



Making PhD Careers Viable, Visible and Valued

Association of Texas Graduate Schools

**Annie Maxfield, Director Graduate Career & Professional Development
President-elect of the Graduate Career Consortium
ImaginePhD Lead Creator**



The University of Texas at Austin
Texas Career Engagement

AGENDA



- Learn about the AAU PhD Initiative
- Case Study: UT AAU PhD Career Pathways Fellows Program
- Learn about the Graduate Career Consortium (GCC)



The mission of the Graduate Career Consortium is to help members provide career and professional development for doctoral students and postdoctoral scholars at GCC member institutions.

The GCC provides leadership and serves as a national voice for graduate-level career and professional development.



Free virtual regional meetings

Hybrid national conference in Toronto and online June 22nd-25th

Resource Repository & Speakers Bureau

Education research support group

Parenting support group

Access to benchmarking data



AAU PhD Education Initiative

The Initiative's objective is to make the full range of PhD career pathways visible, valued, and viable for all students.

- **Institutional Change.** Influence the culture and behavior in departments to foster increased inclusion of current and prospective doctoral students from diverse backgrounds and to provide PhD students with the knowledge, skills, and abilities to succeed in careers within and beyond academia.
- **Data Transparency.** Adopt institutional policies and practices to make PhD program data—including data about the career pathways and employment trends of their PhD alumni—widely available.
- **Strategies.** Highlight and encourage effective university, disciplinary society, and federal agency strategies and programs.



AAU PhD Career Pathways Fellows Pilot

Support underrepresented graduate students whose time to degree and research has been adversely affected by Covid-19 to gain experiences and skills that make them more competitive for a broad range of careers.

- Humanities, Arts and Social Sciences (HASS)

Associate Dean Daina Berry and Dean Mark Smith



A. Cunningham, PhD AADS



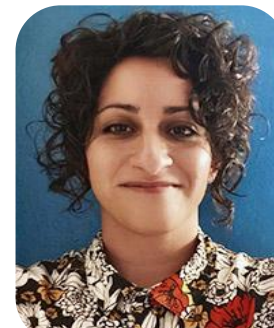
C. Ndubuizu, PhD AADS



B. Barnerr, PhD Radio-TV-Film.



K. Bergeson, PhD Spanish & Portugese



B. Tahamtani, PhD American Studies



L. Lluveras, PhD AADS

AAU PhD Career Pathways Fellows 2020



A. Bigelow, PhD Education.



B. Seigel, PhD Radio-TV-Film



N. Odum, PhD Education



Y. Barbour-Payne, PhD Theatre & Performance



R. Hyser, PhD History



I. Robitaille, PhD English



Making PhD Careers Visible

Full range of career pathways of PhD alumni are known and made transparent to institutions, departments, faculty, current and prospective students, and the campus community.



Laura Kavanaugh
PhD in Biological and Biomedical Sciences
Sectors: Business/Industry



Stephen Williams
PhD in Biological and Biomedical Sciences
Sectors: Business/Industry



Desmond A. Moore
PhD in Biological and Biomedical Sciences
Sectors: Business/Industry



Joshua Almond
PhD in Biological and Biomedical Sciences
Sectors: Business/Industry



Louis D'Amico
PhD in Biological and Biomedical Sciences
Sectors: Academia



Mayya Shveggert
PhD in Biological and Biomedical Sciences
Sectors: Business/Industry

- Shared LinkedIn data on alumni career outcomes with participating departments
- Shared sample job descriptions and skill sets for non-academic jobs with fellowship sites which included departments
- Posting fellows and jobs on graduate school website
- *UT Alumni@Work* ([Duke Model](#))

Making PhD Careers Valuable

Department cultures and structures ensure that students will feel supported as they explore the full range of career options.



Cultivating an ecosystem of academic departments, cultural organizations, and employers to create pathways to existing and as yet unimagined careers dedicated to the public good.

- Partnered with Deans, Department Chairs, Faculty and Administrators to design, fund, and administer the program.
 - All fellowships are **co-funded** by the graduate school, a department and/or fellowship work site
- Paid GA'ships at \$22 per hour/10 hours per week are all project-based and virtual (can do in addition to their GRA or TAsip)
- Humanities for the Public Good [Internship Program](#) at Iowa and [ACLS Public Fellows JDs](#)

Positions & Organizations

- Collections Manager, UT Libraries
- Curriculum Specialist, Humanities Texas
- Curatorial Assistant, Harry Ransom Center
- Digital Humanities Developer, Not Even Past Project
- Curator and Outreach Director, Slavery on Stage
- Digital Scholarship Editor, Bob Bullock Museum
- Digital Project Manager, Artist/Scholar Initiative

Center for Women's & Gender Studies

- Public Programming & Community Outreach Coordinator
- Social Media Manager

Texas Career Engagement

- Graduate Media Consultant, Alumni@Work Project (2)
- Graduate Industry Consultant, Humanities, Arts, Social Sciences



Doctoral Student Career Planning

A Guide for PhD Programs and Faculty
Members in English and Other Modern
Languages from the MLA's Connected
Academics Initiative

Internships & participation in professional development does not increase time to degree and improves confidence in career decision making

[*Internship Experiences Contribute to Confident Career Decision Making for Doctoral Students in the Life Sciences*](#)

[**Measuring effects of trainee professional development on research productivity: A cross-institutional meta-analysis**](#)

Making PhD Careers Viable

Institutional and departmental resources are available and accessible to help students develop the knowledge and skills necessary to enter careers of choice.



- Designated PhD Career Coach for each Fellow
- Monthly Cohort Professional Development Seminars
 - Setting expectations with your supervisor
 - ImaginePhD, VersatilePhD, Aurora
- Individual Development or Job Search Plan and reflection due at the end



LESSONS LEARNED SO FAR.....

- ❑ Competitive Application vs. “placement”
- ❑ More ideal to build into a GRAsip or TAsip
- ❑ Institutional changes is about building a collaborative ecosystem not outsourcing career
- ❑ Scalability?

Works Cited & Resources

- American Council of Learned Societies. (n.d.). Mellon/ACLS public fellows competition for recent PhDs. <https://www.acls.org/programs/publicfellowscomp/>
- Brandt, P. D., et al. (2020). Measuring effects of trainee professional development on research productivity: A cross-institutional meta-analysis. *bioRxiv* [preprint]. <https://www.biorxiv.org/content/10.1101/2020.09.28.316422v1>
- Connected Academics. (2018). *Doctoral student career planning*. <https://connect.mla.hcommons.org/files/2017/05/Doctoral-Student-Career-Planning-May-2018.pdf>
- Duke University Graduate School. (n.d.). Alumni profiles. <https://gradschool.duke.edu/professional-development/alumni-profiles?degree=183§or=177>
- Humanities for the Public Good. (2020). 2020 summer internships. <https://uihumanitiesforthepublicgood.com/2020-summer-internships/>
- Schnoes, A. et al. (2018). Internship experiences contribute to confident career decision making for doctoral students in the life sciences. *CBE Life Sciences Education*, 17(1), art 6.