





Project CEO Custom Report 2019 - 2020



What best describes your class status?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Freshman/First year	23.38%	20.42%
Sophomore/Second year	19.68%	19.58%
Junior/Third year	25.74%	30.83%
Senior/Fourth year	31.20%	29.17%
<i>Total Respondents</i>	6783	240



What is your gender? (select all that apply)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Man	30.61%	43.33%
Woman	67.80%	53.75%
Transgender	0.60%	0.42%
Gender Non-Conforming	0.86%	2.08%
Self-identify (please specify)	0.34%	1.25%
Prefer not to answer	0.55%	1.25%
<i>Total Respondents</i>	6783	240



What is your age? (whole number only)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	6770	237



With what race do you identify? (select all that apply)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
African-American or Black	10.28%	0.83%
American Indian or Alaska Native or Indigenous or First Nations	1.22%	2.50%
Arab or Middle Eastern	1.15%	0.42%
Asian or Asian American	6.74%	5.42%
Hispanic or Latino/a	27.66%	9.58%
Multiracial/Biracial	2.86%	0.83%
Native Hawaiian or Pacific Islander	0.59%	0.83%
White or European American	55.58%	80.83%
Prefer to self-describe:	0.84%	1.67%
Prefer not to answer	1.25%	5.42%
Asian/Pacific Islander (hidden, do not delete)	0.12%	0.00%
<i>Total Respondents</i>	6783	240



Which best describes you?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Residential Student	50.26%	67.92%
Commuter Student	49.74%	32.08%
<i>Total Respondents</i>	6783	240



Did you transfer from another institution?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Yes	28.38%	22.92%
No	71.62%	77.08%
<i>Total Respondents</i>	6783	240



What is the highest level of education completed by your first parent/mother/guardian?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Did not complete high school	10.36%	5.00%
High school/GED	33.52%	28.75%
Associates degree	13.70%	9.17%
Bachelor's degree	25.11%	35.00%
Master's degree	12.46%	15.83%
Doctorate	2.26%	5.42%
Unknown	2.59%	0.83%
<i>Total Respondents</i>	<i>6783</i>	<i>240</i>



What is the highest level of education completed by your second parent/father/guardian?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Did not complete high school	14.14%	6.67%
High school/GED	36.53%	29.58%
Associates degree	10.67%	14.58%
Bachelor's degree	20.63%	30.83%
Master's degree	8.83%	12.08%
Doctorate	2.39%	3.75%
Unknown	6.69%	2.50%
<i>Total Respondents</i>	<i>6783</i>	<i>240</i>



Have you participated in cocurricular activities at this institution (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Yes	65.50%	70.83%
No	34.50%	29.17%
<i>Total Respondents</i>	<i>6783</i>	<i>240</i>



What best explains why you decided to not get involved in co-curricular activities on campus? (Check all that apply)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I want to focus more on my academics	60.97%	62.30%
I worked too many hours	41.15%	42.62%
I have family commitments	25.42%	21.31%
I'm not interested in the co-curricular offerings at this school	12.29%	26.23%
The co-curricular offerings are not aligned to my areas of interest	10.45%	13.11%
I am involved with other experiences outside of the institution	12.99%	18.03%
My academic program doesn't allow for outside of the classroom involvement	3.06%	3.28%
I don't know how to get involved	20.15%	13.11%
Other: (please specify)	10.08%	21.31%
<i>Total Respondents</i>	2124	61

What would need to change for you to get involved in co-curricular activities on campus?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	1610	39

How many years have you participated in cocurricular activities at this institution?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
This year only	40.06%	28.31%
Two years	30.32%	30.72%
Three years	17.58%	24.10%
Four years	10.55%	13.25%
More than four years	1.49%	3.61%
<i>Total Respondents</i>	4294	166

In the current year, which of the following best describes your cocurricular involvement (student organizations, campus publications, student government, fraternity or sorority life, intercollegiate or intramural sports, or academic groups/honor societies)?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019	4.34	0.14	1.32	4294	49.86%	27.43%	
University of Idaho 2019 - 2020	4.48	---	1.26	166	55.42%	24.10%	

4.20 4.27 4.34 4.41 4.48



	National Average 2018 - 2019	University of Idaho 2019 - 2020
Very involved in multiple organizations	22.31%	24.10%
Somewhat involved in multiple organizations	27.55%	31.33%
Very involved in a single organization	22.71%	20.48%
Somewhat involved in a single organization	22.24%	20.48%
Not involved at all	5.19%	3.61%
<i>Total Respondents</i>	4294	166

PLEASE PROVIDE A CUSTOMIZED LIST, OR CONFIRM IF THIS QUESTION SHOULD BE DELETED



From the list below, mark all of the programs in which you have participated: (Check all that apply)

	National Average 2018 - 2019	University of Idaho 2019 - 2020
This list is customized by each school.	39.51%	0.00%
None of the above	60.49%	0.00%
<i>Total Respondents</i>	81	0



About how many hours per week do you spend participating in cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups or honor societies)?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Zero	5.23%	4.32%
Less than an hour	10.29%	5.56%
1-5 hours	39.96%	41.98%
6-10 hours	21.04%	28.40%
11-15 hours	10.36%	6.79%
16-20 hours	6.99%	4.94%
21-25 hours	2.58%	4.32%
26-30 hours	1.64%	2.47%
More than 30 hours	1.90%	1.23%
<i>Total Respondents</i>	<i>4149</i>	<i>162</i>



Have you been an officer/leader in any cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups or honor societies)?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Yes	43.49%	61.11%
No	56.51%	38.89%
<i>Total Respondents</i>	<i>4125</i>	<i>162</i>



How many years have you been an officer/leader in any cocurricular activities at this institution?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
This year only	53.55%	44.90%
Two years	33.46%	36.73%
Three years	10.97%	13.27%
Four years	1.62%	4.08%
More than four years	0.39%	1.02%
<i>Total Respondents</i>	<i>1787</i>	<i>98</i>



Did you participate in an internship or practical experience this year?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Yes	27.16%	32.43%
No	72.84%	67.57%
<i>Total Respondents</i>	6227	222



Have you participated in any internships or practical experiences previously?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Yes	62.43%	63.89%
No	37.57%	36.11%
<i>Total Respondents</i>	1682	72



Did you work as a student employee on campus this year?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Yes	33.27%	36.94%
No	66.73%	63.06%
<i>Total Respondents</i>	6206	222



How many years have you worked as a student employee on campus?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
This year only	48.42%	46.34%
Two years	30.38%	25.61%
Three years	15.26%	18.29%
Four years	5.35%	9.76%
More than four years	0.58%	0.00%
<i>Total Respondents</i>	2057	82



How many hours do you work each week as a student employee on campus?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
1-15 hours	67.62%	80.49%
16-30 hours	30.34%	18.29%
More than 30 hours	2.04%	1.22%
<i>Total Respondents</i>	2057	82



Did you work as an employee off campus this year?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Yes	44.14%	35.29%
No	55.86%	64.71%
<i>Total Respondents</i>	6187	221

How many hours do you work each week as an employee off campus?


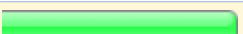
	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
1-15 hours	39.97%	50.00%
16-30 hours	41.63%	37.18%
More than 30 hours	18.40%	12.82%
<i>Total Respondents</i>	2712	78

How many years have you worked as an employee off campus?



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
This year only	26.62%	34.62%
Two years	22.97%	28.21%
Three years	15.34%	15.38%
Four years	9.96%	7.69%
More than four years	25.11%	14.10%
<i>Total Respondents</i>	2712	78

We define **intercultural competence** as the ability to value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences.



How would you rate your ability to learn from, understand, and communicate with people who have differing experiences than you?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.32	-0.09	0.91	5800	42.41%	16.83%	
University of Idaho 2019 - 2020 	3.23	---	0.75	200	31.50%	12.50%	

3.10 3.16 3.21 3.27 3.32



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	2.19%	2.44%
Beginner - I am just now beginning to acquire this skill	2.60%	0.98%
Developing - I am improving in this area	13.86%	11.22%
Competent - I do this skill pretty well	39.87%	54.63%
Advanced - I am above average at this skill	32.85%	25.85%
Expert - Others look to me to teach them this skill	8.63%	4.88%
<i>Total Respondents</i>	5930	205



What experiences at this institution have helped you most to **develop the skill of intercultural competence**? (Check all that apply)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	68.11%	61.66%
Internships/practical experiences	17.91%	20.73%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	42.73%	48.70%
My job on campus	20.65%	18.13%
My job off campus (other than internships or practical experiences)	28.57%	23.83%
I have not had the opportunity to develop this skill in any of the above experiences	5.73%	9.84%
<i>Total Respondents</i>	5685	193



We define **career management** as the ability to identify career goals and articulate relevant skills, knowledge, and experiences. The individual navigates career options and pursues opportunities with an understanding of one's own trajectory for professional growth.

How would you rate your ability to **plan for the development of skills and experiences focused around a specific career goal?**

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	2.87	0.10	1.08	544 2	28.70%	40.39%	
University of Idaho 2019 - 2020 	2.97	---	1.13	182	32.42%	36.81%	
	2.70	2.77	2.84	2.90	2.97		



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	4.64%	5.21%
Beginner - I am just now beginning to acquire this skill	8.50%	8.33%
Developing - I am improving in this area	30.02%	26.56%
Competent - I do this skill pretty well	29.47%	29.17%
Advanced - I am above average at this skill	20.33%	20.83%
Expert - Others look to me to teach them this skill	7.04%	9.90%
<i>Total Respondents</i>	<i>5707</i>	<i>192</i>

What experiences have helped you most to develop the skill of **career management**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	63.49%	61.45%
Internships/practical experiences	26.62%	41.34%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	30.38%	38.55%
My job on campus	21.99%	20.11%
My job off campus (other than internships or practical experiences)	31.81%	28.49%
I have not had the opportunity to develop this skill in any of the above experiences	6.53%	8.94%
<i>Total Respondents</i>	<i>5379</i>	<i>179</i>

We define **teamwork** as the ability to build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints. The individual is able to work within a team structure, and can negotiate and manage conflict.



How would you rate your ability to **work as a member of a team**?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.65	-0.02	0.96	5508	59.55%	11.55%	
University of Idaho 2019 - 2020 	3.63	---	0.83	187	59.36%	8.56%	

3.50 3.54 3.58 3.61 3.65



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	1.78%	1.06%
Beginner - I am just now beginning to acquire this skill	2.00%	0.53%
Developing - I am improving in this area	9.34%	7.94%
Competent - I do this skill pretty well	28.39%	31.75%
Advanced - I am above average at this skill	39.85%	46.03%
Expert - Others look to me to teach them this skill	18.63%	12.70%
<i>Total Respondents</i>	<i>5608</i>	<i>189</i>



What experiences have helped you most to develop the skill of **teamwork**? (Check all that apply)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	70.82%	68.48%
Internships/practical experiences	22.33%	35.33%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	49.38%	57.61%
My job on campus	24.21%	24.46%
My job off campus (other than internships or practical experiences)	40.10%	41.85%
I have not had the opportunity to develop this skill in any of the above experiences	2.08%	2.17%
<i>Total Respondents</i>	<i>5486</i>	<i>184</i>



We define **problem solving and decision making** as the ability to identify key issues or problems of concern and evaluate potential solutions. The individual presents ideal solutions that demonstrate sound reasoning and an understanding of contextual nuance.

How would you rate your ability to identify problems and execute logical solutions?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.38	0.12	0.98	5446	46.84%	18.71%	
University of Idaho 2019 - 2020 	3.51	---	0.93	184	50.54%	11.96%	
	3.20	3.28	3.36	3.43	3.51		


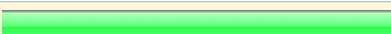
	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	1.66%	1.08%
Beginner - I am just now beginning to acquire this skill	2.35%	2.15%
Developing - I am improving in this area	16.05%	9.68%
Competent - I do this skill pretty well	33.88%	37.10%
Advanced - I am above average at this skill	33.55%	36.02%
Expert - Others look to me to teach them this skill	12.51%	13.98%
<i>Total Respondents</i>	5538	186

What experiences have helped you most to develop the skill of **problem solving and decision making**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	73.29%	67.40%
Internships/practical experiences	24.61%	39.78%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	38.88%	51.38%
My job on campus	23.42%	28.73%
My job off campus (other than internships or practical experiences)	39.84%	43.09%
I have not had the opportunity to develop this skill at this institution	3.74%	3.87%
<i>Total Respondents</i>	5432	181

We define **workflow planning** as the ability to Identify and prioritize tasks to achieve a desired outcome, and to create a plan with sequential steps and associated actions.



How would you rate your ability to **plan processes and strategies to accomplish tasks**?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.19	0.01	1.04	532 3	39.51%	26.39%	
University of Idaho 2019 - 2020 	3.20	---	0.95	179	37.99%	24.02%	

3.00 3.05 3.10 3.15 3.20



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	2.95%	1.10%
Beginner - I am just now beginning to acquire this skill	4.50%	2.21%
Developing - I am improving in this area	21.11%	21.55%
Competent - I do this skill pretty well	33.09%	37.57%
Advanced - I am above average at this skill	28.20%	29.28%
Expert - Others look to me to teach them this skill	10.14%	8.29%
<i>Total Respondents</i>	<i>5485</i>	<i>181</i>

What experiences have helped you most to develop the skill of **workflow planning**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	70.99%	70.95%
Internships/practical experiences	22.53%	32.40%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	32.98%	43.58%
My job on campus	21.57%	26.26%
My job off campus (other than internships or practical experiences)	36.58%	33.52%
I have not had the opportunity to develop this skill in any of the above experiences	4.97%	2.79%
<i>Total Respondents</i>	5312	179

We define **verbal communication** as the ability to verbally deliver purposeful presentations designed to increase knowledge, to foster understanding, or to promote change in the listeners' attitudes, values, beliefs, or behaviors.



How would you rate your ability to verbally present to increase knowledge or promote change?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.12	0.02	1.08	531 1	37.26%	30.48%	
University of Idaho 2019 - 2020 	3.14	---	0.96	177	37.29%	27.68%	

3.00 3.04 3.07 3.11 3.14



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	2.55%	1.12%
Beginner - I am just now beginning to acquire this skill	5.78%	2.79%
Developing - I am improving in this area	23.93%	24.58%
Competent - I do this skill pretty well	31.43%	34.64%
Advanced - I am above average at this skill	25.87%	30.17%
Expert - Others look to me to teach them this skill	10.44%	6.70%
<i>Total Respondents</i>	<i>5450</i>	<i>179</i>

What experiences have helped you most to develop the skill of **verbal communication**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	73.30%	71.75%
Internships/practical experiences	23.04%	38.98%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	40.23%	50.28%
My job on campus	22.75%	22.60%
My job off campus (other than internships or practical experiences)	36.51%	35.03%
I have not had the opportunity to develop this skill in any of the above experiences	3.79%	2.26%
<i>Total Respondents</i>	<i>5300</i>	<i>177</i>

We define **critical thinking** as the ability to conduct a comprehensive exploration of issues, ideas, artifacts, and events before accepting or formulating an opinion or conclusion.



How would you rate your ability to **explore ideas to formulate an opinion**?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.32	-0.01	0.99	531 7	44.59%	20.73%	
University of Idaho 2019 - 2020 	3.31	---	0.85	176	39.20%	13.64%	

3.20 3.23 3.26 3.29 3.32



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	1.85%	1.12%
Beginner - I am just now beginning to acquire this skill	3.10%	2.25%
Developing - I am improving in this area	17.24%	11.24%
Competent - I do this skill pretty well	34.04%	46.63%
Advanced - I am above average at this skill	32.69%	31.46%
Expert - Others look to me to teach them this skill	11.08%	7.30%
<i>Total Respondents</i>	<i>5417</i>	<i>178</i>

What experiences have helped you most to develop the skill of **critical thinking**? (Check all that apply)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	81.35%	82.39%
Internships/practical experiences	22.10%	36.36%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	31.34%	38.64%
My job on campus	17.03%	21.59%
My job off campus (other than internships or practical experiences)	30.81%	27.27%
I have not had the opportunity to develop this skill in any of the above experiences	3.90%	2.84%
<i>Total Respondents</i>	5313	176



We define **digital technology** skills as the ability to leverage existing digital technologies and adopting new technologies to ethically and efficiently to solve problems, complete tasks, and accomplish goals.

How would you rate your ability to **integrate technology into your problem solving**?



	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.14	-0.26*	1.09	5179	37.13%	28.83%	
University of Idaho 2019 - 2020 	2.88	---	1.06	173	23.12%	38.73%	

2.70 2.81 2.92 3.03 3.14

* Indicates statistical significance, p < .05



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	4.07%	1.70%
Beginner - I am just now beginning to acquire this skill	5.80%	6.25%
Developing - I am improving in this area	21.86%	31.82%
Competent - I do this skill pretty well	32.65%	37.50%
Advanced - I am above average at this skill	24.06%	12.50%
Expert - Others look to me to teach them this skill	11.56%	10.23%
<i>Total Respondents</i>	5399	176

What experiences have helped you most to develop the skill of **digital technology**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	72.92%	73.41%
Internships/practical experiences	20.41%	27.75%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	21.55%	23.12%
My job on campus	17.38%	14.45%
My job off campus (other than internships or practical experiences)	23.56%	19.08%
I have not had the opportunity to develop this skill in any of the above experiences	9.63%	10.98%
<i>Total Respondents</i>	5174	173

We define **written communication** as the ability to articulate thoughts and ideas clearly and effectively in a variety of written formats. The individual can develop and express complex ideas effectively with strong voice, sentence variety, paragraph flow, and grammatical awareness.



How would you rate your **ability to communicate through a written format**?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.30	-0.02	1.03	530 3	43.45%	22.36%	
University of Idaho 2019 - 2020 	3.29	---	0.90	175	40.00%	18.86%	

3.10 3.15 3.20 3.25 3.30



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	1.50%	0.57%
Beginner - I am just now beginning to acquire this skill	3.57%	1.14%
Developing - I am improving in this area	18.46%	17.61%
Competent - I do this skill pretty well	33.67%	40.91%
Advanced - I am above average at this skill	29.96%	31.25%
Expert - Others look to me to teach them this skill	12.83%	8.52%
<i>Total Respondents</i>	<i>5384</i>	<i>176</i>


What experiences have helped you most to develop skill of **written communication**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	87.33%	89.71%
Internships/practical experiences	18.21%	26.86%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	19.99%	24.57%
My job on campus	14.51%	13.71%
My job off campus (other than internships or practical experiences)	18.99%	16.00%
I have not had the opportunity to develop this skill in any of the above experiences	3.19%	1.71%
<i>Total Respondents</i>	5298	175

We define **influencing** as the ability to motivate individuals and groups to do something, or convincing or persuading others.



How would you rate your **ability to motivate or persuade others?**

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.17	-0.08	1.09	5145	38.83%	28.18%	
University of Idaho 2019 - 2020 	3.08	---	0.94	171	32.75%	26.32%	




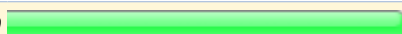
	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	4.21%	2.84%
Beginner - I am just now beginning to acquire this skill	5.72%	3.98%
Developing - I am improving in this area	21.28%	21.59%
Competent - I do this skill pretty well	31.60%	39.77%
Advanced - I am above average at this skill	25.77%	26.14%
Expert - Others look to me to teach them this skill	11.43%	5.68%
<i>Total Respondents</i>	5371	176

What experiences have helped you most to develop the skill of **influencing**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	52.59%	46.20%
Internships/practical experiences	19.15%	25.73%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	41.70%	52.63%
My job on campus	17.81%	13.45%
My job off campus (other than internships or practical experiences)	33.67%	30.41%
I have not had the opportunity to develop this skill in any of the above experiences	10.01%	10.53%
<i>Total Respondents</i>	5144	171

We define **leadership** as the ability to leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others.



How would you rate your ability to **lead others**?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.24	0.11	1.11	513 7	42.69%	26.90%	
University of Idaho 2019 - 2020 	3.35	---	1.04	171	47.95%	21.64%	

3.10 3.16 3.23 3.29 3.35



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	4.32%	2.84%
Beginner - I am just now beginning to acquire this skill	5.49%	3.98%
Developing - I am improving in this area	20.25%	17.05%
Competent - I do this skill pretty well	29.09%	29.55%
Advanced - I am above average at this skill	27.27%	34.09%
Expert - Others look to me to teach them this skill	13.58%	12.50%
<i>Total Respondents</i>	5369	176


What experiences have helped you most to develop the skill of **leadership**? (Check all that apply)



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	54.25%	48.54%
Internships/practical experiences	21.39%	30.99%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	46.91%	56.14%
My job on campus	19.49%	15.79%
My job off campus (other than internships or practical experiences)	37.96%	33.33%
I have not had the opportunity to develop this skill in any of the above experiences	6.39%	8.19%
<i>Total Respondents</i>	<i>5137</i>	<i>171</i>

We define **professionalism and work ethic** as the ability to demonstrate personal accountability and effective work habits, (e.g., punctuality, working productively with others, and time workload management, and understand the impact of non-verbal communication on professional work image).



How would you rate your ability to **demonstrate effective work habits**?

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
National Average 2018 - 2019 	3.48	0.09	1.02	5228	52.37%	17.64%	
University of Idaho 2019 - 2020 	3.57	---	1.01	171	55.56%	14.04%	





	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
I have not learned this skill in college	2.46%	2.29%
Beginner - I am just now beginning to acquire this skill	3.02%	2.86%
Developing - I am improving in this area	14.18%	10.86%
Competent - I do this skill pretty well	29.25%	29.71%
Advanced - I am above average at this skill	35.34%	36.57%
Expert - Others look to me to teach them this skill	15.75%	17.71%
<i>Total Respondents</i>	5360	175



What experiences have helped you most to develop the skill of **professionalism and work ethic**? (Check all that apply)

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
My classes (other than internships or practical experiences)	63.08%	63.16%
Internships/practical experiences	28.03%	43.86%
Cocurricular activities (organizations, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, or academic groups/honor societies)	33.92%	46.20%
My job on campus	27.40%	30.99%
My job off campus (other than internships or practical experiences)	46.15%	44.44%
I have not had the opportunity to develop this skill in any of the above experiences	4.04%	2.92%
<i>Total Respondents</i>	5227	171



Of the 12 skills listed here, which would you say is your **SINGLE** greatest area of strength?

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
Intercultural competence	4.50%	3.43%
Career management	1.58%	1.71%
Teamwork	14.67%	12.00%
Problem solving and decision making	12.14%	14.29%
Workflow planning	4.92%	7.43%
Verbal communication	6.56%	0.00%
Critical thinking	7.20%	6.86%
Digital technology	4.30%	2.29%
Written communication	7.20%	7.43%
Influencing	3.85%	2.29%
Leadership	13.41%	15.43%
Professionalism and work ethic	17.84%	25.14%
None of these	1.83%	1.71%
<i>Total Respondents</i>	5139	175



Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **intercultural competence** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	174	4

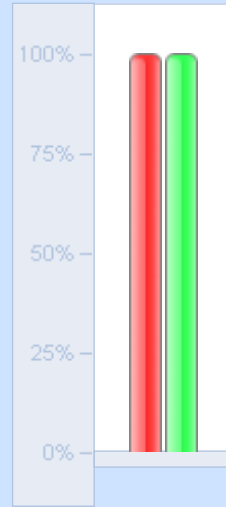
Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **career management** skill. Be as specific as you can.



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	63	2

Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **teamwork** skill. Be as specific as you can.



	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	627	17

Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **problem solving and decision making** skill. Be as specific as you can.





	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	455	20



Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **workflow planning** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	205	10



Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **verbal communication** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	0.00%
<i>Total Respondents</i>	277	0



Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **critical thinking** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	273	7



Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **digital technology** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	169	4



Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **written communication** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	302	9



Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **influencing** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	159	3

Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **leadership** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	560	24

Imagine you are at a job interview. Give an example of an experience from your time at this institution that helped you develop the **professionalism and work ethic** skill. Be as specific as you can.

	 National Average 2018 - 2019	 University of Idaho 2019 - 2020
	100.00%	100.00%
<i>Total Respondents</i>	684	35

National Average 2018 - 2019

- Alfred University - Project CEO 2019
- Auburn University - Project CEO 2019
- California State University - San Bernardino - Project CEO 2019
- California State University, Dominguez Hills - Project CEO 2019
- Coastal Carolina University - Project CEO 2019
- Plymouth State University - Project CEO 2019
- Rowan University - Project CEO 2019
- Stockton University - Project CEO 2019
- The University of Texas Rio Grande Valley - Project CEO 2019
- University of Massachusetts - Boston - Project CEO 2019
- University of Memphis - Project CEO 2019
- University of New Haven - Project CEO 2019
- University of North Carolina at Chapel Hill - Project CEO 2019
- University of Oklahoma - Project CEO 2019
- West Texas A&M University - Project CEO 2019