

April 2017

Certified Nonprofit Professionals Early Career Decisions and Student Loan Debt

Kristina Kofoot
University of Northern Iowa

Copyright ©2017 Kristina Kofoot

Follow this and additional works at: <https://scholarworks.uni.edu/agss>

 Part of the [Public Administration Commons](#)

Let us know how access to this document benefits you

Kofoot, Kristina, "Certified Nonprofit Professionals Early Career Decisions and Student Loan Debt" (2017). *Annual Graduate Student Symposium*. 40.

<https://scholarworks.uni.edu/agss/2017/all/40>

This Open Access Oral Presentation is brought to you for free and open access by the Graduate College at UNI ScholarWorks. It has been accepted for inclusion in Annual Graduate Student Symposium by an authorized administrator of UNI ScholarWorks. For more information, please contact scholarworks@uni.edu.

**Certified Nonprofit Professionals
Early Career Decisions
and College Student Loan Debt**

**Kristina Kofoot
April 4th 2017**

Introduction



- Who are Certified Nonprofit Professionals?
- What is the current state of loan debt?

Purpose of the Study

- Investigation of Certified Nonprofit Professionals early career decisions and student loan debt.
- Lack of research
- Impact on Early Career Choices



Research Questions 1

Are there significant differences between various demographics and student loan debt?

- Is there a significant difference between gender and student loan debt?
- Is there a significant difference between race and student loan debt?
- Is there a significant difference between student type, i.e. traditional, non-traditional, etc. and student loan debt?
- Is there a significant difference between NLA participation and student loan debt?
- Is there significant difference between respondent's age and student loan debt?
- Is there significant difference between respondent's graduation year and student loan debt?

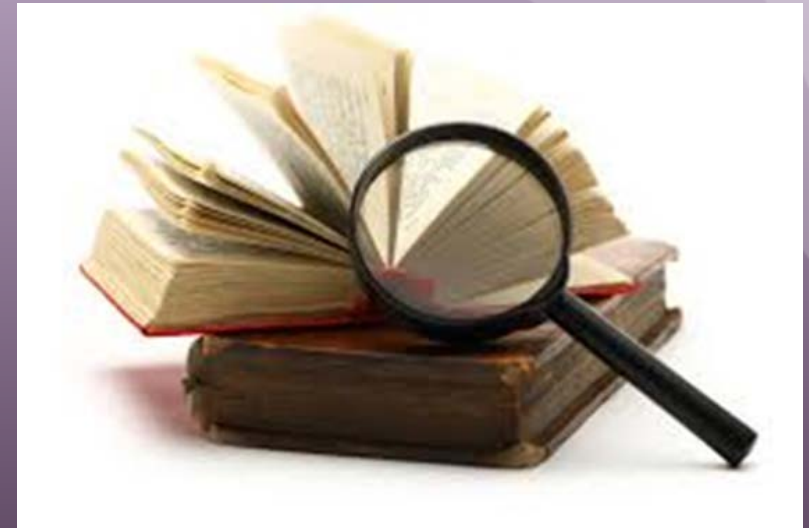
Research Question 2

Are there significant differences between early career decisions and student loan debt?

- Is there significant difference between the sector of participant's first job and student loan debt?
- Is there significant difference between length of time in first job and student loan debt?
- Is there significant difference between a second job and student loan debt?
- Is there significant difference between initial annual income and student loan debt?

Significance of the Study

- Provide insight into student loan debt in the nonprofit field
- Fill in gaps in research and literature
- Provide more current research



Literature Review: Nonprofit Leadership Alliance

- Founded in 1948 (Taylor, 1995)
- Nationally Recognized organization
 - Partnering with 45 schools and NCCC Programs (Nonprofit Leadership Alliance, 2015)
- Certified Nonprofit Professional Credential
 - 10 Core Competencies



Literature Review: Student Loan Debt

- 2011-2012 \$113 billion in loan debt
 - An increase of 24% from 5 years before (Elliott, 2014)
- 2015-average college loan debt-\$35,051 (Berman, 2015)
- Student loan debt is second only to mortgage debt (Berman, 2015)
- Socio-Economic Status, Race, Gender, Student Status, and Graduation Year (Ratcliffe & McKernan, 2013; Avery & Turner, 2012; Choi, 2014)
- Impact on work decisions (ASA, 2013; Berman, 2015; Bidwell, 2014; Chambers, 1992; Mervis & Hackett, 1983; Roberts, 2012; Zhang, 2013)



Methodology: Instrumentation



- Survey created by
 - Kristina Kofoot
 - Dr. Julianne Gassman
 - Nonprofit Leadership Alliance
- Influenced by Chambers (1992)

Methodology: Procedure for Collecting Data



- Nonprofit Leadership Alliance Headquarters
- National Listserv
 - Initial mailing
 - Three weeks
 - Six weeks

Methodology: Participants

- Certified Nonprofit Professionals from across the united states
- 555 respondents agreed to take the survey
- 464 respondents fully completed
- Resulting in a response rate of 12.9%



Methodology: Data Analysis

Mann-Whitney U

- Mann-Whitney U will be used to analyze the significant difference of 1) race; 2) gender; and 3) leader/member on CNP's college student loan debt and select early career demographics.
- Mann-Whitney U will be used to analyze whether or not a CNP has a second job after graduation.

Kruskal-Wallis

- Kruskal-Wallis will be used to analyze the significant difference of 1) graduation year; 2) degree; and 3) student type on CNP's college student loan debt and select early career demographics
- Kruskal-Wallis will be used to analyze the significant difference of select early career demographics: 1) sector of first job; 2) length of time in first job; and 3) initial annual income, on CNP's student loan debt

Respondents Student Loan Debt

Student Loan Debt of Respondents

Variable	Respondent (N=464)	
Student Loan Debt	N	%
	<i>134</i>	<i>28.9</i>
\$0	108	23.3
\$0-\$20,000	126	27.2
\$20,001-\$40,000	96	20.7
\$40,001+	<u>Total</u>	100
	464	

Note: The majority group presented in italic.

Gender and Student Loan Debt

Q.1.1 Gender and Student Loan Debt

Variable			
Total Student Loan Debt	<i>N</i>	<i>Mean</i>	<i>P</i>
Female	343	236.28	
Male	121	221.78	
Total:	464		.290

Notes: (a) p<.05

Race and Student Loan Debt

Q.1.2 Race and Student Loan Debt

Variable			
Total Student Loan Debt	<i>N</i>	<i>Mean</i>	<i>p</i>
White	307	209.59	
Non-white	157	277.30	
Total:	464		.000

Notes: (a) p<.05

Student Status and Student Loan Debt

Q.1.3 Student Status and Student Loan Debt

Variable				
Student Status	<i>N</i>	<i>Mean</i>	<i>df</i>	<i>P</i>
Traditional	354	216.38	349	
Nontraditional	100	288.46	95	
Veteran	5	349.90	0	
Foreign Exchange Student	5	137.30	0	
Total:	464			.000

Notes: p<.05

NLA Participation and Student Loan Debt

Q.1.4 NLA Participation and Student Loan Debt

Variable			
Total Student Loan Debt	<i>N</i>	<i>Mean</i>	<i>P</i>
Leader	229	230.63	
Member	235	234.33	
Total:	464		.759

Notes: (a) p<.05

Age and Student Loan Debt

Q.1.6 Current Age and Student Loan Debt

Variable				
Total Student Loan Debt	<i>N</i>	<i>Mean</i>	<i>Df</i>	<i>p</i>
20-25	96	215.60	93	
26-30	160	223.54	157	
31-35	80	256.13	77	
36-40+	128	241.60	125	
Total:	464			.128

Notes: (a) p<.05

Graduation Year and Student Loan Debt

Q.1.5 Graduation Year and Student Loan Debt

<hr/>				
Variable				
Total Student Loan Debt	<i>N</i>	<i>Mean</i>	<i>Df</i>	<i>P</i>
<hr/>				
2010-2015	273	243.93	269	
2004-2009	106	238.86	102	
1998-2004	40	218.58	36	
1993-1997	9	227.06	5	
1947-1992	36	143.92	32	
Total:	464			.001

Notes: (a) p<.05

Sector of First Job and Student Loan Debt

Q.2.1 Sector of First Job and Student Loan Debt

Variable				
Student Loan Debt	<i>N</i>	<i>Mean</i>	<i>df</i>	<i>P</i>
Nonprofit	301	230.88	302	
For-profit	81	238.87	80	
Government	42	235.79	42	
Other	40	238.50	45	
Total:	464			.982

Notes: (a) p<.05

Time in First Job and Student Loan Debt

Q.2.2 Time in First Job and Student Loan Debt

<hr/>				
Variable				
Time in first job	<i>N</i>	<i>Mean</i>	<i>Df</i>	<i>p</i>
<hr/>				
Less than 1 year	128	233.88	127	
1-2 years	186	236.46	185	
3-4 years	74	244.43	73	
4-5 years	24	190.29	23	
5+ years	52	217.46	51	
Total:	464			.398
<hr/>				

Notes: (a) p<.05

Second Job and Student Loan Debt

Q.2.3 Second Job Significance and Student Loan Debt

Variable			
Second Job	<i>N</i>	<i>Mean</i>	<i>p</i>
Yes	118	254.72	
No	345	224.23	
Total:	464		.027

Notes: (a) p<.05

Initial Annual Income and Student Loan Debt

Q.2.4 Initial Annual Income and Student Loan Debt

Variable				
Initial Annual Income	<i>N</i>	<i>Mean</i>	<i>df</i>	<i>P</i>
Less than \$10,000	101	214.8	96	
\$10,001-\$20,000	88	235.67	83	
\$20,001-\$30,000	128	239.22	125	
\$30,001-\$40,000	91	231.21	86	
\$40,001- \$50,000	25	241.70	20	
\$50,0001+	31	249.76	26	
Total:	464			.706

Notes: (a) p<.05

Final Results Question 1-Are there significant differences between demographics and student loan debt? **Accept** **Reject**

There will be no significant difference between gender and student loan debt. **X**

There will be no significant difference between race and student loan debt. **X**

There will be no significant difference between student type, i.e. traditional, non-traditional, etc. and student loan debt. **X**

There will be no significant difference between NLA participation and student loan debt. **X**

There will be no significant difference between age and student loan debt. **X**

There will be no significant difference between graduation year and student loan debt **X**

Final Results Question 2-Are there significant differences between early career decisions and student loan debt?

Accept

Reject

There will be no significant difference between the sector of participant's first job and student loan debt.

X

There will be no significant difference between the length of time in first job and student loan debt.

X

There will be no significant difference between a second job and student loan debt.

X

There will be no significant difference between initial annual income and student loan debt.

X

Studies Supported or Contradicted

- Supports the Research
 - Race and student loan debt (Ratcliffe & McKernan, 2013)
 - Student type and student loan debt (Avery & Turner, 2012)
 - Graduation Year and student loan debt (Avery & Turner, 2012)
- Contradicts the Research
 - Gender and student loan debt (Choi, 2014)
 - Age and student loan debt (Choi, 2014)

Studies Supported or Contradicted

Supports the Research

- Second job and student loan debt (Chambers,1992; Mervis and Hackett,1983; Kamenetz, 2006)

Contradicts the Research

- Sector of first job and student loan debt
- Length of time in first job and student loan debt
- Initial annual income and student loan debt

(ASA,2013; Chambers,1992; Choi, 2014; Bidwell, 2014; Mervis and Hackett,1983;Zhang, 2013)

Neither Supports or Contradicts

- Certified Nonprofit Professionals leader/member participation and student loan debt

Discussion and Implications

- Demographics- Significant
 - Race
 - Student Type
 - Graduation Year
- Demographics- Non-Significant
 - Gender
 - Age



Discussion & Implications



Certified to Change the World

- Early Career Decisions- Significant
 - Second Job
- Early Career Decisions- Non-Significant
 - Sector of first job
 - Length of time in first job
 - Initial annual income

Recommendations

1. Further research into the significance of race and student loan debt specifically considering how student loan debt amount and impact on career decisions differs between races.
2. Further research into student status and student loan debt looking specifically at how a student's status upon graduation, such as non-traditional or veteran differs from fellow traditional students.
3. Further research into graduation year and student loan debt, specifically concerning how student loan debt has changed over the years and considering how these changes may have impacted demographics and career decisions.

Recommendations

4. The survey used for this study should be modified and sent out again to consider respondents' current status in regards to their CNP. This should be done in order to compare CNPs early career decisions to their current career decisions to see if there is a long-term significance of student loan debt not seen directly after graduation.
5. The survey should also consider the Public Service Loan Forgiveness act and the decisions to enter and/or stay in the nonprofit sector.
6. Further research into the commitment of CNPs to the nonprofit field and the work they are doing, specifically length of time spent in the nonprofit sector and looking at the initial annual income.

References

- American Student Assistance. (2013). Life Delayed: The Impact of Student Debt on the Daily Lives of Young Americans. Retrieved May 5, 2015, from www.asa.org/site/assets/files/3793/life_delayed.pdf
- Avery, C., & Turner, S. (2012). Student Loans: Do College Students Borrow Too Much- Or Not Enough? *The Journal of Economic Perspectives* , 26(1), 165-192. Retrieved October 8, 2015, from <http://www.jstor.org/stable/41348811>
- Benz, M. (2005, February). Not for Profits, But for Satisfaction? Evidence on Worker Well Being in Non-Profit Firms. *KYKLOS*, 154-176. doi:10.1111/j.0023-5962.2005.00283.x
- Berman, J. (2015, May 9). Class of 2015 Has the Most Student Loan Debt in U.S. History *Market Watch*, p. Online. Retrieved March 12, 2016, from <http://www.marketwatch.com/story/class-of-2015-has-the-most-student-debt-in-us-history-2015-05-08>
- Bishow, J. L., & Moanco, K. A. (2016, January). Nonprofit Pay and Benefits: Estimates From the National Compensation Survey. *Monthly Labor Review Online*, 1-15. Retrieved February 10, 2016, from <http://www.bls.gov/opub/mlr/2016/article/nonprofit-pay-and-benefits.htm>
- Bolton, P. (2011, October 24). Nonprofit Employers Don't Meet Workers' Needs for Job Satisfaction, *Surveys Find*. *The Chronicle of Philanthropy* , pp. 1-3. Retrieved December 27, 2015, from <https://philanthropy.com/article/Nonprofit-Workers-Say-Their/157597>

References

- Choi, Y. (2014, July 25). Debt and College Students' Life Transitions: The Effect of Educational Debt on Career Choice in America . Journal of Student Financial Aid, 44(1), 23-41. Retrieved January 4, 2016, from <http://publications.nasfaa.org/cgi/viewcontent.cgi?article=1050&context=jsfa>
- Chambers, D. L. (1992). The Burdens of Educational Loans: The Impacts of Debt on Job Choice and Standards of Living for Students at Nine American Law Schools. Journal of Legal Education , 187-231. Retrieved from <http://www.jstor.org/stable/42893214>
- Elliott, W. (2014). Student Loans: Are We Getting Our Money's Worth? Change: The magazine of Higher Learning , 46(4), 26-33. doi:10.1080/00091383.2014.925757
- Mirvis, P. H., & Hackett, E. J. (1983, April). Work and Workforce Characteristics in the Nonprofit Sector. Monthly Labor Review, 3-12.
- National Center for Charitable Statistics. (2015, December 13). www.nccs.org. Retrieved from National Center for Charitable Statistics: <http://nccs.urban.org/statistics/quickfacts.cfm>
- Nonprofit Finance Fund. (2015). State of the Sector Surveys. State of the Sector Surveys Summary. Retrieved 2015 24, January, from <http://www.nonprofitfinancefund.org/state-of-the-sector-surveys>

References

- Nonprofit HR Solutions. (2014). Nonprofit Employment Trends Survey. Washington D.C.: The Improve Group. Retrieved November 17, 2015, from <http://www.nonprofithr.com/wp-content/uploads/2013/03/2013-Employment-Trends-Survey-Report.pdf>
- Nonprofit Leadership Alliance. (2015). Join the Movement. Retrieved December 21, 2015, from Nonprofit Leadership Alliance : <http://certifiedtochangetheworld.org/career>
- Ratcliffe, C., & McKernan, S.-M. (2013, June 26). Forever in Your Debt: Who Has Student Loan Debt, and Who's Worried? Washington D.C. : Urban Institute . Retrieved October 13, 2015, from Urban Institute : <http://www.urban.org/research/publication/forever-your-debt-who-has-student-loan-debt-and-whos-worried>
- Roberts, F. M. (2012, July 22). Early-Career Nonprofit Employees: a Portrait . The Chronicle of Philanthropy, p. 3.
- Taylor, J. B. (1995). *Down Home With the Chief and Miss Maggie* . Praoroe Villiage , Kansas: Leathers Publishing . Retrieved January 31, 2016
- Zhang, L. (2013). Effects of College Educational Debt on Graduate School Attendane and Early Career and Lifestyle Choices. *Education Economics* , 21(2), 154-175. doi:10.1080/09645292.2010.545204

*Thank
you*





QUESTIONS