

# Augustana Senior Survey Trends: 2012-2017

Not all questions were asked in all years

## Pre-College Traits

|                                       |             |              |                 |
|---------------------------------------|-------------|--------------|-----------------|
| Gender                                | 2012        | 58.6% Female | 41.4% Male      |
|                                       | 2013        | 60.0% Female | 40.0% Male      |
|                                       | 2014        | 60.1% Female | 39.9% Male      |
|                                       | 2015        | 60.6% Female | 39.4% Male      |
|                                       | 2016        | 60.7% Female | 39.3% Male      |
|                                       | 2017        | 57.8% Female | 42.2% Male      |
|                                       | Race        | 2012         | 74.0% White     |
| 2013                                  |             | 83.6% White  | 16.4% Oth./Unk. |
| 2014                                  |             | 83.3% White  | 16.7% Oth./Unk. |
| 2015                                  |             | 78.7% White  | 21.3% Oth./Unk. |
| 2016                                  |             | 78.7% White  | 21.3% Oth./Unk. |
| 2017                                  |             | 74.9% White  | 25.1% Oth./Unk. |
| Award Category (Socioeconomic status) |             | 2012         | 13.2% Pell      |
|                                       | 2013        | 15.2% Pell   | 41.6% DNQ*      |
|                                       | 2014        | 24.3% Pell   | 37.1% DNQ*      |
|                                       | 2015        | 24.6% Pell   | 31.6% DNQ*      |
|                                       | 2016        | 24.3% Pell   | 36.8% DNQ*      |
|                                       | 2017        | 27.1% Pell   | 29.4% DNQ*      |
|                                       | Average ACT | 2012         | 25.1            |
| 2013                                  |             | 25.5         |                 |
| 2014                                  |             | 25           |                 |
| 2015                                  |             | 25.5         |                 |
| 2016                                  |             | 25.6         |                 |
| 2017                                  |             | 25.1         |                 |

\*Did not qualify for any federal financial aid

## Campus Participation

These questions were answered with No = 0 and Yes = 1, so the mean gives the proportion participating.

(i.e. Mean of 0.45 says that 45% of students participated)

|   |      | Number | Mean | St. Dev. | Mean |
|---|------|--------|------|----------|------|
| Did you join a social fraternity or sorority? | 2012 | 497    | 0.45 | 0.498    | 0.49 |
|   | 2013 | 494    | 0.47 | 0.499    |      |
|   | 2014 | 612    | 0.43 | 0.495    |      |
|   | 2015 | 536    | 0.52 | 0.500    |      |
|   | 2016 | 530    | 0.50 | 0.500    |      |
|   | 2017 | 462    | 0.56 | 0.496    |      |
| Did you participate in any Intramural Sports? | 2012 | 497    | 0.49 | 0.500    | 0.50 |
|   | 2013 | 495    | 0.53 | 0.500    |      |
|   | 2014 | 615    | 0.51 | 0.500    |      |
|   | 2015 | 539    | 0.54 | 0.499    |      |
|   | 2016 | 535    | 0.44 | 0.496    |      |
|   | 2017 | 460    | 0.46 | 0.499    |      |

|   |      |     |      |       |      |
|---|------|-----|------|-------|------|
| Did you participate in intercollegiate NCAA athletics?                | 2012 | 498 | 0.31 | 0.463 | 0.34 |
|   | 2013 | 495 | 0.33 | 0.472 |      |
|   | 2014 | 617 | 0.32 | 0.467 |      |
|   | 2015 | 540 | 0.34 | 0.475 |      |
|   | 2016 | 533 | 0.36 | 0.481 |      |
|   | 2017 | 462 | 0.37 | 0.483 |      |
| Did you participate in an internship program?                         | 2012 | 499 | 0.53 | 0.500 | 0.62 |
|   | 2013 | 495 | 0.60 | 0.490 |      |
|   | 2014 | 617 | 0.60 | 0.491 |      |
|   | 2015 | 540 | 0.65 | 0.479 |      |
|   | 2016 | 534 | 0.68 | 0.468 |      |
|   | 2017 | 462 | 0.66 | 0.472 |      |
| Did you receive academic credit for this experience?*                 | 2012 | 261 | 0.62 | 0.486 | 0.64 |
|   | 2013 | 298 | 0.69 | 0.461 |      |
|   | 2014 | 369 | 0.70 | 0.458 |      |
|   | 2015 | 348 | 0.64 | 0.480 |      |
|   | 2016 | 361 | 0.67 | 0.471 |      |
|   | 2017 | 307 | 0.60 | 0.490 |      |
| Did you participate in a college music ensemble?                      | 2012 | 497 | 0.24 | 0.427 | 0.21 |
|   | 2013 | 493 | 0.23 | 0.419 |      |
|   | 2014 | 616 | 0.20 | 0.400 |      |
|   | 2015 | 539 | 0.19 | 0.395 |      |
|   | 2016 | 535 | 0.20 | 0.400 |      |
|   | 2017 | 462 | 0.18 | 0.386 |      |
| Did you participate in any other clubs or organizations at Augustana? | 2012 | 498 | 0.77 | 0.419 | 0.79 |
|   | 2013 | 494 | 0.79 | 0.410 |      |
|   | 2014 | 615 | 0.81 | 0.393 |      |
|   | 2015 | 537 | 0.80 | 0.398 |      |
|   | 2016 | 533 | 0.79 | 0.409 |      |
|   | 2017 | 461 | 0.78 | 0.415 |      |
| Did you enroll in an independent study?                               | 2012 | 498 | 0.25 | 0.435 | 0.24 |
|   | 2013 | 489 | 0.25 | 0.433 |      |
|   | 2014 | 615 | 0.27 | 0.442 |      |
|   | 2015 | 540 | 0.23 | 0.422 |      |
|   | 2016 | 534 | 0.23 | 0.422 |      |
|   | 2017 | 461 | 0.23 | 0.421 |      |
| Did you assist a faculty member with their research?                  | 2012 | 496 | 0.15 | 0.355 | 0.17 |
|   | 2013 | 493 | 0.15 | 0.381 |      |
|   | 2014 | 609 | 0.17 | 0.377 |      |
|   | 2015 | 539 | 0.15 | 0.361 |      |
|   | 2016 | 531 | 0.20 | 0.403 |      |
|   | 2017 | 462 | 0.22 | 0.415 |      |
| Did you conduct an undergraduate research project?                    | 2012 | 493 | 0.58 | 0.495 | 0.53 |
|   | 2013 | 493 | 0.58 | 0.494 |      |
|   | 2014 | 611 | 0.57 | 0.496 |      |
|   | 2015 | 541 | 0.51 | 0.500 |      |
|   | 2016 | 535 | 0.46 | 0.498 |      |
|   | 2017 | 460 | 0.49 | 0.500 |      |

|   |      |     |      |       |      |
|---|------|-----|------|-------|------|
| Did you volunteer in the community?   | 2012 | 493 | 0.87 | 0.336 | 0.87 |
|   | 2013 | 492 | 0.87 | 0.334 |      |
|   | 2014 | 611 | 0.85 | 0.355 |      |
|   | 2015 | 541 | 0.88 | 0.330 |      |
|   | 2016 | 535 | 0.86 | 0.351 |      |
|   | 2017 | 462 | 0.87 | 0.336 |      |
| Did you ever volunteer when it was not required or strongly encouraged by an organization in which you were a member? | 2012 | 497 | 0.67 | 0.470 | 0.67 |
|   | 2013 | 493 | 0.70 | 0.461 |      |
|   | 2014 | 612 | 0.66 | 0.474 |      |
|   | 2015 | 541 | 0.65 | 0.476 |      |
|   | 2016 | 534 | 0.66 | 0.475 |      |
|   | 2017 | 462 | 0.64 | 0.481 |      |
| Did you participate in a Service Learning course?   | 2012 | 496 | 0.32 | 0.466 | 0.32 |
|   | 2013 | 490 | 0.30 | 0.458 |      |
|   | 2014 | 615 | 0.27 | 0.447 |      |
|   | 2015 | 538 | 0.36 | 0.482 |      |
|   | 2016 | 532 | 0.35 | 0.477 |      |
|   | 2017 | 461 | 0.29 | 0.454 |      |
| Were you ever enrolled in an honors course?   | 2012 | 495 | 0.10 | 0.296 | 0.10 |
|   | 2013 | 490 | 0.10 | 0.306 |      |
|   | 2014 | 610 | 0.10 | 0.300 |      |
|   | 2015 | 540 | 0.10 | 0.303 |      |
|   | 2016 | 531 | 0.11 | 0.319 |      |
|   | 2017 | 461 | 0.09 | 0.281 |      |
| Were you a member of an Honor Society on campus?  | 2012 | 499 | 0.33 | 0.471 | 0.29 |
|   | 2013 | 495 | 0.34 | 0.474 |      |
|   | 2014 | 615 | 0.28 | 0.449 |      |
|   | 2015 | 540 | 0.31 | 0.462 |      |
|   | 2016 | 533 | 0.24 | 0.425 |      |
|   | 2017 | 462 | 0.22 | 0.415 |      |
| Did you ever participate in a study abroad program?   | 2012 | 498 | 0.53 | 0.499 | 0.52 |
|   | 2013 | 495 | 0.49 | 0.500 |      |
|   | 2014 | 617 | 0.50 | 0.500 |      |
|   | 2015 | 541 | 0.54 | 0.499 |      |
|   | 2016 | 535 | 0.51 | 0.500 |      |
|   | 2017 | 461 | 0.54 | 0.499 |      |

\*Only those students who participate in an internship responded to this question, so the percentage of those receiving academic credit for their internship is out of the total number of students who participated in an internship.

## Advising

Each of the questions below were answered on one of the following 5 point scales.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

\*\*1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Very Often

\*\*\*1=Never, 2=Less than once per term, 3=1-2 times per term, 4=2-3 times per term, 5=We communicated regularly throughout each term

|   |      | Number | Mean | St. Dev. | Mean |
|---|------|--------|------|----------|------|
| My major adviser genuinely seemed to care about my development as a whole person.*  | 2012 | 498    | 4.13 | 1.003    | 4.16 |
|   | 2013 | 490    | 4.19 | 1.075    |      |
|   | 2014 | 615    | 4.11 | 1.134    |      |
|   | 2015 | 749    | 4.22 | 0.991    |      |
|   | 2016 | n/a    | n/a  | n/a      |      |
|   | 2017 | n/a    | n/a  | n/a      |      |
| My major adviser helped me select courses that best met my educational or personal goals.*  | 2012 | 497    | 3.98 | 1.043    | 4.03 |
|   | 2013 | 492    | 3.98 | 1.105    |      |
|   | 2014 | 615    | 3.93 | 1.164    |      |
|   | 2015 | 745    | 4.05 | 0.975    |      |
|   | 2016 | 730    | 4.10 | 1.029    |      |
|   | 2017 | 652    | 4.14 | 0.99     |      |
| How often did your major adviser ask you about your career goals and aspirations?***  | 2012 | 497    | 3.55 | 1.153    | 3.68 |
|   | 2013 | 489    | 3.61 | 1.161    |      |
|   | 2014 | 616    | 3.62 | 1.151    |      |
|   | 2015 | 746    | 3.73 | 1.102    |      |
|   | 2016 | 726    | 3.76 | 1.101    |      |
|   | 2017 | 649    | 3.81 | 1.073    |      |
| My major adviser connected me with other campus resources and opportunities (Student Activities, CEC, the Counseling Center, etc.) that helped me succeed in college.*    | 2012 | 498    | 3.44 | 1.075    | 3.53 |
|   | 2013 | 488    | 3.42 | 1.159    |      |
|   | 2014 | 616    | 3.35 | 1.235    |      |
|   | 2015 | 745    | 3.47 | 1.114    |      |
|   | 2016 | 726    | 3.69 | 1.119    |      |
|   | 2017 | 650    | 3.80 | 1.074    |      |
| How often did your major adviser ask you to think about the connections between your academic plans, co-curricular activities, and your career or post-graduate plans?*** | 2012 | 498    | 3.31 | 1.186    | 3.50 |
|   | 2013 | 490    | 3.35 | 1.231    |      |
|   | 2014 | 614    | 3.41 | 1.248    |      |
|   | 2015 | 746    | 3.57 | 1.159    |      |
|   | 2016 | 728    | 3.63 | 1.164    |      |
|   | 2017 | 652    | 3.7  | 1.094    |      |
| My major adviser helped me plan to make the most of my college career.*   | 2012 | n/a    | n/a  | n/a      | 3.90 |
|   | 2013 | 492    | 3.87 | 1.154    |      |
|   | 2014 | 617    | 3.85 | 1.235    |      |
|   | 2015 | 746    | 3.97 | 1.045    |      |
|   | 2016 | n/a    | n/a  | n/a      |      |
|   | 2017 | n/a    | n/a  | n/a      |      |
| About how often did you talk with your primary major adviser?***  | 2012 | 498    | 3.47 | 1.106    | 3.54 |
|   | 2013 | 492    | 3.54 | 1.098    |      |
|   | 2014 | 616    | 3.62 | 1.101    |      |
|   | 2015 | 749    | 3.51 | 1.145    |      |
|   | 2016 | 729    | 3.49 | 1.094    |      |
|   | 2017 | 652    | 3.58 | 1.094    |      |

## Residential Life

Each of the questions below were answered on the following 5 point scale.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

|  |      | Number | Mean | St. Dev. | Mean |
|--|------|--------|------|----------|------|
| The Transitional Living Area (TLA) experience helped me develop the skills to live independently.*                   | 2012 | 496    | 3.57 | 1.065    | 3.55 |
|  | 2013 | 492    | 3.52 | 1.088    |      |
|  | 2014 | 612    | 3.50 | 1.071    |      |
|  | 2015 | 540    | 3.54 | 1.064    |      |
|  | 2016 | 533    | 3.61 | 0.968    |      |
|  | 2017 | 459    | 3.53 | 1.081    |      |
| My on campus living experience helped me develop useful ways to handle conflict and resolve disagreement tactfully.* | 2012 | 497    | 3.23 | 1.008    | 3.44 |
|  | 2013 | 483    | 3.42 | 0.940    |      |
|  | 2014 | 609    | 3.40 | 0.919    |      |
|  | 2015 | 540    | 3.49 | 0.871    |      |
|  | 2016 | 532    | 3.55 | 0.843    |      |
|  | 2017 | 458    | 3.52 | 0.844    |      |

| How often did you participate in on-campus events during your senior year? | 2013 | 2014 | 2015 | 2016 | 2017 | Mean   |
|--|------|------|------|------|------|--------|
| More than when I lived on-campus   | 22   | 29   | 17   | 31   | 26   | 20.83  |
| About the same as when I lived on-campus                                   | 273  | 273  | 258  | 271  | 221  | 216    |
| Less than when I lived on-campus   | 195  | 308  | 265  | 228  | 209  | 200.83 |

## Co-Curricular

Each of the questions below were answered on the following 5 point scale.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

|   |      | Number | Mean | St. Dev. | Mean |
|---|------|--------|------|----------|------|
| My out-of-class experiences have helped me connect what I learned in the classroom with real-life events.*  | 2012 | 494    | 4.06 | 0.757    | 4.01 |
|   | 2013 | 491    | 3.93 | 0.820    |      |
|   | 2014 | 614    | 3.91 | 0.811    |      |
|   | 2015 | 538    | 4.03 | 0.761    |      |
|   | 2016 | 532    | 4.06 | 0.727    |      |
|   | 2017 | 462    | 4.04 | 0.798    |      |
| My out-of-class experiences have helped me develop a deeper understanding of myself.*   | 2012 | 490    | 3.73 | 1.262    | 4.16 |
|   | 2013 | 491    | 4.24 | 0.746    |      |
|   | 2014 | 613    | 4.22 | 0.823    |      |
|   | 2015 | 537    | 4.27 | 0.698    |      |
|   | 2016 | 533    | 4.27 | 0.705    |      |
|   | 2017 | 462    | 4.25 | 0.798    |      |
| My out-of-class experiences have helped me develop a deeper understanding of how I relate to others and how I interact with someone who might disagree with me. * | 2012 | 496    | 4.27 | 0.693    | 4.23 |
|   | 2013 | 491    | 4.25 | 0.722    |      |
|   | 2014 | 615    | 4.21 | 0.761    |      |
|   | 2015 | 540    | 4.29 | 0.698    |      |
|   | 2016 | 532    | 4.19 | 0.671    |      |
|   | 2017 | 462    | 4.16 | 0.747    |      |

|   |      |     |      |       |      |
|---|------|-----|------|-------|------|
| My co-curricular involvement helped me build a network of healthy lasting friendships.*   | 2012 | 494 | 4.27 | 0.807 | 4.23 |
|   | 2013 | 488 | 4.24 | 0.813 |      |
|   | 2014 | 613 | 4.13 | 0.926 |      |
|   | 2015 | 540 | 4.30 | 0.829 |      |
|   | 2016 | 530 | 4.22 | 0.861 |      |
|   | 2017 | 462 | 4.22 | 0.860 |      |
| My co-curricular involvement helped me develop a better understanding of my leadership skills.*   | 2012 | 493 | 4.28 | 0.733 | 4.28 |
|   | 2013 | 491 | 4.29 | 0.782 |      |
|   | 2014 | 610 | 4.20 | 0.823 |      |
|   | 2015 | 537 | 4.32 | 0.742 |      |
|   | 2016 | 530 | 4.32 | 0.721 |      |
|   | 2017 | 462 | 4.27 | 0.777 |      |
| My co-curricular experiences encouraged interactions with students who were very different from me in race, ethnicity, sexual orientation, religious beliefs or social/political values.* | 2012 | 497 | 3.98 | 0.823 | 3.88 |
|   | 2013 | 494 | 3.74 | 0.957 |      |
|   | 2014 | 613 | 3.73 | 0.950 |      |
|   | 2015 | 538 | 3.96 | 0.769 |      |
|   | 2016 | 532 | 3.93 | 0.822 |      |
|   | 2017 | 462 | 3.96 | 0.856 |      |

| How many student groups or clubs did you find that fit your interests? | 2013 | 2014 | 2015 | 2016 | 2017 | Mean   |
|--|------|------|------|------|------|--------|
| I did not look for any student groups to join                          | 19   | 16   | 19   | 21   | 21   | 19.20  |
| None   | 8    | 8    | 1    | 4    | 9    | 6      |
| Very Few   | 45   | 99   | 70   | 54   | 51   | 53.17  |
| Some   | 230  | 294  | 263  | 255  | 206  | 208    |
| Many   | 190  | 198  | 187  | 198  | 174  | 157.83 |

| During this academic year how many hours did you work per week on campus? | 2013 | 2014 | 2015 | 2016 | 2017 | Mean  |
|---|------|------|------|------|------|-------|
| None  | 153  | 213  | 172  | 167  | 148  | 170.6 |
| 1 to 10   | 224  | 255  | 247  | 262  | 206  | 199   |
| 11 to 20  | 93   | 123  | 100  | 80   | 80   | 95.2  |
| 21 or more  | 23   | 20   | 13   | 23   | 24   | 20.6  |

| During this academic year how many hours did you work per week off campus? | 2013 | 2014 | 2015 | 2016 | 2017 | Mean   |
|--|------|------|------|------|------|--------|
| None   | 270  | 304  | 289  | 281  | 229  | 228.83 |
| 1 to 10  | 90   | 105  | 100  | 99   | 89   | 80.5   |
| 11 to 20   | 78   | 110  | 84   | 88   | 75   | 72.5   |
| 21 or more   | 52   | 93   | 61   | 64   | 65   | 55.83  |

## Curriculum Outside of Major

Each of the questions below were answered on one of the following 5 point scales.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

\*\*1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Very Often

~Wording of the question has changed slightly from year to year.

|  |      | Number | Mean | St. Dev. | Mean |
|--|------|--------|------|----------|------|
| The skills I learned in my general education courses helped me succeed in my major courses.*   | 2012 | 495    | 3.55 | 1.012    | 3.47 |
|  | 2013 | 491    | 3.43 | 1.001    |      |
|  | 2014 | 613    | 3.38 | 1.023    |      |
|  | 2015 | 539    | 3.46 | 0.985    |      |
|  | 2016 | 534    | 3.55 | 0.916    |      |
|  | 2017 | 461    | 3.47 | 1.048    |      |
| The classes I took outside my major(s) helped me appreciate the way that different disciplines make sense of the world.*   | 2012 | 497    | 4.00 | 0.830    | 4.01 |
|  | 2013 | 489    | 4.03 | 0.824    |      |
|  | 2014 | 615    | 3.98 | 0.903    |      |
|  | 2015 | 538    | 4.08 | 0.819    |      |
|  | 2016 | 534    | 4.13 | 0.760    |      |
|  | 2017 | 460    | 3.97 | 1.048    |      |
| My classes outside my major(s) challenged me to produce my best academic work.*  | 2012 | 496    | 3.57 | 0.944    | 3.51 |
|  | 2013 | 493    | 3.53 | 0.951    |      |
|  | 2014 | 616    | 3.44 | 1.020    |      |
|  | 2015 | 539    | 3.48 | 0.959    |      |
|  | 2016 | 535    | 3.57 | 0.902    |      |
|  | 2017 | 462    | 3.49 | 1.017    |      |
| In your non-major courses, about how often were you asked to include different perspectives (different races, religions, genders, political beliefs, etc.) in class discussions or writing assignments?*** | 2012 | 498    | 3.50 | 0.868    | 3.54 |
|  | 2013 | 492    | 3.52 | 0.823    |      |
|  | 2014 | 616    | 3.41 | 0.852    |      |
|  | 2015 | 540    | 3.50 | 0.867    |      |
|  | 2016 | 535    | 3.63 | 0.826    |      |
|  | 2017 | 461    | 3.67 | 0.858    |      |
| About how often did you discuss ideas from your non-major courses with faculty members outside of class?***  | 2012 | 498    | 2.88 | 0.901    | 2.88 |
|  | 2013 | 491    | 2.82 | 0.916    |      |
|  | 2014 | 615    | 2.76 | 0.949    |      |
|  | 2015 | 538    | 2.87 | 0.890    |      |
|  | 2016 | 533    | 2.95 | 0.916    |      |
|  | 2017 | 460    | 2.98 | 0.945    |      |
| Symposium Day activities influenced the way I now think about real world issues.*~   | 2012 | n/a    | n/a  | n/a      | 2.68 |
|  | 2013 | 492    | 2.16 | 1.075    |      |
|  | 2014 | 615    | 2.30 | 1.107    |      |
|  | 2015 | 537    | 2.71 | 1.136    |      |
|  | 2016 | 532    | 3.01 | 1.076    |      |
|  | 2017 | 461    | 3.21 | 1.052    |      |
| I am confident in my ability to interpret numerical and statistical quantities.*   | 2012 | n/a    | n/a  | n/a      | 3.93 |
|  | 2013 | 491    | 3.90 | 0.941    |      |
|  | 2014 | 612    | 3.92 | 0.925    |      |
|  | 2015 | 541    | 3.91 | 0.915    |      |
|  | 2016 | 532    | 3.93 | 0.844    |      |
|  | 2017 | 461    | 3.98 | 0.872    |      |

|  |      |     |      |       |      |
|--|------|-----|------|-------|------|
| In your non-major courses, about how often were you asked to put together ideas or concepts from different courses when completing assignments or during class discussions? ** | 2012 | 498 | 3.25 | 0.815 | 3.26 |
|  | 2013 | 493 | 3.17 | 0.817 |      |
|  | 2014 | 614 | 3.17 | 0.860 |      |
|  | 2015 | 540 | 3.28 | 0.816 |      |
|  | 2016 | 513 | 3.34 | 0.802 |      |
|  | 2017 | 461 | 3.36 | 0.834 |      |

### Overall Curricular Experience

Each of the questions below were answered on one of the following 5 point scales.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

\*\*1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Very Often

~Wording of the question has changed from year to year.

|  |      | Number | Mean | St. Dev. | Mean |
|--|------|--------|------|----------|------|
| My one-on-one interactions with faculty have had a positive influence on my intellectual growth and interest in ideas.*                      | 2012 | 494    | 4.35 | 0.695    | 4.40 |
|  | 2013 | 494    | 4.34 | 0.725    |      |
|  | 2014 | 613    | 4.42 | 0.727    |      |
|  | 2015 | 540    | 4.46 | 0.665    |      |
|  | 2016 | 534    | 4.43 | 0.731    |      |
|  | 2017 | 460    | 4.41 | 0.715    |      |
| The faculty with whom I have had contact were interested in helping students grow in more than just academic areas.*                         | 2012 | 494    | 4.18 | 0.668    | 4.26 |
|  | 2013 | 487    | 4.19 | 0.731    |      |
|  | 2014 | 616    | 4.26 | 0.745    |      |
|  | 2015 | 540    | 4.30 | 0.677    |      |
|  | 2016 | 532    | 4.30 | 0.734    |      |
|  | 2017 | 461    | 4.30 | 0.716    |      |
| How frequently did your faculty ask you to examine the strengths and weaknesses of your own views on a topic or issue? **                    | 2012 | 498    | 3.47 | 0.858    | 3.48 |
|  | 2013 | 492    | 3.46 | 0.896    |      |
|  | 2014 | 617    | 3.48 | 0.919    |      |
|  | 2015 | 540    | 3.43 | 0.862    |      |
|  | 2016 | 535    | 3.53 | 0.916    |      |
|  | 2017 | 459    | 3.49 | 0.939    |      |
| How often did you receive feedback on your in-class presentation style that helped you improve your oral communication skills? **~           | 2012 | 495    | 3.35 | 0.898    | 3.47 |
|  | 2013 | 492    | 3.37 | 0.881    |      |
|  | 2014 | 617    | 3.40 | 0.872    |      |
|  | 2015 | 535    | 3.53 | 0.854    |      |
|  | 2016 | 535    | 3.56 | 0.809    |      |
|  | 2017 | 461    | 3.61 | 0.809    |      |
| I really worked hard to meet my instructors' expectations. **~   | 2012 | n/a    | n/a  | n/a      | 4.17 |
|  | 2013 | 493    | 3.70 | 0.891    |      |
|  | 2014 | 617    | 4.23 | 0.824    |      |
|  | 2015 | 541    | 4.34 | 0.711    |      |
|  | 2016 | 533    | 4.32 | 0.702    |      |
|  | 2017 | 461    | 4.28 | 0.760    |      |
| How often did faculty and staff emphasize the importance of contributing to the quality of local neighborhoods and surrounding community? ** | 2012 | 497    | 3.40 | 0.977    | 3.35 |
|  | 2013 | 491    | 3.29 | 0.963    |      |
|  | 2014 | 614    | 3.24 | 1.012    |      |
|  | 2015 | 539    | 3.37 | 0.985    |      |
|  | 2016 | 531    | 3.43 | 0.963    |      |
|  | 2017 | 462    | 3.36 | 1.043    |      |



|   |      |     |      |       |      |
|---|------|-----|------|-------|------|
| How frequently did your faculty ask you to try to understand someone else's views by imagining how an issue looks from his or her perspective?*** | 2012 | 497 | 3.54 | 0.893 | 3.54 |
|   | 2013 | 493 | 3.49 | 0.896 |      |
|   | 2014 | 616 | 3.45 | 0.895 |      |
|   | 2015 | 541 | 3.55 | 0.867 |      |
|   | 2016 | 534 | 3.61 | 0.873 |      |
|   | 2017 | 461 | 3.61 | 0.888 |      |
| The courses I needed to take were available in the order in which I needed to take them.*   | 2012 | 496 | 3.42 | 1.029 | 3.34 |
|   | 2013 | 494 | 3.37 | 1.076 |      |
|   | 2014 | 616 | 3.06 | 1.270 |      |
|   | 2015 | 540 | 3.25 | 1.120 |      |
|   | 2016 | 531 | 3.50 | 1.004 |      |
|   | 2017 | 462 | 3.46 | 1.062 |      |

## Library

Each of the questions below were answered on one of the following 5 point scales.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

\*\*1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Very Often

|  |      | Number | Mean | St. Dev. | Mean |
|--|------|--------|------|----------|------|
| My interactions with the librarians helped me improve my approach to researching a topic.*   | 2012 | 495    | 3.61 | 0.865    | 3.54 |
|  | 2013 | 489    | 3.54 | 0.920    |      |
|  | 2014 | 612    | 3.51 | 0.960    |      |
|  | 2015 | 538    | 3.48 | 0.874    |      |
|  | 2016 | 535    | 3.53 | 0.860    |      |
|  | 2017 | 460    | 3.57 | 0.868    |      |
| My interactions with the librarians helped me gain confidence in my own ability to research a future topic.*                           | 2012 | 495    | 3.60 | 0.843    | 3.55 |
|  | 2013 | 491    | 3.52 | 0.902    |      |
|  | 2014 | 613    | 3.52 | 0.989    |      |
|  | 2015 | n/a    | n/a  | n/a      |      |
|  | 2016 | n/a    | n/a  | n/a      |      |
|  | 2017 | n/a    | n/a  | n/a      |      |
| How often did you study - by yourself or in small groups - in any part of the Center for Student Life (CSL) or the Tredway library?*** | 2012 | 498    | 3.62 | 1.138    | 3.60 |
|  | 2013 | 492    | 3.54 | 1.136    |      |
|  | 2014 | 615    | 3.39 | 1.180    |      |
|  | 2015 | 540    | 3.57 | 1.087    |      |
|  | 2016 | 532    | 3.70 | 1.064    |      |
|  | 2017 | 461    | 3.80 | 1.083    |      |

## Experiences in the Major

Each of the questions below were answered on one of the following 5 point scales.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

\*\*1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Very Often

|   |      | Number | Mean | St. Dev. | Mean |
|---|------|--------|------|----------|------|
| The courses offered in this major allowed me to explore my specific interests.*   | 2012 | 665    | 4.13 | 0.841    | 4.09 |
|   | 2013 | 673    | 4.09 | 0.905    |      |
|   | 2014 | 836    | 4.08 | 0.956    |      |
|   | 2015 | 747    | 4.09 | 0.852    |      |
|   | 2016 | 731    | 4.04 | 0.866    |      |
|   | 2017 | 650    | 4.12 | 0.814    |      |
| The courses I took in this major seemed to follow each other in a logical sequence.*  | 2012 | 666    | 4.05 | 0.818    | 4.05 |
|   | 2013 | 671    | 4.01 | 0.860    |      |
|   | 2014 | 839    | 4.00 | 0.913    |      |
|   | 2015 | 747    | 4.05 | 0.843    |      |
|   | 2016 | 730    | 4.07 | 0.858    |      |
|   | 2017 | 650    | 4.09 | 0.842    |      |
| Faculty in this major cared about my development as a whole person.*  | 2012 | 665    | 4.30 | 0.833    | 4.12 |
|   | 2013 | 672    | 4.34 | 0.762    |      |
|   | 2014 | 837    | 4.27 | 0.845    |      |
|   | 2015 | 748    | 4.31 | 0.784    |      |
|   | 2016 | n/a    | n/a  | n/a      |      |
|   | 2017 | n/a    | n/a  | n/a      |      |
| Faculty in this major were accessible and responsive outside the classroom.*  | 2012 | 667    | 4.40 | 0.752    | 4.36 |
|   | 2013 | 673    | 4.42 | 0.722    |      |
|   | 2014 | 838    | 4.31 | 0.808    |      |
|   | 2015 | 748    | 4.36 | 0.746    |      |
|   | 2016 | 729    | 4.33 | 0.756    |      |
|   | 2017 | 651    | 4.33 | 0.716    |      |
| In this major, I consistently received feedback on my writing that helped me improve my written communication skills.*  | 2012 | n/a    | n/a  | n/a      | 3.92 |
|   | 2013 | 670    | 3.89 | 0.963    |      |
|   | 2014 | 835    | 3.93 | 0.966    |      |
|   | 2015 | 750    | 3.88 | 0.934    |      |
|   | 2016 | 729    | 3.95 | 0.888    |      |
|   | 2017 | 651    | 3.94 | 0.922    |      |
| In this major, how frequently did your faculty emphasize analyzing the basic elements of an idea, experience, or theory, such as examining a particular case or situation in depth and considering its components?*** | 2012 | 664    | 4.12 | 0.796    | 4.10 |
|   | 2013 | 670    | 4.12 | 0.787    |      |
|   | 2014 | 834    | 4.12 | 0.816    |      |
|   | 2015 | 748    | 4.08 | 0.779    |      |
|   | 2016 | 731    | 4.07 | 0.803    |      |
|   | 2017 | 651    | 4.11 | 0.815    |      |
| In this major, how frequently did your faculty emphasize applying theories or concepts to practical problems or in new situations?***   | 2012 | 666    | 4.16 | 0.845    | 4.15 |
|   | 2013 | 670    | 4.15 | 0.807    |      |
|   | 2014 | 834    | 4.14 | 0.808    |      |
|   | 2015 | 748    | 4.13 | 0.780    |      |
|   | 2016 | 730    | 4.11 | 0.826    |      |
|   | 2017 | 650    | 4.18 | 0.788    |      |

|  |      |     |      |       |      |
|--|------|-----|------|-------|------|
| In this major, how frequently did your faculty emphasize synthesizing and organizing ideas, informations, or experiences into new, more complex interpretations and relationships? **  | 2012 | 666 | 4.10 | 0.834 | 4.09 |
|  | 2013 | 668 | 4.09 | 0.822 |      |
|  | 2014 | 833 | 4.11 | 0.816 |      |
|  | 2015 | 746 | 4.05 | 0.803 |      |
|  | 2016 | n/a | n/a  | n/a   |      |
|  | 2017 | n/a | n/a  | n/a   |      |
| In this major, how frequently did your faculty emphasize making judgments about the value of information, arguments, or methods, such as examining how others gathered and interpreted data and assessing the soundness of their conclusions? ** | 2012 | 666 | 4.07 | 0.861 | 4.06 |
|  | 2013 | 671 | 4.09 | 0.861 |      |
|  | 2014 | 839 | 4.05 | 0.900 |      |
|  | 2015 | 746 | 4.00 | 0.847 |      |
|  | 2016 | 729 | 4.09 | 0.810 |      |
|  | 2017 | 648 | 4.08 | 0.856 |      |
| My senior inquiry project in this major challenged me to produce my best possible intellectual work.*  | 2012 | 550 | 4.03 | 0.973 | 3.94 |
|  | 2013 | 552 | 4.12 | 0.935 |      |
|  | 2014 | 678 | 4.13 | 0.968 |      |
|  | 2015 | 624 | 3.89 | 1.564 |      |
|  | 2016 | 624 | 3.75 | 1.667 |      |
|  | 2017 | 547 | 3.70 | 1.676 |      |
| During my senior inquiry project in this major I learned a lot about myself (work habits, handle set backs, manage a larger project, etc.) in addition to the topic of my paper/project.*  | 2012 | 551 | 4.00 | 0.970 | 4.00 |
|  | 2013 | 549 | 3.96 | 0.987 |      |
|  | 2014 | 678 | 4.16 | 0.912 |      |
|  | 2015 | 626 | 3.88 | 1.152 |      |
|  | 2016 | n/a | n/a  | n/a   |      |
|  | 2017 | n/a | n/a  | n/a   |      |
| Faculty in this major knew how to help me prepare to achieve my post-graduate plans.*  | 2012 | 667 | 3.97 | 0.952 | 3.98 |
|  | 2013 | 670 | 3.97 | 0.968 |      |
|  | 2014 | 836 | 3.94 | 1.001 |      |
|  | 2015 | 749 | 3.99 | 0.942 |      |
|  | 2016 | 730 | 4.02 | 0.924 |      |
|  | 2017 | 650 | 4.00 | 0.890 |      |

|  | 2012  | 2013  | 2014  | 2015  | 2016  | 2017  |
|--|-------|-------|-------|-------|-------|-------|
| Percent of students who had two or three majors. | 37.7% | 41.4% | 45.2% | 42.5% | 40.2% | 43.1% |
| Percent of students who had three majors.        | 2.8%  | 3.6%  | 2.4%  | 2.0%  | 3.0%  | 1.7%  |

## Environment

Each of the questions below were answered on one of the following 5 point scales.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

\*\*1=Definitely Not, 2=Not Really, 3=Not Sure, 4=Most of the Time, 5=Definitely Yes

|   |      | Number | Mean | St. Dev. | Mean |
|---|------|--------|------|----------|------|
| The college emphasized an atmosphere of ethnic and cross-cultural understanding.* | 2012 | 495    | 3.56 | 0.877    | 3.58 |
|   | 2013 | 490    | 3.53 | 0.902    |      |
|   | 2014 | 612    | 3.43 | 0.931    |      |
|   | 2015 | 538    | 3.64 | 0.828    |      |
|   | 2016 | 532    | 3.62 | 0.921    |      |
|   | 2017 | 461    | 3.69 | 0.900    |      |

|   |      |     |      |       |      |
|---|------|-----|------|-------|------|
| Augustana College was concerned about me as an individual.*   | 2012 | 495 | 3.49 | 1.072 | 3.43 |
|   | 2013 | 492 | 3.43 | 1.104 |      |
|   | 2014 | 616 | 3.27 | 1.151 |      |
|   | 2015 | 539 | 3.45 | 1.047 |      |
|   | 2016 | 528 | 3.52 | 1.085 |      |
|   | 2017 | 462 | 3.43 | 1.092 |      |
| I felt a strong sense of belonging on campus.*  | 2012 | 497 | 3.95 | 0.910 | 3.90 |
|   | 2013 | 492 | 3.93 | 0.953 |      |
|   | 2014 | 613 | 3.77 | 0.979 |      |
|   | 2015 | 538 | 3.94 | 0.907 |      |
|   | 2016 | 533 | 3.83 | 1.004 |      |
|   | 2017 | 460 | 3.85 | 0.980 |      |
| Augustana faculty and staff welcomed student input on institutional policy and handbook decisions.*                 | 2012 | 496 | 3.14 | 0.975 | 3.16 |
|   | 2013 | 490 | 3.03 | 1.065 |      |
|   | 2014 | 615 | 2.99 | 1.073 |      |
|   | 2015 | 540 | 3.05 | 1.023 |      |
|   | 2016 | 530 | 3.39 | 0.974 |      |
|   | 2017 | 462 | 3.34 | 1.034 |      |
| There are enough places on campus for students to study effectively.*   | 2012 | n/a | n/a  | n/a   | 3.52 |
|   | 2013 | 493 | 3.25 | 1.140 |      |
|   | 2014 | 614 | 3.32 | 1.156 |      |
|   | 2015 | 541 | 3.62 | 1.027 |      |
|   | 2016 | 535 | 3.73 | 1.002 |      |
|   | 2017 | 460 | 3.66 | 1.064 |      |
| When you had questions or concerns about financial issues, were the offices you contacted responsive and helpful?** | 2012 | 493 | 3.87 | 0.916 | 3.60 |
|   | 2013 | 493 | 3.87 | 0.926 |      |
|   | 2014 | 612 | 3.83 | 1.005 |      |
|   | 2015 | 539 | 3.30 | 1.762 |      |
|   | 2016 | 534 | 3.38 | 1.712 |      |
|   | 2017 | 462 | 3.33 | 1.796 |      |

## Outcomes

Each of the questions below were answered on one of the following scales.

\*1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

\*\*1=Definitely Not, 2=Probably Not, 3=Not Sure, 4=Probably Yes, 5=Definitely Yes

\*\*\*0=No, 1=Yes

|   |      | Number | Mean | St. Dev. | Mean |
|---|------|--------|------|----------|------|
| I am certain that my post-graduate plans are a good fit for who I am right now and where I want my life to go.* | 2012 | 497    | 4.06 | 0.888    | 4.13 |
|   | 2013 | 489    | 4.11 | 0.940    |      |
|   | 2014 | 609    | 4.14 | 0.873    |      |
|   | 2015 | 540    | 4.19 | 0.853    |      |
|   | 2016 | 534    | 4.14 | 0.878    |      |
|   | 2017 | 462    | 4.11 | 0.498    |      |

|   |      |     |      |       |      |
|---|------|-----|------|-------|------|
| If you could relive your college decision, would you choose Augustana again? ** | 2012 | 491 | 4.19 | 0.895 | 4.14 |
|   | 2013 | 494 | 4.16 | 0.965 |      |
|   | 2014 | 616 | 3.96 | 1.083 |      |
|   | 2015 | 541 | 4.19 | 0.937 |      |
|   | 2016 | 535 | 4.18 | 0.979 |      |
|   | 2017 | 462 | 4.17 | 0.991 |      |
| Do you have a job confirmed or have you been accepted to graduate school? ***   | 2012 | 499 | 0.37 | 0.483 | 0.40 |
|   | 2013 | 495 | 0.39 | 0.488 |      |
|   | 2014 | 617 | 0.40 | 0.490 |      |
|   | 2015 | 541 | 0.45 | 0.497 |      |
|   | 2016 | 535 | 0.36 | 0.481 |      |
|   | 2017 | 462 | 0.45 | 0.498 |      |

## Post-Graduate Preparation

| For what purpose did you use your Augie Choice money? | I've never heard of Augie Choice | I didn't use my Augie Choice money even though I knew about it | Internship | Study Abroad or International Tour | Undergraduate research project |
|---|----------------------------------|--|------------|------------------------------------|--------------------------------|
| 2013  | 0.4%                             | 12.5%  | 28.5%      | 52.1%                              | 4.8%                           |
| 2014  | 1.5%                             | 12.2%  | 30.0%      | 50.4%                              | 5.9%                           |
| 2015  | 0.9%                             | 10.6%  | 25.2%      | 58.6%                              | 4.7%                           |
| 2016  | 0.7%                             | 9.2%   | 29.4%      | 54.3%                              | 6.4%                           |
| 2017  | 0.4%                             | 8.3%   | 26.5%      | 59.5%                              | 5.3%                           |

| When did you actively begin to create your resume or portfolio in preparation to apply for your first job or graduate school? | Freshman Year | Sophomore Year | Junior Year | Senior Year | I haven't started yet |
|---|---------------|----------------|-------------|-------------|-----------------------|
| 2013  | 12.3%         | 24.2%          | 32.1%       | 25.3%       | 4.6%                  |
| 2014  | 12.7%         | 26.8%          | 33.6%       | 20.9%       | 6.0%                  |
| 2015  | 18.8%         | 29.9%          | 33.8%       | 14.4%       | 3.2%                  |
| 2016  | 19.1%         | 28.5%          | 32.4%       | 16.5%       | 3.6%                  |
| 2017  | 23.1%         | 33.8%          | 29.3%       | 11.6%       | 2.2%                  |

|   | 2014  | 2015  | 2016  | 2017  |
|---|-------|-------|-------|-------|
| Percentage of students who applied to graduate or professional school.  | 34.0% | 33.0% | 30.1% | 33.3% |
| Percentage of those who applied that were accepted into graduate or professional school at the time of the survey (which may be as early as January). | 77.0% | 77.0% | 73.4% | 78.9% |
| Percentage of those who applied that were accepted into their first or second choice graduate or professional school at the time of the survey.       | 68.0% | 71.0% | 63.8% | 74.5% |

|  |      |                   |   |  |                              |       |
|--|------|-------------------|---|--|------------------------------|-------|
| Please indicate the highest academic degree you intend to obtain- even if you aren't planning to go back to school right away. |      | Bachelor's Degree | Master's Degree in a professional field (MBA, MBS, MPH, MDiv, etc.) | Master's Degree in a liberal arts field (MA, MS) | MD, DD, DVM (medical degree) | Ph.D. |
|  | 2013 | 18.4%             | 29.9%   | 18.8%  | 13.5%                        | 13.7% |
|  | 2014 | 16.1%             | 28.3%   | 20.2%  | 13.2%                        | 17.6% |
|  | 2015 | 18.8%             | 31.4%   | 18.2%  | 11.3%                        | 13.3% |
|  | 2016 | 17.0%             | 30.4%   | 21.7%  | 11.2%                        | 14.9% |
|  | 2017 | 21.4%             | 24.9%   | 19.7%  | 13.8%                        | 13.8% |
|  |      | JD (law degree)   | Master's Degree in Fine Arts (MFA, Mmus)                            |  |                              |       |
|  | 2013 | 1.4%              | 2.8%  |  |                              |       |
|  | 2014 | 1.5%              | 3.1%  |  |                              |       |
|  | 2015 | 2.8%              | 4.1%  |  |                              |       |
|  | 2016 | 1.5%              | 3.2%  |  |                              |       |
|  | 2017 | 2.4%              | 3.9%  |  |                              |       |

|   |      |                            |                             |                       |                      |                               |
|---|------|----------------------------|-----------------------------|-----------------------|----------------------|-------------------------------|
| Who recommended that you use the resources in CORE (Careers Opportunities Research Exploration)?* |      | Faculty within my major(s) | Faculty outside my major(s) | My first year adviser | My major adviser     | Residential Life staff        |
|   | 2013 | 46.5%                      | 18.8%                       | 12.3%                 | 35.4%                | 3.2%                          |
|   | 2014 | 45.9%                      | 19.9%                       | 15.7%                 | 35.5%                | 3.1%                          |
|   | 2015 | 53.6%                      | 25.9%                       | 8.9%                  | 38.1%                | 2.6%                          |
|   | 2016 | 63.4%                      | 29.0%                       | 18.7%                 | 50.7%                | 3.9%                          |
|   | 2017 | 68.6%                      | 27.7%                       | 32.0%                 | 50.9%                | 6.1%                          |
|   |      | Student Activities staff   | My parents                  | Another student       | Other Administrators | No one recommended CORE to me |
|   | 2013 | 4.4%                       | 12.7%                       | 27.7%                 | 10.3%                | 17.0%                         |
|   | 2014 | 2.9%                       | 7.1%                        | 22.9%                 | 11.8%                | 19.0%                         |
|   | 2015 | 7.6%                       | 9.1%                        | 32.9%                 | 20.0%                | 0.0%                          |
|   | 2016 | 7.1%                       | 15.0%                       | 35.0%                 | 21.3%                | 0.0%                          |
|   | 2017 | 8.4%                       | 20.1%                       | 30.7%                 | 18.4%                | 4.3%                          |

| What are your immediate plans after you graduate from Augustana College?* |      | Graduate school full-time                     | Graduate school part-time                   | Work full-time | Work part-time | Volunteer |
|---|------|---|---|----------------|----------------|-----------|
|   | 2013 | 29.9%   | 3.6%  | 52.1%          | 13.5%          | 8.9%      |
|   | 2014 | 31.6%   | 3.7%  | 54.9%          | 11.7%          | 9.4%      |
|   | 2015 | 31.4%   | 3.3%  | 58.8%          | 12.6%          | 8.7%      |
|   | 2016 | 29.3%   | 4.1%  | 60.4%          | 12.7%          | 12.0%     |
|   | 2017 | 29.2%   | 3.2%  | 63.4%          | 11.7%          | 8.4%      |
|   |      | Join the military or other government service | Take some time off to consider future plans | Internship     |                |           |
| 2013  | 2.4% | 15.2%   | 0.2%  |                |                |           |
| 2014  | 2.1% | 15.1%   | 1.8%  |                |                |           |
| 2015  | 0.9% | 14.6%   | 1.1%  |                |                |           |
| 2016  | 2.1% | 15.0%   | 0.0%  |                |                |           |
| 2017  | 0.9% | 14.5%   | 0.4%  |                |                |           |

\*Students were allowed to choose multiple responses so these categories may total to more than 100%.

|  |      |   |  |  |  |   |  |
|--|------|---|--|--|--|---|--|
| If you have already accepted a job offer, how did you find out about this opportunity? |      | Personal contacts, networking, word of mouth, family or friends   | The Augustana college Internships and Career Office resources or contacts (including on-campus recruiting) | Faculty resources or contacts            | Contacts made through an internship, clinical experience, practicum, summer job, etc | Applying directly to the organization /company where you now work |  |
|  | 2013 | N/A   | N/A  | N/A                                      | N/A  | N/A   |  |
|  | 2014 | 32.5%   | 8.8%   | 7.9%                                     | 14.9%  | 9.7%  |  |
|  | 2015 | 36.6%   | 7.8%   | 12.7%                                    | 12.0%  | 11.3%   |  |
|  | 2016 | 39.5%   | 8.1%   | 4.8%                                     | 8.9%   | 14.5%   |  |
|  | 2017 | 42.0%   | 8.4%   | 6.9%                                     | 6.1%   | 6.1%  |  |
|  |      | Through a third party recruiter, placement agency, or head hunter | Augie Hub  | Other job search or professional website | Career Fair  | Other   |  |
|  | 2013 | N/A   | N/A  | N/A                                      | N/A  | N/A   |  |
|  | 2014 | 0.0%  | 3.5%   | 6.1%                                     | 5.3%   | 11.4%   |  |
|  | 2015 | 0.0%  | 0.7%   | 10.6%                                    | 4.9%   | 3.5%  |  |
|  | 2016 | 0.8%  | 2.4%   | 12.1%                                    | 9.7%   | 0.0%  |  |
|  | 2017 | 4.6%  | 1.5%   | 8.4%                                     | 6.9%   | 0.0%  |  |