The UC consortium

UC Council of Graduate Deans

UC Systemwide Consortium

UC Humanities Research Institute

UC Office of the President

Institutional Research & Academic Planning
The UC consortium

Our goals

1. Analyze the career preferences and outcomes of alumni and current graduate students.
2. Use this to strengthen career services, professional development opportunities, and mentoring.
3. Foster conversations on how doctoral programs can be improved so as to better support career diversisty.
4. Create sustainable practices for gathering and assessing career outcomes data for program improvement.

UCLA Graduate Division
Communicating with key stakeholders about our doctoral students and their accomplishments

Who are the stakeholders? Not just grad deans…

- Prospective students, current students and alumni
- Faculty
- Campus and system administrators
- Development
- Boards of advisors, trustees and Regents
- Legislators
- Funding agencies
- Regional and professional accreditors
Recognizing the wide range of stakeholders and potential uses of the data, the strategy in the University of California is to make the data:

- **Public** (maximally accessible by ALL stakeholders)
- **Informative** (easy to visualize and extract)
- **Explorable** (support asking and answering questions)
- **Thought provoking** (e.g., enable comparisons between programs and institutions)
- **Actionable** (informing process of continuous improvement)
- **Assessable** (longitudinal trends and their correlation with changes in programs and services)
Two more guiding principles…

1. The data are useful, even if they are messy or incomplete.

2. The IR team pays attention to cell sizes. Users can’t drill down if the number of respondents is too small.
1. UC CGS Career Pathways dashboards

Created by the UC Institutional Research and Academic Planning (IRAP) team:

**Pamela Brown**, Tongshan Chang and Yang Yang

Project PI’s: Tyrus Miller, Carol Genetti

Web search: **University of California Infocenter**
Click: **Graduate and Professional Students** in the left menu
Scroll down to:

URL:

1. UC CGS Career Pathways dashboards

The University of California (UC) offers nearly 500 doctoral programs in all major fields of study. These programs award more than 4,000 doctoral degrees every year to students who go on to impact society and the economy from within academia and beyond. UC is participating in Understanding PhD Career Pathways, a survey project coordinated by the Council of Graduate Schools (CGS) to collect data to help these programs better understand career pathways of PhD students and alumni. This dashboard shows employment outcomes and doctoral experience of PhD recipients at UC in 07/01/2001 to 06/30/2003, 07/01/2008 to 06/30/2010, and 07/01/2013 to 06/30/2015. In total, 13,405 PhD alumni with a valid email address were invited to participate in the survey. Among them, 5,354 responded to the survey which was administered in fall 2017 and 2018 with a response rate of 40 percent. Response data for any groups in the “Employment” and “Experience” tabs that have fewer than five respondents are not displayed. To find more information about the project, click on the "Notes" tab located above.

For the number of degree recipients, check: https://www.universityofcalifornia.edu/infocenter/degrees-awarded-data

### Profile of Respondents by Campus, Broad Discipline, and Exit Year (select a campus)

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Arts/Interdisciplinary/Other</td>
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<td>32</td>
<td>67</td>
<td>60</td>
<td>61</td>
<td>60</td>
<td>8.9%</td>
<td>4.9%</td>
<td>9.0%</td>
<td>5.4%</td>
<td>5.5%</td>
<td>4.5%</td>
<td>317</td>
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<td>Engineering/Computer Science</td>
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<td>86</td>
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<td>204</td>
<td>197</td>
<td>263</td>
<td>14.1%</td>
<td>13.3%</td>
<td>22.0%</td>
<td>18.3%</td>
<td>17.8%</td>
<td>19.9%</td>
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<tr>
<td>Health Sciences/Professional Fields</td>
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<td>70</td>
<td>88</td>
<td>125</td>
<td>138</td>
<td>122</td>
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<td>10.8%</td>
<td>11.8%</td>
<td>11.2%</td>
<td>12.5%</td>
<td>9.2%</td>
<td>599</td>
<td>11.2%</td>
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<td>138</td>
<td>104</td>
<td>144</td>
<td>18.4%</td>
<td>12.8%</td>
<td>12.2%</td>
<td>12.4%</td>
<td>9.4%</td>
<td>10.9%</td>
<td>637</td>
<td>11.9%</td>
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<tr>
<td>Life Sciences/Physical Science/Math</td>
<td>117</td>
<td>249</td>
<td>226</td>
<td>384</td>
<td>430</td>
<td>526</td>
<td>28.0%</td>
<td>38.4%</td>
<td>30.3%</td>
<td>34.5%</td>
<td>38.9%</td>
<td>39.8%</td>
<td>1,932</td>
<td>36.1%</td>
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<tr>
<td>Social Sciences</td>
<td>72</td>
<td>128</td>
<td>110</td>
<td>203</td>
<td>175</td>
<td>208</td>
<td>17.2%</td>
<td>19.8%</td>
<td>14.7%</td>
<td>18.2%</td>
<td>15.8%</td>
<td>15.7%</td>
<td>896</td>
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<tr>
<td>Grand Total</td>
<td>418</td>
<td>648</td>
<td>746</td>
<td>1,114</td>
<td>1,105</td>
<td>1,323</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>5,354</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
UC CGS pathways dashboard...

Employment and Doctoral Experience of Ph.D. Recipients

Number of respondents: 1,162

% employed

% employed by job type

% employed by type in higher education

% employed by employment sector

Research university: 33.4%
Business/For-profit company: 20.1%
Unknown: 12.7%
College or university system: 6.2%
Liberal arts college: 4.0%
Not-for-profit organization: 5.2%
Master's/Regional university: 5.2%
US federal government: 4.0%
Community or two-year college: 4.0%
US state or local government: 1.1%
School or school system: 2.2%
Non-US government: 1.8%

% jobs related to degree field

% jobs related to degree field by employment sector

Business/For-profit company:
- Close: 50%
- Somewhat: 40%
- Not: 10%

College or university system:
- Close: 83%
- Somewhat: 15%
- Not: 2%

Community or two-year college:
- Close: 72%
- Somewhat: 28%

Liberal arts college:
- Close: 89%
- Somewhat: 11%

Masters/Regional university:
- Close: 96%

Non-US government:
- Close: 71%
- Somewhat: 19%
- Not: 10%

Not-for-profit organization:
- Close: 55%
- Somewhat: 35%
- Not: 10%

Research university:
- Close: 85%
- Somewhat: 13%

School or school system:
- Close: 46%
- Somewhat: 42%
- Not: 12%

US federal government:
- Close: 67%
- Somewhat: 22%
- Not: 11%

US state or local government:
- Close: 54%
- Somewhat: 31%
- Not: 15%

UCLA Graduate Division
UC CGS pathways dashboard...

1162 UCLA respondents also said...

![Dashboard Image]

UCLA Graduate Division
From the CGS pathways dashboard...

What 5354 UC respondents said about their experiences...

- Persistence

How well did your PhD prepare you for the primary job?
From the CGS pathways dashboard…

The 5354 UC respondents also said…

How well did your graduate program prepare you in the listed knowledge, attributes, and behaviors?

- Applying research methodologies, tools, and techniques appropriately
  - Overall: 48% (Very Well), 47% (Well), 32% (Poorly), 35% (Poor)
  - Business: 36% (Very Well), 47% (Well), 32% (Poorly), 35% (Poor)
  - Education: 33% (Very Well), 47% (Well), 32% (Poorly), 35% (Poor)
  - Gov/NGO: 50% (Very Well), 47% (Well), 32% (Poorly), 35% (Poor)

Participation in each of the listed activities and its influence on job preparedness

- Coursework outside my discipline
  - Yes: 56% (52% Fairly Well, 31% Well, 32% Very Well, 4% Extremely Well)
  - No: 44% (39% Poorly, 19% Fairly Well, 19% Well, 12% Very Well)

If you had to start again, how likely would you do the following?

- Pursue a PhD in general
  - Definitely Would: 6% (3% Definitely Would), 3% (Probable Wouldn't), 12% (Definitely Wouldn't)
  - Definitely Wouldn't: 4% (3% Definitely Would), 3% (Probable Wouldn't), 12% (Definitely Wouldn't)
  - Infield: 35% (35% Definitely Would), 41% (41% Definitely Wouldn't)
  - Extremely Well: 37% (37% Definitely Would), 43% (43% Definitely Wouldn't)

- Pursue a PhD in the same field
  - Definitely Would: 4% (4% Definitely Would), 3% (Probable Wouldn't), 12% (Definitely Wouldn't)
  - Definitely Wouldn't: 12% (12% Definitely Would), 8% (8% Probable Wouldn't), 12% (Definitely Wouldn't)
  - Infield: 41% (41% Definitely Would), 43% (43% Definitely Wouldn't)
  - Extremely Well: 37% (37% Definitely Would), 43% (43% Definitely Wouldn't)

- Choose the same institution
  - Definitely Would: 6% (6% Definitely Would), 3% (Probable Wouldn't), 12% (Definitely Wouldn't)
  - Definitely Wouldn't: 4% (4% Definitely Would), 3% (Probable Wouldn't), 12% (Definitely Wouldn't)
  - Infield: 35% (35% Definitely Would), 41% (41% Definitely Wouldn't)
  - Extremely Well: 37% (37% Definitely Would), 43% (43% Definitely Wouldn't)
2. UC-HRI Humanists@Work Colloquium to discuss the dashboards, data, context and dissemination

Participants:
- UCOP IRAP team
- UC grad deans and humanities deans
- UC-HRI leaders and faculty
- CGS President
- Interested faculty and postdocs

Doctoral Experience and Employment of Humanities PhD Alumni of the University of California UC-IRAP

Working with Data: PhD Alumni Dashboard Table Work

The National Perspective on Humanities PhD Employment
David Laurence, Modern Language Association (retired) | Suzanne Ortega, Council of Graduate Schools | Tyrus Miller, UC Irvine, (moderator)

Slideshow of PhD Alumni Responses in Focus Groups

Stories from the Field
UC PhD alumni discuss post-PhD work trajectories, alumni relations, reflections on departmental and university culture, etc

Resources and presentations available at:
https://humwork.uchri.org/uc-humanists-work/
3. Fostering conversations at UCLA

Deans Council

Deans’ department chair meetings/workshops

Field faculty workshops (see, interrogate, reflect, share, act)

Graduate Council

Graduate Student Association Forum

2019-20

UC Coordinating Council on Graduate Affairs
UC Regents
Feed into Academic Senate 8-yr program reviews
Engage with purpose

Why a roadshow or workshops?
Make it easy for faculty and staff to find and use the data
Make it engaging and fun to explore the data
Make it easy to compare program-level and institutional data

Desired outcomes
• Increase understanding of student experiences and pathways
• Foster a culture of using data for innovating the curriculum
• Identify opportunities for complementary co-curricular programming
• Develop opportunities for ongoing alumni engagement
• Celebrate successes and embrace opportunities
Questions to consider

1. Who are your stakeholders and what data will they care about?

2. How transparent do you want to be? What is the balance of risks and benefits of making data public and explorable?

3. How might you guide and engage your stakeholders in exploring the data?

4. How might you highlight what you want your stakeholders to see?