

Rich Data: Graduation Exit Survey

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TEXAS A&M UNIVERSITY

COMMERCE

Locally Developed Instrument

- No External Contracts
- Response rate over 60%
- More than 6000 respondents so far
- Dashboard delivery of results

Method

- 45 questions
 - Quantitative, Multiple Choice, Likert scale
 - Qualitative, text-entry

Survey Administration

- 3 Week window to apply for graduation
- Responses are collected for 3 weeks after application window closes
- CITE generates survey invitation for each new person who applies for graduation

Sharing Results

Graduation Exit Survey Results Department of History

Student Motivation

Reasons for pursuing a degree and choosing to remain at Texas A&M University-Commerce.

Student Services

Satisfaction Ratings for University services such as Orientation, The Library, The Counseling Center, or the Campus Bookstore.

Student Programs

Participation in Internships and Research Projects

Academic Experience 1

Overall Academic Experience

Academic Experience 2

Student experience with peers and faculty in their major.

Future Plans

Student work/school status and self-reported intentions as of graduation.

Advising 1

Sources of advising and Advising in Major or College.

Advising 2

Success Coaches and Unofficial Faculty advising.

Skills

Marketable Skills self-evaluation.

Student Employment

Student SCH and hours worked while enrolled.

Employment 1

Type of Employment as of Graduation

Employment 2

Employers, Job Titles, Job Requirements, Location, and Salary Information as of Graduation.

Current Year Marketable Skills

From your perspective, in relation to the degree you earned at A&M-Commerce, please rank the level of importance of the following skills:

QUESTION	Least Important (1)	Less Important(2)	Medium Important(3)	Most Important(4)	Total Responses	Mean
Critical Thinking/Problem Solving	4	12	80	619	715	3.84
Professionalism/ Work Ethic	14	65	203	405	687	3.45
Personal Responsibility	12	72	221	383	688	3.42
Writing Communication	23	63	243	363	692	3.37
Oral Communication	34	71	224	358	687	3.32
Leadership	33	89	225	333	680	3.26
Ethical and Social Responsibility	28	107	228	318	681	3.23

Please rate how well you can ARTICULATE your skill level to an employer in each area:

Question	Poor	Fair	Good	Very Good	Excellent	Total Responses	Mean	Percent Very Good or Excellent
Professionalism/ Work Ethic	4	16	190	296	341	847	4.13	75.21%
Personal Responsibility	4	15	203	300	326	848	4.10	73.82%
Teamwork/ Collaboration	3	27	220	301	295	846	4.01	70.45%
Ethical and Social Responsibility	1	18	242	311	276	848	3.99	69.22%
Critical Thinking/Problem Solving skills	1	27	250	331	246	855	3.93	67.49%
Leadership	6	35	245	302	259	847	3.91	66.23%
Discipline Specific Knowledge	0	32	272	329	217	850	3.86	64.24%
Writing Communication skills	0	34	288	304	227	853	3.85	62.25%
Oral Communication skills	3	46	263	316	224	852	3.84	63.38%
Career Management	4	44	275	311	214	848	3.81	61.91%
Integration of Broad Knowledge	2	46	297	322	181	848	3.75	59.32%

In the space provided below, please list the skills you feel most confident about and provide examples of how you might communicate that confidence to an employer:

All Responses

At this moment, I would have to say that I feel most confident in skills regarding professionalism/work ethic and digital technology. Completing the master's program has helped me to develop and strengthen these skills throughout the program. Being a single parent, I had to manage my time to support my children physically, emotionally, and spiritually, fulfill my duties at work, all while trying to complete my master's degree. My children are in sports and have progressed to compete at state for different events, which has also required me to travel numerous times throughout the year. During the course of pursuing my master's, I did not have internet at home and stayed long hours at work completing assignments. Many weekends I would stay at work until 2 a.m. During the summer I practically lived at work, trying to do my best in completing my assignments to meet my instructors expectations and go beyond if possible. I have also learned writing communication skills in completing assignments. In order to demonstrate what I had learned, I had to explain and provide examples of how I would apply the new knowledge in my classroom. The courses I have taken have also given me confidence in understanding globalization and cultural diversity and to recognize it. In this day and age, there is much more diversity in our classrooms. As educators we need to provide and equal learning opportunity for all students regardless of their culture. In order to do so, educators need to work as a team and collaborate often to help our students succeed.

Communicating hard skills (e.g. discipline specific knowledge) is much easier than soft skills(e.g. leadership).

Critical Thinking/Problem Solving skills are the most important, and I need to be able to express my ideas through my written and spoken words. I would communicate those skills through my teaching and research demonstrations.

Critical thinking, personal responsibility, Discipline Specific Knowledge, Teamwork/ Collaboration, Globalization and Cultural Diversity and Professionalism/ Work Ethic

Critical thinking/Problem Solving (pushing past obstacles), teamwork/collaboration (stress the importance of team building and in-services for in house development).

Critical thinking/excellent problem solving skills

Critical thinking/problem solving - out-of-the box thinking presented either verbally in brainstorming sessions or in written proposals

Digital Technology, Work ethic, and empirical skills. Through the proven results and improved skills after completing this program.

Digital Technology: I would communicate it by showing a portfolio of how I use technology in the classroom.

Discipline specific knowledge. Point to the classes I took as part of the curriculum.

Ethical and Social Responsibility-active in church, childrens and community activities, volunteer services

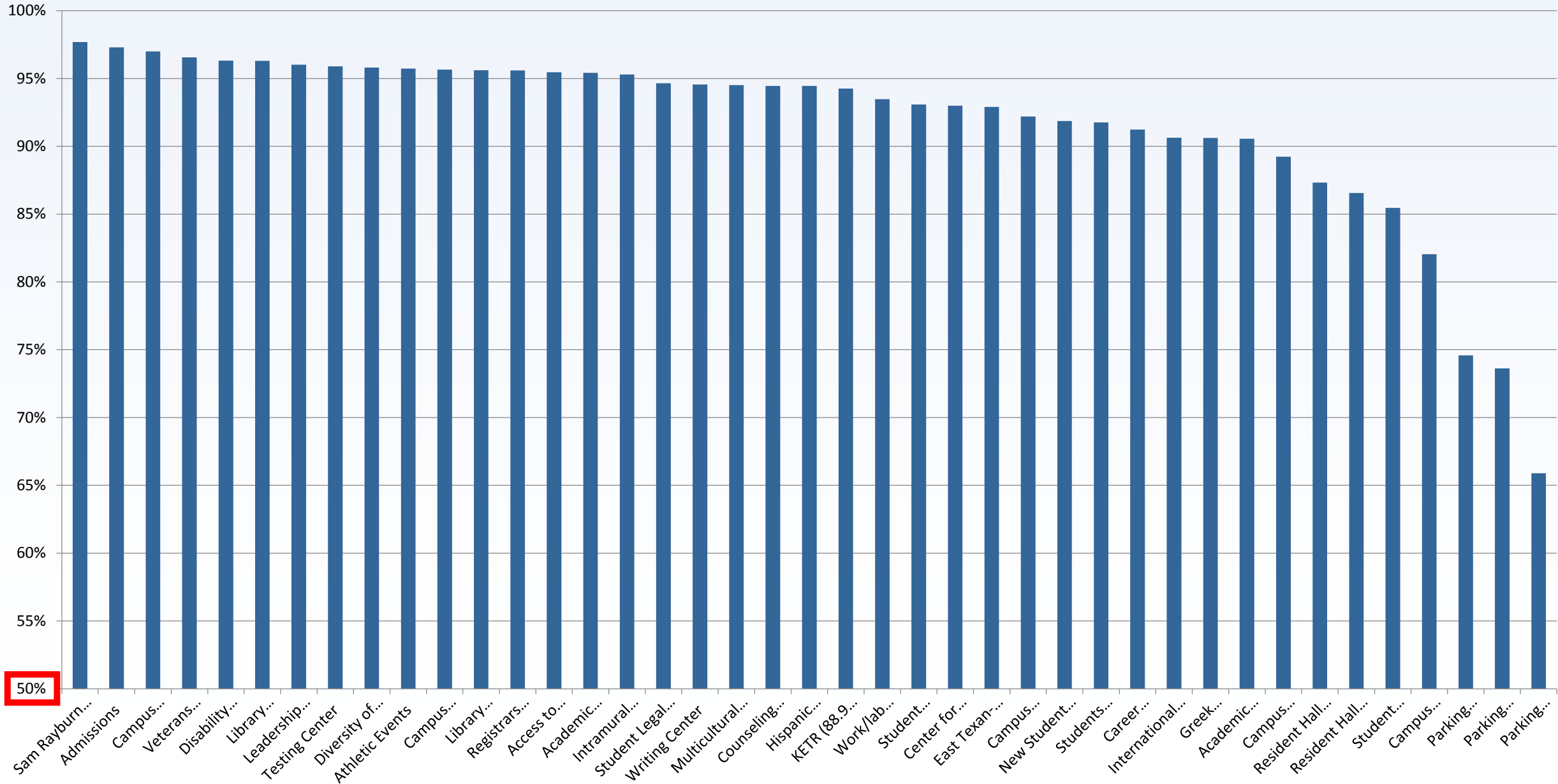
Finance knowledge

Hardwork and dedication are essential in any position. I believe if you work hard enough you will do a good job and excel. During that process you will make mistakes and you'll have to be able to accept feedback from others. You should also show high ethics and morals in every task you complete.

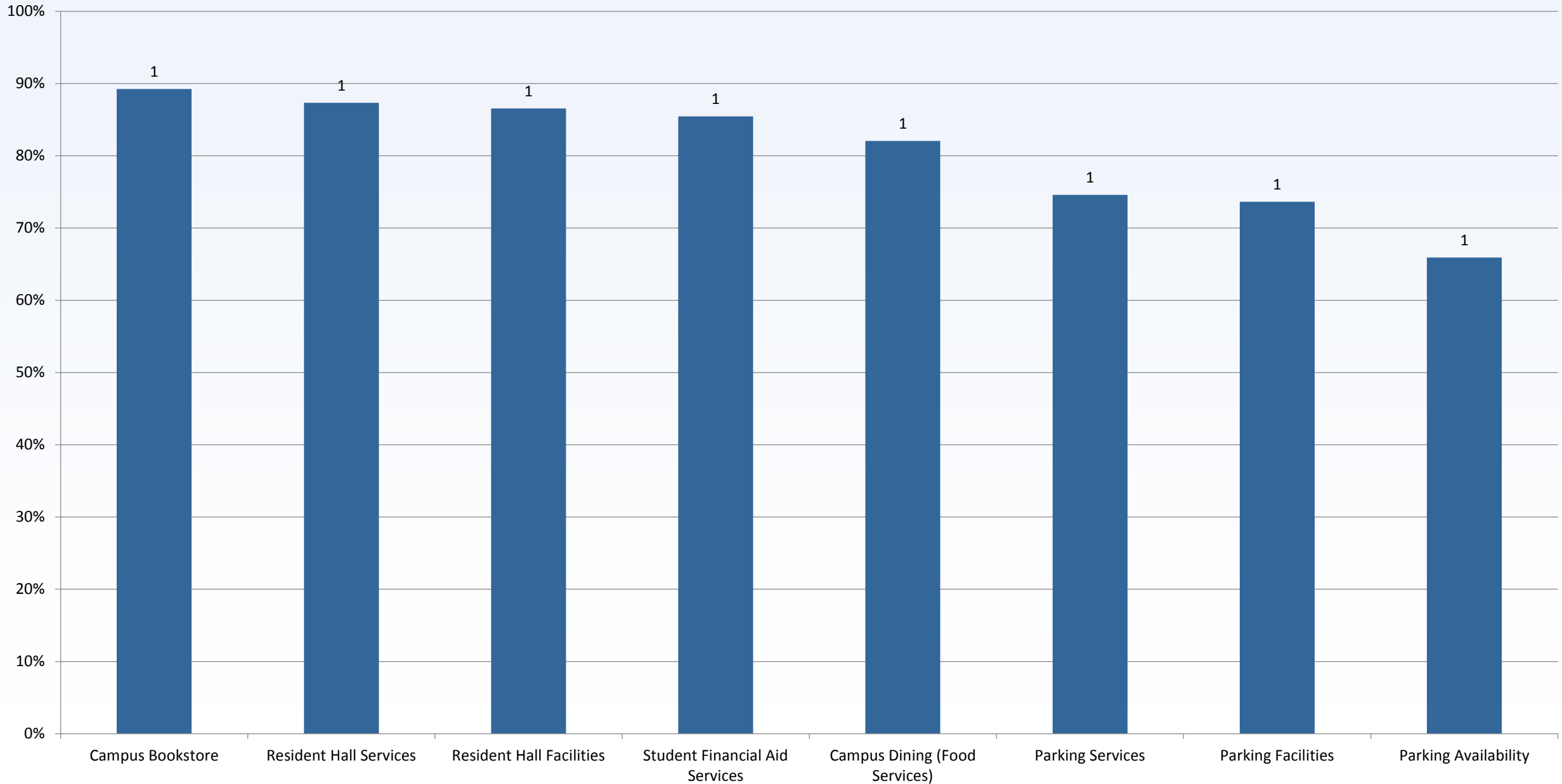
Topics Surveyed

- General Questions
 - Why did you pursue a degree?
 - Why did you choose/stay with TAMUC?
- Employment Information
- Academic experience
 - Personal feeling about academic program, such as educational experience, sense of community, intellectual challenge.
 - Experience with students and faculty in the major.
- Student Services
- Advising and Success Coaches
- Student perception of debt
- Filter by standard demographics, majors, and departments.

**Please tell us about your level of satisfaction with the following A&M-Commerce services:
Percent who responded "Satisfied" of "Very Satisfied"**



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Percent who responded “Satisfied” of “Very Satisfied”***





Current Year Marketable Skills

Critical Thinking/Problem Solving - creative thinking, innovation, inquiry, analysis, evaluation, and synthesis of information.

Writing Communication - effective development, interpretation, and expression of ideas through written communication.

Oral Communication - effective development, interpretation, and expression of ideas through oral and visual communication.

Empirical and Quantitative Skills - the manipulation and analysis of numerical data or observable facts in informed conclusions.

Personal Responsibility - the ability to connect choices, actions, and consequences to ethical decision-making.

Ethical and Social Responsibility - intercultural competence, knowledge of civic responsibility, the ability to engage effectively in regional, national, and global communities and the ability to identify and analyze social and ethical challenges, including possible resolutions.

Discipline Specific Knowledge - mastery of the depth of knowledge required for my degree program.

Integration of Broad Knowledge - synthesize knowledge from general and specialized studies.

Globalization and Cultural Diversity - articulate the interconnectedness of diverse peoples in the global environment.

Teamwork/Collaboration - the ability to work within a team structure; to negotiate and manage conflict.

Digital Technology - leverage existing and emerging digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals.

Leadership - leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others.

Professionalism/ Work Ethic - demonstrate personal accountability and effective work habits.

Career Management - identify and articulate skills, strengths, knowledge, and experiences relevant to the position desired and career goals, and identify areas necessary for professional growth.

<http://www.naceweb.org/career-readiness/competencies/career-readiness-defined/>

Reference: THECB, NACE

Hiring managers perception of recent graduates' preparedness on key learning outcomes vs. graduates' self-assessment.

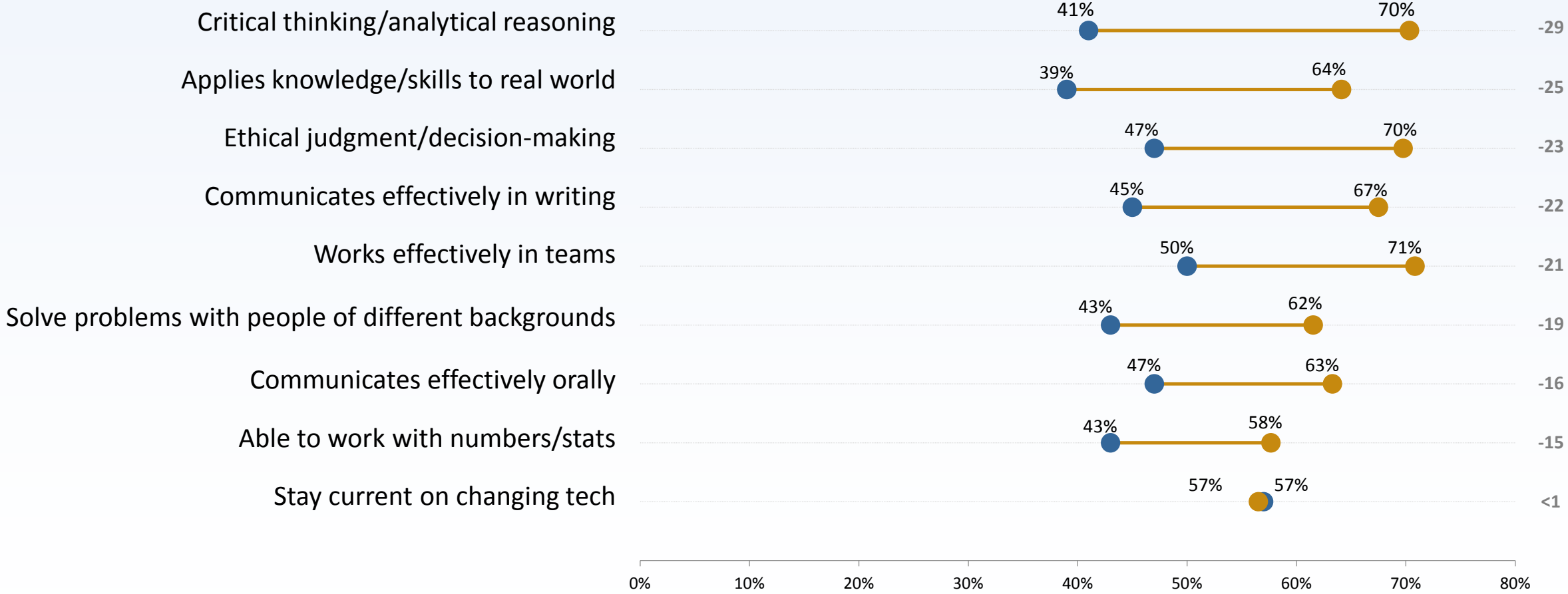
● Hiring Managers that rate recent college grads well prepared (8/10 or better)



● Texas A&M University-Commerce students that rank their skills "Very Good" or "Excellent"



Perception Gap



Accessing Graduation Exit Survey Data

- University-wide GES results are published publicly on the Institutional Research website.
- Detailed GES data is kept behind security because of the sensitive nature of student-provided text entries.
- For academic departments and colleges each department head and dean may gain direct access to GES results for students with majors under their respective areas of responsibility. For access, contact IR.
- For administrative units, please review the university-wide data available on our website and contact IR if you have any questions or requests for more specific information.

Visit TAMUC.edu/IER

The screenshot shows the homepage of the Institutional Effectiveness and Research (IER) department at Texas A&M University-Commerce. The header features the university logo and a navigation menu with links to About Us, Admissions, Academics, Graduate School, Research, Resources, Athletics, and Campus Life. A search icon is also present. The main banner area includes a navigation menu with 'INTERACTIVE AND ACCESSIBLE' and 'INTERACTIVE DASHBOARD' (with a right arrow), a central image of 3D bar and pie charts, and a play button icon. Below the banner is a breadcrumb trail: 'Home > Institutional Effectiveness and Research'. The main content area is divided into three columns. The left column contains the department name 'INSTITUTIONAL EFFECTIVENESS AND RESEARCH' and a list of links: 'Institutional Effectiveness and Research', 'Our Mission', 'IER Events', and 'WebFOCUS Reporting Committee'. The middle column features a large heading 'WELCOME TO THE DEPARTMENT OF INSTITUTIONAL EFFECTIVENESS AND RESEARCH' and the department logo with the text 'Institutional Effectiveness and Research' and 'A&M-COMMERCE'. The right column has a 'Hot Topics in IER' section with a dropdown arrow, containing a red-bordered link 'Access Dashboards', and two other links: 'How to access the Dashboards (PDF)' and 'How to access the Dashboards (Video)'.

TEXAS A&M UNIVERSITY
COMMERCE

About Us Admissions Academics Graduate School Research Resources Athletics Campus Life

INTERACTIVE AND ACCESSIBLE

INTERACTIVE DASHBOARD

Home > Institutional Effectiveness and Research

INSTITUTIONAL EFFECTIVENESS AND RESEARCH

Institutional Effectiveness and Research

Our Mission

IER Events

WebFOCUS Reporting Committee

WELCOME TO THE DEPARTMENT OF INSTITUTIONAL EFFECTIVENESS AND RESEARCH

Institutional Effectiveness and Research
A&M-COMMERCE

Hot Topics in IER

Access Dashboards

How to access the Dashboards (PDF)

How to access the Dashboards (Video)



Graduation Exit Survey

LACEY HENDERSON – DIRECTOR OF CAREER DEVELOPMENT

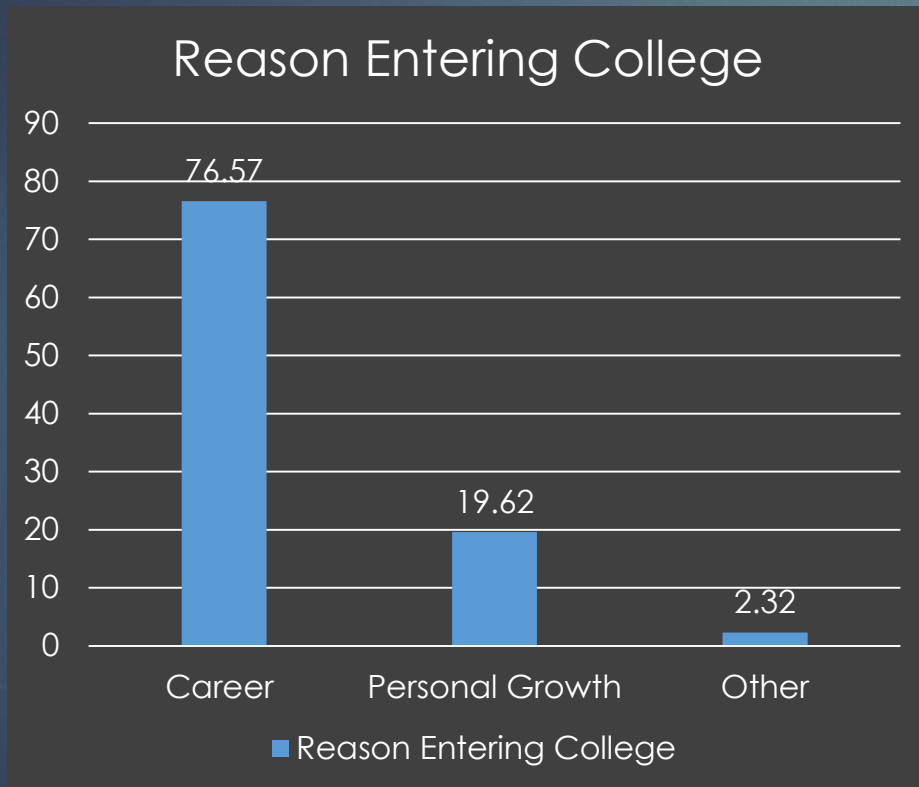
Use of data from GES

Graduation Exit Survey Spring 2018

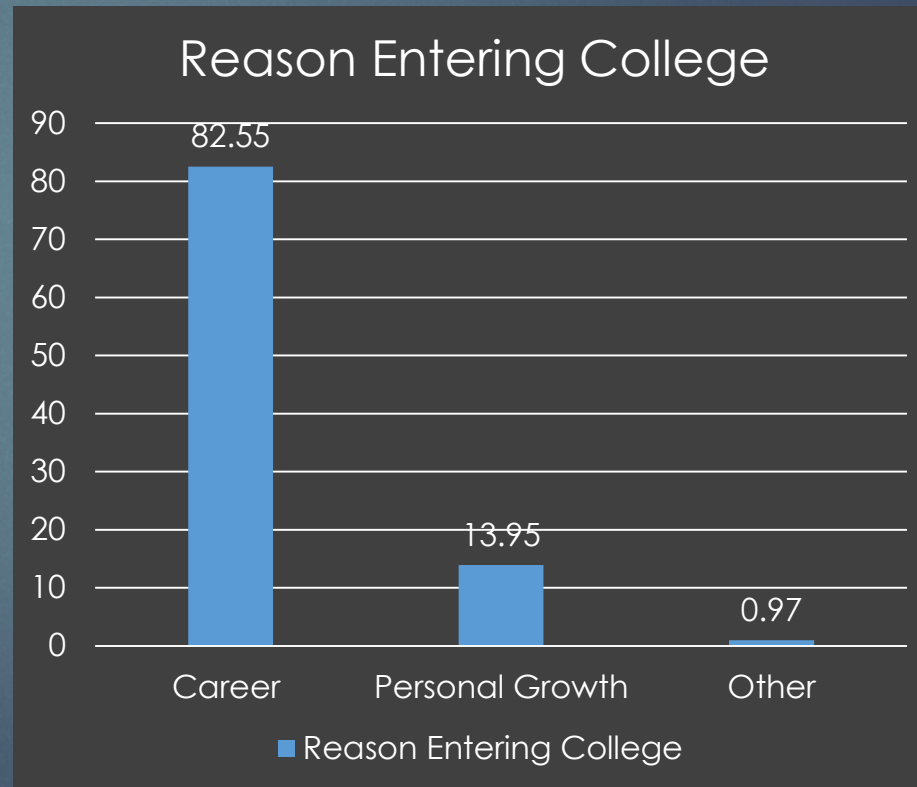
- ▶ A Total of 736 undergrad students out of 842 completed - 87%
- ▶ A Total of 517 graduate students out of 609 completed - 85%

What is the most important reason for student's pursuing a degree?

Undergraduate (%)

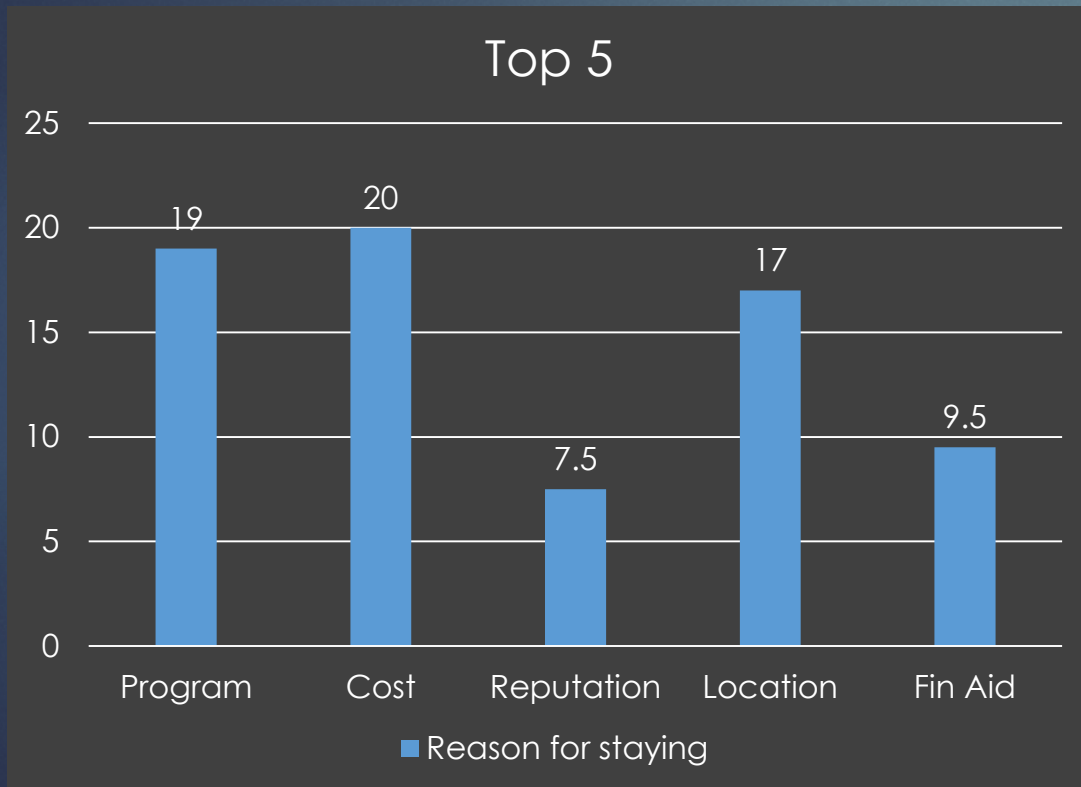


Graduate (%)

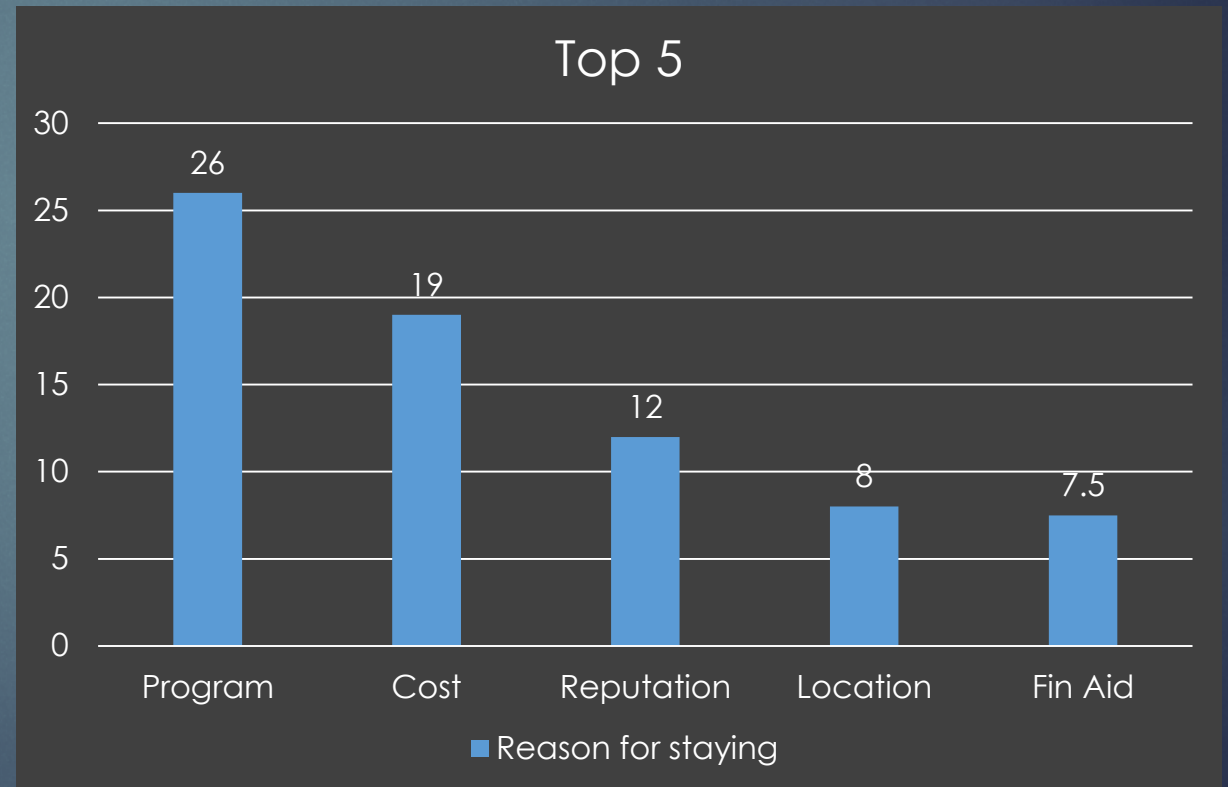


What are the 5 most important reasons for staying at A&M Commerce?

Undergraduate (%)

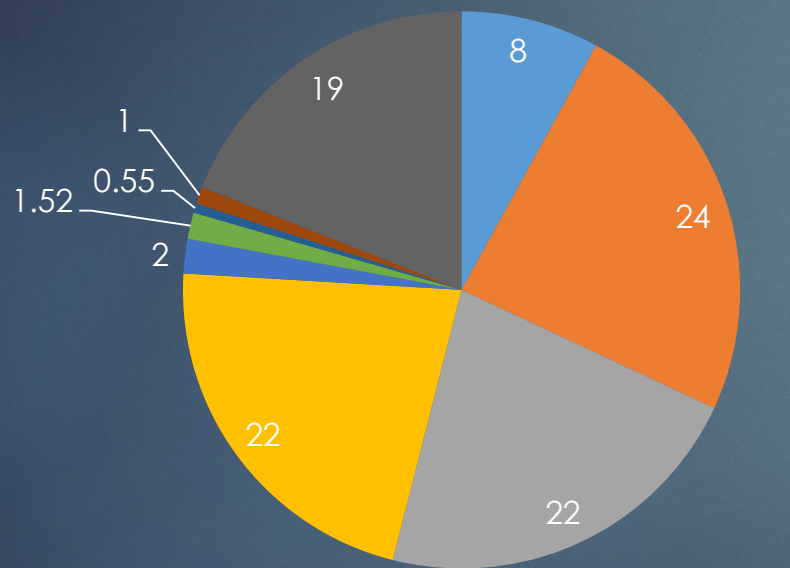


Graduate (%)



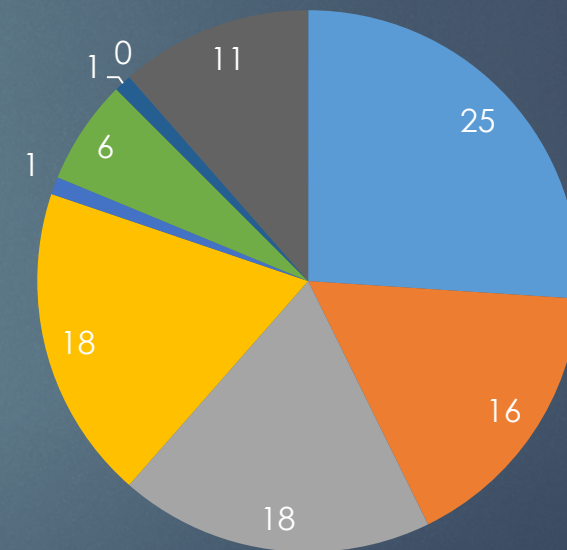
What is the student's intent after graduating?

Undergraduate (%)



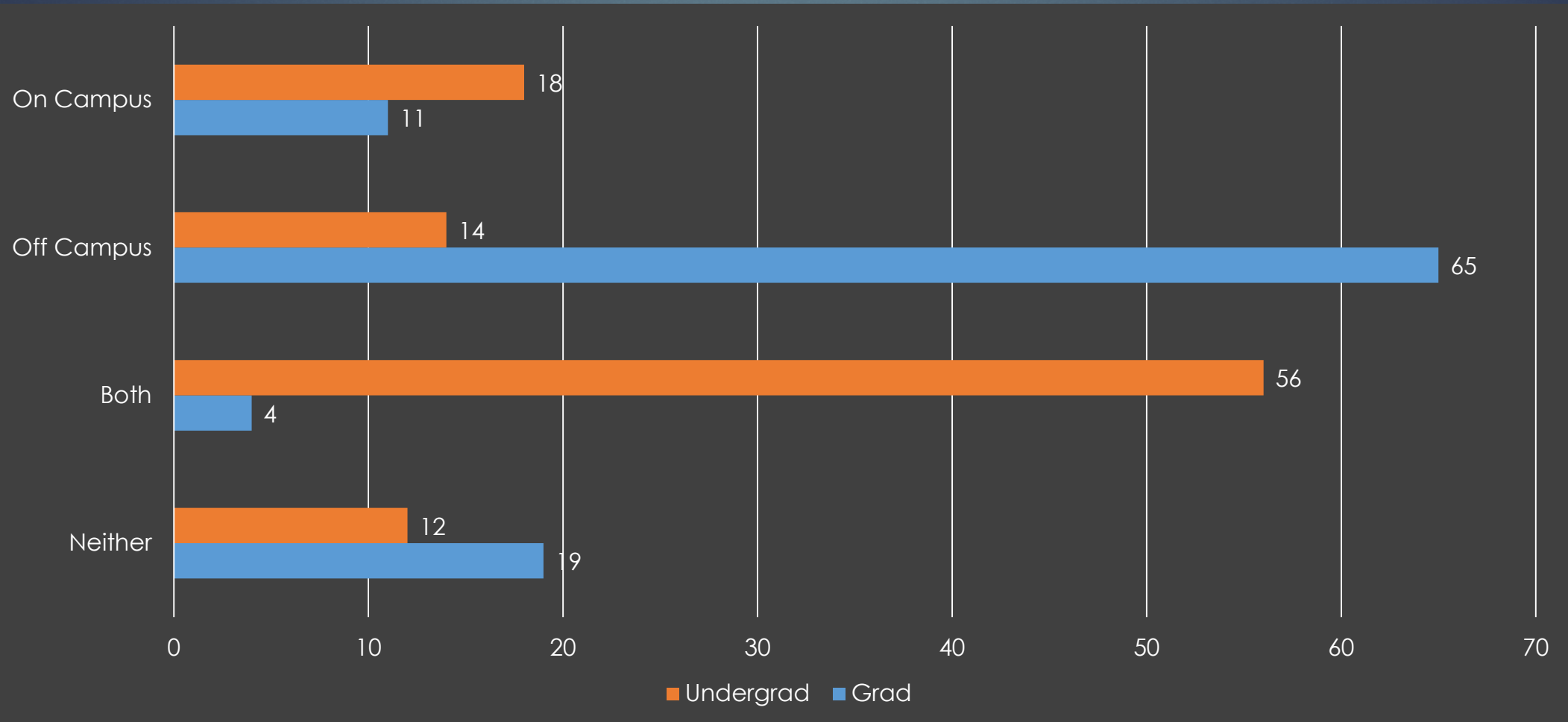
- Current job
- Start new Job
- Interview
- Begin looking
- Volunteer
- Undergrad
- Family
- Military
- Graduate

Graduate (%)

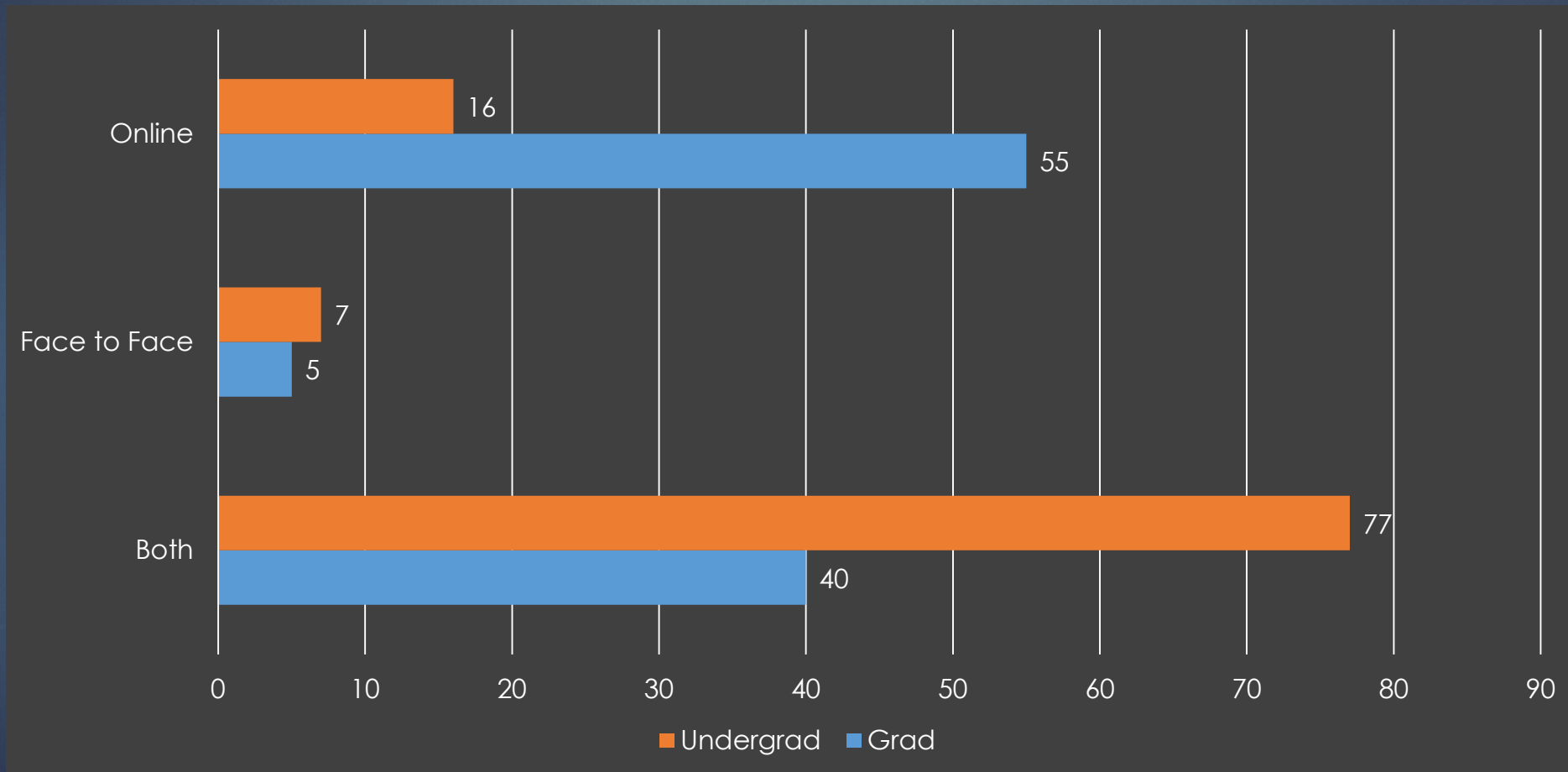


- Current job
- Start new Job
- Interview
- Begin looking
- Volunteer
- Graduate
- Family
- Military
- Doctor

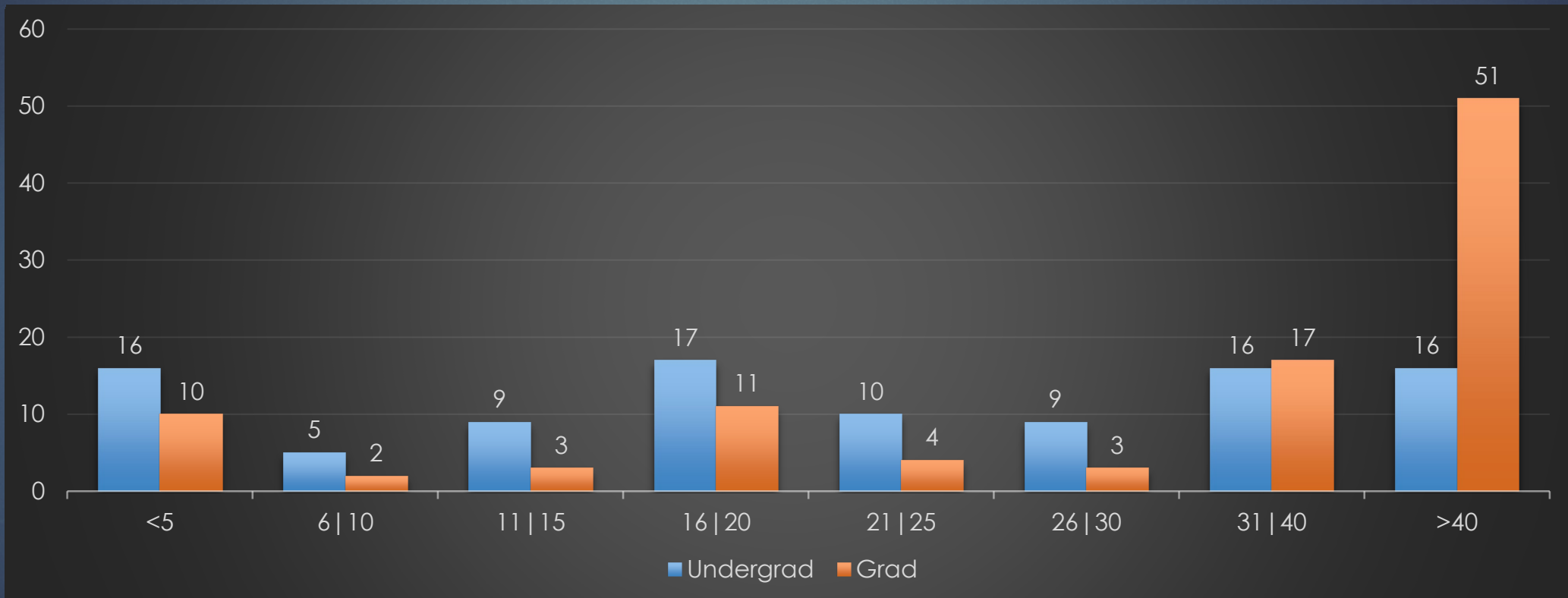
While enrolled at A&M Commerce students worked:



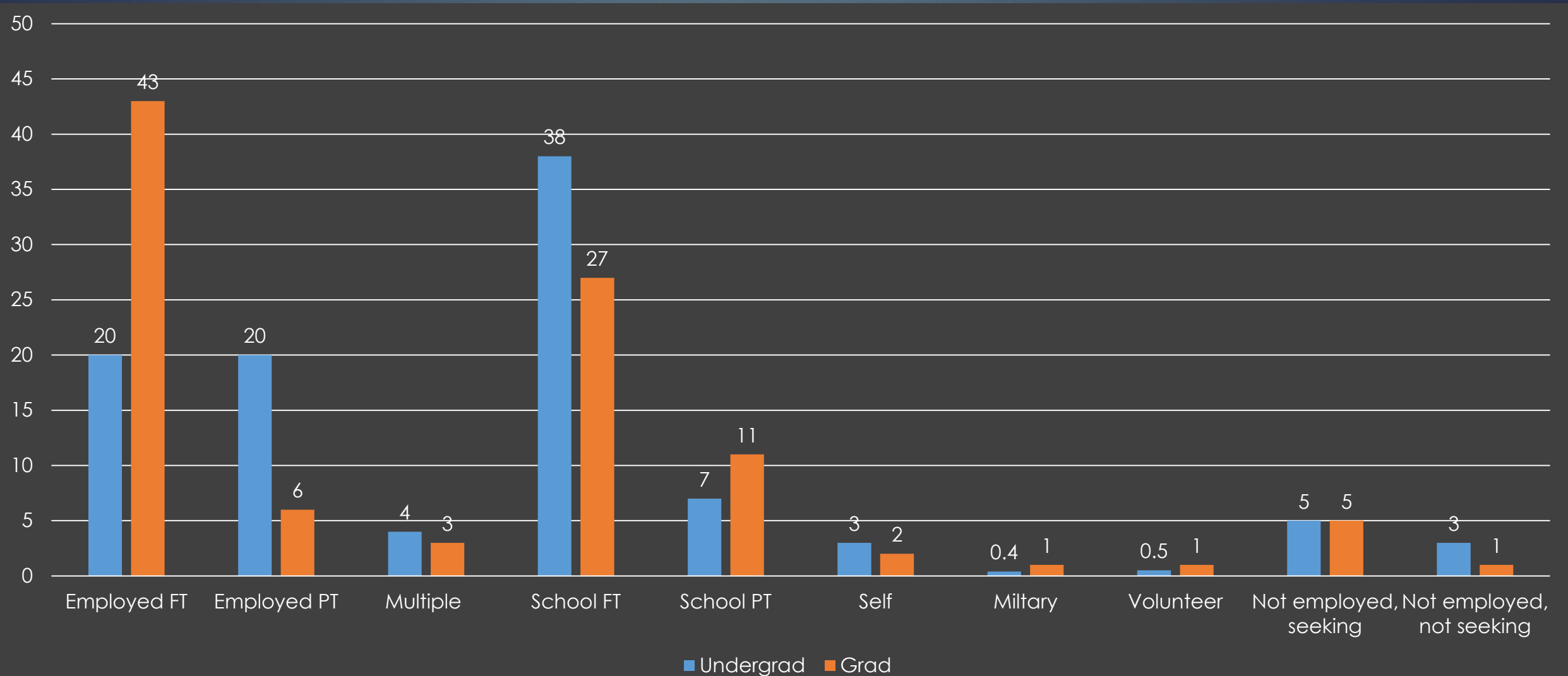
While enrolled at A&M Commerce students were in enrolled in:



While enrolled at A&M Commerce students worked:

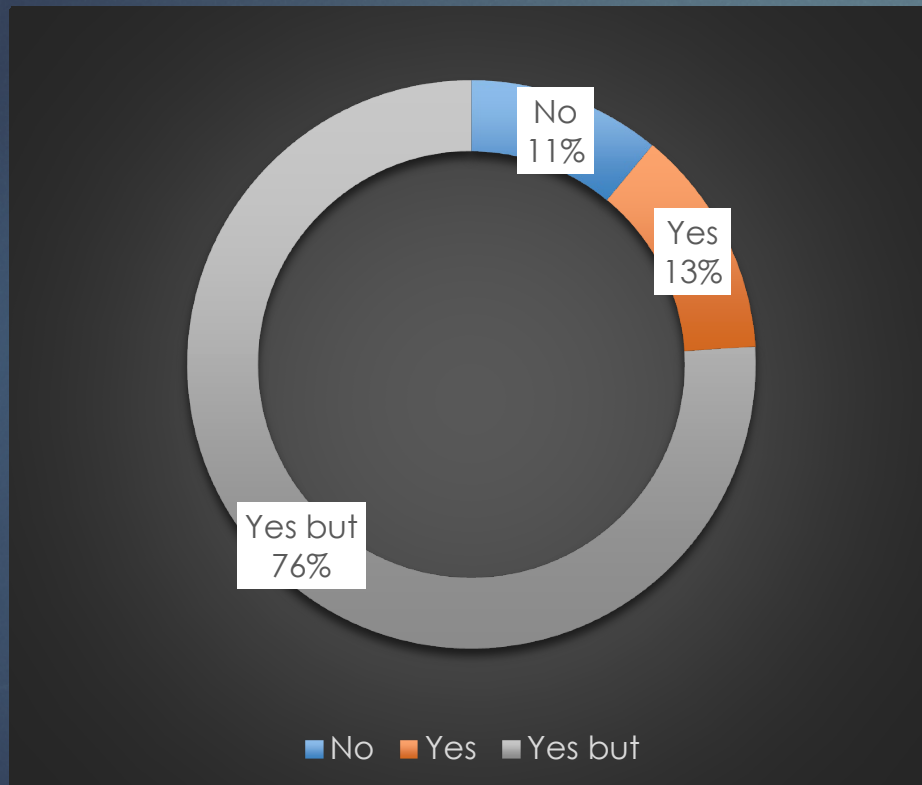


Current Situation of Student

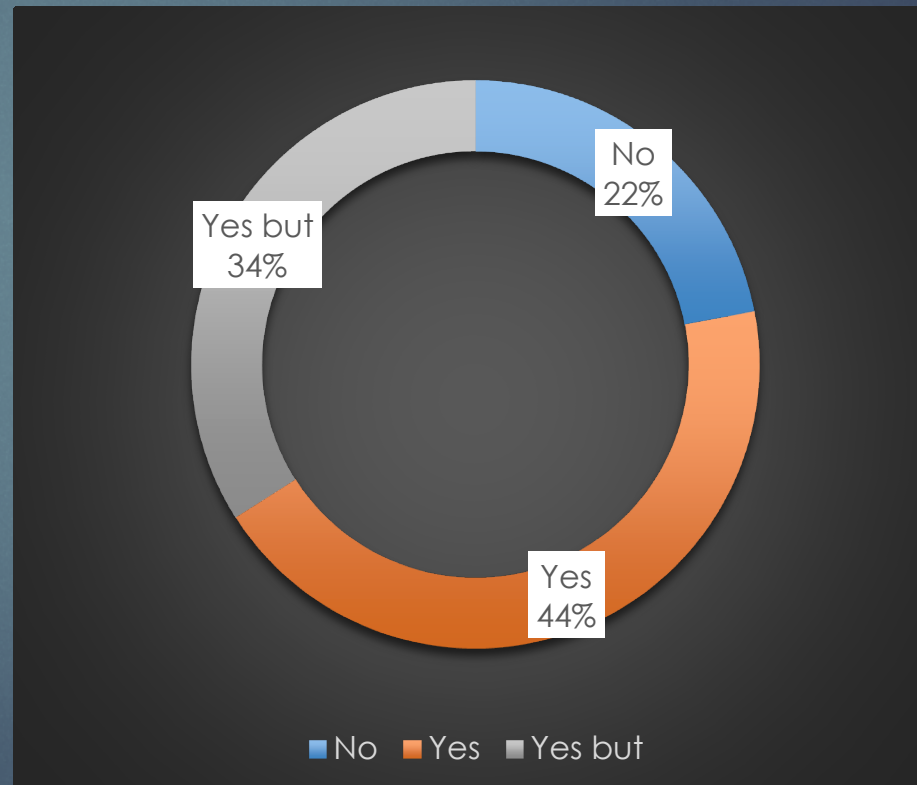


Current position requires degree in students field of study?

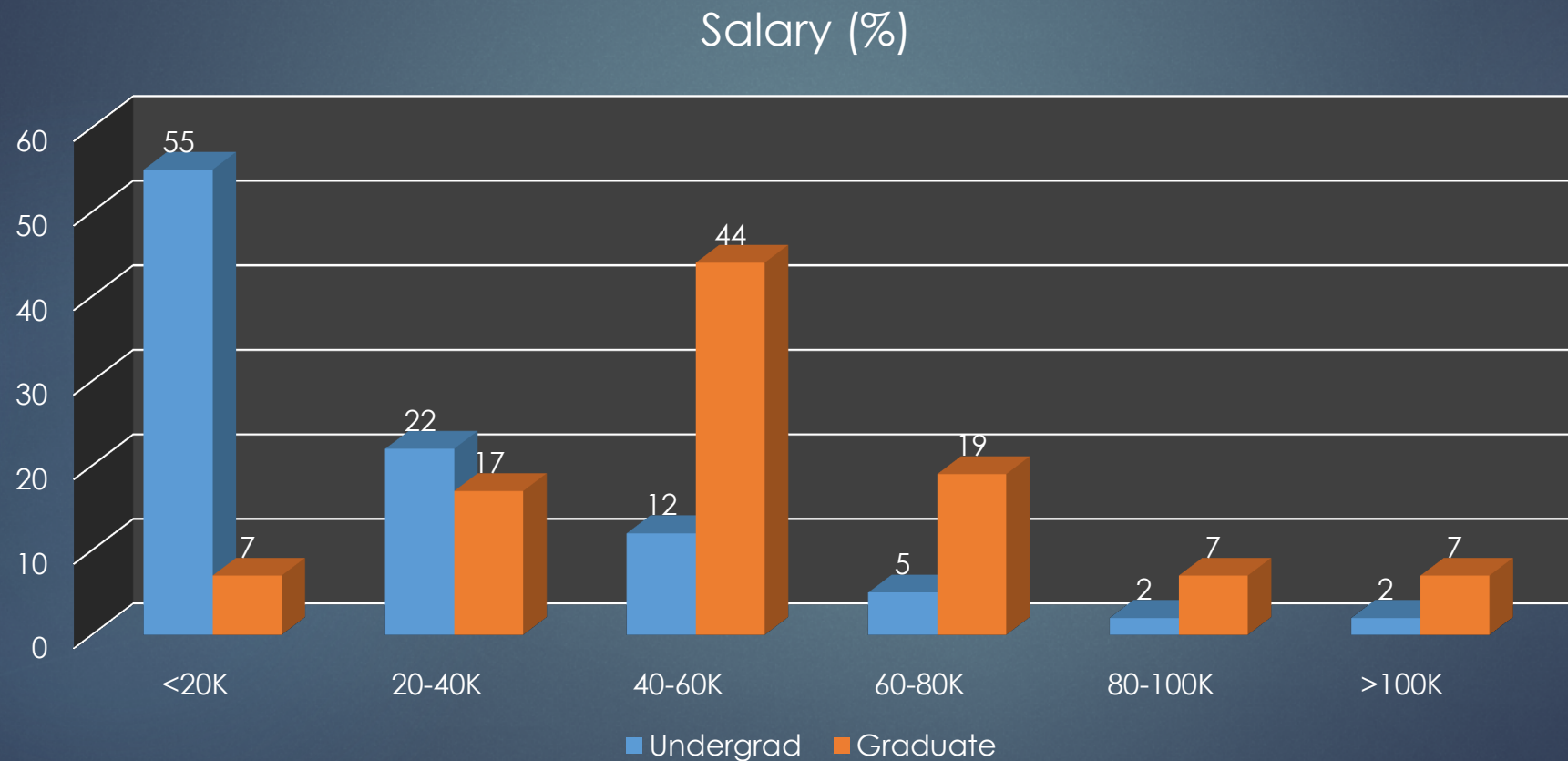
Undergraduate



Graduate



Annual Salary of new/current position:



In closing...Use of data from GES

- ▶ Promoting Departments
- ▶ Answering questions for prospective students
- ▶ Make decisions on direction of department/Programs:
 - ▶ Student Intent
 - ▶ Student Workload
 - ▶ Student Responsibility level
 - ▶ Student Experience
 - ▶ Student Satisfaction on programs and services