



University of New Hampshire

First Destination Survey Report

Undergraduate Class of 2017

Office of Institutional Research & Assessment

April 1, 2018

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EXECUTIVE SUMMARY

This report presents results of the First Destination Survey for the University of New Hampshire's undergraduate Class of 2017. These new alumni are off to a solid start. Employment outcomes are strong, graduates report that their jobs are related to their field of study, average salaries are higher than in 2016, and many graduates are working at high-profile employers. Graduates continuing their education are enrolled at an impressive list of well-regarded graduate and professional schools.

Highlights

- Information on post-graduation status was collected for 74% of graduates (2195/2969).
- Ninety percent of graduates were either employed (73%) or enrolled in a program of further education (17%). Seven percent were seeking employment, and 3% were either engaged in a year of volunteer service or planning to continue their education but not yet enrolled.
- When considering only graduates who sought to enter the labor force immediately, 91% (1603/1755) were working full-time or part-time.
- Many employers hired multiple members of the Class of 2017. The following organizations each hired five or more graduates: University of New Hampshire (37), Liberty Mutual (27), Fidelity Investments (17), ALKU (13), BAE Systems (13), Dartmouth-Hitchcock (9), Ernst & Young (7), Lonza (7), Massachusetts General Hospital (7), Portsmouth Regional Hospital (7), Aerotek (6), Brigham and Women's Hospital (6), GZA GeoEnvironmental (6), NH Division of Children, Youth & Families (6), State Street (6), Threat Stack (6), Wentworth-Douglass Hospital (6), Boston Children's Hospital (5), Dell EMC (6), John Hancock Financial Services (5), Medical Healthcare Solutions (5), New York Life (5), Raytheon (5), Woodward & Curran (5).
- Among graduates who were pursuing further education, 60% (232/388) chose to continue their studies at UNH. Others enrolled at institutions across the U.S. including (but not limited to): Boston College (3), Boston University School of Medicine (2), Case Western Reserve University (2), Dartmouth College Geisel School of Medicine (1), Duke University (1), Fordham University (2), Georgetown University Law Center (1), New York University (1), Simmons College (5), Stanford University (1), Tufts University (2), Tulane University (1), University of California Berkeley (1), University of California Davis (1), University of California Los Angeles (1), University of Michigan (1), University of Washington (2), University of Wisconsin (1).
- The average full-time salary for employed 2017 graduates was \$46,423—a 9% increase over the 2016 average full-time salary. Average full-time salaries by college were:
 - College of Liberal Arts (COLA): \$39,720
 - College of Life Sciences and Agriculture (COLSA): \$38,722
 - College of Engineering and Physical Sciences (CEPS): \$58,781
 - Paul College of Business and Economics (Paul): \$48,543
 - College of Health and Human Services (CHHS): \$41,975
 - UNH Manchester (UNHM): \$51,194

METHODOLOGY

UNH's undergraduate Class of 2017 was comprised of 2,969 students at the Durham and Manchester campuses who were awarded undergraduate degrees (associate's or bachelor's) between September 2016 and May 2017. Data collection for the 2017 First Destination Survey took place in 3 phases: In the first phase, an "early bird" survey was made available in April 2017 to students graduating in May whose post-graduation plans were already in place. Links to the early survey were distributed by college career directors, and 256 students took it online. In the second phase, between August 21 and December 15, 2017, the UNH Survey Center sent online survey invitations and reminders to all students who had not yet taken it, including those who had graduated in September and December of 2016. During this period, an additional 850 graduates took the full online survey, bringing the total response rate to the online survey to 37% (1,106/2,969).

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 another 1,089 students for a "knowledge rate" of 37% (1,089/2,969). This brought the overall percentage of recent graduates for whom at least some information was available to 74%.

Table 1. 2017 First Destination Survey Response Rates and "Knowledge Rate" by College

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	430	171	40%	150	75%
College of Health and Human Services	430	191	44%	167	83%
College of Liberal Arts	738	184	25%	309	67%
College of Life Sciences and Agriculture	596	218	37%	190	68%
Paul College of Business and Economics	611	247	40%	214	75%
UNH Manchester	164	95	58%	59	94%
Total	2969	1106	37%	1089	74%

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. Table 1 shows online survey response rates and the percentages of graduates for whom data was collected by other means, by college and overall.

DEMOGRAPHIC PROFILE

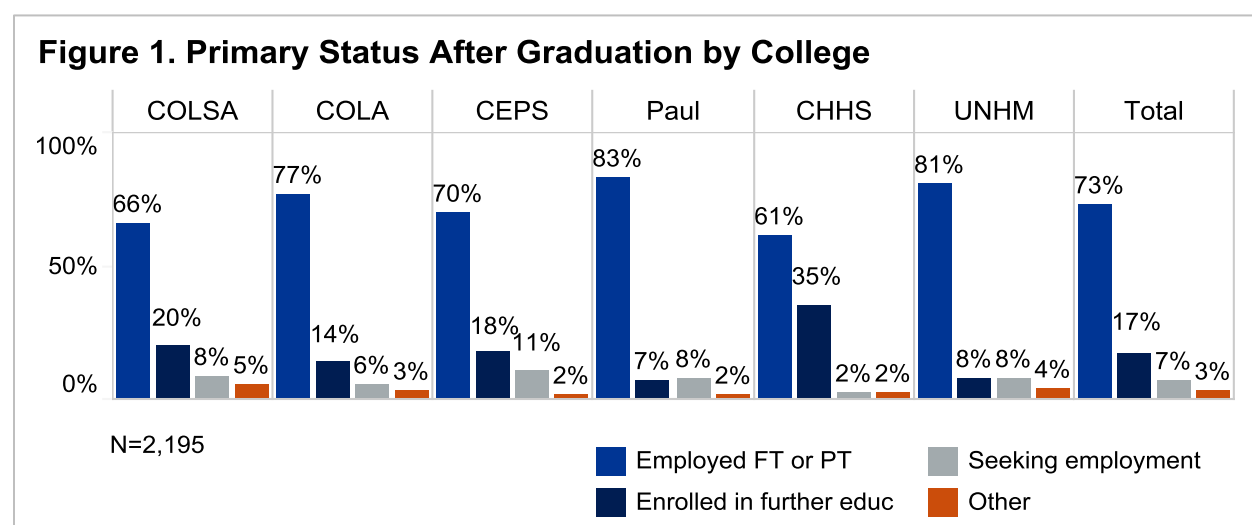
Table 2. Profile of Class of 2017 and First Destination Survey Respondents				
Durham and Manchester undergraduate degree recipients (N = 2,969)				
		Column Percentages		
		Class of 2017 (%)	Online Survey Respondents (%)	Grads with "knowledge rate" data (%)
Graduation Term				
	September 2016	10.1	6.7	11.9
	December 2016	11.1	8.5	12.1
	May 2017	78.8	84.8	76.0
Residency				
	New England Regional Compact	2.3	1.9	2.3
	Non-resident	44.3	44.4	43.3
	Resident	53.5	53.7	54.4
Gender				
	Female	54.7	61.2	52.5
	Male	45.3	38.8	47.5
Race/Ethnicity				
	American Indian or Alaskan Native	0.1	0.0	0.1
	Asian	1.8	2.0	1.7
	Black or African American	1.1	1.0	0.6
	Hispanic or Latino	2.9	2.9	3.1
	Native Hawaiian or Other Pacific Islander	0.0	0.0	0.1
	Non-Hispanic 2 or more races	1.8	1.9	1.8
	Non-Resident Alien	3.2	1.5	1.8
	Unknown	12.6	13.7	12.3
	White	76.5	77.1	78.3
First generation student				
	Yes	25.6	24.8	25.1
	No	74.4	75.2	74.9
Degree awarded				
	Associate's	3.0	1.9	3.2
	Bachelor's	97.0	98.1	96.8
College of first major				
	Life Sciences and Agriculture	20.1	19.7	17.5
	Liberal Arts	24.9	16.6	28.4
	Engineering and Physical Sciences	14.5	15.5	13.8
	Paul College of Business and Economics	20.6	22.3	19.7
	Health and Human Services	14.5	17.3	15.3
	UNH Manchester	5.5	8.6	5.4

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 class as a whole (Table 2). Only three factors

were significantly associated with survey response. First, consistent with survey research of all types, women were more likely to take the survey than men. Second, graduates of the College of Liberal Arts (COLA) were proportionally underrepresented among online survey respondents but overrepresented in the knowledge rate data collection. Finally, May 2017 graduates were more likely to participate in the online survey than those who had been awarded degrees in September or December of 2016.

POST-GRADUATION STATUS

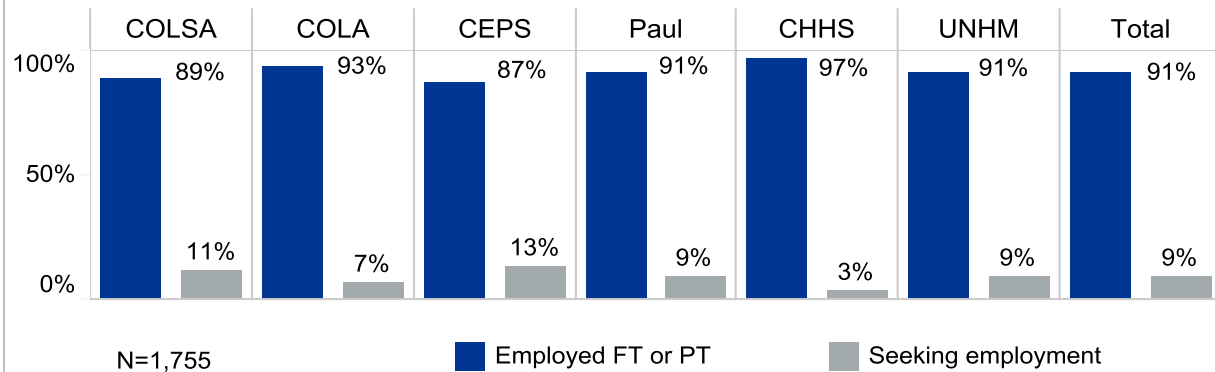
The post-graduation status of the Class of 2017 is shown in Figure 1. Overall, 73% were employed full-time or part-time, 17% were enrolled in a program of further education, 7% were seeking employment, and 3% had other plans including 1% participating in a volunteer or service program and 1% planning to continue their education but not yet enrolled. The highest rate of employment was among graduates of the Paul College (83%) followed closely by UNHM (81%). Graduates of the College of Health and Human Services (CHHS) were the most likely to be enrolled in a graduate program (35%).



2017 results are very similar to those for the Class of 2016 in which 72% were employed, 18% were enrolled in further education, and 7% were seeking employment.

The employment rates in Figure 1 represent all graduates, but when considering only those entering the job market immediately, employment rates were higher (Figure 2). Among all graduates who entered the labor force, 91% were employed at the time of the survey and 9% were seeking work. This is a very slight difference from 2016 when 92% were employed. In 2017, CHHS graduates were most likely to be working (97%) followed by COLA, UNHM, and Paul College graduates.

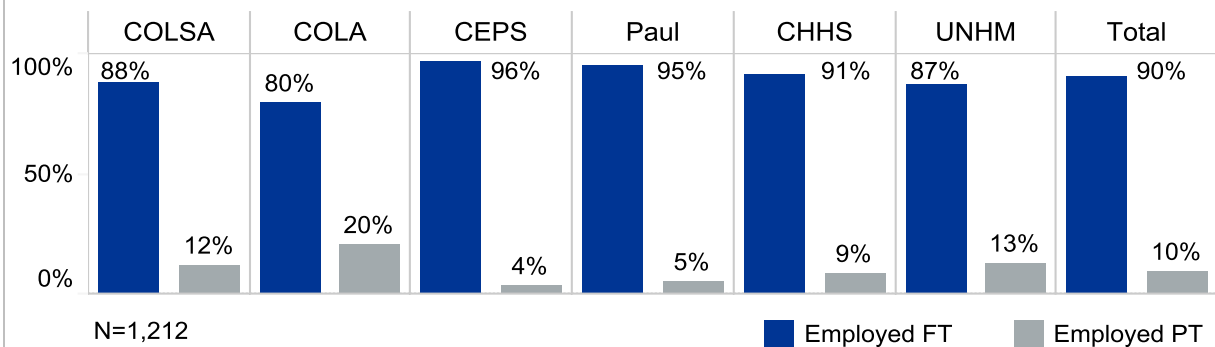
Figure 2. Employment Rates Among Graduates Entering the Labor Force by College



Students entering the labor force who had received their degrees in December 2016 or May 2017 were more likely to be seeking employment at the time of the survey (7% for both groups) than those who had graduated in September 2016 (3%).

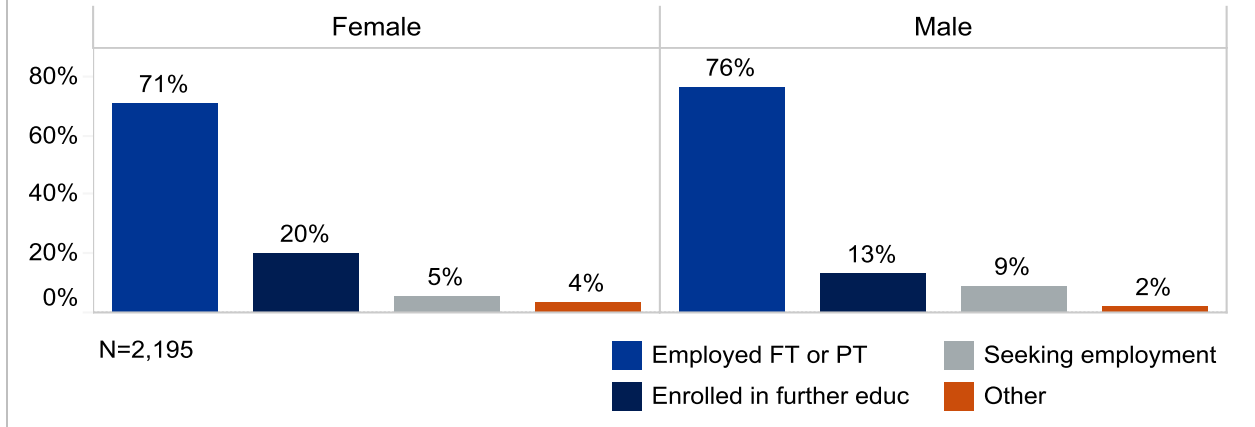
Although more than 9 out of 10 recent graduates who went into the labor force had obtained jobs, not all were working full-time.

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



Overall, 90% of employed graduates were working full-time, with the highest percentages in the College of Engineering and Physical Science (CEPS) (96%) and the Paul College (95%). (Figure 3 includes only those employed graduates for whom full-time or part-time status was available.)

Figure 4. Primary Status After Graduation by Gender

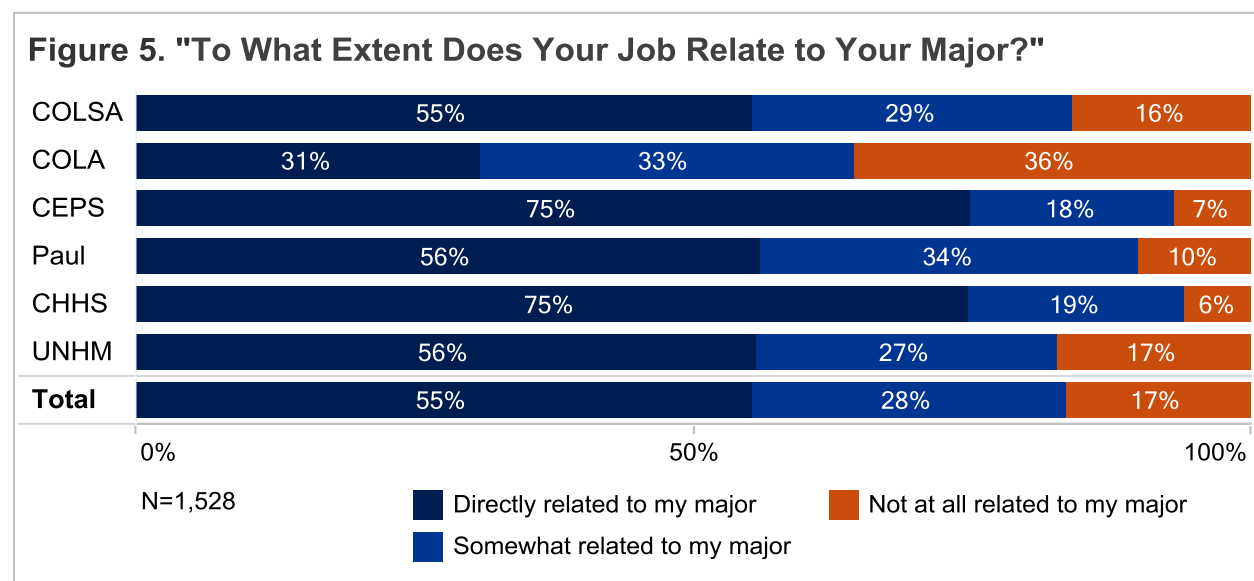


As in 2016, women were more likely to be enrolled in graduate programs than men (20% vs. 13%) and men were more likely to be employed (76% vs. 71%) or to be seeking work at the time of the survey (9% vs. 5%).

EMPLOYMENT DETAILS

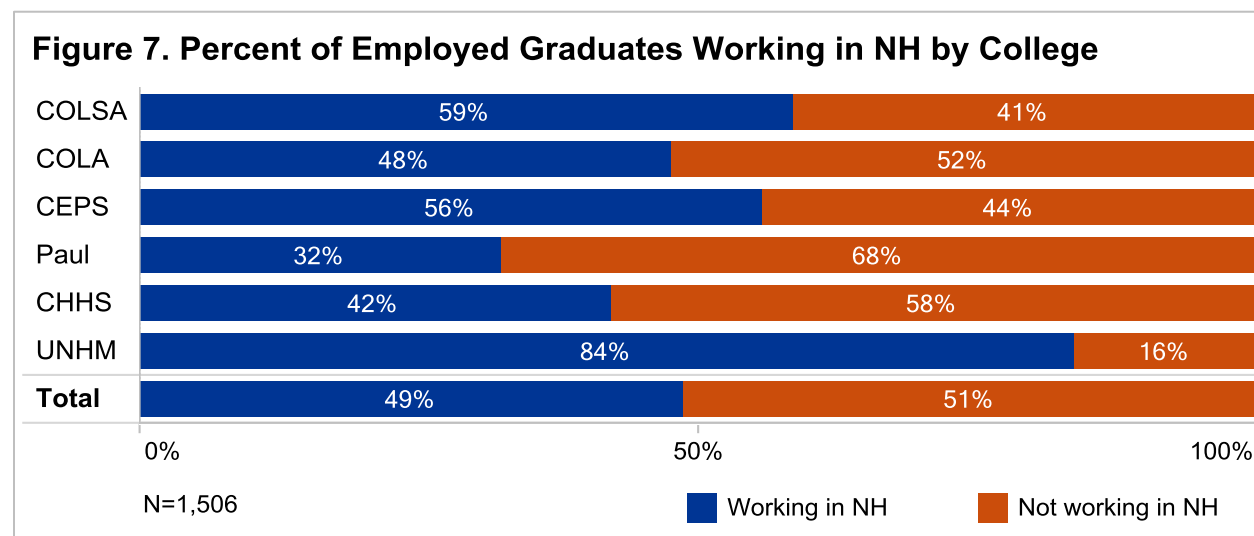
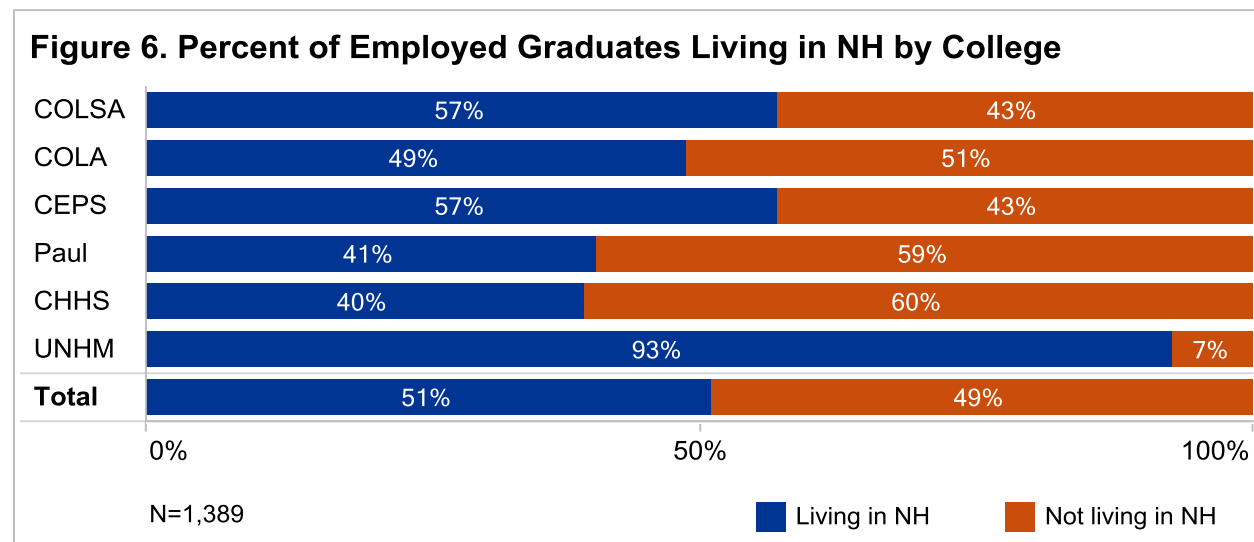
Relation to Major

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. A majority of employed 2017 graduates (55%) reported that their job was directly related to their major, and a total of 83% said that their job was either directly or somewhat related. As might be expected, there was substantial variation by college. CHHS and CEPS graduates were the most likely to have jobs directly related to their major (75% for each) while COLA graduates were the least likely (31%). Still, nearly two-thirds of COLA graduates (64%) said their jobs were either directly or somewhat related to their major.



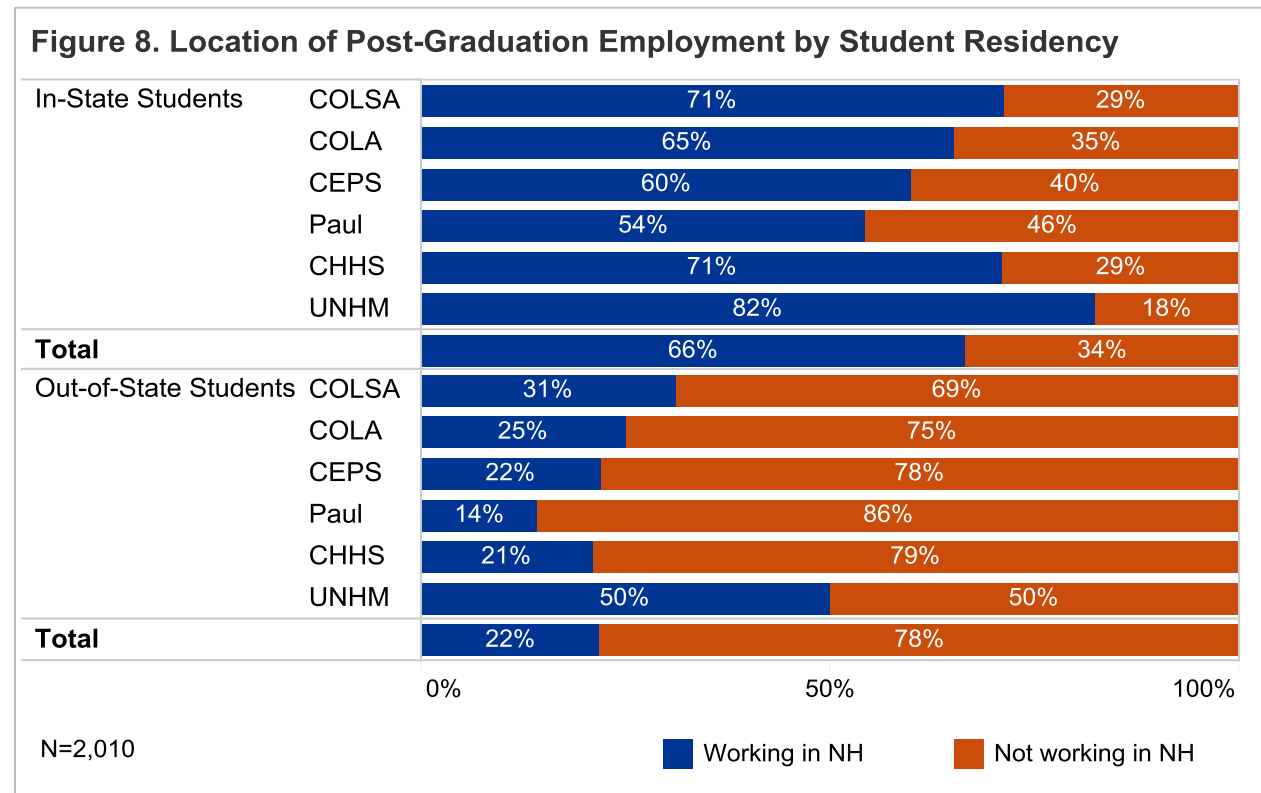
Remaining in New Hampshire

More than half (51%) of graduates who were employed after graduation remained in New Hampshire as residents (Figure 6). However, there was significant variation by college. The graduates of CHHS and Paul College who had jobs were least likely to live in New Hampshire after graduation. UNH Manchester graduates were most likely to be living in NH (93%), a finding that is not unexpected given that Manchester is a non-residential campus with nearly all in-state students. Among the Durham campus colleges, COLSA and CEPS graduates were most likely to be living in New Hampshire.



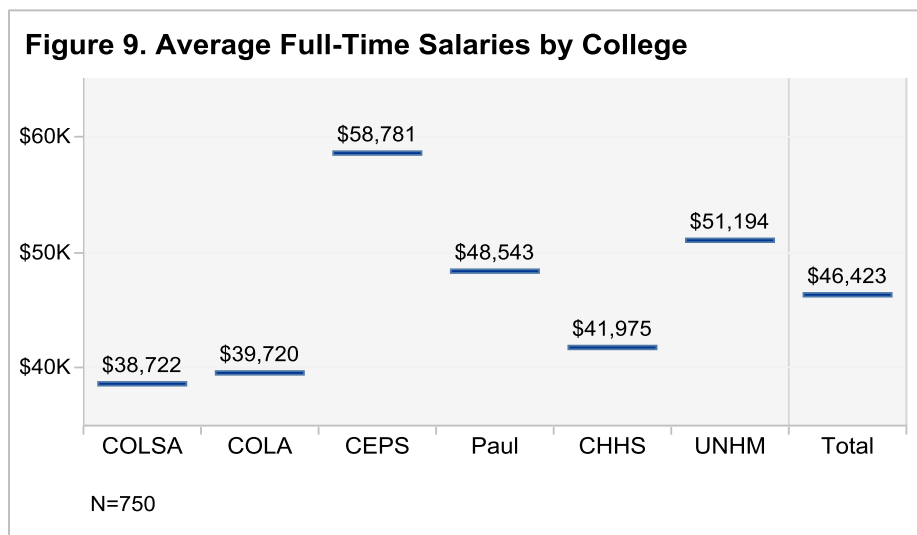
Employed graduates also differed by college on whether they were working in New Hampshire (Figure 7). Only about a third of Paul College graduates were working in the state (32%) while 84% of UNH Manchester students were. Among the Durham campus colleges, COLSA graduates were most likely to be working in New Hampshire (59%). Overall, slightly less than half of employed graduates held jobs in New Hampshire (49%).

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. Two-thirds (66%) of in-state students remained in-state for their jobs, but less than a quarter (22%) of out-of-state students did so (Figure 8).

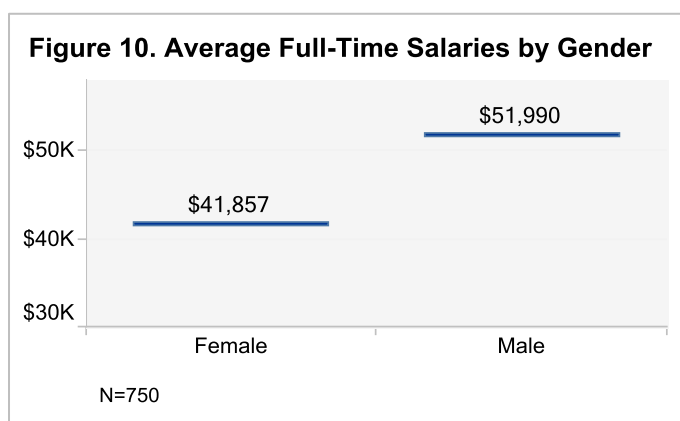


Salaries

Salary information was obtained for 750 graduates who were working full-time (Figure 9). The overall mean full-time salary was \$46,423. Recent CEPS graduates were the most highly compensated followed by UNHM and Paul College graduates. The three remaining colleges had average salaries that were similar to each other. The COLSA average salary includes the salaries of associate's degree graduates from the Thompson School of Applied Science (TSAS). The average salary for TSAS graduates was \$36,250 while for bachelor's degree COLSA graduates, it was \$39,102.



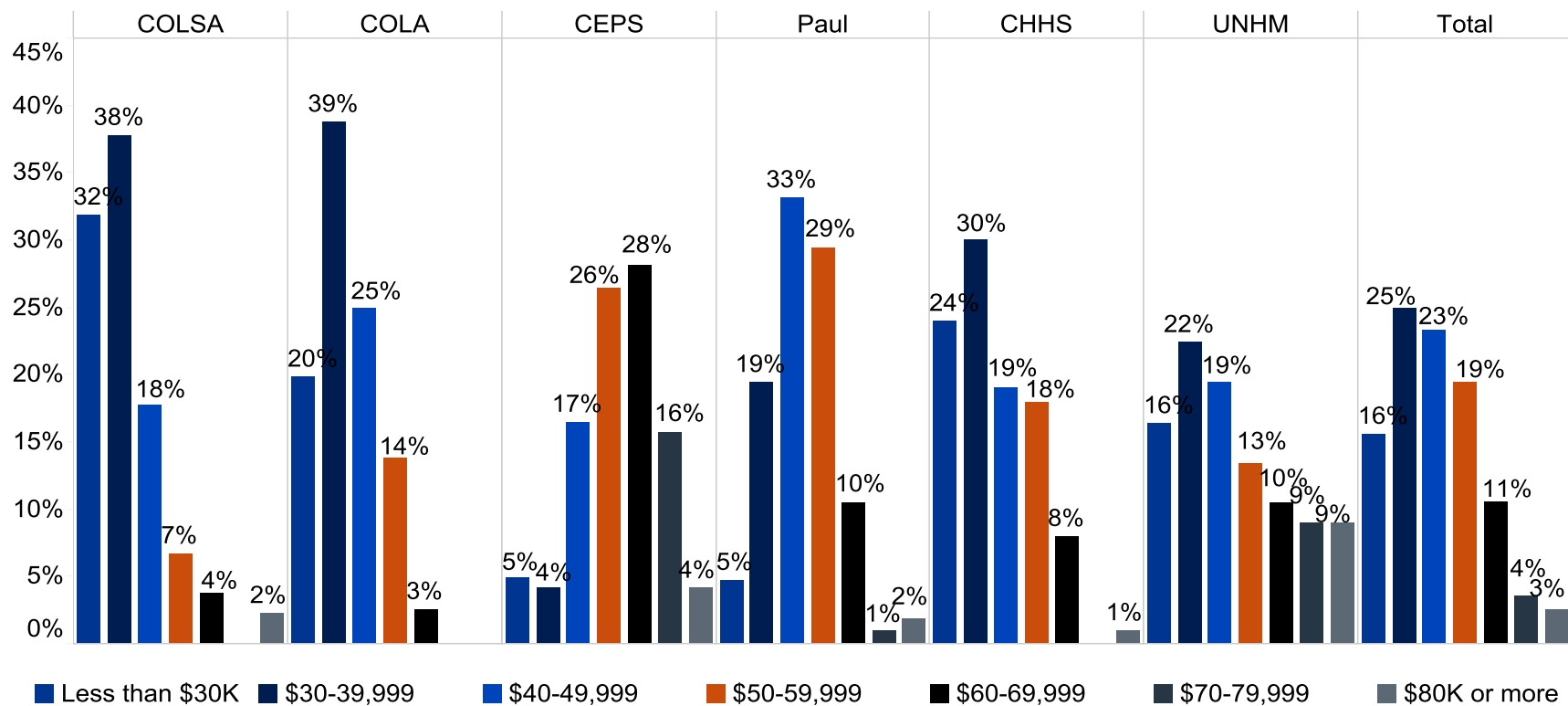
The overall 2017 average salary of \$46,423 represents a 9% increase over the 2016 mean full-time salary of \$42,490. Increases in average salary over 2016 were seen for all colleges: COLSA salaries were up 9% on average; COLA, 8%; CEPS, 9%; Paul, 2%; CHHS, 9%; and UNHM, 11%.



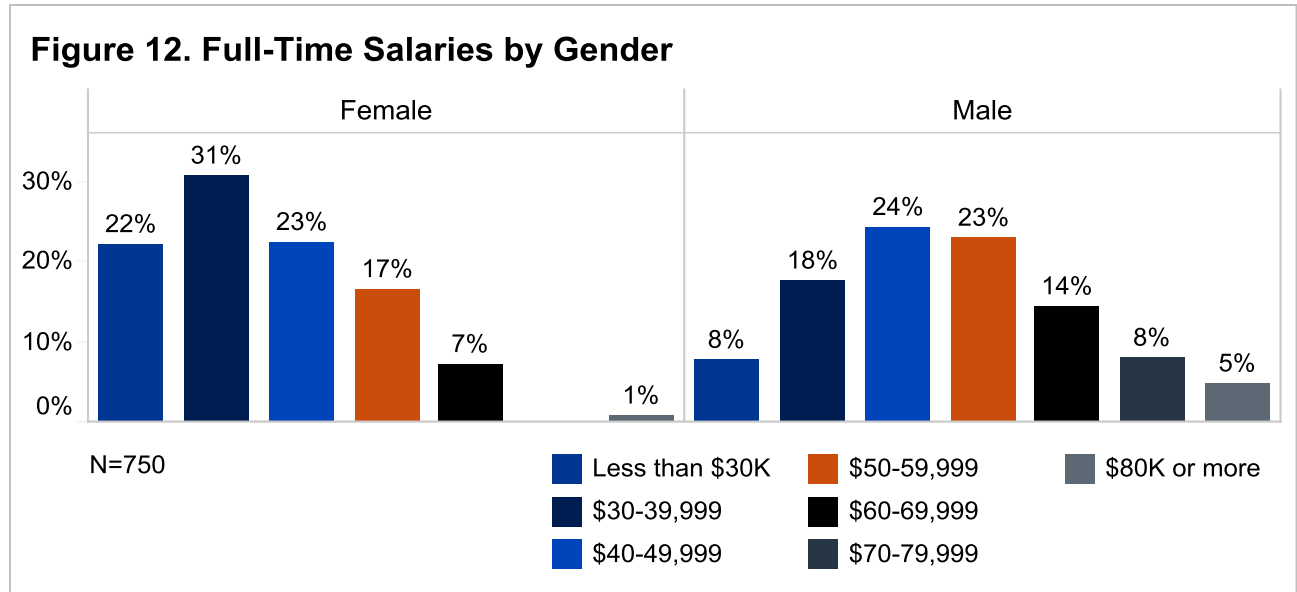
Men's mean salary was 24% more than women's (Figure 9). Salary differences by gender do not necessarily indicate gender bias in starting salaries but may be the result of differences by gender in field of study and field of employment.

Figure 11 shows the distribution of full-time salaries in \$10,000 ranges by college. The median salary for all graduates falls in the \$40,000 to \$49,999 range. Overall, more than a third (36%) of students reporting full-time salaries were earning above that range, with salaries of \$50,000 or more. Again, however, there were differences by college. Almost three-quarters of CEPS graduates had salaries of \$50,000 or higher, followed by Paul College (43%) and UNHM (42%).

Figure 11. Full-Time Salaries by College



N=750

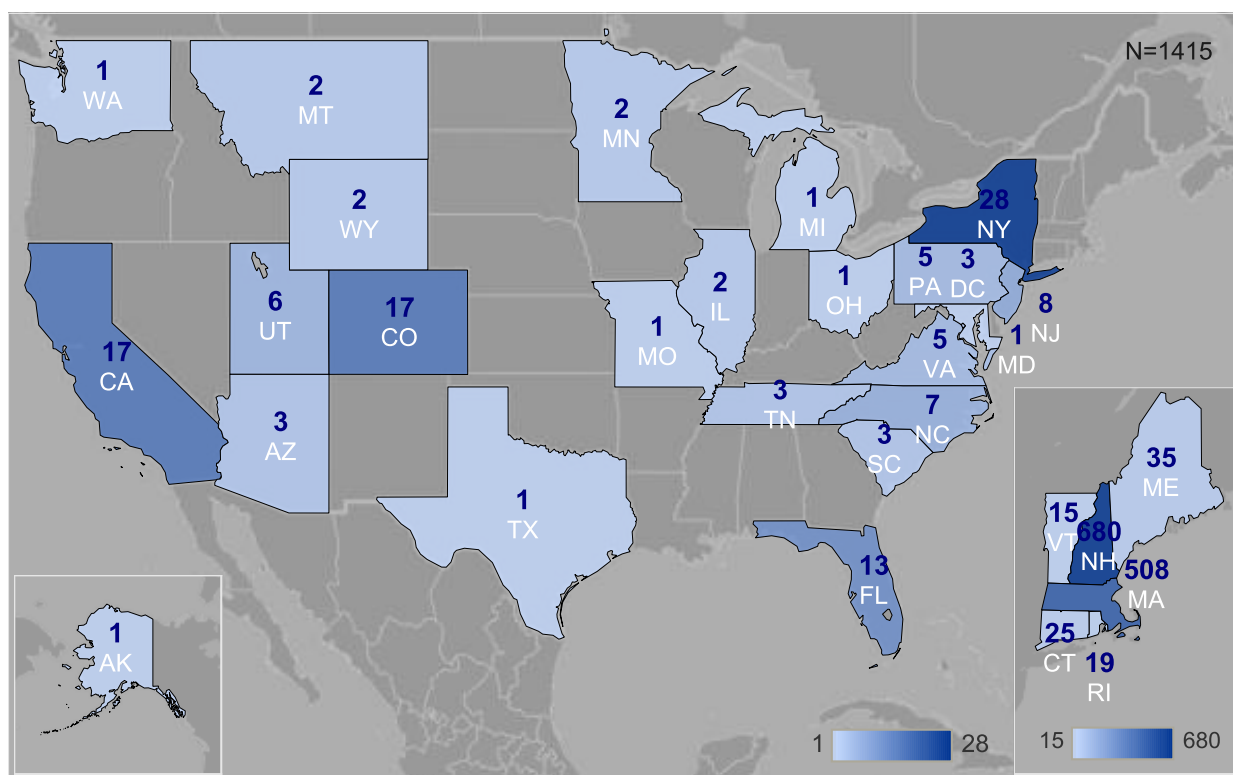


Fifty percent of men were earning at least \$50,000 but only 25% of women were (Figure 12).

Employers and Locations

Although most employed graduates have jobs in the Northeast, recent graduates are working across the U.S. in at least 31 states (Figure 13). Thirteen graduates reported that they are working abroad including in Australia, France, Italy, New Zealand, and Spain.

Figure 13. Location of Employment - Class of 2017



Employed graduates are working at over 1200 different organizations. Table 3 highlights a small subset of them with an emphasis on those employers who hired multiple UNH graduates.

Table 3. Selected Employers Hiring 2 or More Graduates - Class of 2017

Aerotek (6)	New York Life Insurance Company (5)
ALKU (13)	NH Department of Transportation (4)
Allegro Microsystems, LLC (3)	NH Div. of Children, Youth & Families (6)
BAE Systems (13)	Normandeau Associates (3)
BlueGrace Logistics (3)	Novo Nordisk (3)
BNY Mellon (4)	Oracle (2)
Boston Children's Hospital (5)	Pfizer (2)
Brigham and Women's Hospital (6)	PillPack (4)
Carbon Black, Inc (2)	Portsmouth Naval Shipyard (3)
Catholic Medical Center (5)	Portsmouth Regional Hospital (7)
Dana-Farber Cancer Institute (4)	PricewaterhouseCoopers (4)
Dartmouth-Hitchcock (9)	Raytheon (5)
DEKA Research and Development (4)	RSA Security (3)
Dell EMC (6)	Sanofi Genzyme (3)
EBSCO Information Services (2)	SilverCloud, Inc. (3)
Elbit Systems of America (3)	Southern New Hampshire University (5)
Eliassen Group (3)	State Street (6)
Elliot Hospital (4)	Superior Controls, Inc. (4)
Enterprise Holdings (4)	Technology Business Research (4)
Ernst & Young (7)	Teradyne (2)
Exeter Hospital (4)	The Hartford (2)
Fidelity Investments (17)	Threat Stack, Inc. (6)
General Dynamics Electric Boat Corp (2)	Tighe & Bond (2)
Goldman Sachs (3)	Tufts Medical Center (2)
GZA GeoEnvironmental, Inc. (6)	TURBOCAM International (2)
Harvard Medical School (2)	TXJ Companies, Inc (3)
John Hancock Financial Services (5)	University of New Hampshire (37)
Liberty Mutual Insurance (27)	Vanderbilt University Medical Center (3)
Lonza (7)	Vital Design (4)
Marriot International (4)	Wentworth-Douglass Hospital (6)
Massachusetts General Hospital (7)	Woodard & Curran, Inc. (5)
Medical Healthcare Solutions (5)	Wright-Pierce (3)
Merrill Lynch (4)	

GRADUATE AND PROFESSIONAL SCHOOLS

Among the Class of 2017, 17% enrolled in graduate or professional school or some other form of continuing education. A large number chose to enroll at UNH, but many others are studying at schools across the U.S. and abroad. In all, graduates were enrolled at over 100 different institutions. Table 4 lists some of them along with the numbers of respondents enrolled at each one.

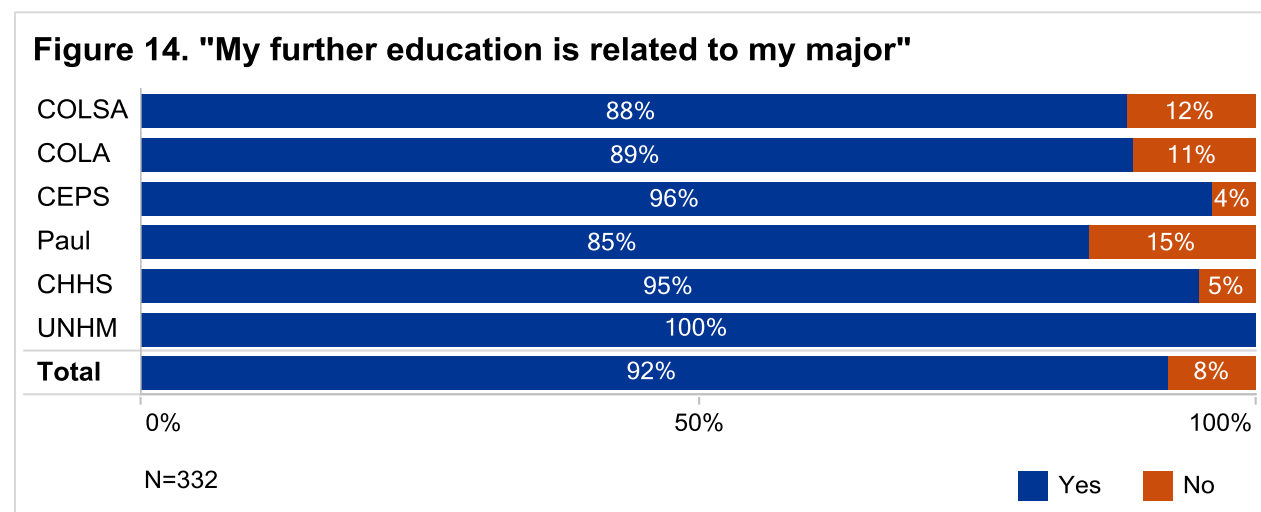
Table 4. Selected Graduate and Professional Schools - Class of 2017

Boston College (3)	Suffolk University (1)
Boston University (1)	Suffolk University Law School (1)
Boston University School of Medicine (2)	Syracuse University (1)
Case Western Reserve University (2)	Technical University of Munich (1)
Clemson University (1)	Tufts University (2)
Colorado State University (2)	Tulane University (1)
Dartmouth College Geisel School of Medicine (1)	University of California San Diego (1)
Duke University (1)	University of California Berkeley (1)
Fordham University (2)	University of California Davis (1)
George Washington University (1)	University of Central Florida (2)
Georgetown University Law Center (1)	University of Colorado Denver (2)
Long Island University (2)	University of Colorado Boulder (1)
Loyola Univ. Chicago School of Law (1)	University of Connecticut (4)
Mass. General Hospital Institute of Health Professions (3)	University of Delaware (1)
Mass. College of Pharmacy and Health Sciences (8)	University of Florida (2)
Merrimack College (2)	University of Hawaii Manoa (1)
New York University (1)	University of Maine (2)
Northeastern University (2)	University of Massachusetts Amherst (2)
Ohio State University (1)	University of Massachusetts Boston (2)
Providence College (1)	University of Massachusetts Lowell (3)
Purdue (1)	University of Michigan (1)
Rensselaer Polytechnic Institute (1)	University of New Hampshire (232)
Royal Veterinary College (1)	University of New Hampshire School of Law (3)
San Diego State University (2)	University of Sheffield (1)
Simmons College (6)	University of St. Andrews (1)
Southern New Hampshire University (5)	University of Sussex (1)
Stanford University (1)	University of Vermont (2)
	University of Washington (2)
	Utah State University (2)

Most graduates who were continuing their education were pursuing a master's degree (Table 5) but almost 10% were enrolled in a doctoral program of some kind.

Table 5. Degrees Being Pursued		
	N	Percent
Master's degree	303	79.7%
Doctoral degree (MD, JD, PhD, DDS, etc.)	37	9.7%
Bachelor's degree	24	6.3%
Other	11	2.9%
Certificate of Advanced Graduate Study	3	0.8%
Associate's degree	2	0.5%
Grand Total	380	100.0%

Most students continuing their education reported that their program of further education was related to their undergraduate major, however there was some variation by college, with graduates of UNHM, CEPS, and CHHS most likely to be continuing in the same field of study (Figure 14).

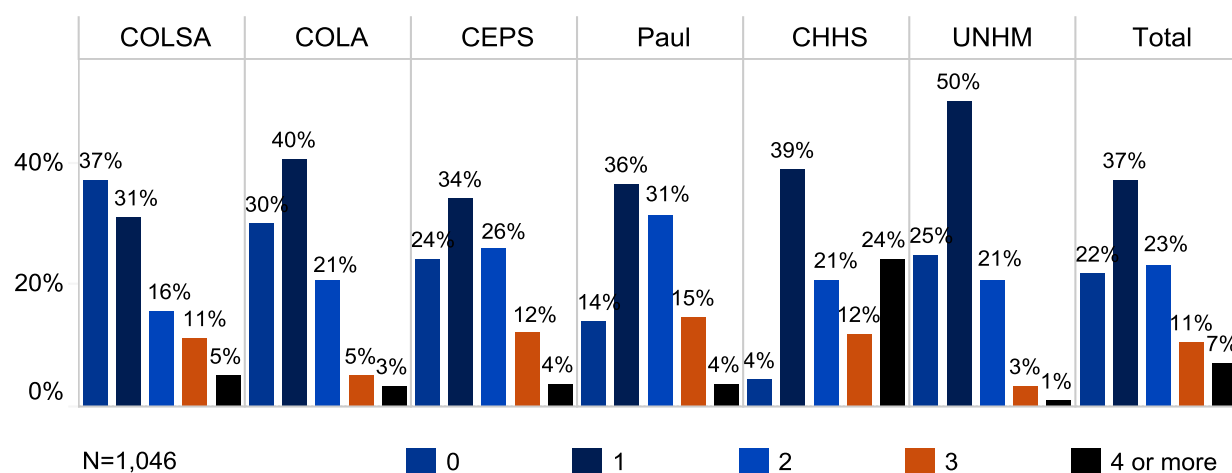


INTERNSHIPS

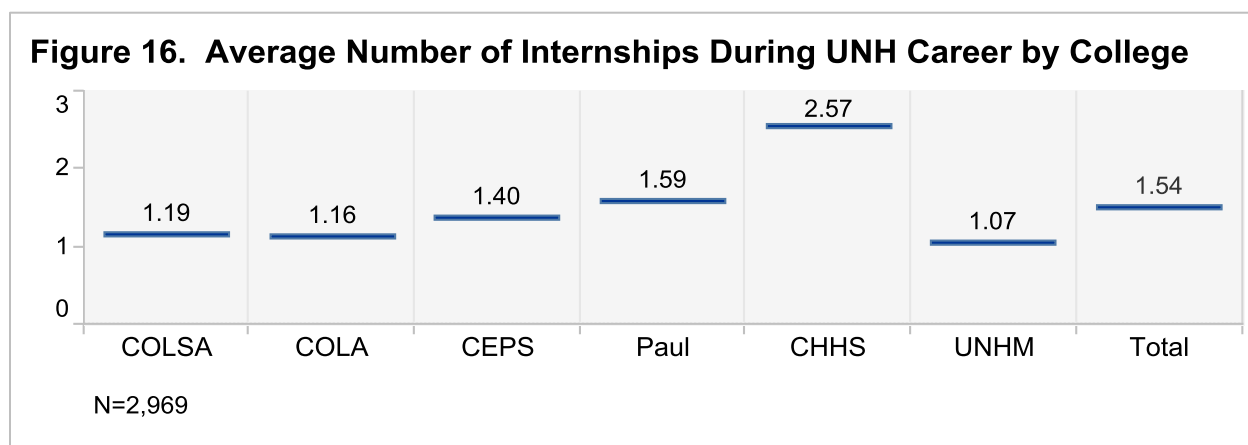
A large majority of the Class of 2017 (78%) graduated with direct work experience in the form of an internship. This figure is much higher than for the Class of 2016 (68%), but the increase is likely caused by a change in the wording of the survey question. In both 2016 and 2017, respondents were asked how many internships they completed during their time at UNH. However, in 2017 the question included the following additional wording: “Please include practicums, clinicals, fieldwork, and any credit or non-credit internships in your total.” This wording change may have expanded students’ view of what experiences should be counted, so a direct comparison with 2016 figures is not meaningful.

Graduates of the College of Health and Human Services and the Paul College were most likely to report completing at least one internship (96% and 86% respectively - Figure 15).

Figure 15. Number of Internships During UNH Career by College



Graduates of CHHS and the Paul College also had the highest average number of internships during their undergraduate careers.



For each internship they reported, respondents were asked whether it was for credit, whether it was paid, and whether it led to an offer of full-time employment after graduation. Graduates were also asked whether they accepted any job offers that resulted from internships.

Table 6 shows information by college on whether students who had a least one internship had any internships that were paid, for-credit, or led to a job offer. It also shows the percent of students who received offers that accepted them.

<i>Table 6. Internship Characteristics by College</i>							
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	49%	45%	97%	92%	25%	53%	62%
Any for-credit internship	61%	68%	9%	24%	98%	87%	55%
Any full-time job offer	28%	21%	43%	46%	28%	27%	34%
Among those with a job offer, % accepting the offer	37%	79%	67%	58%	65%	79%	61%

In total, 62% of students with internships had at least one that was paid. Students in CEPS and Paul were most likely to have had a paid one (97% and 92% respectively). CHHS students were least likely to have a paid internship but most likely to have an internship that was for

credit. About a third (34%) of all students who had had any internship had one that led to a full-time job offer for after graduation. A post-graduation offer from an internship was most likely for Paul and CEPS students at 46% and 43% respectively. Overall, 61% of students who got an offer from an internship organization accepted it, with the highest acceptance rates in COLA and UNHM.

Table 7 shows a portion of the many organizations where the Class of 2017 completed internships.

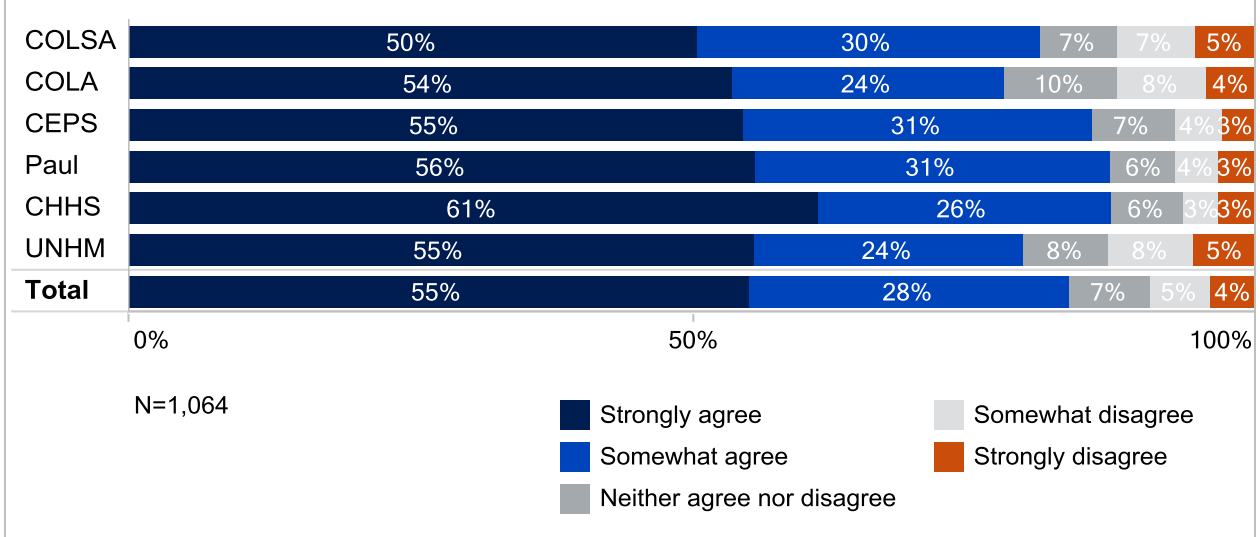
Table 7. Selected Internship Organizations - Class of 2017

ALKU (2)	New Balance (2)
Bad Lab Beer Co. (2)	Newforma (3)
BAE Systems (5)	NH Div. of Children, Youth, & Families (4)
Black Duck Software (2)	Northwestern Mutual (3)
Bosch Thermotechnology Corp. (2)	Novocure Inc (2)
Boston Children's Hospital (3)	Pegasystems (2)
Catholic Medical Center (7)	Pennichuck Water (2)
Community Partners (7)	Portsmouth Naval Shipyard (2)
Concord Hospital (7)	Portsmouth Regional Hospital (22)
Dartmouth-Hitchcock Medical Center (9)	PricewaterhouseCoopers (2)
Dell EMC (2)	Probity IT (3)
Deloitte (2)	Profit Tools (3)
Direct Capital (3)	Raytheon (3)
Disney (4)	RiverStone Group (2)
Dover High School (10)	Saint-Gobain (2)
Easter Seals (3)	Seacoast Science Center (2)
Elbit Systems of America (2)	Shoals Marine Laboratory (2)
Ernst & Young (9)	Sig Sauer (7)
Exeter Hospital (13)	SilverCould Inc. (3)
Fidelity Investments (11)	Snappii (2)
GE Aviation (2)	Technology Business Research Inc. (5)
Gomez and Sullivan Engineers (2)	Tighe & Bond (1)
Hawthorn Creative (2)	Timberland (1)
John Hancock Financial (8)	Time Inc (1)
Krempels Center (27)	UNH Child Study & Development Center (12)
L.L. Bean (2)	UNH InterOperability Lab (12)
LEGACY Global Sports (2)	UNH - Other Departments (22)
Liberty Mutual (22)	US Forest Service (2)
Lonza (4)	Vapotherm (1)
Martin's Point Health Care (2)	Velcro USA (4)
Massachusetts Eye and Ear (3)	Wentworth by the Sea (2)
Massachusetts General Hospital (2)	Wentworth-Douglass Hospital (13)
Mental Health Ctr. of Greater Manchester (4)	

SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

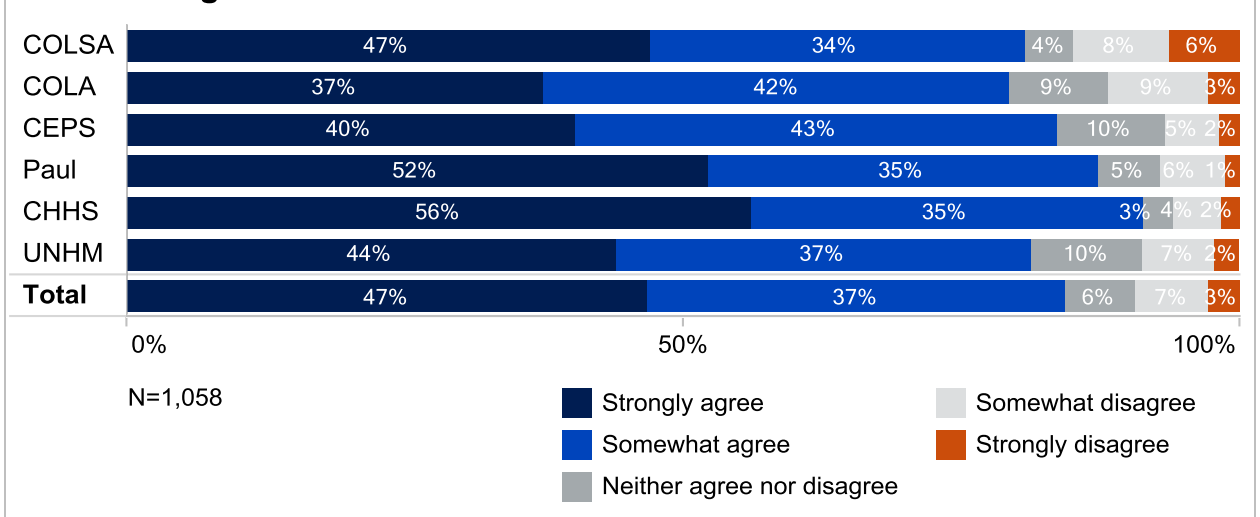
The Class of 2017 was satisfied with where they were headed after graduation: 83% said they strongly or somewhat agreed that they were satisfied with their post-graduation plans.

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

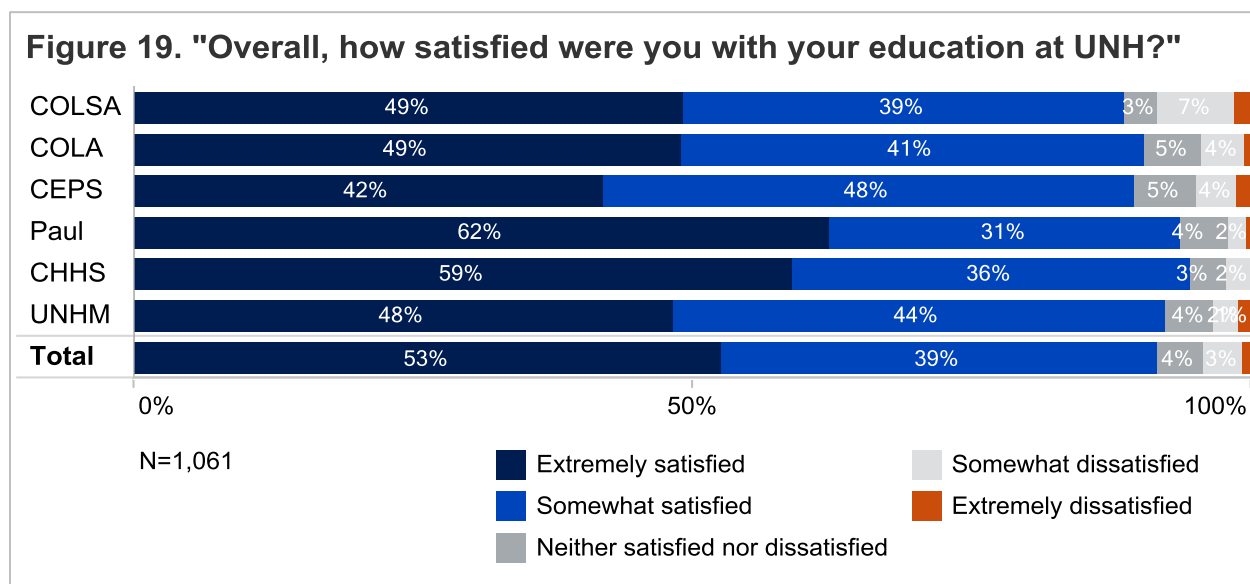


Most also felt that their UNH education prepared them well: 84% either strongly or somewhat agreed that UNH adequately prepared them for their post-graduation plans.

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



Finally, more than one half of survey respondents were extremely satisfied with their UNH education, and a total of 91% were either extremely or somewhat satisfied.



On all three satisfaction questions shown above, the Class of 2017 looks very similar to their predecessors in the Class of 2016.

SUMMARY

The results presented in this report suggest that outcomes within 3 to 12 months after graduation for the Class of 2017 remained stable and strong when compared with 2016. Percentages of graduates who are employed, continuing their education, or still seeking employment are nearly identical to those from the 2016 survey. The average full-time salary of recent graduates increased substantially over last year.

Although most UNH graduates remain in the Northeast, many venture to destinations across the U.S. for employment or graduate school. Like the Class of 2016, most 2017 graduates left UNH with direct work experience from internships during their UNH career. Those internships were hosted by a wide array of organizations that offer opportunities to UNH students each year, and many UNH graduates received offers for full-time permanent positions from their internship employers. Finally, UNH graduates remain satisfied with their education, with the preparation it provided them, and with where they were headed after leaving campus.