NSSE 2024 Topical Module Report

Career & Workforce Preparation

The University of Texas at Arlington

This module represents a collaboration between NSSE and Strada Education Network to assess how the college experience prepares students for their future. Questions address institutional contributions to students' career plans, influences on their goals, confidence in work-related skills, career exploration in the curriculum, and use of career resources and services.

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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NSSE 2024 Career & Workforce Preparation

Frequencies and Statistical Comparisons
The University of Texas at Arlington

First-Year Students

				Frequency Distributions[a]				Statistical Comparisons[b]		
				UTA		Career Prep		UTA	Career Prep	
Item wording or description	Variable name	Values[c]	Response options	Count	%	Count	%	Mean	Mean	Effect size[d]
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	13	2	155	3			
		1	Very little	38	6	521	8			
		2	Some	179	29	1,679	27	**2.8**	2.7	.07
		3	Quite a bit	230	35	2,249	36			
		4	Very much	184	28	1,693	26			
			Total	644	100	6,297	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	8	2	64	1			
		1	Very little	20	3	258	4			
		2	Some	151	24	1,497	24	**3.0**	2.9	.04
		3	Quite a bit	248	38	2,465	40			
		4	Very much	216	33	1,994	31			
			Total	643	100	6,278	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	19	3	135	3			
		1	Very little	56	9	471	9			
		2	Some	204	31	1,575	25	**2.7**	2.8 *	-.10
		3	Quite a bit	203	32	2,333	37		▽	
		4	Very much	163	25	1,772	26			
			Total	645	100	6,286	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	7	1	99	2			
		1	Very little	44	7	382	7			
		2	Some	197	32	1,738	28	**2.7**	2.8	-.03
		3	Quite a bit	248	38	2,482	40			
		4	Very much	150	22	1,576	24			
			Total	646	100	6,277	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	46	8	299	6			
		1	Very little	81	13	686	12			
		2	Some	191	30	1,840	30	**2.4**	2.5	-.06
		3	Quite a bit	205	31	2,089	32			
		4	Very much	122	18	1,355	19			
			Total	645	100	6,269	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	151	24	1,144	21			
		1	Very little	126	19	1,139	19			
		2	Some	160	25	1,592	25	**1.8**	1.9	-.08
		3	Quite a bit	125	19	1,370	20			
		4	Very much	84	13	1,019	15			
			Total	646	100	6,264	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	48	7	272	5			
		1	Very little	80	13	596	10			
		2	Some	155	24	1,731	28			
		3	Quite a bit	206	32	2,050	33	**2.5**	2.6 *	-.10
		4	Very much	144	22	1,572	24		▽	
		—	Not applicable	13	2	53	1			
			Total	646	100	6,274	100			

First-Year Students

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a]				Statistical Comparisons[b]		
				UTA		Career Prep		UTA	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size[d]
b. Interactions with a faculty member	CWPinterfac	0	Not at all	128	20	859	16			
		1	Very little	119	19	1,216	20			
		2	Some	196	29	2,028	33			
		3	Quite a bit	103	17	1,272	18	1.7	1.8	-.08
		4	Very much	61	9	672	9			
		—	Not applicable	35	6	216	4			
			Total	642	100	6,263	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradvis	0	Not at all	130	20	897	16			
		1	Very little	140	22	1,215	21			
		2	Some	168	26	1,891	30			
		3	Quite a bit	108	17	1,268	19	1.7	1.8	-.08
		4	Very much	67	10	694	9			
		—	Not applicable	33	5	292	5			
			Total	646	100	6,257	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	172	27	1,201	21			
		1	Very little	123	19	1,126	18			
		2	Some	114	18	1,533	24			
		3	Quite a bit	83	13	1,054	16	1.5	1.7 ***	-.17
		4	Very much	53	8	639	9	▽		
		—	Not applicable	99	15	708	12			
			Total	644	100	6,261	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	157	25	1,137	20			
		1	Very little	98	15	801	13			
		2	Some	108	17	1,136	18			
		3	Quite a bit	72	12	889	13	1.5	1.7 *	-.10
		4	Very much	56	8	595	8	▽		
		—	Not applicable	154	23	1,697	28			
			Total	645	100	6,255	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	138	22	1,067	19			
		1	Very little	79	12	897	14			
		2	Some	132	21	1,367	22			
		3	Quite a bit	100	16	1,051	16	1.9	1.9	-.01
		4	Very much	91	14	867	13			
		—	Not applicable	104	16	1,005	17			
			Total	644	100	6,254	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	164	26	1,175	20			
		1	Very little	106	15	1,151	19			
		2	Some	155	25	1,614	25			
		3	Quite a bit	78	13	947	14	1.5	1.6 *	-.09
		4	Very much	44	6	505	7	▽		
		—	Not applicable	95	14	860	15			
			Total	642	100	6,252	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] UTA Count	UTA %	Career Prep Count	Career Prep %	Statistical Comparisons[b] UTA Mean	Career Prep Mean	Effect size[d]
h. Expected job salary and availability	CWPjobsalary	0	Not at all	59	9	449	8			
		1	Very little	75	11	668	11			
		2	Some	179	28	1,755	28			
		3	Quite a bit	163	26	1,894	30	2.4	2.5	-.05
		4	Very much	137	21	1,226	19			
		—	Not applicable	31	5	263	4			
			Total	644	100	6,255	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	16	3	81	1			
		1	Very little	42	7	238	4			
		2	Some	139	22	1,139	18			
		3	Quite a bit	205	32	2,245	36	2.9	3.1 ***	-.19
		4	Very much	230	35	2,466	39		▽	
		—	Not applicable	11	2	82	2			
			Total	643	100	6,251	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	31	5	219	4			
		1	Very little	50	8	438	8			
		2	Some	159	25	1,539	26			
		3	Quite a bit	179	28	1,851	28	2.7	2.8	-.04
		4	Very much	213	32	2,090	32			
		—	Not applicable	11	2	112	2			
			Total	643	100	6,249	100			
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	32	5	234	4			
		1	Very little	58	9	450	8			
		2	Some	165	26	1,510	25			
		3	Quite a bit	161	25	1,817	28	2.7	2.8	-.08
		4	Very much	216	32	2,135	33			
		—	Not applicable	13	2	111	2			
			Total	645	100	6,257	100			

3. How much confidence do you have in your ability to do the following?

Item wording or description	Variable name	Values[c]	Response options	UTA Count	UTA %	Career Prep Count	Career Prep %	UTA Mean	Career Prep Mean	Effect size[d]
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	11	2	104	2			
		1	Very little	58	9	380	7			
		2	Some	209	32	1,876	30			
		3	Quite a bit	211	33	2,337	37	2.6	2.7	-.08
		4	Very much	141	21	1,481	23			
		—	Not applicable	10	2	51	1			
			Total	640	100	6,229	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	10	2	66	1			
		1	Very little	44	7	293	5			
		2	Some	168	26	1,322	22			
		3	Quite a bit	221	34	2,439	39	2.8	3.0 ***	-.15
		4	Very much	191	29	2,075	32		▽	
		—	Not applicable	5	1	37	1			
			Total	639	100	6,232	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] UTA Count	Frequency Distributions[a] UTA %	Career Prep Count	Career Prep %	Statistical Comparisons[b] UTA Mean	Career Prep Mean	Effect size[d]
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	60	10	368	6			
		1	Very little	128	20	1,118	19			
		2	Some	197	31	2,085	34			
		3	Quite a bit	133	21	1,548	24	2.1	2.2 * ▽	-.10
		4	Very much	95	15	991	15			
		—	Not applicable	22	3	115	2			
			Total	635	100	6,225	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	19	3	151	3			
		1	Very little	78	13	557	10			
		2	Some	206	33	1,963	32			
		3	Quite a bit	191	30	2,128	34	2.5	2.6 * ▽	-.09
		4	Very much	130	20	1,365	21			
		—	Not applicable	12	2	65	1			
			Total	636	100	6,229	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	27	4	169	3			
		1	Very little	54	9	620	10			
		2	Some	200	31	1,922	31			
		3	Quite a bit	204	33	2,042	33	2.6	2.6	-.01
		4	Very much	142	22	1,366	22			
		—	Not applicable	11	2	100	2			
			Total	638	100	6,219	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	7	1	48	1			
		1	Very little	30	5	178	3			
		2	Some	122	20	990	16			
		3	Quite a bit	214	34	2,187	34	3.1	3.2 *** ▽	-.18
		4	Very much	256	38	2,770	45			
		—	Not applicable	8	1	45	1			
			Total	637	100	6,218	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	17	3	89	1			
		1	Very little	48	8	339	6			
		2	Some	177	28	1,595	26			
		3	Quite a bit	213	34	2,272	36	2.7	2.9 ** ▽	-.14
		4	Very much	175	26	1,862	30			
		—	Not applicable	8	1	69	1			
			Total	638	100	6,226	100			

4. *In your courses* at this institution, about how often have you done the following?

Item wording or description	Variable name	Values[c]	Response options	UTA Count	UTA %	Career Prep Count	Career Prep %	UTA Mean	Career Prep Mean	Effect size[d]
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	58	9	447	8			
		2	Sometimes	208	32	1,918	32			
		3	Often	242	39	2,426	38	2.7	2.7	-.05
		4	Very often	129	20	1,427	22			
			Total	637	100	6,218	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	111	19	1,073	18			
		2	Sometimes	217	33	2,041	34			
		3	Often	201	31	1,945	31	2.5	2.5	.01
		4	Very often	106	17	1,135	17			
			Total	635	100	6,194	100			

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First-Year Students

Item wording or description	Variable name	Values[c]	Response options	UTA Count	UTA %	Career Prep Count	Career Prep %	UTA Mean	Career Prep Mean	Effect size[d]
				Frequency Distributions[a]				**Statistical Comparisons[b]**		
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	98	16	956	17	**2.5**	2.5	.06
		2	Sometimes	213	34	2,094	35			
		3	Often	216	33	2,017	31			
		4	Very often	109	17	1,132	16			
			Total	636	100	6,199	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	227	36	2,444	41	**2.2**	2.0 *** △	.14
		2	Sometimes	166	25	1,602	26			
		3	Often	155	25	1,378	21			
		4	Very often	86	14	767	11			
			Total	634	100	6,191	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	68	12	669	12	**2.6**	2.6	.06
		2	Sometimes	216	34	2,158	36			
		3	Often	228	36	2,218	35			
		4	Very often	122	19	1,158	17			
			Total	634	100	6,203	100			

5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?[j]

Item wording or description	Variable name	Response options	UTA Count	UTA %	Career Prep Count	Career Prep %	UTA Mean	Career Prep Mean	Effect size[d]
a. Take a career exploration, planning, or development course *(Means indicate the percentage who responded "Done or in progress.")*	CWPcourse	Have not decided	142	23	1,294	22	**13%**	14%	-.02
		Do not plan to do	111	18	1,170	20			
		Plan to do	293	47	2,822	45			
		Done or in progress	85	13	893	14			
		Total	631	100	6,179	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests *(Means indicate the percentage who responded "Done or in progress.")*	CWPprofile	Have not decided	105	17	899	15	**21%**	22%	-.02
		Do not plan to do	85	14	972	16			
		Plan to do	303	48	2,962	47			
		Done or in progress	139	21	1,346	22			
		Total	632	100	6,179	100			
c. Attend a talk, panel discussion, or workshop about careers *(Means indicate the percentage who responded "Done or in progress.")*	CWPtalk	Have not decided	106	17	975	16	**17%**	19%	-.03
		Do not plan to do	95	15	751	12			
		Plan to do	322	50	3,252	53			
		Done or in progress	110	17	1,196	19			
		Total	633	100	6,174	100			
d. Discuss your career interests with a faculty member *(Means indicate the percentage who responded "Done or in progress.")*	CWPfaculty	Have not decided	110	18	654	12	**22%**	28% *** ▽	-.14
		Do not plan to do	78	13	403	7			
		Plan to do	300	47	3,219	52			
		Done or in progress	144	22	1,900	28			
		Total	632	100	6,176	100			
e. Interview or shadow someone in a career that you are considering *(Means indicate the percentage who responded "Done or in progress.")*	CWPinterview	Have not decided	108	18	796	15	**13%**	14%	-.02
		Do not plan to do	58	10	295	5			
		Plan to do	383	59	4,168	66			
		Done or in progress	84	13	917	14			
		Total	633	100	6,176	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.) *(Means indicate the percentage who responded "Done or in progress.")*	CWPmajor	Have not decided	130	21	1,039	18	**15%**	21% *** ▽	-.14
		Do not plan to do	66	11	443	7			
		Plan to do	337	53	3,345	54			
		Done or in progress	100	15	1,344	21			
		Total	633	100	6,171	100			

First-Year Students

Item wording or description	Variable name	Values [c]	Response options	Frequency Distributions [a] UTA Count	%	Career Prep Count	%	Statistical Comparisons [b] UTA Mean	Career Prep Mean	Effect size [d]
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future *(Means indicate the percentage who responded "Done or in progress.")*	CWPmeetstaff		Have not decided	72	12	634	12	26%	30% * ▽	-.10
			Do not plan to do	54	9	345	6			
			Plan to do	336	54	3,192	52			
			Done or in progress	168	26	2,003	30			
			Total	630	100	6,174	100			
h. Get help with your résumé *(Means indicate the percentage who responded "Done or in progress.")*	CWPresume		Have not decided	51	8	518	9	22%	25%	-.07
			Do not plan to do	51	8	381	6			
			Plan to do	390	62	3,707	60			
			Done or in progress	139	22	1,570	25			
			Total	631	100	6,176	100			
i. Participate in a mock or practice interview *(Means indicate the percentage who responded "Done or in progress.")*	CWPmock		Have not decided	105	17	1,074	18	14%	12%	.07
			Do not plan to do	78	12	685	11			
			Plan to do	356	56	3,653	59			
			Done or in progress	90	14	767	12			
			Total	629	100	6,179	100			
j. Participate in a career fair *(Means indicate the percentage who responded "Done or in progress.")*	CWPcareerfair		Have not decided	110	17	929	16	20%	21%	-.03
			Do not plan to do	75	12	594	10			
			Plan to do	317	50	3,309	53			
			Done or in progress	130	20	1,340	21			
			Total	632	100	6,172	100			
k. Complete a paid internship *(Means indicate the percentage who responded "Done or in progress.")*	CWPpaid		Have not decided	105	17	873	15	8%	7%	.02
			Do not plan to do	47	7	286	4			
			Plan to do	432	68	4,542	74			
			Done or in progress	48	8	483	7			
			Total	632	100	6,184	100			
l. Network with alumni or professionals in a field related to your career interests *(Means indicate the percentage who responded "Done or in progress.")*	CWPalumni		Have not decided	112	18	1,047	18	10%	9%	.02
			Do not plan to do	60	10	352	6			
			Plan to do	392	63	4,140	67			
			Done or in progress	63	10	617	9			
			Total	627	100	6,156	100			

6. If you are currently working for pay, to what extent is this work related to your career plans?

	Variable name	Values	Response options	UTA Count	%	Career Prep Count	%	UTA Mean	Career Prep Mean	Effect size
	CWPworkpay	0	Not at all	104	17	1,059	17	1.6	1.5	.05
		1	Very little	77	12	638	10			
		2	Some	89	14	696	11			
		3	Quite a bit	49	8	408	6			
		4	Very much	47	7	432	7			
		—	Not working for pay	262	42	2,876	49			
			Total	628	100	6,109	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 206 first-year student(s) and 446 senior(s). Responses are provided in your NSSE24 Student Comments Report and in a separate SPSS data file.

These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.

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The University of Texas at Arlington

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] UTA Count	UTA %	Career Prep Count	Career Prep %	Statistical Comparisons[b] UTA Mean	Career Prep Mean	Effect size[d]
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	22	2	189	3			
		1	Very little	58	4	498	7			
		2	Some	251	17	1,629	22	**3.2**	2.9 ***	.25
		3	Quite a bit	448	30	2,380	32	△		
		4	Very much	726	48	2,624	36			
			Total	1,505	100	7,320	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	13	1	100	1			
		1	Very little	28	2	289	4			
		2	Some	206	14	1,497	21	**3.3**	3.1 ***	.30
		3	Quite a bit	408	28	2,527	34	▲		
		4	Very much	846	55	2,895	39			
			Total	1,501	100	7,308	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	52	4	263	4			
		1	Very little	116	8	671	9			
		2	Some	309	21	1,735	24	**2.9**	2.8 ***	.14
		3	Quite a bit	404	27	2,287	31	△		
		4	Very much	619	40	2,357	32			
			Total	1,500	100	7,313	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	8	1	99	2			
		1	Very little	43	3	304	4			
		2	Some	220	15	1,423	20	**3.2**	3.0 ***	.21
		3	Quite a bit	496	33	2,780	37	△		
		4	Very much	728	48	2,701	37			
			Total	1,495	100	7,307	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	114	8	553	8			
		1	Very little	159	11	877	13			
		2	Some	333	23	1,760	24	**2.7**	2.5 ***	.10
		3	Quite a bit	369	25	2,077	28	△		
		4	Very much	517	34	2,029	27			
			Total	1,492	100	7,296	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	349	24	1,565	23			
		1	Very little	190	13	1,177	16			
		2	Some	320	21	1,619	22	**2.1**	2.0 *	.06
		3	Quite a bit	271	18	1,388	18	△		
		4	Very much	367	24	1,540	21			
			Total	1,497	100	7,289	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	117	8	486	7			
		1	Very little	180	12	793	11			
		2	Some	418	28	1,982	27			
		3	Quite a bit	365	25	2,103	29	**2.5**	2.5	-.05
		4	Very much	386	25	1,814	24			
		—	Not applicable	33	2	116	2			
			Total	1,499	100	7,294	100			

NSSE 2024 Career & Workforce Preparation

Frequencies and Statistical Comparisons
The University of Texas at Arlington

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] UTA Count	%	Career Prep Count	%	Statistical Comparisons[b] UTA Mean	Career Prep Mean	Effect size[d]
b. Interactions with a faculty member	CWPinterfac	0	Not at all	237	16	930	13			
		1	Very little	248	17	1,159	17			
		2	Some	438	29	2,190	30			
		3	Quite a bit	260	17	1,658	22	2.0	2.1 **	-.08
		4	Very much	224	15	1,092	14		▽	
		—	Not applicable	87	6	259	4			
			Total	1,494	100	7,288	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradvis	0	Not at all	298	20	1,479	21			
		1	Very little	285	19	1,541	22			
		2	Some	400	27	1,865	25			
		3	Quite a bit	228	15	1,171	16	1.8	1.7 *	.06
		4	Very much	190	12	818	11		△	
		—	Not applicable	96	6	406	6			
			Total	1,497	100	7,280	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	440	30	1,832	26			
		1	Very little	200	14	1,166	16			
		2	Some	196	13	1,390	19			
		3	Quite a bit	129	9	935	12	1.4	1.6 ***	-.16
		4	Very much	139	9	807	11		▽	
		—	Not applicable	392	25	1,154	16			
			Total	1,496	100	7,284	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	286	20	1,038	15			
		1	Very little	130	9	545	8			
		2	Some	224	15	1,176	16			
		3	Quite a bit	240	16	1,454	19	2.1	2.4 ***	-.21
		4	Very much	287	19	1,879	25		▽	
		—	Not applicable	327	22	1,182	17			
			Total	1,494	100	7,274	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	130	9	764	11			
		1	Very little	105	7	688	10			
		2	Some	279	19	1,473	20			
		3	Quite a bit	326	22	1,669	22	2.7	2.5 ***	.15
		4	Very much	530	35	2,164	30		△	
		—	Not applicable	124	8	510	7			
			Total	1,494	100	7,268	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	372	25	1,612	23			
		1	Very little	202	13	1,292	18			
		2	Some	281	19	1,721	23			
		3	Quite a bit	198	13	983	13	1.6	1.7	-.01
		4	Very much	163	11	753	10			
		—	Not applicable	271	18	913	12			
			Total	1,487	100	7,274	100			

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] UTA Count	UTA %	Career Prep Count	Career Prep %	Statistical Comparisons[b] UTA Mean	Career Prep Mean	Effect size[d]
h. Expected job salary and availability	CWPjobsalary	0	Not at all	102	7	570	8			
		1	Very little	118	8	744	10			
		2	Some	368	25	1,987	27			
		3	Quite a bit	433	29	2,027	28	2.6	2.5 ***	.10
		4	Very much	400	27	1,699	24		△	
		—	Not applicable	67	4	234	3			
			Total	1,488	100	7,261	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	27	2	115	2			
		1	Very little	42	3	203	3			
		2	Some	243	17	1,104	15			
		3	Quite a bit	489	33	2,514	34	3.2	3.2	-.05
		4	Very much	659	43	3,230	45			
		—	Not applicable	34	2	103	1			
			Total	1,494	100	7,269	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	51	4	312	5			
		1	Very little	85	6	468	7			
		2	Some	285	20	1,536	21			
		3	Quite a bit	416	27	2,045	28	3.0	2.9 **	.07
		4	Very much	624	41	2,767	38		△	
		—	Not applicable	32	2	137	2			
			Total	1,493	100	7,265	100			
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	56	4	291	4			
		1	Very little	86	6	470	7			
		2	Some	255	18	1,522	21			
		3	Quite a bit	419	28	1,989	27	3.0	2.9 **	.07
		4	Very much	644	42	2,866	39		△	
		—	Not applicable	33	2	135	2			
			Total	1,493	100	7,273	100			

3. How much confidence do you have in your ability to do the following?

Item wording or description	Variable name	Values[c]	Response options	UTA Count	UTA %	Career Prep Count	Career Prep %	UTA Mean	Career Prep Mean	Effect size[d]
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	39	3	230	3			
		1	Very little	92	6	498	7			
		2	Some	317	22	1,931	27			
		3	Quite a bit	494	33	2,472	33	2.9	2.8 ***	.15
		4	Very much	510	34	1,993	28		△	
		—	Not applicable	34	2	122	2			
			Total	1,486	100	7,246	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	10	1	65	1			
		1	Very little	35	2	182	2			
		2	Some	191	13	1,022	14			
		3	Quite a bit	454	31	2,526	35	3.3	3.2 **	.08
		4	Very much	782	52	3,388	47		△	
		—	Not applicable	11	1	47	1			
			Total	1,483	100	7,230	100			

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] UTA Count	UTA %	Career Prep Count	Career Prep %	Statistical Comparisons[b] UTA Mean	Career Prep Mean	Effect size[d]
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	116	8	512	7			
		1	Very little	213	15	1,101	16			
		2	Some	385	26	2,146	29			
		3	Quite a bit	349	23	1,742	23	2.4	2.4	.05
		4	Very much	361	24	1,572	22			
		—	Not applicable	59	4	156	2			
			Total	1,483	100	7,229	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	21	1	140	2			
		1	Very little	72	5	419	6			
		2	Some	295	20	1,717	24			
		3	Quite a bit	501	34	2,485	34	3.0	2.9 *** △	.12
		4	Very much	575	38	2,387	33			
		—	Not applicable	20	1	74	1			
			Total	1,484	100	7,222	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	22	1	166	2			
		1	Very little	72	5	444	6			
		2	Some	269	18	1,753	24			
		3	Quite a bit	495	34	2,458	33	3.1	2.9 *** △	.19
		4	Very much	597	40	2,303	33			
		—	Not applicable	27	2	101	1			
			Total	1,482	100	7,225	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	7	1	54	1			
		1	Very little	18	1	133	2			
		2	Some	150	10	803	11			
		3	Quite a bit	454	31	2,225	30	3.4	3.4	.03
		4	Very much	844	56	3,958	56			
		—	Not applicable	13	1	55	1			
			Total	1,486	100	7,228	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	15	1	109	2			
		1	Very little	42	3	232	3			
		2	Some	245	17	1,446	20			
		3	Quite a bit	510	34	2,548	34	3.2	3.1 *** △	.11
		4	Very much	660	44	2,815	40			
		—	Not applicable	13	1	80	1			
			Total	1,485	100	7,230	100			

4. *In your courses* at this institution, about how often have you done the following?

Item wording or description	Variable name	Values[c]	Response options	UTA Count	UTA %	Career Prep Count	Career Prep %	UTA Mean	Career Prep Mean	Effect size[d]
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	51	3	288	4			
		2	Sometimes	271	19	1,572	22			
		3	Often	492	33	2,554	35	3.2	3.1 *** △	.12
		4	Very often	668	44	2,796	38			
			Total	1,482	100	7,210	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	167	12	1,034	15			
		2	Sometimes	396	27	2,224	31			
		3	Often	436	30	2,042	27	2.8	2.7 *** △	.15
		4	Very often	480	32	1,914	27			
			Total	1,479	100	7,214	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] UTA Count	%	Career Prep Count	%	Statistical Comparisons[b] UTA Mean	Career Prep Mean	Effect size[d]
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	138	10	754	11			
		2	Sometimes	382	27	2,215	31			
		3	Often	456	31	2,245	30	2.9	2.7 ***	.14
		4	Very often	497	33	1,986	27		△	
			Total	1,473	100	7,200	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	337	24	2,341	35			
		2	Sometimes	272	19	1,800	25			
		3	Often	332	22	1,418	19	2.7	2.3 ***	.36
		4	Very often	536	35	1,635	21		▲	
			Total	1,477	100	7,194	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	102	8	711	11			
		2	Sometimes	352	25	2,141	30			
		3	Often	460	31	2,328	32	3.0	2.7 ***	.23
		4	Very often	567	37	2,022	27		△	
			Total	1,481	100	7,202	100			

5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?[j]

Item wording or description	Variable name	Response options	Frequency Distributions UTA Count	%	Career Prep Count	%	Statistical Comparisons UTA Mean	Career Prep Mean	Effect size
a. Take a career exploration, planning, or development course *(Means indicate the percentage who responded "Done or in progress.")*	CWPcourse	Have not decided	255	17	795	11			
		Do not plan to do	537	37	3,247	46			
		Plan to do	362	25	1,210	17	21%	26% ***	-.12
		Done or in progress	320	21	1,947	26		▽	
		Total	1,474	100	7,199	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests *(Means indicate the percentage who responded "Done or in progress.")*	CWPprofile	Have not decided	193	13	698	10			
		Do not plan to do	445	31	2,461	35			
		Plan to do	422	29	1,568	22	27%	34% ***	-.14
		Done or in progress	409	27	2,453	34		▽	
		Total	1,469	100	7,180	100			
c. Attend a talk, panel discussion, or workshop about careers *(Means indicate the percentage who responded "Done or in progress.")*	CWPtalk	Have not decided	225	15	738	10			
		Do not plan to do	472	32	2,298	32			
		Plan to do	423	29	1,536	21	24%	36% ***	-.27
		Done or in progress	350	24	2,619	36		▽	
		Total	1,470	100	7,191	100			
d. Discuss your career interests with a faculty member *(Means indicate the percentage who responded "Done or in progress.")*	CWPfaculty	Have not decided	216	15	620	9			
		Do not plan to do	366	25	1,433	20			
		Plan to do	431	29	1,661	23	31%	47% ***	-.32
		Done or in progress	460	31	3,481	47		▼	
		Total	1,473	100	7,195	100			
e. Interview or shadow someone in a career that you are considering *(Means indicate the percentage who responded "Done or in progress.")*	CWPinterview	Have not decided	196	14	843	12			
		Do not plan to do	304	21	1,698	24			
		Plan to do	511	34	2,010	28	31%	35% ***	-.09
		Done or in progress	464	31	2,644	35		▽	
		Total	1,475	100	7,195	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.) *(Means indicate the percentage who responded "Done or in progress.")*	CWPmajor	Have not decided	265	18	802	11			
		Do not plan to do	497	34	2,404	34			
		Plan to do	366	25	1,223	17	23%	38% ***	-.32
		Done or in progress	342	23	2,750	38		▼	
		Total	1,470	100	7,179	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a]				Statistical Comparisons[b]		
				UTA		Career Prep		UTA	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size[d]
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff *(Means indicate the percentage who responded "Done or in progress.")*		Have not decided	182	13	663	10	27%	40% *** ▽	-.27
			Do not plan to do	408	28	1,860	26			
			Plan to do	474	32	1,654	24			
			Done or in progress	405	27	3,005	40			
			Total	1,469	100	7,182	100			
h. Get help with your résumé	CWPresume *(Means indicate the percentage who responded "Done or in progress.")*		Have not decided	136	9	431	6	35%	52% *** ▼	-.35
			Do not plan to do	325	22	1,214	17			
			Plan to do	503	34	1,769	25			
			Done or in progress	510	35	3,781	52			
			Total	1,474	100	7,195	100			
i. Participate in a mock or practice interview	CWPmock *(Means indicate the percentage who responded "Done or in progress.")*		Have not decided	196	13	766	11	23%	30% *** ▽	-.17
			Do not plan to do	454	31	2,317	32			
			Plan to do	482	33	1,875	26			
			Done or in progress	334	23	2,230	30			
			Total	1,466	100	7,188	100			
j. Participate in a career fair	CWPcareerfair *(Means indicate the percentage who responded "Done or in progress.")*		Have not decided	194	13	687	10	29%	42% *** ▽	-.27
			Do not plan to do	411	28	1,996	28			
			Plan to do	448	30	1,499	21			
			Done or in progress	425	29	2,995	42			
			Total	1,478	100	7,177	100			
k. Complete a paid internship	CWPpaid *(Means indicate the percentage who responded "Done or in progress.")*		Have not decided	245	16	821	12	16%	33% *** ▼	-.38
			Do not plan to do	510	34	2,140	29			
			Plan to do	481	33	1,857	27			
			Done or in progress	237	16	2,371	33			
			Total	1,473	100	7,189	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni *(Means indicate the percentage who responded "Done or in progress.")*		Have not decided	247	17	953	14	20%	31% *** ▽	-.27
			Do not plan to do	325	22	1,342	18			
			Plan to do	608	41	2,583	37			
			Done or in progress	290	20	2,278	31			
			Total	1,470	100	7,156	100			

6. If you are currently working for pay, to what extent is this work related to your career plans?

	Variable name	Values	Response options	Count	%	Count	%	Mean	Mean	Effect size
	CWPworkpay	0	Not at all	212	15	1,141	16	2.6	2.2 *** △	.25
		1	Very little	117	8	690	9			
		2	Some	172	12	1,063	15			
		3	Quite a bit	159	11	863	12			
		4	Very much	539	37	1,589	22			
		—	Not working for pay	271	18	1,790	26			
			Total	1,470	100	7,136	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 206 first-year student(s) and 446 senior(s). Responses are provided in your NSSE24 Student Comments Report and in a separate SPSS data file.

These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.

NSSE 2024 Career & Workforce Preparation

Detailed Statistics[e]
The University of Texas at Arlington

First-Year Students

Variable name	N	Mean		Standard error[f]		Standard deviation[g]		DF[h]	Sig.[i]	Effect size[d]
	UTA	UTA	Career Prep	UTA	Career Prep	UTA	Career Prep		Comparisons with: Career Prep	
CWPidea	645	2.81	2.74	.039	.012	.98	1.02	7,875	.079	.07
CWPrelevant	644	2.97	2.94	.036	.011	.92	.91	7,848	.377	.04
CWPquestions	646	2.66	2.75	.041	.012	1.05	1.02	7,854	.020	-.10
CWPdescribe	648	2.73	2.76	.036	.011	.93	.95	7,852	.430	-.03
CWPfeedback	646	2.40	2.46	.045	.013	1.15	1.12	7,843	.173	-.06
CWPmentor	648	1.79	1.89	.053	.016	1.35	1.34	7,837	.059	-.08
CWPfamily	635	2.50	2.61	.047	.013	1.18	1.10	734	.019	-.10
CWPinterfac	606	1.75	1.84	.051	.014	1.25	1.19	705	.074	-.08
CWPinteradvis	613	1.74	1.84	.052	.015	1.28	1.21	714	.066	-.08
CWPcocurr	547	1.49	1.70	.057	.016	1.32	1.29	6,898	.000	-.17
CWPintern	496	1.54	1.67	.061	.019	1.36	1.35	5,669	.030	-.10
CWPwork	543	1.86	1.88	.061	.018	1.41	1.36	6,503	.742	-.01
CWPfairs	551	1.52	1.63	.054	.016	1.27	1.24	6,677	.035	-.09
CWPjobsalary	616	2.40	2.45	.049	.014	1.22	1.16	718	.294	-.05
CWPability	634	2.92	3.10	.041	.011	1.04	.93	726	.000	-.19
CWPimpact	633	2.74	2.78	.046	.013	1.15	1.12	7,655	.387	-.04
CWPsociety	634	2.70	2.79	.047	.013	1.18	1.13	742	.072	-.08
CWPobstacle	631	2.65	2.73	.039	.011	.98	.96	7,703	.051	-.08
CWPhabits	635	2.83	2.97	.039	.011	.99	.92	735	.001	-.15
CWPnetwork	614	2.10	2.22	.048	.013	1.19	1.12	7,606	.016	-.10
CWPcommunicate	624	2.52	2.61	.042	.012	1.04	1.01	7,694	.030	-.09
CWPtech	629	2.60	2.61	.042	.012	1.05	1.03	7,639	.792	-.01
CWPdiverse	629	3.06	3.22	.037	.010	.94	.87	7,700	.000	-.18
CWPethics	631	2.74	2.87	.041	.011	1.02	.96	732	.002	-.14
CWPanalyze	638	2.69	2.73	.035	.011	.89	.89	7,764	.191	-.05
CWPresearch	636	2.46	2.45	.039	.012	.98	.97	7,731	.877	.01
CWPpractice	638	2.52	2.47	.038	.011	.95	.96	7,739	.181	.06
CWPobserve	635	2.17	2.03	.042	.012	1.06	1.04	746	.001	.14
CWPconnect	635	2.62	2.56	.037	.011	.92	.91	7,741	.124	.06

First-Year Students

Variable name	N	Mean		Standard error[f]		Standard deviation[g]		DF[h]	Sig.[i]	Effect size[d]
	UTA	UTA	Career Prep	UTA	Career Prep	UTA	Career Prep	Comparisons with: Career Prep		
CWPcourse[k]	645	13%	14%	.013	.004	--	--	--	-.388	-.02
CWPprofile[k]	644	21%	22%	.016	.005	--	--	--	-.429	-.02
CWPtalk[k]	646	17%	19%	.015	.005	--	--	--	-.796	-.03
CWPfaculty[k]	648	22%	28%	.016	.005	--	--	--	-3.496	-.14
CWPinterview[k]	646	13%	14%	.013	.004	--	--	--	-.417	-.02
CWPmajor[k]	648	15%	21%	.014	.005	--	--	--	-3.554	-.14
CWPmeetstaff[k]	635	26%	30%	.017	.005	--	--	--	-2.349	-.10
CWPresume[k]	606	22%	25%	.016	.005	--	--	--	-1.836	-.07
CWPmock[k]	613	14%	12%	.014	.004	--	--	--	1.682	.07
CWPcareerfair[k]	547	20%	21%	.016	.005	--	--	--	-.625	-.03
CWPpaid[k]	496	8%	7%	.011	.003	--	--	--	.612	.02
CWPalumni[k]	543	10%	9%	.012	.003	--	--	--	.401	.02
CWPworkpay	363	1.59	1.52	.071	.023	1.35	1.39	3,956	.361	.05

NSSE 2024 Career & Workforce Preparation

Detailed Statistics[e]
The University of Texas at Arlington

Seniors

Variable name	N	Mean		Standard error[f]		Standard deviation[g]		DF[h]	Sig.[i]	Effect size[d]
	UTA	UTA	Career Prep	UTA	Career Prep	UTA	Career Prep	Comparisons with: Career Prep		
CWPidea	1505	3.18	2.92	.025	.010	.96	1.05	1,986	.000	.25
CWPrelevant	1,501	3.34	3.06	.022	.009	.86	.95	13,373	.000	.30
CWPquestions	1,500	2.93	2.77	.029	.010	1.12	1.11	13,382	.000	.14
CWPdescribe	1,495	3.24	3.04	.022	.009	.86	.93	13,362	.000	.21
CWPfeedback	1,492	2.66	2.54	.033	.011	1.26	1.24	13,338	.000	.10
CWPmentor	1,497	2.06	1.98	.038	.013	1.49	1.45	1,872	.034	.06
CWPfamily	1,465	2.48	2.53	.032	.011	1.23	1.18	1,820	.109	-.05
CWPinterfac	1,408	1.98	2.08	.035	.012	1.30	1.24	12,801	.003	-.08
CWPinteradvis	1,403	1.79	1.70	.035	.012	1.31	1.29	12,555	.023	.06
CWPcocurr	1,117	1.38	1.60	.043	.014	1.42	1.39	11,105	.000	-.16
CWPintern	1,167	2.06	2.38	.044	.015	1.51	1.46	11,007	.000	-.21
CWPwork	1,371	2.73	2.53	.035	.013	1.30	1.35	1,762	.000	.15
CWPfairs	1,224	1.64	1.65	.040	.013	1.40	1.32	1,493	.802	-.01
CWPjobsalary	1,423	2.63	2.51	.031	.011	1.18	1.20	12,830	.000	.10
CWPability	1,461	3.16	3.21	.025	.008	.94	.91	13,096	.057	-.05
CWPimpact	1,460	2.97	2.89	.029	.011	1.10	1.14	1,871	.006	.07
CWPsociety	1,458	3.00	2.92	.029	.010	1.11	1.13	1,858	.008	.07
CWPobstacle	1,453	2.91	2.76	.027	.010	1.04	1.05	1,844	.000	.15
CWPhabits	1,471	3.32	3.25	.022	.008	.85	.86	13,132	.003	.08
CWPnetwork	1,426	2.43	2.36	.033	.011	1.24	1.21	1,776	.072	.05
CWPcommunicate	1,463	3.03	2.91	.025	.009	.96	1.00	1,881	.000	.12
CWPtech	1,456	3.07	2.89	.025	.009	.96	1.01	1,885	.000	.19
CWPdiverse	1,473	3.42	3.39	.020	.008	.77	.81	13,120	.225	.03
CWPethics	1,472	3.18	3.08	.023	.009	.89	.93	13,078	.000	.11
CWPanalyze	1,483	3.18	3.07	.022	.008	.86	.88	13,187	.000	.12
CWPresearch	1,479	2.81	2.65	.026	.009	1.01	1.03	1,886	.000	.15
CWPpractice	1,475	2.87	2.73	.026	.009	.98	.98	13,166	.000	.14
CWPobserve	1,477	2.68	2.27	.031	.011	1.18	1.15	1,847	.000	.36
CWPconnect	1,481	2.97	2.75	.025	.009	.96	.97	1,888	.000	.23

Seniors

Variable name	N UTA	Mean UTA	Mean Career Prep	Standard error[f] UTA	Standard error[f] Career Prep	Standard deviation[g] UTA	Standard deviation[g] Career Prep	DF[h]	Sig.[i] Comparisons with: Career Prep	Effect size[d]
CWPcourse[k]	1505	21%	26%	.011	.004	--	--	--	-4.603	-.12
CWPprofile[k]	1501	27%	34%	.012	.004	--	--	--	-5.026	-.14
CWPtalk[k]	1500	24%	36%	.011	.004	--	--	--	-10.256	-.27
CWPfaculty[k]	1495	31%	47%	.012	.005	--	--	--	-12.078	-.32
CWPinterview[k]	1492	31%	35%	.012	.004	--	--	--	-3.374	-.09
CWPmajor[k]	1497	23%	38%	.011	.004	--	--	--	-12.285	-.32
CWPmeetstaff[k]	1465	27%	40%	.012	.005	--	--	--	-10.331	-.27
CWPresume[k]	1408	35%	52%	.012	.005	--	--	--	-12.979	-.35
CWPmock[k]	1403	23%	30%	.011	.004	--	--	--	-6.234	-.17
CWPcareerfair[k]	1117	29%	42%	.012	.005	--	--	--	-10.004	-.27
CWPpaid[k]	1167	16%	33%	.010	.004	--	--	--	-15.337	-.38
CWPalumni[k]	1371	20%	31%	.010	.004	--	--	--	-10.361	-.27
CWPworkpay	1,205	2.57	2.18	.045	.016	1.55	1.52	1,547	.000	.25

Endnotes

a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.

b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t-tests. Items with categorical response sets are left blank.

c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.

d. Effect size for independent t-tests uses Cohen's d; z-tests use Cohen's h.

e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.

f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.

g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.

h. Degrees of freedom used to compute the t-tests. Values differ from Ns due to weighting and whether equal variances were assumed.

i. Statistical comparisons are two-tailed independent t-tests or z-tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.

j. Statistical comparison uses z-test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.

k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

▲   **Your students' average** was significantly higher (p < .05) with an effect size at least .3 in magnitude.

△   **Your students' average** was significantly higher (p < .05) with an effect size less than .3 in magnitude.

▽   **Your students' average** was significantly lower (p < .05) with an effect size less than .3 in magnitude.

▼   **Your students' average** was significantly lower (p < .05) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context. You may not see all of these symbols in your report.