



HEDS Alumni Survey 2023–2024 Frequency and Indicator Report St. Olaf College

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Released 01/29/2025

In this report, we compare the responses of your undergraduate alumni who took the HEDS Alumni Survey during the 2023-2024 academic year to those of undergraduate alumni from other institutions who have participated in the survey since Fall 2021. The report groups alumni into one of four cohorts based on whether they took the survey 1, 5, 10, or more than 10 years after graduating.

This report will help you see the impact your institution has had on your alumni's outcomes, the extent of their exposure to formative educational practices and experiences while attending your institution, and their overall connection and satisfaction with your institution. Finally, it will show you information about your alumni's postgraduate activities including their current activity and plans for continuing education.

1. Growth on Intellectual Outcomes

2. Growth on Civic Outcomes

The two indicators on worksheets 1–2 above evaluate the impact of your alumni's education on their postgraduate critical thinking, problem-solving, and other learning outcomes. We provide mean scores for each indicator comparing alumni at your institution to alumni at other institutions. We also show how your alumni and alumni at other institutions responded to each question within the indicators.

3. Leadership Outcomes

This worksheet focuses on two aspects of post-college leadership—leadership aspirations and leadership motivation. We've created indicators for each of these aspects of leadership. We provide mean scores for each indicator comparing alumni at your institution to alumni at other institutions. We also show how your alumni and alumni at other institutions responded to each question within the indicators.

4. Good Teaching and High-Quality Interactions with Faculty

5. Challenging Assignments and High Faculty Expectations

6. Interactions with Diversity

The indicators in worksheets 4–6 above look at the quality of alumni's educational experiences based on their exposure to these three formative educational practices. We provide mean scores for each indicator comparing alumni at your institution to alumni at other institutions. We also show how your alumni and alumni at other institutions responded to each question within the indicators.

7. College Activities

Information on how often your alumni participated in different college activities and the impact of those activities on their development.

8. Connection, Satisfaction, and Preparation

Data on your alumni's satisfaction with their undergraduate education and their connection to your institution broken down by their primary area of study and current primary activity. We also show data on the degree to which your alumni felt their experiences at your institution prepared them for postgraduate activities.

9. Postgraduate Activities

Your alumni's responses to questions about postgraduate activities, including primary activity, plans for continuing education, and information related to their first and current paying jobs compared to alumni from the other participating institutions.

10. Information about Respondents

Detailed demographic information about the alumni who took this survey, compared to alumni at the other participating institutions.

11. Technical Information

Information about the response rate for the survey and details about how we calculated the indicators and other variables in this report.

12. Participating Institutions

A list of the institutions included in this report.

13. Data Sharing Practices

Information about how you may share this report.

If you have any questions about this report or the data behind it, please contact us at AlumniSurvey@hedsconsortium.org.



HEDS Alumni Survey 2023–2024 Frequency and Indicator Report St. Olaf College

Growth on Intellectual Outcomes

This worksheet includes two tables on the *Growth on Intellectual Outcomes* indicator. Table 1 compares your alumni's responses on this indicator to those of alumni from all other participating institutions. Table 2 provides comparative responses for each statement in the indicator.

To what extent did your experience as an undergraduate at this institution contribute to your knowledge, skills, and personal development in the following areas?

Response options: 1 = Very little; 2 = Some; 3 = Quite a bit; 4 = Very much

- | | |
|-----------------------|----------------------|
| Careful reading | Effective writing |
| Critical thinking | Effective speaking |
| Creative thinking | Teamwork |
| Information literacy | Problem solving |
| Quantitative literacy | Integrative thinking |

Table 1: Summary Results for Growth on Intellectual Outcomes								
	St. Olaf College 1-Year Cohort	All Other Alumni in 1-Year Cohort	St. Olaf College 5-Year Cohort	All Other Alumni in 5-Year Cohort	St. Olaf College 10-Year Cohort	All Other Alumni in 10-Year Cohort	St. Olaf College 10+ Years Cohort	All Other Alumni in 10+ Years Cohort
Mean		3.24	3.34 ↑	3.25	3.35 ↑	3.24		3.10
Standard Deviation		0.61	0.52	0.57	0.51	0.57		0.66
75th Percentile		3.80	3.80	3.70	3.70	3.70		3.60
Median		3.30	3.40	3.30	3.40	3.30		3.20
25th Percentile		2.90	3.00	2.90	3.00	2.90		2.70
Total Responses		2,862	132	3,156	175	2,618		4,243

The symbols in Table 1 represent effect sizes and indicate the magnitude of the difference between the mean score of your institution's alumni and the overall mean score for all other participating institution's alumni in each cohort.

We only calculate effect size when $n \geq 10$ (for your institution and those in the comparison groups). For more information on how we calculate effect sizes, please see the Technical Information tab.

- ↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference = No difference
 ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference

Table 2: Responses to Statements in the Growth on Intellectual Outcomes Indicator																	
		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q8. To what extent did your experience as an undergraduate at this institution contribute to your knowledge, skills, and personal development in the following areas?																	
Careful reading: Comprehension and analysis of written texts within and across genres.	Very little		119	4%	2	2%	91	3%	1	1%	75	3%		182	4%		
	Some		477	16%	9	7%	509	16%	14	8%	400	15%		810	18%		
	Quite a bit		1,037	35%	41	31%	1,064	33%	57	33%	789	30%		1,421	32%		
	Very much		1,299	44%	81	61%	1,584	49%	103	59%	1,407	53%		1,993	45%		
	Total		2,932	100%	133	100%	3,248	100%	175	100%	2,671	100%		4,406	100%		

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Critical thinking: Examination of ideas, evidence, and assumptions before accepting or formulating a conclusion.	Very little			54	2%	1	1%	43	1%	2	1%	33	1%			121	3%
	Some			299	10%	12	9%	286	9%	5	3%	231	9%			567	13%
	Quite a bit			884	30%	31	23%	954	29%	47	27%	737	28%			1,393	32%
	Very much			1,687	58%	89	67%	1,965	60%	121	69%	1,663	62%			2,326	53%
	Total			2,924	100%	133	100%	3,248	100%	175	100%	2,664	100%			4,407	100%
Creative thinking: Developing or combining ideas, images, or expertise in innovative ways.	Very little			113	4%	2	2%	88	3%	3	2%	56	2%			162	4%
	Some			506	17%	26	20%	562	17%	28	16%	429	16%			871	20%
	Quite a bit			985	34%	45	34%	1,151	36%	61	35%	948	36%			1,452	33%
	Very much			1,315	45%	60	45%	1,437	44%	83	47%	1,233	46%			1,917	44%
	Total			2,919	100%	133	100%	3,238	100%	175	100%	2,666	100%			4,402	100%
Information literacy: Locating, evaluating, and using information effectively and responsibly for a particular purpose.	Very little			62	2%	1	1%	62	2%	2	1%	38	1%			132	3%
	Some			382	13%	13	10%	377	12%	10	6%	354	13%			693	16%
	Quite a bit			993	34%	38	29%	1,140	35%	62	35%	914	34%			1,569	36%
	Very much			1,482	51%	81	61%	1,662	51%	101	58%	1,357	51%			1,994	45%
	Total			2,919	100%	133	100%	3,241	100%	175	100%	2,663	100%			4,388	100%
Quantitative literacy: Seeking, understanding, and using quantitative information appropriately to solve problems or make arguments.	Very little			113	4%	5	4%	144	4%	7	4%	133	5%			281	6%
	Some			523	18%	29	22%	632	20%	30	17%	613	23%			1,080	25%
	Quite a bit			1,048	36%	43	32%	1,106	34%	54	31%	881	33%			1,520	35%
	Very much			1,226	42%	56	42%	1,354	42%	84	48%	1,034	39%			1,485	34%
	Total			2,910	100%	133	100%	3,236	100%	175	100%	2,661	100%			4,366	100%
Effective writing: Conveying accurate and compelling content in clear, expressive, and audience-appropriate prose.	Very little			82	3%	2	2%	78	2%	2	1%	55	2%			144	3%
	Some			396	14%	10	8%	396	12%	10	6%	332	12%			773	18%
	Quite a bit			919	31%	32	24%	1,006	31%	51	29%	768	29%			1,386	32%
	Very much			1,525	52%	89	67%	1,763	54%	112	64%	1,512	57%			2,082	47%
	Total			2,922	100%	133	100%	3,243	100%	175	100%	2,667	100%			4,385	100%
Effective speaking: Conveying accurate and compelling content in clear, expressive, and audience-appropriate oral presentations.	Very little			133	5%	4	3%	143	4%	5	3%	119	4%			346	8%
	Some			589	20%	29	22%	729	23%	45	26%	669	25%			1,269	29%
	Quite a bit			1,018	35%	49	37%	1,117	34%	74	42%	945	35%			1,426	33%
	Very much			1,182	40%	50	38%	1,249	39%	51	29%	931	35%			1,345	31%
	Total			2,922	100%	132	100%	3,238	100%	175	100%	2,664	100%			4,386	100%
Teamwork: Contributing to a team, facilitating the work of team members, and fostering a constructive team climate.	Very little			127	4%	4	3%	140	4%	6	3%	119	4%			330	8%
	Some			530	18%	21	16%	670	21%	36	21%	662	25%			1,173	27%
	Quite a bit			915	31%	55	41%	1,138	35%	68	39%	898	34%			1,429	33%
	Very much			1,352	46%	53	40%	1,286	40%	65	37%	987	37%			1,458	33%
	Total			2,924	100%	133	100%	3,234	100%	175	100%	2,666	100%			4,390	100%
Problem solving: Designing, evaluating, and implementing a strategy to answer questions or achieve a goal.	Very little			84	3%	2	2%	64	2%	3	2%	71	3%			214	5%
	Some			424	15%	18	14%	490	15%	21	12%	476	18%			938	21%
	Quite a bit			995	34%	49	37%	1,169	36%	66	38%	937	35%			1,555	35%
	Very much			1,417	49%	64	48%	1,515	47%	85	49%	1,180	44%			1,674	38%
	Total			2,920	100%	133	100%	3,238	100%	175	100%	2,664	100%			4,381	100%
Integrative thinking: The habit of connecting ideas and experiences, and the ability to transfer learning to novel situations.	Very little			106	4%	3	2%	83	3%	2	1%	75	3%			267	6%
	Some			482	17%	14	11%	548	17%	25	14%	450	17%			1,009	23%
	Quite a bit			1,003	34%	51	38%	1,173	36%	58	33%	926	35%			1,460	33%
	Very much			1,322	45%	65	49%	1,417	44%	90	51%	1,205	45%			1,623	37%
	Total			2,913	100%	133	100%	3,221	100%	175	100%	2,656	100%			4,359	100%



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Growth on Civic Outcomes

This worksheet includes two tables on the *Growth on Civic Outcomes* indicator. Table 1 compares your alumni's responses on this indicator to those of alumni from all other participating institutions. Table 2 provides comparative responses for each statement in the indicator.

To what extent did your experience as an undergraduate at this institution contribute to your knowledge, skills, and personal development in the following areas?

Response options: 1 = Very little; 2 = Some; 3 = Quite a bit; 4 = Very much

- Civic engagement
- Intercultural knowledge and competence
- Ethical reasoning

Overall, to what extent did your undergraduate program at this institution prepare you for the following activities?

- Social and civic involvement

Table 1: Summary Results for Growth on Civic Outcomes								
	St. Olaf College 1-Year Cohort	All Other Alumni in 1-Year Cohort	St. Olaf College 5-Year Cohort	All Other Alumni in 5-Year Cohort	St. Olaf College 10-Year Cohort	All Other Alumni in 10-Year Cohort	St. Olaf College 10+ Years Cohort	All Other Alumni in 10+ Years Cohort
Mean		2.87	3.05 ↑	2.84	2.85 ⇌	2.79		2.71
Standard Deviation		0.80	0.67	0.80	0.74	0.81		0.86
75th Percentile		3.50	3.50	3.50	3.50	3.50		3.50
Median		3.00	3.00	3.00	2.75	2.75		2.75
25th Percentile		2.25	2.50	2.25	2.25	2.25		2.00
Total Responses		2,837	130	3,171	174	2,618		4,257

The symbols in Table 1 represent effect sizes and indicate the magnitude of the difference between the mean score of your institution's alumni and the overall mean score for all other participating institution's alumni in each cohort.

We only calculate effect size when $n \geq 10$ (for your institution and those in the comparison groups). For more information on how we calculate effect sizes, please see the Technical Information tab.

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ⇌ No difference
 ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference

Table 2: Responses to Statements in the Growth on Civic Outcomes Indicator																
	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q8. To what extent did your experience as an undergraduate at this institution contribute to your knowledge, skills, and personal development in the following areas?																
Civic engagement: Promoting the quality of life in a community, through both political and nonpolitical processes.	Very little		411	14%	11	8%	454	14%	22	13%	389	15%			906	21%
	Some		859	29%	39	29%	970	30%	63	36%	879	33%			1,335	30%
	Quite a bit		816	28%	41	31%	912	28%	51	29%	713	27%			1,045	24%
	Very much		826	28%	42	32%	900	28%	39	22%	680	26%			1,095	25%
	Total		2,912	100%	133	100%	3,236	100%	175	100%	2,661	100%			4,381	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Intercultural knowledge and competence: Information, skills, and commitments that support effective and appropriate interactions in a variety of cultural contexts.	Very little			231	8%	5	4%	276	9%	11	6%	261	10%			714	16%
	Some			703	24%	24	18%	849	26%	63	36%	753	28%			1,394	32%
	Quite a bit			939	32%	50	38%	1,031	32%	50	29%	828	31%			1,142	26%
	Very much			1,041	36%	54	41%	1,070	33%	51	29%	819	31%			1,114	26%
	Total			2,914	100%	133	100%	3,226	100%	175	100%	2,661	100%			4,364	100%
Ethical reasoning: Recognizing ethical issues, examining different ethical perspectives, and considering the ramifications of alternative actions.	Very little			161	6%	3	2%	178	6%	2	1%	176	7%			436	10%
	Some			543	19%	17	13%	671	21%	37	21%	598	22%			1,079	25%
	Quite a bit			983	34%	54	41%	1,121	35%	52	30%	895	34%			1,406	32%
	Very much			1,231	42%	59	44%	1,260	39%	84	48%	995	37%			1,450	33%
	Total			2,918	100%	133	100%	3,230	100%	175	100%	2,664	100%			4,371	100%
Q9. Overall, to what extent did your undergraduate experience at this institution prepare you for the following activities?																	
Social and civic involvement	Very little			364	13%	6	5%	393	12%	13	7%	330	12%			511	12%
	Some			849	29%	37	28%	998	31%	58	33%	817	31%			1,206	28%
	Quite a bit			948	33%	53	41%	1,046	32%	59	34%	842	32%			1,303	30%
	Very much			725	25%	34	26%	789	24%	44	25%	665	25%			1,334	31%
	Total			2,886	100%	130	100%	3,226	100%	174	100%	2,654	100%			4,354	100%



**HEDS Alumni Survey
2023–2024 Frequency and Indicator Report
St. Olaf College**

Leadership Outcomes

This worksheet includes two tables on the Leadership Aspirations and Leadership Motivations indicators. Table 1 compares your alumni's responses on these indicators to those of alumni from all other participating institutions. Table 2 provides comparative responses for each statement in the indicators.

Please indicate how much each of the following statements applies to you.

Response options: 1 = Not at all true of me; 2 = Slightly true of me; 3 = Moderately true of me; 4 = Mostly true of me; 5 = Very true of me

- I want to be among the very best in my field.
- I want my work to have a lasting impact on my field.
- I aspire to have my contributions at work recognized by my employer.
- Being outstanding at what I do at my job is important to me.
- I plan to obtain many promotions in my organization or business.
- I hope to become a leader in my career field.
- When I am established in my career, I would like to manage other employees.
- I want to have responsibility for the future direction of my organization or company.
- I hope to move up to a leadership position in my organization or business.

Please answer the following about yourself:

Response options: 1 = Not at all true of me; 2 = Slightly true of me; 3 = Moderately true of me; 4 = Mostly true of me; 5 = Very true of me

- I enjoy having authority over other people.
- When given the chance, I make a good leader of people.
- I am usually a leader in groups.
- I enjoy planning things and deciding what other people should do.
- I like to give orders and get things going.
- People notice what I say.
- When a group I belong to plans an activity, I would rather direct it myself than just help out and have someone else organize it.
- I value having an important job where people look up to me.
- I like talking to people who are important.
- I want to be an important person in the community.
- I really admire people who have fought their way to the top.
- If I had enough money, I would not work.
- Even if I won a great deal of money (lottery, etc.), I would prefer to continue to work.
- If unemployment benefits were really high, I would still prefer to work.

Table 1: Summary Results for Leadership Indicators

	St. Olaf College 1-Year Cohort	All Other Alumni in 1-Year Cohort	St. Olaf College 5-Year Cohort	All Other Alumni in 5-Year Cohort	St. Olaf College 10-Year Cohort	All Other Alumni in 10-Year Cohort	St. Olaf College 10+ Years Cohort	All Other Alumni in 10+ Years Cohort
Leadership Aspirations								
Mean		4.01	3.68 ↓	3.87	3.64 ↓	3.85		3.63
Standard Deviation		0.85	0.91	0.91	0.91	0.91		0.99
75th Percentile		4.78	4.39	4.67	4.33	4.67		4.44
Median		4.11	3.78	4.00	3.78	4.00		3.67
25th Percentile		3.44	3.00	3.22	3.00	3.22		2.89
Total Responses		1,656	120	1,572	170	1,464		2,661
Leadership Motivations								
Mean		3.48	3.27 ↓	3.39	3.16 ↓	3.32		3.23
Standard Deviation		0.75	0.66	0.72	0.66	0.70		0.76
75th Percentile		4.00	3.71	3.93	3.64	3.86		3.79
Median		3.50	3.25	3.43	3.21	3.36		3.29
25th Percentile		3.00	2.93	2.86	2.57	2.79		2.71
Total Responses		1,598	120	1,523	166	1,413		2,657

The symbols in Table 1 represent effect sizes and indicate the magnitude of the difference between the mean score of your institution's alumni and the overall mean score for all other participating institution's alumni in each cohort. We only calculate effect size when n ≥ 10 (for your institution and those in the comparison groups). For more information on how we calculate effect sizes, please see the Technical Information tab.

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference = No difference
 ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference

Table 2: Responses to Statements in the Leadership Indicators

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q24. Please indicate how much each of the following statements applies to you.																	
I want to be among the very best in my field.	Not at all true of me			31	2%	6	5%	52	3%	11	6%	61	4%			117	4%
	Slightly true of me			63	4%	17	14%	83	5%	14	8%	69	5%			133	5%
	Moderately true of me			213	13%	21	17%	295	18%	38	22%	248	17%			481	16%
	Mostly true of me			476	28%	43	35%	463	29%	50	29%	480	32%			907	31%
	Very true of me			910	54%	35	29%	709	44%	58	34%	626	42%			1,288	44%
	Total			1,693	100%	122	100%	1,602	100%	171	100%	1,484	100%			2,926	100%
I want my work to have a lasting impact on my field.	Not at all true of me			29	2%	6	5%	54	3%	6	4%	64	4%			148	5%
	Slightly true of me			56	3%	11	9%	108	7%	22	13%	97	7%			187	6%
	Moderately true of me			202	12%	27	22%	260	16%	33	19%	261	18%			467	16%
	Mostly true of me			391	23%	30	25%	380	24%	33	19%	393	27%			764	26%
	Very true of me			1,014	60%	47	39%	796	50%	77	45%	665	45%			1,344	46%
	Total			1,692	100%	121	100%	1,598	100%	171	100%	1,480	100%			2,910	100%
I aspire to have my contributions at work recognized by my employer.	Not at all true of me			31	2%	1	1%	40	3%	2	1%	40	3%			137	5%
	Slightly true of me			53	3%	7	6%	65	4%	6	4%	52	4%			151	5%
	Moderately true of me			188	11%	13	11%	179	11%	21	12%	182	12%			460	16%
	Mostly true of me			427	25%	32	26%	440	28%	59	35%	403	27%			816	28%
	Very true of me			990	59%	68	56%	872	55%	83	49%	806	54%			1,321	46%
	Total			1,689	100%	121	100%	1,596	100%	171	100%	1,483	100%			2,885	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Being outstanding at what I do at my job is important to me.	Not at all true of me			17	1%	1	1%	14	1%	2	1%	22	1%			50	2%
	Slightly true of me			38	2%	7	6%	44	3%	8	5%	44	3%			61	2%
	Moderately true of me			133	8%	19	16%	188	12%	23	13%	138	9%			285	10%
	Mostly true of me			436	26%	27	22%	428	27%	50	29%	417	28%			732	25%
	Very true of me			1,061	63%	67	55%	923	58%	88	51%	861	58%			1,781	61%
	Total			1,685	100%	121	100%	1,597	100%	171	100%	1,482	100%			2,909	100%
I plan to obtain many promotions in my organization or business.	Not at all true of me			102	6%	17	14%	119	7%	18	11%	140	9%			647	23%
	Slightly true of me			128	8%	13	11%	174	11%	32	19%	151	10%			359	13%
	Moderately true of me			348	21%	33	27%	323	20%	47	28%	327	22%			602	22%
	Mostly true of me			437	26%	21	17%	389	24%	40	24%	378	26%			545	20%
	Very true of me			665	40%	37	31%	585	37%	33	19%	483	33%			624	22%
	Total			1,680	100%	121	100%	1,590	100%	170	100%	1,479	100%			2,777	100%
I hope to become a leader in my career field.	Not at all true of me			88	5%	11	9%	117	7%	16	9%	120	8%			453	16%
	Slightly true of me			103	6%	14	12%	152	10%	17	10%	149	10%			309	11%
	Moderately true of me			307	18%	29	24%	302	19%	41	24%	296	20%			518	19%
	Mostly true of me			436	26%	35	29%	372	23%	47	28%	389	26%			609	22%
	Very true of me			750	45%	32	26%	649	41%	49	29%	526	36%			904	32%
	Total			1,684	100%	121	100%	1,592	100%	170	100%	1,480	100%			2,793	100%
When I am established in my career, I would like to manage other employees.	Not at all true of me			209	12%	20	17%	234	15%	31	18%	238	16%			778	28%
	Slightly true of me			213	13%	24	20%	208	13%	34	20%	189	13%			331	12%
	Moderately true of me			340	20%	20	17%	312	20%	37	22%	268	18%			437	16%
	Mostly true of me			335	20%	26	22%	305	19%	29	17%	268	18%			455	16%
	Very true of me			584	35%	30	25%	532	33%	39	23%	518	35%			775	28%
	Total			1,681	100%	120	100%	1,591	100%	170	100%	1,481	100%			2,776	100%
I want to have responsibility for the future direction of my organization or company.	Not at all true of me			198	12%	16	13%	200	13%	24	14%	173	12%			518	19%
	Slightly true of me			206	12%	19	16%	200	13%	15	9%	157	11%			280	10%
	Moderately true of me			337	20%	19	16%	318	20%	40	24%	269	18%			411	15%
	Mostly true of me			363	22%	36	30%	339	21%	45	26%	357	24%			561	20%
	Very true of me			568	34%	31	26%	534	34%	46	27%	523	35%			1,000	36%
	Total			1,672	100%	121	100%	1,591	100%	170	100%	1,479	100%			2,770	100%
I hope to move up to a leadership position in my organization or business.	Not at all true of me			164	10%	15	12%	177	11%	21	12%	174	12%			683	25%
	Slightly true of me			179	11%	21	17%	202	13%	29	17%	156	11%			309	11%
	Moderately true of me			293	18%	20	17%	301	19%	36	21%	263	18%			392	14%
	Mostly true of me			368	22%	25	21%	321	20%	40	24%	329	22%			461	17%
	Very true of me			663	40%	40	33%	584	37%	44	26%	556	38%			898	33%
	Total			1,667	100%	121	100%	1,585	100%	170	100%	1,478	100%			2,743	100%
Q25. Please answer the following about yourself:																	
I enjoy having authority over other people.	Not at all true of me			281	17%	23	19%	299	19%	39	23%	321	22%			718	25%
	Slightly true of me			338	21%	28	23%	354	23%	52	31%	325	22%			572	20%
	Moderately true of me			516	31%	39	33%	452	29%	45	26%	440	30%			753	26%
	Mostly true of me			308	19%	20	17%	310	20%	25	15%	239	16%			505	18%
	Very true of me			205	12%	10	8%	146	9%	9	5%	128	9%			303	11%
	Total			1,648	100%	120	100%	1,561	100%	170	100%	1,453	100%			2,851	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
When given the chance, I make a good leader of people.	Not at all true of me			41	2%	3	3%	25	2%	0	0%	22	2%			88	3%
	Slightly true of me			103	6%	10	8%	100	6%	18	11%	93	6%			215	8%
	Moderately true of me			298	18%	22	18%	289	19%	42	25%	267	18%			512	18%
	Mostly true of me			587	36%	55	46%	604	39%	62	37%	568	39%			1,005	35%
	Very true of me			620	38%	30	25%	539	35%	47	28%	502	35%			1,030	36%
	Total			1,649	100%	120	100%	1,557	100%	169	100%	1,452	100%			2,850	100%
I am usually a leader in groups.	Not at all true of me			100	6%	8	7%	77	5%	14	8%	60	4%			184	6%
	Slightly true of me			173	10%	12	10%	190	12%	17	10%	189	13%			318	11%
	Moderately true of me			397	24%	37	31%	407	26%	47	28%	371	26%			608	21%
	Mostly true of me			512	31%	41	34%	452	29%	61	36%	438	30%			869	30%
	Very true of me			468	28%	22	18%	432	28%	31	18%	395	27%			878	31%
	Total			1,650	100%	120	100%	1,558	100%	170	100%	1,453	100%			2,857	100%
I enjoy planning things and deciding what other people should do.	Not at all true of me			137	8%	12	10%	144	9%	14	8%	127	9%			327	11%
	Slightly true of me			271	16%	16	13%	249	16%	36	21%	239	16%			448	16%
	Moderately true of me			407	25%	31	26%	348	22%	51	30%	381	26%			758	27%
	Mostly true of me			441	27%	37	31%	454	29%	45	26%	399	28%			727	26%
	Very true of me			389	24%	24	20%	361	23%	24	14%	304	21%			584	21%
	Total			1,645	100%	120	100%	1,556	100%	170	100%	1,450	100%			2,844	100%
I like to give orders and get things going.	Not at all true of me			210	13%	15	13%	224	14%	34	20%	239	16%			572	20%
	Slightly true of me			342	21%	31	26%	319	21%	51	30%	317	22%			631	22%
	Moderately true of me			446	27%	34	28%	437	28%	39	23%	417	29%			734	26%
	Mostly true of me			369	22%	23	19%	361	23%	34	20%	305	21%			563	20%
	Very true of me			279	17%	17	14%	213	14%	12	7%	173	12%			331	12%
	Total			1,646	100%	120	100%	1,554	100%	170	100%	1,451	100%			2,831	100%
People notice what I say.	Not at all true of me			49	3%	3	3%	38	2%	1	1%	13	1%			79	3%
	Slightly true of me			164	10%	17	14%	159	10%	16	9%	133	9%			232	8%
	Moderately true of me			401	24%	42	35%	399	26%	56	33%	349	24%			668	24%
	Mostly true of me			586	36%	32	27%	578	37%	65	38%	592	41%			1,097	39%
	Very true of me			441	27%	26	22%	381	25%	32	19%	363	25%			763	27%
	Total			1,641	100%	120	100%	1,555	100%	170	100%	1,450	100%			2,839	100%
When a group I belong to plans an activity, I would rather direct it myself than just help out and have someone else organize it.	Not at all true of me			273	17%	20	17%	255	16%	40	24%	242	17%			536	19%
	Slightly true of me			305	19%	21	18%	296	19%	43	25%	289	20%			608	22%
	Moderately true of me			427	26%	39	33%	434	28%	46	27%	446	31%			865	31%
	Mostly true of me			366	22%	25	21%	354	23%	28	16%	325	22%			535	19%
	Very true of me			264	16%	15	13%	210	14%	13	8%	146	10%			277	10%
	Total			1,635	100%	120	100%	1,549	100%	170	100%	1,448	100%			2,821	100%
I value having an important job where people look up to me.	Not at all true of me			136	8%	5	4%	127	8%	18	11%	127	9%			344	12%
	Slightly true of me			212	13%	24	20%	231	15%	36	21%	225	16%			444	16%
	Moderately true of me			397	24%	33	28%	377	24%	42	25%	354	25%			732	26%
	Mostly true of me			466	29%	40	33%	442	29%	44	26%	435	30%			737	26%
	Very true of me			423	26%	18	15%	369	24%	29	17%	301	21%			565	20%
	Total			1,634	100%	120	100%	1,546	100%	169	100%	1,442	100%			2,822	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
I like talking to people who are important.	Not at all true of me			148	9%	16	13%	186	12%	33	20%	207	14%			472	17%
	Slightly true of me			274	17%	24	20%	284	18%	33	20%	281	20%			562	20%
	Moderately true of me			421	26%	37	31%	415	27%	48	28%	410	28%			806	29%
	Mostly true of me			364	22%	27	23%	348	23%	34	20%	335	23%			544	19%
	Very true of me			425	26%	16	13%	312	20%	21	12%	208	14%			428	15%
	Total			1,632	100%	120	100%	1,545	100%	169	100%	1,441	100%			2,812	100%
I want to be an important person in the community.	Not at all true of me			77	5%	7	6%	91	6%	15	9%	105	7%			482	17%
	Slightly true of me			156	10%	16	13%	211	14%	27	16%	236	16%			608	22%
	Moderately true of me			364	22%	27	23%	385	25%	58	34%	394	27%			737	26%
	Mostly true of me			437	27%	39	33%	390	25%	38	22%	397	27%			583	21%
	Very true of me			591	36%	31	26%	466	30%	32	19%	312	22%			403	14%
	Total			1,625	100%	120	100%	1,543	100%	170	100%	1,444	100%			2,813	100%
I really admire people who have fought their way to the top.	Not at all true of me			93	6%	10	8%	138	9%	30	18%	174	12%			368	13%
	Slightly true of me			170	10%	26	22%	217	14%	34	20%	227	16%			496	18%
	Moderately true of me			300	18%	37	31%	356	23%	45	26%	336	23%			659	23%
	Mostly true of me			430	26%	31	26%	381	25%	34	20%	385	27%			635	23%
	Very true of me			636	39%	16	13%	455	29%	27	16%	315	22%			652	23%
	Total			1,629	100%	120	100%	1,547	100%	170	100%	1,437	100%			2,810	100%
If I had enough money, I would not work.	Not at all true of me			493	30%	29	24%	416	27%	42	25%	402	28%			890	32%
	Slightly true of me			322	20%	36	30%	343	22%	45	26%	299	21%			554	20%
	Moderately true of me			310	19%	18	15%	272	18%	31	18%	279	19%			569	20%
	Mostly true of me			191	12%	14	12%	216	14%	24	14%	198	14%			345	12%
	Very true of me			317	19%	23	19%	301	19%	28	16%	266	18%			445	16%
	Total			1,633	100%	120	100%	1,548	100%	170	100%	1,444	100%			2,803	100%
Even if I won a great deal of money (lottery, etc.), I would prefer to continue to work	Not at all true of me			145	9%	18	15%	186	12%	22	13%	172	12%			424	15%
	Slightly true of me			204	12%	17	14%	265	17%	38	22%	275	19%			470	17%
	Moderately true of me			318	19%	25	21%	299	19%	31	18%	306	21%			605	22%
	Mostly true of me			451	28%	35	29%	424	27%	44	26%	349	24%			676	24%
	Very true of me			515	32%	25	21%	373	24%	35	21%	344	24%			628	22%
	Total			1,633	100%	120	100%	1,547	100%	170	100%	1,446	100%			2,803	100%
If unemployment benefits were really high, I would still prefer to work.	Not at all true of me			70	4%	8	7%	111	7%	4	2%	92	6%			238	9%
	Slightly true of me			103	6%	10	8%	111	7%	16	10%	104	7%			170	6%
	Moderately true of me			280	17%	12	10%	224	15%	30	18%	190	13%			369	13%
	Mostly true of me			430	26%	42	35%	377	24%	37	22%	347	24%			640	23%
	Very true of me			744	46%	48	40%	721	47%	80	48%	710	49%			1,361	49%
	Total			1,627	100%	120	100%	1,544	100%	167	100%	1,443	100%			2,778	100%



HEDS Alumni Survey 2023–2024 Frequency and Indicator Report St. Olaf College

Good Teaching and High-Quality Interactions with Faculty

This worksheet includes two tables on the *Good Teaching and High-Quality Interactions with Faculty* indicator. Table 1 compares your alumni's responses on this indicator to those of alumni from all other participating institutions. Table 2 provides comparative responses for each statement in the indicator.

Below are statements about your views of your undergraduate faculty's interest in teaching and students. Please indicate the extent to which you agree or disagree with each.

Response options: 1 = Strongly disagree; 2 = Disagree; 3 = Neither agree nor disagree; 4 = Agree; 5 = Strongly agree

Most faculty with whom I have had contact at this institution were...

- Genuinely interested in students.
- Interested in helping students grow in more than just academic areas.
- Good at providing prompt and useful feedback.
- Willing to spend time outside of class to discuss issues of interest and importance to students.

Below are statements about your contact and interactions with faculty during your undergraduate experience at this institution. Please indicate the extent to which you agree or disagree with each.

Response options: 1 = Strongly disagree; 2 = Disagree; 3 = Neither agree nor disagree; 4 = Agree; 5 = Strongly agree

- My nonclassroom interactions with faculty had a positive influence on my personal growth, values, and attitudes.
- My nonclassroom interactions with faculty had a positive influence on my intellectual growth and interest in ideas.
- My nonclassroom interactions with faculty had a positive influence on my career goals and aspirations.
- I developed a close, personal relationship with at least one faculty member.
- I was satisfied with the opportunities to meet and interact informally with faculty members.

Table 1: Summary Results for Good Teaching and High-Quality Interactions with Faculty

	St. Olaf College 1-Year Cohort	All Other Alumni in 1-Year Cohort	St. Olaf College 5-Year Cohort	All Other Alumni in 5-Year Cohort	St. Olaf College 10-Year Cohort	All Other Alumni in 10-Year Cohort	St. Olaf College 10+ Years Cohort	All Other Alumni in 10+ Years Cohort
Mean		4.16	4.30 ↑	4.22	4.19 ⇐	4.23		4.19
Standard Deviation		0.75	0.57	0.70	0.65	0.67		0.72
75th Percentile		4.78	4.78	4.78	4.78	4.78		4.89
Median		4.22	4.33	4.33	4.33	4.33		4.33
25th Percentile		3.78	4.00	3.89	3.78	3.89		3.78
Total Responses		3,468	161	3,848	194	3,089		5,007

The symbols in Table 1 represent effect sizes and indicate the magnitude of the difference between the mean score of your institution's alumni and the overall mean score for all other participating institution's alumni in each cohort.

We only calculate effect size when $n \geq 10$ (for your institution and those in the comparison groups). For more information on how we calculate effect sizes, please see the Technical Information tab.

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference
 ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference

Table 2: Responses to Statements in the Good Teaching and High-Quality Interactions with Faculty Indicator

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q3. Below are statements about your views of your undergraduate faculty's interest in teaching and students. Please indicate the extent to which you agree or disagree with each.																	
<i>Most faculty with whom I had contact at this institution were . . .</i>																	
Genuinely interested in students.	Strongly disagree			35	1%	0	0%	20	0%	0	0%	11	0%			26	0%
	Disagree			90	2%	2	1%	80	2%	2	1%	27	1%			50	1%
	Neither agree nor disagree			212	6%	4	2%	152	4%	6	3%	119	4%			253	5%
	Agree			1,487	40%	63	36%	1,506	37%	70	34%	1,152	35%			1,666	31%
	Strongly agree			1,911	51%	107	61%	2,320	57%	130	63%	1,976	60%			3,405	63%
	Total			3,735	100%	176	100%	4,078	100%	208	100%	3,285	100%			5,400	100%
Interested in helping students grow in more than just academic areas.	Strongly disagree			45	1%	0	0%	42	1%	0	0%	25	1%			40	1%
	Disagree			176	5%	7	4%	169	4%	5	2%	111	3%			142	3%
	Neither agree nor disagree			356	10%	18	10%	437	11%	31	15%	378	12%			734	14%
	Agree			1,476	40%	82	47%	1,640	40%	83	40%	1,333	41%			1,852	35%
	Strongly agree			1,679	45%	69	39%	1,784	44%	89	43%	1,433	44%			2,593	48%
	Total			3,732	100%	176	100%	4,072	100%	208	100%	3,280	100%			5,361	100%
Good at providing prompt and useful feedback.	Strongly disagree			55	1%	0	0%	41	1%	0	0%	14	0%			32	1%
	Disagree			189	5%	2	1%	128	3%	3	1%	55	2%			95	2%
	Neither agree nor disagree			401	11%	19	11%	386	9%	21	10%	288	9%			540	10%
	Agree			1,704	46%	92	52%	2,009	49%	106	51%	1,585	48%			2,328	44%
	Strongly agree			1,379	37%	63	36%	1,505	37%	78	38%	1,336	41%			2,355	44%
	Total			3,728	100%	176	100%	4,069	100%	208	100%	3,278	100%			5,350	100%
Willing to spend time outside of class to discuss issues of interest and importance to students.	Strongly disagree			45	1%	0	0%	35	1%	0	0%	16	0%			38	1%
	Disagree			146	4%	3	2%	123	3%	2	1%	80	2%			136	3%
	Neither agree nor disagree			475	13%	13	7%	402	10%	27	13%	356	11%			837	16%
	Agree			1,402	38%	68	39%	1,516	37%	81	39%	1,188	36%			1,771	33%
	Strongly agree			1,653	44%	92	52%	1,988	49%	98	47%	1,634	50%			2,551	48%
	Total			3,721	100%	176	100%	4,064	100%	208	100%	3,274	100%			5,333	100%
Q4. Below are statements about your contact and interactions with faculty during your undergraduate experience at this institution. Please indicate the extent to which you agree or disagree with each.																	
My nonclassroom interactions with faculty had a positive influence on my personal growth, values, and attitudes.	Strongly disagree			68	2%	0	0%	52	1%	0	0%	21	1%			43	1%
	Disagree			118	3%	1	1%	107	3%	6	3%	84	3%			141	3%
	Neither agree nor disagree			494	14%	18	11%	502	13%	28	14%	445	14%			940	18%
	Agree			1,284	36%	59	37%	1,346	35%	80	41%	1,069	34%			1,615	31%
	Strongly agree			1,568	44%	83	52%	1,878	48%	80	41%	1,515	48%			2,450	47%
	Total			3,532	100%	161	100%	3,885	100%	194	100%	3,134	100%			5,189	100%
My nonclassroom interactions with faculty had a positive influence on my intellectual growth and interest in ideas.	Strongly disagree			65	2%	1	1%	47	1%	1	1%	18	1%			42	1%
	Disagree			106	3%	0	0%	119	3%	4	2%	76	2%			138	3%
	Neither agree nor disagree			539	15%	14	9%	515	13%	33	17%	470	15%			962	19%
	Agree			1,293	37%	68	42%	1,353	35%	75	38%	1,083	35%			1,675	32%
	Strongly agree			1,519	43%	78	48%	1,846	48%	82	42%	1,480	47%			2,344	45%
	Total			3,522	100%	161	100%	3,880	100%	195	100%	3,127	100%			5,161	100%
My nonclassroom interactions with faculty had a positive influence on my career goals and aspirations.	Strongly disagree			82	2%	2	1%	78	2%	1	1%	49	2%			67	1%
	Disagree			132	4%	8	5%	204	5%	10	5%	182	6%			239	5%
	Neither agree nor disagree			613	17%	31	19%	752	19%	51	26%	673	22%			1,391	27%
	Agree			1,233	35%	58	36%	1,262	33%	53	27%	1,002	32%			1,527	30%
	Strongly agree			1,462	42%	62	39%	1,582	41%	80	41%	1,224	39%			1,930	37%
	Total			3,522	100%	161	100%	3,878	100%	195	100%	3,130	100%			5,154	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
I developed a close, personal relationship with at least one faculty member.	Strongly disagree			125	4%	2	1%	116	3%	5	3%	83	3%			192	4%
	Disagree			340	10%	13	8%	370	10%	33	17%	323	10%			634	12%
	Neither agree nor disagree			484	14%	22	14%	469	12%	24	12%	417	13%			927	18%
	Agree			949	27%	48	30%	1,066	27%	50	26%	915	29%			1,225	24%
	Strongly agree			1,622	46%	76	47%	1,861	48%	83	43%	1,392	44%			2,183	42%
	Total			3,520	100%	161	100%	3,882	100%	195	100%	3,130	100%			5,161	100%
I was satisfied with the opportunities to meet and interact informally with faculty members.	Strongly disagree			98	3%	0	0%	64	2%	1	1%	33	1%			68	1%
	Disagree			206	6%	7	4%	237	6%	19	10%	185	6%			304	6%
	Neither agree nor disagree			582	17%	23	14%	531	14%	32	16%	444	14%			888	17%
	Agree			1,267	36%	73	45%	1,467	38%	77	39%	1,187	38%			1,753	34%
	Strongly agree			1,355	39%	58	36%	1,574	41%	66	34%	1,272	41%			2,134	41%
	Total			3,508	100%	161	100%	3,873	100%	195	100%	3,121	100%			5,147	100%



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Challenging Assignments and High Faculty Expectations

This worksheet includes three tables on the *Challenging Assignments and High Faculty Expectations* indicator. Table 1 includes the fourteen statements from the survey that were combined to create the indicator. Table 2 compares your alumni's responses on this indicator to those of alumni from all other participating institutions. Table 3 provides comparative responses for each statement in the indicator.

Below are statements about experiences you may have had in your classes as an undergraduate at this institution. About how often have you experienced each?

Response options: 1 = Never; 2 = Rarely; 3 = Sometimes; 4 = Often; 5 = Very often

- Faculty posed challenging ideas in class.
- Faculty asked me to show how a particular course concept could be applied to an actual problem or situation.
- Faculty asked me to point out any fallacies in ideas, principles, or points of view presented in the course.
- Faculty asked me to argue for or against a particular point of view.
- Faculty challenged my ideas in class.
- Students challenged each other's ideas in class.

Below are descriptions of the types of exams or assignments you may have had in your undergraduate classes at this institution. About how often did you undertake each?

Response options: 1 = Never; 2 = Rarely; 3 = Sometimes; 4 = Often; 5 = Very often

- Wrote essays.
- Completed assignments or projects in which I solved problems.
- Made oral presentations.
- Used course content to address a problem not presented in the course.
- Compared or contrasted topics or ideas from a course.
- Pointed out the strengths and weaknesses of a particular argument or point of view.
- Argued for or against a particular point of view and defended my argument.
- Connected what I learned in multiple courses.

Table 1: Summary Results for Challenging Assignments and High Faculty Expectations								
	St. Olaf College 1-Year Cohort	All Other Alumni in 1-Year Cohort	St. Olaf College 5-Year Cohort	All Other Alumni in 5-Year Cohort	St. Olaf College 10-Year Cohort	All Other Alumni in 10-Year Cohort	St. Olaf College 10+ Years Cohort	All Other Alumni in 10+ Years Cohort
Mean		3.85	3.92 \pm	3.88	3.91 \pm	3.91		3.73
Standard Deviation		0.63	0.54	0.61	0.59	0.59		0.70
75th Percentile		4.29	4.21	4.36	4.36	4.36		4.21
Median		3.86	3.93	3.93	3.93	3.93		3.79
25th Percentile		3.43	3.50	3.50	3.50	3.50		3.29
Total Responses		3,116	131	3,465	183	2,806		4,435

The symbols in Table 1 represent effect sizes and indicate the magnitude of the difference between the mean score of your institution's alumni and the overall mean score for all other participating institution's alumni in each cohort.

We only calculate effect size when $n \geq 10$ (for your institution and those in the comparison groups). For more information on how we calculate effect sizes, please see the Technical Information tab.

$\uparrow\uparrow\uparrow$ Large positive difference
 $\uparrow\uparrow$ Medium positive difference
 \uparrow Small positive difference
 \approx No difference
 \downarrow Small negative difference
 $\downarrow\downarrow$ Medium negative difference
 $\downarrow\downarrow\downarrow$ Large negative difference

Table 2: Responses to Statements in the Challenging Assignments and High Faculty Expectations Indicator

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q5. Below are statements about experiences you may have had in your classes as an undergraduate at this institution. About how often did you experience each?																	
Faculty posed challenging ideas in class.	Never			16	0%	0	0%	7	0%	0	0%	2	0%			13	0%
	Rarely			85	3%	1	1%	63	2%	2	1%	24	1%			44	1%
	Sometimes			552	17%	13	9%	520	15%	20	11%	348	12%			612	13%
	Often			1,521	47%	70	50%	1,543	43%	80	43%	1,185	41%			1,941	41%
	Very often			1,069	33%	56	40%	1,451	40%	84	45%	1,336	46%			2,154	45%
	Total			3,243	100%	140	100%	3,584	100%	186	100%	2,895	100%			4,764	100%
Faculty asked me to show how a particular course concept could be applied to an actual problem or situation.	Never			27	1%	0	0%	18	1%	0	0%	9	0%			73	2%
	Rarely			132	4%	5	4%	191	5%	7	4%	144	5%			313	7%
	Sometimes			653	20%	40	29%	773	22%	47	25%	705	24%			1,316	28%
	Often			1,259	39%	55	40%	1,400	39%	70	38%	1,076	37%			1,692	36%
	Very often			1,163	36%	39	28%	1,190	33%	62	33%	952	33%			1,344	28%
	Total			3,234	100%	139	100%	3,572	100%	186	100%	2,886	100%			4,738	100%
Faculty asked me to point out any fallacies in ideas, principles, or points of view presented in the course.	Never			86	3%	1	1%	71	2%	4	2%	46	2%			186	4%
	Rarely			338	10%	15	11%	367	10%	19	10%	249	9%			540	11%
	Sometimes			835	26%	37	27%	966	27%	53	28%	784	27%			1,374	29%
	Often			1,127	35%	50	36%	1,212	34%	63	34%	964	33%			1,486	32%
	Very often			849	26%	34	25%	950	27%	47	25%	841	29%			1,113	24%
	Total			3,235	100%	137	100%	3,566	100%	186	100%	2,884	100%			4,699	100%
Faculty asked me to argue for or against a particular point of view.	Never			72	2%	0	0%	58	2%	2	1%	35	1%			186	4%
	Rarely			309	10%	10	7%	326	9%	12	6%	218	8%			541	11%
	Sometimes			958	30%	37	27%	967	27%	45	24%	778	27%			1,425	30%
	Often			1,046	32%	43	31%	1,182	33%	75	41%	949	33%			1,375	29%
	Very often			847	26%	47	34%	1,034	29%	51	28%	903	31%			1,178	25%
	Total			3,232	100%	137	100%	3,567	100%	185	100%	2,883	100%			4,705	100%
Faculty challenged my ideas in class.	Never			55	2%	1	1%	29	1%	0	0%	13	0%			115	2%
	Rarely			275	9%	13	9%	238	7%	16	9%	181	6%			473	10%
	Sometimes			979	30%	46	33%	1,030	29%	53	29%	819	28%			1,440	31%
	Often			1,140	35%	44	32%	1,282	36%	72	39%	1,016	35%			1,507	32%
	Very often			778	24%	34	25%	983	28%	44	24%	849	29%			1,165	25%
	Total			3,227	100%	138	100%	3,562	100%	185	100%	2,878	100%			4,700	100%
Students challenged each other's ideas in class.	Never			64	2%	0	0%	35	1%	1	1%	21	1%			95	2%
	Rarely			276	9%	7	5%	231	7%	6	3%	168	6%			434	9%
	Sometimes			1,011	31%	35	25%	1,026	29%	55	30%	805	28%			1,449	31%
	Often			1,092	34%	54	39%	1,274	36%	70	38%	1,039	36%			1,573	34%
	Very often			775	24%	42	30%	981	28%	53	29%	834	29%			1,136	24%
	Total			3,218	100%	138	100%	3,547	100%	185	100%	2,867	100%			4,687	100%
Q6. Below are descriptions of the types of exams or assignments you may have had in your undergraduate classes at this institution. About how often did you undertake each?																	
Wrote essays.	Never			27	1%	0	0%	11	0%	0	0%	1	0%			19	0%
	Rarely			180	6%	0	0%	151	4%	4	2%	95	3%			190	4%
	Sometimes			577	18%	10	7%	495	14%	11	6%	347	12%			798	17%
	Often			969	30%	40	29%	1,026	29%	65	35%	808	28%			1,547	33%
	Very often			1,480	46%	88	64%	1,883	53%	105	57%	1,625	57%			2,168	46%
	Total			3,233	100%	138	100%	3,566	100%	185	100%	2,876	100%			4,722	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Completed assignments or projects in which I solved problems.	Never			12	0%	1	1%	14	0%	0	0%	11	0%			25	1%
	Rarely			180	6%	12	9%	185	5%	6	3%	173	6%			245	5%
	Sometimes			640	20%	23	17%	722	20%	42	23%	678	24%			1,136	24%
	Often			1,088	34%	48	35%	1,283	36%	56	30%	986	34%			1,778	38%
	Very often			1,313	41%	55	40%	1,360	38%	82	44%	1,035	36%			1,527	32%
	Total			3,233	100%	139	100%	3,564	100%	186	100%	2,883	100%			4,711	100%
Made oral presentations.	Never			26	1%	0	0%	9	0%	0	0%	7	0%			66	1%
	Rarely			234	7%	4	3%	283	8%	13	7%	234	8%			567	12%
	Sometimes			984	30%	52	37%	1,198	34%	77	41%	1,040	36%			1,828	39%
	Often			1,129	35%	51	37%	1,250	35%	59	32%	1,042	36%			1,439	30%
	Very often			860	27%	32	23%	825	23%	37	20%	562	19%			826	17%
	Total			3,233	100%	139	100%	3,565	100%	186	100%	2,885	100%			4,726	100%
Used course content to address a problem not presented in the course.	Never			71	2%	1	1%	67	2%	2	1%	53	2%			165	4%
	Rarely			405	13%	25	18%	510	14%	30	16%	442	15%			875	19%
	Sometimes			1,134	35%	60	43%	1,431	40%	84	45%	1,207	42%			1,962	42%
	Often			993	31%	41	30%	1,008	28%	48	26%	814	28%			1,123	24%
	Very often			621	19%	11	8%	546	15%	22	12%	363	13%			554	12%
	Total			3,224	100%	138	100%	3,562	100%	186	100%	2,879	100%			4,679	100%
Compared or contrasted topics or ideas from a course.	Never			25	1%	1	1%	28	1%	0	0%	9	0%			78	2%
	Rarely			176	5%	4	3%	216	6%	11	6%	142	5%			390	8%
	Sometimes			862	27%	32	23%	910	26%	39	21%	739	26%			1,403	30%
	Often			1,288	40%	66	47%	1,443	41%	82	44%	1,159	40%			1,764	38%
	Very often			872	27%	37	26%	963	27%	54	29%	826	29%			1,042	22%
	Total			3,223	100%	140	100%	3,560	100%	186	100%	2,875	100%			4,677	100%
Pointed out the strengths and weaknesses of a particular argument or point of view.	Never			43	1%	0	0%	33	1%	1	1%	13	0%			87	2%
	Rarely			248	8%	5	4%	310	9%	10	5%	173	6%			428	9%
	Sometimes			921	29%	38	27%	957	27%	52	28%	775	27%			1,426	31%
	Often			1,170	36%	63	45%	1,287	36%	71	38%	1,047	36%			1,657	35%
	Very often			838	26%	34	24%	973	27%	52	28%	867	30%			1,076	23%
	Total			3,220	100%	140	100%	3,560	100%	186	100%	2,875	100%			4,674	100%
Argued for or against a particular point of view and defended my argument.	Never			66	2%	0	0%	49	1%	1	1%	20	1%			129	3%
	Rarely			337	10%	6	4%	313	9%	16	9%	237	8%			594	13%
	Sometimes			930	29%	45	32%	1,030	29%	49	26%	822	29%			1,539	33%
	Often			1,052	33%	50	36%	1,200	34%	64	34%	978	34%			1,469	32%
	Very often			831	26%	39	28%	960	27%	56	30%	815	28%			917	20%
	Total			3,216	100%	140	100%	3,552	100%	186	100%	2,872	100%			4,648	100%
Connected what I learned in multiple courses.	Never			26	1%	0	0%	33	1%	1	1%	20	1%			88	2%
	Rarely			112	3%	6	4%	174	5%	8	4%	144	5%			386	8%
	Sometimes			569	18%	40	29%	723	20%	44	24%	589	20%			1,276	27%
	Often			1,120	35%	45	32%	1,272	36%	75	40%	1,043	36%			1,660	36%
	Very often			1,378	43%	48	35%	1,337	38%	58	31%	1,078	38%			1,242	27%
	Total			3,205	100%	139	100%	3,539	100%	186	100%	2,874	100%			4,652	100%

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Interactions with Diversity

This worksheet includes two tables on the *Interactions with Diversity* indicator. Table 1 includes the six statements from the survey that were combined to create the indicator. Table 2 compares your alumni's responses on this indicator to those of alumni from all other participating institutions. Table 3 provides comparative responses for each statement in the indicator.

How often did you have the following experiences as an undergraduate at this institution?

Response options: 1 = Never; 2 = Rarely; 3 = Sometimes; 4 = Often; 5 = Very often

Attended a debate or lecture on a current political/social issue.

Participated in a diversity or cultural awareness workshop.

Had discussions about intergroup relations with students differing from you in gender, national origin, political views, race, religion, sexuality, or values.

Had serious discussions with other students about different lifestyles and customs.

Had serious discussions with faculty or staff whose political, social, or religious opinions were different from your own.

Had serious discussions with students whose political, social, or religious opinions were different from your own.

Table 1: Summary Results for Interactions with Diversity

	St. Olaf College 1-Year Cohort	All Other Alumni in 1-Year Cohort	St. Olaf College 5-Year Cohort	All Other Alumni in 5-Year Cohort	St. Olaf College 10-Year Cohort	All Other Alumni in 10-Year Cohort	St. Olaf College 10+ Years Cohort	All Other Alumni in 10+ Years Cohort
Mean		2.93	3.28 ↑	3.09	3.01 ⇐	3.05		2.82
Standard Deviation		0.96	0.80	0.88	0.82	0.89		0.98
75th Percentile		3.50	3.83	3.67	3.50	3.67		3.50
Median		3.00	3.17	3.00	2.83	3.00		2.83
25th Percentile		2.33	2.83	2.50	2.50	2.50		2.17
Total Responses		3,056	137	3,422	180	2,790		4,532

The symbols in Table 1 represent effect sizes and indicate the magnitude of the difference between the mean score of your institution's alumni and the overall mean score for all other participating institution's alumni in each cohort.

We only calculate effect size when $n \geq 10$ (for your institution and those in the comparison groups). For more information on how we calculate effect sizes, please see the Technical Information tab.

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference

↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference

Table 2: Responses to Statements in the Interactions with Diversity Indicator

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q7. How often did you have the following experiences as an undergraduate at this institution?																	
Attended a debate or lecture on a current political/social issue.	Never			766	25%	3	2%	443	13%	12	7%	344	12%			711	15%
	Rarely			800	26%	23	17%	860	25%	51	28%	681	24%			1,071	23%
	Sometimes			877	28%	63	46%	1,147	33%	70	38%	906	32%			1,489	32%
	Often			398	13%	29	21%	629	18%	37	20%	533	19%			866	19%
	Very often			254	8%	19	14%	375	11%	12	7%	344	12%			477	10%
	Total			3,095	100%	137	100%	3,454	100%	182	100%	2,808	100%			4,614	100%

	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Participated in a diversity or cultural awareness workshop.	Never		714	23%	9	7%	564	16%	24	13%	494	18%			1,303	28%
	Rarely		735	24%	37	27%	851	25%	65	36%	771	27%			1,278	28%
	Sometimes		890	29%	53	39%	1,132	33%	50	28%	881	31%			1,163	25%
	Often		472	15%	21	15%	544	16%	23	13%	381	14%			523	11%
	Very often		278	9%	17	12%	360	10%	18	10%	280	10%			329	7%
	Total		3,089	100%	137	100%	3,451	100%	180	100%	2,807	100%			4,596	100%
Had discussions about intergroup relations with students differing from you in gender, national origin, political views, race, religion, sexuality, or values.	Never		377	12%	0	0%	266	8%	11	6%	249	9%			913	20%
	Rarely		458	15%	24	18%	559	16%	44	24%	545	19%			1,053	23%
	Sometimes		916	30%	46	34%	1,050	30%	58	32%	881	31%			1,246	27%
	Often		787	25%	36	26%	892	26%	42	23%	684	24%			822	18%
	Very often		549	18%	31	23%	678	20%	27	15%	445	16%			565	12%
	Total		3,087	100%	137	100%	3,445	100%	182	100%	2,804	100%			4,599	100%
Had serious discussions with other students about different lifestyles and customs.	Never		264	9%	0	0%	163	5%	5	3%	125	4%			495	11%
	Rarely		438	14%	15	11%	459	13%	31	17%	415	15%			866	19%
	Sometimes		918	30%	37	27%	1,045	30%	63	35%	927	33%			1,426	31%
	Often		860	28%	48	35%	1,038	30%	46	25%	786	28%			1,024	22%
	Very often		602	20%	37	27%	741	22%	37	20%	554	20%			791	17%
	Total		3,082	100%	137	100%	3,446	100%	182	100%	2,807	100%			4,602	100%
Had serious discussions with faculty or staff whose political, social, or religious opinions were different from your own.	Never		573	19%	12	9%	429	12%	20	11%	337	12%			797	17%
	Rarely		802	26%	45	33%	999	29%	73	40%	837	30%			1,322	29%
	Sometimes		894	29%	42	31%	1,123	33%	58	32%	909	32%			1,428	31%
	Often		506	16%	26	19%	546	16%	20	11%	462	16%			658	14%
	Very often		307	10%	12	9%	347	10%	11	6%	256	9%			390	8%
	Total		3,082	100%	137	100%	3,444	100%	182	100%	2,801	100%			4,595	100%
Had serious discussions with students whose political, social, or religious opinions were different from your own.	Never		366	12%	2	1%	205	6%	5	3%	142	5%			524	11%
	Rarely		576	19%	38	28%	647	19%	44	24%	608	22%			1,007	22%
	Sometimes		1,040	34%	44	32%	1,254	36%	65	36%	973	35%			1,546	34%
	Often		657	21%	31	23%	812	24%	36	20%	681	24%			935	20%
	Very often		439	14%	22	16%	518	15%	32	18%	396	14%			581	13%
	Total		3,078	100%	137	100%	3,436	100%	182	100%	2,800	100%			4,593	100%



HEDS Alumni Survey 2023–2024 Frequency and Indicator Report St. Olaf College

College Activities

This worksheet includes the frequency your alumni participated in various college activities during their time at your institution and how much these activities contributed to their learning and personal development. The data compares responses from your institution's alumni to those of alumni from all other participating institutions.

Responses to Questions on College Activities																	
		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q11. How frequently did you participate in the following activities as an undergraduate at this institution?																	
<i>These activities were shown in randomized order.</i>																	
Student or campus government	Never			1,930	69%	82	65%	2,094	67%	126	73%	1,622	63%			2,346	55%
	Rarely			344	12%	13	10%	428	14%	22	13%	372	14%			644	15%
	Sometimes			224	8%	9	7%	272	9%	15	9%	288	11%			554	13%
	Often			130	5%	11	9%	165	5%	7	4%	153	6%			301	7%
	Very often			157	6%	11	9%	184	6%	3	2%	156	6%			398	9%
	Total			2,785	100%	126	100%	3,143	100%	173	100%	2,591	100%			4,243	100%
Intercollegiate athletics	Never			1,967	71%	92	73%	2,052	65%	109	63%	1,665	64%			2,749	65%
	Rarely			183	7%	9	7%	228	7%	12	7%	180	7%			384	9%
	Sometimes			146	5%	9	7%	184	6%	14	8%	182	7%			355	8%
	Often			104	4%	4	3%	129	4%	6	3%	142	5%			207	5%
	Very often			380	14%	12	10%	553	18%	31	18%	420	16%			546	13%
	Total			2,780	100%	126	100%	3,146	100%	172	100%	2,589	100%			4,241	100%
Intramural or club sports	Never			1,774	64%	55	44%	1,704	54%	61	35%	1,247	48%			2,216	52%
	Rarely			292	11%	23	18%	375	12%	30	17%	367	14%			501	12%
	Sometimes			309	11%	18	14%	463	15%	30	17%	397	15%			654	15%
	Often			177	6%	16	13%	258	8%	24	14%	247	10%			413	10%
	Very often			228	8%	14	11%	350	11%	28	16%	329	13%			452	11%
	Total			2,780	100%	126	100%	3,150	100%	173	100%	2,587	100%			4,236	100%
Student publications	Never			1,754	63%	87	69%	1,893	60%	123	71%	1,453	56%			2,422	57%
	Rarely			427	15%	18	14%	515	16%	22	13%	446	17%			731	17%
	Sometimes			333	12%	12	10%	444	14%	18	10%	401	15%			587	14%
	Often			146	5%	4	3%	162	5%	7	4%	140	5%			247	6%
	Very often			124	4%	5	4%	136	4%	3	2%	148	6%			246	6%
	Total			2,784	100%	126	100%	3,150	100%	173	100%	2,588	100%			4,233	100%
Performing arts/music	Never			1,537	55%	34	27%	1,409	45%	51	30%	967	37%			1,799	42%
	Rarely			345	12%	10	8%	478	15%	25	15%	388	15%			574	14%
	Sometimes			373	13%	14	11%	518	16%	25	15%	468	18%			773	18%
	Often			229	8%	21	17%	270	9%	16	9%	267	10%			421	10%
	Very often			302	11%	47	37%	480	15%	55	32%	507	20%			676	16%
	Total			2,786	100%	126	100%	3,155	100%	172	100%	2,597	100%			4,243	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Political organizations or clubs	Never			1,695	61%	58	46%	1,753	56%	113	65%	1,365	53%			2,342	55%
	Rarely			376	13%	22	17%	467	15%	23	13%	465	18%			744	18%
	Sometimes			357	13%	24	19%	472	15%	21	12%	426	16%			611	14%
	Often			192	7%	12	10%	241	8%	4	2%	171	7%			308	7%
	Very often			166	6%	10	8%	219	7%	12	7%	164	6%			230	5%
	Total			2,786	100%	126	100%	3,152	100%	173	100%	2,591	100%			4,235	100%
Community service	Never			698	25%	22	17%	493	16%	35	20%	399	15%			906	21%
	Rarely			527	19%	33	26%	563	18%	43	25%	542	21%			720	17%
	Sometimes			791	28%	37	29%	1,075	34%	54	31%	872	34%			1,233	29%
	Often			453	16%	26	21%	606	19%	25	14%	466	18%			818	19%
	Very often			313	11%	8	6%	414	13%	16	9%	315	12%			576	14%
	Total			2,782	100%	126	100%	3,151	100%	173	100%	2,594	100%			4,253	100%
Sorority/fraternity	Never			2,295	83%	115	92%	2,400	76%	167	97%	1,986	77%			3,255	77%
	Rarely			100	4%	4	3%	104	3%	5	3%	117	5%			157	4%
	Sometimes			73	3%	1	1%	104	3%	1	1%	80	3%			159	4%
	Often			75	3%	2	2%	129	4%	0	0%	88	3%			170	4%
	Very often			236	8%	3	2%	410	13%	0	0%	319	12%			493	12%
	Total			2,779	100%	125	100%	3,147	100%	173	100%	2,590	100%			4,234	100%
Religious groups	Never			1,646	59%	53	42%	1,835	58%	90	52%	1,450	56%			2,105	50%
	Rarely			338	12%	26	21%	428	14%	33	19%	370	14%			607	14%
	Sometimes			300	11%	15	12%	382	12%	25	14%	340	13%			652	15%
	Often			223	8%	18	14%	228	7%	14	8%	196	8%			441	10%
	Very often			275	10%	14	11%	278	9%	11	6%	232	9%			437	10%
	Total			2,782	100%	126	100%	3,151	100%	173	100%	2,588	100%			4,242	100%
Internships (paid or unpaid)	Never			1,050	38%	41	33%	989	31%	57	33%	929	36%			2,164	51%
	Rarely			211	8%	13	10%	264	8%	15	9%	229	9%			357	8%
	Sometimes			521	19%	35	28%	699	22%	60	35%	589	23%			782	18%
	Often			521	19%	20	16%	607	19%	24	14%	486	19%			523	12%
	Very often			473	17%	17	13%	597	19%	17	10%	361	14%			411	10%
	Total			2,776	100%	126	100%	3,156	100%	173	100%	2,594	100%			4,237	100%
Service organizations (on or off campus)	Never			1,051	38%	38	31%	913	29%	57	33%	755	29%			1,289	30%
	Rarely			455	16%	24	19%	526	17%	32	18%	456	18%			674	16%
	Sometimes			627	23%	28	23%	804	25%	38	22%	679	26%			1,060	25%
	Often			340	12%	22	18%	478	15%	30	17%	390	15%			649	15%
	Very often			306	11%	12	10%	432	14%	16	9%	316	12%			567	13%
	Total			2,779	100%	124	100%	3,153	100%	173	100%	2,596	100%			4,239	100%
Multicultural student groups	Never			1,359	49%	48	38%	1,293	41%	82	48%	1,026	40%			1,865	44%
	Rarely			422	15%	32	25%	574	18%	45	26%	560	22%			795	19%
	Sometimes			479	17%	19	15%	679	22%	18	10%	522	20%			872	21%
	Often			268	10%	14	11%	315	10%	12	7%	266	10%			388	9%
	Very often			250	9%	13	10%	288	9%	15	9%	214	8%			315	7%
	Total			2,778	100%	126	100%	3,149	100%	172	100%	2,588	100%			4,235	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Working with faculty on research	Never			1,357	49%	55	44%	1,482	47%	83	48%	1,197	46%			2,228	53%
	Rarely			358	13%	15	12%	428	14%	33	19%	385	15%			739	17%
	Sometimes			444	16%	21	17%	560	18%	25	15%	506	20%			707	17%
	Often			306	11%	17	13%	350	11%	23	13%	259	10%			339	8%
	Very often			318	11%	18	14%	336	11%	8	5%	245	9%			229	5%
	Total			2,783	100%	126	100%	3,156	100%	172	100%	2,592	100%			4,242	100%
Study abroad	Never			2,146	77%	24	19%	1,783	57%	30	17%	1,379	53%			2,886	68%
	Rarely			99	4%	9	7%	101	3%	16	9%	85	3%			164	4%
	Sometimes			209	8%	37	29%	425	13%	55	32%	352	14%			455	11%
	Often			163	6%	36	29%	405	13%	50	29%	378	15%			313	7%
	Very often			165	6%	20	16%	437	14%	22	13%	402	15%			418	10%
	Total			2,782	100%	126	100%	3,151	100%	173	100%	2,596	100%			4,236	100%
On-campus employment	Never			1,147	41%	14	11%	920	29%	32	18%	715	28%			1,705	40%
	Rarely			137	5%	4	3%	121	4%	10	6%	119	5%			179	4%
	Sometimes			273	10%	14	11%	383	12%	30	17%	359	14%			500	12%
	Often			380	14%	30	24%	535	17%	30	17%	476	18%			580	14%
	Very often			846	30%	64	51%	1,197	38%	71	41%	928	36%			1,272	30%
	Total			2,783	100%	126	100%	3,156	100%	173	100%	2,597	100%			4,236	100%
Off-campus employment	Never			1,128	41%	80	63%	1,618	51%	113	65%	1,429	55%			1,810	43%
	Rarely			188	7%	10	8%	223	7%	14	8%	209	8%			327	8%
	Sometimes			387	14%	13	10%	432	14%	23	13%	353	14%			670	16%
	Often			358	13%	10	8%	334	11%	14	8%	248	10%			524	12%
	Very often			719	26%	13	10%	542	17%	9	5%	356	14%			910	21%
	Total			2,780	100%	126	100%	3,149	100%	173	100%	2,595	100%			4,241	100%
Independent study	Never			1,256	45%	56	44%	1,361	43%	59	34%	984	38%			1,340	32%
	Rarely			284	10%	18	14%	360	11%	35	20%	328	13%			589	14%
	Sometimes			468	17%	29	23%	627	20%	49	28%	605	23%			1,114	26%
	Often			345	12%	18	14%	450	14%	16	9%	383	15%			688	16%
	Very often			429	15%	5	4%	353	11%	13	8%	285	11%			509	12%
	Total			2,782	100%	126	100%	3,151	100%	172	100%	2,585	100%			4,240	100%
Other	Never			1,040	88%	25	78%	866	86%	30	81%	586	84%			854	77%
	Rarely			17	1%	0	0%	15	1%	0	0%	10	1%			35	3%
	Sometimes			40	3%	3	9%	34	3%	0	0%	24	3%			62	6%
	Often			30	3%	2	6%	26	3%	1	3%	18	3%			47	4%
	Very often			57	5%	2	6%	65	6%	6	16%	61	9%			104	9%
	Total			1,184	100%	32	100%	1,006	100%	37	100%	699	100%			1,102	100%
Q12. To what extent did your experience with each of the following as an undergraduate at this institution contribute to your learning and personal development?																	
<i>Alumni only saw activities that they reported participating in on Q11.</i>																	
Student or campus government	Very little			291	36%	10	23%	343	35%	9	20%	295	33%			507	28%
	Some			228	28%	16	36%	311	31%	24	53%	321	35%			622	34%
	Quite a bit			132	16%	8	18%	160	16%	10	22%	144	16%			331	18%
	Very much			150	19%	10	23%	179	18%	2	4%	146	16%			349	19%
	Total			801	100%	44	100%	993	100%	45	100%	906	100%			1,809	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Intercollegiate athletics	Very little			200	26%	8	25%	248	24%	13	21%	206	23%			412	29%
	Some			135	18%	10	31%	176	17%	14	23%	192	22%			322	23%
	Quite a bit			109	14%	4	13%	157	15%	11	18%	150	17%			212	15%
	Very much			323	42%	10	31%	454	44%	24	39%	329	38%			470	33%
	Total			767	100%	32	100%	1,035	100%	62	100%	877	100%			1,416	100%
Intramural or club sports	Very little			333	35%	26	37%	482	35%	33	30%	458	36%			627	33%
	Some			304	32%	26	37%	457	33%	44	40%	410	32%			654	34%
	Quite a bit			150	16%	13	19%	233	17%	21	19%	210	17%			343	18%
	Very much			171	18%	5	7%	201	15%	12	11%	192	15%			294	15%
	Total			958	100%	70	100%	1,373	100%	110	100%	1,270	100%			1,918	100%
Student publications	Very little			299	31%	13	34%	395	33%	15	31%	332	31%			512	30%
	Some			341	36%	14	37%	444	37%	19	40%	420	39%			670	39%
	Quite a bit			161	17%	5	13%	210	17%	9	19%	178	17%			289	17%
	Very much			159	17%	6	16%	152	13%	5	10%	143	13%			253	15%
	Total			960	100%	38	100%	1,201	100%	48	100%	1,073	100%			1,724	100%
Performing arts/music	Very little			296	25%	5	5%	387	23%	14	12%	320	21%			466	20%
	Some			330	28%	21	23%	521	31%	32	27%	475	30%			754	32%
	Quite a bit			256	22%	30	33%	334	20%	30	25%	316	20%			483	21%
	Very much			305	26%	36	39%	426	26%	44	37%	447	29%			646	28%
	Total			1,187	100%	92	100%	1,668	100%	120	100%	1,558	100%			2,349	100%
Political organizations or clubs	Very little			356	35%	21	32%	430	33%	13	22%	393	34%			583	33%
	Some			340	33%	20	30%	473	36%	27	47%	451	39%			688	38%
	Quite a bit			191	19%	17	26%	236	18%	11	19%	193	17%			318	18%
	Very much			143	14%	8	12%	179	14%	7	12%	124	11%			201	11%
	Total			1,030	100%	66	100%	1,318	100%	58	100%	1,161	100%			1,790	100%
Community service	Very little			327	16%	13	13%	406	16%	18	13%	347	17%			483	15%
	Some			695	35%	56	55%	916	36%	55	41%	860	41%			1,114	35%
	Quite a bit			564	28%	23	23%	713	28%	34	25%	510	24%			888	28%
	Very much			404	20%	10	10%	511	20%	28	21%	384	18%			723	23%
	Total			1,990	100%	102	100%	2,546	100%	135	100%	2,101	100%			3,208	100%
Sorority/fraternity	Very little			105	23%	5	50%	125	18%	4	67%	118	21%			153	16%
	Some			81	18%	1	10%	137	19%	1	17%	118	21%			192	21%
	Quite a bit			85	19%	3	30%	170	24%	1	17%	110	19%			226	24%
	Very much			183	40%	1	10%	277	39%	0	0%	220	39%			364	39%
	Total			454	100%	10	100%	709	100%	6	100%	566	100%			935	100%
Religious groups	Very little			229	21%	22	30%	354	28%	23	28%	306	28%			494	24%
	Some			295	27%	18	25%	398	31%	37	46%	360	33%			666	33%
	Quite a bit			256	24%	17	23%	254	20%	12	15%	194	18%			429	21%
	Very much			304	28%	16	22%	264	21%	9	11%	229	21%			457	22%
	Total			1,084	100%	73	100%	1,270	100%	81	100%	1,089	100%			2,046	100%
Internships (paid or unpaid)	Very little			125	8%	10	12%	167	8%	6	5%	157	10%			276	14%
	Some			309	19%	18	21%	410	20%	29	25%	371	23%			515	26%
	Quite a bit			473	29%	19	23%	594	29%	32	28%	460	29%			567	29%
	Very much			745	45%	37	44%	904	44%	48	42%	599	38%			625	32%
	Total			1,652	100%	84	100%	2,075	100%	115	100%	1,587	100%			1,983	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Service organizations (on or off campus)	Very little			331	20%	16	19%	415	19%	20	18%	342	20%			559	20%
	Some			583	35%	41	48%	769	36%	47	41%	668	38%			1,011	36%
	Quite a bit			423	26%	16	19%	514	24%	28	25%	429	25%			698	25%
	Very much			309	19%	12	14%	445	21%	19	17%	311	18%			540	19%
	Total			1,646	100%	85	100%	2,143	100%	114	100%	1,750	100%			2,808	100%
Multicultural student groups	Very little			282	21%	10	13%	324	18%	15	17%	296	20%			489	22%
	Some			422	31%	34	45%	645	37%	34	38%	583	39%			849	37%
	Quite a bit			334	25%	16	21%	431	24%	22	25%	346	23%			507	22%
	Very much			305	23%	16	21%	361	20%	18	20%	253	17%			424	19%
	Total			1,343	100%	76	100%	1,761	100%	89	100%	1,478	100%			2,269	100%
Working with faculty on research	Very little			180	13%	6	9%	221	14%	13	15%	220	17%			468	24%
	Some			358	26%	15	22%	427	27%	29	33%	389	29%			643	33%
	Quite a bit			316	23%	17	25%	393	25%	19	22%	318	24%			393	20%
	Very much			505	37%	31	45%	557	35%	27	31%	393	30%			425	22%
	Total			1,359	100%	69	100%	1,598	100%	88	100%	1,320	100%			1,929	100%
Study abroad	Very little			62	10%	2	2%	38	3%	0	0%	40	3%			87	7%
	Some			94	16%	11	11%	151	12%	15	11%	111	10%			190	15%
	Quite a bit			137	23%	23	23%	311	24%	36	26%	249	21%			267	21%
	Very much			309	51%	66	65%	813	62%	90	64%	766	66%			756	58%
	Total			602	100%	102	100%	1,313	100%	141	100%	1,166	100%			1,300	100%
On-campus employment	Very little			166	11%	15	14%	267	12%	21	15%	243	14%			331	14%
	Some			319	20%	25	23%	452	21%	51	37%	447	25%			574	24%
	Quite a bit			414	26%	38	34%	564	26%	32	23%	486	27%			611	25%
	Very much			668	43%	33	30%	863	40%	34	25%	621	35%			914	38%
	Total			1,567	100%	111	100%	2,146	100%	138	100%	1,797	100%			2,430	100%
Off-campus employment	Very little			272	17%	9	20%	255	17%	11	19%	243	22%			442	19%
	Some			379	24%	11	24%	358	24%	24	41%	315	28%			623	27%
	Quite a bit			361	23%	14	30%	348	24%	8	14%	239	21%			564	24%
	Very much			566	36%	12	26%	507	35%	15	26%	316	28%			708	30%
	Total			1,578	100%	46	100%	1,468	100%	58	100%	1,113	100%			2,337	100%
Independent study	Very little			186	13%	15	22%	266	16%	15	14%	219	14%			427	15%
	Some			379	26%	13	19%	464	27%	37	34%	494	32%			939	34%
	Quite a bit			412	28%	23	33%	490	29%	30	27%	420	28%			754	27%
	Very much			474	33%	18	26%	482	28%	28	25%	392	26%			659	24%
	Total			1,451	100%	69	100%	1,702	100%	110	100%	1,525	100%			2,779	100%
Other	Very little			14	11%	1	14%	11	9%	0	0%	10	10%			26	12%
	Some			28	23%	1	14%	29	24%	0	0%	18	18%			43	19%
	Quite a bit			30	25%	2	29%	25	20%	1	17%	23	23%			46	20%
	Very much			50	41%	3	43%	57	47%	5	83%	48	48%			110	49%
	Total			122	100%	7	100%	122	100%	6	100%	99	100%			225	100%



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Connection, Satisfaction, and Preparation

This worksheet includes three tables on alumni's connection to and satisfaction with their alma mater. In Table 1, we show alumni's mean scores for connection to and satisfaction with their institution. In Table 2, we show detailed responses to the connection and satisfaction questions, as well as the degree to which alumni felt their institution helped prepare them for their postgraduate activities. In Table 3, we show connection and satisfaction mean scores by current primary activity. In Table 4, we show connection and satisfaction mean scores by current primary activity.

Table 1: Summary Results for Satisfaction and Connection to Institution								
	St. Olaf College 1-Year Cohort	All Other Alumni in 1-Year Cohort	St. Olaf College 5-Year Cohort	All Other Alumni in 5-Year Cohort	St. Olaf College 10-Year Cohort	All Other Alumni in 10-Year Cohort	St. Olaf College 10+ Years Cohort	All Other Alumni in 10+ Years Cohort
Connection to Institution <i>Means range from 1 (No connection) to 4 (Very strong connection)</i>								
Mean		3.20	3.48 ↑↑	3.22	3.30 ⇐	3.23		3.20
Standard Deviation		0.81	0.63	0.76	0.68	0.75		0.80
75th Percentile		4.00	4.00	4.00	4.00	4.00		4.00
Median		3.00	4.00	3.00	3.00	3.00		3.00
25th Percentile		3.00	3.00	3.00	3.00	3.00		3.00
Total Responses		2,724	124	3,076	172	2,530		4,211
Satisfaction with Institution <i>Means range from 1 (Very dissatisfied) to 5 (Very satisfied)</i>								
Mean		4.20	4.48 ↑	4.28	4.45 ⇐	4.37		4.53
Standard Deviation		0.95	0.73	0.89	0.71	0.82		0.73
75th Percentile		5.00	5.00	5.00	5.00	5.00		5.00
Median		4.00	5.00	4.00	5.00	5.00		5.00
25th Percentile		4.00	4.00	4.00	4.00	4.00		4.00
Total Responses		2,723	124	3,077	172	2,529		4,206

The symbols in Table 1 represent effect sizes and indicate the magnitude of the difference between the mean score of your institution's alumni and the overall mean score for all other participating institution's alumni in each cohort.

We only calculate effect size when n ≥ 10 (for your institution and those in the comparison groups). For more information on how we calculate effect sizes, please see the Technical Information tab.

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference = No difference

↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference

Table 2: Responses to Questions on Connection, Satisfaction, and Institutional Impact														
	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10+ Years Cohort			
	n	%	n	%	n	%	n	%	n	%	n	%		
Q13. How connected do you feel to this institution?														
No connection			102	4%	0	0%	84	3%	2	1%	63	2%	123	3%
Very little connection			361	13%	9	7%	365	12%	15	9%	301	12%	641	15%
Some connection			1,140	42%	46	37%	1,404	46%	84	49%	1,148	45%	1,698	40%
Very strong connection			1,121	41%	69	56%	1,223	40%	71	41%	1,018	40%	1,749	42%
Total			2,724	100%	124	100%	3,076	100%	172	100%	2,530	100%	4,211	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q14. Overall, how satisfied have you been with your undergraduate education at this institution?																	
Very dissatisfied				74	3%	1	1%	60	2%	1	1%	28	1%			25	1%
Dissatisfied				111	4%	2	2%	116	4%	3	2%	69	3%			75	2%
Neither satisfied nor dissatisfied				240	9%	5	4%	208	7%	7	4%	174	7%			225	5%
Satisfied				1,083	40%	44	35%	1,219	40%	68	40%	916	36%			1,205	29%
Very satisfied				1,215	45%	72	58%	1,474	48%	93	54%	1,342	53%			2,676	64%
Total				2,723	100%	124	100%	3,077	100%	172	100%	2,529	100%			4,206	100%
Q9. Overall, to what extent did your undergraduate experience at this institution prepare you for the following activities?																	
Graduate or professional school	Very little			213	8%	4	3%	224	7%	5	3%	159	6%			338	8%
	Some			578	21%	23	18%	579	19%	21	13%	452	18%			754	18%
	Quite a bit			986	35%	29	23%	988	32%	37	22%	734	29%			1,199	28%
	Very much			1,042	37%	69	55%	1,326	43%	102	62%	1,202	47%			1,950	46%
	Total			2,819	100%	125	100%	3,117	100%	165	100%	2,547	100%			4,241	100%
Current career	Very little			284	10%	6	5%	328	10%	6	3%	299	11%			366	8%
	Some			680	24%	37	28%	804	25%	44	25%	632	24%			885	20%
	Quite a bit			910	32%	47	36%	1,041	32%	61	35%	822	31%			1,249	29%
	Very much			1,007	35%	41	31%	1,059	33%	63	36%	907	34%			1,829	42%
	Total			2,881	100%	131	100%	3,232	100%	174	100%	2,660	100%			4,329	100%
Interpersonal relationships and family living	Very little			428	15%	9	7%	470	15%	11	6%	353	13%			511	12%
	Some			807	28%	37	28%	934	29%	54	31%	783	29%			1,235	28%
	Quite a bit			850	29%	54	41%	1,043	32%	62	35%	809	30%			1,318	30%
	Very much			817	28%	31	24%	790	24%	48	27%	714	27%			1,300	30%
	Total			2,902	100%	131	100%	3,237	100%	175	100%	2,659	100%			4,364	100%
Responsibilities of post-undergraduate life (e.g., managing finances, maintaining health, creating a home)	Very little			874	30%	48	37%	1,123	35%	60	34%	974	37%			1,060	24%
	Some			895	31%	49	37%	1,129	35%	76	43%	899	34%			1,475	34%
	Quite a bit			605	21%	28	21%	610	19%	27	15%	471	18%			1,032	24%
	Very much			521	18%	6	5%	379	12%	12	7%	314	12%			788	18%
	Total			2,895	100%	131	100%	3,241	100%	175	100%	2,658	100%			4,355	100%
Continued learning on my own or outside of a degree program (e.g., learning a new language, professional certification, learning a craft)	Very little			362	13%	12	9%	356	11%	13	7%	235	9%			356	8%
	Some			736	26%	24	18%	902	28%	50	29%	691	26%			923	21%
	Quite a bit			866	30%	49	37%	1,017	31%	59	34%	821	31%			1,331	31%
	Very much			922	32%	46	35%	955	30%	53	30%	897	34%			1,749	40%
	Total			2,886	100%	131	100%	3,230	100%	175	100%	2,644	100%			4,359	100%

Table 3: Connection and Satisfaction by Primary Area of Study

	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	Mean ¹	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean
Average Connection by Primary Area of Study																
<i>Means range from 1 (No connection) to 4 (Very strong connection)</i>																
Biological Sciences (e.g., Biology, Biochemistry, Environmental Science, Neuroscience/Biopsychology)			267	3.35	15	3.53	321	3.24	24	3.38	252	3.28			386	3.27
Business and Management (e.g., Accounting, Business Administration, Finance, Marketing)			329	3.14	3	-	377	3.24	2	-	224	3.16			484	3.10
Communications (e.g., Journalism, Mass Communication, Speech, Speech Pathology)			138	3.21	0	-	135	3.24	2	-	116	3.32			123	3.42
Education (e.g., Elementary Education, Secondary Education, Special Education)			116	3.46	3	-	147	3.26	1	-	115	3.24			442	3.22
Engineering (e.g., Chemical Engineering, Civil Engineering, Electrical Engineering, Mechanical Engineering)			70	3.33	1	-	62	3.37	1	-	48	3.33			88	2.95
Fine and Performing Arts (e.g., Architecture, Art, Dance, Music, Theatre)			134	3.13	14	3.71	159	3.01	18	3.39	180	3.11			221	3.15
Health Sciences (e.g., Exercise Science, Nursing, Pharmacy, Public Health)			388	3.02	5	3.60	262	3.06	13	3.31	126	3.24			267	2.95
Humanities (e.g., Classics, English, Modern Languages & Literature, Philosophy)			145	3.30	24	3.46	306	3.35	30	3.23	371	3.30			452	3.35
Physical Sciences, Mathematics, and Computer Science (e.g., Astronomy, Chemistry, Earth Sciences, Physics)			194	3.22	20	3.60	213	3.35	32	3.22	191	3.26			203	3.15
Social Sciences (e.g., Anthropology, Economics, Political Science, Psychology, Sociology)			468	3.26	29	3.31	729	3.27	36	3.47	607	3.25			797	3.32
Other field of study			277	3.25	6	3.33	228	3.15	9	3.11	201	3.20			479	3.18

	St. Olaf College 1-Year Cohort		All Other Alumni in 1- Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5- Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10- Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	Mean ¹	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean
Average Satisfaction by Primary Area of Study																
<i>Means range from 1 (Very dissatisfied) to 5 (Very satisfied)</i>																
Biological Sciences (e.g., Biology, Biochemistry, Environmental Science, Neuroscience/Biopsychology)			267	4.29	15	4.80	321	4.34	24	4.54	252	4.48			386	4.60
Business and Management (e.g., Accounting, Business Administration, Finance, Marketing)			329	4.26	3	-	377	4.32	2	-	224	4.32			485	4.44
Communications (e.g., Journalism, Mass Communication, Speech, Speech Pathology)			138	4.01	0	-	135	4.23	2	-	116	4.35			123	4.54
Education (e.g., Elementary Education, Secondary Education, Special Education)			116	4.41	3	-	148	4.39	1	-	115	4.41			440	4.58
Engineering (e.g., Chemical Engineering, Civil Engineering, Electrical Engineering, Mechanical Engineering)			70	4.14	1	-	62	4.32	1	-	48	4.50			89	4.35
Fine and Performing Arts (e.g., Architecture, Art, Dance, Music, Theatre)			134	3.91	14	4.79	158	3.84	18	4.44	180	4.17			220	4.37
Health Sciences (e.g., Exercise Science, Nursing, Pharmacy, Public Health)			388	4.11	5	4.80	262	4.21	13	4.62	126	4.49			267	4.48
Humanities (e.g., Classics, English, Modern Languages & Literature, Philosophy)			145	4.29	24	4.50	306	4.39	30	4.33	371	4.41			452	4.58
Physical Sciences, Mathematics, and Computer Science (e.g., Astronomy, Chemistry, Earth Sciences, Physics)			194	4.22	20	4.65	213	4.39	32	4.41	190	4.42			202	4.56
Social Sciences (e.g., Anthropology, Economics, Political Science, Psychology, Sociology)			468	4.24	29	4.21	729	4.31	36	4.53	607	4.41			796	4.55
Other field of study			276	4.29	6	3.83	228	4.21	9	4.33	201	4.29			480	4.59

1. We only show means when n ≥ 5.

Table 4: Connection and Satisfaction by Current Primary Activity

	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean
	Average Connection by Current Primary Activity															
<i>Means range from 1 (No connection) to 4 (Very strong connection)</i>																
Employed, full-time			1,592	3.18	84	3.43	2,238	3.23	143	3.34	1,956	3.23			2,546	3.24
Employed, part-time			205	3.11	6	3.67	87	3.05	5	3.40	88	3.18			294	3.08
Employed, multiple jobs			153	3.01	6	3.33	116	3.15	11	3.09	107	3.18			161	3.37
Graduate or professional school, full-time			501	3.44	21	3.71	335	3.38	2	-	83	3.36			44	3.30
Graduate or professional school, part-time			33	3.36	1	-	17	2.94	0	-	10	3.30			3	-
Military service			16	3.19	0	-	16	3.31	3	-	16	2.94			15	3.00
Volunteer or national service (Peace Corps, AmeriCorps, etc.)			14	3.57	1	-	4	-	0	-	2	-			11	3.09
Not employed, but seeking employment, admission to graduate school, or other			165	2.96	4	-	68	2.88	5	3.40	52	3.19			65	3.08
Not employed and not seeking employment or admission to graduate school (homemaker, traveling, volunteer, retired, etc.)			23	2.91	1	-	41	2.98	3	-	70	3.16			1,070	3.13
Average Satisfaction by Current Primary Activity																
<i>Means range from 1 (Very dissatisfied) to 5 (Very satisfied)</i>																
Employed, full-time			1,593	4.21	84	4.45	2,240	4.30	143	4.45	1,955	4.39			2,541	4.52
Employed, part-time			205	4.12	6	4.33	87	4.22	5	4.60	88	4.39			294	4.49
Employed, multiple jobs			151	3.95	6	4.33	116	4.01	11	4.27	107	4.25			161	4.48
Graduate or professional school, full-time			501	4.40	21	4.67	334	4.45	2	-	83	4.33			44	4.41
Graduate or professional school, part-time			33	4.48	1	-	17	4.12	0	-	10	4.50			3	-
Military service			16	4.25	0	-	16	4.13	3	-	16	3.81			15	4.53
Volunteer or national service (Peace Corps, AmeriCorps, etc.)			14	4.29	1	-	4	-	0	-	2	-			11	4.55
Not employed, but seeking employment, admission to graduate school, or other opportunity			165	3.76	4	-	68	3.57	5	4.60	52	4.17			67	4.06
Not employed and not seeking employment or admission to graduate school (homemaker, traveling, volunteer, retired, etc.)			23	3.78	1	-	41	3.93	3	-	70	4.31			1,068	4.60



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St. Olaf College**

Postgraduate Activities

This worksheet includes information on the postgraduate activities of your alumni, such as their primary current activities, plans for further education, and job history since graduation. The data compares responses from your institution's alumni to those of alumni from all other participating institutions.

Responses to Questions on Postgraduate Activities																
	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q1. Please indicate which of the following describes your current PRIMARY activity:																
Employed, full-time			2,514	60%	139	72%	3,273	77%	187	82%	2,741	82%			3,695	61%
Employed, part-time			326	8%	6	3%	115	3%	5	2%	127	4%			405	7%
Employed, multiple jobs			221	5%	7	4%	179	4%	16	7%	159	5%			228	4%
Graduate or professional school, full-time			729	18%	33	17%	455	11%	4	2%	103	3%			62	1%
Graduate or professional school, part-time			52	1%	1	1%	23	1%	0	0%	13	0%			13	0%
Military service			22	1%	0	0%	27	1%	3	1%	18	1%			27	0%
Volunteer or national service (Peace Corps, AmeriCorps, etc.)			23	1%	1	1%	7	0%	0	0%	3	0%			24	0%
Not employed, but seeking employment, admission to graduate school, or other opportunity			242	6%	5	3%	99	2%	6	3%	67	2%			93	2%
Not employed and not seeking employment or admission to graduate school (homemaker, traveling, volunteer, retired, etc.)			34	1%	1	1%	53	1%	6	3%	99	3%			1,559	26%
Total			4,163	100%	193	100%	4,231	100%	227	100%	3,330	100%			6,106	100%
Q2. Please indicate your plans for each of the following degrees or certificates:																
Second Bachelor's Degree	Do not plan to pursue		2,970	82%	163	95%	3,494	91%	185	96%	2,808	92%			4,081	88%
	Degree received		244	7%	6	4%	217	6%	6	3%	157	5%			443	10%
	Currently enrolled or working toward		141	4%	0	0%	34	1%	0	0%	13	0%			17	0%
	Degree you hope to attain in the future		262	7%	2	1%	91	2%	1	1%	62	2%			71	2%
	Total		3,617	100%	171	100%	3,836	100%	192	100%	3,040	100%			4,612	100%
Master's Degree in Arts and Sciences (e.g., MA, MS, MFA)	Do not plan to pursue		1,956	53%	95	55%	2,230	56%	123	61%	1,808	57%			2,884	60%
	Degree received		72	2%	39	22%	834	21%	63	31%	977	31%			1,666	34%
	Currently enrolled or working toward		509	14%	15	9%	251	6%	2	1%	81	3%			51	1%
	Degree you hope to attain in the future		1,133	31%	25	14%	651	16%	14	7%	317	10%			232	5%
	Total		3,670	100%	174	100%	3,966	100%	202	100%	3,183	100%			4,833	100%
Master of Business Administration (MBA)	Do not plan to pursue		2,890	82%	151	89%	3,096	82%	166	89%	2,555	85%			3,779	86%
	Degree received		23	1%	2	1%	98	3%	7	4%	170	6%			366	8%
	Currently enrolled or working toward		80	2%	2	1%	90	2%	1	1%	34	1%			17	0%
	Degree you hope to attain in the future		529	15%	15	9%	501	13%	13	7%	251	8%			207	5%
	Total		3,522	100%	170	100%	3,785	100%	187	100%	3,010	100%			4,369	100%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Other Master's Degree (e.g., MSW, MSE, MSN, MAT, MPA)	Do not plan to pursue			2,803	79%	134	77%	3,106	82%	153	80%	2,469	81%			3,604	80%
	Degree received			26	1%	19	11%	254	7%	25	13%	354	12%			698	16%
	Currently enrolled or working toward			197	6%	7	4%	144	4%	4	2%	51	2%			45	1%
	Degree you hope to attain in the future			508	14%	15	9%	305	8%	9	5%	162	5%			133	3%
	Total			3,534	100%	175	100%	3,809	100%	191	100%	3,036	100%			4,480	100%
Law Degree (JD or LLB)	Do not plan to pursue			3,183	92%	158	94%	3,437	91%	180	95%	2,748	92%			3,930	91%
	Degree received			15	0%	3	2%	146	4%	8	4%	155	5%			308	7%
	Currently enrolled or working toward			88	3%	4	2%	60	2%	0	0%	19	1%			7	0%
	Degree you hope to attain in the future			190	5%	3	2%	127	3%	2	1%	65	2%			66	2%
	Total			3,476	100%	168	100%	3,770	100%	190	100%	2,987	100%			4,311	100%
Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)	Do not plan to pursue			3,191	91%	156	91%	3,531	94%	174	91%	2,827	95%			4,019	94%
	Degree received			8	0%	8	5%	86	2%	15	8%	128	4%			224	5%
	Currently enrolled or working toward			106	3%	7	4%	97	3%	2	1%	8	0%			8	0%
	Degree you hope to attain in the future			185	5%	1	1%	54	1%	0	0%	28	1%			23	1%
	Total			3,490	100%	172	100%	3,768	100%	191	100%	2,991	100%			4,274	100%
PhD	Do not plan to pursue			2,619	75%	128	75%	2,992	79%	152	78%	2,451	81%			3,618	83%
	Degree received			11	0%	3	2%	42	1%	30	15%	205	7%			360	8%
	Currently enrolled or working toward			110	3%	18	11%	235	6%	3	2%	75	2%			66	2%
	Degree you hope to attain in the future			756	22%	21	12%	533	14%	9	5%	303	10%			303	7%
	Total			3,496	100%	170	100%	3,802	100%	194	100%	3,034	100%			4,347	100%
Other Doctoral Degree (e.g., EdD, PsyD, DBA)	Do not plan to pursue			3,105	91%	154	93%	3,386	92%	173	94%	2,707	92%			3,887	92%
	Degree received			11	0%	0	0%	27	1%	3	2%	48	2%			113	3%
	Currently enrolled or working toward			42	1%	1	1%	31	1%	0	0%	26	1%			35	1%
	Degree you hope to attain in the future			265	8%	11	7%	242	7%	9	5%	153	5%			177	4%
	Total			3,423	100%	166	100%	3,686	100%	185	100%	2,934	100%			4,212	100%
Other Certificate	Do not plan to pursue			2,278	84%	100	89%	2,359	83%	112	83%	1,786	81%			2,588	81%
	Degree received			75	3%	6	5%	200	7%	11	8%	229	10%			447	14%
	Currently enrolled or working toward			128	5%	2	2%	106	4%	4	3%	82	4%			57	2%
	Degree you hope to attain in the future			238	9%	4	4%	170	6%	8	6%	95	4%			103	3%
	Total			2,719	100%	112	100%	2,835	100%	135	100%	2,192	100%			3,195	100%
Other Degree	Do not plan to pursue			2,390	94%	102	97%	2,508	95%	117	96%	1,954	96%			2,723	92%
	Degree received			17	1%	0	0%	48	2%	2	2%	47	2%			179	6%
	Currently enrolled or working toward			59	2%	1	1%	32	1%	0	0%	19	1%			23	1%
	Degree you hope to attain in the future			89	3%	2	2%	50	2%	3	2%	22	1%			43	1%
	Total			2,555	100%	105	100%	2,638	100%	122	100%	2,042	100%			2,968	100%
Q26. About how often do you currently engage in community service or volunteer work for organizations?																	
Less than once a year				799	31%	24	20%	800	27%	32	19%	658	27%			745	19%
Once or twice a year				616	24%	28	24%	771	26%	51	30%	632	26%			683	17%
Several times a year				524	20%	22	18%	706	24%	41	24%	561	23%			915	23%
Monthly				333	13%	23	19%	349	12%	25	15%	321	13%			681	17%
Weekly				305	12%	22	18%	337	11%	20	12%	288	12%			962	24%
Total				2,577	100%	119	100%	2,963	100%	169	100%	2,460	100%			3,986	100%
Q17. Are you currently employed?																	
<i>This question only appeared to alumni who chose a primary activity of "Graduate or professional school" (either full-time or part-time), "Military service," or "Volunteer or national service" in Q1 or skipped it entirely.</i>																	
Yes				324	57%	16	67%	257	61%	4	80%	88	69%			51	68%
No				247	43%	8	33%	166	39%	1	20%	39	31%			24	32%
Total				571	100%	24	100%	423	100%	5	100%	127	100%			75	100%

	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q18. How many paying jobs have you had since you graduated from this institution?																
0			206	8%	0	0%	25	1%	0	0%	3	0%			4	0%
1			1,337	50%	15	12%	528	17%	15	9%	163	6%			279	7%
2			765	28%	42	34%	884	29%	34	20%	399	16%			431	10%
3			274	10%	26	21%	821	27%	30	18%	549	22%			646	15%
4			65	2%	18	15%	386	13%	25	15%	473	19%			628	15%
5 or more			43	2%	23	19%	443	14%	67	39%	936	37%			2,182	52%
Total			2,690	100%	124	100%	3,087	100%	171	100%	2,523	100%			4,170	100%
Q22. What is your CURRENT primary job? (Choose one)																
<i>This question appeared to alumni who either indicated that they were currently employed or hadn't confirmed that they were not currently employed. That is, they skipped or chose "Graduate or professional school," "Military service," or "Volunteer or national service" in Q1, then also skipped Q17.</i>																
Art, Design, and Entertainment	Architect		0	0%	0	0%	1	0%	1	1%	4	0%			3	0%
	Artist		9	0%	0	0%	10	0%	1	1%	20	1%			17	1%
	Entertainer		7	0%	0	0%	6	0%	1	1%	5	0%			5	0%
	Gallery worker		4	0%	0	0%	4	0%	0	0%	3	0%			2	0%
	Graphic designer		13	1%	1	1%	20	1%	0	0%	16	1%			11	0%
	Interior designer		1	0%	0	0%	6	0%	0	0%	1	0%			13	0%
	Museum curator		4	0%	1	1%	5	0%	0	0%	5	0%			2	0%
	Music/film industry		19	1%	3	3%	23	1%	0	0%	20	1%			7	0%
	Photographer		4	0%	0	0%	3	0%	0	0%	7	0%			1	0%
	Other Art, Design, and Entertainment		36	2%	2	2%	46	2%	2	1%	52	2%			38	1%
Total		97	5%	7	6%	124	5%	5	3%	133	6%			99	3%	
Communications and Media	Broadcasting		4	0%	0	0%	7	0%	0	0%	2	0%			3	0%
	Editor		11	1%	0	0%	12	0%	0	0%	12	1%			18	1%
	Journalist		12	1%	0	0%	10	0%	1	1%	10	0%			5	0%
	Media production		6	0%	0	0%	7	0%	0	0%	9	0%			8	0%
	Public relations		15	1%	0	0%	16	1%	1	1%	12	1%			16	1%
	Publisher		2	0%	0	0%	4	0%	0	0%	1	0%			5	0%
	Writer		10	0%	2	2%	12	0%	0	0%	14	1%			10	0%
	Other Communications and Media		41	2%	2	2%	62	2%	3	2%	41	2%			51	2%
Total		101	5%	4	4%	130	5%	5	3%	101	4%			116	4%	
Community and Social Service	Clergy		4	0%	2	2%	10	0%	3	2%	9	0%			13	0%
	Community organizer		2	0%	0	0%	2	0%	1	1%	4	0%			0	0%
	Philanthropy or nonprofit worker		30	1%	2	2%	59	2%	5	3%	43	2%			47	2%
	Social activist		2	0%	0	0%	2	0%	0	0%	1	0%			1	0%
	Social work		33	2%	3	3%	58	2%	3	2%	42	2%			45	2%
	Other Community and Social Service		39	2%	0	0%	35	1%	0	0%	26	1%			52	2%
	Total		110	5%	7	6%	166	6%	12	7%	125	6%			158	5%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Education and Library	Librarian or archivist			10	0%	3	3%	23	1%	2	1%	29	1%			30	1%
	Preschool/elementary/middle school/high school/secondary administration			20	1%	0	0%	17	1%	2	1%	28	1%			74	3%
	Preschool/elementary/middle school/high school/secondary teacher			127	6%	7	6%	189	7%	4	2%	145	6%			185	6%
	Postsecondary administration/staff			42	2%	5	5%	70	3%	3	2%	42	2%			72	2%
	Postsecondary teacher or researcher			19	1%	3	3%	37	1%	7	4%	79	3%			133	5%
	School counselor			7	0%	0	0%	16	1%	1	1%	10	0%			10	0%
	Other Education and Library			110	5%	8	7%	108	4%	8	5%	89	4%			140	5%
	Total			335	16%	26	24%	460	17%	27	17%	422	19%			644	22%
Health Care	Clinical psychology/psychiatry			13	1%	0	0%	24	1%	3	2%	35	2%			43	1%
	Dentist			0	0%	0	0%	5	0%	0	0%	9	0%			17	1%
	Dietician			2	0%	0	0%	3	0%	0	0%	3	0%			3	0%
	Nurse			172	8%	3	3%	109	4%	4	2%	53	2%			117	4%
	Optometrist			2	0%	0	0%	3	0%	0	0%	0	0%			2	0%
	Pharmacist			0	0%	0	0%	4	0%	0	0%	5	0%			5	0%
	Physical/occupational/speech therapy			33	2%	1	1%	35	1%	4	2%	26	1%			19	1%
	Physician			1	0%	3	3%	34	1%	10	6%	52	2%			97	3%
	Veterinarian			3	0%	0	0%	3	0%	0	0%	11	0%			4	0%
	Other Health Care			193	9%	6	5%	158	6%	11	7%	101	4%			153	5%
	Total			419	19%	13	12%	378	14%	32	20%	295	13%			460	16%
Law and Government	Diplomat			0	0%	0	0%	1	0%	0	0%	1	0%			6	0%
	Foreign service			0	0%	0	0%	3	0%	1	1%	4	0%			5	0%
	Government worker			37	2%	4	4%	48	2%	2	1%	57	3%			70	2%
	International relations			1	0%	0	0%	8	0%	0	0%	3	0%			5	0%
	Judge			0	0%	0	0%	0	0%	0	0%	1	0%			11	0%
	Lawyer			2	0%	2	2%	85	3%	2	1%	76	3%			136	5%
	Other legal services			29	1%	1	1%	26	1%	1	1%	13	1%			22	1%
	Politics			3	0%	2	2%	10	0%	0	0%	6	0%			3	0%
	Public policy			9	0%	1	1%	22	1%	5	3%	12	1%			21	1%
	Other Law and Government			33	2%	3	3%	32	1%	1	1%	29	1%			36	1%
Total			114	5%	13	12%	235	9%	12	7%	202	9%			315	11%	
Management, Business, and Financial	Accounting			36	2%	1	1%	61	2%	0	0%	30	1%			47	2%
	Actuary			0	0%	3	3%	1	0%	0	0%	2	0%			2	0%
	Advertising			10	0%	0	0%	14	1%	0	0%	16	1%			4	0%
	Executive			7	0%	0	0%	5	0%	0	0%	24	1%			75	3%
	Finance			52	2%	3	3%	105	4%	0	0%	47	2%			40	1%
	Human resources			20	1%	1	1%	34	1%	3	2%	32	1%			27	1%
	Insurance			9	0%	0	0%	17	1%	0	0%	15	1%			17	1%
	Management			43	2%	0	0%	63	2%	2	1%	66	3%			88	3%
	Real estate			12	1%	0	0%	17	1%	1	1%	10	0%			20	1%
	Recruiting			6	0%	0	0%	9	0%	0	0%	2	0%			2	0%
	Retail services			4	0%	1	1%	6	0%	0	0%	6	0%			8	0%
	Sales			25	1%	2	2%	46	2%	1	1%	31	1%			36	1%
	Other Management, Business, and Financial			70	3%	3	3%	131	5%	9	6%	98	4%			119	4%
	Total			294	14%	14	13%	509	19%	16	10%	379	17%			485	17%

		St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Natural Resources	Agricultural worker			0	0%	0	0%	3	0%	0	0%	1	0%			4	0%
	Conservationist			5	0%	0	0%	7	0%	0	0%	4	0%			10	0%
	Environmental scientist			6	0%	1	1%	9	0%	3	2%	7	0%			5	0%
	Other Natural Resources			9	0%	0	0%	11	0%	1	1%	10	0%			16	1%
	Total			20	1%	1	1%	30	1%	4	2%	22	1%			35	1%
Protection Services	Law enforcement officer			10	0%	0	0%	3	0%	0	0%	5	0%			1	0%
	Military occupations			3	0%	0	0%	8	0%	0	0%	6	0%			4	0%
	Other Protection Services			7	0%	0	0%	6	0%	0	0%	3	0%			4	0%
	Total			20	1%	0	0%	17	1%	0	0%	14	1%			9	0%
Science, Technology, and Engineering	Computer programmer/analyst			74	3%	3	3%	78	3%	12	7%	85	4%			35	1%
	Engineer			55	3%	2	2%	63	2%	5	3%	57	3%			42	1%
	Information systems			25	1%	1	1%	21	1%	2	1%	20	1%			37	1%
	Lab technician			38	2%	0	0%	12	0%	0	0%	3	0%			3	0%
	Scientific researcher			65	3%	8	7%	95	4%	14	9%	68	3%			51	2%
	Other Science, Technology, and Engineering			60	3%	4	4%	88	3%	10	6%	127	6%			101	3%
	Total			317	15%	18	16%	357	13%	43	27%	360	16%			269	9%
Service and Recreational	Chef			4	0%	0	0%	2	0%	0	0%	0	0%			2	0%
	Food service industry			31	1%	0	0%	9	0%	0	0%	8	0%			3	0%
	Hospitality			9	0%	0	0%	6	0%	1	1%	3	0%			4	0%
	Sports and recreation			11	1%	0	0%	13	0%	0	0%	9	0%			9	0%
	Travel/tourism			3	0%	0	0%	5	0%	0	0%	4	0%			4	0%
	Other Service and Recreational			29	1%	0	0%	13	0%	0	0%	13	1%			25	1%
Total			87	4%	0	0%	48	2%	1	1%	37	2%			47	2%	
Other			239	11%	7	6%	228	9%	5	3%	170	8%			286	10%	
Total			2,153		110		2,682		162		2,260				2,923		
Q23. Please indicate whether each of the following descriptions applies to your CURRENT job. (Check all that apply)																	
<i>This question appeared to alumni who either indicated that they were currently employed or hadn't confirmed that they were not currently employed. These response options were shown in randomized order.</i>																	
Relates to my undergraduate major			1,369	62%	63	57%	1,709	62%	111	68%	1,332	57%			1,617	54%	
Requires me to use skills I gained as an undergraduate			1,476	67%	86	78%	2,026	74%	133	82%	1,723	74%			2,143	72%	
Is related to my desired career path			1,465	66%	89	81%	2,110	77%	145	89%	1,839	79%			2,127	72%	
Is work I find meaningful			1,484	67%	86	78%	2,121	77%	142	87%	1,912	82%			2,484	84%	
Allows me to continue to grow and learn			1,732	78%	97	88%	2,362	86%	143	88%	2,070	88%			2,525	85%	
Pays enough to support my desired lifestyle			1,229	56%	82	75%	1,879	68%	124	76%	1,782	76%			2,278	77%	
Pays health insurance benefits			1,317	60%	97	88%	2,228	81%	142	87%	1,947	83%			2,276	77%	
Has opportunity for upward mobility			1,249	57%	76	69%	1,858	68%	121	74%	1,645	70%			1,740	59%	
Is likely to continue until I wish to leave			1,561	71%	93	85%	2,288	83%	145	89%	2,018	86%			2,567	86%	
Is in a desirable location			1,426	65%	92	84%	2,046	74%	131	80%	1,876	80%			2,300	77%	
Overall, is a satisfying job			1,563	71%	94	85%	2,190	80%	146	90%	1,987	85%			2,501	84%	
Number of Alumni Who Responded to This Question			2,209		110		2,752		163		2,340				2,971		

	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q19/20. At what point did you secure your first paying job after earning your graduate degree from this institution?																
<i>Combined responses to Q19, which only appeared to Alumni who selected no paying jobs since earning their degree in Q18, and Q20, which only appeared to Alumni who indicated in Q18 that they have had one or more paying jobs since earning their degree and to those who had not yet confirmed their current employment status.</i>																
While enrolled as an undergraduate.			1,198	44%	70	56%	1,278	41%	73	42%	873	35%			1,414	34%
During the first six months after graduation.			1,007	37%	41	33%	1,247	40%	65	38%	1,105	44%			1,831	44%
During the second six months after graduation.			206	8%	6	5%	187	6%	8	5%	182	7%			228	5%
More than a year after graduation.			76	3%	7	6%	343	11%	26	15%	362	14%			681	16%
I have not yet sought a paying job.			143	5%	1	1%	16	1%	0	0%	2	0%			4	0%
I have sought a paying job, but I have not yet found one.			78	3%	0	0%	9	0%	0	0%	1	0%			1	0%
Total			2,708	100%	125	100%	3,080	100%	172	100%	2,525	100%			4,159	100%
Q21. Please indicate whether each of the following descriptions applied to your FIRST paying job after you graduated from this institution. (Check all that apply)																
<i>This question appeared to alumni who indicated in Q18 that they have had multiple paying jobs since earning their degree and to those who indicated in Q17 that they are not currently employed and then select one or more paying jobs in Q18. It also appeared to those who hadn't indicated yet if they've had a paying job since earning their degree. Response options are shown in randomized order.</i>																
Was related to my undergraduate major			862	55%	70	65%	1,422	53%	84	55%	1,149	49%			2,004	51%
Required me to use skills I gained as an undergraduate			877	56%	72	67%	1,576	59%	92	60%	1,320	57%			2,337	60%
Was related to my desired career path			877	56%	72	67%	1,583	59%	100	65%	1,322	57%			2,204	57%
Was work I found meaningful			880	56%	74	69%	1,449	54%	95	62%	1,238	53%			2,227	57%
Allowed me to continue to grow and learn			1,041	66%	82	76%	1,794	67%	106	69%	1,549	66%			2,507	64%
Paid enough to support my desired lifestyle			669	42%	55	51%	1,158	43%	67	44%	927	40%			1,724	44%
Paid health insurance benefits			618	39%	56	52%	1,380	52%	81	53%	1,184	51%			2,086	54%
Had opportunity for upward mobility			580	37%	36	33%	1,026	38%	53	35%	840	36%			1,418	36%
Continued until I wished to leave			749	47%	65	60%	1,565	58%	95	62%	1,426	61%			2,309	59%
Was in a desirable location			877	56%	69	64%	1,520	57%	100	65%	1,286	55%			2,172	56%
Overall, was a satisfying job			849	54%	65	60%	1,393	52%	91	59%	1,180	51%			2,143	55%
Number of Alumni Who Responded to This Question			1,580		108		2,678		153		2,334				3,897	
Q36. Which of the following most accurately describes your current personal annual income before taxes? Please report your personal income, not your total household income.																
No earned income			210	9%	6	5%	127	4%	3	2%	76	3%			150	4%
Less than \$20,000			423	18%	6	5%	154	5%	4	2%	91	4%			129	4%
\$20,000–\$39,999			528	22%	17	15%	408	14%	7	4%	186	8%			270	8%
\$40,000–\$59,999			635	26%	34	29%	726	25%	20	12%	381	16%			491	14%
\$60,000–\$79,999			310	13%	26	22%	612	21%	35	21%	502	21%			576	17%
\$80,000–\$99,999			135	6%	11	9%	320	11%	28	17%	335	14%			411	12%
\$100,000–\$119,999			71	3%	3	3%	203	7%	22	13%	243	10%			364	11%
\$120,000–\$139,999			38	2%	5	4%	114	4%	19	11%	140	6%			229	7%
\$140,000–\$159,999			13	1%	4	3%	64	2%	5	3%	110	5%			191	6%
\$160,000–\$179,999			12	0%	2	2%	32	1%	7	4%	79	3%			105	3%
\$180,000–\$199,999			12	0%	1	1%	28	1%	3	2%	50	2%			81	2%
\$200,000–\$219,999			3	0%	1	1%	26	1%	1	1%	42	2%			89	3%
\$220,000–\$240,000			1	0%	0	0%	13	0%	3	2%	23	1%			64	2%
More than \$240,000			10	0%	1	1%	45	2%	9	5%	120	5%			313	9%
Total			2,401	100%	117	100%	2,872	100%	166	100%	2,378	100%			3,463	100%

	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q27. At the time you graduated, what was the total amount that you and/or your family borrowed to finance your undergraduate education at this institution?																
No loans			964	37%	41	34%	1,027	34%	72	43%	858	35%			1,553	39%
Less than \$5,000			68	3%	1	1%	41	1%	1	1%	41	2%			251	6%
\$5,000–\$9,999			116	4%	4	3%	97	3%	2	1%	68	3%			253	6%
\$10,000–\$14,999			129	5%	8	7%	121	4%	8	5%	92	4%			268	7%
\$15,000–\$19,999			141	5%	7	6%	126	4%	2	1%	96	4%			187	5%
\$20,000–\$29,999			324	13%	20	17%	328	11%	23	14%	218	9%			285	7%
\$30,000–\$39,999			157	6%	11	9%	231	8%	14	8%	184	7%			164	4%
\$40,000–\$49,999			117	5%	7	6%	178	6%	6	4%	126	5%			126	3%
\$50,000–\$59,999			113	4%	2	2%	164	5%	9	5%	143	6%			185	5%
\$60,000–\$69,999			74	3%	3	3%	114	4%	6	4%	99	4%			113	3%
\$70,000–\$79,999			52	2%	2	2%	87	3%	3	2%	87	4%			57	1%
\$80,000–\$89,999			52	2%	1	1%	73	2%	3	2%	76	3%			60	1%
\$90,000–\$99,999			22	1%	0	0%	58	2%	1	1%	48	2%			25	1%
\$100,000 or more			81	3%	9	8%	151	5%	4	2%	119	5%			87	2%
Borrowed money, but don't know the amount			178	7%	4	3%	187	6%	14	8%	212	9%			388	10%
Total			2,588	100%	120	100%	2,983	100%	168	100%	2,467	100%			4,002	100%
Q28. Approximately what proportion of your total loan amount are/were you personally responsible for paying?																
<i>Only alumni who selected a loan amount in Q27 saw this questions.</i>																
Unsure			100	6%	5	6%	60	3%	2	2%	41	3%			66	3%
None			96	6%	3	4%	132	7%	11	11%	120	7%			177	7%
Some, but less than half			120	7%	7	9%	175	9%	11	11%	149	9%			169	7%
About half			111	7%	9	11%	137	7%	10	10%	148	9%			143	6%
Most			200	12%	12	15%	253	13%	12	13%	228	14%			304	12%
All			1,002	62%	43	54%	1,200	61%	50	52%	924	57%			1,603	65%
Total			1,629	100%	79	100%	1,957	100%	96	100%	1,610	100%			2,462	100%

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Information About Respondents

This worksheet includes more detail on the demographics of respondents. In Table 1 below, we include the responses to the demographic section of our survey along with a HEDS calculated variable.

Table 1 . Responses to Demographic Questions and HEDS Calculated Demographic Variable																
	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q37. What is your current relationship status? (Choose one)																
Living with partner			397	16%	29	25%	764	26%	34	20%	426	18%			241	6%
Married			367	15%	29	25%	785	27%	94	57%	1,332	55%			2,563	65%
Separated or divorced			21	1%	0	0%	28	1%	0	0%	35	1%			277	7%
Single			1,587	63%	56	48%	1,251	43%	37	22%	577	24%			627	16%
Widowed			4	0%	0	0%	4	0%	0	0%	5	0%			182	5%
Other relationship status			125	5%	3	3%	108	4%	1	1%	42	2%			44	1%
Total			2,501	100%	117	100%	2,940	100%	166	100%	2,417	100%			3,934	100%
Q38. How many dependent children do you have?																
None			2,310	91%	114	96%	2,648	90%	126	75%	1,708	70%			2,301	59%
1 or 2			174	7%	5	4%	268	9%	40	24%	640	26%			1,295	33%
More than 2			60	2%	0	0%	39	1%	3	2%	84	3%			315	8%
Total			2,544	100%	119	100%	2,955	100%	169	100%	2,432	100%			3,911	100%
Q29. Which of the following best describes your primary area of study?																
Biological Sciences (e.g., Biology, Biochemistry, Environmental Science, Neuroscience/Biopsychology)			268	11%	15	13%	322	11%	24	14%	254	10%			388	10%
Business and Management (e.g., Accounting, Business Administration, Finance, Marketing)			329	13%	3	3%	379	13%	2	1%	225	9%			485	12%
Communications (e.g., Journalism, Mass Communication, Speech, Speech Pathology)			139	5%	0	0%	137	5%	2	1%	116	5%			123	3%
Education (e.g., Elementary Education, Secondary Education, Special Education)			117	5%	3	3%	149	5%	1	1%	115	5%			444	11%
Engineering (e.g., Chemical Engineering, Civil Engineering, Electrical Engineering, Mechanical Engineering)			72	3%	1	1%	63	2%	1	1%	48	2%			89	2%
Fine and Performing Arts (e.g., Architecture, Art, Dance, Music, Theatre)			134	5%	14	12%	159	5%	18	11%	181	7%			221	6%
Health Sciences (e.g., Exercise Science, Nursing, Pharmacy, Public Health)			390	15%	5	4%	263	9%	13	8%	126	5%			268	7%
Humanities (e.g., Classics, English, Modern Languages & Literature, Philosophy)			145	6%	24	20%	306	10%	30	18%	371	15%			452	11%
Physical Sciences, Mathematics, and Computer Science (e.g., Astronomy, Chemistry, Earth Sciences, Physics)			196	8%	20	17%	214	7%	32	19%	191	8%			203	5%
Social Sciences (e.g., Anthropology, Economics, Political Science, Psychology, Sociology)			468	18%	29	24%	730	25%	36	21%	611	25%			798	20%
Other field of study			277	11%	6	5%	228	8%	9	5%	201	8%			481	12%
Total			2,535	100%	120	100%	2,950	100%	168	100%	2,439	100%			3,952	100%

	St. Olaf College 1-Year Cohort		All Other Alumni in 1-Year Cohort		St. Olaf College 5-Year Cohort		All Other Alumni in 5-Year Cohort		St. Olaf College 10-Year Cohort		All Other Alumni in 10-Year Cohort		St. Olaf College 10+ Years Cohort		All Other Alumni in 10+ Years Cohort	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Q30. What is your gender?																
Man			689	27%	36	30%	892	30%	60	36%	828	34%			1,401	36%
Woman			1,764	70%	75	63%	1,972	67%	104	62%	1,537	63%			2,512	64%
Nonbinary, please self-describe			83	3%	8	7%	88	3%	4	2%	68	3%			29	1%
Total			2,536	100%	119	100%	2,952	100%	168	100%	2,433	100%			3,942	100%
Q31. Are you transgender?																
Yes			55	2%	6	5%	58	2%	1	1%	40	2%			15	0%
No			2,258	98%	111	95%	2,742	98%	162	99%	2,275	98%			3,837	100%
Total			2,313	100%	117	100%	2,800	100%	163	100%	2,315	100%			3,852	100%
Q32. What was your citizenship status during the time you were enrolled as an undergraduate?																
U.S. citizen			2,420	94%	111	93%	2,809	94%	166	98%	2,315	95%			3,782	94%
U.S. permanent resident but not a U.S. citizen			40	2%	1	1%	20	1%	1	1%	25	1%			34	1%
Not a U.S. citizen or permanent resident			121	5%	8	7%	144	5%	2	1%	109	4%			189	5%
Total			2,581	100%	120	100%	2,973	100%	169	100%	2,449	100%			4,005	100%
Q33. Are you Hispanic or Latino/a?																
Yes			435	17%	7	6%	296	10%	3	2%	168	7%			150	4%
No			2,074	83%	112	94%	2,611	90%	165	98%	2,228	93%			3,657	96%
Total			2,509	100%	119	100%	2,907	100%	168	100%	2,396	100%			3,807	100%
Q34. Please indicate the race or races with which you identify. (Choose one or more)																
American Indian or Alaska Native			51	2%	2	2%	42	2%	1	1%	23	1%			62	2%
Asian			338	14%	7	6%	296	11%	6	4%	202	9%			266	7%
Black or African American			276	11%	3	3%	258	9%	2	1%	207	9%			454	12%
Native Hawaiian or other Pacific Islander			20	1%	0	0%	12	0%	0	0%	7	0%			7	0%
White			1,875	78%	111	94%	2,321	83%	160	96%	1,996	85%			3,144	83%
Number of Alumni Who Responded to This Question			2,404		118		2,789		166		2,351				3,809	
Broad Racial/Ethnic Identities calculated by HEDS based on responses to Q32, Q33, and Q34.																
International			121	5%	8	7%	144	5%	2	1%	109	5%			189	5%
People of Color			939	37%	12	10%	737	26%	10	6%	471	20%			732	19%
White			1,452	58%	99	83%	2,006	69%	155	93%	1,811	76%			2,921	76%
Total			2,512	100%	119	100%	2,887	100%	167	100%	2,391	100%			3,842	100%
Q35. What is your current age?																
Younger than 25			1,986	77%	0	0%	5	0%	0	0%	0	0%			0	0%
25 to 34			346	13%	119	100%	2,808	94%	169	100%	2,266	92%			267	7%
35 to 44			145	6%	0	0%	94	3%	0	0%	132	5%			1,204	30%
45 to 54			74	3%	0	0%	44	1%	0	0%	29	1%			745	19%
55 to 64			19	1%	0	0%	29	1%	0	0%	27	1%			667	17%
65 to 74			3	0%	0	0%	4	0%	0	0%	4	0%			713	18%
75 to 84			1	0%	0	0%	0	0%	0	0%	0	0%			352	9%
85 or older			0	0%	0	0%	0	0%	0	0%	0	0%			61	2%
Total			2,574	100%	119	100%	2,984	100%	169	100%	2,458	100%			4,009	100%



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Technical Information

This report summarizes data for 1-year, 5-year, 10-year, and 10+ year alumni cohorts from 56 institutions that administered the HEDS Alumni Survey in the 2021–2022, 2022-2023, and/or 2023-2024 academic years. We only include data from your institution for alumni who were in one of these four cohorts. The total respondents below may include alumni who graduated at other times, but were not included in this report.

	St. Olaf College		All Fall 2021 – Summer 2024 Institutions	
	n	Response Rate	n	Response Rate
All Alumni Respondents	420	19%	21,143	Average institutional response rate is 16% with a range of 1-52%.

Notes about response rate data in the above table:

- Respondents include alumni who answered at least one question.
- We calculate the response rate by dividing the number of respondents by the number of invited participants. We cannot calculate response rates for institutions that used a general link for their survey administration because we do not know how many students were invited to take the survey. Therefore, we only calculate response rates when institutions use email or authentication administration methods.
- Please note, smaller institutions typically have a higher response rate.
- The n value in the "Fall 2021 – Summer 2024 Institutions" section of the table reflects the total number of respondents across all institutions (see the Participating Institutions tab).

Cohort Comparison Group(s)

Each cohort comparison group (e.g., All Other 1-Year-Out Alumni) includes all alumni in that cohort from all institutions (including yours) that participated in the survey in prior years, plus all alumni in that cohort from institutions that surveyed in the current year (except yours).

Cohorts

This report provides data only for alumni who were at the 1-year, 5-year, 10-year, or 10+ years out point from graduation when they took the survey. In the table below, we show the years your alumni who took the survey in 2023-2024 must have graduated to be considered part of that cohort for this report.

2023-2024 Alumni Cohort	Graduation Years
1-year-out	2022, 2023
5-year-out	2018, 2019
10-year-out	2013, 2014
10+ year-out	≥ 2012

Indicators

This report includes information on five dimensions of academic experiences that measure alumni's exposure to high-impact experiences and that contribute to post-degree outcomes and two dimensions of leadership. These indicators are made up of multiple statements and are calculated by averaging the alumni's responses to each statement in the indicator. Please note that only those alumni who answered every question in the indicator receive a score. The seven indicators and their reliabilities are:

- Growth on Intellectual Outcomes – 10 questions, Cronbach's $\alpha = 0.90$
- Growth on Civic Outcomes – 4 questions, Cronbach's $\alpha = 0.85$
- Leadership Aspirations – 9 questions, Cronbach's $\alpha = 0.90$
- Leadership Motivations – 14 questions, Cronbach's $\alpha = 0.86$
- Good Teaching and High-Quality Interactions with Faculty – 9 statements, Cronbach's $\alpha = 0.92$
- Challenging Assignments and High Faculty Expectations – 14 questions, Cronbach's $\alpha = 0.91$
- Interactions with Diversity – 6 questions, Cronbach's $\alpha = 0.88$

The Challenging Assignments, Good Teaching, and Interactions with Diversity indicators are based on indicators that were developed by the Center of Inquiry and validated in the Wabash National Study. We developed the indicators measuring intellectual and civic outcomes based on responses to the HEDS Alumni Survey and HEDS Senior Survey. We've done further research on these indicator in more recent research (see below).¹ The Leadership Aspirations indicator is adapted from the Career Aspirations Scale-Revised (CAS-R) Leadership Subscale developed by Gregor & O'Brien, 2016.² The Leadership Motivations indicator is based on the achievement motivation measure developed by Cassidy & Lynn, 1989.³ We added questions for the two leadership indicators to the survey in the 2023-2024 administration year.

Calculating Means

Please note, we only show means for groups of five or more people.

Calculating Effect Sizes

Effect size measures the magnitude of the difference between the results for one group and the results for another group. We calculated effect sizes for key comparisons rather than using tests of statistical significance. We have so many comparisons that using a test of significance for each comparison would increase the likelihood of a Type I error should the null hypothesis be correct in any of the comparisons. Unfortunately, correcting this would dramatically reduce the power of our comparisons, thereby increasing the chance of Type II errors if the differences result from more than random influences. So, we have calculated effect sizes to guide assessing the magnitude of the differences between groups. When we compared the mean of two groups, we used Cohen's *d*. We only calculated Cohen's *d* when $n \geq 10$ in each cell in the comparison.

Following the practice of the National Survey of Student Engagement (see http://www.rpajournal.com/dev/wp-content/uploads/2019/02/RPA_Summer_Fall_Issue_2018_A2.pdf), we used the following thresholds for small, medium, and large effect sizes for Cohen's *d*:

- Large – 0.5
- Medium – 0.3
- Small – 0.1

Excluded Questions

Survey questions 10, 15, and 16 are open-ended questions. The responses to these questions are included in your data file but not this report.

Demographic Calculations Used Throughout this Report

• Broad Race/Ethnicity Categories

This information comes from "Q32. What was your citizenship status during the time you were enrolled as an undergraduate?"; "Q33. Are you Hispanic or Latino/a?"; and "Q34. Please indicate the race or races with which you identify. (Choose one or more)." We labeled alumni according to the citizenship status and races and/or ethnicities they selected as follows:

- "White" if they selected "U.S. Citizen" or "U.S. permanent resident but not a U.S. citizen" in Question 32 and *only* "White" in Question 34;
- "People of Color" if they selected "US Citizen" or "U.S. permanent resident but not a U.S. citizen" in Question 32 and *any* of the following in Questions 33 and 34: "Hispanic or Latino/a," "American Indian or Alaska Native," "Asian," "Black or African American" or "Native Hawaiian or other Pacific Islander."
- "International" if they selected "Not a U.S. citizen or permanent resident" in Question 32, *regardless* of response(s) to Questions 33 or 34.

¹ Bowman, N. A., Wolniak, G. C., Seifert, T. A., Wise, K., Blaich, C. (2023) The Long-Term Role of Undergraduate Experiences: Predicting Intellectual and Civic Outcomes. *Research in Higher Education*, 64 , 379-401.

Simpfenderfer, A. D., Wolniak, G., Wise, K., & Blaich, C. (in press) Exploring the Associations among Major Fields of Study, Pre-Professional Activities, and Post-College Job Quality in College Alumnx. *Higher Education*.

² Gregor, M.A., & O'Brien, K.M. (2016). Understanding career aspirations among young women: Improving instrumentation. *Journal of Career Assessment*, 24 (3), 559–572.

³ Cassidy, T., & Lynn, R. (1989). A multifactorial approach to achievement motivation: The development of a comprehensive measure. *Journal of Occupational Psychology*, 62 (4), 301–312.

2023-2024 Survey Instrument

You can view the full survey instrument here:

[2023-2024 HEDS Undergraduate Alumni Survey Instrument](#)



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Participating Institutions

Below we provide a list of the institutions that administered the HEDS Alumni Survey in 2021-2022, 2022-2023, and/or 2023-2024 and are included in this report.

Participating Institutions from Fall 2021–Summer 2024			
Albion College	Gettysburg College	Occidental College	Southwestern University
Allegheny College	Goshen College	Ouachita Baptist University	St Catherine University
Austin College	Goucher College	Point Park University	St Olaf College
Baldwin Wallace University	Hampden-Sydney College	Principia College	Trinity University
Bethany College	Hanover College	Purdue University Fort Wayne	University of Saint Katherine
Biola University	Harvey Mudd College	Reed College	Utica University
Cazenovia College	Haverford College	Rockford University	Wake Forest University
Clark University	Hood College	Saint Anselm College	Warren Wilson College
Concordia College at Moorhead	Howard University	Saint Edward's University	Washburn University
Concordia University Texas	Illinois Wesleyan University	Saint Norbert College	Whittier College
County College of Morris	Kenyon College	Salve Regina University	Wittenberg University
Dickinson College	Knox College	Scripps College	
Doane University	Lewis & Clark College	Skidmore College	
Dominican University of California	McDaniel College	Soka University of America	
Earlham College	Molloy University	South Texas College	



Understandings Regarding the Use of Information Gathered for HEDS

Data Sharing Practices

You can share this report without any restrictions. We send each participating institution (both members and non-members) this report, comparing their results to those of the other participating institutions. This report aggregates data from all other institutions besides your own into one or more comparison groups. These reports do not identify data from individual institutions or people.