

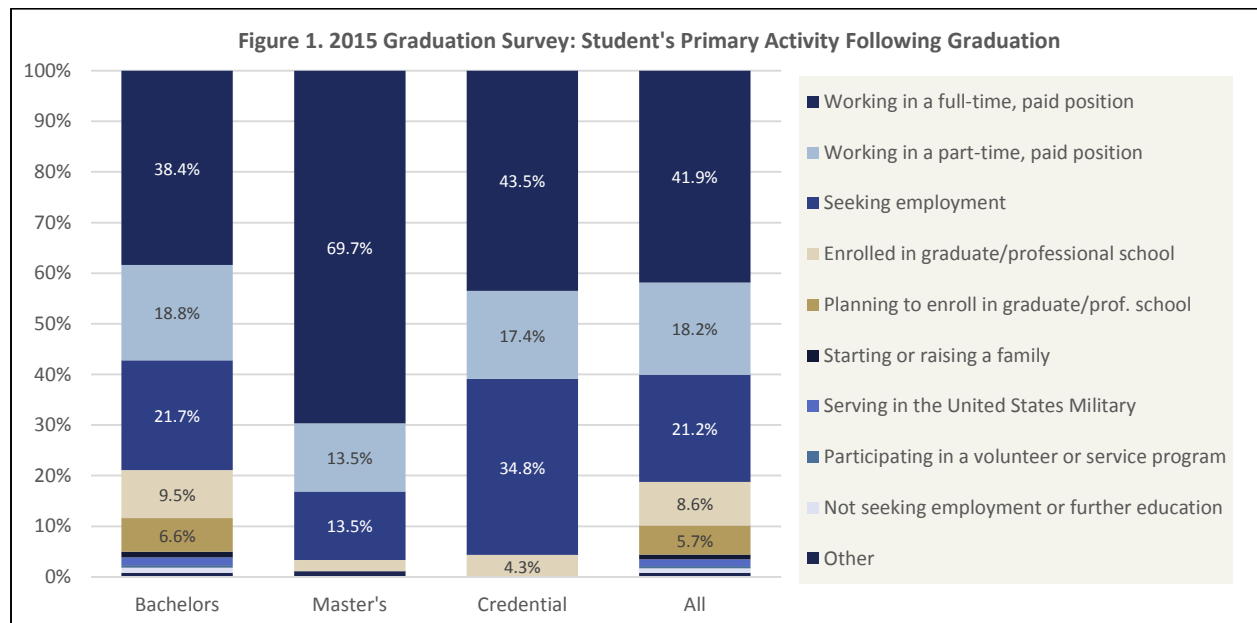
Spring 2015 Graduation Survey

Summary Prepared by Institutional Planning & Analysis

The Graduation Survey is administered annually to graduating students who attend the Spring commencement ceremonies at California State University San Marcos. The purpose of this brief survey is to learn what our graduates' primary status will be following graduation, and to gather additional information regarding their plans for employment or further education. For the first time in Spring 2015, an online survey was used and graduates were able to complete the survey using iPads provided on-site by volunteers from Institutional Planning & Analysis and the Career Center. A link and QRC code were also provided for any graduates who wished to complete the survey using their mobile phones; however, this option was not used by respondents.

Of an estimated 2,062 graduates in attendance at the Spring 2015 commencement ceremonies, 856 (41.5%) responded to the survey. Upon review, four responses were deemed invalid and were subsequently excluded from analysis, resulting in a final sample of 852 graduates. Of those who reported their degree, most (727, 86.9%) reported that they were graduating from a Bachelor's degree program, while 90 (10.8%) had completed a Master's degree program and 23 (2.8%) had completed a credential program¹. A majority (51.8%) identified as white, 24.7% Latino/a, 9.8% Asian, 3.2% African American, 3.1% Pacific Islander, 0.4% Native American, 4.7% two or more races/ethnicities, and 2.5% other race/ethnicity. The gender breakdown of these respondents closely resembles CSUSM's enrollment numbers, with 61.1% of respondents identifying as female and 38.8% identifying as male; one additional individual identified as transgender. Additional demographic information, as well as response counts by college, degree type, and program, can be found in Appendix A: Respondent Characteristics.

Over 60% of Spring 2015 respondents indicated they would be working in a full- or part-time paid position following graduation, while almost 20% expected be seeking full- or part-time employment and 14.3% anticipated that they would be enrolled or planning to enroll in graduate/professional school. Master's degree recipients were more likely to report that they would be employed following graduation.

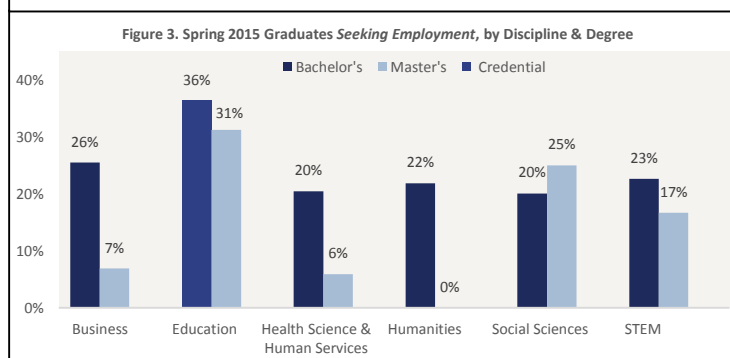
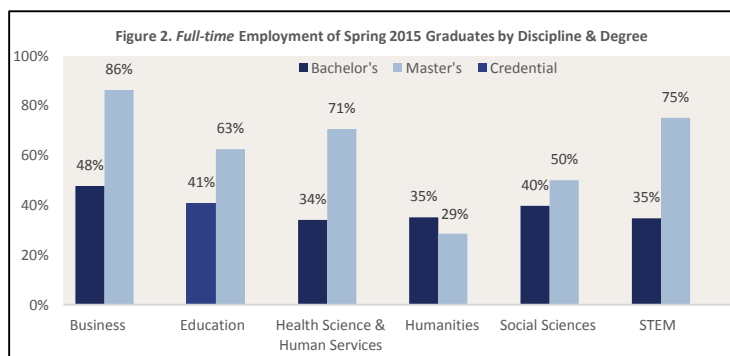


¹ Totals will not add to 100%, as six respondents indicated that they were graduating with both a degree (1 BA, 5 MA) and credential.

Primary Activity Following Graduation	Bachelor's	Master's	Credential	All
Working in a paid position	57.2%	83.1%	60.9%	60.1%
Full-time	38.4%	69.7%	43.5%	41.9%
Part-time	18.8%	13.5%	17.4%	18.2%
Seeking employment	21.7%	13.5%	34.8%	21.2%
Full-time	20.0%	11.2%	34.8%	19.5%
Part-time	1.7%	2.2%	0.0%	1.7%
Graduate or professional school	16.2%	2.2%	4.3%	14.4%
Enrolled	9.5%	2.2%	4.3%	8.6%
Planning	6.6%	0.0%	0.0%	5.7%
Serving in the United States Military	1.5%	0.0%	0.0%	1.3%
Starting or raising a family	1.1%	0.0%	0.0%	1.0%
Participating in a volunteer or service program	0.6%	0.0%	0.0%	0.5%
Not seeking employment or further education	1.0%	0.0%	0.0%	0.8%
Other	0.8%	1.1%	0.0%	0.8%
<i>N</i>	724	89	23	836

Employment

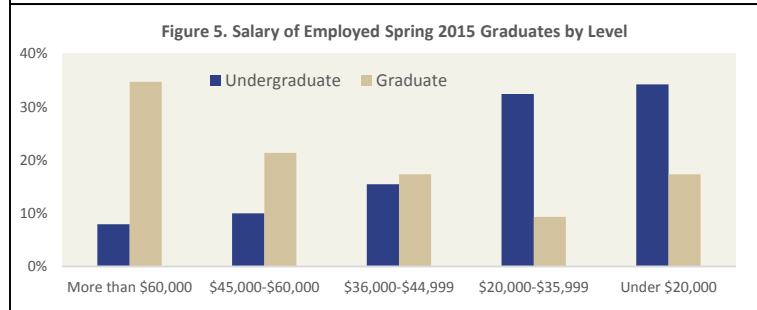
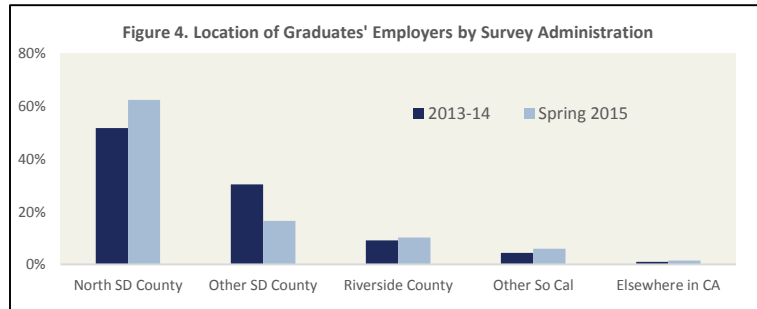
Regardless of degree type, those graduating from a Business discipline² were most likely to report that they would be working in a full-time, paid position after graduating. At the Master's degree level, graduates from STEM and Health Science & Human Services disciplines also had higher reported rates of full-time employment, while graduates from the Humanities and Social Sciences reported the lowest. In contrast, undergraduates in the Social Sciences and Humanities reported slightly higher rates of full-time employment than those in STEM or Health Science & Human Services fields. Credential program completers in an Education discipline had lower full-time employment rates than most Master's degree recipients, but higher rates than most undergraduate disciplines.



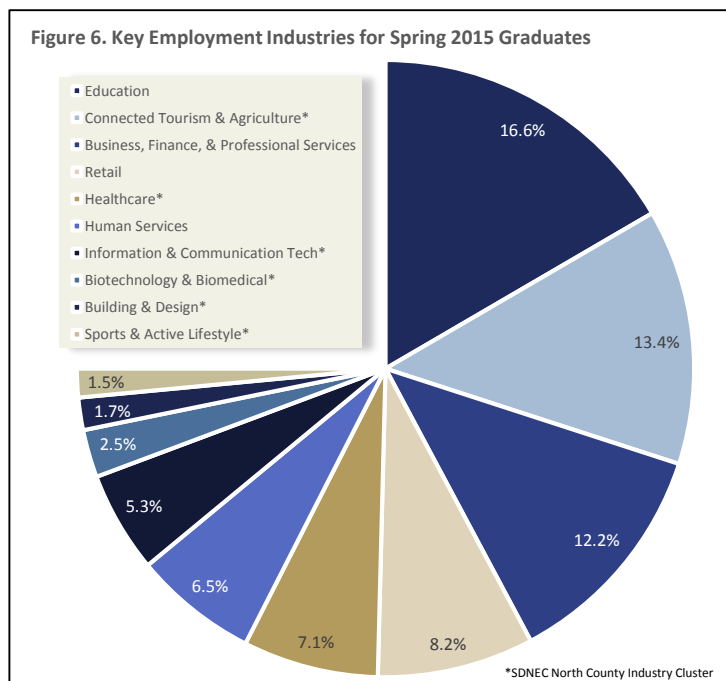
Employment rates do not necessarily tell the whole story, as students might be pursuing other goals or not wish to be employed. Looking only at students who indicated they would be seeking employment following graduation, we see a slightly different pattern emerge. Business graduates had the highest percentage of employment-seekers at the Bachelor's degree level, but relatively few employment-seekers at the Master's degree level. Master's degree recipients in a Humanities discipline (a relatively small group) had the lowest percentage of employment-seekers, while credential program completers in an Education discipline had the highest proportion across degree levels. Overall, Master's degree recipients were least likely to be seeking employment.

² For bachelor's degree recipients, discipline is based on the primary undergraduate major indicated by the respondent.

A large majority (62.4%) of employed respondents indicated that they would be working in North San Diego County after receiving their degree, an increase from last year's 51.7%. Other San Diego County (16.6%) and Riverside County (10.2%) were the next most common employment locations for our Spring 2015 working respondents, and over 99% indicated that they would be working somewhere in the state of California. As one might expect, those who said they would be employed full-time were more likely to earn higher salaries. Over two thirds of part-time employed graduates reported a salary of less than \$20k, compared with only 14.3% of those who reported full-time employment. As shown in Figure 5, students completing a graduate program were also more likely to report higher salaries, with 56% of these students reporting a salary of more than \$45k, versus only 18.0% of employed undergraduates.



Full- and part-time employed graduates selected from a list of 35 options to indicate their employment



industry. For reporting purposes, these industries were grouped using the North County industry clusters included in the SDNEC's [2015 North County Prospects Report](#), as well as other options frequently chosen by respondents. Education was the most common employment industry, particularly for Master's degree and Credential program completers. Graduates working in the Biotechnology & Biomedical or Information & Communication Technology fields tended to report the highest salaries, while those working in Connected Tourism & Agriculture or Retail tended to report lower salaries. For further employment data, including a list of the 35 employment industries used, refer to Appendix B: Employment Data.

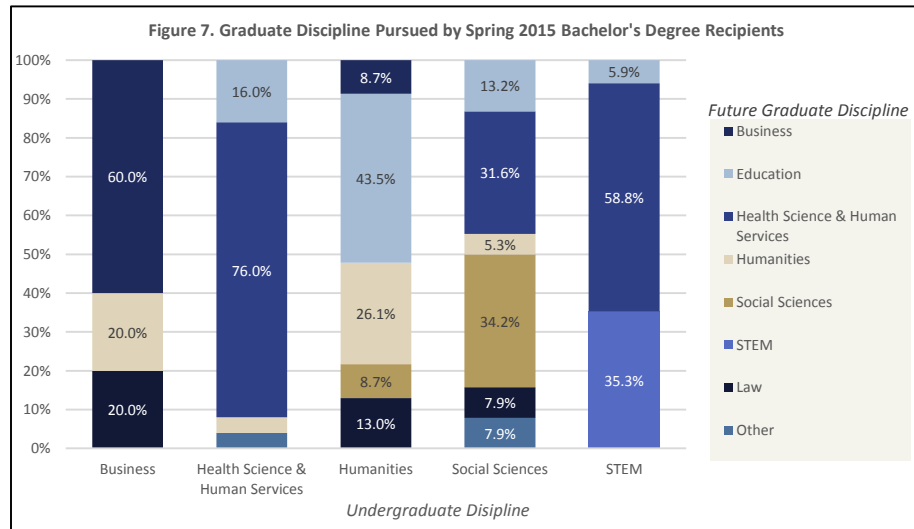
Further Education

Over 15% of respondents graduating from a Bachelor's degree program indicated that they would be enrolled or planning to enroll in graduate or professional school³ following graduation. Of these, a

³ Includes additional bachelor's degrees.

majority (54.5%) indicated that they would pursue a Master's degree, while 18.9% said they would pursue a credential and 16.7% a Doctorate. The most common graduate discipline pursued was Health Science & Human Services, followed distantly by Education and Social Sciences. A large proportion (45.0%) of these respondents were enrolled or planning to enroll in a graduate program at CSUSM.

Graduates from undergraduate disciplines in STEM (24.0%) and Health Science & Human Services (20.5%) were most likely to pursue graduate or professional school following graduation, while Business graduates (4.8%) were least likely. STEM graduates were also most likely to indicate that they would be enrolled or planning to enroll in a doctoral program, while Humanities graduates were more likely to pursue a credential. Most respondents indicated that they were pursuing a graduate program in



the same discipline, although more STEM graduates indicated that they would go into Health Science & Human Services. Humanities and Social Sciences graduates were most likely to pursue graduate degrees in other disciplines. For additional data regarding graduates' plans for further education, see Appendix C: Education Data.

This report was prepared by Institutional Planning & Analysis in September, 2015. Please contact Cameron Stevenson (cstevens@csusm.edu) with questions about this report or to request additional data from the Graduation Survey. Visit <http://csusm.edu/ipa/surveys> for more information about CSUSM's institutional survey portfolio.

Appendix A: Respondent Characteristics

Table 1. Respondents by Degree Type

	Percent*
Bachelor's	86.9%
Master's	10.8%
Credential	2.8%
N	836

*Percentages do not sum to 100% because six respondents indicated they were graduating with both a degree (1 BA, 5 MA) and a credential.

Table 2. Respondents by Race/Ethnicity

	Undergraduate	Graduate*	All Respondents
African American	3.3%	2.9%	3.2%
Asian	8.9%	14.6%	9.8%
Latino/a	25.0%	22.3%	24.7%
Native American	0.4%	0.0%	0.4%
Other	2.6%	1.9%	2.5%
Pacific Islander	3.2%	1.9%	3.1%
Two or more	5.2%	1.9%	4.7%
White	51.5%	54.4%	51.8%
N	695	102	815**

*Includes credential program completers. One individual graduating from both a bachelor's degree and credential program is categorized as undergraduate.

**Total N is greater than the sum of undergraduate and graduate because some respondents did not indicate which degree they were completing.

Table 3. Respondents by Gender

	Undergraduate	Graduate*	All Respondents
Female	60.0%	66.7%	61.1%
Male	39.9%	33.3%	38.8%
Other	0.1%	0.0%	0.1%
N	702	105	822**

*Includes credential program completers. One individual graduating from both a bachelor's degree and credential program is categorized as undergraduate.

**Total N is greater than the sum of undergraduate and graduate because some respondents did not indicate which degree they were completing.

Table 4. Respondents by Underrepresented Minority Status

	Undergraduate	Graduate*	All Respondents
URM	34.4%	29.4%	32.3%
Non-URM	65.8%	70.6%	63.4%
N	698	102	815**

*Includes credential program completers. One individual graduating from both a bachelor's degree and credential program is categorized as undergraduate.

**Total N is greater than the sum of undergraduate and graduate because some respondents did not indicate which degree they were completing.

Table 5. Respondents by Veteran Status

	Undergraduate	Graduate*	All Respondents
Non-Veteran	95.7%	93.1%	95.4%
Veteran	4.3%	6.9%	4.6%
N	695	102	812**

*Includes credential program completers. One individual graduating from both a bachelor's degree and credential program is categorized as undergraduate.

**Total N is greater than the sum of undergraduate and graduate because some respondents did not indicate which degree they were completing.

Table 6. Respondents by College

	Bachelor's*	Master's	Credential	All
CEHHS	18.2%	37.8%	100.0%	22.0%
CHABSS	57.0%	16.7%	0.0%	51.5%
COBA	14.5%	32.2%	0.0%	16.1%
CSM	10.3%	13.3%	0.0%	10.4%
N	726	90	23	833**

*College membership for Bachelor's degree recipients is based on primary undergraduate major.

**Total N is less than the sum of degrees because six respondents indicated they were graduating with both a degree (1 BA, 5 MA) and a credential. In these cases, the degree was used to determine college membership for this table.

Table 7. Respondent Degrees by College and Program

CEHHS	N	% of College	% of Total
Bachelor's	137	70.6%	15.4%
<i>Human Development</i>	85	43.8%	9.5%
<i>Kinesiology</i>	38	19.6%	4.3%
<i>Nursing</i>	14	7.2%	1.6%
Master's	34	17.5%	3.8%
<i>Education</i>	16	8.2%	1.8%
<i>Nursing</i>	5	2.6%	0.6%
<i>Social Work</i>	6	3.1%	0.7%
<i>Speech-Language Pathology</i>	7	3.6%	0.8%
Credential	23	11.9%	2.6%
<i>Education</i>	22	11.3%	2.5%
<i>Speech-Language Pathology</i>	1	0.5%	0.1%
CEHHS TOTAL	194	100.0%	21.7%
CHABSS	N	% of College	% of Total
Bachelor's	456	96.8%	51.1%
<i>Anthropology</i>	16	3.4%	1.8%
<i>Communication</i>	50	10.6%	5.6%
<i>Criminology & Justice Studies</i>	63	13.4%	7.1%
<i>Economics</i>	16	3.4%	1.8%
<i>Global Studies</i>	4	0.8%	0.4%
<i>History</i>	22	4.7%	2.5%
<i>Liberal Studies</i>	39	8.3%	4.4%
<i>Literature & Writing Studies</i>	25	5.3%	2.8%
<i>Mass Media</i>	10	2.1%	1.1%
<i>Political Science</i>	26	5.5%	2.9%
<i>Psychology</i>	82	17.4%	9.2%
<i>Social Sciences</i>	17	3.6%	1.9%
<i>Sociology</i>	37	7.9%	4.1%
<i>Spanish</i>	14	3.0%	1.6%
<i>Special Major</i>	3	0.6%	0.3%
<i>Visual & Performing Arts</i>	27	5.7%	3.0%
<i>Women's Studies</i>	5	1.1%	0.6%
Master's	15	3.2%	1.7%
<i>History</i>	5	1.1%	0.6%
<i>Literature & Writing Studies</i>	1	0.2%	0.1%
<i>Psychology</i>	3	0.6%	0.3%

<i>Sociological Practice</i>	5	1.1%	0.6%
<i>Spanish</i>	1	0.2%	0.1%
CHABSS TOTAL	471	100.0%	52.8%
COBA	<i>N</i>	<i>% of College</i>	<i>% of Total</i>
Bachelor's	105	78.4%	11.8%
<i>Business Administration</i>	105	78.4%	11.8%
Master's	29	21.6%	3.3%
<i>Business Administration</i>	29	21.6%	3.3%
COBA TOTAL	134	100.0%	15.0%
CSM	<i>N</i>	<i>% of College</i>	<i>% of Total</i>
Bachelor's	81	87.1%	9.1%
<i>Applied Physics</i>	5	5.4%	0.6%
<i>Biochemistry</i>	5	5.4%	0.6%
<i>Biological Sciences</i>	30	32.3%	3.4%
<i>Biotechnology</i>	14	15.1%	1.6%
<i>Chemistry</i>	1	1.1%	0.1%
<i>Computer Science</i>	21	22.6%	2.4%
<i>Mathematics</i>	5	5.4%	0.6%
Master's	12	12.9%	1.3%
<i>Biotechnology</i>	3	3.2%	0.3%
<i>Computer Science</i>	6	6.5%	0.7%
<i>Mathematics</i>	3	3.2%	0.3%
CSM TOTAL	93	100.0%	10.4%
Total N*	892	N/A	100.0%

*N reflects number of degrees and credentials. Some respondents reported receiving more than one degree and/or credential.

Appendix B: Employment Data

Table 1. Employment Region by Type of Employment

	Working in a part-time, paid position	Working in a full-time, paid position (30+ hours/week)	All Employed
North San Diego County	66.4%	60.6%	62.4%
Other San Diego County	15.1%	17.2%	16.6%
Riverside County	10.3%	10.2%	10.2%
Orange County	3.4%	3.4%	3.4%
Los Angeles County	2.7%	2.5%	2.5%
Elsewhere in California	1.4%	1.5%	1.5%
Out of State	0.7%	3.4%	2.5%
Foreign Country	0.0%	1.2%	0.8%
N	146	325	471

Table 2. Employment Region by Survey Administration

	2013-14	Spring 2015
North San Diego County	51.7%	62.4%
Other San Diego County	30.4%	16.6%
Riverside County	9.2%	10.2%
Other Southern California Counties	4.4%	5.9%
Elsewhere in California	1.0%	1.5%
Out of State	1.9%	2.5%
Other*	1.4%	0.8%
N	576	471

*Includes foreign country.

Table 3. Salary by Type of Employment

	Working in a part-time, paid position	Working in a full-time, paid position (30+ hours/week)	All Employed
More than \$60,000	1.3%	17.6%	12.6%
\$45,000-\$60,000	4.7%	15.2%	12.0%
\$36,000-\$44,999	5.4%	20.3%	15.7%
\$20,000-\$35,999	19.5%	32.5%	28.5%
Under \$20,000	69.1%	14.3%	31.2%
N	149	335	484

Table 4. Salary by Discipline and Level

Undergraduate Discipline*	Under \$20,000	\$20,000-\$35,999	\$36,000-\$44,999	\$45,000-\$60,000	More than \$60,000	N
Business	20.0%	25.7%	28.6%	12.9%	12.9%	70
Health Sciences & Human Services	30.2%	49.2%	9.5%	6.3%	4.8%	63
Humanities	43.0%	28.0%	11.8%	9.7%	7.5%	93
Other	0.0%	100.0%	0.0%	0.0%	0.0%	1
Social Sciences	39.4%	35.0%	12.4%	10.2%	2.9%	137
STEM	27.0%	16.2%	21.6%	10.8%	24.3%	37
Undergraduate Total	34.2%	32.4%	15.5%	10.0%	8.0%	401
Graduate Discipline	Under \$20,000	\$20,000-\$35,999	\$36,000-\$44,999	\$45,000-\$60,000	More than \$60,000	N
Business	8.7%	8.7%	13.0%	21.7%	47.8%	23
Health Sciences & Human Services	14.3%	7.1%	21.4%	21.4%	35.7%	14
Humanities	50.0%	16.7%	0.0%	16.7%	16.7%	6
Social Sciences	25.0%	25.0%	25.0%	25.0%	0.0%	4
STEM	10.0%	20.0%	0.0%	20.0%	50.0%	10
Education**	22.2%	0.0%	33.3%	22.2%	22.2%	18
Graduate Total	17.3%	9.3%	17.3%	21.3%	34.7%	75

*Based on the discipline of the respondent's primary undergraduate major.

** Includes credential program completers. One individual graduating from both a bachelor's degree and credential program is categorized as undergraduate.

Table 5. Key Employment Industries by Degree Type

	Bachelor's	Master's	Credential	All
Biotechnology & Biomedical	1.3%	7.7%	0.0%	2.5%
Building & Design	1.5%	3.1%	0.0%	1.7%
Business, Finance, & Professional Services	13.2%	7.7%	7.1%	12.2%
Connected Tourism & Agriculture	15.3%	4.6%	7.1%	13.4%
Education	12.2%	33.8%	71.4%	16.6%
Healthcare	7.6%	6.2%	0.0%	7.1%
Human Services	5.9%	9.2%	7.1%	6.5%
Information & Communication Tech	5.3%	4.6%	0.0%	5.3%
Other	26.7%	20.0%	0.0%	25.0%
Retail	9.2%	3.1%	7.1%	8.2%
Sports & Active Lifestyle	1.8%	0.0%	0.0%	1.5%
N	393	65	14	476

Table 6. Employment Industry (Full List) by Level

	Undergraduate	Graduate*	All
Accounting / Financial Services	4.8%	4.0%	4.7%
Advertising	0.5%	1.3%	0.6%
Aerospace / Aviation / Automotive	1.3%	0.0%	1.1%
Agriculture / Forestry / Fishing	0.3%	0.0%	0.2%
Biotechnology / Biomedical	1.3%	6.7%	2.1%
Business / Professional Services	4.6%	2.7%	4.3%
Communications	2.5%	1.3%	2.4%
Computers (Hardware, Desktop Software)	2.8%	4.0%	3.0%
Construction / Home Improvement	1.3%	0.0%	1.1%
Consulting	0.3%	0.0%	0.2%
Education	12.2%	40.0%	16.7%
Engineering / Architecture	0.3%	2.7%	0.6%
Entertainment / Recreation	2.3%	0.0%	1.9%
Finance / Banking / Insurance	3.8%	1.3%	3.4%
Fine & Performing Arts	0.8%	0.0%	0.6%
Food Service	9.2%	1.3%	7.9%
Government / Military / Civic Affairs	0.8%	1.3%	0.9%
Healthcare / Medical	7.6%	5.3%	7.3%
Hospitality / Lodging / Leisure	3.6%	2.7%	3.4%
Human Services	5.9%	8.0%	6.2%
Information Technology / Internet / Telecommunications	2.5%	0.0%	2.1%
Legal	2.0%	0.0%	1.7%
Manufacturing	2.0%	4.0%	2.4%
Marketing / Market Research / Public Relations	2.5%	1.3%	2.4%
Media / Printing / Publishing	1.3%	0.0%	1.1%
Non-Profit	2.3%	2.7%	2.4%
Other	5.6%	1.3%	4.9%
Pharmaceutical / Chemical	0.8%	0.0%	0.6%
Real Estate	1.8%	1.3%	1.7%
Research / Science	0.0%	1.3%	0.2%
Retail	9.2%	4.0%	8.3%
Sports / Active Lifestyle / Athletics	1.8%	0.0%	1.5%
Transportation / Distribution	0.8%	1.3%	0.9%
Utilities	0.5%	0.0%	0.4%
Wholesale	1.0%	0.0%	0.9%
N	393	75	468

*Includes credential program completers. One individual graduating from both a bachelor's degree and credential program is categorized as undergraduate.

Appendix C: Education Data

Table 1. Graduate Degrees Pursued by Education Status

	Enrolled in graduate or professional school	Planning to enroll in graduate or professional school	All Pursuing Further Education
Pursuing Masters	53.8%	55.6%	54.5%
Pursuing Credential	23.1%	13.0%	18.9%
Pursuing Doctorate	17.9%	14.8%	16.7%
Pursuing Other Degree	5.1%	16.7%	9.8%
N*	78	54	132

*N includes only respondents graduating from an undergraduate program.

Table 2. Graduate Disciplines Pursued by Education Status

	Enrolled in graduate or professional school	Planning to enroll in graduate or professional school	All Pursuing Further Education
Business	6.3%	2.3%	4.6%
Education	21.9%	13.6%	18.5%
Health Science & Human Services	31.3%	47.7%	38.0%
Humanities	12.5%	4.5%	9.3%
Social Sciences	12.5%	15.9%	13.9%
STEM	7.8%	2.3%	5.6%
Law	1.6%	13.6%	6.5%
Other	6.3%	0.0%	3.7%
N*	64	44	108

*N includes only respondents graduating from an undergraduate program.

Table 3. Graduate Disciplines Pursued by Graduate Degree Pursued

	Master's	Credential	Doctorate	Other Graduate Degree	N*
Business	80.0%	0.0%	20.0%	0.0%	5
Health Science & Human Services	58.6%	17.2%	10.3%	13.8%	29
Humanities	37.5%	43.8%	6.3%	12.5%	32
Social Sciences	68.2%	9.1%	18.2%	4.5%	44
STEM	40.9%	9.1%	36.4%	13.6%	22

*N includes only respondents graduating from an undergraduate program.

Table 4. Graduate Disciplines Pursued by Undergraduate Discipline

		Undergraduate Discipline**				
		Business	Health Science & Human Services	Humanities	Social Sciences	STEM
Graduate Discipline	Business	60.0%	0.0%	8.7%	0.0%	0.0%
	Education	0.0%	16.0%	43.5%	13.2%	5.9%
	Health Science & Human Services	0.0%	76.0%	0.0%	31.6%	58.8%
	Humanities	20.0%	4.0%	26.1%	5.3%	0.0%
	Social Sciences	0.0%	0.0%	8.7%	34.2%	0.0%
	STEM	0.0%	0.0%	0.0%	0.0%	35.3%
	Law	20.0%	0.0%	13.0%	7.9%	0.0%
	Other	0.0%	4.0%	0.0%	7.9%	0.0%
N*		5	25	23	38	17

*N includes only respondents graduating from an undergraduate program.

**Based on the discipline of the respondent's primary undergraduate major.

Table 5. Institution Where Graduate is Pursuing Further Education

	Frequency	Percent
California State University	62	62%
<i>CSUSM</i>	45	45%
<i>CSU Chico</i>	1	1%
<i>CSU Dominguez Hills</i>	1	1%
<i>CSU Fullerton</i>	3	3%
<i>CSU San Bernardino</i>	2	2%
<i>San Diego State</i>	8	8%
<i>San Francisco State</i>	1	1%
<i>San Jose State</i>	1	1%
University of California	8	8%
<i>UC Davis</i>	2	2%
<i>UC Irvine</i>	1	1%
<i>UCLA</i>	2	2%
<i>UC Riverside</i>	2	2%
<i>UCSD</i>	1	1%
Other	30	30%
<i>Alliant University</i>	1	1%
<i>Arizona State University</i>	1	1%
<i>Cal Western Law School</i>	1	1%
<i>City University of New York</i>	1	1%
<i>Drexel University</i>	1	1%
<i>East Anglia University, Norwich</i>	1	1%
<i>Georgetown</i>	1	1%
<i>Illinois State University</i>	1	1%
<i>Loma Linda</i>	2	2%
<i>Medical School</i>	1	1%

<i>National University</i>	3	3%
<i>PA School</i>	1	1%
<i>Point Loma</i>	1	1%
<i>Southern California Seminary</i>	1	1%
<i>St. Augustine</i>	1	1%
<i>Stanford</i>	1	1%
<i>Tours college of pharmacy</i>	1	1%
<i>Undecided</i>	2	2%
<i>University of Tennessee Health Science Center</i>	1	1%
<i>University of West Florida</i>	1	1%
<i>University Southern California</i>	1	1%
<i>Uppsala University</i>	1	1%
<i>USD</i>	3	3%
<i>Western University of Health Sciences</i>	1	1%
<i>Total*</i>	100	100%

*N includes only respondents graduating from an undergraduate program.