



First Destination Survey Report  
Graduate School Class of 2022  
Master's Degree Recipients

Institutional Research & Assessment  
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## EXECUTIVE SUMMARY

This report provides a summary of results from the 2022 First Destination Survey for UNH master's degree graduates. The survey was conducted from August to December of 2022.

### *Highlights*

- Post-graduation information was collected on 68% of master's degree recipients—40% from the full online survey and 28% using data from other sources.
- Among those with post-graduation information, 89% were employed, 8% were enrolled in further education, and 4% were seeking employment or further education.<sup>1</sup>
- The average full-time salary of 2022 master's degree recipients was \$68,557.
- 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, 44% received a full-time job offer from an internship organization. This is an increase from the prior graduating class in which 34% received full-time job offers from an internship.
- The Class of 2022 reported high satisfaction with their education at UNH and with how it prepared them for what they are doing after graduation. Specifically:
  - 90% strongly or somewhat agreed they are satisfied with the graduate education received at UNH;
  - 90% strongly or somewhat agreed that they would recommend UNH as a good place for graduate study; and
  - 92% definitely or somewhat agreed that their graduate degree from UNH helped meet career goals.

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<sup>1</sup> Some percentages in this report do not sum to 100 because of rounding.

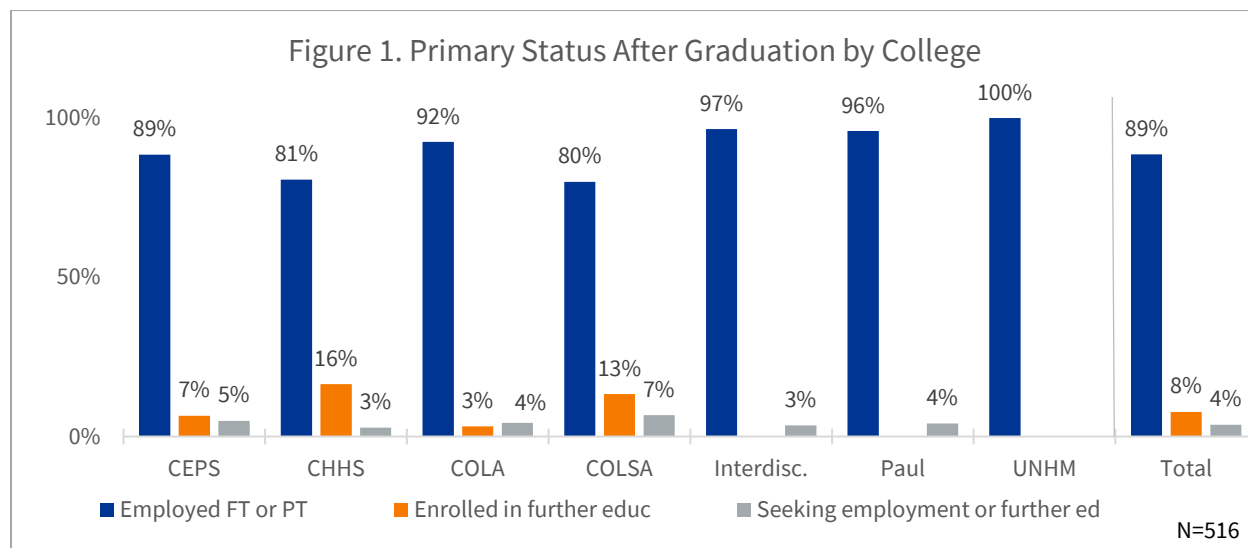
## METHODOLOGY

Across the Durham and Manchester campuses, UNH awarded 765 master’s degrees between September 2021 and May 2022. 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 40% and a knowledge rate data collection rate of 28%, bringing the total of graduates for whom at least some post-graduation information was available to 68%. 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

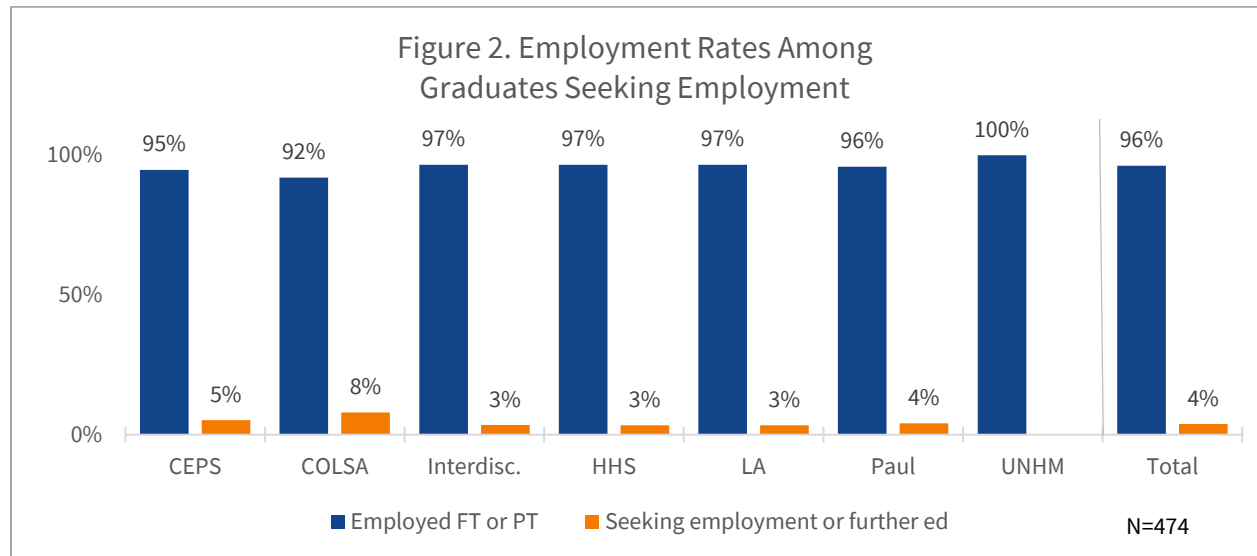
Within 3-12 months of graduation, 89% of master’s degree graduates were employed, and 8% were enrolled in further education. The remaining 4% were seeking either employment or further education at the time of data collection. <sup>2</sup>



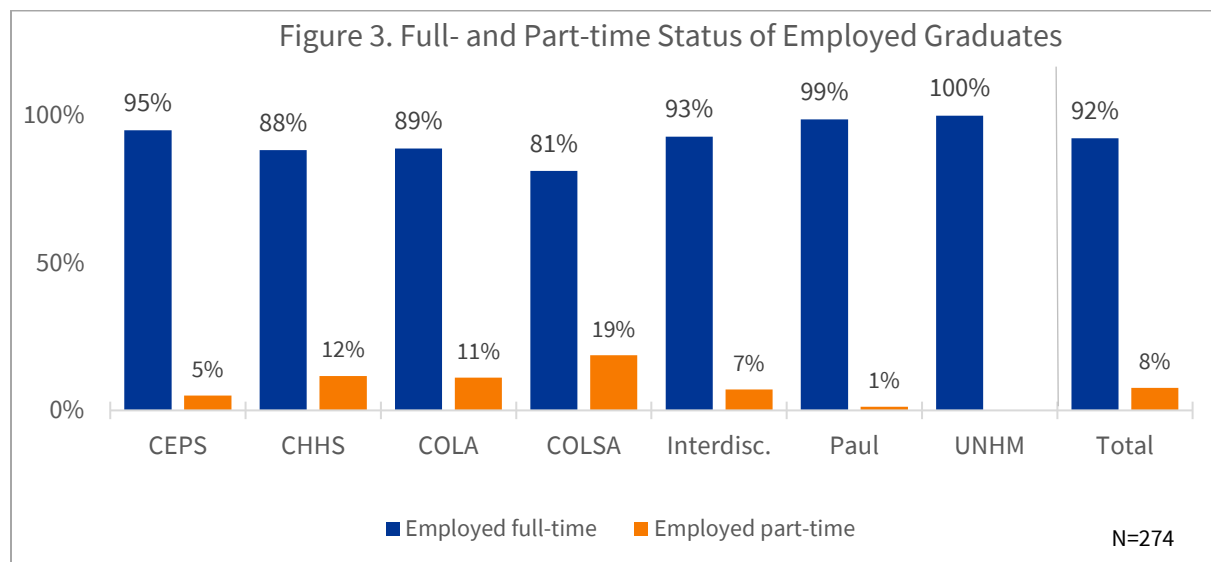
See Appendix A for list of programs included in Interdisciplinary, including some UNHM programs

<sup>2</sup> Three graduates (0.58%) 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.

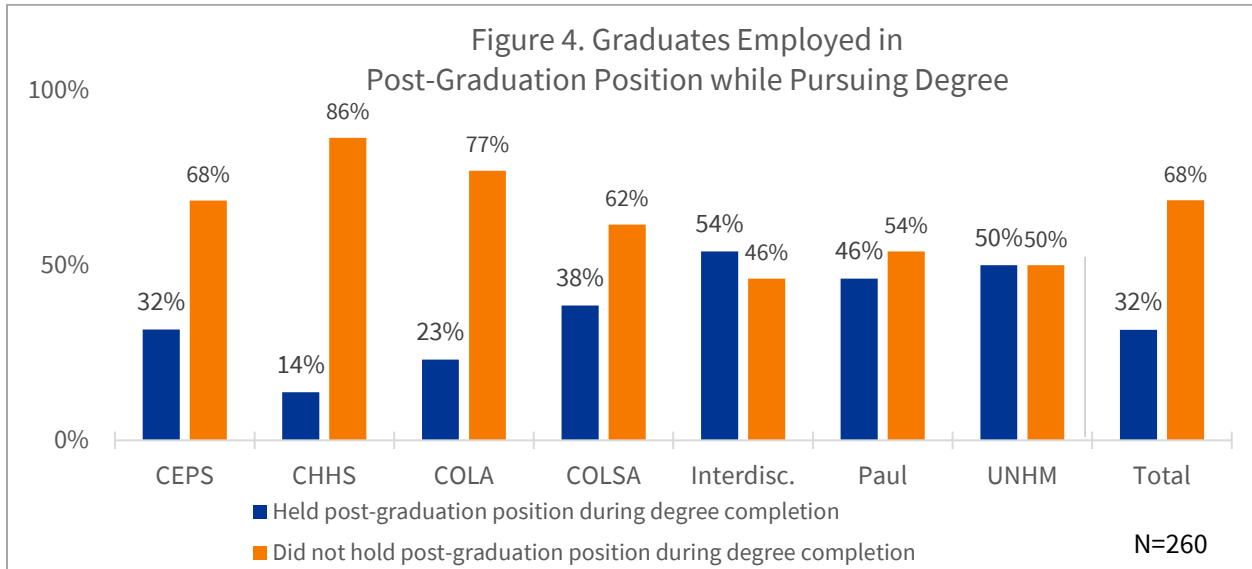
The employment rates in Figure 1 represent all master’s degree recipients, but not all graduates entered the labor force immediately. When considering only those who entered the job market (or were already working), 96% were employed at the time of data collection and 4% were seeking work.



As shown in Figure 3, the majority of master’s degree recipients who were employed held full-time positions (92%).



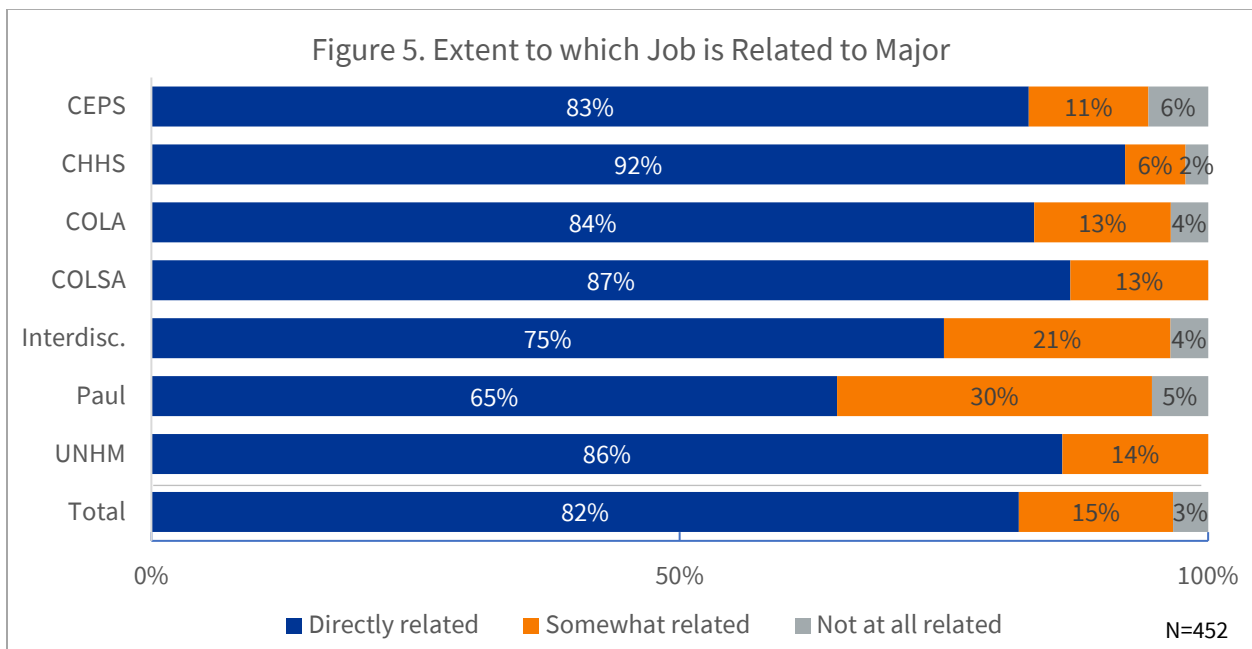
Thirty-two percent (32%) of respondents were working in their post-graduation position while completing their degree. As in prior years, Paul College master’s graduates were most likely to be working at the same job both while earning their degree and after graduation.



## EMPLOYMENT DETAILS

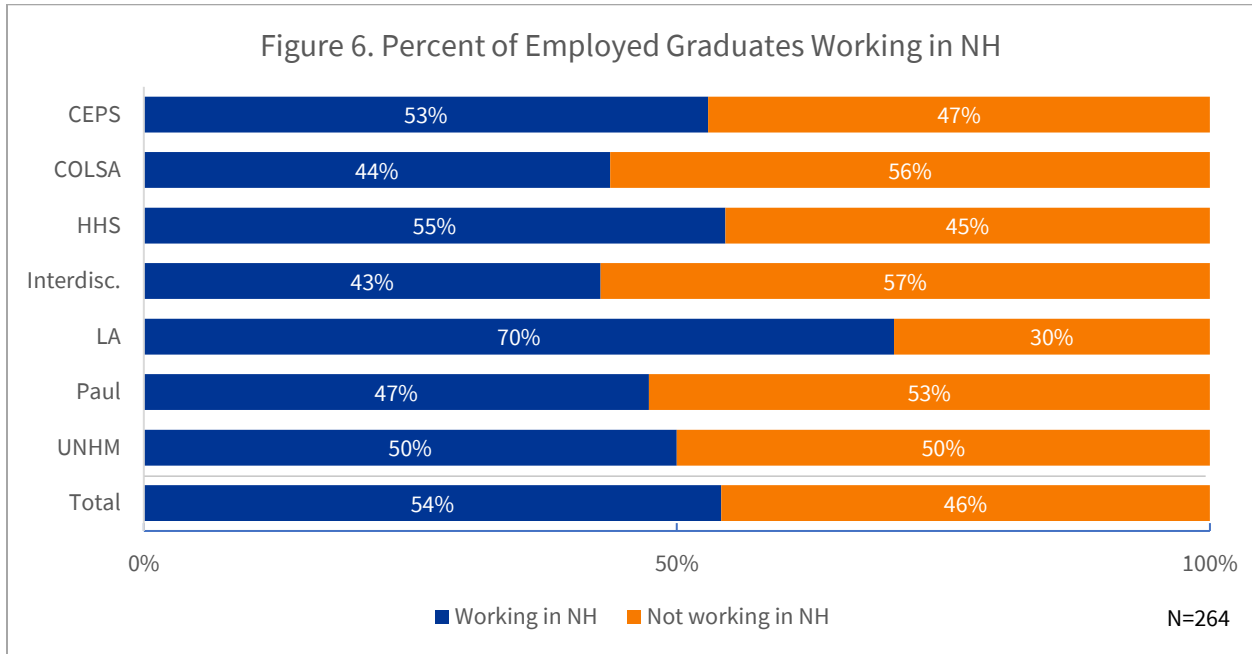
### Relation to Major

Most master’s degree recipients who were employed reported that their job was either directly or somewhat related to their major (83% “directly related” and 11% “somewhat related”).

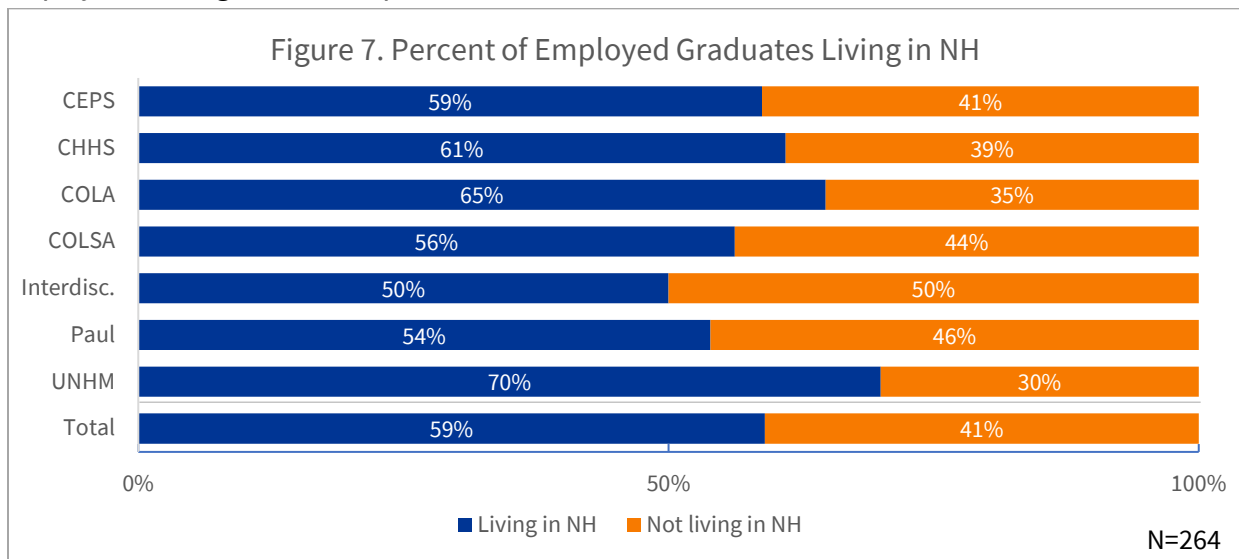


*Remaining in New Hampshire*

Among those who reported that they were employed<sup>3</sup>, 53% were working in New Hampshire (Figure 6). UNH continues to contribute to the New Hampshire work force, with 51% of the 2022 master’s graduates who obtained a *new* position after graduation accepting one in New Hampshire.

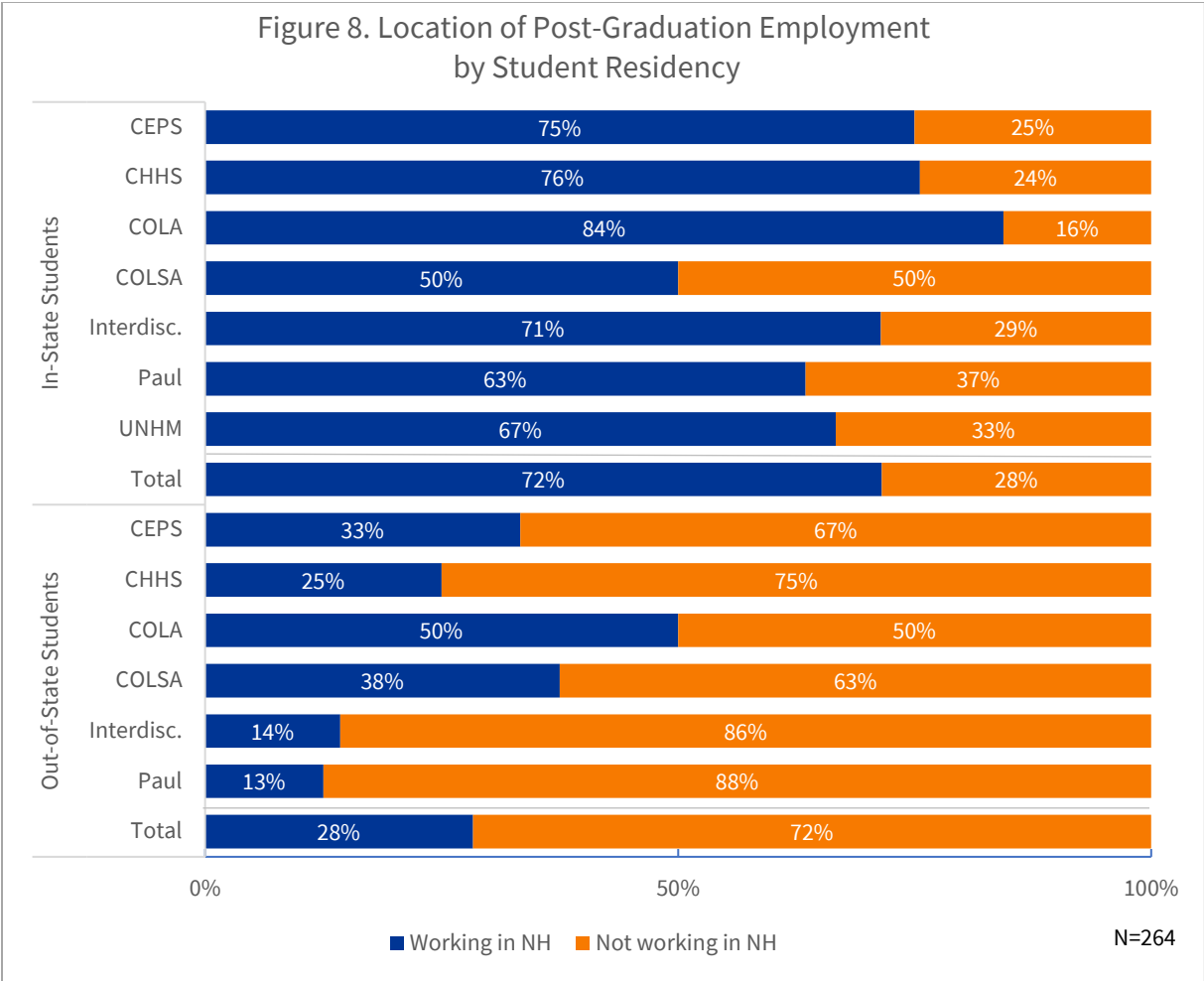


A similar proportion report living in NH to those working in NH, with 59% of those who obtained employment living in New Hampshire.



<sup>3</sup> 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 8<sup>4</sup>, almost three quarters of in-state students remained in New Hampshire for their jobs (72%), while only one quarter of out-of-state students did so (28%).



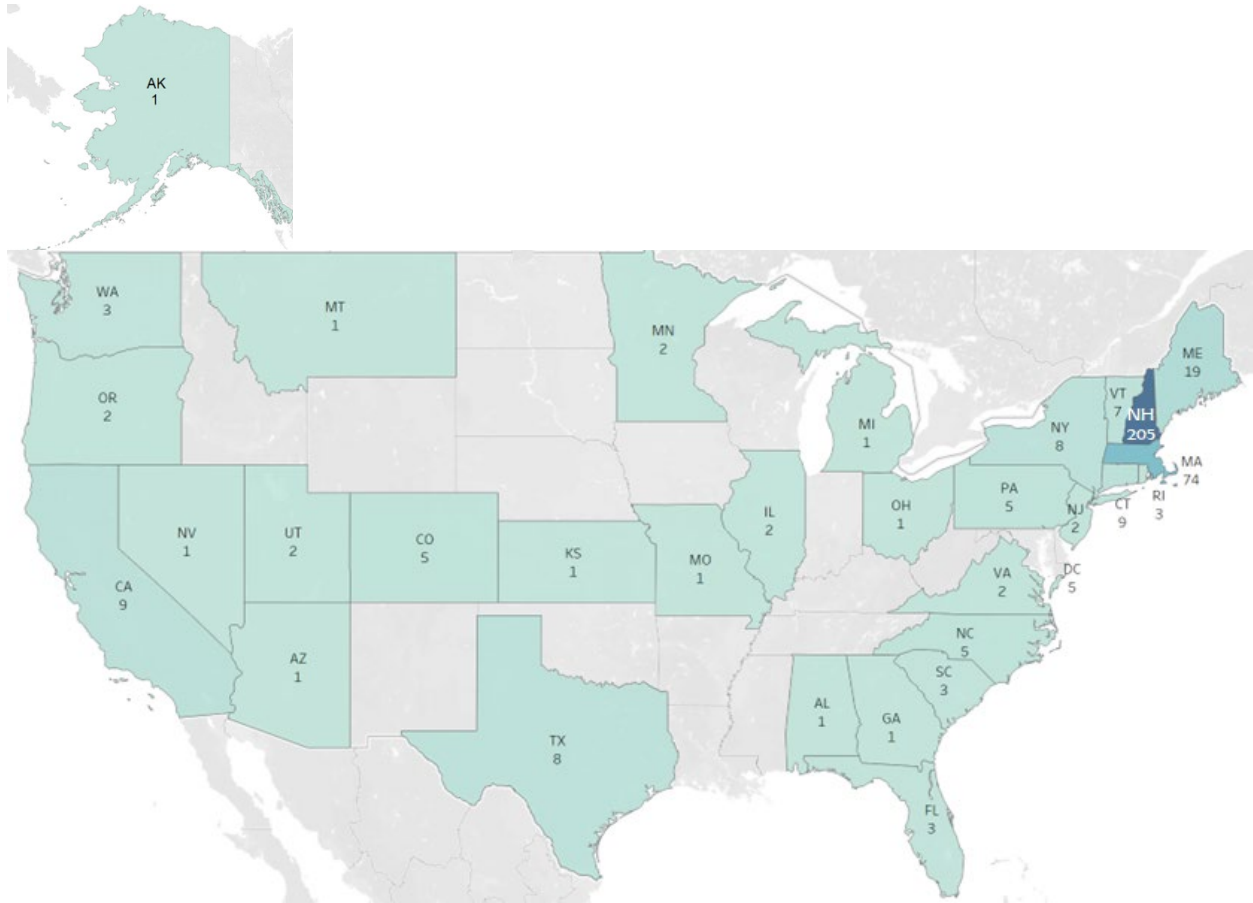
<sup>4</sup> The following sub-groups were excluded due to having cell sizes smaller than 5: in-state COLSA; out-of-state interdisciplinary; and out-of-state Manchester.



### 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, three 2022 master's degree respondents reported working abroad, in the Netherlands, Spain, and Switzerland.

Figure 9. Location of Employment – Class of 2022



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

<b>Table 1. Selected Employers - Class of 2022</b>	
3M (1)	NH Department of Corrections (2)
Amazon (1)	NH Dpt of Health and Human Services (1)
BAE Systems, Inc. (3)	NH Department of Safety (1)
Boston Children’s Hospital (2)	Northeast Rehabilitation Hospital Network (2)
Boston Scientific (1)	Oracle (2)
Brigham and Women's Hospital (2)	Pediatric Therapy Center (2)
Cambridge Health Alliance (1)	Portsmouth Regional Hospital (3)
Center for Life Management (2)	Pratt & Whitney (2)
Colburn Hill Group (2)	PricewaterhouseCoopers (PwC) (5)
Community Partners NH (2)	Raytheon Technologies (4)
Concord Hospital Health System (4)	Reach for the Top Therapy Services (2)
Dover School District 11 (3)	Riverbend Community Mental Health, Inc. (3)
Easterseals New Hampshire (3)	Sarepta Therapeutics (2)
Ernst & Young (2)	SAU 106, Timberlane Regional Middle School (3)
Fidelity Investments (3)	SAU 16, Exeter School District (2)
Liberty Mutual Insurance (8)	SAU 56, Somersworth School District (4)
Lonza Biologics (3)	SNH Speech Therapy & Learning Center, LLC (2)
Manchester School District (3)	Spitfire Strategies (2)
MA Dpt of Environmental Protection (1)	TechTarget (2)
Massachusetts House of Representatives (1)	Texas Instruments (2)
Mental Health Center of Greater Manchester (5)	University of New Hampshire (17)
Microsoft (2)	Weston & Sampson (3)
Ntnl Oceanic & Atmospheric Administration (3)	Winnacunnet High School (2)

### 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 higher than last year – at \$68,557 compared to \$61,786 last year.

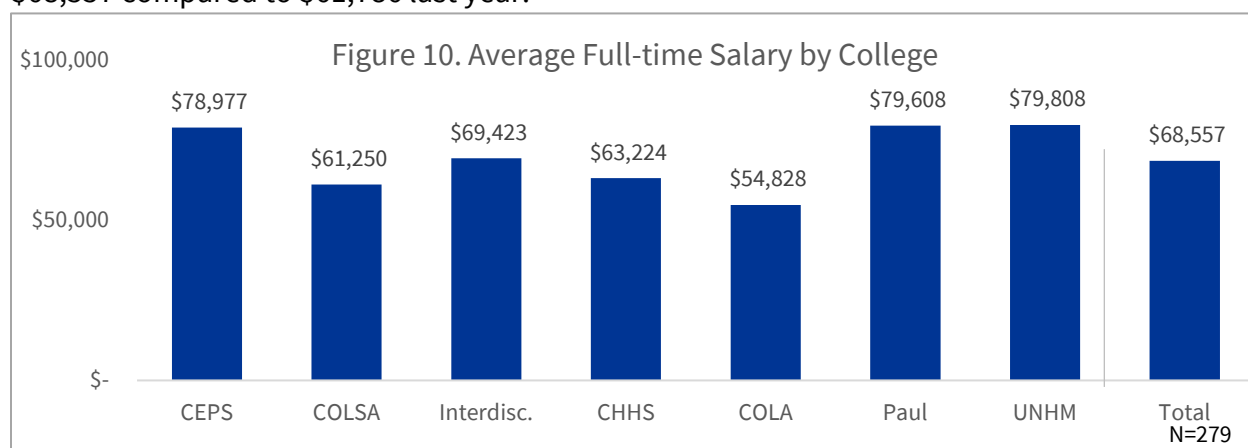
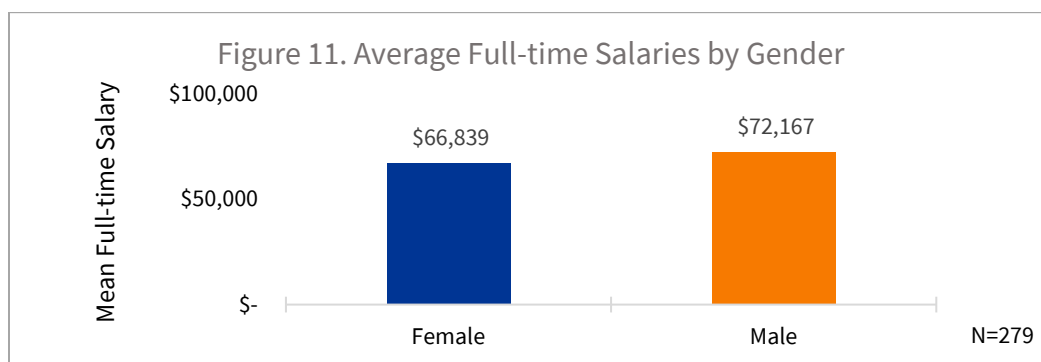


Table 2 shows the distribution of full-time salaries by \$10,000 ranges. The median salary for all master’s degree recipients working full-time was in the \$60,000 to \$69,999 range – up from the last 3 graduating classes which have had a median of \$50 to \$59,999.

	Less than \$30K	\$30-39,999	\$40-49,999	\$50-59,999	\$60-69,999	\$70-79,999	\$80K or more
CEPS	0%	0%	0%	0%	41%	18%	41%
COLSA	14%	7%	14%	14%	0%	36%	14%
Interdisc.	0%	8%	0%	38%	8%	8%	38%
CHHS	1%	4%	9%	36%	17%	22%	11%
COLA	0%	9%	45%	17%	16%	5%	9%
Paul	2%	0%	5%	10%	18%	17%	48%
UNHM	0%	0%	0%	8%	31%	8%	54%
Total	2%	4%	14%	19%	18%	16%	27%

### Gender Differences in Salary

Figure 11 shows full-time salary differences by gender, with men making \$5,328 more than women, on average. This gap between gender among master’s degree recipients is smaller than the past 2 years – with the gap being \$9,758 in 2021 and \$15,902 in 2020. 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. 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.

<b>Table 3. Selected Graduate and Professional Schools - Class of 2022</b>	
Bridgewater State University (1)	University of Alabama (1)
Louisiana State University (1)	University of Connecticut (1)
Medical Center Geriatric Mental Health (1)	University of Massachusetts Amherst (1)
OSF Saint Francis Medical Center (1)	University of Minnesota (1)
Southern New Hampshire University (1)	University of New Hampshire- Durham (31)

**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, 64% percent of master’s degree recipients had at least one internship during their UNH career (Table 4).

<b>Table 4. Internship Participation by College of Major</b>		
College	Percent of Graduates with 1+ Internship	Mean # of Internships
CEPS	52%	1.10
CHHS	96%	2.58
COLA	67%	1.31
COLSA	62%	1.86
Interdisc.	43%	0.93
PAUL	37%	0.63
UNHM	67%	1.08
Total	64%	1.49

Among graduates who completed any internships, 83% had at least one in NH, 43% had at least one that was paid, 79% had at least one internship for credit, and 44% received a full-time job offer from an internship organization.

<b>Table 5. 2022 Internship Characteristics by College</b>								
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	50%	92%	94%	85%	60%	58%	88%	83%
Any paid Internship	92%	19%	24%	46%	40%	92%	100%	43%
Any for-credit Internship	17%	97%	97%	77%	60%	33%	88%	79%
Any full-time job offer	50%	47%	29%	38%	40%	46%	63%	44%
Among those with a job offer, % accepting the offer	83%	57%	80%	40%	n/a	75%	60%	64%

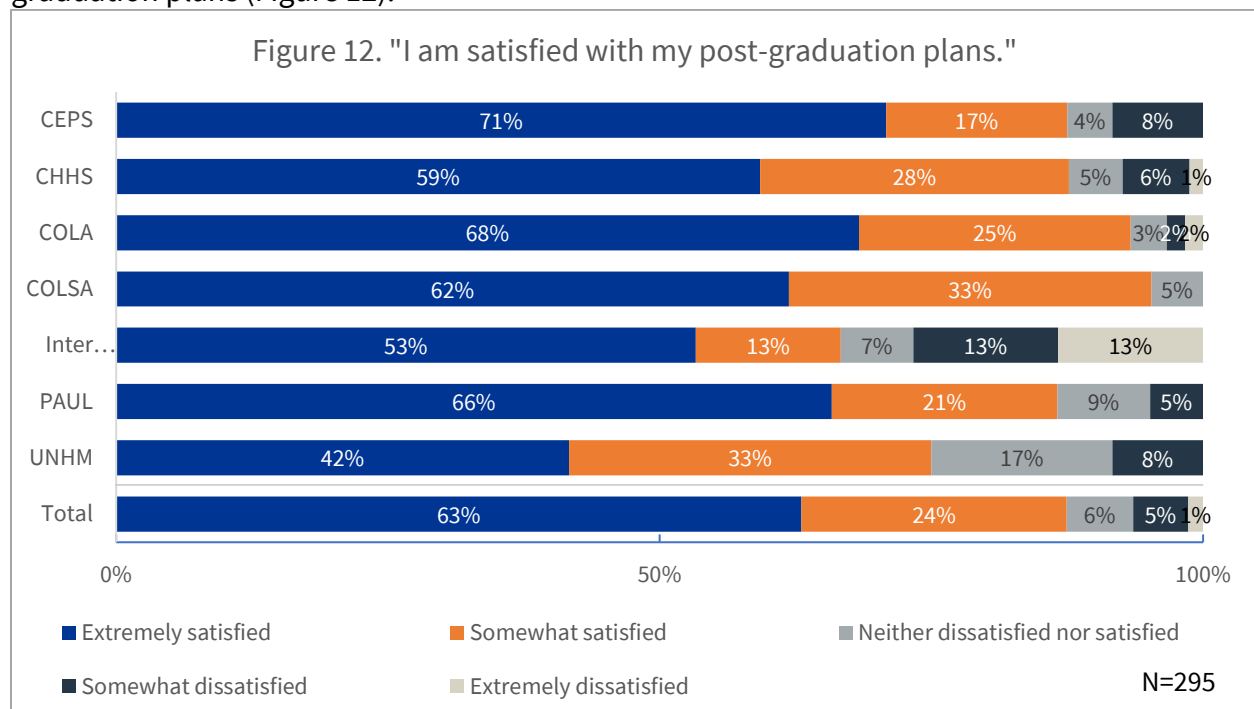
N/A in table above indicates that there are fewer than 5 respondents.

Table 6 shows a sample of organizations where 2022 master’s degree recipients completed internships.

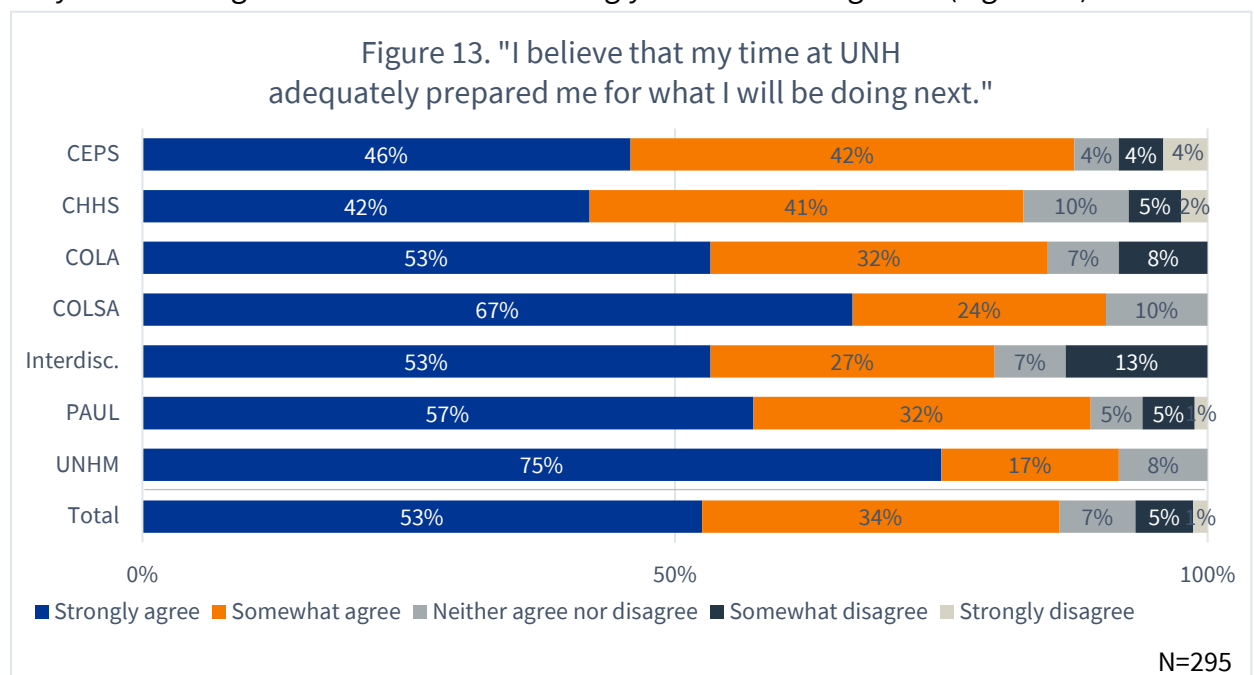
<b>Table 6. Selected Internship Organizations - Class of 2022</b>	
Ameriprise Financial (1)	NHPR (1)
Beth Israel Deaconess Medical Center (1)	Otis Elevator (1)
Boston Children’s Hospital (1)	Oyster River School District (4)
Butler Hospital (2)	Pediatric Developmental Center (1)
Cambridge Eating Disorder Center (1)	Portsmouth Regional Hospital (1)
CARE Counseling Services- Concord (2)	Pratt & Whitney (2)
Clearly Speaking- Dover (1)	PricewaterhouseCoopers (PwC) (2)
Concord Hospital (3)	Raiche & Company CPAs (2)
Cross Roads House (1)	Recorded Future (2)
Dartmouth-Hitchcock Medical Center (3)	Rockingham VNA and Hospice (1)
Division of Children, Youth and Families (2)	Seacoast Eat Local (2)
Dover Middle School (3)	Seacoast Pathways (1)
Elliot Hospital (2)	Sheltering Arms (2)
Encompass Health Rehab (3)	Silver Cloud (1)
Exeter Hospital (1)	Spaulding Rehabilitation Hospital (1)
Fresenius Medical Care (2)	Special Olympics International (1)
G+D (1)	Stonyfield Organic Farms (1)
Gilda's Club (1)	The Hartford Insurance (1)
HAVEN (1)	Mental Health Center of Greater Manchester (4)
Hidden Acres Therapeutic Riding Center (1)	UKG (1)
Inter-Lakes Elementary School (2)	Underwood Engineers, Inc. (1)
Krepfels Center (7)	UNH (41)
Little Harbour Elementary School (2)	UNH - Child Study and Development Center (4)
Manchester School District (4)	UNH - SURF (2)
Massachusetts General Hospital (1)	University Orthopedics (1)
Monadnock Family Services (2)	Voya Financial (1)
Mount Prospect Academy (1)	VTDEC (1)
Ntnl Institute of Standards and Technology (1)	Wentworth Douglass Hospital (4)
New England Aquarium (1)	White Horse Recovery (2)
New England Rehabilitation Hospital (2)	WIC (2)
NH Council on Developmental Disabilities (1)	Winnacunnet High School (3)

## SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

Eighty-seven percent of 2022 graduates were extremely or somewhat satisfied with their post-graduation plans (Figure 12).

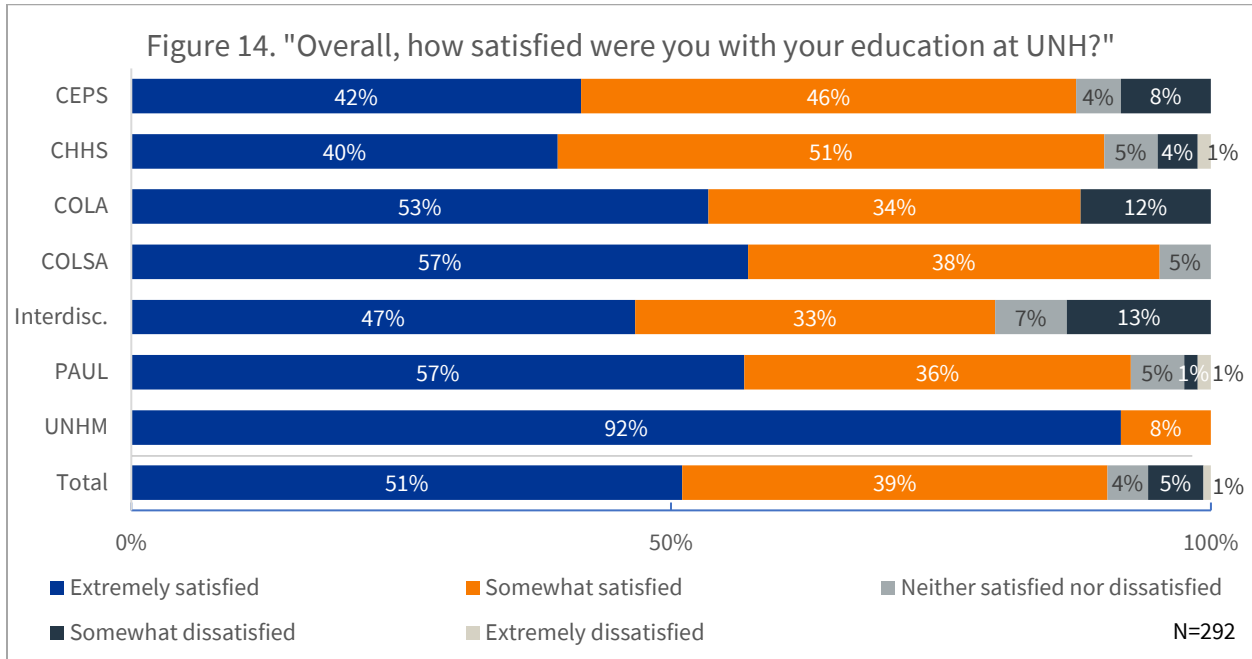


The majority of 2022 graduates also agreed that UNH adequately prepared them for what they will be doing next – with 86% who strongly or somewhat agreed <sup>5</sup> (Figure 13).

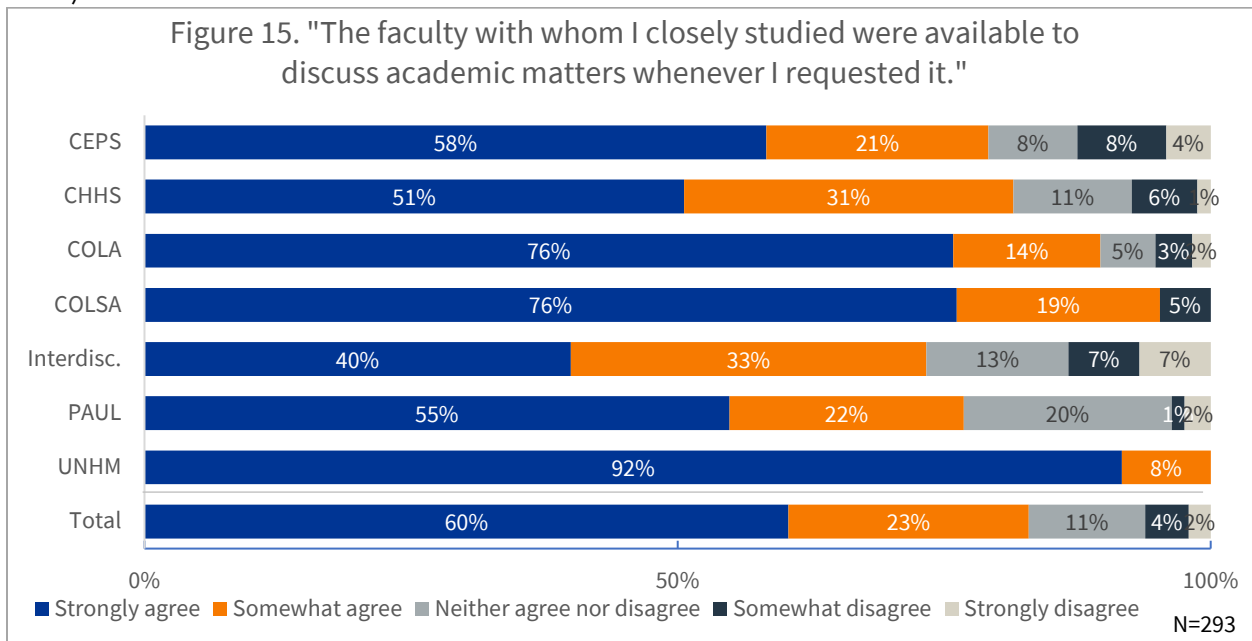


<sup>5</sup> Percentages slightly different than adding strongly agree and somewhat agree due to rounding.

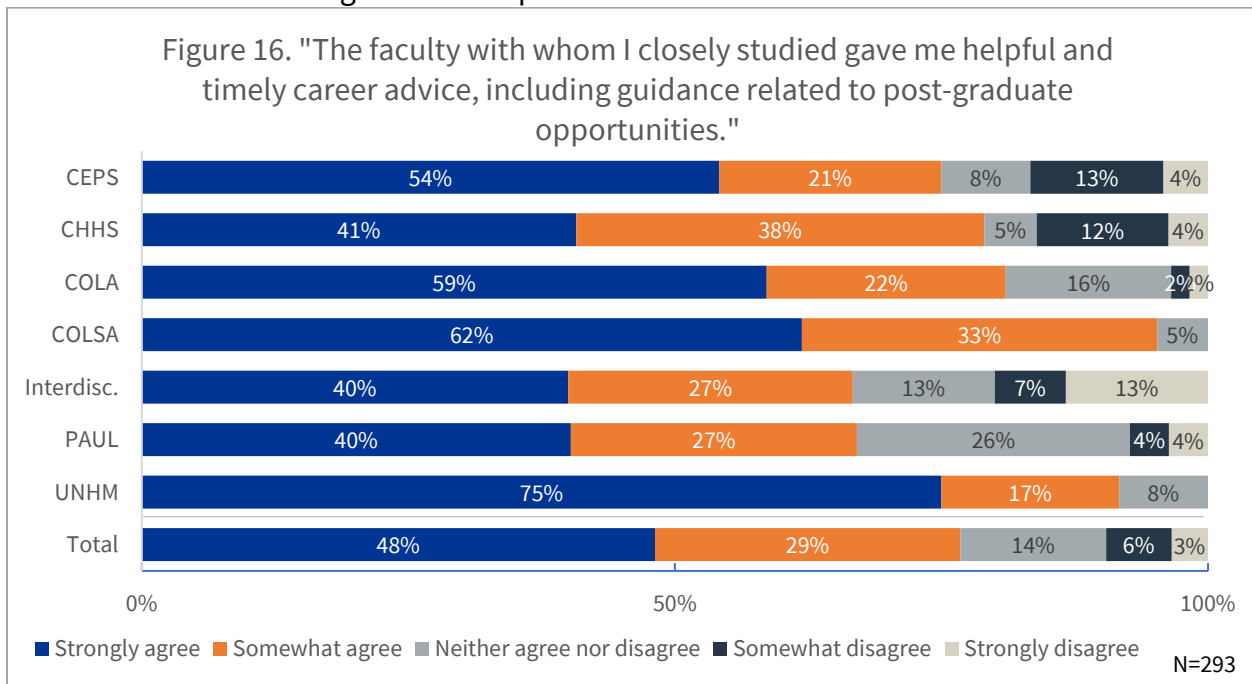
Ninety percent (90%) of graduates were satisfied with their UNH education.



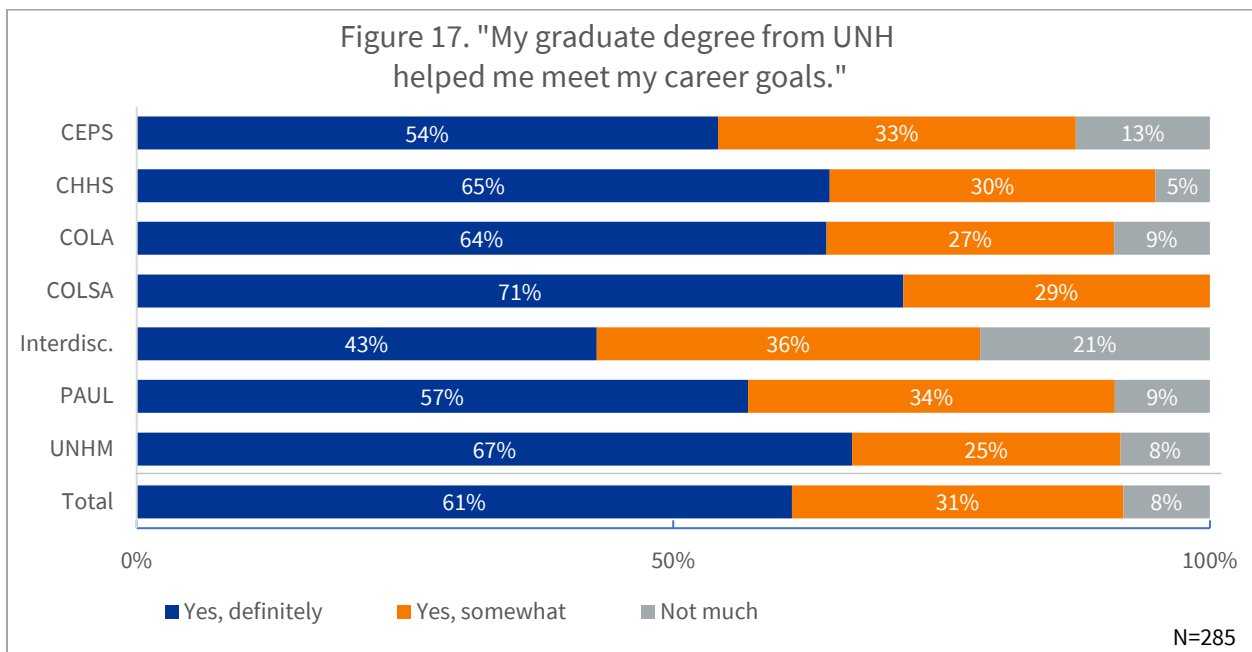
Most of the master's degree recipients strongly agreed or somewhat agreed that the faculty with whom they closely studied were available to discuss academic matters when requested (83% strongly or somewhat agreed). This is a slightly lower than the percentage reported last year (85%) and lower proportion of respondents compared to prior years (92% in 2020 and 2019).



As shown below, 77% 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.

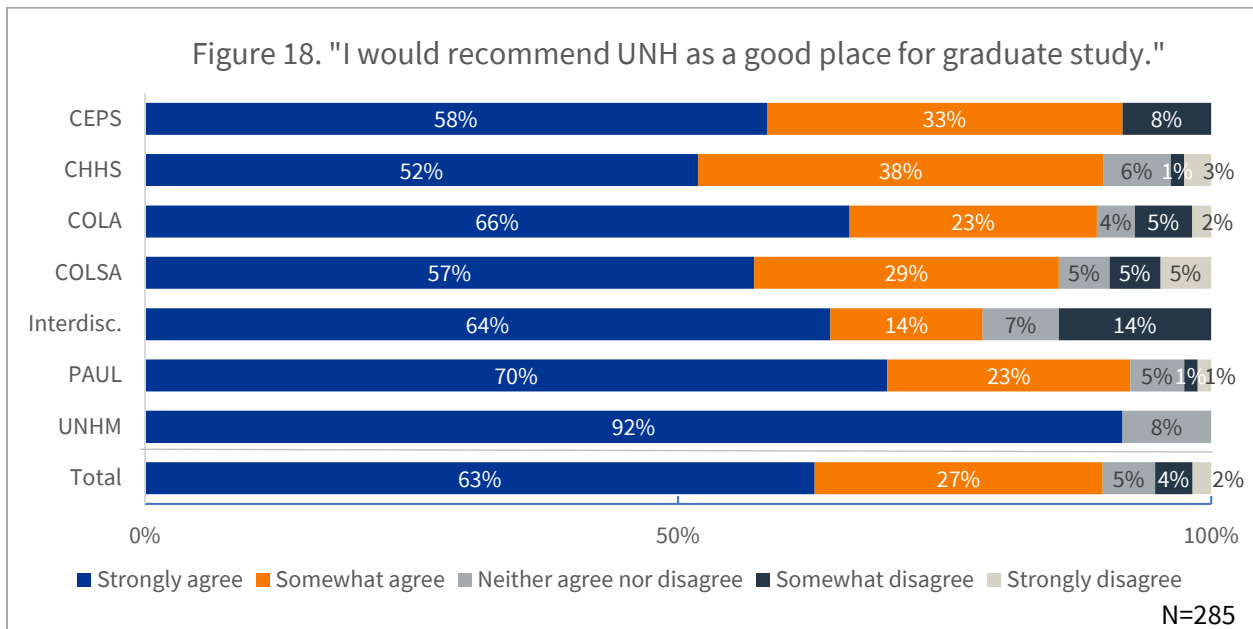


Nearly all (92%) of graduates reported that their UNH graduate degree had helped them meet their career goals (61% "Yes, definitely" and 31% "Yes, somewhat").

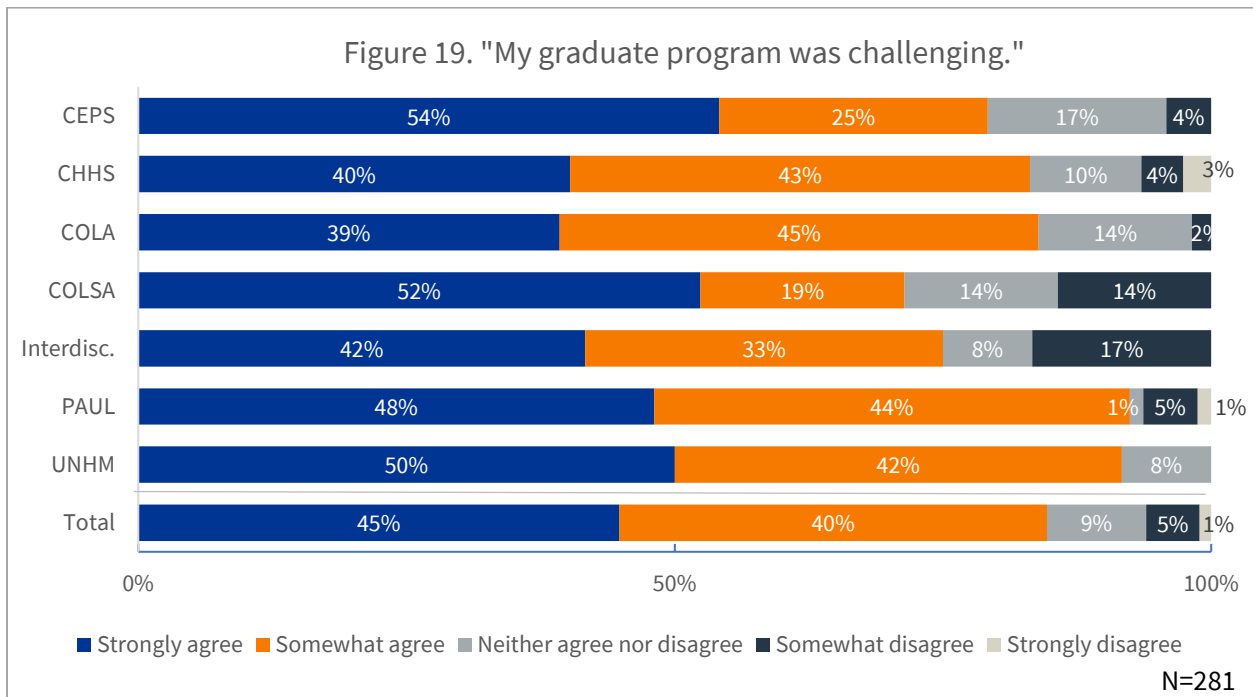




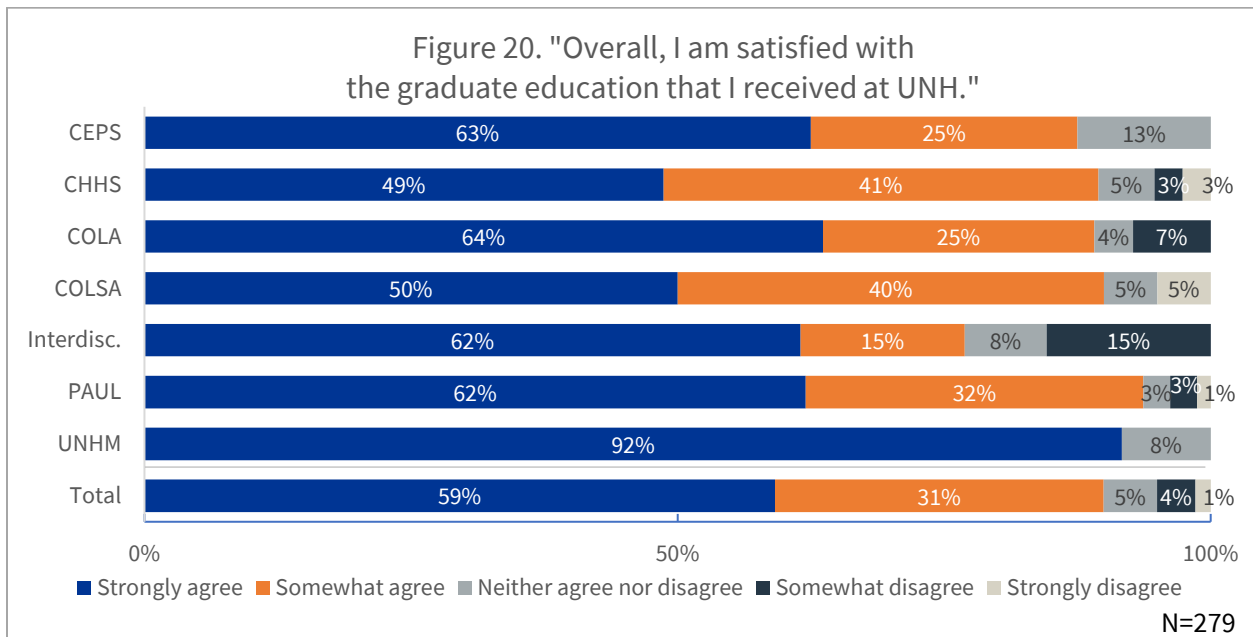
The majority of graduates strongly or somewhat agreed that they would recommend UNH as a good place for graduate study (90% strongly or somewhat agreed).



As shown below, 85% of master's degree recipients found their graduate program challenging.



The majority of master's degree recipients (90%) 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 765 master’s degrees between September 2021 and May 2022. 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, 2022 and included email survey invitations and reminders to graduates. There were 305 graduates who took the online survey during this phase, yielding a survey response rate of 40%.

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 2022 graduate school enrollment obtained from the National Student Clearinghouse. Additional information was obtained for 214 masters recipients, yielding a total of 68% 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. 2022 First Destination Survey Response Rates and "Knowledge Rate" by College of Graduate Major**

College	2022 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	81	25	31%	36	75%
College of Health and Human Services	244	85	35%	92	73%
College of Liberal Arts	156	60	38%	33	60%
College of Life Sciences and Agriculture	34	22	65%	8	88%
Interdisciplinary	36	16	44%	15	86%
Manchester	38	12	32%	17	76%
Paul College of Business and Economics	176	85	48%	13	56%
<b>Total</b>	<b>765</b>	<b>305</b>	<b>40%</b>	<b>214</b>	<b>68%</b>

“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).

## DEMOGRAPHIC PROFILE

	Class of 2022 (%)	<u>Column Percentages</u>	
		Online survey respondents (%)	Grads with "knowledge rate" data (%)
<b>Graduation Term</b>			
September 2021	25.8%	16.4%	28.5%
December 2021	27.5%	23.9%	34.1%
May 2022	46.8%	59.7%	37.4%
<b>Residency</b>			
Non-resident	40.0%	43.0%	38.0%
Resident	60.0%	57.0%	62.0%
<b>Gender</b>			
Female	65.8%	67.5%	70.6%
Male	34.2%	32.5%	29.4%
<b>Race/Ethnicity</b>			
Hispanic or Latino	2.1%	2.6%	1.9%
Non-Hispanic			
Asian	1.3%	1.3%	1.4%
Black or African American	1.0%	0.7%	0.5%
2 or more races	0.8%	1.0%	0.5%
Non-Resident Alien	9.7%	7.9%	9.3%
Unknown	2.0%	2.0%	1.4%
White	83.1%	84.6%	85.0%
<b>College of First Major</b>			
Engineering and Physical Sciences	10.6%	8.2%	16.8%
Health and Human Services	31.9%	27.9%	43.0%
Interdisciplinary	4.7%	5.2%	7.0%
Liberal Arts	20.4%	19.7%	15.4%
Life Sciences and Agriculture	4.4%	7.2%	3.7%
Paul College of Business and Economics	23.0%	27.9%	6.1%
Manchester	5.0%	3.9%	7.9%

In any survey research, it is important to explore whether those who completed the survey are representative of the overall population. To examine the extent to which the graduates whose data 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:

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