

Graduate Alumni Outcomes

Results from 2017 and 2018 Graduate Alumni Survey

**Institutional Research & Planning
April 2019**



RHODE ISLAND COLLEGE

Background

- Need to collect employment and other outcomes data on RIC's graduate student population, as is currently being done for undergraduate students.
- Such data needed to assess quality of graduate experience at RIC.
- Instrument designed by Office of Institutional Research & Planning in 2017 in consultation with Interim Dean of Graduate Studies.
- Administered in spring 2017 and spring 2018 to degree- and certificate-seeking students who graduated in 2015-16 and 2016-17, respectively.
- Incentives: students were entered into a drawing for \$25 Amazon gift cards.



Response Rates

	2017	2018	Overall
Population	342	337	679
Respondents	94	68	162
Response Rate	27.5%	20.2%	23.9%



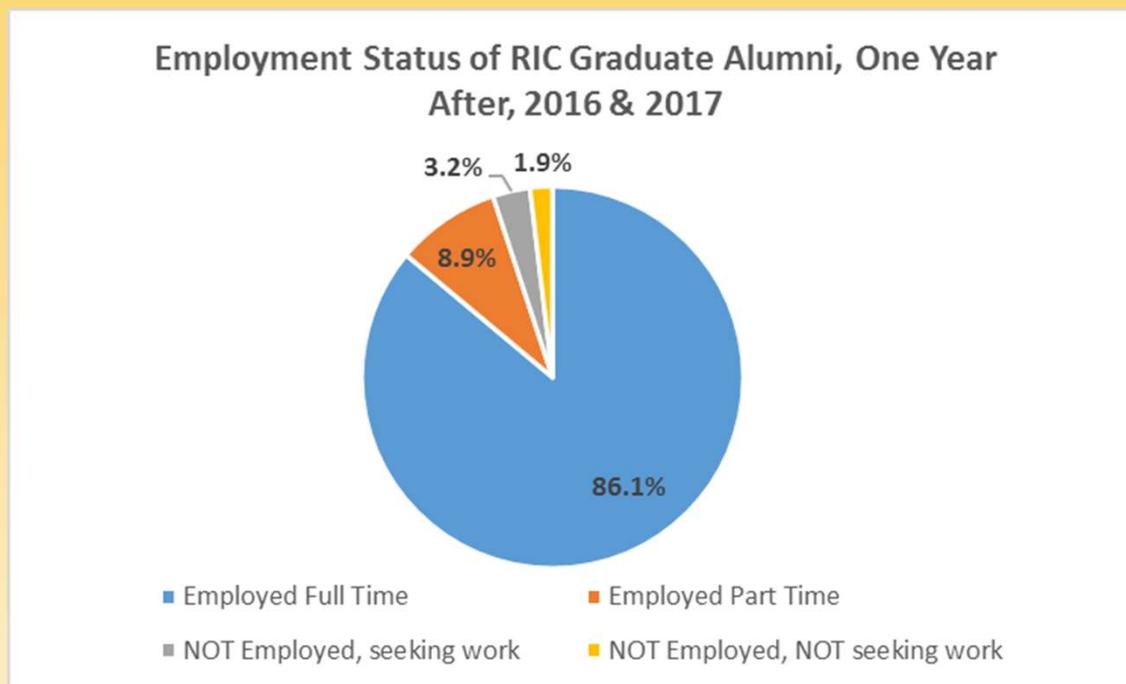
Characteristics of Population vs. Survey Respondents, 2017 & 2018 Combined

	Population		Respondents	
	N	%	n	%
Credential Awarded				
Certificate	111	16.3%	22	13.6%
Masters	519	76.4%	123	75.9%
CAGS	36	5.3%	12	7.4%
Doctoral	13	1.9%	5	3.1%
School of Major				
Arts & Sciences	33	4.9%	12	7.4%
Business	40	5.9%	6	3.7%
Education	391	57.6%	94	58.0%
Nursing	56	8.2%	12	7.4%
Social Work	159	23.4%	38	23.5%
Sex				
Female	547	80.6%	136	84.0%
Male	132	19.4%	26	16.0%
Race/Ethnicity				
Minority	78	11.5%	22	13.6%
White	543	80.0%	124	76.5%
Unknown	58	8.5%	16	9.9%
GPA	3.77		3.79	

- Because number of respondents is low in each year's administration of the survey, results from the two years are **combined** in this presentation.
- Survey respondents are generally representative of the population on dimensions presented above.



Current Employment Status of RIC Graduate Alumni



- 95% of graduate completers are **employed** one year after completing their graduate credential.
- Over 90% are in **permanent** positions.
- Less than 10% are **self employed**.
- Nearly half of employed alumni obtained their current job **within six months** of completing their graduate studies, and 40% had their current job before graduating from RIC.
- Among the small number of graduates who are not employed, a handful are **pursuing additional education**.

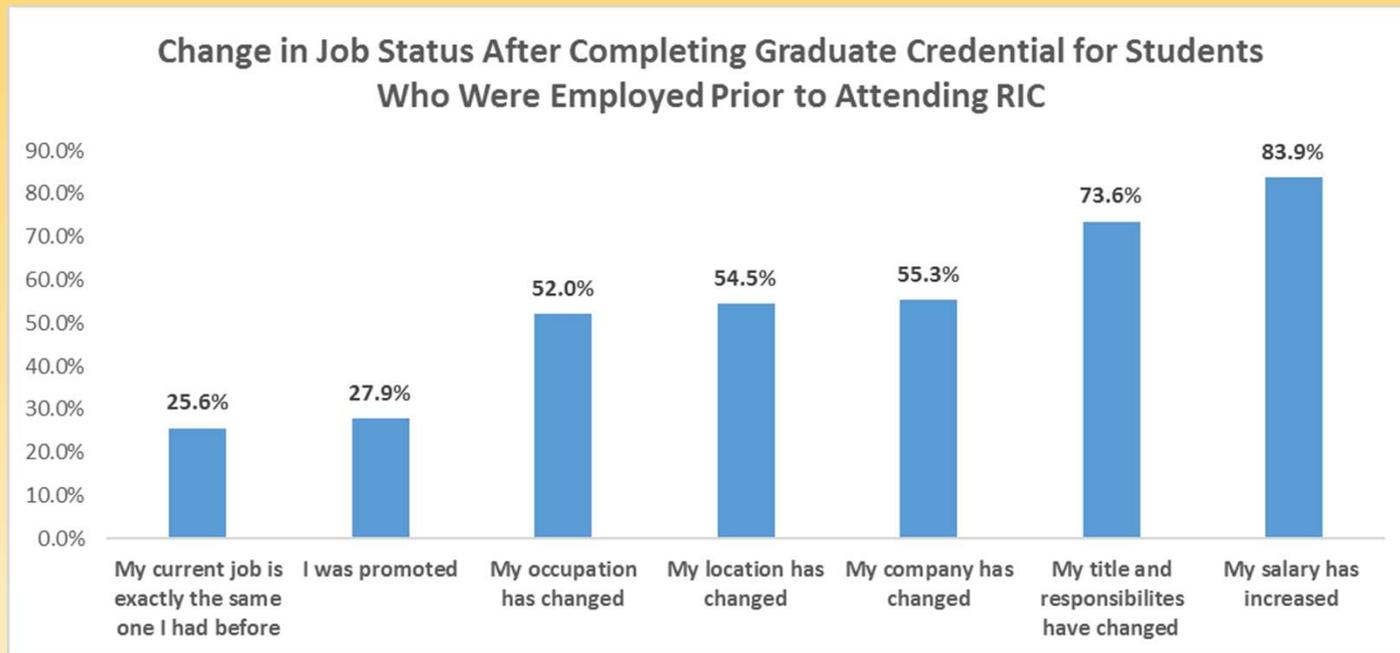


Job Characteristics for Employed Graduate Alumni

- **Most Common Fields of Employment**
 - Education (45.7%)
 - Social Work/Counseling (39.4%)
 - Nursing (10.2%)
 - Other (4.7%)
- **Job Location**
 - Rhode Island (76.8%)
 - Massachusetts (15.2%)
 - Other (8%)
- **Salary**
 - Over half (53%) of graduate alumni employed **full time** report earning between \$40,000 and \$59,999 annually.
 - 22% report earning \$75,000 or more.
- **Career Position**
 - Nearly all employed graduate alumni (94%) indicated that their current position is a “career” position.



Relationship between Current Job and Job Prior to RIC Graduate Program



- Most alumni who were employed prior to attending RIC experienced some change in their employment after receiving their graduate credential.
- The most common change was an increase in salary, while the least common was a promotion.
- Note that an individual may have experienced multiple changes in his/her employment.



Job Satisfaction

Importance of and Satisfaction with Selected Job Characteristics for Employed Graduate Alumni

	Importance	Satisfaction	Gap
Working Conditions	3.63	3.25	0.38
Job Security	3.56	3.26	0.30
Fit With Organization's Culture	3.51	3.24	0.27
Compensation	3.42	3.01	0.42
Potential for Career Advancement	3.24	2.99	0.25
Opportunity to be Creative	3.22	3.19	0.03

Scales:

Importance: 1=Not Important, 2=Somewhat Important, 3=Important, 4=Very Important

Satisfaction: 1=Very Dissatisfied, 2=Dissatisfied, 3=Satisfied, 4=Very Satisfied

- Overall, 94% of employed graduate alumni report being “satisfied” or “very satisfied” with their current job.
- On average, employed graduate alumni identify all job characteristics above as important, but “working conditions” have the highest importance rating.
- Employed graduate alumni are most satisfied with “working conditions” of their current job and least satisfied with “potential for career advancement.”



Relationship between RIC Program and Current Job

Percent of Employed Graduate Alumni Indicating that Each Statement is True to a "Great Extent" and Mean Response

	% Great Extent	Mean
Current Employment is Related to RIC graduate program	75.4%	2.68
RIC graduate courses have helped in the workplace	66.4%	2.64
Overall RIC experiences helped in the workplace	65.9%	2.64

Scale: 1=Not at All; 2=Somewhat; 3=A Great Extent

- Three quarters of employed graduate alumni report that their current employment is related to their RIC graduate program.
- Roughly two thirds indicate that their RIC graduate courses and overall RIC experience have helped them in the workplace.
- 83.6% of employed graduate alumni reported that RIC prepared them “well” or “very well” for their current position.



Skills and Competencies

Importance of Skills and Competencies to Current Life of RIC Graduate Alumni and Satisfaction with RIC Contribution to Development of Skills and Competencies

	Importance to Current Life	Satisfaction with RIC Contribution	Gap
Communicate Well Orally	3.69	3.26	0.44
Understand Professional/Ethical Responsibilities	3.64	3.34	0.30
Manage Time Well	3.61	3.18	0.43
Function Effectively as a Team Member	3.61	3.23	0.38
Relate Well to Different People	3.61	3.23	0.37
Use Computers	3.52	3.08	0.44
Acquire New Skills and Knowledge On my Own	3.51	3.23	0.28
Write Effectively	3.50	3.24	0.27
Organize Effectively	3.50	3.16	0.35
Formulate Creative/Original ideas and Solutions	3.40	3.05	0.35
Develop Occupational Competencies	3.25	3.15	0.10
Be Aware of Current Occupational Trends	3.18	3.10	0.09
Lead and Supervise Tasks and Groups of People	3.11	3.04	0.07
Conduct Research	2.72	3.16	-0.44
Quantitative Abilities	2.55	2.93	-0.38

Scales:

Importance: 1=Not at all important, 2=Somewhat important, 3=Important, 4=Very important

Satisfaction: 1=Very Dissatisfied, Dissatisfied, Satisfied, Very Satisfied

- RIC graduate alumni generally assign greater importance to soft skills than to technical or occupational skills.
- Alumni also indicate greater satisfaction with RIC’s contribution to their development in these areas.
- For “conduct research” and “quantitative abilities,” satisfaction levels are greater than perceived importance.



Additional Activities

- Roughly 13% of survey respondents indicated that they are currently **pursuing additional education**; most are doing so while employed.
- 15% reported that they have **published one or more research papers**.
- A large majority (85%) told us that they have **attended a professional conference**.
- About a third of survey respondents indicated that they have **presented** at a professional conference.



Rating of RIC Graduate Program/Experience

Rating of Selected Aspects of Graduate Program/Experience

	n	%Excellent	Mean
Faculty	135	54.1%	4.43
Fellow Students	134	38.1%	4.28
Course Content	135	35.6%	4.19
Academic Support	118	37.3%	4.15
Course Availability/Scheduling	135	33.3%	4.12
Guidance on Pursuing More Graduate Study	113	25.7%	3.73
Career Guidance	111	19.8%	3.59

Scale: 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Excellent

- RIC graduate alumni rate faculty most favorably and career guidance least favorably.
- Note that not all survey respondents rated every item.
- **90%** of graduate alumni indicate that they would **attend RIC again**, and **87.7%** indicate that they would **enroll in the same graduate program**.



Summary

Response rates to this survey are low, so some caution should be used in interpreting the results; nonetheless, the following are noteworthy:

- The overwhelming majority of graduate alumni survey respondents are employed one year after completing their RIC program in permanent, career-oriented professions.
- The majority work in the fields of education or social work/counseling and are employed in Rhode Island.
- Employed graduates report that their RIC graduate program had a positive impact on their current jobs, and most who were employed prior to their program experienced some change in their employment after they earned their credential.
- Job satisfaction levels are high, particularly with working conditions, job security, and organizational fit.
- Overall, graduate alumni are satisfied with RIC and their program and report being especially happy with faculty, program/course content, and affordability.
- Some aspects of the RIC graduate experience with which alumni were a bit less satisfied include career guidance/professional preparation and course availability.

