

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

COMPLETE REPORT

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I. BACKGROUND

The Graduate Management Admission Council® (GMAC®) conducts the MBA Alumni Perspectives Survey twice a year—in March and August—to find out what MBA alumni are doing job-wise and how satisfied they are with their employment and their business school experience retrospectively. The survey provides a follow up to the Global MBA® Graduate Survey in which GMAC® studies the opinions of students who are currently enrolled in graduate management education programs.

According to the Global MBA® Graduate Survey, people pursue MBA degrees to improve personally, to develop their management knowledge and technical skills, and to increase their career options. About half of the students (51% in 2003) seek the degree to remain competitive and to increase their chances of promotion where they currently work. These students are known as career enhancers. The other type of student is a career switcher. Career switchers (49% in 2003) get an MBA to move into a new occupational area, industry, or type of organization. They often use the MBA to leverage an undergraduate degree in something other than business and risk graduating in a conservative economy in which recruiters mainly hire graduates with related work experience.

With both types of students, the connection between the expectations of what the degree will deliver and the actual ability of the degree to propel careers determines alumni satisfaction. Therefore, it is imperative for schools, students, and applicants to understand the dynamics of job placement and first-job characteristics so that expectations are in line with job-market realities.

II. WHO ARE THESE ALUMNI?

Each year, approximately three-quarters of the students who take the Global MBA® Graduate Survey agree to give GMAC® their permanent e-mail address to participate in follow-up research. With 2,622 people responding to this August 2003 survey, the yield rate is 32 percent of all those invited to take part (8,185). The following tables break down the characteristics of alumni respondents by gender, U.S. subgroups of race/ethnicity, country of citizenship, type of business program they attended, and when they graduated.

Gender			
		Number	Percent
Gender	Male	1,788	69%
	Female	794	31%
Total		2,582	100%

U.S. Subgroups of Race/Ethnicity			
		Number	Percent
Race/Ethnicity (Collapsed)	White (U.S.)	1,198	81%
	All Others (U.S.)	281	19%
Total		1,479	100%
	Asian/American	95	7%
	Black/African American	82	6%

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U.S. Subgroups of Race/Ethnicity			
		Number	Percent
	White (Non-Hispanic)	1,198	83%
	Hispanic	63	4%
Total		1,438	100%

Country of Citizenship			
		Number	Percent
World Region (Citizenship)	U.S.	1,547	62%
	Non-U.S.	955	38%
Total		2,502	100%
World Region (Citizenship)	Asia	294	12%
	United States	1,547	63%
	Canada	146	6%
	Latin America & The Caribbean	179	7%
	Europe	301	12%
Total		2,467	100%

Program Type			
		Number	Percent
Program Type	Full-Time	2,017	79%
	Part-Time	429	17%
	Executive	106	4%
Total		2,552	100%

Time of Graduation			
		Number	Percent
Graduation Month	January–April	220	8%
	May–June	1,888	72%
	July–December	512	20%
Total		2,620	100%
Graduation Year	2000	353	13%
	2001	619	24%
	2002	576	22%
	2003	1,074	41%
Total		2,622	100%

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III. EMPLOYMENT STATISTICS FOR SURVEY RESPONDENTS

FIRST JOB AFTER GRADUATION

For All Respondents

At the time this survey was conducted, almost half of the responding alumni (48%) started working for a new company after leaving graduate business school. Twenty-one percent worked for their employer while in school, 14 percent had not gotten a job since graduating, 12 percent had an internship or work project with the employer during school and continued to work for them after graduating, and 5 percent became self-employed or a small business owner.

First Job after Graduation, for All Respondents	
	n=2,622
I started this job after leaving graduate management school.	48%
I worked for my employer while in graduate management school and continued working with this employer after I left school.	21%
I have not had a job since leaving graduate management school.	14%
I had an internship/work project with the employer and continued working for this employer after I left school.	12%
I was self-employed or a small business owner.	5%
Total	100%

By U.S. Subgroups of Race/Ethnicity

Approximately half of the alumni, regardless of race/ethnicity, started their job after leaving school. Asian American alumni were significantly less likely to work for their employer while in graduate business school.

First Job after Graduation, by U.S. Subgroups of Race/Ethnicity*				
	Asian/ American n=95	Black/ African American n=82	White/Non- Hispanic n=1,198	Hispanic n=63
I worked for my employer while in graduate management school and continued working with this employer after I left school.	12%	22%	25%	21%
I had an internship/work project with the employer and continued working for this employer after I left school.	11%	15%	13%	17%
I started this job after leaving graduate management school.	59%	51%	47%	49%
I was self-employed or a small business owner.	5%	2%	5%	6%
I have not had a job since leaving graduate management school.	14%	10%	11%	6%
Total	100%	100%	100%	100%
*p<.05				

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By Country of Citizenship

Latin Americans were significantly less likely to work for their employer while attending graduate business school; instead, they were more likely to have started their job after graduation. Both Latin American and Canadian citizens were significantly more likely to have not had a job since graduation.

First Job after Graduation, by Country of Citizenship*					
	World Region (Citizenship)				
	Asia n=294	United States n=1,547	Canada n=146	Latin America n=179	Europe n=301
I worked for my employer while in graduate management school and continued working with this employer after I left school.	23%	23%	15%	4%	19%
I had an internship/work project with the employer and continued working for this employer after I left school.	11%	13%	7%	13%	10%
I started this job after leaving graduate management school.	44%	48%	49%	55%	51%
I was self-employed or a small business owner.	4%	5%	7%	4%	6%
I have not had a job since leaving graduate management school.	17%	11%	22%	23%	14%
Total	100%	100%	100%	100%	100%

*p<.05

By Program Type

Alumni who attended part-time and executive programs were significantly more likely to have worked for their employer while in graduate business school. However, 17 percent of those in part-time programs and 19 percent in executive programs started working for a new organization after graduation.

First Job after Graduation, by Program Type*			
	Program Type (collapsed)		
	Full-Time n=2,017	Part-Time n=429	Executive n=106
I worked for my employer while in graduate management school and continued working with this employer after I left school.	6%	74%	69%
I had an internship/work project with the employer and continued working for this employer after I left school.	15%	1%	1%
I started this job after leaving graduate management school.	57%	17%	19%
I was self-employed or a small business owner.	5%	4%	8%
I have not had a job since leaving graduate management school.	17%	4%	4%
Total	100%	100%	100%

*p<.05

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By Time of Graduation

The alumni class of 2000 was significantly more likely to report starting their first job with a new employer after leaving graduate business school. The alumni class of 2001 was significantly more likely to report working for their employer while attending graduate business school. The alumni class of 2002 was significantly more likely to report being self-employed or a small business owner; and the alumni class of 2003 was significantly more likely to report not having a job since leaving graduate business school.

First Job after Graduation, by Time of Graduation*					
	Graduation Year				
	2000	2001	2002	2003	Total
	n=353	n=619	n=576	n=1,074	n=2,622
I started this job after leaving graduate management school.	66%	54%	54%	36%	48%
I worked for my employer while in graduate management school and continued working with this employer after I left school.	15%	28%	22%	18%	21%
I have not had a job since leaving graduate management school.	1%	4%	6%	29%	14%
I had an internship/work project with the employer and continued working for this employer after I left school.	15%	10%	11%	12%	12%
I was self-employed or a small business owner.	3%	5%	7%	4%	5%
Total	100%	100%	100%	100%	100%
*p=<.05					

No Differences

No statistical differences resulted when comparing first-job characteristics by gender.

Reasons for Unemployment

Of the 29 percent of the alumni class of 2003 who had not gotten a job since graduation, 15 percent had just graduated during the month the survey was available. Other MBA alumni who reported not having a job at the time of the survey provided the following reasons:

- Unable to find a job they want (79%)
- Other (23%)
- Currently involved in internship or work project (8%)
- Family reasons (8%)
- Continuing their education (PhD, law) (8%)
- Military obligations (1%)

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The main reasons mentioned for “other” were—

- Haven’t started looking (44%)
- Economy, switching industries, international student, etc. (33%)
- Decided to start own business (9%)

TIMING OF FIRST JOB AFTER GRADUATION

For All Respondents

The typical MBA graduates started their jobs two months after graduation. Forty percent started in either June or July, 37 percent started between August and December, and 23 percent started between January and May.

When First Job after Graduation Started, for All Respondents		
		n=1,263
Month in which respondent began first job after graduation (collapsed)	June–July	40%
	August–December	37%
	January–May	23%
	Total	100%
Year in which respondent began first job after graduation (collapsed)	2000 or earlier	16%
	2001	22%
	2002	26%
	2003	36%
	Total	100%

By Program Type

MBA alumni who graduated from part-time programs were significantly more likely to have started their job during the first half of the year and in the year 2000 or earlier.

When First Job after Graduation Started, by Program Type				
		Program Type (collapsed)		
		Full-Time	Part-Time	Executive
		n=1,671	n=413	n=102
Month in which respondent began first job after graduation (collapsed)	January–May	24%	43%	32%
	June–July	40%	25%	21%
	August–December	36%	33%	47%
	Total	100%	100%	100%
Year in which respondent began first job after graduation (collapsed)	2000 or earlier	18%	65%	53%
	2001	21%	13%	19%
	2002	25%	13%	16%
	2003	36%	9%	13%
	Total	100%	100%	100%

By Time of Graduation

The alumni class of 2001 was more likely to start their first job three months after graduation.

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When First Job after Graduation Started, by Time of Graduation					
		Graduation Year			
		2000	2001	2002	2003
		n=348	n=597	n=541	n=764
Month in which respondent began first job after graduation (collapsed)	January–May	28%	34%	29%	23%
	June–July	35%	29%	33%	44%
	August–December	37%	37%	38%	33%
	Total	100%	100%	100%	100%
Year in which respondent began first job after graduation (collapsed)	2000 or earlier	83%	22%	17%	18%
	2001	14%	57%	4%	3%
	2002	2%	18%	64%	5%
	2003	1%	3%	16%	74%
	Total	100%	100%	100%	100%

This three-month delay reflects the behavior of employers. According to the GMAC[®] Corporate Recruiters Survey 2001–02, 9 percent of recruiters delayed start dates for the alumni class of 2001, 7 percent laid off new MBAs after their start dates, and 4 percent rescinded offers before start dates.

No Differences

No statistical differences resulted when comparing the timing of the first job by gender, U.S. subgroups of race/ethnicity, or country of citizenship.

EMPLOYER AND JOB CHARACTERISTICS

For All Respondents

Sixty-three percent of the alumni responding to this survey work in multinational companies, 17 percent in national companies, and 10 percent in regional or local companies. Thirty-four percent work in companies with 25,000 or more employees, 37 percent work in companies with 1,000 to 24,999 employees, and 29 percent work in companies with less than 1,000 employees. Eighty-one percent work in their country of citizenship.

Thirty-eight percent work in the products and services industry, 18 percent work in the consulting industry, 15 percent work in the technology industry, 13 percent work in the finance/accounting industry, 7 percent work in the manufacturing industry, 4 percent work in the energy and utilities industry, and 2 percent work in the health care or pharmaceutical industry.

Twenty-three percent said their job function is marketing/sales, 19 percent said finance or accounting, 13 percent said consulting, 10 percent said general management, 7 percent said operations or logistics, and 5 percent said information technology/MIS.

By Gender

Women were significantly more likely to be working in a local company, whereas men were significantly more likely to be working in a multinational company. Women were significantly more likely than men to be working in the products and services industry. And, women were significantly more likely to be working in a marketing/sales function; men were more likely to be working in a general management function.

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Organization Scope, by Gender*		
	Male	Female
	n=1,381	n=613
Local	8%	16%
Regional	9%	11%
National	17%	17%
Multinational	66%	57%
Total	100%	100%
*p=<.05		
Industry Group, by Gender*		
	Male	Female
	n=1,446	n=621
Consulting	19%	16%
Finance/Accounting	13%	12%
Products and Services	35%	45%
Manufacturing	8%	6%
Technology	16%	12%
Health Care or Pharmaceutical	1%	2%
Energy & Utilities	4%	4%
Other	4%	4%
Total	100%	100%
*p=<.05		
Job Function, by Gender*		
Which of the following best describes the functional area or department in which you work?	Gender	
	Male	Female
	n=1,487	n=639
Marketing/Sales	21%	27%
Operations/Logistics	8%	6%
Consulting	14%	11%
General Management	12%	8%
Finance/Accounting	20%	18%
Human Resources	1%	3%
Information Technology/MIS	4%	4%
Health Care	1%	1%
Law/Legal	1%	0%
Research and/or Development	4%	4%
Rotational Management Program	2%	3%
Other Function	12%	15%
Total	100%	100%
*p=<.05		

By Program Type

Alumni from full-time programs were significantly more likely to be working for multinational companies; alumni from part-time programs were significantly more likely to be working for regional companies; and alumni from executive programs were significantly more likely to be working for local companies.

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Alumni from full-time programs were significantly more likely to be working outside their country of citizenship. And, alumni from full-time programs were more likely to be working in the finance/accounting industry.

Organization Scope, by Program Type*			
	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
	n=1,487	n=387	n=93
Local	9%	14%	18%
Regional	9%	12%	6%
National	17%	16%	16%
Multinational	65%	58%	59%
Total	100%	100%	100%
*p=<.05			
Working in Country of Citizenship, by Program Type*			
	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
	n=1,487	n=387	n=93
Yes	77%	93%	91%
*p=<.05			
Industry Group, by Program Type*			
	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
	n=1,549	n=391	n=100
Consulting	19%	15%	19%
Finance/Accounting	14%	9%	6%
Products and Services	37%	43%	44%
Manufacturing	7%	8%	12%
Technology	15%	15%	12%
Health Care or Pharmaceutical	1%	2%	0%
Energy & Utilities	3%	5%	4%
Other	4%	2%	3%
Total	100%	100%	100%
*p=<.05			

By Time of Graduation

The alumni classes of 2000 and 2002 were significantly more likely to be working in the consulting industry.

Industry Group, by Time of Graduation*					
	Graduation Year				
	2000	2001	2002	2003	All
	n=318	n=548	n=504	n=729	n=2,099
Consulting	20%	17%	21%	16%	18%
Finance/Accounting	13%	14%	11%	13%	13%
Products and Services	34%	37%	38%	42%	38%
Manufacturing	9%	9%	7%	6%	7%

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Industry Group, by Time of Graduation*					
	Graduation Year				
	2000	2001	2002	2003	All
	n=318	n=548	n=504	n=729	n=2,099
Technology	16%	12%	12%	17%	15%
Health Care or Pharmaceutical	3%	2%	1%	1%	2%
Energy & Utilities	3%	4%	5%	2%	4%
Other	2%	4%	5%	3%	4%
Total	100%	100%	100%	100%	100%
*p=<.05					

No Differences

No significant differences resulted when comparing employer and job characteristics by U.S. subgroups of race/ethnicity and country of citizenship.

NUMBER OF OTHER JOB OFFERS

For All Respondents

The survey respondents who started their job after leaving graduate business school received one additional job offer, on average. Thirty-five percent received no additional offers, 28 percent received one additional offer, 19 percent received two additional offers, and 18 percent received three or more additional offers.

Number of Other Job Offers, for Respondents Who Started Their First Job After Graduation	
	n=2,250
0	35%
1	28%
2	19%
3 or more	18%
Total	100%

By Program Type

MBA alumni who graduated from full-time programs were significantly more likely to have received three or more other job offers than alumni who attended part-time and executive programs.

Number of Other Job Offers, by Program Type			
Number of Other Job Offers *	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
	n=2,017	n=429	n=106
0	31%	49%	39%
1	22%	24%	23%
2	16%	16%	20%
3 or more	32%	11%	19%
Total	100%	100%	100%
*p=<.05			

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By Time of Graduation

Whereas the average number of job offers received has not changed from one graduating class to the next, the outliers—those receiving no additional offers or those receiving three or more job offers—has changed. The graduating class of 2002 was significantly more likely to receive no additional offers and less likely to receive three or more additional offers compared with the graduating class of 2000.

Number of Other Job Offers, by Time of Graduation*					
	2000	2001	2002	2003	Average
	n=348	n=597	n=541	n=764	n=2,250
0	27%	41%	48%	41%	35%
1	27%	24%	26%	27%	28%
2	18%	17%	18%	20%	19%
3 or more	28%	18%	7%	13%	18%
Total	100%	100%	100%	100%	100%
*p=<.05					

This pattern reflects the effect the weak economy had on employers' ability to hire. According to the Corporate Recruiters Survey 2001–02, 68 percent of the recruiters responding felt the economy was weak and that it was restraining their hiring plans.

No Differences

No significant differences resulted when comparing the number of other job offers received at the time of graduation by gender, U.S. race/ethnicity, or country of citizenship.

STILL WORKING FOR FIRST EMPLOYER

For All Respondents

Out of 2,124 respondents, 80 percent were still working with the employer they worked for while in graduate business school or with the employer they started with after leaving graduate business school. Eighteen percent left their first employer and are now currently working, and 2 percent are not currently working.

By Gender

Men were significantly more likely to still be working for the same employer they had at graduation.

Still Employed by First Employer? By Gender		
	Male	Female
	n=1,445	n=645
Yes*	82%	76%
*p=<.05		

By Program Type

Graduates from full-time programs were significantly less likely to still be employed by their first employer.

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Still Employed by First Employer? By Program Type			
	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
	n=1,571	n=397	n=94
Yes*	78%	88%	87%
*p=<.05			

By Time of Graduation

Only 55 percent of the alumni class of 2000 were still working for the same employer they had at the time of graduation, whereas 69 percent from the class of 2001, 86 percent from the class of 2002, and 96 percent from the class of 2003 were still working for their same employer.

Still employed by first employer? By Time of Graduation year				
	Graduation year			
	2000	2001	2002	2003
	n=337	n=567	n=502	n=718
Yes*	55%	69%	86%	96%
*p=<.05				

No Differences

No significant differences resulted when comparing the number of those still working for their first employer by U.S. subgroups of race/ethnicity or country of citizenship.

RIGHT DECISION IN CHOICE OF EMPLOYER

[The following discussion is based on current jobs regardless of whether it is their first job or a subsequent job.]

For All Respondents

In the 2003 Global MBA[®] Graduate Survey, graduating students were asked to indicate the employment acceptance factors that were most important in their decision to accept a job offer. The most cited (more than 30%) were challenging and interesting work, competitive salary, and opportunity for advancement. The least cited (less than 10%) were opinions of others (peers, spouses), stock option or ownership program, opportunity for travel, high ethical standards of the company, job autonomy, benefit package, and job security. In between (29%–16%), were location, opportunity to learn new things, positive organizational climate, company image and reputation, opportunity to use their skills to the maximum, and achieving something they personally value.

Now that alumni have spent some time on their jobs, respondents of this survey were asked to indicate whether they had weighted their employment acceptance factors too little, too much, or about right. Overall, alumni felt they weighted too little such factors as stock option or ownership program (33%), value employer places on MBA skills (31%), positive organizational climate (29%), competitive salary (27%), and opportunity for advancement (25%).

Please note that this question is only relevant to those who had a choice. Alumni might have had to accept any job that was offered due to a tight job market.

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By Gender

In the 2003 Global MBA[®] survey, women were significantly more likely than men to cite the following factors as most important: challenging and/or interesting work, opportunity to achieve something they personally value, positive organizational climate, and high ethical standards of the employing company. Men were significantly more likely than women to cite the importance of a competitive salary, opportunity for advancement, and opinions of spouse/significant other.

In this survey, the factors that women were significantly more likely than men to weight as about right include ethical standards of the company, opinions of spouse/significant other, opportunity to learn new things, company stability, location, and benefits. Women were significantly more likely than men to have weighted competitive salary and extending their range of abilities too little.

By U.S. Subgroups of Race/Ethnicity

In the 2003 Global MBA[®] Graduate Survey, blacks/African Americans cited the opportunity to learn new things as more important and location less important in their decision to accept a job offer than other U.S. subgroups. Significantly more Asian and Hispanic Americans than whites indicated job security as one of the most important factors.

No significant differences resulted when comparing U.S. subgroups on whether they weighted employment acceptance factors the right amount.

By Program Type

In the 2003 Global MBA[®] Graduate Survey, students from full-time programs indicated challenging and interesting work significantly more and cited job security significantly less than students from part-time and executive programs. Opportunity for advancement was significantly more important to graduates of part-time programs.

In this survey, alumni from part-time programs felt they weighted the following factors too little when deciding where to work compared with alumni from full-time programs:

- Opportunity to use their skills to the maximum
- Extending their range of abilities
- Competitive salary

Alumni from part-time and executive programs felt they weighted job security too much and the following factors too little when deciding where to work compared with alumni from full-time programs:

- Opportunity for advancement
- Value employer places on MBA skills
- Opportunity to learn new things

Alumni from full-time programs were significantly more likely to feel that they weighted the opportunity to make their own decisions too little.

By Time of Graduation

Compared with the alumni classes of 2000, 2001, and 2002, the alumni class of 2003 was significantly more likely to say they had weighted the following about right whereas the other alumni classes felt they weighted them too little:

- Opportunity to use their skills to the maximum
- Achieving something they personally value

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- Opportunity to make their own decisions
- Positive organizational climate
- Value employer placed on MBA skills

The alumni class of 2000 was significantly more likely to say they had weighted opportunities for advancement too little and stock option or ownership program about right compared with the other alumni classes.

The alumni class of 2002 was significantly more likely to say they had weighted challenging and/or interesting work, extending their range of abilities, and the opportunity to learn new things too little compared with the other alumni classes.

Weighted Employment Decision Correctly? By Graduation Year					
		Graduation Year			
		2000	2001	2002	2003
		n=307	n=530	n=489	n=700
Opportunity to use your skills to the maximum*	Too much	4%	7%	7%	5%
	About right	75%	69%	69%	79%
	Too little	21%	24%	24%	15%
	Total	100%	100%	100%	100%
Achieving something that you personally value*	Too much	4%	7%	7%	5%
	About right	75%	72%	72%	79%
	Too little	20%	21%	22%	16%
	Total	100%	100%	100%	100%
The opportunity to make your own decisions	Too much	4%	7%	7%	7%
	About right	73%	70%	71%	75%
	Too little	23%	23%	22%	18%
	Total	100%	100%	100%	100%
Challenging and/or interesting work*	Too much	5%	10%	9%	9%
	About right	81%	72%	70%	75%
	Too little	14%	18%	21%	16%
	Total	100%	100%	100%	100%
Extending your range of abilities*	Too much	6%	11%	8%	8%
	About right	73%	66%	64%	70%
	Too little	21%	23%	28%	22%
	Total	100%	100%	100%	100%
Opportunity for advancement*	Too much	7%	11%	11%	12%
	About right	60%	62%	66%	68%
	Too little	33%	28%	24%	20%
	Total	100%	100%	100%	100%
Opportunity to learn new things*	Too much	5%	9%	8%	10%
	About right	81%	77%	72%	78%
	Too little	14%	15%	20%	13%
	Total	100%	100%	100%	100%
Stock option or ownership program*	Too much	8%	9%	5%	7%
	About right	69%	57%	58%	59%
	Too little	23%	35%	37%	34%
	Total	100%	100%	100%	100%

**MBA ALUMNI PERSPECTIVES SURVEY
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Weighted Employment Decision Correctly? By Graduation Year					
		Graduation Year			
		2000	2001	2002	2003
		n=307	n=530	n=489	n=700
Positive organizational climate*	Too much	6%	7%	6%	8%
	About right	63%	59%	62%	71%
	Too little	31%	34%	32%	21%
	Total	100%	100%	100%	100%
Value employer places on MBA skills*	Too much	9%	13%	12%	9%
	About right	61%	53%	56%	64%
	Too little	30%	34%	33%	27%
	Total	100%	100%	100%	100%

*p=<.05

REASONS FOR LEAVING FIRST EMPLOYER

For All Respondents

Twenty-one percent of the respondents quit their first job because they got a better job; 16 percent were laid off due to the weak economy; 9 percent got laid off because of company instability or quit because they were dissatisfied with their work and/or quality of clients; 9 percent quit because they were dissatisfied with the hours, pay, and/or coworkers; 7 percent left because the job was only temporary; 5 percent moved elsewhere; and 3 percent started their own business, left for family reasons, or left to continue their education.

Reason for Leaving First Job, for All Respondents	
	n=448
I quit because I got a better job	21%
I was laid off due to weak economy	16%
Other (please specify)	13%
I was laid off due to company instability	9%
Dissatisfied with the work itself and/or quality of clients	9%
The job was only temporary	7%
Dissatisfied with hours, pay, and/or coworkers, etc.	7%
Moved elsewhere	5%
To continue my education	3%
Family reasons	3%
Planned to start own business	3%
I was terminated	2%
Wanted to work on a consulting or advisory basis	1%
Total	100%

By Gender

Men were more likely to quit because they got a better job, whereas women were more likely to quit because they were dissatisfied with the work itself and/or the quality of the clients.

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

Reason for Leaving First Job, by Gender		
	Male	Female
	n=283	n=158
I quit because I got a better job	24%	16%
I was laid off due to weak economy	16%	16%
Other (please specify)	11%	15%
I was laid off due to company instability	8%	10%
Dissatisfied with the work itself and/or quality of clients	7%	13%
The job was only temporary	6%	8%
Dissatisfied with hours, pay, and/or coworkers, etc.	7%	8%
Moved elsewhere	4%	5%
To continue my education	3%	3%
Family reasons	2%	3%
Planned to start own business	4%	1%
I was terminated	3%	1%
Wanted to work on a consulting or advisory basis	2%	1%
Total	100%	100%

By Time of Graduation

The alumni classes of 2000 and 2001 were more likely to have left their first employer because they had been laid off due to a weak economy or company instability.

Reason for Leaving First Job, by Time of Graduation				
	Graduation Year			
	2000	2001	2002	2003
	n=157	n=184	n=76	n=31
I quit because I got a better job	17%	23%	26%	19%
I was laid off due to weak economy	21%	18%	5%	3%
Other (please specify)	13%	12%	12%	13%
I was laid off due to company instability	12%	10%	5%	0%
Dissatisfied with the work itself and/or quality of clients	8%	9%	13%	6%
The job was only temporary	4%	5%	17%	6%
Dissatisfied with hours, pay, and/or coworkers, etc.	9%	6%	9%	3%
Moved elsewhere	6%	5%	0%	6%
To continue my education	0%	1%	1%	39%
Family reasons	3%	4%	1%	0%
Planned to start own business	3%	4%	3%	0%
I was terminated	3%	2%	4%	3%
Wanted to work on a consulting or advisory basis	1%	1%	3%	0%
Total	100%	100%	100%	100%

No Differences

No differences resulted when the reasons all respondents gave for leaving their first job are compared with the reasons by U.S. subgroups of race/ethnicity or country of citizenship. Because the sample size of those in part-time and executive programs who left their first employer is small, there were also no significant differences by program type.

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

STARTING ANNUAL BASE SALARY AND OTHER FIRST-YEAR MONETARY COMPENSATION

For All Respondents

The typical respondent received a starting annual base salary of \$72,000 and \$10,000 in other first-year monetary compensation.

Starting Annual Base Salary, for All Respondents, in U.S. Dollars	
Minimum	\$2,000
Maximum	\$265,000
Mean	\$70,000
Median	\$72,000
Other First-Year Monetary Compensation, for All Respondents, in U.S. Dollars	
Minimum	\$0
Maximum	\$215,000
Mean	\$16,663
Median	\$10,000

By Gender

Men were significantly more likely to receive a higher starting annual base salary than women. No significant differences resulted when comparing other first-year monetary compensation by gender.

Starting Annual Salary, by Gender, in U.S. Dollars		
Starting Annual Salary*	Gender	
	Male	Female
Minimum	\$2,800	\$3,000
Maximum	\$230,000	\$265,000
Mean	\$72,331	\$65,659
Median	\$75,000	\$67,500
*p=<.05		

By U.S. Subgroups of Race/Ethnicity

The typical Asian American reported a significantly higher starting annual base salary and other first-year monetary compensation than other U.S. subgroups of race/ethnicity.

Starting Annual Salary, by U.S. Subgroups of Race/Ethnicity, in U.S. Dollars				
Starting Annual Salary	Major U.S. Subgroup			
	Asian/American	Black/African American	White (Non-Hispanic)	Hispanic
Minimum	\$12,000	\$23,000	\$6,000	\$35,000
Maximum	\$115,000	\$180,000	\$230,000	\$100,000
Mean	\$77,475	\$72,466	\$71,796	\$70,803
Median	\$82,500	\$75,000	\$74,000	\$74,000

**MBA ALUMNI PERSPECTIVES SURVEY
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Other First-Year Monetary Compensation, by U.S. Subgroups of Race/Ethnicity, in U.S. Dollars				
Minimum	\$0	\$0	\$0	\$0
Maximum	\$150,000	\$110,000	\$150,000	\$80,000
Mean	\$25,757	\$18,161	\$14,671	\$16,390
Median	\$17,500	\$10,000	\$10,000	\$12,500

By Country of Citizenship

Canadian alumni reported a significantly lower starting annual salary and other first-year monetary compensation compared with citizens from other countries.

Starting Annual Salary, by Country of Citizenship, in U.S. Dollars					
Starting Annual Salary*	World Region (Citizenship)				
	Asia	United States	Canada	Latin America	Europe
Minimum	\$2,800	\$6,000	\$20,000	\$24,000	\$7,500
Maximum	\$140,000	\$230,000	\$100,000	\$120,000	\$170,000
Mean	\$64,645	\$72,267	\$53,836	\$67,895	\$69,584
Median	\$70,000	\$75,000	\$50,945	\$72,000	\$70,000
Other First-Year Monetary Compensation*, by Country of Citizenship, in U.S. Dollars					
Minimum	\$0	\$0	\$0	\$0	\$0
Maximum	\$110,000	\$150,000	\$120,000	\$50,000	\$180,000
Mean	\$20,069	\$16,026	\$10,994	\$16,938	\$17,204
Median	\$15,000	\$10,000	\$4,000	\$15,000	\$9,700
*p=<.05					

By Program Type

The typical alumni who graduated from part-time programs reported a significantly lower starting annual base salary and other first-year monetary compensation than alumni from full-time and executive programs.

Starting Annual Salary, by Program Type, in U.S. Dollars			
Starting Annual Salary*	Program Type		
	Full-Time	Part-Time	Executive
Minimum	\$2,800	\$18,000	\$10,000
Maximum	\$265,000	\$230,000	\$230,000
Mean	\$70,636	\$67,624	\$80,461
Median	\$74,400	\$65,000	\$75,000
*p=<.05			
Other First-Year Monetary Compensation, by Program Type, in U.S. Dollars			
Minimum	\$0	\$0	\$0
Maximum	\$215,000	\$115,000	\$50,000
Mean	\$17,835	\$11,268	\$12,484
Median	\$11,000	\$5,000	\$10,000
*p=<.05			

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

By Time of Graduation

Whereas typical respondents from the alumni class of 2000 and 2001 reported a starting annual base salary of \$75,000, the typical respondent from the alumni class of 2002 reported a starting annual base salary of \$67,136, and the typical respondent from the alumni class of 2003 reported a starting annual base salary of \$70,000. There were no significant differences by time of graduation in other first-year monetary compensation.

Starting Annual Salary, by Time of Graduation, in U.S. Dollars				
Starting Annual Salary*	Graduation Year			
	2000	2001	2002	2003
Minimum	\$5,000	\$5,000	\$2,800	\$4,200
Maximum	\$180,000	\$200,000	\$230,000	\$265,000
Mean	\$73,875	\$70,679	\$67,917	\$69,713
Median	\$75,000	\$75,000	\$67,136	\$70,000
*p=<.05				

CURRENT SALARY AND PERCENT CHANGE BY YEARS AT JOB

The following table shows the starting annual salary, current annual salary, and percent change for respondents who started their job after graduation, measured by the length of time they have been on their job.

Salaries by Time: Still on First Job, for Respondents Who Started Job after Graduation					
			Valid n	Mean	Median
Time on First Job	Less than 1 year	Starting annual salary: first job	n=387	\$70,529	\$73,000
		Current annual salary: current salary/end of first job	n=327	\$71,728	\$75,000
		% change		1.7%	2.7%
	1 year, but less than 2 years	Starting annual salary: first job	n=211	\$77,003	\$75,000
		Current annual salary: current salary/end of first job	n=196	\$81,946	\$80,000
		% change		6.4%	6.7%
	2 years, but less than 3 years	Starting annual salary: first job	n=142	\$75,637	\$78,000
		Current annual salary: current salary/end of first job	n=139	\$82,917	\$84,500
		% change		9.6%	8.3%
	3 years, but less than 4 years	Starting annual salary: first job	n=80	\$77,613	\$75,000
		Current annual salary: current salary/end of first job	n=76	\$93,538	\$89,950
		% change		20.5%	19.9%

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

PROMOTIONS

For All Respondents

Thirty-four percent of the respondents received promotions at their first job. Of those who received a promotion, 64 percent received one promotion, 19 percent received a promotion that involved a change in job title, and 56 percent received a promotion that involved a raise.

Promotions at First Job, for All Respondents		
Did you receive any promotions at your first job?	n=2,124	
Yes	34%	
Number of Promotions	n=731	
Number of promotions received at first job (collapsed)	1	64%
	2	19%
	3 or more	16%
	Total	100%
Number of promotion that involved a change in job title (collapsed)	0	13%
	1	59%
	2	16%
	3 or more	12%
	Total	100%
Number of promotions that involved a raise (collapsed)	0	13%
	1	56%
	2	15%
	3 or more	16%
	Total	100%

By Time of Graduation

Respondents who started their job in 2000 and 2001 were significantly more likely to report receiving a promotion. Respondents who started their job in 2000 were significantly more likely to report receiving more than one promotion and to report more promotions that involved a raise and/or change in job title.

Promotions at First Job, by Time of Graduation*					
Did you receive any promotions on first job?	Year in which respondent began first job after graduation				
	2000 or earlier	2001	2002	2003	
	n=631	n=410	n=455	n=628	
Yes	56%	45%	30%	9%	
Number of Promotions	n=351	n=186	n=137	n=56	
Number of promotions received at first job (collapsed)	1	47%	81%	81%	81%
	2	25%	16%	15%	9%
	3 or more	28%	4%	4%	11%
	Total	100%	100%	100%	100%
Number of promotion that involved a change in job title (collapsed)	0	6%	17%	23%	19%
	1	49%	70%	65%	65%
	2	24%	10%	8%	9%
	3 or more	21%	3%	4%	7%

**MBA ALUMNI PERSPECTIVES SURVEY
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	Total	100%	100%	100%	100%
Number of promotions that involved a raise (collapsed)	0	10%	15%	15%	21%
	1	42%	70%	71%	61%
	2	21%	12%	10%	7%
	3 or more	28%	4%	4%	11%
	Total	100%	100%	100%	100%
*p=<.05					

No Differences

No differences resulted when comparing information on promotions by U.S. subgroups of race/ethnicity, gender, or country of citizenship.

SKILLS USED IN CURRENT JOB

For All Respondents

We asked alumni to indicate the skills they are using in their current job and the extent to which they are doing so. They reported using the following skills the most (a great deal):

- Ability to integrate information from a wide variety of sources (49%)
- Ability to think analytically (48%)
- Interpersonal skills (47%)

They report using the following skills a little or not at all:

- Networking skills (24%)
- Leadership skills (19%)
- Ability to think strategically (16%)
- Creative skills (16%)

Skills Used in Job, for All Respondents		
		n=2,026
Leadership skills	A great deal	25%
	A good amount	31%
	Somewhat	26%
	A little or not at all	19%
	Total	100%
Technical skills for your specialty	A great deal	28%
	A good amount	33%
	Somewhat	24%
	A little or not at all	14%
	Total	100%
Computer and related technological skills	A great deal	26%
	A good amount	35%
	Somewhat	25%
	A little or not at all	13%
	Total	100%
Ability to think analytically	A great deal	48%
	A good amount	31%
	Somewhat	15%
	A little or not at all	5%

**MBA ALUMNI PERSPECTIVES SURVEY
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Skills Used in Job, for All Respondents		
		n=2,026
	Total	100%
Creative skills	A great deal	20%
	A good amount	37%
	Somewhat	27%
	A little or not at all	16%
	Total	100%
Ability to think strategically	A great deal	32%
	A good amount	29%
	Somewhat	22%
	A little or not at all	16%
	Total	100%
Ability to integrate information from a wide variety of sources	A great deal	49%
	A good amount	32%
	Somewhat	13%
	A little or not at all	7%
	Total	100%
Decision-making ability	A great deal	31%
	A good amount	35%
	Somewhat	21%
	A little or not at all	13%
	Total	100%
Oral communication skills	A great deal	40%
	A good amount	35%
	Somewhat	18%
	A little or not at all	7%
	Total	100%
Written communication skills	A great deal	34%
	A good amount	38%
	Somewhat	20%
	A little or not at all	9%
	Total	100%
Networking skills	A great deal	23%
	A good amount	28%
	Somewhat	26%
	A little or not at all	24%
	Total	100%
Interpersonal skills	A great deal	47%
	A good amount	34%
	Somewhat	14%
	A little or not at all	5%
	Total	100%

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

By Program Type

Alumni from part-time programs report using the following skills significantly less than alumni from full-time and executive programs:

- Ability to think analytically
- Ability to think strategically
- Ability to integrate information from a wide variety of sources
- Networking skills

Alumni from executive MBA programs reported using their leadership skills significantly more.

Skills Used in Job, by Program Type*				
		Program Type (collapsed)		
		Full-Time	Part-Time	Executive
		n=1,487	n=387	n=93
Leadership skills	A Great Deal	23%	28%	41%
	A Good Amount	30%	31%	31%
	Somewhat	27%	21%	20%
	A little or not at all	19%	20%	8%
	Total	100%	100%	100%
Ability to think analytically	A Great Deal	50%	40%	53%
	A Good Amount	30%	36%	31%
	Somewhat	14%	19%	11%
	A little or not at all	6%	5%	5%
	Total	100%	100%	100%
Ability to think strategically	A Great Deal	35%	22%	38%
	A Good Amount	29%	31%	29%
	Somewhat	21%	27%	20%
	A little or not at all	15%	21%	13%
	Total	100%	100%	100%
Ability to integrate information from a wide variety of sources	A Great Deal	53%	36%	41%
	A Good Amount	29%	38%	40%
	Somewhat	12%	15%	15%
	A little or not at all	6%	11%	4%
	Total	100%	100%	100%
Networking skills	A Great Deal	25%	14%	19%
	A Good Amount	29%	25%	27%
	Somewhat	24%	32%	29%
	A little or not at all	22%	29%	25%
	Total	100%	100%	100%

*p=<.05

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

IV. JOB/CAREER SATISFACTION OF SURVEY RESPONDENTS

JOB PLACEMENT SATISFACTION

For All Respondents

We asked respondents who started their job after leaving graduate business school if it was the kind of job they were looking for. Fifty-three percent said yes, definitely; 38 percent said yes, somewhat; and 8 percent said no.

Job Placement Satisfaction, for All Respondents	
When you took this job, was it the kind of job you were looking for?	n=2,250
Yes, definitely	53%
Yes, somewhat	38%
No	8%
Total	100%

By Time of Graduation

The alumni class of 2002 was significantly less likely to feel that their first job was the kind of job they were looking for. This could be because they had fewer job offers to choose from compared with the other alumni classes.

Job Placement Satisfaction, by Time of Graduation*				
When you took this job, was it the kind of job you were looking for?	Graduation year			
	2000	2001	2002	2003
Yes, definitely	62%	51%	45%	56%
Yes, somewhat	31%	40%	44%	37%
No	7%	9%	11%	7%
Total	100%	100%	100%	100%
*p<.05				

No Differences

No significant differences resulted when comparing job placement satisfaction by gender, U.S. subgroups of race/ethnicity, country of citizenship, or program type.

JOB SATISFACTION

For All Respondents

Sixty-four percent of the alumni would strongly recommend their job, 31 percent would have doubts about recommending it, and 4 percent would strongly advise against taking their sort of job.

Sixty-one percent of the alumni would decide without hesitation to take the same job, 35 percent would have doubts, and 5 percent would decide definitely not to take the same job.

Forty-six percent of the alumni said their job is very much like the job they wanted, 42 percent said it is somewhat like what they wanted, and 12 percent said it is not very much like what they wanted.

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

Job Satisfaction, for All Respondents		
		n = 2,026
If a good friend of yours told you they were interested in working in a job like yours for your employer, what would you tell them? Would you...	Strongly recommend this job	64%
	Have doubts about recommending it, or	31%
	Strongly advise them against this sort of job?	4%
	Total	100%
Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide? Would you...	Decide without hesitation to take the same job	61%
	Have some second thoughts, or	35%
	Decide definitely not to take the same job?	5%
	Total	100%
In general, how well would you say that your job measures up to the sort of job you wanted when you took it? Is it very much like, somewhat like, or not very much like the job you wanted when you took it?*	Very much like	46%
	Somewhat like	42%
	Not very much like	12%
	Total	100%
*p=<.05		

By Program Type

Alumni from full-time programs were significantly more likely to say they would decide without hesitation to take the same job given the opportunity to decide again.

Alumni from part-time programs were significantly more likely to say their job is only somewhat like the kind of job they wanted.

Job Satisfaction, by Program Type				
		Program Type (collapsed)		
		Full-Time	Part-Time	Executive
		n=1,487	n=387	n=93
If a good friend of yours told you they were interested in working in a job like yours for your employer, what would you tell them? Would you...	Strongly recommend this job	66%	61%	60%
	Have doubts about recommending it, or	31%	33%	34%
	Strongly advise them against this sort of job?	4%	5%	5%
	Total	100%	100%	100%
Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide? Would you...*	Decide without hesitation to take the same job	63%	55%	53%
	Have some second thoughts, or	32%	40%	42%
	Decide definitely not to take the same job?	4%	5%	5%
	Total	100%	100%	100%

**MBA ALUMNI PERSPECTIVES SURVEY
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In general, how well would you say that your job measures up to the sort of job you wanted when you took it? Is it very much like, somewhat like, or not very much like the job you wanted when you took it?*	Very much like	48%	39%	46%
	Somewhat like	40%	48%	42%
	Not very much like	12%	13%	12%
	Total	100%	100%	100%

*p=<.05

By Time of Graduation

The alumni class of 2003 was significantly more likely to say they would strongly recommend their job, decide without hesitation to take the same job, and agree that their job is very much like what they expected.

Job Satisfaction, by Time of Graduation					
		Graduation Year			
		2000 n=307	2001 n=530	2002 n=489	2003 n=700
If a good friend of yours told you they were interested in working in a job like yours for your employer, what would you tell them? Would you...*	Strongly recommend this job	63%	58%	61%	72%
	Have doubts about recommending it, or	33%	36%	35%	25%
	Strongly advise them against this sort of job?	4%	6%	4%	3%
	Total	100%	100%	100%	100%
Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide? Would you...*	Decide without hesitation to take the same job	59%	57%	56%	68%
	Have some second thoughts, or	36%	37%	39%	29%
	Decide definitely not to take the same job?	5%	6%	5%	3%
	Total	100%	100%	100%	100%
In general, how well would you say that your job measures up to the sort of job you wanted when you took it? Is it very much like, somewhat like, or not very much like the job you wanted when you took it?*	Very much like	47%	41%	42%	52%
	Somewhat like	43%	44%	45%	38%
	Not very much like	10%	16%	13%	10%
	Total	100%	100%	100%	100%

*p=<.05

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

CAREER SATISFACTION

For All Respondents

In general, 19 percent are extremely satisfied with their career progression since leaving graduate business school, 33 percent are very satisfied, 31 percent are somewhat satisfied, 12 percent are not very satisfied, and 4 percent are not at all satisfied.

Career Satisfaction, for All Respondents	
In general, how satisfied are you with your career progression since leaving graduate management school?	n=2,026
Extremely satisfied	19%
Very satisfied	33%
Somewhat satisfied	31%
Not very satisfied	12%
Not at all satisfied	4%
Total	100%

By Program Type

Alumni from part-time programs were significantly less satisfied with their career progression since graduation.

Career Satisfaction, by Program Type			
In general, how satisfied are you with your career progression since leaving graduate management school?*	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
	n=1,487	n=387	n=93
Extremely satisfied	22%	11%	19%
Very satisfied	35%	29%	29%
Somewhat satisfied	30%	34%	34%
Not very satisfied	10%	19%	16%
Not at all satisfied	4%	7%	1%
Total	100%	100%	100%
*p<.05			

By Time of Graduation

The alumni class of 2003 is significantly more likely to be extremely satisfied with their career progression since graduation.

Career Satisfaction, by Time of Graduation				
In general, how satisfied are you with your career progression since leaving graduate management school?*	Graduation Year			
	2000	2001	2002	2003
	n=307	n=530	n=489	n=700
Extremely satisfied	18%	13%	15%	27%
Very satisfied	30%	32%	33%	36%
Somewhat satisfied	38%	35%	32%	24%
Not very satisfied	12%	15%	13%	9%
Not at all satisfied	3%	5%	6%	3%
Total	100%	100%	100%	100%
*p<.05				

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

No Differences

No significant differences resulted when comparing career satisfaction by gender, U.S. subgroups of race/ethnicity, or country of citizenship.

V. SATISFACTION WITH MBA PROGRAM

CAREER SERVICES—USE AND HELPFULNESS

For All Respondents

Forty-four percent of all respondents used their school's job placement services. Twenty-three percent of those respondents felt their school's job placement services were extremely helpful, 33 percent felt they were very helpful, 29 percent felt they were somewhat helpful, and 15 percent felt there were not very or not at all helpful.

School Career Services—Use and Helpfulness, for All Respondents	
Did you use your school's job placement services in finding your first job after graduation?	n=2,124
Yes	44%
How helpful was your school's job placement services in finding your first job? (Collapsed)	n=932
Extremely helpful	23%
Very helpful	33%
Somewhat helpful	29%
Not very/not at all helpful	15%
Total	100%

By U.S. Subgroups of Race/Ethnicity

Asian American and Hispanic American alumni were significantly more likely to use their school's job placement services. Hispanic American were significantly more likely to rate the helpfulness of job placement services from their school lower than other U.S. subgroups of race/ethnicity.

School Career Services—Use and Helpfulness, by Race/Ethnicity				
	Major U.S. Subgroup			
	Asian/ American	Black/African American	White (Non-Hispanic)	Hispanic
Did you use your school's job placement services in finding your first job after graduation?	n=77	n=72	n=1,013	n=55
Yes	51%	36%	44%	51%
How helpful was your school's job placement services in finding your first job? (Collapsed)	n=39	n=26	n=443	n=28
Extremely helpful	23%	27%	26%	18%
Very helpful	21%	23%	35%	25%
Somewhat helpful	44%	46%	26%	39%
Not very/not at all helpful	13%	4%	13%	18%
Total	100%	100%	100%	100%

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By Type of Program

Alumni in full-time programs were significantly more likely to use job placement services from their school for finding their first job after graduation. Due to the small sample size of alumni from part-time and executive programs who rated the helpfulness of their school's job placement services, there were no significant differences.

School Career Services—Use and Helpfulness, by Program Type			
Did you use your school's job placement services in finding your first job after graduation?*	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
		n=1,571	n=397
Yes	54%	16%	11%
*p=<.05			

By Time of Graduation

The alumni class of 2000 was significantly more likely to say they used their school's job placement services in finding their first job after graduation. The alumni class of 2002 rated the helpfulness of the job placement services from their school significantly lower than other alumni classes.

School Career Services—Use and Helpfulness, by Time of Graduation				
Use of job placement services from your school in finding first job after graduation*	Graduation Year			
	2000	2001	2002	2003
		n=337	n=567	n=502
Yes	51%	43%	39%	44%
Helpfulness of the job placement services from your school in finding first job (collapsed)*				
	n=172	n=245	n=197	n=318
Extremely helpful	28%	25%	18%	22%
Very helpful	34%	36%	33%	31%
Somewhat helpful	26%	22%	30%	36%
Not very/not at all helpful	12%	18%	19%	11%
Total	100%	100%	100%	100%
*p=<.05				

No Differences

No significant differences resulted when comparing the use and helpfulness of school career services by gender or country of citizenship.

MBA EDUCATION AND JOB PLACEMENT SUCCESS

For All Respondents

We asked respondents who started their job after leaving graduate business school whether they agreed that they could not have gotten their job without their management education. Forty-two percent strongly agreed with that statement, 21 percent somewhat agreed, 10 percent neither agreed nor disagreed, 10 percent somewhat disagreed, and 17 percent strongly disagreed.

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MBA Education and Job Placement Success, for All Respondents	
I could not have gotten this job without management education training.	n=2,250
Strongly agree	42%
Somewhat agree	21%
Neither agree nor disagree	10%
Somewhat disagree	10%
Strongly disagree	17%
Total	100%

By Program Type

Alumni who attended full-time programs were significantly more likely to believe that they could not have gotten their first job without their management education training.

MBA Education and Job Placement Success, by Program Type			
I could not have gotten this job without management education training.	Program Type (collapsed)		
	Full-Time	Part-Time	Executive
	n=1,671	n=413	n=102
Strongly agree	50%	17%	16%
Somewhat agree	23%	16%	23%
Neither agree nor disagree	8%	14%	23%

Respondents who worked with their employer while in graduate business school were significantly more likely to strongly disagree (28%).

MBA Education and Job Placement Success, by Working Status		
I could not have gotten this job without management education training*	Worked with employer while in school	Began working with employer after graduation
	n=861	n=1,236
Strongly agree	31%	50%
Somewhat agree	16%	25%
Neither agree nor disagree	13%	8%
Somewhat disagree	12%	8%
Strongly disagree	28%	9%
Total	100%	100%
*p<.05		

No Differences

No significant differences resulted when comparing MBA education and job placement success by gender, U.S. subgroups of race/ethnicity, country of citizenship, and time of graduation.

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RIGHT DECISIONS IN EDUCATIONAL CHOICES

For All Respondents

MBA alumni were asked to indicate whether they had made the right decision in pursuing their MBA degree, in the school they chose to attend, the type of program in which they enrolled, and the area in which they concentrated their studies. MBA alumni were most certain they made the right decision in pursuing their MBA degree (77% said definitely yes) and the type of program in which they enrolled (80% said definitely yes).

They were less certain about the school they chose to attend (55% said definitely yes, 35% said probably yes) and the area in which they concentrated their studies (57% said definitely yes, 36% said probably yes).

Right Decisions in Educational Choices, for All Respondents		
		n = 2,622
Pursuing your MBA degree	Definitely yes	77%
	Probably yes	19%
	Probably/Definitely no	4%
	Total	100%
The school you chose to attend	Definitely yes	55%
	Probably yes	35%
	Probably/Definitely no	10%
	Total	100%
The type of program in which you enrolled	Definitely yes	80%
	Probably yes	15%
	Probably/Definitely no	5%
	Total	100%
The area in which you concentrated your studies	Definitely yes	57%
	Probably yes	36%
	Probably/Definitely no	8%
	Total	100%

Alumni who are not currently working expressed significantly lower certainty in their decision to pursue their MBA degree, in the school they chose to attend, the type of program in which they enrolled, and the area in which they concentrated their studies.

Right Decisions in Educational Choices, by Working Status*				
		First Job after Graduation		
		Worked with Employer While in School	Began Working with Employer after Graduation	Currently Not Working
		n=861	n=1,263	n=372
Pursuing your MBA degree	Definitely yes	84%	78%	57%
	Probably yes	14%	19%	33%
	Probably/Definitely no	2%	3%	10%
	Total	100%	100%	100%

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Right Decisions in Educational Choices, by Working Status*				
		First Job after Graduation		
		Worked with Employer While in School	Began Working with Employer after Graduation	Currently Not Working
		n=861	n=1,263	n=372
The school you chose to attend	Definitely yes	58%	56%	41%
	Probably yes	34%	35%	37%
	Probably/Definitely no	8%	9%	23%
	Total	100%	100%	100%
The type of program in which you enrolled	Definitely yes	81%	82%	73%
	Probably yes	16%	15%	17%
	Probably/Definitely no	4%	4%	10%
	Total	100%	100%	100%
The area in which you concentrated your studies	Definitely yes	57%	59%	47%
	Probably yes	36%	34%	40%
	Probably/Definitely no	7%	7%	13%
	Total	100%	100%	100%

p=<.05

By Gender

There were no significant differences by gender on whether alumni made the right decision in pursuing their MBA degree, the type of program they were enrolled in, or the area in which they concentrated their studies. Women expressed slightly, but significantly greater uncertainty about the school they chose to attend. However, regardless of gender, over half of the respondents said they definitely made the right choice in the school they chose to attend.

Right Decisions in Educational Choices, by Gender			
		Male	Female
		n=1,788	n=794
The school you chose to attend*	Definitely yes	56%	51%
	Probably yes	33%	37%
	Probably/Definitely no	10%	11%
	Total	100%	100%

*p=<.05

By U.S. Subgroups of Race/Ethnicity

White alumni were significantly less satisfied in the area in which they concentrated their studies. There were no other significant differences among U.S. subgroups of race/ethnicity in whether they had made the right decision in pursuing their MBA degree, in the school they chose to attend, and in the type of program they enrolled in.

Right Decisions in Educational Choices, by U.S. Subgroups of Race/Ethnicity					
		Asian/ American	Black/ African American	White (Non-Hispanic)	Hispanic
		n=95	n=82	n=1,198	n=63
The area in which you concentrated	Definitely yes	64%	67%	54%	65%
	Probably yes	27%	23%	37%	24%

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Right Decisions in Educational Choices, by U.S. Subgroups of Race/Ethnicity					
		Asian/ American	Black/ African American	White (Non-Hispanic)	Hispanic
		n=95	n=82	n=1,198	n=63
your studies	Probably/ Definitely no	8%	10%	8%	11%
	Total	100%	100%	100%	100%

By Country of Citizenship

European citizens were significantly more certain that they had made the right decision in pursuing their MBA degree than alumni from other world regions. European and Latin American citizens were significantly more certain in their choice of school and the area in which they concentrated their studies. Asian citizens were the most uncertain about the school they chose to attend. Canadian citizens were the most uncertain about their decision to pursue their MBA degree and the area in which they concentrated their studies.

Right Decisions in Educational Choices, by Citizenship						
		Asia	United States	Canada	Latin America	Europe
		n=294	n=1,547	n=146	n=179	n=301
Pursuing your MBA degree*	Definitely yes	70%	78%	66%	77%	82%
	Probably yes	24%	18%	28%	19%	16%
	Probably/ Definitely no	6%	3%	5%	4%	2%
	Total	100%	100%	100%	100%	100%
The school you chose to attend*	Definitely yes	41%	55%	50%	62%	65%
	Probably yes	45%	35%	36%	24%	28%
	Probably/ Definitely no	13%	10%	14%	14%	7%
	Total	100%	100%	100%	100%	100%
The type of program in which you enrolled	Definitely yes	80%	80%	76%	79%	84%
	Probably yes	15%	16%	16%	14%	12%
	Probably/ Definitely no	5%	4%	8%	7%	4%
	Total	100%	100%	100%	100%	100%
The area in which you concentrated your studies*	Definitely yes	53%	56%	43%	66%	64%
	Probably yes	39%	35%	47%	30%	30%
	Probably/ Definitely no	8%	8%	10%	4%	7%
	Total	100%	100%	100%	100%	100%

*p<.05

By Program Type

Alumni from executive MBA programs were significantly more likely than alumni from full-time and part-time programs to feel they made the right decision in pursuing their MBA degree, in their choice of school, in their type of program, and in the area in which they concentrated their studies.

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Right Decisions in Educational Choices, by Program Type*				
		Program Type (collapsed)		
		Full-Time	Part-Time	Executive
		n=2,017	n=429	n=106
Pursuing your MBA degree	Definitely yes	75%	81%	88%
	Probably yes	20%	17%	10%
	Probably/Definitely no	4%	2%	2%
	Total	100%	100%	100%
The school you chose to attend	Definitely yes	54%	56%	69%
	Probably yes	34%	36%	27%
	Probably/Definitely no	12%	7%	4%
	Total	100%	100%	100%
The type of program in which you enrolled	Definitely yes	82%	70%	85%
	Probably yes	13%	24%	11%
	Probably/Definitely no	5%	6%	4%
	Total	100%	100%	100%
The area in which you concentrated your studies	Definitely yes	59%	46%	64%
	Probably yes	33%	46%	32%
	Probably/Definitely no	8%	7%	4%
	Total	100%	100%	100%

*p<.05

By Time of Graduation

The 2000 alumni class was the most certain in their decision to pursue their MBA degree. Both the 2000 and 2003 alumni classes were significantly more certain about their decision to enroll in their type of program. The 2003 alumni class was significantly more certain about their choice of school and the area in which they concentrated their studies.

Right Decisions in Educational Choices, by Time of Graduation*					
		Graduation Year			
		2000	2001	2002	2003
		n=353	n=619	n=576	n=1074
Pursuing your MBA degree	Definitely yes	83%	76%	75%	77%
	Probably yes	16%	19%	20%	20%
	Probably/Definitely no	1%	4%	5%	3%
	Total	100%	100%	100%	100%
The school you chose to attend	Definitely yes	55%	51%	52%	59%
	Probably yes	36%	37%	37%	31%
	Probably/Definitely no	9%	12%	11%	10%
	Total	100%	100%	100%	100%
The type of program in which you enrolled	Definitely yes	83%	77%	78%	82%
	Probably yes	14%	18%	15%	14%
	Probably/Definitely no	3%	5%	6%	4%
	Total	100%	100%	100%	100%
The area in which you concentrated your studies	Definitely yes	54%	50%	56%	61%
	Probably yes	37%	40%	35%	33%
	Probably/Definitely no	8%	10%	9%	6%
	Total	100%	100%	100%	100%

*p<.05

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SATISFACTION WITH GRADUATE MANAGEMENT EDUCATION

For All Respondents

MBA alumni were asked to rate their satisfaction in the benefits of graduate management education. The five benefits MBA alumni said they were extremely or very satisfied with follow :

- Opportunity to improve personally (85%)
- Gaining desired credentials (79%)
- Development of their management knowledge/technical skills (76%)
- An increase in their career options (70%)
- Preparation to get a good job in the business world (66%)

Satisfaction with Graduate Management Education, for All Respondents		
		n=1,232
Preparation to get a good job in the business world	Extremely satisfied	20%
	Very satisfied	46%
	Somewhat satisfied	27%
	Not very/not at all satisfied	7%
	Total	100%
An increase in your career options	Extremely satisfied	31%
	Very satisfied	39%
	Somewhat satisfied	22%
	Not very/not at all satisfied	8%
	Total	100%
Credentials you desired	Extremely satisfied	32%
	Very satisfied	47%
	Somewhat satisfied	18%
	Not very/not at all satisfied	3%
	Total	100%
Opportunity to improve yourself personally	Extremely satisfied	44%
	Very satisfied	41%
	Somewhat satisfied	13%
	Not very/not at all satisfied	2%
	Total	100%
Opportunity for quicker advancement	Extremely satisfied	21%
	Very satisfied	37%
	Somewhat satisfied	33%
	Not very/not at all satisfied	9%
	Total	100%
Development of your management knowledge/technical skills	Extremely satisfied	26%
	Very satisfied	50%
	Somewhat satisfied	21%
	Not very/not at all satisfied	3%
	Total	100%
An increase in earning power	Extremely satisfied	20%
	Very satisfied	32%
	Somewhat satisfied	32%
	Not very/not at all satisfied	16%
	Total	100%
Opportunity to network and to form	Extremely satisfied	27%

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Satisfaction with Graduate Management Education, for All Respondents		
		n=1,232
relationships with long-term value	Very satisfied	32%
	Somewhat satisfied	28%
	Not very/not at all satisfied	13%
	Total	100%
Job security	Extremely satisfied	7%
	Very satisfied	26%
	Somewhat satisfied	43%
	Not very/not at all satisfied	24%
	Total	100%

Alumni who are not currently working expressed significantly lower satisfaction in all nine potential benefits of graduate management education compared with those who had worked with their employer while in school or who began working at or after graduation.

Satisfaction with Graduate Management Education, by Working Status*				
		Worked with employer while in school	Began working with employer after graduation	Currently not working
		n=861	n=1,263	n=372
Preparation to get a good job in the business world	Not very/not at all satisfied	5%	4%	22%
An increase in your career options	Not very/not at all satisfied	6%	5%	20%
Credentials you desired	Not very/not at all satisfied	2%	2%	7%
Opportunity to improve yourself personally	Not very/not at all satisfied	2%	1%	3%
Opportunity for quicker advancement	Not very/not at all satisfied	9%	7%	19%
Development of your management knowledge/technical skills	Not very/not at all satisfied	2%	3%	6%
An increase in earning power	Not very/not at all satisfied	15%	13%	30%
Opportunity to network and to form relationships with long-term value	Not very/not at all satisfied	15%	10%	17%
Job security	Not very/not at all satisfied	20%	20%	44%
* p<.05				

By Gender

Men expressed significantly greater satisfaction in five of the nine potential benefits:

- Preparation to get a good job in the business world
- An increase in career options
- Opportunity for quicker advancement
- Development of management knowledge/technical skills

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- An increase in earning power

		Male	Female
		n=1,788	n=794
Preparation to get a good job in the business world	Extremely satisfied	23%	16%
	Very satisfied	46%	45%
	Somewhat satisfied	25%	31%
	Not very/not at all satisfied	7%	7%
	Total	100%	100%
An increase in your career options	Extremely satisfied	34%	25%
	Very satisfied	38%	41%
	Somewhat satisfied	20%	26%
	Not very/not at all satisfied	7%	8%
	Total	100%	100%
Opportunity for quicker advancement	Extremely satisfied	23%	18%
	Very satisfied	36%	38%
	Somewhat satisfied	32%	35%
	Not very/not at all satisfied	9%	9%
	Total	100%	100%
Development of your management knowledge/technical skills	Extremely satisfied	28%	21%
	Very satisfied	49%	50%
	Somewhat satisfied	19%	25%
	Not very/not at all satisfied	3%	4%
	Total	100%	100%
An increase in earning power	Extremely satisfied	22%	16%
	Very satisfied	30%	34%
	Somewhat satisfied	31%	33%
	Not very/not at all satisfied	16%	18%
	Total	100%	100%
	Not very/not at all satisfied	23%	25%
	Total	100%	100%

*p<.05

By U.S. Subgroups of Race/Ethnicity

Hispanic American alumni were least likely to respond as extremely satisfied in their preparation to get a good job in the business world. There were no other significant differences in satisfaction in graduate management education across U.S. subgroups of race/ethnicity.

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Satisfaction with Graduate Management Education, by Race/Ethnicity					
		Asian/American	Black/African American	White (Non-Hispanic)	Hispanic
		n=95	n=82	n=1,198	n=63
Preparation to get a good job in the business world*	Extremely satisfied	28%	26%	21%	17%
	Very satisfied	35%	52%	48%	49%
	Somewhat satisfied	24%	13%	26%	29%
	Not very/not at all satisfied	13%	9%	5%	5%
	Total	100%	100%	100%	100%
*p<.05					

By Country of Citizenship

Alumni from Asia expressed significantly lower satisfaction in all nine benefits of graduate management education. Canadian citizens express less satisfaction in the development of their management knowledge and technical skills and their increase in earning power. Latin American citizens expressed significantly higher satisfaction in six of the potential benefits.

Satisfaction with Graduate Management Education, by Country of Citizenship*						
		Asia	United States	Canada	Latin America	Europe
		n = 294	n = 1,547	n = 146	n = 179	n = 301
Preparation to get a good job in the business world	Extremely satisfied	12%	22%	15%	27%	20%
	Very satisfied	38%	47%	42%	46%	52%
	Somewhat satisfied	34%	25%	32%	20%	23%
	Not very/not at all satisfied	16%	6%	11%	8%	4%
	Total	100%	100%	100%	100%	100%
An increase in your career options	Extremely satisfied	16%	34%	29%	36%	35%
	Very satisfied	38%	38%	40%	37%	45%
	Somewhat satisfied	34%	21%	24%	19%	16%
	Not very/not at all satisfied	12%	7%	7%	8%	4%
	Total	100%	100%	100%	100%	100%
Credentials you desired	Extremely satisfied	15%	37%	28%	32%	25%
	Very satisfied	48%	45%	49%	50%	50%
	Somewhat satisfied	31%	16%	20%	15%	23%
	Not very/not at all satisfied	6%	2%	3%	3%	2%
	Total	100%	100%	100%	100%	100%
Opportunity to improve	Extremely satisfied	27%	45%	32%	58%	52%

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Satisfaction with Graduate Management Education, by Country of Citizenship*						
		Asia	United States	Canada	Latin America	Europe
		n = 294	n = 1,547	n = 146	n = 179	n = 301
yourself personally	Very satisfied	50%	40%	45%	34%	36%
	Somewhat satisfied	19%	13%	18%	8%	11%
	Not very/not at all satisfied	3%	2%	4%	1%	0%
	Total	100%	100%	100%	100%	100%
Opportunity for quicker advancement	Extremely satisfied	11%	24%	16%	25%	18%
	Very satisfied	29%	37%	41%	41%	42%
	Somewhat satisfied	40%	32%	29%	28%	33%
	Not very/not at all satisfied	19%	8%	13%	6%	7%
	Total	100%	100%	100%	100%	100%
Development of your management knowledge/technical skills	Extremely satisfied	20%	27%	20%	35%	30%
	Very satisfied	48%	50%	44%	47%	51%
	Somewhat satisfied	26%	20%	31%	15%	18%
	Not very/not at all satisfied	5%	3%	5%	3%	1%
	Total	100%	100%	100%	100%	100%
An increase in earning power	Extremely satisfied	15%	23%	11%	23%	17%
	Very satisfied	28%	32%	38%	35%	31%
	Somewhat satisfied	33%	31%	31%	30%	38%
	Not very/not at all satisfied	24%	15%	21%	13%	14%
	Total	100%	100%	100%	100%	100%
Opportunity to network and to form relationships with long-term value	Extremely satisfied	17%	28%	27%	35%	30%
	Very satisfied	33%	30%	34%	37%	34%
	Somewhat satisfied	32%	29%	27%	20%	28%
	Not very/not at all satisfied	18%	13%	12%	8%	8%
	Total	100%	100%	100%	100%	100%
Job security	Extremely satisfied	4%	9%	2%	10%	8%
	Very satisfied	24%	27%	25%	29%	21%
	Somewhat satisfied	40%	43%	47%	36%	52%
	Not very/not at all satisfied	32%	22%	27%	25%	19%
	Total	100%	100%	100%	100%	100%

*p<.05

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By Program Type

With the exception of gaining desired credentials and job security, alumni from part-time programs expressed significantly lower satisfaction in the potential benefits of graduate management education.

Satisfaction in Graduate Management Education, by Program Type				
		Program Type (collapsed)		
		Full-Time n=2,017	Part-Time n=429	Executive n=106
Preparation to get a good job in the business world*	Extremely satisfied	23%	10%	24%
	Very satisfied	45%	50%	47%
	Somewhat satisfied	25%	35%	25%
	Not very/not at all satisfied	7%	6%	5%
	Total	100%	100%	100%
An increase in your career options*	Extremely satisfied	35%	17%	29%
	Very satisfied	37%	47%	38%
	Somewhat satisfied	20%	29%	23%
	Not very/not at all satisfied	8%	7%	10%
	Total	100%	100%	100%
Credentials you desired	Extremely satisfied	33%	29%	35%
	Very satisfied	46%	48%	50%
	Somewhat satisfied	18%	20%	12%
	Not very/not at all satisfied	3%	3%	3%
	Total	100%	100%	100%
Opportunity to improve yourself personally*	Extremely satisfied	45%	38%	50%
	Very satisfied	39%	49%	42%
	Somewhat satisfied	14%	11%	8%
	Not very/not at all satisfied	2%	2%	0%
	Total	100%	100%	100%
Opportunity for quicker advancement*	Extremely satisfied	24%	11%	14%
	Very satisfied	37%	35%	38%
	Somewhat satisfied	31%	44%	37%
	Not very/not at all satisfied	9%	10%	11%
	Total	100%	100%	100%
Development of your management knowledge/technical skills*	Extremely satisfied	27%	20%	34%
	Very satisfied	49%	52%	48%
	Somewhat satisfied	21%	24%	16%
	Not very/not at all satisfied	4%	3%	2%
	Total	100%	100%	100%
An increase in earning power*	Extremely satisfied	24%	9%	8%
	Very satisfied	32%	28%	39%
	Somewhat satisfied	29%	43%	32%
	Not very/not at all satisfied	15%	20%	21%
	Total	100%	100%	100%
Opportunity to network and to form relationships with long-term value*	Extremely satisfied	30%	12%	30%
	Very satisfied	33%	29%	33%
	Somewhat satisfied	26%	36%	28%
	Not very/not at all satisfied	11%	24%	8%
	Total	100%	100%	100%

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Satisfaction in Graduate Management Education, by Program Type				
		Program Type (collapsed)		
		Full-Time	Part-Time	Executive
		n=2,017	n=429	n=106
Job security	Extremely satisfied	8%	5%	8%
	Very satisfied	26%	24%	28%
	Somewhat satisfied	43%	46%	44%
	Not very/not at all satisfied	24%	25%	20%
	Total	100%	100%	100%

* p = < .05

By Time of Graduation

Graduates from the class of 2000 and 2003 expressed significantly higher satisfaction in three of the same benefits—gaining desired credentials, preparation for a good job in the business world, and opportunity for quicker advancement. Additionally, the alumni class of 2000 was more satisfied in their increase in career options and increase in earning power, and the alumni class of 2003 was more satisfied in their opportunity to network and form relationships with long-term value. Both the 2002 and 2003 alumni classes were significantly more likely to be satisfied in their management knowledge and technical skill development.

Satisfaction in Graduate Management Education, by Time of Graduation					
		Graduation Year			
		2000	2001	2002	2003
		n=353	n=619	n=576	n=1,074
Preparation to get a good job in the business world*	Extremely satisfied	25%	17%	18%	22%
	Very satisfied	48%	47%	46%	44%
	Somewhat satisfied	24%	29%	29%	25%
	Not very/not at all satisfied	3%	6%	7%	9%
	Total	100%	100%	100%	100%
An increase in your career options*	Extremely satisfied	40%	29%	28%	31%
	Very satisfied	38%	41%	40%	38%
	Somewhat satisfied	18%	21%	24%	23%
	Not very/not at all satisfied	4%	9%	8%	7%
	Total	100%	100%	100%	100%
Credentials you desired*	Extremely satisfied	36%	28%	30%	34%
	Very satisfied	46%	52%	47%	45%
	Somewhat satisfied	17%	17%	20%	19%
	Not very/not at all satisfied	2%	3%	3%	2%
	Total	100%	100%	100%	100%
Opportunity to improve yourself personally*	Extremely satisfied	43%	37%	44%	48%
	Very satisfied	41%	45%	43%	38%
	Somewhat satisfied	14%	16%	12%	12%
	Not very/not at all satisfied	1%	2%	1%	2%
	Total	100%	100%	100%	100%
Opportunity for quicker advancement*	Extremely satisfied	24%	18%	17%	24%
	Very satisfied	38%	35%	37%	38%
	Somewhat satisfied	33%	34%	36%	31%
	Not very/not at all satisfied	5%	13%	10%	8%
	Total	100%	100%	100%	100%

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

Satisfaction in Graduate Management Education, by Time of Graduation					
		Graduation Year			
		2000 n=353	2001 n=619	2002 n=576	2003 n=1,074
Development of your management knowledge/technical skills*	Extremely satisfied	22%	22%	28%	29%
	Very satisfied	54%	47%	51%	48%
	Somewhat satisfied	19%	27%	17%	20%
	Not very/not at all satisfied	5%	4%	3%	2%
	Total	100%	100%	100%	100%
An increase in earning power*	Extremely satisfied	30%	17%	17%	20%
	Very satisfied	34%	35%	32%	29%
	Somewhat satisfied	26%	31%	31%	34%
	Not very/not at all satisfied	10%	17%	20%	16%
	Total	100%	100%	100%	100%
Opportunity to network and to form relationships with long-term value*	Extremely satisfied	23%	22%	26%	32%
	Very satisfied	33%	31%	31%	34%
	Somewhat satisfied	30%	32%	29%	24%
	Not very/not at all satisfied	14%	15%	14%	10%
	Total	100%	100%	100%	100%
Job security	Extremely satisfied	9%	5%	7%	8%
	Very satisfied	27%	24%	26%	26%
	Somewhat satisfied	45%	44%	43%	43%
	Not very/not at all satisfied	19%	27%	25%	22%
	Total	100%	100%	100%	100%

*p<.05

RETROSPECTIVE EDUCATIONAL NEEDS OF MBA ALUMNI

For All Respondents

In the 2003 Global MBA Graduate Survey, three-quarters or more of the responding students indicated a great deal or a good amount of improvement in their ability to think strategically, to integrate information from a wide variety of sources, to make decision, and to think analytically. MBA alumni were asked to indicate the areas they wish they had received more education/training during their MBA program:

- Developing a strategic plan (40%)
- Conducting financial analysis and preparing a budget (38%)
- Conducting cost/benefit analyses of proposed changes (33%)
- Managing their career (33%)
- Analyzing, organizing, and interpreting statistical data (31%)

Whereas graduating students reported high levels of improvement in their abilities, alumni in this survey expressed a wish for more training in implementing those abilities.

MBA alumni chose developing Web-based marketing (14%) and interpersonal skills (16%) as the least important education needs.

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

Areas in Which Alumni Wish They Had Received More Education, for All Respondents	
	n = 2,622
Developing a strategic plan	40%
Conducting financial analyses and preparing a budget	38%
Conducting cost/benefit analyses of proposed changes	33%
Managing your career	33%
Analyzing, organizing, and interpreting statistical data	31%
Designing and conducting market research	26%
Recruiting, managing, and maintaining staff	26%
Leadership skills	25%
Managing change	23%
Computer and related technological skills	22%
Developing creative problem-solving skills	21%
Oral communication skills	20%
Stress management	20%
Interpersonal Skills	16%
Developing Web-based marketing	14%

Alumni who are not currently working expressed a significantly higher need for additional training or education in analyzing, organizing, and interpreting statistical data; computer and related technological skills; cost/benefit analyses of proposed changes; and Web-based marketing. Alumni who are currently working expressed a significantly higher wish for more training in leadership skills and stress management.

Areas in Which Alumni Wish They Had Received More Education, by Working Status			
	First Job after Graduation		
	Worked with employer while in school	Began working with employer after graduation	Currently not working
	n=861	n=1,263	n=372
Analyzing, organizing, and interpreting statistical data*	31%	30%	41%
Computer and related technological skills*	22%	21%	28%
Conducting cost/benefit analyses of proposed changes*	33%	31%	40%
Conducting financial analyses and preparing a budget	38%	38%	42%
Designing and conducting market research	26%	24%	30%
Developing a strategic plan	41%	40%	40%
Developing creative problem-solving skills	23%	20%	23%

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

Developing Web-based marketing*	14%	12%	18%
Interpersonal skills	16%	16%	16%
Leadership skills*	29%	25%	20%
Managing change	24%	23%	20%
Managing your career	34%	33%	36%
Oral communication skills	19%	20%	22%
Recruiting, managing, and maintaining staff	26%	26%	24%
Stress management*	22%	21%	14%
*p<.05			

By Gender

In the 2003 Global MBA[®] Graduate Survey, men were slightly, but significantly more likely than women to report greater improvement in their strategic thinking ability, decision-making ability, interpersonal skills, and creative skills. In this survey, women were significantly more likely to wish they had received more education in conducting financial analyses and preparing budgets; conducting cost/benefit analyses of proposed changes; and analyzing, organizing, and interpreting statistical data. Men were significantly more likely to select interpersonal skills.

Areas in Which Alumni Wish They Had Received More Education, by Gender		
	Male n=1,788	Female n=794
Analyzing, organizing, and interpreting statistical data*	29%	37%
Computer and related technological skills	22%	22%
Conducting cost/benefit analyses of proposed changes*	31%	40%
Conducting financial analyses and preparing a budget*	35%	45%
Designing and conducting market research	25%	27%
Developing a strategic plan	39%	41%
Developing creative problem-solving skills	21%	21%
Developing Web-based marketing*	12%	16%
Interpersonal Skills*	18%	13%
Leadership skills	26%	23%
Managing change	24%	21%
Managing your career	33%	35%
Oral communication skills	21%	18%
Recruiting, managing, and maintaining staff	25%	26%
Stress management*	19%	22%
*p<.05		

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

By U.S. Subgroups of Race/Ethnicity

In the 2003 Global MBA[®] Graduate Survey, U.S. subgroups other than whites were significantly more likely to report greater improvement in their networking ability, interpersonal skills, and creative skills. In this survey, black/African American alumni were significantly less likely than other subgroups to feel they needed further education or training in interpersonal skills, leadership skills, or oral communication skills. Asian American alumni were significantly more likely to feel they need further education or training in interpersonal skills, leadership skills, oral communication skills, and developing creative problem solving skills.

Areas in Which Alumni Wish They Had Received More Education, by U.S. Subgroups of Race/Ethnicity				
	Asian American n=95	Black/African American n=82	White (Non- Hispanic) n=1,198	Hispanic n=63
Analyzing, organizing, and interpreting statistical data	39%	26%	31%	32%
Computer and related technological skills	16%	23%	23%	27%
Conducting cost/benefit analyses of proposed changes	40%	33%	33%	32%
Conducting financial analyses and preparing a budget	44%	35%	39%	32%
Designing and conducting market research	28%	24%	26%	22%
Developing a strategic plan	36%	38%	37%	46%
Developing creative problem-solving skills*	26%	12%	15%	16%
Developing Web-based marketing	16%	18%	14%	21%
Interpersonal skills*	15%	2%	10%	10%
Leadership skills*	29%	9%	21%	22%
Managing change	28%	15%	21%	24%
Managing your career	34%	26%	35%	38%
Oral communication skills*	27%	7%	15%	16%
Recruiting, managing, and maintaining staff	28%	15%	27%	29%
Stress management	16%	20%	17%	25%
*p<.05				

By Country of Citizenship

Alumni from Asia were significantly more likely to wish they had received more education in analyzing, organizing, and interpreting statistical data; developing a strategic plan; developing creative problem-solving skills; leadership skills; interpersonal skills; managing change; and stress management. Latin American and Asian citizens were significantly more likely to indicate oral communication skills and computer and related technological skills. Canadian citizens were significantly more likely to select conducting cost/benefit analyses of proposed changes; and recruiting, managing, and maintaining staff. Asian, Canadian, and U.S. citizens wished they had received more education about managing their career.

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

Areas in Which Alumni Wish They Had Received More Education, by Country of Citizenship					
	World Region (Citizenship)				
	Asia	United States	Canada	Latin America	Europe
	n=294	n=1,547	n=146	n=179	n=301
Analyzing, organizing, and interpreting statistical data*	45%	31%	33%	28%	23%
Computer and related technological skills*	29%	22%	17%	26%	16%
Conducting cost/benefit analyses of proposed changes*	37%	33%	42%	28%	30%
Conducting financial analyses and preparing a budget	40%	39%	38%	29%	36%
Designing and conducting market research	31%	25%	29%	23%	22%
Developing a strategic plan*	55%	37%	34%	39%	41%
Developing creative problem-solving skills*	40%	15%	15%	27%	30%
Developing Web-based marketing	10%	14%	16%	12%	11%
Interpersonal Skills*	42%	10%	12%	21%	24%
Leadership skills*	39%	21%	26%	26%	32%
Managing change*	32%	21%	16%	24%	25%
Managing your career*	37%	35%	37%	25%	28%
Oral communication skills*	38%	16%	13%	30%	21%
Recruiting, managing, and maintaining staff*	22%	27%	31%	18%	24%
Stress management*	31%	17%	18%	25%	22%

*p<.05

By Program Type

In the 2003 Global MBA[®] Graduate Survey, students from part-time programs were significantly less likely than graduates from other types of programs to report greater improvement in all nine assessed skill areas. In this survey, alumni from part-time programs were significantly more likely to wish they had received more education about leadership skills and managing change. Both alumni from part-time and executive MBA programs wished they had received more education about managing their career.

Areas in Which Alumni Wish They Had Received More Education, by Program Type			
	Program Type (collapsed)		
	Full-time	Part-time	Executive
	n=2,017	n=429	n=106
Analyzing, organizing, and interpreting statistical data	32%	30%	25%
Computer and related technological skills	23%	21%	16%
Conducting cost/benefit analyses of proposed changes	32%	37%	36%
Conducting financial analyses and preparing a budget	38%	40%	42%
Designing and conducting market research	26%	28%	20%

**MBA ALUMNI PERSPECTIVES SURVEY
AUGUST 2003**

Areas in Which Alumni Wish They Had Received More Education, by Program Type			
	Program Type (collapsed)		
	Full-time	Part-time	Executive
	n=2,017	n=429	n=106
Developing a strategic plan	39%	43%	42%
Developing creative problem-solving skills	21%	24%	24%
Developing Web-based marketing	13%	15%	12%
Interpersonal Skills	16%	19%	15%
Leadership skills*	24%	33%	24%
Managing change*	22%	29%	25%
Managing your career*	32%	38%	38%
Oral communication skills	21%	19%	16%
Recruiting, managing, and maintaining staff	25%	26%	30%
Stress management	20%	21%	26%

*p<.05

By Time of Graduation

The 2003 alumni class was significantly more likely to indicate computer and related technological skills and oral communication skills as areas they wish they had received more education. The 2000 alumni class was more likely to wish for more training in managing their career.

Areas in Which Alumni Wish They Had Received More Education, by Time of Graduation				
	Graduation Year			
	2000	2001	2002	2003
	n=353	n=619	n=576	n=1074
Analyzing, organizing, and interpreting statistical data	32%	28%	31%	33%
Computer and related technological skills*	18%	19%	20%	26%
Conducting cost/benefit analyses of proposed changes	32%	34%	33%	33%
Conducting financial analyses and preparing a budget	37%	41%	37%	37%
Designing and conducting market research	24%	28%	23%	27%
Developing a strategic plan	41%	42%	38%	40%
Developing creative problem-solving skills	21%	22%	20%	22%
Developing Web-based marketing	12%	15%	11%	15%
Interpersonal skills	14%	15%	18%	18%
Leadership skills	28%	25%	24%	26%
Managing change	24%	23%	24%	22%
Managing your career*	38%	36%	33%	30%
Oral communication skills*	20%	16%	18%	23%
Recruiting, managing, and maintaining staff	28%	23%	25%	26%
Stress management	23%	19%	19%	20%

* p<.05

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