

Outcomes and Perspectives of MBA Graduates

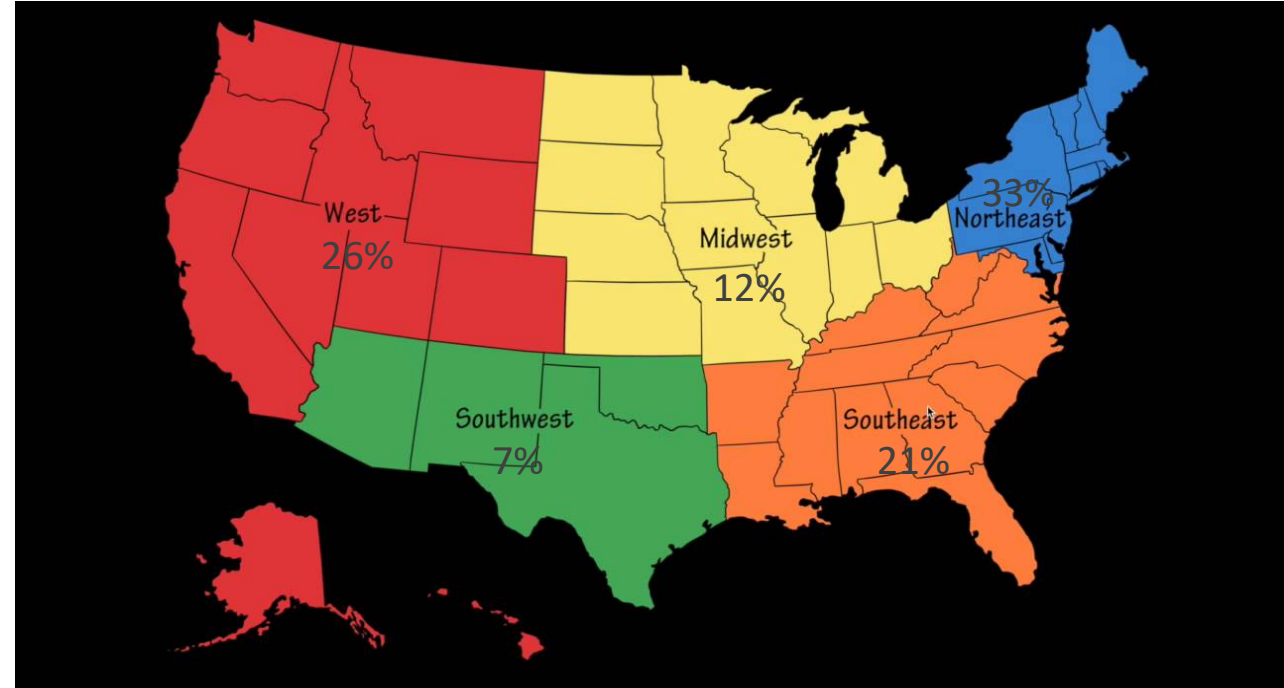
Michelle Wieser, MBA, Ph.D.
Interim Dean, School of Business
St. Catherine University

LET'S POWER UP!



Participant Profile

- 900 total respondents (grads from 2005 to 2017)
- 69% female, 31% male
- 46% non-Hispanic white; 21% Black, African American, Latin or Hispanic American
- Work experience
 - > 5.43 Years Pre-MBA (Men: 5.3 years; Women: 5.5 years)
 - > 5.64 Years Post-MBA (Men: 6.6; Women: 5.1)



89.5% of respondents live in the U.S.

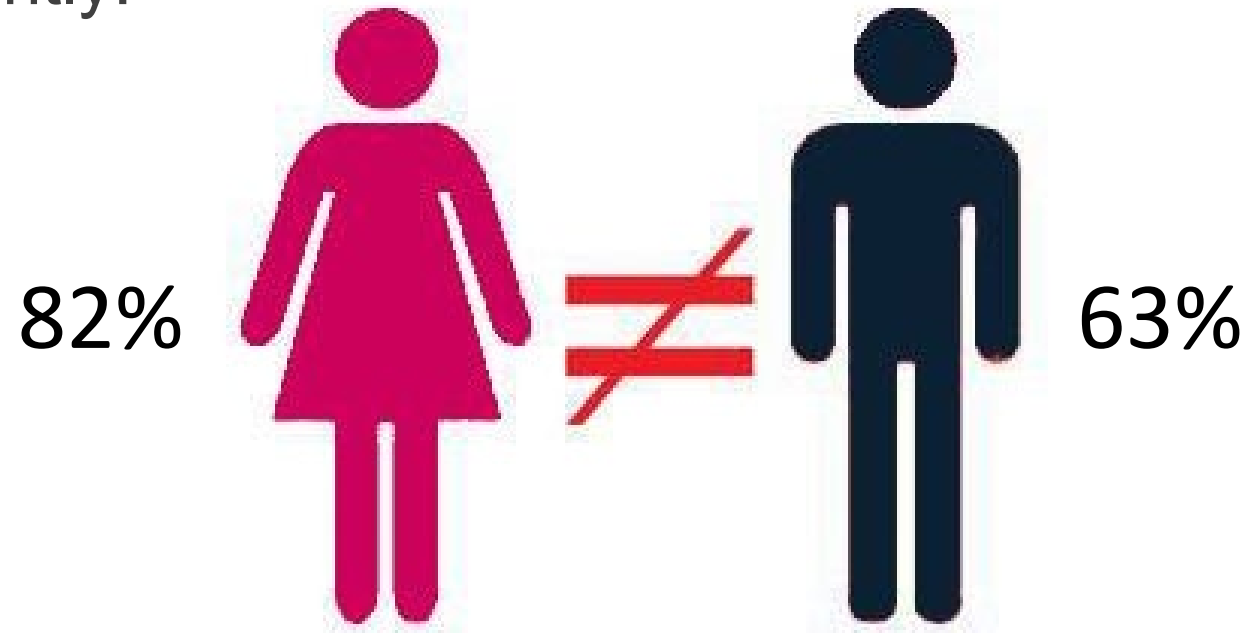
11.5% live in 35 other countries

Part 2: Gender Inequality

LET'S POWER UP!

Have Men and Women Achieved Equality in the Workplace?

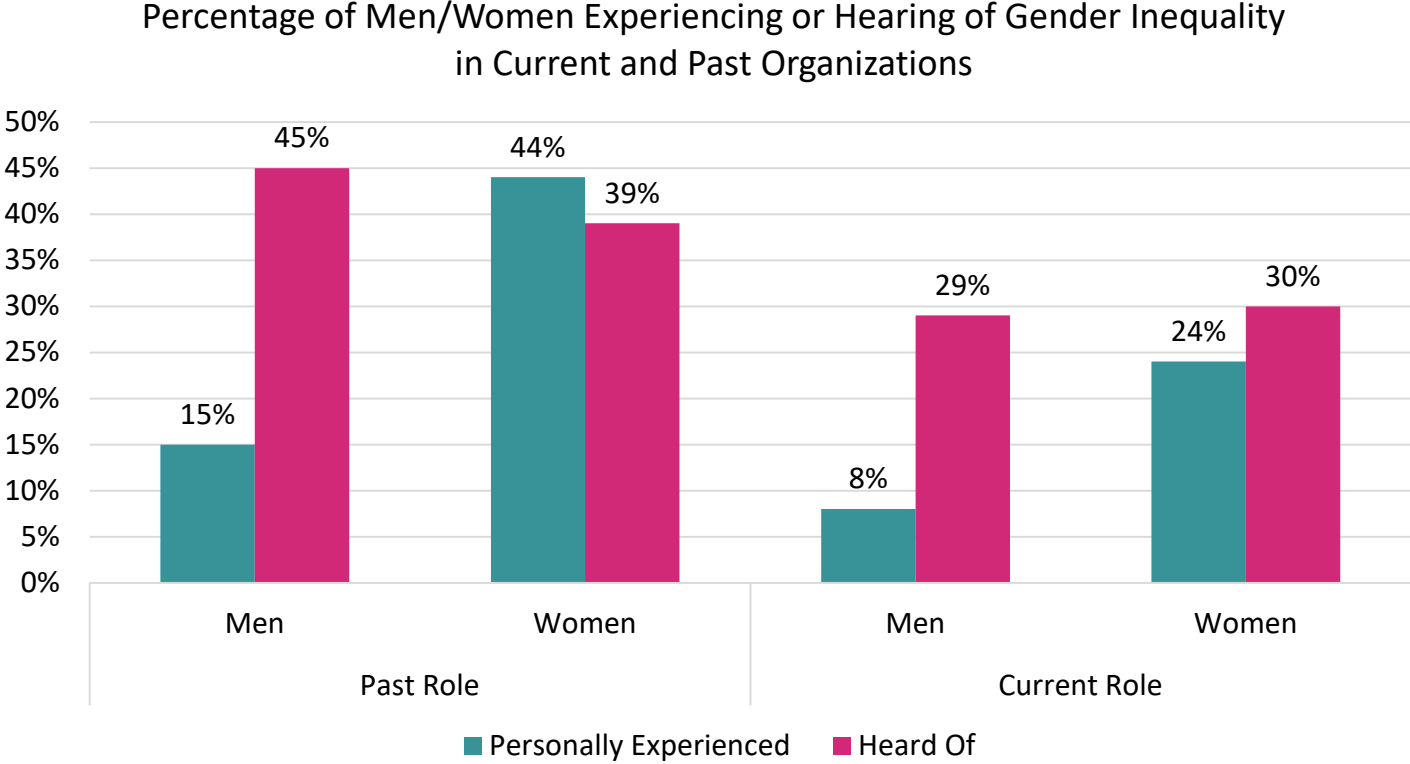
- When asked if men and women have achieved equality in the workplace, 76% of respondents say no, but women and men think differently:



LET'S POWER UP!

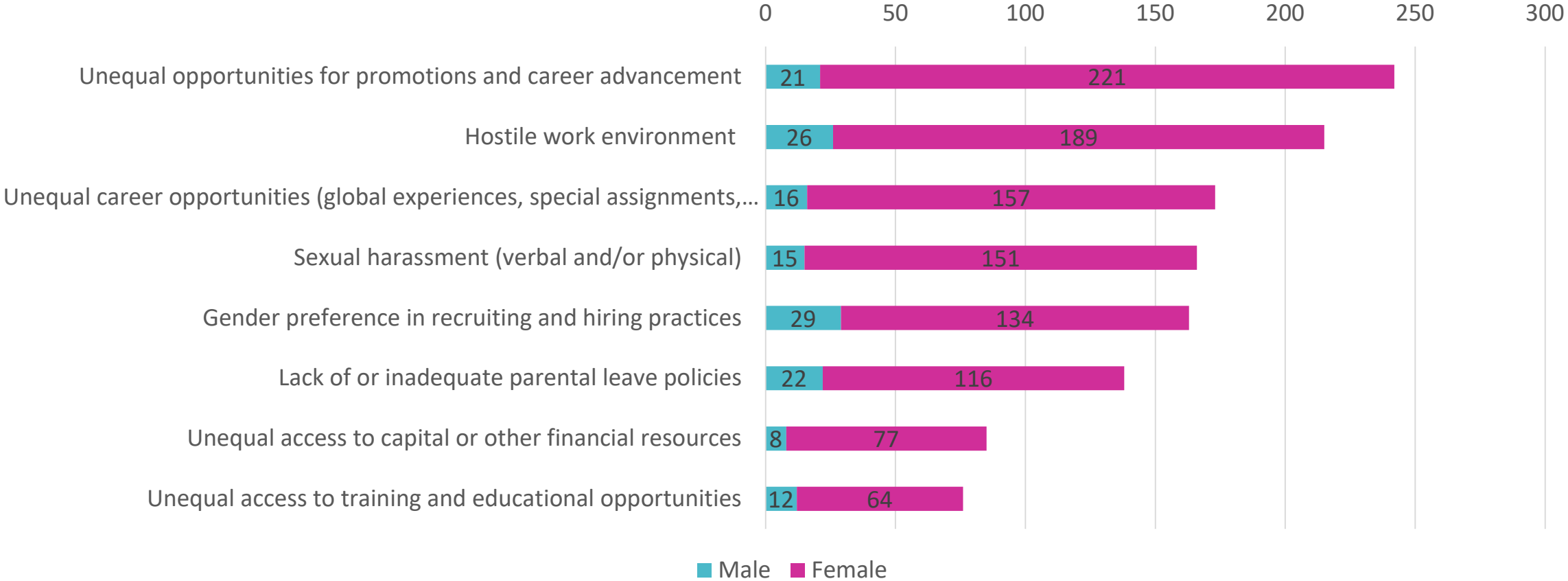
Personal Experience with Gender Inequality

- Nearly six in 10 MBAs (59%) said they have “personally experienced” or “heard of” gender inequality at “one or more past organizations”. This narrows to 4 in 10 (46%) who have “personally experienced” or “heard of” gender inequality within their “current organization”.
- One third of MBA respondents (33%) said they “personally experienced” gender inequality at a past employer versus less than a quarter (18%) in their current role, and 38% had “heard of” gender inequality in a past job compared with 28% in their present position.

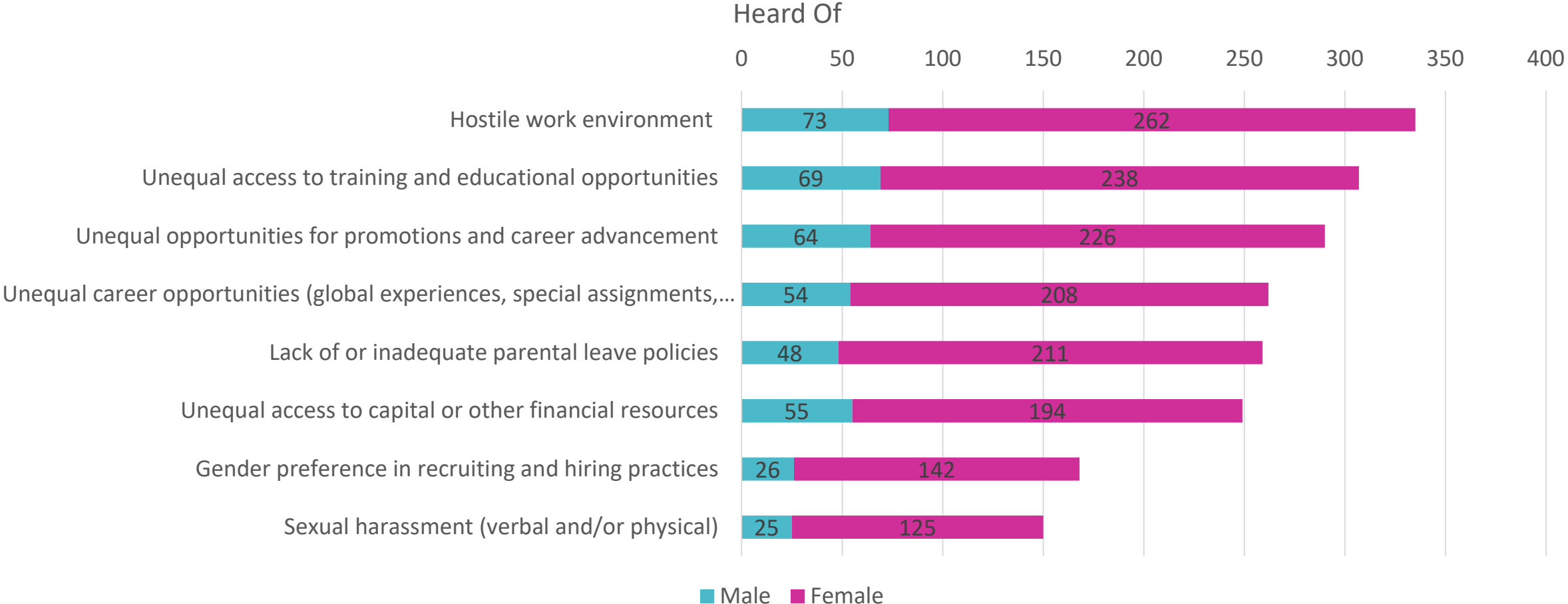


Types of Gender Inequality in the Workplace

Personal Experience



Types of Gender Inequality in the Workplace

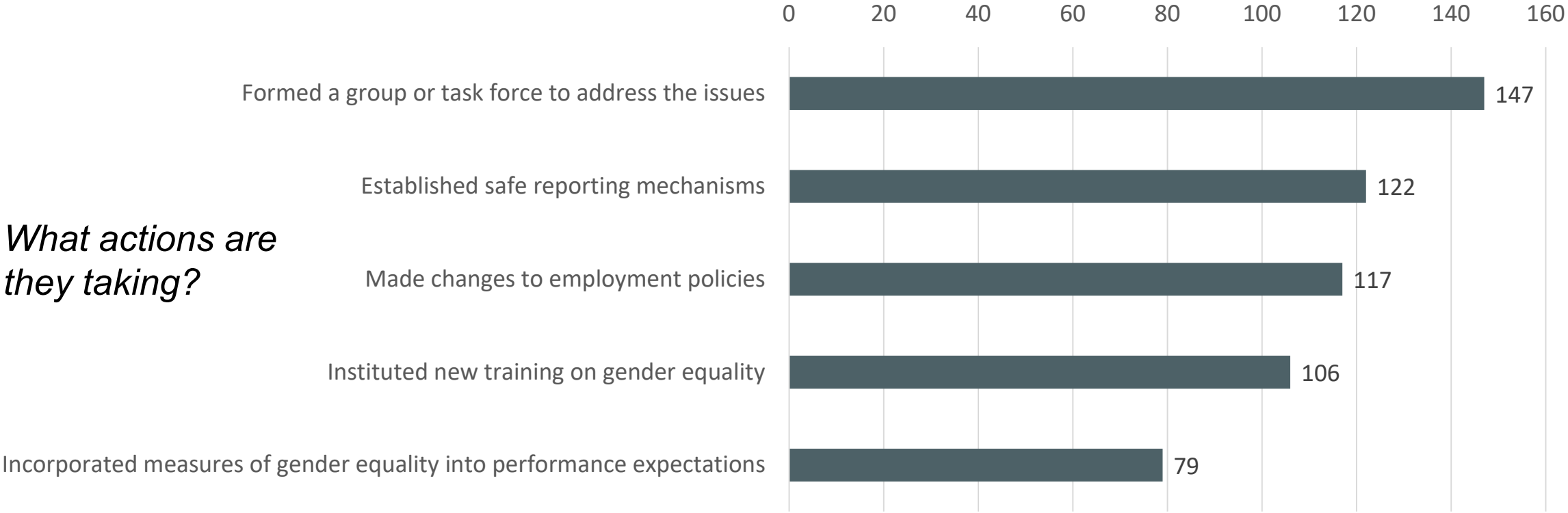


LET'S POWER UP!

Organizational Actions to Address Gender Inequality

38% (47% men; 33% women) of respondents believe that their organizations are working to address gender inequality

What actions are they taking?



Personal Actions to Address Gender Inequality

30% of respondents say that they individually have taken action to address gender inequality (30% women, 31% men). What have they done?

- Actively participate or lead an gender-focused affinity group
- Speak up/advocate/openly share information
- Deliberately focus on gender equality during recruitment, hiring, and promotion decisions
- Work to change organizational structure or policies
- Work with HR on gender inequality issues
- Coaching or mentoring women and men on gender inequality topics
- Speak to senior leadership about issues of inequality
- Speak to supervisor about issues of inequality
- Filed official claims or sued the company/individual

Note: Responses are in order from most common actions to least common actions

Gender Differences When Addressing Inequality

When looking at women and men separately, the top ways in which they address inequality are quite different:

- **Women**

- > Actively lead or participate in a women's affinity group (22%)
- > Speak up/advocate/openly share information (19%)

- **Men**

- > Deliberately focus on gender equality during recruitment, hiring, and promotion decisions (30%)
- > Work to change organizational structure or policies (20%)

The Role of Business School in Preparing Students to Address Gender Inequality

A majority of recent MBA graduates (62% of MBA graduating classes in 2016-2017) believe that business school helps prepare them to address gender inequality in the workplace versus less than half of earlier business school graduates (40% of graduates from 2005-2015).

How Does the MBA Prepare Students to Address Inequality in the Workplace?

Women

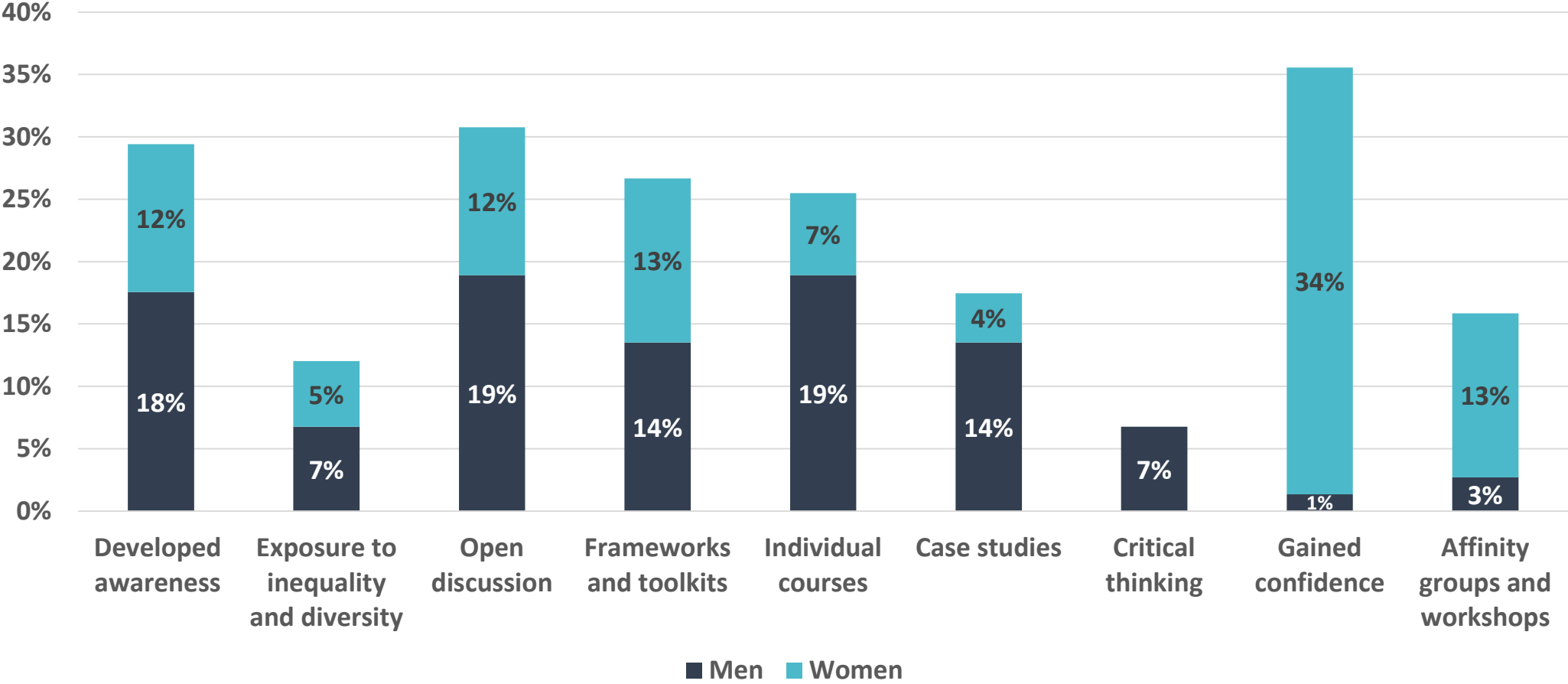
Awareness	Exposure	Confidence	Toolkits	Courses
<ul style="list-style-type: none">I developed awareness of gender inequality	<ul style="list-style-type: none">I was exposed to gender and other types of diversity	<ul style="list-style-type: none">My MBA program gave me the confidence to speak up and advocate	<ul style="list-style-type: none">I acquired new skills, toolkits, or frameworks, to address gender inequality issues	<ul style="list-style-type: none">I learned from courses in HR, leadership, ethics, diversity, and other subjects

Men

Open Discussion	Critical Thinking	Case Studies	Affinity Groups
<ul style="list-style-type: none">I participated in open discussion on issues of inequality with my faculty and peers	<ul style="list-style-type: none">I developed critical thinking skills on this topic which helped me better understand the issues	<ul style="list-style-type: none">I analyzed case studies on gender-related issues in the workplace	<ul style="list-style-type: none">I participated in affinity groups and workshops related to gender issues

Different Preparation for Different Genders

How Did Your MBA Program Prepare You to Address Gender Inequality?



LET'S POWER UP!

Different Preparation for Different Genders



LET'S POWER UP!

All data provided throughout this presentation must have the approval of Dr. Michelle Wieser and the Forté Foundation before publishing.

Dr. Michelle Wieser

mawieser@stkate.edu

Twitter: @michelle_wieser

LinkedIn: michellewieser