

# 2020-2021 UNDERGRADUATE FIRST-DESTINATION SURVEY

## 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, 2020 and June 30, 2021.

Initial data were gathered just before graduation via an online instrument. For those who did not respond to the initial survey, or indicated they were still seeking employment, a follow-up online survey invitation was sent to the graduate via email. A third follow-up to non-responders and those still seeking employment involved obtaining information from the graduate via social media. 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, 2021; thus, outcomes represent the first destination of the graduates up to that date.

Response rates and outcomes (e.g., percent employed full-time) reported on this survey differ noticeably from those reported in previous years. These differences are likely a result of multiple items, including the following:

- Fluctuations in the job market, specifically increases in the availability of certain positions, related to the COVID-19 pandemic and associated employer decisions
- Email and survey fatigue felt by students who had spent a larger portion of their last two years of study online due to the COVID-19 pandemic, resulting in a lower response rate in some colleges that likely especially impacted those who did not have an outcome to report (i.e., those who were either not seeking employment or enrollment in a graduate/professional program or those who were still seeking employment at that time of the survey)
- By discipline, the colleges that had the highest response rates to the survey were also the colleges that had very high percentages of graduates who reported full-time employment (College of Business Administration, College of Engineering)

## Results

### Response Rates

The overall response rate for those who graduated in the 2020-2021 academic year, including all follow-up contact, was 74%, down compared to previous years (77% for the 2019-2020 cohort and 93% for the 2018-2019 cohort). The decline in recent years' response rates is partially due to changes in data collection strategies as a result of the COVID-19 pandemic. The table below shows response rates by college.

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College	Number of Graduates	Number of Respondents	Response Rate
Arts and Sciences	515	309	60%
Business Administration	431	395	92%
Communication	215	158	73%
Education	57	27	47%
Engineering	271	221	82%
Health Sciences	297	209	70%
Nursing	117	82	70%
Professional Studies	2	1	50%
<b>Overall</b>	<b>1,905</b>	<b>1,402</b>	<b>74%</b>

### 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. Due to the COVID-19 pandemic, an initial question was added to the survey asking respondents whether they knew of their next steps post-graduation. Students who indicated that they were “unsure of their next steps” are omitted from post-graduation outcome calculations.

In 2020-2021, the percent of graduates that are full-time employed increased from previous years (66% in 2020-2021 compared to 55% in 2019-2020 and 56% in 2018-2019).

	2016-2017 (n=1,652)	2017-2018 (n=1,700)	2018-2019 (n=1,641)	2019-2020 (n=1,373)	2020-2021 (n=1,393)
Employed, full-time	58%	58%	56%	55%	66%
Employed, part-time	3%	2%	3%	4%	2%
Graduate/professional school, full-time	23%	22%	24%	26%	25%
Graduate/professional school, part-time	1%	1%	1%	2%	2%
Post-graduation service, full-time	2%	2%	2%	2%	1%
Active military	2%	2%	2%	1%	1%
Planning to continue education, not admitted/enrolled	3%	3%	4%	1%	<1%
Not employed or in school, not seeking employment	1%	0%	1%	2%	<1%
Seeking Employment	7%	9%	8%	6%	3%

### First Destination Post-Graduation Outcomes by College:

The information below shows the post-graduation outcome rates for seven undergraduate colleges at Marquette. Outcomes for students from the College of Professional Studies are excluded from the table above due to the small number of respondents.

	2016-2017 (n = 408)	2017-2018 (n=401)	2018-2019 (n=436)	2019-2020 (n=328)	2020-2021 (n=305)
<b>College of Arts and Sciences</b>					
Employed, full-time	37%	39%	40%	35%	51%
Employed, part-time	5%	1%	4%	6%	5%
Graduate/professional school, full-time	33%	29%	33%	33%	33%
Graduate/professional school, part-time	2%	2%	1%	5%	2%
Post-graduation service, full-time	6%	4%	3%	6%	3%
Active military	3%	5%	2%	2%	1%
Planning to continue education, not admitted/enrolled	6%	7%	5%	1%	1%
Not employed or in school, not seeking employed	<1%	<1%	1%	3%	<1%
Seeking	8%	11%	12%	8%	4%
<b>College of Business Administration</b>					
Employed, full-time	82%	79%	82%	77%	87%
Employed, part-time	2%	<1%	1%	1%	1%
Graduate/professional school, full-time	9%	9%	9%	12%	9%
Graduate/professional school, part-time	<1%	<1%	0%	<1%	2%
Post-graduation service, full-time	1%	1%	0%	0%	0%
Active military	<1%	1%	1%	2%	<1%
Planning to continue education, not admitted/enrolled	1%	1%	2%	1%	0%
Not employed or in school, not seeking employed	1%	<1%	1%	1%	0%
Seeking	3%	9%	4%	7%	2%
<b>College of Communication</b>					
Employed, full-time	66%	58%	62%	66%	78%
Employed, part-time	6%	9%	8%	11%	4%
Graduate/professional school, full-time	12%	10%	10%	12%	12%
Graduate/professional school, part-time	1%	1%	0%	2%	3%
Post-graduation service, full-time	0%	3%	2%	2%	1%
Active military	<1%	1%	0%	1%	1%
Planning to continue education, not admitted/enrolled	1%	1%	2%	0%	0%
Not employed or in school, not seeking employed	0%	1%	1%	1%	0%
Seeking	14%	16%	15%	6%	1%
<b>College of Education</b>					
Employed, full-time	79%	77%	78%	81%	59%
Employed, part-time	0%	8%	2%	4%	11%
Graduate/professional school, full-time	8%	8%	4%	7%	19%
Graduate/professional school, part-time	2%	0%	0%	2%	4%
Post-graduation service, full-time	2%	2%	0%	2%	0%
Active military	0%	0%	2%	0%	0%
Planning to continue education, not admitted/enrolled	0%	2%	0%	0%	4%
Not employed or in school, not seeking employed	0%	0%	0%	2%	0%
Seeking	8%	4%	13%	2%	4%

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	2016-2017 (n=208)	2017-2018 (n = 245)	2018-2019 (n = 226)	2019-2020 (n = 211)	2020-2021 (n = 218)
<b>College of Engineering</b>					
Employed, full-time	69%	73%	68%	69%	79%
Employed, part-time	0%	0%	1%	1%	1%
Graduate/professional school, full-time	16%	15%	12%	11%	11%
Graduate/professional school, part-time	1%	<1%	1%	1%	<1%
Post-graduation service, full-time	<1%	0%	0%	0%	<1%
Active military	3%	2%	4%	1%	1%
Planning to continue education, not admitted/enrolled	<1%	0%	1%	0%	1%
Not employed or in school, not seeking employed	<1%	<1%	0%	4%	<1%
Seeking	10%	9%	12%	11%	5%
<b>College of Health Sciences</b>					
Employed, full-time	13%	16%	14%	13%	17%
Employed, part-time	3%	1%	2%	4%	1%
Graduate/professional school, full-time	66%	70%	70%	74%	79%
Graduate/professional school, part-time	2%	1%	0%	2%	0%
Post-graduation service, full-time	2%	1%	1%	3%	<1%
Active military	<1%	1%	1%	0%	0%
Planning to continue education, not admitted/enrolled	11%	4%	11%	1%	1%
Not employed or in school, not seeking employed	0%	0%	0%	1%	0%
Seeking	3%	4%	1%	<1%	1%
<b>College of Nursing</b>					
Employed, full-time	88%	91%	89%	91%	91%
Employed, part-time	2%	0%	2%	1%	1%
Graduate/professional school, full-time	0%	0%	0%	2%	0%
Graduate/professional school, part-time	0%	0%	0%	1%	1%
Post-graduation service, full-time	2%	1%	1%	0%	0%
Active military	5%	3%	2%	2%	4%
Planning to continue education, not admitted/enrolled	0%	0%	1%	0%	0%
Not employed or in school, not seeking employed	2%	2%	1%	0%	0%
Seeking	1%	5%	4%	2%	2%

### Undergraduate Internships, Co-ops, and Research Experiences

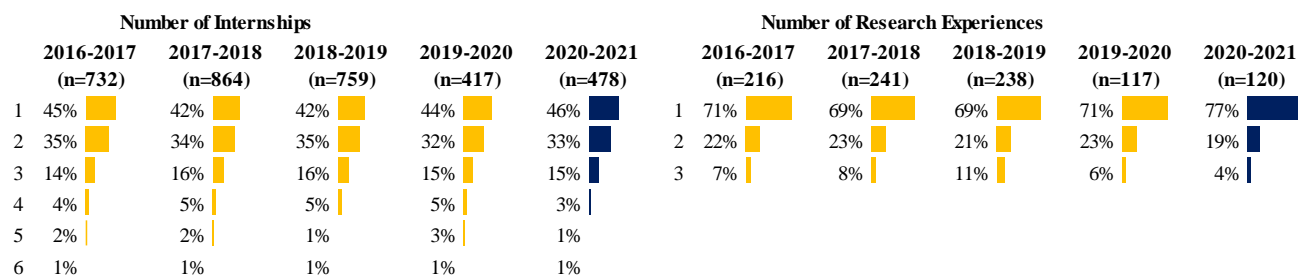
Respondents from certain colleges were asked to report whether they participated in an internship, co-op, or research experience during their undergraduate career. Overall, 52% (n = 735) of survey responders provided information for this question set. The chart below shows this breakdown by college.

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 these questions of their students because of practical experience requirements built into their curriculum. College of Professional Studies results are excluded from the table below due to the small number of respondents.

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%
	2019-2020	159	59%	0%	30%	22%
	2020-2021	125	48%	0%	32%	30%
Business Administration	2016-2017	335	87%	1%	2%	12%
	2017-2018	350	89%	2%	3%	8%
	2018-2019	288	87%	2%	3%	11%
	2019-2020	162	93%	0%	2%	7%
	2020-2021	313	86%	0%	4%	13%
Communication	2016-2017	151	85%	1%	5%	13%
	2017-2018	210	89%	0%	3%	10%
	2018-2019	181	85%	0%	3%	14%
	2019-2020	49	88%	0%	8%	12%
	2020-2021	59	81%	0%	3%	19%
Engineering	2016-2017	187	60%	45%	16%	16%
	2017-2018	226	59%	52%	25%	6%
	2018-2019	195	55%	49%	24%	11%
	2019-2020	163	65%	54%	16%	2%
	2020-2021	150	57%	53%	24%	9%
Health Sciences	2016-2017	187	24%	0%	40%	42%
	2017-2018	161	32%	1%	37%	41%
	2018-2019	188	23%	0%	37%	48%
	2019-2020	91	25%	0%	41%	43%
	2020-2021	87	15%	0%	34%	56%

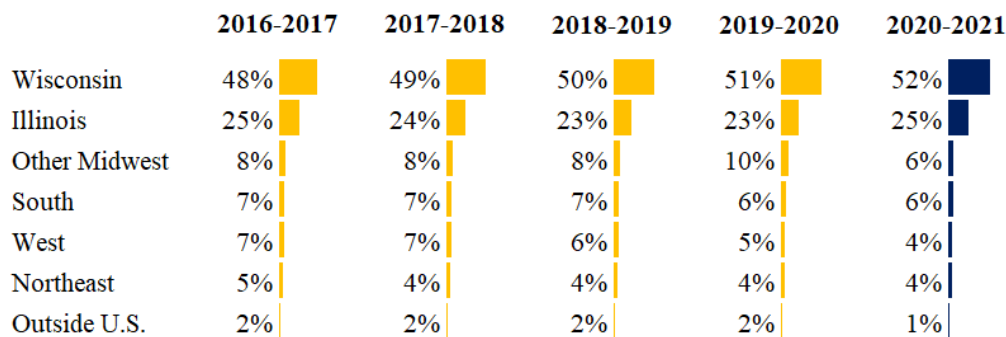
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Respondents who indicated that they participated in at least one internship were asked how many internships they had (up to six). Respondents who indicated that they participated in at least one research experience were asked how many research experiences 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.



Starting Region

Graduates indicated their current location. In 2020-2021, 77% of respondents are located in Wisconsin or Illinois post-graduation, compared with 74% in 2019-2020 and 73% in 2018-2019.



Full-time Employment

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

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College	2016-2017 (n=765)	2017-2018 (n=758)	2018-2019 (n=643)	2019-2020 (n=342)	2020-2021 (n=552)
Arts and Sciences	85%	70%	86%	88%	93%
Business Administration	96%	98%	97%	96%	96%
Communication	93%	96%	92%	87%	98%
Education	97%	100%	100%	100%	100%
Engineering	96%	97%	98%	100%	97%
Health Sciences	82%	97%	91%	87%	97%
Nursing	100%	99%	100%	100%	100%
<b>Overall</b>	<b>94%</b>	<b>93%</b>	<b>95%</b>	<b>96%</b>	<b>97%</b>

In 2020-2021, 97% of respondents 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 similar to 2019-2020 (96%) and 2018-2019 (95%) graduates' responses.

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 the 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 54% of full-time employed respondents reported salary information on the survey (compared with 43% in 2019-2020 and 64% in 2018-2019).

College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Overall	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
	2019-2020	317	\$47,840	\$57,000	\$65,000
	2020-2021	475	\$50,000	\$60,000	\$67,500
Arts and Sciences	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
	2019-2020	44	\$34,060	\$40,000	\$52,500
	2020-2021	41	\$37,000	\$42,500	\$60,000
Business Administration	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
	2019-2020	111	\$50,000	\$55,000	\$65,000
	2020-2021	223	\$50,000	\$58,000	\$66,500
Communication	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
	2019-2020	21	\$36,400	\$42,000	\$50,000
	2020-2021	33	\$40,000	\$45,000	\$50,000

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College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Education	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
	2019-2020	6	\$39,000	\$40,500	\$42,500
	2020-2021	6	\$39,000	\$41,500	\$43,000
Engineering	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
	2019-2020	76	\$64,000	\$68,500	\$73,750
	2020-2021	108	\$62,000	\$67,250	\$70,000
Health Sciences	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
	2019-2020	10	\$41,000	\$55,580	\$58,500
	2020-2021	19	\$30,000	\$35,000	\$42,000
Nursing	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
	2019-2020	49	\$52,000	\$56,000	\$60,000
	2020-2021	45	\$55,000	\$60,000	\$65,000

### 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 half 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 design, public health, and behavior analysis.

Degree Type	2015-2016 (n=405)	2016-2017 (n=382)	2017-2018 (n=373)	2018-2019 (n=401)	2019-2020 (n=350)
Master's degree	54%	51%	45%	52%	52%
Ph.D.	2%	3%	6%	4%	3%
Law degree (J.D.)	10%	13%	13%	9%	7%
Doctor of Dental Surgery (D.D.S.)	7%	7%	7%	4%	9%
Medical degree (M.D., D.O.)	6%	8%	5%	6%	3%
Doctor of Physical Therapy (D.P.T.)	12%	10%	14%	15%	16%
Other professional doctorate	4%	3%	3%	4%	6%
Other degree or certificate	6%	5%	7%	5%	3%



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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 design, public health, and behavior analysis.



























	2015-2016 (n=217)	2016-2017 (n=197)	2017-2018 (n=169)	2018-2019 (n=209)	2019-2020 (n=181)
<b>Master's Degree</b>					
Arts & Humanities	15%	17%	11%	14%	9%
Sciences	8%	7%	12%	10%	7%
Business	19%	20%	15%	13%	19%
Communication	4%	7%	7%	7%	7%
Education	6%	8%	6%	5%	1%
Engineering	12%	9%	12%	7%	7%
Nursing	3%	1%	4%	4%	6%
Physician Assistant Studies	15%	11%	15%	11%	9%
Speech Pathology	9%	11%	8%	13%	10%
Other	5%	5%	5%	10%	14%
Unknown	5%	5%	6%	7%	10%
<b>Ph.D.</b>	<b>(n=8)</b>	<b>(n=11)</b>	<b>(n=23)</b>	<b>(n=15)</b>	<b>(n=11)</b>
Arts & Humanities	38%	0%	13%	20%	18%
Sciences	50%	91%	57%	33%	18%
Business	0%	9%	0%	0%	0%
Education	0%	0%	0%	0%	0%
Engineering	13%	0%	17%	27%	27%
Other	0%	0%	9%	20%	27%
Unknown	0%	0%	4%	0%	9%

### 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. Respondents who reported that they were seeking employment and who responded to this follow-up question (n = 27) had the option to choose from a list of seven options to describe where they were in the process. All respondents who completed the "seeking employment" follow-up questions are included in the charts below, even those who indicated that they were also in another post-graduation outcome category (e.g. employed part-time *and* seeking employment). Respondents could check all that applied to them; therefore, the percentages across each row will not add up to 100%.

Number of Respondents	Year	Job Search Process - Seeking Employment (select all that apply)						
		Applying	Interviewing	Planning to Relocate First	Taking a Gap-Year	Researching Jobs	Have Not Started	Other
152	2016-2017	80%	32%	5%	12%	23%	0%	4%
136	2017-2018	74%	38%	5%	7%	21%	7%	4%
168	2018-2019	76%	40%	8%	11%	17%	3%	2%
47	2019-2020	66%	32%	4%	6%	30%	4%	11%

For respondents reporting that they were planning to continue education and who responded to this follow-up question (n = 42), they had the option to choose from a list of seven options to describe where they are in the process.

Number of Respondents	Year	Program Search Process - Planning to Continue Education (select all that apply)						
		Applied & Waiting to Hear Back	Studying for Tests	Researching Programs	Taking a Gap-Year	Thinking but Not Committed	Applying	Other
118	2016-2017	21% 	41% 	29% 	57% 	14% 	43% 	3% 
123	2017-2018	17% 	29% 	24% 	50% 	14% 	40% 	7% 
103	2018-2019	16% 	35% 	29% 	48% 	17% 	44% 	0%
35	2019-2020	17% 	20% 	34% 	49% 	34% 	34% 	0%

## 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.

There are interactive reports available that provide further investigation into Undergraduate First Destination Survey data:

- [Outcomes by College and Graduation Year](#) (public)
- [Outcomes by Major](#) (public)

Data collection procedures for this survey 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.

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