

2016-2017

GRADUATE CAREER CONSORTIUM

Annual Committee Reports



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Thank you to the committee chairs and committee members for your continued dedication and involvement in the GCC. Through our collective efforts we are able to serve our trainees while assisting one another to share best practices and contribute to the growth of our profession. Thank you for an outstanding 2016-2017!

The GCC Executive Board:
Amy Pszczolkowski, President
Laura Stark, President-Elect
Mike Matrone, Treasurer
Sue Levine, Secretary
Alexis Thompson, Past-President

GCC Governance Committee

In reviewing the bylaws, the Governance Committee identified the following areas for further review: stability and checks/balances in the Treasurer position and offsetting the fiscal year with the officer transitions for better continuity. We also believe it would be appropriate to carefully review the language for clarity. These reviews were postponed until after the strategic plan was launched, so the strategic plan could inform any recommendations for bylaws changes.

The Governance Committee encourages the organization to think about succession planning, both for the officers and also for the chairs of the committees. We considered the possibility of having a person identified on each of the committees who is preparing for a leadership role. We suggest the possibility of having the treasurer position be a two-year commitment and exploring a co-treasurer model to provide additional continuity and checks and balances.

For the election cycle, we had twelve members who nominated candidates for the election. For the role of president-elect, 10 members were nominated and one accepted. For the role of secretary, 13 members were nominated and two accepted. For the role of treasurer, 9 were nominated and one accepted. The election opened on May 19, 2017 and closed on June 4, 2017. During the election, 64 people voted (18% of the full members).

The Governance Committee has reviewed our election process and make the following recommendations for next year: encourage self-nominations, publicize the timeline in calls for nominations, and have nominees accept/decline through submission of the ballot statement form.

Alexis Thompson, University of Illinois, Urbana- Champaign (Chair, as GCC past-president)

Neal Bryan, University of Nevada

Letha Woods, Meharry Medical College

GCC National Conference and Pre-conference Summary

The 2016 GCC conference took place on June 22-24, 2016 at the beautiful University of California, Berkeley campus. The conference programming was guided by the themes Diversity, Data, and Professional Development. In addition to conference, the second pre-conference was held the day before the conference on June 21. Due to the successful reception of the 2015 and 2016 preconferences, this event will continue to be included in the annual GCC gatherings. Overall, the conference and pre-conference were great successes in terms of programming, logistics and highly valued by the attendees (95% of evaluation respondents would recommend the conference, 79% highly recommend, and 100% of new GCC member respondents stated the preconference added value to the entire conference experience) with 85% of respondents planning to attend the 2017 conference.

Attendees

Individual participants	179 (19% increase from 2015)
Presenters (guests)	14
Presenters (GCC)	39

Programming

Overall, the programming for the conference and preconference was found very helpful by attendee respondents (both scoring an average of 4 with 5 denoting MOST helpful). The themes of Diversity, Data, and Professional Development were well represented and received many positive comments.

The programming included some outstanding guest speakers that were the highlight of this year's conference. The standout was the "PhD Experience for Students from Underrepresented Groups" session presented by Terrell Strayhorn, faculty member at Ohio State University and Director of the Center for Higher Education Enterprise. This session garnered the honor of most helpful of the conference (average 4.58 with 5 denoting MOST helpful). As one attendee stated, "Terrell Strayhorn gave the best conference session I have ever attended in 10 years of professional conferences...I've never seen a conference audience in tears, nor has a speaker received that kind of standing ovation." Prof. Strayhorn was also lauded by name in three of the open responses on the evaluation.

The next most helpful sessions* were all standalone sessions and were as follows:

“Designing Your Life” by Dave Evans, Professor at Stanford University (average of 4.48), “GCC Membership Survey” by Andrew Green (average of 4.39) and “Where PhDs Land: What the Data Says” by Melanie Sinche and Andrew Smith (average of 4.33).

Unlike recent conferences, concurrent programming was offered in member-generated sessions, which were commonly referred to as “break out sessions” in the respondent comments. No dissatisfaction of the concurrent nature of the member-generated programming was expressed in the comments. Instead, commenters noted that the sessions were too short or too little time between transitions and requested more interactive sessions, such as using case studies (mentioned in 5 comments) and didn’t include enough actionable (i.e. practical) or transferrable content to their institutions (mentioned in 2 comments).

When solicited in the evaluation for programming topics and feedback for next year’s conference, a main theme was to continue to provide more data (for tracking outcomes and career programs in 5 comments) and professional development (self-assessments and career development for GCC members in 5 comments as well). In addition to these, tied for second most mentioned programming in the evaluation comments (5 mentions each) are faculty perspective, buy in and collaboration and more attention given to the poster session. The most suggested programming by evaluation respondents was for more employer based programming, such as more panels and possibly on-site visits (mentioned in 7 comments).

For the preconference programming, the highest rated programming was “Career Coacheling: Adapting to the Needs of the PhD “Client” and PhD Case Studies” presented by Christine Kelly (average of 4.35).*

*For full ranking, see Appendix.

Conference Experience

The conference experience boasts an average of 4.5 (with 5=Excellent) from attendee respondents. Topping the list is the popular Margarita Hour and Mexican Dinner with live mariachi band with 4.86 average. Networking opportunities followed closely with 4.7, which is something the committee worked hard to increase in consideration of the 2015 evaluations. A caveat would be that at least 3 new GCC members commented that that some structured networking would be appreciated (mentioned in 5 comments total). Rounding out the top three* was the Reception at the Women’s Faculty Club with an average of 4.6, again reinforcing the value the attendees’ placed on networking opportunities.

However, one common desire mentioned among attendee respondents was that abstracts or descriptions of the sessions be included in the Whova app or

booklet (listed in 14 of the evaluation comments). In addition, many respondents requested more information online earlier, especially in regards to the preconference (5 comments). The Whova app was positively mentioned in the comments (6 comments in total), but a couple remarked that some guidance on using the app would maximize their experience.

The pre-conference experience was highly praised for the small group aspect that gave the chance to network and share resources. As one respondent put it: "...I don't think it is possible to convey how much value the pre-conference added for me. The events were great, the networking and table sharing was the best part. Going to the conference as a new member, I already knew a lot of people which was really helpful..."

Again breaking the mold of recent conferences, the entire conference took place at the International House on Berkeley's campus with the exception of the Reception at the Women's Faculty Club and Margarita Happy Hour at Alumni House. Hardly any comments from the evaluation respondents were negative about the facilities and "conference space and food" received a 4.6 rating. No "room fatigue" seemed to impact the attendees, but perhaps the yoga break helped to alleviate any possible fatigue (5 comments on evaluation mentioned the enjoyment of the yoga break).

In conclusion, 2016 GCC conference and preconference continued to elevate the excellent reputation that GCC has accumulated over the years. "Love", "fantastic" and "outstanding" were all common descriptors for the conference within the evaluation comments.

Committee

The final committee roster included 14 GCC member representing 7 institutions with the majority being housed on the West Coast. Led by co-chairs Sam Castaneda and Andrew Green, each committee member shared responsibilities and contributed to ensure the success of the conference. However, the Bay area members handled the lion's share of the logistics and Lizette Lim contributed greatly to a smoothly run conference. The pre-conference committee was a branch of the larger conference committee and was led by Arne Bakker and Annie Maxfield with 4 members in total. GCC Executive Board Liaison to the conference committee is the currently serving GCC president-elect, Amy Pszczolkowski.

Communications Committee

A major accomplishment of the Communications Committee was the redesign and launch of the new public-facing website. The new website is much more visually appealing and navigation is more intuitive. Links to several GCC initiatives that are targeted toward the trainees we serve are accessible via the new website: Carpe Careers articles, Virtual Career Fair, and (new!) Imagine PhD. In addition, the Communications Committee oversaw the development of a new video (link) created by Jean Brannan and filmed at the 2017 national conference in Houston, about the benefits of membership in the GCC. Chair, Jami Ambrester, University of Alabama, Birmingham.

Graduate Career Consortium Diversity Committee

The diversity committee is an ad hoc committee of the GCC, established in 2015 to gather information about issues related to diversity, inclusion, access, and equity in graduate careers.

Position Statement

The GCC Diversity Committee affirms the value of diversity, equity, access, and inclusion. Our efforts will focus on traditionally underrepresented and marginalized students and scholars, and recognize that diverse identities include, but are not limited to race, ethnicity, gender, socioeconomic class, age, sexual orientation, gender expression, religion, ability, and parental and documentation statuses. These identities impact graduate student and postdoctoral experiences; therefore, this committee promotes inclusive advising and programming, and access to a full range of career options for all graduate students, postdoctoral scholars, and alumni of graduate programs. Through the cultivation of conversations as well as sharing resources and best practices, we aim to enrich our professional community.

2016-2017 Goals

The Diversity Committee has ambitions to engage GCC membership and facilitate conversations around diversity by:

- promoting training and development for career and professional development professionals on diversity competencies,

- providing guidance for GCC as it takes a position on the relationship between diversity and career/professional development, and
- developing an inventory for GCC and its members to collect evidence-based best practices to enhance the experience of graduate students and postdoctoral trainees from underrepresented groups and retention into broad careers.

2016-2017 Activities

- Collaborated with the GCC Benchmarking Committee to craft survey questions to examine personal identities and competencies and determine the relationship between diversity and career and professional development among GCC membership.
- Compiled a list of currently existing diversity resources and initiatives on our respective campuses intended to enhance student experience, as a repository to include on the GCC website.
- Designed a member-generated session and poster to inform GCC membership on resources to support underrepresented graduate students and postdoctoral trainees, conducted at the 2017 National GCC Conference.

Committee Members

D'Anne Duncan, Vanderbilt University, Co-Chair

Mearah Quinn-Brauner, Northwestern University, Co-Chair

Steve Lee, University of California, Davis

Kristen Mighty, Northwestern University

Sonya Newlyn, University of California, Santa Cruz

Dewis Shallcross, Fordham University

Amy Pszczolkowski, Princeton University, GCC Executive Board Liaison

5th Annual Virtual Career Fair

Overview

The GCC Virtual Career Fair Planning Committee is pleased to share this report on the 5th Annual PhD & Master's Virtual Career Fair (VCF), held on March 2, 2017.

The VCF was once again held in partnership with CareerEco, a virtual recruiting platform that uses technology to enable meaningful interactions between employers and jobseekers.

The 2017 VCF brought together the largest number of employers and GCC member institutions of any PhD & Master's VCF. Here is this year's fair at a glance:

- 48 organizations seeking to connect with and recruit graduate students, postdoctoral fellows, and alumni (up from 44)
- 2 website sponsors (down from 5)
- 49 GCC member institutions (up from 42)
- 4,604 jobseekers registered (down 66 from last year)
- 1,829 jobseekers participated (down 168)
- \$1700 raised for the GCC (down from \$1850)

Additionally, the VCF Committee made a number of updates to the VCF planning and execution based on 2016 VCF employer and jobseeker feedback and on the Committee's goal of assessing the impact of the VCF:

- Updated branding
- Targeted outreach to employers of humanists and social scientists
- Updated jobseeker FAQs on the CareerEco site
- Provided two GCC webinars and Q&A during the VCF to better prepare job seekers to engage and follow up with employers
- Assessed outcomes of VCF through administering first-ever GCC-led survey of VCF jobseekers (in process as of May 2017)

As in years past, data gathered through the CareerEco survey of job seekers indicates that respondents had primarily positive experiences (survey response rate was fairly low, with only 110 jobseekers out of over 1800 participating). On a scale of 1 (Poor) to 5 (Excellent), 90% rated the concept a 3 or above, 68% rated

the usefulness of the fair a 3 or above, and 75% rated their experience of the fair 3 or above. Five of the respondents reported already having follow up conversations or expecting interviews to come out of this event.

Compliments from jobseekers:

"It's a good opportunity to connect with companies and we don't need to take a long line like other career fair."

"It seems like an interesting way to talk to representatives from companies."

"I liked that I could ask recruiters questions while at my desk and be able to leave to check on an experiment. Having multiple sessions for the companies I was interested in helped me find a time that was convenient for me."

"Saved more time and met more potential employers."

"It exposed me to new companies that I am very interested in."

Employers also had positive feedback (though few provided it): One employer new to virtual fairs said, "This event exceeded my expectations. Thank you for the huge list of participants." When asked to rate the value of the fair on a scale of 1 (Poor) – 5 (Excellent), 2 employers rated it a 4, and 3 employers rated it a 5. When asked if they intended to interview candidates from this fair, 20% said yes and 60% said maybe.

The most frequent complaint from job seekers was that the employers and positions were not a match to what candidates were seeking. This complaint seemed to cut across disciplines, but several specifically pointed out the limited opportunities for humanists and social scientists. There were also comments that in response to jobseeker questions, some recruiters told jobseekers to check the website for openings and to apply online.

The Committee hopes to gain greater insight into the success of the fair by gathering additional data through a GCC-led survey, which will focus more on the fair's effectiveness in helping jobseekers find opportunities.

2017 VCF Committee Goals

Based on an analysis of 2016 VCF survey feedback provided by CareerEco and on the Committee's interests, we had the following goals for the 2017 VCF:

1. Update branding to better communicate purpose of VCF
2. Improve the ratio of jobseekers to employers (mainly through recruiting additional employers)
3. Increase sponsorship

4. Provide increased opportunities for job seekers with humanities and qualitative social science backgrounds
5. Better prepare job seekers to engage effectively with employers and follow-up
6. Assess effectiveness of VCF in helping our graduate students, postdoctoral fellows, and alumni in meeting their career goals.

We accomplished many of these goals and are in the process of gathering data from past VCF participants that will allow us to assess the event's effectiveness (to be presented at the national conference along with a trends analysis of data from all years of the VCF).

Progress Toward Goals

1. Update Branding

The Committee worked with CareerEco to update the PhD & Master's Virtual Career Fair banner and logo (above). The new logo incorporates the GCC logo and colors and carries the tagline, "Talent with Advanced Degrees."

We also clarified the definition of "sponsorship" for the VCF by framing GCC as the "host" of the event rather than the "sponsor." (the old logo contained the phrase "sponsored by the Graduate Career Consortium" That allowed us to reserve that title for sponsors external to the GCC.

2. Improve Jobseeker/Employer Ratio

(primary contributors: Mearah Quinn-Brauner, Nisha Cavanaugh)

This year saw the largest-ever number of employer participants (48) in the VCF. The methods by which employers are recruited has evolved over the years. In the first three iterations of the VCF, only GCC member institutions that were able to supply a list of 50 employer contacts were able to participate; CareerEco conducted all employer recruitment. The fact that CareerEco conducted employer recruitment was in fact one of the major selling points of the fair for GCC member institutions.

CareerEco has continued to reach out to employers, but GCC members and the VCF Committee have taken on a greater share of the work in reaching out to employers and/or tracking outreach by GCC members outside of the Committee. This evolution was partly in response to an acknowledgement on the part of the VCF Committee and CareerEco that GCC members have greater expertise in the skills and experiences of advanced degree candidates and therefore may have greater success in communicating them to employers.

Recruitment approaches have also evolved out of attempts to make the VCF accessible to more GCC member institutions. Last year, the Committee created a “3-Employer Plan,” by which institutions that were not able to supply a list of 50 employer contacts were able to conditionally register for the VCF by committing to recruit 3 employers. This plan both made the VCF more accessible to institutions that have fewer institutional supports for advanced-degree-focused employer engagement to participate and also got additional GCC members involved in recruiting employers. In 2016, this plan allowed 3 additional GCC institutions to participate (out of 9 that attempted this plan). The previous VCF Committee also engaged in an employer calling campaign to past-VCF employers.

This year, nine institutions signed up for the 3-Employer Plan and were all ultimately allowed to participate, despite uneven success in recruiting employers. So as not to conflict with the recruitment efforts of the 3-Employer Plan institutions, and to focus efforts on other parts of the VCF planning enterprise, the VCF Committee decided not to conduct its own calling campaign. The 2016 – 2017 Committee can provide more insight into the decision-making process regarding the VCF Committee Calling Campaign and the 3-Employer Plan. More on the future of the 3-Employer Plan in the recommendations section.

Due to the outreach efforts of the 3-Employer Plan institutions and CareerEco, and a longer outreach period, only four additional employers signed on for the 2017 VCF. At the same time, despite the increased number of participating GCC member institutions, the number of job seekers was down 168 this year compared to last year. Combined with the increase in employers (48 in 2017 up from 44 in 2016), this slightly improved the ratio of jobseekers to employers, though not significantly.

3. Increase Sponsorship

(primary contributors: Pallavi Eswara, Christine Kelly, Mearah Quinn-Brauner)

Despite outreach efforts, sponsorship of the VCF was lower this year than last year (two sponsors in 2017, five in 2016). The Committee reached out to past sponsors and other potential sponsors (academic societies, in particular) with limited success. Next year's planning committee should consider other strategies for gaining support from sponsors.

4. Target Humanities/Social Science Employer Outreach

(primary contributors: Kristy Sherrer, Christine Kelly)

Since at least 2015, jobseekers with humanities and social science backgrounds have shared the feedback that there are relatively few opportunities for them at the VCF. While a primary reason for this is likely the fact that employers of humanities and qualitative social science PhDs do not recruit en masse, the VCF committee attempted to attract more employers seeking people with those backgrounds. The committee tailored employer outreach emails and scripts to speak to potential recruiters of humanists and social scientists. Growth in the number of employers open to hiring humanists and/or social scientists was minor: This year, 13 of the 48 employers indicated they were recruiting humanists and qualitative social scientists, while in 2016, 10 of the 44 employers present indicated they were open to recruiting humanists and/or social scientists. Jobseekers with humanities and social science backgrounds noted the dearth of opportunities for them in the CareerEco surveys from both years.

As discussed below, depending on the goals of the VCF and its attendees—recruitment/job finding? Networking? Career exploration?—a virtual career fair may not be the best format for engaging humanists and qualitative social scientists.

5. Prepare Jobseekers

(primary contributors: Mearah Quinn-Brauner, Kay Gruder, Christine Kelly, Kristy Sherrer, Jenny Kim)

Employer and candidate feedback from last year and an analysis of scripts from the GCC-hosted career booth held at the 2016 VCF, indicated that some jobseekers continued to feel (and be) underprepared for conversations with employers. Last year, the Committee created FAQs and a webinar, and hosted a career advice booth during the VCF. This year, the planning committee revised the list of FAQs featured on the main CareerEco site. One major revision was in response to student feedback from last year that the VCF was not a good investment of time because the companies and positions were not a match. This year's FAQs included the language that described the VCF as an opportunity to network with recruiters and hear from the employer's side what they can do to become a stronger candidate and break through the gatekeepers.

Additionally, while the 2016 GCC Advice Booth was well attended by job seekers, the Committee members who staffed the booth found that job seeker questions were often not focused on topics directly related to engaging with

employers at the VCF (e.g., “What should I do with my life?”, “What should I do with my degree in XYZ?”).

In order to help jobseekers understand the purpose of the career fair and to prepare for employer conversations, the Committee updated the FAQs on the CareerEco website and also conducted two workshops during the fair: “How to Talk to an Employer” (hosted by Mearah Quinn-Brauner), the second was “How to Follow up with an Employer” (hosted by Christine Kelly). Experiences of the presenters and an analysis of the scripts from the chatrooms indicate that this strategy helped jobseekers focus on topics more directly related to the career fair and to ask questions more appropriate for the format.

6. Assess Outcomes of the VCF

(primary contributors: Kay Gruder, Mearah Quinn-Brauner, Christine Kelly, Nisha Cavanaugh)

The first PhD & Master’s Virtual Career Fair took place in February of 2013, and was the product of a conversation at the 2012 GCC National Conference between members at Duke University, Northwestern University, Michigan State University, and the University of Notre Dame. The original VCF Committee hoped the fair would help them pool resources in order to provide a career fair for a population—PhD students and postdoctoral fellows—who often did not have on-campus recruitment opportunities at their own institutions due to relative lack of institutional employer relations support, lack of employer education about advanced degree candidates, and the cost-inefficiency of employers traveling to many campuses to recruit for a relatively small number of positions requiring advanced degrees.

Since then, the VCF has consistently brought jobseekers and employers into the same virtual space. While the limited survey data gathered by CareerEco has been mostly positive, after five years we don’t have a clear picture of the effectiveness of the VCF in helping job seekers find, interview for, and secure internship, job, or postdoctoral training opportunities. This lack of clarity about impact has inspired the Committee to conduct our own survey of previous VCF participants, in order to gauge outcomes associated with the fair (more on that below). The survey is also designed to capture the goals of our trainees and alumni. Ultimately, the data will help the committee reflect on the effectiveness of the fair as a recruitment opportunity as well as the compatibility of trainee goals with the career fair model.

How can GCC member institutions get more involved? As the VCF has grown and evolved, the time and effort required for its planning have also increased.

As noted above, an original selling point, shared in marketing materials aimed at GCC member institutions, was the low effort involved. Given the desire of a greater number of institutions to participate, there are opportunities for involving GCC members in more aspects of the planning and execution of the VCF. Perhaps instead of a 3-Employer Plan, GCC institutions with few employer contacts to offer could take on other parts of the planning in exchange for participation. This would increase their investment in the process and likely create an even greater event for our trainees.

Report written by Mearah Quinn-Brauner and Christine Kelly

2016 – 2017 Committee

Mearah Quinn-Brauner, Chair, Northwestern University

Kay Gruder, University of Connecticut

Christine Kelly, Claremont Graduate University

Kristy Sherrer, University of California, Los Angeles

Pallavi Eswara, Pennsylvania State University

Nisha Cavanaugh, Sanford Burnham Prebys Medical Discovery Institute

Karin Lawton-Dunn, Iowa State University

Jenny Kim, University of Illinois, Urbana-Champaign

Shana Slebioda, University of California, San Diego

Laura Stark, Harvard University, GCC Executive Board Liaison

Carpe Careers Writing Group

Goals and mission:

The goal of the Carpe Careers blog is to write positive, actionable posts that speak directly to the populations that GCC members serve (e.g., PhD students, postdocs, and recent PhD graduates), that are also beneficial to people beyond these populations. The blog serves as one way to brand the GCC, and its members, as a trusted source of graduate career advice.

Blog address: www.insidehighered.com/career-advice/carpe-careers

Writing Group Chair:

Dr. Joseph Barber (barberjo@upenn.edu)

GCC Executive Board Liaison: Michael Matrone

List of members (*designates published authors):

Attig, Derek*	Ewer, Alissa	Lundsteen,	Shamis, Gaia*
Bankston,	Foss, Erica	Natalie*	Sherrer, Kristy*
Adriana*	Gould, Jim	Lyon, Sarah	Simpson,
Barber, Joseph*	Gover, Maggie*	Magaldi, Thomas*	Patricia
Blodgett, Victoria	James, Alfreda*	Matrone,	Sinche,
Brady, Ashley	Kelly, Christine*	Michael*	Melanie*
Brooks, Michelle	Krishnamurthy,	Maxfield, Annie	Steele, Carolyn
Brown, Kelly	Sudha	McDonald,	Stober, Katie*
Clobes, Amy	Kuniyoshi, Corrie	David*	Talton, Lynn
Cornwall,	Latta, Kristine	McGovern,	Van Wyck,
Amanda	Levine, Sue*	Victoria*	James*
Costello, Tracy	Livengood, Jake*	Mohan, Briana*	Wendell, Steve
Dagleish, Melissa*	Loffredo, Sandra*	Olson-Bang,	Wishart, Paula*
Eberle, Stephanie*	Lubin, Arica*	Daniel	
Eswara, Pallavi*		Pearson, Robert*	
		Peterson, Sarah*	Total = 50
		Pszczolkowski,	
		Amy*	
		Rodems, Michelle	
		Schram, Laura	

Key statistics:

	2015-2016	2016-2017
Writing group members:	35	50
Published authors so far:	18	31
Total posts since September 2015:	58	110
# posts from June to June:	40	46
Total pageviews from June to June:	200,891	

Updates for 2016-2017:

1) GCC branding: Now included for each post in the author bio section at the end. For example:

Bio

Briana Mohan is a senior academic and career adviser in the Office of Graduate and Postdoctoral Studies at Tulane University and a member of the Graduate Career Consortium -- an organization providing a national voice for graduate-level career and professional development leaders.



GCC
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2) New Twitter handle: @CarpeCareers (thanks to Natalie Lundsteen):

New for 2017-2018:

1) New Writing Group Committee roles:

Would you like to take a more active role in the coordination of this committee? If so, we can begin to develop a committee structure that provides this opportunity. Examples of possible roles are listed below:

- **Logo Designer** – IHE has asked us to develop a Carpe Careers logo for the IHE website
- **Communications Coordinator** – Sharing Carpe Careers posts through Twitter, developing outreach strategies to relevant groups and universities, all in coordination with GCC communications
- **Peer Editor** – Helping writing group members with reviews of early drafts prior to submission to IHE
- **Book Subcommittee Member** (see below) – Coordinating information for a book-version of Carpe Careers

2) New Carpe Careers logo for the blog

Graphically minded individuals with a good sense of colour are welcome to submit ideas to me. The writing group members can help to choose a finalist. Here is an example to get you thinking!

3) Carpe Career – the Book!

Our big goal for the next year will be to work with publishers to use content from Carpe Careers to create a book version of the blog. This would allow content from the blog to be organized and structured logically (reflecting the career exploration and job search process) to provide an essential guide for PhD students and postdocs as they are managing their professional and career development. The final version has the potential to be a great tool for GCC members as they are working with their populations of students and postdocs.

ImaginePhD: A Career Exploration and Planning Tool for the Humanities and Social Sciences

In early 2014, a group of GCC members, faculty, and staff, met at UC Davis to launch the effort to create an online tool modelled after the highly successful myIDP, but with a focus on humanities and social sciences PhDs. In the three years that followed, the GCC became the project's home and over 80 individuals from academic institutions, companies, and professional societies across the U.S. and Canada have volunteered countless hours to help make this project a success.

2016-17 milestones include:

- \$150,000 raised to date through sponsorship campaign
- Website development launched and on track for completion
- User experience protocol developed and focus groups conducted in the U.S. and Canada
- Skills, Interests, and Values assessments and Job Families further refined
- Content curated and added to site for all 16 Job Families
- Second Experts Survey conducted to refine Training Job Family results
- My Plan tool featuring extensive list of goals and the capability to drag and drop onto a multi-year calendar
- Marketing materials designed and developed to be distributed at the GCC Annual Meeting
- Project presentations given at regional GCC meetings, to professional societies and to university academic administrators
- Launch date set for October 2017

Mock site address: <https://imaginephd-mock.herokuapp.com/>

ImaginePhD Project Lead: Teresa Dillinger (tdillinger@ucdavis.edu)

User Experience, Website Development and Design Lead: Annie Maxfield

Content Development Lead: Sarah Peterson

GCC Executive Board Liaison: Michael Matrone

ImaginePhD ad hoc committee structure:

Content and Resource Development Committee	
Sarah Peterson, CHAIR	Emory University
Derek Attig	University of Illinois at Urbana-Champaign
Jennifer MacDonald	The New School for Social Research
Rob Pearson	University of Texas Arlington

Claire Salinas	Humanities Council
Val Shepard	UCLA

User Experience Committee	
Annie Maxfield, CHAIR	UCLA
Derek Attig	University of Illinois at Urbana-Champaign
Melissa Bostrom	Duke University
Lorna MacEachern	McGill University
Nicole Reiz	University of Kansas
Susan Martin	University of Maryland
Ruth Schemmer	Vanderbilt University

Sponsorship Development Committee	
Teresa Dillinger, CHAIR	UC Davis
Susanne Killian	Princeton
Dewis Shallcross	Fordham University
Colleen Smith	Rensselaer Polytechnic Institute
Jen Teitle	University of Iowa

Benchmarking Committee Report

Submitted by Kay Kimball Gruder - Chair

The Benchmarking Committee is an ad hoc committee of the GCC established in 2016 to:

- further develop and administer the GCC's Annual Membership Survey;
- analyze, summarize, and visualize Annual Membership Survey data for use by GCC members and leadership;
- coordinate GCC committee efforts seeking to survey GCC members;
- develop policy recommendations concerning data collection, management, and dissemination.

The Committee met 2-3 times a month to accomplish the deliverables. Additionally, the committee members worked in smaller functional teams to accomplish specific action items. The Committee collaborated with members of the Ad Hoc Diversity Committee and PhD Outcomes Committee to develop and include survey questions that will yield data to guide their work.

Benchmarking Committee Deliverables

- Revisions to, and launch of, 2017 GCC Annual Membership Survey

- Coordinated review and evaluation of existing and new survey questions by Princeton Research Survey Center
- Creation of a written briefing and data overview from 2016 Annual Membership Survey, including the development of two infographic documents:
 - Overview of GCC membership
 - Overview of work conducted by GCC members
- Analysis of 2017 GCC Annual Membership Survey data with preview provided at 2017 Annual Meeting through poster presentation
- Policy recommendations that encompass:
 - Collection of Data
 - Data Requests
 - Use – Internal and External to GCC
 - Data Reporting
 - Data Storage & Security

2016-2017 Committee Members

Catherine Basl, cbasl@uw.edu, University of Washington

Kay Gruder, Kay.gruder@uconn.edu, University of Connecticut (Chair)

Jennifer MacDonald, macdonaj@newschool.edu, The New School

Thi Nguyen, thi.nguyen@ucsf.edu, Washington University in St. Louis

Kim Petrie, kim.petrie@vanderbilt.edu, Vanderbilt University School of Medicine

Amy Pszczolkowski, alp19@princeton.edu, Princeton University (Board Liaison)

Membership Report

The GCC Secretary oversees the membership process for renewals and new members. 2016-2017 GCC Secretary was Sue Levine, Brandeis University. Our new fiscal year begins August 1, 2017 and membership renewal notices will be sent to current members. We have begun to do outreach to university graduate school deans and career center directors who do not have representation in the GCC to encourage them to have their staff members join.

Total Membership: 370 (as of July 31, 2017 (increased by 36% from Aug. 2016 to July 2017)

Total number of institutions represented: 175 (increased 23% from Aug. 2016 to July 2017)