

INTRODUCTION

The Graduate First Destination Survey investigates the employment and enrollment in graduate/professional school activities of recent graduate degree recipients with the goal of estimating post-graduation outcomes rates. The target populations are certificate, master’s, and doctoral 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 additional 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 67%, down slightly compared to previous years (74% for the 2018-2019 cohort and 73% for the 2017-2018 cohort). The decline in the 2019-2020 cohort’s response rate is due largely 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 tables below show response rates by college/school and degree level.¹

College/School	Number of Graduates	Number of Respondents	Response Rate
Arts and Sciences	128	95	74%
Business Administration	135	100	74%
Communication	29	21	72%
Education	84	53	63%
Engineering	51	44	86%
Health Sciences	45	27	60%
Nursing	254	148	58%
Other ¹	15	8	53%
Overall	741	496	67%

Degree Level	Number of Graduates	Number of Respondents	Response Rate
Master's	646	432	67%
Ph.D.	65	46	71%
Certificate	30	18	60%
Overall	741	496	67%

¹ The “Other” category includes the School of Dentistry and Graduate School.

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. Other Not Seeking represents those engaged in post-graduation service, in the military full or part time, those planning to continue education, or 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.

	2017-2018 (n=480)	2018-2019 (n=512)	2019-2020 (n=485)
Employed, full-time	76%	73%	80%
Employed, part-time	3%	3%	1%
Graduate/professional school, full-time	6%	9%	10%
Graduate/professional school, part-time	4%	5%	4%
Other Not Seeking	1%	1%	1%
Seeking Employment	10%	10%	4%

First Destination Post-Graduation Outcomes by College:

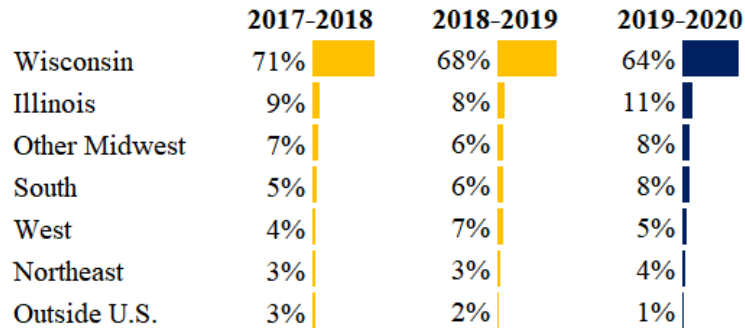
The information below shows the post-graduation outcome rates for seven colleges at Marquette. The Graduate School and School of Dentistry are omitted due to a low number of respondents.

	2017-2018 (n=102)	2018-2019 (n=97)	2019-2020 (n=93)
College of Arts and Sciences			
Employed, full-time	67%	51%	60%
Employed, part-time	4%	8%	2%
Graduate/professional school, full-time	14%	24%	26%
Graduate/professional school, part-time	2%	3%	1%
Other not seeking	5%	0%	0%
Seeking	11%	14%	11%
College of Business Administration			
Employed, full-time	77%	93%	89%
Employed, part-time	0%	0%	0%
Graduate/professional school, full-time	1%	1%	5%
Graduate/professional school, part-time	1%	0%	1%
Other not seeking	0%	1%	2%
Seeking	20%	5%	3%
College of Communication			
Employed, full-time	86%	64%	95%
Employed, part-time	0%	0%	0%
Graduate/professional school, full-time	0%	21%	5%
Graduate/professional school, part-time	13%	0%	0%
Other not seeking	4%	1%	0%
Seeking	5%	14%	0%

	2017-2018	2018-2019	2019-2020
College of Education	(n=68)	(n=63)	(n=52)
Employed, full-time	78% 	79% 	85% 
Employed, part-time	6% 	2% 	0%
Graduate/professional school, full-time	4% 	5% 	6% 
Graduate/professional school, part-time	1% 	0%	6% 
Other not seeking	1% 	2% 	2% 
Seeking	9% 	13% 	2% 
College of Engineering	(n = 54)	(n = 42)	(n=44)
Employed, full-time	80% 	71% 	80% 
Employed, part-time	0%	0%	0%
Graduate/professional school, full-time	11% 	14% 	20% 
Graduate/professional school, part-time	2% 	0%	0%
Other not seeking	0%	2% 	0%
Seeking	7% 	12% 	0%
College of Health Sciences	(n = 37)	(n = 39)	(n=26)
Employed, full-time	89% 	74% 	92% 
Employed, part-time	3% 	0%	4% 
Graduate/professional school, full-time	0%	8% 	0%
Graduate/professional school, part-time	0%	0%	0%
Other not seeking	0%	0%	0%
Seeking	8% 	18% 	4% 
College of Nursing	(n = 118)	(n = 109)	(n=144)
Employed, full-time	74% 	65% 	80% 
Employed, part-time	4% 	4% 	1%
Graduate/professional school, full-time	3% 	4% 	4% 
Graduate/professional school, part-time	13% 	19% 	10% 
Other not seeking	0%	0%	2% 
Seeking	6% 	8% 	3% 

Starting Region

Graduates indicated their current location. In 2019-2020, 75% of respondents are located in Wisconsin or Illinois post-graduation, compared with 76% in 2018-2019 and 80% in 2017-2018.

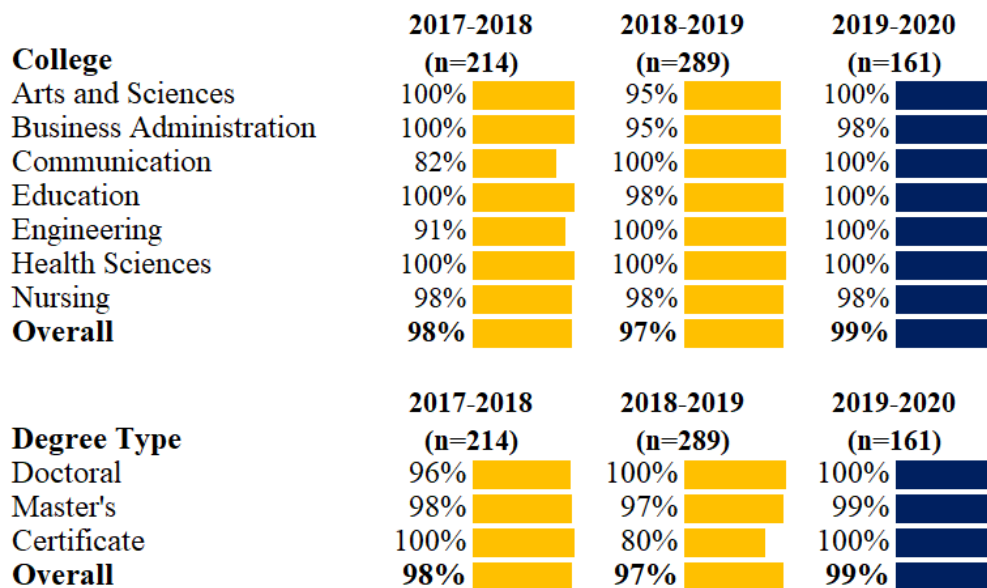


Full-time Employment

Respondents who were full-time employed answered additional questions about their employment. Respondents in the military or in post-graduation stipend-paid service positions are excluded from this section.

Respondents were asked to indicate the relationship between their career goals and their full-time employment. The chart below represents a breakdown of respondents who answered “yes” to whether they consider their job to be related to their career goals and/or a path that will allow them to achieve their career goals.

Employment Relationship to Program by College/School and Degree Type



Respondents were asked to indicate which of the following categories best describes the type of organization for which they work. The chart below shows a breakdown by college and degree type. The Graduate School and School of Dentistry are omitted due to a low number of respondents.

Full-Time Employment Organization Type by College/School and Degree Type

College	Organization	2017-2018 (N =)	2018-2019 (N =)	2019-2020 (N =)
Arts and Sciences	Education	53%	35%	56%
	Government	2%	6%	2%
	Industry	22%	39%	31%
	Not for profit	18%	18%	11%
	Other	4%	2%	0%
Business Administration	Education	28%	23%	23%
	Government	2%	3%	3%
	Industry	43%	53%	55%
	Not for profit	23%	16%	18%
	Other	5%	5%	1%
Communication	Education	38%	29%	21%
	Government	0%	0%	0%
	Industry	31%	57%	58%
	Not for profit	15%	14%	21%
	Other	15%	0%	0%
Education	Education	18%	10%	26%
	Government	7%	10%	6%
	Industry	75%	80%	68%
	Not for profit	0%	0%	0%
	Other	0%	0%	0%
Engineering	Education	33%	33%	38%
	Government	0%	0%	4%
	Industry	17%	33%	25%
	Not for profit	23%	17%	25%
	Other	5%	17%	8%
Health Sciences	Education	50%	59%	68%
	Government	4%	3%	0%
	Industry	29%	34%	18%
	Not for profit	11%	3%	5%
	Other	7%	0%	9%
Nursing	Education	16%	20%	8%
	Industry	18%	24%	56%
	Not for profit	59%	37%	34%
	Other	5%	18%	1%

Continued from page 5.

		2017-2018 (N = 39)	2018-2019 (N = 42)	2019-2020 (N = 36)
Degree Type Doctoral	Organization Education	74%	55%	78%
	Government	5%	12%	0%
	Industry	15%	19%	19%
	Not for profit	5%	10%	3%
	Other	0%	5%	0%
Degree Type Master's	Organization Education	28%	23%	23%
	Government	2%	3%	3%
	Industry	43%	53%	55%
	Not for profit	23%	16%	18%
	Other	5%	5%	1%
Degree Type Certificate	Organization Education	33%	33%	38%
	Government	0%	0%	4%
	Industry	17%	33%	25%
	Not for profit	23%	17%	25%
	Other	5%	17%	8%

Respondents were asked whether they were working for their employer before or while pursuing their Marquette graduate degree. The chart below indicates those that responded “yes” to the survey question by college and degree type. The Graduate School and School of Dentistry are omitted due to a low number of respondents.

Percentage Working for Current Employer while Pursuing Marquette Graduate Degree

College	2017-2018 (N=217)	2018-2019 (N=296)	2019-2020 (n=165)
Arts and Sciences	29%	29%	30%
Business Administration	75%	63%	54%
Communication	55%	25%	33%
Education	52%	30%	32%
Engineering	45%	39%	40%
Health Sciences	17%	15%	17%
Nursing	56%	45%	39%

Degree Type	2017-2018 (N = 216)	2018-2019 (N = 293)	2019-2020 (N = 162)
Doctoral	41%	32%	28%
Master's	52%	59%	41%

The table below shows gross salaries of full-time, non-temporary employed graduates by college. Respondents in School of Dentistry and Graduate School are excluded due to low headcounts. 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 38% of full-time employed respondents reported salary information on the survey (compared with 63% in 2018-2019 and 58% in 2017-2018).

Salary Statistics for Full-Time Employed by College

College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Arts and Sciences	2017-2018	32	\$40,000	\$50,000	\$72,500
	2018-2019	32	\$48,000	\$50,000	\$86,500
	2019-2020	15	\$40,000	\$51,000	\$70,000
Business Administration	2017-2018	52	\$58,000	\$75,000	\$100,000
	2018-2019	75	\$64,000	\$85,000	\$118,000
	2019-2020	36	\$54,000	\$72,000	\$115,250
Communication	2017-2018	10	\$40,000	\$46,000	\$50,000
	2018-2019	-	-	-	-
	2019-2020	9	\$41,000	\$42,000	\$57,000
Education	2017-2018	27	\$40,000	\$42,000	\$49,000
	2018-2019	37	\$39,000	\$43,000	\$47,000
	2019-2020	21	\$40,000	\$45,000	\$50,000
Engineering	2017-2018	19	\$53,000	\$64,500	\$70,000
	2018-2019	17	\$50,000	\$65,000	\$82,000
	2019-2020	10	\$59,924	\$70,000	\$80,000
Health Sciences	2017-2018	24	\$45,000	\$50,902	\$62,500
	2018-2019	22	\$47,200	\$50,500	\$60,000
	2019-2020	10	\$49,000	\$54,000	\$62,000
Nursing	2017-2018	41	\$55,000	\$61,000	\$92,000
	2018-2019	38	\$57,000	\$72,500	\$96,000
	2019-2020	44	\$53,000	\$64,000	\$94,000

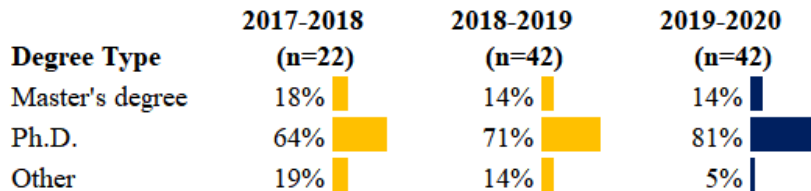
Salary Statistics for Full-Time Employed by Degree Type

Degree	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Doctoral	2017-2018	23	\$46,102	\$50,000	\$65,000
	2018-2019	30	\$48,500	\$50,950	\$85,000
	2019-2020	14	\$40,000	\$48,500	\$55,000
Master's	2017-2018	179	\$46,000	\$59,400	\$81,000
	2018-2019	194	\$48,360	\$62,700	\$92,000
	2019-2020	127	\$50,000	\$60,000	\$80,000
Certificate	2017-2018	7	\$50,000	\$61,000	\$99,496
	2018-2019	-	-	-	-
	2019-2020	6	\$65,000	\$91,000	\$96,000

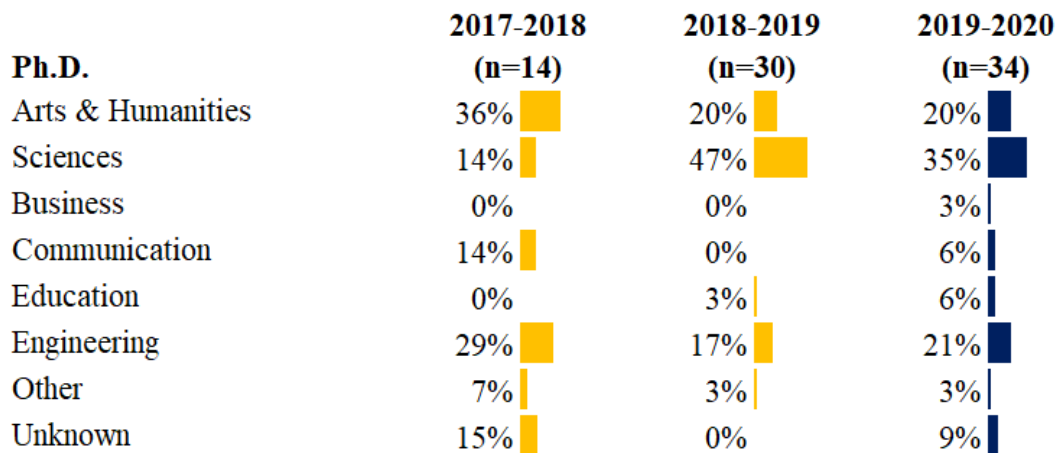
Graduate and Professional Education

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 81% of those pursuing graduate/professional school are pursuing a Doctorate degree. The “Other” category includes degrees such as a Law (J.D.) Doctor of Dental Surgery (D.D.S), Medical degree (M.D., D.O.), Doctor of Physical Therapy (D.P.T.), or another professional doctorate or degree or certificate.



Students pursuing either Master’s or Ph.D. degrees were asked to indicate their field of study. Master’s degree data is excluded due to low headcounts. The “Other” category in the Doctorate degree category includes field such as Doctorate of Pediatric Medicine.



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 = 15) 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%.

Number of Respondents	Year	Job Search Process - Seeking Employment (select all that apply)						
		Applying	Interviewing	Planning to Relocate First	Taking a Gap-Year	Researching Jobs	Have Not Started	Other
52	2017-2018	67%	37%	4%	2%	21%	6%	6%
59	2018-2019	80%	32%	7%	3%	17%	5%	0%
15	2019-2020	60%	27%	0%	0%	30%	0%	13%

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 152 graduates who responded to the question, 39% 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.

Did COVID-19 impact the original plans you had about what you’d do after graduating from Marquette?

Outcome Category	%Yes (N=152)
Fully Engaged	34%
Other, Not Seeking	75%
Seeking Employment	50%
Unsure of Plans	80%
Overall	39%

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=51)
Difficulty Finding a Job	General difficulty with job search process; unable to find a job	33%
Hire Freeze/Canceled Jobs	Current hire freeze or cancelation on position(s), location(s), or field(s) of interest	22%
Location	Had to return home or re-locate; planned to re-locate but couldn’t	22%
Field/Type of Work	Working in a different field or doing different type of work than anticipated	12%

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.

Data collection procedures 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 Graduate 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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