Academic Placement Data and Analysis: 2015 Final Report[*]

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[*]This report has been updated since its initial release on 8/31/15. Changes were made to the language in section 3.2 for the purpose of clarity and a chart was corrected in section 3.5.

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1   Funding Details

In June 2014 Carolyn Dicey Jennings applied for a $5,000 grant from the American Philosophical Association Small Grant Fund to sponsor a graduate student research assistant. The duties of the graduate student research assistant were to help gather data and run analyses, with the intended outcome of a publicly accessible database and report. In December 2014 Jennings was notified that the board approved $3,400 in funds for this project, which was later increased to $4,000. The funds were received at University of California, Merced in May 2015, at which point

Jennings hired a graduate student from Electrical Engineering and Computer Science at UC Merced, Angelo Kyrilov, to assist with the project. Kyrilov was funded at 30% time (12 hours per week) from 5/27/15 to 8/14/15, which accounted for the majority of awarded funds. With the remaining funds Jennings hired Cruz Franco to assist Kyrilov as an undergraduate research assistant from 7/20/15 to 8/1/15 for 10 hours per week. Jennings separately recruited the help of graduate students Patrice Cobb of Psychological Sciences at UC Merced, David W. Vinson of Cognitive and Information Sciences at UC Merced, and Justin Vlasits of Philosophy at UC Berkeley, who were not funded. From her own research funds Jennings was able to sponsor two undergraduate research assistants: Franco, from 8/2/15 to 8/31/15, and Evette Montes, from 7/4/15 to 8/14/15.

2 Progress

2.1 Initial Meetings

Before hiring Kyrilov, Jennings met with him to discuss the project on several occasions between 4/8/15 and 5/27/15, during which time he provided sample work for the project, such as a website design template. (See Appendix A: Sample Form, 5/15/15 and Appendix B: Sample Public Data, 5/15/15.)

2.2 Website, Database, Form, and Email Script Development

Between 5/27/15 and 6/6/15, Kyrilov developed a website, database, data input form, and email scripts to contact 169 departments using an email list and text that Jennings created in the same time frame. (See Appendix C: List of Contact Programs, 6/1/15 and Appendix D: Email Text, 6/6/2015.)

2.3 IRB Approval

In order to proceed with the project, we first had to obtain IRB approval from UC Merced. Jennings applied for exempt status 5/10/15, which was approved 5/28/15 (UCM15-0033). (See Appendix E: Consent Form, 6/6/2015.)

2.4 Email Account

Jennings applied for a project specific email account, which was approved and created on 5/26/15: apda@ucmerced.edu.

2.5 Website Publication

The website went live on 6/6/15 at placementdata.com.

2.6 Data Import

Between 6/6/15 and 6/23/15 Kyrilov imported previous placement data from a public Excel spreadsheet and the PhilJobs Appointments website, while also creating a canonical list of universities and their nicknames for those institutions with (English language) PhD-granting programs in philosophy. The list of placements grew from under 1000 placements in June 2014 to more than 2000 by June 2015.

2.7 Blog Posts

On 6/23/15 Jennings posted an announcement at NewAPPS regarding the new website and data collection plan, with an updated post on 7/14/15.

2.8 Data Collection

On 6/24/15 emails went out to 291 contacts of 169 departments with unique links to collect missing placement data. We sent follow-up emails on 7/14/15 with a target collection date of 7/22/15 (See Appendix F: Email Update Text, 7/10/15). From 6/24/15 to 7/22/15 we managed 115 separate email threads with questions and suggestions about the project. Starting 7/15/15, Montes added placement records from 10 placement pages for programs that requested special assistance from our project. Through these efforts, our database grew from 2,659 records for 1,862 individuals on 6/23/15 to 4,819 records for 3,743 individuals on 8/28/15, nearly doubling the number of placements and more than doubling the number of placed individuals in the database, while also gathering new information for our existing records, such as graduation years and email addresses.

2.9 Database and Website Updates

Based on feedback we received, Kyrilov made a number of changes to the website, database, and web form prior to 7/14/15, including the addition of more placement types, a delete entry button, a non-academic placement option, a no placements option, and a notes section. All of these changes were approved in an updated IRB request on 7/9/15. (See Appendix G: Sample Updated Data Entry Form, 7/12/15.)

2.10 Canonical University List with Locations and Carnegie Classifications

Kyrilov had created a canonical list of universities with (English speaking) PhD-granting programs in philosophy prior to the first emails on 6/23/15, but this needed to be expanded to a canonical list of all universities and colleges with assigned placements. From 7/20/15 to 7/27/15 Franco incorporated the prior list of around 500 universities into a new list of around 5,000 universities with location details and assigned Carnegie Classifications (2011 edition here). We sorted these classifications into categories for the purpose of future analysis. (See Appendix H Carnegie Classification Groupings.) This project is ongoing, but we should be able to include these variables in next year's analysis.

2.11 Incorporation of Information from Review of Metaphysics

Upon the suggestion of Vlasits, Jennings contacted the Review of Metaphysics on 7/10/15 to gain access to information gathered between 2010 and 2015 on doctoral dissertations in philosophy for nearly 80 universities. Jennings received approval from them to use this information on the same day, receiving the information itself in the form of five separate PDFs on 7/14/15. Montes incorporated that information into a spreadsheet between 7/30/15 and 8/14/15.

2.12 Gender Information

This project did not seek gender information from departmental representatives for privacy reasons, and determined that gathering this information from all placed graduates was impractical. We decided to use an online API

to assign gender probabilities on the basis of first names only, at http://genderize.io. Kyrilov uploaded the first names and updated the website with these probabilities between 7/31/15 and 8/14/15.

2.13   Analyses

From 7/31/15 to 8/15/15 Cobb, Vlasits, and Jennings discussed different analyses that could be performed on the data collected so far. Cobb imported the data from SQL into R and ran some sample analyses from 7/17/15 to 8/25/15. After the incorporation of AOS, Gender, Carnegie Classification, and other data on 8/25/15, Cobb refined these analyses from 8/25/15 to 8/28/15, running the final analyses from 8/28/15 to 8/30/15.

2.14   Accessibility

On 8/6/15 Kyrilov and Jennings looked at three different websites that assess website accessibility. AC Checker found "no known problems." EvalAccess 2.0 found "0 errors," but provided many "warnings" that needed to be checked manually. PowerMapper found "4 pages with accessibility problems." In reviewing the information from PowerMapper, we discovered three "Priority 1/Level A" issues: "IMG tags must have an ALT attribute," "Removing the underline from links makes it hard for color-blind users to see them," and "This form control has no programmatically determined name." We think that the first two issues are unlikely to be problematic for users of our site (the only images are of members of our team, and have the names of those members above them, whereas all of the links either have an underline or a luminance change when the cursor passes over them). We are still addressing the third issue and welcome feedback from anyone who discovers accessibility issues on the site. (See Appendix I: Accessibility Screenshots.)

2.15   Area of Specialization Taxonomy

Reported AOS varied widely in level of detail. For that reason we chose to use a taxonomy of philosophical disciplines developed by PhilPapers to sort the different areas into four main categories: 1) Metaphysics and Epistemology, 2) Value Theory, 3) Science, Logic, and Mathematics, and 4) History of Western Philosophy and Philosophical Traditions. Jennings applied this taxonomy to our data between 8/14/15 and 8/21/15.

2.16 Pilot Survey

Vinson, Vlasits, and Jennings developed a 10-question survey to send to 100 individuals randomly selected from the database. Jennings looked up the email address for each of these randomly selected individuals using a search engine and sent an email to these individuals on 8/19/15 (See Appendix J: Survey Email), requesting participation in the survey by 8/26/15. Of 100 contacted, 6 responded. (See Appendix K: Survey Results, Select Questions.) Two reasons for this low response rate might be 1) the timing: Jennings contacted these individuals in late August with a short turnaround time (1 week) and 2) the email method: Jennings used a single email with blind carbon copy, and the email was bounced by several spam filters. In order to get accurate qualitative data on the placement process, we will aim to increase participation in the survey when it is rolled out to a larger sample next year by changing these and other sampling methods.

2.17 Graduation Information

The Review of Metaphysics had complete graduation information for 51 programs. For the other 46 programs we used in our analyses, Jennings found graduation information from a few different sources between 8/20/15 and 8/27/15. First, Jennings used the 2014 APA Graduate Guide for 19 additional programs, finding no significant difference between the graduation numbers from The Review of Metaphysics and the 2014 APA Graduate Guide for 29 other programs with overlapping data (paired t-test, p>.1). Second, Jennings used the PhilJobs Graduation Statistics for an additional 8 programs, finding no significant difference between the graduation numbers from the Review of Metaphysics and the PhilJobs Graduation Statistics for 31 other programs with overlapping data (paired t-test, p>.09). For 13 additional programs, Jennings used placement pages that appeared to have complete graduation numbers. For the 5 remaining programs Jennings used other sources, including emails she received upon request for graduation data from programs in 2014. (See Appendix L: Graduation Information.)

2.18 List of Graduating Programs

Of the 169 programs contacted, 87 added or updated information in our database. Jennings checked the records of these programs, focusing on programs with missing graduation years between 8/23/15 and 8/27/15. (Since graduation year data was added for the first time this year, we assumed that the records for programs with complete

information in this category were likely to be complete.) We used placement pages and other publicly available information online to fill in missing graduation years and other data for these and an additional 25 programs, with Vlasits performing the majority of this work between 8/24/15 and 8/27/15. We were not able to use all of these programs in our analyses because we were missing information about total numbers of graduates from some of these programs. We were able to find information on the total number of graduates for 96 programs. (See Appendix M: Included Graduating Programs.)

2.19   Error and Completeness Check

On 8/27/15 Montes finished an error and completeness check for 100 individuals selected from the database at random. She found that the graduation years for 4 of these 100 individuals were in error (by 1 year in all cases, 2 early cases and 2 late cases). She found that the first-reported AOS for 3 of these 100 individuals differed from the graduating program's placement page, the individual's website, or some other online source, although the AOS category was the same in all cases. Of the first reported placements, 1 of these did not match online sources, and 2 were listed as "fellowship" instead of "lecturer." The graduation years for 22 individuals were missing ("MISS" in Appendix N), whereas 2 were missing from the source ("NA" in Appendix N). The AOS information was missing from 23 individuals in APDA, and from 2 individuals in the source material. The first reported placement was missing from 3 individuals in APDA, and from 21 individuals in source material. (But note that much of this missing information in APDA was likely filled in during step 18, after Montes gathered her data.) (See Appendix N: Error and Completeness Check.)

3   Analyses

Although the findings from our research will be updated on the website, some initial findings are provided below.

3.1 Modeling Procedure

All models were implemented in R. In our data set participants were nested within PhD-granting programs. The outcome variable of interest we used is a categorical variable for placement. A binary logistic regression is appropriate when the model estimates the probability of success or failure (e.g. placement or not). By default, the link function is a logit:

$$Y_j \sim Bin(\pi_j)$$

$$E(Y_j) = \pi_j \text{ and } var(Y_j) = (1 - \pi_j) * \pi_j$$

$$logit(\pi_j) = \ln(\frac{\pi_j}{1-\pi_j}) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 ... + \beta_n X_n$$

where π_j represents the probability of success, or placement in this case.

In our data participants were nested within PhD-granting programs, therefore we looked at a multilevel logistic model with random intercept. Level 1 can be represented as:

$$Y_{ij} = \beta_{0j} + \beta_1 x_{ij} + \beta_2 z_{ij} + \beta_3 s_{ij} + r_{ij}$$

where y_{ij} is the outcome variable, a binary response variable for obtaining permanent academic placement with the first two years after graduation, $i(i = 1, ...n_i)$, where n_i is the participant, and $j(j = 1, ...n_j)$, where n_j is the PhD-granting program. Covariates include (a) β_0, the intercept, or the probability of placement when all other factors are held constant; (b) x_{ij}, a dummy coded variable representing gender; (c) z_{ij}, year in which the doctorate was granted; s_{ij}, the participant's first-reported area of specialization category and (d) r_{ij}, the residual term. Individual level differences were modeled assuming different random intercepts for each participant. That is, each participant is assigned a different intercept value as seen in Level 1 (above). Level 2 is the group level, or granting institution, also known as the between groups level. The j subscript in Level 1 signifies that a different Level 1 model is estimated for each of the Level 2 units (PhD-granting programs).

$$\beta_{0j} = \gamma_{00} + \gamma_{01}w_j + \gamma_{02}w_j + \gamma_{03}w_j + \upsilon_{0j}$$

$$\beta_{1j} = \gamma_{10} + \gamma_{11}w_j + \gamma_{12}w_j + \gamma_{13}w_j + \upsilon_{1j}$$

Thus, each granting institution in the study may have a different average placement β_0 and differing effects of gender and year PhD was granted β_{1j}. And υ is the un-modeled variability for unit j.

3.2 Modeling Results

For this analysis on participants receiving doctorates between 2012 and 2014 were included. There were 681 male participants and 257 female participants (Table 1) across 95 institutions. The random effects of institution had an estimated variability of 1.52 between institutions. To assess model fit deviance estimates were compared for the full model and a model not accounting for the nesting within institutions. The multilevel model (deviance = 1192.0) structure proved superior as compared to the non-nested model (deviance = 1222.8).

Table 2 lists fixed effects model estimates obtained from the logistic multiple linear regression. We can see that gender is a significant predictor of type of placement (i.e. permanent versus temporary). The intercept tells us that the odds for male participants to have a permanent academic placement within the first two years after graduation are statistically significant at .37, $p < 0.001$ when year of graduation is held constant. The odds for female participants to have a permanent academic placement are 1.85, $p < 0.001$ when graduation year is held constant. In terms of differences, the odds of having a permanent (versus temporary) academic placement are 85% greater for females as compared to males. The year that the doctorate was granted was a statistically significant predictor for the 2014 cohort ($p < 0.05$). The 2014 cohort was less likely than 2012 cohort to have a permanent academic appointment, however, the 2014 cohort had less than a year's worth of data. When a participant's first-reported area of specialization was within the philosophy of science, logic, and mathematics category, the participant's odds of having a permanent (versus temporary) academic placement increased by 95% as compared to a first-reported area of specialization within the category of metaphysics and epistemology.

Table 1. Academic placement rates by gender

		Gender	
		Male	Female
Obtained Academic	No	412	119
Placement within 2	Yes	269	138
Years	Total	681	257

Table 2. Fixed Effect Odds Ratio Estimates

	Estimates	SE	Z value	P value	
(Intercept)	0.37	1.33	-3.44	<0.000	***
Female	1.85	1.17	3.74	< 0.000	***
2013 cohort	0.94	1.19	-0.34	0.732	
2014 cohort	0.69	1.20	-2.07	0.038	*
Value Theory	1.28	1.25	1.13	0.260	
Science, Logic and Math	1.95	1.28	2.67	0.008	**
History of Western Phil.	1.30	1.35	0.88	0.382	
Unknown	0.58	1.26	-2.33	0.020	*

Signif. codes: 0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

3.3   Overall Placement Rate

Overall Placement Rate for the 2012 Cohort

No Permanent Academic Placement
41%

Permanent Academic Placement
59%
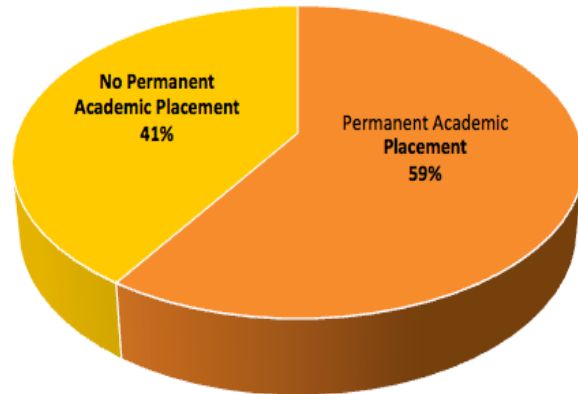
Overall Placement Rate for the 2013 Cohort

No Permanent Academic Placement
49%

Permanent Academic Placement
51%
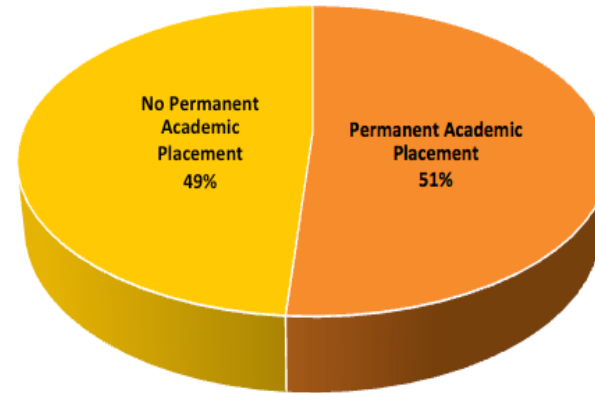
Overall Placement Rate for the 2014 Cohort

No Permanent Academic Placement
53%

Permanent Academic Placement
47%
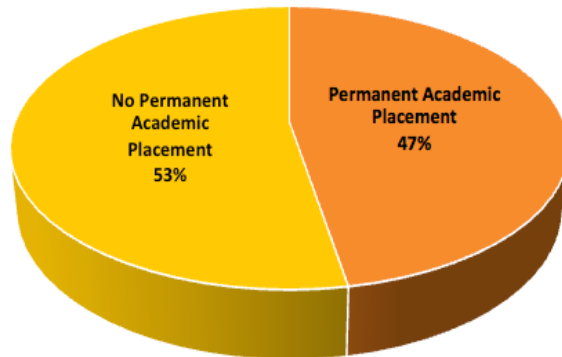
Overall Placement Rate for 2012-2014

No Permanent Academic Placement
47%

Permanent Academic Placement
53%
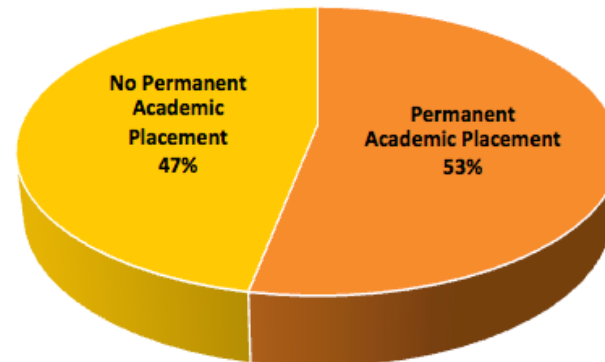
3.4   Time to Permanent Placement

Placements by Year for Participants Receiving Doctorates in 2012
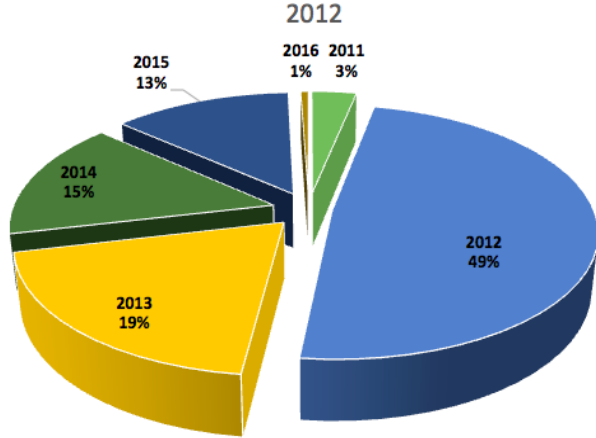
- 2016 1%
- 2011 3%
- 2012 49%
- 2013 19%
- 2014 15%
- 2015 13%

Placements by Year for Participants Receiving Doctorates in 2013

- 2011 2%
- 2012 5%
- 2013 53%
- 2014 24%
- 2015 16%

Placements by Year for Participants Receiving Doctorates in 2014

- 2011 1%
- 2012 1%
- 2013 2%
- 2014 66%
- 2015 30%
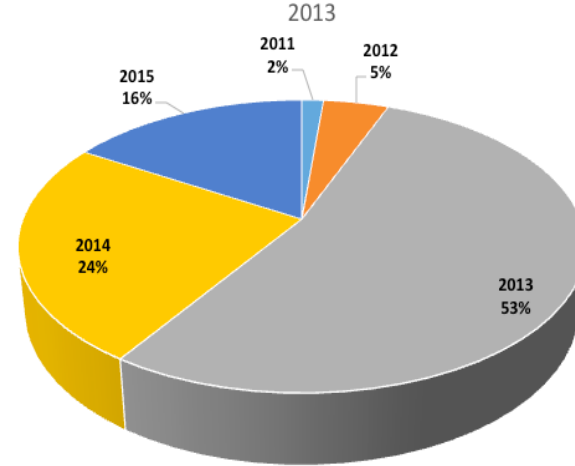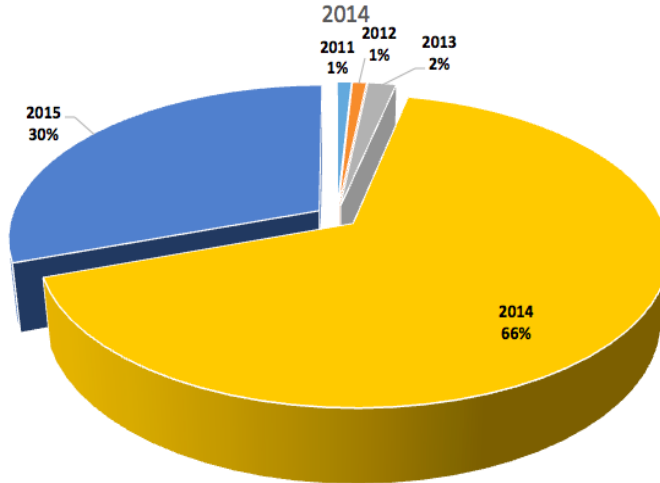
Time to Permanent Academic Position for Graduates from 2012 to 2014

- No permanent academic placement 33%
- Unknown Placement Year 8%
- > 4 Years 4%
- 4 Years 3%
- 3 Years 3%
- 2 Years 7%
- 1 Year or Less 42%
- Chart Area
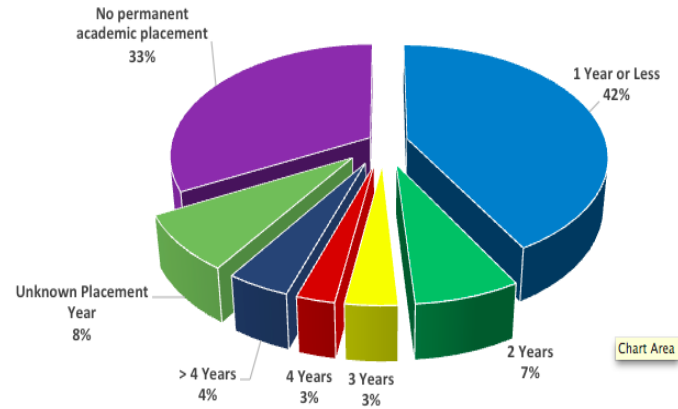
3.5 Gender, Placement Rate, and Time to Permanent Placement

Gender of Placed Candidates

Permanent Academic Placement 62%

No Permanent Academic Placement 38%

Permanent Academic Placement 53%

No Permanent Academic Placement 47%

Female 28%

Unknown 3%

Male 69%
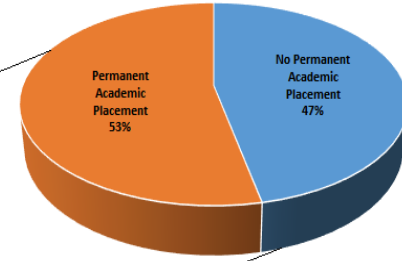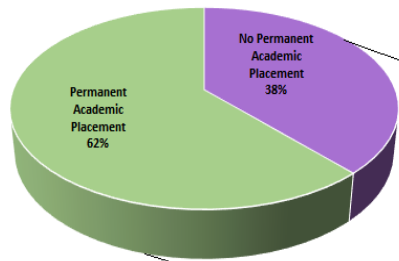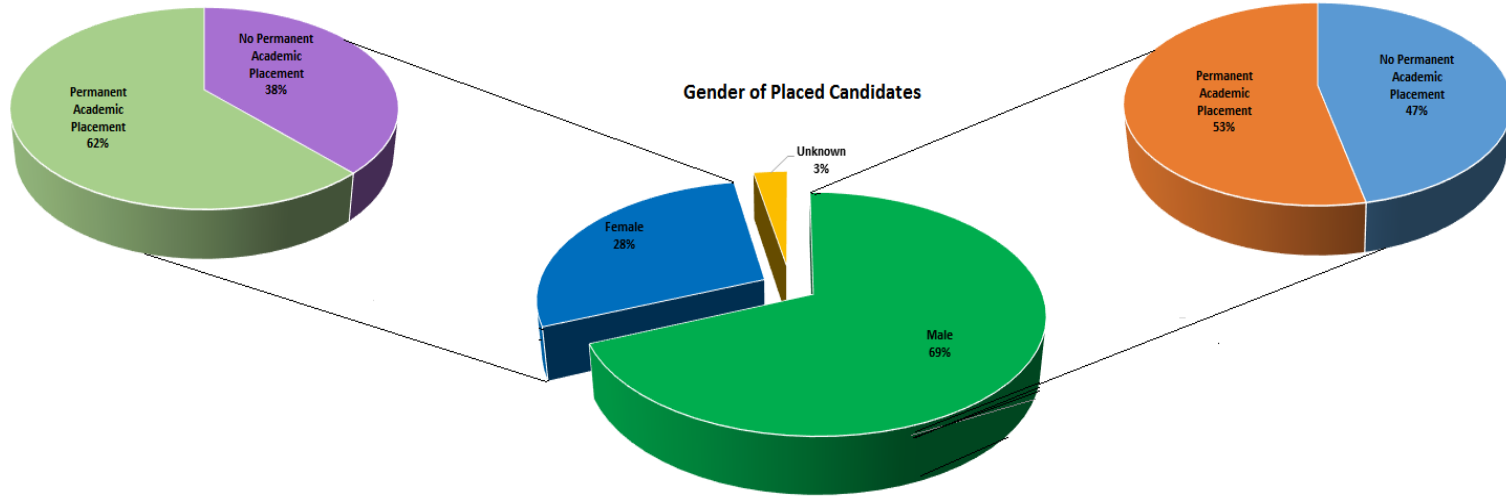
Time to Placement for Male Graduates

No permanent academic placement 35%

1 Year or Less 39%

Unknown Placement Year 8%

> 4 Years 5%

4 Years 3%

3 Years 3%

2 Years 7%
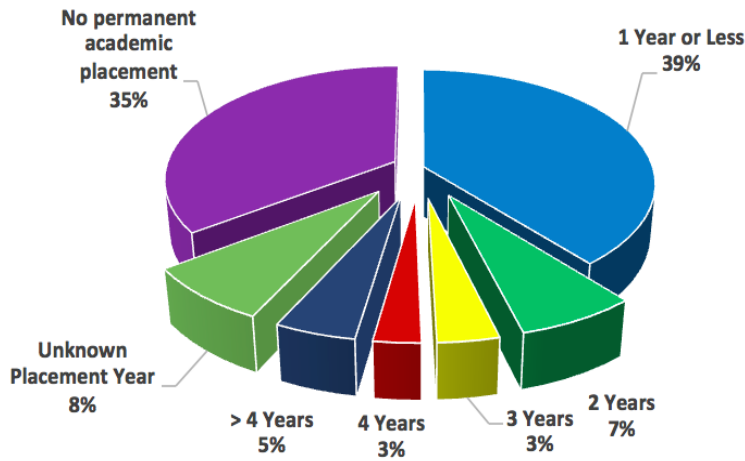
Time to Placement for Female Graduates

No permanent academic placement 27%

1 Year or Less 49%

Unknown Placement Year 9%

> 4 Years 3%

4 Years 2%

3 Years 3%

2 Years 7%
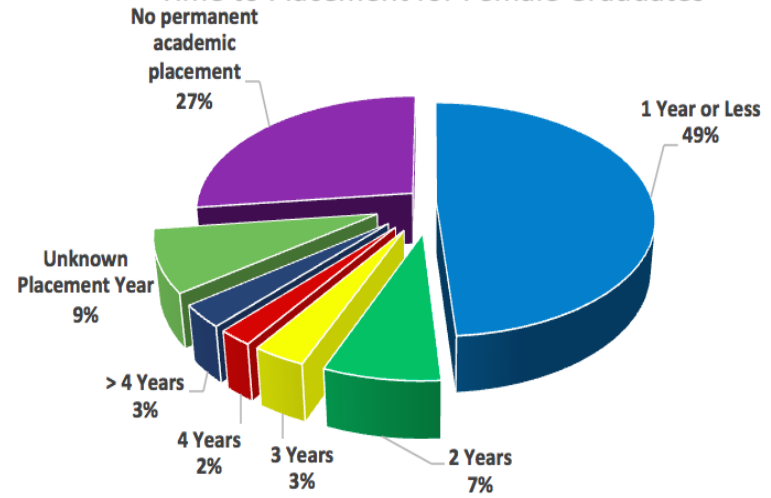
4 Evaluation and Outlook

Our primary goal this year was to establish a permanent website and database, which we accomplished, but we were also able to improve our records in terms of both accuracy and completeness. We nonetheless fell short on some of our expectations, including:

- Program Specific Analyses: At the final hour (8/30/15) we discovered some errors for a few programs we had sought to include in program specific analyses. In the first case, the program reported having completed their records with us, but we found a placement from 2012 on their placement page that we did not have in our records. In the second case, a program had said that they would rely on our importing data from PhilJobs (see below), so a member of our team was assigned to adding data from their placement page, but this person did not in fact add data from all of the years in question. In the third case, there was a discrepancy in reported graduation years between a program's placement page, our placement records, and our graduation statistics. Due to these errors and the importance of accuracy in reporting program specific placement rates, we decided to delay these analyses for now. Once we devise and enact a strategy for verifying accuracy, we aim to release these program specific analyses.

- Carnegie Classification: We dedicated a large number of hours to this part of the project, but discovered an error on 8/28/15 that we were unable to fix before the report deadline. The error had to do with our application of the canonical university list to our list of placements. Because of the idiosyncratic way that participants describe placement institutions, the canonical university list has to be applied to the placement data manually. Although we completed this process before 8/28/15, an important step in that process was not taken, and so this work has to be assessed in more detail before we can incorporate it into the database, joining the canonical university list to our list of placements. We aim to address these issues and include the Carnegie Classifications in next year's analysis.

- Incorporation of PhilJobs Data: We had hoped to incorporate two batches of PhilJobs data before the report, but we only accomplished one. When Kyrilov incorporated the first batch of data in June he found a large number of errors in the PhilJobs database that were flagged because of discrepancies with our data. This required him to check hundreds of entries through online research. Checking these entries took around one-quarter of his total paid hours on the project. Although Kyrilov and Montes together devoted around 10

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hours of work in early July to incorporating a second batch of data from PhilJobs (matching the entries with our data, removing duplicates, etc.), we did not have enough paid hours left to complete this project, due to our other commitments. We aim to limit the incorporation of PhilJobs data to once per year in future.

- Realtime Updating of the Analyses: We had hoped that our analyses would update in realtime with the database, but we were not able to include such a feature this year. This should be possible with the development of some applications for the website, which Cobb has already begun to explore. (See Appendix O: Sample Website Application, 8/5/15.)

- Individual Corrections and Additions: We had hoped that we would be able to allow individuals to correct their own records and to add records, but we have not yet found time to add this feature to the project, in part because of concerns about database security and regulation. We hope to add this feature before next year's collection, once we have come up with a security strategy that would allow for this.

- Race and Ethnicity Data: For privacy reasons we decided not to request this data from placement officers (the same is true for gender and sexuality data). We had hoped to collect this information directly from placed individuals (see above), but have not yet been able to add this feature to the project. We hope in the next year to find a way of including this data, through this or another method.

- Non-Academic Placements: We included these for the first time this year, but we have not yet determined the best way of classifying these placements. This is something we hope to do in future years.

Two other large projects we hope to accomplish next year include:

- Administrative Interface: We hope to develop an administrative interface for the website and database, so that they can be easily accessed and modified by any and all project personnel at the location of their choosing.

- Qualitative Survey: We hope to develop and send out a qualitative survey to graduate students about their experiences with placement support, based on our experience with the pilot survey this year.

Thanks are due to the American Philosophical Association for supporting this work and for the many members of the profession who either contributed to the project or reached out to us to lend their support. Our work this year would not have been possible without all of you and we hope for your continued support as we aim to expand and improve the project.

Appendix A   Sample Form, 5/15/15

Philosophy Placements   Data   Analyses   Report Appointment

Graduation Details

| Year | First Name | Last Name | Institution | Department | Email |

Plecement Details

| Year | Institution | Department | Title |

Submit

Appendix B   Sample Public Data, 5/15/15

Philosophy Placements Data Analyses	Report Appointment

Graduating Institution | Year | Areas of Specialization ▾ | Hiring Institution

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GRADUATED
New York University
Department of Philosophy
2013

AREAS OF SPECIALIZATION
Logic
Philosophy of mind
Social philosophy

HIRED AT
Allegheny College
Assistant Professor
2012

PREVIOUS APPOINTMENTS
Stanford University
Postdoc
2013 - 2015

GRADUATED
New York University
Department of Philosophy
2013

AREAS OF SPECIALIZATION
Logic
Philosophy of mind
Social philosophy

HIRED AT
Arkansas State University
Assistant Professor
2012

PREVIOUS APPOINTMENTS
Stanford University
Postdoc
2013 - 2015

GRADUATED
New York University
Department of Philosophy
2013

AREAS OF SPECIALIZATION
Logic
Philosophy of mind
Social philosophy

HIRED AT
Auburn University
Assistant Professor
2012

PREVIOUS APPOINTMENTS
Stanford University
Postdoc
2013 - 2015

GRADUATED
New York University
Department of Philosophy
2013

AREAS OF SPECIALIZATION
Logic
Philosophy of mind
Social philosophy

HIRED AT
Auburn University
Assistant Professor
2012

PREVIOUS APPOINTMENTS
Stanford University
Postdoc
2013 - 2015

GRADUATED
New York University
Department of Philosophy
2013

AREAS OF SPECIALIZATION
Logic
Philosophy of mind
Social philosophy

HIRED AT
Augustana College
Assistant Professor
2012

PREVIOUS APPOINTMENTS
Stanford University
Postdoc
2013 - 2015

Appendix C   List of Contact Programs, 6/1/15

Arizona State University

Australian National University

Baylor University

Binghamton University

Birkbeck, University of London

Boston College

Boston University

Bowling Green State University

Brown University

Cardiff University

Carnegie Mellon University

Catholic University of America

Central European University

City University of New York

Claremont Graduate University

Columbia University

Cornell University

Deakin University

DePaul University

Duke University

Duquesne University

Durham University

Emory University

Florida State University

Fordham University

Georgetown University

Harvard University

Indian Institute of Technology Bombay

Indian Institute of Technology Delhi

Indiana University

Indiana University (HPS)

Institut Jean Nicod

Institute for Christian Studies

Johns Hopkins University

King's College London

KU Leuven

La Trobe University

Lancaster University

London School of Economics

Loyola University Chicago

Ludwig Maximilians University Munich

Lund University

Macquarie University

Marquette University

Massachusetts Institute of Technology

McGill University

McMaster University

Michigan State University

Monash University

New York University

Northwestern University

Ohio State University

Pennsylvania State University

Princeton University

Purdue University

Royal Holloway, University of London

Rutgers University, New Brunswick

Southern Illinois University

St. Louis University

Stanford University

Stony Brook University

Syracuse University

Temple University

Texas A&M University

The New School

Tilburg University

Tulane University

Umeå University

University College London

University of Aberdeen

University of Adelaide

University of Alberta

University of Arizona

University of Auckland

University of Birmingham

University of Bristol

University of British Columbia

University of Buffalo

University of Calgary

University of California, Berkeley

University of California, Davis

University of California, Irvine

University of California, Irvine (LPS)

University of California, Los Angeles

University of California, Riverside

University of California, San Diego

University of California, Santa Barbara

University of California, Santa Cruz

University of Cambridge

University of Canterbury

University of Chicago

University of Chicago (CHSS)

University of Cincinnati

University of Colorado, Boulder

University of Connecticut

University of Dallas

University of Dundee

University of East Anglia

University of Edinburgh

University of Essex

University of Exeter

University of Florida

University of Georgia

University of Glasgow

University of Groningen

University of Guelph

University of Hawai'i at Mānoa

University of Illinois, Chicago

University of Illinois, Urbana-Champaign

University of Iowa

University of Kansas

University of Kent

University of Kentucky

University of Leeds

University of Manchester

University of Maryland

University of Massachusetts, Amherst

University of Melbourne

University of Memphis

University of Miami

University of Michigan

University of Minnesota, Twin Cities

University of Missouri

University of Nebraska–Lincoln

University of New Mexico

University of North Carolina, Chapel Hill

University of Notre Dame

University of Oklahoma

University of Oregon

University of Otago

University of Ottawa

University of Oxford

University of Pennsylvania

University of Pittsburgh

University of Pittsburgh (HPS)

University of Reading

University of Rochester

University of Salzburg

University of Sheffield

University of South Carolina

University of South Florida

University of Southern California

University of St Andrews and Stirling

University of Sussex

University of Sydney

University of Tennessee, Knoxville

University of Texas, Austin

University of Toronto

University of Utah

University of Victoria

University of Virginia

University of Warwick

University of Washington

University of Waterloo

University of Western Australia

University of Western Ontario

University of Wisconsin, Madison

University of York

Vanderbilt University

Victoria University, Wellington

Villanova University

Vrije Universiteit Brussel

Waikato University

Washington University in St. Louis

Wayne State University

William Marsh Rice University

Yale University

York University

Appendix D   Email Text, 6/6/2015

Dear ⟨NAME (TITLE) OR empty⟩,
⟨cc: NAME (TITLE) OR empty⟩
⟨cc: NAME (TITLE) OR empty⟩

I am writing to you on behalf of the Academic Placement Data and Analysis project, funded by the American Philosophical Association. The purpose of this project is to form a complete database of placement records for english-language doctoral programs in philosophy. This database will be used to discover past placement trends, primarily for the sake of prospective graduate students. Jennings ask that you use the link below to examine the placement record we have for your program and to fill in any missing information. We aim to collect all such information by July 15th, 2015.

⟨LINK⟩

To compile the database so far we have used data from ProPhilosophy, PhilJobs, and individual communications, to all of whom we are grateful. In the future, we aim to use placement pages to fill in missing information, although we do not yet have adequate resources for this, due to inconsistent standards on these pages. ⟨(For the record, the page we have on file for your program is here: PAGE.) OR (For the record, we do not have a placement page on file for your program.)⟩ Although the full database will only be released for research purposes to those with IRB approval, or in the form of statistical analyses, the following data will be made publicly available: graduating department, institution, and year; area(s) of specialization; placement institution, title, and year; and previous appointments. (The names of placed graduates will not be made publicly available, for reasons of privacy.)

This project was approved as exempt by the IRB at UC Merced (UCM15-0033). Jennings attach a consent form that explains the above and other details of the project, which you can keep for your records. You may contact me at apda@ucmerced.edu, which is dedicated to this research project and only accessible by project personnel, or at my phone number, (209) 617-1006. Thank you for considering participation in this project.

Appendix E   Consent Form, 6/6/2015

CONSENT TO PARTICIPATE IN A RESEARCH STUDY
UNIVERSITY OF CALIFORNIA, MERCED

Title of the Study: Academic Placement Data and Analysis

Investigator's Name, Department, and Telephone Number: Carolyn Dicey Jennings, Cognitive and Information Sciences, 209-617-1006

PURPOSE

You are being asked to participate in a research study. This study aims to discover placement trends for Ph.D graduates seeking academic placement in philosophy.

PROCEDURES

If you decide to volunteer, you will be asked to supply information about academic placement.

RISKS

There are no anticipated risks to you for your participation in this study.

BENEFITS

It is possible that you will not benefit directly by participating in this study, although your supplying information about academic placement has the potential to benefit others.

CONFIDENTIALITY

The categories of data for each placement record that will be made publicly available include graduating department, institution, and year; area(s) of specialization; placement institution, title, and year; and previous appointments. All other categories of data, including names, will only be released for research purposes to those with IRB approval or in the form of statistical analyses and trends. Absolute confidentiality cannot be guaranteed, since research documents are not protected from subpoena.

COSTS

There is no cost to you beyond the time and effort required to supply this information.

TREATMENT FOR INJURY

It is important that you promptly tell the Researcher if you believe that you have been injured by taking part in this study. If you are injured as a result of being in this study please contact the Researcher with the contact information provided below.

RIGHT TO REFUSE OR WITHDRAW

You may refuse to participate in this study. You may change your mind about being in the study and quit after the study has started.

QUESTIONS

If you have any questions about this research project please contact Carolyn Dicey Jennings who will answer them at 209-617-1006.

For questions about your rights while taking part in this study call the Office of Research at (209) 383-8655 or write to the Office of Research,5200 North Lake Rd, UC Merced, Merced, CA 95343. The Office of Research will inform the Institutional Review Board which is a group of people who review the research to protect your rights. If you have any complaints or concerns about this study, you may address them to Linda-Anne Rebhun, Chair of the IRB at (209) 383-8655, rci@ucmerced.edu.

CONSENT

FILLING OUT THE ATTACHED FORM WILL INDICATE THAT YOU HAVE DECIDED TO VOLUNTEER AS A RESEARCH SUBJECT AND THAT YOU HAVE READ AND UNDERSTOOD THE ABOVE.

Appendix F   Email Update Text, 7/10/15

Dear ⟨NAME (TITLE) OR empty⟩,
⟨cc: NAME (TITLE) OR empty⟩
⟨cc: NAME (TITLE) OR empty⟩

I am writing to you with an updated message on behalf of the Academic Placement Data and Analysis project, funded by the American Philosophical Association. We sent a previous message on June 23rd, 2015. As stated in the previous message, the purpose of this project is to form a complete database of placement records for english-language doctoral programs in philosophy. This database will be used to discover past placement trends, primarily for the sake of prospective graduate students. Since our previous message, around 600 placed graduates have been added to our database, for a total of around 2500 placed graduates and 3000 placement records in the database. We thank all those who have contributed to this project so far. We will compile a report based on this data for the APA and the general public by August 31st, 2015. As stated in the previous message, you can use the link below to examine the placement record we have for your program and fill in any missing information. We are prioritizing the gathering of information for those who graduated between 2011 and 2015, but earlier records are also welcome. It is our aim to collect this information by July 22nd, 2015 (a week later than the date we mentioned in the previous email), but the link will be available for use after that date, and we encourage updates at any time.

⟨LINK⟩

You may note that we have made several updates to the link, thanks to helpful feedback we have received over the past weeks. These updates should help make data entry more fluid, with more options in some categories and the ability to leave out information in others. In detail:

1. You are now able to delete records from your program. (These records will go to a holding area for us to review, and will not be completely removed from the database, but only from your program page.)

2. You are now able to add non-academic placements.

3. You are now able to list graduates who have not yet found placement.

4. There are new options for placement type. The two main categories, as before, are "permanent" and "temporary," but there are new subcategories to choose from below these main categories.

5. There is a drop-down menu for the year, which allows for both "unknown" and "expected" graduation and start dates.

6. There is a "notes" section to add any other information you think might be relevant.

If you have already added entries for your program, you need not revisit the link, but you are welcome to do so.

In order to enact the above changes, we have sought an update to our IRB approval (UCM15-0033), which was confirmed on July 9th, 2015. As before, the full database will only be released for research purposes to those with IRB approval, or in the form of statistical analyses, but the following data will be made publicly available: graduating department, institution, and year; area(s) of specialization; placement institution, type, and year; and previous appointments. (The names of placed graduates will not be made publicly available, for reasons of privacy.) Jennings attach a consent form that explains the above and other details of the project, which you can keep for your records. You may contact me at apda@ucmerced.edu, which is dedicated to this research project and only accessible by project personnel, or at my phone number, (209) 617-1006.

Thank you again for considering participation in this project.

Appendix G   Sample Updated Data Entry Form, 7/12/15

Appendix H   Carnegie Classification Groupings

1. Associate's:
   Assoc/Pub-R-S: Associate's–Public Rural-serving Small
   Assoc/Pub-R-M: Associate's–Public Rural-serving Medium
   Assoc/Pub-R-L: Associate's–Public Rural-serving Large
   Assoc/Pub-S-SC: Associate's–Public Suburban-serving Single Campus
   Assoc/Pub-S-MC: Associate's–Public Suburban-serving Multicampus
   Assoc/Pub-U-SC: Associate's–Public Urban-serving Single Campus
   Assoc/Pub-U-MC: Associate's–Public Urban-serving Multicampus
   Assoc/Pub-Spec: Associate's–Public Special Use
   Assoc/PrivNFP: Associate's–Private Not-for-profit
   Assoc/PrivFP: Associate's–Private For-profit
   Assoc/Pub2in4: Associate's–Public 2-year colleges under 4-year universities
   Assoc/Pub4: Associate's–Public 4-year Primarily Associate's
   Assoc/PrivNFP4: Associate's–Private Not-for-profit 4-year Primarily Associate's
   Assoc/PrivFP4: Associate's–Private For-profit 4-year Primarily Associate's

2. High/Very High Research:
   RU/VH: Research Universities (very high research activity)
   RU/H: Research Universities (high research activity)

3. Doctoral/Master's:
   DRU: Doctoral/Research Universities
   Master's L: Master's Colleges and Universities (larger programs)
   Master's M: Master's Colleges and Universities (medium programs)
   Master's S: Master's Colleges and Universities (smaller programs)

4. Baccalaureate:
   Bac/A&S: Baccalaureate Colleges–Arts & Sciences
   Bac/Diverse: Baccalaureate Colleges–Diverse Fields
   Bac/Assoc: Baccalaureate/Associate's Colleges

5. Special/Tribal:
   Spec/Faith: Special Focus Institutions–Theological seminaries, Bible colleges, and other faith-related institutions
   Spec/Med: Special Focus Institutions–Medical schools and medical centers
   Spec/Health: Special Focus Institutions–Other health professions schools
   Spec/Engg: Special Focus Institutions–Schools of engineering
   Spec/Tech: Special Focus Institutions–Other technology-related schools
   Spec/Bus: Special Focus Institutions–Schools of business and management
   Spec/Arts: Special Focus Institutions–Schools of art, music, and design
   Spec/Law: Special Focus Institutions–Schools of law
   Spec/Other: Special Focus Institutions–Other special-focus institutions
   Tribal: Tribal Colleges

6. Other/Foreign
   Not on Carnegie Classification List

Appendix I   Accessibility Screenshots

EvalAccess 2.0

Web Service tool for evaluating web accessibility

EvalAccess allows to automatically evaluate the accessibility of web pages using the WCAG 1.0 from the W3C.

| Evaluate single URL | Evaluate Website | Evaluate HTML source | How to | Help |

Accessibility evaluation results of http://www.placementdata.com

Report resume

	Priority 1	Priority 2	Priority 3
Errors	0	0	0
Warnings	55	27	9

Detailed accessibility evaluation report

Warnings with priority: 1

Checkpoint	Description	HTML element, attribute	Line
1.1	Provide a text equivalent for every non-text element (e.g., via "alt", "longdesc", or in element content). This includes: images, graphical representations of text (including symbols), image map regions, animations (e.g., animated GIFs), applets and programmatic objects, ascii art, frames, scripts, images used as list bullets, spacers, graphical buttons, sounds (played with or without user interaction), stand-alone audio files, audio tracks of video, and video.. More information: http://www.w3.org/TR/WCAG10/#gl-provide-equivalents	SCRIPT,	25, 26, 27, 28, 30, 33, 35, 37, 38, 39
2.1	Ensure that all information conveyed with color is also available without color, for example from context or markup. . More information: http://www.w3.org/TR/WCAG10/#gl-color	SCRIPT,	25, 26, 27, 28, 30, 33, 35, 37, 38, 39
6.3	Ensure that pages are usable when scripts, applets, or other programmatic objects are turned off or not supported. If this is not possible, provide equivalent information on an alternative accessible page.. More information: http://www.w3.org/TR/WCAG10/#gl-new-technologies	SCRIPT,	25, 26, 27, 28, 30, 33, 35, 37, 38, 39
7.1	Until user agents allow users to control flickering, avoid causing the screen to flicker. More information: http://www.w3.org/TR/WCAG10/#gl-movement	SCRIPT,	25, 26, 27, 28, 30, 33, 35, 37, 38, 39

Category	Issues	Pages	Benchmark All Sites ⌄
Overall Quality		7 pages with quality issues	⊗ 70% have issues, worse than average
Errors		0 pages with broken links or other errors	⊘ 0% have issues, better than average
Accessibility		4 pages with accessibility problems	⊗ 40% have issues, worse than average
Compatibility		4 pages with browser specific issues	⊗ 40% have issues, worse than average
Privacy		1 pages with privacy issues	⊗ 10% have issues, worse than average
Search		1 pages with search engine issues	⊘ 10% have issues, better than average
Standards		3 pages have W3C standards issues	⊗ 30% have issues, worse than average
Usability		3 pages with usability issues	⊗ 30% have issues, worse than average
Totals		10 pages and files checked	

The trial version is limited to checking 10 pages and images.

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Appendix J   Survey Email

UCM APDA <apda@ucmerced.edu>   Aug 19 (9 days ago)

to Carolyn

Dear Participant,

You have been selected at random from the APDA database (http://www.placementdata.com) to take part in a brief survey about your personal experience with the placement process. This 10-question survey will take around 5 minutes and will be used to develop a qualitative picture of placement. The anonymized survey link is here:

https://qtrial2015az1.az1.qualtrics.com/SE/?SID=SV_5jt19labub5NdvT

We ask that you respond by **August 26, 2015.** You will not be required to provide identifying information about yourself or your graduate program. Your participation is entirely voluntary. Completing the survey will be taken as a sign of consent, but incomplete surveys will not be used in the analysis. The consent form for this project is located here: http://placementdata.com/images/APAConsent.pdf. Most relevant to this survey is that the information gathered through the survey will only be released in the form of analyses (the other categories of data that are mentioned in the consent form are not being collected in this survey). Thank you in advance for your time and consideration.

Appendix K   Survey Results, Select Questions

Initial Report

Last Modified: 08/26/2015

1. How would you assess the reputation of your graduate program?

#	Answer	Bar	Response	%
1	High		3	50%
2	Average		3	50%
3	Low		0	0%
	Total		6	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.50
Variance	0.30
Standard Deviation	0.55
Total Responses	6

2. How long ago did you receive your PhD?

#	Answer	Bar	Response	%
1	Less than 1 year ago		1	17%
2	Between 1 and 3 years ago		1	17%
3	Beween 3 and 5 years ago		0	0%
4	More than 5 years ago		4	67%
	Total		6	

Statistic	Value
Min Value	1
Max Value	4
Mean	3.17
Variance	1.77
Standard Deviation	1.33
Total Responses	6

3. Where did you receive your PhD?

#	Answer	Bar	Response	%
1	Australasia		0	0%
2	Europe		4	67%
3	North America		2	33%
4	Other		0	0%
	Total		6	

Statistic	Value
Min Value	2
Max Value	3
Mean	2.33
Variance	0.27
Standard Deviation	0.52
Total Responses	6

4. How would you rate your satisfaction with job placement so far?

#	Answer	Bar	Response	%
1	Satisfied		3	50%
2	Neutral		3	50%
3	Unsatisfied		0	0%
4	N/A (No placements)		0	0%
	Total		6	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.50
Variance	0.30
Standard Deviation	0.55
Total Responses	6

5. What is your gender? (Optional)

#	Answer	Bar	Response	%
1	Male		4	67%
2	Female		2	33%
3	Other		0	0%
	Total		6	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.33
Variance	0.27
Standard Deviation	0.52
Total Responses	6

6. What is your race/ethnicity? (Optional)

#	Answer	Bar	Response	%
1	African American/African/Black/Carribean		0	0%
2	Asian/Pacific Islander		0	0%
3	Caucasian		6	100%
4	Hispanic/Latino/a		0	0%
5	Native American		0	0%
6	Other		0	0%
	Total		6	

Statistic	Value
Min Value	3
Max Value	3
Mean	3.00
Variance	0.00
Standard Deviation	0.00
Total Responses	6

7. What is your socioeconomic status? (Optional)

#	Answer	Bar	Response	%
1	High		1	20%
2	Middle		4	80%
3	Low		0	0%
	Total		5	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.80
Variance	0.20
Standard Deviation	0.45
Total Responses	5

Appendix L   Graduation Information

University Name	Graduates, 2012-2014 from APA Graduate Guide 2014
Brown University	15
Carnegie Mellon University	7
Columbia University	32
Indiana University Bloomington (HPS)	6
Michigan State University	9
Southern Illinois University	15
University of Arizona	17
University of California, Berkeley	12
University of California, Santa Barbara	12
University of Guelph	17
University of Illinois at Urbana-Champaign	19
University of Iowa	12
University of Kentucky	13
University of Memphis	10
University of Minnesota Twin Cities	8
University of Missouri	9
University of Western Ontario	28
Villanova University	14
York University	12

University Name	Graduates, 2012-2014 from [PhilJobs Graduation Statistics](#)
Arizona State University	9
Northwestern University	12
St Andrews and Stirling Graduate Programme in Philosophy	30
University of California, Riverside	10
University of California, Santa Cruz	8
University of Hawai'i at Mānoa	10
University of Michigan	14
University of Southern California	14

University Name	Graduates, 2012-2014 from Review of Metaphysics Doctoral Dissertations
Boston College	22
Boston University	15
Bowling Green State University	8
Cornell University	16
DePaul University	13
Duquesne University	18
Emory University	16
Fordham University	18
Georgetown University	14
Indiana University Bloomington	14
Johns Hopkins University	10
Loyola University Chicago	16
Marquette University	6
Massachusetts Institute of Technology	16
New York University	14
Ohio State University	11
Purdue University	22
Rutgers University-New Brunswick	16
State University of New York, Buffalo	16
State University of New York, Stony Brook	20
Syracuse University	15
Temple University	12
The Catholic University of America	10
Tulane University	5
University of British Columbia	12
University of Calgary	12

University Name	Graduates, 2012-2014 from Review of Metaphysics Doctoral Dissertations
University of California Irvine	15
University of California, Davis	12
University of Cincinnati	3
University of Colorado at Boulder	17
University of Connecticut	9
University of Georgia	4
University of Illinois Chicago	9
University of Maryland, College Park	12
University of Massachusetts Amherst	5
University of Miami	11
University of Nebraska	5
University of New Mexico	7
University of North Carolina	21
University of Oregon	14
University of Pennsylvania	13
University of Pittsburgh	24
University of South Carolina	6
University of South Florida	17
University of Tennessee	13
University of Texas, Austin	14
University of Toronto	25
University of Washington	7
University of Wisconsin, Madison	25
Vanderbilt University	14
William Marsh Rice University	6

University Name	Graduates, 2012-2014	Other Source
Central European University	12	CEU Placement Page
London School of Economics and Political Science	12	LSE Placement Page
Macquarie University	13	Macquarie Graduates Page
McMaster University	13	Review of Metaphysics Doctoral Dissertations & PhilJobs Graduation Statistics
Stanford University	16	Review of Metaphysics Doctoral Dissertations & Email from Jill Covington
The New School	28	Review of Metaphysics Doctoral Dissertations & New School Placements Page
The University of Sydney	12	Sydney Placement Page
University College London	8	UCL Placement Page
University of California, Irvine (LPS)	8	Email from James Weatherall
University of California, Los Angeles	25	UCLA Placement Page
University of Chicago	18	UChicago Graduates Page
University of Edinburgh	33	Edinburgh Placement Page
University of Pittsburgh (HPS)	12	Pittsburgh HPS Placement Page
University of Rochester	8	Rochester Placement Page
University of Sheffield	21	Sheffield Placement Page
University of Virginia	10	Virginia Dissertations Page
Washington University in St. Louis	7	Washington U Placement Page
Yale University	11	Yale University Document

Appendix M   Included Graduating Programs

Arizona State University
Boston College
Boston University
Bowling Green State University
Brown University
Carnegie Mellon University
Central European University
Columbia University
Cornell University
DePaul University
Duquesne University
Emory University
Fordham University
Georgetown University
Indiana University Bloomington
Indiana University Bloomington (HPS)
Johns Hopkins University
London School of Economics and Political Science
Loyola University Chicago
Macquarie University

Marquette University
Massachusetts Institute of Technology
McMaster University
Michigan State University
New York University
Northwestern University
Ohio State University
Purdue University
Rutgers University-New Brunswick
Southern Illinois University
St Andrews and Stirling Graduate Programme in Philosophy
Stanford University
State University of New York, Buffalo
State University of New York, Stony Brook
Syracuse University
Temple University
The Catholic University of America
The New School
The University of Sydney

Tulane University
University College London
University of Arizona
University of British Columbia
University of Calgary
University of California Irvine
University of California, Berkeley
University of California, Davis
University of California, Irvine (LPS)
University of California, Los Angeles
University of California, Riverside
University of California, Santa Barbara
University of California, Santa Cruz
University of Chicago
University of Cincinnati
University of Colorado at Boulder
University of Connecticut

University of Edinburgh
University of Georgia
University of Guelph
University of Hawai'i at Mānoa
University of Illinois at Urbana-Champaign
University of Illinois Chicago
University of Iowa
University of Kentucky
University of Maryland, College Park
University of Massachusetts Amherst
University of Memphis
University of Miami
University of Michigan
University of Minnesota Twin Cities
University of Missouri
University of Nebraska
University of New Mexico
University of North Carolina
University of Oregon
University of

Pennsylvania
University of Pittsburgh
University of Pittsburgh (HPS)
University of Rochester
University of Sheffield
University of South Carolina
University of South Florida
University of Southern California
University of Tennessee
University of Texas, Austin
University of Toronto
University of Virginia
University of Washington
University of Western Ontario
University of Wisconsin, Madison
Vanderbilt University
Villanova University
Washington University in St. Louis
William Marsh Rice University
Yale University
York University

Appendix N   Error and Completeness Check

#	Source	Grad. Year	AOS Cat.	P1 Year	P1 Type	P1 Place
1	Candidate C.V. from Personal Page					
2	Graduating Program Placement Page			+1		
3	Graduating Program Placement Page			NA		
4	Candidate LinkedIn Profile					
5	Candidate Personal Page	MISS	MISS			
6	Graduating Program Placement Page	MISS		NA		
7	Candidate Personal Page		2 vs. 2			
8	NA					
9	Candidate C.V. from Personal Page	MISS	MISS			
10	Candidate C.V. from Personal Page	MISS				
11	Graduating Program Placement Page		NA			
12	Candidate C.V. from Personal Page					
13	Placed University Staff Page		MISS			
14	Placed University Staff Page	NA		NA		
15	Candidate Personal Page					
16	Candidate Personal Page	NA				
17	Candidate C.V. from Personal Page					
18	Placed University Staff Page	MISS	MISS			
19	Graduating Program Placement Page			NA		
20	Placed University Staff Page			NA		
21	Candidate C.V. from Personal Page					
22	Placed University Staff Page	MISS		NA		
23	Candidate C.V. from Personal Page	MISS				
24	Candidate Personal Page	MISS		NA		
25	Placed University Staff Page	MISS				

#	Source	Grad. Year	AOS Cat.	P1 Year	P1 Type	P1 Place
26	Graduating Program Placement Page	MISS		NA		
27	Graduating Program Placement Page	MISS				
28	Candidate C.V. from Personal Page					
29	Candidate C.V. from Personal Page					
30	Candidate Personal Page					
31	Placed University Staff Page					
32	Candidate C.V. from Personal Page					
33	Candidate C.V. from Personal Page		MISS	MISS	MISS	MISS
34	Candidate C.V. from Personal Page					
35	Placed University Staff Page		MISS			
36	Candidate C.V. from Personal Page		MISS	MISS	MISS	MISS
37	Placed University Staff Page		MISS			
38	Candidate Personal Page					
39	Candidate C.V. from Personal Page	-1	MISS			
40	Candidate C.V. from Personal Page					
41	Placed University Staff Page			NA		
42	Placed University Staff Page	+1		NA		
43	Candidate C.V. from Personal Page		MISS			
44	Candidate C.V. from Personal Page	-1				
45	Candidate C.V. from Personal Page					
46	Candidate C.V. from Personal Page					
47	Candidate C.V. from Personal Page					
48	Candidate C.V. from Personal Page					
49	Placed University Staff Page			NA		
50	Candidate C.V. from Personal Page					

(continued, next page)

#	Source	Grad. Year	AOS Cat.	P1 Year	P1 Type	P1 Place
51	Placed University Staff Page	MISS				
52	Placed University Staff Page	MISS				
53	Candidate C.V. from Personal Page					
54	Candidate C.V. from Personal Page					
55	Candidate C.V. from Personal Page		MISS			
56	Candidate C.V. from Personal Page					
57	Candidate C.V. from Personal Page		MISS			
58	Graduating Program Placement Page					
59	Candidate C.V. from Personal Page		2 vs. 2			
60	Placed University Staff Page					
61	Placed University Staff Page					
62	Candidate C.V. from Personal Page			NA		
63	Placed University Staff Page			NA		
64	Graduating Program Placement Page			NA		
65	Candidate C.V. from Personal Page					
66	Graduating Program Placement Page			NA		
67	Placed University Staff Page			NA		
68	Candidate C.V. from Personal Page					
69	Candidate Personal Page	MISS				
70	Candidate C.V. from Personal Page	MISS	MISS			
71	Candidate C.V. from Personal Page			MISS	MISS	MISS
72	Candidate C.V. from Personal Page	MISS	MISS	NA		
73	Candidate C.V. from Personal Page	MISS	MISS			
74	Candidate C.V. from Personal Page	MISS	MISS			
75	NA					

(continued, next page)

#	Source	Grad. Year	AOS Cat.	P1 Year	P1 Type	P1 Place
76	Candidate C.V. from Personal Page	+1	MISS			
77	Candidate C.V. from Personal Page					
78	NA					
79	Candidate C.V. from Personal Page					
80	Graduating Program Placement Page					
81	Candidate C.V. from Personal Page					
82	Candidate Personal Page		MISS	NA		
83	(unknown)		MISS			
84	(unknown)			NA		
85	(unknown)					
86	(unknown)	MISS		NA		
87	(unknown)		MISS			
88	(unknown)	MISS	MISS			
89	(unknown)					
90	(unknown)		MISS			
91	(unknown)					
92	(unknown)	MISS	MISS			
93	(unknown)	MISS	1 vs. 1			
94	(unknown)					
95	(unknown)			NA	Lect. vs. Fellow	
96	(unknown)		NA	NA		
97	(unknown)					
98	(unknown)					
99	(unknown)				Lect. vs. Fellow	
100	(unknown)					

Appendix O   Sample Website Application, 8/5/15