Great Expectations: Understanding Humanities PhD Career Pathways

COUNCIL OF GRADUATE SCHOOLS ANNUAL MEETING | DECEMBER 5-8, 2018

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Doctoral Universities:
Higher Research Activity Research Doctoral
STEM Dominant
Carnegie Classification

17,123 | 2,050 (12%)
Total Enrollment | Graduate Enrollment (Fall 2018)

Centralized Administrative Model

11
Number of Graduate School Staff

Recruitment | Admissions | Progression | Issuance of Initial and Transfer I-20s | GTA/GRA/GA Budgets and Appointments | Retention-Focused Professional Development Programming | Graduation Clearance and Commencement

Graduate School Scope of Activities
Graduate Studies at the University of Louisiana at Lafayette

Doctoral Programs

11

445 doctoral students FA2018
420 doctoral students FA2017
408 doctoral students FA2016

Master’s Disciplines

34

1,574 master’s students FA2018
1,176 master’s students FA2017
1,072 master’s students FA2016

Grad Certificates

7
Graduate Studies at the University of Louisiana at Lafayette

Doctoral Programs

- Applied Language and Speech Science, PhD
- Computer Engineering, PhD
- Computer Science, PhD
- Earth and Energy Science, PhD
- Educational Leadership, EdD

Master’s Disciplines

- Business Administration: Accounting, MBA
- Education: Counselor Education, Curriculum & Instruction, Educational Leadership, Elementary Education, Elementary French Immersion, Gifted Education, Kinesiology, Special Education
- Engineering: Chemical, Civil, Electrical, Mechanical, Petroleum, Computer Engineering, Systems Technology
- Liberal Arts: Communications, Criminal Justice, English, French, History (including Public History), Psychology, Speech Pathology & Audiology
- Nursing and Allied Health Professions: Nursing
- Sciences: Biology, Computer Science, Environmental Resource Science, Geology, Informatics, Mathematics, Physics

Graduate Certificates

- Business Administration
- Cardiovascular Nursing
- Health Care Administration (Post-MBA)
- Historic Preservation
- Instructional Coach
- Professional Writing
- TESOL

Non-Degree Programs

- Master’s +30
- Entrée
Where Historians Work: An Interactive Database of History PhD Career Outcomes

THE AMERICAN HISTORICAL ASSOCIATION
https://www.historians.org/wherehistorianswork
Where Historians Work
what it is

- an interactive online tool tracking the career outcomes for the 8,523 historians who earned PhDs at US institutions between 2004-2013
- It seeks to add “transparency and breadth” to discussions about careers paths for history PhDs.
- It works to help departments to better meet the professional development and career diversity needs of their grad students.
- It documents the broad impact of doctoral education in history.
Where Historians Work
what it tells us

- History PhDs are getting jobs both *within and beyond* academia

According to the AHA: “This is, in some ways, the pivotal slide of the series because of how clearly it shows one of the major points of the AHA’s Career Diversity initiative—employment beyond the tenure track is a normal outcome for history PhDs.”
See also the interactive graphic, “Careers Beyond the Professoriate, Classified by Dept. of Labor Occupations,” [https://www.historians.org/wherehistorianswork](https://www.historians.org/wherehistorianswork).
Where Historians Work
what it tells us

- History PhDs are getting jobs
- When the degree was awarded matters
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- Programs still matter
- Women have achieved parity
  – in numbers
From the AHA:

“In the entire data set, PhDs were employed beyond the professoriate at a rate of 23.4 percent, on the tenure track at 50.8 percent, and in non-tenure-track positions at 16.2 percent. For women, those rates were 24.4 percent, 50.6 percent, and 15.3 percent, respectively. For men, the rates were 22.7 percent, 50.9 percent, and 16.8 percent. Additionally, gender seems to make a negligible impact on employment outside the professoriate. Employment rates in the nonprofit, government, private, and higher education administrative sectors show almost no variation by gender.

This does not mean that gender plays no role in the professional experiences of women. Such issues as compensation, tenure decisions, sexual harassment, parental leave policies, and more subtle forms of discrimination held back women historians for years before #MeToo and certainly will continue to do so as long as the status quo holds. But across sectors in our data set, men and women secured their positions at approximately the same rates. Parity may yet lead to equity.”
Where Historians Work
what it tells us

- History PhDs are getting jobs
- When the degree was awarded matters
- Programs still matter
- Women have achieved parity – in numbers
- Field specialization matters
Where Historians Work
what it tells us

- History PhDs are getting jobs
- When the degree was awarded matters
- Programs still matter
- Women have achieved parity – in numbers
- Field specialization matters
- PhDs are showing agency, as seen in the geographical data
Fig. 3: As with many programs, PhDs from the University of Texas at Austin find jobs across the country but seem to concentrate in their home state.
Where Historians Work: what the AHA offers beyond the database

Where is Historians Work is but one part of a greater AHA Career Diversity for Historians initiative that includes:

- **Faculty Institutes**
- **Fellows** (a 2-year assistantship in higher education administration working with faculty teams in up to 20 history departments)
- **Speakers Bureau, Career Paths** in the AHA Magazine and **What I Do** video series, all highlighting historians in a wide variety careers
- **The Five Skills**: Succeeding Beyond and Within the Academy
The Five Skills of Career Diversity in History

- **Communication**, in a variety of media and to a variety of audiences
- **Collaboration**, especially with people who might not share your worldview
- **Quantitative Literacy**, a basic ability to understand and communicate information presented in quantitative form (i.e., understanding that numbers tell a story in the same way that words, images, and artifacts do)
- **Intellectual Self-Confidence**, the ability to work beyond subject matter expertise, to be nimble and imaginative in projects and plans
- **Digital Literacy**, a basic familiarity with digital tools and platforms
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- **The Five Skills**: Succeeding Beyond and Within the Academy
- **Faculty Resources**: Bringing Career Diversity into the Classroom
Where Historians Work and the Five Skills of Career Diversity in History

AT THE UNIVERSITY OF LOUISIANA AT LAFAYETTE
Where Historians Work and the University of Louisiana at Lafayette

Our MA degree program in History
Two Options: Traditional History and Public History
Two Tracks: Exam Track and Thesis Track
Three Types of Students: Students on the PhD-Research Trajectory, Public History Students, and Teachers (and, of course, there’s overlap here)

Why we decided to use Where Historians Work
The WHW database created a low-stakes opportunity to think more strategically about how we prepare our grad students both inside and outside the classroom.

How we decided to use Where Historians Work
It’s informing discussions about (1) the need to track our own graduates and to how to better use that info to recruit, (2) the fields of study that we offer, (3) our graduate learning outcomes and assessment of them, (4) professional development, and (5) how we guide our MA students as they apply to PhD programs.

Our Path Forward
Most immediately, the AHA Where Historians Work and, most especially its Five Skills of Career Diversity, is shaping the co-curricular professional development decisions and programming that we offer.


