

SEACnet Student Benchmarking Project

Project Development

- Group of SEACnet Directors met in January, 2007 to discuss benchmarking student data
- The following topics were identified as a priority for the benchmarking questions:
 - Student plans for after graduation
 - Student usage of Career Services resources
 - Learning outcomes of interacting with Career Services
 - Influences on career search and job obtainment
 - Ethical issues
- Pilot study planned for spring, 2007

Pilot Study Details

- Three institutions (UTK, UGA, Clemson) participated in the pilot study during late spring 2007
- Over 350 students responded to the pilot study
- Institutions could add customized questions



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Plans for after graduation

- 74% of respondents intend to or have already gained paid employment.
- 23% of respondents plan to attend graduate school, while 4% are unsure or have other plans.
- Of those who had already secured employment, 43% began their job search 7-12 months before graduation.
- Of those who did not already have a job, the large majority (86%) agreed or strongly agreed that they felt confident in their ability to land a job in their chosen field.

Important Factors When Seeking Employment

(4-point scale - very important to not at all important)

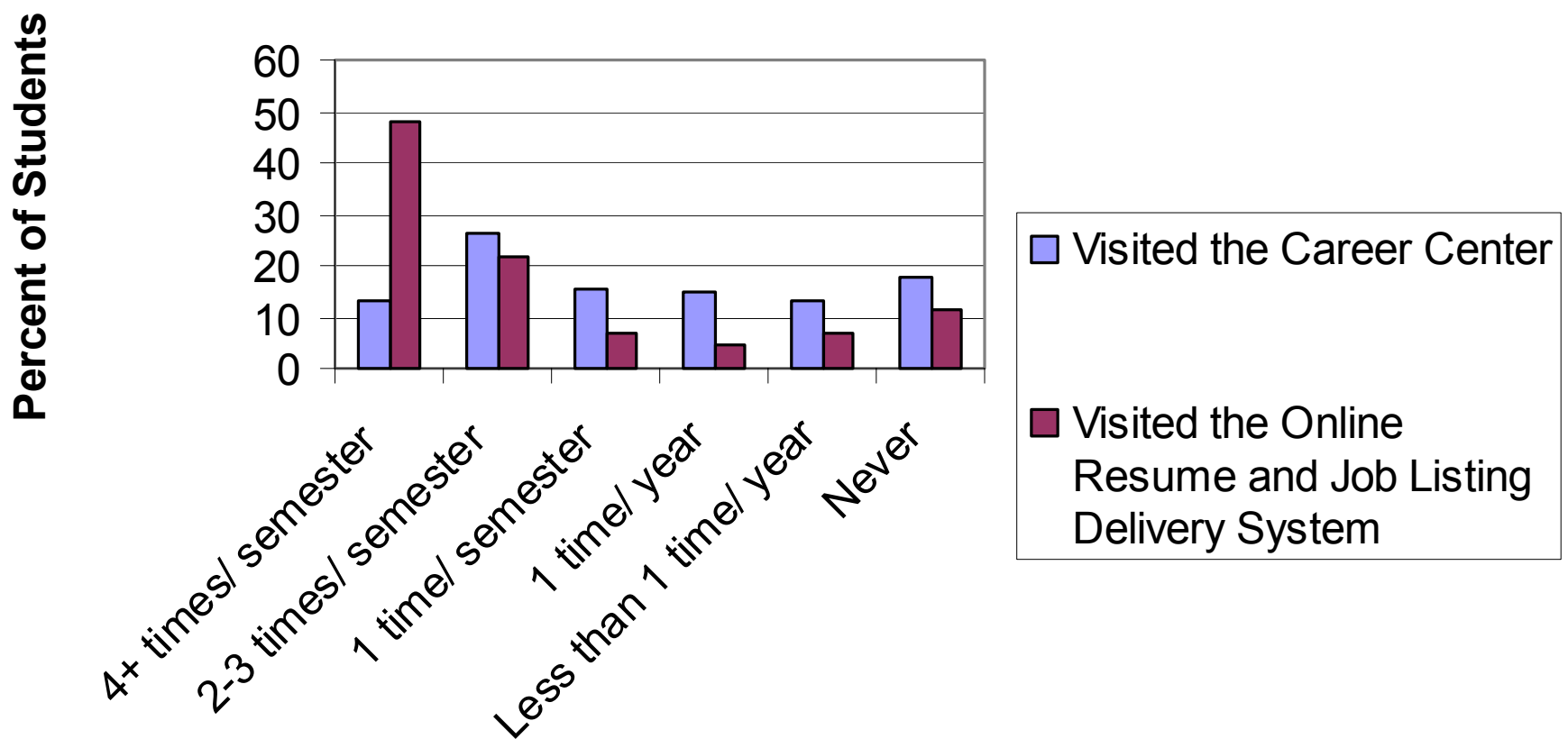
- Most important factors to respondents when seeking employment: future career opportunities, benefits, corporate culture/values, job responsibilities, salary.
- Less important factors to respondents when seeking employment: dress code, location close to friends, location close to family.

Securing Employment

- Students expect parents and family members (18.5%), professional connections (obtained through internships) (17%), and Career Center staff (14.5%) to be most influential in helping them **secure** employment.

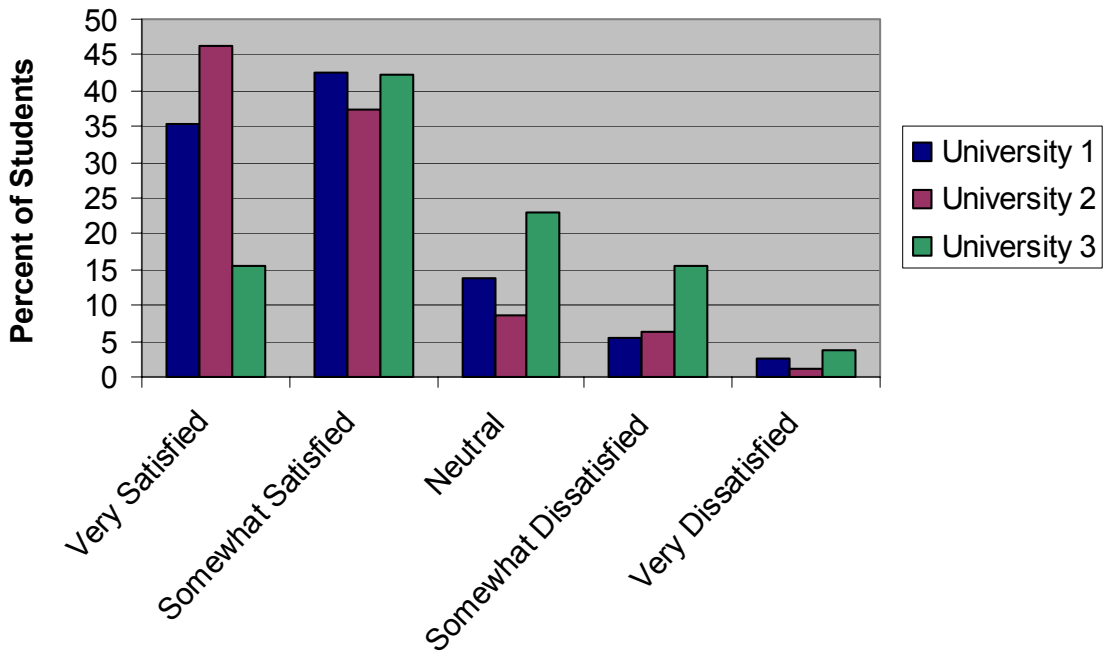
How often do students visit the Career Center?

Career Center Office Use v. Online Use



Satisfaction with Online System

Figure 4. How satisfied are you with the Career Center online resume and job listing delivery system?



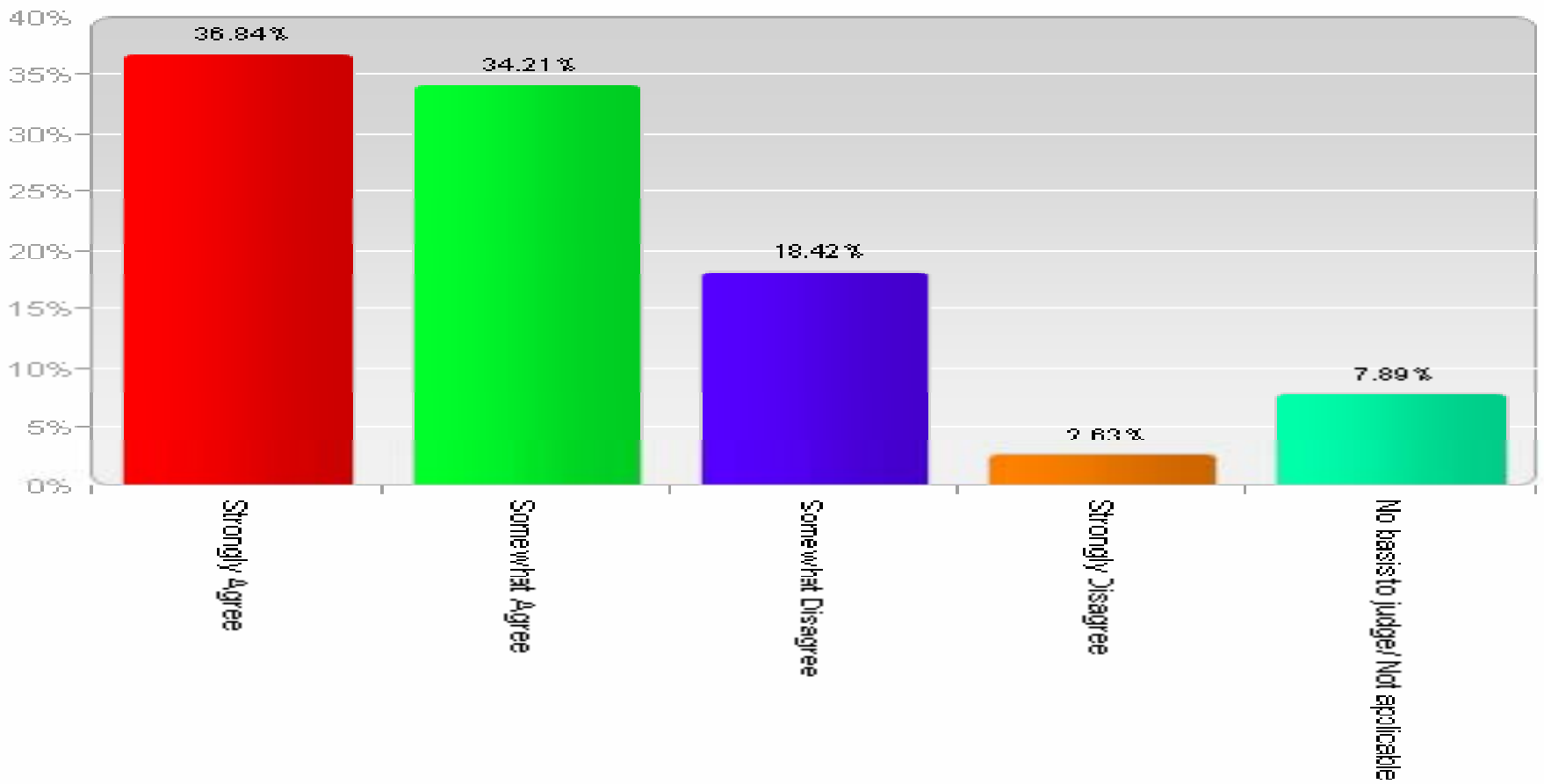
As a result of interacting with Career Services:

- **87%** of respondents strongly or somewhat agreed that they feel more confident about securing a position upon graduation.
- **90%** of respondents strongly or somewhat agreed that they are aware of careers related to their majors or areas of interest.
- **93%** of respondents strongly or somewhat agreed that they feel confident in their ability to create a resume that showcases their skills and talents.
- **85%** of respondents strongly or somewhat agreed that they feel prepared to interview for jobs.
- **83%** of respondents strongly or somewhat agreed that they have a strategy in place for landing a job upon graduation.

UT “Strategy” Graph

UT = 71%

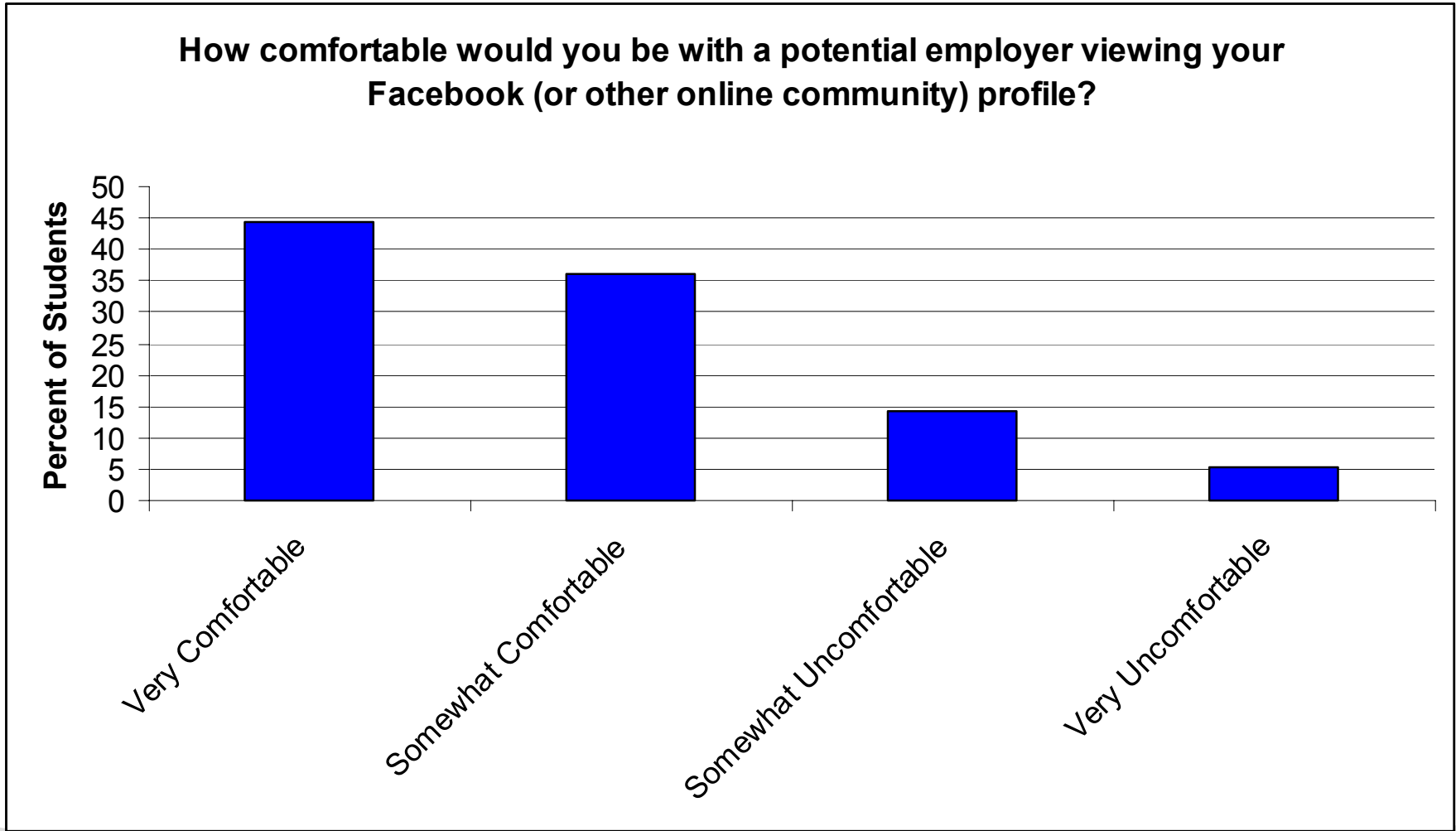
Q34. As a result of interacting with Career Services, have you experienced any of the following outcomes? - I have a strategy in place for landing a job upon graduation.



Current Behaviors

- Although the overwhelming majority of students (80%) strongly agree with the statement, “I am aware of how my current actions and behaviors might impact my future career opportunities,” far fewer students (44%) are “very comfortable” with a future employer viewing their Facebook profile. This suggests a disconnect between student knowledge and actual behavior across all of the institutions.

Comfort with employers viewing Facebook



Interesting Comments

I do not feel that someone's personal credit has any effect on a persons ability to do a job.

I think that career services is the best program or department at UT. As students we are here to gain knowledge that we will apply to the real world. Career services is important in the "next step" process which is why we are here. I feel that career services should be advertised more to high school students because we do have one of the best career services in the country.

I don't think that employers should be able to run a background check for things such as pirating music, movies, and videos. That will not have anything to do with you being able to perform a job well. Also, Facebook has nothing to do with the way you will perform a job. It is your outside life which I believe everyone is entitled to.

Interesting Comments

- I don't understand why a company would need to run a credit or background check (other than for drugs and history with the law) in order to get a job. I have nothing to hide, it is just kind of backward.
- **I would feel uncomfortable with a background check for pirating music just because I don't understand why. I don't have facebook or myspace and I don't think my name will yield anything on google. I don't have any credit because I don't pay my own bills. I would feel a little uncomfortable with a drug test because my personal activities outside of work don't affect my performance at work, but I know that most insurance companies require them.**

Ethical Considerations

Approximately six months before graduation, you accept a position. Approximately one month before graduation, you are offered another position that appears to be better for you professionally and personally.

- What do you do?
- Who would you talk to in order to make your decision?
- What might be some of the factors that you consider when making your decision?

Some Interesting Comments

- Talk to the company you already accepted with, and see if there was a possibility that you could retract on your offer without causing a major dilemma
- Inform the second company of the situation, tell them you will contact the first company and inform them of a status change and accept the second position.
- You choose the position that is best for you
- Inform the first company that I will have to regretfully decline the position
- stick with the position I already accepted, unless it would be stupid not to take the other offer.

Some Interesting Comments

21/20/7 (Take the first; take the second; don't know.)

- I stop interviewing once I've accepted the position and inform all the interested parties about my decision, therefore, this scenario is not likely to occur. If something like this happens - I will still stick with my original decision.
- Decline the second position because I have already accepted the first. However, I do add them to my networking log and keep in touch.
- People can count on my words. Once I accept , I will take it.
- I would speak with the first position and explain to them the situation. I would tell them that I am committed to them, but ask their opinion on me taking the other job.

Next Steps

- Continuation of benchmarking project in fall 2007
- Review of instrument to possibly shorten it and focus on only a few targeted topics
- Involvement of a larger group of peer campuses
- Keep a level of flexibility, so that institutions can opt out of questions and add institution-specific questions