

HEDS Alumni Survey – Five and Ten Years Post Graduation

Institutional Research and Assessment

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In Spring 2016, the Earlham College alumni identifies as 5-years and 10-years post graduation were invited to complete the HEDS Alumni survey. This report compares responses from Earlham with responses of alumni from 48 other institutions including Allegheny College, DePauw University, Kenyon College, Luther College, St. Olaf College, and Willamette College.

Out of 895 invitations, 306 alumni responded from the 5-year cohort for a rate of 34%. Out of the 1738 invitations, 404 alumni responded from the 10-year cohort for a rate of 23%. The comparison group consisted of 1,667 respondents in the 5-year cohort and 864 in the 10-year cohort.

Current Primary Activity

All respondents are most likely to be employed full-time for both the 5- and 10-year cohorts. Nearly 53% of Earlham alumni were employed full-time in the 5-year cohort and 67.4% of the 10-year cohort. The next most frequent activity is attending graduate school full-time. Earlham alumni lag in full-time employment by 16.8% (5-year) and by 12.8% (10-year). For both cohorts, Earlham alumni are more likely to be either employed part-time or attending graduate school.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Employment Full-Time	52.6	69.4	67.4	80.2
Employment Part-Time	9.5	2.5	7.0	4.2
Employment Multiple Jobs	8.5	4.7	5.0	3.5
Graduate/Professional School Full-Time	19.6	17.6	11.4	3.5
Graduate/Professional School Part-Time	1.3	0.8	1.0	0.2
Military Service	0.0	0.8	1.0	1.2
Volunteer or National Service	2.9	0.4	0.2	0.1
Not employed, seeking employment, admission to grad school, or other	4.6	2.3	2.7	2.0
Not employed by choice (homemaker, volunteer, traveling, etc.)	1.0	1.4	3.2	5.2

Plans for Future Degrees

The vast majority of respondents are planning to pursue, or have received, a higher degree. Earlham alumni have earned fewer advanced degrees in nearly all categories.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Second Bachelor's Degree				
Degree Received	2.9	3.8	0.8	4.7
Currently enrolled or working toward	0.3	1.1	1.2	0.6
Degree you hope to attain	1.7	2.7	4.3	1.6
Master's in Arts/Sciences				
Degree Received	6.4	24.7	32.8	36.6
Currently enrolled or working toward	13.3	8.5	6.6	3.4
Degree you hope to attain	39.4	16.8	14.6	10.8
Master's in Business Administration				
Degree Received	0.4	3.4	2.1	8.6
Currently enrolled or working toward	1.3	3.1	0.9	1.7
Degree you hope to attain	13.1	17.9	9.7	12.1

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Other Master's Degree				
Degree Received	9.8	10.1	16.7	15.2
Currently enrolled or working toward	6.1	4.5	5.5	1.8
Degree you hope to attain	20.3	8.5	8.3	5.3
Law Degree				
Degree Received	0.4	5.9	5.8	8.4
Currently enrolled or working toward	2.2	1.9	0.6	0.5
Degree you hope to attain	6.5	3.1	3.0	1.9
Medical Degree				
Degree Received	0.0	3.4	2.7	5.1
Currently enrolled or working toward	3.0	3.2	0.9	0.5
Degree you hope to attain	3.4	1.2	0.9	0.8
PhD				
Degree Received	0.0	1.3	5.0	8.2
Currently enrolled or working toward	3.0	3.2	0.9	0.5
Degree you hope to attain	3.4	1.2	0.9	0.8
Other Doctoral Degree				
Degree Received	0.0	0.1	0.9	1.1
Currently enrolled or working toward	1.3	0.9	0.9	1.1
Degree you hope to attain	7.4	7.1	5.6	7.3
Other Degree				
Degree Received	8.0	6.2	7.8	10.1
Currently enrolled or working toward	8.0	4.7	5.5	2.8
Degree you hope to attain	7.2	5.1	6.8	4.5

Volunteer Work or Community Service

All respondents engage in volunteer work at approximately the same rate. Thirty-three to 35% of all respondents from both the 5- and 10-year cohorts volunteer at least monthly.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Less than once a year	18.4	15.2	16.5	16.3
Once or twice a year	21.5	25.5	22.3	26.0
Several times a year	27.1	26.4	26.1	24.5
Monthly	15.3	17.7	18.5	17.4
Weekly	17.7	15.3	16.7	15.7

Personal Relationship Status

Earlham alumni are more likely to be single or living with a partner, and less likely to be married than respondents of the comparison group. In terms of marriages, there is a 20% difference between the Earlham and the comparison group 5-year respondents and a 23% gap for the 10-year respondents.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Married	12.8	33.3	39.6	63.0
Living with Partner	25.3	17.9	18.5	9.9
Separated or Divorced	0.3	1.2	1.0	2.4
Single	53.5	44.0	37.8	22.3
Other	7.6	3.5	3.0	1.6

Number of dependent children

Earlham respondents are less likely to have children than the comparison group. At ten years 82.8% of Earlham alumni have no children, which is 23% greater than the comparison group.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
none	98.3	90.7	82.8	59.7
1	1.7	8.1	17.0	35.7
2 or more	0.0	1.2	0.3	4.6

Faculty Interest in Teaching and Students

All respondents are likely to be satisfied with the faculty members with whom they had contact.

Most faculty with whom I had contact were...	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Genuinely Interested in Student				
Disagree/Strongly Disagree	1.8	1.3	0.6	1.1
Neutral	1.1	2.1	1.5	2.5
Agree/Strongly Agree	97.2	96.6	98.0	96.4
Interested in helping student grow in more than just academic areas				
Disagree/Strongly Disagree	2.8	3.2	2.6	3.1
Neutral	9.5	9.6	7.7	10.5
Agree/Strongly agree	87.6	87.2	89.8	86.4
Good at providing prompt and useful feedback				
Disagree/Strongly Disagree	2.2	2.5	1.3	1.7
Neutral	7.1	6.5	6.9	7.6
Agree/Strongly Agree	90.8	91.1	91.7	90.6
Willing to spend time outside of class to discuss issues of interest and importance to students				
Disagree/Strongly Disagree	1.5	2.3	1.3	2.1
Neutral	4.3	7.0	6.9	7.8
Agree/Strongly Agree	94.4	90.8	91.8	90.1

Non-classroom and Informal Contact and Interactions with Faculty

Most respondents were satisfied with their interactions with faculty. Overall, Earlham respondents reported slightly higher positive interactions. Both the 5- and 10-year Earlham cohorts reported 7% higher than the comparison groups that faculty had a positive influence on personal growth, values, and attitudes. Earlham alumni also reported at approximately 5% higher rate that faculty had positively influenced intellectual growth and interest in ideas.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
My non-classroom interactions with faculty had a positive influence on my personal growth, values, and attitudes				
Disagree/Strongly Disagree	2.5	2.9	1.0	2.9
Neutral	6.0	12.4	9.0	14.1
Agree/ Strongly Agree	91.5	84.6	90.0	83.1
My non-classroom interactions with faculty had a positive influence on my intellectual growth and interest in ideas				
Disagree/Strongly Disagree	2.5	2.8	1.3	3.0
Neutral	7.8	12.1	8.2	13.1
Agree/Strongly Agree	89.8	85.3	90.5	84
My non-classroom interactions with faculty had a positive influence on my career goals and aspirations				
Disagree/Strongly Disagree	7.4	6.3	7.8	6.5
Neutral	16.3	20.5	22.6	23.6
Agree/Strongly Agree	76.3	73.2	69.7	69.8
	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Developed a personal relationship with at least one faculty member at my undergrad institution				
Disagree/Strongly Disagree	9.2	11.7	9.3	14.5
Neutral	10.2	12.5	10.3	13.8
Agree/Strongly Agree	80.6	75.7	79.4	71.7
I was satisfied with the opportunities to meet and interact informally with faculty members				
Disagree/Strongly Disagree	4.2	6.9	7.2	6.7
Neutral	8.5	12.3	10.0	12.6
Agree/Strongly Disagree	87.3	80.7	82.8	80.6

In class experiences

All of the groups reported similar in class experiences, with the exception of students challenging each others' ideas in class. Both the 5- and 10-year Earlham cohorts reported about 15% higher that they challenged others' views often or very often compared to the comparison group respondents.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Faculty posted challenging ideas in class.				
Rarely/ Never	0.4	0.9	0.5	0.6
Sometimes	7.6	10.3	6.7	9.1
Often/Very Often	92	88.7	92.8	90.2
Faculty asked me to show how a particular course concept could be applied to an actual problem or situation				
Rarely/ Never	6.2	5.8	5.7	6.0
Sometimes	22.8	25.4	28.4	26.0
Often/Very Often	71.0	68.8	65.9	68
Faculty asked me to point out any fallacies in ideas, principles, or points of view presented in the course				
Rarely/ Never	8.3	9.2	6.6	9.7
Sometimes	21.0	27.5	24.0	26.9
Often/Very Often	70.7	63.4	69.3	63.4
Faculty asked me to argue for or against a particular point of view				
Rarely/ Never	6.9	6.7	8.1	6.6
Sometimes	19.6	23.8	24.9	24.1
Often/Very Often	73.6	69.4	67	69.3
Faculty challenged my ideas in class				
Rarely/ Never	4.0	5.4	6.2	5.4
Sometimes	18.8	24.9	21.4	24.3
Often/Very Often	77.1	69.8	72.4	70.3
Students challenged each other's ideas in class				
Rarely/ Never	2.1	5.9	3.2	6.0
Sometimes	12.7	23.9	12.8	24.3
Often/Very Often	85.4	70.2	84.0	69.8

Respondents' Undergraduate Major

For these Earlham Alumni, the highest concentrations for major area of study lie in the Social Sciences, Humanities and Biological Sciences. While peer respondents' major areas are slightly more evenly spread out, they maintained a heavy preference for Social Sciences, Humanities, and Biological Sciences as well.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Biological Sciences	17.6	12.8	15.6	11.5
Business and Management	4.9	12.0	3.5	12.2
Communications	1.0	6.8	1.0	6.8
Education	1.3	5.2	1.2	6.6
Engineering	0.3	1.3	0.2	1.9
Fine and Performing Arts	6.5	10.4	10.9	10.1
Humanities	23.9	25.0	27.0	24.0
Physical Sciences, Math, Computer Sciences	9.2	8.7	8.2	9.1
Social Sciences	40.5	36.7	43.1	34.7
Other	9.5	6.5	7.2	6.9

Connection with Undergraduate Institution

Nearly 90% of Earlham alumni from both the 5- and 10-year cohort feel at least some connection to the institution which is 4-6% higher than the comparison group.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
No Connection	1.6	2.4	0.8	1.8
Very Little Connection	9.1	11.4	9.0	14.2
Some Connection	35.0	44.1	42.0	46.2
Very Strong Connection	54.3	42.1	48.2	37.8

Satisfaction with Undergraduate Education

The vast majority of respondents in all groups were generally or very satisfied with their undergraduate education with between 89-91% responding positively in all groups.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Very dissatisfied	0.4	1.6	0.6	1.7
Generally dissatisfied	3.9	2.6	2.8	2.1
Neither satisfied or dissatisfied	7.1	5.8	5.6	5.4
Generally satisfied	36.9	34.8	33.7	32.5
Very satisfied	51.8	55.3	57.3	58.2

When did you obtain your first paying job after Graduation

Earlham 5-year group found their first job while still enrolled at the same rate as the comparison group, while the 10-year was lacking by 11%, however, within the first 6 months of graduation both groups were on par with their respective comparison groups.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
While enrolled as an undergraduate	32.4	32.1	23.2	34.1
During the first six months after graduation	44.7	40.6	54.8	45.0
During the second six months after graduation	8.7	7.3	7.3	5.6
More than a year after graduation	5.5	14.5	13.3	14.1
Not yet sought a paying job; I am a full-time student or otherwise occupied	7.5	4.8	1.1	1.0
I have sought a paying job but have not yet found one	1.2	0.7	0.3	0.1

Paying Jobs since Graduation

In the 5-year cohort, Earlham alumni were more likely, by 8%, to have had only one job. However, the 10-year cohort was significantly more likely to change jobs with over 12% more alumni having 5 or more jobs.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
1 job	27.9	19.6	5.4	9.8
2 jobs	25.3	28.9	14.0	19.3
3 jobs	21.4	24.4	20.3	22.6
4 jobs	11.8	12.5	17.8	18.3
5 or more jobs	13.1	14.5	42.4	29.9

Aspects of first paying job

The comparison groups respondents were more likely than Earlham respondents to identify their first paying job with all of the aspects below, with a particularly wide split in the “satisfying” category with 31.4% of 5-year and 43.1% of 10-year Earlham alum as satisfied compared to 58.4% and 57.8% respectively, of comparison respondents.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Related to my major	27.1	50.3	35.6	51.7
Used important skills I gained as an undergraduate	32.7	62.9	43.6	64.2
Was related to my desired career path	28.4	57.9	37.9	59.0
Was work I found meaningful	33.3	58.3	43.6	58.1
Allowed me to continue to grow and learn	35.9	69.6	46.8	68.0
Paid enough to support my desired lifestyle	30.7	52.0	35.4	51.5
Paid health insurance benefits	19.9	56.8	35.9	62.9
Continued until I wished to leave	37.3	65.7	52.0	68.6
Overall, was a satisfying job	31.4	58.4	43.1	57.8

Aspects of current job if different from first job

While the first paying job showed a split between Earlham alumni and the peer group, this question indicates, that five or 10 years later, Earlham alumni have gained much ground in terms of “meaningful” and “satisfying” employment. However, while the 10-year cohort has reached parity with the comparison group, the 5-year cohort lags by 17% in meaningful work and 15.8% in job satisfaction.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
Is related to my undergraduate major	39.7	53.1	49.4	55.9
Uses skills I gained as an undergraduate	51.7	70.6	74.2	73.3
Is related to my desired career path	52.6	72.6	72.7	75.4
Is work I find meaningful	55.0	72.6	75.5	76.6
Allows me to continue to grow and learn	60.8	78.8	81.6	80.0
Pays enough to support my desired lifestyle	46.9	65.1	66.3	68.4
Pays health insurance benefits	47.4	72.2	71.5	75.5
Is likely to continue until I wish to leave	58.4	79.5	75.2	81.4
Overall, is a satisfying job	59.8	75.6	76.4	78.8

Gross Annual Income

Earlham alumni lag behind the comparison respondents, especially at the higher income levels. Twenty-one percent of Earlham alumni (10-years out) earn over \$60,000 per year, while almost half (46.1%) of the comparison group earns over \$60,000.

	Earlham % 5-year	Comparison Group % 5-year	Earlham % 10-year	Comparison Group % 10 year
No earned income	7.1	5.7	5.2	4.9
Less than \$20,000	30.2	11.2	14.9	6.1
\$20,000-\$59,000	50.8	54.8	56.7	38.8
\$60,000-\$99,000	7.5	19.3	15.8	27.8
\$100,000 or more	0.0	5.9	5.4	18.3
I prefer not to respond	4.4	3.4	2.0	4.0

Earlham Specific Questions related to the State of Indiana

The data represented below were collected from all respondents, not just those who answered that they had lived, worked, or studied in Indiana for more than six months since graduation. According to the data, more respondents feel as though they have an emotional attachment to Indiana and would prefer to spend more time in the state, under the right circumstances, but do not identify with the lifestyle and values of the people in Indiana and sometimes feel as though they do not belong there.

At some time in the future, would you consider coming back to Indiana to live and work?

	Earlham % 5-year	Earlham % 10-year
Yes	8.6	9.5
No	32.8	36.0
Perhaps under certain circumstances	46.3	43.5
Already living in Indiana	12.3	11.0

Indicate the extent to which you agree or disagree with each statement

I have an emotional attachment to Indiana- it has meaning to me	Earlham % 5-year	Earlham % 10-year
Disagree/Strongly disagree	30.5	27.5
Neither agree nor disagree	23.0	22.0
Agree/Strongly Agree	46.5	50.6
I identify with the lifestyle and values of the people of Indiana		
Disagree/ Strongly disagree	52.7	50.0
Neither agree nor disagree	34.2	33.7
Agree/ Strongly Agree	13.2	16.3
I would prefer to spend more time in Indiana if I could		
Disagree/ Strongly disagree	60.3	55.5
Neither agree nor disagree	29.8	29.4
Agree/Strongly Agree	9.9	15.1
I am willing to invest more time and effort to make Indiana an even better place		
Disagree/ Strongly disagree	34.2	34.4
Neither agree nor disagree	36.2	37.9
Agree/Strongly Agree	29.6	27.7

Please select the most important reason why you would NOT consider living and/or working in Indiana.

	Earlham % 5-year	Earlham % 10-year
Limited employment opportunities	15.2	8.0
Political climate	12.7	8.0
Too far away from family	11.4	24.8
Limited recreational opportunities	8.9	7.2
Culture/Values inconsistent with my own	35.4	28.8
Climate	3.8	2.4
Satisfied with current employment	12.7	20.8

HEDS Comparison Institutions

Albion College
Allegheny College
Alma College
Austin College
Baldwin Wallace University
Benedictine College
Bucknell University
Claremont McKenna College
DePauw University
Dickinson College
Dominican University of California
Drury University
Emerson College
Furman University
Goshen College
Harvey Mudd College

Haverford College
Holy Names University
Illinois Wesleyan University
Juniata College
Kenyon College
Knox College
Lewis & Clark College
Linfield College
Luther College
Macalester College
McDaniel College
Mills College
Occidental College
Oglethorpe University
Pepperdine University
Saint Leo University

Sarah Lawrence College
Scripps College
Sewanee: The University of the South
Southwestern University
St. Lawrence University
St. Olaf College
Trinity University
Union College
University of Denver
University of Denver
University of Indianapolis
University of Scranton
Washington & Jefferson College
Whittier College
Willamette University