

3-Tiered Professional Outcomes Taxonomy

This taxonomy resulted from a collaborative effort initiated by the NIH BEST Consortium and refined by the Rescuing Biomedical Research group which included a diverse set of representatives from government, nonprofit agencies, the AAU, AAMC, NIH, and academic institutions both internal and external to the BEST Consortium.

Sector	Definition
Academia	Any academic institution including K-12 institutions, colleges, universities, medical centers or free-standing research institutions
Government	Any organization operated by federal, state, local or foreign governments
For-Profit	Any organization that operates to make a profit, including some industry research
Nonprofit	Any non-governmental organization that does not operate to make a profit
Other	Other, including individuals who are unemployed, full-time caretaker or parent, or on extended medical leave from employment
Unknown	Unknown

Career type	Definition
Primarily research	The primary, although not necessarily the only, focus is the conduct or oversight of scientific research
Primarily teaching	The primary, although not necessarily the only, focus is education and teaching
Science-related	Career that is relevant to the conduct of scientific research, but does not directly conduct or oversee research activities
Not related to science	Career that is not relevant to the conduct of scientific research
Further training or education	Temporary training position, including postdoctoral research, medical residency, or pursuing an additional degree
Unknown	Unknown

Job Function	Definition
Adjunct teaching	Contingent teaching role that is contracted on a single-semester, short-term, or non-permanent basis
Administration	Administrative-intensive roles. Examples include: faculty affairs, graduate program administrators, human resources, academic admissions, career development offices, grant and contracts management, research development, PhD-level program development, and similar.
Business Development, Consulting, and Strategic Alliances	Role that involves the development, execution, management, or analysis of a business. Role may include relationship management, refinement of operational efficiency, or fee-based advisory services. Examples include: management consultant, business development professional, market researcher, investment analyst, venture capitalist.
Clinical Research Management	Role that is responsible for the oversight, management, or design of clinical research trials. Examples include: clinical research project/trials manager or coordinator
Clinical Services	Role that involves that administration of clinical services or research. Examples include: genetics counselor, testing specialist, clinical laboratory staff
Data Science, Analytics, and Software Engineering	Role that may combine programming, analytics, advanced statistics, data communication, and/or software development.
Entrepreneurship	Founder, co-founder, CEO or other role that develops, manages, and provides/obtains capital to initiate a business or enterprise. This function does not include staff at a start-up business
Faculty member - Nontenure track	Leading an academic research team and is ineligible for tenure
Faculty member - Tenure/Tenure track	Leading an academic research team and is eligible for or has already received tenure
Faculty member - Track unclear or not applicable	Leading an academic research team at an institution where tenure is not granted or tenure status is unknown
Group leader (research)	Leading a research team in a nonacademic setting
Healthcare Provider	Role where the primary responsibility is providing healthcare. Examples include: doctor, nurse, medical residents, veterinarian.
Intellectual Property and Law	Role that involves the curation, management, implementation or protection of intelligence and creation, including trademarks, copyrights, patents, or trade secrets. Examples include: patent agent, patent attorney, technology transfer specialist.
Lecturer/Instructor	Full-time institutionalized teaching position with no research responsibilities
Postdoctoral researcher	Temporary mentored training position following completion of doctoral degree
Regulatory Affairs	Role that involves controlling or evaluating the safety and efficacy of products in areas including pharmaceuticals, medicines, and devices. Examples include: institutional regulatory affairs professional, quality control specialist, compliance officer and similar.
Research Staff or Technical Director	Role that directly involves performing or managing research. Examples include: research staff, staff scientists, lab/core managers, directors of research facilities, public health analyst, and epidemiologists.
Sales and Marketing	Non-technical role that is related to the sales or marketing of a science-related product or service. Examples include: medical science liaison, technical sales representative, marketing specialist.
Science Education and Outreach	Role that involves K-12 teaching or public outreach at a primary/secondary schools, science museum, scientific society, or similar. Examples include: high school teacher, museum curriculum development, outreach program administrator.
Science Policy and Government Affairs	Role that involves policy or program development and review, including analysis, advisory, or advocacy. Examples include: public affairs or government affairs staff at scientific societies, foundations, government entities, or think tanks.
Science Writing and Communication	Role that involves the communication of science-related topics. Examples include: science, medical, or technical writer, journalist, science editor, science publisher.
Technical Support and Product Development	Role that requires specialized technical knowledge of a science-related product. Examples include: technical support specialist, field application specialist, product development scientist or engineer.
Other	Role that does not require scientific training or involve the direct implementation or communication of science. Examples include: full-time homemaker, care-taker, chef, food or hospitality services, some types of military service or mission work, or currently unemployed.
Completing further education	Pursuing additional education that usually results in graduation with conferrment of a degree or certificate; this does not include postdoctoral research. Examples include medical, law, or business degrees.
Deceased/retired	Deceased or retired
Unknown	Unknown