

Post-Graduation Success Definition Development

07/21/2025



Project: **Recap**

1. Develop CSUF's definition of post-graduation success via **CSUF Community Survey** (Spring 2025)
2. Develop campuswide alumni survey based on the definition (2025-26)

Survey: **Method**



Survey administered campuswide
February to March 2025:

- Students
- Faculty
- Administrators
- Staff
- Alumni
- Community & general public

Share up to 3 **keywords** that describe success for CSUF graduates for each of the following time frames (short phrases acceptable):

1 year after graduation:

- 1.
- 2.
- 3.

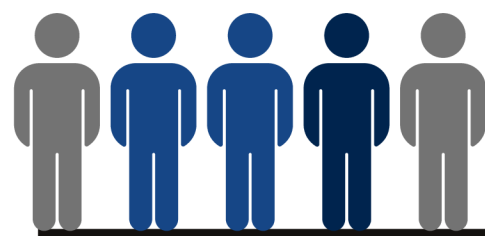
3-5 years after graduation:

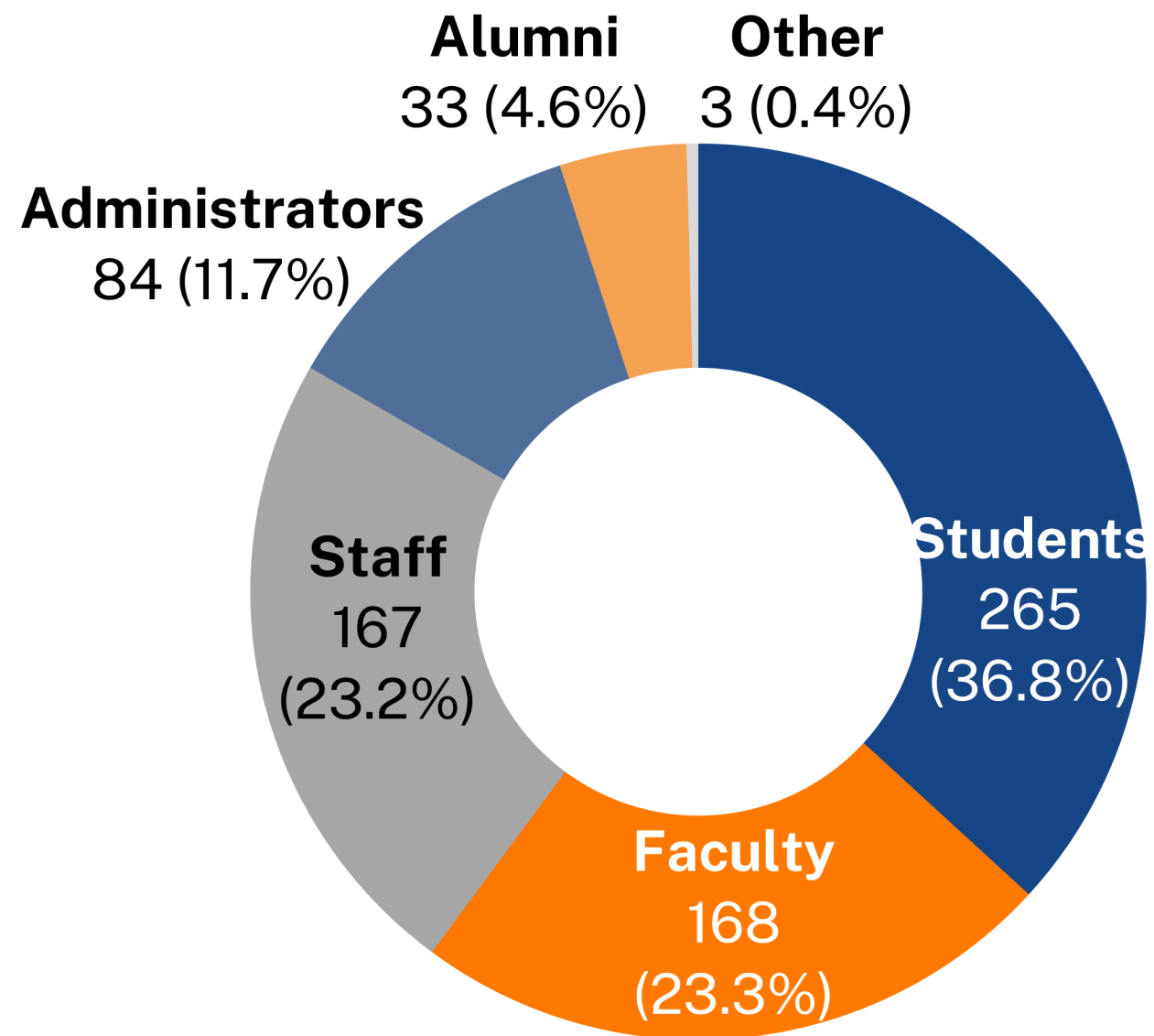
- 1.
- 2.
- 3.

10 years or more after graduation:

- 1.
- 2.
- 3.

Survey: Participants & Responses

 **720** Total Participants



5,699 Total Keywords

2,010 1 Year After Graduation

1,882 3-5 Years After Graduation

1,807 10+ Years After Graduation

Data Analysis of Keywords

Thematic analysis method was used to qualitatively analyze the keywords and identify major themes that emerged from responses.

- **Inductive Coding:** Close examination of keywords helped identify themes and sub-themes that emerged from data.
- **Deductive Coding:** These themes and sub-themes were used to analyze individual keywords to help identify trends.

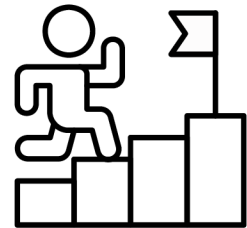
Post-Graduation Success: Dimensions



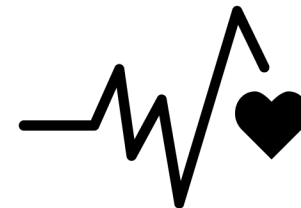
PROFESSIONAL:
Employment



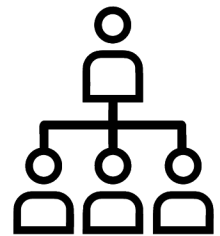
FINANCIAL:
Economic Security



PERSONAL:
Growth & Leadership



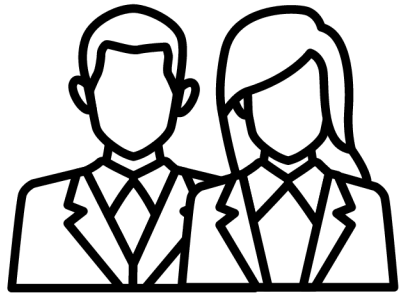
EMOTIONAL/PHYSICAL:
Holistic Well-Being



RELATIONAL:
Relationship-Building

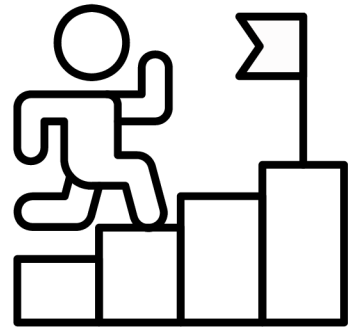


OTHER:
Other Keywords



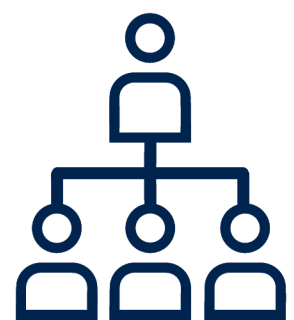
PROFESSIONAL: Employment

General Employment	General reference to employment or getting a job	<i>“Employed” “Full-time employment” “Job”</i>
Employment in Related Field	Specific reference to attaining a job related to their major or field of interest	<i>“Employment in field” “Engineer”/“Auditor” “occupation based on the student’s interest”</i>
Professional Experience	Opportunity to participate in an internship or gain experience that provides a pathway to employment	<i>“Internship” “Hands-on experience” “Gaining practical experience”</i>
Career Advancement or Growth	Advancing in their career journey or professional growth	<i>“Professional growth” “Promotion” “High promotion potential”</i>
Career Stability	Sense of security in their job or satisfaction/happiness with their career	<i>“job satisfaction” “Fulfilling career” “stable career”</i>
Career Prospects	Seeking opportunity for employment, or career advancement or success	<i>“job search” “Applying to jobs” “Setting career goals”</i>
Other	General reference to various aspects or paths to attaining a job	<i>“Career-focused” “Career success” “Busy”</i>



PERSONAL: Growth & Leadership

Continuing Education & Learning	Pursuit of further education or development of knowledge/scholarship	<i>“Graduate school” “Educated” “Intellectual fulfillment”</i>
Skills & Competency	Development and ability to apply skills that demonstrate competency for employment	<i>“Skill utilization” “Communicative” “Creative” “Competitive”</i>
Personal Exploration & Development	Opportunities for exploration, personal development, growth, and/or sense of identity	<i>“Personal growth” “Independent” “Exploration” “Curiosity”</i>
Goal Setting/Direction	Planning/prioritizing for the future, setting and/or attaining goals or feeling a sense of purpose	<i>“Goal achievement” “Have a 5-year plan” “Purpose”/“Meaning”</i>
Leadership	Being recognized as a leader or role model who makes a positive impact	<i>“Become a role model” “Impact”/“Influential” “Making a difference”</i>
General/Other	General reference to growth	<i>“Growth” “Growth potential”</i>



RELATIONAL: Relationship- Building

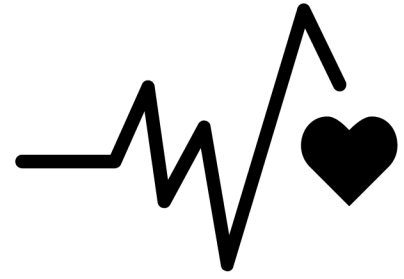
Networking	Expanding their network of professionals, mentors, and peers or colleagues	<i>“Networks and mentors” “Talk to people who you respect” “Mentorship”</i>
Community Engagement	Reference to community or civic engagement	<i>“”Part of a community” “Contributing to Society” “Active citizen”</i>
Friends and Family	Focus on connecting with friends/family, or planning to start one’s own family	<i>“Connect with friends” “Marriage”/”Have kids” “Think to start a family”</i>
CSUF Connection	Connecting with CSUF community as alumnus	<i>“Engaged alumni” “volunteer at CSUF” “donate to CSUF”</i>
General/Other	General comments of connection or engagement	<i>“Getting involved” “Connected” “Relationships”</i>



FINANCIAL:

Financial Security

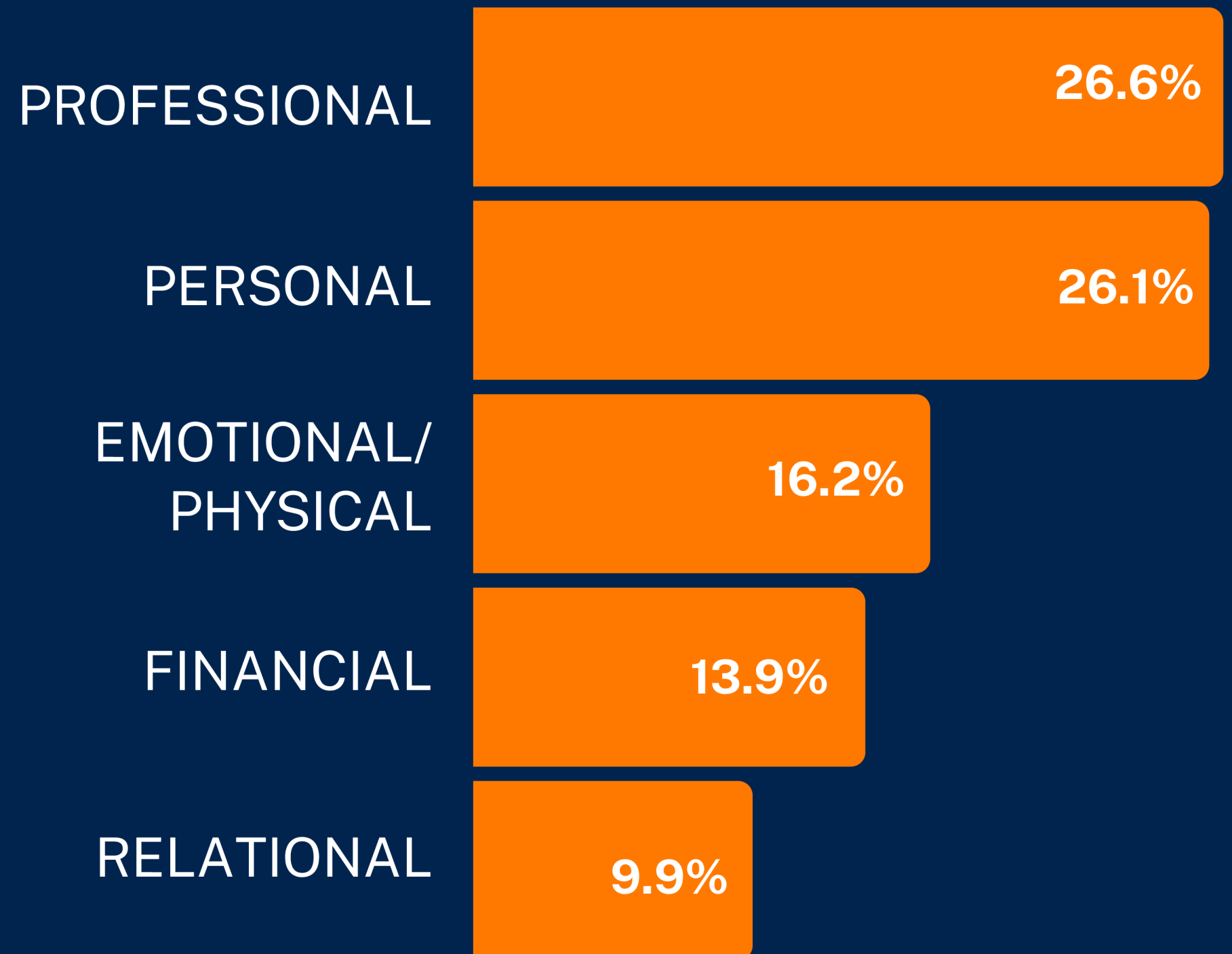
Financial Stability	Specific reference to income, low/no debt, financial growth, or financial independence	<i>“Good wage” “Low debt/debt-free” “Financially independent” “Building a savings”</i>
Upward Mobility	Focus on movement to higher social/economic position	<i>“Upward mobility potential” “Out of poverty” “Mobility”</i>
Housing Security	Ability to find housing and/or live on their own	<i>“Housed” “Rent out my own place” “Move out”</i>
General/Other	Reference to general sense of stability/security or ability to support oneself or family	<i>“Stability” “Self supporting” “Security”</i>



EMOTIONAL/ PHYSICAL: Holistic Well-Being

Satisfaction & Fulfillment	Sense of satisfaction or accomplishment	<i>“Proud” “Achievement” “Sense of personal accomplishment”</i>
Confidence/ Resilience	Sense of confidence, fearlessness, perserverence or resilience	<i>“Confident” “Perseverance” “Resilient” “Persistent”</i>
Happiness	Expression of happiness or joy	<i>“Happiness” “Enjoyment”</i>
Excitement or Drive	Sense of excitement or optimism, drive or motivation, or ambition for oneself	<i>“Optimistic” “Pro-Active” “Passion” “Motivated”</i>
Physical Wellness	Focus on relaxation, rest, sense of relief, and promoting health and wellness	<i>“Rest” “Health” “Peace” “Wellness”</i>
Work-Life Balance	Maintaining a healthy work-life balance	<i>“Work-life balance” “Balanced life”</i>
General/Other	General comments about aspects of mental or physical health	<i>“Positive views” “good mental health” “Gratitude for those who helped you graduate”</i>

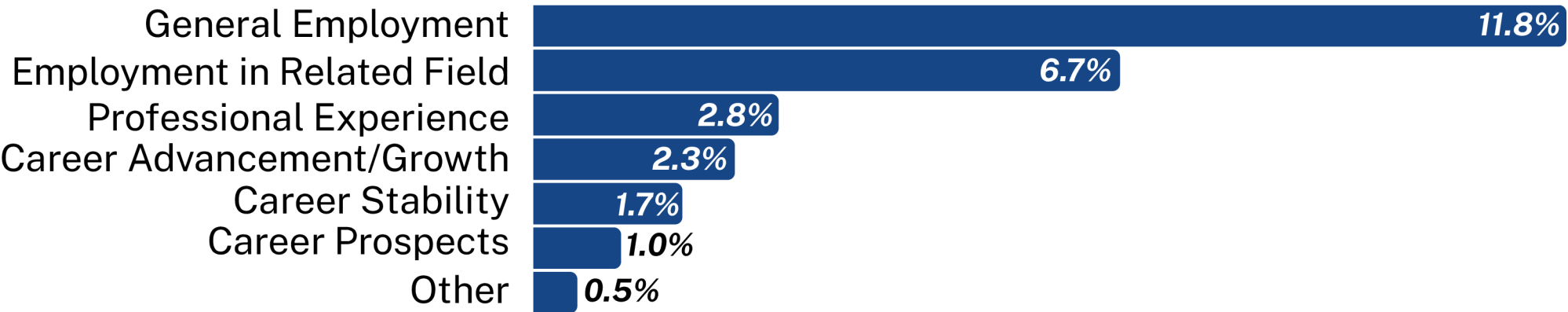
Overall Trend



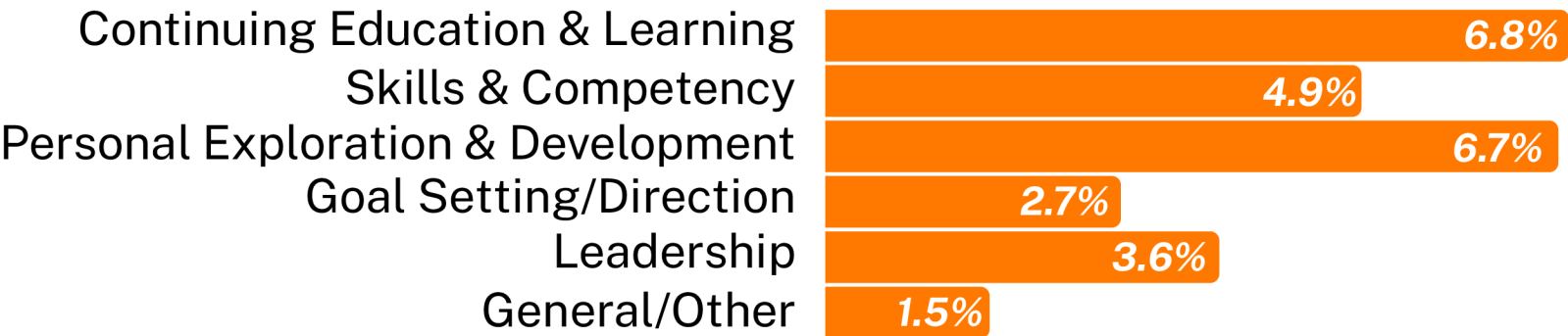
Sub-Themes

Overall Trend

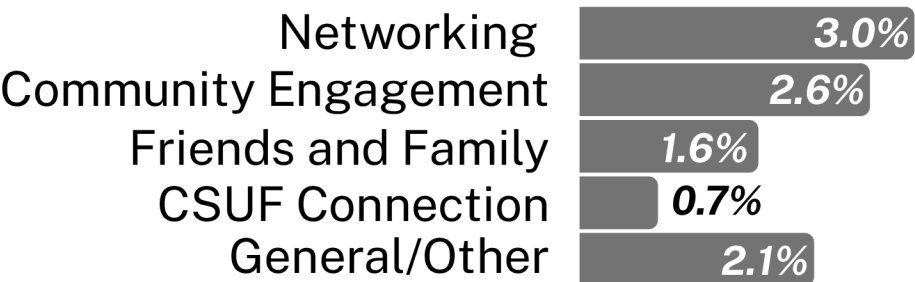
PROFESSIONAL



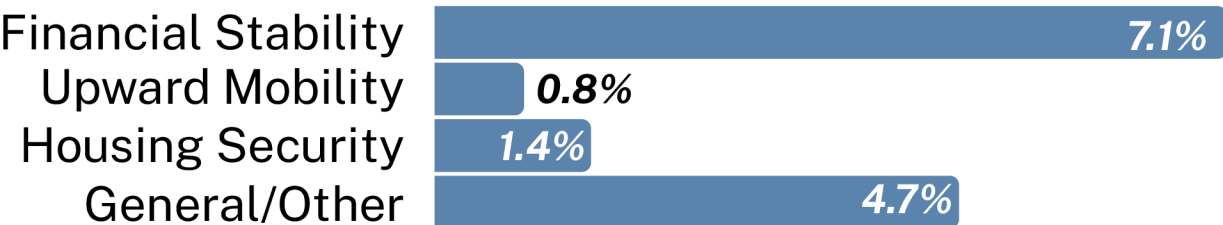
PERSONAL



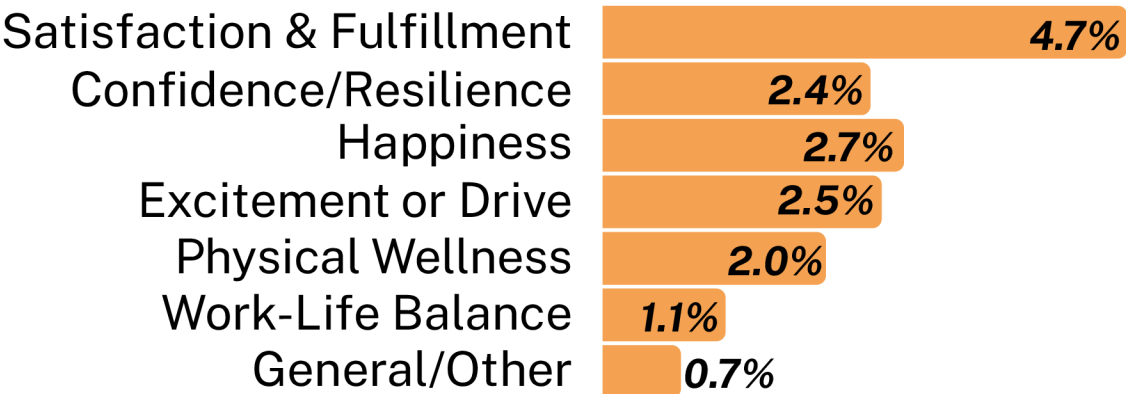
RELATIONAL



FINANCIAL

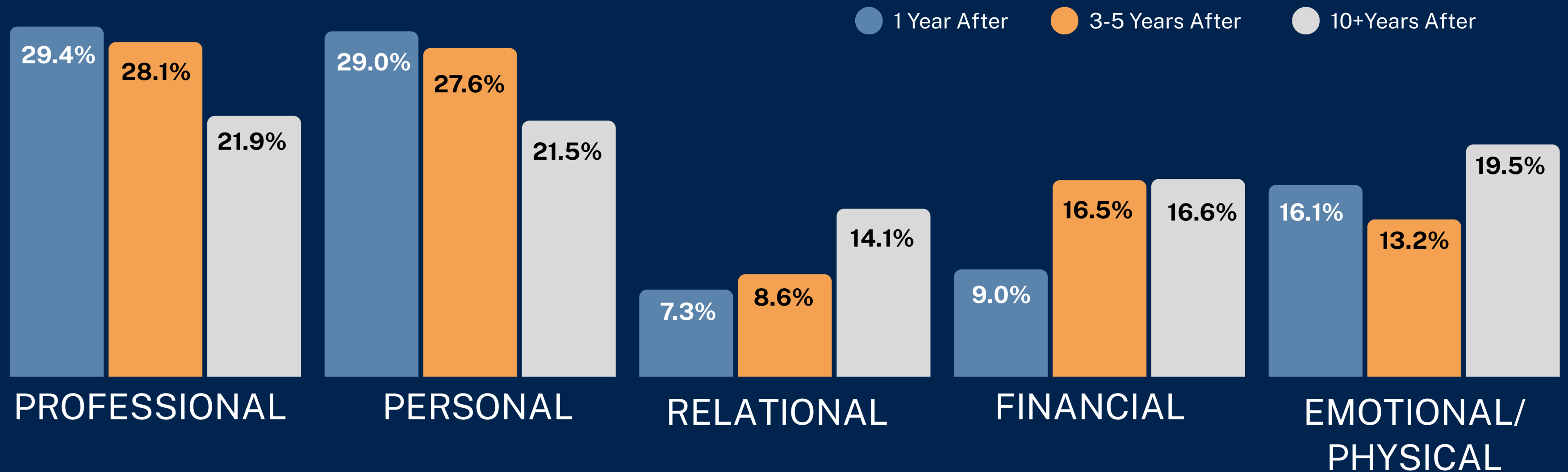


EMOTIONAL/ PHYSICAL



Overall Trend

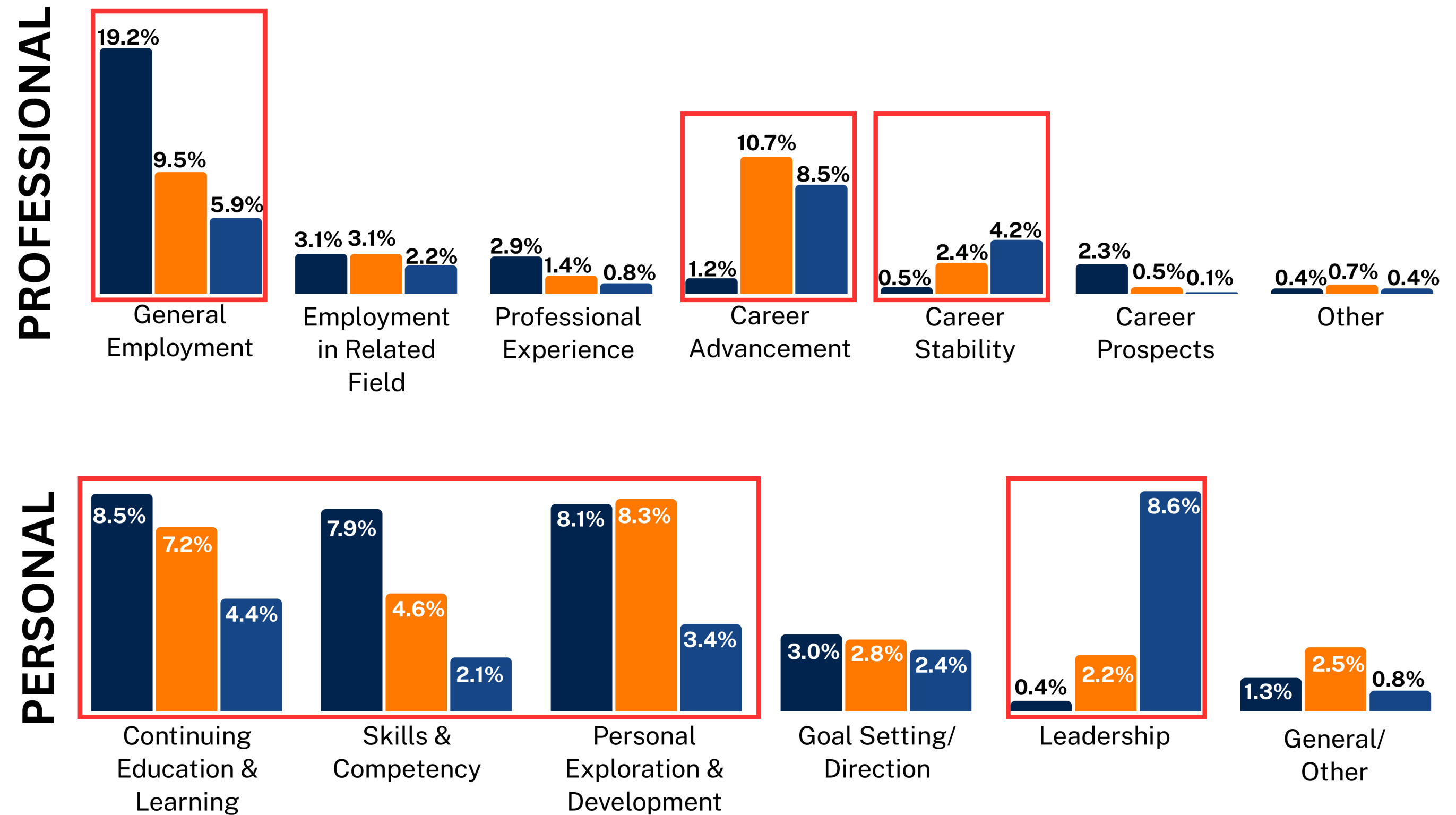
By Time After Graduation



Sub-Themes

By Time After Graduation

1 Year After 3-5 Years After 10+Years After

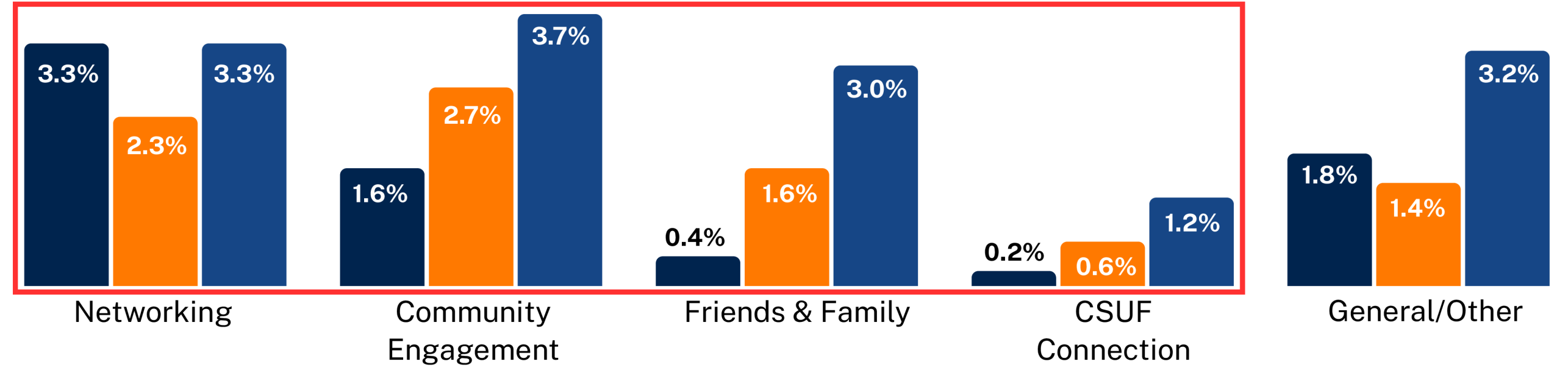


Sub-Themes

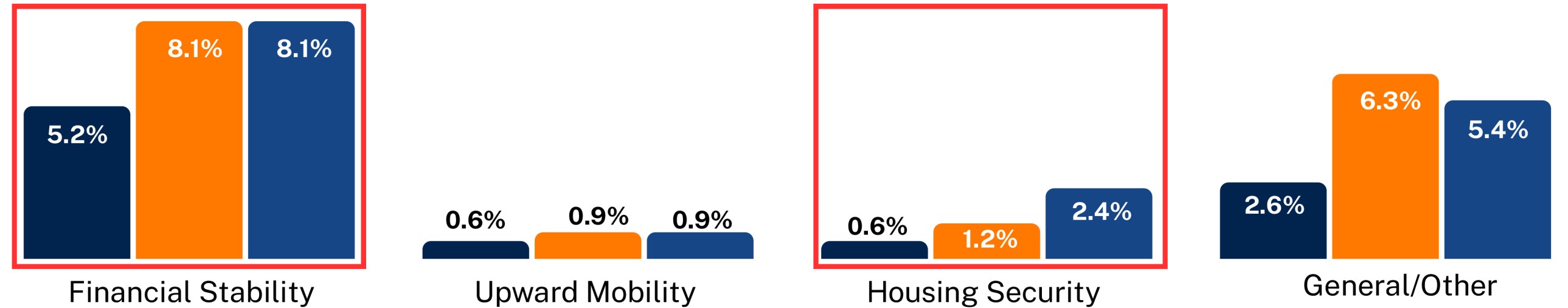
By Time After Graduation

1 Year After 3-5 Years After 10+Years After

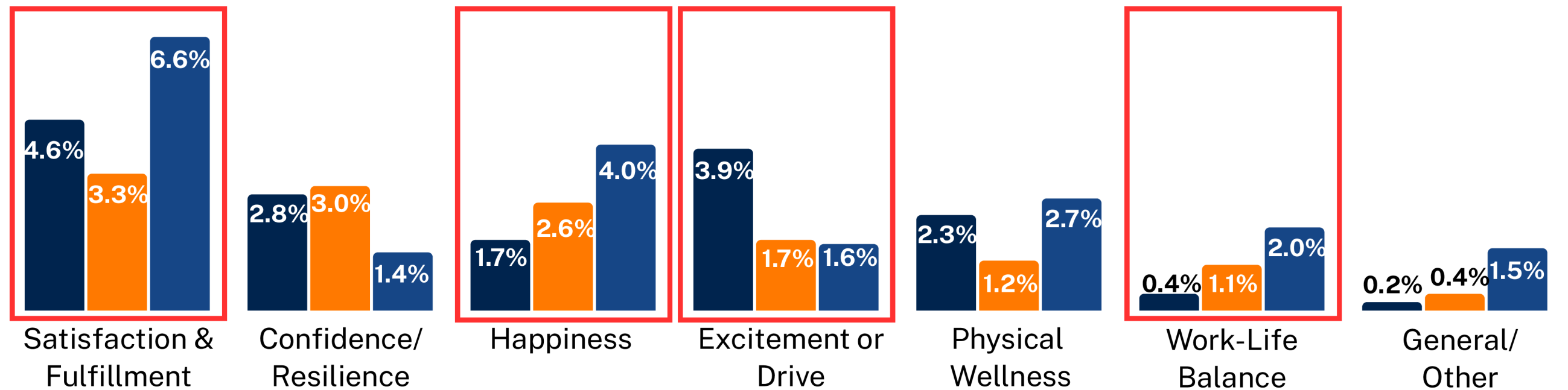
RELATIONAL



FINANCIAL

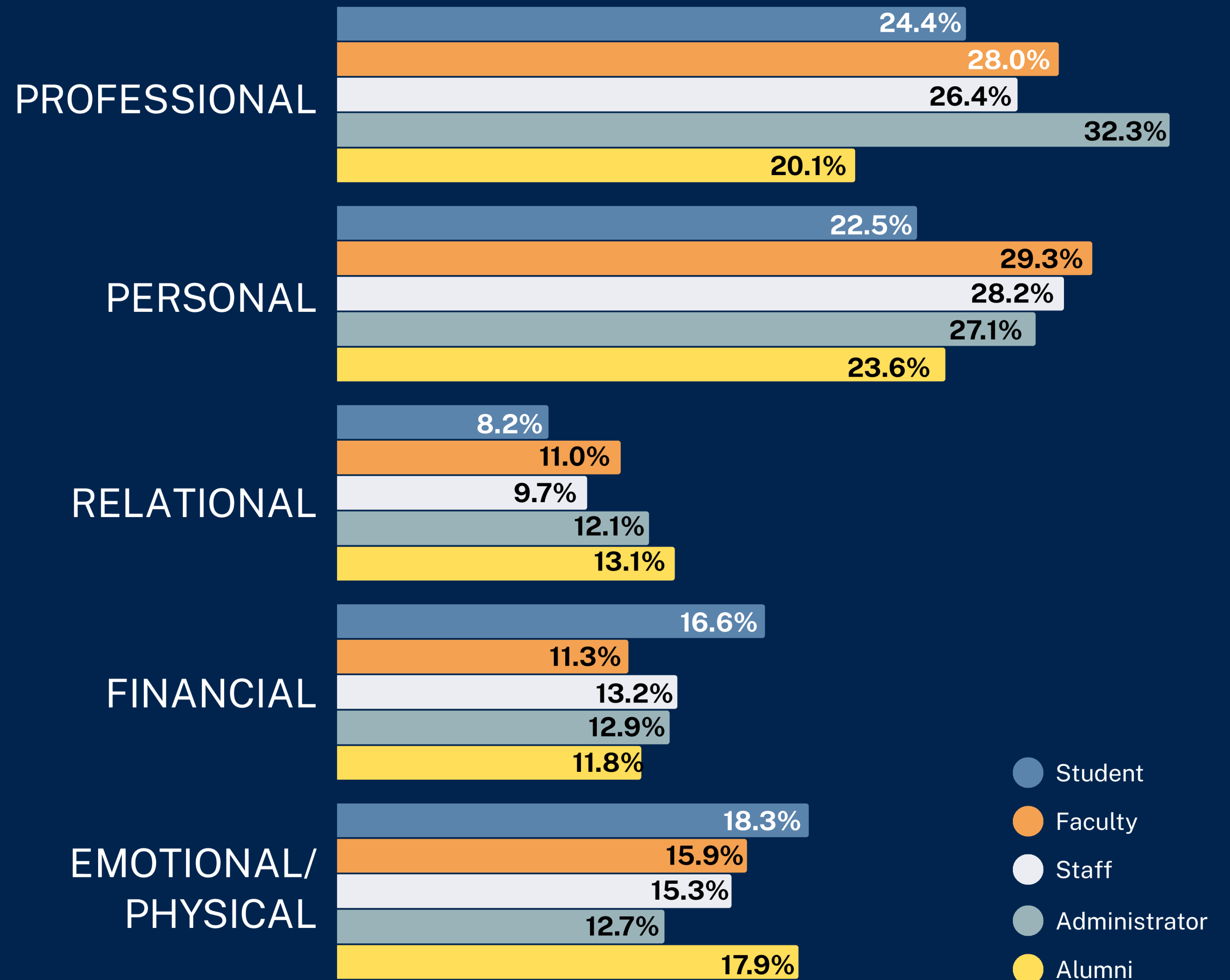


EMOTIONAL/ PHYSICAL



Overall Trend

By Role



Draft Definition: Campus Review

1. Survey analysis and results led to a **DRAFT definition of post-graduation success** for CSUF. The draft definition was shared with the workgroup and the campus community for feedback in May 2025, which solicited 58 valid feedback responses.
2. The feedback was reviewed, analyzed, and incorporated into the definition, which resulted in the final version of the **CSUF definition of post-graduation success** (next slide).

Post-Graduation Success Definition

Post-graduation success at Cal State Fullerton (CSUF) is defined as a holistic achievement that is reflected in students’ **professional advancement, personal growth, relational development, financial security, and emotional and physical wellness** after graduation. It is a multi-dimensional construct that focuses on not only the career and professional advancement for our graduates, but also their personal fulfillment and their impact on the people and communities they interact with. Specifically, post-graduation success at CSUF encompasses the following major dimensions:

PROFESSIONAL: Employment

Graduates have gained knowledge and skills that lead to positive **employment prospects** and **secure employment** aligned with their fields of study, career aspirations, and personal interests. As they gain professional experiences and expertise, graduates experience **job satisfaction**, establish **career stability**, and achieve **advancement opportunities**.

PERSONAL: Growth & Leadership

Graduates engage in **personal exploration** and **growth activities** towards future goals. They pursue graduate/professional schools or other forms of **continuing education** to learn skills that support adaptability and readiness for evolving workforce needs, and also serve as **leaders** and **role models** for their professional and personal communities to foster collective growth.

RELATIONAL: Relationship Building

Graduates build strong **professional networks**, nurture **personal relationships**, and solidify connections with the greater **community (including the CSUF community)** through active community service and civic engagement. These relationships strengthen their sense of belonging and provide continued support beyond graduation.

FINANCIAL: Financial Security

Graduates achieve **financial stability and independence**, experience financial growth and **upward mobility**, and establish **housing security**. They financially support themselves and their families.

EMOTIONAL/PHYSICAL: Hollistic Well-being

Graduates experience overall **satisfaction** and **fulfillment** in their lives, with a sense of **confidence** and the **resilience** to overcome challenges. They maintain **excitement and drive** towards future aspirations. They strive to sustain **physical and mental wellness** and live a meaningful life with purpose.

Next Steps : Campuswide Alumni Survey

1. Draft campuswide alumni survey based on the definition (Fall 2025)
2. Pilot the survey with alumni (Spring 2026)