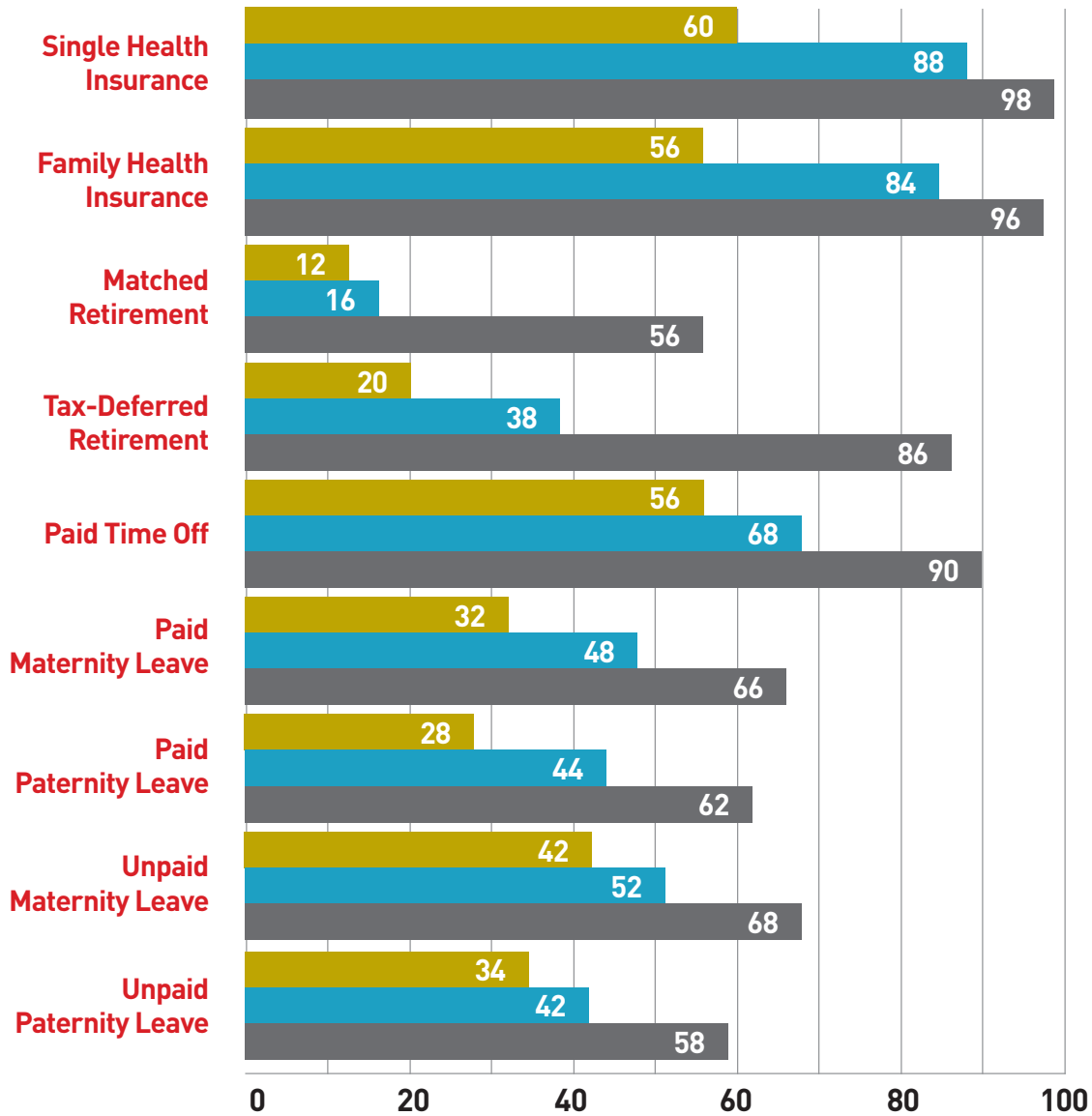




Funding mechanism dictates postdoc benefits

Percentage of academic institutions that provide benefits



- Externally funded postdocs are paid from fellowships directly to awardees and are not employees
- Individually funded postdocs are paid from fellowships through their institution and are not employees
- Institutionally funded postdocs are paid from research grant dollars and are employees

Two postdocs working in the same lab can be doing nearly identical work and have drastically different access to benefits. Similarly, the same individual postdoc may experience a change in benefits when shifting from individual or external fellowship funding to being paid from grant research dollars, and vice versa.

Individual and external fellowships are desirable for career outcomes but result in reduced access to benefits