Report on Degree Progress and Placement
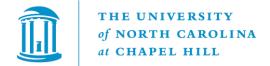**Frank R. Baumgartner, Director of Placement**
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The department takes placement and graduate success very seriously. We have compiled a database of all students having entered the PhD program since 1999, including their field, completion (or not) of the program, their initial job placement, and their current job placement as of the date of this report. Here we give an overview of attrition, success, distribution by field, and placement results for our students. Note that it is comprehensive, fully transparent, and complete. We start with progress to degree, then look at placement.

Progress to degree

Beginning with the entering class of Fall 1999, 310 students have begun their PhD studies. Their distribution across entering years and subfields is described in Table 1.

Table 1. Entering year by subfield

Entering Year	American	Comparative	IR	Theory	Total
1999	10	7	4	1	22
2000	1	2	1	2	6
2001	4	4	2	0	10
2002	9	10	1	1	21
2003	4	4	2	2	12
2004	9	7	4	3	23
2005	4	5	2	4	15
2006	4	3	3	2	12
2007	5	4	0	1	10
2008	3	4	5	2	14
2009	4	3	1	1	9
2010	5	2	4	3	14
2011	4	4	4	3	15
2012	4	7	2	1	14
2013	5	4	4	1	14
2014	4	5	3	2	14
2015	4	5	2	1	12
2016	4	7	2	0	13
2017	7	2	3	1	13
2018	1	7	3	1	12
2019	7	4	2	2	15

2020	1	1	3	0	5
2021	0	3	0	0	3
2022	4	2	4	2	12
Total	107	106	61	36	310

Occasionally, someone gets their PhD very quickly, but on average it takes about six years. The median in each subfield is six years, five in American. Tables 2 and 3 focus on years to degree, by year entering the program, and by subfield.

Table 2. Years to degree by entering class

	For Students Receiving a PhD, Years to the Degree								Total with PhD	Left w/o PhD	Currently Enrolled	Total
Year Entering	3	4	5	6	7	8	9	Median				
1999		3	4	5	2	3		6.0	17	5		22
2000				1			1	7.5	2	4		6
2001	1			4	1	1		6.0	7	3		10
2002		3	2	3	2	1		6.0	11	10		21
2003			2	2	2	2	1	7.0	9	3		12
2004	1			8	2	4	3	6.5	18	5		23
2005		2	2	2	2		1	6.0	9	6		15
2006		1	2	3	2	1		6.0	9	3		12
2007		1	4	1	1			5.0	7	3		10
2008	1	1	5	2	3		1	5.0	13	1		14
2009			3	5	1			6.0	9			9
2010			5	1	2	1		5.0	9	5		14
2011	1		3	2	1	1		5.5	8	7		15
2012		1	1	9		1		6.0	12	2		14
2013			3	6			2	6.0	11	3		14
2014			4	2	2	1		6.0	9	4	1	14
2015			2	5	1			6.0	8	4		12
2016	1		1	8				6.0	10	3		13
2017			2	4				6.0	6	6	1	13
2018			3					5.0	3	1	8	12
2019										4	11	15
2020	1							3.0	1	2	2	5
2021											3	3
2022											12	12
Total	6	12	48	73	24	16	9	6.0	188	84	38	310

Overall, our degree completion for those who entered the program before 2018 is 184 of 263 students, or 70 percent. Our attrition rate is 84 of 310 students overall, or 27 percent.

Table 3. Years to degree, by subfield

Subfield			For Students Receiving a PhD, Years to the Degree						Total with PhD	Left w/o PhD	Currently Enrolled	Total
	3	4	5	6	7	8	9	Median				
American	1	8	30	22	3	2	2	5.0	68	30	9	107
Comparative	1	2	9	31	14	7	1	6.0	68	23	15	106
IR	4	1	7	12	4	3	2	6.0	33	19	9	61
Theory		1	2	8	3	4	1	6.0	19	12	5	36
Total	43	12	41	53	22	13	8	6.0	188	84	38	310

Placement

Initial jobs in the first year when students leave the program are as follows.

Table 4. Initial placement outcomes, by subfield

Subfield	Currently Enrolled	Left Program	Military	Non Academic	Post-Doc	Non-Tenure Track	Tenure Track	Total
American	9	30	0	13	10	12	33	107
Comparative	15	23	0	7	29	15	17	106
IR	9	19	6	3	7	7	10	61
Theory	5	12	0	3	4	4	2	36
Total	38	84	6	26	50	44	62	310

Among the 188 students having gotten their PhD during the period of review, where are they today? Table 5 shows the Fall 2023 positions held by our students.

Table 5. Fall 2023 placement outcomes by subfield for those with PhD degrees

Subfield	Military	Non Academic	Post-Doc	Non-Tenure Track	Tenure Track	Tenured	Total
American	0	20	0	5	14	29	68
Comp	0	10	10	6	14	28	68
IR	6	5	3	1	7	11	33
Theory	0	7	1	3	4	4	19
Total	6	42	14	15	39	72	188

It is important to recognize that the academic job market is constantly dynamic. One's first job placement is often not permanent. Tables 6 and 7 show the progression of our students into tenure-track or tenured positions, as well as the consistent pattern of non-academic employment outcomes. Table 6 shows outcome time by year entering the program, and Table 7 compares the initial placement with the current one.

Table 6. Fall 2023 placement by year entering the program

Year of Entry	Military	Non Academic	Post-Doc	Non-Tenure Track	Tenure Track	Tenured	Total
1999						17	17
2000						2	2
2001		2				5	7
2002		2				9	11
2003		2		1		6	9
2004		4		2	2	10	18
2005		1		2		6	9
2006		3			2	4	9
2007		3				4	7
2008	2	1		2	1	7	13
2009		3		1	5		9
2010		1		2	6		9
2011	1	1			5	1	8
2012		1	2	1	7	1	12
2013	1	4	1	1	4		11
2014		4	2	1	2		9
2015		3	3		2		8
2016	1	3	3	1	2		10
2017		3	3				6
2018		1		1	1		3
2020	1						
Total	6	42	14	15	39	72	188

Table 7. Initial placement compared to Fall 2023 placement

				Fall 2023 Placement					
Initial Placement	Left	Still Enrolled	Military	Non Ac.	Post-Doc	Non-Tenure Track	Tenure Track	Tenured	Total
Left Program	84								84
Enrolled		38							38
Military			6						6
Non-Academic				25		1			26
Post-Doc				3	14	5	11	17	44
Non-Ten. Track				13		7	10	14	50
Tenure Track				1		2	18	41	62
Total	84	38	6	42	14	15	39	72	310

Often, it takes a few years for the academic job market to play out. So, Table 8 shows the placement results for all 188 students and separately for those whose PhD dates from before 2015 and before 2012. By 2019, where were they?

Table 8. Current (Fall 2023) job outcomes, all students and students graduating before 2018 and 2013

	All Students		PhD before 2018		PhD before 2013	
Outcome	N	%	N	%	N	%
Military	6	3	3	2	2	2
Government / Nonacademic	42	22	23	18	10	15
Post-Doctoral Fellowship	14	7	0	0	0	0
Non-TT Academic	15	8	9	7	5	6
Tenure-Track Academic	39	21	20	16	2	2
Currently Tenured	72	38	72	57	63	77
Total	188	100	127	100	82	100

So, 79 percent of our PhD's from before 2013 are either tenured or on the tenure track, as are 63 percent with PhD's from before 2018. Smaller numbers have followed a military / government/ or other non-academic track, and small numbers are in non-tenure-track academic positions.

With regards to our most recent graduating classes, Table 9 summarizes the most recent placement outcomes for those in the five most recent graduating classes.

Table 9. Job market placements for students in PhD cohorts of 2019 to 2023

Job Type	2019	2020	2021	2022	2023	Total
Military	1	0	0	1	1	3
Non-Academic	5	2	1	7	3	18
Post-doc	2	2	3	4	2	13
Non-Tenure Track	1	0	1	1	1	4
Tenure-Track	3	1	3	1	1	9
Total	12	5	8	14	8	47

Our students are currently teaching in a wide range of colleges and universities in the US, Latin America, and Europe, as listed in the pages following. Our web site gives a set of profiles of many of our PhD graduates. We encourage you to look at it. And be in touch if you have questions.

We pride ourselves on our graduate training and our colleagues work hard with each of their students. We work hard with our students throughout the program to ensure successful training and dissertation projects, and as they enter the job market we have a special on practice job talks, compilation of the academic or non-academic job dossier, coaching, and advice. The result, we think, is a very successful placement record in what remains nationally a challenging job market.

Table A1. Tenured Positions currently held

Hamilton College	Pontificia Universidad Católica de Chile
Cedar Crest College	Lander University
Trinity College Dublin	University of Notre Dame
Western New England University	University of Iowa
Texas Tech University	Doane College
King's College London	University of Tennessee
University of Exeter	Grand Valley State University
Dickinson College	Pennsylvania State University
University of Iowa	Mount Holyoke College
University of Texas at Austin	James Madison University
University of Missouri	University of Tennessee
University of Massachusetts-Lowell	Missouri State University
Concordia College	University of Wisconsin-La Crosse
National University of Singapore	Slippery Rock University
Plymouth State University	Lund University (Sweden)
University of Colorado, Boulder	SUNY-Buffalo
National Louis University	University of Notre Dame
Gettysburg College	North Carolina State University
Wheaton College	Georgia State University
Oklahoma State University	Maastricht University
University of Alabama at Birmingham	University of Richmond
Fordham University	Cornell University
Ohio State University	Texas A&M University
Texas Tech University	Waterloo University (Canada)
Washington and Lee University	Binghamton University, SUNY
Loyola Marymount University	Ewha Woman's University
St. Olaf College	Bucknell University
Global and International Studies Graduate School	American University
	University of Virginia
University of Massachusetts-Amherst	Ohio State University
University of Wisconsin La Crosse	Universidad de Chile
University of South Carolina	University of Georgia
University of South Alabama	Yonsei University
University of Richmond	University of Southern Mississippi
Ohio Northern University	University of Georgia
Hunter College, CUNY	University of Kansas
Bates College	University of Maryland
Trinity University	University of Essex
Notre Dame University	Penn State-Altoona
Texas A&M University	University of Texas at Austin
United Nations University	Hankuk University of Foreign Studies
Appalachian State University	Tulane University
University of Richmond	Syracuse University
Michigan State University	Coastal Carolina University
Villanova University	Norwegian University of Science and Technology
Aurora University	

Washington University in St. Louis- Law school	University of North Carolina-Charlotte
	University of Virginia
University of Virginia	University of North Carolina-Charlotte
High Point University	Indiana University
Sciences Po (Paris)	Davidson College
Pennsylvania State University	University of North Carolina-Charlotte
Universidad Catolica del Uruguay	University of California, Santa Cruz
University of Essex	Colorado College
University of Missouri-Kansas City	Indiana University Bloomington
University of Notre Dame	Oklahoma State University

Table A2. Tenure-track positions currently held

Hamilton College	University of Alabama at Birmingham
Cedar Crest College	Fordham University
Trinity College Dublin	Ohio State University
Western New England University	Texas Tech University
Texas Tech University	Washington and Lee University
King's College London	Loyola Marymount University
University of Exeter	St. Olaf College
Dickinson College	Global and International Studies Graduate School
University of Iowa	
University of Texas at Austin	University of Massachusetts-Amherst
University of Missouri	University of Wisconsin La Crosse
University of Massachusetts-Lowell	University of South Carolina
Concordia College	University of South Alabama
National University of Singapore	University of Richmond
Plymouth State University	Ohio Northern University
University of Colorado, Boulder	Hunter College, CUNY
National Louis University	Bates College
Gettysburg College	Trinity University
Wheaton College	Notre Dame University
Oklahoma State University	Texas A&M University

Table A3. Non-tenure track positions and post-docs currently held

Brown University	University of Zurich
Hamilton College	Grinnell College
Aiken Technical College	University of London
Northeastern University	Tulane University
Max Planck Sciences Po Center	EUI
University of Colorado Boulder	University of Pennsylvania
University of North Carolina-Charlotte	University of Zurich
Indiana University Bloomington	Washington University in St Louis
Lincoln Memorial University	Princeton University
Centre College	University of Southern Denmark
Southwestern University	Vassar College
University of Zurich	University of Gothenberg
London School of Economics and Political Science	UNC Asheville
	Duke, Kenan Institute for Ethics
Pennsylvania State University	University of Denver

Table A4. Non-academic positions currently held

Capital One	US Department of Commerce
Parker Analytics, LLC	US Military
North Carolina Budget and Tax Center	Middle East Forum
NC Pandemic Recovery Office	Center for Open Science
California Forward	US Military
James G. Martin Center for Academic Renewal	US Government
	Banking and finance industry, in Toronto
Yoga Teacher/Writer	K-12 Education
Amivero	Langer Research Associates
Cisco	RS21
Private consultant	UBS Investment Bank
State of Oregon Elections Office	US State Department
Korean Institute for Defense Analysis	Bayer Crop Science
Carolina Day School	Public Opinion Start-Up
NORC Center for Public Affairs Research	Metrics for Management
Researcher, Social Security Administration, Office of Retirement and Disability Policy	City of San Francisco
	US Military
	NORC
Facebook	UNC Office of Institutional Research and Assessment
US Dept. of Labor, Bureau of Labor Statistics	Matrix Design Group
US Military	Washington DC Super PAC
American Political Science Association	Data Scientist
Pinkston Strategies	K-12 Sector teaching
US Federal Government	Dick's Sporting Goods