2020 Institutional Survey Results
GCC Benchmarking Committee
1st GCC Institutional Survey Distribution

Orgs with 1 GCC member

90 Orgs with 2+ GCC members

Email request

1 Delegate from each office at Org

No response

250 Survey Invites (March 3)

Responses (March 30)
1st GCC Institutional Survey Distribution

Orgs with 1 GCC member

90 Orgs with 2+ GCC members

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250 Survey Invites (March 3)

106 Responses (April 30)

No response

Feeling Under Water

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Institutional
Survey
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106 responses (April 30)

Feeling under water
Type of organization (n=106)

- Public University: 59.4%
- Private University: 36.8%
- Independent research institute: 0.9%
- Professional society: 0.9%
- Government agency: 1.9%
The Carnegie Classification for your institution is:

- Doctoral Universities: Very High Research Activity: 85
- Doctoral Universities: High Research Activity: 3
- Special Focus Four-Year, Medical Schools & Centers: 3
Your office is best characterized by or situated within:

- Within a graduate division/college/school: 50
- A centralized, campus-wide Career Center: 23
- Within a Provost's, President's, or VP's office: 20
- A postdoctoral affairs office: 9
- A school/College/Department-based Career Center: 5
- In a specific academic program or department (but not a career center/office): 7
GCC region in which your office is located:

- Mid-Atlantic (NC, PA, NJ, NY, DC, MD, VA) - Count: 22
- Midwest (WI, MI, IL, IN, OH, ND, SD, NE, KS, IA, MO, MN) - Count: 17
- New England & Eastern Canada (ME, NH, ON, QC, VT, MA, RI, CT) - Count: 18
- Northwest & Western Canada (BC, AB, WA, OR, Northern CA, MT, ID, WY, NV) - Count: 10
- South Central (OK, TX, AR, LA) - Count: 6
- Southeast (NC, SC, GA, FL, WV, KY, TN, MS, AL) - Count: 15
- Southwest (Southern CA, AZ, NM, UT, CO) - Count: 15
- Another country - Count: 0
Populations served by respondents office. \((n=106)\)
GCC Member Offices Serving Alumni

Alumni Served (N=106)

- BA/BS: 15
- Master's: 37
- Ph.D.s: 46
- Advanced Professional Degree(s) (J.D., M.D.,...): 14
- Postdocs: 27
- Others: 0

Number of Responses
Disciplinary areas of graduate students and postdocs served by office:
Total Students and/or Postdocs Served Per Staff FTE

(500 Ph.D. Students + 500 Postdocs) ÷ 1 staff FTE

= 1000 served per staff FTE

Note: Did not include alumni
Ratio of Full Time Staff to Number of Students Served

<table>
<thead>
<tr>
<th>University</th>
<th>Private</th>
<th>Private</th>
<th>Private</th>
<th>Public</th>
<th>Public</th>
<th>Public</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time Staff per Office</td>
<td>Fewer than 2</td>
<td>2-6</td>
<td>More than 6</td>
<td>Fewer than 2</td>
<td>2-6</td>
<td>More than 6</td>
</tr>
<tr>
<td>N #</td>
<td>11</td>
<td>13</td>
<td>5</td>
<td>17</td>
<td>22</td>
<td>3</td>
</tr>
</tbody>
</table>
Office budget per population served.
Office budget per population served.
Office budget per office FTE.

Office Size vs Office Budget

Private Universities
Public Universities
Office budget per FTE providing career /PD services.
Does your office utilize trained interns/students/fellows to working to support graduate career development?

- Yes, to fill staffing needs only: 7
- Yes, to create experiential opportunities only: 5
- Yes, for both reasons above: 32
- No: 43
Are your interns/students/fellows compensated financially for their efforts?

- Yes: 39
- No: 5
Are there other offices at your institution that serve the career and professional development needs of graduate students and postdocs?
Are there other offices at your institution that employ GCC members?
Partnering with/share resources with other offices on campus

- Co-sponsor events/programs: 78
- Programs are open to populations the other offices serves: 75
- Co-facilitate workshops and/or facilitate workshops for other offices: 72
- Share materials: 62
- Share budget: 12
- Other: 11

Number of Responses
Programming/Workshop topics offered by office:

- Non-Academic Career Exploration: 76
- Non-Academic Job/Internship Search: 74
- Professional Development: 68
- Academic Job Search: 64
- Self-Assessments: 61
- Individual Development Plans: 59
- Leadership Development: 47
- Internship Search: 43
- International Job Search: 33
- Other - please specify: 14
Level of agreement with the following statement:
My office tailors 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 at my institution.
Level of agreement with the following statement: My office is aware there may be differences in the career decision-making process among different underrepresented groups (e.g. race, ethnicity, gender, socioeconomic status, religious).

- 19% Somewhat agree
- 80% Strongly agree

- Strongly disagree (0%)
- Somewhat disagree (0%)
- Neither agree nor disagree (1%)
- Somewhat agree (19%)
- Strongly agree (80%)
Which of the following sources provide funding for your office's non-personnel operating budget?
How offices utilize social media as part of graduate student/postdoc services:

- Advertise events and workshops: 72
- Post professional development and career tips and articles: 42
- Feature current student or postdoc profiles or news: 34
- Advertise research and job opportunities: 33
- Provide summaries, videos or other information related to content in events and workshops: 29
- Feature alumni success stories or news: 26
- Showcase information on various professions you can use your degree for: 15
- N/A: no social media is used: 7
- Other - please specify: 5
Social media platforms utilized by offices:

- Twitter: 55
- Facebook: 49
- LinkedIn: 40
- Instagram: 33
- YouTube: 23
- Blog: 22
- Slack: 10
- Other - please specify: 6
- TikTok: 0
Office utilization of CMS platforms to support career services:

- Yes, we use a commercial CSM platform: 32
- Yes, we use a CSM developed by our institution/organization: 4
- Yes, we use a CSM developed by our office/program for graduate students and postdocs: 1
- No, we do not use a CSM: 37
- Other - please specify: 1
If office utilizes a CMS platform, what does the office use the platform to do?

- Job postings: 30
- One-on-one career advisement: 29
- Appointment scheduling: 28
- Event planning (RSVP, system, check-in, etc.): 27
- One-on-one career advisement appointments: 21
- Phone/Email communications: 18
- Career resources (worksheets, info pages, etc.): 12
- Review of uploaded documents (Resume/GV, cover letter, etc.): 8
- Career outcomes tracking: 6
- Internship placement approval and tracking: 6
- Other - please specify: 5
- Alumni outreach and communications: 5

Count
# Reasons for an Office to Not Utilize a CSM

<table>
<thead>
<tr>
<th>Reason</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other - please specify</td>
<td>14</td>
</tr>
<tr>
<td>Cost</td>
<td>12</td>
</tr>
<tr>
<td>Lack of personnel to maintain a CSM system</td>
<td>12</td>
</tr>
<tr>
<td>I have never really considered this for my office/center</td>
<td>10</td>
</tr>
<tr>
<td>Unaware of what's out there</td>
<td>7</td>
</tr>
<tr>
<td>Don't see the value of a CSM</td>
<td>4</td>
</tr>
<tr>
<td>Inconvenience of constant recording keeping</td>
<td>2</td>
</tr>
</tbody>
</table>
Does your office or organization collect career outcomes data on graduate students or postdocs?
For which of the following advanced degree populations does your office or organization collect career outcomes data?

<table>
<thead>
<tr>
<th>Degree Population</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ph.D.</td>
<td>53</td>
</tr>
<tr>
<td>M.S./M.A.</td>
<td>27</td>
</tr>
<tr>
<td>Postdoctoral scholars</td>
<td>17</td>
</tr>
<tr>
<td>M.D./Ph.D.</td>
<td>14</td>
</tr>
<tr>
<td>M.P.H.</td>
<td>8</td>
</tr>
<tr>
<td>Pharm.D.</td>
<td>3</td>
</tr>
<tr>
<td>others - please specify</td>
<td>3</td>
</tr>
<tr>
<td>M.D.</td>
<td>3</td>
</tr>
<tr>
<td>D.V.M.</td>
<td>3</td>
</tr>
<tr>
<td>D.D.S.</td>
<td>3</td>
</tr>
</tbody>
</table>
How is your office or organization collecting career outcomes data?
At what point does your office or organization collect career outcomes?

- **At graduation or 1st position after leaving**: 43
- **1-year out**: 18
- **2-5 years out**: 24
- **6-10 years out**: 10
- **11-15 years out**: 10
- **16+ years out**: 5
- **Other - please specify**: 34

*Count*
How does your institution classify the career outcomes of their Ph.D., Master’s, and postdoctoral alumni?

- In house developed system: 27
- Coalition for Next Generation Life Science (CNGLS): 11
- Other - please specify: 9
- Council of Graduate Schools-based taxonomy: 7
- National Association of Colleges and Employers (NACE) Unified Career Outcomes Taxonomy V2018: 5
- NSF-based taxonomy: 4
- NIH-grant report classification: 4
- Unified Career Outcomes Taxonomy V2017-rev.2: 3
- ONET: 1
How is the career outcomes data collected at your institution reported?

- Internal report: 36
- Public dashboard or report: 25
- Grant applications/renewals: 17
- Presentation to potential recruits: 11
- Other - please specify: 3
Does your organization re-analyze data to report them in different formats for different stakeholders

- Yes: 20
- No: 13
For what purposes does your organization use career outcomes data?

- Career development programming or advising: 43
- Program evaluation/assessment: 33
- Recruitment of potential students/scholars/members: 25
- Other - please specify: 12
- Fundraising: 7
What software does your institution use to analyze career outcomes data?

- Excel: 28
- Tableau: 24
- Other, please specify: 12
- R: 5
- Python: 4
- Academic Analytics: 3
- SAS: 3
- Google-based system: 2
Does your office or organization use ImaginePhD?

- Yes: 53
- No: 24
How is your office using ImaginePhD?

- To advise students in one-on-one settings: 38
- As a workshop to inform students about career options: 23
- As a workshop to inform students about individual development planning: 21
- In a course or professional development seminar: 16
- To open conversations with faculty about career planning and exploration: 13
- Other - please specify: 9
Challenges We Face

- Shortage of Doctoral Alumni (N=72) 4% 11% 31% 22% 32%
- Lack of Effective Campus Partnerships (N=73) 3% 16% 15% 45% 21%
- Lack of Financial Resources/Budget (N=73) 21% 23% 30% 18% 8%
- Lack of Local Industry Collaborations (N=73) 19% 29% 25% 16% 11%
- Resistance from Faculty (N=74) 14% 45% 29% 8% 4%
- Communicating Value (N=72) 21% 46% 17% 14% 3%
- Doctoral student/Postdoc Attendance (N=74) 35% 41% 11% 12% 3%
- Visibility Among the Doctoral Student/Postdoc Population (N=73) 44% 37% 5% 10% 4%
The Benchmarking Committee would like to acknowledge and thank everyone who assisted us with this year’s first GCC Institutional Survey including:

- The GCC Membership
- Diversity Committee
- PhD Outcomes Task Force
- Diane Safer for CSM Questions
- Tracy Costello (NPA) and Rebekah Layton for consultations
- Institutional Survey Testers
- GCC Executive Leadership Team, Natalie Lundsteen (Executive Committee Liaison)
- Benchmarking Committee Membership (Dinuka Gunaratne, Thi Nguyen, Simona Rosu, Chris Smith, Jana Stone, Nai-Fen Su, Jennifer MacDonald (Co-Chair), and Eric Vaughn (Co-Chair).