



**Cap and Gown Senior Survey  
May 2016**

The Center for Career Development  
&  
Office of Institutional Research and Assessment  
June 2016

Response Rate by Year

	2012	2013	2014	2015	2016
Respondents	282	266	315	314	271
Graduates*	324	308	340	358	306
Response Rate	87%	86%	93%	88%	89%

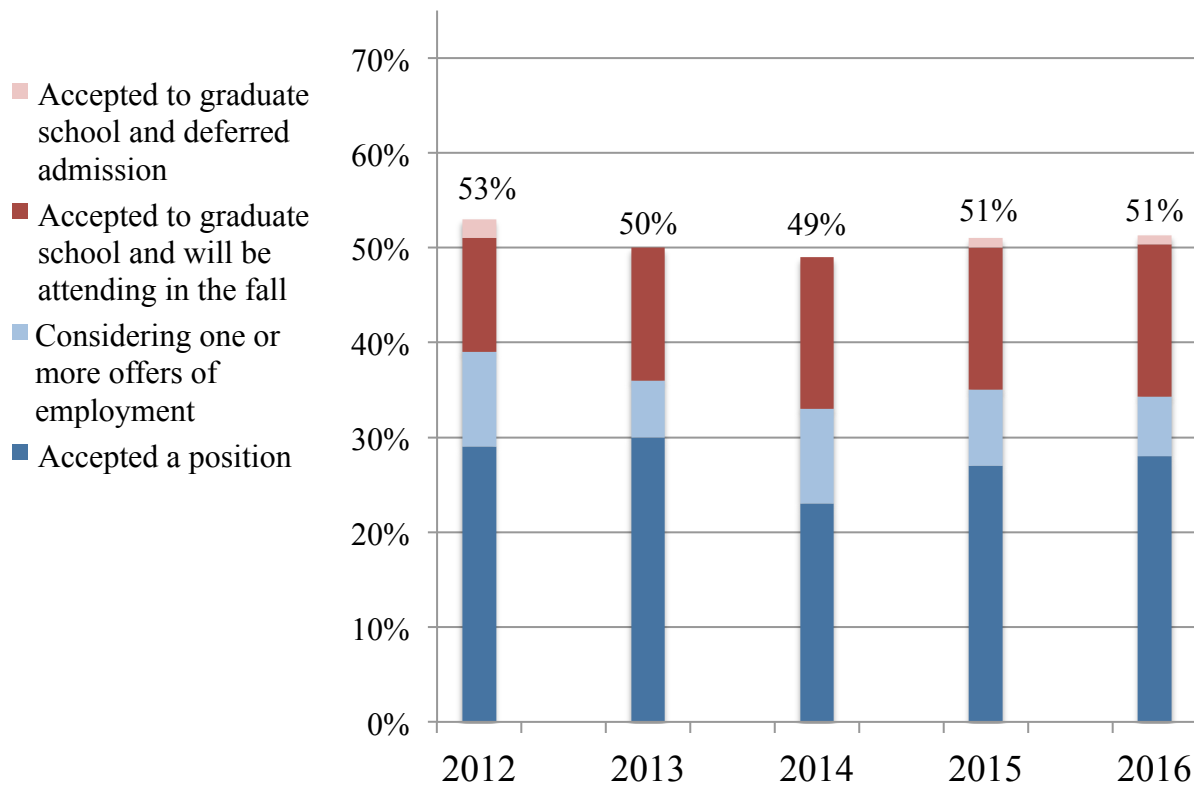
\*Graduate totals include both Fall and Spring semesters as the survey is taken by completers in both terms

## Summary of Key Findings

According to the 2016 Cap and Gown Survey, over 50 percent of the seniors surveyed at graduation had a job or a job offer or had been accepted to a graduate school. Of these, 17 percent had been accepted to a graduate or professional school. These numbers have been fairly consistent over the last five years. Over 60 percent of students had completed an internship. Students continue to report high levels of satisfaction with the College. Ninety percent reported being very or generally satisfied with their education, and 81 percent said they probably or definitely would choose to attend Washington College again.

	2012	2013	2014	2015	2016
Accepted to graduate or professional school	14%	14%	16%	16%	17%
Accepted and deferred admission	2%	0%	0%	1%	1%
Accepted and will be attending in the fall	12%	14%	16%	15%	16%
Accepted a position or considering offers	39%	36%	33%	35%	34%
Considering one or more offers of employment	10%	6%	10%	8%	6%
Accepted a position	29%	30%	23%	27%	28%
Completed an internship at WC	60%	65%	65%	61%	64%

**Percentage of Graduating Seniors Employed or Accepted to Graduate School**



## At Graduation Future Plans

1. What is your primary activity in the fall?

	2012		2013		2014		2015		2016	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employment, full-time paid	158	56%	162	61%	175	56%	175	53%	161	59%
Employment, part-time paid	24	9%	25	9%	25	8%	25	8%	15	6%
Internship									14	5%
Graduate or professional school full-time	31	11%	38	14%	49	16%	50	15%	45	17%
Graduate or professional school part-time	7	2%	5	2%	4	1%	7	2%	2	1%
Addt UG coursework/Academic gap year	4	1%	4	2%	20	6%	21	6%	1	0%
Military service	3	1%	3	1%	2	1%	3	1%	3	1%
Volunteer activity	10	4%	2	1%	4	1%	8	2%	1	0%
Take time off	3	1%	2	1%	7	2%	7	2%	9	3%
Traveling	5	2%	4	2%	6	2%	4	1%	3	1%
Completely undecided	7	2%	7	3%	11	3%	19	6%	10	4%
Other activity	5	2%	0	0%	6	2%	2	1%	1	0%
Checked two or more activities	17	6%	4	2%	1	0%	1	0%	0	0%
Did not answer	8	3%	10	4%	5	2%	10	3%	6	2%
	282	100%	266	100%	315	100%	332	100%	271	100%

2. If employment will be your primary activity, describe your employment plans:

	2012		2013		2014		2015		2016	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Accepted a position	82	29%	81	30%	71	23%	91	27%	76	28%
Considering one or more offers	29	10%	17	6%	33	10%	27	8%	17	6%
Currently searching for a position or waiting for an offer	75	27%	90	34%	94	30%	76	23%	56	21%
Will begin searching for a position after graduation.	41	15%	27	10%	45	14%	39	12%	33	12%
Not planning on employment this fall.	11	4%	8	3%	11	3%	16	5%	15	6%
Did not answer	44	16%	43	16%	61	19%	83	25%	74	27%
	282	100%	266	100%	315	100%	332	100%	271	100%

2b. How many interviews did you complete during your job search?

	Count	Percent
0	31	11%
1	44	16%
2	23	8%
3	23	8%
4	18	7%
5	9	3%
6	5	2%
7	4	1%
8	2	1%
9	0	0%
10 or more	7	3%
Not applicable	105	39%
	271	100%

2d. If employment will be your primary activity in the fall, what will your salary be?

	Count	Percent
Less than \$20,000	24	9%
\$20,000 to \$29,999	17	6%
\$30,000 to \$39,999	20	7%
\$40,000 to \$49,999	24	9%
\$50,000 to \$59,999	18	7%
\$60,000 to \$69,999	14	5%
\$70,000 to \$79,998	7	3%
\$80,000 to \$89,999	0	0%
\$90,000 to \$99,999	0	0%
\$100,000 or more	0	0%
Not applicable	147	54%
	271	100%

2c. If employed full time or part time, please indicate HOW you secured your job (*select all that apply*)

	Count	Percent
Networking with friends, family, including resume referral	47	19%
Networking through the WC Career Center	13	5%
Networking through WC contacts (alumni, faculty, staff or other)	24	10%
Applied online for a position through specific company site, then interviewed	35	14%
Applied online to "job board" such as Indeed; Simply Hired; Career Builder	16	6%
Directly contacted the organization/cold call	12	5%
Career Center sent me an email about an opportunity, I applied, then interviewed	1	0%
Career Center web site/Jobs by George	3	1%
Career Fair	4	2%
Conducted internship, offered full-time position through internship	14	6%
Prior part-time or full-time job; offered position from previous organization	5	2%
Family business (prior work there)	4	2%
Other ( <i>please describe below</i> )	8	3%

\*Question 2c allows multiple responses. Percentages are based on all survey respondents.

## Future Plans, continued

3. If education or professional school will be your primary activity this fall, which of the following best describes the current state of your education plans?

	2012		2013		2014		2015		2016	
	Count	%	Count	%	Count	%	Count	%	Count	%
Accepted and will be attending in the fall	33	12%	37	14%	51	16%	50	15%	42	16%
Accepted and deferred admission until a later date	6	2%	1	0%	0	0%	2	1%	4	1%
Placed on waiting list, no acceptance	5	2%	6	2%	4	1%	3	1%	2	1%
Not planning on school this fall	124	44%	94	35%	133	42%	133	40%	71	26%
Did not answer	114	40%	128	48%	127	40%	144	43%	152	56%
	282	100%	266	100%	315	100%	332	100%	271	100%

4. Do you plan on pursuing any of the following graduate or professional degrees this fall?

	2012		2013		2014		2015		2016	
	Count	%	Count	%	Count	%	Count	%	Count	%
Master's Degree in Arts and Sciences (M.A. or M.S.)	20	45%	24	43%	19	35%	14	31%	19	39%
Master's of Business Administration (M.B.A.)	5	11%	4	7%	1	2%	6	13%	3	6%
Other Professional Master's Degree (M.S.W., M.S.E., M.S.N., M.A.T.)	1	2%	6	11%	4	7%	4	9%	5	10%
Law Degree (J.D. or L.L.B.)	6	14%	8	14%	7	13%	7	16%	6	12%
Medical Degree (M.D., D.O, D.D.S., D.V.M.)	1	2%	2	4%	3	6%	3	7%	2	4%
Ph.D.	4	9%	4	7%	8	15%	2	4%	5	10%
Other Doctoral Degree (Ed.D, Sci.D., D.B.A)	1	2%	1	2%	3	6%	2	4%	1	2%
Other degree or certificate	6	14%	7	13%	9	17%	7	16%	8	16%
	44	100%	56	100%	54	100%	45	100%	49	100%

## Career Center Usage

Over the last three years, **over 90%** of respondents have used Career Center services or resources.

5. Which of the following Career Center services or resources have you used?

	2014		2015		2016	
	Count	Percent*	Count	Percent*	Count	Percent*
a. Office visit	154	49%	142	43%	126	50%
b. Attended workshop or program	84	27%	97	29%	91	36%
c. Web site/Jobs by George	85	27%	80	24%	65	26%
d. On campus recruiting or interview	55	17%	45	14%	38	15%
e. Career Fair/Expo	153	49%	169	51%	119	47%
f. Career Center staff visited your class	75	24%	76	23%	58	23%
g. Email correspondence with Career staff	93	30%	90	27%	86	34%
h. Career self-assessment	25	8%	27	8%	20	8%
i. Resume/ cover letter assistance	175	56%	191	58%	136	54%
j. Internship search	71	23%	91	27%	61	24%
k. Job or graduate school search	56	18%	43	13%	38	15%
l. Choosing a major	25	8%	26	8%	19	8%
m. Interview skills	48	15%	56	17%	23	9%
n. Canvas page	30	10%	66	20%	66	26%
o. Job shadowing					36	14%

\*Question 5 allows multiple responses. Percentages are based on all survey respondents and not all services or resources used.

## Experiential Education

6. While a student at WC, did you:

	2014		2015		2016	
	Yes	No	Yes	No	Yes	No
complete an internship?	65%	35%	61%	39%	64%	36%
complete a practicum?	3%	97%	3%	97%	3%	97%
complete a student teaching experience?	14%	86%	10%	90%	10%	90%
complete an off-campus research project?	20%	80%	14%	86%	10%	90%
complete a job shadowing experience?	19%	81%	21%	79%	17%	83%

If you completed an internship:

	Yes	No	Yes	No	Yes	No
Was the internship for academic credit?	54%	46%	47%	53%	24%	76%
Did you complete a second internship?	36%	64%	35%	65%	23%	77%

If you answered yes to completing a second internship:

	Yes	No	Yes	No	Yes	No
Was the second internship for academic credit?	33%	67%	26%	74%	7%	93%

If you answered yes to completing a practicum:

	Yes	No	Yes	No	Yes	No
Was the practicum for academic credit?	100%	0%	100%	0%	3%	97%

If you answered yes to completing an off-campus research project:

	Yes	No	Yes	No	Yes	No
Was the research project for academic credit?	72%	28%	65%	35%	5%	95%

## Undergraduate Satisfaction 2016

7. How satisfied are you with each of the following services or aspects of Washington College?

Campus Academics and Services	Count	Mean	(1)	(2)	(3)	(4)	Not Relevant
			Very Dissatisfied	Generally Dissatisfied	Generally Satisfied	Very Satisfied	
<b>Quality of Academic Experiences</b>							
First year advising	268	3.03	7%	12%	50%	28%	2%
Major advising	266	3.47	2%	5%	36%	56%	0%
Faculty availability outside of class	267	3.62	1%	1%	34%	64%	1%
Student interaction with faculty	266	3.66	0%	1%	31%	66%	0%
Availability of courses	265	3.08	2%	15%	54%	28%	2%
Independent study	262	3.07	4%	10%	31%	22%	33%
Internships or study off-campus or abroad	264	3.36	3%	5%	34%	39%	20%
Tutorial Help or Other Academic Assistance	268	3.30	1%	6%	44%	33%	17%
<b>Quality of Campus Services and Facilities</b>							
Classroom/Lab Facilities	267	3.35	1%	3%	55%	39%	3%
Computer Facilities and Resources	266	3.27	1%	7%	56%	35%	1%
Computer Services and Support	267	3.20	2%	12%	48%	35%	3%
Library Facilities and Resources	267	3.33	1%	4%	54%	39%	2%
Library Services	267	3.34	1%	5%	51%	40%	2%
Career Services	265	3.15	3%	10%	48%	30%	9%
Counseling Services	265	3.23	3%	8%	50%	37%	3%
Financial Aid Office	266	3.11	4%	9%	42%	26%	19%
Financial Aid Package	265	3.06	5%	10%	44%	25%	17%
Food Services	265	2.79	6%	25%	52%	15%	3%
Student Health Services	265	3.15	3%	9%	52%	29%	6%
Student Financial--Business Office	266	3.10	3%	9%	50%	24%	14%
Recreation/Athletics Programs	263	3.26	1%	7%	41%	30%	21%
Recreation/Athletics Facilities	265	3.31	1%	5%	48%	35%	10%
Residential Life Housing Facilities	266	2.87	9%	15%	53%	20%	3%
Residential Life Housing Programs	267	2.84	9%	15%	53%	18%	5%
Registrar's Office	263	3.23	1%	8%	54%	32%	5%
Student Event Board Programs	263	3.09	2%	9%	58%	22%	9%
<b>Quality of Campus Life</b>							
Student voice in policies	264	2.84	5%	21%	45%	17%	12%
Student government	263	2.75	10%	20%	43%	16%	11%
Social Life on campus	265	3.11	3%	12%	54%	28%	3%
Cultural and fine arts programming	264	3.23	2%	5%	50%	30%	13%
Lectures and speakers	266	3.34	1%	4%	53%	38%	4%
Campus safety	265	3.37	0%	3%	54%	40%	2%
Ethnic/racial diversity	265	2.94	5%	19%	50%	23%	4%
Climate for minority students on campus	266	3.01	4%	15%	41%	24%	15%
Sense of community on campus	266	3.29	2%	8%	49%	39%	2%

## Undergraduate Satisfaction 2015

7. How satisfied are you with each of the following services or aspects of Washington College?

Campus Academics and Services	Count	Mean	(1)	(2)	(3)	(4)	Not Relevant
			Very Dissatisfied	Generally Dissatisfied	Generally Satisfied	Very Satisfied	
<b>Quality of Academic Experiences</b>							
First year advising	327	3.00	8%	13%	46%	29%	3%
Major advising	326	3.44	2%	5%	38%	52%	3%
Faculty availability outside of class	326	3.66	1%	2%	28%	69%	0%
Student interaction with faculty	326	3.67	1%	2%	27%	70%	0%
Availability of courses	325	3.08	2%	16%	53%	28%	1%
Independent study	324	3.15	1%	10%	34%	23%	32%
Internships or study off-campus or abroad	325	3.34	2%	8%	32%	38%	21%
Tutorial Help or Other Academic Assistance	325	3.28	0%	6%	45%	28%	21%
<b>Quality of Campus Services and Facilities</b>							
Classroom/Lab Facilities	326	3.37	0%	4%	53%	40%	3%
Computer Facilities and Resources	326	3.36	0%	6%	50%	41%	3%
Computer Services and Support	326	3.31	1%	6%	53%	37%	3%
Library Facilities and Resources	326	3.36	1%	5%	50%	42%	2%
Library Services	324	3.34	1%	6%	49%	41%	3%
Career Services	326	3.17	3%	10%	47%	31%	10%
Counseling Services	326	3.16	3%	8%	35%	26%	28%
Financial Aid Office	326	3.20	2%	6%	48%	27%	17%
Financial Aid Package	326	3.15	3%	8%	47%	26%	17%
Food Services	326	2.90	5%	18%	55%	19%	3%
Student Health Services	326	3.11	4%	10%	52%	28%	6%
Student Financial--Business Office	325	3.06	3%	10%	55%	20%	13%
Recreation/Athletics Programs	326	3.28	1%	7%	42%	31%	19%
Recreation/Athletics Facilities	326	3.36	1%	6%	43%	39%	12%
Residential Life Housing Facilities	326	2.91	5%	19%	51%	21%	4%
Residential Life Housing Programs	323	2.91	8%	13%	50%	21%	8%
Registrar's Office	324	3.21	1%	9%	57%	31%	3%
Student Event Board Programs	324	3.06	5%	9%	49%	25%	12%
<b>Quality of Campus Life</b>							
Student voice in policies	326	2.99	4%	13%	50%	21%	12%
Student government	326	3.02	3%	12%	53%	21%	10%
Social Life on campus	326	3.18	3%	7%	56%	30%	4%
Cultural and fine arts programming	326	3.25	1%	6%	52%	30%	10%
Lectures and speakers	326	3.37	0%	4%	52%	40%	4%
Campus safety	326	3.29	1%	8%	50%	37%	2%
Ethnic/racial diversity	326	2.96	4%	16%	52%	21%	7%
Climate for minority students on campus	326	3.05	3%	11%	48%	22%	16%
Sense of community on campus	326	3.30	2%	7%	49%	40%	3%



## Undergraduate Satisfaction 2014

7. How satisfied are you with each of the following services or aspects of Washington College?

			(1)	(2)	(3)	(4)	
Campus Academics and Services	Count	Mean	Very Dissatisfied	Generally Dissatisfied	Generally Satisfied	Very Satisfied	Not Relevant
<b>Quality of Academic Experiences</b>			%	%	%	%	%
First year advising	306	2.85	11%	16%	50%	22%	2%
Major advising	312	3.41	2%	8%	37%	53%	0%
Faculty availability outside of class	313	3.58	0%	2%	36%	61%	0%
Student interaction with faculty	313	3.60	1%	3%	31%	66%	0%
Availability of courses	311	3.06	2%	17%	54%	27%	1%
Independent study	204	3.08	1%	11%	35%	18%	34%
Internships or study off-campus or abroad	251	3.29	2%	9%	32%	38%	19%
Tutorial Help or Other Academic Assistance	247	3.19	2%	8%	41%	28%	21%
<b>Quality of Campus Services and Facilities</b>							
Classroom/Lab Facilities	308	3.30	1%	5%	56%	36%	2%
Computer Facilities and Resources	305	3.26	1%	6%	58%	33%	3%
Computer Services and Support	301	3.24	1%	9%	54%	33%	4%
Library Facilities and Resources	309	3.26	2%	7%	56%	34%	1%
Library Services	308	3.17	2%	6%	56%	35%	1%
Career Services	271	3.17	3%	7%	48%	28%	14%
Counseling Services	231	3.19	2%	6%	41%	25%	26%
Financial Aid Office	267	3.09	3%	12%	46%	25%	15%
Financial Aid Package	274	3.05	4%	13%	44%	26%	13%
Food Services	309	2.80	6%	23%	55%	15%	1%
Student Health Services	307	2.93	5%	20%	51%	23%	2%
Student Financial--Business Office	274	3.05	2%	11%	55%	19%	13%
Recreation/Athletics Programs	263	3.16	1%	9%	48%	26%	16%
Recreation/Athletics Facilities	273	3.23	1%	6%	53%	28%	12%
Residential Life Housing Facilities	305	2.88	6%	19%	55%	19%	3%
Residential Life Housing Programs	299	2.88	7%	16%	55%	18%	5%
Registrar's Office	309	3.123	2%	8%	63%	25%	2%
Student Event Board Programs	291	3.03	3%	12%	59%	19%	7%
<b>Quality of Campus Life</b>							
Student voice in policies	292	2.86	7%	17%	52%	18%	7%
Student government	291	2.99	4%	14%	53%	21%	7%
Social Life on campus	306	3.07	4%	12%	54%	27%	3%
Cultural and fine arts programming	290	3.16	2%	10%	51%	29%	8%
Lectures and speakers	307	3.22	3%	6%	56%	33%	2%
Campus safety	311	3.14	5%	9%	52%	33%	1%
Ethnic/racial diversity	298	2.70	9%	26%	44%	16%	4%
Climate for minority students on campus	269	2.88	7%	16%	44%	19%	14%
Sense of community on campus	312	3.11	5%	11%	52%	32%	1%

## Trends in Average Satisfaction Scores

7. How satisfied are you with each of the following services or aspects of Washington College?

	2014			2015			2016		
	Count	Mean	Percentage Generally or Very Satisfied	Count	Mean	Percentage Generally or Very Satisfied	Count	Mean	Percentage Generally or Very Satisfied
<b>Campus Academics and Services</b>									
<b>Quality of Academic Experiences</b>									
First year advising	306	2.85	72%	327	3.00	75%	268	3.03	79%
Major advising	312	3.41	90%	326	3.44	90%	266	3.47	92%
Faculty availability outside of class	313	3.58	97%	326	3.66	97%	267	3.62	98%
Student interaction with faculty	313	3.60	96%	326	3.67	97%	266	3.66	98%
Availability of courses	311	3.06	81%	325	3.08	81%	265	3.08	81%
Independent study	204	3.08	54%	324	3.15	57%	262	3.07	53%
Internships or study off-campus or abroad	251	3.29	70%	325	3.34	70%	264	3.36	73%
Tutorial Help or Other Academic Assistance	247	3.19	69%	325	3.28	73%	268	3.30	76%
<b>Quality of Campus Services and Facilities</b>									
Classroom/Lab Facilities	308	3.30	92%	326	3.37	93%	267	3.35	94%
Computer Facilities and Resources	305	3.26	90%	326	3.36	91%	266	3.27	91%
Computer Services and Support	301	3.24	87%	326	3.31	90%	267	3.20	83%
Library Facilities and Resources	309	3.26	90%	326	3.36	92%	267	3.33	93%
Library Services	308	3.17	91%	324	3.34	90%	267	3.34	91%
Career Services	271	3.17	76%	326	3.17	78%	265	3.15	78%
Counseling Services	231	3.19	66%	326	3.16	61%	265	3.23	86%
Financial Aid Office	267	3.09	71%	326	3.20	75%	266	3.11	68%
Financial Aid Package	274	3.05	70%	326	3.15	73%	265	3.06	69%
Food Services	309	2.80	70%	326	2.90	74%	265	2.79	67%
Student Health Services	307	2.93	73%	326	3.11	80%	265	3.15	81%
Student Financial--Business Office	274	3.05	75%	325	3.06	75%	266	3.10	74%
Recreation/Athletics Programs	263	3.16	74%	326	3.28	73%	263	3.26	71%
Recreation/Athletics Facilities	273	3.23	81%	326	3.36	82%	265	3.31	83%
Residential Life Housing Facilities	305	2.88	73%	326	2.91	72%	266	2.87	73%
Residential Life Housing Programs	299	2.88	73%	323	2.91	71%	267	2.84	71%
Registrar's Office	309	3.12	88%	324	3.21	88%	263	3.23	86%
Student Event Board Programs	291	3.03	78%	324	3.06	74%	263	3.09	80%

## Trends in Average Satisfaction Scores, continued

7. How satisfied are you with each of the following services or aspects of Washington College?

Campus Academics and Services	2014			2015			2016		
	Count	Mean	Percentage Generally or Very Satisfied	Count	Mean	Percentage Generally or Very Satisfied	Count	Mean	Percentage Generally or Very Satisfied
<b>Quality of Campus Life</b>									
Student voice in policies	292	2.86	67%	326	2.99	71%	264	2.84	62%
Student government	291	2.99	75%	326	3.02	74%	263	2.75	59%
Social life on campus	306	3.07	86%	326	3.18	86%	265	3.11	83%
Cultural and fine arts programming	290	3.16	79%	326	3.25	82%	264	3.23	80%
Lectures and speakers	307	3.22	89%	326	3.37	92%	266	3.34	91%
Campus safety	311	3.14	83%	326	3.29	87%	265	3.37	94%
Ethnic/racial diversity	298	2.70	67%	326	2.96	73%	265	2.94	72%
Climate for minority students on campus	269	2.88	65%	326	3.05	70%	266	3.01	66%
Sense of community on campus	312	3.11	86%	326	3.30	89%	266	3.29	88%

## Overall Undergraduate Experience for Graduating Seniors

8. If you had the chance to relive your college experience, would you choose to attend Washington College again?

	2011		2012		2013		2014		2015		2016	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Definitely would	104	47%	135	49%	132	50%	141	45%	172	53%	114	43%
Probably would	72	32%	82	30%	77	29%	99	32%	93	29%	100	38%
Maybe	31	14%	44	16%	40	15%	42	13%	44	13%	36	14%
Probably not	11	5%	11	4%	13	5%	24	8%	11	3%	13	5%
Definitely not	5	2%	4	1%	2	1%	7	2%	6	2%	2	1%
	223	100%	276	100%	264	100%	313	100%	326	100%	265	100%
<b>Mean Score:</b>	<b>4.16</b>		<b>4.21</b>		<b>4.23</b>		<b>4.10</b>		<b>4.27</b>		<b>4.17</b>	

9. Overall, how satisfied have you been with your undergraduate education at Washington College?

	2011		2012		2013		2014		2015		2016	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Very Satisfied	133	60%	162	59%	156	59%	172	55%	202	63%	140	53%
Generally Satisfied	84	38%	108	39%	101	38%	128	41%	111	35%	98	37%
Neutral											23	9%
Generally Dissatisfied	3	1%	5	2%	7	3%	8	3%	6	2%	3	1%
Very Dissatisfied	1	0%	0	0%	0	0%	5	2%	2	1%	0	0%
	221	100%	275	100%	264	100%	313	100%	321	100%	264	100%
<b>Mean Score:</b>	<b>3.58</b>		<b>3.57</b>		<b>3.56</b>		<b>3.49</b>		<b>3.59</b>		<b>3.57</b>	