<table>
<thead>
<tr>
<th>Individuals surveyed</th>
<th>Total Responses</th>
<th>Response rate among eligible members</th>
</tr>
</thead>
<tbody>
<tr>
<td>351</td>
<td>243</td>
<td>69%</td>
</tr>
</tbody>
</table>

Complete Responses: 243
Survey Administration & Reporting

Data in this report were derived from the GCC Annual Member Survey administered April 10-May 11, 2018. Data were collected online via SurveyMonkey, and responses were voluntary and anonymous.

The Graduate Career Consortium, Inc. (GCC) values your privacy. Any findings based on survey data are aggregated and reported in a manner that does not identify individuals. Not all questions are reflected in this report, as either the number of respondents were too few to retain anonymity or to ensure statistical validity. Additionally, responses to some questions are consolidated into fewer categories for anonymity and ease of viewing. The Graduate Career Consortium, Inc. specifies that data not be sold or made available to third parties. It is expressly for use by GCC members to inform programmatic, personnel, and structural planning.

Please report any concerns and direct all questions about data usage and privacy to the GCC Executive Board, president@gradcareerconsortium.org, and a Board member will respond.

Thank you!
2017-2018 Ad hoc Benchmarking Committee
Q1: How many years have you been in a career and professional development role serving graduate students or postdocs? Please round up.

Answered: 243
Skipped: 0

- 1-4 yrs.: 131 (54%)
- 5-9 yrs.: 50 (21%)
- 10-14 yrs.: 39 (16%)
- 15+ yrs.: 23 (9%)

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Q3: Select the disciplinary background of your highest degree:

- Counseling or related field (e.g., Higher ed, Psych, Org Dev): 28% (69)
- Life or Biomedical Science: 26% (63)
- Humanities: 21% (50)
- Social Science: 12% (29)
- Other (e.g., Business, Public Management/Administration, Public, Health, Law): 9% (23)
- Physical Science, Math, or Engineering: 4% (9)

Number of Respondents (N)
Q2: Select the highest degree you have received:

Answered: 222
Skipped: 21

- MA/MS, 77, (35%)
- PhD, 131, (59%)
- BA/BS, 10, (4%)
- EdD, 4, (2%)
Q4: Select your salary range:

Answered: 233
Skipped: 10
### Q4 vs Q1 Comparison of Salary and Year of work

#### Year of work

<table>
<thead>
<tr>
<th>Year</th>
<th>1-2</th>
<th>3-5</th>
<th>6-9</th>
<th>10-14</th>
<th>15+</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>57</td>
<td>88</td>
<td>29</td>
<td>37</td>
<td>22</td>
<td>243</td>
</tr>
</tbody>
</table>

#### Percentage of Respondents (% of 243 total)

- 15+ years
- 10-14 years
- 6-9 years
- 3-5 years
- 1-2 years

**Salary Ranges:**
- Less than $40K
- $50,001-$60K
- $60,001-$70K
- $70,001-$80K
- $80,001-$90K
- $90,001-$100K
- $100,001-$120K
- More than $120,000
Q5: Select the cost of living in your area. For reference, use this document, based on this website:

Answered: 240    Skipped: 3

Highest cost area > 220 (e.g., Boston, NYC, Bay Area, DC, Los Angeles)

Medium-high cost area 200-219 (e.g., Chapel Hill, Chicago, Portland, Philadelphia)

Medium-low cost area 181-192 (e.g. Pittsburgh, Baltimore, Atlanta, Houston, Hartford, Vancouver, New Orleans)

Low cost area < 180 (e.g., St Louis, Urbana Champaign, Charlotte, Roswell NM, Tampa, Calgary, Cleveland)
Q4: (ANALYZED) Select your salary range:

Answered: 233    Skipped: 10

<table>
<thead>
<tr>
<th>Salary by where office resides.</th>
<th>Median salary</th>
<th>Mean salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>In a specific academic program/department (n=12)</td>
<td>57K</td>
<td>62</td>
</tr>
<tr>
<td>Centralized career center (n=67)</td>
<td>65K</td>
<td>73K</td>
</tr>
<tr>
<td>Non-centralized career center (n=17)</td>
<td>75K</td>
<td>75K</td>
</tr>
<tr>
<td>Grad division (n=97)</td>
<td>75K</td>
<td>73K</td>
</tr>
<tr>
<td>Postdoc office (n=18)</td>
<td>70K</td>
<td>77K</td>
</tr>
</tbody>
</table>
Q7: Please indicate the type of organization at which you primarily work:

Answered: 242
Skipped: 1

University, 223, (92%)

Other*, 19, (8%)
- Independent Research Institute
- Government Agency
- Professional Society
- Independent Practice
- Disciplinary Association
- Philanthropic Organization...
Q6: Please select your current title or the title that most closely reflects your role from the list below.

Answered: 241
Skipped: 2

- Director: 63 (26%)
- Associate Director: 22 (9%)
- Assistant Director: 29 (12%)
- Career Counselor/Coach/Advisor: 33 (13%)
- Program Director: 8 (3%)
- Program Manager: 25 (10%)
- Program Coordinator: 21 (8%)
- Administrative Specialist/Coordinator: 8 (3%)
- Dean: 0 (0%)
- Associate Dean: 10 (4%)
- Assistant Dean: 20 (8%)
- Other (Graduate Diversity Officer & Postdoc Specialist): 2 (1%)

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Q8: The institution you work at is:

Answered: 228    Skipped: 15

Number of Respondents (228 total)
Q9: What is your primary role at your institution or organization?

Answered: 228
Skipped: 15

- Staff, 206, (91%)
- Faculty, 8, (3%)
- Both, staff & faculty, 13, (6%)
Q10: What type of appointment do you have?

Answered: 21    Skipped: 222

- Non-tenure track: 57% (12 respondents)
- Tenure track: 24% (5 respondents)
- Adjunct: 19% (4 respondents)
Q11: Your position resides within:

Answered: 220
Skipped: 23
Q12: What is the range of your office's non-personnel operating budget for career and professional development for graduate students and postdocs. (We want to know what you have to work with).

Answered: 181
Skipped: 62
Q12: What is the range of your office's non-personnel operating budget for career and professional development for graduate students and postdocs. (We want to know what you have to work with).

Answered: 181
Skipped: 62

127 Responses

<table>
<thead>
<tr>
<th>Budget Amount</th>
<th>Number of Respondents (N)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10K</td>
<td>55</td>
<td>43%</td>
</tr>
<tr>
<td>10-20K</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>20-90K</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>90K+</td>
<td>51</td>
<td>40%</td>
</tr>
<tr>
<td>I don't know</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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Q13: Indicate the number of people in your office who provide CPD services to the following populations, in FTEs.

Answered: 220  
Skipped: 23

### FTE serving each population, per office

<table>
<thead>
<tr>
<th>Population</th>
<th>Median</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Student (GS) only</td>
<td>3.5</td>
<td>2.7</td>
</tr>
<tr>
<td>Postdoc (PD) only</td>
<td>1</td>
<td>1.1</td>
</tr>
<tr>
<td>Both GS and PD</td>
<td>2.8</td>
<td>2.8</td>
</tr>
</tbody>
</table>

### Number of each population served, per office

<table>
<thead>
<tr>
<th>Population</th>
<th>Median</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Student (GS) only</td>
<td>1000</td>
<td>2137</td>
</tr>
<tr>
<td>Postdoc (PD) only</td>
<td>483</td>
<td>708</td>
</tr>
</tbody>
</table>

*Note: Does not account for multiple responses for each office.*
Q14: In the past academic year, indicate if your office's size has changed to provide support to graduate students and/or postdocs:

Answered: 203
Skipped: 40

* No offices reported a decrease in size for 2018
Q15: Does your office utilize trained interns/students/fellows to work with doctoral students or postdocs?

Answered: 220
Skipped: 23

- No, 121, (55%)
- Yes, for both reasons above, 57, (26%)
- Yes, to create experiential opportunities only, 14, (6%)
- Yes, to fill staffing needs only, 28, (13%)
Q16: Do you compensate the trained interns/students/fellows?

Answered: 95
Skipped: 148

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Q17: In what ways do you utilize trained peer advisers. Please select all that apply.

Answered: 80
Skipped: 163

- Support event planning: 80% (64 respondents)
- Support project work: 78% (62 respondents)
- As an advising resource: 50% (40 respondents)
- For document review: 43% (34 respondents)
- Other (please specify): 20% (16 respondents)

Number of Respondents (N)
Q18: Indicate the degree levels you currently serve:

Answered: 216
Skipped: 27

- **Doctorate**: 201 (93%) Yes, I serve this population, 15 (7%) No, I don't serve this population, 15 (7%) No, this population isn't at my org/institution
- **Terminal Masters**: 154 (71%) Yes, I serve this population, 47 (22%) No, I don't serve this population, 15 (7%) No, this population isn't at my org/institution
- **Postdoctorate**: 153 (71%) Yes, I serve this population, 55 (25%) No, I don't serve this population, 8 (4%) No, this population isn't at my org/institution
- **Advanced Professional Degree**: 62 (29%) Yes, I serve this population, 131 (61%) No, I don't serve this population, 23 (11%) No, this population isn't at my org/institution
- **BA/BS**: 41 (19%) Yes, I serve this population, 136 (63%) No, I don't serve this population, 39 (18%) No, this population isn't at my org/institution
Q19: Indicate which disciplinary areas of doctoral students and postdocs you serve.

Answered: 216  Skipped: 27

- Life and Biomedical Science: 90% Yes, 6% No, 3% Not at my organization
- Interdisciplinary Programs: 80% Yes, 9% No, 11% Not at my organization
- Physical Science, Math, and Engineering: 79% Yes, 11% No, 10% Not at my organization
- Social Sciences: 72% Yes, 16% No, 12% Not at my organization
- Humanities: 63% Yes, 18% No, 19% Not at my organization
Q20: Do you serve alumni from these degree/training levels?

Answered: 209

- Doctoral: Yes 60%, No 39%, Other 1%
- Terminal Masters: Yes 42%, No 51%, Other 7%
- Postdoctoral: Yes 32%, No 65%, Other 3%
- Advanced Professional... (i.e., MBA, JD, MD, PharmD): Yes 17%, No 74%, Other 9%
- BA/BS: Yes 16%, No 68%, Other 17%
Q21: In a typical week, indicate the percentage of time you spend in your primary role, devoted to the following activities: (ex: enter 10 for 10%)

Answered: 211   Skipped: 32

- Direct service delivery to doctoral students/postdocs/Alumni (programs + counseling) 33%
- Internal management/administrative duties within your office 27%
- Managing collaborations with campus partners 14%
- External relations and partnership management (industry partners + others) 8%
- Research and evaluation in career and professional development 8%
- Data collection for career outcomes 6%
- Teaching for-credit courses 2%
- Other 17%
Q22: In developing and delivering programming, you regularly partner with these campus entities:

Answered: 214    Skipped: 29

- Graduate Division/College: 88% Yes, 6% No, 5% Not at my org/institution
- Academic Departments: 55% Yes, 10% No, 4% Not at my org/institution
- Grad student government/council/clubs: 80% Yes, 19% No, 1% Not at my org/institution
- Career Centers: 75% Yes, 17% No, 8% Not at my org/institution
- Student interest groups (e.g. consulting club, policy group): 70% Yes, 26% No, 4% Not at my org/institution
- International Students and Scholars Office: 69% Yes, 27% No, 3% Not at my org/institution
- Postdoc Affairs Office: 60% Yes, 19% No, 21% Not at my org/institution
- Postdoc Society or Association: 55% Yes, 33% No, 14% Not at my org/institution
- Alumni Offices: 46% Yes, 44% No, 10% Not at my org/institution
- Cultural Centers: 85% Yes, 5% No, 12% Not at my org/institution
- Faculty Advisory Boards: 88% Yes, 5% No, 11% Not at my org/institution
Q23: In developing and delivering programming, you regularly partner with these off-campus organizations or individuals:

Answered: 214  Skipped: 29

Local employers/companies: 66% regular partners, 34% occasional partners
Paid outside speakers: 50% regular partners, 50% occasional partners
Career centers at other institutions: 39% regular partners, 61% occasional partners
Faculty at other institutions: 33% regular partners, 67% occasional partners
Q24: Please indicate your level of agreement with the following statements:

**Answered: 214    Skipped: 29**

I am aware there may be differences in the career decision-making process among different underrepresented groups (e.g. race, ethnicity, gender, socioeconomic status, religious)

26% Strongly Agree, 38% Agree, 22% Neither Agree or Disagree, 13% Disagree, 1% Strongly Disagree

I collaborate closely with the diversity and inclusion professionals on my campus

34% Strongly Agree, 38% Agree, 21% Neither Agree or Disagree, 13% Disagree, 0% Strongly Disagree

I tailor resources and programs to specifically address the career and professional development interest and concerns of underrepresented (e.g. race, ethnicity, gender, socioeconomic status, religious) students and scholars on my campus

62% Strongly Agree, 34% Agree, 1% Neither Agree or Disagree, 1% Disagree, 0% Strongly Disagree
Q25: Indicate how frequently you use the following career counseling tools or resources:

Answered: 212    Skipped: 31

- **myIDP**: 17% Very frequently, 24% Somewhat frequently, 14% Often, 23% Rarely, 22% Not at all
- **ImaginePhD**: 15% Very frequently, 19% Somewhat frequently, 11% Often, 27% Rarely, 28% Not at all
- **StrengthsFinder**: 7% Very frequently, 15% Somewhat frequently, 14% Often, 30% Rarely, 33% Not at all
- **Myers-Briggs**: 6% Very frequently, 12% Somewhat frequently, 11% Often, 37% Rarely, 34% Not at all
- **Strong Interest Inventory**: 4% Very frequently, 6% Somewhat frequently, 10% Often, 26% Rarely, 55% Not at all
- **Wellbeing Finder**: 0% Very frequently, 13% Somewhat frequently, 87% Rarely, 0% Not at all
Q26: Indicate your level of agreement that each challenge below is something you face in your work with doctoral students or postdocs:

- Visibly among the doctoral student/postdoc population
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree

- Doctoral student/Postdoc Attendance
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree

- Lack of financial resources/budget
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree

- Lack of local industry collaborations
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree

- Resistance from faculty
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree

- Communicating value
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree

- Lack of effective campus partnerships
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree

- Shortage of doctoral alumni
  - Strongly Agree
  - Agree
  - Neither agree/disagree
  - Disagree
  - Strongly Disagree
Q27: Please indicate whether your office creates resources or programs tailored to graduate students or postdocs from the following diverse backgrounds or identities:

Answered: 161    Skipped: 82
Q29: Please select the following program and workshops that your office offers:

Answered: 207    Skipped: 36

Top 3 topics for which GCC offices offered programs:
- Non-academic Career Exploration
- Non-academic Job Search Process
- Professional development

Top 3 topics for which GCC offices selected “N/A” (e.g., not offered):
- International Job Search Process
- Leadership Development
- Internship Search

The options for program topics:
Q30: Indicate how your office utilizes social media as part of doctoral student/postdoc services:

Answered: 176   Skipped: 67

Note:
LinkedIn highest for alumni engagement. Blogs are highest for programming & outreach.
Q31: Does your organization collect career outcomes data on graduate students or postdocs?

Answered: 210    Skipped: 33

No 24% (51)
Yes 76% (159)