

Survey for Faculty/Senior Researcher

There are two versions of the survey: one for employers, and one for applicants. This version is for **employers**, and it is intended for faculty and/or senior researchers that recently hired postdocs or plan to hire in the near future.

Question 1: Country of current employment/affiliation.

If more than one, list the one where you spend most of your working time.

Question 2: Name of your current affiliation (name of university, institute, research center, or similar)

Optional, but strongly encouraged.

If you have multiple affiliations, name the one most relevant for hiring processes.

Question 3: Did you (or your group) make offers for postdoctoral positions during the 2024 round?

Mark only one oval.

- Yes (Skip to question 4)
- No (Skip to question 11)

Data during the 2024 round of postdoc applications.

The questions in this section regard offers you (or your group), as an employer, have made for positions starting in the year 2024.

Question 4: How many offers did you (or your group) make?

- 1
- 2
- 3
- 4
- 5
- 6 or more

Question 5: When was the deadline to submit the application?

If your group or institution had multiple deadlines, specify the latest one.

Question 6: When was the first round of offers made?

Mark only one oval.

- Before January 7th
- Between January 7th and January 15th
- After January 15th
- Other:

Question 7: When was the deadline of the first round of offers you made?

Specify the earliest deadline to accept an offer.

Mark only one oval.

- January 7th
- January 15th
- February 15th
- Other:

Question 8: Roughly, when was the first offer accepted?

Mark only one oval.

- More than a week before the deadline
- Within a week before the deadline
- On the day of the deadline
- The position was not filled
- Other:

Question 9: Do you perceive the mismatch of deadlines among institutions for accepting offer(s) as having affected your hiring process?

Mark only one oval.

- Yes, it had a negative impact.
- Yes, it had a positive impact.
- No, it had no impact in our hiring process.
- Unclear.

Question 10: Did you move the application deadline for your advertised position earlier in order to be able to compete with institutions not having signed the Feb 15th agreement?

Mark only one oval.

- No
- Yes

General aspects of the application process

Question 11: State your opinion about the following statement:

*"It is important that deadlines for **submitting** the application are (roughly) aligned among institutions."*

Mark only one oval.

0	1	2	3	4	5	6
Strongly Disagree						Strongly Agree

Question 12: State your opinion about the following statement:

*"It is important that the deadline for **accepting/declining** the first round of offers is aligned among institutions."*

Mark only one oval.

0	1	2	3	4	5	6
Strongly Disagree						Strongly Agree

Question 13: How important is it for your group that the deadline for an offer is aligned with **other areas** (e.g., hep-ph, gr-gc, cond-mat,...)?

Mark only one oval.

0	1	2	3	4	5	6
Not important						Very Important

Question 14: What are the **obstructions** in your institution to modify the deadline to February 15th?

Click all that apply

- Align with other fellowships
- Align with other areas
- Other institutional responsibilities (e.g., overlap with admission processes for other positions, teaching, committee work,...)
- Other competing institutions having earlier deadlines
- Not enough time for the university/institute/lab to process arrangements related to, for example, work permits and visas.
- None.
- Other:

Question 15: What are the **motivations** in your institution to move the deadline away from January 7th?

Click all that apply

- To align with other fellowships
- To align with other areas
- To align with other institutions' deadline
- Other institutional responsibilities (e.g., overlap with admission processes for other positions, teaching, committee work,...)
- Several applicants requesting for a later deadline
- Interference with the holiday break (e.g., difficult to arrange interviews with applicants, coordination with HR at universities,...)
- None
- Other:

Question 16: If **no** common deadline agreement is reached, what do you plan to do next year?

Mark only one oval.

- Set the deadline around early/mid January
- Set the deadline on February 15th
- Other:

Question 17: If a common deadline is reached, which date would you prefer?

Mark only one oval.

- Around early/mid January
- Around early/mid February

Question 18: Final comments/feedback: