Graduate Career Consortium
Annual Member Survey 2019

377 Invitations Sent
225 Total Responses
59% Response Rate
Q1: How many years have you been in a career and professional development role serving graduate students or postdocs? Please round up.

Answered: 225    Skipped: 0

Percentage of Respondents

- 1-4 yrs: 48%
- 5-9 yrs: 27%
- 10-14 yrs: 16%
- 15+ yrs: 9%
Q2: Select the highest degree you have received:

Answered: 225  Skipped: 0

- **BA/BS**: 4%
- **MA/MS (includes MBA, M.Ed, MPA, MPP, MFA, etc.)**: 36%
- **PhD**: 56%
- **Other (includes EdD, JD, ABD-all but dissertation, Associate, high school)**: 4%
Q3: Select the disciplinary background of your highest degree:
   Answered: 225   Skipped: 0

- Life or biomedical science: 31%
- Humanities: 21%
- Counseling or related field (e.g., higher ed admin, social work, etc.): 20%
- Social science (psych, education, etc.): 18%
- Other (please specify): 6%
- Physical science, math, engineering, or computer science: 4%
Q4: Please select your current title or the title that most closely reflects your role from the list below.

- Director: 28%
- Assistant Director: 15%
- Career Counselor/Coach/Advisor: 11%
- Associate Director: 9%
- Assistant Dean: 7%
- Program Coordinator: 7%
- Other (please specify): 5%
- Program Director: 5%
- Program Manager: 4%
- Associate Dean: 3%
- Administrative Specialist/Coordinator: 3%
- Manager: 3%

“Other” includes faculty, postdoc, Ph.D. candidate, program officer, policy fellow, consultant.
Q5: Select your salary range. Converted to US dollars.

Answered: 212   Skipped: 13

Percentage of Respondents

- Less than 50K: 8%
- $50,001 – $60K: 18%
- $60,001 – $70K: 17%
- $70,001 – $80K: 18%
- $80,001 – $90K: 9%
- $90,001 – $100K: 12%
- $100,001 – $110K: 8%
- $110,001 – $120K: 3%
- More than $120,000: 6%
Q6: Select the cost of living in your area. For reference, use this document, based on this website:

Answered: 215    Skipped: 6

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

Low cost area < 180 (e.g., Calgary, Cleveland, Charlotte, Roswell NM, St Louis, Urbana-Champaign, Tampa)

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

Medium-low cost area 181-192 (e.g., Atlanta, Baltimore, Houston, Hartford, New Orleans, Pittsburgh, Vancouver)
Q7: Please indicate the type of organization at which you primarily work:
Answered: 221   Skipped: 4

- Public University: 58%
- Private University: 31%
- Government Agency, Research Institute, Hospital/Medical Center: 6%
- Professional Society, Non-profit, Foundation, Independent Contractor: 5%
Q8: The Carnegie Classification for your institution (lookup here):

Answered: 199    Skipped: 26

- Doctoral Universities: Very High Research Activity: 79%
- Doctoral Universities: High Research Activity: 10%
- Not Applicable: 4%
- Special Focus Four-Year: Medical Schools & Centers: 4%
- Other (please specify): 3%
- Doctoral/Professional Universities: 2%

Other: Canadian University (2), Not listed (2), Comprehensive Academic and Research University, Private-Not For Profit
Q9: What is your primary role at your institution or organization?

Answered: 200   Skipped: 25

<2% of respondents selected postdocs or grad students
Q10: If faculty, what type of appointment do you have?

Answered: 27    Skipped: 198

- Non-tenure track or Research track: 56%
- Tenure track: 30%
- Adjunct: 15%
Q11: Your position reports to

Answered: 195    Skipped: 30

Graduate Division, Graduate College, or Graduate School: 47%

Centralized, campus-wide Career Center: 21%

In a specific Academic Program or Department: 12%

Dual report (please specify): 10%

Non-centralized, school-based Career Center: 7%

Postdoctoral Affairs Office: 3%

Dual report most often included Graduate School/Division and Career Center or Student Affairs.
Q12: Do you supervise interns/students/fellows who work with doctoral students or postdocs?

Answered: 195   Skipped: 30

46% of respondents selected “Yes”

- Yes, to fill staffing needs only: 11%
- Yes, to create experiential opportunities only: 7%
- Yes, for both reasons above: 28%
- No: 54%
Q13: Indicate the degree levels you currently serve:

Answered: 200    Skipped: 25

- Doctorate: 96% Yes, 4% No, 1% Not at my organization
- Masters: 76% Yes, 20% No, 4% Not at my organization
- Postdoctorate: 71% Yes, 28% No, 1% Not at my organization
- Advanced Professional Degree (JD, MD, PharmD, etc): 27% Yes, 60% No, 13% Not at my organization
- BA/BS: 17% Yes, 71% No, 13% Not at my organization
Q14: Indicate which disciplinary areas of doctoral students and postdocs you serve.

Answered: 200 Skipped: 25

- **Life and Biomedical Science**: 90% Yes, 9% No, 2% Not at my organization
- **Interdisciplinary Programs**: 76% Yes, 14% No, 11% Not at my organization
- **Physical Science, Math, Engineering, and Computer Science**: 76% Yes, 14% No, 11% Not at my organization
- **Social Sciences (psych, education, etc.)**: 70% Yes, 19% No, 12% Not at my organization
- **Humanities**: 63% Yes, 20% No, 20% Not at my organization
- **Counseling or related field (e.g., higher ed admin, social work, etc.)**: 45% Yes, 30% No, 26% Not at my organization
Q15: Do you serve alumni from these degree/training levels?

Answered: 199    Skipped: 26

- Doctorate: Yes, 58%; No, 40%; Other, 2%
- Masters: Yes, 47%; No, 47%; Other, 6%
- Postdoctorate: Yes, 36%; No, 61%; Other, 3%
- Advanced Professional Degree (JD, MD, PharmD, etc): Yes, 16%; No, 68%; Other, 16%
- BA/BS: Yes, 15%; No, 69%; Other, 16%
Q16: In a typical week, indicate the percentage of time you spend in your primary role, devoted to the following activities.

Answered: 195  
Skipped: 30
Q17. Please indicate your level of agreement with the following statements:

Answered: 195   Skipped: 30

A= Collaborate closely with the diversity and inclusion professionals on my campus
B= 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
C= Aware there may be differences in the career decision-making process among different underrepresented groups (e.g. race, ethnicity, gender, socioeconomic status, religious)
Q18. Please indicate whether you create resources or programs tailored to graduate students or postdocs from the following diverse backgrounds or identities:

Answered: 194  Skipped: 31

- **International or foreign born**
  - Programs/events: 26%
  - Resources: 11%
  - Both: 46%
  - Neither: 16%

- **Underrepresented minorities and indigenous students**
  - Programs/events: 24%
  - Resources: 9%
  - Both: 26%
  - Neither: 41%

- **First Generation**
  - Programs/events: 17%
  - Resources: 7%
  - Both: 17%
  - Neither: 59%

- **LGBTQIA+**
  - Programs/events: 16%
  - Resources: 9%
  - Both: 14%
  - Neither: 61%

- **Individuals with disabilities (including visible and nonvisible)**
  - Programs/events: 10%
  - Resources: 19%
  - Both: 12%
  - Neither: 60%

- **Undocumented immigrants**
  - Programs/events: 5%
  - Resources: 8%
  - Both: 8%
  - Neither: 79%

- **Veterans**
  - Programs/events: 4%
  - Resources: 11%
  - Both: 9%
  - Neither: 76%
Q19. Indicate how frequently you use the following career counseling tools or resources: Answered: 197  Skipped: 28

- **myIDP**
  - Very frequently: 22%
  - Somewhat frequently: 24%
  - Often: 23%
  - Rarely: 11%
  - Not at all: 21%

- **ImaginePhD**
  - Very frequently: 19%
  - Somewhat frequently: 19%
  - Often: 16%
  - Rarely: 19%
  - Not at all: 27%

- **StrengthsFinder**
  - Very frequently: 6%
  - Somewhat frequently: 15%
  - Often: 15%
  - Rarely: 21%
  - Not at all: 42%

- **Myers-Briggs**
  - Very frequently: 5%
  - Somewhat frequently: 9%
  - Often: 12%
  - Rarely: 29%
  - Not at all: 46%

- **Strong Interest Inventory**
  - Very frequently: 4%
  - Somewhat frequently: 5%
  - Often: 23%
  - Rarely: 65%
  - Not at all: 3%

- **Wellbeing Finder**
  - Very frequently: 8%
  - Somewhat frequently: 91%
  - Often: 1%

Legend: Very frequently, Somewhat frequently, Often, Rarely, Not at all
Q20. Please select the following program and workshops that you offer:

Answered: 195   Skipped: 30

- **Professional Development**: 91%
- **Non-Academic Career Exploration**: 91%
- **Non-Academic Job Search Process**: 89%
- **Self-Assessment and Individual Development Plans**: 81%
- **Academic Job Search Process**: 73%
- **Leadership Development**: 49%
- **Internship Search**: 37%
- **International Job Search Process**: 34%
Q21. Indicate your level of agreement that each challenge below is something you face in your work with doctoral students or postdocs:

Answered: 198  Skipped: 27

- Shortage of doctoral alumni: 78% Strongly Agree/Agree, 13% Neither agree/disagree, 9% Disagree/Strongly Disagree
- Lack of effective campus partnerships: 67% Strongly Agree/Agree, 12% Neither agree/disagree, 21% Disagree/Strongly Disagree
- Lack of local industry collaborations: 61% Strongly Agree/Agree, 19% Neither agree/disagree, 20% Disagree/Strongly Disagree
- Lack of financial resources/budget: 58% Strongly Agree/Agree, 15% Neither agree/disagree, 27% Disagree/Strongly Disagree
- Resistance from faculty: 46% Strongly Agree/Agree, 27% Neither agree/disagree, 27% Disagree/Strongly Disagree
- Communicating value: 44% Strongly Agree/Agree, 30% Neither agree/disagree, 26% Disagree/Strongly Disagree
- Doctoral Student/Postdoc Attendance: 34% Strongly Agree/Agree, 46% Neither agree/disagree, 20% Disagree/Strongly Disagree
- Visibility among the doctoral student/postdoc population: 17% Strongly Agree/Agree, 37% Neither agree/disagree, 46% Disagree/Strongly Disagree
Q22. Do you collect career outcomes data on graduate students or postdocs?
Answered: 200    Skipped: 25

- Yes 67% (132)
- No 33% (64)
Q23. For which of the following advanced degree populations does your organization collect career outcomes data? (Select all that apply)

Answered: 134  Skipped: 91

- PhD: 96%
- Postdoctoral: 41%
- Masters: 60%
- Advanced Professional Degree (JD, MD, PharmD, etc…): 17%
Q24. What do you consider to be your biggest hurdle when tracking career outcomes?  Answered: 128  Skipped: 97

- Not enough personnel: 37%
- Not enough time: 20%
- Need a defined methodology: 16%
- Finding out who alumni are in the first place: 5%
- Not enough money: 2%
- Other (specify): 20%

Others, specified:
- All the above
- Institutional support
- Expertise to interpret data
- Low response rate/lack of response
- Campus partner collabs/other stakeholders on campus
- Tracking down people
- One centralized collection source
Q25. Through what avenues do you interact with the GCC? (Check all that apply)

Answered: 199    Skipped: 22

- Direct email messages to GCC members: 73%
- Message Boards through GCC website: 67%
- Twitter – main GCC account – @Grad_Careers: 35%
- LinkedIn group: 33%
- Twitter – Carpe Careers – @CarpeCareers: 23%
- Twitter – ImaginePhD – @ImaginePhD: 18%
- none: 2%
Q26. How often would you prefer to receive GCC communications? (Select one)

Answered: 198   Skipped: 23

- Weekly, 53%
- Bi-weekly, 22%
- Monthly, 14%
- Daily, 6%
- Other (please specify), 4%
- Other, 6%
Q27. How many years have you been a member of the GCC? Please round up.

Answered: 204  Skipped: 21

- 1 year: 24%
- 2-3 years: 35%
- 4-9 years: 31%
- 10-14 years: 7%
- 15+ years: 2%
Q28. As a new member of the GCC, what resources have you utilized or plan to utilize regarding your development as a career professional?

Answered: 105  Skipped: 120

- GCC Pre-conference for new professionals (before the Annual Conference): 55%
- Mentoring as offered by the GCC Mentoring committee: 46%
- NIH Train the Trainer workshops in the summer: 36%
- University-specific trainings: 34%
- Other (please specify): 12%

Other includes: regional and/or annual GCC meeting, NACE, NCDA, scholarly associations.
Q29. As a new member of the GCC, which GCC conferences do you plan to attend in the next year?

Answered: 119   Skipped: 106

- Both: 40%
- Annual conference: 28%
- Unsure: 18%
- Regional GCC conference: 9%
- Neither: 4%
Demographic Information
What is your gender?

Answered: 177   Skipped: 48

- Female: 74%
- Male: 25%
What is your age?

Answered: 175   Skipped: 50
Which of the following describes your ethnicity:

Answered: 176  Skipped: 49

- 96% of respondents selected “Neither Hispanic nor Latino”
- <5% of respondents selected “Hispanic or Latino” or “Prefer not to answer”
Which of the following describes your race: (Check all that apply)

- <5% of respondents selected Black or African American, Native American, Native Alaskan, or Indigenous Person, Native Hawaiian or Other Pacific Islander, or Prefer Not to Answer

Answered: 177  Skipped: 48
Would you identify yourself as underrepresented in any of the following categories? (Check all that apply)

Answered: 168    Skipped: 57

- I do not self-identify with an underrepresented group: 52%
- First Generation (first in your immediate family to obtain an undergraduate degree): 23%
- Sexual orientation: 11%
- Immigrant: 10%
- Racial: 9%
- Ethnic: 8%
- Socioeconomic status (economic and social status based on a combination family history, education, income, wealth, occupation and place of residence): 8%
- Gender identity: 6%
- Religious: 5%