

Supporting PhD Transitions into the Workforce

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Urbana-Champaign

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University

Diversifying Career Pathways for Doctoral Students

Wojtek Chodsko-Zajko

Dean of the Graduate College

University of Illinois at Urbana-Champaign



Where Are They Now?: Keith Taylor

OCT 30, 2019 9:30 AM | 100 VIEWS

Where can a graduate degree from the University of Illinois take you? [In this series](#), we catch up with one recent Graduate College alum and ask the question: "Where are they now?"

Growing up in the rural Midwest, Keith Taylor never thought that he would make a home near the sunny, sandy beaches of California. Keith earned his PhD in Human and Community Development in 2013 and now has his dream job as a Community Economic Development Specialist (another way of saying Extension Professor) at the University of California at Davis. In his position, the community is his classroom, and he works with community economic development stakeholders on research and development.



Where Are They Now?: Sarah Eckhardt

SEP 30, 2019 9:15 AM | 180 VIEWS

Whether going to museums, taking classes, or creating her own pieces, Sarah Eckhardt was always fascinated with art. While working at the Krannert Art Museum as a graduate student in Art History (MA in 2003 and PhD in 2012) she discovered that art curation was the right career path for her. Now, she works at the Virginia Museum of Fine Arts as an Associate Curator of Modern & Contemporary Art. Working in a team, she chooses and interprets the works of art displayed at the museum.



Where Are They Now?: Fatimeh Pahlavan

JUL 6, 2019 1:45 PM | 535 VIEWS

Where can a graduate degree from the University of Illinois take you? [In this series](#), we catch up with one recent Graduate College alum and ask the question: "Where are they now?"

Fatimeh Pahlavan lives at the intersection of law, business, and technology. She graduated from the University of Illinois Urbana-Champaign with a JD in 2016 after previously earning a BS in Biochemistry from the University of Illinois at Chicago. In 2018, she founded [Legal Intelligence to Entrepreneurs LLC \(LITE\)](#), a law firm devoted to providing proactive and holistic legal advice to early-stage entrepreneurs.

Learning Outcome

To provide an overview of some of the many ways that a central campus unit can promote career diversity in graduate education.



Why Promote Career Diversity for Doctoral Students

- Empower students to pursue fulfilling careers
- Recognize that doctoral graduates are employed in a wide range of fields
- Acknowledge that doctoral students have specific career development needs



How Graduate Colleges can Promote Career Development

- Increase awareness of diversity of career opportunities
- Consider structural factors for career preparation
- Provide student-focused programs and support

Our Approach ... Deliver central programming and resources



Events and Signage



All Day
8/16/2019

Try It Out: Career Paths in Publishing

Are you interested in a career in publishing?



4:00 - 5:00 pm
8/27/2019

Industry Job Search: Career Fair Prep

Learn how to make the most of upcoming career fairs.



All Day
9/25/2019

Try It Out: Career Paths in Data Management

Are you interested in a career in data management?



11:00 am - 12:00 pm
10/18/2019

Coffee & Careers: Nonprofit Management

Want to know more about managing a nonprofit?

<https://go.grad.illinois.edu/events>

ILLINOIS Graduate College

GRAD STUDENTS & POSTDOCS
FACULTY
JOB SEARCH
RETREAT
WED. JULY 31, 12:30-5 PM
LEVIS FACULTY CENTER
grad.illinois.edu/facultyjobsearch

ILLINOIS GRADUATE COLLEGE

GRAD STUDENTS & POSTDOCS
CAREER PLANS CHANGING?

CAREER
EXPLORATION
GROUP

DISCOVER BROAD
CAREER OPTIONS.

go.grad.illinois.edu/CareerExpGroup



Announcements for the week of October 7, 2019

ANNOUNCEMENT AND DEADLINES

Fall 2019 Regr
Friday, October 11
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Friday, October 2:
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Admissions Requ

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cakes and cookie:
cultural student or
parade is on Frid;
and details

October 13--19

Committee to SUJ:

Purchasing Q Q
Are you intereste
Mitvsloria@all.gf
to order rental red

l:JQUy.c.a.rue.ofil.

October 8, 4-5 PM • Grego ry Hall 223

Career Deve lOp. UJ gnt • Graduate College

9 This opportunity is available online

Facult i Job Search: CamRUS In te rviews

What is a campus interview actually like? What are the typical components of a campus visit? Who will I meet with (and what do I say to them)? What do I include in a research topic during an interview? In this interactive workshop, you'll get answers to these questions and more as you learn strategies for the campus interview. Call, make it in person? This workshop will be simultaneously broadcast online at <https://grad.illinois.edu/events09a>

October 9, 4-5 PM • Bevier Hall 16B

Career Develo Om en t • Graduate College

*8' This opportunity 1s available online

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December 1, 2019

This newsletter from the Graduate College features notable opportunities for University of Illinois graduate students and postdoctoral scholars to develop skills, engage with employers and learn more about meaningful career opportunities. For advice on networking, finding jobs, and more, check out our [career](#), [life](#), and [professional development](#) resources.

Tip of the Week

Advance your skillset with LinkedIn Learning (previously Lynda.com) offers a wide range of self-directed online courses and is free for Illinois students. Explore the extensive training available in categories including technology, creative skills, learn a new programming language, become a better manager, or just brush up on the basics of MS Office.

Workshops and Events

The Graduate College offers a variety of professional development workshops to help you achieve your goals, explore your interests, and effectively find and land your job.

Making the Most of Winter Break

Thursdays, December 12, 3:30 - 5:00 pm; Cob Hall 304/308

Winter break is a great time to both recharge and make progress on your work. You have the opportunity to advance your research, your job search, or your graduate career goals. In this workshop, get advice and strategies to help you relax while accomplishing what you need to succeed. You will leave the workshop with a concrete plan for achieving a major goal you have for break.



Graduate Summer Opportunity to Advance Research

Applications are now being accepted for the 2020 Graduate Summer Opportunity to Advance Research (LEB@UI) at the National Institutes of Health (NIH). G-SOAR students will spend the summer working at the NIH with one of the world's leading scientists in an environment devoted exclusively to biomedical research. Perform research with a mentor, and they will be immersed in a culture of interdisciplinary science and explore important elements of the basic, translational, and clinical research enterprise. The full application package must be completed by December 18, 2019.

Handshake Job Postings

Handshake is an online system where students find postdoctoral positions. It is a huge resource for finding a job. Below is a list of job postings available on the platform. Click on the job title below to see the full posting.

Qualitative Research Advisor for the City of Seattle

Apply: [Link](#) (closed until December 10)

The Department of Education and Early Learning seeks a Qualitative Research Advisor in its high-impact position. You will lead the department's qualitative research strategy to assess the effectiveness of program, interventions and strategies and inform continuous quality improvement processes and strategic decision-making. You will act as a storyteller to design and implement rigorous, qualitative evaluations and then synthesize data into clear insights and findings.

Qualitative Fellowships and the Federal Reserve System

Apply: [Link](#) (closed until December 3)

The QFP is a two-year rotational program designed to develop candidates with strong analytical skills into full-time quantitative analysts within the Federal Reserve System. As a result, you will have the opportunity to work on-site at multiple Reserve Banks; across the Federal Reserve System; and interact directly with financial institutions, gain valuable cross-firm perspective on modeling challenges, and be involved in helping senior Federal Reserve officials make important decisions.

R&D Process Engineer for the Water Technology

Apply: [Link](#) (closed until December 14)

This role is on the boundary of engineering disciplines including electrical, mechanical, and chemical engineering. The successful candidate will report to the Chief Executive Officer of the company and will be responsible for the development of the mechanical engineering manufacturing process integration and programming. He or she will be the transferable background in manufacturing 3D CAD software development.

May 2019

Grad MENTOR is a publication of the Graduate College designed to provide you with resources as you work with a graduate student or a postdoc.

Tools for Supporting Your Students' Career Development

The Graduate College is here to support faculty as they prepare their graduate students for the job market.

For many graduate students, summer is a period of change and transition. For others, it offers more time and flexibility to make progress toward their goals. And for all of them, it can be a time when the start of asking questions about where they want to go and how to get there.

The Graduate College is committed to helping you answer those questions. To do that, our Career Development team has collected summer events, posts from our [Field Life Blog](#), and some email resources you can share with your graduate students when questions arise.



"What can I do with my degree?"

Attend: The [Career Exploration Group](#) (July 11-July 25) offers a guided, collaborative space for graduate students to explore their career options.

Read: The Graduate College's Director of Career Development outlines a practical strategy for identifying potential career paths in the [Job Ads for Career](#).

Online career exploration and individual development plan tools like [Unemployment](#) (which the Graduate College sponsors) and [MYHIB](#), which are designed specifically for graduate students. Students can make a [career plan](#) to help them determine their results with the Graduate College career development staff.

"How should I prepare for a faculty job search?"

Attend: Our final [Job Search Seminar](#) (this year on July 31) is a half-day event featuring hands-on activities and a panel of faculty in a wide range of institutions.

Read: [The Faculty Work Team at the Faculty Job Search Seminar](#) offers takeaways from a panel about the search.

Explore: [The Grad Faculty Handbook](#) by Julie Miller-Vick and Jennifer S. Farlow. It is a helpful guide to a complex and often confusing process.

"What do I need to be successful on an industry or nonprofit job search?"

Attend: This summer, the Graduate College will offer workshops on [Resume & Cover Letters](#) (June 11), [Interview Skills](#) (June 18), and [Finding a Job in the Industry](#) (August 5) that will answer a question from different angles.

Read: Illinois PhD Kristin Davis (now at Sandia National Laboratory) describes how her internship helped her achieve the [Dream of Your Career](#).

Explore: [Handshake](#) is a platform for campus jobs on a career platform, is a great place to start for students beginning an industry or nonprofit job search. If you use it to make a career plan, [it's a great place to start](#) for job ads, find workshops in a career fair, and more.

Schedule a Professional or Career Development Workshop for Your Students

The Graduate College offers career and professional development workshops that you can request for students, courses, professional development seminars, and research group meetings. They introduce students and postdocs to a range of topics to help them succeed at Illinois and beyond. Available workshop modules: GradMAP: Planning for Success, "Tools for Learning Your Skills for Non-Governmental and Academic Careers," University Statement for Faculty Job Searches, Getting the Most Out of an Academic Conference, and more. For full information, visit <https://grad.illinois.edu/events>.

The Graduate College at Illinois
Published by Annie F Adams 17 October 29 0

Lot's of good stuff this week. **1'**

10/29 Humanities Career r Discovery Gro up
10/29 Thesis Formatting & Deposit Join remote ly
10/30 GradMAP: Time Management Strategies... See More

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273 People Reached

4 Engagements

fJ Like

CJ Comment


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9/30 This is Office Hours
9/30 & 10/1 Personal Statements
10/1 Tough Interview Questions
10/2 Avoid Data Disasters
10/2 Phone/Skype Interview w/ *f*
10/3 Info Session: @PDSoros
10/3 Cafe Cobble | FREE coffee & treats

1r' Join? - remotely

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**t_rHIS
WEEK'S
EVENTS**

for graduate students

ILLINOIS
Graduate College

for graduate students

ILLINOIS
Graduate College



 **The Graduate College at Illinois**
Published by Annie F Adams [?] · October 1 · 🌐

Three Liberal Arts & Sciences at Illinois departments have been selected to rethink doctoral education and make career pathways more 🌟 visible 🌟 valued and 🌟 viable.

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LAS.ILLINOIS.EDU
Ill ino is selected to help rethink doctoral education and career pathways

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People Reached
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537 People Reached 27 Engagements

008 r/J Like CJ Comment

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People Reached

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537 People Reached 27 Engagements i=Miii

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537 People Reached 27 Engagements i=Miii

008 r/J Like CJ Comment f> Share

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Job Search Essentials ,,, Fri • 11 / 15, 9 AM - 4 PM
Take one workshop or all five! bit.ly/2NvQoNn

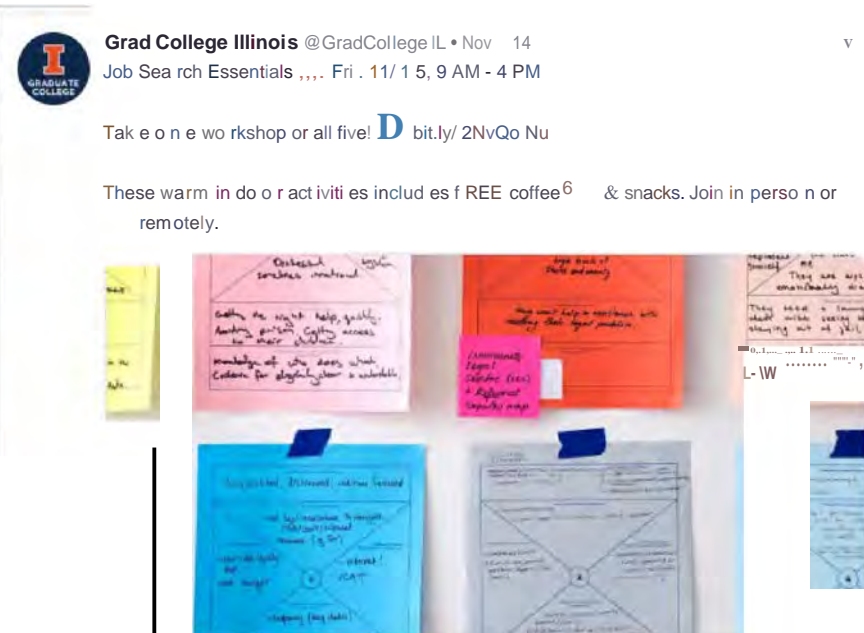
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Job Search Essentials ,,, Fri • 11 / 15, 9 AM - 4 PM
Take one new workshop or all five! bit.ly/2NvQoN8


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Job Search Essentials ,,, Fri . 11 / 15, 9 AM - 4 PM

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These warm in doo r activities include s f REE coffee⁶ & snacks. Join in perso n or remotely.



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Job Search Essentials ,,, Fri . 11 / 15, 9 AM - 4 PM

Take on a new workshop or all five! bit.ly/2NvQoNu

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The collage features several items:

- A yellow sticky note on the left with the word "BRAIN" written vertically.
- A pink sticky note with the heading "Cerebral cortex involvement" and text: "Cortex do what help quickly. Answer question. Cortex access to more circuit." and "Knowledge of who does what. Certain for playing a game is available."
- An orange sticky note with the heading "Edge block of" and text: "They can't help to coordinate with making their finger position."
- A pink sticky note with text: "Cerebral cortex (ACC) + Regional capacity maps".
- A blue sticky note with the heading "Cerebral, Cerebellum, and brainstem involvement" and text: "Cerebral: high level planning, problem solving, decision making, memory, language, etc." and "Cerebellum: fine-tuning, coordination, balance, posture, etc." and "Brainstem: basic life functions, reflexes, etc." and "Cerebral (high level)" and "Cerebellum (fine-tuning)" and "Brainstem (basic life functions)".
- A white index card with a diagram showing a central circle labeled "ACC" connected to four surrounding boxes labeled "Cerebral", "Cerebellum", "Brainstem", and "Spinal Cord".
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
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- A pink note titled "Consider service members" with bullet points: "Get the right help, quickly," "Answer questions, getting access to their services," and "Knowledge of who does what, custom for playing your a valuable".
- An orange note titled "Help back at home and away" with the text: "How can I help in my business with military that goes around".
- A small pink note below the orange one that says: "(unintentionally) ignore? (careless) (too) + Refuse to support anyone".
- A blue note at the bottom left with a diagram showing a central circle labeled "Network!" connected to four surrounding boxes: "Social Media", "LinkedIn", "Facebook", and "Twitter". Below the diagram is the text "Networking (Not Just)".
- A white note at the bottom right with a complex flowchart or organizational chart.
- Other partially visible notes include one mentioning "reimburse" and another with "There are up..." and "remains...".





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THE GRADUATE STUDENT EXPERIENCE

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[Where Are They Now?: Keith Taylor](#)

[Grad School 101: Sustainability and the Productive Life](#)

[Where Are They Now?: Sarah Eckhardt](#)

[What's It Like to Compete in Research Live? Hear from a few pros.](#)

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Where Are They Now?: Keith Taylor

OCT 30, 2019 9:30 AM | 98 VIEWS

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Creative and Collaborative: Trying out Careers in Publishing

JUN 17, 2019 12:00 PM | 242 VIEWS


I recently had the opportunity to participate in a "Try-It-Out Experience" through the Grad College Career Development Office and the University of Illinois Press. This one-day professional development opportunity provides graduate students with a focused goal-setting session, industry connections, and the chance to explore new-to-them career paths.



Lessons From a Grad Student Job Search Support Group

JUN 4, 2019 1:45 PM | 682 VIEWS

This Spring, Mike Firmand started the first-ever job search support group for graduate students at the University of Illinois. Over four weeks, around 12 master's and Ph.D. students from across disciplines came together for weekly, 90-minute meetings focused on one component of the job search: assessing fit from a job ad, crafting application materials, interviewing strategies, networking and so forth. I planned for the sessions to be highly interactive, with most of the time designated for participants to tell stories, ask questions and reflect on their job search experiences together. Here's what Mike learned from listening to them and leading the group. [Read the original post on Inside Higher Education.](#)



Making the Most of Summer: Developing Skills Employers Want

MAY 9, 2019 11:45 AM | 781 VIEWS

As you move into your first summer as a graduate student at Illinois, now is a perfect milestone to take time to reflect on your progress as a student and scholar.

Multiple Delivery Channels



- Offerings adaptable to different schedules and needs
- Included in messages from recruitment through graduation



GradCareers: Answering Interview Qu...

The thought of answering interview questions is often a source of great anxiety for job seekers. Having a successful interview experience is predicated on your ability...

From [Charlotte Bauer](#) on 12/3/2018

▶ 189



GradCareers: "Tell Me About Yourself"

"Tell me about yourself." This is likely to be the first question you hear at a networking event or interview. And while it's your first and most...

From [Charlotte Bauer](#) on 11/30/2018

▶ 1,366

Stakeholders in Career Development

Campus-level

Teaching
& Writing
Centers

Other
Career
Offices

Graduate
College

Inter-
disciplinary
Research
Centers

Student
Groups

Mentoring
by Faculty

Pro-
seminars

Department-level



Next Steps

- Career Outcomes & Alumni Tracking
- Culture
- Curricular Alignment

Questions

PhD Plus: Enhancing PhD Student Experience

Phil Trella

December 9, 2019



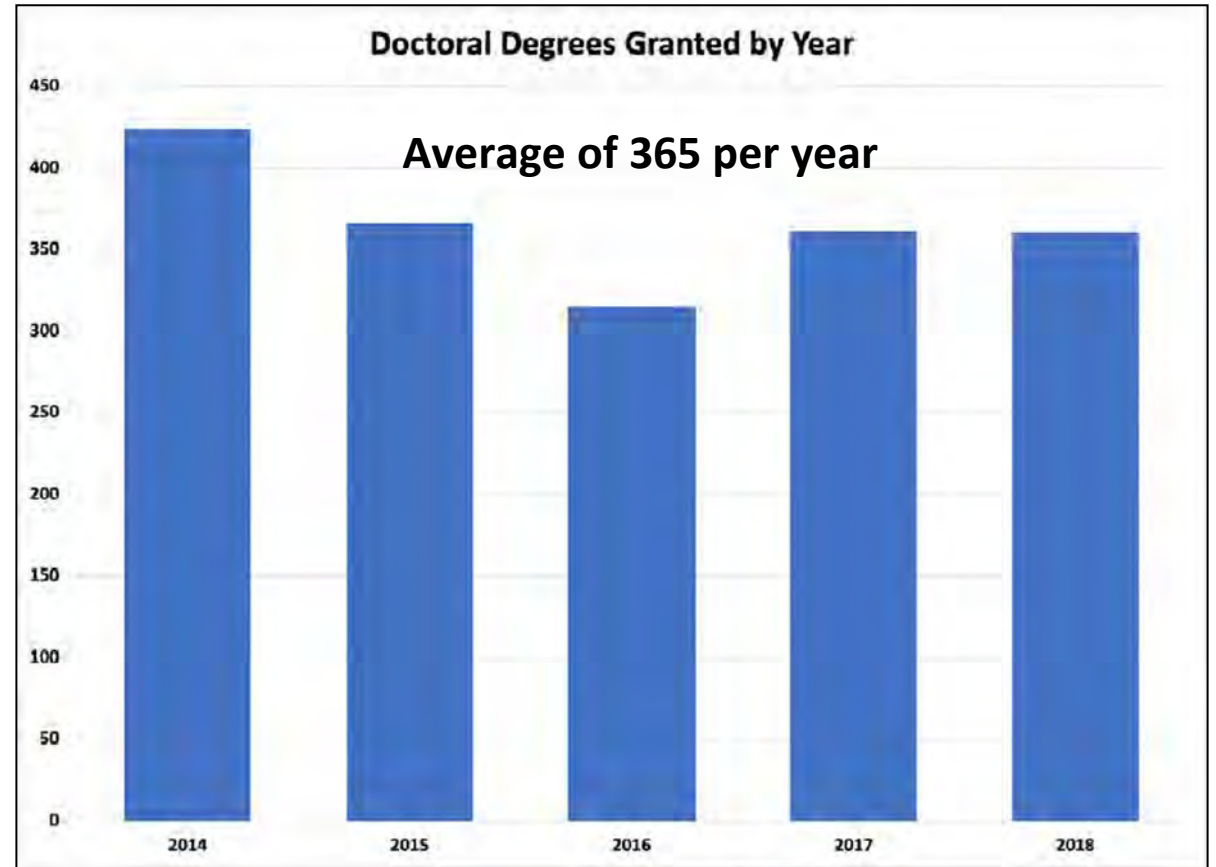
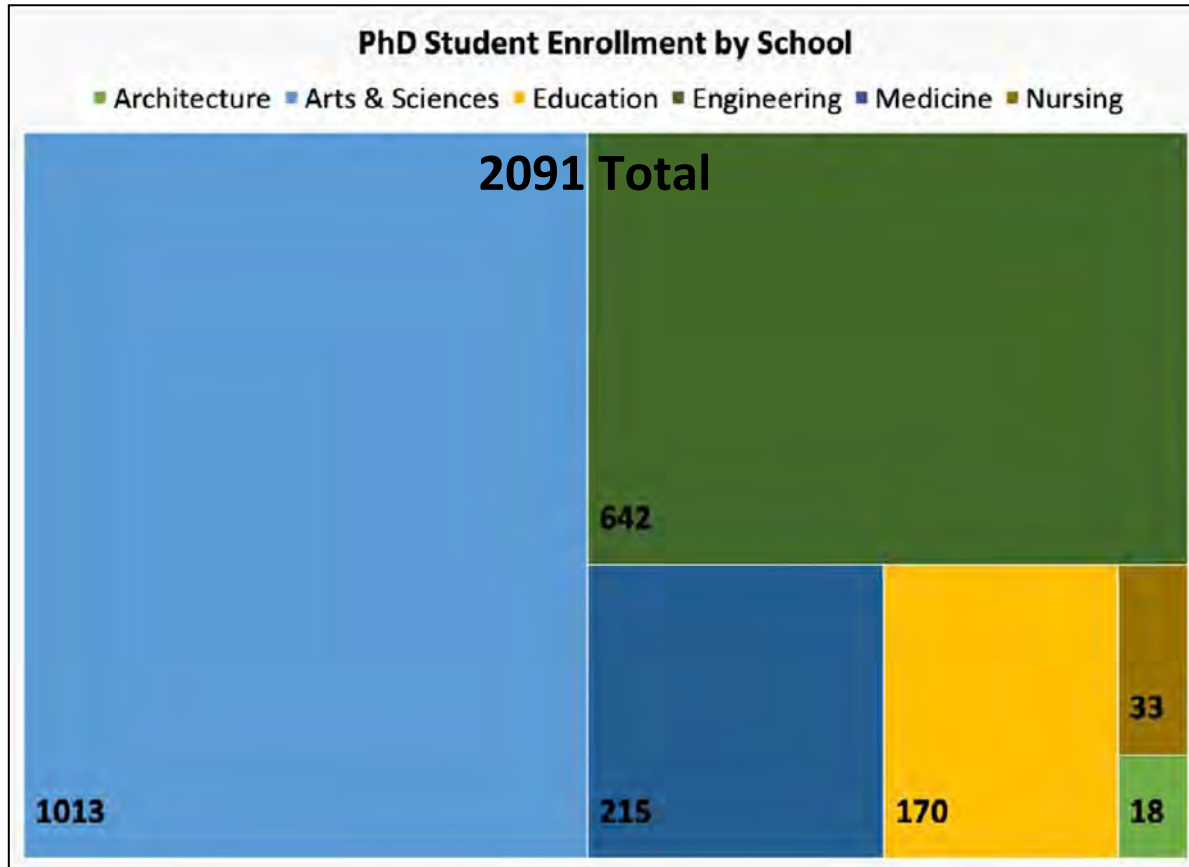
Office of the Executive
Vice President and Provost



Learning Outcome

How to create strategic partnerships across the university and beyond to build an ecosystem in support of diverse careers

UVA PhD Student Data Overview



UVA PhD Employment Outcomes

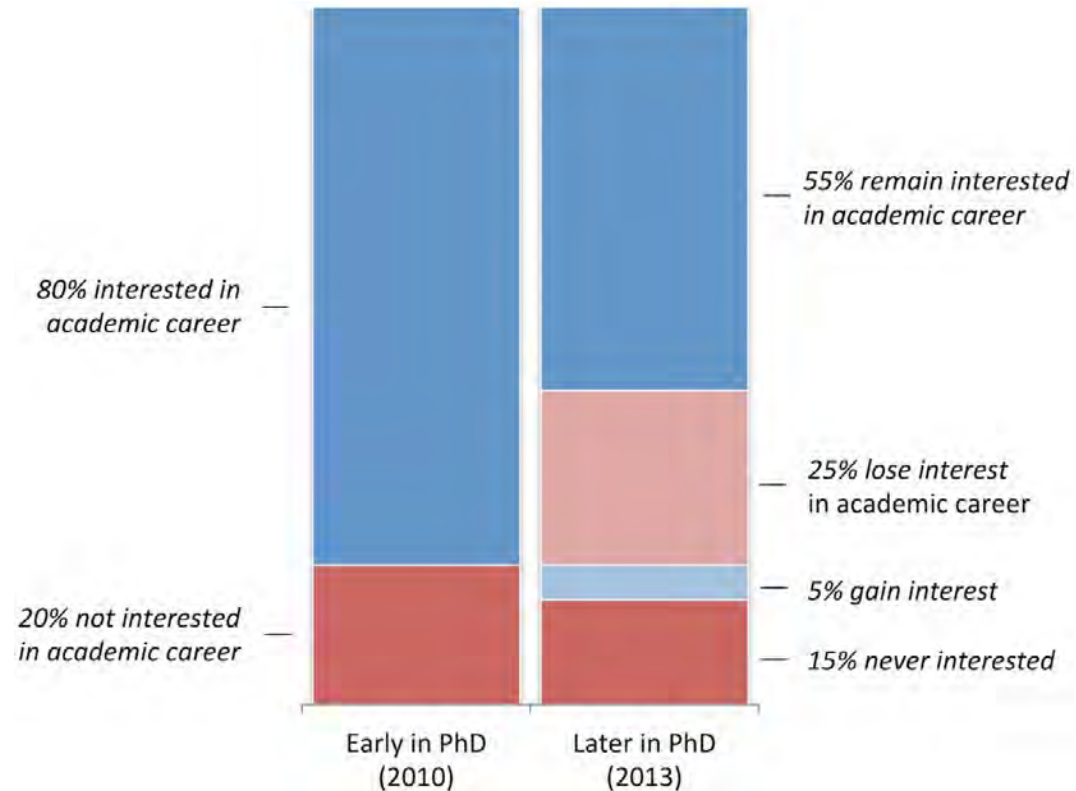
Examination of UVA PhD Graduates from 2008-2009 indicates that **while Research Universities are the most prevalent employer for PhD alums, more than 50% of UVA PhDs engage in long-term employment outside of traditional academic roles.**

These data are consistent with current national studies conducted at other research universities.

| Employment Sector | Number | Percent |
|---|--------|--------------|
| Research University | 79 | 33 |
| Master's / Regional University | 23 | 9 |
| Liberal Arts College | 17 | 7 |
| Community or Two-year College | 2 | 1 |
| College or University System | 1 | Less than 1% |
| Preschool, Elementary, Middle, Secondary School or System | 16 | 7 |
| US Federal Government (Including Military) | 13 | 5 |
| US State or Local Government | 4 | 2 |
| Non-US Government | 2 | 1 |
| Not-For-Profit Organization or NGO | 19 | 8 |
| Business/For-Profit Company | 67 | 28 |
| Total | 243 | |

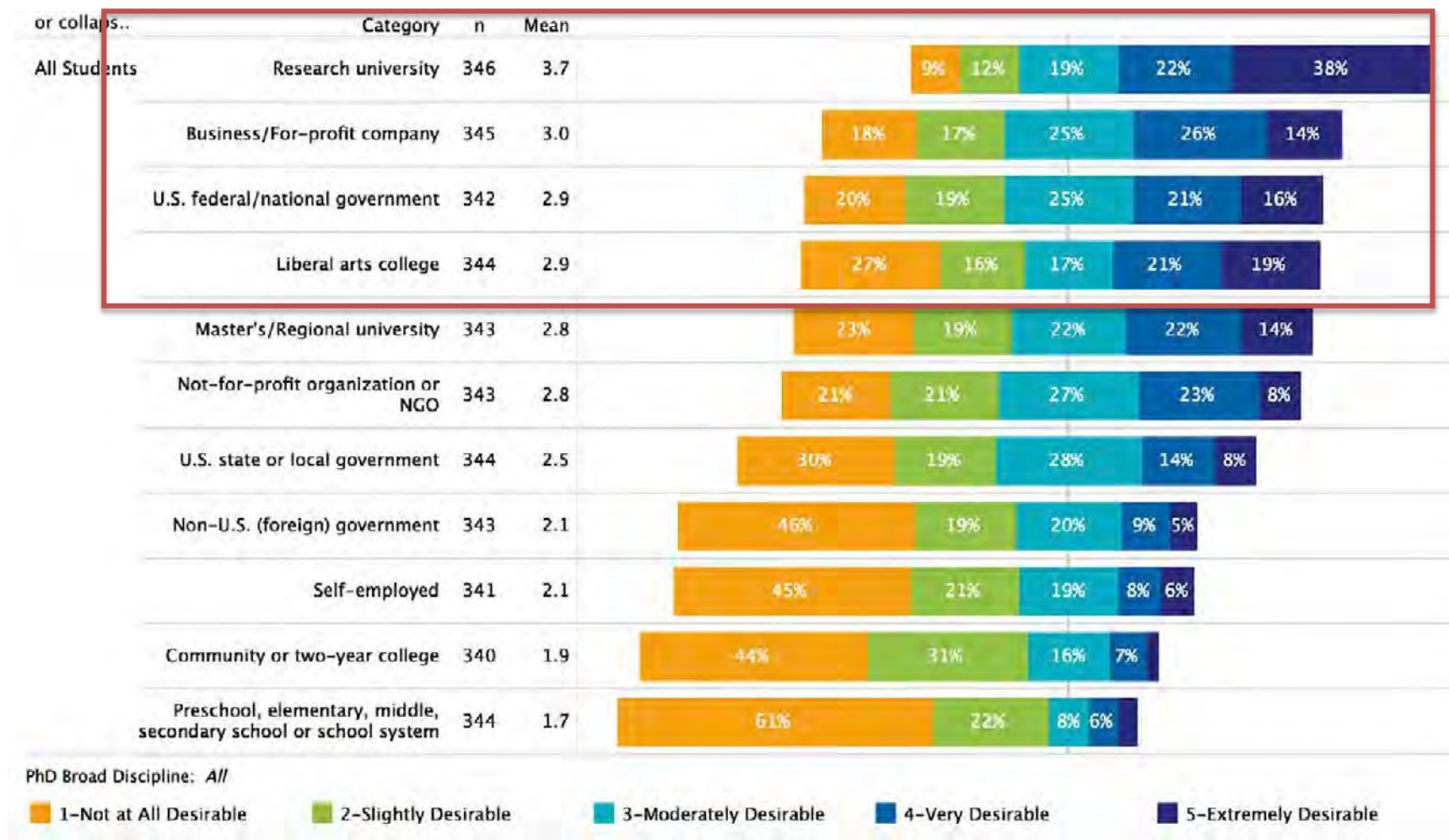
PhD Student Career Interests Change Over Time

- Asking STEM students over the course of their PhD about their career preferences tells us that many students lose interest in an academic career the closer they get to graduation.
- Those who lose interest in an academic career are no more or less fearful of the academic job market, but they may not enjoy research as much



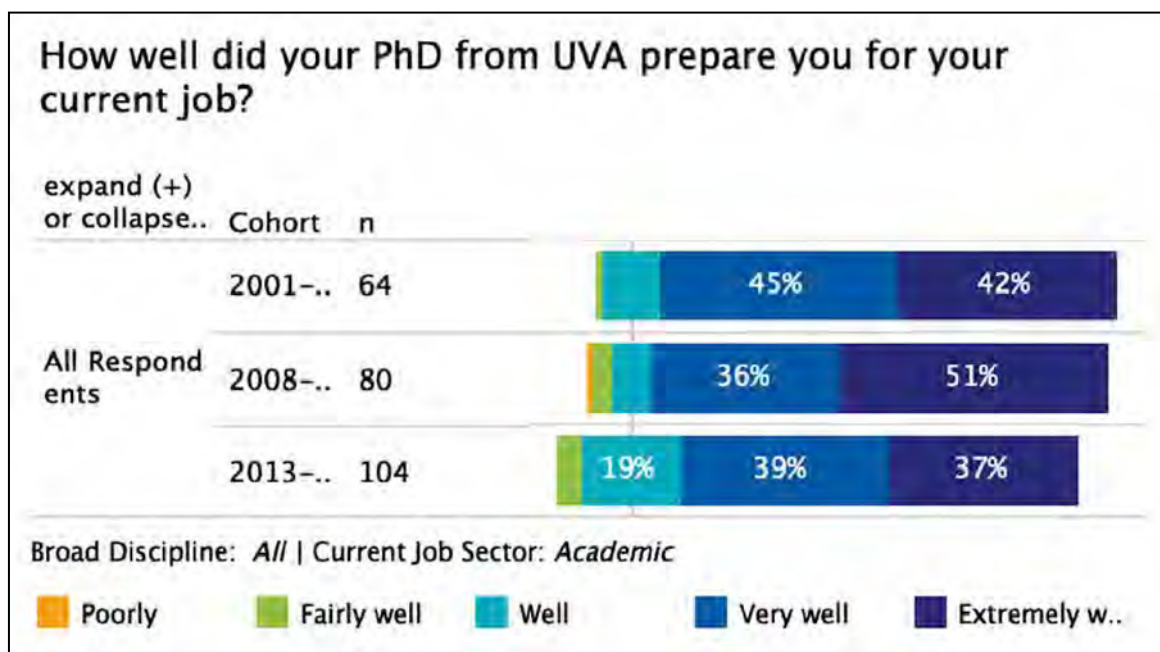
Roach M, Sauermann H (2017) The declining interest in an academic career. PLOS ONE 12(9): e0184130. <https://doi.org/10.1371/journal.pone.0184130>

UVA PhD Student Desired Employment Sectors

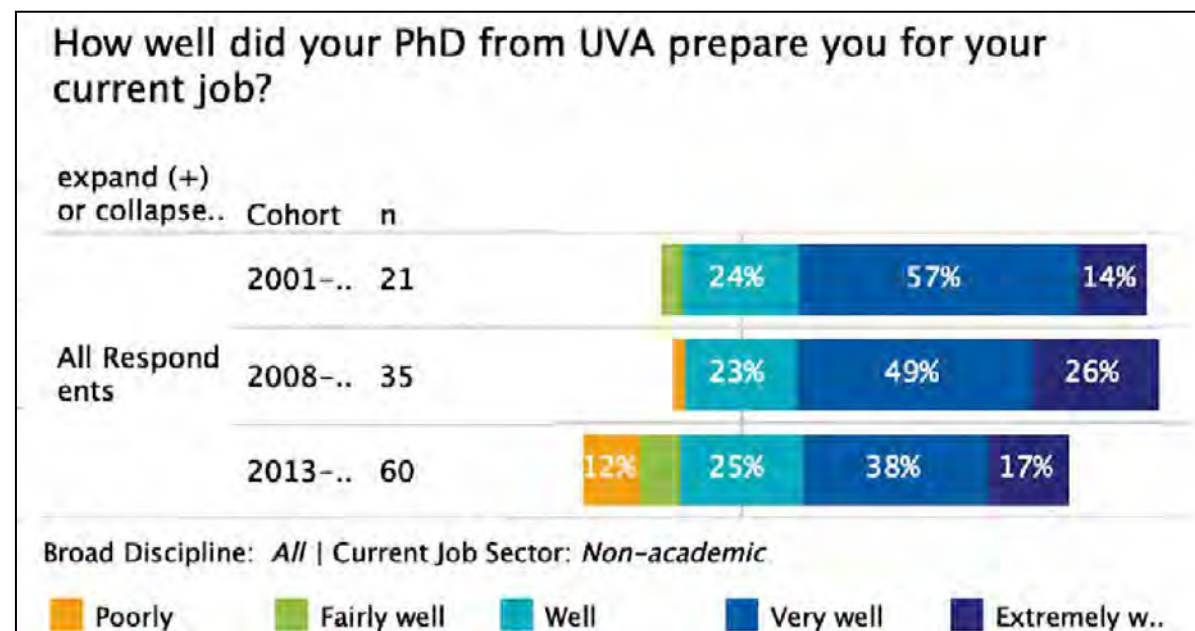


UVA PhD Alums Job Preparation by Broad Sector

PhD Alums in **Academic Roles** by Graduation Year



PhD Alums in **Non-Academic Roles** by Graduation Year



PhD Plus: Program Design



Early Years: Balance, Resilience, Success

- First-Year Foundation Series, Example Topics
 - Leveraging Strengths
 - Effective Communication
- Career Design for 2nd Year Students

Middle Years: Tiered Training Modules for Careers

- Example Modules
 - Science Policy Initiative
 - Graduate Consulting Club
- Tier One: Career Exploration
- Tier Two: Skills Acquisition

Advanced Years

- Tier Three Experiential Learning Opportunities

PhD Plus Launch Event: *Shaping the Future of Graduate Education*. January 17, 2019



PhD Plus Project Partners

- ❖ The University Career Center
- ❖ The Center for Teaching Excellence
- ❖ The Batten Institute for Entrepreneurship and Innovation
- ❖ The Scholars' Lab
- ❖ The Science Policy Initiative
- ❖ The UVA Library Research Data Services & Sciences
- ❖ Contemplative Sciences Center at UVA
- ❖ Office of Undergraduate Research
- ❖ Center for Survey Research
- ❖ The UVA Licensing and Ventures Group
- ❖ Weldon Cooper Center for Public Service
- ❖ Graduate Consulting Club
- ❖ The C'ville Biohub
- ❖ Data Science and Analytics Club
- ❖ Office of Vice Provost for Academic Outreach
- ❖ School of Data Science
- ❖ Environmental Resilience Institute

PHD + CORE MODULES

PhD + Core Modules are dynamic extra-curricular training experiences designed to provide students with an enhanced suite of skills and competencies necessary for success across all careers paths. Additional modules will be added as the program develops, so please check back soon.



Foundations Series



Career Design



Communicating Research



Community Impact



Consulting



Data Literacy



Digital Humanities: Praxis Program



Entrepreneurship & Commercialization



Future Faculty

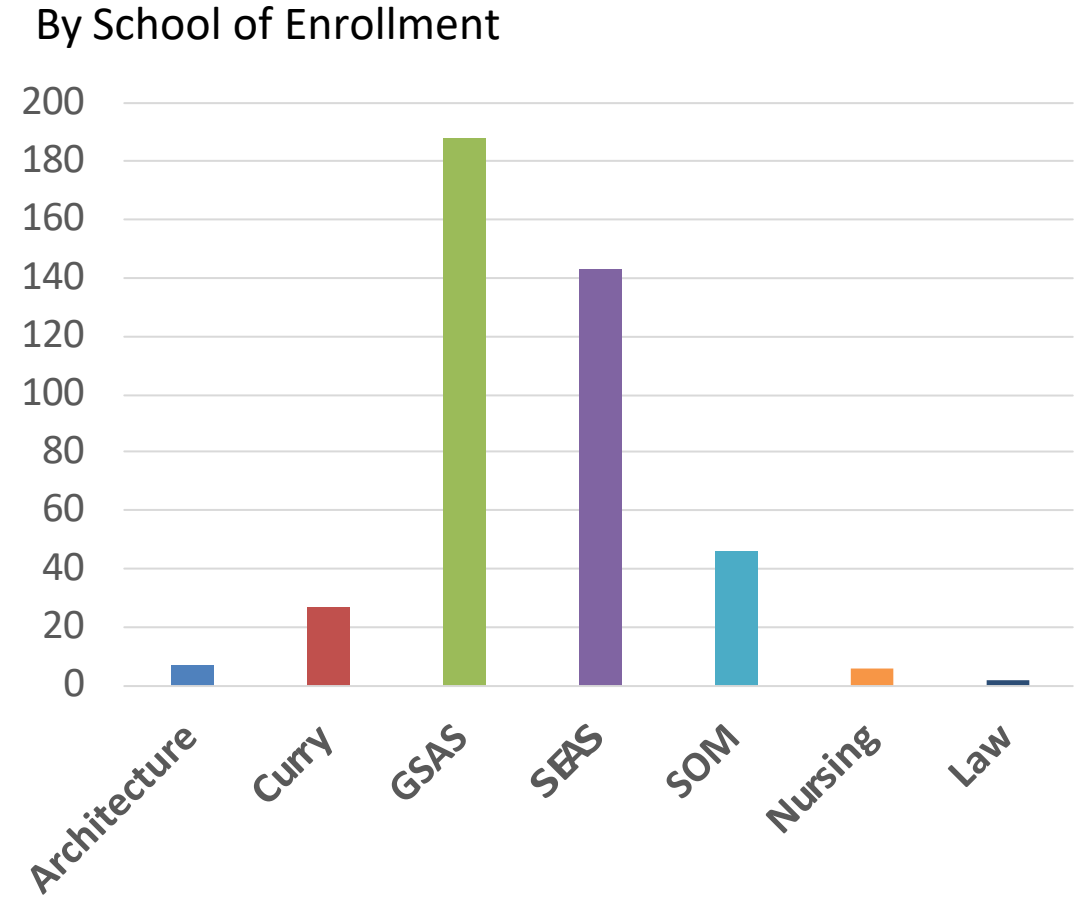
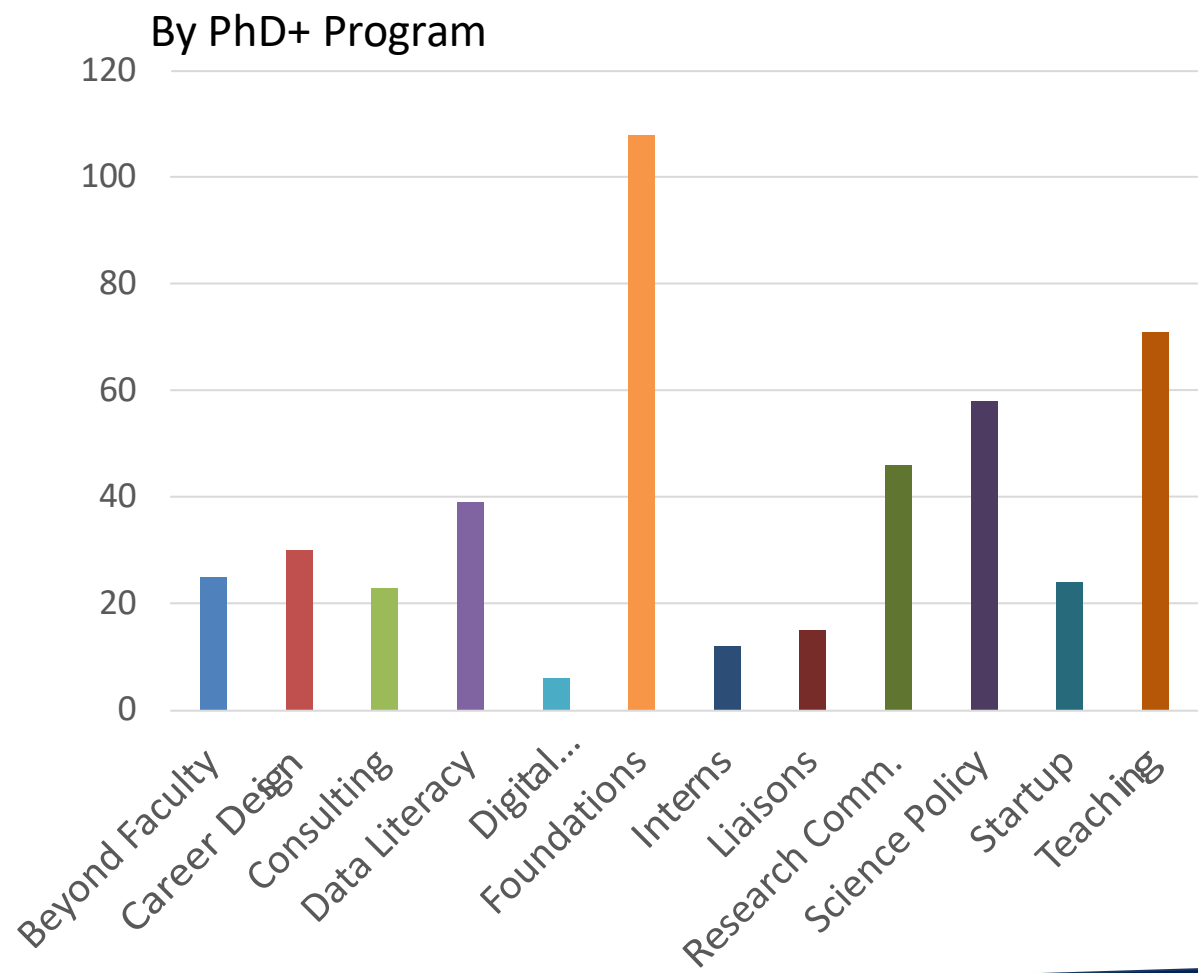


Science Policy



Teaching

PhD Plus: Participation is at about 20% of overall Enrollment





LEHIGH

U N I V E R S I T Y

Redesigning the Doctorate to Increase Career
Opportunities: Two Programs

Elizabeth A. Dolan

Deputy Provost for Graduate Education

Learning Outcome

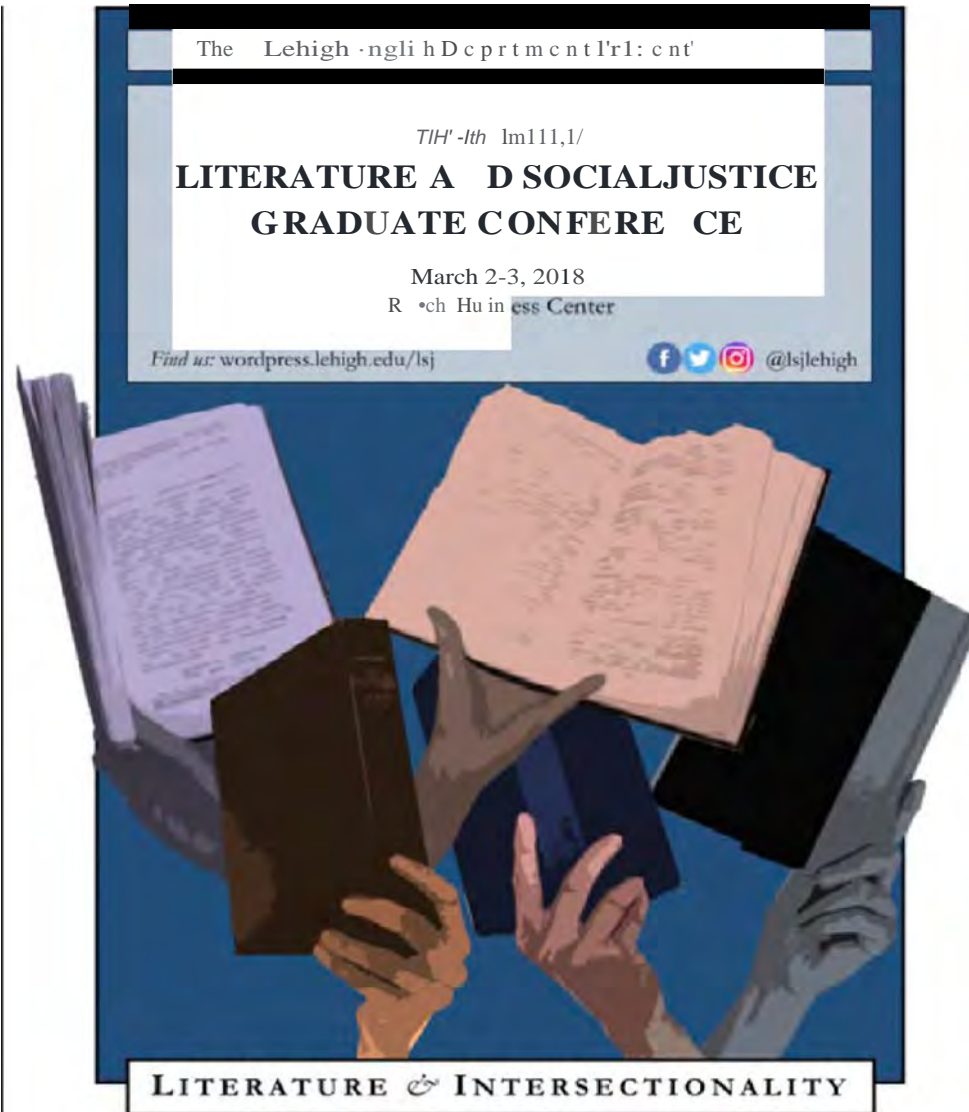
To identify common elements in the processes two faculty groups used to redesign doctoral education in their fields.

Both began with the goal of increasing and broadening career opportunities for students.

English

&

STEM



PASTEUR PHD PARTNERS FELLOWSHIP

Blazing a New Trail in STEM PhD

Pasteur PhD Partners Fellowship

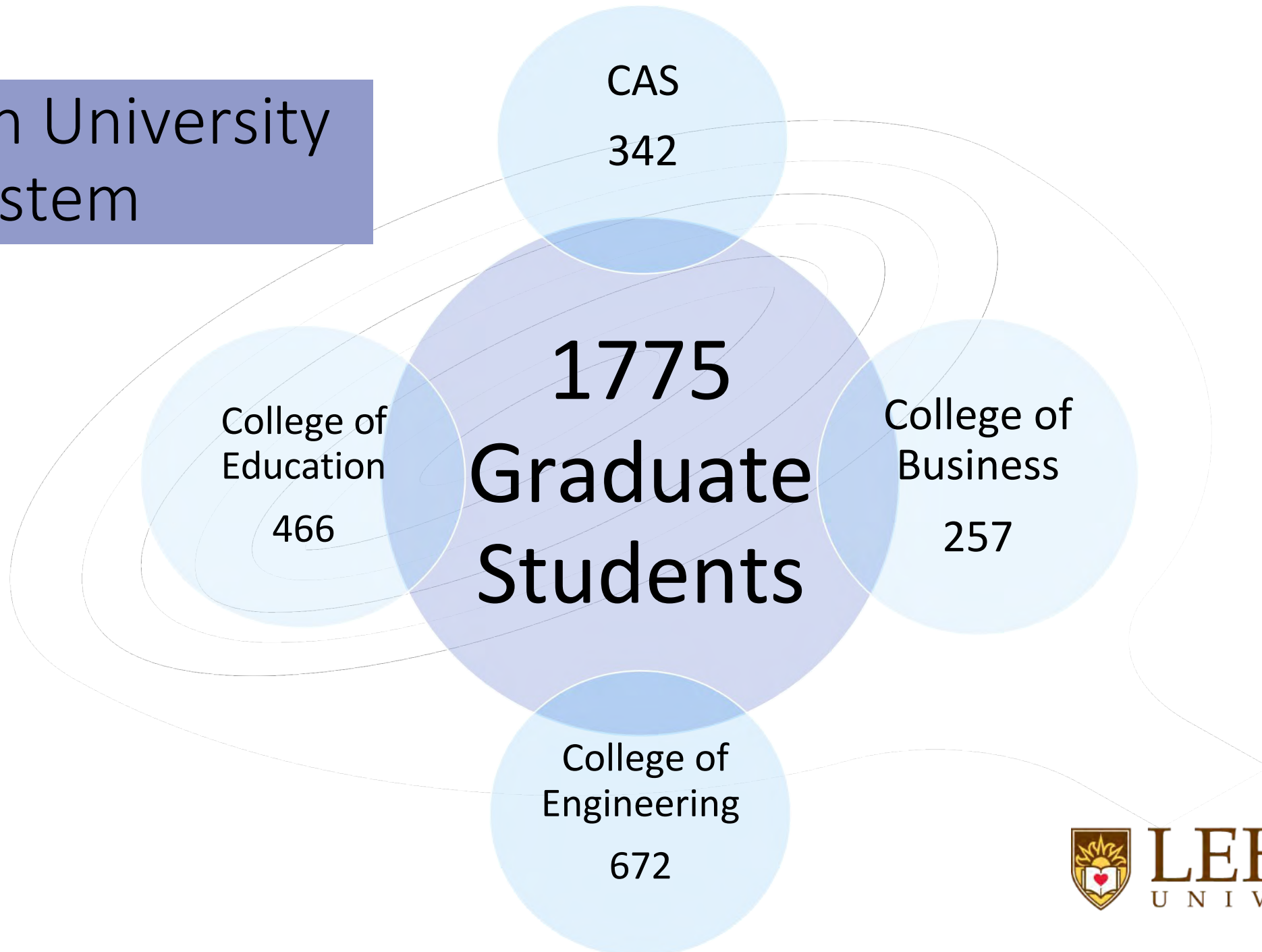
Blazing a New Trail for STEM PhDs



With [support from the National Science Foundation](#), Lehigh University's innovative Pasteur PhD Partners (P₃) Fellowship provides fresh thinking and a new approach to the ecosystem of support and resources around talented young minds pursuing doctoral degrees in science, technology, engineering, and math (STEM),

Named after Louis Pasteur - a researcher driven to solve urgent challenges in the here and now - the P₃ Fellowship provides four years of financial support for qualified prospective doctoral candidates.

Lehigh University ecosystem






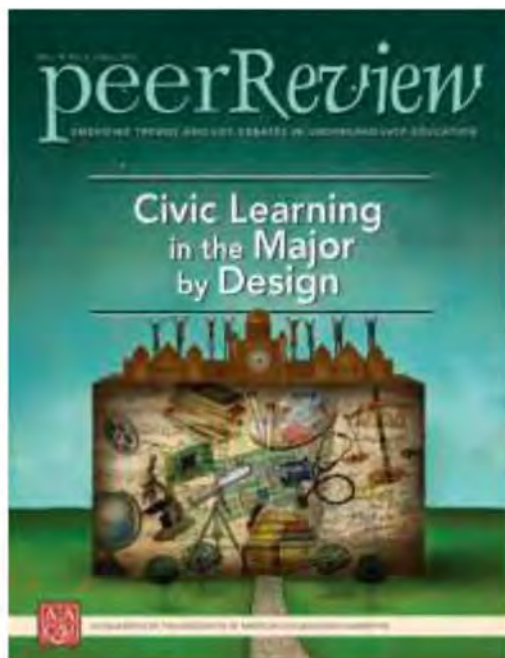
Lehigh English Doctoral Program: Literature & Social Justice

Department innovations led by Jenna Lay,
Job Placement Officer (2013-15),
Director of Graduate Studies (2015-19)

Three Initial Decisions



| |
|---|
| Reduce the size of the PhD Program |
| Increase the size of the MA Program |
| Thematic focus: Literature & Social Justice |
| |
| |



Fall 2017, Vol. 19, No. 4



Literature and Social Justice

By: Seth Mogen, Dawn Keetley and Katherine Crassons

Almost a decade ago, the Lehigh University English Department made a commitment to Utilitarian social justice (LSJ) as the central intellectual emphasis of our department. Through this focus, we explore how literary texts make distinctive contributions to urgent ethical, social, and political questions that cross disciplinary and historical boundaries. This commitment has influenced all our faculty hires over the last eight years, it has systematically reshaped our graduate program, and in a range of ways it is now influencing our undergraduate major. Our department has twenty-two tenure-track faculty, thirty-four graduate students, and roughly forty-five English majors. We are also responsible for administering and staffing the two semester writing program required for incoming Lehigh students.



[LEAP](#) [Learn More](#)

[PEER REVIEW](#)

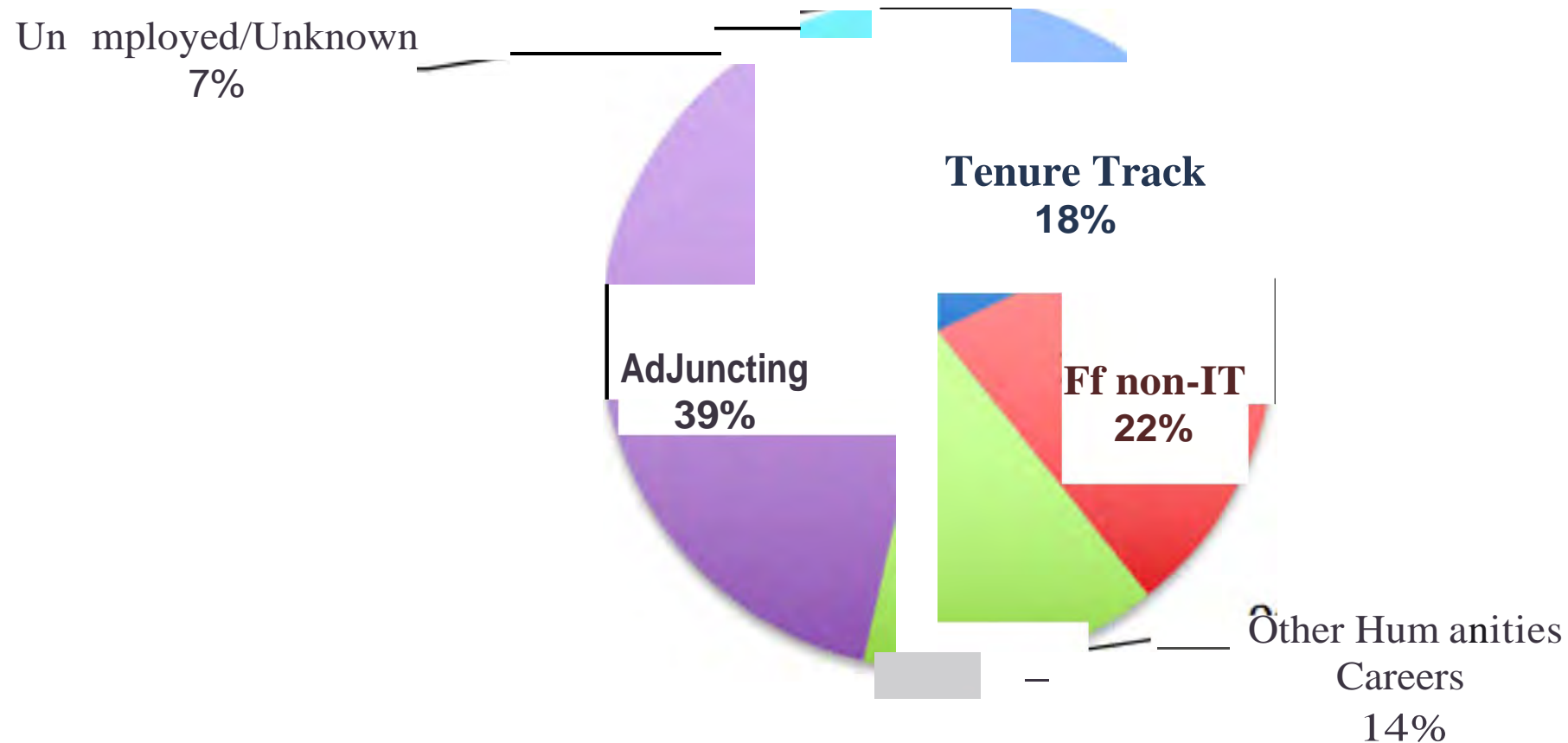
[About Peer Review](#)

[Current Issue](#)

[Previous Issues](#)

Lehigh English Ph.D. Career Tracking, 2013

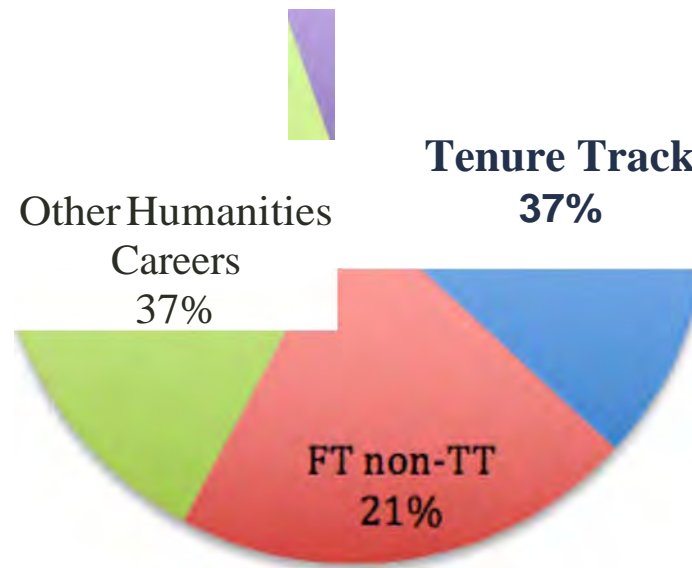
2009-2013 (28 graduates)
Data from November 2013



Lehigh English Ph.D. Career Tracking, 2019

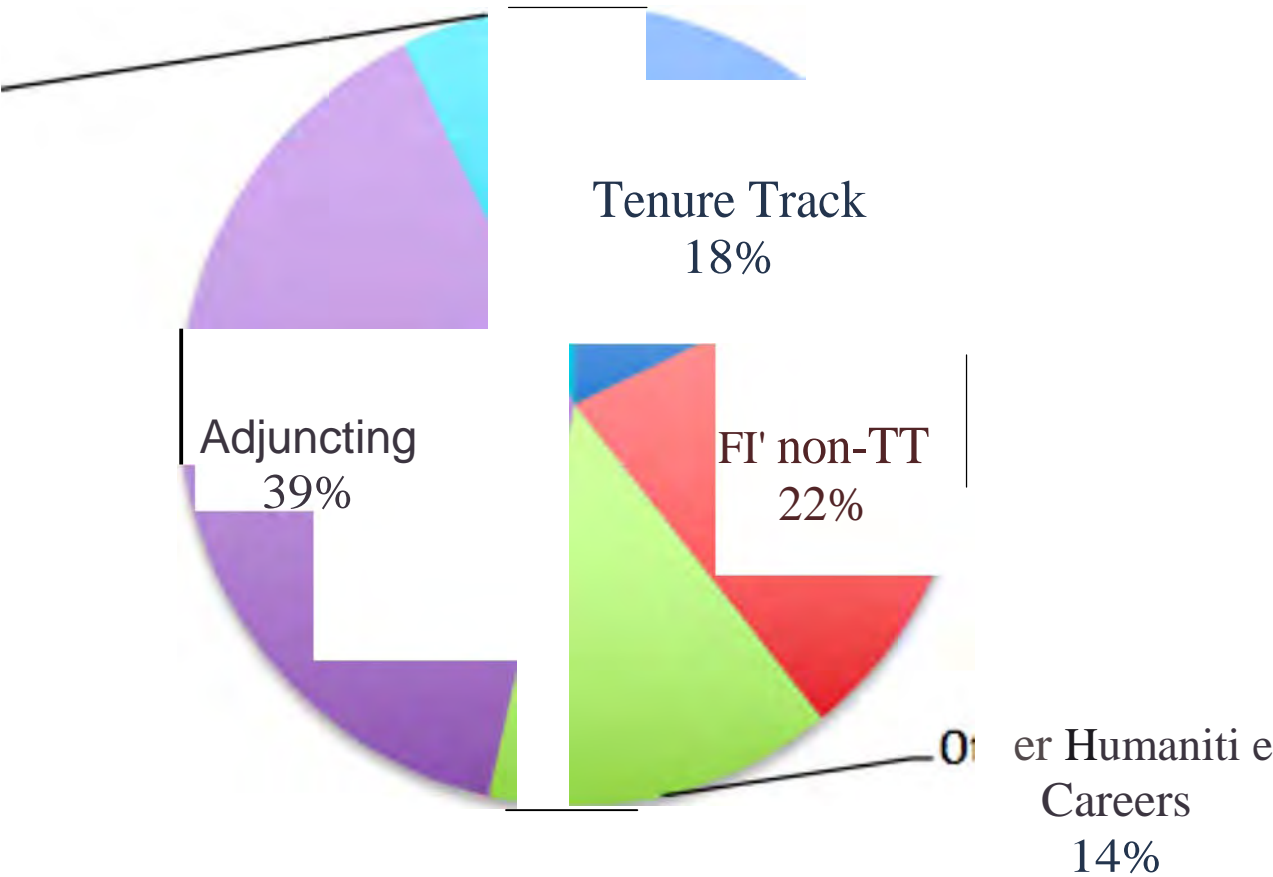
2015-19 (19 graduates)
Data from September 2019

Adjuncting
5%

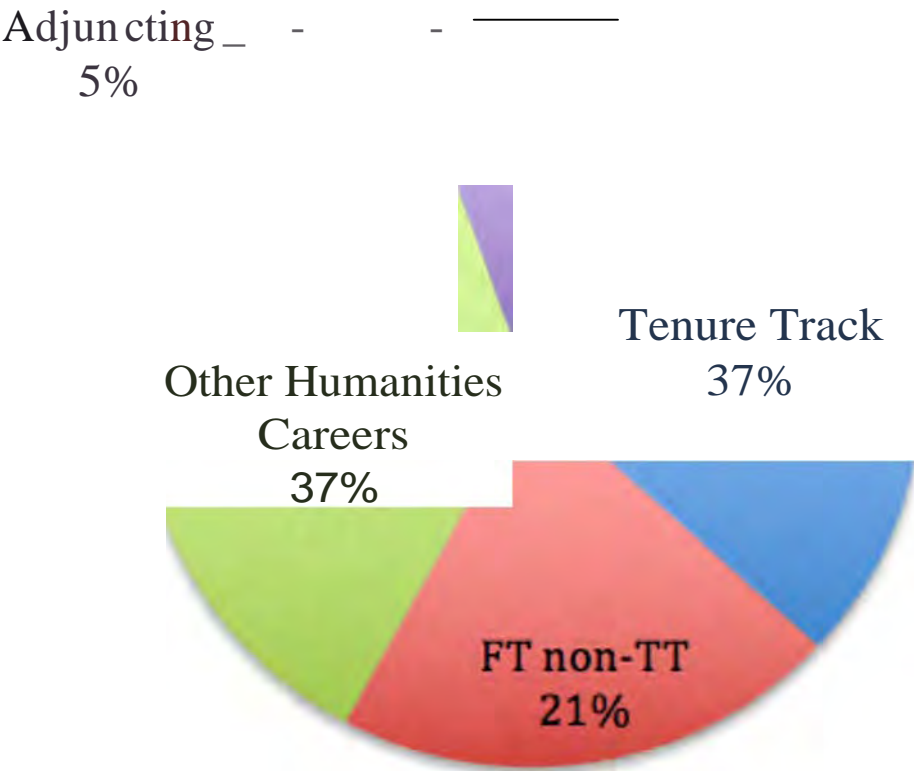


Five-Year Doctoral Placement Comparison

2009-2013 (28 graduates)
Data from November 2013



2015-19 (19 graduates)
Data from September 2019



How did we do it?

Identify the Challenge

- Students are not getting the jobs for which we are training them.

Involve Stakeholders and Allies

- Alumni; current students; career and professional development offices; Ph.D.s working in other offices on campus.

Gather Data and Narratives

- National data and trends from MLA, AAUP, CGS, etc.; career narratives from students and alumni.

Recognize Fears and Anxieties

- Offer opportunities for faculty and students to express trepidation about potential pitfalls or unintended consequences before trying to implement specific changes.

Articulate Shared Values

- What do we hold in common when it comes to graduate education? What does earning a Ph.D. at Lehigh allow students to learn? To do? How can we build on those shared values?

Identify a Positive (Aspirational) Outcome

- Our students will find meaningful, fulfilling careers after their graduate program

What changes did we make?

Culture

- 1) Job Placement Officer
- 2) Alumni Career Tracking
- 3) Alumni Engagement
- 4) Reading Groups on Humanities Jobs
- 5) Workshops on Career and Professional Development
- 6) Recognition and Celebration
- 7) Mentoring

Curriculum & Structure

- 1) Visiting Assistant Professorships
- 2) Certificate in Composition & Rhetoric (integrative rather than additive)
- 3) Annual Review Process

**NEH Next Gen Hums Grant (2016)
(in collaboration with History Dept)**

- 1) Introduction to Graduate Studies
- 2) Public Humanities Course
- 3) Revised Dissertation Guidelines
- 4) Co-Curricular Funding Opportunities



STEM Pasteur PhD Partners Fellowship

Funded by an NSF—
Innovations in Graduate Education Grant

Principal Investigator

Himanshu Jain, Professor of Materials Science and Engineering

Co Principal Investigators


Anand Jagota, Professor of Bioengineering

Volkmar Dierolf, Distinguished Professor of Physics

H. Lynn Columba, Associate Professor of Instructional Tech and Teacher Ed

Daniel J Vaughn, Corning Glass and Incubator Works

Motivating Factors



| |
|---|
| 75% of Engineering PhDs from Lehigh go into industry |
| Industry research leaders report that graduating PhDs don't understand industrial context |
| Students from underrepresented groups in STEM are more likely to enter industry directly, rather than pursue graduate education |
| Students are more likely to pursue doctorates if they see a clear career path |
| |
| |
| |

Survey of Lehigh Engineering PhDs in Industry

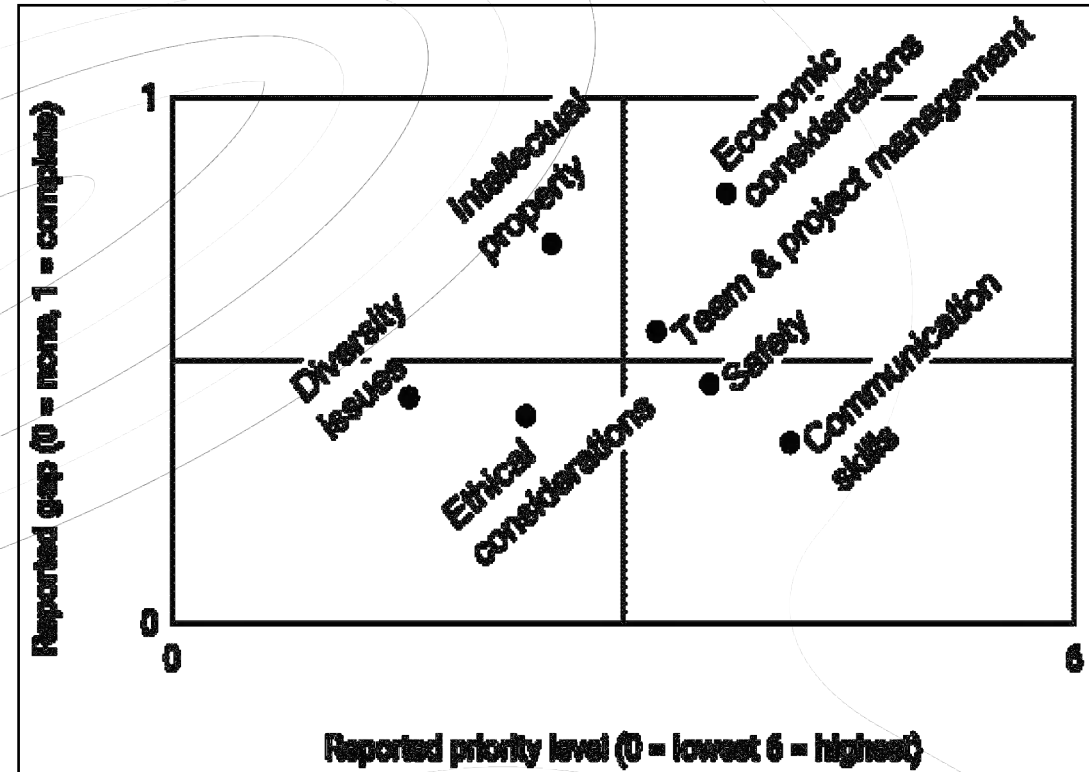
Survey of 85 PhDs from 1999-2017

Particularly strong need

- **Team & project management:** includes interpersonal relations, conflict resolution
- **Economic considerations in R&D decisions:** includes financial analysis; understanding the global marketplace

Strong need

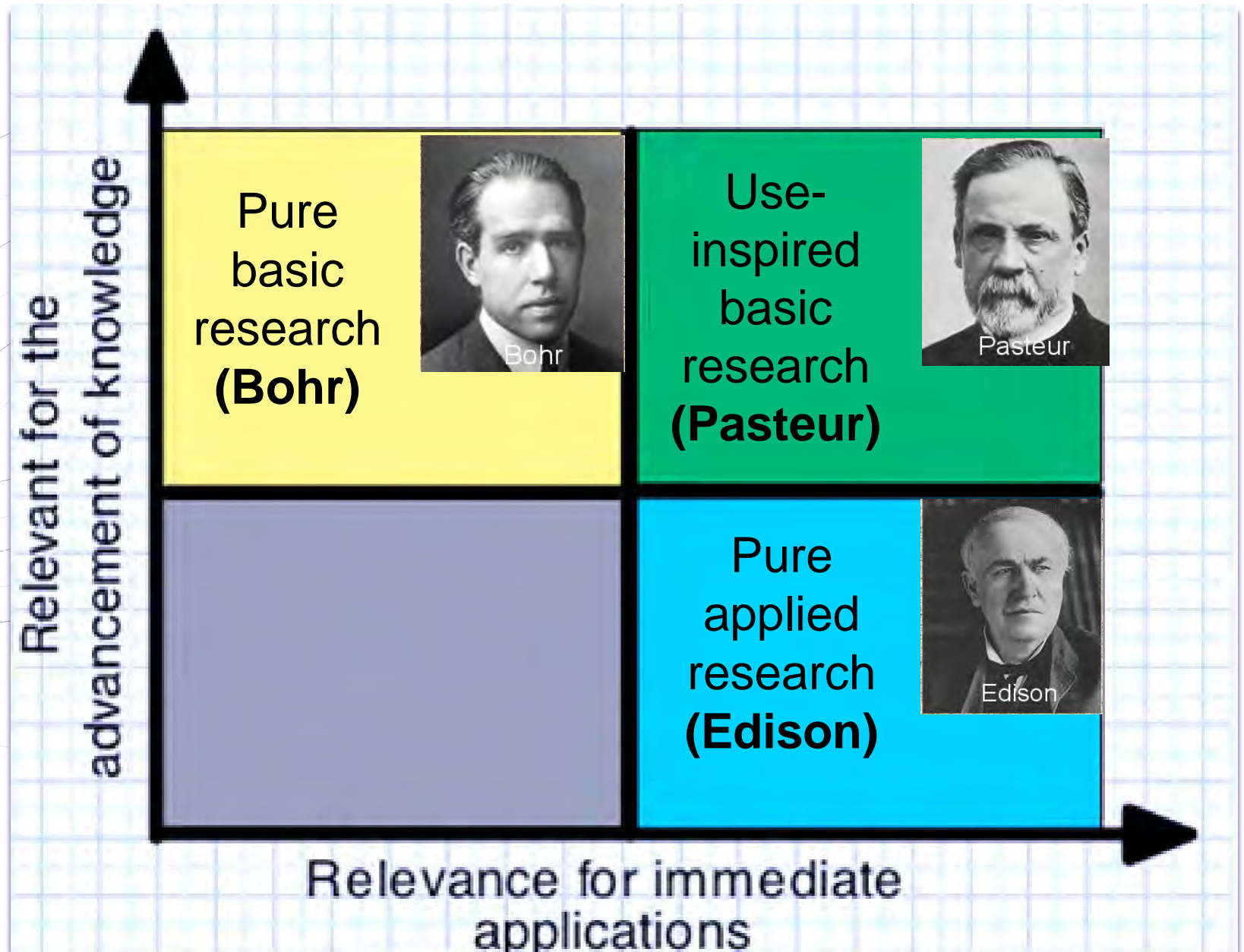
- Communication skills
- Safety
- Intellectual property constraints



Scatterplot of gap vs. level of priority for selected topics in Lehigh STEM doctoral curriculum.

Donald Stokes' description of the nature of research (1997)

Use-inspired basic research requires university/industry collaboration.



Two models of STEM Doctoral Education

Traditional— Curiosity-Driven Research

Doctoral Student enters PI's lab with funded research underway.

The PI's curiosity drives the research.

Pasteur PhD- Use-Inspired Research

Doctoral Student creates a research project inspired by collaboration with industry.

Partnership between student, industry, and doctoral advisor drives the research.

Use-Inspired Doctoral Programs

In the United States

- A few industry and discipline specific PhDs (generally engineering and business collaborations).
- Two that provide research experiences in industry settings—University of Michigan (auto industry), Texas A & M (petroleum engineering)

In Europe

- EPSRC-Funded Centers in UK (Industrial Doctorate)
- CNRS-University partnerships in France
- Doktoringenieur (Dr.-Ing.) German doctorate is use-inspired and industry driven doctorate, greatly facilitated by Institutes of Fraunhofer-Gesellschaft

Workshop on the Role of Industry-University Partnerships in Graduate Education

Goal

To discuss the current model of graduate education, including gaps between training and placement in industry.

Participants

- Leaders (CEO/CTO) of key industries (manufacturing, chemical, IT, healthcare).
- Representatives of international funding agencies, where Pasteur-like programs have succeeded and served industry's needs well.
 - Thought leaders in graduate education. YOU!

March 19-20, 2020

Washington DC

<https://wordpress.lehigh.edu/inphd/>

Key Elements of the Pasteur PhD Partners Program



4-5 years fully funded



Pre-program summer internship



Co-advisors—Lehigh professor and
industry researcher



Modular professional development
courses



Industry residency (as in medical school)

Funding



Industry Partners contribute \$50,000 per year for four years for each student (tuition + stipend)



Lehigh University reduces tuition rate 50%



Modular Courses

Team and Project-Based Learning
Intellectual Property Constraints
Economic Considerations and the Global
Marketplace
Ethical Considerations
Diversity and Cultural Competence
Creativity and Innovation Techniques

**1-2 credit hours each, students take 6 credit hours
total, Available to ALL science and engineering
students at Lehigh

Assessment

- How successful are the elements of the program in closing gaps identified by survey of graduates going into industry?
- Does the program recruit a higher number of underrepresented students than a traditional doctorate?
- Do Pasteur PhD Fellows conceptualize, design or execute research differently than students in traditional doctoral programs?
- What impact does the program have on new or existing partnerships between Lehigh and industry?

| Similarities in Process

Identified a gap between field-specific doctoral training and job opportunities

Made decisions based on evidence

Established collaborative relationships

Sought external funding at key moments

Committed to continuous assessment

Discussion Question

Who are the key stakeholders on your campus with respect to the promotion of career diversity across graduate education?

Discussion Question

Does the Graduate College have a role and/or responsibility to assess the degree to which curriculum aligns with changes in career outcomes?

Discussion Question

What is your campus doing to collect and disseminate information about graduate alumni career outcomes?