CGS Career Pathways Project

CGS Summer Workshop June 2019

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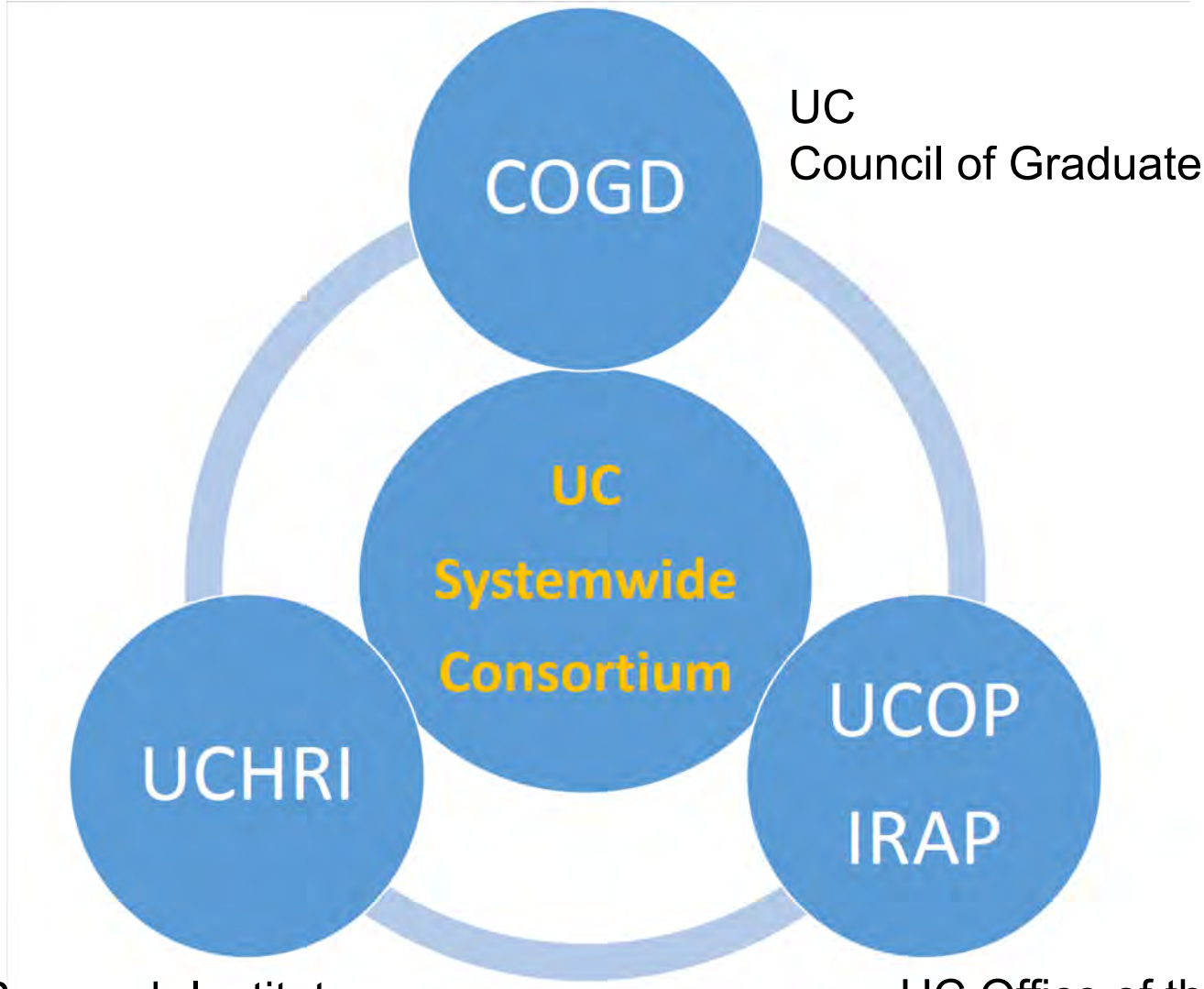
UCLA Graduate Division

The UC consortium



UC
Council of Graduate Deans

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 diveristy.
4. Create sustainable practices for gathering and assessing career outcomes data for program improvement.

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

Bottom line up front

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:

Employment and doctoral experience of PhD recipients

Employment outcomes and doctoral experiences of PhD recipients at the University of California.

URL:

https://www.universityofcalifornia.edu/infocenter/employment-and-doctoral-experience-phd-recipients

1. UC CGS Career Pathways dashboards

Respondent Profile | Employment | Experience | Notes | Disciplines | Additional Resources

Employment and Doctoral Experience of Ph.D. Recipients

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.

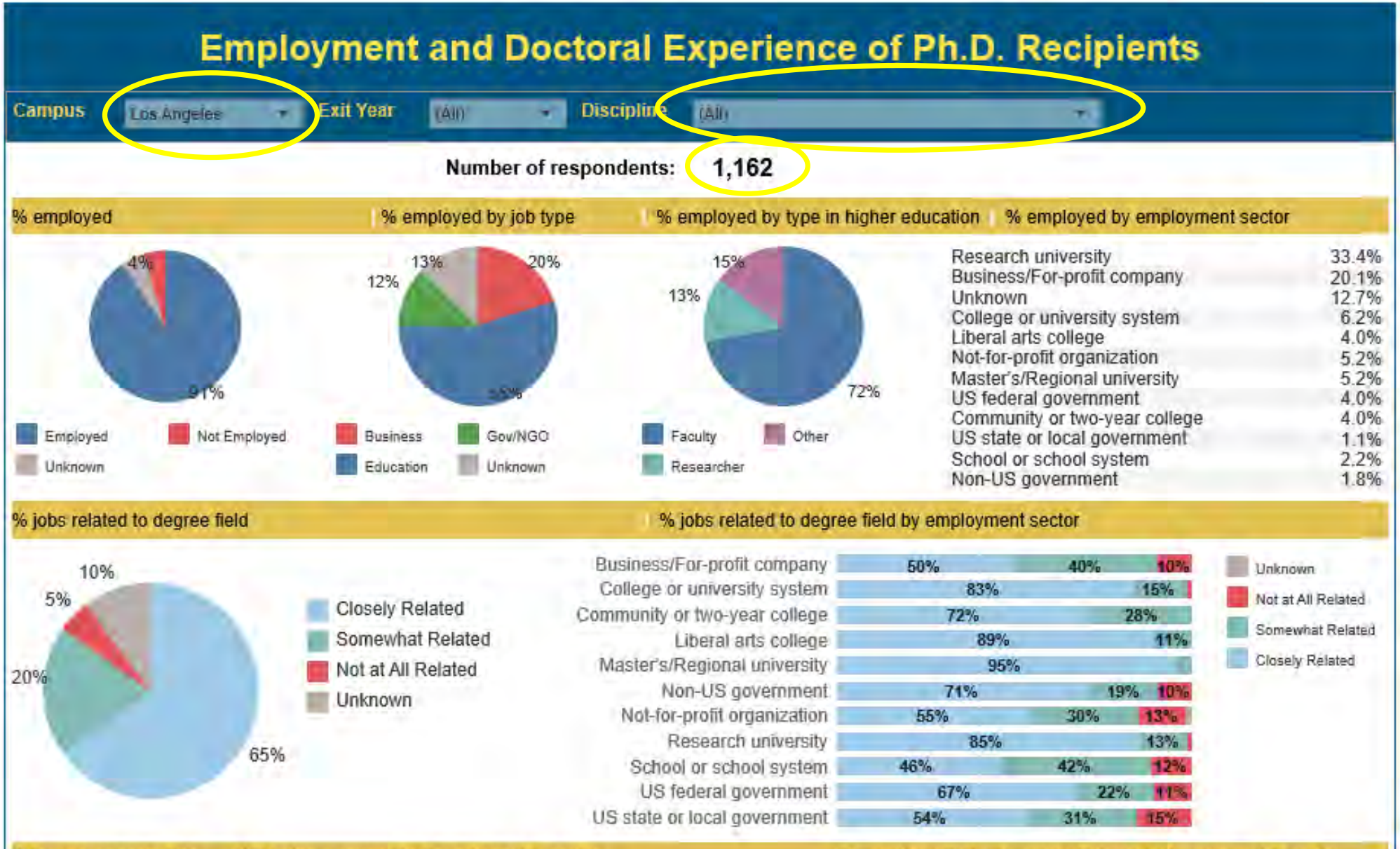
For the number of degree recipients, check: https://www.universityofcalifornia.edu/infocenter/degrees-awarded-data

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

(All)

Discipline	2001	2002	2008	2009	2013	2014	2001	2002	2008	2009	2013	2014	Total	Total
Arts/Interdisciplinary/Other	37	32	67	60	61	60	8.9%	4.9%	9.0%	5.4%	5.5%	4.5%	317	5.9%
Engineering/Computer Science	59	86	164	204	197	263	14.1%	13.3%	22.0%	18.3%	17.8%	19.9%	973	18.2%
Health Sciences/Professional Fields	56	70	88	125	138	122	13.4%	10.8%	11.8%	11.2%	12.5%	9.2%	599	11.2%
Humanities	77	83	91	138	104	144	18.4%	12.8%	12.2%	12.4%	9.4%	10.9%	637	11.9%
Life Sciences/Physical Science/Math	117	249	226	384	430	526	28.0%	38.4%	30.3%	34.5%	38.9%	39.8%	1,932	36.1%
Social Sciences	72	128	110	203	175	208	17.2%	19.8%	14.7%	18.2%	15.8%	15.7%	896	16.7%
Grand Total	418	648	746	1,114	1,105	1,323	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	5,354	100.0%

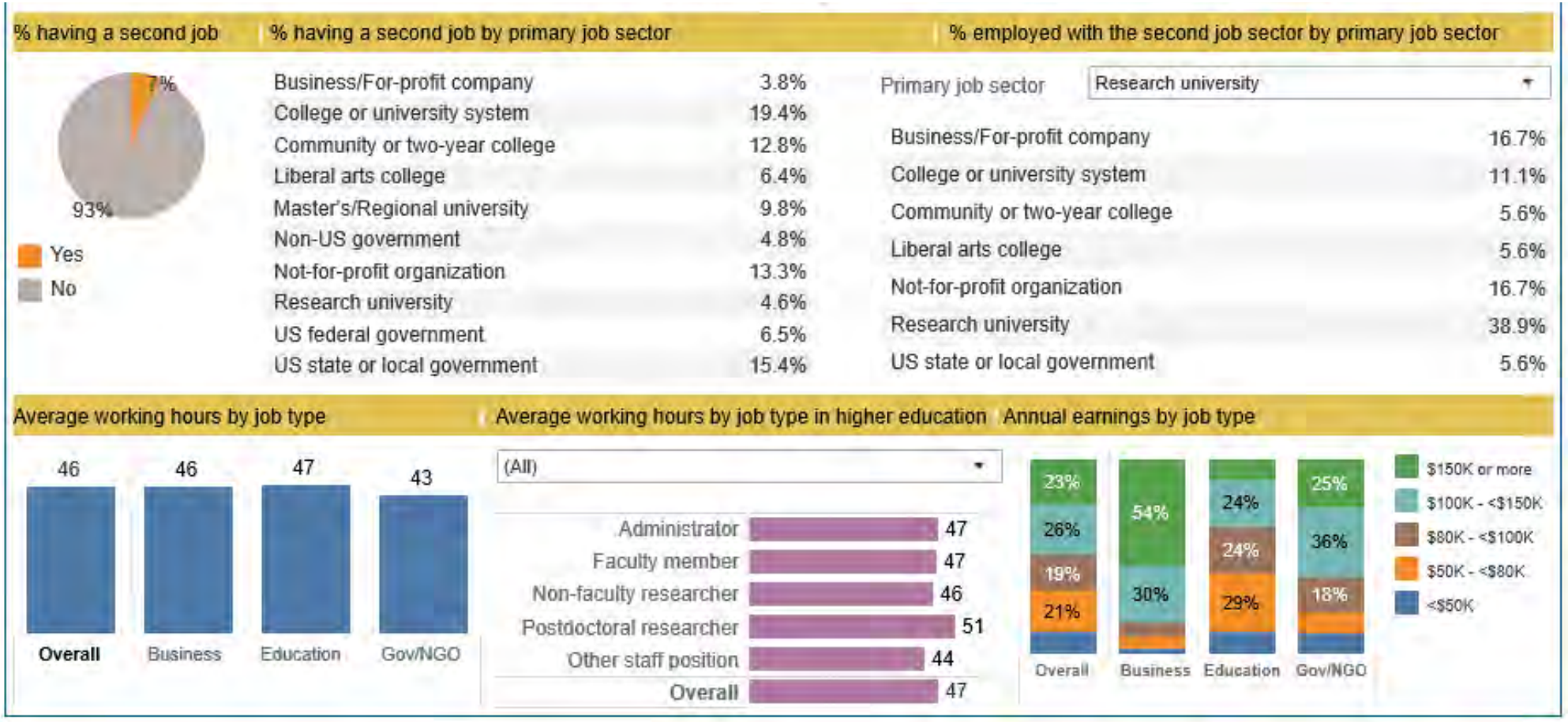
UC CGS pathways dashboard…



UCLA Graduate Division

UC CGS pathways dashboard…

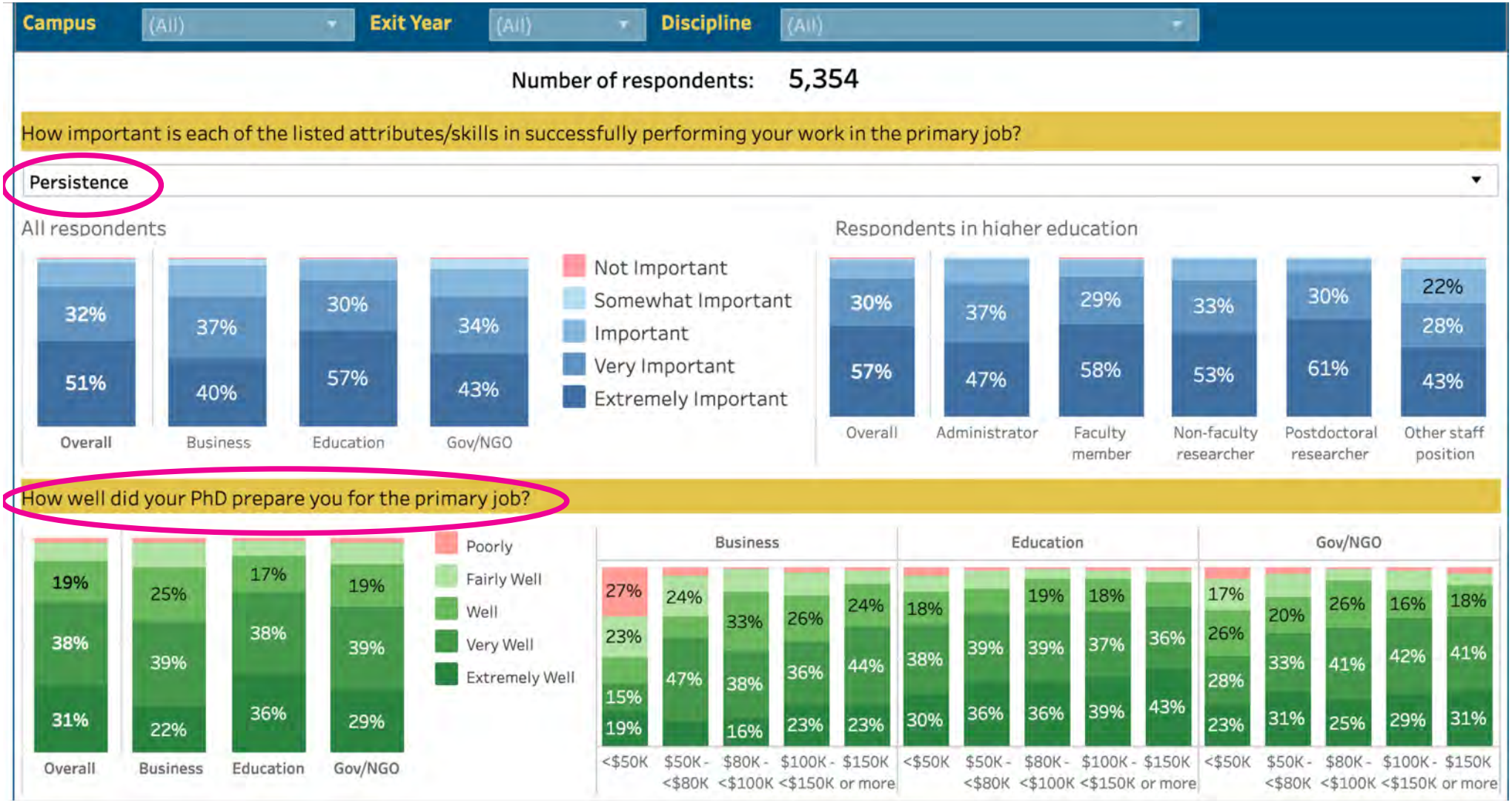
1162 UCLA respondents also said…



UCLA Graduate Division

From the CGS pathways dashboard…

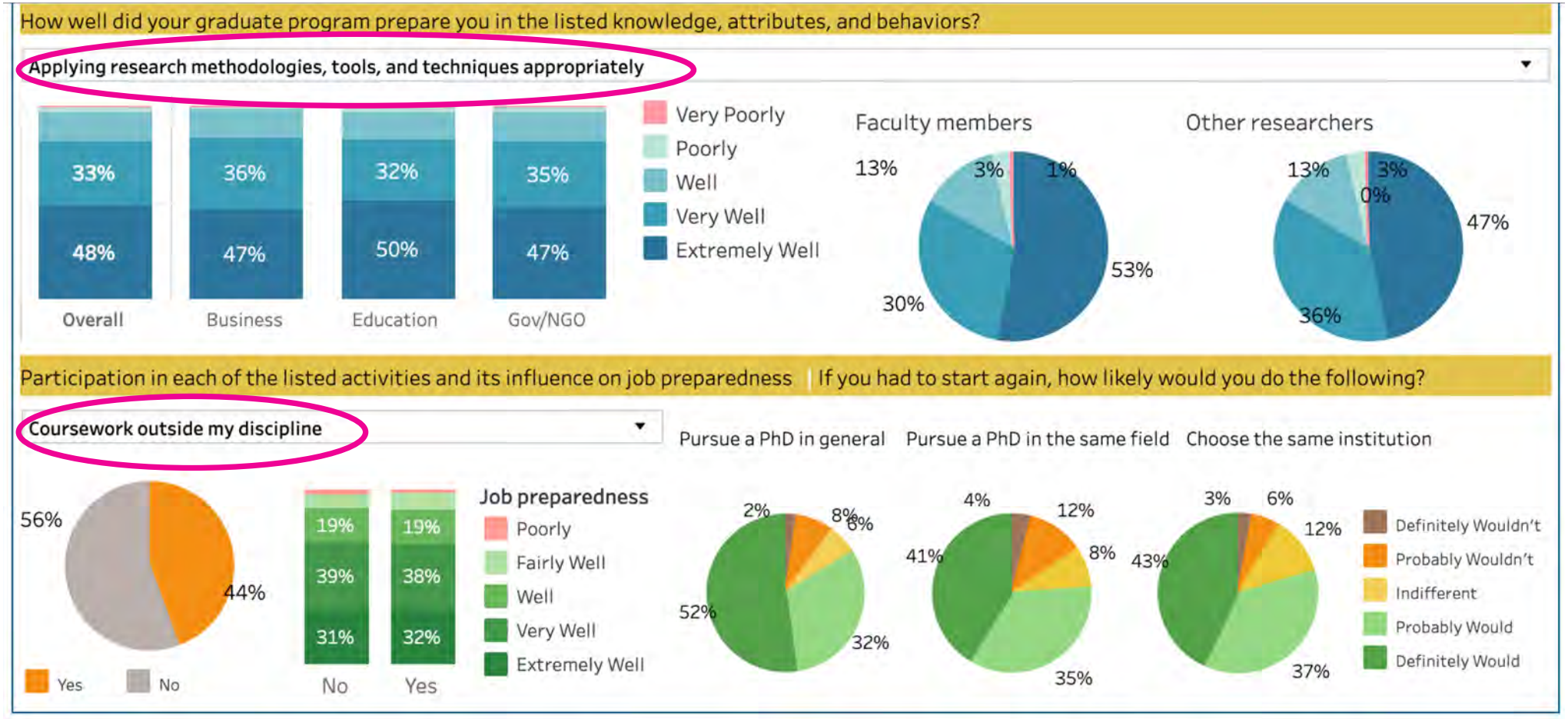
What 5354 UC respondents said about their experiences…



UCLA Graduate Division

From the CGS pathways dashboard…

The 5354 UC respondents also said…



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?**