

March 2023 Member Quick Survey



**MBA Career Services
& Employer Alliance**

More than an association. A community.

Methodology & Demographics

- Survey in the field: March 30 – April 5, 2023
- 115 responses
- 89% of responses were from school members; 11% were from employers
- 78% of respondents were from North America; 14% from Europe; 7% from Asia-Pacific; 1% from Latin America & the Caribbean



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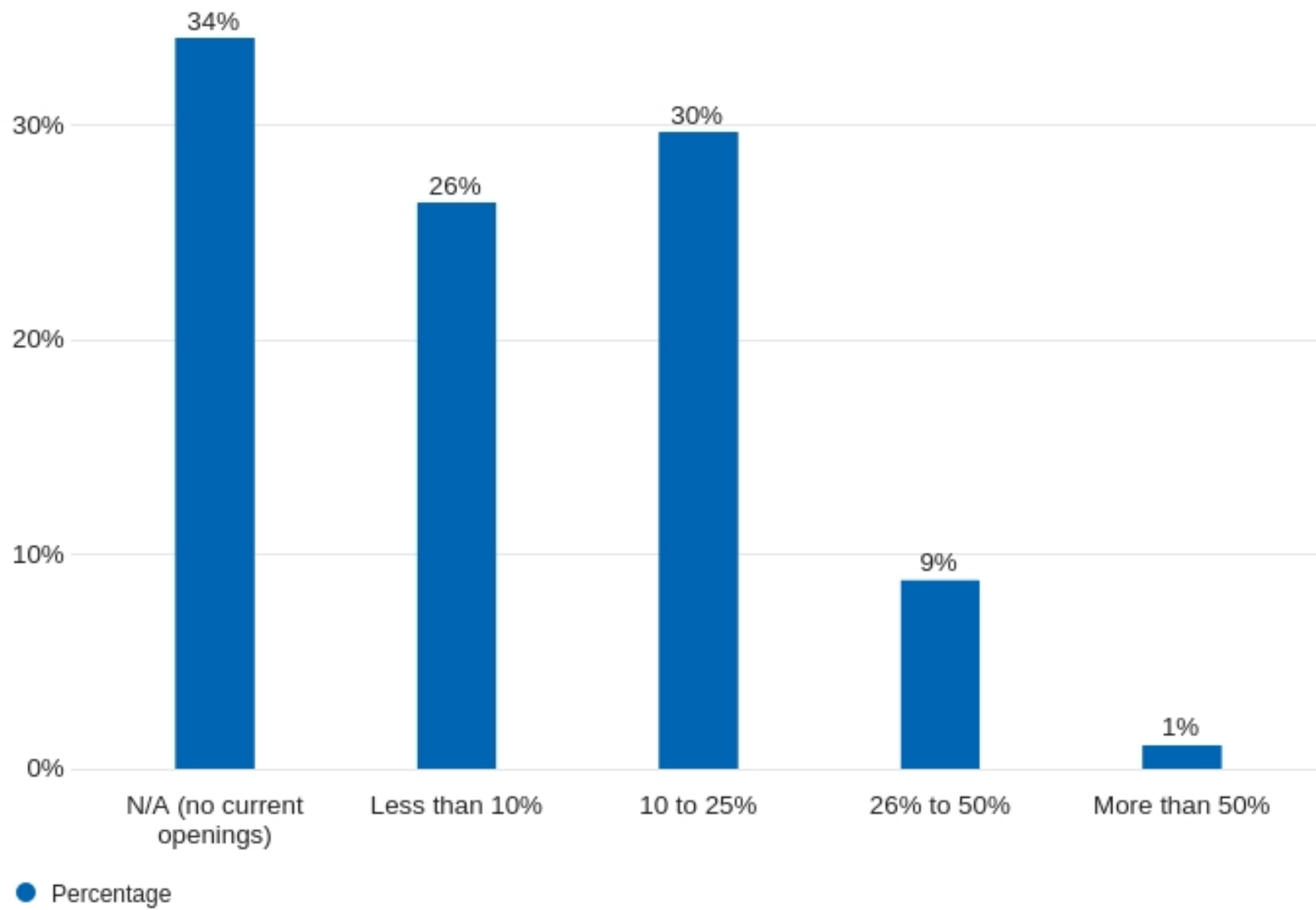
School Responses



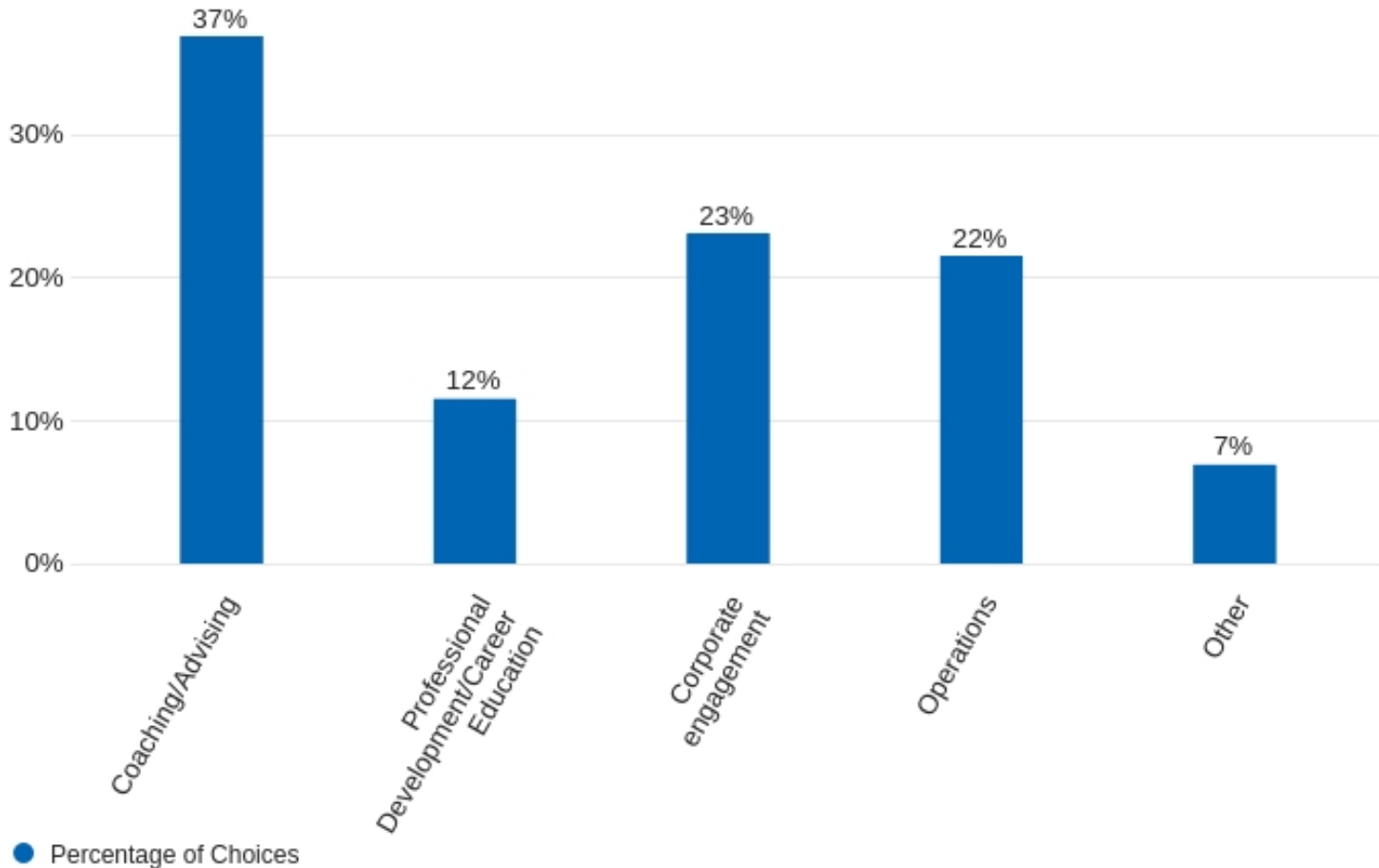
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What percent of your total career center staff positions are currently open?

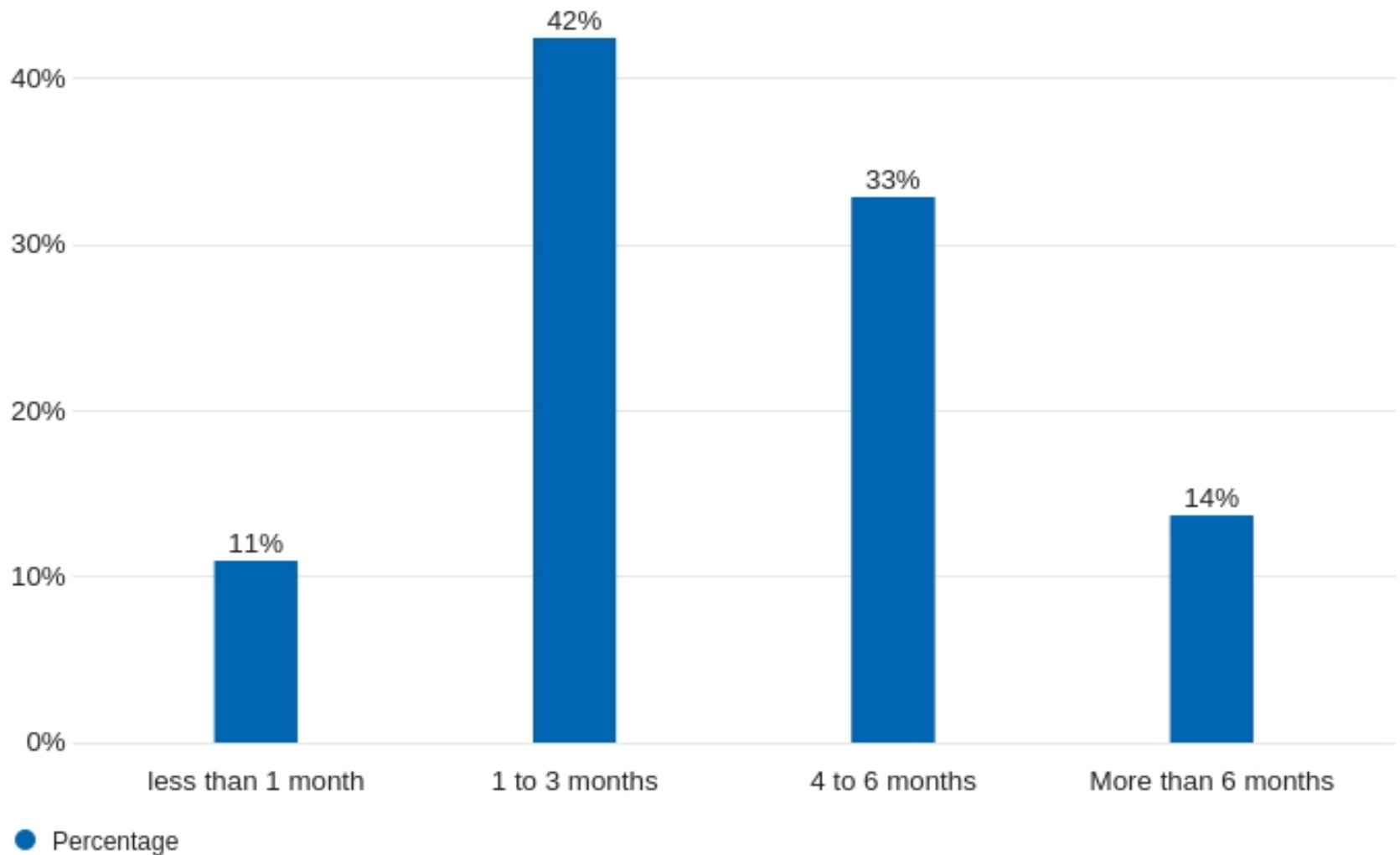


What area(s) of responsibility and service delivery within your career center staff are impacted by current openings? If your current openings are positions that span multiple areas, please select multiple options.



Note: this graph provides an overall perspective about impact without accounting for specific positions, since many roles span multiple areas.

What is the average duration of time your open roles have been vacant?



What approaches has your school been taking to support staff in dealing with challenges from the current economic environment and staff shortages?

Everyone picking up the slack; more use of technology

Using temps where able. Spreading vacant portfolios among many people where able.

Hybrid schedules/locations; Reprioritization conversations; Including additional work in perf reviews.

Offering and advertising more flexibility - hybrid or even 100% remote if applicable.

Nothing new or different, it seems to me.

Invested in LinkedIn Recruiter tools. Hired a former employee for temporary/contract work.

pay increases; reminder of additional benefits available

promoting internal mobility to save time

We seek help from technology. I investigate more tools to streamline the process and improve effectiveness.
Thank you.

What approaches has your school been taking to support staff in dealing with challenges from the current economic environment and staff shortages?

Shorter interview (or selection) process. If you don't interview fast and offer quickly, you lose candidates.

Scaling down and double-hatting

additional pay, flexibility, more telecommuting days

Hiring temporary workers

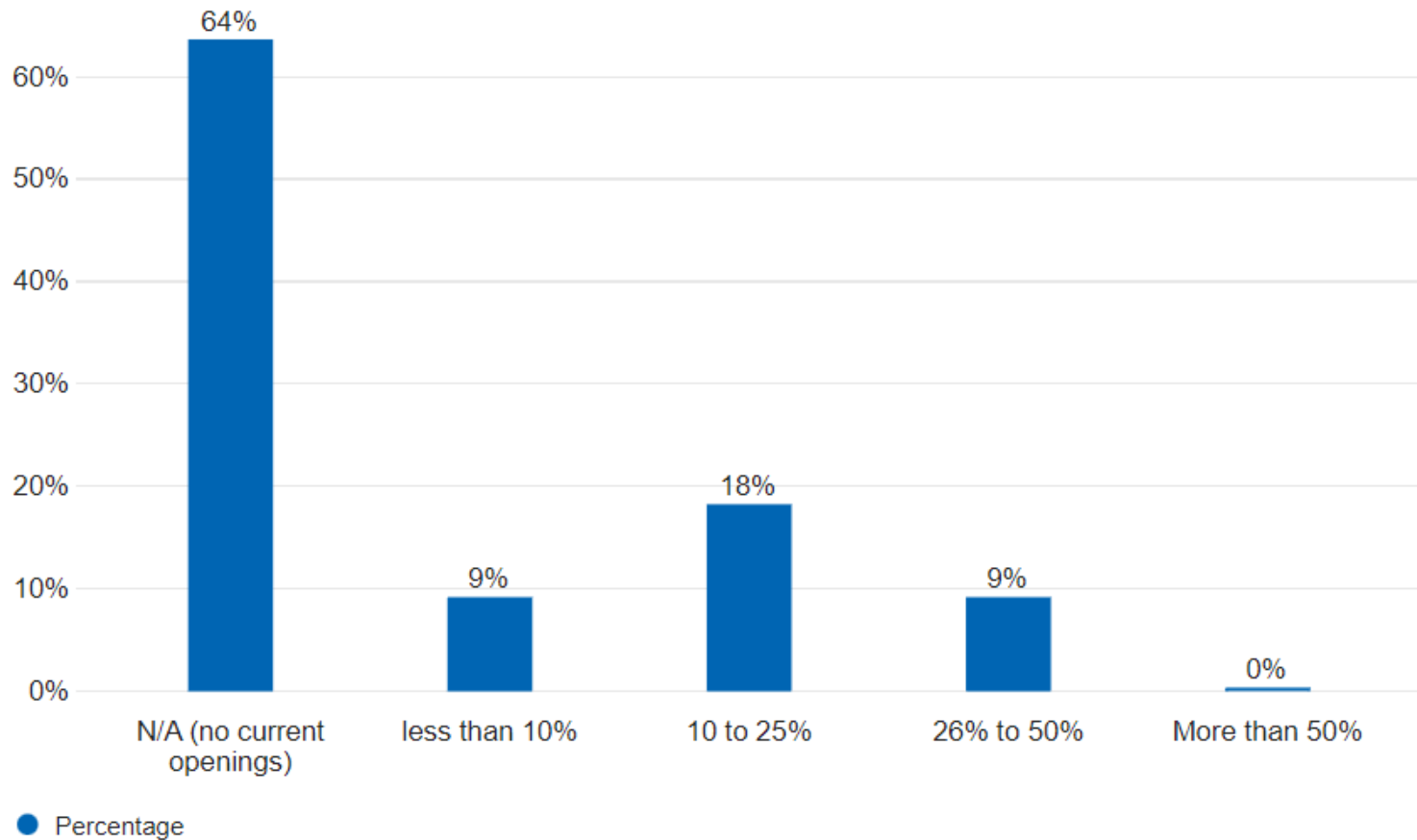
Employer Responses



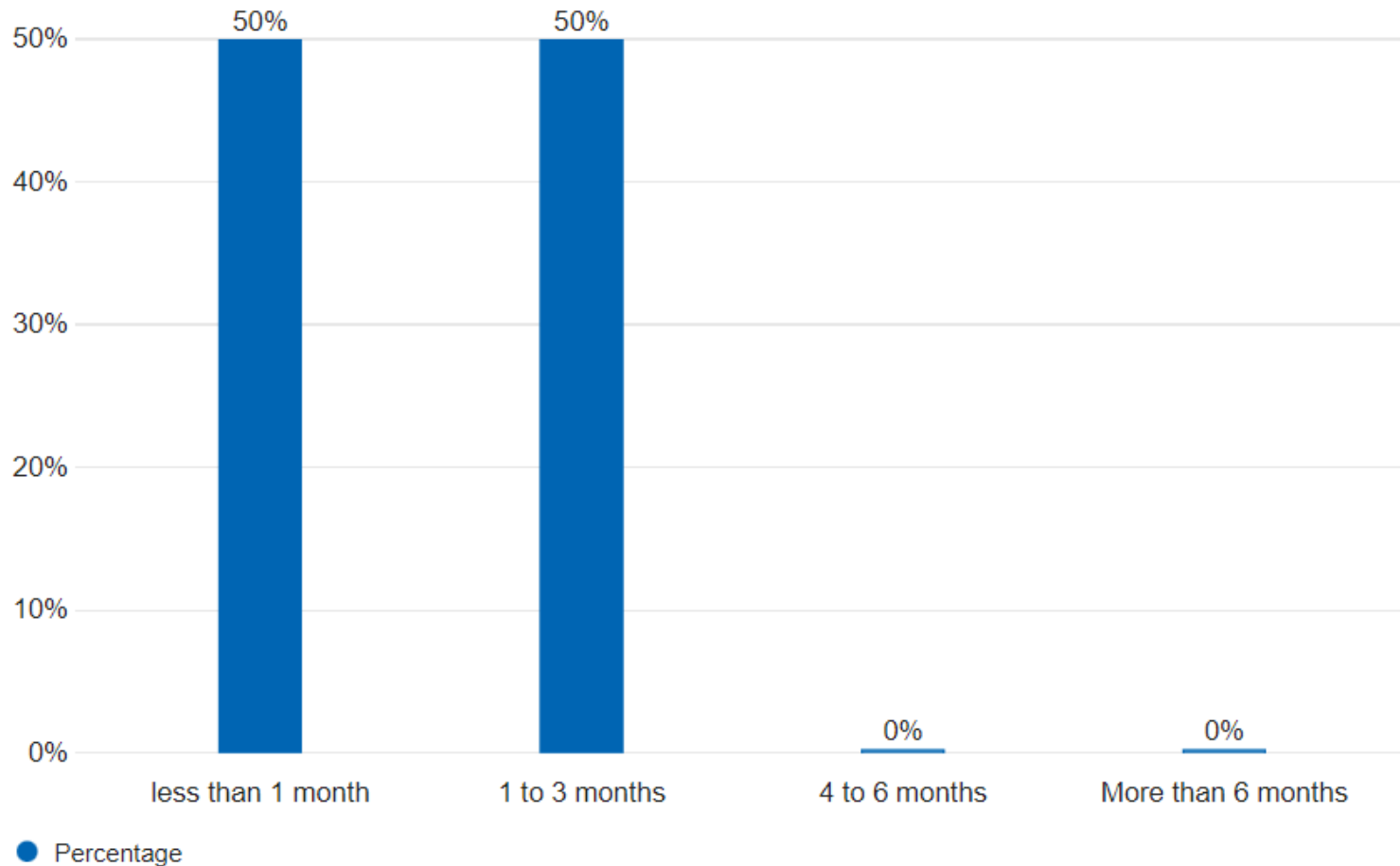
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What percent of your total MBA/graduate business recruiting staff positions are currently open?



What is the average duration of time your open roles withing your MBA/graduate business recruiting team have been vacant?



What approaches has your company been taking to support staff in dealing with challenges from the current economic environment and staff shortages?

Look into other MBAs programmes

using more outside recruiting agencies for hard to fill openings

Trying to re deploy people to other areas of the business to support, wherever there is demand, moving people there

Internal mobility

We've greatly leaned into diversity, equity, and inclusion hiring practices

We have not had staff changes in our university recruiting team for the last 6 months

We look forward to continuing to provide you with trends on a monthly basis. Please feel free to reach out to us with any questions or feedback.



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