2023-2024 UNDERGRADUATE FIRST DESTINATION SURVEY

EXECUTIVE SUMMARY

MARQUETTE
UNIVERSITY

BE THE DIFFERENCE.

OIRA, Spring 2025

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, 2023, and June 30, 2024.

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 ends six months after a student's degree conferment date.

Results

Response Rates

The overall response rate for those who graduated in the 2023-2024 academic year, including all follow-up contact, was 96%, up compared to previous years (93% for the 2022-2023 cohort and 89% for the 2021-2022 cohort). The table below shows response rates by college.

College	Number of Graduates	Number of Respondents	Response Rate	
Arts and Sciences	462	433	94%	
Business Administration	320	312	98%	
Communication	157	142	90%	
Education	49	46	94%	
Engineering	209	206	99%	
Health Sciences	224	221	99%	
Nursing	142	136	96%	
Overall	**1,563**	**1,496**	**96%**	

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 six months after graduation.

In 2023-2024, the percent of graduates who are full-time employed is 56%.

	2019-2020 (n=1,373)	2020-2021 (n=1,393)	2021-2022 (n=1,755)	2022-2023 (n=1,742)	2023-2024 (n=1,496)
Employed, full-time	55%	66%	57%	56%	56%
Employed, part-time	4%	2%	4%	4%	4%
Graduate/professional school, full-time	26%	25%	25%	24%	25%
Graduate/professional school, part-time	2%	2%	1%	1%	1%
Post-graduation service, full-time	2%	1%	1%	1%	1%
Active military	1%	1%	1%	1%	1%
Planning to continue education, not admitted/enrolled	1%	<1%	3%	4%	3%
Not employed or in school, not seeking employment	2%	<1%	0%	0%	0%
Seeking Employment	6%	3%	6%	9%	8%

From the outcomes above, we can calculate a "fully engaged" percentage, which is the percentage of respondents who are employed full-time, in the military, in a stipend-paid service position, or attending graduate/professional school full-time or part-time.

The percentage of respondents who are "fully engaged" is shown below by college. The fully engaged rate for the 2023-2024 cohort was 84.2%.

College	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Arts and Sciences	81.4%	90.2%	76.6%	75.3%	79.9%
Business Administration	90.7%	97.5%	93.5%	90.9%	91.3%
Communication	81.3%	94.9%	77.7%	70.7%	70.4%
Education	92.6%	81.5%	84.2%	88.5%	93.5%
Engineering	82.9%	93.1%	92.1%	85.2%	85.4%
Health Sciences	92.8%	96.6%	88.7%	84.3%	86.4%
Nursing	96.6%	96.3%	92.5%	85.4%	87.5%
Overall	87.0%	94.4%	86.3%	82.0%	84.2%

First Destination Post-Graduation Outcomes by College:

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

	2019-2020 (n=328)	2020-2021 (n=305)	2021-2022 (n=461)	2022-2023 (n=493)	2023-2024 (n=433)
College of Arts and Sciences					
Employed, full-time	35%	51%	40%	42%	42%
Employed, part-time	6%	5%	7%	8%	5%
Graduate/professional school, full-time	33%	33%	29%	29%	30%
Graduate/professional school, part-time	5%	2%	2%	1%	3%
Post-graduation service, full-time	6%	3%	3%	2%	3%
Active military	2%	1%	2%	2%	2%
Planning to continue education, not admitted/enrolled	1%	1%	8%	7%	6%
Not employed or in school, not seeking employed	3%	<1%	0%	1%	1%
Seeking	8%	4%	8%	9%	8%

	(n=313)	(n=394)	(n=384)	(n=375)	(n=312)
College of Business Administration					
Employed, full-time	77%	87%	82%	78%	79%
Employed, part-time	1%	1%	1%	1%	1%
Graduate/professional school, full-time	12%	9%	11%	11%	12%
Graduate/professional school, part-time	<1%	2%	0%	1%	0%
Post-graduation service, full-time	0%	0%	0%	1%	0%
Active military	2%	<1%	<1%	0%	1%
Planning to continue education, not admitted/enrolled	1%	0%	<1%	1%	0%
Not employed or in school, not seeking employed	1%	0%	1%	1%	0%
Seeking	7%	2%	4%	6%	7%

	(n=155)	(n=158)	(n=157)	(n=191)	(n=142)
College of Communication					
Employed, full-time	66%	78%	64%	58%	56%
Employed, part-time	11%	4%	10%	10%	8%
Graduate/professional school, full-time	12%	12%	12%	12%	15%
Graduate/professional school, part-time	2%	3%	1%	1%	0%
Post-graduation service, full-time	2%	1%	1%	1%	0%
Active military	1%	1%	1%	0%	0%
Planning to continue education, not admitted/enrolled	0%	0%	0%	1%	3%
Not employed or in school, not seeking employed	1%	0%	0%	0%	1%
Seeking	6%	1%	13%	18%	18%

|	(n=54)	(n=27)	(n=57)	(n=61)	(n=46)
College of Education					
Employed, full-time	81%	59%	65%	77%	70%
Employed, part-time	4%	11%	7%	2%	4%
Graduate/professional school, full-time	7%	19%	14%	7%	22%
Graduate/professional school, part-time	2%	4%	0%	2%	0%
Post-graduation service, full-time	2%	0%	5%	2%	0%
Active military	0%	0%	0%	2%	2%
Planning to continue education, not admitted/enrolled	0%	4%	0%	3%	0%
Not employed or in school, not seeking employed	2%	0%	0%	0%	2%
Seeking	2%	4%	9%	7%	0%

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
College of Engineering	(n = 211)	(n = 218)	(n = 242)	(n=210)	(n=206)
Employed, full-time	69%	79%	77%	71%	67%
Employed, part-time	1%	1%	<1%	1%	4%
Graduate/professional school, full-time	11%	11%	12%	11%	14%
Graduate/professional school, part-time	1%	<1%	<1%	<1%	1%
Post-graduation service, full-time	0%	<1%	<1%	<1%	0%
Active military	1%	1%	2%	1%	2%
Planning to continue education, not admitted/enrolled	0%	1%	<1%	1%	0%
Not employed or in school, not seeking employed	4%	<1%	0%	<1%	<1%
Seeking	11%	5%	7%	11%	11%
College of Health Sciences	(n=222)	(n=208)	(n=293)	(n=268)	(n=221)
Employed, full-time	13%	17%	19%	16%	20%
Employed, part-time	4%	1%	2%	3%	5%
Graduate/professional school, full-time	74%	79%	69%	66%	64%
Graduate/professional school, part-time	2%	0%	<1%	1%	1%
Post-graduation service, full-time	3%	<1%	1%	1%	1%
Active military	0%	0%	0%	<1%	0%
Planning to continue education, not admitted/enrolled	1%	1%	6%	10%	7%
Not employed or in school, not seeking employed	1%	0%	0%	<1%	0%
Seeking	<1%	1%	3%	3%	2%
College of Nursing	(n=88)	(n=82)	(n=161)	(n=144)	(n=136)
Employed, full-time	91%	91%	89%	84%	85%
Employed, part-time	1%	1%	1%	2%	1%
Graduate/professional school, full-time	2%	0%	1%	1%	1%
Graduate/professional school, part-time	1%	1%	0%	1%	1%
Post-graduation service, full-time	0%	0%	0%	0%	0%
Active military	2%	4%	2%	0%	1%
Planning to continue education, not admitted/enrolled	0%	0%	0%	1%	1%
Not employed or in school, not seeking employed	0%	0%	0%	0	0%
Seeking	2%	2%	6%	12%	10%

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, 79% (n = 1,181) 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 a chose not to ask these questions of their students because of practical experience requirements built into their curriculum. The College of Nursing chose to begin asking this section as of the 2023-24 graduating cohort.

College	Year	Number of Respondents	High Impact Practice (select all that apply)			
			Internship	Co-op	Research Experience	None of the Above
Arts and Sciences	2019-2020	159	59%	0%	30%	22%
	2020-2021	125	48%	0%	32%	30%
	2021-2022	384	46%	0%	31%	35%
	2022-2023	424	48%	0%	33%	32%
	2023-2024	364	45%	0%	33%	36%
Business Administration	2019-2020	162	93%	0%	2%	7%
	2020-2021	313	86%	0%	4%	13%
	2021-2022	343	82%	0%	1%	18%
	2022-2023	342	83%	0%	2%	16%
	2023-2024	259	83%	0%	2%	16%
Communication	2019-2020	49	88%	0%	8%	12%
	2020-2021	59	81%	0%	3%	19%
	2021-2022	137	81%	0%	2%	19%
	2022-2023	172	81%	0%	5%	17%
	2023-2024	115	74%	1%	2%	26%
Engineering	2019-2020	163	65%	54%	16%	2%
	2020-2021	150	57%	53%	24%	9%
	2021-2022	224	61%	37%	26%	12%
	2022-2023	198	64%	37%	24%	10%
	2023-2024	157	71%	24%	27%	6%
Health Sciences	2019-2020	91	25%	0%	41%	43%
	2020-2021	87	15%	0%	34%	56%
	2021-2022	212	16%	0%	46%	43%
	2022-2023	220	25%	0%	38%	48%
	2023-2024	162	21%	1%	34%	53%
Nursing	2023-2024	123	42%	0%	13%	53%

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 students had during their undergraduate career.

		2019-2020 (n=417)	2020-2021 (n=478)	2021-2022 (n=739)	2022-2023 (n=808)	2023-2024 (n=661)
1		44%	46%	53%	51%	51%
2		32%	33%	31%	34%	33%
3		15%	15%	12%	11%	11%
4		5%	3%	3%	3%	2%
5		3%	1%	1%	0%	1%
6		1%	1%	<1%	0%	0%
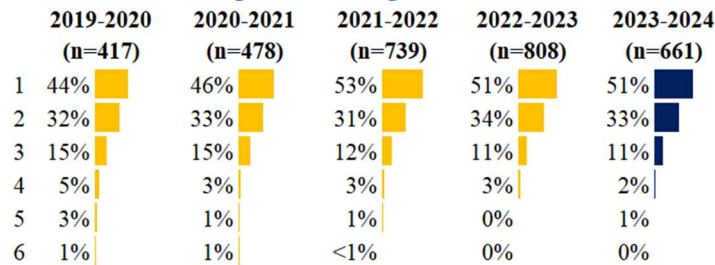
Number of research experiences students had during their undergraduate career.

		2019-2020 (n=117)	2020-2021 (n=120)	2021-2022 (n=279)	2022-2023 (n=285)	2023-2024 (n=241)
1		71%	77%	76%	74%	71%
2		23%	19%	18%	20%	24%
3		6%	4%	6%	6%	6%
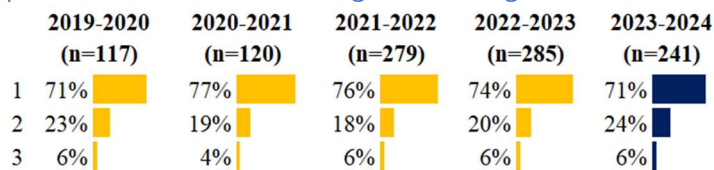
Starting Region

Graduates indicated their current location. In 2023-2024, 79% of respondents are located in Wisconsin or Illinois post-graduation, compared with 79% in 2022-2023 and 78% in 2021-2022.

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Wisconsin	51%	52%	53%	55%	54%
Illinois	23%	25%	25%	24%	25%
Other Midwest	10%	6%	6%	6%	6%
South	6%	6%	5%	6%	7%
West	5%	4%	5%	5%	4%
Northeast	4%	4%	3%	3%	4%
Outside U.S.	2%	1%	1%	1%	1%
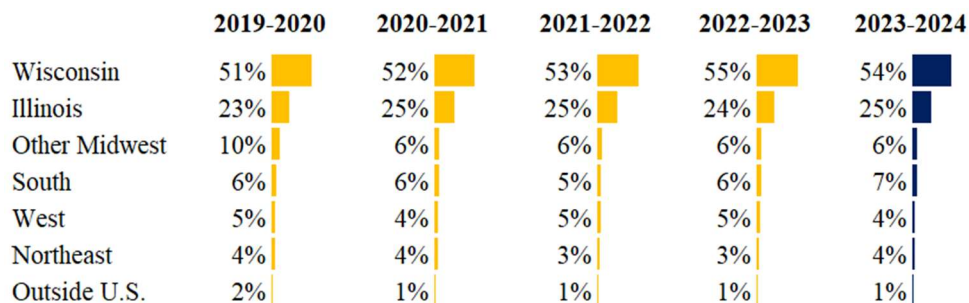
Full-time Employment

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.

College	2019-2020 (n=342)	2020-2021 (n=552)	2021-2022 (n=792)	2022-2023 (n=793)	2023-2024 (n=616)
Arts and Sciences	88%	93%	88%	92%	90%
Business Administration	96%	96%	97%	98%	97%
Communication	87%	98%	92%	92%	91%
Education	100%	100%	97%	91%	96%
Engineering	100%	97%	100%	98%	98%
Health Sciences	87%	97%	93%	95%	97%
Nursing	100%	100%	98%	98%	99%
Overall	**96%**	**97%**	**95%**	**96%**	**96%**
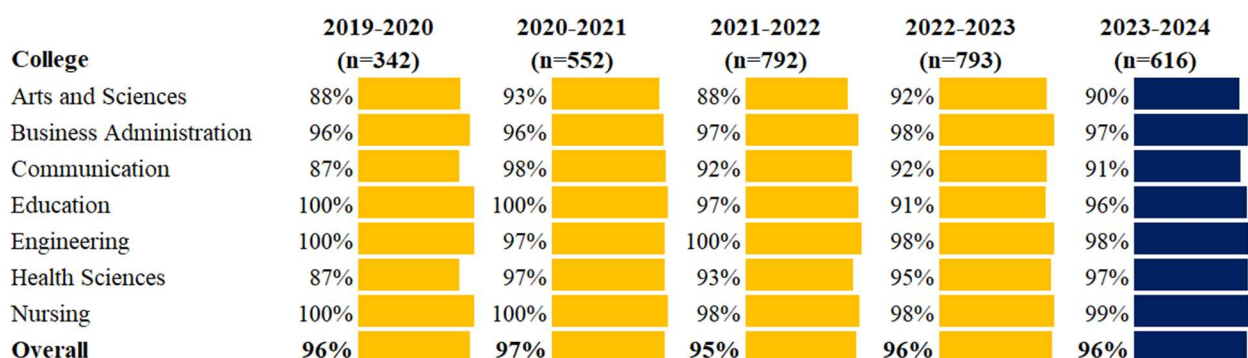
In 2023-2024, 96% of respondents with full-time employment reported that they consider their job to be related to their career goals and/or an entry-level path that will allow them to achieve their career goals. This is similar to 2022-2023 (96%) and 2021-2022 (95%) graduates' responses.

The table below shows gross starting salaries of full-time, non-temporary employed graduates by college. 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 66% of full-time employed respondents reported salary information on the survey (compared with 78% in 2022-2023 and 73% in 2021-2022).

College	Year	Number of Respondents	Starting Salary 25th percentile	Median	75th percentile
Overall	2019-2020	317	$47,840	$57,000	$65,000
	2020-2021	475	$50,000	$60,000	$67,500
	2021-2022	684	$50,000	$60,920	$70,000
	2022-2023	680	$51,500	$65,000	$74,000
	2022-2023	507	$54,000	$65,000	$75,000
Arts and Sciences	2019-2020	44	$34,060	$40,000	$52,500
	2020-2021	41	$37,000	$42,500	$60,000
	2021-2022	101	$40,000	$50,000	$70,000
	2022-2023	106	$40,000	$47,000	$70,000
	2023-2024	91	$44,500	$50,000	$66,000
Business Administration	2019-2020	111	$50,000	$55,000	$65,000
	2020-2021	223	$50,000	$58,000	$66,500
	2021-2022	226	$55,000	$62,250	$70,000
	2022-2023	226	$57,000	$65,000	$75,000
	2023-2024	168	$60,000	$67,000	$75,000
Communication	2019-2020	21	$36,400	$42,000	$50,000
	2020-2021	33	$40,000	$45,000	$50,000
	2021-2022	59	$43,000	$48,000	$55,000
	2022-2023	59	$40,000	$50,000	$60,000
	2023-2024	41	$46,800	$54,000	$60,000

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Education	2019-2020	6	$39,000		$40,500		$42,500
	2020-2021	6	$39,000		$41,500		$43,000
	2021-2022	22	$42,500		$45,000		$46,100
	2022-2023	30	$42,500		$45,150		$49,000
	2023-2024	18	$46,000		$49,500		$52,000
Engineering	2019-2020	76	$64,000		$68,500		$73,750
	2020-2021	108	$62,000		$67,250		$70,000
	2021-2022	140	$65,000		$70,000		$75,000
	2022-2023	130	$68,000		$72,000		$76,000
	2023-2024	89	$70,000		$75,000		$78,500
Health Sciences	2019-2020	10	$41,000		$55,580		$58,500
	2020-2021	19	$30,000		$35,000		$42,000
	2021-2022	34	$37,000		$50,000		$60,008
	2022-2023	31	$40,000		$45,000		$64,000
	2023-2024	18	$34,000		$47,500		$63,000
Nursing	2019-2020	49	$52,000		$56,000		$60,000
	2020-2021	45	$55,000		$60,000		$65,000
	2021-2022	102	$60,000		$63,000		$70,000
	2022-2023	98	$63,000		$68,000		$74,000
	2023-2024	82	$60,000		$65,750		$75,000

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 or 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	2019-2020 (n=350)	2020-2021 (n=341)	2021-2022 (n=436)	2022-2023 (n=415)	2023-2024 (n=369)
Master's degree	52%	48%	53%	53%	59%
Ph.D.	3%	2%	3%	4%	5%
Law degree (J.D.)	7%	11%	11%	9%	8%
Doctor of Dental Surgery (D.D.S.)	9%	8%	7%	6%	6%
Medical degree (M.D., D.O.)	3%	3%	1%	3%	1%
Doctor of Physical Therapy (D.P.T.)	16%	21%	14%	17%	15%
Other professional doctorate	6%	4%	5%	4%	3%
Other degree or certificate	3%	3%	7%	6%	3%

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. The "Analytics/Data Science" category was added as of 2023-2024.

Master's Degree	2018-2019 (n=209)	2019-2020 (n=181)	2020-2021 (n=165)	2021-2022 (n=232)	2022-2023 (n=218)	2023-2024 (n=216)
Analytics/Data Sciences						3%
Arts & Humanities	14%	9%	14%	12%	7%	13%
Sciences	10%	7%	8%	11%	15%	11%
Business	13%	19%	21%	17%	20%	22%
Communication	7%	7%	7%	4%	6%	2%
Education	5%	1%	5%	3%	3%	10%
Engineering	7%	7%	8%	6%	9%	7%
Nursing	4%	6%	5%	3%	3%	3%
Physician Assistant Studies	11%	9%	11%	15%	11%	10%
Speech Pathology	13%	10%	16%	18%	14%	9%
Other	10%	14%	4%	9%	10%	5%
Unknown	7%	10%	7%	1%	2%	6%

Ph.D.	(n=15)	(n=11)	(n=7)	(n=11)	(n=15)	(n=18)
Arts & Humanities	20%	18%	0%	0%	27%	17%
Sciences	33%	18%	29%	36%	60%	50%
Business	0%	0%	14%	0%	7%	0%
Education	0%	0%	0%	0%	0%	0%
Engineering	27%	27%	43%	64%	0%	28%
Other	20%	27%	14%	0%	7%	6%
Unknown	0%	9%	0%	0%	0%	0%

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 = 163) 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
47	2019-2020	66%	32%	4%	6%	30%	4%	11%
27	2020-2021	59%	33%	7%	11%	33%	7%	4%
159	2021-2022	65%	33%	9%	14%	16%	6%	8%
200	2022-2023	73%	33%	6%	10%	19%	8%	6%
163	2023-2024	76%	34%	6%	16%	23%	7%	5%

For respondents reporting that they were planning to continue education and who responded to this follow-up question (n = 107), 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
35	2019-2020	17%	20%	34%	49%	34%	34%	0%
42	2020-2021	14%	29%	45%	45%	24%	24%	2%
125	2021-2022	14%	29%	25%	45%	9%	45%	2%
135	2022-2023	13%	32%	23%	48%	16%	44%	2%
107	2023-2024	13%	27%	24%	35%	21%	36%	1%

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. First Destination Survey outcomes data, aggregated at the major/program level, are submitted 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:
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