

In 2024-2025, we streamlined the HEDS Alumni Survey for Undergraduates to make it shorter and reduce drop-out. We also wanted to make the survey more usable for alumni at 2-year programs. The survey went from 38 to 27 questions, and the time to take it reduced from ~15 minutes to ~10 minutes. In the following pages, we outline the changes from the original survey to the 2024-2025 survey.



2023–2024 HEDS Undergraduate Alumni Survey

This is a PDF representation of the online version of the survey. It includes all questions and response options, as well as notes (in italics) about how questions will display to survey takers.

Welcome to the Alumni Survey. Thanks for agreeing to participate!

This survey asks about the quality and impact of your educational experiences, including cocurricular activities such as internships, study abroad, and community service. The survey also asks you to evaluate the impact of your undergraduate education on your postgraduate critical thinking, problem solving, and other learning outcomes. Finally, the survey asks about postgraduate employment, college satisfaction, and college debt.

Your survey results will be shared with a handful of people at [Institution Name] who work to help students succeed and improve teaching and learning. Anyone who has access to your responses is legally obligated to keep them confidential.

By clicking “Next,” you acknowledge that you have read and considered the above information and agree to participate in the survey. Thank you for taking the time to share your thoughts. We appreciate it.

[Alumni see a “Next” button here.]

1. Please indicate which of the following describes your current PRIMARY activity:

- Employed, full time
- Employed, part time
- Employed, multiple jobs
- Graduate or professional school, full time
- Graduate or professional school, part time
- Military service
- Volunteer or national service (Peace Corps, AmeriCorps, etc.)
- Not employed, but seeking employment, admission to graduate school, or other opportunity
- Not employed, and not seeking employment or admission to graduate school (homemaker, traveling, volunteer, retired, etc.)

Q1
The three “Employed” options were collapsed into a single “Employed” option.

The two “Graduate or professional school” options were collapsed into a “Pursuing a degree or certificate (Bachelor’s, Master’s, Doctoral, professional certification, etc.” that would also apply to alumni from 2-year institutions.

2. Please indicate your plans for each of the following degrees or certificates:

	Do not plan to pursue	Degree received	Currently enrolled or working toward	Degree you hope to attain in the future
Second Bachelor’s Degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Master’s Degree in Arts and Sciences (e.g., MA, MS, MFA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Master of Business Administration (MBA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Master’s Degree (e.g., MSW, MSE, MSN, MAT, MPA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Law Degree (JD or LLB)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PhD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Doctoral Degree (e.g., EdD, PsyD, DBA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Certificate:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Degree:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q2
Two options added for 2-year institutions:
• Associate’s Degree
• Bachelor’s Degree



2024–2025 HEDS Alumni Survey

This is a PDF representation of the online version of the survey. It includes all questions and response options, as well as notes (in italics) about how questions will display to survey takers.

Welcome to the Alumni Survey. Thanks for agreeing to participate!

This survey asks about the quality and impact of your undergraduate educational experiences inside and outside of the classroom at [Institution Name]. The survey also asks you to evaluate the impact of your undergraduate education at [Institution Name] on your critical thinking, problem solving, and other learning outcomes. Finally, the survey asks about your postcollege employment, college satisfaction, and college debt.

Your survey results will be shared with a handful of people at [Institution Name] who work to help students succeed and improve teaching and learning. Anyone who has access to your responses is legally obligated to keep them confidential.

The [Institution Name] leader(s) of this survey effort [is/are] [name(s)], and [he/she/they] can be reached at [email address(es)] and/or phone number(s).

By clicking “Next,” you acknowledge that you have read and considered the above information and agree to participate in the survey. Thank you for taking the time to share your thoughts. We appreciate it.

[Alumni see a “Next” button here.]

1. Please indicate which of the following describes your current PRIMARY activity:

- Employed
- Pursuing a degree or certificate (Bachelor’s, Master’s, Doctoral, professional certification, etc.)
- Military service
- Volunteer or national service (Peace Corps, AmeriCorps, etc.)
- Not employed, but seeking employment, admission to college or graduate program, or other opportunity
- Not employed, and not seeking employment or admission to college or graduate program (homemaker, traveling, volunteer, retired, etc.)

Alumni of 2-year institutions will see the first two response options below (Associate’s and Bachelor’s Degrees) and will not see the “Second Bachelor’s Degree” option. Alumni of 4-year institution will not see the first two response options.

2. Please indicate your plans for each of the following degrees or certificates:

	Do not plan to pursue	Degree received	Currently enrolled or working toward	Degree you hope to attain in the future
Associate’s Degree (e.g., AA, AS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bachelor’s Degree (e.g., BA, BS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Second Bachelor’s Degree (e.g., BA, BS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Master’s Degree in Arts and Sciences (e.g., MA, MS, MFA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Master of Business Administration (MBA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Master’s Degree (e.g., MSW, MSE, MSN, MAT, MPA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Law Degree (JD or LLB)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PhD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Doctoral Degree (e.g., EdD, PsyD, DBA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Certificate:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Degree:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions 3-8 (not shown) are unchanged.

9. Overall, to what extent did your undergraduate experience at this institution prepare you for the following activities?

	Very much	Quite a bit	Some	Very little
Graduate or professional school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Current career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social and civic involvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interpersonal relationships and family living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibilities of post-undergraduate life (e.g., managing finances, maintaining health, creating a home)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continued learning on my own or outside of a degree program (e.g., learning a new language, professional certification, learning a craft)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q9 Added "Completing Bachelor's degree" option for 2-year institutions.

Only Alumni of 2-year institutions will see the first response option "Completing Bachelor's Degree."

9. Overall, to what extent did your experience as a student at [Institution Name] prepare you for the following activities?

	Very much	Quite a bit	Some	Very little
Completing Bachelor's degree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate or professional school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Current career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social and civic involvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interpersonal relationships and family living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibilities of post-college life (e.g., managing finances, maintaining health, creating a home)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continued learning on my own or outside of a degree program (e.g., learning a new language, professional certification, learning a craft)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q10 appears only to those alumni who reported in Q9 that their undergraduate experience prepared them "Quite a bit" or "Very much" for continued learning on their own or outside of a degree program.

10. Please describe the continued learning you've experienced on your own or outside of a degree program.

Q10 is removed.

Q11 is removed, but we now use Q12 to capture the same information.

The activities in Q11 are shown in randomized order.

11. How frequently did you participate in the following activities as an undergraduate at this institution?

	Very often	Often	Sometimes	Rarely	Never
Student or campus government	<input type="checkbox"/>				
Intercollegiate athletics	<input type="checkbox"/>				
Intramural or club sports	<input type="checkbox"/>				
Student publications	<input type="checkbox"/>				
Performing arts/music	<input type="checkbox"/>				
Political organizations or clubs	<input type="checkbox"/>				
Community service	<input type="checkbox"/>				
Sorority/fraternity	<input type="checkbox"/>				
Religious groups	<input type="checkbox"/>				
Internships (paid or unpaid)	<input type="checkbox"/>				
Service organizations (on or off campus)	<input type="checkbox"/>				
Multicultural student groups	<input type="checkbox"/>				
Working with faculty on research	<input type="checkbox"/>				
Study abroad	<input type="checkbox"/>				
On-campus employment	<input type="checkbox"/>				
Off-campus employment	<input type="checkbox"/>				
Independent study	<input type="checkbox"/>				
Other: _____	<input type="checkbox"/>				

Only activities from Q11 that alumni indicated participating in appear in Q12. These activities are shown in randomized order.

12. To what extent did your experience with each of the following as an undergraduate at this institution contribute to your learning and personal development?

	Very much	Quite a bit	Some	Very little
Student or campus government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intercollegiate athletics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intramural or club sports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student publications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performing arts/music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political organizations or clubs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sorority/fraternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Internships (paid or unpaid)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service organizations (on or off campus)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Multicultural student groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with faculty on research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Study abroad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On-campus employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Off-campus employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Independent study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q11 and Q12 are now captured in Q10. All respondents see it.

We added a "Did not participate" response option.

Please Note: the question numbering between the two years is different from this point forward.

The activities in Q10 are shown in randomized order. Institutions may hide response options that do not apply to their institution.

10. To what extent did your experience with each of the following as a student at [Institution Name] contribute to your learning and personal development?

	Very much	Quite a bit	Some	Very little	Did not participate
Student or campus government	<input type="checkbox"/>				
Intercollegiate athletics	<input type="checkbox"/>				
Intramural or club sports	<input type="checkbox"/>				
Student publications	<input type="checkbox"/>				
Performing arts/music	<input type="checkbox"/>				
Political organizations or clubs	<input type="checkbox"/>				
Community service	<input type="checkbox"/>				
Sorority/fraternity	<input type="checkbox"/>				
Religious groups	<input type="checkbox"/>				
Internships (paid or unpaid)	<input type="checkbox"/>				
Service organizations (on or off campus)	<input type="checkbox"/>				
Multicultural student groups	<input type="checkbox"/>				
Working with faculty on research	<input type="checkbox"/>				
Study abroad	<input type="checkbox"/>				
On-campus employment	<input type="checkbox"/>				
Off-campus employment	<input type="checkbox"/>				
Independent study	<input type="checkbox"/>				
Other: _____	<input type="checkbox"/>				

13. How connected do you feel to this institution?

- Very strong connection
- Some connection
- Very little connection
- No connection

14. Overall, how satisfied have you been with your undergraduate education at this institution?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

15. From the perspective you have gained since graduation, what do you especially value about your undergraduate experience at this institution?

~~16. Please use this space to elaborate on any of your responses on this survey or on any aspect of your undergraduate experience at this institution.~~

11. How connected do you feel to [Institution Name]?

- Very strong connection
- Some connection
- Very little connection
- No connection

12. Overall, how satisfied have you been with your education at [Institution Name]?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

13. From the perspective you have gained since earning your degree at [Institution Name], what do you especially value about your college experience at [Institution Name]?

Q17 only appears to alumni who chose a primary activity of "Graduate or professional school" (either full-time or part-time), "Military service," or "Volunteer or national service" in Q1 or skipped it entirely.

17. Are you currently employed?

- Yes
- No

18. How many paying jobs have you had since you graduated from this institution?

Alumni will select from a drop-down menu that lists: 0, 1, 2, 3, 4, 5 or more.

Q19 only appears to alumni who selected no paying jobs since they graduated in Q18. They will then skip to Q24.

19. In the previous question, you indicated you have not had a paying job since you graduated. Which of the following best describes your situation?

- I have not sought a paying job.
- I have sought a paying job, but I have not yet found one.

Q20 appears to alumni who indicate in Q18 that they have had one or more paying jobs since graduating. It will also appear, with two additional response options, to those who haven't indicated yet if they've had a paying job since graduating. (i.e., They either skipped or chose "Graduate or professional school," "Military service," or "Volunteer or national service" in Q1, then skipped both Q17 and Q18.)

20. At what point did you secure your first paying job after graduating from this institution?

- While enrolled as an undergraduate.
- During the first six months after graduation.
- During the second six months after graduation.
- More than a year after graduation.

These two response options only appear to alumni who have not yet indicated if they have had a paying job since graduation.

- I have not sought a paying job.
- I have sought a paying job, but I have not yet found one.

Alumni who select "I have not sought a paying job" or "I have sought a paying job, but I have not yet found one" in Q20 skip to Q24.

Q21 appears to alumni who indicate in Q18 that they have had multiple paying jobs since graduation and to those who indicated in Q17 that they are not currently employed and then select one or more paying jobs in Q18. It will also appear to those who haven't indicated yet if they've had a paying job since earning their degree. Response options are shown in randomized order.

21. Please indicate whether each of the following descriptions applied to your FIRST paying job after you graduated from this institution. (Check all that apply)

- Was related to my undergraduate major
- Required me to use skills I gained as an undergraduate
- Was related to my desired career path
- Was work I found meaningful
- Allowed me to continue to grow and learn
- Paid enough to support my desired lifestyle
- Paid health insurance benefits
- Had opportunity for upward mobility
- Continued until I wished to leave
- Was in a desirable location
- Overall, was a satisfying job

Q17-Q19 have been removed. These questions attempted to learn if an alum was employed even if they didn't select that as their primary activity in Q1.

We now use Q14 (formerly Q20) to ask when alumni had their first paying job

All respondents see this question.

14. At what point did you secure your first paying job after earning your degree at [Institution Name]?

- While enrolled as a student.
- During the first six months after earning my degree.
- During the second six months after earning my degree.
- More than a year after earning my degree.
- I have not had a paying job since earning my degree.

Added a new option: I have not had a paying job since earning my degree.

Q22 and Q23 appear to alumni who either indicated that they are currently employed or haven't confirmed that they are not currently employed (i.e., They skipped or chose "Graduate or professional school," "Military service," or "Volunteer or national service" in Q1, then skipped Q17.)

22. What is your CURRENT primary job? (Choose one)

Art, Design, and Entertainment

- Architect
- Artist
- Entertainer
- Gallery worker
- Graphic designer
- Interior designer
- Museum curator
- Music/film industry
- Photographer
- Other Art, Design, and Entertainment

Communications and Media

- Broadcasting
- Editor
- Journalist
- Media production
- Public relations
- Publisher
- Writer
- Other Communications and Media

Community and Social Service

- Clergy
- Community organizer
- Philanthropy or nonprofit worker
- Social activist
- Social work
- Other Community and Social Service

Education and Library

- Librarian or archivist
- Preschool/elementary/middle school/high school/secondary administration
- Preschool/elementary/middle school/high school/secondary teacher
- Postsecondary administration/staff
- Postsecondary teacher or researcher
- School counselor
- Other Education and Library

Health Care

- Clinical psychology/psychiatry
- Dentist
- Dietician
- Nurse
- Optometrist
- Pharmacist
- Physical/occupational/speech therapy
- Physician
- Veterinarian
- Other Health Care

Law and Government

- Diplomat
- Foreign service
- Government worker
- International relations
- Judge
- Lawyer
- Other legal services
- Politics
- Public policy
- Other Law and Government

Management, Business, and Financial

- Accounting
- Actuary
- Advertising
- Executive
- Finance
- Human resources
- Insurance
- Management
- Real estate
- Recruiting
- Retail services
- Sales
- Other Management, Business, and Financial

Natural Resources

- Agricultural worker
- Conservationist
- Environmental scientist
- Other Natural Resources

Protection Services

- Law enforcement officer
- Military occupations
- Other Protection Services

Science, Technology, and Engineering

- Computer programmer/analyst
- Engineer
- Information systems
- Lab technician
- Scientific researcher
- Other Science, Technology, and Engineering

Service and Recreational

- Chef
- Food service industry
- Hospitality
- Sports and recreation
- Travel/tourism
- Other Service and Recreational

Other

- Other: _____
- I am not currently employed

This question has now been changed to "In what area is your CURRENT primary job?"

We now only ask about the **broad job categories** and NOT the specific options under each.

Q15 and Q16 appear only to alumni who chose "Employed," "Military Service," or "Volunteer or national service" in Q1.

15. In what area is your CURRENT primary job? (Choose one)

- Art, Design, and Entertainment
- Communications and Media
- Community and Social Service
- Education and Library
- Health Care
- Law and Government
- Management, Business, and Financial
- Natural Resources
- Protection Services (including military occupations)
- Science, Technology, and Engineering
- Service and Recreational
- Other: _____

Please note, this question now *only* appears to those who confirmed that they were employed in some manner in Q1. Previously, respondents who had not confirmed their employment saw it as well.

Response options for Q23 are shown in randomized order.

23. Please indicate whether each of the following descriptions applies to your CURRENT job. (Check all that apply)

- Relates to my undergraduate major
- Requires me to use skills I gained as an undergraduate
- Is related to my desired career path
- Is work I find meaningful
- Allows me to continue to grow and learn
- Pays enough to support my desired lifestyle
- Pays health insurance benefits
- Has opportunity for upward mobility
- Is likely to continue until I wish to leave
- Is in a desirable location
- Overall, is a satisfying job
- I am not currently employed

This response option only appears to those who have not yet confirmed whether or not they are currently employed.

24. Please indicate how much each of the following statements applies to you.

	Very true of me	Mostly true of me	Moderately true of me	Slightly true of me	Not at all true of me
I want to be among the very best in my field.	<input type="checkbox"/>				
I want my work to have a lasting impact on my field.	<input type="checkbox"/>				
I aspire to have my contributions at work recognized by my employer.	<input type="checkbox"/>				
Being outstanding at what I do at my job is important to me.	<input type="checkbox"/>				
I plan to obtain many promotions in my organization or business.	<input type="checkbox"/>				
I hope to become a leader in my career field.	<input type="checkbox"/>				
When I am established in my career, I would like to manage other employees.	<input type="checkbox"/>				
I want to have responsibility for the future direction of my organization or company.	<input type="checkbox"/>				
I hope to move up to a leadership position in my organization or business.	<input type="checkbox"/>				

25. Please answer the following about yourself:

	Very true of me	Mostly true of me	Moderately true of me	Slightly true of me	Not at all true of me
I enjoy having authority over other people.	<input type="checkbox"/>				
When given the chance, I make a good leader of people.	<input type="checkbox"/>				
I am usually a leader in groups.	<input type="checkbox"/>				
I enjoy planning things and deciding what other people should do.	<input type="checkbox"/>				
I like to give orders and get things going.	<input type="checkbox"/>				
People notice what I say.	<input type="checkbox"/>				
When a group I belong to plans an activity, I would rather direct it myself than just help out and have someone else organize it.	<input type="checkbox"/>				
I value having an important job where people look up to me.	<input type="checkbox"/>				
I like talking to people who are important.	<input type="checkbox"/>				
I want to be an important person in the community.	<input type="checkbox"/>				
I really admire people who have fought their way to the top.	<input type="checkbox"/>				
If I had enough money, I would not work.	<input type="checkbox"/>				
Even if I won a great deal of money (lottery, etc.), I would prefer to continue to work.	<input type="checkbox"/>				

Q24 and Q25 are now an optional "Leadership Module."

Response options for Q16 are shown in randomized order.

16. Please indicate whether each of the following descriptions applies to your CURRENT job. (Select all that apply)

- Relates to my major
- Requires me to use skills I gained as a college student
- Is related to my desired career path
- Is work I find meaningful
- Allows me to continue to grow and learn
- Pays enough to support my desired lifestyle
- Pays health insurance benefits
- Has opportunity for upward mobility
- Is likely to continue until I wish to leave
- Is in a desirable location
- Overall, is a satisfying job

[Optional Leadership Module]

The two questions in this optional section measures two dimensions of leadership—leadership aspirations and leadership motivations.

L1. Please indicate how much each of the following statements applies to you.

	Very true of me	Mostly true of me	Moderately true of me	Slightly true of me	Not at all true of me
I want to be among the very best in my field.	<input type="checkbox"/>				
I want my work to have a lasting impact on my field.	<input type="checkbox"/>				
I aspire to have my contributions at work recognized by my employer.	<input type="checkbox"/>				
Being outstanding at what I do at my job is important to me.	<input type="checkbox"/>				
I plan to obtain many promotions in my organization or business.	<input type="checkbox"/>				
I hope to become a leader in my career field.	<input type="checkbox"/>				
When I am established in my career, I would like to manage other employees.	<input type="checkbox"/>				
I want to have responsibility for the future direction of my organization or company.	<input type="checkbox"/>				
I hope to move up to a leadership position in my organization or business.	<input type="checkbox"/>				

L2. Please answer the following about yourself:

	Very true of me	Mostly true of me	Moderately true of me	Slightly true of me	Not at all true of me
I enjoy having authority over other people.	<input type="checkbox"/>				
When given the chance, I make a good leader of people.	<input type="checkbox"/>				
I am usually a leader in groups.	<input type="checkbox"/>				
I enjoy planning things and deciding what other people should do.	<input type="checkbox"/>				
I like to give orders and get things going.	<input type="checkbox"/>				
People notice what I say.	<input type="checkbox"/>				
When a group I belong to plans an activity, I would rather direct it myself than just help out and have someone else organize it.	<input type="checkbox"/>				
I value having an important job where people look up to me.	<input type="checkbox"/>				
I like talking to people who are important.	<input type="checkbox"/>				
I want to be an important person in the community.	<input type="checkbox"/>				
I really admire people who have fought their way to the top.	<input type="checkbox"/>				
If I had enough money, I would not work.	<input type="checkbox"/>				
Even if I won a great deal of money (lottery, etc.), I would prefer to continue to work.	<input type="checkbox"/>				
If unemployment benefits were really high, I would still prefer to work.	<input type="checkbox"/>				

[End Optional Module]

26. About how often do you currently engage in community service or volunteer work for organizations?

- Weekly
- Monthly
- Several times a year
- Once or twice a year
- Less than once a year

27. At the time you graduated, what was the total amount that you and/or your family borrowed to finance your undergraduate education at this institution?

- | | |
|--|--|
| <input type="checkbox"/> No loans | <input type="checkbox"/> \$50,000–\$59,999 |
| <input type="checkbox"/> Less than \$5,000 | <input type="checkbox"/> \$60,000–\$69,999 |
| <input type="checkbox"/> \$5,000–\$9,999 | <input type="checkbox"/> \$70,000–\$79,999 |
| <input type="checkbox"/> \$10,000–\$14,999 | <input type="checkbox"/> \$80,000–\$89,999 |
| <input type="checkbox"/> \$15,000–\$19,999 | <input type="checkbox"/> \$90,000–\$99,999 |
| <input type="checkbox"/> \$20,000–\$29,999 | <input type="checkbox"/> \$100,000 or more |
| <input type="checkbox"/> \$30,000–\$39,999 | <input type="checkbox"/> Borrowed money, but don't know the amount |
| <input type="checkbox"/> \$40,000–\$49,999 | |

Alumni who selected "No loans" in Q27 skip to Q29.

28. Approximately what proportion of your total loan amount are/were you personally responsible for paying?

- All
- Most
- About half
- Some, but less than half
- None
- Unsure

Demographic Information

In the next section, we ask questions about your identity. You may choose not to respond to any of these questions. We use responses to these questions to develop a picture of how an individual's background and identity are related to their experiences.

29. Which of the following best describes your primary area of study? (Choose one)

- Biological Sciences (e.g., Biology, Biochemistry, Environmental Science, Neuroscience/Biopsychology)
- Business and Management (e.g., Accounting, Business Administration, Finance, Marketing)
- Communications (e.g., Journalism, Mass Communication, Speech, Speech Pathology)
- Education (e.g., Elementary Education, Secondary Education, Special Education)
- Engineering (e.g., Chemical Engineering, Civil Engineering, Electrical Engineering, Mechanical Engineering)
- Fine and Performing Arts (e.g., Architecture, Art, Dance, Music, Theatre)
- Health Sciences (e.g., Exercise Science, Nursing, Pharmacy, Public Health)
- Humanities (e.g., Classics, English, Modern Languages & Literature, Philosophy)
- Physical Sciences, Mathematics, and Computer Science (e.g., Astronomy, Chemistry, Earth Sciences, Physics)
- Social Sciences (e.g., Anthropology, Economics, Political Science, Psychology, Sociology)
- Other field of study: _____
- Prefer not to respond

30. What is your gender?

- Man
- Woman
- Nonbinary, please self describe: _____
- Prefer not to respond

31. Are you transgender?

- Yes
- No
- Prefer not to respond

32. What was your citizenship status during the time you were enrolled as an undergraduate?

- U.S. citizen
- U.S. permanent resident but not a U.S. citizen
- Not a U.S. citizen or permanent resident
- Prefer not to respond

17. About how often do you currently engage in community service or volunteer work for organizations?

- Weekly
- Monthly
- Several times a year
- Once or twice a year
- Less than once a year

18. At the time you earned your degree, what was the total amount that you and/or your family borrowed to finance your education at [Institution Name]?

- | | |
|--|--|
| <input type="checkbox"/> No loans | <input type="checkbox"/> \$50,000–\$59,999 |
| <input type="checkbox"/> Less than \$5,000 | <input type="checkbox"/> \$60,000–\$69,999 |
| <input type="checkbox"/> \$5,000–\$9,999 | <input type="checkbox"/> \$70,000–\$79,999 |
| <input type="checkbox"/> \$10,000–\$14,999 | <input type="checkbox"/> \$80,000–\$89,999 |
| <input type="checkbox"/> \$15,000–\$19,999 | <input type="checkbox"/> \$90,000–\$99,999 |
| <input type="checkbox"/> \$20,000–\$29,999 | <input type="checkbox"/> \$100,000 or more |
| <input type="checkbox"/> \$30,000–\$39,999 | <input type="checkbox"/> Borrowed money, but don't know the amount |
| <input type="checkbox"/> \$40,000–\$49,999 | |

Q19 only appears to alumni who selected an option other than "No loans" in Q18.

19. Approximately what proportion of your total loan amount are/were you personally responsible for paying?

- All
- Most
- About half
- Some, but less than half
- None
- Unsure

Demographic Information

In the next section, we ask questions about your identity. You may choose not to respond to any of these questions. We use responses to these questions to develop a picture of how an individual's background and identity are related to their experiences.

20. Which of the following best described your primary area of study? (Choose one)

- Biological Sciences (e.g., Biology, Biochemistry, Environmental Science, Neuroscience/Biopsychology)
- Business and Management (e.g., Accounting, Business Administration, Finance, Marketing)
- Communications (e.g., Journalism, Mass Communication, Speech, Speech Pathology)
- Education (e.g., Elementary Education, Secondary Education, Special Education)
- Engineering (e.g., Chemical Engineering, Civil Engineering, Electrical Engineering, Mechanical Engineering)
- Fine and Performing Arts (e.g., Architecture, Art, Dance, Music, Theatre)
- Health Sciences (e.g., Exercise Science, Nursing, Pharmacy, Public Health)
- Humanities (e.g., Classics, English, Modern Languages & Literature, Philosophy)
- Physical Sciences, Mathematics, and Computer Science (e.g., Astronomy, Chemistry, Earth Sciences, Physics)
- Social Sciences (e.g., Anthropology, Economics, Political Science, Psychology, Sociology)
- Other field of study: _____
- Prefer not to respond

21. What is your gender?

- Man
- Woman
- Nonbinary, please self describe: _____
- Prefer not to respond

22. Are you transgender?

- Yes
- No
- Unsure
- Prefer not to respond

23. What was your citizenship status during the time you were enrolled at [Institution Name]?

- U.S. citizen
- U.S. permanent resident but not a U.S. citizen
- Not a U.S. citizen or permanent resident
- Prefer not to respond

Added an "Unsure" response option to the "Are you transgender?" question.

33. Are you Hispanic or Latino/a?

Yes
 No
 Prefer not to respond

34. Please indicate the race or races with which you identify. (Choose one or more)

American Indian or Alaska Native
 Asian
 Black or African American
 Native Hawaiian or other Pacific Islander
 White
 Prefer not to respond

Q33 & Q34 have been combined into one race/ethnicity question.

35. What is your current age?

Younger than 25
 25-34
 35-44
 45-54
 55-64
 65-74
 75-84
 85 or older
 Prefer not to respond

We removed the demographic questions about age (Q35), marital status (Q37), and dependents (Q38) and...

Added two NEW:
 • Parental education
 • Pell status

36. Which of the following most accurately describes your current personal annual income before taxes? Please report your personal income, not your total household income.

<input type="checkbox"/> No earned income	<input type="checkbox"/> \$140,000–\$159,999
<input type="checkbox"/> Less than \$20,000	<input type="checkbox"/> \$160,000–\$179,999
<input type="checkbox"/> \$20,000–\$39,999	<input type="checkbox"/> \$180,000–\$199,999
<input type="checkbox"/> \$40,000–\$59,999	<input type="checkbox"/> \$200,000–\$219,999
<input type="checkbox"/> \$60,000–\$79,999	<input type="checkbox"/> \$220,000–\$240,000
<input type="checkbox"/> \$80,000–\$99,999	<input type="checkbox"/> More than \$240,000
<input type="checkbox"/> \$100,000–\$119,999	<input type="checkbox"/> Prefer not to respond
<input type="checkbox"/> \$120,000–\$139,999	

37. What is your current relationship status? (Choose one)

Living with partner
 Married
 Separated or divorced
 Single
 Widowed
 Other relationship status: _____
 Prefer not to respond

38. How many dependent children do you have?

None
 1 or 2
 More than 2
 Prefer not to respond

24. What is your race and/or ethnicity? (Select all that apply)

American Indian or Alaska Native
For example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditi Government, Nome Eskimo Community, Aztec, Maya, etc.

Asian
For example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, Japanese, Pakistani, Hmong, Afghan, etc.

Black or African American
For example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, Trinidadian and Tobagonian, Ghanaian, Congolese, etc.

Hispanic or Latino
For example, Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, Colombian, Honduran, Spaniard, etc.

Middle Eastern or North African
For example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, Israeli, Moroccan, Yemeni, Kurdish, etc.

Native Hawaiian or Pacific Islander
For example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, Chuukese, Palauan, Tahitian, etc.

White
For example, English, German, Irish, Italian, Polish, Scottish, French, Swedish, Norwegian, etc.

Some other race or ethnicity: _____

Prefer not to respond

25. What is the highest level of education completed by either of your parents or those who raised you?

Did not finish high school
 High school diploma or GED
 Attended college but did not complete degree
 Associate's degree (AA, AS, etc.)
 Bachelor's degree (BA, BS, etc.)
 Master's degree (MA, MBA, MS, etc.)
 Doctoral or professional degree (PhD, JD, MD, etc.)
 Prefer not to respond

26. Have you ever received a Pell Grant during your time at college?

Yes
 No
 Prefer not to respond

27. Which of the following most accurately describes your current personal annual income before taxes? Please report your personal income, not your total household income.

<input type="checkbox"/> No earned income	<input type="checkbox"/> \$140,000–\$159,999
<input type="checkbox"/> Less than \$20,000	<input type="checkbox"/> \$160,000–\$179,999
<input type="checkbox"/> \$20,000–\$39,999	<input type="checkbox"/> \$180,000–\$199,999
<input type="checkbox"/> \$40,000–\$59,999	<input type="checkbox"/> \$200,000–\$219,999
<input type="checkbox"/> \$60,000–\$79,999	<input type="checkbox"/> \$220,000–\$240,000
<input type="checkbox"/> \$80,000–\$99,999	<input type="checkbox"/> More than \$240,000
<input type="checkbox"/> \$100,000–\$119,999	<input type="checkbox"/> Prefer not to respond
<input type="checkbox"/> \$120,000–\$139,999	

[If your institution chooses to add supplemental questions they will be inserted here, preceded by this statement.]
The following questions were provided by [Institution Name]. Of course, like the rest of the survey, you may choose to skip of these questions.

[The following message appears after alumni click the "Submit" button.]