

Value Beyond the Degree:
Alumni perspectives on how college experiences improve their
lives

Technical Report

November 15, 2022

The Data

Bachelor's degree completers who graduated between 2002 and 2021 were invited to complete a 15 minute long online survey during March and April 2022. Data were collected in partnership with the University of Wisconsin Survey Center and NORC. The sample was drawn from the Amerispeak panel, as well as a non-probability sample in order to achieve a minimum sample size for smaller racial and ethnic groups. The responses from the non-probability sample were weighted to match the characteristics of the nationally representative Amerispeak panel. AmeriSpeak's National Frame uses area probability sampling and includes additional coverage of hard-to-survey population segments such as rural and low-income households that are underrepresented in surveys relying on address-based sampling. There were 3231 eligible responses from the national sample.

Funded and operated by NORC at the University of Chicago, AmeriSpeak® is a probability- based panel designed to be representative of the US household population. Randomly selected US households are sampled using area probability and address-based sampling, with a known, non-zero probability of selection from the NORC National Sample Frame. These sampled households are then contacted by US mail, telephone, and field interviewers (face to face). The panel provides sample coverage of approximately 97 percent of the U.S. household population. Those excluded from the sample include people with P.O. Box only addresses, some addresses not listed in the USPS Delivery Sequence File, and some newly constructed dwellings. While most AmeriSpeak households participate in surveys by web, non-internet households can participate in AmeriSpeak surveys by telephone. Households without conventional internet access but having web access via smartphones are allowed to participate in AmeriSpeak surveys by web. AmeriSpeak panelists participate in NORC studies or studies conducted by NORC on behalf of governmental agencies, academic researchers, and media and commercial organizations.

Survey Development and Indices

The survey items were developed and refined based on Strada's nationally representative opinion research from 2016-2019, focus groups with recent graduates conducted in 2019 and 2022, and input from university leaders.

Indices of experiences, skills, and the various impacts of postsecondary education on alumni's life, career, and affinity to their alma mater were constructed using exploratory factor analysis of the 2021 Strada Outcomes Survey data. These scales were revisited using the 2022 Strada Outcomes Survey data and the internal consistency reliability of the various scales was evaluated using their Cronbach's alpha scores (Cronbach, 1951). Chronbach's alpha is a number between 0 and 1 indicating the degree to which all the items in a scale measure the same concept or construct (Tavakol and Dennick, 2011), with higher values indicating greater reliability. A higher value As a rule of thumb, a Cronbach's alpha of .90 or higher indicates excellent reliability; an alpha between .80 and .89 indicates good reliability; between .70 and .79 is acceptable; between .60 and .69 suggests reliability is

questionable; between .50 and .59 suggests poor reliability; and .50 or less is considered unacceptable (George and Mallery, 2003, p. 231).

The indices are:

- Academic experiences
- Career experiences
- Community experiences
- Skills
- Life impact
- Career impact
- Career satisfaction
- Affinity
- Financial value

The experiences indices were scored on a 6 point Likert-type scale, with higher numbers indicating greater value: 0=Not applicable, 1=Not at all valuable, 2=Slightly valuable, 3=Somewhat valuable, 4=Very valuable, 5=Extremely valuable.

For the other indices, scales include a 5 point helpfulness scale: 1=Did not help at all, 2=Helped a little, 3=Helped some, 4=Helped quite a bit, 5=Helped a great deal;

A satisfaction scale: 1=Not at all satisfied, 2=A little satisfied, 3=Somewhat satisfied, 4=Very satisfied, 5=Extremely satisfied;

A skill development scale: 1=Not at all, 2=A little, 3=Some, 4=Quite a bit, 5=A great deal;

An interest scale: 1=Not at all interested, 2=A little interested, 3=Somewhat interested, 4=Very interested, 5=Extremely interested;

An impact scale: 1=Very negative impact, 2=Somewhat negative impact, 3=No impact, 4=Somewhat positive impact, 5=Very positive impact;

An agreement scale: 1=Strongly disagree, 2=Somewhat disagree, 3=Neither agree nor disagree, 4=Somewhat agree, and 5=Strongly agree.

The specific items within each index and the Chronbach's alpha for each index is described below.

Academic experiences

How valuable were...

1. classes, coursework, and areas of study
2. professors or instructors
3. research experience
4. project-based learning
5. student services, such as financial aid or the registrar
6. academic advising

Chronbach's alpha was 0.77, suggesting acceptable internal consistency reliability.

Career experiences

How valuable were...

1. mentoring
2. a paid internship
3. work-study
4. an unpaid internship
5. career and job placement
6. career advising

Chronbach's alpha was 0.78, suggesting acceptable internal consistency reliability.

Community experiences

How valuable were...

1. sports, clubs, and social groups
2. campus leadership and volunteering
3. speakers, forums, cultural events, and discussions
4. off-campus community engagement or volunteering
5. alumni networking and professional connections

Chronbach's alpha was 0.84, suggesting good internal consistency reliability.

Skills

How much did it help to develop your skill in...

1. ability to learn new things?
2. critical thinking or problem solving?
3. verbal communication or speaking?
4. writing?
5. teamwork?
6. creativity?
7. digital literacy?
8. data analysis or statistics?
9. project management?
10. math?

Chronbach's alpha was 0.93, suggesting excellent internal consistency reliability.

Life impact

1. What impact has it had on your quality of life?
2. What impact has it had on your community engagement, such as voting, volunteering, or advocacy?
3. How much has it helped you to learn new things?

4. How much has it helped you to become the best person you can be?
5. How much has it helped you to be a good role model?

Chronbach's alpha 0.86, suggesting good internal consistency reliability.

Career impact

1. What impact has it had on your success at work?
2. How much has it helped you to be able to qualify for good jobs?
3. How much has it helped you to gain skills to be successful in work?
4. How much has it helped you to advance your career?
5. My education makes/ made me an attractive candidate for potential employers.

Chronbach's alpha was 0.90, suggesting excellent internal consistency reliability.

Career satisfaction

1. How satisfied are you in your current job or career?
2. How satisfied are you with the progress you are making toward your long-term career goals?
3. How satisfied were you with your first job after graduating from your school?

Chronbach's alpha was 0.79, suggesting acceptable internal consistency reliability.

Financial value

1. What impact has it had on your financial circumstances?
2. How much has it helped you to be able to support yourself and your family?
3. How much has it helped you to make more money?

Chronbach's alpha was 0.88, suggesting good internal consistency reliability.

Affinity

1. I felt like part of the community at my school.

2. When someone praises my school, it feels like a personal compliment.
3. If a story in the media criticized my school, I would feel embarrassed.
4. How interested would you be in talking to current students about work and career?
5. How interested would you be in providing a job shadowing experience for current students?
6. How interested would you be in serving as a mentor for current students?

Chronbach's alpha was 0.80, suggesting good internal consistency reliability.

The following tables present summary statistics of the main indices and outcome variables.

Summary statistics of key indices and outcome variables					
	count	mean	sd	min	max
Academic Experiences	3223	3.23	0.95	0	5.00
Career Experiences	3221	1.95	1.39	0	5.00
Community Experiences	3222	2.29	1.44	0	5.00
Skills	3214	3.38	0.85	1	5.00
Life Impact	3223	3.65	0.81	1	5.00
Career Impact	3221	3.73	0.91	1	5.00
Career Satisfaction	2908	3.39	0.92	1	5.00
Financial Value	3224	3.52	1.06	1	5.00
Affinity	3216	2.96	0.89	1	4.83
My education was worth the cost	3230	0.65	0.48	0	1.00
My education helped me to achieve my goals	3227	0.72	0.45	0	1.00

Summary statistics of income					
	count	median	sd	min	max
First year income	3062	30,000	1.30e+07	0	7.20e+08
Current income	3107	58,000	6.41e+07	0	3.50e+09

The Models

The main models are:

Outcome variable = b_1 (career experiences) + b_2 (academic experiences) + b_3 (community experiences) + b_4 (skills) + b_5 (first generation) + b_{6-10} (binary race and ethnicity variables) + b_{11} (female) + b_{12-27} (binary field of study variables) + b_{28} (attended graduate school) + ϵ

In addition, the model for current income also controls for years since graduation. We also ran models that looked at outcomes specifically for women, first generation alumni, and Black alumni. This is the equivalent to using each of these demographic variables as an interaction term, but interacting that variable with all other controls in the model. This choice was made because it was hypothesized that the relationship between *each* of the predictor variables and the outcome variable may be dependent on race, gender, or generational status.

Finally, we ran models that looked at the relationship between each individual skill and the various outcomes:

Outcome variable = b_{1-11} (skills variables) + ϵ

The following tables present the results of the regression models for the outcome variables of interest. Quantile regression is used for models in which income is the dependent variable to avoid undue influence from extreme values. Logistic regression is used for the models where the dependent variable is binary. Coefficients and standard errors for the dummy variables for field of study are not shown in the regression tables due to space limitations.

	Current Income (Median regression)	First Year Income (Median regression)
Career experiences	353.8 (801.0)	1754.0*** (480.8)
Academic experiences	-1610.0 (1255.5)	180.6 (694.4)
Community experiences	2627.5*** (718.1)	-656.0 (451.7)
Skills	2846.9** (1320.6)	2167.9*** (777.0)
First gen	-3585.8** (1601.6)	-528.0 (948.3)
Black	-16893.0*** (1906.5)	-4925.0*** (1489.0)
Another race	-3939.9 (8502.0)	-1998.2 (13347.9)
Hispanic	-2161.1 (1881.1)	2.944 (1493.8)
Two or more races	-10264.0** (3416.4)	148.8 (1764.6)
Asian	7492.9** (2956.0)	-1230.1 (1856.3)
Female	-6123.333*** (1897.4)	-1367.4 (990.7)
Years experience	1681.1*** (148.0)	
Graduate school	5870.9*** (1617.1)	346.6 (1081.1)
Constant	39273.3*** (5705.6)	13934.7*** (2810.4)
<i>N</i>	2196	2663
<i>R</i> ²		
<i>F</i>		

Standard errors in parentheses
* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	First year income (top 2 quintiles) (Logistic regression)	Current income (top 2 quintiles) (Logistic regression)
Career experiences	0.176** (0.0541)	0.0647 (0.0598)
Academic experiences	0.0730 (0.0849)	-0.138 (0.0971)
Community experiences	-0.0630 (0.0496)	0.0404 (0.0590)
Skills	0.196** (0.0937)	0.318*** (0.103)
First gen	0.0146 (0.115)	-0.0799 (0.131)
Black	-0.261 (0.170)	-1.092*** (0.177)
Another race	-0.323 (0.710)	-0.237 (0.585)
Hispanic	0.0890 (0.156)	-0.387** (0.175)
Two or more races	-0.0420 (0.229)	-0.426 (0.274)
Asian	0.0987 (0.161)	0.276 (0.175)
Female	-0.357*** (0.120)	-0.474*** (0.131)
Graduate school	-0.0659 (0.127)	0.272* (0.144)
Years experience		0.0970*** (0.0109)
Constant	-2.414*** (0.358)	-2.126*** (0.421)
<i>N</i>	2663	2196
<i>R</i> ²		
<i>F</i>	10.42	8.630

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	Life Impact	Career Impact	Career Satisfaction	Affinity	Financial Value
Career experiences	-0.00694 (0.0103)	0.00289 (0.0125)	0.0637*** (0.0159)	0.0403*** (0.0122)	0.0493*** (0.0162)
Academic experiences	0.209*** (0.0156)	0.274*** (0.0189)	0.118*** (0.0239)	0.109*** (0.0184)	0.217*** (0.0244)
Community experiences	0.0502*** (0.00987)	-0.00190 (0.0119)	-0.00607 (0.0152)	0.191*** (0.0116)	-0.0240 (0.0155)
Skills	0.475*** (0.0168)	0.434*** (0.0204)	0.346*** (0.0259)	0.309*** (0.0199)	0.436*** (0.0264)
First gen	-0.00908 (0.0220)	-0.0896*** (0.0267)	-0.104*** (0.0338)	-0.0594** (0.0260)	-0.105*** (0.0345)
Black	-0.131*** (0.0393)	-0.291*** (0.0475)	-0.294*** (0.0605)	0.118** (0.0463)	-0.201*** (0.0615)
Another race	-0.592*** (0.145)	-0.780*** (0.175)	-0.0973 (0.251)	-0.380** (0.171)	-0.525** (0.227)
Hispanic	0.00530 (0.0331)	-0.0233 (0.0400)	-0.0773 (0.0504)	0.143*** (0.0390)	0.0287 (0.0518)
Two or more races	0.0302 (0.0460)	0.0106 (0.0556)	-0.126* (0.0703)	0.0589 (0.0542)	0.0236 (0.0720)
Asian	-0.0846** (0.0375)	-0.163*** (0.0454)	-0.189*** (0.0580)	0.0391 (0.0442)	-0.0768 (0.0587)
Female	0.0197 (0.0229)	-0.00890 (0.0277)	-0.0297 (0.0348)	-0.0411 (0.0270)	-0.154*** (0.0359)
Constant	1.297*** (0.0628)	1.513*** (0.0760)	1.757*** (0.0964)	0.982*** (0.0740)	1.440*** (0.0983)
<i>N</i>	2798	2797	2536	2793	2798
<i>R</i> ²	0.538	0.454	0.244	0.465	0.347
<i>F</i>	119.5	85.29	29.92	88.86	54.43

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	Life impact (top 2 quintiles) (Logistic regression)	Career impact (top 2 quintiles) (Logistic regression)
main		
Career experiences	0.0412 (0.0583)	0.0924 (0.0587)
Academic experiences	0.579*** (0.111)	0.639*** (0.104)
Community experiences	0.197*** (0.0563)	0.0199 (0.0553)
Skills	1.646*** (0.124)	1.265*** (0.112)
First generation	-0.00360 (0.136)	-0.203 (0.132)
Black	-0.210 (0.189)	-0.653*** (0.184)
Another race	-1.467* (0.816)	-1.457* (0.784)
Hispanic	0.337* (0.203)	-0.0337 (0.179)
Two or more races	0.0266 (0.260)	0.0680 (0.265)
Asian	-0.0828 (0.189)	-0.621*** (0.192)
Female	0.0578 (0.144)	-0.177 (0.138)
Graduate school	0.217 (0.158)	0.102 (0.144)
Constant	-9.564*** (0.533)	-7.251*** (0.455)
<i>N</i>	2798	2634
<i>R</i> ²		
<i>F</i>	15.03	14.48

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	My education was worth the cost (Logistic regression)	My education helped me achieve my goals (Logistic regression)
Career experiences	-0.105* (0.0591)	0.0111 (0.0612)
Academic experiences	0.677*** (0.0882)	0.481*** (0.0923)
Community experiences	0.0212 (0.0525)	-0.0190 (0.0587)
Skills	0.594*** (0.0956)	0.695*** (0.0991)
First gen	-0.268** (0.115)	-0.424*** (0.124)
Black	-0.675*** (0.161)	-0.640*** (0.171)
Another race	-1.159** (0.494)	-1.226** (0.544)
Hispanic	0.101 (0.172)	-0.0542 (0.172)
Two or more races	-0.0763 (0.233)	-0.172 (0.230)
Asian	-0.106 (0.164)	-0.126 (0.174)
Female	-0.0244 (0.119)	-0.0520 (0.130)
Constant	-2.514*** (0.365)	-2.337*** (0.379)
<i>N</i>	2799	2797
<i>R</i> ²		
<i>F</i>	10.69	11.38

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	Current Income (Median regression)	First Year Income (Median regression)
Critical thinking or problem solving	4542.0** (1710.5)	23.66 (699.0)
Verbal communication	1516.5 (1735.5)	1409.1** (713.1)
Writing	-1603.7 (1422.9)	-582.3 (622.0)
Leadership	1552.4 (1428.3)	387.4 (579.8)
Data analysis or statistics	2687.4** (1363.1)	142.5 (534.6)
Teamwork	-1835.5 (1515.4)	-210.6 (606.9)
Digital literacy	-1017.4 (1396.8)	897.5 (564.3)
Math	4555.9*** (1211.7)	2048.3*** (497.2)
Project management	-1149.4 (1369.8)	872.1 (563.6)
Ability to learn new things	1578.4 (1758.2)	-523.8 (689.7)
Creativity	-4569.4*** (1413.5)	-1063.4* (574.6)
Constant	43423.7*** (5253.2)	20996.6*** (2130.3)
<i>N</i>	2499	3053
<i>R</i> ²		
<i>F</i>		

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	Life Impact	Career Impact
Critical thinking or problem solving	0.145*** (0.0148)	0.162*** (0.0184)
Verbal communication	0.00687 (0.0146)	0.0698*** (0.0182)
Writing	0.0282** (0.0134)	0.0207 (0.0167)
Leadership	0.147*** (0.0129)	0.0951*** (0.0160)
Data analysis or statistics	0.0346*** (0.0117)	0.0648*** (0.0146)
Teamwork	0.0446*** (0.0139)	0.0387** (0.0172)
Digital literacy	-0.00296 (0.0127)	-0.0218 (0.0159)
Math	0.0416*** (0.0110)	0.0956*** (0.0137)
Project management	-0.0110 (0.0122)	0.0176 (0.0151)
Ability to learn new things	0.141*** (0.0152)	0.129*** (0.0189)
Creativity	0.0838*** (0.0129)	-0.00750 (0.0160)
Constant	1.363*** (0.0431)	1.420*** (0.0536)
<i>N</i>	3212	3210
<i>R</i> ²	0.508	0.397
F	300.3	191.3

Standard errors in parentheses
* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	Worth the Cost (Logistic regression)	Achieve Goals (Logistic regression)
Critical thinking or problem solving	0.294*** (0.0764)	0.307** (0.0785)
Verbal communication	0.0186 (0.0733)	0.114 (0.0834)
Writing	0.163** (0.0680)	0.0157 (0.0744)
Leadership	0.149** (0.0648)	0.204*** (0.0665)
Data analysis or statistics	0.0911 (0.0611)	0.0957 (0.0669)
Teamwork	0.0918 (0.0666)	0.0216 (0.0751)
Digital literacy	-0.197*** (0.0649)	-0.0963 (0.0695)
Math	0.224*** (0.0579)	0.115* (0.0629)
Project management	-0.0866 (0.0632)	-0.0199 (0.0656)
Ability to learn new things	0.230*** (0.0742)	0.317*** (0.0767)
Creativity	0.0522 (0.0662)	-0.0231 (0.0698)
Constant	-2.896*** (0.255)	-2.615*** (0.223)
<i>N</i>	3213	3212
<i>R</i> ²		
<i>F</i>	20.08	25.74

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	All First Year Income (Median regression)	Black alumni First Year Income (Median regression)	Women First Year Income (Median regression)	First gen alumni First Year Income (Median regression)
Career experiences	1754.0*** (480.8)	922.8 (1233.8)	1501.8*** (473.7)	753.3 (489.1)
Academic experiences	180.6 (694.4)	5270.5*** (1581.3)	-109.0 (650.4)	362.4 (788.2)
Community experiences	-656.0 (451.7)	-1824.3* (1097.0)	-1367.6*** (445.1)	-737.7* (418.0)
Skills	2167.9*** (777.0)	-1298.8 (1673.0)	2940.2*** (778.4)	3181.2*** (798.9)
First gen	-528.0 (948.3)	-4338.9* (2557.7)	-558.6 (988.9)	
Black	-4925.0*** (1489.0)		-4184.1*** (1384.8)	-5744.6*** (1863.4)
Another race	-1998.2 (13347.9)		-13055.8*** (4790.6)	-21191.1 (16715.1)
Hispanic	2.944 (1493.8)		-324.7 (1634.3)	-2313.7 (1512.9)
Two or more races	148.8 (1764.6)		-833.1 (1179.4)	8.585 (1651.8)
Asian	-1230.1 (1856.3)		-765.3 (2188.4)	934.2 (3297.6)
Female	-1367.4 (990.7)	-3293.6 (2932.1)		-2169.1* (1210.3)
Graduate school	346.6 (1081.1)	3183.1 (2719.8)	715.6 (1233.6)	4200.3*** (1328.7)
Constant	13934.7*** (2810.4)	8127.9 (7898.5)	10951.4*** (3168.1)	12719.0*** (3472.3)
<i>N</i>	2663	466	1610	1110
<i>R</i> ²				
<i>F</i>				

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	All Current Income (Median regression)	Black alumni Current Income (Median regression)	Women Current Income (Median regression)	First gen alumni Current Income (Median regression)
Career experiences	353.8 (801.0)	437.6 (1462.3)	866.0 (922.7)	-1058.9 (1179.2)
Academic experiences	-1609.9 (1255.5)	3133.7 (2068.7)	-1109.6 (1238.3)	978.7 (1582.7)
Community experiences	2627.5*** (718.1)	2753.8* (1436.4)	1786.2** (783.5)	2550.9** (1010.4)
skills	2846.9** (1320.6)	-1829.3 (1750.1)	1713.3 (1055.8)	5869.8*** (1689.6)
First gen	-3585.8** (1601.6)	-15330.9*** (3385.4)	-4471.0** (1759.3)	
Black	-16893.0*** (1906.5)		-13300.3*** (2435.9)	-23022.6*** (2403.9)
Another race	-3939.9 (8502.0)		-14977.1 (28169.6)	-13895.7** (6574.0)
Hispanic	-2161.1 (1881.1)		1369.7 (2267.5)	-6194.6** (2627.1)
Two or more races	-10264.0*** (3416.4)		-2164.1 (4770.4)	-8737.5 (6177.5)
Asian	7492.9** (2956.0)		11723.4*** (3667.6)	12072.0** (4769.1)
Female	-6123.3*** (1897.4)	-2607.0 (2969.9)		-9986.5*** (2726.9)
Years experience	1681.1*** (148.0)	1977.6*** (242.3)	1314.2*** (157.0)	1833.7*** (195.1)
Graduate school	5870.9*** (1617.1)	3365.3 (3334.2)	8389.0*** (1765.6)	10411.8*** (2297.3)
Constant	39273.3*** (5705.6)	32433.1** (16108.5)	36653.0*** (5106.1)	30101.9*** (7814.9)
<i>N</i>	2196	394	1244	893
<i>R</i> ²				
<i>F</i>				

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	All Life Impact	Black alumni Life Impact	Women Life Impact	First gen alumni Life Impact
Career experiences	-0.00694 (0.0103)	0.0266 (0.0277)	-0.0282** (0.0138)	-0.0225 (0.0166)
Academic experiences	0.209*** (0.0156)	0.208*** (0.0390)	0.218*** (0.0204)	0.292*** (0.0246)
Community experiences	0.0502*** (0.00987)	0.0701*** (0.0260)	0.0787*** (0.0128)	0.0514*** (0.0151)
Skills	0.475*** (0.0168)	0.424*** (0.0413)	0.421*** (0.0224)	0.402*** (0.0259)
First gen	-0.00908 (0.0220)	0.0757 (0.0605)	0.00642 (0.0295)	
Black	-0.131*** (0.0393)		-0.156*** (0.0501)	-0.0871 (0.0595)
Another race	-0.592*** (0.145)		-0.698*** (0.174)	-0.557*** (0.206)
Hispanic	0.00530 (0.0331)		-0.0272 (0.0444)	0.0132 (0.0475)
Two or more races	0.0302 (0.0460)		0.0705 (0.0592)	-0.0301 (0.0717)
Asian	-0.0846** (0.0375)		-0.0958* (0.0503)	-0.0656 (0.0624)
Female	0.0197 (0.0229)	-0.0509 (0.0638)		0.00614 (0.0378)
Graduate school	0.0481** (0.0235)	-0.0345 (0.0690)	0.0541* (0.0317)	0.00963 (0.0362)
Constant	1.297*** (0.0628)	1.205*** (0.176)	1.460*** (0.0826)	1.269*** (0.0988)
<i>N</i>	2798	480	1708	1171
<i>R</i> ²	0.538	0.572	0.498	0.537
F	119.5	27.76	64.01	51.00

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	All Career Impact	Black alumni Career Impact	Women Career Impact	First gen alumni Career Impact
Career experiences	0.00289 (0.0125)	0.0448 (0.0333)	0.00874 (0.0164)	-0.0168 (0.0212)
Academic experiences	0.274*** (0.0189)	0.337*** (0.0469)	0.281*** (0.0243)	0.313*** (0.0314)
Community experiences	-0.00190 (0.0119)	0.0204 (0.0312)	0.00326 (0.0152)	0.0125 (0.0193)
Skills	0.434*** (0.0204)	0.366*** (0.0496)	0.381*** (0.0267)	0.414*** (0.0330)
First gen	-0.0896*** (0.0267)	0.0178 (0.0728)	-0.0802** (0.0351)	
Black	-0.291*** (0.0475)		-0.306*** (0.0597)	-0.250*** (0.0760)
Another race	-0.780*** (0.175)		-1.024*** (0.207)	-0.793*** (0.262)
Hispanic	-0.0233 (0.0400)		-0.0110 (0.0529)	-0.0426 (0.0606)
Two or more races	0.0106 (0.0556)		0.0568 (0.0706)	0.0705 (0.0915)
Asian	-0.163*** (0.0454)		-0.162*** (0.0600)	-0.137* (0.0796)
Female	-0.00890 (0.0277)	-0.110 (0.0767)		-0.00740 (0.0483)
Graduate school	0.0232 (0.0284)	-0.0332 (0.0830)	0.0605 (0.0378)	0.0508 (0.0461)
Constant	1.513*** (0.0760)	0.899*** (0.212)	1.588*** (0.0985)	1.271*** (0.126)
<i>N</i>	2797	480	1708	1171
<i>R</i> ²	0.454	0.532	0.420	0.425
<i>F</i>	85.29	23.59	46.84	32.47

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	Black alumni: Career impact (top 2 quintiles) (Logistic regression)	Black alumni: Life impact (top 2 quintiles) (Logistic regression)
Career experiences	0.289** (0.143)	0.305** (0.145)
Academic experiences	0.684*** (0.224)	0.660*** (0.210)
Community experiences	-0.0804 (0.127)	-0.0617 (0.137)
Skills	1.343*** (0.267)	1.739*** (0.271)
First generation	0.373 (0.350)	0.138 (0.343)
Female	-0.429 (0.324)	-0.215 (0.332)
Graduate school	-0.274 (0.433)	-0.494 (0.421)
Constant	-8.665*** (1.224)	-9.325*** (1.100)
<i>N</i>	458	480
<i>R</i> ²		
F	5.410	6.391

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	Female alumni: Career impact (top 2 quintiles) (Logistic regression)	Female alumni: Life impact (top 2 quintiles) (Logistic regression)
Career experiences	0.0907 (0.0712)	-0.0362 (0.0713)
Academic experiences	0.596*** (0.130)	0.513*** (0.138)
Community experiences	0.0178 (0.0644)	0.301*** (0.0664)
skills	1.166*** (0.131)	1.416*** (0.143)
First generation	-0.189 (0.160)	0.126 (0.166)
Black	-0.501** (0.231)	-0.201 (0.228)
Hispanic	0.174 (0.206)	0.263 (0.240)
Two or more races	0.250 (0.329)	0.0326 (0.296)
Asian	-0.499* (0.260)	-0.0369 (0.227)
Graduate school	0.276 (0.176)	0.254 (0.189)
Constant	-7.202*** (0.586)	-8.542*** (0.697)
<i>N</i>	1603	1696
<i>R</i> ²		
<i>F</i>	8.802	8.456

Standard errors in parentheses
* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	First generation alumni: Career impact (top 2 quintiles) (Logistic regression)	First generation alumni: Life impact (top 2 quintiles) (Logistic regression)
Career experiences	0.0453 (0.0848)	-0.0820 (0.0822)
Academic experiences	0.776*** (0.152)	0.794*** (0.160)
Community experiences	0.0419 (0.0753)	0.285*** (0.0748)
Skillskills	1.036*** (0.156)	1.541*** (0.188)
Black	-0.218 (0.294)	-0.0506 (0.304)
Another race	-0.868 (1.049)	-0.976 (1.214)
Hispanic	0.0698 (0.232)	0.0897 (0.246)
Two or more races	0.721* (0.382)	0.170 (0.454)
Asian	-0.552** (0.276)	0.0392 (0.318)
Female	-0.275 (0.215)	0.0946 (0.222)
Graduate school	0.0471 (0.211)	0.0340 (0.219)
Constant	-7.158*** (0.667)	-9.836*** (0.789)
<i>N</i>	1117	1171
<i>R</i> ²		
<i>F</i>	7.046	7.336

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	All Worth the Cost (Logistic regression)	Black alumni Worth the Cost (Logistic regression)	Women Worth the Cost (Logistic regression)	First gen alumni Worth the Cost (Logistic regression)
Career experiences	-0.105* (0.0591)	0.0395 (0.147)	-0.0801 (0.0685)	-0.244*** (0.0845)
Academic experiences	0.677*** (0.0882)	0.818*** (0.197)	0.680*** (0.111)	0.759*** (0.129)
Community experiences	0.0212 (0.0525)	-0.0461 (0.133)	0.0217 (0.0632)	0.166** (0.0756)
Skills	0.594*** (0.0956)	0.620*** (0.189)	0.496*** (0.116)	0.603*** (0.129)
First gen	-0.268** (0.115)	-0.108 (0.304)	-0.346** (0.143)	
Black	-0.675*** (0.161)		-0.857*** (0.203)	-0.555** (0.250)
Another race	-1.159** (0.494)		-1.658** (0.681)	-0.847 (0.724)
Hispanic	0.101 (0.172)		0.128 (0.212)	0.269 (0.220)
Two or more races	-0.0763 (0.233)		0.134 (0.323)	-0.0910 (0.340)
Asian	-0.106 (0.164)		-0.352* (0.212)	0.0422 (0.263)
Female	-0.0244 (0.119)	-0.659** (0.286)		-0.233 (0.189)
Graduate school	0.0472 (0.128)	-0.521 (0.377)	0.141 (0.154)	0.212 (0.183)
Constant	-2.514*** (0.365)	-4.310*** (0.920)	-2.205*** (0.425)	-2.661*** (0.497)
<i>N</i>	2799	480	1709	1171
<i>R</i> ²				
<i>F</i>	10.69	3.706	7.745	6.550

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

	All Achieve Goals (Logistic regression)	Black alumni Achieve Goals (Logistic regression)	Women Achieve Goals (Logistic regression)	First gen alumni Achieve Goals (Logistic regression)
Career experiences	0.0111 (0.0612)	0.377** (0.151)	0.0207 (0.0696)	-0.217** (0.0876)
Academic experiences	0.481*** (0.0923)	0.402** (0.201)	0.378*** (0.118)	0.743*** (0.136)
Community experiences	-0.0190 (0.0587)	-0.224 (0.156)	0.0362 (0.0664)	0.0999 (0.0786)
Skills	0.695*** (0.0991)	0.772*** (0.194)	0.651*** (0.127)	0.494*** (0.126)
First gen	-0.424*** (0.124)	-0.212 (0.310)	-0.408*** (0.153)	
Black	-0.640*** (0.171)		-0.728*** (0.218)	-0.595** (0.249)
Another race	-1.226** (0.544)		-1.265* (0.677)	-0.705 (0.818)
Hispanic	-0.0542 (0.172)		-0.252 (0.214)	-0.0474 (0.227)
Two or more races	-0.172 (0.230)		-0.342 (0.294)	-0.575* (0.332)
Asian	-0.126 (0.174)		-0.384* (0.225)	0.151 (0.271)
Female	-0.0520 (0.130)	-0.0835 (0.311)		0.00467 (0.198)
Graduate school	0.250* (0.130)	-0.296 (0.369)	0.313* (0.163)	0.262 (0.184)
Constant	-2.337*** (0.379)	-3.198*** (0.859)	-1.950*** (0.425)	-3.190*** (0.566)
<i>N</i>	2797	475	1707	1170
<i>R</i> ²				
<i>F</i>	11.38	4.017	7.247	4.894

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$