

AY 21-22 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 2021-2022, IRA sent out invitations to take the GSES to all graduating students in the summer 2021, fall 2021, and spring 2022 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 2027 students in AY 21-22 who were identified as graduates by the Office of the Registrar. Of these 2027 students, 906 completed the GSES giving a response rate of 44.69%. The following sections will give an overview of the data collected from the AY 21-22 administration of the GSES and will include data from the summer 2021, fall 2021, and spring 2022 cohorts.

Response Rates

Term	Total UG Completed	Total UG	Total Grad Completed	Total Grad	Total Completed	Total (Overall)	RR UG	RR G/P	
Summer 2021	18	91	21	61	39	152	19.78%	34.42%	
Fall 2021	113	170	43	117	156	287	66.47%	75.00%	
Spring 2022	434	1018	276	570	710	1588	42.63%	48.42%	
Overall	565	1279	340	748	905	2027	44.18%	45.45%	
Overall Response Rate							44.76%		

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 = 565), 46.37% of students reported working part-time off campus. Additionally, 19.65% and 15.22% 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	262	46.37%
Never Worked	111	19.65%
Full-time Off Campus	86	15.22%
Part-time On Campus	65	11.50%
Full-time On Campus	41	7.26%
Total	565	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 = 565), 36.11% of undergraduate students were employed full-time (on average, 30 hours or more per week) while 33.27% and 4.25% of students indicated that they were seeking employment 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, 15.22% noted that they were planning on continuing their education but were not yet accepted/enrolled. A total of 50 (8.85%) 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

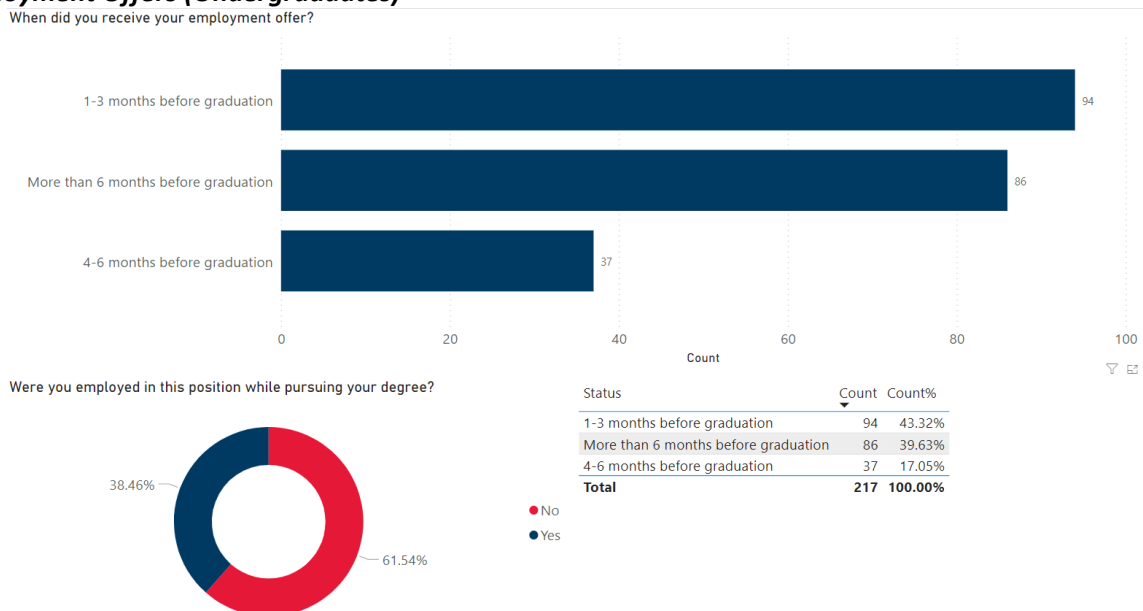
Plans After Graduation (Undergraduates)

Status	Count	Count%
Employed full-time (on average, 30 hours or more per week)	204	36.11%
Seeking employment	188	33.27%
Planning to continue education but not yet accepted/enrolled	86	15.22%
Enrolled in a program of continuing education (e.g. Graduate/Professional School)	50	8.85%
Employed part-time (on average, less than 30 hours per week)	24	4.25%
Participating in a volunteer or service program (e.g. Peace Corps, AmeriCorps, Teach for America)	7	1.24%
Not seeking employment or continuing education	3	0.53%
Serving in the U.S. Military	3	0.53%
Total	565	100.00%

For the undergraduate students who had already received an employment offer or were employed (n = 217), 43.32% received an employment offer 1-3 months before graduation while 17.05% and 39.63% received their employment offer 4-6 months or more than 6 months before graduation, respectively. Further, 38.46% 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)

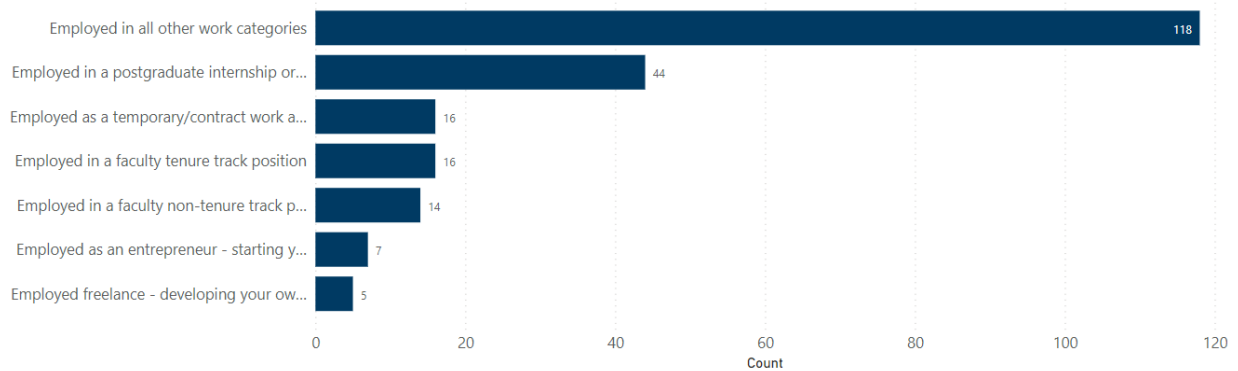


Of the undergraduate students who were employed (n = 214), 79.91% indicated that their job was a part of the private sector. Additionally, 63.08% of these students denoted that their current position was directly related to their undergraduate education. A breakdown of this can be seen in Figure 2 below.

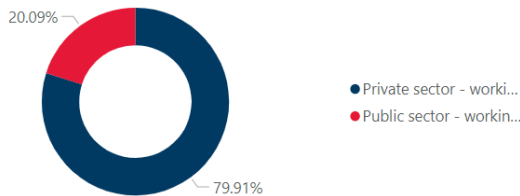
Figure 2

Employment Categories (Undergraduates)

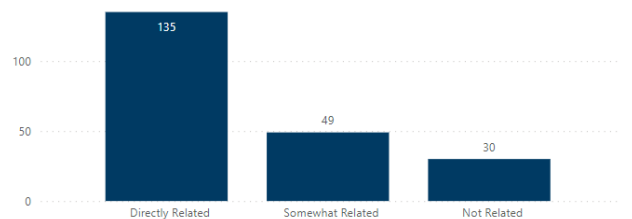
Please select which option best describes your current employment:



Please indicate the employment sector of your employer:



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



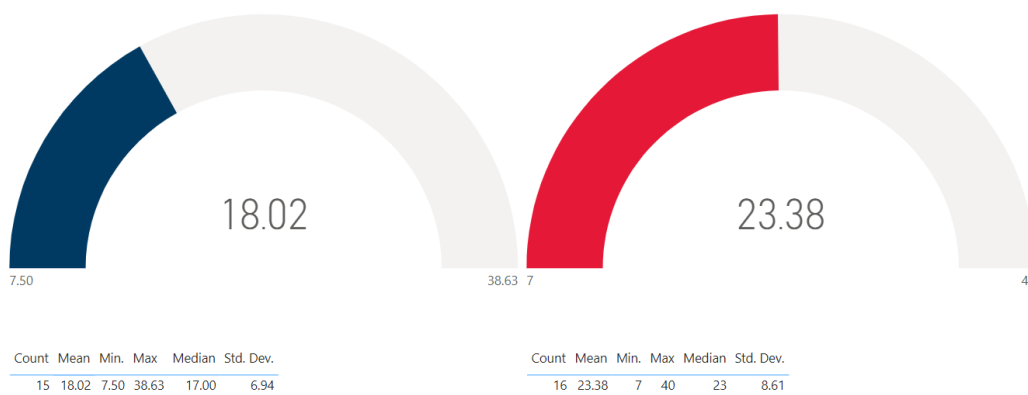
Regarding compensation and salary, 15 undergraduate students provided information regarding their wage/salary for part-time positions and 135 students self-reported their annual salary. The wage/salary breakdown for each group is shown in Figures 3 and 4 below.

Figure 3

Part-time Employment (Undergraduates)

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

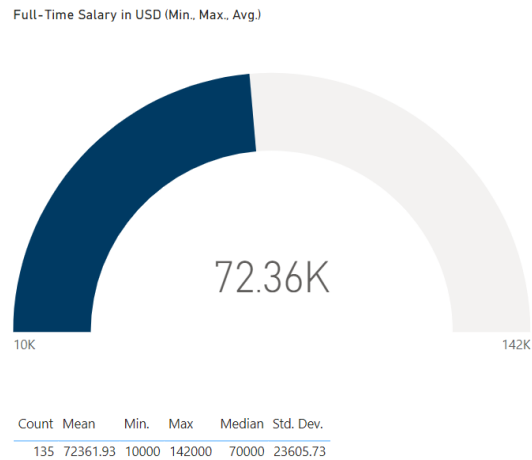
Part-Time Hours Worked Per Week (Min., Max., Avg.)



Part-Time Employment

Figure 4

Full-time Employment (Undergraduates)



Full-Time Employment

Continuing Education, Volunteering, and Military

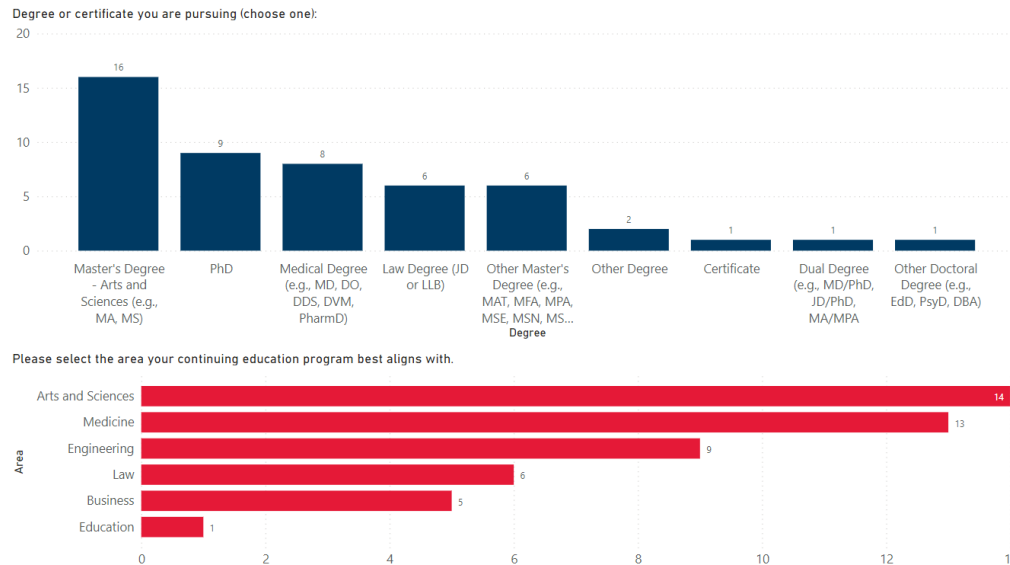
When selecting their current status, students were able to choose from a variety of options. These options are listed below along with the number of students who selected a particular category:

- seeking employment (n = 188)
- planning to continue education but not yet accepted/enrolled (n = 86)
- participating in a volunteer or service program (e.g., Peace Corps, AmeriCorps, etc.) (n = 7)
- not seeking employment or continuing education (n = 3)
- enrolled in a program of continuing education (e.g., Graduate/Professional school) (n = 50)
- employed part-time (on average, less than 30 hours per week) (n = 24)
- employed full-time (on average, 30 hours or more per week) (n = 204)

Regarding the students who plan to continue their education, some students provided additional information regarding the type of degree they were pursuing (n = 50) and the area that their continuing education program aligned with. This information is in Figure 5 below.

Figure 5

Continuing Education (Undergraduates)



General Satisfaction

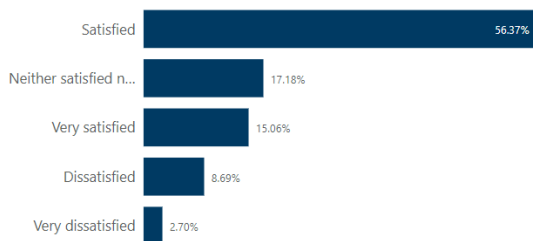
In addition to questions related to plans after graduation, the Graduating Student Exit Survey (GSES) also contains questions related to overall satisfaction with various student experiences and services while they were enrolled at Howard University.

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

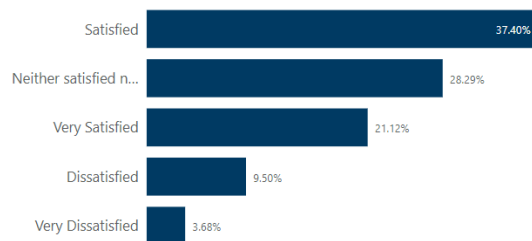
Figure 6

Overall Satisfaction (Undergraduates)

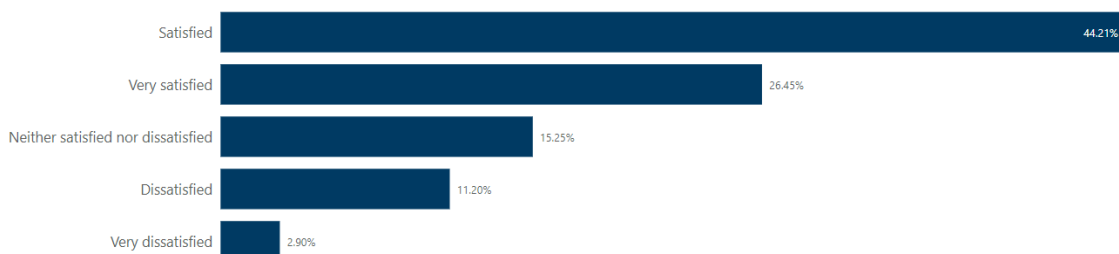
Overall, how satisfied were you with your educational experience at Howard University?



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 = 340), 22.94% of students reported working part-time off campus. Additionally, 27.65% and 23.82% 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	94	27.65%
Full-time Off Campus	81	23.82%
Part-time Off Campus	78	22.94%
Part-time On Campus	52	15.29%
Full-time On Campus	35	10.29%
Total	340	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 = 341), 21.41% of students were seeking employment while 66.28% and 2.64% 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, 1.17% denoted that they were planning on continuing their education but were not yet accepted/enrolled. A total of 21 (6.16%) 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)

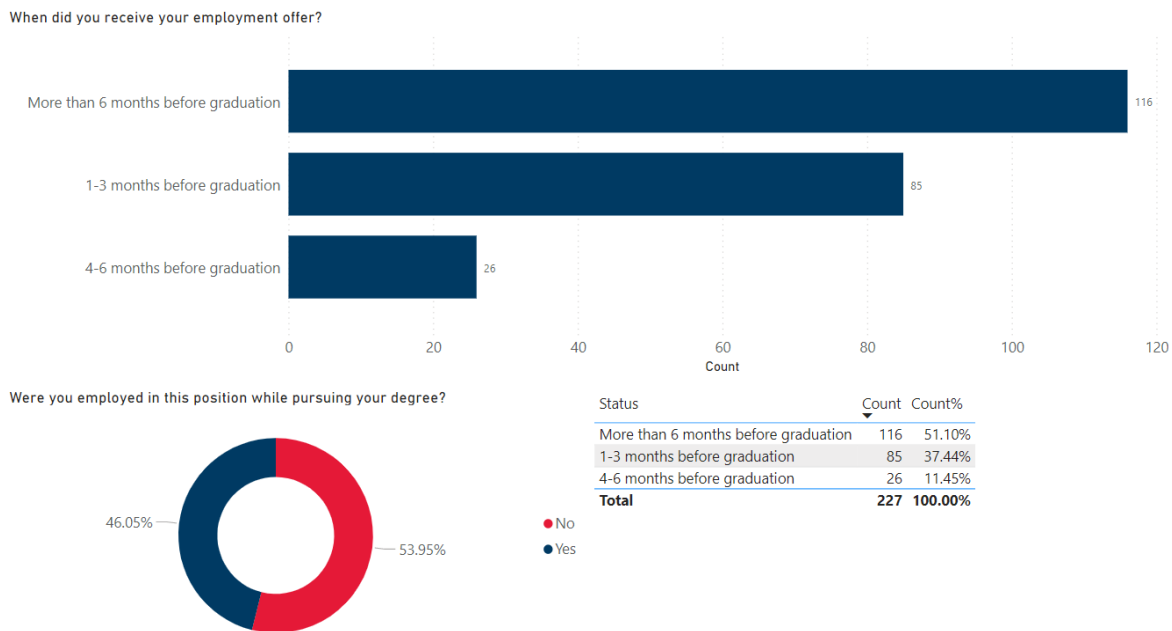
Status	Count	Count%
Employed full-time (on average, 30 hours or more per week)	226	66.28%
Seeking employment	73	21.41%
Enrolled in a program of continuing education (e.g. Graduate/Professional School)	21	6.16%
Employed part-time (on average, less than 30 hours per week)	9	2.64%
Not seeking employment or continuing education	4	1.17%
Planning to continue education but not yet accepted/enrolled	4	1.17%
Serving in the U.S. Military	4	1.17%
Total	341	100.00%

For the graduate/professional students who had already received an employment offer or were

employed (n = 227), 37.44% received an employment offer 1-3 months before graduation while 11.45% and 51.10% received their employment offer 4-6 months or more than 6 months before graduation, respectively. Further, 46.05% 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)

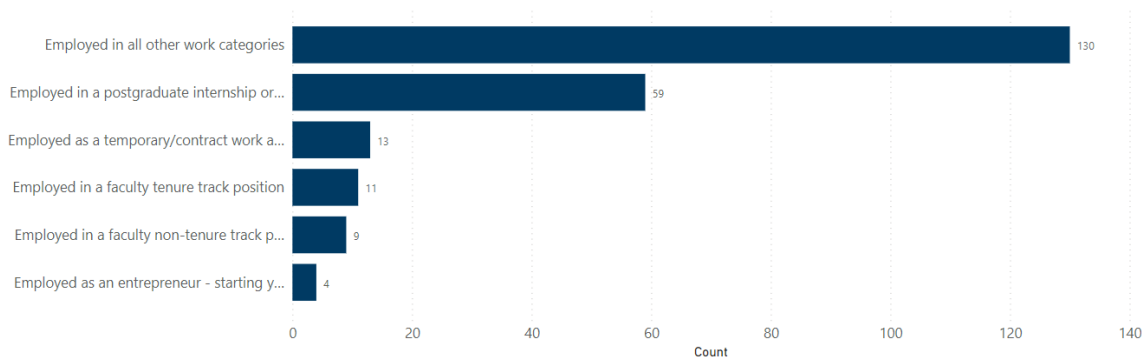


Of the graduate/professional students who were employed (n = 226), 64.6% indicated that their job was a part of the private sector. Additionally, 80.97% of these students denoted that their current position was directly related to their graduate/professional education. A breakdown of this can be seen in Figure 8 below.

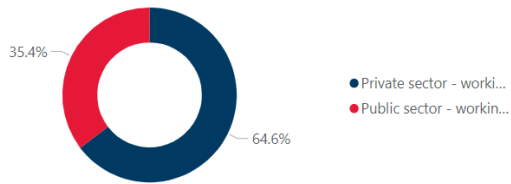
Figure 8

Employment Categories (Graduate/Professional)

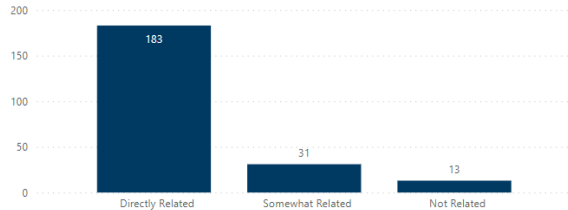
Please select which option best describes your current employment:



Please indicate the employment sector of your employer:



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

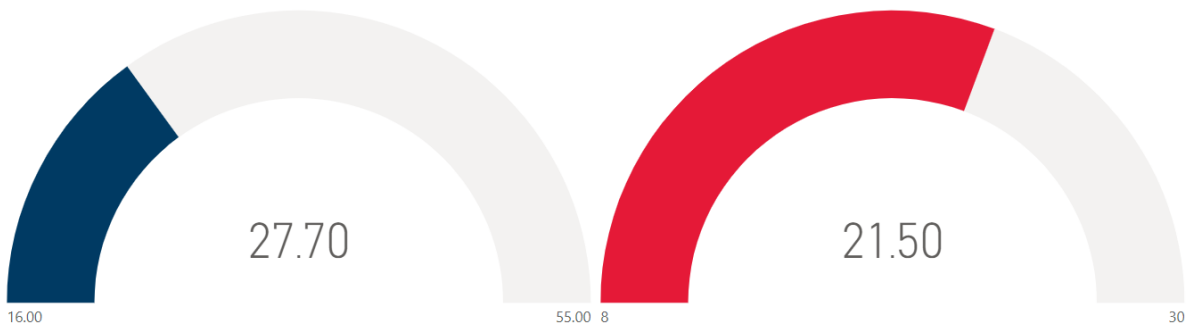


Regarding compensation and salary, 5 graduate/professional students provided information regarding their wage/salary for part-time positions and 173 students self-reported their annual salary. The wage/salary breakdown for each group is shown in Figures 9 and 10 below.

Figure 9
Part-time Employment (Graduate/Professional)

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

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



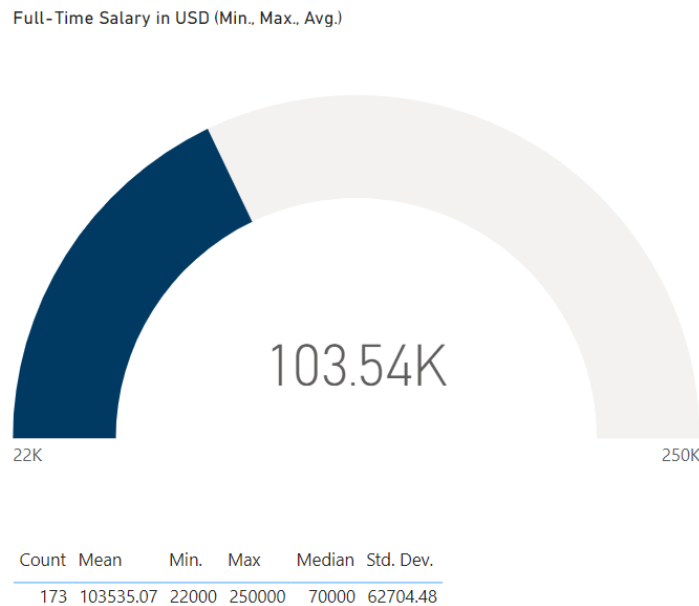
Count	Mean	Min.	Max.	Median	Std. Dev.
5	27.70	16.00	55.00	23.50	14.02

Count	Mean	Min.	Max.	Median	Std. Dev.
6	21.50	8	30	25	8.52

Part-Time Employment

Figure 10

Full-time Employment (Graduate/Professional)



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:

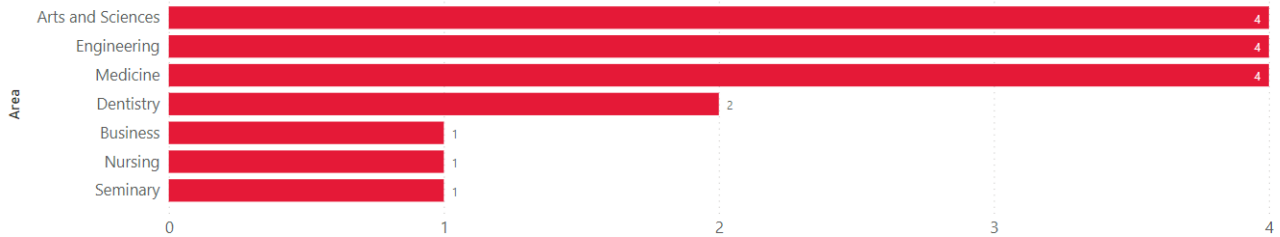
- seeking employment (n = 73)
- planning to continue education but not yet accepted/enrolled (n = 4)
- Serving in the U.S. Military (n = 4)
- not seeking employment or continuing education (n = 4)
- enrolled in a program of continuing education (e.g., Graduate/Professional school) (n = 21)
- employed part-time (on average, less than 30 hours per week) (n = 9)
- employed full-time (on average, 30 hours or more per week) (n = 226)

Regarding the students who plan to continue their education, some students provided additional information regarding the type of degree they were pursuing (n = 17) 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

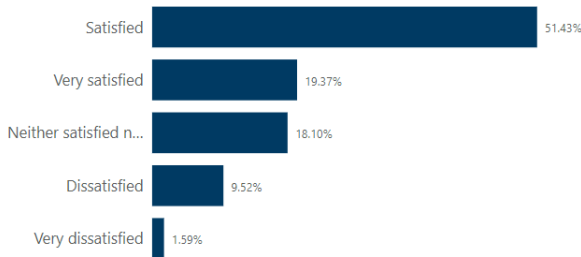
In addition to questions related to plans after graduation, the Graduating Student Exit Survey (GSES) also contains questions related to overall satisfaction with various student experiences and services while they were enrolled at Howard University.

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

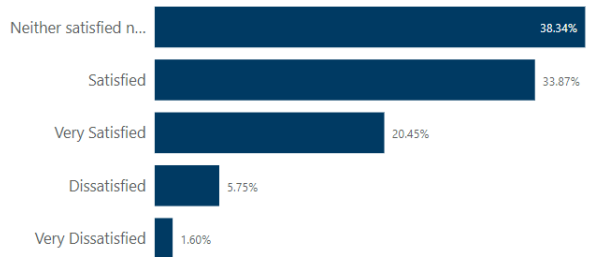
Figure 12

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.)?

