



APSA Graduate Placement Report:
Analysis of Political Science Placements for 2021-2022



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Abstract

The Graduate Placement Report details findings on political science placements for the 2021-2022 academic year. As with the previous year, we obtained low response rates, likely an effect of the COVID-19 pandemic and resulting recession. Nonetheless, our data continues to show a continued small decline in placements in tenure-track positions, and a rise in candidates opting for non-academic positions. This year's data also showed a considerable decrease in non-tenure track placements, either an artifact of incomplete data or an indication that institutions are managing the economic recession by eliminating contingent positions.

Furthermore, we found consistency in the trend of those from top National Research Council (NRC)-ranked institutions taking post-doc placements or full-time non-tenure track positions for their first placements. Having a PhD in-hand, rather than being All-But-Dissertation (ABD), and beginning with full funding continues to be a strong determinant of higher placement rates. Most students on the job market were male, as well as non-Under-Represented Minorities (URMs), while women only constituted around one-third of candidates on the market. Compared to previous years, men and non-URMs continue to take post-docs and full-time positions as their first placements.

Executive Summary

The American Political Science Association has collected and analyzed data on how PhD candidates in political science perform on the job market for decades. APSA's annual Graduate Placement Survey, fielded since 2009 in its current format, first and foremost examines characteristics of candidates in political science doctoral programs who are entering the job market, recording outcomes of candidates' efforts to find their first employment. More recently, APSA has collected data on candidates entering doctoral programs, or cohorts of incoming students (please see our Incoming Students reports on APSA's Data on the Profession page). The Graduate Placement Report details findings on graduates' placements in political science for the 2021-2022 academic years, including the nature of these first placements and of the institutions they have placed with.

Trends in the Job Market. As with the 2019-2020 academic year, we observed similar proportions of placement categories for job market candidates for 2021-2022, as well as a drop in the percentage of candidates who successfully found first placements compared with pre-pandemic rates. A review of APSA's research on graduate placement indicates placement in post-doctoral positions has been increasing since at least 2010. More candidates have found and are finding first placements in contingent academic positions.

This is now the traditional path for candidates' first placements, considering those candidates' and their institutions' characteristics. Those from top tier institutions, according to department rankings from the National Research Council (NRC), are more likely to take a post-doc or full-time non-tenure track position as their first position. Whether the choice is voluntary, for example, to bolster research activity before taking on teaching and service commitments that are expected with a tenure-track position, or more forced, as the only positions offered, it is now more status quo. This trend has been noted in the natural sciences, as new PhDs are expected to take a post-doc before seeking a permanent position. This new path also comes with challenges for those with less resources and with young families as it often requires several geographical relocations within just a few years.

Trends for Placement and for Candidates. Long-standing trends in characteristics impacting placement, including degree status, continued in 2021-22. Students with a PhD in-hand, rather than ABD, had higher placement rates (89%) and were more likely to be on the market (83% of the pool). Compared to 2020-21, 82% of the candidates placed had a PhD, while 72% of the pool on the market had completed their PhDs. Receiving several years of funding at the start of a PhD program continued to be a strong indicator of higher placement rates, as reports from previous years have also shown.

Candidates' reported *genders* and *Under-Represented Minority (URM) statuses* had mixed impacts, particularly when considering the type of placement. Similarly to job market candidates

in 2018-2019, women opted out of academia in larger proportions. However, more men than women were placed in non-academic positions. Unlike previous years (40% in 2019, 25% 2018) there were more URMs placed in tenure-track positions than non-URMs. Women took more tenure-track positions as their first placement compared to previous years. While more secure in the short-term, as noted earlier, these placements have higher teaching and service commitments straight out of graduate school than a post-doc or non-tenure track position.

To review other reports from the Graduate Placement Survey as well as to view reports from previous years and other surveys, please visit our [website here](#). Please contact us with any specific questions you may have at surveys@apsanet.org. We welcome any questions, thoughts, and/or ideas on Graduate Placement in political science and the job market in general. We would aim to fold in broader questions that members bring to our attention in subsequent reports and data collection efforts.

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March 2023 | Washington, DC

About the Data

Beginning in the 2009-2010 academic year, APSA has administered the Graduate Placement Survey annually to directors of graduate programs at departments granting doctoral degrees. Directors detail the individual candidates on the market in their departments, including whether they have completed their coursework, are all-but-dissertation (ABD), or have defended their dissertation and have their doctoral degree in-hand. Directors list candidates regardless of the number of years they have been on the market until they are placed, and list placements regardless of the type of position, for example, academic or non-academic.

2021-2022 Graduate Placement Survey: Response Rates. The survey was administered online to 222 graduate program directors in 2021-2022 at colleges and universities offering doctoral degrees in Political Science and Government in the United States. Directors from 45 institutions responded to the survey, and 34 provided individual level information for about 154 candidates, who were actively seeking placements in political science. Response rates and data from previous years can be found online in historical reports on APSA's Data on the Profession page.

External Data Sources in This Report. In addition to using the [National Research Council's rankings](#) of institutions offering degrees in political science aggregated into quintiles, we also utilize the [National Science Foundation Survey of Earned Doctorates](#) (NSF SED). For 2021-2022, we compare the reported students on the job market each year with the number of earned doctorates in political science each year. Although some students are repeat candidates on the job market or are ABD status and are only preliminarily on the job market, we find these subsets of candidates tend to offset each other, and the proportion of the total student population remains about the same.

Similarities and Departures from APSA's Previous Placement Reports. In 2020-2021, 2019-2020, and 2018-2029, APSA collected data on cohorts of incoming doctoral students. We analyze these data separately. Prior to 2015-2016, from the 2009-2010 to the 2014-2015 academic years, student data were weighted by the size of the faculty in their doctoral department. However, in 2016-2017, after reviewing the NSF SED, APSA concluded the job market was more accurately portrayed by presenting proportional placement data alongside departments' actual reported number of students than by normalizing them with faculty size. Departments report their complete number of students each year, therefore, our analysis cannot reflect any unreported students. We begin our report by examining the trends in coverage of the Graduate Placement Survey with comparison to the most informative dataset available, the NSF SED. The SED is a census survey of all doctorates earned in the United States and has very low rates of both non-response and error.

Glossary of Terms for Concepts and Variables

Graduate Placement Concepts and Variables

Placement (vs. “not placed”). Students are measured as finding a “placement” if they find and accept any type of position or sector of employment, regardless of what they are employed as, or for how long that employment continues (e.g., whether they are tenure-track, non-tenure track, or another dedication for duration).

Placement Types. Types of academic placements include *post-doctoral placements; tenure-track placements; non-tenure track, full-time; non-tenure track, part-time; or non-tenure track, graduate institution placements*. Types of non-academic placements include *non-academic placements*, and placements in *academic administration*. If a position does not fall into one of these categories, respondents must choose “*other*” placement type.

Job Market Candidates. Candidates on the job market are defined as students reported by their departments as thought to be seriously competing on the job market for any type of position, academic or non-academic, whether they place in the academic year, or not.

Years on the Market/ Repeat-year Candidates. Candidates on the job market who were candidates in previous years, but were not placed in previous years, and are continuing to seek their first placement are repeat-year candidates. Students may be on the market for up to three years, and then are listed as 3+ years.

Candidates’ Characteristics Concepts and Variables

Degree Status (PhD vs. ABD). Students who have their degree in-hand are counted as PhD; students who have not received their PhD, even if they did so later in the year or in a later year, are counted as ABD.

Funding and Years of Funding. Departments report students as having had *full, partial or no funding*, and the number of years of that funding, as full funding (for 5 to 6 or more years); partial funding (for between 1 and 4 years; or no funding (for 0 years).

Academic Subfields. Students can specialize in two subfields and may be measured as studying the subfields of Comparative Politics, American Politics, International Relations, Political Philosophy/ Political Theory, Public Law, Public Policy, Public Administration and Methods.

Demographics: Gender, Under-Represented Minorities, Ethnicity, and Home Country. Students’ identification as male, female, or other gender identity. Students’ identification as African American/ Black, East Asian/ Asian-American, Hispanic/ Latina/o, Middle Eastern/ Arab American, Candidates’ ethnicity is measured as Hispanic/ Latino/a, Not Hispanic/ Latino/a, or Other. Candidates home countries are their place of birth/ citizenship and aggregated into *US/ International*.

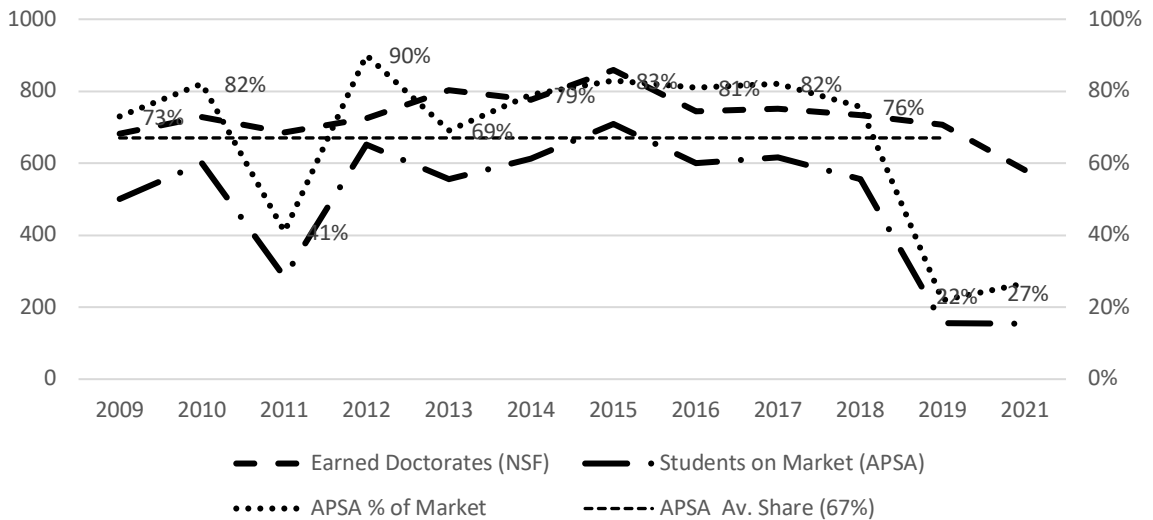
Section 1. Trends in Placement Data

Graduate Placement Survey Coverage

Over the last two decades, the American Political Science Association has examined the job market in political science, including characteristics of the open positions for placement, the candidates seeking placement on the job market, and their placement outcomes. Since 2009, these data are continuous and provide both an individual level look at candidates, and an aggregate look at trends impacting the job market.

Because we lack a census of all positions that candidates on the market may consider in political science, we assess the Graduate Placement Survey’s coverage by calculating the proportion of students reported to APSA and recorded in the Graduate Placement Survey as on the market, regardless of their placement outcome. We compared this number to an annual census of doctoral degrees awarded in political science. We retrieved this number of doctorates in Political Science and Government from the Survey of Earned Doctorates fielded by the National Science Foundation, which has a very small degree of non-response (<5-10%) and of under-reporting (<1%) across years and fields.¹ The comparison shows a high degree of coverage of the total population of students on the market.

Figure.1 Earned Doctorates in Political Science (NSF) and Doctoral Program Students on the Job Market (APSA)



¹ See “Survey of Earned Doctorates: 5. Survey Quality Measures,” Accessed February 2023. Available at: <https://www.nsf.gov/statistics/srvydoctorates/#qs%26sd%26tabs-1>.

Figure 1 shows the annual and average coverage rates of the Graduate Placement Survey as compared to the number of doctorates awarded, showing that the Survey has captured an average of 67% of the candidates on the market since 2008.² The Survey of Earned Doctorates censuses PhD recipients immediately after graduation. APSA's Graduate Placement Survey also captures some ABD candidates that go on the market prior to having their PhDs in-hand. 17% of candidates on the market were ABD in 2021-22s.

The Graduate Placement Survey also captures the small number of candidates reported as on the market for multiple years, though their prior years on the market may have been as ABD candidates prior to the receipt of their doctoral degrees. Like the proportion of ABD candidates on the job market to the total population reported, around 20% of all candidates were candidates repeating their search for the second year, and 6% for their third year. These subsets of all students seeking placements on the market offset each other in our sample, giving us confidence that the Survey is capturing most students seeking placements on the market in a given academic year. The next section presents overall trends in our placements from our graduate placement data.

Section 2. Overall Trends in Placement

When compared to the previous year, the 2021-2022 academic year saw a decline in the rate of candidates who did not find placement, and an increase in the overall rate of placement for candidates reported in the Graduate Placement Survey.³ This is demonstrated in Figure 2 below. 127 out of 154 (82.5%) candidates found a placement, compared to 78.8% in 2019-2020, 83.9% in 2018-2019, 80.5% in 2018-2017, 77.9% in 2016-2017 and 78.2% in 2015-2016. Only 17.5% of candidates were unsuccessful in finding placement, 2.8% more candidates placed in 2018-2019, but this was less than those reported for 2019-2020 (20%). The proportion of repeat candidates who sought placement, but remained on the job market the following year, has been relatively stable in our data since the 2010-2011 academic year, giving us confidence that as with previous years, 2021-2022's proportions are not exceptional.⁴

As it has been observed in the last five years, tenure-track positions have accounted for less than a third of all first-time placements. However, unlike previous years, 2021-2022

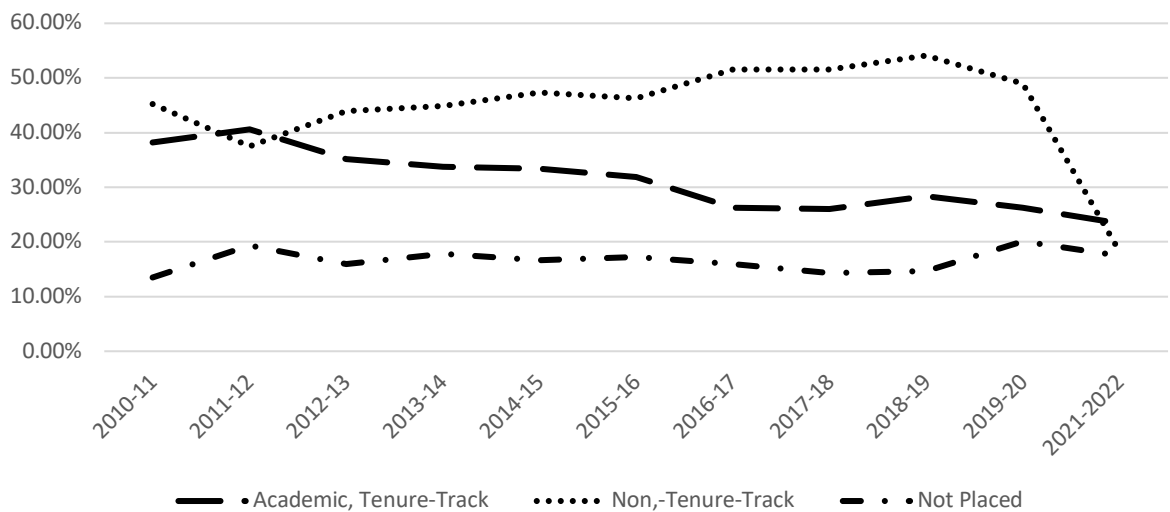
² When removing 2020, the average is 67%. Fewer departments filled out the survey in 2020-2021, which we attribute to the COVID-19 pandemic.

³ The analysis for the 2021-2022 candidates on the job market shows a decline in candidates who did not find placement when compared to 2019-2020. However, it is still higher than pre-Covid years.

⁴ In 2021-2022, second-year candidates were only .14% below the 10-year average with a standard deviation of 3.4, and 5.60% were third-year candidates, around 1% above the 10-year average, with a standard deviation of 1.4, which indicates a moderate dispersion.

also saw a substantial decline in non-tenure track positions, from 49% in 2019-2020 to 18% for this academic year. It is unknown how postponements, cancellations, or other results of the COVID-19 pandemic affected these offers. Because these positions do not have dedicated funding streams, they are likely the first to be non-renewed when economic conditions are austere. Regardless, about half of those who received their PhD will transition into a position that is contingent, or not a tenure-track position, or a non-academic position, for their first placement, with implications for both job security and for the transferrable skills needed to succeed on the job market.

Figure 2. Tenure and Non-Tenure Placement Overall, 2010-2022



Although a steady decline has been observed in the last ten years in candidates placed in tenure-track positions, we may still in 2022 be seeing a lagged impact from the short, deep recession of 2020 in higher education institutions’ cutting of non-tenure track, at-will employee positions for placement, combined with these institutions’ increasing reluctance to commit to funding lines for tenure-track positions.⁵ Given the decreased response rate for our survey, the large (30%) decrease in placements in non-tenure track positions may also be an artifact of our data.

As can be seen in Figure 2, we were still seeing impacts of the 2009 Great Recession in the placements for the 2011-12 academic year; however, then it was small increase in candidates not placed and a moderate decrease in non-tenure track, at-will employee placements that contributed to an overall decrease in placements. Data from next year’s graduate placements will be telling in whether the proportion of non-tenure track positions recovers to where it was in 2019, and whether tenure-track position placements see a reversal

⁵ Center for Budget and Policy Priorities, “Economy Recovering from Short, Deep Recession that Ended Long 2009-19 Expansion: Percent Change in Real GDP,” Accessed March 2023. Available at: <https://www.cbpp.org/economy-recovering-from-short-deep-recession-that-ended-long-2009-19-expansion-0>.

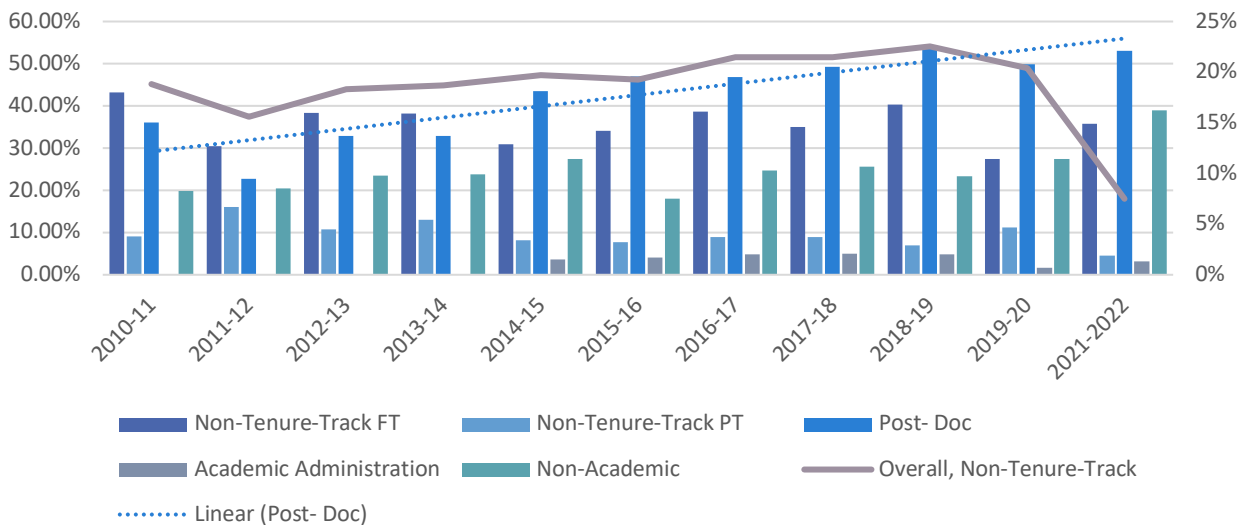
in their decade-long decline.

In 2021-2022, 23.4% of all candidates placed in a tenure track position, nearly 8 points lower than the 10-year average. 18% of all candidates placed in a non-tenure track position, which is less than half of the 10-year average, and nearly a third of candidates placed in non-tenure track positions in 2018-2019. Nearly 2% of those positions were academic administration, while almost 17% were non-academic placements. The overall proportion of candidates whose first placements after receiving their doctoral degrees were as post-docs (22%), in non-academic positions (17%), and in academic administration (1.3%) is increasing relative to those whose first placement is on the tenure-track. For the 2021-2022 academic year, placements for both tenure-track positions and non-tenure-track positions were below average.

Trends in Types of Placements

As with previous years, the data shows a steady increase in the number of *post-doc positions* accepted as first placements, for both academic years, and over time, as well as a slight increase in those who accepted a non-academic position for their first placement. Post-docs accounted for slightly over one-fifth of all placements in 2021-2022. Furthermore, the percentage of candidates in a post-doctoral position was higher than the 10-year average.

Figure 3. Non-Tenure-Track Placements and the Rise of Post-Doctoral Positions, 2010-2022



Of all placement types, post-docs and non-academic first placements show a general upward trend, while all other categories, including academic tenure-track, academic non-tenure-track part-time, full-time, and graduate institution, and academic administration placements are stable or decreasing. This trend warrants more effort in capturing details of these positions

and whether those who place transition back to academia.

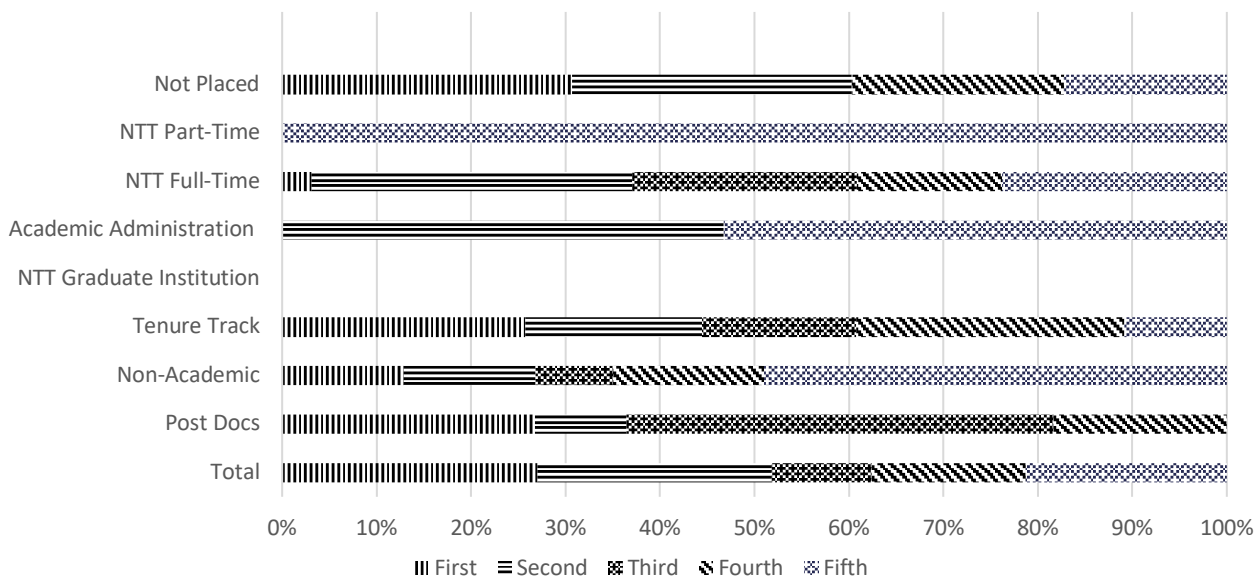
2021-2022	Type of Placement	Type of Placement %
Academic, Tenure-Track	36	
Tenure Track	36	23.40%
Post Doc	34	
Post Doc	34	22.10%
Academic, Non-tenure-track	28	
Non-tenure-track, Part-Time	3	1.90%
Non-tenure-track, Full-Time	23	14.90%
Non-tenure-track, Graduate Institution	2	1%
Admin/Non-academic	27	
Academic Administration	2	1.30%
Non-Academic	25	16.20%
Not Placed/Unknown/NA	29	
Not Placed	27	17.50%
Unknown	2	1.30%

Table 1. Count and Percentage of Types of Placement Outcomes, 2021-2022

We also assessed placement types by quintile ranking of the institutions granting job market candidates their doctoral degree. Given that not all institutions are included in the NRC's rankings, not all candidates were included in the assessment of the quintiles' relationship to placements.

The largest proportion of job market candidates placing in a post-doc position were from first quintile-ranked institutions. Over one-third of candidates in first quintile institutions took post-doctoral positions for their first placements in 2021-2022, followed by 11% of second quintile candidates, 53% of third quintile, 22% of fourth quintile, and 0% in fifth quintile candidates. This data is similar to that of the 2020 academic year, when over half of candidates in second quintile institutions took post-doctoral positions for their first placement.

Figure 4. % OF Candidates from NRC Rankings Quintiles Within Job Placement Type 2021-2022



Tenure track, non-academic, and a variety of non-postdoc, non-tenure track positions (part-time, full-time, and graduate institution positions combined) followed a different trend than that observed for the post-doc category, which has maintained a downward trend, except for the second quintile in both the 2020-21 and 2021-22 academic years. 32% of first, 23% of second, 20% of third, 35% of fourth, and 13% of fifth quintile candidates took first positions on the tenure track in 2021-2022.

As with the 2020-21 academic year, 2021-22 candidates were more likely to take tenure track positions than post-doc positions, regardless of how their institution was rated, except for third quintile candidates, who were more likely to have taken a post-doc than a tenure track position.

Section 3. Characteristics of Candidates

We analyze the characteristics of candidates in two different ways. We summarize degree status (PhD or ABD), funding (full, partial, none), gender (women, man, other, not reported), under-represented minority status,⁶ academic subfields,⁷ and years on the

⁶ Categories included: African American/Black, Native Am./AK Native, White/Euro American, Hispanic/Latino/a, Native Hawaiian or Other Pacific Islander, East Asian/Asian Am., South Asian/Indian Am., Middle Eastern/Arab Am., Two or More Races, Other, DK/Not Reported

⁷ Categories included: Comparative Politics, American Politics, International Relations, Methods, Political Philosophy, Public Administration, Public Law, Public Policy, Other, Don't Know, and Not Reported.

market (1, 2, 3, or don't know). First, we look to the difference between candidates who placed from the entire candidate pool and compared both to the average change in candidate's characteristics over the last eight years to understand if, of the factors shown to be impactful in placement in previous research, which ones may be growing in importance, or decreasing in importance. We summarize degree status (PhD or ABD), funding (full, partial, none), gender (women, man, other, not reported), underrepresented minority status,⁸ academic subfields,⁹ and years on the market (1, 2, 3, or don't know.)

Degree Status. Candidates who placed in 2021-2022 were almost 7% more likely to have a PhD (89.3% PhD, 11% ABD) than all candidates who were on the job market in the same academic year (83% PhD, 17% ABD). This is consistent with the numbers seen in 2019-2020, with candidates placed being nearly 10% more likely to have a PhD (82 %PhD, 18% ABD) compared to those in the market (73% PhD, 27% ABD). Having a PhD in hand remains as important as it has been over the last decade.

Funding. The data collected in 2021-2022 shows that candidates who have full funding are more likely to continue to the job market (87%), than those with even partial funding (1%) or no funding (1%). The proportions of candidates who placed had nearly identical proportions in each funding category to the proportions of the entire candidate pool in each funding category. Funding for candidates on the market and those who were placed has declined by 6% since 2019-2020.

Gender. Women and men candidates who placed (33% women, 66% men) were similar in proportion to candidates on the market (31% women, 68% men). For this academic year women were slightly more likely (8%) to be on the job market, and men slightly less likely (8%) to be on the job market than the average number over the last 12 years. A similar trend was observed in 2019-20, with women being slightly more likely (6%) to be on the job market, and men less likely (6%) to be on the job market than the average number over the last decade. In comparison, the gender distribution of job market candidates is similar to the gender distribution within APSA membership, with women making up 37% of APSA's membership, and men composing 63%.

⁸ Categories included: African American/Black, Native Am./AK Native, White/Euro American, Hispanic/Latino/a, Native Hawaiian or Other Pacific Islander, East Asian/Asian Am., South Asian/Indian Am., Middle Eastern/Arab Am., Two or More Races, Other, DK/Not Reported

⁹ Categories included: Comparative Politics, American Politics, International Relations, Methods, Political Philosophy, Public Administration, Public Law, Public Policy, Other, Don't Know, and Not Reported.

2021-2022	Candidates Placed n = 127	Candidate Pool n = 154	Pool vs. Placement	Difference 12 Yr. Average
Degree Status				
PhD	89.30%	83.00%	6.30%	-9.52%
ABD	10.70%	17.00%	-6.30%	8.67%
Major Field				
American Politics	22.20%	20.90%	1.30%	1.49%
Comparative Politics	34.10%	32.70%	1.40%	- 2.73
International Politics	19.00%	19.60%	-0.60%	4.78%
Methods	4.80%	3.90%	0.90%	-2.65%
Political Philosophy	11%	13.10%	-2.00%	-0.49%
Public Administration	3.20%	3.90%	-0.70%	-1.95%
Public Law	1.60%	2.00%	-0.40%	-0.22%
Public Policy	3.20%	2.60%	0.60%	-0.33%
Other	0.80%	1.30%	-0.50%	1.00%
Don't Know	--	--	--	--
Not Reported	--	--	--	--
Funding Status				
Full Funding	87.40%	86.40%	1.00%	-1.50%
Partial Funding	0.80%	0.60%	0.20%	6.25%
No Funding	--	0.60%	-0.60%	2.70%
Don't Know	11.80%	12.30%	-0.50%	-7.49%
Gender				
Female	33.10%	31.20%	1.90%	7.71%
Male	66.10%	68.20%	-2.10%	-7.47%
Other	0.80%	0.60%	0.20%	0.05%
Not Reported	--	--	--	--
Race/Ethnicity				
African American/Black	5.50%	4.50%	1.00%	-1.26%
Native Am./AK Native	--	--	--	0.23%
White/Euro American	59.10%	58.40%	0.70%	2.14%
Hispanic/Latino/a	9.40%	9.7%	0.30%	-6.12%
Native Hawaiian or Other Pacific Islander	--	--	--	--
East Asian/Asian Am.	13.40%	11.70%	1.70%	-4.66%
South Asian/Indian Am.	1.60%	1.90%	-0.30%	-0.20%
Middle Eastern/Arab Am.	3.10%	5.80%	-2.70%	-2.64%
Two or More Races	1.60%	1.90%	-0.30%	-1.27%
Other	4.70%	4.50%	0.20%	-2.71%
DK/Not Reported	1.60%	1.30%	0.30%	1.55%
Hispanic or Latino/a	11.90%	11.70%	0.20%	--
Not Hispanic or Latino/a	88.10%	88.3%	-0.20%	--
DK/Not Reported	--	--	--	--
Years on Market				
1	73.90%	73.90%	0.00%	-3.69%
2	19.10%	19.00%	0.10%	0.94%
3	5%	5.60%	-0.40%	-0.96%
DK/Not Reported	2%	1.40%	0.30%	4.31%

Table 2. Characteristics of Candidate Pool and Candidates with Graduate Placements, 2021-2022

Underrepresented Minority Status. The candidate pool for those who identify as URM (20.40%) has nearly doubled from 2019-2020 (9.20%). However, the difference between underrepresented minority status in the candidate pool and URM candidates finding who placed was minimal. East-Asian candidates continue to be the largest group to find placements (13.40%), followed by Hispanic/Latino/a (9.40%) which is slightly greater than the proportion of members in APSA in those groups. The proportion of candidates who identified as African American/ Black and South Asian/Indian American has declined from the previous year, however the difference from the candidate pool to those who found placement is around 1%.

Academic Subfield. Candidates who placed maintained nearly identical proportions of academic subfields as the proportions of candidates' subfields in the job market pool overall. A slightly larger percentage of scholars who identified as Comparativists (3%) in 2021-2022 were on the market compared to the average from the last 12 years.

Years in Program. Candidates who placed in 2021-2022 were similar in proportion to candidates in the pool regarding the number of years they had been seeking placement on the job market (74% for one year, 19% for two years, 6% for 3 years, and 1% not reported). Compared to the 12-year average, it seems to be more common for candidates to spend a few years on the market, but the percentages are still quite small compared to those on it for their first year.

Whether a candidate receives a full funding package continues to heavily influence success in placement. Candidates' successful defense of a dissertation is also a strong determinant of placement. Demographics (gender, underrepresented minority status) also play an important role in determining pathways before and after placement in acceptance to programs or promotions. As noted in previous reports, decision-making by department heads also influences how candidates will fare on the job market.

Characteristics by Placement Type

We concluded with several noteworthy findings after disaggregating candidates' characteristics by placement type. For 2021-2022, underrepresented minorities were more likely than their overall average in the pool to be placed in tenure-track positions. URM made up around 20% of the placed candidates, and 34.8% of the tenure track placements. When looking at gender, women made up 33% of the placed candidates, and 30.60% of the tenure track placements, a drop from the 43% observed during the 2020-2021 academic year. African American/Black and Hispanic/ Latino/a categories accounted for the increase in tenure track positions in 2021-2022.

On the other hand, non-URMs (77.8% of placed candidates overall) and men (66.1% of placed candidates overall) were more likely to be placed in post-docs (64.7% men, 77.3% non-URMs) or non-tenure-track, full-time (69.6% men and 90% non-URMs) and part-time positions (100% men, and non-URMs). 13% of African American students placed in non-tenure track positions, and 8.3% in tenure track, and increase from the previous academic years. Only 5.6% of East Asian/Asian Americans candidates placed in tenure track positions, compared to 17.9% in 2020.

Characteristics	Graduate Placement Types							
	Overall n=154	Post Doc n=31	TT n=39	NTT, FT n=17	NTT, PT n=16	Non-Academic n=17	Academic Administration n=1	Not Placed n=30
Gender								
Female	31.2%	35.3%	30.6%	30.4%	0.0%	44.0%	0.00%	22.2%
Male	68.2%	64.7%	69.4%	69.60%	100%	52.0%	100%	77.8%
Other	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Race/Ethnicity								
URM	28.6%	18.2%	34.8%	10.0%	0.0%	11.1%	0.0%	23.5%
Non-URM	70.1%	77.3%	65.2%	90.0%	100%	83.3%	100%	76.5%
Race								
African American/Black	4.5%	2.9%	8.3%	13.0%	0.0%	0.0%	0.0%	0.0%
East Asian/Asian American	11.7%	14.7%	5.6%	21.7%	0.0%	16.0%	0.0%	3.7%
Hispanic/Latino/a	9.7%	8.8%	16.7%	0.0%	0.0%	8.00%	0.0%	11.1%
Middle Eastern/Arab American	5.8%	0.0%	5.6%	0.0%	0.0%	8.00%	0.0%	18.5%
Native American/AK Native	--	--	--	--	--	--	--	--
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	--	--
Other	4.5%	2.9%	13.9%	0.00%	0.0%	0.00%	0.0%	3.7%
South Asian/Indian American	1.9%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	3.7%
Two or More Races	1.9%	2.9%	2.8%	0.0%	0.0%	0.0%	0.0%	3.7%
White/Euro American	58.4%	64.7%	41.7%	65.2%	100%	64.0%	100%	55.6%
Ethnicity								
Hispanic/Latino/a	11.7%	8.8%	19.4%	4.3%	0.0%	8.0%	0.0%	11.1%
Not Hispanic/Latino/a	88.3%	79.4%	66.7%	95.7%	100%	92.0%	100%	88.9%

*Totals may not add up to 100% as the table does not include missing values

Table 3. % of Candidates with Characteristics Within Job Placement Type, 2021-2022

Placement and Field of Study

Although the Graduate Placement Survey data does not capture the subfield of the positions that candidates place in, we assume many candidates place into academic

positions that reflect their subfield specialties. In comparing the subfields of the candidate pool (n =154) to the subfields of the candidates who placed in academic positions (n=127) similar proportions can be observed.

Graduate Placement Data by Subfield			
Subfield	% Who Placed In Academics	% of Candidate Pool on the Market	Diff. from 11 Yr. Average
<i>American Politics</i>	22.20%	20.90%	1.49%
<i>Comparative Politics</i>	34.10%	32.70%	- 2.73%
<i>International Politics</i>	19.00%	19.60%	4.78%
<i>Methods</i>	4.80%	3.90%	- 2.65%
<i>Political Philosophy</i>	11.00%	13.10%	- 0.49 %
<i>Public Administration</i>	3.20%	3.90%	- 1.49%
<i>Public Law</i>	1.60%	2.0 0%	- 0.22%
<i>Public Policy</i>	3.20%	2.60%	- 0.33%
<i>Other</i>	0.80%	1.30%	1.00%
<i>Don't Know</i>	--	--	
<i>Not Reported</i>	--	--	

Table 4. Candidates on the Job Market by Subfield and Average Change, 2021-2022

The candidate pool for both Comparativists and Americanists declined in the last two years. When looking at the race breakdown, both fields are dominated by White or Euro-American candidates (50%, 68.8%), followed by Latino or Hispanic American, and East Asian or Asian American candidates. This is consistent with the proportions within the candidate pool, with White or Euro-American candidates being the majority, followed by East Asian or Asian American, and Latino or Hispanic American candidates.¹⁰

The Political Science Job Market in 2021-2022: Conclusions

These conclusions from analysis of data collected in APSA’s Graduate Placement Survey continue to play an important role in understanding characteristics of candidates on the job market, in conjunction with other publicly available federal data such as the NSF SED. The path a candidate chooses through the initial years of employment after receiving a doctorate in political science is changing, through contingent employment before landing in a final placement, for an unknown number of years, and therefore costs, due to

¹⁰ Please look to our upcoming 2021-22 *eJobs Report* for a comparison of the proportions of positions advertised by subfield.

increased relocation costs, less generous benefits packages, lower compensation, and the unknown impact of this kind of economic uncertainty on wellbeing and/or productivity.

It is still unknown how the COVID-19 pandemic will shape the way the market looks in the next few years. Nonetheless, most trends that have previously been identify have not changed. Tenure-track positions continue to decline, candidates with PhDs place in academic positions at higher rates than those with ABDs, and candidates who have full funding are more likely to continue to the market compared to those who have partial funding, or no funding at all.