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.
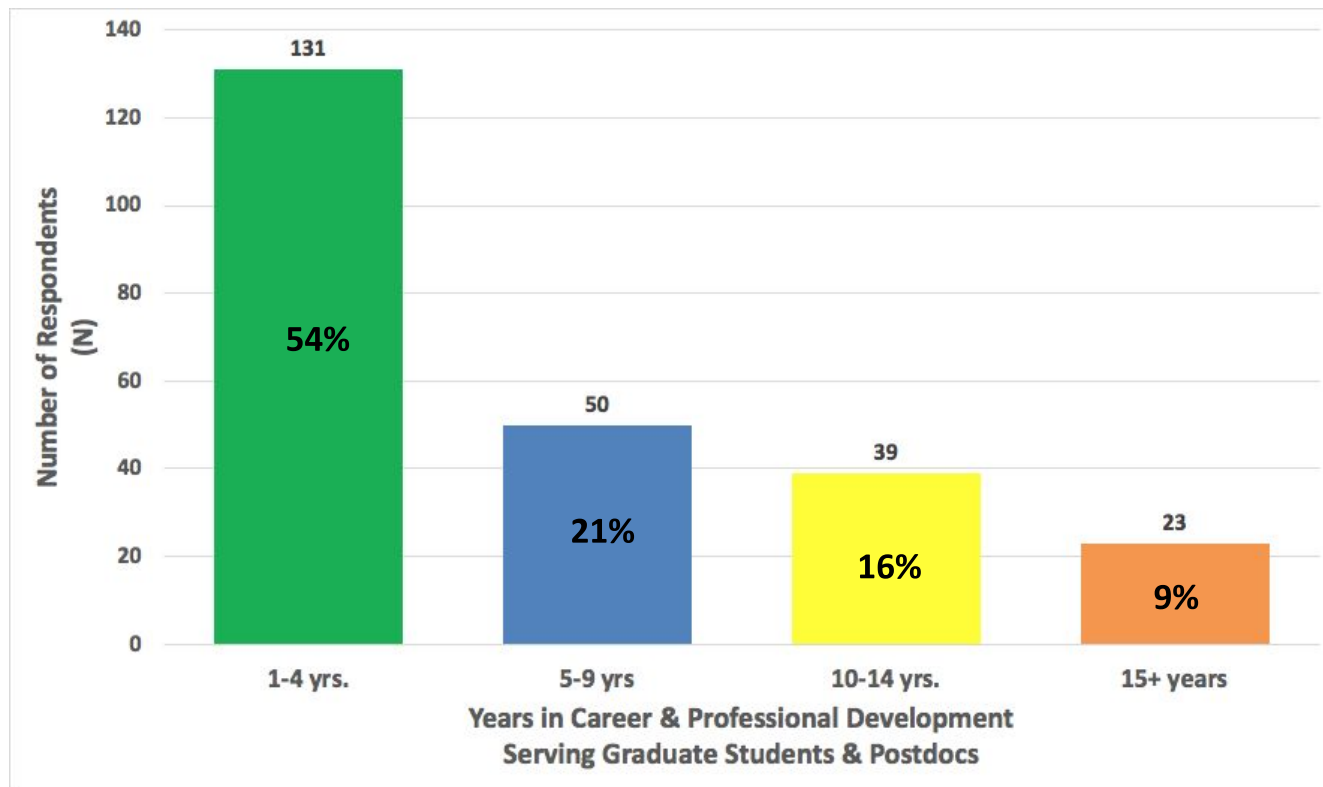
Thank you!
2017-2018 Ad hoc Benchmarking Committee

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

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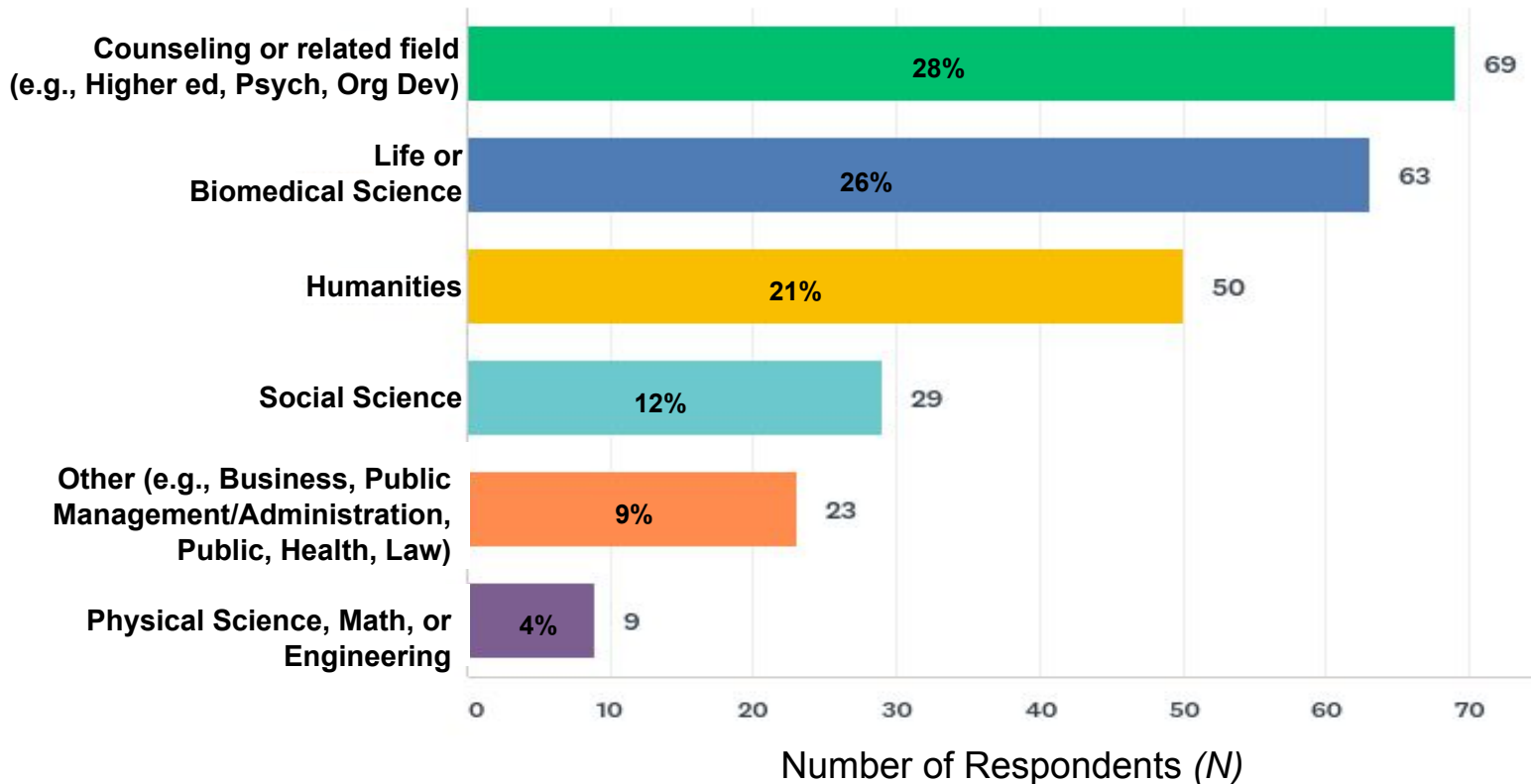
Q2: Select the highest degree you have received:

Answered: 222
Skipped: 21

MA/MS, 77, (35%)

PhD, 131, (59%)

BA/BS, 10, (4%)

EdD, 4, (2%)

■ BA/BS ■ MA/MS ■ PhD ■ EdD
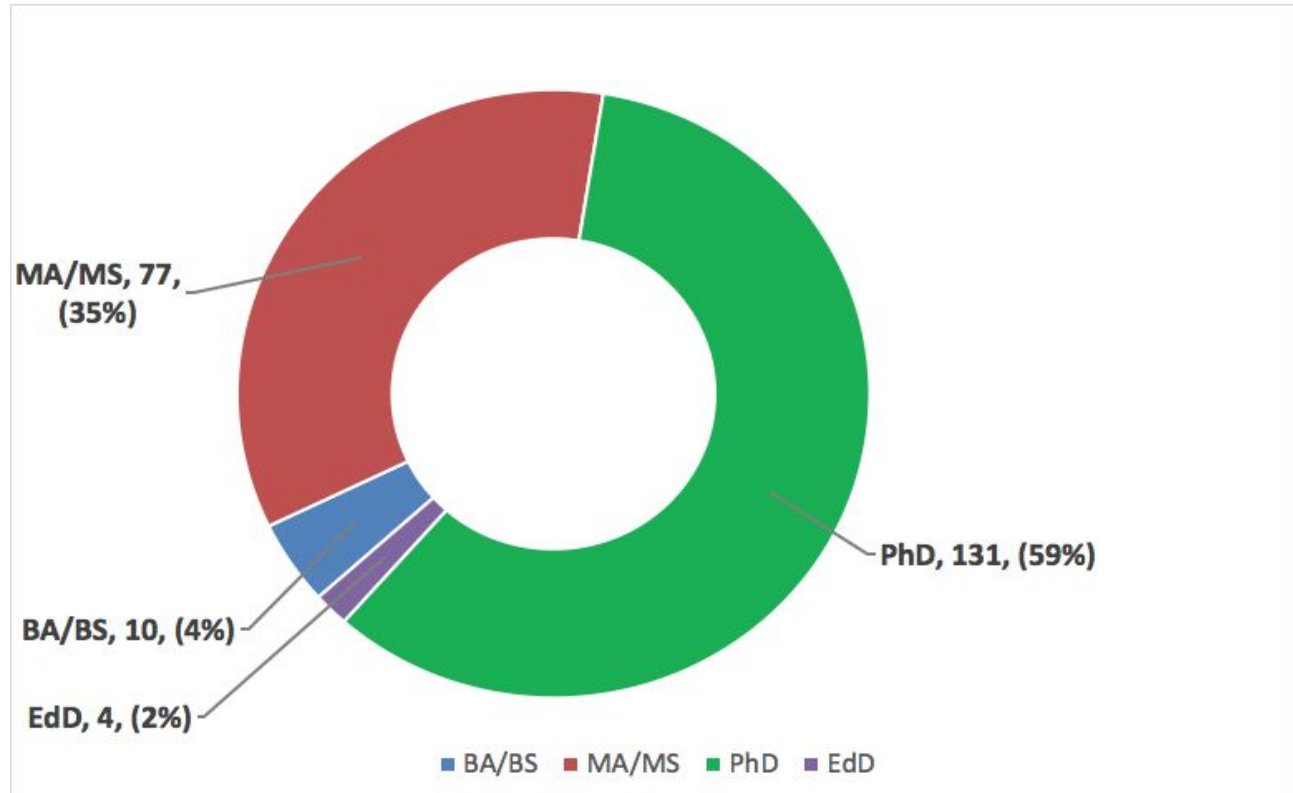
Q4: Select your salary range:

Q4 vs Q1 Comparison of Salary and Year of work
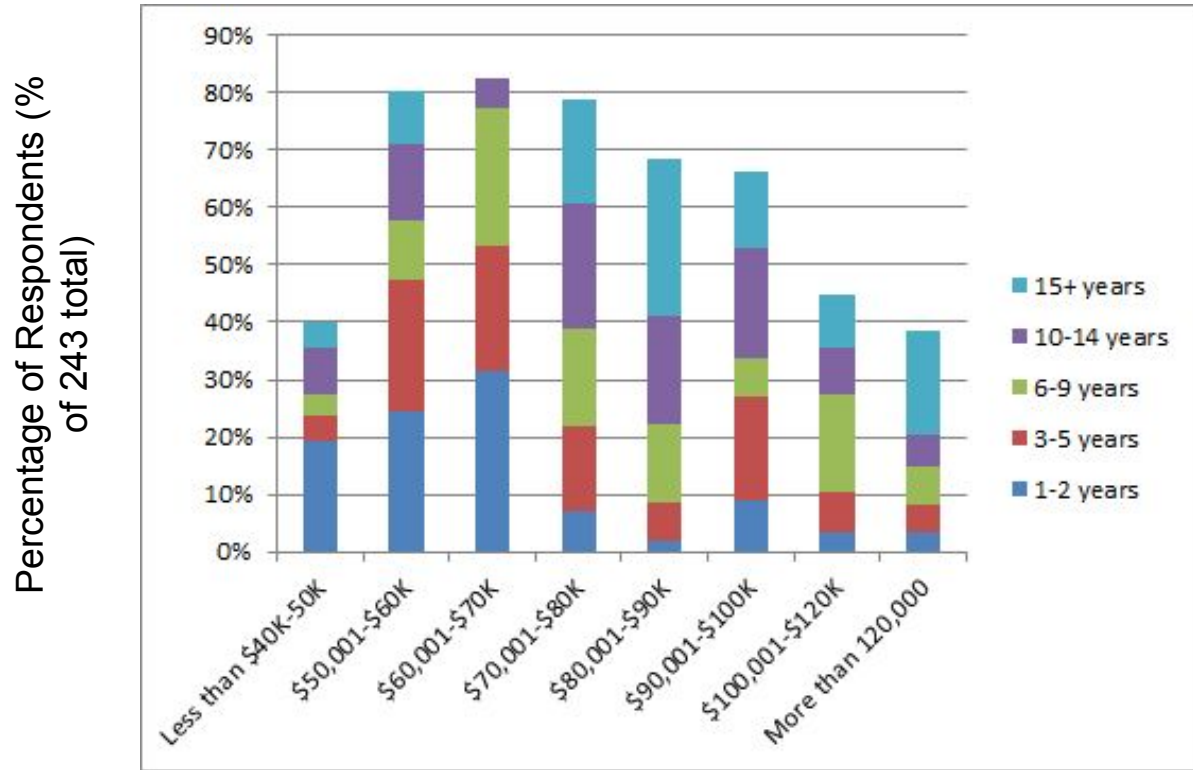
Year	1-2	3-5	6-9	10-14	15+
Total	57	88	29	37	22

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) — 32% — 76

Medium-high cost area 200-219 (e.g., Chapel, Hill, Chicago, Portland, Philadelphia) — 20% — 47

Medium-low cost area 181-192 (e.g. Pittsburgh, Baltimore, Atlanta, Houston, Hartford, Vancouver, New Orleans) — 23% — 55

Low cost area < 180 (e.g., St Louis, Urbana Champaign, Charlotte, Roswell NM, Tampa, Calgary, Cleveland) — 26% — 62

Number of Respondents
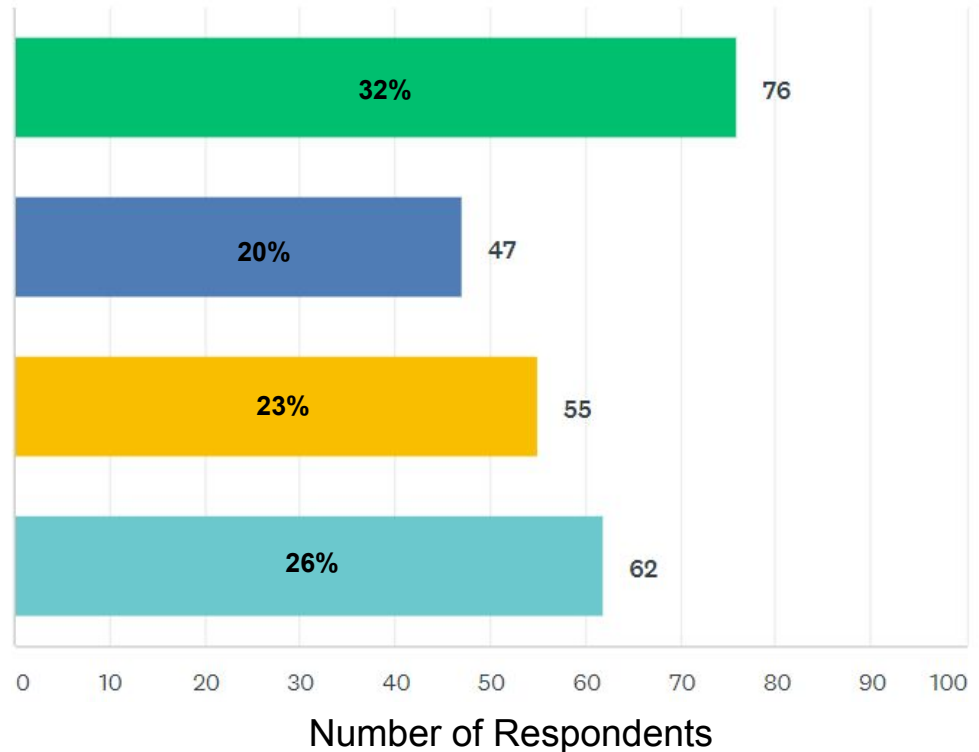
Q4: (ANALYZED)Select your salary range:

Answered: 233   Skipped: 10

Salary by where office resides.	Median salary	Mean salary
In a specific academic program/department (n=12)	57K	62
Centralized career center (n=67)	65K	73K
Non-centralized career center (n=17)	75K	75K
Grad division (n=97)	75K	73K
Postdoc office (n=18)	70K	77K

Q7: Please indicate the type of organization at which you primarily work:

Answered: 242
Skipped: 1

Other*, 19, (8%)
Independent Research Institute
Government Agency
Professional Society
Independent Practice
Disciplinary Association
Philanthropic Organization...

University, 223, (92%)

■ University ■ Other*
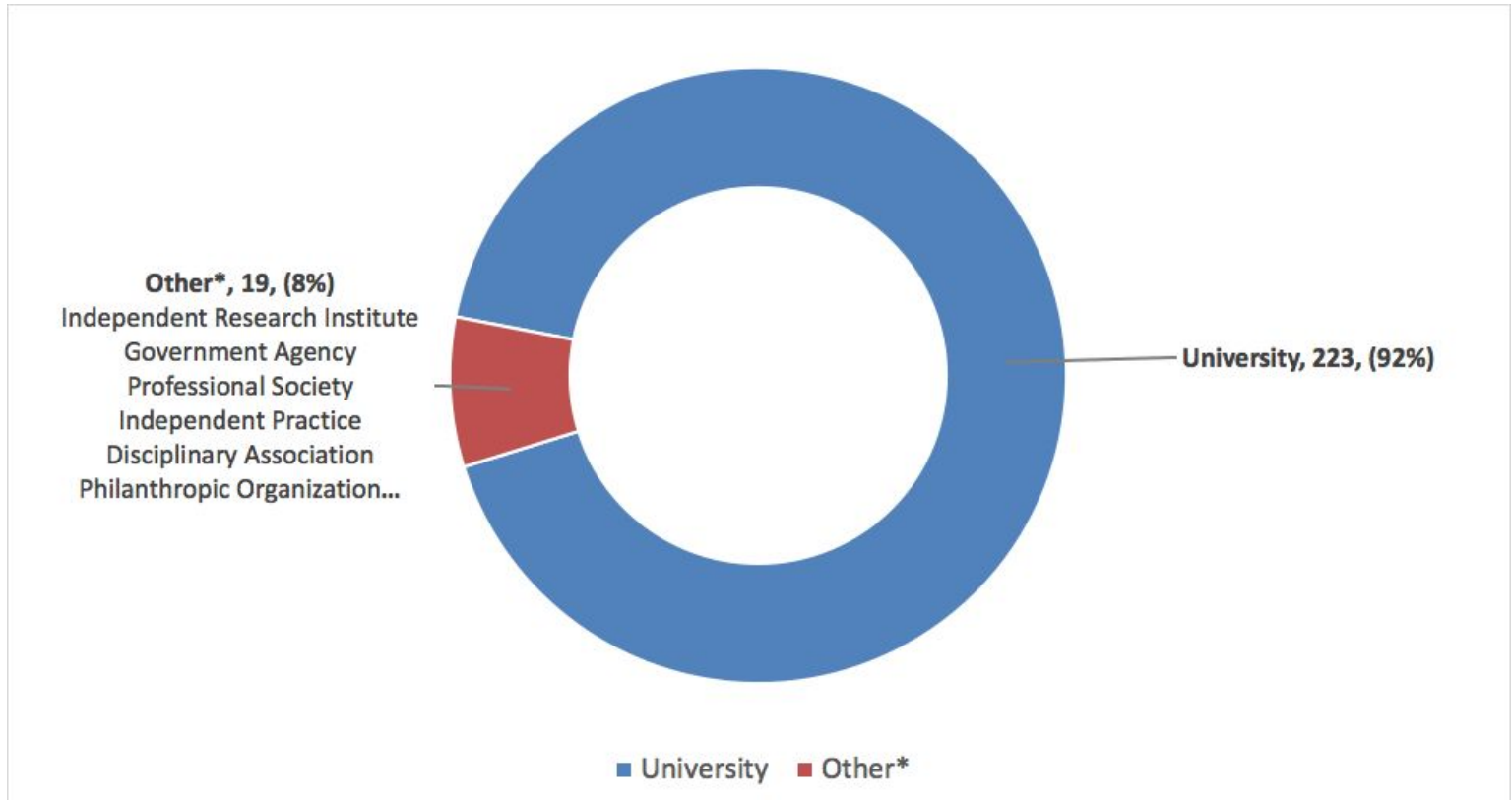
Q6: Please select your current title or the title that most closely reflects your role from the list below.

Answered: 241
Skipped: 2

Current Job Title (y-axis) vs **Number of Respondents (N)** (x-axis):

- 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)
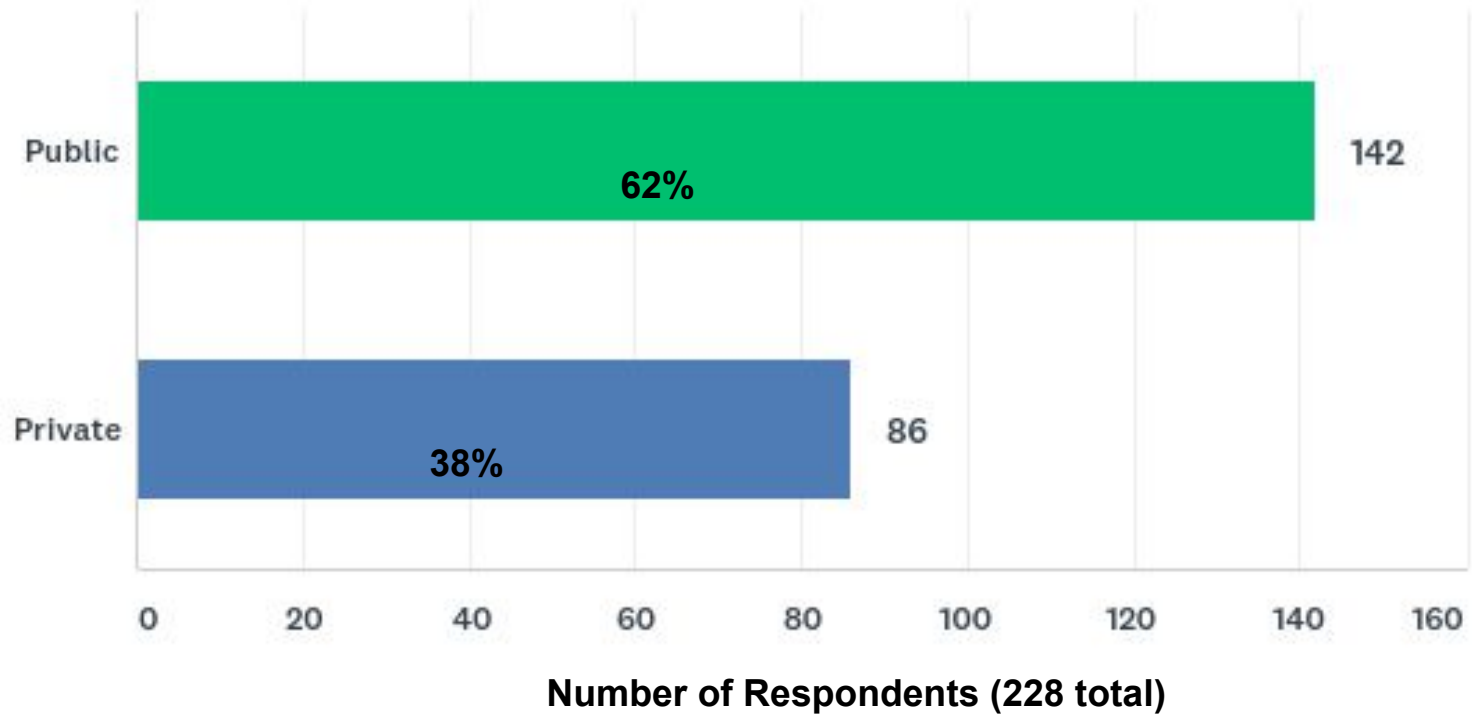
Q9: What is your primary role at your institution or organization?

Both, staff & faculty, 13, (6%)

Faculty, 8, (3%)

Staff, 206, (91%)

■ Staff ■ Faculty ■ Both, staff & faculty
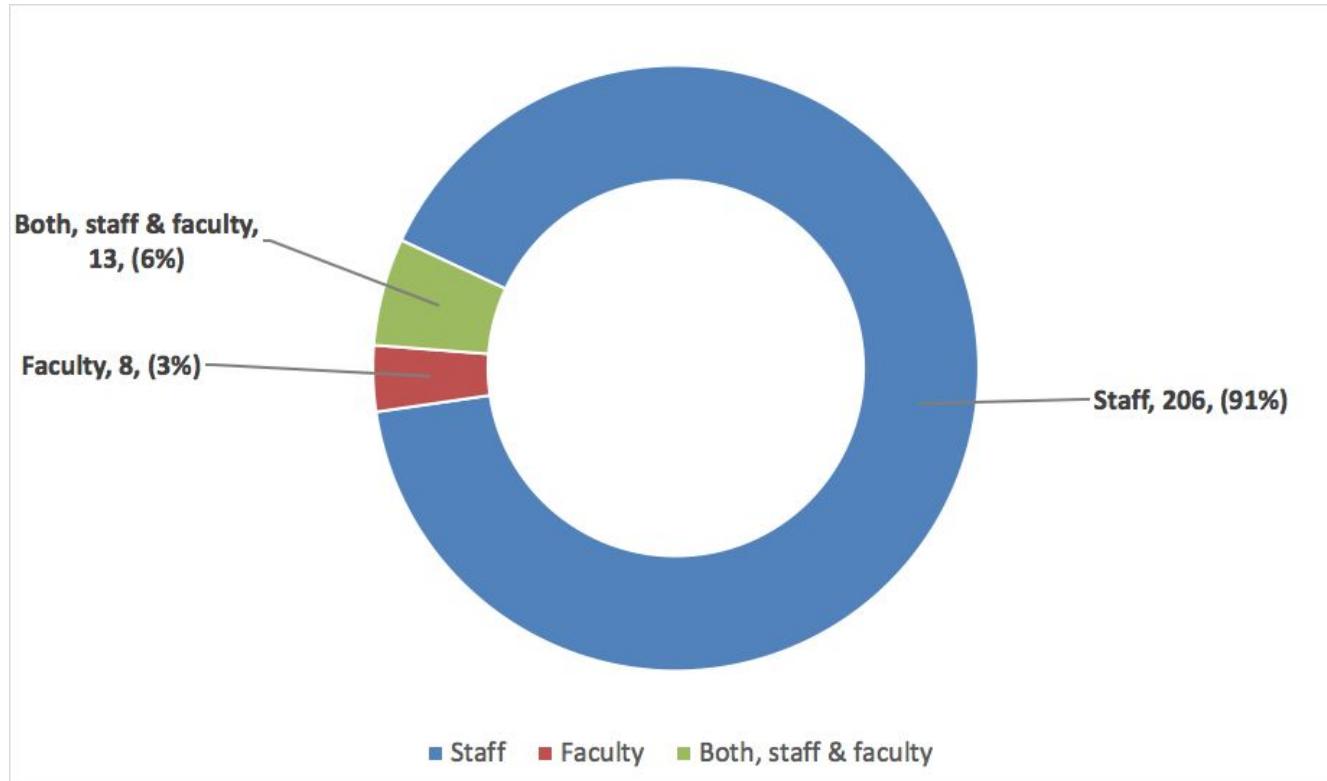
Q10: What type of appointment do you have?

Answered: 21   Skipped: 222

Number of Respondents (222 total)
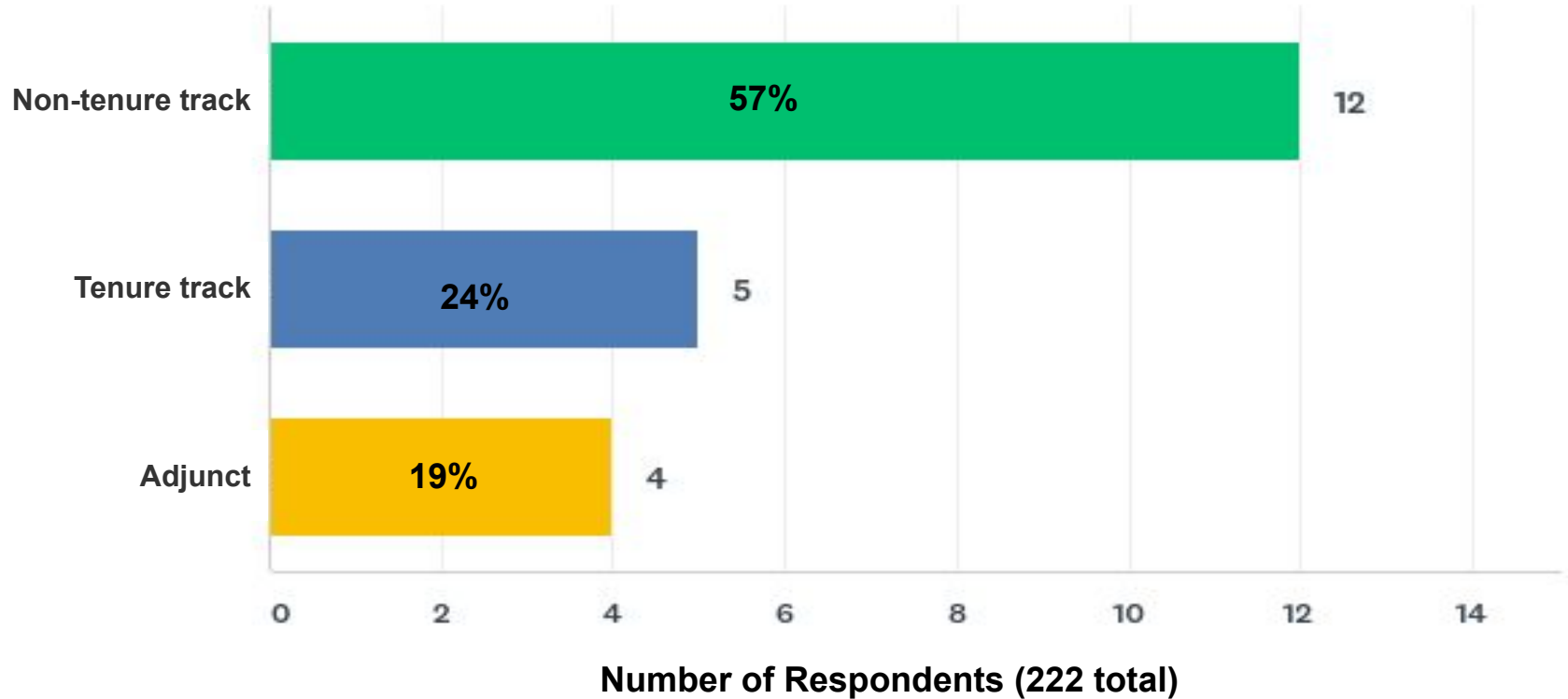
Q11: Your position resides within:

Answered: 220
Skipped: 23
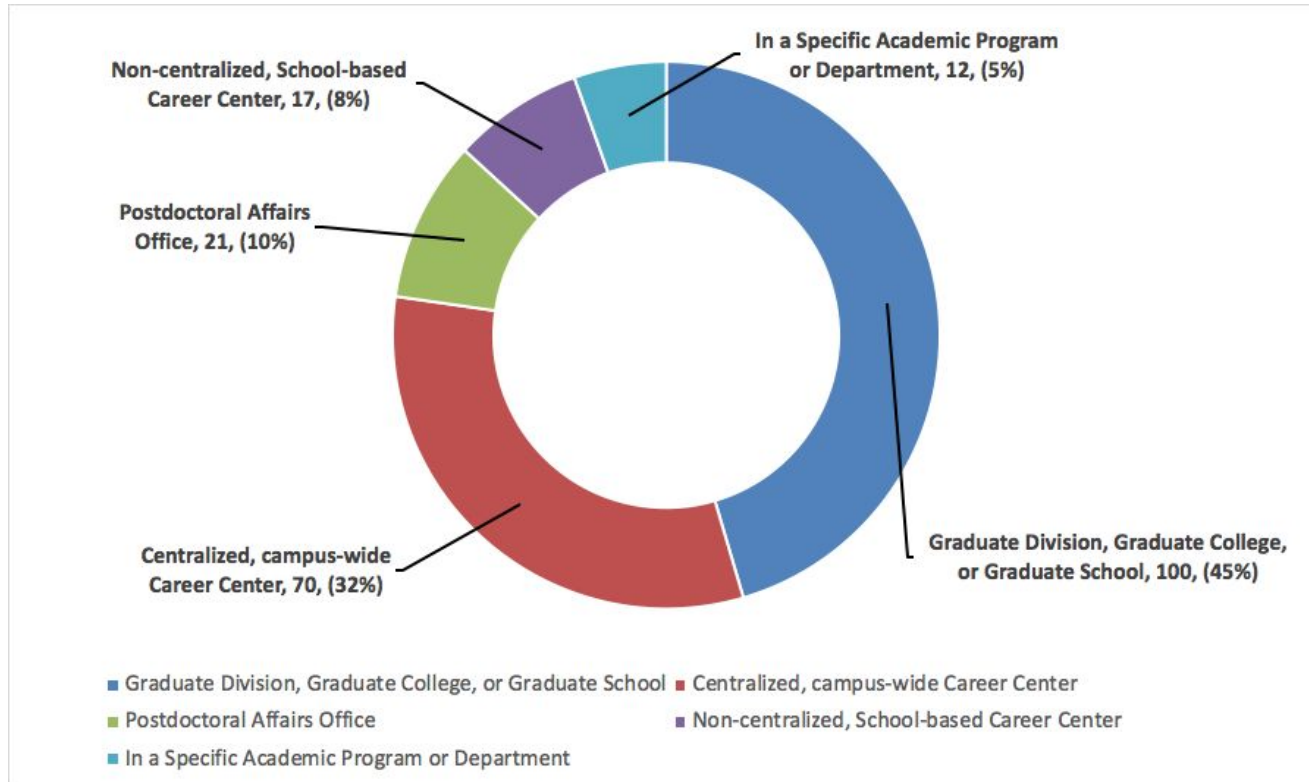
In a Specific Academic Program or Department, 12, (5%)

Non-centralized, School-based Career Center, 17, (8%)

Postdoctoral Affairs Office, 21, (10%)

Centralized, campus-wide Career Center, 70, (32%)

Graduate Division, Graduate College, or Graduate School, 100, (45%)

- Graduate Division, Graduate College, or Graduate School
- Centralized, campus-wide Career Center
- Postdoctoral Affairs Office
- Non-centralized, School-based Career Center
- In a Specific Academic Program or Department

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

Institutional Funds

179 Responses

Bar chart — Number of Respondents (N) by Budget Amount:

Budget Amount	Number of Respondents (N)	Percentage
0-10K	38	21%
10-20K	28	16%
20-30K	18	10%
30-40K	11	6%
50-90K	21	12%
90K+	13	7%
I don't know	50	28%
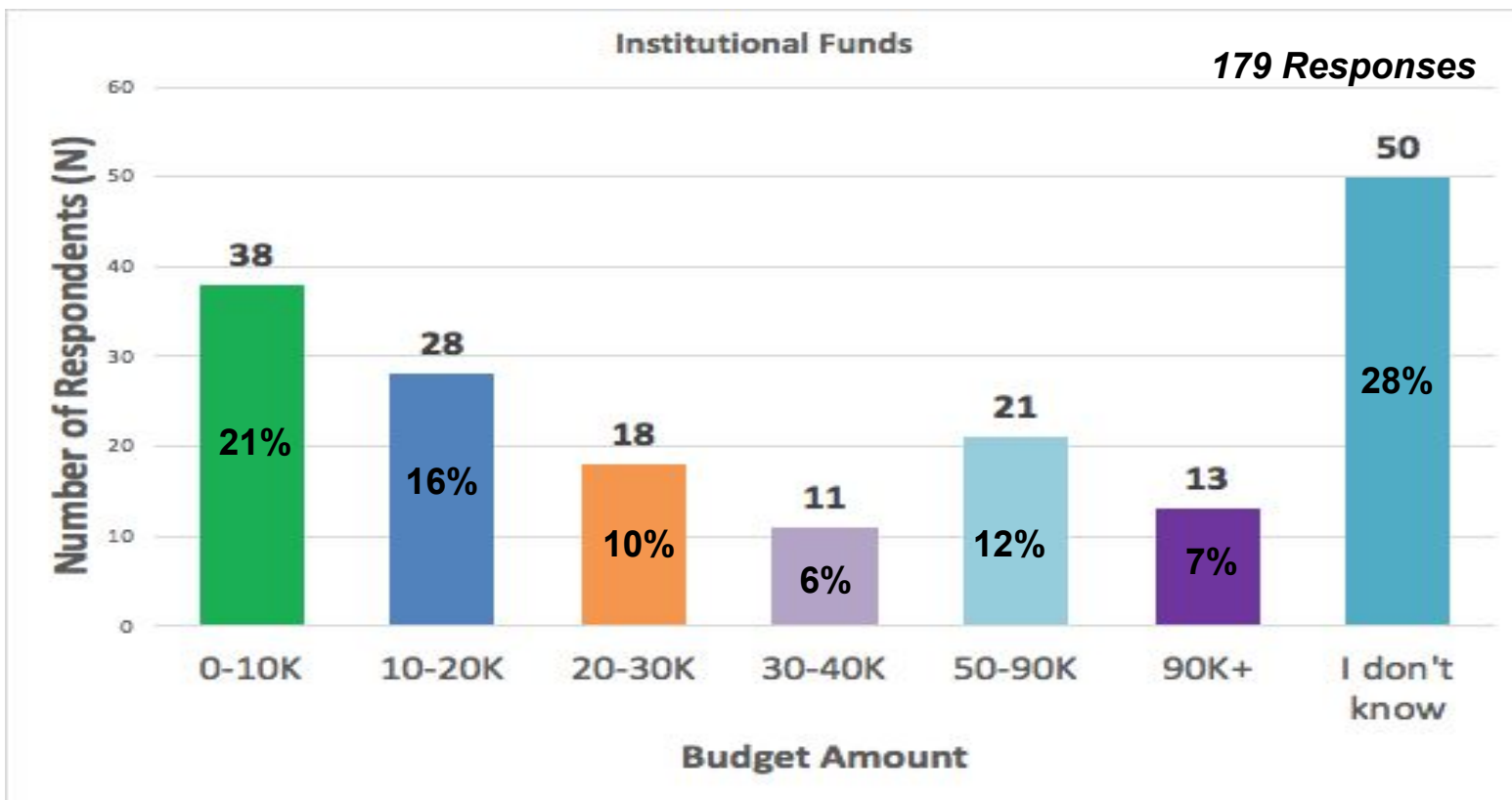
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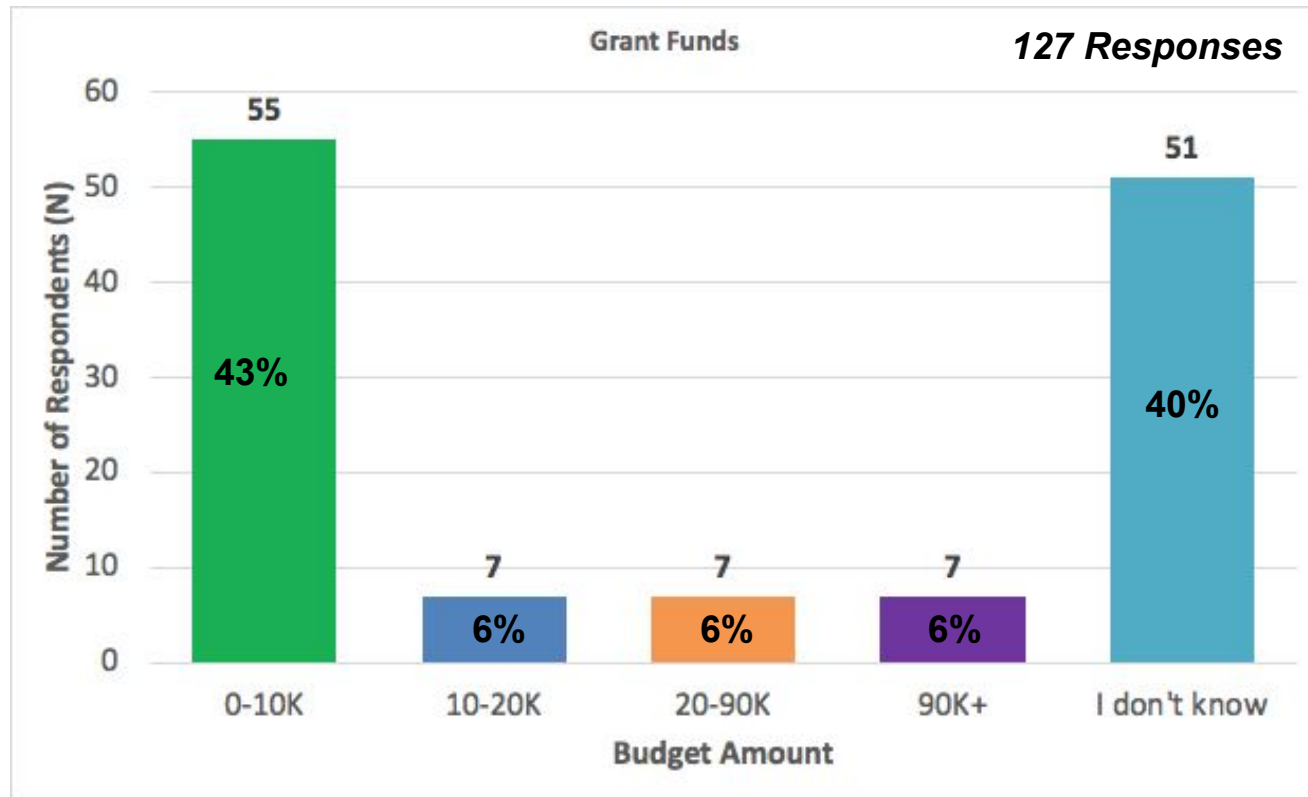
Q13: Indicate the number of people in your office who provide CPD services to the following populations, in FTEs.

Answered: 220
Skipped: 23

FTE serving each population, per office	Median	Mean
Graduate Student (GS) only	3.5	2.7
Postdoc (PD) only	1	1.1
Both GS and PD	2.8	2.8

Number of each population served, per office	Median	Mean
Graduate Student (GS) only	1000	2137
Postdoc (PD) only	483	708

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

Increased, by how much

	Grad Student/Fellow	Staff
2	8	10
1	12	29
<1	4	13
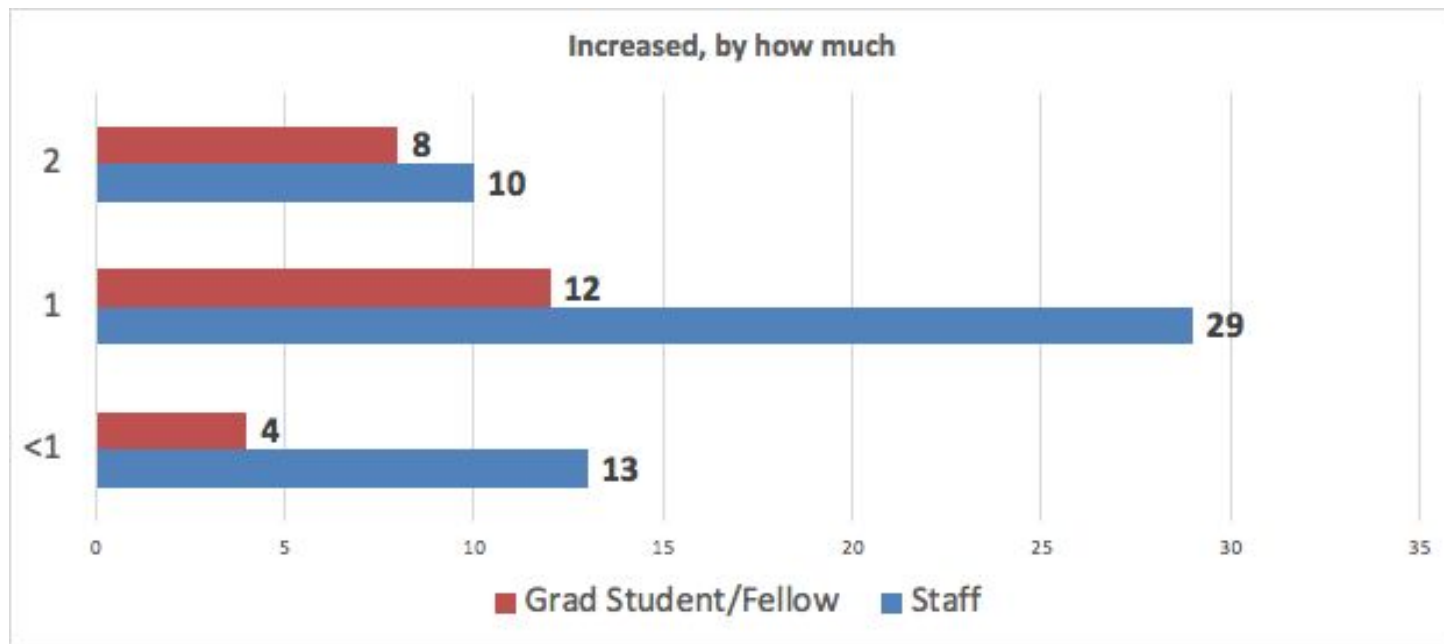
* No offices reported a decrease in size for 2018

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%)

- Yes, to fill staffing needs only
- Yes, to create experiential opportunities only
- Yes, for both reasons above
- No
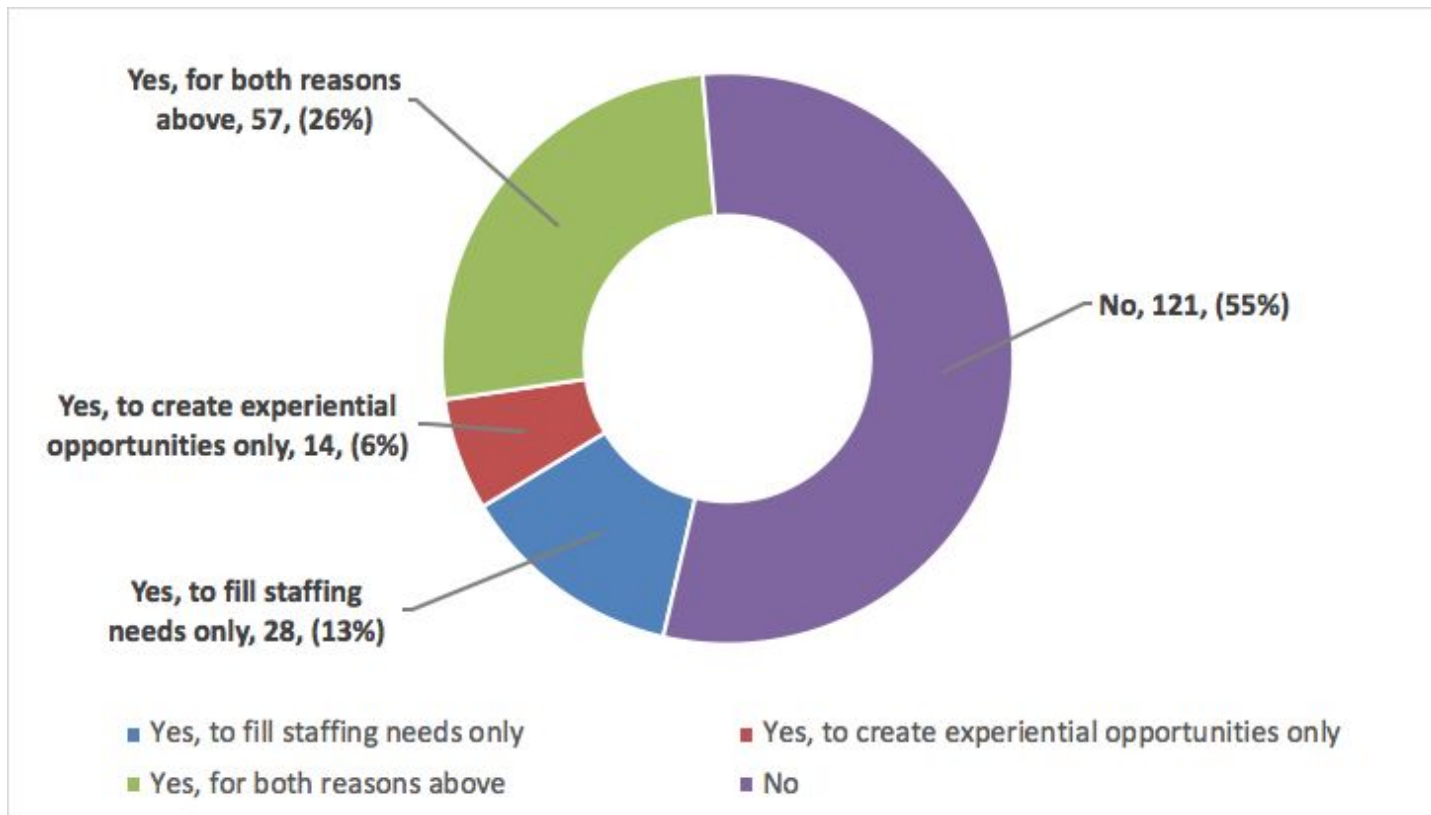
Q16: Do you compensate the trained interns/students/fellows?

Answered: 95
Skipped: 148

No, 6, (6%)

Yes, 88, 94%

■ Yes ■ No
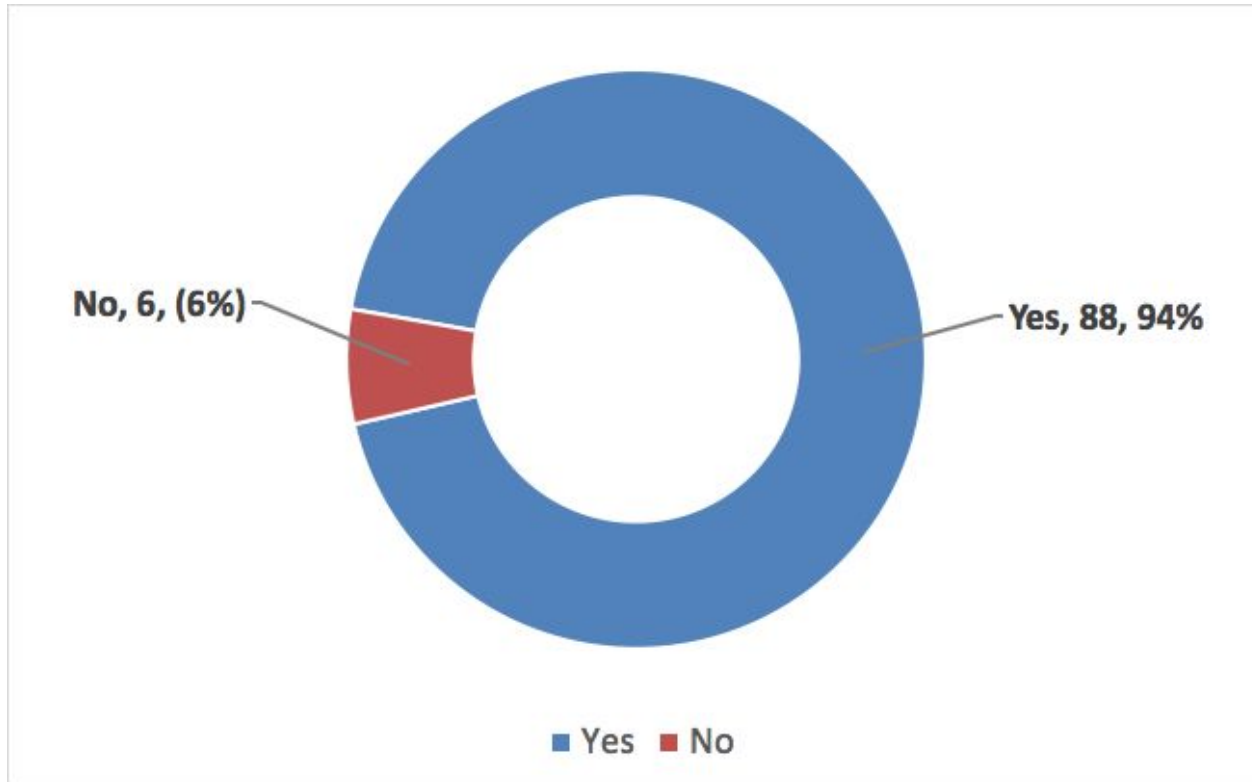
Q17: In what ways do you utilize trained peer advisers. Please select all that apply.

Answered: 80
Skipped: 163

to support event planning — 80% — 64
to support project work — 78% — 62
as an advising resource — 50% — 40
for document review — 43% — 34
Other (please specify) — 20% — 16

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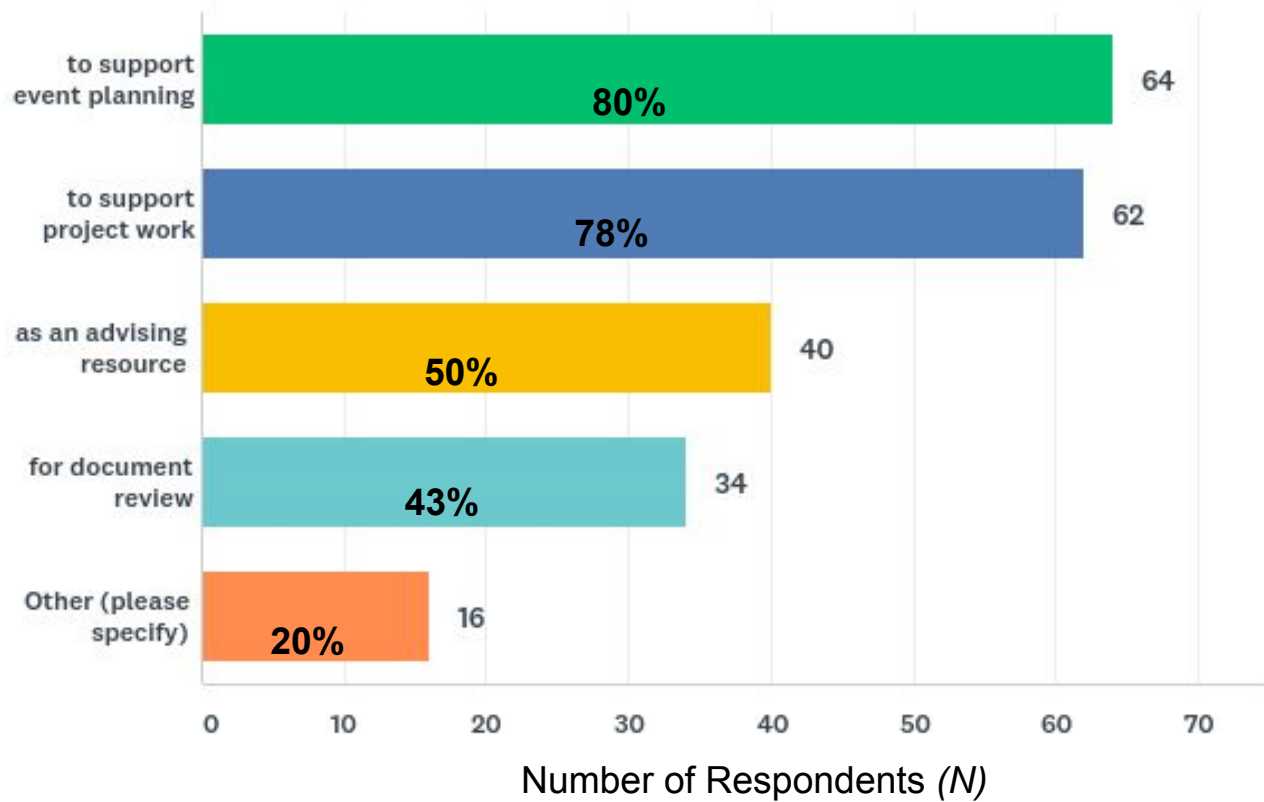
Q18: Indicate the degree levels you currently serve:

Answered: 216
Skipped: 27

Degree Level	Yes, I serve this population	No, I don't serve this population	No, this population isn't at my org/institution
Doctorate	201, (93%)	15, (7%)	
Terminal Masters	154, (71%)	47, (22%)	15, (7%)
Postdoctorate	153, (71%)	55, (25%)	8, (4%)
Advanced Professional Degree (MBA, JD, MD, Pharmacy, etc…)	62, (29%)	131, (61%)	23, (11%)
BA/BS	41, (19%)	136, (63%)	39, (18%)

- Yes, I serve this population
- No, I don't serve this population
- 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

Disciplinary Area	Yes, I serve this disciplinary area	No, I don't serve this disciplinary area	No, this disciplinary area isn't at my organization
Life and Biomedical Science	90%	6%	3%
Interdisciplinary Programs	80%	9%	11%
Physical Science, Math, and Engineering	79%	11%	10%
Social Sciences	72%	16%	12%
Humanities	63%	18%	19%
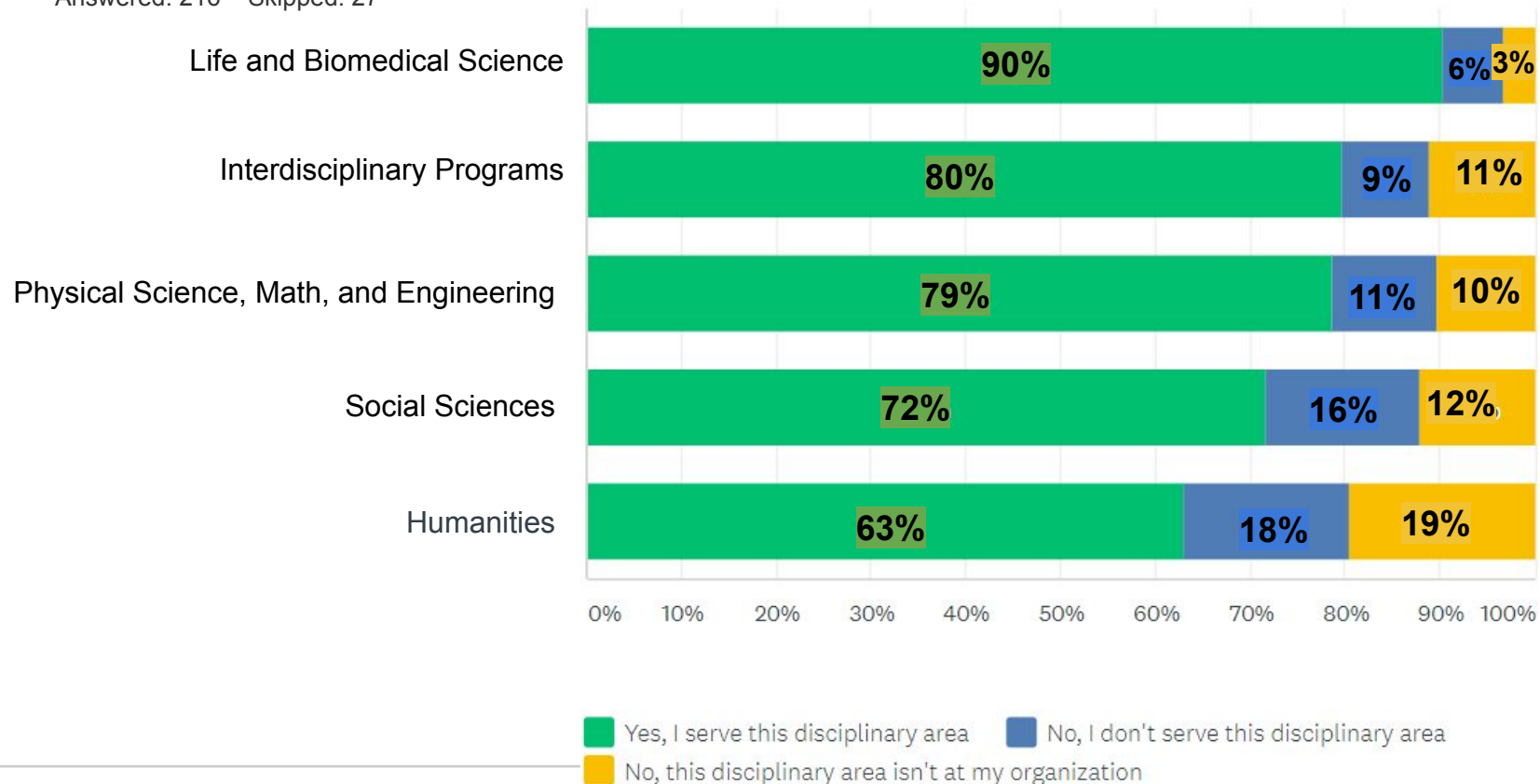
Q20: Do you serve alumni from these degree/training levels?

Answered: 209

Degree/Training Level	Yes	No	No, this population isn't at my institution/org
Doctoral	60%	39%	1%
Terminal Masters	42%	51%	7%
Postdoctoral	32%	65%	3%
Advanced Professional... (i.e., MBA, JD, MD, PharmD)	17%	74%	9%
BA/BS	16%	68%	17%

Legend: ■ Yes ■ No ■ No, this population isn't at my institution/org
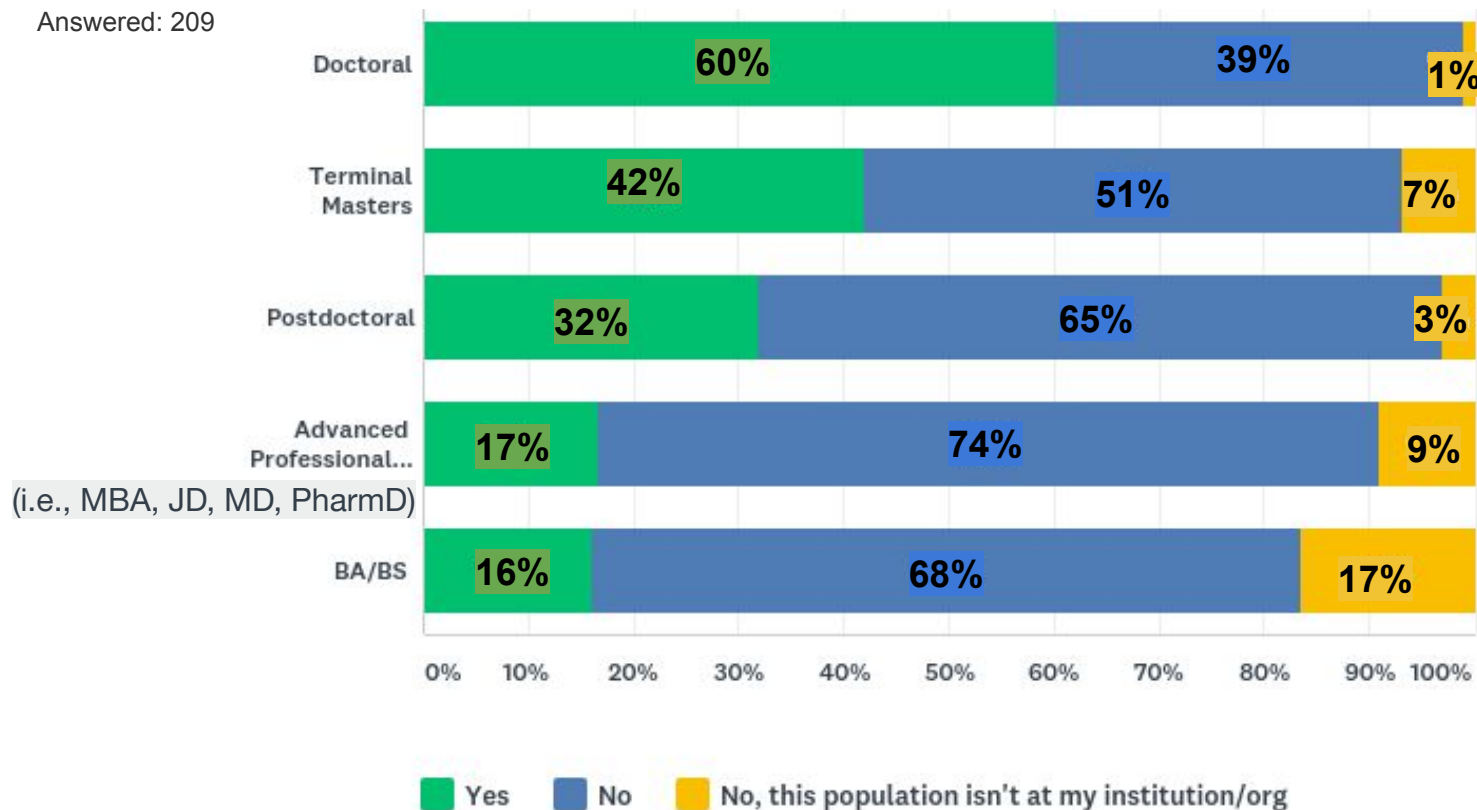
Q21: In a typical week, indicate the percentage of time you spend in your primary role, devoted to the following activities: (ex: enter 10 for 10%)

Answered: 211   Skipped: 32

Activity	Value
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

Campus Entity	Yes	No	No, this isn't at my org/institution
Graduate Division/College	88%	6%	5%
Academic Departments	85%	10%	4%
Grad student government/council/clubs	80%	19%	1%
Career Centers	75%	17%	8%
Student interest groups (e.g. consulting club, policy group)	70%	26%	4%
International Students and Scholars Office	69%	27%	3%
Postdoc Affairs Office	60%	19%	21%
Postdoc Society or Association	55%	32%	14%
Alumni Offices	46%	44%	10%
Cultural Centers	35%	52%	12%
Faculty Advisory Boards	33%	57%	11%

Legend: Yes (green), No (blue), No, this isn't at my org/institution (yellow)

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

Answered: 214   Skipped: 29

Category	Green	Blue
Local employers/companies	66%	34%
Paid outside speakers	50%	50%
Career centers at other institutions	39%	61%
Faculty at other institutions	33%	67%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
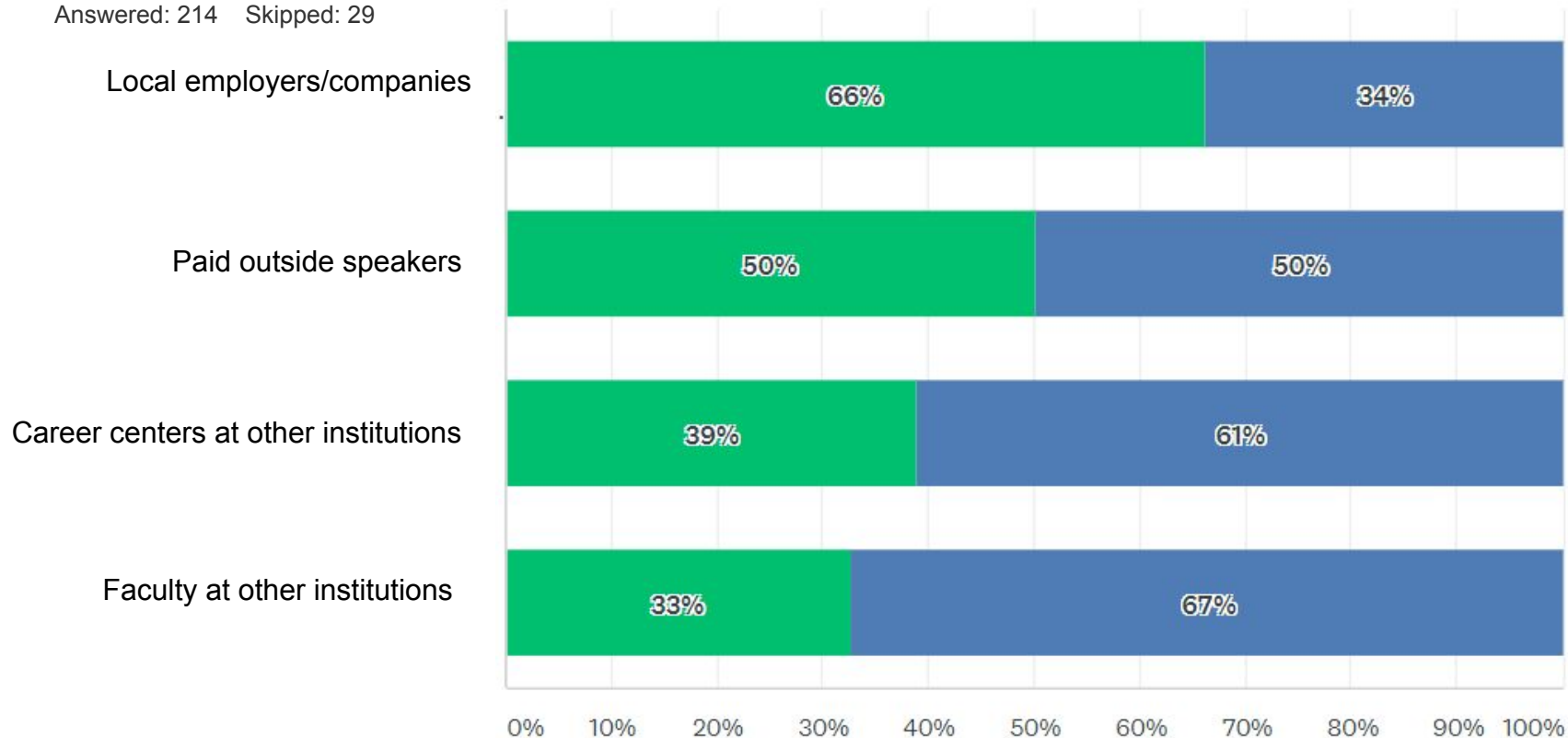
Q24: Please indicate your level of agreement with the following statements:

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)

62%   34%   1%

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

28%   38%   21%   13% 0%

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

25%   39%   22%   13% 1%

- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Disagree
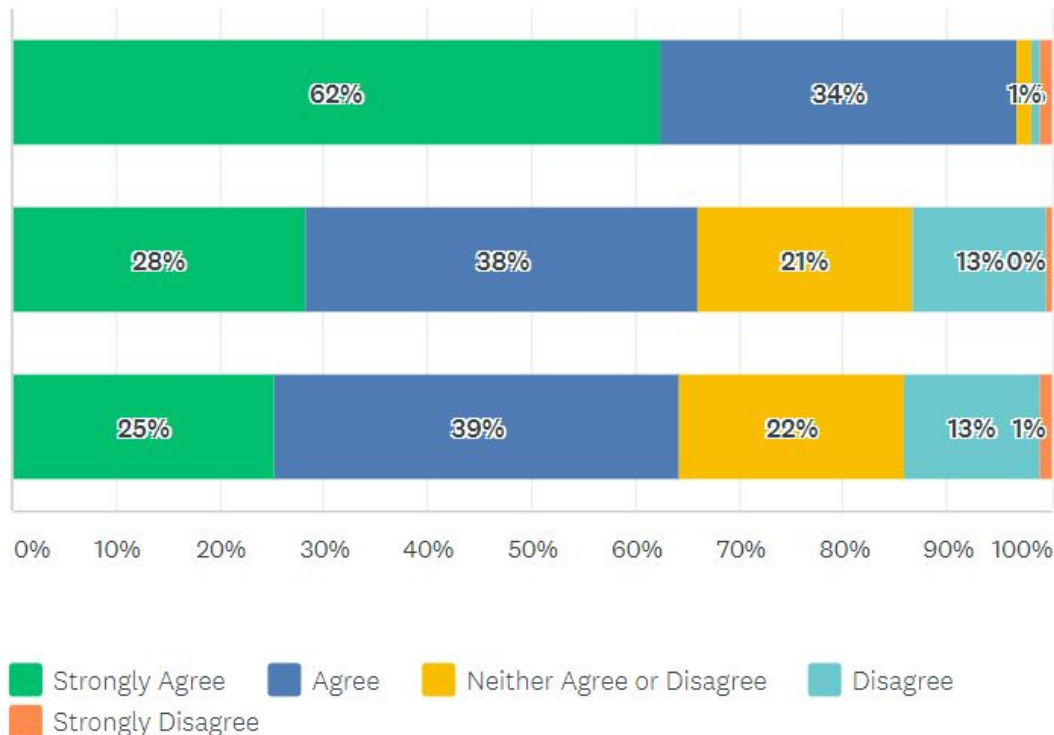
Q25: Indicate how frequently you use the following career counseling tools or resources:

Answered: 212   Skipped: 31

	Very frequently	Somewhat frequently	Often	Rarely	Not at all
myIDP	17%	24%	14%	23%	22%
ImaginePhD	15%	19%	11%	27%	28%
StrengthsFinder	7%	15%	14%	30%	33%
Myers-Briggs	6%	12%	11%	37%	34%
Strong Interest...	4%	6%	10%	26%	55%
Wellbeing Finder	0%			13%	87%

Legend: Very frequently · Somewhat frequently · Often · Rarely · Not at all
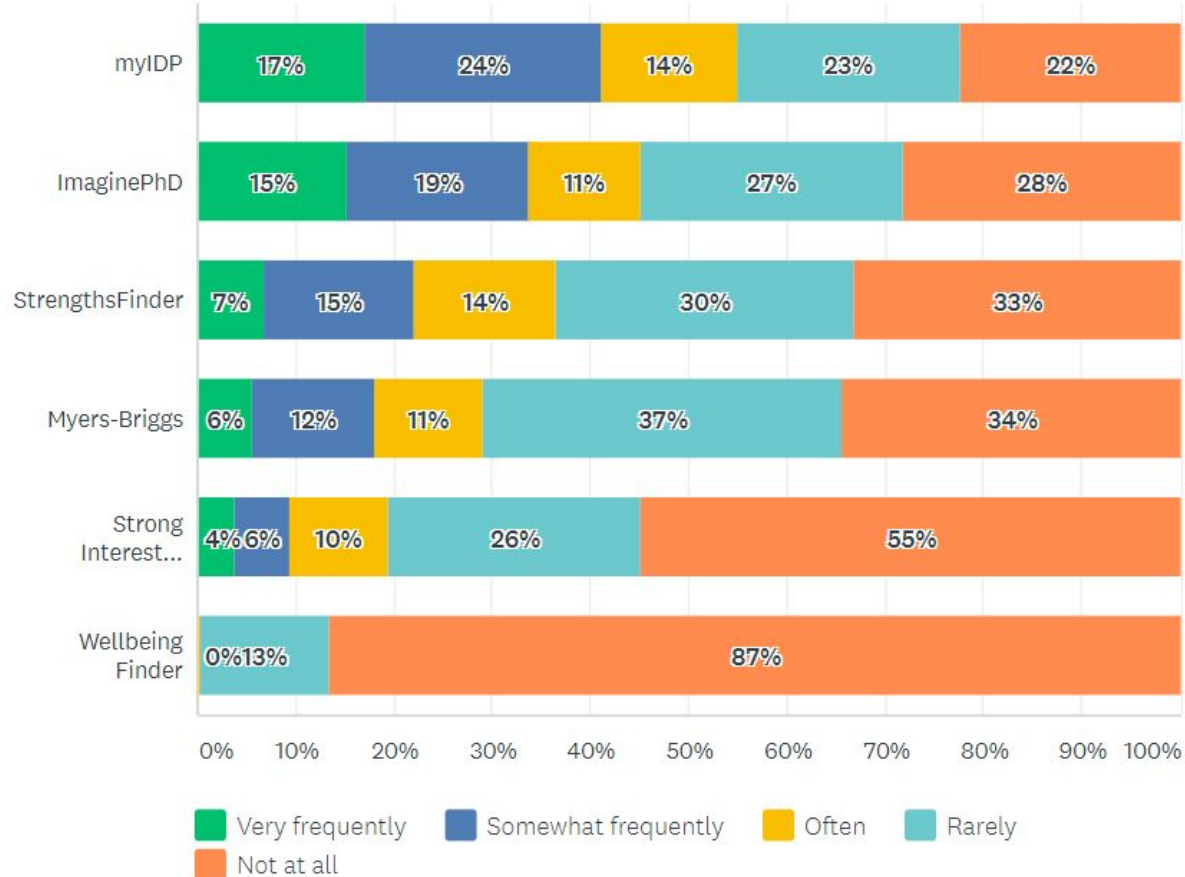
Q26: Indicate your level of agreement that each challenge below is something you face in your work with doctoral students or postdocs:

Answered: 213
Skipped: 30

Challenge	Strongly Agree	Agree	Neither agree/disagree	Disagree	Strongly Disagree
Visibility among the doctoral student/postdoc population	36%	42%	10%	10%	2%
Doctoral student/Postdoc Attendance	28%	42%	15%	12%	3%
Lack of financial resources/budget	19%	33%	20%	22%	5%
Lack of local industry collaborations	16%	27%	25%	26%	8%
Resistance from faculty	15%	46%	25%	12%	1%
Communicating value	15%	46%	16%	20%	3%
Lack of effective campus partnerships	8%	20%	26%	37%	10%
Shortage of doctoral alumni	7%	13%	28%	33%	18%

Legend: 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:

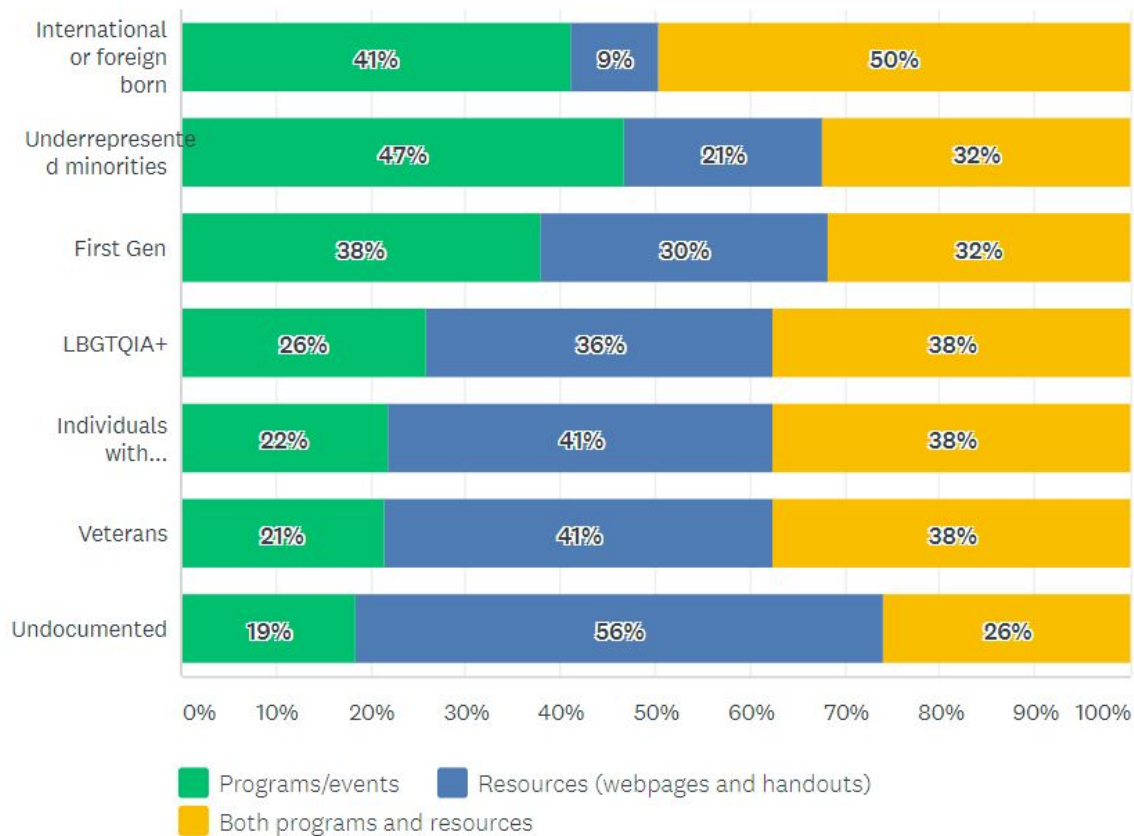Answered: 161   Skipped: 82

Identity	Programs/events	Resources (webpages and handouts)	Both programs and resources
International or foreign born	41%	9%	50%
Underrepresented minorities	47%	21%	32%
First Gen	38%	30%	32%
LBGTQIA+	26%	36%	38%
Individuals with...	22%	41%	38%
Veterans	21%	41%	38%
Undocumented	19%	56%	26%

Legend:
- Programs/events
- Resources (webpages and handouts)
- Both programs and resources

Q29: Please select the following program and workshops that your office offers:

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:

- 🟩 Self-Assessment
- 🟦 Non-Academic Job Search Process
- 🟨 Non-Academic Career Exploration
- 🟦 Academic Job Search Process
- 🟧 International Job Search Process
- 🟪 Professional Development
- 🟥 Leadership Development
- 🟫 Internship Search

Q30: Indicate how your office utilizes social media as part of doctoral student/postdoc services:

Legend:
- An integral part of programming and outreach (green)
- For limited marketing purposes (blue)
- To post job opportunities (yellow)
- To engage alumni (purple)

Platform	An integral part of programming and outreach	For limited marketing purposes	To post job opportunities	To engage alumni
LinkedIn	24%	23%	16%	37%
Twitter	27%	40%	15%	18%
Facebook	31%	40%	11%	18%
Blog	39%	27%	14%	20%
Instagram	23%	55%	4%	17%
Pinterest	33%	50%		17%

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)