



**University of New Hampshire**

# **First Destination Survey Report**

**Graduate School Class of 2017  
Master's Degree Graduates**

**Office of Institutional Research & Assessment**

**April 25, 2018**

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## EXECUTIVE SUMMARY

This report presents First Destination Survey results for UNH Graduate School students who were awarded master's degrees during the 2016-2017 academic year.<sup>1</sup> Results suggest that outcomes for these graduate students are strong, salaries have increased over 2016, and satisfaction with the UNH Graduate School experience is high.

### Highlights

- Information on post-graduation status was collected for 87% of master's degree graduates (664/762).
- Ninety-two percent of graduates were either employed (86%) or enrolled in a program of further education (6%). Six percent were seeking employment, and 2% had other plans.
- When considering only graduates who entered (or remained) in the labor force immediately after graduation, 93% (574/617) were working full-time or part-time.
- Graduates were working for over 500 different employers. The following organizations employed four or more graduates: University of New Hampshire (28), Liberty Mutual (13), Ernst & Young (7), Dartmouth-Hitchcock (6), Oyster River Cooperative School District (5), Portsmouth Regional Hospital (6), RSM US LLP (5), Catholic Medical Center (4),
- Among survey respondents who were pursuing further graduate education, 62% (23/37) remained at UNH. Others enrolled at the following institutions: Arizona State University (1), Brown University (1), China University of Geosciences (1), Concordia University (1), Dartmouth College Geisel School of Medicine (1), Suffolk University Law School (1), University of Florida (1), University of Maryland School of Medicine (1), University of Michigan Ann Arbor (1), University of Oregon (1), University of Southern California (1), University of Tennessee Knoxville (1), University of Vermont (1), and the University of Wisconsin (1).
- The average full-time salary for employed 2017 master's degree recipients was \$56,943, a 2% increase over the 2016 average salary of \$55,960. Average full-time salaries by college were:
  - College of Liberal Arts (COLA): \$46,238
  - College of Life Sciences and Agriculture (COLSA): \$40,417
  - College of Engineering and Physical Sciences (CEPS): \$67,241
  - Paul College of Business and Economics (Paul): \$75,433
  - College of Health and Human Services (CHHS): \$54,916
  - Interdisciplinary programs (INTER): \$70,000

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<sup>1</sup> Sixty-five students received doctoral degrees during the 2016-2017 academic year, but their results are not included here.

## METHODOLOGY

UNH awarded 762 master's degrees between September 2016 and May 2017 to students graduating from programs on its Durham and Manchester campuses. (This report does not include graduates of the UNH Law School). Data collection for master's degree recipients took place in two phases. First, the UNH Survey Center sent online survey invitations and reminders to all graduates between August 15 and October 15, 2017. During this period, 307 graduates took the online survey, a response rate of 40% (307/762)

After the close of the online survey, information was collected for graduates who did not take the survey using phone calls made by the UNH Survey Center, social media sources such as LinkedIn, and personal knowledge from faculty, staff, and fellow students. Data from these sources yielded post-graduation information on an additional 357 students for a "knowledge rate" of 47% (357/762). This brought the overall percentage of recent graduates for whom at least some information was available to 87%.

***Table 1. 2017 First Destination Survey Response Rates and "Knowledge Rate" for Master's Degree Graduates by College of Graduate Major***

| College                                      | 2017 graduates | Online survey responses | Survey response rate | "Knowledge rate" data obtained | Total percent of graduates with data |
|--|----------------|-------------------------|----------------------|--------------------------------|--------------------------------------|
| College of Engineering and Physical Sciences | 96             | 35                      | 36%                  | 45                             | 83%                                  |
| College of Health and Human Services         | 231            | 82                      | 35%                  | 109                            | 83%                                  |
| College of Liberal Arts                      | 227            | 112                     | 49%                  | 95                             | 91%                                  |
| College of Life Sciences and Agriculture     | 25             | 7                       | 28%                  | 13                             | 80%                                  |
| Paul College of Business and Economics       | 142            | 54                      | 38%                  | 77                             | 92%                                  |
| Interdisciplinary                            | 41             | 17                      | 41%                  | 18                             | 85%                                  |
| Total  | 762            | 307                     | 40%                  | 357                            | 87%                                  |

The information collected on graduates who did not take the survey is more limited than for those who did. Many of the results in this report are from questions answered by online survey respondents only. This is important to note when viewing college-level results because numbers of survey respondents are quite small within some colleges. For example, COLSA had just 7 respondents. Table 1 shows online survey response rates and the percentages of graduates for whom data was collected by other means, overall and by the college of students' graduate major. "Interdisciplinary" refers to programs that involve faculty and courses from more than one college.

## DEMOGRAPHIC PROFILE

**Table 2. Profile of 2017 Master's Degree Recipients and Survey Respondents**  
(N = 762)

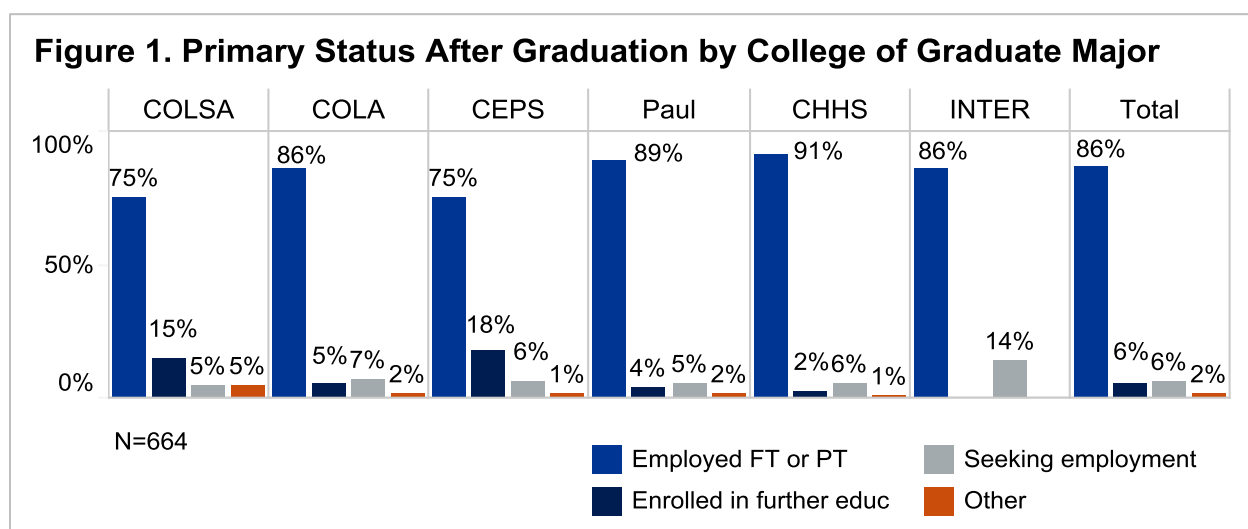
|                                  |   | Column Percentages                         |                                     |  |
|----------------------------------|---|--|-------------------------------------|--|
|                                  |   | All Master's<br>Degree<br>Graduates<br>(%) | Online Survey<br>Respondents<br>(%) | Grads with<br>"knowledge<br>rate" data (%) |
| <b>Graduation Term</b>           |   |  |                                     |  |
|                                  | September 2016                            | 24.4                                       | 19.9                                | 26.1                                       |
|                                  | December 2016                             | 25.2                                       | 19.5                                | 29.7                                       |
|                                  | May 2017                                  | 50.4                                       | 60.6                                | 44.3                                       |
| <b>Residency</b>                 |   |  |                                     |  |
|                                  | New England Regional Compact              | 2.8  | 2.0                                 | 3.4  |
|                                  | Non-resident                              | 41.6                                       | 44.3                                | 36.7                                       |
|                                  | Resident                                  | 55.6                                       | 53.8                                | 59.9                                       |
| <b>Gender</b>                    |   |  |                                     |  |
|                                  | Female                                    | 63.5                                       | 69.7                                | 58.0                                       |
|                                  | Male                                      | 36.5                                       | 30.3                                | 42.0                                       |
| <b>Race/Ethnicity</b>            |   |  |                                     |  |
|                                  | American Indian or Alaskan Native         | 0.1  | 0.0                                 | 0.0  |
|                                  | Asian                                     | 1.3  | 2.0                                 | 0.8  |
|                                  | Black or African American                 | 0.9  | 0.3                                 | 1.4  |
|                                  | Hispanic or Latino                        | 3.9  | 3.6                                 | 3.6  |
|                                  | Native Hawaiian or Other Pacific Islander | 0.1  | 0.3                                 | 0.0  |
|                                  | Non-Hispanic 2 or more races              | 1.8  | 2.0                                 | 2.0  |
|                                  | Non-Resident Alien                        | 7.5  | 7.2                                 | 6.7  |
|                                  | Unknown                                   | 6.2  | 5.5                                 | 5.9  |
|                                  | White                                     | 78.1                                       | 79.2                                | 79.6                                       |
| <b>College of graduate major</b> |   |  |                                     |  |
|                                  | Life Sciences and Agriculture             | 3.3  | 2.3                                 | 3.6  |
|                                  | Liberal Arts                              | 29.8                                       | 36.5                                | 26.6                                       |
|                                  | Engineering and Physical Sciences         | 12.6                                       | 11.4                                | 12.6                                       |
|                                  | Paul College of Business and Economics    | 18.6                                       | 17.6                                | 21.6                                       |
|                                  | Health and Human Services                 | 30.3                                       | 26.7                                | 30.5                                       |
|                                  | Interdisciplinary                         | 5.4  | 5.5                                 | 5.0  |

Although information could not be collected on all graduates, the demographic characteristics of survey respondents and of graduates with knowledge rate data were very similar to the characteristics of the graduating master's degree students as a whole (Table 2). Three factors were significantly associated with survey response. First, women were more likely to take the online survey than men, which is consistent with survey research of all types. Second, students who had received their degrees in May 2017 were more likely to participate in the online survey than those who had been awarded degrees in September or December of 2016. Finally, graduates receiving degrees from COLA were slightly more likely to take

the online survey than graduates of other colleges. Survey response rates as well as the similarity of survey respondents to the population of master's degree recipients as a whole suggest that the overall results from the online survey are a good representation of all master's degree graduates.

## POST-GRADUATION STATUS

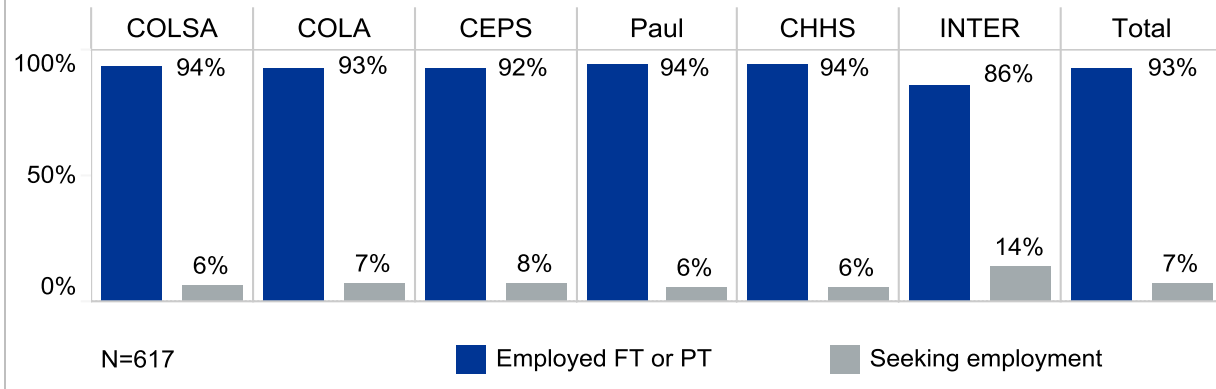
The post-graduation status of 2017 UNH master's degree recipients is shown in Figure 1. Overall, 86% were employed full-time or part-time, 6% were enrolled in a program of further education, 6% were seeking employment, and 2% had other plans.<sup>2</sup> The highest rate of employment was among graduates of CHHS (91%) followed by the Paul College (89%). Students who had graduated from interdisciplinary programs were most likely to have been seeking work at the time of the survey (14%).



The employment rates in Figure 1 represent all master's graduates, but not all graduates entered the labor force immediately. When considering only those who entered the job market (or were already working), employment rates were somewhat higher (Figure 2): 93% were employed at the time of the survey and 7% were seeking work, the same as among 2016 graduates.

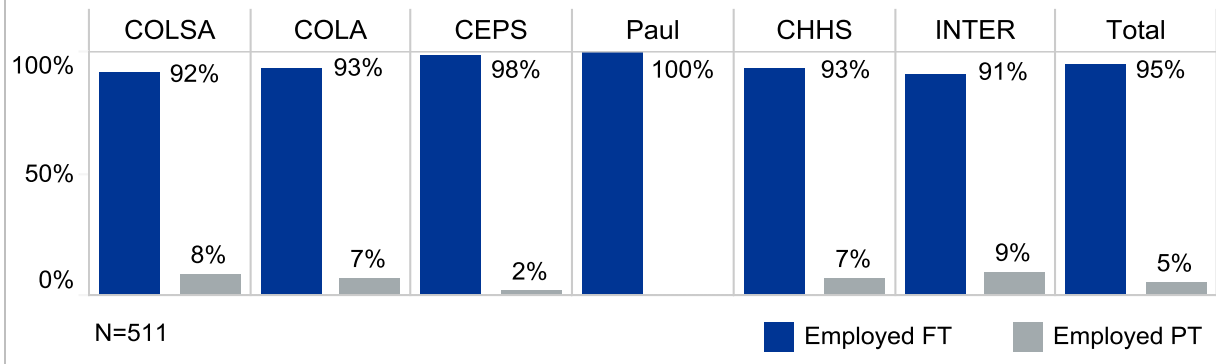
<sup>2</sup> Some percentages in this report may not add to 100 percent because of rounding.

**Figure 2. Employment Rates Among Graduates Entering the Labor Force by College of Graduate Major**



As might be expected, students entering the labor force who had received their degrees most recently, in May 2017, were more likely to be seeking employment at the time of the survey (9%) than those who had graduated in September (4%) or December 2016 (3%).

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



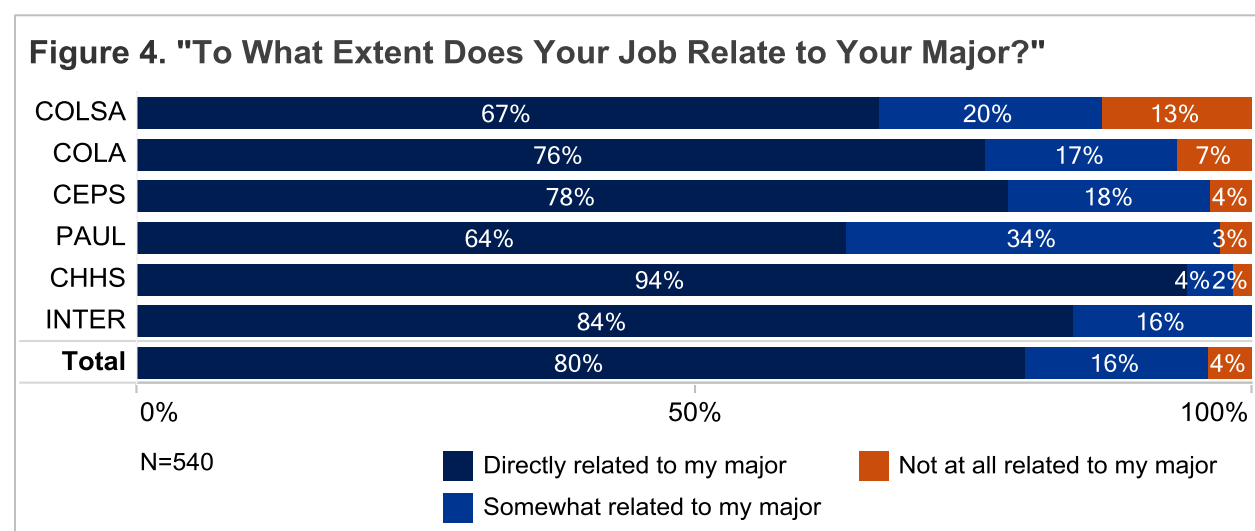
Not only were 9 out of 10 recent graduates who were into the labor force employed at the time of the survey, but nearly all of them were working full-time. Overall, 95% of employed graduates were working full-time, with the highest percentages in Paul College (100%) and CEPS (98%). (Figure 3 includes only those employed graduates for whom full-time or part-time status was available.)

There were no differences by gender in students' status after graduation. Women and men were equally likely to be employed, seeking work, or continuing their education.

## EMPLOYMENT DETAILS

### *Relation to Major*

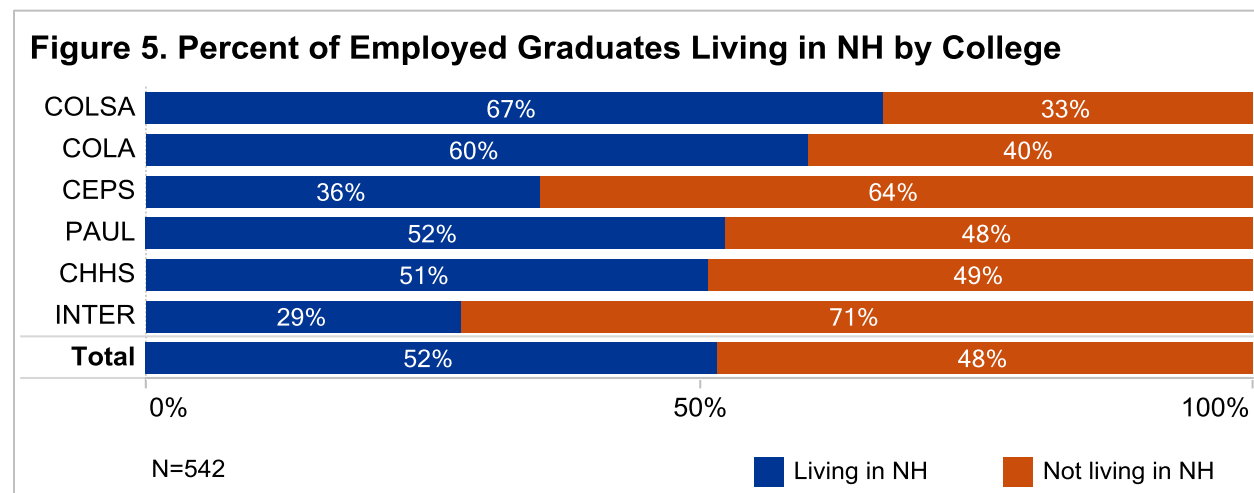
In 2017, graduates were asked to indicate the extent to which their job relates to their major instead of simply being asked to respond either “yes” or “no” to whether it is related. Overall, 80% of employed master’s degree recipients reported that their job was directly related to their major, and a total of 96% said that their job was either directly or somewhat related. CHHS graduates (94%) and graduates of interdisciplinary programs (84%) were most likely to report that their jobs were directly related to their major.



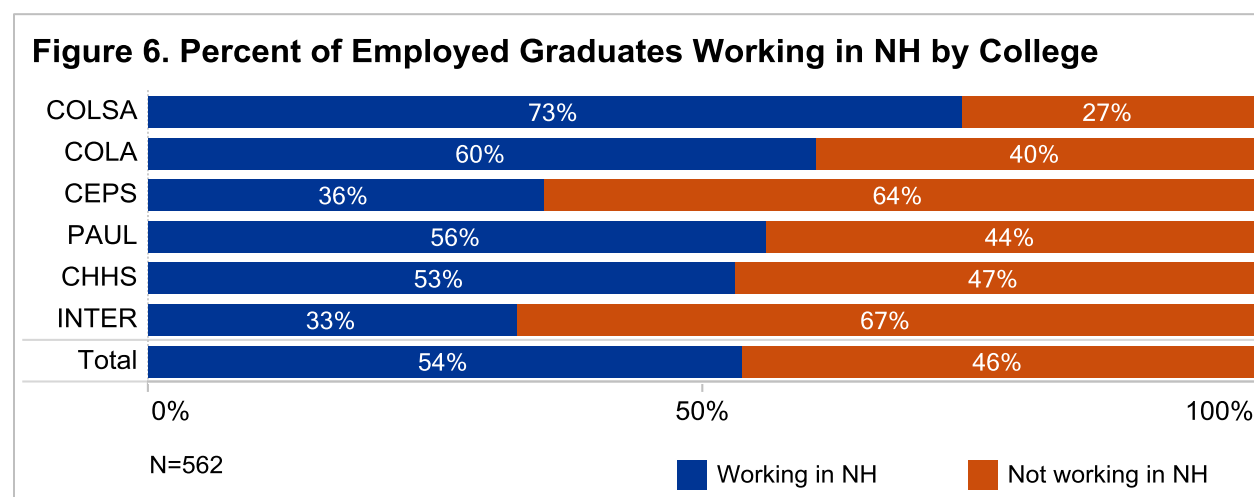


## Remaining in New Hampshire

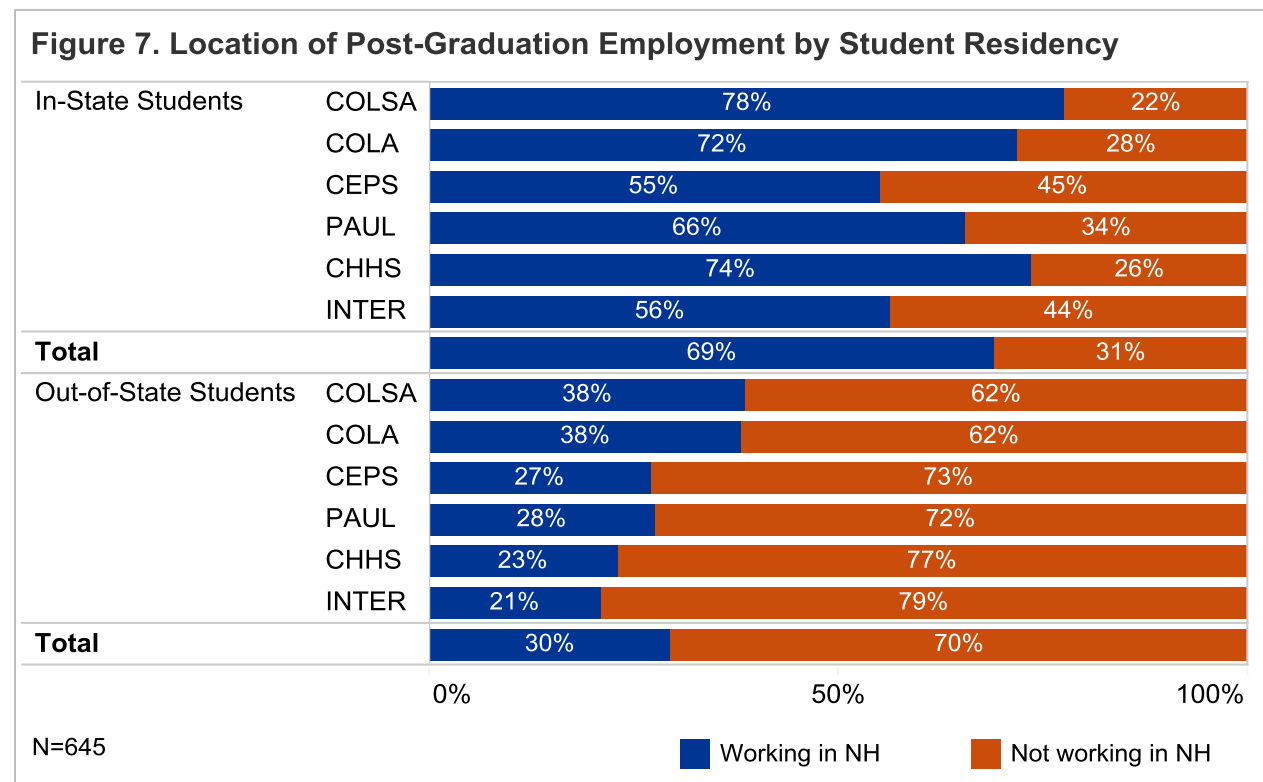
More than half (52%) of graduates who were employed after graduation remained in New Hampshire as residents (Figure 5). However, there was some variation by the college of students' major. Graduates from CEPS and interdisciplinary programs were least likely to live in New Hampshire after graduation, while those graduating from a COLSA program were most likely.



Employed graduates also differed by college on whether they were working in New Hampshire (Figure 6). COLSA graduates were most likely to be employed in New Hampshire, while CEPS graduates were least likely. Overall, 54% of employed graduate degree recipients were working in New Hampshire.

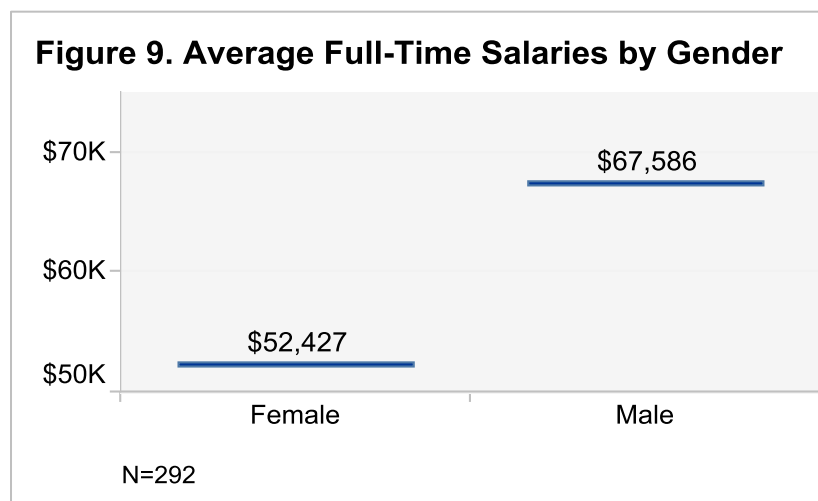
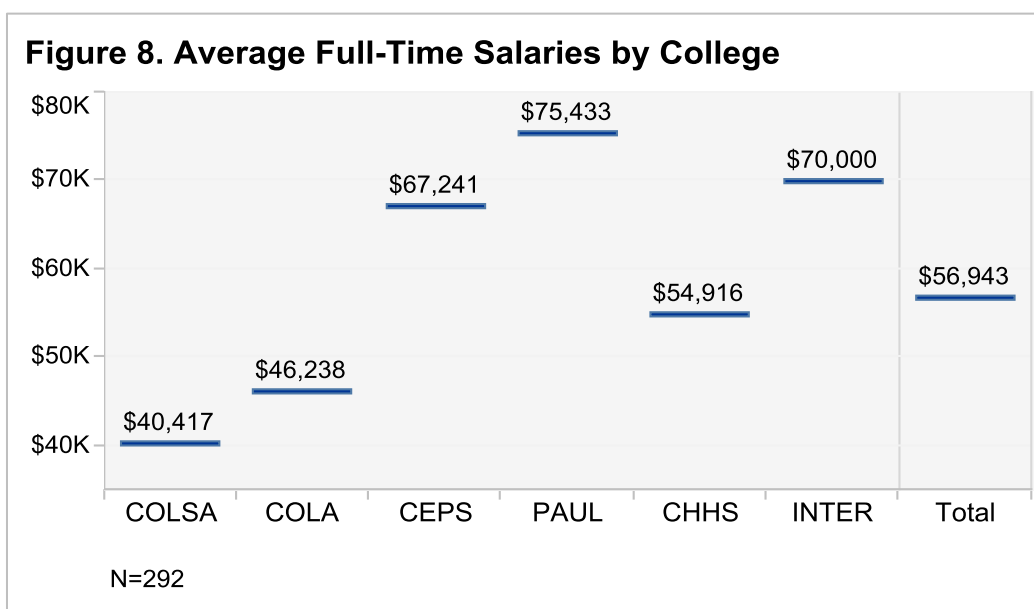


The likelihood of a graduate staying in New Hampshire for work depended on whether she or he was an in-state or out-of-state student at the time of graduation. More than two-thirds (69%) of in-state students remained in-state for their jobs, but only 30% of out-of-state students did so (Figure 7).



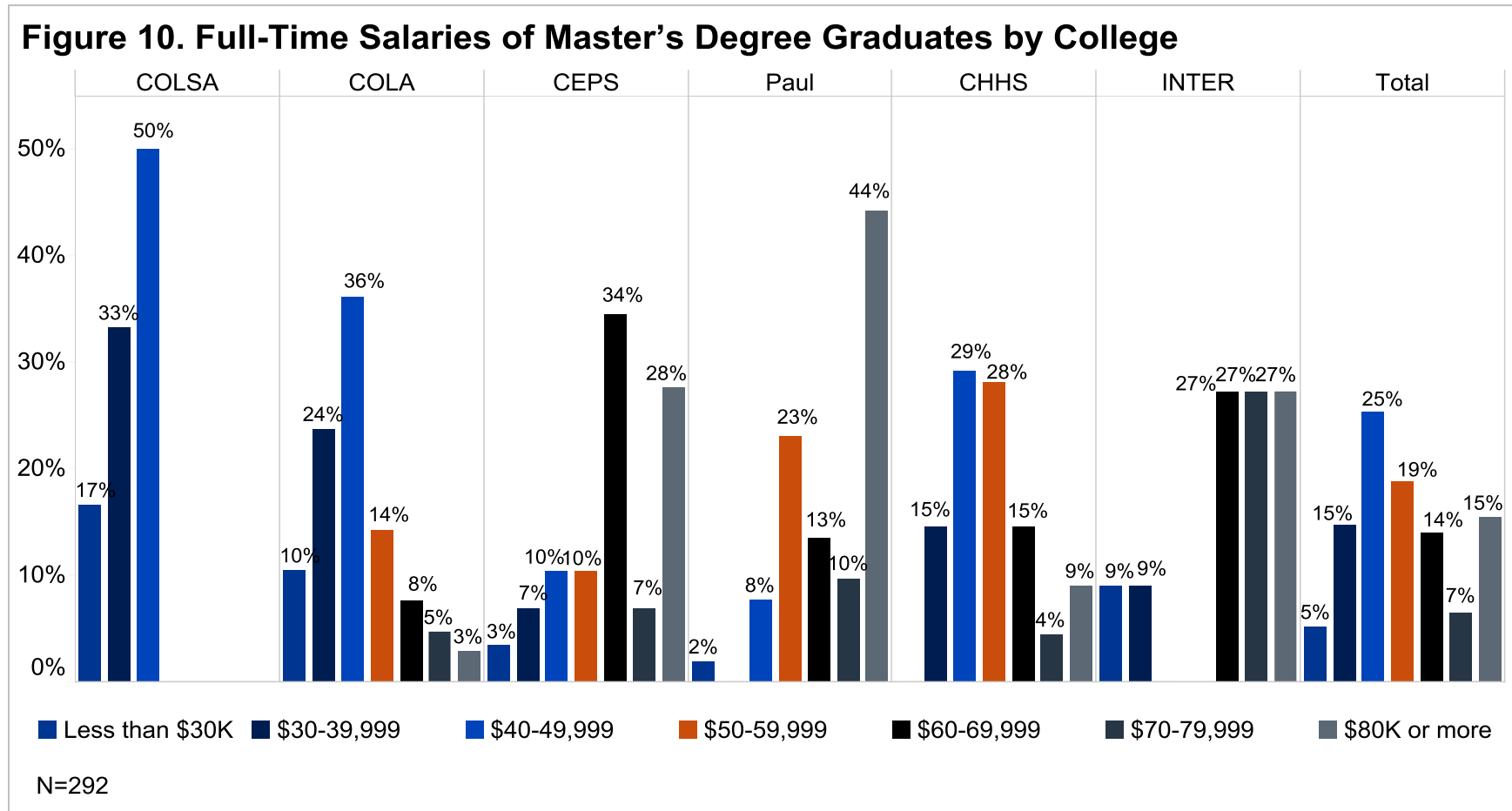
## Salaries

Full-time salary information was provided by 292 respondents. The overall average salary among master's degree recipients was \$56,943, a 2% increase over the 2016 average full-time salary of \$55,960. Salaries varied considerably by college of students' major. Paul College graduates have the highest salaries followed by graduates of interdisciplinary programs and CEPS. Average full-time salaries increased for most colleges over 2016: COLSA salaries were up by 4%, COLA by 5%, CEPS by 7%; Interdisciplinary programs by 7%, and Paul College by 9%. CHHS's average master's degree salary was unchanged from 2016.

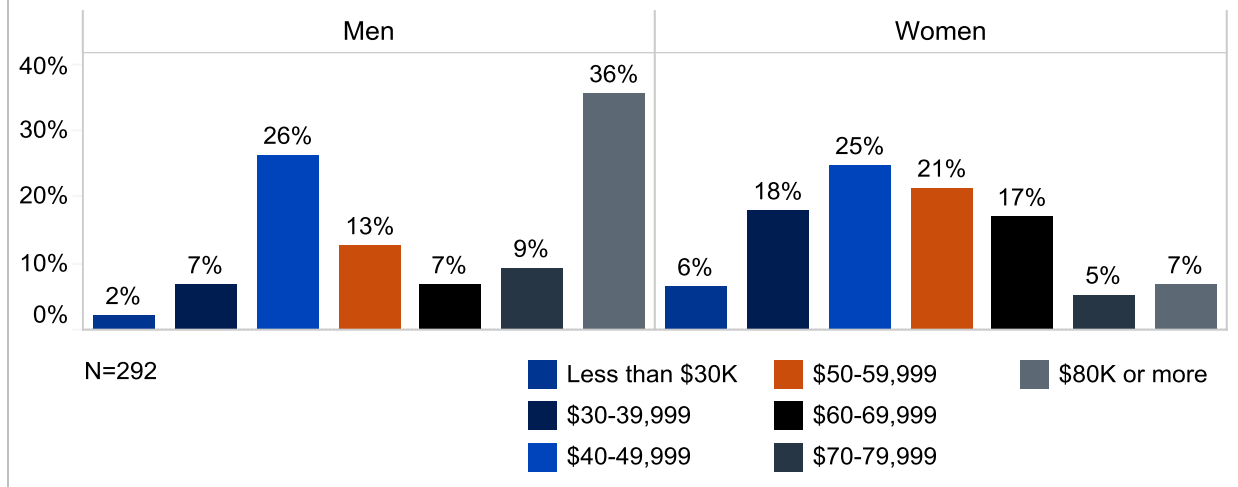


Men's average salary was 28% higher than women's (Figure 9). This may reflect differences by gender in field of study and field of employment.

Figure 10 shows the distribution of full-time salaries in \$10,000 ranges by the college of students' graduate major. Overall, 55% of master's graduates who reported full-time salaries were earning \$50,000 or more with substantial variation by college.



**Figure 11. Full-Time Salaries by Gender**

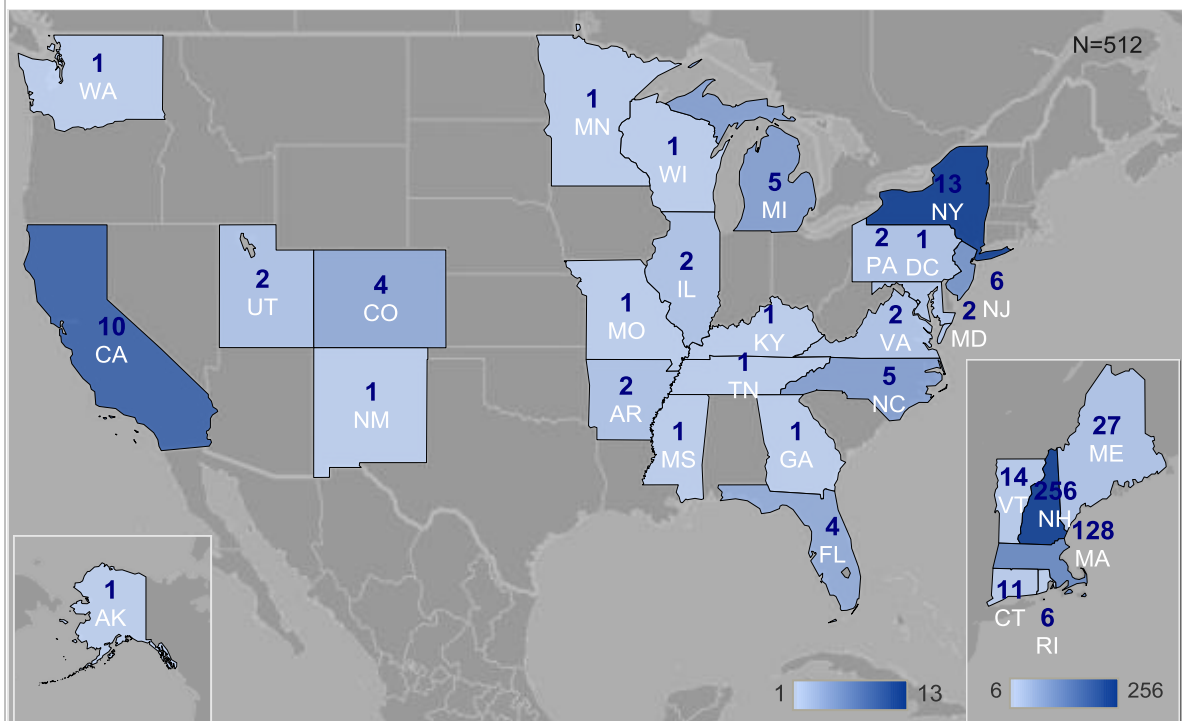


Sixty-five percent of men were earning at least \$50,000 but only 50% of women were (Fig. 11).

## Employers and Locations

The majority of graduates reported that they are working in New England, but 2017 master's degree alumni are employed across the U.S. in at least 30 states.

**Figure 12. Location of Employment – Master's Degree Graduates**



Employed graduates reported working at over 500 different organizations. Table 3 lists a subset of them with an emphasis on those employing two or more 2017 graduates.

***Table 3. Selected Employers of 2017 Master's Degree Graduates***

|  |  |
|--|--|
| ABC (1)                                | Mental Health Ctr of Greater Manchester (2)  |
| Aetna (1)                              | Microsoft (1)                                |
| Amazon (1)                             | Middlebury College (1)                       |
| Applied Geosolutions (1)               | MIT (1)                                      |
| BAE Systems (2)                        | Nashua School District (2)                   |
| Baker Newman Noyes (2)                 | Nashville Predators (1)                      |
| Barclays (1)                           | National Oceanic and Atmospheric Admin. (1)  |
| Becket Family of Services (2)          | New England Rehabilitation Hospital (3)      |
| BerryDunn (2)                          | NH Dept. of Health and Human Services (3)    |
| CA Technologies (1)                    | Noble High School (3)                        |
| Catholic Medical Center (4)            | Northeast Rehab Hospital Network (3)         |
| Cigna (1)                              | OSRAM Sylvania (1)                           |
| Coe-Brown Northwood Academy (2)        | Oyster River Cooperative School District (5) |
| Credit Suisse (1)                      | Phillips Exeter Academy (2)                  |
| Dartmouth-Hitchcock (6)                | Portsmouth Regional Hospital (6)             |
| Dell EMC (1)                           | PricewaterhouseCoopers (2)                   |
| Detroit Dodgers (1)                    | Raytheon (2)                                 |
| Elliot Hospital (3)                    | Rochester School District (3)                |
| Ernst & Young (7)                      | RSM US LLP (5)                               |
| Exeter High School (2)                 | Salem NH School District (2)                 |
| Falmouth Public Schools (2)            | Southern New Hampshire University (2)        |
| Fidelity Investments (1)               | Spaulding Rehabilitation Hospital (3)        |
| Forrester Research (1)                 | Stanley Black & Decker, Inc. (1)             |
| Genesis Healthcare (2)                 | U.S. Department of State (1)                 |
| Genesis Rehab Services (2)             | Unitil (2)                                   |
| GZA GeoEnvironmental, Inc. (2)         | University of New Hampshire (28)             |
| Honeywell (1)                          | Unum (1)                                     |
| iRobot (1)                             | US Army (2)                                  |
| KPMG (2)                               | US Fish and Wildlife Service (1)             |
| Liberty Mutual Insurance (13)          | Velcro Group Corporation (1)                 |
| Lonza (3)                              | Weather Analytics (3)                        |
| Manchester Community Health Center (2) | Wentworth-Douglass Hospital (3)              |
| Memorial Elementary School (2)         | Weston & Sampson (2)                         |

## GRADUATE AND PROFESSIONAL SCHOOLS

Six percent of master's degree recipients reported that they were enrolled in further graduate education. Most of these students (26/37) were pursuing a doctoral degree of some kind, but 6 were pursuing a master's degree and 5 were pursuing a graduate certificate. The majority who were continuing their education were remaining at UNH. Table 4 shows the institutions at which recent graduates were pursuing further graduate and professional studies.

***Table 4. Graduate and Professional Schools  
2017 Master's Degree Graduates***

|   |
|---|
| Arizona State University (1)                    |
| Brown University (1)                            |
| China University of Geosciences (1)             |
| Concordia University (1)                        |
| Dartmouth College Geisel School of Medicine (1) |
| Suffolk University Law School (1)               |
| University of Florida (1)                       |
| University of Maryland School of Medicine (1)   |
| University of Michigan Ann Arbor (1)            |
| University of New Hampshire (23)                |
| University of Oregon (1)                        |
| University of Southern California (1)           |
| University of Tennessee Knoxville (1)           |
| University of Vermont (1)                       |
| University of Wisconsin (1)                     |

## INTERNSHIPS

Almost two-thirds (63%) of graduates had participated in at least one internship during their UNH career (Table 5). Graduates of the College of Health and Human Services were most likely to report completing at least one internship (94%) followed by graduates of COLA (70%) and interdisciplinary programs (69%).

| <b>Table 5. Internships Among Master's Degree Graduates</b> |                                    |                       |
|---|------------------------------------|-----------------------|
| College of Graduate Major                                   | Percent with at least 1 internship | Mean # of internships |
| Life Sciences and Agriculture                               | 33%                                | 1.2                   |
| Liberal Arts  | 73%                                | 1.6                   |
| Engineering and Physical Sciences                           | 38%                                | 0.6                   |
| Paul College of Business and Economics                      | 35%                                | 0.8                   |
| Health and Human Services                                   | 94%                                | 2.8                   |
| Interdisciplinary   | 73%                                | 1.1                   |
| All Colleges  | 67%                                | 1.6                   |

Among graduate students who had at least one internship, 24% had one that was paid, 86% had one that was for credit, and 34% received a full-time job offer from an internship organization. These internship characteristics varied by the college of the student's major (Table 6.)

| <b>Table 6. Internship Characteristics by College of Graduate Major</b>                                 |       |      |      |      |      |           |       |
|---|-------|------|------|------|------|-----------|-------|
| Among master's students who had at least one internship and who answered internship follow-up questions |       |      |      |      |      |           |       |
| Percent who had:  | COLSA | COLA | CEPS | Paul | CHHS | Interdis. | Total |
| Any paid internship   | 0%    | 11%  | 100% | 50%  | 21%  | 18%       | 24%   |
| Any for-credit internship   | 0%    | 93%  | 9%   | 73%  | 98%  | 91%       | 86%   |
| Any full-time job offer   | 0%    | 25%  | 45%  | 45%  | 41%  | 20%       | 34%   |
| Among those with a job offer,<br>% accepting the offer  | -     | 29%  | 60%  | 60%  | 55%  | 0%        | 46%   |



Table 7 shows a portion of the many organizations where master's degree students completed internships.

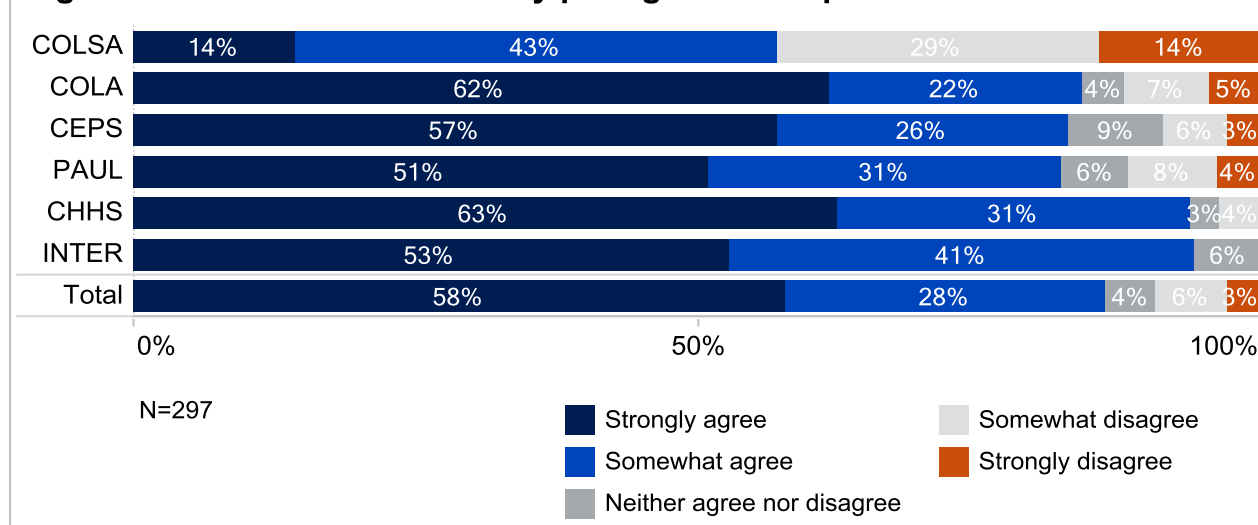
**Table 7. Selected Internship Organizations - 2017 Master's Degree Graduates**

|   |   |
|---|---|
| Access Sports Exeter (1)                | Mast Way Elementary School (8)  |
| Addiction Recovery Services (1)         | Mitralign (1)   |
| Alliance Sports Marketing (1)           | New Balance (1)   |
| BAE Systems (1)                         | New Hampshire State Prison for Men (1)                                      |
| Barrington Elementary School (2)        | Newmarket Elementary School (2)   |
| Becket Family of Services (2)           | NH Association for the Blind (1)  |
| Bigelow and Company LLC (1)             | NH Bureau of Elderly and Adult Services (1)                                 |
| Boscawen Elementary School (2)          | NH Dept. of Health and Human Services (1)                                   |
| CA Technologies (1)                     | NH Division for Children Youth & Families (3)                               |
| Catholic Medical Center (2)             | NH Division of Children, Youth, & Families (1)                              |
| Child & Family Services of NH (3)       | NH-ME LEND (2)  |
| Child Health Services (2)               | North Hampton School District (3)   |
| Community Partners (3)                  | Northeast Rehabilitation Hospital Network (2)                               |
| Concord Hospital (3)                    | Oyster River High School (4)  |
| Cooperative Middle School Stratham (5)  | PixelMEDIA (2)  |
| Darling Consulting Group (1)            | Planet Fitness (1)  |
| Dartmouth Hitchcock Medical Ctr. (1)    | Portsmouth Regional Hospital (8)  |
| Dartmouth Psychiatric Research Ctr. (2) | Probity IT (1)  |
| Disney (1)                              | ROC USA (1)   |
| Dover High School (7)                   | Southern New Hampshire Medical Center (5)                                   |
| East Kingston Elementary (4)            | Spring Harbor Hospital (3)  |
| Easter Seals (2)                        | Strafford County Head Start (2)   |
| Edgewood Centre (2)                     | Swing for the Stars (2)   |
| Epping Elementary School (3)            | Timberland (1)  |
| Exeter High School (6)                  | UNH Child Study and Development Center (7)                                  |
| Exeter Hospital (2)                     | UNH Institute for Health Policy and Practice (1)                            |
| Ernst & Young (3)                       | UNH Interoperability Lab (1)  |
| Fidelity Investments (2)                | UNH Interpersonal Violence Research Lab (1)                                 |
| Gomez and Sullivan Engineers (1)        | UNH Library Milne Special Collections (1)                                   |
| Head Start (3)                          | UNH Museum of Art (1)   |
| Idlehurst Elementary School (4)         | UNH Prevention Innovations Research Ctr. (1)                                |
| Johnson & Johnson (1)                   | UNH Speech Language Hearing Center (4)                                      |
| Krempels Center (5)                     | Unum (1)  |
| Lawrence General Hospital (3)           | Washington Center: Torture Abolition<br>and Survivors Support Coalition (1) |
| Lincoln St. Elementary School (2)       | Wentworth Douglas Hospital (6)  |
| Little Harbour Elementary School (7)    | Winnacunnet High School (7)   |
| Manchester VA Medical Center (2)        | Woodman Park Elem. (5)  |
| Maplewood Elementary School (2)         |   |
| Martin's Point Healthcare (2)           |   |

## SATISFACTION WITH POST-GRADUATION PLANS AND UNH GRADUATE EDUCATION

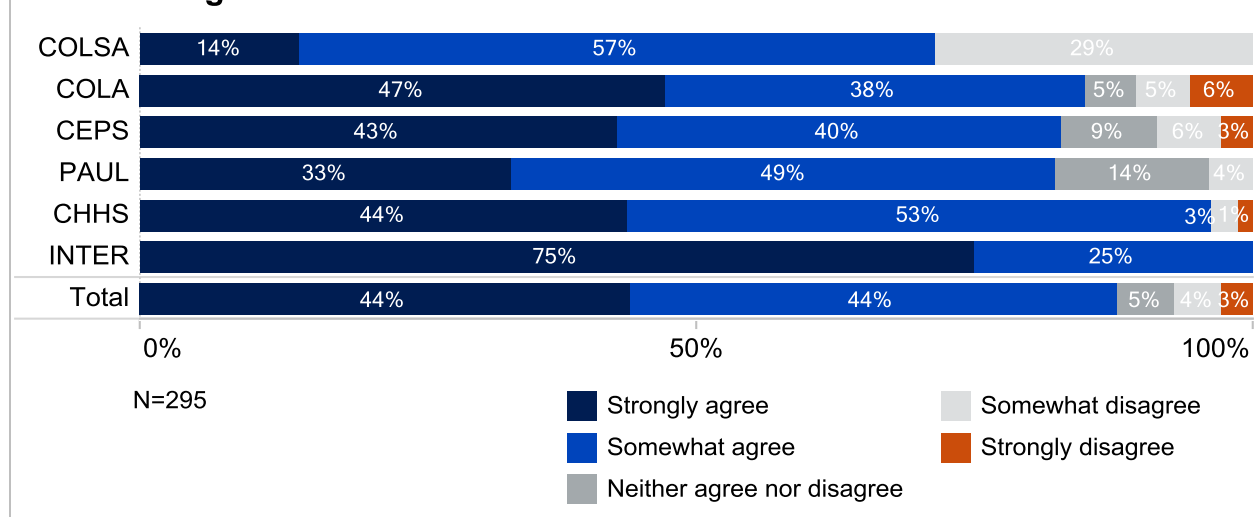
Members of the Graduate School Class of 2017 were satisfied with what they were doing after receiving their degree: 86% strongly or somewhat agreed that they were satisfied with their post-graduation plans.

**Figure 13. "I am satisfied with my post-graduation plans."**

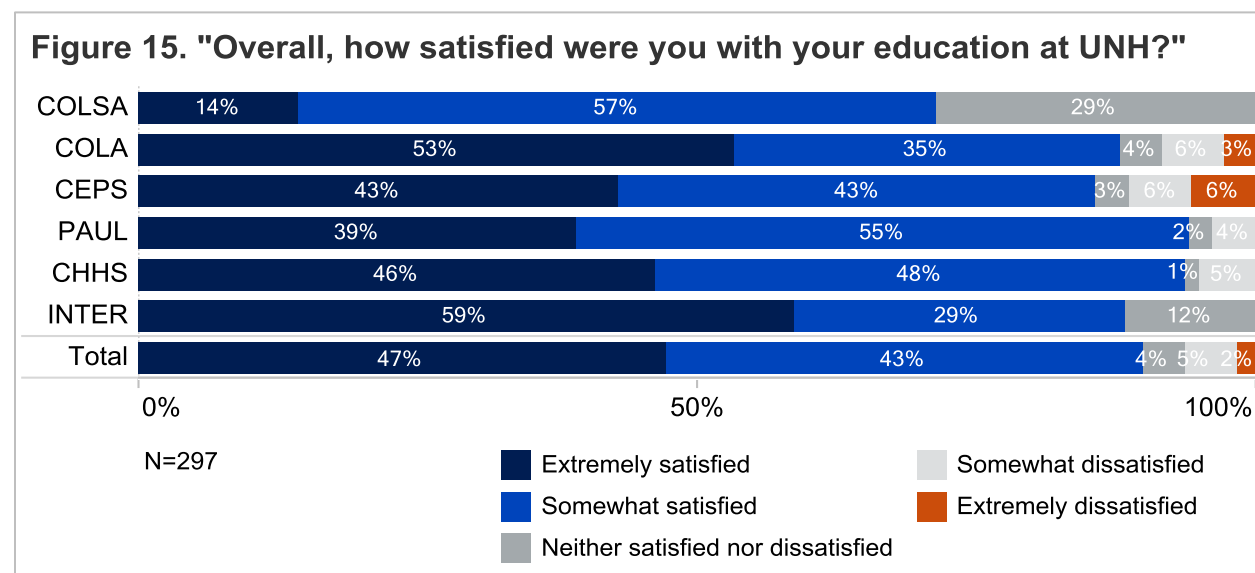


Most also felt that their UNH education prepared them well: 88% either strongly or somewhat agreed that UNH adequately prepared them for their post-graduation plans.

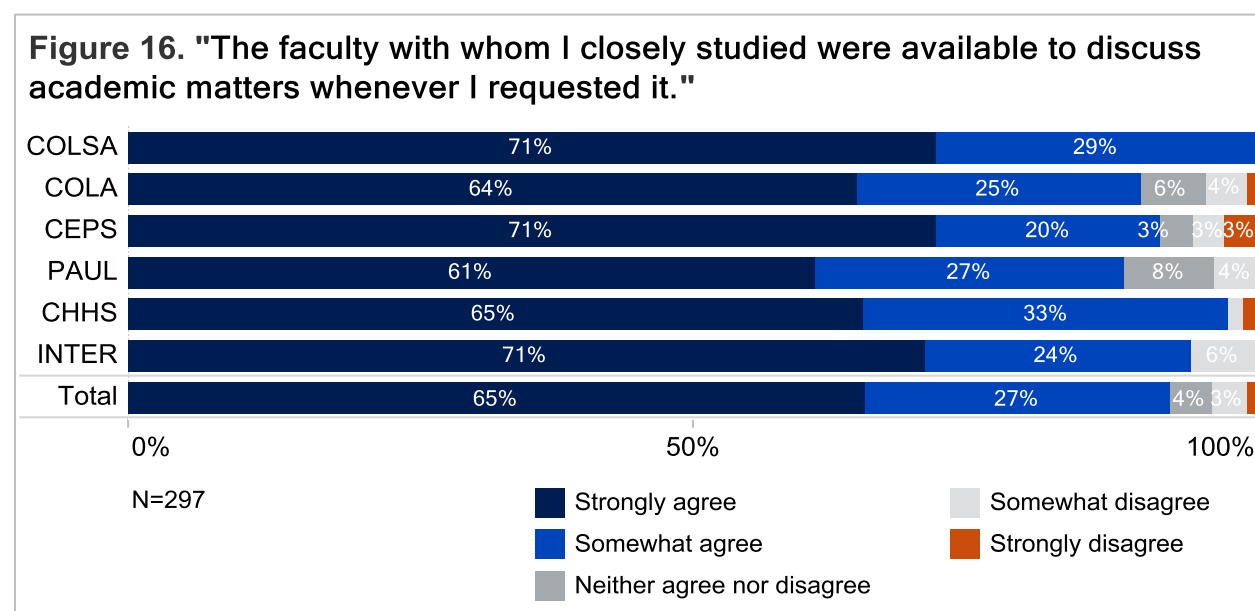
**Figure 14. "I believe that my time at UNH adequately prepared me for what I will be doing next."**



About one half of survey respondents (47%) were extremely satisfied with their UNH graduate education, and a total of 90% were either extremely or somewhat satisfied. These results are similar to those reported by master's degree students in 2016.

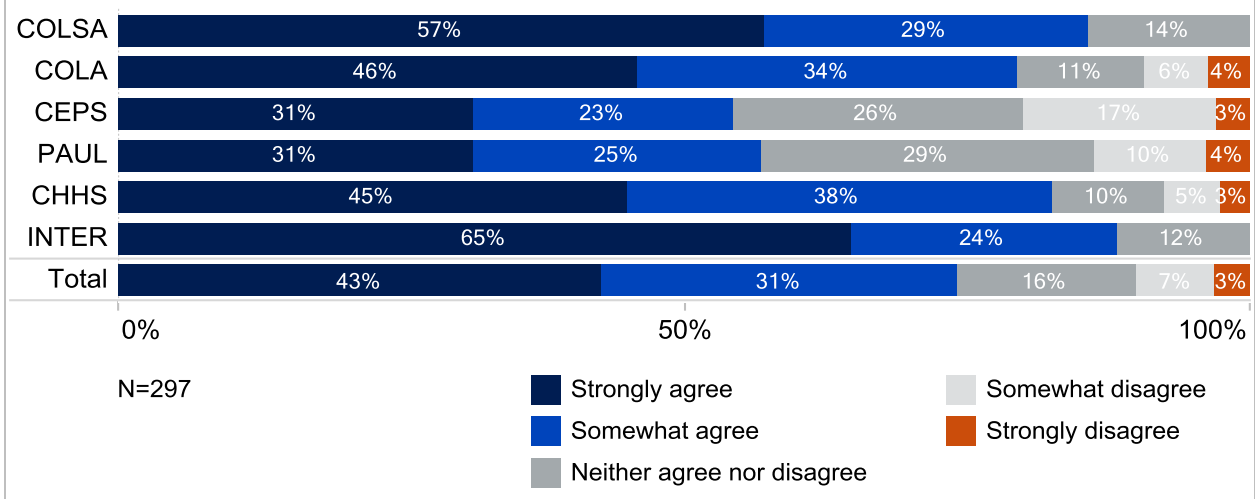


Master's graduates gave highly positive reviews on faculty availability: 92% strongly or somewhat agreed that faculty in their programs were available to discuss academic matters whenever requested.



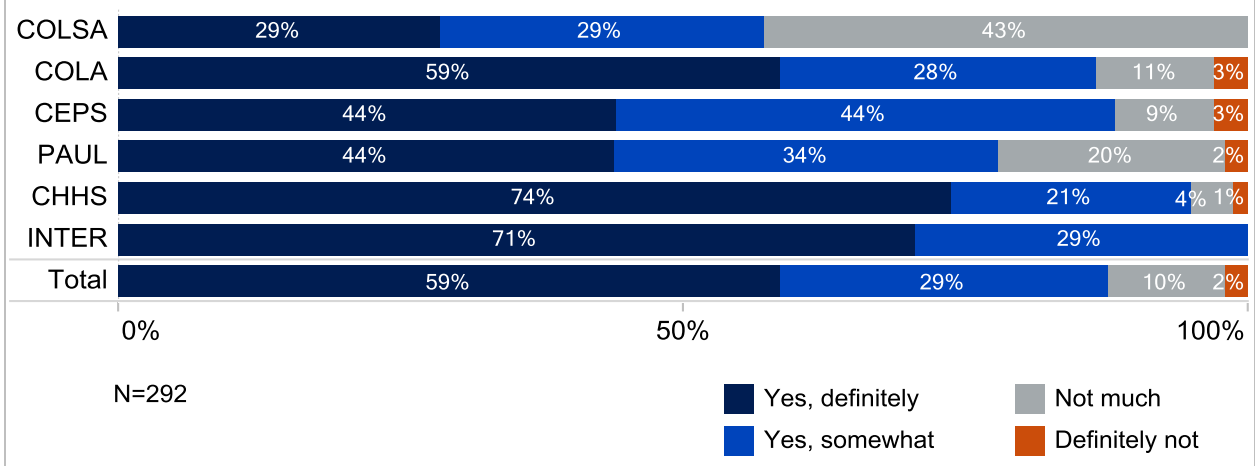
Their assessment of faculty's career advice was somewhat less positive, with 74% agreeing either strongly or somewhat that faculty gave them "helpful and timely career advice." However, this question does not assess whether students requested or needed career advice from faculty, so these results should be interpreted with caution. Many master's students (26%) were employed in their current jobs while pursuing their graduate degree and may not have required career assistance.

**Figure 17. "The faculty with whom I closely studied gave me helpful and timely career advice."**

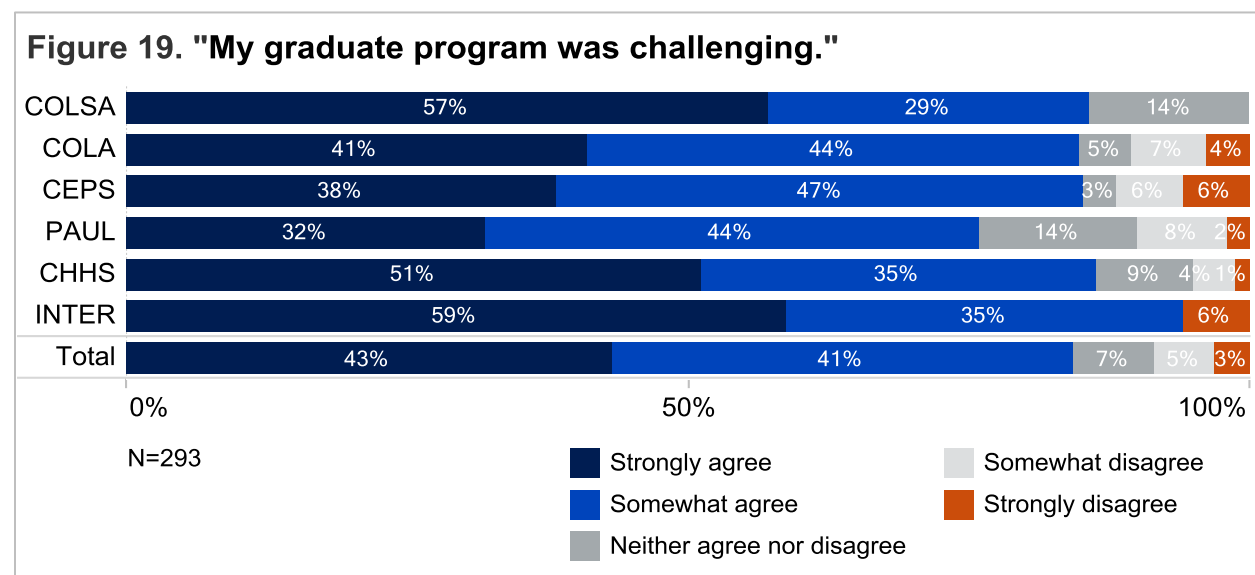


A large majority of graduate students felt that their UNH graduate degree helped them meet their career goals: 88% said that their degree had definitely or somewhat helped them achieve their goals.

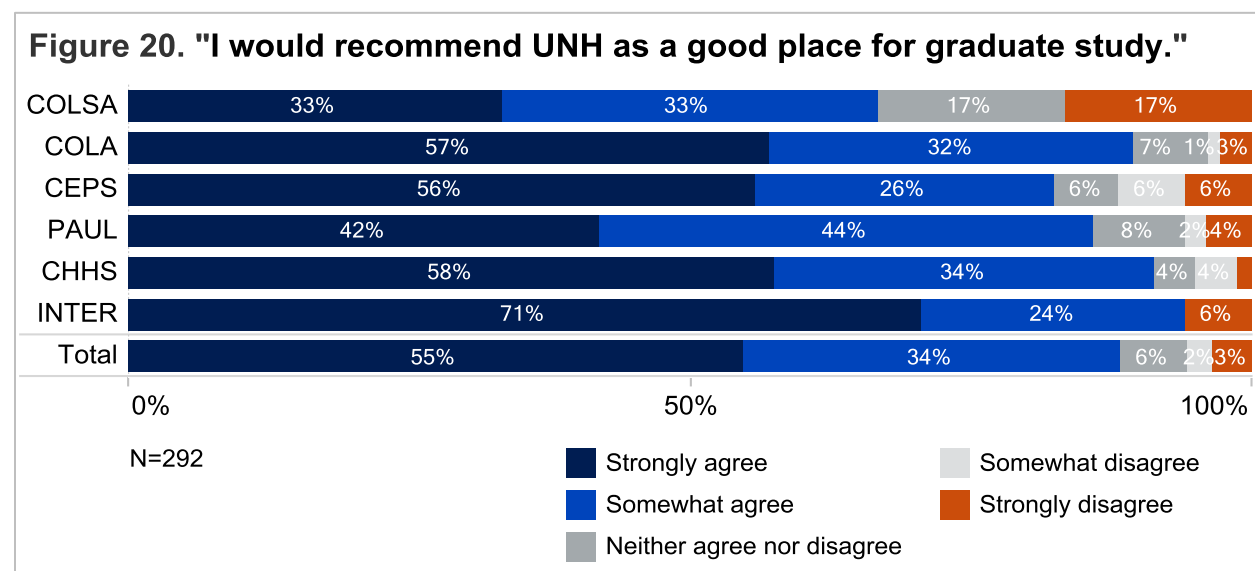
**Figure 18. "The graduate degree from UNH helped me meet my career goals."**



Most also agreed strongly or somewhat strongly that their program of study had been challenging, but responses varied by college.



Finally, a large majority agreed either strongly or somewhat that they would recommend UNH for graduate study.



## SUMMARY

First Destination Survey results for UNH's 2017 master's degree recipients show strong employment and salary outcomes in the first year after graduating. Among those entering the labor force, 93% were employed. Average full-time salaries increased 2% over 2016. UNH graduate students continue to contribute to the vibrancy of our state economy, with more than half remaining in New Hampshire as residents or workers after they finish their degree. UNH master's degree recipients were satisfied with the availability of faculty on academic matters, with the quality of their education, and with the preparation it provided them for their next destination. An overwhelming majority would recommend UNH as a good place for graduate study.