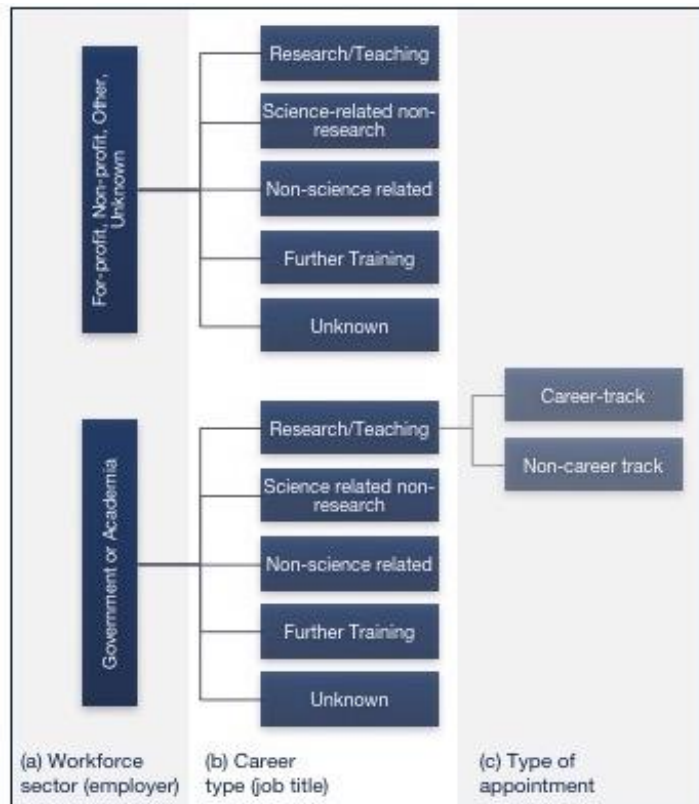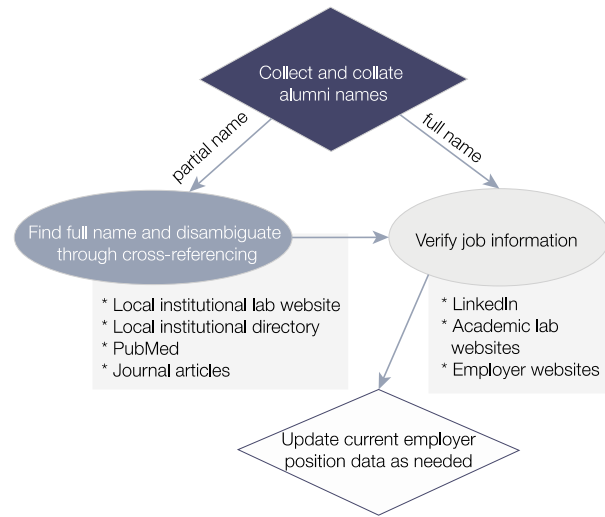# IDENTIFICATION AND CLASSIFICATION OF PHD/POSTDOC ALUMNI CAREER OUTCOMES
UCSF Graduate Division, December 2016

Step 1: Gather names of alumni into a single list with associated demographic and educational information.

Sources may include registrar records, graduate program records, human resource department records (for postdocs), NRSA T32 training grant tables. Demographic fields should include: gender, ethnicity, country of origin, prior education (institution and degree), graduation date (or date of separation for postdocs), department or program, advisor/PI.

Step 2: Identify, verify, and/or update current job information for each name on your list.

a) Conduct web searches to be sure you have the right person. Verify identity using search criteria that include name, degree/institution/year received, training dates at given institution for postdocs, PI affiliation, research topic, and career outcome (if known).
b) Sources of career outcome information include university websites; PubMed (if publication information is known); LinkedIn; government websites; corporate websites; and non-profit organization websites.

Step 3: For each alumni record, classify by (a) sector of the workforce (employer) and (b) career type (job title).

In the case of those undertaking research or teaching in academic or government sector employment, further classify the type of appointment as (c) career track or non-career track. Full descriptions of all categories are in the table below.

Descriptions of categories

Sectors	
Academic**	Universities, colleges, and research institutions. Also included in this category are hospitals and non-profit research institutions, owing to the similarity in the type of research conducted, the roles and responsibilities of the faculty, and the difficulty in disambiguating university hospitals from other hospitals.
Government	Municipal, county, state, federal government
Industry/for-profit	For-profit company
Non-profit	Non-profit organizations, excluding research institutes and hospitals
Other	Unemployed, self-employed, or in private practice
Unknown	Trainee outcome is unknown, or the type of organization could not be determined
Career Types	
Research/Teaching	Conducting research or directing a program of research, those teaching in higher education, and those in a combination of these roles.
Science-related non-research	Work in a science-related job or area, but who do not conduct research. Examples are physicians, patent attorneys in the sciences, science communicators, K-12 education, and those working in policy, consulting, and university administrative positions.
Non-science	In a position unrelated to science research or education
Further training	In a subsequent postdoc, or undertaking further study
Unknown	Trainee outcome is unknown, or the job type cannot be determined
Career-track vs. non career-track	
Career-track	Academics with titles of assistant, associate or full professors, or equivalent titles in government and research institutions, such as group leader or investigator
Non career-track	Staff scientists, and academics with a professor title that included a qualifier such as adjunct, clinical, research or teaching

** We used the Carnegie Classification framework [http://carnegieclassifications.iu.edu/descriptions/basic.php] to categorize academic and government institutions. Research Institutions include government research labs such as NIH or DOE labs, private research institutes such as the Gladstone Institutes, the Broad Institute, Sloan-Kettering, and universities classified within the Carnegie system as RU/VH Research Universities (very high research activity) and RU/H Research Universities (high research activity). Master's
Colleges include institutions listed in the Carnegie system as DRU Doctoral/Research Universities, or under any of the Master's Colleges and Universities designations. Baccalaureate Colleges include those institutions listed under any of the Baccalaureate College designations. Associate's Colleges include those institutions listed under any of the Associate's College designations.