

AY 20-21 GSES Executive Summary

PREPARED BY INSTITUTIONAL RESEARCH AND ASSESSMENT

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 Academic Year 2020-2021, IRA sent out invitations to take the GSES to all graduating students in the summer 2020, fall 2020, and spring 2021 graduating classes as identified by the Office of the Registrar at Howard University. Initial invitations were sent out to graduating students 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. Overall, there were 2501 students in AY 20-21 who were identified as graduates by the Office of the Registrar. Of these 2501 students, 1571 completed the GSES giving a response rate of 62.81%. The following sections will give an overview of the data collected from the AY 20-21 administration of the GSES and will include data from the summer 2020, fall 2020, and spring 2021 cohorts.

Response Rates

Term	Total UG Completed	Total UG	Total Grad Completed	Total Grad	Total Completed	Total (Overall)	RR UG	RR G/P
Summer 2020	13	56	13	77	26	133	23.21%	16.88%
Fall 2020	128	178	79	146	207	324	71.91%	54.11%
Spring 2021	995	1397	343	647	1338	2044	71.22%	53.01%
Overall	1136	1631	435	870	1571	2501	69.65%	50.00%
					Overall Response Rate	62.81%		

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/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 = 1118), 40.34% of students reported working part-time off campus. Additionally, 23.70% and 10.73% 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%
Part-time Off Campus	451	40.34%
Never Worked	265	23.70%
Part-time On Campus	159	14.22%
Full-time On Campus	123	11.00%
Full-time Off Campus	120	10.73%
Total	1118	100.00%

Regarding students' plans after graduation, the GSES asks students about their current employment status. Of the undergraduate students who answered this question (n = 305), 27.31% of undergraduate students were seeking employment while 29.10% and 4.57% 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, 18.80% noted that they were planning on continuing their education but were not yet accepted/enrolled. A total of 190 (17.01%) 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.

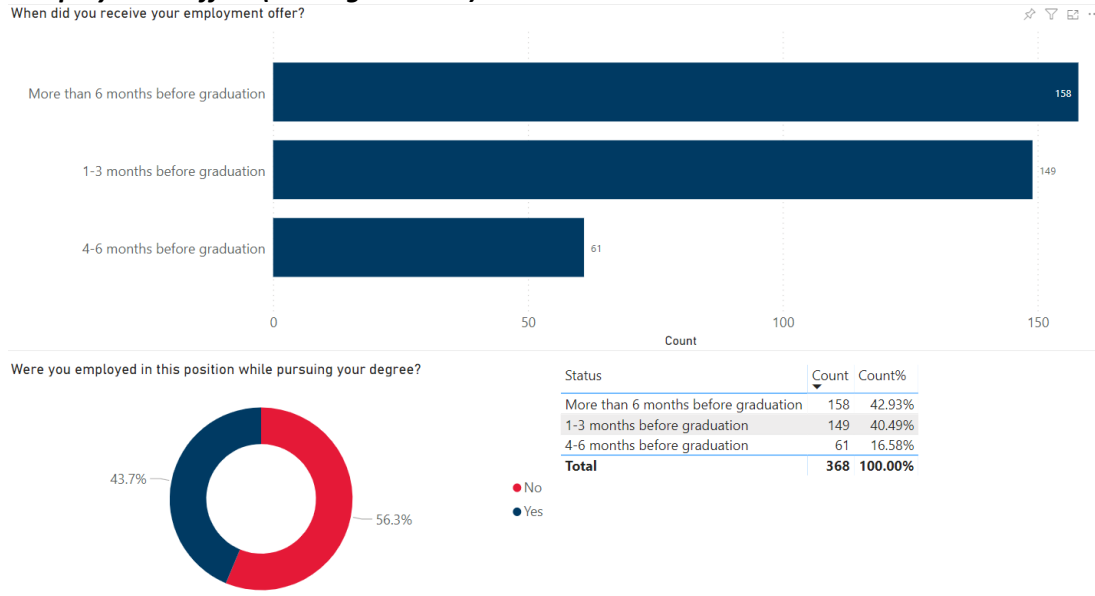
Table 2
Plans After Graduation (Undergraduates)

Status	Count	Count%
Employed full-time (on average, 30 hours or more per week)	325	29.10%
Seeking employment	305	27.31%
Planning to continue education but not yet accepted/enrolled	210	18.80%
Enrolled in a program of continuing education (e.g. Graduate/Professional School)	190	17.01%
Employed part-time (on average, less than 30 hours per week)	51	4.57%
Participating in a volunteer or service program (e.g. Peace Corps, AmeriCorps, Teach for America)	17	1.52%
Not seeking employment or continuing education	13	1.16%
Serving in the U.S. Military	6	0.54%
Total	1117	100.00%

For the undergraduate students who had already received an employment offer or were employed (n = 368), 40.49% received an employment offer 1-3 months before graduation while 16.58% and 42.93% received their employment offer 4-6 months or more than 6 months before graduation, respectively. Further, 43.7% of undergraduate students were employed in this position while pursuing their degree. A visualization of this data is summarized in Figure 1.

Figure 1

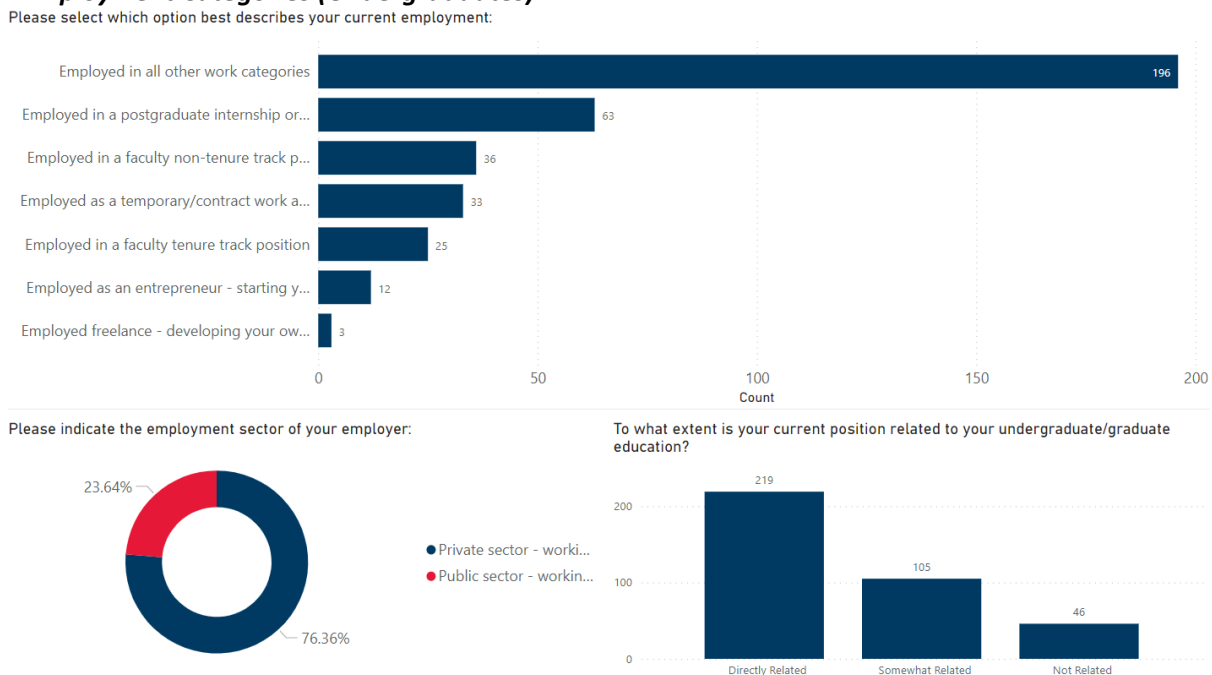
Employment Offers (Undergraduates)



Of the undergraduate students who were employed (n = 368), 76.36% indicated that their job was a part of the private sector. Additionally, 59.51% 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

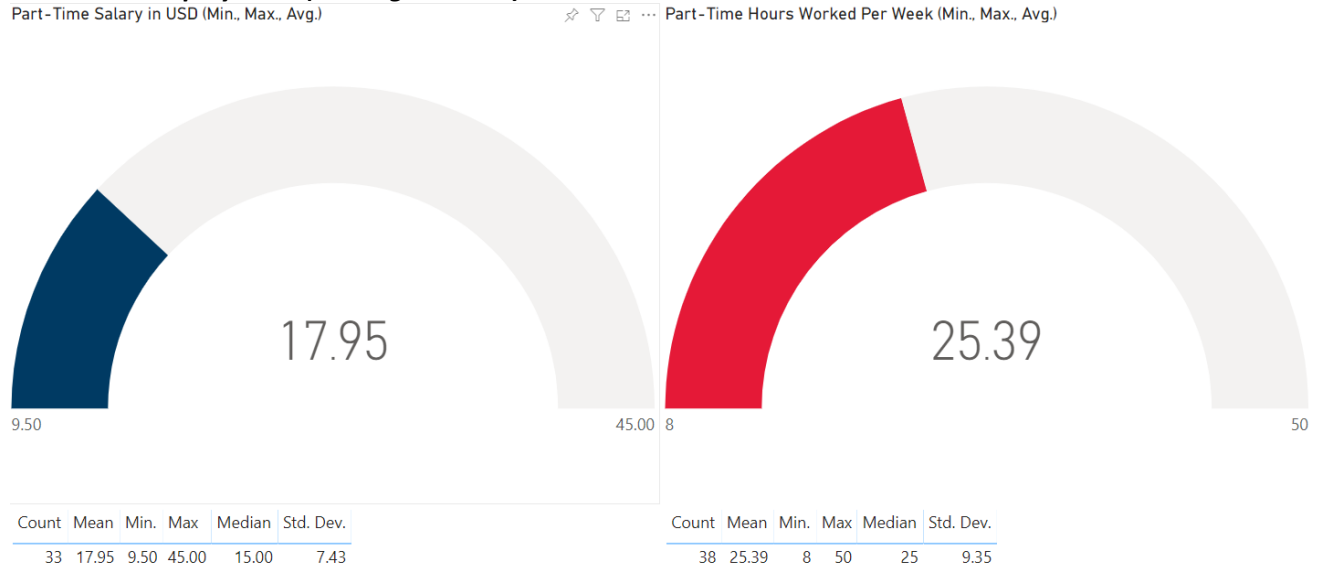
Employment Categories (Undergraduates)



Regarding compensation and salary, 33 undergraduate students provided information regarding their wage/salary for part-time positions and 251 students self-reported their annual salary. The wage/salary breakdown for each group is shown in Figures 3 and 4 below.

Figure 3

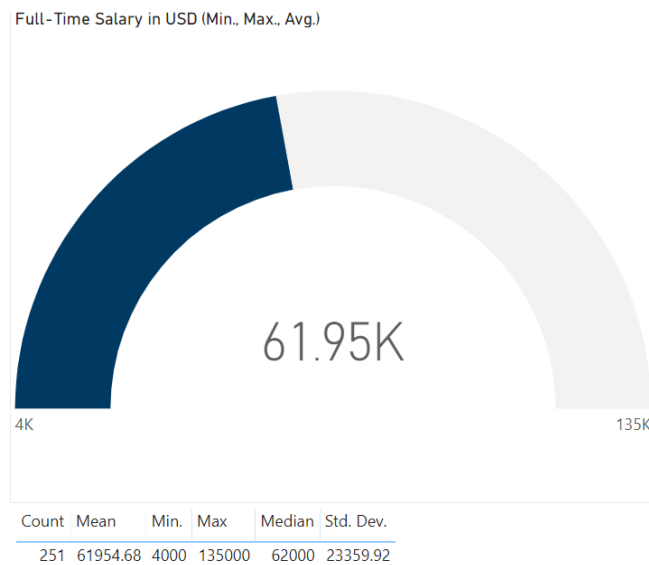
Part-time Employment (Undergraduates)



Part-Time Employment

Figure 4

Full-time Employment (Undergraduates)



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:

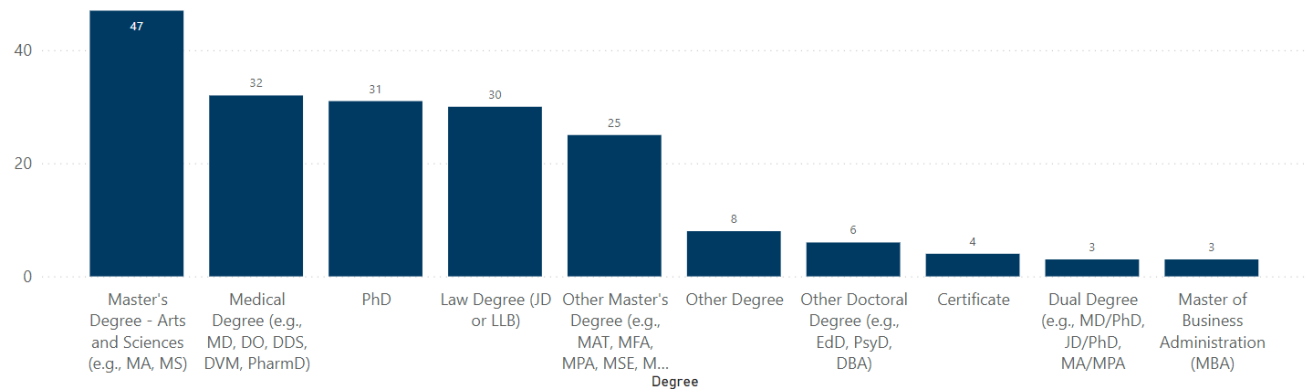
- seeking employment (n = 305)
- planning to continue education but not yet accepted/enrolled (n = 210)
- participating in a volunteer or service program (e.g., Peace Corps, AmeriCorps, etc.) (n = 17)
- not seeking employment or continuing education (n = 13)
- enrolled in a program of continuing education (e.g., Graduate/Professional school) (n = 190)
- employed part-time (on average, less than 30 hours per week) (n = 51)
- employed full-time (on average, 30 hours or more per week) (n = 325)

Regarding the students who plan to continue their education, some students provided additional information regarding the type of degree they were pursuing (n = 189) and the area that their continuing education program aligned with. This information is in Figure 5 below.

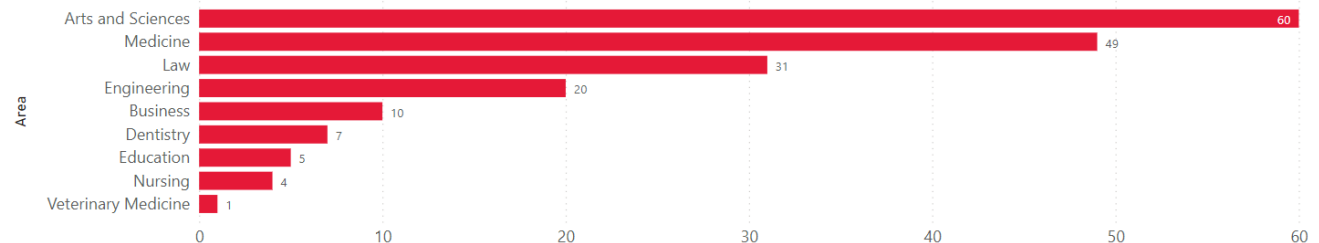
Figure 5

Continuing Education (Undergraduates)

Degree or certificate you are pursuing (choose one):



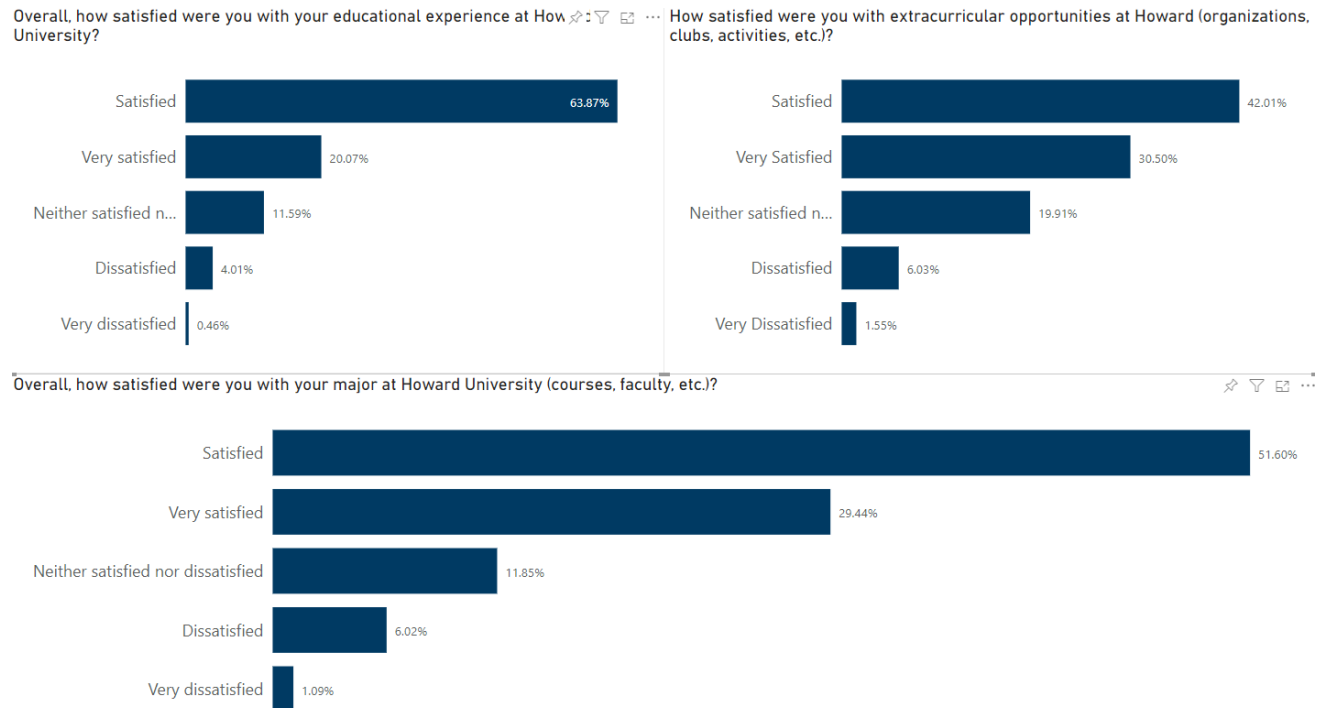
Please select the area your continuing education program best aligns with.



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)

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 = 403), 12.66% of students reported working part-time off campus. Additionally, 32.01% and 24.32% 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%
Never Worked	129	32.01%
Part-time Off Campus	100	24.81%
Full-time Off Campus	98	24.32%
Part-time On Campus	51	12.66%
Full-time On Campus	25	6.20%
Total	403	100.00%

Regarding students' plans after graduation, the GSES asks students about their current employment status. Of the graduate/professional students who answered this question (n = 403), 27.54% of students were seeking employment while 55.83% 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, 2.48% denoted that they were planning on continuing their education but were not yet accepted/enrolled. A total of 29 (7.20%) 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

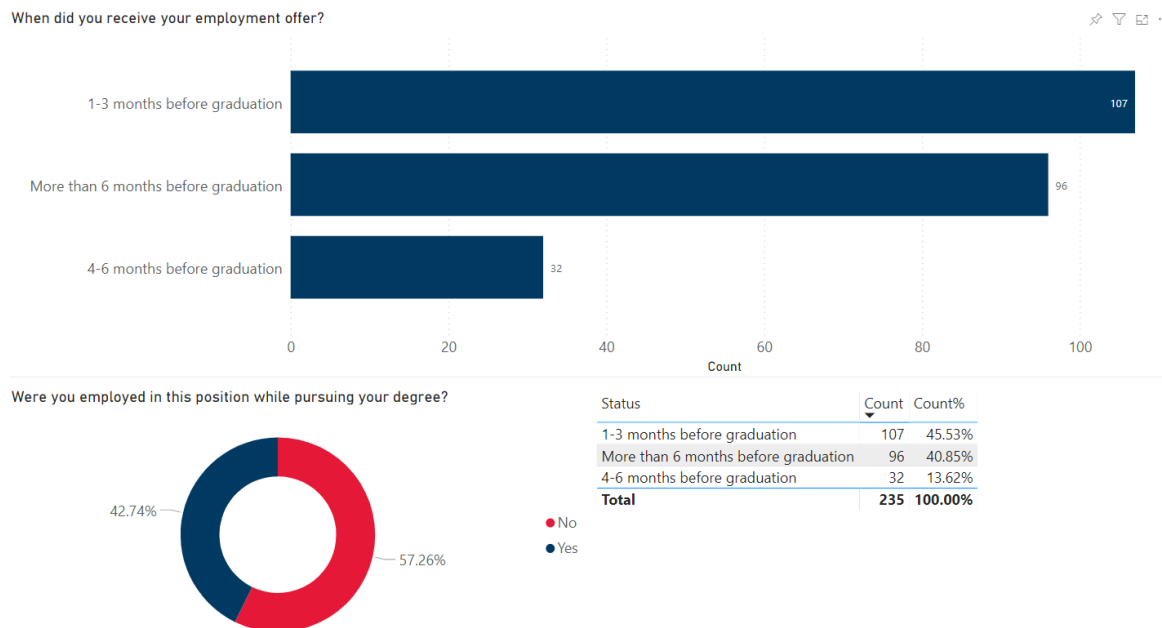
Plans After Graduation (Graduate/Professional)

Status	Count	Count%
Employed full-time (on average, 30 hours or more per week)	225	55.83%
Seeking employment	111	27.54%
Enrolled in a program of continuing education (e.g. Graduate/Professional School)	29	7.20%
Employed part-time (on average, less than 30 hours per week)	19	4.71%
Planning to continue education but not yet accepted/enrolled	10	2.48%
Not seeking employment or continuing education	5	1.24%
Serving in the U.S. Military	4	0.99%
Total	403	100.00%

For the graduate/professional students who had already received an employment offer or were employed (n = 235), 45.53% received an employment offer 1-3 months before graduation while 13.62% and 40.85% received their employment offer 4-6 months or more than 6 months before graduation, respectively. Further, 42.74% 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

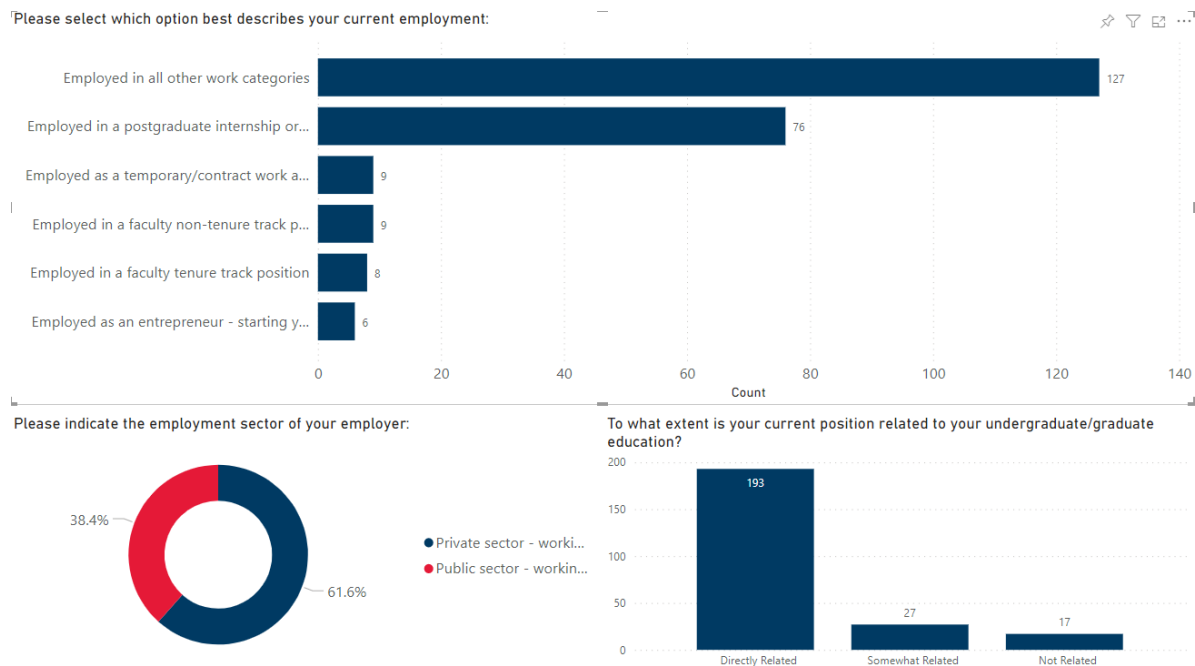
Employment Offers (Graduate/Professional)



Of the graduate/professional students who were employed (n = 237), 61.60% indicated that their job was a part of the private sector. Additionally, 81.43% 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)



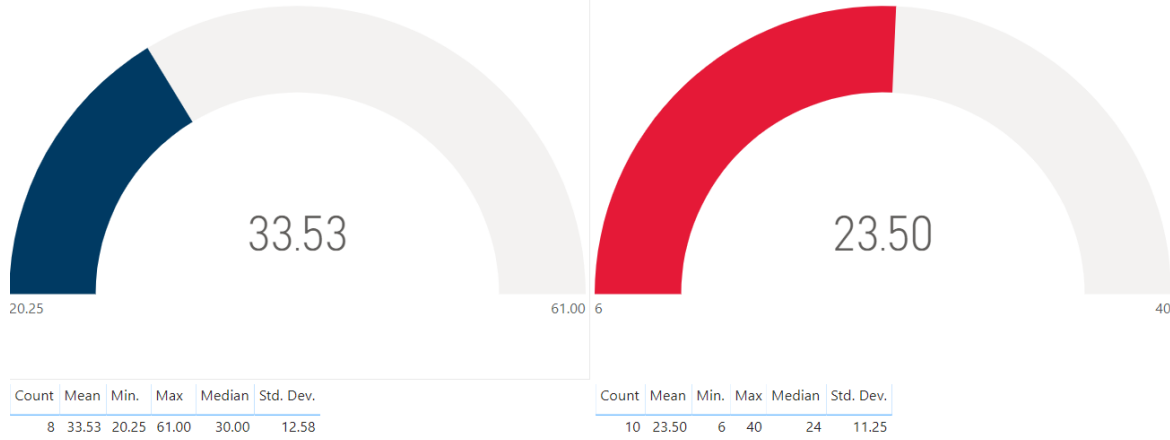
Regarding compensation and salary, 8 graduate/professional students provided information regarding their wage/salary for part-time positions and 168 students self-reported their annual salary. The wage/salary breakdown for each group is shown in Figures 9 and 10 below.

Figure 9

Part-time Employment (Graduate/Professional)

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

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

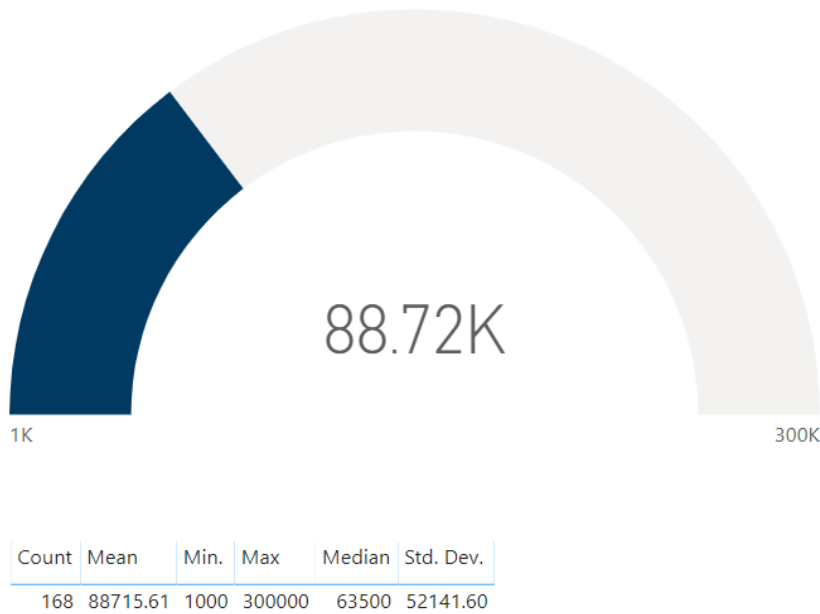


Part-Time Employment

Figure 10

Full-time Employment (Graduate/Professional)

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



Full-Time Employment

Continuing Education, Volunteering, and Military

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

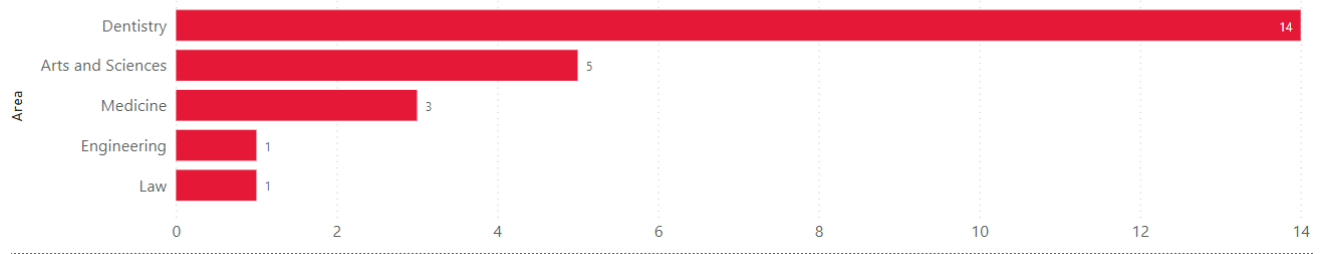
- seeking employment (n = 111)
- planning to continue education but not yet accepted/enrolled (n = 10)
- participating in a volunteer or service program (e.g., Peace Corps, AmeriCorps, etc.) (n = 0)
- not seeking employment or continuing education (n = 5)
- enrolled in a program of continuing education (e.g., Graduate/Professional school) (n = 29)
- employed part-time (on average, less than 30 hours per week) (n = 19)
- employed full-time (on average, 30 hours or more per week) (n = 225)

Regarding the students who plan to continue their education, some students provided additional information regarding the type of degree they were pursuing (n = 26) and the area that their continuing education program aligned with. This information is in Figure 11 below.

Figure 11

Continuing Education (Graduate/Professional)

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



General Satisfaction

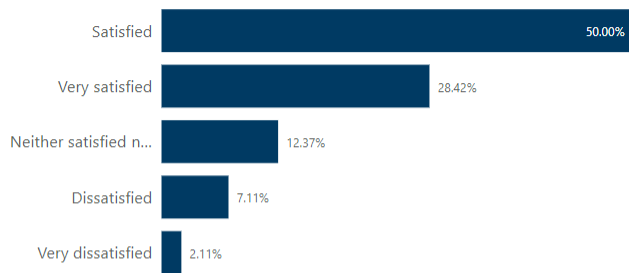
In addition to questions related to plans after graduation, the Graduating Student Exit Survey (GSES) also contains questions related to overall satisfaction with various student experiences and services while they were enrolled at Howard University.

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

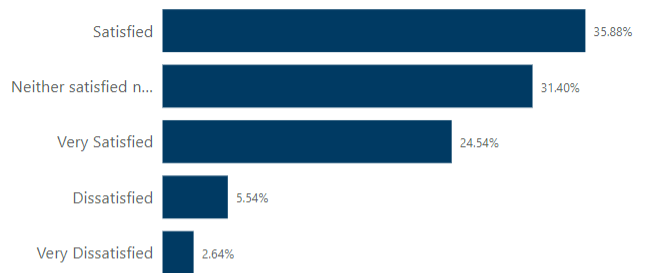
Figure 12

Overall Satisfaction (Graduate/Professional)

Overall, how satisfied were you with your 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.)?

