

INTRODUCTION

The Undergraduate First Destination Survey investigates the employment and enrollment in graduate/professional school activities of recent bachelor’s degree recipients with the goal of estimating post-graduation outcomes rates. The target population is bachelor’s degree recipients who graduated between July 1, 2018 and June 30, 2019.

Initial data were gathered just before graduation via an online instrument. Students participating in May commencement completed the survey while waiting to pick up their caps and gowns for the graduation ceremony. For those who did not respond to the initial survey, or indicated they were still seeking employment, an online survey was sent to the graduate via email. A third follow-up to non-responders and those still seeking employment involved contacting the graduate via social media or phone. National Student Clearinghouse and Marquette University enrollment data were also utilized to place non-responders into the outcome category related to enrollment in graduate/professional school. Data collection ended on December 31, 2019; thus, outcomes represent the first destination of the graduates up to that date.

RESULTS

Response Rates

The overall response rate for those who graduated in the 2018-2019 academic year, including all follow-up contact, was 93%, similar to the response rate for the 2017-2018 cohort (90%) and the 2016-2017 cohort (89%). The table below shows response rates by college.

College	Number of Graduates	Number of Respondents	Response Rate
Arts and Sciences	488	436	89%
Business Administration	325	310	95%
Communication	246	217	88%
Education	48	46	96%
Engineering	237	226	95%
Health Sciences	266	256	96%
Nursing	135	134	99%
Professional Studies	22	16	73%
Overall	1,767	1,641	93%

First Destination Post-Graduation Outcomes

Graduates were grouped into one of several post-graduation outcomes based on their survey response. The categories are mutually exclusive. Post-graduation service represents students who are participating in a stipend-paid post-graduation service position such as the Peace Corps, AmeriCorps, or the Jesuit Volunteer Corps. Planning to continue education, not admitted/enrolled represents those not actively seeking employment and planning to enroll in a graduate/professional program. Not employed or in school, not seeking employment represents students who indicated they were not engaged in an activity and were not actively seeking employment or enrollment in a graduate/professional program. Seeking employment indicates those who were not engaged in any activity above and were still seeking employment as of December following graduation.

	2014-2015 (n=1,636)	2015-2016 (n=1,718)	2016-2017 (n=1,652)	2017-2018 (n=1,700)	2018-2019 (n=1,641)
Employed, full-time	57%	56%	58%	58%	56%
Employed, part-time	3%	3%	3%	2%	3%
Graduate/professional school, full-time	24%	24%	23%	22%	24%
Graduate/professional school, part-time	1%	1%	1%	1%	1%
Post-graduation service, full-time	3%	2%	2%	2%	2%
Active military	2%	2%	2%	2%	2%
Planning to continue education, not admitted/enrolled	2%	3%	3%	3%	4%
Not employed or in school, not seeking employment	1%	1%	1%	0%	1%
Seeking Employment	8%	8%	7%	9%	8%

First Destination Post-Graduation Outcomes by College:

The information below shows the post-graduation outcome rates for each of the eight undergraduate colleges at Marquette.

	2015-2016 (n = 399)	2016-2017 (n = 408)	2017-2018 (n=401)	2018-2019 (n=436)
College of Arts and Sciences				
Employed, full-time	33%	37%	39%	40%
Employed, part-time	5%	5%	1%	4%
Graduate/professional school, full-time	34%	33%	29%	33%
Graduate/professional school, part-time	2%	2%	2%	1%
Post-graduation service, full-time	4%	6%	4%	3%
Active military	3%	3%	5%	2%
Planning to continue education, not admitted/enrolled	7%	6%	7%	5%
Not employed or in school, not seeking employed	2%	<1%	<1%	1%
Seeking	11%	8%	11%	12%
College of Business Administration				
Employed, full-time	78%	82%	79%	82%
Employed, part-time	0%	2%	<1%	1%
Graduate/professional school, full-time	12%	9%	9%	9%
Graduate/professional school, part-time	0%	<1%	<1%	0%
Post-graduation service, full-time	1%	1%	1%	0%
Active military	1%	<1%	1%	1%
Planning to continue education, not admitted/enrolled	2%	1%	1%	2%
Not employed or in school, not seeking employed	1%	1%	<1%	1%
Seeking	5%	3%	9%	4%
College of Communication				
Employed, full-time	67%	66%	58%	62%
Employed, part-time	7%	6%	9%	8%
Graduate/professional school, full-time	10%	12%	10%	10%
Graduate/professional school, part-time	1%	1%	1%	0%
Post-graduation service, full-time	1%	0%	3%	2%
Active military	2%	<1%	1%	0%
Planning to continue education, not admitted/enrolled	0%	1%	1%	2%
Not employed or in school, not seeking employed	1%	0%	1%	1%
Seeking	10%	14%	16%	15%
College of Education				
Employed, full-time	74%	79%	77%	78%
Employed, part-time	4%	0%	8%	2%
Graduate/professional school, full-time	8%	8%	8%	4%
Graduate/professional school, part-time	1%	2%	0%	0%
Post-graduation service, full-time	7%	2%	2%	0%
Active military	1%	0%	0%	2%
Planning to continue education, not admitted/enrolled	1%	0%	2%	0%
Not employed or in school, not seeking employed	1%	0%	0%	0%
Seeking	2%	8%	4%	13%

	2015-2016 (n = 233)	2016-2017 (n=208)	2017-2018 (n = 245)	2018-2019 (n = 226)
College of Engineering				
Employed, full-time	67%	69%	73%	69%
Employed, part-time	1%	0%	0%	1%
Graduate/professional school, full-time	18%	16%	15%	12%
Graduate/professional school, part-time	0%	1%	<1%	1%
Post-graduation service, full-time	0%	<1%	0%	0%
Active military	2%	3%	2%	4%
Planning to continue education, not admitted/enrolled	1%	<1%	0%	1%
Not employed or in school, not seeking employed	1%	<1%	<1%	0%
Seeking	10%	10%	9%	12%
College of Health Sciences	(n = 228)	(n=221)	(n = 231)	(n = 256)
Employed, full-time	14%	13%	16%	14%
Employed, part-time	2%	3%	1%	2%
Graduate/professional school, full-time	66%	66%	70%	70%
Graduate/professional school, part-time	1%	2%	1%	0%
Post-graduation service, full-time	1%	2%	1%	1%
Active military	0%	<1%	1%	1%
Planning to continue education, not admitted/enrolled	8%	11%	4%	11%
Not employed or in school, not seeking employed	0%	0%	0%	0%
Seeking	7%	3%	4%	1%
College of Nursing	(n = 112)	(n = 112)	(n = 146)	(n = 134)
Employed, full-time	90%	88%	91%	89%
Employed, part-time	1%	2%	0%	2%
Graduate/professional school, full-time	1%	0%	0%	0%
Graduate/professional school, part-time	0%	0%	0%	0%
Post-graduation service, full-time	2%	2%	1%	1%
Active military	3%	5%	3%	2%
Planning to continue education, not admitted/enrolled	1%	0%	0%	1%
Not employed or in school, not seeking employed	1%	2%	2%	1%
Seeking	2%	1%	5%	4%
College of Professional Studies	(n = 23)	(n = 11)	(n = 7)	(n = 16)
Employed, full-time	61%	82%	86%	88%
Employed, part-time	0%	9%	0%	6%
Graduate/professional school, full-time	4%	0%	0%	6%
Graduate/professional school, part-time	4%	0%	0%	0%
Post-graduation service, full-time	0%	0%	0%	0%
Active military	0%	0%	0%	0%
Planning to continue education, not admitted/enrolled	4%	0%	0%	0%
Not employed or in school, not seeking employed	13%	0%	0%	0%
Seeking	13%	9%	14%	0%

Undergraduate Internships, Co-ops, and Research Experiences

Respondents from certain colleges were asked to report whether or not they participated in an internship, co-op, or research experience during their undergraduate career. Overall, 75% responded to this question set. The chart below shows this breakdown by college. Respondents may be counted in the multiple activity categories or “None of the above,” so the totals across rows will not sum to 100%. Note that the College of Education and the College of Nursing chose not to ask this question of their students because of practical experience requirements built into their curriculum.

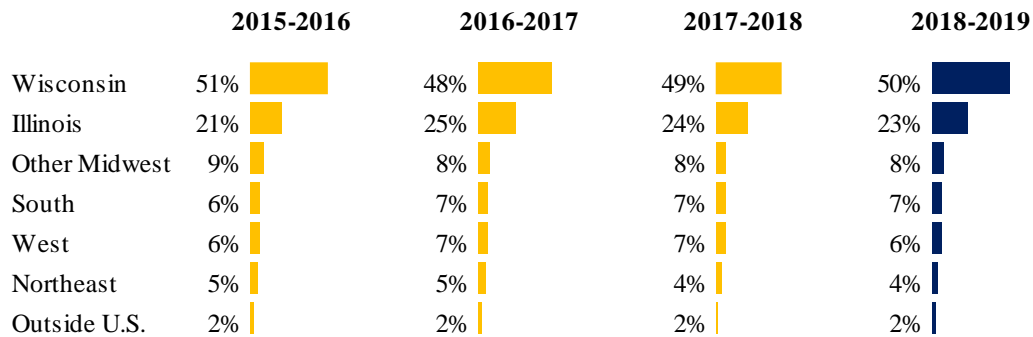
College	Year	Number of Respondents	High Impact Practice (select all that apply)			
			Internship	Co-op	Research Experience	None of the Above
Arts and Sciences	2016-2017	317	50%	0%	32%	33%
	2017-2018	333	54%	1%	33%	27%
	2018-2019	360	57%	0%	30%	25%
Business Administration	2016-2017	335	87%	1%	2%	12%
	2017-2018	350	89%	2%	3%	8%
	2018-2019	288	87%	2%	3%	11%
Communication	2016-2017	151	85%	1%	5%	13%
	2017-2018	210	89%	0%	3%	10%
	2018-2019	181	85%	0%	3%	14%
Engineering	2016-2017	187	60%	45%	16%	16%
	2017-2018	226	59%	52%	25%	6%
	2018-2019	195	55%	49%	24%	11%
Health Sciences	2016-2017	187	24%	0%	40%	42%
	2017-2018	161	32%	1%	37%	41%
	2018-2019	188	23%	0%	37%	48%
Professional Studies	2016-2017	10	10%	0%	0%	90%
	2017-2018	5	0%	0%	0%	100%
	2018-2019	10	0%	0%	0%	100%

Respondents who indicated that they participated in at least one internship were asked how many internships they had (up to six). Respondents who indicated that they participated in at least one research experience were asked how many research experiences they had (up to three). A team of representatives from each college helped to determine what the maximum number of internships and research experiences should be and noted that students almost never participate in more than one co-op; hence, the number of co-ops was not asked. For this survey, a research experience was defined as an experience in which a student conducted or helped to conduct research and was mentored by or worked closely with a faculty member, graduate student, or research group. Respondents were instructed not to include class projects, capstone projects, or independent study work.

	Number of Internships			Number of Research Experiences		
	2016-2017 (n=732)	2017-2018 (n=864)	2018-2019 (n=759)	2016-2017 (n=216)	2017-2018 (n=241)	2018-2019 (n=238)
1	45%	42%	42%	71%	69%	69%
2	35%	34%	35%	22%	23%	21%
3	14%	16%	16%	7%	8%	11%
4	4%	5%	5%			
5	2%	2%	1%			
6	1%	1%	1%			

Starting Region

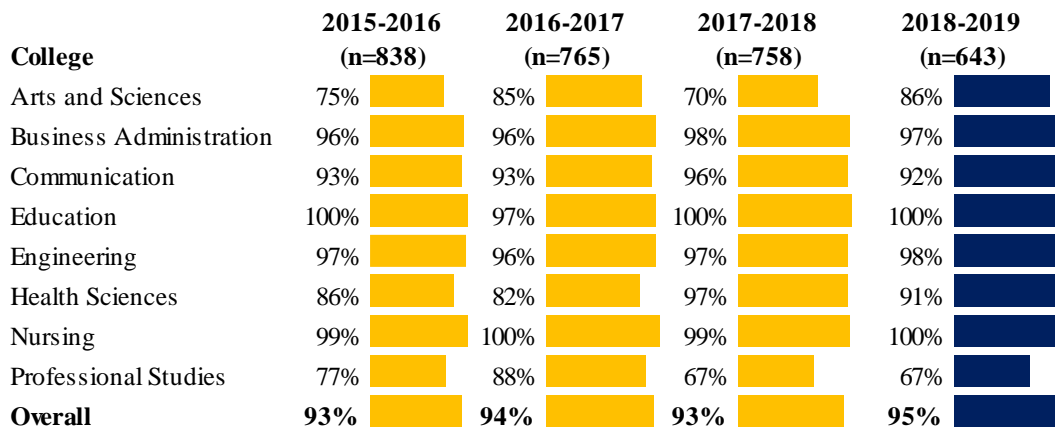
Graduates indicated their current location. In 2018-2019, 74 percent are located in Wisconsin or Illinois post-graduation, compared with 73% in 2017-2018 and 2016-2017.



Full-time Employment

Respondents were asked to indicate the relationship of their career goals. Respondents in the military or in post-graduation stipend-paid service positions are excluded from this section.

In 2018-2019, 95% of students with full-time employment reported that they consider their job to be **related to their career goals and/or an entry-level path** that will allow them to achieve their career goals. This is a slight increase from 2017-2018 (93%) and 2016-2017 (94%) graduates.



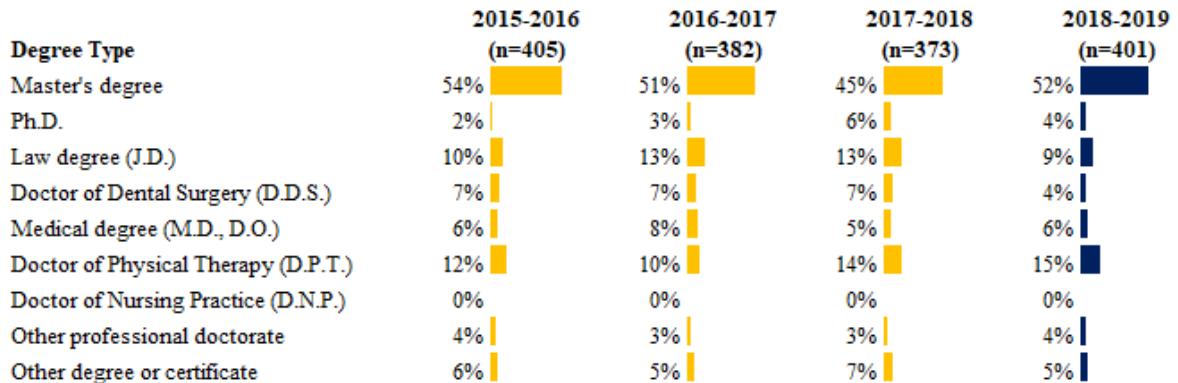
The table below shows gross starting salaries of full-time, non-temporary employed graduates by college. Respondents in the College of Professional Studies are excluded due to a small number of respondents. The salary numbers exclude those active in the military, those in a post-graduation stipend-paid service position, those in a temporary position, and those employed as Medical Scribes. About 64 percent of full-time employed respondents reported salary information on the survey (compared with 68% in 2017-2018 and 69% in 2016-17).

College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Overall	2015-2016	579	\$40,000	\$52,000	\$60,000
	2016-2017	579	\$42,000	\$52,000	\$60,000
	2017-2018	622	\$42,000	\$53,000	\$60,000
	2018-2019	548	\$43,000	\$54,000	\$62,750
Arts and Sciences	2015-2016	64	\$30,000	\$35,500	\$43,050
	2016-2017	68	\$32,000	\$38,000	\$44,500
	2017-2018	73	\$32,760	\$40,000	\$47,500
	2018-2019	76	\$31,000	\$43,000	\$52,000
Business Administration	2015-2016	225	\$47,500	\$53,000	\$60,000
	2016-2017	225	\$46,000	\$53,000	\$59,000
	2017-2018	224	\$45,000	\$53,250	\$60,000
	2018-2019	191	\$50,000	\$55,000	\$62,500
Communication	2015-2016	60	\$30,500	\$37,350	\$42,000
	2016-2017	54	\$32,000	\$38,000	\$47,000
	2017-2018	56	\$35,000	\$40,000	\$46,000
	2018-2019	58	\$37,500	\$42,000	\$45,000
Education	2015-2016	26	\$31,000	\$35,000	\$40,000
	2016-2017	27	\$33,050	\$39,040	\$45,000
	2017-2018	21	\$35,000	\$38,000	\$40,000
	2018-2019	14	\$30,000	\$39,550	\$42,500
Engineering	2015-2016	116	\$55,000	\$60,000	\$65,000
	2016-2017	115	\$58,000	\$61,000	\$67,000
	2017-2018	120	\$60,000	\$63,000	\$66,202
	2018-2019	105	\$60,000	\$65,000	\$70,000
Health Sciences	2015-2016	14	\$30,000	\$43,475	\$50,000
	2016-2017	10	\$31,000	\$36,500	\$48,000
	2017-2018	23	\$30,000	\$48,000	\$55,000
	2018-2019	23	\$30,000	\$37,000	\$42,494
Nursing	2015-2016	74	\$50,000	\$54,440	\$60,000
	2016-2017	80	\$50,000	\$53,000	\$60,000
	2017-2018	105	\$50,000	\$55,000	\$60,000
	2018-2019	85	\$50,000	\$55,000	\$60,000

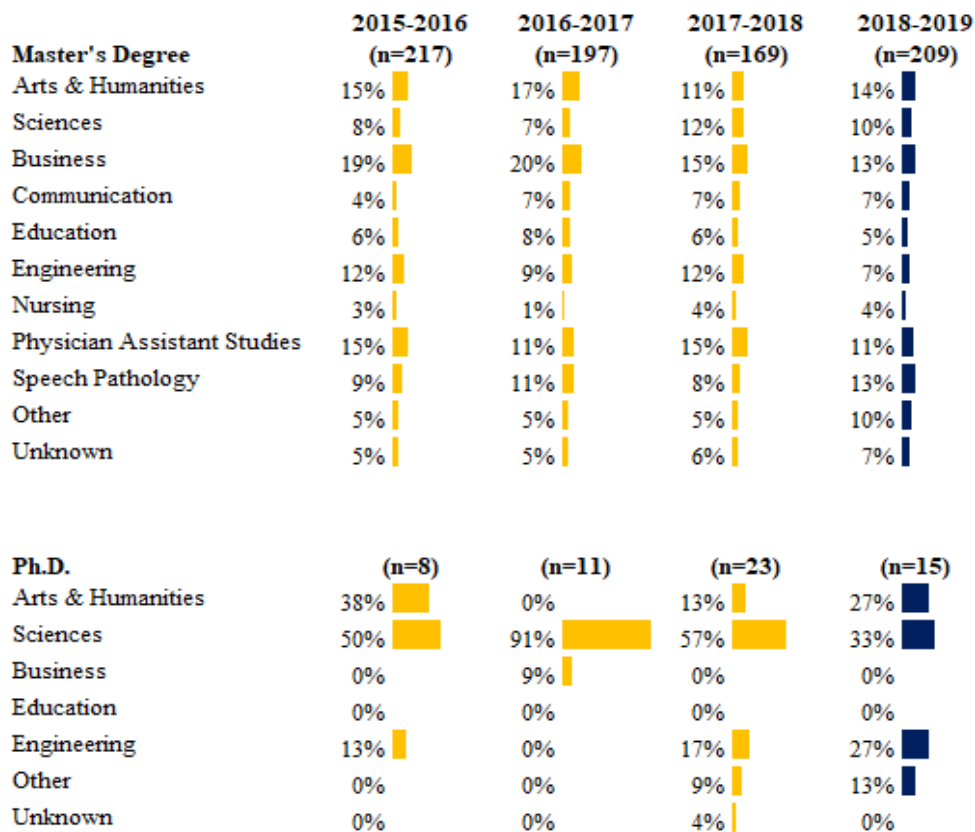
Graduate and Professional Education

Those pursuing graduate/professional school were asked to indicate the type of degree they are pursuing and the field of study of the degree. The survey also collected the name of the school, although that information is not included within this report.

About 50% of those pursuing graduate/professional school are pursuing a Master’s degree. The “Other professional doctorate” category includes degrees such as Doctor of Optometry (O.D.) and Doctor of Audiology (AuD). The “Other” category primarily includes second bachelor’s degrees and certificates.



Students pursuing either Master’s or Ph.D. degrees were asked to indicate their field of study. The “Other” category in the Master’s Degree chart includes fields such as social work, public health, and international studies.



Seeking Employment and Planning on Continuing Education

Graduates who indicated they were either seeking employment or planning to continue education were asked to comment on their job search or graduate/professional program search process. For respondents reporting that they were seeking employment and who responded to this follow-up question (n = 159), they had the option to choose from a list of seven options to describe where they are in the process. Respondents could check all that applied to them; therefore, the percentages across each row will not add up to 100%.

		Job Search Process - Seeking Employment (select all that apply)						
Number of Respondents	Year	Applying	Interviewing	Planning to Relocate First	Taking a Gap-Year	Researching Jobs	Have Not Started	Other
140	2018-2019	63%	30%	6%	6%	9%	2%	1%
136	2017-2018	74%	38%	5%	7%	21%	7%	4%
152	2016-2017	80%	32%	5%	12%	23%	0%	4%

For respondents reporting that they were planning to continue education and who responded to this follow-up question (n = 103), they had the option to choose from a list of seven options to describe where they are in the process.

		Program Search Process - Planning to Continue Education (select all that apply)						
Number of Respondents	Year	Applied & Waiting to	Studying for Tests	Researching Programs	Taking a Gap-Year	Thinking but Not Committed	Applying	Other
62	2018-2019	11%	39%	27%	47%	10%	39%	0%
123	2017-2018	17%	29%	24%	50%	14%	40%	7%
118	2016-2017	21%	41%	29%	57%	14%	43%	3%

DISCUSSION

Results from this annual survey are distributed to many campus constituency groups and are used to inform current and future students of first destination post-graduation outcomes.

Data collection procedures follow the National Association of Colleges and Employers ([NACE standards and protocols](#)) for the collection of graduating student initial career outcomes information for undergraduates. Marquette’s Career Services Center submits Undergraduate First Destination Survey outcomes data, aggregated at the major level, to NACE for inclusion in NACE’s yearly report on first destination outcomes, including national hiring and continuing education trends.

For additional information about the report, contact:

- Ms. Laura MacBride, Associate Director, Institutional Research and Analysis, at laura.macbride@marquette.edu,
- Ms. Courtney Hanson, Director, Career Services Center, at courtney.hanson@marquette.edu, or
- Ms. Heba Ali, Research Analyst, Institutional Research and Analysis, at heba.ali@marquette.edu.