

SSHRC Scholarships and Fellowships Survey

Final Report

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Prepared by:
Shannon Clark Larkin
Abderrahim El Moulat
Mom Yem



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EXECUTIVE SUMMARY

The Social Sciences and Humanities Research Council of Canada (SSHRC) is a federal funding agency that promotes and supports postsecondary research and training in the social sciences and humanities. SSHRC's scholarship/fellowship programs aim to support the best and most promising graduate students and postdoctoral researchers in developing research skills, and assist in the training of highly qualified personnel in the social sciences and humanities. These scholarship/fellowship programs (Joseph-Armand Bombardier Canada Graduate Scholarships (CGS): Master's Scholarships, SSHRC Doctoral Fellowships, and SSHRC Postdoctoral Fellowships) help develop Canadian talent and train the researchers and leaders of tomorrow.

Overview

This report highlights results from a cohort survey of SSHRC-funded scholarship and fellowship award holders at the master's, doctoral and postdoctoral levels. Former SSHRC award holders provided information on their career pathways, international mobility, and perceptions on the importance of the SSHRC award to their studies, research and careers. Their insights facilitate policy and program learning needs, support the capture of performance information, and enable SSHRC to share the results and impacts of its work.

Context

The cohort of former SSHRC doctoral and postdoctoral award holders who completed this survey began their graduate studies approximately 10 to 13 years ago. The strategic priorities at the time, as reported in SSHRC's 1997-98 Departmental Performance Report, emphasized support for research training of highly qualified personnel. It was a time when many postsecondary institutions were anticipating severe demographic pressures brought on by an unprecedented number of faculty retirements. A key question was where the replacement faculty cadre would come from to fill these positions: off shore, Canada or both? It is this situational context, among other factors, that must be kept in mind when interpreting the survey findings. Overall, the data speaks to program success and achievement. SSHRC intends to implement a similar survey of more recent SSHRC scholarship/fellowship graduates in 2011. While trends may be slightly different, the emphasis remains—the development of the next generation of researchers and leaders needed both in academia and across the public, private and not-for-profit sectors.

Methodology

The cohort award population and the competition year for this study were former SSHRC scholarship/fellowship recipients for the following programs: CGS Master's Scholarships (2003), SSHRC Doctoral Fellowships (1997-99), and SSHRC Postdoctoral Fellowships (1997-2001). SSHRC-funded recipients that held an award at a Canadian university were contacted through university alumni offices. Those who held their award at a foreign university were contacted through email. The first group was offered the opportunity to return the paper questionnaire or to complete the survey online. In the end, 643 completed questionnaires were received out of the eligible cohort population of 2,183. This resulted in a response rate of just under 30 per cent. Respondents were asked if they would be willing to participate in a follow-up interview to elaborate on their survey responses. Numerous former award holders provided their contact information and, as a result, interviews were conducted with recipients at the

master's, doctoral and postdoctoral levels. These interviews resulted in the creation of the SSHRC scholarship/fellowship award holder profiles, which are featured in the report.

Sample Characteristics

The survey sample is representative of the cohort population in terms of key demographic characteristics.

	CGS Master's Scholarship recipients (n=129)	SSHRC Doctoral Fellowship recipients (n=345)	SSHRC Postdoctoral Fellowship recipients (n=169)	Total (n=643)
Age at graduation				
average	28	35	37	34
median	26	34	35	33
Gender				
female	70.5%	62.4%	53.6%	61.7%
male	29.5%	37.6%	46.4%	38.3%
Discipline				
social sciences ¹	72.6%	58.8%	57.2%	61.1%
humanities	27.4%	41.2%	42.8%	38.9%
Canadian university size²				
small	8.4%	3.1%	6.5%	5.1%
medium	53.0%	25.9%	26.9%	32.2%
large	38.6%	71.0%	66.7%	62.6%
Award location				
Canada		71.7%	71.0%	71.5%
abroad		28.3%	29.0%	28.5%

Career Pathways

Post-degree pathways suggest that employment opportunities for SSHRC award holders increase as the level of education increases.

- The majority of former SSHRC Doctoral Fellowship and SSHRC Postdoctoral Fellowship award holders are employed full-time in the university sector. The majority of CGS Master's Scholarship recipients are employed full-time either in the public service or the private sector.
- Of those employed full-time, approximately four out of five SSHRC Postdoctoral Fellowship award holders earn more than \$75,000 annually. This finding was also similar for SSHRC Doctoral Fellowship recipients. For CGS Master's Scholarship recipients, just over 80 per cent are employed full-time. Two in five CGS Master's recipients report earning between \$55,000 and \$74,999 annually. CGS Master's graduates have lower levels of both full-time employment and income attainment partly due to the fact that nearly one-quarter are currently undertaking further studies.
- In sum, post-graduation career pathways for former SSHRC scholarship/fellowship award holders, in terms of employment opportunities and earning potential is positively correlated with their level of education.

¹ Social sciences disciplines include approximately two per cent interdisciplinary studies.

² Canadian university classification used by the Canada Research Chairs Program.

International Mobility

International mobility is considered an important element of SSHRC's doctoral and postdoctoral fellowship programs. In fact, the survey indicates that 30 per cent of SSHRC scholarship/fellowship recipients received their graduate education and training at a foreign institution.

- Just fewer than 70 per cent of SSHRC Doctoral Fellowship and SSHRC Postdoctoral Fellowship recipients studied in Canada, while the remaining 30 per cent of graduates studied in the United States (20%), United Kingdom (4%), and France (1%). Of those who held their SSHRC doctoral award abroad, close to 60 per cent were females.
- Of the award recipients who studied abroad, many were women who studied in the social sciences, and just under 70 per cent returned to Canada. The remaining were uncertain about their intentions to return to Canada.
- Just over 10 per cent of SSHRC-funded recipients are currently working or pursuing further studies abroad. For those currently working/studying abroad, the top three reasons for leaving Canada were: better/more job opportunities (34%); personal reasons (15%); and a variety of other reasons including experience/exposure to new ideas (14%).

Perception of SSHRC Funding

The findings highlight the overall perceptions of former award holders in terms of 1) the importance of receiving a SSHRC award in their decision to undertake graduate studies; 2) the importance of the SSHRC award for their chosen career path; 3) the impact of the SSHRC award on completing graduate studies in a timely manner; and 4) the impact of the SSHRC award on their research and/or career (open-ended responses).

- Former award holders considered the possibility of receiving a SSHRC scholarship or fellowship as important or very important in their decision to undertake graduate studies (40 per cent of CGS Master's, 65 per cent of SSHRC doctoral fellows, and 95 per cent of SSHRC postdoctoral fellows). It appears that the possibility of receiving a SSHRC scholarship or fellowship is positively correlated with the level of graduate studies.
- Sixty-five per cent of recipients reported that the SSHRC award enabled them to complete their graduate studies in a timely manner. This proportion is higher for postdoctoral respondents, with 80 per cent stating that the SSHRC award had an impact on their ability to complete their studies "according to schedule."
- Most SSHRC Postdoctoral Fellowship award holders (60%) indicated that receiving a SSHRC award was critical to their career (e.g. an essential employment requirement), with the remaining 40 per cent indicating that the award was beneficial. SSHRC Doctoral Fellowship recipients felt that the SSHRC award was critical (50%) or beneficial (50%) in terms of its perceived importance to their careers. These findings are not surprising as most doctoral and postdoctoral fellows are employed in academia. Only a small portion (15%) of CGS Master's Scholarship recipients cited that the award was critical to their career, which again is not surprising as master's graduates are less likely to be employed in the academic sector.

Perception of Award's Influence on Research

The majority of respondents attributed opportunities (building networks, having international experience, publishing, etc.), independence (focus on studies/research, financial freedom, etc.) and enhancement of the research quality as the main benefits of SSHRC funding.

"The postdoctoral fellowship provided opportunities which would not have otherwise existed to interact personally with senior international scholars in my field (Canadian political and constitutional history), to conduct advanced research outside of Canada ... , to present the results of that research at international conferences, to publish in international journals, and to appear on the mass media."

"Without this scholarship my ability to complete my studies would have been severely impaired. Having the scholarship allowed me not only to complete the program, but to undertake a time-consuming piece of original research into the Canadian media that has since been widely shared among colleagues through publication and conferences."

Perception of Award's Influence on Career Path

Likewise, new opportunities, foundation building (gained skills/knowledge, basis of career, etc.) and independence were most cited by respondents as the main impacts that SSHRC funding had on their career pathways. More specifically, among doctoral fellowship award holders, international experience was identified as the most important opportunity, followed by integration into academia, while postdoctoral fellows believed that their award allowed broader and more diversified career opportunities. These findings were further supported by the results of the interviews that were conducted with former scholarship/fellowship award holders.

Overall, the findings show that both CGS Master's Scholarship and SSHRC Doctoral Fellowship recipients believe that the completion of their degree was an outcome that would not have been possible without the SSHRC award.

"The SSHRC fellowship was critical to my ability to study in the United States. I think it would have been much more difficult to obtain a faculty position in Canada without having the benefit of having completed my graduate work in another country."

"The postdoc allowed me to add a substantial component of research that I published upon receipt that year of a tenure track job. It gave me time/money to conduct research that signified a slight shift in my research up to that point and provided an important base from which I am currently working as an associate professor, today."

1.0 INTRODUCTION

The Social Sciences and Humanities Research Council of Canada (SSHRC) is a federal funding agency that promotes and supports university-based research and training in the social sciences and humanities. One of the main outcomes of SSHRC's Talent umbrella program is to develop the next generation of researchers and leaders needed in academia and across the public, private and not-for-profit sectors. As a result, SSHRC's scholarships/fellowships programs aim to support the best and most promising graduate students and postdoctoral researchers in developing research skills, and assist in the training of highly qualified personnel in the social sciences and humanities. These scholarships/fellowships programs (Joseph-Armand Bombardier Canada Graduate Scholarships (CGS): Master's Scholarships, SSHRC Doctoral Fellowships, and SSHRC Postdoctoral Fellowships), help train Canada's researchers and leaders of tomorrow.

In the broader context, the federal government's Science & Technology (S&T) strategy recognizes that talented, skilled and creative people are the most critical element of a successful national economy. According to a recent TD Economics Special Report (2010), a sufficiently educated and skilled labour force is necessary to meet the requirements of future jobs in Canada. SSHRC's investment in training graduate students and postdoctoral researchers help to meet the growing demand for highly qualified personnel who are creative, analytical and articulate, as well as sophisticated in their understanding of individuals, communities and societies in the past and present. At the international level, according to a recent World Social Science (UNESCO) report (2010), doctoral awards in the social sciences have grown more rapidly than in the other science fields. Furthermore, this UNESCO report highlights that social scientists work as researchers at universities and as experts in the public and private sectors; resulting in a high demand for social science expertise in areas such as policy and public decision-making. In summary, SSHRC's training and research programs contribute to ensuring that Canada thrives in the modern global economy.

The purpose of the *SSHRC Scholarships and Fellowships Survey* is to collect data on the career pathways of SSHRC-funded graduate students at the master's and doctoral levels, as well as researchers at the postdoctoral level. The career progression of former award holders is an important indicator of the achievement of SSHRC's scholarships/fellowships programs. Such data can serve both learning and accountability needs, as they will be used to fulfill the requirements of SSHRC's Performance Measurement Framework (PMF)—the framework through which SSHRC reports on its performance to the Government of Canada—as well as program-specific performance frameworks (e.g. CGS Performance Measurement Strategy).

This report outlines the findings from the *SSHRC Scholarships and Fellowships Survey* conducted in 2010 with a cohort of former SSHRC-funded master's and doctoral students, and postdoctoral researchers. Section 2 of this report provides information on the study approach and methodology, including the protocol, the response rate, the sample representativeness, and a literature review of comparable studies³. In section 3, we present some of the general demographic characteristics of CGS Master's Scholarship and SSHRC Doctoral and Postdoctoral Fellowship award holders, followed by an analysis of completion rates and time-to-completion of graduate studies. The fourth section focuses on the career pathways of former award holders, examining the relationship between employment and income, type of employment, and sector of employment. In section 5, we explore the international mobility aspect of graduate

³ A literature review was conducted, examining the career pathways of Canadian graduate students, and where relevant, the *SSHRC Scholarships and Fellowships Survey* findings were compared to other studies' results.

studies among former SSHRC-funded recipients. The sixth section of the report examines the overall perception of SSHRC funding in terms of: 1) the importance of the possibility of receiving a SSHRC award to undertaking graduate studies; 2) SSHRC funding support as a percentage of total income; 3) impact of the SSHRC award on the ability to complete graduate studies in a timely manner and; 4) perception of the award's influence on both research and career pathways. Finally, the report concludes with an overview of the main findings and final reflections from the *SSHRC Scholarships and Fellowships Survey*.

Context

It is important to note that the former doctoral and postdoctoral award holders who responded to the *SSHRC Scholarships and Fellowships Survey* began their graduate studies approximately 10 to 13 years ago. According to the strategic priorities identified in the 1997 SSHRC Departmental Performance Report (DPR), the issue of providing support for the research training of highly qualified personnel was identified as a key priority. At the time, the unprecedented high number of university faculty retirements that were anticipated in the upcoming years was as a concern. Where the replacement would come from was an important programming consideration. Since SSHRC's strategic priorities of that time (1997) were slightly different than current priorities, it appears that consideration of the context and environment at both SSHRC and institutions is required when interpreting the findings in this report. This will enable SSHRC to determine whether the sample surveyed for this *SSHRC Scholarship and Fellowship Survey* has achieved the program objectives of 10 years ago. Through the implementation of future SSHRC Scholarships and Fellowships Surveys, it will be possible to observe if the trends of future doctoral and postdoctoral fellowship award holders are different based on SSHRC's strategic priorities in the current context (i.e., the current focus on developing the next generation of researchers and leaders needed in academia and across the public, private and not-for-profit sectors).

2.0 PROGRAM DESCRIPTIONS

This section outlines program information related to the CGS Master's Scholarships, the SSHRC Doctoral Fellowships, and the SSHRC Postdoctoral Fellowships. For additional program information, please refer to the SSHRC website.

Joseph-Armand Bombardier Canada Graduate Scholarships (CGS): Master's Scholarships⁴

The Joseph-Armand Bombardier CGS Master's Scholarships program seeks to develop research skills and assist in the training of highly qualified personnel by supporting students in the social sciences and humanities who demonstrate a high standard of achievement in undergraduate and early graduate studies.

The Joseph-Armand Bombardier CGS Master's program offers one-time, non-renewable, 12-month awards, valued at \$17,500. Tenable only at eligible Canadian universities, Joseph-Armand Bombardier CGS Master's Scholarships are open to applicants who will be registered as full-time students in a master's program, or in the first or second year of a combined MA/PhD program, and in a discipline supported by SSHRC.

SSHRC Doctoral Fellowships⁵

The SSHRC Doctoral Fellowships program aims to develop research skills and assist in the training of highly qualified personnel by supporting students who demonstrate a high standard of scholarly achievement in undergraduate and graduate studies in the social sciences and humanities. SSHRC Doctoral Fellowships are valued at \$20,000 per annum for 12, 24, 36 or 48 months. SSHRC Doctoral Fellowships are tenable at any recognized university in Canada or abroad.

SSHRC Postdoctoral Fellowships⁶

The Postdoctoral Fellowships program supports the most promising Canadian new scholars in the social sciences and humanities and assists them in establishing a research base at an important time in their research careers.

Postdoctoral Fellowships provide stipendiary support to recent PhD graduates who are: undertaking original research; publishing research findings; developing and expanding personal research networks; broadening their teaching experience; and preparing to become competitive in national research grants competitions.

Postdoctoral Fellowships are valued at \$38,000 per year, plus an accountable research allowance of up to \$5,000 per award. These are non-renewable fellowships, tenable for a minimum of 12 months and a maximum of 24 months. The award may begin on the first of any month between May 2010 and January 2011. SSHRC postdoctoral awards are tenable in Canada or at a foreign university.

⁴ http://www.sshrc-crsh.gc.ca/funding-financement/programmes-programmes/fellowships/cgs_masters-besc_maitrise-eng.aspx

⁵ <http://www.sshrc-crsh.gc.ca/funding-financement/programmes-programmes/fellowships/doctoral-doctorat-eng.aspx>

⁶ <http://www.sshrc-crsh.gc.ca/funding-financement/programmes-programmes/fellowships/postdoctoral-doctorat-eng.aspx>

3.0 METHODOLOGY

In order to implement this pilot initiative, SSHRC engaged in collaboration with both NSERC and CIHR. Given that it was the first time that both SSHRC and CIHR implemented a scholarships and fellowships survey, NSERC's protocol for administering career surveys was followed. For the past 14 years, NSERC has successfully conducted career surveys with a response rate ranging from 40 to 50 per cent. NSERC has the survey infrastructure in place and an agreement with university alumni offices across Canada to locate the former award holders to be surveyed using the individuals' names and year of graduation.

The timelines applied at NSERC to examine career progression, as a result of graduate studies, are nine years for graduate students (master's and doctoral) and seven years for postdoctoral researchers. SSHRC used similar parameters, but went further back for this pilot project. For this round⁷, the *SSHRC Scholarships and Fellowships Survey* was limited to the competition years of:

- 1997, 1998, 1999, 2000 and 2001 for the SSHRC Postdoctoral Fellowship recipients;
- 1997⁸, 1998 and 1999 for the SSHRC Doctoral Fellowship recipients; and
- 2003 for the Canada Graduate Scholarships (CGS): Master's Scholarship recipients⁹.

The CGS doctoral students will not be surveyed until 2013, as insufficient time has elapsed (these scholarships were awarded for the first time in 2003).

A project advisory group was struck to help guide the data analysis and reporting, and to plan for future surveys based on the results of this pilot project. The advisory group consisted of membership from SSHRC's Corporate Performance and Evaluation (CPE) division; Fellowships and Institutional Grants Programs (FIG) division; Policy, Planning, Governance and International (PPGI) division; and Communications division. This group provided advice and feedback on the data analysis and the content of the current report.

Protocol

For the purposes of the *SSHRC Scholarships and Fellowships Survey*, university alumni offices were provided with a list of former SSHRC-funded master's, doctoral and postdoctoral award holders for the competition years covered in the pilot project. The alumni offices matched the contact list of the SSHRC-funded recipients with their database of graduates to identify those students who completed their studies, and then contacted them directly for the survey. In addition to paper questionnaires, SSHRC also provided potential respondents with the opportunity to complete the survey online¹⁰. A web-based survey (the same as the paper survey) was developed by CPE and the survey's electronic address and access code were included in the cover letter that was sent to former award holders. Since NSERC's approach does not include former award holders who completed their degrees or research abroad, SSHRC also used the online

⁷ NSERC has indicated that they will be surveying PGS-M and PGS-D recipients who received their award in 1999; and, postdoctoral recipients who received their fellowship in 2001.

⁸ These data would allow Fellowships and Institutional Grants (FIG) staff to compare findings of a previous study on that cohort to those of the *SSHRC Scholarships and Fellowships Survey*.

⁹ NSERC and CIHR do not intend to survey CGS master's students in this round, given the recent CGS evaluation.

¹⁰ Only paper questionnaires were offered by NSERC and CIHR.

survey to reach this category of potential participants in order to enhance the size and the representativeness of the survey sample. International students' email addresses were found through SSHRC'S Awards Management Information System (AMIS) database. Three email reminders were sent to international students and two to the 'address unknown' group¹¹ that could not be reached by postal mail.

It was anticipated that direct contact with the former award holders through the university alumni offices would result in a greater reach of potential respondents and hence survey participants. It appears that this was not necessarily the case for SSHRC, as a large number of undeliverable paper questionnaires were returned. As such, it was decided that, in order to attempt to reach as many former students in the cohort as possible, email addresses in SSHRC's AMIS database were extracted for the returned undeliverable questionnaires. An email link to the web survey was sent to those former award holders with unknown mailing addresses. As a result, the number of received surveys increased by 10 per cent¹², providing support for the future use of web surveys to reach former SSHRC-funded recipients.

As part of the survey, respondents were asked if they would be willing to participate in a follow-up interview to elaborate on their survey responses. Many respondents provided their contact information and, as a result, follow-up interviews were conducted with former awards holders at the master's, doctoral and postdoctoral levels. These interviews resulted in the creation of SSHRC scholarship/fellowship award holder profiles, which are featured in this report.

Response Rate

The target population for this survey were former SSHRC scholarship/fellowship recipients, including CGS Master's Scholarship (2003), SSHRC Doctoral Fellowship (1997-99) and SSHRC Postdoctoral Fellowship (1997-2001) recipients. The total cohort population was 2,443. However, due to missing or inaccurate residential and email addresses, 259 grantees were not included in the survey, resulting in a total eligible cohort population of 2,183. A total of 643 participants responded to the survey, providing an overall response rate of nearly 30 per cent. The overall response rate is reasonable given the survey methodology, and is comparable to other similar studies (e.g. 35 per cent response rate for the CGS evaluation survey, 2008). When disaggregated by group, the response rates among CGS Master's Scholarship (30%) and SSHRC Doctoral Fellowship (28%) award holders are similar to the overall response rate, while postdoctoral researchers are slightly over-represented (35%). Nonetheless, as shown in the following section, the study sample is representative of the total cohort population in terms of the distribution among the three programs.

Sample Representativeness

A comparative analysis was conducted to determine if any significant differences existed between the demographic characteristics of the respondent sample and the cohort population by program with regard to age at completion of degree/research, gender, university size, disciplines and location of where the award was held (refer to Appendix B). The results show that the sample is representative of the cohort population by program regarding the aforementioned demographic profiles. However, there were small differences across programs for the following two variables: 1) Discipline (the distribution of those who studied in the social sciences versus the

¹¹ Approximately 200 paper surveys were returned to SSHRC due to unknown mailing addresses.

¹² Out of the 200 email invitations to complete the survey, over 100 completed the survey (response rate of over 50 per cent using this method).

humanities) and 2) Award location (the distribution of those who studied in Canada versus abroad). Both CGS Master's Scholarship and SSHRC Postdoctoral Fellowship award recipients appear to be slightly over-represented in the social sciences and under-represented in the humanities (e.g. more than five per cent). In order to examine the source of this difference, further analyses were conducted and it was determined that the breakdown across disciplines in both the social sciences and humanities domains were normally distributed (+/- 5%). Thus, the difference is observed at the overall domain level and not within each discipline. As such, it can be concluded that the sample is representative of the cohort population in terms of discipline. It is important to note that the two per cent of graduates who indicated that they studied in an interdisciplinary field were included in the social sciences domain as per Knight, J., & Madden, M. (2008) and Freidman, R. (2008). This may also have impacted the proportions. Furthermore, SSHRC Doctoral Fellowship award holders who held their award outside of Canada were also slightly over-represented. A subsequent analysis confirmed that this difference was not statistically significant. In short, the analysis indicated that there were small variations on two characteristics; however, these differences were within tolerance limits. Overall, it was concluded that the sample was representative of the cohort population, and further weighting of the data was not conducted.

Table 1. Sample representativeness

Program	Population (n=2243)	Sample (n=643) ¹³
CGS Master's Scholarship recipients	19%	20%
SSHRC Doctoral Fellowship recipients	58%	54%
SSHRC Postdoctoral Fellowship recipients	22%	26%

Summary of Related Literature

In order to situate the findings within the context of graduate and postdoctoral studies in Canada and abroad, a review of relevant research literature was undertaken. As such, the findings from the present study were compared to other studies' results in terms of career pathways and international mobility. More specifically, the literature review focused on the available information from previous studies on the key areas of current status (e.g. profile, time to completion, employment, etc.) and international mobility of graduate students (study location, current location, etc.). The findings of this review are presented in Appendix C, with the goal of providing contextual and comparative information when reading the *SSHRC Scholarships and Fellowships Survey* report.

In an attempt to seek out all relevant literature, websites of Canadian and international granting agencies were investigated, as well as, websites of relevant government agencies (e.g. Statistics Canada) and postsecondary associations (AUCC, CAGS, CAPS, etc.).

¹³ The breakdown of SSHRC-funded recipients by program is as follows: CGS Master's Scholarship recipients (n = 129), SSHRC Doctoral Fellowship recipients (n = 345), and SSHRC Postdoctoral Fellowship recipients (n = 169).

4.0 SAMPLE CHARACTERISTICS

Demographic Characteristics

The following section describes the key demographic characteristics of the survey respondents (Table 2).

Age at Graduation

The average age at graduation of SSHRC-funded recipients varies by program. On average, CGS Master's Scholarship recipients were 28 years old, SSHRC Doctoral Fellowship award holders were 35 years old and SSHRC Postdoctoral Researchers were 37 years old. SSHRC doctoral award holders were younger (35 years old) than the average age (38 years old) reported by Statistics Canada for humanities and social sciences doctoral graduates (*Statistics Canada, Survey of Earned Doctorates, 2005/2006*). The average age of the former SSHRC award holders was nearly identical to those reported in the *Canadian Graduate Scholarships Program Evaluation* (Malatest, 2008) for CGS Master's and CGS Doctoral levels.

Table 2. Demographic characteristics of the survey sample

	CGS Master's Scholarship recipients (n=129)	SSHRC Doctoral Fellowship recipients (n=345)	SSHRC Postdoctoral Fellowship recipients (n=169)	Total (n=643)
Age at graduation				
average	28	35	37	34
median	26	34	35	33
Gender				
female	70.5%	62.4%	53.6%	61.7%
male	29.5%	37.6%	46.4%	38.3%
Discipline				
social sciences ¹⁴	72.6%	58.8%	57.2%	61.1%
humanities	27.4%	41.2%	42.8%	38.9%
Canadian university size¹⁵				
small	8.4%	3.1%	6.5%	5.1%
medium	53.0%	25.9%	26.9%	32.2%
large	38.6%	71.0%	66.7%	62.6%
Award location				
Canada		71.7%	71.0%	71.5%
abroad		28.3%	29.0%	28.5%

Gender

As illustrated in Table 2, the majority of former CGS Master's Scholarship recipients are female (just over 70 per cent). This number is roughly 10 per cent higher than the results for humanities and social sciences master's students reported in the *Canadian Association for Graduate Studies' (GAGS) 38th Statistical Report: 1995-2006*. The CAGS report does, however, describe a similar trend between women and men, as females made up 60 per cent of the students at the master's level in the disciplines that fall under the purview of SSHRC (estimated using 2006 enrolment data). The *SSHRC Scholarships and Fellowships Survey* findings also indicate that the ratio of females to

¹⁴ Social Sciences discipline includes approximately 2% Interdisciplinary studies.

¹⁵ Canadian university classification used by the Canada Research Chairs (CRC) program.

males decreased with higher degrees, to near equal levels at the postdoctoral level (54 per cent female versus 46 per cent male). This trend is similar to that reported in the CAGS report, where the percent of females studying the humanities and social sciences at the doctoral level was 56 per cent.

Discipline

The majority of survey respondents studied in the social sciences (60%), while 40 per cent studied in the humanities. This is representative of the cohort award population as a whole for those years. Within the social sciences, two per cent of the respondents described their studies as belonging under the category of interdisciplinary studies.

University Size

Most of the former award holders held their scholarship/fellowship at large- or medium- sized universities in Canada (respectively 63 and 32 per cent). While the doctoral and postdoctoral fellowship award holders were mostly affiliated with large universities, the proportion is reversed for CGS Master's with more than half the respondents affiliated with medium universities.

Award Location

Approximately 29 per cent of the former doctoral and postdoctoral fellowship recipients held their grant in a foreign country. Further details are provided in Section 5, which discusses international mobility.

Completion Rate and Time-To-Completion¹⁶

The majority of respondents indicated that they completed their degree or research program (93%), however there were differences in completion rates at each level (refer to Table 3). The CGS Master's respondents reported the highest rate of degree completion (98%), while the postdoctoral respondents indicated a lower completion rate (81%).

The overall reported rates of completion are not surprising, as it would be expected that most of the former award holders would have completed their program of study. As such, these figures are much higher than the results reported in the *Canadian Graduate Scholarship Evaluation Study* (Malatest, 2008). This may be partly attributed to the period covered in the two studies. The CGS evaluation study covered the time period from 2004 to 2006. At the time of the evaluation, a large proportion of the CGS evaluation study participants were still pursuing their degrees¹⁷.

The completion rates reported by both the SSHRC CGS Master's Scholarship and SSHRC Doctoral Fellowship award holders are also higher than the Canadian average according to Berkowitz (2003), 73 per cent for master's students and 50 per cent for doctoral students. For former SSHRC Postdoctoral Fellowship award holders, the lower research program completion rate may be due to the possibility that many postdoctoral award holders gain employment prior to the completion of their fellowship term and, hence terminate the award early.

In other studies, at a national level, variations in completion rates are evident between social sciences and humanities. In fact, degree completion rates were reported to be five percentage points higher in the social sciences for doctoral students and three

¹⁶ The findings in this section should be interpreted with caution. The majority of survey respondents were reached via alumni offices which likely excluded those who did not complete their graduate studies.

¹⁷ The CGS evaluation respondents were asked to indicate their expected completion date.

percentage points higher for master's students (Berkowitz, 2003). In the *SSHRC Scholarships and Fellowships Survey*, no differences were observed between the social sciences and the humanities (see Table 3).

Table 3. Completion rate by program

CGS Master's Scholarship recipients (n=129)		SSHRC Doctoral Fellowship recipients (n=345)		SSHRC Postdoctoral Fellowship recipients (n=169)	
Social Sciences	Humanities	Social Sciences	Humanities	Social Sciences	Humanities
97%	97%	96%	95%	80%	78%
97%		96%		79%	

Table 4 below summarizes the time-to-completion for the survey respondents. The majority of CGS Master's Scholarship recipients (83%) completed their degree in less than two years (with an average duration of a little more than two years). This corresponds with the duration reported in the CGS evaluation study for the 2004-06 cohort, and is slightly shorter than the national average median that was reported for the 1992-2002 cohort of master's students (Berkowitz, 2003). The median time-to-completion for former SSHRC Doctoral Fellowship award holders is five years and eight months—faster than the Canadian median of six years and eight months for doctoral program completion (Gluszynski & Peters, 2005), but slightly slower than what was reported for the doctoral graduates in the CGS evaluation (four years and four months) (Malatest, 2008).

Table 4. Time to completion by program

	CGS Master's Scholarship recipients (n=129)	SSHRC Doctoral Fellowship recipients (n=345)	SSHRC Postdoctoral Fellowship recipients (n=169)	Total (n=643)
Completion time				
2 years or less	83%	4%	100%	44%
3 - 4 years	17%	32%	0%	21%
5 - 6 years	0%	38%	0%	21%
7 - 8 years	0%	20%	0%	11%
9 - 10 years	0%	5%	0%	3%
Mean	2 years 2 months	5 years 10 months	1 year 9 months	4 years 5 months
Median	1 year 11 months	5 years 8 months	1 year 8 months	3 years 8 months
Minimum	0.73	2.12	0.81	0.73
Maximum	4.01	10.63	2.86	10.63

Key Findings

- On average, over 90 per cent of former recipients completed their graduate degree or their research program, with the highest level of completion for CGS Master's Scholarship recipients (97%) and the lowest for SSHRC Postdoctoral Fellowship recipients (81%).
- SSHRC completion rates are similar across disciplines (social sciences vs. humanities).
- The median time-to-completion is just under two years for SSHRC CGS Master's; five years and eight months for SSHRC Doctoral Fellowship award holders; and one year and eight months for SSHRC Postdoctoral Fellowship award holders.
- The time-to-completion, for SSHRC Doctoral Fellowship recipients is faster than the Canadian median (six years and eight months) for the social sciences and humanities (Gluszynski & Peters, 2005).
- The time-to-completion rates for SSHRC CGS Master's Scholarship and SSHRC Doctoral Fellowship award holders are slightly slower than what was reported in the 2008 CGS evaluation study, but faster than rates reported in other studies.

5.0 CAREER PATHWAYS

Employment and Income

Post-degree pathways suggest that employment opportunities for SSHRC award holders increase as the level of education increases. As illustrated in Figure 1, SSHRC Postdoctoral Fellowship recipients had an employment rate of 95 per cent, with over 80 per cent earning more than \$75,000 a year.

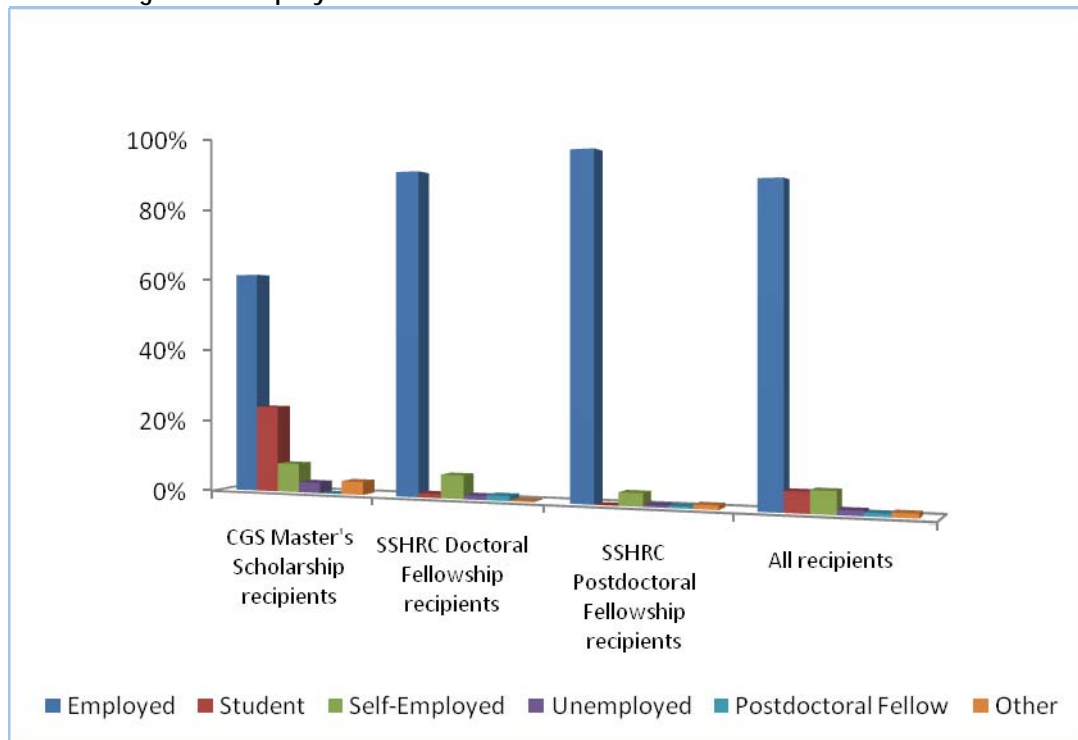
Of these former postdoctoral award holders, 87 per cent had found employment at a university (in Canada or abroad). The results for the SSHRC Doctoral Fellowship recipients were similar with 90 per cent employed, 67 per cent earning more than \$75,000 a year and 78 per cent being employed by a university (in Canada or abroad). On the other hand, just over 60 per cent of the CGS Master's Scholarship holders were employed, with the majority (about 40 per cent) earning between \$55,000 and \$74,999. This finding is likely representative of the fact that 24 per cent of the CGS Master's recipients are currently undertaking further studies.

Overall, employment results for the SSHRC Doctoral Fellowship recipients are slightly different and more encouraging when compared to other studies. For example, Gluszynski and Peters (2005) found that approximately 75 per cent of doctoral degree graduates reported that they were employed.

Furthermore, the proportion of SSHRC Doctoral Fellowship recipients that earn more than \$75,000 a year (67%) is substantially higher than the 2005/06 Canadian doctoral degree graduate cohort from other studies, where only 13 per cent reported earning this level of income (King, Eisl-Culkin, and Desjardins, 2008). In conclusion, former SSHRC Doctoral Fellowship recipients do better in terms of employment opportunities by 15 per cent, and in terms of earning potential, with more SSHRC Doctoral Fellowship graduates earning more than \$75 000 a year.

In addition, the *SSHRC Scholarships and Fellowships Survey* revealed that, overall, there were no significant variations in employment rates across the social sciences (84%) and humanities (87%).

Figure 1. Employment status



Percentages and totals are based on responses. Dichotomy group tabulated at value 1 (=yes). n (=665) value is greater than N (=642) because this question allowed multiple responses. valid n* (# of responses): CGS Master's Scholarship recipients (n=138); SSHRC Doctoral Fellowship recipients (n=357); SSHRC Postdoctoral Fellowship recipients (n=170); All recipients (n=665)

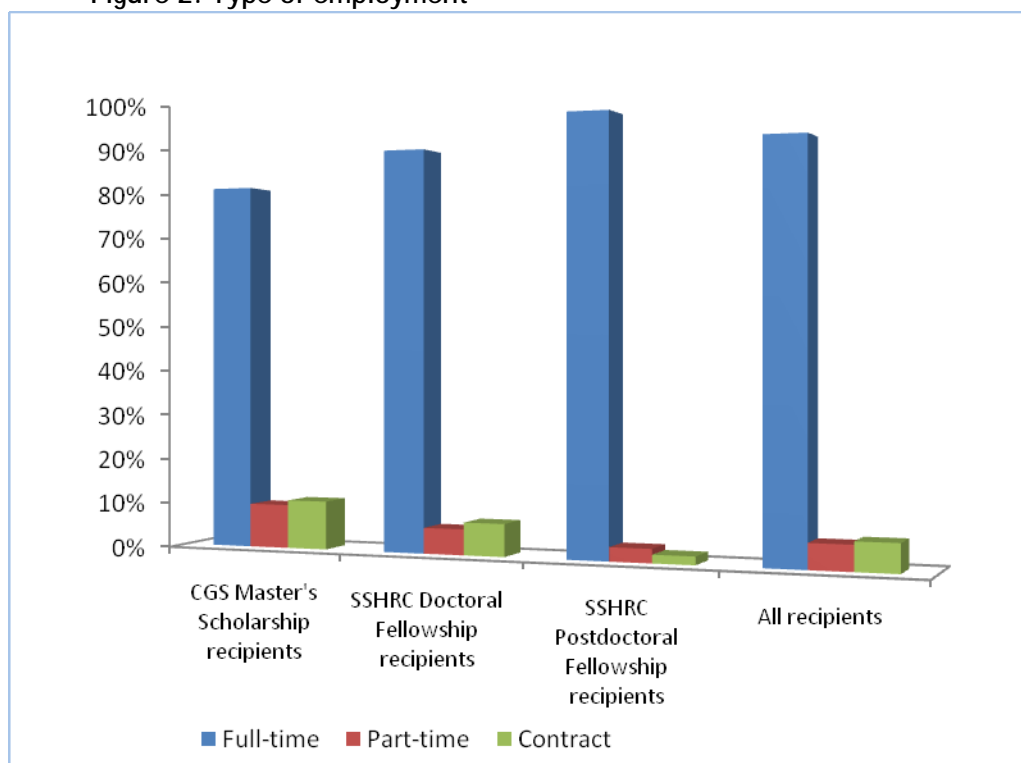
Type of Employment

Figure 2 describes the type of employment (full-time, part-time or contract). The majority of the SSHRC scholarship/fellowship former recipients are currently employed full-time (90%), with the lowest employment rates found at the CGS Master's level. The lower level of full-time employment for CGS Master's respondents can be explained by the higher percentage of master's students who reported a current student status. This may contribute to the lower average yearly income reported by CGS Master's Scholarship recipients.

These are consistent to those in the CAGS 2006 study, where almost 85 per cent of master's degree graduates and just over 80 per cent of doctoral degree graduates reported that they were employed full time.

Overall there were no significant differences across the disciplines of social sciences and humanities among SSHRC Doctoral and Postdoctoral Fellowship recipients who are working full-time (equally distributed at almost 90 per cent). However, it is worth mentioning that slightly more former CGS Master's Scholarship recipients are working full time in areas related to the humanities (88%) compared to areas related to the social sciences (80%).

Figure 2. Type of employment



CGS Master's Scholarship recipients (n=93); SSHRC Doctoral Fellowship recipients (n=334); SSHRC Postdoctoral Fellowship recipients (n=162); All recipients (n=589)

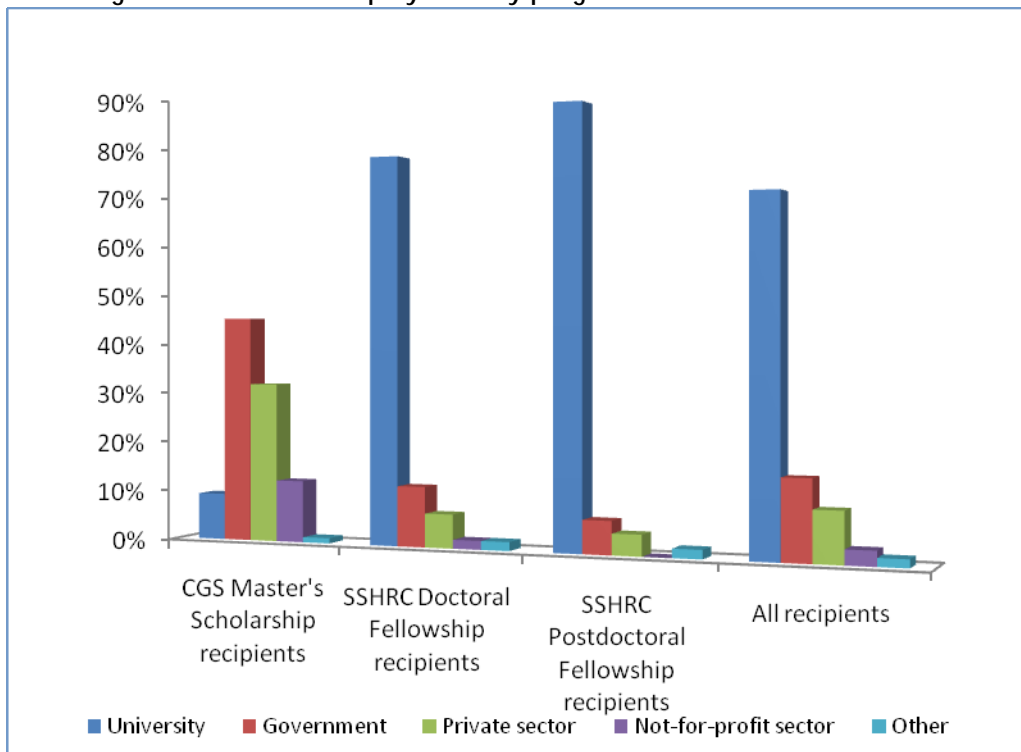
Sector of Employment

As observed in Figure 3, the largest employer of former CGS Master's Scholarship recipients was government, which employed 45 per cent of the respondents. The majority of SSHRC Doctoral and Postdoctoral Fellowship recipients reported employment in the academic sector (78 and 87 per cent respectively).

The proportion of SSHRC Doctoral Fellowship recipients working in a university setting (teaching, research, etc.) is significantly higher (78%) than what was reported by Gluszynski and Peters (2005), where only 65 per cent of Canadian doctoral degree graduates from the 2003/04 cohort reported working in a university setting. Also noteworthy is the large proportion of CGS Master's Scholarship recipients who have careers in the private sector (32%) and the not-for-profit sector (12%).

The survey also found variations across disciplines by employment. More specifically, the SSHRC Doctoral Fellowship recipients that reported working in the university sector are more likely to be in the humanities (85%) rather than the social sciences (75%). The opposite trend was observed for SSHRC Postdoctoral Fellowship recipients who reported working in a university setting, with just over 90 per cent in social sciences and 85 per cent in humanities.

Figure 3. Sector of employment by program



CGS Master's Scholarship recipients (n=97); SSHRC Doctoral Fellowship recipients (n=342); SSHRC Postdoctoral Fellowship recipients (n=166); All recipients (n=605)

Key Findings

- Just under 95 per cent of SSHRC Postdoctoral Fellowship recipients, 90 per cent of SSHRC Doctoral Fellowship recipients, and just over 60 per cent of CGS Master's Scholarship recipients are employed.
- Approximately one-quarter of SSHRC CGS Master's Scholarship recipients are undertaking further studies (24%).
- Up to 80 per cent of CGS Master's Scholarship recipients, 87 per cent of SSHRC Doctoral Fellowship recipients, and 95 per cent of SSHRC Postdoctoral Fellowship recipients are employed full-time in the labour force.
- Just over 85 per cent of SSHRC Postdoctoral Fellowship recipients and about 80 per cent of SSHRC Doctoral Fellowship recipients have found employment at a university.
- Most CGS Master's Scholarship recipients are employed in the public service (45%) or in the private sector (32%).
- Over 80 per cent of SSHRC postdoctoral fellows are earning more than \$75,000 a year, while nearly 70 per cent of SSHRC doctoral graduates are in the same income range. Almost 40 per cent of CGS Master's graduates are earning between \$55,000 and \$74,999 a year.

Profile

Lynne Fernandez

*Research Associate, Canadian Centre for Policy Alternatives (Manitoba)
Recipient of a SSHRC CGS Master's (2003)*

Lynne Fernandez is currently employed as a research assistant and project coordinator at the Canadian Centre for Policy Alternatives (CCPA). CCPA is a not-for-profit research institute that provides social and economic policy analysis.

As a research assistant, Fernandez participates in research projects on the implementation of different forms of community development for impoverished communities that have not and cannot benefit from the community development models currently in place. Her research responsibilities also include economic analyses on the municipal and provincial economies, and on labour issues in Manitoba.

Fernandez is also the project coordinator for a research project entitled "Transforming Inner-City and Aboriginal Communities". This project has been awarded a five-year SSHRC Community-University Research Alliance grant worth \$1,000,000. Fernandez feels that her current employment is directly related to her master's studies and, as such, she has been able to apply her training and research skills in her current position.

Furthermore, Fernandez feels that the award has had a positive impact on her career pathway, "receiving a SSHRC grant enhanced my qualifications and made me more employable in my field." While not critical in her decision to pursue graduate studies, the CGS afforded her "a level of financial comfort" that allowed her to concentrate full-time on her studies. Fernandez acknowledges that the CGS has provided her with a certain level of prestige, which sets her apart from her peers and gives her a certain level of recognition within the academic community. On a personal level, the CGS award was an immense confidence builder and has given her a sense of belonging in the research community.

Profile

Ita Waghray

*Planner, Planning Services Department, Town of Oakville
Recipient of a SSHRC CGS Master's (2003)*

Since 2007, Ita Waghray holds the position of planner in the Long Range Planning Section of the Planning Services department, at the Town of Oakville. Her work involves municipal planning and policy development in terms of land use policies, community education and outreach, and community studies.

Prior to joining the public sector, Waghray worked as a project officer for the Canadian Urban Institute, a not-for-profit organization, where she contributed to a range of projects—including one on the revitalization of St. Thomas, Ontario, earning her recognition from the Canadian Institute of Planners. In addition, in 2009 she completed her designation in planning at both the national and provincial level and, therefore, is a Registered Professional Planner and Member of the Canadian Institute of Planners.

Waghray was granted a SSHRC CGS award for her master's degree in urban planning from McGill University, completing the program in 2005. Her graduate studies have afforded her an in-depth understanding of the theory, history, and practice of urban planning in Canada, which enabled her to pursue professional opportunities in public policy and urban development. For her, "graduate studies were a natural progression and fundamental stepping stone" from her bachelor's degree in geography and environmental science to a profession in land use and policy planning.

Waghray cited that receiving the award helped her make a critical decision to pursue her graduate studies in Canada. She believes that "the graduate scholarship provided her with financial comfort and relief from finding alternate ways to finance her master's," allowing her to fully concentrate on her graduate studies. Moreover, she feels that the SSHRC award helped her along her career pathway by promoting her educational merits. "It set me apart from other applicants when applying for jobs, and it brought positive attention to my educational background and awards achieved." Personally, the SSHRC CGS award continues to give her an immense level of pride, recognition and confidence. "It's an accomplishment", she explains.

6.0 INTERNATIONAL MOBILITY

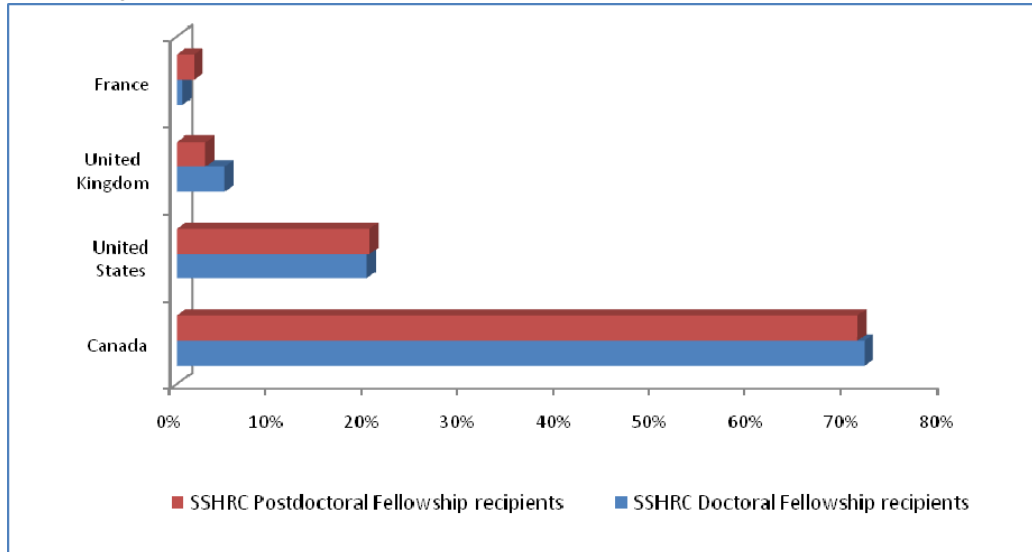
International mobility is considered an important element of SSHRC doctoral and postdoctoral fellowships. The question of interest is, how do the characteristics of former SSHRC doctoral and postdoctoral award holders that studied abroad during their award compare to the general humanities and social sciences doctoral and postdoctoral graduates population in Canada.

Award Location

Destination Country

The majority (71%) of SSHRC Doctoral and Postdoctoral Fellowships recipients held their award in Canada, while the remaining 29 per cent held their award abroad¹⁸ (i.e. at a foreign university). Of those who studied outside of Canada, the top destination countries were the United States (20%)¹⁹, followed by the United Kingdom (4%) and France (1%). Other destination countries represent less than one per cent.

Figure 4. Destination countries



n=512

These findings are consistent with the findings from the *Statistics Canada, Survey of Earned Doctorates, 2005/2006*, with respect to the most common foreign countries in which Canadians choose to pursue doctoral education. Furthermore, these findings are in line with Canadian doctoral study world trends (Knight, J. and Madden, M., 2008).

Gender

There are some noteworthy gender differences in terms of SSHRC international academic training (Table 5). Generally, female doctoral and postdoctoral former award holders (57%) were more likely to study abroad as compared to their male counterparts (43%). These findings are consistent with those observed in the study, *International Academic Mobility Experiences for Canadian Social Science and Humanities Doctoral Students* (Knight, J. and Madden, M., 2008).

¹⁸ According to the sample representativeness, it appears that doctoral graduates who held their award outside of Canada may be slightly over-represented, but are not statistically significant.

¹⁹ Less than one per cent of responding former SSHRC-funded fellowship holders held their award in other destination countries, including Australia, Belgium, Egypt, Germany, New Zealand, Scotland, South Africa, Sweden, Switzerland and The Netherlands.

Table 5. Award location by gender

	SSHRC Doctoral Fellowship recipients		SSHRC Postdoctoral Fellowship recipients		Total	
	Canada	Abroad	Canada	Abroad	Canada (n=364)	Abroad (n=145)
Female	63%	59%	55%	51%	60%	57%
Male	37%	41%	45%	49%	40%	43%

Discipline

There are also interesting differences in the distribution of disciplines among SSHRC Doctoral and Postdoctoral Fellowships recipients who studied abroad. For example, the majority of SSHRC Doctoral Fellowship recipients studying abroad were in the humanities (54%), whereas, the majority of SSHRC Postdoctoral Fellowship recipients (61%) studied social sciences at a foreign institution. This is contrary to world trends as "...students studying out of Canada in the humanities and social sciences differ from world trends, as normally more social science students study outside the home country than humanities students (OECD, 2005)." In addition, SSHRC doctoral and postdoctoral fellows who studied abroad were most likely to study history (14%) and psychology (12%).

Table 6. Award location by discipline

	SSHRC Doctoral Fellowship recipients		SSHRC Postdoctoral Fellowship recipients		Total	
	Canada	Abroad	Canada	Abroad	Canada (n=363)	Abroad (n=144)
Social sciences	63%	46%	56%	61%	61%	51%
Humanities	37%	54%	44%	39%	39%	49%

Current Location

The majority (87%) of responding SSHRC Doctoral and Postdoctoral Fellowship recipients are currently living in Canada. Of those who held their award abroad (n=144), only 33 per cent remain abroad, while 67 per cent return to Canada. Further analysis also revealed that eight per cent of former SSHRC fellowship holders who studied in Canada are currently working or studying abroad.

Intent to Return

Among SSHRC Doctoral and Postdoctoral Fellowship recipients who studied abroad (n=80), nine per cent are currently working or studying in the United States, two per cent in the United Kingdom and two per cent in other countries. Of those living abroad, almost 30 per cent intend to return to Canada, while the remaining former award holders reported that they "don't know" (~ 50%) or "do not intend" (20%) to reside in Canada in the future.

Reasons for Leaving/Returning

For those currently working/studying abroad (13%, n=83/636), the top three reasons for leaving Canada were for better/more job opportunities (34%); personal reasons (15%); and a variety of other factors including experience/exposure to new ideas (14%). Similarly, a majority of SSHRC Doctoral and Postdoctoral fellowship recipients (50 and 57 per cent respectively) would consider returning to Canada for job opportunities or if work were available. Other factors that would influence their decision to return to Canada were family reasons (~20%) for doctoral fellowship recipients and increased access to resources/funding (11%) for SSHRC Postdoctoral Fellowship recipients.

Gender

More females (~60%) are currently located outside of Canada. Gender differences for SSHRC Doctoral Fellowship recipients are evident for both the location of the award held and current location of residence.

Table 7. Current location by gender

	SSHRC Doctoral Fellowship recipients		SSHRC Postdoctoral Fellowship recipients		Total	
	Canada	Abroad	Canada	Abroad	Canada (n=550)	Abroad (n=83)
Female	62%	67%	53%	54%	59%	63%
Male	38%	33%	47%	46%	41%	37%

Discipline

SSHRC Doctoral Fellowship recipients who studied in a social science discipline (~59%) account for the majority of SSHRC Doctoral Fellowship recipients living abroad compared to those (41%) who studied in humanities. For the former award holders who currently reside outside of Canada, the most popular disciplines were psychology (15%) and history (13%).

Table 8. Current location by discipline

	SSHRC Doctoral Fellowship recipients		SSHRC Postdoctoral Fellowship recipients		Total	
	Canada	Abroad	Canada	Abroad	Canada (n=534)	Abroad (n=81)
Social sciences	59%	59%	56%	67%	58%	61%
Humanities	41%	41%	44%	33%	42%	39%

Career Pathways

The analysis revealed additional variations in employment, sector and income patterns between those who reside in Canada and those living abroad. Approximately 80 per cent of employed SSHRC Doctoral and Postdoctoral Fellowship recipients who are employed in the university sector and living in Canada are earning \$85,000 or more annually. The percentage earning more than \$85,000 a year jumps to 90 per cent for SSHRC Doctoral and Postdoctoral Fellowship recipients who are employed in the university sector and living abroad.

Key Findings

- Just over 70 per cent of SSHRC Doctoral and Postdoctoral Fellowship recipients studied in Canada, while the remaining 30 per cent studied abroad (at a foreign postsecondary institution).
- Of those who held their doctoral award abroad, close to 60 per cent were female.
- Approximately 55 per cent of SSHRC Doctoral Fellowship recipients who studied abroad were in the humanities. For SSHRC Postdoctoral Fellowship recipients, 60 per cent studied social sciences abroad.
- Up to two-thirds (67%) of SSHRC award recipients who studied abroad returned to Canada, while less than 10 per cent of award recipients who studied in Canada are currently working or studying abroad.
- Among those who are located outside of Canada, just over 60 per cent are female.
- Of those currently working or studying abroad, psychology and history were the most frequently referred to areas of study.

Profile

Teva Vidal

*PhD student, School of English Studies, University of Nottingham, United Kingdom
Recipient of a SSHRC Doctoral Fellowship (2009) and SSHRC CGS Master's (2003)*

"SSHRC scholarships have been central to my ability to pursue graduate studies" says Teva Vidal, a SSHRC-funded doctoral student who is currently conducting research on viking studies at the Centre for the Study of the Viking Age at the University of Nottingham, United Kingdom.

The current PhD research that Vidal is pursuing stems from his MA in medieval studies at the University of Ottawa, where he examined "the ways in which medieval material culture is presented in written sources." Moreover, one of his research ambitions is to try to bridge the discipline gap between archaeology and history, and to see how the study of historical material culture can help bring these two different and sometimes conflicting disciplines together.

Also a former SSHRC CGS Master's Scholarship recipient, Vidal feels that the award allowed him to expand his research and gave him the opportunity to "spend a year in Paris to access primary sources, which was an extremely rich, rewarding and formative research experience." It hence allowed him to gain international experience, which would not have been possible without the SSHRC funding.

Vidal believes that the research skills and abilities he developed during his master's studies helped him in obtaining the position of researcher/program analyst at the Chancellery of Honours at the Office of the Secretary to the Governor General, where he was part of a team responsible for conducting background research on candidates for honours in Canada. In addition, he was involved in the historical content research for a major exhibit on National Orders and Heraldry—*The City of Québec Told Through Honours at the Citadelle in Québec City*. After he was awarded a 48-month SSHRC Doctoral Fellowship, Vidal, following his passion for the Middle Ages, resigned from his work to pursue his doctoral studies.

Forward looking, Vidal plans to return to Canada after the completion of his doctoral studies, to help mobilize and disseminate his research results. He hopes to strengthen knowledge on the Viking Age in Canada, not only in academia but also within the government and Canadian society at large. In thinking more about his current research, Vidal "sees a relevance with Canada's history—part of what is now Canada was, after all, part of the Viking World, and it is a part of our history that I would like to see more emphasis put on in the public education of history."

Vidal notes that it was critical to receive the SSHRC funding in his decision to undertake further graduate studies. Without the award, he was uncertain as to if and when he would have pursued his PhD. He states, "It's absolutely great. SSHRC is setting a benchmark for what is perceived as quality research."

Profile

Martin Achard

*Senior Policy Analyst, Science and Innovation Sector, Industry Canada
Recipient of a SSHRC Doctoral Fellowship (1997) and SSHRC Postdoctoral Fellowship (2001)*

In 2008, after winning a coveted spot in the Recruitment of Policy Leaders program, Martin Achard became a senior policy analyst at Industry Canada. In this job, he works on issues that have a direct impact on Canada's current and future prosperity, including the important role that universities can play in promoting innovation.

Achard holds a PhD from Université Laval and received a three-year SSHRC Postdoctoral Fellowship in 2001. During his studies, he received several other awards, including a SSHRC Doctoral Fellowship, a doctoral fellowship from the Fonds québécois de la recherche sur la nature et les technologies and a Charles De Koninck doctoral fellowship. The SSHRC Postdoctoral Fellowship enabled him to study at the Centre national de la recherche scientifique in Paris and to take part in an ambitious project to translate the writings of Plotinus, a Greek philosopher of the third century AD—the first volume of which will be published shortly by Belles Lettres. After teaching at Université Laval, Achard was named assistant editor of the prestigious Ancient Commentators on Aristotle project at King's College London. As a result of his various research activities, he has published a book and a considerable number of articles in academic journals. He has also co-edited several multi-author works. Parallel to his university activities, Achard discovered an interest in linguistics, which led him to work as an adviser on semantics and applied ontology with software design firms.

Concerning his shift from academia to the public service, Achard says, "My postdoctoral studies in ancient philosophy may not seem to be linked to my current job. However, I know that my studies gave me research skills, which I have been able to use to advance my career and to explore far more career options today than if I had stayed at university." In general, Achard thinks that the funding from SSHRC had a key influence on his research work. More particularly, the SSHRC Postdoctoral Fellowship—recognized around the world as a symbol of research excellence—enabled him to work with internationally known researchers and to focus on themes that previously had received little attention in studies of ancient philosophy.

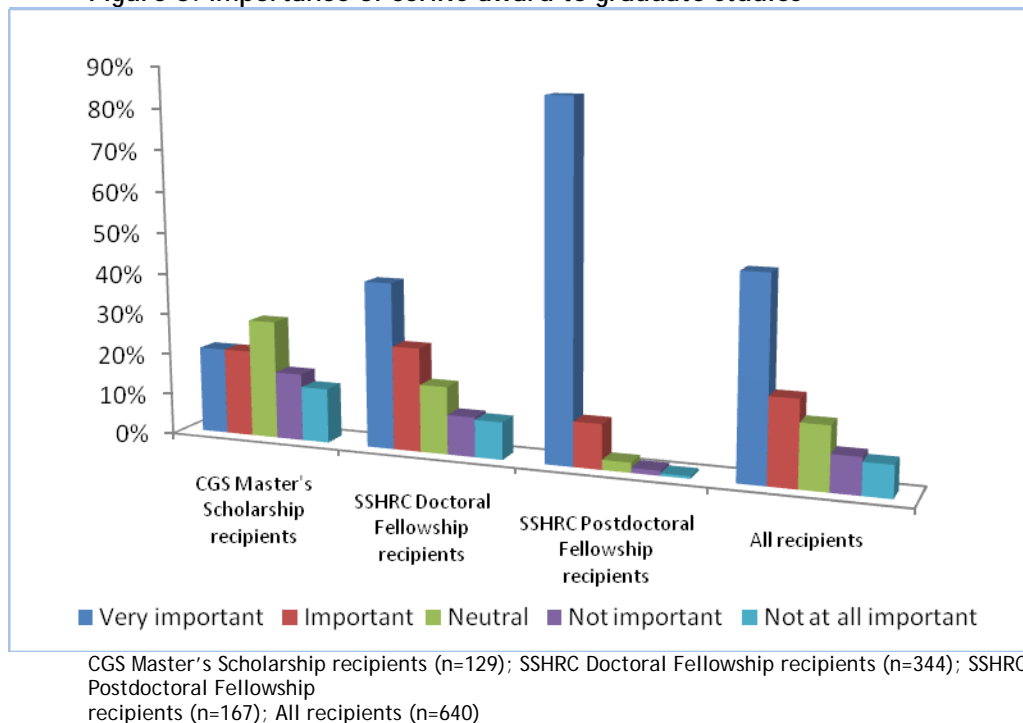
7.0 PERCEPTION OF SSHRC FUNDING

This section describes the overall perceptions of SSHRC former award recipients in terms of 1) the importance of the possibility of receiving a SSHRC award in their decision to undertake graduate studies; 2) the importance of the SSHRC award on their chosen career path; 3) the SSHRC funding as a percentage of total income during graduate studies; and 4) the impact of the award for completing graduate studies in a timely manner.

Importance of SSHRC Award to Graduate Studies

This question was posed to both SSHRC doctoral and postdoctoral fellowship recipients²⁰. Overall, the majority (70%) confirmed the importance of the possibility of receiving the SSHRC scholarship/fellowship in their decision to undertake graduate studies. Further, the importance of receiving a SSHRC scholarship/fellowship in the decision to undertake graduate studies increased across program and higher levels of education (CGS Master's: 40 per cent, SSHRC Doctoral Fellowship recipients: 65 per cent and SSHRC Postdoctoral Fellowship recipients: 95 per cent) (Figure 5).

Figure 5. Importance of SSHRC award to graduate studies



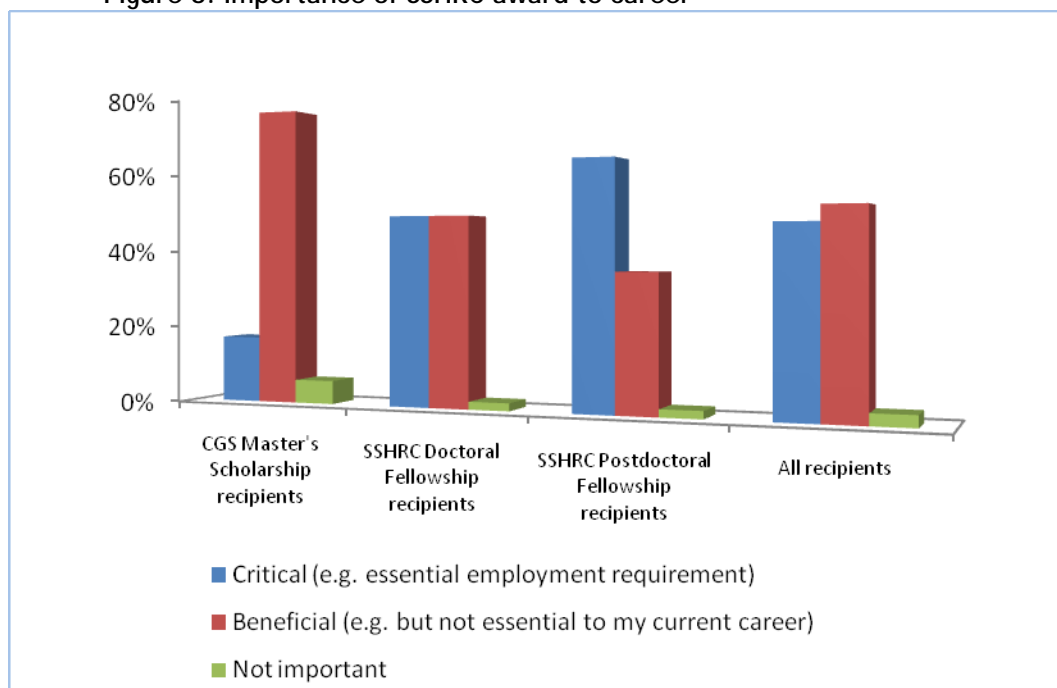
Importance of SSHRC Award to Future Career

Nearly all SSHRC former award recipients reported that receiving the award was either beneficial or critical to their career. However, there were differences in importance across programs and levels of study. For example, just over 75 per cent of CGS Master's Scholarship recipients cited that the scholarship was beneficial to their current career (e.g. helpful but not essential). It will be recalled that CGS Master's graduates are less likely to be employed in academia (9%) and more likely to be found working in the

²⁰ For this survey question, we excluded the CGS Master's cohort as the sample size is too small for any meaningful analysis.

public service (45%) or private sector (32%). The reverse is true for SSHRC Postdoctoral Fellowship recipients (60%) who stated that the SSHRC award was critical to their career (e.g. an essential employment requirement). Postdoctoral fellowship recipients are largely employed in academia (97%). SSHRC Doctoral Fellowship recipients fell in the middle in terms of the perceived relative importance of SSHRC funding to their careers (Figure 6). Even for those who did not complete their graduate degree or research program, 45 per cent reported that the award was important to their career.

Figure 6. Importance of SSHRC award to career



CGS Master's Scholarship recipients (n=126); SSHRC Doctoral Fellowship recipients (n=342); SSHRC Postdoctoral Fellowship recipients (n=168); All recipients (n=636)

SSHRC funding Support as a Percentage of Total Income Support

Respondents were asked to indicate the percentage that the SSHRC funding represented relative to their overall income support. All CGS Master's Scholarship recipients stated that SSHRC funding represented up to 40 per cent of their total income during the period of their graduate studies. For SSHRC Doctoral Fellowship recipients, SSHRC funding represented 40 to 80 per cent of their income support. SSHRC Postdoctoral Fellowship recipients reported that they were completely dependent on SSHRC funding (100%) for income support. Thus, there exists a strong positive relationship between the level of academic training and the importance of the SSHRC funding.

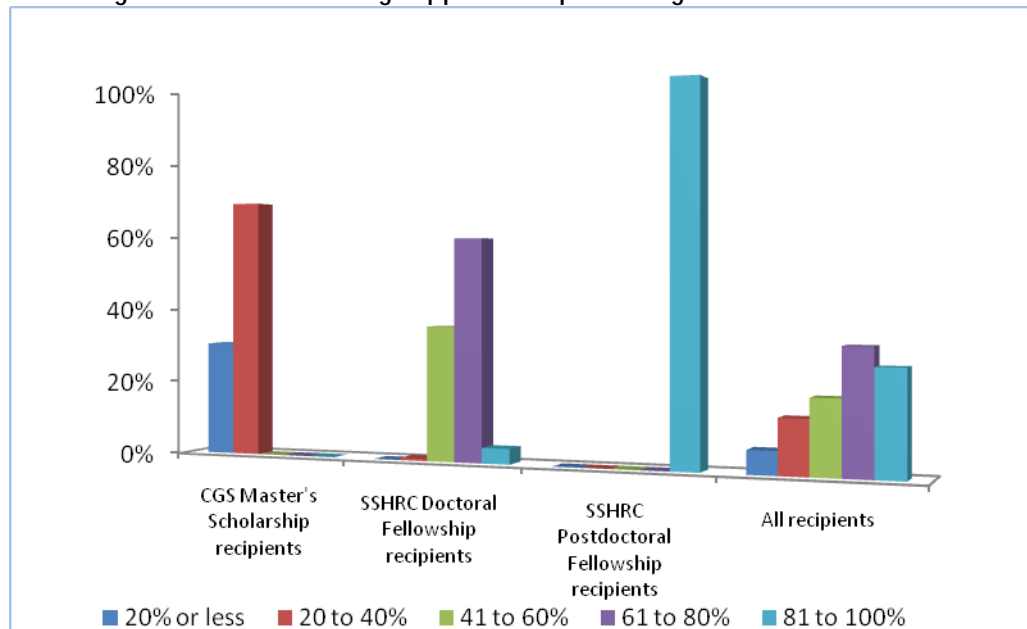
These findings are in line with those of Statistics Canada's *Survey of Earned Doctorates, 2005/2006*, where just over 50 per cent²¹ of all doctoral graduates' primary source of income for their graduate education was a scholarship or fellowship. Among SSHRC Doctoral Fellowship recipients who indicated that SSHRC funding represented 60 to 80 per cent of their total income during graduate studies, 54 per cent were in social

²¹ Ten per cent represent doctoral graduates funded by Social Sciences and Humanities Research Council of Canada.

sciences and 46 per cent were in humanities. Similar trends were echoed in Statistics Canada *Survey of Earned Doctorates, 2005/2006*. In that study, students who studied in

the disciplines of social sciences or humanities also identified scholarships/fellowships as their primary source of funding; the breakdown by social sciences and humanities was almost equal (50%/50% in 2005/06, and 50%/43% in 2003/04).

Figure 7. SSHRC funding support as a percentage of total income



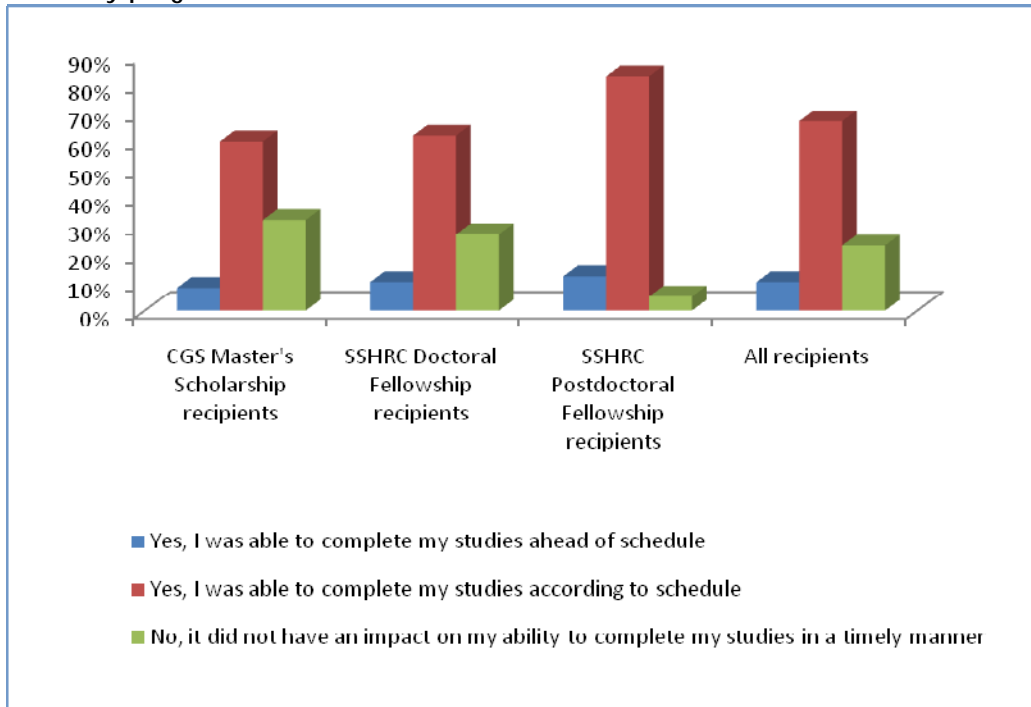
CGS Master's Scholarship recipients (n=128); SSHRC Doctoral Fellowships recipients (n=345); SSHRC Postdoctoral Fellowship recipients (n=159); All recipients (n=632)

Impact of SSHRC Award to Completing Graduate Studies in a Timely Manner

Some differences were observed for the impact of the award on the timeliness of degree completion. Over 65 per cent of former SSHRC award holders reported that the award had an impact on their ability to complete their graduate studies in a timely manner (i.e., according to schedule). Just over 80 per cent of SSHRC Postdoctoral Fellowship recipients cited that the SSHRC award had an impact on their ability to complete their research program "according to schedule", while 60 per cent of both SSHRC CGS Master's Scholarship and SSHRC Doctoral Fellowship recipients indicated that the award had a lower impact on their ability to complete their studies "according to schedule."

Approximately, one in 10 former SSHRC award recipients stated that they completed their studies "ahead of schedule." Excluding SSHRC Postdoctoral Fellowship recipients, 20 per cent of both CGS Master's Scholarship and SSHRC Doctoral Fellowship recipients indicated that the award did not have an impact on their ability to complete their graduate studies in a timely manner.

Figure 8. Impact of SSHRC award on degree completion timeliness by program



CGS Master's Scholarship recipients (n=126); SSHRC Doctoral Fellowship recipients (n=327); SSHRC Postdoctoral Fellowship recipients (n=137); All recipients (n=590)

Profile

Kevin Hutchings

Associate Professor of English Literature, University of Northern British Columbia

Tier II Canada Research Chair (Renewed)

Recipient of two SSHRC Standard Research Grants

Recipient of a SSHRC Doctoral Fellowship (1995) and SSHRC Postdoctoral Fellowship (1998)

Kevin Hutchings attributes much of his academic success to the SSHRC funding he received during his education and training at both the doctoral and postdoctoral levels. In fact, the possibility of receiving a SSHRC Doctoral Fellowship was an important factor in his decision to continue on to doctoral studies after completing his master's degree. The award allowed Hutchings to undertake advanced research in English literature, focusing on the British Romantic period and the ways in which Romantic-era writers influenced the development of modern-day environmentalism.

Hutchings states that "SSHRC funding was crucial to the successful and timely completion of my doctoral studies, because it allowed me to focus on my research full time." This opportunity to focus on his doctoral work without distraction allowed Hutchings to complete his PhD in four years, while some of his peers took much longer to do so. Hutchings also asserts that both the doctoral and postdoctoral fellowships contributed greatly to the quality of his research, since the awards provided him with the resources necessary to travel to Britain in order to examine important archival documents. This research culminated in the completion of an original dissertation and, eventually, the publication of a book.

Furthermore, the postdoctoral funding allowed him to attend academic conferences where he built research networks and enhanced his skills and knowledge. As a result, Hutchings has authored numerous publications and has had the opportunity to disseminate his findings internationally. His most recent research focuses on the literary history of Aboriginal governance policy in Canada. In 2005 this research led to the receipt of his Tier II Canada Research Chair, which was recently renewed for an additional five years.

Hutchings hopes that the results of his current research will not only illuminate important aspects of Canada's literary history, but will one day also help to inform Aboriginal policy in Canada. Overall, Hutchings believes that SSHRC doctoral and postdoctoral funding provided him with an early competitive edge over many of his graduate student peers, and that it subsequently helped him to secure academic employment and additional research funding from both SSHRC and other sources.

Profile

Chris Madsen

Professor of Naval History and Military Law, Royal Military College

Recipient of a SSHRC Standard Research Grant (2007)

Recipient of a SSHRC Doctoral Fellowship (1995) and SSHRC Postdoctoral Fellowship (1997)

Chris Madsen strongly believes that receiving both doctoral and postdoctoral fellowships from SSHRC were instrumental to his career successes to date. The SSHRC fellowships allowed Madsen to build a solid base for his research, which resulted in numerous publications and was likely a contributing factor in successfully obtaining a SSHRC Standard Research Grant.

Madsen feels that the postdoctoral fellowship was “absolutely essential,” as the funding allowed him to focus on building his research portfolio, rather than dividing his time between teaching and research. He also suggests that the postdoctoral fellowship enabled him to focus on the subject matter that interested him and allowed him to pursue his own research agenda in military law.

Furthermore, the funding also opened up opportunities to conduct extensive field work internationally, make contacts within the scholarly community and leverage additional funding (i.e., from DND). As a result of these opportunities, Madsen published numerous articles (15) and books (5) based on the research he conducted during his postdoctoral fellowship. “I am where I am today (in my career) due to SSHRC and other funding,” he states.

Perception of Award's Influence on Research

SSHRC former award recipients were asked to comment on the impact that the scholarship/fellowship award had on their research and/or professional career. Open-ended questions were coded by theme for each program (refer to Appendix D). Theme categories were developed based on an initial coding of responses and themes identified in other SSHRC evaluation studies (i.e., Canada Graduate Scholarship Program Evaluation, Initiatives on the New Economy).

It was found that perceptions of the award's influence on the former recipients' research paths differ across the three programs. However, the majority of award recipients perceived new opportunities as the main enabler (Figures 9 to 11). The proportion of respondents who identified new opportunities varied across the three programs: 45 per cent for CGS Master's Scholarship recipients, 66 per cent for SSHRC Doctoral Fellowship recipients and 81 per cent for SSHRC Postdoctoral Fellowship recipients. Among the opportunities realized were such achievements as constructing a better résumé, building networks, having international experience, publishing, etc.

"The postdoctoral fellowship provided opportunities which would not have otherwise existed to interact personally with senior international scholars in my field (Canadian political and constitutional history), to conduct advanced research outside of Canada ... , to present the results of that research at international conferences, to publish in international journals, and to appear on the mass media."

The strong positive influence associated with receiving a SSHRC Postdoctoral Fellowship for creating new opportunities was commonly reflected in the comments: the possibility of increased publications (26%), network building (18%) and gaining additional funding (7%).

Figure 9. CGS Master's Scholarship recipients: Perceptions of award's influence on research

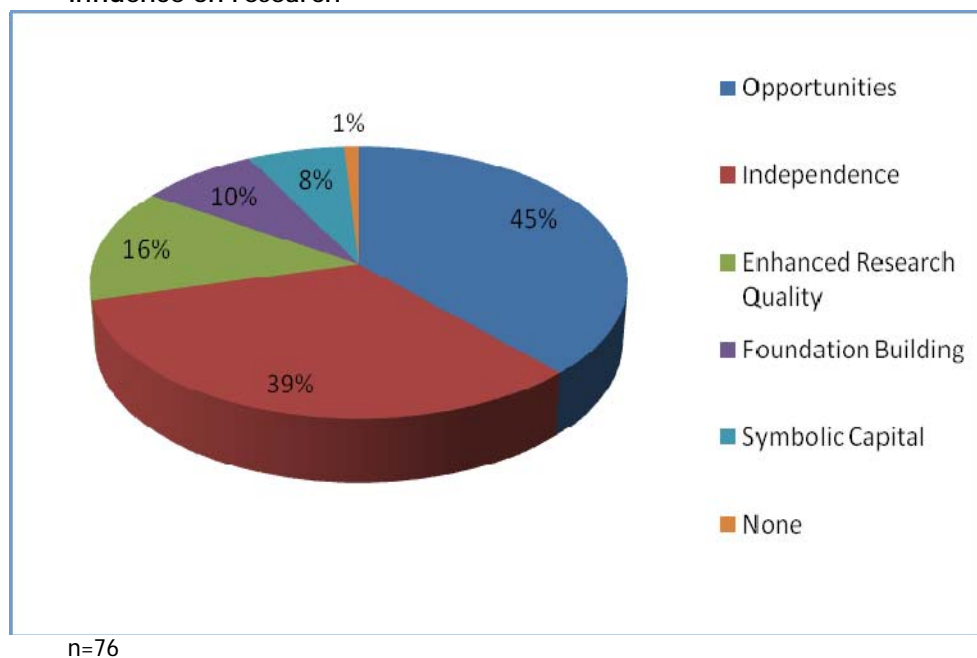
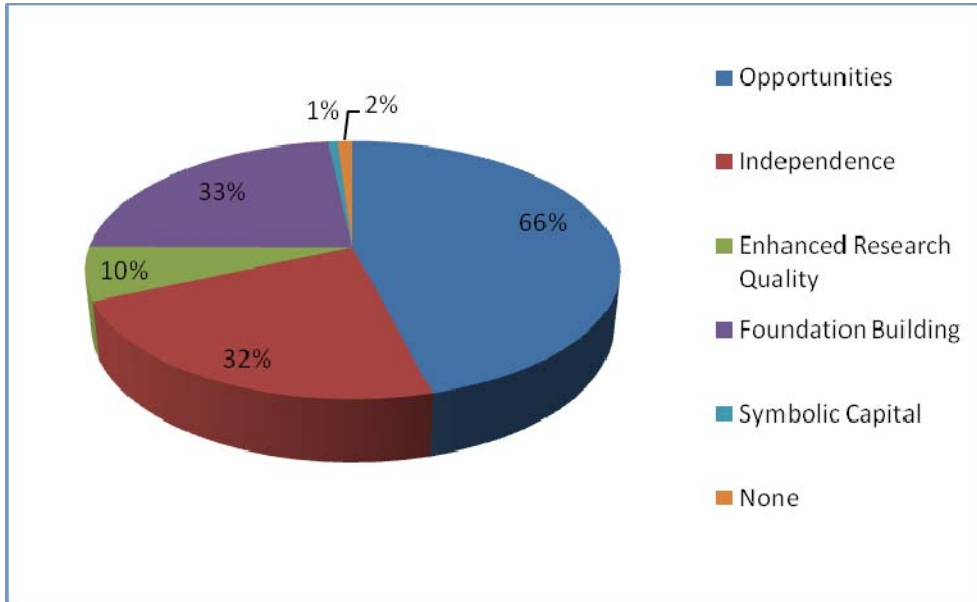
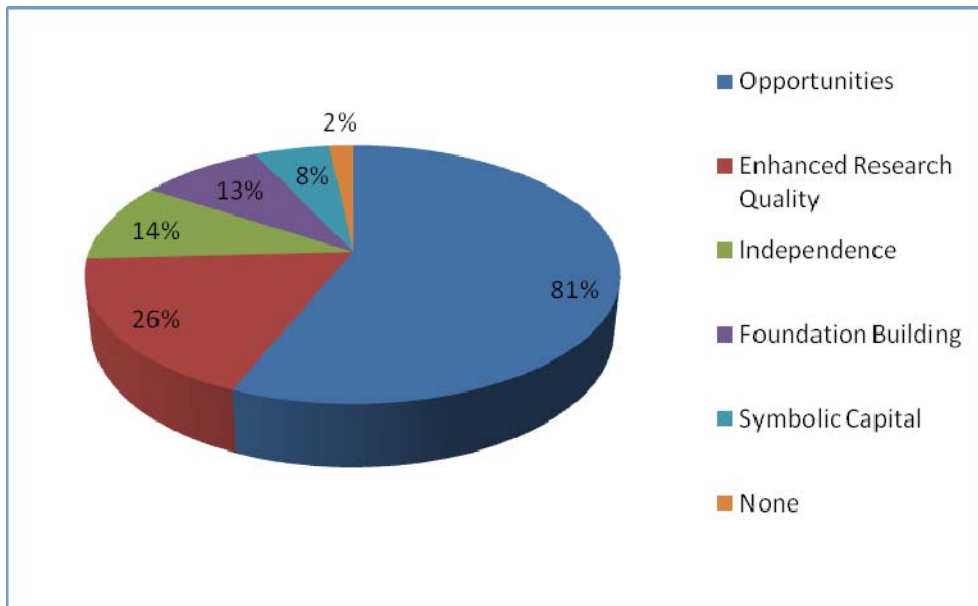


Figure 10. SSHRC Doctoral Fellowship recipients: Perceptions of award's influence on research



n=211

Figure 11. SSHRC Postdoctoral Fellowship recipients: Perceptions of award's influence on research



n =114

Not surprisingly, a number of both SSHRC CGS Master's Scholarship and SSHRC Doctoral Fellowship recipients perceived that the completion of their degree was an outcome that would not have been possible without the SSHRC award (Figures 6 and 7). This is correlated to the large proportion of master's and doctoral award recipients who link their decision to undertake graduate studies to SSHRC funding.

"Without this scholarship my ability to complete my studies would have been severely impaired. Having the scholarship allowed me not only to complete

the program, but to undertake a time-consuming piece of original research into the Canadian media that has since been widely shared among colleagues through publication and conferences.”

Independence (i.e. financial freedom, autonomy and ability to focus on studies/research) was also perceived as an important factor linked to the SSHRC scholarship/fellowship programs. While this was particularly relevant for CGS Master’s Scholarship recipients (39%), it was less so for SSHRC Doctoral Fellowship recipients (32%) and SSHRC Postdoctoral Fellowship recipients (26%). The ability to focus on studies/research was cited by both former CGS Master’s Scholarship and SSHRC Doctoral Fellowship recipients.

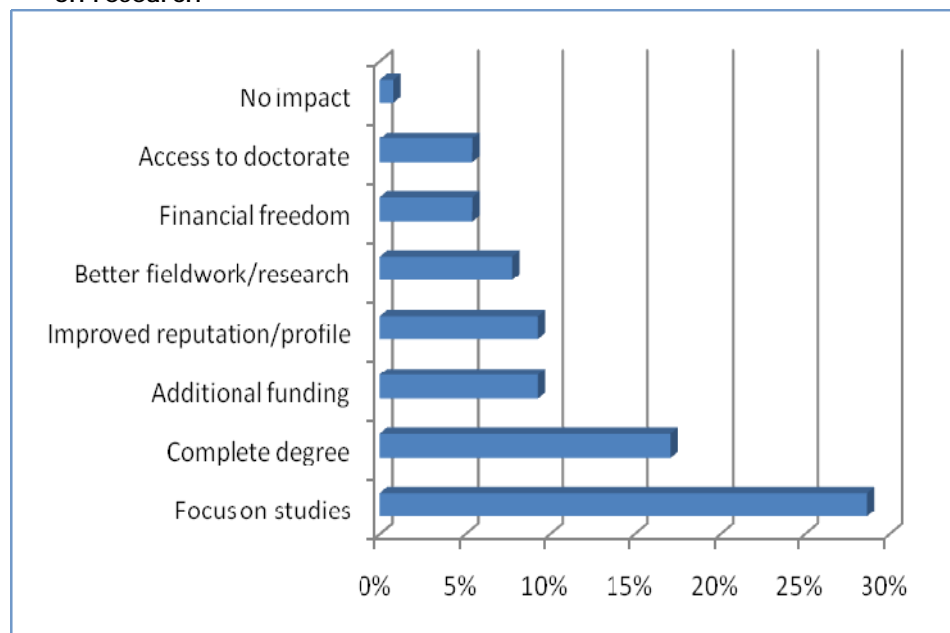
“The SSHRC award provides additional time for research, as it compensates for the time that would otherwise be spent working.”

The enhancement of the quality of research was less frequently cited across all programs (between 10 per cent and 15 per cent). Research quality encompasses exposure to new issues, participation at relevant conferences, and through in-depth fieldwork.

“It allowed me to develop a new program of research. This research led to my publishing in one of the top journals in my field (psychology). I gathered four sets of data on my postdoc that allowed me to embark upon two different programs of research as soon as I was offered an academic job. I was awarded several new researcher awards (from my university and from a national organization) largely because of the research I published from these datasets.”

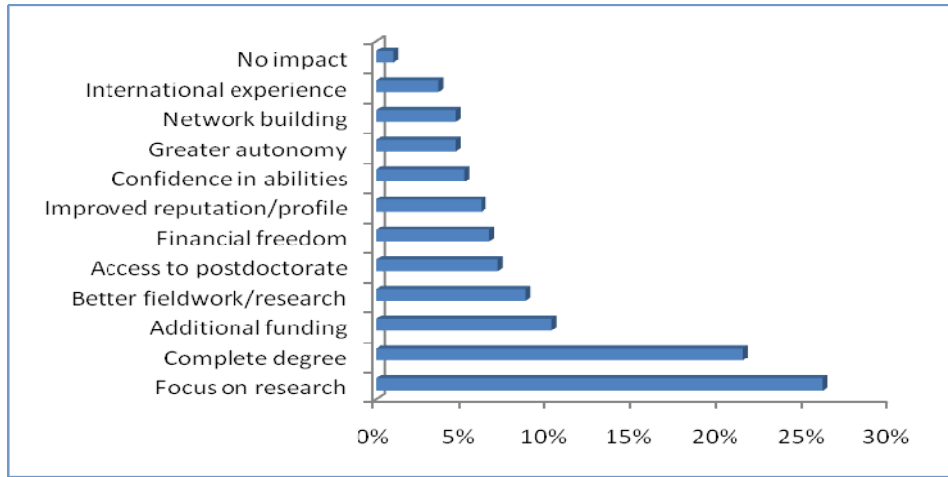
Only a small portion of former award recipients stated that the SSHRC scholarship/fellowship had no impact on their research path (one per cent for master’s and doctoral recipients, and two per cent for postdoctoral recipients).

Figure 12. CGS Master’s Scholarship recipients: Perception of impact on research



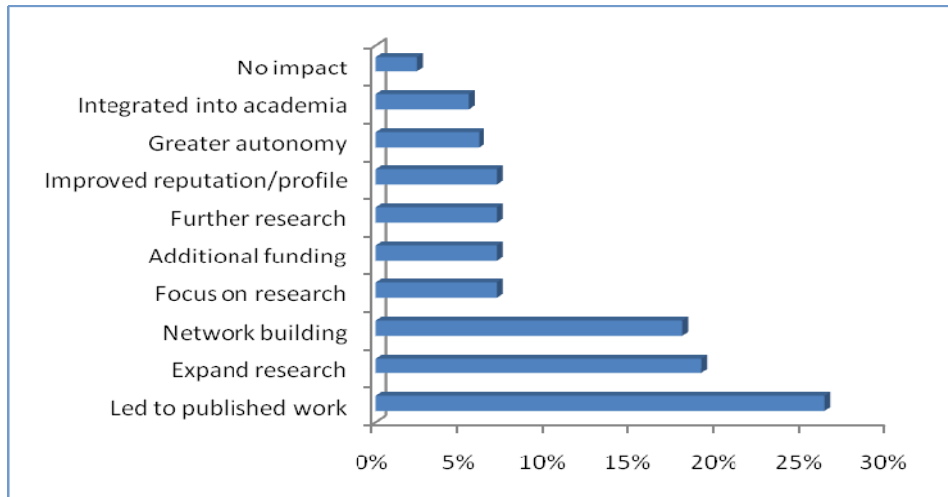
n=76

Figure 13. SSHRC Doctoral Fellowship recipients: Perception of impact on research



n=211

Figure 14. SSHRC Postdoctoral Fellowship recipients: Perception of impact on research



n=114

Profile

François Courcy

*Associate Professor, Department of Psychology, Université de Sherbrooke
Recipient of a SSHRC Doctoral Fellowship (1999)*

François Courcy received a doctoral fellowship from SSHRC in 1999. He is currently an associate professor in the Department of Psychology (organizational psychology section) at the Université de Sherbrooke. He decided on an academic career in this field because of his love of research, as well as his wish to protect the dignity of Canadian workers' and to improve their quality of life on the job.

In 2003, he received a PhD in organizational psychology. His dissertation was ranked in the top five per cent within the Department of Psychology at the Université de Montréal. His research interests currently include violence in the workplace, psychological health at work and the reintegration of women into the workplace after maternity leave. As a result of the volume of his research activities (17 scientific articles published in different academic journals) as well as their quality, by the age of 27 he was appointed a university professor and received more than \$1.5 million in research funding from provincial and federal granting agencies.

In addition to his university activities, Courcy regularly advises various Canadian firms on personnel selection, provides organizational diagnostics and offers many staff training activities. According to Courcy, the confidence he felt as a result of the SSHRC Doctoral Fellowship's prestige made it easier for him to acquire experience as a consultant. The fellowship also had a crucial impact on his research, enabling Courcy to complete his doctoral studies more quickly and helping him to build a university career.

Here is how François Courcy sums up the influence that the SSHRC fellowship had on his professional career: "Having a SSHRC fellowship certifies a young researcher's credibility and helps him or her to embark on a career (access to networks, initial funding, faster professional qualification, etc.) with much more ease and assurance."

Profile

Natasha Bergeron

*Organizational Psychologist, SPB Organizational Psychology
Recipient of a SSHRC Doctoral Fellowship (1999)*

Natasha Bergeron is currently employed as an organizational psychologist at the consulting firm SPB Organizational Psychology Inc. Her specialty is in the areas of improvement in workplace climate, conflict management, and prevention of psychological harassment in the workplace. In the past five years, Bergeron has conducted several interventions related to these areas with a variety of organizations (e.g., pharmaceutical companies, consulting firms, municipalities, schools, and health care settings).

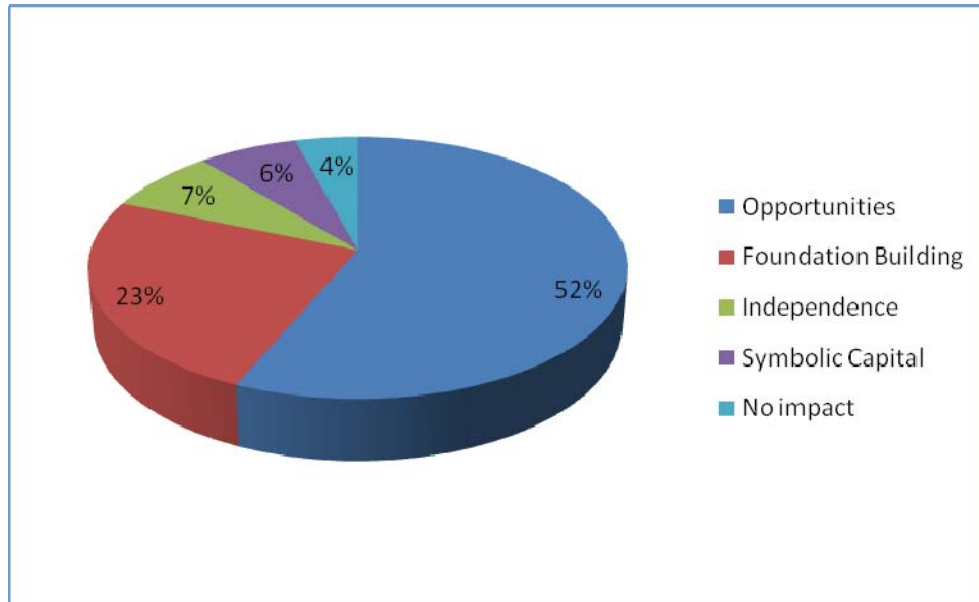
Upon completion of her doctoral studies in clinical psychology at the University of Ottawa, Dr. Bergeron undertook a postdoctoral fellowship at Yale University. Dr. Bergeron is motivated by her passion for this field and a desire to have professional freedom. "Psychology is a vast field with all sorts of opportunities; I wanted to have the freedom with a PhD to have opportunities be available to me," she says.

Bergeron believes that the SSHRC Doctoral Fellowship has had a big impact of her career. "The doctoral fellowship has had a great influence on both my studies and career pathway," she states. "Firstly, it was a great honour to be the recipient of this distinguished award. Receiving it helped increase my confidence and motivated me to keep seeking to excel. Secondly, it reduced the financial burden that graduate studies can place on students. It allowed me to concentrate on my studies without having to worry too much about how to support myself. In my career pathway, I believe it also helped open doors for me. It allowed me to attend a very prestigious university for my internship and postdoctoral studies and subsequently land a good job."

Perception of Award's Influence on Career Path

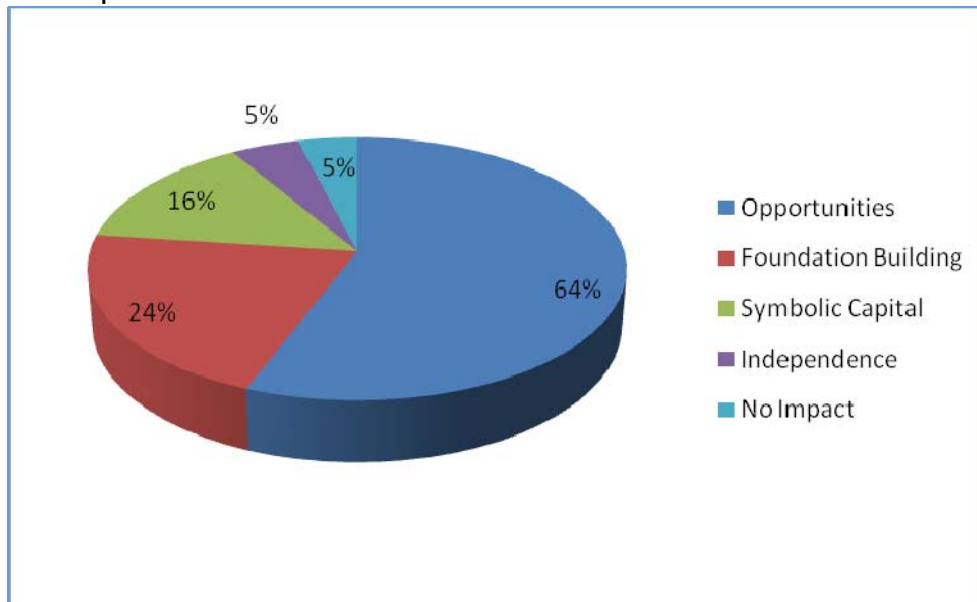
Here as well, new opportunities linked to the awards were cited as the most important influence on professional careers (Figures 15 to 17). Career opportunities referred to any activity or experience that contributed positively to a graduate's career path including: better résumés, integration into academia, international experience, networking, publishing, etc.

Figure 15. CGS Master's Scholarship recipients: Perception of main impacts on career



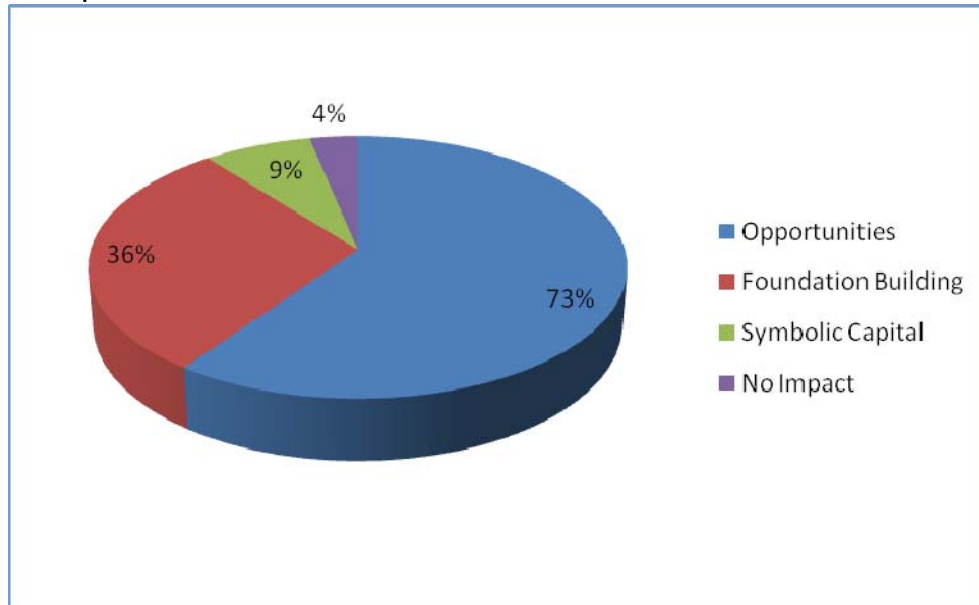
n=78

Figure 16. SSHRC Doctoral Fellowship recipients: Perception of main impacts on career



n=211

Figure 17. SSHRC Postdoctoral Fellowship recipients: Perceptions of main impacts on career



n=144

A significant portion of CGS Master's Scholarship recipients (28%) indicated that listing a SSHRC award on their CV was a valuable asset for the job market (Figure 18). Integrating into academia (5%) and being granted access to a doctoral program were also cited as opportunities facilitated by the award. Among SSHRC Doctoral Fellowship recipients, international experience (24%) was seen as a most important opportunity, followed by integration into academia (17%) and obtaining a government position (4%).

"The SSHRC fellowship was critical to my ability to study in the United States. I think it would have been much more difficult to obtain a faculty position in Canada without having the benefit of having completed my graduate work in another country."

SSHRC Postdoctoral Fellowship recipients believed that their award allowed broader and more diversified career opportunities.

"The postdoc allowed me to add a substantial component of research that I published upon receipt that year of a tenure track job. It gave me time/money to conduct research that signified a slight shift in my research up to that point and provided an important base from which I am currently working as an associate professor, today."

Another very significant factor was foundation building, those aspects deemed crucial to performing their current professional duties, such as acquisition of new knowledge and skills, relevant to their present career, enhanced confidence in abilities, etc.

For CGS Master's Scholarship recipients, 14 per cent considered that their learning experience was key to their present career. This proportion was slightly higher for SSHRC Doctoral Fellowship recipients (19%), and even more significant for SSHRC Postdoctoral Fellowship recipients (29%).

“I, in part, got my job because of the experience I gained while doing my field work, so my scholarship did have an impact on gaining the skills and experience I needed to get my current job.”

Esteem (i.e. academic recognition, improved reputation and profile) was also perceived as an important outcome, especially for doctoral and postdoctoral fellowship recipients. Academic reputation and research profile enhancement were perceived by SSHRC Doctoral and Postdoctoral Fellowship recipients as an important benefit linked to the SSHRC fellowship, and critical in securing a tenure track position (respectively 13 per cent for doctoral and 6 per cent for postdoctoral fellowship recipients).

“As someone who did her graduate studies and her postdoc abroad, I did not have many contacts in Canada. I believe that the SSHRC Doctoral Fellowship gave me a better credibility as a potential candidate for an academic job in Canada. It also made me feel like getting back here after my studies.”

Figure 18. CGS Master’s Scholarship recipients: Perception of impacts on career

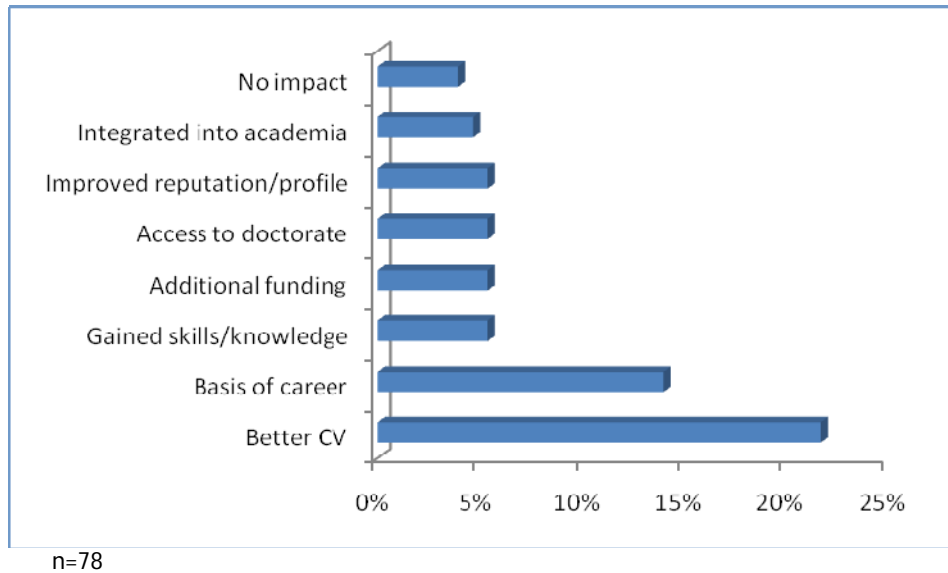
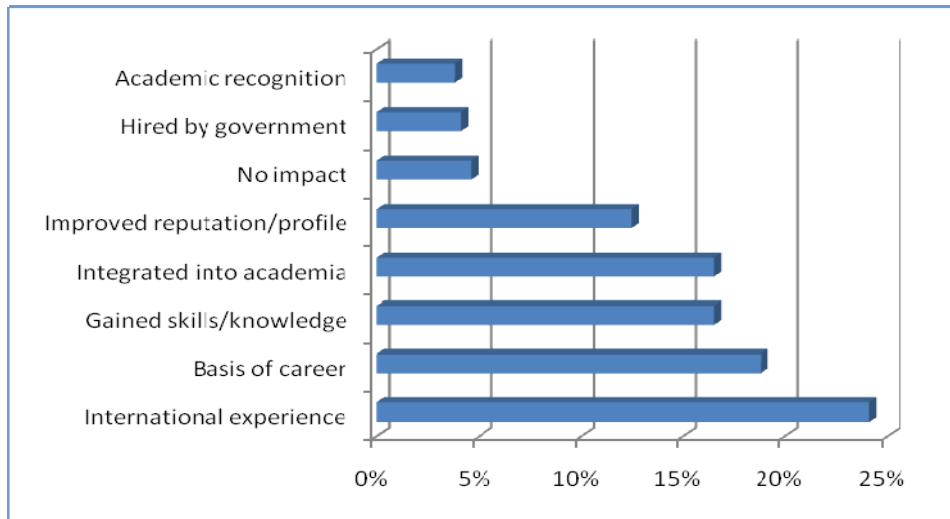
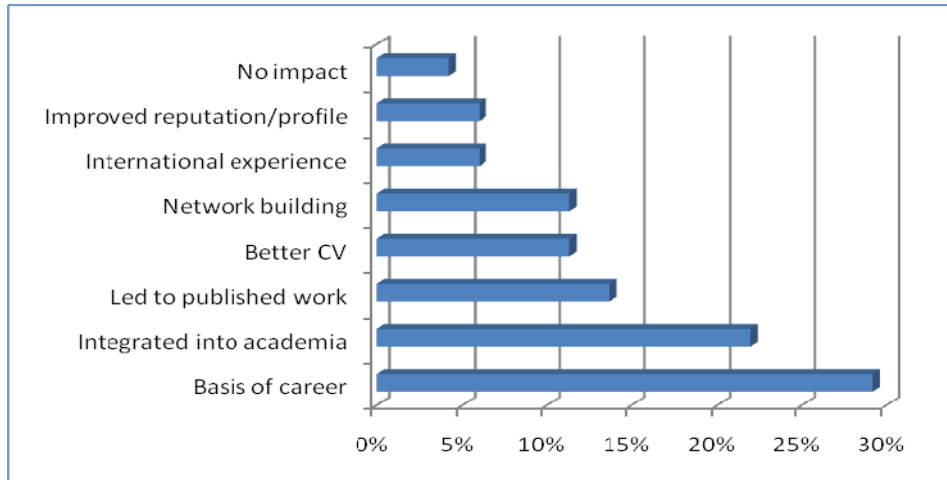


Figure 19. SSHRC Doctoral Fellowship recipients: Perception of impact on *career*²²



n=211

Figure 20. SSHRC Postdoctoral Fellowship recipients: Perceptions of impacts on career



n=144

²² It should be noted that, for this question, there is a slight over-representation of doctoral graduates (31% out of 211) who studied abroad and, as such, international experience (24%) was identified as the most important opportunity.

Key Findings

- The majority of former SSHRC award recipients perceived the opportunities offered by their SSHRC award as the most important influence on their research and career paths.
- Both CGS Master's Scholarship and SSHRC Doctoral Fellowship recipients perceived that the completion of their degree was an outcome that would not have been possible without the SSHRC award.
- Among SSHRC Doctoral Fellowship recipients, international experience (24%) was identified as the most important opportunity, followed by integration into academia (17%) and obtaining a government position (4%).
- Overall, SSHRC Postdoctoral Fellowship recipients believed that their award allowed broader and more diversified career path opportunities.
- The possibility of receiving a SSHRC scholarship or fellowship was considered important to undertaking graduate studies for 40 per cent of SSHRC CGS Master's Scholarship recipients, 65 per cent of SSHRC Doctoral Fellowship recipients, and 95 per cent of SSHRC Postdoctoral Fellowship recipients.
- Sixty-five per cent of former award recipients reported that the SSHRC award had enabled them to complete their graduate studies in a timely manner.
- For 60 per cent of SSHRC Postdoctoral Fellowship recipients, the SSHRC award was critical to their career, while a lower proportion of CGS Master's Scholarship recipients (15%) and SSHRC Doctoral Fellowship recipients (50%) cited that the SSHRC award was critical to their current career.

8.0 SUMMARY OF FINDINGS

The *SSHRC Scholarships and Fellowships Survey*, a pilot project for SSHRC, was implemented in order to collect data on the career pathways of former SSHRC scholarship/fellowship recipients at the master's, doctoral and postdoctoral levels. Overall, the study demonstrated that 1) most SSHRC award recipients remained in Canada to complete their graduate studies, while a small group of award holders studied abroad; 2) a large proportion of award recipients reported that the SSHRC award had a positive influence on their career pathways and research, and the possibility of receiving a SSHRC award was considered an important factor in their decision to undertake graduate studies and; 3) a considerable majority of SSHRC award recipients are employed in the academic sector.

Career Pathways

The majority of doctoral and postdoctoral SSHRC fellowship recipients are employed full-time in the university sector as compared to the majority of CGS Master's Scholarship recipients who are employed by either the public service or the private sector. Of those employed full-time, approximately four out of five SSHRC Postdoctoral Fellowship recipients earn more than \$75,000 annually. This finding was also the same for SSHRC Doctoral Fellowship recipients. For SSHRC CGS Master's Scholarship recipients, 80 per cent are employed full-time and, of those employed, two in five CGS Master's recipients report earning between \$55,000 and \$75,000 annually. The lower level of both full-time employment and income range for CGS Master's recipients is probably due to the fact that nearly one-quarter have returned to undertake further studies. In sum, the findings indicate that post-graduation pathways for former SSHRC award holders in terms of employment opportunities (and earning potential) correlate with their level of educational training.

International Mobility

International mobility is considered an important element of SSHRC doctoral and postdoctoral fellowships. The survey indicates that 30 per cent of award recipients received their graduate education and training at a foreign institution. For the former award recipients who studied abroad, most were women studying in the social sciences. Almost 70 per cent of recipients returned to Canada, while the remaining individuals were uncertain of their intentions to return to Canada. At the time of the survey, slightly more than 10 per cent of SSHRC award recipients are working or studying abroad. Those who left Canada did so in order to pursue better/more job opportunities (34%), or for personal reasons (15%).

Perception of SSHRC Funding

Among former SSHRC-funded recipients, the possibility of receiving a SSHRC scholarship or fellowship award was an important factor in their decision to undertake graduate studies (40 per cent of CGS Master's Scholarship recipients, 65 per cent of SSHRC Doctoral Fellowship recipients, and 95 per cent of SSHRC Postdoctoral Fellowship recipients). In other words, the possibility of receiving a SSHRC scholarship or fellowship correlated strongly with the level of graduate study training.

Most SSHRC Postdoctoral Fellowship recipients (60%) indicated that receiving a SSHRC award was critical to their career (e.g. an essential employment requirement), while the remaining 40 per cent indicated that the award was considered beneficial. SSHRC Doctoral Fellowship recipients felt that the SSHRC award was critical (50%) or

beneficial (50%) in terms of its perceived importance to their careers. These findings were not surprising as most doctoral and postdoctoral fellowship recipients are employed in academia. Only a small portion (15%) of CGS Master's Scholarship recipients agreed that the SSHRC scholarship was critical to their career, which again may not be surprising as SSHRC CGS Master's recipients are less likely to be employed in the academic sector.

SSHRC award recipients were asked to comment on the impact that the scholarship/fellowship had on their research and/or career. The majority of graduates cited opportunities (e.g., building networks, having international experience, publishing), independence (e.g., focus on studies/research, financial freedom) and enhancement of the research quality as the main benefits on their research capabilities. Similarly, new opportunities, foundation

building (gained skills/knowledge, basis of career, etc.) and independence were most often cited by respondents as the main impacts that SSHRC funding had on their career pathways. In fact, a number of both CGS Master's Scholarship and SSHRC Doctoral Fellowship recipients agreed that the completion of their degree would not have been possible without the SSHRC award. Among SSHRC doctoral graduates, international experience was identified as the most important opportunity, followed by integration into academia. SSHRC Postdoctoral Fellowship recipients believed that their award allowed broader and more diversified career opportunities. These findings were further supported in the follow-up interviews that were conducted.

9.0 FINAL REFLECTIONS

The vast majority of SSHRC Doctoral and Postdoctoral Fellowship recipients (~90%) are currently working in the academic sector (i.e., the postsecondary level). This finding is slightly at odds with what is often cited in the current literature, which stipulates that doctoral graduates and postdoctoral researchers in the humanities and social sciences are found working in all sectors of the economy and not solely in academic positions. For example, *Statistics Canada's Survey of Earned Doctorates* (2008) indicated that 65 per cent of the doctoral graduates in the humanities and social sciences had firm employment plans in the academic sector, while the remaining graduates planned to work in the private sector. Given that the academic sector has been favoured by this cohort of graduates, it appears that the program objectives set a decade ago are being met. Even though the findings show that most SSHRC Doctoral and Postdoctoral Fellowship recipients obtain employment in the academic sector, they participate in research projects that also have implications for all sectors of society.

In conclusion, future survey research, in order to collect data over time, will not only support SSHRC for both learning and accountability requirements (e.g., Performance Measurement Framework, program-specific performance frameworks), but will also allow SSHRC to observe trends in the demographic profiles and career pathways of SSHRC award recipients in the longer term.

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APPENDIX A – SAMPLE REPRESENTATIVENESS²³

	Population (n=2443)			Sample (n=643)			% of difference in distribution		
	CGS master's (n=473)	SSHRC Doctoral (n=1427)	SSHRC Postdoctoral (n=543)	CGS master's (n=129)	SSHRC Doctoral (n=345)	SSHRC Postdoctoral (n=169)	CGS master's	SSHRC Doctoral	SSHRC Postdoctoral
Demographic Characteristics									
Gender									
Female	71%	60%	55%	71%	62%	54%	-1%	2%	-1%
Male	29%	40%	45%	29%	38%	46%	1%	-2%	1%
Age									
Mean	34	44	46	33	43	46	-1	-1	0
Median	32	41	45	31	40	44	-1	-1	-1
Award Location									
Canada		78.3%	68.5%		71.7%	71.0%		-6.6%	2.5%
Abroad		21.7%	31.5%		28.3%	29.0%		6.6%	-2.1%
Canadian University by Size									
Small		0.5%	3.5%		3.1%	6.5%		2.6%	3.0%
Medium		28.2%	25.3%		25.9%	26.9%		-2.3%	1.6%
Large		71.3%	71.2%		71.0%	66.7%		-0.3%	-4.6%
SSHRC Main Disciplines by SSH									
Social Sciences	65.7%	57.1%	51.2%	72.6%	58.8%	57.2%	6.9%	1.7%	6.0%
Humanities	34.3%	42.9%	48.8%	27.4%	41.2%	42.8%	-6.9%	-1.7%	-6.0%
SSHRC Main Disciplines									
Anthropology	4.7%	4.7%	5.7%	3.2%	3.2%	7.2%	-1.5%	-1.5%	1.5%
Archaeology	0.6%	1.3%	4.1%	0.0%	1.8%	4.2%	-0.6%	0.5%	0.2%
Archival Science	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	-0.2%	0.0%	0.0%
Classics, Classical & Dead Languages	1.3%	1.5%	0.6%	0.0%	1.5%	0.0%	-1.3%	0.0%	-0.6%
Communications and Media Studies	4.7%	1.4%	1.7%	4.8%	1.5%	0.6%	0.1%	0.0%	-1.1%
Criminology	1.1%	0.9%	1.1%	0.8%	0.9%	0.6%	-0.3%	0.0%	-0.5%
Demography	0.4%	0.3%	0.2%	0.0%	0.6%	0.0%	-0.4%	0.3%	-0.2%
Economics	4.7%	3.5%	0.7%	8.9%	3.2%	1.8%	4.2%	-0.3%	1.1%
Education	3.4%	7.9%	3.3%	5.6%	7.9%	4.8%	2.2%	0.0%	1.5%
Fine Arts	7.5%	6.3%	5.7%	4.8%	4.4%	5.4%	-2.6%	-1.9%	-0.3%
Folklore	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	-0.2%	-0.1%	0.0%
Geography	3.6%	2.4%	3.1%	4.0%	2.6%	3.0%	0.4%	0.2%	-0.1%
History	6.4%	9.2%	14.9%	4.8%	11.1%	14.5%	-1.6%	1.9%	-0.5%
Industrial Relations	0.4%	0.3%	0.0%	1.6%	0.3%	0.0%	1.2%	0.0%	0.0%
Interdisciplinary Studies	2.3%	2.1%	2.4%	2.4%	1.2%	2.4%	0.1%	-0.9%	0.0%
Law	1.9%	1.9%	0.4%	1.6%	3.2%	0.0%	-0.3%	1.3%	-0.4%
Library and Information Science	0.2%	0.1%	0.2%	0.0%	0.3%	0.0%	-0.2%	0.2%	-0.2%
Linguistics	3.2%	1.8%	4.8%	1.6%	1.5%	5.4%	-1.6%	-0.3%	0.6%
Literature, Modern Languages and	9.6%	14.9%	16.9%	8.1%	11.7%	13.9%	-1.5%	-3.2%	-3.1%
Management, Business, Administrative Studies	4.3%	2.4%	0.6%	3.2%	3.2%	0.6%	-1.0%	0.8%	0.0%
Mediaeval Studies	0.6%	0.7%	2.8%	0.0%	1.5%	3.0%	-0.6%	0.8%	0.2%
Philosophy	2.6%	6.9%	4.8%	2.4%	5.6%	3.0%	-0.1%	-1.3%	-1.8%
Political Science	7.5%	6.7%	7.0%	6.5%	8.5%	9.6%	-1.0%	1.8%	2.6%
Psychology	13.2%	12.9%	11.2%	12.9%	14.9%	11.4%	-0.3%	2.1%	0.2%
Religious Studies	1.3%	2.0%	1.3%	0.8%	0.6%	2.4%	-0.5%	-1.4%	1.1%
Social Work	2.3%	0.6%	0.2%	3.2%	1.8%	0.6%	0.9%	1.1%	0.4%
Sociology	5.3%	5.9%	5.3%	7.3%	5.8%	4.2%	1.9%	-0.1%	-1.1%
Urban and Regional Studies, Environmental Studies	6.4%	1.3%	1.1%	11.3%	1.5%	1.2%	4.9%	0.1%	0.1%

²³ In order to ensure that the survey sample is representative of the cohort award population in this study, the distribution of key demographic variables were compared between the cohort population and the survey data. In addition, the social sciences discipline includes the approximately two per cent of former SSHRC-funded recipients in interdisciplinary studies.