

WORKSHOP 2, LEAVING THE ACADEMY

[Open Post Academics \(Contact\)](#)

When: Wednesday Oct 10, 2022, 3 pm to 4 pm ET/GMT-5 (60 minutes)

Event page: [\[Event Page\]](#)

Facilitators: [Beth M. Duckles](#) & [Borhane Blili-Hamelin](#)

Goals for this Event

- Connect with other folks who are interested in the experiences of people leaving the academy.
- Explore how to meet the needs of our communities on the topic
- A prioritized list of what we want to learn in this study

Project Goal: Co-create an open participatory research project exploring the stories and the realities of leaving the academy, particularly since the pandemic

- [Read more about this ongoing participatory open research project on our blog](#)
- Link to part 1: [📅 2022_09_21 Leaving the Academy](#)

Greetings!

- Welcome, we are so glad you're here!
- We're using Zoom for video calls & Google docs for notes (gifs, emojis and +1s encouraged).
 - Comment in the notes at any time by adding a new bullet.
 - Multiple people writing in one online document can get a little bit full. It's always ok to step away and add your thoughts later.
- NOTE: This document is part of Open Post Academic's **public documents**. What we write here is visible to folks with the link to our [public google drive](#), and may also be shared openly and publicly online. Materials on our public drive and our outputs will be shared under a CC BY 4.0 license.
 - If you have resources to share, we welcome them!
- We draw from the [Chatham House Rule](#) as a way of creating open dialogue around the complex topics we discuss. People reading this document will be able to see who attended from the sign-in. (This will also allow us to *credit* you as a contributor to this research.) But we strive to avoid associating specific comments to specific people in the course of the workshop. We also strive to avoid attributing specific comments to specific people after the workshop.

Sign In [0:00-0:05]

Name/Pronouns/Location/email or social media

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- Borhane Blili-Hamelin / NYC / He, him / [@borhane_b_h](#)
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- Jennifer Polk / she, her / Toronto / jen@fromphdtolife.com | [@FromPhDtoLife](#) on Twitter

- Beth Duckles /She, her / Portland, OR / @bduckles
- Shifra Diamond / she, her / Princeton, NJ / shifradiamond@gmail.com / <https://www.linkedin.com/in/shifra-diamond/>
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Icebreaker Question:

ON A SCALE OF SLOTH (1 TO 9), HOW DO YOU FEEL TODAY?



- 3 + 8
- A little 3 and sometimes feeling 6 and right now 7
- 8 because I like the tongue.
- 3 + 5
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Community Participation Guidelines

- We invite you to be respectful, honest, inclusive, accommodating, appreciative, and open to learning from everyone else.
- Do not attack, demean, disrupt, harass, or threaten others or encourage such behavior.
- You can find a link to the full [OPA Code of Conduct \(here\)](#)
- Reporting: please report any issues to Beth or Bo.

Outline of Today's Session

- Draft Survey Sprint
- What We're Doing (redux)
- Breakout Room
- Discussion

Draft Survey Sprint [0:05-0:15] - Beth

We'd like to start with you taking the survey draft that we came up with. **You can make up your responses, it's ok to entirely fabricate them**, particularly if you are not someone who has left academia yet. We are NOT using this data.

We're giving you ten minutes to do this - that might be rushed for some of you, that's ok. The most important thing is to read the questions and to think about how you might answer.

Draft Survey: <https://forms.gle/JcnwvEksdSTpW6yM6>

Notes:

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What We're Doing (Redux) [0:15-0:20]

What is this project about? Why are we doing it collaboratively?

Overview

- We notice a need for new work on the experiences and stories of people leaving academia!

- About five years ago, [Beth did a survey of women who had left academia and it was really well received.](#)
- The discourse about post academic careers seems to have significantly shifted since. We want to understand that.
- Our core method for this project will be survey based qualitative research.
- We will be gathering the post academic community throughout in participatory workshops to help shape
 - Our research questions and focus
 - Our survey question
 - Our survey analysis
- We intend to move fast with this project, using a satisficing mindset.
- Everyone who contributes to this project in any way (including by attending our participatory workshops) will be credited as a contributor.
- The outputs will be released openly under CC BY 4.0
- We see this as an experiment at the intersection of participatory research and what we call open workshops — one of our favorite things at [Open Post Academics](#) (and our sibling project [Accountability Case Labs](#)).
- Data is going to be open when we're done with this
 - Hard to find open datasets
 - We'll ask for permission to share the data openly
 - We're doing to make sure to screen the data to maintain confidentiality
- We're open to folks who:
 - Want to do additional research in connection with this
 - Want to help analyze the data
 - Want to help write the outputs
 - Want to hang out and see how this goes
- Link to part 1 workshop (about research questions):
 - 📄 [2022_09_21 Leaving the Academy](#)

Breakout room [0:20 - 0:30] -

We will be breaking up into groups of 3 or 4. Please give everyone a chance to speak. If you're having technical challenges, use the chat window to talk to Beth or Bo and we will try to help.

- Say hello and introduce yourself! (name/location/pronouns)
- As you're discussing, **write** what you hear in the report out section below!
- **Prompt:**
 - **What are your initial impressions of the draft survey?**

Report out/Breakout notes

- Thoughts:
 - Question about how do you identify as an underrepresented (option for someone who doesn't identify).
 - Framing it as people who have PhD's - do we want to include people who left before the end of their phd.
 - Is it phd specifically?
- Rephrase
 - "What do you wish you had known before you left academia?"

- What advice would you give someone?
 - How much time do you have? This is a BIG question.
- What year did you leave academia?
 - Should we add “When did you get your phd?”
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- We didn’t ask gender specifically
 - Would cis-gender women be an underrepresented group?
 - Gender question?
 - Context matters.
 - If we live in korea.
- Survey length question
 - How did we settle on these questions specifically?
 - Re-read the google doc last time
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- People not finishing their PhD issue; that doesn’t seem talked about as much
- Challenge of formulating demographic questions (e.g. formulate the question without relying on ‘underrepresentation’ language)
- In demo question potential addition: age bracket
- Folks currently exploring leaving the academy
- Is there a need to narrow down some of the questions? Is there a need to provide more signposts?
- Didn’t mention this in breakout, but it comes from it: Can you do it as a 3 page survey?
- Also, divide reasons for leaving into structural and personal.
- Do we want to include people who never intended to pursue an academic career? I.e. PhDs in Computer Science.

Discussion of Questions [0:30 - 0:50]

We have a few decision points to make. We’ll spend time on each question and have a discussion, then we’ll take up any additional questions/comments that emerge from the breakout rooms.

Screening Question - Beth

- We could have a screening question such as:
 - What year did you leave academia?
 - We are interested in surveying people with a PhD who have been primarily employed in a field that is not higher education for at least one year.
- Currently we opted for a “Who should answer the survey?” section
 - “This survey is designed to capture the experiences of people with PhDs who have left academia. We know that this can be a tricky category to define, so we’re leaving it to you. If you have a PhD and feel you have left academia for at least 1 year, we’d really appreciate your participation in this survey.”
- There are tradeoffs here, do we want to have to pull out data we can’t use in the name of inclusion or do we want to ask people to not answer the survey if they haven’t been out of academia for a while?

Discussion

What are your thoughts about this?

- People not finishing their PhD issue; that doesn't seem talked about as much
- There is a need to include folks who didn't finish their PhDs in the discussion.
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- Include people who did not finish their phds. To add them to the discourse of leaving the academy. Didn't realize had already decided to survey to people who already have phds.
 - If we agree that we can include them?
 - Adds other questions - I finished comps and left
 - ABD vs. people who left after masters degree.
- Good opportunity to get a lot of data. Even if don't want to analyze the data from ABD's Good chance to get data and it'll be there if someone else wants to analyze it.
- Add factual questions to demographic questions
 - When did you leave academia
 - At what stage did you leave academia (multiple select)
 - After a postdoc
 - After comprehensive exams
 - After graduate coursework
 - After an academic job/s (tenure track)
 - After an academic job/s (visiting)
 - After an academic job/s (adjunct)
- Folks who don't have degrees are forgotten about.
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Marginalization and Identity Questions - Bo

- Race/ethnicity question troubles
 - For the purposes of survey analysis, it is easiest to go for **closed questions about demographic categories**, including race/ethnicity (providing folks with a finite list of options), like the US census does.
 - The US census options are problematic for the US context — it reflects and embodies the history of white supremacy in the US.
 - The US census race and ethnicity categories in the census also do not reflect the understandings of race and ethnicity based discrimination internationally.
 - The strategy we use in the draft is to go with closed questions that ask folks about the dimensions along which they self-identify as underrepresented.
 - This strategy was suggested to us by Angela Okune from CS&S
 - How was this to answer?
 - The open questions we asked will make analysis tricky. Are we ok with this?

Discussion

What are your thoughts about this?

- Challenge of formulating demographic questions (e.g. formulate the question without relying on 'underrepresentation' language)
- In demo question potential addition: age bracket
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- Should we add a gender identity question? This isn't the same as underrepresentation.
- Could this be a 2 part closed question?
- Need to be clear about what we're trying to look for
- Challenge of folks not understanding what we're talking about
- Self-identify + 'Underrepresented' turns on judgment
- What are we trying to learn? How does this contribute to our overall project?
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- Add in a question around "What general field do you feel best reflects your training" Check all that apply
 - Could use this breakdown: Arts & humanities; social sciences; life sciences & medicine; natural sciences & engineering (allow multiple checkboxes)
 - Humanities
 - Social Sciences
 - Arts
 - Humanities
 - Science, Technology, Engineering, Mathematics (STEM)
 - Other
- Add detail if you want. _ _ _
- What field do you currently work in?
 - Could add in a sector category
 - Government
 - Nonprofit
 - Education
 - Industry
 - Etc.

GDPR issue

The demographic questions part of the survey very likely falls under the scope of GDPR. There's also a chance (not sure) that our open questions on the experiences of leaving academia do so as well. We feel the need to seek input on GDPR compliance if we're going to allow folks from the UK & EU to answer the survey.

Given GDPR compliance concerns, do we want to allow folks from the EU & UK to answer? Should we include those folks and take the time to research how to do this?

Does anyone on the call have a strong grasp of the GDPR issues for this kind of survey based research, especially having in mind that we want to make the data public?

Discussion

What are your thoughts about this?

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What else needs to be discussed?

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Survey dissemination plan [0:50-55]

One of the biggest challenges of survey based research is to get folks to respond to the survey.

We will send out an email to you when this survey goes live. Please share with your networks and encourage post academics.

Do folks have any suggestions for how to share the survey? What communities do you especially want to see targeted? How can we get them to see & respond to the survey?

- We can all share it in our different channels
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 - Slack groups
 - Facebook groups
 - Linked in Groups
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- Reach out to professional societies?
 - MLA, AHA,
 - STEM groups
 - Consortiums for promoting altac work?
 - National Coalition of Independent Scholars (ncis.org)?
 - Different types of answers based on people who answer it.
 - Academic editing?
 - Concern that some of these orgs have issues.
 - Oversampling challenge.
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Call to action

→ [Sign up for part 3 of this project!](#) We

- The third meeting will be on Thursday December 1s, from 3 to 4pm ET, noon to 1pm PT.
 - Join us & invite folks! (Folks don't need to have attended workshops 1 or 2 to join.)
 - Our focus in the third workshop will be collaborating on a survey analysis plan.

→ [Sign up for other OPA Events Here!](#)

- ☕ **Coffee Chat is on the first and third week of the month.**
 - Next month: October 7th and 21st
 - THREE weeks until next month's coffee chat
- ▲ **Oblique Thinking Hour**
 - Come join us for a surprising and thoughtful facilitated experience. We're doing 60-min workshops to explore new facilitation techniques we're developing for Organizational Mycology, a new consulting team we're building.
 - Join us to craft new collaborations, co-create new ideas for workshops and meet new people.
 - We'll be running workshops playing with topics like: Biomimetic thinking, future exploration, co-design, organizational transformation, restorative justice and more!
 - [Free - join in if you're interested!](#) Next one on October 11th!
- 🏳️‍🌈 The slack has a private channel called #queerspace. Send a note to Beth if you identify as queer/LGBTQIA+ and you'd like to join.
- 🎨 **OPA Arts and Crafts**
 - New time: 2nd Saturday of the month, 3pm! Zoom link will be in the Slack announcements channel! (next meeting Saturday 10/8??? 3pm pacific!)
- 🙌 Writing time is planned through the #writing channel on Slack, you can also ask to co-work in that channel or the #accountability channel.
- 🛠️ Our Open Post Academics' *Toolkit for Cross-Disciplinary Workshops* is available for you! [Blogpost](#) and [Toolkit](#)
- 📚 [We have a Lending Library](#) and you can borrow books and materials from other OPA members.
- If you're not already there, [Sign up for the Slack!](#)

Show and Tell! (Share PROJECTS and COLLABORATION opportunities Here!!!)

- [Free Wednesday morning co-working sessions](#) (these are fun, I promise!)
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What did you learn in this workshop?

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Resources (Add your own!)

- Duckles, B. M. (2018). *What I Wish I Had Known: PostAcademic Women and Their Advice for Leaving the Academy*. Zenodo. <https://doi.org/10.5281/ZENODO.7097360>
- Duckles, B. M. (2021). Coffee with Recovering Academics. Open Post Academics. <https://openpostac.org/blog/coffee-with-recovering-academics/>
- Duckles, B. M. (2021). What I Wish I Had Known Before Leaving Academia. Open Post Academics. <https://openpostac.org/blog/what-i-wish-i-had-known-before-leaving-academia/>
- Duckles, B. M. (2021). Four Metaphors About the Academy. Open Post Academics. <https://openpostac.org/blog/four-metaphors-about-the-academy/>
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Resources about workshop design

- Borhane Blili-Hamelin, Beth M. Duckles, and Marie-Eve Monette (Open Post Academics), *Toolkit for Cross-Disciplinary Workshops*. February 2022
 - <https://doi.org/10.5281/zenodo.6026972>
 - Blog post about the Toolkit: <https://openpostac.org/blog/toolkit-for-cross-disciplinary-workshops/>
- Timelines (World-Building Activity)
 - Wong, R. (2021). Timelines: Design Activities for Surfacing Values and Ethics in Technologies - CLTC UC Berkeley Center for Long-Term Cybersecurity. <https://cltc.berkeley.edu/2021/07/01/timelines/>
 - Wong, R. Y., & Nguyen, T. (2021b). Timelines (Facilitation Guide). Proceedings of the 2021 CHI Conference on Human Factors in Computing Systems, 1–15. <https://doi.org/10/gj2fkm>

- Wong, R. Y., & Nguyen, T. (2021a). Timelines: A World-Building Activity for Values Advocacy. Proceedings of the 2021 CHI Conference on Human Factors in Computing Systems, 1–15. <https://doi.org/10.1145/3411764.3445447>
- (CSCCE) Woodley, L., Pratt, C., Ainsworth, R., Amsen, E., Bakker, A., Butland, S., O'Donnell, S., Penfold, N., Pope, A., Quigley, T., & Tsang, E. (2020). *A guide to using virtual events to facilitate community building: Event formats*. <https://doi.org/10.5281/zenodo.3934385>

Feedback!!

Please give us your thoughts

✚ What went well on this call?

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Δ What would you like to change?

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💬 Is there more on this topic you'd like to learn/talk about?

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🙏 What would you like to share gratitude for?

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