

Stanford PhD Alumni Employment: A Pilot Study

Presentation for CAIR Annual Conference
Napa, CA

Brian Cook

Institutional Research & Decision Support
Stanford University



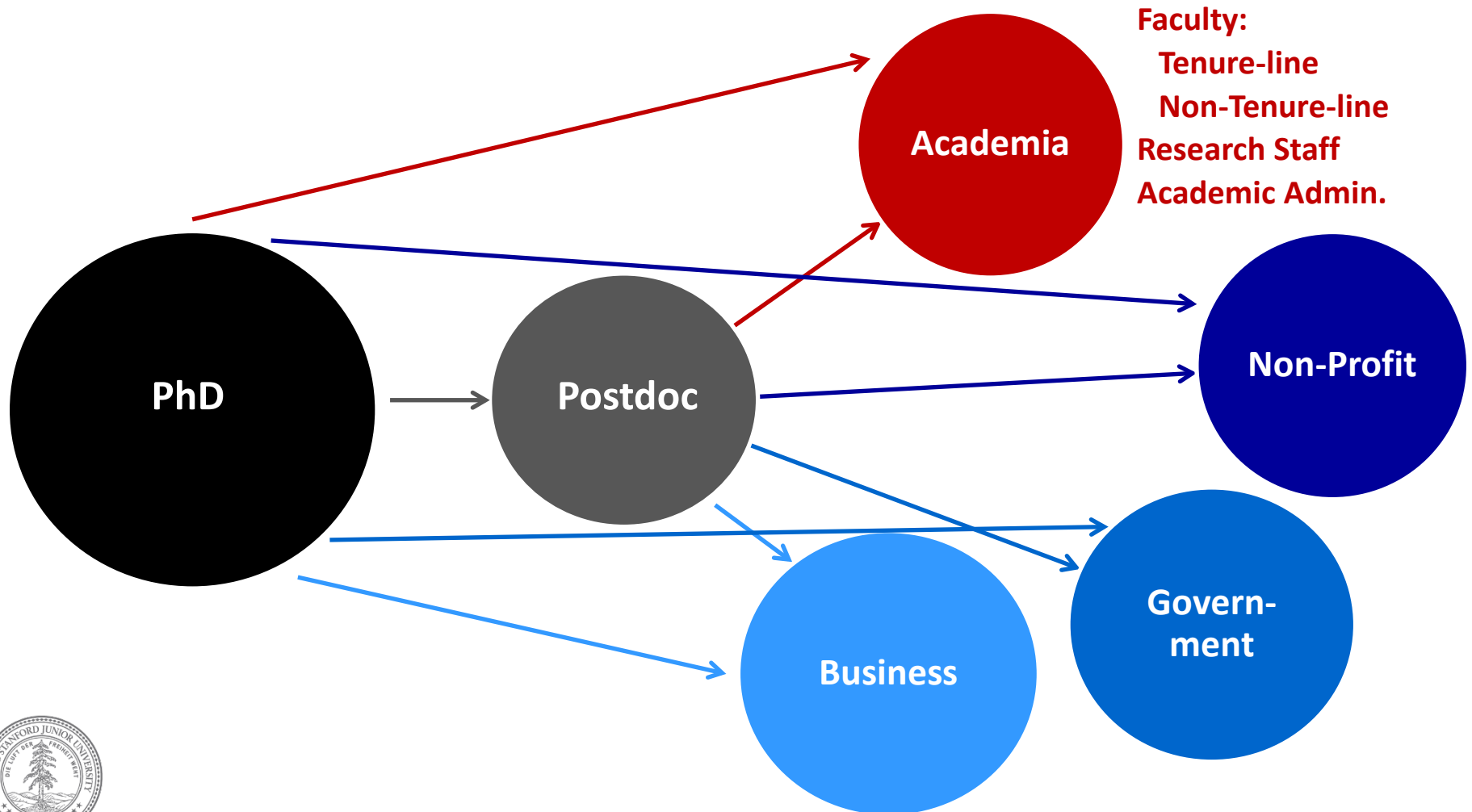
IR&DS



VPGE

Stanford University

Career Preparation of PhDs: A National & Stanford Priority



What Do We Need to Know & Why?

Core questions about PhD alumni

What are they doing, where, and how well did we prepare them?

Who needs to know & for what purpose?

- 1) Designing PhD education: deans, departments, faculty, central units helping PhDs develop skills & prepare for careers
- 2) Informing students: current and prospective
- 3) Increasing alumni engagement for mentoring, fundraising, etc.
- 4) Reporting outcomes to national organizations, funding agencies (e.g., research and training grants)



Prioritizing the Questions

1) Where are Stanford PhD alumni employed?

Initial & current employment data

2) How well did we prepare them?

PhD Alumni Survey, Interviews

3) How do experiences at Stanford relate to employment outcomes?

Institutional Data (TTD, funding, Exit Survey)



Pilot Study

July & August 2013

Feasibility of internet search for PhD alumni employment data

- **Comprehensive** with sufficient detail to answer questions
- **Consistent** across year, program & individual
- **Replicable** and **scalable**

Sample selection

- Select **time frames**
- Select **disciplines**



Sample Selection: Time Frames

Two **cohort blocks**, each with two **academic years**

- **10-year:** 2002-03 and 2003-04
- **5-year:** 2007-08 and 2008-09

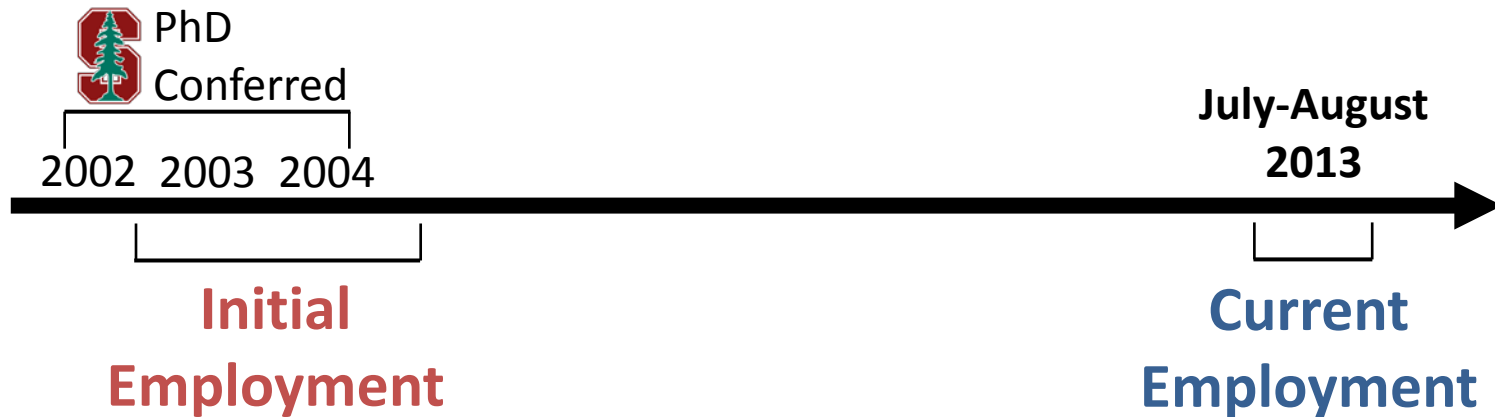
Two **data points** for each person

- **Initial employment:** In first year after PhD awarded
- **Current employment:** Summer 2013

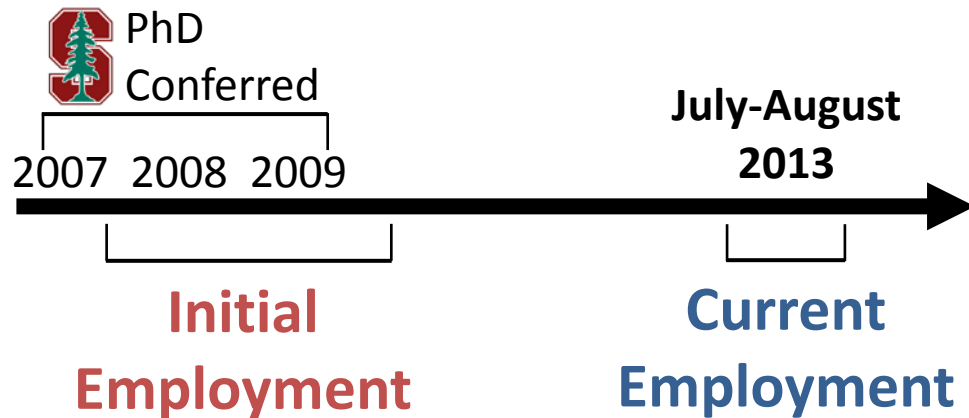


Employment Data Points

10-Year Cohort



5-Year Cohort



Sample Selection: Disciplines

Number of PhD Alumni

	10-Year		5-Year		Total PhDs
	2002-2003	2003-2004	2007-2008	2008-2009	
Engineering	223	229	229	241	922
Natural Sciences*	82	63	77	84	306
Biosciences	63	70	94	72	299
Humanities	58	70	74	71	273
Social Sciences	57	73	67	64	261
Education	36	37	33	30	136
Earth Sciences	27	23	31	35	116
Business	15	19	22	17	73
Law	7	4	8	6	25
Total	568	588	635	620	2,411

* Excluding Biology and Biophysics



Sample Selection: Disciplines

	10-Year	5-Year	Total
Humanities	128	145	273
Biosciences	133	166	299
			572



Methodology

Systematic search process:

- Stanford **student RAs** hired to do coding and help develop the search process
- Types of information to be collected and decision rules formalized in a **pilot codebook**
- **Iterative review** of methods, coding fields and data collected





Leland Stanford Jr. **Stanford**



DEPARTMENT OF CLASSICS



ABOUT US GRADUATE STUDIES UNDERGRADUATE STUDIES COURSES PEOPLE

Home » People » Hawkins

Leland Stanford Jr.

Faculty

Associate Professor

Books

A Curse for the New Year: Subversive and inversive invective on the Imperial New Year. In final preparation.

Recent Articles

"This is the Death of the Earth: Crisis narratives in Archilochus and Mnesiepes," *Transactions of the American Philological Association* 139 (2009) 1-20.

"Out-foxing the Wolf-walker," *Classical Antiquity*, 27.1 (2007) 93-114.

"Lycambes gets capped," *Archilochus and his Age*, (2007) 49-63.

"Seducing a Misanthrope: Timon the Philogynist in Aristophanes' *Lysistrata*," *Greek, Roman and Byzantine Studies* 42 (2002) 143-162.

Prof

CV



@osu.edu



414 E University Hall
230 N. Oval Mall
Columbus, OH 43210

Areas of Expertise

- Greek poetry
- Iambic invective
- Imperial Greek literature

Education

- Ph.D. Stanford 2003
- M.A. UC Santa Barbara 1997
- A.B. Stanford 1994
- B.S. Stanford 1994 (Environmental Engineering)



Leland Stanford, Jr.

Associate Professor
Department of Classics
Ohio State University

Specializations:

- Greek Literature
- Iambic poetry, comedy, satire
- Animals and Personhood
- Classical Traditions

Positions Held:

- | | |
|----------------|---|
| 2011 – present | Associate Professor, Ohio State University |
| 2005 – 2011 | Assistant Professor, Ohio State University |
| 2003 – 2005 | Visiting Assistant Professor, Washington and Lee University |

Education:

- | | |
|------|---|
| 2003 | Ph.D. Stanford University, Classics
Dissertation: <i>Cursing, Control and Christianity: The Iambic Idea into Late Antiquity.</i> |
| 1997 | M.A. University of California, Santa Barbara, Classics |
| 1994 | B.S. Stanford University, Civil/Environmental Engineering |
| 1994 | A.B. Stanford University, Classics with honors |

Current Book Projects:

Becoming Archilochus in the Roman Empire
(in press with Cambridge University Press 2013)

Aesthetic Othering in Greek and Roman Cultures (in preparation)

Articles:

Published

2012 “Jester for a Day; Master for the Year: Julian’s *Misopogon*,” *Archiv für Religionsgeschichte* 13: 161-74.

2009a “This is the Death of the Earth: Crisis narratives in Archilochus and Mnesiepes,”





School of Humanities & Languages
Faculty of Arts & Social Sciences

ire

SOLVAY



University Fellow



Professor of African and African American Studies and of Women, Gender, and Sexuality

AAEC THE ASSOCIATION OF AMERICAN EDITORIAL CARTOONISTS

SCHWARZ
R M A
JCB group



DEPARTMENT OF CLASSICS



Stanford Institutional Data

Initial & Current Employment Data

Coding Fields for PhD Alumni Employment Pilot Project (Excerpt)

Demographic Data

Name	
Gender	
Race/Ethnicity	
School	H&S, Education, GSB, Law, Medicine...
Area	Humanities, Biosciences, Social Sciences...
Department	Political Science, Music, History...
Degree	PhD, DMA, JSD
Degree Year	2003, 2004, 2008, 2009

Employment Data

	Examples or Coding Fields
Employer Name	University of California-Berkeley; Federal Reserve Bank of Boston
Carnegie Classification	Basic Carnegie Classification for Academic Sector Employers
Sector Code	Academic, Business, Non-Profit, Government, Unemployed
Academic Position Title	Professor, Assistant Prof, Associate Prof, Lecturer, Adjunct, etc.
Academic Position Type	Tenure Track, Non-Tenure-Track, Research, Postdoc, Staff, Student...
Academic Field	English, Physics, Art History, etc.
Non-Acad. Position Title	Executive Director, Editor, Attorney , etc.
Non-Acad. Position Detail	Detailed comments on position
Data Source*	Link to webpage where information came from
Data Quality Flag	Certain, Pretty Sure, Uncertain, Needs Follow Up
Data Quality Notes	Comments
CV Available	Yes/No
CV Web Link*	Link to CV
CV Current	Yes/No
LinkedIn	Yes/No
LinkedIn Page*	Web link
Most Current Email*	Email address

* For these fields copy and paste directly from website



Methodology

Systematic search process:

- Stanford **student RAs** hired to do coding and help develop the search process
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Information sources:

- Preference for **employer web pages** (e.g., university or corporate websites)
- **LinkedIn** was secondary source (if CVs not available through employer website)



Employer Webpage


Personal Webpage

Patricia Gumpfort x
www.stanford.edu/~gumpfort/

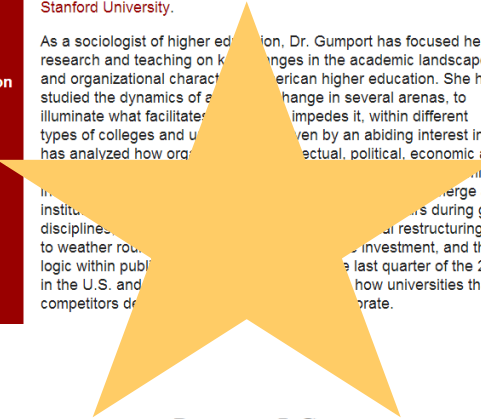
Stanford University
School of Education

Patricia J. Gumpfort

Patricia J. Gumpfort was appointed Stanford University's first Vice Provost for Graduate Education in January, 2007. She is concurrently serving as Vice Provost, Professor of Education, and Director of the Stanford Institute for Higher Education Research at Stanford University.



As a sociologist of higher education, Dr. Gumpfort has focused her research and teaching on key changes in the academic landscape and organizational character of American higher education. She has studied the dynamics of educational change in several arenas, to illuminate what facilitates it, what impedes it, within different types of colleges and universities. Driven by an abiding interest in knowledge change, she has analyzed how organizations in intellectual, political, economic and professional interests in these fields. Specific studies include how to manage and become more effective during graduate education across disciplines, how institutional restructuring as academic fields attempt to weather routine change, investment, and the ascendance of industry logic within public institutions in the last quarter of the 20th century. Her research in the U.S. and abroad has shown how universities that are ostensibly competitors do not compete.



PATRICIA J. GUMPORT

CURRICULUM VITAE
DECEMBER, 2011

ADDRESS

Office of the Vice Provost for Graduate Education
Stanford University
450 Serra Mall, Building 310, Stanford, CA 94305-2102

E-mail: gumpfort@stanford.edu
<http://www.stanford.edu/~gumpfort/>

CURRENT POSITIONS AT STANFORD UNIVERSITY

Vice Provost for Graduate Education
Professor of Education and Director of the Stanford Institute for Higher Education Research (SIHER)

EDUCATION

Ph.D. Stanford University: Education (Higher Education Administration & Policy Analysis), 1987
M.A. Stanford University: Sociology, 1986
M.A. Stanford University: Education, 1982
Stanford University: Philosophy, 1980, *Magna cum laude*, Phi beta kappa



Chris M. Golde -- UW-Madison x
chris.golde.org/golde.html

Chris M. Golde

Associate Vice Provost for Graduate Education
(9/01 - 2/07)
Stanford University
[Office of the Vice Provost for Graduate Education](#)

Senior Scholar
(9/01 - 2/07)
Research Director, Carnegie Initiative on the Doctorate
[Carnegie Foundation for the Advancement of Teaching](#)

Scientist
(9/00 - 8/01)
University of Wisconsin-Madison
[Wisconsin Center for Education Research](#)

Assistant Professor
(9/96 - 8/00)
University of Wisconsin-Madison
[Department of Educational Administration](#)

Education

B.A. (Linguistics), [Brown University](#), 1992.
M.A. (Student Personnel Administration), [Columbia University, Teachers College](#), 1984.
M.A. (Sociology) Stanford University, 1993.
Ph.D. (Education), [Stanford University](#), 1996.


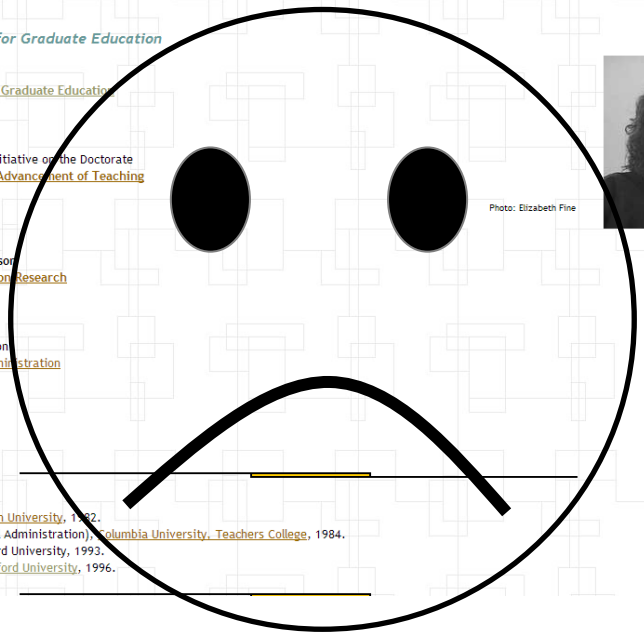


Photo: Elizabeth Fine



Education



EDUCATION LINKS

- Events Calendar
- Adults
- U of U Students & Faculty
- Teachers & Schools
- Families
- Classes

Business, Government, or Non-Profit?

UMFA programs and tours will spark curiosity and creativity for visitors of all ages. Whether you are a **U of U student or faculty**, or want hands-on art projects for the whole **family**, **adult programs** such as lectures and films, programs for **teachers and schools**, or **classes** for children and adults, we are confident that programs at the UMFA will deepen your connection to great art. We hope you join us today and dive into a world of art and adventure!

EDUCATION STAFF:

- Kerry O'Grady** | Director of Education | 801.585.7190
- Virginia Catherall** | Curator of Education | 801.585.7163
- Iris Moulton** | Campus Outreach Coordinator | 801.581.4405





About
OU Medicine

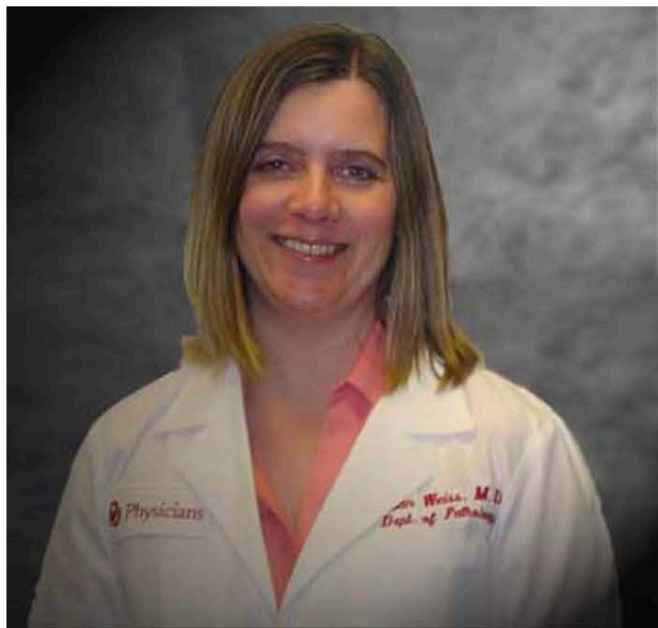
Hospital and
Clinical Services

Education and
Research

For Patients
And Visitors

Find a Doctor

Susan Weiss, MD



The University of Oklahoma Health Sciences Center
940 S.L. Young Blvd
Room number
Oklahoma City, OK 73104

PHONE: 405-271-2397

E-MAIL: susan-weiss@ouhsc.edu

Business, Government, or Non-Profit?

TITLES

Assistant Professor

Director, OUMC Transfusion Services, OU Medical Center, Oklahoma City, OK



Search for people, jobs, companies, and more...



Experience

Partner

Hotel Delta

November 2009 – Present (4 years 1 month) | San Francisco Bay Area

MFT Intern

Private Practice

2012 – Present (1 year) | San Francisco Bay Area

Board Member

Crowded Fire Theater

October 2009 – Present (4 years 2 months) | San F

Actor/Voice Actor

Tonry Talent

April 2002 – Present (11 years 8 months)



Certifications

Certified Scrum Master (CSM)

Scrum Alliance

March 2010 – Present

Apple Certified Support Professional 10.6 (ACSP)

Apple

Real Estate Salesperson Licensee

California Department of Real Estate, License 01907844

January 2012 – January 2016



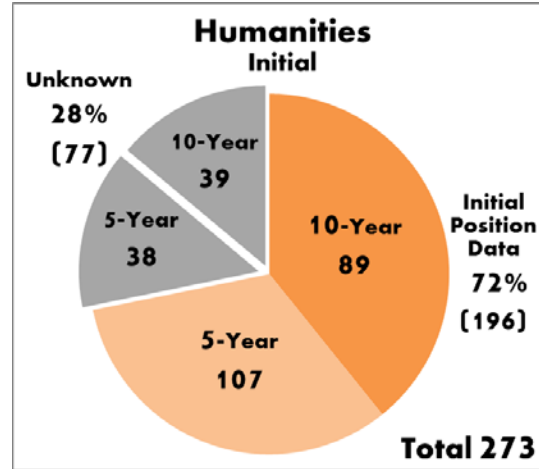
Internet Hit Rate

Initial Employment

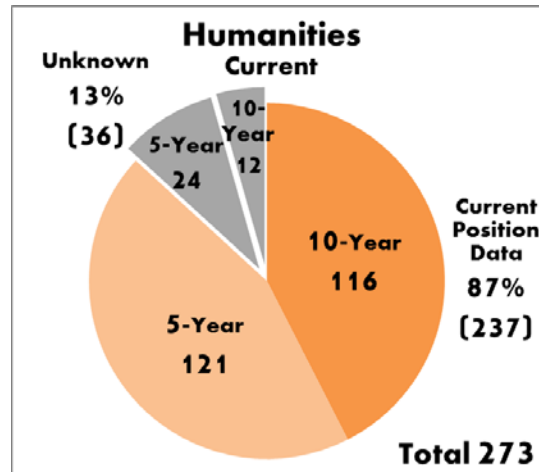
Current Employment

Humanities

72% (196/273)

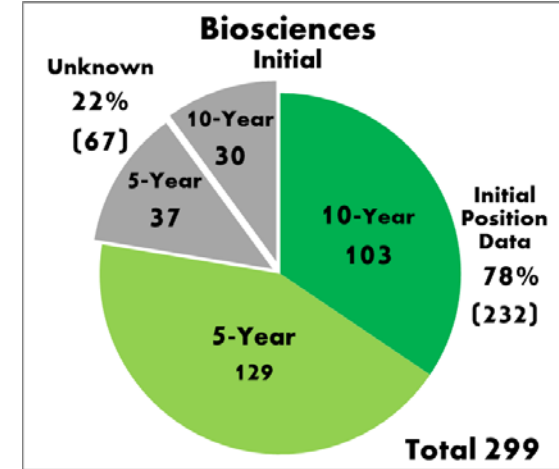


87% (237/273)

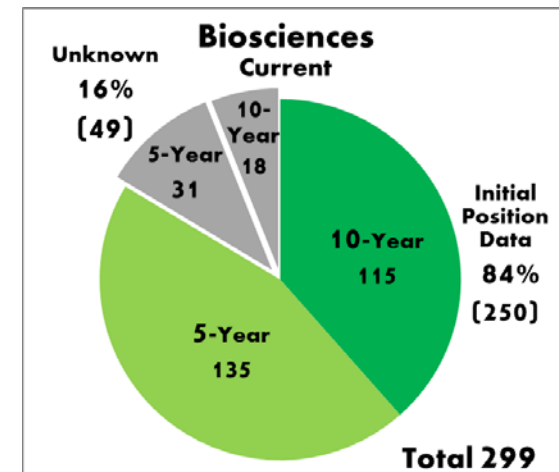


Biosciences

78% (232/299)



84% (250/299)



Humanities Non-Academic Job Titles

Current Position, Both Cohorts



Potential Sources of Bias

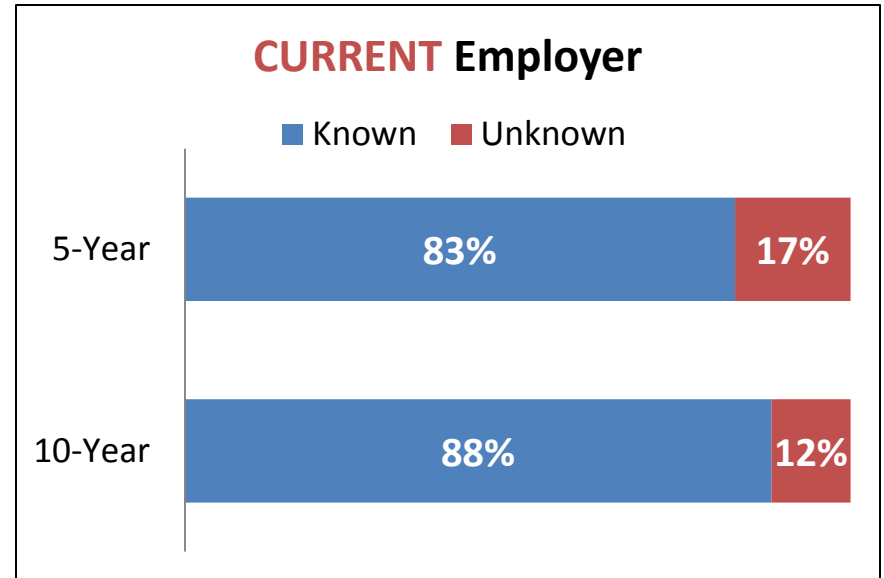
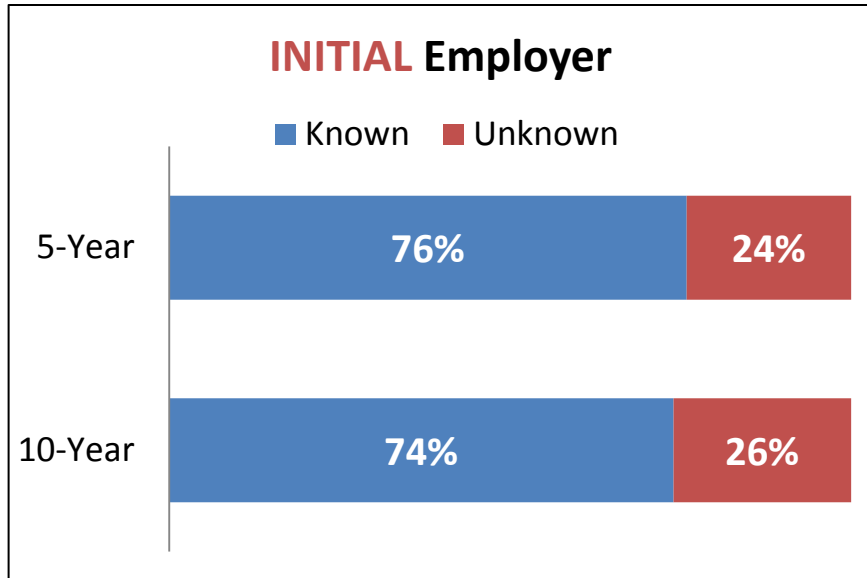
- 1) Self-reported data may be incomplete or inaccurate
- 2) Missing records: the people we located may differ systematically from those we didn't
 - **Gender**: Women harder to find due to name changes
 - **International**: Harder to find people outside the U.S.
 - **PhD Program**: Low hit rate in some fields, especially the arts



Who are the alumni we couldn't find?



Unknown Alumni Cohort



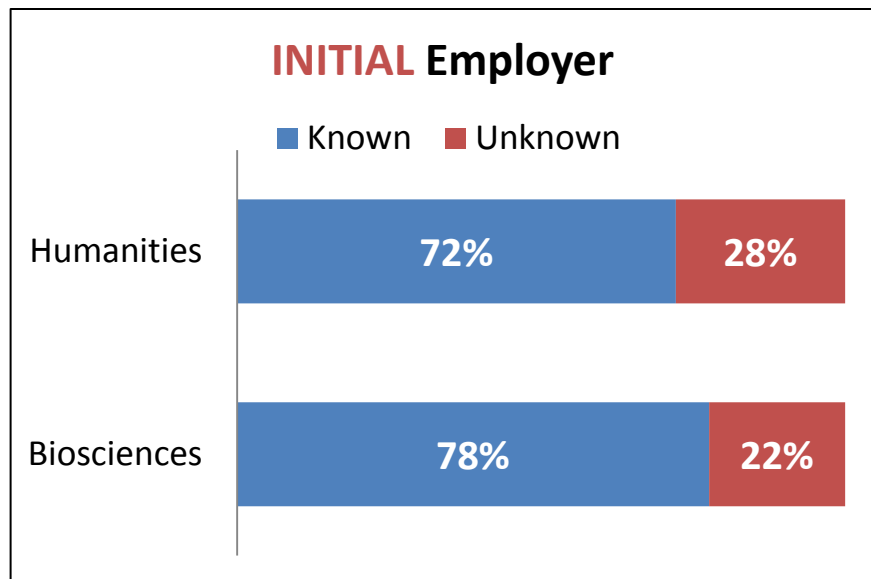
Cohort	Known	Unknown	Total
10-Year	193	68	261
5-Year	236	75	311
Total	429	143	572

Cohort	Known	Unknown	Total
10-Year	230	31	261
5-Year	257	54	311
Total	487	85	572

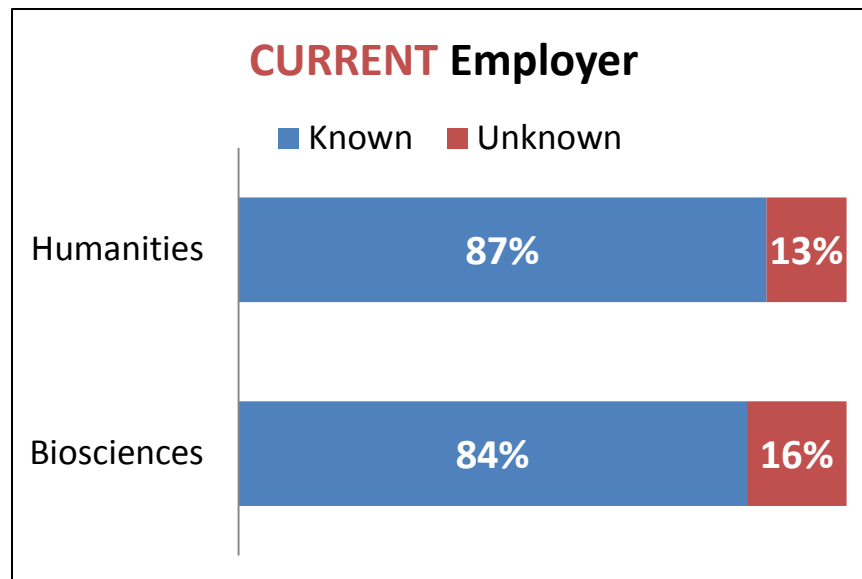


Unknown Alumni

Humanities vs. Biosciences



Area	Known	Unknown	Total
Biosciences	232	67	299
Humanities	197	76	273
Total	429	143	572

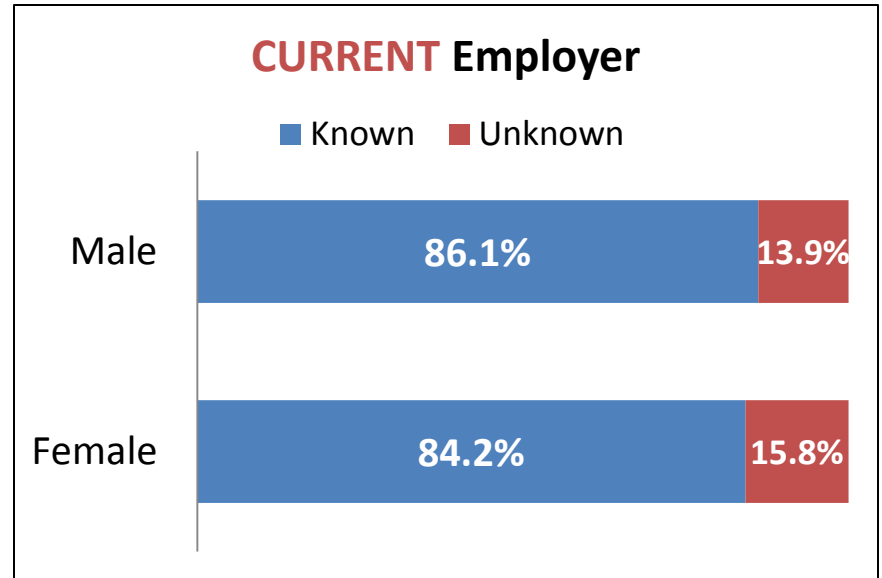
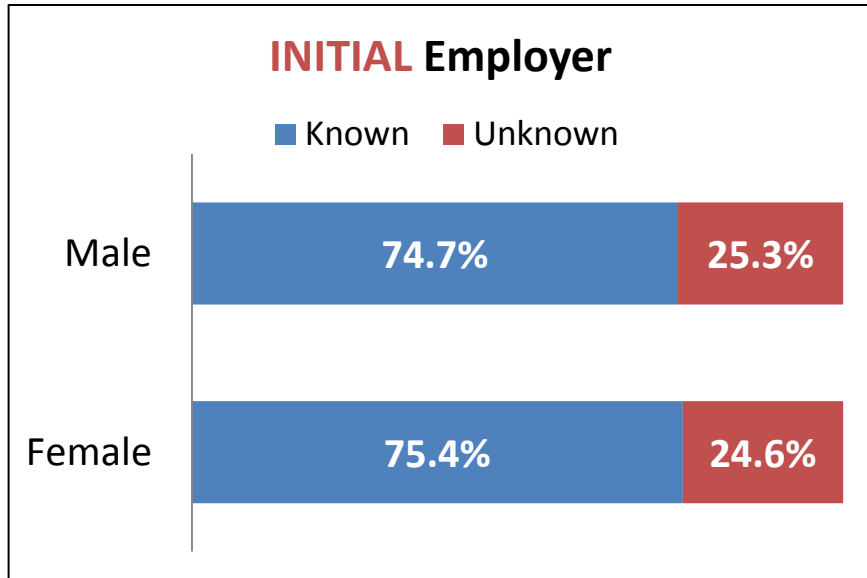


Area	Known	Unknown	Total
Biosciences	250	49	299
Humanities	237	36	273
Total	487	85	572



Unknown Alumni

Gender

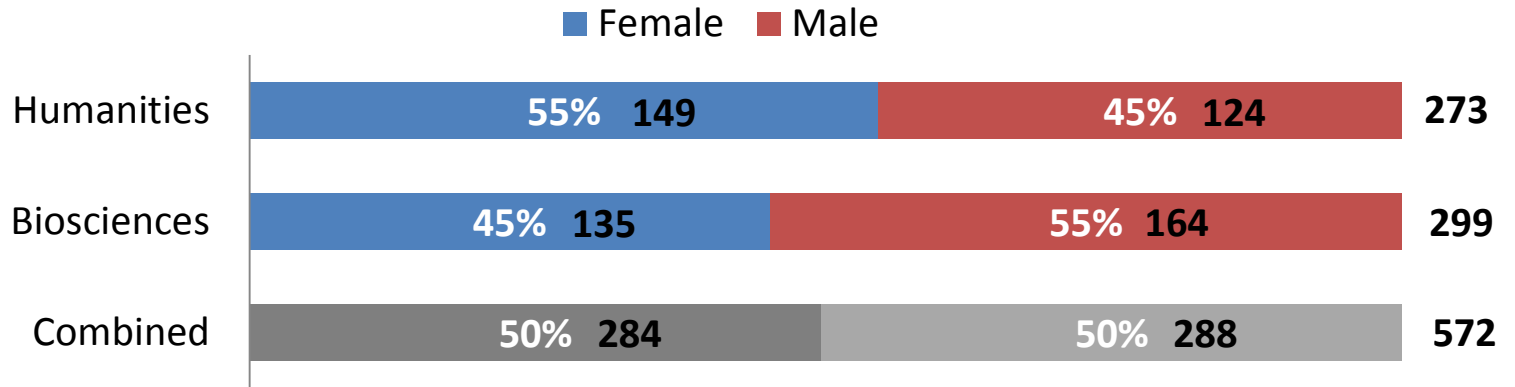


Gender	Known	Unknown	Total
Female	214	70	284
Male	215	73	288
Total	429	143	572

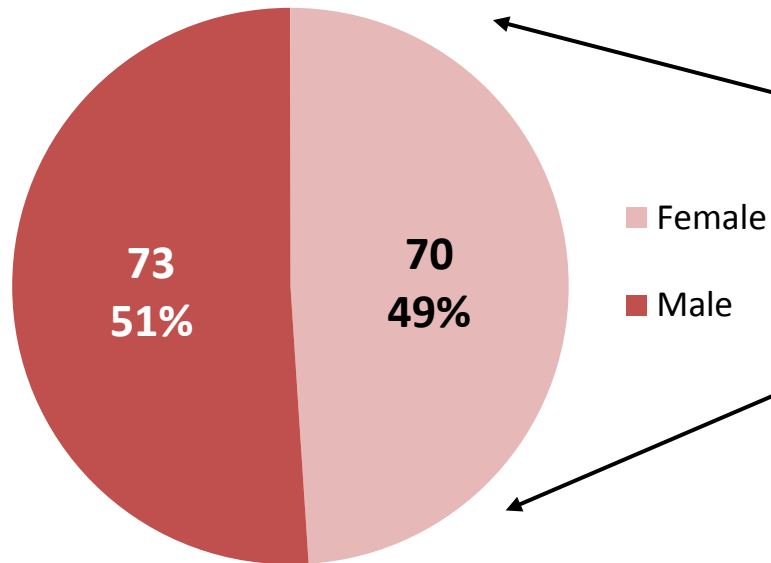
Gender	Known	Unknown	Total
Female	239	45	284
Male	248	40	288
Total	487	85	572



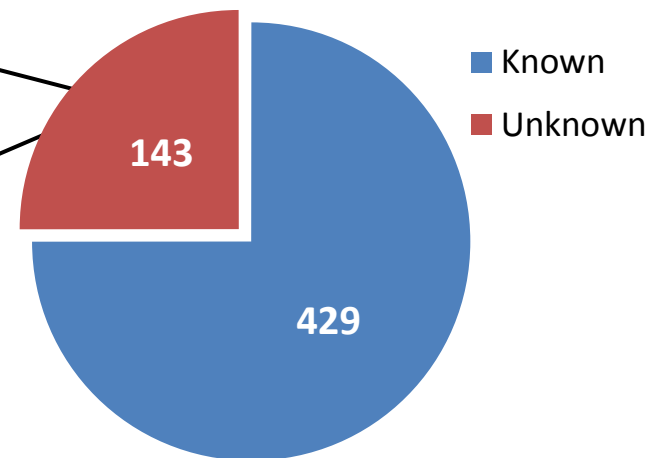
Gender Distribution by Area – Humanities & Biosciences



Gender Distribution for Unknown Initial Employer (Humanities & Biosciences)



INITIAL Employer Total PhD Alumni Humanities & Biosciences

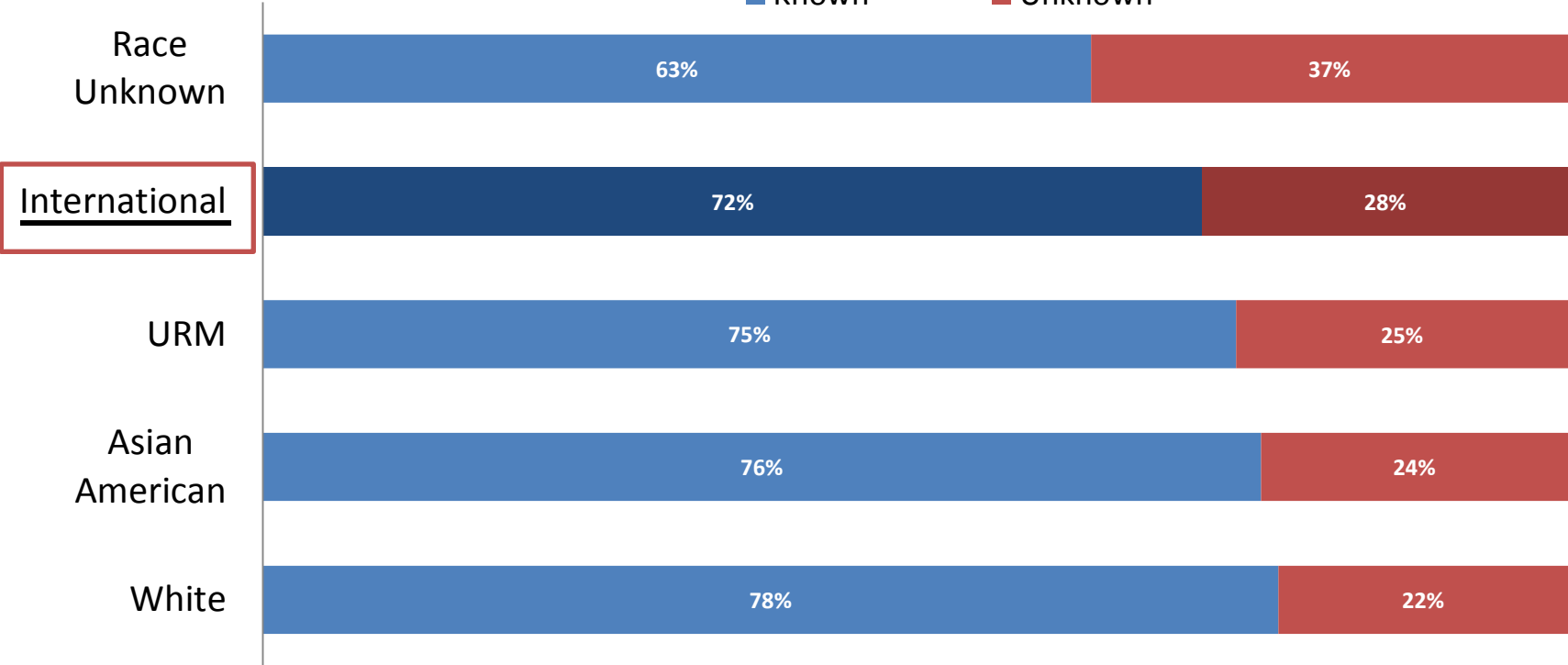


International PhD Alums



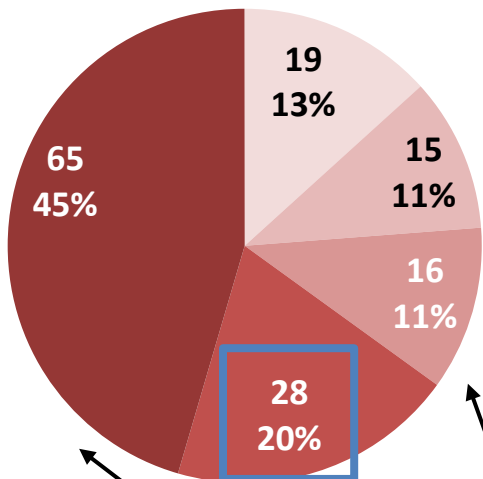
Initial Employer - Race/Ethnicity

■ Known ■ Unknown



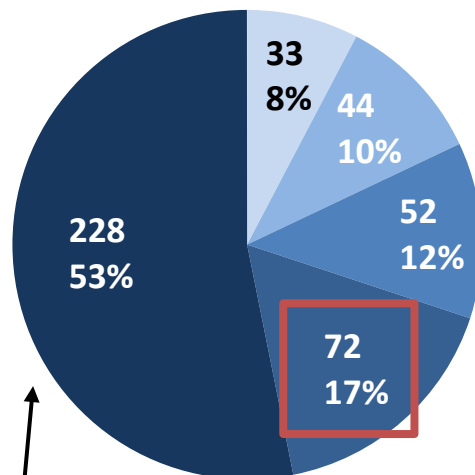
Ethnicity	Known	Unknown	Total
Race Unknown	33	19	52
International	72	28	100
URM	44	15	59
Asian	52	16	68
White	228	65	293
Total	429	143	572

Unknown INITIAL Employer



- Race Unknown
- URM
- Asian American
- International
- White

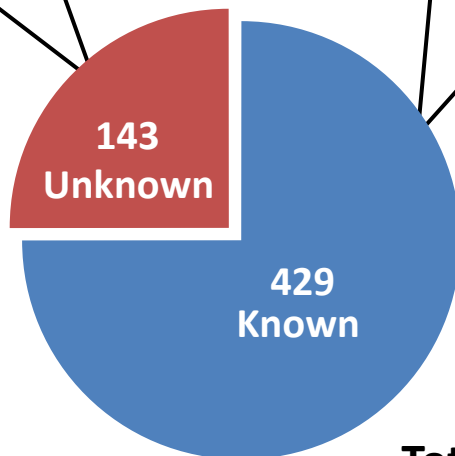
Known INITIAL Employer



- Race Unknown
- URM
- Asian American
- International
- White

INITIAL Employer

Total PhD Alumni



Total 572

Some Highlights - Substantive

Comparison of Humanities and Biosciences

- More humanists to academia than bioscientists
- More bioscientists in research universities

Initial Positions

- Humanities: More in tenure-track positions than is often presumed
- Biosciences: More of 5-year cohort went to BGN instead of postdoc



Some Highlights - Methods

“Googling” Alumni?

- **Internet Searching is Feasible**
- Consistent hit rates between 75%-85%
- ~10-15 minutes per alum
- Limited types of data available
- **Systematic, iterative approach works best**



Some Highlights - Methods

Categorization:

- Sector
 - Business, Government, Non-Profit?
- Institution Type
 - Academic: Carnegie Classifications? US News Rankings?
 - Business: Company Sector, Size, Age?
- **Stakeholder input is critical**
 - What are the primary research questions?
 - What forms of categorization make sense within defined disciplines?



Next Steps

1. Scaling up from Pilot Study to year long data collection
2. Meeting with stakeholders in relevant fields to discuss initial findings
3. Thinking about other types of data that can be integrated, e.g.:
 - Institutional records – e.g. time to degree, funding
 - Survey data – esp. focused on “preparation”
4. **Suggestions?**



Thank You!

Brian Cook
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