



First Destination Survey Report  
Graduate School Class of 2019  
Master's Degree Recipients

Institutional Research & Assessment

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## EXECUTIVE SUMMARY

This report provides a summary of results from the 2019 First Destination Survey for UNH master's degree graduates. The survey was conducted from August to December of 2019.

### Highlights

- Post-graduation information was collected on 73% of master's degree recipients—44% from the full online survey and 29% using data from other sources.
- Among those with post-graduation information, 90.5% were employed<sup>1</sup>, 4.6% were enrolled in further education, and 4.9% were seeking employment or further education.<sup>2</sup> Compared to the prior graduating class, more master's degree recipients obtained employment and fewer are enrolled in further education. (Class of 2018: 84% employed and 9% enrolled in further education).
- Average full-time salaries were \$59,958, a slight decrease compared to the class of 2018 but higher than the class of 2017 (\$61,509 and \$55,943 respectively).
- More than half of all master's degree recipients (63%) participated in experiential learning in the form of an internship, practicum, clinical, or fieldwork during their program, and among those who participated 42% received a full-time job offer from an internship organization.
- The Class of 2019 reported high satisfaction with their education at UNH and with how it prepared them for what they are doing after graduation. Specifically:
  - 92% strongly or somewhat agreed they are satisfied with the graduate education received at UNH;
  - 92% strongly or somewhat agreed that the faculty with whom they closely studied were available to discuss academic matters whenever they requested; and
  - 90% strongly or somewhat agreed they are satisfied with their post-graduation plans.

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<sup>1</sup> "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.

<sup>2</sup> Some percentages in this report do not sum to 100 because of rounding.

## METHODOLOGY

Across the Durham and Manchester campuses, UNH awarded 751 master’s degrees between September 2018 and May 2019. To learn about post-graduation outcomes, UNH collected data in three phases. First, beginning in April of 2019, an “early bird” online survey was launched for May graduates who had finalized their post-graduation plans. These students were identified and invited to take the survey by the graduate school; 9 students took the early survey.

Second, the regular online survey was administered by the UNH Survey Center from August 20 to October 14, 2019 and included email survey invitations and reminders to graduates who had not taken the early survey. An additional 325 graduates took the online survey during this phase, yielding a total of 334 survey responses (response rate of 44%).

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 2019 graduate school enrollment obtained from the National Student Clearinghouse. Additional information was obtained for 216 masters recipients, yielding a total of 73% 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. Due to the small number of online surveys completed for COLSA, please use caution when interpreting the data.

**Table 1. 2019 First Destination Survey Response Rates and "Knowledge Rate" by College of Graduate Major**

College	2019 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	99	28	28%	42	71%
College of Health and Human Services	227	95	42%	79	77%
College of Liberal Arts	186	82	44%	25	58%
College of Life Sciences and Agriculture	33	12	36%	18	91%
Paul College of Business and Economics	135	81	60%	26	79%
Interdisciplinary	71	36	51%	26	87%
<b>Total</b>	<b>751</b>	<b>334</b>	<b>44%</b>	<b>216</b>	<b>73%</b>

“Interdisciplinary” refers to masters 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); the UNH Data Analytics program; and UNH Manchester’s Master of Science in Information Technology.

## DEMOGRAPHIC PROFILE

		<u>Column Percentages</u>		
	Class of 2019 (%)	Online survey respondents (%)	Grads with "knowledge rate" data (%)	
<b>Graduation Term</b>				
	September 2019	18.9%	14.2%	22.7%
	December 2019	22.7%	19.9%	29.6%
	May 2019	58.4%	66.0%	47.7%
<b>Residency</b>				
	New England Regional Compact	2.8%	1.5%	3.2%
	Non-resident	42.2%	38.0%	46.8%
	Resident	55.0%	60.5%	50.0%
<b>Gender</b>				
	Female	60.5%	62.7%	57.4%
	Male	39.5%	37.6%	42.6%
<b>Race/Ethnicity</b>				
	American Indian or Alaskan Native	0.0%	0.0%	0.0%
	Asian	1.5%	0.6%	2.8%
	Black or African American	1.1%	0.9%	1.4%
	Hispanic or Latino	3.8%	4.5%	5.6%
	Native Hawaiian or other Pacific Islander	0.0%	0.0%	0.0%
	Non-Hispanic 2 or more races	1.1%	1.2%	0.5%
	Non-Resident Alien	8.8%	7.5%	8.8%
	Unknown	2.0%	1.8%	0.9%
	White	81.8%	83.4%	80.1%
<b>College of first major</b>				
	Engineering and Physical Sciences	13.3%	8.4%	19.4%
	Health and Human Services	30.2%	28.4%	36.6%
	Liberal Arts	24.8%	24.6%	11.6%
	Life Sciences and Agriculture	4.4%	3.6%	8.3%
	Paul College of Business and Economics	18.0%	24.3%	12.0%
	Interdisciplinary	9.5%	10.8%	12.0%

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:

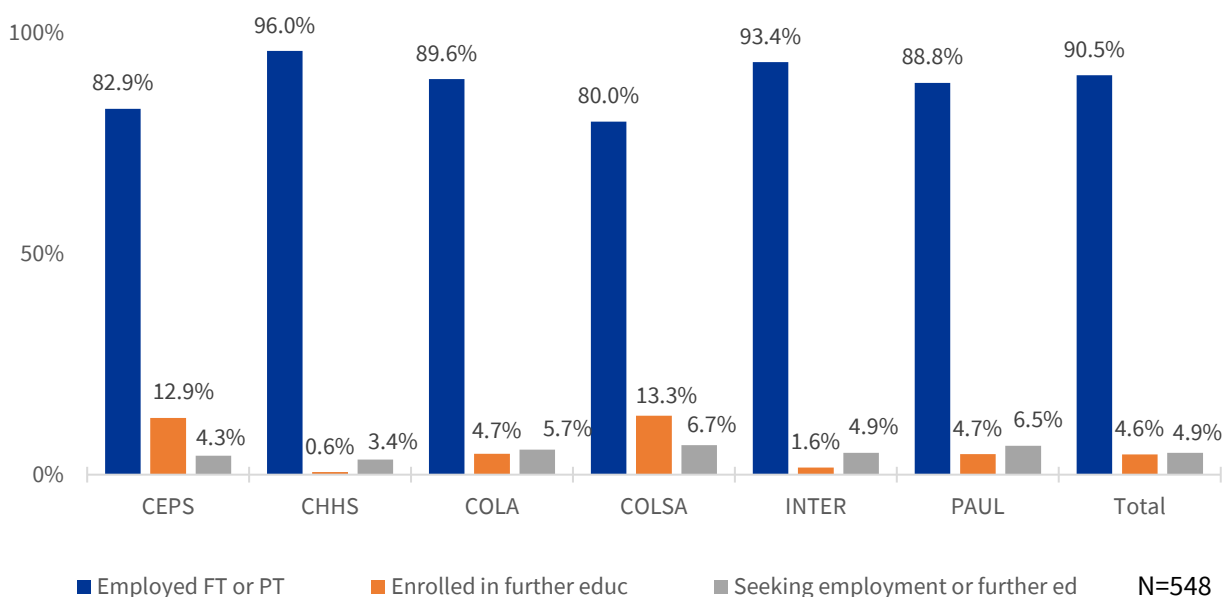
- Those who graduated in May were more likely to complete the survey than those who graduated in September or December.
- New Hampshire residents were more likely to complete the survey than non-residents.
- A larger percentage of Paul College graduates completed the online survey than graduates of other colleges.

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

## POST-GRADUATION STATUS

Upon completion of a master's degree, many graduates report positive outcomes. Specifically, within 3-12 months of graduation, 90.5% of graduates obtained employment and 4.5% enrolled in further education (leaving 4.9% seeking either employment or further education at the time of data collection).<sup>3, 4</sup> COLSA and CEPS graduates were most likely to enroll in a program to further their education (both 13%), while CHHS graduates were most likely to have obtained employment (96%).

Figure 1. Primary Status After Graduation by College



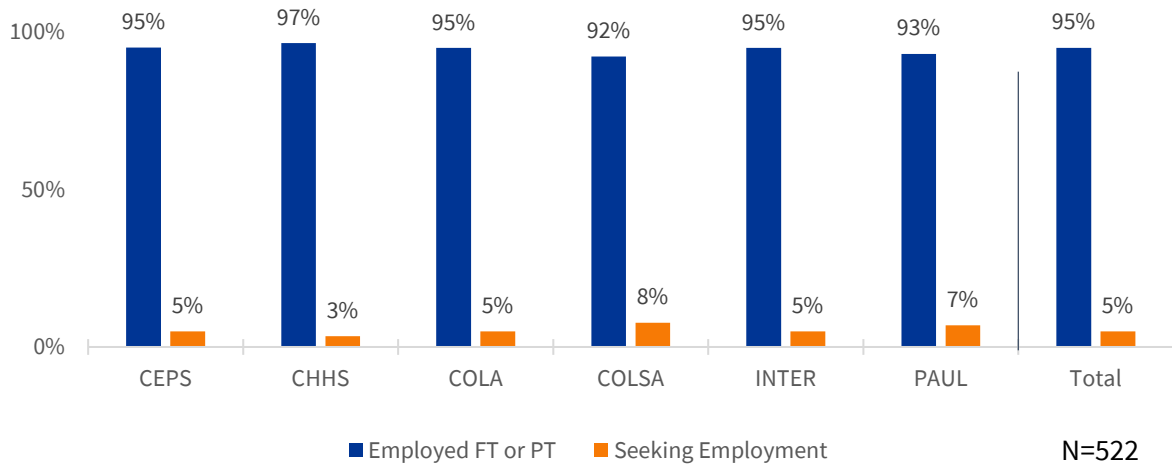
As shown in Figure 1, CHHS graduates were most likely to be employed, while COLSA and CEPS were most likely to be enrolled in further education.

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), 95% were employed at the time of data collection and 5% were seeking work.

<sup>3</sup> Some percentages in this report do not add to 100% due to rounding.

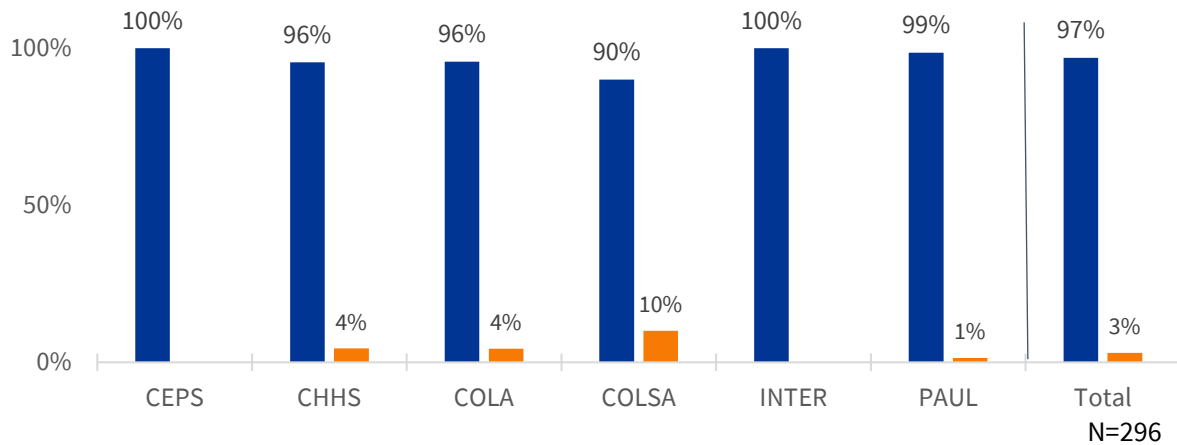
<sup>4</sup> Two graduates (0.36%) reported that they were neither employed, enrolled in further education, nor seeking employment or education. These graduates are not included in the post-graduation status totals.

Figure 2. Employment Rates Among Graduates Seeking Employment



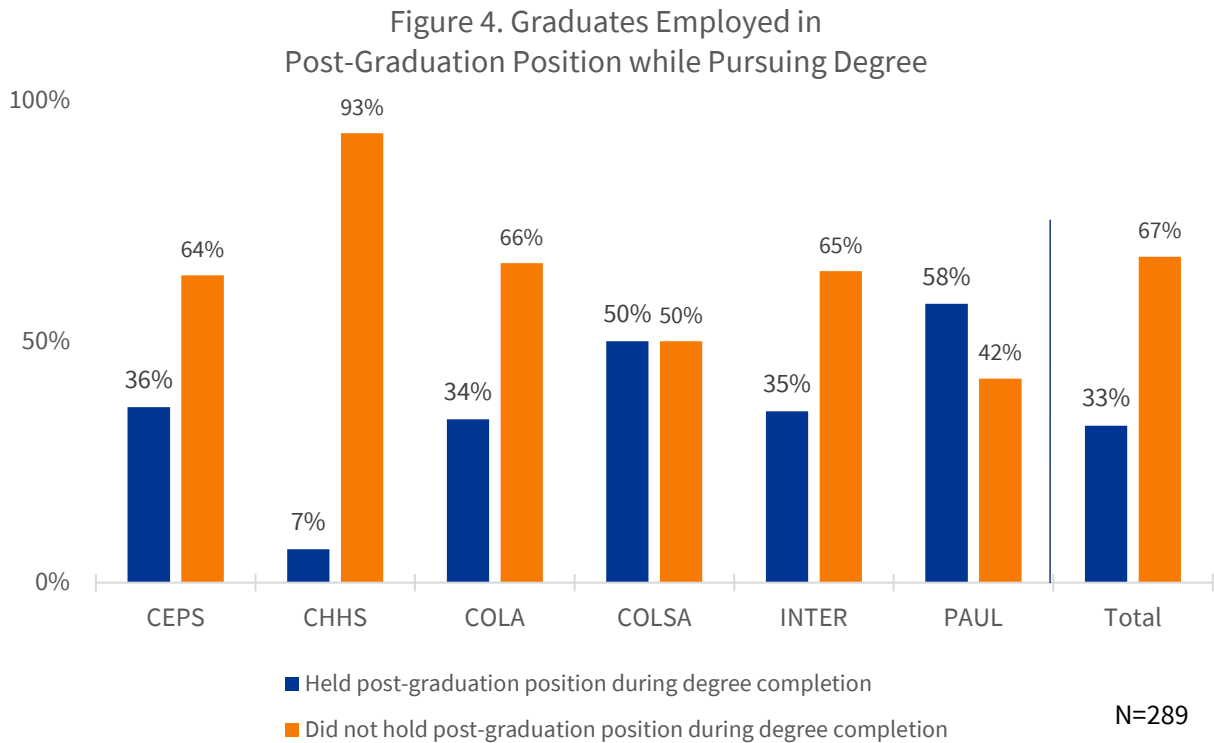
As shown in Figure 3, the majority of master’s degree recipients were employed full-time (97%).

Figure 3. Full- and Part-time Status of Employed Graduates





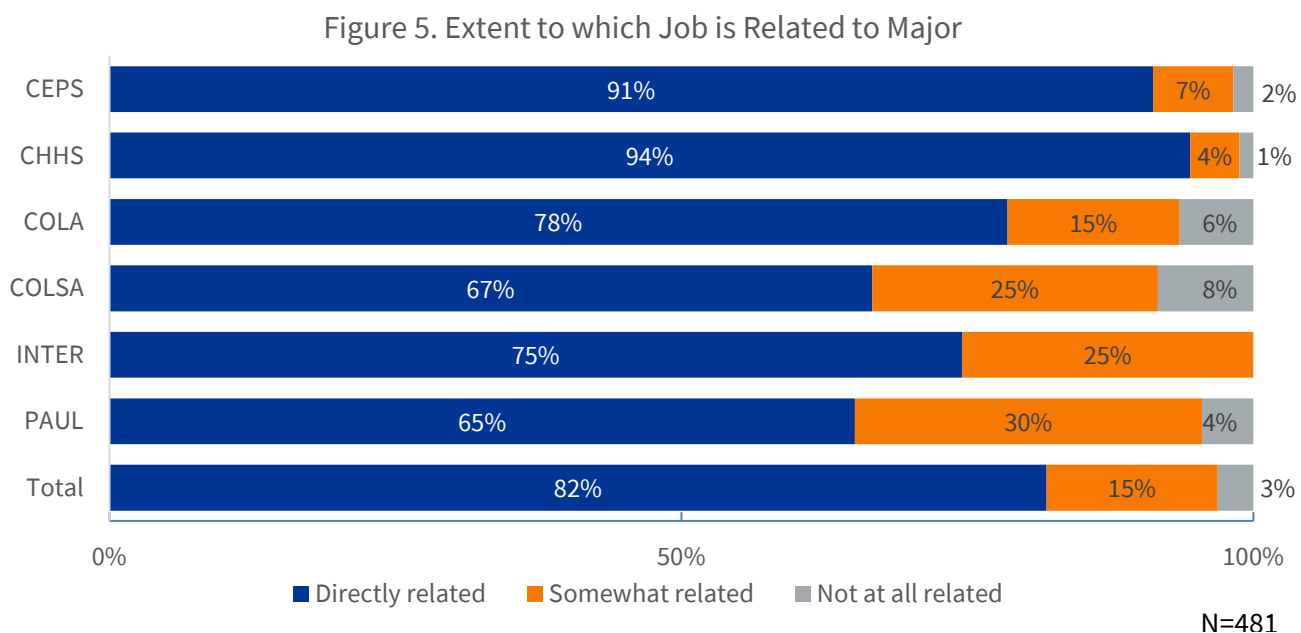
For master’s degree recipients at UNH, 33% of graduates were working in their post-graduation position while pursuing their degree. Figure 4 show differences by college: CHHS was least likely (7%) and Paul College most likely (58%) to have graduates whose post-graduation position was one that they already had while pursuing their degree.



## EMPLOYMENT DETAILS

### *Relation to Major*

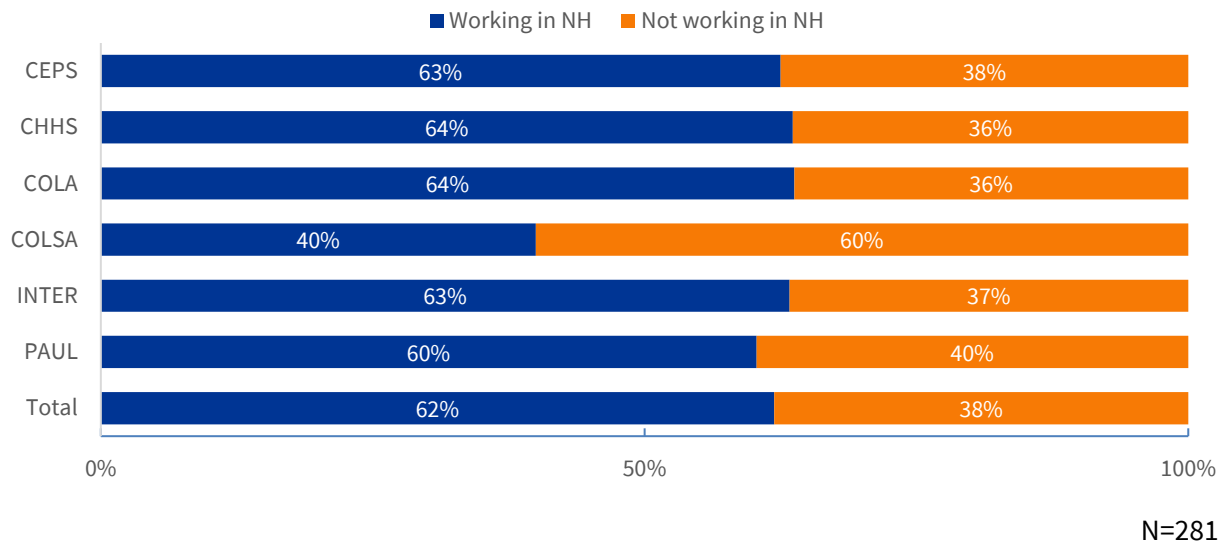
The majority of master's degree recipients who had a job reported that their job was either directly or somewhat directly related to their major (82% “directly related” and 15% “somewhat related”). As in previous years, CHHS and CEPS were most likely to indicate that their job was directly related to their major (94% and 91% respectively).



## Remaining in New Hampshire

Among those who obtained post-graduation employment (and were authorized to permanently work in the US), more than half were working in NH (62%).

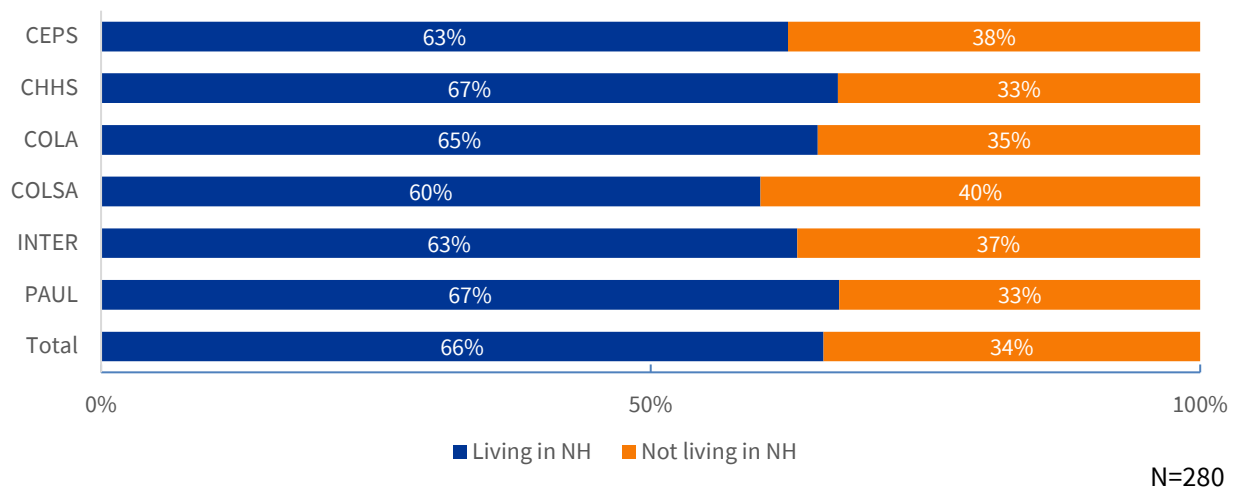
Figure 6. Percent of Employed Graduates Working in NH



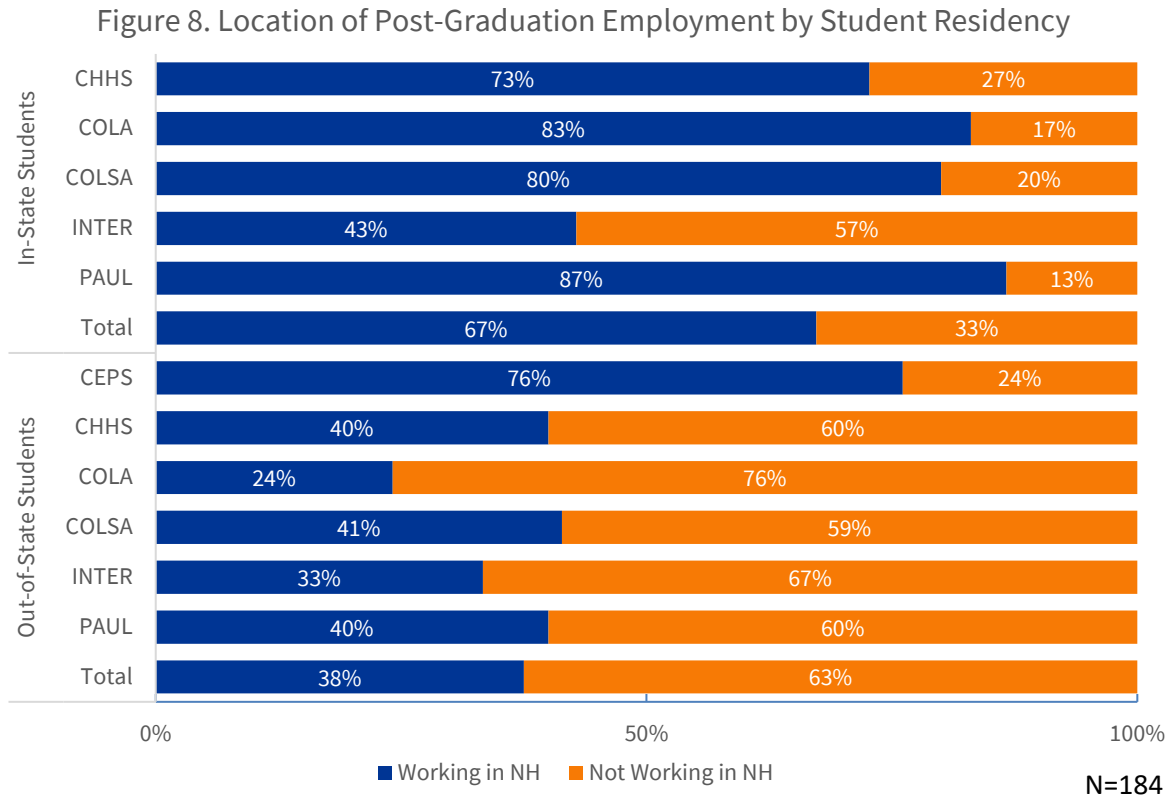
Over half of master's degree recipients who found a new post-graduation position were working in NH (54%).

Among those who obtained employment (and were authorized to permanently work in the US), 66% were living in New Hampshire at the time of the survey. As shown in Figure 7, there were minimal differences across colleges (ranging from 60%-67%).

Figure 7. Percent of Employed Graduates Living in NH



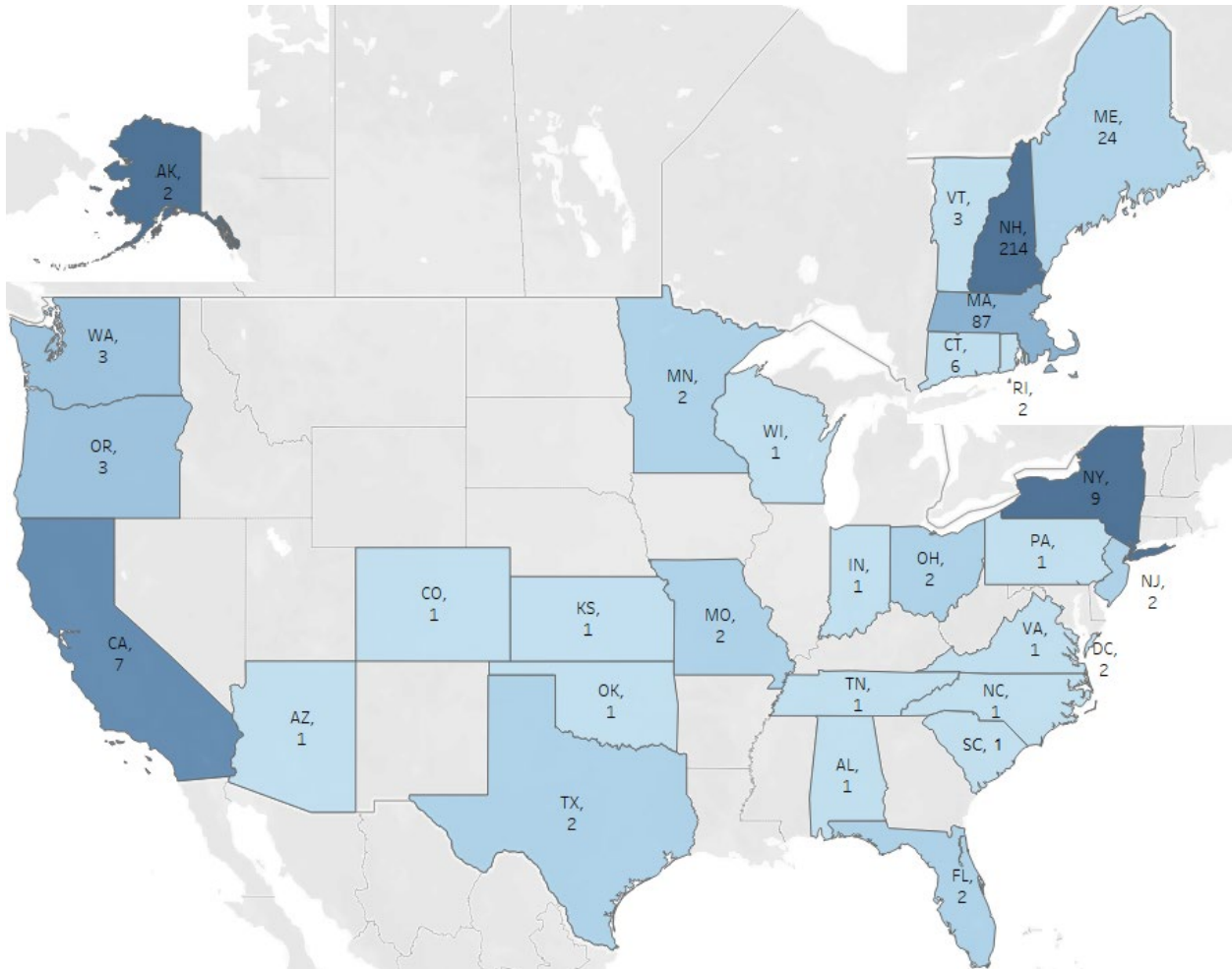
Location of post-graduation employment differed substantially by whether the student was an in-state or out-of-state resident at the time of graduation. As shown in Figure 8, two-thirds of in-state students remained in New Hampshire for their jobs (67%), while only about one-third of out-of-state students did so (38% as shown). Again, this figure only includes those who were authorized to work permanently in the US.



## Employers and Locations

Most UNH graduates historically remain in the Northeast immediately after graduation, and this held true for the master's degree recipients of 2019. Figure 9 shows the other 28 states where master's degree recipients were working after graduation. Additionally, 2019 graduates were working in the following countries: China, Germany, Japan, New Zealand, Philippines, United Kingdom of Great Britain and Northern Ireland.

Figure 9. Location of Employment – Class of 2019



### Full-time Employers

Graduates found positions in hundreds of different organizations. Table 3 shows a selection of employers who hired master's degree recipients full-time.

**Table 3. Selected Employers - Class of 2019**

360 Intel (1)	EY (3)
Amoskeag Health (2)	Genesis Healthcare (2)
Apple Inc. (1)	Goodwin Community Health (2)
AT&T Labs, Inc. (1)	IDEXX Laboratories (2)
BAE Systems, Inc. (4)	KPMG (2)
Baker Newman Noyes (4)	Leone, McDonnell & Roberts, PA (3)
BDO LLP USA (2)	Liberty Mutual Insurance (6)
Beacon Health Options (2)	Lockheed Martin (1)
BerryDunn (4)	Manchester School District (3)
Bluefin Robotics (1)	Manchester VA Medical Center (2)
Boston Medical Center (1)	Massachusetts General Hospital (2)
Catholic Medical Center (4)	Nashua School District (3)
Center for Life Management (2)	Newmarket School District (2)
Cheshire Medical Center (2)	Noble High School (4)
Children's Hospital of Philadelphia (1)	Outside The Lines (2)
CIT Group (2)	Oyster River School District (3)
City of Manchester (2)	Pfizer (2)
Community Partners (6)	Phillips Exeter Academy (1)
Concord Hospital (3)	PwC (4)
Concord School District (3)	Raytheon (2)
Department of Health and Human Services (1)	Riverbend Community Mental Health Center (2)
Derry Cooperative School District (2)	Salem School District (2)
Dover School District (3)	The Department of Education (1)
Elliot Hospital (4)	Tufts University (2)
Equian (3)	Turbocam International (2)
Exeter Hospital (2)	University of New Hampshire (29)

## Salaries

Figure 9 shows the average salary for graduates who obtained full-time employment. Across colleges, the average salary for master's degree recipients was \$59,958. Similar to prior graduating classes, CEPS and Paul College graduates reported the highest salary.

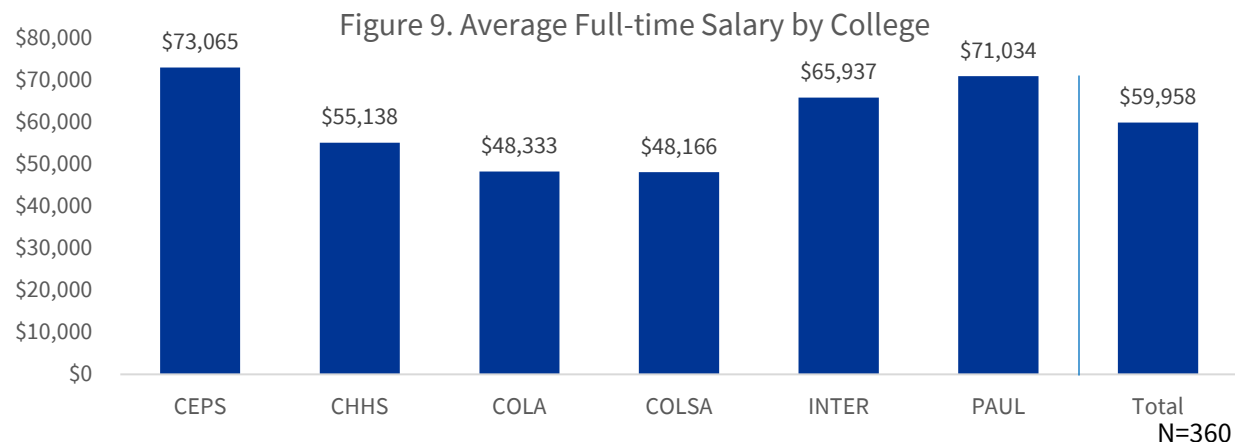


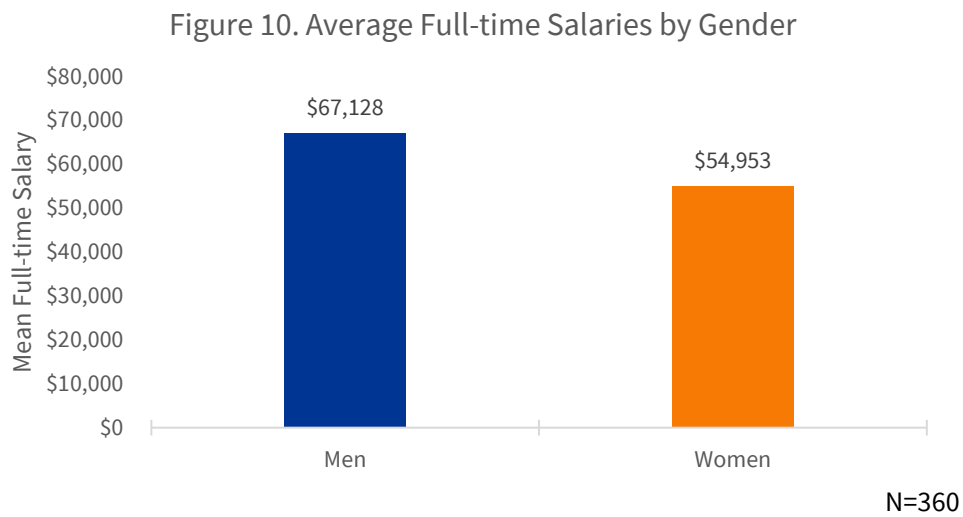
Table 4 shows the distribution of full-time salaries by \$10,000 ranges. The median salary for all master's degree recipients working full-time was in the \$50,000 to \$59,999 range. CEPS graduates were more likely to have higher salaries with 81% earning \$60,000 or more, followed by Paul College where 58% of graduates had earnings at that level.

**Table 4. 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		6%	6%	6%	19%	23%	39%
CHHS	2%	7%	36%	28%	12%	6%	10%
COLA	5%	18%	50%	12%	8%	3%	5%
COLSA	20%	27%	13%	20%		13%	7%
Inter	5%	3%	20%	20%	15%	10%	28%
Paul	2%	3%	7%	30%	15%	5%	38%
Total	4%	9%	27%	22%	12%	7%	20%

### Gender Differences in Salary

Figure 10 shows full-time salary differences by gender, with men making about \$12,000 more than women, on average. 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.



As shown in Figure 11, compared to 2017 graduates, 2019 graduates had a smaller gap between men and women's average salaries (\$15,159 gap in 2017; \$12,175 in 2019).

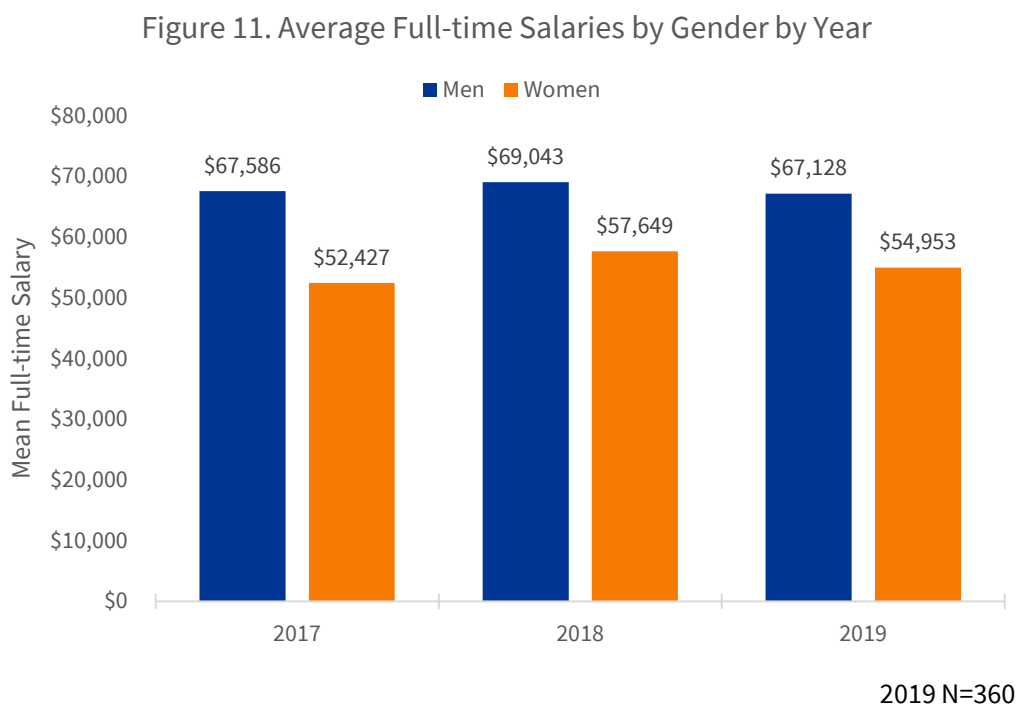
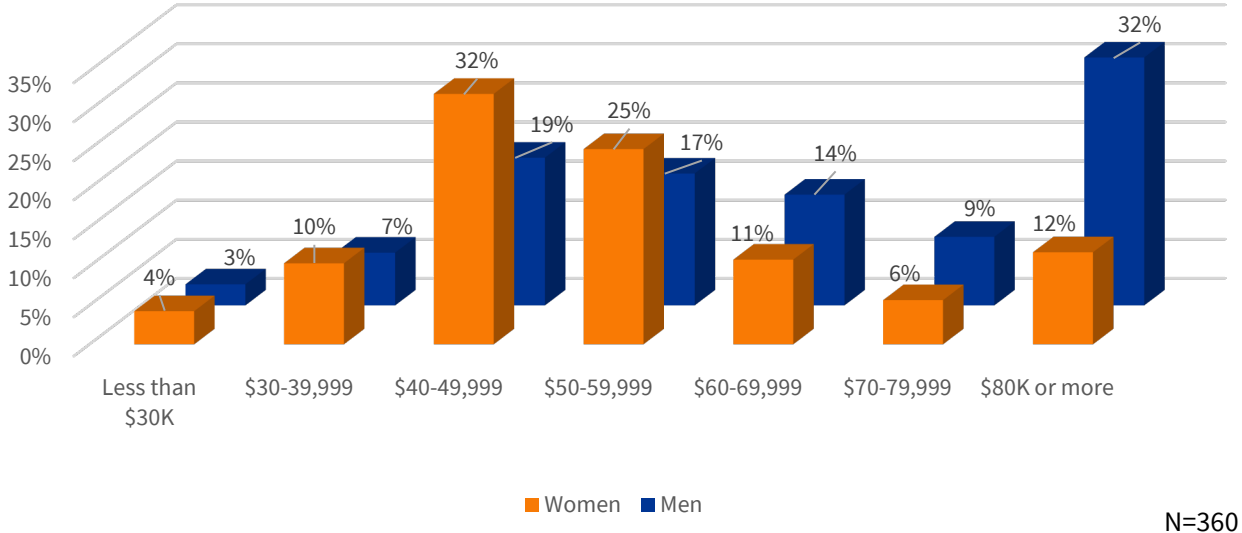




Figure 12 shows that among those employed full-time, half of women (53%) were earning \$50,000 or more, compared to 72% of men.

Figure 12. Full-time Salary Ranges by Gender



## GRADUATE AND PROFESSIONAL SCHOOLS

Nine percent of master’s degree recipients reported that they were enrolled in further graduate education. Nearly all of these (22 of the 23) were pursuing a doctoral degree and one, a graduate certificate. The majority who were continuing their education remained at UNH. Table 5 shows the institutions recent graduates are enrolled and the count of graduates attending each.

Dartmouth College (1)	Texas A&M University (1)
Duke University (1)	University of Alabama-Huntsville (1)
Harvard University (1)	University of New Hampshire (13)
	University of New Hampshire-School of Law
Indiana University (1)	(1)
Pace University (1)	York University (1)

## INTERNSHIPS

The First Destination Survey includes a series of questions asking about the number and type of internships completed while at UNH.

Overall, sixty-three percent of master’s degree recipients had at least one internship during their UNH career (Table 6). As shown below, all of CHHS graduate reported that they completed at least one internship. Compared to last year, COLA had a 17% increase in percent of graduates who completed at least 1 internship (46% in 2018 compared to 63% in 2019).

College	Percent Graduates with 1+ Internship	Mean # of Internships
CEPS	46%	0.82
CHHS	100%	2.83
COLA	63%	1.26
COLSA	9%	0.09
INTER	58%	1.06
PAUL	38%	0.70
Total	63%	1.46

Among graduates who completed at least 1 internship, 89% were located in NH, 33% were paid, 86% were for credit, and 42% received a full-time job offer from an internship organization.

Compared to last year, there was an 8 percentage point increase in graduates having received credit for their internship (78% in 2018 to 86% in 2019). This trend was shown across all colleges. Paul College had the greatest increase—13 percentage points.

<b>Table 7. 2019 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	Interdisc.	Paul	Total
Any located in NH	82%	88%	93%	89%	86%	89%
Any paid internship	82%	14%	16%	50%	79%	33%
Any for-credit internship	18%	100%	93%	78%	66%	86%
Any full-time job offer	55%	45%	35%	33%	45%	42%
Among those with a job offer,						
% accepting the offer	33%	68%	80%	83%	69%	68%

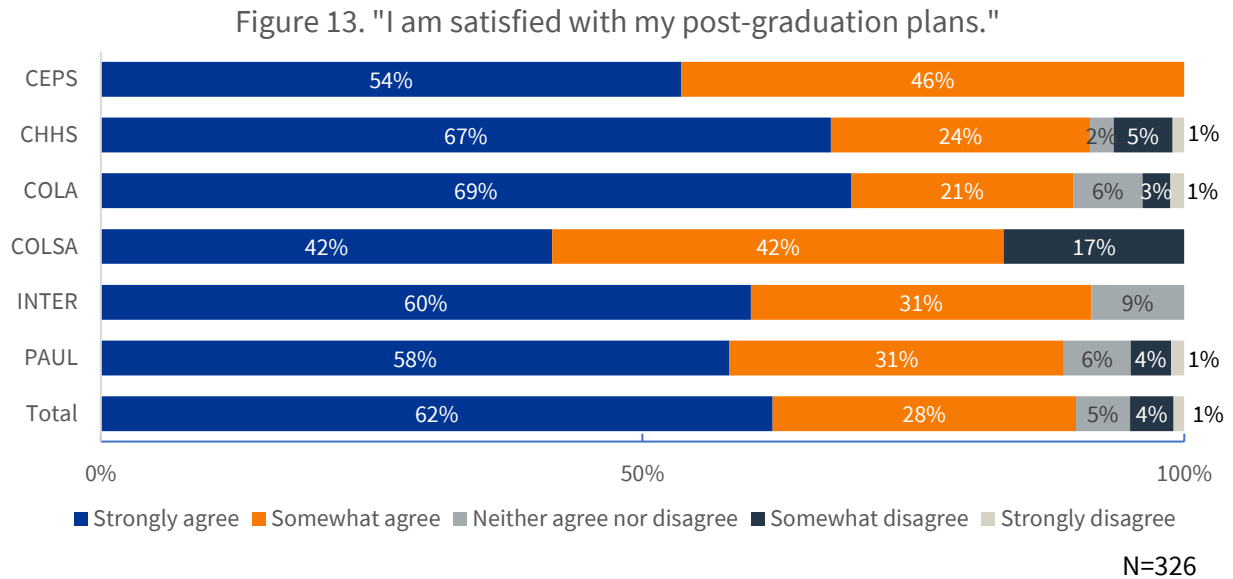
\* COLSA excluded due to only one graduate reporting having had an internship.

Table 8 shows a sample of organizations where 2019 master’s degree recipients completed internships.

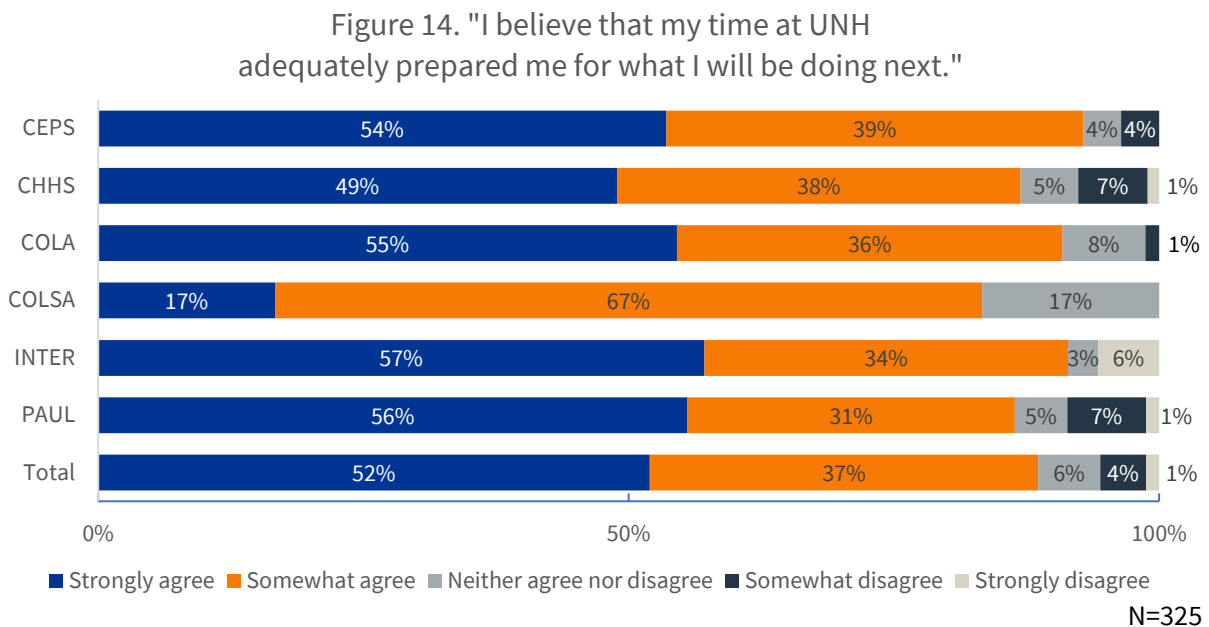
<b>Table 8. Selected Internship Organizations - Class of 2019</b>	
Addiction Recovery Services (2)	Lahey Hospital (2)
Baker Newman Noyes (2)	LEND (2)
Big Brothers Big Sisters (2)	Little Harbour Elementary School (7)
Catholic Medical Center (2)	Massachusetts General Hospital (1)
Center for Communication (3)	Monarch School (2)
Child and Family Services (2)	New Futures (2)
Concord Hospital (4)	New Hampshire Hospital (2)
Concord Hospital Family Health Center (2)	Newmarket School District (3)
Cooperative Middle School (3)	Noble High School (2)
Dartmouth-Hitchcock Medical Center (3)	Northeast Passage (2)
	Oyster River Cooperative School District (3)
Department of Health and Human Services (3)	Portsmouth Hospital (2)
Derry Medical Center (3)	Portsmouth Internal Medicine (2)
Dover Pediatrics (2)	Portsmouth Regional Hospital (4)
Dover School District (4)	PwC (1)
EasterSeals (2)	Southern New Hampshire Medical Center (2)
Elliot Hospital (2)	St. Joseph’s Hospital (1)
Exeter High School (3)	U.S. Department Of The Interior (1)
Goodwin Community Health (2)	University of New Hampshire (27)
Home Base Collaborative Family Counseling (3)	Winnacunnet High School (6)
Krepfels Center (4)	

SATISFACTION WITH POST-GRADUATION PLANS  
AND UNH EDUCATION

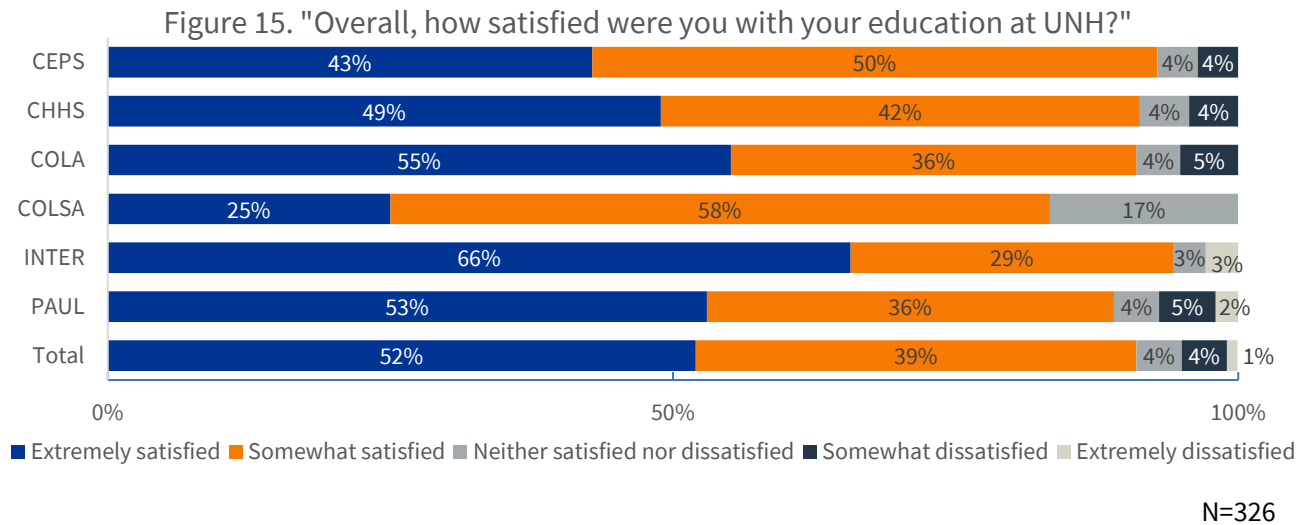
Ninety percent of 2019 graduates strongly or somewhat agreed that they were satisfied with their post-graduation plans (Figure 13).



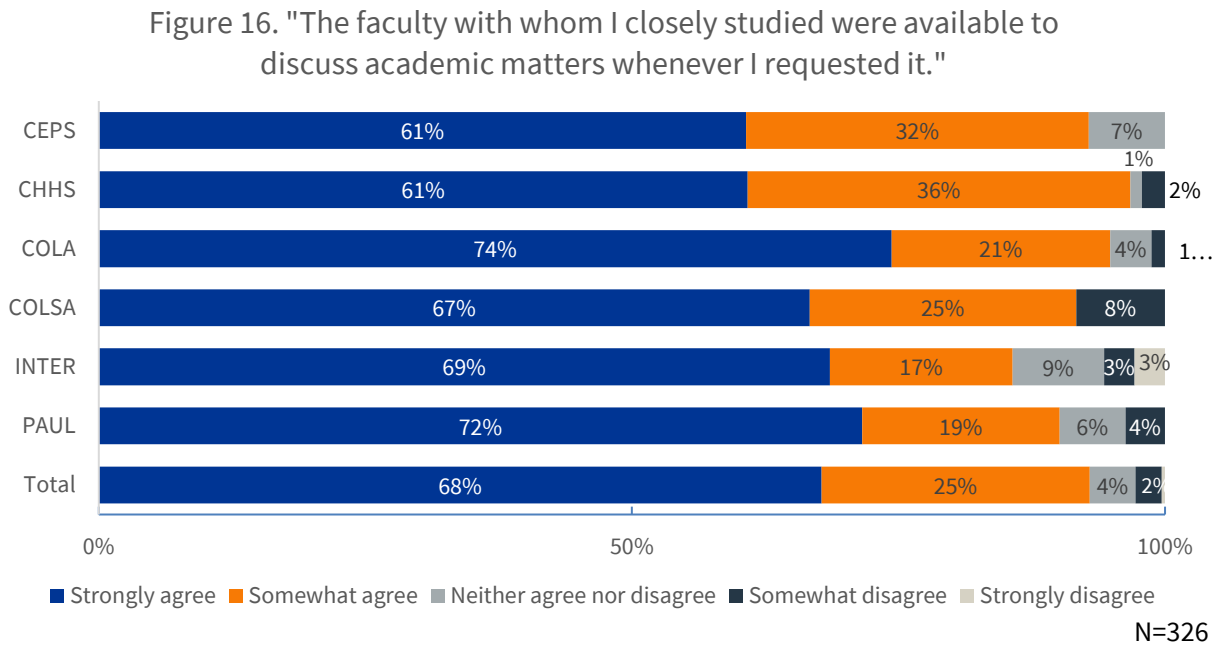
The majority of 2019 graduates also agreed that UNH adequately prepared them for what they will be doing next – with 85% who strongly or somewhat agreed (Figure 14).



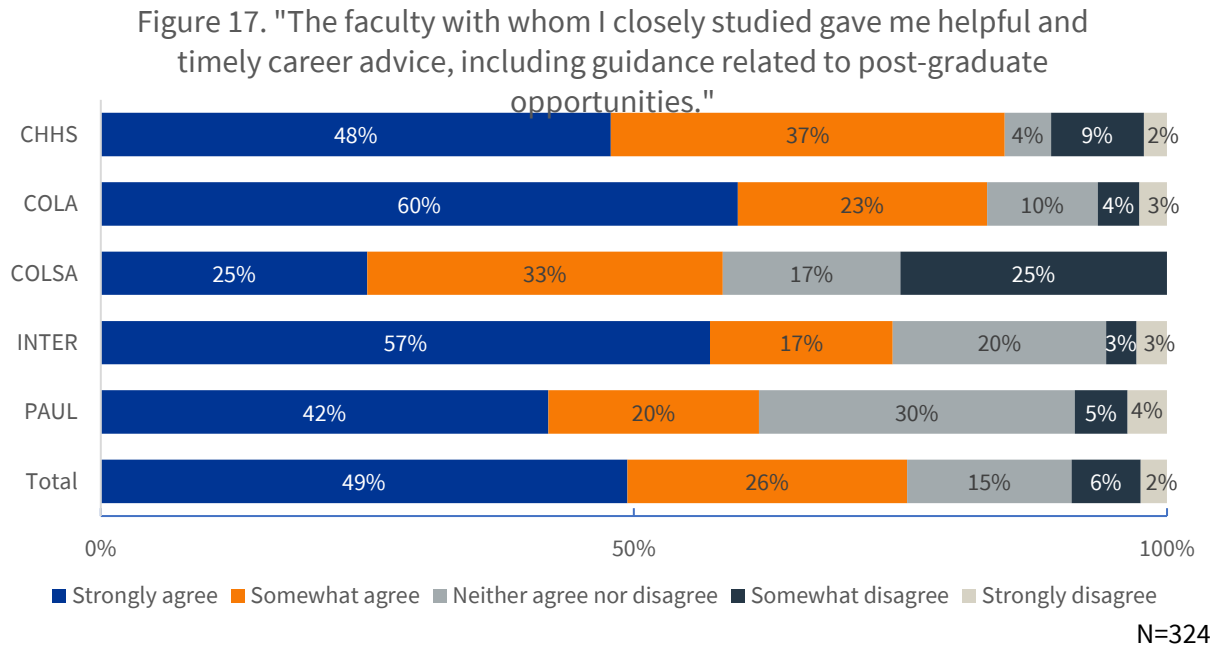
An even higher percentage of graduates were satisfied with their UNH education—91% reported that they were extremely or somewhat satisfied.



The majority of 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 (92%).

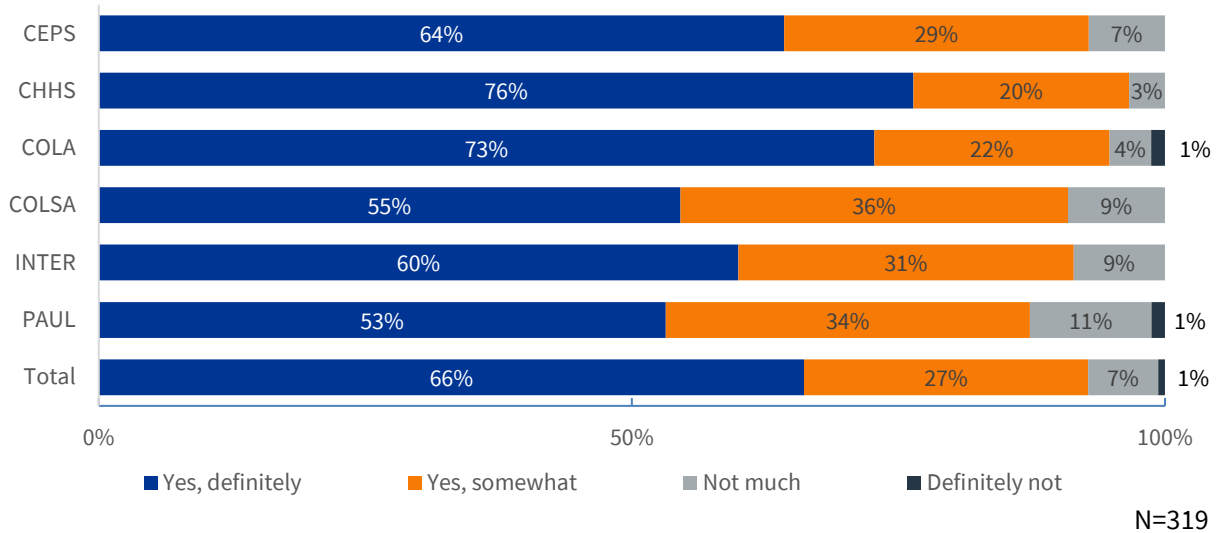


Seventy-five percent of graduates strongly or somewhat agreed that faculty with whom they studied closely gave them helpful and timely career advice (Figure 17). Note that this question does not assess whether graduates requested or needed career advice.



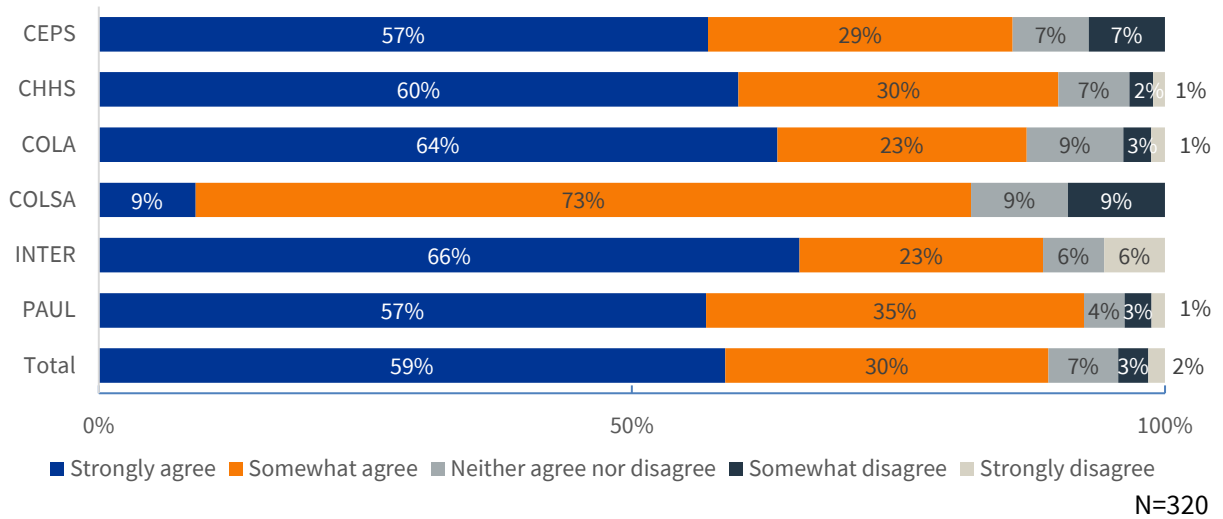
As shown below, the majority of graduates (93%) reported that their UNH graduate degree had helped them meet their career goals (66% “Yes, definitely” and 27% “Yes, somewhat”).

Figure 18. "Graduate degree from UNH helped me meet my career goals."



Eighty-nine percent of graduates strongly or somewhat agreed that they would recommend UNH as a good place for graduate study.

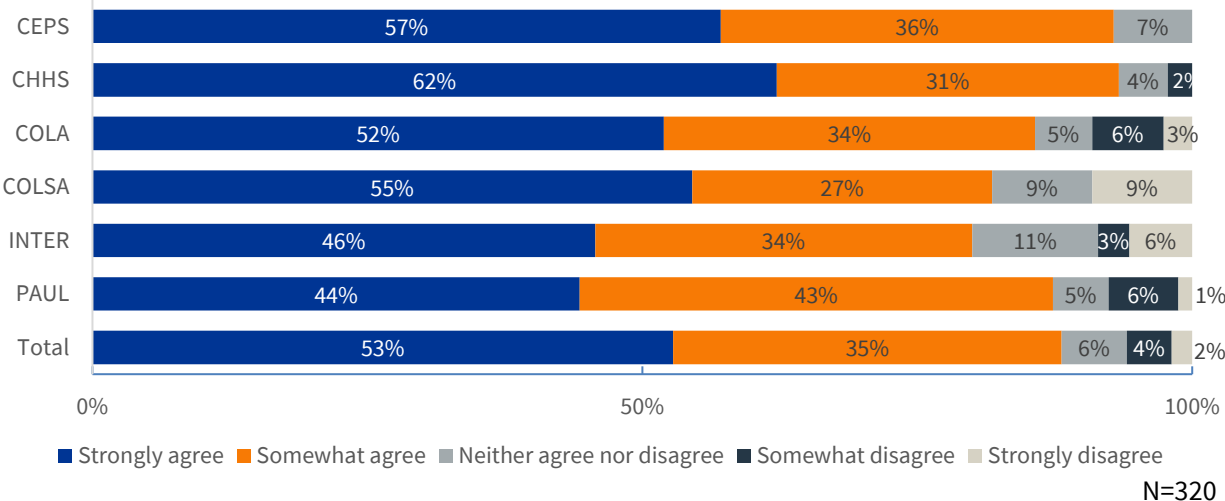
Figure 19. "I would recommend UNH as a good place for graduate study."





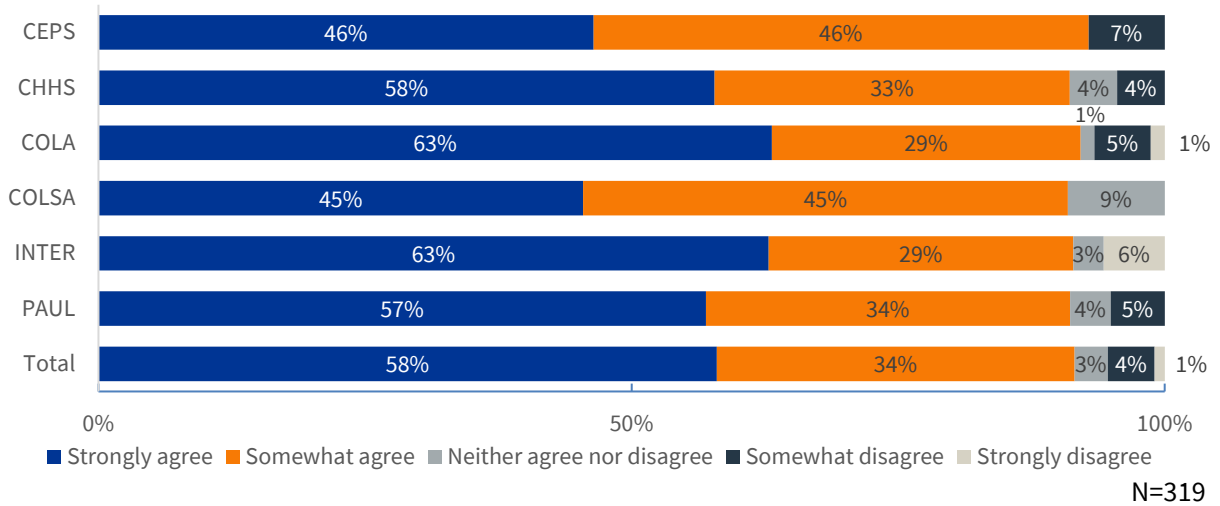
As shown below, the majority of master's degree recipients found their graduate program challenging (88% strongly or somewhat agreed).

Figure 20. "My graduate program was challenging."



The majority of master’s degree recipients — 92% — either strongly or somewhat agreed that they were satisfied overall with their UNH graduate education.

Figure 21. "Overall, I am satisfied with the graduate education that I received at UNH."



## SUMMARY

First Destination Survey results for UNH’s 2019 master’s degree recipients show strong employment and salary outcomes in the first year after graduating. Among those entering the labor force, 95% were employed with an average full-time salary of \$59,958. The state of New Hampshire retained over half of the master’s degree recipients, with 62% of employed graduates working in NH. Sixty-three percent of master’s degree recipients had at least one internship; 92% agreed that faculty were available to discuss academic matters whenever they needed; and 93% agreed that their UNH graduate degree helped them meet their career goals. Overall, 2019 graduates reported high satisfaction with their graduate program and have successful outcomes shortly after obtaining their master’s degree.