

# International PhD & MSc Alumni Career Pathways Report 2022



The Institute of Medical Science (IMS) International PhD & MSc Alumni Career Pathways Project aimed to determine the career trajectories of international PhD & MSc graduates from the IMS, Temerty Faculty of Medicine, University of Toronto between 2010-2021. Based on the graduation data provided by the School of Graduate Studies, information on alumni was gathered using internet searches of publicly-available, open access data sources such as LinkedIn, personal websites, university and company directories, and social media platforms. The study successfully located 98% of the 55 international PhD students, and 86.8% of the 68 international MSc students. MSc students who transferred to the PhD program were included in the PhD alumni cohort. PhD alumni generally continued their careers in academia, particularly as clinician-scientists. Similarly, most MSc graduates pursued careers as clinicians or clinician-scientists. A minority of MSc and PhD graduates were employed in the private sector, mainly by pharmaceutical companies. A few alumni were self-employed, or worked in academic administration or the charitable sector. The majority of the alumni remained in Canada after graduation and have remained in the country since. In conclusion, the IMS has fostered the enrichment of the graduate program providing support to international trainees to aid their academic career development and success.

## INTRODUCTION

The purpose of the Institute of Medical Science (IMS) International PhD & MSc Alumni Career Pathways Project was to determine the current (2021) positions of the 123 individuals who graduated with either a PhD or an MSc from the IMS at the Temerty Faculty of Medicine, University of Toronto (UofT) between 2010 to 2021. The project was inspired by ongoing strategic planning efforts in the IMS to advance its graduate training program for current and prospective graduate students and to further attract outstanding international students. Our goal was to acquire knowledge about the professional competencies required to pursue careers in academia and beyond, and to investigate the future career goals and trajectories of our graduates.

### About the IMS

The Institute of Medical Science is the graduate unit for clinical departments such as Medicine, Psychiatry, Paediatrics and Surgery at the University of Toronto. Of the ~600 IMS faculty members, 90% hold medical degrees, while most also hold PhD degrees. IMS faculty members are typically clinician-scientists working in university-affiliated hospital-based research institutes. A number of faculty members also hold international medical degrees, some in addition to MSc and / or PhD degrees. Some IMS faculty members hold a PhD degree without medical qualifications and their research commonly focuses on basic medical science. Most of the IMS faculty members run basic or clinical laboratories and all of them hold a graduate faculty appointment in the School of Graduate Studies, allowing them to supervise MSc and PhD students enrolled at the IMS in a multi-disciplinary environment with access to resources at the affiliated hospitals centres.

## METHODOLOGY

The IMS International Program and Partnerships Officer acquired the general information of international IMS PhD & MSc graduates from the School of Graduate Studies (UofT). The IMS International Development Assistant, a current international PhD Candidate at the IMS, carried out the research. After the data were verified and entered into the survey tool (Microsoft Forms), open-access internet searches were

conducted to obtain information about further education pursued by the graduates, current and past employment, research activity, employment sector, and skills pertaining to their current employment. Information was only recorded if found using reliable Internet sources, with LinkedIn ([www.linkedin.com](http://www.linkedin.com)) providing the most comprehensive data in most cases. No information was stored on personal computers. No individuals were contacted during this project. The survey data were analyzed using Microsoft Forms and Microsoft Excel, and plotted using Microsoft Excel. This project was modelled after Prof. Reinhart Reithmeier's (IMS Director for Graduate & Professional Development) 2019 MSc Futures Project.

## **STUDY TEAM**

**Study Investigator:** Prof. Zhong-Ping Feng (IMS Director for International Development)

**Project Lead:** Anna Mandel (IMS International Development Assistant)

**Data Analysis:** Anna Mandel

**Data Collection Team:** Anna Mandel & Sarah Topa (IMS International Program & Partnerships Officer)

**Report Author:** Anna Mandel

**Report Review:** Prof. Zhong-Ping Feng, Anna Mandel & Sarah Topa

**Survey and Project Design:** Sarah Topa (modeled after Prof. Reinhart Reithmeier's 2019 MSc Futures Project survey and design)

\*See Appendix for IMS Study Team Profiles

## RESULTS

### Profiles of IMS International PhD & MSc Graduates from 2010 to 2021

A total of 55 international students graduated from the IMS with a PhD and 68 with an MSc between 2010 and 2021. The number of international PhD graduates doubled over this time from ~3 in 2010 to an average of ~6 from 2015-2020 annually, which can mainly be contributed to a surge in international graduates in the year 2018. Overall, when considering the entire time period, both the number of PhD and MSc graduates remained relatively stable. The drop in the number of graduates in 2021 may indicate the effects of the COVID-19 situation (Figure 1).

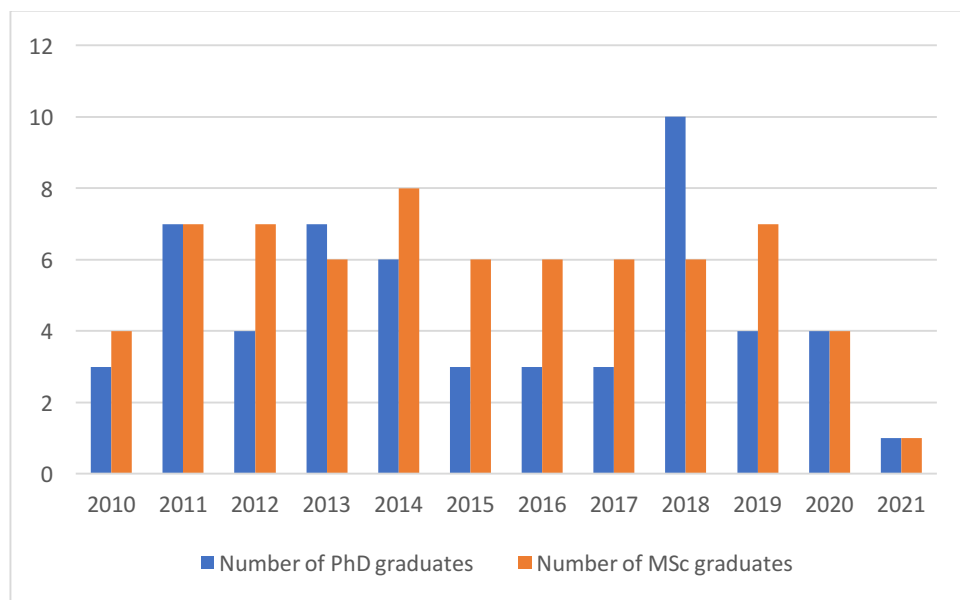


Figure 1. The number of international PhD and MSc students who graduated in each year from 2010-2021.

Females made up a slight majority (53.7%) of the 54 PhD graduates who were successfully located online compared to males (46.29%) (Figure 2), and most were accepted to the Direct-Entry PhD program (79.62%) (Figure 3). In contrast, males made up a slight majority (55.9%) of the 68 MSc graduates compared to females (44.1%) (Figure 4). The majority of the PhD students held international MD degrees prior to enrolment (36.53%), followed by Canadian Master's degrees (19.23%), international Master's degrees (17.30%), international BSc (13.46%), and Canadian BSc (9.61%) degrees (Figure 5). Similar to PhD students, the majority of the MSc

graduates held international MD degrees prior to enrolment (76.8%). This was followed by international BSc (12.5%) and Canadian BSc degrees (5.4%), and international Master's (5.4%) degrees (Figure 6). The alumni generally belonged to a variety of nationalities with China (11.11%), Mexico (7.40%), Iran (7.40%), and India (7.40%) being the most prevalent for PhD graduates (Figure 7), and Saudi Arabia (10.3%), USA (8.8%), and India (8.8%) being the most common countries of origin of MSc graduates (Figure 8). The average PhD completion time was 5 years.

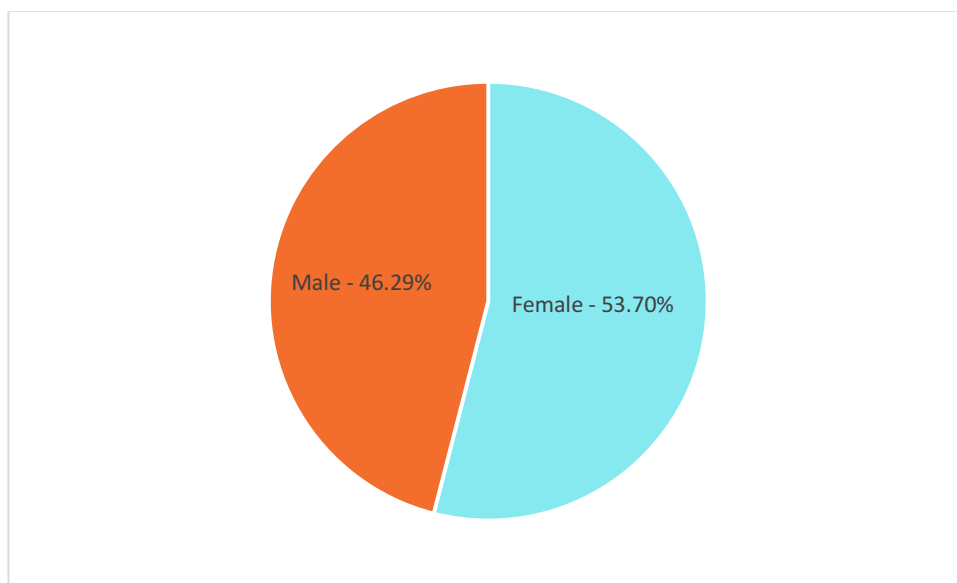


Figure 2: The proportion of female and male international PhD graduates at the IMS. Out of the 54 alumni located, 29 identified as female and 25 as male.

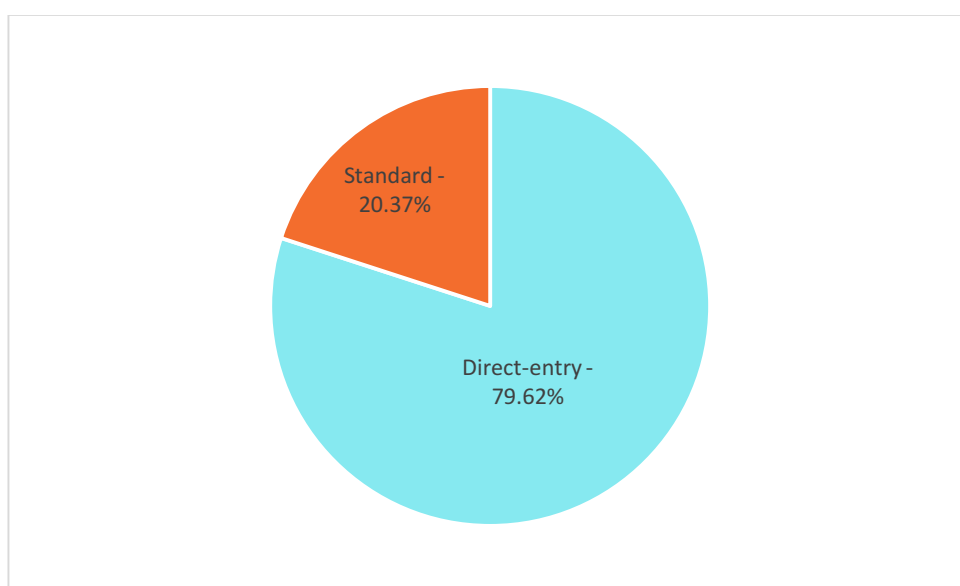


Figure 3: The proportion of international PhD students in the direct-entry (including MSc transfer) and standard-entry routes. Out of the 54 alumni located, 43 were accepted into the direct-entry route and 11 into the standard PhD route.

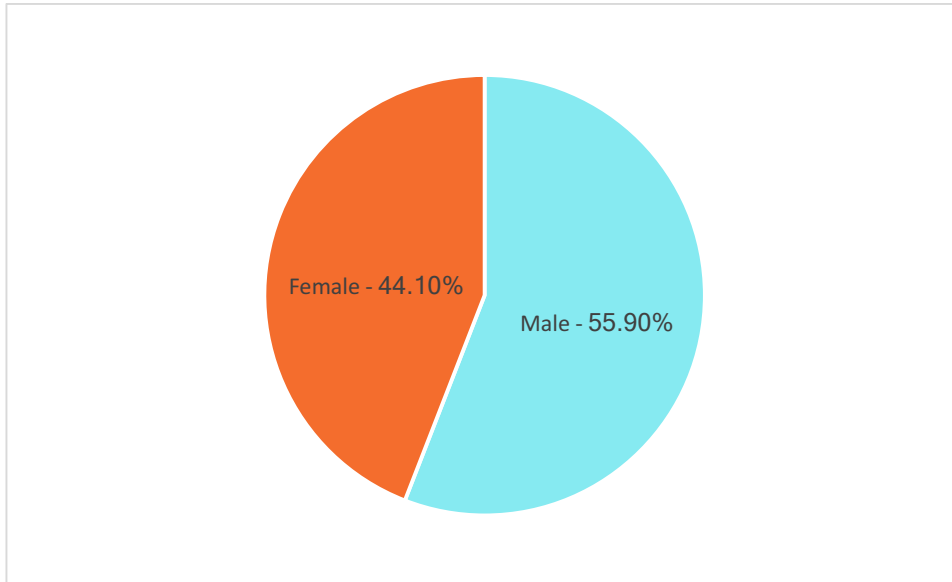


Figure 4: The proportion of male and female international MSc graduates at the IMS. Out of the 68 alumni, 38 identified as male and 30 as female.

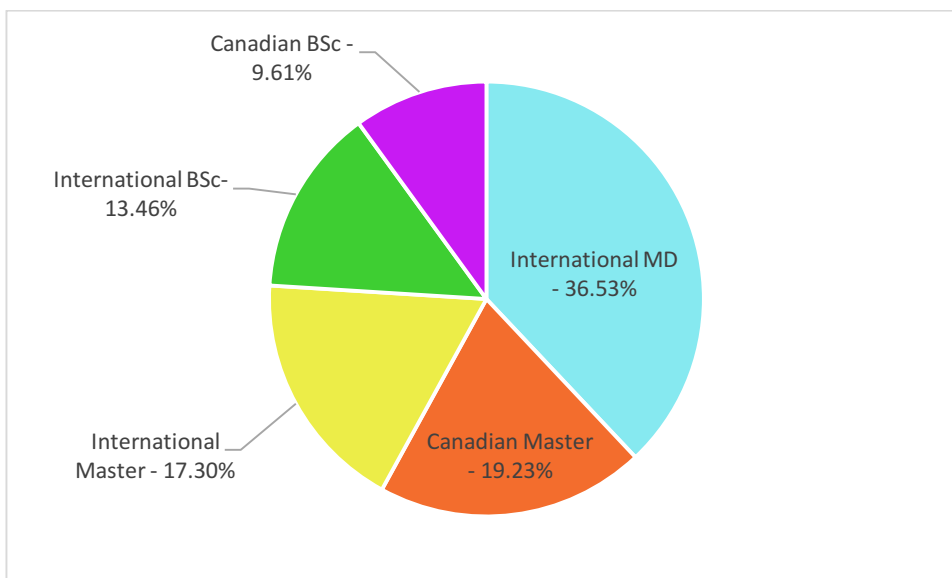


Figure 5: Chart representing the different types of qualifications PhD alumni held prior to admission to the IMS. Out of the 52 alumni located, 19 held an international MD, 10 a Canadian Master's degree, 9 an international Master's degree, 7 an international BSc degree and 5 a Canadian BSc degree prior to their admission to the IMS.

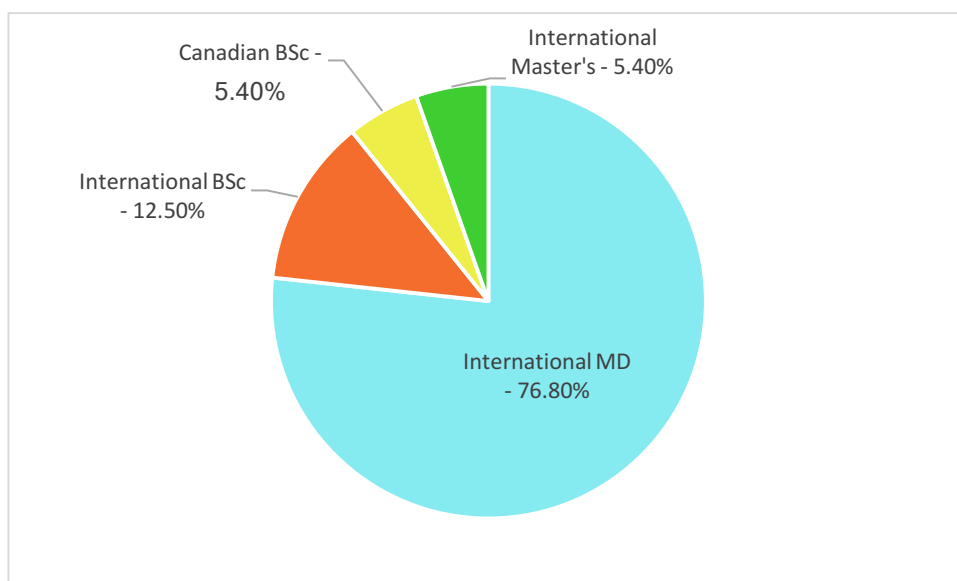


Figure 6: Chart representing the different types of qualifications MSc alumni held prior to admission to the IMS. Out of the 56 alumni located, 43 held an international MD, 7 an international BSc degree, 3 a Canadian BSc degree and 3 an international Master's degree prior to their admission to the IMS.

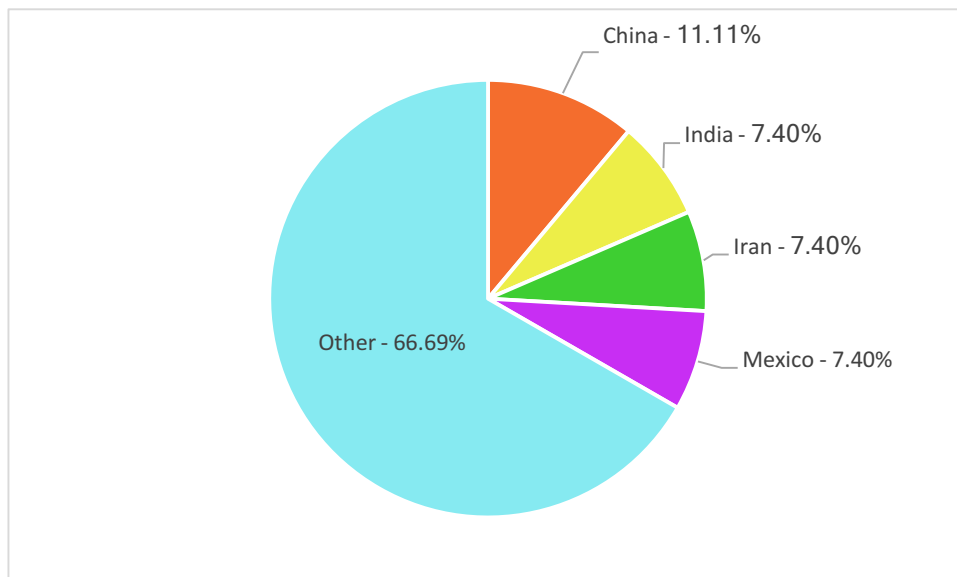


Figure 7: The four most common nationalities of the international PhD alumni. Of the 54 alumni found, 6 were Chinese citizens, 4 Mexican, 4 Iranian and 4 Indian. The rest belonged to a range of nationalities.

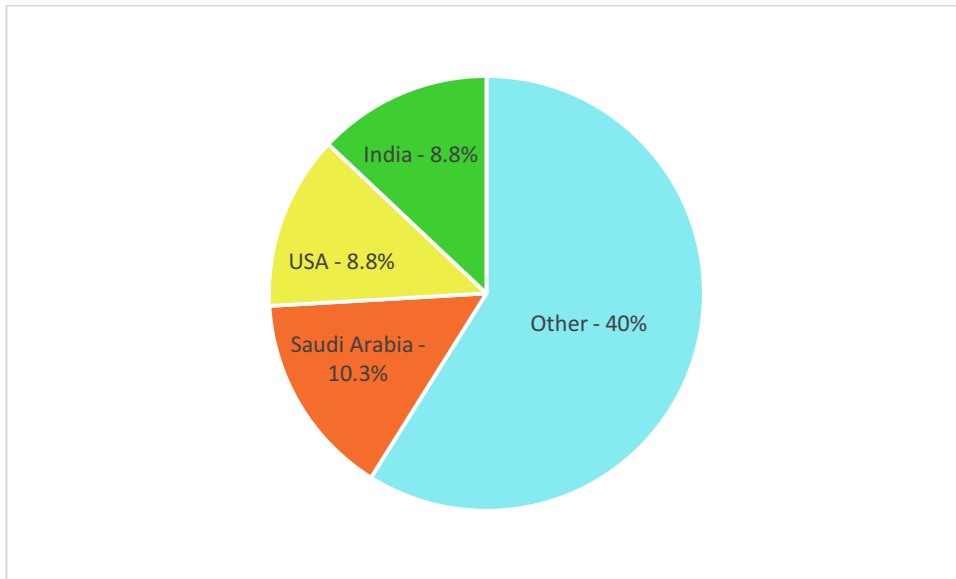


Figure 8: The nationalities of the international MSc alumni. Of the 68 alumni found, 7 were Saudi Arabian citizens, 6 American and 6 Indian. The rest belonged to a range of nationalities.

### Many International PhD Graduates Pursued a Career in Academia Whereas Most International MSc Graduates Found Employment as Clinicians

Out of the 51 PhD graduates information was available for, most currently hold positions at universities or scientific institutions (ranging from postdoctoral fellow to associate professor positions), and/or work as a clinician-scientist with 29.41% employed in academia (post-secondary education sector) and 37.25% being associated with academia and the public sector concurrently, prevalently clinician-scientists working as professors and staff clinicians (Figure 9). Of the individuals employed in the academic sector, 45.71% currently hold full-time, tenure-track university professor positions, whereas 48.57% hold lower-level academic positions, the majority as postdoctoral fellows. Graduates from 2010-2016 were more likely to hold professor positions at present, whereas recently graduated students (2017-2021) were more likely to hold postdoctoral fellow positions. Interestingly, of those PhD alumni who obtained professorships there were half as many who identified as females compared to males.

Most of the 57 located MSc graduates currently hold positions in hospitals working as clinicians (49.1%) or concurrently in hospitals and academic institutions working as clinician-scientists (28%) (Figure 10). There were only two graduates employed solely in the academic sector (3.5%). Of the individuals employed in the academic sector, 83.3% currently hold full-time, tenure-track university professor positions, and the remaining graduates hold positions such as lab research project coordinator, administrative staff or are PhD students. All those holding professorships are clinician-scientists.

The most common employers of PhD graduates in this sector included the University of Toronto and associated research networks and hospital centres such as University Health Network, Women's College Hospital and Sinai Health System. Other Canadian institutes and United States (U.S.) institutes were also prevalent employers including McGill University, Dalhousie University, University of Montreal, Northwestern University, Indiana Biosciences Research Institute, University of Utah and Harvard Medical School, etc.

Similarly, 32.5% of MSc graduates in this sector are currently employed in hospital centres and research institutes in Toronto or are affiliated with UofT. The majority of alumni in this category are employed at The Hospital for Sick Children; other employers include University Health Network, Centre for Addiction and Mental Health, Toronto Western Hospital, Toronto General Hospital, Sunnybrook, Toronto Centre for Phenogenomics, Scarborough General Hospital and Toronto Centre for Liver Disease. Other prevalent Canadian and U.S. institutes include McMaster University, McMaster Children's Hospital, University of Calgary, Queen's University, Alberta Children's Hospital, University of Manitoba, McGill University Health Centre, Health Sciences North, Oncare Wellness Clinic, Children's Hospital of New Orleans, UC Department of Paediatrics, Erlanger Heart and Lung Institute, University of Maryland, Duke University Health System, Massachusetts General Hospital, SUNY Upstate Medical University, Roswell Park Comprehensive Cancer Centre and Penn State Health.

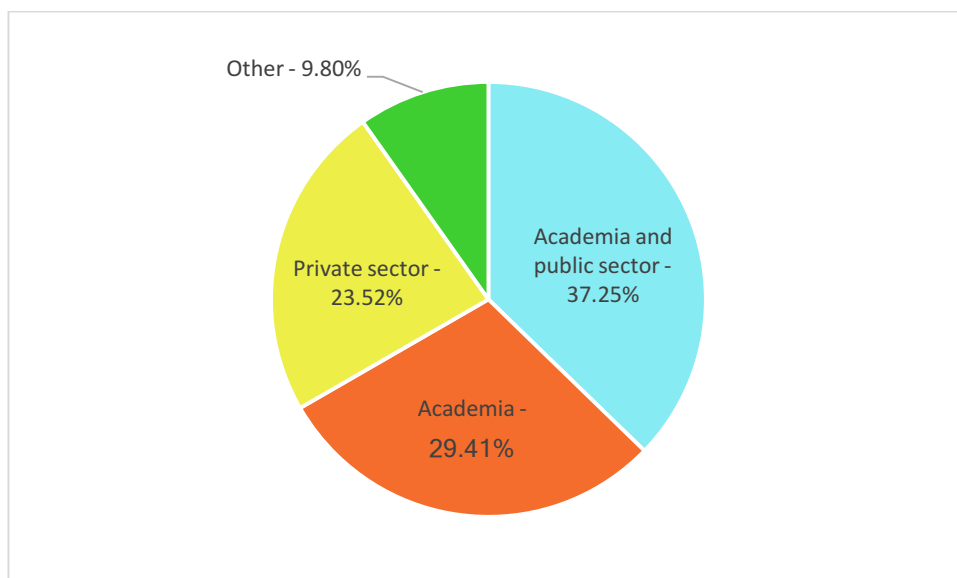


Figure 9: The distribution of sectors PhD alumni are currently employed in. The information was available for 51 graduates; 19 concurrently employed in academia and the public sector (mostly hospitals), 15 in academia, 12 in the private sector, 2 in the charitable sector, 2 self-employed and 1 in the public sector. "Other" represents the charitable, self-employed and public sectors including 5 people in total.

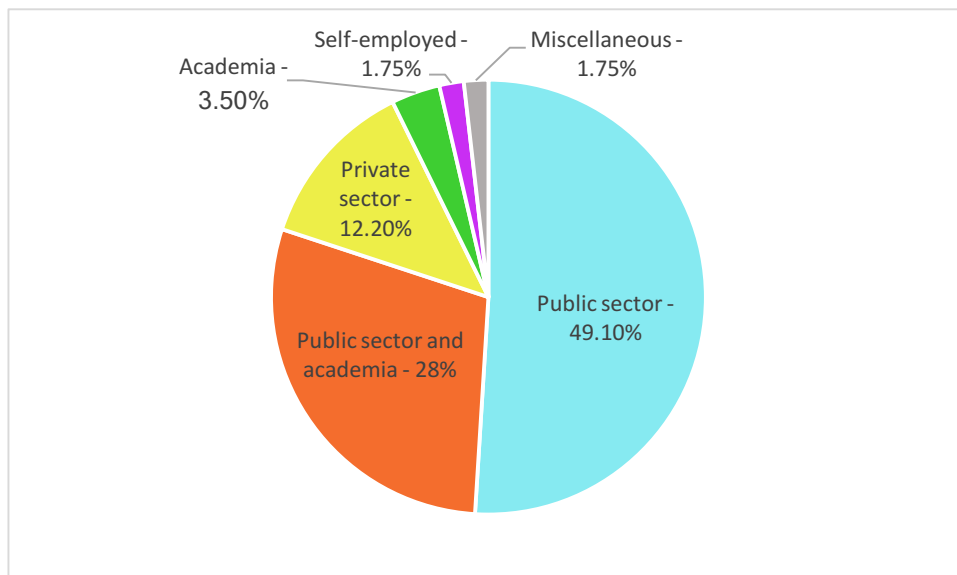


Figure 10: The employment sectors MSc alumni currently work in. The information was available for 57 graduates; 28 are employed in the public sector (mainly hospitals), 16 concurrently in the public sector and academia, 7 in the private sector, 2 in academia, 1 self-employed and 1 miscellaneous.

## International Graduates in Other Employment Sectors

While the majority of graduates proceeded in the academic and / or clinical fields, 23.52% of PhD graduates and 12.2% of MSc graduates chose to pursue careers in the private sector (Figure 9-10). Most of them are currently employed in the pharmaceutical / biomedical / biotechnology industries. The most common positions for PhD alumni included research scientist or scientific sales consultant, or leadership positions. Conversely, MSc alumni were employed in a wider variety of positions including research technologist, marketing and business development analyst, research analyst, research specialist, medical interpreter, strategic program manager, quality assurance specialist, principal field clinical specialist and lead clinical research liaison. These positions include those pursued right after graduation as well as subsequent employment positions. Some graduates work in the data, artificial intelligence (AI), venture capital (investment) or consulting fields, but even these positions were associated with the biomedical field in some capacity apart from a couple of exceptions (e.g. one MSc alumnus was employed in language services at the company Affordable Language Services). The employers varied and included companies such as Roche, DeepMind, Nikon Instruments, HEDA Ventures, BenchSci, Imagia Cybernetics, Baxter, Ipsen, Medtronic, Treventis Corporation etc. A small minority of PhD graduates pursued careers in the charitable or public sectors, or were self-employed (9.8%) (Figure 9). The two self-employed PhD alumni are surgeons who opened private clinics in Germany. Of the MSc alumni, one person was self-employed at Tashkandi Health & Fitness Inc. (Figure 10). No MSc graduates were employed in the charitable sector.

## Further Education After Graduation

Several graduates located pursued additional professional education after their PhD (20.37%). Most completed these programs part-time while employed and usually not directly after PhD completion. Of the graduates completing further education, 36.36% completed their residency program, 36.36% pursued MBA or other business / leadership related programs, 9.09% (one person) completed medical school, and the

remaining two people pursued education in Machine Learning Engineering and Media & Medicine respectively (Figure 11). Based on the graduates' trajectories, these professional programs contributed to their career aspirations and specializations. Of note, not all of these were full-length university programs, some of them were online courses spanning a few months' time.

Some MSc graduates also pursued further education after graduation (15.3%). Surprisingly this was a lower proportion than in the case of international PhD graduates. Of the MSc graduates completing further education, 44.4% completed a PhD, 33.3% clinical residency programs, 11.1% (1 person) went to medical school, and the remaining 11.1% (1 person) pursued executive education (Figure 12). Those graduates who transferred to the PhD program at the IMS directly from their MSc were included in the PhD alumni cohort; the 4 MSc graduates who pursued a PhD did so outside of the IMS at either McGill University or Western University. Those in the residency programs and the one person pursuing the MD degree continued to be associated with UofT, whereas the person completing executive education did so at Harvard Business School.

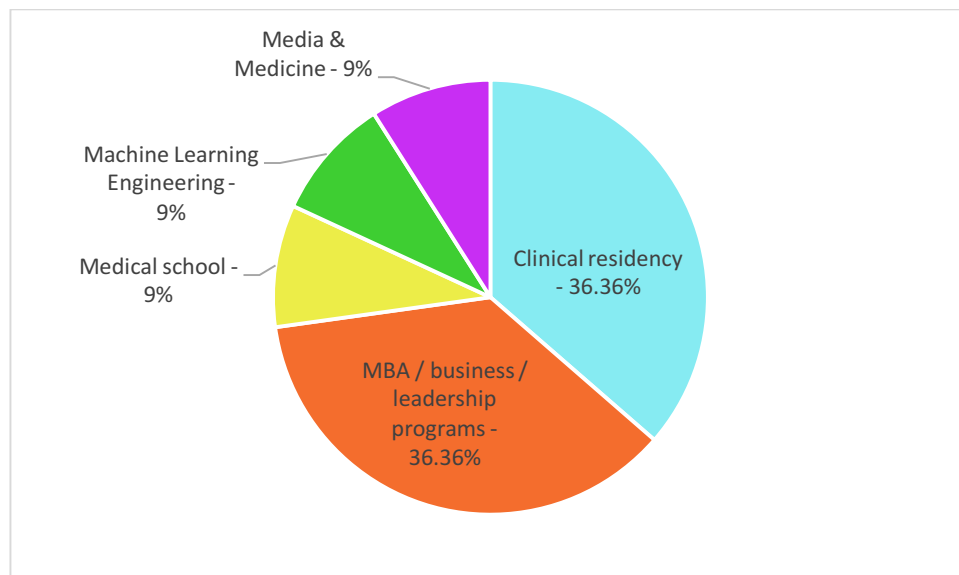


Figure 11: Of the 11 PhD graduates who undertook further education, 4 completed clinical residency, 4 MBA / business / leadership programs, 1 medical school and 2 miscellaneous programs (Machine Learning Engineering, Media & Medicine).

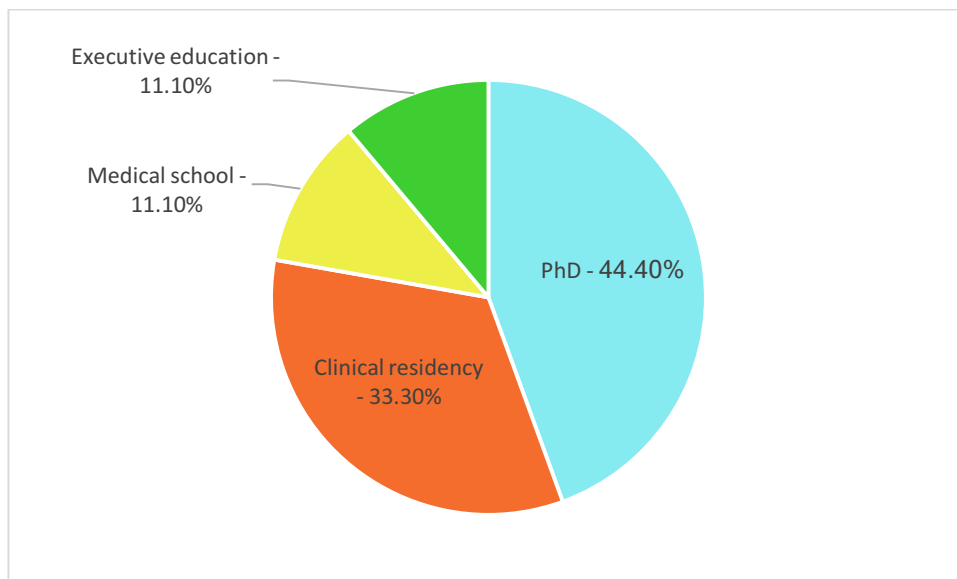


Figure 12: Nine of the located alumni pursued further education after completing their MSc programs; 4 went on to complete a PhD, 3 clinical residency, 1 proceeded to medical school and 1 to an executive education program.

### Where the Graduates Reside

After graduation, 57.14% of PhD graduates were first employed in Canada, 20.40% in the U.S., and the remaining 22.44% resided in either their home countries or in other countries (Japan, Israel, UK, Portugal, Mexico, Chile, Kenya and Australia) (Figure 13). Similarly, 52.4% of MSc graduates were first employed in Canada, 19.04% in the U.S., and the remaining 28.56% continued in either their home countries or in other countries with the UK, Saudi Arabia and UAE being the most common; other countries included Japan, Germany, Mexico and Switzerland (Figure 14). Of those PhD alumni whose current position / employer was different from their first employment (39 individuals), 53.84% worked in Canada, 12.82% in the U.S., and the remaining 33.33% in China, Japan, Taiwan, Germany, Australia, Kenya, Mexico, UK or Portugal (Figure 15). Only 9 PhD graduates returned to their home countries and have remained there to date; these countries include: Australia (1 person), Kenya (1 person), Portugal (2 people), Mexico (1 person), Germany (3 people) and Taiwan (1 person). Of those MSc graduates whose current position / employer was different from their first employment (41 people), 53.6% worked in Canada, 21.9% in the U.S., and the remaining 24.5% in Australia, Ireland, Saudi Arabia, UAE, Belgium, Japan, Germany or Brazil (Figure 16).

Of the located MSc graduates, 17 returned to their home countries (5 to the U.S., 4 to Saudi Arabia, 2 to the UAE, 1 to the UK, 1 to Japan, 1 to Germany, 1 to Mexico, 1 to Australia and 1 to Ireland).

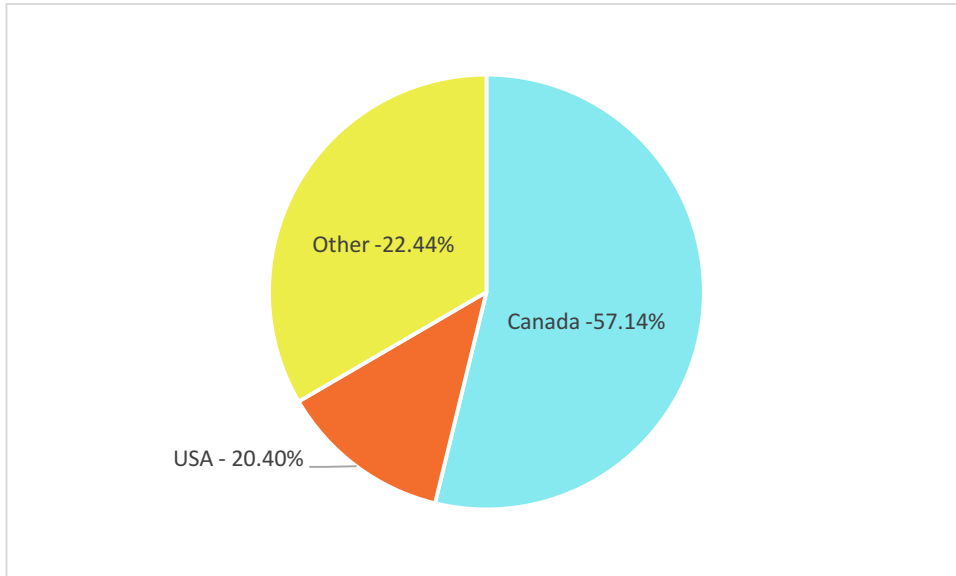


Figure 13: The countries where the graduates were first employed after PhD completion. The first country of employment was found for 49 graduates. 28 were employed in Canada, 10 in the U.S., and 11 in other countries (including Japan, Israel, UK, Portugal, Mexico, Chile, Kenya and Australia).

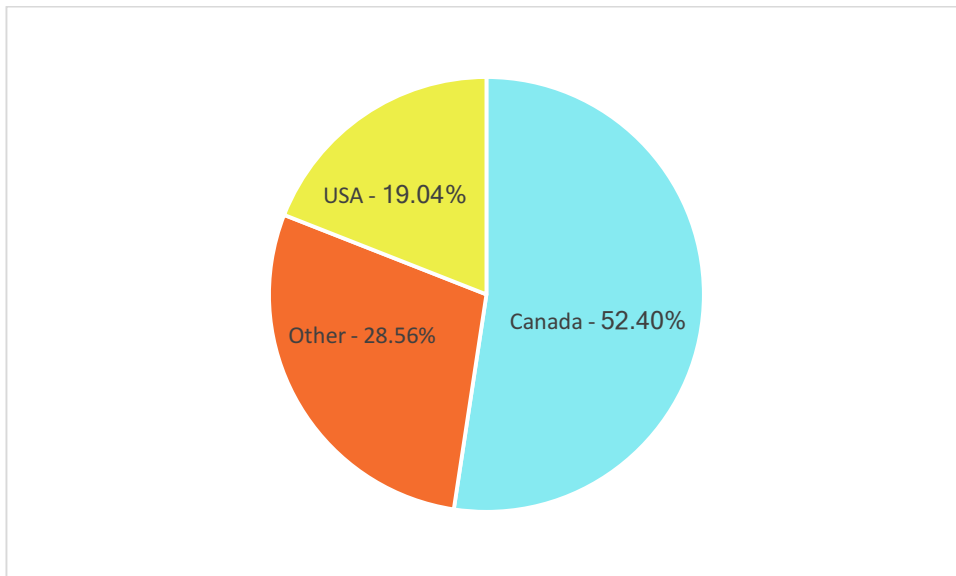


Figure 14: The countries where the graduates were first employed after MSc completion. The first country of employment was found for 42 graduates. 22 were employed in Canada, 8 in the U.S., and 12 in other countries (UK, Saudi Arabia, UAE, Japan, Germany, Mexico and Switzerland).

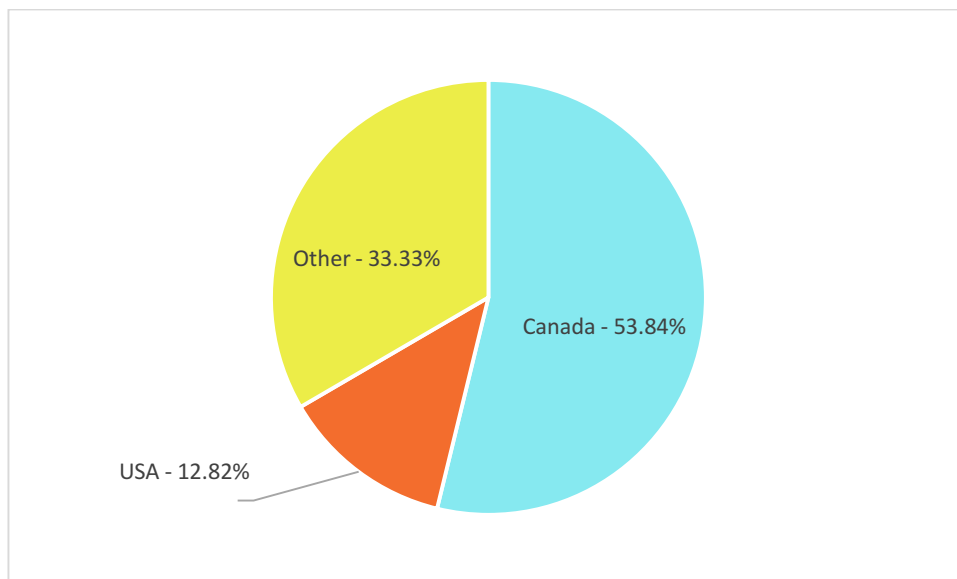


Figure 15: The current employment countries of the graduates who changed positions since their first employment after PhD completion. "Other" represents China, Japan, Taiwan, Germany, Kenya, Mexico, UK or Portugal. The current positions of 39 alumni were different from their first employment; 21 remained in Canada, 5 settled in the U.S. and 13 in other countries.

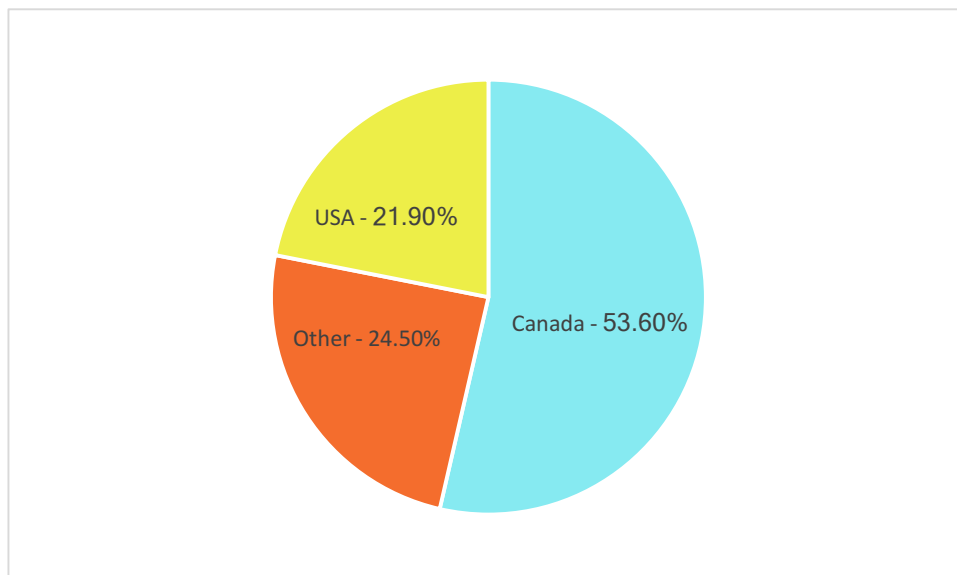


Figure 16: The current employment countries of the graduates who changed positions since their first employment after MSc completion. "Other" represents Australia, Ireland, Saudi Arabia, UAE, Belgium, Japan, Germany and Brazil. The current positions of 41 alumni were different from their first employment; 22 remained in Canada, 9 settled in the U.S. and 10 in other countries.

## Top Professional Skills Obtained from LinkedIn

To explore professional competencies, the top listed skills of the graduates were collected from LinkedIn (78.18% of the PhD alumni and 64.7% of the MSc alumni had active and public LinkedIn profiles). The vast majority listed research, medicine and healthcare related skills as their top professional assets. Some listed competencies in computer programs such as MS or advanced statistics and programming software. A minority listed miscellaneous skills including project management, program evaluation, public speaking, literature review, leadership/mentoring, scientific writing and technology transfer as their top competencies.

## Discussion

All located alumni had successful career paths to date, and their professions were closely related to their graduate topics, especially those who pursued careers in academia or as clinicians. Most IMS international alumni continued in academia or as clinician-scientists, and even those graduates working in the private sector (e.g. venture capital) utilized the knowledge and skills they obtained during their graduate degrees (e.g. venture capital focusing on biomedical investments). The continuity of their career trajectories was also reflected in the skill sets displayed on LinkedIn, which were mostly related to science, medicine and research. Furthermore, all located graduates worked at reputable places with great opportunities for professional development.

In cases where graduates pursued further education, these courses / training programs helped them improve their current careers and were not pursued in an effort to change their career trajectories. Most of the additional education programs the PhD alumni pursued focused on leadership and business. Of note, the majority of IMS international alumni remained in Canada, which could have important implications regarding the recruitment of a valuable sector of the future workforce in Canada, and to UofT and its associated research institutes. Examples include increased research staff and clinicians from diverse backgrounds and increased international collaborations. Such

an influx of international academics and researchers is crucial for the improvement of scientific communication and collaboration worldwide.

The nationalities of the international students were diverse, but the fact that certain countries were more represented might indicate that these countries receive more visibility to IMS and/or UofT. Recruitment strategies could be applied to target potential students in other countries that are less represented. Most international PhD students were admitted to the direct-entry route and this could indicate two things: firstly, the majority applied with MD degrees (without a Master's degree) and secondly, many international Master's qualifications were not accepted during the application process as being equivalent to a Canadian research based Master's degree. Based on the data collected from this project, a graduate degree from the IMS proved to be a valuable qualification for international students. A PhD or MSc degree from the IMS contributed to alumni obtaining diverse and prestigious careers in relevant fields, indicating that our graduates were desired candidates by employers. Furthermore, a graduate degree from the IMS facilitated employment in Canada and the U.S., as well as in other countries around the world. The ability and likelihood of securing employment in North-America might be especially attractive to international applicants, as it is more difficult to obtain employment in these regions without a domestic university qualification.

The fact that 9% (the second majority) of MSc alumni were from the U.S., whereas this was only true for a minority of PhD alumni may not be arbitrary. The reason behind this could be that American students often aim to pursue programs which are prestigious but more affordable than programs offered in their home country. Such motives could also explain why almost all American MSc students continued their careers in the U.S. after graduation.

Most of the MSc alumni were clinicians, and this could partially be based on the funding policies (international MSc fees are higher than domestic ones). Clinical fellowships can provide a solution to the fee discrepancy and connecting with supervisors through one's clinical network might also assist the recruitment process.

There are several findings that can be considered to attract more international students to the IMS in the future. The visibility of the IMS plays an important role in whether potential applicants approach supervisors via the IMS or other departments in the Temerty Faculty of Medicine, UofT. Promoting the employment advantages that a graduate degree from the IMS provides could increase the number of international applicants. The most prevalent countries of citizenship of international graduate students could open pathways for international research collaborations.

The IMS has the potential to further support international students' career trajectories, for example via connecting current students with both the University's career services and IMS alumni and exposing them to the wide variety of career routes they can pursue after their graduate degrees. Such career trajectories include the academic / clinical fields and related next steps (e.g. preparation for PhD / postdoctoral fellowship); entry into the pharmaceutical / biomedical fields (e.g. list of prominent companies, process of application and interviews, range of positions graduates can explore in addition to laboratory research); and other potential career routes (e.g. life science-focused consulting / finance / patent law, additional training courses for medicine, business and leadership). It would be beneficial to utilize the professional networking platform Temerty Medicine Connect to develop a robust and active international alumni network.

## Conclusion

International PhD alumni at the IMS primarily continued their careers in academia or as clinician scientists, whereas most international MSc alumni continued their careers as clinicians (majority) or clinician-scientists. The majority of PhD and MSc alumni remained in Canada after graduation and many are currently employed by UofT or its associated research institutes / hospital centres.

## Appendices

### Study Team Profiles



**Anna Mandel (MSc)** is an international PhD Candidate at the IMS studying pediatric oncology and epigenetic targeting strategies. She is also the IMS International Development Assistant and a leading member of the IMS International Community student group.



**Zhong-Ping Feng (MD, PhD)**, is a Professor in Physiology and the IMS Director of International Development. She has led activities in engaging IMS international students, supporting the IMS International Community initiatives, promoting international experiences to IMS faculty members and graduate trainees, and developing international programs and partnerships with leading academic institutes.



**Sarah Topa (MSc)** is the International Program and Partnerships Officer at the IMS. She holds an MSc in Human Rights from the London School of Economics and Political Science. Sarah has spent more than a decade working in the fields of international development and higher education in Canada, the United Kingdom and Latin America.

# Institute of Medical Science: International PhD Alumni Employment Survey

\* Required

\* This form will record your name, please fill your name.

## Personal Data

1. Year of Graduation: \*

2. Last Name: \*

3. First Name(s): \*

4. PhD Direct Entry \*

☐ Yes

☐ No

5. Gender: \*

☐ Female

☐ Male

6. Country of Citizenship: \*

7. Supervisor: \*

**8. Co-Supervisor:****9. Degree(s) Obtained Before Admission:**☐ BSc (Canadian)☐ BSc (International)☐ Master (Canadian)☐ Master (International)☐ MD (Canadian)☐ MD (International)☐

Other

**10. Former Institution(s):**

## Public Contact Information

11. Online Presence/Information found: \*

☐ Yes

☐ No

12. Email:

13. LinkedIn:

14. Other:

## Further Education After Graduation (Professional School)

### 15. Program:

- ☐ Medical School
- ☐ Pharmacy School
- ☐ Law School
- ☐ Veterinary School
- ☐ MBA
- ☐ Dental School
- ☐
- Other

### 16. Degree Type:

### 17. Institution:

### 18. Department/Graduate Unit:

19. Location City:

20. Location Province/State/Region:

21. Location Country:

22. Start Date:



Format: M/d/yyyy

23. End Date:



Format: M/d/yyyy

First Employment Position After Graduation (Primary)

24. Position:

25. Time:

- ☐ Full-time
- ☐ Part-time
- ☐ Unknown

26. Start Date:



Format: M/d/yyyy

27. End Date:



Format: M/d/yyyy

28. Employer:

29. Location City:

30. Location Province/State/Region:

31. Location Country:

## First Employment Position After Graduation (Secondary/Concurrent)

32. Position:

33. Time:

- ☐ Full-time
- ☐ Part-time
- ☐ Unknown

34. Start Date:



Format: M/d/yyyy

35. End Date:



Format: M/d/yyyy

36. Employer:

37. Location City:

38. Location Province/State/Region:

39. Location Country:

## Current Employment Position (if different than prior)

40. Position:

41. Time:

- ☐ Full-time
- ☐ Part-time
- ☐ Unknown

42. Start Date:



Format: M/d/yyyy

43. Employer:

44. Location City:

45. Location Province/State/Region:

46. Location Country:

Previous Employment Position

47. Same as Current Position:

- ☐ Yes
- ☐ No

48. Position:

49. Start Date:



Format: M/d/yyyy

50. End Date:



Format: M/d/yyyy

51. Employer:

52. Location City:

53. Location Province/State/Region:

54. Location Country:

55. Other Previous Positions - Title and Years:

## Employment Position During Graduate School

56. Position:

57. Start Date:

Format: M/d/yyyy

58. End Date:

Format: M/d/yyyy

59. Employer:

60. Location City:

61. Location Province/State/Region:

62. Location Country:

63. Other Positions:

Volunteer Position During Graduate School

64. Position:

65. Start Date:

Format: M/d/yyyy

66. End Date:

Format: M/d/yyyy

67. Employer:

68. Location City:

69. Location Province/State/Region:

70. Location Country:

71. Other Positions:

## Active in Research/Scholarly/Teaching Activities Related to Field of Study/Discipline

### 72. Regularity of Activity:

- ☐ Very much so
- ☐ Somewhat
- ☐ Not at all
- ☐ Unknown

### 73. Type of Activity:

- ☐ Basic research
- ☐ Applied research
- ☐ Clinical research
- ☐ Teaching
- ☐ Professional training
- ☐ Research administration
- ☐ Consulting
- ☐ N/A

☐

Other

## Five Main Employment Sectors

### 74. Five Main Employment Sectors:

- ☐ 1: Post-Secondary Education (PSE) - University Professor/Lecturer/Administration
- ☐ 2: Public Sector - Government/Hospital/Education/Broader Public
- ☐ 3: Charitable Sector - NGO/Not-for-profit/Community
- ☐ 4: Private Sector - Industry
- ☐ 5: Individual Sector - Consulting
- ☐

Other

## 75. Sector 1: Post-Secondary Education (PSE)

- ☐ University Professor (Assistant/Associate/Full Professor, full time, tenure-track, research and teaching, administration)
- ☐ University Professor/Lecturer (full-time teaching, administration)
- ☐ University Professor (full-time, status-only, adjunct, affiliated research institute)
- ☐ University Professor (part-time, research and/or teaching)
- ☐ University Lecturer (part-time, sessional, contract teaching)
- ☐ College (non-degree) Lecturer (full-time teaching)
- ☐ College (non-degree) Lecturer (part-time, sessional, contract teaching)
- ☐ University or College Administration/Service Provider (full-time)
- ☐ University or College Administration/Service Provider (part-time)
- ☐ Research Associate/Assistant/Contract (full-time)
- ☐Other

## 76. Sector 2: Public Sector

- ☐ Government
  - ☐ Hospital
  - ☐ Health-services (non-hospital based)
  - ☐ Education
  - ☐ Broader Public Sector
  - ☐
- Other

### 77. Sector 3: Charitable Sector

- ☐ Health-related
- ☐ Community Development
- ☐ Arts and Culture
- ☐ Education
- ☐ Social Services
- ☐ Research and Public Policy
- ☐ Human Rights and Dignity
- ☐ Religious
- ☐ Animal Welfare
- ☐ Sports and Entertainment
- ☐ International/NGO

## 78. Sector 4: Private Sector

- ☐ Information Technology, Internet, Social Medical (Google Microsoft, Facebook)
- ☐ Banking, Finance, Investment
- ☐ Industry, Research and Development
- ☐ Biotechnology/Pharmaceuticals
- ☐ Engineering/Computing Technology
- ☐ Law and Legal
- ☐ Management and Administration
- ☐ Media, Publishing
- ☐ Marketing/Advertising
- ☐ Event Planning
- ☐ Public/Government Relations
- ☐ Sales and Service
- ☐ Arts/Culture
- ☐ Sports/Recreation
- ☐ Environment/Agriculture
- ☐ Trades/Transport/Equipment Operation/Manufacturing
- ☐

Other

79. Sector 5: Individual Sector

- ☐ Independent Business
  - ☐ Self-Employed
  - ☐ Consulting
  - ☐ Family Care
  - ☐ Unemployed
  - ☐ Retired
  - ☐
- Other

## Essential Skills and Core Competencies

80. Pick Top 3 from LinkedIn:

- ☐ Communication
  - ☐ Information Gathering and Data Analysis
  - ☐ Innovation/Entrepreneurship
  - ☐ Leadership/Mentoring
  - ☐ Project Management
  - ☐ Research Related Skills
  - ☐ Strategic Thinking
  - ☐ Teaching and Knowledge Translation
  - ☐ No LinkedIn Account
  - ☐
- Other

## Data Sources Utilized for Information

81. Choose all that apply:

☐ [Academia.edu \(http://academia.edu\)](http://academia.edu)

☐ Academic Directories/Databases

☐ [Beyond.com \(http://beyond.com\)](http://beyond.com)

☐ EFactor

☐ Facebook

☐ Google

☐ Google+

☐ LinkedIn

☐ Online Publications

☐ Research Gate

☐ Twitter

☐ University Directory

☐ Website - Workplace

☐ Website - Personal

☐ Zoom Info

☐ Online CV

☐

Other

## Online Presence/Media

82. Personal Website URL(s):

83. Twitter Handle:

84. Videos/Podcasts URL(s) - Youtube, TedTalks, Recorded Lectures, etc

85. Newspaper/Magazine/Website Articles URL(s):

86. Notable Graduate:

☐ Yes

☐ No

87. If a Notable Graduate, list position(s):

88. Comments:

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