



**University of
New Hampshire**

**First Destination Survey Report
Undergraduate Class of 2020**

Institutional Research & Assessment

May 10, 2021

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
METHODOLOGY	4
POST-GRADUATION STATUS	4
FIGURE 1: <i>Primary Status After Graduation by College</i>	4
FIGURE 2: <i>Primary Status of Graduates</i>	5
FIGURE 3: <i>Success Rates of Graduates by Year</i>	5
FIGURE 4: <i>Employment Rates Among Graduates Seeking Employment</i>	6
FIGURE 5: <i>Full- and Part-Time Status of Employed Graduates</i>	6
FIGURE 6: <i>Primary Status After Graduation by Gender</i>	7
EMPLOYMENT DETAILS	7
RELATION TO MAJOR.....	7
FIGURE 7: <i>Extent to which Job is Related to Major</i>	7
REMAINING IN NEW HAMPSHIRE	8
FIGURE 8: <i>Percent of Employed Graduates Working in NH by College</i>	8
FIGURE 9: <i>Location of Post-Graduation Employment by Student Residency</i>	8
FIGURE 10: <i>Percent of Employed Graduates Living in NH by College</i>	9
EMPLOYERS AND LOCATIONS.....	10
FIGURE 11: <i>Location of Employment</i>	10
TABLE 1: <i>Selected Employers</i>	11
SALARIES	12
FIGURE 12: <i>Average Full-Time Salaries by College</i>	12
TABLE 2: <i>Full-Time Salaries by College</i>	12
FIGURE 13: <i>Average Full-Time Salaries by Gender</i>	13
GRADUATE AND PROFESSIONAL SCHOOLS	14
TABLE 3: <i>Selected Graduate/Professional Schools</i>	14
TABLE 4: <i>Degrees Being Pursued</i>	15
FIGURE 14: <i>Further Education is Related to Major</i>	15
INTERNSHIPS.....	16
FIGURE 15: <i>Number of Internships During UNH Career by College</i>	16
FIGURE 16: <i>Average Number of Internships During UNH Career by College</i>	16
TABLE 5: <i>Internship Characteristics by College</i>	16
TABLE 8: <i>Selected Internship Organizations</i>	17
SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION	18
FIGURE 17: <i>“I am satisfied with my post-graduation plans.”</i>	18
FIGURE 18: <i>“I believe that my time at UNH adequately prepared me for what I will be doing next.”</i>	18
FIGURE 19: <i>“Overall, how satisfied were you with your education at UNH”</i>	19
APPENDIX 1 - METHODOLOGY AND DEMOGRAPHIC PROFILE	
TABLE 1: <i>2020 First Destination Survey Response Rates and “Knowledge Rate” by College</i>	20
TABLE 2: <i>Profile of Class of 2020 and First Destination Survey Respondents</i>	21

EXECUTIVE SUMMARY

This report provides a summary of results from the 2020 First Destination Survey which was conducted from August to December of 2020. This graduating class is unique in that most of them finished their senior year and then entered the job market during the global COVID-19 pandemic and economic downturn. Even so, many of these graduates had successful post-graduation outcomes.

Highlights

- Post-graduation information was collected on 75% of undergraduate degree recipients—43% from the full online survey and 33% using data from other sources¹.
- Among those with post-graduation information, 71% were employed, 20% were enrolled in further education, and 9% were seeking employment or further education.² Compared to the prior graduating class, a lower percentage of graduates obtained employment and a higher percentage enrolled in further education. (Class of 2019: 78% employed and 18% enrolled in further education).
- Average full-time salaries were very similar to last year, at \$48,973.
- More than four-fifths of graduates (81%) left UNH with experiential learning in the form of an internship, practicum, clinical, or fieldwork, and 32% of those received a full-time job offer from an internship organization.
- The Class of 2020 reported high satisfaction with their education at UNH and with how it prepared them for what they are doing after graduation. These were slightly lower percentages than the prior year, which may be related to the pandemic. Specifically:
 - 89% were extremely satisfied or somewhat satisfied with the education they received at UNH;
 - 81% strongly agreed or agreed their time at UNH prepared them for what they will be doing next; and
 - 80% strongly agreed or agreed they are satisfied with their post-graduation plans.

¹ “Employed” includes working full-time or part-time, serving in the military, or participating in a volunteer or service program such as AmeriCorps, City Year, or Peace Corps.

² Some percentages in this report do not sum to 100 because of rounding.

METHODOLOGY

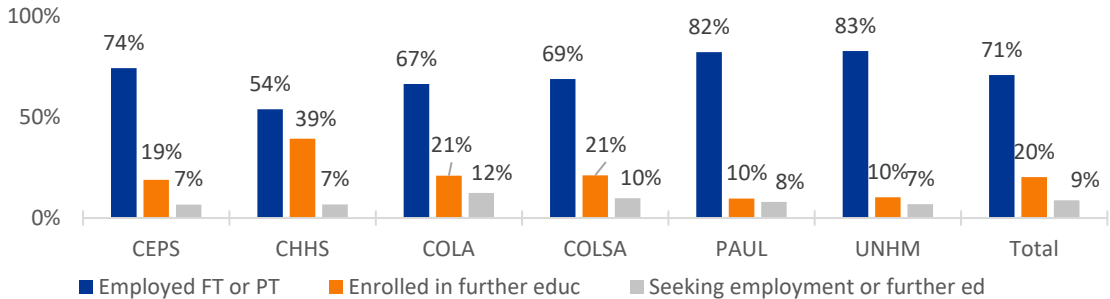
UNH’s undergraduate Class of 2020 consisted of 3,118 students who were awarded bachelor’s or associate’s degrees at the Durham and Manchester campuses from September 2019 through May 2020. First Destination Survey data collection took place in three phases. First, an “early bird” online survey was administered to graduates who wished to complete the survey early. Next, the regular online survey was launched in August; graduates who had not taken the early survey were emailed an invitation to participate. Finally, for graduates who had not taken the online survey, “knowledge rate” data was collected using phone calls, social media platforms, and National Student Clearinghouse data on subsequent enrollment in other educational programs.

These efforts yielded an online survey response rate of 43% and a knowledge rate data collection rate of 33%, bringing the total of graduates for whom at least some post-graduation information was available to 75%³. See Appendix 1 for more detail on the survey methodology, including response rates and knowledge rates broken down by college, as well as the demographic profile of respondents.

POST-GRADUATION STATUS

Upon completion of an undergraduate degree, many of the Class of 2020 report positive outcomes. Specifically, within 3-12 months of graduation, 71% of graduates obtained employment and 20% enrolled in further education (leaving 9% seeking either employment or further education at the time of data collection).⁴ Compared to the 2019 graduating class, there were 7% fewer employed, 2% more enrolled in further education, and 5% more seeking employment or further education (78%, 18%, 4% in 2019 respectively).

Figure 1. Primary Status After Graduation by College

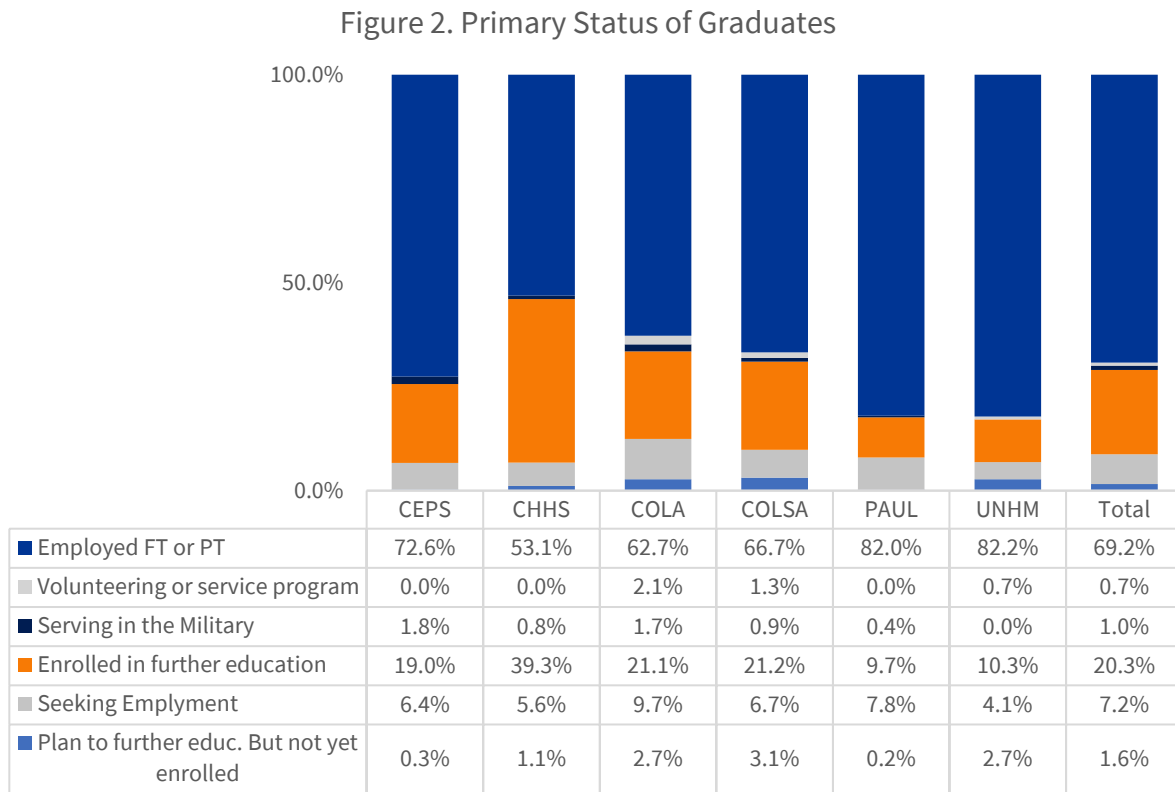


N=2,342

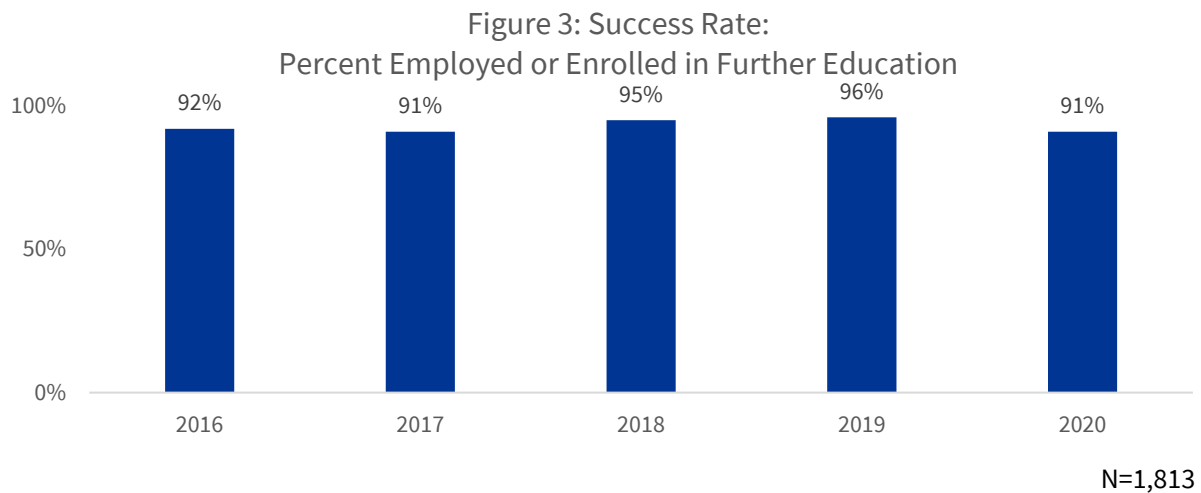
³ Due to rounding, this number is slightly different than adding survey and knowledge rate collection.

⁴ Six graduates (0.3%) reported that they were neither employed, enrolled in further education, nor seeking employment or education. These graduates are not included in the post-graduation status totals.

Figure 2 shows greater detail in the primary status of the Class of 2020, showing differences by colleges.

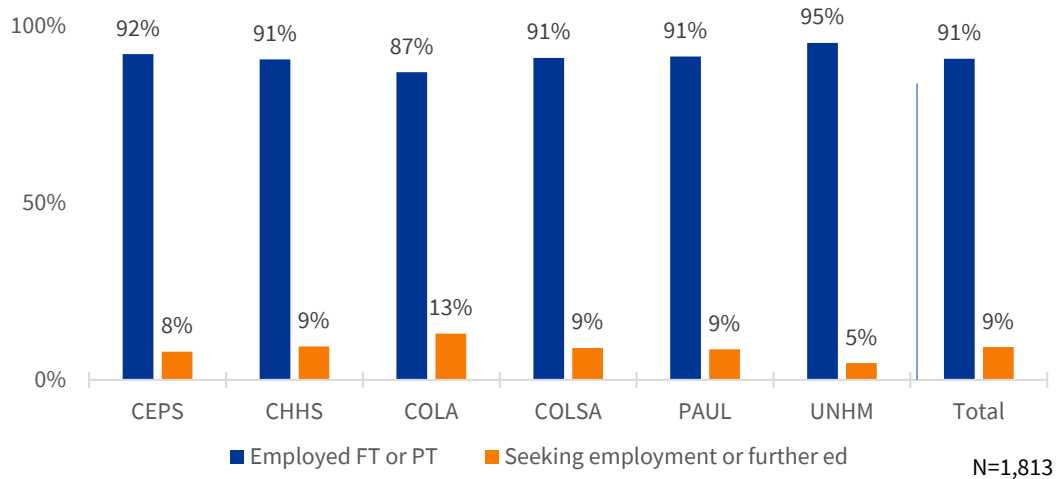


With success rate defined as those who are employed (full- or part-time), volunteering or in a service program, serving in the military, or enrolled in further education, the Class of 2020 has a 91% success rate. Figure 3 shows success rate over the past 5 years. The decline in the 2020 success rate may be due in part to the shrinking job market during the pandemic.



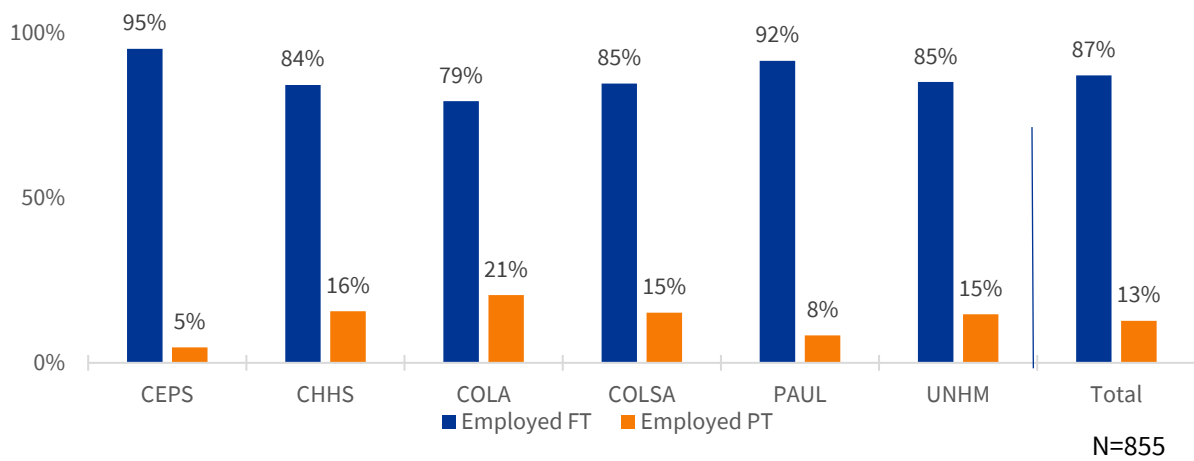
Looking at the data differently, Figure 4 only looks at graduates who were entering the labor force. Among those who sought employment, 91% had obtained employment by the time of the survey.

Figure 4. Employment Rates Among Graduates Seeking Employment



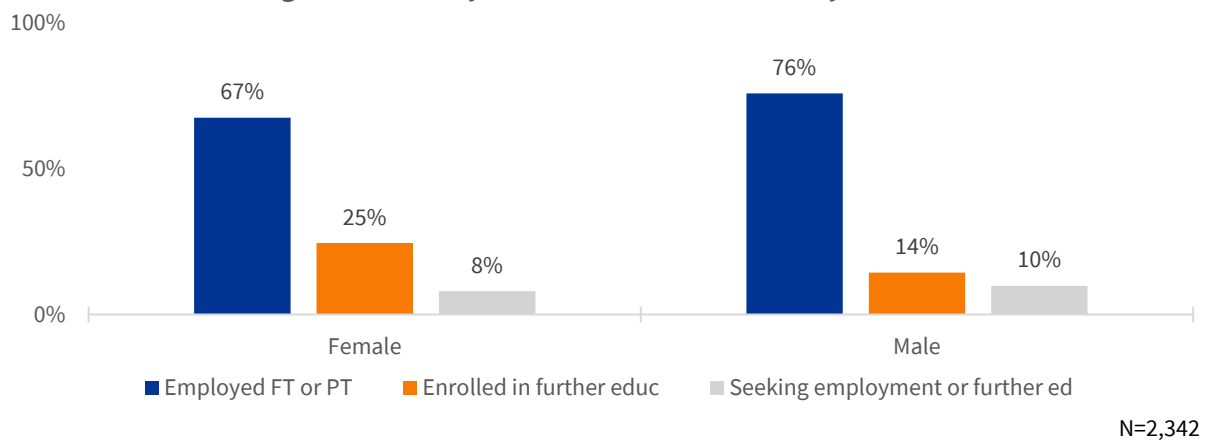
The majority of employed graduates who reported FT/PT status were working full time. Compared to last year there was a decline of 5 percentage points in graduates employed full-time (87% compared to 92% in 2019).

Figure 5. Full- and Part-time Status of Employed Graduates



As in other graduating classes, there are differences in post-graduation status by gender. Men are more likely than women to be employed, and women are more likely to be enrolled in further education.

Figure 6. Primary Status After Graduation by Gender

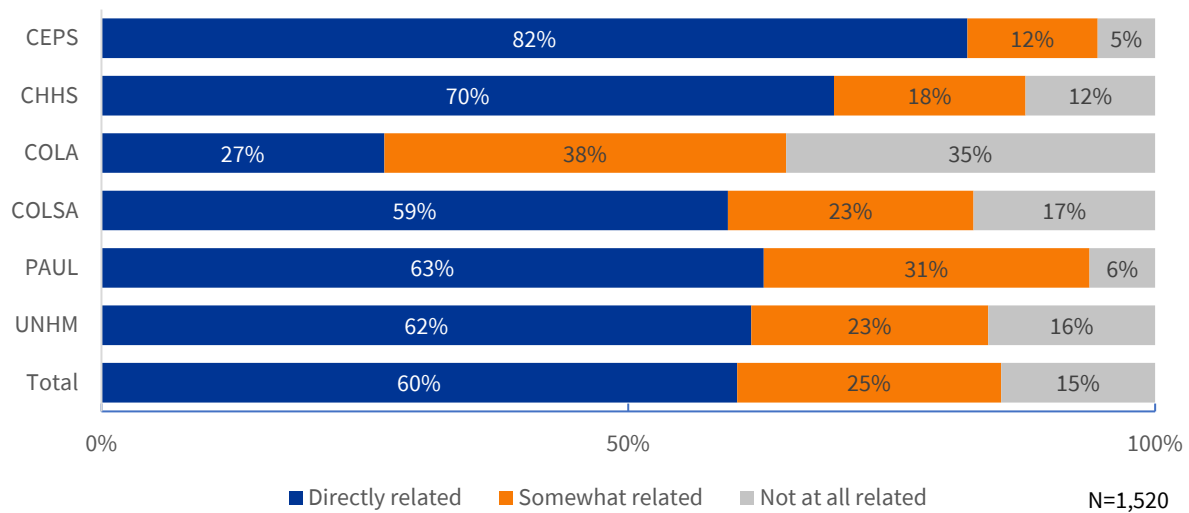


EMPLOYMENT DETAILS

Relation to Major

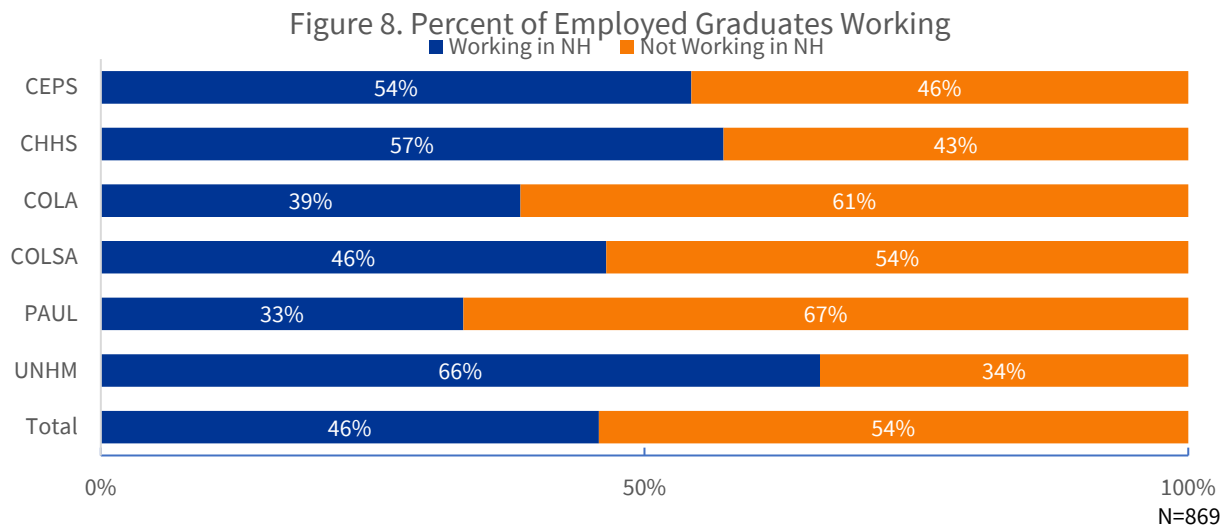
The majority of employed graduates—85%—reported that their job was either directly or somewhat related to their major.

Figure 7. Extent to which Job is Related to Major

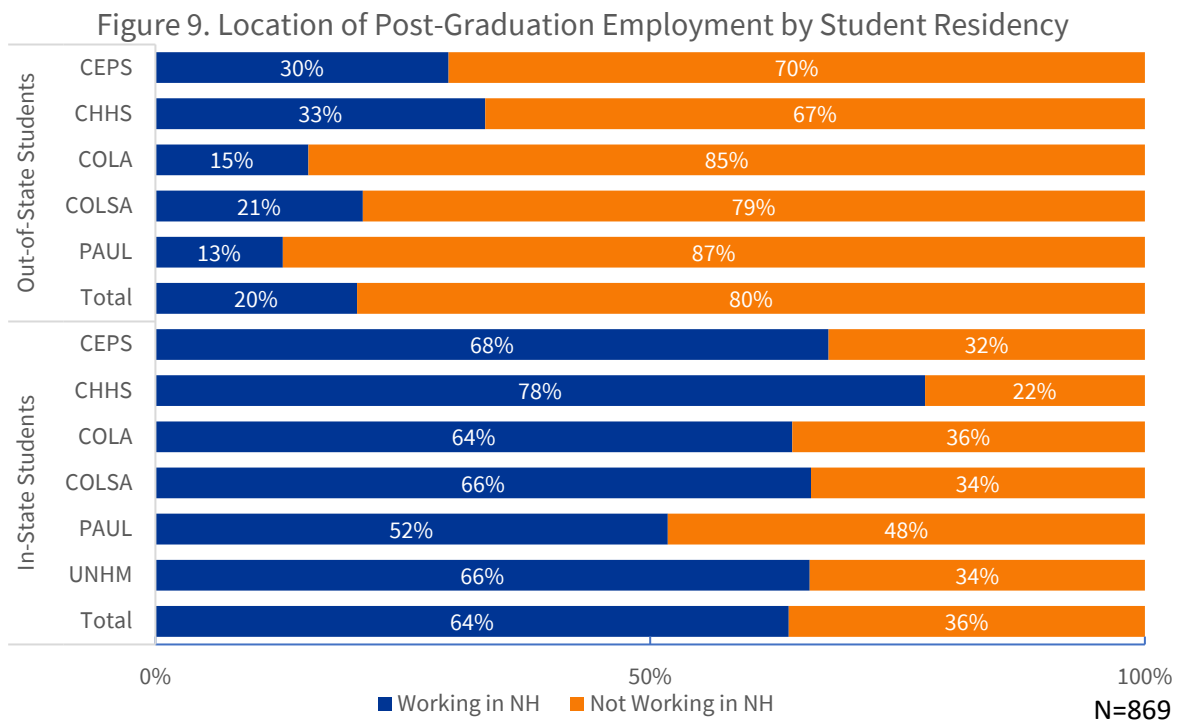


Remaining in New Hampshire

Among those who are authorized to permanently work in the US and who have obtained post-graduation employment, 46% are working in NH. This is a 5 percentage point increase from the prior graduating class where 41% were working in NH.



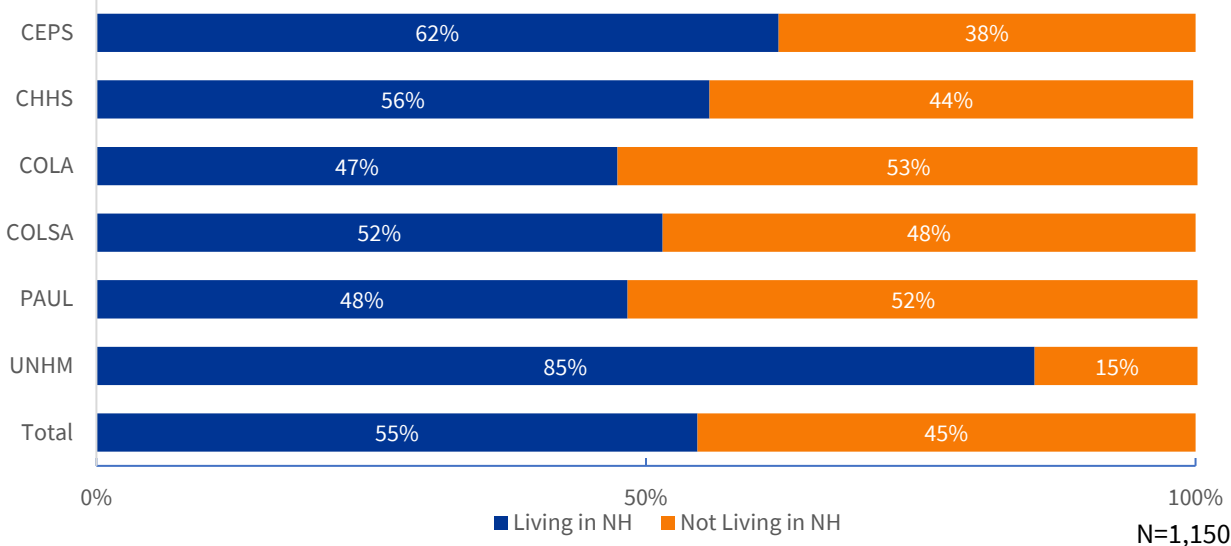
Location of post-graduation employment differed substantially by whether the student was an in-state or out-of-state resident at the time of graduation, with 64% of in-state students and 20% of out-of-state students remaining in New Hampshire for their jobs (Figure 9)⁵. Again, this figure only includes those who were authorized to permanently work in the US.



⁵ There were no UNHM employed graduates from out-of-state with known employment location.

While 46% of employed graduates were working in NH (Figure 8), a higher proportion reported that they were living in NH after graduation (55%, as shown in Figure 10 below).

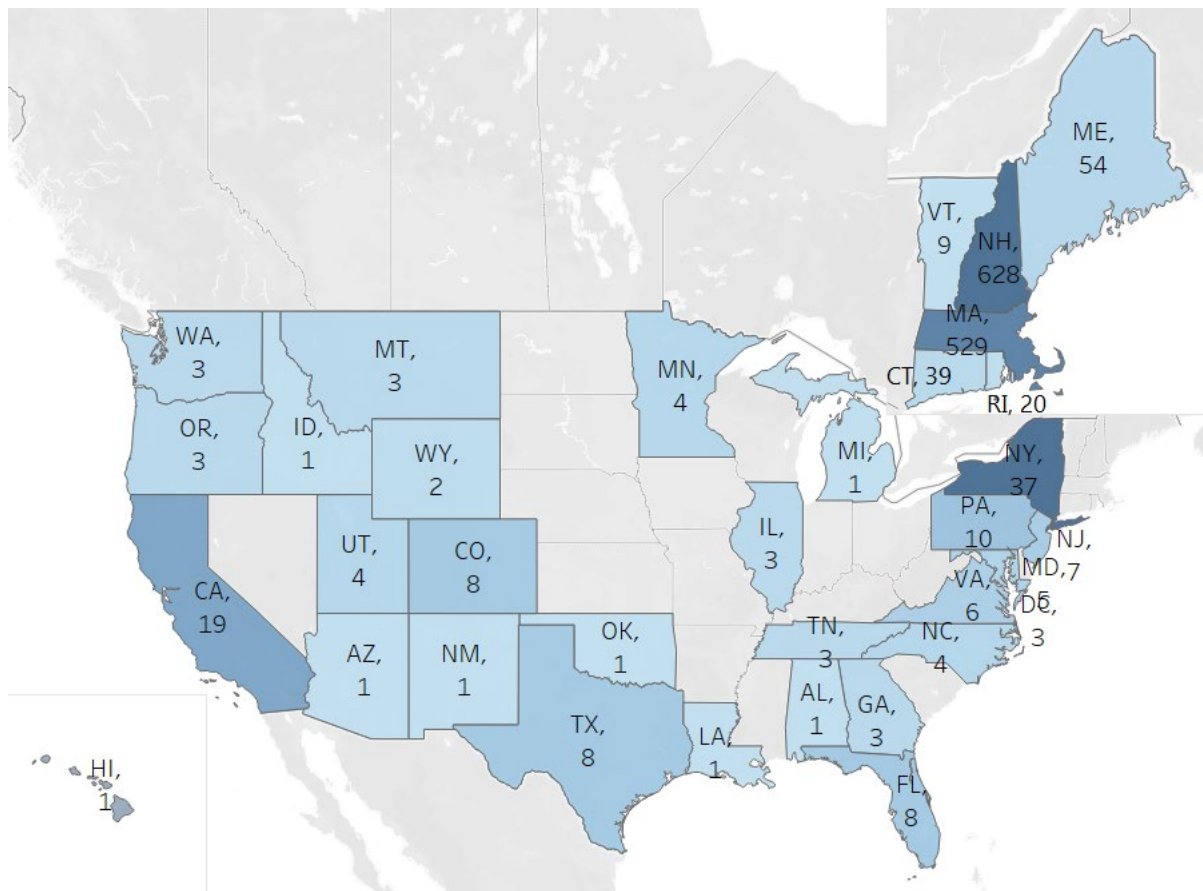
Figure 10. Percent of Employed Graduates Living in NH after Graduating



Employers and Locations

UNH graduates typically remain in the Northeast immediately after graduation, and this held true for the Class of 2020. However, new alumni are working in 39 states (Figure 11) and at least 4 countries including Canada, China, Indonesia, and Spain.

Figure 11. Location of Employment – Class of 2020



Full-time Employers

Graduates found positions in hundreds of different organizations. Table 1 shows a selection of employers who hired 3 or more graduates.

Aerotek (3)	Liberty Mutual (13)
ALKU (17)	Lonza (16)
Amazon (3)	Lowell General Hospital (3)
BAE Systems, Inc. (10)	Maine Medical Center (3)
Bank of America (3)	Massachusetts Eye and Ear (3)
Beth Israel Deaconess Medical Center (5)	Massachusetts General Hospital (8)
Boston Analytical (4)	Medicus Healthcare Solutions (4)
Boston Children's Hospital (4)	MilliporeSigma (3)
Boston Medical Center (5)	NextEra Energy (3)
Bottomline Technologies, Inc. (8)	Pfizer (4)
Brigham and Women's Hospital (7)	PhyNet Dermatology (3)
Bristol Myers Squibb (3)	Portsmouth Naval Shipyard (9)
Broad Institute of MIT and Harvard (4)	Portsmouth Regional Hospital (4)
Brown Brothers Harriman (4)	PricewaterhouseCoopers (PwC) (7)
By Appointment Only, Inc. (3)	Putnam Investments (4)
Colburn Hill Group (3)	Raytheon Technologies (18)
Commonwealth of Massachusetts (4)	Riverbend Community Mental Health (3)
Concord Hospital (3)	RiverWoods Group (3)
Connection (3)	RSM US LLP (4)
Cru (3)	Seacoast Mental Health Center (3)
Dartmouth-Hitchcock Medical Center (13)	Service Credit Union (3)
Definitive Healthcare (5)	Sig Sauer (4)
DEKA Research & Development Corp. (6)	Southern New Hampshire Health (3)
Dell EMC (4)	Southern New Hampshire University (8)
Eaton Vance (3)	Spaulding Rehabilitation Hospital (3)
Elliot Hospital (9)	TEC, Inc. (5)
Ernst & Young (22)	TFMoran (3)
Eurofins Scientific (4)	Triumvirate Environmental (4)
Eversource Energy (3)	Underwood Engineers, Inc. (3)
Exeter Hospital (8)	United States Air Force (3)
Fidelity Investments (42)	United States Army Corps of Engineers (3)
Four Seasons Hotels and Resorts (3)	United States Forest Service (3)
General Dynamics (5)	University of New Hampshire (18)
Genesis HealthCare (4)	Vinfen (3)
Harmony Homes (3)	Wayfair (4)
Insight Global (3)	Wentworth-Douglass Hospital (8)
John Galt Staffing Inc. (4)	Wright-Pierce (4)
John Hancock (7)	YMCA (6)
L3Harris Technologies (3)	

Salaries

Figure 12 shows the average salary for graduates who obtained full-time employment as \$48,973, which is similar to the Class of 2019 average salary of \$48,742.

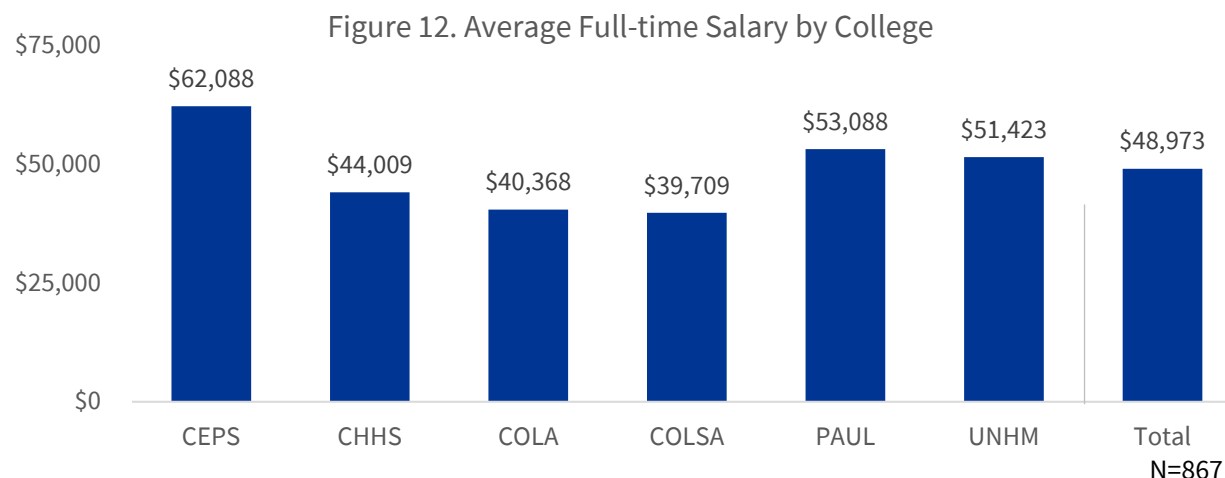


Table 2 shows distribution of full-time salaries by \$10,00 ranges. Like last year's graduates, the median salary for all graduates working full-time was in the \$40,000 to \$49,999 range.

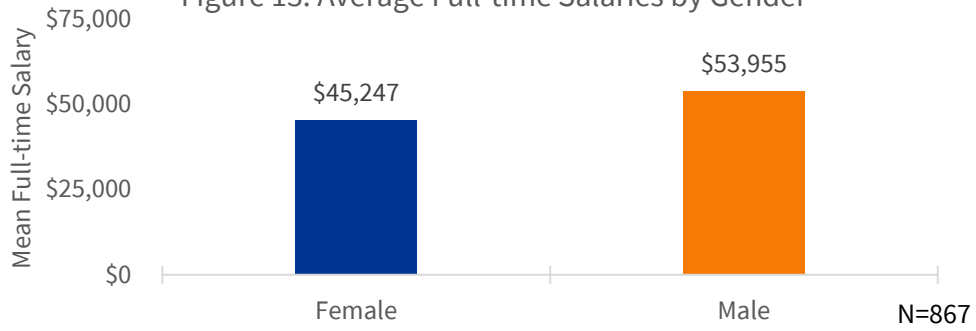
Table 2. Full-time Salaries by College

	Less than \$30K	\$30-39,999	\$40-49,999	\$50-59,999	\$60-69,999	\$70-79,999	\$80K or more
CEPS	7%	4%	12%	20%	26%	28%	4%
CHHS	22%	28%	16%	26%	8%	0%	0%
COLA	36%	31%	22%	6%	2%	1%	2%
COLSA	30%	29%	26%	12%	0%	2%	0%
Paul	10%	13%	24%	24%	23%	4%	2%
UNHM	18%	20%	15%	24%	7%	9%	7%
Total	20%	20%	20%	18%	13%	7%	2%

Gender Differences in Salary

Figure 13 shows full-time salary differences by gender very similar to last year, with men making about \$8,000 more than women on average. Note that salary differences by gender do not necessarily indicate gender bias in starting salary within the same field but may be impacted by other factors such as differences in field of study and field of employment.

Figure 13. Average Full-time Salaries by Gender



GRADUATE AND PROFESSIONAL SCHOOLS

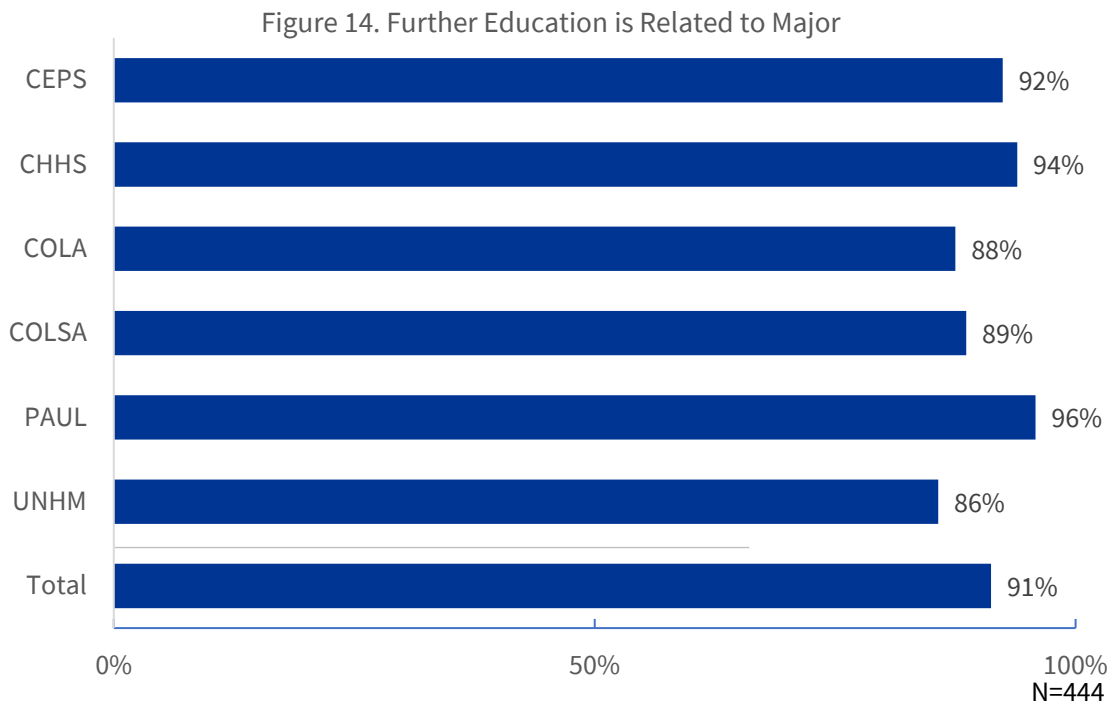
After graduation, 20% of undergraduate degree recipients enrolled in a program of further education. Over 225 (48% of those continuing their education) remained at UNH for further education. Others enrolled in programs across the United States and Europe. Table 3 presents a selection of the institutions where recent graduates are enrolled and the count of graduates attending each.

Arizona State University (1)	Southern New Hampshire University (6)
Boston College (3)	Stanford University (2)
Boston University (10)	Suffolk University Law School (3)
Bowling Green State University (1)	The George Washington University (2)
Brown University (1)	The Ohio State University (2)
Clemson University (1)	The University of Arizona (2)
College of Mount Saint Vincent (1)	The University of Melbourne (1)
Colorado State University (1)	The University of Vermont (3)
Columbia University (1)	Tufts University (5)
Cornell University (1)	University of Massachusetts- Amherst (2)
Drexel University (1)	University of Massachusetts- Lowell (2)
Elon University (1)	University College Dublin (1)
Emory University (1)	University of Colorado (2)
Fordham University (3)	University of Connecticut (3)
Georgetown University (1)	University of Maine (1)
Harvard University (2)	University of Michigan (1)
Johns Hopkins University (1)	University of New England (2)
Massachusetts College of Pharmacy and Health Sciences (13)	University of New Hampshire (225)
Mayo Clinic (1)	UNH Franklin Pierce School of Law (3)
New England College of Optometry (4)	University of Newcastle (1)
New England Law (1)	University of Prince Edward Island (1)
New York Law School (2)	University of Rhode Island (2)
New York University (2)	University of South Carolina (1)
North Carolina State University (2)	University of Southern California (2)
Northeastern University (13)	University of Virginia (1)
Northwestern University (2)	University of Washington (1)
Ohio University (2)	University of Zurich (1)
Oregon State University (1)	Vanderbilt University (1)
Penn State (1)	Vrije Universiteit Amsterdam (1)
Rutgers University (2)	Worcester State University (3)
San Diego State University (1)	Yale University (1)

Of those continuing onto graduate school, majority are enrolled in a master’s degree program or a doctoral program (see Table 4 below).

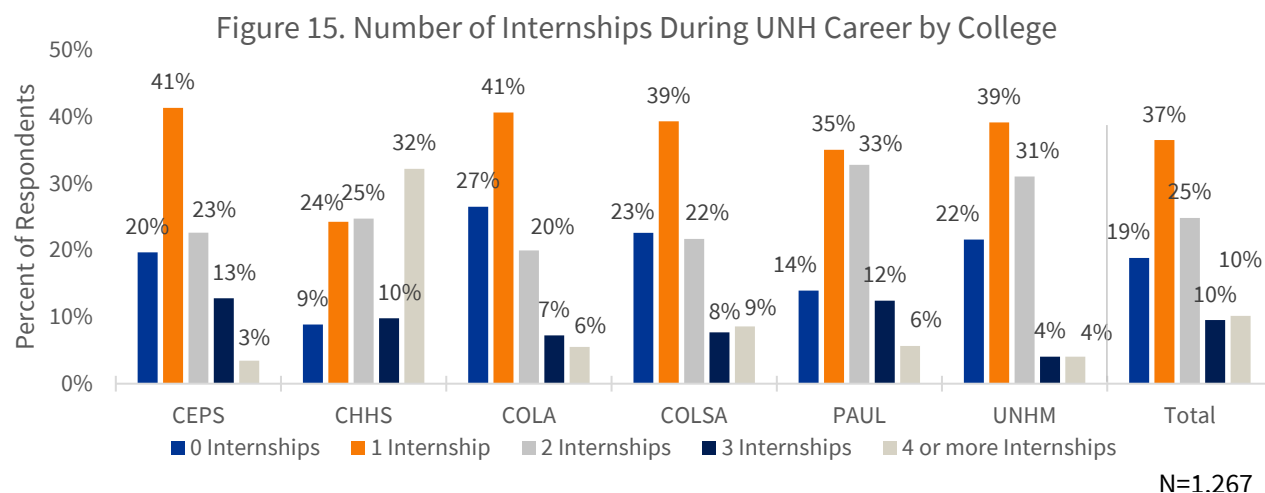
	N	Percent
Master's degree	341	75%
Doctoral degree (MD, JD, PhD, DDS, etc.)	58	13%
Other	26	6%
Bachelor's degree	13	3%
Certificate of Advanced Graduate Study	8	2%
Associate's degree	6	1%
Grand Total	452	100%

Among graduates enrolled in further education, 91% said that their programs of study were related to their undergraduate major (Figure 14).

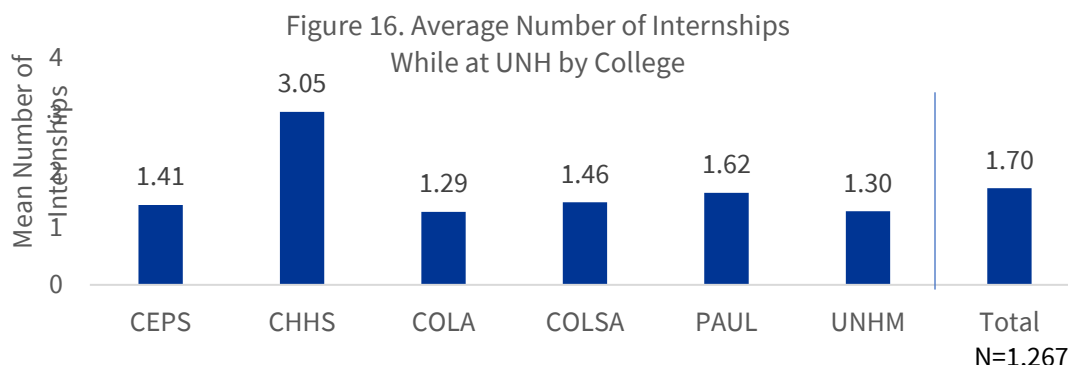


INTERNSHIPS

The First Destination Survey includes a series of questions asking about the number and type of internships completed while at UNH. Overall, the majority of graduates had at least one internship (81%, shown in Figure 15). This is a slight increase from the prior year with 78% having one or more internships.



Average number of internships varies by college.



Compared to last year, there were similar percentages whose internships were A) located in NH, B) paid, and C) for-credit (see Table 5 below). Compared to last year, there were fewer 2020 graduates who received a full-time job offer from an internship (32% compared to 39% for the 2019 Class).

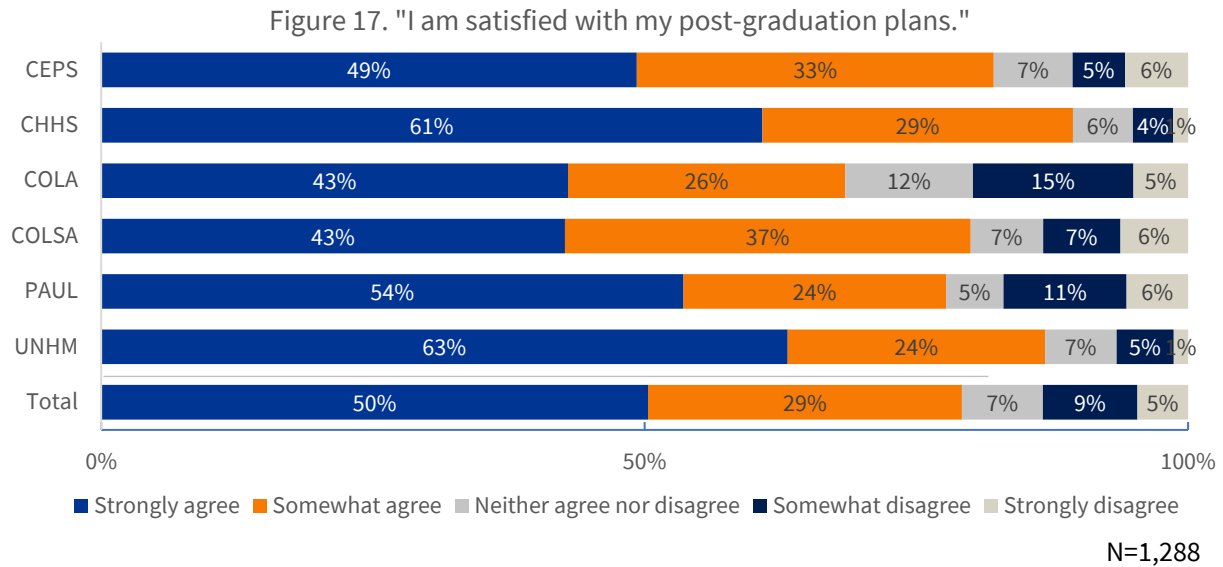
Percent who had:	CEPS	CHHS	COLA	COLSA	Paul	UNHM	Total
Any located in NH	79%	91%	73%	72%	58%	95%	75%
Any paid internship	95%	30%	49%	53%	94%	51%	63%
Any for-credit internship	12%	99%	67%	56%	21%	86%	53%
Any full-time job offer	37%	23%	20%	25%	52%	29%	32%
Among those with a job offer, % accepting the offer	58%	52%	49%	48%	63%	71%	57%

Hundreds of organizations hosted UNH students for internships. Table 8 shows just some of the organizations that provided opportunities for at least 3 members of the Class of 2020.

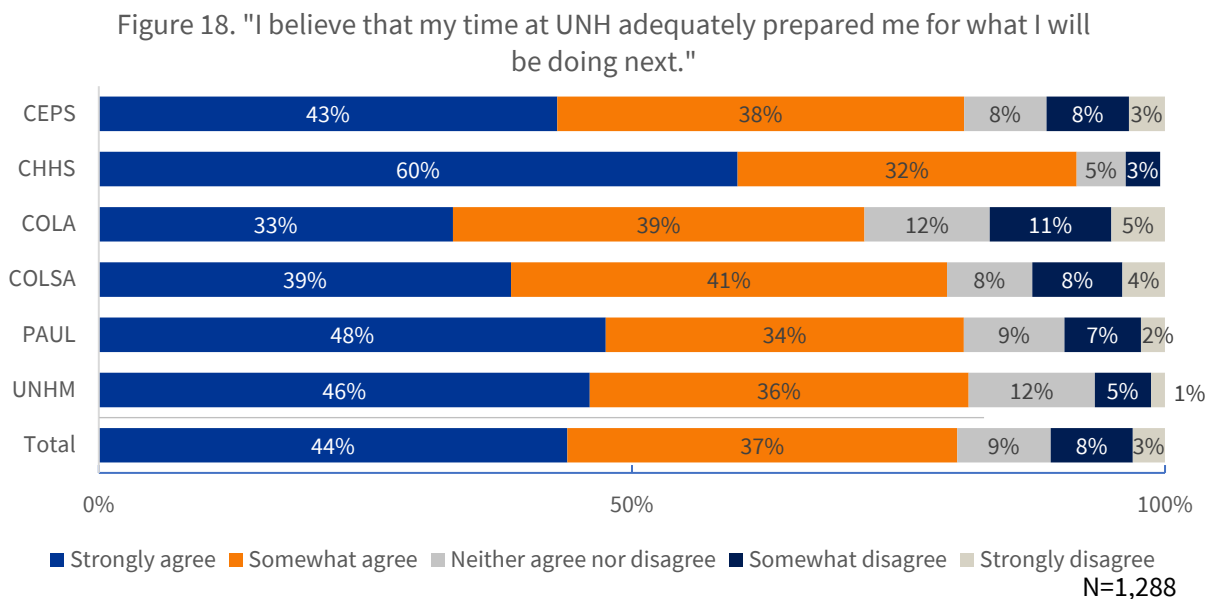
<i>Table 8. Selected Internship Organizations - Class of 2020</i>	
ALKU (6)	Lincoln Financial Group (5)
BAE Systems, Inc. (10)	Little Harbour Elementary (9)
Bank of America (3)	Manomet (3)
Barrington District (4)	Mass Eye and Ear (4)
BerryDunn (4)	Mass General Hospital (3)
Beth Israel Deaconess Medical Center (3)	Mental Health Center of Greater Manchester (3)
Boston Environmental (3)	National Grid (3)
Caron and Bletzer (3)	NH Department of Health and Human Services (5)
Catholic Medical Center (6)	New Hampshire Hospital (16)
Center for Wildlife (4)	Newmarket School District (12)
CHANAS Research (4)	NH Department of Transportation (7)
Coe Brown Northwood Academy (3)	NH Division for Children, Youth & Families (5)
Commonwealth of Massachusetts (3)	Northeast Rehabilitation Hospital (12)
Concord Hospital (4)	Oyster River School District (13)
Dartmouth-Hitchcock Medical Center (12)	Pennichuck Water Works (3)
Dover Children’s Home (4)	Portsmouth Hospital (21)
Dover School District (12)	Pratt and Whitney (3)
Dover Teen Center (10)	Prescott Park Arts Festival (3)
Edgewood Centre (21)	Prevention Innovations Research Center (5)
Elliot Hospital (18)	PwC (5)
Ernst & Young (13)	QA Technology Company (4)
Exeter High School (5)	Riverwoods (7)
Exeter Hospital (22)	Rockingham Rehabilitation and Nursing Home (22)
Fidelity Investments (11)	RSA Security (3)
Fox Rehab (3)	Seacoast Media Group (4)
Franco-American Centre (3)	Service Credit Union (4)
Geneia (3)	Shoals Marine Laboratory (4)
HAVEN (4)	SIG Sauer, Inc. (7)
Horne Street Elementary School (4)	SilverCloud (4)
John Hancock (6)	Southern New Hampshire Hospital (3)
Krempels Center (16)	Southern New Hampshire Medical Center (9)
Langdon Place (5)	University of New Hampshire (94)
Liberty Mutual (13)	UNH SURF (11)
	Wentworth-Douglass Hospital (27)

SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

The majority of 2020 graduates strongly or somewhat agreed they were satisfied with their post-graduation plans (80%⁶).

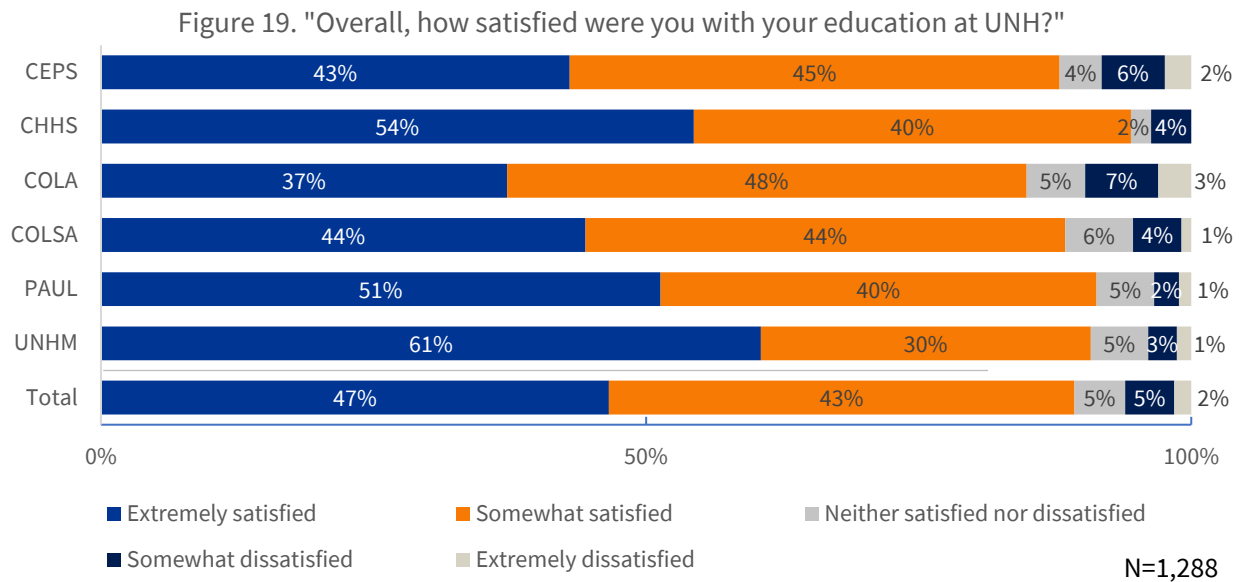


The majority of 2020 graduates also agreed that UNH adequately prepared them for what they will be doing next – with 81% strongly or somewhat agreed (Figure 18).



⁶ Slightly different from graph due to rounding.

A higher percentage of graduates were satisfied with their UNH education with 89%⁷ extremely or somewhat satisfied (Figure 19).



SUMMARY

Since graduating, members of the University of New Hampshire’s undergraduate Class of 2020 have already achieved a wide variety of positive outcomes. This is particularly impressive because they graduated during the COVID-19 pandemic, which significantly impacted the job-market. Compared to the prior graduating class, they had slightly fewer obtain employment (71% employed compared to 78% in 2019 and 74.5% in 2018), but those who employed full-time have the same salaries (\$48,804 compared to \$48,742 in 2019). There was a slight increase in graduates enrolling in further education – many of which are at prestigious universities. Overall, 89% of the Class of 2020 was extremely or somewhat satisfied with their education at UNH.

⁷ Slightly different from graph due to rounding.

APPENDIX 1 - METHODOLOGY

First Destination Survey data collection took place in three phases. First, beginning in April of 2020 an “early bird” online survey which was promoted through Career and Professional Success to May graduates who had finalized their post-graduation plans. These students were identified and invited to take the survey by the career directors in each college; 346 students took the early survey.

Second, the regular online survey was administered by the UNH Survey Center from August 20 to October 14 and included email survey invitations and reminders to graduates who had not taken the early survey. An additional 989 graduates took the online survey during this phase.

Finally, for graduates who did not respond to the online survey, “knowledge rate” data collection was conducted from October to mid-December using phone calls by the UNH Survey Center, social media lookups, information from faculty and staff, and data on Fall 2020 graduate school enrollment obtained from the National Student Clearinghouse.

College	2020 graduates	Online survey responses	Survey response rate	Knowledge rate data obtained	Total percent of graduates with data
College of Engineering and Physical Sciences	500	214	43%	36%	78%
College of Health and Human Services	416	226	54%	31%	86%
College of Liberal Arts	759	305	40%	23%	63%
College of Life Sciences and Agriculture	566	231	41%	38%	79%
Paul College of Business and Economics	697	278	40%	36%	76%
UNH Manchester	180	81	45%	36%	81%
Total	3,118	1,335	43%	33%	75%

DEMOGRAPHIC PROFILE

Profile of Class of 2020 and First Destination Survey Respondents				
Durham and Manchester undergraduate degree recipients				
(N = 3,118)				
		<i>Column Percentages</i>		
		Class of	Online	Grads with
		2020 (%)	Survey	"knowledge
			Respondents	rate" data
			(%)	(%)
Graduation Term				
	September 2019	9.1%	4.3%	13.9%
	December 2019	13.1%	9.6%	15%
	May 2020	77.7%	86.1%	71.1%
Residency				
	New England Regional Compact	2.1%	1.8%	2.3%
	Non-resident	46.9%	44.2%	45%
	Resident	51.1%	54%	52.8%
Gender				
	Female	55.9%	63.5%	51.0%
	Male	44.1%	36.5%	49%
Race/Ethnicity				
	American Indian or Alaskan Native	.2%	.1%	.4%
	Asian	3.2%	4.0%	2.5%
	Black or African American	1.2%	.9%	1.5%
	Hispanic or Latino	3.6%	3.2%	3.5%
	Non-Hispanic 2 or more races	1.8%	1.6%	1.4%
	Non-Resident Alien	5.5%	1.9%	3.2%
	Unknown	4.9%	4.9%	4.7%
	White	79.5%	83.3%	82.9%
First generation student				
	Yes	26.0%	26.4%	27.0%
	No	74.0%	73.6%	73.0%
Degree awarded				
	Associate's	1.3%	0.7%	2.5%
	Bachelor's	98.7%	99.3%	97.5%
College of first major				
	Life Sciences and Agriculture	18.2%	17.3%	21.4%
	Liberal Arts	24.3%	22.8%	16.9%
	Engineering and Physical Sciences	16.0%	16.0%	17.6%
	Paul College of Business and			
	Economics	22.4%	20.8%	24.9%
	Health and Human Services	13.3%	16.9%	12.9%
	UNH Manchester	5.8%	6.1%	6.4%

In any survey research, it is important to explore whether those who completed the survey are representative of the overall population. To examine the extent to which the graduates whose data was gathered are representative of the population, demographic differences were examined between the population, survey completers, and those with knowledge rate data

As shown in the table, there are some factors which distinguish survey respondents from the graduating class as a whole.

- Women were more likely to respond to the survey than men, a phenomenon which is common across all types of survey research.
- May graduates were more likely to respond than those who graduated in September or December.
- Resident graduates were more likely to respond to the survey than non-residents.
- Graduates identifying as White were more likely to respond than those identifying as a different race/ethnicity.
- CHHS graduates were slightly more likely to complete the full online survey than graduates of other colleges.

It is possible that survey results could be slightly impacted by these demographic differences.