

2021-2022 UNDERGRADUATE FIRST-DESTINATION SURVEY

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, 2021 and June 30, 2022.

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 obtaining information from 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, 2022; 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 2021-2022 academic year, including all follow-up contact, was 89%, up compared to previous years (74% for the 2020-2021 cohort and 77% for the 2019-2020 cohort) though similar to years prior to 2019-2020. The decline in recent previous years' response rates is partially due to changes in data collection strategies as a result of the COVID-19 pandemic. The table below shows response rates by college.

| College | Number of Graduates | Number of Respondents | Response Rate |
|-------------------------|---------------------|-----------------------|---------------|
| Arts and Sciences | 532 | 461 | 87% |
| Business Administration | 402 | 384 | 96% |
| Communication | 206 | 157 | 76% |
| Education | 66 | 57 | 86% |
| Engineering | 266 | 242 | 91% |
| Health Sciences | 327 | 293 | 90% |
| Nursing | 164 | 161 | 98% |
| Overall | 1,963 | 1,755 | 89% |

EXECUTIVE SUMMARY

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.

In 2021-2022, the percent of graduates who are full-time employed is 57%.

| | 2017-2018 (n=1,700) | 2018-2019 (n=1,641) | 2019-2020 (n=1,373) | 2020-2021 (n=1,393) | 2021-2022 (n=1,755) |
|---|------------------------|------------------------|------------------------|------------------------|------------------------|
| Employed, full-time | 58% | 56% | 55% | 66% | 57% |
| Employed, part-time | 2% | 3% | 4% | 2% | 4% |
| Graduate/professional school, full-time | 22% | 24% | 26% | 25% | 25% |
| Graduate/professional school, part-time | 1% | 1% | 2% | 2% | 1% |
| Post-graduation service, full-time | 2% | 2% | 2% | 1% | 1% |
| Active military | 2% | 2% | 1% | 1% | 1% |
| Planning to continue education, not admitted/enrolled | 3% | 4% | 1% | <1% | 3% |
| Not employed or in school, not seeking employment | 0% | 1% | 2% | <1% | 0% |
| Seeking Employment | 9% | 8% | 6% | 3% | 6% |

First Destination Post-Graduation Outcomes by College:

The information below shows the post-graduation outcome rates for seven undergraduate colleges at Marquette. Outcomes for students from the College of Professional Studies are excluded from the table above due to the small number of respondents.

EXECUTIVE SUMMARY

| | 2017-2018 (n=401) | 2018-2019 (n=436) | 2019-2020 (n=328) | 2020-2021 (n=305) | 2021-2022 (n=461) |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| College of Arts and Sciences | | | | | |
| Employed, full-time | 39% | 40% | 35% | 51% | 40% |
| Employed, part-time | 1% | 4% | 6% | 5% | 7% |
| Graduate/professional school, full-time | 29% | 33% | 33% | 33% | 29% |
| Graduate/professional school, part-time | 2% | 1% | 5% | 2% | 2% |
| Post-graduation service, full-time | 4% | 3% | 6% | 3% | 3% |
| Active military | 5% | 2% | 2% | 1% | 2% |
| Planning to continue education, not admitted/enrolled | 7% | 5% | 1% | 1% | 8% |
| Not employed or in school, not seeking employed | <1% | 1% | 3% | <1% | 0% |
| Seeking | 11% | 12% | 8% | 4% | 8% |
| College of Business Administration | | | | | |
| Employed, full-time | 79% | 82% | 77% | 87% | 82% |
| Employed, part-time | <1% | 1% | 1% | 1% | 1% |
| Graduate/professional school, full-time | 9% | 9% | 12% | 9% | 11% |
| Graduate/professional school, part-time | <1% | 0% | <1% | 2% | 0% |
| Post-graduation service, full-time | 1% | 0% | 0% | 0% | 0% |
| Active military | 1% | 1% | 2% | <1% | <1% |
| Planning to continue education, not admitted/enrolled | 1% | 2% | 1% | 0% | <1% |
| Not employed or in school, not seeking employed | <1% | 1% | 1% | 0% | 1% |
| Seeking | 9% | 4% | 7% | 2% | 4% |
| College of Communication | | | | | |
| Employed, full-time | 58% | 62% | 66% | 78% | 64% |
| Employed, part-time | 9% | 8% | 11% | 4% | 10% |
| Graduate/professional school, full-time | 10% | 10% | 12% | 12% | 12% |
| Graduate/professional school, part-time | 1% | 0% | 2% | 3% | 1% |
| Post-graduation service, full-time | 3% | 2% | 2% | 1% | 1% |
| Active military | 1% | 0% | 1% | 1% | 1% |
| Planning to continue education, not admitted/enrolled | 1% | 2% | 0% | 0% | 0% |
| Not employed or in school, not seeking employed | 1% | 1% | 1% | 0% | 0% |
| Seeking | 16% | 15% | 6% | 1% | 13% |
| College of Education | | | | | |
| Employed, full-time | 77% | 78% | 81% | 59% | 65% |
| Employed, part-time | 8% | 2% | 4% | 11% | 7% |
| Graduate/professional school, full-time | 8% | 4% | 7% | 19% | 14% |
| Graduate/professional school, part-time | 0% | 0% | 2% | 4% | 0% |
| Post-graduation service, full-time | 2% | 0% | 2% | 0% | 5% |
| Active military | 0% | 2% | 0% | 0% | 0% |
| Planning to continue education, not admitted/enrolled | 2% | 0% | 0% | 4% | 0% |
| Not employed or in school, not seeking employed | 0% | 0% | 2% | 0% | 0% |
| Seeking | 4% | 13% | 2% | 4% | 9% |

EXECUTIVE SUMMARY

| | 2017-2018 (n = 245) | 2018-2019 (n = 226) | 2019-2020 (n = 211) | 2020-2021 (n = 218) | 2021-2022 (n = 242) |
|---|------------------------|------------------------|------------------------|------------------------|------------------------|
| College of Engineering | | | | | |
| Employed, full-time | 73% | 68% | 69% | 79% | 77% |
| Employed, part-time | 0% | 1% | 1% | 1% | <1% |
| Graduate/professional school, full-time | 15% | 12% | 11% | 11% | 12% |
| Graduate/professional school, part-time | <1% | 1% | 1% | <1% | <1% |
| Post-graduation service, full-time | 0% | 0% | 0% | <1% | <1% |
| Active military | 2% | 4% | 1% | 1% | 2% |
| Planning to continue education, not admitted/enrolled | 0% | 1% | 0% | 1% | <1% |
| Not employed or in school, not seeking employed | <1% | 0% | 4% | <1% | 0% |
| Seeking | 9% | 12% | 11% | 5% | 7% |
| College of Health Sciences | | | | | |
| Employed, full-time | 16% | 14% | 13% | 17% | 19% |
| Employed, part-time | 1% | 2% | 4% | 1% | 2% |
| Graduate/professional school, full-time | 70% | 70% | 74% | 79% | 69% |
| Graduate/professional school, part-time | 1% | 0% | 2% | 0% | <1% |
| Post-graduation service, full-time | 1% | 1% | 3% | <1% | 1% |
| Active military | 1% | 1% | 0% | 0% | 0% |
| Planning to continue education, not admitted/enrolled | 4% | 11% | 1% | 1% | 6% |
| Not employed or in school, not seeking employed | 0% | 0% | 1% | 0% | 0% |
| Seeking | 4% | 1% | <1% | 1% | 3% |
| College of Nursing | | | | | |
| Employed, full-time | 91% | 89% | 91% | 91% | 89% |
| Employed, part-time | 0% | 2% | 1% | 1% | 1% |
| Graduate/professional school, full-time | 0% | 0% | 2% | 0% | 1% |
| Graduate/professional school, part-time | 0% | 0% | 1% | 1% | 0% |
| Post-graduation service, full-time | 1% | 1% | 0% | 0% | 0% |
| Active military | 3% | 2% | 2% | 4% | 2% |
| Planning to continue education, not admitted/enrolled | 0% | 1% | 0% | 0% | 0% |
| Not employed or in school, not seeking employed | 2% | 1% | 0% | 0% | 0% |
| Seeking | 5% | 4% | 2% | 2% | 6% |

EXECUTIVE SUMMARY

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, 74% (n = 1,301) of survey responders provided information for this question set. The chart below shows this breakdown by college.

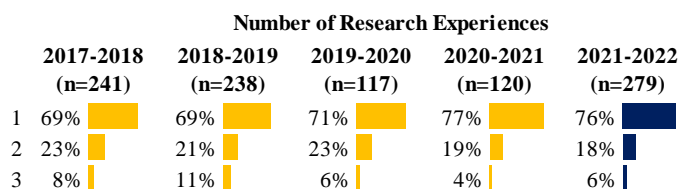
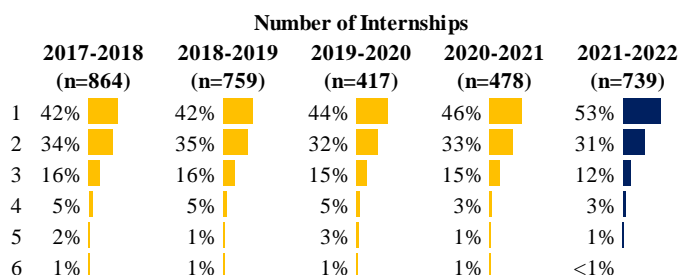
Respondents may be counted in the multiple activity categories or “None of the above,” so the totals across rows will not sum to 100%. Note that the College of Education and the College of Nursing chose not to ask these questions of their students because of practical experience requirements built into 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 | 2017-2018 | 333 | 54% | 1% | 33% | 27% |
| | 2018-2019 | 360 | 57% | 0% | 30% | 25% |
| | 2019-2020 | 159 | 59% | 0% | 30% | 22% |
| | 2020-2021 | 125 | 48% | 0% | 32% | 30% |
| | 2021-2022 | 384 | 46% | 0% | 31% | 35% |
| Business Administration | 2017-2018 | 350 | 89% | 2% | 3% | 8% |
| | 2018-2019 | 288 | 87% | 2% | 3% | 11% |
| | 2019-2020 | 162 | 93% | 0% | 2% | 7% |
| | 2020-2021 | 313 | 86% | 0% | 4% | 13% |
| | 2021-2022 | 343 | 82% | 0% | 1% | 18% |
| Communication | 2017-2018 | 210 | 89% | 0% | 3% | 10% |
| | 2018-2019 | 181 | 85% | 0% | 3% | 14% |
| | 2019-2020 | 49 | 88% | 0% | 8% | 12% |
| | 2020-2021 | 59 | 81% | 0% | 3% | 19% |
| | 2021-2022 | 137 | 81% | 0% | 2% | 19% |
| Engineering | 2017-2018 | 226 | 59% | 52% | 25% | 6% |
| | 2018-2019 | 195 | 55% | 49% | 24% | 11% |
| | 2019-2020 | 163 | 65% | 54% | 16% | 2% |
| | 2020-2021 | 150 | 57% | 53% | 24% | 9% |
| | 2021-2022 | 224 | 61% | 37% | 26% | 12% |
| Health Sciences | 2017-2018 | 161 | 32% | 1% | 37% | 41% |
| | 2018-2019 | 188 | 23% | 0% | 37% | 48% |
| | 2019-2020 | 91 | 25% | 0% | 41% | 43% |
| | 2020-2021 | 87 | 15% | 0% | 34% | 56% |
| | 2021-2022 | 212 | 16% | 0% | 46% | 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

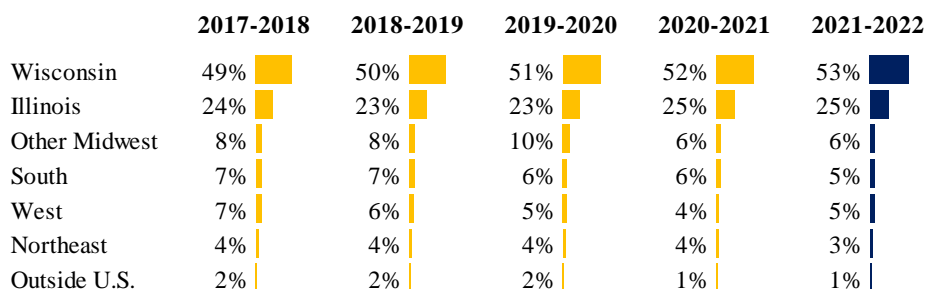
EXECUTIVE SUMMARY

closely with a faculty member, graduate student, or research group. Respondents were instructed not to include class projects, capstone projects, or independent study work.



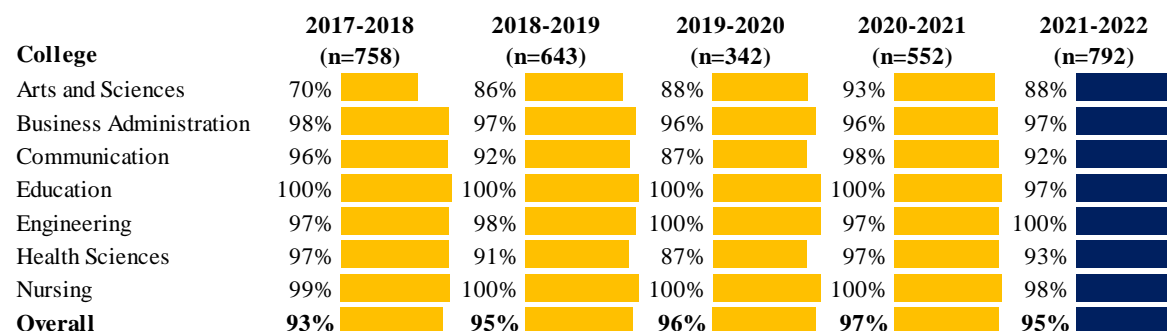
Starting Region

Graduates indicated their current location. In 2021-2022, 78% of respondents are located in Wisconsin or Illinois post-graduation, compared with 77% in 2020-2021 and 74% in 2019-2020.



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.



EXECUTIVE SUMMARY





























































In 2021-2022, 95% 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 2020-2021 (97%) and 2019-2020 (96%) 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 73% of full-time employed respondents reported salary information on the survey (compared with 54% in 2020-2021 and 43% in 2019-2020).

(chart continues on next page)

| College | Year | Number of Respondents | Starting Salary | | |
|-------------------------|-----------|-----------------------|-----------------|----------|-----------------|
| | | | 25th percentile | Median | 75th percentile |
| Overall | 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 |
| | 2020-2021 | 475 | \$50,000 | \$60,000 | \$67,500 |
| | 2021-2022 | 684 | \$50,000 | \$60,920 | \$70,000 |
| Arts and Sciences | 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 |
| | 2020-2021 | 41 | \$37,000 | \$42,500 | \$60,000 |
| | 2021-2022 | 101 | \$40,000 | \$50,000 | \$70,000 |
| Business Administration | 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 |
| | 2020-2021 | 223 | \$50,000 | \$58,000 | \$66,500 |
| | 2021-2022 | 226 | \$55,000 | \$62,250 | \$70,000 |
| Communication | 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 |
| | 2020-2021 | 33 | \$40,000 | \$45,000 | \$50,000 |
| | 2021-2022 | 59 | \$43,000 | \$48,000 | \$55,000 |

EXECUTIVE SUMMARY

| | | | | | | | | |
|-----------------|-----------|-----|----------|--|----------|--|----------|--|
| Education | 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 |  |
| | 2020-2021 | 6 | \$39,000 |  | \$41,500 |  | \$43,000 |  |
| | 2021-2022 | 22 | \$42,500 |  | \$45,000 |  | \$46,100 |  |
| Engineering | 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 |  |
| | 2020-2021 | 108 | \$62,000 |  | \$67,250 |  | \$70,000 |  |
| | 2021-2022 | 140 | \$65,000 |  | \$70,000 |  | \$75,000 |  |
| Health Sciences | 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 |  |
| | 2020-2021 | 19 | \$30,000 |  | \$35,000 |  | \$42,000 |  |
| | 2021-2022 | 34 | \$37,000 |  | \$50,000 |  | \$60,008 |  |
| Nursing | 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 |  |
| | 2020-2021 | 45 | \$55,000 |  | \$60,000 |  | \$65,000 |  |
| | 2021-2022 | 102 | \$60,000 |  | \$63,000 |  | \$70,000 |  |

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 half 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.

EXECUTIVE SUMMARY

| Degree Type | 2017-2018 (n=373) | 2018-2019 (n=401) | 2019-2020 (n=350) | 2020-2021 (n=341) | 2021-2022 (n=436) |
|-------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Master's degree | 45% | 52% | 52% | 48% | 53% |
| Ph.D. | 6% | 4% | 3% | 2% | 3% |
| Law degree (J.D.) | 13% | 9% | 7% | 11% | 11% |
| Doctor of Dental Surgery (D.D.S.) | 7% | 4% | 9% | 8% | 7% |
| Medical degree (M.D., D.O.) | 5% | 6% | 3% | 3% | 1% |
| Doctor of Physical Therapy (D.P.T.) | 14% | 15% | 16% | 21% | 14% |
| Other professional doctorate | 3% | 4% | 6% | 4% | 5% |
| Other degree or certificate | 7% | 5% | 3% | 3% | 7% |

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.

| Master's Degree | 2017-2018 (n=169) | 2018-2019 (n=209) | 2019-2020 (n=181) | 2020-2021 (n=165) | 2021-2022 (n=232) |
|-----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Arts & Humanities | 11% | 14% | 9% | 14% | 12% |
| Sciences | 12% | 10% | 7% | 8% | 11% |
| Business | 15% | 13% | 19% | 21% | 17% |
| Communication | 7% | 7% | 7% | 7% | 4% |
| Education | 6% | 5% | 1% | 5% | 3% |
| Engineering | 12% | 7% | 7% | 8% | 6% |
| Nursing | 4% | 4% | 6% | 5% | 3% |
| Physician Assistant Studies | 15% | 11% | 9% | 11% | 15% |
| Speech Pathology | 8% | 13% | 10% | 16% | 18% |
| Other | 5% | 10% | 14% | 4% | 9% |
| Unknown | 6% | 7% | 10% | 7% | 1% |

| Ph.D. | (n=23) | (n=15) | (n=11) | (n=7) | (n=11) |
|-------------------|--------|--------|--------|-------|--------|
| Arts & Humanities | 13% | 20% | 18% | 0% | 0% |
| Sciences | 57% | 33% | 18% | 29% | 36% |
| Business | 0% | 0% | 0% | 14% | 0% |
| Education | 0% | 0% | 0% | 0% | 0% |
| Engineering | 17% | 27% | 27% | 43% | 64% |
| Other | 9% | 20% | 27% | 14% | 0% |
| Unknown | 4% | 0% | 9% | 0% | 0% |

EXECUTIVE SUMMARY

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 = 159) 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 |
|-----------------------|-----------|----------|--------------|----------------------------|-------------------|------------------|------------------|-------|
| 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% |
| 27 | 2020-2021 | 59% | 33% | 7% | 11% | 33% | 7% | 4% |
| 159 | 2021-2022 | 65% | 33% | 9% | 14% | 16% | 6% | 8% |

For respondents reporting that they were planning to continue education and who responded to this follow-up question (n = 125), 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 |
|-----------------------|-----------|--------------------------------|--------------------|----------------------|-------------------|----------------------------|----------|-------|
| 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% |
| 42 | 2020-2021 | 14% | 29% | 45% | 45% | 24% | 24% | 2% |
| 125 | 2021-2022 | 14% | 29% | 25% | 45% | 9% | 45% | 2% |

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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