



First Destination Survey Report

Undergraduate Class of 2021

Institutional Research & Assessment

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EXECUTIVE SUMMARY

This report provides a summary of results from the 2021 First Destination Survey, which was conducted from August to December of 2021. This graduating class 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 and satisfaction, particularly compared to 2020 graduates.

Highlights

- Post-graduation information was collected on 75% of undergraduate degree recipients—41% from the full online survey and 35% using data from other sources.¹
- Among those with post-graduation information, 74% were employed, 20% were enrolled in further education, and 6% were seeking employment or further education.² This represents a higher percentage of graduates employed and a lower percentage seeking employment compared to the prior graduating class. (Class of 2020: 71% employed, 20% enrolled in further education, and 9% seeking employment or further education).
- The average full-time salary reported was \$50,395, a slight increase from \$48,973 reported for the prior graduating class.
- The majority of employed graduates obtained jobs related to their major (87%).
- Nearly three-fourths of graduates (72%) left UNH with experiential learning in the form of an internship, practicum, clinical, or fieldwork—down from 81% one year ago. This large drop is likely attributable to fewer such opportunities being available to students during the COVID-19 pandemic. The proportion of students with internships who received a full-time job offer from an internship organization increased to 38% from 32% in 2020.
- The Class of 2021 reported high satisfaction with their education at UNH and with how it prepared them for what they are doing after graduation. Specifically, 90% were extremely satisfied or somewhat satisfied with the education they received at UNH; 83% strongly agreed or agreed their time at UNH prepared them for what they will be doing next; and 86% strongly agreed or agreed they are satisfied with their post-graduation plans.

¹ Some percentages in this report do not sum to 100 because of rounding.

² "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.

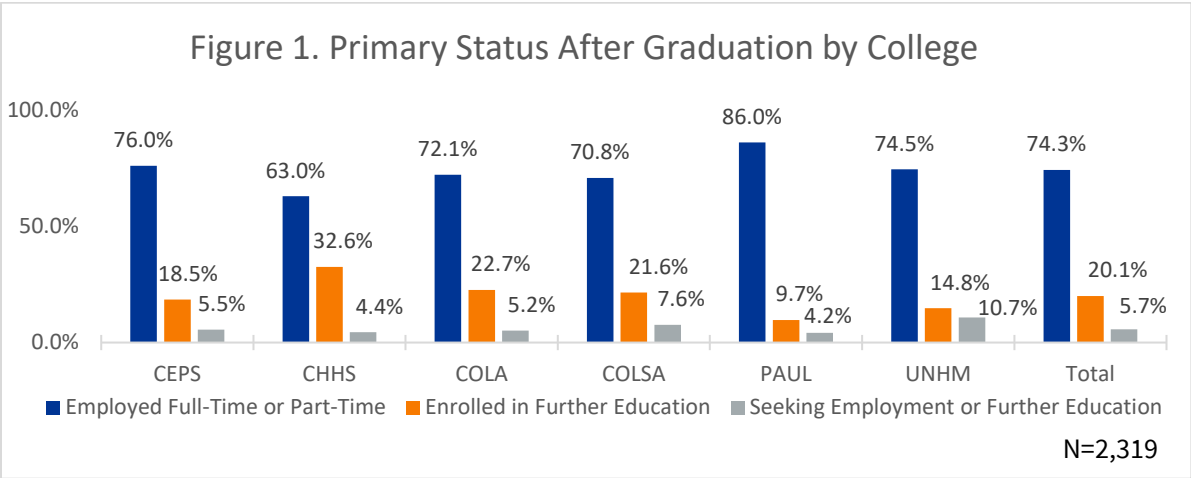
METHODOLOGY

UNH’s undergraduate Class of 2021 consisted of 3,101 students who were awarded bachelor’s or associate’s degrees at the Durham and Manchester campuses from September 2020 through May 2021. 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 41% and a knowledge rate data collection rate of 34%, bringing the total of graduates for whom at least some post-graduation information was available to 75%. 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

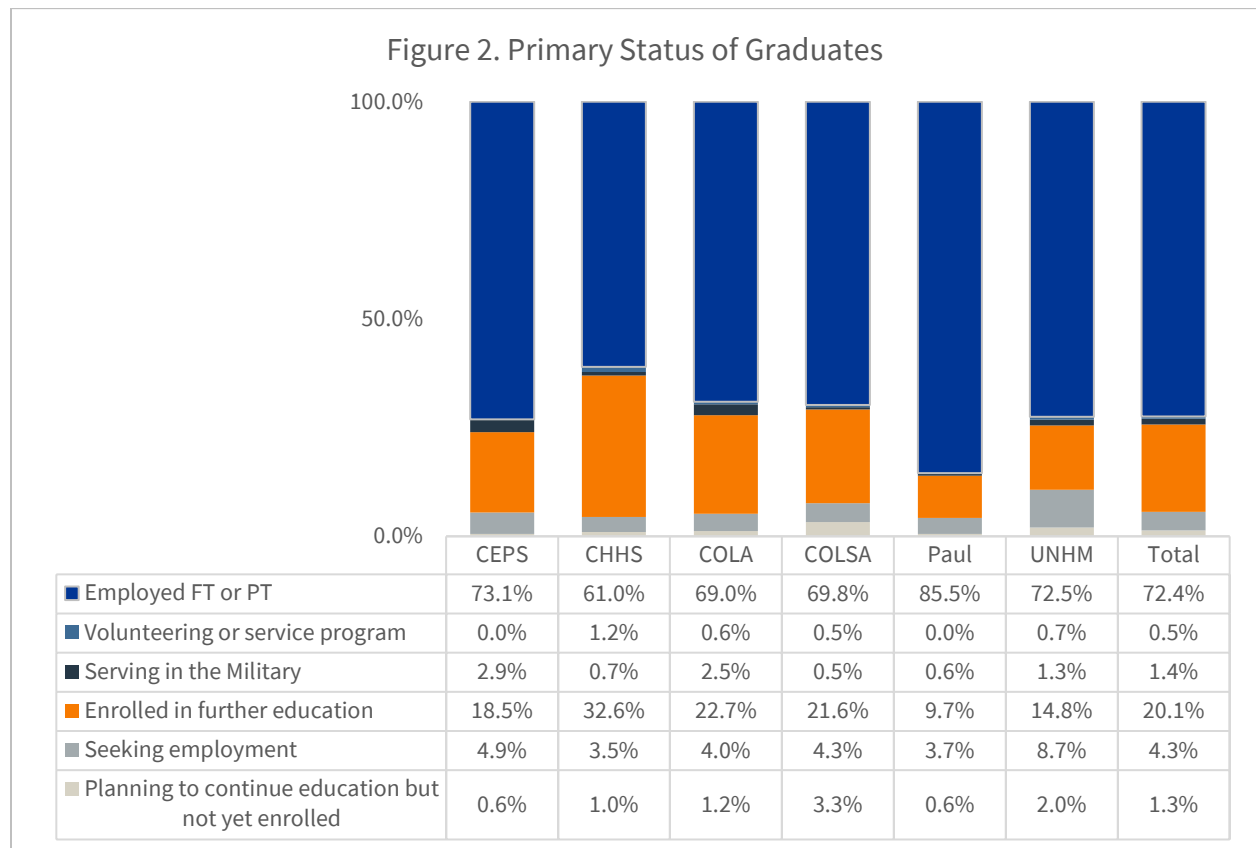
Within 3 to 12 months of graduation, 74% of graduates had obtained employment and 20% were enrolled in further education, leaving 6% seeking either employment or further education



at the time of data collection.³ The percentage of graduates employed is an increase of 3 percentage points compared to the 2020 graduating class. The percentage of students enrolled in further education remained the same, while the percentage of graduate seeking employment or further education fell by 3 percentage points (71%, 20%, and 9% in 2020, respectively).

³ Twelve graduates (0.4%) 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 2021, 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 2021 has a 94% success rate. Figure 3 shows success rate over the past 5 years.

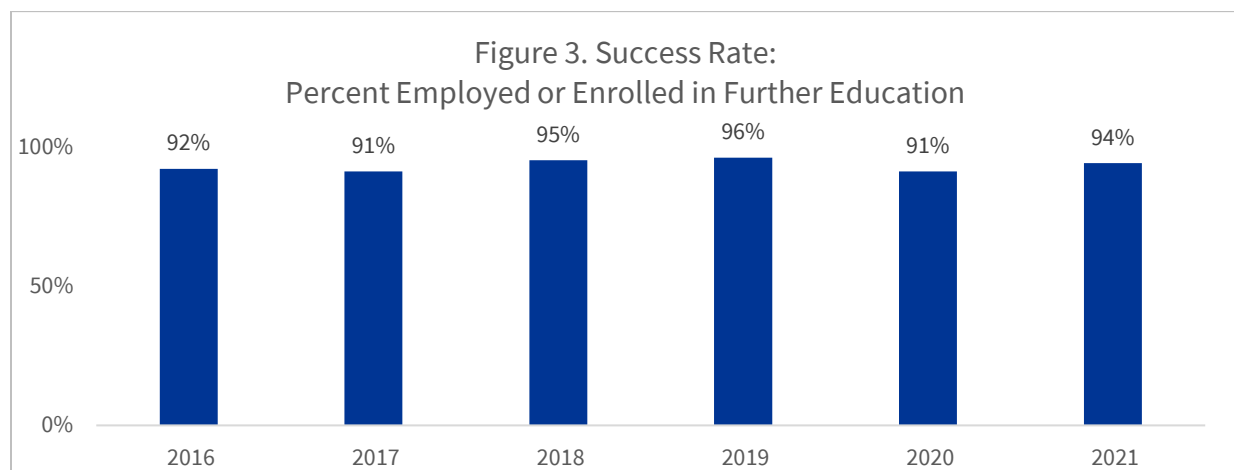
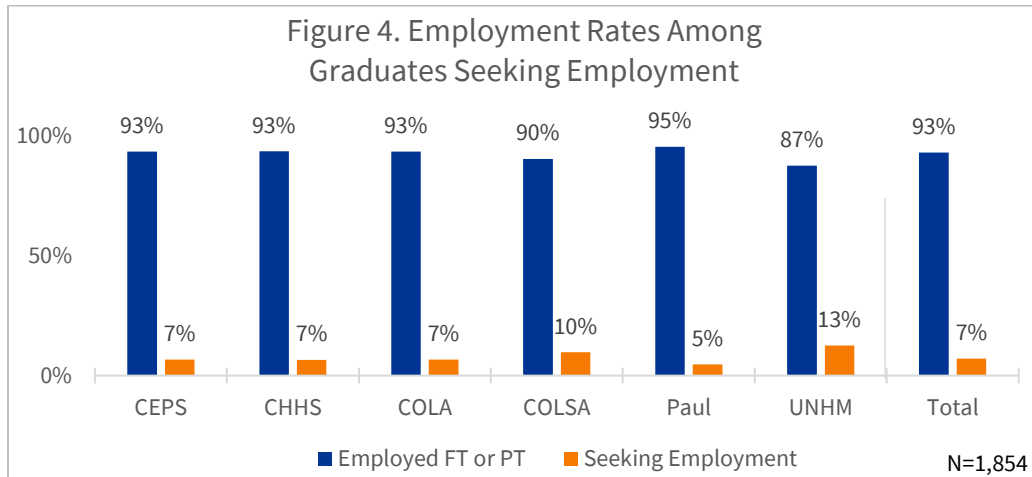
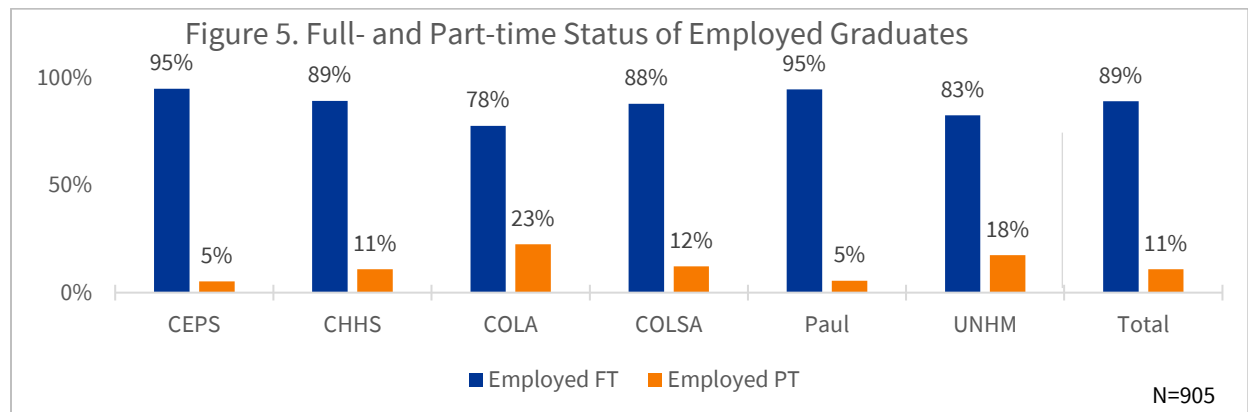


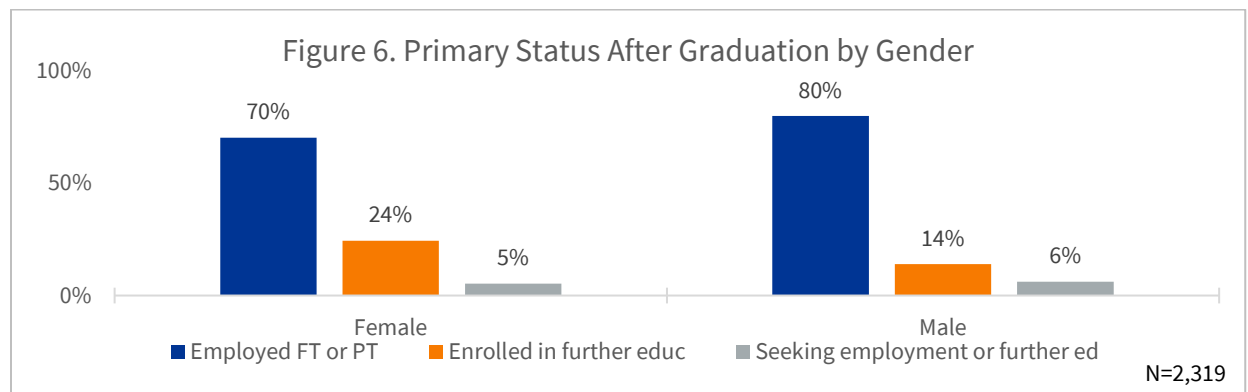
Figure 4 shows only graduates who were entering the labor force and not those going on to further education. Among those who sought employment, 93% had obtained employment by the time of the survey.



Similar to last year, the majority of employed graduates who reported FT/PT status were working full-time (89% compared to 87% in 2020).



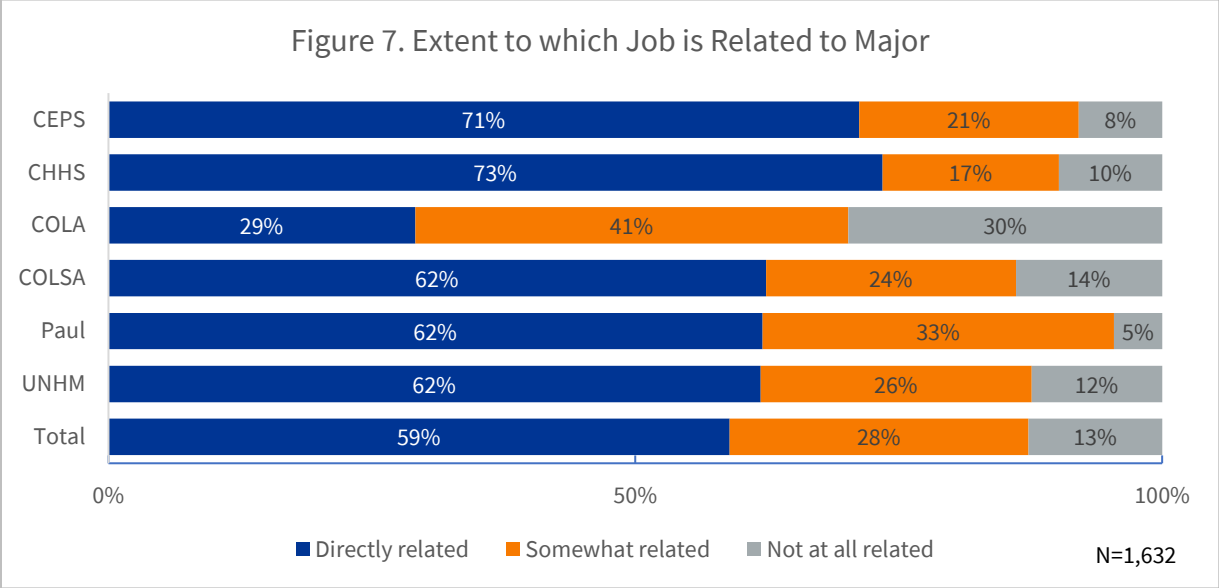
As in other graduating classes, there are differences in post-graduation status by gender. Men are more likely than women to be employed, and women are more likely to be enrolled in further education.



EMPLOYMENT DETAILS

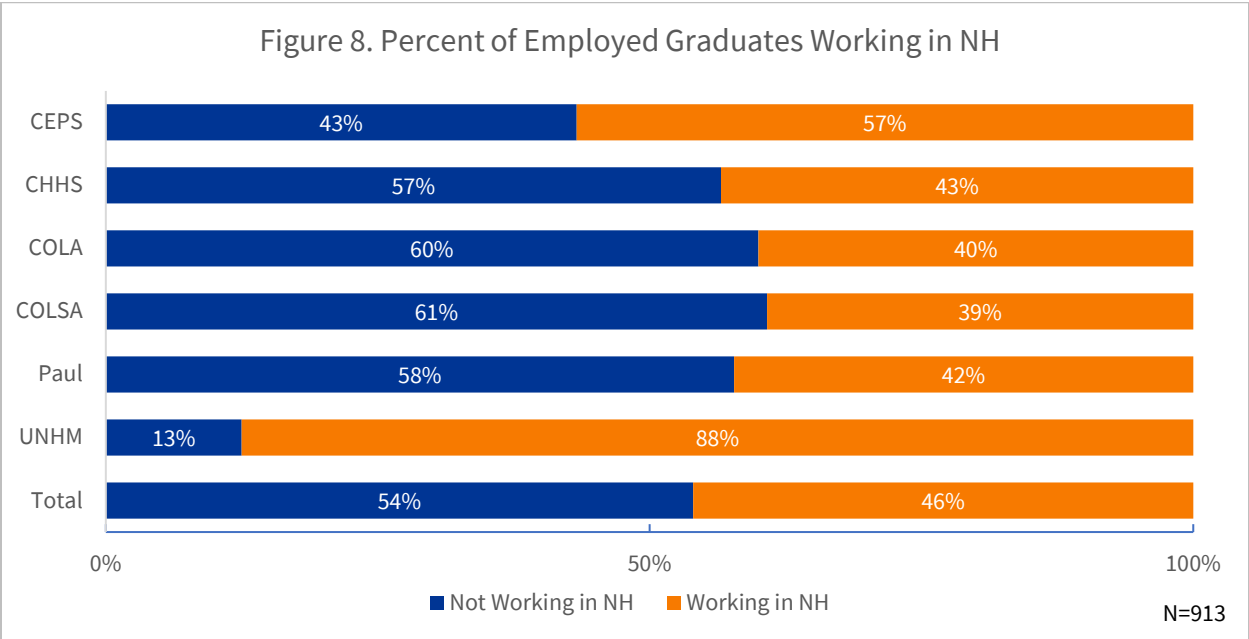
Relation to Major

The majority of employed graduates—87%—reported that their job was directly or somewhat related to their major.

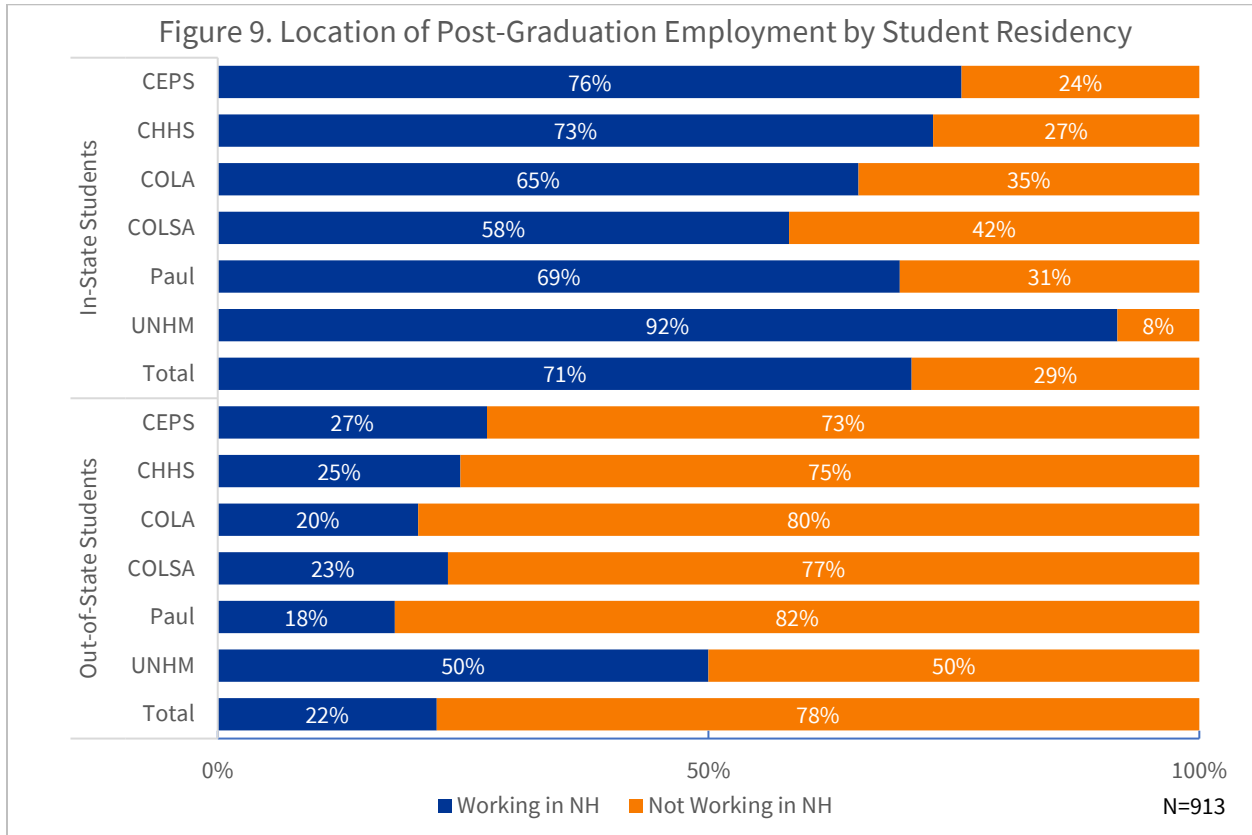


Remaining in New Hampshire

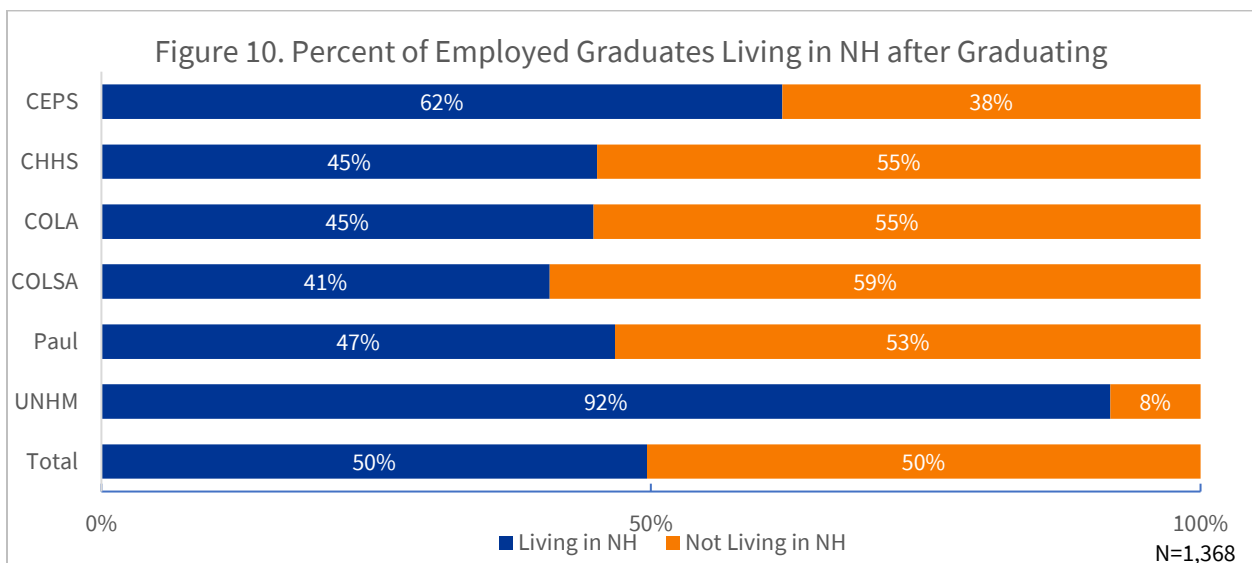
Among those who are authorized to permanently work in the US and who obtained full-time employment, 54% were working in NH. This is an 8-percentage point increase from the prior graduating class, where 46% were working in NH.



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 71% of in-state students and 22% of out-of-state students remaining in New Hampshire for their jobs (Figure 9). Again, this figure only includes those who were authorized to permanently work in the US.



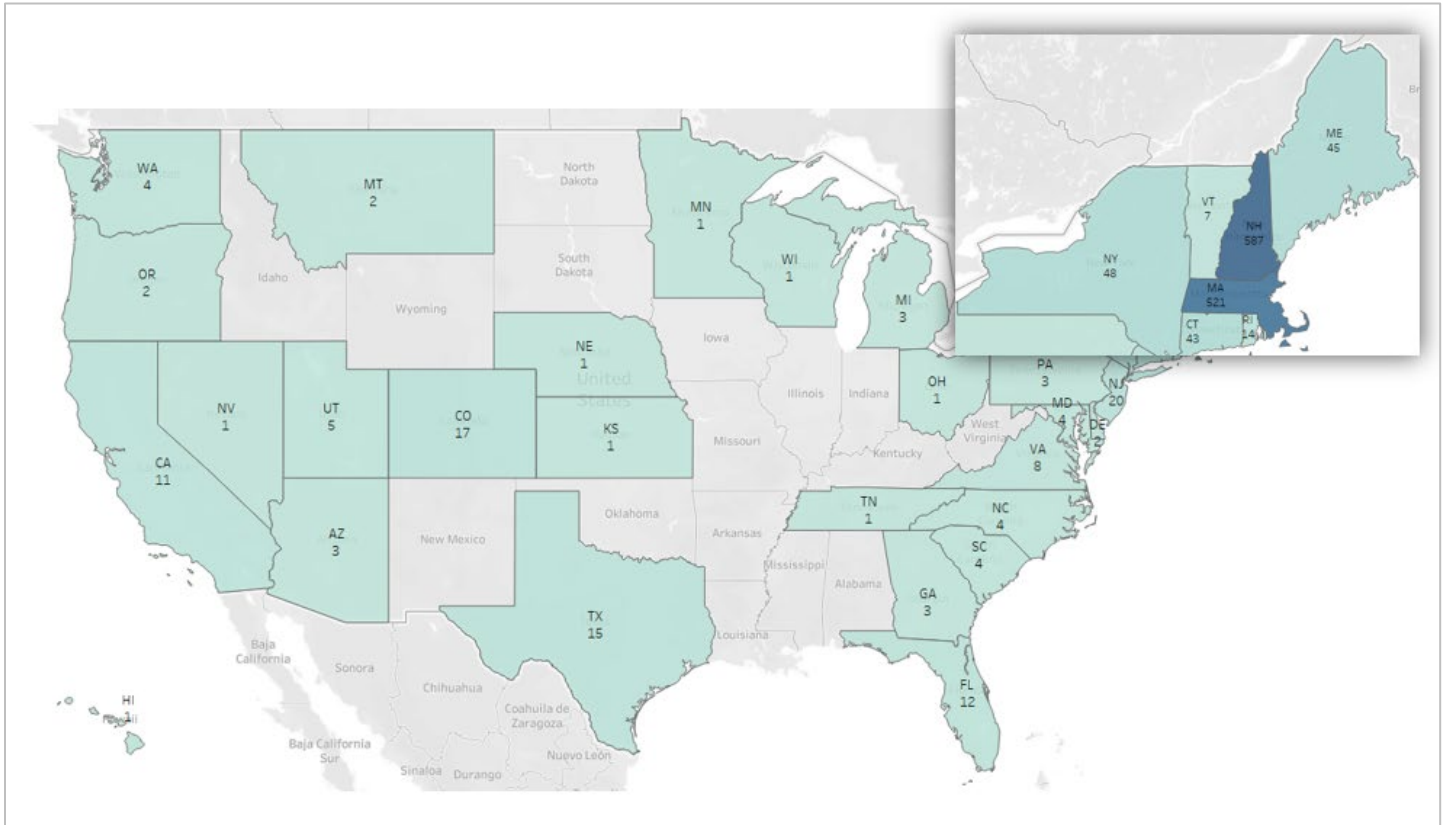
While 46% of employed graduates were working in NH (Figure 8), slightly more (50%) reported that they were living in NH after graduation (Figure 10).



Employers and Locations

UNH graduates typically remain in the Northeast immediately after graduation, and this held true for the Class of 2021. That said, there were alumni working around the world—in 35 states (Figure 11) and at least 5 countries including The Bahamas, China, German, South Korea, and Spain.

Figure 11. Location of Employment – Class of 2021



Full-time Employers

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

ALKU (7)	Lahey Hospital and Medical Center (3)
BAE Systems, Inc. (5)	Liberty Mutual Insurance (5)
Beth Israel Deaconess Medical Center (9)	Lincoln Financial Group (8)
Bitsight (4)	Lonza (23)
Boston Analytical (4)	Maine Medical Center (5)
Boston Children's Hospital (12)	Massachusetts General Hospital (14)
Bottomline Technologies (3)	MathWorks (3)
Brigham and Women's Hospital (6)	McLean Hospital (3)
Community Action Partnership (3)	Medicus Healthcare Solutions (6)
Community Partners (6)	Moderna (4)
ConvenientMD Urgent Care (3)	Department of Environmental Services (3)
CVS Pharmacy (3)	Portsmouth Regional Hospital (5)
Dana-Farber Cancer Institute (5)	PricewaterhouseCoopers (PwC) (11)
Dartmouth-Hitchcock Medical Center (8)	Putnam Investments (4)
Definitive Healthcare (5)	Rapid7 (3)
DEKA Research and Development (5)	Raytheon Technologies (7)
Dell Technologies (6)	SBG Funding (4)
Elliot Hospital (8)	Sig Sauer (3)
Ernst & Young (4)	Southern New Hampshire University (4)
Exeter Hospital (6)	TJX Companies (4)
EY LLP (8)	Tufts Medical Center (4)
Fidelity Investments (81)	University of New Hampshire (21)
Genesis Healthcare (6)	USDA (4)
KPMG LLP (3)	Wentworth-Douglass Hospital (10)

Salaries

Figure 12 shows the average salary for graduates who obtained full-time employment as \$50,395, which is a slight increase from the Class of 2020 average salary of \$48,973.

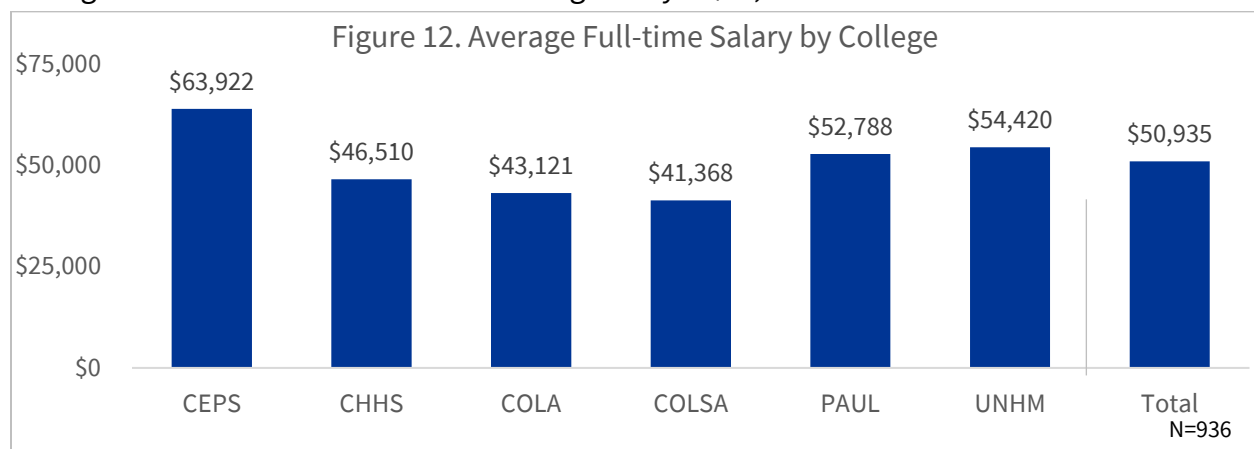
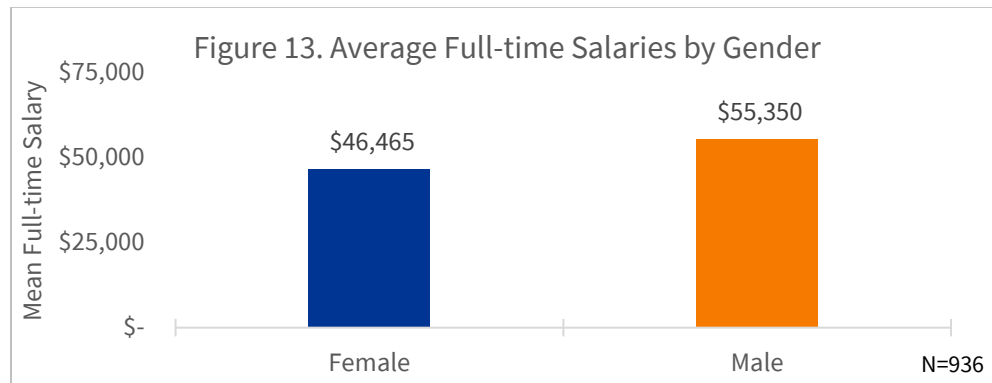


Table 2 shows the distribution of full-time salaries by \$10,000 ranges. Like the last few years, the median salary for 2021 graduates working full-time was in the \$40,000 to \$49,999 range.

	Less than \$30K	\$30-39,999	\$40-49,999	\$50-59,999	\$60-69,999	\$70-79,999	\$80K or more
CEPS	3%	4%	9%	20%	30%	23%	11%
CHHS	10%	28%	21%	23%	13%	4%	1%
COLA	17%	28%	28%	20%	4%	1%	1%
COLSA	23%	36%	19%	12%	6%	2%	1%
Paul	3%	9%	36%	26%	20%	3%	4%
UNHM	9%	18%	21%	20%	11%	11%	11%
Total	10%	19%	24%	21%	15%	7%	4%

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.



GRADUATE AND PROFESSIONAL SCHOOLS

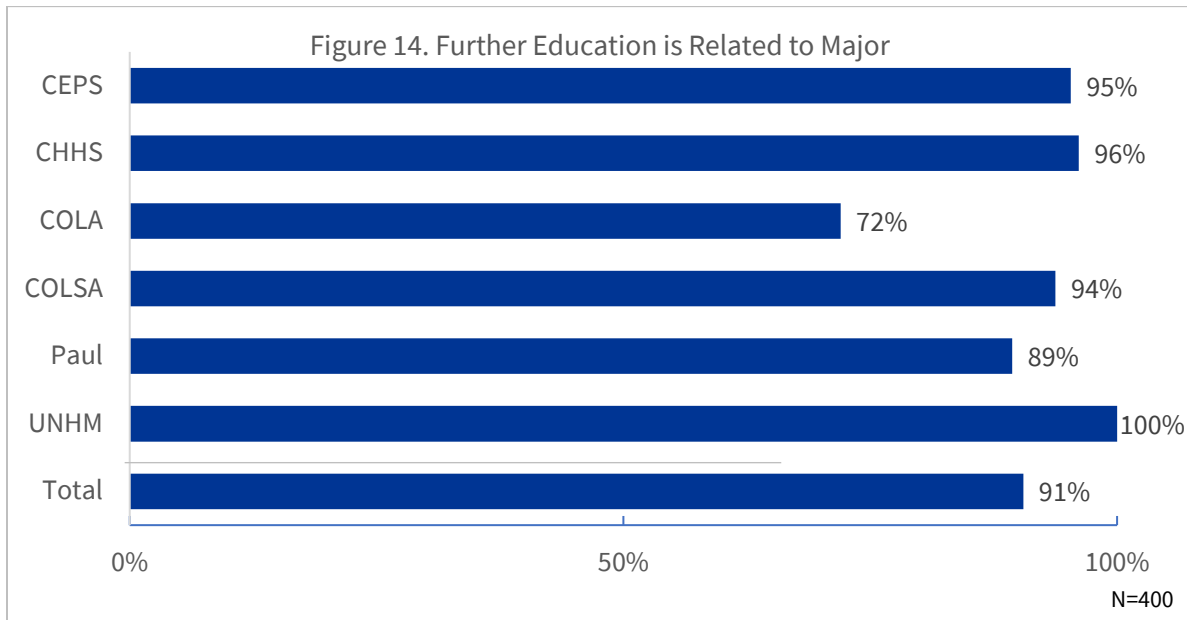
After graduation, 20% of undergraduate degree recipients enrolled in a program of further education. Over 200 (44% of those continuing their education) remained at UNH for further education. Others enrolled in programs across the United States and Europe. Table 3 presents a selection of the institutions where recent graduates are enrolled and the count of graduates attending each.

Bentley University (2)	Northeastern University (7)
Boston College (6)	Nottingham Trent University (1)
Boston University (10)	Plymouth State University (3)
Brandeis University (1)	Regis College (3)
Brown University (3)	Rutgers University (1)
California Institute of Technology (1)	Simmons University (6)
Carnegie Mellon University (1)	Southern New Hampshire University (5)
Columbia University (1)	Suffolk University (4)
Colorado State University (1)	SUNY College (3)
Cornell University (1)	Tufts University (8)
Dartmouth College (1)	UNH Franklin Pierce School of Law (5)
Drexel University (1)	UNH-Manchester (4)
Duke University (1)	University of Connecticut (1)
Franklin Pierce School of Law (1)	University of Illinois at Chicago (1)
Georgetown University (3)	University of Massachusetts at Amherst (2)
Harvard University (1)	University of Massachusetts at Boston (2)
Ithaca College (2)	University of Minnesota (1)
Johns Hopkins University (2)	University of New England (2)
Kean University (1)	University of New Hampshire (206)
Mass. College of Pharmacy and Health Sciences (9)	University of Rhode Island (2)
Massachusetts Institute of Technology (1)	University of Sydney (1)
Merrimack College (5)	University of Vermont (3)
New York University (2)	Vermont Law School (1)

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

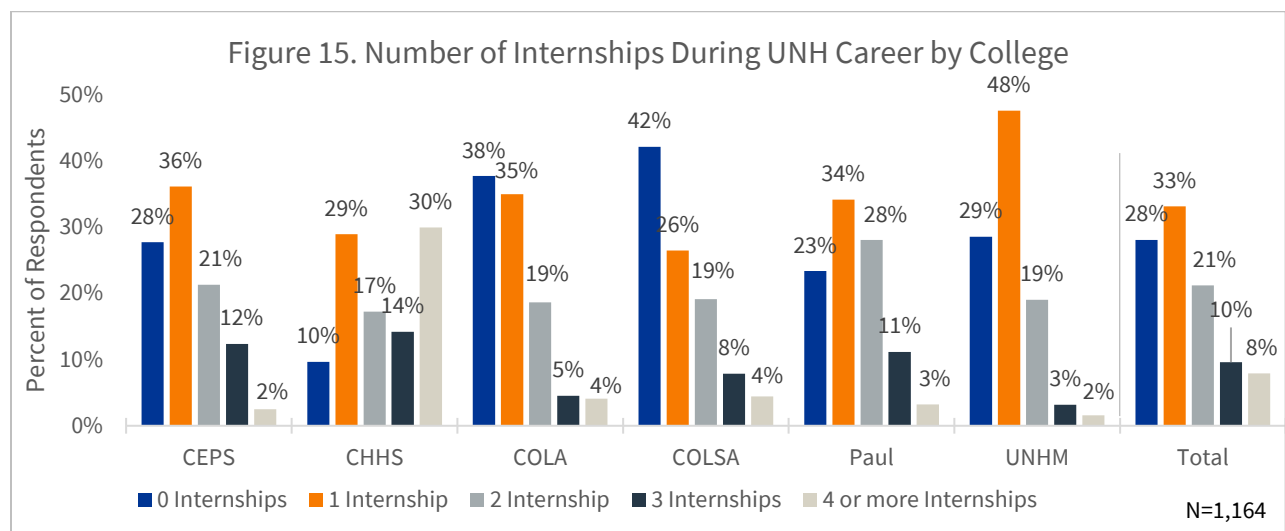
	N	Percent
Master's degree	309	77%
Doctoral degree (MD, JD, PhD, DDS, etc.)	60	15%
Bachelor's degree	12	3%
Other	11	3%
Certificate of Advanced Graduate Study	9	2%
Total	401	100%

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

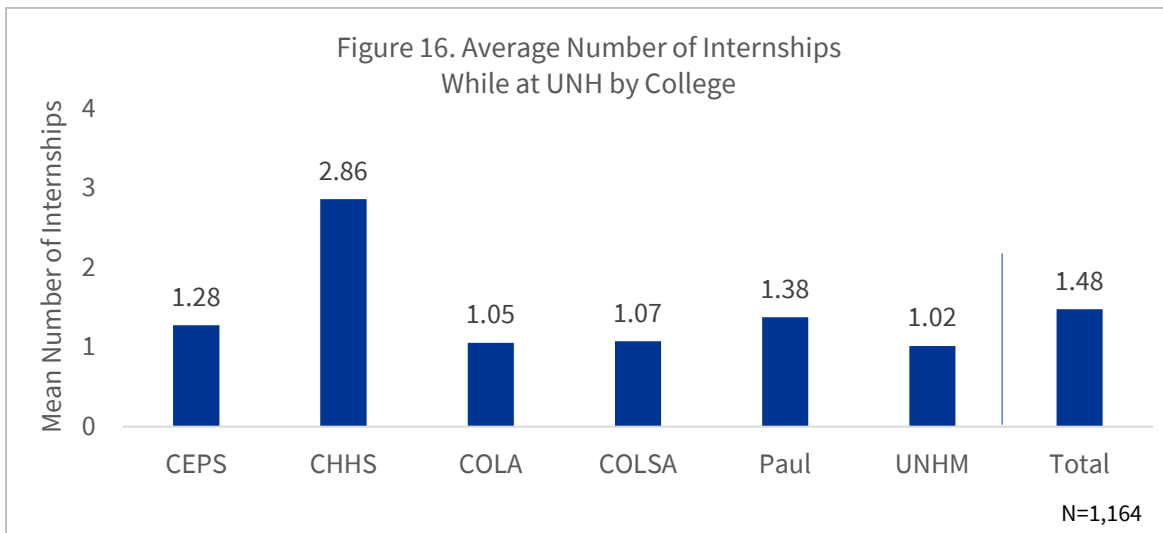


INTERNSHIPS

The First Destination Survey includes a series of questions asking about the number and type of internships completed while at UNH. Overall, nearly three-fourths of graduates had at least one internship (72%, shown in Figure 15). This decrease when compared to prior years is likely impacted by the COVID pandemic limiting access to internships (81% and 78% for 2020 and 2019 graduates respectively).



The average number of internships varies by college. The overall average for last year was 1.70 compared with 1.48 for the Class of 2021.



Compared to last year, there were similar percentages of students whose internships were a) located in New Hampshire; b) paid, and c) for-credit (Table 5). Compared to last year, there were more 2021 graduates who received a full-time job offer from an internship (38% compared to 32% for 2020 graduates).

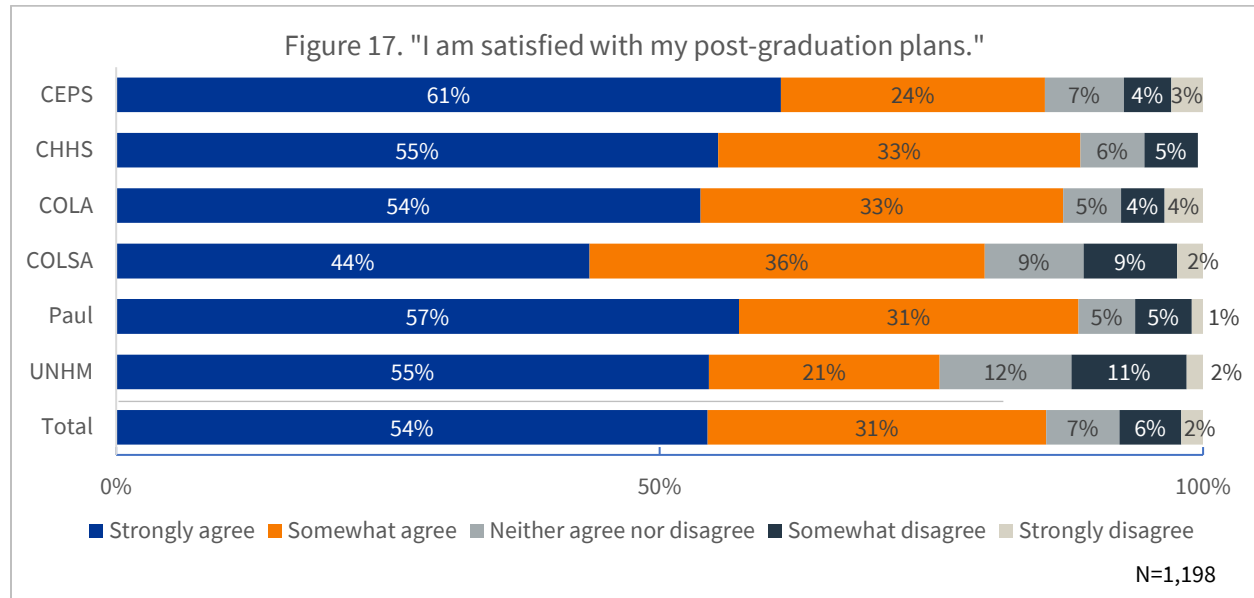
Among students who had at least one internship (N=817)							
Percent who had:	CEPS	CHHS	COLA	COLSA	Paul	UNHM	Total
Any located in NH	74%	92%	73%	74%	64%	91%	76%
Any paid internship	93%	33%	42%	55%	92%	42%	63%
Any for-credit internship	13%	94%	67%	50%	26%	93%	52%
Any full-time job offer	51%	30%	23%	28%	52%	29%	38%
Among those with a job offer, % accepting the offer	63%	48%	61%	72%	70%	46%	63%

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 2021.

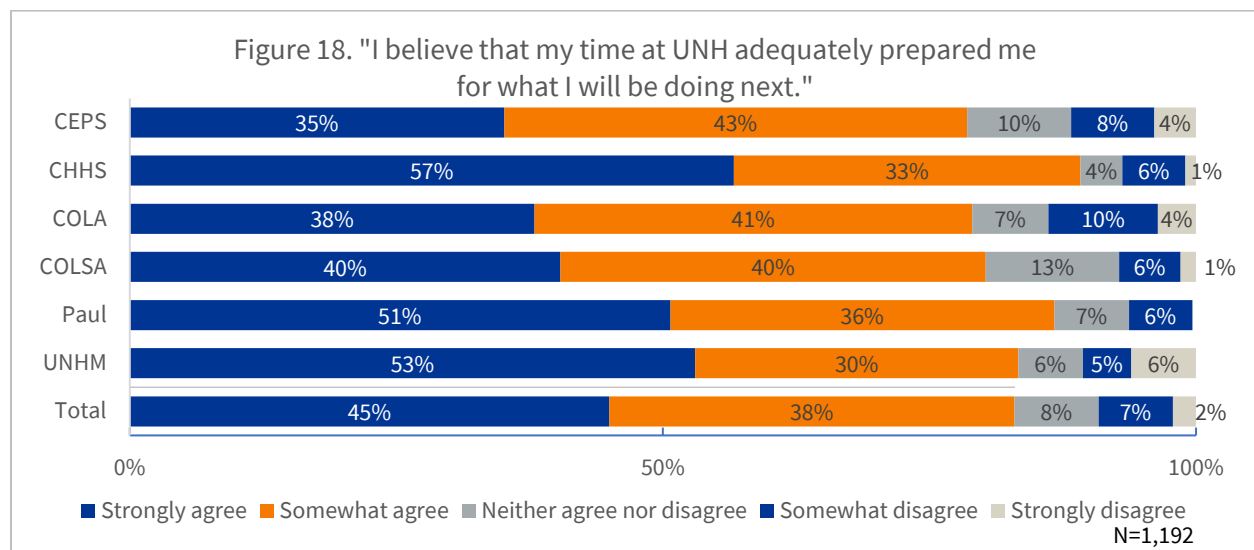
<i>Table 8. Selected Internship Organizations - Class of 2021</i>	
ALKU (6)	Lonza (7)
BAE Systems, Inc. (4)	New Hampshire Hospital (13)
Brigham and Women's Hospital (5)	Newmarket Elementary School (6)
Community Action Partnership of Strafford County (6)	Nextstep Healthtech (3)
Community Partners (5)	Northeast Passage (7)
Concord Hospital (3)	Northeast Rehabilitation Hospital Network (6)
Dartmouth-Hitchcock Medical Center (13)	Novocure (4)
DEKA Research and Development (4)	Portsmouth Naval Shipyard (3)
Dover Children's Home (3)	Portsmouth Regional Hospital (18)
Dover Teen Center (7)	Pratt & Whitney (4)
Ernst & Young (6)	PricewaterhouseCoopers (PwC) (9)
EcoQuest (3)	RiverWoods at Exeter (5)
Edgewood Centre (10)	Rockingham County Nursing Home (10)
Elliot Hospital (28)	RSM US LLP (3)
Ernst & Young (3)	Southeastern New Hampshire Services (5)
Ethridge McGann Group (4)	Southern New Hampshire Medical Center (10)
Exeter Hospital (14)	Southern NH Medical Center (10)
Fidelity Investments (10)	Technology Business Research (3)
Frisbie Memorial Hospital (3)	UNH Manchester (3)
Genesis Healthcare (8)	UNH SURF (4)
John Hancock (3)	University of New Hampshire (4)
Liberty Mutual Insurance (5)	University of Melbourne (3)
Lincoln Financial Group (8)	University of New Hampshire (196)
Littleton Regional Healthcare (4)	Wentworth Douglass Hospital (19)

SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

The majority of 2021 graduates strongly or somewhat agreed they were satisfied with their post-graduation plans (86%⁴). This is a higher percentage compared to the prior year (80%).

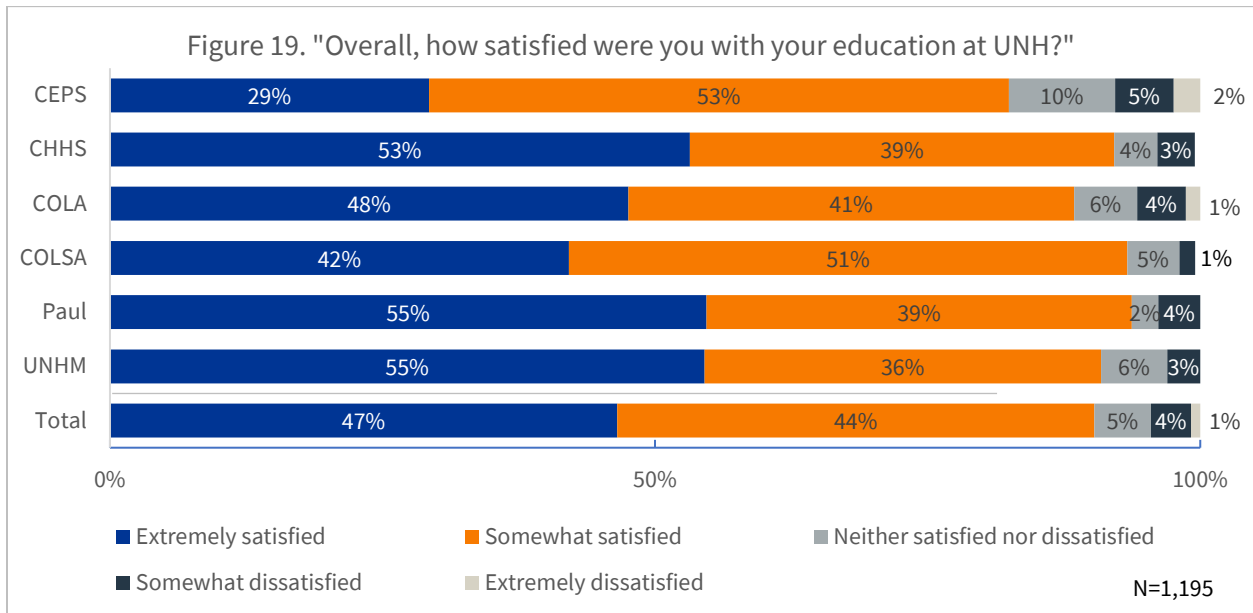


The majority of graduates also agreed that UNH adequately prepared them for what they will be doing next, with 83% strongly or somewhat agreeing (Figure 18).



⁴ Slightly different from graph due to rounding.

A higher percentage of graduates were satisfied with their UNH education, with 90% extremely or somewhat satisfied (Figure 19).⁵



SUMMARY

Since graduating, members of the University of New Hampshire’s undergraduate Class of 2021 have already achieved a wide variety of positive outcomes. While still graduating during the COVID-19 pandemic, this graduating class has shown higher percentages of positive outcomes compared to the prior graduating class (which graduated during the first year of the pandemic). While there were fewer 2021 graduates who reported completing internships during their degree program compared to prior years, there were still 74% who obtained employment and 20% who enrolled in further education. Overall, 89% of the Class of 2021 was extremely or somewhat satisfied with their education at UNH.

⁵ Slightly different from graph due to rounding.

APPENDIX 1 - METHODOLOGY AND DEMOGRAPHIC PROFILE

First Destination Survey data collection took place in three phases. First, in April of 2021 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; 414 students took the early survey.

Second, the regular online survey was administered by the UNH Survey Center from August 17 to October 18 and included email survey invitations and reminders to graduates who had not taken the early survey. An additional 855 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 2021 graduate school enrollment obtained from the National Student Clearinghouse.

College	2021 graduates	Online survey responses	Survey response rate	Knowledge rate data obtained	Total percent of graduates with data
Engineering and Physical Sciences	440	213	48%	30%	79%
Health and Human Services	498	219	44%	38%	82%
College of Liberal Arts	720	240	33%	34%	68%
Life Sciences and Agriculture	579	224	39%	29%	68%
Paul College of Business and Economics	674	306	45%	36%	81%
UNH Manchester	190	67	35%	44%	79%
Total	3,101	1,269	41%	34%	75%

DEMOGRAPHIC PROFILE

Profile of Class of 2021 and First Destination Survey Respondents				
Durham and Manchester undergraduate degree recipients				
(N = 3,101)				
		<i>Column Percentages</i>		
		Class of	Online Survey	Grads with
		2021 (%)	Respondents	"knowledge
			(%)	rate" data (%)
Graduation Term				
	September 2018	7.6%	3.2%	10.5%
	December 2018	12.4%	8.9%	14.0%
	May 2018	80.0%	87.9%	75.7%
Residency				
	Out-of-State	49.4%	49.6%	49.2%
	In-State	50.6%	50.0%	50.8%
Gender				
	Female	56.9%	63.3%	52.9%
	Male	43.1%	36.7%	47.0%
Race/Ethnicity				
	Hispanic or Latino, Any Race	2.8%	2.6%	3.1%
	Non-Hispanic:			
	American Indian or Alaskan Native	0.1%	0.1%	0.1%
	Asian	2.7%	2.8%	2.5%
	Black or African American	0.8%	0.7%	0.4%
	2 or More Races	2.1%	2.5%	1.4%
	Non-Resident Alien	3.7%	2.1%	1.1%
	Unknown	4.6%	4.6%	4.2%
	White	83.2%	84.6%	87.1%
First Generation Student				
	Yes	25.9%	26.0%	25.7%
	No	74.1%	74.0%	74.3%
Degree Awarded				
	Associate's	0.9%	0.6%	0.9%
	Bachelor's	99.1%	99.4%	99.1%
College of First Major				
	Life Sciences and Agriculture	18.7%	17.7%	16.0%
	Liberal Arts	23.2%	18.9%	23.2%
	Engineering and Physical Sciences	14.2%	16.8%	12.5%
	Paul College of Business and Economics	21.7%	24.1%	22.7%
	Health and Human Services	16.1%	17.3%	17.7%
	UNH Manchester	6.1%	5.3%	7.9%

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 were 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 and knowledge rate data 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 to the survey than those who graduated in September or December.
- Graduates identifying as White were more likely to have knowledge rate data than those identifying as a different race/ethnicity.
- CEPS and Paul College graduates were slightly more likely to respond to the survey than graduates of other colleges, while UNH Manchester and CHHS were more likely to have knowledge rate data.

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