

Placement Report: Political Science Ph.D.s and ABDs on the Job Market in 1997*

Jun Yin, *American Political Science Association*

It is of vital importance for the sustainability and growth of the discipline, and of great interest to those in the discipline, that political science doctoral students get jobs. For this reason, the American Political Science Association surveys all U.S. Ph.D.-granting political science departments regarding their placement classes' placement experiences and reports on the findings.

This is a report on the responses of 105 departments (81% of all Ph.D. programs) to the 1997 placement survey. It presents a picture of what the members of this placement class looked like, how they were placed, how successful they were in getting jobs, and what made them more (or less) successful candidates.

Highlights of the 1997 Placement Survey

- The number of doctoral students seeking positions in 1997 was larger than in any previous year.
- Seventy percent of the 1997 placement class found employment, a slightly higher success rate than that of the 1996 class, and similar to that of past placement classes.
- Degree status continues to be the best indicator of placement success. Job candidates with a Ph.D. did better in finding employment, and also in securing permanent positions, than did ABD candidates.
- Repeating the job search didn't seem to make much difference to placement success. While slightly more of the doctoral graduates who searched for a job in a previous year did get placed, all job seekers with a Ph.D. were almost equally successfully. Among ABDs, however, the new job seekers did better than those repeating the job search.
- Because a new "Postdoc" category was added to the 1997 questionnaire, the percentage of job candi-

dates who got faculty positions in Ph.D. departments was lower in 1997 than in previous years.

- More placement candidates, including international doctoral graduates who sought employment in their own or other countries outside the U.S., were placed in non-academic positions in 1997.
- Many of the doctoral graduates were placed in temporary positions. The increase in placement in temporary positions should inform both new political scientists in their job search and career planning and Ph.D. departments in preparing their students for the changing job market.

The Placement Class

Table 1 shows that the 1997 placement class—the doctoral students seeking positions to begin in the 1997–98 academic year—was larger than any in previous years; 1112 political science doctoral graduates were on the job market during the 1996–97 academic year, a 13% increase from 1996. The fact that slightly more departments responded to the survey in 1997 than 1996 may account for part of this reported increase, but the current response rate is comparable to that of the early 1990s. The 105 departments responding to the survey reported a wide range in the number of doctoral candidates seeking positions, ranging from one to 55. The mean number of job candidates from each responding department was 11.

In 1997, nearly half of the placement class (46%) was repeating the job search. The same was true of the 1996 class, in which 46% were on the job market for at least the second year. The high percentage of candidates looking for employment in more than one year, the result of an ever-tightening job market, has contributed to the increasing size of placement classes. The proportion of

Ph.D.s in the 1997 placement class (58%) was comparable to that of placement classes in the 1990s, but was lower than that of placement classes in the 1980s (between 64% and 76% for each year). The percentage of women in the 1997 placement class (28%) was comparable to the percentage of women searching for jobs in recent years and the percentage of women among all doctorate recipients in political science and government (30%) reported by National Research Council (1998, 67). Such percentages are higher than the percentage of women among the doctorate recipients in economics (22%) but lower than history (41%), sociology (53%), and psychology (66%) (NRC 1998, 97).

The demographic profile of the 1997 placement class (see Table 2) resembles that of the 1996 class (Mann 1997, 603). The international component of political science job candidates is notable. Non-U.S. citizens from 41 countries comprised 14% of the placement class (see Appendix 1 for country of origin of non-U.S. placement candidates). About two-thirds of the non-U.S. citizens hold temporary visas. The proportion of non-citizens who are permanent U.S. residents increased from 23% in 1996 to 28% in 1997. Among U.S. citizens, the percentage of minority job candidates is nearly the same as in the 1996 survey. The percentage of women in the placement class remained constant (28%). The distribution of major fields for the job candidates is also comparable to that of the 1996 class. The largest percentage of placement candidates specialized in American Government, with comparative politics second and international relations third. Similar to 1996, non-U.S. citizens tended to specialize in different fields from U.S. citizens. Forty-nine percent of the non-U.S. citizens specialized in comparative politics, 28% specialized in interna-

TABLE 1
Trends in Placement

	1997*	1996	1995	1994	1992	1990	1988
Number of job candidates**	1112	984	799	1037	763	823	740
% Repeats	46	46	41	40	33	32	32
% Ph.D.	58	57	56	59	59	59	64
% Women	28	29	28	27	30	26	25

*1997 figures are from 105 departments (81% of all Ph.D. programs, 86% of programs awarding more than an average of three Ph.D.s annually, and 94% of programs awarding more than an average of eight Ph.D.s annually). In 1996, 96 departments responded (76%), 95 departments responded in 1995 (73%), 106 departments in 1994 (81%), 110 departments in 1992 (87%), 118 departments in 1990 (93%), and 115 departments in 1988 (92%).

**Since the large programs have been routinely included among the respondents, weighting for missing case is not necessary.

TABLE 2.
Profile of 1997 Placement Class (N = 1112)

Citizenship	U.S. Citizens	953 (86%)	Non-U.S. Citizens	159 (14%)
	White	837 (88%)	Permanent Resident	45 (28%)
	Minority	95 (10%)	Non-Perm. Resident	108 (68%)
	African American	40 (4%)	NA	6 (4%)
	Latino	18 (2%)	See Appendix 1 for the list of country of origin of international candidates	
	Asian American	20 (2%)		
	Native American	5 (1%)		
	Other	12 (1%)		
	NA	21 (2%)		
Gender	Women	310 (28%)	Men	795 (72%)
Degree	Ph.D.	645 (58%)	ABD	466 (42%)
Fields	Amer. Govt/Public Law	324 (29%)	Public Policy	44 (4%)
	Comparative Politics	290 (26%)	Public Administration	33 (3%)
	International Relations	219 (20%)	Methodology	7 (1%)
	Political Theory	144 (13%)	Other	19 (2%)
			NA	32 (3%)

tional relations, and only 5% specialized in American government (see Table 3).

Placement Success

Table 4 shows that 70% of the 1997 placement class found employment, a better rate than that of the 1996 class (65%). The improvement in placement success was experienced by all types of candidates: Ph.D.s., ABDs, men, women, U.S. citizens, non-U.S. citizens, repeating job seekers, and new job seekers.

Who are the 70% of the graduates who found jobs? Data for the 1997 survey suggest that Ph.D.s, women, minorities, and candidates

TABLE 3
Non-U.S. Citizens in the 1997 Placement Class by Field (%)

American Government	5
Public Policy	3
Comparative Politics	49
International Relations	28
Public Administration	2
Political Theory	7
Methodology	1
Other	2
NA	4
Total	101%*

*Does not add up to 100% due to rounding.

who are U.S. citizens had great placement success overall.

Degree status continues to be the best indicator of placement success. The gap in placement success between Ph.D.s (81%) and ABDs (53%) remained the same as for the 1996 class. This difference persisted for each demographic subgroup (see Table 5). The largest gap in placement success between Ph.D.s and ABDs was for Asian-American doctoral graduates. While 100% of the 14 Asian-American Ph.D.s were placed, only two of the six Asian-American ABDs were placed. Also consistent with previous findings, Ph.D. job candidates not only did better in finding employment overall, but also in securing permanent positions than did ABD placement candidates.

As in 1996, women had a slightly higher rate of placement success: 73% of women and 68% of men were placed in 1997. Women were again more successful than men in finding permanent positions, albeit by a slightly smaller margin than 1996. The gender gap in success rate was, however, much less remarkable than the gap attributable to degree status. Controlling for degree status, the difference in placement success between Ph.D. men and Ph.D. women (80% and 84%, respectively) is much smaller than the difference in placement success between ABD men and ABD women (49% and 60%).

Table 5 shows that the placement success rates of African Americans, Latinos, and Asian Americans in 1997 (73%, 72%, and 80%) were generally comparable to their respective rates in 1996, (77%, 74%, and 83%) and were higher than that of whites (70%). Consistent with the previous year, the overall placement success rate of non-U.S. citizens in the 1997 class (65%) was lower than that of U.S. citizens (70%). However, the non-U.S. doctoral graduates in the 1997 class did better in finding employment than the non-U.S. graduates in the 1996 class, due largely to the improved placement record of male international students (64%, up from 55%). While a considerable proportion of non-U.S. citizens found employment outside

TABLE 4
Placement Success (%)*

	1997	1996	1995	1994	1992	1990	1988
Overall	70	65	72	69	74	72	69
Ph.D.	81	77	85	82	79	78	83
ABD	53	49	56	50	66	63	53
Men	68	62	72	67	73	73	70
Women	73	70	71	74	75	70	67
Placed in Temporary Positions	33	29	34	29	32	21	38
Men	33	30	36	29	34	NA	38
Women	32	26	31	29	28	NA	33

*Placement success measures number placed within each category as a percentage of the total candidates within the respective category.

the United States, the percentage of non-U.S. graduates placed in permanent or temporary positions in the U.S., while still lower compared to that of the U.S. graduates, also increased from the previous year.

Whether political science graduates had been on the job market before did not make much difference to their placement success in 1997. Table 6 shows that while slightly more of all placement candidates who searched for a job before did get placed than those who were new on the market (73% and 69%, respectively), among Ph.D.s the new job seekers were almost equally successful as the candidates who repeated the job search (81% and 83%). Among ABD candidates, those seeking employment for the first time had a higher success rate than did those repeating their job search (57% and 52%). Regardless of degree status, more first-time job seekers were placed in permanent positions than were candidates who were repeating their job search. These results suggest that "getting on the market early and repeating the job search" may not be a good strategy, especially for those seeking permanent employment.

Placement by Fields and Hiring Institutions

Table 7 shows that candidates' placement success varies according to their fields of specialization. Larger proportions of the candidates specializing in public policy and public administration were placed than candidates specializing in other

fields in recent years, especially since 1994. In 1997, graduates in public policy continued to have the greatest success rate (80%), followed by graduates in public administration (76%), American government (73%), political theory (71%), comparative politics (70%), international relations (63%), and methodology (43%). Graduates in the fields of political theory and comparative politics had a higher rate of placement success in 1997 than their counterparts in 1996 (60% and 57%, respectively).

The striking decline in the placement success rates of methodologists since the 1990s is puzzling, especially considering the importance both job seekers and doctoral departments place on quantitative skills/methodology training (see Table 12 and Mann 1998). The downturn in placement success for methodologists will be explored in future placement surveys.

The distribution of jobs according to the field of specialization in 1997 was generally comparable to that in 1996. Candidates in American politics continued to account for the largest portion of successful candidates, followed by those in comparative politics and international relations, which is not surprising since these are the most comprehensive subfields of the discipline (see Table 8). However, such an overall distribution may not apply to international candidates or distinct racial/ethnic groups among U.S. candidates (see Table 5). Among the non-U.S. citizens, more than half of those placed specialized in compara-

tive politics and a quarter of those placed were international relations specialists. Most of the African-American doctoral graduates who found jobs specialized in American government (59%). In contrast, 54% of the placed Latinos, and 44% of the placed Asian Americans, specialized in comparative politics.

The data on placement by the type of hiring institutions for 1997 (see Table 9) differ from that of previous years with respect to the percentage of doctoral graduates placed in Ph.D. departments. The decline in the percentage of job candidates placed in Ph.D. departments in 1997 is largely attributable to the addition of a new "Postdoc" category to the 1997 questionnaire and the 9% of respondents who were coded as "NA"s, meaning the type of hiring institutions was not reported or reported as unknown (such a percentage was negligible in previous years). Since there was no separate category for postdoctorate placement on past questionnaires, perhaps postdocs were reported as placement in Ph.D. departments. Another, less likely, explanation is that there has been a sudden increase in postgraduate fellowships.

The percentage of candidates placed in M.A. departments in 1997 dropped slightly from that in 1996 (from 16% to 14%). The percentage of candidates placed in undergraduate departments in 1997 was comparable to that in previous years, accounting for around three out of ten of the placements. The proportion of non-academic placements increased slightly, from 13% to 15%, and these non-academic positions were taken by candidates from all fields. The non-academic jobs taken by doctoral graduates in 1997 covered a wide array of positions including foreign service officer, attorney, political or research consultant, survey researcher, university administrator, foundation officer, grant proposal writer, city budget director, public relations manager, and high school teacher.

There was some association between graduates' attributes and where they were placed (see Table 5). More African Americans were placed in graduate departments, and more Latinos and Asian Americans

TABLE 5

Placement Experience of 1997 Political Science Doctoral Students by Citizenship, Gender, and Ethnicity (%)*

	U.S. Citizens N = 953					Non-U.S. Citizens N = 159	
	All U.S. Citizens		Minority Candidates			Men N = 121	Women N = 38
	Men N = 674	Women N = 272	African American** N = 40	Latino(a)** N = 18	Asian American** N = 20		
Percent							
In Placement Class	71	29	4	1	2	76	24
Repeating	51	39	30	39	50	41	21
With Ph.D.	60	52	40	35	70	64	50
With ABD	40	48	60	65	30	36	50
Placed	69	73	73	72	80	64	68
In Perm. Position	30	36	45	39	35	16	21
In Temp. Position	34	33	28	33	30	24	29
Outside U.S.	4	4	0	0	15	24	18
Placed with Ph.D.	82	84	87	100	100	71	90
In Perm. Position	36	43	56	33	36	17	32
In Temp. Position	41	38	31	67	43	22	42
Outside U.S.	5	3	0	0	21	32	16
Placed with ABD	49	62	63	64	33	51	47
In Perm. Position	23	29	38	46	33	14	10
In Temp. Position	24	28	25	18	0	28	16
Outside U.S.	2	5	0	0	0	9	21
Percent Placed by Field							
American Govt.	36	34	59	23	38	5	4
Public Policy	4	7	3	8	0	4	4
Comp./Area Studies	22	25	17	54	44	48	62
Int'l Relations	18	14	14	8	1	27	19
Pub. Administration	3	3	0	8	13	4	0
Political Theory	15	13	7	0	0	7	4
Methodology	0	1	0	0	6	0	0
Other	2	2	0	0	0	1	4
NA	0	2	0	0	8	4	4
Percent Placed in							
Ph.D. Dept	23	26	28	23	23	21	37
M.A. Dept	14	14	28	23	8	10	5
Undergrad. Dept.	30	28	14	31	54	31	11
Two-Year College	4	2	0	0	0	0	0
Non-Academic	15	15	14	15	8	7	26
Postdoc***	7	3	10	0	0	15	11
NA	7	12	7	8	8	6	10

*All valid responses.

**Men and women are included in these categories.

***Asked for the first time.

were placed in undergraduate departments, than in other types of institutions in 1997. While a comparable proportion of men and women candidates who are U.S. citizens were placed in non-academic positions, the proportion of international women candidates placed in non-academic positions was much larger than that of international men can-

didates and of U.S. citizens. A larger proportion of international women—albeit a small number—got jobs in Ph.D. departments than in other types of institutions and this proportion was larger than that of other subgroups of candidates, e.g., U.S. men, U.S. women, and international men. Also, a higher percentage of international doctoral graduates

received postdoctoral fellowships than did U.S. candidates.

Plans of U.S. and International Candidates Who Were Not Placed

What did candidates do if they did not secure employment in 1997?

TABLE 6
Placement Experience of 1997 Doctoral Students by Their Status of Repeating the Job Search (%)

	Candidates Repeating the Job Search			New Candidates		
	All N = 497	PhD N = 333	ABD N = 164	All N = 586	PhD N = 301	ABD N = 285
Placed:	73	83	52	69	81	57
Placed in Perm. Position	28	32	19	33	38	27
Placed in Temp. Position	39	45	29	28	32	25
Placed outside U.S.	6	6	4	8	11	5

TABLE 7
Placement Success by Field of Specialization, 1988–97 (%)*

	1997	1996	1995	1994	1992	1990	1988
American Government	73	70	76	74	78	71	74
Public Policy	80	94	82	80	78	74	82
Comparative Politics	70	57	69	69	77	74	63
International Relations	63	64	73	63	68	71	65
Public Administration	76	80	86	79	77	74	77
Political Theory	71	60	56	61	70	61	59
Methodology	43	40	NA	50	50	83	100

*Placement success measures number placed within each category as a percentage of the total candidates within the respective category.

TABLE 8
Distribution of Jobs According to Candidate's Field of Specialization, 1988–97 (%)*

	1997	1996	1995	1994	1992	1990	1988
American Government	31	31	28	31	25	21	23
Public Policy	5	5	6	5	6	6	6
Comparative Politics	27	23	27	25	27	28	26
International Relations	18	20	24	19	23	25	19
Public Administration	3	4	5	4	4	5	6
Political Theory	13	13	9	13	13	10	12
Methodology**	0	0	0	0	0	1	2
Other	2	0	2	3	2	4	7
Total***	101%	101%	100%	100%	101%	100%	101%

*Measures the total number placed from a particular field as a percentage of the total number placed from all fields.

**The percentage is zero due to rounding. The actual percentage is greater than zero but less than 0.5%.

***May not add up to 100% due to rounding.

Table 10 shows that 55% of the U.S. candidates who were not placed in 1997 stayed in school, mostly in part-time jobs or with financial aid. Nine percent of the U.S. candidates who were not placed were unemployed. Fourteen percent of the U.S. candidates who did not secure a position in political science took jobs

outside the profession, such as in a computer business, managing a stereo equipment store, and doing landscape design. This is somewhat worrisome because these jobs are totally unrelated to political science and have little to do with graduate training. While political science graduates who stayed in school or

were unemployed plan to seek employment in the future, it is hard to predict whether and how many of those employed outside the profession will do so, and, to what degree they will be at disadvantage because of their current employment outside of discipline.

Among international candidates who did not get positions in U.S. institutions, half planned to stay in the U.S. and half planned to leave (see Table 10). Among the former, 66% stayed in school, a higher percentage than among the U.S. candidates, and more than in the previous year. While the percentage of international candidates who stayed in school with financial aid remained basically comparable to that of the previous year, more international students stayed in school with part-time positions or managed to stay in school without financial aid. This reflects the fact that a higher proportion of non-U.S. citizens in the 1997 placement class were permanent U.S. residents. Nine percent of international candidates who were not placed took jobs outside the profession and three percent remained unemployed. Among those who were not placed in U.S. institutions and planned to leave or had left the U.S., 41% found academic jobs in their own or other countries, a smaller proportion than in 1996 (64%); 24% found non-academic jobs in their own or other countries (9% in 1996), and 6% were unemployed abroad (4% in 1996). The competition for academic positions seems to be increasing overseas as well.

In the placement survey, the departments were asked whether their

TABLE 9
Placement by Type of Hiring Institutions, 1988–97 (%)*

	1997	1996	1995	1994	1992	1990	1988
Ph.D. Department	24	40	39	42	45	41	40
M.A. Department	14	16	16	14	11	16	17
Undergrad. Department	29	29	30	31	31	32	33
Two Year College	3	2	2	2	2	2	2
Non Academic	15	13	13	11	10	10	8
Post Doc**	6	—	—	—	—	—	—
NA	9	—	—	—	—	—	—
Total***	100%	100%	100%	100%	99%	101%	100%

*Measures the total number placed in a particular type of hiring institution as a percentage of the total number placed.

**Asked for the first time in 1997.

***May not add up to 100% due to rounding.

TABLE 10
Plans of 1997 Doctoral Candidates Not Placed in U.S. Institutions (%)

U.S. Candidates Not Placed N = 249		Non-U.S. Candidates Who Plan to Stay in U.S. N = 35		Non-U.S. Candidates Who Plan to Leave/Have Left U.S. N = 34	
Stay in School with Part-Time Position	21	Stay in School with Part-Time Position	20	Return to Own Country for Academic Job	35
Stay in School with Financial Aid	20	Stay in School with Financial Aid	17	Return to Own Country for Non-Academic Job	21
Stay in School without Financial Aid	14	Stay in School without Financial Aid	29	Go to Another Country for Academic Job	6
Take Job Outside Profession	14	Take Job Outside Profession	9	Go to Another Country for Non Academic Job	3
Unemployed	9	Unemployed	3	Unemployed	6
Status Uncertain/NA	23	Status Uncertain/NA	23	Status Uncertain/NA	29
Total	101%	Total	101%	Total	100%

TABLE 11
Ph.D. Departments' Evaluation of Placement (% , N = 105)

	Larger or Better	About the Same	Smaller or Worse	Not Sure	NA
Expected Size of Next Placement Class	22	59	9	5	5
Job Prospects Compared to Past Years	14	55	20	4	7
Placement Experience of Int'l Candidates Compared to that of U.S. Candidates	9	31	15	13	32
Interest Shown in Non Academic Position Compared to Past Years	18	59	8	8	7

graduate students were showing a greater interest in taking non-academic positions in government, industry, research, or other applied settings compared to students in previous years. While more departments responded positively to this question in the 1997 placement

survey (18% of the 105 departments) than in the 1996 survey (13% of the 96 departments), fewer than one-fifth of the departments reported taking steps to prepare or help graduates look for non-academic careers (see Table 11).

Job Prospects, Challenges, and Departmental Responses

The increase in overall placement success for this year's job seekers conforms with the prediction made in the 1997 placement report that

job prospects would be somewhat better than for the 1995–96 class (Mann 1997, 608–09). Job listings in *APSA's Personnel Service Newsletter* increased from 720 in 1996–97 to 806 in 1997–98 (see Appendix 2). Slightly fewer departments expected the size of their 1998 placement classes to be larger in 1997 (22% of the 105 departments) than in the 1996 survey (25% of the 96 depart-

1997 job seekers than by 1996 job seekers.

While the overall placement success rate increased from 65% to 70%, this was due largely to more candidates getting hired in temporary positions. The proportion of job candidates employed in temporary positions increased from 29% in 1996 to 33% in 1997, while the proportion of those receiving perma-

with temporary positions in higher education (Wilson 1998) are borne out, political science graduate advisors and Ph.D. students need to be prepared for the new higher education job market and be prepared to consider non-faculty positions.

Facing such a changing market, many departments are reporting changes in their programs designed to help make their graduates em-

TABLE 12
Changes Being Made in Doctoral Programs to Help Graduates Find Jobs (%)*

Number of responses = 82

Increasing teacher training and teaching experience	24
Providing research training and opportunities	4
Promoting publications and conference presentations	6
Changing subfields and curriculum	15
Strengthening quantitative skills/methodology training and requirements	9
Modification of requirements to shorten time to degree	7
Reducing size of doctoral program and increasing funding for students in the program	5
Increasing placement support, e.g., more information on careers and job market, workshops/forums on professional skills and job search strategy, practice job talks, department posting job openings, helping students develop homepages and post chapters of dissertation to the web, faculty making contacts for students, reaching out to prospective employers	22
Introducing and encouraging the acceptance of non-academic jobs	9

*52 departments responded that changes are being made, 44 departments responded that changes are not being made, and 9 departments did not respond to this question.

APPENDIX 1
Country of Origin of all Non-U.S. Placement Candidates

(N = 159; Countries = 41)

Korea	25
China	20
India	12
Britain	8
Canada	7
Turkey	6
Mexico, Germany, Iran	5*
Japan, Brazil	4*
Poland, Russia, Taiwan, Algeria, Ghana, Greece	3*
Saudi Arabia, Australia, France, Malaysia, Philippines, Sweden, Hong Kong, Argentina, Israel	2*
South Africa, Switzerland, Belgium, Italy, Lebanon, Nigeria, Cyprus, Ethiopia, Netherlands, Pakistan, Nepal, Malagasy Republic, Austria, Romania, Chile, Sudan, Palestine, Indonesia, Zambia, Ecuador, Somalia, Thailand	1*

*Same number of candidates for each country.

ments) (see Table 11). If this trend of more jobs and fewer candidates continues, the job market for the 1998 placement class may be more comparable to that experienced by

ment positions remained comparable. If the growth in the number of temporary placement persists, and if the predictions of a steady replacement of tenure-track faculty by faculty

ployable in 1997. Fifty-two (50%) of the 105 departments reported a variety of activities, ranging from increasing teacher training to providing research opportunities, and promoting publications and presentations to strengthening quantitative/methodology training, aimed at preparing students for the more competitive academic job market (see Table 12). Other changes, like modifying requirements to shorten time to degree, reducing the size of the doctoral program, increasing placement support, and providing guidance about non-faculty positions, may assist doctoral graduates in their search for non-faculty as well as faculty positions. But Ph.D. departments and professional organizations can do more to assist graduate political science students. In a recent report on a special survey that examines the employment search and outcomes of recent Ph.D.s (funded by the National Science Foundation and coordinated by the Commission on Professionals

APPENDIX 2
Number of First Listings in
PSN

	AY 95-96	AY 96-97	AY 97-98
Sept.	73	104	100
Oct.	73	83	91
Nov.	90	83	119
Dec.	64	86	98
Jan.	56	70	58
Feb.	34	47	46
Mar.	33	41	59
April	29	25	25
May	25	17	16
June	13	14	15
July	33	22	38
Aug.	93	128	141
Total	616	720	806

in Science and Technology), possible initiatives identified are: reducing the number of Ph.D.s, creating a professional climate supporting non-faculty careers, and increasing employment information and networks (Mann 1998, 605-07). These initiatives would be welcomed by recent political science graduates based on their own job search experiences and deserve serious consideration by Ph.D. departments.

Notes

* Data entry was made by Polly Leonard. Polly Leonard and Darren Isom assisted in preparing the tables. Sheilah Mann and Catherine Rudder suggested revisions and additions to the report.

References

- Mann, Sheilah. 1997. "Placement of Political Science Doctoral Students in 1996: Degrees Matter." *PS: Political Science and Politics* 30(September): 602-10.
- . 1998. "Finding Jobs in Political Science: 1996 Placement Candidates Report on Their Employment Search and Outcomes." *PS: Political Science and Politics* 31(September): 591-608.
- National Research Council. 1998. *Summary Report 1996: Doctorate Recipients from United States Universities*. Washington, DC: National Academy Press.
- Wilson, Robin. 1998. "Contracts Replace the Tenure Track for a Growing Number of Professors." *The Chronicle of Higher Education*, June 12.