

Academic networks and career trajectory: ‘There’s no career in academia without networks’

Type Journal Article

Author Troy Heffernan

Abstract Academic networks have been found to play a significant role in career trajectory via employment opportunities, publishing openings, or being alerted to prospects not widely advertised. These results are reflective of Bourdieu’s notion that social capital can see an individual’s position within a field (in this article the field of academia) increase due to their network’s aggregate resources, which can be leveraged and see them attain success they may not have been able to achieve without their network’s capital and collective field position. This study surveyed more than 100 working academics and found that most participated in some form of academic networking. This article’s significance comes from exploring the lived experiences that have been identified by academics engaging in active network building. The work demonstrates the significant benefits that can result from being involved in well-positioned academic networks, but also reveals how networks are viewed as methods that can subvert merit-based achievements within the field.

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Attachments

- Heffernan - 2020 - Academic networks and career trajectory ‘There’s .pdf

Careers of PhD graduates: The role of chance events and how to manage them

Type Journal Article

Author Eneli Kindsiko

Author Yehuda Baruch

Abstract Global demand for higher education continues to grow, with increasing numbers of doctoral degrees awarded annually. The global academic labor market is growing too, albeit at a slower pace, and this impacts future career prospects of doctoral gradu; however, evaluation of their career outcomes is lacking. We examined the career pathways of PhDs in Estonia from three different cohorts: 2000, 2005 and 2010. The inductive qualitative longitudinal analysis we applied allowed us to reveal factors influencing the career progress of these cohorts, indicating the major impact of chance events on careers. An inductive data analysis – tracking the individual careers of 389 doctorates and conducting 69 in-depth qualitative interviews – revealed that 1) chance events

in academia concerned 30% of the sample, 2) national-, institutional- and individual-level chance events exist, and 3) individuals can benefit from chance events by recognizing the case, anticipating possible outcomes, and acting according to the expected career prospects.

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- Kindsiko and Baruch - 2019 - Careers of PhD graduates The role of chance event

Catalysts in career transitions: Academic researchers transitioning into sustainable careers in data science

Type Journal Article
Author Mayra Ruiz Castro
Author Beatrice Van der Heijden
Author Emma L. Henderson
Abstract Academic careers are becoming less linear and secure, and are increasingly shaped by environmental constraints. As a result, highly qualified early and mid-career researchers, in particular from STEM (Science, Technology, Engineering, and Mathematics) disciplines, are pursuing careers outside academia. This paper advances theory and empirical research on career transitions and sustainable careers by investigating how junior academics transition into the field of data science by exploring the facilitators of their career transition and the ways in which they experience career sustainability in their new occupational field. This study relies on 28 in-depth interviews with early and mid-career STEM researchers from elite universities who decided to join a data science ‘bootcamp’ to pursue a new career as data scientists. Our study reveals the career barriers that junior researchers experience in academia and how career catalysts increase their career adaptability, facilitating a career transition into sustainable careers in data science. Our study shows that career sustainability is experienced through the reaffirmation of interviewees' identity as researchers outside of academia as well as in the reconciliation between their previous career expectations and actual career outcomes after transitioning into data science.
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Sustainable careers, Career adaptability, (Big) data science, Academic careers, Career transitions

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- Castro et al. - 2020 - Catalysts in career transitions Academic research.pdf

Doctoral graduates' transition to industry: networks as a mechanism? Cases from Norway, Sweden and the UK

Type Journal Article

Author Eloïse Germain-Alamartine

Author Rhoda Ahoba-Sam

Author Saeed Moghadam-Saman

Author Gerwin Evers

Abstract Increased public investment in PhD education to drive innovation has led to a recent rapid growth in the number of PhD graduates. Academic labour markets have not developed at the same pace. An ever-larger share of the graduates is finding employment in industry. The transition from academia to industry is not always easy. The present study aims to provide insights into the role played by PhDs' networks in the job search after graduation. Our data comprise interviews with industry-employed doctoral graduates in STEM disciplines from Sweden, Norway and the UK. Our findings show that PhDs' autonomously built personal networks can help match their specific scientific expertise with labour market demands. We distinguish country-specific patterns and characteristics of the transition, in which regional career paths are more (Scandinavia) or less (the UK) noticeable. The study has practical implications, in particular for PhD students and graduates, related to their career orientation.

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Attachments

Early career researchers' identity positions based on research experiences

Type Journal Article

Author Carles Monereo

Author Eva Liesa

Abstract This study analyses early career researchers' identity positions from a dialogical-self perspective and their experiences when facing significant research events over their career trajectory. An idiographic longitudinal approach, based on the Interpretative Phenomenological Analysis (IPA), and a narrative methodology were used. Five social science researchers at the beginning of their careers fulfilled a Journey Plot and participated in longitudinal in-depth, semi-structured interviews. Seven researchers' identity positions emerged from the phenomenological analysis: administrative, tutored-student, academic writer, subject content learner, research designer, academic speaker, and research community member. Results also showed differences in positions' frequency and distribution when considering research and teaching careers.

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- Monereo and Liesa - 2020 - Early career researchers' identity positions based.pdf

The role of dialogic processes in designing career expectations

Type Journal Article

Author Marcelline Bangali

Author Jean Guichard

Abstract This article examines the role played by dialogic processes in the designing or redesigning of future expectations during a career guidance intervention. It discusses a specific method ("Giving instruction to a double") developed and used during career counseling sessions with two recent doctoral graduates. It intends both to help them outline or specify a career expectation and to create a means to observe the involved dialogic processes. This method was designed within the framework of the "making oneself self" model (Guichard, 2004, 2005, 2009). Dialogic processes were analyzed by referring to (a) this model's conceptualization of individual reflexivity, (b) the Benveniste general linguistic theory, and (c) the concept of "acts of thought", as recently

developed from the Peirce semiotic theory. It appeared that each of these two graduates favored different dialogic processes and acts of thought and evolved accordingly. One of them re-read her whole life and created a new career expectation. The other worked on his previous one to move it from the past university laboratory where he wrote his thesis to a future expected job in a specific private company.

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