

News of the Profession

Reports

Finding Jobs: Placement of Political Scientists, 1983-84

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New political science Ph.D.s continue to have a slightly easier time of finding employment than their counterparts did from 1975 through 1979. In the period from 1980 through 1984, the placement success rate of new Ph.D.s was 71 percent. This compares with a placement rate of 69 percent from 1975 through 1979. The marginal improvement in employment opportunities continued in 1984; seven out of ten job seekers successfully found employment (Table 1). An increase in the number of men and women entering the job market helped to reduce the success rate slightly from

1983 when eight out of ten job seekers found employment.

For a significant number of job seekers in 1984, employment was only a temporary achievement. One-quarter of the 1984 job seekers who found employment found only temporary assignments. As has been the case for the past five years, nearly half of the 1984 placement class will be back on the job market in 1985.

Almost half (47 percent) of the unsuccessful job seekers will remain in their graduate departments for another year. Of these, two-thirds will receive some form of financial support. Fourteen percent of those who did not find long-term or temporary employment will actively seek employment outside the profession. It is unknown whether those leaving the profession will return next year or leave for good. Another 14 percent have not returned to their departments and have

TABLE 1
Trends in Placement*

| | 1975-79 | 1980 | 1981 | 1982 | 1983 | 1984 |
|---------------------------------------|---------|------|------|------|------|------|
| Number of firm candidates | 982 | 779 | 697 | 611 | 523 | 672 |
| % repeats | 36 | 36 | 35 | 36 | 41 | 38 |
| Placement success of firm candidates | 69 | 68 | 73 | 62 | 79 | 72 |
| % of placement in temporary positions | 31 | 33 | 28 | 36 | 33 | 24 |
| % placement to Ph.D.s | 55 | 54 | 56 | 64 | 65 | 64 |
| Placement success of Ph.D.s (%) | 77 | 74 | 81 | 72 | 87 | 77 |
| % of placement in nonacademic jobs | 17 | 24 | 18 | 19 | 19 | 18 |

*Figures are estimates of total population based on samples of 97 departments in 1980 (79% response rate), 94 departments in 1981 (76% response rate), 91 departments in 1982 (76% response rate), 87 departments (73% response rate) in 1983, and 83 departments (71% response rate) in 1984.

TABLE 2
Degree Completion and Placement Success, 1980-84 (%)

| | ABD | | | | | Ph.D. | | | | |
|---|------|------|------|------|------|-------|------|------|------|------|
| | 1980 | 1981 | 1982 | 1983 | 1984 | 1980 | 1981 | 1982 | 1983 | 1984 |
| Placement Success^a | | | | | | | | | | |
| Total | 63 | 66 | 55 | 54 | 68 | 74 | 81 | 68 | 87 | 77 |
| Men | 61 | 63 | 54 | 53 | 64 | 75 | 83 | 63 | 87 | 80 |
| Women | 70 | 79 | 58 | 57 | 83 | 72 | 70 | 79 | 88 | 69 |
| Percentage of Those Placed^b | | | | | | | | | | |
| Total | 46 | 44 | 41 | 34 | 36 | 54 | 56 | 59 | 68 | 64 |
| Men | 43 | 41 | 40 | 32 | 36 | 57 | 59 | 60 | 68 | 64 |
| Women | 57 | 54 | 45 | 43 | 38 | 43 | 46 | 55 | 57 | 62 |

^aPlacement success measures number placed within each category as a percentage of the total candidates within each category.

^bPercentage of those placed measures the number placed within each category as a percentage of total number placed in all categories.

not sought employment outside the profession; these job seekers have joined the ranks of the unemployed.

Nonacademic Employment

Almost one-fifth of those who found employment in 1984 took jobs outside the academy in business, industry, government and non-profit associations. The same percentage has found nonacademic employment over the past five years. Graduate departments do not anticipate a significant change in the percentage of political science Ph.D.s entering non-academic careers.

Twenty-one percent of the male Ph.D.s and 22 percent of the female Ph.D.s who found employment in 1984 were placed in nonacademic positions. These figures are comparable to the proportion of male Ph.D.s (25 percent) and female Ph.D.s (29 percent) placed in teaching positions in undergraduate political science departments. It is above the proportion of male Ph.D.s (17 percent) and female Ph.D.s (10 percent) successfully placed in positions in M.A.-granting departments.

Placement of Ph.D.s and ABDs

A degree in hand is the best preparation for a successful job search. The placement success of ABDs did, however, im-

prove in 1984. Almost seven out of 10 ABDs found employment. The improvement in the placement rate of ABDs was largely due to the increased placement success of women ABDs. An anomaly in 1984 was that women ABDs were more successful in finding employment than women Ph.D.s. Eighty-three percent of the women ABDs and 69 percent of the women Ph.D.s found jobs (Table 2).

Placement by Specialty and Academic Institution

Placement success by specialty in 1985 continued according to well-established patterns. American government specialists had the greatest placement success, followed by public policy and public administration specialists. The latter two groups returned to the high level of placement they had temporarily slipped from in 1983. Eighty-three percent of the public policy specialists were placed in 1984 compared with 60 percent in 1983.

Last year, specialists in comparative/area studies and international relations were particularly successful in finding employment. This was especially true among men specializing in these fields. This year, women also benefited from the increased demand for comparatists and

TABLE 3
Placement Success by Field of Specialization, 1980-84 (%)

| Placement Success ^a | Total | | | | | | | | | | | | | | | |
|---|-------|------|------|------|-------|------|------|------|------|------|------|------|------|------|------|--|
| | Men | | | | Women | | | | | | | | | | | |
| | 1980 | 1981 | 1982 | 1983 | 1984 | 1980 | 1981 | 1982 | 1983 | 1984 | 1980 | 1981 | 1982 | 1983 | 1984 | |
| American Government | 74 | 85 | 71 | 99 | 80 | 75 | 85 | 73 | 100 | 79 | 71 | 83 | 66 | 96 | 86 | |
| Public Policy | 64 | 94 | 81 | 60 | 83 | 61 | 100 | 87 | 54 | 88 | 78 | 75 | 67 | 75 | 71 | |
| Comparative/Area Studies | 55 | 59 | 52 | 73 | 67 | 55 | 60 | 46 | 75 | 66 | 55 | 56 | 74 | 67 | 54 | |
| International Relations | 64 | 57 | 52 | 66 | 67 | 62 | 54 | 51 | 75 | 62 | 80 | 79 | 61 | 31 | 93 | |
| Public Administration | 97 | 91 | 100 | 73 | 90 | 96 | 100 | 100 | 62 | 89 | 100 | 80 | 67 | 100 | 91 | |
| Political Theory | 57 | 68 | 42 | 43 | 60 | 47 | 65 | 41 | 45 | 58 | 65 | 78 | 57 | 30 | 71 | |
| Methodology | 50 | 81 | 88 | 80 | 100 | 60 | 83 | 100 | 80 | 100 | 50 | 100 | 100 | — | — | |
| Other | 100 | 100 | 100 | 85 | 100 | 100 | 43 | 100 | 29 | 100 | 100 | 100 | 100 | 67 | 100 | |
| Percentage of Those Placed ^b | | | | | | | | | | | | | | | | |
| American Government | 29 | 30 | 30 | 30 | 29 | 28 | 28 | 30 | 28 | 22 | 32 | 35 | 32 | 40 | 7 | |
| Public Policy | 7 | 8 | 10 | 11 | 11 | 6 | 9 | 9 | 9 | 8 | 8 | 7 | 9 | 20 | 3 | |
| Comparative/Area Studies | 22 | 21 | 20 | 19 | 22 | 22 | 20 | 18 | 20 | 15 | 21 | 22 | 23 | 15 | 6 | |
| International Relations | 17 | 13 | 19 | 14 | 16 | 15 | 13 | 19 | 16 | 12 | 14 | 13 | 18 | 5 | 4 | |
| Public Administration | 7 | 10 | 25 | 10 | 8 | 7 | 11 | 5 | 9 | 5 | 6 | 5 | 9 | 10 | 3 | |
| Political Theory | 11 | 12 | 9 | 9 | 9 | 10 | 13 | 10 | 10 | 7 | 13 | 11 | 5 | 5 | 1 | |
| Methodology | 1 | 3 | 2 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 0 | 4 | — | — | — | |
| Other | 7 | 2 | 5 | 6 | 4 | 8 | 2 | 5 | 5 | 3 | 5 | 2 | 5 | 5 | 1 | |

^aplacement success measures number placed in a field as a percentage of total candidates in each of the respective fields.
^bpercentage of those placed measures the total number placed in a particular field as a percentage of the total number placed in all fields.

TABLE 4
Placement by Type of Hiring Institution, 1980-84 (%)

| | Total | | | | Men | | | | Women | | | | | | |
|---------------------------------|-------|------|------|------|------|------|------|------|-------|------|------|------|------|------|------|
| | 1980 | 1981 | 1982 | 1983 | 1984 | 1980 | 1981 | 1982 | 1983 | 1984 | 1980 | 1981 | 1982 | 1983 | 1984 |
| Ph.D. department | 31 | 36 | 29 | 34 | 37 | 32 | 36 | 29 | 32 | 36 | 38 | 35 | 31 | 40 | 40 |
| M.A. department | 17 | 18 | 20 | 18 | 17 | 16 | 18 | 20 | 18 | 19 | 20 | 13 | 18 | 15 | 12 |
| Undergraduate political science | 22 | 25 | 25 | 27 | 24 | 21 | 24 | 26 | 27 | 24 | 26 | 33 | 21 | 29 | 27 |
| Undergraduate social science | 4 | 2 | 4 | 1 | 3 | 4 | 2 | 3 | - | 2 | 5 | - | 6 | 8 | 3 |
| 2-year college | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 1 | 6 | - | - |
| Nonacademic | 24 | 18 | 24 | 19 | 18 | 24 | 18 | 20 | 21 | 18 | 19 | 18 | 17 | 4 | 19 |
| Total | 100 | 101 | 99 | 100 | 100 | 99 | 100 | 101 | 100 | 101 | 100 | 100 | 99 | 96 | 101 |

TABLE 5
Placement of Job Candidates in the Eighties, by Sex

| | Total | Men | Women |
|---|-------|-----|-------|
| Number of Firm Candidates | | | |
| 1980 | 779 | 630 | 149 |
| 1981 | 667 | 596 | 101 |
| 1982 | 611 | 485 | 126 |
| 1983 | 523 | 390 | 133 |
| 1984 | 672 | 504 | 168 |
| Number Placed | | | |
| 1980 | 560 | 451 | 109 |
| 1981 | 511 | 437 | 75 |
| 1982 | 379 | 298 | 81 |
| 1983 | 414 | 326 | 88 |
| 1984 | 485 | 365 | 119 |
| Placement Success (%) | | | |
| 1980 | 68 | 68 | 68 |
| 1981 | 73 | 73 | 73 |
| 1982 | 62 | 61 | 64 |
| 1983 | 79 | 79 | 66 |
| 1984 | 72 | 72 | 71 |
| Percent in Temporary Positions (%) | | | |
| 1980 | 33 | 32 | 35 |
| 1981 | 28 | 28 | 28 |
| 1982 | 36 | 37 | 36 |
| 1983 | 33 | 32 | 39 |
| 1984 | 33 | 33 | 34 |

international relations specialists. Ninety-three percent of the women specializing in international relations in 1984 were placed; in 1983 only 31 percent were placed.

Of the total number of candidates placed in 1984, 29 percent were placed in teaching positions in American government, 22 percent in comparative politics, 16 percent in international relations, 11 percent in public policy, 8 percent in public administration, 9 percent in political theory, and one percent in methodology.

As in the past, over half of the successful job candidates were placed in graduate institutions. Thirty-seven percent of those placed took positions in Ph.D.-granting institutions, 17 percent in departments in which the highest degree offered is an M.A., and 24 percent in undergraduate political science programs (Table 4). Few candidates were placed in

either social science departments or two-year colleges.

Gender

Women made up one-quarter of the 1984 placement class. Men and women were equally successful in finding employment. The placement advantage men enjoyed in 1983 appears to have been only a temporary phenomenon. Thirty-four percent of the women and 32 percent of the men found only temporary employment; misfortune as well as fortune was equally shared.

The increasing number of women Ph.D.s is having its impact on the composition of the professoriate. The number of women among all ranks and types of institutions increased from 11 percent in 1978 to 13 percent in 1983. Women remain unequally distributed among the ranks and institutions. Women are clustered among

TABLE 6
Full-time Faculty in Tenure Track and Tenured Positions, 1983-84

| | Academic Rank | | | |
|---------|----------------|-----------|-----------|------------|
| | Full Professor | Associate | Assistant | Instructor |
| Men | 2,320 | 1,679 | 1,057 | 201 |
| Women | 132 | 295 | 238 | 27 |
| % Women | 5.6 | 17.5 | 22.5 | 13.4 |

TABLE 7

| | All | Ph.D. | M.A. | B.A. | Combined |
|---|------|-------|------|------|----------|
| Percentage of Women at Rank of Full Professor, by Institution and Year | | | | | |
| 1983 | 5.6 | 4.3 | 6.9 | 6.3 | 6.0 |
| 1982 | 5.5 | 3.5 | 6.5 | 7.7 | 17.3 |
| 1981 | 5.6 | 4.2 | 7.1 | 7.2 | 11.0 |
| 1980 | 5.5 | 4.0 | 7.3 | 5.8 | 10.2 |
| 1979 | 4.9 | 2.9 | 7.0 | 6.2 | 12.8 |
| 1978 | 4.9 | 2.8 | 6.6 | 6.3 | 4.3 |
| Percentage of Women at Rank of Associate Level, by Institution and Year | | | | | |
| 1983 | 17.5 | 15.7 | 11.3 | 11.4 | 34.7 |
| 1982 | 13.3 | 15.5 | 12.0 | 12.4 | 10.1 |
| 1981 | 13.2 | 12.2 | 11.3 | 14.6 | 17.5 |
| 1980 | 11.5 | 11.3 | 11.1 | 11.2 | 13.7 |
| 1979 | 10.4 | 10.3 | 10.2 | 10.6 | 13.4 |
| 1978 | 9.5 | 7.3 | 8.6 | 10.6 | 11.6 |
| Percentage of Women at Rank of Assistant Level, by Institution and Year | | | | | |
| 1983 | 22.5 | 23.0 | 21.8 | 29.9 | 9.8 |
| 1982 | 26.4 | 28.5 | 21.8 | 31.1 | 16.3 |
| 1981 | 25.1 | 26.5 | 24.0 | 20.4 | 36.3 |
| 1980 | 23.3 | 25.4 | 23.4 | 21.9 | 18.8 |
| 1979 | 22.0 | 27.2 | 16.3 | 19.6 | 19.6 |
| 1978 | 10.7 | 29.4 | 19.0 | 27.7 | 28.3 |
| Percentage of Women at Rank of Instructor Level, by Institution and Year | | | | | |
| 1983 | 13.1 | 41.6 | 21.4 | 15.0 | 3.7 |
| 1982 | 12.9 | 35.4 | 33.3 | 41.1 | 37.5 |
| 1981 | 12.5 | 25.0 | 45.4 | 21.1 | 40.0 |
| 1980 | 12.0 | 35.4 | 31.0 | 27.1 | 25.0 |
| 1979 | 28.8 | 28.1 | 39.3 | 34.0 | 16.6 |
| 1978 | 33.0 | 26.6 | 25.0 | 28.0 | 33.3 |

lower, untenured ranks in non-Ph.D.-granting departments (Tables 6 and 7).

Race and Ethnic Background

The placement performance of blacks and Hispanics shows no immediate end to the decline of both groups in the profession. The proportion of blacks and Hispanics in the placement class remains small, four percent and two percent respectively. Though the proportion of the placement class represented by blacks declined from the previous year, the placement success of black political scientists increased (63 percent) over the previous year. The success rate of blacks is below the placement rate for the entire placement class (72 percent).

Only 10 Hispanic Ph.D.s and ABDs were firm candidates in 1984; 79 percent of this small group had their Ph.D. degree in hand. Three-quarters of the Hispanic Ph.D.s were placed in jobs; data on the placement success of ABDs are unavailable. □

Principles of Strong Party Organization*

Committee for Party Renewal

A political party is the instrument of the people's will. It exists not just to win elections but to move a country. Its purpose is not to placate a cacophony of strident voices, but to attract diverse groups to a common purpose. It is built not on television, but on a national vision. And when that party is out of power, its charge is to provide an alternative.

Senator Ernest F. Hollings**

*This position paper was prepared by Jerome Mileur, Executive Director of the Committee for Party Renewal, reviewed by the Committee's executive committee, submitted to the full membership for comment, and approved at the Committee's annual business meeting, September 1, 1984.

Political parties are an American invention. Jefferson and Madison devised them as means of changing the policy directions of government; Jackson and Van Buren revised them as means of expanding popular participation in government. Since the 1830s, they have, albeit imperfectly, continued to serve these ends. Parties are the only broad-based, multi-interested organizations we have that can nominate candidates for office, mobilize popular support behind them, and organize those elected into a government. Unlike special-interest groups, parties must appeal to pluralities in the electorate if they are to win; and unlike single-candidate organizations, they must win many races if they are to govern. Parties, moreover, give coherence to American politics. We have a constitutional system and a political culture dominated by disunifying forces: separated powers, federalism, pluralism, individualism. Parties have been a unifying force in this system, cutting across the branches and levels of government as well as across voting blocs to aggregate interests, build coalitions, and make mass democracy possible.

Political parties have always had a difficult time in our constitutional system and will always have to compete for influence here. Historically, their influence has waxed and waned. But strong parties and a strong party system remain the best hope for representative and responsible democracy in an extended and diverse republic like ours. They are the only institutions in our electoral system that can be held accountable for what government does. Those elected to public office in their name must make policy, not just advocate it, and are answerable for their actions to the electorate as a whole, not to a narrow constituency of limited and special interest.

Strengthening our political parties ultimately means making them more representative and accountable institutions that link elections to government, so that

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