



MINNESOTA STATE
UNIVERSITY
MANKATO

NACM 2022

Graduate Student Results

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NATIONAL ALUMNI CAREER MOBILITY SURVEY

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TABLE OF CONTENTS

ABOUT NACM	4
EXECUTIVE SUMMARY	5
CAREER MOBILITY INDEX	6
<i>HIGH IMPACT CAREER MOBILITY PRACTICES</i>	7
<i>CAREER MOBILITY RESEARCH THEMES</i>	11
CAREER PREPARATION	13
<i>CAREER ADVICE</i>	14
<i>INTERNSHIP EXPERIENCES DURING DEGREE</i>	17
<i>CAREER PATHWAY PREPARATION</i>	19
<i>INSTITUTIONAL CAREER INVESTMENT</i>	21
CAREER EXPERIENCES SINCE GRADUATION	23
<i>APPLICATION OF DEGREE TO CURRENT CAREER</i>	24
<i>CAREER EXPERIENCES</i>	25
<i>CAREER GROWTH AND STABILITY</i>	28
<i>CAREER SATISFACTION</i>	30
<i>OTHER CAREER EXPERIENCES ITEMS</i>	32
LEARNING OUTCOMES AND EXPERIENCES	36
<i>COMPETENCIES</i>	37
<i>FROM THE NSSE HIGH IMPACT EDUCATIONAL PRACTICES</i>	40
<i>COMMUNITY ENGAGEMENT</i>	43
RETURN ON INVESTMENT	45
<i>MOTIVATION FOR DEGREE</i>	46
<i>ECONOMIC MOBILITY</i>	47
<i>STUDENT LOAN DEBT</i>	48
EQUITY INSIGHT	50
<i>EQUITY AND CAREER MOBILITY</i>	51
<i>HELPFUL CAREER ADVICE BY DEMOGRAPHIC</i>	52
<i>EMPLOYER CONNECTIONS BY DEMOGRAPHIC</i>	53
<i>CAREER-RELATED INTERNSHIPS BY DEMOGRAPHIC</i>	54
<i>CAREER PLANS BY DEMOGRAPHIC</i>	55
<i>CAREER OPPORTUNITIES BY DEMOGRAPHIC</i>	56
<i>CRITICAL THINKING SKILLS BY DEMOGRAPHIC</i>	57
RECOMMENDATIONS	58
METHODOLOGY	59
APPENDIX	62
<i>DEMOGRAPHICS</i>	62

ABOUT NACM

OVERVIEW

The Career Leadership Collective is a thought partner and consulting group for colleges and universities that assists senior campus leaders and career services leaders with systematically weaving career and future preparation into the fabric of the campus experience. They have done business with over 1,000 colleges and universities since 2017 and provide strategic growth consulting, training, DEI analysis services, conferences, online content, and are the home of the National Alumni Career Mobility survey.

In addition to the National Alumni Career Mobility survey for 5- and 10-year alums, The Career Leadership Collective offers NACM Complete for all campus alum, NACM Select for select class years, and EMBARK First Destination Survey (FDS) services for collecting data about recent graduates.

The Collective regularly provides data consulting, system change consulting, executive search for career services leaders, and has a robust partnership with the Career Launch Academy, the content leader in teaching students to build social capital at scale.

YOUR NACM DELIVERABLES

Each NACM partner school receives the following:

1. **Unit Data File:** Contains all campus raw survey data separated into responses, scraped data, and custom questions.
2. **Interactive Dashboard:** Created for you to identify trends, growth areas and success stories. We do not recommend making the complete, private dashboard available to the public.
3. **Campus report (this document):** This report contains institutional data, alongside national data.
4. **Slide deck:** Contains a visual presentation of campus highlights and key data points, designed for sharing with stakeholders.
5. **Data Scrape File:** Contains a internet data scrape based on name and institution contained in the original alumni file. Campuses may choose to use this to supplement individual-level employment information in campus information systems.

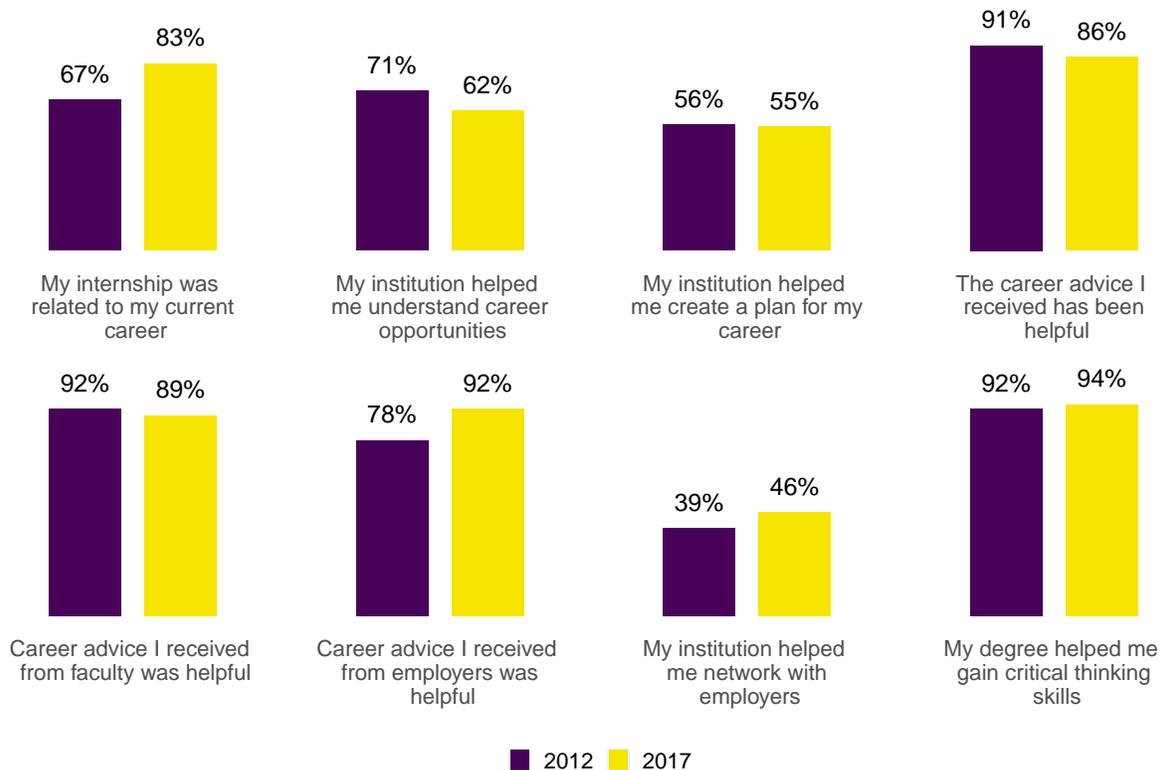
EXECUTIVE SUMMARY

DATA SOURCES

	YOUR CAMPUS	ALL NACM PARTNERS
Number of Responses	226	2835
Response Rate	21%	8%

ALUMNI SNAPSHOT

Alumni engaging in high-impact career mobility practices during their degree





CAREER MOBILITY INDEX

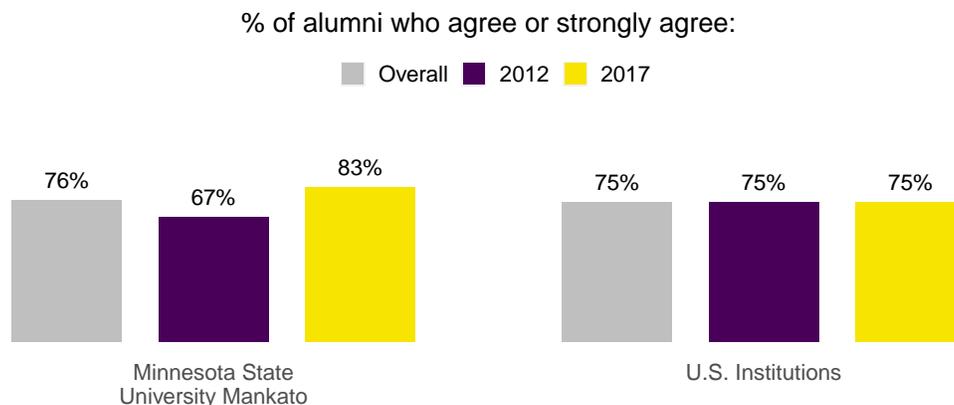
HIGH IMPACT CAREER MOBILITY PRACTICES

In-depth analysis of our national sample revealed six Career Mobility Practices that stood out as the factors most likely to influence overall alumni career mobility. An overview of the Career Mobility Index™ (CMI) that was used to discern these practices can be found in the methodology section. The top six High Impact Career Mobility Practices are:

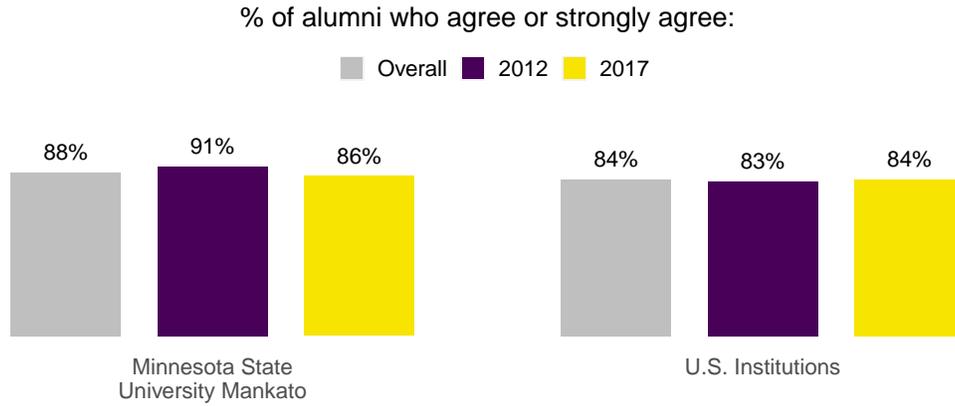
- Completing internships or related experiences related to current career
- Receiving helpful career advice
 - Receiving helpful advice in general
 - Receiving helpful advice from faculty
 - Receiving helpful advice from employers
- Creating a career plan
- Networking with employers
- Understanding career opportunities
- Learning critical thinking skills

Below are your results from the Career Mobility Index™ and High Impact Career Mobility Practices.

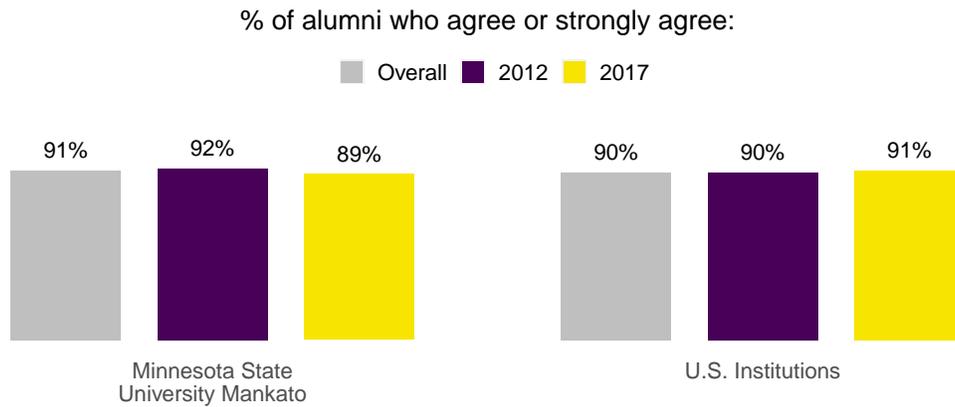
The internship(s) or related experience(s) that I completed while earning my degree were related to my current career.



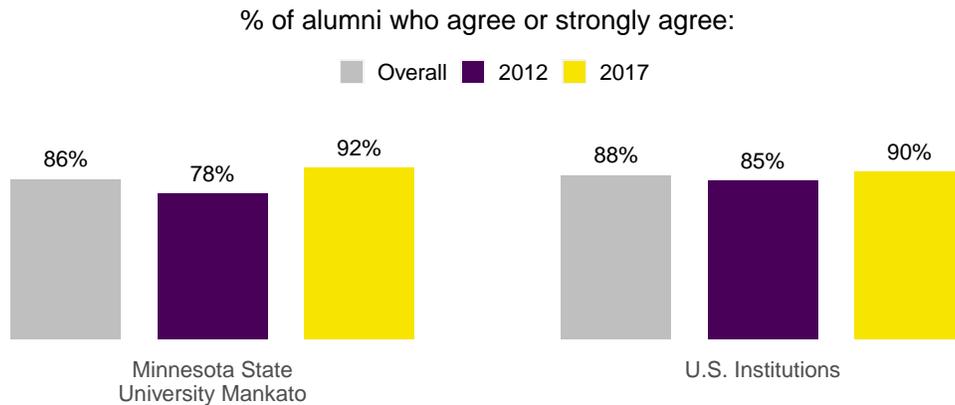
The career advice I received has been helpful.



The career advice I received from faculty has been helpful.



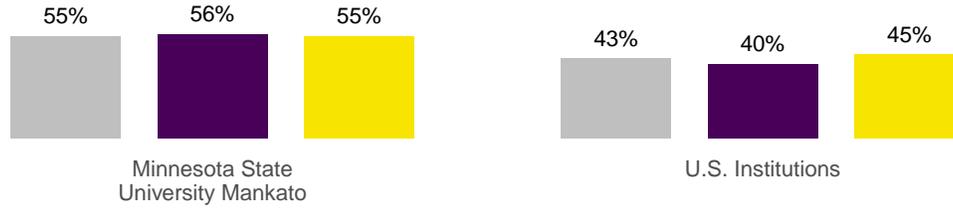
The career advice I received from my employer during my degree has been helpful.



My institution helped me create a plan for my career.

% of alumni who agree or strongly agree:

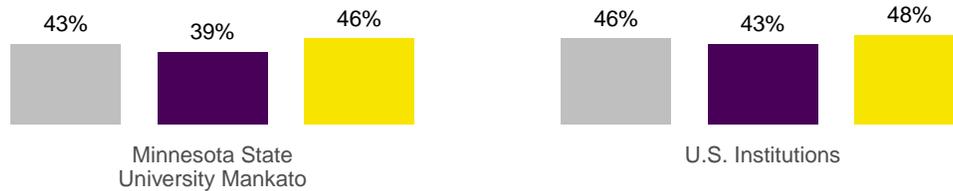
Overall 2012 2017



My institution helped me to network with employers.

% of alumni who agree or strongly agree:

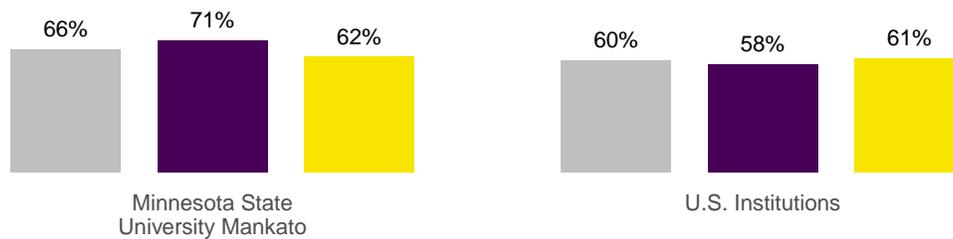
Overall 2012 2017



My institution helped me to understand career opportunities.

% of alumni who agree or strongly agree:

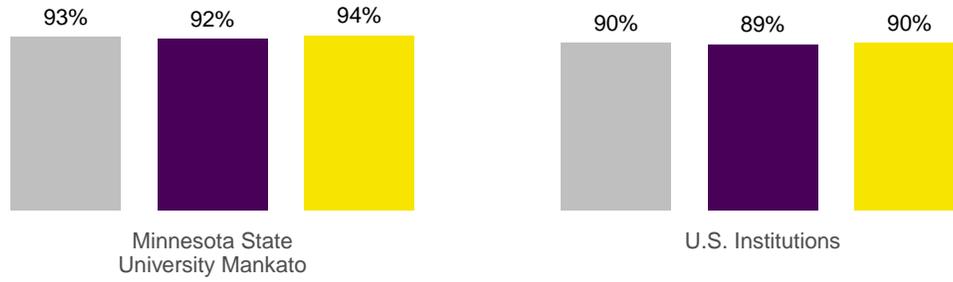
Overall 2012 2017



My degree helped me gain critical thinking skills.

% of alumni who agree or strongly agree:

Overall 2012 2017

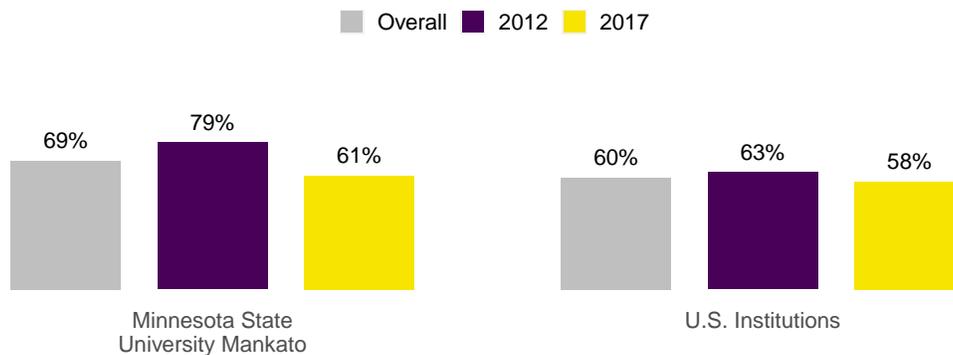


CAREER MOBILITY RESEARCH THEMES

Below are your results regarding the five core research themes of the National Alumni Career Mobility Survey. A breakdown of results of all questions within each research theme can be found in the Appendix. Percentages indicate the proportion of alumni who scored High on each factor, defined as 4.0-5.0 on a 5-point scale.

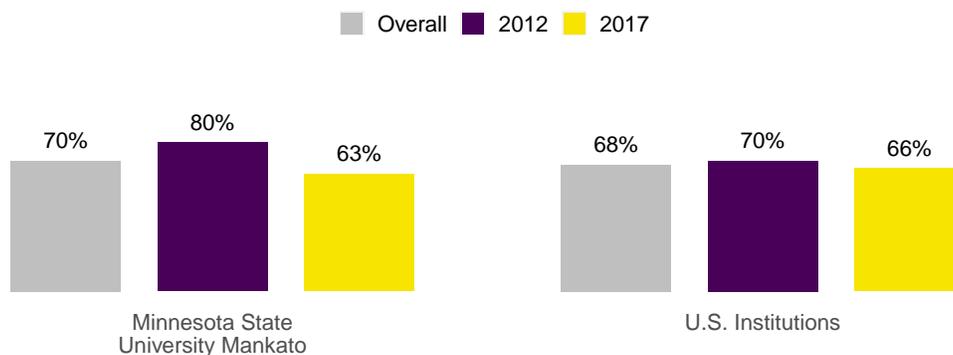
Average Career Pathway Preparation

% of alumni who scored High (4.0–5.0 on a 5–point scale):



Average Career Satisfaction

% of alumni who scored High (4.0–5.0 on a 5–point scale):



Average Community Engagement

% of alumni who scored High (4.0–5.0 on a 5–point scale):

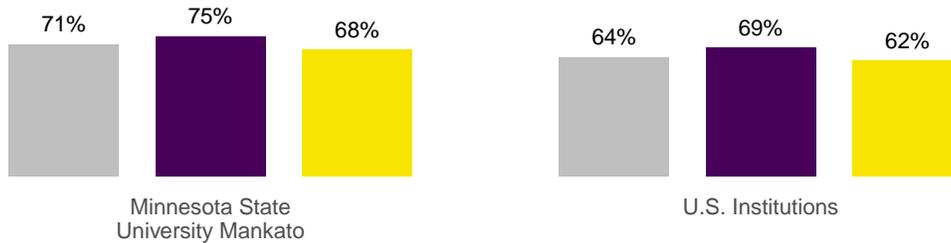
Overall 2012 2017



Average Economic Mobility

% of alumni who scored High (4.0–5.0 on a 5–point scale):

Overall 2012 2017



Average Institutional Career Investment

% of alumni who scored High (4.0–5.0 on a 5–point scale):

Overall 2012 2017





CAREER PREPARATION

CAREER ADVICE

The following tables display alumni responses to questions about career advice received during their time at your institution, compared to alumni at national institutions.

Did you receive career advice from your institution while you were there?

% responding "yes"	YOUR CAMPUS	U.S. INSTITUTIONS
2012	58%	52%
2017	58%	58%
Overall	58%	56%

The career advice I received has been helpful.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	91%	83%
2017	86%	84%
Overall	88%	84%

The person at my institution who helped me the most with my career can be described as:

% selected		YOUR CAMPUS	U.S. INSTITUTIONS
Academic advisor	2012	18%	10%
	2017	25%	11%
Career services staff	2012	2%	24%
	2017	1%	23%
Faculty member	2012	68%	44%
	2017	61%	42%
Other staff member	2012	11%	3%
	2017	6%	3%

Did you receive career advice from any of the following? Select all that apply.

% selected		YOUR CAMPUS	U.S. INSTITUTIONS
Academic advisor	2012	38%	32%
	2017	58%	33%
Alumni	2012	36%	45%
	2017	15%	42%
Career services staff	2012	30%	52%
	2017	11%	50%
Classmates	2012	61%	61%
	2017	64%	62%
Employer during your degree	2012	32%	22%
	2017	36%	23%
Faculty member	2012	93%	68%
	2017	92%	72%
Mentor	2012	16%	21%
	2017	21%	24%

The career advice I received from the following has been helpful.

% agree/strongly agree		YOUR CAMPUS	U.S. INSTITUTIONS
Academic advisor	2012	90%	81%
	2017	88%	85%
Alumni	2012	80%	92%
	2017	91%	92%
Career services staff	2012	94%	75%
	2017	62%	72%
Classmates	2012	79%	90%
	2017	91%	91%
Employer during my degree	2012	78%	85%
	2017	92%	90%
Faculty	2012	92%	90%
	2017	89%	91%
Mentor during my degree	2012	100%	94%
	2017	100%	93%

INTERNSHIP EXPERIENCES DURING DEGREE

The following tables display alumni responses to questions about internship or related experiences during their time at your institution, compared to alumni at national institutions.

Did you complete an internship or related experience while earning your degree?

% responding "yes"	YOUR CAMPUS	U.S. INSTITUTIONS
2012	67%	59%
2017	63%	54%
Overall	65%	56%

The internship(s) or related experience(s) that I completed while earning my degree were related to my major.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	94%	91%
2017	96%	89%
Overall	95%	90%

The internship(s) or related experience(s) that I completed while earning my degree were related to my career goal at the time.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	98%	88%
2017	96%	87%
Overall	97%	87%

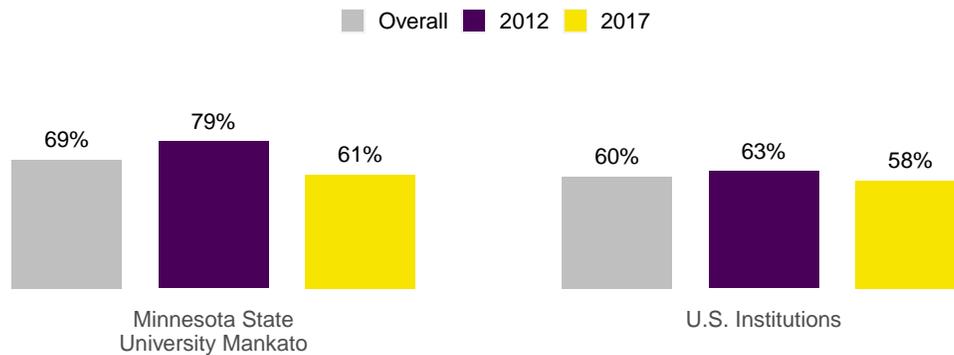
The internship(s) or related experience(s) that I completed while earning my degree were related to my current career.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	67%	75%
2017	83%	75%
Overall	76%	75%

CAREER PATHWAY PREPARATION

Overall Average on Career Pathway Preparation

% of alumni who scored High (4.0 – 5.0 on a 5–point scale):



My degree helped prepare me for my career.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	88%	82%
2017	87%	83%
Overall	87%	82%

I am satisfied with my degree educational experience.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	91%	87%
2017	88%	87%
Overall	89%	87%

My degree is worth the tuition I paid.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	88%	73%
2017	69%	64%
Overall	77%	68%

I was well prepared to begin my career when I graduated.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	85%	74%
2017	82%	75%
Overall	83%	74%

The degree I earned helped me get started in my career.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	83%	76%
2017	74%	74%
Overall	78%	75%

INSTITUTIONAL CAREER INVESTMENT

Overall Average on Institutional Career Investment

% of alumni who scored High (4.0 – 5.0 on a 5–point scale):

Overall 2012 2017



My institution helped me to understand career opportunities.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	71%	58%
2017	62%	61%
Overall	66%	60%

My institution helped me create a plan for my career.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	56%	40%
2017	55%	45%
Overall	55%	43%

My institution helped me envision my career options.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	70%	57%
2017	68%	60%
Overall	69%	59%

My institution helped me network with alumni.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	40%	43%
2017	34%	46%
Overall	37%	44%

My institution helped me network with employers.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	39%	43%
2017	46%	48%
Overall	43%	46%

My institution invested in my career.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	54%	45%
2017	57%	51%
Overall	56%	48%



CAREER EXPERIENCES SINCE GRADUATION

APPLICATION OF DEGREE TO CURRENT CAREER

My current position is related to my major.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	76%	78%
2017	85%	79%
Overall	81%	79%

My current position requires me to use the skills I learned during my degree.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	91%	86%
2017	92%	87%
Overall	91%	87%

My current position is related to the career goal I had during my degree.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	72%	70%
2017	80%	73%
Overall	76%	72%

CAREER EXPERIENCES

The following tables display alumni responses to questions about career experiences since their time at your institution, compared to alumni at national institutions. Percentages reflect the proportion of alumni who selected each type of experience in response to the question,

“Which of the following career experiences have you had since earning your degree? Select all that apply.”

Full-Time Employment

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	99%	98%
2017	94%	96%
Overall	96%	97%

Part-Time Employment

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	28%	18%
2017	16%	14%
Overall	22%	16%

Contract/Temporary Work

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	27%	20%
2017	20%	16%
Overall	23%	18%

Internship or Similar Experience

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	8%	6%
2017	7%	5%
Overall	8%	5%

Post-Grad Fellowship

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	3%	5%
2017	1%	4%
Overall	2%	5%

Self-Employment

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	12%	15%
2017	5%	9%
Overall	8%	12%

Founded a Company or Non-Profit

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	8%	9%
2017	2%	5%
Overall	5%	7%

Earned Additional Degree(s)

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	17%	11%
2017	11%	8%
Overall	13%	9%

Service Work

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	2%	1%
2017	1%	0%
Overall	1%	1%

Military Service

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	3%	1%
2017	0%	1%
Overall	1%	1%

Unemployed by Choice

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	7%	5%
2017	2%	3%
Overall	4%	4%

Unemployed and Seeking

% selected	YOUR CAMPUS	U.S. INSTITUTIONS
2012	2%	3%
2017	2%	4%
Overall	2%	4%

CAREER GROWTH AND STABILITY

The first job I secured after my degree helped me pursue my career goals.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	83%	75%
2017	73%	75%
Overall	78%	75%

My current position is related to the career goal I have now..

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	88%	85%
2017	89%	83%
Overall	89%	84%

My current position provides opportunities for further learning and skill development.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	94%	87%
2017	94%	90%
Overall	94%	89%

I am likely to retain my current employment until I choose to leave.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	98%	93%
2017	95%	93%
Overall	96%	93%

The work I do in my current position is meaningful to me.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	95%	88%
2017	93%	87%
Overall	94%	88%

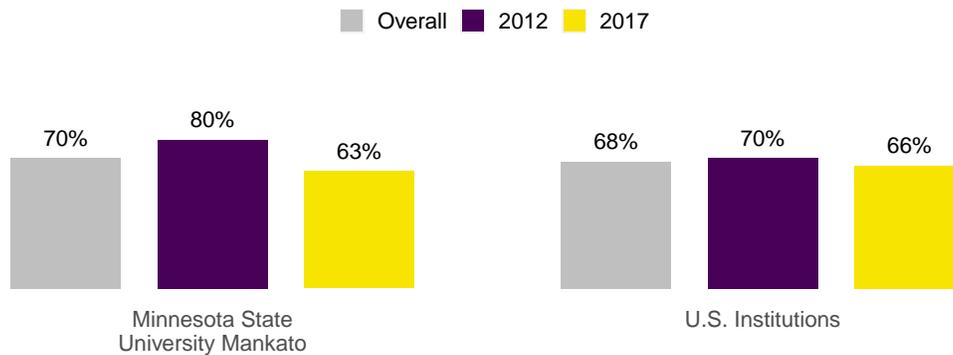
Do you feel that you are underemployed?

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	15%	22%
2017	21%	24%
Overall	18%	23%

CAREER SATISFACTION

Overall Average on Career Satisfaction.

% of alumni who scored High (4.0 – 5.0 on a 5–point scale):



I am satisfied with my career so far.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	91%	85%
2017	87%	84%
Overall	88%	85%

I am satisfied with my current career.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	91%	83%
2017	84%	82%
Overall	87%	83%

I am satisfied with the level of responsibility of my current job.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	90%	84%
2017	85%	82%
Overall	87%	82%

I am content with the progression of my career.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	87%	79%
2017	80%	78%
Overall	83%	79%

I have advanced in my career as I had hoped.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	83%	76%
2017	70%	74%
Overall	76%	75%

My salary is enough to pay my bills every month.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	95%	87%
2017	78%	85%
Overall	85%	86%

OTHER CAREER EXPERIENCES ITEMS

I currently own my own business.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	12%	16%
2017	4%	9%
Overall	7%	12%

How did the COVID-19 pandemic impact your current job or career status?

% selected		YOUR CAMPUS	U.S. INSTITUTIONS
No impact at all	2012	62%	72%
	2017	71%	69%
Temporary furlough	2012	8%	4%
	2017	4%	3%
Unemployment	2012	1%	3%
	2017	4%	3%
Changed jobs intentionally	2012	8%	8%
	2017	7%	12%

How many distinct paid positions have you held since earning your degree?

% selected		YOUR CAMPUS	U.S. INSTITUTIONS
1-2 positions	2012	40%	35%
	2017	63%	58%
3-4 positions	2012	42%	44%
	2017	33%	37%
5-6 positions	2012	18%	16%
	2017	4%	4%
7-9 positions	2012	1%	5%
	2017	0%	0%
10+ positions	2012	0%	1%
	2017	0%	0%

Please select which of the following best represents when you felt decided about pursuing your current career path.

% selected		YOUR CAMPUS	U.S. INSTITUTIONS
High school or earlier	2012	10%	11%
	2017	7%	8%
While earning my bachelor's degree	2012	34%	22%
	2017	23%	17%
After graduating with my bachelor's degree	2012	20%	22%
	2017	30%	27%
During my graduate degree	2012	6%	15%
	2017	15%	16%
After my graduate degree graduation	2012	19%	24%
	2017	20%	22%
Still feel that I am deciding	2012	10%	6%
	2017	5%	10%

What job level best describes your current role?

% selected		YOUR CAMPUS	U.S. INSTITUTIONS
Entry level	2012	5%	2%
	2017	5%	4%
Intermediate or experienced level	2012	48%	28%
	2017	58%	38%
First level management	2012	10%	9%
	2017	9%	13%
Middle-level management	2012	24%	29%
	2017	19%	27%
Senior, executive, or top-level management & chiefs	2012	13%	30%
	2017	10%	18%



LEARNING OUTCOMES AND EXPERIENCES

COMPETENCIES

The following charts display average alumni-reported competency scores for your campus compared to U.S. institutions. Percentages reflect the percent of alumni who responded Agree or Strongly agree (4 or 5 on a 5-point scale) to items about competencies gained during their degrees.

Overall (% agree/strongly agree)	YOUR CAMPUS	U.S. INSTITUTIONS
Adaptability	87%	80%
Career & Self-Development	84%	76%
Change Management	59%	58%
Communication	92%	87%
Creativity	69%	59%
Critical Thinking	93%	90%
Customer Service	57%	39%
Decision Making	87%	82%
Equity & Inclusion	76%	56%
Leadership	82%	77%
Negotiation	49%	56%
Professionalism	90%	82%
Teamwork	90%	82%
Technology	73%	57%

2012 (% agree/strongly agree)	YOUR CAMPUS	U.S. INSTITUTIONS
Adaptability	88%	79%
Career & Self-Development	82%	73%
Change Management	51%	55%
Communication	92%	86%
Creativity	70%	58%
Critical Thinking	92%	89%
Customer Service	59%	39%
Decision Making	92%	82%
Equity & Inclusion	76%	49%
Leadership	80%	76%
Negotiation	52%	55%
Professionalism	94%	83%
Teamwork	93%	82%
Technology	75%	52%

2017 (% agree/strongly agree)	YOUR CAMPUS	U.S. INSTITUTIONS
Adaptability	86%	80%
Career & Self-Development	85%	78%
Change Management	65%	61%
Communication	92%	87%
Creativity	68%	59%
Critical Thinking	94%	90%
Customer Service	54%	39%
Decision Making	84%	82%
Equity & Inclusion	76%	61%
Leadership	84%	78%
Negotiation	47%	57%
Professionalism	88%	82%
Teamwork	89%	83%
Technology	71%	60%

FROM THE NSSE HIGH IMPACT EDUCATIONAL PRACTICES

The following charts display average alumni-reported high impact educational practice scores for your campus compared to U.S. institutions. Percentages reflect the percent of alumni who indicated that they participated in each activity during their degrees.

Overall (% selected)	YOUR CAMPUS	U.S. INSTITUTIONS
Athletics	6%	5%
Campus employment/Graduate assistantship	46%	36%
Graduate research	43%	36%
Project-based learning (inside or outside the classroom)	34%	50%
Service learning/Community-based learning	13%	17%
Student organizations/Clubs	34%	51%
Study abroad/International education	8%	12%
Teaching/Teaching assistantship	40%	28%

2012 (% selected)	YOUR CAMPUS	U.S. INSTITUTIONS
Athletics	8%	6%
Campus employment/Graduate assistantship	44%	38%
Graduate research	50%	36%
Project-based learning (inside or outside the classroom)	36%	47%
Service learning/Community-based learning	10%	17%
Student organizations/Clubs	44%	50%
Study abroad/International education	8%	11%
Teaching/Teaching assistantship	32%	28%

2017 (% selected)	YOUR CAMPUS	U.S. INSTITUTIONS
Athletics	4%	4%
Campus employment/Graduate assistantship	47%	34%
Graduate research	37%	35%
Project-based learning (inside or outside the classroom)	33%	52%
Service learning/Community-based learning	16%	16%
Student organizations/Clubs	26%	51%
Study abroad/International education	8%	12%
Teaching/Teaching assistantship	46%	28%

COMMUNITY ENGAGEMENT

Overall Average on Community Engagement

% of alumni who scored High (4.0 – 5.0 on a 5–point scale):

Overall 2012 2017



I am involved in my community.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	80%	66%
2017	63%	62%
Overall	70%	64%

I have received recognition for my community involvement.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	41%	33%
2017	25%	28%
Overall	32%	30%

I regularly donate money to charitable causes.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	66%	69%
2017	50%	58%
Overall	57%	62%

I regularly donate time to charitable causes.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	47%	49%
2017	35%	44%
Overall	40%	46%

I volunteer in my community regularly.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	52%	45%
2017	35%	40%
Overall	42%	42%



RETURN ON INVESTMENT

MOTIVATION FOR DEGREE

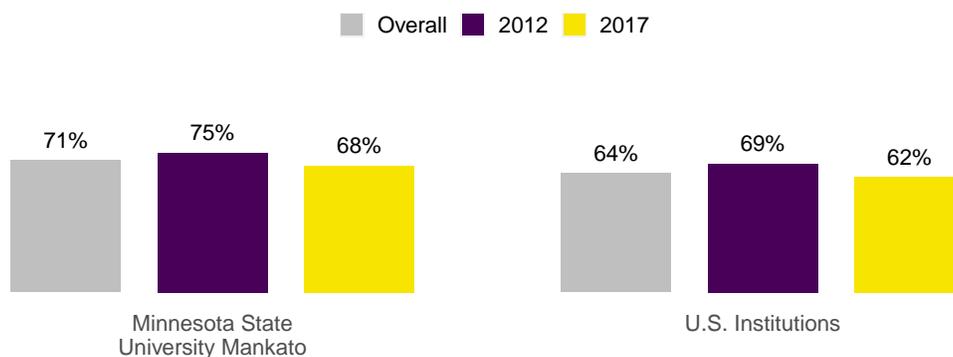
What were the top 3 motivations for choosing to pursue a degree?

% selected		YOUR CAMPUS	U.S. INSTITUTIONS
Financial gain	2012	39%	44%
	2017	60%	50%
Career success	2012	55%	72%
	2017	74%	74%
Intellectual development	2012	70%	65%
	2017	56%	66%
Family expectations	2012	7%	6%
	2017	6%	6%
The college experience	2012	12%	7%
	2017	8%	7%
Social connections	2012	10%	11%
	2017	2%	13%
Peers were attending	2012	3%	2%
	2017	5%	3%
Social status as a college graduate	2012	1%	2%
	2017	5%	3%
Steppingstone to further education	2012	26%	14%
	2017	13%	12%
Required for my career aspirations	2012	59%	50%
	2017	52%	44%
Not sure of my aspirations	2012	4%	4%
	2017	4%	3%

ECONOMIC MOBILITY

Overall Average on Economic Mobility

% of alumni who scored High (4.0 – 5.0 on a 5–point scale):



I currently earn a higher income than the household in which I grew up.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	81%	70%
2017	68%	61%
Overall	74%	64%

I expect to earn more in the future than the household in which I grew up.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	81%	78%
2017	79%	74%
Overall	80%	76%

My earning potential is higher than the house in which I grew up.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	81%	76%
2017	78%	70%
Overall	79%	72%

STUDENT LOAN DEBT

The following tables display alumni responses to questions about debt incurred for their degree at your institution, compared to alumni at national institutions.

Did you incur debt while you were earning your degree?

% responding "yes"	YOUR CAMPUS	U.S. INSTITUTIONS
2012	76%	59%
2017	56%	53%
Overall	65%	55%

Did anyone other than you incur debt for your degree?

% responding "yes"	YOUR CAMPUS	U.S. INSTITUTIONS
2012	8%	9%
2017	3%	7%
Overall	6%	8%

Are you still paying debt from your degree?

% responding "yes"	YOUR CAMPUS	U.S. INSTITUTIONS
2012	50%	47%
2017	78%	69%
Overall	64%	59%

My student debt is overwhelming.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	33%	30%
2017	53%	44%
Overall	43%	38%

My degree was worth my student loan debt.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	74%	58%
2017	40%	46%
Overall	57%	52%

My student loan debt has been manageable.

% agree/strongly agree	YOUR CAMPUS	U.S. INSTITUTIONS
2012	54%	53%
2017	35%	42%
Overall	45%	47%



EQUITY INSIGHT

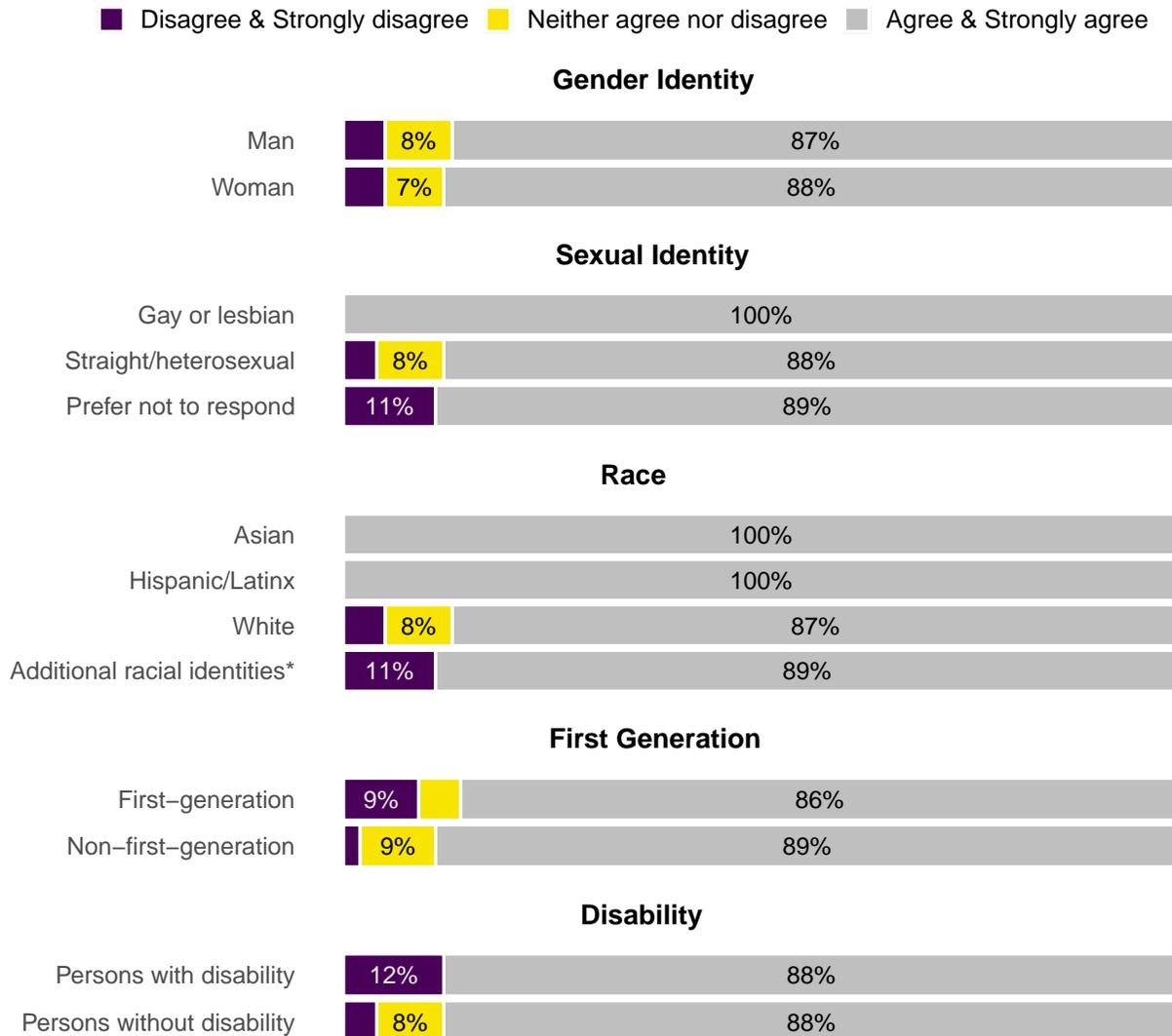
EQUITY AND CAREER MOBILITY

Equity insights are provided in this section for each of the six High Impact Career Mobility Practices: helpful career advice, employer connections, career-related internships, career plans, career opportunities, and critical thinking skills. Each of these items is broken down, when possible due to sample size, by gender identity, sexual identity, race, disability, and first-generation status.

Groups with fewer than five individuals were combined to conduct more robust analyses and to protect the privacy of individuals. If combined groups for a demographic still did not meet the criterion of five responses, the analysis is not included in this report.

HELPFUL CAREER ADVICE BY DEMOGRAPHIC

This section shows the distribution of responses to the item, “The career advice I received has been helpful.” Groups with fewer than five responses to this question are combined.

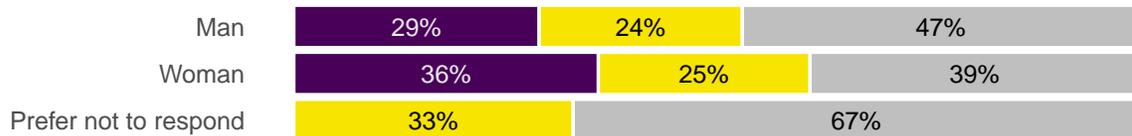


EMPLOYER CONNECTIONS BY DEMOGRAPHIC

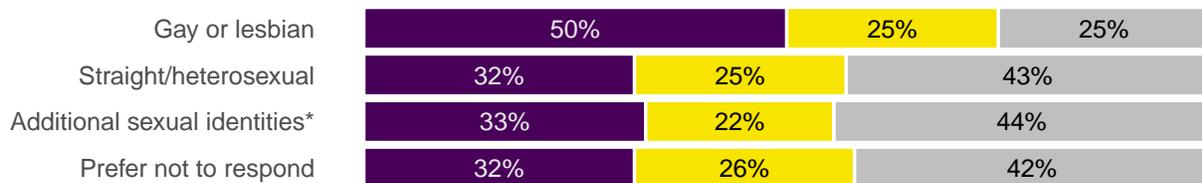
Below, find the distribution of alumni responses to the item, “My institution helped me to network with employers.” Categories with fewer than five individuals are combined.

■ Disagree & Strongly disagree
 ■ Neither agree nor disagree
 ■ Agree & Strongly agree

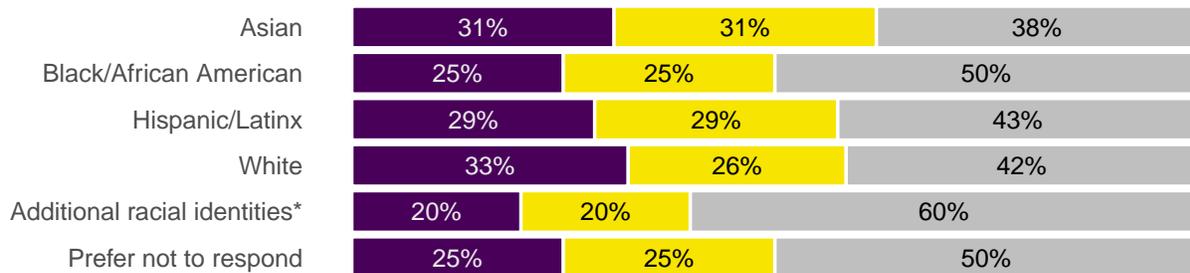
Gender Identity



Sexual Identity



Race



First Generation



Disability



CAREER-RELATED INTERNSHIPS BY DEMOGRAPHIC

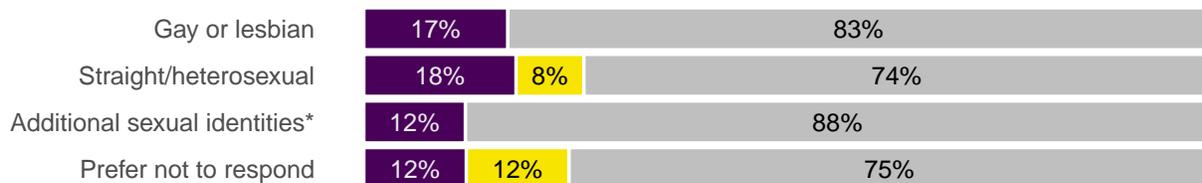
Below, find the distribution of alumni responses to the item, “The internship(s) or related experience(s) that I completed while earning my degree were related to my current career.” Categories with fewer than five individuals are combined.

■ Disagree & Strongly disagree ■ Neither agree nor disagree ■ Agree & Strongly agree

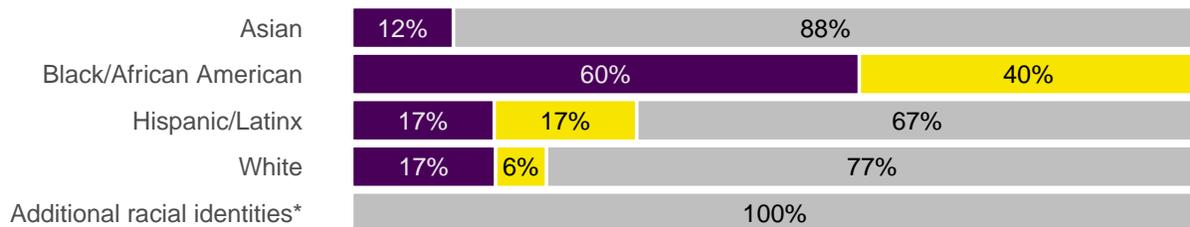
Gender Identity



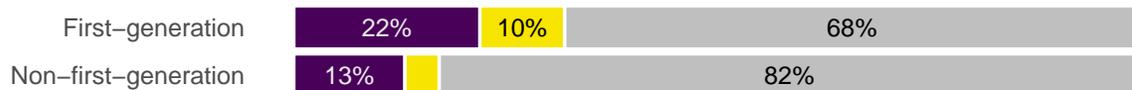
Sexual Identity



Race



First Generation

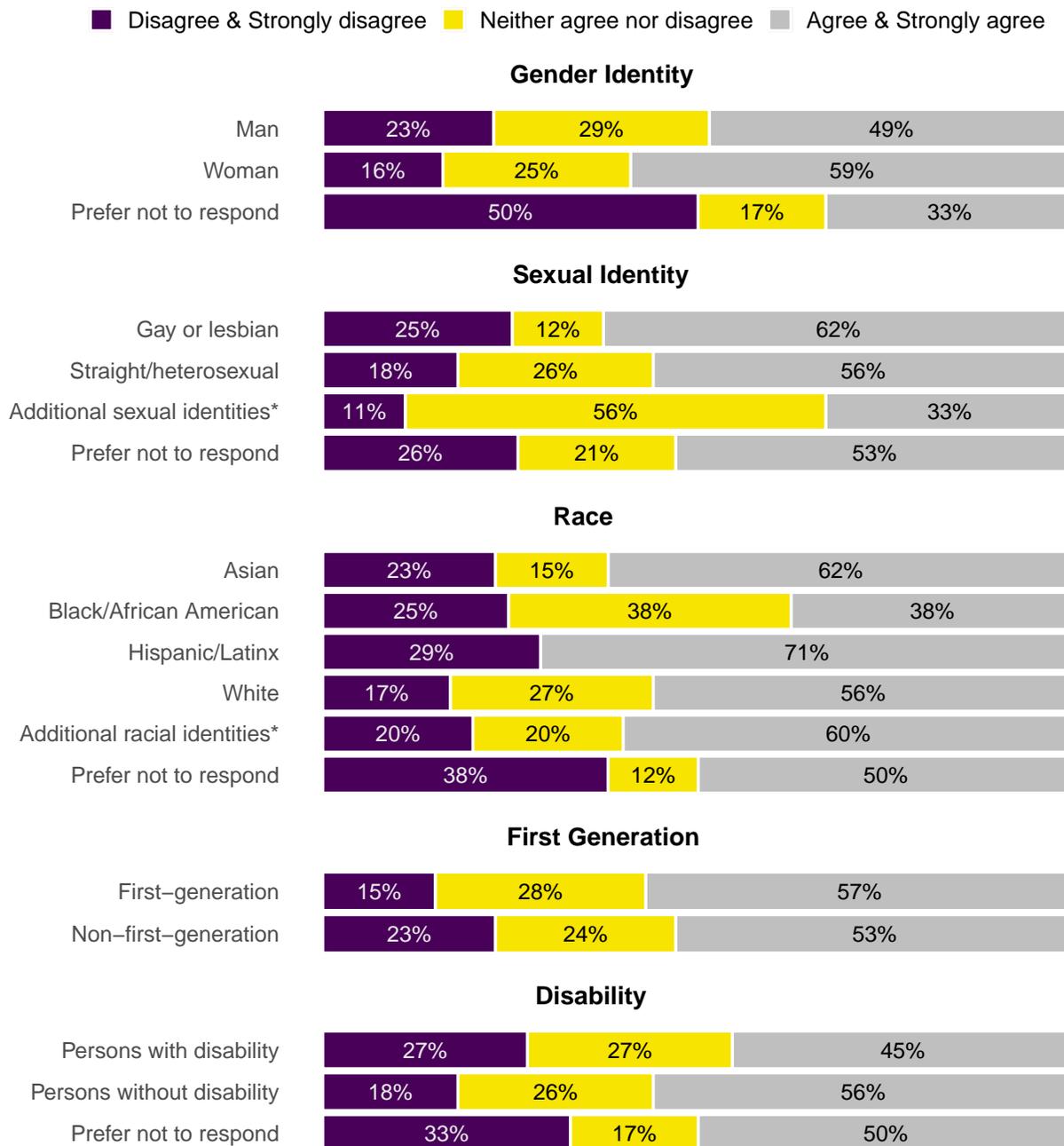


Disability



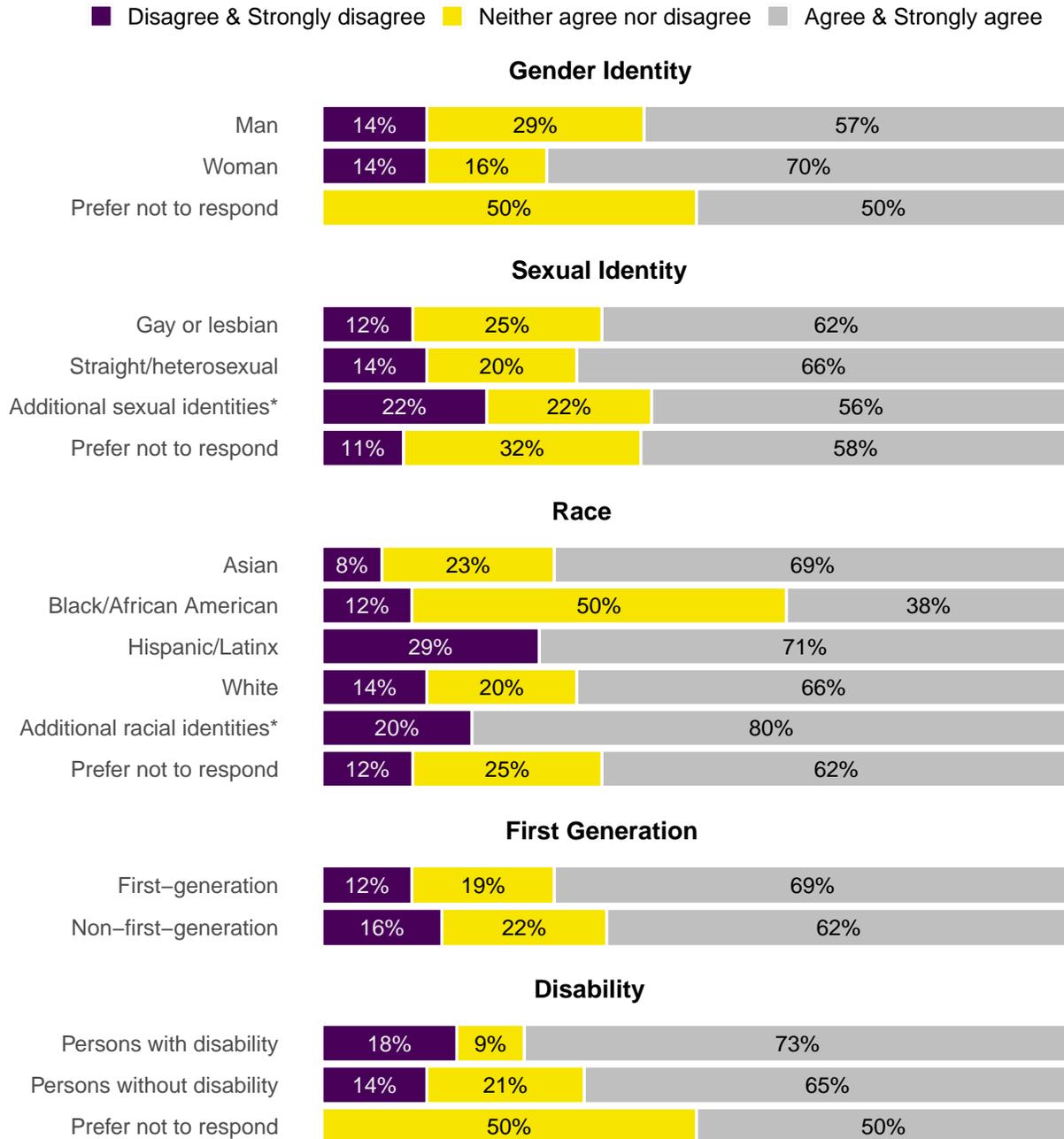
CAREER PLANS BY DEMOGRAPHIC

Below is the distribution of alumni responses to the item, “My institution helped me create a plan for my career.” Categories with fewer than five individuals are combined.



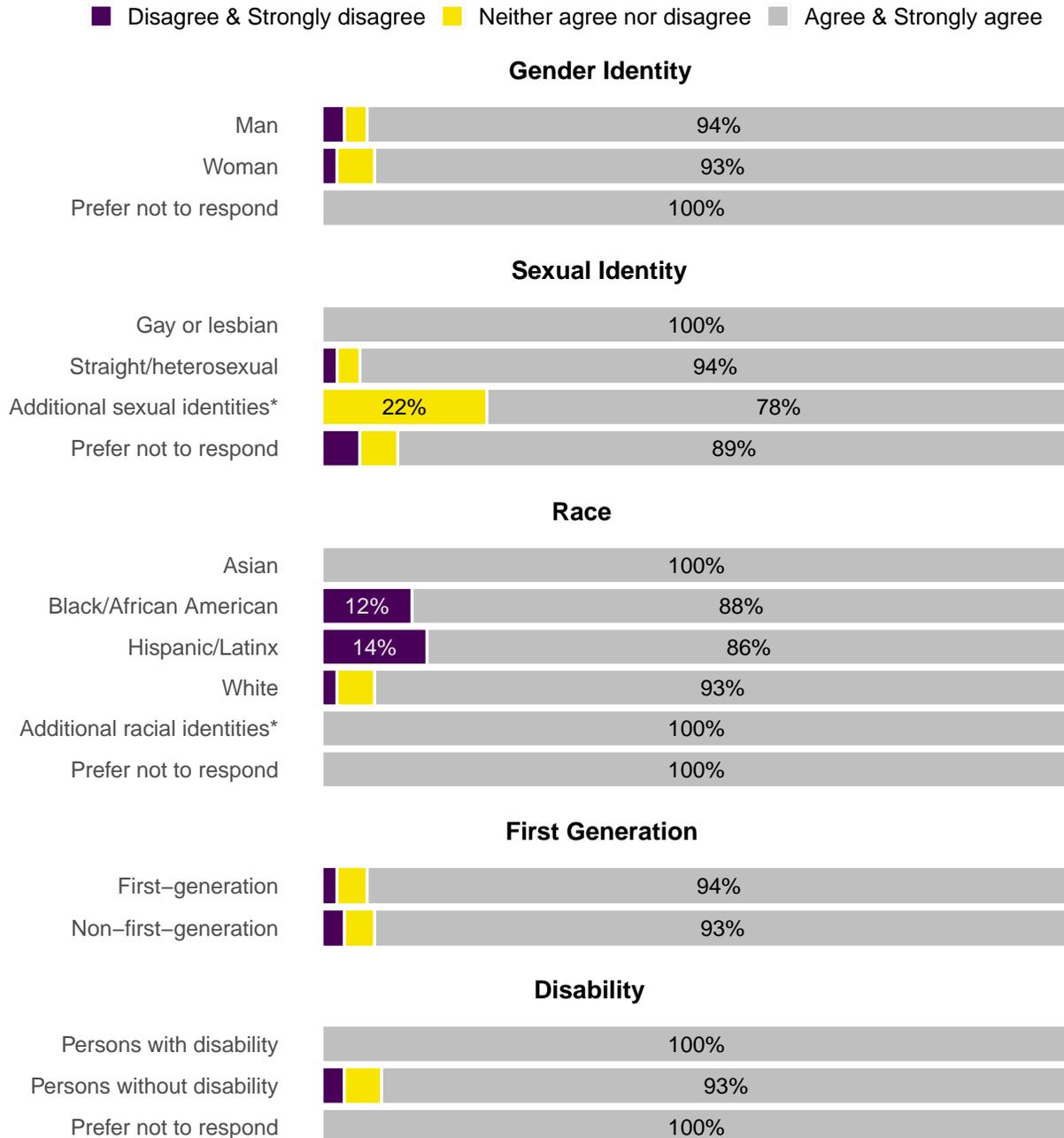
CAREER OPPORTUNITIES BY DEMOGRAPHIC

Below is the distribution of alumni responses to the item, “My institution helped me to understand career opportunities.” Categories with fewer than five individuals are combined.



CRITICAL THINKING SKILLS BY DEMOGRAPHIC

Below is the distribution of alumni responses to the item, “My institution helped me to understand career opportunities.” Categories with fewer than five individuals are combined.



RECOMMENDATIONS

After assessing your NACM survey results, The Career Leadership Collective recommends the following for your campus:

WHAT YOU CAN DO NEXT

1. **EDUCATE YOUR CAMPUS:** Create your slide deck and 7-minute video overview of the results to share across campus.
2. **SHARE SUCCESSES EXTERNALLY:** Embed successes from the findings into your External Career Outcomes webpage. See an example here: <https://www.careerleadershipcollective.com/outcomes-example>
3. **ADAPT YOUR PRACTICES:** You have incredible insights about how you can adapt your practices toward a high likelihood of career mobility for your alumni. We encourage you to gather a campus working group to discuss how you can embed high impact career practices across the campus.

HOW WE CAN HELP YOUR CAMPUS USE YOUR RESULTS

1. **STAKEHOLDER PRESENTATION ON NACM DATA:** The Collective staff are available to provide a virtual presentation of your NACM results to key stakeholders. For example, presentation of NACM highlights to your President's cabinet, Board of Trustees, Deans, etc.
2. **FURTHER DATA ANALYSIS OR VISUALIZATION CONSULTING:** The Collective can provide consultation on strategic use of your data, including providing additional analytics to help you effectively tell a story with your data, and decide which data to display on external or public websites. For example, combining additional institutional data on interactions with your career center or engagement with high impact practices while a student, combining with FDS data, or digging deeper into demographics or peer comparisons.
3. **HIGH IMPACT CAREER MOBILITY PRACTICE CONSULTING:** The Collective can provide consulting services that use your NACM and First Destination Survey results to help university leaders weave career development into the fabric of campus experience. For example, leveraging NACM data to help transform the co-curricular experience of students, such as student employment or residence life programming. In addition, NACM data consulting can help analyze curricular areas of success and areas of improvement, by individual colleges, academic units, and areas of study.
4. **FDS OUTCOMES:** The Collective team can assist your campus by handling your First Destination Survey with EMBARK: FDS Services. Learn more at <https://www.careerleadershipcollective.com/embark>

METHODOLOGY

The Career Leadership Collective created the National Alumni Career Mobility Survey (NACM) to assess the career pathways of US college and university alumni more effectively.

The specific goal of the assessment is to better understand multiple areas of interest: educational satisfaction, career pathways, career satisfaction, economic mobility, and community engagement.

NACM was developed in response to many years of listening to higher education administrators who recognized the lack of data about their graduates.

- A targeted needs assessment began in January of 2018 and continued over the course of eight months as the consultants with The Career Leadership Collective solicited feedback from college and university administrators across the United States.
- An initial instrument was drafted in September of 2018 using data from formal listening sessions.
- Face validity of NACM was established at a national convening in March 2019 where administrators and career leaders from 25 public and private colleges and universities came together to review, edit, and refine the instrument.
- Item analysis after two subsequent pilot administrations established statistical validity of multiple constructs addressing the areas of interest.
- Care was taken to ensure that the instrument includes items critical to understanding graduates' educational experiences and competency outcomes, in addition to the formal constructs.

FIVE CORE RESEARCH DIMENSIONS

NACM views career success and mobility through a multi-dimensional lens that includes five core areas.

1. **CAREER SATISFACTION:** Career purpose, preparation, aspirations, responsibility, and enthusiasm.
2. **CAREER PATHWAY PREPARATION:** Number and type of jobs, industries, geography, graduate school, and internships during and after graduation.
3. **ECONOMIC MOBILITY:** Salary growth, loan debt, family income while growing up, current salary range, and institutional investment.
4. **INSTITUTIONAL CAREER INVESTMENT:** Marketability of the major, career mentoring, career preparation, and affinity.
5. **COMMUNITY ENGAGEMENT:** Community involvement, philanthropy, and recognitions.

ADDITIONAL CAMPUS ENGAGEMENT THEMES

NACM also assesses areas of campus engagement through the duration of a degree program, how each area correlates with the five core research themes, and how each is associated with overall career success.

- **CAREER ADVICE:** The presence, effectiveness, and mode of career advice.
- **CAREER EXPERIENCES:** The presence, effectiveness, and mode of hands-on career experiences such as internships and research projects.
- **ENGAGEMENT WITH EMPLOYERS:** Engagement level with employers.
- **ENGAGEMENT WITH ALUMNI:** Engagement level with alumni.
- **COMPETENCY DEVELOPMENT:** Development of competencies, which include the NACE competencies, some of the World Economic Forum's Future of Jobs Report competencies, and the AAC&U / Hart Research competencies.
- **HIGH IMPACT EDUCATIONAL PRACTICES:** Engagement in high impact educational practices as defined by the AAC&U.

OVERVIEW OF THE CAREER MOBILITY INDEX

The High Impact Career Mobility Index™ (CMI) was created from NACM data to understand which campus practices are most likely to influence the career mobility of students and alumni over the first 10 years of their career post-graduation. Career Mobility is defined as a combination of career pathway preparation, career satisfaction, and economic mobility.



There are fourteen variables represented in the three specific research domains which look at alumni success related to: 1. Possessing the skills to do quality work, 2. Being happy in a career, and 3. Feeling financially stable and satisfied. The make-up of each of the three research domains of the CMI can best be described as follows:

- Career Pathway Preparation: Educational impact on preparedness prior to starting their career, the beginning of their career, career advancement, and preparedness for current job.
- Career Satisfaction: Educational impact on satisfaction with their whole career, which includes progression of career, career so far, current career, and level of responsibility in current job.
- Economic Mobility: Educational impact on earning history, trajectory, potential, satisfaction, and comparison to the household in which they grew-up.

APPENDIX

DEMOGRAPHICS

Graduation Year

- ⇒ 44% 2012
- ⇒ 56% 2017

What best describes your age when you were obtaining this degree?

- ⇒ 32% Traditional Age (17-24)
- ⇒ 66% Adult Student (25 or older)
- ⇒ 1% Prefer not to respond

What is your current gender identity?

- ⇒ 32% Man
- ⇒ 65% Woman
- ⇒ 3% Prefer not to respond

Do you identify as cisgender or transgender?

- ⇒ 91% Cisgender
- ⇒ 9% Prefer not to respond

Were you a first-generation college student during your degree?

- ⇒ 44% Yes
- ⇒ 55% No
- ⇒ 1% Prefer not to respond

With which race(s) do you self-identify?

- ⇒ 6% Asian
- ⇒ 4% Black/African American
- ⇒ 1% Indigenous/Native America/Alaskan Native
- ⇒ 3% Latinx
- ⇒ 0% Middle Eastern
- ⇒ 85% White
- ⇒ 1% None of the above
- ⇒ 4% Prefer not to respond

What was your status while earning your degree?

- ⇒ 82% In-state student
- ⇒ 6% International student
- ⇒ 12% Out-of-state domestic student

Do you identify as a person with a disability?

- ⇒ 5% Yes
- ⇒ 92% No
- ⇒ 3% Prefer not to respond

What is your sexual identity?

- ⇒ 1% Asexual
- ⇒ 2% Bisexual
- ⇒ 4% Gay or lesbian
- ⇒ 0% Pansexual
- ⇒ 83% Straight/heterosexual
- ⇒ 0% Another identity not listed here
- ⇒ 9% Prefer not to respond

Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?

- ⇒ 4% Yes
- ⇒ 96% No

Since graduating with your degree, how many years have you lived in the same state where your institution is located?

- ⇒ 4% 1-2 years
- ⇒ 46% 3-5 years
- ⇒ 1% 6-7 years
- ⇒ 33% 8-10 years
- ⇒ 17% I have not lived in that state since graduating



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