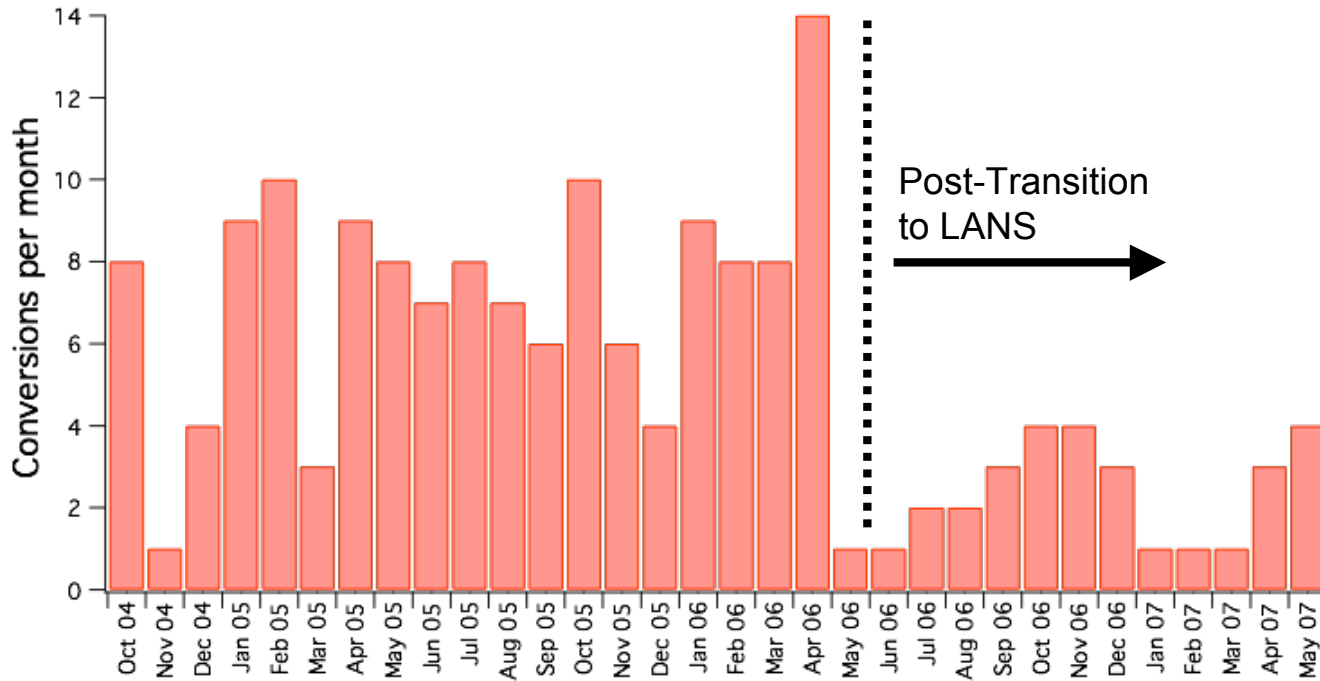


UNCLASSIFIED

Recent Postdoc to TSM Conversion Statistics

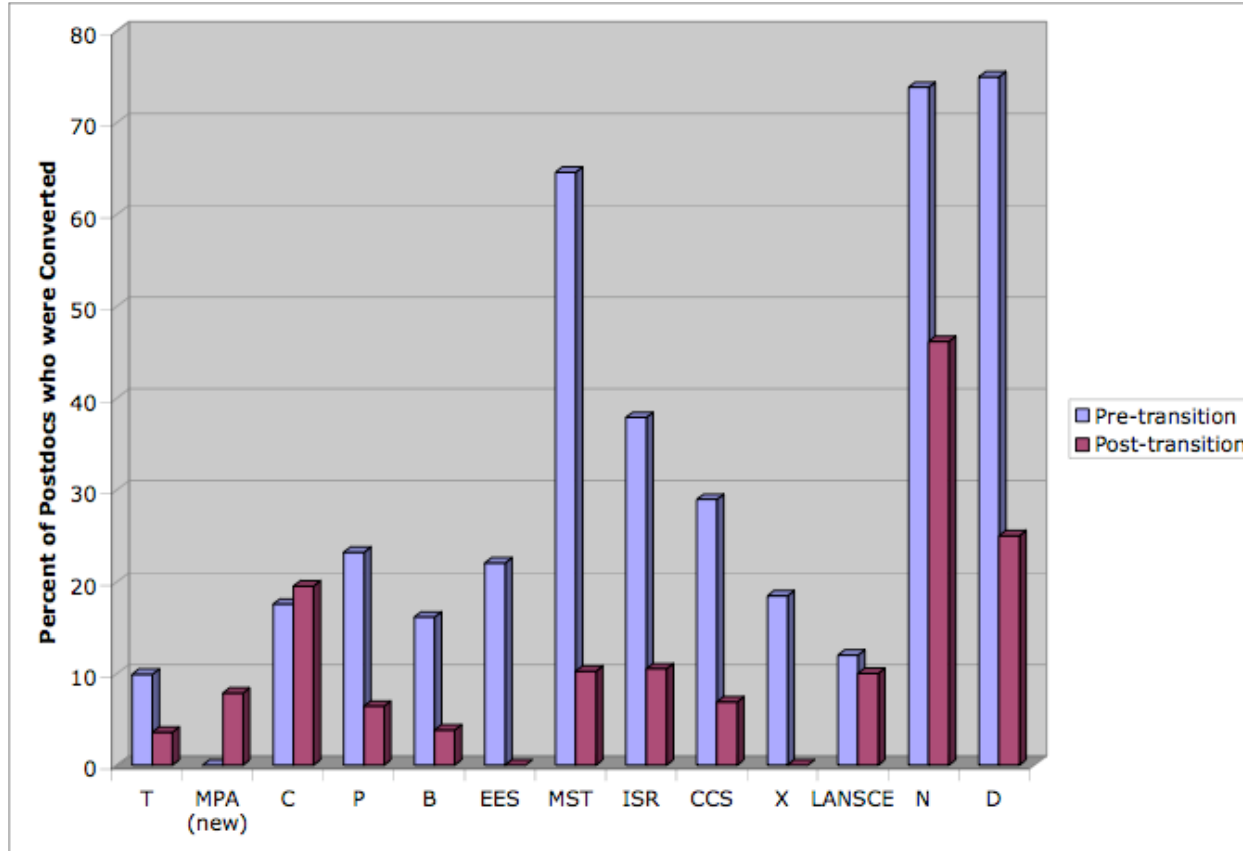
Relevant information for Management and
Mentors

Significant Labwide Reduction in Postdoc to TSM Conversion Rates



- Oct. '04 - May '06: average of 7.0 per month
- June '06 - May '07: average of 2.4 per month

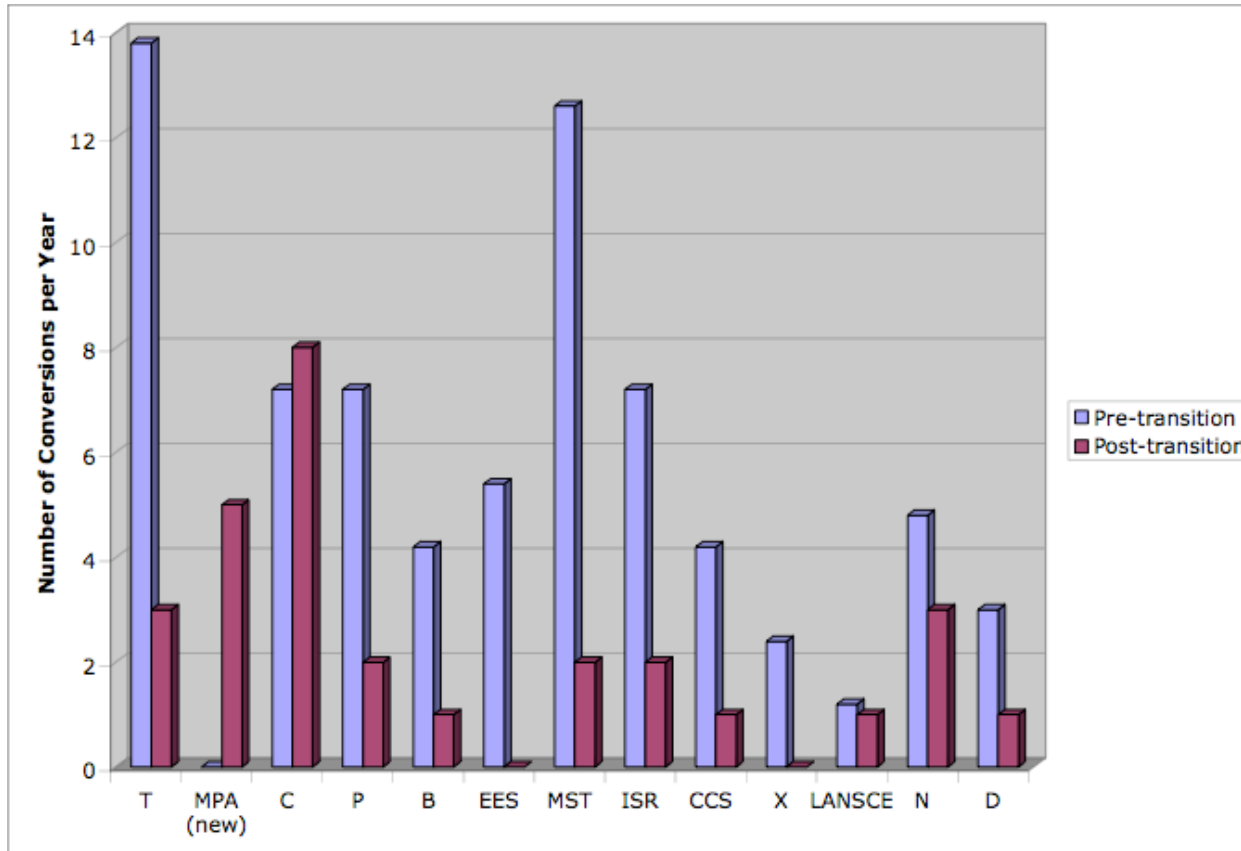
Conversion Percentage by Division: Before and After Transition to LANS



- Conversion percentages are down considerably in most divisions
- Note:
 - C-division has seen little change
 - MPA used to be included with MST before management transition

Pre-transition data are from Oct 04 - May 06

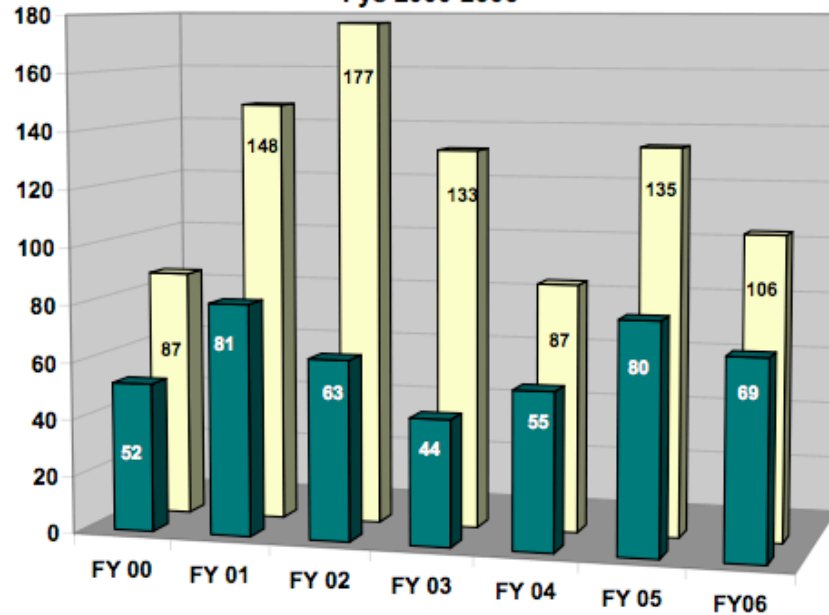
Conversion Breakdown by Division: Before and After Transition to LANS



- TSM conversion numbers are down considerably overall
- Note:
 - C-division has seen little change
 - MPA used to be included with MST before management transition

Fraction of TSM hires through FY06: 51% from Postdoc Population

Postdoc Conversion vs. PhD TSM Newhire
Fys 2000-2006



	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06
■ PD Conversions per Database	52	81	63	44	55	80	69
□ Total PD Conv. & PhD TSM New Hires	87	148	177	133	87	135	106
% of PD Conversions to Total	60%	55%	36%	33%	63%	59%	65%

TSM hire data is non-management and does not include lab associates
Overall percentage of PD conversions to PhD TSM hires for 7 years is 51%

Suggestions from the Los Alamos Postdoc Association

- The included data should prove useful to mentors/managers:
 - New Postdoc hires should be informed that in many cases, their tenure at LANL will be 2-3 years with little chance of permanent employment.
 - Much like an academic postdoc.
 - If a Postdoc should wish to convert to TSM status, this data should help mentors to point them toward hiring divisions.
 - LANL is currently in a slow period of hiring labwide--if there are any changes in hiring rates in the divisions, please let LAPA know.
 - Aids in guiding qualified applicants to open positions.