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Welcome, everyone to the Doctoral Career Pathways conference. I am Angie Lira, the associate director of digital products and services. And I will be monitoring the presentation today. I want to thank you for joining us.

We are coming to you from the Minneapolis, Minnesota office of Walden University. Throughout the program we will be joined by the Walden Career Services Center team. We will also have time for questions at the end of each session.

Now, it's never too early to start exploring potential pathways, so let's get started. I will hand it over to Denise, who will be presenting our first section.

Thanks Angie and I'm so happy you're able to join us for the conference. During this session, we will introduce six career pathways for Doctoral students and share six career tools for further exploration. Our goal is to spark ideas and expand your thinking about potential career options. From our years of working with Walden Doctoral students, we have seen career aspirations change and expand as students delve deeper into their studies, interact with faculty and peers, and contemplate Walden's mission of positive social change. We hope this session will offer you some structure for your explanation.

The six broad career pathways that we are going to cover are organizational leadership and development, policy and advocacy, consulting, communications, writing, and
editing, research and data analysis, and higher education. As we discuss these career paths, keep in mind that there is considerable overlap between them.

For example, a position in policy and advocacy will likely involve research, data analysis, communications, and writing.

We purposefully did not organize this session around career options for specific degree programs. Because, for example, someone with a Ph.D. in psychology or education or management might be interested in working in consulting or research or any of the other pathways.

I also want to add that some of you may be pursuing doctoral degrees in patient care. You may be engaged in activities related to the six pathways. However, if you are pursuing a practice doctorate such as the Dr. of Nursing Practice, Dr. of Social Work, or a Ph.D. in Clinical Psychology, please look into licensure and certifications for your field and work with your faculty and program leadership to learn more about the specific requirements to reach your career goals.

In this session, we will be focusing on these six general career pathways that may apply across the degree areas.

So next, Angie is going to launch a poll so we can learn more about your interests.

>> All right, everyone. We're going to launch today's poll. Which career pathway interests you most? So please select one. Organizational leadership and development, policy and advocacy, consulting, higher education, writing, and editing or research and data analysis. I am going to give you guys a few minutes to choose which doctoral career pathway interests you the most.
All right. Little over half the room has voted. I’m going to give you just a moment more.

All right. Just waiting for one or two people to enter the response.

All right. We are going to close our poll in just a moment.

Okay. So winning the poll is organizational leadership and development with 35%, followed by policy advocacy or consulting with 27%, higher education at 22%. Finally, then, you have research and data analysis at 14% and medications, writing, and editing with 3%. Thank you so much for participating in our poll. Back to you, Denise.

>> Thanks, Angie. Let's continue on.

As you reflect on which career path interests you most, think of the knowledge and skills you are gaining in your doctoral program that relate to that career path. Such as expertise in your field, research and writing skills, analytical and critical thinking skills, technology, problem-solving, and project management. These skills are relevant across the career pathways that we are looking at. Can you think of any additional skills that you are gaining in your program that are transferable across the different pathways? And please use the question feature to share your ideas.

Thank you. Leadership and management. Communication skills. Collaboration. Leadership. Many of you are saying leadership. Someone asked for me to repeat the question. What additional skills are you learning in your program that really are transferable across the different pathways? Many of you are saying leadership. Organizational skills, for sure. Completing a doctoral program, you definitely have to have good organizational skills.
Analytical skills again. How things are interrelated. Thank you all. Definitely the critical thinking. Educational leadership. Great. Thank you so much for sharing.

There are a number of skills that are transferable across these areas. So as you look at the six pathways, keep in mind that you will typically only see a doctoral degree listed as a requirement in job descriptions for higher ed teaching and leadership roles and for research positions. However, having a doctoral degree is a competitive career advantage and will allow you to contribute at a higher level.

So next, let's take a closer look at these six career paths.

If you see yourself determining organization goals and strategies, motivating others and cultivating relationships, guiding an organization through change, building organizational culture, then you may be interested in a career in organizational leadership and development. Those of you with experience in your field may be ready to move directly into a higher-level leadership role. Those of you who are transitioning into an entirely new field may need to start at a lower level leadership role or possibly even an entry-level position with the goal to advance quickly.

Potential employers include large and small businesses and corporations, government agencies, educational institutions, and nonprofit organizations.

For each of the pathways we will share some common search terms to prompt you to start exploring job descriptions and requirements. For organizational leadership and development, use a variety of terms such as those listed. For example, director of …, leadership jobs in …, and fill in the blank with your area of interest such as director of
business development, performance management or nonprofit management, among many others.

Don't wait until you're in a job search to look at the requirements for the career path that you are most interested in. Start looking early so you can plan to fill any gaps that you may have. And ideally, consult with your faculty members on choosing a capstone project related to your career interests, if possible.

Next, if you see yourself examining the impact of current policies, collaboratively updating and writing new policies, conducting reviews of current research and literature, and writing and speaking publicly to inform, persuade, and advocate for change, then you may be interested in a career in policy and advocacy work.

Experts in policy and advocacy are needed in almost every field, including health care, education, business, criminal justice, human rights, social services, and many others. Policy work often requires the ability to see both the big picture and the minute details related to an issue. And I think someone mentioned earlier in terms of skills you are gaining in your program, that one of the skills is the ability to see how things are interrelated. That is definitely a skill needed in policy work.

Potential employers include national, state and local government agencies, nongovernmental organizations, commonly referred to as NGOs, nonprofit organizations, educational institutions, corporations and policy research institutes or think tanks.
When you are searching for jobs, you can use terms such as policy analyst, policy administrator, regulatory and compliance analyst, or advocate or community organizer for advocacy work.

Next, if you see yourself guiding organizations on developing strategies and solving problems, managing change, researching and analyzing data, customizing education and training programs, and implementing new technologies, then you may be interested in a career in consulting.

Consultants either work independently or for a consulting firm and travel is often required. If you work as an independent consultant, you should be prepared for variations in your income. You may have times when you are really busy and your income is high, and then slow time when your income is much lower. You will also need a marketing plan to market your skills.

Select search terms include consultant or consulting jobs, also search by specific fields such as consulting and education, health care, management, human resources, among others.

And next, if you see yourself writing content for a variety of audiences, including audiences on social media, or editing content created by others or designing communication strategies or speaking publicly, then a career in communications, writing and editing may be for you.

Potential employers include government agencies again, corporations, nonprofits, educational institutions, and self-employment as a freelance writer.
Select search terms include writing jobs, technical writer, freelance writer, grant writer, which is in pretty high demand. Editor, public relations manager, social media specialist, copywriter, communications director, and others.

Also, program evaluation can involve extensive writing as well. If you’re interested in becoming a freelance writer, you will have flexibility, but be prepared to market your skills and plan for fluctuations in your income. Freelance writers often start out by writing on the side as a second or third stream of income. If you are planning a career in writing outside of academia, it's also important that you gain expertise in adjusting your writing style for a variety of audiences.

If you see yourself reviewing current research, designing, planning, and implementing research projects, organizing, analyzing, and summarizing data and making recommendations based on the results and writing articles for publication, then a career in research and data analysis may interest you.

Keep in mind that research positions also often involve writing grants. Potential employers include national, state, and local government agencies, NGOs, nonprofit corporations, research institutes, and universities.

Select search terms for jobs in research include research associate, research analyst, among others. Also search by specific areas of interest such as health care research jobs, or education research jobs. Select search terms for jobs in data analysis include data analyst, data scientists, quality analyst or business intelligence analyst.

So next let’s look at our sixth pathway that I know many of you are interested in from the poll. Higher education.
If you see yourself contributing to student success through an administrative or leadership role, developing and evaluating educational programs, or teaching students in a face-to-face, blended, or online environment, and you may be interested in a career in higher education.

What typically comes to mind when thinking of a career in higher ed is a faculty position but there are many other opportunities that use Doctoral level skills. For example, leadership and administrative positions in admissions. Financial aid, the registrar’s office, academic support, student affairs, alumni relations, fundraising and development. Military services, to name just a few of the many possibilities.

Potential employers include community colleges, technical colleges, universities and government agencies that focus on higher education services and policies.

Select search terms include higher education administration and leadership jobs or search by specific areas such as jobs in higher education student affairs.

To search for faculty positions, search faculty jobs, or higher education teaching jobs.

Part-time teaching roles are often referred to as adjunct, contributing, or contingent faculty positions. Keep in mind that full-time faculty positions at a university are highly competitive and often require that you have experience presenting at conferences and publishing in peer-reviewed journals.

So next, let’s look at some strategies to help you reach your goals.

First, understand your own strengths, interests, and values. Once you decide on a career path, leverage your academic work to become a subject matter expert in an area that is relevant to that pass. And as I mentioned before, work with your faculty
members on the possibility of choosing a capstone topic related to your career goals.  

Data analysis is a skill in high demand and crosses the pathways so broaden your research and data analysis skills. Your ability to understand current research and the implications for best practices will enhance your marketability. 

Become proficient in the technology related to your field such as data analytics software. Consult with your faculty members and job descriptions for key qualifications. 

Explore your job descriptions so you have time to fill in any gaps. 

Your writing skills will also be used across the pathways so consider taking an academic skills center writing course if you feel you have room to improve in this area or if you want a career that involves extensive writing. 

Here are some additional strategies that apply across the pathways. Develop your public speaking and presentation skills. Explore opportunities to publish your research. 

Gain leadership experience by pursuing paid or volunteer leadership roles and activities in your current place of employment or community organization. And one of the most important efforts you can make is to expand your professional network. 

Decide which strategies are a priority for you and are manageable with all your other commitments. Keep in mind that taking small incremental steps early can have a big impact down the road. 

Also, over the next three sessions, you will have the opportunity to hear from six Walden Doctoral students and alumni on the strategies that they used to launch their career related to these six paths. And in the second session you will hear more specifics about how to gain experience.
So next, we covered a lot of ground during the session so far. We could probably spend an entire hour on any one of the pathways alone. But our intention for this conference is to generate a wide range of career paths for you to consider. So as we start to wrap up this first session, let's look at six tools for further exploration.

ImaginePhD will help you assess your career related skills, interests, values, and export career paths. O*NET pulls information from the government on work activity, future outlook, and requirements.

If you're looking for insider tips on income and jobs, Glassdoor is a database of anonymously posted information, including company reviews, salaries, and benefits.

LinkedIn is the largest professional online network with over 600 million users in over 200 countries. So you can connect with other professionals and join groups related to your career interests. Recruiters search for talent on LinkedIn so keep your profile up to date with specific information on your skills.

CareerOneStop is a tool with licensure and certification information among other resources.

And finally, Walden Doctoral resources on the Career Services website includes a link to sample CVs, a CVguide, and an academic signature guide.

Next, we would like to ask you what career exploration tools have you used in the past to research careers? So if you could please use the question feature to share your ideas. What tools have you used? So higher jobs .com. A number of you have used Glassdoor. Many of you are saying LinkedIn, Facebook, Indeed.com. Some of you have used O*NET, HigherEdjobs, and Idealist. Idealist is a great site. And Google.
Just simply Googling a job is a great way to get started. Just start looking at the jobs. Simplyhired is another good site. Many of you are saying higheredjobs.com. The Chronicle of Higher Ed is also a great resource. Also the Chronicle of Philanthropy, Upworks, and Career Connections and Virginia Recruits are mentioned. Some of you are in states where you have a state job boards or state resources. That's great. Please use the question box to ask questions.. Unfortunately, in this format you're not going to be able to see what everybody else is contributing. So I am trying to get to as many comments as I can. Florida Jobs, another state database. And Ohio Association of Nonprofit Organizations. Some states will have a list of local nonprofit organizations. And meetup groups are another great way to go about connecting and building your network. And getting inside information. And sometimes learning about job opportunities before they are even posted. Another site shared is Ihirebiotechnology. So there are specific words to specific fields. Veterans Careers. Workforce Develop. Business Consults. A question. Do we need to use Facebook? That's a personal choice of yours. So professional organizations such as professional nursing organizations. USA jobs. Great. usajobs.gov. Absolutely. Thank you so much for sharing. Another site shared is Adjunct World. There are specific job sites for adjunct positions. On the Career Services website under the resources tab and by college in education, we have a list of some specific job search sites that post higher education positions.
But as some of you mentioned, simply Googling what you are looking for is also a great way to just gain information.

Virtual connect. Thank you so much for sharing so many great ideas. And career builder.com. I think that is not used as often, but it is a good one as well. I think indeed.com is a good one and as someone mentioned Idealist is a great site as well. And we have other resources on the Career Services website if you're interested in international positions, we have GoinGlobal, so check out the resources on the Career Services website as well.

Thank you so much for sharing. That is fantastic. And I'd like to remind you that you will have access to the supplemental materials in the handout section on your GoToWebinar control panel. So there are some handouts there that Angie mentioned. And before I turn it over to Angie to moderate your questions, I want to add that I recently spoke with a Doctoral student who said that he decided to pursue his degree because he wanted to look at problems in his field at a deeper level and find solutions. I am sure that is true of many of you. Your Doctoral degree is preparing you to look deeper, expand knowledge, and contribute at a higher level. So reflect on the pathways presented here and explore how you want to use your Doctoral level knowledge and skills. And now I will turn it over to Angie to moderate your questions.

>> All right. Thank you. We have a lot of great questions coming in. One I want to address right away is when you are using the question feature, you can type in your question and we can see it, but you're not going to be able to see what the other
attendees have written in the question box. So it's not like a chat box, it is a question box.

Shauna, Meredith, and a few other students have a question about networking. What are the creative ways to start networking in your field and can you give us an example? >> Yes. One of the most important ways would be to join a professional association related to your career field. And look to see if there is a local Chapter so you can join that chapter. Often students will join the national or international association, but it's expensive sometimes to go to those conferences. So also look for a local Chapter so you can do face to face networking and there will be a local conference. It is probably one of the best ways to do face-to-face networking. Someone just shared like the Society of Human Resource Management. They are very active professionals in human resources. There are many others.

The CareerOneStop tool that I shared, has a professional association finder. So you can use that tool to find professional associations and just simply Google as well. Most professional associations are very welcoming to new people. There is typically an annual conference where you can meet a lot of other people. For example, I belong to both the National Career Development Association and the Minnesota Chapter of the Career Development Association. And I will annually go to the Minnesota chapter conference and I get to meet a lot of other career professionals, learn from them during that conference, and also share things that we are doing here at Walden University’s Career Service Center. So that's one excellent way of networking. I will also add if you are currently a student, look for a student rate. Because there is a cost to join a
professional or association. And the costs vary widely. So look to see if they have a student rate.

So that's one way. LinkedIn is also another excellent way. You want to make sure that on LinkedIn you belong to groups and that your profile is up-to-date. I know I have heard stories of people who have reached out professionally on LinkedIn. And they have met people, they have asked for informational interviews. I worked with a student who reached out to the head or director of a public health department, and that person really followed up to help her make connections and she ended up with a job because she reached out on LinkedIn. So LinkedIn is another great area.

Someone mentioned meetup groups as well. Meetup groups are another great way to network.

And of course, in your Walden classrooms and at residencies as well. Take advantage of meeting people when you are your residencies. Meet people across programs as well because for example if you are in a Ph.D. in Public Policy Administration may be interested in interesting things going on in the other degree areas around policy. So really reach out and talk to faculty. Meet with other people. Don't eat alone when you're at a residencies.

I want to stress that that's a great question because networking is one of the most important things that you can do professionally, and everyone listening to this conference should take a deep breath and have some kind of professional networking strategy.

Any other questions, Angie?
Elizabeth and Sarah have questions about using their degree to help them change careers. In terms of gaining experience when you’re transitioning to a new career, it’s necessary to get a job, but hard to get experience without a job. So what are some other ways you can gain experience in your new career field?

Thanks for another great question. I know that a lot of Walden students are making a major career transition with their Doctoral degree.

One of the common ways that we will advise students to gain experience is to do volunteer work. I know someone just said that in the question feature as well. So sometimes you think of volunteer work as maybe helping sorting donated food, but there are many really highly skilled volunteer positions. And we call it skills-based volunteering. So I would definitely look into that, find an organization where you feel it is really a good match for your values and that you feel comfortable contributing. You can gain a lot of leadership skills through volunteering. What do you want to do, though, be strategic about it.

Think about the experience you want to gain and then start having conversations reaching out to organizations and looking for the right volunteer type of positions.

That’s one way. Some of you mentioned higher ed, if you have expertise that you can share and if you’re interested in teaching you might reach out to an instructor who is teaching a course in community college and you can say I wrote my dissertation on this topic and I would be willing to come in and give a short presentation and answer questions. Look for those opportunities to give presentations. Present at conferences as well. Talk to your faculty member about and the possibility of turning your
dissertation into a publication. I know in the next session, we are going to delve more deeply into how to gain experience. But those are some ideas to get you started.

>> Excellent. And our next question, another great question, she said Career Services has so many good features on the website and services they will provide for students and alumni. Could you recognize one or two that are your favorites?

>> I think one of them would be in the 15 minute tutorials. We have a video on Marketing Your Qualifications through Resumes and Cover Letters. So that's one that I often refer students to. And I know many of you will want to have a CV, but there is so much overlap between the resume of the CV, that that one will really help you highlight and showcase your qualifications on your resume and your CV.

Sometimes I will work with students and they will say, I don't want to be too specific on my CV or resume, because I want to my options open. But really, you want a different strategy. You really want to be specific about your qualifications. Concise, but specific. So that is one. The other one that you might be interested in is we have an archived webinar on Developing your Academic CV in the archive webinars. And one area that I often will take Doctoral students to is the area that I mentioned on the slide with the tools on the Career Services website under the resources tab, in the Doctoral resources. That I think you'll find helpful. So those are a few. Great questions, we appreciate the questions.

>> Yes. I want to thank everyone for their questions. Now, before we take a break, we did want to share some career advice from faculty. -- Walden faculty.
So at the last national faculty meeting, we asked faculty the following question. What advice would you give students and alumni exploring a Doctoral career path? And here are just a few of their responses. Start thinking ahead when you start your Doctoral journey. Set short and long-term goals that you intend to reach each year towards her overall goals. Conduct informational interviews and volunteering. Take advantage of internships and networking. Do informational interviews and be your own advocate. Network, present at conferences, present papers, network, and network some more. And finally, my personal favorite, use Career Services. So in these next three sessions, we will be expanding on this advice and much more. Just a reminder, this conference is being recorded and it is going to be available on our website within two weeks, along with the PowerPoint.

Now, we're going to take a short break, and we will start the next session at the top of the hour. We will see you soon.