

DOCUMENT RESUME

ED 443 454

JC 000 475

AUTHOR Payne, William H., Jr.
TITLE Follow-Up Survey of PVCC Graduates, Class of 1996-97.
INSTITUTION Piedmont Virginia Community Coll., Charlottesville, VA.
Office of Institutional Research and Planning.
REPORT NO PVCC-OIRP-RR-4-2000
PUB DATE 2000-06-00
NOTE 50p.
PUB TYPE Reports - Research (143) -- Tests/Questionnaires (160)
EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *College Graduates; Community Colleges; *Educational
Quality; Graduate Surveys; Job Placement; Job Skills;
*Outcomes of Education; Student Attitudes; Student
Employment; Transfer Students; Two Year Colleges
IDENTIFIERS *Piedmont Virginia Community College

ABSTRACT

A follow-up survey was conducted on the 1996-97 Piedmont Virginia Community College (PVCC) graduates to determine what jobs they had obtained, which schools they were attending, how much they earned, how satisfied they were with their employment or schooling, and what impact PVCC had upon their careers and education. Eighty-eight graduates completed the survey, for a response rate of 32.1% (the lowest in the decade). Some of the major findings of the study are as follows: (1) an overwhelming majority of respondents (98.8%) indicated that they were satisfied with the quality of their academic programs at PVCC; (2) approximately eight out of ten respondents supported themselves through wage earnings while attending PVCC; (3) the mean grade point average of the 1996-97 graduates who transferred to postsecondary institutions were 3.19; (4) nine out of ten enrolled respondents indicated that the credits they earned at PVCC transferred as expected; (5) about 80% of survey respondents were employed at the time of the survey, and around 75% of the employed respondents worked full time; and (6) about half of the employed respondents felt that their degree from PVCC helped them to obtain their current job. Appendices include survey results, graduate comments, the cover letter, and the survey instrument. (JA)

Follow-up Survey of PVCC Graduates Class of 1996-97

Research Report No. 4-2000
June 2000

Piedmont Virginia
Community College
Charlottesville, Virginia



U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)
 This document has been reproduced as
received from the person or organization
originating it.
 Minor changes have been made to
improve reproduction quality.
• Points of view or opinions stated in this
document do not necessarily represent
official OERI position or policy.

PERMISSION TO REPRODUCE AND
DISSEMINATE THIS MATERIAL HAS
BEEN GRANTED BY
B.B. Head
TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)

William H. Payne, Jr. (Author)
Institutional Research and Planning Associate

JC000475

**Follow-Up Survey of PVCC Graduates
Of the Class of 1996-97**

**Research Report No. 4-2000
June 2000**

**William H. Payne, Jr.
Institutional Research Associate
Piedmont Virginia Community College**

**Office of Institutional Research
Piedmont Virginia Community College
501 College Drive
Charlottesville, Virginia 22902-7589**

Table of Contents

INTRODUCTION	1
METHODOLOGY	1
DEMOGRAPHIC CHARACTERISTICS	2
PVCC EXPERIENCE	4
<i>College Services</i>	<i>5</i>
<i>Academic Program</i>	<i>6</i>
<i>Skill Development</i>	<i>6</i>
<i>College Financing</i>	<i>7</i>
FURTHER EDUCATION	7
<i>Enrollment Status</i>	<i>8</i>
<i>Institutional Type</i>	<i>8</i>
<i>Educational Purpose</i>	<i>9</i>
<i>Academic Performance</i>	<i>9</i>
<i>Transfer Preparation</i>	<i>10</i>
<i>Transfer Satisfaction</i>	<i>11</i>
EMPLOYMENT	12
<i>Employment Status</i>	<i>12</i>
<i>Occupation</i>	<i>13</i>
<i>Preparation for Work</i>	<i>13</i>
<i>Job Satisfaction</i>	<i>14</i>
<i>Career Advancement</i>	<i>15</i>
<i>Employment Assistance</i>	<i>15</i>
<i>Graduate Salaries</i>	<i>15</i>
CONCLUSIONS	16
APPENDIX A: SURVEY RESULTS	18
APPENDIX B: GRADUATE COMMENTS	35
APPENDIX C: COVER LETTER	39
APPENDIX D: SURVEY INSTRUMENT	41

Introduction

Since 1974, Piedmont Virginia Community College (PVCC) has conducted annual surveys of its graduates. Questions are asked concerning jobs, career satisfaction, salaries, study at other colleges and universities, and the impact PVCC has had upon the careers and further education of its graduates. Information from the survey is used to improve academic programs and college services.

This study reports the results of the 22nd graduate survey. The survey was conducted for graduates of the class of 1996-97. The class of 1996-97 includes those students graduating from PVCC during Summer Term 1996, Fall Semester 1996, and Spring Semester 1997. In terms of format and content, the 1996-97 Graduate Survey is similar to previous studies. All information is descriptive in nature and is presented in narrative, tabular, and graphic form.

Methodology

During the spring of 1998, the Office of Institutional Research mailed surveys and cover letters to 274 graduates of the class of 1996-97. Surveys were mailed approximately eight months after graduation to allow time for graduates to secure a job, or to enroll in a college or university. Those not responding to the initial mailing of the follow-up survey were contacted two additional times.

Of the 274 graduates, 88 returned completed surveys for a response rate of 32.1%. This number represents the lowest response rate of the 1990s (1990-91, 54.2%; 1991-92, 46.4%; 1992-93, 52.6%; 1993-94, 50.4%; 1994-95, 41.1%; 1995-96, 41.0%). Probably, the decline in response rate has more to do with an increase in survey length than with apathy on the part of graduates. In 1995-96, the graduate survey doubled in length to

accommodate the addition of questions required by the State Council for Higher Education and to allow for a more thorough examination of graduate perceptions of their collegiate experience. As a result, the response rate for this year is lower than usual.

The results of the 1996-97 Graduate Survey are presented in Appendix A. The presentation of results for each question differs depending on the type of data obtained. For example, categorical listings, frequencies, and percentages are provided for nominal level data. Response frequencies, adjusted percentages, and histograms are provided for ordinal level data. Finally, descriptive statistics such as the mean, median, and mode are provided for continuous data.

At the end of the 1996-97 Follow-Up Graduate Survey, graduates were invited to offer comments or suggestions concerning any aspect of their PVCC experience. Of particular interest were ways that PVCC could improve its curriculum and services. These comments are contained in Appendix B. Finally, copies of the cover letter and the survey instrument are provided in appendices C and D, respectively.

Demographic Characteristics

An important aspect of graduate surveys is to identify demographic characteristics of survey respondents. The primary use of such data is to determine whether the characteristics of respondents are representative of the overall graduate population. Toward that end, several categories of demographic information are presented, including sex, race, and age of survey respondents.

Survey respondents were about as likely to be female as were 1996-97 graduates in general. As can be seen in Table 1, about six out of ten survey respondents were

female (60.5%), and

about four out of ten

(39.5%) were male.

These percentages were

similar to the

Table 1: Sex of Survey Respondents

<u>Sex</u>	<u>Respondents</u>	<u>Percent</u>	<u>Graduates</u>	<u>Percent</u>
Male	34	39.5%	118	41.5%
Female	52	60.5%	166	58.5%
Total	86	100.0%	284	100.0%

percentages of males and females in the overall graduate population.

Table 2 compares the race of survey respondents to that of students in the overall graduate population. The table shows that survey respondents were about as likely to be White or African American, and were slightly more likely to be Asian, than were 1996-

Table 2: Race of Survey Respondents

<u>Race</u>	<u>Respondents</u>	<u>Percent</u>	<u>Graduates</u>	<u>Percent</u>
White	76	88.4%	251	88.4%
Black	7	8.1%	24	8.5%
Am. India	0	0.0%	0	0.0%
Asian	3	3.5%	6	2.1%
Hispanic	0	0.0%	3	1.1%
Other	0	0.0%	0	0.0%
Total	86	100.0%	284	100.0%

97 graduates in general.

The percentage of

White survey

respondents (88.4%)

was the same as the

percentage of White

students in the overall

graduate population (88.4%). The percentage of African American respondents also was similar to the percentage of African American students in the overall graduate population. While 3.5% of survey respondents were Asian students, only 2.1% of the entire 1996-97 graduate population were Asian.

Survey respondents tended to be slightly older than were graduates of the class of 1996-97. The average age of survey respondents was 32.5, compared to an average age of 31.6 for all graduates. As can be seen in Table 3, nearly forty percent of survey

Table 3: Age of Survey Respondents

<u>Age</u>	<u>Respondents</u>	<u>Percent</u>	<u>Graduates</u>	<u>Percent</u>
17 & Under	0	0.0%	0	0.0%
18 - 21	9	10.5%	29	10.2%
22 - 24	17	19.8%	70	24.6%
25 - 34	25	29.1%	86	30.3%
35 - 44	21	24.4%	62	21.8%
45 - 59	13	15.1%	35	12.3%
60 & Over	1	1.2%	2	0.7%
Total	86	100.0%	284	100.0%

respondents
(39.5%) were
between the ages of
35 and 59. Only a
third of all 1996-97
graduates (34.1%)
fell within that

range.

In summary, the majority of survey respondents were white females between the ages of 25 and 44. Survey respondents tended to be slightly older and were more likely to be Asian than 1996-97 graduates in general. For the most part, however, the demographic characteristics of survey respondents were similar to those of 1996-97 graduates, suggesting that survey responses are representative of the overall graduate population.

PVCC Experience

One of the primary aims of graduate surveys is to determine whether former students were satisfied with their PVCC experience. Toward that end, the questions contained in Section One of the survey were designed to address four main aspects of the collegiate experiences of PVCC graduates. Were graduates satisfied with the college services provided by PVCC? Were graduates satisfied with their academic programs? Did attending PVCC contribute to skill development among graduates? How did graduates finance their PVCC education?

College Services

For the most part, 1996-97 graduates were satisfied with the services provided by PVCC. As can be seen in Question 1, more than nine out of ten survey respondents were either very much or somewhat satisfied with the college's learning center (98.6%), library (95.3%), computing lab (94.8%), and registration services (92.9%). Over 80 percent of respondents were satisfied with career services (88.5%), financial aid (84.0%), and personal counseling (82.4%) provided by the college. Finally, more than seven out of ten respondents were satisfied with student activities (71.2%).

In addition to assessing satisfaction with college services, the data obtained in Question 1 can be used to determine the level of service usage. This is accomplished by reviewing the number of "Not applicable" survey responses. As can be seen in Question 1, every 1996-97 graduate who returned a survey utilized the college's registration services (100.0%). More than nine out of ten survey respondents made use of the college's library services (97.7%); and more than eight out of ten utilized computing lab (88.5%), personal counseling (85.1%) and learning center (82.4%) services. Less than seven out of ten respondents indicated that they had participated in student activities at PVCC (67.8%), and less than six out of ten took advantage of the college's career services (59.8%) or financial aid services (57.5%).

Graduates of the Class of 1996-97 were satisfied with the overall quality of college services. As can be seen in Question 2, an overwhelming majority of graduates (98.8%) were either very much or somewhat satisfied with the quality of services provided by PVCC.

Academic Program

In addition to college services, the 1996-97 Graduate Survey was designed to determine whether graduates were satisfied with the quality of their academic programs. As can be seen in Question 3, more than nine out of ten survey respondents were either very much or somewhat satisfied with grading (100.0%), instruction (98.8%), faculty (98.8%), learning environment (98.8%), course materials (97.6%), and course availability (96.5%) at PVCC. More than eight out of ten respondents (86.7%) were satisfied with academic advising at the college.

Graduates also seemed satisfied with faculty-student interaction at PVCC. As can be seen in Question 4, more than nine out of ten survey respondents (96.4%) were either very satisfied or somewhat satisfied with their relationships with faculty outside of class.

Finally, graduates reported high levels of satisfaction with the quality of academic programs at PVCC. As can be seen in Question 5, an overwhelming majority of survey respondents (97.7%) indicated they were very satisfied or somewhat satisfied with the quality of their academic program at PVCC. Only two graduates (2.3%) indicated that they were dissatisfied with their program at PVCC.

Skill Development

For the most part, graduates were pleased with the skills they developed while attending PVCC. As can be seen in Question 6, about nine out of ten survey respondents indicated that their PVCC education had contributed either very much or somewhat to their ability to write clearly and effectively (90.7%). More than eight out of ten indicated that the college had contributed to their ability to reason logically (88.4%), solve problems (86.2%), research a topic (86.0%), understand and use math (83.7%), and speak

clearly and effectively (81.2%). Finally, more than seven out of ten respondents (77.6%) felt that attending PVCC had contributed to their ability to understand and use computers.

Many graduates believed that their PVCC experience helped prepare them to become responsible citizens. As can be seen in Question 7, more than three-fourths of survey respondents (76.5%) indicated that their PVCC education had prepared them for responsible citizenship.

College Financing

Wage earnings were a major source of financial support for many 1996-97 graduates. As can be seen in Question 8, more than eight out of ten respondents (83.0%) were employed while attending PVCC. Many who worked while attending PVCC were employed in full-time jobs. In fact, over half of all employed respondents (52.1%) indicated that they worked more than 30 hours per week (Question 9).

Relatively few graduates borrowed money to finance their PVCC education. As can be seen in Question 10, less than two out of ten survey respondents (18.4%) indicated that they borrowed money to pay for tuition, books, and other educational expenses while attending PVCC. Only a fourth of those who received student loans (25.0%) borrowed more than \$5,000 to finance their education (Question 11).

Further Education

An important aspect of graduate surveys is to determine how well former PVCC students perform at the institutions to which they transfer. The questions contained in Section II of the 1996-97 survey were designed to address several questions concerning the further education of the college's graduates. What percentage of PVCC graduates continued their education at transfer institutions? What types of institutions did they

attend? What was their purpose for attending a transfer institution? How well did PVCC graduates perform at transfer institutions? Did PVCC do a good job of preparing graduates academically for transfer? Were graduates satisfied with the transfer process?

Enrollment Status

Many graduates of the Class of 1996-97 chose to continue their education at transfer institutions. As can be seen in Question 1, nearly half of all survey respondents (47.7%) were enrolled in college at the time of the survey. Of those who were not enrolled, about four out of ten (39.1%) indicated that they had plans to enroll during the coming year (Question 2). More than seven out of ten enrolled survey respondents (71.4%) were full-time students (Question 3).

Institutional Type

Most 1996-97 graduates chose to continue their education at public, four-year colleges located within the Commonwealth of Virginia. As can be seen in Question 4, more than eight out of ten survey respondents attended public (82.4%), four-year (83.7%) institutions; and all but three enrolled respondents (91.2%) attended an in-state institution. In fact, more than half of all enrolled respondents (58.5%) chose to continue their education at The University of Virginia, Old Dominion University, James Madison University, Virginia Commonwealth University, or Mary Baldwin (Question 5). Other four-year colleges attended by 1996-97 graduates were Radford (4.9%), Longwood (4.9%), Virginia Tech (2.4%), San Diego State (2.4%), Liberty (2.4%), Lesley (2.4%), George Mason (2.4%), East Carolina (2.4%), Bluefield (2.4%), Averett (2.4%), and American (2.4%).

Not all graduates choose to continue their education at four-year colleges or universities. About one out of ten enrolled respondents (9.7%) attended community colleges or trade schools after graduating from PVCC.

Educational Purpose

One of the principal aims of graduate surveys is to determine the educational goals of PVCC transfer students. As can be seen in Question 6, an overwhelming majority of survey respondents (88.6%) indicated that their purpose in attending college is to obtain a bachelor's degree. Among respondents not seeking a bachelor's degree, personal interest, professional development, and pursuit of a graduate degree were listed as the primary purposes for attending college (see Question 7).

Graduates of the Class of 1996-97 chose to pursue a wide range of fields of study at the four-year institutions to which they transferred. As can be seen in Question 8, the most popular majors were Business Administration (22.5%), Psychology (17.5%), Computer Science (7.5%), Political Science (5.0%), Nursing (5.0%), Finance (5.0%), Electrical Engineering (5.0%), and Biology (5.0%). Following these were Anthropology (2.5%), Health Care Administration (2.5%), Interdisciplinary Studies (2.5%), International Relations (2.5%), Marketing (2.5%), Mechanical Engineering (2.5%), Media Studies (2.5%), Police Science (2.5%), Sociology (2.5%), Technical Writing (2.5%), and Zoology (2.5%).

Academic Performance

Academically, 1996-97 graduates performed quite well at the institutions to which they transferred. As can be seen in Question 9, enrolled respondents earned an average of 25.67 credit hours at their new colleges. The lowest number of credit hours earned

was 3.00, and the highest 76.00. The average grade point average (GPA) earned by 1996-97 graduates at transfer institutions was 3.19 (Question 10). The lowest GPA reported was 1.60 and the highest 4.00.

Transfer Preparation

For the most part, 1996-97 graduates were pleased with the level of academic preparation they received at PVCC. As can be seen in Question 12, nine out of ten survey respondents (90.0%) indicated that their degree program at PVCC prepared them either very much or somewhat for their bachelor's program. Over half of survey respondents (51.4%) felt that they were better prepared academically than students who enrolled at their new schools as freshmen (see Question 13). More than a third of respondents (37.8%) felt that they were equal to their peers in terms of preparation. Only five respondents (10.8%) felt that they were less well prepared. Finally, more than eight out of ten respondents (86.8%) rated the level of academic preparation they received at PVCC as either excellent or good (Question 14). Only two students (5.3%) felt that the level of academic preparation received at PVCC was poor.

In addition to questions concerning academic preparation, graduates were asked to compare the academic environment they experienced at PVCC with the learning environment at their transfer institution. Specifically, former students were asked to rate the level of student competitiveness, faculty friendliness, individual attention shown to students, quality of instruction, and strictness of grading practices at PVCC relative to those same aspects at the colleges and universities to which they transferred.

Overall, PVCC compared very favorably with transfer schools with respect to faculty friendliness, individual attention shown to students, quality of instruction, and

strictness of grading practices. As can be seen in Question 15, more than 9 out of 10 survey respondents indicated that the degree of faculty friendliness (97.1%) and individual attention shown to students (91.2%) at PVCC equaled or exceeded those attributes at the four-year institutions to which they transferred. More than eight out of ten respondents believed that the quality of instruction (85.3%) and the strictness of grading practices (82.4%) at PVCC equaled or exceeded those of their four-year institutions. Survey respondents were less enthusiastic about the degree of student competitiveness. Fewer than six out of ten respondents (56.3%) felt that the degree of student competitiveness at PVCC was comparable to their transfer institutions.

Transfer Satisfaction

In addition to assessing academic preparation, graduate surveys seek to gauge graduate satisfaction with the transfer process. For the most part, 1996-97 graduates were pleased with the transfer process. As can be seen in Question 16, more than nine out of ten enrolled respondents (91.2%) indicated that the credits they earned at PVCC transferred as expected. Nearly three-fourths of enrolled respondents (74.3%) indicated that the institution to which they transferred was their first choice (Question 19). Only two respondents (5.7%) transferred to institutions that were not among their top three choices. Finally, more than nine out of ten respondents (96.4%) who transferred to public four-year colleges in Virginia were either very much or somewhat satisfied with the transfer process (Question 20).

Many 1996-97 graduates took advantage of the transfer services offered by PVCC. As can be seen in Question 21, about half of all enrolled respondents (55.9%) received assistance from PVCC in transferring to their current college. Most of those

who received assistance were pleased with the quality of that support. More than eight out of ten respondents rated the quality of assistance they received from academic advisors (81.0%), their academic programs (85.7%), and faculty (90.9%) as either excellent or good (Question 22).

Employment

An important indicator of how well PVCC prepares its students is how well graduates perform in the workplace. The questions contained in Section Three of the 1996-97 Graduate Survey were designed to measure several aspects of graduate employment. How many graduates obtained gainful employment upon leaving PVCC? In what kinds of occupations were graduates employed? Were graduates employed in occupations related to their degree programs at PVCC? Did the skills that graduates acquired at PVCC benefit their performance in the workplace? Did PVCC do a good job of preparing graduates for the world of work?

Employment Status

Many 1996-97 graduates obtained gainful employment upon leaving PVCC. As can be seen in Question 1, about eight out of every ten survey respondents (79.1%) were employed at the time of the survey. Nearly three-fourths of all employed respondents (74.6%) worked full-time (Question 3). Of those who were unemployed at the time of the survey, more than eight out of ten (82.4%) were not seeking employment (Question 2).

Occupation

Piedmont graduates of the Class of 1996-97 were employed in a wide range of occupations. The most frequently cited positions were Registered Nurse (28.3%), Equipment Technician (6.7%), Bookkeeper (5.0%), Retail Clerk (5.0%), Teacher Assistant (5.0%), Waiter/Waitress (5.0%), and Quality Control Specialist (3.3%). In addition to asking graduates to identify their current occupation, graduates were asked to select one of nine occupational groups (using a Virginia Employment Commission classification scheme) that best described the work they do. As can be seen in Question 6, twenty-nine respondents were employed as professional specialty workers (44.6%), eleven were employed in an administrative support capacity (16.9%), five were employed as service workers (7.7%), five were employed as technicians (7.7%), and four were employed as marketing/sales representatives (6.2%).

For the most part, graduates were employed in occupations that were related to their fields of study at PVCC. As can be seen in Question 7, about seven out of ten employed respondents (70.6%) indicated that their PVCC degree program was either very much or somewhat related to their current occupations.

Preparation for Work

One way of assessing the impact of a PVCC education is to ask graduates whether their PVCC education provided them with the tools they need to be effective in the workplace. As can be seen in Question 8, eight out of ten survey respondents (80.0%) felt that the skills acquired in their PVCC degree programs enhanced either very much or somewhat their workplace performance.

Another way of gauging the impact of a PVCC education with respect to career preparation is to determine whether PVCC graduates are better prepared academically than other employees in the same career field. As can be seen in Question 9, an overwhelming majority of survey respondents (98.4%) felt that they were either better prepared, or about as well prepared, as other employees beginning careers in their job field. Only one respondent (1.6%) felt that he or she was not as well prepared as other employees in the same career field.

Finally, graduates were asked to rate the quality of academic preparation they received at PVCC. For the most part, graduates were pleased with the level of academic preparation provided by PVCC. As can be seen in Question 10, nearly nine out of ten survey respondents (88.5%) indicated that the academic preparation they received at PVCC was either excellent or good. Only one respondent (1.6%) indicated that the academic preparation he or she received was poor.

Job Satisfaction

Job satisfaction among 1996-97 graduates was quite high. As can be seen in Question 14, more than nine out of ten employed respondents (95.0%) reported that they were either very satisfied or satisfied with their current jobs. Only one respondent (1.7%) indicated that his or her job was unsatisfying.

Closely related to job satisfaction is career stability. Those satisfied with their jobs are likely to continue working within the same career field, while those dissatisfied will probably change not only jobs, but careers, as well. As can be seen in Question 15, about seven out of ten employed respondents (70.5%) indicated they would pursue their current jobs as long-range careers.

Career Advancement

Attending PVCC had a positive impact on the job prospects of many 1996-97 graduates. As can be seen in Question 16, more than three-fourths of all employed survey respondents (76.6%) obtained their current jobs either while attending, or after attending, PVCC. Over half of all employed respondents (51.6%) felt that their degree helped them to obtain their present job (Question 17). Finally, nearly a third of employed respondents (29.5%) felt that their PVCC degree helped them obtain a promotion in their current job (Question 18).

Employment Assistance

As previously discussed, many 1996-97 graduates relied on assistance from faculty, advisors, or academic program staff in transferring to a four-year institution. A similar reliance was not evident with respect to career placement services. In fact, survey results indicate that relatively few 1996-97 graduates received assistance from PVCC in obtaining jobs. As can be seen in Question 20, only two employed respondents (3.2%) indicated that they received assistance from PVCC in securing employment.

Graduate Salaries

Many 1996-97 graduates believed that attending PVCC had a positive impact on earnings. As can be seen in Question 22, the average annual salary earned by employed survey respondents was \$26,758 and the median salary was \$27,050. The highest salary reported was \$58,000, and the lowest \$7,000. On average, graduates estimated that their salaries would have been \$3,977 lower if they had not attended PVCC (Question 23).

Conclusions

Major findings of this study included:

- Graduates were very satisfied with the quality of college services. An overwhelming majority of survey respondents (98.8%) were either very much or somewhat satisfied with the quality of services provided by PVCC.
- An overwhelming majority of respondents (97.7%) indicated that they were either very much or somewhat satisfied with the quality of their academic program at PVCC.
- Graduates were pleased with the skills they developed while attending PVCC. More than seven out of ten respondents believed that their PVCC education had contributed to their ability to write clearly and effectively (90.7%), reason logically (88.4%), solve problems (86.2%), research a topic (86.0%), understand and use math (83.7%), speak clearly and effectively (81.2%), and understand and use computers (77.6%).
- Wage earnings were a primary source of financial support for 1996-97 graduates. More than eight out of ten respondents (83.0%) were employed while attending PVCC. Fewer than two out of ten respondents (18.4%) borrowed money to finance their PVCC education.
- About half of all respondents (47.7%) were enrolled in a postsecondary institution at the time of the survey. Most attended public (82.4%), four-year (83.7%) institutions located within the Commonwealth of Virginia (91.2%). In fact, more than half (58.5%) of all enrolled respondents chose to continue their education at The University of Virginia, Old Dominion University, James Madison University, Virginia Commonwealth University, or Mary Baldwin College.
- More than eight out of ten respondents (82.5%) felt that their bachelor's program was very much or somewhat related to their PVCC degree program. The most popular fields of study were Business Administration (22.5%), Psychology (17.5%), Computer Science (7.5%), Political Science (5.0%), Nursing (5.0%), Finance (5.0%), Electrical Engineering (5.0%), and Biology (5.0%).
- Academically, 1996-97 graduates performed quite well at the postsecondary institutions to which they transferred. Enrolled respondents earned a mean grade point average of 3.19 at their respective colleges.
- For the most part, graduates were pleased with the level of academic preparation they received at PVCC. Nearly nine out of ten enrolled respondents (89.2%) believed that they were either better prepared, or about as well prepared, as students who enrolled at transfer institutions as freshmen. More than eight out of ten respondents (86.8%) felt that the level of academic preparation they received at PVCC was either excellent or good.

- Graduates were satisfied with the transfer process. More than nine out of ten enrolled respondents (91.2%) indicated that the credits they earned at PVCC transferred as expected. About three-fourths of enrolled respondents (74.3%) indicated that the institution to which they transferred was their first choice. An overwhelming majority of enrolled respondents (96.4%) who transferred to public four-year colleges in Virginia were either very much or somewhat satisfied with the transfer process.
- For the most part, graduates were pleased with the quality of transfer assistance received at PVCC. More than half of all enrolled respondents (55.9%) received assistance from PVCC in transferring to their current college. Of those who received assistance, more than eight out of ten rated the quality of assistance they received from academic advisors (81.0%), their academic programs (85.7%), and faculty (90.9%) as either excellent or good.
- Nearly eight out of ten survey respondents (79.1%) were employed at the time of the survey. About three-fourths of all employed respondents (74.6%) worked full time. Seven out of ten employed respondents (70.6%) indicated that their current jobs were related to their fields of study at PVCC.
- Graduates were employed in a wide range of occupations. The most frequently cited positions were Registered Nurse (28.3%), Equipment Technician (6.7%), Bookkeeper (5.0%), Retail Clerk (5.0%), Teacher Assistant (5.0%), Waiter/Waitress (5.0%), and Quality Control Specialist (3.3%). More than nine out of ten survey respondents (95.0%) were either very satisfied or satisfied with their current jobs, and more than seven out of ten (70.5%) planned to pursue their current jobs as long-range careers.
- For the most part, 1996-97 graduates felt that PVCC provided them with the tools necessary to be effective in the workplace. An overwhelming majority (98.4%) felt that they were either better prepared, or about as well prepared, as others beginning careers in their job field. More than eight out of ten respondents (88.5%) indicated that the academic preparation they received at PVCC was either excellent or good.
- Attending PVCC had a positive impact on the job prospects and earnings of many 1996-97 graduates. Over half of all employed respondents (51.6%) felt that their degree from PVCC helped them to obtain their current job, and nearly a third (29.5%) believed that their degree helped them to obtain a promotion in their current job. The average annual salary earned by employed respondents was \$26,758. On average, respondents estimated that their salaries would have been \$3,977 lower if they had not attended PVCC.

Appendix A: Survey Results

Graduate Survey Results Class of 1996-97

Section I: PVCC Experience

1. To what extent were you satisfied with each of the following college services provided by PVCC?

a. Career services

	Count	%	0	50	100
Very much	22	25.0	*****		
Somewhat	24	27.3	*****		
Very little	4	4.5	**		
Not at all	2	2.3	*		
Not applicable	35	39.8	*****		
No response	1	1.1			
TOTAL	88	100.0			

b. Computing Lab

	Count	%	0	50	100
Very much	47	53.4	*****		
Somewhat	26	29.5	*****		
Very little	3	3.4	*		
Not at all	1	1.1			
Not applicable	10	11.4	*****		
No response	1	1.1			
TOTAL	88	100.0			

c. Financial aid

	Count	%	0	50	100
Very much	29	33.0	*****		
Somewhat	13	14.8	*****		
Very little	7	8.0	***		
Not at all	1	1.1			
Not applicable	37	42.0	*****		
No response	1	1.1			
TOTAL	88	100.0			

d. Learning Center

	Count	%	0	50	100
Very much	40	45.5	*****		
Somewhat	29	33.0	*****		
Very little	1	1.1			
Not at all	0	0.0			
Not applicable	15	17.0	*****		
No response	3	3.4	*		
TOTAL	88	100.0			

e. Library services

	Count	%	0	50	100
Very much	54	61.4	*****		
Somewhat	27	30.7	*****		
Very little	4	4.5	**		
Not at all	0	0.0			
Not applicable	2	2.3	*		
No response	1	1.1			
TOTAL	88	100.0			

f. Personal counseling

	Count	%	0	50	100
Very much	38	43.2	*****		
Somewhat	23	26.1	*****		
Very little	11	12.5	*****		
Not at all	2	2.3	*		
Not applicable	13	14.8	*****		
No response	1	1.1			
TOTAL	88	100.0			

g. Registration services

	Count	%	0	50	100
Very much	46	52.3	*****		
Somewhat	33	37.5	*****		
Very little	5	5.7	**		
Not at all	1	1.1			
Not applicable	0	0.0			
No response	3	3.4	*		
TOTAL	88	100.0			

h. Student activities

	Count	%	0	50	100
Very much	21	23.9	*****		
Somewhat	21	23.9	*****		
Very little	15	17.0	*****		
Not at all	2	2.3	*		
Not applicable	28	31.8	*****		
No response	1	1.1			
TOTAL	88	100.0			

2. Overall, how satisfied were you with the quality of college services provided by FVCC?

	Count	%	0	50	100
Very much	57	64.8	*****		
Somewhat	24	27.3	*****		
Very little	1	1.1			
Not at all	0	0.0			
No response	6	6.8	***		
TOTAL	88	100.0			

3. To what extent were you satisfied with each of the following aspects of your academic program?

a. Academic advising

	Count	%	0	50	100
Very much	46	52.3	*****		
Somewhat	26	29.5	*****		
Very little	11	12.5	*****		
Not at all	0	0.0			
No response	5	5.7	**		
TOTAL	88	100.0			

b. Course availability

	Count	%	0	50	100
Very much	51	58.0	*****		
Somewhat	32	36.4	*****		
Very little	3	3.4	*		
Not at all	0	0.0			
No response	2	2.3	*		
TOTAL	88	100.0			

c. Course materials

	Count	%	0	50	100
Very much	49	55.7	*****		
Somewhat	34	38.6	*****		
Very little	2	2.3	*		
Not at all	0	0.0			
No response	3	3.4	*		
TOTAL	88	100.0	0	50	100

d. Faculty

	Count	%	0	50	100
Very much	64	72.7	*****		
Somewhat	20	22.7	*****		
Very little	0	0.0			
Not at all	1	1.1			
No response	3	3.4	*		
TOTAL	88	100.0	0	50	100

e. Grading

	Count	%	0	50	100
Very much	62	70.5	*****		
Somewhat	24	27.3	*****		
Very little	0	0.0			
Not at all	0	0.0			
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

f. Instruction

	Count	%	0	50	100
Very much	63	71.6	*****		
Somewhat	21	23.9	*****		
Very little	1	1.1			
Not at all	0	0.0			
No response	3	3.4	*		
TOTAL	88	100.0	0	50	100

g. Learning environment

	Count	%	0	50	100
Very much	62	70.5	*****		
Somewhat	23	26.1	*****		
Very little	1	1.1			
Not at all	0	0.0			
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

4. To what extent were you satisfied with your relationship with faculty outside of class?

	Count	%	0	50	100
Very much	61	69.3	*****		
Somewhat	19	21.6	*****		
Very little	3	3.4	*		
Not at all	0	0.0			
No response	5	5.7	**		
TOTAL	88	100.0	0	50	100

5. Overall, how satisfied were you with the quality of your academic program at FVCC?

	Count	%	0	50	100
Very much	70	79.5	*****		
Somewhat	14	15.9	*****		
Very little	2	2.3	*		
Not at all	0	0.0			
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

6. To what extent did your FVCC education contribute to your ability to:

a. Reason logically

	Count	%	0	50	100
Very much	43	48.9	*****		
Somewhat	33	37.5	*****		
Very little	8	9.1	*****		
Not at all	2	2.3	*		
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

b. Research a topic

	Count	%	0	50	100
Very much	42	47.7	*****		
Somewhat	32	36.4	*****		
Very little	11	12.5	*****		
Not at all	1	1.1			
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

c. Solve problems

	Count	%	0	50	100
Very much	38	43.2	*****		
Somewhat	37	42.0	*****		
Very little	11	12.5	*****		
Not at all	1	1.1			
No response	1	1.1			
TOTAL	88	100.0	0	50	100

d. Speak clearly & effectively

	Count	%	0	50	100
Very much	43	48.9	*****		
Somewhat	26	29.5	*****		
Very little	12	13.6	*****		
Not at all	4	4.5	**		
No response	3	3.4	*		
TOTAL	88	100.0	0	50	100

e. Understand & use computers

	Count	%	0	50	100
Very much	40	45.5	*****		
Somewhat	26	29.5	*****		
Very little	16	18.2	*****		
Not at all	3	3.4	*		
No response	3	3.4	*		
TOTAL	88	100.0	0	50	100

f. Understand & use math

	Count	%	0	50	100
Very much	43	48.9	*****		
Somewhat	29	33.0	*****		
Very little	12	13.6	*****		
Not at all	2	2.3	*		
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

g. Write clearly & effectively

	Count	%	0	50	100
Very much	46	52.3	*****		
Somewhat	32	36.4	*****		
Very little	7	8.0	***		
Not at all	1	1.1			
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

7. To what extent did your PVCC education prepare you for responsible citizenship (e.g., make you better informed about your community and the political process)?

	Count	%	0	50	100
Very much	17	19.3	*****		
Somewhat	48	54.5	*****		
Very little	14	15.9	*****		
Not at all	6	6.8	***		
No response	3	3.4	*		
TOTAL	88	100.0	0	50	100

8. Were you employed while attending PVCC?

	Count	%	0	50	100
Yes	73	83.0	*****		
No	15	17.0	*****		
No response	0	0.0			
TOTAL	88	100.0	0	50	100

9. If yes, how many hours per week on average did you work?

	Count	%	0	50	100
01 to 10 hours	4	4.5	**		
11 to 20 hours	15	17.0	*****		
21 to 30 hours	16	18.2	*****		
31 to 40 hours	22	25.0	*****		
41 to 50 hours	12	13.6	*****		
Over 50 hours	4	4.5	**		
No response	15	17.0	*****		
TOTAL	88	100.0	0	50	100

10. Did you borrow money to pay for tuition, books, and other educational expenses while attending PVCC?

	Count	%	0	50	100
Yes	16	18.2	*****		
No	71	80.7	*****		
No response	1	1.1			
TOTAL	88	100.0	0	50	100

11. If yes, how much did you borrow?

	Count	%	0	50	100
\$ 1 - \$1,000	1	1.1			
\$1,001 - \$2,000	2	2.3	*		
\$2,001 - \$3,000	6	6.8	***		
\$3,001 - \$4,000	2	2.3	*		
\$4,001 - \$5,000	1	1.1			
Over \$5,000	4	4.5	**		
No response	72	81.8	*****		
TOTAL	88	100.0	0	50	100

Section II: Further Education

1. Are you currently enrolled in college?

	Count	%	0	50	100
Yes	41	46.6	*****		
No	45	51.1	*****		
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

2. If not, do you have plans to enroll during the coming year?

	Count	%	0	50	100
Yes	18	20.5	*****		
No	28	31.8	*****		
No response	42	47.7	*****		
TOTAL	88	100.0	0	50	100

3. Are you attending college full-time or part-time?

	Count	%	0	50	100
Full-time	30	34.1	*****		
Part-time	12	13.6	*****		
No response	46	52.3	*****		
TOTAL	88	100.0	0	50	100

4. What type of college are you attending?

a. Two-year or four-year?

	Count	%	0	50	100
2-year	7	8.0	***		
4-year	36	40.9	*****		
No response	45	51.1	*****		
TOTAL	88	100.0	0	50	100

b. Public or private?

	Count	%	0	50	100
Public	28	31.8	*****		
Private	6	6.8	***		
No response	54	61.4	*****		
TOTAL	88	100.0	0	50	100

c. In-state or out-of-state?

	Count	%	0	50	100
In-state	31	35.2	*****		
Out-of-state	3	3.4	*		
No response	54	61.4	*****		
TOTAL	88	100.0	0	50	100

5. What college are you attending?

Institution	Frequency	Percent
Four-Year Colleges:		
James Madison University	6	14.6%
Old Dominion University	6	14.6%
University of Virginia	6	14.6%
Mary Baldwin	3	7.3%
Virginia Commonwealth University	3	7.3%
Longwood College	2	4.9%
Radford College	2	4.9%
American University	1	2.4%
Averett College	1	2.4%
Bluefield College	1	2.4%
East Carolina University	1	2.4%
George Mason University	1	2.4%
Lesley College	1	2.4%
Liberty University	1	2.4%
San Diego State University	1	2.4%
Virginia Polytechnical Institute	1	2.4%
Two-Year Colleges:		
Piedmont Virginia Community College	3	7.3%
Virginia Western Community College	1	2.4%
Total	41	100.0%

6. Are you currently pursuing a bachelor's degree?

	Count	%	0	50	100
Yes	39	44.3	*****		
No	5	5.7	**		
No response	44	50.0	*****		
TOTAL	88	100.0	0	50	100

7. If not, what is your primary purpose for attending college?

	Count	%	0	50	100
Personal interest	4	4.5	**		
Professional development	2	2.3	*		
Pursue a graduate degree	2	2.3	*		
Satisfy a work requirement	0	0.0			
Other	2	2.3	*		
No response	78	88.6	*****		
TOTAL	88	100.0	0	50	100

BEST COPY AVAILABLE

8. What is your major field of study? (see individual surveys)

Graduate Major	Frequency	Percent
Business Administration	9	22.5%
Psychology	7	17.5%
Computer Science	3	7.5%
Biology	2	5.0%
Electrical Engineering	2	5.0%
Finance	2	5.0%
Nursing	2	5.0%
Political Science	2	5.0%
Anthropology	1	2.5%
Health Care Administration	1	2.5%
Interdisciplinary Studies	1	2.5%
International Relations	1	2.5%
Marketing	1	2.5%
Mechanical Engineering	1	2.5%
Media Studies	1	2.5%
Police Science	1	2.5%
Sociology	1	2.5%
Technical Writing	1	2.5%
Zoology	1	2.5%
Total	40	100.0%

9. How many credit hours have you earned at your new college?

Variable	Mean	Std.Dev.	Variance	Std Error of mean	Coeff of variation
Credit Hours	25.6670	19.8423	393.716	3.40292	78.5375
	Minimum	Maximum	Range	Total	
	3.0000	76.0000	73.0000	847.0000	
	Median	Mode	Skewness	Kurtosis	
	18.0000	15.0000	0.929772	2.79656	

10. What is your current grade point average (on a 4.0 scale)?

Variable	Mean	Std.Dev.	Variance	Std Error of mean	Coeff of variation
Grade Point Avg.	3.1940	0.562801	0.316745	0.0965196	17.7507
	Minimum	Maximum	Range	Total	
	1.6000	4.0000	2.4000	105.4000	
	Median	Mode	Skewness	Kurtosis	
	3.2000	3.0000	-0.958806	3.99360	

11. To what extent is your bachelor's degree related to your PVCC degree program?

	Count	%	0	50	100
Very much	20	22.7	*****		
Somewhat	13	14.8	*****		
Very little	4	4.5	**		
Not at all	3	3.4	*		
No response	48	54.5	*****		
TOTAL	88	100.0			
			0	50	100

BEST COPY AVAILABLE

12. To what extent did your PVCC degree program prepare you academically for the bachelor's program?

	Count	%	0	50	100
Very much	17	19.3	*****		
Somewhat	19	21.6	*****		
Very little	2	2.3	*		
Not at all	2	2.3	*		
No response	48	54.5	*****		
TOTAL	88	100.0	0	50	100

13. Compared to students who started at your new school as freshmen, do you feel:

	Count	%	0	50	100
Better prepared	19	21.6	*****		
About as well prepared	14	15.9	*****		
Less well prepared	4	4.5	**		
No response	51	58.0	*****		
TOTAL	88	100.0	0	50	100

14. In relation to your current studies, how would you rate the level of academic preparation you received at PVCC?

	Count	%	0	50	100
Excellent	16	18.2	*****		
Good	17	19.3	*****		
Fair	3	3.4	*		
Poor	2	2.3	*		
No response	50	56.8	*****		
TOTAL	88	100.0	0	50	100

15. For each of the following aspects of college environment, please indicate whether PVCC has more, less, or about the same of a given aspect as your current college.

a. Degree of student competitiveness

	Count	%	0	50	100
PVCC has more	2	2.3	*		
About the same	16	18.2	*****		
PVCC has less	14	15.9	*****		
No response	56	63.6	*****		
TOTAL	88	100.0	0	50	100

b. Friendliness of faculty and staff

	Count	%	0	50	100
PVCC has more	13	14.8	*****		
About the same	20	22.7	*****		
PVCC has less	1	1.1			
No response	54	61.4	*****		
TOTAL	88	100.0	0	50	100

c. Individual attention shown to students

	Count	%	0	50	100
PVCC has more	22	25.0	*****		
About the same	9	10.2	****		
PVCC has less	3	3.4	*		
No response	54	61.4	*****		
TOTAL	88	100.0	0	50	100

BEST COPY AVAILABLE

d. Quality of instruction

	Count	%	0	50	100
PVCC has more	5	5.7	**		
About the same	24	27.3	*****		
PVCC has less	5	5.7	**		
No response	54	61.4	*****		
TOTAL	88	100.0			

e. Strictness of grading practices

	Count	%	0	50	100
PVCC has more	4	4.5	**		
About the same	24	27.3	*****		
PVCC has less	6	6.8	***		
No response	54	61.4	*****		
TOTAL	88	100.0			

16. Did the credits you earned at PVCC transfer as you expected they would?

	Count	%	0	50	100
Yes	31	35.2	*****		
No	3	3.4	*		
No response	54	61.4	*****		
TOTAL	88	100.0			

17. How many credits, if any, were not accepted by your current college?

Variable	Mean	Std.Dev.	Variance	Std Error of mean	Coeff of variation
Credits not Accept	19.6000	19.3792	375.5520	5.00368	96.2542
	Minimum	Maximum	Range	Total	
	2.0000	60.0000	58.0000	275.0000	
	Median	Mode	Skewness	Kurtosis	
	12.0000	6.0000	1.02364	2.79964	

18. Which courses were not accepted? (see individual surveys)

19. Was the college to which you transferred your:

	Count	%	0	50	100
First choice	26	29.5	*****		
Second choice	6	6.8	***		
Third choice	1	1.1			
None of the above	2	2.3	*		
No response	53	60.2	*****		
TOTAL	88	100.0			

20. If you transferred to a public 4-year college in Virginia, how satisfied were you with the transfer process?

	Count	%	0	50	100
Very much	18	20.5	*****		
Somewhat	9	10.2	****		
Very little	1	1.1			
Not at all	0	0.0			
No response	60	68.2	*****		
TOTAL	88	100.0			

21. Did you receive assistance from PVCC in transferring to your current college?

	Count	%	0	50	100
Yes	19	21.6	*****		
No	15	17.0	*****		
No response	54	61.4	*****		
TOTAL	88	100.0	0	50	100

22. If yes, please rate the quality of assistance you received from each of the following sources:

a. Academic advising

	Count	%	0	50	100
Excellent	11	12.5	*****		
Good	6	6.8	***		
Fair	2	2.3	*		
Poor	2	2.3	*		
Not applicable	2	2.3	*		
No response	65	73.9	*****		
TOTAL	88	100.0	0	50	100

b. Academic program

	Count	%	0	50	100
Excellent	10	11.4	*****		
Good	8	9.1	****		
Fair	2	2.3	*		
Poor	1	1.1			
Not applicable	2	2.3	*		
No response	65	73.9	*****		
TOTAL	88	100.0	0	50	100

c. Faculty

	Count	%	0	50	100
Excellent	15	17.0	*****		
Good	5	5.7	**		
Fair	1	1.1			
Poor	1	1.1			
Not applicable	1	1.1			
No response	65	73.9	*****		
TOTAL	88	100.0	0	50	100

Section III: Employment

1. Are you currently employed?

	Count	%	0	50	100
Yes	68	77.3	*****		
No	18	20.5	*****		
No response	2	2.3	*		
TOTAL	88	100.0	0	50	100

2. If not, are you seeking employment?

	Count	%	0	50	100
Yes	3	3.4	*		
No	14	15.9	*****		
No response	71	80.7	*****		
TOTAL	88	100.0	0	50	100

3. Are you employed full-time or part-time?

	Count	%	0	50	100
Full-time	50	56.8	*****		
Part-time	17	19.3	*****		
No response	21	23.9	*****		
TOTAL	88	100.0	0	50	100

4. On average, how many hours per week do you work?

	Count	%	0	50	100
01 to 10 hours	0	0.0			
11 to 20 hours	8	9.1	****		
21 to 30 hours	8	9.1	****		
31 to 40 hours	22	25.0	*****		
41 to 50 hours	23	26.1	*****		
Over 50 hours	5	5.7	**		
No response	22	25.0	*****		
TOTAL	88	100.0	0	50	100

5. What is your occupation?

Graduate Occupation	Frequency	Percent
Registered Nurse	17	28.3%
Equipment Technician	4	6.7%
Bookkeeper	3	5.0%
Retail Clerk	3	5.0%
Teacher Assistant	3	5.0%
Waiter/Waitress	3	5.0%
Quality Control Specialist	2	3.3%
Associate Engineer	1	1.7%
Bartender	1	1.7%
Business Manager	1	1.7%
Claims Adjuster	1	1.7%
Computer Operations Technician	1	1.7%
Customer Service Representative	1	1.7%
Data Entry Clerk	1	1.7%
Draftsman	1	1.7%
Electrical Engineer	1	1.7%
Factory Worker	1	1.7%
Financial Analyst	1	1.7%
Loan Officer	1	1.7%
Management Analyst	1	1.7%
Medical Technologist	1	1.7%
Office Manager	1	1.7%
Physical Therapist	1	1.7%
Police Officer	1	1.7%
Production Technician	1	1.7%
Project Assistant	1	1.7%
Purchasing Aide	1	1.7%
Sales Associate	1	1.7%
Security Officer	1	1.7%
Signal Worker	1	1.7%
Social Worker	1	1.7%
System Administrator	1	1.7%
Total	60	100.0%

BEST COPY AVAILABLE

6. Which of the following occupational groups best describes the type of work you do?

	Count	%	0	50	100
Administrative support	11	12.5	*****		
Agriculture/Forestry/Fishing	0	0.0			
Executive/Administrator/Mgr.	6	6.8	***		
Marketing/Sales	4	4.5	**		
Operators/Fabricators/Laborers	2	2.3	*		
Precision/Production/Craft	3	3.4	*		
Professional specialty worker	29	33.0	*****		
Service workers	5	5.7	**		
Technicians	5	5.7	**		
No response	23	26.1	*****		
TOTAL	88	100.0			

7. To what extent is your PVCC degree program related to your current occupation?

	Count	%	0	50	100
Very much	36	40.9	*****		
Somewhat	12	13.6	*****		
Very little	8	9.1	****		
Not at all	12	13.6	*****		
No response	20	22.7	*****		
TOTAL	88	100.0			

8. To what extent do skills acquired in your PVCC degree program help you perform in the workplace?

	Count	%	0	50	100
Very much	34	38.6	*****		
Somewhat	18	20.5	*****		
Very little	8	9.1	****		
Not at all	5	5.7	**		
No response	23	26.1	*****		
TOTAL	88	100.0			

9. Compared to other employees beginning their careers in your job field, do you feel:

	Count	%	0	50	100
Better prepared	33	37.5	*****		
About as well prepared	29	33.0	*****		
Less well prepared	1	1.1			
No response	25	28.4	*****		
TOTAL	88	100.0			

10. In relation to your present job, how would you rate the level of academic preparation you received at PVCC?

	Count	%	0	50	100
Excellent	28	31.8	*****		
Good	26	29.5	*****		
Fair	6	6.8	***		
Poor	1	1.1			
No response	27	30.7	*****		
TOTAL	88	100.0			

11. Who is your employer? (see Employer Survey Results for the Graduating Class of 1996-97)

BEST COPY AVAILABLE

12. May we contact your employer to conduct an employer follow-up survey?

	Count	%	0	50	100
Yes	34	38.6	*****		
No	28	31.8	*****		
No response	26	29.5	*****		
TOTAL	88	100.0	0	50	100

13. What is your exact job title? (see Employer Survey Results for the Graduating Class of 1996-97)

14. Would you say that your job is:

	Count	%	0	50	100
Very satisfying	26	29.5	*****		
Satisfying	31	35.2	*****		
Not very satisfying	2	2.3	*		
Unsatisfying	1	1.1			
No response	28	31.8	*****		
TOTAL	88	100.0	0	50	100

15. Do you intend to pursue your current job as a long-term career?

	Count	%	0	50	100
Yes	43	48.9	*****		
No	18	20.5	*****		
No response	27	30.7	*****		
TOTAL	88	100.0	0	50	100

16. When did you obtain your current job?

	Count	%	0	50	100
Before attending PVCC	15	17.0	*****		
While attending PVCC	14	15.9	*****		
After attending PVCC	35	39.8	*****		
No response	24	27.3	*****		
TOTAL	88	100.0	0	50	100

17. Did your degree from PVCC help you obtain your present job?

	Count	%	0	50	100
Yes	33	37.5	*****		
No	31	35.2	*****		
No response	24	27.3	*****		
TOTAL	88	100.0	0	50	100

18. Has your degree helped you obtain a promotion in your present job?

	Count	%	0	50	100
Yes	18	20.5	*****		
No	43	48.9	*****		
No response	27	30.7	*****		
TOTAL	88	100.0	0	50	100

BEST COPY AVAILABLE

19. Did you participate in PVCC's Co-op program?

	Count	%	0	50	100
Yes	14	15.9	*****		
No	48	54.5	*****		
No response	26	29.5	*****		
TOTAL	88	100.0			

20. Did you receive career placement assistance from PVCC in obtaining your present job?

	Count	%	0	50	100
Yes	2	2.3	*		
No	61	69.3	*****		
No response	25	28.4	*****		
TOTAL	88	100.0			

21. If yes, please rate the quality of career placement assistance you received from each of the following sources:

a. Academic program

	Count	%	0	50	100
Excellent	1	1.1			
Good	3	3.4	*		
Fair	1	1.1			
Poor	0	0.0			
Not applicable	7	8.0	***		
No response	76	86.4	*****		
TOTAL	88	100.0			

b. Career services

	Count	%	0	50	100
Excellent	1	1.1			
Good	4	4.5	**		
Fair	0	0.0			
Poor	1	1.1			
Not applicable	6	6.8	***		
No response	76	86.4	*****		
TOTAL	88	100.0			

c. Co-op program

	Count	%	0	50	100
Excellent	2	2.3	*		
Good	3	3.4	*		
Fair	0	0.0			
Poor	1	1.1			
Not applicable	6	6.8	***		
No response	76	86.4	*****		
TOTAL	88	100.0			

d. Faculty

	Count	%	0	50	100
Excellent	2	2.3	*		
Good	2	2.3	*		
Fair	1	1.1			
Poor	0	0.0			
Not applicable	7	8.0	***		
No response	76	86.4	*****		
TOTAL	88	100.0			

22. What is your annual salary?

Variable	Mean	Std.Dev.	Variance	Std Error of mean	Coeff of variation
Annual Salary	26758.0770	10413.4	108438330	1444.07	38.9167
	Minimum	Maximum	Range	Total	
	7000.0000	58000.0000	51000.0000	1391420.0000	
	Median	Mode	Skewness	Kurtosis	
	27050.0000	21000.0000	0.457857	3.50992	

> has multiple modes

23. What would you estimate your annual salary to be if you had not attended PVCC?

Variable	Mean	Std.Dev.	Variance	Std Error of mean	Coeff of variation
Estimated Salary	22780.7690	11127.7	123826549	1781.86	48.8471
	Minimum	Maximum	Range	Total	
	3000.0000	58000.0000	55000.0000	888450.0000	
	Median	Mode	Skewness	Kurtosis	
	20000.0000	20000.0000	1.18052	4.85302	

Section IV: Comments & Suggestions (see Appendix B)

BEST COPY AVAILABLE

Appendix B: Graduate Comments

I was very happy with my PVCC experience. I was impressed by the quality of education and the faculty. The course work was challenging, but the teachers were equally supportive. I sometimes find myself looking back with nostalgia.

I thoroughly enjoyed my experience at PVCC. It was very trying at times, but well worth the effort. I felt prepared for my job.

Just to clarify my current college situation: I attend Lesley College in extremely progressive program called the Intensive Residency Option. I only physically attend school ten days every six months. In this format, I do all of the work normally done by the instructor and all the work done by the student! I definitely feel like my time at PVCC prepared me for this type of academic experience. Thanks!

Many student activities were done for younger, single students still living with parents. Activities should also be planned for older students, or students who have families of their own.

Core classes are good, but some of the elective courses are too easy.

Grading procedures should follow that of the nursing program (i.e., A = 92 to 100).

My advising experience with [PVCC Professor] was a nightmare. He was very difficult to access and refused to learn the computer advising system. He caused me numerous delays.

[Attending PVCC] was a good experience, but I think a greater harmonization of material and offered courses would be very helpful. [PVCC counselor] was very helpful, please give her my best regards.

In a company where a significant number of employees hold master's, Ph.D., Pharm D., J. D., or M.D. degrees, my associate's degree means nothing in terms of job opportunity or salary. It means a great deal in terms of accomplishment and is a stepping stone. The bachelor's and master's degrees will make the real difference in employment opportunities.

Because of my experience at PVCC, I don't think any changes need to be made.

I don't feel the college had a major impact on the amount of salary I receive. I do know the degree gave me more opportunities for interviews. I started my job in April of 1998.

PVCC has great programs which I'm proud to have been assisted by.

In my experience at PVCC, I learned a lot about math and surprised myself at how well I did. I think that, overall, my experience at PVCC was rewarding. I recently had a baby and plan on finishing college soon.

Anatomy and Physiology was excellent. The nursing program is very tough. Many of the professors were exceptional!

I am no longer employed. I have chosen to stay home with my son. Before I quit work, I found that what I had learned at PVCC was very helpful with my job.

I enjoyed attending PVCC. My only suggestion would be to have the school offer more times for classes. For example, I missed taking Intermediate Accounting I, and that class was not available again until the following year. I believe you should offer at least one class each semester for each part of a two-part course.

The only thing I would change is in the RN program. Place less emphasis on classroom grades and have the clinical component count toward the overall grade.

PVCC has the highest level teaching, curriculum, and services that I have experienced. My only regret is that PVCC is only a two-year college.

The nursing program is excellent. The instructors were very caring.

I received my PVCC degree in May 1997. I graduated with honors (Magna Cum Laude) with a degree in computer programming. I can barely obtain an interview in the computer field, much less a job. I worked hard and sacrificed to graduate; I feel very frustrated and cheated now.

I will be attending the March 5th student/faculty session, but overall, I was concerned with how unprepared I felt in my first semester at UVA. The classes that I am taking have no similarities to my PVCC classes. Also how you work is completely different at UVA. They emphasize a lot of group work. I received none at PVCC.

I suggest making all classes harder. Some classes are too easy if you're planning on further education.

I have attended several other colleges and universities, and the level of instruction at PVCC is quite comparable! PVCC really earns the nickname "Harvard on the Hill."

At least one [PVCC Instructor] gave no less than a C, even though at least one student missed tests and did very poorly otherwise. This is obvious grade inflation. At least one English teacher gave check marks instead of grades. It is difficult for students to know how well they are doing with check marks. Most teachers are good, but there are some real clunkers.

When I left PVCC in 1993, my degree assisted me in obtaining a higher pay grade. Since then I have moved to three different positions based on my integrity and work ethic. While my present employer has no real idea of my academic record, my previous employer did.

The staff and faculty [at PVCC] are doing fine job!

[PVCC should offer] more computer education courses, [and should provide] more student organizations and better advertising.

The math department needs much help. [PVCC professor] is the best!

I originally worked on my Accounting degree because the job market required at least an Associate's degree in 1995. By the time I graduated in 1997, the requirements were a bachelor's degree. So, I was still unable to get a good job. The 20 years of bookkeeping experience didn't even get me an interview without the bachelor's degree. I'm still in the same position now as I was in 1995. This made Section III difficult to answer.

I enjoyed my experience at PVCC. I learned many things that have helped me in everyday life. My major concern is that the academic program is geared toward continued education, and that little concern is given to those of us who wish to pursue a career after getting an associate's degree.

[PVCC professor] taught me a great deal in his public speaking class. The knowledge I gained from that class has taken me a long way. I use the knowledge from that class everyday at work.

My experience with PVCC was a very good one! But I do have a suggestion for your questionnaire. There is a big gap between or "very much" and "somewhat". Perhaps the addition of "much" would be helpful.

One of my biggest complaints about PVCC, which directly affected my entrance into the college of my choice, was grading. The [college's policy] used to be that classes taken over were averaged together, now you get [credit for only] the [most recent] grade, which lowered my GPA. I feel this was a completely unfair choice on the part of PVCC.

My experiences at Piedmont were very positive. The faculty was outstanding. I would have liked to have participated in more internships. I was not too aware of what internships PVCC offered. Keep up the good work. I am especially thankful to [PVCC counselor] and [PVCC professors].

Continue improving Basic Skills Math, English (Reading and Writing) technique, and technical skills.

The RN program at PVCC is the best! I couldn't be any more prepared to perform in my current job. The state boards were not as bad as I had anticipated. Thanks to all the nursing instructors!

PVCC needs to develop a better relationship with full-time adult workers, especially in the counseling department. I always felt like "just another part-time student" when [interacting with advisors]. Full-time workers sometimes need their curriculums to be catered to their jobs.

The Piedmont nursing program was excellent. I feel that my classroom and clinical experiences prepared me for employment in the health-care field. PVCC instructors were excellent -- I can't say enough positive things about them! The Library was a disappointment -- one was made to feel like an interloper. I was unable to use the special room where videos could be stopped to give the viewer time to take notes -- to have been able to do this would have been helpful to me.

I appreciated the access and equipment of the computer lab. I found having to register for classes using the counselor's office an extremely cumbersome step, especially since they never answered questions, they always sent you someplace else to get answers. I appreciate PVCC allowing the Teletechnet program to exist on campus and wish I had heard about this program earlier.

My time at Piedmont was extremely successful and I have no complaints. If you're thinking about improving any of your curriculum, I suggest that you take a look at your math department. While I was at Piedmont, I heard many complaints about the math department all the way around.

My experience at PVCC was good. It was challenging to work so many hours and still find time for school and homework. The only bad thing was the availability of classes. My classes were often canceled because of low participation -- but I needed these classes to graduate!

Being in a professional environment, it is very helpful being instructed by individuals with actual, practical experience in the subject they are teaching.

Please understand that my degree did not help with employment because I was trying to get a degree for personal satisfaction and knowledge.

Overall, everything PVCC has provided has been excellent. I would suggest trying to expand the four-year degree program: that is provide classes (or Teletechnet) for people during evening [hours].

I wasn't as motivated to succeed in school when attending PVCC as I am today at James Madison University; and I think I may have missed out on some learning skills, but being an older person has lent experiences that are just as rich.

Appendix C: Cover Letter

January 15, 1998

[Graduate Name]
[Street Address]
[City, State Zip]

Dear [Graduate] :

One of the best sources of information available to Piedmont Virginia Community College (PVCC) is the follow-up survey of graduates which we conduct each year. The results of the survey are used in deciding which programs to offer and in determining how well the college serves both its students and the community.

I encourage you to participate in this year's study. It will only take about ten minutes of your time and your responses will be strictly confidential. We are particularly interested in your insights concerning the value of a PVCC education and how well it prepared you for either your current job or your present course of study at another college.

Another valuable source of information is our annual survey of employers, which allows us to determine employer satisfaction with PVCC programs of study and its graduates. If you are currently employed, we need your consent to include your employer among those we survey. Please complete the enclosed authorization form and return it with your questionnaire.

For your convenience, I am enclosing a stamped, self-addressed envelope. We sincerely appreciate your participation in this important study and look forward to receiving your completed survey.

Sincerely,



Khan M. Hassan, Coordinator
Institutional Research & Learning Services

encl

Appendix D: Survey Instrument



Piedmont Virginia Community College
Follow-up Survey of Graduates for the Class of 1996-97

Instructions: Please check the appropriate box(es) for each question and answer all questions that apply to you. This information will be treated as strictly confidential with answers being combined for group analysis.

Graduate: [Graduate Name]

Student ID: [Graduate SSN]

Section I: PVCC Experience

1. To what extent were you satisfied with each of the following college services provided by PVCC?

	Very much	Somewhat	Very little	Not at all	Not applicable
Career services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computing Lab	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial aid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning Center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Library services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registration services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Overall, how satisfied were you with the quality of college services provided by PVCC?

- Very much Somewhat Very little Not at all

3. To what extent were you satisfied with each of the following aspects of your academic program?

	Very much	Somewhat	Very little	Not at all
Academic advising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Course availability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Course materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. To what extent were you satisfied with your relationship with faculty outside of class?

- Very much Somewhat Very little Not at all

5. Overall, how satisfied were you with the quality of your academic program at PVCC?

- Very much Somewhat Very little Not at all

6. To what extent did your PVCC education contribute to your ability to:

	Very much	Somewhat	Very little	Not at all
Reason logically	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research a topic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Solve problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speak clearly & effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understand & use computers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understand & use math	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Write clearly & effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. To what extent did your PVCC education prepare you for responsible citizenship (e.g., make you better informed about your community and the political process)?

- Very much Somewhat Very little Not at all

(Continued on back)

8. Were you employed while attending PVCC? Yes No
9. If yes, how many hours per week on average did you work? 1 to 10 hours 31 to 40 hours
 11 to 20 hours 41 to 50 hours
 21 to 30 hours Over 50 hours
10. Did you borrow money to pay for tuition, books, and other educational expenses while attending PVCC?
 Yes No
11. If yes, how much did you borrow? \$ 1 - \$1,000 \$3,001 - \$4,000
 \$1,001 - \$2,000 \$4,001 - \$5,000
 \$2,001 - \$3,000 Over \$5,000

Section II: Further Education

1. Are you currently enrolled in college? Yes No
2. If not, do you have plans to enroll during the coming year? Yes No

**** (If not currently enrolled in college, skip to Section III: Employment) ****

3. Are you attending college full-time or part-time? Full-time Part-time
4. What type of college are you attending? **** (Please check one from each column) ****
 2-year Public In-state
 4-year Private Out-of-state
 Other _____
(Please list)

5. What college are you attending? _____

6. Are you currently pursuing a bachelor's degree? Yes No

7. If not, what is your primary purpose for attending college?
 Personal interest
 Professional development
 Pursue a graduate degree
 Satisfy a work requirement
 Other _____
(Please list)

**** (If not currently pursuing a bachelor's degree, skip to Section III: Employment) ****

8. What is your major field of study? _____

9. How many credit hours have you earned at your new college? _____

10. What is your current grade point average (on a 4.0 scale)? _____

11. To what extent is your bachelor's degree related to your PVCC degree program?
 Very much Somewhat Very little Not at all
12. To what extent did your PVCC degree program prepare you academically for the bachelor's program?
 Very much Somewhat Very little Not at all
13. Compared to students who started at your new school as freshmen, do you feel:
 Better prepared About as well prepared Less well prepared
14. In relation to your current studies, how would you rate the level of academic preparation you received at PVCC?
 Excellent Good Fair Poor

15. For each of the following aspects of college environment, please indicate whether PVCC has more, less, or about the same of a given aspect as your current college.

	PVCC has more	About the same	PVCC has less
Degree of student competitiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Friendliness of faculty and staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Individual attention shown to students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strictness of grading practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. Did the credits you earned at PVCC transfer as you expected they would? Yes No

17. How many credits, if any, were not accepted by your current college? _____

18. Which courses were not accepted? _____

19. Was the college to which you transferred your: First choice Third choice
 Second choice None of the above

20. If you transferred to a public 4-year college in Virginia, how satisfied were you with the transfer process?
 Very much Somewhat Very little Not at all

21. Did you receive assistance from PVCC in transferring to your current college? Yes No

22. If yes, please rate the quality of assistance you received from each of the following sources:

	Excellent	Good	Fair	Poor	Not Applicable
Academic advising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Academic program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section III: Employment

1. Are you currently employed? Yes No

2. If not, are you seeking employment? Yes No

**** (If not currently employed, please skip to Section IV: Comments & Suggestions) ****

3. Are you employed full-time or part-time? Full-time Part-time

4. On average, how many hours per week do you work? 1 to 10 hours 31 to 40 hours
 11 to 20 hours 41 to 50 hours
 21 to 30 hours Over 50 hours

5. What is your current occupation? _____

6. Which of the following occupational groups best describes the type of work you do?

- | | | |
|--|--|---|
| <input type="checkbox"/> Administrative support | <input type="checkbox"/> Marketing/Sales | <input type="checkbox"/> Professional specialty workers |
| <input type="checkbox"/> Agriculture/Forestry/Fishing | <input type="checkbox"/> Operators/Fabricators/Laborers | <input type="checkbox"/> Service workers |
| <input type="checkbox"/> Executive/Administrator/Manager | <input type="checkbox"/> Precision/Production/Craft/Repair | <input type="checkbox"/> Technicians |

7. To what extent is your PVCC degree program related to your current occupation?
 Very much Somewhat Very little Not at all

8. To what extent do skills acquired in your PVCC degree program help you perform in the workplace?
 Very much Somewhat Very little Not at all
9. Compared to other employees beginning their careers in your job field, do you feel:
 Better prepared About as well prepared Less well prepared
10. In relation to your present job, how would you rate the level of academic preparation you received at PVCC?
 Excellent Good Fair Poor

11. Who is your employer? _____

12. May we contact your employer to conduct an employer follow-up survey? Yes No

**** (If yes, please remember to complete, sign, and return the enclosed Contact Authorization Form) ****

13. What is your exact job title? _____

14. Would you say that your job is:
 Very Satisfying Satisfying Not very satisfying Unsatisfying

15. Do you intend to pursue your current job as a long-term career? Yes No

16. When did you obtain your current job?
 Before attending PVCC While attending PVCC After attending PVCC

17. Did your degree from PVCC help you obtain your present job? Yes No

18. Has your degree helped you obtain a promotion in your present job? Yes No

19. Did you participate in PVCC's Co-op program? Yes No

20. Did you receive career placement assistance from PVCC in obtaining your present job? Yes No

21. If yes, please rate the quality of career placement assistance you received from each of the following sources:

	Excellent	Good	Fair	Poor	Not Applicable
Academic program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-op program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. What is your annual salary? _____

23. What would you estimate your annual salary to be if you had not attended PVCC? _____

Section IV: Comments & Suggestions

In the space provided, please express comments or suggestions concerning any aspect of your PVCC experience. We are particularly interested in how we can improve our curriculum and services. Thank you for your participation.



U.S. Department of Education
Office of Educational Research and Improvement (OERI)
National Library of Education (NLE)
Educational Resources Information Center (ERIC)



NOTICE

REPRODUCTION BASIS



This document is covered by a signed "Reproduction Release (Blanket) form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.



This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").