



UOG ALUMNI SURVEY 2020

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www.uog.edu/alumni

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Introduction

The University of Guam School of Business and Public Administration and the Office of Development and Alumni Affairs¹ conducted a survey of alumni from the University of Guam (UOG) between February 19 and March 20, 2020. This survey sought participation from four types of UOG alumni:

GROUP 1: *Those individuals who attended UOG but did not earn a degree;*

GROUP 2: *Those individuals who earned an associate and/or a bachelor's degree from UOG;*

GROUP 3: *Those individuals who earned a master's but not a bachelor's degree from UOG; and*

GROUP 4: *Those individuals who earned both bachelor's and master's degrees from UOG.*

For *Group 1*, this survey was aimed at identifying what service(s) provided by UOG that the alum respondent found useful, ways in which he/she would be willing to give back to UOG, as well

as the opportunity to update his/her contact information.

For *Groups 2, 3, and 4*, i.e., those alumni respondents who earned degree(s) from UOG, this survey aimed to identify the employment status and work placement of UOG graduates, the perceived usefulness of a UOG degree, and a measure or indication of the value of a UOG degree by 1) considering other benefits beyond those that are monetary/employment or income-related, and 2) comparing these benefits to the costs (monetary as well as non-monetary) of obtaining a UOG degree. Also, like *Group 1*, these groups of alumni were asked questions about what service(s) provided by UOG that the alum respondent found useful, ways in which he/she would be willing to give back to UOG, as well as the opportunity to update his/her contact information.

¹ Now referred to as the Office of Development, Alumni Affairs & Foundation Relations

Summary of Main Findings

UOG Services

Alumni who attended but did not complete a degree at UOG (Group 1) benefited the most from academic advisement and financial aid. All three groups of alumni who earned UOG degrees benefited from academic advisement while those who earned master's degree at UOG benefited from faculty mentoring.

Years at UOG

Alumni who earned their bachelor's degree from UOG (including transfer students) spent approximately 5 years (on average) at UOG while those who earned their master's degree spent between 2.5 and 2.75 years at UOG.

Benefits of a UOG Degree

These include the following:

- Increase in full-time employment after completing a bachelor's and/or master's degree(s) at UOG.
- Increase in employment prospects/opportunities measured by a greater ability to
 - » remain with employer (in some cases promoted);
 - » move to a different employer;
 - » find employment within 3 months after earning UOG degree(s); or

» hold employment in a career path or as a stepping stone to a career and not in jobs "just to get by."

- Increase in annual salary averaging \$15,000 for those who earned their bachelor's from UOG and \$5,000 for those who earned their master's from UOG. These are measures of the "monetary value" of a UOG degree.
- Increase in ability to serve as a better role model for their families and the community as well as to enjoy a better quality of life. These are measures of the "non-monetary benefits" of a UOG degree.
- UOG degree is useful for their job or career, according to more than 90% of alumni respondents.
- UOG degree provided the necessary education and training, according to the majority (68% or more) of alumni respondents.
- UOG degree provided the right amount or more qualifications than are required in their jobs, as stated by more than 90% of alumni respondents.
- Academic major at UOG is closely related to more than 86% of the alumni who participated in this survey.

Student Loans

Between one-third and one-half of UOG alumni did not borrow to pay for their degree(s). The average amount of student loan borrowed ranged from approximately \$10,000 to \$14,000. UOG alumni estimated having repaid approximately 49% to 57% of the total amount of student loans they borrowed.

Benefits vs. Cost of UOG Degree

More than 45% of UOG alumni respondents indicated that the benefits of their UOG degree(s) are greater than the cost while more than 25% indicated that the benefits are the same as the cost.



Benefits of UOG Degree

University of Guam graduates gain many professional advantages after earning their degrees. According to 1,350 UOG alumni surveyed in 2020, from increased employment opportunities to higher annual salaries, Tritons are ready to succeed in the workforce.

INCREASED EMPLOYMENT OPPORTUNITIES

UOG GRADUATES ARE MORE LIKELY TO:



Be promoted by their current employer



Find employment within 3 months of earning a UOG degree



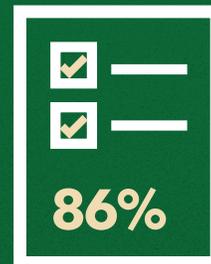
Hold employment as part of a career path and not "just to get by"

75% of undergraduate and **89%** of graduate alumni agree the benefits of their degree are greater than or equal to the cost.

PREPARED FOR THE WORKFORCE



90% of alumni respondents agree that their UOG degree is useful for their job or career.



86% of alumni agree that their current employment is closely related to their academic major.



ABILITY TO INSPIRE

UOG alumni say the top non-monetary benefit of a UOG degree is being able to be a better role model for their families and youth in the community.

HIGHER ANNUAL SALARY

+\$15,000

on average for those who earned their **Bachelor's degree**



+\$5,000

on average for those who earned their **Master's degree**

The Survey

Background

This survey was developed in early October 2019 *pari passu*, in tandem with another study, i.e., the *UOG Impact Study*. Both studies are commissioned by the Office of the President and led by Dr. Maria Claret Ruane, professor of economics. In particular, this survey is a collaboration between the School of Business and Public Administration (SBPA) for which Ruane served as the study's principal co-investigator joined by Mr. Norman Analista, director of the Office of Development, Alumni Affairs & Foundation Relations, formerly the Office of Development and Alumni Affairs. In its early stages, this survey benefited from the assistance of the Office of Integrated Marketing Communications under its then-Director now-Chief Marketing Officer, Mr. Jonas Macapinlac, as well as the Office of Institutional Effectiveness under the leadership of Ms. Deborah Leon Guerrero and assistance by Mr. Nicolas Yasuhiro. The survey instrument was developed and was available for review by administrators and deans on December 5, 2019. Appreciation is extended to the Committee on Human Research Subjects (CHRS) under its chair, Mr. Peter Barcinas, and the assistance of Mr. Bruce San Nicolas from the Office of Research and Sponsored Programs for the Institutional Review Board's exempted review under Category 2: 45 CFR 46.101(b)(2) and approval of this survey on December 14, 2019 as CHRS#19-192.

Design

This survey is a follow-up of an earlier survey conducted in 2014 from which many questions were borrowed to allow for the possibility of comparison. Additional questions were patterned after the 2014 study by Pew Research titled *The Rising Cost of Not Going to College*, which focused on the value of a college education as reflected in how young adults/millennials with education are "outperforming their peers with less education... on virtually every measure of economic well-being and career attainment" (Pew Research, 2014 February 11).

Questionnaires

This survey consisted of four sets of questionnaires, each set designed for each type of alumni, namely

GROUP 1: *Those individuals who attended UOG but did not earn a degree;*

GROUP 2: *Those individuals who earned an associate and/or a bachelor's degree from UOG;*

GROUP 3: *Those individuals who earned a master's but not a bachelor's degree from UOG; and*

GROUP 4: *Those individuals who earned both*

bachelor's and master's degrees from UOG.

Each questionnaire asked 11 questions about the demographic profile of the survey respondents as well as 5 actual survey questions for Group 1 respondents and 25-36 actual survey questions for Groups 2, 3, and 4 respondents. At the end of this survey, respondents from all groups were given opportunity to update their contact information, indicate their willingness to give back to UOG in different ways, and be entered into a raffle.

Online Platform

This survey was set up on an online platform using Qualtrics, which was started by Ms. Kristina C. Sayama of Cooperative Extension & Outreach under the College of Natural & Applied Sciences and completed by Mr. Nicolas Yasuhiro of the Office of Institutional Effectiveness. Once the online platform was completely set up, a copy of the online survey layout was provided to the CHRS on February 18, 2020.

Request for Participation

A press release was prepared by the principal investigators in close coordination with Ms. Jackie Hanson from the Office of Integrated Marketing Communications. On February 19, 2020, the survey was announced to the public through the UOG main website and social media pages, soon followed by announcements in social media pages by SBPA, Analista, news coverage by the local media, email to UOG alumni, and by word of mouth.

Survey Respondents

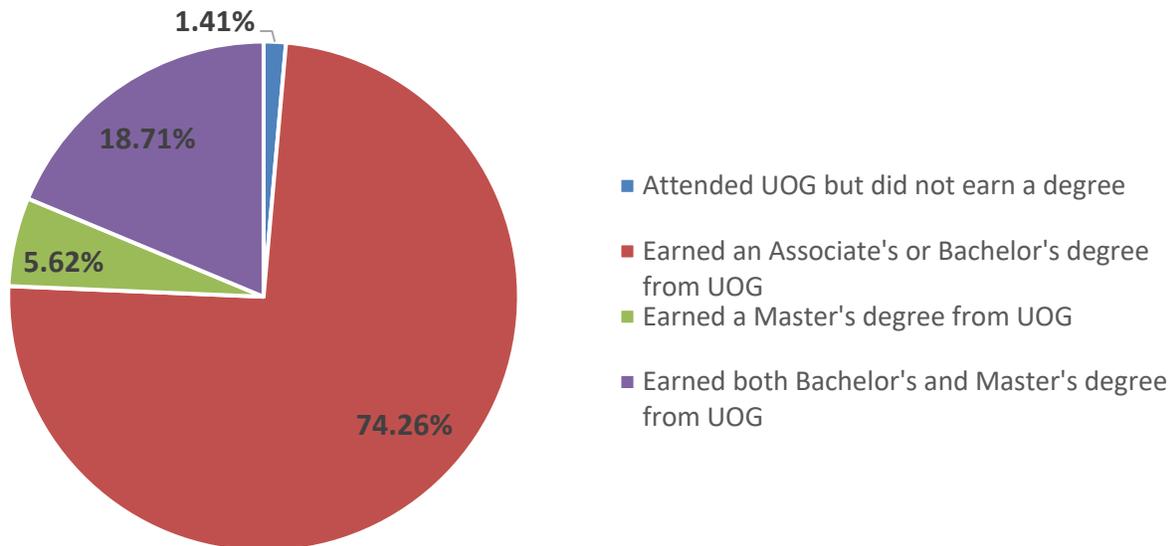
After the survey was announced on February 19, 2020 (Guam time), until it closed on March 20, 2020, a total of 1,484 responses was received.² Of this total, 93 responses proceeded to respond to the survey questions without giving explicit consent, which required clicking on the button "I consent to participate in this survey. Please proceed with the survey." on the first page of the online survey questionnaire, so, unfortunately, these 93 responses could not be used. An additional 21 responses could not be used because respondents did not specify which type of alumni, i.e., to which of the four groups of alumni he/she belongs. Another 18 responses were also found unusable for various reasons. Therefore, the final number of survey respondents whose responses are herein reported is 1,352 alumni, disaggregated by type in **TABLE 1** and **FIGURE 1**.

2 A very sincere thanks to all UOG alumni who participated in this survey and took the time to provide meaningful answers to the survey questions.

TABLE 1:
SURVEY RESPONDENTS BY ALUMNI TYPE

TYPE OF UOG ALUMNI	NUMBER OF RESPONDENTS	PERCENT OF TOTAL
Attended UOG but did not earn a degree	19	1.41%
Earned an Associate's or Bachelor's degree from UOG	1004	74.26%
Earned a Master's degree from UOG	76	5.62%
Earned both Bachelor's and Master's degree from UOG	253	18.71%
TOTAL	1,352	100%

FIGURE 1:
SURVEY RESPONDENTS BY TYPE OF ALUMNI



The Survey Results

Alumni who attended but did not complete a degree at UOG (Group 1)

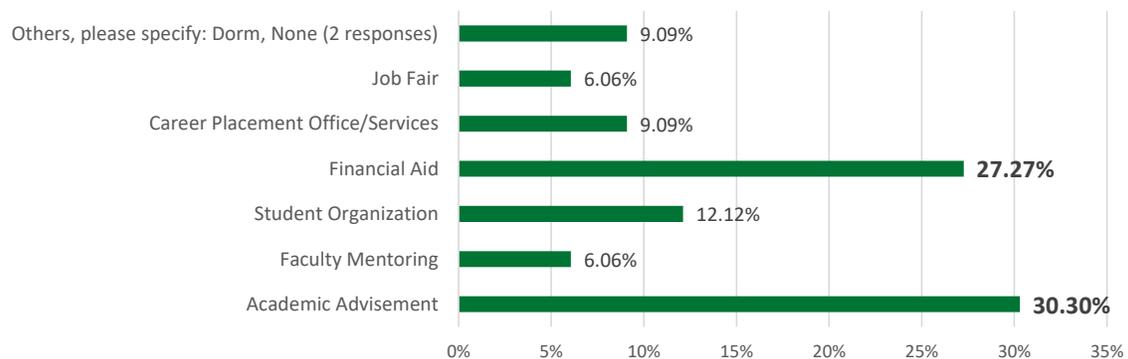
The survey results for this group are based on 19 respondents whose demographic background are summarized in **APPENDIX B1**. All respondents from this group indicated that they attended UOG as undergraduate students in the following program of study but did not complete their degree:

- Accounting
- Biology
- Business Administration
- Civil Engineering
- Communication (2)
- Computer Science

- Criminal Justice
- Elementary Education (2)
- Nursing (2)
- Pre-Medical
- Public Administration (2)
- Undeclared academic major (2)

This group was asked which University services, events, or resources benefited them and were allowed to check all of the answer choices that applied. The top three responses were “Academic Advisement” (30.30% of responses), followed by “Financial Aid” (27.27%), and Student Organization (12.12%) at a distant third. Responses to this question are summarized in **FIGURE 2**.

FIGURE 2:
WHICH UNIVERSITY SERVICES BENEFITED ALUMNI (GROUP 1)



UOG SERVICES	NUMBER OF RESPONDENTS	PERCENT OF TOTAL
Academic Advisement	10	30.30%
Faculty Mentoring	2	6.06%
Student Organization	4	12.12%
Financial Aid	9	27.27%
Career Placement Office/Services	3	9.09%
Job Fair	2	6.06%
Others, please specify: Dorm, None (2)	3	9.09%
TOTAL	33 RESPONSES	100%

Comparison Among Three Groups of UOG Alumni

This section presents the survey results among three groups of UOG alumni with the goal of comparing them across these groups. To facilitate the reference to each of these groups, the following shortcuts have been made:

GROUP 2: Those individuals who earned an associate and/or a bachelor’s degree from UOG, to be referred to as **“UNDERGRAD ONLY”**

GROUP 3: Those individuals who earned a master’s but not a bachelor’s degree from UOG, to be referred to as **“GRAD ONLY”**

GROUP 4: Those individuals who earned both bachelor’s and master’s degrees from UOG, to be referred to as **“UNDERGRAD+GRAD.”**

Details of survey responses for each of these groups are presented in the Appendix section in turn in **APPENDICES B2, B3, and B4** for Groups 2, 3, and 4 (or **UNDERGRAD ONLY, GRAD ONLY, and UNDERGRAD+GRAD**), respectively.

Academic Programs Completed at UOG

Respondents in each group were asked to indicate the academic programs or major fields of study that they completed at UOG, which were then linked back to the college or school that offered those programs (**TABLE 2**). Note that “Social Work” was included in the School of Nursing and Health Science.

TABLE 2:
COLLEGE/SCHOOL WHERE ACADEMIC PROGRAM WAS OFFERED

COLLEGE/SCHOOL	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
College of Liberal and Social Sciences (CLASS)	19%	8%	14%	3%
College of Natural and Applied Sciences (CNAS)	13%	19%	8%	2%
School of Business and Public Administration (SBPA)*	35%	40%	32%	41%
School of Education (SOE)	9%	34%	28%	54%
School of Nursing and Health Science (SNHS)	12%		4%	
“Double Major” or “Other Major”	11%		15%	
TOTAL RESPONDENTS	992	91	239	232

* There is a possible upward bias in the number of alumni respondents from SBPA. Several emailed to state that they were more willing to participate in the survey after seeing “C. Ruane” as a principal co-investigator of this study.

Length of Time at UOG

Respondents in each group were asked for the year when they started their study at UOG (“Year Started”) and the year they earned their degree at UOG (“Year Graduated”), and the difference between these two years was calculated as a measure of how many years it took an alum to complete his/her degree at UOG. For those who earned their graduate degrees, this calculation measures the time-to-degree completion. This is

not so for those who earned their undergraduate degrees at UOG because, for these respondents, the “Year Started” did not make a distinction between those alumni who started attending UOG as first-year undergraduate students and those who transferred to UOG from other institutions to complete their undergraduate degree at UOG. Bearing these in mind, **TABLE 3** presents a summary of this information.

TABLE 3:
AVERAGE LENGTH OF TIME AT UOG

UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
		UNDERGRAD	GRAD
4.86 years*	2.74 years	5.04 years*	2.54 years
982 respondents	86 respondents	235 respondents	234 respondents

* No distinction was made between first-year students and transfer students.

UOG Services/Events/ Resources Found Beneficial

Respondents in each group were asked to indicate which services/events/resources at UOG benefited them. Multiple responses were allowed except for the group **UNDERGRAD+GRAD**. Their responses are summarized in **TABLE 4** for each group. **UNDERGRAD ONLY** alumni found “Financial Aid” to be the most beneficial, followed by “Academic Advisement” and then “Student Organization.” **GRAD ONLY** alumni found “Faculty Mentoring” to be most beneficial, followed by “Academic

Advisement” and then “Student Organization.” **UNDERGRAD+GRAD** alumni found “Financial Aid” to have benefitted them the most, “Academic Advisement” the second most, followed by “Faculty Mentoring.” In all three groups of alumni, “Academic Advisement” was identified in the top three UOG services that benefited them. In the two groups of alumni that earned master’s degrees at UOG, it is not surprising that they found “Faculty Mentoring” to be beneficial to them.

TABLE 4:
UOG SERVICES/EVENTS/RESOURCES FOUND BENEFICIAL

UOG SERVICES	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD*
Academic Advisement	21.47% ²	27.36% ²	16.18% ²
Faculty Mentoring	15.05%	42.45% ¹	15.35% ³
Student Organization	19.79% ³	12.26% ³	9.54%
Financial Aid	33.17% ¹	5.66%	48.55% ¹
Career Placement	2.47%	5.66%	2.07%
Job Fair	3.75%	0.94%	2.49%
Others, please specify.	4.29% See APPENDIX A1	5.66% See APPENDIX A1	5.81% See APPENDIX A1
NUMBER OF RESPONSES	2,026	106	241

* Unfortunately, the online platform did not allow respondents to enter multiple responses. However, some respondents entered their multiple responses under "Others." In this case, these responses were tallied under their respective reply options. 1, 2, 3 indicate the top three answers, respectively.

Employment Status While a UOG Student and After Earning a Degree

In all three groups of respondents, earning a UOG degree increased the percent of those with full-time employment and reduced those with part-time or no employment. For the **UNDERGRAD ONLY** alumni, those with full-time employment increased from 21% while they were pursuing their bachelor's degree at UOG to 73% after they earned their degree (**FIGURE 3**). For the **GRAD ONLY** alumni, among whom 72% already held full-time employment while pursuing their master's degree at UOG, this figure increased to 85% of those with full-time employment after earning their master's degree (**FIGURE 4**). For the **UNDERGRAD+GRAD** alumni, 24% held full-time employment while pursuing their bachelor's degree at UOG but increased to 85% after earning their bachelor's degree. The same alumni indicated that 84% of them held full-

time employment while pursuing their master's degree at UOG, a figure that increased to 90% after they earned their master's degree (**FIGURE 5**). It should also be noted for **GRAD ONLY** and **UNDERGRAD+GRAD** alumni that the percent of those who were not employed included those alumni who chose not to take employment even after earning their bachelor's and/or master's degree(s) at UOG because of their plan to pursue more advanced degrees (master's and/or doctoral degree(s)).³

3 Thanks is due to one of our survey respondents who called attention to this issue through email correspondence.

FIGURE 3:
EMPLOYMENT STATUS, UNDERGRAD ONLY

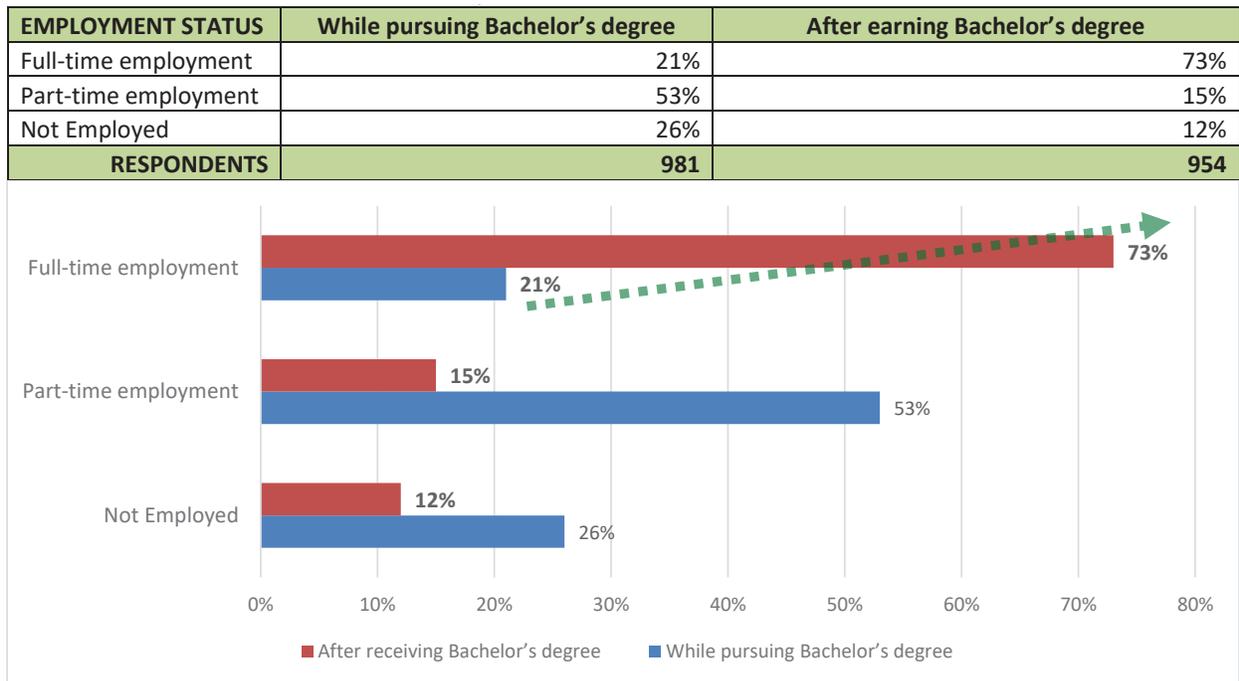


FIGURE 4:
EMPLOYMENT STATUS, GRAD ONLY

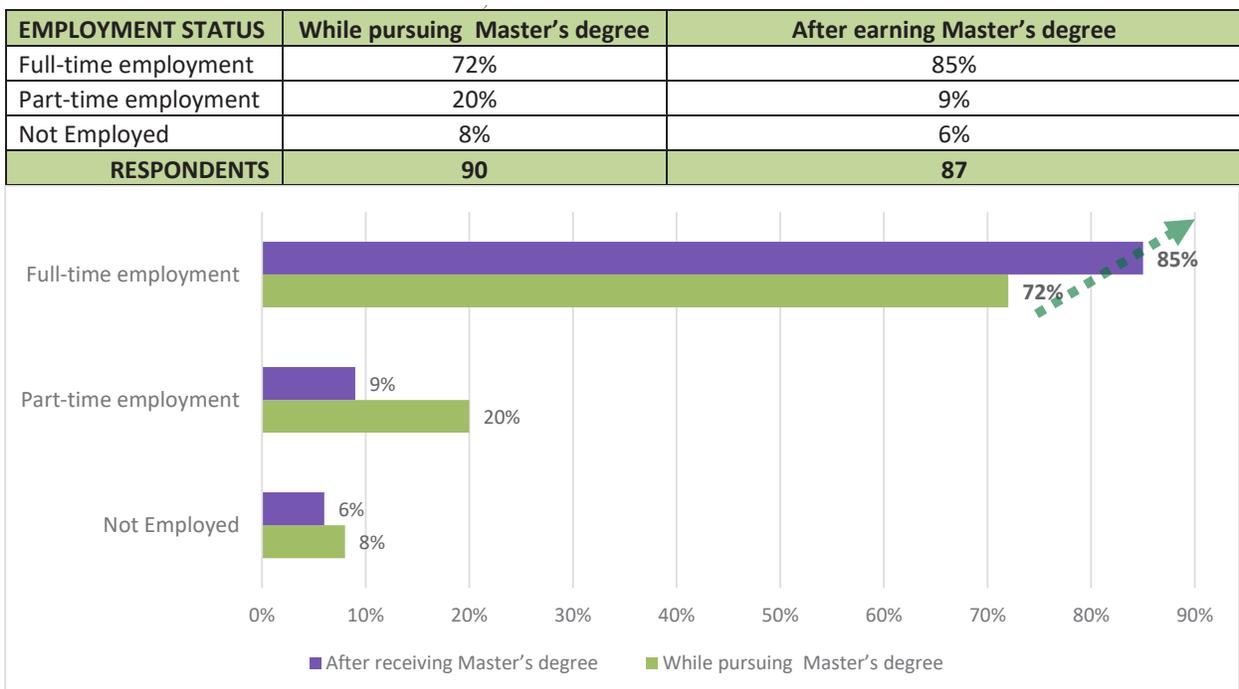
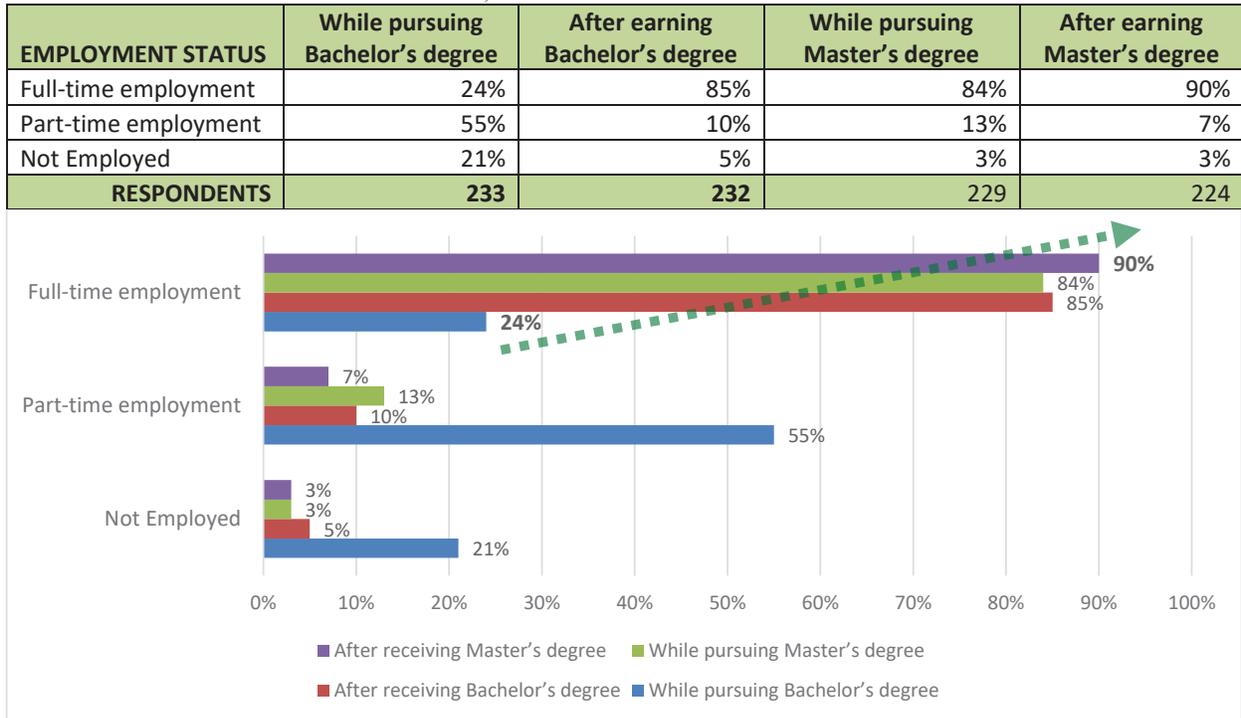


FIGURE 5:
EMPLOYMENT STATUS, UNDERGRAD+GRAD



Monetary Value of a UOG Degree

In addition to indicating their status of employment (full-time, part-time, or none), respondents in each group were asked to indicate their occupational title as well as their income while attending UOG and after earning their degree(s). Both questions were set up to solicit write-in answers. Whereas the write-in answers to the occupational titles might require qualitative analysis, e.g., content analysis, in the future, the write-in answers to the question about income are currently analyzed as explained below.

Although the survey question specifically asked for annual salary, several responses were given in terms of hour rate. In these cases, the following approach was taken to convert hourly rates to annual salaries: For those who indicated that they were full-time, it was assumed that they were working 40 hours per week, 52 weeks per year = 2,080 hours per year, which was then multiplied by the hourly rate provided in the write-in response. Those who indicated they held part-time employ-

ment were assumed to work "half-time" and their annual salaries were calculated using 1,040 hours per year multiplied by the hourly rate they provided in their write-in response.

Having converted all responses to annual incomes, the change in annual incomes was calculated by subtracting a respondent's annual income while working toward his/her degree at UOG from his/her annual income after earning the degree. To do this, calculation was limited to those respondents whose incomes before and after the degree were provided or could be calculated as explained above, i.e., the pair of income data must be available in order to perform the calculation. This change in annual incomes is an estimate of the monetary value of a UOG degree because it represents the gain in one's income resulting from having earned a UOG degree. **TABLE 5** reports the average increase in annual incomes for the three groups of UOG alumni.

TABLE 5:
AVERAGE ANNUAL INCOME GAIN BEFORE AND AFTER EARNING UOG DEGREE

UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
		UNDERGRAD	GRAD
\$14,767.11	\$4,210.15	\$15,184.65	\$5,014.30
791 respondents	72 respondents	197 respondents	206 respondents

Time to Obtain Employment After Earning UOG Degree

TABLE 6 presents an excellent picture regarding job placement of UOG graduates, with desirable outcomes measured by those who found employment “less than three months” after graduating from UOG as well as those who indicate being “... already employed and remained with the same employer.” For the three alumni groups, these desirable outcomes apply to 60.1% of the **UNDERGRAD ONLY** respondents, 83.2% of the **GRAD ONLY** respondents, and 88% of the **UNDER-**

GRAD+GRAD respondents after they completed their master’s degree at UOG. Note that the answer option “I was already employed and remained with the same employer” was not available to the **UNDERGRAD+GRAD** respondents with regards to completion of their bachelor’s degree at UOG. Despite this, the job placement picture remained excellent as 51.7% of the **UNDERGRAD+GRAD** respondents indicated that they were employed less than three months after earning their bachelor’s degree at UOG.

TABLE 6:
TIME TO OBTAIN EMPLOYMENT AFTER EARNING UOG DEGREE

MONTHS AFTER GRADUATION	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
Less than 3 months	34.3%	14.5%	51.7%	15.9%
3 to 6 months	22.1%	7.2%	11.3%	5.8%
6 to 12 months	17.6%	9.6%	7.4%	3.1%
More than 12 months	0.1%*	0%	3.5%**	3.1%***
I was already employed and remained with the same employer	25.8%	68.7%	not provided as an answer	72.1%
NUMBER OF RESPONDENTS	890	83	230	226

* “3 years”

** “14 months,” “24 months” (2 respondents), “27 months,” “50 months, pursued a master’s degree” (3 respondents)

*** “24 months” (3 respondents), “72 months,” “96 months,” “Decided to pursue doctoral program”

Same or Different Employer, Promoted or Not Promoted

TABLE 7 provides some measure of the turnover in employment in terms of whether or not alumni, after earning a degree from UOG, stayed with the same employer and, if so, whether or not their UOG degree resulted in them being promoted by

the same employer. For the **UNDERGRAD ONLY** group, 66% of them moved to a different employer after earning their bachelor’s degree at UOG while 33.6% of them stayed with the same employer, among whom 18.4% of them were promoted at work. Responses from the **GRAD ONLY** show a lower turnover rate and a higher percent (72.9%) of respondents staying with the same employer

after completing their master's degree at UOG, with 34.1% among them receiving a promotion

from their same employer after earning their master's degree.

TABLE 7:
EMPLOYER AND PROMOTION AFTER EARNING UOG DEGREE

EMPLOYER AND PROMOTION	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
Stayed with same employer and was promoted	18.4%	34.1%	Not available*	
Stayed with same employer and was NOT promoted	15.2%	38.8%		
Accepted employment with a different employer	66.0%	27.1%		
NUMBER OF RESPONDENTS	850	85		

* The question was inadvertently omitted for the UNDERGRAD+GRAD alumni. In the future, this question should be asked after the **UNDERGRAD+GRAD** alumnus/alumna earned his/her bachelor's degree at UOG and again after earning his/her master's degree at UOG.

Employment/Promotion and Practicum, Internship or Cooperative Learning Activity

Did hands-on activities in which the alum respondent engaged while a student at UOG result in his/her employment and/or promotion after earning his/her degree(s) from UOG? The pattern

of responses in **TABLE 8** was similar across the three groups of alumni respondents: the majority of them did not consider their employment or promotion to have resulted from practicums, internships, or cooperative learning activities while they were students at UOG.

TABLE 8:
EMPLOYMENT/PROMOTION RESULTED IN PRACTICUM, INTERNSHIP, OR COOPERATIVE LEARNING ACTIVITY

	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
Yes	30.0%	27%	38%	29%
No	70.0%	73%	62%	71%
NUMBER OF RESPONDENTS	875	82	228	223

Usefulness of a UOG Degree in Job or Career

TABLE 9 presents a very clear pattern of responses by all three groups of alumni with regard to their perceived usefulness of their UOG degree(s). More than 90% of all alumni respondents indicated that their UOG degree(s) was/were somewhat or very useful.

TABLE 9:
HOW USEFUL WAS A DEGREE FROM UOG IN PREPARING FOR JOB OR CAREER?

	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
Very useful	49.2%	64.7%	70.4% ¹	81.3% ²
Somewhat useful	40.4%	31.8%	20.9%	13.3% ³
Not too useful	7.2%	3.5%	6.5%	4.9% ⁴
Not useful at all	3.2% see APPENDIX A2	0%	2.2% see APPENDIX A2	0.4%
NUMBER OF RESPONDENTS	906	85	228	223

¹ This combined the percentages for two options: “Extremely useful” (37.8%) and “Very useful” (32.6%).

² This combined the percentages for two options: “Extremely useful” (51.1%) and “Very useful” (30.2%).

³ This option was phrased as “moderately useful.”

⁴ This option was phrased as “slightly useful.”



UOG Degree and Education and Training Necessary to Get Ahead in Your Job/Career

To a large extent, the survey respondents' strong perception of how useful their UOG degrees are or have been goes back to the extent to which they feel they have the necessary education and train-

ing after earning their degrees. **TABLE 10** shows that 68.1% of those who earned their bachelor's degree from UOG felt they have the necessary education and training, a figure which increases to 85.7% and 87.2% for respondents who earned their master's degree at UOG.

TABLE 10:
DO YOU FEEL THAT YOUR UOG DEGREE HAS PROVIDED THE EDUCATION AND TRAINING NECESSARY TO GET AHEAD IN YOUR JOB/CAREER?

	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
Yes, I have the necessary education and training	68.1%	85.7%	Not available*	87.2%
No, I need more education. Please specify.	17.6% see APPENDIX A3	11.9% see APPENDIX A3		8.4% see APPENDIX A3
No, I need more training. Please specify.	14.3% see APPENDIX A4	2.4% see APPENDIX A4		4.4% see APPENDIX A4
NUMBER OF RESPONDENTS	859	84		226

* The question was inadvertently omitted for the **UNDERGRAD+GRAD** alumni with regarding to earning the bachelor's degree at UOG.

Job After UOG Degree: Career, Stepping Stone to a Career, or "Just to Get By"

The narrative of the respondents' perceived usefulness of their UOG degrees and the perceived possession of the necessary education and training after earning their degrees is consistent with

the type of employment that respondents have after graduation, i.e., employment aligned with already established career paths or providing a stepping stone to a career. **TABLE 11** shows low percentages of respondents indicated holding employment "just to get by" after earning their UOG degrees.

TABLE 11:

DO YOU THINK OF YOUR JOB AFTER COMPLETING YOUR DEGREE AT UOG AS A CAREER, A STEPPING STONE TO A CAREER, OR AS "A JOB TO GET BY"?

	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
Career	38.5%	53.6%	53.5%	Not available*
Stepping stone to a career	45.9%	39.3%	37.0%	
Just to get by	15.6%	7.1%	9.6%	
NUMBER OF RESPONDENTS	871	84	230	

* The question was inadvertently omitted for the **UNDERGRAD+GRAD** alumni with regarding to earning their master's degree at UOG.

Qualifications after UOG Degree

When asked about their qualifications after earning their UOG degree compared to what are required by their employment, alumni respondents indicated in **TABLE 12** that they have the right amount or more qualifications than what their jobs require. As expected, the percentages of those who indicated that they have more

qualifications than their job requires are higher for those who earned their master's degree at UOG (46.4% for the **GRAD ONLY** respondents and 44.2% for the **UNDERGRAD+GRAD** respondents) than those who earned their bachelor's degree only at UOG (23.6% for the **UNDERGRAD ONLY** respondents).

TABLE 12:

AFTER EARNING YOUR UOG DEGREE, WOULD YOU SAY YOU HAVE...

	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
More qualifications than the job requires	23.6%	46.4%	Not available*	44.2%
Right amount of qualifications for the job	66.9%	47.6%		53.6%
Less qualifications than the job requires	9.5%	6.0%		2.2%
NUMBER OF RESPONDENTS	874	84		224

* The question was inadvertently omitted for the **UNDERGRAD+GRAD** alumni with regarding to earning their bachelor's degree at UOG.

Is Your Current Job Related to Your UOG Degree?

TABLE 13 presents a very clear indication that more than 85% of all alumni respondents in any of the three groups find their current employment related to their academic major.

TABLE 13:
HOW CLOSELY RELATED IS YOUR JOB TO YOUR ACADEMIC MAJOR?

	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
Extremely related	52.5%	66.3%	62.6%	68.1%
Somewhat related	33.2%	33.7%	26.1%	28.1%
Somewhat unrelated	7.4%	0%	4.3%	3.5%
Extremely unrelated	6.8%	0%	7.0%	2.2%
NUMBER OF RESPONDENTS	876	83	230	223

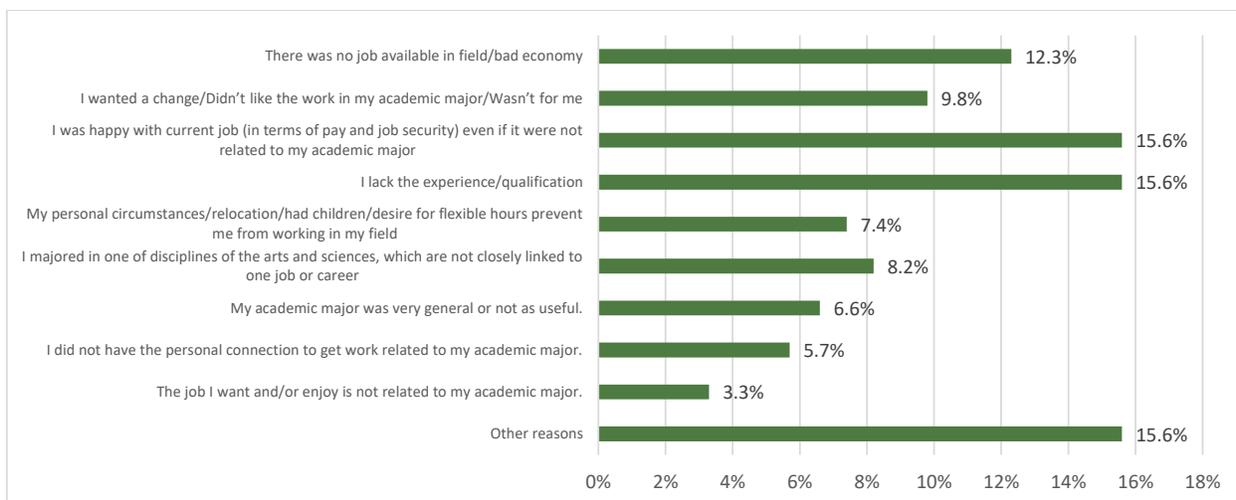
The small minority of those alumni respondents who indicated otherwise were asked to identify the main reason why they are not currently working in a job that is more closely related to your academic major. **FIGURE 6** and **FIGURE 7** summarize their responses.

For those who earned their bachelor's degree only at UOG, the top responses were that they lacked the experience/qualification required in

their field of undergraduate study or that they voluntarily chose to not work in that field because they were "...happy with current job... even if it were not related to my academic major." Other reasons were provided as write-in answers and can be found in **APPENDIX A5**, which include statements pointing to a bachelor's degree not being enough and that higher degrees were required in their field of study.



FIGURE 6:
WHY JOB IS NOT RELATED TO ACADEMIC MAJOR:
UNDERGRAD ONLY

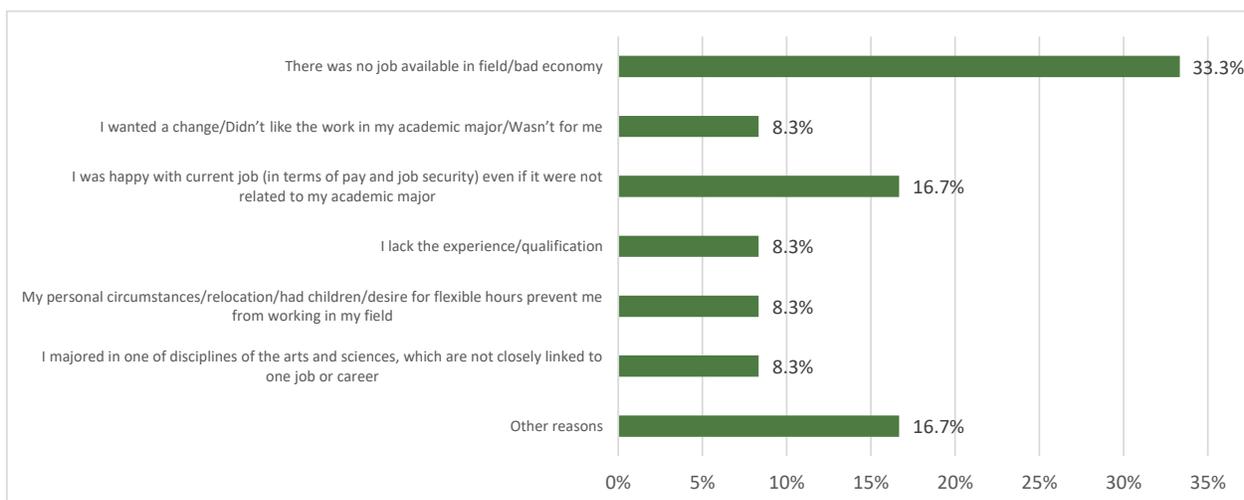


122 respondents

See **APPENDIX A5** for write-in answers to "Other reason(s), please specify"

FIGURE 7 summarizes the responses of a very small number of respondents (12) who earned both bachelor's and master's degrees from UOG who indicated the main reasons they are not working in their field of graduate study.

FIGURE 7:
WHY JOB IS NOT RELATED TO ACADEMIC MAJOR:
UNDERGRAD+GRAD*



122 respondents

* Answers refer to job after earning master's degree at UOG and why it was not related to academic major at UOG

See **APPENDIX A5** for write-in answers to "Other reason(s), please specify"

Non-Monetary Benefits of a UOG Degree

When it comes to non-monetary benefits of having a UOG degree, respondents in all three groups ranked the same three reasons at their top three, meaning, their UOG degree(s) allowed them to serve as better role models for their family and the community as well as to enjoy a better quality of life. Detailed responses by each alumni group are summarized on **TABLES 14-16**.

TABLE 14:
NON-MONETARY BENEFITS OF UOG DEGREE: BACHELOR'S ONLY

"To what extent do you believe your Bachelor's degree from UOG has contributed to the following?"	Mean (Highest=10)	Responded "8" or higher	Respondents
Serving as a better role model for your children/younger family members	8.37	74%	834
Serving as a better role model for the young people in your community	7.98	67%	828
Enjoying a better quality of life	7.94	65%	834
Being able to make better decisions in life	7.93	65%	833
Having a greater understanding of the importance of the environment	7.58	59%	822
Feeling more satisfied in other aspects of your current occupation, not just your salary	7.53	58%	828
Having more and/or better career opportunities off-island	7.48	57%	794
Having a greater understanding of the importance of local culture	7.40	55%	815
Being more active in our island's civic life (for example, volunteering, participating in community activities)	7.27	54%	822
Having more and/or better career opportunities (not just higher salary) on island	7.17	53%	809
Being more involved in our island's political life (for example, voting during elections, attending public hearings, providing public testimonies at the legislature, running for public office)	6.49	43%	798



TABLE 15:**NON-MONETARY BENEFITS OF UOG DEGREE: MASTER'S ONLY**

"To what extent do you believe your Master's degree from UOG has contributed to the following?"	Mean (Highest=10)	Responded "8" or higher	Respondents
Serving as a better role model for the young people in your community	8.59	80%	80
Enjoying a better quality of life	8.42	78%	79
Serving as a better role model for your children/younger family members	8.28	83%	80
Having a greater understanding of the importance of the local culture	8.19	67%	76
Feeling more satisfied in other aspects of your current occupation, not just your salary	8.16	70%	80
Having more and/or better career opportunities (not just higher salary) on island	8.16	72%	74
Having more choices in life	8.13	77%	79
Being able to make better decisions in life	8.13	69%	81
Having more and/or better career opportunities off-island	8.03	64%	78
Having a greater understanding of the importance of our environment	8.01	68%	74
Being more active in our island's civic life (for example, volunteering, participating in community activities)	7.73	59%	76
Being more involved in our island's political life (for example, voting during elections, attending public hearings, providing public testimonies at the legislature, running for public office)	7.22	47%	75
Other non-monetary benefits of having a UOG degree (please specify) see APPENDIX A6 for write-in answers	7.24	81%	36

TABLE 16:**NON-MONETARY BENEFITS OF UOG DEGREE: BACHELOR'S+MASTER'S**

"To what extent do you believe your Bachelor's and Master's degrees from UOG has contributed to the following?"	Mean (Highest=10)	Responded "8" or higher	Respondents
Serving as a better role model for your children/younger family members	8.91	86%	214
Serving as a better role model for the young people in your community	8.76	83%	213
Enjoying a better quality of life	8.38	72%	213
Being able to make better decisions in life	8.15	69%	212
Feeling more satisfied in other aspects of your current occupation, not just your salary	8.03	65%	220
Having more and/or better career opportunities (not just higher salary) on island	7.95	67%	210
Having more choices in life	7.89	63%	215
Having a greater understanding of the importance of the local culture	7.59	60%	208
Having more and/or better career opportunities off-island	7.53	55%	193
Having a greater understanding of the importance of our environment	7.49	58%	207
Being more active in our island's civic life (for example, volunteering, participating in community activities)	7.38	56%	206
Being more involved in our island's political life (for example, voting during elections, attending public hearings, providing public testimonies at the legislature, running for public office)	6.61	44%	202
Other non-monetary benefits of having a UOG degree (please specify) see APPENDIX A6 for write-in answers	6.74	45%	102

Use of Student Loans to Pay for UOG Degree

Respondents in each alumni group were asked to indicate how much they borrowed through student loans to finance their UOG degree (TABLE 17). By alumni group, figures for the **UNDERGRAD ONLY** summarize to about one-third with no student loan, one-third took out loans for less than \$20,000, and the remaining one-third with loans of more than \$20,000. Based on the responses, the average student loan amount was \$13,705. For the **GRAD ONLY** group, almost half (44.6%) had no student loan, about one-third took out loans for less than \$20,000, and the remaining 21% had loans exceeding \$20,000. The average student loan amount for this group was \$9,965.

For the **UNDERGRAD+GRAD** alumni group, 49.5% of them did not borrow to pay for their bachelor's degree at UOG while 36.4% did not borrow for their master's degree at UOG. To pay for their bachelor's degree, 31.1% incurred a student loan amount of less than \$20,000. The corresponding figure is 36.6% for those who borrowed student loans with amounts less than \$20,000 to pay for their master's degree. The average amount of student loans borrowed were \$9,550 to finance their bachelor's degree and \$12,955 to finance their master's degree.

TABLE 17:
MONEY BORROWED TO FINANCE YOUR DEGREE AT UOG

	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD	
			UNDERGRAD	GRAD
None	36.3%	44.6%	49.5%	36.4%
Less than \$10,000	13.1%	21.7%	14.8%	13.6%
\$10,000-\$20,000	19.8%	12.0%	16.3%	22.7%
\$20,000-\$30,000	14.1%	10.8%	8.2%	14.6%
\$30,000-\$40,000	9.6%	4.8%	7.7%	4.5%
More than \$40,000	7.1%	6.0%	3.6%	8.1%
AVERAGE AMOUNT*	\$13,705	\$9,965	\$9,550	\$12,955
NUMBER OF RESPONDENTS	832	83	196	198

* For the student loan amount range of "More than \$40,000," a mid-point figure of \$45,000 was used to calculate the average amount of student loan borrowed.

Student Loans Repaid-to-Date

The survey asked the question “How much of your total student loans have you paid back at this time?” and provided a space for write-in answers from which the percentages of student loans repaid were estimated. In some cases, respondents provided answers in percentages or portions, e.g., “half.” However, the majority of the write-in answers were in dollar amounts repaid, which were turned into percentages by dividing the dollar amount repaid by the mid-point of the dollar amount range that the same respondent indicated as best estimating the amount of the

total student loan he/she borrowed to finance his/her UOG degree. The resulting figures from this calculation are summarized in **TABLE 18**. In future surveys, it will be better and more consistent to solicit write-in answers for both questions about the total student loans borrowed and the amount repaid.

TABLE 18 presents an encouraging picture across the three groups of alumni, i.e., that close to half or more of student loans borrowed to pay for their UOG degree(s) have been repaid-to-date.

TABLE 18:
STUDENT LOANS REPAID (AS % OF TOTAL)

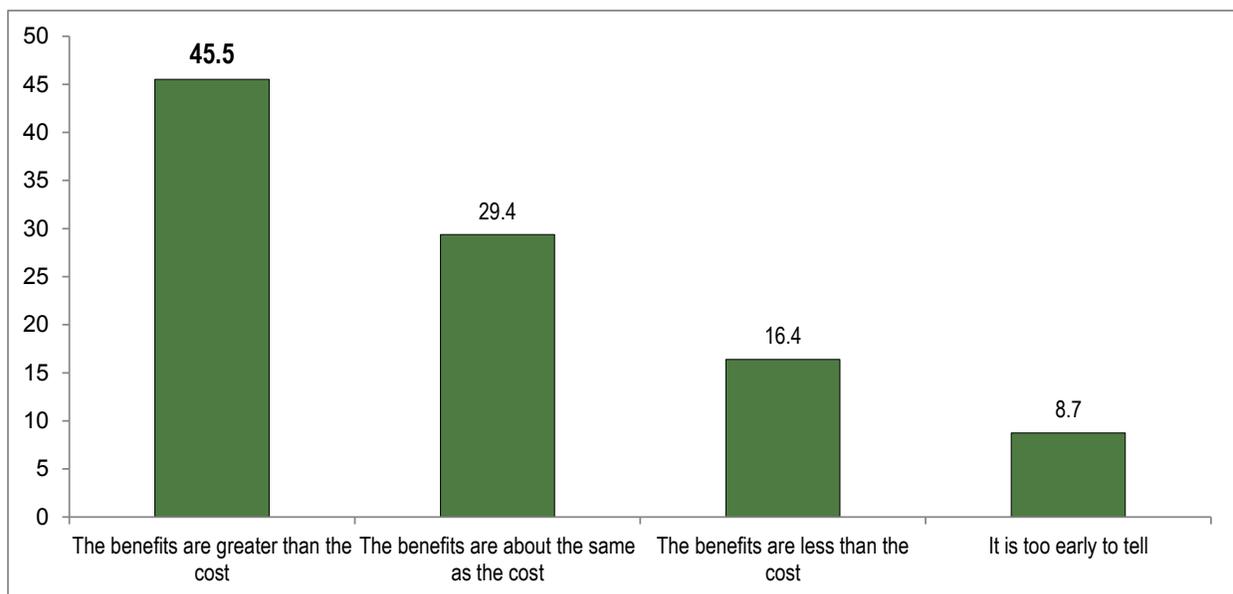
	UNDERGRAD ONLY	GRAD ONLY	UNDERGRAD+GRAD
0% (None)	3.9%	15.4%	10.5%
1% - 9%	10.7%	10.3%	8.3%
10% - 19%	7.5%	2.6%	12.8%
20% - 29%	10.5%	7.7%	3.8%
30% - 39%	3.9%	2.6%	6.8%
40% - 49%	6.4%	5.1%	3.0%
50% - 59%	6.4%	7.7%	9.0%
60% - 69%	6.8%	2.6%	3.0%
70% - 79%	2.3%	0.0%	2.3%
80% - 89%	3.6%	5.1%	4.5%
90% - 99%	1.4%	5.1%	9.0%
100% (All)	26.8%	35.9%	27.1%
AVERAGE % OF BALANCE REPAID	49.4%	57.0%	55.1%
NUMBER OF RESPONDENTS	440	39	133

Benefits vs. Cost of UOG Degree

Respondents from all three groups of alumni were asked to compare the benefits of their UOG degree(s) to the costs of getting this/these degree(s). The survey question asked: "Thinking about the educational costs associated with your degree(s) and comparing those to the monetary and non-monetary benefits of having that/those degree(s), would you say that...". Survey responses were summarized in **FIGURES 8-10**, which clearly

show that, for all groups of alumni, the majority or near majority indicated that the benefits of their UOG degree(s) are greater than the cost. Among the 824 **UNDERGRAD ONLY** alumni who responded to this question, 45.5% of them came to this conclusion while 29.4% indicated that the benefits and costs of their bachelor's degree are about the same. Only 16.4% indicated that the benefits of their bachelor's degree are less than the cost of getting their degree (**FIGURE 8**).

FIGURE 8:
BENEFITS VS. COST OF BACHELOR'S DEGREE AT UOG

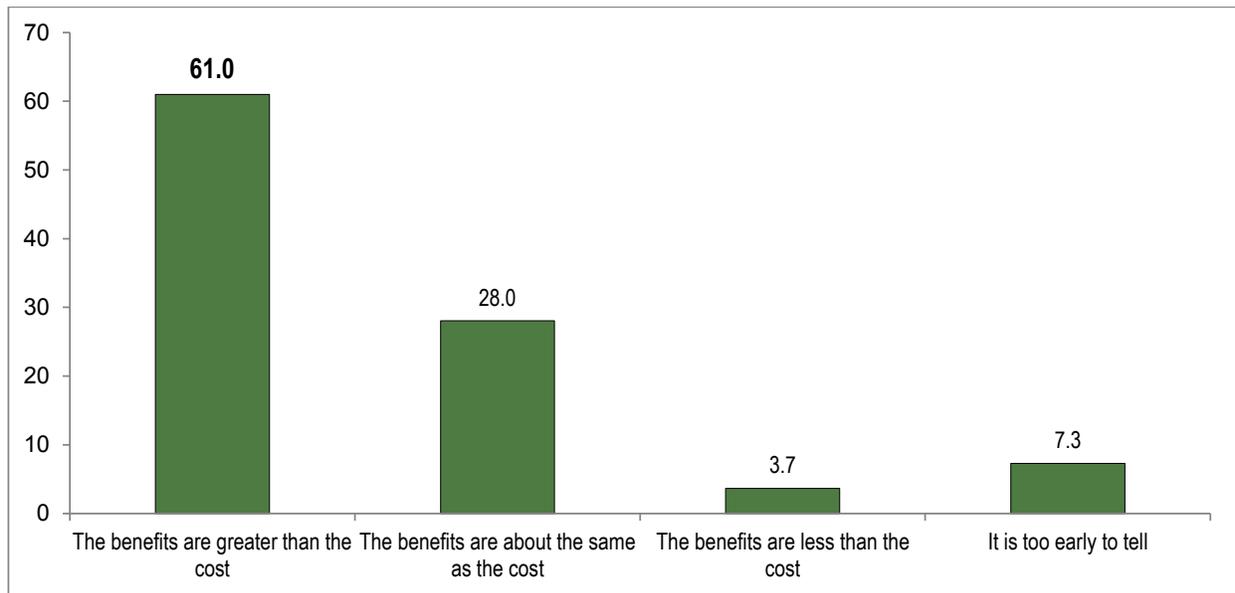


824 respondents

Among the 82 **GRAD ONLY** survey respondents who earned their master's degree (but not their bachelor's degree) at UOG, 61% indicated that the benefits of their master's degree are greater than the cost incurred to earn it at UOG. Only 3.7%

indicated the opposite, i.e., that the cost of their master's degree was greater than the benefits from it while 7.3% stated it is too early to weigh the benefits against the cost of their master's degree (**FIGURE 9**).

FIGURE 9:
BENEFITS VS. COST OF MASTER'S DEGREE AT UOG

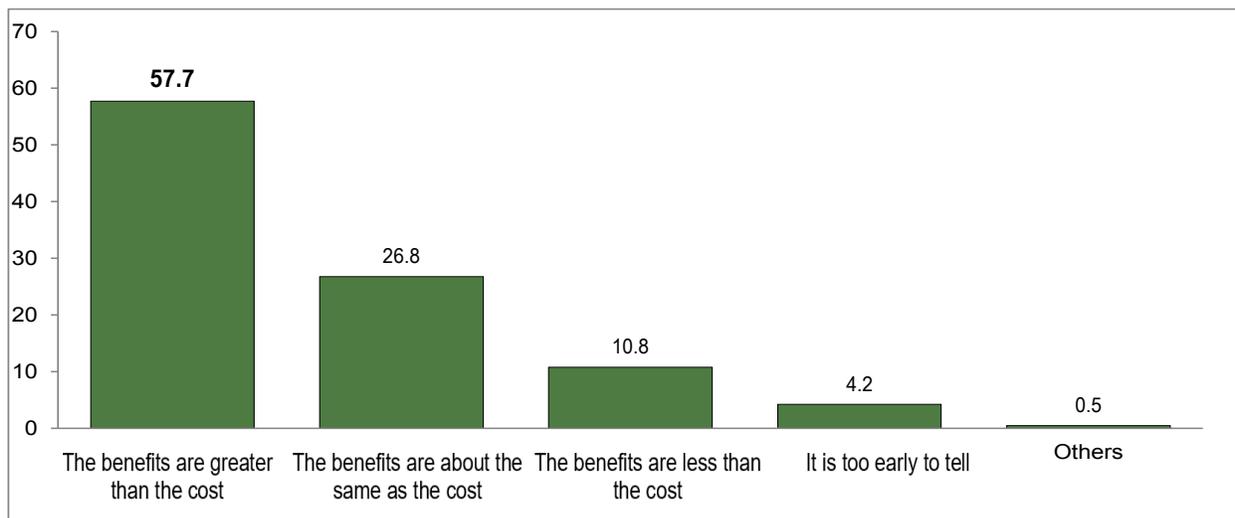


82 respondents

The last group of alumni surveyed (**UNDER-GRAD+GRAD**) are those who earned both bachelor's and master's degrees at UOG. Among the 213 who responded to this survey question, 57.7% indicated that the benefits of both degrees

at UOG are greater than their cost. Only 10.8% indicated the opposite while 4.2% stated it is too early to weigh the benefits against the cost of their master's degree (**FIGURE 10**).

FIGURE 10:
BENEFITS VS. COST OF BOTH BACHELOR'S AND MASTER'S DEGREES AT UOG



213 respondents

One respondent selected "Others" and noted: "I don't understand the question."

References

Pew Research (2014, February 11). *The Rising Cost of Not Going to College*.

University of Guam Office of Alumni Affairs (2014). *UOG Alumni Survey*.

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1,400+ Survey Respondents

UOG Alumni/Tritons

