



University of New Hampshire

First Destination Survey Report

Undergraduate Class of 2018

Institutional Research & Assessment

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EXECUTIVE SUMMARY

This report provides a summary of results from the 2018 First Destination Survey which was conducted from August to December of 2018.

Highlights

- Information was collected on 80% of undergraduate degree recipients---45% from the full online survey and 35% using data from other sources.
- 74.5% were employed¹, 20.5% were pursuing further education, and 5.1% were seeking employment or further education.²
- As in previous years, many employers hired large numbers of graduates. The following employers each hired 10 or more members of the Class of 2018: Fidelity Investments, Liberty Mutual, Ernst & Young, Lonza, the University of New Hampshire, Elliot Hospital, Boston Children's Hospital, BAE Systems, and ALKU.
- Among graduates pursuing further education, nearly half (47%) remained at UNH. Others enrolled at institutions across the U.S. including but not limited to: Boston University, Columbia University, Cornell University, Dartmouth College, Duke University, Harvard University, London School of Economics, Massachusetts College of Pharmacy and Health Sciences, Massachusetts Institute of Technology, New York University, Northeastern University, Simmons University, Tufts University, University of California Davis, University of California San Francisco, University of Michigan, University of North Carolina-Chapel Hill, University of Pennsylvania, University of Wisconsin.
- Average full-time salaries for employed 2018 graduates were flat when compared with 2017. The mean salary for 2018 was \$46,390 compared with \$46,423 in 2017. Salaries varied substantially by college.
- More than three-quarters of graduates (78%) left UNH with direct work experience in the form of an internship, practicum, clinical, or fieldwork, and 37% of those with direct work experience received an offer for full-time employment after graduation from an internship organization.
- The Class of 2018 reported high satisfaction with their education at UNH and with how it prepared them for what they are doing after graduation.

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 2018 consisted of 3,290 students who were awarded bachelor's or associate's degrees at the Durham and Manchester campuses from September 2017 through May 2018. First Destination Survey data collection took place in three phases. First, beginning in April of 2018, an "early bird" online survey was launched for 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; 451 students took the early survey.

Second, the regular online survey was administered by the UNH Survey Center from August 21 to October 15 and included email survey invitations and reminders to graduates who had not taken the early survey. An additional 1,024 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 2018 graduate school enrollment obtained from the National Student Clearinghouse.

These efforts yielded an online survey response rate of 45% and a knowledge rate data collection rate of 35%, bringing the total of graduates for whom at least some post-graduation information was available to 80%. Table 1 shows survey response rates and knowledge rates broken down by college.

<i>Table 1. 2018 First Destination Survey Response Rates and Knowledge Rate by College</i>					
College	2018 graduates	Online survey responses	Survey response rate	Knowledge rate data obtained	Total percent of graduates with data
College of Engineering and Physical Sciences	472	249	53%	125	79%
College of Health and Human Services	530	279	53%	189	88%
College of Liberal Arts	850	272	32%	371	76%
College of Life Sciences and Agriculture	565	228	40%	186	73%
Paul College of Business and Economics	670	359	54%	198	83%
UNH Manchester	203	88	43%	100	93%
Total	3,290	1,475	45%	1,169	80%

DEMOGRAPHIC PROFILE

Table 2. Profile of Class of 2018 and First Destination Survey Respondents
Durham and Manchester undergraduate degree recipients

(N = 3,290)

		Column Percentages		
		Class of 2018 (%)	Online Survey Respondents (%)	Grads with "knowledge rate" data (%)
Graduation Term				
	September 2018	9.2	5.8	12.2
	December 2018	10.9	7.8	13.1
	May 2018	79.9	86.4	74.8
Residency				
	New England Regional Compact	2.1	2.1	2.8
	Non-resident	47.6	49.0	44.7
	Resident	50.3	49.0	52.5
Gender				
	Female	55.6	63.5	50.9
	Male	44.4	36.5	49.1
Race/Ethnicity				
	American Indian or Alaskan Native	0.2	0.2	0.2
	Asian	2.3	1.8	2.9
	Black or African American	1.0	0.6	1.7
	Hispanic or Latino	3.4	3.1	3.9
	Native Hawaiian or other Pacific Islander	0.0	0.0	0.0
	Non-Hispanic 2 or more races	1.9	1.9	2.0
	Non-Resident Alien	3.3	1.6	2.1
	Unknown	5.2	4.4	5.1
	White	82.7	86.4	82.1
First generation student				
	Yes	23.9	24.0	22.8
	No	76.1	76.0	77.3
Degree awarded				
	Associate's	2.5	0.8	3.6
	Bachelor's	97.5	99.2	96.4
College of first major				
	Life Sciences and Agriculture	17.2	15.5	15.9
	Liberal Arts	25.8	18.4	31.7
	Engineering and Physical Sciences	14.4	16.9	10.7
	Paul College of Business and Economics	20.4	24.3	16.9
	Health and Human Services	16.1	18.9	16.2
	UNH Manchester	6.2	6.0	8.6

In any survey where only a portion of the population participates, the possibility exists that the sample may not accurately represent the characteristics of the population as a whole. Table 2 presents demographic characteristics of the 2018 graduation class overall, the online survey respondents, and graduates for whom knowledge rate data was collected. On the whole, survey respondents and graduates with knowledge rate data look very similar to the entire graduating class. However, as in previous First Destination surveys, there are a few 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.
- A smaller percentage of COLA graduates completed the full online survey than graduates of other colleges.

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

POST-GRADUATION STATUS

The Class of 2018 fared well within 3-12 months of graduation (Figure 1). Among these graduates, 74.5% were employed, 20.5% were enrolled in further education, and 5.1% were seeking either employment or further education at the time of the survey (i.e. planning further education but not yet enrolled)^{3,4}. The percent of 2018 graduates seeking (5.1%) was down from 8.4% among the Class of 2017.

The 20.5% of graduates enrolled in further education is an increase from 17% in 2017; however this increase may be the result of a methodological change in the collection of knowledge rate data. In 2018, for survey non-respondents, we requested Fall 2018 graduate school enrollment information from the National Student Clearinghouse, resulting in graduate school information available for a larger proportion of students than in 2017.

As in past years, there is variation by college in post-graduation status. Paul College graduates were most likely to be employed, while graduates of the College of Health and Human Services (CHHS) were most likely to be enrolled in further education.

³ Some percentages in this report do not add to 100 due to rounding.

⁴ Six graduates (0.23%) 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 1. Primary Status After Graduation by College

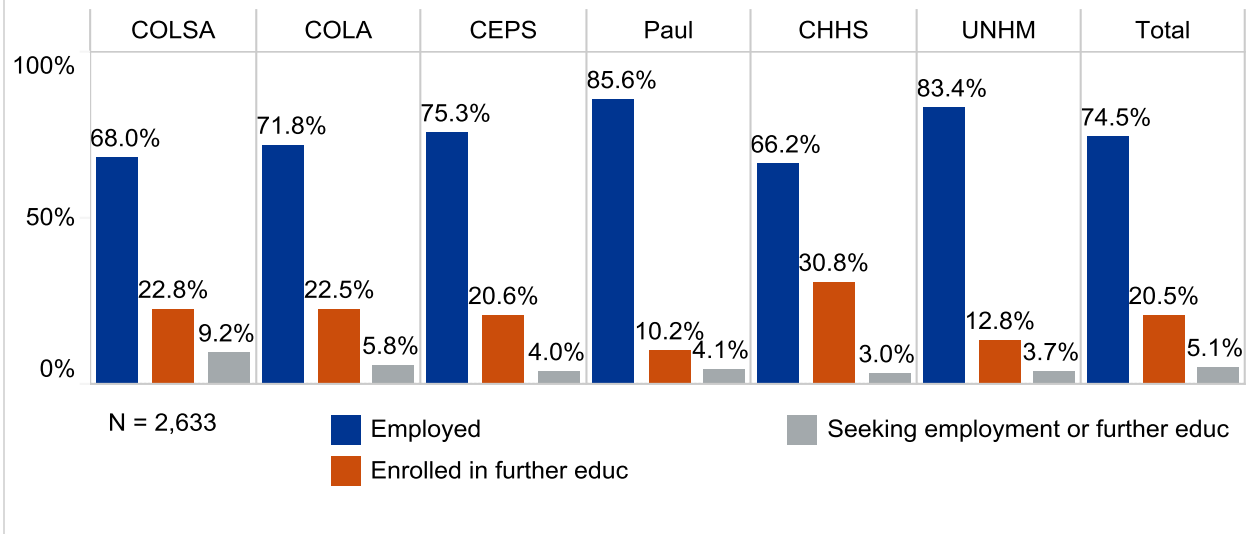


Figure 1 shows outcomes for all graduates. Figure 2 shows results for only those graduates who were seeking post-graduation employment. Overall, 96% of graduates who sought employment had found it by the time of the survey, and only 4% were still seeking work. This result is fairly consistent across all colleges. It also represents an increase over last year's results for the Class of 2017 in which 91% had secured positions but 9% were still looking.

Figure 2. Employment Rates Among Graduates Entering the Labor Force by College

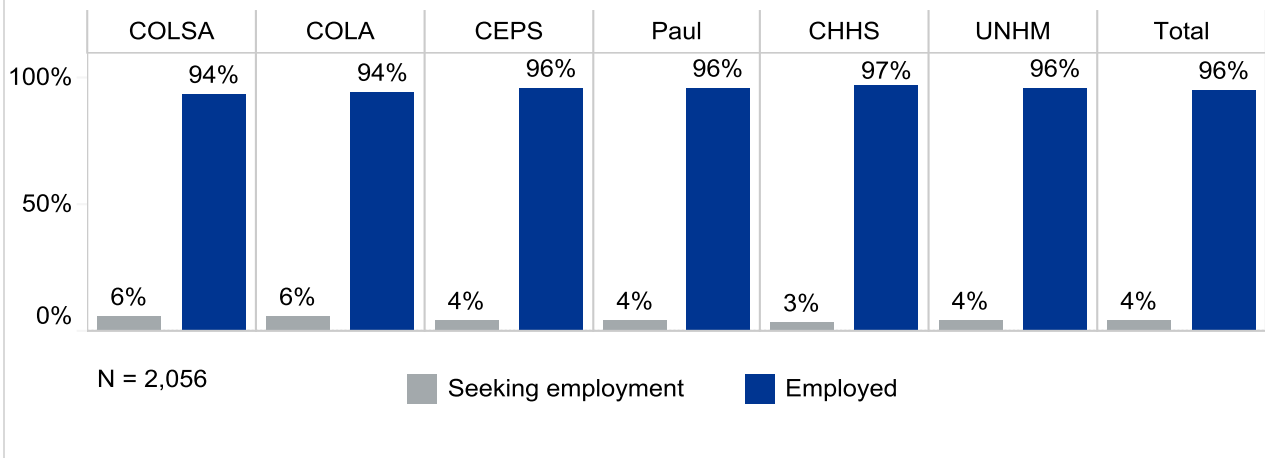
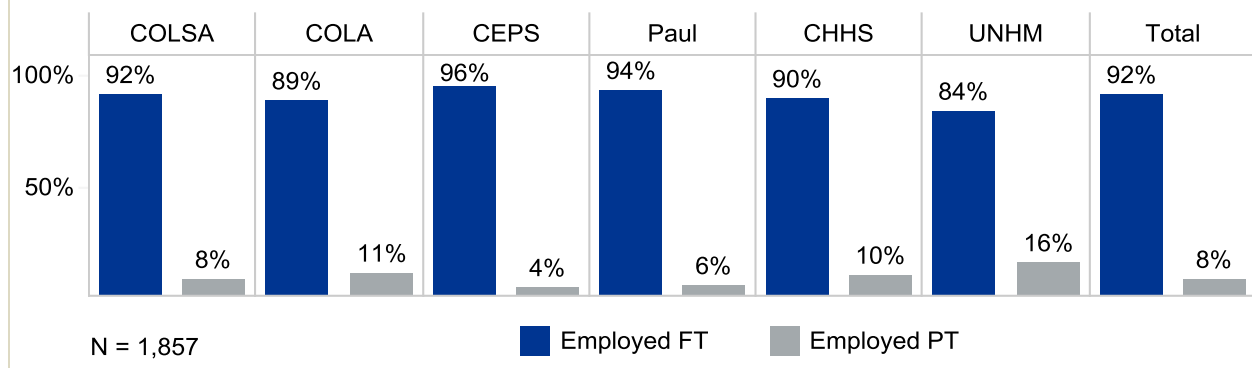
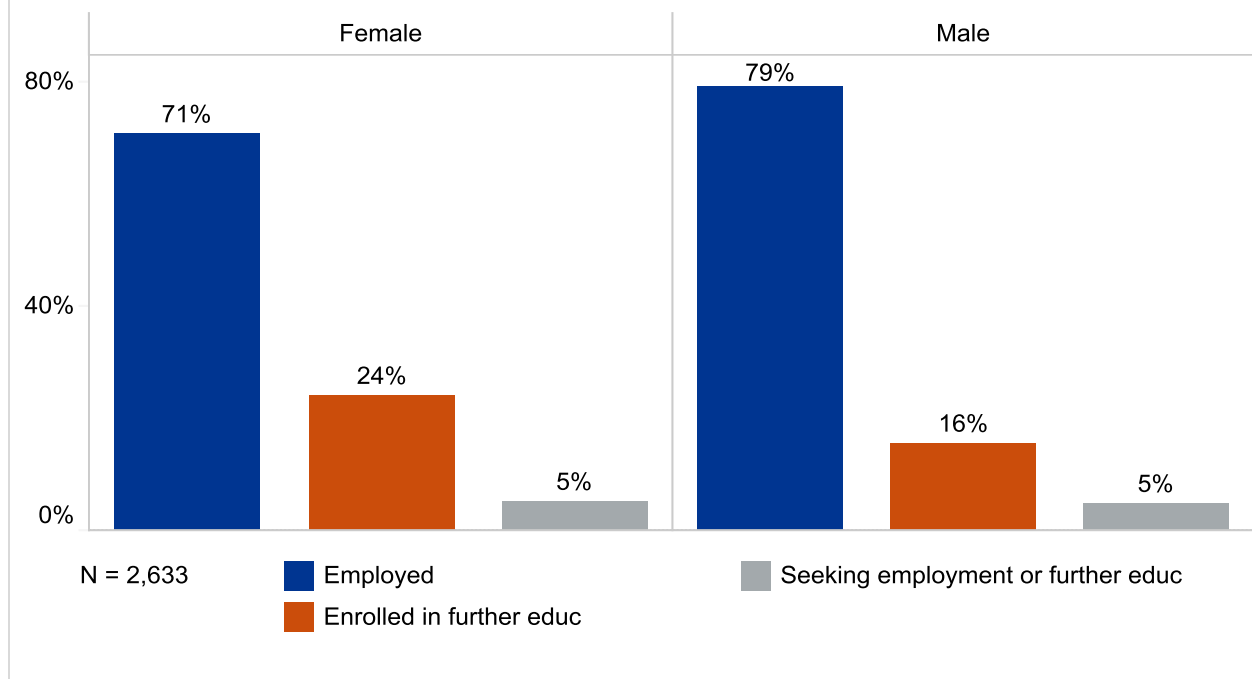


Figure 3. Employment Status Among Graduates with Full or Part-Time Status Available



Among employed graduates for whom full or part-time job status was available, 92% were working full-time and 8%, part-time (Figure 3). CEPS and Paul College had the highest rates of full-time employment among their graduates.

Figure 4. Primary Status After Graduation by Gender

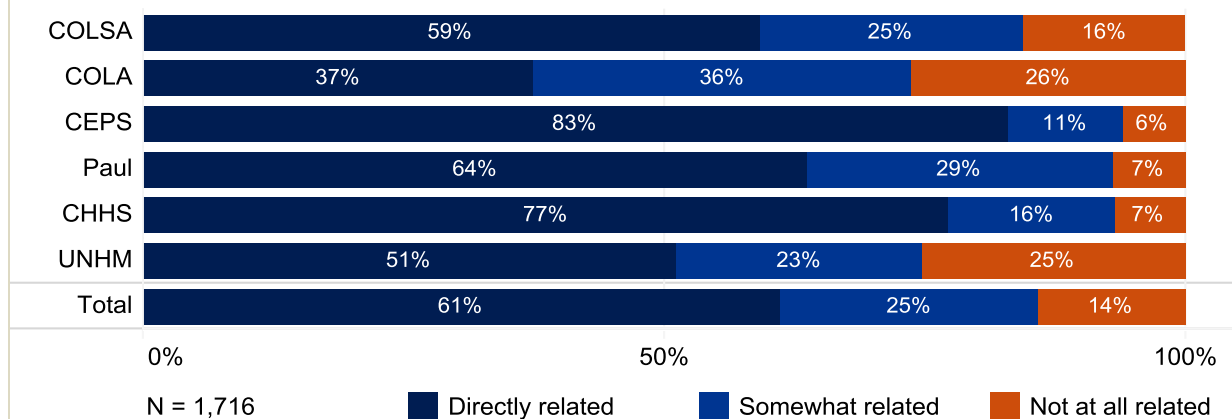


As in past years, post-graduation status varied by gender, with men more likely than women to be employed, and women more likely to be enrolled in further education. Similar percentages of men and women were seeking employment at the time of the survey.

EMPLOYMENT DETAILS

Relation to Major

Figure 5. "To What Extent Does Your Job Relate to Your Major?"



A large majority of employed graduates—86%—reported that their job was either directly or somewhat related to their major. This percentage was highest among graduates of CEPS, Paul, and CHHS at 94%, 93%, and 93% respectively. The lowest proportions were in COLA and UNHM, with roughly three quarters saying that their jobs were either directly or somewhat related to their majors.

Remaining in New Hampshire

Employed graduates of UNHM were most likely to be living or working in New Hampshire after graduation (Figures 6 and 7), a reflection of the fact that most UNHM students are New Hampshire residents to begin with. Following UNHM, CEPS graduates were most likely to be living in NH, and COLA graduates, least likely. Paul College graduates were least likely to be employed in-state (Figure 7).

Figure 6. Percent of Employed Graduates Living in NH by College

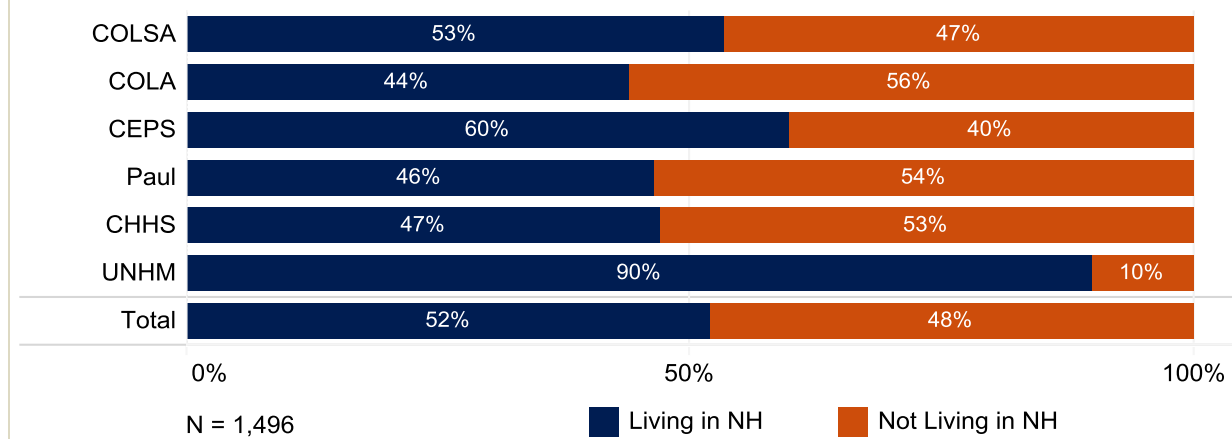
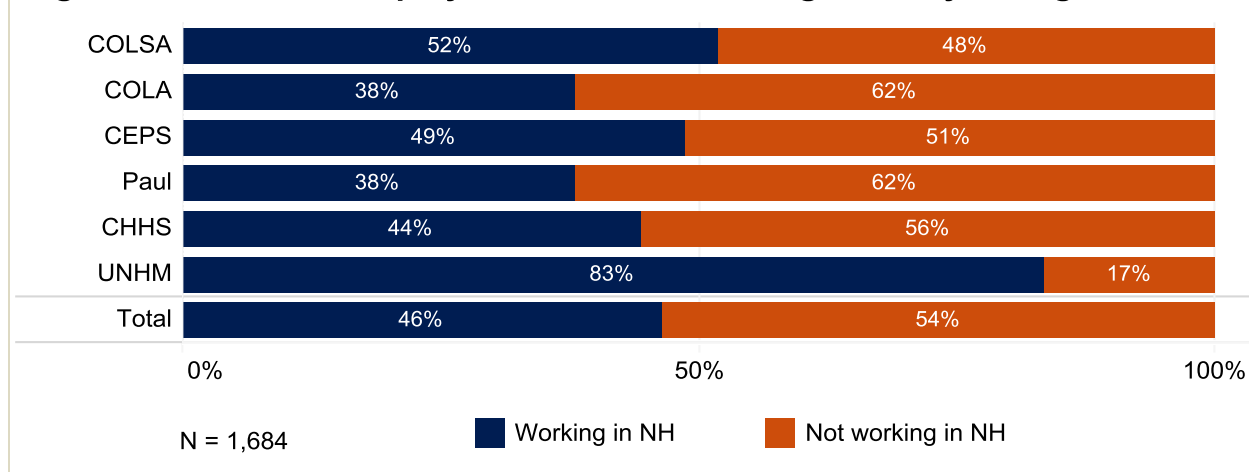
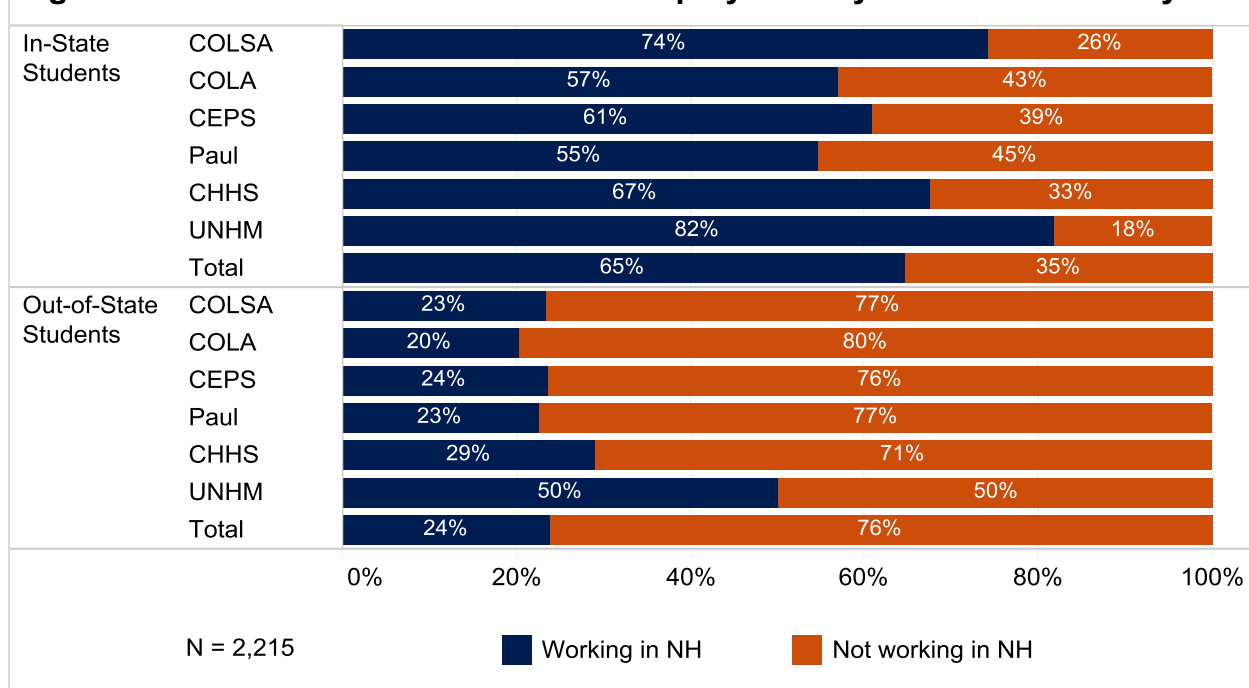


Figure 7. Percent of Employed Graduates Working in NH by College



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 65% of in-state students remaining in New Hampshire for their jobs and 24% of out-of-state students doing so (Figure 8).

Figure 8. Location of Post-Graduation Employment by Student Residency



Salaries

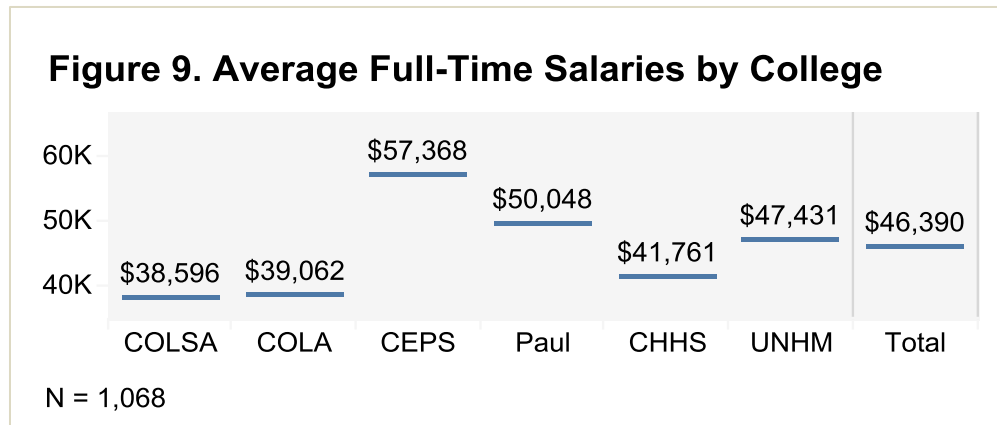


Figure 9 shows average salaries for graduates employed full-time. CEPS graduates reported the highest salaries followed by Paul College graduates. The overall mean salary of \$46,390 is essentially the same as the 2017 mean of \$46,423. (Salary information was available for 1,068 of 1,704 graduates who were working full-time.)

Figure 10 shows the distribution of full-time salaries by \$10,000 ranges. The median salary for all graduates working full-time fell in the \$40,000 to \$49,999 range. However, the variation by college evident in the mean salaries of Figure 9 is also evident in the distributions of salary ranges. Seventy-five percent of CEPS full-time employed graduates were earning \$50,000 or more, followed by Paul College where 47% of graduates had earnings at that level.

Figure 10. Full-Time Salaries by College

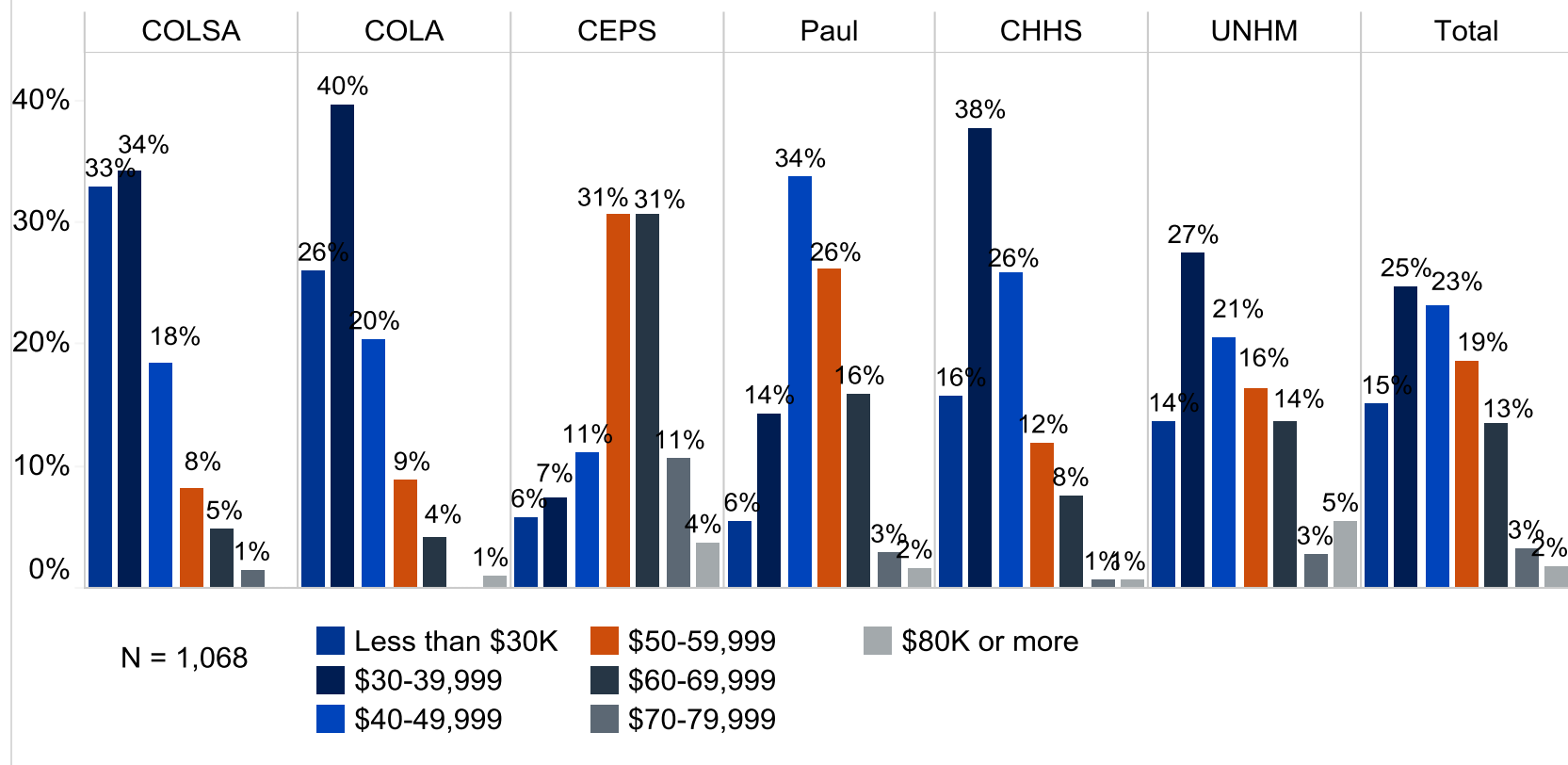
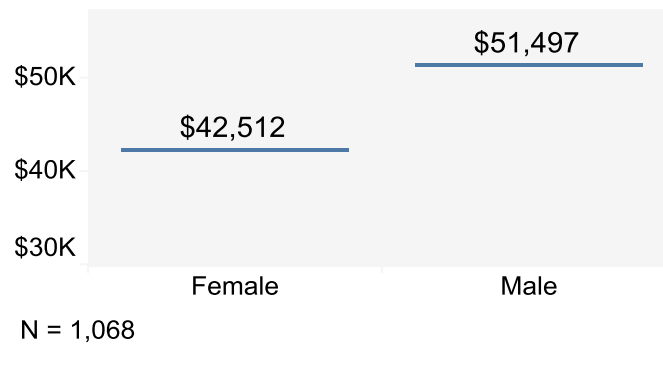


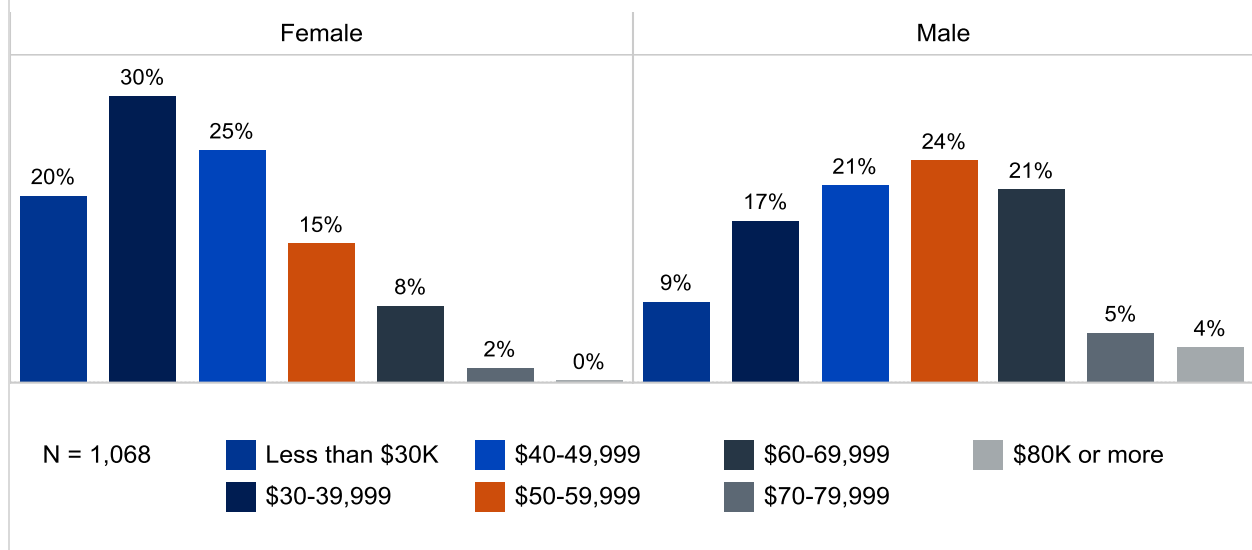
Figure 11. Average Full-Time Salaries by Gender



Full-time salaries by gender were also very similar to those in 2017 when women earned an average of \$41,857 and men earned an average of \$51,990. In 2018, men once again held a substantial salary advantage over women, earning 21% more on average (Figure 11).

Among those employed full-time, 25% of women were earning \$50,000 or more, compared to 54% of men (Figure 12).

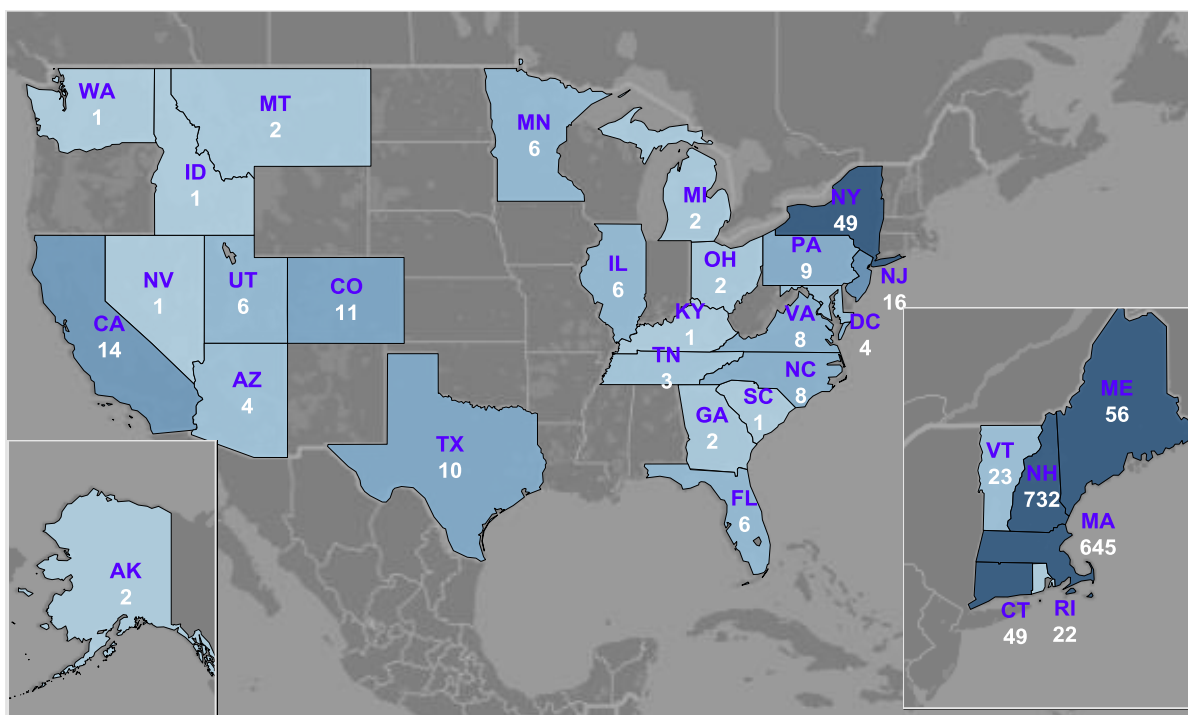
Figure 12. Full-Time Salaries by Gender



Employers and Locations

Most graduates of UNH remain in the Northeast immediately after graduation, and this held true for the Class of 2018. However, these new alumni are working in 35 states (Figure 13) and at least 6 countries including Italy, Japan, New Zealand, the Republic of Korea, and Thailand.

Figure 13. Location of Employment - Class of 2018



2018 employed graduates found positions in hundreds of different organizations. Table 3 shows a selection of employers who hired 3 or more members of the Class of 2018.

Table 3. Selected Employers Hiring 3 or More Graduates - Class of 2018

Aerotek (5)	Liberty Mutual (20)
ALKU (10)	Loftware (3)
Allegro Microelectronics (5)	Lonza (14)
BAE Systems (10)	Maine Drilling and Blasting (3)
Bank of New York Mellon (3)	Marriott International (6)
Beacon Funding (3)	Massachusetts General Hospital (9)
Beth Israel Deaconess Medical Center (5)	NH Department of Environmental Services (3)
Boston Bruins (3)	Northeast Dermatology Associates (4)
Boston Children's Hospital (12)	Novo Nordisk (3)
Boston Medical Center (3)	Ocean Properties (5)
Bottomline Technologies (5)	Oracle (6)
Brigham and Women's Hospital (7)	Pfizer (5)
Catholic Medical Center (6)	PillPack (4)
Children's Center for Communication (3)	Portsmouth Naval Shipyard (6)
Concord Hospital (5)	Portsmouth Regional Hospital (6)
Constellations Behavioral Services (5)	Pratt & Whitney (5)
Council on Intn'l Educational Exchange (3)	PriceWaterhouseCoopers (8)
Dartmouth College (4)	Putnam Investments (4)
Dartmouth Hitchcock Medical Center (6)	Raytheon (8)
DEKA Research and Development (5)	RCS Learning Center (4)
Dell EMC (5)	Riverbend Community Health Center (4)
Direct Capital (3)	RSM International (3)
Easterseals (8)	Sig Sauer (4)
Electric Boat (4)	SilverCloud (4)
Elliot Hospital (12)	Southern New Hampshire Health (3)
Engility Corporation (5)	Southern New Hampshire University (8)
Enterprise (4)	St. Joseph Hospital (3)
Ernst & Young (14)	Structure Tone (3)
Exeter Hospital (3)	Timberland (3)
Fidelity Investments (34)	Triple Crown Consulting (4)
Firehouse Center for the Arts (3)	Underwood Engineers (3)
Four Seasons Resorts and Clubs (4)	UNH Interoperability Lab (5)
General Dynamics (4)	University of New Hampshire (12)
Hampstead Hospital (3)	Wayfair (8)
Harbour Capital (4)	Wentworth Douglas Hospital (8)
Insight Global (3)	Weston & Sampson (4)
Keller Williams (3)	Windham Animal Hospital (3)
KPMG (4)	Yelp (4)
Lakes Region Mental Health Center (3)	

GRADUATE AND PROFESSIONAL SCHOOLS

More than 20% of undergraduate degree recipients were pursuing further education after graduation. Over 250 (47%) remained at UNH for their education. Others enrolled in programs across the United States. Table 4 presents a selection of the institutions new alumni chose and the numbers attending each.

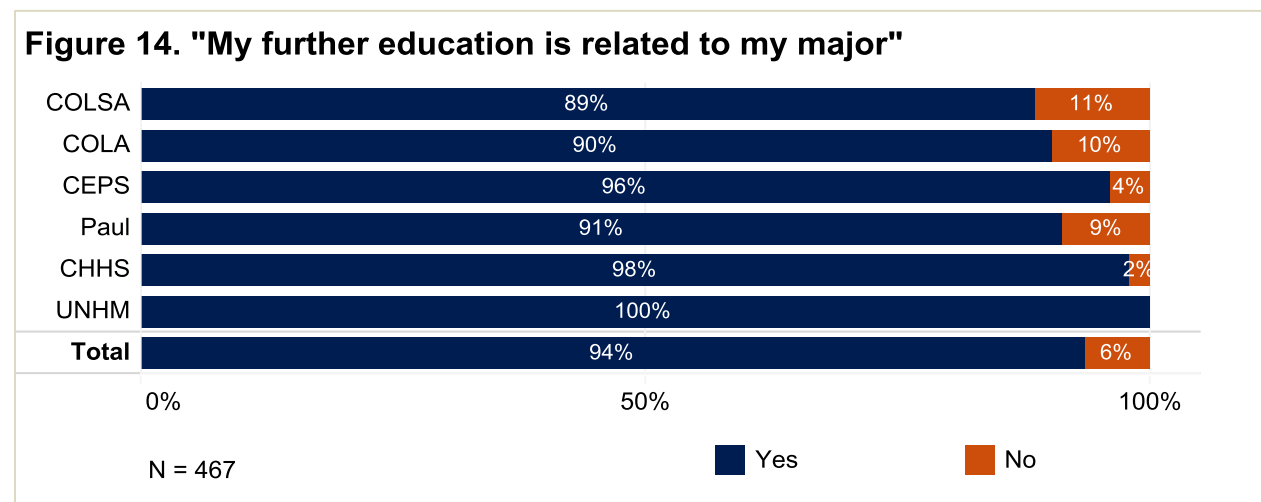
Table 4. Selected Graduate and Professional Schools - Class of 2018

American University (1)	Simmons University (9)
Arizona State University (3)	Southern New Hampshire University (9)
Boston College (2)	Suffolk University (6)
Boston University (19)	Suffolk University Law School (3)
Bridgewater State University (2)	SUNY College of Environmental Science and Forestry (2)
Clemson University (2)	Tufts University (7)
Columbia University (4)	University of Akron (2)
Cornell University (4)	University of California Davis (2)
Dartmouth College (2)	University of California Los Angeles (1)
Duke University (1)	University of California San Francisco (1)
Emerson College (3)	University of Connecticut (4)
Endicott College (2)	University of Massachusetts Amherst (3)
Fordham University (1)	University of Massachusetts Boston (2)
Franklin Pierce University (2)	University of Massachusetts Lowell (6)
George Washington University (3)	University of Massachusetts Medical School (1)
Georgia Institute of Technology (1)	University of Michigan (1)
Harvard University (1)	University of Missouri Kansas City (3)
Johns Hopkins University (2)	University of New England (3)
Lesley University (3)	University of New Hampshire (251)
London School of Economics (1)	University of New Hampshire Manchester (3)
Manchester Community College (2)	University of New Hampshire School of Law (2)
Massachusetts College of Pharmacy and Health Sciences (18)	University of North Carolina Chapel Hill (1)
Massachusetts Institute of Technology (2)	University of North Texas (2)
Merrimack College (2)	University of Redlands (2)
MGH Institute of Health Professions (2)	University of Rhode Island (3)
New York University (1)	University of Southern California Keck School of Medicine (1)
Northeastern University (12)	University of Vermont (4)
Rivier University (2)	Western Michigan University (2)
Sacred Heart University (2)	William James College (2)
Salem State University (4)	

Most graduates were entering master's degree programs, but 16% were pursuing doctoral programs (Table 5).

<i>Table 5. Degrees Being Pursued</i>		
	N	Percent
Master's degree	423	75.0%
Doctoral degree (MD, JD, PhD, DDS, etc.)	92	16.3%
Bachelor's degree	23	4.1%
Other	18	3.2%
Certificate of Advanced Graduate Study	5	0.9%
Associate's degree	3	0.5%
Grand Total	564	100.0%

Among graduates pursuing further education, 94% said that their programs of study were related to their undergraduate major, with minor variation by college.



INTERNSHIPS

The First Destination Survey includes a question about the number of internships students had while at UNH. (“How many internships did you complete in your time at UNH? Please include practicums, clinicals, fieldwork, and any credit or non-credit internships in your total.”)

Overall, more than three-quarters (78%) of 2018 graduates had had at least one internship (Figure 15). The highest rate of internship participation was in CHHS (95%) where many majors have clinical or field work as part of the major requirement. Paul College graduates had the second highest rate of internship participation at 83%.

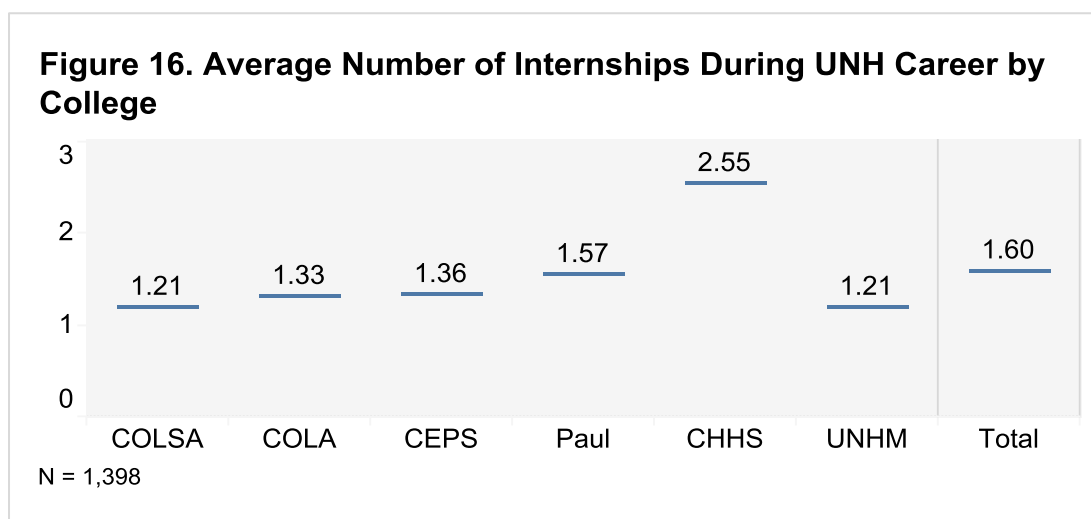
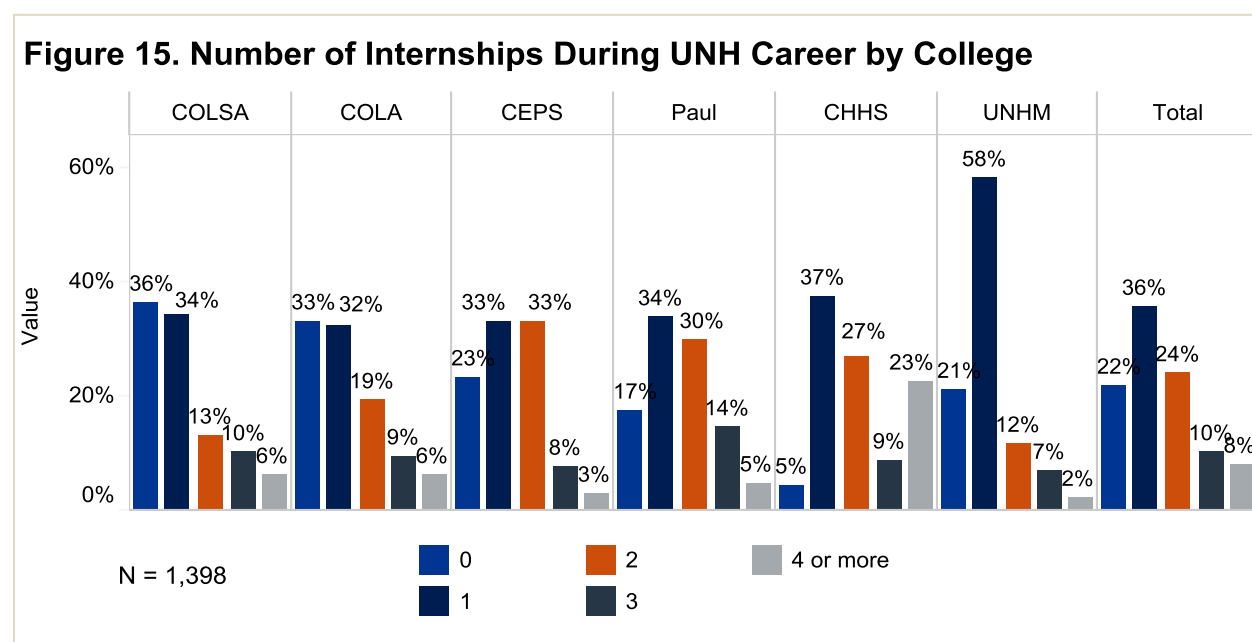


Table 6 shows the characteristics of students' internships, overall and by college. On average, 64% of students who had any internships had at least one that was paid, 55% had at least one for credit, and 37% had at least one that led to an offer for a full-time job after graduation.

Characteristics of internships varied by college. CEPS and Paul College graduates were most likely to have had a paid internship; CHHS graduates were most likely to have had one for credit, and Paul College graduates were most likely to have had one that led to an offer for a permanent job.

Table 6. Internship Characteristics by College							
Among students who had at least one internship and answered internship follow-up questions							
Percent who had:	COLSA	COLA	CEPS	Paul	CHHS	UNHM	Total
Any paid internship	54	45	96	94	29	49	64
Any for-credit internship	61	71	14	24	98	89	55
Any full-time job offer	20	26	45	54	28	36	37
Among those with a job offer, % accepting the offer	39	56	63	69	63	67	63

Hundreds of organizations hosted UNH students for internships. Table 7 shows just some of the organizations that provided opportunities for at least 3 members of the Class of 2018.

Table 7. Selected Internship Organizations - Class of 2018

ALKU (13)	Lockheed Martin (3)
Allegro (4)	Manomet (3)
BAE Systems (9)	Mental Health Ctr of Greater Manchester (3)
Baker Newman Noyes (3)	Monarch School of New England (7)
Barrington School District (4)	NH Department of Environmental Services (4)
Beth Israel Deaconess Medical Center (4)	NH Department of Transportation (9)
Blue Ocean Society (4)	New Hampshire Hospital (15)
Boston Children's Hospital (3)	NH State Senate (4)
Boston Environmental (4)	Newmarket Parks and Recreation (6)
Boston Partners (4)	Newmarket School District (10)
Caron & Bletzer (5)	Noble School District (4)
Catholic Medical Center (15)	Northeast Passage (7)
Clipper Harbor (15)	Omni Parker House (5)
Concord Hospital (8)	Oyster River Cooperative School District (18)
Dartmouth-Hitchcock Hospital (3)	Parkland Medical Center (4)
Dover Ctr for Health & Rehabilitation (7)	Pike Industries (5)
Dover Children's Home (4)	Portsmouth Naval Shipyard (7)
Dover School District (23)	Portsmouth Regional Hospital (25)
Dover Teen Center (9)	Portsmouth School District (12)
Drinkwater Productions (4)	Prevention Innovations Research Center (3)
Durham Parks and Recreation (3)	Prime Buccholz (3)
Edgewood Center (16)	Putnam Investments (3)
Elliot Hospital (10)	PricewaterhouseCoopers (7)
Enterprise (4)	Raiche & Co. (4)
Ernst & young (10)	Riverside Rest Home (4)
Eversource Energy (3)	RiverWoods (8)
Exeter Hospital (19)	Rochester School District (4)
Exeter School District (6)	Seacoast Eat Local (4)
Fidelity Investments (15)	Shoals Marine Laboratory (6)
Frisbee Memorial Hospital (6)	SilverCloud (6)
GE Aviation (4)	South Shore Hospital (4)
General Electric Aviation (3)	Southern NH Medical Center (9)
Harbour Capital Corporation (9)	Southwick's Zoo (3)
HAVEN (6)	Spaulding Rehabilitation Hospital (4)
John Hancock (4)	State Street Corporation (8)
Krempels Center (23)	Technology Business Research (4)
Lamprey Health Care (4)	UNH Departments (105)
Langdon Place (6)	Villa Crest Nursing and Retirement Center (7)
Lawrence General Hospital (4)	Wentworth by the Sea (3)
Leone, McDonnell & Roberts, PA (5)	Wentworth-Douglas Hospital (25)
Liberty Mutual (18)	Wright-Pierce (3)

SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

A large majority of 2018 graduates were happy with where they were headed after graduation, with 84 percent either strongly or somewhat agreeing with the statement "I am satisfied with my post-graduation plans." The highest rates of satisfaction were among CEPS, CHHS, and Paul College graduates.

Figure 17. "I am satisfied with my post-graduation plans."

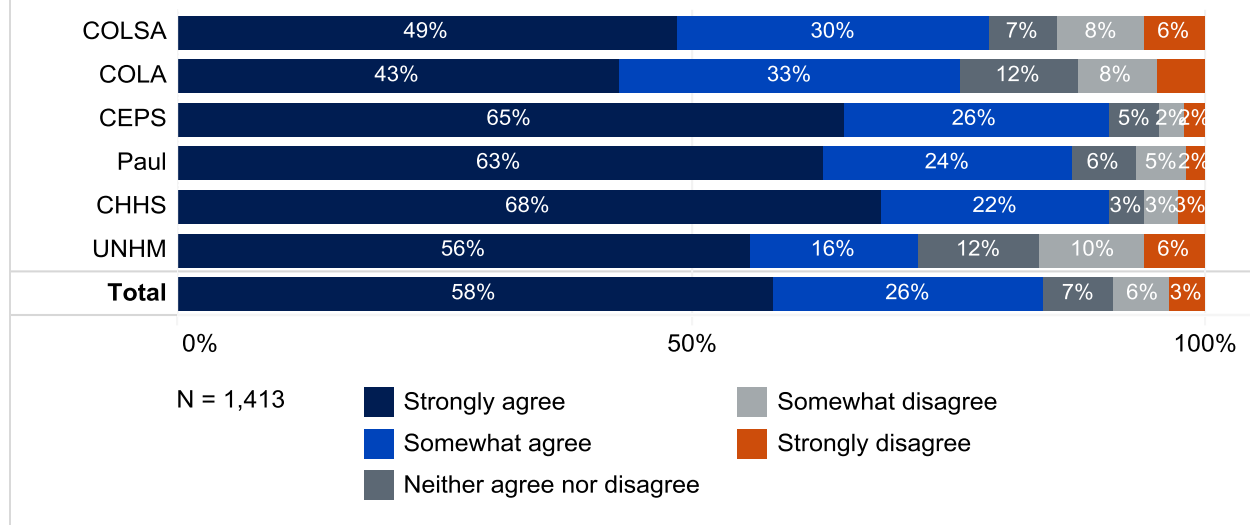
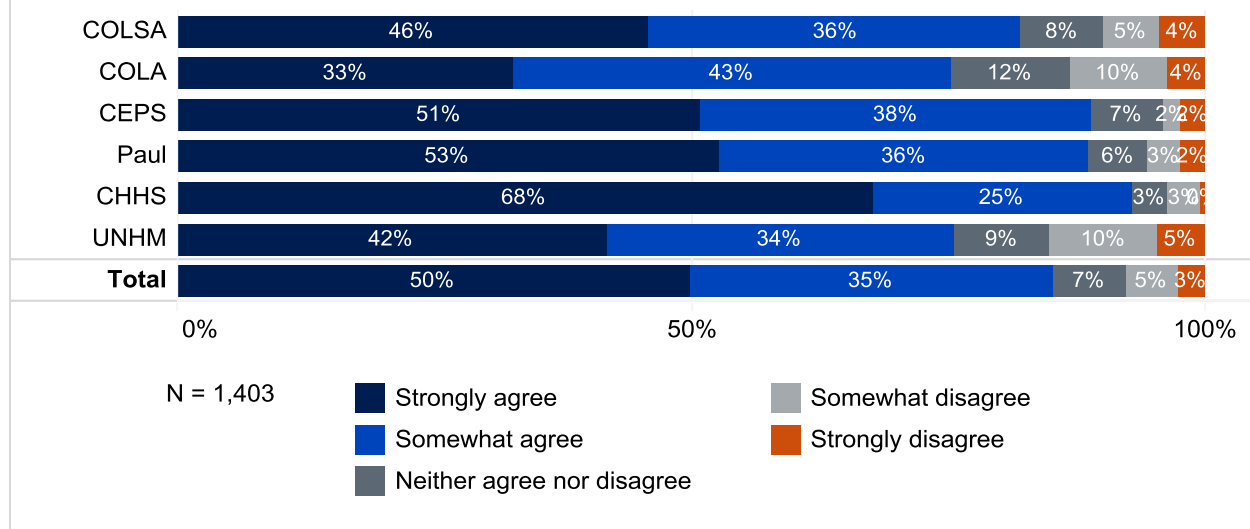


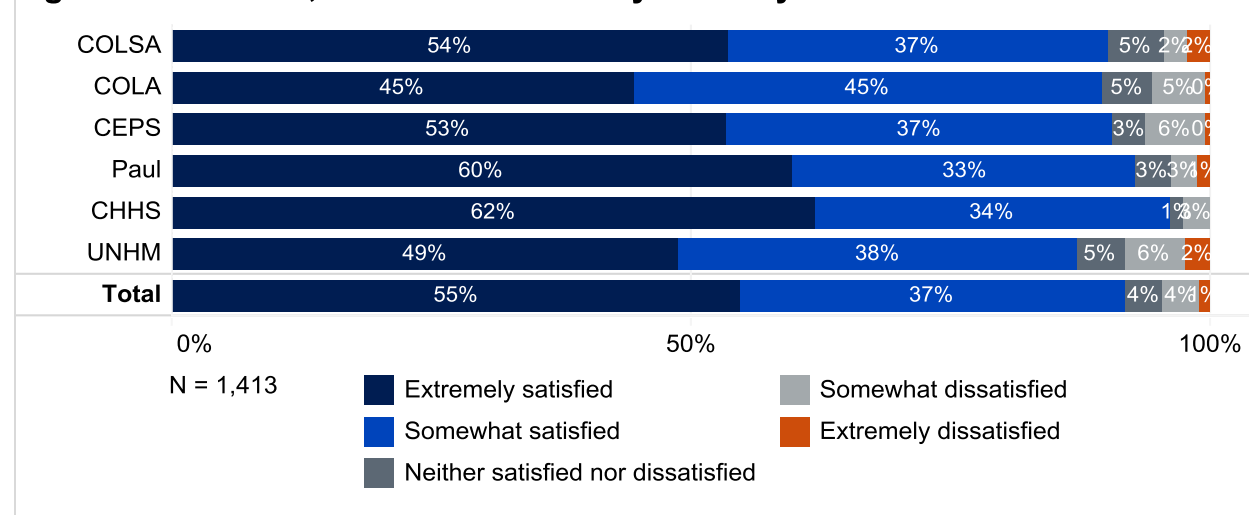
Figure 18. "I believe that my time at UNH adequately prepared me for what I will be doing next."



2018 graduates generally felt UNH had left them well positioned to be successful in their next challenge—85% strongly or somewhat agreed that their time at UNH had adequately prepared them for what they would be doing next (Figure 18).

They also expressed a high degree of overall satisfaction with their UNH education. Ninety-two percent said they were extremely or somewhat satisfied with their UNH education. Graduates of CHHS tended to be the most satisfied with their education.

Figure 19. "Overall, how satisfied were you with your education at UNH?"



SUMMARY

The University of New Hampshire's undergraduate Class of 2018 has done very well in the period since they graduated. Survey results indicate that 74.5% percent were employed, many at organizations where they had completed internships; 20.5% were enrolled in further education—a large portion at UNH but many others at an impressive list of institutions across the country and abroad. Only 5% of 2018 graduates were seeking employment or graduate school at the time of the survey, a 39% decrease from 2017. Average full-time salaries remained essentially unchanged from 2017. Finally, UNH graduates remained very satisfied with the preparation UNH provided for their next challenge and with their UNH education overall.