



Transfer To Universities/Colleges (Through Alumni Tracking Survey, Alumni 2018 & 2019)



WARNINGS AND REMINDERS:

A. As CMI employees, we are contractually obligated through the Campus Confidentiality Agreement we signed to observe the following -

1. For purposes of this Agreement, "confidential information" is defined as personnel, financial and critical systems information disclosed to me, accessed by me, or otherwise known to me as a consequence of my employment. It includes but is not limited to information accessible through College information systems, files, conversations, committees etc.
2. Along with the right to access transcripts/confidential records of students at the College of the Marshall Islands (the College) comes the responsibility to maintain the privacy rights of students as outlined in the Family Educational Rights and Privacy Act (FERPA). I agree to comply with FERPA by not disclosing personally identifiable information about students to unauthorized third parties without the written consent of the student, except as permitted by law or federal regulations. I further agree to consult with my supervisor, the Registrar, or the Human Resources Department if I am uncertain about the appropriate response.
3. During my employment and after the termination of my employment, I will hold confidential information^[1] of the College in trust and confidence, and will not use or disclose it or any embodiment thereof, directly or indirectly, except as may be necessary in the performance of my duties for the College. I understand that unauthorized disclosure could be highly damaging to the College, its faculty, staff, students, donors, or others.
4. I will not remove materials containing confidential information from the College, unless authorized to do so by my supervisor. Any and all such materials are the property of the College. Upon termination of any assignment or as requested by my supervisor, I will return all such materials and copies thereof.
5. I agree to safeguard personally-identifiable data, the official records in the custody of the College, and the means and conditions of custodial security, and I agree to keep such information and means secure and strictly confidential at all times, whether on or off duty.

I acknowledge that I fully understand that the intentional disclosure by me of confidential information to any unauthorized person could subject me to criminal and civil penalties imposed by law. I further acknowledge that such willful or unauthorized disclosure also violates College policy and could constitute just cause for disciplinary action including termination of my employment regardless of whether criminal or civil penalties are imposed. Violations by student employees will be forwarded to the Student Conduct Board for disciplinary action.

[1] Including, but not limited to Student and employee personal data, search committee proceedings (including candidate information), intellectual property.

B. If you have received a copy of this report and it shows personally-identifiable data-, it should only be because it relates to your duties and responsibilities as a CMI employee. If this data does not relate to your job at all, please delete your copy immediately

C. DO NOT SHARE AT ALL. If you see the need to share this report which shows personally-identifiable data to another CMI employee, please coordinate with the Director of Institutional Research and Assessment. Only the Vice Presidents and the President have the authority to share this dashboard to anyone without the consent of the Director of Institutional Research and Assessment..

If you have questions, please email to the Director of Institutional Research and Assessment at cvila@cmi.edu.



TRANSFER RATES 2018 AND 2019

An alumni tracking survey was conducted from April to September 2020 to collect data on job placement, transfer, and alumni relations. Two graduate cohorts were surveyed - graduates in 2018 and 2019.

This report shows the transfer rates for the cohorts. Specifically, if graduates transferred to another higher education institution ever since the graduating from CMI. Another report shows the job placement information while a comprehensive report on the full alumni survey is also available. All reports are accessible on the CMI website.

Alumni were tracked initially through their social pages. Surveyors verified the identity of the alumni through a series of questions pertaining on student's information while a student of CMI. Some alumni were tracked through big employers like PSS and CMI. The survey itself is online. If needed, copies were printed, disseminated, and collected by the surveyors.

Transfer Rates

Based on the results, 47 out of 178 or 26% of the graduates have enrolled and attended or attending a four-year college, university, or another community or technical college since earning the degree from CMI.

Among those who transferred, more than half are AA Liberal Arts graduates (57.45%) while 17.02% are AA-BUS graduates, 10.64% are AS-NURS graduates, 8.51% are AS-EEDU graduates, and 6.38% are CC-TEAC graduates.

Looking at each degree program however, the highest proportion of its graduates who have transferred are the AA-BUS degree program graduates at 44.44%. This is followed by the CC-TEAC graduates in which 37/50% enrolled and attended another college or university. A few graduates from the AA-LBA (28.42%), AS-EEDU (18.18%), and AS-NURS (21.74%) have transferred as well (for more details, see "Transfer Part 1" page).

Transferees Profile

With the 47 graduates who enrolled and attended another university or college, 26% transferred to a Bachelor in Arts degree program, 20% to a Bachelor of Science degree program, while more than half did not specify (54%).

In terms of the transfer institution, the highest proportion of graduates indicated they enrolled and attended or attending University of Hawaii at Hilo (34.04%) and Eastern Oregon University (31.91%). Less than half (42.55%) of the transferees shared the specific program they have transferred into after graduating from CMI and these are into the Nursing, Business Administration, Political Science & Economics, Accounting, Administration of Justice, Agriculture, Bioscience Chemistry, Health Science, Health Services Administration, Marine Biology, Politics and Government, Psychology, and World history.



JOB PLACEMENT 2018 AND 2019

Data: Alumni Tracer Survey Implemented April to September 2020

Notes on Visual:

1. Every page in this report describes a particular group which is shown at the upper right hand of the page.
2. Every tile in a page is labeled at the top describing the disaggregation used.
3. At the upper left of each report are filters which the user can interact with (if using the Power BI report) and which the tiles in the page respond to. The pages can either be filtered by academic programs or by a particular English or Math level.
4. The user can also interact with each tile to show the counts (if using the Power BI report) instead of percentages by doing a right-click on the tile and selecting "Show as a table".



TRANSFER RATES 2018 AND 2019 - KEY FINDINGS

Survey Respondents

Ninety-two percent of the 305 alumni were contacted but only 58% agreed to participate and completed the survey. There are slightly more males (53% males, 47% females) who completed the survey with the majority who are Marshallese (93%). A little over half are graduates of the AA-LBA program (53%). Some continued their education at CMI after graduating (14%). For more detailed information, please refer to the "Survey Respondents" page of this report.

Transfer Rates

Based on the results, 64% of the graduates are employed at the time of the survey with 57% being employed full-time. For those employed, 50% are graduates of the AA-LBA program while 14% each are AS-EEDU and AS-NURS graduates (refer to "Current Employment Part 1" page).

Looking at the rates in each degree program, BAEE, CC-MSCI, and CC-PH graduates are all currently employed. It should be noted that most of the graduates in these programs have already completed a related degree program, and are already working even before completing the degree. Among the Associate degree program graduates, 73% of AS-EEDU graduates are currently employed. While 70% of the AS-NURS, 60% of the AA-LBA, and 50% of the AA-BUS graduates are employed at the time of the survey. There are very few graduates in the CC programs that completed the survey. Among the CC-TEAC graduates, 87.5% are employed and are employed full-time. While only 25% of the CC-CARP are employed and are employed part-time (refer to "Current Employment Part 2" page).

In terms of Job Title, most of the currently employed graduates are "Classroom" "Teacher(s)", "Nurse" or "Staff" and 54% are in the same position ever since their graduation from CMI. Disaggregating by annual gross salary, though it should be noted that this is just one respondent, an AA-BUS graduate is receiving a salary at the higher end of the range at \$30,001 to \$40,000. However, although at a smaller scale, AA-BUS graduates also receive salary at the lower end of the scale (9% at Less than \$10,000 and 7% at \$10,001 - \$20,000). At each salary range, the majority are AA-LBA graduates. Those that have been in their current position for more than 6 years are all graduates of an Education degree program (AS-EEDU, BA_EEDU, CC-TEAC) time (refer to "Current Employment Part 3" page).

Comparing among the AA/AS degree programs where most respondents are, about a third of the AA-BUS and AA-LBA graduates receive less than \$10,000 annually while 38% for AS-EEDU and 31% for AS-NURS are in the same salary range. Majority of the graduates in each AA/AS degree program receive salary from \$10,001 to \$20,000 annually (56% for AA-BUS, 58% for AA-LBA, 56% for AS-EEDU, and 63% for AS-NURS). Except for AS-NURS graduates, most of the AA-BUS, AA-LBA, and AS-EEDU graduates have been in their current employment for less than a year. AS-NURS graduates on the other hand have been in their current employment longer at 1 to 3 years. (refer to "Current Employment Part 4" page).

Gender-wise, there are more females who are earning less than \$10,000 and earning \$10,001 to \$20,000 yearly. While the one AA-BUS graduate earning \$30,001 to \$40,000 a year is male and a Micronesian. Using the same type of disaggregation, almost half (49%) of the Marshallese graduates are in their current employment for less than a year while 38% in 1 to 3 years of employment (refer to "Current Employment Part 5" page).

First employment

Out of 178 respondents, 69% were immediately employed within the first six months out of graduation. Moreover, 53% were employed on a full time status. Half of those employed are AA-LBA graduates (50%). While 14% are AS-NURS, 12% are AS-EEDU graduates, and 9% are AA-BUS graduates. In terms of specific employment status, out of those employed full-time, 47% are



Survey Respondents Profile

Shows the survey completion rates among alumni contacted and respondent demographics.

Count of Alumni

305

Count of Respondents

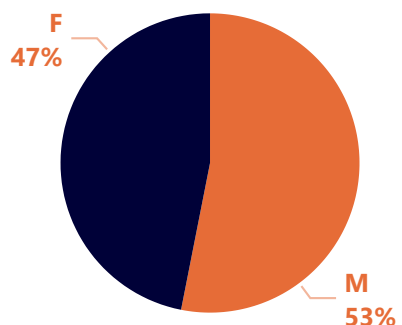
178

FILTER VIEW BY GRADUATION YEAR FOR SELECTED TILES

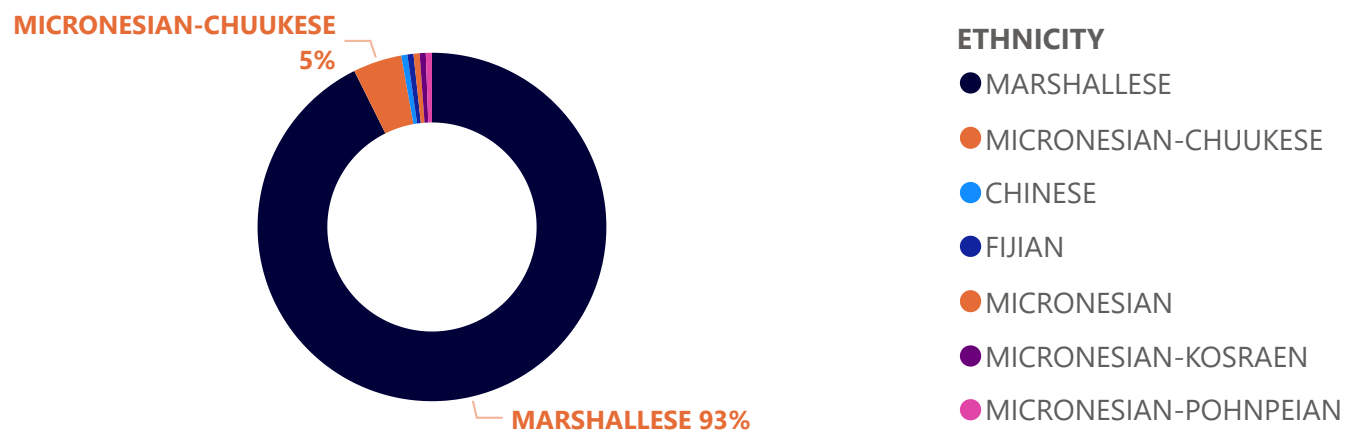
GRADUATION YEAR

- Select all
- 2018-19
- 2017-18

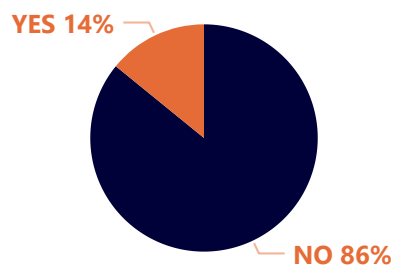
Respondents By Sex



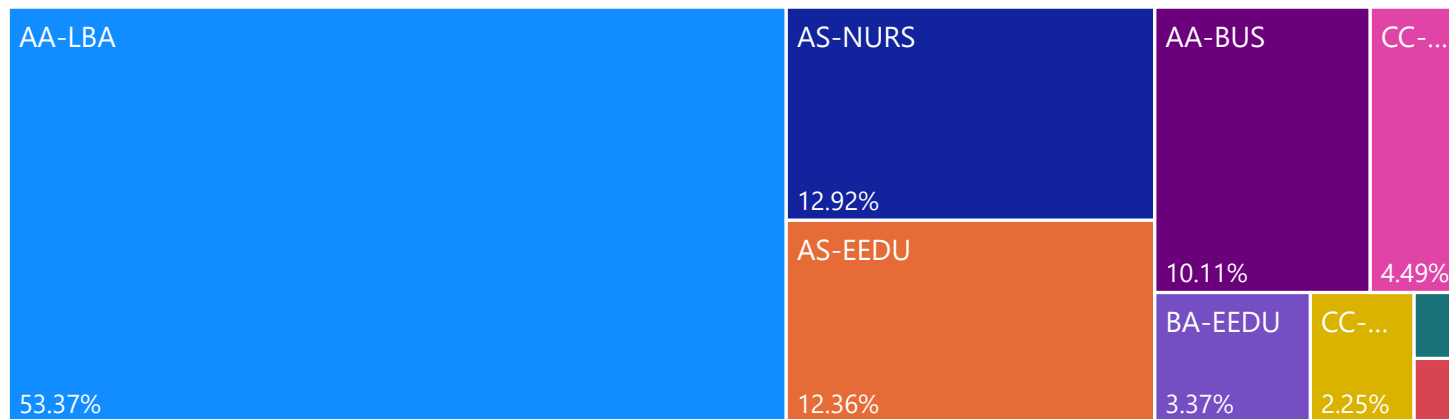
Respondents By Ethnicity



Respondents By If Pursued Another CMI Degree After Graduation



Respondents By Degree Program

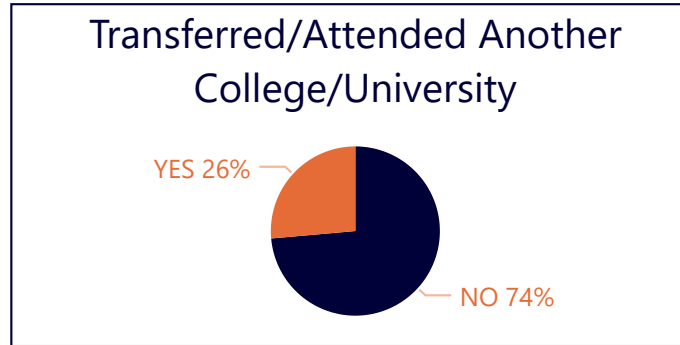




Transfer Rates

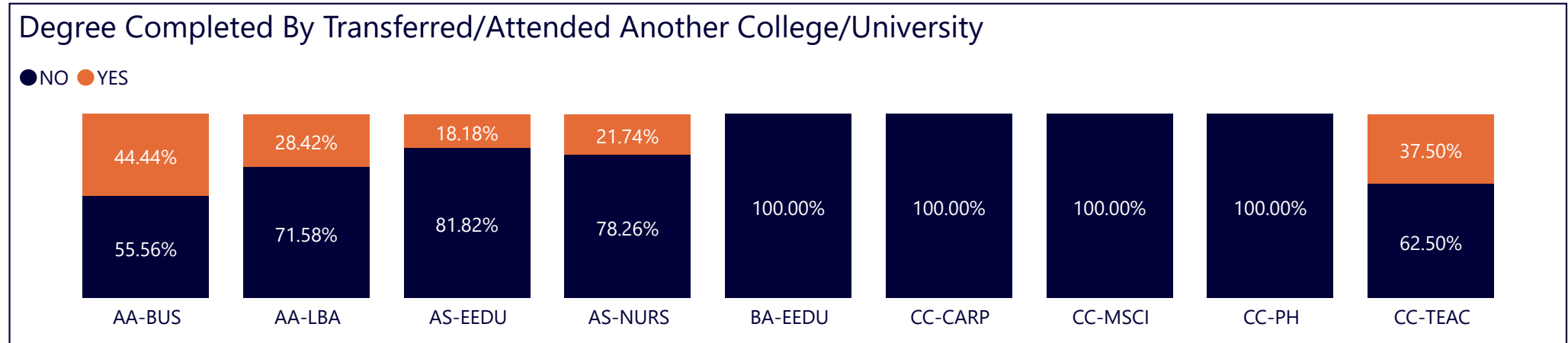
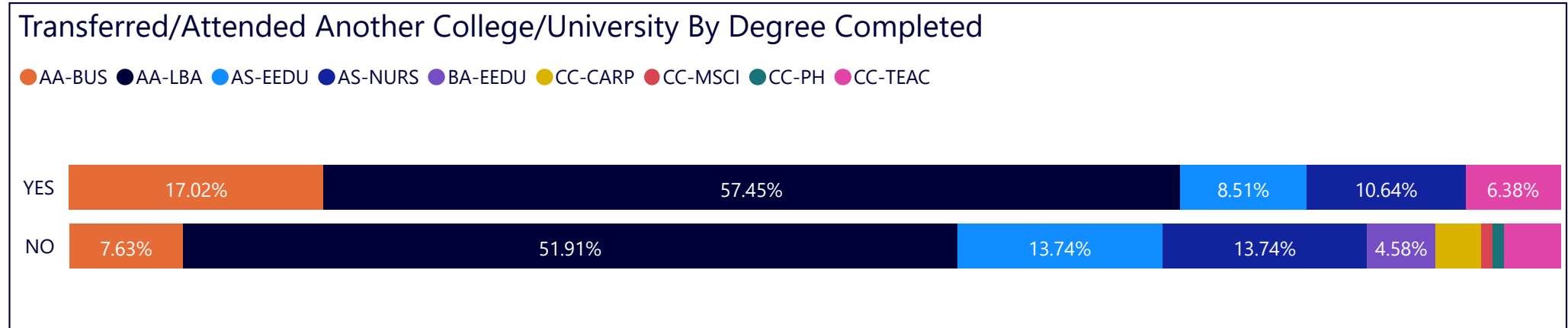
Shows the proportion out of the respondents who have furthered their education with another higher education institution.

Count of Respondents
178



FILTER VIEW BY GRADUATION YEAR FOR SELECTED TILES

- GRADUATION YEAR
- Select all
 - 2018-19
 - 2017-18





Transferees Profile

Among alumni who transferred, shows the profile of transferees.

FILTER VIEW BY GRADUATION YEAR OR BY DEGREE PROGRAM COMPLETED FOR SELECTED TILES

GRADUATION YEAR

- Select all
- 2018-19
- 2017-18

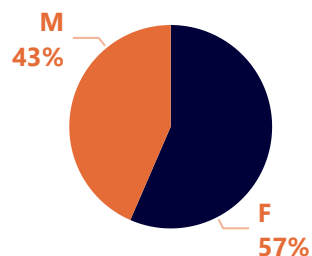
COMPLETED DEGREE PROGRAM

- Select all
- AA-BUS
- AA-LBA

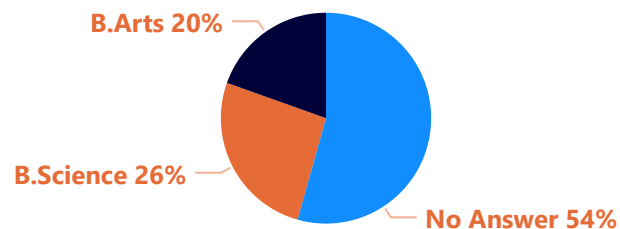
Count of Respondents - Transferees

47

By Sex



By Transferred Degree



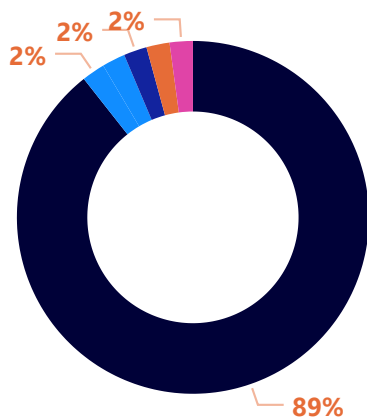
By Transferred Program

Q25_COLLEGE_PROGRAM	%GT Count of Student
No Answer	55.32%
Nursing	8.51%
Business Administration	6.38%
Political Science & Economics	6.38%
Accounting	2.13%
Administration of Justice	2.13%
Agriculture	2.13%
Bioscience Chemistry	2.13%
Health Science	2.13%
Health Services Administration (Minor/Certificate)	2.13%
Marine Biology	2.13%
none	2.13%
Politics & Government	2.13%
Psychology	2.13%
World History	2.13%
Total	100.00%

By Ethnicity

ETHNICITY

- MARSHALLESE
- (Blank)
- CHINESE
- FIJIAN
- MICRONESIAN-C...
- MICRONESIAN-P...



By Transferred College/University

Q25_COLLEGE_NAME	%GT Count of Student
University of Hawai'i at Hilo	34.04%
Eastern Oregon University	31.91%
University of Guam	6.38%
University of Hawaii at Manoa	4.26%
University of the South Pacific - Marshall Island campus	4.26%
Ateneo de Manila University	2.13%
Brigham Young University Idaho	2.13%
Chaminade University of Honolulu	2.13%
Fiji National University	2.13%
National Pingtung University of Science and Technology	2.13%
The University of the Ryukyus	2.13%
The University of the South Pacific	2.13%
University of Maine at Fort Kent/UMFK	2.13%
University of the South Pacific - Suva campus	2.13%
Total	100.00%



Did CMI Adequately Prepare You To Transfer?

Shows the rate among respondents who perceived CMI adequately prepared them to transfer. Result disaggregated by selected variables

Count of Respondents
178

FILTER VIEW BY GRADUATION YEAR FOR SELECTED TILES

- GRADUATION YEAR
- Select all
 - 2018-19
 - 2017-18

