



MINNESOTA STATE
UNIVERSITY
MANKATO

NACM 2022

Undergraduate Student Results

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NATIONAL ALUMNI CAREER MOBILITY SURVEY

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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 peer and 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.

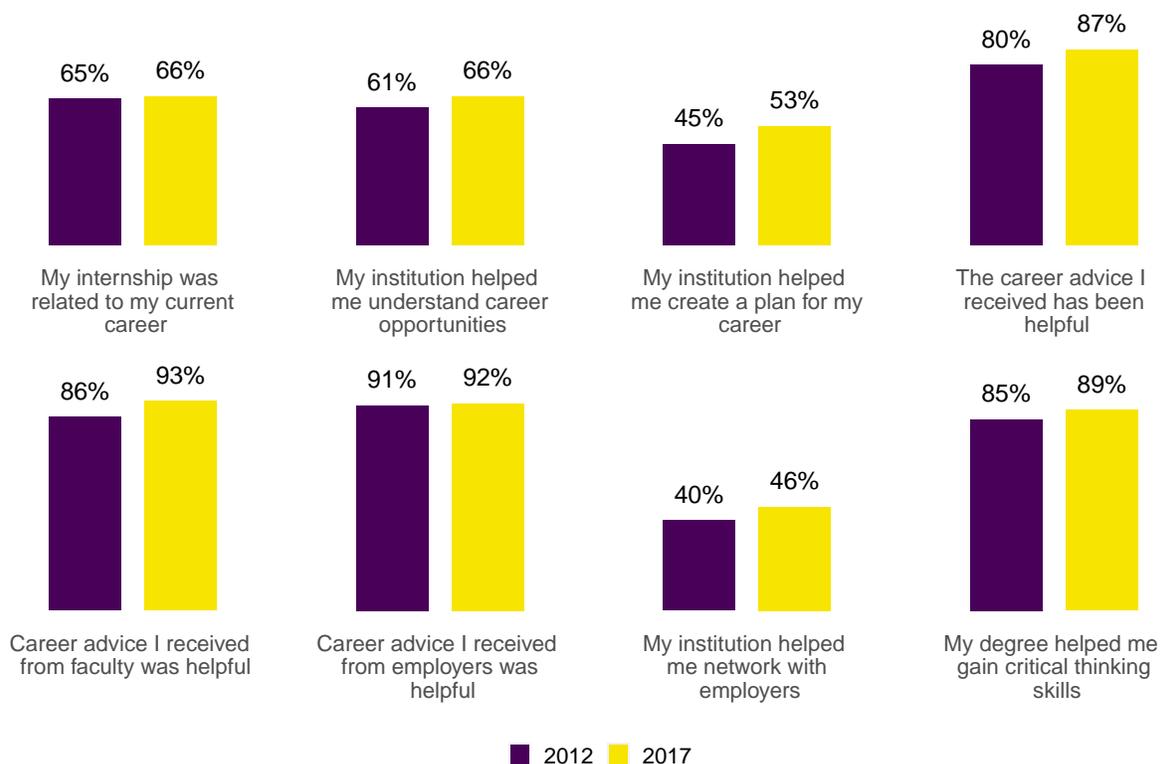
EXECUTIVE SUMMARY

DATA SOURCES

| | YOUR CAMPUS | PEER INSTITUTIONS | ALL NACM PARTNERS |
|---------------------|-------------|-------------------|-------------------|
| Number of Responses | 691 | 6,318 | 9,053 |
| Response Rate | 17% | 6% | 6% |

ALUMNI SNAPSHOT

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





CAREER MOBILITY INDEX

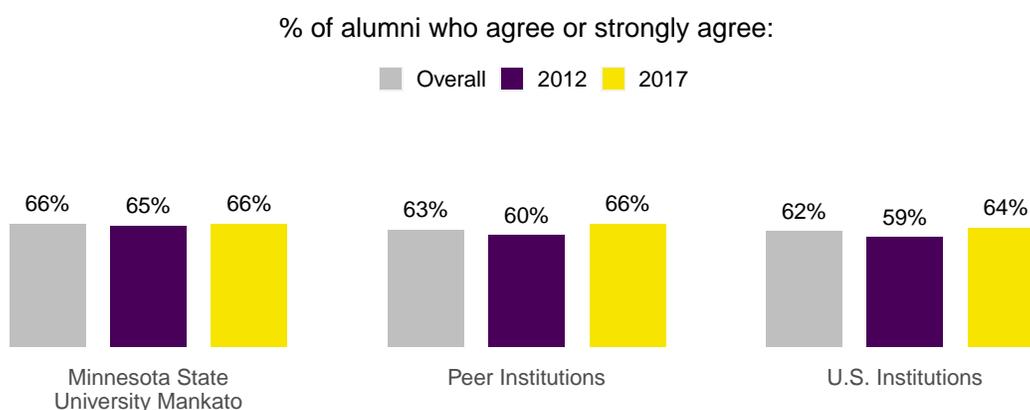
HIGH IMPACT CAREER MOBILITY PRACTICES

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.

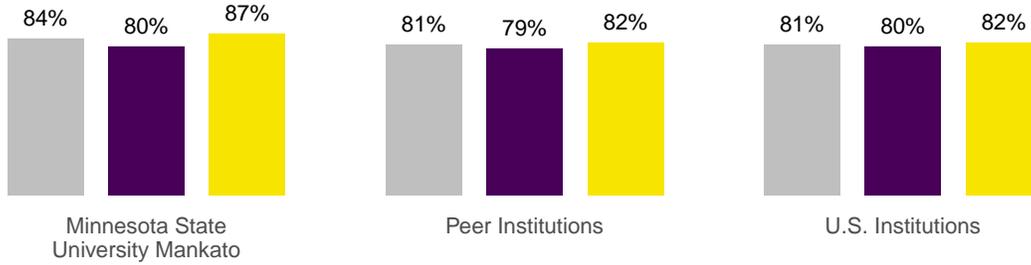
The internship(s) or related experience(s) that I completed while earning my degree were related to my current career.



The career advice I received has been helpful.

% of alumni who agree or strongly agree:

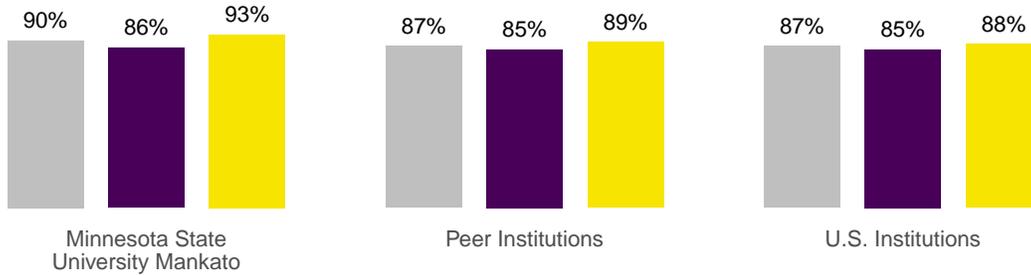
Overall 2012 2017



The career advice I received from faculty has been helpful.

% of alumni who agree or strongly agree:

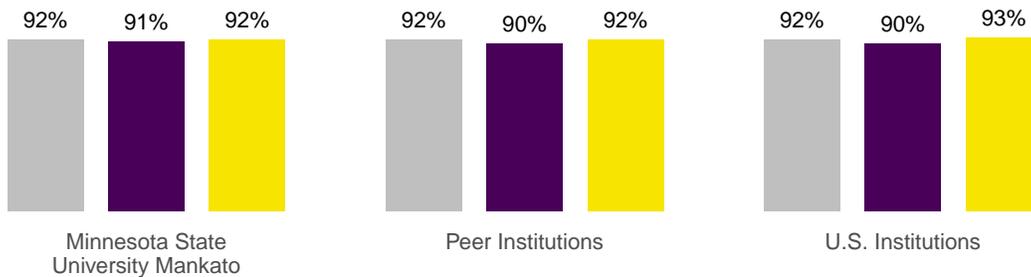
Overall 2012 2017



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

% of alumni who agree or strongly agree:

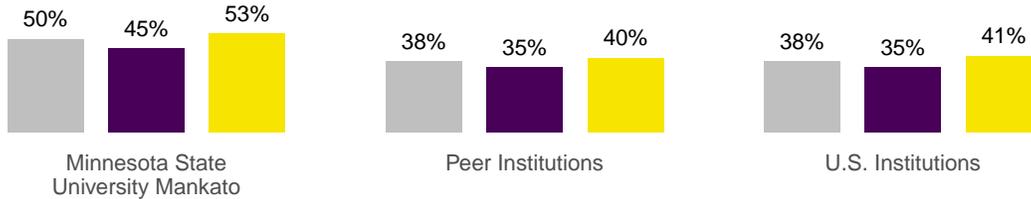
Overall 2012 2017



My institution helped me create a plan for my career.

% of alumni who agree or strongly agree:

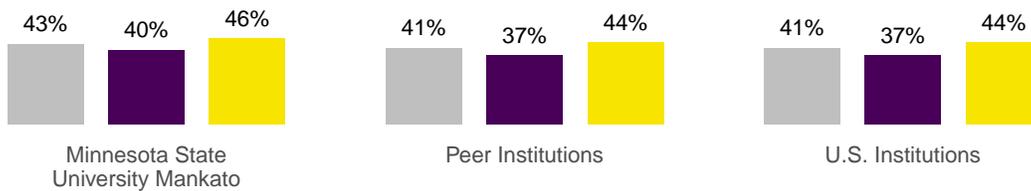
Overall 2012 2017



My institution helped me to network with employers.

% of alumni who agree or strongly agree:

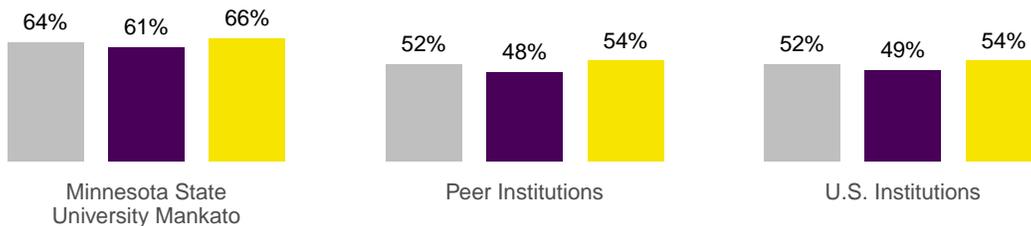
Overall 2012 2017



My institution helped me to understand career opportunities.

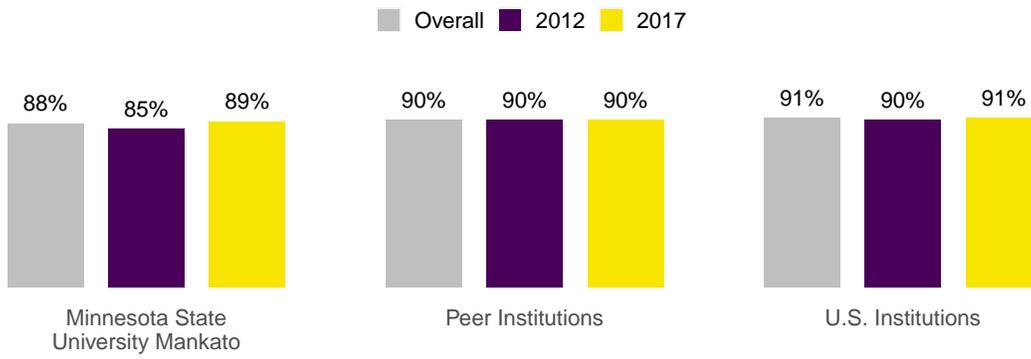
% of alumni who agree or strongly agree:

Overall 2012 2017



My degree helped me gain critical thinking skills.

% of alumni who agree or strongly agree:



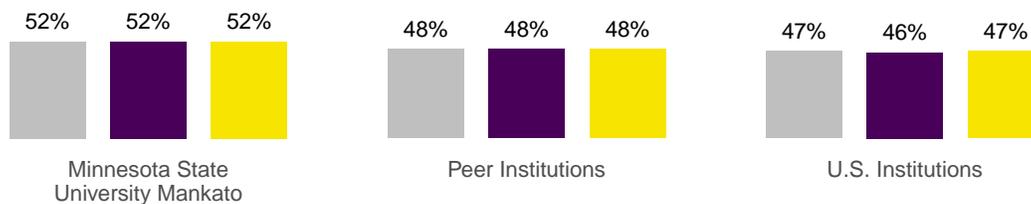
CAREER MOBILITY RESEARCH THEMES

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):

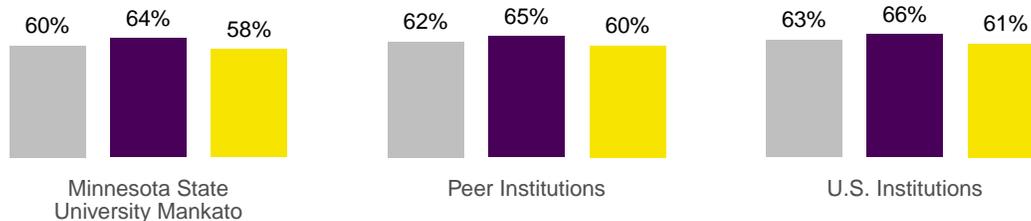
Overall 2012 2017



Average Career Satisfaction

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

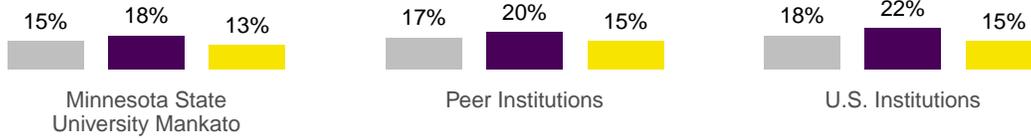
Overall 2012 2017



Average Community Engagement

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

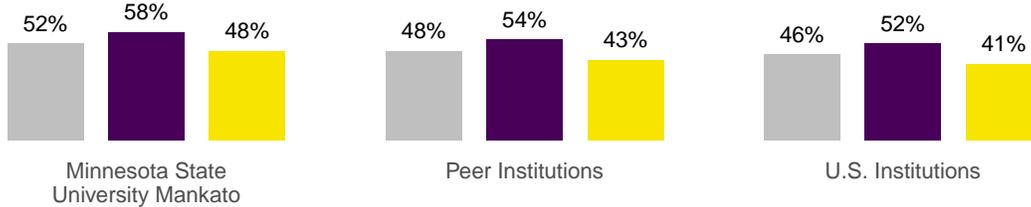
Overall 2012 2017



Average Economic Mobility

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

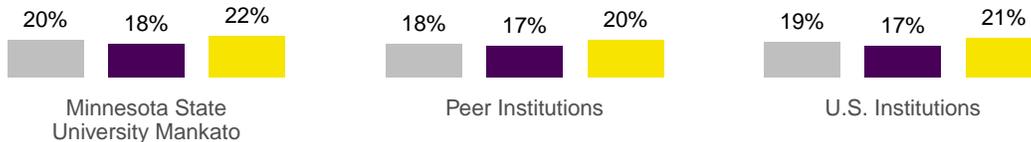
Overall 2012 2017



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 peer and national institutions.

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

| % responding "yes" | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--------------------|-------------|-------------------|-------------------|
| 2012 | 52% | 50% | 52% |
| 2017 | 58% | 55% | 59% |
| Overall | 55% | 53% | 56% |

The career advice I received has been helpful.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 80% | 79% | 80% |
| 2017 | 87% | 82% | 82% |
| Overall | 84% | 81% | 81% |

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

| % selected | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|-----------------------|------|-------------|-------------------|-------------------|
| Academic advisor | 2012 | 28% | 18% | 17% |
| | 2017 | 30% | 21% | 20% |
| Career services staff | 2012 | 9% | 12% | 13% |
| | 2017 | 4% | 11% | 13% |
| Faculty member | 2012 | 51% | 49% | 50% |
| | 2017 | 53% | 47% | 47% |
| Other staff member | 2012 | 1% | 4% | 4% |
| | 2017 | 4% | 4% | 4% |

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

| % selected | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|-----------------------------|------|-------------|-------------------|-------------------|
| Academic advisor | 2012 | 66% | 55% | 55% |
| | 2017 | 64% | 60% | 60% |
| Alumni | 2012 | 15% | 28% | 30% |
| | 2017 | 18% | 29% | 33% |
| Career services staff | 2012 | 22% | 39% | 41% |
| | 2017 | 18% | 37% | 43% |
| Classmates | 2012 | 43% | 49% | 46% |
| | 2017 | 54% | 52% | 52% |
| Employer during your degree | 2012 | 22% | 25% | 25% |
| | 2017 | 28% | 28% | 27% |
| Faculty member | 2012 | 74% | 73% | 74% |
| | 2017 | 84% | 76% | 77% |
| Mentor | 2012 | 11% | 22% | 22% |
| | 2017 | 17% | 22% | 22% |

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

| % agree/strongly agree | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|---------------------------|------|-------------|-------------------|-------------------|
| Academic advisor | 2012 | 87% | 73% | 74% |
| | 2017 | 92% | 78% | 77% |
| Alumni | 2012 | 87% | 92% | 90% |
| | 2017 | 88% | 89% | 89% |
| Career services staff | 2012 | 68% | 69% | 70% |
| | 2017 | 85% | 69% | 69% |
| Classmates | 2012 | 88% | 83% | 82% |
| | 2017 | 85% | 83% | 82% |
| Employer during my degree | 2012 | 91% | 90% | 90% |
| | 2017 | 92% | 92% | 93% |
| Faculty | 2012 | 86% | 85% | 85% |
| | 2017 | 93% | 89% | 88% |
| Mentor during my degree | 2012 | 88% | 89% | 90% |
| | 2017 | 92% | 95% | 94% |

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 peer and national institutions.

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

| % responding "yes" | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--------------------|-------------|-------------------|-------------------|
| 2012 | 66% | 63% | 65% |
| 2017 | 65% | 66% | 68% |
| Overall | 65% | 65% | 67% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 88% | 86% | 84% |
| 2017 | 88% | 86% | 85% |
| Overall | 88% | 86% | 85% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 83% | 84% | 84% |
| 2017 | 85% | 84% | 84% |
| Overall | 84% | 84% | 84% |

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

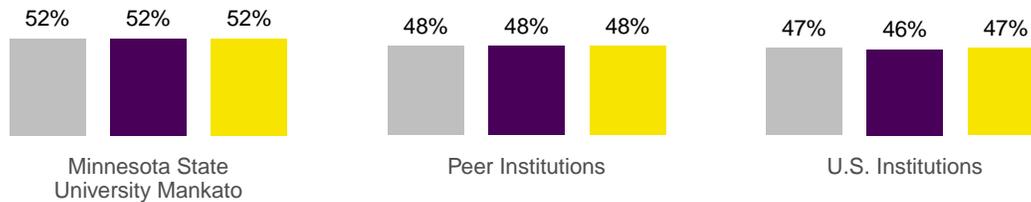
| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 65% | 60% | 59% |
| 2017 | 66% | 66% | 64% |
| Overall | 66% | 63% | 62% |

CAREER PATHWAY PREPARATION

Overall Average on Career Pathway Preparation

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

Overall 2012 2017



My bachelor's degree helped prepare me for my career.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 79% | 70% | 71% |
| 2017 | 77% | 72% | 72% |
| Overall | 78% | 71% | 71% |

I am satisfied with my bachelor's degree educational experience.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 87% | 82% | 84% |
| 2017 | 86% | 80% | 81% |
| Overall | 86% | 81% | 82% |

My bachelor's degree is worth the tuition I paid.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 61% | 61% | 58% |
| 2017 | 58% | 56% | 54% |
| Overall | 59% | 58% | 56% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 67% | 55% | 56% |
| 2017 | 66% | 59% | 60% |
| Overall | 66% | 57% | 58% |

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

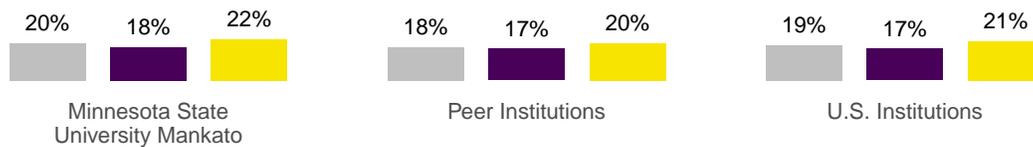
| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 78% | 73% | 73% |
| 2017 | 76% | 74% | 74% |
| Overall | 77% | 74% | 74% |

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 | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 61% | 48% | 49% |
| 2017 | 66% | 54% | 54% |
| Overall | 64% | 52% | 52% |

My institution helped me create a plan for my career.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 45% | 35% | 35% |
| 2017 | 53% | 40% | 41% |
| Overall | 50% | 38% | 38% |

My institution helped me envision my career options.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 56% | 46% | 47% |
| 2017 | 64% | 53% | 53% |
| Overall | 61% | 50% | 50% |

My institution helped me network with alumni.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 28% | 29% | 32% |
| 2017 | 27% | 31% | 33% |
| Overall | 27% | 30% | 33% |

My institution helped me network with employers.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 40% | 37% | 37% |
| 2017 | 46% | 44% | 44% |
| Overall | 43% | 41% | 41% |

My institution invested in my career.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 46% | 36% | 38% |
| 2017 | 48% | 41% | 42% |
| Overall | 47% | 39% | 40% |



CAREER EXPERIENCES SINCE GRADUATION

APPLICATION OF DEGREE TO CURRENT CAREER

My current position is related to my major.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 72% | 62% | 62% |
| 2017 | 73% | 68% | 68% |
| Overall | 72% | 65% | 65% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 81% | 75% | 75% |
| 2017 | 81% | 77% | 77% |
| Overall | 81% | 76% | 76% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 61% | 51% | 51% |
| 2017 | 64% | 60% | 60% |
| Overall | 63% | 56% | 56% |

CAREER EXPERIENCES

The following tables display alumni responses to questions about career experiences since their time at your institution, compared to alumni at peer and 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 bachelor’s degree? Select all that apply.”

Full-Time Employment

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 96% | 98% | 98% |
| 2017 | 96% | 95% | 95% |
| Overall | 96% | 96% | 96% |

Part-Time Employment

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 31% | 32% | 33% |
| 2017 | 33% | 30% | 30% |
| Overall | 32% | 30% | 32% |

Contract/Temporary Work

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 14% | 25% | 27% |
| 2017 | 16% | 21% | 22% |
| Overall | 15% | 23% | 24% |

Internship or Similar Experience

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 13% | 22% | 24% |
| 2017 | 13% | 20% | 20% |
| Overall | 13% | 21% | 22% |

Post-Grad Fellowship

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 2% | 4% | 6% |
| 2017 | 1% | 4% | 4% |
| Overall | 2% | 4% | 5% |

Self-Employment

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 12% | 15% | 15% |
| 2017 | 6% | 9% | 9% |
| Overall | 8% | 12% | 12% |

Founded a Company or Non-Profit

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 2% | 7% | 7% |
| 2017 | 2% | 3% | 3% |
| Overall | 2% | 5% | 5% |

Earned Additional Degree(s)

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 25% | 37% | 40% |
| 2017 | 16% | 26% | 28% |
| Overall | 20% | 30% | 33% |

Service Work

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 0% | 4% | 4% |
| 2017 | 1% | 4% | 4% |
| Overall | 1% | 4% | 4% |

Military Service

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 2% | 2% | 2% |
| 2017 | 2% | 2% | 1% |
| Overall | 2% | 2% | 2% |

Unemployed by Choice

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 5% | 7% | 7% |
| 2017 | 4% | 6% | 6% |
| Overall | 4% | 6% | 6% |

Unemployed and Seeking

| % selected | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------|-------------|-------------------|-------------------|
| 2012 | 2% | 5% | 5% |
| 2017 | 3% | 5% | 5% |
| Overall | 3% | 5% | 5% |

CAREER GROWTH AND STABILITY

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 68% | 67% | 66% |
| 2017 | 67% | 68% | 68% |
| Overall | 67% | 67% | 67% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 78% | 81% | 82% |
| 2017 | 76% | 79% | 80% |
| Overall | 77% | 80% | 81% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 85% | 88% | 89% |
| 2017 | 87% | 88% | 88% |
| Overall | 86% | 88% | 88% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 95% | 94% | 94% |
| 2017 | 95% | 93% | 93% |
| Overall | 95% | 94% | 94% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 85% | 86% | 86% |
| 2017 | 84% | 84% | 84% |
| Overall | 85% | 84% | 85% |

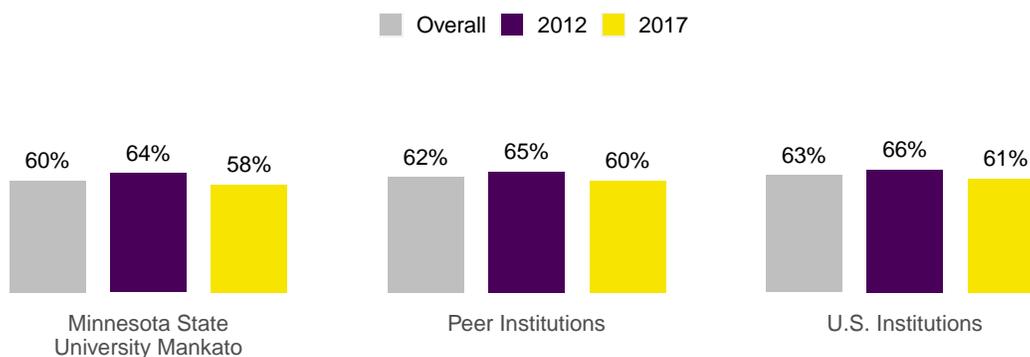
Do you feel that you are underemployed?

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 18% | 21% | 20% |
| 2017 | 25% | 23% | 22% |
| Overall | 22% | 22% | 21% |

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 | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 84% | 84% | 84% |
| 2017 | 81% | 81% | 82% |
| Overall | 82% | 82% | 83% |

I am satisfied with my current career.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 83% | 82% | 84% |
| 2017 | 78% | 80% | 80% |
| Overall | 80% | 81% | 82% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 88% | 85% | 86% |
| 2017 | 84% | 81% | 81% |
| Overall | 86% | 83% | 83% |

I am content with the progression of my career.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 81% | 79% | 80% |
| 2017 | 76% | 77% | 78% |
| Overall | 78% | 78% | 79% |

I have advanced in my career as I had hoped.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 76% | 73% | 73% |
| 2017 | 68% | 69% | 70% |
| Overall | 72% | 71% | 72% |

My salary is enough to pay my bills every month.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 82% | 85% | 85% |
| 2017 | 79% | 78% | 78% |
| Overall | 80% | 81% | 82% |

OTHER CAREER EXPERIENCES ITEMS

I currently own my own business.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 8% | 11% | 10% |
| 2017 | 7% | 7% | 6% |
| Overall | 8% | 9% | 8% |

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

| % selected | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|----------------------------|------|-------------|-------------------|-------------------|
| No impact at all | 2012 | 73% | 70% | 70% |
| | 2017 | 64% | 62% | 62% |
| Temporary furlough | 2012 | 7% | 4% | 4% |
| | 2017 | 12% | 5% | 5% |
| Unemployment | 2012 | 2% | 3% | 3% |
| | 2017 | 3% | 5% | 5% |
| Changed jobs intentionally | 2012 | 7% | 10% | 10% |
| | 2017 | 7% | 12% | 12% |

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

| % selected | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|---------------|------|-------------|-------------------|-------------------|
| 1-2 positions | 2012 | 38% | 28% | 26% |
| | 2017 | 55% | 51% | 49% |
| 3-4 positions | 2012 | 45% | 43% | 43% |
| | 2017 | 38% | 40% | 41% |
| 5-6 positions | 2012 | 13% | 21% | 21% |
| | 2017 | 6% | 8% | 8% |
| 7-9 positions | 2012 | 3% | 6% | 7% |
| | 2017 | 1% | 2% | 2% |
| 10+ positions | 2012 | 1% | 2% | 2% |
| | 2017 | 0% | 0% | 0% |

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

| % selected | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--|------|-------------|-------------------|-------------------|
| High school or earlier | 2012 | 23% | 17% | 16% |
| | 2017 | 25% | 19% | 18% |
| While earning my bachelor's degree | 2012 | 36% | 30% | 29% |
| | 2017 | 35% | 37% | 35% |
| After graduating with my bachelor's degree | 2012 | 29% | 38% | 39% |
| | 2017 | 26% | 28% | 29% |
| Still feel that I am deciding | 2012 | 13% | 15% | 15% |
| | 2017 | 13% | 17% | 17% |

What job level best describes your current role?

| % selected | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|---|------|-------------|-------------------|-------------------|
| Entry level | 2012 | 7% | 5% | 5% |
| | 2017 | 16% | 14% | 14% |
| Intermediate or experienced level | 2012 | 52% | 48% | 48% |
| | 2017 | 57% | 60% | 60% |
| First level management | 2012 | 16% | 15% | 16% |
| | 2017 | 10% | 13% | 13% |
| Middle-level management | 2012 | 17% | 20% | 21% |
| | 2017 | 13% | 9% | 9% |
| Senior, executive, or top-level management & chiefs | 2012 | 8% | 12% | 12% |
| | 2017 | 4% | 4% | 4% |



LEARNING OUTCOMES AND EXPERIENCES

COMPETENCIES

The following charts display average alumni-reported competency scores for your campus compared to peer and 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 | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|----------------------------------|-------------|-------------------|-------------------|
| Adaptability | 83% | 79% | 80% |
| Career & Self-Development | 77% | 67% | 67% |
| Change Management | 56% | 45% | 45% |
| Communication | 90% | 84% | 85% |
| Creativity | 68% | 61% | 62% |
| Critical Thinking | 88% | 90% | 91% |
| Customer Service | 54% | 39% | 39% |
| Decision Making | 84% | 77% | 78% |
| Equity & Inclusion | 66% | 56% | 56% |
| Leadership | 76% | 67% | 68% |
| Negotiation | 46% | 36% | 36% |
| Professionalism | 87% | 79% | 80% |
| Teamwork | 85% | 80% | 80% |
| Technology | 70% | 65% | 62% |

| 2012 (% agree/strongly agree) | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|-------------------------------|-------------|-------------------|-------------------|
| Adaptability | 82% | 78% | 78% |
| Career & Self-Development | 75% | 64% | 65% |
| Change Management | 52% | 42% | 42% |
| Communication | 90% | 85% | 85% |
| Creativity | 70% | 62% | 63% |
| Critical Thinking | 85% | 90% | 90% |
| Customer Service | 56% | 39% | 38% |
| Decision Making | 83% | 76% | 77% |
| Equity & Inclusion | 63% | 54% | 53% |
| Leadership | 75% | 65% | 67% |
| Negotiation | 48% | 35% | 35% |
| Professionalism | 85% | 78% | 79% |
| Teamwork | 85% | 79% | 80% |
| Technology | 73% | 63% | 60% |

| 2017 (% agree/strongly agree) | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|-------------------------------|-------------|-------------------|-------------------|
| Adaptability | 84% | 80% | 81% |
| Career & Self-Development | 78% | 69% | 69% |
| Change Management | 59% | 48% | 48% |
| Communication | 89% | 84% | 85% |
| Creativity | 67% | 60% | 62% |
| Critical Thinking | 89% | 90% | 91% |
| Customer Service | 53% | 39% | 39% |
| Decision Making | 84% | 79% | 80% |
| Equity & Inclusion | 68% | 58% | 59% |
| Leadership | 77% | 68% | 70% |
| Negotiation | 44% | 37% | 37% |
| Professionalism | 89% | 80% | 81% |
| Teamwork | 86% | 80% | 81% |
| Technology | 68% | 67% | 65% |

FROM THE NSSE HIGH IMPACT EDUCATIONAL PRACTICES

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

| Overall (% selected) | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--|-------------|-------------------|-------------------|
| Athletics | 14% | 13% | 16% |
| Campus employment/Graduate assistantship | 24% | 36% | 39% |
| Capstone course(s) and project(s) | 27% | 30% | 34% |
| First-year seminar and experience | 25% | 27% | 34% |
| Greek life | 6% | 15% | 20% |
| Learning communities | 15% | 11% | 11% |
| Project-based learning (inside or outside the classroom) | 23% | 30% | 29% |
| Service learning/Community-based learning | 14% | 18% | 22% |
| Student organizations/Clubs | 55% | 71% | 74% |
| Study abroad/International education | 10% | 22% | 29% |
| Teaching/Teaching assistantship | 11% | 14% | 15% |
| Undergraduate research | 15% | 24% | 26% |

| 2012 (% selected) | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--|-------------|-------------------|-------------------|
| Athletics | 14% | 14% | 18% |
| Campus employment/Graduate assistantship | 29% | 37% | 40% |
| Capstone course(s) and project(s) | 23% | 25% | 30% |
| First-year seminar and experience | 22% | 24% | 31% |
| Greek life | 5% | 14% | 18% |
| Learning communities | 16% | 10% | 10% |
| Project-based learning (inside or outside the classroom) | 23% | 27% | 26% |
| Service learning/Community-based learning | 17% | 20% | 23% |
| Student organizations/Clubs | 56% | 70% | 73% |
| Study abroad/International education | 9% | 21% | 29% |
| Teaching/Teaching assistantship | 12% | 14% | 14% |
| Undergraduate research | 13% | 23% | 24% |

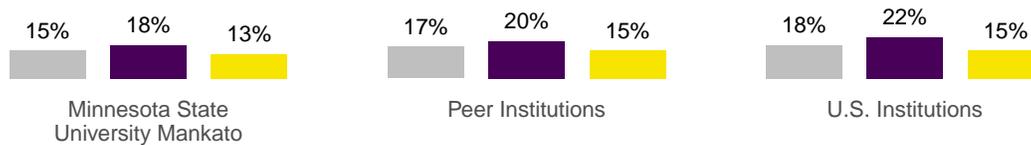
| 2017 (% selected) | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--|-------------|-------------------|-------------------|
| Athletics | 13% | 12% | 15% |
| Campus employment/Graduate assistantship | 20% | 35% | 38% |
| Capstone course(s) and project(s) | 29% | 34% | 37% |
| First-year seminar and experience | 28% | 29% | 37% |
| Greek life | 7% | 16% | 21% |
| Learning communities | 14% | 12% | 12% |
| Project-based learning (inside or outside the classroom) | 23% | 32% | 31% |
| Service learning/Community-based learning | 13% | 17% | 21% |
| Student organizations/Clubs | 54% | 71% | 74% |
| Study abroad/International education | 10% | 22% | 28% |
| Teaching/Teaching assistantship | 10% | 14% | 16% |
| Undergraduate research | 17% | 24% | 26% |

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 | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 65% | 60% | 62% |
| 2017 | 54% | 56% | 57% |
| Overall | 59% | 58% | 59% |

I have received recognition for my community involvement.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 28% | 27% | 27% |
| 2017 | 23% | 24% | 24% |
| Overall | 25% | 25% | 26% |

I regularly donate money to charitable causes.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 50% | 55% | 57% |
| 2017 | 33% | 40% | 42% |
| Overall | 40% | 47% | 49% |

I regularly donate time to charitable causes.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 42% | 42% | 43% |
| 2017 | 29% | 34% | 35% |
| Overall | 35% | 38% | 39% |

I volunteer in my community regularly.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 45% | 40% | 40% |
| 2017 | 32% | 35% | 35% |
| Overall | 38% | 37% | 37% |



RETURN ON INVESTMENT

MOTIVATION FOR DEGREE

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

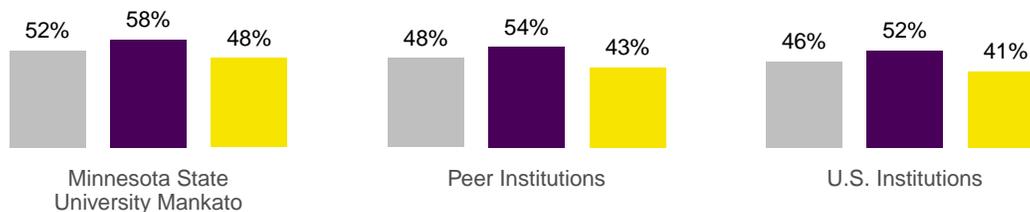
| % selected | | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|-------------------------------------|------|-------------|-------------------|-------------------|
| Financial gain | 2012 | 54% | 42% | 37% |
| | 2017 | 48% | 44% | 41% |
| Career success | 2012 | 62% | 59% | 57% |
| | 2017 | 64% | 61% | 60% |
| Intellectual development | 2012 | 40% | 50% | 54% |
| | 2017 | 38% | 53% | 56% |
| Family expectations | 2012 | 25% | 24% | 24% |
| | 2017 | 21% | 22% | 22% |
| The college experience | 2012 | 22% | 29% | 31% |
| | 2017 | 25% | 24% | 25% |
| Social connections | 2012 | 11% | 5% | 6% |
| | 2017 | 6% | 5% | 6% |
| Peers were attending | 2012 | 7% | 4% | 4% |
| | 2017 | 4% | 3% | 3% |
| Social status as a college graduate | 2012 | 8% | 7% | 7% |
| | 2017 | 8% | 6% | 6% |
| Steppingstone to further education | 2012 | 14% | 20% | 21% |
| | 2017 | 22% | 22% | 22% |
| Required for my career aspirations | 2012 | 42% | 41% | 40% |
| | 2017 | 46% | 43% | 42% |
| Not sure of my aspirations | 2012 | 3% | 6% | 6% |
| | 2017 | 4% | 6% | 6% |

ECONOMIC MOBILITY

Overall Average on Economic Mobility

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

Overall 2012 2017



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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 60% | 54% | 52% |
| 2017 | 47% | 40% | 37% |
| Overall | 52% | 46% | 43% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 73% | 70% | 68% |
| 2017 | 70% | 67% | 64% |
| Overall | 71% | 68% | 66% |

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

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 69% | 64% | 63% |
| 2017 | 63% | 59% | 57% |
| Overall | 65% | 62% | 60% |

STUDENT LOAN DEBT

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

Did you incur debt while you were earning your bachelor's degree?

| % responding "yes" | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--------------------|-------------|-------------------|-------------------|
| 2012 | 73% | 59% | 58% |
| 2017 | 71% | 58% | 57% |
| Overall | 72% | 59% | 58% |

Did anyone other than you incur debt for your bachelor's degree?

| % responding "yes" | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--------------------|-------------|-------------------|-------------------|
| 2012 | 18% | 23% | 24% |
| 2017 | 15% | 19% | 21% |
| Overall | 16% | 21% | 23% |

Are you still paying debt from your bachelor's degree?

| % responding "yes" | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|--------------------|-------------|-------------------|-------------------|
| 2012 | 57% | 54% | 54% |
| 2017 | 76% | 78% | 77% |
| Overall | 68% | 68% | 67% |

My student debt is overwhelming.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 38% | 34% | 35% |
| 2017 | 44% | 44% | 43% |
| Overall | 42% | 40% | 39% |

My bachelor's degree was worth my student loan debt.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 44% | 47% | 47% |
| 2017 | 39% | 42% | 42% |
| Overall | 41% | 44% | 44% |

My student loan debt has been manageable.

| % agree/strongly agree | YOUR CAMPUS | PEER INSTITUTIONS | U.S. INSTITUTIONS |
|------------------------|-------------|-------------------|-------------------|
| 2012 | 54% | 49% | 48% |
| 2017 | 45% | 44% | 44% |
| Overall | 49% | 46% | 46% |



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.

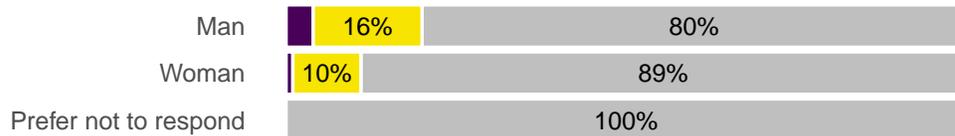
Groups with fewer than five individuals were combined to conduct more robust analyses and to protect the privacy of individuals. If combined groups for a demographic still did not meet the criterion of five responses, the analysis is not included in this report.

HELPFUL CAREER ADVICE BY DEMOGRAPHIC

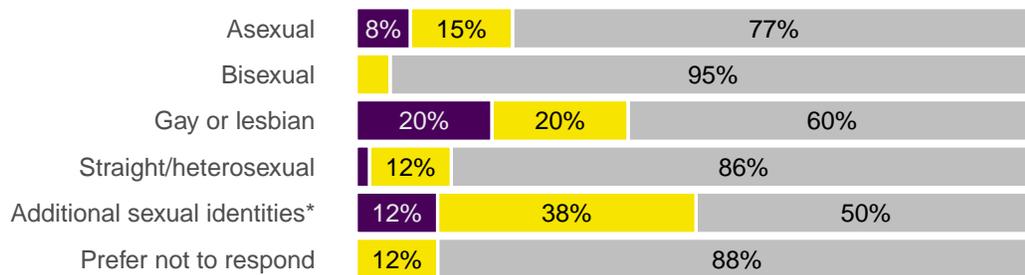
This section shows the distribution of responses to the item, “The career advice I received has been helpful.” Groups with fewer than five responses to this question are combined.

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

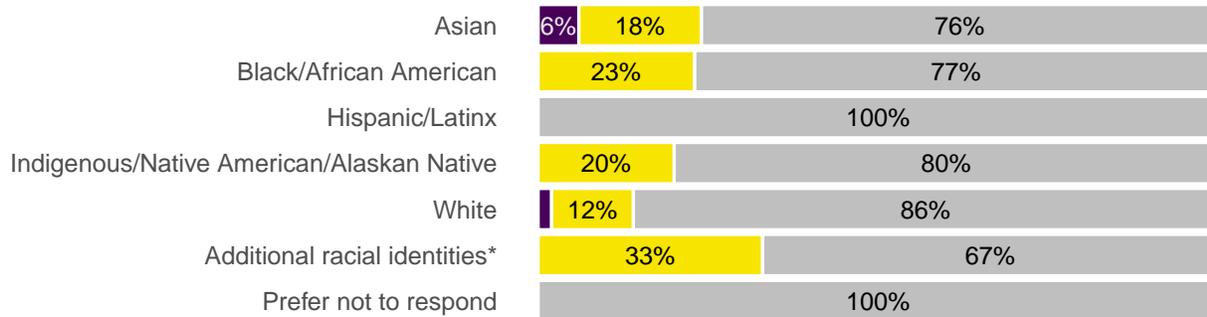
Gender Identity



Sexual Identity



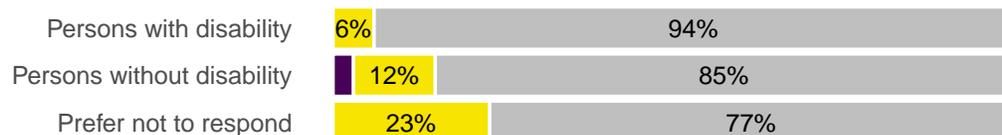
Race



First Generation



Disability

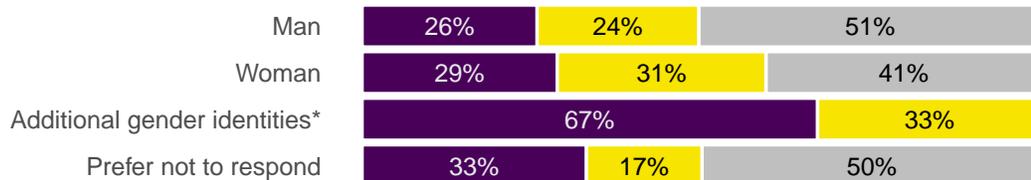


EMPLOYER CONNECTIONS BY DEMOGRAPHIC

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

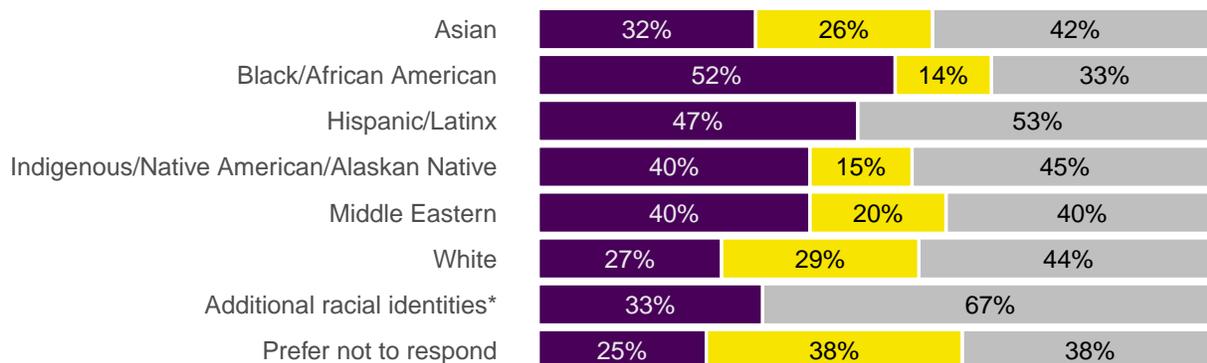
Gender Identity



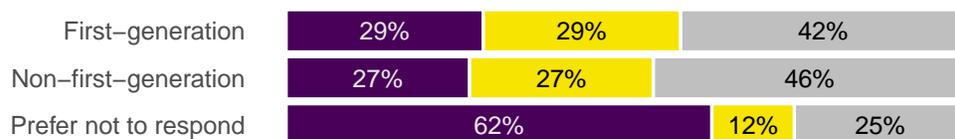
Sexual Identity



Race



First Generation



Disability

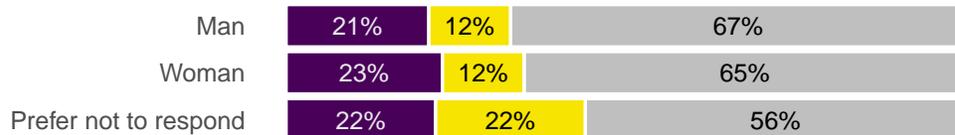
| | | | |
|----------------------------|-----|-----|-----|
| Persons with disability | 32% | 32% | 37% |
| Persons without disability | 28% | 27% | 45% |
| Prefer not to respond | 24% | 29% | 48% |

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

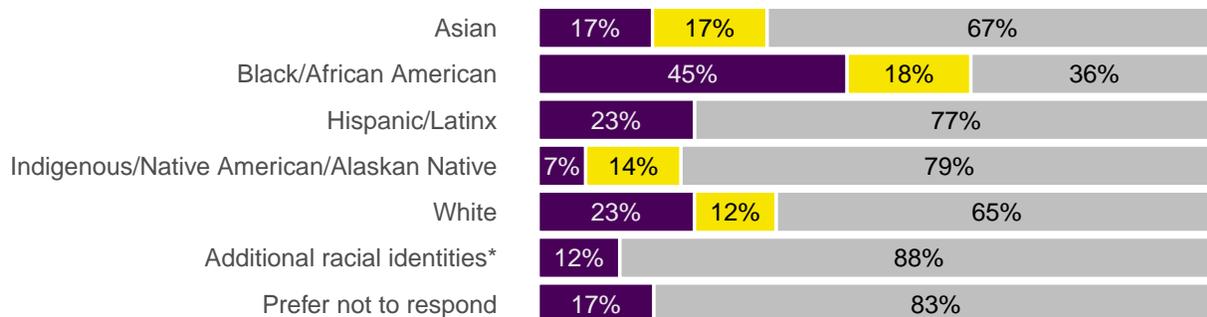
Gender Identity



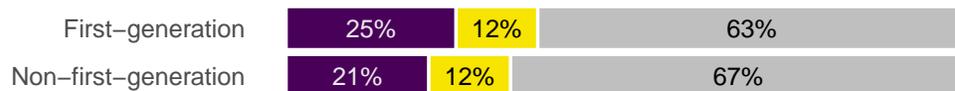
Sexual Identity



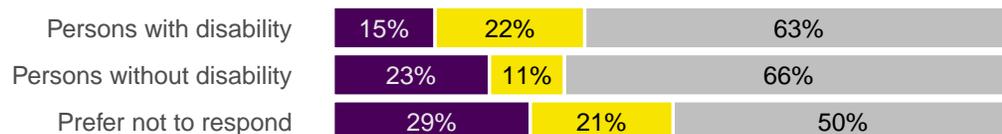
Race



First Generation



Disability

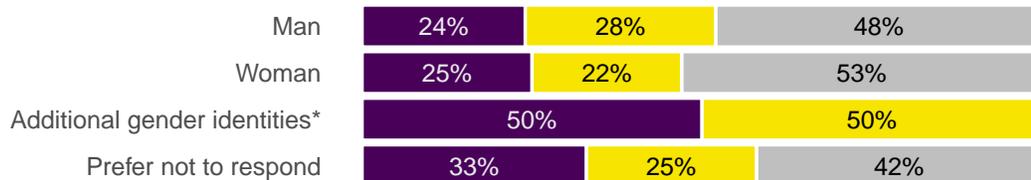


CAREER PLANS BY DEMOGRAPHIC

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.

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

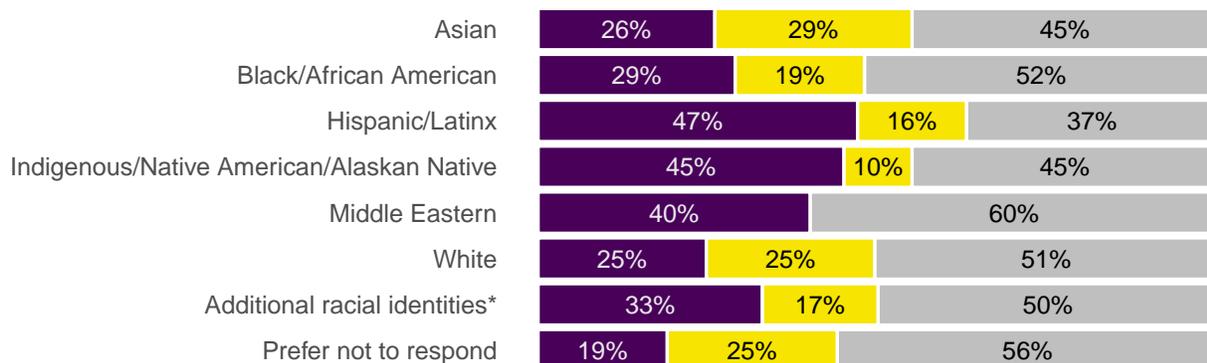
Gender Identity



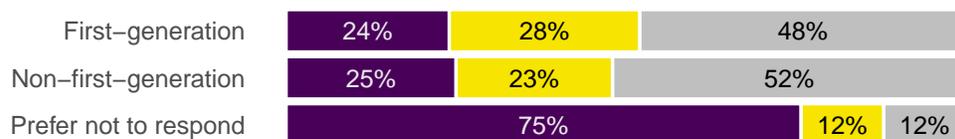
Sexual Identity



Race



First Generation



Disability

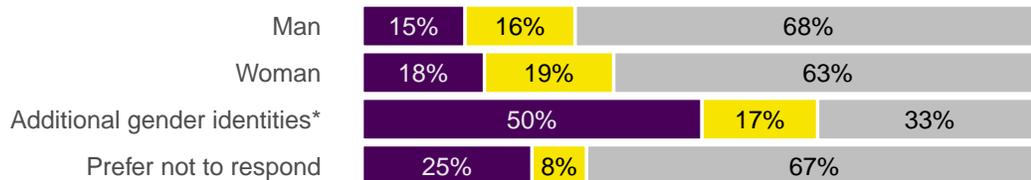
| | | | |
|----------------------------|-----|-----|-----|
| Persons with disability | 29% | 20% | 51% |
| Persons without disability | 25% | 25% | 50% |
| Prefer not to respond | 14% | 29% | 57% |

CAREER OPPORTUNITIES BY DEMOGRAPHIC

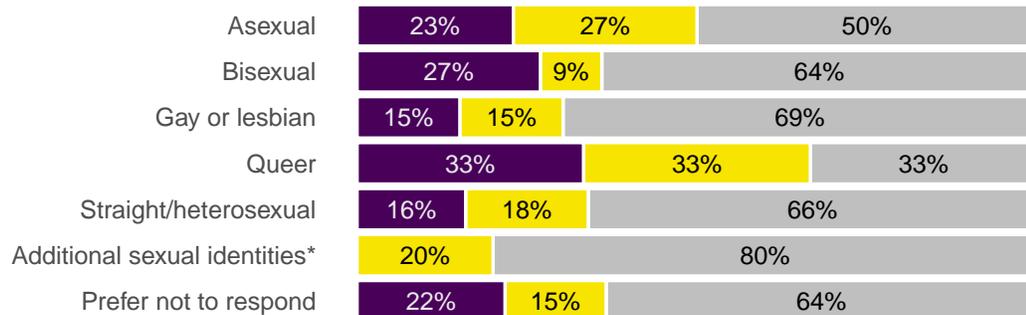
Below is the distribution of alumni responses to the item, “My institution helped me to understand career opportunities.” Categories with fewer than five individuals are combined.

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

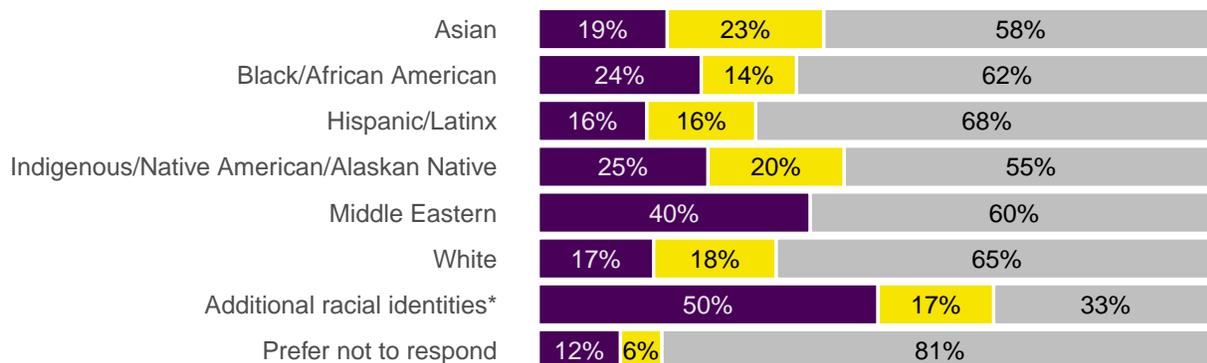
Gender Identity



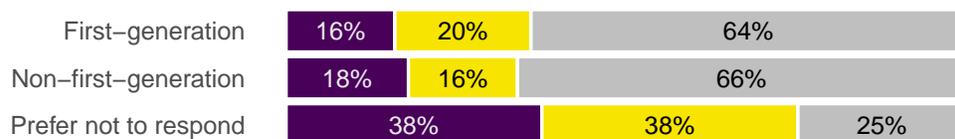
Sexual Identity



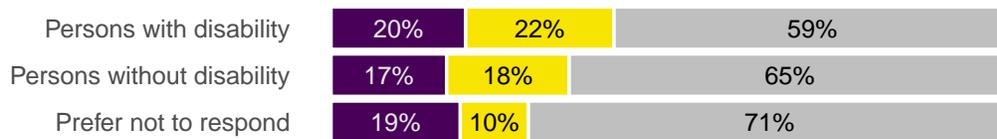
Race



First Generation



Disability

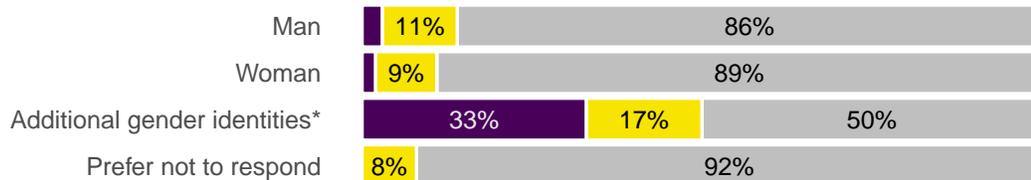


CRITICAL THINKING SKILLS BY DEMOGRAPHIC

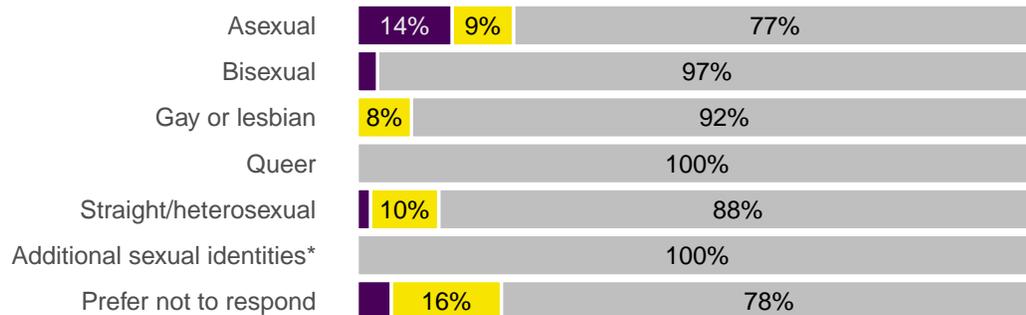
Below is the distribution of alumni responses to the item, “My institution helped me to understand career opportunities.” Categories with fewer than five individuals are combined.

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

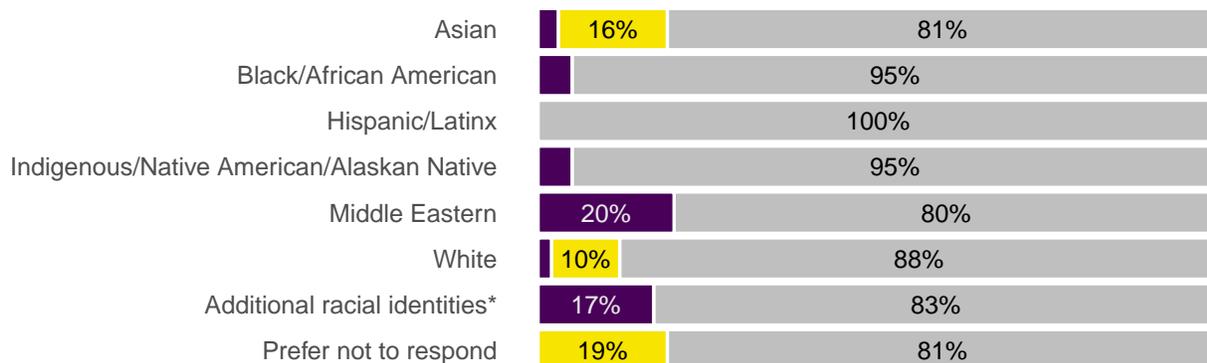
Gender Identity



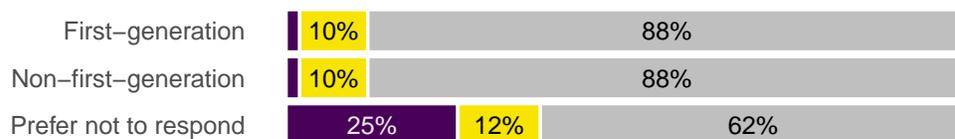
Sexual Identity



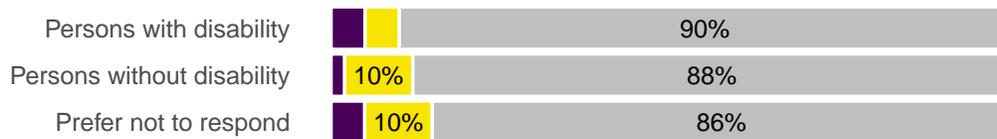
Race



First Generation



Disability



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

- ⇒ 43% 2012
- ⇒ 57% 2017

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

- ⇒ 76% Traditional Age (17-24)
- ⇒ 23% Adult Student (25 or older)
- ⇒ 2% Prefer not to respond

What is your current gender identity?

- ⇒ 0% Agender
- ⇒ 36% Man
- ⇒ 1% Nonbinary/Genderqueer/Genderfluid
- ⇒ 61% Woman
- ⇒ 2% Prefer not to respond

Do you identify as cisgender or transgender?

- ⇒ 89% Cisgender
- ⇒ 0% Transgender
- ⇒ 11% Prefer not to respond

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

- ⇒ 38% Yes
- ⇒ 61% No
- ⇒ 1% Prefer not to respond

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

- ⇒ 5% Asian
- ⇒ 3% Black/African American
- ⇒ 3% Indigenous/Native America/Alaskan Native
- ⇒ 3% Latinx
- ⇒ 1% Middle Eastern
- ⇒ 0% Native Hawaiian/Pacific Islander
- ⇒ 88% White
- ⇒ 1% None of the above
- ⇒ 2% Prefer not to respond

What was your status while earning your bachelor's degree?

- ⇒ 87% In-state student
- ⇒ 4% International student
- ⇒ 9% Out-of-state domestic student

Do you identify as a person with a disability?

- ⇒ 6% Yes
- ⇒ 91% No
- ⇒ 3% Prefer not to respond

What is your sexual identity?

- ⇒ 3% Asexual
- ⇒ 5% Bisexual
- ⇒ 2% Gay or lesbian
- ⇒ 1% Pansexual
- ⇒ 1% Queer
- ⇒ 80% Straight/heterosexual
- ⇒ 0% Another identity not listed here
- ⇒ 8% 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 bachelor's degree, how many years have you lived in the same state where your institution is located?

- ⇒ 9% 1-2 years
- ⇒ 47% 3-5 years
- ⇒ 3% 6-7 years
- ⇒ 30% 8-10 years
- ⇒ 10% I have not lived in that state since graduating



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