



**University of
New Hampshire**



First Destination Survey Report Undergraduate Class of 2022

Institutional Research & Assessment

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EXECUTIVE SUMMARY

This report provides a summary of results from the 2022 First Destination Survey, which was conducted from August to December of 2022.

Highlights

- Post-graduation information was collected on 77% of undergraduate degree recipients—43% from the full online survey and 34% using data from other sources.
- Among those with post-graduation information, 77% were employed, 17% were enrolled in further education, and 6% were seeking employment or further education.¹ This represents a higher percentage of graduates employed and a lower percentage enrolled in further education compared to the prior graduating class. (Class of 2021: 74% employed, 20% enrolled in further education, and 6% seeking employment or further education).
- The average full-time salary reported was \$56,927, an increase from \$50,395 reported for the prior graduating class.
- The majority of employed graduates obtained jobs related to their major (89%).
- Seventy-five percent of graduates (75%) left UNH with experiential learning in the form of an internship, practicum, research, clinical, or fieldwork—up from 72% one year ago.
- 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, 91% were extremely satisfied or somewhat satisfied with the education they received at UNH; 87% strongly agreed or agreed they are satisfied with their post-graduation plans; and 85% strongly agreed or agreed their time at UNH prepared them for what they will be doing next.

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.

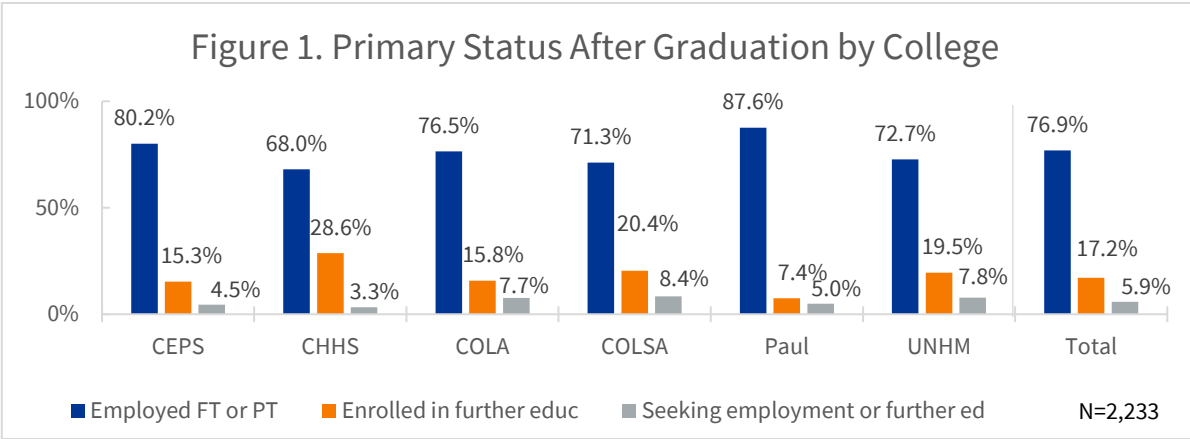
METHODOLOGY

UNH’s undergraduate Class of 2022 consisted of 2,901 students who were awarded bachelor’s or associate’s degrees at the Durham and Manchester campuses from September 2021 through May 2022. First Destination Survey data collection took place in three phases. First, an “early bird” online survey was administered to graduates whose post-graduation plans were known. Next, the regular online survey was launched in August; graduates who had not taken the early survey were emailed an invitation to participate. Finally, for graduates who had not taken the online survey, “knowledge rate” data was collected 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 43% and a knowledge rate data collection rate of 34%, bringing the total of graduates for whom at least some post-graduation information was available to 77%. See Appendix 1 for more detail on the survey methodology, including response rates and knowledge rates broken down by college, as well as the demographic profile of respondents.

POST-GRADUATION STATUS

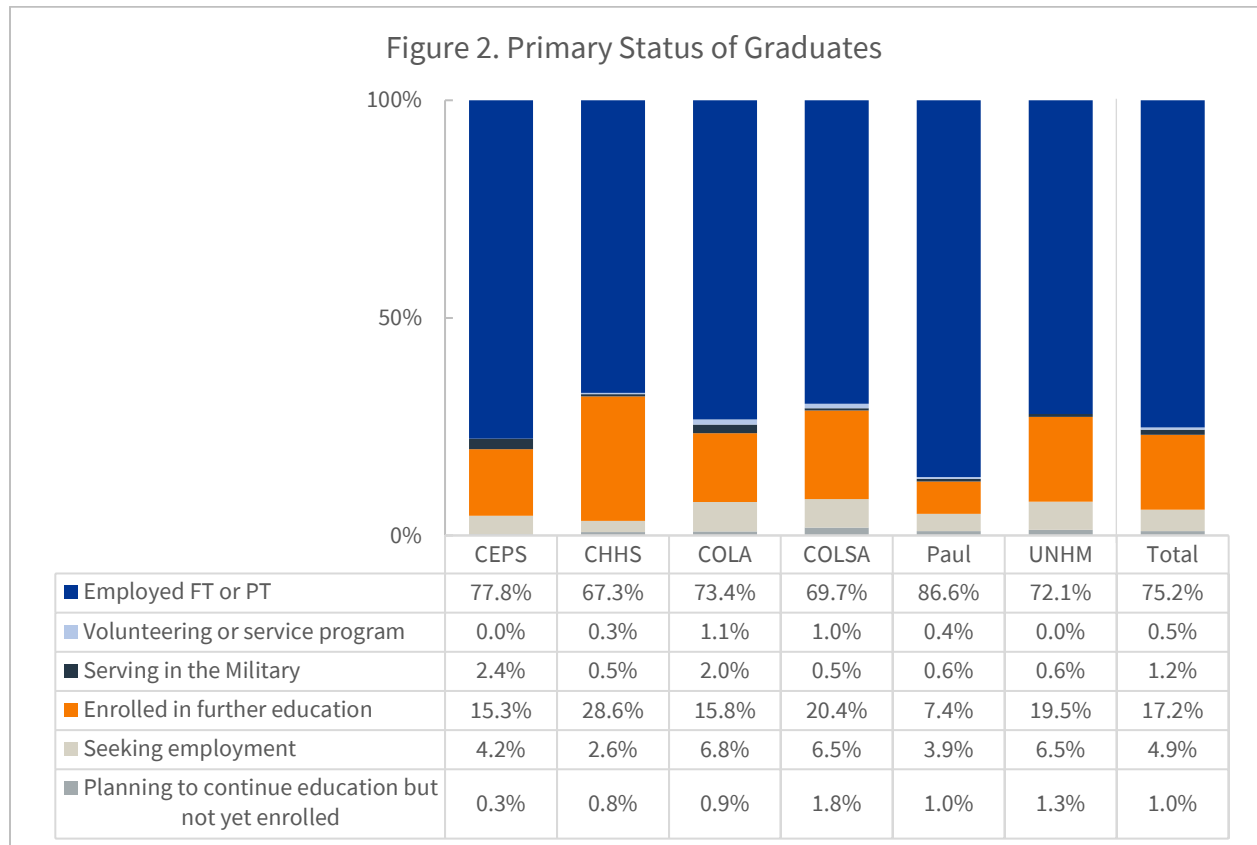
Within 3 to 12 months of graduation, 77% of graduates had obtained employment and 20% were enrolled in further education, leaving 6% seeking either employment or further education at the time of data collection.²



Compared to the 2021 graduating class, the percentage of 2022 graduates employed increased by three percentage points, while the percent of graduates enrolled in further education decreased by three percentage points. (77% compared to 74% and 17% compared to 20%, respectively).

² Ten graduates (0.4%) 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 2 shows college level detail in the primary status of the Class of 2022.



More broadly, with success rate defined as having any positive outcomes (including full- or part-time employment, volunteering or in a service program, serving in the military, or enrolled in further education), the Class of 2022 reported a 94% success rate. Figure 3 shows success rate over the past 7 years.

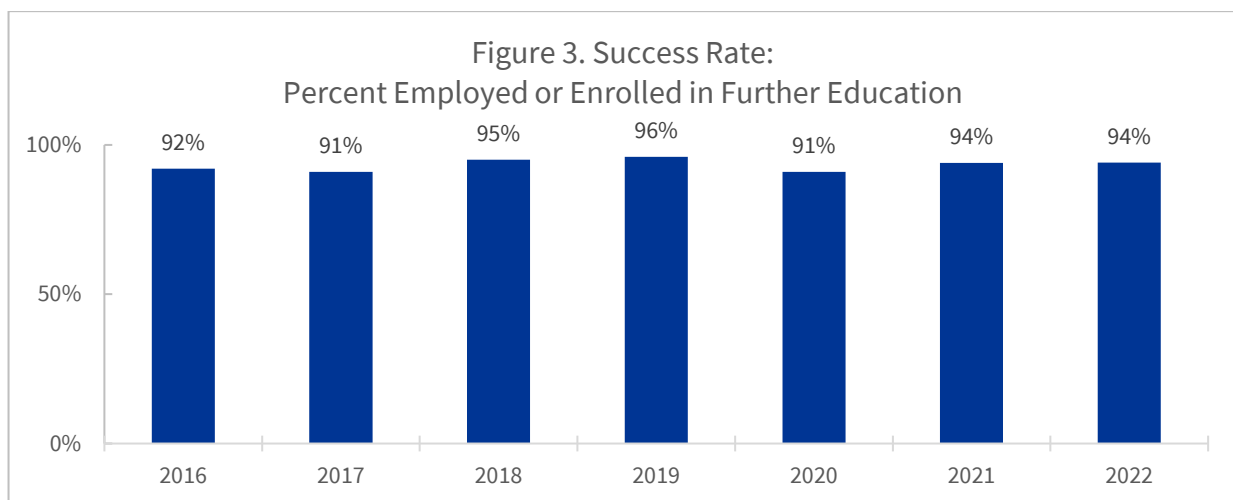
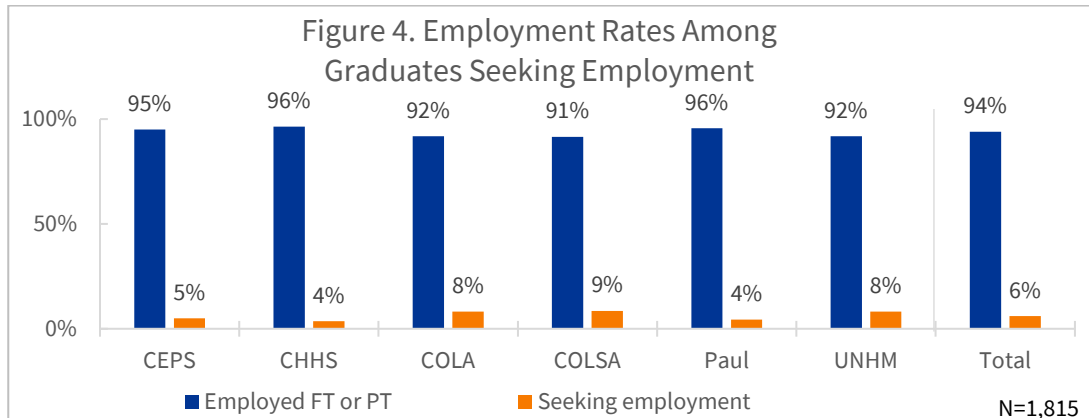
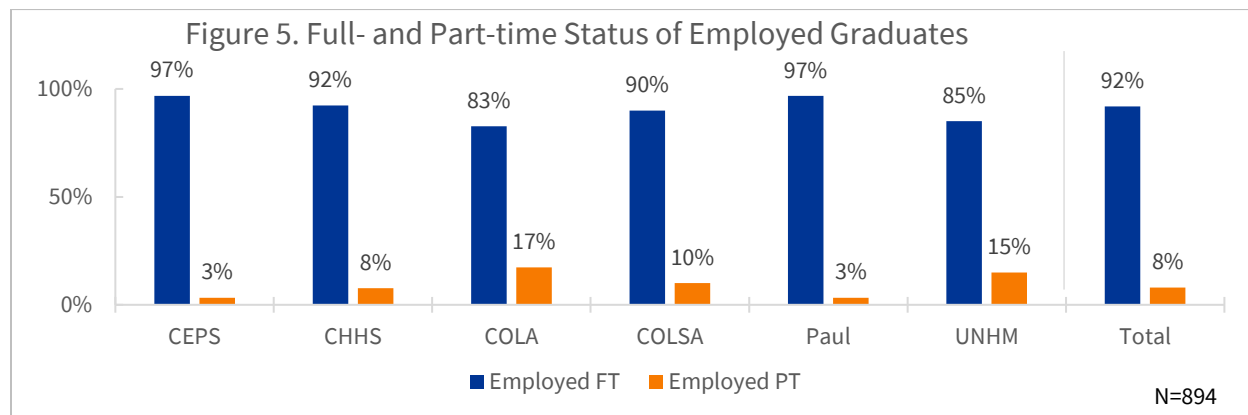


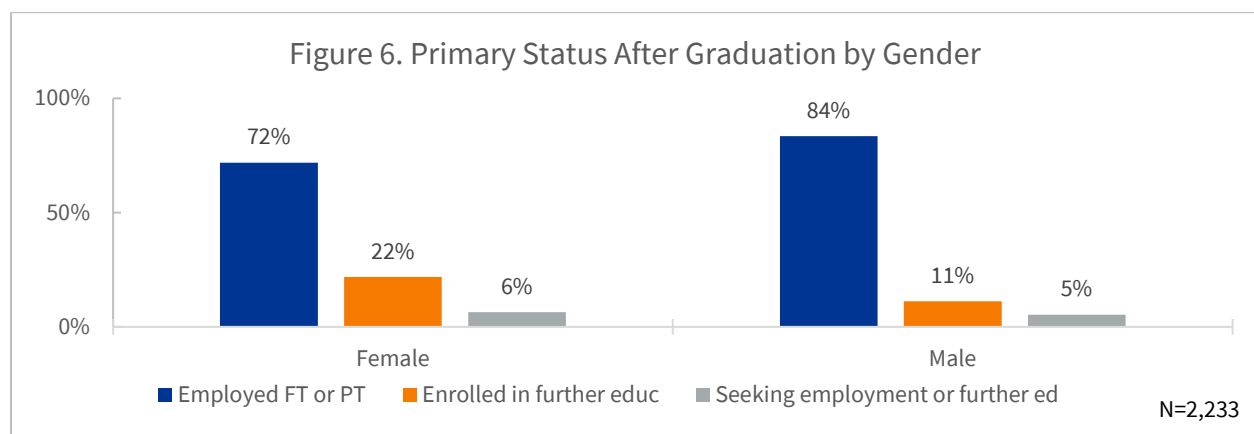
Figure 4 shows only graduates who were entering the labor force and not those going on to further education. Among those who sought employment, 94% had obtained employment by the time of the survey.



Compared to last year, there was an increase in the percent of employed graduates who obtained full-time employment (92% compared to 89% in 2021).



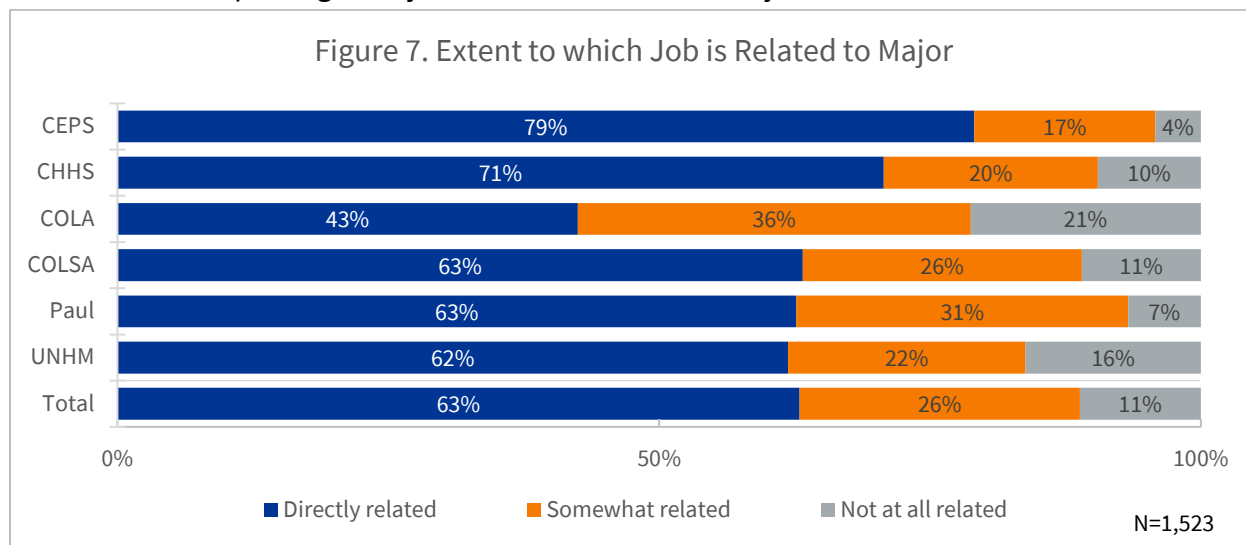
As in prior graduating classes, there are differences in post-graduation status by gender. Men are more likely than women to be employed, and women are more likely to be enrolled in further education.



EMPLOYMENT DETAILS

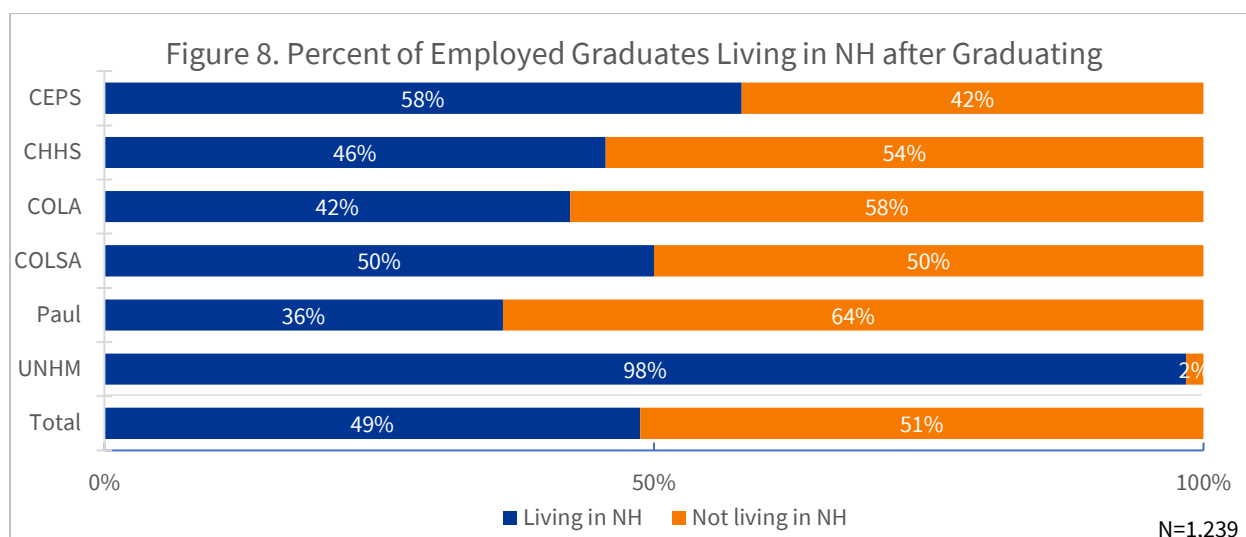
Relation to Major

The majority of employed graduates—89%—reported that their job was directly or somewhat related to their major. This was a slight increase in percent compared to the Class of 2021 which had 87% reporting their job was related to their major.

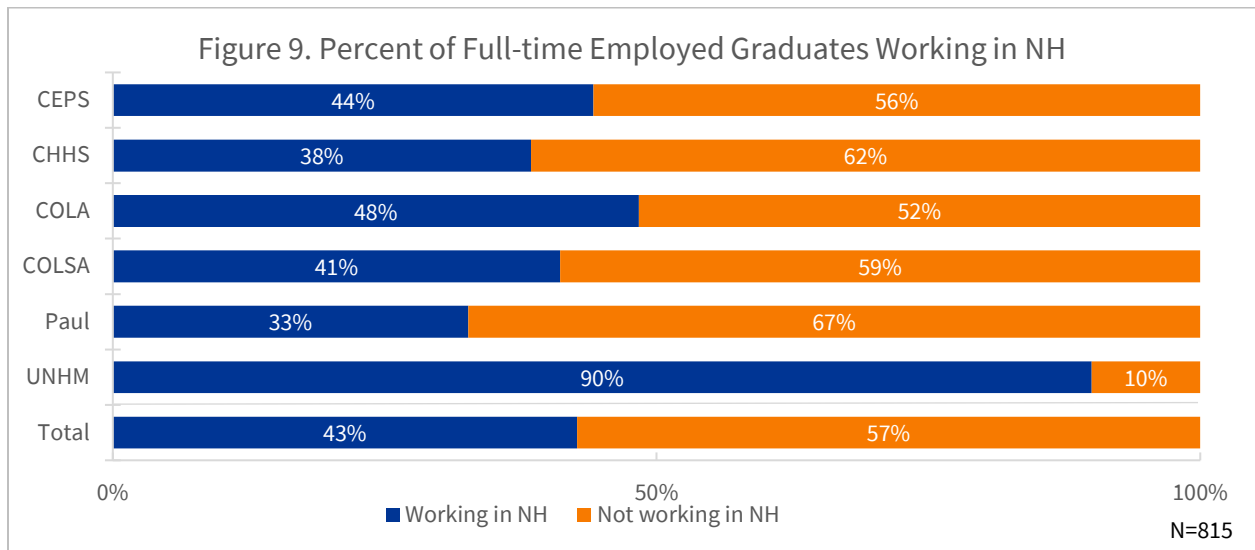


Remaining in New Hampshire

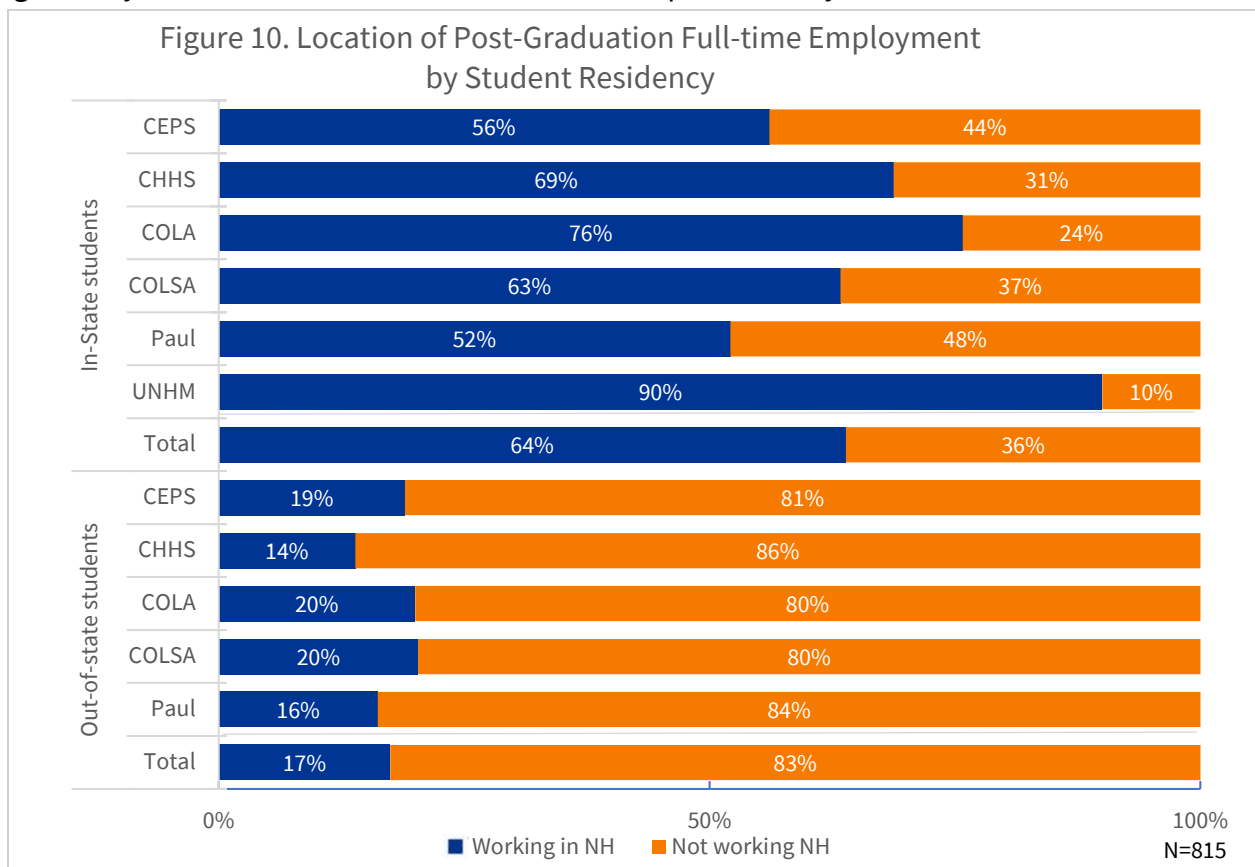
Similar to last year, Figure 8 shows about half of the employed 2022 graduates reported living in NH after graduation (49% compared to 50% in 2021).



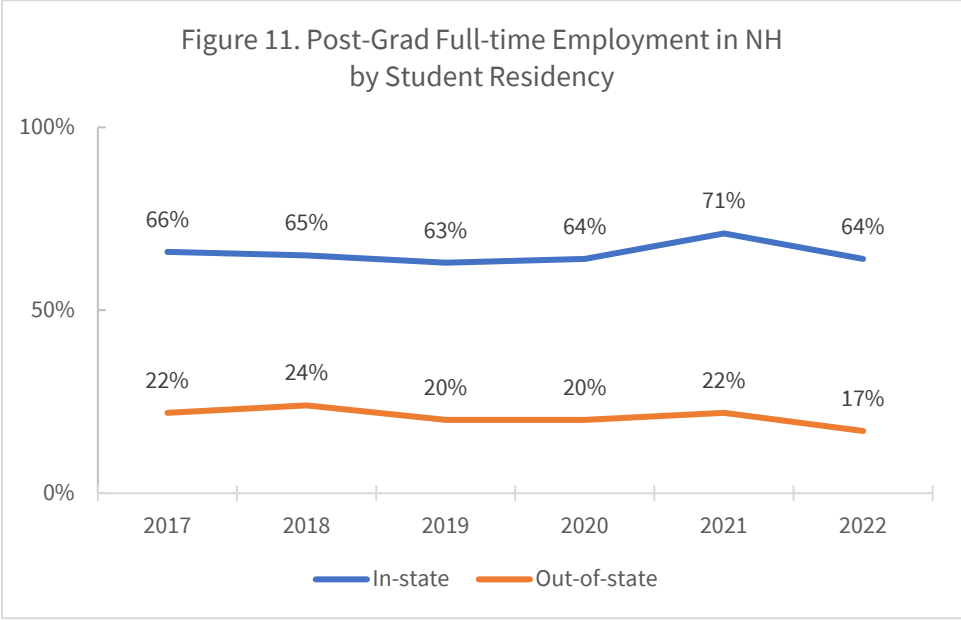
Among those who are authorized to permanently work in the US and who obtained full-time employment, 43% were working in NH.



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 71% of in-state students and 22% of out-of-state students remaining in New Hampshire for their jobs (Figure 10). Again, this figure only includes those who were authorized to permanently work in the US.



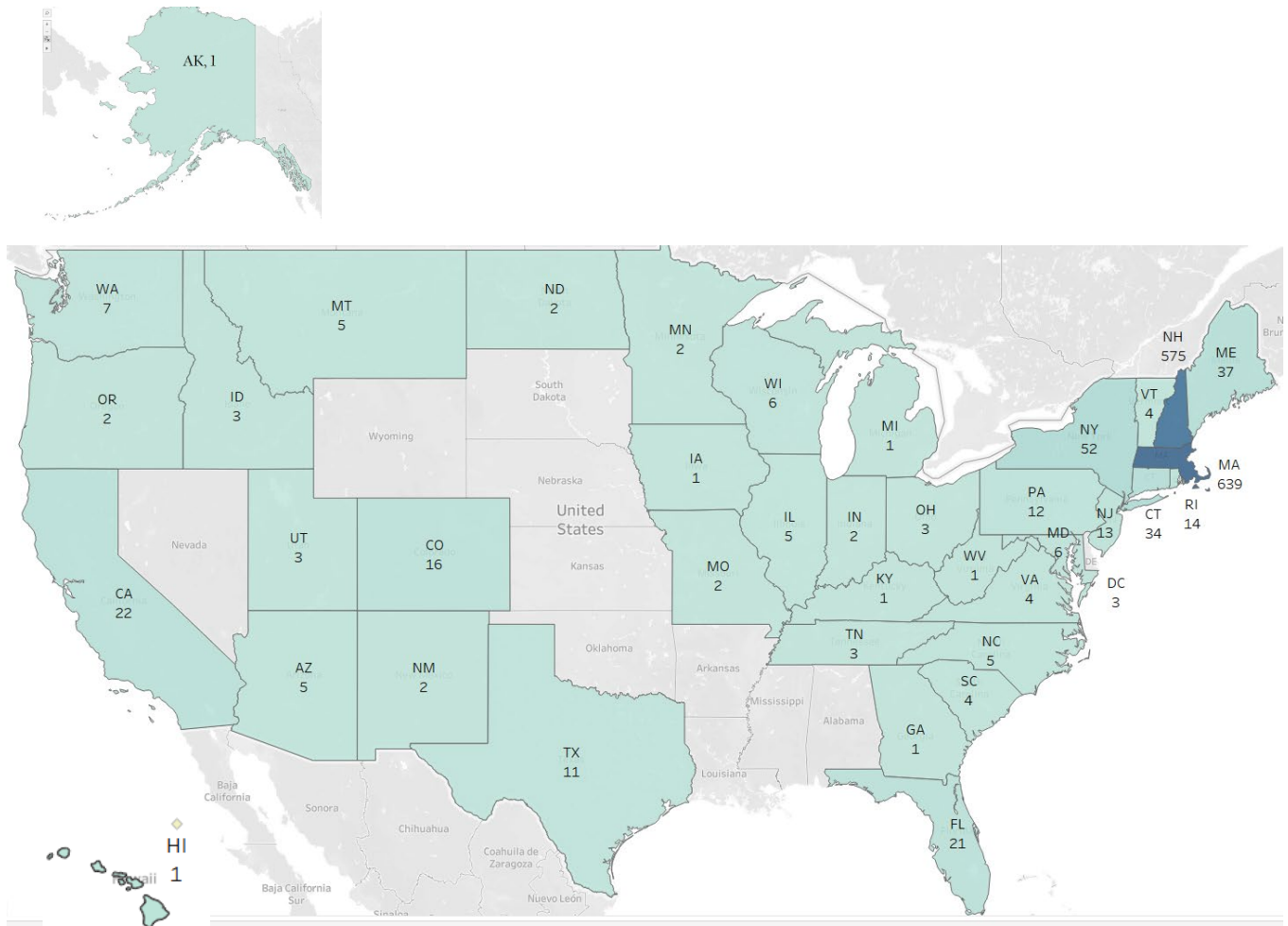
The percent of graduates obtaining full-time employment in NH over the past six years (Figure 11) has remained relatively stable except for an increase in in-state students working in NH in 2021 (71%) compared to other years, a change which may have been related to the COVID-19 pandemic.



Employers and Locations

UNH graduates typically remain in the Northeast immediately after graduation, and this held true for the Class of 2022. That said, there were alumni working around the world, with forty states holding the Class of 2022 graduates (Figure 12) and four countries (China, Germany, Spain, and the United Kingdom).

Figure 12. Location of Employment – Class of 2022



Full-time Employers

Graduates found positions in hundreds of organizations. Table 1 shows a selection of employers who hired 3 or more graduates.

Table 1. Selected Employers Hiring 3 or More Graduates - Class of 2022

AECOM (3)	Liberty Mutual Insurance (11)
ALKU (13)	Lincoln Financial Group (3)
Amazon (3)	Lonza Biologics (13)
BAE Systems, Inc. (15)	Lowell General Hospital (3)
BDO USA, LLP (3)	Mass General Brigham (3)
Berry Dunn McNeil & Parker, LLC. (4)	Massachusetts General Hospital (12)
Beth Israel Deaconess Medical Center (6)	Medicus Healthcare Solutions (7)
BitSight (6)	Meditech (4)
Boston Analytical (8)	Microsoft (3)
Boston Children's Hospital (14)	NH Dpt of Environmental Services (NHDES) (3)
Boston University (4)	Newton Wellesley Hospital (3)
Brigham and Women's Hospital (7)	Oracle (3)
Catholic Medical Center (4)	Pfizer (3)
Concord Hospital Health System (3)	Portsmouth Naval Shipyard (3)
Cynamics (3)	Portsmouth Regional Hospital (10)
Dana-Farber Cancer Institute (3)	Pratt & Whitney (3)
Dartmouth Hitchcock Medical Center & Clinics (7)	PricewaterhouseCoopers (PwC) (6)
DataDog (9)	Raytheon Technologies (4)
DEKA Research and Development (5)	RSM US LLP (7)
Dover Children's Home (3)	Sanofi (3)
Dynatrace (3)	Seacoast Mental Health Center Inc. (3)
Elbit Systems of America (3)	Sig Sauer, Inc. (5)
Elliot Hospital & Health System (6)	Silicon Valley Bank (5)
Epic Systems (4)	Spaulding Rehabilitation Hospital (4)
Ernst & Young (11)	SubCom (3)
Essco Corporation (3)	TD Bank (3)
Exeter Hospital (4)	TEC, Inc. (3)
Fidelity Investments (41)	Technology Business Research, Inc. (4)
General Dynamics (11)	University of New Hampshire (33)
HDR, Inc. (3)	VCA Animal Hospitals (6)
Hutchinson Sealing Systems (3)	Wellington Management Company (3)
Kiewit (3)	Wentworth-Douglass Hospital (14)
KPMG LLP (5)	ZoomInfo (4)

Salaries

Figure 13 shows the average salary for graduates who obtained full-time employment as \$56,927, which is an increase from the average salary for the Class of 2021 (at \$50,395).

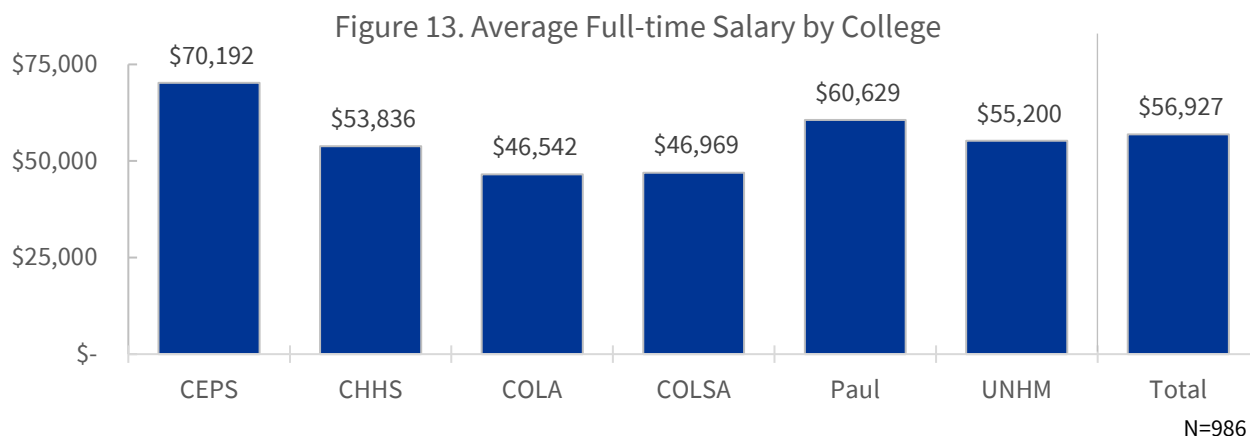
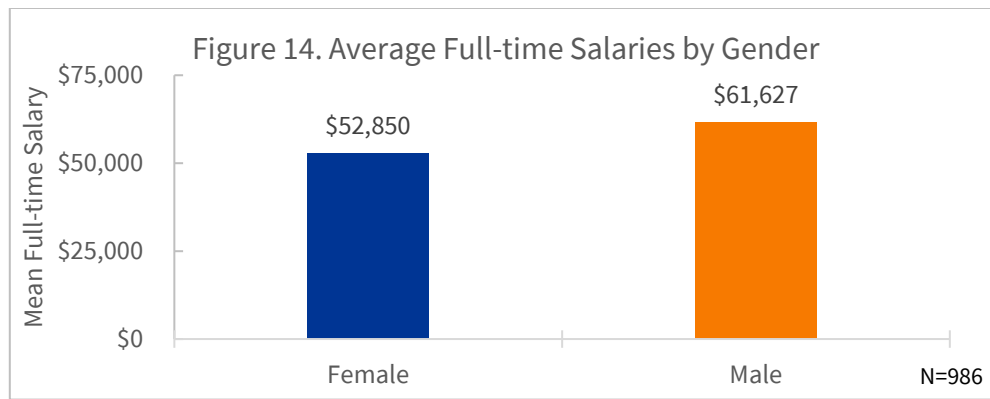


Table 2 shows the distribution of full-time salaries by \$10,000 ranges. While the median salary for the last few years has been \$40,000 to \$49,000, the median salary for the Class of 2022 working full-time was in the \$50,000 to \$59,999 range.

Table 2. Full-time Salaries by College							
	Less than \$30K	\$30-39,999	\$40-49,999	\$50-59,999	\$60-69,999	\$70-79,999	\$80K or more
CEPS	2%	4%	4%	9%	27%	36%	18%
CHHS	4%	9%	21%	33%	23%	8%	1%
COLA	14%	20%	31%	23%	8%	3%	2%
COLSA	13%	23%	25%	20%	13%	4%	1%
Paul	2%	4%	12%	28%	32%	13%	8%
UNHM	6%	14%	20%	24%	18%	10%	8%
Total	6%	11%	17%	23%	22%	14%	7%

Gender Differences in Salary

Figure 14 shows full-time salary differences by gender, with men making about \$8,775 more than women on average. This salary difference is slightly greater than in past years (\$8,885 in 2021). Note that salary differences by gender do not necessarily indicate gender bias in starting salary within the same field but may be impacted by other factors such as differences in field of study and field of employment.



GRADUATE AND PROFESSIONAL SCHOOLS

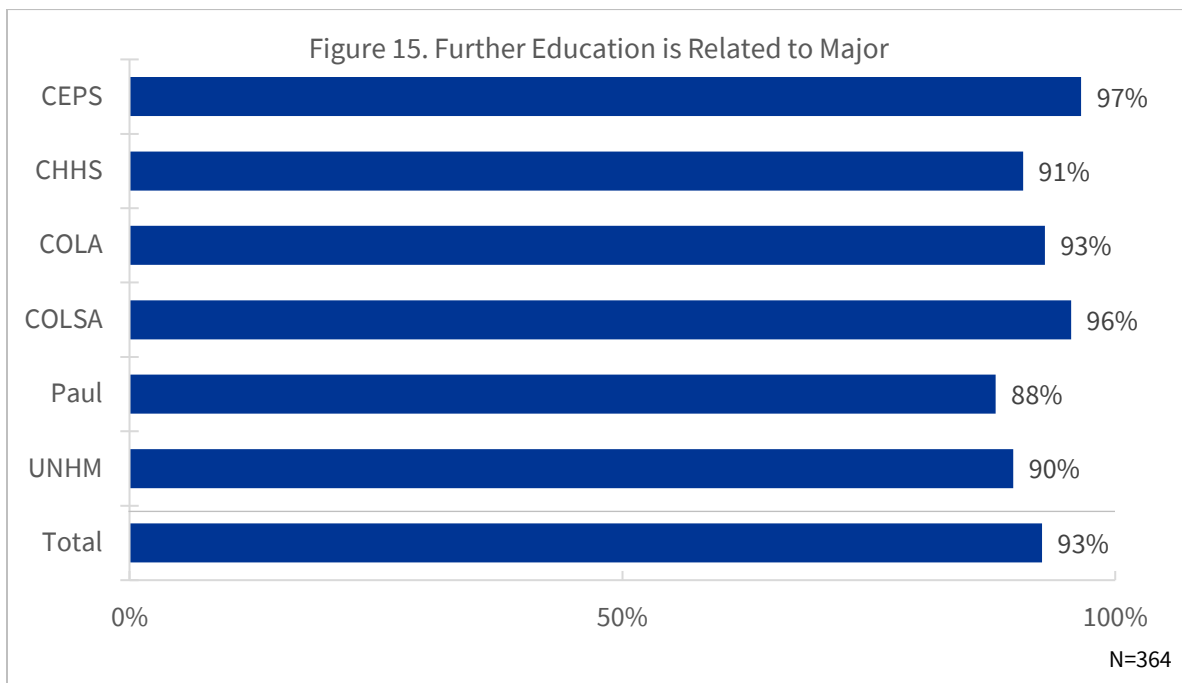
After graduation, 17% of undergraduate degree recipients enrolled in a program of further education. Close to 200 (48% of those continuing their education) remained at UNH for further education. Others enrolled in programs across the United States, Europe, and New Zealand. Table 3 presents a selection of the institutions where recent graduates are enrolled and the count of graduates attending each.

Table 3. Selected Graduate and Professional Schools – Class of 2022	
American University (3)	Suffolk University Law School (3)
Boston College (4)	Syracuse University (2)
Boston College Law School (1)	The New School: Parsons School of Design (1)
Boston University (6)	Tufts University School of Vet Medicine (3)
Brown University (2)	University at Buffalo (1)
Case Western Reserve (1)	University of Colorado (3)
Columbia University (3)	University of Connecticut (6)
Cornell University (1)	University of Hawaii (1)
Emerson College (3)	University of Massachusetts Amherst (5)
Endicott College (2)	University of Minnesota (1)
Florida State University (2)	Univ. of New Hampshire- Durham (174)
Mass. College of Pharmacy & Health Sciences (11)	UNH- Franklin Pierce School of Law (7)
Merrimack College (4)	Univ. of New Hampshire- Manchester (5)
MGH Institute of Health Professions (2)	Univ. of North Carolina -Chapel Hill (1)
New England Law (2)	University of Pennsylvania (2)
North Carolina State University (3)	University of Pittsburgh (2)
Northeastern University (9)	University of Rhode Island (2)
Northwestern University (1)	University of South Carolina (1)
Notre Dame University (1)	University of Texas- Austin (3)
Rice University (1)	University of Vermont (3)
Simmons University (2)	Vanderbilt University (2)
Stony Brook University (2)	William James College (2)

Of those continuing onto graduate school, a majority are enrolled in a master’s degree program (see Table 4 below).

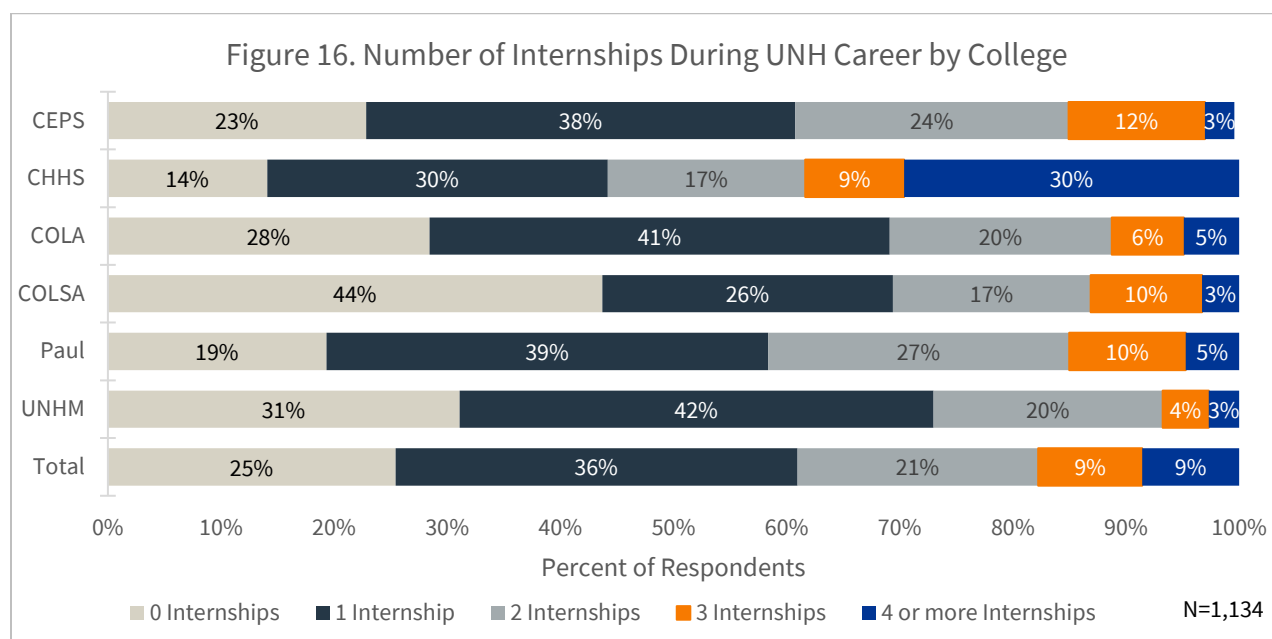
Table 4. Degrees Being Pursued	N	Percent
Master's degree	260	72%
Doctoral degree (MD, JD, PhD, DDS, etc.)	63	18%
Other	13	4%
Bachelor's degree	17	5%
Certificate	6	2%
Total	359	100%

Among graduates enrolled in further education, 93% said that their programs of study were related to their undergraduate major (Figure 15).



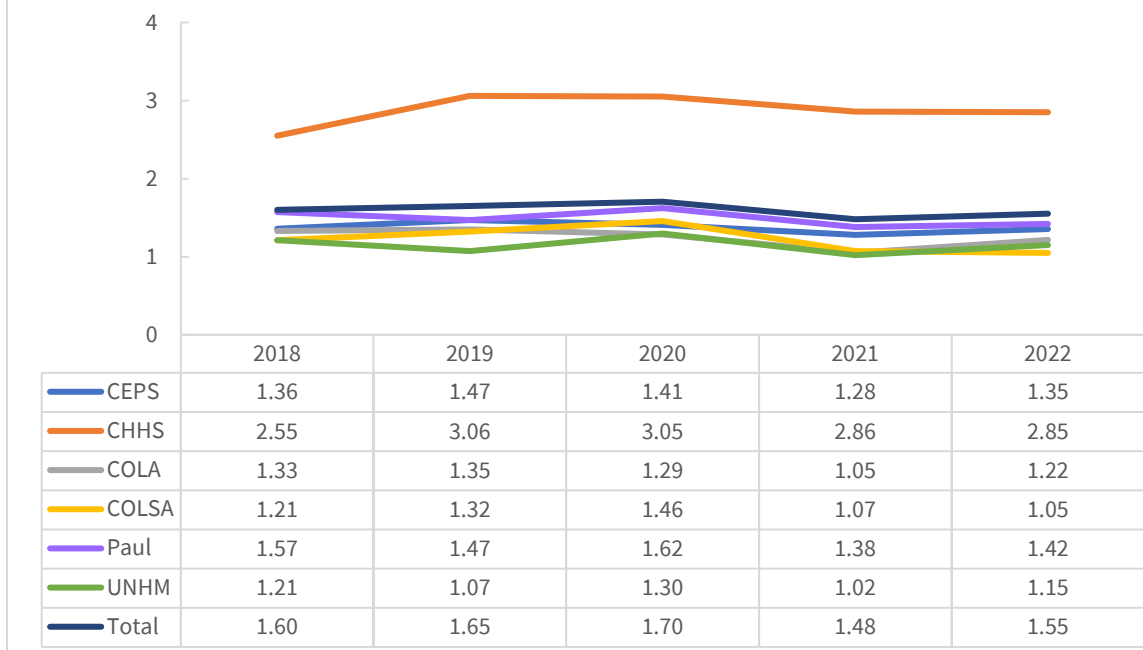
INTERNSHIPS

The First Destination Survey includes a series of questions asking about the number and type of internships completed while at UNH (which was defined to students to include practicums, clinicals, fieldwork, research, and any credit or non-credit internships). Three-fourths of graduates had at least one internship (75%, shown in Figure 16). Compared to last year, this is an increase in percent completing an internship (which only had 72%), and it's more similar to the Classes of 2020 and 2019 which had 81% and 78% internship completion respectively. Last year's decrease in the percent completing internships was likely impacted by the COVID pandemic which limited access to internships.



Along with the percent participating in at least 1 internship being up from last year (75% compared to 72%), the average number of internships each graduate completes while at UNH is also up (1.55 compared to 1.48 in 2021). That said, the average number of internships each graduate completed is still slightly down compared to years prior to 2021 (1.55 in 2022 compared to 1.70 in 2020, 1.65 in 2019, and 1.60 in 2018, as shown in Figure 17).

Figure 17. Average Number of Internships by College, 2018-2022



Compared to the last few years, there were similar percentages of graduates whose internships were a) located in New Hampshire; b) paid; c) for-credit; and d) receiving full-time job offers from an internship (Table 5). Compared to last year, there were fewer 2022 graduates who accepted a full-time job after being offered one from an internship (55% compared to 63% for 2021 graduates).

Table 5. 2022 Internship Characteristics by College

Among graduates who had at least one internship (N=823)							
Percent who had:	CEPS	CHHS	COLA	COLSA	Paul	UNHM	Total
Any located in NH	76%	88%	79%	72%	62%	84%	76%
Any paid internship	93%	29%	39%	60%	91%	78%	65%
Any for-credit internship	17%	96%	69%	62%	34%	90%	56%
Any full-time job offer	44%	33%	22%	23%	56%	48%	39%
Among those with a job offer,							
% accepting the offer	60%	54%	29%	70%	56%	58%	55%

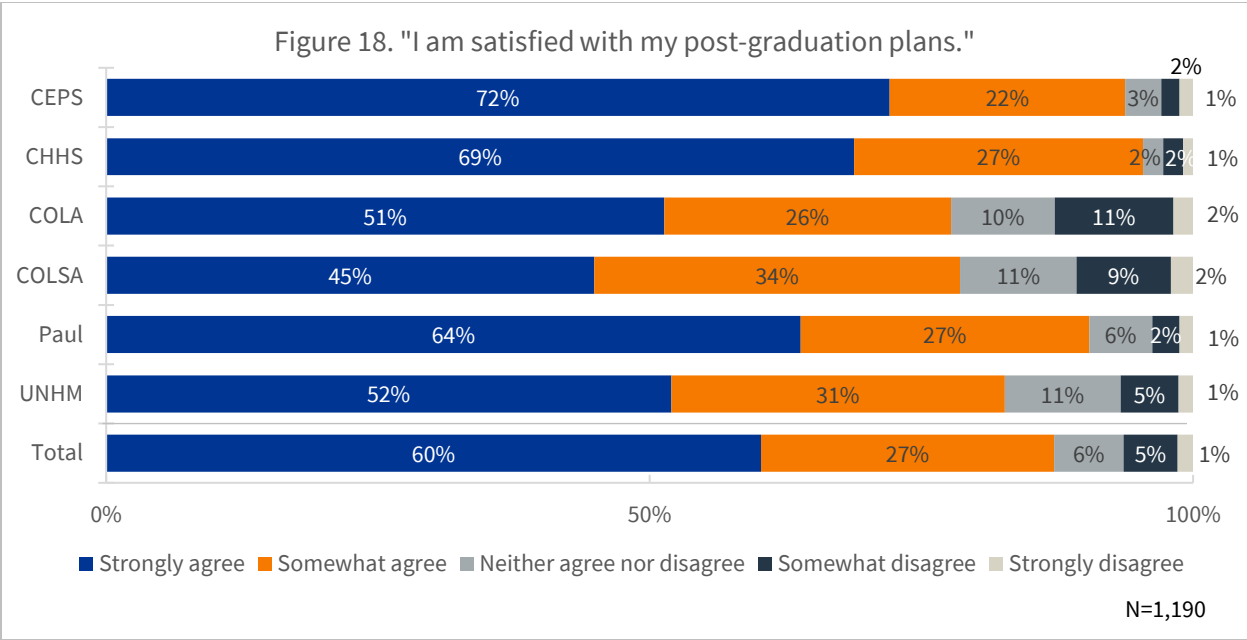
Hundreds of organizations hosted UNH students for internships. Table 8 shows just some of the organizations that provided opportunities for at least 3 members of the Class of 2022.

Table 8. Selected Internship Organizations - Class of 2022

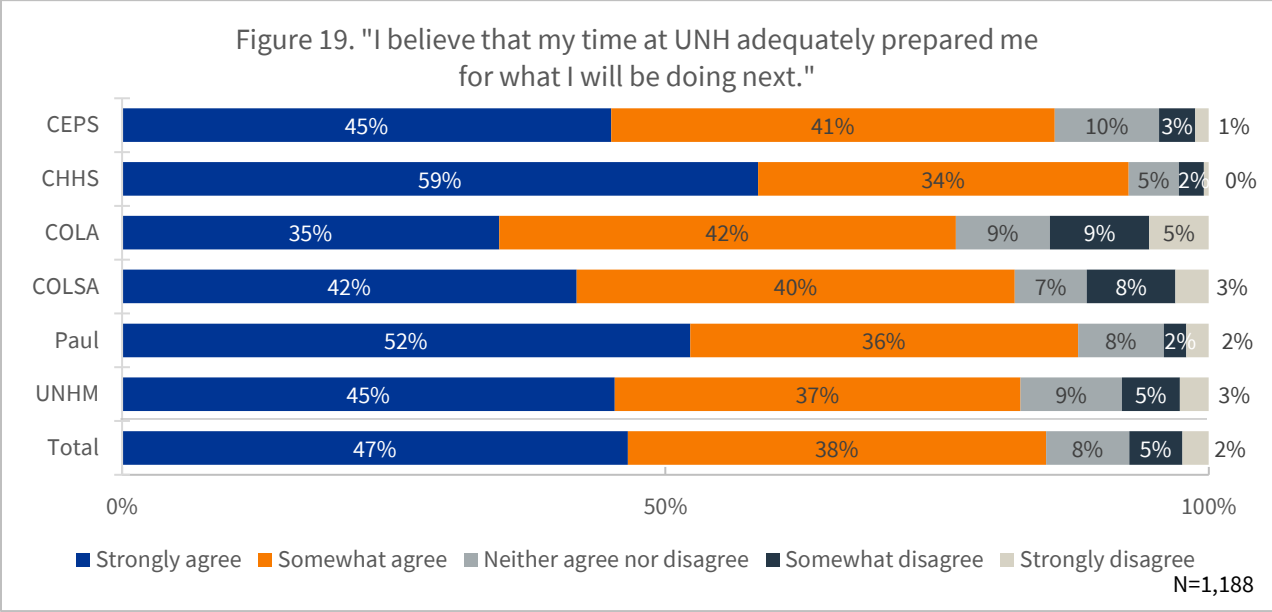
Advanced instruments (3)	Lonza (6)
ALKU (6)	Manchester School District (3)
BAE Systems, Inc. (7)	NH Department of Environmental Services (3)
BerryDunn (5)	New Hampshire Hospital (3)
Center for Wildlife (3)	Northeast Passage (4)
Community Partners (3)	Northeast Rehabilitation Hospital Network (7)
Concord Hospital (7)	Oyster River School District (4)
DEKA Research and Development (3)	Portsmouth Naval Shipyard (3)
Dover Teen Center (4)	Portsmouth Regional Hospital (20)
Edgewood Centre (9)	PricewaterhouseCoopers (PwC) (8)
Elliot Hospital (10)	Rockingham County Nursing Home (5)
Eversource Energy (3)	Southern NH Medical Center (10)
Exeter Hospital (13)	Technology Business Research Inc. (3)
EY LLP (7)	Teradyne (3)
Fidelity Investments (7)	UNH (181)
Genesis Healthcare (3)	Verto, Inc. (3)
Harbour Capital (4)	Villa Crest Retirement Homes (4)
International Institute of New England (3)	Waypoint NH (3)
Krepfels Center (7)	Wentworth Douglass Hospital (11)
Liberty Mutual Insurance (9)	

SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

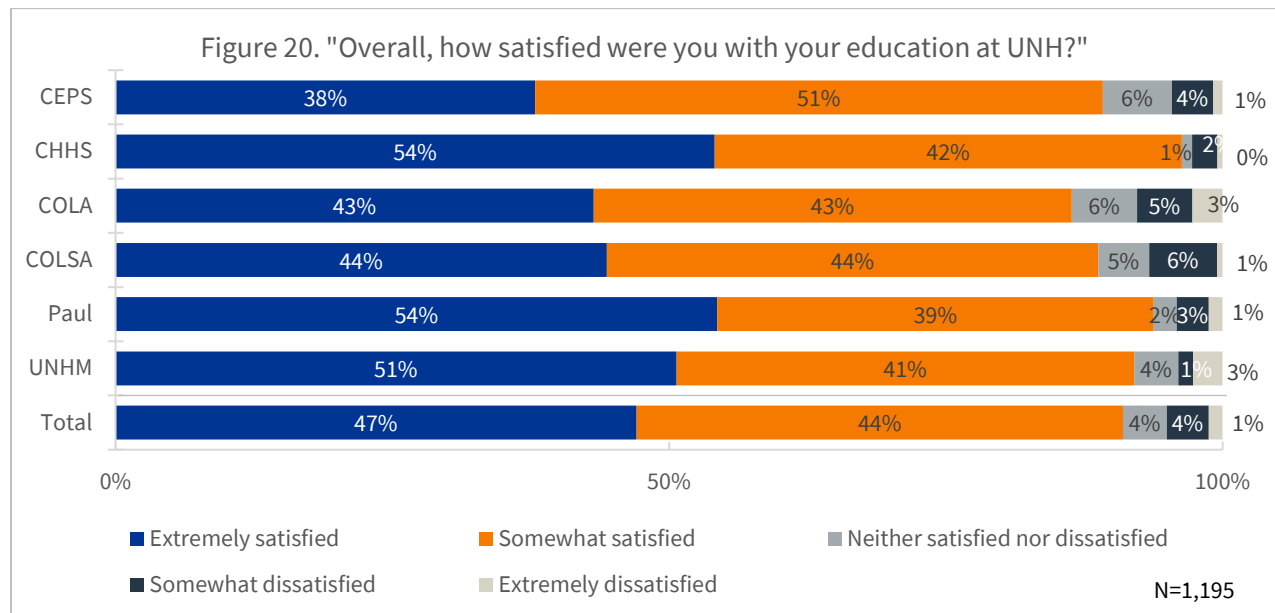
Similar to last year, the majority of 2022 graduates strongly or somewhat agreed they were satisfied with their post-graduation plans (87% compared to 86% in 2021). This year's graduating class had a higher percentage of those strongly agreeing that they are satisfied with their post-graduation plans (60% compared to 54% in 2021).



Most graduates also agreed that UNH adequately prepared them for what they will be doing next, with 85% strongly or somewhat agreeing (Figure 19).



Overall, the majority of 2022 graduates were satisfied with their UNH education, with 91% extremely or somewhat satisfied (Figure 20).



SUMMARY

Since graduating, members of the University of New Hampshire’s undergraduate Class of 2022 have already achieved a wide variety of positive outcomes. This graduating class has shown higher percentages of positive outcomes compared to the most recent years, suggesting that the COVID-19 pandemic had less of an impact on them. Compared to last year, there were more 2022 graduates who reported completing internships during their degree program; more obtaining employment; and higher salaries reported for those with full-time positions. Overall, 91% of the Class of 2022 was extremely or somewhat satisfied with their education at UNH.

APPENDIX 1 - METHODOLOGY AND DEMOGRAPHIC PROFILE

First Destination Survey data collection took place in three phases. First, in April of 2022 an “early bird” online survey which was promoted through Career and Professional Success to 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; 466 students took the early survey.

Second, the regular online survey was administered by the UNH Survey Center from August 17 to October 18 and included email survey invitations and reminders to graduates who had not taken the early survey. An additional 789 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 2022 graduate school enrollment obtained from the National Student Clearinghouse.

College	2022 graduates	Online survey responses	Survey response rate	Knowledge rate data obtained	Total percent of graduates with data
Engineering and Physical Sciences	424	251	59%	30%	89%
Health and Human Services	479	230	48%	34%	82%
College of Liberal Arts	674	231	34%	32%	66%
Life Sciences and Agriculture	513	206	40%	35%	75%
Paul College of Business & Economics	628	259	41%	37%	78%
UNH Manchester	183	78	43%	43%	85%
Total	2,901	1,255	43%	34%	77%

DEMOGRAPHIC PROFILE

Profile of Class of 2022 and First Destination Survey Respondents				
Durham and Manchester undergraduate degree recipients				
(N = 2,901)				
		<i>Column Percentages</i>		
		Class of	Online Survey	Grads with
		2022 (%)	Respondents	"knowledge
			(%)	rate" data (%)
Graduation Term				
	September 2021	7.1%	2.8%	10.6%
	December 2021	13.2%	9.3%	16.7%
	May 2022	79.7%	87.9%	72.7%
Residency				
	Out-of-State	49.3%	47.8%	47.9%
	In-State	50.7%	52.5%	52.1%
Gender				
	Female	55.2%	60.8%	51.1%
	Male	44.8%	39.2%	48.9%
Race/Ethnicity				
	Hispanic or Latino, Any Race	3.6%	3.2%	4.3%
	Non-Hispanic:			
	American Indian or Alaskan Native	0.2%	0.2%	0.2%
	Asian	2.7%	2.9%	2.7%
	Black or African American	1.1%	0.8%	1.3%
	Native Hawaiian or Other Pacific	0.1%	0.0%	0.2%
	Islander			
	2 or More Races	2.1%	2.4%	1.6%
	Non-Resident Alien	2.5%	0.9%	1.0%
	Unknown	4.5%	4.2%	4.9%
	White	83.2%	85.4%	83.8%
First Generation Student				
	Yes	23.9%	24.0%	23.0%
	No	76.1%	76.0%	77.0%
Degree Awarded				
	Associate's	0.8%	0.7%	0.8%
	Bachelor's	99.2%	99.3%	99.2%
College of First Major				
	Engineering and Physical Sciences	14.6%	20.0%	13.0%
	Health and Human Services	16.5%	18.3%	16.4%
	Liberal Arts	23.2%	18.4%	21.7%
	Life Sciences and Agriculture	17.7%	16.4%	17.9%
	Paul College of Business and	21.6%	20.6%	23.2%
	Economics			
	UNH Manchester	6.3%	6.2%	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 were gathered are representative of the population, demographic differences were examined between the population, survey completers, and those with knowledge rate data.

As shown in the demographic profile table above, there are some factors which distinguish survey respondents and knowledge rate data 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 to the survey than those who graduated in September or December.
- Graduates identifying as White or Hispanic/Latino were more likely to have knowledge rate data than those identifying as a different race/ethnicity. Graduates identifying as non-resident alien were less likely to respond to the survey than those identifying as a different race/ethnicity.
- CEPS and CHHS graduates were more likely to respond to the survey than graduates of other colleges, while UNH Manchester and Paul College graduates were more likely to have knowledge rate data. COLA graduates were less likely to respond to the survey than graduates of the other colleges.

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