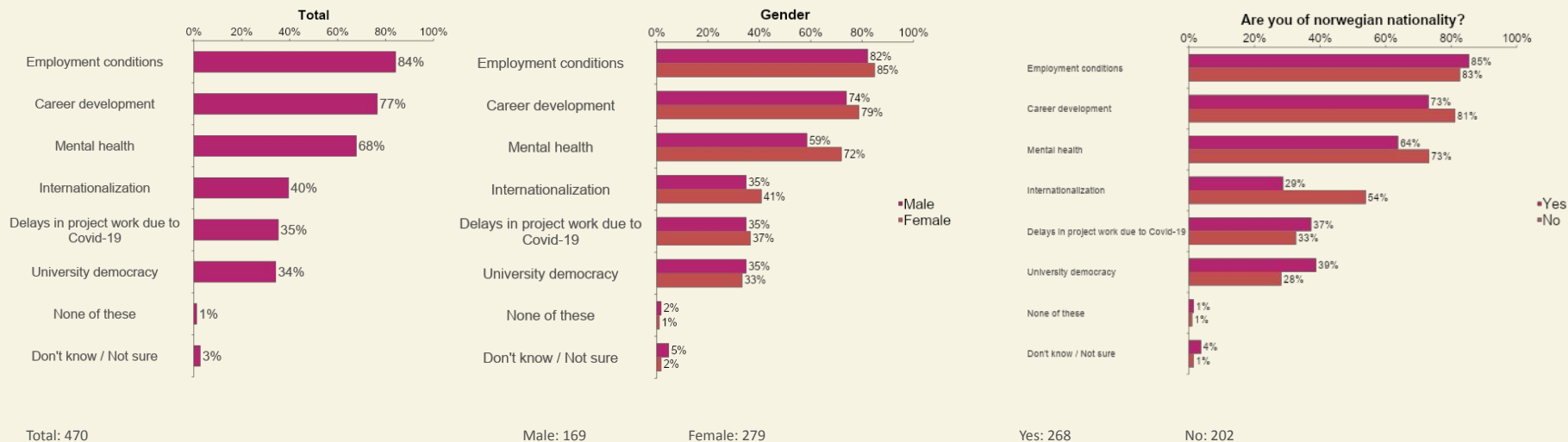


Yes: 268

No: 202

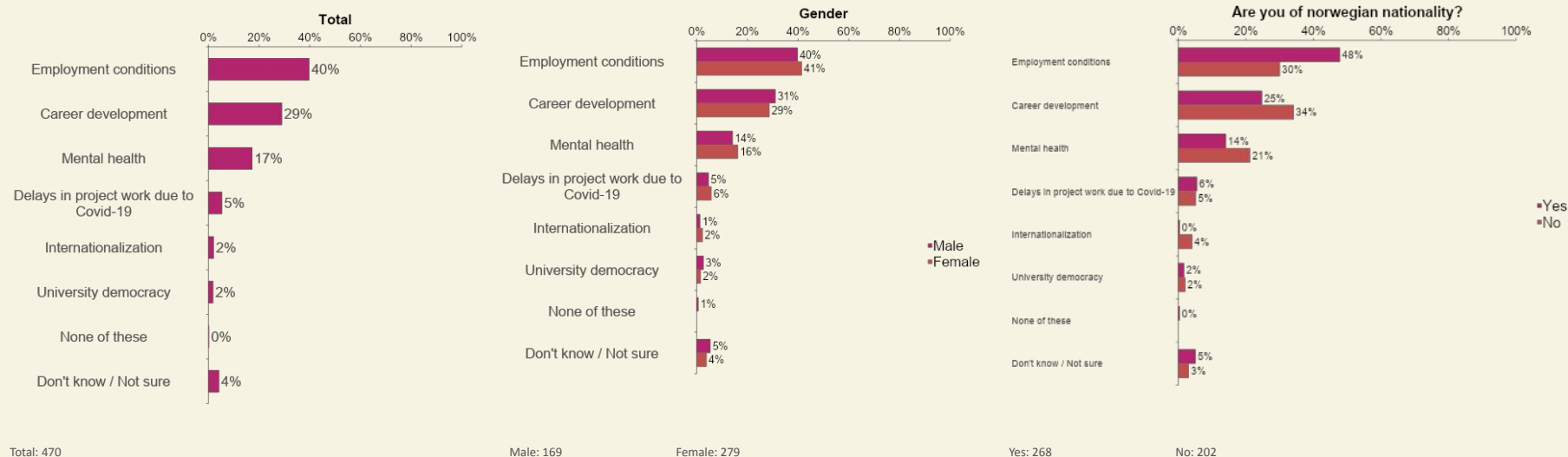
Areas of UiO support: PhD candidates

Which of the following areas are **important** to you?



Areas of UiO support: PhD candidates

Which of these areas is the **most important** for you?



Career development area

Postdoctoral Fellows

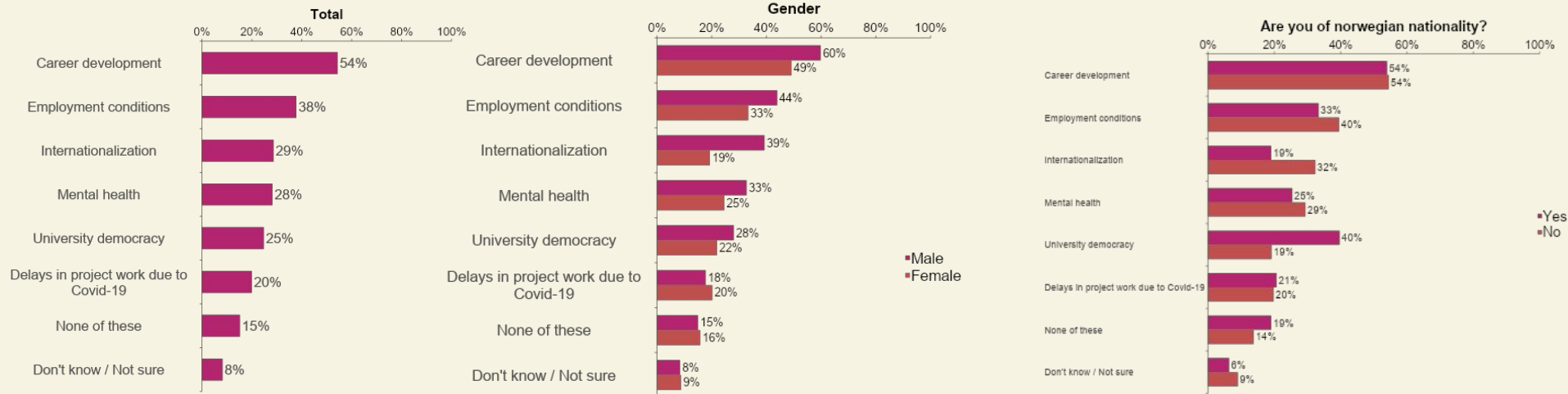
Career development area: Postdoctoral Fellows

- The majority (77%) of postdoctoral fellows were **aware** of one or more areas of UiO-support. **Career development (54%)**, and Employment conditions (38%), were the two areas they were most aware of

- These two areas were also most important for postdoctoral fellows.
 - **Career development was one of the most important areas for 86% of respondents**, and the **most important for 52%**.
 - Employment conditions were one of the most important areas for 83%, and the most important for 31%.

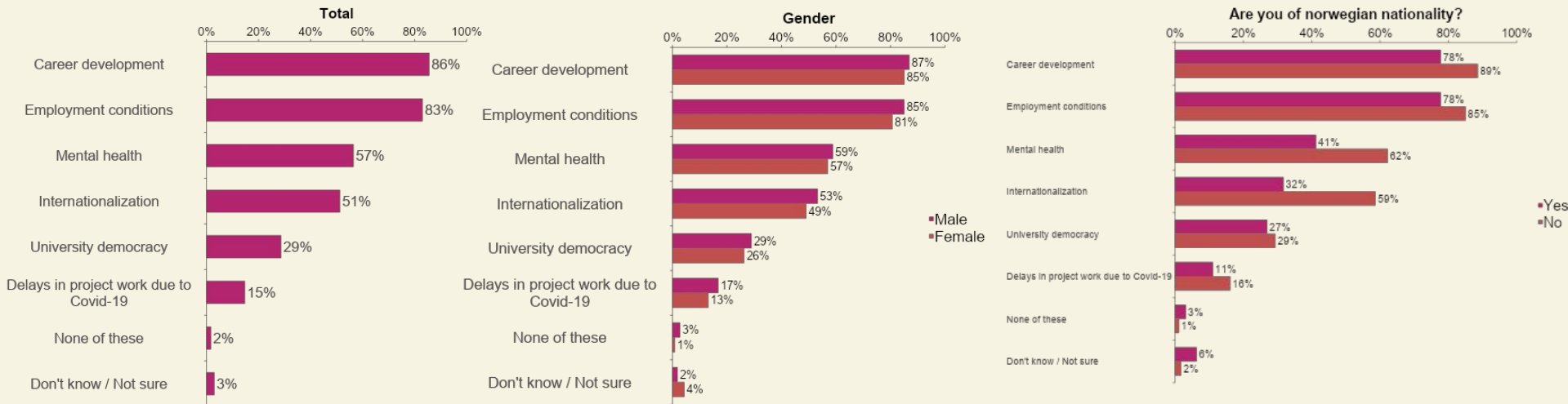
Areas of UiO support: Postdoctoral Fellows

*In which of the following areas are you **aware** of UiO-support?*



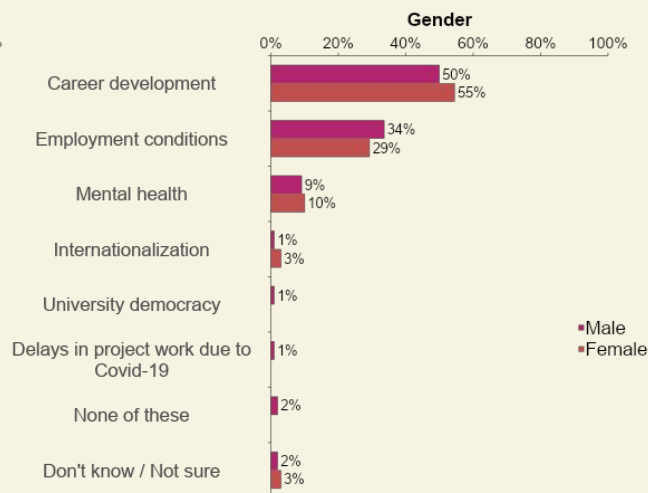
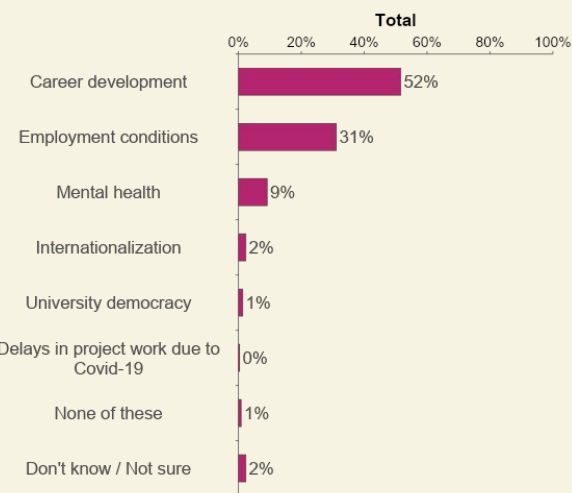
Areas of UiO support: Postdoctoral Fellows

Which of the following areas are *important* to you?



Areas of UiO support: Postdoctoral Fellows

*Which of these areas is the **most important** for you?*



Relevant answers from open-ended questions

Selected responses from open-ended questions

- Some qualitative responses were relevant to the area of career development:
 - “...more needs to be done in *supporting career development of international postdocs*. Supervision of PhDs and Postdocs needs to be more tailored towards the education and career development...”
 - “more capacities and *training activities* to support especially post-doc career development also needed.”
 - “... feeling that we are here to work as a mere resource, *without a plan to develop professionally* as research or professor. (...) The courses of the university are quite difficult and with a schedule that is not appropriate for carrying on your working duties”.
 - “...I worry slightly about the *growing difficulty of getting an academic position* when candidates from all over the world can apply. I wonder if the competition will make it harder to have an academic career in *Norway*”
- Most comments about “courses” were in relation to Norwegian language courses

Thank you!
