I. Pathways Video *(Quicktime version)*

II. Panelists Intros

Dr. Neal Hutchens - Moderator - UK’s Educational Policy Studies and Evaluation, who served as a legislative fellow on the U.S. Senate’s Committee on Health, Education, Labor, and Pensions.

Dr. John Bauer - PhD from UK in Chemistry in 1977. Worked for Abbott Labs - a pharmaceutical company in Northern Illinois - along the way became a part of the Army Hygiene Lab. Taught at College of Lake Co in Illinois. Retired and started a consulting company (of one). Retired but tutors at the Cat’s Center. At Abbott, analytical techniques developer, evolved into general prob solver, evolved into patent consultant.

Dr. Susan Abbott-Jamieson - PT in Army in Medical Core - finished college at night school. Grad school at UNC Chapel-Hill master’s and PhD in Anthropology. Intended to have a career in academia. Hired at UK in 1974. Taught for 25 years but had joint appointments in the medical school, psychiatry and behavioral science. Last few years teaching at UK, began traveling to West Africa with husband who had publishing, PR consulting work internationally. He began doing work for the Ghana cocoa board. Helped husband to design new package for Ghana chocolate. Got an idea to import the chocolate to the U.S. Collaborated with a cocoa processing company in Ghana. Worked with a chocolatier in Ohio and with Ruth Hunt candies in Kentucky. Eventually sold the company to the Ruth Hunt brand. Hired as Senior Social Scientist at National Marine Fisheries Service (NOAA Fisheries) in the National Oceanic & Atmospheric Administration (NOAA) in headquarters in Washington, D.C. Hired not for knowledge of marine fisheries, but because a lot of experience in research in small communities, published researcher, department chair and knew how to do social science research. Needed research for impact studies on fishing communities. Worked for nine years and developed a program with centers around the country. Retired again and runs a one-person consulting company and continues to do some work with the Agency, focused on oral history - Voices from the Fisheries website.

Dr. Hsain Ilahiane - Anthropologist - Joked that we were very privileged to have two anthropologists on the panel. Achieved post-secondary education in native country of Morocco. Came to anthropology through international studies and interests. PhD from University of Arizona and started doing consulting with Native Americans in the southwest of the U.S. Worked for ten years in the academy and developed a relationship with Intel Corp - had been doing research on information technologies. Spent a year in Oregon working for Intel. Wouldn’t trade that experience for anything else - that experience informs the work he does in the classroom, in terms of mentoring. After that, came to Kentucky as an associate professor and
continued to work for Intel. Speaking to the video, he would emphasize the importance of having an internship. Worked an internship at the World Bank in D.C. (got paid really well) - also helped him to see outside of the bubble of anthropology. Also a great opportunity for developing relationships.

Dr. Carey Cavanaugh - The video is nice and optimistic but if you’ve been watching the debates, you know the financial world right now, you know the real picture is not that rosy. What is true is that graduate programs do a poor job of advising for careers outside of the academy. Started college as a Nuclear Engineer - experience in the real world - led him to change major the next day to Russian languages and literature and sought advanced degree in international studies. Got a faculty job which he preferred to a research job because he got to deal with people. Joined the state department as a foreign service officer for 23 years. Lived all over Europe and was a peace mediator in Eurasia. Left the state department and returned to UK to run the Patterson School. Also worked on Capitol Hill and in the Pentagon.

III. Floor Opened for Questions

It seems like in all your stories, there’s a lot of serendipity? Is there something a student could actively do to increase chances of finding these pathways?

SAJ: Networking, networking, networking. Internships are really useful - some are paid and some are not paid. We had a lot of interns in our agency. You need to target areas of activity in corporate area, local or government.

CC: Just work. MLA said this year that there are enough tenured academic positions for 17% of PhD graduates this year. Most of you will probably end up getting jobs that aren’t academic jobs. What’s really important is what your first job is. Be open, be creative and know your specialization to learn about what appeals to you and shift accordingly. What is appealing? Where can you get a job in that area? When you start it, is that an area you want to stay in?

JB: Unusual suggestion, American Chemical Society News magazine talks about what kinds of jobs are available but look at the advertisements. Those are the companies that want to hire you.

How do you suggest handling having a free internship in terms of paying bills and feeding yourself?

CC: This is worse with the recession - expectation that you’ll have the experience you need while compounding your debt. Might be a smart move if it’s shorter term and gives you a credential that let’s you pursue something you wanted to do. For instance, if you want to work overseas, you need to get overseas and get some experience. Doesn’t recommend interning long term without pay.
Every time people talk about non-academic careers, they talk about one-person consulting. What are the steps to set yourself up as a consultant? Does it help with networking into the job you really want?

JB: Depends on what area you’re in. Often, you need to have developed a reputation already - if you have a strong publishing background, that would help. As a consultant, you’ll be competing with a lot of others, many of whom are retired and thus have a lot of experience. In the pharmaceutical industry, in 1977, I was the 2nd PhD that was hired. Now there are more PhDs than anything else, so options are increasing outside of the academy for advanced degree holders.

CC: The way society has evolved, a lot of jobs have a standard credential of a master’s degree. Can be an entry ticket to many jobs. There are a lot of jobs in government and in business and it would be key and incumbent upon you to ferret out those jobs based upon your specializations and where you are willing to live. If you are mobile, you are more employable. Your generation is expected to change jobs five or six times. No single job or location is permanent.

HI: Consulting starts in graduate school. Takes multiple forms. Have to be proactive. Publish - make a name for yourself. Go to conferences. Really want to be proactive. It’s not easy to penetrate the consulting field - there are strongholds against which you have to compete. Leverage your professors - get introductions. The people I ended up working with were my peers in graduate school: peers become a resource down the road. Networking starts in grad school and continues through career.

SAJ: Research firms hire tons of graduate-degreed students to carry out research. “Beltway Bandits” outside of D.C., but also located in other places in the country. I have a colleague who has had made a career for himself by doing contract research impact studies. Not just true for social scientists. Think about what kind of work you want to do, where does that work occur - treat that like a research project.

Moderator: You’ve talked about the importance of internships and networking, grad programs do a better job for getting students ready for the academic job interview. Do you have recommendations or suggestions for students going into a different interview environment?

JB: Go in very prepared - know about the company you’d be working for. Know as much as you can about what the company does. When scientists interview, there are two talents that science doesn’t teach you that are valued in industry: communication and writing - being able to write something that a non-scientist can understand. Come in as if you had really studied the company and want to be part of it.

CC: Don’t sell yourself as you always wanted to be an English professor and it isn’t working out. Talk about your interests. Talk about how much you want to research, not to teach - if you are a
researcher. Don’t call your resume a CV. Resume cannot be longer than 2 pages. Bill Clinton’s resume is one page - one line “President of the United States of America” with dates. Make sure somebody else looks at your resume who isn’t in your field.

HI: One thing I discovered in industry is that they are visually oriented. They want visuals. All info should be presented visually.

SAJ: Across industry and across government, they are looking for people who are good team players. Don’t want a prima donna. Have the skill set and be able to work with other people. You get team credit for things you do, not individual credit. You must be able to write English well. I spent a good deal of my time writing and editing. You must develop this skill - this is essential.

JB: Have someone who is strong in English look at the resume before you supply it to anyone. This is a turn-off for interviewers in industry. Whatever you present to them should be correct.

NH: I’ve worked with professional students in the past … this might be something for the GSC if the Career Center isn’t doing this. Need someone to read over the resumes and mock interview situations. Something to consider, engaging in those prep activities.

JB: Won’t necessarily be one interview with two or three people. Might have five or six interviews throughout the course of a day.

NH: Because they have to find a way to whittle down a stack of qualified people. Interviews are not everyone’s strength. Do what you can to prepare yourself before you go in.

**Are there common resources for students with advanced degrees, such as career center. How do you find jobs?**

SAJ: For federal jobs, there is usajobs - one central website. It has a search engine.

JB: Go to a company’s website, there is usually a tab for Careers. Again, look into journals and magazines and look at who’s advertising. For pharmacy, especially at UK, talk with faculty.

HI: For those in social sciences, there is a monthly newsletter. The Chronicle of Higher Education also lists jobs. Network through your social networks.

CC: It’s often said is that looking for a job is a full-time job. There is no repository of all available jobs. Even things that are designed to make this easier don’t always help because they might use job names that you’re not familiar with. A lot of jobs never get advertised. Even usajobs doesn’t always list all the jobs. Be diligent. Don’t expect that when you find four and you send in an application, you’re done. You may apply for a staggering number of jobs before you find the job. We are in a recession.
Tech jobs are hot right now. But I’m coming with a math degree and my credentials don’t match up with what they’re recommending. Should I apply with the credentials I have?

JB: You’ll never get a job you don’t apply for. If you have a math background, there’s a lot of ways that math is applied throughout industry.

SAJ: Need to think about how to present what you can do to show it applies to the job for which you’re applying.

CC: If they list things that are absolute requirements and you can’t do them, don’t apply. But think broadly and creatively. Everyone thinks about google and Apple. The majority of technical jobs are in tech start-ups. Federal employment - NSA hires an enormous number of mathematicians. They will pay for you to complete your skill set.

HI: We live in a globalized world. You might think about taking a course in sociology or anthropology that can expose you to what culture says about your specialization. So that you can say, not only am I a mathematician, my math can be informed with some cultural modeling. At the end of the day, it’s about managing people in the environment. And culture is important.

The reasons I went to grad school has shifted. How do I pick up the skills I need when I am confined by what my advisor thinks I should do?

CC: Some occupations require multiple degrees. The question would be is that the right profession for me? Can you afford it? In my program, we take 35 students a year, about a quarter of them already have an advanced degree. If you’re in a PhD program near the end, you’re going to have a really hard time finding time to pick up those extra skills.

As a PhD you work on a very specific topic and you used to think you have to work in that same area?

JB: No. I was hired to work in a different specialization. The more general you can be, the more likely you are to be hired. Flexibility is key to success and moving forward.

SAJ: Generally related degrees were important but not the specific research background. If the research skills were there, and they were a reasonable human being and someone you’d want to work with for a good amount of time, we’d hire them. Personality is important.

JB: Put your other skills into your resume.

For people with bilingual skills, what is the suitable career path? Will language tests be required?

CC: Languages are tricky. For Patterson graduates, we want them to be proficient in a language and it doesn’t matter which language. Ability to learn a language counts for a lot.
Don’t try to target a specific language because needs of language-related jobs change. For international students, depending on your field of study, you have a different challenge. If you are studying medicine, math or engineering, you are going to find it easier to find a job here in the U.S.. Most other programs, you may be more competitive overseas. The same is true for tech jobs. Americans who want to do international studies - almost impossible to work for the UN. Depending on your country of origin, you can probably work at UN or UNESCO.

**You all have a unique story and yet you all ended up back in academia. How or why did you all end up back in academia?**

CC: I came back because I really love academia and I saw this as a chance to bridge both fields. Life won’t be linear. If you’re good and creative, learn to find a way to make it look linear on your resume.

SAJ: I have always loved universities and university environment. Because we lived in Lexington for so many years, I thought of it as home.

JB: I married to a Kentuckian. Teaching has always been a part of my career. Coming back here after I retired, the chance to work as a tutor was interesting, too.

HI: If I could consult and teach, what a sweet spot. I really enjoy teaching and that’s why I’m here.