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STAFF PAPER

THE COLLEGE AND CAREER EXPERIENCES OF GRADUATES
OF THE COLLEGE OF AGRICULTURE
AT KANSAS STATE UNIVERSITY
1978-1988

ANDREW P. BARKLEY AND JONG-I PERNG*

August 1990
No. 91-10

Department of Agricultural Economics

Kansas State University

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I. Introduction

In August 1988, 1989 questionnaires were mailed to all persons who graduated from the College of Agriculture at Kansas State University between 1978 and 1988. Questionnaires were returned by 123 alumni, yielding a response rate of just over 30%.

The questionnaire inquired about both college and career experiences. The overall results of the survey were analyzed (1) the (August 1989) salaries, (2) the number of positions held and (3) the important to alumni after 1978-1988. The overall results of the survey broken down by field of study.

If you are interested in the results of these efforts or have any questions about my survey, please contact the lead author.

By

Andrew P. Barkley

and

Jong-I Perng*

August, 1990

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I. Introduction.

In August 1989, 5023 questionnaires were mailed to all persons who graduated from the College of Agriculture at Kansas State University between 1978 and 1988. Questionnaires were returned by 1537 alumni, yielding a response rate of just over 30%.

The questionnaire inquired about both college and career experiences, including starting and current salaries and the level of job satisfaction. This Staff Paper presents the overall results of the survey; other research has been conducted that analyzes (1) the determinants of both starting and current (August 1989) salaries, (2) the determinants of the number of positions held and number of promotions earned by College of Agriculture alumni, (3) the career skills that are found to be important to alumni after graduation, and (4) the overall results of the survey broken down by major field of study.

If you are interested in the results of these efforts or have any questions about the survey, please contact the lead author.

Frequently reported benefits included: Health Insurance (86%), Paid Vacation (78%), Retirement, or Medical benefits. Over 20% of the reporting alumni received at least one of the following: an Automobile, a Training Program, Profit-Sharing, or Dental Benefits.

Thirty-eight percent of all respondents reported an urban job location, with only 19% working in a rural location (89%).

II. Summary of Part A: General Information.

Sixty-seven percent of all respondents majored in five fields: Animal Sciences and Industry (Question A1, 23%), Agricultural Economics (19%), Agronomy (10%), Horticulture (8%), and Agricultural Education (7%). The remaining respondents were distributed among the other majors within the College of Agriculture, and 97 respondents (6%) were double majors (A1a).

Twenty percent of the Ag Alumni earned an Associate's Degree before attainment of the Bachelor's Degree (A2). Thirty-one percent of the respondents earned an advanced degree; 15% earned Master's Degrees, and 9% achieved the D.V.M. degree (A2).

At the time of the survey, 93% of the respondents were between 21 and 35 years of age (A3); three-quarters were male (A4), and two-thirds were married (A5).

Fifty percent of the respondents were from a Farm/Ranch (A6). The size of the respondents' high school graduating class was distributed evenly as reported in question (A7).

Involvement in activities while attending K.S.U. are reported in Table A8, page 9. Intramural sports were the most frequently reported activity, with a 37% participation rate while at K.S.U. Other frequently cited activities include: Block and Bridle (15%), Alpha Zeta (12%), Ag Econ Club (11%), Pre-Vet Club (11%), Ag Ambassadors (10%), and Greek Fraternity/Sorority (8%).

Fifty-four percent of the graduates surveyed entered K.S.U. with Freshman status, whereas 44% entered as transfer students (A9). Cumulative G.P.A. in college was centered around 3.0, and 17% of the sample earned a G.P.A. higher than 3.5 (A10).

Seventy-four percent of the survey respondents were employed for an average of at least one hour per week during their college years (A11). Thirty-one percent averaged between 10 and 19 hours of employment per week. Forty-four percent of the responding Alumni did not acquire debt in the form of student loans while at K.S.U. (A12), whereas only 5% became indebted at a level greater than \$10,000 (A12).

III. Summary of Part B: Current Employment.

Eighty-nine percent of Agricultural College Alumni were employed full time, with the remaining graduates distributed among part-time employment, student status, and retirement at the time of the survey (B1). One respondent indicated his or her occupation as Retired.

The most frequently identified response to "Type of Employment" among K.S.U. Ag graduates was Management (B2, 13%). Other frequent employment categories include Self-Employed-Farm (11%), Veterinarian (8%), Government (8%), Finance/Credit (7%), and Education (6%). The Other response was the most frequent (14%).

Two questions deal with the type of employer (B4) and the type of employment (B5). Note that survey respondents answered both questions separately, and that responses to question B4 are not mutually exclusive of the responses to question B5. In response to the question on Employer Type, the respondents reported employment in Private Industry (B4, 54%), Government (22%), and Self-Employed (20%). Question B5 pursued employment type, indicating that 17% of the respondents had careers in farming/ranching, whereas 47% reported careers in Agribusiness. Thirty-one percent reported careers not related to the agricultural sector (B5).

A large majority of respondents' experience at their current position at the time of the survey was distributed between 1 and 10 years (B6). This result reflects the year of graduation of the alumni, which for this survey encompasses 1978 to 1988.

Salaries varied widely, but were centered around \$25,000 per year (B7). Care must be taken in the interpretation of these results for several reasons. First, these figures include all respondents, some of whom are recent graduates, and some of whom are experienced. Also, some of the self-employed respondents appear to have reported their gross annual sales; thus, there are some high salaries that are questionable.

Frequently reported fringe benefits included Health Insurance (B8, 70%) and Paid Vacations (70%). Over 49% of responding Alumni received Sick Pay, Retirement, or Medical benefits. Over 20% of the reporting alumni received at least one of the following: an Automobile, a Training Program, Profit-Sharing, or Dental Benefits.

Thirty-eight percent of all respondents reported an urban job location, with only 19% working in a rural location (B9).

IV. Summary of Part C: First Position.

Thirty percent of all respondents reported starting salaries (adjusted for inflation) between \$15,000 and \$19,999 (C1), and 25% of the reporting alumni had starting salaries of between \$20,000 and \$24,999. A small number of respondents reported very large starting salaries, as evidenced by table C1.

The respondents were distributed evenly across the years in which the first job was taken (C2).

Individual Effort was the most frequently reported placement service utilized (C3), with over 56% of the respondents reporting personal exertion. Over one-third employed the Career Planning and Placement Center, and over one-quarter used a Personal Contact. Other popular placement services include Departmental Faculty (20%), Work Experience (19%), and Direct Application (19%). The Most Important Placement Service Utilized was Individual Effort (C3A, 18%). Note that there was limited response to this question; 42% responded No Answer.

Eighty-nine percent of all respondents worked full time in their first position (C4). Similar to current employment type, the most frequent type of first position taken was Management (C5, 10%). Other frequently reported first jobs include Self-Employed-Farm (9%), Veterinarian (8%), Education (7%), and Government (7%). Analogous to the current employment questions, the questionnaire provided questions on both employer type (C7) and employment type (C8). Over 60% of the reported first jobs were in private industry (C7), and about 18% were in Farming/Ranching (C8). Note that the responses to employer type are not mutually exclusive of responses to employment type.

Over one-half of the respondents landed their first position prior to leaving college (C9, 54%), with all but 7% of the respondents finding work within six months after graduation. Over one quarter of these jobs were located in rural areas (C10).

V. Summary of Part D: Attitudes/Job Experience.

Over 70% of the respondents Agreed or Strongly Agreed that "My career is closely related to my K.S.U. degree." (D1, 77%), that "My college education prepared me for my current career." (D2, 84%), and that "My college major prepared me for my current career." (D3, 72%).

Thirty-six percent of the respondents believed their degrees to be more valuable than those received by colleagues at other institutions, whereas 19 percent disagreed (D4). Forty-nine percent were in agreement with the statement that their advisor was a key factor in their college experience (D5). A majority of graduates would "be involved in more extracurricular activities" if they were able to "do it [college] over" (D6).

Over two-thirds of the respondents expected to stay with their current employer for more than five years (D7), and 58% have declined other employment offers since taking their current job (D8). One-quarter of the respondents felt that they "should have pursued a different major" (D9).

Respondents Agreed or Strongly Agreed that all of the listed skills were important in their current position, recorded in order of strength of response: (1) Oral Communication (D10B, 96%), (2) People Skills (D10G, 94%), (3) Problem Solving (D10E, 94%), (4) Management Skills (D10I, 90%), (5) Written Communication (D10A, 89%), (6) Technical Knowledge (D10F, 84%), (7) Mathematics (D10C, 79%), (8) Computer Skills (D10D, 69%), and (9) Economics Skills (D10H, 67%).

Respondents Agreed or Strongly Agreed that the following skills learned in extracurricular activities are an asset in their current position: (1) Self Confidence (D11G, 79%), (2) Group Interaction (D11F, 75%), (3) Oral Communication (D11A, 75%), (4) Leadership (D11E, 74%), (5) Organization (D11D, 73%), (6) Public Relations (D11C, 69%), and (7) Parliamentary Procedure (D11B, 32%).

Respondents were Satisfied or Very Satisfied with the following aspects of their present job: (1) Responsibility (D12F, 85%), (2) Opportunity to Learn and Improve (D12I, 77%), (3) Location (D12B, 74%), (4) Working Conditions (D12E, 71%), (5) Salary/Benefits (D12A, 69%), (6) Prestige/Recognition (D12D, 57%), (7) Opportunity to Advance (D12C, 55%), (8) Free Time (D12G, 54%), (9) Travel (D12H, 51%).

Overall, 79% of all survey respondents were Satisfied or Very Satisfied with their current job (D12J). Almost 90 percent of all respondents were Satisfied or Very Satisfied with their investment in education at K.S.U., whereas only 4% were Dissatisfied or Very Dissatisfied (D13).

A majority (66%) of graduates had held only one or two jobs at the time of the survey, but many graduates had held three (18%), four (7%), or five or more jobs (5%). The number of jobs held (D14) reflects the number of years since graduation, with the number of positions increasing with the passage of time.

Thirty percent of all alumni have not received a promotion since graduation (D15). However, 19% have been promoted once, and 15% have received either two or three promotions.

The number of employees supervised by recent agricultural graduates varies widely (D16). Thirty-four percent of all survey respondents were not in a supervisory position. Twenty percent of all respondents supervised one or two employees; 13 respondents supervised over 100 persons.

PART A: GENERAL INFORMATION

<u>A1. Major.</u>	<u>N</u>	<u>Percent</u>
1. Ag Economics	287	18.7
2. Ag Education	104	6.8
3. Ag Journalism	26	1.7
4. Ag Mechanization	47	3.1
5. Agronomy	154	10.0
6. Animal Sci & Ind	354	23.0
7. Bakery Sci & Ind	26	1.7
8. Crop Protection	21	1.4
9. Dairy Production	21	1.4
10. Entomology	11	0.7
11. Feed Sci & Man	40	2.6
12. Food Science	38	2.5
13. Grain Science	37	2.4
14. Horticulture	129	8.4
15. Hort Therapy	24	1.6
16. Milling Sci & Man	51	3.3
17. NRM	50	3.3
18. Park Resource Man	18	1.2
19. Plant Pathology	4	0.3
20. Poultry Science	3	0.2
21. Pre-Veterinary Med	75	4.9
22. Retail Floriculture	4	0.3
23. Other	8	0.5
24. No Answer	5	0.3
	-----	-----
	1537	100.3

<u>A1a. Double Major.</u>	<u>N</u>	<u>Percent</u>
1. Double Major	97	6.3
2. Single Major	1440	93.7
	-----	-----
	1537	100.0

<u>A2. Degree Earned.</u>	<u>N</u>	<u>Percent</u>
1. Associate	302	19.6
2. Bachelor	1537	100.0
3. Master	232	15.1
4. M.B.A.	23	1.5
5. Ph.D. , Ed.D.	73	4.7
6. J.D. , L.L.D.	11	0.7
7. D.V.M.	131	8.5
8. M.D. , D.D.M.	1	0.1
9. Other	27	1.8

<u>A3. Age.</u>	<u>N</u>	<u>Percent</u>
1. 21-25 Years	230	15.0
2. 26-30 Years	675	43.9
3. 31-35 Years	527	34.3
4. 36-40 Years	79	5.1
5. 41 Years or Older	26	1.7
6. No Answer	0	0
	-----	-----
	1537	100.0

<u>A4. Sex.</u>	<u>N</u>	<u>Percent</u>
1. Male	1166	75.9
2. Female	344	22.4
3. No Answer	27	1.8
	-----	-----
	1537	100.1

<u>A5. Marital Status.</u>	<u>N</u>	<u>Percent</u>
1. Married	1031	67.1
2. Unmarried	484	31.5
3. No Answer	22	1.4
	-----	-----
	1537	100.0

<u>A6. Size of Hometown.</u>	<u>N</u>	<u>Percent</u>
1. Farm/Ranch	771	50.2
2. Less than 10,000	287	18.7
3. More than 10,000	474	30.8
4. No Answer	5	0.3
	-----	-----
	1537	100.0

<u>A7. Size of H.S. Class.</u>	<u>N</u>	<u>Percent</u>
1. Less than 50	455	29.6
2. 50-99	364	23.7
3. 100-199	264	17.2
4. 200-499	271	17.6
5. 500 or larger	175	11.4
6. No Answer	8	0.5
	-----	-----
	1537	100.0

<u>A8. Activities at KSU.</u>		<u>Member</u>	<u>Percent</u>	<u>Officer</u>	<u>Percent</u>
1.	Agronomy Club	83	5.4	16	1.0
2.	Ag Ambassadors	148	9.6	7	0.5
3.	Ag Comm of Tomm	15	1.0	11	0.7
4.	Ag Econ Club	167	10.9	39	2.5
5.	Ag Ed Club	69	4.5	32	2.1
6.	Ag Mech Club	26	1.7	18	1.2
7.	Ag Stud Council	76	4.9	46	3.0
8.	Alpha Tau Alpha	46	3.0	26	1.7
9.	Alpha Zeta	181	11.8	33	2.1
10.	Am Soc Ag Eng	8	0.5	2	0.1
11.	ASI Quadrathlon	49	3.2	2	0.1
12.	Bakery Sci Club	32	2.1	13	0.8
13.	Band	39	2.5	5	0.3
14.	Block and Bridle	230	15.0	37	2.4
15.	Blue Key	17	1.1	9	0.6
16.	Chimes	14	0.9	4	0.3
17.	Collegiate FFA	32	2.1	12	0.8
18.	Collegiate 4-H	37	2.4	16	1.0
19.	Crops Judging	11	0.7	0	0
20.	Dairy Judging	21	1.4	1	0.1
21.	Dairy Prdt Judg	11	0.7	0	0
22.	Dairy Sci Club	20	1.3	22	1.4
23.	Frat/Sorority	128	8.3	164	10.7
24.	Flower Judging	6	0.4	0	0
25.	Food Sci Quiz	4	0.3	0	0
26.	For & Park Club	23	1.5	8	0.5
27.	Forestry Club	11	0.7	5	0.3
28.	Glee Club	24	1.6	0	0
29.	Horseman's Ass	38	2.5	8	0.5
30.	Horse Judging	11	0.7	0	0
31.	Hort Therapy Cl	14	0.9	8	0.5
32.	Horticulture Cl	91	5.9	15	1.0
33.	Intramural Sport	573	37.3	25	1.6
34.	Livestock Judg	57	3.7	3	0.2
35.	Meats Judging	42	2.7	3	0.2
36.	Mortar Board	5	0.3	0	0
37.	NAMA	44	2.9	12	0.8
38.	Park Res Club	16	1.0	7	0.5
39.	Pi Alpha Xi	31	2.0	9	0.6
40.	Poultry Judging	11	0.7	1	0.1
41.	Poultry Sci Cl	6	0.4	7	0.5
42.	Pre-Vet Club	168	10.9	10	0.7
43.	Retail Flouri	9	0.6	6	0.4
44.	Rodeo Club	53	3.4	20	1.3
45.	Soils Judging	17	1.1	3	0.2
46.	Spurs	13	0.8	7	0.5
47.	Steel Ring	0	0	0	0
48.	Student Senate	24	1.6	15	1.0
49.	Wool Judging	18	1.2	1	0.1
50.	Other1	218	14.2	125	8.1
51.	Other2	79	5.1	40	2.6

A9. KSU Entrance Status.

	<u>N</u>	<u>Percent</u>
1. Freshman	830	54.0
2. Transfer	676	44.0
3. No Answer	31	2.0
	-----	-----
	1537	100.0

A10. Cumulative College GPA.

	<u>N</u>	<u>Percent</u>
1. Under 2.0	0	0
2. 2.0-2.49	164	10.7
3. 2.5-2.99	528	34.4
4. 3.0-3.49	551	35.8
5. 3.5-4.0	267	17.4
6. No Answer	27	1.8
	-----	-----
	1537	100.1

A11. Employment in College.

	<u>N</u>	<u>Percent</u>
1. 0 Hours per Week	376	24.5
2. 1-9 Hours per Week	268	17.4
3. 10-19 Hours per Week	483	31.4
4. 20-29 Hours per Week	292	19.0
5. 30 plus Hours per Week	94	6.1
6. No Answer	24	1.6
	-----	-----
	1537	100.0

A12. Student Loans.

	<u>N</u>	<u>Percent</u>
1. \$0	668	43.5
2. \$1-\$5,000	464	30.2
3. \$5,001-\$10,000	311	20.2
4. Over \$10,000	77	5.0
5. No Answer	17	1.1
	-----	-----
	1537	100.0

PART B: CURRENT EMPLOYMENT

<u>B1. Hours of Employment.</u>	<u>N</u>	<u>Percent</u>
1. Full Time	1371	89.2
2. Part Time	49	3.2
3. Student	58	3.8
4. Retired	1	0.1
5. Other	52	3.4
6. No Answer	6	0.4
	-----	-----
	1537	100.1

<u>B2. Type of Employment.</u>	<u>N</u>	<u>Percent</u>
1. Communications	34	2.2
2. Construction	22	1.4
3. Econ Anal/Consult	19	1.2
4. Education	98	6.4
5. Engineer	24	1.6
6. Farm Input Sales	49	3.2
7. Finance/Credit	104	6.8
8. Forestry	6	0.4
9. Government	115	7.5
10. Grain Merchandising	27	1.8
11. Insurance	12	0.8
12. Livestock Buying	5	0.3
13. Livestock Merchandising	27	1.8
14. Management	204	13.3
15. Manufacturing	48	3.1
16. Professional:MD,CPA,etc.	23	1.5
17. Public Relations	7	0.5
18. Real Estate	5	0.3
19. Retail Merchandising	31	2.0
20. Social Services	10	0.7
21. Self-Employed-Farm	168	10.9
22. Self-Employed-Nonfarm	30	2.0
23. Student	46	3.0
24. Technician	44	2.9
25. Transportation	9	0.6
26. Unemployed	5	0.3
27. Veterinarian	121	7.9
28. Youth Programs	3	0.2
29. Other	214	13.9
30. No Answer	27	1.8
	-----	-----
	1537	100.3

<u>B4. Type of Employer.</u>	<u>N</u>	<u>Percent</u>
1. Private Industry	824	53.6
2. Government	343	22.3
3. Self-Employed	311	20.2
4. No Answer	59	3.8
	-----	-----
	1537	99.9

<u>B5. Type of Employment.</u>	<u>N</u>	<u>Percent</u>
1. Farming/Ranching	256	16.7
2. Agribusiness	714	46.5
3. Non-ag	472	30.7
4. No Answer	95	6.2
	-----	-----
	1537	100.1

<u>B6. Years at Current Position.</u>	<u>N</u>	<u>Percent</u>
1. 0-1	335	21.8
2. 1-2	240	15.6
3. 2-3	197	12.8
4. 3-4	143	9.3
5. 4-5	162	10.5
6. 6-7	71	4.6
7. 7	61	4.0
8. 8	69	4.5
9. 9	52	3.4
10. 10	71	4.6
11. over 10	39	2.5
12. No Answer	97	6.3
	-----	-----
	1537	99.9

B7. Salary at Current Position. N Percent

1. Under \$10,000	64	4.2
2. \$10,000-14,999	100	6.5
3. \$15,000-19,999	129	8.4
4. \$20,000-24,999	265	17.2
5. \$25,000-29,999	272	17.7
6. \$30,000-34,999	223	14.5
7. \$35,000-39,999	127	8.3
8. \$40,000-44,999	92	6.0
9. \$45,000-49,999	56	3.6
10. \$50,000-54,999	39	2.5
11. \$55,000-59,999	20	1.3
12. \$60,000-64,999	17	1.1
13. \$65,000-69,999	6	0.4
14. \$70,000-74,999	15	1.0
15. \$75,000-99,999	24	1.6
16. \$100,000 or more	27	1.8
17. No Answer	61	4.0
	-----	-----
	1537	100.1

B8. Fringe Benefits. N Percent

1. Health Insurance	1074	69.9
2. Automobile	315	20.5
3. Sick Pay	852	55.4
4. Retirement	812	52.8
5. Housing	115	7.5
6. Training Program	377	24.5
7. Paid Vacation	1064	69.2
8. Medical	751	48.9
9. Farm Products (PIK)	256	16.7
10. Profit-sharing	390	25.4
11. Dental	649	42.2
12. Other	167	10.9

B9. Current Job Location. N Percent

1. Rural Location	294	19.1
2. Small Town	419	27.3
3. Urban Location	582	37.9
4. No Answer	242	15.7
	-----	-----
	1537	100.0

PART C: FIRST POSITION AFTER COMPLETION OF HIGHEST DEGREE

<u>C1. Starting Salary; First Job.</u>	<u>N</u>	<u>Percent</u>
(1988 Dollars)		
1. Under \$10,000	58	3.8
2. \$10,000-14,999	169	11.0
3. \$15,000-19,999	453	29.5
4. \$20,000-24,999	386	25.1
5. \$25,000-29,999	202	13.1
6. \$30,000-34,999	80	5.2
7. \$35,000-39,999	28	1.8
8. \$40,000-44,999	12	0.8
9. \$45,000-49,999	6	0.4
10. \$50,000-54,999	2	0.1
11. \$55,000-59,999	2	0.1
12. \$60,000-64,999	1	0.1
13. \$65,000-69,999	0	0
14. \$70,000-74,999	0	0
15. \$75,000-99,999	1	0.1
16. \$100,000 or more	1	0.1
17. No Answer	136	8.8
	-----	-----
	1537	100.0

<u>C2. Year First Position Taken.</u>	<u>N</u>	<u>Percent</u>
1. 1978	81	5.3
2. 1979	125	8.1
3. 1980	144	9.4
4. 1981	124	8.1
5. 1982	132	8.6
6. 1983	136	8.8
7. 1984	143	9.3
8. 1985	142	9.2
9. 1986	149	9.7
10. 1987	133	8.7
11. 1988	159	10.3
12. No Answer	69	4.5
	-----	-----
	1537	100.0

C3. Placement Services Utilized. N Percent

1. KSU Career Planning	531	34.5
2. Individual Effort	859	55.9
3. Personal Contact	412	26.8
4. Private Employ Agency	55	3.6
5. Dean's Office	63	4.1
6. Ag Senior Plcmt Annual	44	2.9
7. Departmental Faculty	307	20.0
8. Employment Ad	155	10.1
9. Work Experience	296	19.3
10. Direct Application	284	18.8
11. Advisor	194	12.6
12. Other	83	5.4

C3A. Most Impt Plcmt Service. N Percent

1. KSU Career Planning	207	13.5
2. Individual Effort	278	18.1
3. Personal Contact	125	8.1
4. Private Employ Agency	11	0.7
5. Dean's Office	27	1.8
6. Ag Senior Plcmt Annual	0	0
7. Departmental Faculty	81	5.3
8. Employment Ad	24	1.6
9. Work Experience	37	2.4
10. Direct Application	42	2.7
11. Advisor	47	3.1
12. Other	27	1.8
13. No Answer	631	41.1
	----	----
	1537	100.2

C4. Type of First Position. N Percent

1. Full Time	1366	88.9
2. Part Time	84	5.5
3. Other	31	2.0
4. No Answer	56	3.6
	----	----
	1537	100.0

C5. Type of First Position. N Percent

1. Communications	32	2.1
2. Construction	21	1.4
3. Econ Anal/Consult	26	1.7
4. Education	107	7.0
5. Engineer	15	1.0
6. Farm Input Sales	57	3.7
7. Finance/Credit	104	6.8
8. Forestry	8	0.5
9. Government	108	7.0
10. Grain Merchandising	25	1.6
11. Insurance	11	0.7
12. Livestock Buying	3	0.2
13. Livestock Merchandising	20	1.3
14. Management	162	10.5
15. Manufacturing	60	3.9
16. Professional:MD,CPA,etc.	21	1.4
17. Public Relations	7	0.5
18. Real Estate	4	0.3
19. Retail Merchandising	50	3.3
20. Social Services	8	0.5
21. Self-Employed-Farm	145	9.4
22. Self-Employed-Nonfarm	7	0.5
23. Student	16	1.0
24. Technician	64	4.2
25. Transportation	9	0.6
26. Unemployed	1	0.1
27. Veterinarian	122	7.9
28. Youth Programs	11	0.7
29. Other	263	17.1
30. No Answer	50	3.3
	<hr/>	<hr/>
	1537	100.2

<u>C7. Type of First Employer.</u>	<u>N</u>	<u>Percent</u>
1. Private Industry	941	61.2
2. Government	335	21.8
3. Self-Employed	209	13.6
4. No Answer	52	3.4
	-----	-----
	1537	100.0

<u>C8. Type of First Employment.</u>	<u>N</u>	<u>Percent</u>
1. Farming/Ranching	272	17.7
2. Agribusiness	825	53.7
3. Non-ag	364	23.7
4. No Answer	76	4.9
	-----	-----
	1537	100.0

<u>C9. Length of Job Search.</u>	<u>N</u>	<u>Percent</u>
1. Prior to Leaving College	835	54.3
2. Less than One Month	266	17.3
3. One to Six Months	289	18.8
4. Six Months Plus	100	6.5
5. No Answer	47	3.1
	-----	-----
	1537	100.0

<u>C10. Location of First Job.</u>	<u>N</u>	<u>Percent</u>
1. Rural Location	412	26.8
2. Urban Location	595	38.7
3. Small Town	479	31.2
4. No Answer	51	3.3
	-----	-----
	1537	100.0

PART D: ATTITUDES/JOB EXPERIENCE.

D1. My career is closely related to my KSU degree.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	771	50.2
2. Agree	414	26.9
3. Not sure	62	4.0
4. Disagree	151	9.8
5. Strongly Disagree	117	7.6
6. No Answer	22	1.4
	-----	-----
	1537	99.9

D2. My college education prepared me for my current career.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	498	32.4
2. Agree	793	51.6
3. Not sure	95	6.2
4. Disagree	90	5.9
5. Strongly Disagree	37	2.4
6. No Answer	24	1.6
	-----	-----
	1537	100.1

D3. My college major prepared me for my current career.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	465	30.3
2. Agree	640	41.6
3. Not sure	151	9.8
4. Disagree	181	11.8
5. Strongly Disagree	76	4.9
6. No Answer	24	1.6
	-----	-----
	1537	100.0

D4. My degree is more valuable than those received by colleagues at other institutions.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	202	13.1
2. Agree	354	23.0
3. Not sure	647	42.1
4. Disagree	233	15.2
5. Strongly Disagree	59	3.8
6. No Answer	42	2.7
	-----	-----
	1537	99.9

D5. My advisor was a key factor in my collegiate experience.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	304	19.8
2. Agree	443	28.8
3. Not sure	247	16.1
4. Disagree	336	21.9
5. Strongly Disagree	182	11.8
6. No Answer	25	1.6
	-----	-----
	1537	100.0

D6. If I could do it over, I would be involved in more extracurricular activities.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	292	19.0
2. Agree	544	35.4
3. Not sure	341	22.2
4. Disagree	288	18.7
5. Strongly Disagree	49	3.2
6. No Answer	23	1.5
	-----	-----
	1537	100.0

D7. I expect to stay with my current employer for more than 5 years.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	595	38.7
2. Agree	437	28.4
3. Not sure	250	16.3
4. Disagree	115	7.5
5. Strongly Disagree	94	6.1
6. No Answer	46	3.0
	----	----
	1537	100.0

D8. I have declined other employment offers since taking my present position.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	402	26.2
2. Agree	501	32.6
3. Not sure	74	4.8
4. Disagree	347	22.6
5. Strongly Disagree	154	10.0
6. No Answer	59	3.8
	----	----
	1537	100.0

D9. Based on what I now know, I should have pursued a different major.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	186	12.1
2. Agree	209	13.6
3. Not sure	277	18.0
4. Disagree	425	27.7
5. Strongly Disagree	411	26.7
6. No Answer	29	1.9
	----	----
	1537	100.0

D10A. The following skill is important to me in my current position: Written Communication.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	851	55.4
2. Agree	509	33.1
3. Not sure	57	3.7
4. Disagree	69	4.5
5. Strongly Disagree	12	0.8
6. No Answer	39	2.5
	-----	-----
	1537	100.0

D10B. The following skill is important to me in my current position: Oral Communication.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	1156	75.2
2. Agree	325	21.1
3. Not sure	15	1.0
4. Disagree	12	0.8
5. Strongly Disagree	4	0.3
6. No Answer	25	1.6
	-----	-----
	1537	100.0

D10C. The following skill is important to me in my current position: Mathematics.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	447	29.1
2. Agree	768	50.0
3. Not sure	146	9.5
4. Disagree	103	6.7
5. Strongly Disagree	29	1.9
6. No Answer	44	2.9
	-----	-----
	1537	100.1

D10D. The following skill is important to me in my current position: Computer Skills.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	498	32.4
2. Agree	569	37.0
3. Not sure	200	13.0
4. Disagree	165	10.7
5. Strongly Disagree	62	4.0
6. No Answer	43	2.8
	----	----
	1537	99.9

D10E. The following skill is important to me in my current position: Problem Solving.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	1018	66.2
2. Agree	428	27.8
3. Not sure	35	2.3
4. Disagree	22	1.4
5. Strongly Disagree	6	0.4
6. No Answer	28	1.8
	----	----
	1537	99.9

D10F. The following skill is important to me in my current position: Technical Knowledge.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	770	50.1
2. Agree	521	33.9
3. Not sure	138	9.0
4. Disagree	63	4.1
5. Strongly Disagree	13	0.8
6. No Answer	32	2.1
	----	----
	1537	100.0

D10G. The following skill is important to me in my current position: People Skills.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	1087	70.7
2. Agree	365	23.7
3. Not sure	42	2.7
4. Disagree	12	0.8
5. Strongly Disagree	6	0.4
6. No Answer	25	1.6
	----	----
	1537	99.9

D10H. The following skill is important to me in my current position: Economics Skills.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	406	26.4
2. Agree	620	40.3
3. Not sure	257	16.7
4. Disagree	170	11.1
5. Strongly Disagree	43	2.8
6. No Answer	41	2.7
	----	----
	1537	100.0

D10I. The following skill is important to me in my current position: Management Skills.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	888	57.8
2. Agree	493	32.1
3. Not sure	84	5.5
4. Disagree	37	2.4
5. Strongly Disagree	9	0.6
6. No Answer	26	1.7
	----	----
	1537	100.1

D11A. The following skill learned through my extracurricular activities is an asset to me in my current position: Oral Communication.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	671	43.7
2. Agree	478	31.1
3. Not sure	141	9.2
4. Disagree	56	3.6
5. Strongly Disagree	30	2.0
6. No Answer	161	10.5
	-----	-----
	1537	100.1

D11B. The following skill learned through my extracurricular activities is an asset to me in my current position: Parliamentary Procedure.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	157	10.2
2. Agree	332	21.6
3. Not sure	387	25.2
4. Disagree	314	20.4
5. Strongly Disagree	164	10.7
6. No Answer	183	11.9
	-----	-----
	1537	100.0

D11C. The following skill learned through my extracurricular activities is an asset to me in my current position: Public Relations.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	512	33.3
2. Agree	544	35.4
3. Not sure	199	12.9
4. Disagree	86	5.6
5. Strongly Disagree	33	2.1
6. No Answer	163	10.6
	-----	-----
	1537	99.9

D11D. The following skill learned through my extracurricular activities is an asset to me in my current position: Organization.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	539	35.1
2. Agree	578	37.6
3. Not sure	165	10.7
4. Disagree	67	4.4
5. Strongly Disagree	29	1.9
6. No Answer	159	10.3
	-----	-----
	1537	100.0

D11E. The following skill learned through my extracurricular activities is an asset to me in my current position: Leadership.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	589	38.3
2. Agree	541	35.2
3. Not sure	163	10.6
4. Disagree	56	3.6
5. Strongly Disagree	29	1.9
6. No Answer	159	10.3
	-----	-----
	1537	99.9

D11F. The following skill learned through my extracurricular activities is an asset to me in my current position: Group Interaction.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	569	37.0
2. Agree	588	38.3
3. Not sure	149	9.7
4. Disagree	46	3.0
5. Strongly Disagree	28	1.8
6. No Answer	157	10.2
	-----	-----
	1537	100.0

D11G. The following skill learned through my extracurricular activities is an asset to me in my current position: Self Confidence.

	<u>N</u>	<u>Percent</u>
1. Strongly Agree	688	44.8
2. Agree	519	33.8
3. Not sure	120	7.8
4. Disagree	39	2.5
5. Strongly Disagree	25	1.6
6. No Answer	146	9.5
	----	----
	1537	100.0

D12A. Indicate your level of satisfaction with the following aspect of your present job: Salary/Benefits.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	262	17.0
2. Satisfied	797	51.9
3. Indifferent	172	11.2
4. Dissatisfied	189	12.3
5. Very Dissatisfied	62	4.0
6. No Answer	55	3.6
	----	----
	1537	100.0

D12B. Indicate your level of satisfaction with the following aspect of your present job: Location.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	489	31.8
2. Satisfied	647	42.1
3. Indifferent	192	12.5
4. Dissatisfied	124	8.1
5. Very Dissatisfied	31	2.0
6. No Answer	54	3.5
	----	----
	1537	100.0

D12C. Indicate your level of satisfaction with the following aspect of your present job: Opportunity to Advance.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	271	17.6
2. Satisfied	568	37.0
3. Indifferent	304	19.8
4. Dissatisfied	238	15.5
5. Very Dissatisfied	93	6.1
6. No Answer	63	4.1
	----	----
	1537	100.1

D12D. Indicate your level of satisfaction with the following aspect of your present job: Prestige/Recognition.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	264	17.2
2. Satisfied	612	39.8
3. Indifferent	365	23.7
4. Dissatisfied	174	11.3
5. Very Dissatisfied	65	4.2
6. No Answer	57	3.7
	----	----
	1537	99.9

D12E. Indicate your level of satisfaction with the following aspects of your present job: Working conditions.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	326	21.2
2. Satisfied	768	50.0
3. Indifferent	230	15.0
4. Dissatisfied	129	8.4
5. Very Dissatisfied	27	1.8
6. No Answer	57	3.7
	----	----
	1537	100.1

D12F. Indicate your level of satisfaction with the following aspect of your present job: Responsibility.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	471	30.6
2. Satisfied	834	54.3
3. Indifferent	113	7.4
4. Dissatisfied	53	3.4
5. Very Dissatisfied	14	0.9
6. No Answer	52	3.4
	-----	-----
	1537	100.0

D12G. Indicate your level of satisfaction with the following aspect of your present job: Free Time.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	267	17.4
2. Satisfied	563	36.6
3. Indifferent	237	15.4
4. Dissatisfied	293	19.1
5. Very Dissatisfied	125	8.1
6. No Answer	52	3.4
	-----	-----
	1537	100.0

D12H. Indicate your level of satisfaction with the following aspect of your present job: Travel.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	226	14.7
2. Satisfied	552	35.9
3. Indifferent	435	28.3
4. Dissatisfied	169	11.0
5. Very Dissatisfied	92	6.0
6. No Answer	63	4.1
	-----	-----
	1537	100.0

D12I. Indicate your level of satisfaction with the following aspect of your present job: Opportunity to learn and improve.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	474	30.8
2. Satisfied	706	45.9
3. Indifferent	167	10.9
4. Dissatisfied	100	6.5
5. Very Dissatisfied	32	2.1
6. No Answer	58	3.8
	----	----
	1537	100.0

D12J. Indicate your level of satisfaction with the following aspects of your present job: OVERALL SATISFACTION.

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	307	20.0
2. Satisfied	909	59.1
3. Indifferent	147	9.6
4. Dissatisfied	85	5.5
5. Very Dissatisfied	18	1.2
6. No Answer	71	4.6
	----	----
	1537	100.0

D13. How satisfied are you with your investment in education at KSU?

	<u>N</u>	<u>Percent</u>
1. Very Satisfied	746	48.5
2. Satisfied	633	41.2
3. Indifferent	73	4.7
4. Dissatisfied	39	2.5
5. Very Dissatisfied	21	1.4
6. No Answer	25	1.6
	----	----
	1537	99.9

D14. How many positions (jobs) have you held since completing your highest degree?

	<u>N</u>	<u>Percent</u>
1. 1	595	38.7
2. 2	418	27.2
3. 3	282	18.3
4. 4	113	7.4
5. 5	71	4.6
6. 6	4	0.3
7. 7 or more	4	0.3
8. No Answer	50	3.3
	-----	-----
	1537	100.1

D15. How many promotions have you earned since completing your highest degree?

	<u>N</u>	<u>Percent</u>
1. 0	455	29.6
2. 1	297	19.3
3. 2	236	15.4
4. 3	232	15.1
5. 4	111	7.2
6. 5	97	6.3
7. 6	4	0.3
8. 7 or more	4	0.3
9. No answer	101	6.6
	-----	-----
	1537	100.1

D16. How many employees do you supervise?

	<u>N</u>	<u>Percent</u>
1. 0	520	33.8
2. 1	153	10.0
3. 2	160	10.4
4. 3	115	7.5
5. 4	98	6.4
6. 5-9	196	12.8
7. 10-19	117	7.6
8. 20-29	48	3.1
9. 30-39	26	1.7
10. 40-49	10	0.7
11. 50-74	20	1.3
12. 75-99	11	0.7
13. 100 or more	13	0.8
14. No Answer	50	3.3
	-----	-----
	1537	100.1

