



**CSUSM**  
*Exit Survey*

Standard Report

*Spring 2021 CSUSM Exit Survey*

## Introduction

CSUSM began administering the Exit Survey, formally known as the graduation survey, annually to students in 2010 with the purpose of learning what graduates' plans were following graduation from CSUSM and gathering employment information. In spring of 2015, the survey made the move to an online platform and students were able to complete the survey on-site at the commencement ceremony using iPads.

Beginning with the Spring 2019 survey administration, the Office of Institutional Planning and Analysis (IP&A) made the decision to further innovate the survey administration process by revamping the instrument and trying new administration strategies. The survey instrument underwent a re-design with recommendations from a campus workgroup, which considered National Association of Colleges and Employers (NACE) reporting requirements and various departmental accreditation needs.

The annual CSUSM Exit Survey administration now includes an incentive plan that awards all survey respondents with a Commemorative CSUSM Alumni pin. All graduating students who apply for Spring or Summer graduation are invited to take the survey. A separate administration is held for Fall graduating students, and that data is available separately upon request.

## Spring 2021 Administration

The CSUSM Exit Survey was administered from May 10- June 7, 2021, to all students who applied for spring or summer graduation (N=3060). 1800 students responded to the survey, for a response rate of 58.8%. Various outreach efforts were facilitated by IP&A to inform students about the survey. These efforts included short presentations at Gradfest, social media campaigns, and being included in the graduation checklist.

Due to the transition to remote work and virtual learning, respondents were asked to provide their mailing address and all CSUSM Alumni pins were mailed directly to their homes.

## Highlighted Findings

### Employment

A significant number of survey respondents indicated that they were still *seeking employment* (42.6%), while only a total of 26.8% (combined categories *Continuing to work in a position I held before graduation* and *Have accepted a new job offer*) reported that they were currently employed. However, it is interesting to note that 71.9% of these positions were reported as a *Permanent Position in an Organization/Company* and 75.7% are *30 hours or more a week*.

A possible explanation for the high *seeking employment* number is challenges contributed to the COVID-19 Pandemic. This world-wide pandemic greatly affected the job market and several businesses and entire industries were temporarily and permanently closed due to various lockdowns and COVID restrictions.

Anticipating how these challenges would affect new graduates, questions were included in the survey to allow students to identify their challenges.

### COVID-19 Related Questions

Two COVID related questions were shown to respondents who indicated that they were employed or still seeking employment (n=936): *Did you have any employment offers impacted by the COVID-19 crisis (e.g. employment offer rescinded, start dates changed, terms of employment modified, etc.)?* and *If yes, please explain how that offer was impacted \*open-ended\**.

While 18.9% selected Yes, a limitation to note is that respondents could have interpreted this question differently. Some may have reported if they had an actual employment offer that was affected, others may have reflected if their job search was affected by COVID.

The open-ended question allowed respondents to give more insight into how COVID affected employment offers. The top reason given was that their *Internship Canceled/No Internship Opportunities. Lack of Available Jobs* was also an emerging theme; however, this theme also suggests different interpretations of the survey question.

Other top reasons included *Hiring Freeze/Delayed* and *Job Offer Rescinded*. An interesting theme was *Limited Training Resources*, respondents mentioned challenges such as increased advanced technological knowledge required as a result of remote jobs and training centers for job requirements were temporarily closed.

### Internship Participation

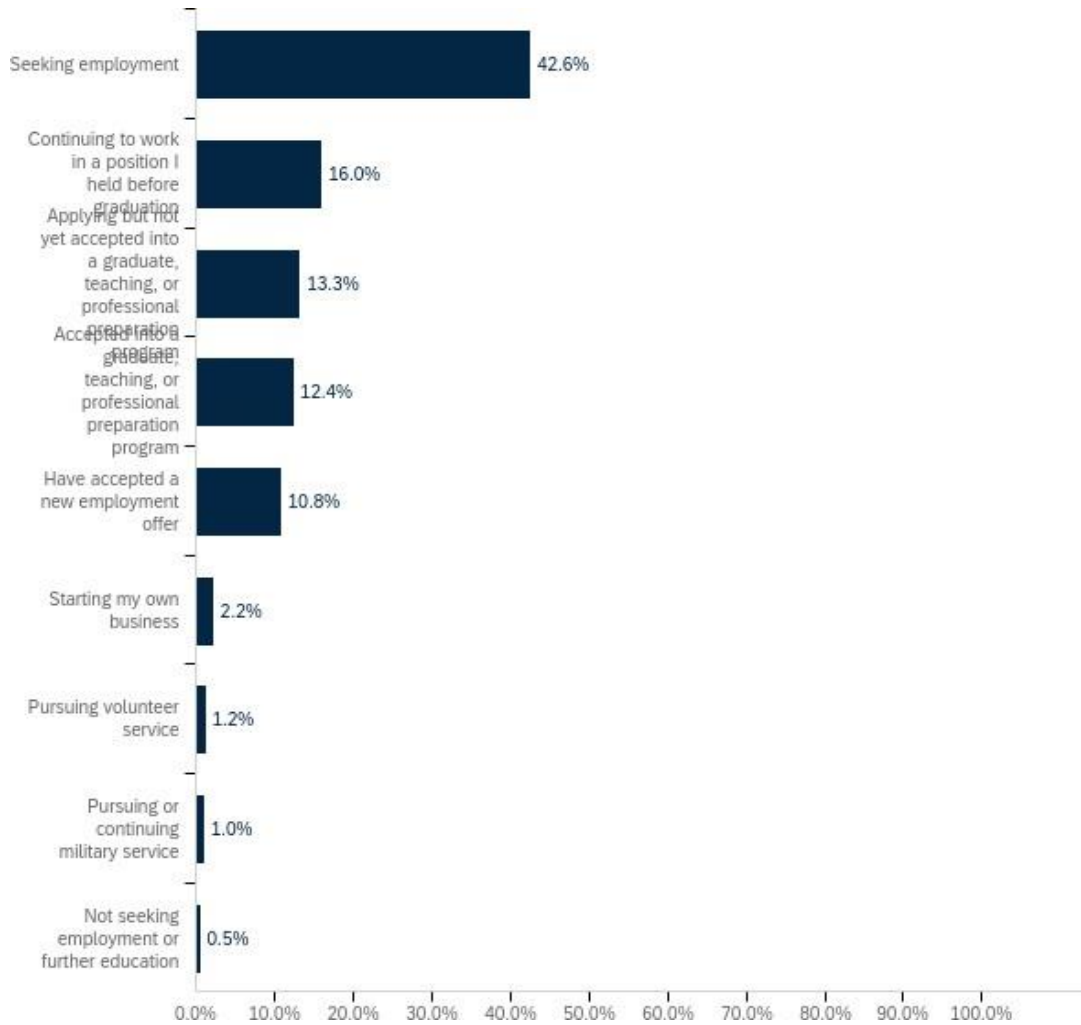
A reported number of 29.6% of respondents stated that they participated in an internship while attending CSUSM, while 71.4% of these internships were not paid. For reporting purposes, this number was also broken out by college to provide potential insight if internship participation was dependent on major requirements.

### Grad School at CSUSM

A combined total of 25.7% respondents (*13.3% Applying but not yet accepted into a graduate, teaching, or professional preparation program* and *12.4% Accepted into a graduate, teaching, or professional preparation program*) reported that they planned to continue after their education after graduation. These specific respondents were also shown a module of questions asking about their education plans, including a text box asking the name of the institution(s) they planned on attending. Many respondents indicated that they have applied or been accepted to CSUSM (42.5%).

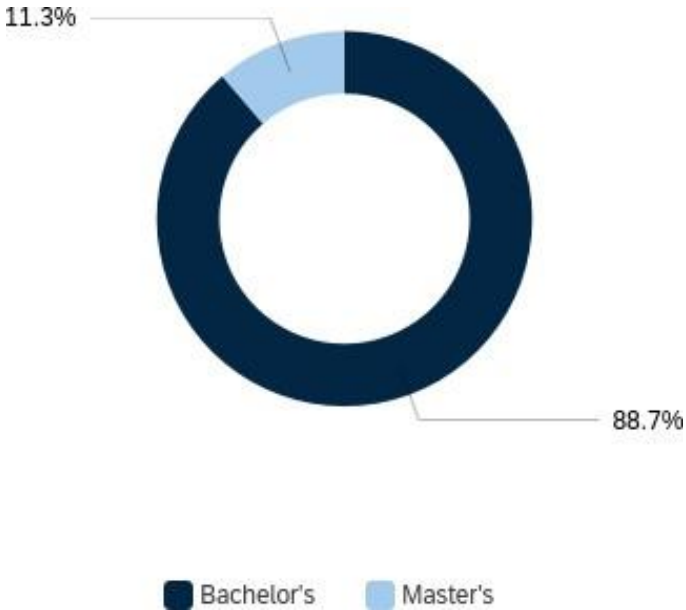
45.4% of respondents reported that they would be pursuing a Master's degree, with Teaching Credential the next most common response at 23.2%. Education was reported as the top area of study at 29.5% with Other (please specify) at 24.5%. Examples of top programs mentioned in the "Other" category include Speech Language Pathology, Biology, and Clinical Psychology. and Communication Studies.

**Please choose the option below that best describes your post-graduation plans:**



Answer	%	Count
Seeking employment	42.6%	751
Continuing to work in a position I held before graduation	16.0%	282
Applying but not yet accepted into a graduate, teaching, or professional preparation program	13.3%	234
Accepted into a graduate, teaching, or professional preparation program	12.4%	219
Have accepted a new employment offer	10.8%	191
Starting my own business	2.2%	39
Pursuing volunteer service	1.2%	21
Pursuing or continuing military service	1.0%	18
Not seeking employment or further education	0.5%	9
<b>Total</b>	<b>100%</b>	<b>1764</b>

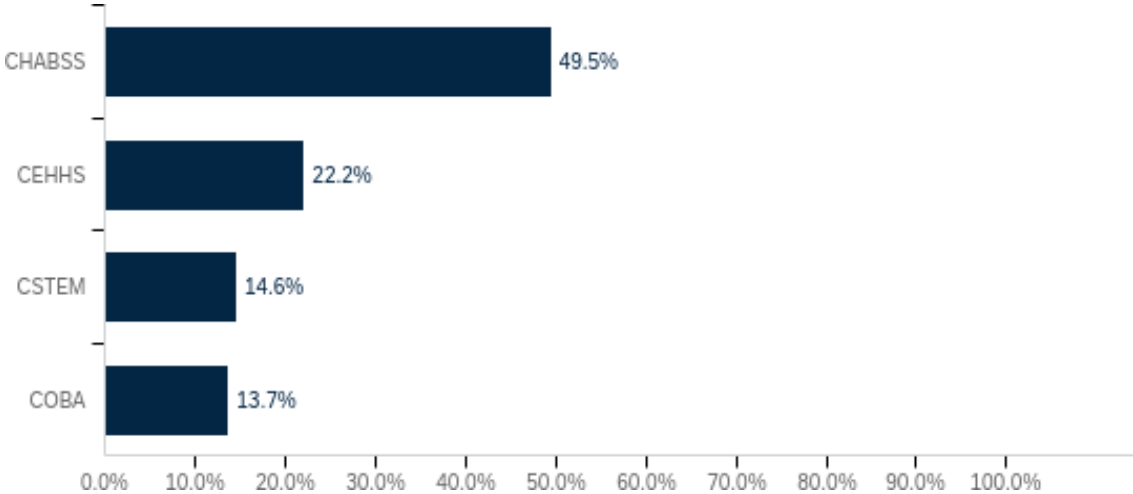
# Respondents Broken Out by Degree



Answer	%	Count
Bachelor's	88.7%	1582
Master's	11.3%	201
Total	100%	1783

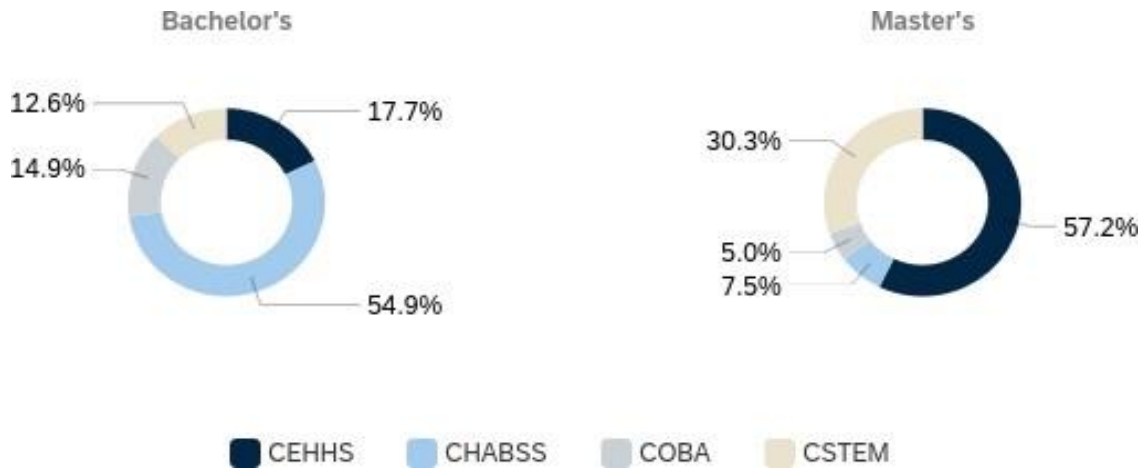
**Additional Breakouts by College**

**Respondents Broken Out by College**



Answer	%	Count
CHABSS	49.5%	883
CEHHS	22.2%	395
CSTEM	14.6%	260
COBA	13.7%	245
Total	100%	1783

## Respondents by College and Degree



Question	Bachelor's		Master's	
CEHHS	17.7%	280	57.2%	115
CHABSS	54.9%	868	7.5%	15
COBA	14.9%	235	5.0%	10
CSTEM	12.6%	199	30.3%	61
Total	Total	1582	Total	201

## Post- Graduation Status by College

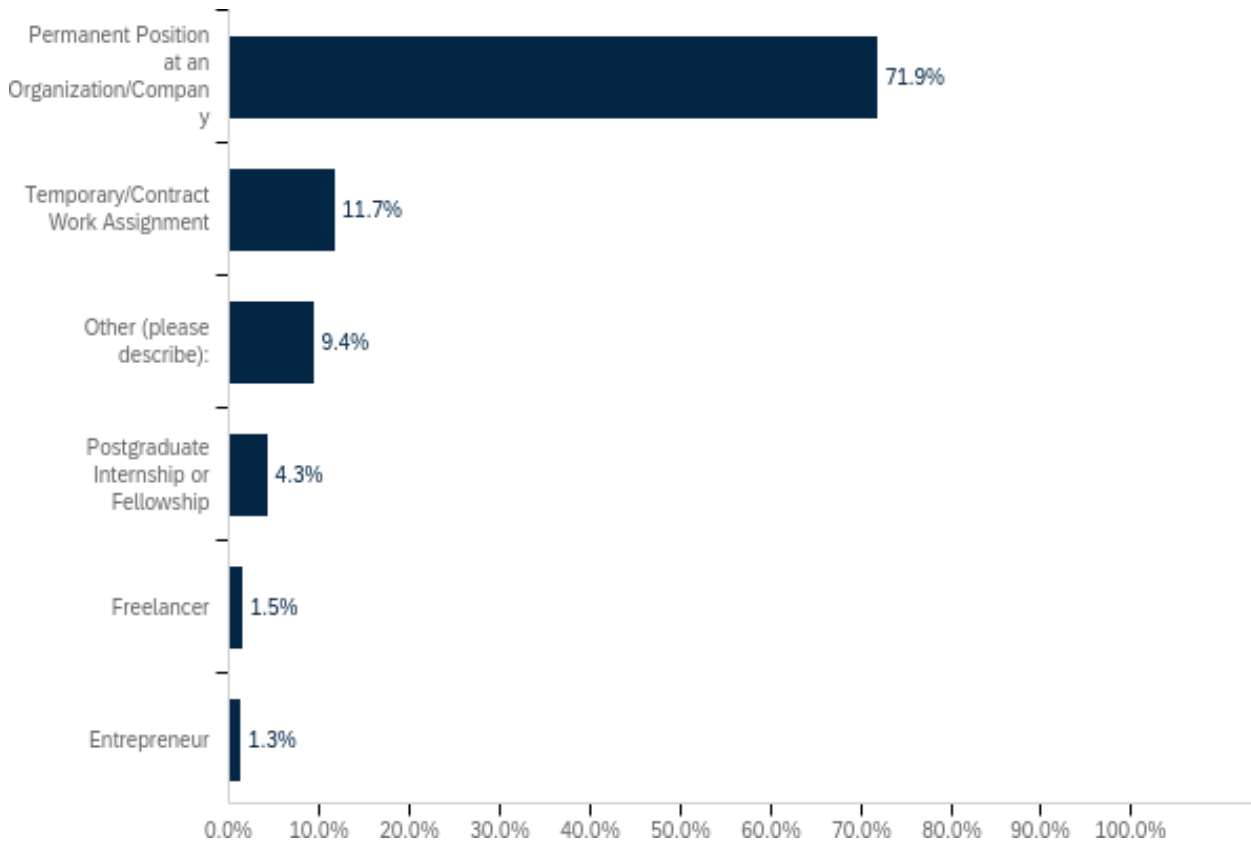
Question	CEHHS		CHABSS		COBA		CSTEM	
Continuing to work in a position I held before graduation	16.1%	63	15.6%	136	15.7%	38	17.4%	45
Have accepted a new employment offer	14.6%	57	7.3%	64	16.9%	41	11.2%	29
Seeking employment	41.2%	161	40.4%	352	48.3%	117	46.7%	121
Pursuing volunteer service	1.5%	6	1.1%	10	0.8%	2	1.2%	3
Accepted into a graduate, teaching, or professional preparation program	6.9%	27	16.5%	144	7.0%	17	12.0%	31
Applying but not yet accepted into a graduate, teaching, or professional preparation program	17.1%	67	14.6%	127	4.5%	11	11.2%	29
Pursuing or continuing military service	2.0%	8	0.8%	7	1.2%	3	0.0%	0
Starting my own business	0.5%	2	2.6%	23	5.4%	13	0.4%	1
Not seeking employment or further education	0.0%	0	1.0%	9	0.0%	0	0.0%	0
Total	Total	391	Total	872	Total	242	Total	259



## Employment

### What best describes your employment?\*

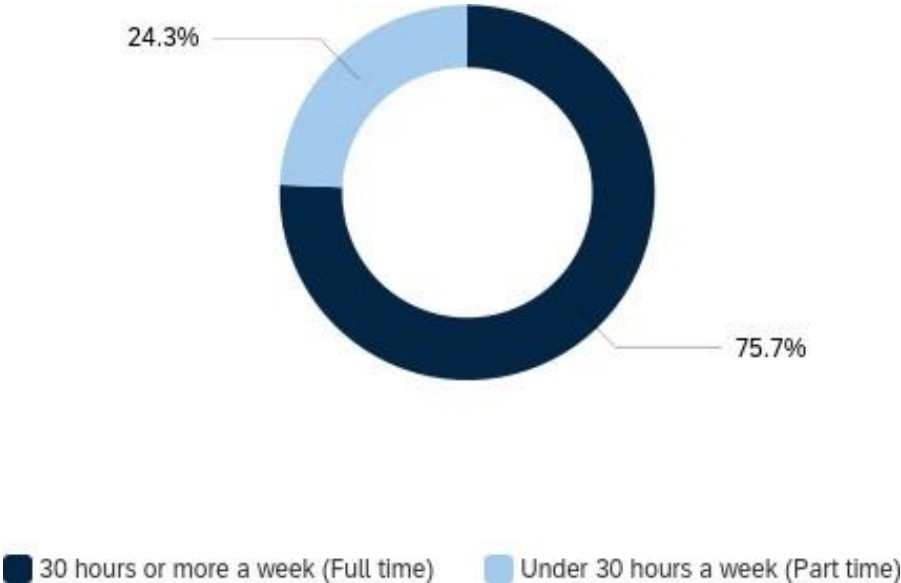
\*Question only shown to respondents who indicated they were employed.



Answer	%	Count
Permanent Position at an Organization/Company	71.9%	338
Temporary/Contract Work Assignment	11.7%	55
Other (please describe):	9.4%	44
Postgraduate Internship or Fellowship	4.3%	20
Freelancer	1.5%	7
Entrepreneur	1.3%	6
Total	100%	470

# How many hours per week are you working?\*

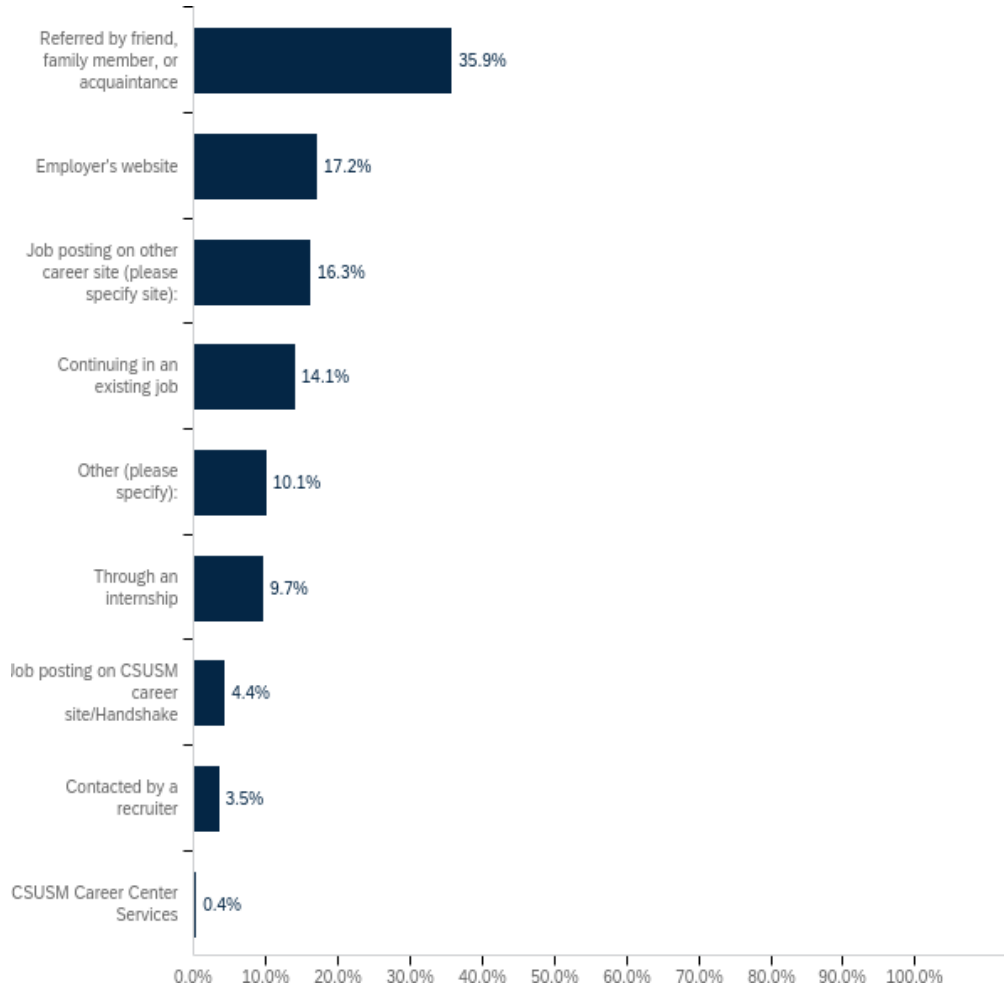
\*Question only shown to respondents who indicated they were employed.



Answer	%	Count
30 hours or more a week (Full time)	75.7%	342
Under 30 hours a week (Part time)	24.3%	110
Total	100%	452

## How did you find your job?\*

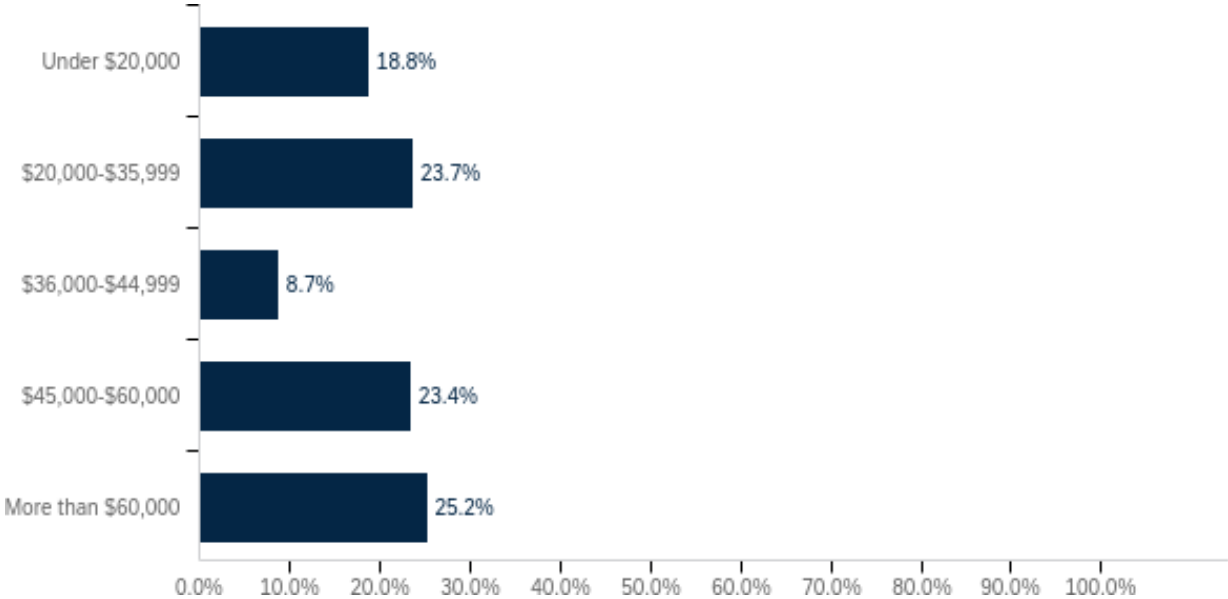
\*Question only shown to respondents who indicated they were employed.



Answer	%	Count
Referred by friend, family member, or acquaintance	35.9%	163
Employer's website	17.2%	78
Job posting on other career site (please specify site):	16.3%	74
Continuing in an existing job	14.1%	64
Other (please specify):	10.1%	46
Through an internship	9.7%	44
Job posting on CSUSM career site/Handshake	4.4%	20
Contacted by a recruiter	3.5%	16
CSUSM Career Center Services	0.4%	2
<b>Total</b>	<b>100%</b>	<b>454</b>

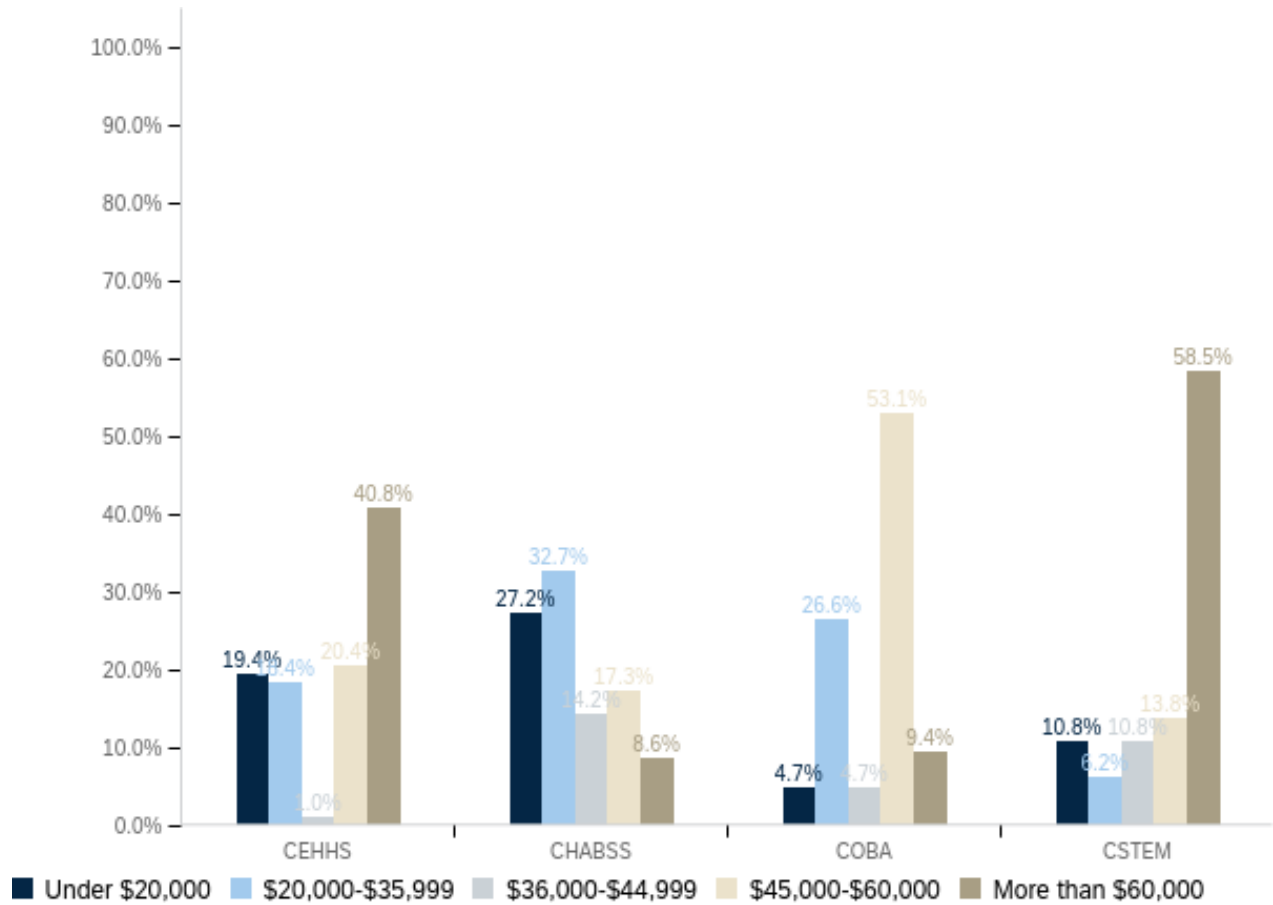
# Self-Reported Salary Range\*

\*Question only shown to respondents who indicated they were employed.



Answer	%	Count
Under \$20,000	18.8%	73
\$20,000-\$35,999	23.7%	92
\$36,000-\$44,999	8.7%	34
\$45,000-\$60,000	23.4%	91
More than \$60,000	25.2%	98
Total	100%	389

## Salary Range by College



Question	CEHHS		CHABSS		COBA		CSTEM	
More than \$60,000	40.8%	40	8.6%	14	9.4%	6	58.5%	38
\$45,000-\$60,000	20.4%	20	17.3%	28	53.1%	34	13.8%	9
\$36,000-\$44,999	1.0%	1	14.2%	23	4.7%	3	10.8%	7
\$20,000-\$35,999	18.4%	18	32.7%	53	26.6%	17	6.2%	4
Under \$20,000	19.4%	19	27.2%	44	4.7%	3	10.8%	7
Total	Total	98	Total	162	Total	64	Total	65

## What is your employment industry?\*

\*Question only shown to respondents who indicated they were employed.

Answer	%	Count
Healthcare	15.4%	69
K-12 Education	10.7%	48
Other	10.5%	47
Biotech & Life Sciences	5.6%	25
Retail Stores	4.3%	19
Food & Beverage	4.3%	19
Non-Profit - Other	3.6%	16
Social Assistance	2.9%	13
Government	2.9%	13
Real Estate	2.5%	11
Legal & Law Enforcement	2.2%	10
Other Education	2.2%	10
Accounting	2.2%	10
Internet & Software	2.0%	9
Defense	2.0%	9
Advertising, PR & Marketing	1.8%	8
Insurance	1.6%	7
Sports & Leisure	1.6%	7
Higher Education	1.6%	7
Human Resources	1.3%	6
Restaurants & Food Service	1.3%	6
Construction	1.3%	6
Transportation & Logistics	1.1%	5

Computer Networking	1.1%	5
Medical Devices	1.1%	5
Other Industries	0.9%	4
Utilities and Renewable Energy	0.9%	4
Commercial Banking & Credit	0.9%	4
Manufacturing - Other	0.9%	4
Wholesale Trade	0.9%	4
Investment Banking	0.7%	3
Investment / Portfolio Management	0.7%	3
Animal & Wildlife	0.7%	3
Telecommunications	0.7%	3
Environmental Services	0.7%	3
Electronic & Computer Hardware	0.7%	3
Movies, TV, Music	0.4%	2
Farming, Ranching and Fishing	0.4%	2
Hotels & Accommodation	0.4%	2
Automotive	0.4%	2
Pharmaceuticals	0.4%	2
Tourism	0.4%	2
Civil Engineering	0.2%	1
Fashion	0.2%	1
Aerospace	0.2%	1
Architecture and Planning	0.2%	1
Other Agriculture	0.2%	1
Interior Design	0.2%	1
Management Consulting	0.2%	1
Research	0.0%	0
Non-governmental Organizations	0.0%	0
Scientific and Technical Consulting	0.0%	0

Politics	0.0%	0
CPG - Consumer Packaged Goods	0.0%	0
Forestry	0.0%	0
Performing and Fine Arts	0.0%	0
International Affairs	0.0%	0
Oil & Gas	0.0%	0
Veterinary	0.0%	0
Design	0.0%	0
Religious Work	0.0%	0
Journalism, Media & Publishing	0.0%	0
Natural Resources	0.0%	0
Total	100%	447



## What is your job function?\*

\*Question only shown to respondents who indicated they were employed.

Answer	%	Count
Accounting	3.0%	13
Actuary	0.0%	0
Administration	3.9%	17
Advertising, Media & PR	1.4%	6
Architecture & Planning	0.5%	2
Business Development	0.5%	2
Community & Social Services	3.5%	15
Construction / Contracting	0.2%	1
Consulting	0.7%	3
Counseling	2.5%	11
Customer/Technical Support	3.0%	13
Data & Analytics	0.5%	2
Design / Art	0.2%	1
Education / Teaching / Training	12.7%	55
Engineering - Civil / Mechanical	0.0%	0
Engineering - Web / Software	4.4%	19
Entrepreneurship	0.5%	2
Environmental / Sustainability Management	0.7%	3
Finance	2.5%	11
Fundraising & Event Management	0.5%	2
General Management	0.5%	2
Healthcare Services	12.5%	54
Hotel / Restaurant / Hospitality	2.3%	10
Human Resources	1.4%	6

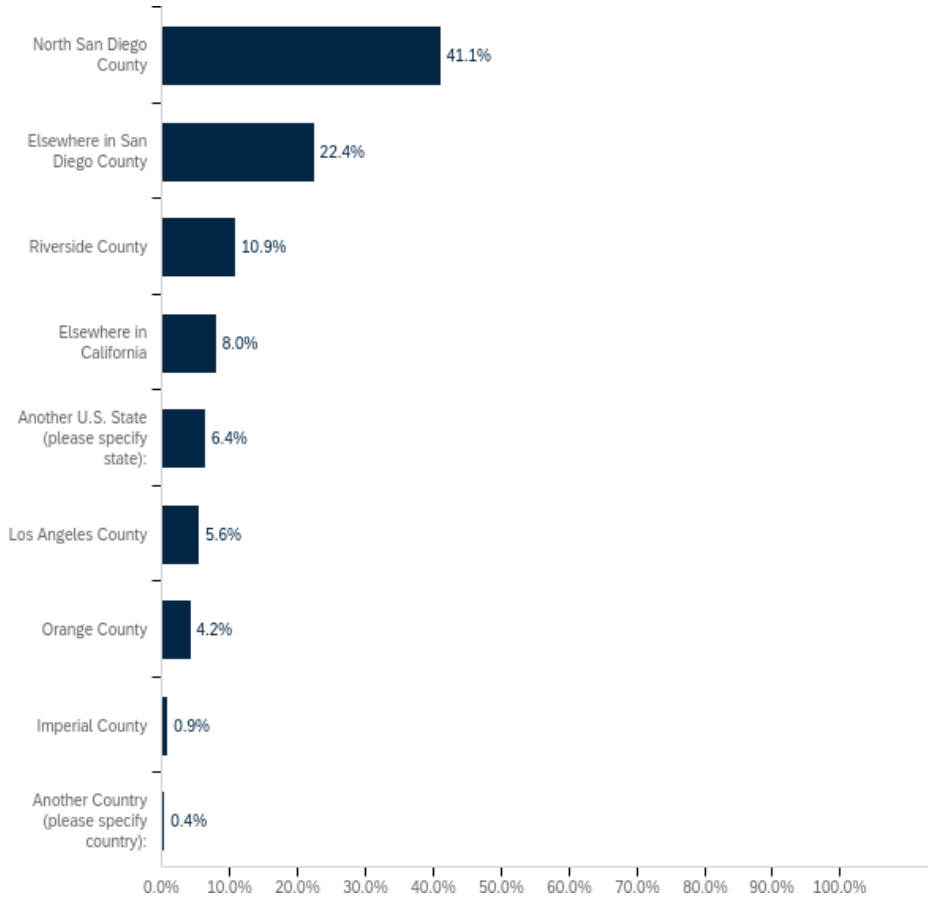
Information Technology	1.2%	5
Lab Work/Science	2.1%	9
Legal	0.7%	3
Library Science	0.0%	0
Logistics & Supply Chain	0.9%	4
Maintenance/Skilled Laborer	0.5%	2
Marketing - Brand Management	0.5%	2
Marketing - General	2.1%	9
Military & Protective Services	0.5%	2
Operations / Production	3.2%	14
Political Organizing / Lobbying	0.0%	0
Product / Project Management	1.6%	7
Purchasing	0.0%	0
Quality Assurance	0.2%	1
Real Estate	0.7%	3
Recreation/Fitness	0.5%	2
Research	2.1%	9
Sales	6.7%	29
Transportation/Parking	0.2%	1
Veterinary / Animal Care	0.0%	0
Writing / Editing	0.5%	2
Other	18.1%	78
Total	100%	432

## Employment Region by Type of Employment

Question	30 hours or more a week (Full time)		Under 30 hours a week (Part time)	
North San Diego County	38.64%	131	48.62%	53
Elsewhere in San Diego County	22.42%	76	22.02%	24
Riverside County	9.73%	33	14.68%	16
Orange County	4.72%	16	2.75%	3
Imperial County	1.18%	4	0.00%	0
Los Angeles County	6.49%	22	2.75%	3
Elsewhere in California	8.85%	30	5.50%	6
Another U.S. State (please specify state):	7.37%	25	3.67%	4
Another Country (please specify country):	0.59%	2	0.00%	0
Total	Total	339	Total	109

## Where is your employer located?\*

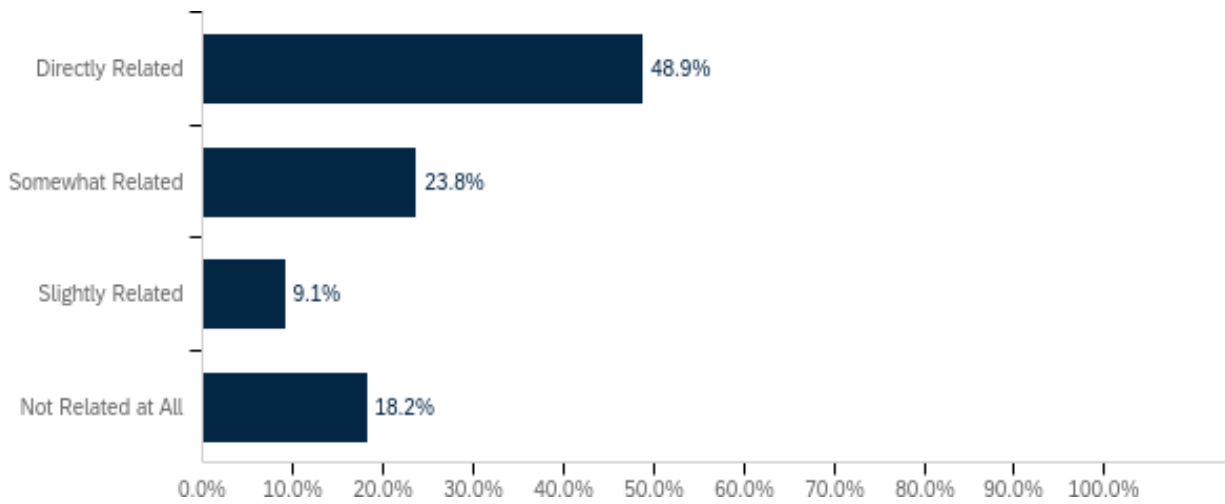
\*Question only shown to respondents who indicated they were employed.



Answer	%	Count
North San Diego County	41.1%	185
Elsewhere in San Diego County	22.4%	101
Riverside County	10.9%	49
Elsewhere in California	8.0%	36
Another U.S. State (please specify state):	6.4%	29
Los Angeles County	5.6%	25
Orange County	4.2%	19
Imperial County	0.9%	4
Another Country (please specify country):	0.4%	2
Total	100%	450

## How related is this job to your CSUSM major/field of study?\*

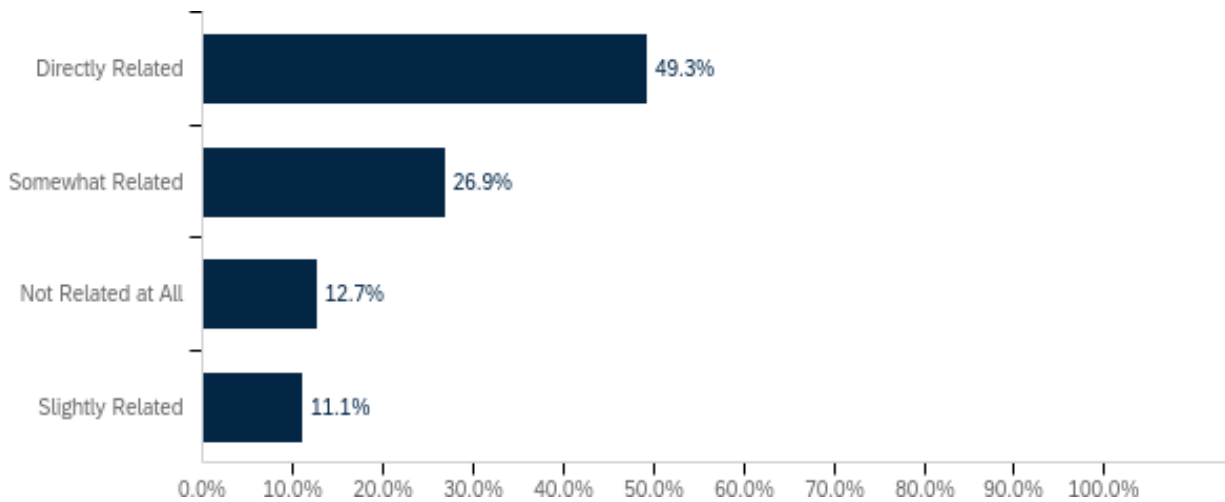
\*Question only shown to respondents who indicated they were employed.



Answer	%	Count
Directly Related	48.9%	220
Somewhat Related	23.8%	107
Not Related at All	18.2%	82
Slightly Related	9.1%	41
Total	100%	450

## How related is this job to your career goals?\*

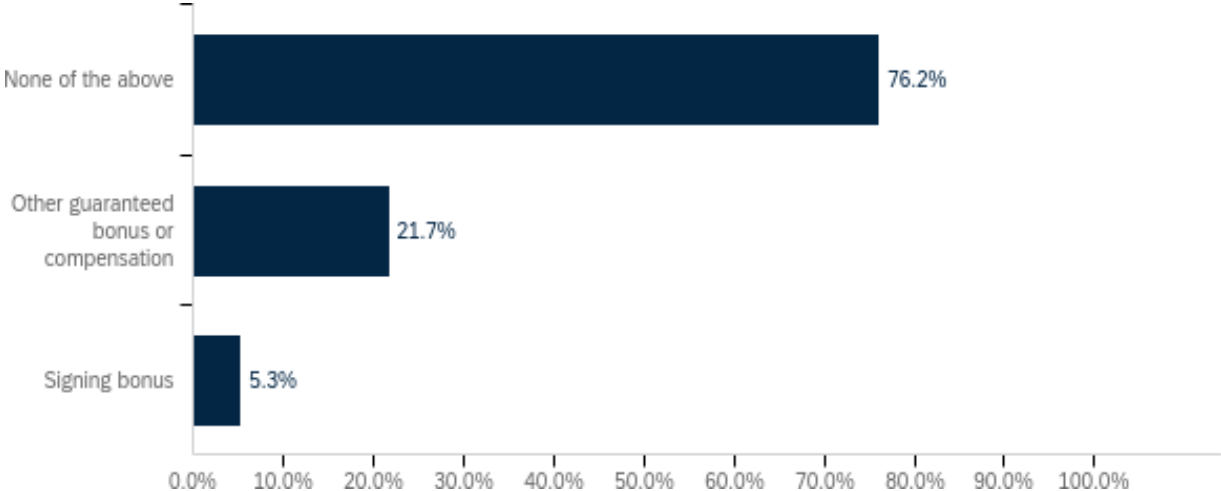
\*Question only shown to respondents who indicated they were employed.



Answer	%	Count
Directly Related	49.33%	222
Somewhat Related	26.89%	121
Not Related at All	12.67%	57
Slightly Related	11.11%	50
Total	100%	450

**Which of the following did you receive as part of your employment offer in addition to your base annual salary (select all that apply)?\***

\*Question only shown to respondents who indicated they were employed.

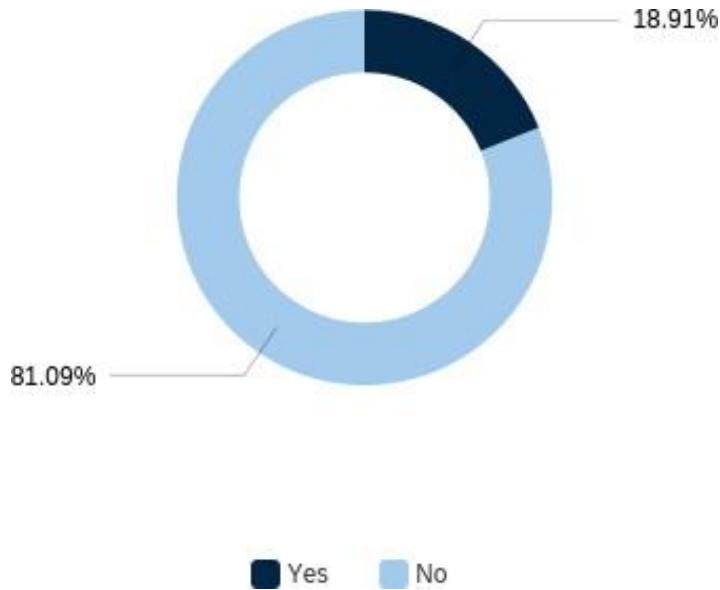


Answer	%	Count
None of the above	76.2%	330
Other guaranteed bonus or compensation	21.7%	94
Signing bonus	5.3%	23
Total	100%	433

## COVID-19

**Did you have any employment offers impacted by the COVID-19 crisis (e.g. employment offer rescinded, start dates changed, terms of employment modified, etc.)?\***

**\*\*Question only shown to respondents who indicated that they were employed or still seeking employment.**



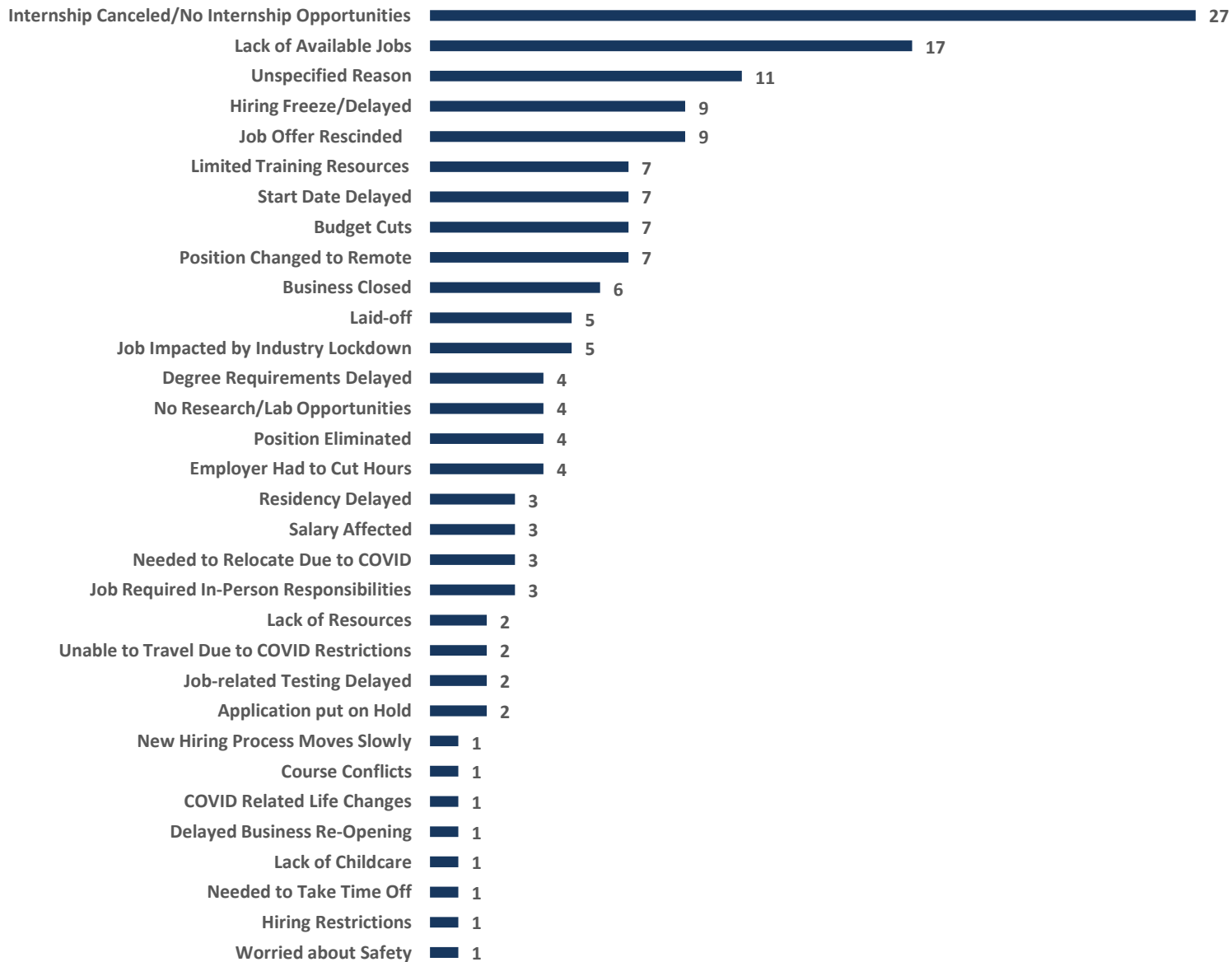
Answer	%	Count
No	81.1%	759
Yes	18.9%	177
Total	100%	936



## Open-Ended Question: If yes, please explain how that offer was impacted.

### Identified Themes:

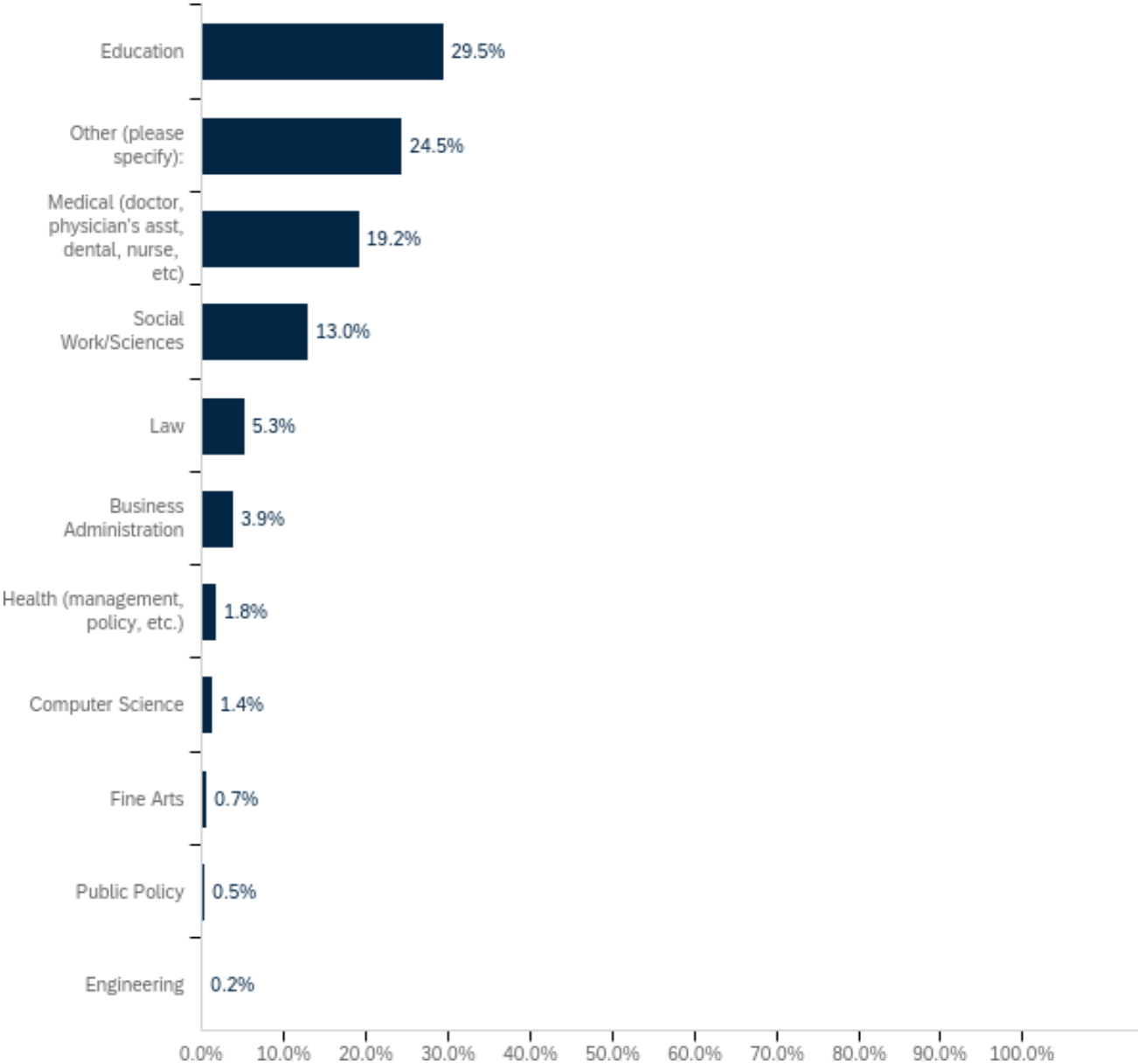
(Each respondent comment was assigned to an appropriate category and some comments were included in multiple categories due to the detailed nature of the statement. Total number of responses received n=146)



# Continuing Education

## What's your program of study?\*\*\*

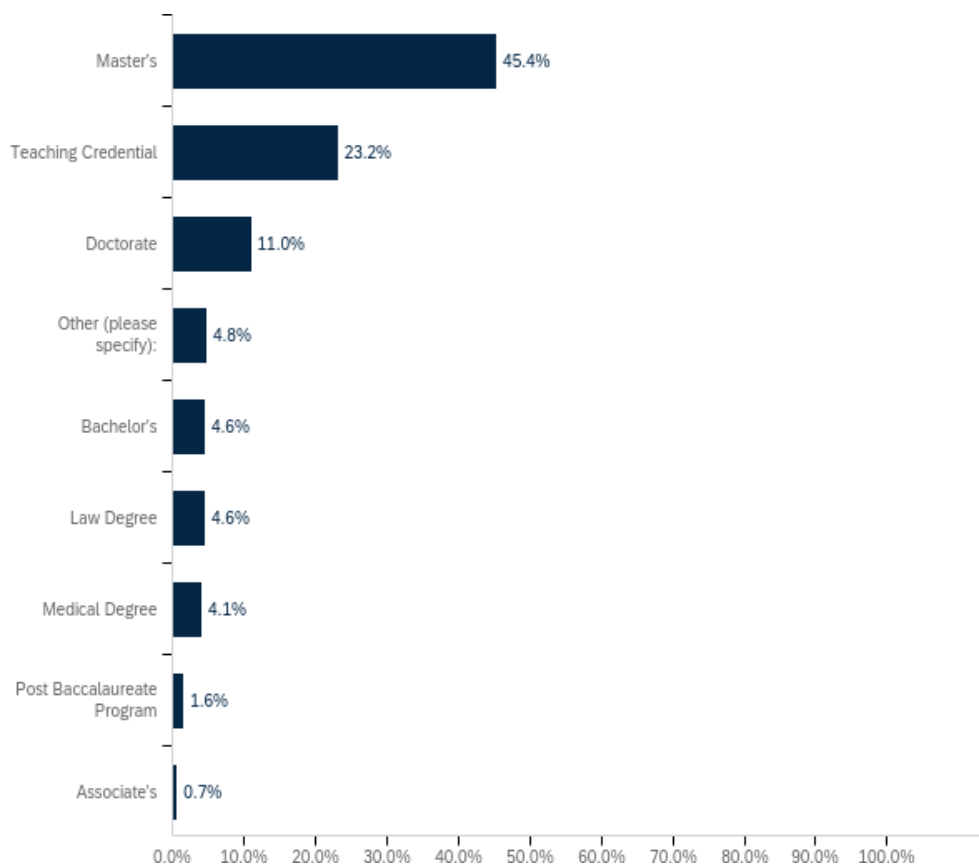
\*\*\*Question shown to respondents who indicated that they were continuing their education.



Answer	%	Count
Education	29.5%	129
Other (please specify):	24.5%	107
Medical (doctor, physician's asst, dental, nurse, etc.)	19.2%	84
Social Work/Sciences	13.0%	57
Law	5.3%	23
Business Administration	3.9%	17
Health (management, policy, etc.)	1.8%	8
Computer Science	1.4%	6
Fine Arts	0.7%	3
Public Policy	0.5%	2
Engineering	0.2%	1
Total	100%	437

## What's the degree you're pursuing?\*\*\*

\*\*\*Question shown to respondents who indicated that they were continuing their education.



Answer	%	Count
Master's	45.4%	198
Teaching Credential	23.2%	101
Doctorate	11.0%	48
Other (please specify):	4.8%	21
Bachelor's	4.6%	20
Law Degree	4.6%	20
Medical Degree	4.1%	18
Post Baccalaureate Program	1.6%	7
Associate's	0.7%	3
Total	100%	436

## What's the name of the institution you will be attending?\*\*\*

\*\*\*Question shown to respondents who indicated that they were continuing their education.

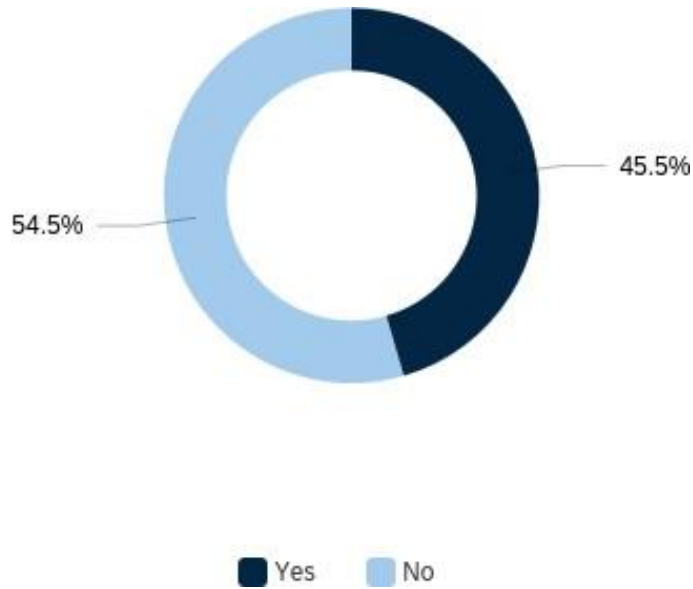
	Frequency	Percentage
<b>California State University</b>	<b>158</b>	<b>54.1%</b>
<i>California State University, San Marcos</i>	124	42.5%
<i>California State University, Dominguez Hills</i>	3	1.0%
<i>California State University, Fullerton</i>	2	0.7%
<i>California State University, Long Beach</i>	2	0.7%
<i>California State University, Northridge</i>	3	1.0%
<i>California State Polytechnic University, Pomona</i>	2	0.7%
<i>San Diego State University</i>	19	6.5%
<i>San Francisco State University</i>	1	0.3%
<i>San José State University</i>	2	0.7%
<b>University of California</b>	<b>19</b>	<b>6.5%</b>
<i>University of California, Davis</i>	2	0.7%
<i>University of California Irvine</i>	4	1.4%
<i>University of California, Los Angeles</i>	4	1.4%
<i>University of California, Riverside</i>	2	0.7%
<i>University of California San Diego</i>	7	2.4%
<b>Other Institutions</b>	<b>115</b>	<b>39.4%</b>
<i>Alliant International University</i>	3	1.0%
<i>Arizona State University</i>	4	1.4%
<i>Arkansas State University</i>	1	0.3%
<i>Auckland University of Technology</i>	1	0.3%
<i>Azusa Pacific University</i>	9	3.1%
<i>Baylor University</i>	1	0.3%
<i>Brandman University</i>	2	0.7%
<i>California Baptist University</i>	5	1.7%
<i>California Western School of Law</i>	6	2.1%
<i>Chicago School of Professional Psychology</i>	1	0.3%
<i>Colorado State University</i>	2	0.7%
<i>Columbia Law School</i>	1	0.3%
<i>Concordia University Irvine</i>	1	0.3%
<i>Daytona State College</i>	1	0.3%
<i>Delaware Technical Community College</i>	1	0.3%
<i>East Carolina University</i>	1	0.3%
<i>Emerson College</i>	1	0.3%

<i>Erasmus University Rotterdam</i>	1	0.3%
<i>Franklin Pierce University</i>	1	0.3%
<i>Georgetown University</i>	1	0.3%
<i>Gonzaga University</i>	1	0.3%
<i>Grand Canyon University</i>	1	0.3%
<i>Idaho State University</i>	1	0.3%
<i>iTeach</i>	1	0.3%
<i>Loma Linda University</i>	6	2.1%
<i>Marshall B. Ketchum University</i>	1	0.3%
<i>Miami University</i>	1	0.3%
<i>National University</i>	6	2.1%
<i>New York University</i>	1	0.3%
<i>Norco College</i>	1	0.3%
<i>Northern Arizona University</i>	2	0.7%
<i>Oregon Health &amp; Science University</i>	2	0.7%
<i>Palomar College</i>	2	0.7%
<i>Pepperdine University</i>	2	0.7%
<i>Point Loma Nazarene University</i>	2	0.7%
<i>Poway Adult School</i>	1	0.3%
<i>Regis University School of Pharmacy</i>	1	0.3%
<i>Ross University School of Medicine</i>	1	0.3%
<i>Santa Clara University</i>	1	0.3%
<i>Saybrook University</i>	1	0.3%
<i>Stanbridge University</i>	1	0.3%
<i>The Chicago School of Professional Psychology</i>	2	0.7%
<i>The Ohio State University</i>	1	0.3%
<i>The University of Arizona</i>	1	0.3%
<i>Tufts University</i>	1	0.3%
<i>University of Central Missouri</i>	1	0.3%
<i>University of Colorado Boulder</i>	2	0.7%
<i>University of Illinois at Urbana-Champaign</i>	1	0.3%
<i>University of Maryland</i>	1	0.3%
<i>University of Michigan</i>	1	0.3%
<i>University of Nebraska Omaha</i>	1	0.3%
<i>University of Oregon</i>	1	0.3%
<i>University of Redlands</i>	1	0.3%
<i>University of San Diego</i>	2	0.7%
<i>University of San Francisco</i>	1	0.3%

<i>University of Southern California</i>	6	2.0%
<i>University of St. Augustine for Health Sciences</i>	10	3.4%
<i>University of Washington</i>	1	0.3%
<i>Western Governors University</i>	1	0.3%
<b>Total</b>	<b>292</b>	<b>100.0%</b>

## Resources and Internships

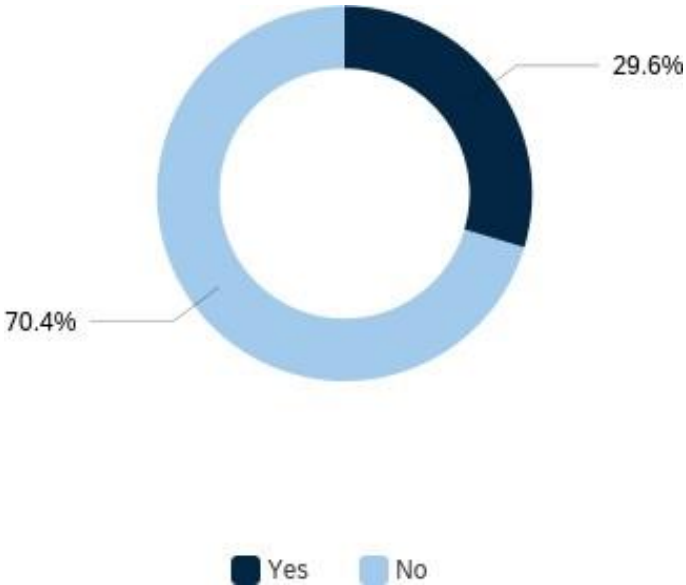
While at Cal State San Marcos, did you attend events or use resources offered by the Career Center to assist in your career development or management?



Answer	%	Count
No	54.5%	940
Yes	45.5%	785
Total	100%	1725

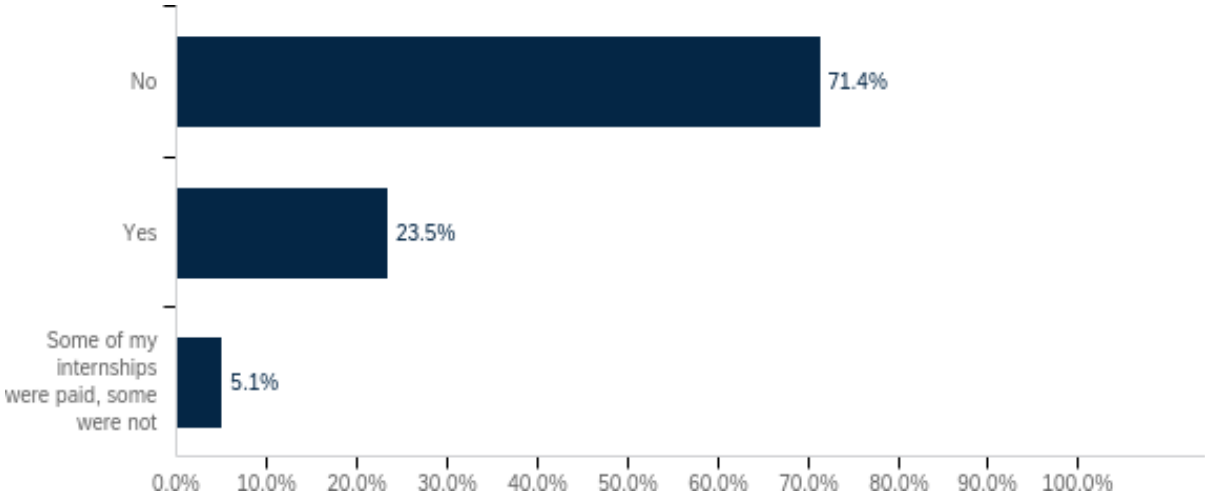


**While at Cal State San Marcos, did you participate in an internship?**



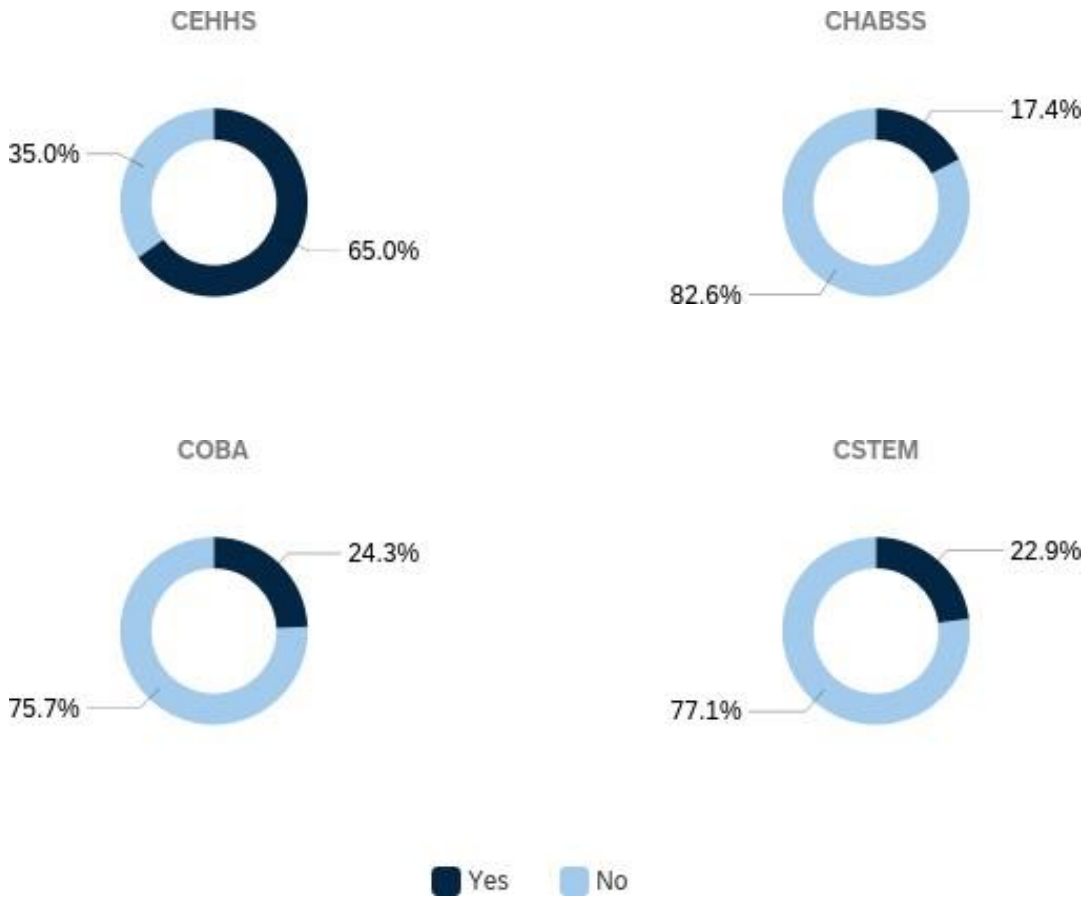
Answer	%	Count
Yes	29.6%	511
No	70.4%	1214
Total	100%	1725

# Were you paid for your internship?



Answer	%	Count
No	71.4%	362
Yes	23.5%	119
Some of my internships were paid, some were not	5.1%	26
Total	100%	507

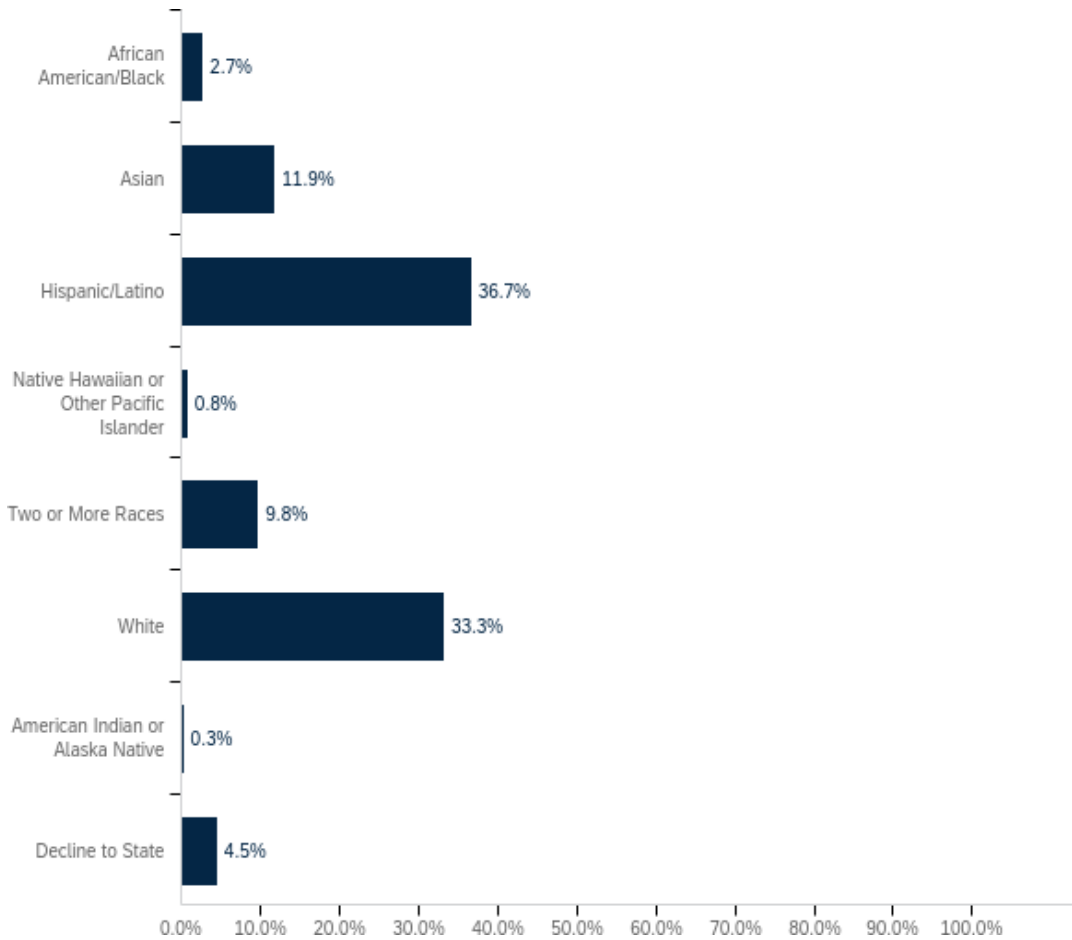
## Internships by College



Question	CEHHS		CHABSS		COBA		CSTEM	
Yes	65.0%	247	17.4%	148	24.3%	58	22.9%	58
No	35.0%	133	82.6%	705	75.7%	181	77.1%	195
Total	Total	380	Total	853	Total	239	Total	253

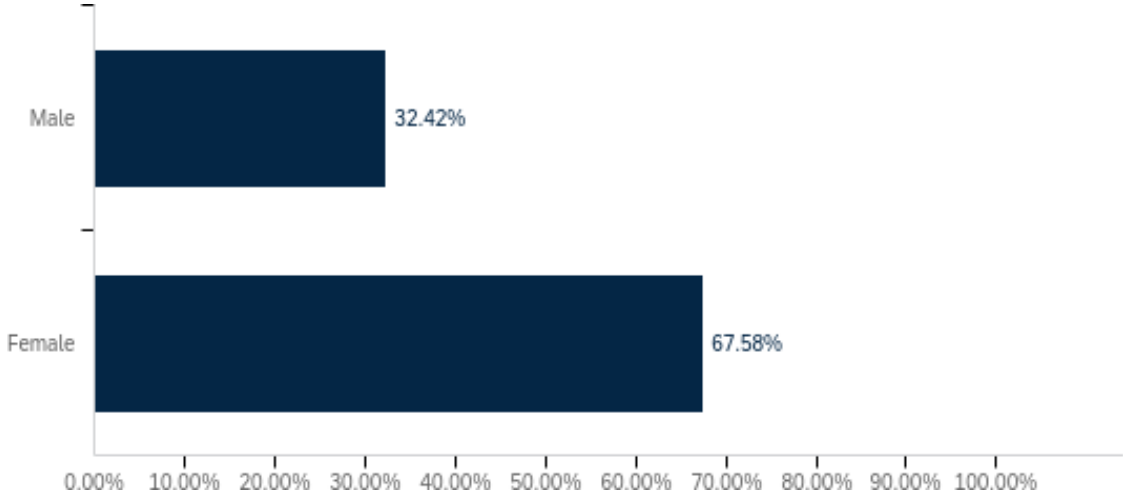
## Demographics

### What is your Race/Ethnicity?



What is your Race/Ethnicity? - Selected Choice	Percentage
African American/Black	2.74%
Asian	11.88%
Hispanic/Latino	36.69%
Native Hawaiian or Other Pacific Islander	0.82%
Two or More Races	9.78%
White	33.26%
American Indian or Alaska Native	0.29%
Decline to State	4.54%
Total	1717

# Respondents by Sex



Answer	%	Count
Male	32.42%	578
Female	67.58%	1205
Total	100%	1783