2023-24 CSUSM Exit Survey Results

Prepared by the Office of Institutional Planning & Analysis

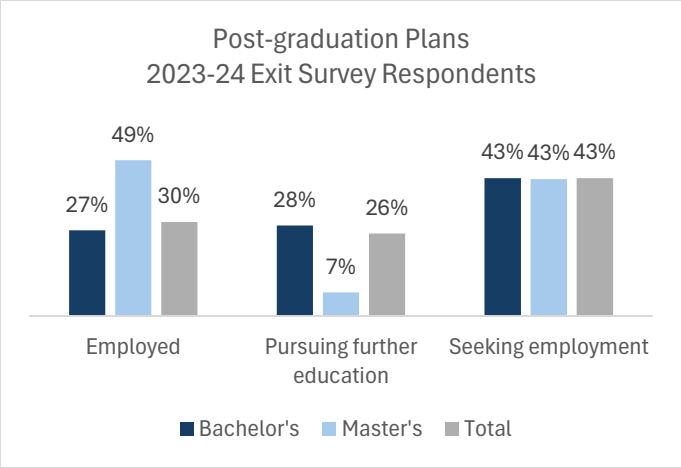
Introduction

The CSUSM Exit Survey is administered annually to gather valuable insights from graduating students regarding their postgraduation plans. All degree-seeking students who applied for graduation are invited to participate. For the 2023-24 academic year, a total of 2,249 undergraduate and graduate students responded, achieving a 54.9% response rate. To help achieve this response rate, Institutional Planning & Analysis (IP&A) employed various outreach strategies, including promoting the survey during GradFest, conducting social media campaigns, including the survey in CSUSM's Graduation Checklist, and offering a commemorative CSUSM Alumni pin to all participants.

For further insight, major survey items and breakout tables are included at the end of the report.

Overall Results

The primary purpose of the CSUSM Exit Survey is to learn more about students' employment or educational status following graduation from our university and to assist with the National Association of Colleges and Employers (NACE) reporting standards. At the time the survey was administered, 29.5% of graduating students indicated that they had accepted a new employment offer or were continuing to work in a position they held before graduation, starting their own business, or pursuing or continuing military service. 25.9% indicated they were applying or had been accepted into a graduate, teaching, or professional preparation program. 43.3% were still seeking employment at the time. Because post-graduation status differs by degree level, Table 1 provides a detailed breakout of results for Bachelor's and Master's degree recipients.



Comparing responses by degree level, we can observe that Bachelor's and Master's graduates are actively *seeking employment* at a similar rate, highlighting that a significant proportion of graduates are in the job market. In other respects, Bachelor's and Master's graduates' career and educational trajectories appear to differ. A higher percentage of Master's graduates (33.1%) are continuing in their previous roles compared to Bachelor's graduates (16.1%). This suggests that those with advanced degrees may have already been working in positions aligned with their career goals. Master's graduates (13.6%) are also slightly more likely to have *accepted new employment* than Bachelor's graduates (8.8%). A considerable 28.4% of Bachelor's students have been *applying or accepted into further academic programs*, while only 7.4% of Master's students are pursuing this path, likely because they have already completed an advanced degree. Entrepreneurship is not a major focus for most of the

graduates, but a small percentage of graduates for both Bachelor's (1.3%) and Master's (1.8%) graduates plan to start their own business.

Table 1. Please choose the option below that **best** describes your post-graduation plans:

	Bachelor's		Master's	
Primary Activity Following Graduation	*Frequency*	*Percent*	*Frequency*	*Percent*
Employed	*531*	*26.9%*	*133*	*48.9%*
Continuing to work in position I held before graduation	*318*	*16.1%*	*90*	*33.1%*
Have accepted a new employment offer	*174*	*8.8%*	*37*	*13.6%*
Starting my own business	*26*	*1.3%*	*5*	*1.8%*
Pursuing or continuing military service	*13*	*0.7%*	*1*	*0.4%*
Pursuing further education	563	28.4%	20	7.4%
Accepted into a graduate, teaching, or professional preparation program	226	11.4%	7	2.6%
Applying but not yet accepted into a graduate, teaching, or professional program	337	17.0%	13	4.8%
Pursuing volunteer service	16	0.8%	0	0.0%
Seeking employment	857	43.3%	117	43.0%
Not seeking employment or further education	10	0.5%	2	0.7%
Total	1977	100%	272	100%

The remainder of this report focuses on CSUSM's bachelor's degree recipients. Undergraduate students typically represent individuals entering the workforce for the first time, and their career choices, job search experiences, and employment outcomes are key indicators of how well institutions are preparing students for the transition from college to career. Unless noted, tables and charts below show undergraduate responses.

Results by College

Looking at post-graduation plans by college, valuable insights can be generated about different academic disciplines and students' status finding employment. Table 2 highlights the post-graduation employment outcomes for students from CSUSM's four colleges College of Humanities, Arts, Behavioral & Social Sciences (CHABSS), College of Business Administration (COBA), College of Science, Technology, Engineering & Mathematics (CSTEM), and College of Education, Health & Human Services (CEHHS).

Regardless of college, a majority of graduates are still seeking employment at the time of survey administration. COBA bachelor's graduates report the highest rate of employment (including 3.5% of respondents who say they are starting their own businesses), while CHABSS and CEHHS graduates are more likely than those from COBA and CSTEM to be pursuing further education. A significant proportion of students, 20.1% from COBA and 16.9% from CHABSS, remain in positions they held before graduation. The rate of students securing new employment offers varies across the colleges, with COBA leading 15.1%, followed by CEHHS 11.4%. CHABSS students have the lowest rate at 5.8%, which may reflect the broader nature of career paths in humanities and social sciences and differences in the job market for these disciplines.

Table 2

	College of Primary Major- Bachelor's Degree Graduates							
	CHABSS		**COBA**		**CSTEM**		**CEHHS**	
Primary Activity Following Graduation	*Frequency*	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*
Employed	252	24.5%	124	39.0%	68	21.5%	87	27.6%
Continuing to work in position I held before graduation	*174*	*16.9%*	*64*	*20.1%*	*32*	*10.1%*	*48*	*15.2%*
Have accepted a new employment offer	*60*	*5.8%*	*48*	*15.1%*	*30*	*9.5%*	*36*	*11.4%*
Starting my own business	*12*	*1.2%*	*11*	*3.5%*	*0*	*0.0%*	*3*	*1.0%*
Pursuing or continuing military service	*6*	*0.6%*	*1*	*0.3%*	*6*	*1.9%*	*0*	*0.0%*
Pursuing further education	353	34.3%	24	7.5%	76	24.0%	110	35.0%
Accepted into a graduate, teaching, or professional preparation program	*141*	*13.7%*	*16*	*5.0%*	*31*	*9.8%*	*38*	*12.1%*
Applying but not yet accepted into a graduate, teaching, or professional program	*212*	*20.6%*	*8*	*2.5%*	*45*	*14.2%*	*72*	*22.9%*
Pursuing volunteer service	11	1.1%	0	0.0%	3	0.9%	2	0.6%
Seeking employment	405	39.5%	168	52.8%	169	53.5%	115	36.5%
Not seeking employment or further education	7	0.7%	2	0.6%	0	0.0%	1	0.3%
Total	1028	100%	318	100%	316	100%	315	100%

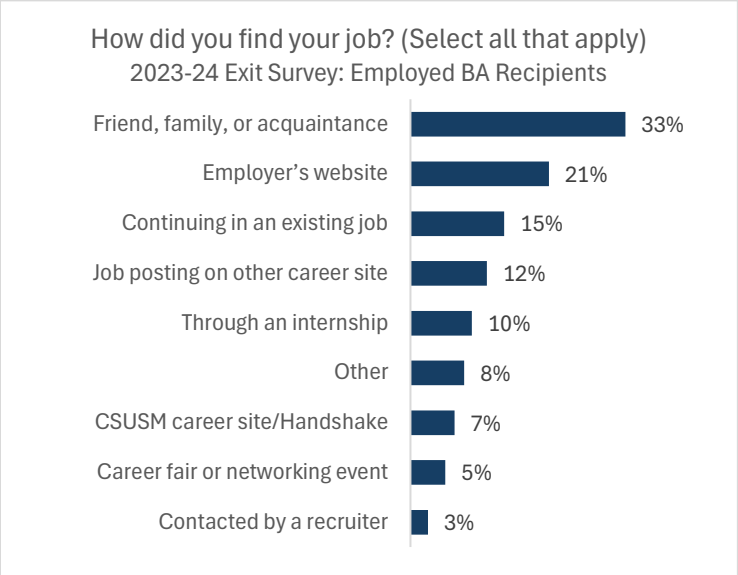
Relationship of Job to Career Goals and Field of Study

The Exit Survey instrument asks graduates continuing in a position they held before graduation or beginning a new position about the degree to which their employment aligns with their career goals. Career goals refer to the specific objectives or aspirations students may have for their professional life, including the type of job they want, the industry they wish to work in, or the position they hope to attain. For those who recently accepted a new job, 87.0% indicated that the role was *directly* or *somewhat* related to their career goals, compared to 66.3% of those continuing in previous roles. This suggests that CSUSM students who have secured new employment have largely been successful finding employment in their chosen career. Overall, 73.6% of employed respondents indicated that their position was directly or somewhat related to their career goals.

Table 3

	Continuing Employment		New Employment		All Employed	
Relevance	*Frequency*	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*
Directly Related to Career Goals	115	38.7%	99	61.1%	214	46.6%
Somewhat Related to Career Goals	82	27.6%	42	25.9%	124	27.0%
Slightly Related to Career Goals	47	15.8%	7	4.3%	54	11.8%
Not Related at All	53	17.8%	14	8.6%	67	14.6%
Total	297	100%	162	100%	459	100%

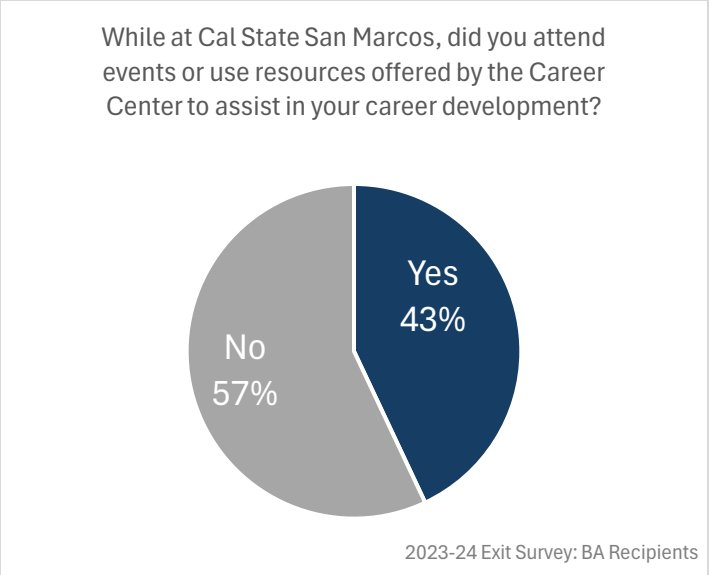
Job Search & Career Center Utilization



The employment data of recent graduates reveals key insights about job attainment and the role of networking. For those bachelor's degree graduates continuing in a previous role or accepting a new position, the Exit Survey asks how the individual found their job. Notably, 33.2% of those employed found their job through referrals from friends, family, or acquaintances, underscoring the importance of networking. In contrast, only 6.8% of students found their job on Handshake, suggesting an opportunity for the university to better promote this resource. Meanwhile, 21.4% found employment directly via employer websites. Differentiating between those continuing in a prior position and those beginning in a new role, referral sources differed. While friends and family were still the leading referral source, 22% of students who were offered new employment found their position through an internship compared to only 2.9% of those continuing in previous roles.

Table 4

	Continuing Employment		New Employment	
Job Source	*Frequency*	*Percent*	*Frequency*	*Percent*
Referred by friend, family, or acquaintance	118	37.6%	42	25.0%
Job posting on CSUSM career site/Handshake	15	4.8%	18	10.7%
Job posting on other career site	37	11.8%	20	11.9%
Employer's website	66	21.0%	37	22.0%
Career fair or networking event	10	3.2%	16	9.5%
Through an internship	9	2.9%	37	22.0%
Contacted by a recruiter	5	1.6%	8	4.8%
Continuing in an existing job	55	17.5%	15	8.9%
Other	27	8.6%	13	7.7%
Total	314	100%	168	100%

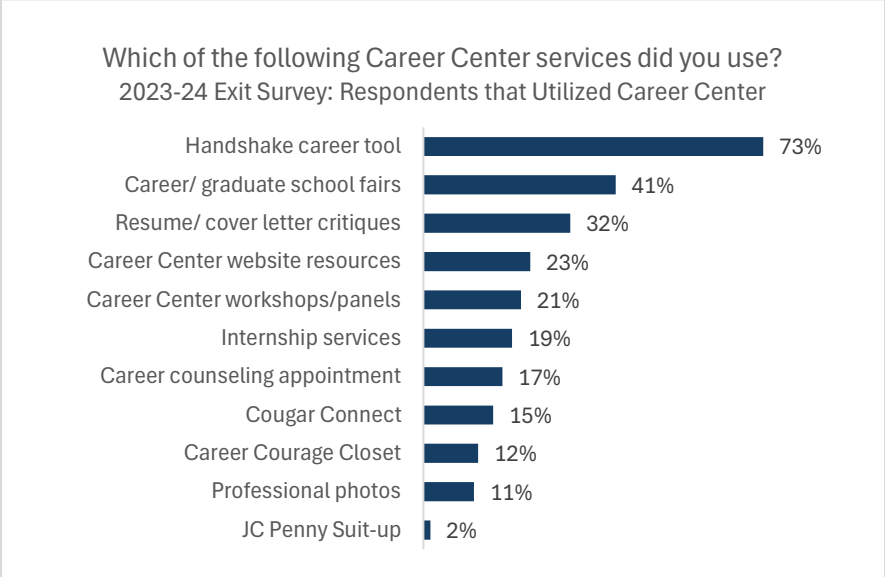


CSUSM's Career Center offers a variety of resources to support students' career development. By understanding the degree to which graduates have attended events or used these resources, the university can better understand the impact of the Career Center's offerings and identify opportunities to enhance career-related services. 43.0% of 2023-24 bachelor's graduates who responded to the Exit Survey reported utilizing the Career Center for career development or management, while 57.0% indicated they did not. The table below shows utilization of Career Center resources varies by college, with COBA graduates showing the highest utilization rate at over 50% and CHABSS graduates showing the lowest rate of utilization.

Table 5. Career Center Usage

	College of Primary Major – Bachelor's Degree Graduates							
	CHABSS		**COBA**		**CSTEM**		**CEHHS**	
	Frequency	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*
Used Career Center	378	37.9%	158	51.1%	144	46.6%	146	47.4%
Did Not Use Career Center	619	62.1%	151	48.9%	165	53.4%	162	52.6%
Total	997	100%	309	100%	309	100%	308	100%

The Exit Survey also inquires about specific services and resources utilized, which can help the university focus on enhancing the services that are highly used while promoting lesser-utilized tools to ensure students are aware of all available support. Understanding why some students do not use these resources could help improve outreach, accessibility, or the relevance of the services provided by the university. The most popular Career Center resource is *Handshake*, with 73.2% of graduates that engaged with the Career Center using this tool to explore

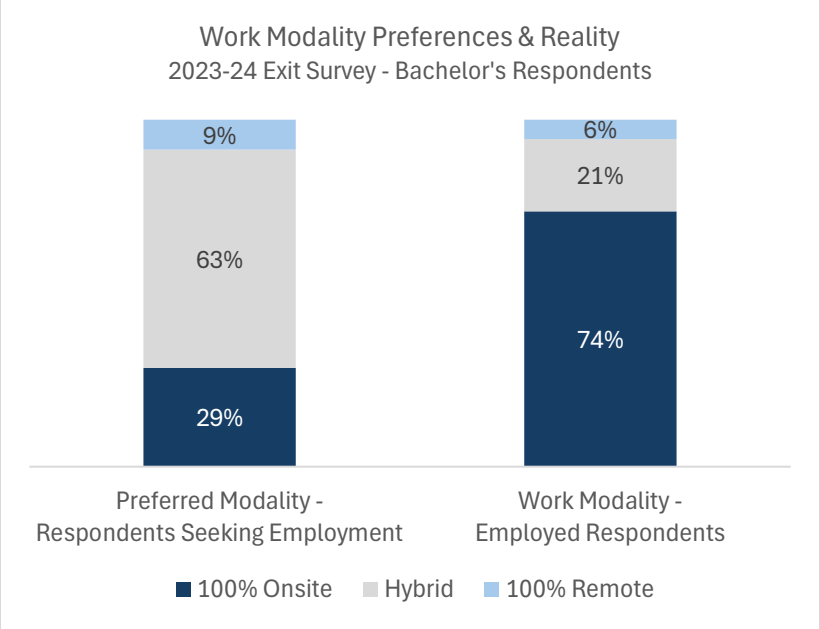


opportunities and connect with employers. *Career/graduate school fairs* are the second most utilized, with 41.4% of graduates participating in these events. *Resume/cover letter critiques* were accessed by 31.6%, demonstrating the demand for personalized feedback. Lesser-utilized services include *Cougar Career Closet*, *Professional photos*, and *JC Penney Suit-Up*, indicating potential areas for further promotion or improvement.

Students who selected that they did not use Career Center services were asked a follow-up question to identify reasons why they did not utilize resources. These data shed light on the barriers that may have prevented students from engaging with the Career Center. The primary reason, cited by 56.5% of respondents, was a lack of time to participate. 31.7% were unaware of available Career Center services, indicating an opportunity for better outreach and communication. 29.3% said they couldn't participate due to the center's hours of operation, highlighting potential scheduling conflicts, and 23.8% of students believed they wouldn't benefit or didn't need assistance from the services offered. Understanding these obstacles can help the university improve accessibility, awareness, and scheduling flexibility for students seeking career development support.

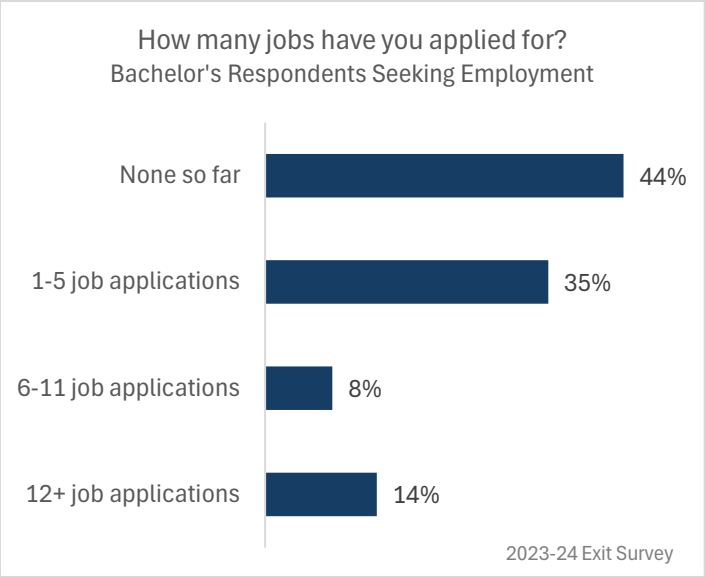
Employment Modality & Preferences

To explore considerations around work modality, the Exit Survey instrument includes questions about the current modality for employed graduates, as well as the preferred modality for those still seeking employment. Among the 848 respondents who were still seeking employment at the time of survey administration, 62.9% reported wanting a hybrid arrangement, which allows for both onsite and remote work. Meanwhile, 28.5% would prefer working fully onsite and only 8.6% would prefer working 100% remotely, from home or another off-site location. These data highlight the growing popularity of flexible work environments among graduates. However, we see a different story when looking at the work modality of graduates who are currently employed, demonstrating that the trend toward remote or hybrid work that emerged during the pandemic has diminished in the post-COVID period with 73.5% of employed respondents working fully onsite. Taken together, the results show a potential misalignment of graduate preferences with modalities available in the labor market.



Job Seeking Behaviors

The CSUSM Exit Survey includes a set of specific questions for students who indicated that they are still seeking employment. By gathering information on student job seeking behaviors, the university can better understand the obstacles graduates encounter and potentially provide enhanced support and resources to help them navigate the job market more successfully. The survey explored how many jobs graduates have applied for, with 43.7% indicating that they had not applied for any jobs yet and 34.5% having applied for 1 to 5 jobs. These data suggest that a significant portion of graduates are still in the early stages of their job search at the time of survey administration toward the end of the graduating semester.



Disaggregation of responses to this question by college provides further insight. The percentage of respondents seeking employment who reported applying to 12 or more jobs is notably higher in CSTEM , followed by COBA. It is possible that these graduates may feel more pressure to apply broadly or face greater competition in their field. A significant portion of CHABSS respondents who indicated they would be seeking employment after graduation reported not yet applying to any jobs, which could reflect differences in typical job search timelines or confidence levels in their respective fields. CEHHS graduates still seeking employment were most likely to have submitted between 1-5 job applications, suggesting a more focused job search compared to graduates from other colleges.

Table 6. Job Applications Submitted

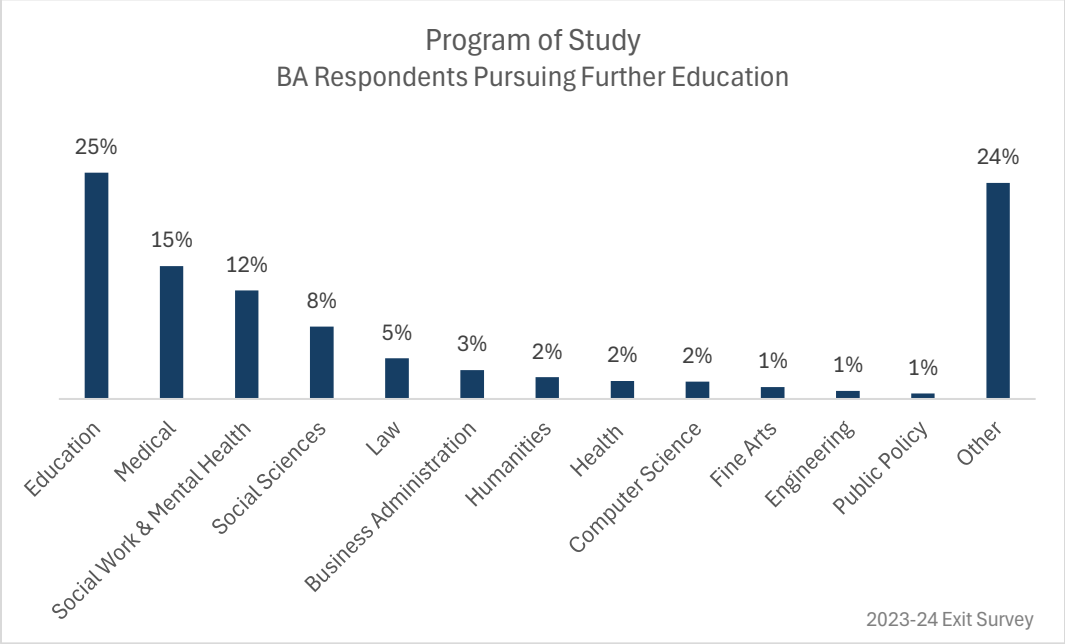
	College of Primary Major – Bachelor's Degree Graduates Seeking Employment							
	CHABSS		**COBA**		**CSTEM**		**CEHHS**	
	Frequency	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*
1-5	122	30.1%	64	38.3%	51	30.5%	57	50.0%
6-11	26	6.4%	20	12.0%	18	10.8%	6	5.3%
12+	34	8.4%	31	18.6%	45	26.9%	6	5.3%
None so far	223	55.1%	52	31.1%	53	31.7%	45	39.5%
Total	405	100%	167	100%	167	100%	114	100%

Seeking Further Education

One in four bachelor's degree graduates surveyed indicated that they are pursuing further education. This group includes students who are actively applying but have not yet received acceptance, as well as those who have secured their spot in a postgraduate program. These responses highlight the significant

portion of graduates who are pursuing advanced degrees or certifications as part of their career development. CSUSM bachelor's degree recipients are pursuing a variety of postbaccalaureate educational pathways, with a strong emphasis on Master's programs (49.5%) and Teaching Credentials (18.5%). 10.1% indicated they are pursuing an additional bachelor's degree, while 7.1% are pursuing doctoral studies.

The chart below outlines the fields of interest for students applying to or accepted into graduate, teaching, or professional preparation programs. *Education* leads the list, with 25% of students pursuing this path, closely followed by those selecting *Other*, reflecting a variety of career interests outside traditional categories. *Medical fields* are the third most popular choice, showing a strong interest in healthcare careers. Fields like *Mental Health & Social Work and Social Sciences*, also garnered significant interest, while smaller percentages of students are pursuing programs in *Law*, *Business Administration*, *Humanities,* and *Health Management*.



When looking at the differences in colleges (Table 7), we can see that *Business Administration* is understandably popular among COBA graduates pursing further education, but it has minimal engagement from graduates of other colleges. *Education* draws a large proportion of CHABSS graduates pursuing further education, but also has notable engagement from CEHHS and CSTEM graduates. *Medical* programs are a major focus in both CSTEM and CEHHS, reflecting a strong interest in health-related fields. Additional education in *Computer Science* is more likely to be pursued by CSTEM and COBA graduates. *Law* appears to attract a small yet significant interest from COBA and CHABSS graduates, but is less represented in the other colleges. *Mental Health* & *Social Work* is primarily a focus for CHABSS graduates, with some interest in CEHHS. The "Other" category is prominent across all colleges, especially in CEHHS and CSTEM, suggesting that students are pursuing a broad range of educational paths.

Table 7. Program of Study for Further Education	College of Primary Major – Bachelor's Degree Graduates Pursuing Further Education							
	CHABSS		**COBA**		**CSTEM**		**CEHHS**	
	Frequency	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*	*Frequency*	*Percent*
Business Administration	3	0.9%	13	56.5%	1	1.4%	0	0.0%
Computer Science	0	0.0%	2	8.7%	8	11.0%	0	0.0%
Education	115	34.2%	1	4.3%	6	8.2%	13	12.1%
Engineering	0	0.0%	0	0.0%	5	6.8%	0	0.0%
Fine Arts	7	2.1%	0	0.0%	0	0.0%	0	0.0%
Health	3	0.9%	0	0.0%	2	2.7%	6	5.6%
Humanities	12	3.6%	0	0.0%	0	0.0%	1	0.9%
Law	21	6.3%	2	8.7%	1	1.4%	0	0.0%
Medical	17	5.1%	0	0.0%	28	38.4%	34	31.8%
Mental Health & Social Work	57	16.9%	1	4.3%	0	0.0%	5	4.7%
Public Policy	2	0.6%	0	0.0%	0	0.0%	1	0.9%
Social Sciences	42	12.5%	0	0.0%	0	0.0%	1	0.9%
Other	57	17.0%	4	17.4%	22	30.1%	46	43.0%
Total	336	100%	23	100%	73	100%	107	100%

Limitations

Readers should be aware of several limitations associated with these data. First, all data are self-reported by the graduating student; the university does not have the ability to verify student submissions. Second, because the survey is administered before degrees are awarded and sent to all students who applied to graduate, results may include responses from a small number of students who did not end up graduating within the specified timeframe (for example, those who did not successfully complete requirements to graduate in the term they applied for). In addition, the survey is administered in the weeks leading up to Commencement and remains open for about one week after. While this administration timeframe allows for better promotion of the survey while students remain engaged with CSUSM, increasing student response rates, it is also likely that students' responses to certain questions (for example, their employment status) might change significantly during this time when students are wrapping up their studies and beginning to take the next steps for their future.

Tables with additional results breakouts can be found in Appendices A and B below. Questions about the CSUSM Exit Survey or other available data may be directed to the Office of Institutional Planning & Analysis (www.csusm.edu/ipa).

Appendix A

Undergraduate Respondent Breakout Tables

Hours Working Per Week

Question only shown to respondents who indicated that they were employed.

Post-Graduation Plans	*Frequency*	*Percentage*
30 hours or more a week (Full time)	317	**66.7%**
Under 30 hours a week (Part time)	158	**33.3%**
Total	**475**	**100%**

Employment Industry

Question only shown to respondents who indicated that they were employed.

Employment Industry	*Frequency*	*Percentage*
Accounting	18	4.0%
Advertising, PR, & Marketing	5	1.1%
Aerospace	3	0.7%
Animal & Wildlife	4	0.9%
Architecture & Planning	0	0.0%
Automotive	8	1.8%
Biotech & Life Sciences	13	2.9%
Civil Engineering	2	0.4%
Commercial Banking & Credit	5	1.1%
Computer Networking	5	1.1%
Construction	7	1.6%
Consumer Packaged Goods	0	0.0%
Defense	8	1.8%
Design	2	0.4%
Electronic & Computer Hardware	4	0.9%
Environmental Services	2	0.4%
Farming, Ranching & Fishing	2	0.4%
Fashion	1	0.2%
Food & Beverage	29	6.4%
Forestry	1	0.2%
Government	13	2.9%
Healthcare	83	18.4%
Higher Education	10	2.2%
Hotels & Accommodation	8	1.8%
Human Resources	5	1.1%
Insurance	4	0.9%
Interior Design	1	0.2%

International Affairs	1	0.2%
Internet & Software	6	1.3%
Investment Banking	1	0.2%
Investment/ Portfolio Management	3	0.7%
Journalism, Media, & Publishing	1	0.2%
K-12 Education	24	5.3%
Legal & Law Enforcement	13	2.9%
Management Consulting	3	0.7%
Manufacturing – Other	7	1.6%
Medical Devices	6	1.3%
Movies, TV, Music	3	0.7%
Natural Resources	0	0.0%
Non-governmental Organizations	1	0.2%
Non-Profit – Other	13	2.9%
Oil & Gas	1	0.2%
Other	41	9.1%
Other Agriculture	2	0.4%
Other Education	10	2.2%
Other Industries	6	1.3%
Performing & Fine Arts	0	0.0%
Pharmaceuticals	1	0.2%
Politics	0	0.0%
Real Estate	9	2.0%
Religious Work	3	0.7%
Research	4	0.9%
Restaurants & Food Service	5	1.1%
Retail Stores	19	4.2%
Scientific & Technical Consulting	1	0.2%
Social Assistance	8	1.8%
Sports & Leisure	9	2.0%
Telecommunications	3	0.7%
Tourism	0	0.0%
Transportation & Logistics	1	0.2%
Utilities & Renewable Energy	1	0.2%
Veterinary	2	0.4%
Wholesale Trade	0	0.0%
Total	**451**	**100%**

Job Function

Question only shown to respondents who indicated that they were employed.

Employment Industry	*Frequency*	*Percentage*
Accounting	23	5.8%
Actuary	1	0.3%
Administration	23	5.8%

Advertising, Media & PR	2	0.5%
Architecture & Planning	0	0.0%
Business Development	3	0.8%
Community & Social Services	13	3.3%
Construction / Contracting	3	0.8%
Consulting	5	1.3%
Counseling	9	2.3%
Customer/Technical Support	4	1.0%
Data & Analytics	6	1.5%
Design / Art	2	0.5%
Education / Teaching / Training	32	8.1%
Engineering - Civil / Mechanical	6	1.5%
Engineering - Web / Software	13	3.3%
Entrepreneurship	1	0.3%
Environmental / Sustainability Management	2	0.5%
Finance	11	2.8%
Fundraising & Event Management	2	0.5%
General Management	12	3.0%
Healthcare Services	51	12.9%
Hotel / Restaurant / Hospitality	13	3.3%
Human Resources	4	1.0%
Information Technology	3	0.8%
Lab Work/Science	2	0.5%
Legal	9	2.3%
Library Science	0	0.0%
Logistics & Supply Chain	4	1.0%
Maintenance/Skilled Laborer	1	0.3%
Marketing - Brand Management	3	0.8%
Marketing - General	5	1.3%
Military & Protective Services	4	1.0%
Operations / Production	6	1.5%
Political Organizing / Lobbying	1	0.3%
Product / Project Management	4	1.0%
Purchasing	2	0.5%
Quality Assurance	1	0.3%
Real Estate	4	1.0%
Recreation/Fitness	3	0.8%
Research	3	0.8%
Sales	31	7.8%
Transportation/Parking	2	0.5%
Veterinary / Animal Care	3	0.8%
Writing / Editing	3	0.8%
Other	60	15.2%
Total	**395**	**100%**

Work Modality

Question only shown to respondents who indicated that they were employed.

Current Work Modality	*Frequency*	*Percentage*
100% Onsite (working at the location of the office, store, etc.)	339	**73.5%**
Hybrid Work (flexible work location, combines working onsite and remotely)	96	**20.8%**
100% Remote (working entirely off-site, at home, coworking space, etc.)	26	**5.6%**
Total	**461**	**100%**

Employer Location

Question only shown to respondents who indicated that they were employed.

Employment Region	*Frequency*	*Percentage*
North San Diego County	210	**45.5%**
Elsewhere in San Diego County	116	**25.1%**
Riverside County	42	**9.1%**
Orange County	17	**3.7%**
Imperial County	4	**0.9%**
Los Angeles County	25	**5.4%**
Elsewhere in California	26	**5.6%**
Another U.S. State	18	**3.9%**
Another Country	4	**0.9%**
Total	**462**	**100%**

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 that they were employed.

Employment Offer Addition	*Frequency*	*Percentage*
Signing Bonus	42	**9.7%**
Other guaranteed bonus or compensation	81	**18.7%**
None of the above	325	**75.1%**
Total	**433**	

Preferred Modality

Question only shown to respondents who indicated that they were still seeking employment.

Preferred Modality	*Frequency*	*Percentage*
100% Onsite (working at the location of the office, store, etc.)	242	**28.5%**
Hybrid Work (flexible work location, combines working onsite and remotely)	533	**62.9%**
100% Remote (working entirely off-site, at home, coworking space, etc.)	73	**8.6%**
Total	**848**	**100%**

Further Education – Degrees Pursued

Question only shown to respondents who indicated that they were continuing education.

Degree Being Pursued	*Frequency*	*Percentage*
Master's	271	**49.5%**
Teaching Credential	101	**18.5%**
Bachelor's	55	**10.1%**
Doctorate	39	**7.1%**
Law Degree	21	**3.8%**
Other	21	**3.8%**
Medical Degree	20	**3.7%**
Post Baccalaureate Program	13	**2.4%**
Associate's	6	**1.1%**
Total	**547**	**100%**

Further Education Institution List

Question only shown to respondents who indicated that they were continuing education.

	Frequency	Percentage
California State University	**217**	**59.9%**
California State Polytechnic University, Pomona	1	0.3%
California State University, Dominquez Hills	1	0.3%
California State University, East Bay	1	0.3%
California State University, Fresno	1	0.3%
California State University, Fullerton	5	1.4%
California State University, Long Beach	4	1.1%
California State University, Los Angeles	1	0.3%
California State University, Northridge	5	1.4%
California State University, Sacramento	1	0.3%
California State University, San Bernardino	1	0.3%

California State University, San Marcos	174	48.1%
San Diego State University	20	5.5%
San Jose State University	2	0.6%
University of California	**25**	**6.9**
University of California, Berkeley	2	0.6%
University of California, Irvine	4	1.1%
University of California, Los Angeles	3	0.8%
University of California, Riverside	4	1.1%
University of California, San Diego	12	3.3%
Other Institutions		
California Western School of Law	1	0.3%
Canisius University	1	0.3%
CBD College	1	0.3%
Central Connecticut State University	1	0.3%
Chicago School of Professional Psychology	2	0.6%
Clemson University	1	0.3%
Colorado State University	1	0.3%
Dell Medical School	1	0.3%
Edinburgh University	1	0.3%
Emerson College	1	0.3%
Florida International University	1	0.3%
Georgia Institute of Technology	2	0.6%
Grand Canyon University	1	0.3%
Harvard University	1	0.3%
International University of Monaco	1	0.3%
La Sierra University	1	0.3%
LECOM School of Dental Medicine	1	0.3%
Loma Linda University	6	1.7%
McGeorge School of Law	1	0.3%
Michigan State University	1	0.3%
National University	11	3.0%
Northeastern University	2	0.6%
Ohio State	1	0.3%
Oregon Health Science University	1	0.3%
Palomar College	2	0.6%
Pepperdine University	1	0.3%
Point Loma Nazarene	5	1.4%
Rhode Island College	1	0.3%
Riverside Community College	1	0.3%
Scripps Health	1	0.3%

Seoul University	1	0.3%
Southern California University of Health Science	1	0.3%
Southwestern College	1	0.3%
Stanbridge University	1	0.3%
Teachers College of San Joaquin	1	0.3%
Texas A&M University	1	0.3%
Total Cyber Solutions	1	0.3%
University of Buffalo	1	0.3%
University of Colorado	1	0.3%
University of Kentucky	1	0.3%
University of Las Vegas, Nevada	3	0.8%
University of Mississippi	1	0.3%
University of Oregon	1	0.3%
University of Phoenix	1	0.3%
University of Redlands	1	0.3%
University of San Diego	5	1.4%
University of St. Augustine for Health Sciences	7	1.9%
University of Sussex	1	0.3%
University of the Pacific	1	0.3%
University of Washington	2	0.6%
University Of Wisconsin-Eau Claire	1	0.3%
University Southern California	2	0.6%
Vanderbilt University	1	0.3%
Virginia Institute of Marine Science, William and Mary	1	0.3%
WCIU School of Medical Imaging at Smith Chason College	2	0.6%
Western Governors University	3	0.8%
Western University	1	0.3%
Grand Total	**362**	**100%**

Where is this institution located?

Question only shown to respondents who indicated that they were continuing education.

Institution Location	*Frequency*	*Percentage*
North San Diego County	211	**42.7%**
Elsewhere in San Diego County	77	**15.6%**
Riverside County	35	**7.1%**
Orange County	15	**3.0%**
Imperial County	0	**0.0%**
Los Angeles County	27	**5.5%**
Elsewhere in California	59	**11.9%**

Another U.S. State	64	**13.0%**
Another Country	6	**1.2%**
Total	**494**	**100%**

Respondent Demographics

Race/Ethnicity

Race/Ethnicity	***Percentage***
African American/Black	**4.0%**
Asian	**10.6%**
Hispanic/Latino	**42.2%**
Native Hawaiian or Other Pacific Islander	**1.2%**
Two or More Races	**9.7%**
White	**28.6%**
American Indian or Alaskan Native	**0.6%**
Decline to State	**3.1%**
Total	**1910**

U.S. Military Status

U.S. Military Status	***Percentage***
Veteran or Active Duty	**2.9%**
Military Dependent	**6.0%**
In the Reserves or National Guard	**1.0%**
None	**90.1%**
Total	**1903**

Gender identity (select all that apply):

Gender Identity	***Percentage***
Woman	**64.1%**
Man	**33.2%**
Transgender	**0.2%**
Non-binary/non-conforming	**1.4%**
Prefer to identify as	**0.1%**
Decline to State	**1.8%**
Total	**1907**

Appendix B

Response Rates for All Participants

By Degree Level (combined Fall and Spring administrations)

Degree Level	*# Responses*	*Response rate*
Bachelor's	1977	**54.4%**
Master's	272	**58.9%**
Total	**2249**	

By College (combined Fall and Spring administrations)

College	*# Responses*	*Response rate*
CEHHS	**478**	**53.2%**
CHABSS	**1066**	**57.6%**
CoBA	**340**	**51.4%**
CSTEM	**365**	**53.5%**
Total	**2249**	