

Career Choices for PhDs

Module 2: Building an Actionable Career Plan

If you're interested in learning about the evidence-based research on career choices for PhDs, below are four optional readings you can explore.

1. "An evidence-based evaluation of transferable skills and job satisfaction for science PhDs" by Sinche et al. in PLOS One <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0185023>

This article explores the transferable skills of science PhDs, encouraging trainees to recognize those skills and advocate for increasing resources to identify and support any skills gaps. Furthermore, this paper explores the satisfaction of PhDs in research-intensive and non-research-intensive careers.

2. "Diversity Exiting the Academy: Influential Factors for the Career Choice of Well-Represented and Underrepresented Minority Scientists" by Layton et al. in CBE Life Science

Education <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5008888/>

This paper identified numerous factors that were critical for career choice for well-represented and underrepresented minority scientists. Comparing and contrasting these factors might reveal why underrepresented candidates are leaving the academy.

3. "Career Development among American Biomedical Postdocs" by Gibbs, McGready, and Griffin in CBE Life Science

Education <https://www.ncbi.nlm.nih.gov/pubmed/26582238>

This article examines the career development of postdocs using a 2012 national survey. Compared to entering the PhD program, postdocs indicated, on average, an increase in knowledge of career options but a decrease in clarity of their career goals.

4. "What Do I Want to Be with My PhD? The Roles of Personal Values and Structural Dynamics in Shaping the Career Interests of Recent Biomedical Science PhD Graduates" by Gibbs and Griffin in CBE Life Science

Education <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3846521/>

Researchers identified that personal values were critically important in the career-interest formation process. Those factors which shaped career interests differed between those with a high interest in faculty careers and those with a low interest in faculty careers.