AGS AAUDE PhD Outcomes Subcommittee
March 29, 2017

Thanks to time zone issues, Will Greenland and Scott Pratt were in attendance. Here is a brief summary of the results of our discussion and action items.

We agreed that the results of the work of the subcommittee should be <u>to produce a set of recommendations to AAUDE about what data ought to be collected and how it should be reported regarding employment-related outcomes of graduate education</u>. While the primary focus of our efforts will be collecting and reporting PhD outcomes information, we agreed that we should also make recommendations regarding master's degree outcomes.

One set of recommendations should regard standardization of data collected in the following areas:

1. Standardize high-level outcome categories. For example, UChicago is quite deliberate about setting out what we call the "AING" categorization: "Academic, Industry, Non-Profit, Government". We try to always reference these four categories when talking about PhD placement. This helps us to get away from "Academic/Non-Academic" without losing sight of the fact that "Academic" remains a first choice for many students.

2. Standardize lower-level categorizations for job type and industry. These categories are always somewhat in flux but it would be useful to have a working list as a starting point.

3. Point-in-time and method tracking. Standardizing collection methods and when placement data will be collected will help make the data more useful when shared.

Since UChicago has already established standards in their pilot projects, we agreed that we should begin with their standards, discuss them and modify as necessary for our recommendations to AAUDE.

Other issues for consideration:

1. The subcommittee should discuss what metadata we think it would be useful to collect.

2. While we think that FERPA is not an issue with the data currently collected in the UChicago pilot, we should consider FERPA issues in relation to whatever our final recommendations involve.

3. While it is not currently part of the UChicago pilot, the Subcommittee ought to consider whether we should recommend that satisfaction data be collected along with placement data.

Will provided a summary of other placement related initiatives (attached). In general, these other efforts will offer different and more or less useful results from what we envision AAUDE collecting and reporting. In particular, we hope that the date collected in the AAUDE format will provide both useful program level comparisons among participating universities and also provide information at the individual level so that institutions can connect results with other data (for example, the relation of placement services to placement and long term career trajectories). In the end, we should aim to minimize duplication between the various projects and maximize sharing where possible.

Finally, while the priority of the Subcommittee (and AAU) is PhD information, we should think about ways to collect useful master's degree data. Will suggested that where PhD data is collected for all degrees granted, master's degrees might be better studied using a sampling method.

ACTION ITEMS:

- Will agreed to provide UChicago's standards on the three standardization items listed above.
- Scott will report on this meeting at the next AGS-AAUDE Committee meeting scheduled for April 4.
- Scott will schedule another Subcommittee meeting for April so that we can discuss the UChicago standards and the other questions raised above.

Initiatives covering PhD student outcomes

Council of Graduate Schools (CGS): Understanding Career Pathways

http://cgsnet.org/understanding-career-pathways

- Funded by a Mellon grant (2016) to collect data on career pathways of Humanities PhDs
- Data to be collected via a survey instrument
- NORC investigating possibility of collaborating with multiple institutions to collect and analyze data

Academic Analytics: PhD Placement

- Available to Academic Analytic subscribers.
- Reports placement at research universities.
- Can report research productivity of alumni (publications, citations, funding)

AAU: Initiative to improve understanding of PhD outcomes

- Contact: Emily Miller @ AAU
- Plan to engage AAU institutions, who will source data from IR offices
- Also involved with IRIS project to see if collaboration is possible

IRIS project with Census data

- Linking Census data allows PhDs and postdocs to be tracked after study/academic positions into other work environments
- Data is covered by IRB protocols (and requires IRB coverage for use)
- Data probably not sharable back with institutions at the detail level

AAUDE pilot exchange of PhD outcomes

- Chicago, Brown, Penn participating in pilot
- Active interest from Stanford, Princeton, Vanderbilt
- Focus on questions most relevant to academic leadership (academic placement the main focus as well as general career outcomes)
- Row-level data exchange can be tied to existing AAUDE PhD graduation figures (and also to IPEDS completions by CIP)
- Allows distinctions between type of academic placement, industry, non-profit and government positions

Campus-level public data

- Stanford: https://vpge.stanford.edu/resources/stanford-phd-alumni-employment-project
  - Billed as providing current and potential doctoral students with "valuable data on the diverse career pathways of PhD alumni"
  - Tableau
  - 5 and 10-year cohorts
  - Shows academic appointment detail at the academic unit level (not programs)
- Michigan: https://secure.rackham.umich.edu/academic_information/program_statistics/
  - "Data and variables were selected to offer a more accurate and helpful picture than those provided by external sources"
  - Tableau
  - Covers whole PhD career (admissions to outcomes)
  - Placement is by "year after graduation"
  - Shows academic job type (TT vs. NTT vs. Postdoc) at the program level
- Brown
  - Similar program-level summary of outcomes data
  - Tableau
- Northwestern University
  - http://www.tgs.northwestern.edu/academics/phd-program-statistics.html