



University of New Hampshire

First Destination Survey Report

**Graduate School Class of 2018
Master's Degree Recipients**

Office of Institutional Research & Assessment

May 1, 2019

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
HIGHLIGHTS	3
METHODOLOGY	4
TABLE 1: <i>2017 First Destination Survey Response Rates and “Knowledge Rate” by College</i>	4
DEMOGRAPHIC PROFILE.....	5
TABLE 2: <i>Profile of Master’s Graduates and First Destination Survey Respondents</i>	5
POST-GRADUATION STATUS.....	6
FIGURE 1: <i>Primary Status After Graduation by College of Graduate Major</i>	6
FIGURE 2: <i>Employment Rates Among Graduates Entering the Labor Force</i>	7
FIGURE 3: <i>Employment Status Among Graduates with Full or Part-Time Status Available</i>	7
EMPLOYMENT DETAILS	8
RELATION TO MAJOR.....	8
FIGURE 4: <i>“To what extent does your job relate to your major?”</i>	8
REMAINING IN NEW HAMPSHIRE.....	8
FIGURE 5: <i>Percent of Employed Graduates Living in N.H. by College</i>	8
FIGURE 6: <i>Percent of Employed Graduates Working in N.H. by College</i>	9
FIGURE 7: <i>Location of Post-Graduation Employment by Student Residency</i>	9
SALARIES.....	10
FIGURE 8: <i>Average Full-Time Salaries by College</i>	10
FIGURE 9: <i>Average Full-Time Salaries by Gender</i>	10
FIGURE 10: <i>Full-Time Salaries by College</i>	11
FIGURE 11: <i>Full-Time Salaries by Gender</i>	12
EMPLOYERS AND LOCATIONS.....	12
FIGURE 12: <i>Location of Employment</i>	12
TABLE 3: <i>Selected Employers</i>	13
GRADUATE AND PROFESSIONAL SCHOOLS	14
TABLE 4: <i>Graduate and Professional Schools</i>	14
INTERNSHIPS	14
TABLE 5: <i>Internships Among Master’s Degree Students</i>	14
TABLE 6: <i>Internship Characteristics by College of Graduate Major</i>	15
TABLE 7: <i>Selected Internship Organizations</i>	16
SATISFACTION WITH POST-GRADUATION PLANS AND UNH GRADUATE EDUCATION	17
FIGURE 13: <i>“I am satisfied with my post-graduation plans.”</i>	17
FIGURE 14: <i>“UNH adequately prepared me for what I will be doing next.”</i>	17
FIGURE 15: <i>“Overall, how satisfied were you with your education at UNH?”</i>	18
FIGURE 16: <i>“Faculty were available to discuss academic matters.”</i>	18
FIGURE 17: <i>“Faculty gave me helpful and timely career advice.”</i>	19
FIGURE 18: <i>“My graduate degree from UNH helped me meet my career goals.”</i>	19
FIGURE 19: <i>“My graduate program was challenging.”</i>	20
FIGURE 20: <i>“I would recommend UNH as a good place for graduate study.”</i>	20
FIGURE 21: <i>“Overall I am satisfied with the graduate education I received at UNH”</i>	21
SUMMARY	21

EXECUTIVE SUMMARY

This report presents First Destination Survey results for UNH Graduate School students who were awarded master's degrees on the Durham and Manchester campuses during the 2017-2018 academic year.¹

Highlights

- Information on post-graduation status was collected for 74% of master's degree graduates (532/716).
- Ninety-three percent of graduates were either employed (84%) or enrolled in a program of further education (9%). Six percent were seeking employment or further education, and 1% had other plans.
- When considering only graduates who entered (or remained) in the labor force immediately after graduation, 94% (448/478) were working full-time or part-time.
- Graduates were working for approximately 250 different employers. The following organizations employed three or more graduates: University of New Hampshire (10), Liberty Mutual (5), Mental Health Center of Greater Manchester (5), Ernst & Young (4), Genesis Healthcare (4), Dartmouth-Hitchcock Medical Center (3), Fidelity Investments (3), NH Division for Children, Youth, and Families (3), PwC (3).
- Among survey respondents who were pursuing further graduate education, 68% (26/38) remained at UNH.
- The average full-time salary for employed 2018 master's degree recipients was \$61,502, an increase of 8% over the 2017 average salary of \$56,943. Average full-time salaries by college were:
 - College of Liberal Arts (COLA): \$52,941
 - College of Life Sciences and Agriculture (COLSA): \$57,857
 - College of Engineering and Physical Sciences (CEPS): \$69,886
 - Paul College of Business and Economics (Paul): \$74,648
 - College of Health and Human Services (CHHS): \$55,413
 - Interdisciplinary programs (INTER): \$65,208²

¹ Eighty students received doctoral degrees during the 2017-2018 academic year, but their results are not included here.

² Interdisciplinary master's programs include: Data and Analytics, Community Development, Public Policy, Public Administration, and UNH Manchester's Information Technology program.

METHODOLOGY

UNH awarded 716 master's degrees between September 2017 and May 2018 to students graduating from programs on its Durham and Manchester campuses. (This report does not include graduates of the UNH Law School). Beginning in April of 2018, an "early bird" online survey was launched for May graduates who had finalized their post-graduation plans. These students were identified and invited by the graduate school to take the survey; 21 students took the early survey.

The regular online survey was administered by the UNH Survey Center from August 21 to October 15 and included email survey invitations and reminders to graduates who had not taken the early survey. An additional 290 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 2018 graduate school enrollment obtained from the National Student Clearinghouse.

In all, these efforts yielded an online survey response rate of 43% and a knowledge rate data collection rate of 31%, bringing the total of graduates for whom at least some post-graduation information was available to 74%. Table 1 shows survey response rates and knowledge rates broken down by college of students' graduate major.

Table 1. 2018 First Destination Survey Response Rates and "Knowledge Rate" by College of Graduate Major

College	2018 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	81	29	36%	35	79%
College of Health and Human Services	236	99	42%	73	73%
College of Liberal Arts	166	50	30%	53	62%
College of Life Sciences and Agriculture	34	18	53%	13	91%
Paul College of Business and Economics	130	93	72%	18	85%
Interdisciplinary	69	22	32%	29	74%
Total	716	311	43%	221	74%

The information collected on graduates who did not take the survey is more limited than for those who did. Many of the results in this report are from questions answered by online survey respondents only. Table 1 shows online survey response rates and the percentages of graduates for whom data was collected by other means, overall and by the college of students' graduate major.

DEMOGRAPHIC PROFILE

Table 2. Profile of 2018 Master's Degree Graduates and Survey Respondents

(N = 716)

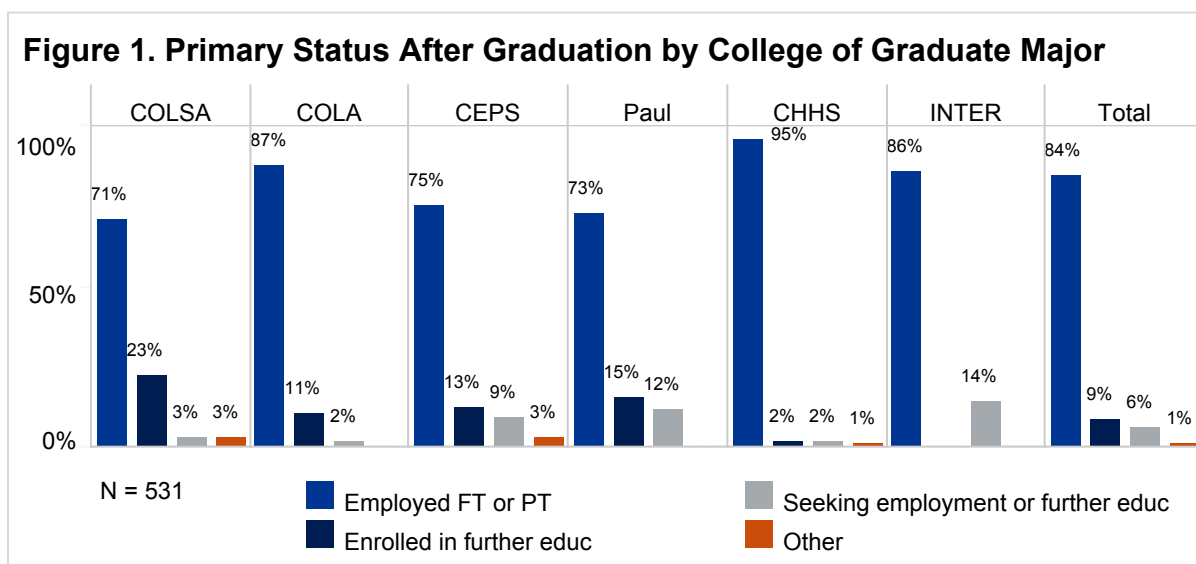
		Column Percentages		
		Master's Graduates 2018 (%)	Online Survey Respondents (%)	Grads with "knowledge rate" data (%)
Graduation Term				
	September 2017	20.3	16.7	21.7
	December 2016	22.4	19.6	27.6
	May 2017	57.4	63.7	50.7
Residency				
	New England Regional Compact	4.1	3.5	3.6
	Non-resident	38.7	36.7	45.3
	Resident	57.3	59.8	51.1
Gender				
	Female	62.2	64.0	58.8
	Male	37.9	36.0	41.2
Race/Ethnicity				
	American Indian or Alaskan Native	0.0	0.0	0.0
	Asian	0.9	1.3	0.5
	Black or African American	1.1	1.6	0.5
	Hispanic or Latino	2.6	2.6	2.7
	Native Hawaiian or Other Pacific Islander	0.0	0.0	0.0
	Non-Hispanic 2 or more races	0.8	0.6	0.9
	Non-Resident Alien	9.2	10.0	8.1
	Unknown	3.8	3.9	3.6
	White	81.6	80.1	83.7
College of graduate major				
	Life Sciences and Agriculture	5.8	5.8	5.9
	Liberal Arts	19.4	16.1	24.1
	Engineering and Physical Sciences	12.1	9.3	15.9
	Paul College of Business and Economics	20.9	29.9	8.2
	Health and Human Services	32.4	31.8	33.2
	Interdisciplinary	9.4	7.1	12.7

“Interdisciplinary” refers to 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.

Although information could not be collected on all graduates, the demographic characteristics of survey respondents and of graduates with knowledge rate data were very similar to the characteristics of all graduating master’s degree students (Table 2). Only two factors were significantly associated with survey response. Students who had received their degrees in May 2018 were more likely to participate in the online survey than those who had been awarded degrees in September or December of 2017; and graduates receiving degrees from the Paul College were more likely to take the online survey than graduates of other colleges. Survey response rates as well as the similarity of survey respondents to the population of master’s degree recipients as a whole suggest that the overall results from the online survey are a good representation the outcomes for these master’s degree graduates.

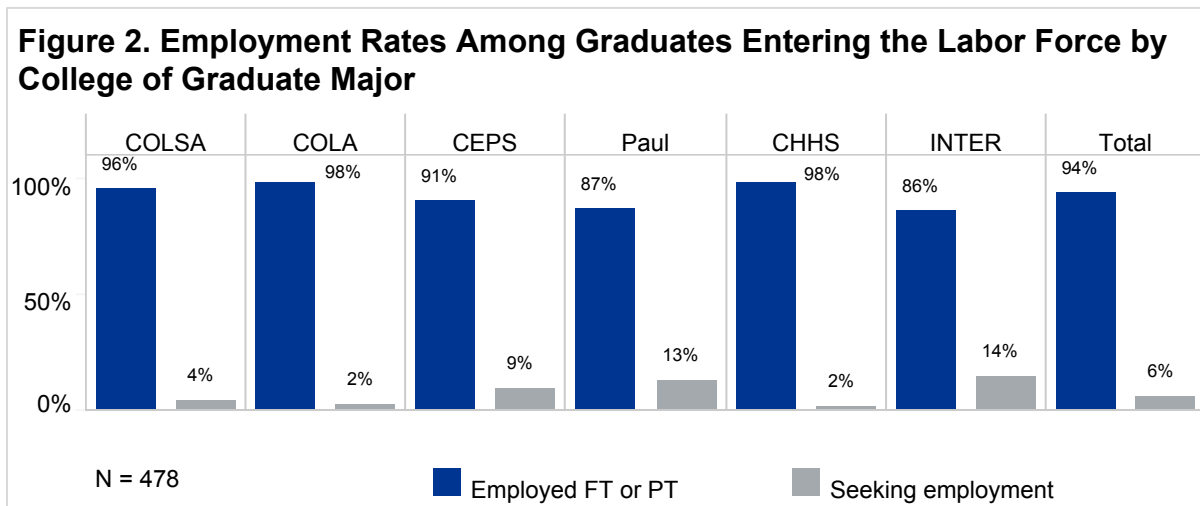
POST-GRADUATION STATUS

The post-graduation status of 2018 UNH master’s degree recipients is shown in Figure 1. Overall, 84% were employed full-time or part-time, 9% were enrolled in a program of further education, 6% were seeking employment, and 1% had other plans.³ The highest rate of employment was among CHHS graduates (95%) followed by COLA graduates (87%). Students who had graduated from interdisciplinary programs were most likely to have been seeking work at the time of the survey (14%).

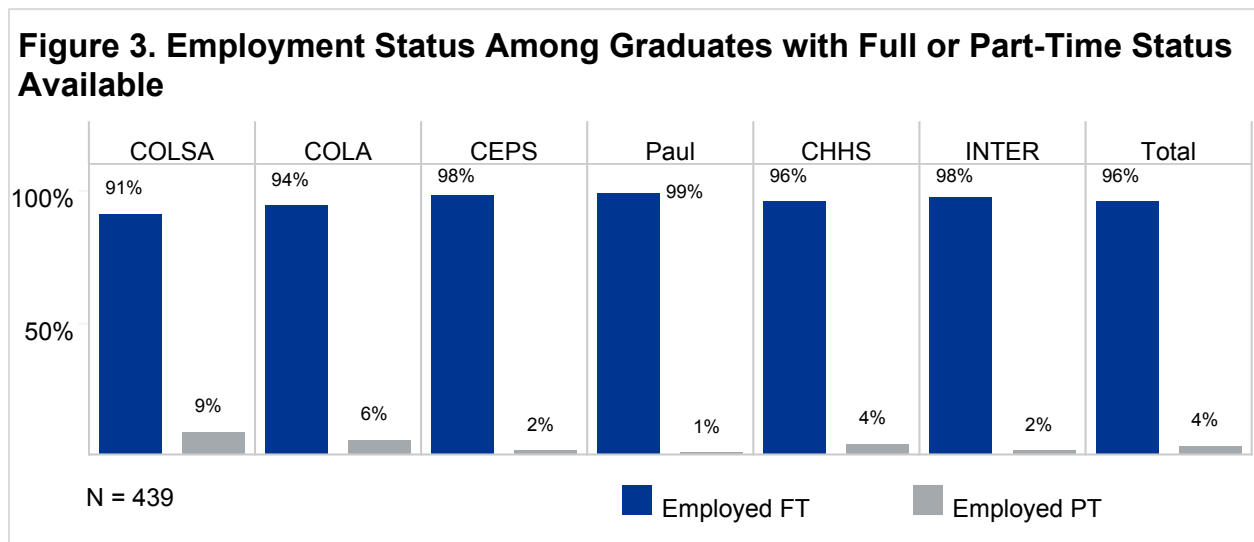


³ Some percentages in this report may not add to 100 percent because of rounding.

The employment rates in Figure 1 represent all master's graduates, but not all graduates entered the labor force immediately. When considering only those who entered the job market (or were already working), employment rates were somewhat higher (Figure 2): 94% were employed at the time of the survey and 6% were seeking work, similar to the rates among 2017 graduates.



Ninety-six percent of employed graduates were working full-time (Figure 3). Paul College graduates were most likely to be employed full-time followed by CEPS graduates and graduates of interdisciplinary programs.

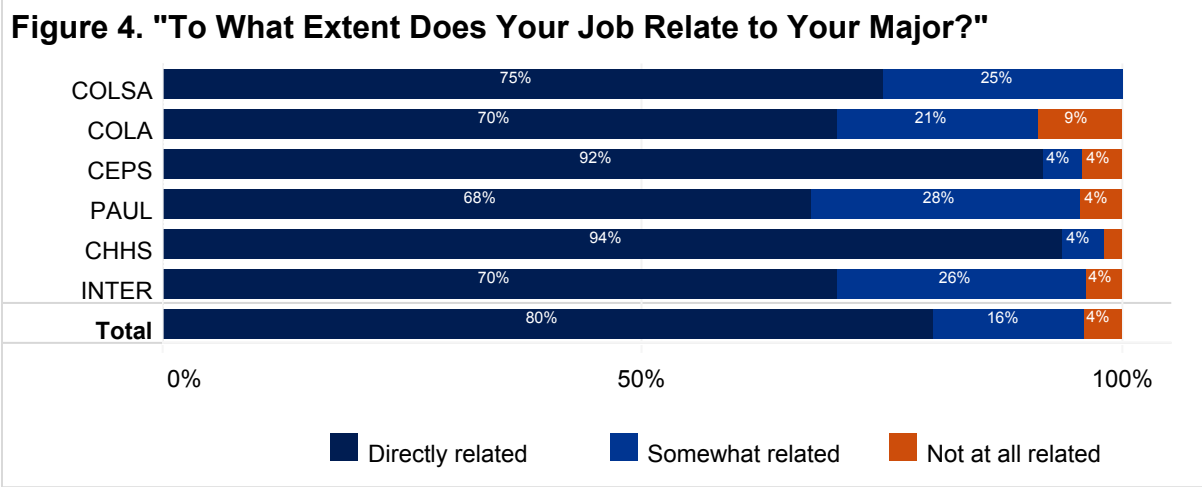


There were no significant differences by gender in students' status after graduation. Women and men were equally likely to be employed, seeking work, or continuing their education.

EMPLOYMENT DETAILS

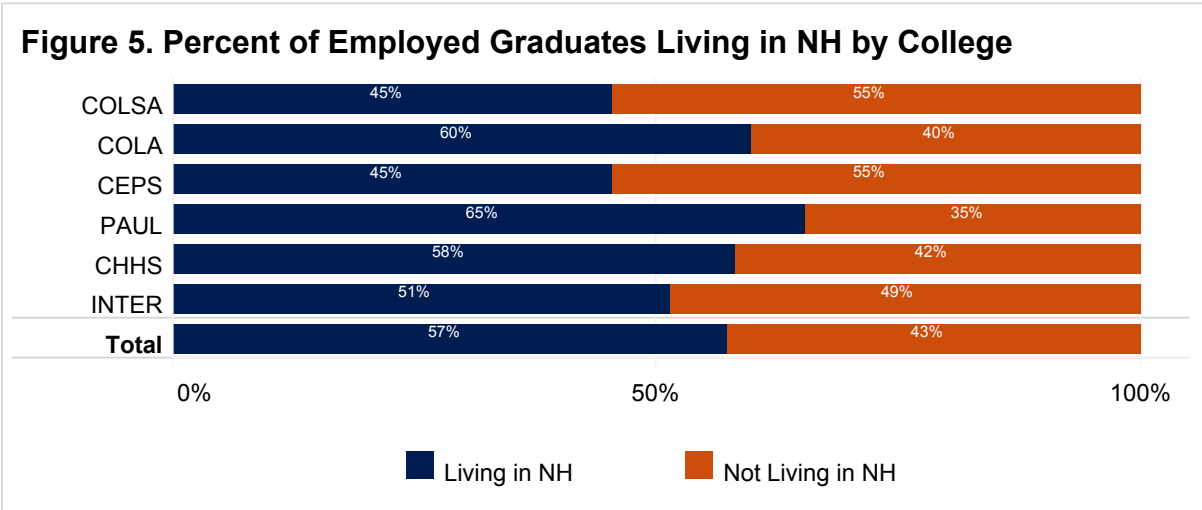
Relation to Major

Overall, 80% of employed master’s degree recipients reported that their job was directly related to their major, and a total of 96% said that their job was either directly or somewhat related. CHHS graduates (94%) and CEPS graduates (92%) were most likely to report that their jobs were directly related to their major.

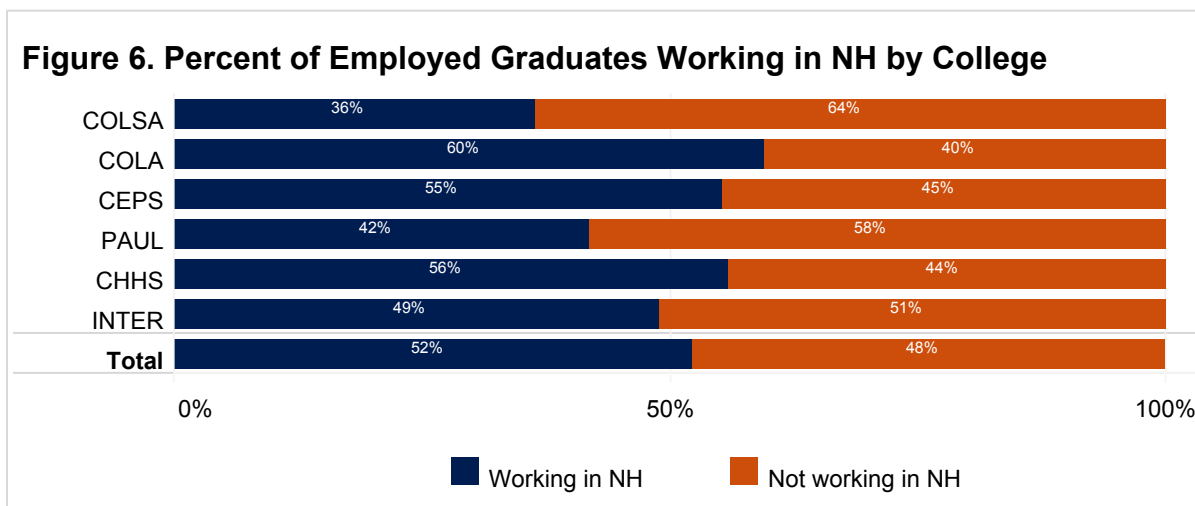


Remaining in New Hampshire

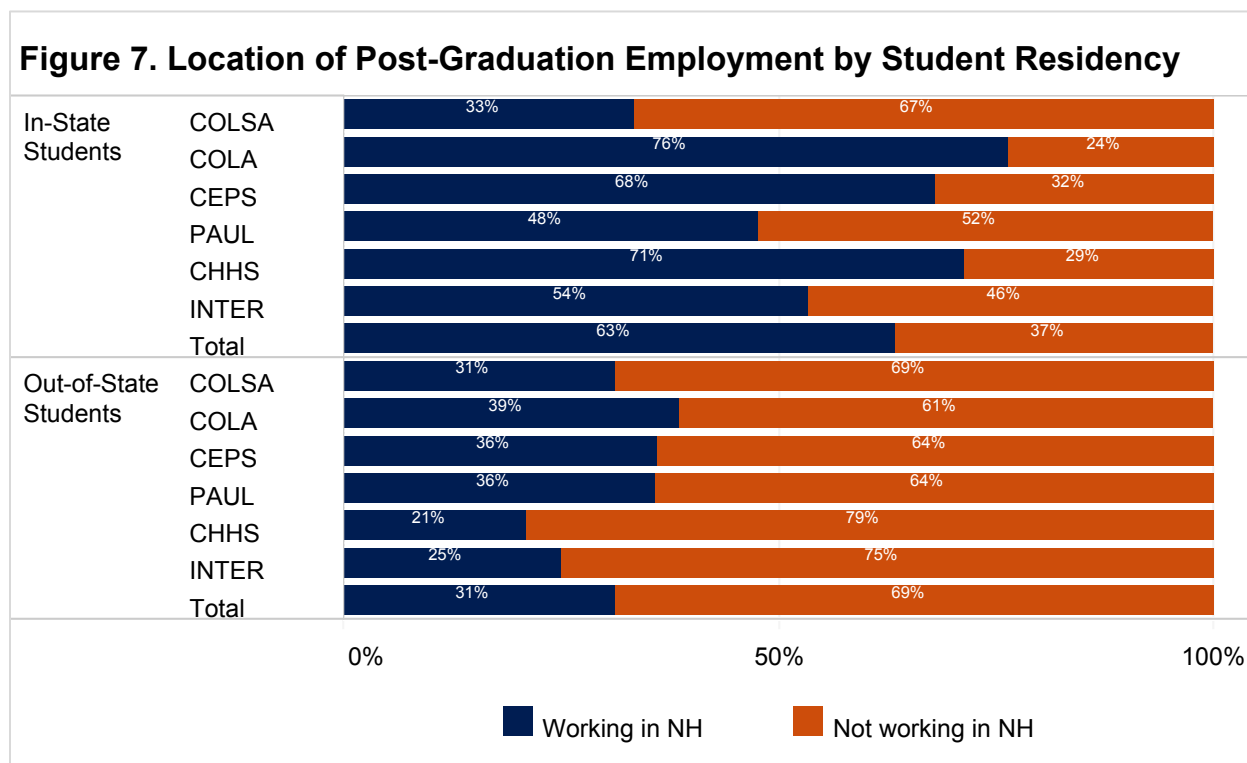
More than half (57%) of graduates who were employed after graduation remained in New Hampshire as residents (Figure 5). However, there was some variation by the college of students’ major. Graduates from CEPS and COLSA were least likely to live in New Hampshire after graduation, while those graduating from Paul College were most likely.



Employed graduates also differed by college on whether they were working in New Hampshire (Figure 6). COLA graduates were most likely to be employed in New Hampshire, while COLSA graduates were least likely. Overall, 52% of employed graduate degree recipients were working in New Hampshire.

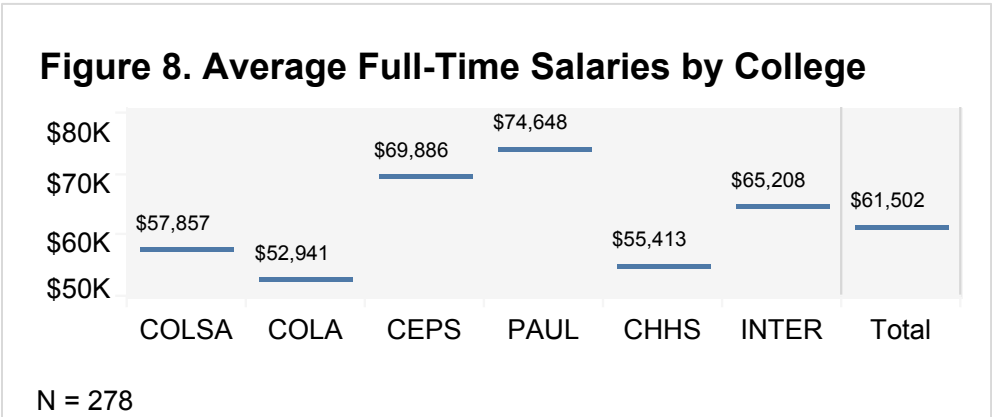


The likelihood of a graduate staying in New Hampshire for work depended on whether she or he was an in-state or out-of-state student at the time of graduation. Sixty-three percent of in-state students remained in-state for their jobs, but only 31% of out-of-state students did (Figure 7).



Salaries

Full-time salary information was provided by 278 respondents. The overall average salary among master’s degree recipients was \$61,502, an 8% increase over the 2017 average full-time salary of \$56,943. Salaries varied considerably by college of students’ major. Paul College graduates had the highest salaries followed by graduates of CEPS.



Men’s average salary was 20% higher than women’s (Figure 9).

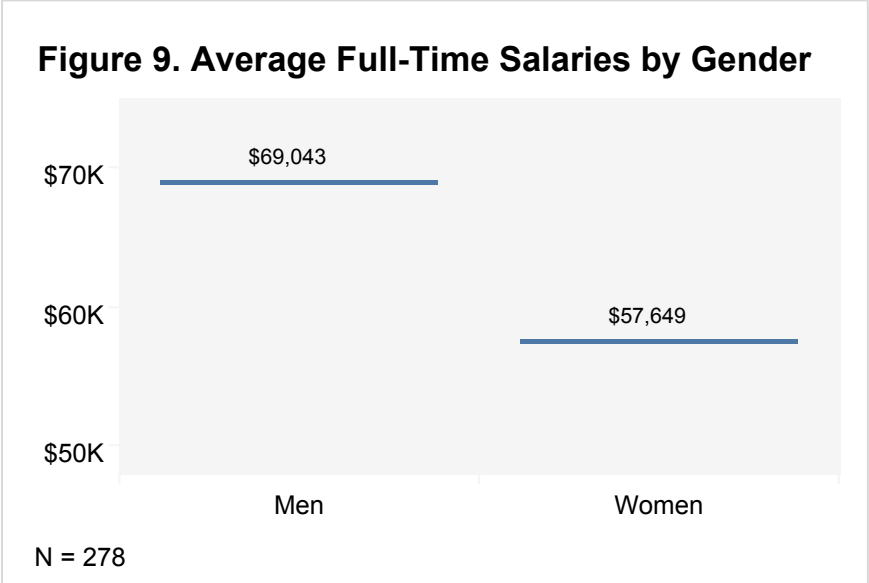
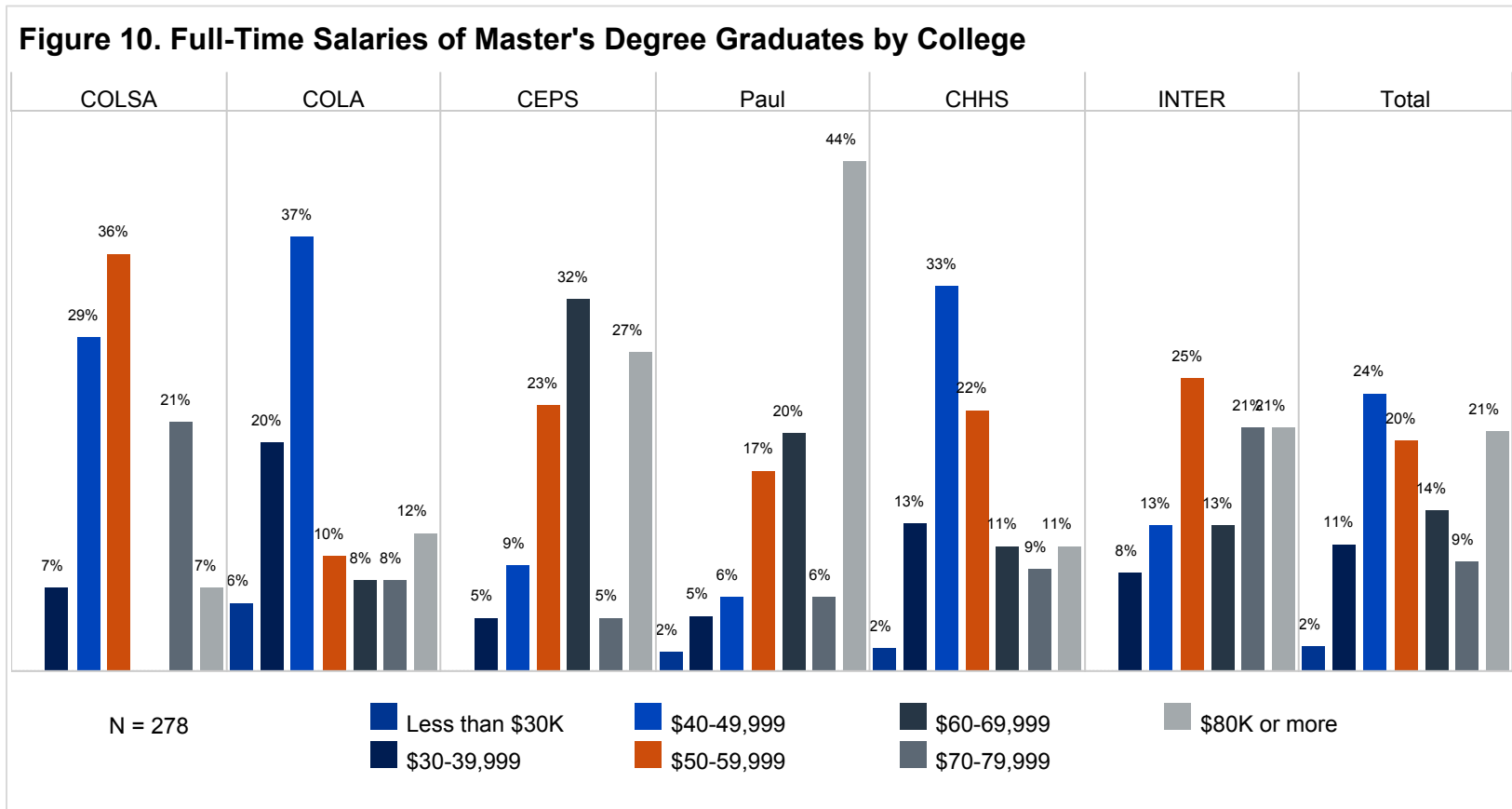
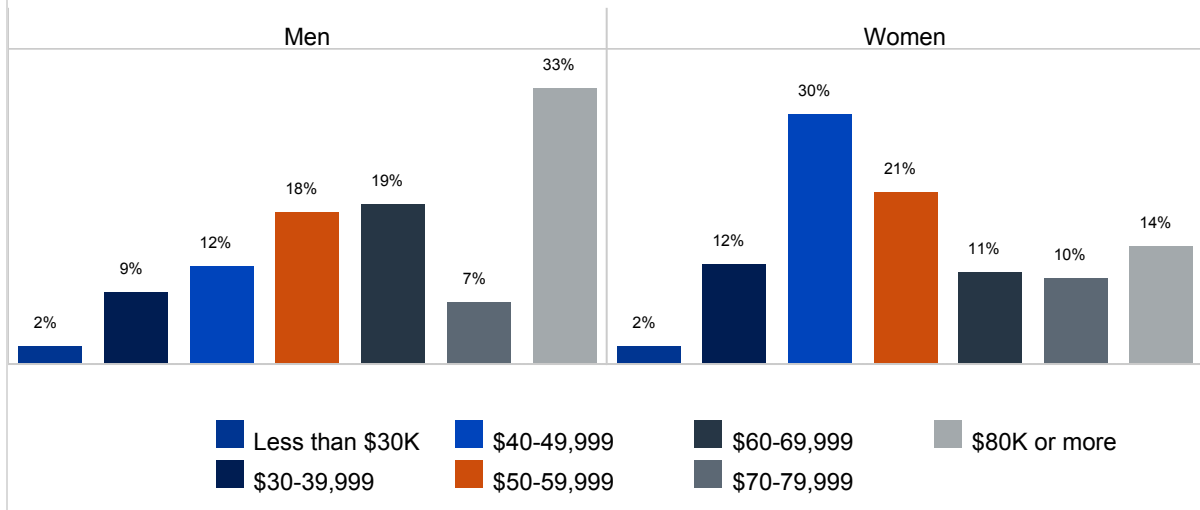


Figure 10 shows the distribution of full-time salaries in \$10,000 ranges by the college of students' graduate major. Overall, 64% of master's graduates who reported full-time salaries were earning \$50,000 or more compared with 55% of graduates in 2017.



Seventy-seven percent of men were earning at least \$50,000 but only 56% of women were (Figure 11).

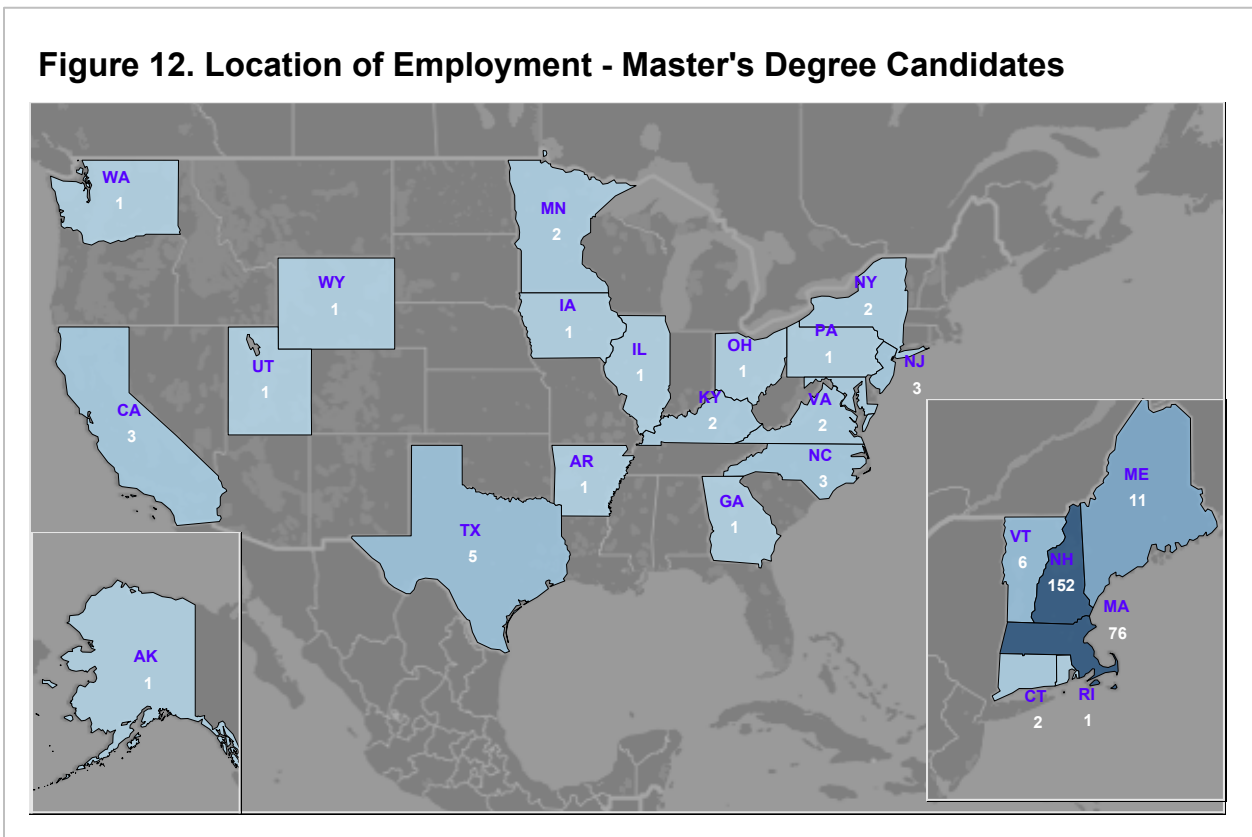
Figure 11. Full-Time Salaries by Gender



Employers and Locations

The majority of graduates reported that they are working in New England, but 2018 master's degree alumni are employed across the U.S. in at least 24 states.

Figure 12. Location of Employment - Master's Degree Candidates



Employed graduates reported working at nearly 300 different organizations. Table 3 lists a subset of 2018 employers.

Table 3. Selected Employers Master's Degree Graduates - Class of 2018

Aetna (1)	Lamprey Health Care (2)
Andersen Tax (1)	Liberty Mutual (5)
Athenian Analytics (1)	Lonza Group, LLC (1)
BAE Systems (2)	Massachusetts General Hospital (1)
Baker Newman Noyes (1)	Mental Health Ctr of Greater Manchester (5)
Broad Institute of MIT and Harvard (1)	Middlebury College (1)
Center for Life Management (2)	New Hampshire Air National Guard (1)
Community Partners (2)	New Hampshire Hospital (2)
Core Physicians LLC (1)	NH Division for Children, Youth and Families (3)
Cornell University Animal Health Diagnostic Center (1)	Oyster River School District (2)
Dartmouth College (1)	Pediatric Therapy Center (2)
Dartmouth Hitchcock Medical Center (3)	Phillips Exeter Academy (1)
Dell EMC (1)	Portsmouth Naval Shipyard (1)
Dracut Public Schools (2)	Pratt & Whitney (1)
Elliot Hospital (2)	PriceWaterhouseCoopers (3)
Ernst & Young (4)	Raytheon (1)
Fidelity Investments (3)	Riverbend (2)
FLIR Systems (1)	RSM International (2)
Genesis Healthcare (4)	Seacoast Mental Health Center (2)
Grant Thornton LLP (1)	United States Senate (1)
Harbor Homes (2)	Unitil Service Corp. (2)
Harvard Medical School (1)	University of Connecticut (1)
John Hopkins Hospital (1)	University of New Hampshire (10)
Johnson Controls (1)	University of Vermont Medical Center (1)
Kentucky Fish and Wildlife (1)	Wentworth Institute of Technology (1)

GRADUATE AND PROFESSIONAL SCHOOLS

Nine percent of master's degree recipients reported that they were enrolled in further graduate education. Most of these students (34/38) were pursuing a doctoral degree, but 3 were pursuing a master's degree and 1, a graduate certificate. The majority who were continuing their education remained at UNH. Table 4 shows the institutions at which recent graduates enrolled.

Table 4. Graduate and Professional Schools Master's Students - Class of 2018

Clark University (1)	University of Kentucky (1)
North Carolina State University (1)	University of Michigan (1)
Pennsylvania State University (2)	University of Nebraska (1)
University of British Columbia (1)	University of New England (1)
University of Connecticut (1)	University of New Hampshire (22)
University of Iowa (1)	UNH School of Law (4)

INTERNSHIPS

Sixty-one percent of graduates had participated in at least one internship during their UNH career (Table 5). Graduates of the College of Health and Human Services were most likely to report completing at least one internship (98%) followed by graduates of interdisciplinary programs (68%).

Table 5. Internships Among Master's Students by College of Major

College of Graduate Major	Percent with at least 1 internship	Mean # of internships
Life Sciences and Agriculture	12.5	0.25
Liberal Arts	45.8	1.00
Engineering and Physical Sciences	44.8	0.86
Paul College of Business and Economics	41.0	0.67
Health and Human Services	97.9	2.85
Interdisciplinary	68.2	1.04
All Colleges	61.1	1.46

Among graduate students who had at least one internship, 30% had one that was paid, 78% had one that was for credit, and 39% received a full-time job offer from an internship organization. These internship characteristics varied by the college of the student's major (Table 6.)

Table 6. Internship Characteristics by College of Graduate Major

Among master's students who had at least one internship and who answered internship follow-up questions

Percent who had:	COLSA	COLA	CEPS	Paul	CHHS	Interdis.	Total
Any paid internship	100%	18%	77%	68%	12%	27%	30%
Any for-credit internship	50%	91%	15%	53%	96%	60%	78%
Any full-time job offer	50%	27%	46%	47%	40%	27%	39%
Among those with a job offer, % accepting the offer	100%	50%	83%	63%	68%	50%	66%

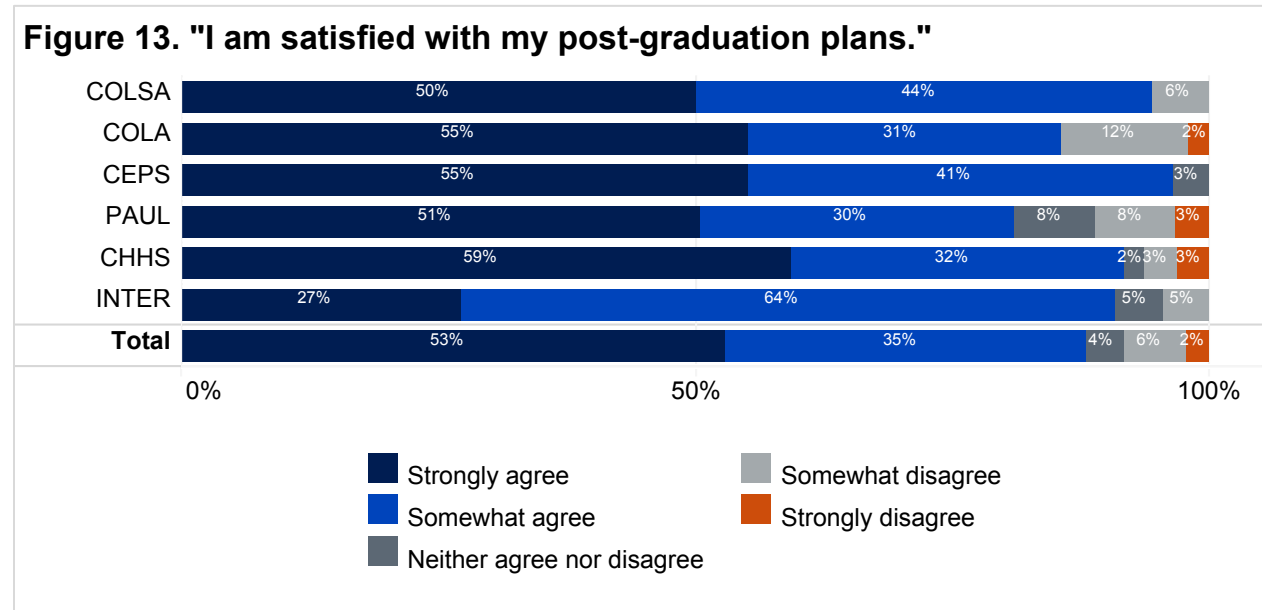
Table 7 shows a sample of the many organizations where master's degree students completed internships.

Table 7. Selected Internship Organizations Master's Students - Class of 2018

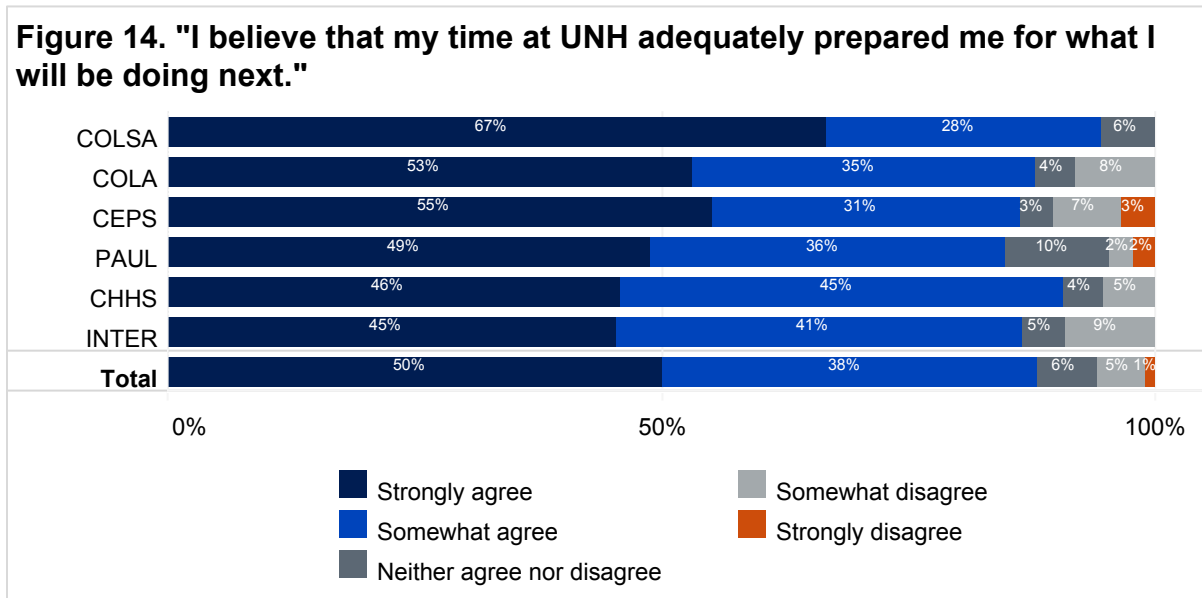
Andersen Tax (2)	Maine Medical Center (1)
Anna Jaques Hospital (1)	Manchester Community Health Center (2)
BAE SYSTEMS (1)	Maple Wood Elementary School (2)
Baker Newman Noyes (1)	Massachusetts General Hospital (1)
Banco de Oro (2)	Mental Health Center of Greater Manchester (2)
Barrington Elementary School (2)	NASA (1)
BerryDunn (1)	National Science Foundation (2)
Beth Israel Deaconess Medical Center (1)	New Generation (3)
Center for Eating Disorders Management (2)	New Hampshire Attorney General's Office (1)
Child and Family Services (2)	New Hampshire DCYF (2)
Community Partners (3)	New Hampshire Hospital (2)
Concord Hospital (4)	New Hampshire NASW (2)
Cross Roads House (2)	Northeast Passage (2)
Crotched Mountain (2)	Northeast Rehab (2)
Dartmouth-Hitchcock Medical Center (5)	Nottingham School (4)
Elliot Hospital (5)	Plaice Cove Electronics (2)
Exeter Hospital (2)	Portsmouth Regional Hospital (5)
Families First (2)	PwC (2)
Families in Transition (3)	Southern New Hampshire Health (4)
Frisbie Memorial Hospital (2)	St. Joseph Hospital (2)
HAVEN NH (2)	UNH Child Study and Development Center (7)
Kennebunk High School (2)	UNH Health Services (2)
Keystone Hall (2)	UNH Speech-Language-Hearing Center (5)
Krepfels Center (5)	UNH SURF (2)
Lawrence General Hospital (2)	UNH Wildcat Friends (2)
Little Harbour School (2)	Unum (1)
Maine Behavioral Health (2)	Wentworth-Douglass Hospital (3)

SATISFACTION WITH POST-GRADUATION PLANS AND UNH GRADUATE EDUCATION

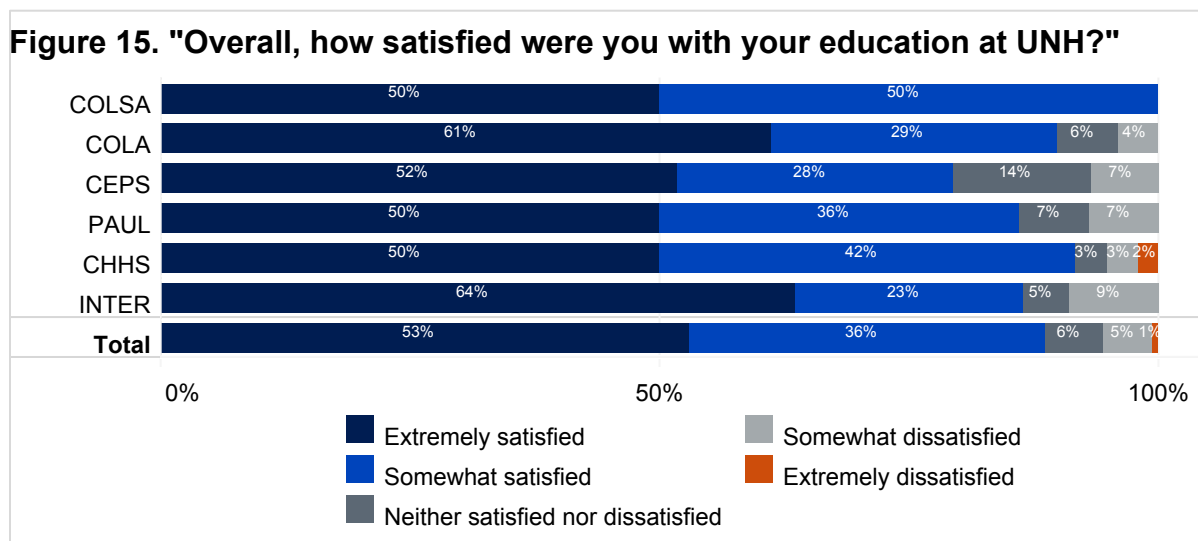
2018 master's degree graduates were satisfied with what they were doing after receiving their degree: 88% strongly or somewhat agreed that they were satisfied with their post-graduation plans.



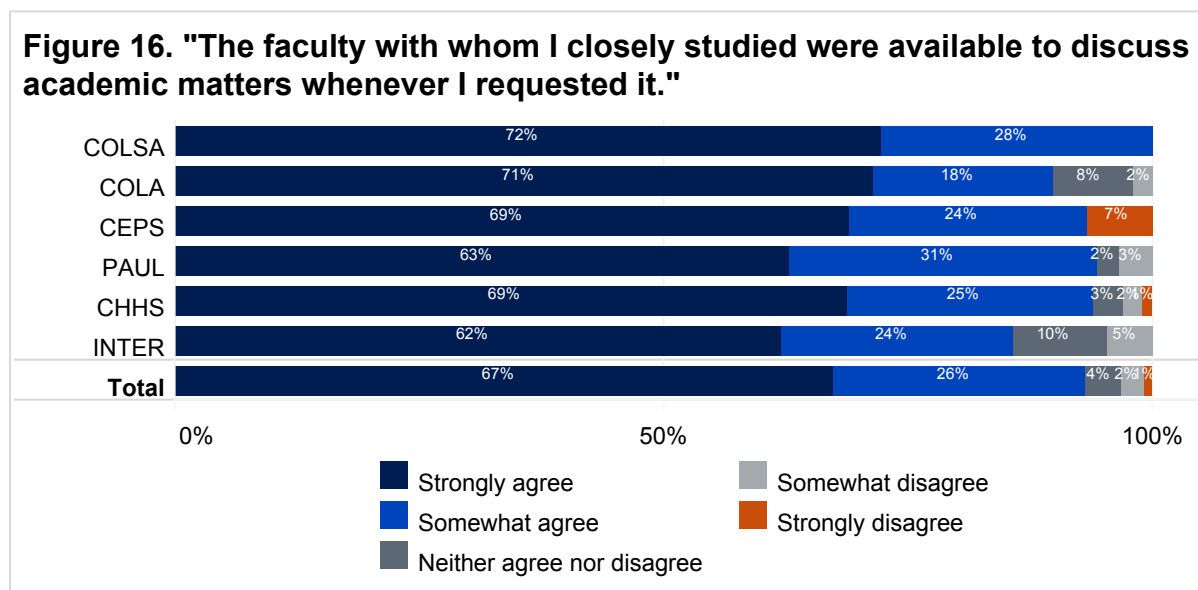
Eighty-eight percent either strongly or somewhat agreed that UNH adequately prepared them for their post-graduation plans.



More than half (53%) were extremely satisfied with their UNH graduate education, and a total of 89% were either extremely or somewhat satisfied. These results are similar to those reported by master's degree students in 2017.

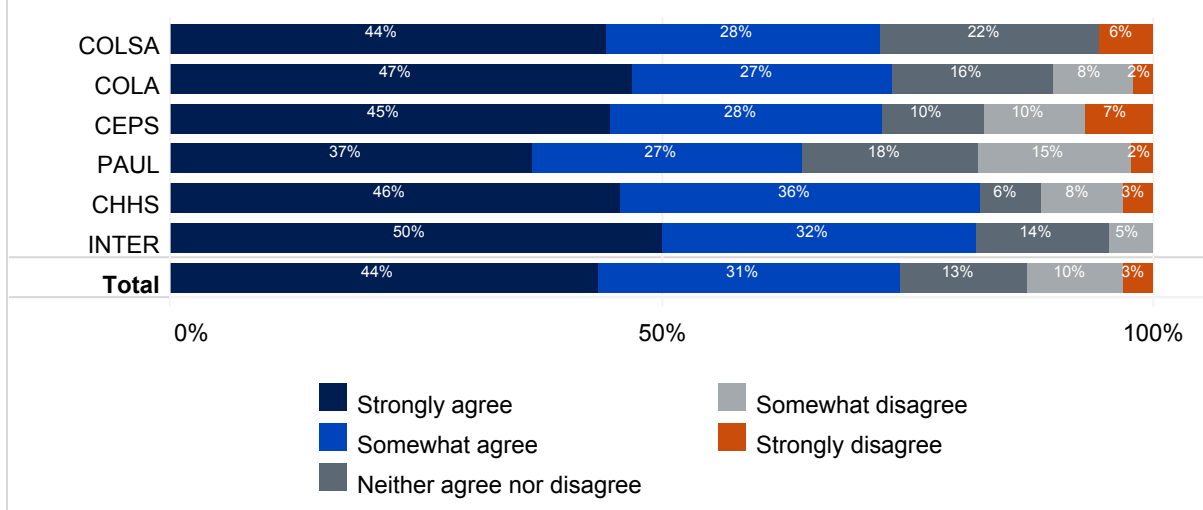


Master's graduates gave highly positive reviews on faculty availability: 93% strongly or somewhat agreed that faculty in their programs were available to discuss academic matters whenever requested.



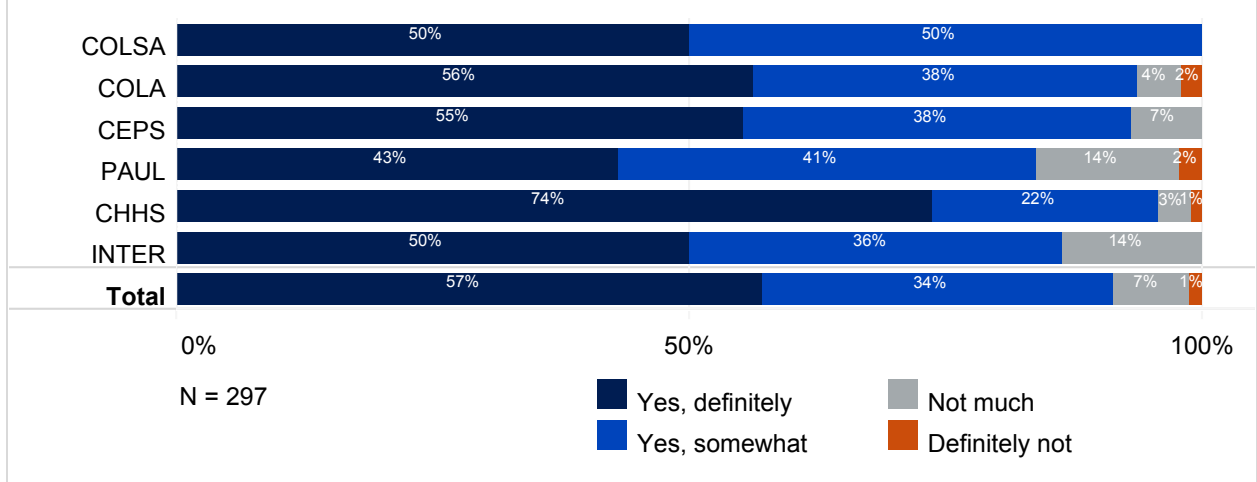
Seventy-five percent agreed either strongly or somewhat that faculty gave them "helpful and timely career advice." However, this question does not assess whether students requested or needed career advice.

Figure 17. "The faculty with whom I closely studied gave me helpful and timely career advice."



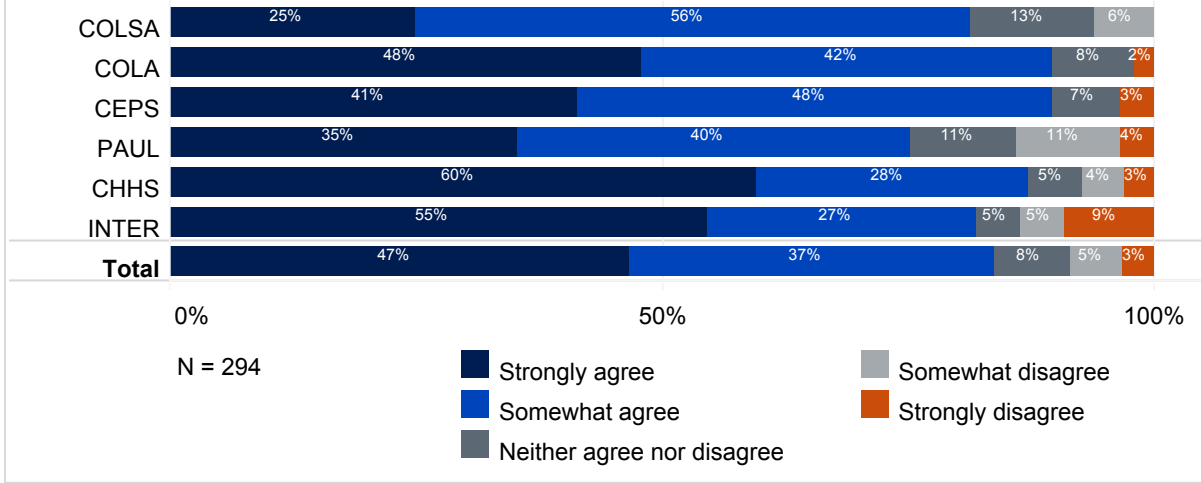
A large majority of graduate students—91%—said that their UNH graduate degree had definitely or somewhat helped them meet their career goals.

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



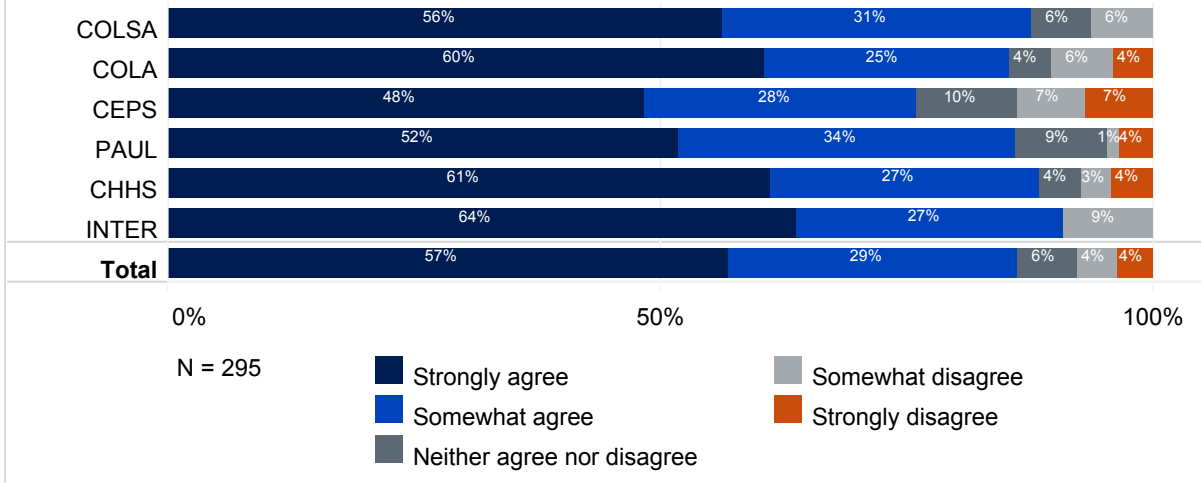
Most (84%) also agreed strongly or somewhat strongly that their program of study had been challenging.

Figure 19. "My graduate program was challenging."



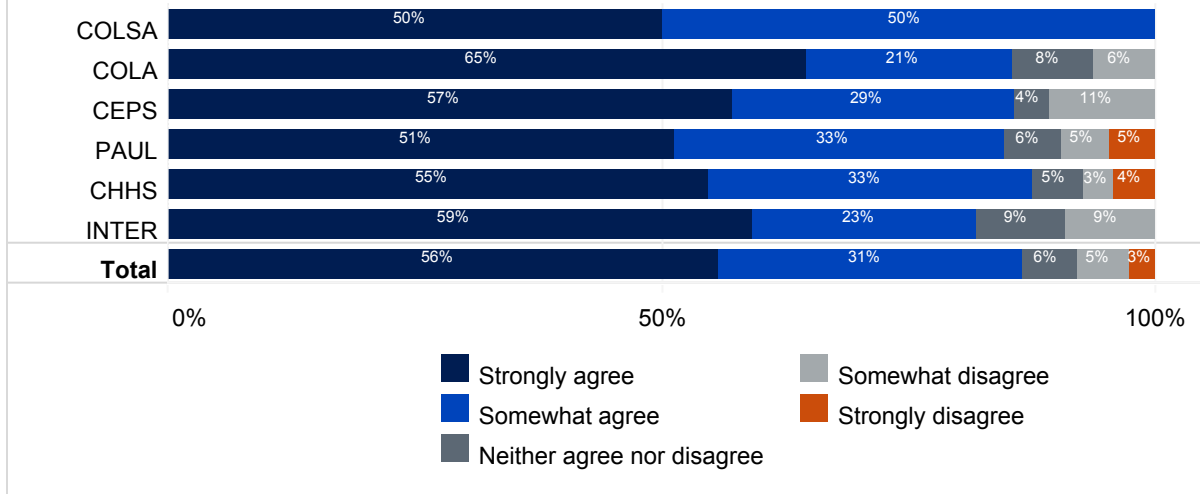
Eighty-six percent agreed either strongly or somewhat that they would recommend UNH for graduate study.

Figure 20. "I would recommend UNH as a good place for graduate study."



Finally, 87% 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

Once again in 2018, First Destination Survey results for UNH’s master’s degree recipients show strong employment and salary outcomes in the first year after graduating. Among those entering the labor force, 94% were employed. Average full-time salaries increased 8% over 2017. UNH graduate students continue to contribute to the vibrancy of our state economy, with more than half remaining in New Hampshire as residents or workers after they finish their degree. UNH master’s degree recipients were satisfied with the availability of faculty on academic matters, with the quality of their education, and with the preparation it provided them for their next destination. An overwhelming majority would recommend UNH as a good place for graduate study.