

INTRODUCTION

The Undergraduate First Destination Survey investigates the employment and enrollment in graduate/professional school activities of recent bachelor’s degree recipients with the goal of estimating post-graduation outcomes rates. The target population is bachelor’s degree recipients who graduated between July 1, 2019 and June 30, 2020.

Initial data were gathered just before graduation via an online instrument. For those who did not respond to the initial survey, or indicated they were still seeking employment, a follow-up online survey invitation was sent to the graduate via email. A third follow-up to non-responders and those still seeking employment involved contacting the graduate via social media. National Student Clearinghouse and Marquette University enrollment data were also utilized to place non-responders into the outcome category related to enrollment in graduate/professional school. Data collection ended on December 31, 2020; thus, outcomes represent the first destination of the graduates up to that date.

RESULTS

Response Rates

The overall response rate for those who graduated in the 2019-2020 academic year, including all follow-up contact, was 77%, down compared to previous years (93% for the 2018-2019 cohort and 90% for the 2017-2018 cohort). The decline in the 2019-2020 cohort’s response rate is due to the cancellation of the May 2020 in-person graduation cap and gown pick-up, during which initial First Destination Survey data collection usually takes place and non-Marquette email addresses used in subsequent follow up outreach are collected. The table below shows response rates by college.

College	Number of Graduates	Number of Respondents	Response Rate
Arts and Sciences	490	342	70%
Business Administration	373	321	86%
Communication	232	161	69%
Education	62	54	87%
Engineering	254	211	83%
Health Sciences	276	231	84%
Nursing	145	91	63%
Professional Studies	4	2	50%
Overall	1,836	1,413	77%

First Destination Post-Graduation Outcomes

Graduates were grouped into one of several post-graduation outcomes based on their survey response. The categories are mutually exclusive. Post-graduation service represents students who are participating in a stipend-paid post-graduation service position such as the Peace Corps, AmeriCorps, or the Jesuit Volunteer Corps. Planning to continue education, not admitted/enrolled represents those not actively seeking employment and planning to enroll in a graduate/professional program. Not employed or in school, not seeking employment represents students who indicated they were not engaged in an activity and were not actively seeking employment or enrollment in a graduate/professional program. Seeking employment indicates those who were not engaged in any activity above and were still seeking employment as of December following graduation. Due to the COVID-19 pandemic, an initial question was added to the survey asking respondents whether they knew of their next steps post-graduation. Students who indicated that they were “unsure of their next steps” are omitted from post-graduation outcome calculations.

	2015-2016 (n=1,718)	2016-2017 (n=1,652)	2017-2018 (n=1,700)	2018-2019 (n=1,641)	2019-2020 (n=1,373)
Employed, full-time	56%	58%	58%	56%	55%
Employed, part-time	3%	3%	2%	3%	4%
Graduate/professional school, full-time	24%	23%	22%	24%	26%
Graduate/professional school, part-time	1%	1%	1%	1%	2%
Post-graduation service, full-time	2%	2%	2%	2%	2%
Active military	2%	2%	2%	2%	1%
Planning to continue education, not admitted/enrolled	3%	3%	3%	4%	1%
Not employed or in school, not seeking employment	1%	1%	0%	1%	2%
Seeking Employment	8%	7%	9%	8%	6%

First Destination Post-Graduation Outcomes by College:

The information below shows the post-graduation outcome rates for each of the eight undergraduate colleges at Marquette.

	2015-2016 (n = 399)	2016-2017 (n = 408)	2017-2018 (n=401)	2018-2019 (n=436)	2019-2020 (n=328)
College of Arts and Sciences					
Employed, full-time	33%	37%	39%	40%	35%
Employed, part-time	5%	5%	1%	4%	6%
Graduate/professional school, full-time	34%	33%	29%	33%	33%
Graduate/professional school, part-time	2%	2%	2%	1%	5%
Post-graduation service, full-time	4%	6%	4%	3%	6%
Active military	3%	3%	5%	2%	2%
Planning to continue education, not admitted/enrolled	7%	6%	7%	5%	1%
Not employed or in school, not seeking employed	2%	<1%	<1%	1%	3%
Seeking	11%	8%	11%	12%	8%
College of Business Administration					
	(n = 414)	(n = 417)	(n=386)	(n=310)	(n=313)
Employed, full-time	78%	82%	79%	82%	77%
Employed, part-time	0%	2%	<1%	1%	1%
Graduate/professional school, full-time	12%	9%	9%	9%	12%
Graduate/professional school, part-time	0%	<1%	<1%	0%	<1%
Post-graduation service, full-time	1%	1%	1%	0%	0%
Active military	1%	<1%	1%	1%	2%
Planning to continue education, not admitted/enrolled	2%	1%	1%	2%	1%
Not employed or in school, not seeking employed	1%	1%	<1%	1%	1%
Seeking	5%	3%	9%	4%	7%
College of Communication					
	(n = 224)	(n=213)	(n=232)	(n=217)	(n=155)
Employed, full-time	67%	66%	58%	62%	66%
Employed, part-time	7%	6%	9%	8%	11%
Graduate/professional school, full-time	10%	12%	10%	10%	12%
Graduate/professional school, part-time	1%	1%	1%	0%	2%
Post-graduation service, full-time	1%	0%	3%	2%	2%
Active military	2%	<1%	1%	0%	1%
Planning to continue education, not admitted/enrolled	0%	1%	1%	2%	0%
Not employed or in school, not seeking employed	1%	0%	1%	1%	1%
Seeking	10%	14%	16%	15%	6%
College of Education					
	(n = 85)	(n=62)	(n=52)	(n=46)	(n=54)
Employed, full-time	74%	79%	77%	78%	81%
Employed, part-time	4%	0%	8%	2%	4%
Graduate/professional school, full-time	8%	8%	8%	4%	7%
Graduate/professional school, part-time	1%	2%	0%	0%	2%
Post-graduation service, full-time	7%	2%	2%	0%	2%
Active military	1%	0%	0%	2%	0%
Planning to continue education, not admitted/enrolled	1%	0%	2%	0%	0%
Not employed or in school, not seeking employed	1%	0%	0%	0%	2%
Seeking	2%	8%	4%	13%	2%

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
College of Engineering	(n = 233)	(n=208)	(n = 245)	(n = 226)	(n = 211)
Employed, full-time	67%	69%	73%	68%	69%
Employed, part-time	1%	0%	0%	1%	1%
Graduate/professional school, full-time	18%	16%	15%	12%	11%
Graduate/professional school, part-time	0%	1%	<1%	1%	1%
Post-graduation service, full-time	0%	<1%	0%	0%	0%
Active military	2%	3%	2%	4%	1%
Planning to continue education, not admitted/enrolled	1%	<1%	0%	1%	0%
Not employed or in school, not seeking employed	1%	<1%	<1%	0%	4%
Seeking	10%	10%	9%	12%	11%
College of Health Sciences	(n = 228)	(n=221)	(n = 231)	(n = 256)	(n=222)
Employed, full-time	14%	13%	16%	14%	13%
Employed, part-time	2%	3%	1%	2%	4%
Graduate/professional school, full-time	66%	66%	70%	70%	74%
Graduate/professional school, part-time	1%	2%	1%	0%	2%
Post-graduation service, full-time	1%	2%	1%	1%	3%
Active military	0%	<1%	1%	1%	0%
Planning to continue education, not admitted/enrolled	8%	11%	4%	11%	1%
Not employed or in school, not seeking employed	0%	0%	0%	0%	1%
Seeking	7%	3%	4%	1%	<1%
College of Nursing	(n = 112)	(n = 112)	(n = 146)	(n = 134)	(n=88)
Employed, full-time	90%	88%	91%	89%	91%
Employed, part-time	1%	2%	0%	2%	1%
Graduate/professional school, full-time	1%	0%	0%	0%	2%
Graduate/professional school, part-time	0%	0%	0%	0%	1%
Post-graduation service, full-time	2%	2%	1%	1%	0%
Active military	3%	5%	3%	2%	2%
Planning to continue education, not admitted/enrolled	1%	0%	0%	1%	0%
Not employed or in school, not seeking employed	1%	2%	2%	1%	0%
Seeking	2%	1%	5%	4%	2%
College of Professional Studies	(n = 23)	(n = 11)	(n = 7)	(n = 16)	(n=2)
Employed, full-time	61%	82%	86%	88%	100%
Employed, part-time	0%	9%	0%	6%	0%
Graduate/professional school, full-time	4%	0%	0%	6%	0%
Graduate/professional school, part-time	4%	0%	0%	0%	0%
Post-graduation service, full-time	0%	0%	0%	0%	0%
Active military	0%	0%	0%	0%	0%
Planning to continue education, not admitted/enrolled	4%	0%	0%	0%	0%
Not employed or in school, not seeking employed	13%	0%	0%	0%	0%
Seeking	13%	9%	14%	0%	0%

Outcomes for students from the College of Professional Studies are excluded from the table above due to the small number of respondents.

Undergraduate Internships, Co-ops, and Research Experiences

Respondents from certain colleges were asked to report whether they participated in an internship, co-op, or research experience during their undergraduate career. Overall, 44% (n = 625) of survey responders provided information for this question set. The chart below shows this breakdown by college. Respondents may be counted in the multiple activity categories *or* “None of the above,” so the totals across rows will not sum to 100%. Note that the College of Education and the College of Nursing chose not to ask these questions of their students because of practical experience requirements built into their curriculum. College of Professional Studies results are excluded from the table below due to the small number of respondents.

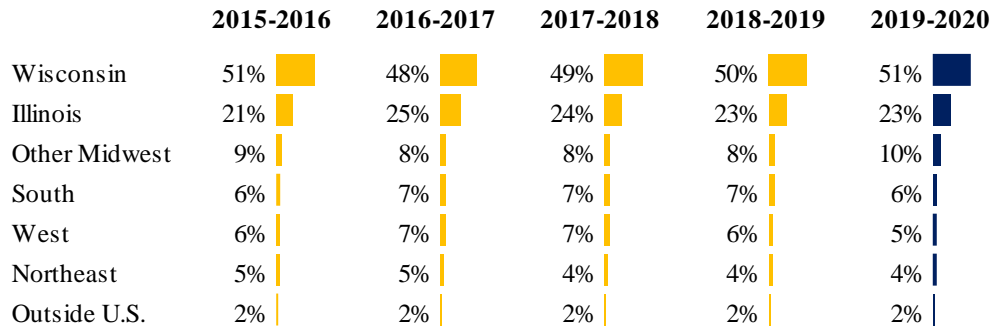
College	Year	Number of Respondents	High Impact Practice (select all that apply)			
			Internship	Co-op	Research Experience	None of the Above
Arts and Sciences	2016-2017	317	50%	0%	32%	33%
	2017-2018	333	54%	1%	33%	27%
	2018-2019	360	57%	0%	30%	25%
	2019-2020	159	59%	0%	30%	22%
Business Administration	2016-2017	335	87%	1%	2%	12%
	2017-2018	350	89%	2%	3%	8%
	2018-2019	288	87%	2%	3%	11%
	2019-2020	162	93%	0%	2%	7%
Communication	2016-2017	151	85%	1%	5%	13%
	2017-2018	210	89%	0%	3%	10%
	2018-2019	181	85%	0%	3%	14%
	2019-2020	49	88%	0%	8%	12%
Engineering	2016-2017	187	60%	45%	16%	16%
	2017-2018	226	59%	52%	25%	6%
	2018-2019	195	55%	49%	24%	11%
	2019-2020	163	65%	54%	16%	2%
Health Sciences	2016-2017	187	24%	0%	40%	42%
	2017-2018	161	32%	1%	37%	41%
	2018-2019	188	23%	0%	37%	48%
	2019-2020	91	25%	0%	41%	43%

Respondents who indicated that they participated in at least one internship were asked how many internships they had (up to six). Respondents who indicated that they participated in at least one research experience were asked how many research experiences they had (up to three). A team of representatives from each college helped to determine what the maximum number of internships and research experiences should be and noted that students almost never participate in more than one co-op; hence, the number of co-ops was not asked. For this survey, a research experience was defined as an experience in which a student conducted or helped to conduct research and was mentored by or worked closely with a faculty member, graduate student, or research group. Respondents were instructed not to include class projects, capstone projects, or independent study work.

	Number of Internships				Number of Research Experiences			
	2016-2017 (n=732)	2017-2018 (n=864)	2018-2019 (n=759)	2019-2020 (n=417)	2016-2017 (n=216)	2017-2018 (n=241)	2018-2019 (n=238)	2019-2020 (n=117)
1	45%	42%	42%	44%	71%	69%	69%	71%
2	35%	34%	35%	32%	22%	23%	21%	23%
3	14%	16%	16%	15%	7%	8%	11%	6%
4	4%	5%	5%	5%				
5	2%	2%	1%	3%				
6	1%	1%	1%	1%				

Starting Region

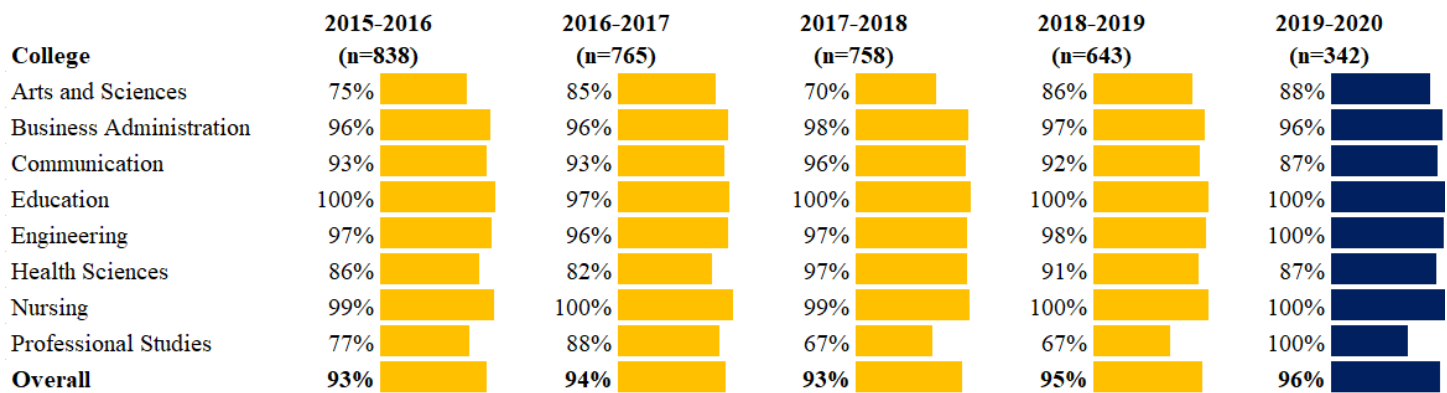
Graduates indicated their current location. In 2019-2020, 74% of respondents are located in Wisconsin or Illinois post-graduation, compared with 73% in 2018-2019 and 2017-2018.



Full-time Employment

Respondents were asked to indicate the relationship between their career goals and their full-time employment. Respondents in the military or in post-graduation stipend-paid service positions are excluded from this section.

In 2019-2020, 96% of respondents with full-time employment reported that they consider their job to be **related to their career goals and/or an entry-level path** that will allow them to achieve their career goals. This is similar to 2018-2019 (95%) and 2017-2018 (93%) graduates' responses.



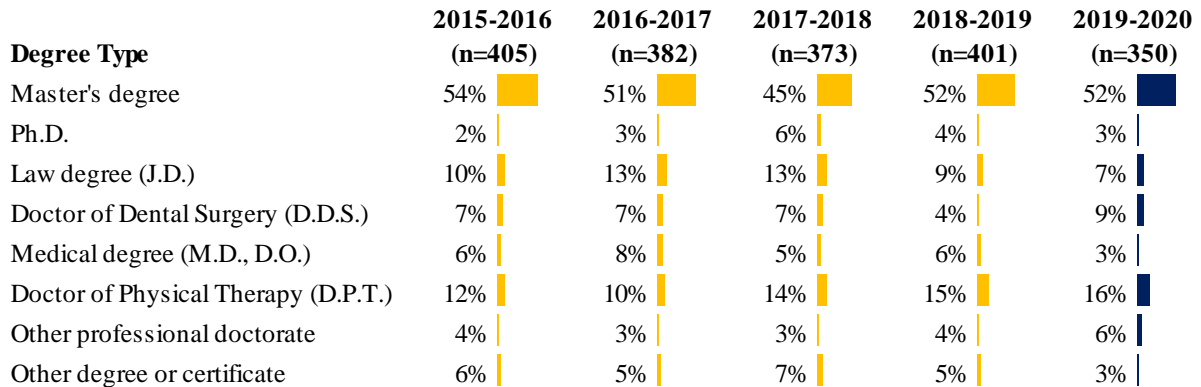
The table below shows gross starting salaries of full-time, non-temporary employed graduates by college. Respondents in the College of Professional Studies are excluded due to the small number of respondents. The salary numbers exclude those active in the military, those in a post-graduation stipend-paid service position, those in a temporary position, and those employed as Medical Scribes. About 43% of full-time employed respondents reported salary information on the survey (compared with 64% in 2018-2019 and 68% in 2017-2018).

College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Overall	2015-2016	579	\$40,000	\$52,000	\$60,000
	2016-2017	579	\$42,000	\$52,000	\$60,000
	2017-2018	622	\$42,000	\$53,000	\$60,000
	2018-2019	548	\$43,000	\$54,000	\$62,750
	2019-2020	317	\$47,840	\$57,000	\$65,000
Arts and Sciences	2015-2016	64	\$30,000	\$35,500	\$43,050
	2016-2017	68	\$32,000	\$38,000	\$44,500
	2017-2018	73	\$32,760	\$40,000	\$47,500
	2018-2019	76	\$31,000	\$43,000	\$52,000
	2019-2020	44	\$34,060	\$40,000	\$52,500
Business Administration	2015-2016	225	\$47,500	\$53,000	\$60,000
	2016-2017	225	\$46,000	\$53,000	\$59,000
	2017-2018	224	\$45,000	\$53,250	\$60,000
	2018-2019	191	\$50,000	\$55,000	\$62,500
	2019-2020	111	\$50,000	\$55,000	\$65,000
Communication	2015-2016	60	\$30,500	\$37,350	\$42,000
	2016-2017	54	\$32,000	\$38,000	\$47,000
	2017-2018	56	\$35,000	\$40,000	\$46,000
	2018-2019	58	\$37,500	\$42,000	\$45,000
	2019-2020	21	\$36,400	\$42,000	\$50,000
Education	2015-2016	26	\$31,000	\$35,000	\$40,000
	2016-2017	27	\$33,050	\$39,040	\$45,000
	2017-2018	21	\$35,000	\$38,000	\$40,000
	2018-2019	14	\$30,000	\$39,550	\$42,500
	2019-2020	6	\$39,000	\$40,500	\$42,500
Engineering	2015-2016	116	\$55,000	\$60,000	\$65,000
	2016-2017	115	\$58,000	\$61,000	\$67,000
	2017-2018	120	\$60,000	\$63,000	\$66,202
	2018-2019	105	\$60,000	\$65,000	\$70,000
	2019-2020	76	\$64,000	\$68,500	\$73,750
Health Sciences	2015-2016	14	\$30,000	\$43,475	\$50,000
	2016-2017	10	\$31,000	\$36,500	\$48,000
	2017-2018	23	\$30,000	\$48,000	\$55,000
	2018-2019	23	\$30,000	\$37,000	\$42,494
	2019-2020	10	\$41,000	\$55,580	\$58,500
Nursing	2015-2016	74	\$50,000	\$54,440	\$60,000
	2016-2017	80	\$50,000	\$53,000	\$60,000
	2017-2018	105	\$50,000	\$55,000	\$60,000
	2018-2019	85	\$50,000	\$55,000	\$60,000
	2019-2020	49	\$52,000	\$56,000	\$60,000

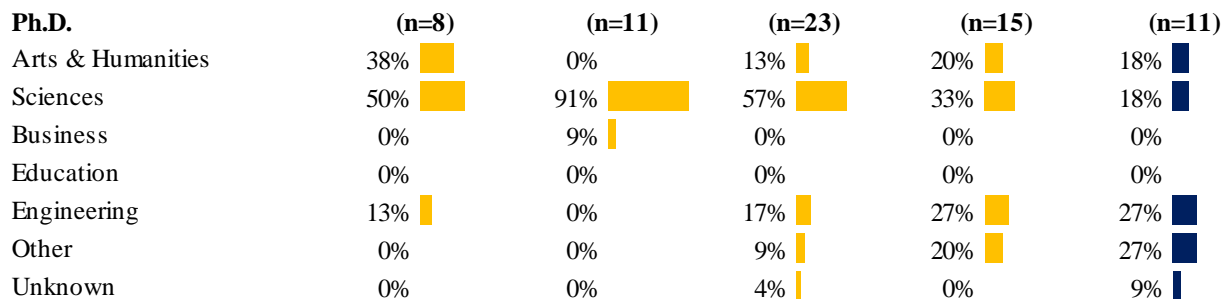
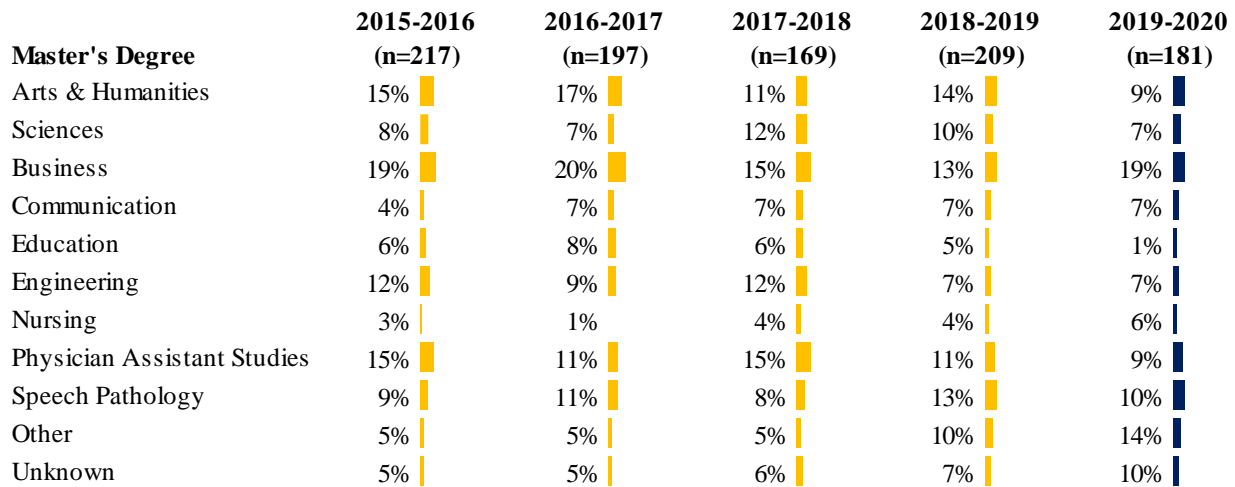
Graduate and Professional Education

Those pursuing graduate/professional school were asked to indicate the type of degree they are pursuing and the field of study of the degree. The survey also collected the name of the school, although that information is not included within this report.

About 50% of those pursuing graduate/professional school are pursuing a Master's degree. The "Other professional doctorate" category includes degrees such as Doctor of Optometry (O.D.) and Doctor of Audiology (AuD). The "Other" category primarily includes second bachelor's degrees and certificates.



Students pursuing either Master's or Ph.D. degrees were asked to indicate their field of study. The "Other" category in the Master's Degree chart includes fields such as design, public health, and behavior analysis.



Seeking Employment and Planning on Continuing Education

Graduates who indicated they were either seeking employment or planning to continue education were asked to comment on their job search or graduate/professional program search process. Respondents who reported that they were seeking employment and who responded to this follow-up question (n = 47) had the option to choose from a list of seven options to describe where they were in the process. All respondents who completed the “seeking employment” follow-up questions are included in the charts below, even those who indicated that they were also in another post-graduation outcome category (e.g. employed part-time *and* seeking employment). Respondents could check all that applied to them; therefore, the percentages across each row will not add up to 100%.

		Job Search Process - Seeking Employment (select all that apply)							
Number of Respondents	Year	Applying	Interviewing	Planning to Relocate First	Taking a Gap-Year	Researching Jobs	Have Not Started	Other	
152	2016-2017	80%	32%	5%	12%	23%	0%	4%	
136	2017-2018	74%	38%	5%	7%	21%	7%	4%	
168	2018-2019	76%	40%	8%	11%	17%	3%	2%	
47	2019-2020	66%	32%	4%	6%	30%	4%	11%	

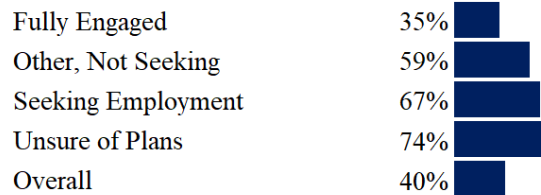
For respondents reporting that they were planning to continue education and who responded to this follow-up question (n = 35), they had the option to choose from a list of seven options to describe where they are in the process.

		Program Search Process - Planning to Continue Education (select all that apply)						
Number of Respondents	Year	Applied & Waiting to Hear Back	Studying for Tests	Researching Programs	Taking a Gap-Year	Thinking but Not Committed	Applying	Other
118	2016-2017	21%	41%	29%	57%	14%	43%	3%
123	2017-2018	17%	29%	24%	50%	14%	40%	7%
103	2018-2019	16%	35%	29%	48%	17%	44%	0%
35	2019-2020	17%	20%	34%	49%	34%	34%	0%

The Impact of COVID-19

Members of the 2019-2020 graduating cohort were asked if COVID-19 impacted the original plans they had for their lives after graduating from Marquette. Of the 587 graduates who responded to the question, 40% answered “Yes,” COVID-19 impacted the original plans they had after graduating from Marquette. The question is broken down by outcome category below. “Fully Engaged” includes those who are employed full-time, in graduate/professional school full time or part time, serving in the military full-time, and engaged in post-graduate service (such as AmeriCorps). The “Other, Not Seeking” category shown includes part-time employment, those planning to attend graduate professional school but have not enrolled, and those not seeking employment and not continuing education. “Seeking” are those who indicated they are seeking employment, and “Unsure of Plans” includes graduates who responded they were unsure of their next steps post-graduation and thus did not respond to the outcome survey question.

Respondents Impacted by COVID-19 by Outcome Category



Respondents who indicated that COVID-19 impacted the original plans they had after graduating from Marquette were invited to answer an open-ended question asking how COVID-19 impacted their plans. Themes for most commonly cited responses are below.

Theme	Description	(n=207)
Job Start Delay	Job start date was delayed	19%
Location	Had to return home or re-locate; planned to re-locate but couldn't	15%
Rescinded Job Offer/Furlough/Laid Off	Job offer rescinded; furloughed; laid off from a job	14%
Difficulty Finding a Job	General difficulty with job search process; unable to find a job	13%
Hire Freeze	Current hire freeze on position(s), location(s), or field(s) of interest	10%
Internship	Internship cancelled, delayed internship, unable to find an internsh	10%

DISCUSSION

Results from this annual survey are distributed to many campus constituency groups and are used to inform current and future students of first destination post-graduation outcomes.

There are interactive reports available that provide further investigation into Undergraduate First Destination Survey data:

[Outcomes by College and Graduation Year](#) (public)

[Outcomes by Major](#) (public)

Data collection procedures for this survey follow the National Association of Colleges and Employers ([NACE standards and protocols](#)) for the collection of graduating student initial career outcomes information for undergraduates. Marquette's Career Services Center submits Undergraduate First Destination Survey outcomes data, aggregated at the major level, to NACE for inclusion in NACE's yearly report on first destination outcomes, including national hiring and continuing education trends.

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