

2016-2017 APSA GRADUATE  
PLACEMENT SURVEY:  
**PLACEMENT REPORT**

February 1, 2018



## Executive Summary

The American Political Science Association collects data on the placement of doctoral candidates and graduates seeking placement through the annual Graduate Placement Survey. This report details the findings for the 2016-2017 academic year, including the characteristics of job candidates, reported placements, and the departments in which these candidates are placed. National Research Council (NRC) rankings on reputation were added to the data, and our findings include analysis of the role of departmental rank in placement.

The proportion of candidates placed in post-doc jobs as their first placement rose over the past eight years we tracked placements, while placement in other academic positions (tenure-track, non-tenure-track, and academic administration) declined as an overall share of placements reported, from 62.5% in 2009-2010 to 48.1% in 2016-2017. We observed contraction in the number of tenure-track placements this year, with a 5.6% fall on 2015-2016 and a 15.0% decline since 2009-2010. This fall in tenure-track placement is in accordance with a 4.5% decline in the proportion of tenure-track, as compared to non-tenure-track, positions advertised on APSA eJobs—APSA’s comprehensive job posting database—between the 2015-2016 and 2016-2017 academic years. The *2016-2017 APSA eJobs Report* can be accessed [here](#). In contrast to last year, 1<sup>st</sup> quintile NRC ranked departments were more likely to place candidates in post-doctoral positions and less likely to place in tenure-track roles than 2<sup>nd</sup> through 5<sup>th</sup> ranked schools. This was due to an unusually high proportion of males within this quintile being placed in post-docs instead of tenure-track positions.

Placement appears to vary by a number of contributing factors, including by degree status of the candidate, funding at the start of program, years on the market, major field, and underrepresented minority status. On the other hand, factors such as gender, home country, and NRC ranking do not appear to have a statistically significant relationship with whether or not a candidate on the market in 2016-2017 found a job, or the type of job they found. Degree status was the strongest and most statistically significant variable determining whether a candidate was placed in any position type as opposed to not being placed at all.

We encourage you to read the report carefully, and we welcome your questions, suggestions, or ideas. Please contact us with any specific questions about the findings. We will aim to fold in some of the broader questions that members bring to our attention through subsequent reports and materials on the American Political Science Association website, [www.apsanet.org](http://www.apsanet.org). You can contact us at [surveys@apsanet.org](mailto:surveys@apsanet.org), or by calling the main APSA office at 202-483-2512.

Rory Jackson  
Betsy Super, PhD

Washington, DC  
February 1, 2018

## About the Data

The data presented here are from the annual APSA Graduate Placement Survey, providing a continuous, longitudinal view of placement since 2009-2010. In the survey, directors of graduate studies provide individual level information about doctoral students in their programs who sought placement in the academic year, whether they have completed their doctoral degree, or have completed their doctoral coursework and are all-but-dissertation (ABD) doctoral students. The report includes both academic and non-academic positions, and includes those who may be on the job market for multiple years if they were not placed in previous years.

In 2016-2017, the survey was administered online to 126 graduate departments from July, 17 - November 3, 2017. 81 (64.3%) of these responded to the survey. 78 of these programs reported a total of 601 job candidates. To see response rates and data from previous years, please see Table 6. The 2015-2016 report can also be found online [here](#).

For the first time since the survey started, the 2016-2017 survey also collected information on incoming doctoral students. The 2016-2017 survey instrument can be found [here](#). The *2016-2017 APSA Graduate Placement Survey: Incoming Doctoral Students Report* on incoming students can be accessed through the [Data on the Profession page on our website](#).

National Research Council (NRC) departmental rankings were used to generate quintiles for departments responding to the survey based on an average of their reputational rank in 2010. More information about these rankings and how they were calculated by the NRC may be accessed [here](#).

These data, from 2009-2017, are not weighted. Prior to 2015-2016, student data were weighted by the size of the faculty in their doctoral department. After review of data from [the National Science Foundation Survey of Earned Doctorates](#), we concluded that a more accurate picture of the job market can be collected by presenting proportional placement data along with the actual reported number of students. The totals reported here for each survey are the complete number of students reported by departments each year, and may not represent the complete universe of students on the market in each year.

## Characteristics of Job Candidate Pool (Tables 1 - 4)

- The number of candidates reported for each year are actual numbers reported by responding departments and may not represent the entire market of candidates.
- Candidates who majored in Comparative Politics composed the largest portion of the market (31.6%), followed closely by American Politics (26.0%), and International Politics (22.0%). With a 5.1% increase from 2015-2016 to 2016-2017, American Politics has regained second place after a slight decrease from 2014-2015 to 2015-2016.
- 79.4% of candidates received full funding (defined as “students who receive tuition remission AND some kind of assistantship, fellowship, or other living stipend”) at the start of their doctoral studies and another 14.3% received partial funding. Only 3.0% of reported job market candidates received no funding at the start of their program.
- Overall, candidates spent an average of 6 years in program before the 2016-2017 job season. First year job candidates spent an average of about 5 years in program before entering the job market. ABD candidates spent five and a half years in program, while those with their PhD spent an average of 6 years in program.
- The gender of candidates closely mirrored that seen in previous years. 39.8% of candidates were female and 60.2% male – almost identical to the 38.6% to 61.4% male to female breakdown in 2015-2016. This gender representation also closely resembles the National Science Foundation’s [FY 2016 NCSSES Survey of Earned Doctorates](#)’ 38.0% to 62.0% female to male ratio.
- For the 2016-2017 survey, some questions regarding race and ethnicity were updated to mirror other APSA data collection instruments and reflect more internationally-orientated categorizations. In addition, the race, ethnicity, and home country data for 2016-2017 are presented and analyzed in a more disaggregated fashion than in previous years. We believe this provides a more accurate picture of individual candidate characteristics than before.\*
- The disaggregated race, ethnicity, and home country data presented in Table 2 reveal that the majority of candidates on the market were White/Euro American (67.1%), followed by East Asian/Asian American (8.7%), ‘Other’ (7.2%), and African American/Black (5.3%). 5.7% of candidates were Hispanic/Latino/a. Table 3 shows international job candidates are much more diverse than their U.S. counterparts. 30.1% of international candidates were White/Euro American, compared to 80.0% of Americans, 23.7% were East Asian/Asian American, compared to 3.0% of Americans, and 10.3% were Middle Eastern/Arab American, compared to just 0.5% of Americans. 12.2% of international candidates were Hispanic, compared to 3.8% of Americans.
- 65.7% of students on the job market were from the United States and 26.0% were international – with international candidates representing 57 different countries.
- When comparing the cohort of candidates from private universities with those from public universities, there are a few variations. The candidate pools from private universities tend to be more racially diverse (with 12.5% fewer White/Euro American students) and more international (with 11.4% more international students). They are also more likely to have received full funding than candidates from public universities, and public universities are slightly more likely to offer partial funding.
- Comparing the pool of candidates who have not yet completed their degrees (ABD candidates) with those who have a PhD, the pool of ABD candidates is proportionately over-represented by individuals who are more likely to be White/Euro American or East Asian/Asian American, Hispanic/Latino/a, male, and began their programs with full funding (Table 4).

---

\* To allow for time series analysis, Table 1 provides race, ethnicity, and home country data as calculated percentages within their historic categorizations. Table 2 compares historic and disaggregated 2016-2017 categorizations for race, ethnicity, and home country data. All other tables reflect the newer disaggregated categories.

## Characteristics of Jobs

- Directors of Graduate Studies were asked to describe the department type (by highest degree offered) where their students were placed for academic and post-doctoral placements. The characteristics of these departments are used here to describe broader hiring trends. To learn more about the types of jobs advertised in the 2016-2017 academic year, see the [2016-2017 APSA eJobs Report](#).
- PhD-granting departments are the single largest type of degree-granting department that hires PhDs. Taking all placements at institutions of higher education, 68.0% of all reported placements are at PhD-granting departments. BA- and MA-granting departments produced 14.4% and 16.5% of the placements reported in 2016-2017, respectively (Figure 3).<sup>†</sup>
- A greater variety of positions are offered at PhD granting departments. Post-doctoral placements are offered almost exclusively at these departments, and placements among academic administration are also much more common at PhD granting departments than other types.

## Placements

- Overall, 77.9% of candidates reported by responding departments were placed in some capacity in 2016-2017, an almost identical proportion to 78.2% in 2015-2016. The number of students not placed in any position was 16.0%, the lowest percentage since 2012-2013 (Figure 1).
- There are statistically significant relationships between a candidate's placement and the following variables: whether they had yet completed their degree, the years they had been on the market, if the candidate had funding at the start of their program, their major field, and underrepresented minority status (Table 10).
  - The variable with the strongest positive and statistically significant impact on tenure-track placement as opposed to not being placed was entering the market with a PhD in hand. ABD status had a significant and negative impact on tenure-track placement. Major field had a statistically significant impact on tenure-track placement – albeit it less significant than degree status – as Political Philosophy majors were less likely to be placed in tenure-track roles than American Politics majors. Funding status also had a statistically significant impact on whether a candidate placed in a tenure-track role versus not being placed, as students with full funding were slightly more likely to be placed in these positions than those without. A statistically significant relationship also exists with regard to underrepresented minority status. Underrepresented minority students are more likely to place in a tenure-track role than to not be placed as compared to non-underrepresented minority students.
  - There exists a statistically significant relationship between degree status and being placed in a non-tenure-track role as opposed to not being placed. As with tenure-track roles, PhD attainment makes a candidate more likely, and ABD status less likely, to be placed in non-tenure-track positions. Funding status also had a statistically significant relationship with a candidate placing in a non-tenure-track role – those with full funding saw a higher likelihood of non-tenure-track placement as opposed to not being placed. Other significant relationships exist between International Politics majors and non-tenure-track placement. Such majors were more likely to place in non-tenure track roles versus not being placed. The number of years a candidate was on the market also had a significant impact on non-tenure-track placement. Indeed, the longer a candidate was on the market, the higher the likelihood of them being placed in a non-tenure-track role as opposed to them not being placed.

<sup>†</sup> Due to a high non-response rate, percentages for academic placements are calculated with non-respondents omitted.

- Across all placement types, degree status had a strong and statistically significant relationship with being placed versus not being placed in any role. With regard to other placements, the years a candidate had been on the market had a statistically significant impact on placement in academic administration. Those on the market for three years had a higher likelihood of placement in academic administration than those not placed. Additionally, there exists a statistically significant relationship between a candidate majoring in International Politics and an increased likelihood of post-doctoral placement compared to American Politics majors. Similarly, a relationship exists between Political Philosophy majors and non-academic placement, with these candidates being less likely than American Politics majors to place in non-academic roles than to not be placed.

### ***Overall Placement and Placement Types***

- 48.1% of placements in 2016-2017 were academic in nature, including tenure-track positions (26.3%), jobs in academic administration (2.0%), and non-tenure-track placements of all types (19.8%) (Table 5). This represents a year on year fall in the number of tenure-track placements (down from 31.9% in 2015-2016) and is the lowest reported figure since systematic observation began in the 2009-2010 academic year (Figure 1).
- The proportion of students on the market who were not placed fell to 16.0% in 2016-2017, however this may be a result of the slightly higher number of placement outcomes not known or not reported by departments (Figure 1).
- At 19.5% in 2016-2017, post-doctoral placements made up a near identical proportion of placements as last year. This also represents a 2.7% increase from 16.8% in 2009-2010 (Table 6).
- Following last year's decline, 2016-2017 saw a rebound in non-academic placements. 10.3% were in non-academic roles, up from 7.5% in 2015-2016 (Figure 1, Table 6). 68.9% of non-academic placements were in the private sector, with half of these for-profit, a third in the non-profit sector, and 14.3% unknown. 31.1% of non-academic placements were in the public sector, with almost two thirds of these placements in government and 10.5% in K-12 teaching roles.

### ***Placement and Degree Status***

- As in previous years, placement rates vary widely by the degree status of candidates. ABD candidates composed nearly a quarter of the job market in 2016-2017 (24.0%), a significant fall from 31.9% last year. As outlined above, ABD candidates did not place as well as candidates with a PhD. 9.1% of candidates with a PhD were not placed, compared to 36.8% of ABD candidates, and, as in 2015-2016, candidates with a PhD placed better in all categories (Figure 2, Table 6).
- Candidates in their first year on the market were generally less likely to be placed, however unlike in 2015-2016 this pattern did not hold across each of the three years captured by the survey. 18.5% of first year candidates were unplaced, as were 12.2% of second year candidates, and 17.5% of third year candidates.

### ***Placement and Field of Study***

- Candidates who majored in American Politics and Public Law were most likely to be placed in a tenure-track position (each 33.3%), followed by Comparative Politics (27.9%), Methods (25.0%), International Politics (22.7%), and Public Policy (20.0%). Just 17.1% and 16.7% of those majoring in Political Philosophy and Public Administration were placed in tenure-track positions, respectively. Public Policy majors were least likely to be placed overall (Table 5).<sup>§</sup>

<sup>§</sup> Please note there is a smaller sample size for majors in Methods, Public Administration, Public Law, Public Policy, and Other.

### ***Placement and Gender***

- Female students were 5.7 percentage points more likely to be placed in tenure-track positions than their male counterparts. In contrast, males were more likely than females to be placed in non-tenure-track roles and to not be placed. While this is consistent with the gender breakdown seen in last year's survey, the 2016-2017 gender gap between tenure- and non-tenure-track placements is more pronounced (Table 5).

### ***Placement and Race/Ethnicity***

- Candidates not belonging to underrepresented groups within the discipline (White/Euro American and East Asian/Asian Americans) were less likely to be placed in tenure-track roles, but more likely to be placed in non-tenure-track or post-doctoral positions. Overall, underrepresented minorities were more likely to be placed than non-underrepresented minority candidates – with 10.7% and 17.7% of these groups not placed, respectively.

### ***Placement and Home Country***

- International students placed overall slightly better than the entire market (only 12.8% of these candidates were not placed at all, compared to 14.9% of U.S. candidates), and 50.0% of international candidates were placed within the United States in 2016-2017. 17.9% received a placement in their home country, and another 10.3% were placed in a country other than their home country, but not within the U.S. (Table 7).
- 70.4% of American job candidates received their first placement within the United States. Just 4.1% accepted a position in another country.

### ***Placement and Institutional Rank of Candidate Institutions***

- We also compared results for candidates based on the NRC reputational rankings of their PhD-granting department. When compared by reputational ranking quintiles, we found differences in the rate of non-tenure-track placement. For example, the proportion of 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> quintile departments placing candidates in non-tenure-track positions was noticeably higher than that of 1<sup>st</sup> and 2<sup>nd</sup> quintile departments (Table 8).
- 1<sup>st</sup> quintile departments were much more likely to place candidates in post-doctoral positions than other schools, with a majority (59.0%) of all post-doc placements coming from 1<sup>st</sup> quintile candidates (Table 8 and Figure 4). This greater proportion of 1<sup>st</sup> quintile post-doc placement interacts with the observed gender divide, with an unusually high 42.9% of all males within this quintile being placed in such roles, compared to just 25.5% of female candidates. In contrast, female candidates at 1<sup>st</sup> quintile schools were 16.6 percentage points more likely to place in tenure-track roles than males (Figure 5). This gender divide does not hold across other quintiles and also differs markedly from 2015-2016, which saw more males placed in tenure-track positions and only a small difference in the number of male and female candidates entering into post-docs (Figure 6). The interaction of gender, NRC ranking, and post-doctoral placement is a relationship we will continue to monitor in the coming years to establish whether 2016-2017 was an anomaly or part of a broader trend.
- As was also the case in 2015-2016, candidates from 1<sup>st</sup> and 2<sup>nd</sup> quintile departments were more likely to place into tenure-track or other academic positions at institutions that grant doctoral degrees in political science (Table 9).

Table 1: Characteristics of Job Market Candidates, 2009 - 2017

	2009-10 n = 501	2010-11 n = 600	2011-12 n = 283	2012-13 n = 651	2013-14 n = 555	2014-15 n = 613	2015-16 n = 709	2016-17 n = 601
<b>Degree Status</b>								
PhD	90.2%	71.8%	67.5%	71.0%	71.9%	65.7%	68.1%	73.0%
ABD	9.8%	25.2%	32.5%	27.8%	27.9%	34.1%	31.9%	24.0%
DK/Not Reported	0.0%	3.0%	0.0%	1.2%	0.2%	0.2%	0.0%	3.0%
<b>Major Field</b>								
American Politics	18.6%	20.8%	20.9%	22.4%	22.3%	26.3%	20.9%	26.0%
Comparative Politics	30.9%	33.3%	25.4%	25.2%	24.7%	29.4%	30.5%	31.6%
International Politics	24.0%	22.2%	31.4%	28.9%	29.4%	22.1%	25.2%	22.0%
Methods	1.6%	0.5%	1.1%	1.2%	0.7%	0.8%	1.0%	0.7%
Political Philosophy	15.2%	11.2%	10.6%	12.9%	14.1%	12.2%	12.1%	13.6%
Public Administration	1.6%	2.3%	4.6%	1.7%	2.3%	1.6%	2.0%	1.0%
Public Law	0.8%	2.5%	1.8%	0.8%	1.8%	1.3%	1.3%	2.0%
Public Policy	3.0%	1.0%	1.1%	3.1%	1.8%	2.6%	2.3%	2.5%
Other	2.4%	3.0%	2.1%	2.2%	1.4%	2.8%	3.4%	0.7%
Don't Know	0.0%	0.2%	0.0%	1.7%	1.3%	0.7%	1.4%	0.0%
Not Reported	2.0%	3.0%	0.7%	0.0%	0.2%	0.3%	0.0%	0.0%
<b>Funding Status</b>								
Full Funding	--	--	--	--	79.5%	78.6%	79.0%	79.4%
Partial Funding	--	--	--	--	11.2%	8.8%	11.1%	14.3%
No Funding	--	--	--	--	5.6%	4.6%	3.7%	3.0%
Don't Know	--	--	--	--	2.9%	8.0%	6.2%	3.3%
<b>Gender</b>								
Female	39.3%	42.3%	35.3%	38.4%	38.6%	39.8%	38.6%	39.8%
Male	60.7%	57.2%	64.7%	60.7%	61.1%	59.5%	61.4%	60.2%
Other	--	--	--	--	--	0.0%	0.0%	0.0%
Not Reported	0.0%	0.5%	0.0%	0.9%	0.3%	0.7%	0.7%	0.7%
<b>Race/Ethnicity</b>								
African American/Black	2.8%	3.7%	2.8%	3.2%	3.8%	2.0%	2.4%	4.2%
Native Am./AK Native	0.0%	0.2%	0.0%	0.2%	0.2%	0.5%	0.3%	0.2%
Asian/Pacific Islander	3.0%	5.5%	5.7%	4.6%	2.9%	3.4%	4.7%	--
White/Euro American	58.7%	59.8%	58.3%	56.1%	59.1%	63.5%	58.7%	58.1%
Hispanic/Latino/a	2.8%	3.0%	2.8%	2.0%	2.5%	3.4%	3.9%	2.5%
East Asian/Asian Am.	--	--	--	--	--	--	--	2.5%
South Asian/Indian Am.	--	--	--	--	--	--	--	0.7%
Middle Eastern/Arab Am.	--	--	--	--	--	--	--	0.8%
International	29.9%	21.0%	29.3%	30.6%	25.8%	22.3%	24.3%	26.0%
Two or More Races	0.0%	0.2%	0.7%	0.6%	0.7%	1.0%	0.4%	0.5%
Other	0.4%	--	--	--	--	--	1.4%	0.7%
DK/Not Reported	2.4%	5.8%	0.0%	--	5.0%	3.9%	1.0%	4.0%
<b>Years on Market</b>								
1	--	72.8%	67.5%	70.0%	72.8%	75.9%	71.9%	61.9%
2	--	19.0%	15.9%	20.1%	18.4%	18.6%	18.5%	24.6%
3	--	2.8%	3.2%	4.3%	4.3%	4.4%	3.7%	6.7%
DK/Not Reported	--	5.3%	13.4%	5.5%	4.5%	1.1%	5.9%	6.9%

**Table 2: Aggregated and Disaggregated Race, Ethnicity, and Home Country Characteristics of Job Market Candidates, 2016 - 2017**

	Aggregated Data (Historic)	Disaggregated Data
<b>Race</b>		
African American/Black	4.2%	5.3%
Native Am./AK Native	0.2%	0.2%
Asian/Pacific Islander	--	--
White/Euro American	58.1%	67.1%
Hispanic/Latino/a	2.5%	--
East Asian/Asian Am.	2.5%	8.7%
South Asian/Indian Am.	0.7%	1.7%
Middle Eastern/Arab Am.	0.8%	3.5%
International	26.0%	--
Two or More Races	0.5%	0.7%
Other	0.7%	7.2%
DK/Not Reported	4.0%	5.8%
<b>Ethnicity</b>		
Hispanic/Latino/a	--	5.7%
Not Hispanic/Latino/a	--	83.0%
Not Reported	--	11.3%
<b>Home Country</b>		
United States	--	65.7%
International	--	26.0%
Not Reported	--	8.3%

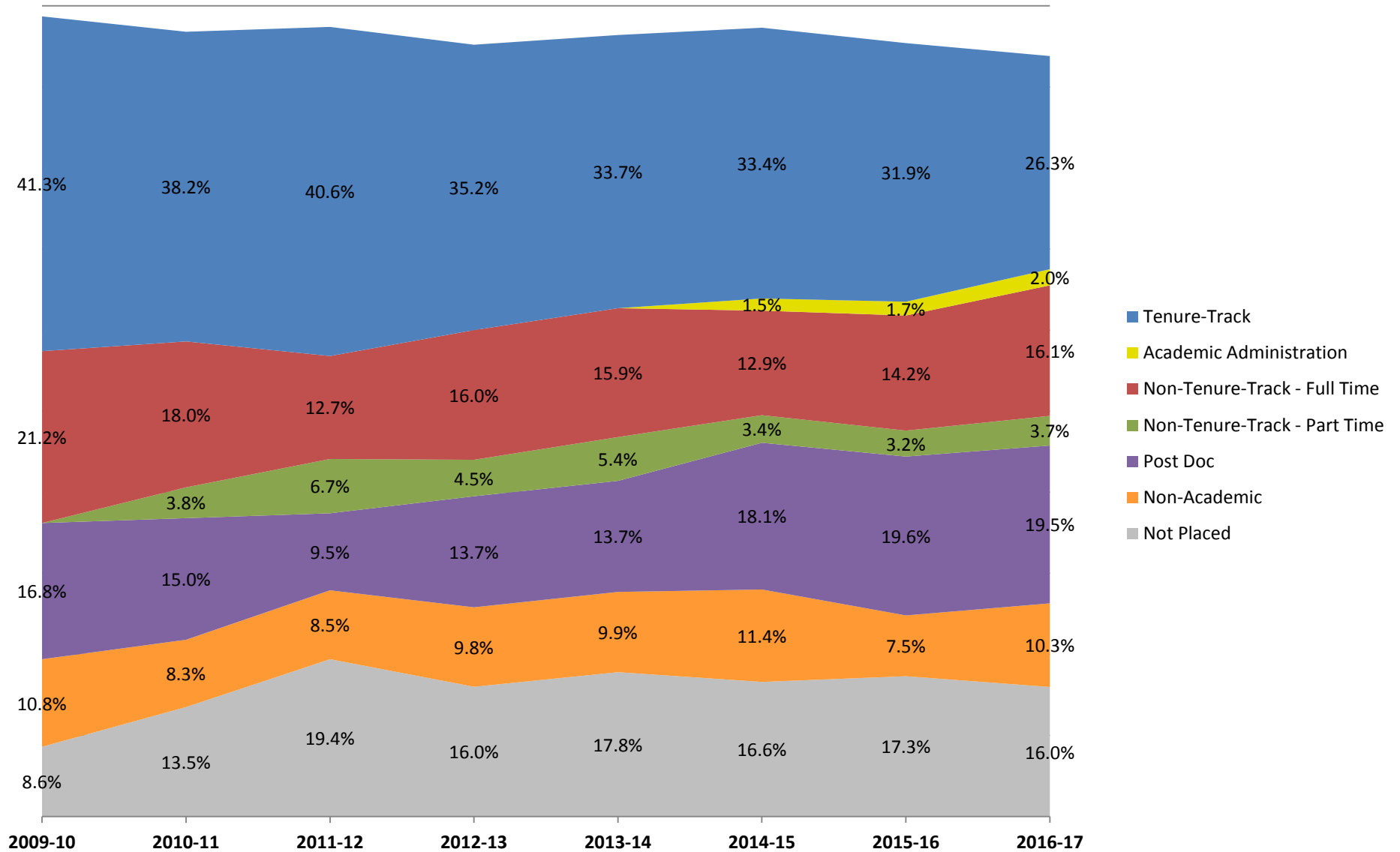
**Table 3: Disaggregated Race and Ethnicity Characteristics of Job Market Candidates by Home Country, 2016 - 2017**

	United States n = 395	International n = 156
<b>Race</b>		
African American/Black	6.1%	3.2%
Native Am./AK Native	0.3%	0.0%
White/Euro American	80.0%	30.1%
East Asian/Asian Am.	3.0%	23.7%
South Asian/Indian Am.	1.0%	3.8%
Middle Eastern/Arab Am.	0.5%	10.3%
Two or More Races	0.8%	0.6%
Other	23.1%	1.8%
DK/Not Reported	4.8%	5.1%
<b>Ethnicity</b>		
Hispanic/Latino/a	3.8%	12.2%
Not Hispanic/Latino/a	87.8%	81.4%
Not Reported	8.4%	6.4%

**Table 4. Characteristics of Job Market Candidates by Degree Status, 2016 - 2017**

	<b>PhD</b>	<b>ABD</b>
	<b>n = 439</b>	<b>n = 144</b>
<b>Major Field</b>		
American Politics	26.9%	24.3%
Comparative Politics	30.8%	31.9%
International Politics	21.4%	25.7%
Methods	0.9%	0.0%
Political Philosophy	13.7%	12.5%
Public Administration	1.4%	0.0%
Public Law	1.8%	2.1%
Public Policy	2.3%	3.5%
Other	0.9%	0.0%
DK/Not Reported	0.0%	0.0%
<b>Funding Status</b>		
Full Funding	76.8%	84.7%
Partial Funding	16.2%	10.4%
No Funding	3.6%	1.4%
Don't Know	3.4%	3.5%
<b>Gender</b>		
Female	40.1%	38.2%
Male	59.9%	61.8%
Other	0.0%	0.0%
Not Reported	0.0%	0.0%
<b>Race</b>		
African American/Black	6.8%	1.4%
Native Am./AK Native	0.0%	0.7%
White/Euro American	63.8%	75.0%
East Asian/Asian Am.	7.7%	11.8%
South Asian/Indian Am.	1.8%	1.4%
Middle Eastern/Arab Am.	3.6%	2.8%
Two or More Races	0.9%	0.0%
Other	8.7%	2.8%
DK/Not Reported	6.6%	4.2%
<b>Ethnicity</b>		
Hispanic/Latino/a	5.0%	7.6%
Not Hispanic/Latino/a	84.1%	78.5%
Not Reported	10.9%	13.9%
<b>Home Country</b>		
United States	68.6%	56.3%
International	26.4%	24.3%
Not Reported	5.0%	19.4%
<b>Years on Market</b>		
1	59.7%	75.7%
2	28.0%	16.0%
3	7.7%	4.2%
DK/Not Reported	4.6%	4.2%

**Figure 1. Overall Placement Outcomes, 2009 - 2017: All Candidates**



**Figure 2. Overall Placement Outcomes, 2009 - 2017: Candidates with PhD**

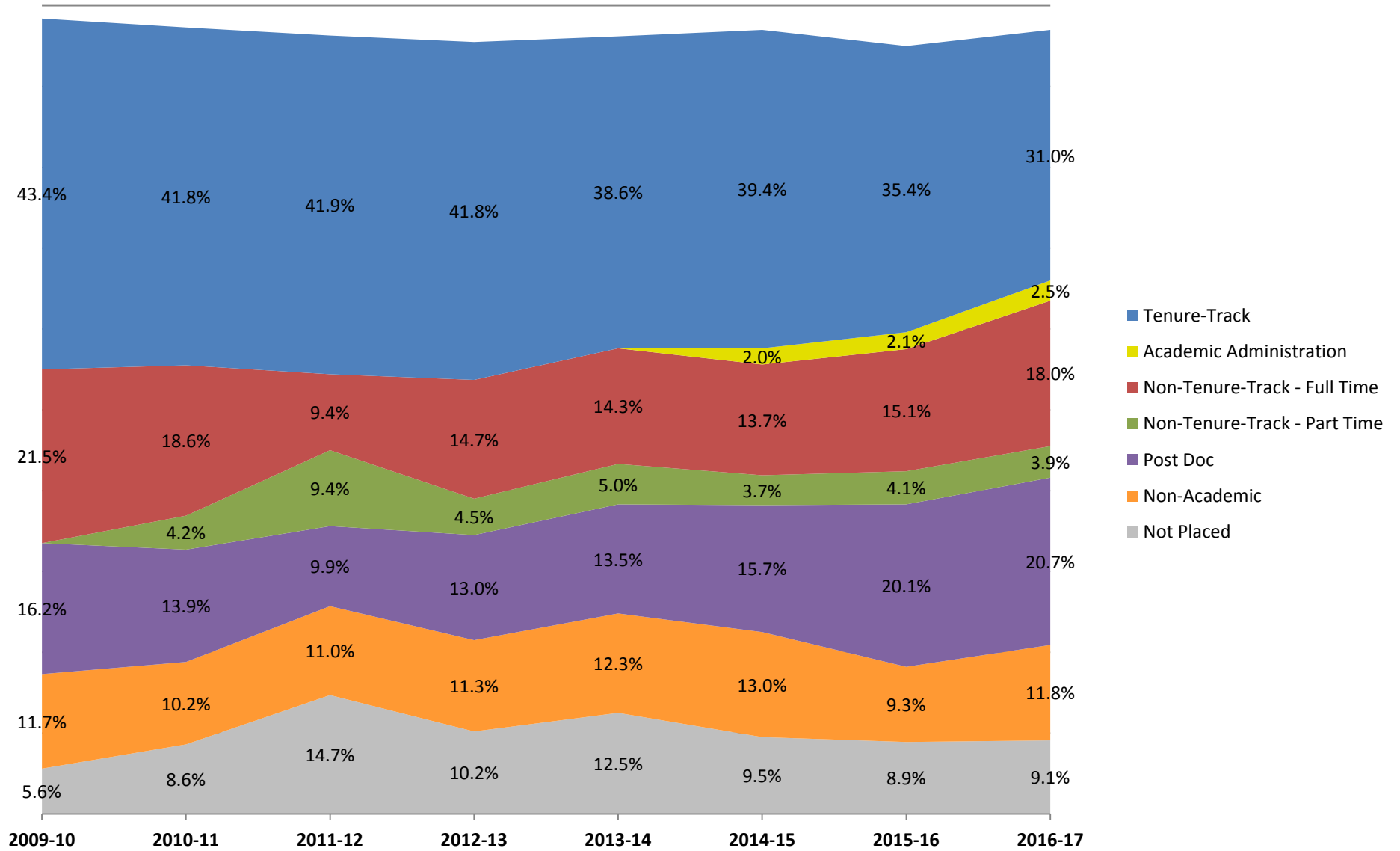


Table 5. Placement by Degree Status, Major Field, Funding Status, Gender and, Years on Market, 2016 - 2017

n = 564	Tenure-Track	Academic Admin.	Non-Tenure-Track	Post-Doc	Non-Academic	Not Placed
<b>TOTAL</b>	26.3%	2.0%	19.8%	19.5%	10.3%	16.0%
<b>Degree Status</b>						
<b>PhD</b>	31.0%	2.5%	21.9%	20.7%	11.8%	9.1%
<b>ABD</b>	15.3%	0.7%	16.0%	18.1%	6.9%	36.8%
<b>Major Field</b>						
<b>American Politics</b>	33.3%	1.9%	15.4%	16.0%	12.8%	17.3%
<b>Comparative Politics</b>	27.9%	2.1%	16.8%	16.3%	11.6%	15.8%
<b>International Politics</b>	22.7%	1.5%	24.2%	25.8%	8.3%	12.9%
<b>Methods</b>	25.0%	25.0%	25.0%	25.0%	0.0%	0.0%
<b>Political Philosophy</b>	17.1%	1.2%	24.4%	25.6%	6.1%	19.5%
<b>Public Administration</b>	16.7%	16.7%	16.7%	0.0%	33.3%	0.0%
<b>Public Law</b>	33.3%	0.0%	33.3%	16.7%	0.0%	16.7%
<b>Public Policy</b>	20.0%	0.0%	22.7%	13.3%	13.3%	26.7%
<b>Other</b>	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%
<b>Funding Status</b>						
<b>Full Funding</b>	26.0%	1.7%	19.1%	22.9%	9.0%	14.7%
<b>Partial Funding</b>	30.2%	3.5%	30.3%	7.0%	10.5%	15.1%
<b>No Funding</b>	22.2%	0.0%	5.6%	5.6%	27.8%	33.3%
<b>Gender</b>						
<b>Female</b>	29.7%	1.9%	16.8%	19.3%	10.5%	14.6%
<b>Male</b>	24.0%	2.1%	21.8%	19.7%	10.2%	16.9%
<b>Other</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Race</b>						
<b>African American/Black</b>	40.6%	0.0%	6.2%	6.3%	25.0%	15.6%
<b>Native Am./AK Native</b>	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
<b>White/Euro American</b>	23.3%	2.5%	20.4%	19.6%	9.7%	17.6%
<b>East Asian/Asian Am.</b>	28.8%	1.9%	21.1%	21.2%	1.9%	17.3%
<b>South Asian/Indian Am.</b>	50.0%	0.0%	20.0%	10.0%	20.0%	0.0%
<b>Middle Eastern/Arab Am.</b>	14.3%	0.0%	23.8%	19.0%	19.0%	19.0%
<b>Two or More Races</b>	25.0%	0.0%	25.0%	50.0%	0.0%	0.0%
<b>Other</b>	44.2%	2.3%	11.6%	20.9%	14.0%	4.7%
<b>Ethnicity</b>						
<b>Hispanic/Latino/a</b>	32.4%	2.9%	17.6%	26.5%	5.9%	11.8%
<b>Not Hispanic/Latino/a</b>	26.1%	2.2%	19.6%	18.2%	11.4%	16.4%
<b>Home Country</b>						
<b>United States</b>	26.1%	2.5%	20.7%	19.2%	10.9%	14.9%
<b>International</b>	30.8%	0.6%	18.6%	20.5%	9.0%	12.8%
<b>Years on Market</b>						
<b>1</b>	27.4%	1.6%	15.9%	20.4%	12.4%	18.5%
<b>2</b>	27.0%	0.7%	28.3%	22.3%	6.1%	12.2%
<b>3</b>	22.5%	10.0%	32.5%	12.5%	5.0%	17.5%

Note: Non-Tenure-Track includes both part-time and full-time positions. Excluded from this table are placement outcomes and characteristics not known or not reported by departments – as a result, percentages may not add up to 100.

**Table 6. Placement by Degree Status, 2009 - 2017**

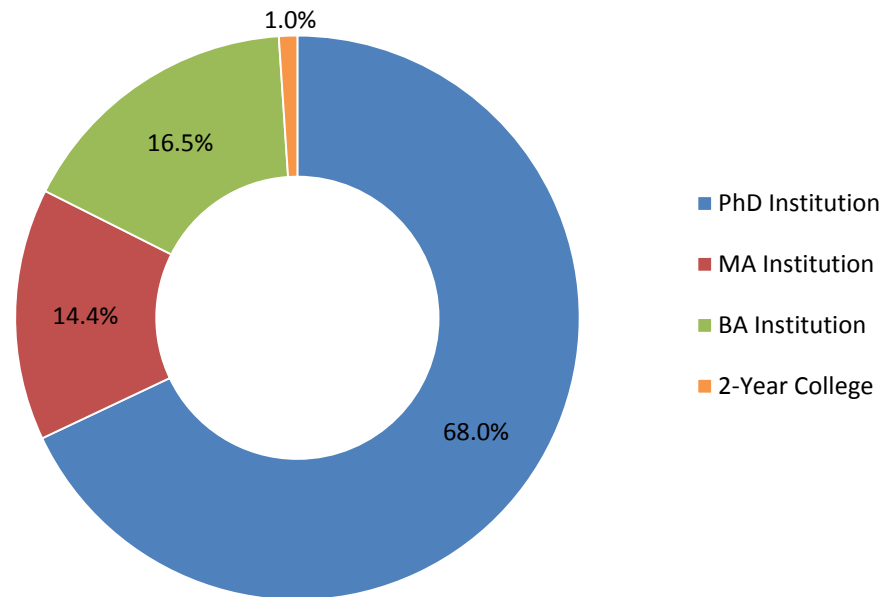
	Responding Departments	Response Rate		Tenure-Track	Academic Admin.	Non-Tenure- Track	Post-Doc	Non- Academic	Not Placed
<b>2016-17</b>	81	64.3%	All Candidates	26.3%	2.0%	19.8%	19.5%	10.3%	16.0%
			PhD	31.0%	2.5%	21.9%	20.7%	11.8%	9.1%
			ABD	15.3%	0.7%	16.0%	18.1%	6.9%	36.8%
<b>2015-16</b>	96	75.0%	All Candidates	31.9%	1.7%	17.5%	19.6%	7.5%	17.3%
			PhD	35.4%	2.1%	19.3%	20.1%	9.3%	8.9%
			ABD	24.3%	0.9%	13.7%	18.6%	3.5%	35.4%
<b>2014-15</b>	79	61.7%	All Candidates	33.4%	1.5%	16.3%	18.1%	11.4%	16.6%
			PhD	39.4%	2.0%	17.4%	15.7%	13.0%	9.5%
			ABD	22.7%	0.5%	14.5%	23.2%	8.7%	30.4%
<b>2013-14</b>	74	57.8%	All Candidates	33.7%	--	21.3%	13.7%	9.9%	17.8%
			PhD	38.6%	--	19.3%	13.5%	12.3%	12.5%
			ABD	21.4%	--	26.6%	14.3%	3.9%	31.8%
<b>2012-13</b>	80	61.0%	All Candidates	35.2%	--	20.4%	13.7%	9.8%	16.0%
			PhD	41.8%	--	19.2%	13.0%	11.3%	10.2%
			ABD	19.3%	--	23.7%	16.0%	6.1%	31.5%
<b>2011-12</b>	41	31.1%	All Candidates	40.6%	--	19.4%	9.5%	8.5%	19.4%
			PhD	41.9%	--	18.8%	9.9%	11.0%	14.7%
			ABD	38.0%	--	20.7%	8.7%	3.3%	29.3%
<b>2010-11</b>	76	57.6%	All Candidates	38.2%	--	21.8%	15.0%	8.3%	13.5%
			PhD	41.8%	--	22.8%	13.9%	10.2%	8.6%
			ABD	29.8%	--	18.5%	18.5%	4.0%	27.2%
<b>2009-10</b>	69	56.1%	All Candidates	41.3%	--	21.2%	16.8%	10.8%	8.6%
			PhD	43.4%	--	21.5%	16.2%	11.7%	5.6%
			ABD	22.4%	--	18.4%	22.4%	2.0%	34.7%

Note: Non-Tenure-Track includes both part-time and full-time positions. Excluded from this table are placement outcomes not known by departments.

**Table 7. Placement for International Students and US Students by Degree Status, 2016 - 2017**

	Number of Candidates	Tenure-Track	Academic Admin.	Non-Tenure-Track	Post-Doc	Non-Academic	Not Placed
<b>U.S. Students</b>							
<b>All</b>	395	26.1%	2.5%	20.7%	19.2%	10.9%	14.9%
<b>PhD</b>	301	29.9%	3.3%	23.2%	19.9%	12.0%	9.0%
<b>ABD</b>	81	16.0%	0.0%	14.9%	19.8%	8.6%	37.0%
<b>International Students</b>							
<b>All</b>	156	30.8%	0.6%	18.6%	20.5%	9.0%	12.8%
<b>PhD</b>	116	37.9%	0.0%	18.9%	22.4%	10.3%	6.9%
<b>ABD</b>	35	11.4%	2.9%	20.1%	17.1%	5.7%	31.4%

Note: Non-Tenure-Track includes both part-time and full-time positions. Excluded from this table are placement outcomes not known by departments.

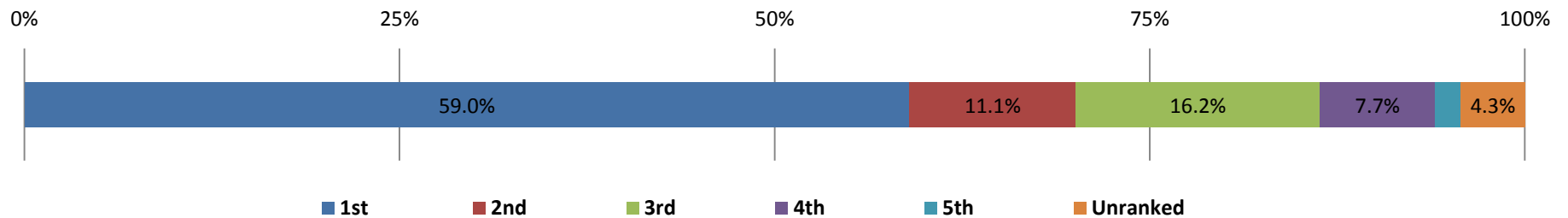
**Figure 3. Placement Department Type for Academic Placements, 2016-2017**

Note: Due to a high non-response rate, percentages for academic placements are calculated with non-respondents omitted.

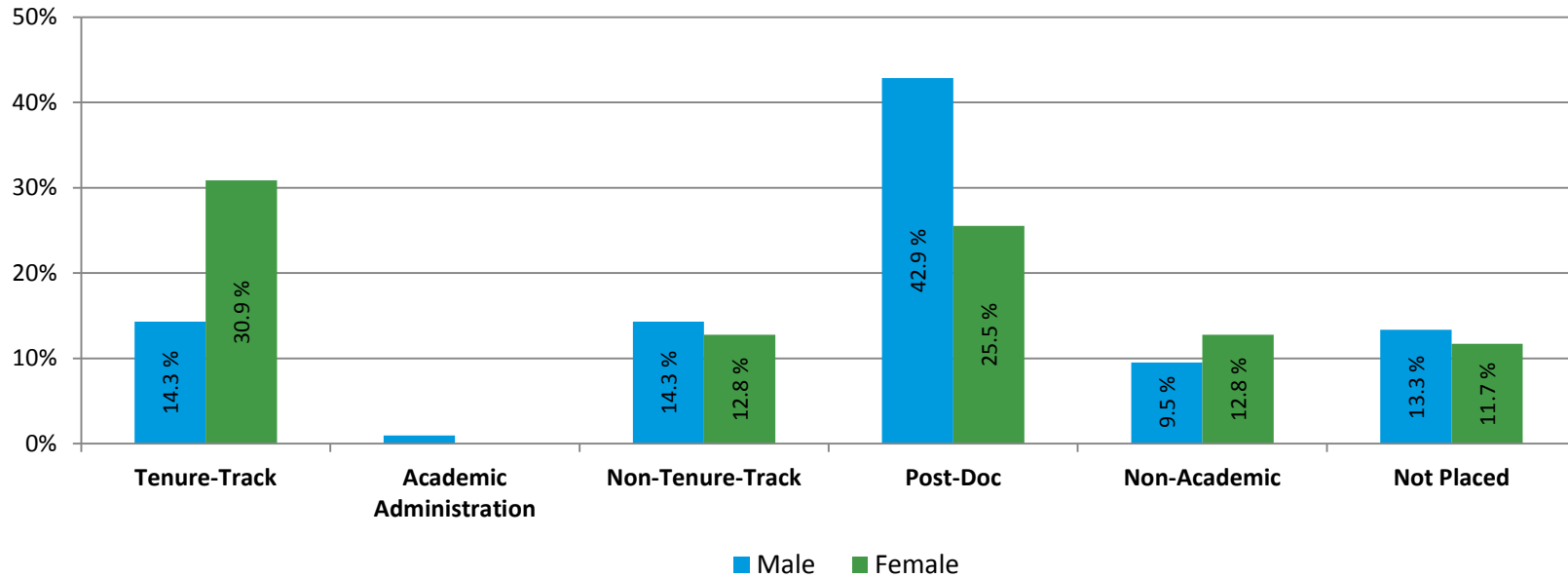
**Table 8. Placement by NRC Reputational Ranking of Home Department and Degree Status, 2016 - 2017**

NRC Reputational Rank (Quintile)	n	Response Rate		Number of Candidates	Tenure-Track	Academic Admin.	Non-Tenure-Track	Post-Doc	Non-Academic	Not Placed
1 <sup>st</sup>	18	90.0%	All Candidates	199	22.1%	0.5%	14.4%	34.7%	11.1%	12.6%
			PhD	128	24.2%	0.0%	17.6%	38.3%	11.7%	6.3%
			ABD	68	19.1%	1.5%	8.2%	29.4%	10.3%	22.1%
2 <sup>nd</sup>	12	60.0%	All Candidates	95	28.4%	3.2%	18.8%	13.7%	3.2%	20.0%
			PhD	59	40.7%	5.1%	13.8%	20.3%	5.1%	13.6%
			ABD	21	14.3%	0.0%	33.3%	4.8%	0.0%	47.6%
3 <sup>rd</sup>	16	76.2%	All Candidates	131	21.4%	3.8%	29.1%	14.5%	12.2%	16.8%
			PhD	100	24.0%	5.0%	33.0%	14.0%	14.0%	8.0%
			ABD	31	12.9%	0.0%	16.7%	16.1%	6.5%	45.2%
4 <sup>th</sup>	14	66.7%	All Candidates	72	31.9%	2.8%	25.4%	12.5%	8.3%	18.1%
			PhD	57	38.6%	3.5%	23.2%	15.8%	10.5%	7.0%
			ABD	15	6.7%	0.0%	33.3%	0.0%	0.0%	60.0%
5 <sup>th</sup>	11	55.0%	All Candidates	49	26.5%	2.0%	27.9%	4.1%	12.2%	18.4%
			PhD	44	29.5%	2.3%	28.2%	4.5%	13.6%	13.6%
			ABD	5	0.0%	0.0%	25.0%	0.0%	0.0%	60.0%
Unranked	10	41.7%	All Candidates	55	41.8%	0.0%	18.2%	9.1%	16.4%	14.5%
			PhD	51	25.0%	0.0%	19.6%	9.8%	15.7%	11.8%
			ABD	4	43.1%	0.0%	0.0%	0.0%	25.0%	50.0%

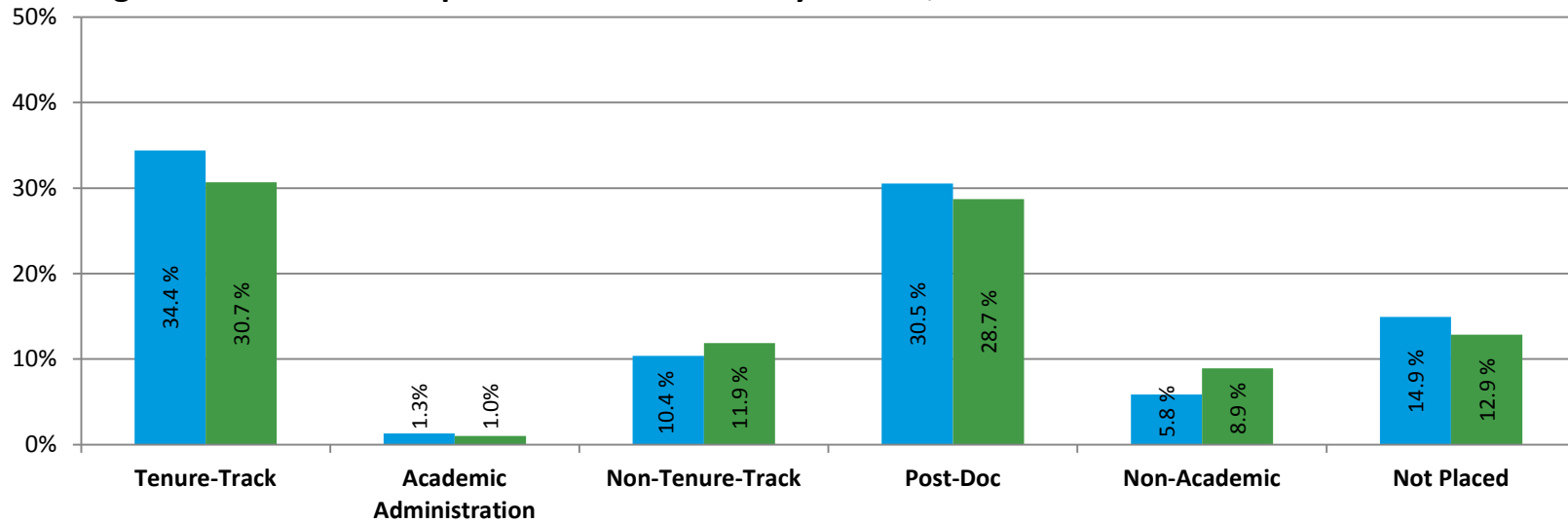
**Figure 4. Post-Doc Placements by Quintile**



**Figure 5. 1<sup>st</sup> Quintile Department Placements by Gender, 2016-2017**



**Figure 6. 1<sup>st</sup> Quintile Department Placements by Gender, 2015-2016**



**Table 9. Type of Placement Department by NRC Reputational Rank of Home Department and Tenure Status, 2016 - 2017**

NRC Reputational Rank (Quintile)	Number of Candidates	PhD	MA	BA	2-Year College	Not Reported
<b>All Academic Placements</b>						
1 <sup>st</sup>	72	80.6%	4.2%	8.3%	0.0%	6.9%
2 <sup>nd</sup>	45	44.4%	8.9%	35.6%	0.0%	11.1%
3 <sup>rd</sup>	70	64.3%	18.6%	14.3%	1.4%	1.4%
4 <sup>th</sup>	43	60.5%	20.9%	16.3%	2.3%	0.0%
5 <sup>th</sup>	26	30.8%	38.5%	26.9%	3.8%	0.0%
<b>Unranked</b>	33	30.3%	30.3%	33.3%	3.0%	3.0%
<b>Tenure-Track Placements</b>						
1 <sup>st</sup>	44	86.4%	2.3%	9.1%	0.0%	2.3%
2 <sup>nd</sup>	27	48.1%	11.1%	37.0%	0.0%	3.7%
3 <sup>rd</sup>	28	57.1%	28.6%	10.7%	3.6%	0.0%
4 <sup>th</sup>	23	47.8%	21.7%	26.1%	4.3%	0.0%
5 <sup>th</sup>	13	30.8%	46.2%	23.1%	0.0%	0.0%
<b>Unranked</b>	23	26.1%	34.8%	34.8%	0.0%	4.3%
<b>Non-Tenure-Track Placements</b>						
1 <sup>st</sup>	27	70.4%	7.4%	7.4%	0.0%	14.8%
2 <sup>nd</sup>	15	46.7%	6.7%	40.0%	0.0%	6.7%
3 <sup>rd</sup>	37	64.9%	13.5%	18.9%	0.0%	2.7%
4 <sup>th</sup>	18	77.8%	16.7%	5.6%	0.0%	0.0%
5 <sup>th</sup>	12	33.3%	25.0%	33.3%	8.3%	0.0%
<b>Unranked</b>	10	40.0%	20.0%	30.0%	10.0%	0.0%

Note: Non-Tenure-Track includes both part-time and full-time positions. Excluded from this table are placement outcomes not known by departments.

Table 10. Multinomial Logistic Regression Analysis of Placement Outcomes, 2016 - 2017

Number of observations: 459					
	Tenure-Track	Academic Admin.	Non-Tenure-Track	Post-Doc	Non-Academic
<b>Gender (Female)</b>					
Male	0.68 (0.24)	0.68 (0.54)	0.95 (0.36)	0.86 (0.32)	0.95 (0.41)
<b>URM Status (URM)</b>					
Non-URM	0.33* (0.16)	0.48 (0.60)	0.62 (0.32)	0.57 (0.29)	0.50 (0.28)
<b>Home Country (International)</b>					
U.S.	1.02 (0.46)	3.67 (4.59)	0.93 (0.43)	0.66 (0.31)	1.23 (0.68)
<b>Degree Status (ABD)</b>					
PhD	11.76*** (4.84)	10.56* (12.28)	6.40*** (2.58)	7.45*** (3.04)	7.87*** (3.91)
Years on Market	1.46 (0.47)	4.50* (2.68)	2.50** (0.79)	1.60 (0.55)	0.60 (0.27)
<b>Funding Status (No Funding)</b>					
Partial	3.22 (2.81)	--	10.43 (13.05)	1.17 (1.57)	1.90 (1.83)
Full	6.20* (4.94)	--	21.23* (25.47)	6.48 (7.90)	2.04 (1.72)
<b>Major (American)</b>					
Comparative	0.90 (0.43)	1.31 (1.30)	1.40 (0.73)	0.94 (0.50)	1.52 (0.85)
International	1.43 (0.72)	0.77 (0.90)	2.97* (1.58)	3.13* (1.67)	1.21 (0.79)
Philosophy	0.22** (0.13)	--	0.96 (0.68)	0.65 (0.37)	0.16* (0.14)
Other <sup>‡</sup>	0.73 (0.54)	3.64 (5.15)	2.86 (2.10)	1.54 (1.23)	1.33 (1.13)
<b>Quintile (Unranked)</b>					
1 <sup>st</sup>	0.93 (0.65)	--	1.38 (1.05)	4.80 (3.88)	1.34 (1.07)
2 <sup>nd</sup>	0.47 (0.33)	--	0.59 (0.47)	0.75 (0.64)	0.17 (0.16)
3 <sup>rd</sup>	0.42 (0.28)	--	0.95 (0.68)	1.00 (0.79)	0.37 (0.29)
4 <sup>th</sup>	0.55 (0.40)	--	1.23 (0.92)	0.20 (0.21)	0.35 (0.31)
5 <sup>th</sup>	0.28 (0.20)	--	0.85 (0.68)	0.18 (0.19)	0.34 (0.28)

Note: Dependent variables are placement outcomes, with Not Placed as the reference category. Relative risk ratios are presented, with standard errors in parentheses. Due to a small N, some fields for academic administration are omitted from the regression analysis.

\* $p < .05$ . \*\* $p < .01$ . \*\*\* $p < .001$ .

<sup>‡</sup> Due to a small number of cases, Methods, Public Administration, Public Law, Public Policy, and Other major fields are grouped in the Other category.