



Career Outcomes

Postdoc Alumni, 2011-2018



Who is in this dataset?

Position held as of summer 2019

Years post-separation	Separated	# of alumni
0-3	1/1/2016-12/31/2018	1163
4-6	1/1/2013-12/31/2015	1161
7-8	1/1/2011-12/31/2012	792
Total	1/1/2011-12/31/2018	3116

Years post-separation	# alumni outcomes unknown	% alumni outcomes unknown	% alumni outcomes known
0-3	153	13.2%	86.8%
4-5	121	10.4%	89.6%
7-8	103	13.0%	87.0%
Total	377	12.1%	87.9%

Who is in this dataset?

Career Groups	Job Functions
Postdoc	Postdoctoral (research)
Tenure Track Faculty	Faculty: tenured/tenure track Faculty: tenure track unclear or not applicable
Non-tenure Track Faculty	Non-tenure track faculty Full-time teaching staff (Instructor/Lecturer) Part-time teaching staff (Adjunct)
Academic Administration	Academic administration
Academic Research Non-faculty	Staff scientists and lab managers
Non-research Science	Business Development, Consulting, and Strategic Alliances Clinical Research Management Data Science, Analytics, and Software Engineering Entrepreneurship Intellectual Property and Law Regulatory Affairs Sales and Marketing Technical Support and Product Development
Research Outside University	Research group leaders in industry Research staff in industry, government or at non-profit organizations
Science Policy, Communications, and Education	Science Education and Outreach Science Policy and Government Affairs Science Writing and Communication

Who is not in this dataset?

- Healthcare providers (practicing clinicians)
- Those completing further education (e.g., JD, MD, MBA)
- All careers not related to science

Who is in this dataset?

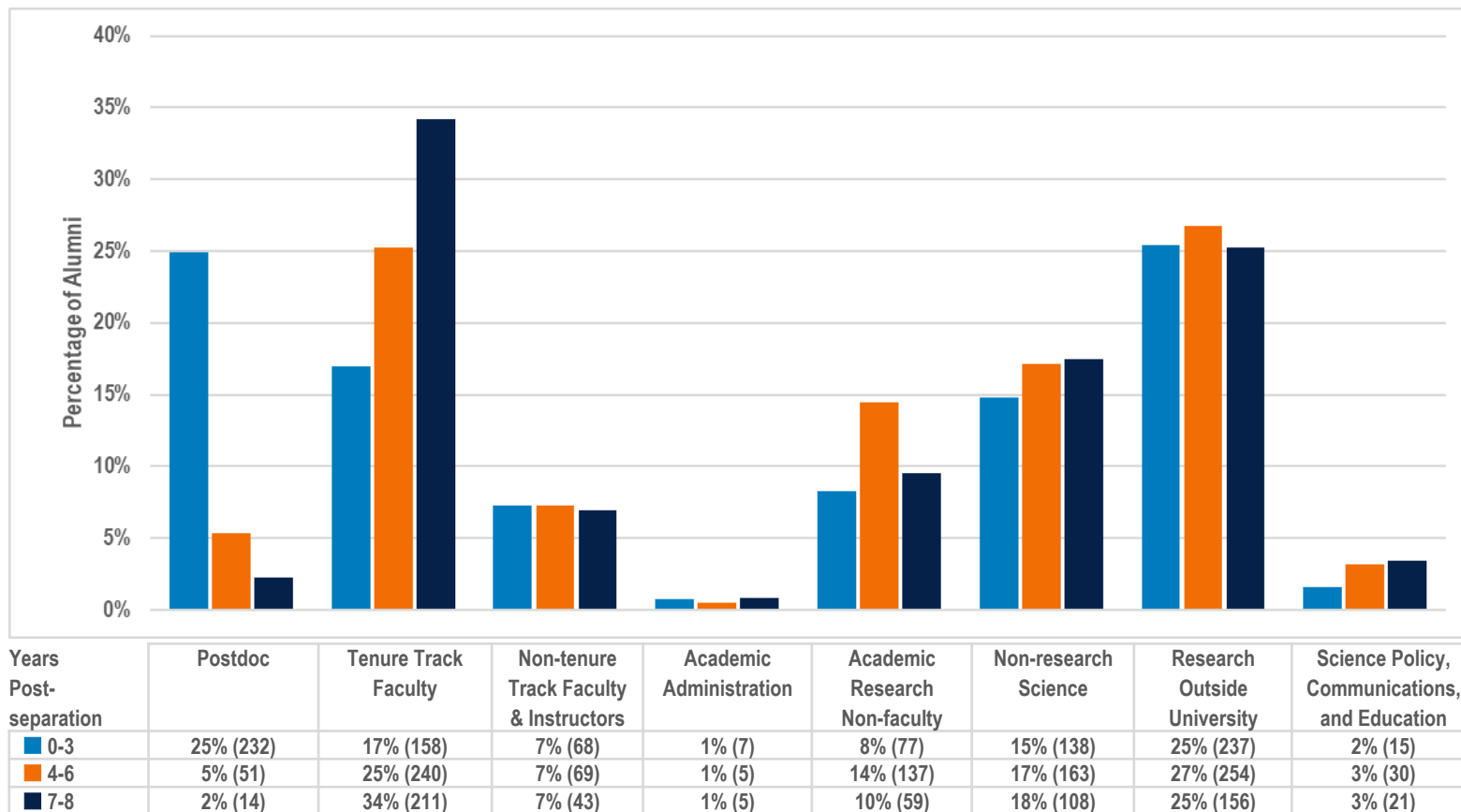
Position held as of summer 2019

Years post-separation	Separated	# of alumni
0-3	1/1/2016-12/31/2018	1163
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Total	1/1/2011-12/31/2018	3116

Years post-separated	# alumni outcomes unknown	% alumni outcomes unknown	# alumni in other groups	% alumni in other groups	% of alumni in this dataset
0-3	153	13.2%	78	6.7%	80.1%
4-6	121	10.4%	91	7.8%	81.7%
7-8	103	13.0%	72	9.1%	77.9%
Total	377	12.1%	241	7.7%	80.2%

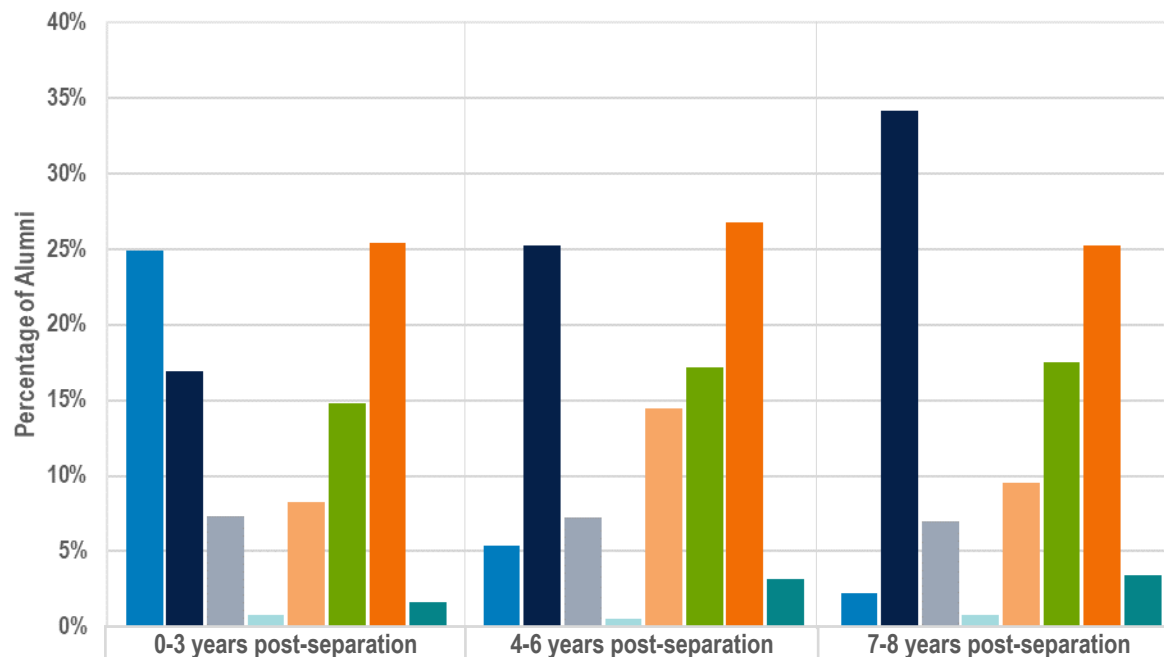
Career Progression Trends

By job function



Career Progression Trends

By years post-separation



	0-3 years post-separation	4-6 years post-separation	7-8 years post-separation
Postdoc	25% (232)	5% (51)	2% (14)
Tenure Track Faculty	17% (158)	25% (240)	34% (211)
Non-tenure Track Faculty & Instructors	7% (68)	7% (69)	7% (43)
Academic Administration	1% (7)	1% (5)	1% (5)
Academic Research Non-faculty	8% (77)	14% (137)	10% (59)
Non-research Science	15% (138)	17% (163)	18% (108)
Research Outside University	25% (237)	27% (254)	25% (156)
Science Policy, Communications & Education	2% (15)	3% (30)	3% (21)

Postdoc Demographics by Gender

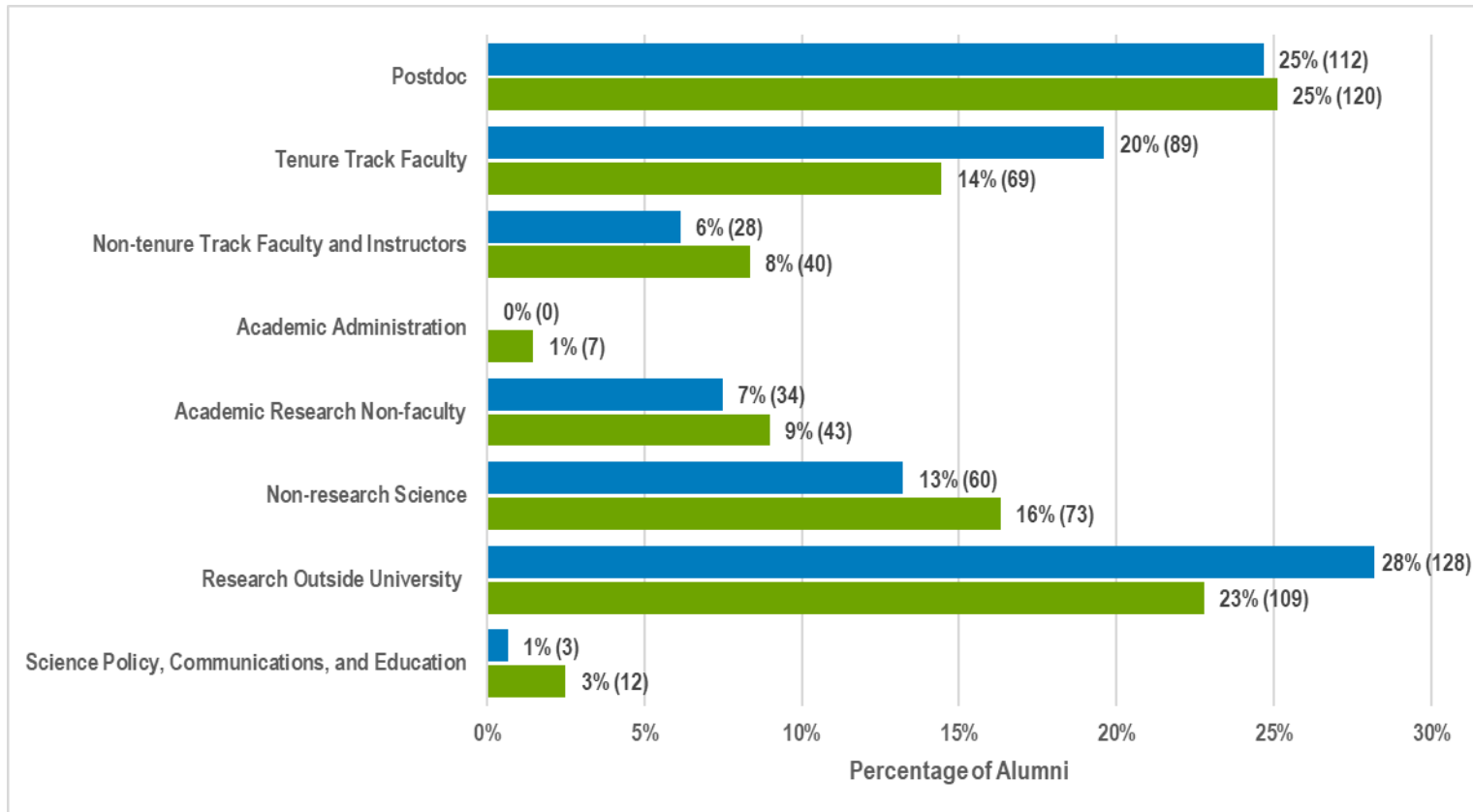
	Female	Male	% Female
0-3 years	478	454	51.3%
4-6 years	456	493	48.1%
7-8 years	306	311	49.6%
Total	1240	1258	49.6%

- More male alumni move into tenure-track faculty positions.
- More female alumni move into careers in science policy, communications, and education.

Career Outcomes by Gender

0-3 years post-separation

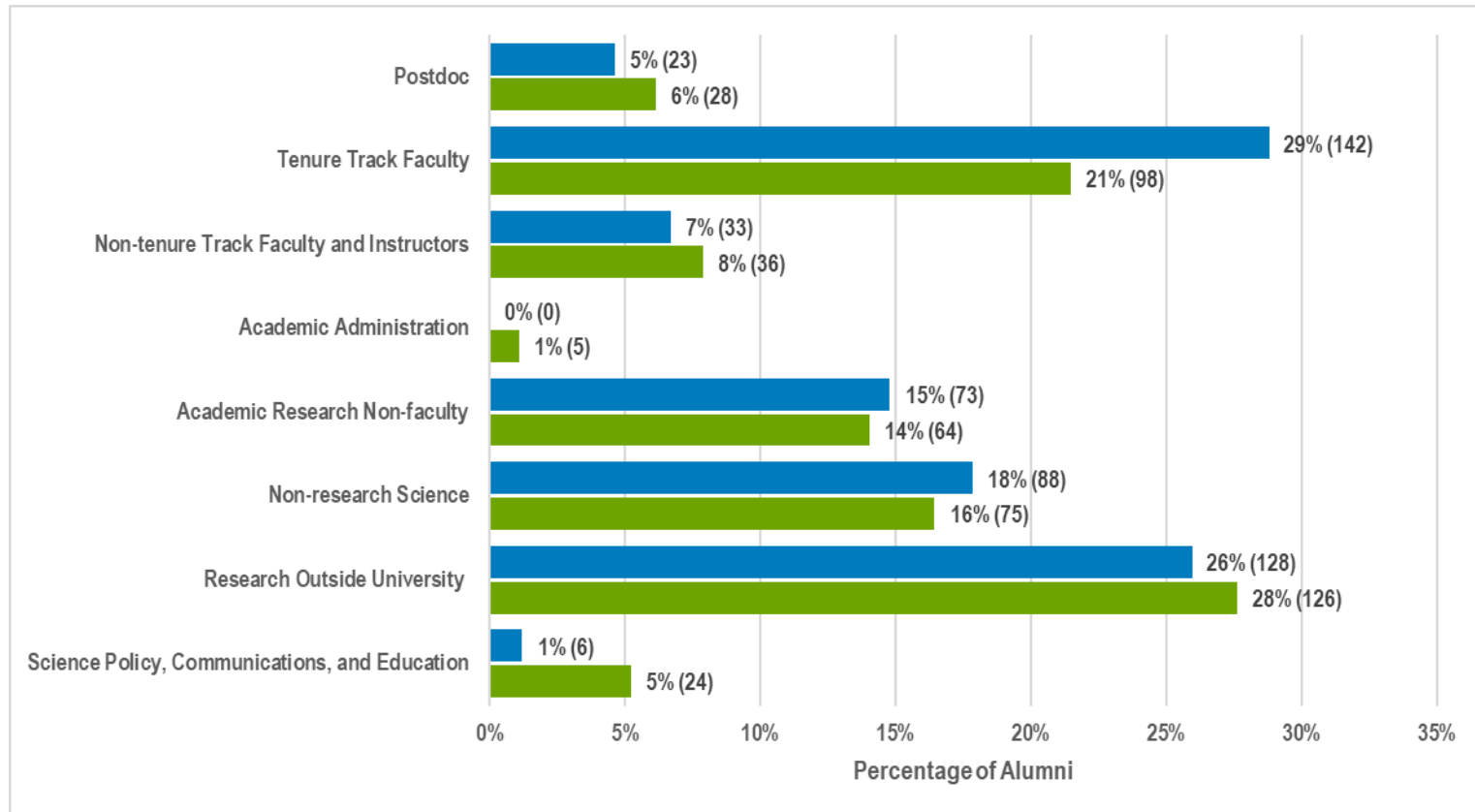
■ Men
■ Women



Career Outcomes by Gender

4-6 years post-separation

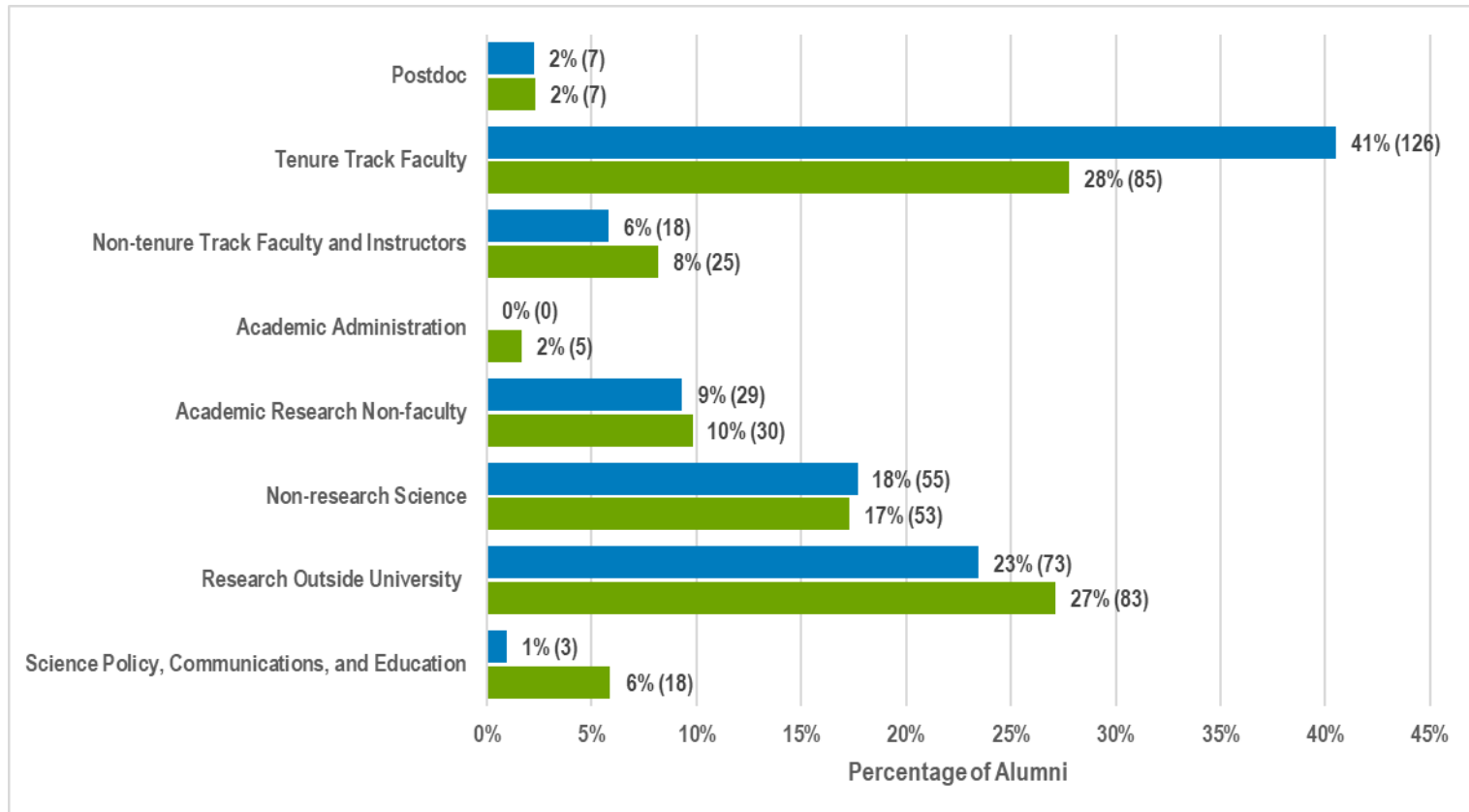
■ Men
■ Women



Career Outcomes by Gender

7-8 years post-separation

■ Men
■ Women



Postdoc Demographics by Race/Ethnicity

	non-URM	URM	% URM
0-3 years	1039	124	11.9%
4-6 years	1007	154	15.3%
7-8 years	700	92	13.1%
Total	2746	370	13.5%

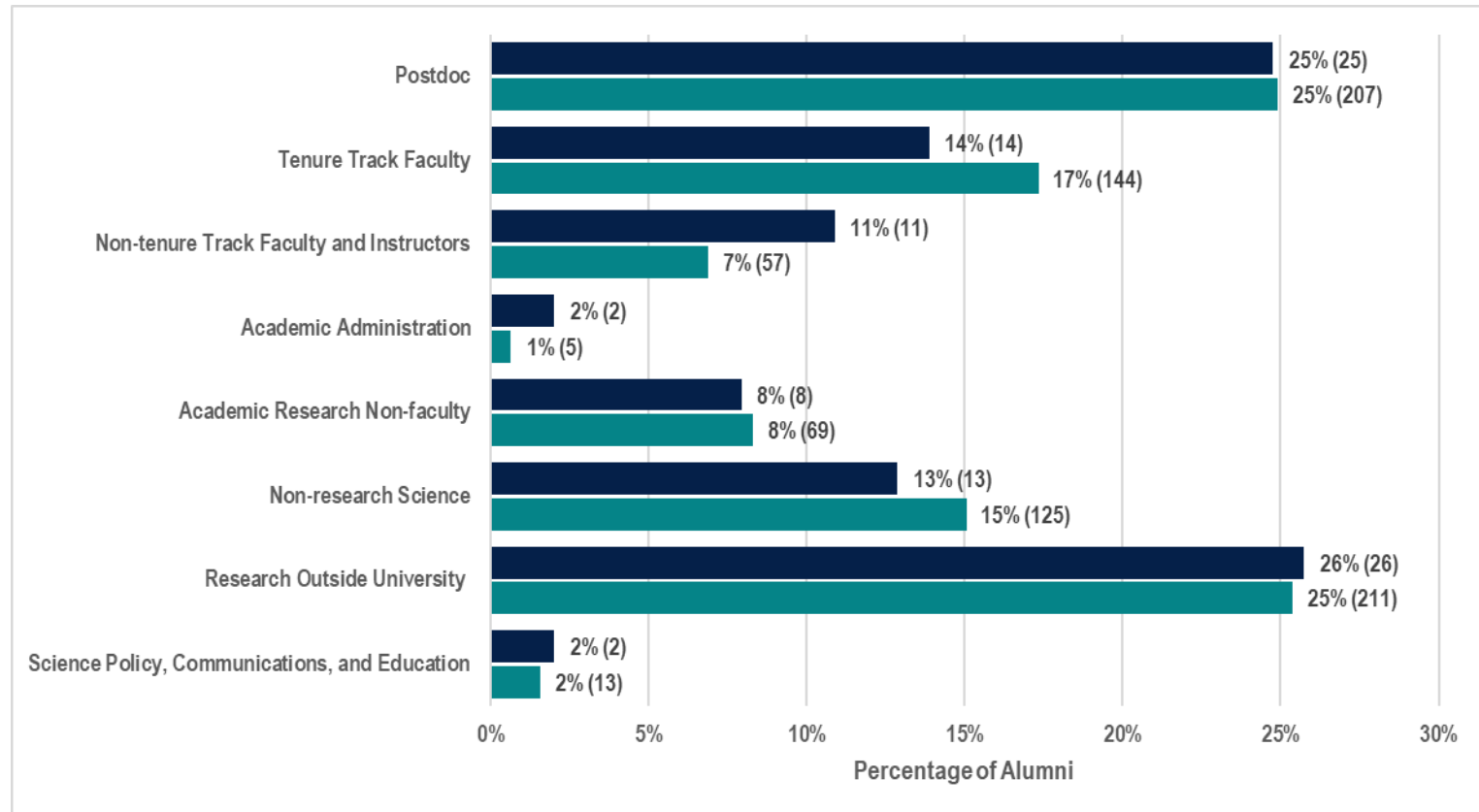
- The way we ask postdocs about their race and ethnicity has changed over time.
- A similar proportion of URM and non-URM alumni obtain tenure-track faculty positions.

URM Definition: U.S. citizens and permanent residents who are African American/Black; American Indian/Alaskan Native; Hispanic; Native Hawaiian/other Pacific Islander; or multiracial when at least one of the preceding URM racial/ethnic groups was indicated.

Career Outcomes by Race/Ethnicity

0-3 years post-separation

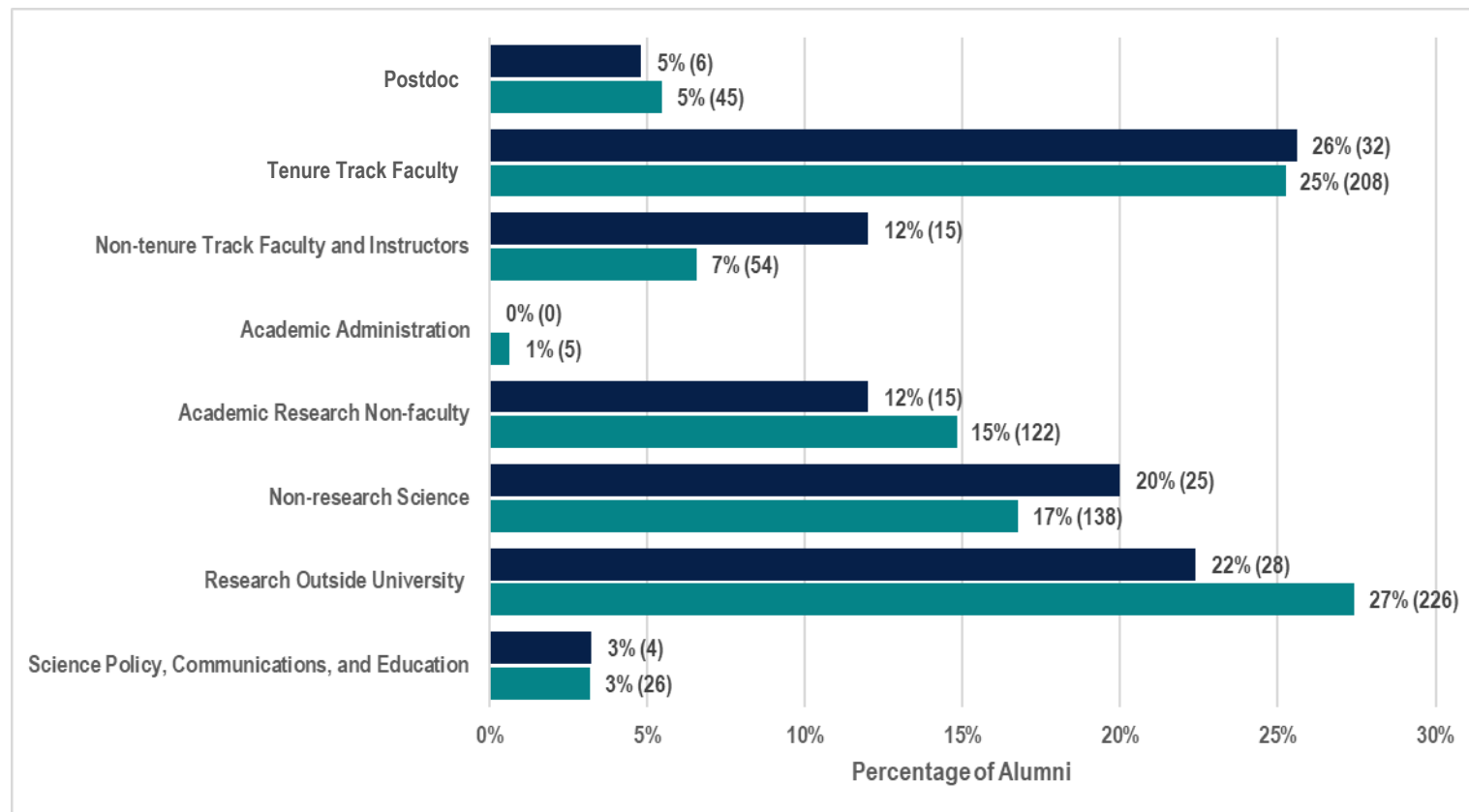
■ URM
■ Non-URM



Career Outcomes by Race/Ethnicity

4-6 years post-separation

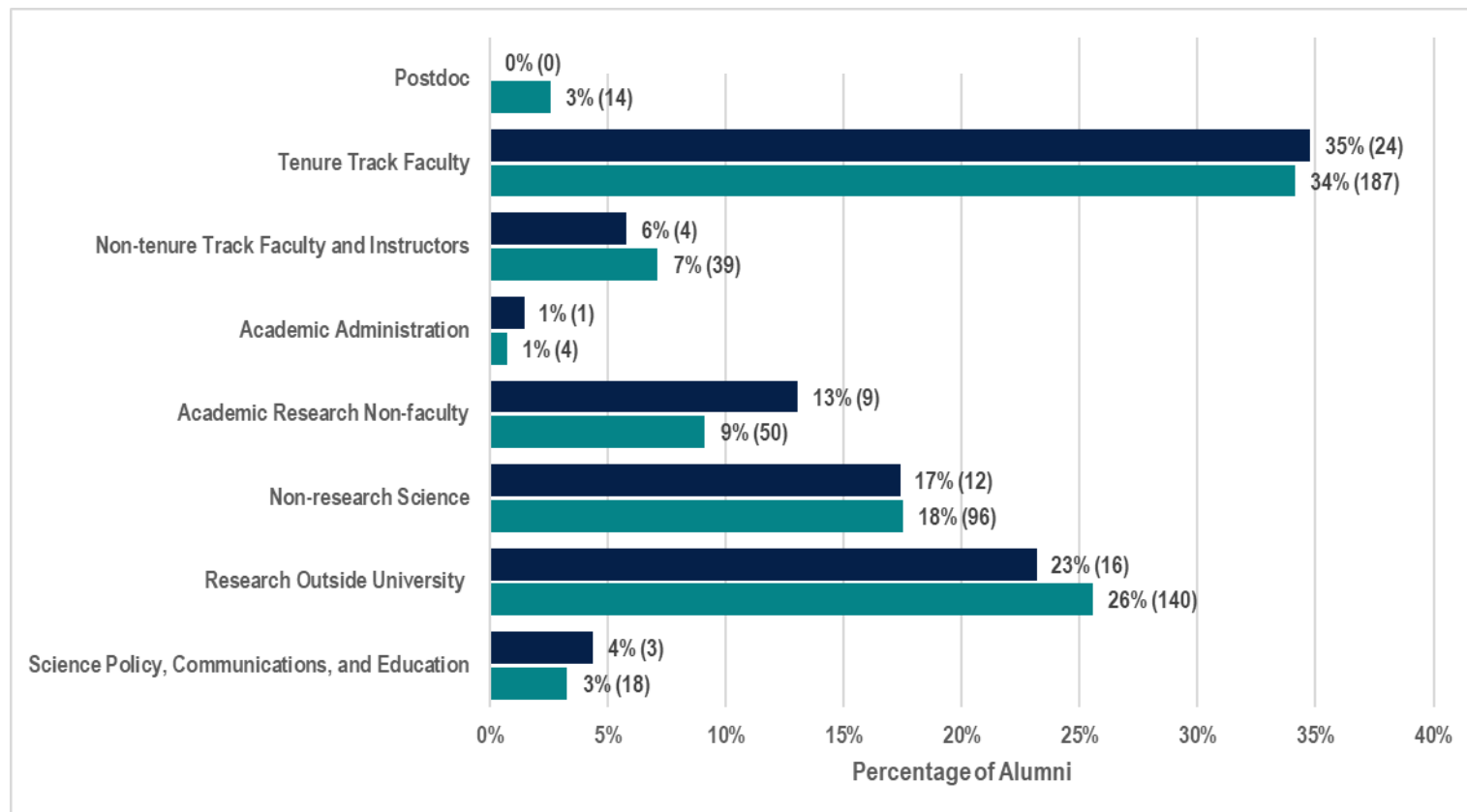
■ URM
■ Non-URM



Career Outcomes by Race/Ethnicity

7-8 years post-separation

■ URM
■ Non-URM



Postdoc Demographics by Immigration Status

	International	USPR	% International
0-3 years	409	522	43.9%
4-6 years	435	513	45.9%
7-8 years	271	344	44.1%
Total	1115	1379	44.7%

4 alumni of unknown residency status were not included this dataset

- Zero to three years after leaving UCSF, a higher proportion of international alumni do an additional postdoc as compared to USPR alumni.
- A similar proportion of international and USPR alumni obtain tenure-track faculty positions.

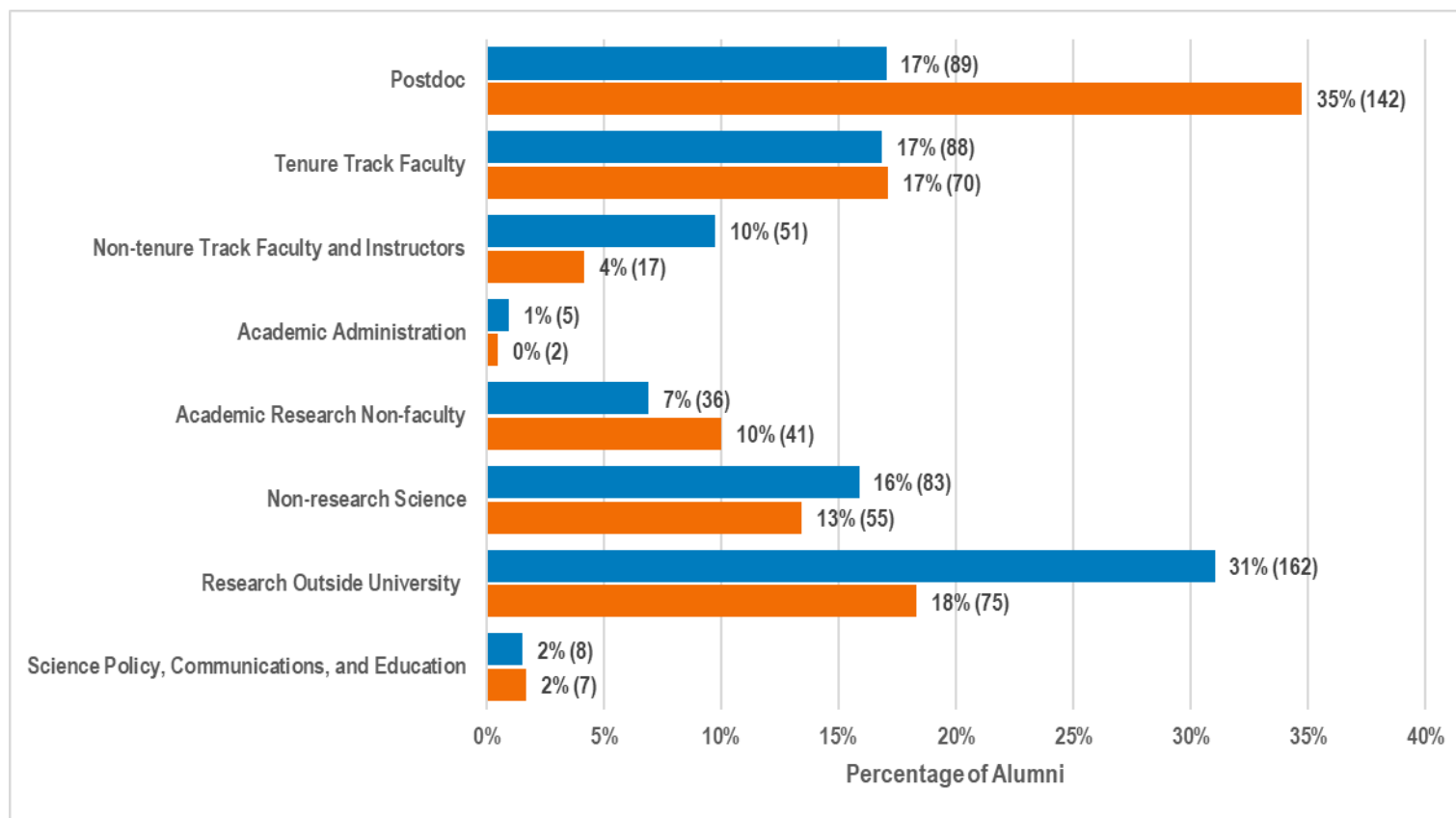
International Definition: *A person who is not a citizen, national, or resident alien of the United States.*

USPR Definition: *U.S. citizens and permanent residents*

Career Outcomes by Immigration Status

0-3 years post-separation

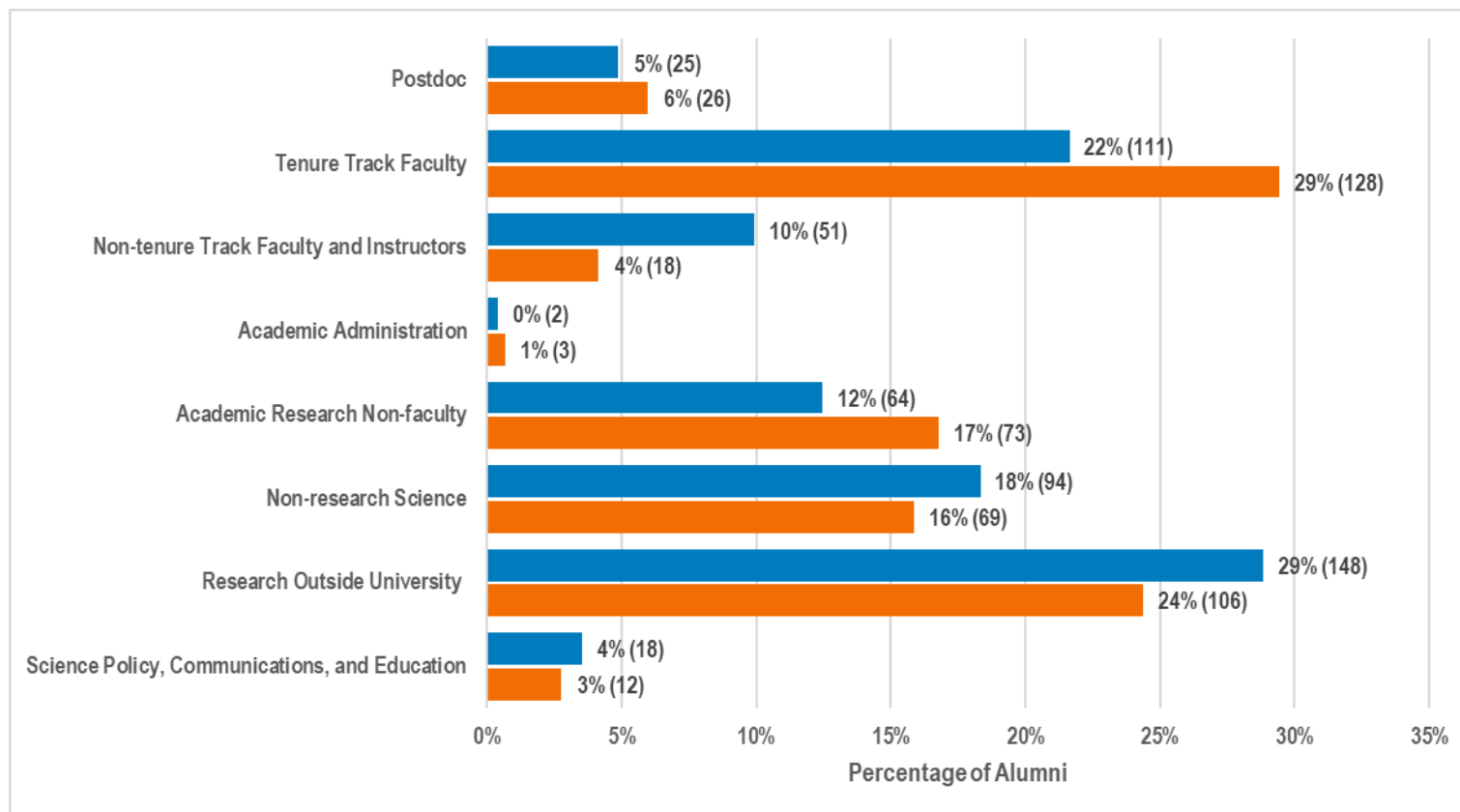
■ USPR
■ International



Career Outcomes by Immigration Status

4-6 years post-separation

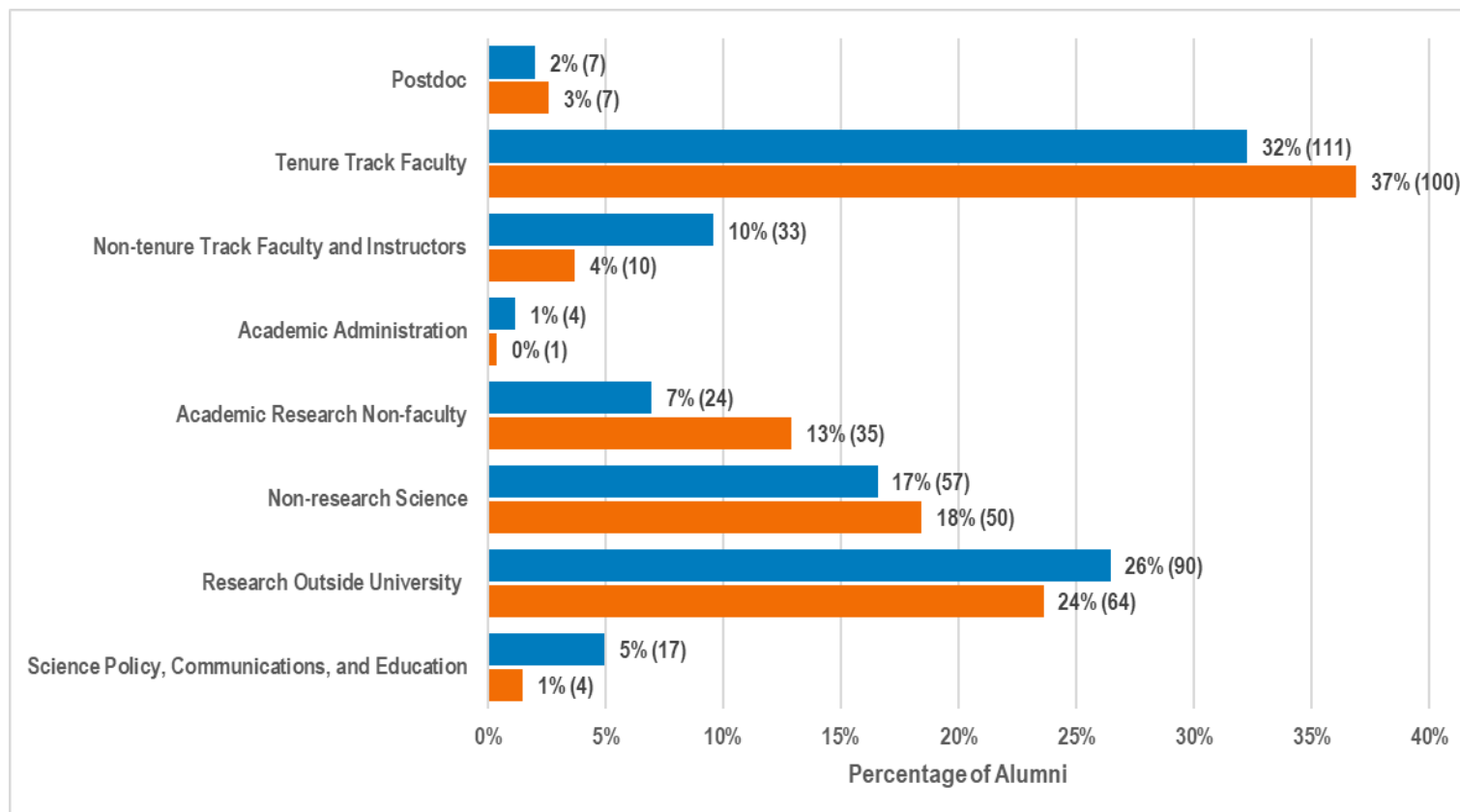
■ USPR
■ International



Career Outcomes by Immigration Status

7-8 years post-separation

■ USPR
■ International



Where Do Our International Alumni Go?

	Inside the US	Outside the US	Location Unknown	% Inside the US	% Outside the US
0-3 years	274	167	100	50.7%	30.9%
4-6 years	226	244	86	40.7%	43.9%
7-8 years	111	184	67	30.7%	50.8%
Total	611	595	253	41.9%	40.8%

The international alumni represented in this dataset are inclusive of all career categories

International Definition: *A person who is not a citizen, national, or resident alien of the United States.*

UCSF

University of California
San Francisco