UI Placement Database

- Graduate students who earned doctoral degrees from 2006-2016
- Initial placement and current placement recorded
  - Placement categories:
    - Unreported
    - Non-Tenure Track Academic
    - Postdoctoral
    - Unemployed
    - Government or Non-Profit
    - Industry or Business
    - Tenure Track Academic
    - Out of Field
    - K-12 Teacher or Principal
  - Limitations - all cohorts aggregated from 2006-16

UI History-PhD Initial Placement

- Non-Tenure Track Academic
- Tenure Track Academic
- Unreported
- Postdoctoral or Additional Training
- Government or Non-Profit
- Other

N=74

~73% Academic Positions (TT and Non-TT)

UI History-PhD Current Placement

- Non-Tenure Track Academic
- Tenure Track Academic
- Unreported
- Postdoctoral or Additional Training
- Government or Non-Profit
- Other

~70% Academic Positions; reduction in non-tenure track
Sankey Diagram – UI History

Academic Positions

Initial Placement

Current Placement

N=54

Sankey Diagram – UI History

Initial Placement

Current Placement

N=75

Mapping History Current Placements

Compare UI Data to National Data

Data from (1998-2009) for History PhD’s:

71% Current placement in academic positions:

~53% tenure track (49% UI)

~18% non-tenure track (21% UI)

“Do you think history Ph.D.s are being overproduced?”

Interview with James Grossman, Executive Director, American Historical Association

…”the main problem is that our students, faculty, and potential employers have not sufficiently realized the value of history Ph.D. recipients in a wide variety of employment sectors. It’s underutilization, not overproduction. People with history Ph.D.s work in finance, nonprofits, and government.”

Helping History Ph.D.s Expand Their Job Options
Vimal Patel, January 29, 2017 Chronicle of Higher Education
Since 2001, < 20% of PhDs in the biological sciences have been moving into tenure-track academic positions within 5–6 yr.

**Sankey Diagram - Immunology**

- **Initial Placement**
  - Postdoctoral: 55
  - Tenure Track Academic: 5
  - Government or Non-Profit: 2
  - Industry or Business: 12
  - Initial Industry or Business: 5
  - Initial Non-Tenure Track Academic: 9
  - Non-Tenure Track Academic: 1
  - Initial Unreported: 1

- **Current Placement**
  - Postdoctoral: 36
  - Tenure Track Academic: 12
  - Government or Non-Profit: 5
  - Industry or Business: 12
  - Initial Industry or Business: 3
  - Initial Non-Tenure Track Academic: 4
  - Non-Tenure Track Academic: 3
  - Initial Unreported: 1
  - Unemployed: 1

**N=60**

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**UI Biological/Life Sciences**

**Initial Placement**
- Government or Non-Profit
- Industry or Business
- K-12 Teacher or Principal
- Non-Tenure Track Academic
- Not Seeking Employment, Unemployed, or Deceased
- Out of Field
- Postdoctoral or Additional Training
- Tenure Track Academic
- Unreported

**Current Placement**
- Government or Non-Profit: 12%
- Industry or Business: 15%
- K-12 Teacher or Principal: 14%
- Non-Tenure Track Academic: 7%
- Not Seeking Employment, Unemployed, or Deceased: 2%
- Out of Field: 0%
- Postdoctoral or Additional Training: 0%
- Tenure Track Academic: 46%
- Unreported: 0%

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**Postdoc Paths - Biological Sciences**

- **Current Placement (Initial Postdoc):**
  - 61% still in postdoc
  - 15% Industry
  - 13% Tenure Track
  - 5% Non-Tenure Track

- **Initial Placement**
  - Postdoctoral: 307
  - Tenure Track Academic: 66
  - Industry or Business: 74

- **Current Placement**
  - Postdoctoral: 312
  - Tenure Track Academic: 46
  - Industry or Business: 99

**Disciplinary Snapshot - Biological Sciences**

**Initial Placement**
- Postdoctoral: 504
- Tenure Track Academic: 66
- Industry or Business: 99
- Initial Industry or Business: 66
- Initial Tenure Track Academic: 46
- Initial Government or Non-Profit: 25
- Initial Unemployed: 1
- Initial Out of Field: 3

**Current Placement**
- Postdoctoral: 312
- Tenure Track Academic: 46
- Industry or Business: 99
- Initial Industry or Business: 66
- Initial Tenure Track Academic: 46
- Initial Government or Non-Profit: 25
- Initial Unemployed: 1
- Initial Out of Field: 3

**N=690**
Recent Study *(Nature Biotech, 2017, 35, 90)*

- 80% US trained Biomedical Science PhD’s start careers in postdoc positions
- ~27% are in Tenure Track Academic Positions 10 years post PhD *(compared to 13% UI)*
- Ex-postdocs earn less 10 years post PhD relative to non-postdocs (postdocs have given up ~20% of their present value of income over the first 15 years of their career)

**Parallels between Disciplinary Career Paths**

<table>
<thead>
<tr>
<th>Biological Sciences</th>
<th>Humanities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postdoc (initial)</td>
<td>Non-TT (initial)</td>
</tr>
<tr>
<td>Postdoc 61%</td>
<td>Non-TT Academic 58%</td>
</tr>
<tr>
<td>Industry 15%</td>
<td>TT Academic 31%</td>
</tr>
<tr>
<td>TT Academic 13%</td>
<td>Postdoc 4%</td>
</tr>
<tr>
<td>Other 6%</td>
<td>Other 7%</td>
</tr>
</tbody>
</table>

Program Improvement

- Multiple definitions of career success
- Curricular and professional development opportunities
- Mentoring for varied career pathways
- Improving career services

Moving Forward

- Given what we know about career paths, how can we:
  - Better advise graduate students about careers
  - Adapt graduate curricula to prepare students for careers
- Career Pathways Project- Council of Graduate Schools (CGS)
- Career education series for graduate students- Open Doors
- NextGen Project

References

http://cgsnet.org/understanding-phd-career-pathways-program-improvement-0

http://pathwaysreport.org