

1. Welcome to the Nonprofit Student Loan Project Survey

The student debt crisis has a big impact on the sustainability of the nonprofit workforce, yet it is a little-discussed issue within the nonprofit community.

- **Nonprofit employees are often overburdened with student debt that can take up a large portion of their salaries, leading some to abandon the sector.**
- **Many nonprofit employers are unaware of their employees' debt or how they can help, which has a direct impact on employee recruitment and retention.**

CalNonprofits' Nonprofit Student Loan Project aims to educate and mobilize the nonprofit community to tackle this issue. Your responses to this survey will help inform our project. Thank you for taking time to complete this survey.

2. Introduction

1. Do you work for a 501(c)3 or other charitable nonprofit operating in California?

- Yes
- No
- I'm not sure
- Other (please specify)

2. How old are you?

- 20-29
- 30-39
- 40-49
- 50-59
- 60+

3. Before we get to questions about student loans, we have a few questions especially relevant to 2016. Are you registered to vote in California?

- Yes
- No
- Registered in another state
- I don't know

4. Did you vote in the last presidential election?

- Yes
- No
- Not Sure

5. Do you plan to vote in the November 2016 presidential election?

- Yes
- No
- Not Sure

6. How likely are you to vote for a candidate based on their position on student loan debt?

Very unlikely

Somewhat unlikely

No influence

Somewhat likely

Very likely

7. If you are answering this survey as an employee with student loan debt please answer all of the questions on the employee page.

If you are answering this survey as an employer interested in assisting your employees with student debt please answer all of the questions on the employer page.

Employee

Employer

3. Employee Questions

We estimate that more than 100,000 California nonprofit staff have student loan debt. The CalNonprofits Student Loan Project hopes to illuminate the impact of student debt on our community and develop practical solutions and long-term policy changes to alleviate this burden. Your answers to this survey will help us represent your concerns as we address this important issue.

8. How long have you been employed in the nonprofit sector?

1- 3 years

3 - 6 years

6 - 9 years

10+ years

9. Do you have outstanding student loans?

Yes

No

Other (please specify)

10. Approximately what is the amount of your outstanding student loan debt?

\$1,000 - \$30,999

\$31,000 - \$60,999

\$61,000 - \$90,999

\$91,000 - \$120,999

\$121,000+

11. Are you currently in the process of repaying your student loans?

Yes

No

Other (please specify)

12. Approximately what is your monthly student loan payment?

\$0 - \$199

\$200 - \$399

\$400 - \$599

\$600 - \$799

\$800+

13. How many years have you been making student loan payments?

1-3

3-5

5-7

7-10

11+

14. If you are not currently repaying your student loans, what is their status?

- Deferment
- Forbearance
- Delinquent
- Default
- Other (please specify)

15. Are you currently participating in any of the following income-based loan repayment plans?

- Income Contingent Repayment (ICR) Plan
- Income Based Repayment (IBR) Plan
- Pay As You Earn (PAYE) Plan
- Revised Pay As You Earn (REPAYE) Plan
- I don't know
- Other (please specify)

16. Does your student debt make it harder for you to stay working in the nonprofit sector? (Please use the first column and select the most appropriate answer. This is not a ranking question).

Use this column for
your choice

Does not affect my
work/career decisions

Slightly affects my
work/career decisions

Makes it somewhat
harder to stay in the
nonprofit sector

Makes it much more
difficult to stay in the
nonprofit sector

Please tell us more if you can . . .

17. Does your employer offer student loan repayment assistance?

- Yes
- No
- I don't know

18. Would the availability of loan repayment assistance influence your decision to continue working at a nonprofit?

Very unlikely

Somewhat unlikely

No Influence

Somewhat likely

Very likely

19. If your employer offers loan repayment assistance please let us know more about it!

20. How aware are you of the Public Service Loan Forgiveness Program (PSLF) and its applicability to nonprofit employees?

Not aware at all	Slightly aware	Know the basics	Aware and informed enough to make choices
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Has your employer talked with you about PSLF?

Yes

No

Comment:

22. When formal applications to PSLF open up in 2017, are you planning to apply?

Yes

No

I don't know right now

Other (please specify)

23. Have you given an Employer Certification Form to the nonprofit where you work (a prerequisite for applying to PSLF)?

Yes

No

I don't know

24. If you have heard about the PSLF but are NOT planning to apply please tell us why.

My loans are not eligible for the program

I do not intend to work in the nonprofit sector for enough time to qualify

Not interested

It seems too difficult

Other (please specify)

25. What message would you want elected officials to hear about student loans and their impact on people like you who work in the nonprofit sector?

26. Can we share your story as part of our advocacy campaign?

- Yes, but I wish to remain anonymous
- No
- If yes, please give your name and contact information:

27. If you would like to stay informed about the Nonprofit Student Loan Project by being on the mailing list of the California Association of Nonprofits, please give us your email information here:

28. If you are also answering this survey on behalf of your employer have you completed the employer section of this survey?

If you are not an employer, you can submit your answers by clicking done at the end of the employer section.

- Yes
- No (please complete the employer section of the survey on the following page)

Thank you!

Your experiences and perspectives will be very important as shape our education and advocacy agenda on the important subject of nonprofit student debt. This is a strategic issue for the entire nonprofit community, and we appreciate your taking the time to contribute to this effort.

For more information as it is developed and to contact us, please visit the [Nonprofit Student Loan Project](#).

4. Employer Questions

We estimate there are more than 100,000 nonprofit employees in California who have outstanding student loans. For many of these individuals, the burden of their loans makes it difficult to remain working in the nonprofit sector. But many HR directors, CEOs and other staff are not aware of how to support their employees with student debt -- often at no cost to the employer.

Thank you for taking the time and effort to help us understand how best to support you in our joint efforts to support the nonprofit workforce.

29. Number of paid staff

0-10 employees

11-49 employees

50-99 employees

100-499 employees

500+ employees

30. What is your area of responsibility in your nonprofit?

- Executive director or CEO
- HR director or manager
- COO or administrative director
- Finance director or manager
- Other (please specify)

31. Your organization's field of work

32. Does your organization offer student loan repayment assistance?

- Yes
- No
- Other (please specify)

33. If yes, please tell us about the loan repayment assistance offered.

34. What is the approximate annual cost of your organization's loan repayment assistance program?

0 - \$10,999 \$11,000 - \$30,999 \$31,000 - \$60,999 \$61,000 - \$90,999 \$91,000 - \$130,999 \$131,000+

<input type="radio"/>					
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35. How aware are you of the Public Service Loan Forgiveness Program, which includes loan forgiveness for people who work at nonprofits? (Please use the first column and select the most appropriate answer. This is not a ranking question.)

Use this column to indicate your choice.

Not at all aware	<input type="radio"/>				
Slightly aware	<input type="radio"/>				
Very familiar and informed	<input type="radio"/>				
Not interested in it	<input type="radio"/>				

Other (please specify)

36. How does your organization support employees in pursuing Public Service Loan Forgiveness?

- Proactively providing information on how to apply
- Responding to requests for information
- Providing lists of student loan management consultants they can contact
- We do not provide such assistance at this time
- Other (please specify)

37. Please tell us more about how else you support employees in pursuing Public Service Loan Forgiveness:

38. Is your organization interested in developing a PSLF support program for your employees?

- Yes
- No
- Not sure
- Other (please specify)

39. Does student debt burden negatively affect your ability to build your workforce (check all that apply):

- Recruiting staff
- Retaining staff
- Recruiting/retaining younger staff
- Recruiting/retaining staff who are people of color
- Professional development such as degree and certificate programs that staff undertake on their own
- Does not negatively affect our ability to build our workforce
- Other (please specify)

40. Would you like CalNonprofits to send you our Employer Toolkit on Nonprofit Student Loans when it is completed?

- Yes
- No

41. If yes, please provide your name and contact information here:

42. What -- if any -- other supports do you make available to staff related to college or university-based education?

- Tuition and school costs for undergraduate degrees
- Tuition and school costs for graduate degrees
- Tuition and school costs for non-degree programs
- Other (please specify)

43. In addition to your role in the organization, do you yourself have outstanding student debt?

- Yes (Please complete the employee section on the previous page)
- No

44. Supporting the nonprofit workforce means collectively advocating in the public policy arena as well as helping individual nonprofit employers. As possible activities, we are considering petitions, letters to the California Congressional Delegation, a bill in the state legislature, and more. Would you like CalNonprofits to send you information on how your organization and your staff can be involved in advocacy on the issue of student debt?

- Yes, please
- No, thank you

If yes please insert name and contact information here:

45. Do you have any other questions or comments on the topic of student debt and nonprofit employees?

Thank you!

Your practices and viewpoints will be very important as we shape our education and advocacy agenda on the important subject of nonprofit student debt. This is a strategic issue for the entire nonprofit community, and we appreciate your taking the time to contribute to this effort.

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