

2022-2023 GRADUATE FIRST DESTINATION SURVEY

Introduction

The Graduate First Destination Survey investigates the employment and enrollment in graduate/professional school activities of recent graduate degree recipients with the goal of estimating post-graduation outcomes rates. The target populations are certificate, master's, and doctoral degree recipients who graduated between July 1, 2022, and June 30, 2023.

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 additional graduate/professional school. Data collection ended on December 31, 2023; thus, outcomes reflect the first destination of the graduates up to that date.

Results

Response Rates

The overall response rate for those who graduated in the 2022-2023 academic year, including all follow-up contact, was 67%, a decrease compared to previous years (71% for the 2021-2022 cohort and 68% for the 2020-2021 cohort). The tables below show response rates by college/school and degree level. The "Other" category includes the School of Dentistry (graduate programs only) and Graduate School.

Table 1. First Destination Survey Response Rates by College and Degree Type.

College/School	Number of Graduates	Number of Respondents	Response Rate
Arts and Sciences	162	127	78%
Business Administration	166	149	90%
Communication	16	15	94%
Education	109	93	85%
Engineering	51	44	86%
Health Sciences	201	157	78%
Nursing	316	100	32%
Other	18	7	39%
Overall	1,039	692	67%

Degree Level	Number of Graduates	Number of Respondents	Response Rate
Master's	850	565	66%
Ph.D.	159	108	68%
Certificate	30	19	63%
Overall	1,039	692	67%

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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. Other Not Seeking represents those engaged in post-graduation service, in the military full or part time, those planning to continue education, or 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.

In 2022-2023, the percent of graduates that are full-time employed (83%) slightly decreased from the last cohort (86%), and higher compared to 81% in 2020-2021 and 80% in 2019-2020.

Table 2. First Destination Outcomes by Graduating Cohort

	2019-2020 (n=485)	2020-2021 (n=632)	2021 - 2022 (n=719)	2022 - 2023 (n=692)
Employed, full-time	80%	81%	86%	83%
Employed, part-time	1%	1%	2%	3%
Graduate/professional school, full-time	10%	7%	5%	5%
Graduate/professional school, part-time	4%	6%	1%	3%
Other Not Seeking	1%	1%	0%	0%
Seeking Employment	4%	4%	4%	5%

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.

The percentage of respondents who are “fully engaged” is shown below by college as well as by degree level. The fully engaged rate for the 2022-2023 cohort was 91.5%.

Table 3. First Destination Fully Engaged Rate by Graduating Cohort, College, and Degree Level

College	2019-2020	2020-2021	2021-2022	2022-2023
Arts and Sciences	85.3%	92.0%	88.0%	82.7%
Business Administration	94.0%	95.7%	97.1%	98.0%
Communication	95.2%	94.4%	85.7%	93.3%
Education	96.2%	91.7%	93.2%	87.1%
Engineering	100.0%	93.8%	90.6%	95.5%
Health Sciences	88.9%	97.7%	94.1%	96.8%
Nursing	91.2%	91.8%	93.3%	86.0%
Overall	92.1%	93.8%	93.2%	91.5%

Degree Level	2019-2020	2020-2021	2021-2022	2022-2023
Doctoral	93.5%	96.6%	95.7%	96.3%
Master's	92.6%	93.4%	92.8%	90.8%
Certificate	77.8%	94.4%	90.9%	84.2%
Overall	92.1%	93.8%	93.2%	91.5%

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First Destination Post-Graduation Outcomes by College

The information below shows the post-graduation outcome rates for seven colleges at Marquette. The Graduate School and School of Dentistry are omitted due to a low number of respondents.

Table 4. First Destination Outcomes by College

	2019-2020 (n=93)	2020-2021 (n=111)	2021 - 2022 (n=117)	2022 - 2023 (n=127)
College of Arts and Sciences				
Employed, full-time	60%	73%	74%	65%
Employed, part-time	2%	2%	3%	2%
Graduate/professional school, full-time	26%	17%	12%	16%
Graduate/professional school, part-time	1%	2%	2%	1%
Other not seeking	0%	4%	4%	5%
Seeking	11%	3%	5%	11%
College of Business Administration				
	(n=98)	(n=161)	(n=140)	(n=149)
Employed, full-time	89%	91%	91%	97%
Employed, part-time	0%	0%	0%	1%
Graduate/professional school, full-time	5%	3%	5%	1%
Graduate/professional school, part-time	1%	1%	0%	0%
Other not seeking	2%	0%	1%	0%
Seeking	3%	4%	3%	1%
College of Communication				
	(n=20)	(n=18)	(n=14)	(n=15)
Employed, full-time	95%	83%	71%	80%
Employed, part-time	0%	6%	7%	7%
Graduate/professional school, full-time	5%	11%	14%	13%
Graduate/professional school, part-time	0%	0%	0%	0%
Other not seeking	0%	0%	0%	0%
Seeking	0%	0%	7%	0%
College of Education				
	(n=52)	(n=48)	(n=73)	(n=93)
Employed, full-time	85%	77%	85%	84%
Employed, part-time	0%	1%	1%	1%
Graduate/professional school, full-time	6%	10%	4%	2%
Graduate/professional school, part-time	6%	4%	3%	1%
Other not seeking	2%	2%	3%	0%
Seeking	2%	4%	4%	12%
College of Engineering				
	(n=44)	(n=31)	(n=32)	(n=44)
Employed, full-time	80%	68%	72%	82%
Employed, part-time	0%	3%	0%	0%
Graduate/professional school, full-time	20%	26%	16%	11%
Graduate/professional school, part-time	0%	3%	3%	2%
Other not seeking	0%	0%	3%	0%
Seeking	0%	0%	6%	5%

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	2019-2020 (n=26)	2020-2021 (n=87)	2021-2022 (n=152)	2022-2023 (n=157)
College of Health Sciences				
Employed, full-time	92%	98%	94%	96%
Employed, part-time	4%	0%	1%	3%
Graduate/professional school, full-time	0%	0%	0%	1%
Graduate/professional school, part-time	0%	0%	0%	0%
Other not seeking	0%	1%	0%	0%
Seeking	4%	1%	5%	1%
College of Nursing	(n=144)	(n=170)	(n=180)	(n=100)
Employed, full-time	80%	73%	88%	63%
Employed, part-time	1%	1%	4%	8%
Graduate/professional school, full-time	4%	2%	3%	3%
Graduate/professional school, part-time	10%	16%	2%	20%
Other not seeking	2%	1%	1%	1%
Seeking	3%	6%	2%	5%

Table 5. First Destination Outcomes by Degree Type

	2019-2020 (n=45)	2020-2021 (n=87)	2021-2022 (n=117)	2022-2023 (n=108)
Doctoral				
Employed, full-time	89%	95%	95%	95%
Employed, part-time	0%	1%	3%	1%
Graduate/professional school, full-time	2%	1%	1%	0%
Graduate/professional school, part-time	2%	0%	0%	1%
Other not seeking	4%	1%	1%	0%
Seeking	2%	1%	2%	3%
Master's	(n=424)	(n=527)	(n=580)	(n=565)
Employed, full-time	79%	79%	85%	81%
Employed, part-time	1%	1%	2%	3%
Graduate/professional school, full-time	11%	8%	6%	6%
Graduate/professional school, part-time	4%	6%	1%	4%
Other not seeking	1%	1%	2%	1%
Seeking	4%	4%	4%	5%
Certificate	(n=16)	(n=18)	(n=22)	(n=19)
Employed, full-time	81%	83%	77%	74%
Employed, part-time	0%	0%	0%	11%
Graduate/professional school, full-time	0%	11%	5%	5%
Graduate/professional school, part-time	6%	0%	9%	5%
Other not seeking	6%	0%	5%	0%
Seeking	6%	6%	5%	5%

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Starting Region

Graduates indicated their current location. In 2022-2023, 76% of respondents are located in Wisconsin or Illinois post-graduation, remaining consistent with 2021-2022 and 2020-2021.

Table 6. Starting Region by Graduating Cohort

	2019-2020	2020-2021	2021-2022	2022-2023
Wisconsin	64%	65%	62%	63%
Illinois	11%	11%	14%	13%
Other Midwest	8%	7%	6%	7%
South	8%	8%	7%	7%
West	5%	5%	7%	4%
Northeast	4%	3%	2%	4%
Outside U.S.	1%	1%	2%	1%

Full-time Employment

Respondents who were full-time employed answered additional questions about their employment. Respondents in the military or in post-graduation stipend-paid service positions are excluded from this section.

Respondents were asked to indicate the relationship between their career goals and their full-time employment. The chart below represents a breakdown of respondents who answered “yes” to whether they consider their job to be related to their career goals and/or a path that will allow them to achieve their career goals. The Graduate School and School of Dentistry are omitted due to a low number of respondents.

Table 7. Employment Relationship to Career Goals by College/School and Degree Type

College	2019-2020 (n=161)	2020-2021 (n=338)	2021-2022 (n=299)	2022-2023 (n=357)
Arts and Sciences	100%	95%	96%	98%
Business Administration	98%	95%	93%	95%
Communication	100%	100%	100%	100%
Education	100%	97%	98%	98%
Engineering	100%	100%	94%	100%
Health Sciences	100%	96%	100%	99%
Nursing	98%	100%	100%	100%
Overall	99%	97%	97%	98%

Degree Type	2019-2020 (n=161)	2020-2021 (n=338)	2021-2022 (n=299)	2022-2023 (n=357)
Doctoral	100%	98%	100%	98%
Masters	99%	97%	97%	98%
Certificate	100%	100%	100%	100%
Overall	99%	97%	97%	98%

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Respondents were asked to indicate which of the following categories best describes the type of organization for which they work. The chart below shows a breakdown by college and degree type. The Graduate School and School of Dentistry are omitted due to a low number of respondents.

Table 8. Full-Time Employment Organization Type by College

College	Organization	2019-2020 (N = 45)	2020-2021 (N = 72)	2021-2022 (N = 82)	2022-2023 (N = 53)
Arts and Sciences	Education	56%	29%	41%	30%
	Government	2%	11%	6%	11%
	Industry	31%	42%	39%	36%
	Not for profit	11%	18%	6%	13%
	Other	0%	0%	7%	9%
Business Administration	Education	23%	11%	9%	11%
	Government	3%	2%	0%	2%
	Industry	55%	81%	83%	78%
	Not for profit	18%	0%	3%	4%
	Other	1%	6%	5%	4%
Communication	Education	21%	21%	0%	0%
	Government	0%	7%	0%	0%
	Industry	58%	50%	80%	75%
	Not for profit	21%	7%	10%	13%
	Other	0%	14%	10%	13%
Education	Education	26%	69%	65%	63%
	Government	6%	0%	2%	2%
	Industry	68%	20%	20%	17%
	Not for profit	0%	11%	9%	13%
	Other	0%	0%	4%	6%
Engineering	Education	38%	21%	14%	17%
	Government	4%	5%	9%	4%
	Industry	25%	74%	77%	75%
	Not for profit	25%	0%	0%	4%
	Other	8%	0%	0%	0%

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		2019-2020 (N = 22)	2020-2021 (N = 27)	2021-2022 (N = 50)	2022-2023 (N = 71)
Health Sciences	Education	68%	37%	22%	28%
	Government	0%	4%	2%	1%
	Industry	18%	41%	23%	25%
	Not for profit	5%	11%	28%	30%
	Other	9%	7%	24%	15%
Nursing	Education	8%	22%	11%	16%
	Government	2%	4%	0%	3%
	Industry	56%	58%	42%	10%
	Not for profit	34%	11%	42%	61%
	Other	1%	4%	4%	10%

Table 9. Full-Time Employment Organization by Degree Type

Degree Type	Organization	2019-2020 (N = 36)	2020-2021 (N = 66)	2021-2022 (N = 66)	2022-2023 (N = 64)
Doctoral	Education	78%	50%	48%	36%
	Government	0%	6%	3%	3%
	Industry	19%	27%	30%	27%
	Not for profit	3%	12%	15%	27%
	Other	0%	5%	3%	8%
Master's	Education	23%	17%	20%	25%
	Government	3%	4%	2%	3%
	Industry	55%	63%	50%	45%
	Not for profit	18%	11%	19%	18%
	Other	1%	4%	9%	8%
Certificate	Education	38%	8%	38%	18%
	Government	4%	8%	0%	9%
	Industry	25%	85%	50%	36%
	Not for profit	25%	0%	13%	27%
	Other	8%	0%	0%	9%

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The tables below show gross salaries of full-time, non-temporary employed graduates by college and degree type. Respondents in School of Dentistry and Graduate School are excluded due to low headcounts. 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 59% of full-time employed respondents reported salary information on the survey (compared with 34% in 2021-2022 and 39% in 2020-2021).

Table 10. Salary Statistics for Full-Time Employed by Degree Type

Degree	Year	Number of Respondent	Starting Salary		
			25th percentile	Median	75th percentile
Doctoral	2019-2020	14	\$40,000	\$48,500	\$55,000
	2020-2021	39	\$53,000	\$70,000	\$84,000
	2021-2022	39	\$56,000	\$76,500	\$119,000
	2022-2023	54	\$72,500	\$80,000	\$105,000
Master's	2019-2020	127	\$50,000	\$60,000	\$80,000
	2020-2021	162	\$55,000	\$66,392	\$100,000
	2021-2022	169	\$57,000	\$67,000	\$92,500
	2022-2023	271	\$55,000	\$70,000	\$90,000
Certificate	2019-2020	6	\$65,000	\$91,000	\$96,000
	2020-2021	-	-	-	-
	2021-2022	-	-	-	-
	2022-2023	9	\$80,000	\$100,000	\$100,000

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Table 11. Salary Statistics for Full-Time Employed by College¹

College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Arts and Sciences	2019-2020	15	\$40,000	\$51,000	\$70,000
	2020-2021	28	\$50,000	\$53,500	\$63,892
	2021-2022	33	\$49,900	\$60,000	\$76,500
	2022-2023	41	\$53,000	\$65,000	\$80,000
Business Administration	2019-2020	36	\$54,000	\$72,000	\$115,250
	2020-2021	92	\$59,000	\$85,000	\$113,500
	2021-2022	59	\$63,000	\$77,000	\$100,000
	2022-2023	91	\$65,000	\$76,000	\$120,000
Communication	2019-2020	9	\$41,000	\$42,000	\$57,000
	2020-2021	-	-	-	-
	2021-2022	-	-	-	-
	2022-2023	-	-	-	-
Education	2019-2020	21	\$40,000	\$45,000	\$50,000
	2020-2021	12	\$38,750	\$44,837	\$55,000
	2021-2022	29	\$45,000	\$52,000	\$60,000
	2022-2023	61	\$49,000	\$54,500	\$65,000
Engineering	2019-2020	10	\$59,924	\$70,000	\$80,000
	2020-2021	9	\$75,000	\$85,000	\$90,000
	2021-2022	12	\$58,500	\$77,200	\$98,750
	2022-2023	19	\$75,000	\$80,000	\$90,000
Health Sciences	2019-2020	10	\$49,000	\$54,000	\$62,000
	2020-2021	21	\$68,000	\$55,000	\$76,000
	2021-2022	41	\$62,000	\$76,800	\$100,000
	2022-2023	67	\$60,000	\$76,086	\$95,000
Nursing	2019-2020	44	\$53,000	\$64,000	\$94,000
	2020-2021	34	\$57,000	\$63,200	\$89,000
	2021-2022	36	\$63,000	\$85,500	\$110,500
	2022-2023	48	\$70,000	\$80,000	\$102,000

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 names of the schools, although that information is not included within this report.

¹ Salary information omitted where N<5.

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About 82% of those pursuing graduate/professional school are pursuing a Doctorate degree. The “Other” category includes degrees such as a Law (J.D.) Doctor of Dental Surgery (D.D.S), Medical degree (M.D., D.O.), Doctor of Physical Therapy (D.P.T.), or another professional doctorate or degree or certificate.

Table 12. Degree Pursued by those Continuing Education

	2019-2020 (n=42)	2020-2021 (n=40)	2021-2022 (n=30)	2022-2023 (n=33)
Degree Type				
Master's degree	14%	23%	3%	9%
Ph.D.	81%	70%	77%	82%
Other	5%	9%	20%	9%

Students pursuing either Master’s or Ph.D. degrees were asked to indicate their field of study. Master’s degree data is excluded due to low headcounts. The “Other” category in the Doctorate degree category includes fields such as Doctorate of Pediatric Medicine.

Table 13. Field of Study by those Pursuing a Ph.D.

	2019-2020 (n=34)	2020-2021 (n=28)	2021-2022 (n=23)	2022-2023 (n=27)
Ph.D.				
Arts & Humanities	18%	18%	13%	15%
Sciences	35%	36%	39%	44%
Business	3%	4%	0%	0%
Communication	6%	4%	4%	4%
Education	6%	11%	4%	4%
Engineering	21%	21%	17%	19%
Other	3%	4%	17%	15%

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 = 51) 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%.

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Table 14. Job Search Process Category of Graduates Seeking Employment

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	
15	2019-2020	60%	27%	0%	0%	30%	0%	13%	
26	2020-2021	62%	19%	4%	4%	19%	4%	8%	
32	2021-2022	59%	38%	3%	0%	34%	9%	3%	
51	2022-2023	65%	29%	4%	0%	24%	10%	2%	

Respondents who reported that they were planning to continue their education and who responded to this follow-up question (n = 13) had the option to choose from a list of seven options to describe where they were in the process. All respondents who completed the “planning to continue education” follow-up questions are included in the charts below, even those who indicated that they were also in another post-graduation outcome category. Respondents could check all that applied to them; therefore, the percentages across each row will not add up to 100%.

Table 15. Program Search Process Category of Graduates Planning to Continue Education

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
5	2019-2020	0%	20%	40%	40%	80%	40%	0%
8	2020-2021	0%	0%	38%	0%	38%	38%	25%
12	2021-2022	8%	8%	25%	42%	25%	25%	8%
13	2022-2023	0%	8%	54%	46%	38%	23%	8%

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.

Results from previous years and results at the undergraduate level can be found at <https://www.marquette.edu/institutional-research-analysis/institutional-surveys.php>.

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 Graduate 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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