



10,000 PhDs Project: Employment Outcomes of U of T Doctoral Graduates 2000-2015

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Background

- U of T graduates about 1,000 PhDs each year.
- Most graduates go on to diverse careers in academia and beyond.
- Smaller scale Canadian studies suggest that the proportion of graduates continuing into academic jobs varies from 20-80%, or 80-20% continue into a wide range of interesting careers.
- There are no robust university-wide measures or estimates of how this variance relates to discipline or program.
- U of T often lacks the information necessary to align its graduate programs with employment outcomes.

Current Research

Two Recent Studies

- 2015 Conference Board of Canada Report – *Inside and Outside the Academy: Valuing and Preparing PhDs for Careers*
- 2016 Higher Education Quality Council of Ontario study – *Ontario's PhD Graduates from 2009: Where are they now?*

Outcomes

- 40%-50% work in academia (professors, administrators, instructors).
- Many PhD graduates face challenges when initially pursuing careers outside academia.
- Transition challenges are reportedly due to underdeveloped professional skills and a lack of employer awareness of the value of a PhD.

Purpose

The goals of the 10,000 PhDs project are to:

- Provide transparency on outcomes for students
- Better align our graduate programs with student outcomes
- Identify needs in Graduate Professional Development to ease the transition to employment in academia and beyond
- Utilize the experience of our alumni

10,000 PhDs Project

- Between the years 2000 and 2015, 10,886 individuals graduated with a PhD from U of T.
- Data was collected using Internet searches of publicly-available data sources such as Google, Linked-In, email, etc. to identify the career status (past and current) of the 10,000 PhD students.
- 5 undergraduate students were recruited and trained to collect the data.
- Data collection was depersonalized, aggregate, and discipline-specific.

Data

Some questions:

- The distribution of PhDs in various employment sectors
- Outcomes and trends that are specific to disciplines (e.g. English vs. Engineering)
- The impact of programs and individuals, such as program features, time to completion, and completion rates.

Goal

- The aggregate data will be shared widely and will be of interest to:
 - prospective and current students
 - graduate units
 - SGS and U of T
 - provincial funders
 - the general public
- Program-specific data will be used by SGS for comparative purposes and will be shared with graduate units.
- The data is intended to assist graduate units with the quality and effectiveness of their programs, including recruitment, assistance, and career planning for current and future graduate students.

Questions and Comments?