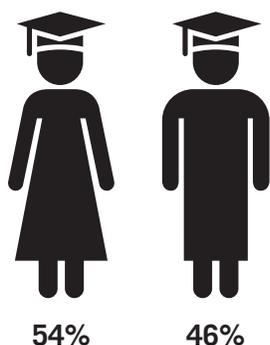


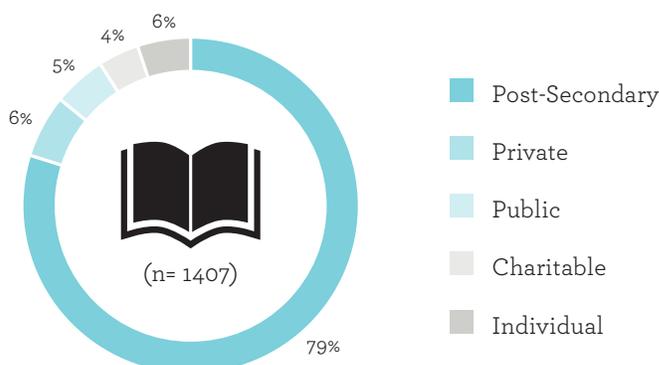
# careerOUTLOOK: HUMANITIES

Art / Classics / Comparative Literature / Drama, Theatre and Performance Studies / East Asian Studies / English / French Language and Literature / Germanic Languages and Literatures / History / History and Philosophy of Science and Technology / Italian Studies / Linguistics / Medieval Studies / Music / Near and Middle Eastern Civilizations / Philosophy / Religion / Slavic Languages and Literatures / South Asian Studies / Spanish

## GENDER OF PhD GRADUATES



## EMPLOYMENT SECTOR BREAKDOWN



## TOP EMPLOYERS BY SECTOR



### Post-Secondary Sector

- University of Toronto
- York University
- Carleton University
- Ryerson University
- Western University



### Public Sector

- Canadian Heritage
- City of Toronto
- Government of Ontario
- Ministry of Health and Long-Term Care
- Social Sciences and Humanities Research Council of Canada



### Across all sectors, job titles include:

- Associate Professor
- Director
- Researcher
- Freelance Writer

**What is the 10,000 PhDs Project?** A snapshot of employment outcomes for PhDs who graduated from U of T between 2000 and 2015. Learn more and explore the interactive dashboard on the School of Graduate Studies website: [uoft.me/10KPhDs](http://uoft.me/10KPhDs).

Employment data exclude the 12% of all found PhD graduates for whom an employment sector was unknown. Departments listed under Humanities reflect the status as of 2016. Gender identification for all PhDs in this study was determined by 2000-2015 data reported in University of Toronto Web Services (ROSI) records.



UNIVERSITY OF TORONTO  
SCHOOL OF GRADUATE STUDIES

# HUMANITIES PhDs AND THE 10,000 PhDs PROJECT: COMMONLY ASKED QUESTIONS

## Where have most Humanities PhDs found employment, according to the 10,000 PhDs Project?

U of T graduated a consistent number of Humanities PhDs between 2000 and 2015 (about 100 each year), simplifying an analysis of available job opportunities among cohorts. **As of 2016, nearly 79% of all found Humanities PhDs who graduated between 2000 and 2015 were employed in the Post-Secondary Education Sector (PSE).** The PSE sector is extremely broad and varied, encompassing teaching, research, and administrative positions at both colleges and universities. Just over 40% of all found Humanities PhDs were tenure-stream faculty in 2016, while roughly 3-4% of Humanities PhDs were in University administration, post-doctoral fellowships, and adjunct/affiliated professorships, respectively. Nearly 5% were college lecturers.

## How has the academic job market changed between 2000 and 2015?

The 2016 “snapshot” of employment outcomes provided by the 10,000 PhDs Project indicates that, **compared to earlier cohorts (2000–2011), a higher percentage of recent Humanities PhDs (2012–2015) were employed in University administration, the Private Sector, and the Charitable Sector.** These results may suggest that graduates and employers alike are increasingly recognizing the valuable transferable skills that Humanities PhDs can bring to careers beyond traditional academia.

The results may also reflect a shift in the status of the academic job market in the Humanities.<sup>1</sup> Using the *MLA Job Information List* as a benchmark, it appears that the impact of the 2008 recession took several years to be felt. The number of total English-language academic postings<sup>2</sup> remained above 1,000 in 2009–2010, placing it securely within a 40-year trend. However, by 2015–2016, this number dipped below 1,000 and it has continued to fall below 700 since then. A similar trend can be observed in English-language academic postings at Canadian institutions, where postings dropped 50% between 2008–2009 and 2009–2010, then climbed for another four years before dropping again.

Given that, as of 2016, over 40% of all Humanities PhDs located by the 10,000 PhDs Project were employed in tenure-stream positions, it is clear that many U of T PhDs are weathering the fluctuations of the academic job market. Yet understanding each job market and gaining an awareness of the array of career paths and options across employment sectors can help students make more informed decisions, develop professional skills strengths during their studies, and formulate a plan to attain career goals.

<sup>1</sup> For an analysis of the 2008 recession’s impact on manufacturing, industry, and services, see: [data.oecd.org/emp/employment-rate.htm](http://data.oecd.org/emp/employment-rate.htm). For US-only data, [cbpp.org/research/economy/chart-book-the-legacy-of-the-great-recession](http://cbpp.org/research/economy/chart-book-the-legacy-of-the-great-recession) is a useful resource.

<sup>2</sup> The vast majority of the MLA English-language postings are in the United States, which is in turn broken down into 9 regions. Other geographic categories are “Canada” and “Outside the United States and Canada.”

“  
The communications, research, and editing skills  
I developed in graduate school were key to getting my first job.”

– U of T Alumnus (Humanities PhD)

### What opportunities are available in the non-academic sector for Humanities PhDs?

Many rewarding careers in the non-academic sector are open to Humanities PhDs. For instance, the 10,000 PhDs Project affirms that U of T Humanities PhDs have become Senior Policy Advisors in the public sector, Executive Directors of charitable institutions, and Directors of private sector organizations. A key component in considering careers in the non-academic sector is recognizing the transferable skills you will develop by completing a Humanities PhD, including writing and researching, oral communication, and critical thinking (find additional skills at: [connect.mla.hcommons.org/files/2016/04/Transferable-Skills-for-humanities-PhDs.2.pdf](https://connect.mla.hcommons.org/files/2016/04/Transferable-Skills-for-humanities-PhDs.2.pdf)). Non-PSE sectors will in turn benefit from the addition of Humanities PhDs leading and enriching their teams, and serving the needs of their increasingly diverse client base.

### What can I do to build on my transferable skills and acquire more?

Look for courses and workshops offered by the School of Graduate Studies and by Career Exploration & Education that focus on leadership, project management, cross-disciplinary communication, and networking—all valuable tools that can help you market yourself in the wider job market. **Make a professional development plan in your first year, and follow it.** Do informational interviews with individuals in a variety of employment sectors, and come prepared with questions. By the time you graduate, you will be well-equipped to respond to a wide range of job opportunities in both academic and non-academic settings.

## YOUR INFORMATIONAL INTERVIEW: WHAT TO ASK?

- What career path did you take to get to this position?
- What are the most important skills you use in your work? How did you develop these?
- What do you wish you had learned that would be useful in your position today?
- What possibilities are there for advancing in this company/field/industry?
- How is your work-life balance?

**TIP:** On the day of your interview, follow up your meeting with a thank-you email. Include a LinkedIn invitation and ask any further questions.

“The best advice I can give to current PhD candidates starting to explore roles outside academia is to email people who have careers that sound interesting to you and ask to chat with them over coffee ... You’ll be surprised ... how they’ll be eager to connect you to others in their field.”

– U of T Alumnus (Humanities PhD)

## BUILD YOUR PROFESSIONAL SKILLS

Graduate Centre for Academic Communication (GCAC) [uoft.me/GCAC](https://uoft.me/GCAC)

Graduate Professional Skills Program (GPS) [uoft.me/GPS](https://uoft.me/GPS)

Career Exploration & Education [studentlife.utoronto.ca/cc/grad-students](https://studentlife.utoronto.ca/cc/grad-students)

Milestones & Pathways Program [teaching.artsci.utoronto.ca/fundingopportunities/mp/](https://teaching.artsci.utoronto.ca/fundingopportunities/mp/)

## START YOUR CAREER SEARCH

Beyond the Professoriate [beyondprof.com](https://beyondprof.com)

MLA Job Information List [mla.org/Resources/Career/Job-Information-List](https://mla.org/Resources/Career/Job-Information-List)

MLA Non-Academic Job Information List

[mla.org/Resources/Career/Job-Information-List/Job-Sites-for-Positions-in-Business-Government-and-Not-for-Profit-Organizations](https://mla.org/Resources/Career/Job-Information-List/Job-Sites-for-Positions-in-Business-Government-and-Not-for-Profit-Organizations)

Ten Thousand Coffees U of T Hub

[alumni.utoronto.ca/volunteer/mentor-a-student/ten-thousand-coffees](https://alumni.utoronto.ca/volunteer/mentor-a-student/ten-thousand-coffees)

PhD Career Stories [phdcareerstories.com](https://phdcareerstories.com)

WorkInCulture Job Board [workinculture.ca/The-Job-Board](https://workinculture.ca/The-Job-Board)

## BOOST YOUR CAREER POTENTIAL

- Connect with upper-year grad students to learn how they started their job search.
- Recognize and build upon your transferable skills (e.g. writing, data analysis, critical thinking, presentation, teaching). Register for GPS courses/workshops at [uoft.me/GPS](https://uoft.me/GPS).
- Share your CV with your supervisor and peers to gather constructive feedback.
- Create a LinkedIn profile and get feedback from mentors and peers.
- Explore salary ranges and career trajectories from databases such as [payscale.com](https://payscale.com) or [salary.com](https://salary.com).