



First Destination Survey Report
Graduate School Class of 2021
Master's Degree Recipients

Institutional Research & Assessment

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EXECUTIVE SUMMARY

This report provides a summary of results from the 2021 First Destination Survey for UNH master's degree graduates. The survey was conducted from August to December of 2021. While the prior graduating class had outcomes that were negatively impacted by the global COVID-19 pandemic and economic downturn, 2021 graduate outcomes were more similar to outcomes prior to the pandemic.

Highlights

- Post-graduation information was collected on 82% of master's degree recipients¹—42% from the full online survey and 41% using data from other sources.
- Among those with post-graduation information, 87% were employed², 7% were enrolled in further education, and 6% were seeking employment or further education. This is similar to the 2020 graduating class in which 88% were employed, 6% were enrolled in further education, and 6% were seeking employment or further education.
- The average full-time salary of 2021 master's degree recipients was \$61,786, very close to that for graduates in the Class of 2020 (\$59,424).
- More than two-thirds of all master's degree recipients (64%) participated in experiential learning in the form of an internship, practicum, clinical, or fieldwork during their program. Among those who participated, 36% received a full-time job offer from an internship organization. This is an increased percentage from the prior graduating class in which 32% received full-time job offers from an internship.
- 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:
 - 88% strongly or somewhat agreed they are satisfied with the graduate education received at UNH;
 - 89% strongly or somewhat agreed that they would recommend UNH as a good place for graduate study; and
 - 93% definitely or somewhat agreed that their graduate degree from UNH helped meet career goals.

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.

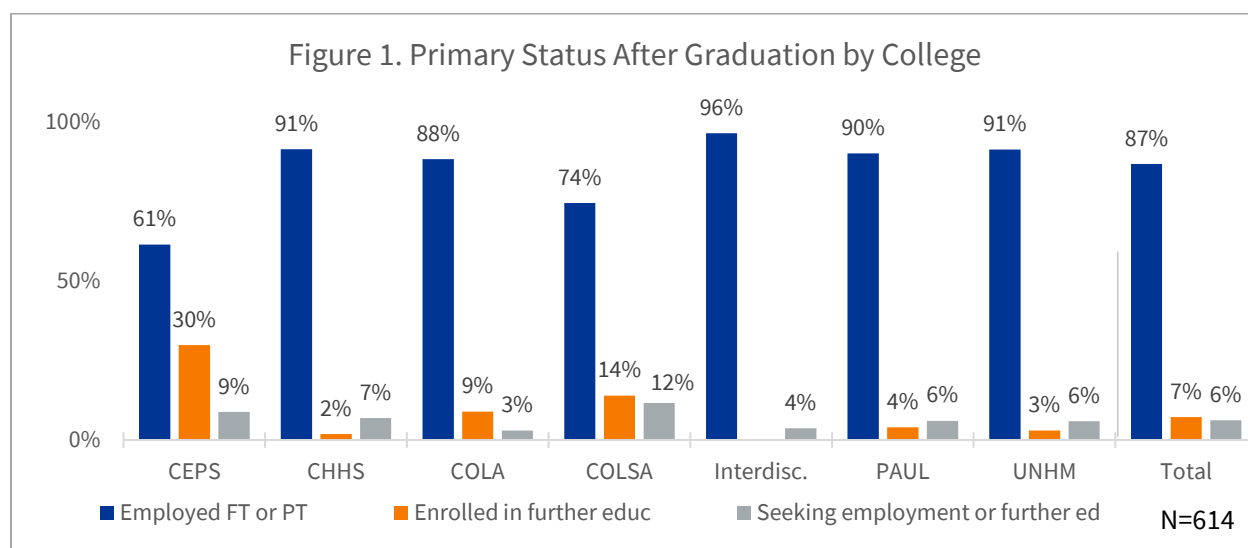
METHODOLOGY

Across the Durham and Manchester campuses, UNH awarded 749 master's degrees between September 2020 and May 2021. The First Destination Survey was administered from August to October for all master's degree graduates. For those who did not take the online survey, "knowledge rate" data was collected in November and December 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 42% and a knowledge rate data collection rate of 41%, bringing the total of graduates for whom at least some post-graduation information was available to 82%.³ See Appendix A for more detail, including response rates and knowledge rates broken down by college, as well as the demographic profile of respondents.

POST-GRADUATION STATUS

Within 3-12 months of graduation, 87% of master's degree graduates were employed, and 7% were enrolled in further education. The remaining 6% were seeking either employment or further education at the time of data collection.⁴



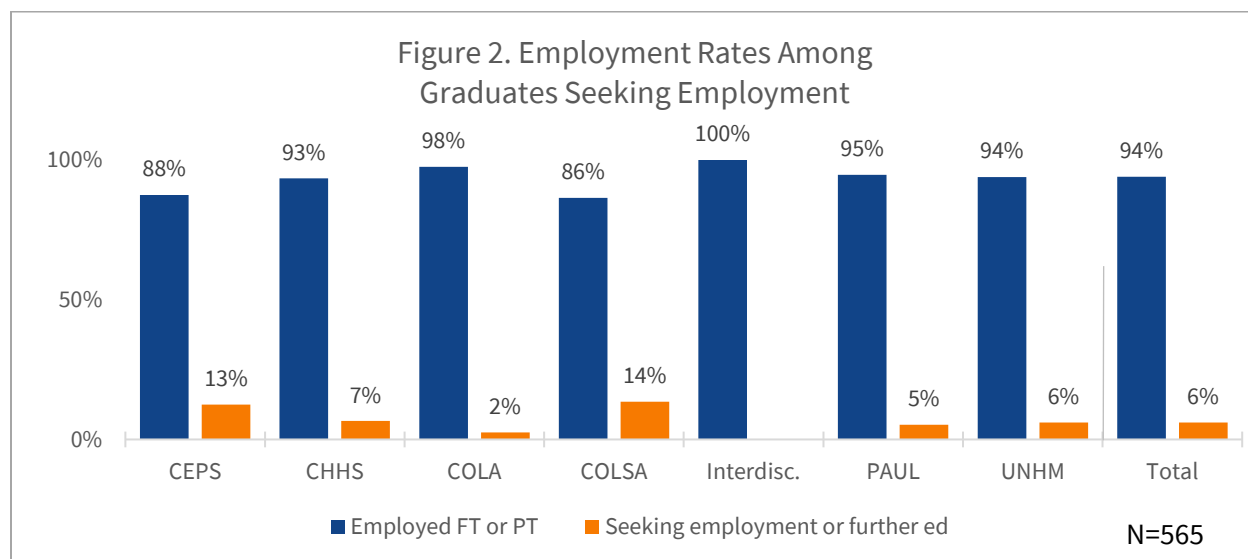
See Appendix A for list of programs included in Interdisciplinary, including some UNHM programs

The employment rates in Figure 1 represent all master's degree recipients, but not all graduates entered the labor force immediately. When considering only those who entered the job market (or were already

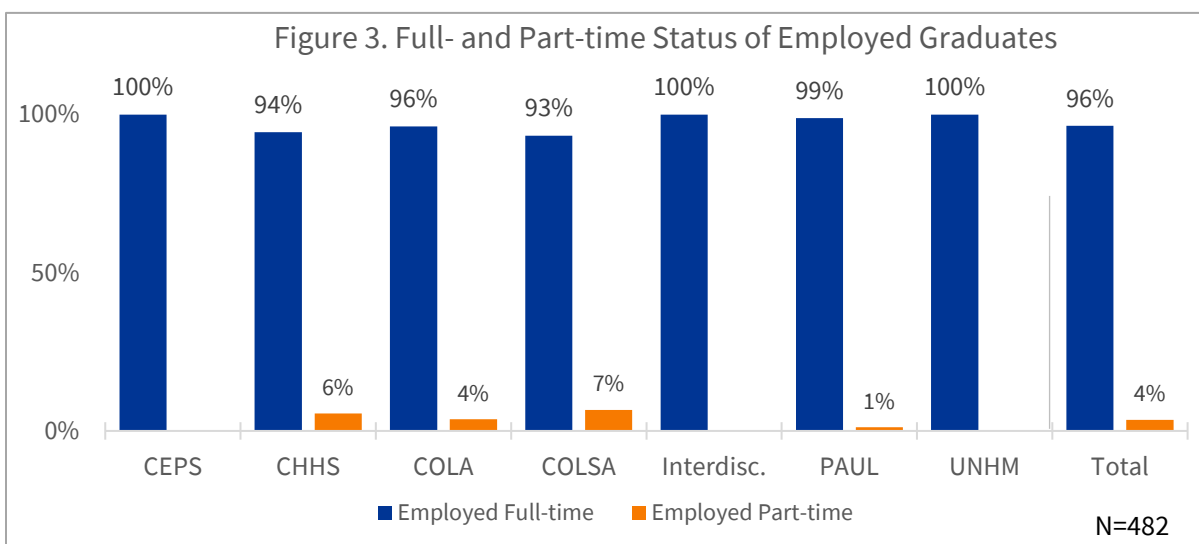
³ Percentages slightly different than adding online survey rate and knowledge rate due to rounding.

⁴ Seven graduates (0.36%) 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. Percentages do not sum to 100 because of rounding.

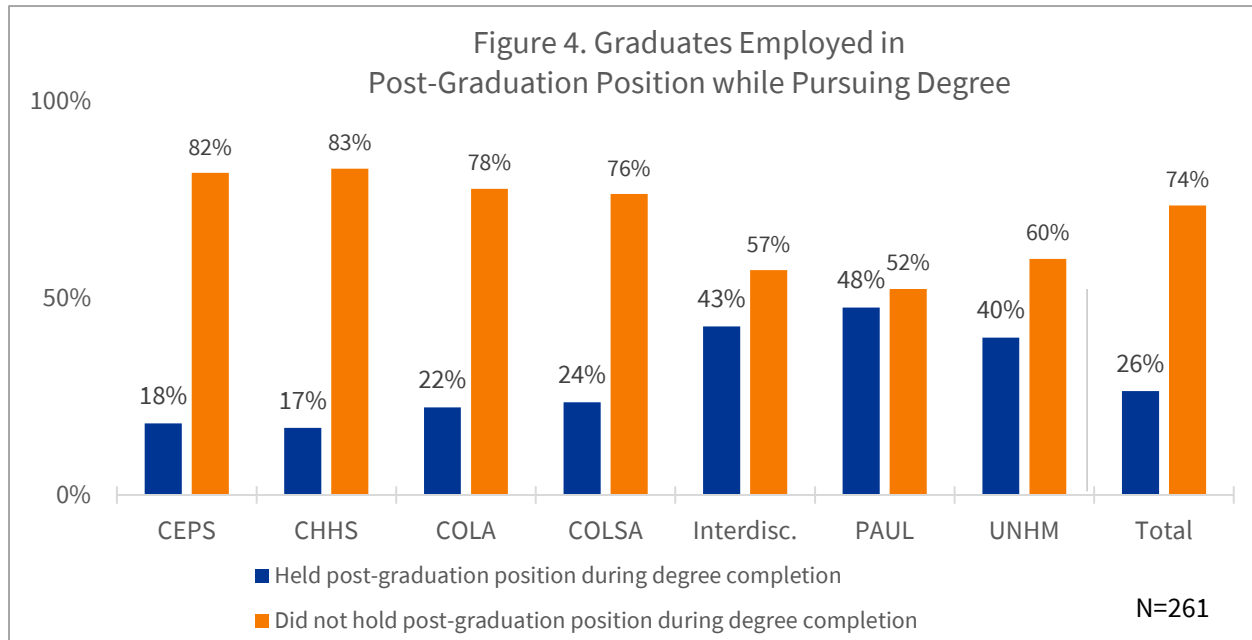
working), 94% were employed at the time of data collection and 6% were seeking work, the same proportion of master's degree recipients as last year (94% employed).



As shown in Figure 3, the majority of master's degree recipients who were employed held full-time positions (96%). The prior graduating class showed a lower portion with full-time employment (89%)—likely impacted by entering the job market during the COVID-19 pandemic and economic downturn. The 2021 results are more similar to percentages reported by graduating classes prior to the pandemic, where 97% of 2019 graduates with employment obtained full-time positions.



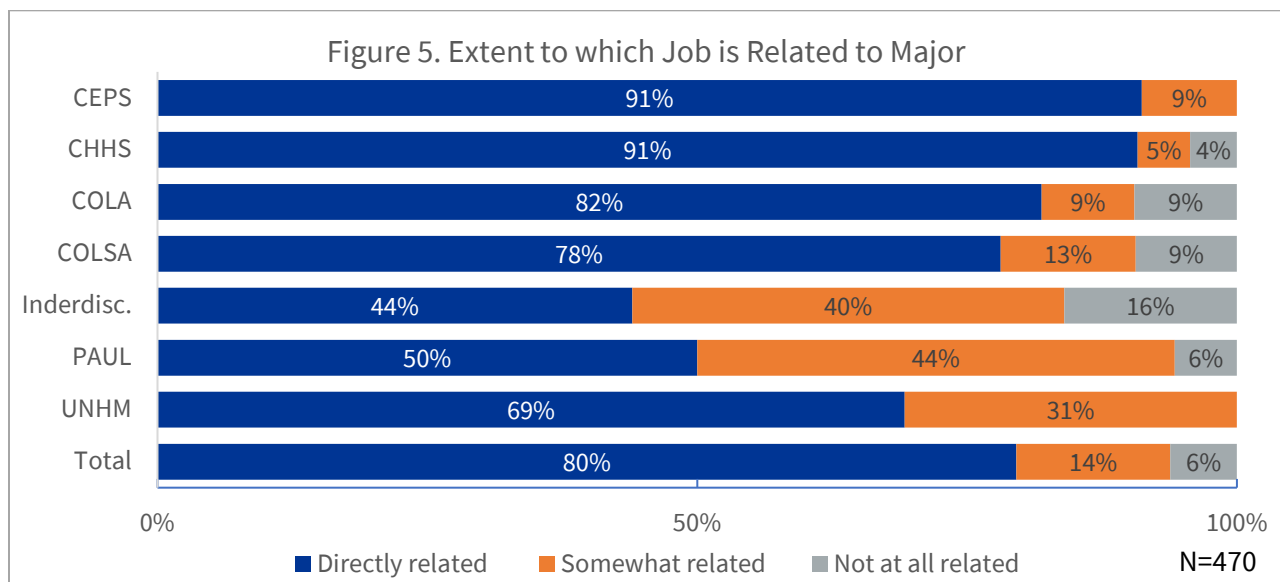
There was a decrease in the proportion of respondents who were working in their post-graduation position while completing their degree (26% in 2021 compared with 32% in 2020). As in prior years, Paul College master's graduates were most likely to be working at the same job both while earning their degree and after graduation.



EMPLOYMENT DETAILS

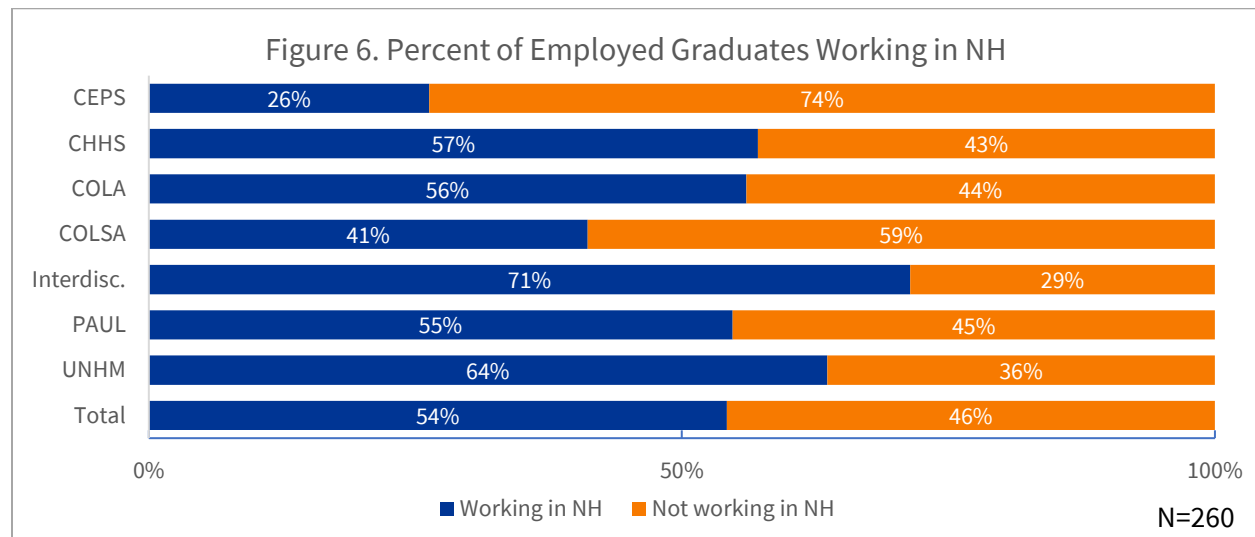
Relation to Major

Most master's degree recipients who were employed reported that their job was either directly or somewhat directly related to their major (80% "directly related" and 14% "somewhat related").

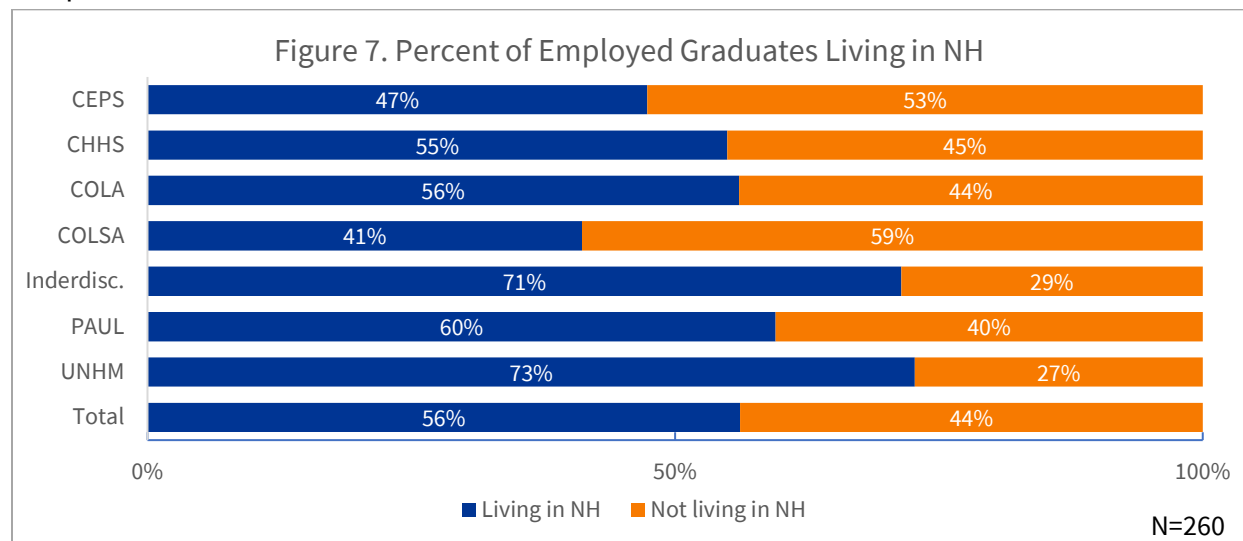


Remaining in New Hampshire

Among those who reported that they were employed⁵, more than half were working in New Hampshire (54%; Figure 6). UNH continues to contribute to the New Hampshire work force, with 52% of the 2021 master's graduates who obtained a *new* position after graduation accepting one in New Hampshire (compared to 49% in 2020).

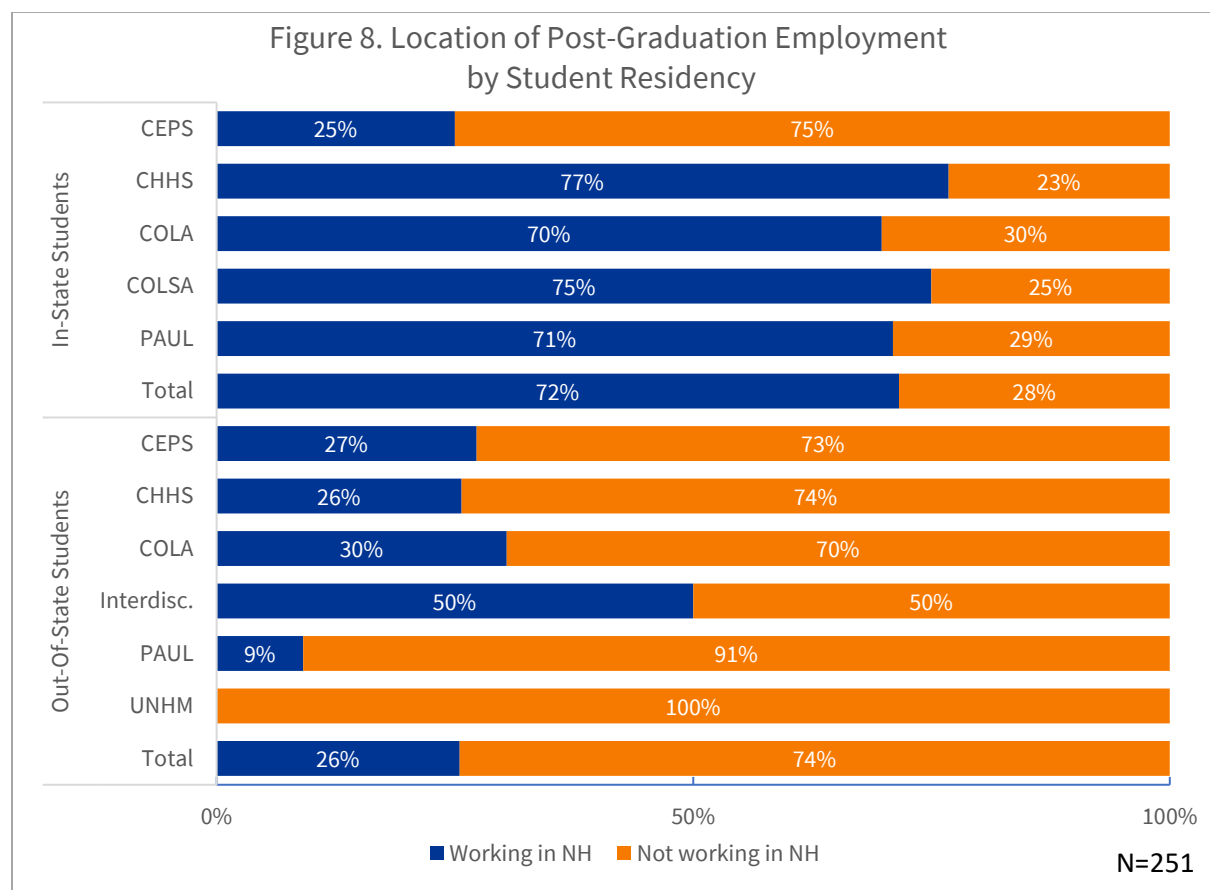


A similar proportion report living in NH to those working in NH, with 56% of those who obtained employment living in New Hampshire. The prior graduating class reported 62% living in New Hampshire.⁴



⁵ Figures 6, 7, and 8 include only graduates who were authorized to work permanently in the U.S..

Location of post-graduation employment differed substantially by whether the graduate was an in-state or out-of-state resident at the time of graduation. As shown in Figure 8⁶, almost three-fourths of in-state students remained in New Hampshire for their jobs (72%), while only one-fourth of out-of-state students did so (26%).

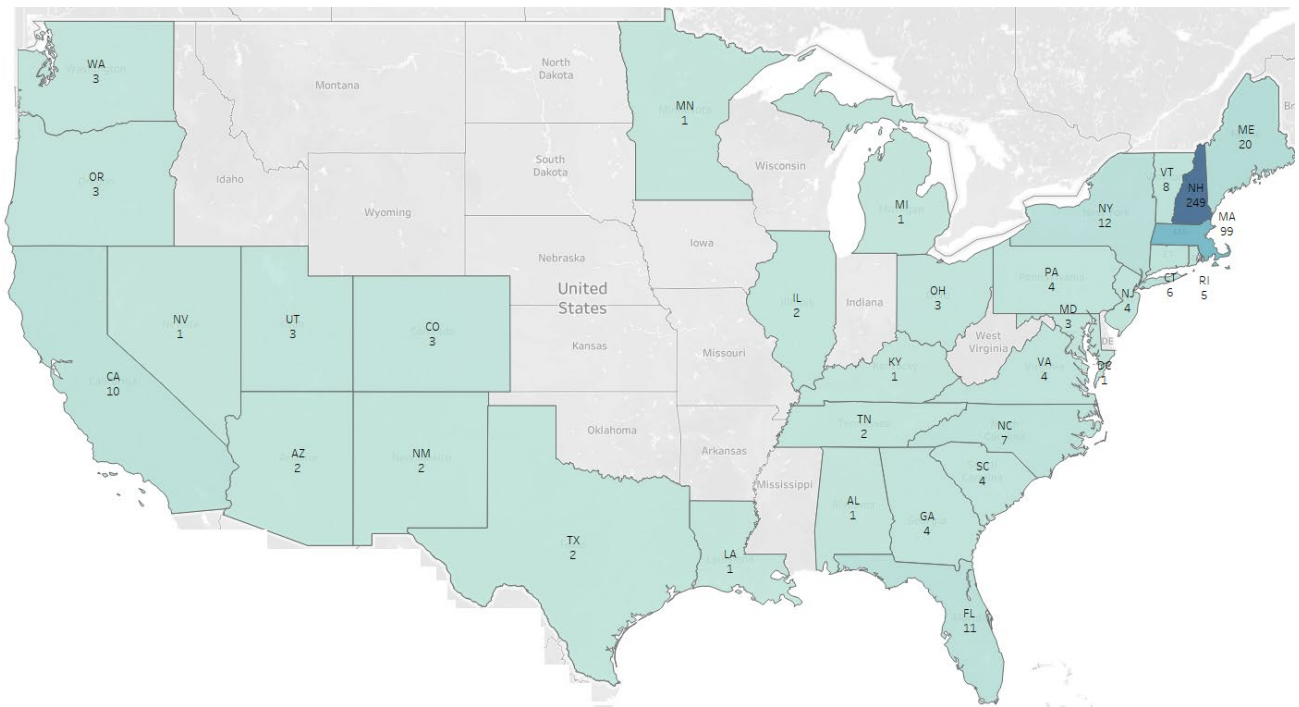


⁶ The following sub-groups were excluded due to having cell sizes smaller than 5: in-state COLSA; out-of-state interdisciplinary; and out-of-state Manchester.

Employers and Locations

UNH graduates typically remain in the Northeast immediately after graduation, and this held true for the master's degree recipients of 2021. Figure 9 shows the states where master's degree recipients were working after graduation. Additionally, one 2021 master's degree respondent was employed in the Netherlands.

Figure 9. Location of Employment – Class of 2021



Graduates found positions in hundreds of different organizations. Table 1 shows a selection of employers who hired master's degree recipients full-time.

Table 1. Selected Employers - Class of 2021	
Advanced Regenerative Manufacturing Institute (1)	National Oceanic & Atmospheric Administration (2)
Advanced Speech Pathology (1)	Northeast Rehabilitation Hospital Network (2)
Andover Public Schools (1)	Oracle (1)
Architects for Learning (1)	Oyster River Cooperative School District (10)
BAE Systems, Inc. (3)	Pediatric Therapy Center (7)
Center for Life Management (3)	Phillips Exeter Academy (1)
Dana-Farber Cancer Institute (1)	Portsmouth Regional Hospital (5)
Homeland Security and Emergency Management (1)	Portsmouth School District (2)
Ernst & Young (4)	PricewaterhouseCoopers (PwC) (1)
Fidelity Investments (5)	Rochester School District (3)
Fulbright Fellowship (2)	Salem School District (3)
Genesis Rehab Services (2)	Seacoast Mental Health Center (3)
Lakes Region Mental Health Center (4)	St. Joseph Hospital (2)
Liberty Mutual Insurance (6)	Two Roads Academy (2)
Mainstay Technologies (2)	University of New Hampshire (21)
Mental Health Center of Greater Manchester (2)	Univ. New Mexico Medical School Dpt of Pediatrics (1)
Natural Resources Conservation Service (2)	US House of Representatives (1)
Newmarket School District (3)	Wentworth-Douglass Hospital (4)

Salaries

Figure 10 shows the average salary for graduates who obtained full-time employment. Across colleges, the average salary for master's degree recipients was very similar to last year – at \$61,786 compared to \$59,424 last year.

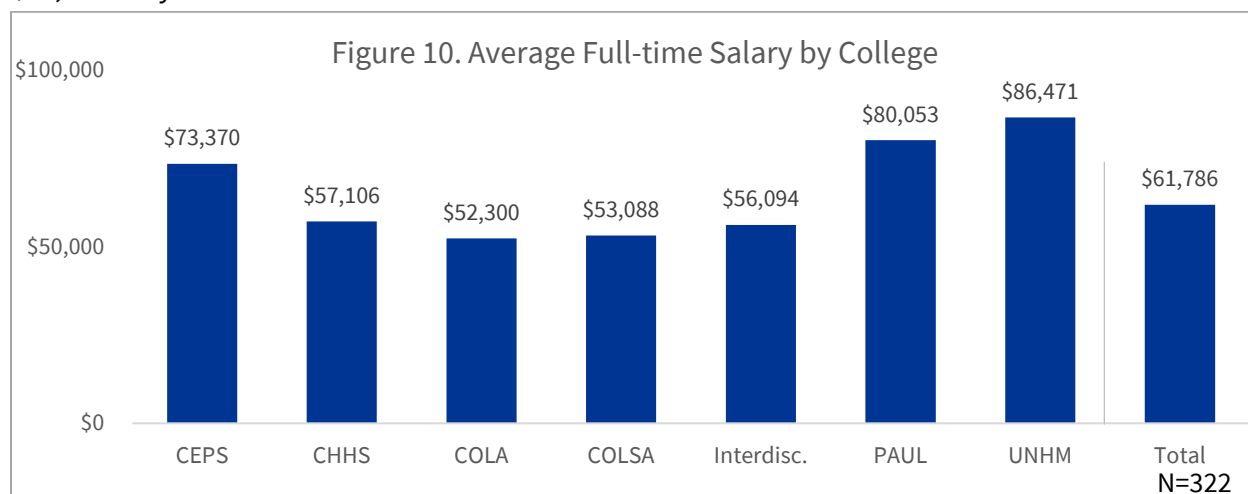
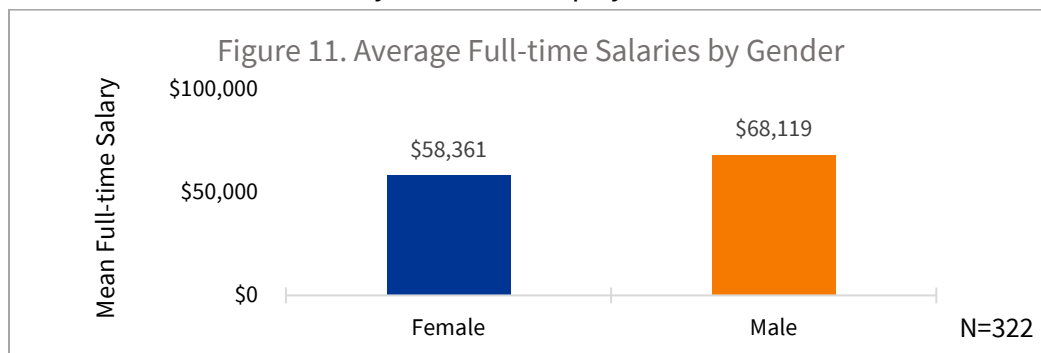


Table 2 shows the distribution of full-time salaries by \$10,000 ranges. As in prior years, the median salary for all master's degree recipients working full-time was in the \$50,000 to \$59,999 range.

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	0%	8%	12%	15%	27%	15%	23%
CHHS	2%	12%	24%	26%	24%	8%	3%
COLA	4%	19%	53%	11%	6%	3%	4%
COLSA	15%	15%	31%	23%	0%	8%	8%
Inter	4%	12%	12%	12%	16%	20%	24%
Paul	0%	0%	2%	13%	23%	8%	55%
Total	3%	11%	25%	17%	18%	8%	17%

Gender Differences in Salary

Figure 11 shows full-time salary differences by gender, with men making \$15,000 more than women, on average. Note that salary differences by gender may not indicate gender bias in starting salary but may be related to differences in field of study and field of employment.



GRADUATE AND PROFESSIONAL SCHOOLS

Six percent of master's degree recipients reported that they were enrolled in further graduate education after graduation. Many of these recipients are continuing their education in the pursuit of a doctoral degree (24 of the 30). Regardless of degree being pursued, the majority who were continuing their education remained at UNH. Table 3 shows the institutions where recent graduates are enrolled and the count of graduates attending each.

Table 3. Selected Graduate and Professional Schools - Class of 2021	
Fulbright US Student Program (1)	University of Montreal (1)
Immaculata University Dietetic Internship (1)	University of Nebraska-Lincoln (1)
Queens University (1)	University of New Hampshire (16)
Stockholm University (1)	University of Wisconsin (1)
TEFL Worldwide (1)	Vanderbilt University (1)
University of Georgia, Athens (1)	Wageningen University and Research (1)
University of Kansas (1)	

INTERNSHIPS

The First Destination Survey includes a series of questions asking about the number and type of internships completed while at UNH.

Similar to last year, 69% percent of master's degree recipients had at least one internship during their UNH career (Table 4).

Table 4. Internship Participation by College of Major		
College	Percent of Graduates with 1+ Internship	Mean # of Internships
CEPS	64%	1.21
CHHS	96%	2.64
COLA	64%	1.13
COLSA	44%	1.20
Interdisc.	33%	1.07
PAUL	27%	0.51
UNHM	43%	0.50
Total	64%	1.50

Among graduates who completed any internships, 85% had at least one in NH, 34% had at least one that was paid, 84% had at least one internship for credit, and 36% received a full-time job offer from an internship organization.

Table 5. 2020 Internship Characteristics by College								
Among graduates who had at least one internship and answered internship follow-up questions								
Percent who had:	CEPS	CHHS	COLA	COLSA	Interdisc.	Paul	UNHM	Total
Any located in NH	60%	89%	98%	91%	100%	64%	50%	85%
Any paid internship	100%	13%	14%	40%	80%	91%	83%	34%
Any for-credit internship	40%	93%	95%	91%	100%	36%	100%	84%
Any full-time job offer	45%	45%	12%	18%	40%	64%	17	36%
Among those with a job offer, % accepting the offer	75%	75%	64%	n/a	n/a	88%	n/a	63%

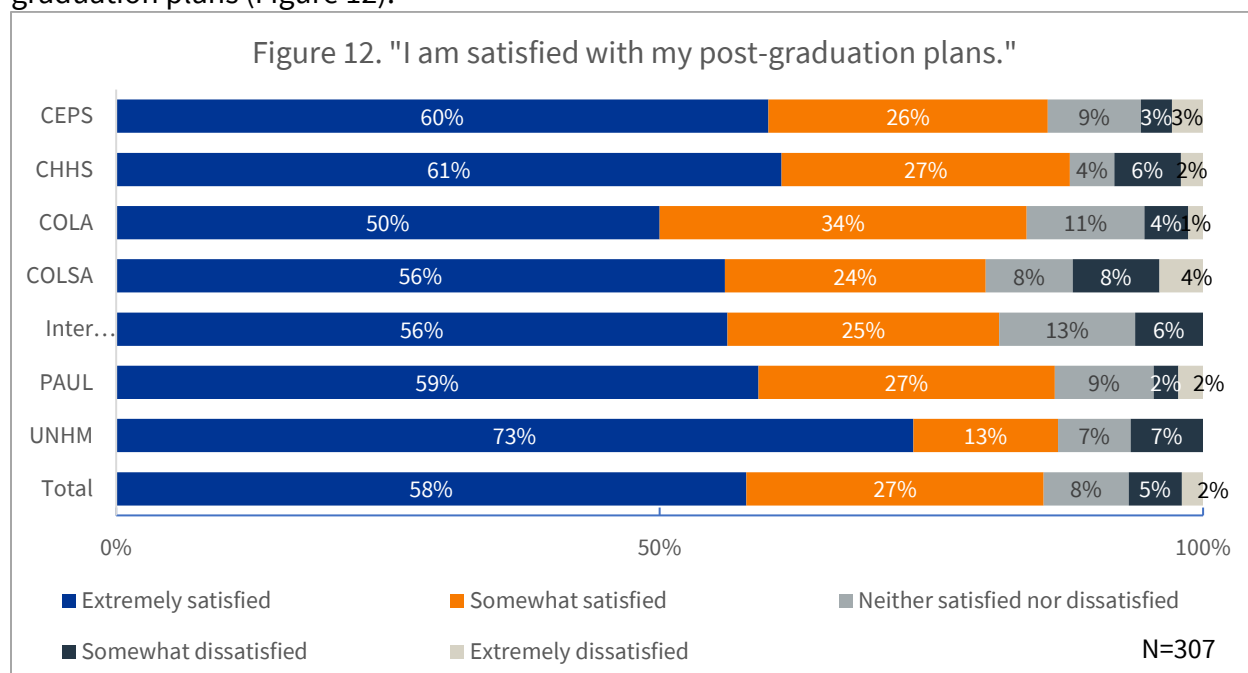
N/A in table above indicates that there are fewer than 5 respondents.

Table 6 shows a sample of organizations where 2021 master's degree recipients completed internships.

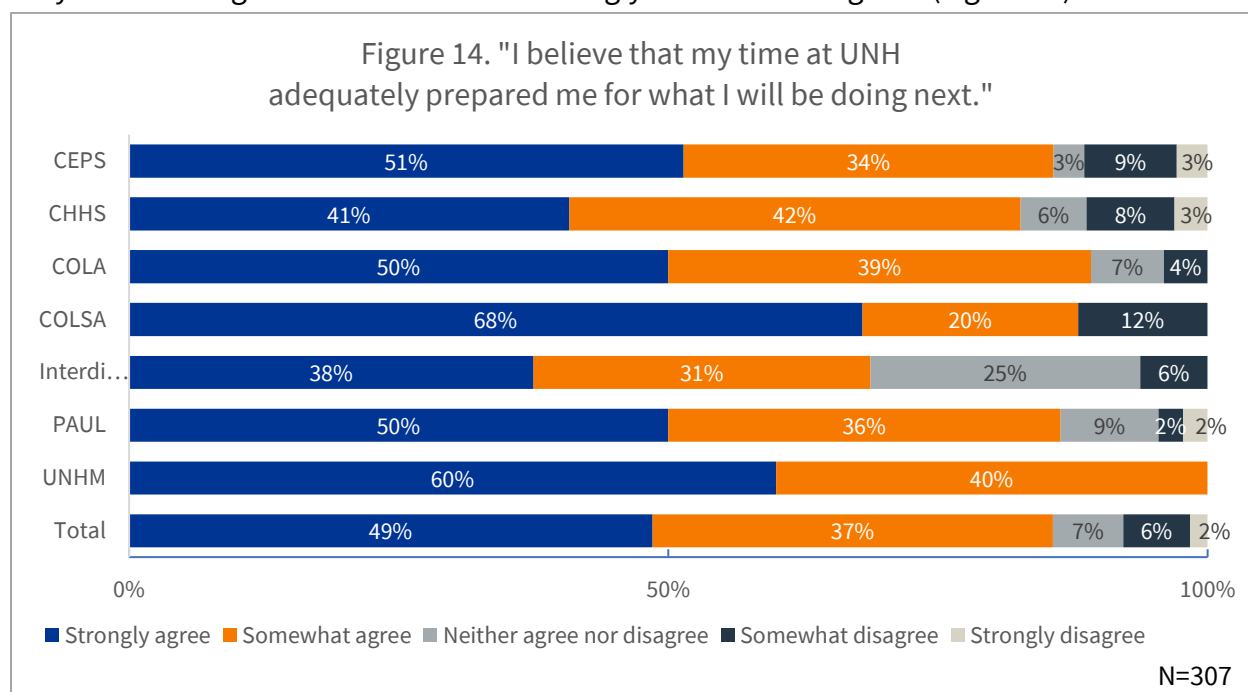
Table 6. Selected Internship Organizations - Class of 2021	
Bagdad Wood (3)	Newmarket High School (3)
Center for Life Management (2)	NHDOT (2)
Concord Hospital (7)	Oyster River Cooperative School District (7)
Dartmouth-Hitchcock Medical Center (4)	Perkins School for the Blind (1)
Dover School District (11)	Phillips Exeter Academy (1)
Elliot Hospital (4)	Portsmouth Regional Hospital (5)
Ernst & Young (3)	PricewaterhouseCoopers (PwC) (1)
Exeter Public Schools (2)	Rochester School District (3)
Families in Transition (2)	Service Credit Union (2)
Idlehurst Elementary School (3)	Spaulding Rehabilitation Hospital (1)
Lakes Region Mental Health Center (3)	Speech Language Hearing Center (1)
Liberty Mutual Insurance (2)	Straddled County Attorney's Office (1)
Little Harbour Elementary School (2)	Strafford Learning Center (2)
Lynn Police Department (1)	The Mental Health Ctr of Greater Manchester (2)
Manchester Family Justice Center (2)	United States Marshals Service (1)
Manchester School District (3)	Unitil (1)
MathWorks (1)	University of New Hampshire (50)
McLaren Engineering Group (1)	University of New Mexico (1)
Morgan Stanley (1)	United States Senate (1)
New England Wildlife Center (1)	Vassar Medical Center (1)
New Hampshire Coalition Against Domestic and Sexual Violence (1)	Wentworth Douglass Hospital (4)
New Hampshire Department of Environmental Services (NHDES) (1)	Wentworth Gardner Historic House Association (1)
New Hampshire Department of Health and Human Services (3)	Windham School District (2)
New Hampshire Farm Bureau (1)	Wright-Pierce (1)
New Hampshire Public Radio (1)	

SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

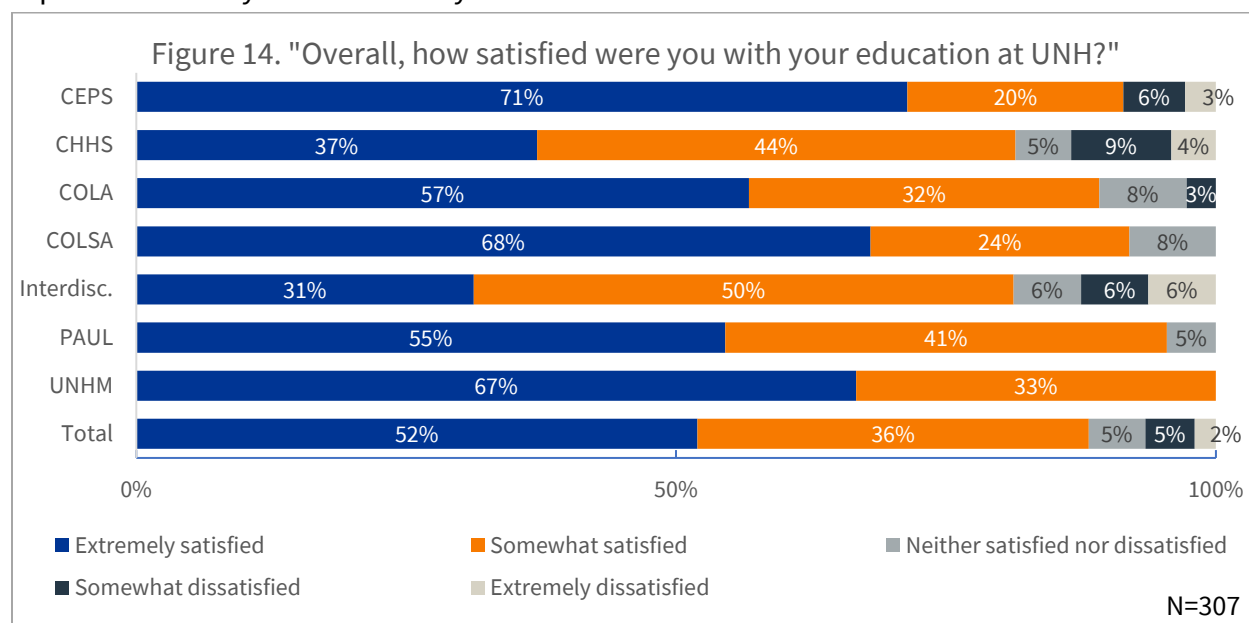
Eighty-five percent of 2021 graduates were extremely or somewhat satisfied with their post-graduation plans (Figure 12).



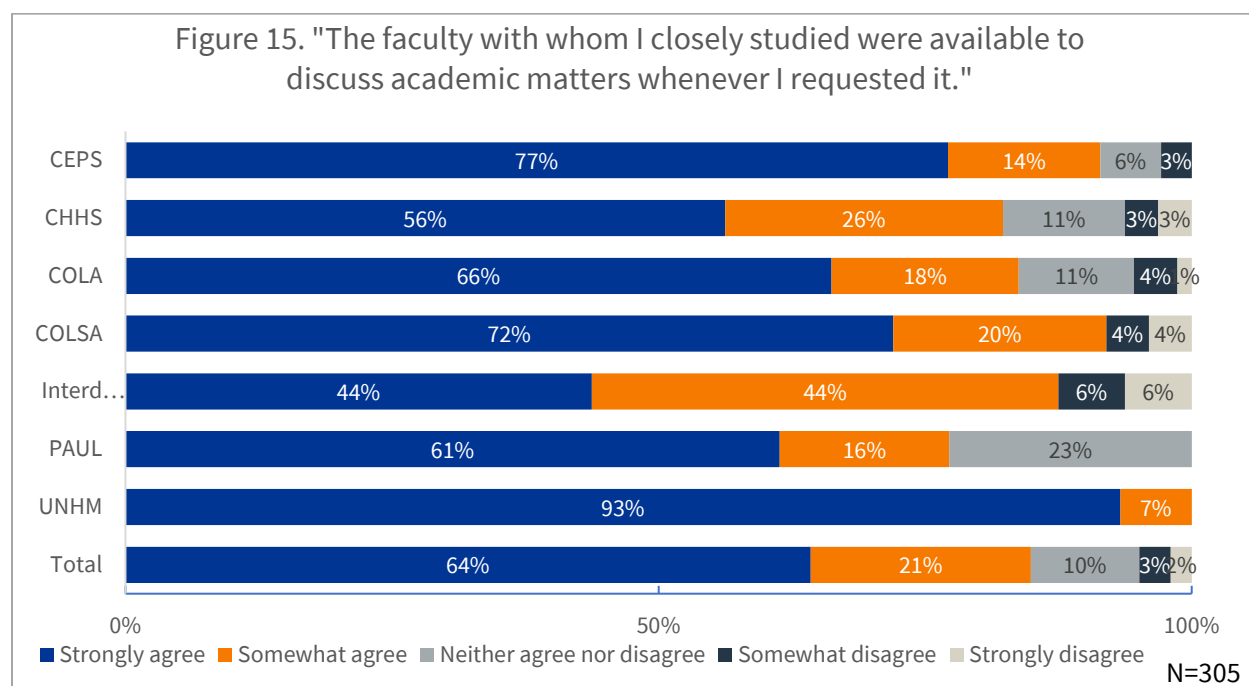
The majority of 2021 graduates also agreed that UNH adequately prepared them for what they will be doing next – with 86% who strongly or somewhat agreed (Figure 13).



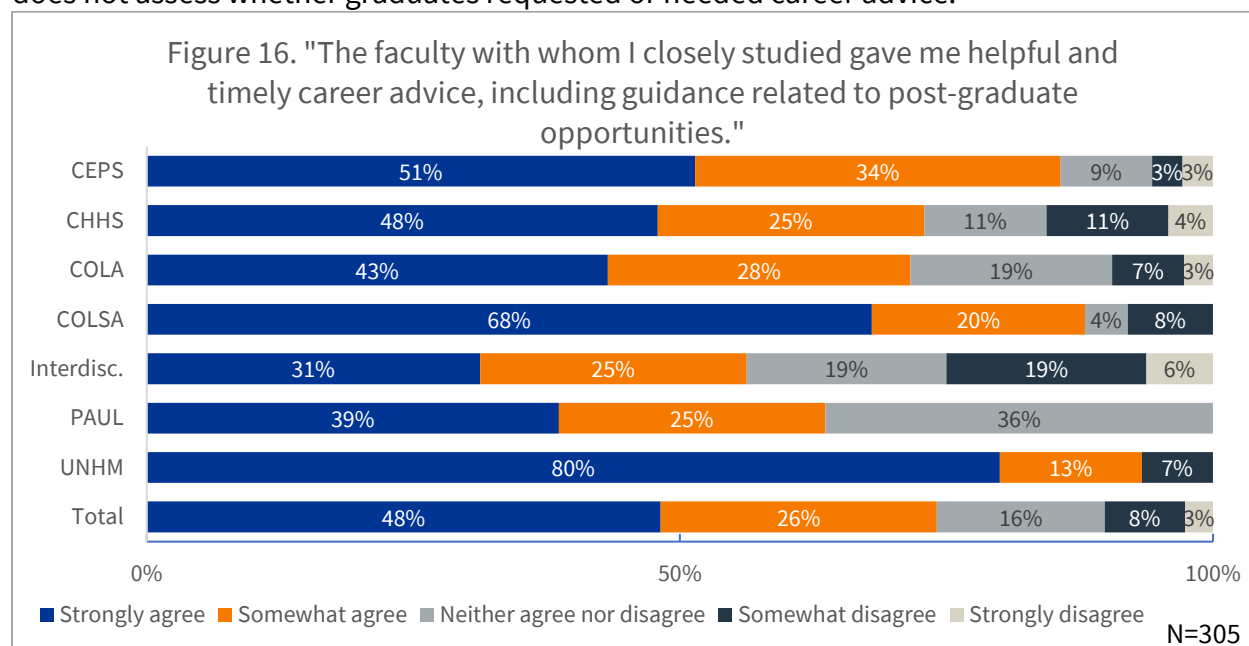
A higher percentage of graduates were satisfied with their UNH education overall—88% reported that they were extremely or somewhat satisfied.



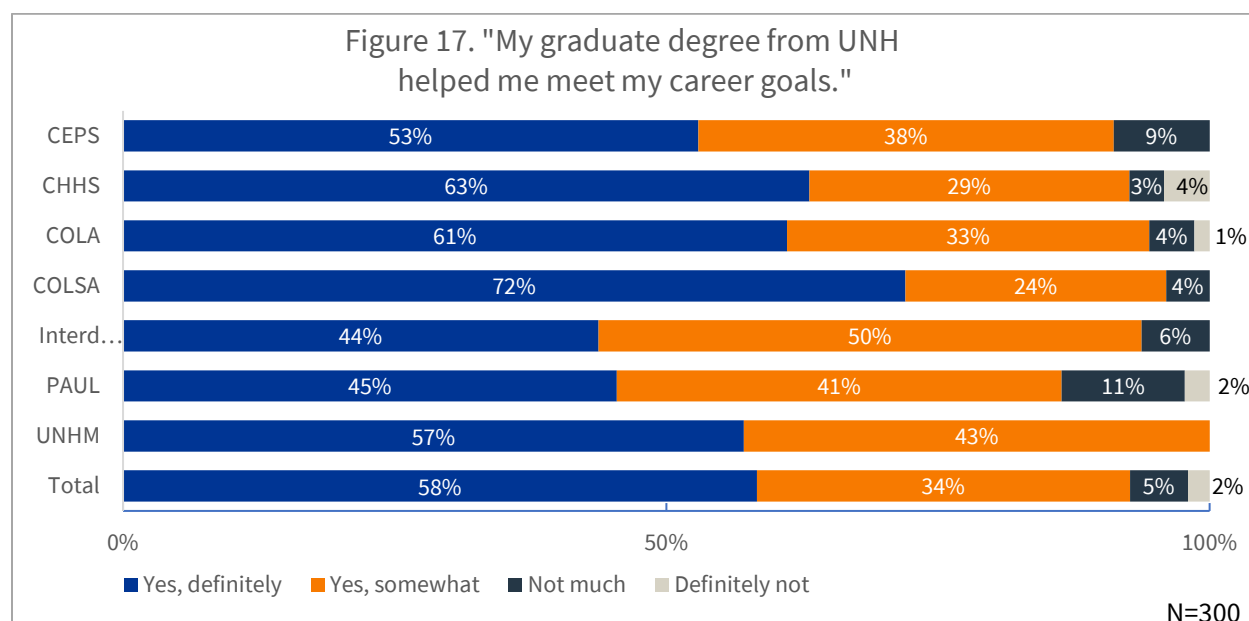
Most of the master's degree recipients strongly agreed or somewhat agreed that the faculty with whom they closely studied were available to discuss academic matters when requested (85% strongly or somewhat agreed). This is a lower proportion of respondents compared to recent years (92% in 2020, 92% in 2019, and 93% in 2018).



As shown below, 74% of graduates strongly or somewhat agreed that faculty with whom they studied closely gave them helpful and timely career advice (Figure 16). Note that this question does not assess whether graduates requested or needed career advice.

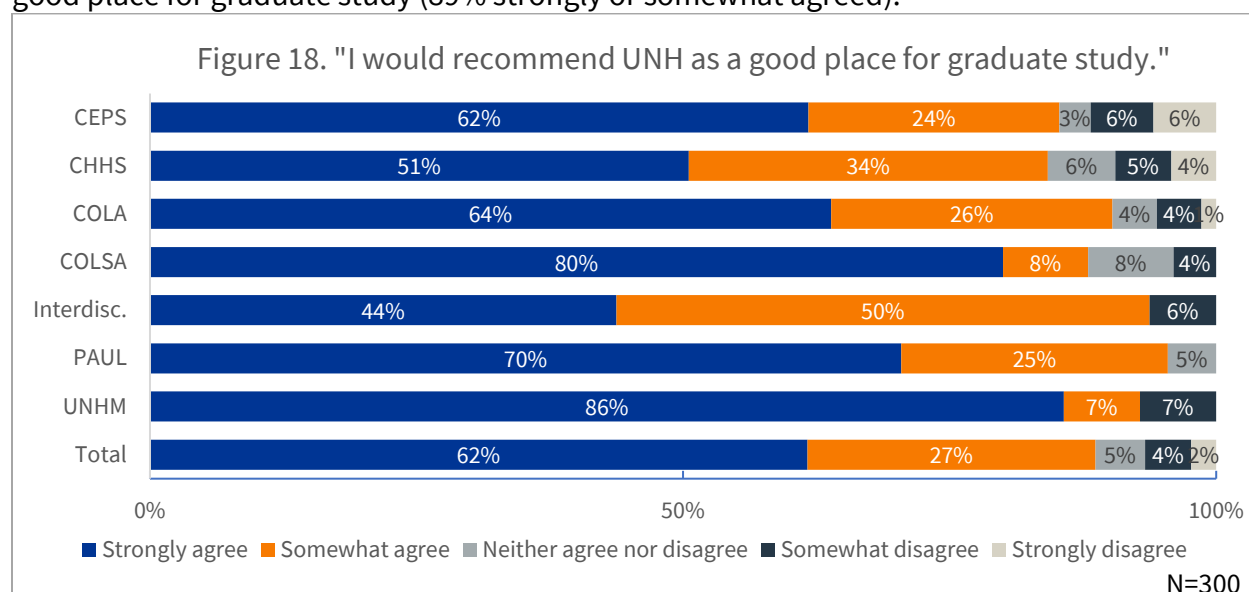


Nearly all (93%) of graduates reported that their UNH graduate degree had helped them meet their career goals (58% "Yes, definitely" and 34% "Yes, somewhat").⁷ This is a similar response to graduates completing master's degrees in recent years (88% in 2020, 93% in 2019).

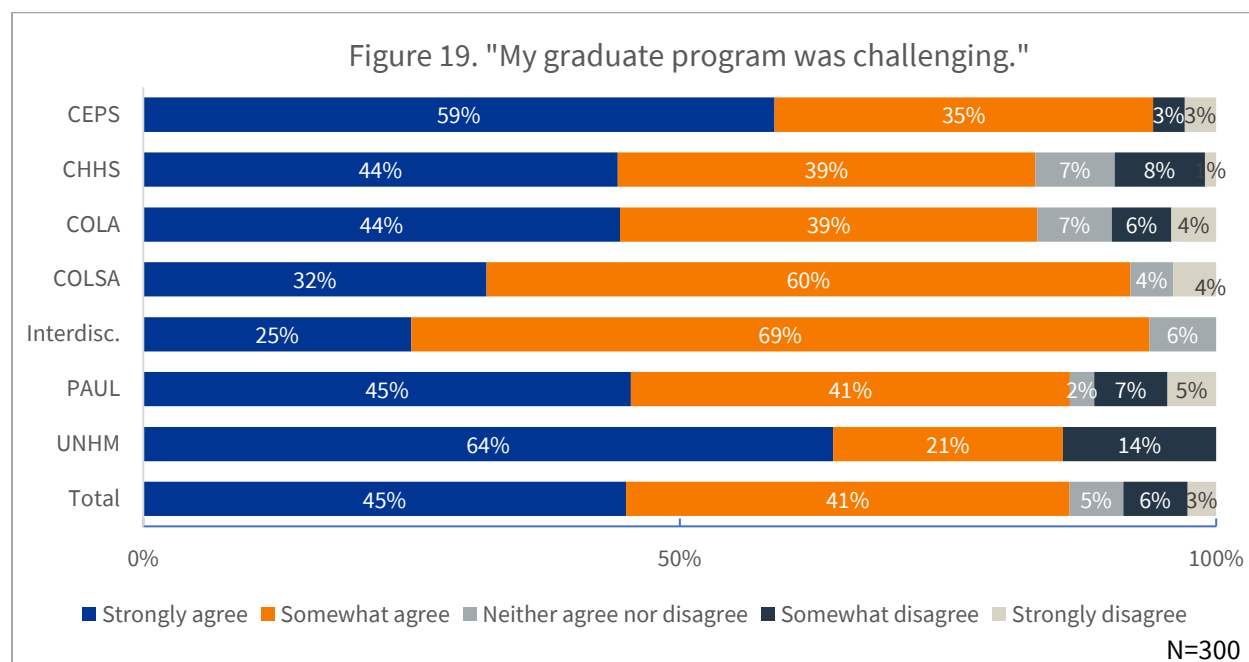


⁷ Percentages slightly different than the graph due to rounding.

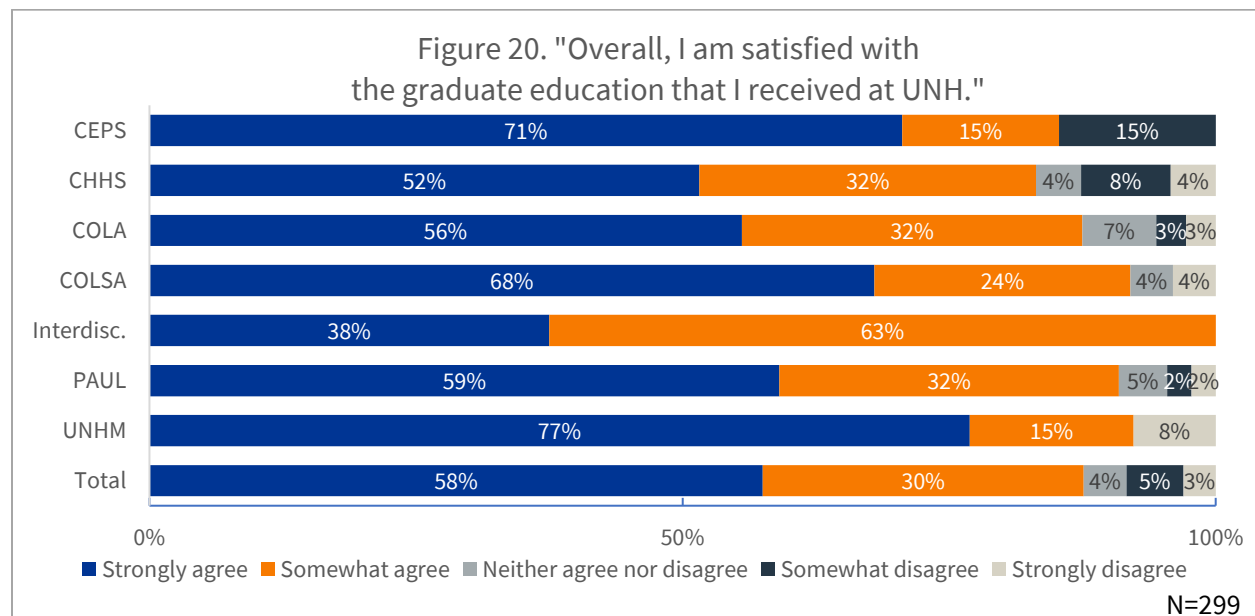
The majority of graduates strongly or somewhat agreed that they would recommend UNH as a good place for graduate study (89% strongly or somewhat agreed).



As shown below, 86% of master's degree recipients found their graduate program challenging.



The majority of master's degree recipients (88%) either strongly or somewhat agreed that they were satisfied overall with their UNH graduate education.



APPENDIX A - METHODOLOGY

Across the Durham and Manchester campuses, UNH awarded 749 master's degrees between September 2020 and May 2021. To learn about post-graduation outcomes for master's degree students, UNH collected data in two phases. First, the regular online survey was administered by the UNH Survey Center from August 20 to October 18, 2021 and included email survey invitations and reminders to graduates. There were 313 graduates who took the online survey during this phase, yielding a survey response rate of 42%.

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. Additional information was obtained for 304 masters recipients, yielding a total of 82% of graduates for whom at least some post-graduation information was available. Table 1 shows survey response rates and knowledge rates broken down by college of students' graduate major.

Table 1. 2021 First Destination Survey Response Rates and "Knowledge Rate" by College of Graduate Major					
College	2021 master's graduates	Online survey responses	Survey response rate	"Knowledge rate" data obtained	Total percent of graduates with data
College of Engineering and Physical Sciences	66	35	53%	23	88%
College of Health and Human Services	244	98	40%	121	90%
College of Liberal Arts	180	77	43%	59	76%
College of Life Sciences and Agriculture	48	25	52%	18	90%
Interdisciplinary	28	16	57%	11	96%
Manchester	46	17	37%	17	74%
Paul College of Business and Economics	137	45	33%	55	73%
Total	749	313	42%	304	82%

"Interdisciplinary" refers to master's programs that involve faculty and courses from more than one college and includes programs in the Carsey School of Public Policy (Public Policy, Community Development, and Public Administration) as well as the UNH Data Analytics program. This is the first FDS report that had enough responses from master's degree graduates from Manchester to break out their responses.

DEMOGRAPHIC PROFILE

Table 2. Profile of 2021 Master's Degree Graduates and Survey Respondents
 Durham and Manchester degree recipients (N = 749)

		Column Percentages		
		Class of 2021 (%)	Online survey respondents (%)	Grads with "knowledge rate" data (%)
Graduation Term				
	September 2020	24%	23%	26%
	December 2020	26%	22%	32%
	May 2021	50%	55%	42%
Residency				
	New England Regional Compact	2%	2%	1%
	Non-resident	43%	42%	42%
	Resident	55%	56%	57%
Gender				
	Female	63%	65%	66%
	Male	37%	35%	34%
Race/Ethnicity				
	Hispanic or Latino	3%	2%	3%
Non-Hispanic				
	Asian	2%	2%	3%
	Black or African American	2%	2%	3%
	2 or more races	1%	2%	1%
	Non-Resident Alien	10%	9%	8%
	Unknown	2%	2%	2%
	White	79%	82%	80%
College of First Major				
	Engineering and Physical Sciences	9%	11%	8%
	Health and Human Services	33%	31%	40%
	Interdisciplinary	4%	5%	4%
	Liberal Arts	24%	25%	19%
	Life Sciences and Agriculture	6%	8%	6%
	Paul College of Business and Economics	18%	14%	18%
	Manchester	6%	5%	6%

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

(Table 2). Three factors were significantly associated with completing an online survey such that:

- Women were more likely to respond to the survey than men, a phenomenon which is common across all types of survey research.
- Those who graduated in May were more likely to complete the survey than those who graduated in September or December.
- Paul College graduates were less likely to respond to the survey than graduates from the other colleges.

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