



# NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS



## EXECUTIVE SUMMARY

### FOUR-YEAR SCHOOLS



# THE 2022 STUDENT SURVEY REPORT

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



# EXECUTIVE SUMMARY

## USE OF THE CAREER CENTER

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

## CAREER READINESS

- In regard to career readiness, graduating seniors reported that communication, critical thinking, and teamwork are the three most important competencies for success in their future career—which aligns with the competencies employers rank at the top.
- However, there is a disconnect between how graduating seniors perceive their proficiency and what employers think: Students gave themselves highest marks in teamwork, professionalism, and critical thinking and lowest marks in career and self-development, technology, and leadership. Conversely, employers cited technology as students' strong point, followed by equity and inclusion.

Note: For employer ratings, see [Job Outlook: 2022](#).

## EXPERIENTIAL LEARNING

- More than three-quarters of graduating seniors reported participating in some form of experiential learning in their college career, and 60% reported being paid for their experiential learning.
- Although 78.6% of graduating seniors were very or extremely satisfied with their internship experience, only 58% believed they were paid fairly.

## THE JOB SEARCH

- One-third of graduating seniors participated in virtual recruiting activities this year, and close to 60% felt comfortable in a virtual recruiting environment. However, they also made it clear that they value the in-person recruiting and prefer it assuming conditions permit.
- The survey results illuminate the war for college-educated talent: Class of 2022 graduating seniors reported receiving an average of 1.14 offers *before* graduation—higher than both the Class of 2021 (average of 0.83 offers before graduation) and Class of 2020 (average of 0.93 offers prior to graduation).

## EMPLOYMENT PREFERENCES AND ATTITUDES

- The Class of 2022 prefers levels of flexibility in regard to work modality: More than 47% of graduating seniors expressed a preference to work in a hybrid modality—mixing an in-person work setting with a virtual one.
- Graduating seniors prioritized job security and the ability to develop and use specific skills over a high starting salary, but, assuming job offers are otherwise equivalent, salary tops the list of deciding factors.

## GET THE FULL REPORT + INTERACTIVE DASHBOARD

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

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

## [LEARN MORE](#)

# APPENDIX

## METHODOLOGY

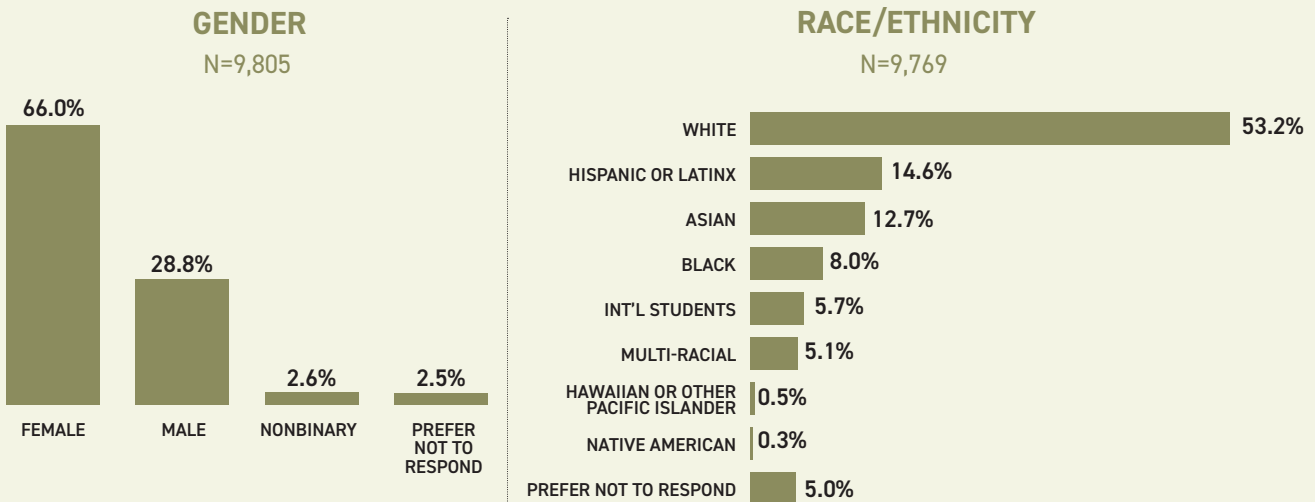
Data for the *2022 Student Survey Report* were collected from February 22, 2022, to May 15, 2022. It is important to note that responses reflect outcomes and attitudes *before* graduation and do not capture post-graduation results. (For information about what happened to a class from graduation through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

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

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

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

**FIGURE 1: DEMOGRAPHICS OF SURVEY SAMPLE**



## ADDITIONAL DEMOGRAPHICS

	PERCENT OF SAMPLE	TOTAL RESPONDENTS
First-generation student	28.9%	9,398
Student with disability	12.3%	9,158
Student identifies as LGBTQ+	18.8%	9,118
Veteran	2.7%	9,432
English is not primary language in the home	23.0%	9,433
Student caregiver	11.1%	9,532

**MEDIAN AGE**  
N=7,971

**21 YEARS OF AGE**

## APPENDIX

### PARTICIPATING INSTITUTIONS

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

**APPENDIX****PARTICIPATING SCHOOLS** *continued*

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

## APPENDIX

### PARTICIPATING SCHOOLS *continued*

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

## APPENDIX

### PARTICIPATING SCHOOLS *continued*

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