ATTITUDES, PREFERENCES, AND OUTCOMES OF BACHELOR’S DEGREE STUDENTS AT FOUR-YEAR SCHOOLS

THE 2022 STUDENT SURVEY REPORT

EXECUTIVE SUMMARY
EXECUTIVE SUMMARY

USE OF THE CAREER CENTER

- Overall, 58% of all responding students reported having visited the career center at some point during their time in college. More than one-quarter reported visiting the career center for the first time during their first year of college. Both figures are comparable to the results reported in NACE’s 2021 survey.

CAREER READINESS

- In regard to career readiness, graduating seniors reported that communication, critical thinking, and teamwork are the three most important competencies for success in their future career—which aligns with the competencies employers rank at the top.

- However, there is a disconnect between how graduating seniors perceive their proficiency and what employers think: Students gave themselves highest marks in teamwork, professionalism, and critical thinking and lowest marks in career and self-development, technology, and leadership. Conversely, employers cited technology as students’ strong point, followed by equity and inclusion.

Note: For employer ratings, see Job Outlook: 2022.

EXPERIENTIAL LEARNING

- More than three-quarters of graduating seniors reported participating in some form of experiential learning in their college career, and 60% reported being paid for their experiential learning.

- Although 78.6% of graduating seniors were very or extremely satisfied with their internship experience, only 58% believed they were paid fairly.

THE JOB SEARCH

- One-third of graduating seniors participated in virtual recruiting activities this year, and close to 60% felt comfortable in a virtual recruiting environment. However, they also made it clear that they value the in-person recruiting and prefer it assuming conditions permit.

- The survey results illuminate the war for college-educated talent: Class of 2022 graduating seniors reported receiving an average of 1.14 offers before graduation—higher than both the Class of 2021 (average of 0.83 offers before graduation) and Class of 2020 (average of 0.93 offers prior to graduation).

EMPLOYMENT PREFERENCES AND ATTITUDES

- The Class of 2022 prefers levels of flexibility in regard to work modality: More than 47% of graduating seniors expressed a preference to work in a hybrid modality—mixing an in-person work setting with a virtual one.

- Graduating seniors prioritized job security and the ability to develop and use specific skills over a high starting salary, but, assuming job offers are otherwise equivalent, salary tops the list of deciding factors.

GET THE FULL REPORT + INTERACTIVE DASHBOARD

Dive into student attitudes, behaviors, and preferences with the 2022 Student Survey Report. Based on responses from nearly 16,000 bachelor’s degree students, including more than 2,000 graduating seniors, the report examines student use of specific services; their attitudes about jobs, employers, and internships; and key benchmarks, including average number of job offers and starting salaries. The report also digs into student attitudes about in-person and virtual recruiting as well as preferences for work modality.

Examine outcomes, preferences, and attitudes by gender, race/ethnicity, and academic discipline with the 2022 Student Survey Interactive Dashboard.

LEARN MORE
APPENDIX

METHODOLOGY
Data for the 2022 Student Survey Report were collected from February 22, 2022, to May 15, 2022. It is important to note that responses reflect outcomes and attitudes before graduation and do not capture post-graduation results. (For information about what happened to a class from graduation through their first six months following graduation, refer to NACE’s annual First-Destination Survey reports.)

The survey instrument was distributed to 1,522 NACE-member four-year colleges and universities; in turn, the member institutions distributed the survey to their students.

In all, 15,860 students responded from 262 four-year colleges and universities. Of those, 2,140 were Class of 2022 graduating seniors. (See Figure 1.)

Statistics throughout the report are based on the number of respondents to each question.

**FIGURE 1: DEMOGRAPHICS OF SURVEY SAMPLE**

<table>
<thead>
<tr>
<th>GENDER</th>
<th>PERCENT OF SAMPLE</th>
<th>TOTAL RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>66.0%</td>
<td>9,805</td>
</tr>
<tr>
<td>Male</td>
<td>28.8%</td>
<td>9,769</td>
</tr>
<tr>
<td>Nonbinary</td>
<td>2.6%</td>
<td>53.2%</td>
</tr>
<tr>
<td>Prefer not to respond</td>
<td>2.5%</td>
<td>14.6%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>53.2%</td>
<td>9,398</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>14.6%</td>
<td>9,158</td>
</tr>
<tr>
<td>Asian</td>
<td>12.7%</td>
<td>9,118</td>
</tr>
<tr>
<td>Black</td>
<td>8.0%</td>
<td>9,432</td>
</tr>
<tr>
<td>Int’l Students</td>
<td>5.7%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Multi-racial</td>
<td></td>
<td>0.5%</td>
</tr>
<tr>
<td>Native American</td>
<td></td>
<td>0.3%</td>
</tr>
<tr>
<td>Prefer not to respond</td>
<td></td>
<td>5.0%</td>
</tr>
</tbody>
</table>

**ADDITIONAL DEMOGRAPHICS**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percent of Sample</th>
<th>Total Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-generation student</td>
<td>28.9%</td>
<td>9,398</td>
</tr>
<tr>
<td>Student with disability</td>
<td>12.3%</td>
<td>9,158</td>
</tr>
<tr>
<td>Student identifies as LGBTQ+</td>
<td>18.8%</td>
<td>9,118</td>
</tr>
<tr>
<td>Veteran</td>
<td>2.7%</td>
<td>9,432</td>
</tr>
<tr>
<td>English is not primary language in the home</td>
<td>23.0%</td>
<td>9,433</td>
</tr>
<tr>
<td>Student caregiver</td>
<td>11.1%</td>
<td>9,532</td>
</tr>
</tbody>
</table>

**MEDIAN AGE**
N = 7,971

21 YEARS OF AGE
APPENDIX

PARTICIPATING INSTITUTIONS

Abraham Baldwin Agricultural College
Air Force Institute of Technology-Graduate School of Engineering & Management
Albizu University-Miami
Albizu University-San Juan
Alcorn State University
Alfred University
American Public University System
Anderson University (Indiana)
Angelo State University
Aquinas College
Arkansas State University
Assumption University
Augusta University
Bakersfield College
Ball State University
Bemidji State University
Benedict College
Bentley University
Berkeley School of Theology
Bluffton University
Bowling Green State University-Main Campus
Brandeis University
Brigham Young University-Provo
Brown University
Cabarrus College of Health Sciences
Cabrini University
Cairn University-Langhorne
Caldwell University
California College of the Arts
California College San Diego (San Marcos)
California Institute of the Arts
California State University Maritime Academy
California State University-East Bay
California State University-Fresno
California State University-Fullerton
California State University-Northridge
California State University-Sacramento
California State University-San Marcos
California State University-Stanislaus
California University of Pennsylvania
Capella University
Capital University
Cazenovia College
Cedarville University
Central Penn College
Citadel Military College of South Carolina
Clarion University of Pennsylvania
Clayton State University
Colby-Sawyer College
College of Coastal Georgia
College of Southern Nevada
Colorado Mesa University
Colorado School of Mines
Colorado State University-Fort Collins
Columbia College (South Carolina)
Concord University
Concordia College at Moorhead
Converse College
Cornell University
Daemen College
Davis College
DeVry College of New York
DeVry University-Arizona
DeVry University-California
DeVry University-Colorado
DeVry University-Florida
DeVry University-Georgia
DeVry University-Illinois
DeVry University-Missouri
DeVry University-New Jersey
DeVry University-Tennessee
DeVry University-Texas
Drexel University
Duquesne University
Eagle Gate College-Layton
Eagle Gate College-Murray
Earlham College
APPENDIX

PARTICIPATING SCHOOLS continued

Eastern Michigan University
Eden Theological Seminary
Edinboro University of Pennsylvania
Emory University
Emporia State University
Ferris State University
Florida Agricultural and Mechanical University
Fordham University
Franklin College
Franklin W Olin College of Engineering
Fresno Pacific University
Front Range Community College
Frostburg State University
George Mason University
George Washington University
Grand Canyon University
Grove City College
Hanover College
Indiana University-Bloomington
Institute of Taoist Education and Acupuncture
Jackson State University
Jacksonville State University
Jacksonville University
Johns Hopkins University
Kansas State University
Lander University
Liberty University
Lincoln Memorial University
Lipscomb University
Medical University of South Carolina
Metropolitan State University of Denver
MGH Institute of Health Professions
Miami University-Oxford
Mississippi State University
Mississippi University for Women
Missouri State University-Springfield
Montana Technological University
Morehead State University
Mount Holyoke College
Naropa University
Neumont College of Computer Science
New York University
Newberry College
Niagara University
North Carolina Central University
North Central University
Ohio State University-Main Campus
Ohio State University-Newark Campus
Ohio University-Chillicothe Campus
Ottawa University-Kansas City
Ottawa University-Ottawa
Pacific States University
Pennsylvania State University-Main Campus
Pittsburg State University
Purdue University Global
Purdue University Northwest
Purdue University-Main Campus
Queens University of Charlotte
Radford University
Regis University
Rhode Island College
Rutgers University-New Brunswick
Rutgers University-Newark
Sacred Heart University
Saint John Fisher College
Saint Leo University
Saint Louis University
Saint Martin’s University
School of the Art Institute of Chicago
Seattle Central College
Seattle University
Shaw University
Sierra Nevada University
Sinclair Community College
Sonoma State University
South Dakota School of Mines and Technology
Southern Illinois University-Edwardsville
St Petersburg College
PARTICIPATING SCHOOLS continued

St. Mary's College of Maryland
Stratford University
Strayer University-District of Columbia
SUNY at Fredonia
SUNY College at Geneseo
Teachers College at Columbia University
Temple University
Texas A & M University-College Station
Texas A & M University-Kingsville
Texas A&M University-Central Texas
Texas A&M University-San Antonio
Texas Southern University
Texas State University
Texas Woman’s University
The Chicago School of Professional Psychology at
Xavier University of Louisiana
The University of Alabama
The University of America
The University of Montana-Western
The University of Tampa
The University of Tennessee-Knoxville
The University of Texas at Dallas
The University of Texas Rio Grande Valley
The University of the Arts
The University of West Florida
Tougaloo College
Trevecca Nazarene University
Trinity College
Trinity College of Nursing & Health Sciences
Trinity University
Trinity Washington University
Truckee Meadows Community College
Union College (New York)
Union Theological Seminary in the City of New York
United Tribes Technical College
University of Arkansas for Medical Sciences
University of California-Berkeley
University of California-Davis
University of California-Hastings College of Law
University of California-Irvine
University of California-Los Angeles
University of California-Merced
University of California-Riverside
University of California-San Diego
University of California-Santa Barbara
University of Colorado Boulder
University of Colorado Springs
University of Colorado Denver/Anschutz Medical Campus
University of Connecticut
University of Connecticut-Stamford
University of Dayton
University of Detroit Mercy
University of Florida
University of Houston-Downtown
University of Illinois Springfield
University of Illinois Urbana-Champaign
University of Iowa
University of Louisville
University of Mary Washington
University of Maryland-College Park
University of Nevada-Las Vegas
University of Nevada-Reno
University of New Haven
University of North Carolina at Asheville
University of North Carolina at Charlotte
University of North Carolina at Greensboro
University of North Dakota
University of Northern Colorado
University of Phoenix-Arizona
University of Portland
University of Saint Francis-Fort Wayne
University of South Carolina Aiken
University of South Carolina Beaufort
University of South Carolina-Columbia
University of South Carolina-Upstate
University of South Florida
University of South Florida-Sarasota-Manatee
APPENDIX

PARTICIPATING SCHOOLS continued
University of South Florida-St Petersburg
University of Southern California
University of Southern Mississippi
University of St. Thomas (Texas)
University of Vermont
University of Washington-Bothell Campus
University of Washington-Seattle Campus
University of Washington-Tacoma Campus
University of West Georgia
University of Wisconsin-Green Bay
University of Wisconsin-Madison
University of Wisconsin-Oshkosh
University of Wisconsin-Platteville
Utah State University
Vanderbilt University
VanderCook College of Music
Vanguard University of Southern California
Wake Forest University
Walden University
Washington State University
Webster University
West Virginia State University
West Virginia University
Western Colorado University
Western Governors University
Western Michigan University
William & Mary
William Paterson University of New Jersey
Winthrop University
Worcester Polytechnic Institute
Yale University
Young Harris College