
NSSE 2023 Topical Module Report

Career & Workforce Preparation

Angelo State University

This module represents a collaboration between NSSE and Strada Education Network to assess how the college experience prepares students for their future. Questions address institutional contributions to students' career plans, influences on their goals, confidence in work-related skills, career exploration in the curriculum, and use of career resources and services.

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	5	3	65	3	3.0	2.7 ***	.27 △
		1	Very little	7	5	200	11			
		2	Some	37	23	601	28			
		3	Quite a bit	50	31	714	33			
		4	Very much	63	38	614	25			
			Total	162	100	2,194	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	0	0	43	2	3.2	2.8 ***	.43 ▲
		1	Very little	5	3	133	6			
		2	Some	28	18	579	28			
		3	Quite a bit	52	32	810	37			
		4	Very much	77	46	627	27			
			Total	162	100	2,192	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	9	5	68	3	3.0	2.7 ***	.27 △
		1	Very little	3	3	201	11			
		2	Some	35	22	573	28			
		3	Quite a bit	43	29	734	33			
		4	Very much	72	41	612	26			
			Total	162	100	2,188	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	2	2	43	2	3.0	2.7 ***	.37 ▲
		1	Very little	7	4	184	9			
		2	Some	34	21	646	31			
		3	Quite a bit	58	37	789	36			
		4	Very much	61	37	522	22			
			Total	162	100	2,184	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	5	3	134	6	2.7	2.4 **	.25 △
		1	Very little	15	10	238	13			
		2	Some	40	25	655	31			
		3	Quite a bit	51	32	684	30			
		4	Very much	51	29	476	20			
			Total	162	100	2,187	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	35	22	422	22	2.1	1.9	.13
		1	Very little	26	16	362	19			
		2	Some	32	20	522	24			
		3	Quite a bit	29	19	491	20			
		4	Very much	39	23	392	15			
			Total	161	100	2,189	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	7	4	104	5	2.6	2.6	.01
		1	Very little	20	14	242	12			
		2	Some	45	29	557	26			
		3	Quite a bit	40	25	684	32			
		4	Very much	47	28	573	24			
		—	Not applicable	2	1	32	2			
			Total	161	100	2,192	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
b. Interactions with a faculty member	CWPinterfac	0	Not at all	24	15	316	17	2.0	1.9	.09
		1	Very little	36	23	406	20			
		2	Some	40	23	633	29			
		3	Quite a bit	23	15	440	19			
		4	Very much	28	17	288	10			
		—	Not applicable	10	6	101	5			
Total				161	100	2,184	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	29	19	335	18	1.9	1.8	.04
		1	Very little	31	20	402	20			
		2	Some	39	22	616	28			
		3	Quite a bit	31	20	427	18			
		4	Very much	23	14	294	11			
		—	Not applicable	8	5	114	5			
Total				161	100	2,188	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	39	27	507	27	1.6	1.5	.06
		1	Very little	31	18	322	16			
		2	Some	30	18	483	20			
		3	Quite a bit	16	11	320	12			
		4	Very much	20	12	207	7			
		—	Not applicable	25	14	348	18			
Total				161	100	2,187	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	41	26	515	27	1.5	1.4	.05
		1	Very little	27	18	277	12			
		2	Some	19	12	399	16			
		3	Quite a bit	13	8	267	10			
		4	Very much	18	12	204	7			
		—	Not applicable	42	25	521	27			
Total				160	100	2,183	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	27	16	423	23	2.1	1.8 *	.21 △
		1	Very little	26	16	271	12			
		2	Some	28	18	433	18			
		3	Quite a bit	21	13	395	17			
		4	Very much	34	23	308	13			
		—	Not applicable	24	14	353	18			
Total				160	100	2,183	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	44	29	462	25	1.4	1.5	-.09
		1	Very little	26	16	339	17			
		2	Some	30	18	530	22			
		3	Quite a bit	12	7	311	12			
		4	Very much	16	10	215	7			
		—	Not applicable	33	20	323	17			
Total				161	100	2,180	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Expected job salary and availability	CWPjobsalary	0	Not at all	23	13	236	12	2.3	2.2	.07
		1	Very little	19	10	245	12			
		2	Some	40	26	598	27			
		3	Quite a bit	33	20	544	25			
		4	Very much	35	23	392	16			
		—	Not applicable	11	7	169	8			
Total				161	100	2,184	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	2	2	75	4	3.0	2.8	.16
		1	Very little	11	7	131	6			
		2	Some	32	20	519	23			
		3	Quite a bit	48	29	719	34			
		4	Very much	64	40	667	31			
		—	Not applicable	4	3	73	3			
Total				161	100	2,184	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	6	4	101	5	2.9	2.7 *	.19
		1	Very little	8	6	168	8			
		2	Some	35	23	557	26			
		3	Quite a bit	43	27	640	29			
		4	Very much	63	37	643	28			
		—	Not applicable	5	4	70	4			
Total				160	100	2,179	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	9	6	110	5	2.9	2.7 *	.17
		1	Very little	12	8	178	9			
		2	Some	32	22	558	26			
		3	Quite a bit	34	21	612	27			
		4	Very much	68	41	646	29			
		—	Not applicable	5	3	81	4			
Total				160	100	2,185	100			
3. How much confidence do you have in your ability to do the following?										
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	5	4	53	3	2.8	2.6 *	.20
		1	Very little	12	8	193	10			
		2	Some	41	25	717	34			
		3	Quite a bit	53	34	716	32			
		4	Very much	48	29	456	19			
		—	Not applicable	1	0	46	2			
Total				160	100	2,181	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	3	2	45	2	3.0	2.7 ***	.28
		1	Very little	10	6	149	7			
		2	Some	27	17	605	28			
		3	Quite a bit	60	38	781	36			
		4	Very much	60	36	555	24			
		—	Not applicable	1	0	44	2			
Total				161	100	2,179	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	20	14	198	10	2.1	2.1	.04
		1	Very little	28	17	370	19			
		2	Some	42	26	677	33			
		3	Quite a bit	29	18	495	21			
		4	Very much	32	19	346	12			
		—	Not applicable	10	5	90	5			
Total				161	100	2,176	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	6	4	101	5	2.7	2.5 *	.17
		1	Very little	15	9	226	11			
		2	Some	42	29	677	32			
		3	Quite a bit	54	33	655	30			
		4	Very much	42	25	442	18			
		—	Not applicable	1	0	71	3			
Total				160	100	2,172	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	9	6	103	5	2.7	2.5 *	.17
		1	Very little	13	6	224	11			
		2	Some	43	28	695	32			
		3	Quite a bit	49	32	641	29			
		4	Very much	43	25	443	19			
		—	Not applicable	3	2	67	3			
Total				160	100	2,173	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	4	3	39	2	3.1	3.0	.10
		1	Very little	5	3	105	5			
		2	Some	23	16	480	21			
		3	Quite a bit	58	37	700	33			
		4	Very much	68	41	808	38			
		—	Not applicable	2	1	42	2			
Total				160	100	2,174	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	3	2	78	4	2.9	2.7	.16
		1	Very little	12	8	166	8			
		2	Some	37	24	602	27			
		3	Quite a bit	51	31	696	32			
		4	Very much	53	32	570	26			
		—	Not applicable	4	3	61	3			
Total				160	100	2,173	100			
4. In your courses at this institution, about how often have you done the following?										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	9	6	196	10	2.9	2.7 **	.23
		2	Sometimes	43	29	646	32			
		3	Often	62	37	856	39			
		4	Very often	44	28	472	19			
		Total	158	100	2,170	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	27	17	394	21	2.6	2.4 *	.16
		2	Sometimes	46	32	646	32			
		3	Often	46	28	739	32			
		4	Very often	40	23	389	15			
		Total	159	100	2,168	100				

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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	33	23	388	21	2.6	2.4	.18
		2	Sometimes	38	24	688	34			
		3	Often	43	27	708	30			
		4	Very often	43	26	384	15			
		Total		157	100	2,168	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	61	37	779	40	2.2	2.1	.09
		2	Sometimes	40	27	560	26			
		3	Often	31	19	539	22			
		4	Very often	27	17	290	12			
		Total		159	100	2,168	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	18	13	264	14	2.7	2.5 *	.18
		2	Sometimes	46	29	734	37			
		3	Often	55	35	774	34			
		4	Very often	40	23	397	16			
		Total		159	100	2,169	100			
5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)? ^j										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	35	24	458	24	14%	11%	.12
			Do not plan to do	28	16	286	13			
			Plan to do	72	45	1,141	52			
			Done or in progress	24	14	276	11			
			Total	159	100	2,161	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	22	16	354	19	20%	19%	.03
			Do not plan to do	28	17	255	12			
			Plan to do	75	47	1,109	50			
			Done or in progress	34	20	438	19			
			Total	159	100	2,156	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	41	26	422	22	14%	13%	.05
			Do not plan to do	29	18	273	14			
			Plan to do	67	42	1,159	52			
			Done or in progress	21	14	302	13			
			Total	158	100	2,156	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	20	13	307	16	39%	24% ***	.33
			Do not plan to do	16	10	180	9			
			Plan to do	58	37	1,132	51			
			Done or in progress	65	39	540	24			
			Total	159	100	2,159	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	23	15	358	18	16%	9% **	.21
			Do not plan to do	17	10	159	7			
			Plan to do	94	59	1,409	65			
			Done or in progress	25	16	230	9			
			Total	159	100	2,156	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	42	28	508	26	24%	9% ***	.42
			Do not plan to do	19	11	232	11			
			Plan to do	62	37	1,177	53			
			Done or in progress	37	24	238	9			
			Total	160	100	2,155	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	Effect size ^d
				Count	%	Count	%	Mean	Mean	
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	16	11	294	14	37%	22% ***	.33
			Do not plan to do	14	10	146	7			
			Plan to do	68	42	1,230	56			
			Done or in progress	62	37	486	22			
			Total	160	100	2,156	100			
h. Get help with your résumé	CWPresume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	16	10	244	13	21%	18%	.08
			Do not plan to do	19	12	165	8			
			Plan to do	93	57	1,293	61			
			Done or in progress	32	21	454	18			
			Total	160	100	2,156	100			
i. Participate in a mock or practice interview	CWPmock <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	34	22	424	22	11%	14%	-.08
			Do not plan to do	21	13	256	13			
			Plan to do	86	54	1,118	51			
			Done or in progress	18	11	357	14			
			Total	159	100	2,155	100			
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	43	27	461	24	14%	14%	.01
			Do not plan to do	33	19	257	13			
			Plan to do	60	39	1,057	49			
			Done or in progress	24	14	384	14			
			Total	160	100	2,159	100			
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	39	25	441	23	6%	5%	.05
			Do not plan to do	18	10	139	6			
			Plan to do	95	60	1,437	66			
			Done or in progress	7	6	140	5			
			Total	159	100	2,157	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	42	27	518	26	7%	6%	.06
			Do not plan to do	24	14	173	9			
			Plan to do	83	51	1,287	59			
			Done or in progress	10	7	179	6			
			Total	159	100	2,157	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWPworkpay	0	Not at all	33	21	411	21	1.6	1.5	.13
		1	Very little	14	9	195	10			
		2	Some	21	15	286	13			
		3	Quite a bit	14	10	159	7			
		4	Very much	16	8	159	6			
		—	Not working for pay	60	38	928	43			
			Total	158	100	2,138	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 37 first-year student(s) and 47 senior(s). Responses are provided in your NSSE23 Student Comments Report and in a separate SPSS data file.

These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	6	2	139	3	3.0	2.9	.04
		1	Very little	19	8	330	7			
		2	Some	44	19	903	20			
		3	Quite a bit	70	31	1,364	32			
		4	Very much	88	40	1,642	37			
		Total		227	100	4,378	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	6	3	84	2	3.2	3.1 *	.14
		1	Very little	6	2	163	4			
		2	Some	28	13	850	19			
		3	Quite a bit	73	33	1,416	33			
		4	Very much	116	49	1,857	42			
		Total		229	100	4,370	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	10	5	220	5	3.0	2.8 **	.21
		1	Very little	14	6	403	9			
		2	Some	42	19	1,005	22			
		3	Quite a bit	53	23	1,234	29			
		4	Very much	109	48	1,509	35			
		Total		228	100	4,371	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	6	2	83	2	3.2	3.0 *	.17
		1	Very little	8	3	206	5			
		2	Some	30	14	902	20			
		3	Quite a bit	79	35	1,545	36			
		4	Very much	106	46	1,636	38			
		Total		229	100	4,372	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	10	4	371	9	3.0	2.6 ***	.36
		1	Very little	16	7	532	12			
		2	Some	40	17	1,060	24			
		3	Quite a bit	62	27	1,121	26			
		4	Very much	100	44	1,285	29			
		Total		228	100	4,369	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	34	15	1,079	26	2.5	2.0 ***	.33
		1	Very little	29	13	637	14			
		2	Some	37	16	879	19			
		3	Quite a bit	52	22	801	19			
		4	Very much	77	34	970	22			
		Total		229	100	4,366	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	20	9	398	9	2.6	2.4 *	.15
		1	Very little	28	13	605	13			
		2	Some	47	20	1,092	25			
		3	Quite a bit	52	21	1,073	25			
		4	Very much	77	34	1,065	24			
		—	Not applicable	3	2	139	3			
		Total		227	100	4,372	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
b. Interactions with a faculty member	CWPinterfac	0	Not at all	24	11	572	13	2.4	2.2 **	.22
		1	Very little	25	11	691	16			
		2	Some	56	25	1,192	27			
		3	Quite a bit	58	24	947	22			
		4	Very much	59	25	772	17			
		—	Not applicable	7	3	205	5			
Total				229	100	4,379	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	38	16	798	19	2.1	1.9 *	.18
		1	Very little	36	17	814	18			
		2	Some	46	21	1,046	24			
		3	Quite a bit	41	17	720	17			
		4	Very much	51	22	646	14			
		—	Not applicable	16	7	348	8			
Total				228	100	4,372	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	59	26	1,161	27	1.6	1.5	.12
		1	Very little	34	14	619	14			
		2	Some	45	19	674	15			
		3	Quite a bit	24	10	433	10			
		4	Very much	28	13	441	10			
		—	Not applicable	38	18	1,042	24			
Total				228	100	4,370	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	42	20	829	20	2.1	2.1	-.01
		1	Very little	27	12	422	9			
		2	Some	30	13	671	14			
		3	Quite a bit	37	16	639	14			
		4	Very much	47	21	864	20			
		—	Not applicable	44	20	933	22			
Total				227	100	4,358	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	22	10	484	11	2.7	2.6	.08
		1	Very little	23	10	396	9			
		2	Some	46	21	868	20			
		3	Quite a bit	44	18	943	22			
		4	Very much	83	37	1,276	30			
		—	Not applicable	11	5	401	9			
Total				229	100	4,368	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	61	26	1,043	25	1.5	1.6	-.04
		1	Very little	51	22	652	15			
		2	Some	34	16	869	19			
		3	Quite a bit	27	11	527	12			
		4	Very much	26	12	479	11			
		—	Not applicable	28	13	787	19			
Total				227	100	4,357	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Expected job salary and availability	CWPjobsalary	0	Not at all	24	9	448	10	2.6	2.4 *	.15
		1	Very little	21	9	510	12			
		2	Some	51	23	1,147	26			
		3	Quite a bit	65	28	1,047	24			
		4	Very much	59	27	949	22			
		—	Not applicable	8	4	261	6			
Total				228	100	4,362	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	6	2	164	4	3.2	3.0 ***	.23
		1	Very little	5	2	216	4			
		2	Some	35	16	872	19			
		3	Quite a bit	69	29	1,401	32			
		4	Very much	110	49	1,572	38			
		—	Not applicable	3	2	139	3			
Total				228	100	4,364	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	10	4	197	5	2.9	2.9	.06
		1	Very little	17	8	277	6			
		2	Some	39	18	942	22			
		3	Quite a bit	64	27	1,177	26			
		4	Very much	95	40	1,618	37			
		—	Not applicable	4	2	140	3			
Total				229	100	4,351	100			
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	9	4	207	5	3.0	2.9	.06
		1	Very little	19	10	295	7			
		2	Some	36	16	877	20			
		3	Quite a bit	62	26	1,179	26			
		4	Very much	97	42	1,663	38			
		—	Not applicable	4	2	150	4			
Total				227	100	4,371	100			
3. How much confidence do you have in your ability to do the following?										
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	9	4	171	4	2.9	2.7 *	.15
		1	Very little	9	4	379	9			
		2	Some	62	27	1,178	27			
		3	Quite a bit	65	29	1,308	30			
		4	Very much	79	34	1,210	28			
		—	Not applicable	4	2	96	3			
Total				228	100	4,342	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	3	1	71	2	3.3	3.1 **	.18
		1	Very little	4	2	171	4			
		2	Some	25	11	764	17			
		3	Quite a bit	81	36	1,423	33			
		4	Very much	113	49	1,859	43			
		—	Not applicable	2	1	53	1			
Total				228	100	4,341	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	18	7	450	11	2.5	2.2 **	.20
		1	Very little	24	11	675	16			
		2	Some	74	32	1,219	28			
		3	Quite a bit	46	20	881	20			
		4	Very much	62	27	956	21			
		—	Not applicable	5	2	159	4			
Total				229	100	4,340	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	7	3	152	3	3.0	2.8 *	.17
		1	Very little	14	6	318	7			
		2	Some	42	19	1,039	23			
		3	Quite a bit	71	31	1,393	32			
		4	Very much	90	39	1,348	31			
		—	Not applicable	4	2	89	2			
Total				228	100	4,339	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	9	3	147	3	2.9	2.8	.12
		1	Very little	14	6	324	8			
		2	Some	53	22	1,119	25			
		3	Quite a bit	66	29	1,378	32			
		4	Very much	85	38	1,267	30			
		—	Not applicable	2	1	101	3			
Total				229	100	4,336	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	4	2	74	2	3.4	3.2 *	.15
		1	Very little	6	2	163	4			
		2	Some	23	11	660	15			
		3	Quite a bit	65	27	1,322	30			
		4	Very much	128	57	2,062	48			
		—	Not applicable	2	1	64	2			
Total				228	100	4,345	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	6	3	123	3	3.2	3.0 **	.18
		1	Very little	6	3	236	5			
		2	Some	37	15	929	21			
		3	Quite a bit	76	33	1,372	31			
		4	Very much	101	45	1,594	38			
		—	Not applicable	2	1	90	2			
Total				228	100	4,344	100			
4. In your courses at this institution, about how often have you done the following?										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	6	3	210	5	3.2	3.1 **	.19
		2	Sometimes	39	17	858	20			
		3	Often	74	33	1,594	36			
		4	Very often	109	48	1,671	39			
		Total	228	100	4,333	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	24	10	614	15	2.9	2.7 ***	.23
		2	Sometimes	58	25	1,256	29			
		3	Often	69	29	1,303	29			
		4	Very often	78	35	1,160	26			
		Total	229	100	4,333	100				

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	15	7	479	12	3.0	2.8 **	.20
		2	Sometimes	56	25	1,226	29			
		3	Often	78	32	1,397	32			
		4	Very often	79	35	1,223	28			
		Total		228	100	4,325	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	53	23	1,160	28	2.7	2.5 **	.20
		2	Sometimes	48	21	1,061	24			
		3	Often	47	20	1,042	23			
		4	Very often	81	36	1,072	25			
		Total		229	100	4,335	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	14	7	402	10	3.0	2.8	.11
		2	Sometimes	62	27	1,108	25			
		3	Often	70	31	1,475	34			
		4	Very often	82	35	1,345	30			
		Total		228	100	4,330	100			
5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?^j										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	27	12	684	16	25%	22%	.08
			Do not plan to do	91	41	1,540	38			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	53	22	1,107	25			
			Done or in progress	58	25	981	22			
			Total	229	100	4,312	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	19	8	616	14	30%	27%	.06
			Do not plan to do	70	32	1,184	29			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	71	30	1,348	30			
			Done or in progress	67	30	1,164	27			
			Total	227	100	4,312	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	30	14	669	15	28%	24%	.10
			Do not plan to do	77	33	1,228	30			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	59	25	1,369	31			
			Done or in progress	63	28	1,043	24			
			Total	229	100	4,309	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	14	6	516	12	52%	40% ***	.24
			Do not plan to do	31	15	777	19			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	65	27	1,356	30			
			Done or in progress	117	52	1,664	40			
			Total	227	100	4,313	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	21	9	681	15	40%	28% ***	.24
			Do not plan to do	49	23	907	22			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	64	28	1,491	34			
			Done or in progress	95	40	1,236	28			
			Total	229	100	4,315	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	23	10	765	18	41%	26% ***	.32
			Do not plan to do	64	30	1,378	33			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	45	20	1,052	24			
			Done or in progress	94	41	1,115	26			
			Total	226	100	4,310	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Carnegie Class		ASU	Carnegie Class	Effect size ^d
				Count	%	Count	%	Mean	Mean	
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	25	12	553	13	41%	33% **	.17
			Do not plan to do	44	21	954	23			
			Plan to do	61	26	1,373	31			
			Done or in progress	98	41	1,426	33			
			Total	228	100	4,306	100			
h. Get help with your résumé	CWPresume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	9	4	396	9	46%	38% *	.16
			Do not plan to do	34	16	696	18			
			Plan to do	79	34	1,551	35			
			Done or in progress	106	46	1,679	38			
			Total	228	100	4,322	100			
i. Participate in a mock or practice interview	CWPmock <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	24	12	673	15	32%	24% **	.17
			Do not plan to do	57	25	1,168	29			
			Plan to do	76	32	1,386	32			
			Done or in progress	72	32	1,084	24			
			Total	229	100	4,311	100			
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	27	13	661	15	27%	24%	.06
			Do not plan to do	79	34	1,189	29			
			Plan to do	63	26	1,392	31			
			Done or in progress	58	27	1,066	24			
			Total	227	100	4,308	100			
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	33	15	798	18	18%	17%	.01
			Do not plan to do	103	44	1,352	33			
			Plan to do	55	23	1,397	32			
			Done or in progress	38	18	769	17			
			Total	229	100	4,316	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	24	11	749	17	25%	21%	.10
			Do not plan to do	57	25	817	20			
			Plan to do	93	40	1,799	41			
			Done or in progress	53	25	940	21			
			Total	227	100	4,305	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWPworkpay	0	Not at all	48	21	737	18	2.0	2.2	-.11
		1	Very little	24	10	430	10			
		2	Some	39	17	609	14			
		3	Quite a bit	29	13	538	13			
		4	Very much	45	21	1,036	25			
		—	Not working for pay	41	17	953	20			
			Total	226	100	4,303	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 37 first-year student(s) and 47 senior(s). Responses are provided in your NSSE23 Student Comments Report and in a separate SPSS data file.

These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		ASU	Carnegie Class	ASU	Carnegie Class	ASU	Carnegie Class			
		Comparisons with: Carnegie Class								
CWPidea	164	2.95	2.66	.082	.023	1.05	1.07	2,329	.001	.27
CWPrelevant	164	3.22	2.80	.067	.021	0.86	0.97	2,326	.000	.43
CWPquestions	164	2.96	2.67	.087	.023	1.11	1.08	2,324	.001	.27
CWPdescribe	164	3.03	2.66	.074	.021	0.94	0.98	190	.000	.37
CWPfeedback	164	2.72	2.45	.085	.024	1.09	1.13	2,324	.003	.25
CWPmentor	163	2.05	1.88	.115	.029	1.47	1.36	2,320	.123	.13
CWPfamily	160	2.59	2.58	.091	.024	1.15	1.13	2,290	.903	.01
CWPinterfac	152	1.96	1.86	.109	.027	1.34	1.24	2,195	.309	.09
CWPinteradvis	154	1.90	1.85	.108	.028	1.34	1.27	2,195	.657	.04
CWPoccurr	139	1.56	1.48	.119	.031	1.40	1.31	1,906	.501	.06
CWPintern	121	1.49	1.42	.132	.035	1.45	1.37	1,688	.618	.05
CWPwork	139	2.11	1.81	.124	.034	1.46	1.42	1,909	.015	.21
CWPfairs	129	1.41	1.52	.121	.031	1.38	1.29	1,908	.337	-.09
CWPjobsalary	150	2.32	2.23	.110	.028	1.35	1.26	2,138	.408	.07
CWPability	157	3.01	2.84	.082	.023	1.02	1.06	2,244	.051	.16
CWPimpact	154	2.90	2.68	.089	.025	1.11	1.14	2,225	.023	.19
CWP society	156	2.86	2.67	.097	.026	1.22	1.17	2,223	.045	.17
CWPobstacle	160	2.77	2.56	.084	.022	1.07	1.00	2,260	.015	.20
CWP habits	161	3.01	2.73	.078	.021	0.98	0.99	2,264	.001	.28
CWPnetwork	154	2.11	2.06	.107	.026	1.33	1.17	171	.693	.04
CWPcommunicate	160	2.65	2.46	.085	.024	1.07	1.09	2,226	.033	.17
CWPtech	158	2.66	2.48	.089	.024	1.11	1.09	2,229	.036	.17
CWPdiverse	160	3.11	3.01	.077	.022	0.97	0.99	2,260	.232	.10
CWPethics	157	2.87	2.70	.083	.023	1.04	1.07	2,233	.054	.16
CWPanalyze	158	2.87	2.67	.071	.019	0.89	0.90	2,296	.006	.23
CWPresearch	160	2.57	2.41	.082	.021	1.03	0.98	2,294	.047	.16
CWPpractice	157	2.56	2.39	.089	.021	1.11	0.97	174	.056	.18
CWPobserve	160	2.15	2.06	.087	.022	1.10	1.04	2,294	.248	.09
CWPconnect	160	2.69	2.52	.077	.020	0.97	0.92	2,298	.026	.18

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		ASU	Carnegie Class	ASU	Carnegie Class	ASU	Carnegie Class			
CWPcourse ^k	158	14%	11%	.028	.007	--	--	--	.131	.12
CWPprofile ^k	2140	20%	19%	.032	.008	--	--	--	.728	.03
CWPtalk ^k	2160	14%	13%	.028	.007	--	--	--	.552	.05
CWPfaculty ^k	2140	39%	24%	.039	.009	--	--	--	.000	.33
CWPinterview ^k	139	16%	9%	.029	.006	--	--	--	.004	.21
CWPmajor ^k	1769	24%	9%	.034	.006	--	--	--	.000	.42
CWPmeetstaff ^k	160	37%	22%	.038	.009	--	--	--	.000	.33
CWPresume ^k	164	21%	18%	.032	.008	--	--	--	.309	.08
CWPmock ^k	2068	11%	14%	.025	.007	--	--	--	.368	-.08
CWPcareerfair ^k	2088	14%	14%	.028	.008	--	--	--	.945	.01
CWPpaid ^k	160	6%	5%	.019	.005	--	--	--	.550	.05
CWPalumni ^k	157	7%	6%	.021	.005	--	--	--	.437	.06
CWPworkpay	99	1.63	1.45	.144	.040	1.43	1.37	1,303	.217	.13

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Comparisons with:								
		ASU	Carnegie Class	ASU	Carnegie Class	ASU	Carnegie Class			
CWPidea	227	2.97	2.93	.071	.015	1.06	1.07	5,038	.556	.04
CWPrelevant	229	3.23	3.10	.064	.014	0.96	0.97	5,036	.039	.14
CWPquestions	228	3.03	2.78	.076	.017	1.15	1.16	5,032	.002	.21
CWPdescribe	229	3.19	3.03	.062	.014	0.94	0.97	5,034	.011	.17
CWPfeedback	228	3.01	2.55	.074	.018	1.12	1.27	255	.000	.36
CWPmentor	229	2.47	1.98	.096	.022	1.45	1.50	5,031	.000	.33
CWPfamily	224	2.60	2.42	.089	.019	1.33	1.26	4,872	.033	.15
CWPinterfac	221	2.43	2.16	.087	.019	1.29	1.29	4,802	.002	.22
CWPinteradvis	212	2.13	1.89	.097	.020	1.41	1.35	4,615	.011	.18
CWPcocurr	188	1.64	1.47	.105	.023	1.43	1.41	3,829	.105	.12
CWPintern	182	2.07	2.09	.113	.025	1.53	1.53	3,915	.903	-.01
CWPwork	218	2.66	2.56	.091	.020	1.35	1.35	4,599	.268	.08
CWPfairs	198	1.54	1.60	.099	.022	1.39	1.39	4,100	.542	-.04
CWPjobsalary	220	2.58	2.39	.085	.019	1.25	1.27	4,722	.031	.15
CWPability	225	3.22	2.98	.064	.016	0.96	1.06	4,877	.001	.23
CWPimpact	225	2.93	2.87	.077	.017	1.15	1.15	4,854	.398	.06
CWPscociety	222	2.95	2.88	.077	.017	1.15	1.17	4,854	.349	.06
CWPobstacle	223	2.87	2.71	.071	.016	1.06	1.10	4,872	.025	.15
CWP habits	226	3.31	3.14	.056	.014	0.84	0.96	4,934	.007	.18
CWPnetwork	224	2.50	2.25	.082	.019	1.22	1.29	4,811	.004	.20
CWPcommunicate	224	3.00	2.82	.071	.016	1.05	1.07	4,888	.015	.17
CWPtech	227	2.93	2.79	.072	.016	1.08	1.07	4,866	.068	.12
CWPdiverse	226	3.36	3.22	.060	.014	0.90	0.94	4,917	.032	.15
CWPethics	226	3.16	2.97	.065	.015	0.98	1.04	4,892	.010	.18
CWPanalyze	228	3.25	3.08	.055	.013	0.84	0.89	4,987	.006	.19
CWPresearch	229	2.90	2.66	.066	.015	1.00	1.03	4,987	.001	.23
CWPpractice	228	2.96	2.76	.063	.014	0.95	0.99	251	.002	.20
CWPobserve	229	2.68	2.45	.078	.017	1.18	1.14	4,991	.003	.20
CWPconnect	228	2.95	2.84	.062	.014	0.94	0.97	4,987	.101	.11

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		ASU	Carnegie Class	ASU	Carnegie Class	ASU	Carnegie Class			
CWPcourse ^k	228	25%	22%	.029	.006	--	--	--	.241	.08
CWPprofile ^k	4760	30%	27%	.030	.006	--	--	--	.337	.06
CWPtalk ^k	4807	28%	24%	.030	.006	--	--	--	.135	.10
CWPfaculty ^k	4761	52%	40%	.033	.007	--	--	--	.000	.24
CWPinterview ^k	188	40%	28%	.032	.007	--	--	--	.000	.24
CWPmajor ^k	3643	41%	26%	.033	.006	--	--	--	.000	.32
CWPmeetstaff ^k	224	41%	33%	.033	.007	--	--	--	.008	.17
CWPresume ^k	229	46%	38%	.033	.007	--	--	--	.017	.16
CWPmock ^k	4666	32%	24%	.031	.006	--	--	--	.010	.17
CWPcareerfair ^k	4654	27%	24%	.029	.006	--	--	--	.338	.06
CWPpaid ^k	228	18%	17%	.025	.005	--	--	--	.882	.01
CWPalumni ^k	225	25%	21%	.029	.006	--	--	--	.149	.10
CWPworkpay	188	2.04	2.20	.111	.025	1.53	1.55	3,947	.151	-.11

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t-tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t-tests uses Cohen's d; z-tests use Cohen's h.
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t-tests. Values differ from Ns due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t-tests or z-tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z-test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context. You may not see all of these symbols in your report.