



First Destination Survey Report  
Graduate School Class of 2020  
Master's Degree Recipients

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## EXECUTIVE SUMMARY

This report provides a summary of results from the 2020 First Destination Survey for UNH master's degree graduates. The survey was conducted from August to December of 2020. This graduating class is unique in that many of them entered the job market during the global COVID-19 pandemic and economic downturn. Even so, many these graduates experienced successful post-graduation outcomes.

### *Highlights*

- Post-graduation information was collected on 82% of master's degree recipients—46% from the full online survey and 36% using data from other sources.
- Among those with post-graduation information, 88% were employed<sup>1</sup>, 6% were enrolled in further education, and 6% were seeking employment or further education. This is similar to the 2019 graduating class in which 90.5% were employed and 4.6% were enrolled in further education.
- The average full-time salary of 2020 master's degree recipients was \$59,424, very close that for graduates in the Class of 2019 (\$59,958).
- More than two-thirds of all master's degree recipients (70%) participated in experiential learning in the form of an internship, practicum, clinical, or fieldwork during their program, and among those who participated, 32% received a full-time job offer from an internship organization.
- The Class of 2020 reported high satisfaction with their education at UNH and with how it prepared them for what they are doing after graduation. Specifically:
  - 87% 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
  - 84% strongly or somewhat agreed they are satisfied with their post-graduation plans. This is slightly lower than the prior year, likely due to entering the job market during the pandemic and economic downturn (90% in 2019).

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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.

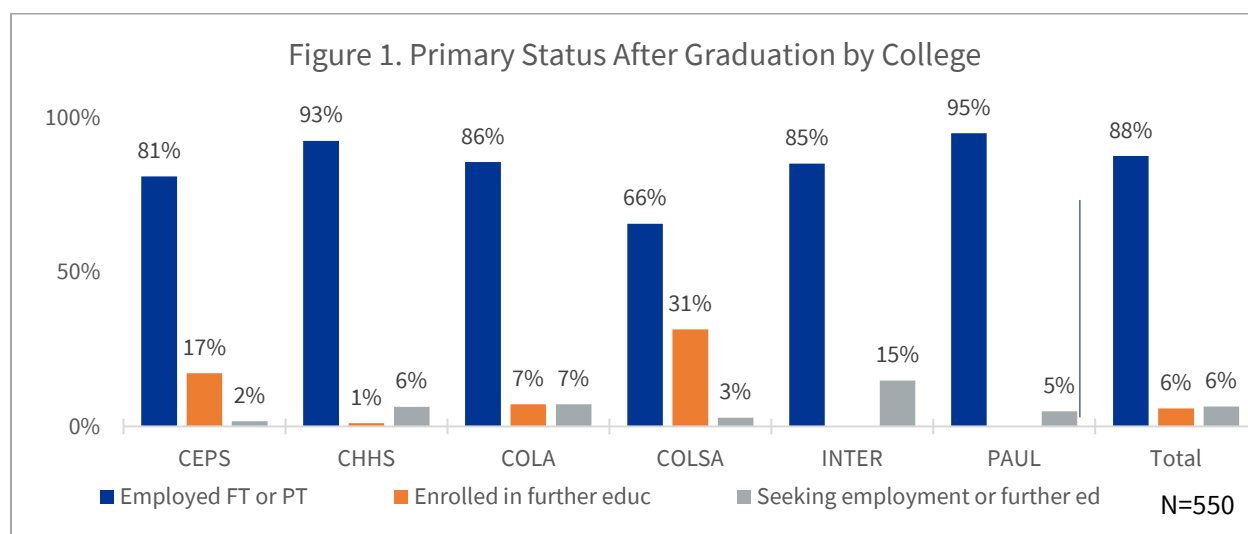
## METHODOLOGY

Across the Durham and Manchester campuses, UNH awarded 675 master’s degrees between September 2019 and May 2020. The First Destination Survey was administered from August to October for all master’s degree graduates. For those who did not take the online survey, “knowledge rate” data was collected in November and December using phone calls, social media platforms, and National Student Clearinghouse data on subsequent enrollment in other educational programs.

These efforts yielded an online survey response rate of 46% and a knowledge rate data collection rate of 36%, bringing the total of graduates for whom at least some post-graduation information was available to 82%. See Appendix 1 for more detail, including response rates and knowledge rates broken down by college, as well as the demographic profile of respondents.

## POST-GRADUATION STATUS

Within 3-12 months of graduation, 88% of master’s degree graduates were employed, and 6% were enrolled in further education. The remaining 6% were seeking either employment or further education at the time of data collection.<sup>2</sup>

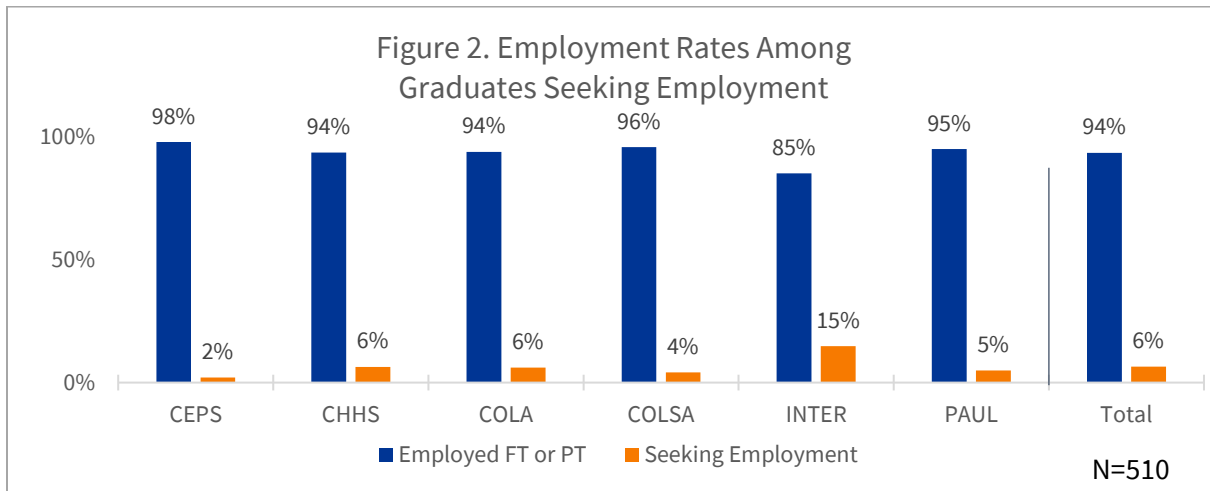


See Appendix A for list of programs included in Interdisciplinary, including some UNHM programs

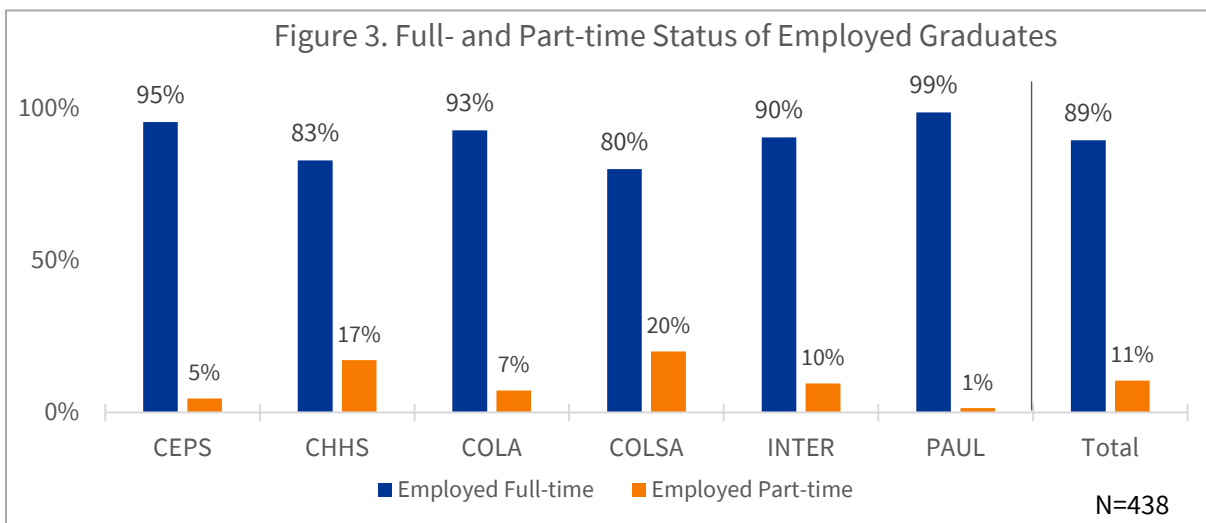
The employment rates in Figure 1 represent all master’s degree recipients, but not all graduates entered the labor force immediately. When considering only those who entered the job market (or were already

<sup>2</sup> Seven 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.

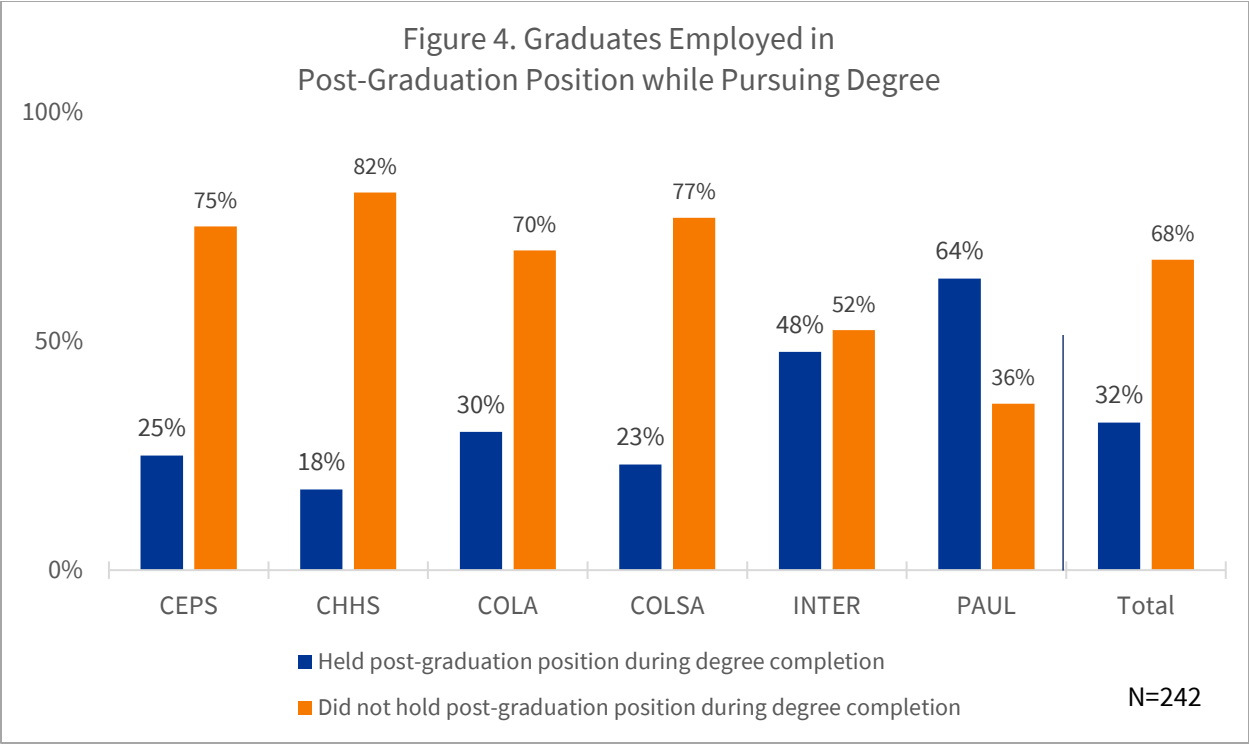
working), 94% were employed at the time of data collection and 6% were seeking work. This is similar to last year (95% employed).



As shown in Figure 3, the majority of master’s degree recipients were employed full-time (87%). This is a decline of 10-percentage points from the prior year when 97% of graduates were employed full-time. This drop may be related to changes in the job market as a result of the COVID-19 pandemic.



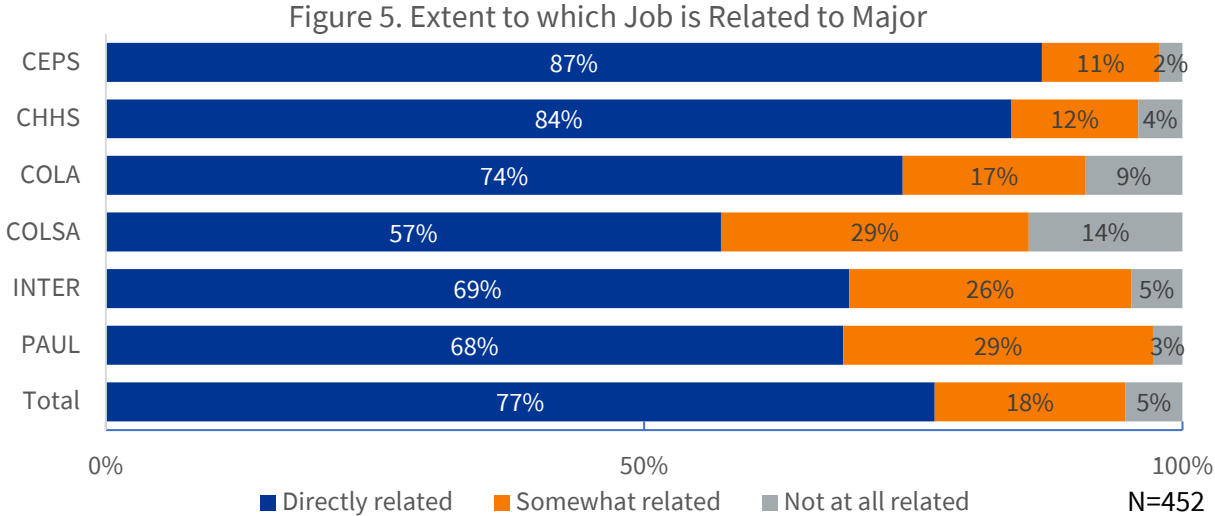
Similar to last year, 32% of master’s degree recipient graduates were working in their post-graduation position while pursuing their degree (33% for 2019 master’s degree graduates). Paul College students were most likely to be working at the same job both before and after graduation.



**EMPLOYMENT DETAILS**

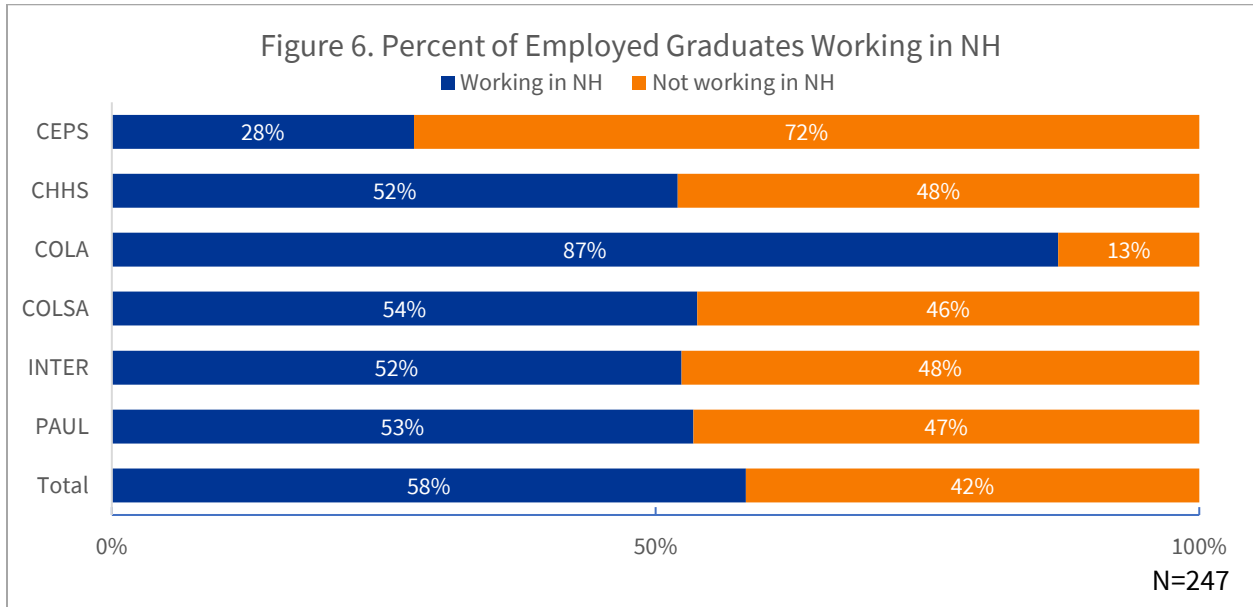
*Relation to Major*

Most master’s degree recipients who were employed reported that their job was either directly or somewhat directly related to their major (77% “directly related” and 17% “somewhat related”).

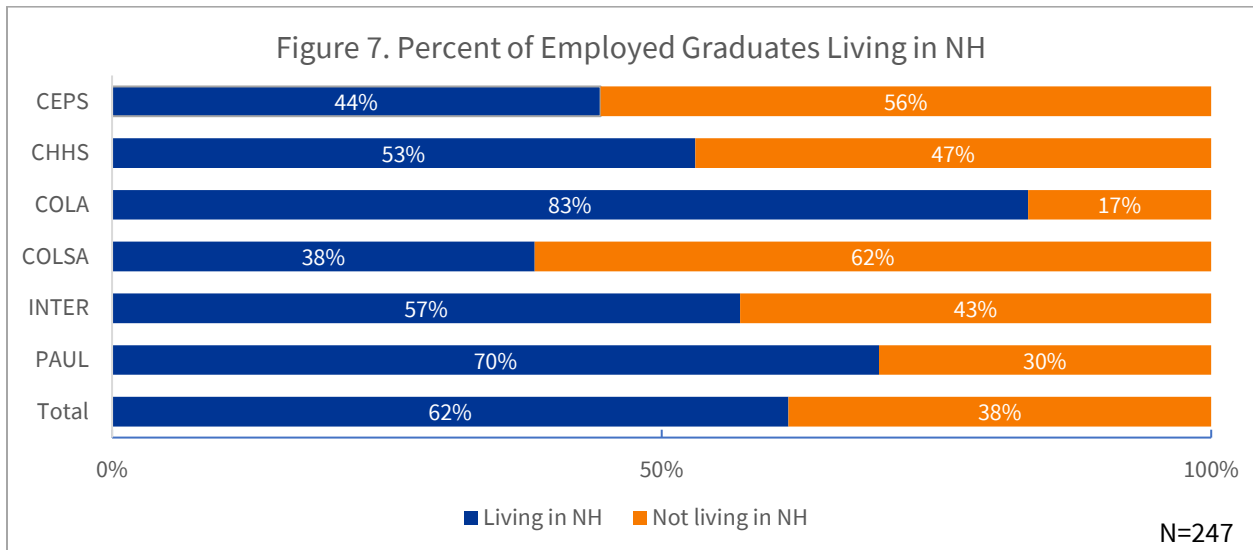


### Remaining in New Hampshire

Among those who reported that they were employed<sup>3</sup>, more than half were working in NH (58%; Figure 6). Nearly half of master’s degree recipients who found a *new* post-graduation position that they had not held while completing their degree were working in NH (49%).

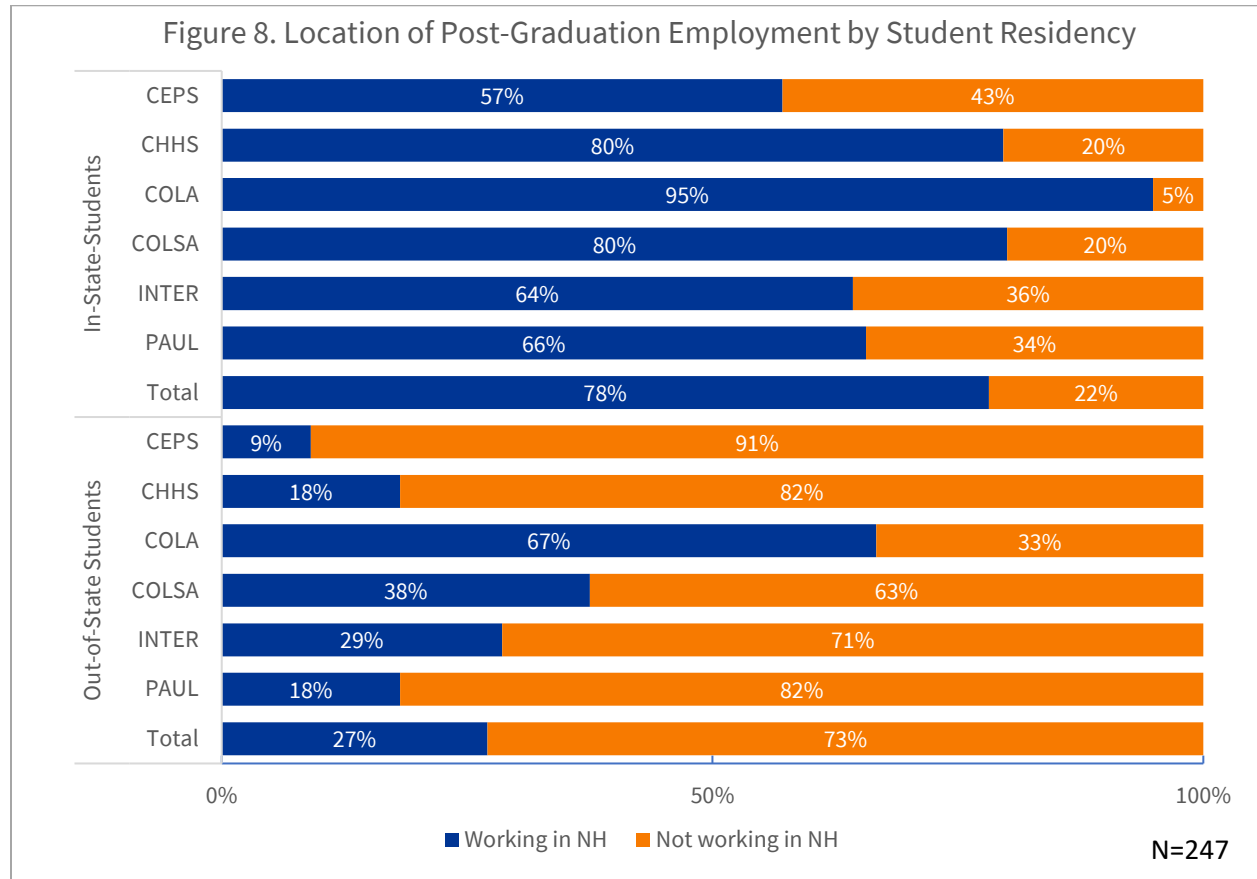


Among those who obtained employment, 62% were living in New Hampshire at the time of the survey<sup>4</sup>.



<sup>3</sup> Figures 6, 7, and 8 include only graduates who were authorized to work permanently in the U.S.

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, three-fourths of in-state students remained in New Hampshire for their jobs<sup>4</sup> (78%), while only one-fourth of out-of-state students did so (27%).

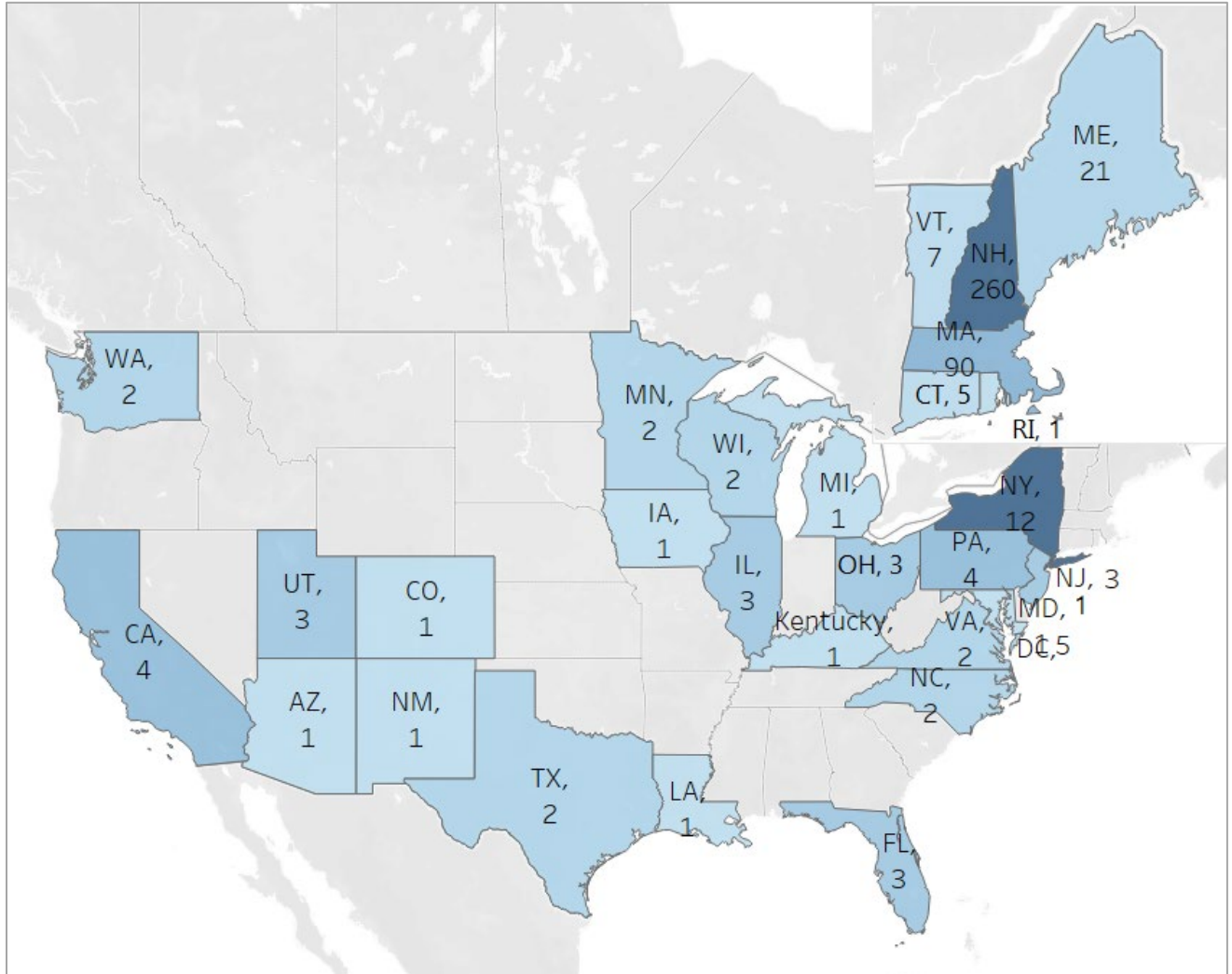




### Employers and Locations

UNH graduates typically remain in the Northeast immediately after graduation, and this held true for the master's degree recipients of 2020. Figure 9 shows the states where master's degree recipients were working after graduation. Additionally, there are 2020 master's degree graduates who obtained employment in China and Saudi Arabia.

Figure 9. Location of Employment – Class of 2020



*Full-time Employers*

Graduates found positions in hundreds of different organizations. Table 1 shows a selection of employers who hired master’s degree recipients full-time.

| <b>Table 1. Selected Employers - Class of 2020</b> |  |
|--|--|
| Adrenaline Agency (1)                              | Leonardo DRS (1)                             |
| Advisory Aerospace OSC (1)                         | Liberty Mutual (3)                           |
| American House Keene (1)                           | Lonza (1)                                    |
| American Independence Museum (1)                   | Manchester School District (3)               |
| AQYR Technologies, Inc. (1)                        | Merrimack School District (3)                |
| Arrow Electronics (1)                              | Mount Prospect Academy (1)                   |
| BAE Systems, Inc. (3)                              | Nashua School District (2)                   |
| Baker Newman Noyes (6)                             | Neo4j (1)                                    |
| BakerProp LLC (1)                                  | Newton Public Schools (1)                    |
| Barrington School District (2)                     | NextEra Energy (1)                           |
| Community Crossroads (1)                           | Normandeau Associate's Inc. (1)              |
| Concord Hospital (1)                               | Oyster River High School (2)                 |
| Department of Defense (1)                          | Pratt & Whitney (1)                          |
| Dover School District (4)                          | PricewaterhouseCoopers (5)                   |
| Draeger (1)  | Raiche & Company CPAs, P.A. (1)              |
| Ernst & Young (7)                                  | Raytheon Technologies (1)                    |
| Fidelity Investments (1)                           | RiverWoods Group (1)                         |
| FirstLight Power (1)                               | Robly Vex Va Medical Center (1)              |
| Flo-Dynamics, Inc. (1)                             | Southern New Hampshire University (2)        |
| Gorham Saving Bank (1)                             | State of New Hampshire (1)                   |
| Hartland Public Library (1)                        | Tomtom (1)                                   |
| Hitchiner Manufacturing                            | University of Illinois - Krannert Center (1) |
| IDEXX laboratories (1)                             | University of New Hampshire (8)              |
| Idlehurst Elementary School (2)                    | University Systems of New Hampshire (3)      |
| John Deere (1)                                     | US Performance Academy (1)                   |
| Keystone Business Services (1)                     | Verisk Analytics (1)                         |
| Lakes Region Mental Health Center (1)              | Warrior-Scholar Project (1)                  |

## Salaries

Figure 10 shows the average salary for graduates who obtained full-time employment. Across colleges, the average salary for master’s degree recipients was very similar to last year – at \$59,424 (compared to \$59,958 last year).

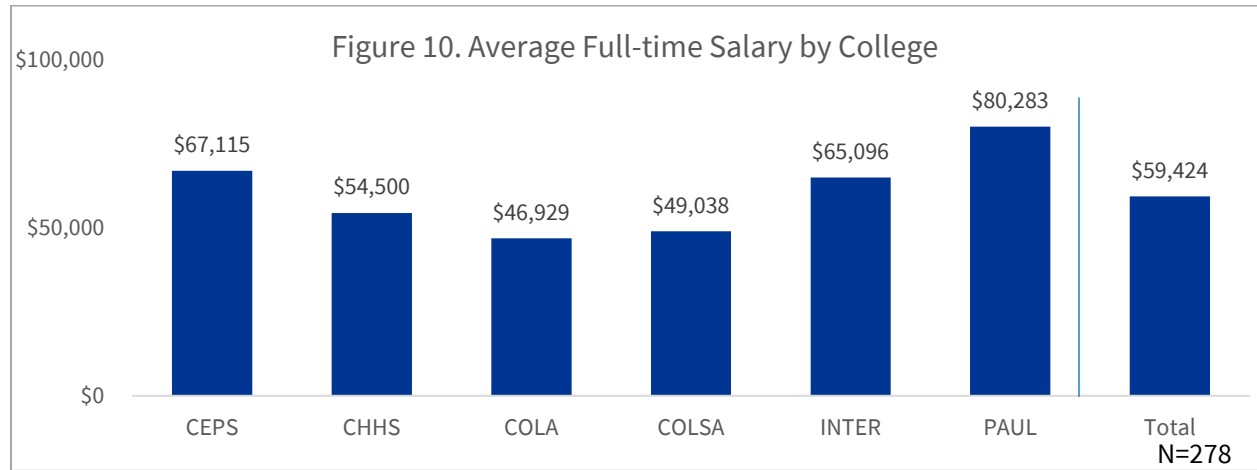
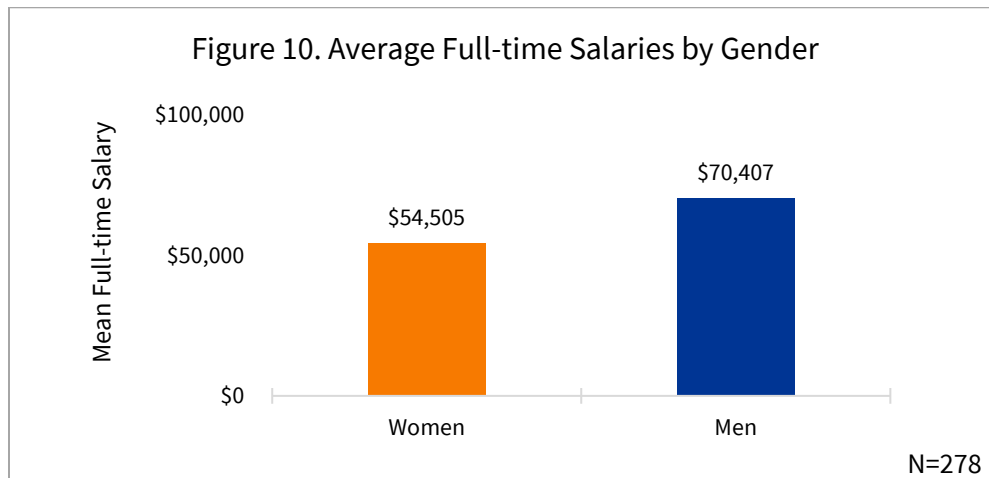


Table 2 shows the distribution of full-time salaries by \$10,000 ranges. As in 2019, the median salary for all master’s degree recipients working full-time was in the \$50,000 to \$59,999 range.

|       | Less than \$30K | \$30-39,999 | \$40-49,999 | \$50-59,999 | \$60-69,999 | \$70-79,999 | \$80K or more |
|-------|-----------------|-------------|-------------|-------------|-------------|-------------|---------------|
| CEPS  | 0%              | 8%          | 12%         | 15%         | 27%         | 15%         | 23%           |
| CHHS  | 2%              | 12%         | 24%         | 26%         | 24%         | 8%          | 3%            |
| COLA  | 4%              | 19%         | 53%         | 11%         | 6%          | 3%          | 4%            |
| COLSA | 15%             | 15%         | 31%         | 23%         | 0%          | 8%          | 8%            |
| Inter | 4%              | 12%         | 12%         | 12%         | 16%         | 20%         | 24%           |
| Paul  | 0%              | 0%          | 2%          | 13%         | 23%         | 8%          | 55%           |
| Total | 3%              | 11%         | 25%         | 17%         | 18%         | 8%          | 17%           |

### Gender Differences in Salary

Figure 10 shows full-time salary differences by gender, with men making \$15,000 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.



### GRADUATE AND PROFESSIONAL SCHOOLS

Six percent of master’s degree recipients reported that they were enrolled in further graduate education. The majority who were continuing their education remained at UNH. Nearly all of these (27 of the 30) were pursuing a doctoral degree. Table 3 shows the institutions recent graduates are enrolled and the count of graduates attending each.

| <b>Table 3. Selected Graduate and Professional Schools - Class of 2020</b> |                                   |
|--|-----------------------------------|
| Dartmouth College (1)  | The University of Alabama (1)     |
| Indiana University Bloomington (1)   | University of Central Florida (1) |
| Medical University of South Carolina (1)                                   | University of Montana (1)         |
| Northeastern University (1)  | University of New Hampshire (20)  |
| Rensselaer Polytechnic Institute (1)                                       | Viterbo University (1)            |
| Southern Methodist 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, seventy percent of master's degree recipients had at least one internship during their UNH career (Table 4). Compared to last year, there was a 7-percentage point increase in graduates completing at least one internship.

| College | Percent of Graduates with 1+ Internship | Mean # of Internships |
|---------|---|-----------------------|
| CEPS    | 52%                                     | 1.11                  |
| CHHS    | 98%                                     | 2.89                  |
| COLA    | 66%                                     | 1.62                  |
| COLSA   | 35%                                     | 0.76                  |
| INTER   | 73%                                     | 1.46                  |
| PAUL    | 30%                                     | 0.65                  |
| Total   | 70%                                     | 1.83                  |

Among graduates who completed any internships, 85% had at least one in NH, 28% had at least one that was paid, 82% had at least one for credit, and 32% received a full-time job offer from an internship organization.

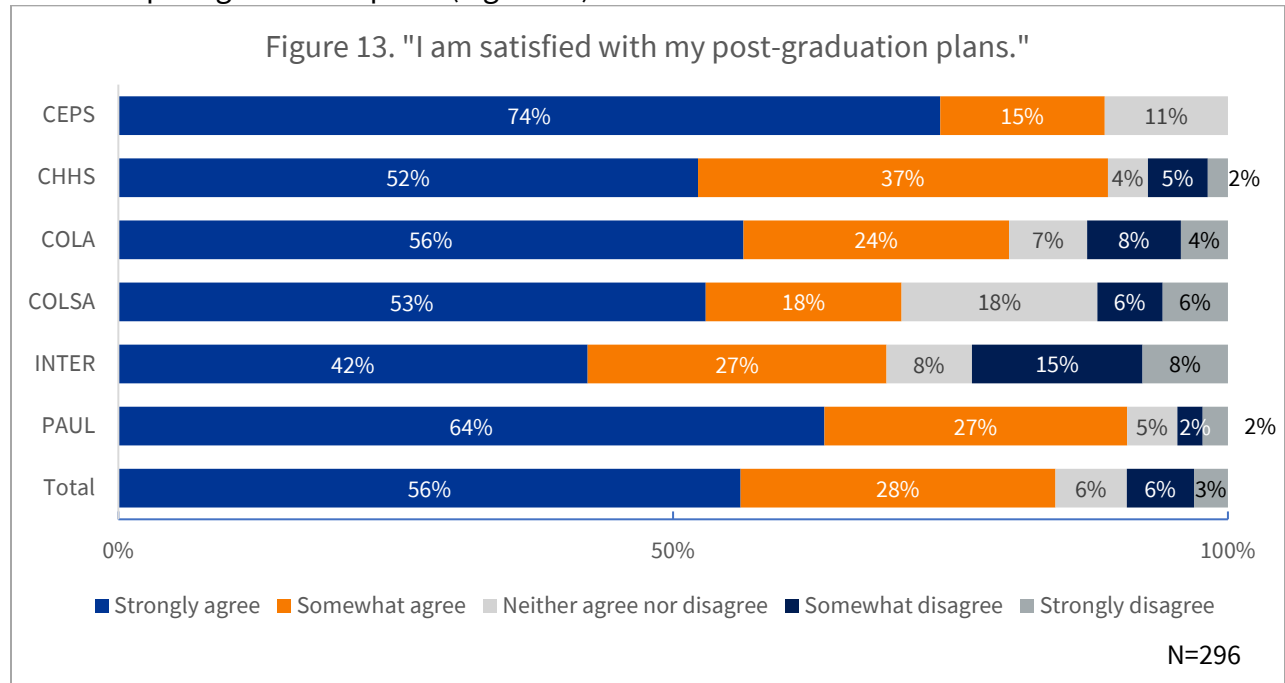
| Percent who had:                                       | CEPS | CHHS | COLA | COLSA | Interdisc. | Paul | Total |
|--|------|------|------|-------|------------|------|-------|
| Any located in NH                                      | 62%  | 83%  | 98%  | 100%  | 100%       | 50%  | 85%   |
| Any paid internship                                    | 100% | 15%  | 12%  | 40%   | 39%        | 92%  | 28%   |
| Any for-credit internship                              | 8%   | 98%  | 93%  | 60%   | 67%        | 23%  | 82%   |
| Any full-time job offer                                | 31%  | 36%  | 26%  | 0%    | 17%        | 62%  | 32%   |
| Among those with a job offer,<br>% accepting the offer | 75%  | 75%  | 64%  | n/a   | 100%       | 88%  | 76%   |

Table 6 shows a sample of organizations where 2020 master's degree recipients completed internships.

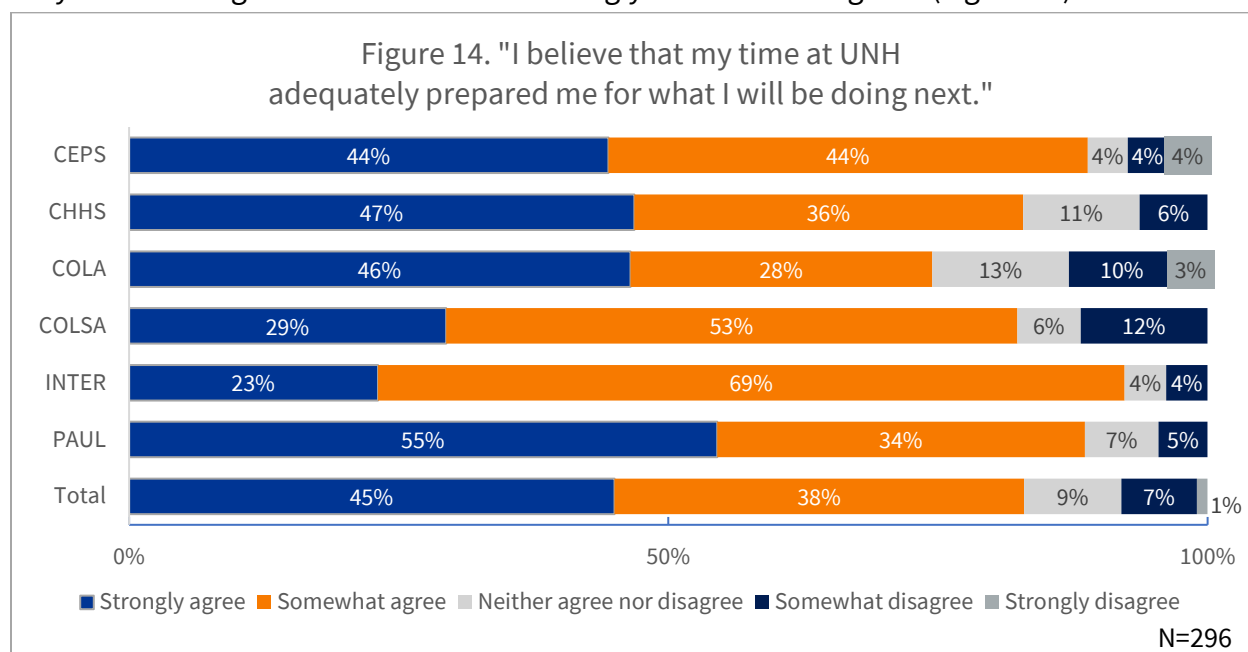
| <b>Table 6. Selected Internship Organizations - Class of 2020</b> |  |
|---|--|
| 360 Intel (1)   | Nashua School District (2)                     |
| Amoskeag Health (2)   | NH Department of Health and Human Services (2) |
| Bagdad Wood (2)   | New Hampshire Hospital (3)                     |
| BDO (1)   | NH Department of Transportation (1)            |
| Becker Family of Services (2)                                     | NH Public Health Laboratories (2)              |
| Beth Israel Deaconess Medical Center (1)                          | Noble High School (2)                          |
| Blue Ocean Society (1)  | OT Works 4 Kidz (1)                            |
| Boston Children's Hospital (1)                                    | Oyster River School District (5)               |
| Brigham and Womens Hospital (1)                                   | Perkins School for the Blind (1)               |
| Bureau of Drug and Alcohol Services (1)                           | Phillips Exeter Academy (1)                    |
| Catholic Medical Center (4)                                       | Pinkerton Academy (1)                          |
| Center for Life Management (3)                                    | Portsmouth Hospital Outpatient Rehab (3)       |
| Community Partners (2)  | Portsmouth Regional Hospital (3)               |
| Concord Hospital (6)  | PricewaterhouseCoopers (1)                     |
| Counseling Associates (2)   | Ribbon Communications (1)                      |
| Darling Consulting Group (2)                                      | Richie McFarland Children Center (2)           |
| Dartmouth Hitchcock Medical Center (2)                            | RiverStone (2)                                 |
| DCYF (3)  | Rochester School District (3)                  |
| Department of Agriculture and Markets (1)                         | Shoals Marine Lab (1)                          |
| Dover School District (4)   | Somersworth School District (7)                |
| Elliot Hospital (4)   | Sonus Networks (1)                             |
| Ernst & Young (3)   | Spaulding Rehab Hospital (3)                   |
| Exeter High School (3)  | SPS New England (1)                            |
| Exeter Hospital (3)   | State of New Hampshire (2)                     |
| Fresh Air Sensor (2)  | State Street Corporation (1)                   |
| GE (1)  | SubCom (1)                                     |
| Greenerd Press (1)  | Swing for the Stars (3)                        |
| GZA Geoenvironmental (1)  | The Chazen Companies (1)                       |
| Hazen & Sawyer (1)  | The Music Hall (2)                             |
| Kennebunk High School (2)   | The Retreat (1)                                |
| Krempels Center (5)   | UNH (27)                                       |
| Ledauno Lab (1)   | United States Dept. of Commerce (1)            |
| Liberty Mutual (3)  | United States Geological Survey (1)            |
| Little City Foster Care (1)                                       | University of Chicago Medical Center (1)       |
| Little Harbour Elementary School (4)                              | University of Vermont Medical Center (1)       |
| M. Gillespie & Associates Consulting Engineering (1)              | Waypoint (2)                                   |
| Martin's Point Health Care (3)                                    | Wentworth-Douglass Hospital (2)                |
| Miracle Farm Speech Therapy (2)                                   | Winnacunnet High School (2)                    |
| New Hampshire Community Development Finance Authority (1)         |  |
| New Hampshire Department of Environmental Services (1)            |  |

**SATISFACTION WITH POST-GRADUATION PLANS  
AND UNH EDUCATION**

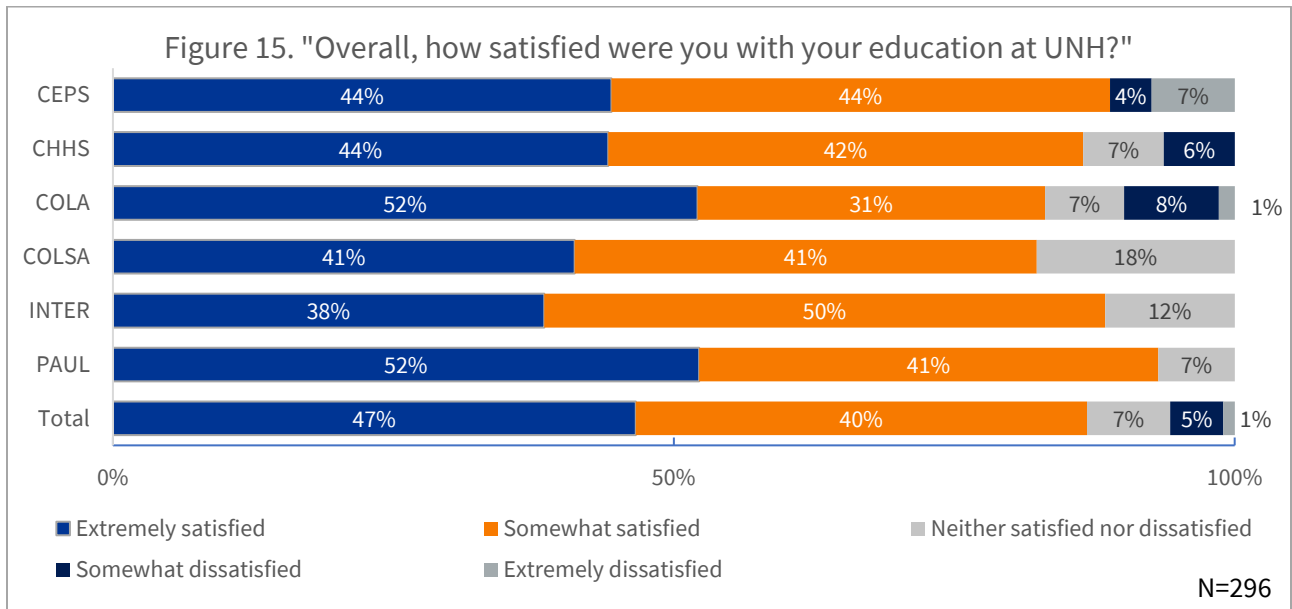
Eighty-four percent of 2020 graduates strongly or somewhat agreed that they were satisfied with their post-graduation plans (Figure 13).



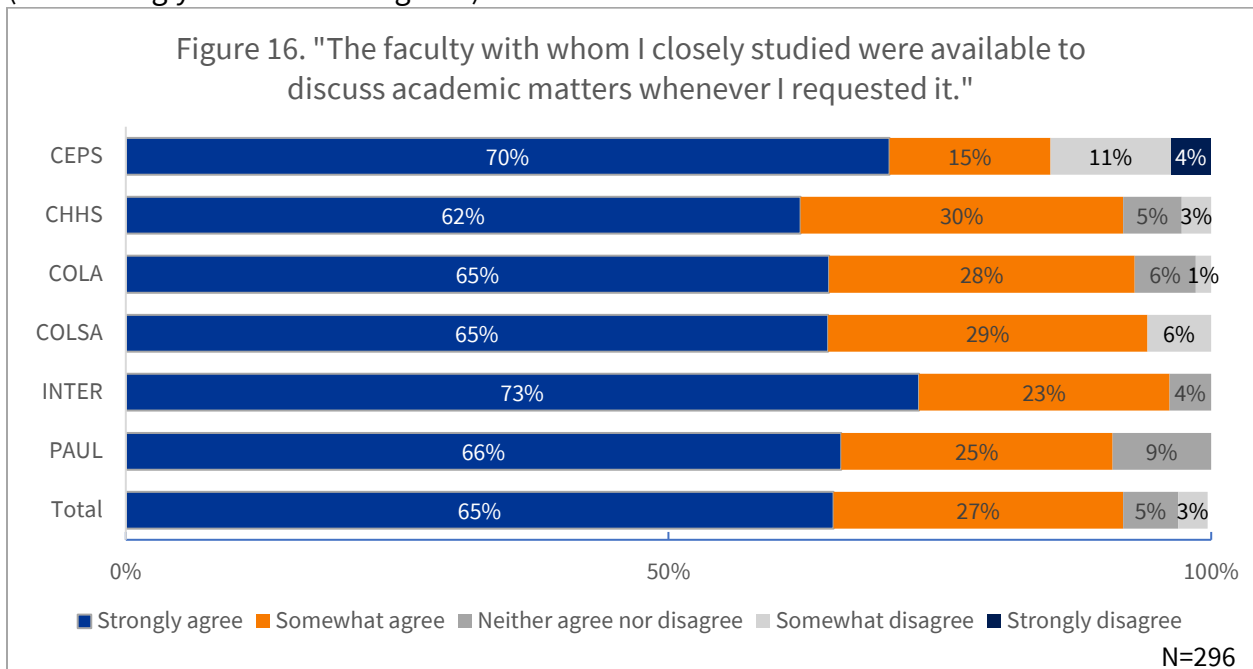
The majority of 2020 graduates also agreed that UNH adequately prepared them for what they will be doing next – with 83% who strongly or somewhat agreed (Figure 14).



A higher percentage of graduates were satisfied with their UNH education overall—87% reported that they were extremely or somewhat satisfied.

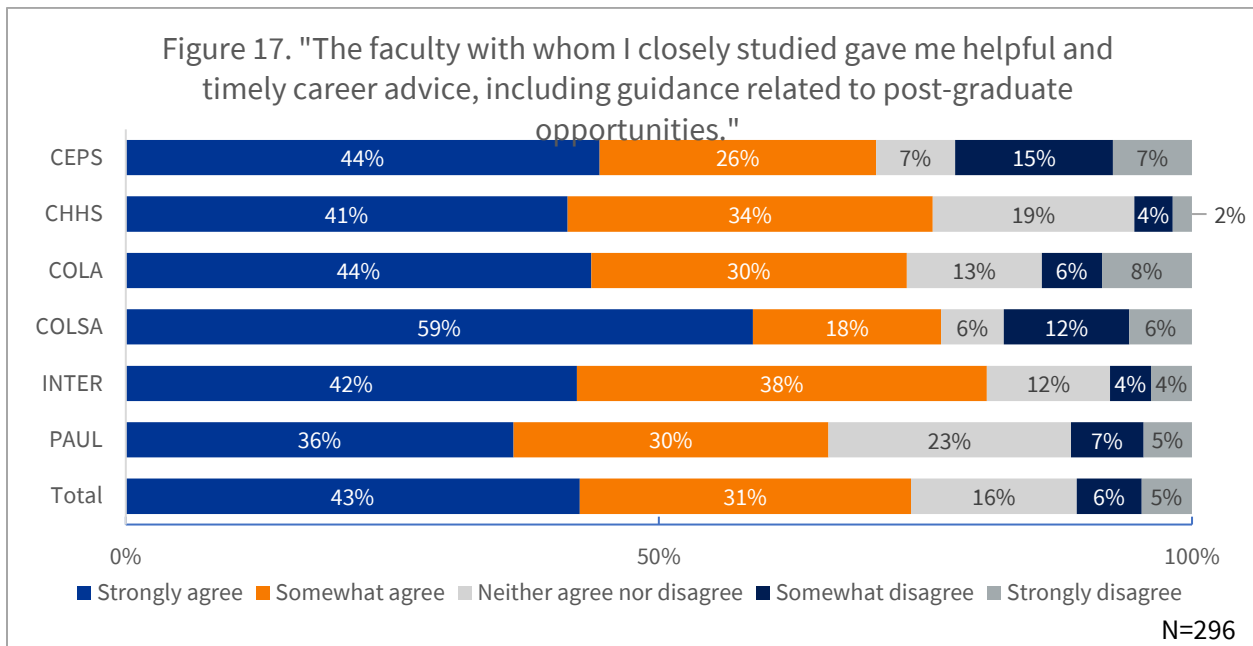


The majority of master's degree recipients strongly agreed or somewhat agreed that the faculty with whom they closely studied were available to discuss academic matters when requested (92% strongly or somewhat agreed).

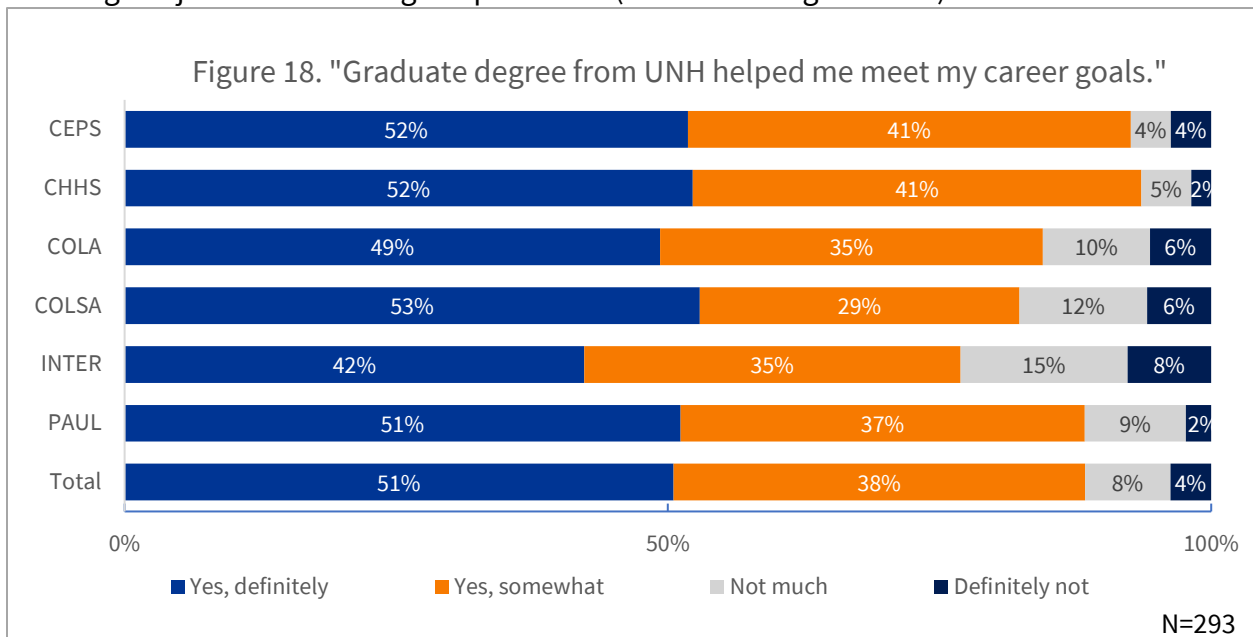




As shown below, 74% of graduates strongly or somewhat agreed that faculty with whom they studied closely gave them helpful and timely career advice (Figure 17). Note that this question does not assess whether graduates requested or needed career advice.

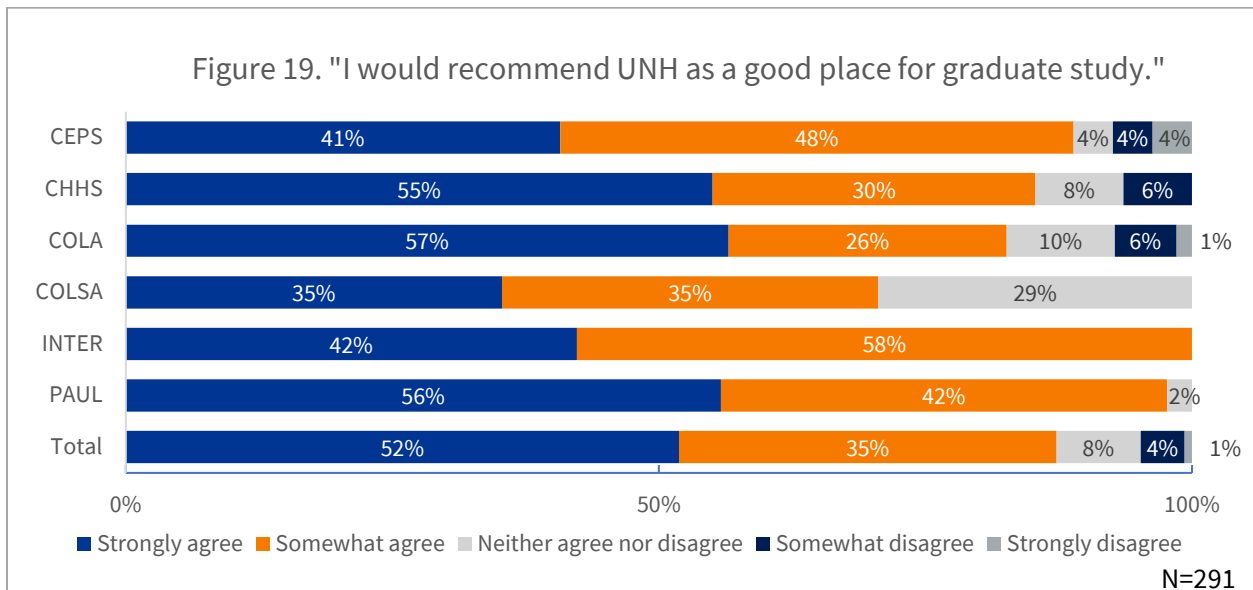


Eighty-eight percent (88%) of graduates reported that their UNH graduate degree had helped them meet their career goals (51% "Yes, definitely" and 38% "Yes, somewhat").<sup>4</sup> This was a decrease compared to last year's graduating class, possibly as a result of the 2020 graduates entering the job market during the pandemic (93% for 2019 graduates).

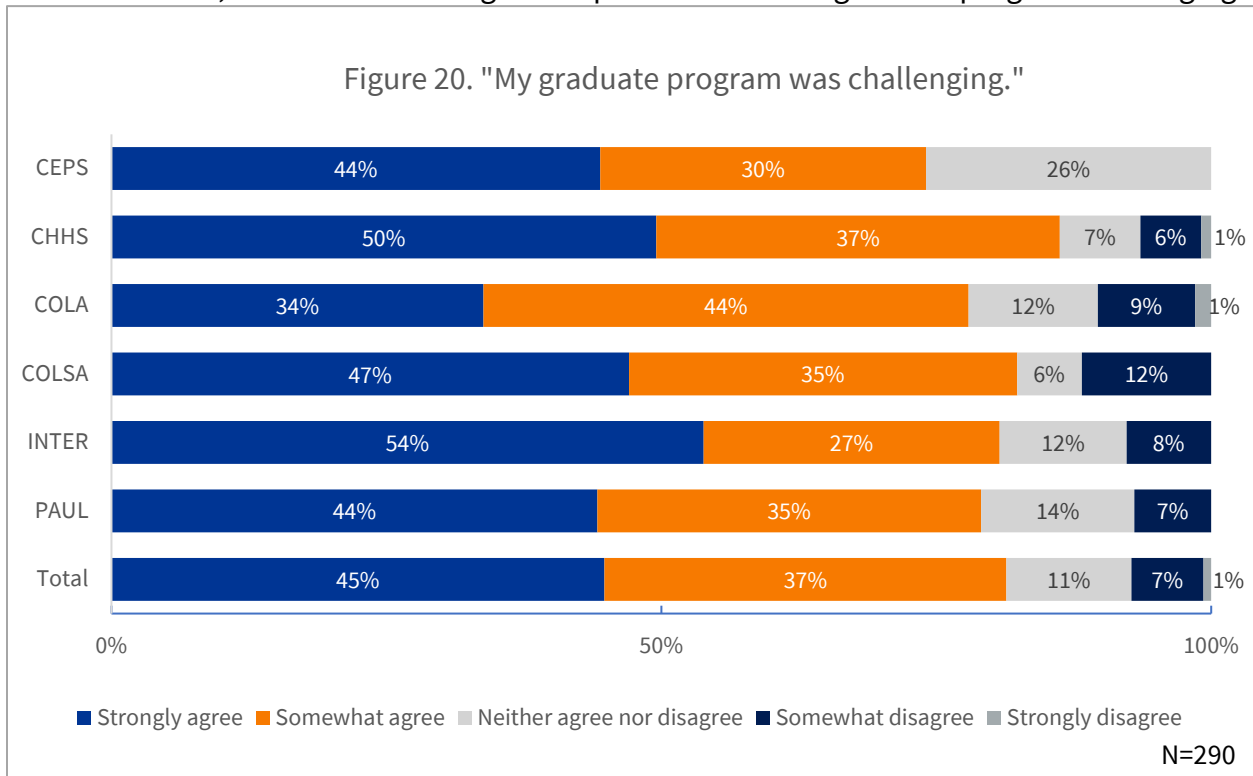


<sup>4</sup> Percentages slightly different than the graph due to rounding.

The majority of graduates strongly or somewhat agreed that they would recommend UNH as a good place for graduate study (87% strongly or somewhat agreed).

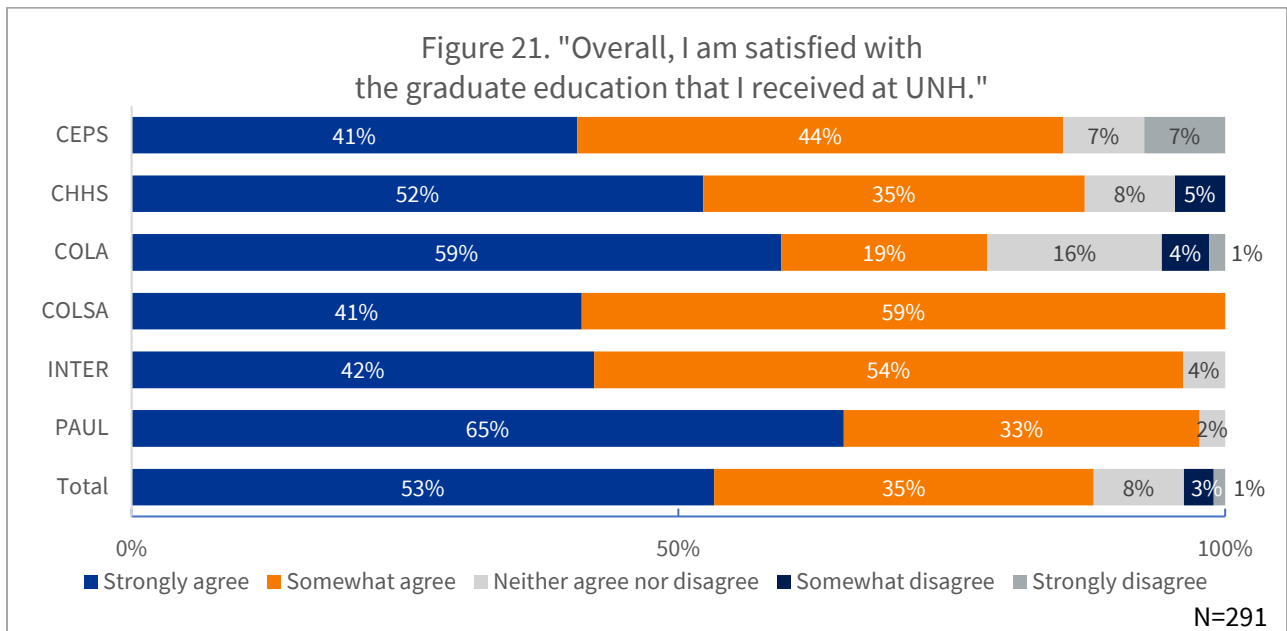


As shown below, 81% of master's degree recipients found their graduate program challenging.<sup>5</sup>



<sup>5</sup> Percentages slightly different than the graph due to rounding.

The majority of master's degree recipients — 88% — either strongly or somewhat agreed that they were satisfied overall with their UNH graduate education.



## APPENDIX A - METHODOLOGY

Across the Durham and Manchester campuses, UNH awarded 675 master’s degrees between September 2019 and May 2020. To learn about post-graduation outcomes for master’s degree students, UNH collected data in two phases. First, the regular online survey was administered by the UNH Survey Center from August 20 to October 14, 2020 and included email survey invitations and reminders to graduates who had not taken the early survey. There were 308 graduates who took the online survey during this phase, yielding a survey response rate of 46%.

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 2020 graduate school enrollment obtained from the National Student Clearinghouse. Additional information was obtained for 244 masters recipients, yielding a total of 82% of 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. 2020 First Destination Survey Response Rates and "Knowledge Rate" by College of Graduate Major**

| College                                      | 2020 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 | 75                      | 27                      | 36%                  | 32                             | 79%                                  |
| College of Health and Human Services         | 244                     | 114                     | 47%                  | 79                             | 79%                                  |
| College of Liberal Arts                      | 166                     | 73                      | 44%                  | 56                             | 78%                                  |
| College of Life Sciences and Agriculture     | 44                      | 18                      | 41%                  | 17                             | 80%                                  |
| Paul College of Business and Economics       | 85                      | 48                      | 56%                  | 33                             | 95%                                  |
| Interdisciplinary                            | 61                      | 28                      | 46%                  | 27                             | 90%                                  |
| Total  | 675                     | 308                     | 46%                  | 244                            | 82%                                  |

“Interdisciplinary” refers to master’s 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; as well as UNH Manchester’s MS in Information Technology and MS in Cybersecurity Policy and Risk Management. Manchester

programs were added to interdisciplinary due to the small number of graduates completing the survey (13).

## DEMOGRAPHIC PROFILE

|                               |   | <u>Column Percentages</u> |                               |                                      |
|-------------------------------|---|---------------------------|-------------------------------|--------------------------------------|
|                               |   | Class of 2020 (%)         | Online survey respondents (%) | Grads with "knowledge rate" data (%) |
| <b>Graduation Term</b>        |   |                           |                               |                                      |
|                               | September 2019                            | 20.9%                     | 15.9%                         | 22.1%                                |
|                               | December 2019                             | 24.3%                     | 23.4%                         | 24.6%                                |
|                               | May 2019                                  | 54.8%                     | 60.7%                         | 53.3%                                |
| <b>Residency</b>              |   |                           |                               |                                      |
|                               | New England Regional Compact              | 2.7%                      | 2.9%                          | 1.6%                                 |
|                               | Non-resident                              | 38.7%                     | 38.3%                         | 38.1%                                |
|                               | Resident                                  | 58.7%                     | 58.8%                         | 60.2%                                |
| <b>Gender</b>                 |   |                           |                               |                                      |
|                               | Female                                    | 68.9%                     | 72.7%                         | 60.7%                                |
|                               | Male                                      | 31.1%                     | 27.3%                         | 39.3%                                |
| <b>Race/Ethnicity</b>         |   |                           |                               |                                      |
|                               | American Indian or Alaskan Native         |                           |                               |                                      |
|                               | Asian                                     | 2.1%                      | 1.0%                          | 2.9%                                 |
|                               | Black or African American                 | 0.6%                      | 0.6%                          | 0.8%                                 |
|                               | Hispanic or Latino                        | 1.9%                      | 1.3%                          | 2.0%                                 |
|                               | Native Hawaiian or other Pacific Islander | 0.1%                      | 0.0%                          | 0.4%                                 |
|                               | Non-Hispanic 2 or more races              | 1.3%                      | 0.6%                          | 1.2%                                 |
|                               | Non-Resident Alien                        | 6.4%                      | 4.5%                          | 8.2%                                 |
|                               | Unknown                                   | 1.5%                      | 1.0%                          | 2.0%                                 |
|                               | White                                     | 86.1%                     | 90.9%                         | 82.4%                                |
| <b>College of first major</b> |   |                           |                               |                                      |
|                               | Engineering and Physical Sciences         | 11.1%                     | 8.8%                          | 13.0%                                |
|                               | Health and Human Services                 | 36.2%                     | 37.0%                         | 32.5%                                |
|                               | Liberal Arts                              | 24.6%                     | 23.7%                         | 23.0%                                |
|                               | Life Sciences and Agriculture             | 6.5%                      | 5.8%                          | 7.0%                                 |
|                               | Paul College of Business and Economics    | 12.6%                     | 15.6%                         | 13.6%                                |
|                               | Interdisciplinary                         | 8.9%                      | 9.1%                          | 10.7%                                |

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:

- Women were more likely to respond to the survey than men, a phenomenon which is common across all types of survey research.
- Those who graduated in May were more likely to complete the survey than those who graduated in September or December.

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