

Overview and Context

The Graduating Student Exit Survey (GSES) is a survey designed to gather information regarding students’ plans after graduation. It is sent to all undergraduate, graduate, and professional students poised to graduate in a given semester. Prior to 2019, the survey was administered annually capturing data from all graduates in the prior year (e.g., spring, summer, and fall semesters). Since 2019, the Office of Institutional Research and Assessment (IRA) has administered the GSES bi-annually in order to improve response rates and student engagement. In the fall 2020 semester, IRA sent out invitations to take the GSES to all graduating students in the summer 2020 and fall 2020 graduating classes as identified by the Office of the Registrar at Howard University. Initial invitations were sent out to graduating students on October 27, 2020 via the university’s survey platform Qualtrics. Reminders were sent to students who did not complete the GSES weekly until the close of the survey on February 1, 2021. Overall, there were 457 students who were identified as graduates by the Office of the Registrar. Of these 457 students, 237 completed the GSES giving a response rate of 51.86%. The following sections will give an overview of the data collected from the fall 2020 administration of the GSES and will include data from the summer 2020 and fall 2020 cohorts.

Employment and Plans After Graduation

The Graduating Student Exit Survey (GSES) asks students a series of questions related to employment both while at Howard University and their plans after graduation. This includes questions related to both part-time and full-time employment. Below is a summary for two groups of Howard graduates – undergraduate students as well as graduate and professional students.

Undergraduate Students

One of the first questions on the GSES asks students about their employment while attending Howard University. Of those that answered (n = 146), 44.52% of students reported working part-time off campus. Additionally, 15.75% and 15.07% of undergraduate students indicated that they never worked or worked full-time off campus, respectively. A table with the breakdown of student responses can be seen below in Table 1.

Table 1

Employment While at Howard University (Undergraduates)

Status	Count	Count%
Full-time Off Campus	22	15.07%
Full-time On Campus	15	10.27%
Never Worked	23	15.75%
Part-time Off Campus	65	44.52%
Part-time On Campus	21	14.38%
Total	146	100.00%



Regarding students' plans after graduation, the GSES asks students about their current status. Of the undergraduate students who answered this question (n = 146), 36.36% of undergraduate students were seeking employment while 18.49% and 7.53% of students indicated that they were employed full-time (on average, 30 hours or more per week) or employed part-time (on average, less than 30 hours per week), respectively. Of the students that were not employed or not seeking a job, 28.08% denoted that they were planning on continuing their education but were not yet accepted/enrolled. A total of 8 (5.48%) undergraduate students marked that they were already enrolled in a program of continuing education. A breakdown for each of the categories for undergraduate students' plans after graduation is below in Table 2.

Table 2

Plans After Graduation (Undergraduates)

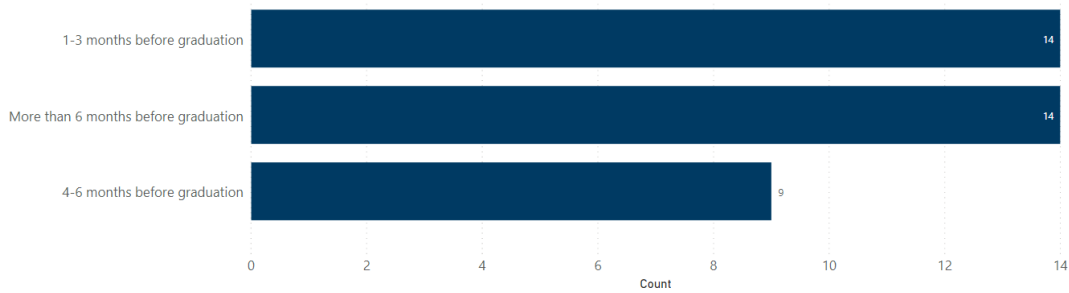
Status	Count	Count (%)
Employed full-time (on average, 30 hours or more per week)	27	18.49%
Employed part-time (on average, less than 30 hours per week)	11	7.53%
Enrolled in a program of continuing education (e.g. Graduate/Professional School)	8	5.48%
Not seeking employment or continuing education	1	0.68%
Participating in a volunteer or service program (e.g. Peace Corps, AmeriCorps, Teach for America)	2	1.37%
Planning to continue education but not yet accepted/enrolled	41	28.08%
Seeking employment	56	38.36%
Total	146	100.00%

For the undergraduate students who had already received an employment offer or were employed (n = 37), 37.84% received an employment offer 1-3 months before graduation while 24.32% and 37.84% received their employment offer 4-6 months or more than 6 months before graduation, respectively. Further, 68.42% of undergraduate students were employed in this position while pursuing their degree. A visualization of this data is summarized in Figure 1.

Figure 1

Employment Offers (Undergraduates)

When did you receive your employment offer?



Were you employed in this position while pursuing your degree?



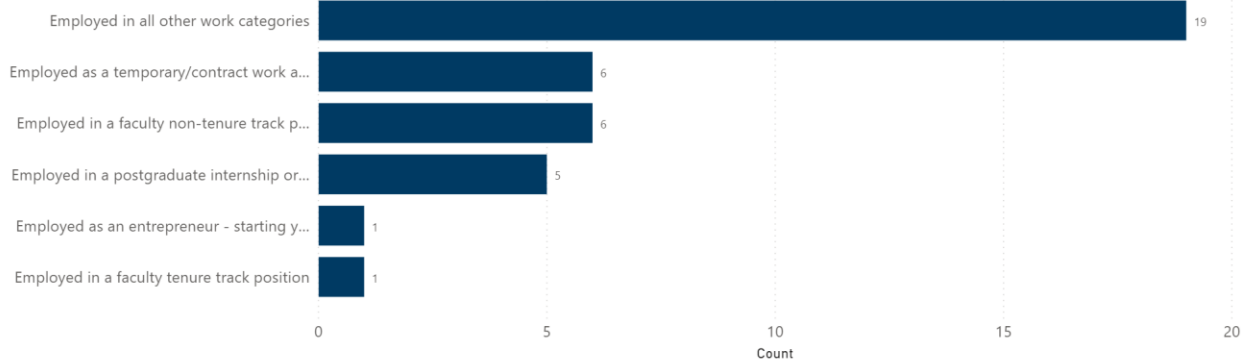
Status	Count	Count (%)
1-3 months before graduation	14	37.84%
4-6 months before graduation	9	24.32%
More than 6 months before graduation	14	37.84%
Total	37	100.00%

Of the undergraduate students who were employed (n = 38), 84.21% indicated that their job was a part of the private sector. Additionally, 50% of these students denoted that their current position was directly related to their undergraduate education. A breakdown of this can be seen in Figure 2 below.

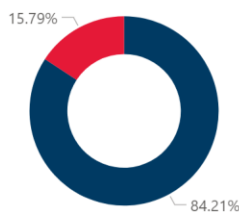
Figure 2

Employment Categories (Undergraduates)

Please select which option best describes your current employment:

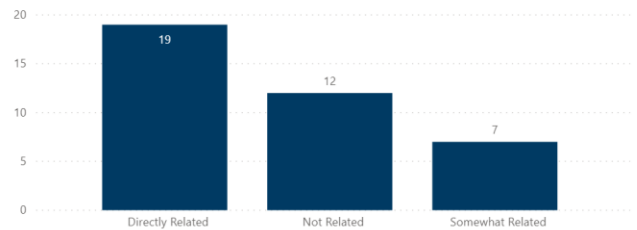


Please indicate the employment sector of your employer:



● Private sector - workin...
● Public sector - workin...

To what extent is your current position related to your undergraduate/graduate education?



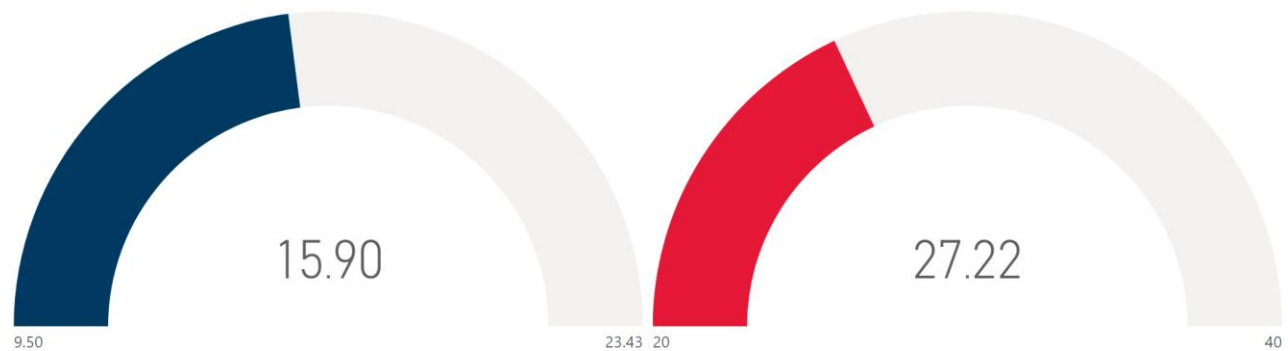
Regarding compensation and salary, 8 undergraduate students provided information regarding their wage/salary for part-time positions and 19 students self-reported their annual salary. The wage/salary breakdown for each group is shown in Figures 3 and 4 below.

Figure 3

Part-time Employment (Undergraduates)

Part-Time Salary in USD (Min., Max., Avg.)

Part-Time Hours Worked Per Week (Min., Max., Avg.)



Count	Mean	Min.	Max	Median	Std. Dev.
8	15.90	9.50	23.43	14.38	4.65

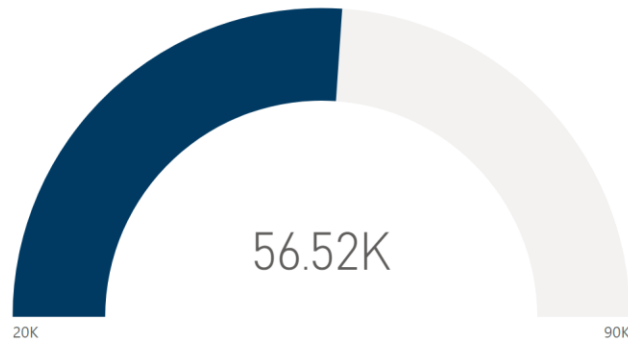
Count	Mean	Min.	Max	Median	Std. Dev.
9	27.22	20	40	25	7.25

Part-Time Employment

Figure 4

Full-time Employment (Undergraduates)

Full-Time Salary in USD (Min., Max., Avg.)



Count	Mean	Min.	Max	Median	Std. Dev.
19	56515.79	20000	90000	55000	19976.02

Full-Time Employment

Continuing Education, Volunteering, and Military

When selecting their current status, students were able to choose from a variety of options. These options are listed below along with the number of students who selected a particular category:

- seeking employment (n = 56)
- planning to continue education but not yet accepted/enrolled (n = 41)
- participating in a volunteer or service program (e.g., Peace Corps, AmeriCorps, etc.) (n = 2)
- not seeking employment or continuing education (n = 1)
- enrolled in a program of continuing education (e.g., Graduate/Professional school) (n = 8)
- employed part-time (on average, less than 30 hours per week) (n = 11)
- employed full-time (on average, 30 hours or more per week) (n = 27)

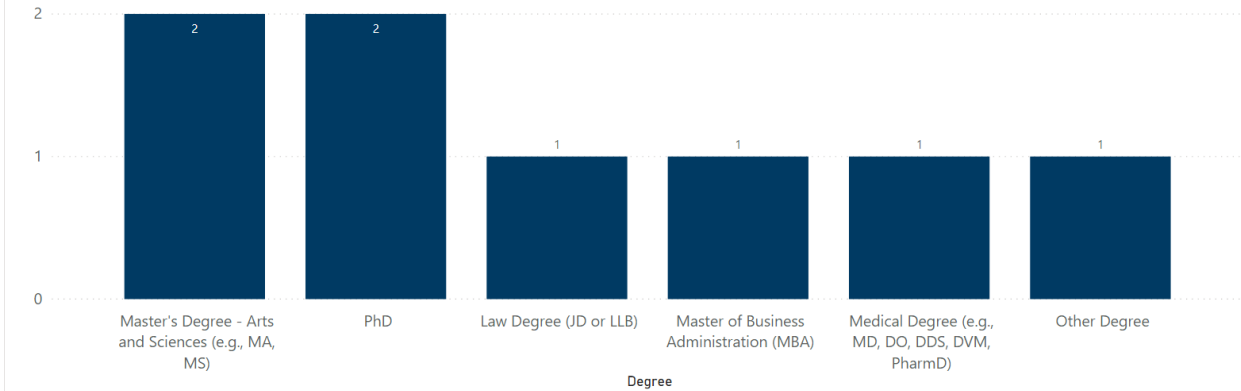
Regarding the students who plan to continue their education, some students provided additional information regarding the type of degree they were pursuing (n = 8) and the area that their continuing education program aligned with. This information is in Figure 5 below.

Figure 5

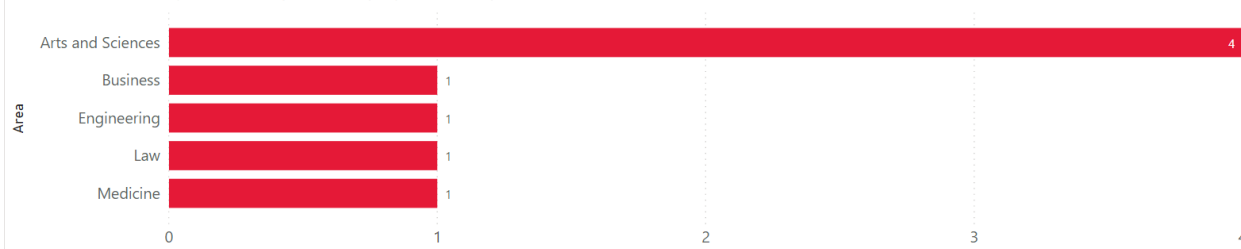
Continuing Education (Undergraduates)



Degree or certificate you are pursuing (choose one):



Please select the area your continuing education program best aligns with.



General Satisfaction

In addition to questions related to plans after graduation, the Graduating Student Exit Survey (GSES) also contains questions related to overall satisfaction with various student experiences and services while they were enrolled at Howard University.

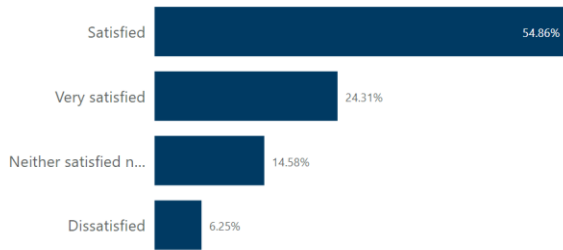
In Figure 6, a breakdown for each of the overall satisfaction questions is presented.

Figure 6

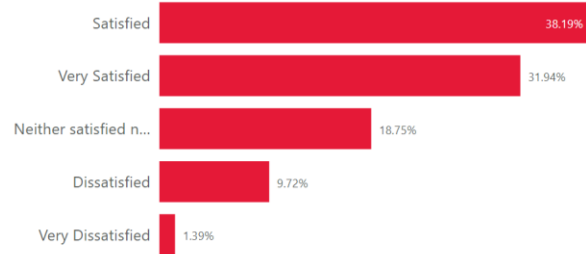
Overall Satisfaction (Undergraduates)



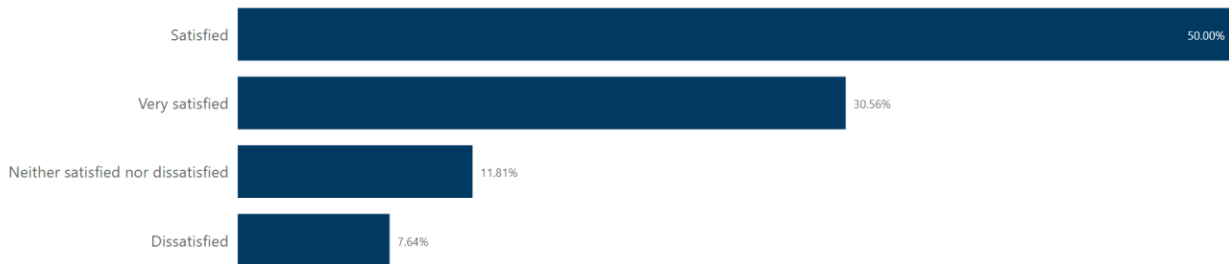
Overall, how satisfied were you with your educational experience at Howard University?



How satisfied were you with extracurricular opportunities at Howard (organizations, clubs, activities, etc.)?



Overall, how satisfied were you with your major at Howard University (courses, faculty, etc.)?



Graduate/Professional Students

One of the first questions on the GSES asks students about their employment while attending Howard University. Of those that answered (n = 85), 15.29% of students reported working part-time off campus. Additionally, 28.24% and 32.94% of graduate/professional students indicated that they never worked or worked full-time off campus, respectively. A table with the breakdown of student responses can be seen below in Table 3.

Table 3

Employment While at Howard University (Graduate/Professional)

Status	Count	Count%
Full-time Off Campus	28	32.94%
Full-time On Campus	5	5.88%
Never Worked	24	28.24%
Part-time Off Campus	15	17.65%
Part-time On Campus	13	15.29%
Total	85	100.00%

Regarding students' plans after graduation, the GSES asks students about their current status. Of the graduate/professional students who answered this question (n = 85), 42.35% of students were seeking employment while 40.00% and 4.71% of students indicated that they were employed full-time (on average, 30 hours or more per week) or employed part-time (on average, less than 30 hours per week), respectively. Of the students that were not employed or not seeking a job, 7.06% denoted that they were planning on continuing their education but were not yet accepted/enrolled. A total of 4 (4.71%)



graduate/professional students marked that they were already enrolled in a program of continuing education. A breakdown for each of the categories for graduate/professional students' plans after graduation is below in Table 4.

Table 4

Plans After Graduation (Graduate/Professional)

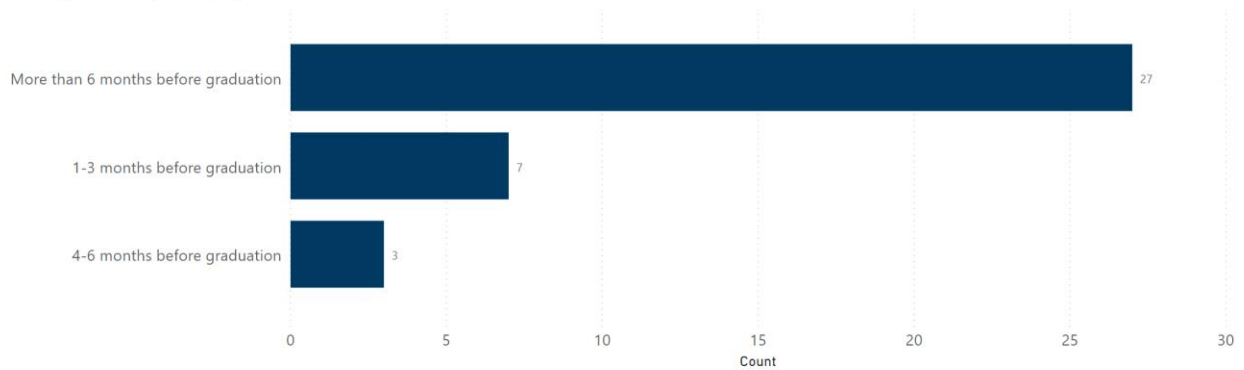
Status	Count	Count (%)
Employed full-time (on average, 30 hours or more per week)	34	40.00%
Employed part-time (on average, less than 30 hours per week)	4	4.71%
Enrolled in a program of continuing education (e.g. Graduate/Professional School)	4	4.71%
Planning to continue education but not yet accepted/enrolled	6	7.06%
Seeking employment	36	42.35%
Serving in the U.S. Military	1	1.18%
Total	85	100.00%

For the graduate/professional students who had already received an employment offer or were employed (n = 37), 18.92% received an employment offer 1-3 months before graduation while 8.11% and 72.97% received their employment offer 4-6 months or more than 6 months before graduation, respectively. Further, 67.57% of graduate/professional students were employed in this position while pursuing their degree. A visualization of this data is summarized in Figure 7.

Figure 7

Employment Offers (Graduate/Professional)

When did you receive your employment offer?



Were you employed in this position while pursuing your degree?

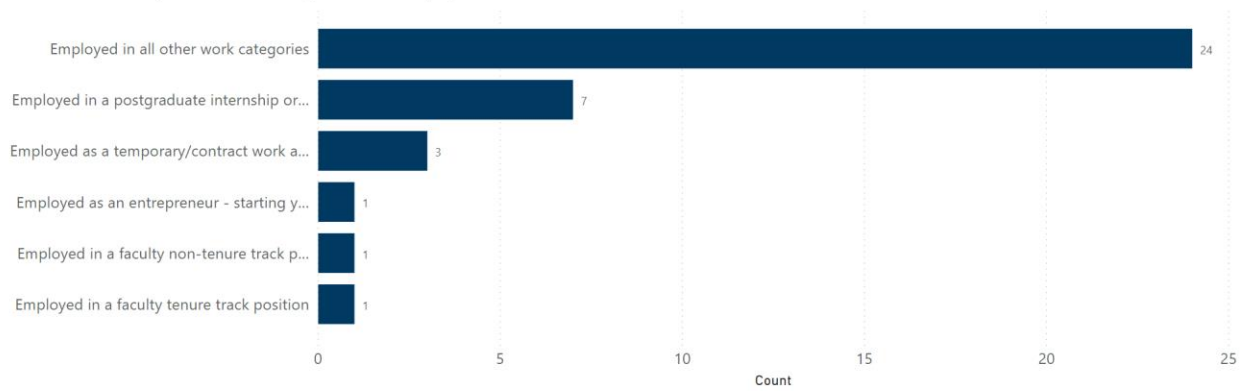


Of the graduate/professional students who were employed (n = 36), 52.78% indicated that their job was a part of the private sector. Additionally, 72.22% of these students denoted that their current position was directly related to their graduate/professional education. A breakdown of this can be seen in Figure 8 below.

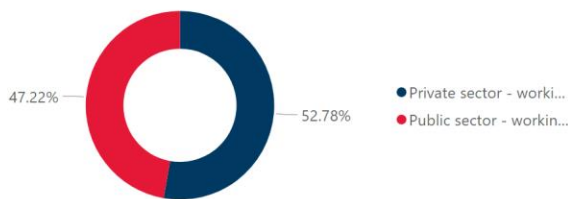
Figure 8

Employment Categories (Graduate/Professional)

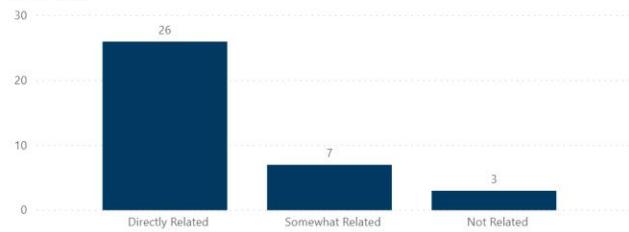
Please select which option best describes your current employment:



Please indicate the employment sector of your employer:



To what extent is your current position related to your undergraduate/graduate education?



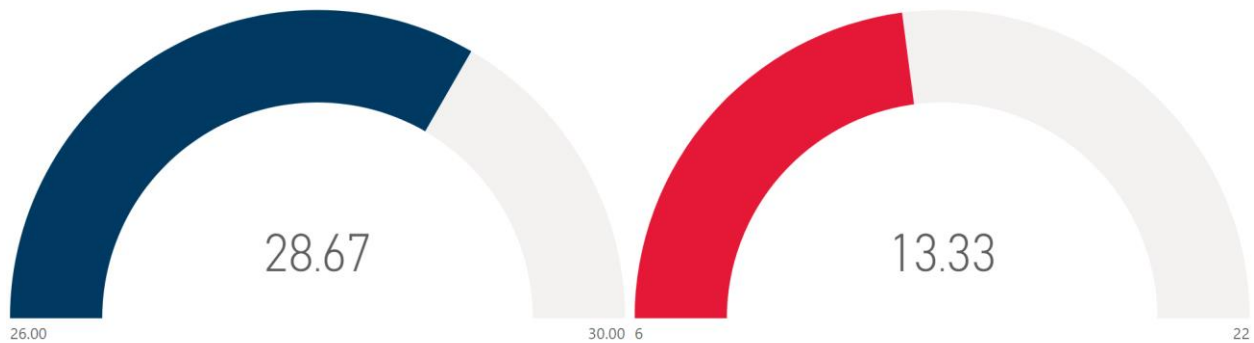
Regarding compensation and salary, 3 graduate/professional students provided information regarding their wage/salary for part-time positions and 27 students self-reported their annual salary. The wage/salary breakdown for each group is shown in Figures 9 and 10 below.

Figure 9

Part-time Employment (Graduate/Professional)

Part-Time Salary in USD (Min., Max., Avg.)

Part-Time Hours Worked Per Week (Min., Max., Avg.)



Count	Mean	Min.	Max	Median	Std. Dev.
3	28.67	26.00	30.00	30.00	1.89

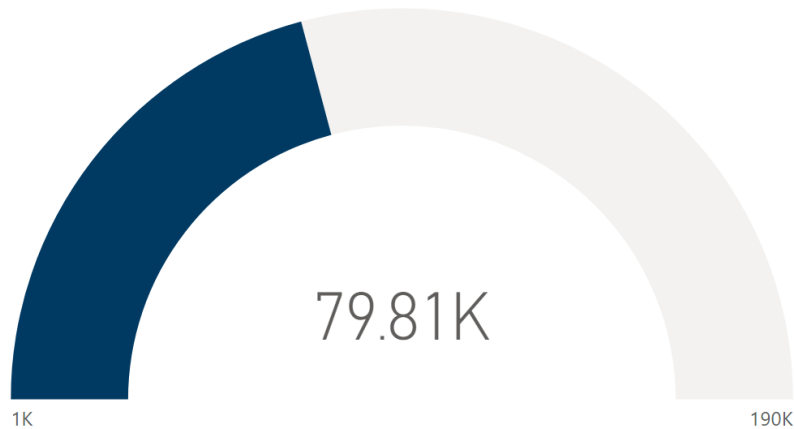
Count	Mean	Min.	Max	Median	Std. Dev.
3	13.33	6	22	12	6.60

Part-Time Employment

Figure 10

Full-time Employment (Graduate/Professional)

Full-Time Salary in USD (Min., Max., Avg.)



Count	Mean	Min.	Max	Median	Std. Dev.
27	79814.81	1000	190000	80000	42069.64

Full-Time Employment

Continuing Education, Volunteering, and Military

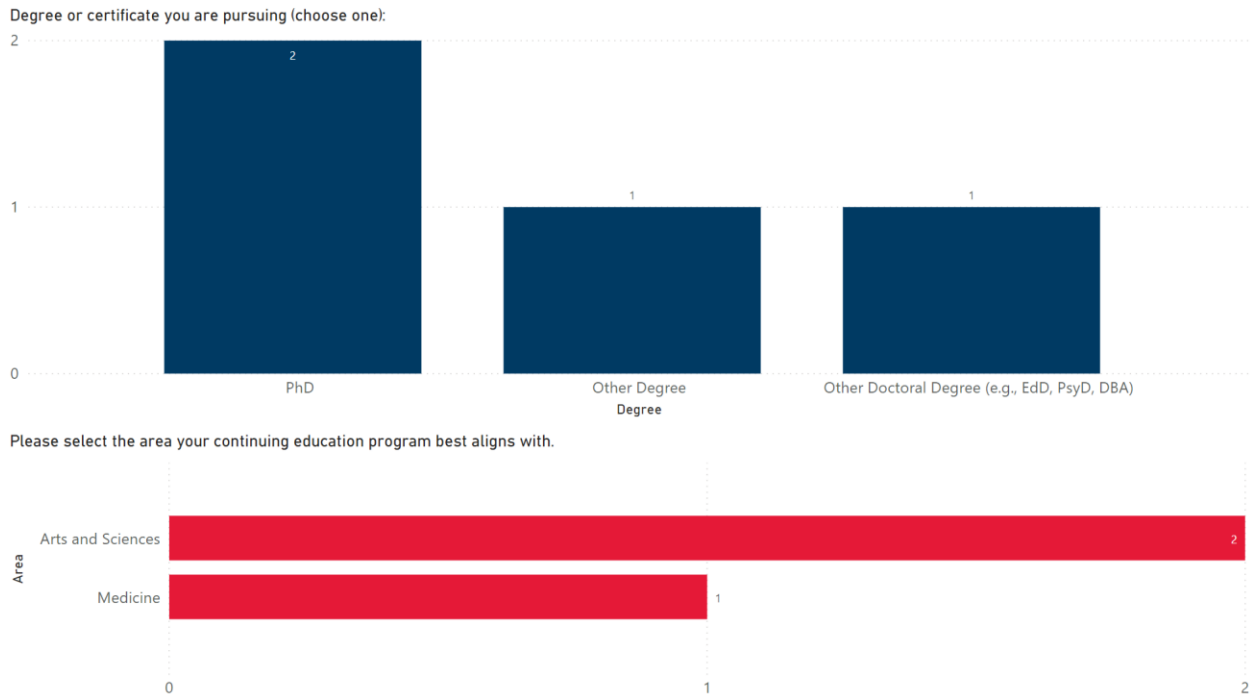
When selecting their current status, students were able to choose from a variety of options. These options are listed below along with the number of students who selected a particular category:

- seeking employment (n = 36)
- planning to continue education but not yet accepted/enrolled (n = 6)
- participating in a volunteer or service program (e.g., Peace Corps, AmeriCorps, etc.) (n = 0)
- not seeking employment or continuing education (n = 0)
- enrolled in a program of continuing education (e.g., Graduate/Professional school) (n = 4)
- employed part-time (on average, less than 30 hours per week) (n = 4)
- employed full-time (on average, 30 hours or more per week) (n = 34)

Regarding the students who plan to continue their education, some students provided additional information regarding the type of degree they were pursuing (n = 4) and the area that their continuing education program aligned with. This information is in Figure 11 below.

Figure 11

Continuing Education (Graduate/Professional)



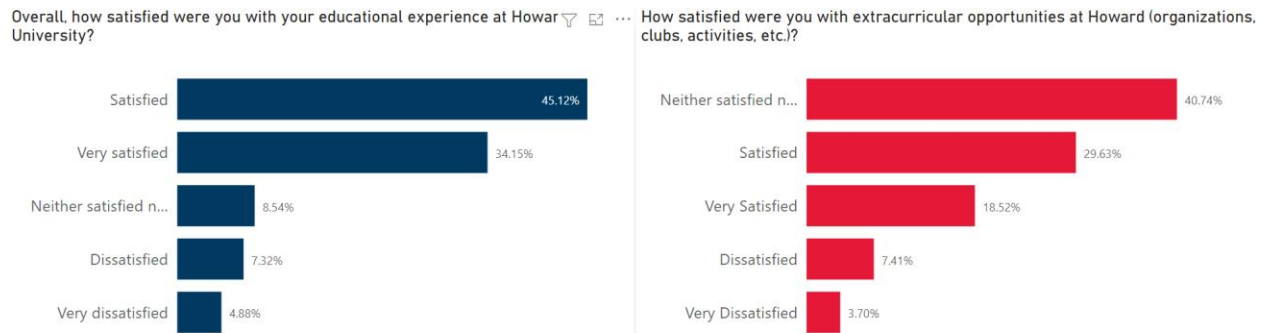
General Satisfaction

In addition to questions related to plans after graduation, the Graduating Student Exit Survey (GSES) also contains questions related to overall satisfaction with various student experiences and services while they were enrolled at Howard University.

In Figure 12, a breakdown for each of the overall satisfaction questions is presented.

Figure 12

Overall Satisfaction (Graduate/Professional)



Overall, how satisfied were you with your major at Howard University (courses, faculty, etc.)?

