

Great Expectations: Understanding Humanities PhD Career Pathways

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



UNIVERSITY of
LOUISIANA
L A F A Y E T T E®

**Graduate
School**

Mary Farmer-Kaiser, Ph.D.
Professor of History
Dean of the Graduate School



Graduate Studies at the University of Louisiana at Lafayette



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
English, PhD
Environmental and Evolutionary Biology, PhD
Francophone Studies, PhD
Mathematics, PhD
Nursing Practice, DNP
Systems Engineering, PhD



Master's Disciplines

Arts: Architecture, Music
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.

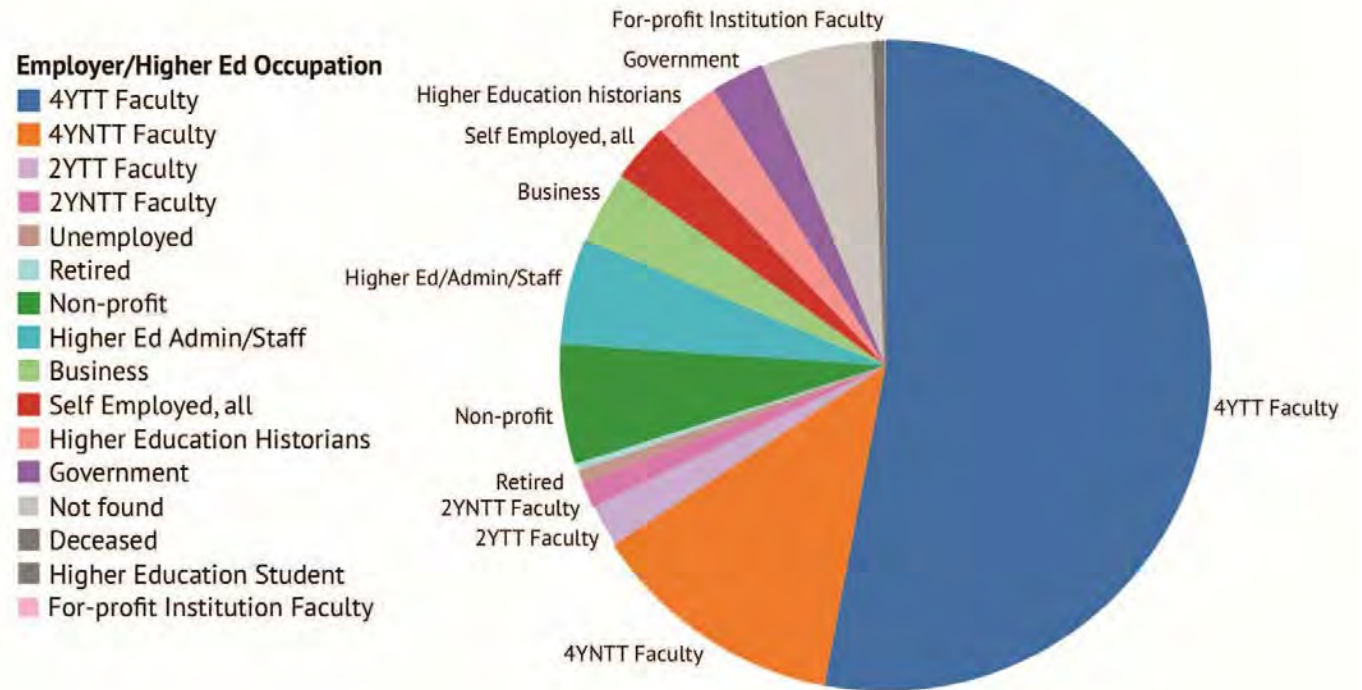
Where Historians Work

what it tells us



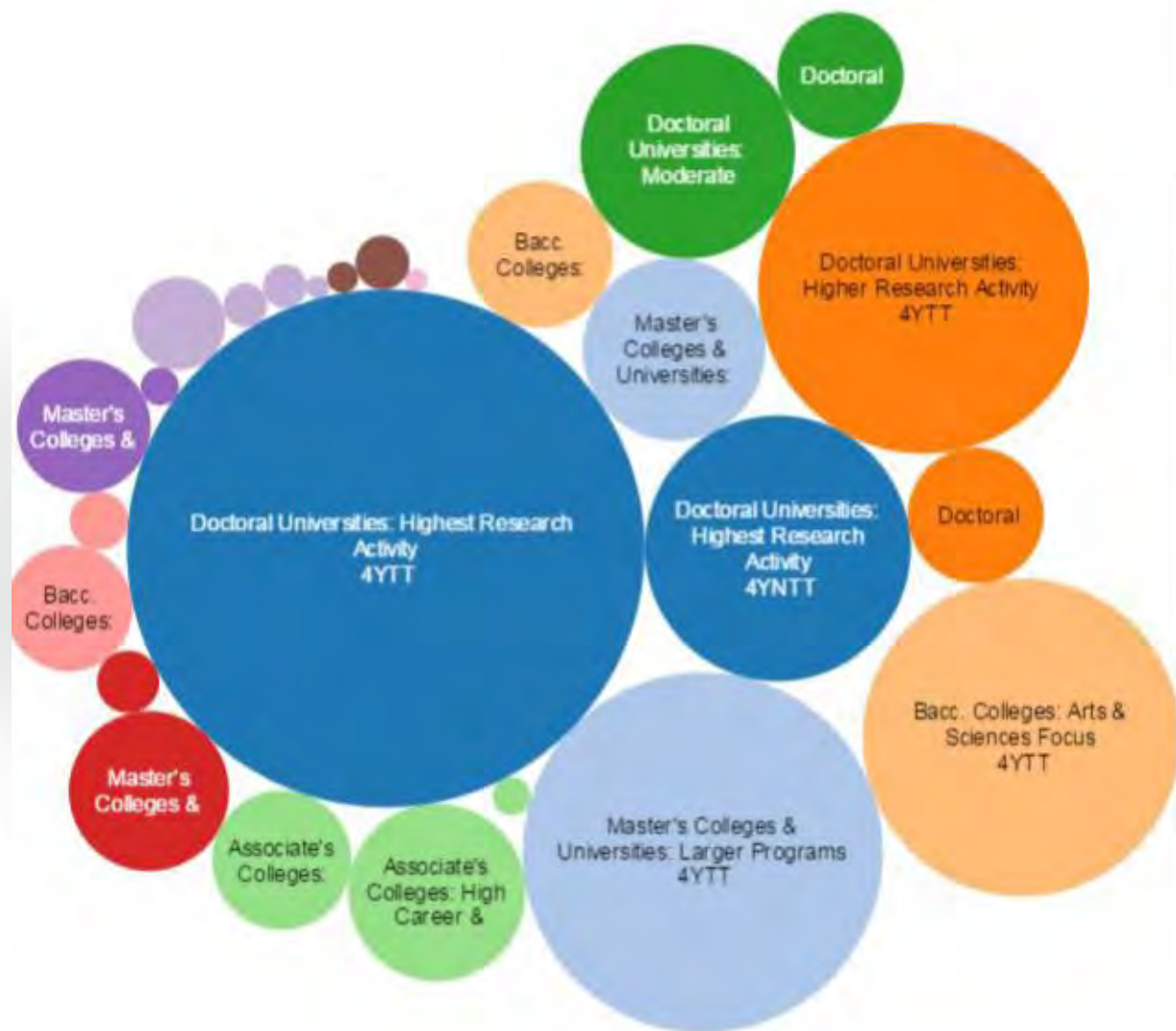
- History PhDs are getting jobs both *within and beyond* academia

Fig. 2: Employers and Higher Education Occupations of History Doctorates



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.”

Historians Within the Professoriate

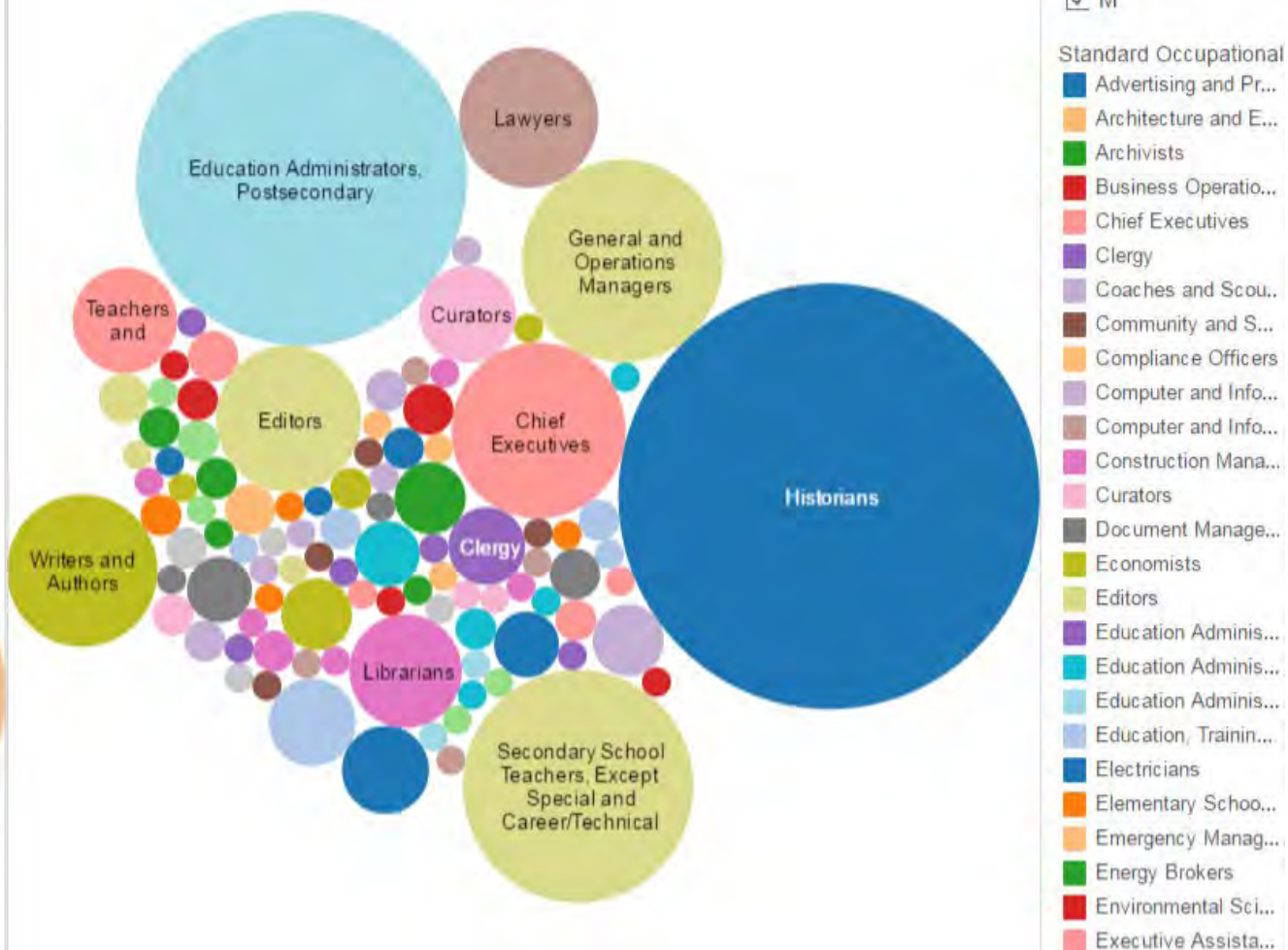


Gender

(All)

F

Historians Beyond the Professoriate



Year

2004 20

Gender

(All)

F

M

Standard Occupational

Advertising and Pr...

Architecture and E...

Archivists

Business Operatio...

Chief Executives

Clergy

Coaches and Scou...

Community and S...

Compliance Officers

Computer and Info...

Computer and Info...

Construction Mana...

Curators

Document Manage...

Economists

Editors

Education Adminis...

Education Adminis...

Education, Trainin...

Electricians

Elementary Schoo...

Emergency Manag...

Energy Brokers

Environmental Sci...

Executive Assista...

See also the interactive graphic, "Careers Beyond the Professoriate, Classified by Dept. of Labor Occupations," <https://www.historians.org/wherehistorianswork>.

Where Historians Work

what it tells us

- History PhDs are getting jobs
- When the degree was awarded matters



Where Historians Work

what it tells us

- History PhDs are getting jobs
- When the degree was awarded matters
- Programs still matter

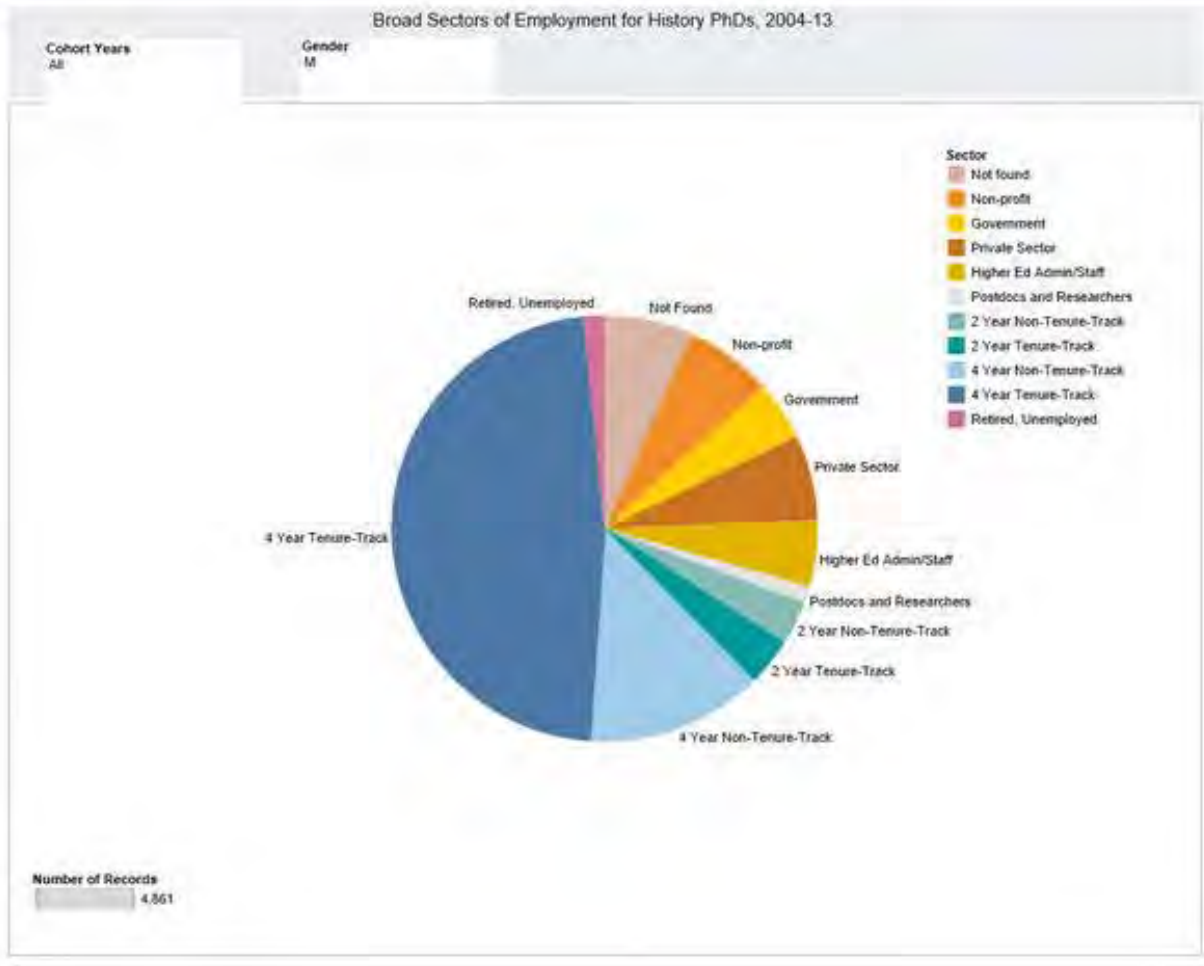
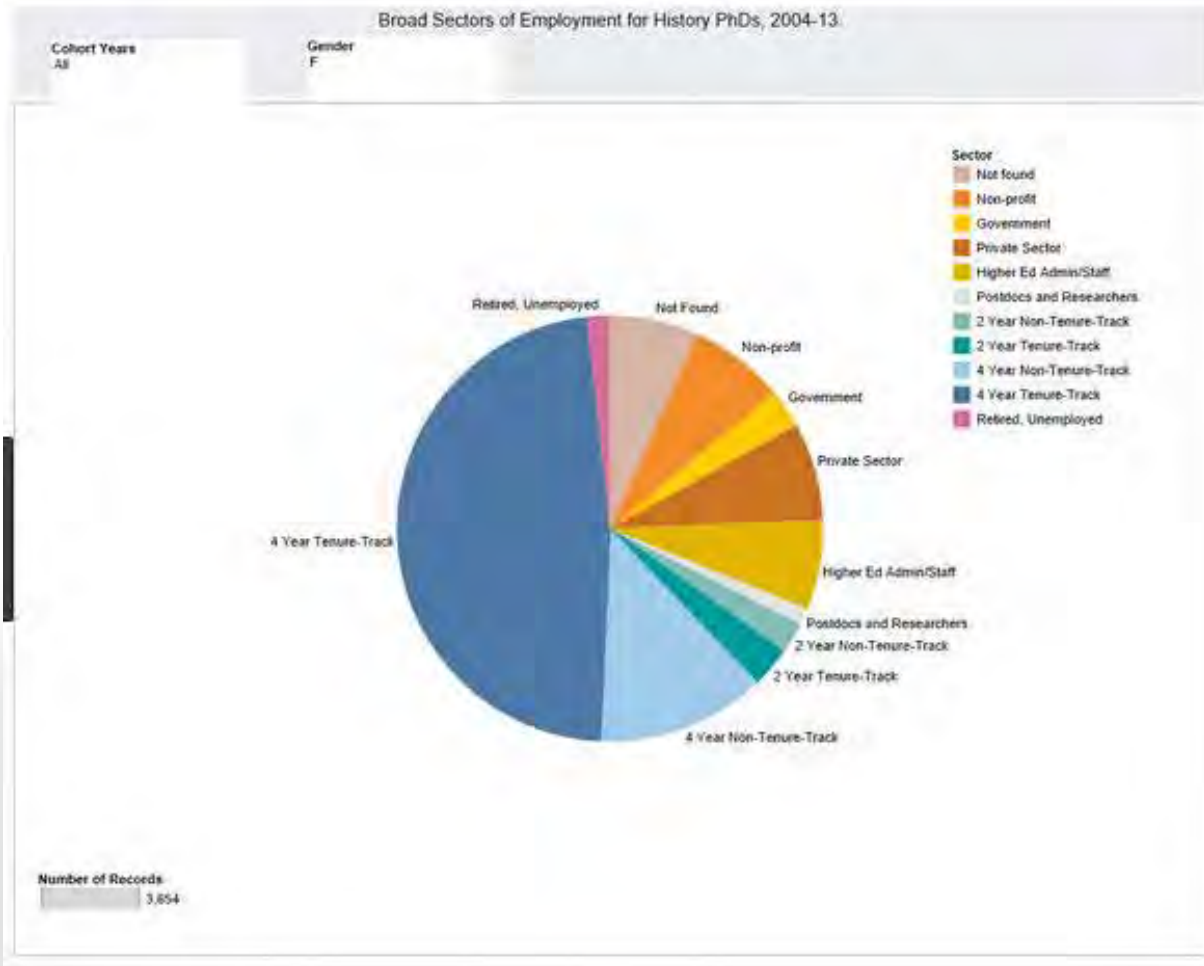


Where Historians Work

what it tells us

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





From the AHA:

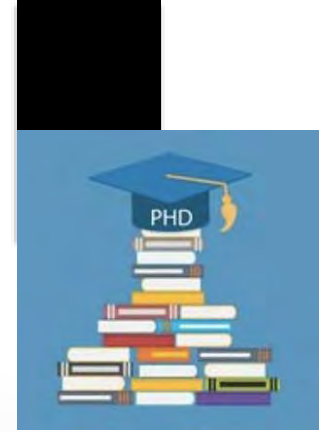
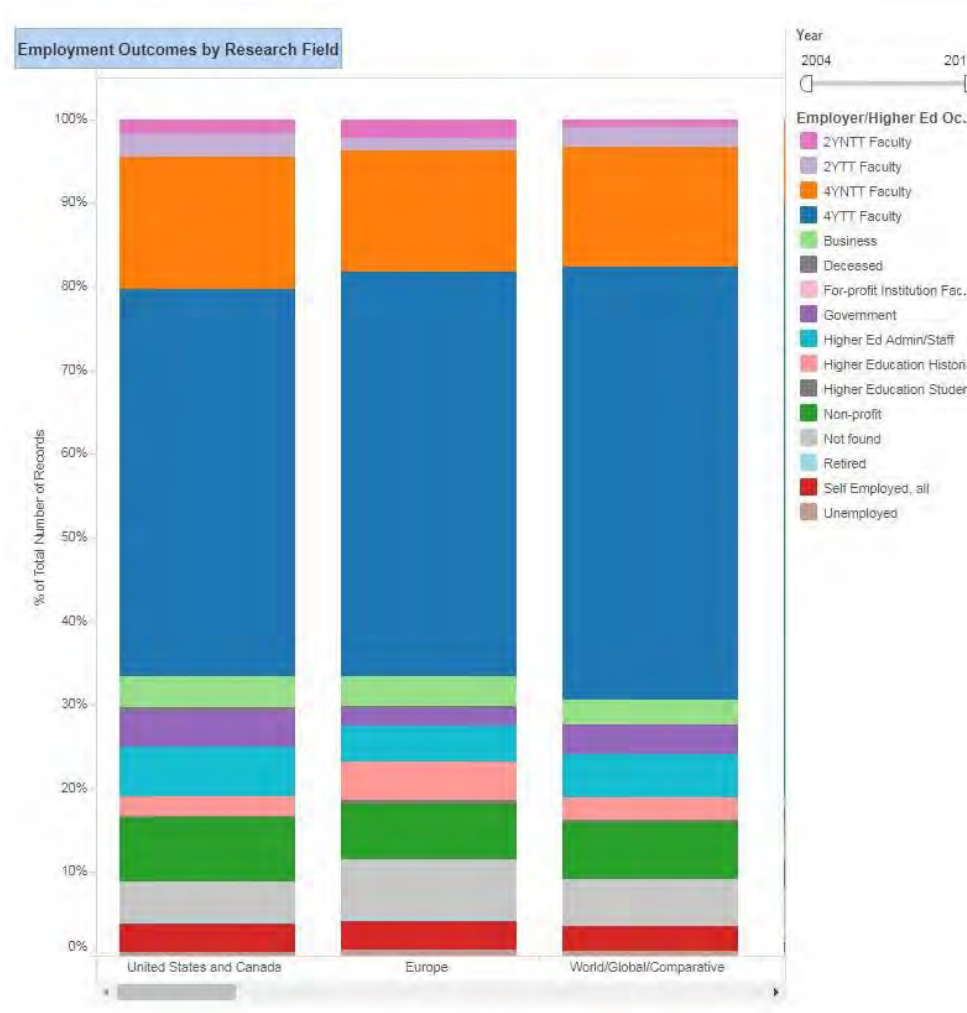
“In the entire data set, PhDs were employed beyond the professoriate at a rate of 23.4 percent, on the tenure track at 50.8 percent, and in non-tenure-track positions at 16.2 percent. For women, those rates were 24.4 percent, 50.6 percent, and 15.3 percent, respectively. For men, the rates were 22.7 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

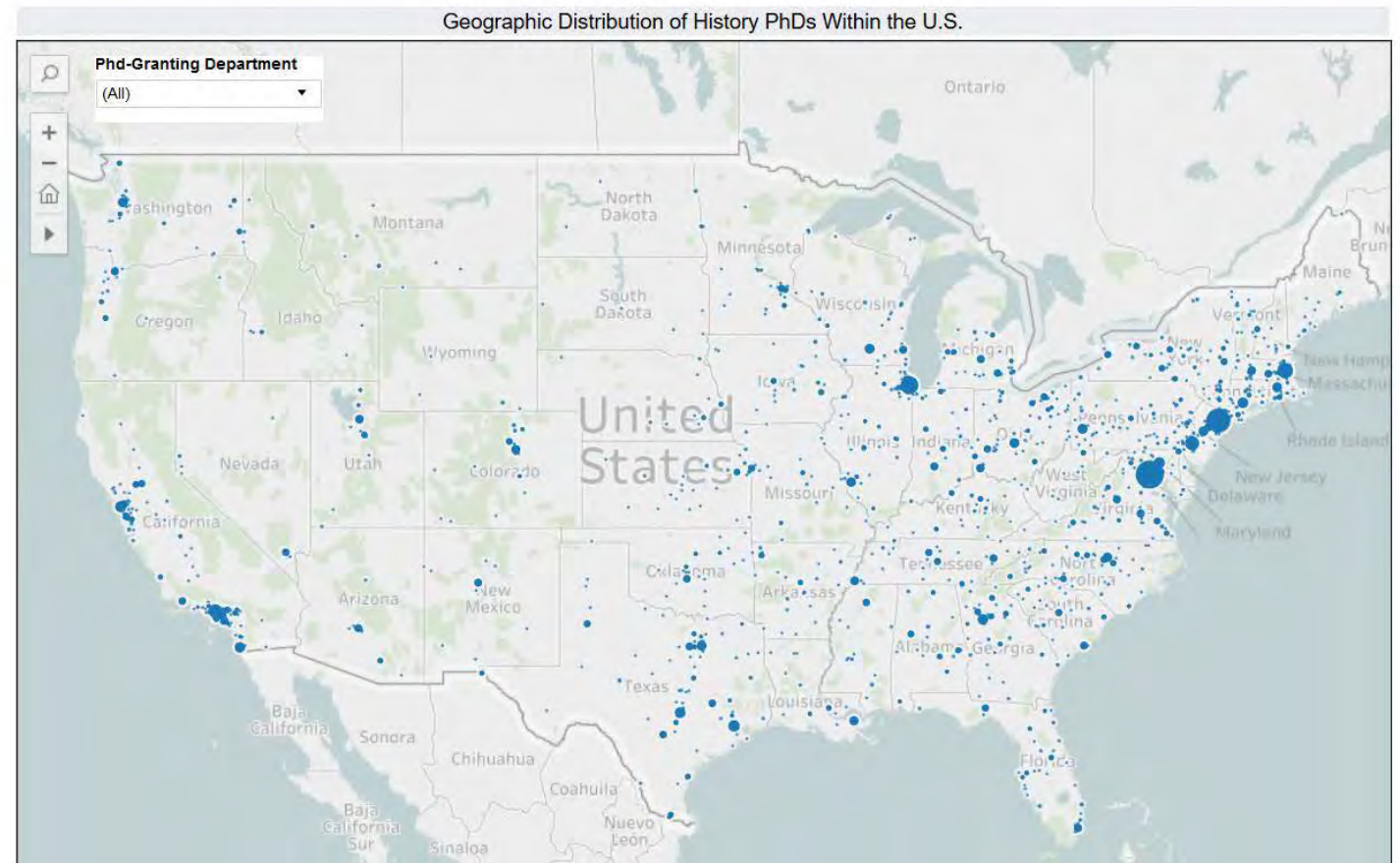


Where Historians Work

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



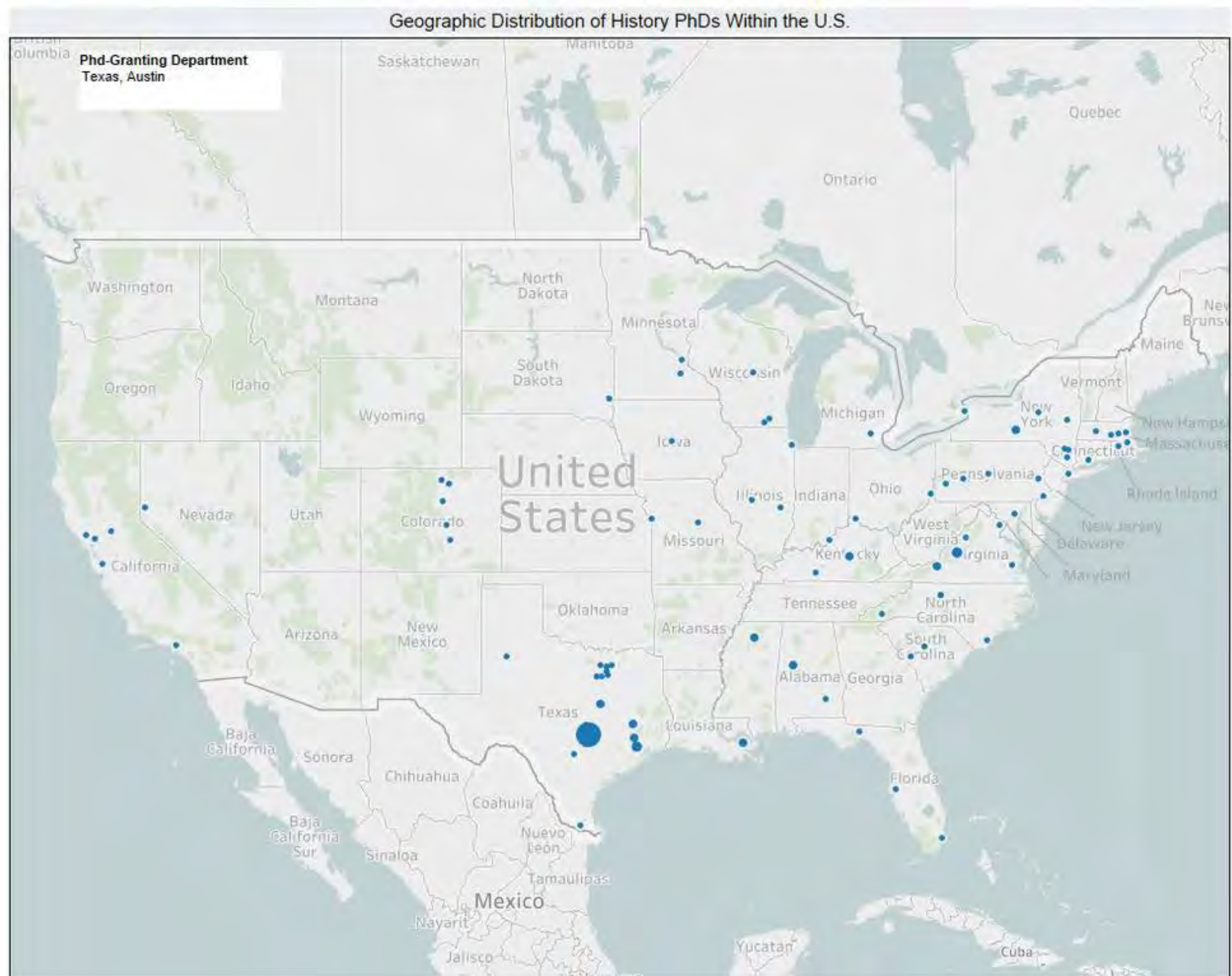


Fig. 3: As with many programs, PhDs from the University of Texas at Austin find jobs across the country but seem to concentrate in their home state.

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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- **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**
- **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.



Understanding Humanities PhD Career Pathways

Resources and Further Reading



Hironao Okahana and Timothy Kinoshita, “Closing Gaps in our Knowledge of PhD Career Pathways: How Well Did a Humanities PhD Prepare Them,” *CGS Research in Brief*, October 2018, online at <https://cgsnet.org/ckfinder/userfiles/files/Career%20Pathways%20Research%20Brief%2010-18-2018.pdf>.

“Promising Practices in Humanities PhD Professional Development: Lessons Learned from the 2016-2017 Next Generation Humanities PhD Consortium,” September 2017, online at https://cgsnet.org/publication-pdf/5049/NEH_NextGen_LessonsLearned.pdf.

“Every Historian Counts: A New AHA Database Analyzes Careers for PhDs,” *Perspectives on History*, 9 July 2018, online at <https://www.historians.org/publications-and-directories/perspectives-on-history/september-2018/every-historian-counts-a-new-aha-database-analyzes-careers-for-phds>.

“Where Historians Work,” *Inside Higher Ed*, 9 July 2018, online at <https://www.insidehighered.com/quicktakes/2018/07/09/where-historians-work>.

“The Many Careers of History PhDs: A Study of the Job Outcomes, Spring 2013,” *A Report to the American Historical Association*, online at <https://www.historians.org/jobs-and-professional-development/career-diversity-for-historians/career-diversity-resources/the-many-careers-of-history-phds>.

