Graduate Career Consortium
Annual Member Survey 2018

351 Individuals surveyed
243 Total Responses
69% Response rate among eligible members

Complete Responses: 243

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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
Q3: Select the disciplinary background of your highest degree:

Answered: 243
Skipped: 0

- Counseling or related field (e.g., Higher ed, Psych, Org Dev): 28% (69 respondents)
- Life or Biomedical Science: 26% (63 respondents)
- Humanities: 21% (50 respondents)
- Social Science: 12% (29 respondents)
- Other (e.g., Business, Public Management/Administration, Public, Health, Law): 9% (23 respondents)
- Physical Science, Math, or Engineering: 4% (9 respondents)
Q2: Select the highest degree you have received:

- MA/MS, 77, (35%)
- BA/BS, 10, (4%)
- EdD, 4, (2%)
- PhD, 131, (59%)

Answered: 222
Skipped: 21
Q4: Select your salary range:

Answered: 233
Skipped: 10

- Less than $40K-50K: 20, 9%
- $50,001 - $60K: 44, 19%
- $60,001 - $70K: 46, 20%
- $70,001 - $80K: 34, 15%
- $80,001 - $90K: 24, 10%
- $90,001 - $100K: 33, 14%
- $100,001 - $120K: 18, 8%
- More than $120,000: 14, 6%
Q4 vs Q1 Comparison of Salary and 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>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>57</td>
<td>88</td>
<td>29</td>
<td>37</td>
<td>22</td>
</tr>
</tbody>
</table>
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%)
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)

Number of Respondents (222 total)
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

179 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>38</td>
<td>21%</td>
</tr>
<tr>
<td>10-20K</td>
<td>28</td>
<td>16%</td>
</tr>
<tr>
<td>20-30K</td>
<td>18</td>
<td>10%</td>
</tr>
<tr>
<td>30-40K</td>
<td>11</td>
<td>6%</td>
</tr>
<tr>
<td>50-90K</td>
<td>21</td>
<td>12%</td>
</tr>
<tr>
<td>90K+</td>
<td>13</td>
<td>7%</td>
</tr>
<tr>
<td>I don't know</td>
<td>50</td>
<td>28%</td>
</tr>
</tbody>
</table>
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

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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

<table>
<thead>
<tr>
<th>FTE serving each population, per office</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>

<table>
<thead>
<tr>
<th>Number of each population served, per office</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

- Yes, for both reasons above, 57, (26%)
- No, 121, (55%)
- Yes, to create experiential opportunities only, 14, (6%)
- Yes, to fill staffing needs only, 28, (13%)

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Q16: Do you compensate the trained interns/students/fellows?

Answered: 95
Skipped: 148

Yes, 88, 94%
No, 6, (6%)
Q17: In what ways do you utilize trained peer advisers. Please select all that apply.

Answered: 80
Skipped: 163

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Number of Respondents (N)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>to support event planning</td>
<td>64</td>
<td>80%</td>
</tr>
<tr>
<td>to support project work</td>
<td>62</td>
<td>78%</td>
</tr>
<tr>
<td>as an advising resource</td>
<td>40</td>
<td>50%</td>
</tr>
<tr>
<td>for document review</td>
<td>34</td>
<td>43%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>16</td>
<td>20%</td>
</tr>
</tbody>
</table>
Q18: Indicate the degree levels you currently serve:

Answered: 216
Skipped: 27

(MBA, JD, MD, Pharmacy, etc...)

- **Doctorate**: 201 (93%), 15 (7%)
- **Terminal Masters**: 154 (71%), 47 (22%), 15 (7%)
- **Postdoctorate**: 153 (71%), 55 (25%), 8 (4%)
- **Advanced Professional Degree**: 62 (29%), 131 (61%), 23 (11%)
- **BA/BS**: 41 (19%), 136 (63%), 39 (18%)

Graph showing the percentage of respondents indicating they serve these degree levels.
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

Do not serve alumni from these degree/training levels:

- Doctoral: 39%
- Terminal Masters: 51%
- Postdoctoral: 65%
- Advanced Professional... (i.e., MBA, JD, MD, PharmD): 74%
- BA/BS: 68%

Serve alumni from these degree/training levels:

- Doctoral: 60%
- Terminal Masters: 42%
- Postdoctoral: 32%
- Advanced Professional... (i.e., MBA, JD, MD, PharmD): 17%
- BA/BS: 16%

No, this population isn't at my institution/organization:

- Doctoral: 1%
- Terminal Masters: 7%
- Postdoctoral: 3%
- Advanced Professional... (i.e., MBA, JD, MD, PharmD): 9%
- BA/BS: 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:

<table>
<thead>
<tr>
<th>Campus Entities</th>
<th>Yes</th>
<th>No</th>
<th>No, this isn't at my org/institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Division/College</td>
<td>88%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>Academic Departments</td>
<td>85%</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td>Grad student government/council/clubs</td>
<td>80%</td>
<td>19%</td>
<td>1%</td>
</tr>
<tr>
<td>Career Centers</td>
<td>75%</td>
<td>15%</td>
<td>8%</td>
</tr>
<tr>
<td>Student interest groups (e.g. consulting club, policy group)</td>
<td>70%</td>
<td>26%</td>
<td>4%</td>
</tr>
<tr>
<td>International Students and Scholars Office</td>
<td>69%</td>
<td>27%</td>
<td>3%</td>
</tr>
<tr>
<td>Postdoc Affairs Office</td>
<td>60%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>Postdoc Society or Association</td>
<td>55%</td>
<td>32%</td>
<td>14%</td>
</tr>
<tr>
<td>Alumni Offices</td>
<td>46%</td>
<td>44%</td>
<td>10%</td>
</tr>
<tr>
<td>Cultural Centers</td>
<td>85%</td>
<td>52%</td>
<td>12%</td>
</tr>
<tr>
<td>Faculty Advisory Boards</td>
<td>33%</td>
<td>57%</td>
<td>11%</td>
</tr>
</tbody>
</table>

Answered: 214    Skipped: 29
Q23: In developing and delivering programming, you regularly partner with these off-campus organizations or individuals:

- Local employers/companies: 66% answered, 34% skipped
- Paid outside speakers: 50% answered, 50% skipped
- Career centers at other institutions: 39% answered, 61% skipped
- Faculty at other institutions: 33% answered, 67% skipped

Answered: 214  Skipped: 29
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)

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

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
Q25: Indicate how frequently you use the following career counseling tools or resources:

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

Answered: 213  
Skipped: 30

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither agree/disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visibility among the doctoral student/postdoc population</td>
<td>36%</td>
<td>42%</td>
<td>10%</td>
<td>10%</td>
<td>2%</td>
</tr>
<tr>
<td>Doctoral student/Postdoc Attendance</td>
<td>20%</td>
<td>42%</td>
<td>15%</td>
<td>12%</td>
<td>3%</td>
</tr>
<tr>
<td>Lack of financial resources/budget</td>
<td>19%</td>
<td>35%</td>
<td>20%</td>
<td>22%</td>
<td>5%</td>
</tr>
<tr>
<td>Lack of local industry collaborations</td>
<td>16%</td>
<td>27%</td>
<td>25%</td>
<td>26%</td>
<td>8%</td>
</tr>
<tr>
<td>Resistance from faculty</td>
<td>15%</td>
<td>45%</td>
<td>25%</td>
<td>12%</td>
<td>1%</td>
</tr>
<tr>
<td>Communicating value</td>
<td>15%</td>
<td>45%</td>
<td>16%</td>
<td>20%</td>
<td>3%</td>
</tr>
<tr>
<td>Lack of effective campus partnerships</td>
<td>8%</td>
<td>20%</td>
<td>26%</td>
<td>37%</td>
<td>10%</td>
</tr>
<tr>
<td>Shortage of doctoral alumni</td>
<td>7%</td>
<td>13%</td>
<td>28%</td>
<td>33%</td>
<td>18%</td>
</tr>
</tbody>
</table>
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)