6 Months Out:
Results from Hope’s Graduate Survey

September 17, 2021
Agenda

• History & context of Hope’s Graduate Survey

• 2019 & 2020 Surveys
  • Methodology
  • Key findings
  • Data dashboard

• Discussion, conversation, questions
History – About the Graduate Report

• Partnership with Frost Center, Boerigter Center, Admissions, Alumni and Family Engagement, Public Affairs and Marketing
• Data collected each October – December from most recent class
• Analysis and reporting in the spring
• Public information at hope.edu/gradreport and in various printed materials
• Added an additional survey group (ten years out) in 2016
• Participating this year in 5 and 10 year window through NACM
Question areas

- Contact and demographic information
- Employment
- Graduate school
- Experiential learning
- Job search
- Salary and satisfaction
- Hope experience and satisfaction

- Quality of life
- Loyalty to Hope
- Student loans (ten year)
- Number of employers (ten year)
Methodology – Data Collection

- Online / phone survey to all graduates approximately 6 months after graduation (2020 N=660, 2019 N=616)
- National Student Clearinghouse
  - Continuing education records
- LinkedIn
  - Research protocol

**Source**
(2019 n=512, 2020 n=550)

![Survey](78.3% 81.5%)
![NSCH](2.4%)
![LinkedIn](21.7% 16.2%)

**2020 Survey**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Survey response rate</td>
<td>67.9%</td>
</tr>
<tr>
<td>Knowledge rate</td>
<td>83.3%</td>
</tr>
</tbody>
</table>
Methodology - Questionnaire

- Items based on graduate status
- Individual department items
  - Benchmarking purposes
  - Accreditation
  - Increases response rates
- Comparisons with Liberal Arts Career Network & National Association for Colleges and Employers (NACE)
Methodology - Benchmarking

- Comparisons with Liberal Arts Career Network and National Association for Colleges and Employers (NACE)

<table>
<thead>
<tr>
<th>Amherst College</th>
<th>Bates College</th>
<th>Bowdoin College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brandeis University</td>
<td>Carleton College</td>
<td>Clark University</td>
</tr>
<tr>
<td>Colgate University</td>
<td>College of the Holy Cross</td>
<td>College of Wooster</td>
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<td>Colorado College</td>
<td>Connecticut College</td>
<td>Davidson College</td>
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<tr>
<td>Denison University</td>
<td>Dickinson College</td>
<td>Franklin and Marshall College</td>
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<tr>
<td>Grinnell College</td>
<td>Hartwick College</td>
<td>Hamilton College</td>
</tr>
<tr>
<td>Haverford College</td>
<td>Hobart and William Smith Colleges</td>
<td>Hope College</td>
</tr>
<tr>
<td>Lafayette College</td>
<td>Lawrence University</td>
<td>Lewis and Clark College</td>
</tr>
<tr>
<td>Macalester College</td>
<td>Middlebury College</td>
<td>Mount Holyoke College</td>
</tr>
<tr>
<td>Oberlin College</td>
<td>Pomona College</td>
<td>Sewanee: University of the South</td>
</tr>
<tr>
<td>Skidmore College</td>
<td>St. Lawrence University</td>
<td>St. Olaf College</td>
</tr>
<tr>
<td>Union College</td>
<td>University of Puget Sound</td>
<td>Vassar College</td>
</tr>
<tr>
<td>Washington and Lee University</td>
<td>Wesleyan University</td>
<td>Williams College</td>
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</table>
Key Findings – 6 Months Out Status

### Employment

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Arts</td>
<td>79%</td>
<td>79%</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Humanities</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Natural and Applied Sciences</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Social Sciences</td>
<td>81%</td>
<td></td>
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### Continuing Education

(Graduate School & Other Continued Education)

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<th></th>
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</thead>
<tbody>
<tr>
<td>Arts</td>
<td>11%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Humanities</td>
<td></td>
<td>19%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural and Applied Sciences</td>
<td></td>
<td>23%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Sciences</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>14%</td>
<td></td>
</tr>
</tbody>
</table>
Key Findings – 6 Months Out Status & Salary

**Seeking Employment**

<table>
<thead>
<tr>
<th>Institution</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hope</td>
<td>6.9%</td>
<td>7%</td>
</tr>
<tr>
<td>Liberal Arts Career Network</td>
<td>4.4%</td>
<td>4%</td>
</tr>
<tr>
<td>NACE - Private</td>
<td>6%</td>
<td></td>
</tr>
</tbody>
</table>

**Mean Base Salary**

<table>
<thead>
<tr>
<th>Field</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts</td>
<td>$33,695.00</td>
<td>$36,527.00</td>
</tr>
<tr>
<td>Humanities</td>
<td>$42,137</td>
<td>$42,453</td>
</tr>
<tr>
<td>Natural and Applied Sciences</td>
<td>$51,268</td>
<td>$51,882</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>$49,632.00</td>
<td>$56,661</td>
</tr>
</tbody>
</table>

Hope Liberal Arts Career Network

NACE - Private
51.7% of employed respondents remain in West Michigan.
Key Findings – Job Satisfaction

Job Satisfaction

Very satisfied: 32.2%
Somewhat satisfied: 46.3%
Neither satisfied nor unsatisfied: 13.7%
Somewhat unsatisfied: 6.3%
Very unsatisfied: 1.5%

2019 & 2020 Job Satisfaction

- Employed for substantially fewer hours than you prefer:
  - No: 3.82
  - Yes: 4.12

- Inadequately employed with respect to your level of education?
  - No: 3.91
  - Yes: 4.05

- Is your job related to your field of study?
  - No: 4.07
  - Yes: 4.17

- All:
  - No: 4.01
  - Yes: 4.08

Arts: 3.82
Humanities: 3.91
Natural and Applied Sciences: 4.17
Social Sciences: 4.07
All: 4.08
Key Findings – Employment & Preparation

Top factors that helped secure employment:

<table>
<thead>
<tr>
<th>2020</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Communication skills</td>
<td>62%</td>
</tr>
<tr>
<td>Academic major/minor</td>
<td>62%</td>
</tr>
<tr>
<td>Hope College degree</td>
<td>58%</td>
</tr>
<tr>
<td>Internship experience</td>
<td>44%</td>
</tr>
<tr>
<td>Networking connections</td>
<td>42%</td>
</tr>
</tbody>
</table>

Relative to colleagues with degrees from other universities or colleges, how well did Hope prepare you for your current role?

- Inadequately prepared
- About the same
- More prepared

Relative to colleagues, 55.7% felt adequately prepared, 40.3% felt about the same, and 4% felt inadequately prepared.

Among networking connections, a graduate’s **personal network** was reported as most influential in obtaining their position.
1/3 of respondents in graduate school are in health professions.

Percentage ‘very well prepared’ or ‘well prepared’ for graduate school:
- 2019: 94.2%
- 2020: 96%

71% of respondents attend graduate schools in the Midwest.

Was your graduate school...

- First Choice: 83.7% (2019), 77.3% (2020)
- Second Choice: 10.0% (2019), 20.0% (2020)
- Third Choice: 2.9% (2019), 2.7% (2020)
- Not one of first 4 Choices: 1.4% (2019), 0.0% (2020)
Key Findings – Hope Experiences

Mean
(5=strongly agree, 1=strongly disagree)

- My professors cared about me as a person: 4.56 (2019), 4.59 (2020)
- During my time at Hope, I connected one-on-one with a faculty or staff member about my future vocational path: 4.45 (2019), 4.42 (2020)
- I was active in extracurricular activities and organizations: 4.35 (2019), 4.34 (2020)
- I had a mentor who encouraged me to pursue my goals and dreams: 4.10 (2019), 4.09 (2020)
- I had an internship or job that allowed me to apply what I was learning in the classroom: 4.06 (2019), 4.05 (2020)
- I worked on a project that took a semester or more to complete: 3.95 (2019), 3.92 (2020)
- Hope met my expectations for spiritual growth during my college years: 3.72 (2019), 3.77 (2020)
- My Hope education was worth the cost: 3.67 (2019), 3.67 (2020)
Key Findings – Experiential Learning

92.3% in 2019 and 94.4% in 2020 have one or more types of experiential learning.

- Internship: 55.4% (2019) vs. 54.3% (2020)
- Service learning/volunteering: 46.4% (2019) vs. 50.7% (2020)
- Research: 45.1% (2019) vs. 45.8% (2020)
- Off-campus study (abroad): 34.8% (2019) vs. 40.1% (2020)
- Off-campus study (domestic): 15.6% (2019) vs. 15.7% (2020)
- Job shadowing: 9.2% (2019) vs. 13.9% (2020)
- Student teaching: 12.7% (2019) vs. 13.8% (2020)
- Clinical Rotation: 9.2% (2019) vs. 9.8% (2020)

Students with more than one internship:
- 2019: 42.3% vs. 2020: 34.7%
Recent graduates are most satisfied with their social quality of life and least satisfied with their financial quality of life.

<table>
<thead>
<tr>
<th>2020 Combined Quality of Life Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>All 2020</td>
</tr>
<tr>
<td>Employed</td>
</tr>
<tr>
<td>Seeking, not employed/school</td>
</tr>
<tr>
<td>Graduate School</td>
</tr>
<tr>
<td>Working in job related to study</td>
</tr>
<tr>
<td>Inadequately employed w/ respect to education</td>
</tr>
</tbody>
</table>
Key Findings – Likelihood to Recommend Hope

2020 grads indicated a **4.40** on a five-point scale of likelihood to recommend Hope, a slight increase from 2019 (**4.34**)

All hope experience statements are positively correlated, with the strongest being “**My Hope education was worth the cost**” and “**Hope educated me for a life of leadership.**”

Mean Likelihood to Recommend by Employment Status*

- Seeking, not employed/school: **3.94**
- Not Seeking: **4.44**
Hope educated me for a life of leadership

Hope equipped me to be aware of Christian ideas and theological perspectives when thinking through decisions and complex issues

Hope educated me for a life of service

Hope educated me for life in a global society

CLO Indirect Assessment (mean responses)
(5=strongly agree, 1=strongly disagree)

2019  2020

4.14  4.22
3.92  3.98
3.97  3.97
3.74  3.85
**Key Findings – CLO by Division**

**2020 graduates** who strongly agree/agree that Hope educated them for a life of leadership, service, in a global society, and equipped to be aware of Christian ideas and theological perspectives

<table>
<thead>
<tr>
<th>Division</th>
<th>Leadership</th>
<th>Service</th>
<th>Global society</th>
<th>Christian ideas</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Arts</strong></td>
<td>30%</td>
<td>17%</td>
<td>30%</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Humanities</strong></td>
<td>35%</td>
<td>23%</td>
<td>23%</td>
<td>33%</td>
</tr>
<tr>
<td><strong>Natural and Applied Sciences</strong></td>
<td>41%</td>
<td>31%</td>
<td>22%</td>
<td>31%</td>
</tr>
<tr>
<td><strong>Social Sciences</strong></td>
<td>40%</td>
<td>32%</td>
<td>25%</td>
<td>29%</td>
</tr>
</tbody>
</table>

**Agree** | **Strongly agree**

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**Hope College**

FROST CENTER FOR DATA AND RESEARCH
Interactive Dashboard
Discussion, conversation, questions

• Who at Hope College (positions or departments) would benefit from the information shared today?

• Thinking about your own work at Hope, how might you use what you’ve learned today?

• How might data from this annual survey continuously inform decisions for the benefit of our students?
Contact Information

Julie Ornée
   • ornee@hope.edu

Scott Travis
   • travis@hope.edu

Kathy Kremer
   • kremerk@hope.edu

Survey Dashboard: https://hope.edu/offices/frost-research-center/institutional-research/surveys/

hope.edu/data