2019 CGS PhD Career Pathways Student Survey Results

As with the 2018 survey, the 2019 CGS Career Pathways Student Survey collected responses from PhD students on career aspirations, professional development, financial concerns, academic programs and advising. The administration report and data summary tables describe more detail about survey administration, e.g., the study population and response rates, and frequencies of each survey question.[1] Below are highlights of the 2019 survey, compared to results of the 2018 survey.

- A greater proportion, more than half of respondents reported having fellowship (67%) and/or teaching assistantship (58%) as sources of financial support for their graduate education in the 2018-19 academic year, compared to 48% of respondents reported having fellowship and 50% reported having teaching assistantship in the 2017-18 academic year.

- Over two-thirds (68%) of respondents indicated that research universities are very desirable or extremely desirable sector for their job immediately after graduation, similar to that in the 2018 survey (67%). Forty-two percent of respondents chose business/for-profit company as the second desirable sector in 2018 and 2019.

- Opportunity for advancement (79%), work-life balance (76%) and intellectual challenge (76%) are among the top very or extremely important factors in doctoral graduates' decision to select their first job after graduation, compared to 81%, 77%, and 83% respectively in 2018. In contrast, prestige of employer (35%) and prestige of position/job title (36%) are the least important factors in their decisions for their first job after graduation, similar to that in 2018 for both factors (36%).

- Over half of respondents reported participation in teaching preparation (56%) and in academic writing at a PhD program sponsored opportunity (53%) since starting their doctoral program. In 2018, 51% of respondents indicated participating in teaching preparation at a PhD program sponsored opportunity. Academic writing was not asked as an option in 2018. About forty percent (41%) of respondents indicated that they plan to participate in academic writing at a PhD program sponsored opportunity during the remainder of their doctorate program.

- When asked about how well prepared they are in some attributes, behaviors and skills, close to half of (45%) respondents indicated that they are poorly or very poorly prepared in grant writing, and over one third (34%) indicated that in personal stress management. In 2018, similar percentage of (44%) respondents reported poorly or very poorly prepared in grant writing and personal stress management was not asked as an option for this question.

- Most respondents have concerns about money lately (68%), are on track to complete their degree program on time (76%), are well prepared for the work required to complete their program (80%), agree that their academic work is meaningful (86%) and stretches and challenges them intellectually (92%), and are satisfied with the mentorship and advising received in their program (73%). Responses in 2018 are the same or similar (71%, 76%, 81%, 86%, 92%, and 72% respectively).

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[1] https://www.ucop.edu/institutional-research-academic-planning//services/survey-services/PCPS.html

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- Most respondents are satisfied with their advisors. They at least slightly agree that their advisor allows them to set their own priorities (84%), seem genuinely interested in their personal wellbeing (79%), are actively involved in their academic training (76%), and are an asset to their career and professional development (82%). Percentages are the same in 2018.

- About half of (51%) respondents indicated that tenure-track faculty position is their ultimate career goal and about one-quarter (24%) wanted to choose non-academic position instead, compared to 54% and 22% respectively in 2018.

CGS Career Pathways Student Survey 2019 Responses

Note: This analysis includes PhD students' responses only.

Select the statement that best describes you.

I am actively seeking post-graduation employment options	2,759	20%
I am not actively seeking post-graduation employment options but will be in the 2019/2020 academic year	4,114	30%
I am not actively seeking post-graduation employment options but will not be in the 2019/2020 academic year	6,706	49%
Total	13,579	100%

Please indicate which of the following is a source of financial support for you for your graduate education this academic year (2018-19). (Select all that apply)

	Selected	Not selected	Total	Selected	Not selected	Total
Fellowship, scholarship	9,112	4,528	13,640	67%	33%	100%
Grant	3,360	10,280	13,640	25%	75%	100%
Teaching assistantship	7,957	5,683	13,640	58%	42%	100%
Research assistantship	5,323	8,317	13,640	39%	61%	100%
Other assistantship	403	13,237	13,640	3%	97%	100%
Traineeship	488	13,152	13,640	4%	96%	100%
Tuition remission or other discounts as part of fellowship, scholarship, traineeship, or assistantship	3,532	10,108	13,640	26%	74%	100%
Internship, clinical residency	200	13,440	13,640	1%	99%	100%
Loans (federal)	664	12,976	13,640	5%	95%	100%
Loans (from any non-federal sources)	179	13,461	13,640	1%	99%	100%
Personal savings	2,589	11,051	13,640	19%	81%	100%
Personal earnings during graduate school (other than sources listed above)	1,200	12,440	13,640	9%	91%	100%
Spouse's, partner's, and/or family earnings or savings	1,991	11,649	13,640	15%	85%	100%
Employer reimbursement assistance (other than sources listed above)	90	13,550	13,640	1%	99%	100%
Foreign (non-U.S.) support (other than sources listed above)	223	13,417	13,640	2%	98%	100%
Other (if any, please specify)	229	13,411	13,640	2%	98%	100%

Indicate how desirable the following work activities are for the job that you would like to get immediately after earning your PhD degree.

	Not at all desirable	Slightly desirable	Moderately desirable	Very desirable	Extremely desirable	Total	Not at all desirable	Slightly desirable	Moderately desirable	Very desirable	Extremely desirable	Total
Basic research study directed toward gaining knowledge primarily for its own sake	909	1,543	3,111	3,986	3,647	13,196	7%	12%	24%	30%	28%	100%
Applied research study directed toward gaining knowledge to meet a recognized need	339	816	2,327	4,873	4,867	13,222	3%	6%	18%	37%	37%	100%
Development using knowledge gained from research	1,844	1,948	3,018	3,787	2,540	13,137	14%	15%	23%	29%	19%	100%
Managing or supervising people	1,769	2,848	4,499	2,812	1,195	13,123	13%	22%	34%	21%	9%	100%
Managing projects	1,186	2,038	4,237	3,870	1,799	13,130	9%	16%	32%	29%	14%	100%
Professional services (e.g., health care, counseling, financial services, legal services)	5,424	2,928	2,492	1,487	783	13,114	41%	22%	19%	11%	6%	100%
Higher education administration (e.g., student affairs, advising, program coordination)	5,383	3,132	2,660	1,316	640	13,131	41%	24%	20%	10%	5%	100%
Teaching	1,190	2,144	3,477	3,412	2,982	13,205	9%	16%	26%	26%	23%	100%
Other (if any, please specify)	2,449	250	891	406	544	4,540	54%	6%	20%	9%	12%	100%

Indicate your preferences for the following employment sectors for the job that you would like to get immediately after earning your PhD degree.

	Not at all desirable	Slightly desirable	Moderately desirable	Very desirable	Extremely desirable	Total	Not at all desirable	Slightly desirable	Moderately desirable	Very desirable	Extremely desirable	Total
Research university	792	1,154	2,318	3,492	5,396	13,152	6%	9%	18%	27%	41%	100%
Master's/Regional university	3,700	2,413	3,294	2,284	1,249	12,940	29%	19%	25%	18%	10%	100%
Liberal arts college	4,048	2,069	2,628	2,195	2,032	12,972	31%	16%	20%	17%	16%	100%
Community or two-year college	5,012	3,030	2,791	1,367	760	12,960	39%	23%	22%	11%	6%	100%
Preschool, elementary, middle, secondary school or school system	8,503	2,595	1,333	359	151	12,941	66%	20%	10%	3%	1%	100%
U.S. federal/national government (including various federal agencies and military)	3,023	2,286	3,679	2,597	1,409	12,994	23%	18%	28%	20%	11%	100%
U.S. state or local government	3,541	2,759	3,626	2,074	977	12,977	27%	21%	28%	16%	8%	100%
Non-U.S. (foreign) government	6,121	2,629	2,578	1,089	520	12,937	47%	20%	20%	8%	4%	100%
Not-for-profit organization or Non-governmental organization	2,304	2,763	4,349	2,505	1,066	12,987	18%	21%	33%	19%	8%	100%
Business/For-profit company	2,419	2,094	3,059	3,275	2,171	13,018	19%	16%	23%	25%	17%	100%
Self-employed	5,753	2,806	2,446	1,204	738	12,947	44%	22%	19%	9%	6%	100%

How important will the following factors be in your decision to select your first job immediately following your PhD graduation?

	Not Important	Slightly Important	Moderately Important	Very Important	Extremely Important	Total	Not Important	Slightly Important	Moderately Important	Very Important	Extremely Important	Total
Salary	121	587	3,611	5,341	3,458	13,118	1%	4%	28%	41%	26%	100%
Benefits	127	532	3,039	5,690	3,707	13,095	1%	4%	23%	43%	28%	100%
Job security	201	750	3,407	5,139	3,601	13,098	2%	6%	26%	39%	27%	100%
Job location	240	727	2,991	5,092	4,063	13,113	2%	6%	23%	39%	31%	100%
Opportunity for advancement	131	366	2,190	5,530	4,891	13,108	1%	3%	17%	42%	37%	100%
Intellectual challenge	100	422	2,596	5,590	4,405	13,113	1%	3%	20%	43%	34%	100%
Level of responsibility	255	793	5,078	5,312	1,632	13,070	2%	6%	39%	41%	12%	100%
Degree of independence	143	784	4,031	5,358	2,770	13,086	1%	6%	31%	41%	21%	100%
Contribution to society	241	733	3,131	4,854	4,146	13,105	2%	6%	24%	37%	32%	100%
Work-life balance	172	559	2,368	5,109	4,902	13,110	1%	4%	18%	39%	37%	100%
Prestige of employer	1,020	2,213	5,172	3,323	1,356	13,084	8%	17%	40%	25%	10%	100%
Prestige of position/job title	911	2,218	5,271	3,289	1,388	13,077	7%	17%	40%	25%	11%	100%

Please rate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
I have a sense of direction for my career post-graduation.	383	1,161	2,706	6,211	2,677	13,138	3%	9%	21%	47%	20%	100%
My PhD program has been preparing me for the career I want post-graduation.	608	1,264	4,004	5,331	1,923	13,130	5%	10%	30%	41%	15%	100%
My PhD program has been supportive of my desired post-graduation career.	437	821	3,879	5,460	2,525	13,122	3%	6%	30%	42%	19%	100%

In what types of professional development opportunities have you participated in since starting your doctorate program? (Select all that apply)

	Selected	Not selected	Total	Selected	Not selected	Total
Leadership - At a PhD program sponsored opportunity	3,414	10,226	13,640	25%	75%	100%
Leadership - At an institution sponsored opportunity	2,801	10,839	13,640	21%	79%	100%
Leadership - At an opportunity outside of the institution	2,405	11,235	13,640	18%	82%	100%
Grant writing - At a PhD program sponsored opportunity	4,479	9,161	13,640	33%	67%	100%
Grant writing - At an institution sponsored opportunity	1,947	11,693	13,640	14%	86%	100%

	Selected	Not selected	Total	Selected	Not selected	Total
Grant writing - At an opportunity outside of the institution	1,046	12,594	13,640	8%	92%	100%
Project management - At a PhD program sponsored opportunity	3,771	9,869	13,640	28%	72%	100%
Project management - At an institution sponsored opportunity	1,464	12,176	13,640	11%	89%	100%
Project management - At an opportunity outside of the institution	1,500	12,140	13,640	11%	89%	100%
Teaching preparation - At a PhD program sponsored opportunity	7,617	6,023	13,640	56%	44%	100%
Teaching preparation - At an institution sponsored opportunity	3,570	10,070	13,640	26%	74%	100%
Teaching preparation - At an opportunity outside of the institution	1,128	12,512	13,640	8%	92%	100%
Quantitative literacy/Data analytics - At a PhD program sponsored opportunity	5,973	7,667	13,640	44%	56%	100%
Quantitative literacy/Data analytics - At an institution sponsored opportunity	2,039	11,601	13,640	15%	85%	100%
Quantitative literacy/Data analytics - At an opportunity outside of the institution	1,244	12,396	13,640	9%	91%	100%
Research ethics/Scholarly integrity - At a PhD program sponsored opportunity	6,382	7,258	13,640	47%	53%	100%
Research ethics/Scholarly integrity - At an institution sponsored opportunity	2,564	11,076	13,640	19%	81%	100%
Research ethics/Scholarly integrity - At an opportunity outside of the institution	765	12,875	13,640	6%	94%	100%
Entrepreneurship - At a PhD program sponsored opportunity	928	12,712	13,640	7%	93%	100%
Entrepreneurship - At an institution sponsored opportunity	1,081	12,559	13,640	8%	92%	100%
Entrepreneurship - At an opportunity outside of the institution	1,218	12,422	13,640	9%	91%	100%
Communication - At a PhD program sponsored opportunity	4,693	8,947	13,640	34%	66%	100%
Communication - At an institution sponsored opportunity	2,756	10,884	13,640	20%	80%	100%
Communication - At an opportunity outside of the institution	2,053	11,587	13,640	15%	85%	100%
Public speaking - At a PhD program sponsored opportunity	5,739	7,901	13,640	42%	58%	100%
Public speaking - At an institution sponsored opportunity	2,888	10,752	13,640	21%	79%	100%
Public speaking - At an opportunity outside of the institution	2,540	11,100	13,640	19%	81%	100%
Networking - At a PhD program sponsored opportunity	4,949	8,691	13,640	36%	64%	100%

	Selected	Not selected	Total	Selected	Not selected	Total
Networking - At an institution sponsored opportunity	3,757	9,883	13,640	28%	72%	100%
Networking - At an opportunity outside of the institution	3,578	10,062	13,640	26%	74%	100%
Diversity/Multicultural competency - At a PhD program sponsored opportunity	3,805	9,835	13,640	28%	72%	100%
Diversity/Multicultural competency - At an institution sponsored opportunity	3,172	10,468	13,640	23%	77%	100%
Diversity/Multicultural competency - At an opportunity outside of the institution	1,829	11,811	13,640	13%	87%	100%
Digital literacy - At a PhD program sponsored opportunity	2,782	10,858	13,640	20%	80%	100%
Digital literacy - At an institution sponsored opportunity	1,623	12,017	13,640	12%	88%	100%
Digital literacy - At an opportunity outside of the institution	1,183	12,457	13,640	9%	91%	100%
Academic writing - At a PhD program sponsored opportunity	7,202	6,438	13,640	53%	47%	100%
Academic writing - At an institution sponsored opportunity	2,618	11,022	13,640	19%	81%	100%
Academic writing - At an opportunity outside of the institution	1,168	12,472	13,640	9%	91%	100%
Career preparation - At a PhD program sponsored opportunity	3,708	9,932	13,640	27%	73%	100%
Career preparation - At an institution sponsored opportunity	3,074	10,566	13,640	23%	77%	100%
Career preparation - At an opportunity outside of the institution	1,428	12,212	13,640	10%	90%	100%
Study abroad - At a PhD program sponsored opportunity	1,078	12,562	13,640	8%	92%	100%
Study abroad - At an institution sponsored opportunity	667	12,973	13,640	5%	95%	100%
Study abroad - At an opportunity outside of the institution	885	12,755	13,640	6%	94%	100%
International travel seminar or study tour - At a PhD program sponsored opportunity	1,739	11,901	13,640	13%	87%	100%
International travel seminar or study tour - At an institution sponsored opportunity	815	12,825	13,640	6%	94%	100%
International travel seminar or study tour - At an opportunity outside of the institution	1,003	12,637	13,640	7%	93%	100%
Research or field work abroad - At a PhD program sponsored opportunity	2,673	10,967	13,640	20%	80%	100%
Research or field work abroad - At an institution sponsored opportunity	1,079	12,561	13,640	8%	92%	100%
Research or field work abroad - At an opportunity outside of the institution	1,360	12,280	13,640	10%	90%	100%

In what types of professional development opportunities do you plan to participate in during the remainder of your doctorate program? (Select all that apply)

	Selected	Not selected	Total	Selected	Not selected	Total
Leadership - At a PhD program sponsored opportunity	3,968	9,672	13,640	29%	71%	100%
Leadership - At an institution sponsored opportunity	2,925	10,715	13,640	21%	79%	100%
Leadership - At an opportunity outside of the institution	1,844	11,796	13,640	14%	86%	100%
Grant writing - At a PhD program sponsored opportunity	5,034	8,606	13,640	37%	63%	100%
Grant writing - At an institution sponsored opportunity	3,075	10,565	13,640	23%	77%	100%
Grant writing - At an opportunity outside of the institution	1,202	12,438	13,640	9%	91%	100%
Project management - At a PhD program sponsored opportunity	3,698	9,942	13,640	27%	73%	100%
Project management - At an institution sponsored opportunity	2,289	11,351	13,640	17%	83%	100%
Project management - At an opportunity outside of the institution	1,453	12,187	13,640	11%	89%	100%
Teaching preparation - At a PhD program sponsored opportunity	4,770	8,870	13,640	35%	65%	100%
Teaching preparation - At an institution sponsored opportunity	2,988	10,652	13,640	22%	78%	100%
Teaching preparation - At an opportunity outside of the institution	1,161	12,479	13,640	9%	91%	100%
Quantitative literacy/Data analytics - At a PhD program sponsored opportunity	4,217	9,423	13,640	31%	69%	100%
Quantitative literacy/Data analytics - At an institution sponsored opportunity	2,522	11,118	13,640	18%	82%	100%
Quantitative literacy/Data analytics - At an opportunity outside of the institution	1,515	12,125	13,640	11%	89%	100%
Research ethics/Scholarly integrity - At a PhD program sponsored opportunity	3,452	10,188	13,640	25%	75%	100%
Research ethics/Scholarly integrity - At an institution sponsored opportunity	1,856	11,784	13,640	14%	86%	100%
Research ethics/Scholarly integrity - At an opportunity outside of the institution	854	12,786	13,640	6%	94%	100%
Entrepreneurship -At a PhD program sponsored opportunity	1,665	11,975	13,640	12%	88%	100%
Entrepreneurship -At an institution sponsored opportunity	1,621	12,019	13,640	12%	88%	100%
Entrepreneurship - At an opportunity outside of the institution	1,413	12,227	13,640	10%	90%	100%
Communication - At a PhD program sponsored opportunity	3,750	9,890	13,640	27%	73%	100%

	Selected	Not selected	Total	Selected	Not selected	Total
Communication - At an institution sponsored opportunity	2,865	10,775	13,640	21%	79%	100%
Communication - At an opportunity outside of the institution	1,903	11,737	13,640	14%	86%	100%
Public speaking - At a PhD program sponsored opportunity	4,568	9,072	13,640	33%	67%	100%
Public speaking - At an institution sponsored opportunity	3,248	10,392	13,640	24%	76%	100%
Public speaking - At an opportunity outside of the institution	2,375	11,265	13,640	17%	83%	100%
Networking - At a PhD program sponsored opportunity	4,892	8,748	13,640	36%	64%	100%
Networking - At an institution sponsored opportunity	4,009	9,631	13,640	29%	71%	100%
Networking - At an opportunity outside of the institution	3,484	10,156	13,640	26%	74%	100%
Diversity/Multicultural competency - At a PhD program sponsored opportunity	2,902	10,738	13,640	21%	79%	100%
Diversity/Multicultural competency - At an institution sponsored opportunity	2,505	11,135	13,640	18%	82%	100%
Diversity/Multicultural competency - At an opportunity outside of the institution	1,660	11,980	13,640	12%	88%	100%
Digital literacy - At a PhD program sponsored opportunity	2,353	11,287	13,640	17%	83%	100%
Digital literacy - At an institution sponsored opportunity	1,628	12,012	13,640	12%	88%	100%
Digital literacy - At an opportunity outside of the institution	1,039	12,601	13,640	8%	92%	100%
Academic writing - At a PhD program sponsored opportunity	5,655	7,985	13,640	41%	59%	100%
Academic writing - At an institution sponsored opportunity	3,175	10,465	13,640	23%	77%	100%
Academic writing - At an opportunity outside of the institution	1,492	12,148	13,640	11%	89%	100%
Career preparation - At a PhD program sponsored opportunity	4,785	8,855	13,640	35%	65%	100%
Career preparation - At an institution sponsored opportunity	4,219	9,421	13,640	31%	69%	100%
Career preparation - At an opportunity outside of the institution	1,755	11,885	13,640	13%	87%	100%
Study abroad - At a PhD program sponsored opportunity	1,682	11,958	13,640	12%	88%	100%
Study abroad - At an institution sponsored opportunity	1,087	12,553	13,640	8%	92%	100%
Study abroad - At an opportunity outside of the institution	838	12,802	13,640	6%	94%	100%

	Selected	Not selected	Total	Selected	Not selected	Total
International travel seminar or study tour - At a PhD program sponsored opportunity	2,446	11,194	13,640	18%	82%	100%
International travel seminar or study tour - At an institution sponsored opportunity	1,469	12,171	13,640	11%	89%	100%
International travel seminar or study tour - At an opportunity outside of the institution	1,247	12,393	13,640	9%	91%	100%
Research or field work abroad - At a PhD program sponsored opportunity	3,169	10,471	13,640	23%	77%	100%
Research or field work abroad - At an institution sponsored opportunity	1,813	11,827	13,640	13%	87%	100%
Research or field work abroad - At an opportunity outside of the institution	1,657	11,983	13,640	12%	88%	100%

How well prepared do you feel you are in the following attributes, behaviors, and skillsets?

	Very Poorly	Poorly	Well	Very Well	Excellently	Total	Very Poorly	Poorly	Well	Very Well	Excellently	Total
Applying research methodologies, tools, and techniques appropriately	86	646	4,491	4,808	2,236	12,267	1%	5%	37%	39%	18%	100%
Grant writing	1,253	4,238	4,746	1,452	439	12,128	10%	35%	39%	12%	4%	100%
Developing new ideas, processes, or products, which are rooted in research	212	1,510	4,914	3,891	1,704	12,231	2%	12%	40%	32%	14%	100%
Critically analyzing and evaluating findings and results	74	569	4,089	4,878	2,645	12,255	1%	5%	33%	40%	22%	100%
Demonstrating a theoretical and practical understanding of your subject area and its wider research context	87	725	4,453	4,692	2,305	12,262	1%	6%	36%	38%	19%	100%
Working constructively with colleagues, acknowledging their contribution	81	388	3,607	5,370	2,824	12,270	1%	3%	29%	44%	23%	100%
Influencing others, providing direction and encouraging contributions from others	143	1,325	5,092	4,060	1,619	12,239	1%	11%	42%	33%	13%	100%
Communicating ideas clearly and persuasively in writing, such as in journal articles, grant proposals, or reports	153	1,321	5,201	3,945	1,637	12,257	1%	11%	42%	32%	13%	100%
Communicating ideas clearly and persuasively when speaking to others one-on-one or in groups	119	1,099	4,902	4,329	1,813	12,262	1%	9%	40%	35%	15%	100%
Conducting research in an ethical manner	66	266	2,918	5,056	3,923	12,229	1%	2%	24%	41%	32%	100%
Awareness of your own cultural values and biases	116	629	4,441	4,739	2,329	12,254	1%	5%	36%	39%	19%	100%
Valuing others' worldviews	82	368	3,535	5,173	3,085	12,243	1%	3%	29%	42%	25%	100%
Using culturally appropriate interpersonal skills	113	764	4,683	4,476	2,169	12,205	1%	6%	38%	37%	18%	100%
Personal stress management	982	3,154	5,131	2,279	743	12,289	8%	26%	42%	19%	6%	100%

Do you identify as:	Male	Female	Gender non-binary	Another gender not listed	Total	Male	Female	Gender non-binary	Another gender not listed	Total
	6,357	6,097	189	25	12,668	50%	48%	1%	0%	100%

What is your U.S. citizenship status?	U.S. citizen	Permanent U.S. resident	Temporary resident	Total	U.S. citizen	Permanent U.S. resident	Temporary resident	Total
	8,413	281	3,981	12,675	66%	2%	31%	100%

Are you Hispanic or Latinx?	Yes	No	Total	Yes	No	Total
	1,279	7,361	8,640	15%	85%	100%

What is your racial background? (Select all that apply)	Selected	Not selected	Total	Selected	Not selected	Total
American Indian/Alaska Native	248	13,392	13,640	2%	98%	100%
Native Hawaiian or other Pacific Islande	90	13,550	13,640	1%	99%	100%
Asian	1,713	11,927	13,640	13%	87%	100%
Black or African American	425	13,215	13,640	3%	97%	100%
White	6,273	7,367	13,640	46%	54%	100%

What is the highest educational attainment of any of your parents/guardians?	No formal schooling	Less than high school graduate	High school graduate /GED	Some college	Associate's degree	Bachelor's degree	Master's degree	Professional degree	Doctoral degree	Not applicable /unknown	Total
	132	575	1,234	881	406	3,202	3,061	1,165	1,919	39	12,614
	1%	5%	10%	7%	3%	25%	24%	9%	15%	0%	100%

Below are statements with which you may agree or disagree. Indicate your agreement or disagreement with each item by selecting the appropriate response.

	Strongly disagree	Disagree	Slightly disagree	Neither agree or disagree	Slightly agree	Agree	Strongly agree	Total	Strongly disagree	Disagree	Slightly disagree	Neither agree or disagree	Slightly agree	Agree	Strongly agree	Total
I'm confident about my financial situation.	1,611	1,577	1,720	1,686	2,379	2,276	775	12,024	13%	13%	14%	14%	20%	19%	6%	100%
I can get by financially without having to cut back on too many of the things that are important to me.	1,583	1,560	1,672	1,396	2,232	2,671	874	11,988	13%	13%	14%	12%	19%	22%	7%	100%
I've been concerned about money lately.	504	1,234	758	1,351	2,455	2,586	3,138	12,026	4%	10%	6%	11%	20%	22%	26%	100%
I'm on track to complete my degree program on time.	275	483	663	1,481	1,895	4,734	2,489	12,020	2%	4%	6%	12%	16%	39%	21%	100%
I'm well prepared for the work required to complete my program.	156	300	662	1,291	2,670	4,884	2,050	12,013	1%	2%	6%	11%	22%	41%	17%	100%
I'm upbeat about my post-graduation career prospects.	568	868	1,200	2,209	2,562	3,165	1,418	11,990	5%	7%	10%	18%	21%	26%	12%	100%
I'm not very engaged by my day-to-day work.	1,906	4,013	1,826	1,568	1,360	937	397	12,007	16%	33%	15%	13%	11%	8%	3%	100%
I have the space and the resources I need in the university to succeed academically.	412	555	897	1,178	2,418	4,687	1,879	12,026	3%	5%	7%	10%	20%	39%	16%	100%
My academic work is meaningful and inspires me.	149	234	421	848	2,238	4,739	3,393	12,022	1%	2%	4%	7%	19%	39%	28%	100%
My academic work stretches and challenges me intellectually.	78	101	190	593	1,464	5,268	4,320	12,014	1%	1%	2%	5%	12%	44%	36%	100%
I'm satisfied with the mentorship and advising I receive in my program.	586	703	921	989	2,077	4,043	2,709	12,028	5%	6%	8%	8%	17%	34%	23%	100%
I'm satisfied with the career support I receive in my program.	672	1,021	1,320	2,277	2,520	3,149	1,054	12,013	6%	8%	11%	19%	21%	26%	9%	100%

Do you have an advisor?	Yes	No	Total	Yes	No	Total
	11,466	965	12,431	92%	8%	100%

(If yes) My advisor

	Strongly disagree	Disagree	Slightly disagree	Neither agree or disagree	Slightly agree	Agree	Strongly agree	Total	Strongly disagree	Disagree	Slightly dsiagree	Neither agree or disagree	Slightly agree	Agree	Strongly agree	Total
is a real mentor to me.	478	605	554	1,195	1,655	3,000	3,383	10,870	4%	6%	5%	11%	15%	28%	31%	100%
doesn't really advocate for me.	3,548	3,254	1,084	1,458	583	538	388	10,853	33%	30%	10%	13%	5%	5%	4%	100%
allows me to set my own priorities.	202	222	365	938	1,547	4,060	3,539	10,873	2%	2%	3%	9%	14%	37%	33%	100%
provides advice and resources in support of my goals and ambitions.	304	412	459	1,106	1,829	3,607	3,167	10,884	3%	4%	4%	10%	17%	33%	29%	100%
helps me find other mentors and sponsors.	514	803	787	2,126	1,705	2,773	2,147	10,855	5%	7%	7%	20%	16%	26%	20%	100%
seems genuinely interested in my personal well-being.	339	384	398	1,147	1,569	3,259	3,781	10,877	3%	4%	4%	11%	14%	30%	35%	100%
is aware of and supportive of my financial well-being.	609	857	716	2,314	1,654	2,729	1,992	10,871	6%	8%	7%	21%	15%	25%	18%	100%
is actively involved in my academic training.	352	576	642	1,048	1,722	3,391	3,137	10,868	3%	5%	6%	10%	16%	31%	29%	100%
is open to outside opportunities such as internships, mentoring and training.	326	371	483	1,984	1,365	3,210	3,114	10,853	3%	3%	4%	18%	13%	30%	29%	100%
is an asset to my career and professional development.	266	331	309	1,065	1,461	3,414	4,030	10,876	2%	3%	3%	10%	13%	31%	37%	100%
impedes my career development.	4,318	3,023	684	1,206	482	623	519	10,855	40%	28%	6%	11%	4%	6%	5%	100%
shares knowledgeable information about career opportunities within academia	391	644	528	1,662	1,663	3,157	2,823	10,868	4%	6%	5%	15%	15%	29%	26%	100%
shares knowledgeable information about career opportunities outside of academia	916	1,293	892	2,035	1,528	2,275	1,915	10,854	8%	12%	8%	19%	14%	21%	18%	100%

	Yes	No	Total	Yes	No	Total
Are you married or in a domestic partnership?	3,589	8,264	11,853	30%	70%	100%
Are you a parent?	1,085	10,735	11,820	9%	91%	100%
Have you ever served in the military?	306	11,494	11,800	3%	97%	100%

	0-1 year	1-3 years	4-7 years	8-10 years	More than 10 years	Total	0-1 year	1-3 years	4-7 years	8-10 years	More than 10 years	Total
How many years passed between completing your bachelor's degree and entering your current PhD program?	4,561	3,646	2,530	653	563	11,953	38%	31%	21%	5%	5%	100%

	Tenure track faculty position	Lecturer /teaching position	Non-academic position	Undecided	Total	Tenure track faculty position	Lecturer /teaching position	Non-academic position	Undecided	Total
When you began your PhD program, what was your ultimate career goal?	6,121	526	2,898	2,430	11,975	51%	4%	24%	20%	100%