Alumni Survey 2023

Institutional Effectiveness Office

Overview

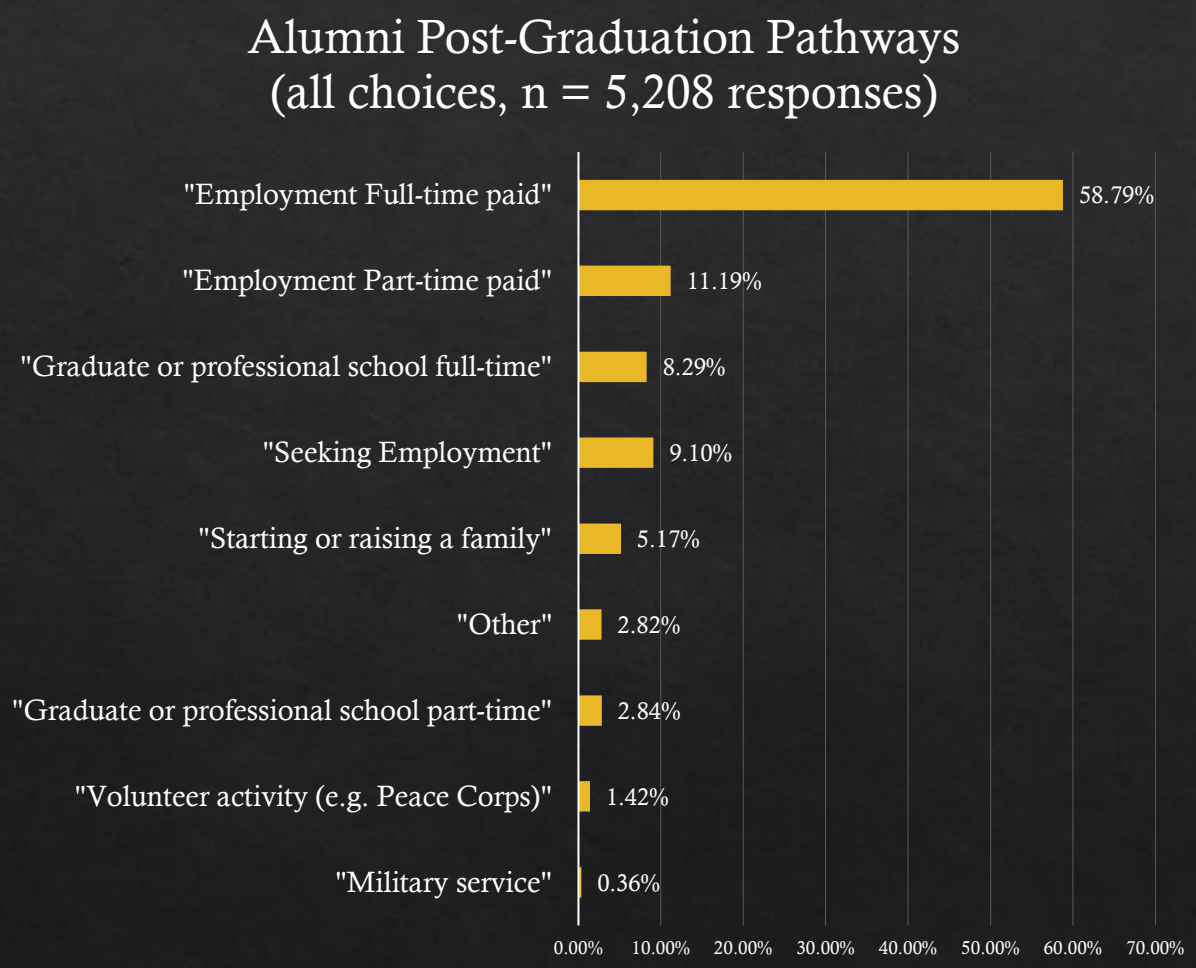
- A total of 68,290 alumni emails sent in Fall 2023 (December 2023 through January 2024)
  - 5,255 started the survey while 4,689 completed the survey (~8% response rate overall and ~89% completion rate)
  - Alumni's consisted of Class of 2002 through 2023.
- Survey breakdown
  - Section A: First section asks about alumni pathways after graduation
  - Section B: Second section asks about the organization that employed alumni are working for, income, employment location, etc.
  - Section C: Third section asks about their undergraduate experience
  - Section D: Fourth section asks about their career satisfaction and job market preparation while at Cal State LA
  - Section E: Fifth section asks about their pursuit of additional education and education-related debt
  - Section F: Sixth section is open-ended questions about their experience at Cal State LA and any suggestions for improvements
- Incentives were offered to the survey takers with $1000 in gift cards total

Section A:

Alumni pathways after graduation

Section A: “What is your primary activity at this time (mark all that apply)?”

- 84.97% had selected only one option from all the available choices



- Those who have chosen <u>two or more options</u>:
  - Most selected was full-time work along with starting or raising a family
  - Second most selected was full-time work along with Graduate or professional school full-time
  - Third most selected was part-time work along with Seeking Employment

Section A: Current Employer Type

If you are currently employed, in what type of organization or sector do you work (mark one)?
(n = 3,559)



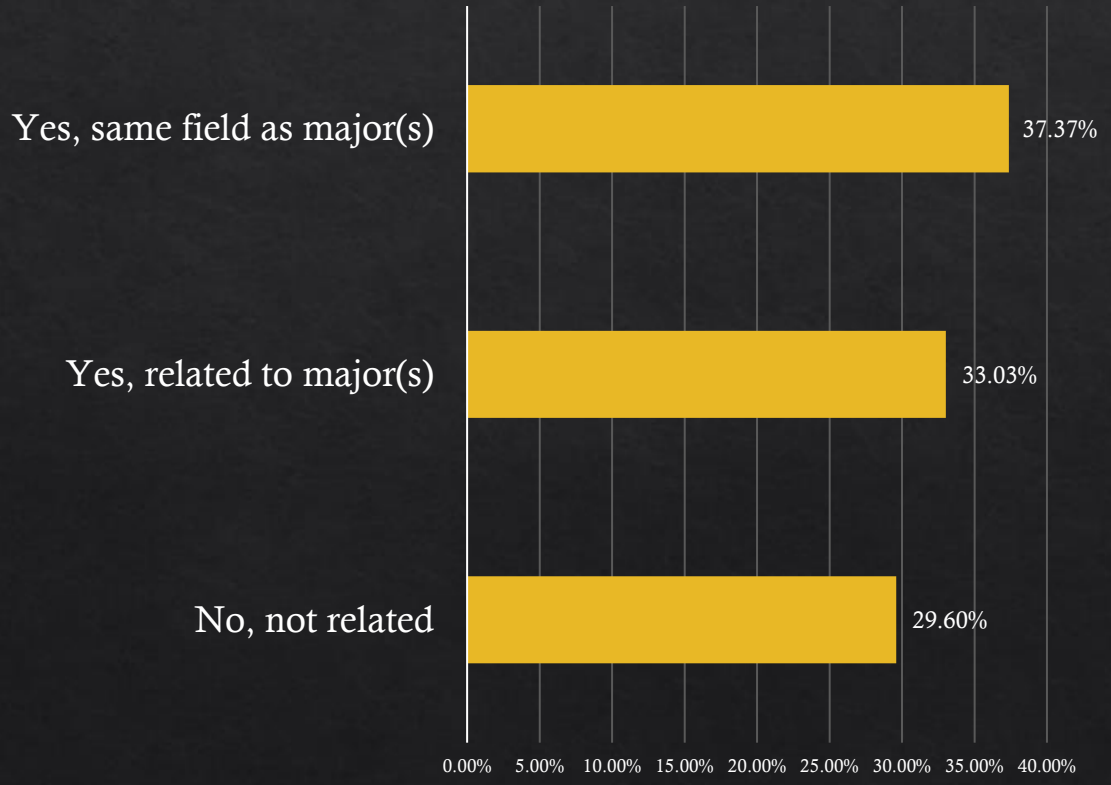
Section B:

Alumni’s Workplace and Organization

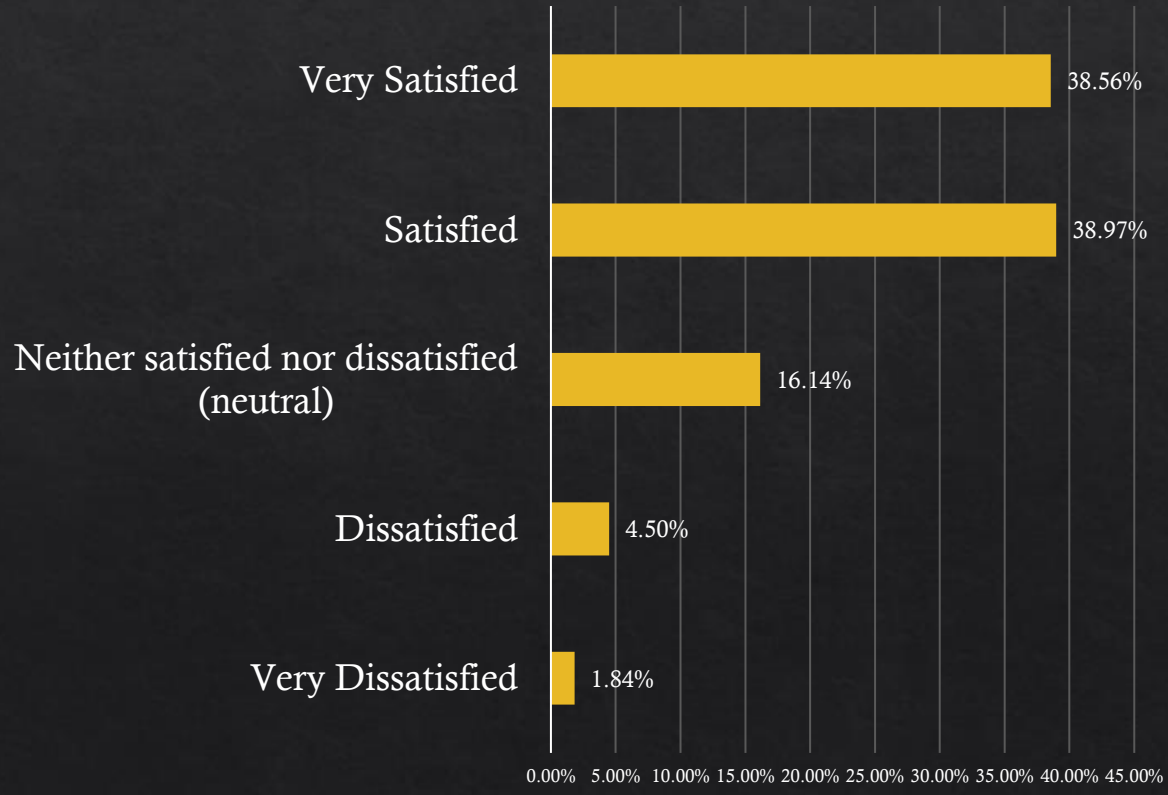
Section B: Employment and Relation to Major and Satisfaction with their Employment

- 70.40% of our alumni are working in careers related to their field(s) or major(s)
- 77.53% of our alumni are either satisfied or very satisfied with their current job.

Is your current position related to your undergraduate major(s)?
(n = 3,824)



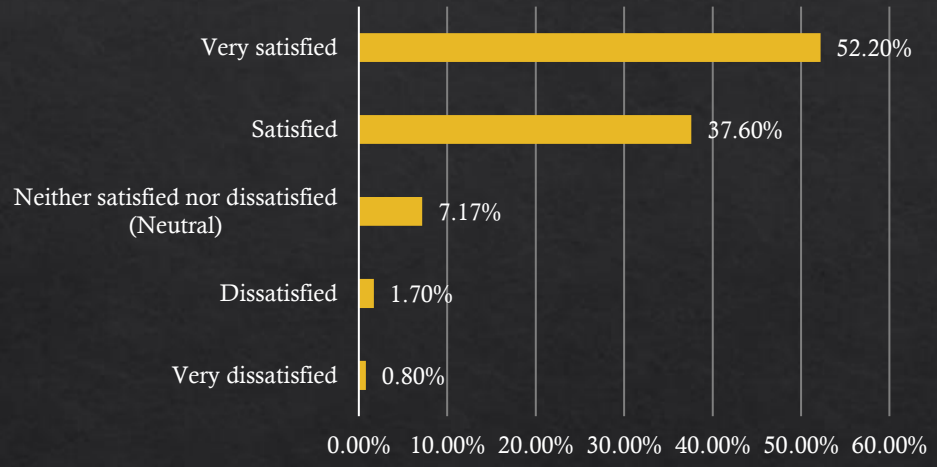
Overall, how satisfied are you with your current job?
(n = 3,867)



Section B: Employment and Relation to Major and Satisfaction with their Employment cont.

- Job Satisfaction by Job type (related/not related to field/major)

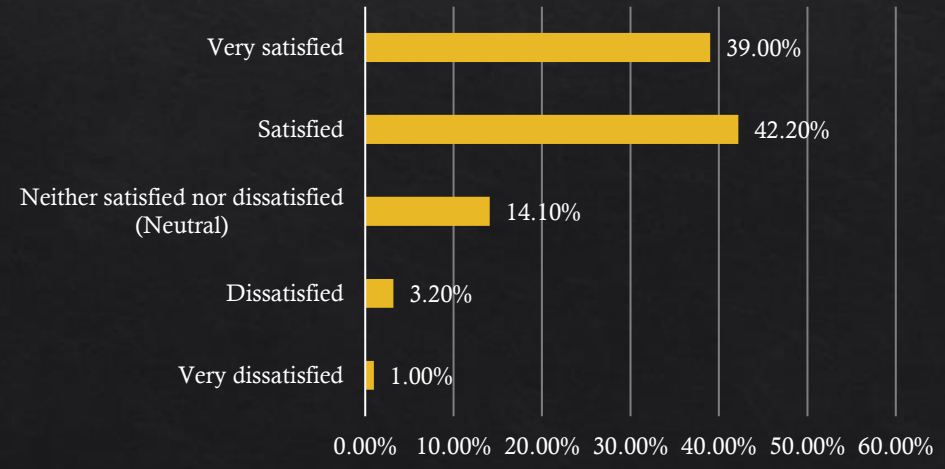
Related to Field: Job Satisfaction (n = 1,422)



Not Related to Field/Major: Job Satisfaction (n = 1,128)



Related to Major: Job Satisfaction (n = 1257)



Section B: Grouping for Analysis

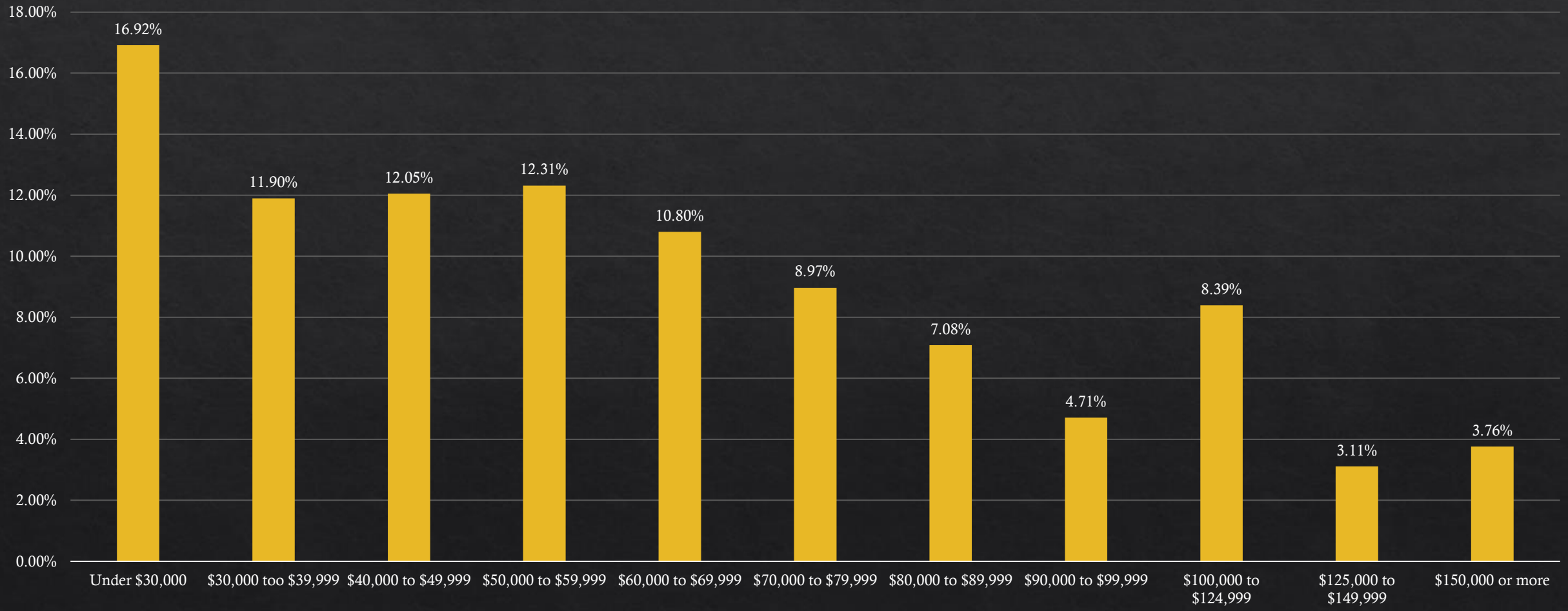
- Three groups were created to analyze the data: (1) Pre-2019 prior to the covid19 pandemic (older graduates), (2) Summer 2019 to Spring 2022 for Pandemic Era Graduates, and (3) Fall 2022+ for most recent graduates.

  - Pre-2019: n = 2,410
  - Pandemic (2019-2022): n = 1,812
  - Recent (2022+): n = 1,027

Section B: Annual Salary, if employed

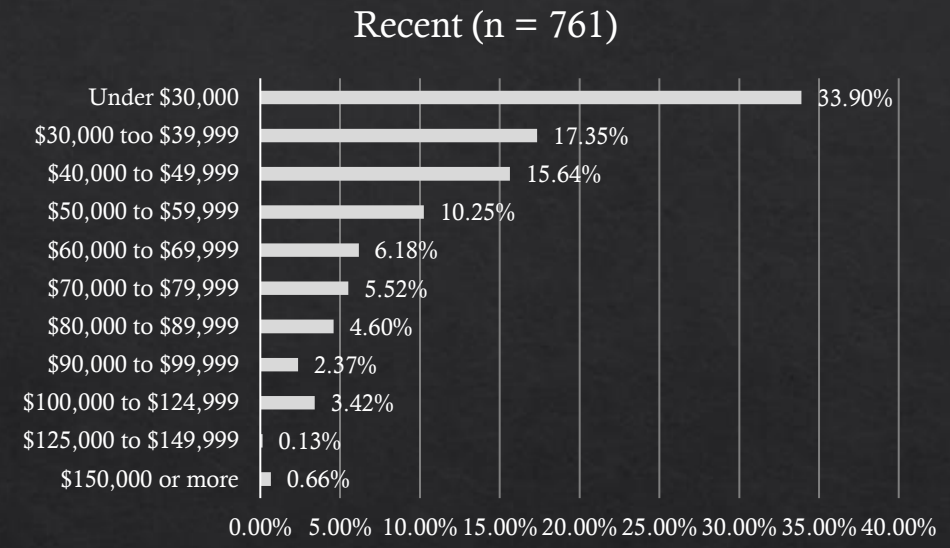
- For all alumni responses:

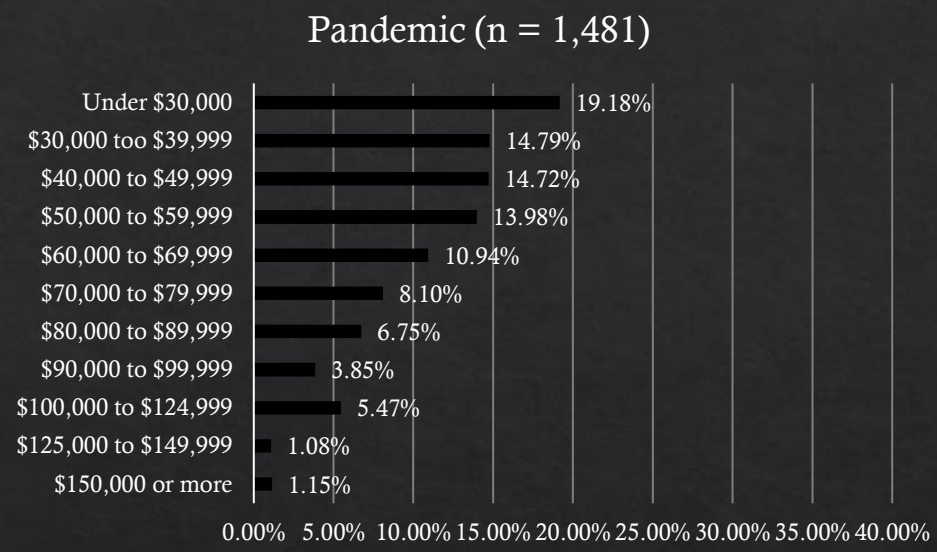
What is your annual salary, before taxes? (If you are employed abroad, please convert the currency to United States Dollars (USD).) (n = 3,825)

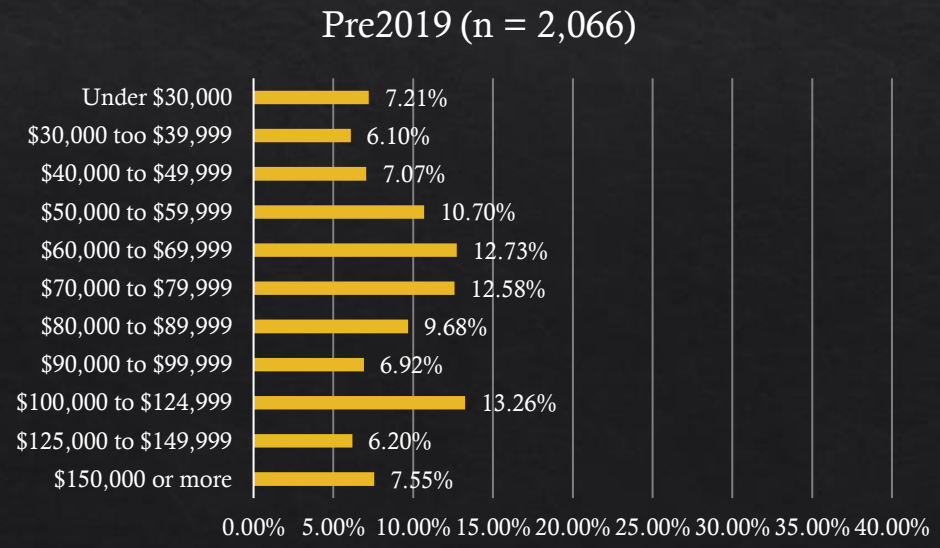


Section B: Annual Salary, if employed cont.

- Grouped by Time since Graduation







Section B: Annual Salary, if employed cont.

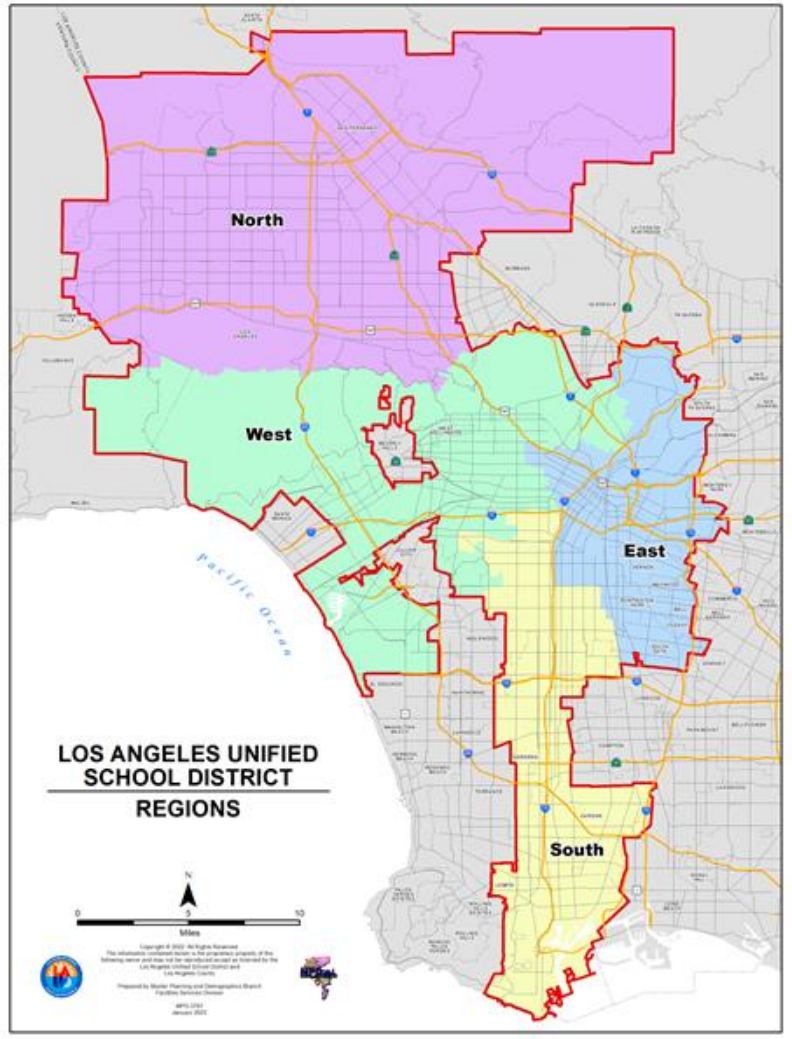
- Related and Not Related to Field/Major and Time since Graduation



Section B: Top Employers Post-Graduation

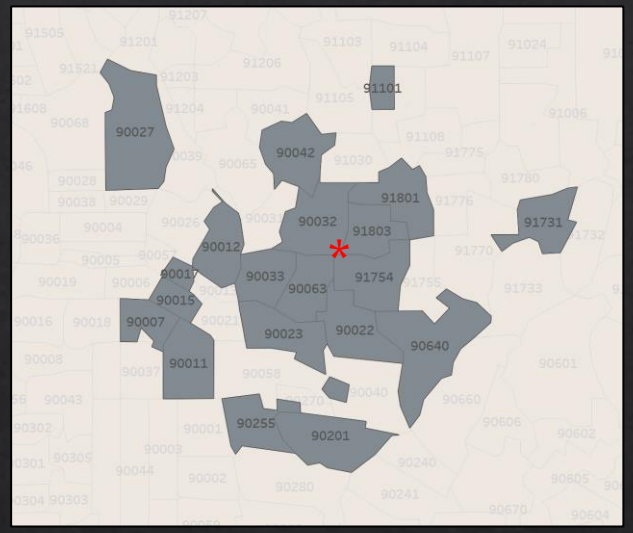
1. Los Angeles Unified School District (LAUSD), n = 175
2. LA County (general), n = 36
3. City of Los Angeles or similar variation, n = 32
4. Self-employed, n = 31
5. Kaiser Permanente, n = 22
6. Cal State LA, n = 16
7. Northrop Grumman, n = 13
8. Montebello Unified School District, n = 13
9. Los Angeles Department of Water and Power (LADWP), n = 12
10. UCLA Health or UCLA Medical, n = 12
11. Amazon, n = 12

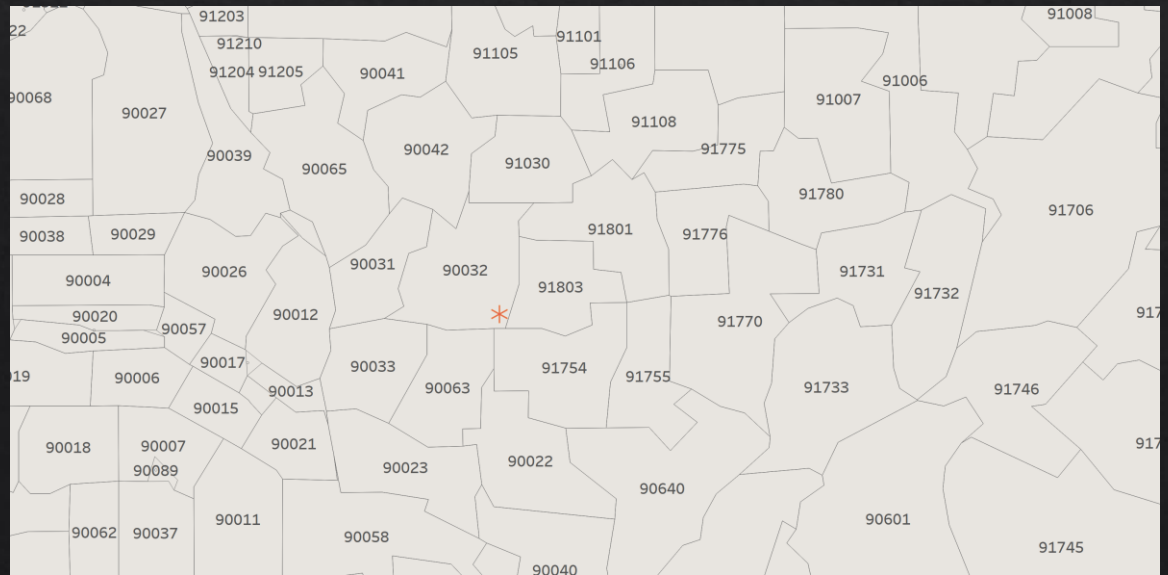
Note. Other reported employers includes Disney, private school, LA Metro, unnamed hospital or private practice, and general service/retail. Some have indicated that they are not comfortable in disclosing.



Section B: Distance of Employers

- The most indicated work zip code being within 5 miles of Cal State LA.



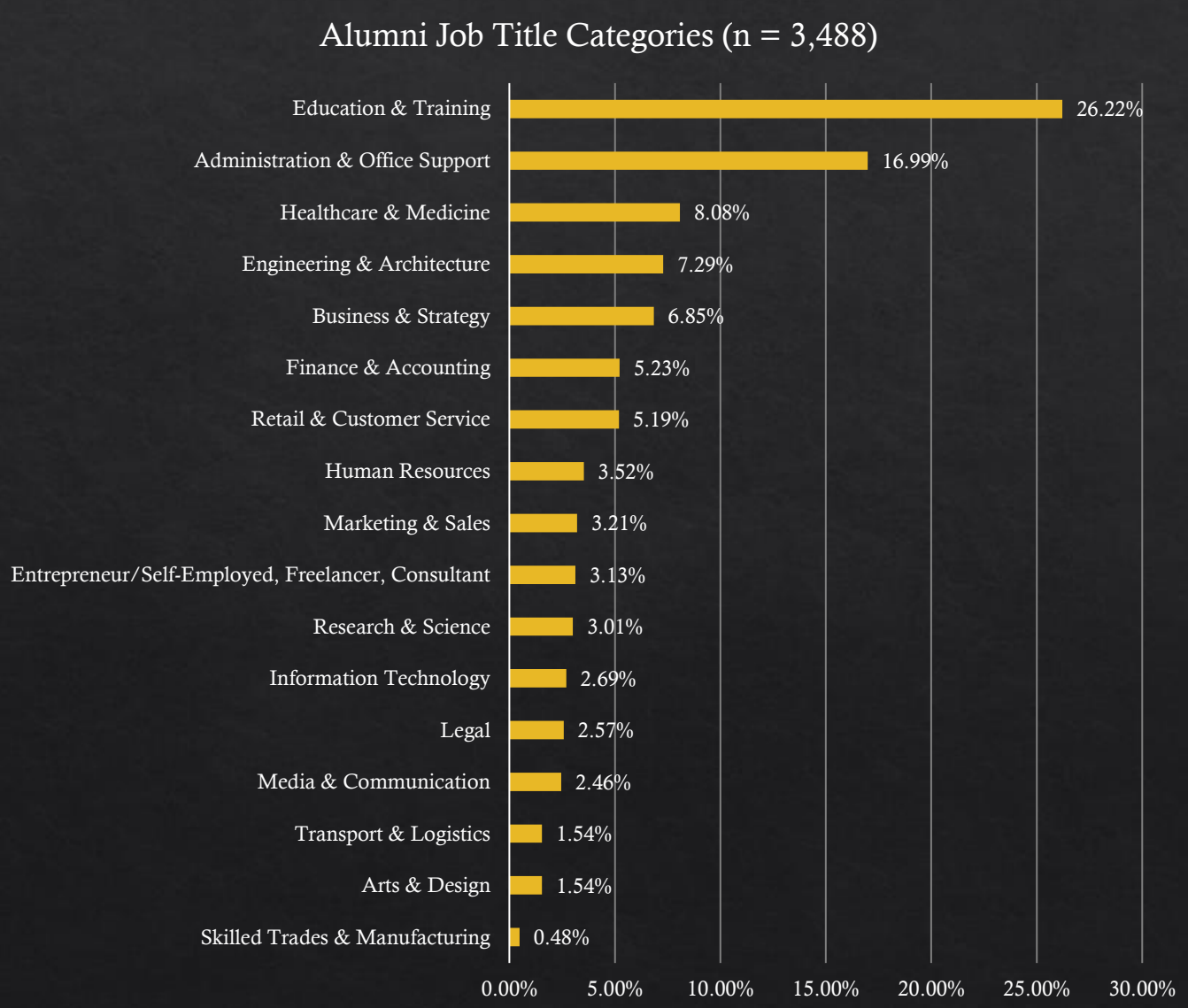


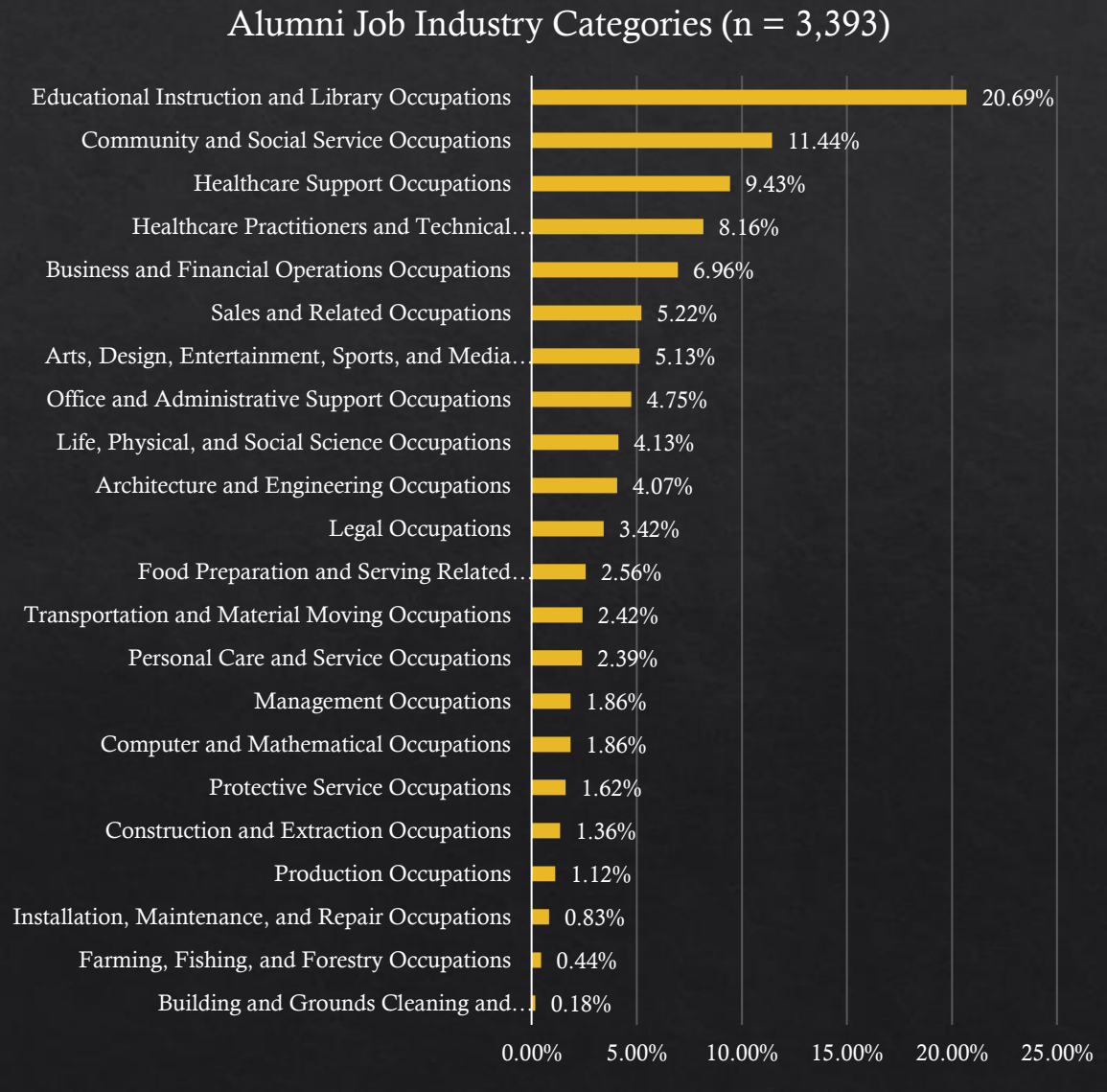
The Top 20 Employer Zip Codes (average 4.56 miles)

- 90032: Distance 1.20 miles, n = 102
- 90012: Distance 4.02 miles, n = 90
- 90017: Distance 5.59 miles, n = 71
- 90033: Distance 2.77 miles, n = 55
- 90022: Distance 3.14 miles, n = 50
- 90023: Distance 3.62 miles, n = 46
- 90063: Distance 1.87 miles, n = 41
- 90011: Distance 6.66 miles, n = 39
- 90640: Distance 4.90 miles, n = 36
- 91101: Distance 5.68 miles, n = 36
- 91801: Distance 2.82 miles, n = 36
- 90027: Distance 8.35 miles, n = 34
- 90015: Distance 5.94 miles, n = 33
- 90042: Distance 3.50 miles, n = 32
- 91803: Distance 1.37 miles, n = 31
- 91731: Distance 7.19 miles, n = 30
- 90255: Distance 6.75 miles, n = 30
- 91754: Distance 1.77 miles, n = 29
- 90007: Distance 7.21 miles, n = 28
- 90201: Distance 6.75 miles, n = 28

Section B: Job Title Categories and Industry

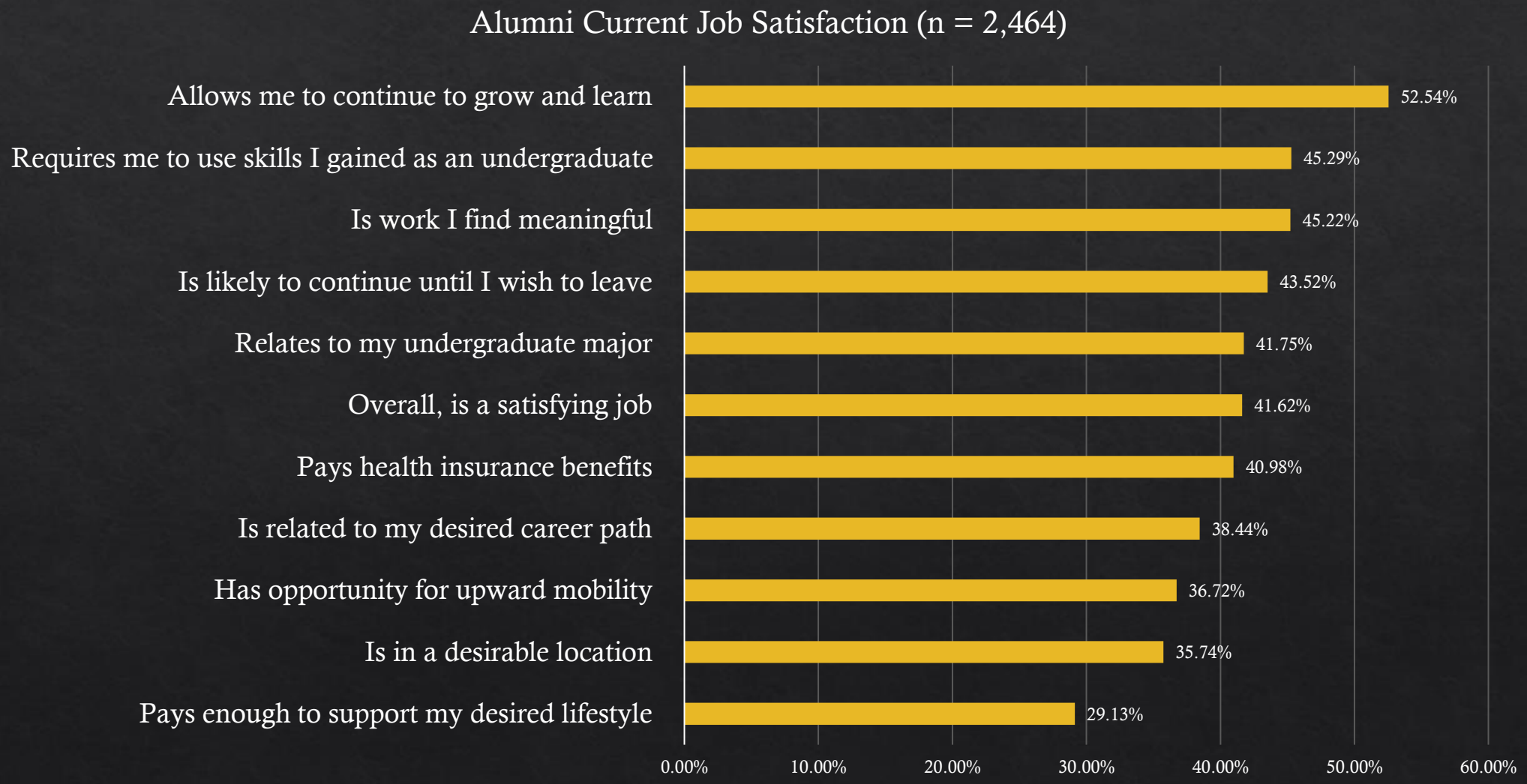
- Alumni's were asked to select their job title category (n = 3,488) from a list as well as the industry they are currently working in (n = 3,393)





Section B: Current Job Satisfaction

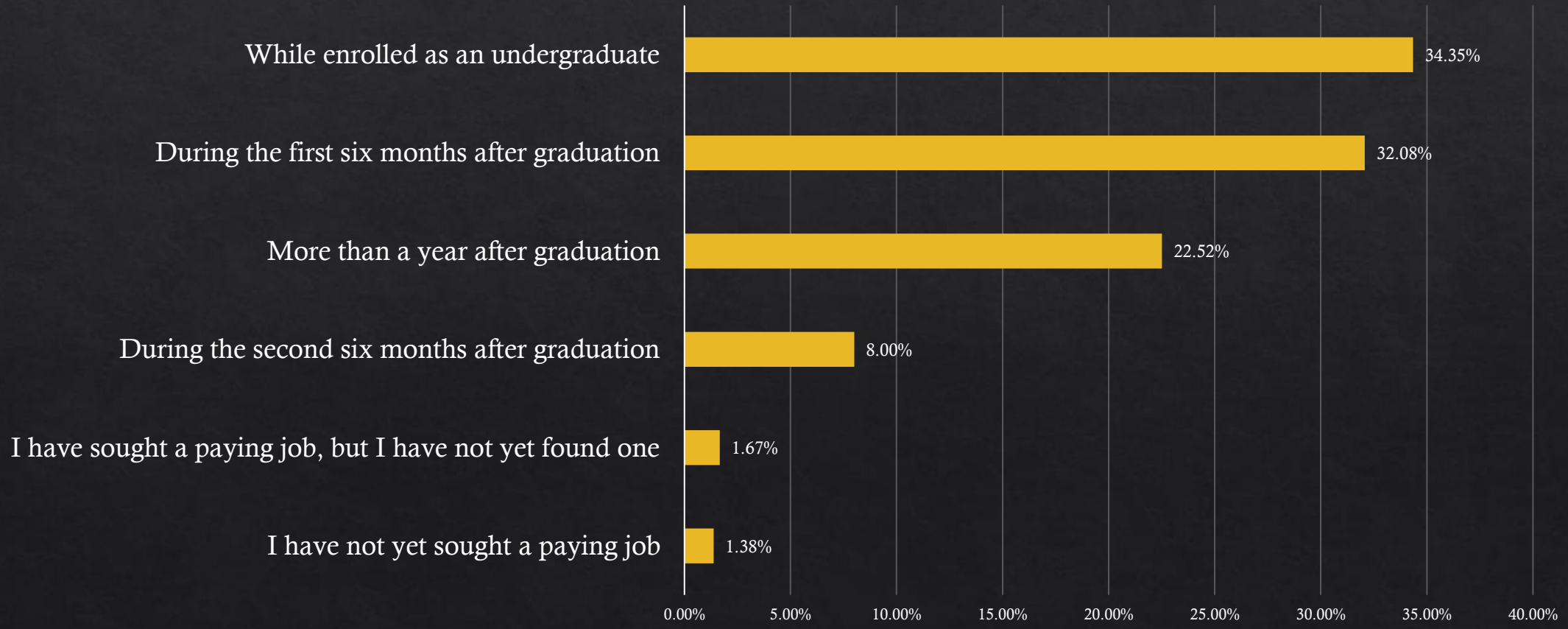
- Alumni's were also asked to select from a list of job satisfaction categories that apply to their current job.
  - Alumni's have indicated **growth and learning** to be the highest (52.54%) while **pay satisfaction to be the lowest** (29.13%)



Section B: First Paying Job after Graduating

- Alumni's were also asked to indicate when they've secured their first paying job(s) after graduating from Cal State LA (n = 3,473)
  - 66.43% have indicated that they've secured their first paying job **during their undergraduate years to up to six months after graduation**.

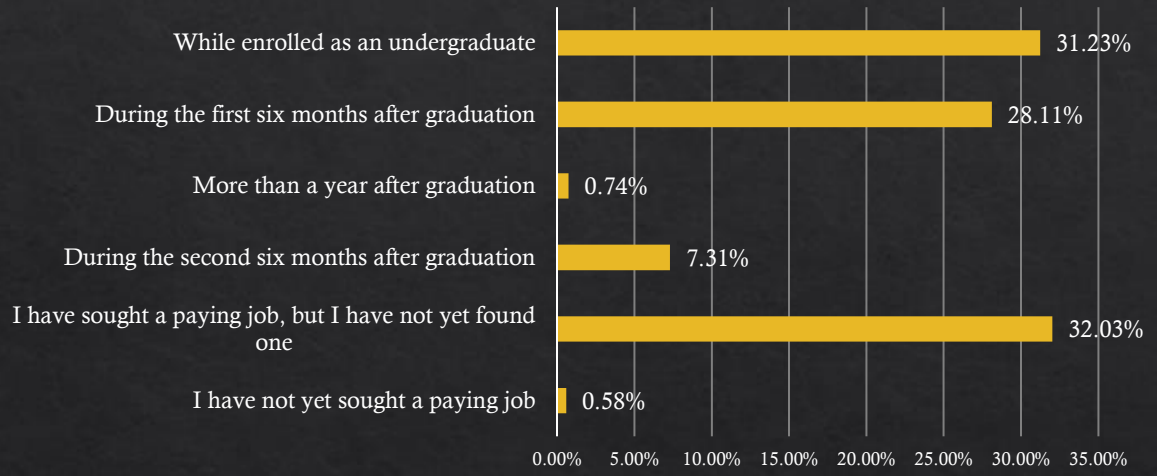
At what point did you secure your first paying job after graduating from this institution?



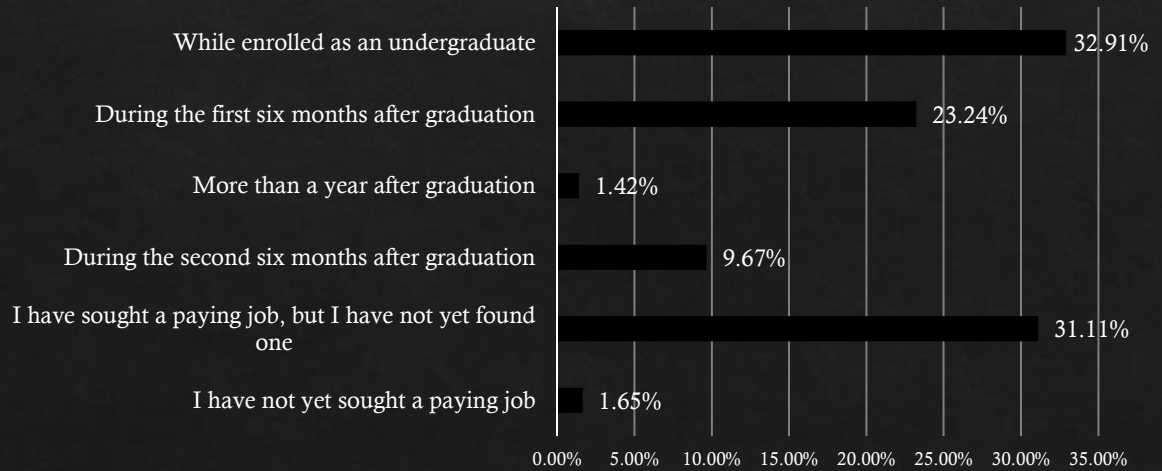
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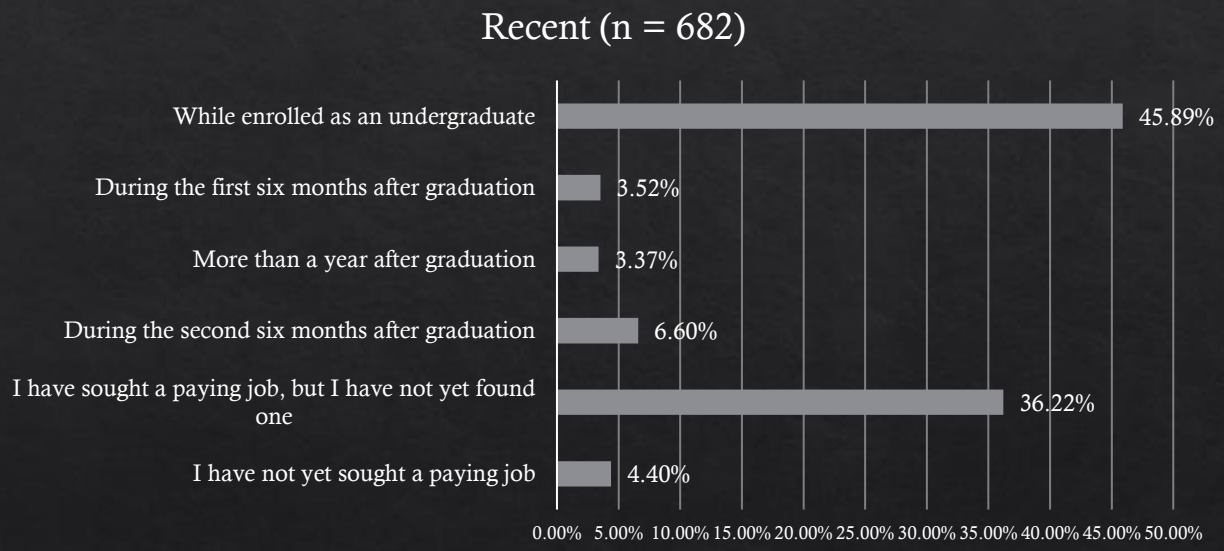
Pre2019 (n = 1,889)



Pandemic (n = 1,334)



Recent (n = 682)

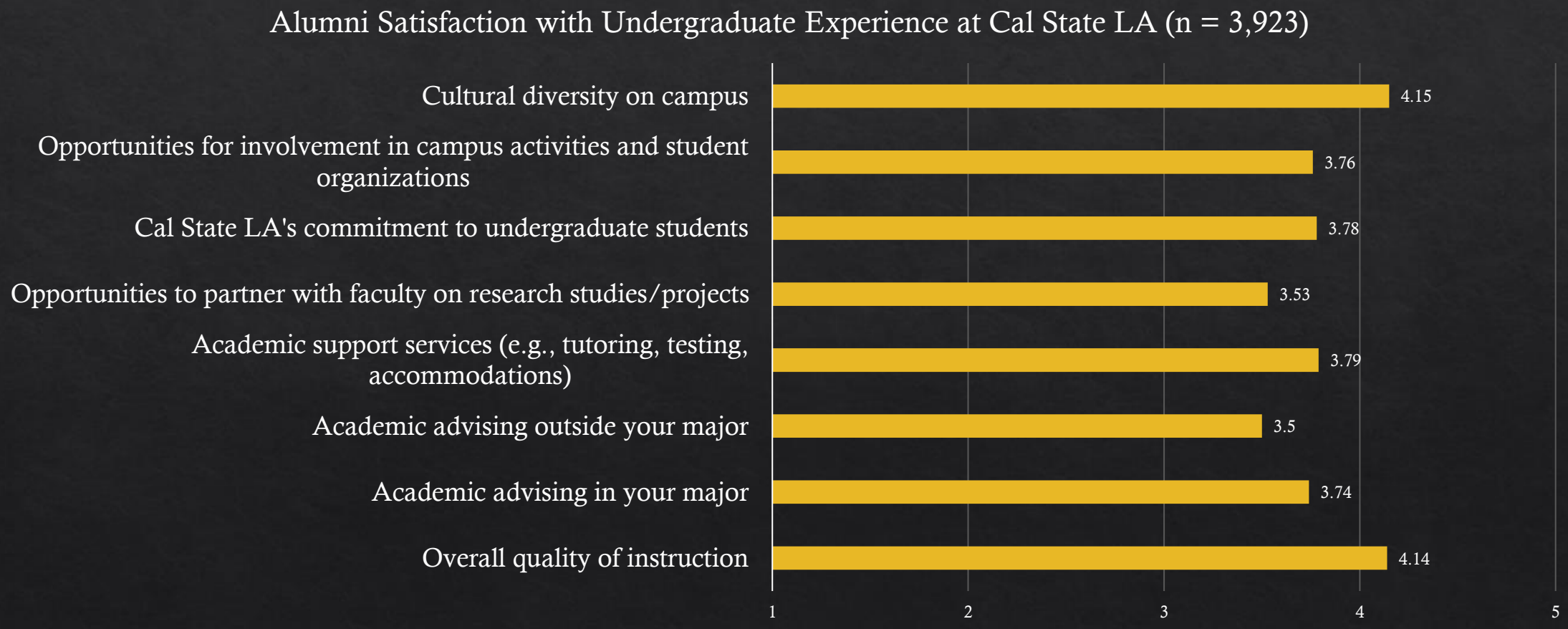


Section C:

Alumni's Undergraduate Experience

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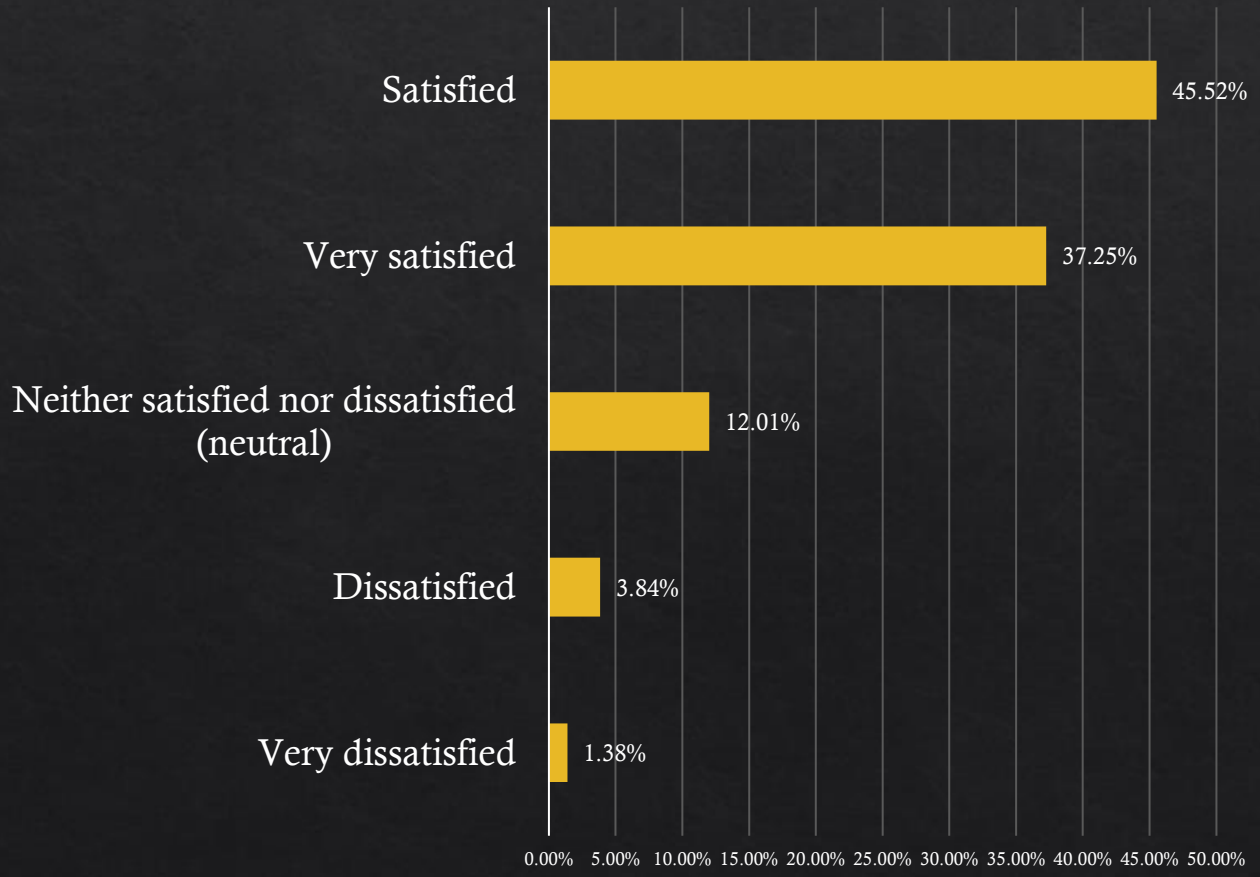
- Alumni's were asked a series of 5-point Likert-type scale questions of how satisfied they were with their undergraduate experiences with 1 "Very dissatisfied" to 5 "Very satisfied"
  - Alumni's indicated the most satisfaction to be cultural diversity on campus and overall quality of instructions at Cal State LA



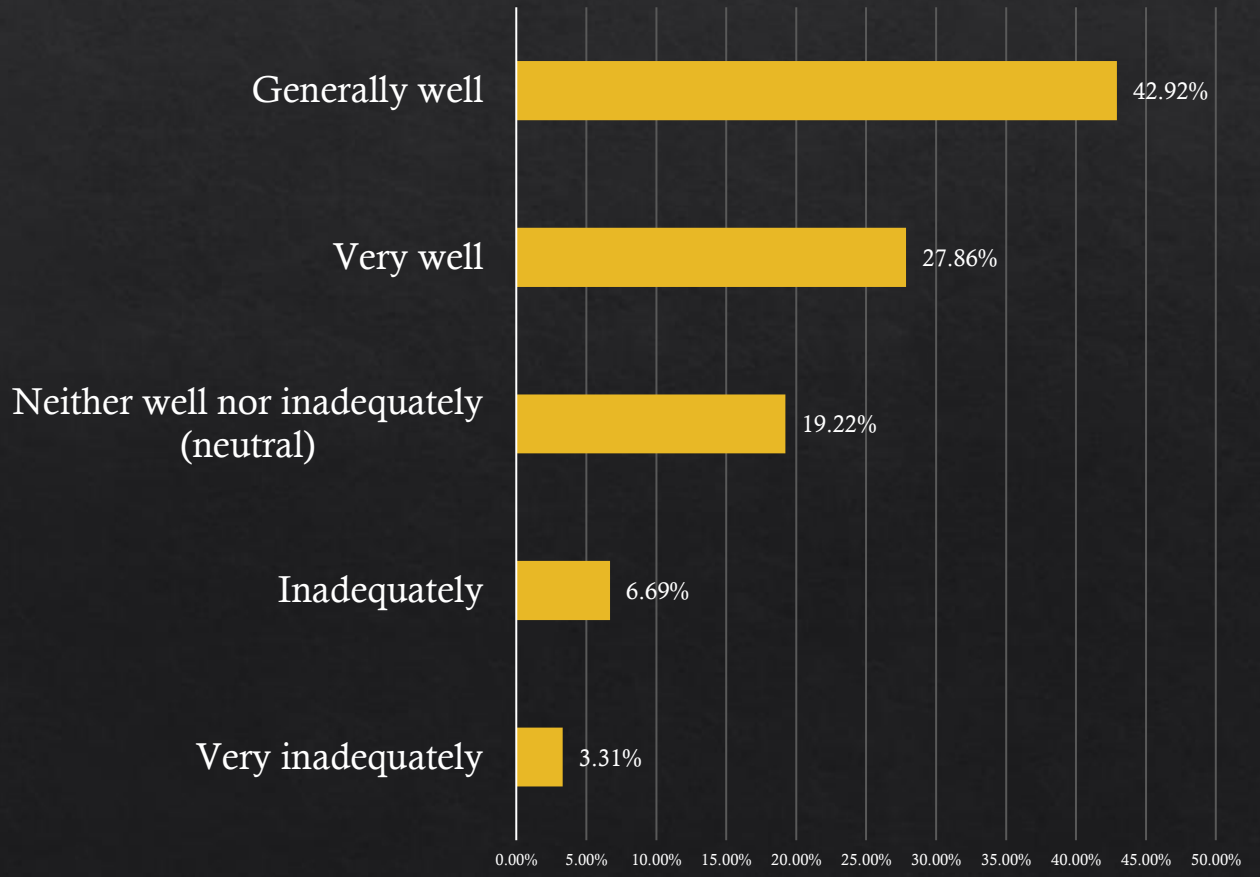
Section C: Undergraduate Experience

- Alumni's overall satisfaction with Cal State LA (n = 3,906) and how well they believed that Cal State LA prepared them for their chosen career (n = 3,870).
  - 82.77% have indicated that they were Satisfied or Very satisfied with their Cal State LA experience
  - 70.78% have indicated that Cal State LA prepared them Generally well to Very well

Please rate your overall satisfaction with your Cal State LA student experience

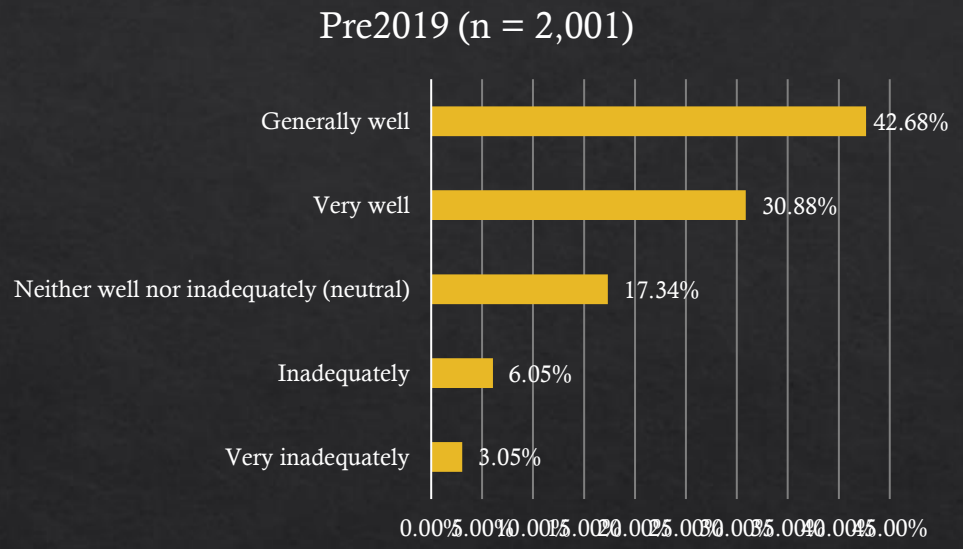


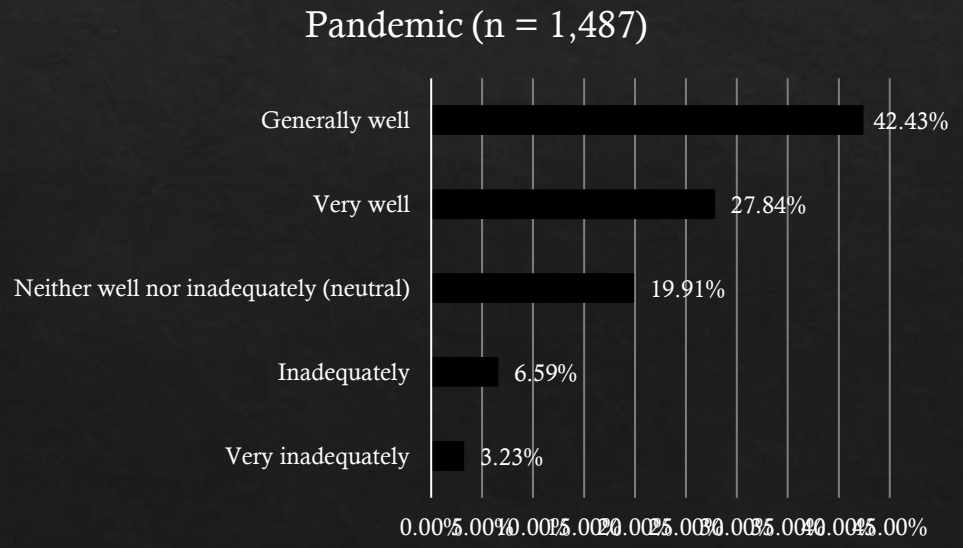
How well do you think Cal State LA prepared you for your chosen career?

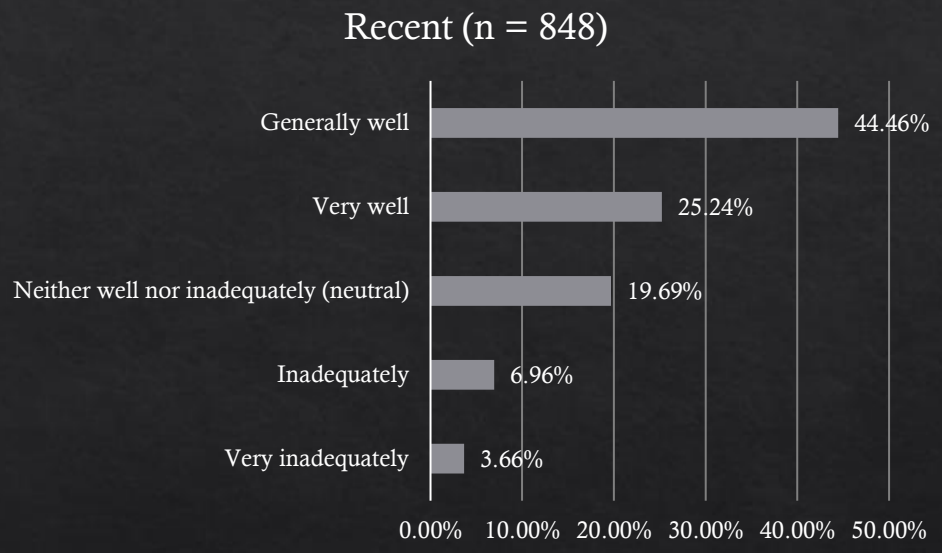


Section C: Undergraduate Experience

- How well do you think Cal State LA prepared you for your chosen career?



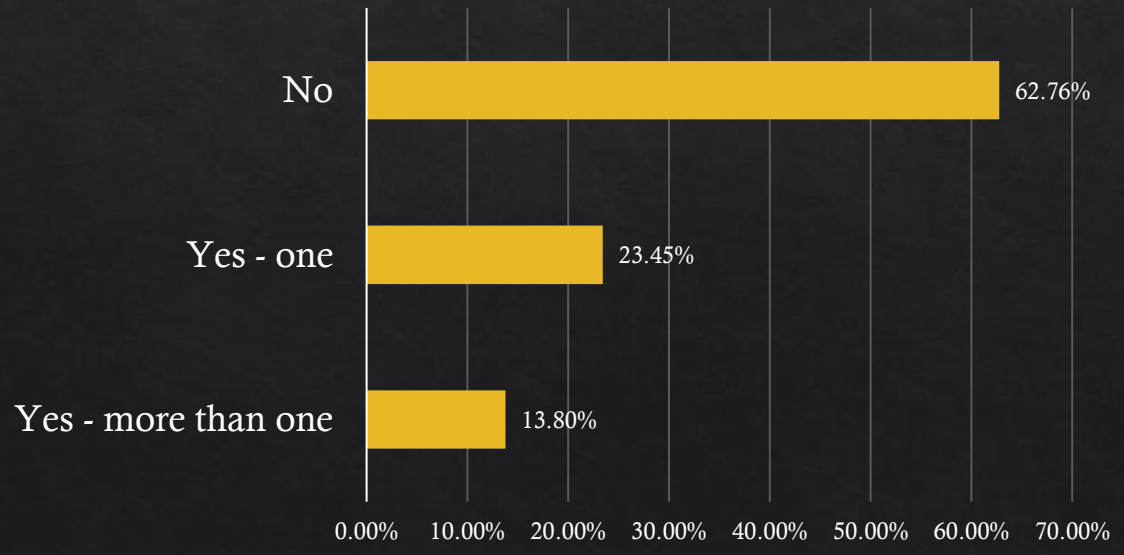




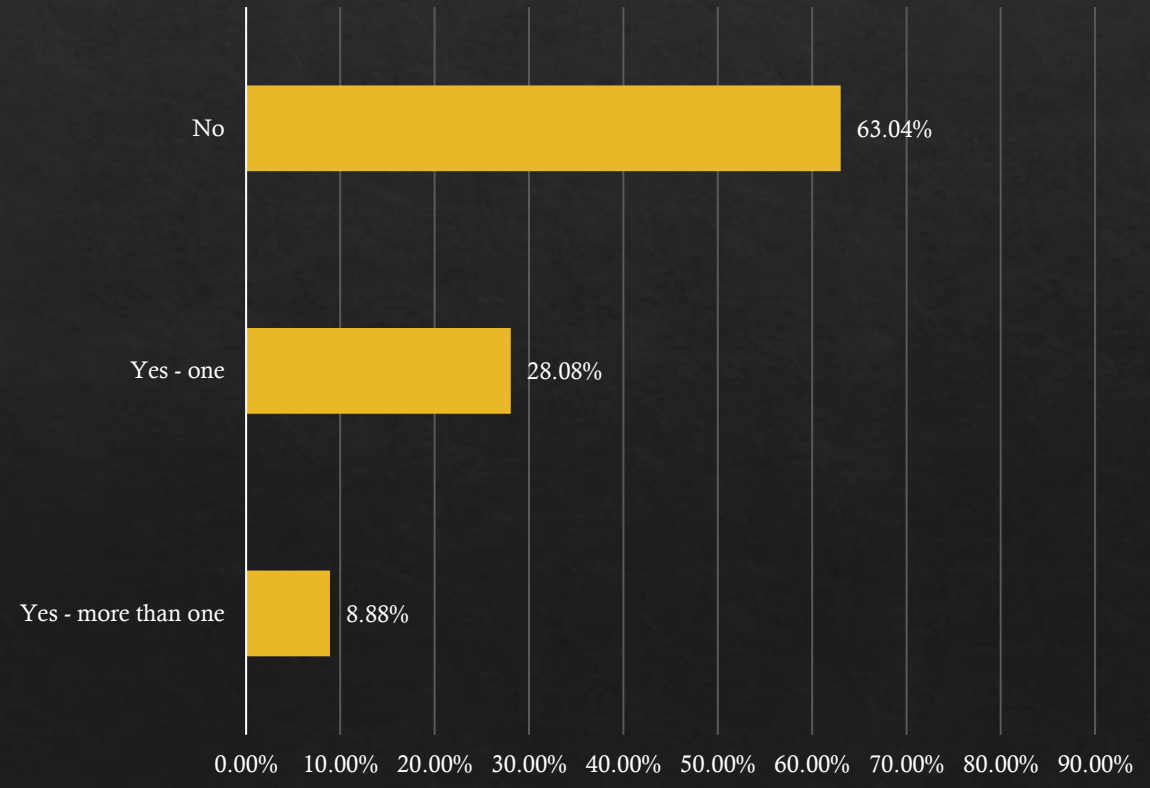
Section C: Research and Internship

- We've asked alumni if they've approach faculty members for research or creative activity or completed an internship.
- Alumni's, in general, signaled that they've regretted not taking advantage of internships and networking while at Cal State LA (See Section F, **Underutilized Opportunities**)

While you were a student, did you participate in research or creative activities with a faculty member? (e.g., lab research, library research, visual or performing art projects, etc.) (n = 3,907)

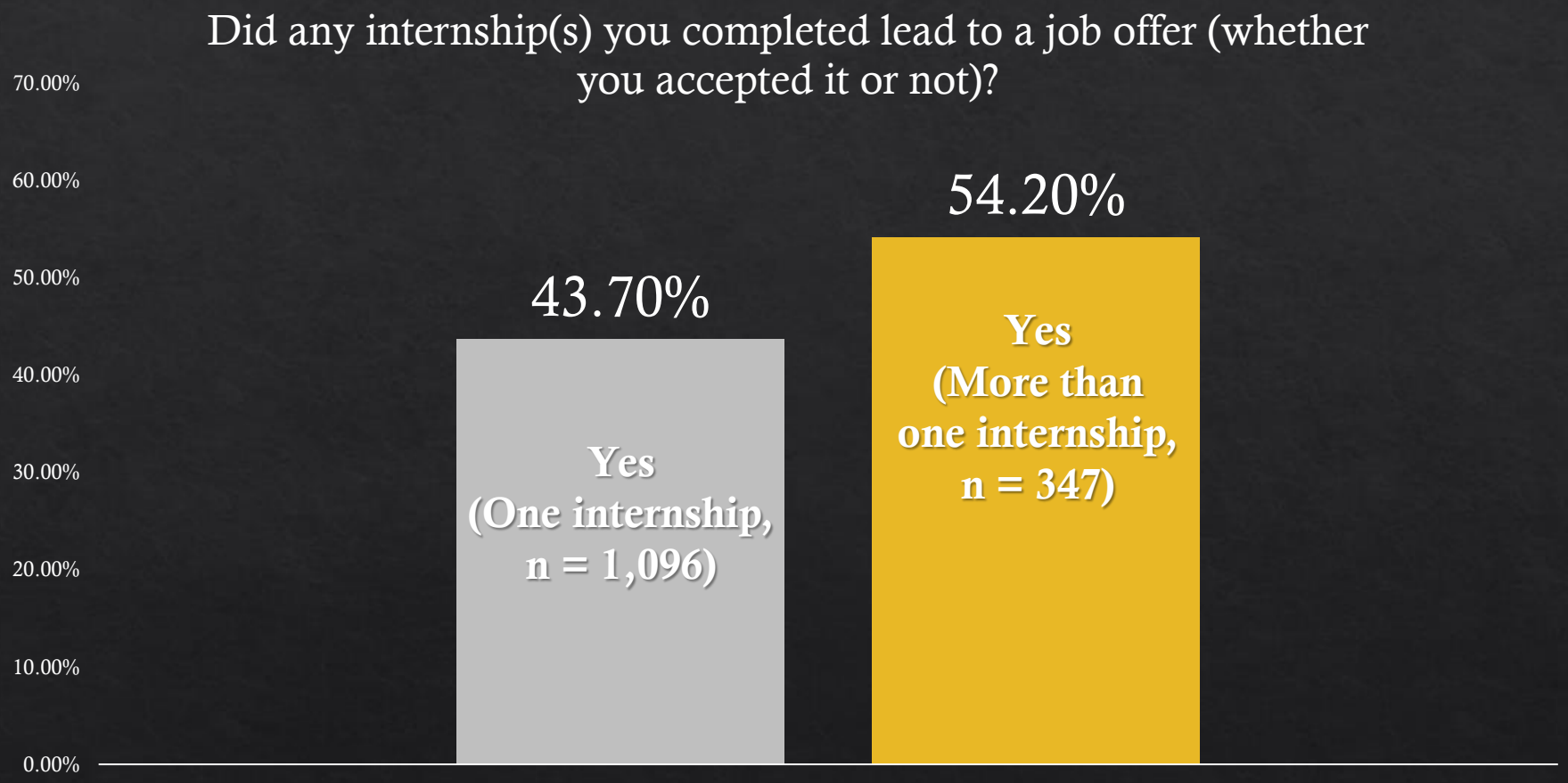


While you were a student, did you complete an internship? (n = 3,907)



Section C: Research and Internship cont.

- Those who have participated in more than one internship were more likely to get a job offer from those companies.



Note. The two bars above are "One internship" group and "More than one internship" group who have answered "Yes" to "Did any internship(s) you completed lead to a job offer (whether you accepted it or not)?"

Section C: Research and Internship cont.

- Correlations were conducted to explore whether **having any internships** was correlated with **full-time employment, part-time employment, and seeking employment status**.
  - Completion of internship was recoded as 1 = "No", 2 = "Yes – one", and 3 = "Yes – more than one"

	Completion of Internship (No to Yes – more than one)
Full-time Employment Status (n = 3,385)	r = .17**

Note. * p < .05, ** p < .01. Correlations that are not shown in the table were non-significant.

Section C: Research and Internship cont.

- Split by Recent Graduates (2022+), Pandemic Graduates, and Older Graduates
- Correlations were conducted to explore whether **having any internships** was correlated with **full-time employment, part-time employment, and seeking employment status**.
  - Completion of internship was recoded as 1 = "No", 2 = "Yes – one", and 3 = "Yes – more than one"

	Recent Graduate (n = 848)	Pandemic Graduates (n = 1487)	Older Graduates (n = 2001)
Full-time Employment Status	r = .16**	r = .16**	r = .17**

Note. * p < .05, ** p < .01. Correlations that are not shown in the table were non-significant.

Section C: Research and Internship cont.

- Correlations were conducted to explore whether having any **research or creative activities** with faculty members was correlated with **Graduate or professional school, full-time and Graduate or professional school, part-time**.
  - Completion of research or creative activity was recoded as 1 = "No", 2 = "Yes – one", and 3 = "Yes – more than one"

	Completion of research or creative activity (No to Yes – more than one)
Graduate or professional school, full-time (n = 492)	r = .03*, p = .014

Note. * p < .05, ** p < .01. Correlations that are not shown in the table were non-significant.

Section C: Research and Internship cont.

- Split by Recent Graduates (2022+), Pandemic Graduates, and Older Graduates
- Correlations were conducted to explore whether having any **research or creative activities** with faculty members was correlated with **Graduate or professional school, full-time and Graduate or professional school, part-time**.
  - Completion of research or creativity was recoded as 1 = "No", 2 = "Yes – one", and 3 = "Yes – more than one"
- Correlations show that, for the recently graduates, having some research or creative activities with faculty members may make them better candidates for graduate school applications.

	Recent Graduate (n = 848)	Pandemic Graduates (n = 1487)	Older Graduates (n = 2001)
Graduate or professional school, full-time	r = .08*	r = .03	r = .01

Note. * p < .05, ** p < .01. Correlations that are not shown in the table were non-significant.

Section C: Undergraduate Experience Open-Ended

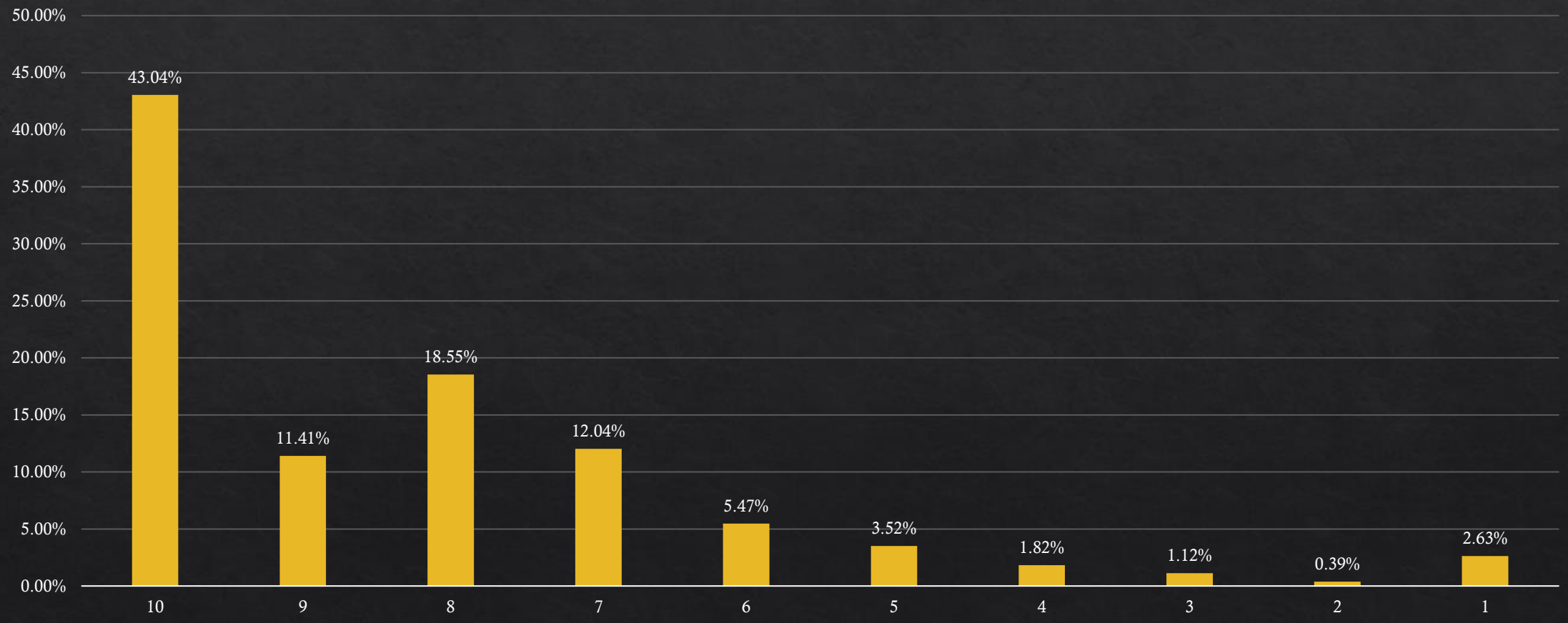
- We asked alumni: “Please describe any other experiences you had while you were an undergraduate that, in your opinion, made you a more attractive job candidate.”
- Here are a few category of responses that showed beneficial experiences related to career at Cal State LA:
  - **Background in Child Development**: One respondent mentioned that having a background in **child development** made them a more attractive job candidate, suggesting the value of specific academic knowledge.
  - **Job Opportunities through on-campus programs**: Another highlighted the benefit of job opportunities through the **Epic program**, indicating the importance of practical work experience.
  - **Test Taking Skills for Civil Service Positions**: A response focused on the acquisition of test-taking skills for civil service positions, highlighting specialized skill development.
  - **Involvement in Sports: Playing with Cal State LA's Women's soccer team** was mentioned as a beneficial experience, indicating the value of team sports in developing soft skills like teamwork and discipline.





Section C: Undergraduate Experience Open-Ended

Given your experience as a student at Cal State LA, would you recommend attending Cal State LA to a current high school student? (10 = "Would absolutely recommend" to 1 = "Would not recommend")
(n = 3,838)

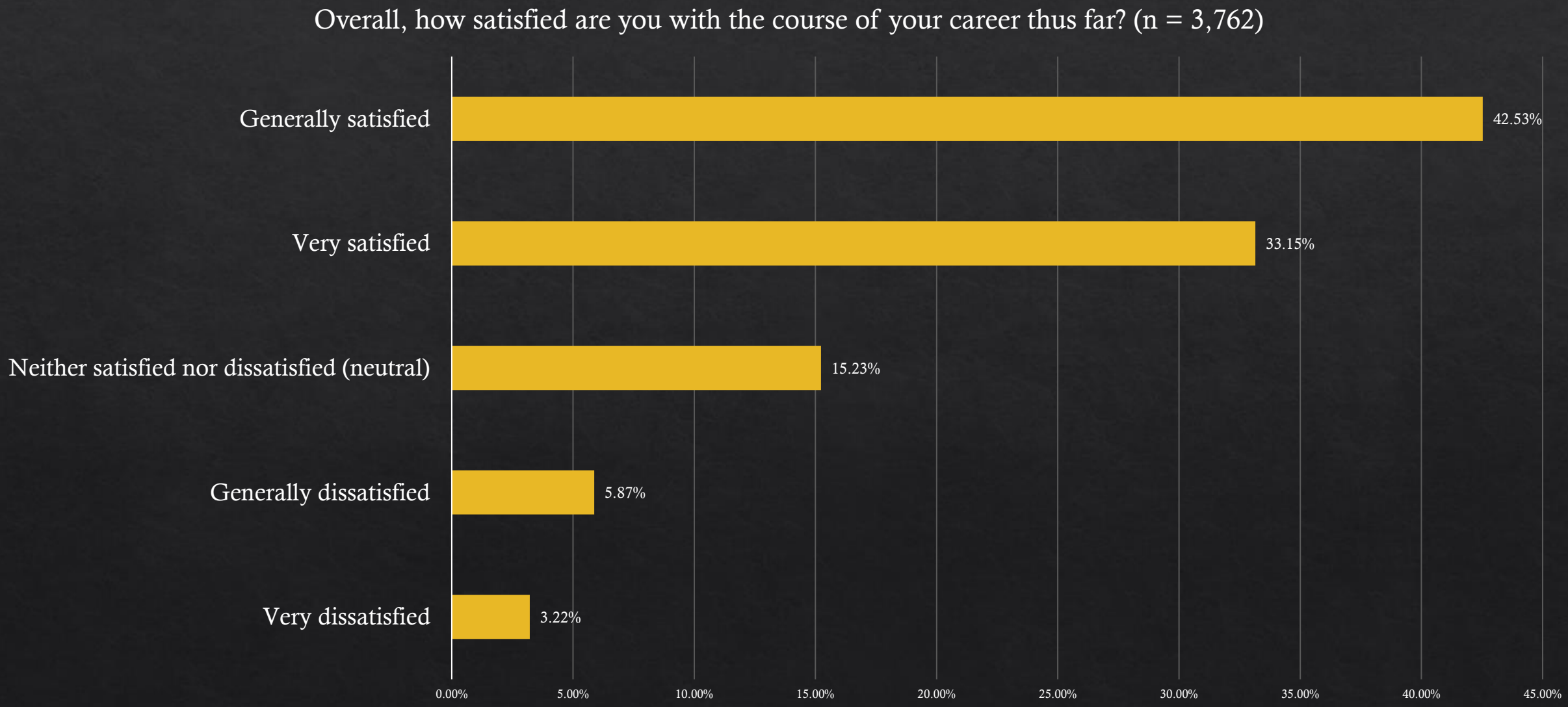


Section D:

Alumni’s career satisfaction and job market preparation while at Cal State LA

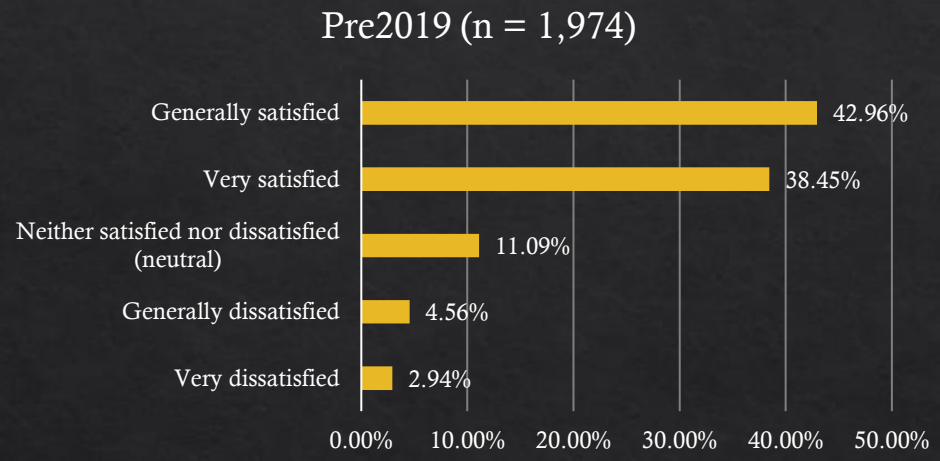
Section D: Career Satisfaction

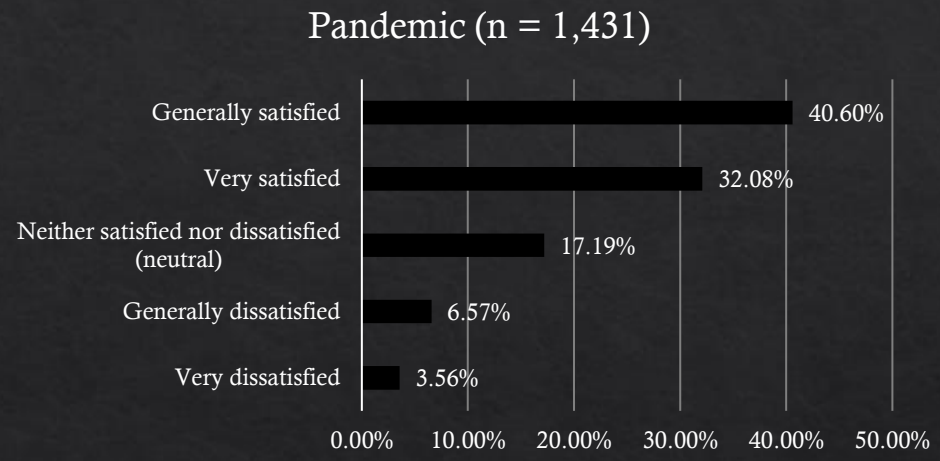
- At the beginning of the career section, we've asked alumni how satisfied they were with their current course of their career. Over 75% have reported being very satisfied to generally satisfied.

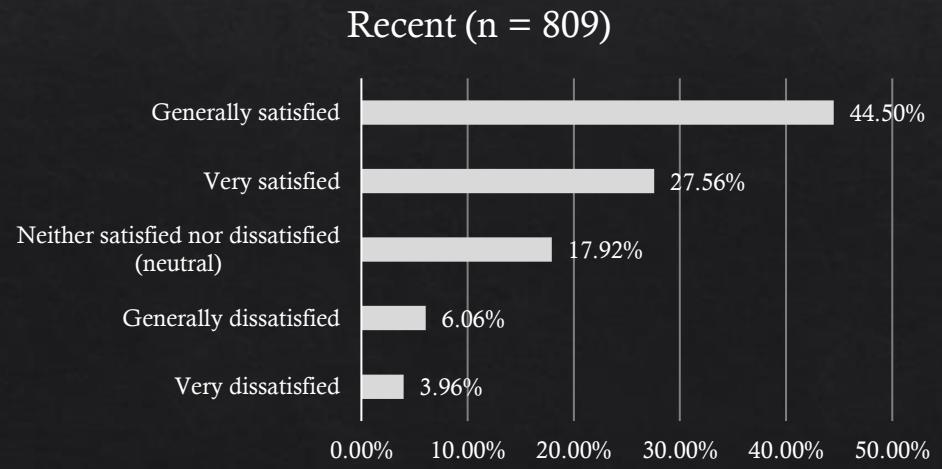


Section D: Career Satisfaction cont.

- At the beginning of the career section, we've asked alumni how satisfied they were with their current course of their career.
- Pre2019 group seems to be more satisfied (e.g., greater percentage of alumni's reporting very satisfied) than the other groups. The Pandemic group reported less generally satisfied and very satisfied as well as greater reports of Generally Dissatisfied when compared to the other groups.

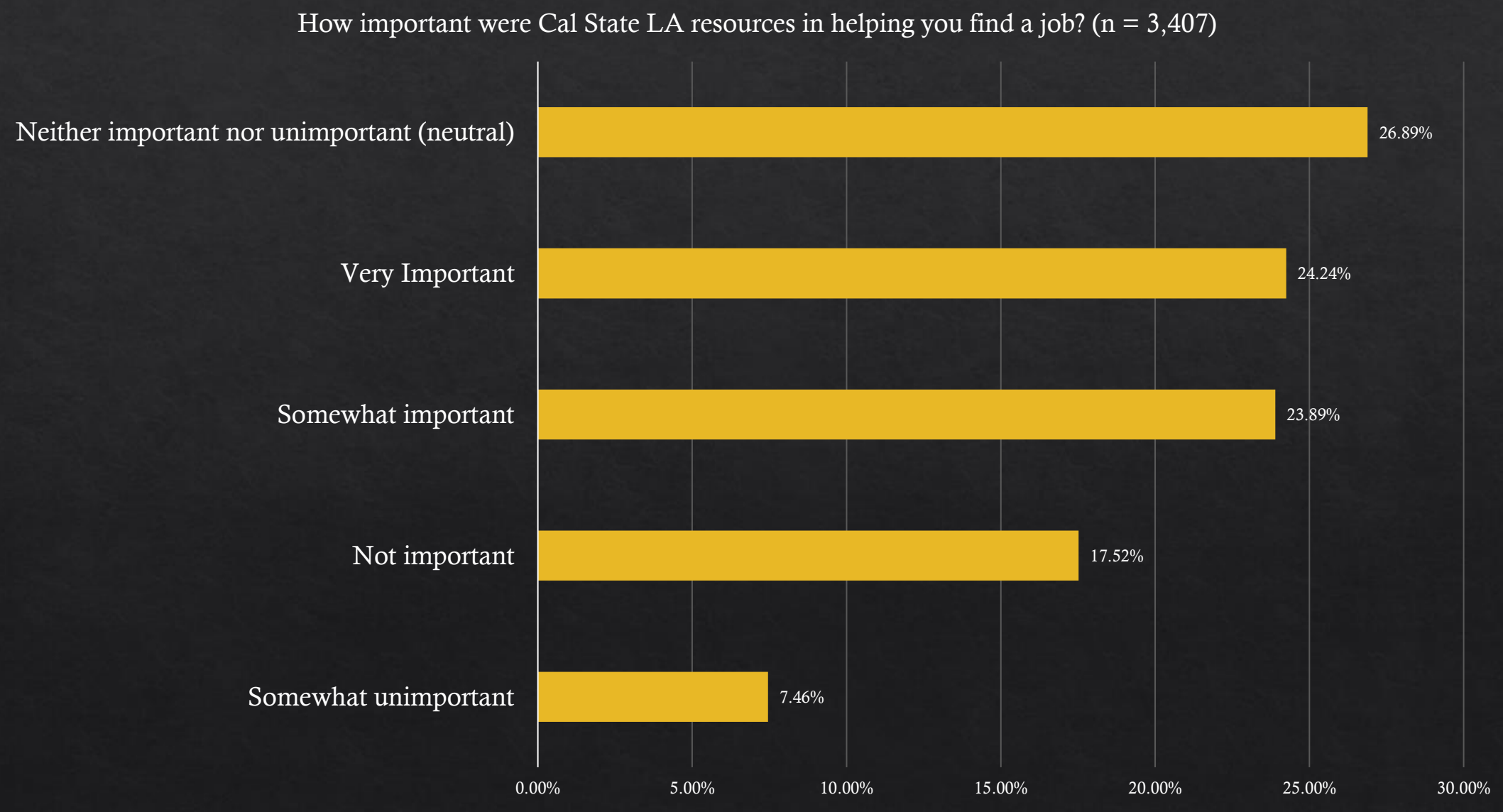






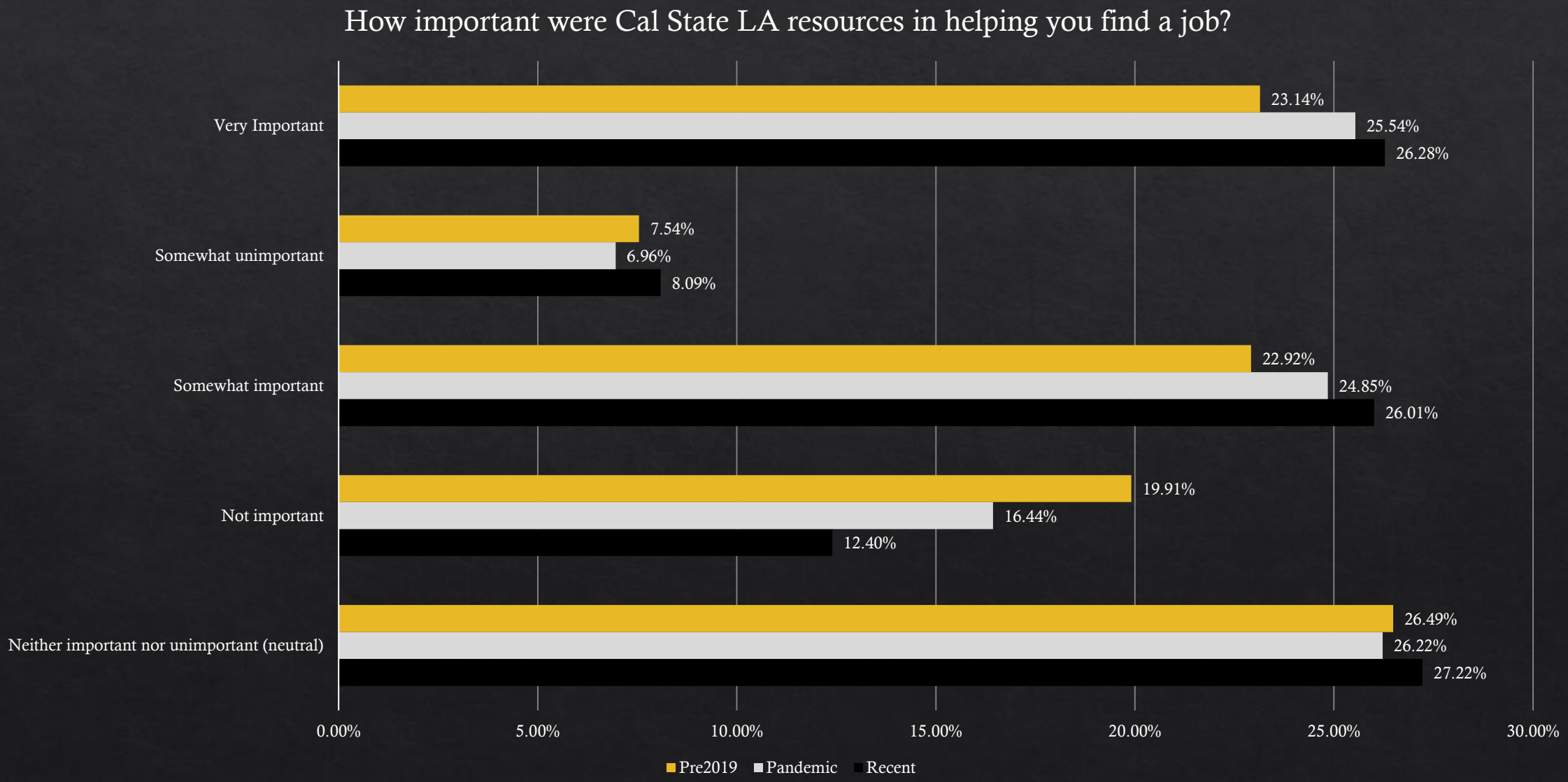
Section D: Career

- Alumni's were asked how important were resources at Cal State LA to helping them find a job with over 48% reporting the resources at Cal State LA were somewhat important to very important.

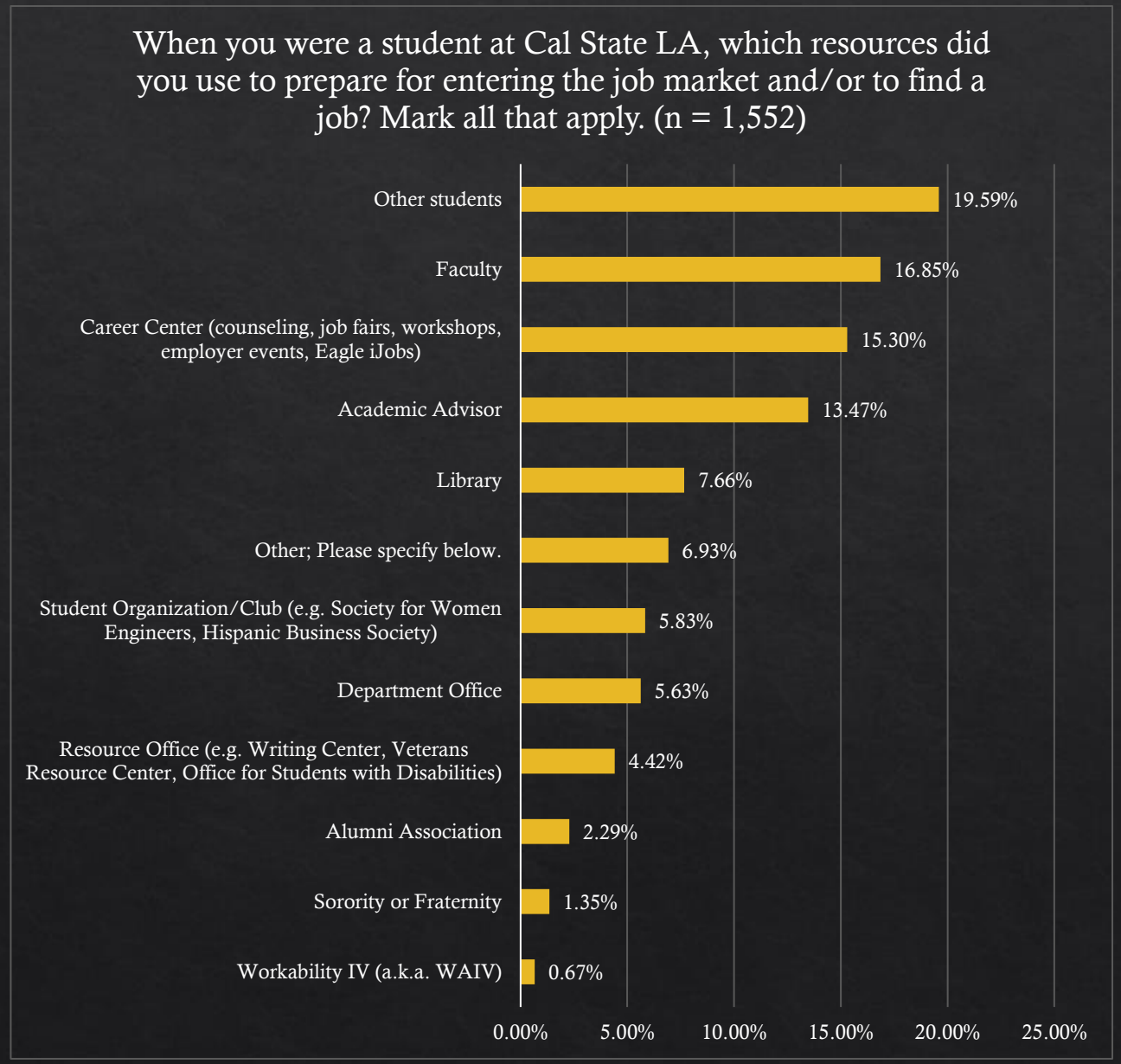


Section D: Career

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Section D: Career and Career Resources



- For the 6.93% that have selected "Other; Please specify below." A few themed responses emerged as prominent resources:
  1. They were already employed during undergraduate career
  2. **University Student Union**: collaborate and socialize with fellow students
  3. **Online/LinkedIn/Handshake**: Suggests reliance on internet-based resources for job preparation.
  4. **Internship**: Internship networking opportunity.
  5. **Ended up going to grad school**: Implies that further education was pursued as a preparation strategy.
  6. **Cross Cultural Center/Other counselors (e.g., SEED, EOP)**: Points to the use of campus cultural resources.

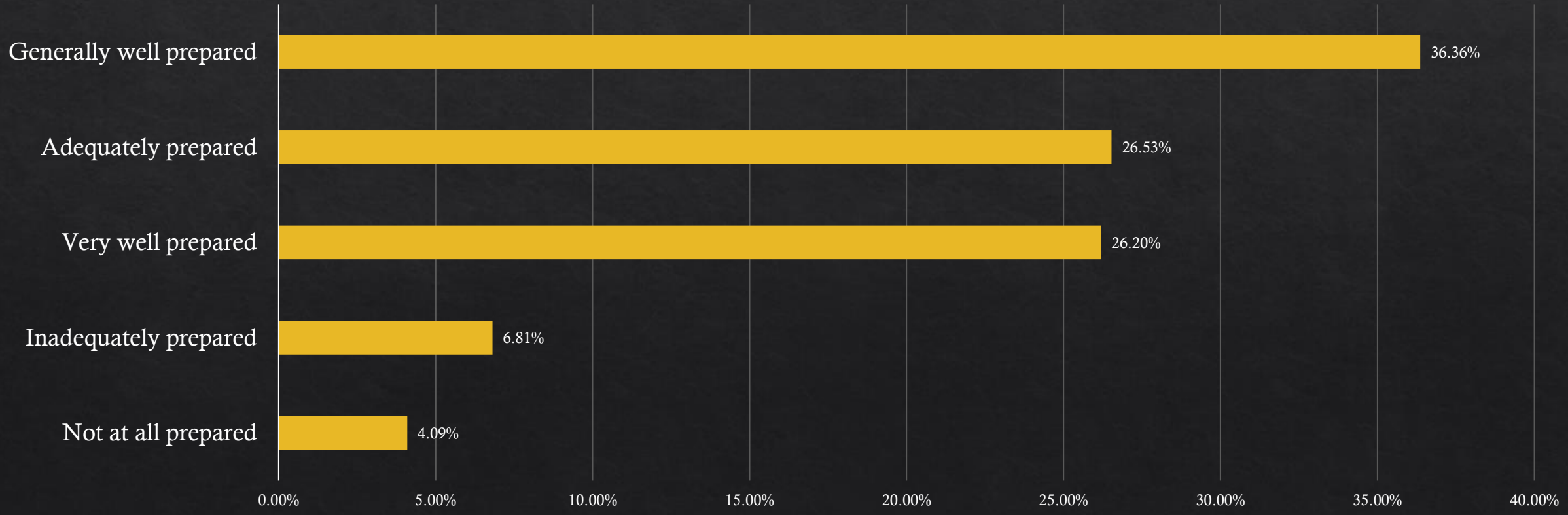
Section E:

Alumni's pursuit of additional education and education-related debt

Section E: Pursuit of Additional Education

- Alumni's were asked how well Cal State LA prepared them for graduate or professional school
  - 89.09% indicated that they were Generally well prepared to Very well prepared for graduate school or professional school compared to others in their graduate/professional degree program(s)

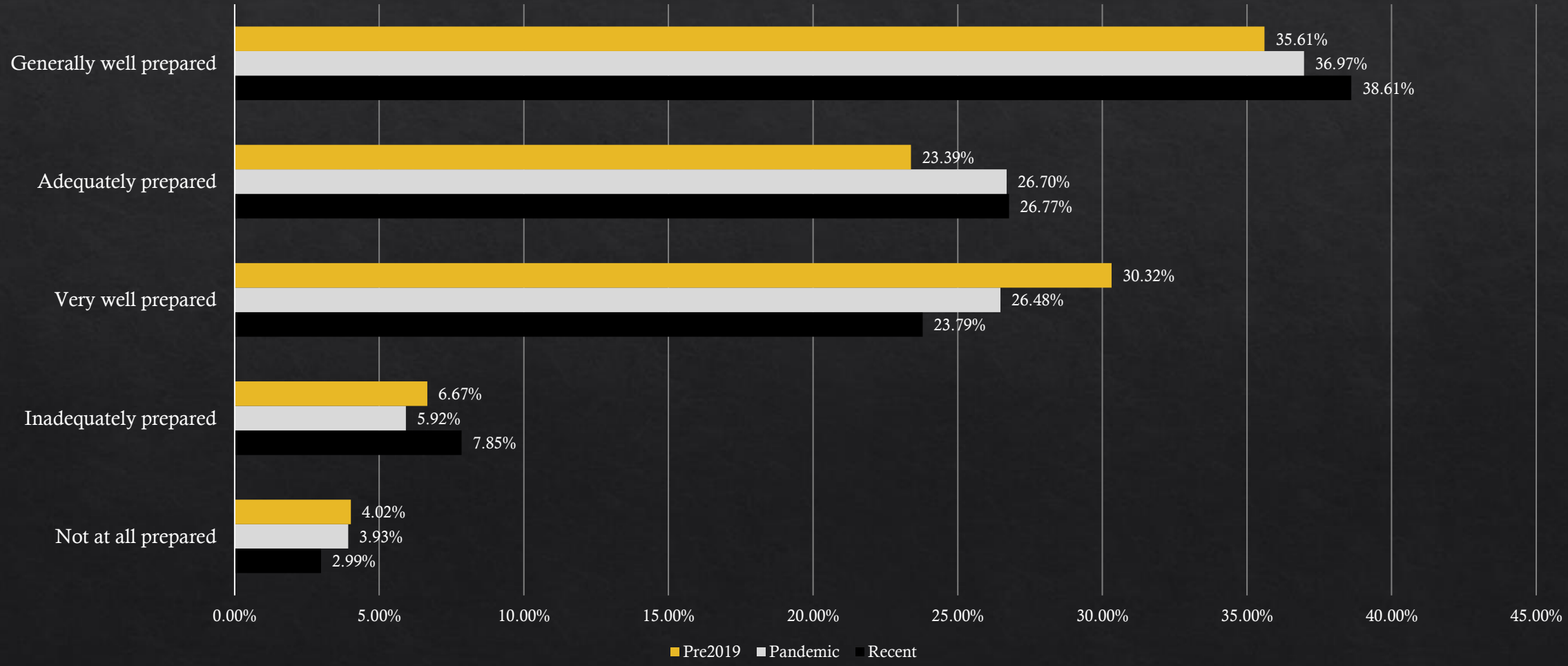
How well do you think your undergraduate experience at Cal State LA prepared you for graduate or professional school when you compare yourself with others in your graduate/professional degree program(s)? (n = 3,641)



Section E: Pursuit of Additional Education

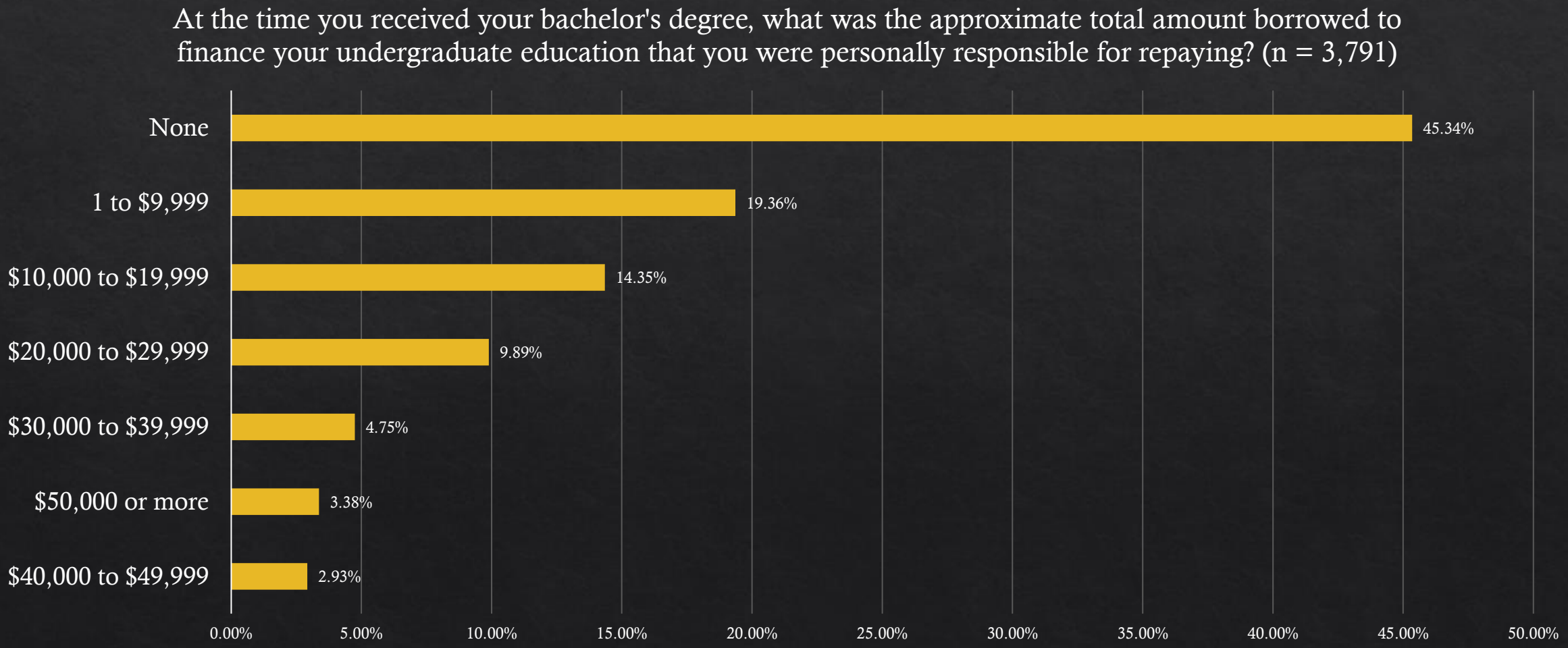
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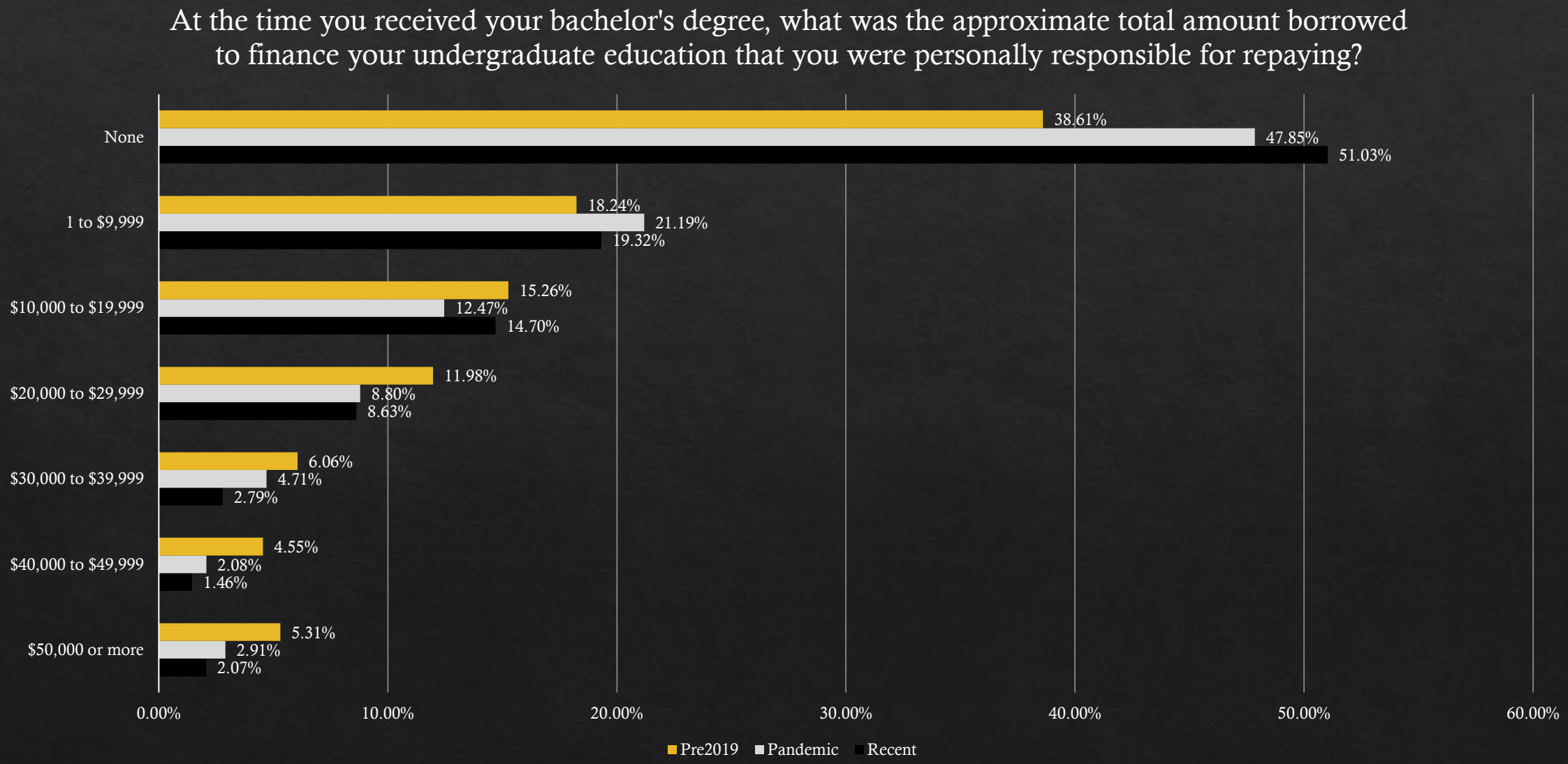
Section E: Pursuit of Additional Education

- Alumni's were asked how much money was borrowed to finance their undergraduate degree and were personally responsible to pay back
  - 79.05% alumni surveyed indicated that they had less than $20k debt to repay with 45.34% indicating zero debt after graduating



Section E: Pursuit of Additional Education

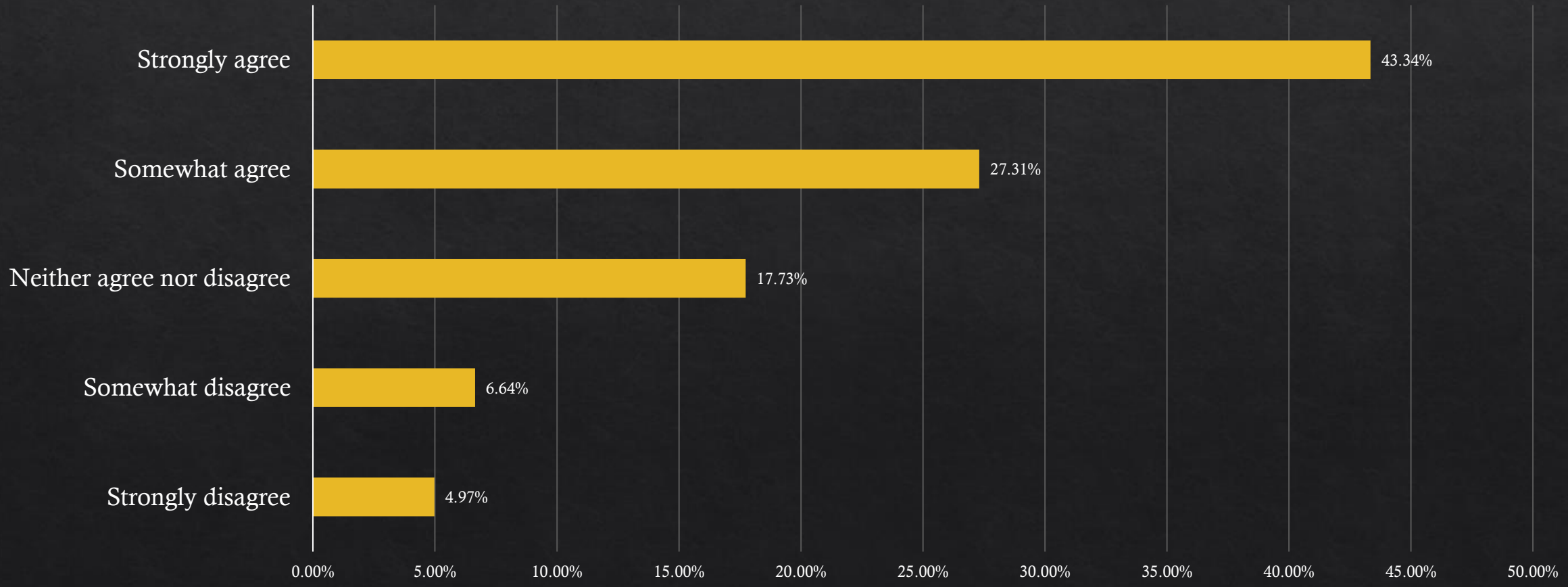
- Alumni's were asked how much money was borrowed to finance their undergraduate degree and were personally responsible to pay back



Section E: Pursuit of Additional Education

- Over 70% of our Alumni agree that the benefits of attending Cal State LA were worth the financial costs

To what extent do you agree with the following statement: Reflecting back, the benefits I received from attending Cal State LA as an undergraduate were worth the financial costs to me and my family.
(n = 3,779)



Section F:

Open-ended questions about their experience at Cal State LA
and any suggestions for improvements

Section F: Open-ended comments, part 1

First Open-ended question asks the alumni about the most beneficial aspects of their Cal State LA experience in their personal and professional life. The responses highlight a variety of beneficial aspects (in order of most mentions):

- **Underutilized Opportunities**: Acknowledgment of not fully taking advantage of available positive aspects including networking, exploring, seeking internships, and approaching faculty for research/projects.

- **Educational Benefits**: Simple yet significant acknowledgment of the education received was beneficial.
  - "In my college experience, I learned the proper skills needed to succeed after graduation. Public health (my major) and the required courses we took helped me in real life scenarios - such as avoiding and preventing diseases. My job today as a permanent makeup artist requires working with bloodborne pathogens, which was covered thoroughly in my courses."
  - "The education was good overall, I think it prepared me enough to be able to find a job related to my major within 6 months of graduating."
  - "The highly qualified professors, mentors and advisement team helped me prepare for the career I have now. CalstateLA has milticultural events and various forms of art available both private and public. Overall, once you go to CalstateLA you want to go back to visit, because every alumni leaves a piece of their heart on campus."

Section F: Open-ended comments, part 1 cont.

- **Diversity Experience**: Valuing the experience of a diverse population, emphasizing the importance of exposure to different cultures and perspectives.
  - "The diversity on campus really opened my eyes to the world as I was raised in a small town. Having on campus event and networking opportunities to get to know other students. Being able to work on campus and be involved was huge for me. Having mentors and supervisors to helped me and supported me during my undergraduate experience was important."



- **Departmental/College Support**: Specific appreciation for the major's department, suggesting the impact of department-specific resources and faculty.
  - "the faculty and professors, their guidance was amazing"
  - "The opportunity to attend as a DACA recipient. I am glad to continue to have the opportunity to pursue higher education and gain the knowledge needed to thrive in my field. CSULA gives the opportunity to many others like me and that allows growth."



Section F: Open-ended comments, part 1 cont.

- **Development of Interpersonal Skills**: Mention of "People Skills" as a key benefit, highlighting personal growth in social competencies.
  - "As a first-generation university student, Cal State LA allowed me to build a confidence that I had lacked in my grade school career. In my upper division classes in particular, I felt that the faculty was genuinely engaged with my education and future after Cal State LA. I met students who looked like me and shared similar background, many of whom have now become life long friends and have helped me to network and establish my career."
  - "Student Life. Being an involved student. Never going home immediately, forming study groups. Pulling all nighters on campus with anyone having access to a research lab. Staying up late studying with engineers. Socializing and making friendships."
  - "I personally made a great friendship that lasted me years and to this day. I also have amazing memories of campus and meeting with friends in the USU building to study. Professionally, I learned communicative skills that could be translated in my current job whenever I interact with superiors or just anybody."





Section F: Open-ended comments, part 2

Alumni's were also asked in what ways the Cal State LA experience could be improved or changed.

- **More class and Degree Options**: Besides mentions of making school more affordable and offering more degrees, indicating concerns about cost and academic variety.
  - "I think for the most availability of classes could have been more. It was awfully hard to get classes I want because it was either only available for students with that major or that too many students tried to get in there was no way I could register for it."

- **Resource Constraints**: Comments to a need for better funding or resource allocation including facilities.
  - "What could have been improved is offering more support on how to tap into resources like job fair and academic advisors to help brainstorm jobs."
  - "I think CSULA can improve by advocating for their students to use more of their resources and informing more students about the resources CSULA has. For example, scholarships and calfresh aid."
  - "There needs to be more push for resources. It wasn't until after I graduated that I learned of internships or partnerships with the schools. Professors need to inform students and the administrative staff that works with these partnerships and internships needs to reach out the students"
  - "More outreach, better advisors, better job search programs for majors, more support, less expensive parking passes etc."
  - "That campus just needs a little love. Some of those buildings seem ready to retire. There were a few classrooms that felt like dark dungeons.

Section F: Open-ended comments, part 2 cont.

- **Career Path Information**: A call for more information on career paths for students, highlighting a desire for enhanced career guidance.
  - "I believe more conversations about internships and student involvement with research… as a First Gen low income students… it would [have] been helpful to have more guidance about the importance of these experiences…"
  - "I believe CSULA could have better promoted career opportunities to those who had to constantly commute."
  - "I wished the school would help connect student with companies in forms of internships or programs. giving them a feel of what it is like in the industry."
  - "I wish I had someone to tell me where to get a job. I went to the career fairs but it seemed like no one was able to help… So letting people know their options before leaving the school."

- **Career Guidance**: A desire for improved career counseling and more information on career paths, suggesting a need for stronger links between academic programs and professional opportunities.
  - "I felt supported in CSULA but I wish there was a separate course for PSY students or just a separate course in the beginning of the academic year that just explained career options in psychology in depth and because although I thought I knew what I wanted to do with my degree, I didn't really."
  - "The counselors needed to be better prepared with the majors they are in charge of. My counselors did not know information for the programs I was trying to do and she was supposed to be a counselor for my major."
  - "I would have liked it if I (and all of the students) was assigned a counselor that would have helped me plan my major path, further education, and employment in said major.
  - "An aspect that could be improved upon is a greater show of alternative routes that could be utilized with one's degree (history major)."

Section F: Open-ended comments, part 2 cont.

- **Awareness for social and on-campus resources**: While some alumni express satisfaction, there's an acknowledgment that enhancements could further enrich their experience.
  - "I think csula could improve by advertising clubs and organizations more. I could not join any clubs during my time at csula because of my work schedule but I would have loved to have had those experiences too."
  - "It would've been nice to have more opportunities for events, it seemed every event was at the same time."
  - "My experience could have been improved if events were promoted more or if events were longer due to having night classes and missing out."
  - "I would have loved to join more clubs and be more involved/informed of the free opportunities and events early in my education."
  - "I think just a more robust way to connect or network on the CSULA home page or portal would help some students who are generally unavailable to meet in person succeed."





Section F: Open-ended comments, part 2 cont.

- Other valuable guidance on how to enhance the student experience at Cal State LA included:
  - "If there is one thing I could have used during my undergraduate years is the guidance and mentorship for life after college. I was so fixated on just the day-to-day and wanting to make it to graduation that once I got there I didn't know what the next step would be…."
  - "As a student, I frequently engaged in discussions with peers about the perceived lack of an alumni support network. Now, as an alum myself, I've observed a noticeable scarcity of opportunities to actively participate and contribute."
  - "CalstateLA should further work to partner with employers to offer internship and jobs for graduating students. Perhaps create more innovatively fun networking events (at least monthly)."

Section F: Open-ended comments, part 2 cont.

- Other valuable guidance on how to enhance the student experience at Cal State LA included continued:
  - "CSULA is a commuter school and it should give students a place to rest in between classes. There were times when I had 4-6hr gaps and I would spend studying, catching up on assignments or try to catch up on sleep but never felt well rested." (a few comments have asked for nap pods)
  - "Upon returning home from my incarceration, I had great support from Project Rebound. All staff were amazing there. The one thing I think that would have helped my transition home in academia is the way my campus professors interacted and engaged with me. I often found myself lost or behind regarding technological things and even certain curricula concepts and tried to connect with them during their open office hours."
  - "I feel that my experience at cal state la could've improved had there been more opportunities for community engagement. I enjoy volunteering, but looking back at my time at cal state la, I didn't find many opportunities to give back in the community."