

global executive
mba career survey

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From November 2020 - January 2021 we surveyed executive and global MBA program alumni from the classes of 1973 to 2019 to obtain information about how their program affected their careers. The survey was sent to 6,576 executive and global MBA alumni, including alumni of programs no longer offered, and received 658 responses – representing a 10% response rate.

To reflect the most accurate view of comparable curricula over time, this report combines responses from our Global Executive MBA and Cross Continent MBA alumni. While Fuqua no longer offers a Cross Continent MBA format, this program targeted global working professionals with somewhat less work experience than the Global Executive program.

The two programs had the same curriculum with the same faculty as teach in all Duke MBA programs.

	First class	Last class	# of Alumni	# of responses	Rate
Global Executive MBA	1997	Present	1261	131	10.4%
Cross Continent MBA	2002	2018	2023	196	9.7%
Total			3284	327	10.3%

Graduation years have been aggregated into three groupings: 1997 to 2000, 2001 to 2010, and 2011 to 2019.

“

International travel, great classmates, belonging to the Duke community, new skills, fantastic faculty and great overall experience from the Duke University education system.”

**DIRECTOR, PRIVATE EQUITY/
VENTURE CAPITAL, CROSS
CONTINENT CLASS OF 2011**

what are they doing now?

Fuqua Global MBA alumni currently work in a wide array of industries; however, almost half (47%) of the Global MBA alumni are concentrated in the financial services, technology, and consulting industries. Another fourth (27%) of these graduates are in manufacturing, health care, or energy and utilities.

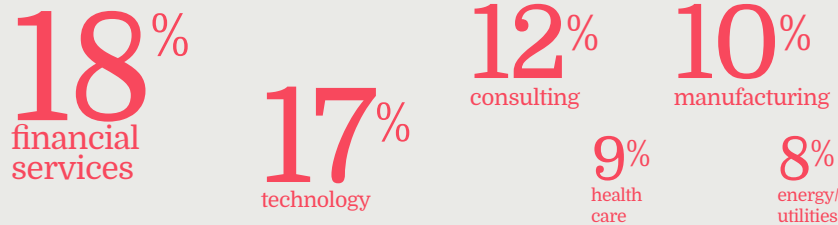
Over time, the consulting and health care industries are attracting more Global MBA alumni than other top industries. From before Fuqua to now, a fairly consistent percentage of Global MBA graduates work in the financial services, technology, and manufacturing industries.

“

The CC program was a great journey that opened my eyes to career possibilities beyond what my company could offer. It gave me the confidence to step out and explore industries that I otherwise would not have thought about.”

**VICE PRESIDENT,
CONSULTING,
CROSS CONTINENT
CLASS OF 2014**

TOP INDUSTRIES FOR GLOBAL EXECUTIVE MBA GRADS



	Leaving	Stable	Entering
Mainstream	Government/Military	Energy/Utilities Financial Services Technology Manufacturing Non-profit/Education Pharmaceuticals	Consulting Consumer Goods Health Care
Niche	Retail/Wholesale Transportation/ Logistics	Hospitality Media/Entertainment Real Estate/ Construction	

TOP FUNCTIONS FOR GLOBAL EXECUTIVE MBA GRADS



	Leaving	Stable	Entering
Mainstream	Finance Consulting Operations Research & Development Sales	Info Technology Marketing	General Management
Niche	Accounting Legal	Human Resources Production Clinical	

“

The Global Executive MBA turned a lawyer into an entrepreneur.”

**SELF-EMPLOYED,
FINANCIAL SERVICES,
GLOBAL EXECUTIVE CLASS
OF 2000**

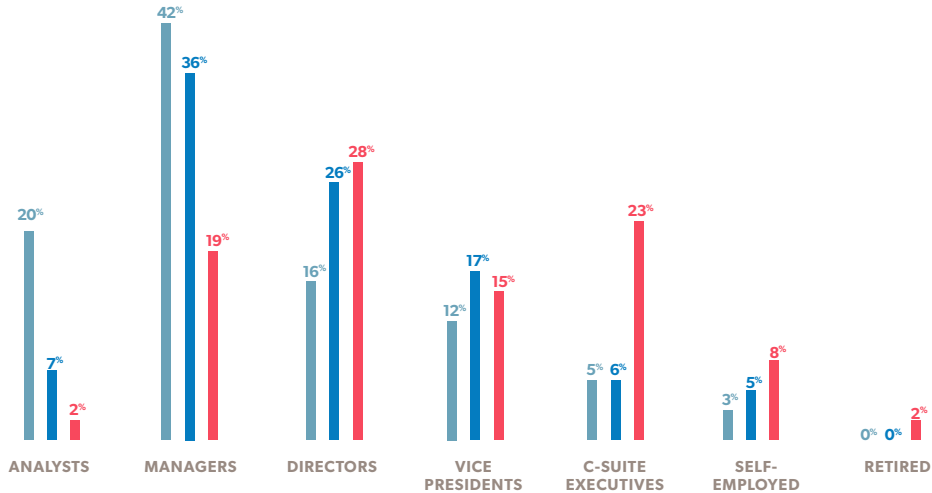
One-third of Global Executive MBA graduates currently fill general management positions. In addition, about 10% of these program alumni are in each of these functions: finance, marketing, operations, and information technology. From pre-Fuqua to their current role, more alumni are transitioning into general management from finance and operations than from information technology or marketing.

climbing the ladder

Earning an MBA typically offers opportunities for advancement in title, and data from our Global MBA graduates certainly demonstrate this. While almost two-thirds (63%) of Global MBA alumni entered their program as an analyst or manager, today, two-thirds (66%) are directors, vice presidents, or C-level executives. The number of self-employed alumni has tripled over the pre-Fuqua to present time period, and 2% of these alumni have now retired.

OVERALL CHANGE IN PROFESSIONAL STATUS

POSITION BEFORE FUQUA | FIRST POSITION AFTER FUQUA | CURRENT POSITION



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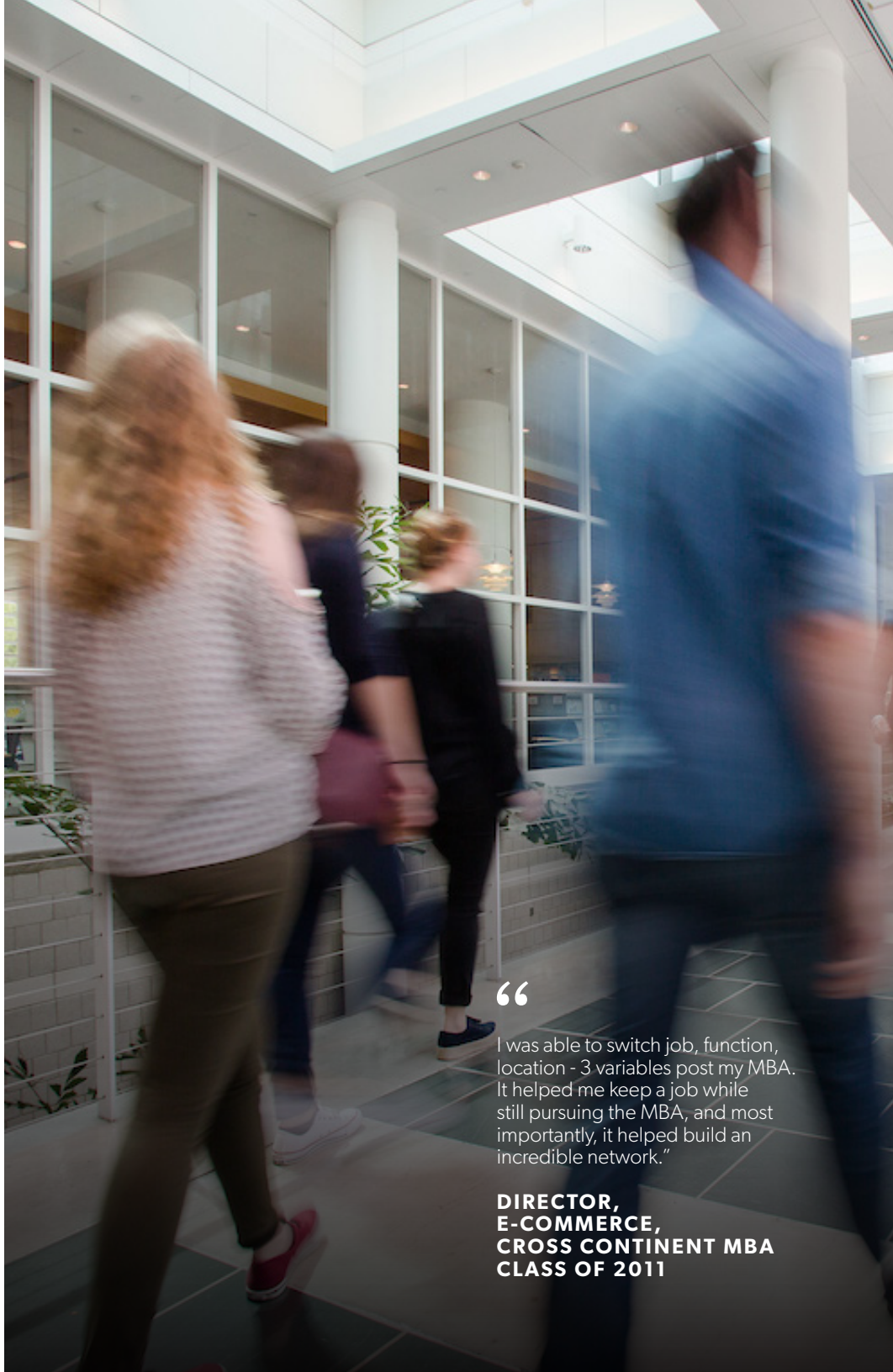
The Duke MBA provided the analytical skills I needed to round out my skills and gave me the credibility and confidence to pursue new opportunities and to take on more leadership.”

**C-LEVEL EXECUTIVE,
NON-PROFIT/EDUCATION,
GLOBAL EXECUTIVE CLASS OF 1999**

“

This program allowed me to advance my career and I enjoyed both the academic rigor and the international component of the program.”

**RETIRED,
GLOBAL EXECUTIVE CLASS OF 2003**



“

I was able to switch job, function, location - 3 variables post my MBA. It helped me keep a job while still pursuing the MBA, and most importantly, it helped build an incredible network.”

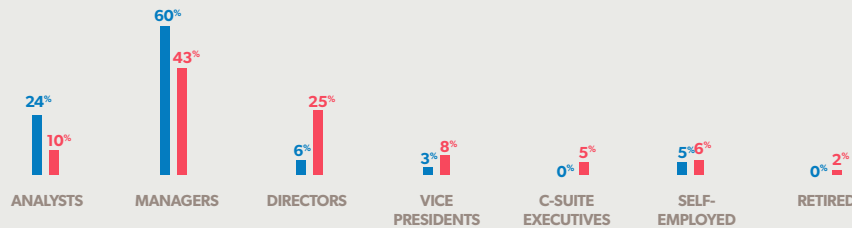
**DIRECTOR,
E-COMMERCE,
CROSS CONTINENT MBA
CLASS OF 2011**

tracking titles

Because titles vary widely from industry to industry and function to function, a promotion in title is not necessarily the only indication of increased responsibilities, nor does retaining a title demonstrate a lack of progress, particularly when a career change is involved. However, a perspective on the before and after graduation status of various title holders can serve as a benchmark for prospective students.

analysts

Of those graduates who started their Global MBA program as an analyst, only one in four retained that title in their first position after Fuqua. Today only 5% of those starting their MBA program as an analyst continue to hold that title, and another 5% have returned to the analyst title after holding a higher title (possibly resulting from an industry or function change).



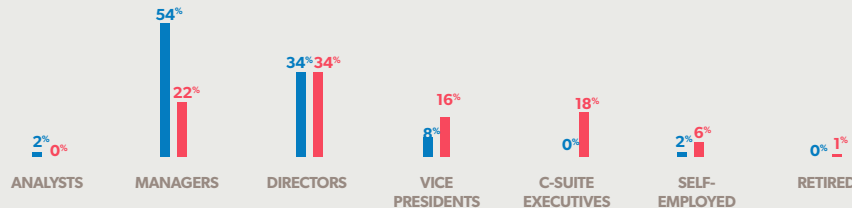
“

This program expanded my network which has paid dividends since completing the program.”

ANALYST, CONSUMER GOODS, CROSS CONTINENT CLASS OF 2015

managers

Slightly more than half (54%) of the Global Executive MBA graduates who began their degree program as a manager continued to hold the manager title in their first position after earning their degree. However, only 20% of this group remains a manager in title today. Another 2% have regained their manager title after taking a lower title, and another 1% has returned to the manager level after holding a higher title immediately after completing their program.



“

It was a great experience which allowed me to progress in the workforce and learn methods to solve complex problems.”

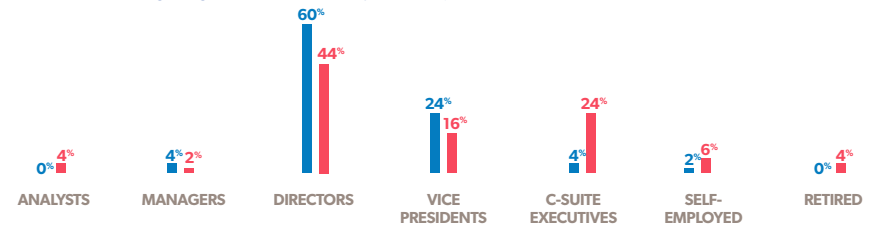
MANAGER, FINANCIAL SERVICES, CROSS CONTINENT CLASS OF 2018

CHANGE IN PROFESSIONAL STATUS

■ FIRST POSITION AFTER FUQUA ■ CURRENT POSITION

directors

Of those holding a director title going into their Global MBA program, 60% continued to be a director in their first role post-Fuqua. At present, only 30% are still holding a director title, 6% have risen back to the director level after taking a position with a lower title right after Fuqua, and 8% have returned to the director level after taking a higher title immediately after Fuqua.



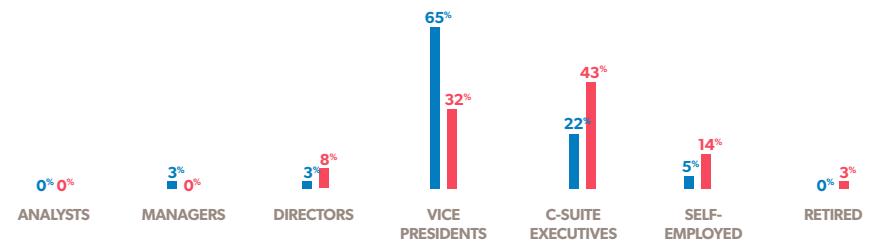
“

CCMBA was a unique experience. No other MBA program could have broadened my horizons so much in such a short period. I planned to use the degree to advance within my company, which I did.”

DIRECTOR, ENERGY/UTILITIES, CROSS CONTINENT CLASS OF 2012

vice presidents

About two-thirds (65%) of the global MBA program alumni who started their program at the vice president level held the same title in their first position after completing their degree. In their current job, only one-quarter (24%) have remained a vice president, while 8% have risen back to the vice president level after holding a lower-titled position.



“

My time at Fuqua prepared me and encouraged me to step out of my comfort zone and seek out new and more challenging work experiences which have been very rewarding.”

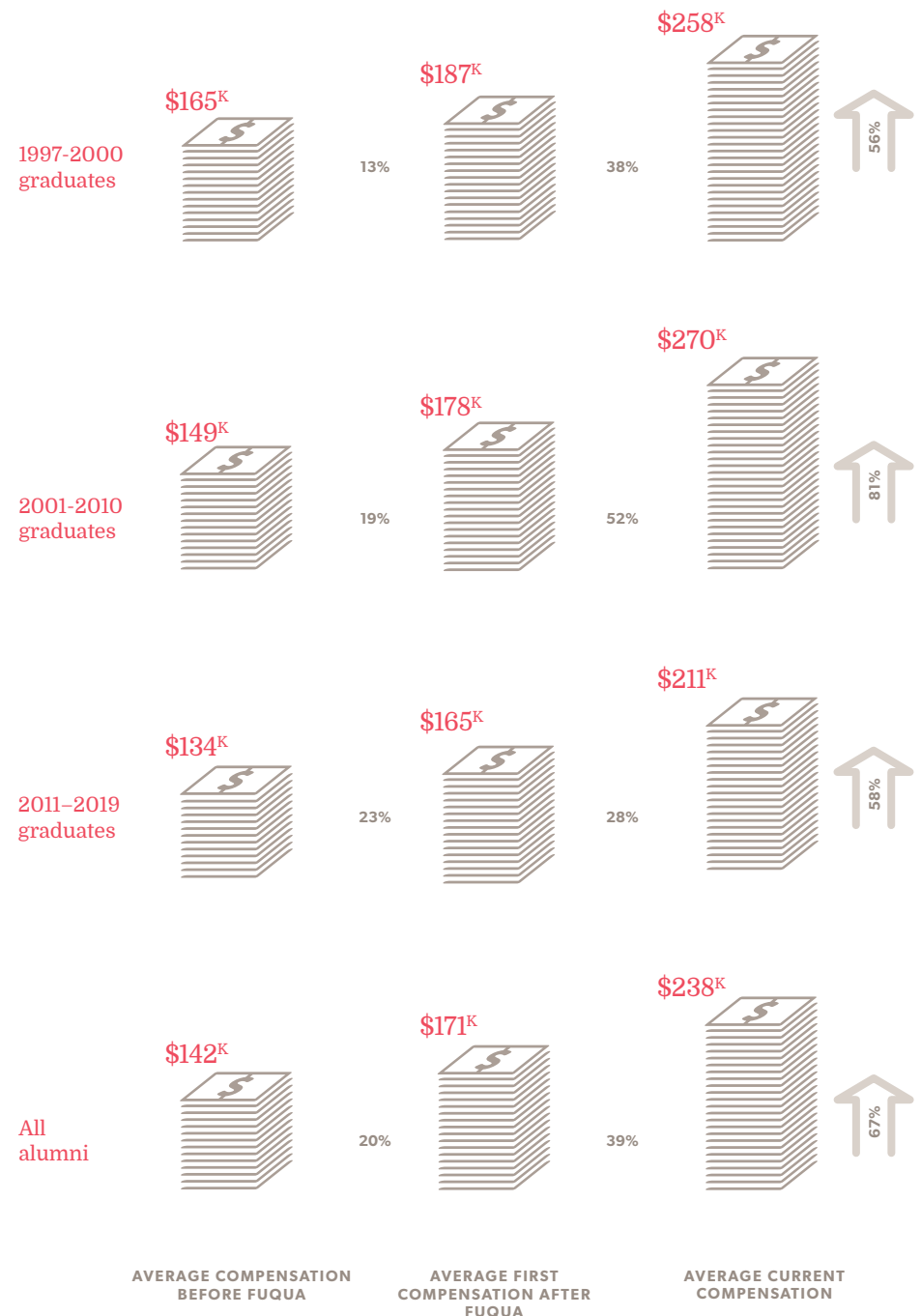
VICE PRESIDENT, MANUFACTURING, GLOBAL EXECUTIVE CLASS OF 2015

the global executive MBA ROI

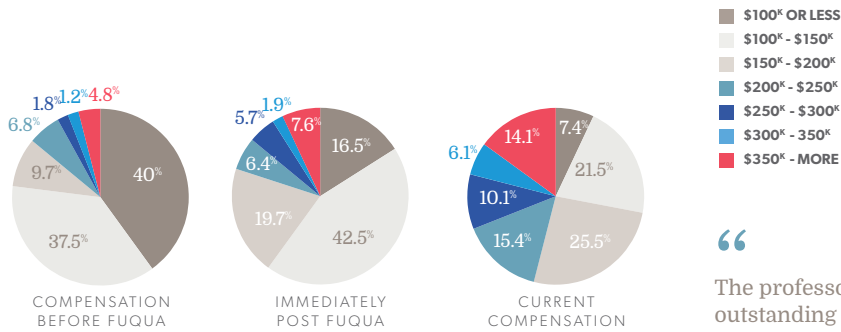
the rewards

Average compensation from just prior to entering Fuqua through to current compensation has increased more than 55% for each of the three graduate year groups. Counterintuitively, among these research participants, the average pre-Fuqua compensation decreased from the oldest group (1997-2000) at \$165.4K to the most recent group (2011-2019) at \$134.1, skewing the growth in post-Fuqua compensation somewhat.

However, not unexpectedly, the increase between pre-Fuqua compensation and that received immediately after graduation is significantly less than the growth between the first position after graduation to current compensation regardless of graduation timing. Those graduating in 2001 to 2010 experienced the largest growth in average compensation, over 80%, from these graduates' pre-Fuqua compensation.



2011 to 2019 grads

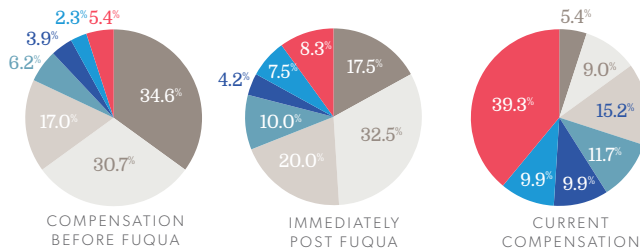


While slightly less than 25% of Global Executive MBA graduates of the past decade earned \$150K or more prior to entering their program, roughly 71% earn an annual compensation of \$150K or more today. The number of grads earning over \$350K annually has tripled from pre-Fuqua compensation earning over \$350K annually before Fuqua has tripled from their pre-Fuqua compensation level.

“The professors were outstanding and I learned nearly as much from my experienced peers. The global program prepared me well for my current role which enables me to support colleagues in different cultures around the world.”

DIRECTOR, PHARMACEUTICALS/ BIOTECH, GLOBAL EXECUTIVE CLASS OF 2014

2001 to 2010 grads

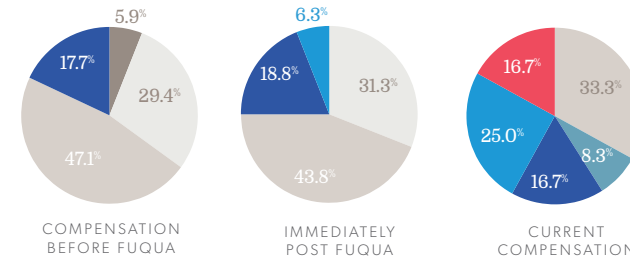


Compensation growth accelerates significantly among those who completed their global MBA degree 11 to 20 years ago. Two-thirds of these graduates earned \$150 or less prior to earning their degree; less than 15% are still at that compensation level in their current position. Contributing to the acceleration is that the group of alumni earning \$250K+ today is five times larger than the size of the group earning \$250K+ before starting their MBA program.

“I was able to accomplish what I set out to do and get the recognition for what I accomplished while at Duke. My salary, positions, opportunities, etc. in the last ten years have been largely due to my Duke degree.”

SELF-EMPLOYED, CONSULTING, GLOBAL EXECUTIVE CLASS OF 2010

1997 to 2000 grads



Of those who graduated between 21 and 24 years ago, only one-third earned less than \$150K before attending Fuqua. 100% of the research respondents in this graduation year group is earning over \$150K today.

“I have progressed from Senior Management to Chief Commercial Officer for a Fortune 25 company in the 20 years post GEMBA. Compensation has been 7 figures + the last ten years. 103K to 1.5M in ten years post GEMBA, I believe this is because of the commercial and cultural thought processes developed during the program. International assignments in London, Delhi, Abu Dhabi as well as global companies headquartered in USA have truly benefited from the GEMBA structure.”

C-LEVEL EXECUTIVE, ENERGY/UTILITIES, GLOBAL EXECUTIVE CLASS OF 1997

where are they now?

The format of our Global MBA programs—residencies in 4-5 different geographies—makes this program more accessible to international students. The US, Germany, and Singapore were the three largest countries of residence for Global MBAs throughout these programs. Of the next largest locations, the United Kingdom and Mexico remained on the pre-Fuqua and current location lists, while Japan and Brazil were replaced by Canada and Switzerland.



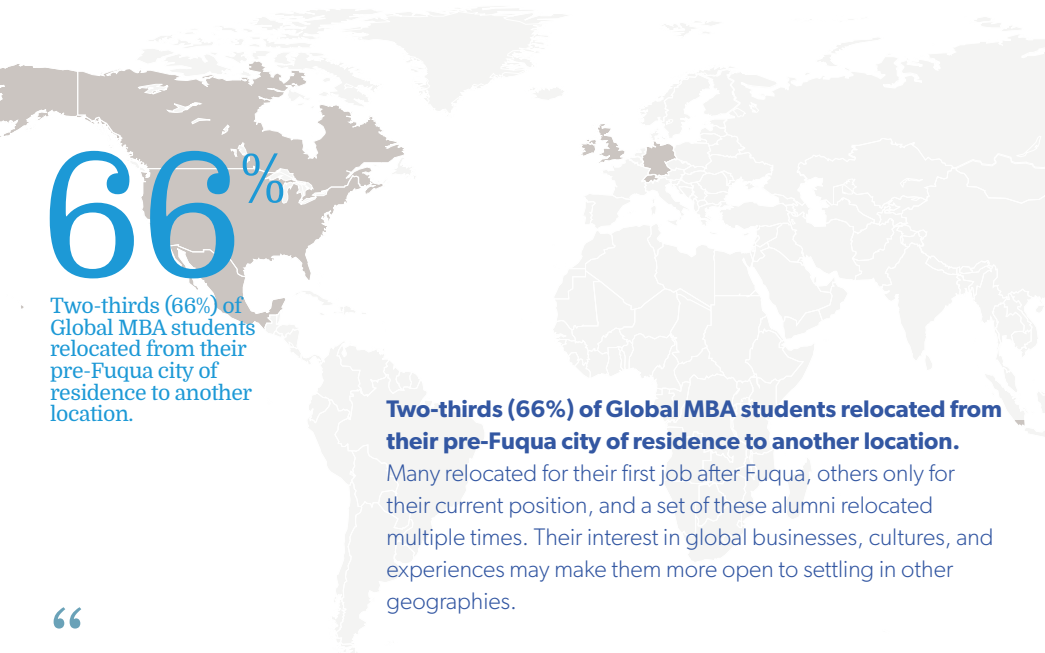
“

The academic learnings and experiences, and our class camaraderie continue to positively impact my life and career to this day.”

**RETIRED,
WEEKEND CLASS OF 1995**

TOP ALUMNI COUNTRIES BEFORE FUQUA VS. CURRENT

Pre-Fuqua Location	Current Location
USA	USA
Germany	Germany
Singapore	Singapore
Japan	United Kingdom
United Kingdom	Canada
Mexico	Mexico
Brazil	Switzerland



Two-thirds (66%) of Global MBA students relocated from their pre-Fuqua city of residence to another location.

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Many relocated for their first job after Fuqua, others only for their current position, and a set of these alumni relocated multiple times. Their interest in global businesses, cultures, and experiences may make them more open to settling in other geographies.

Roughly three in ten Global grads (29%) did not relocate at all from their city of residence prior to attending Fuqua for their first position after Fuqua nor their present position.

Five percent of these program graduates left their pre-Fuqua city of residence, moved to another location for their first position after graduating, and then ultimately returned to their pre-Fuqua city for their current role.

“

The international focus was incredibly valuable and I loved every second of the travel experiences. So useful to provide perspective to both life and work!”

DIRECTOR, HOSPITALITY/TOURISM, CROSS CONTINENT CLASS OF 2017

These pre-Fuqua cities of residence have been categorized based on the predominant behavior of the Global MBA grads.

- “Sticky cities” have a greater number of individuals staying in that location versus relocating.
- “Boomerang cities” are pre-Fuqua cities with a predominance of alumni returning to live there after living somewhere else for their first position after graduating.
- “Flight cities” are locations where more alumni leave and do not return.

sticky cities

29%

San Francisco Bay Area

Houston

Cincinnati

Detroit

Mexico City

Austin, TX

Panama City

Piedmont Triad

San Diego

boomerang cities

5%

Atlanta

Seoul

Buenos Aires, Argentina

Los Angeles

Portland, OR

Dublin

Luxembourg

Waterloo, Canada

flight cities

66%

Research Triangle Park

New York City

Washington, DC

Dallas-Ft. Worth

Boston

Miami

Philadelphia

Frankfurt

Singapore

Charlotte

Chicago

Dubai

Seattle

Tokyo

“

The Duke MBA has accelerated my career and compensation beyond my expectations. The trajectory of my career path and probable outcomes in terms of attainment far exceed my prospects prior to Fuqua. I am a grateful Fuqua alum!”

VICE PRESIDENT, MANUFACTURING, CROSS CONTINENT CLASS OF 2017

