



## **First Destination Survey Report Undergraduate Class of 2019**

**Institutional Research & Assessment**

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## EXECUTIVE SUMMARY

This report provides a summary of results from the 2019 First Destination Survey which was conducted from August to December of 2019.

### Highlights

- Post-graduation information was collected on 80% of undergraduate degree recipients—40% from the full online survey and 40% using data from other sources.
- Among those with post-graduation information, 78% were employed<sup>1</sup>, 18% were enrolled in further education, and 4% were seeking employment or further education.<sup>2</sup> Compared to the prior graduating class, slightly more graduates obtained employment and slightly fewer are enrolled in further education. (Class of 2018: 74.5% employed and 20.5% enrolled in further education).
- Average full-time salaries were \$48,742, a 5% increase from the prior graduating class full-time salary of \$46,390.
- Similar to prior graduating classes, more than three-quarters of graduates (78%) left UNH with experiential learning in the form of an internship, practicum, clinical, or fieldwork, and 39% of those 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:
  - 91% were extremely satisfied or somewhat satisfied with the education they received at UNH;
  - 86% strongly agreed or agreed they are satisfied with their post-graduation plans; and
  - 85% strongly agreed or agreed their time at UNH prepared them for what they will be doing next.

*Please Note: Updates were made to Figure 4, Figure 5, and Figure 11 on March 4<sup>th</sup>, 2020.*

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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

UNH’s undergraduate Class of 2019 consisted of 3,342 students who were awarded bachelor’s or associate’s degrees at the Durham and Manchester campuses from September 2018 through May 2019. First Destination Survey data collection took place 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 career directors in each college; 430 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 898 graduates took the online survey during this phase, yielding a total of 1,328 survey responses (response rate of 40%).

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 1,344 graduates, yielding a total of 80% 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.

**Table 1. 2019 First Destination Survey Response Rates and Knowledge Rate by College**

College	2019 graduates	Online survey responses	Survey response rate	Knowledge rate data obtained	Total percent of graduates with data
College of Engineering and Physical Sciences	499	234	47%	183	84%
College of Health and Human Services	513	217	42%	182	78%
College of Liberal Arts	787	269	34%	340	77%
College of Life Sciences and Agriculture	600	235	39%	244	80%
Paul College of Business and Economics	747	294	39%	309	81%
UNH Manchester	196	79	40%	86	84%
<b>Total</b>	<b>3,342</b>	<b>1,328</b>	<b>40%</b>	<b>1,344</b>	<b>80%</b>

## DEMOGRAPHIC PROFILE

		<u>Column Percentages</u>		
	Class of 2019 (%)	Online Survey Respondents (%)	Grads with "knowledge rate" data (%)	
<b>Graduation Term</b>				
	September 2019	8.5%	3.9%	11.4%
	December 2019	12.0%	8.1%	12.6%
	May 2019	79.5%	88.0%	76.0%
<b>Residency</b>				
	New England Regional Compact	1.8%	1.9%	1.7%
	Non-resident	50.1%	50.1%	47.8%
	Resident	48.1%	48.0%	50.4%
<b>Gender</b>				
	Female	55.7%	63.3%	51.1%
	Male	44.3%	36.7%	48.9%
<b>Race/Ethnicity</b>				
	American Indian or Alaskan Native	0.2%	0.3%	0.2%
	Asian	2.5%	3.0%	2.7%
	Black or African American	1.0%	0.8%	0.9%
	Hispanic or Latino	3.0%	3.1%	3.0%
	Native Hawaiian or other Pacific Islander	0.0%	0.0%	0.0%
	Non-Hispanic 2 or more races	1.6%	1.6%	1.5%
	Non-Resident Alien	4.8%	2.1%	2.4%
	Unknown	4.4%	4.4%	4.6%
	White	82.4%	84.8%	84.7%
<b>First generation student</b>				
	Yes	24.3%	25.8%	25.2%
	No	75.7%	74.2%	74.8%
<b>Degree awarded</b>				
	Associate's	2.2%	1.6%	1.8%
	Bachelor's	97.8%	98.4%	98.2%
<b>College of first major</b>				
	Engineering and Physical Sciences	14.9%	17.6%	13.6%
	Health and Human Services	15.4%	16.3%	13.5%
	Liberal Arts	23.5%	20.3%	25.3%
	Life Sciences and Agriculture	18.0%	17.7%	18.2%
	Paul College of Business and Economics	22.4%	22.1%	23.0%
	UNH Manchester	5.9%	5.9%	6.4%

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).

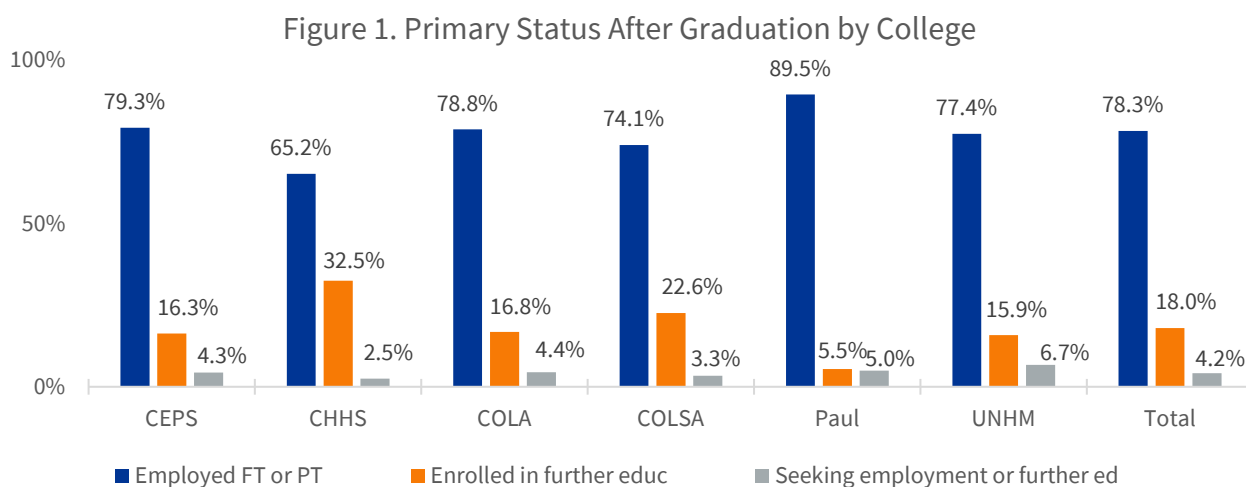
Overall, there are minimal demographic differences between the three groups. However, there are a few differences in survey respondents compared to the graduating class as a whole.

- Women were more likely to complete the survey than men, a phenomenon which is common across all types of survey research.
- May graduates were more likely to complete the survey than those who graduated in September or December.
- International students were less likely to respond to the survey.
- A larger percentage of CEPS graduates completed the online survey than graduates of other colleges.
- A smaller percentage of COLA 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 an undergraduate degree, many of the Class of 2019 report positive outcomes. Specifically, within 3-12 months of graduation, 78% of graduates obtained employment and 18% enrolled in further education (leaving 4% seeking either employment or further education at the time of data collection).<sup>3, 4</sup>



N=2,667

This is a slight improvement compared to the Class of 2018 which had slightly higher rates of graduates still seeking either employment or further education (5% compared to 4% in 2019). Also compared to 2018, there was a slight shift in graduates obtaining employment (78% compared to 75%) and enrolling in further education (18% compared to 21%).

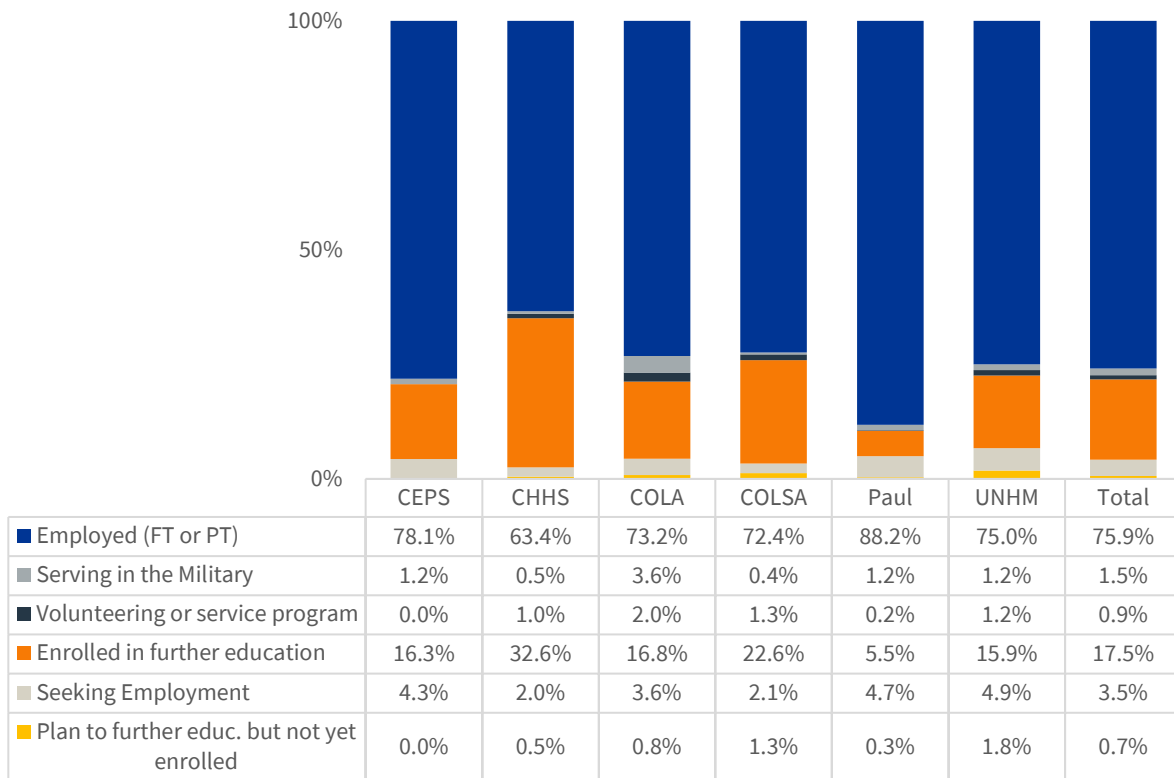
As shown in Figure 1, Paul College graduates were most likely to be employed, while College of Health and Human Services (CHHS) were most likely to be enrolled in further education.

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

<sup>4</sup> Five graduates (0.20%) 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.

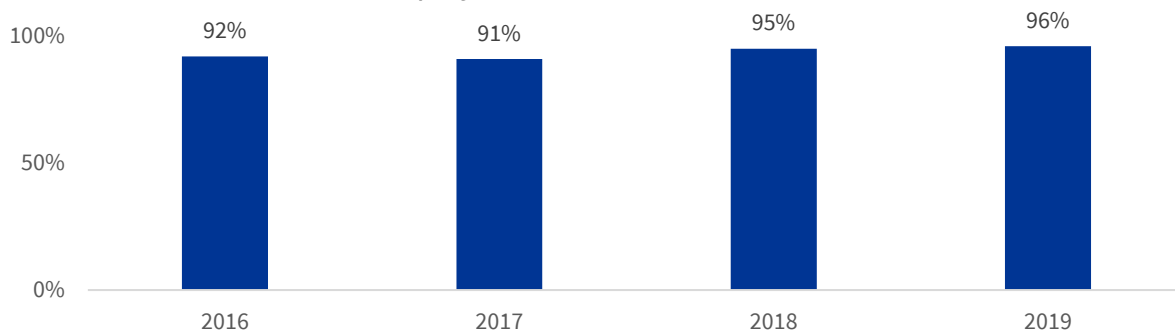
Figure 2 shows greater detail in the primary status of the Class of 2019, showing differences by colleges. For example, COLA respondents were more likely to serve in the military or to participate in a volunteer or service program after graduation than respondents from other colleges (both categories are considered employment by standards set by National Association of Colleges and Employers).

Figure 2. Primary Status of Graduates



With success rate defined as those who are employed (full- or part-time), volunteering or in a service program, serving in the military, or enrolled in further education, the Class of 2019 has a 96% success rate. Figure 3 shows success rate over the past 4 years, with this graduating class having the highest success rate.

Figure 3: Success Rate:  
Percent Employed or Enrolled in Further Education





While above shows greater detail in where all graduates are shortly after graduation, Figure 4 is limited only to graduates who were entering the labor force. Among those who sought employment, 96% had found it by the time of the survey.

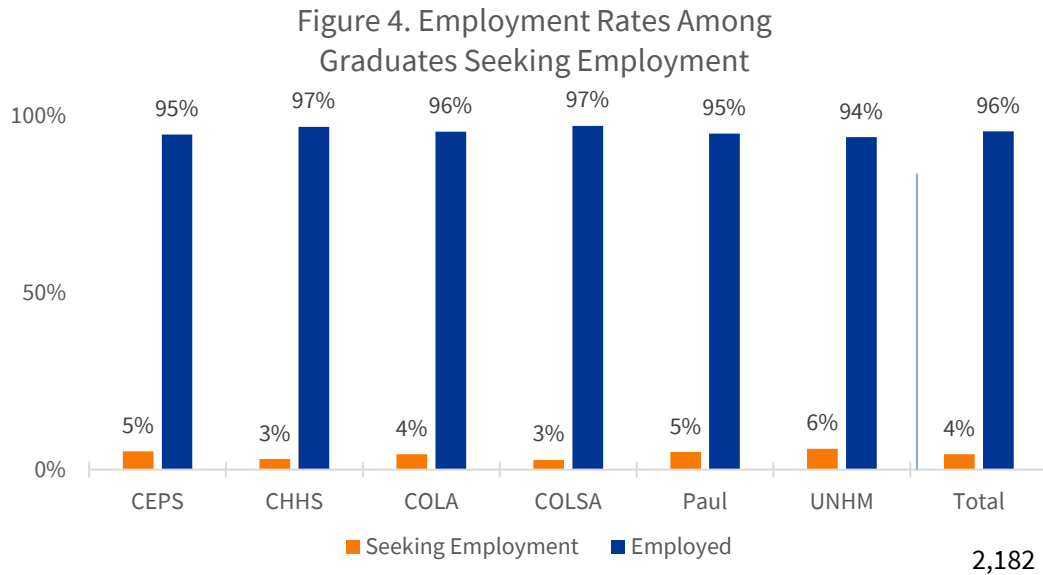


Figure revised on March 4, 2020

Most employed graduates were working full time, however, there were slight differences by college such that CEPS graduates had the highest full-time employment rate (99%) and UNHM and COLSA had the highest part-time employment rates (18% and 13% respectively).

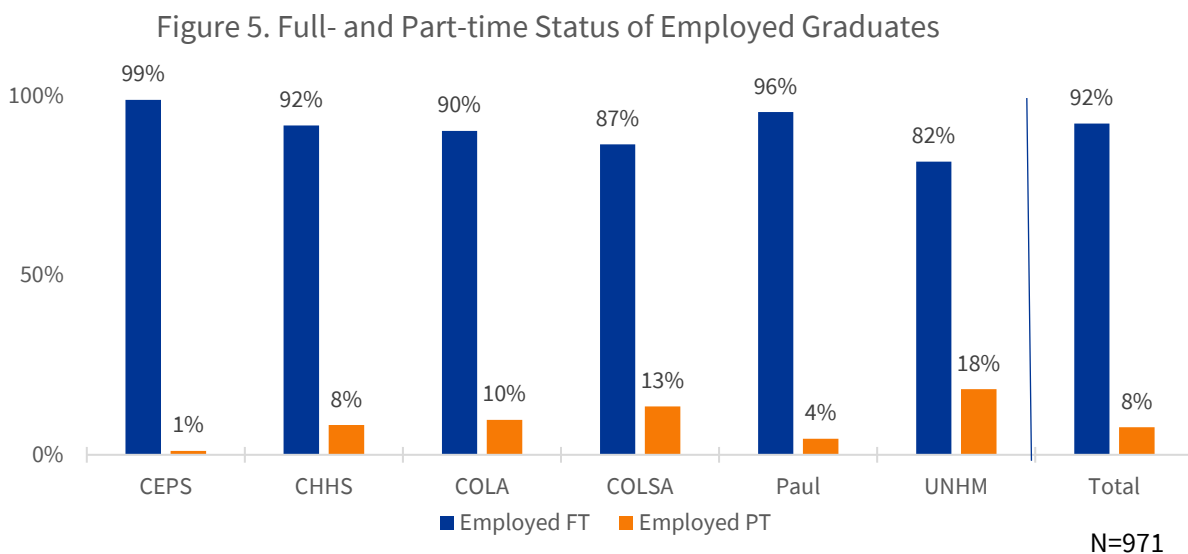
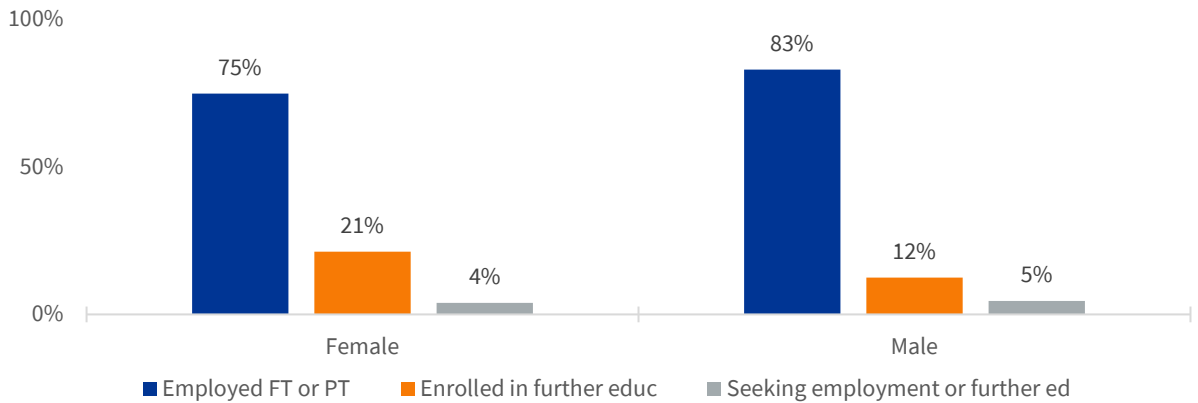


Figure revised on March 4, 2020

As in past years, there is variation in post-graduation status by gender. Men are more likely than women to be employed, and women more likely to be enrolled in further education.

Figure 6. Primary Status After Graduation by Gender



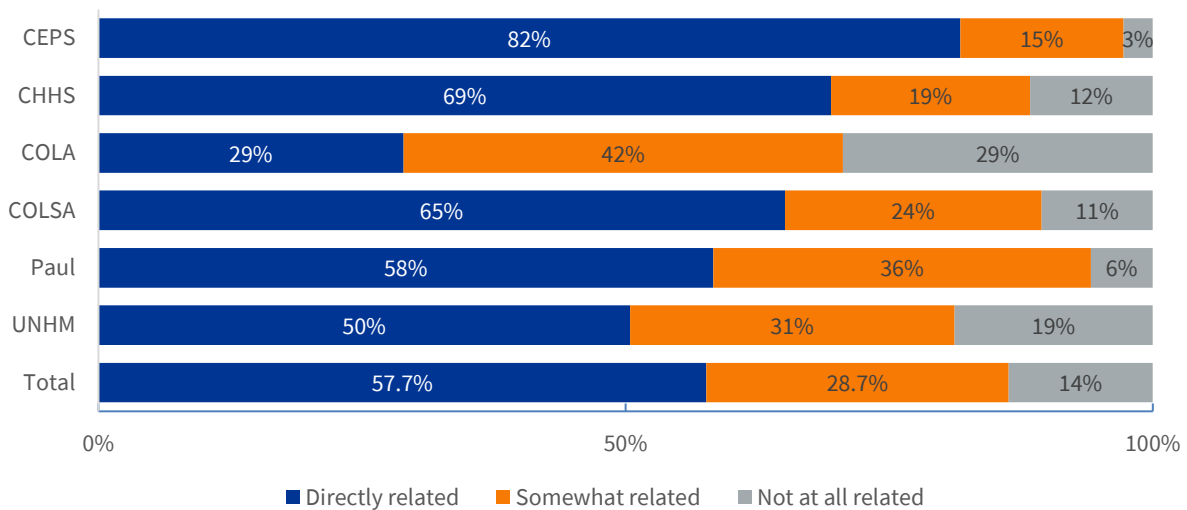
N=2,667

## EMPLOYMENT DETAILS

### *Relation to Major*

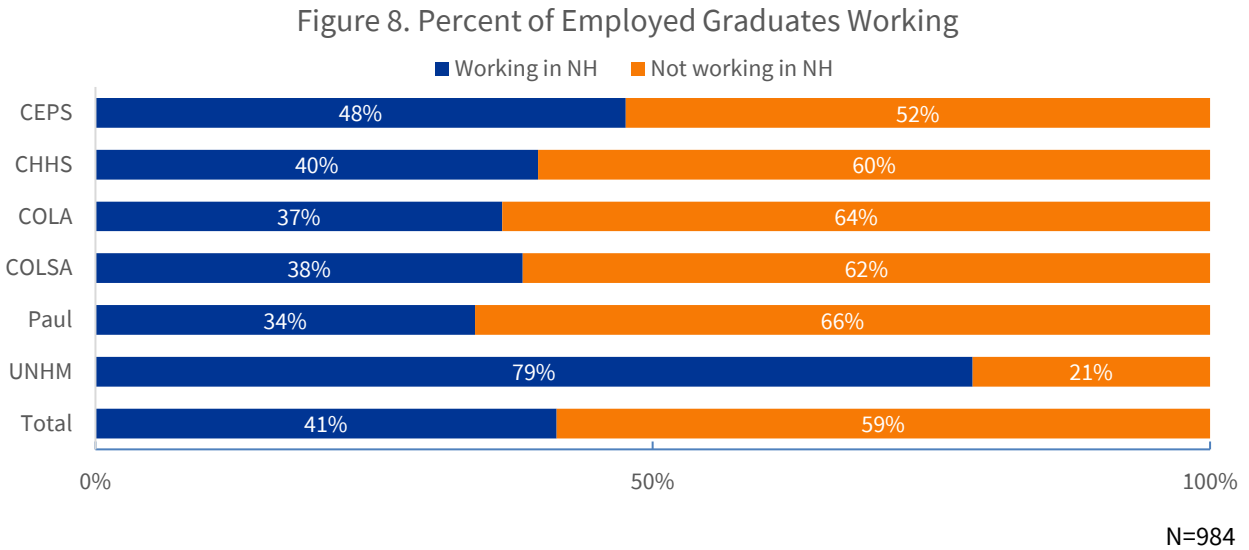
The majority of employed graduates—86%—reported that their job was either directly or somewhat related to their major. This percentage was highest among graduates of CEPS, Paul College, and COLSA at 97%, 94%, and 89% respectively. The lowest proportions were in COLA and UNHM, with roughly three quarters saying that their jobs were either directly or somewhat related to their majors (71% and 81% respectively).

Figure 7. Extent to which Job is Related to Major

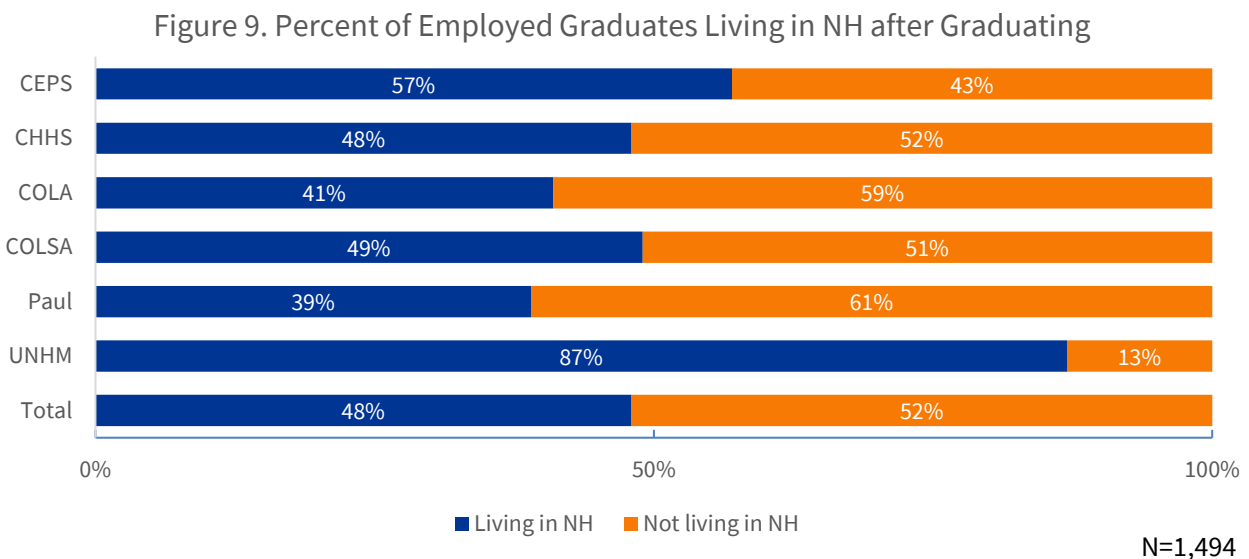


### Remaining in New Hampshire

Among those who are authorized to permanently work in the US and who have obtained post-graduation employment, 41% are working in NH.

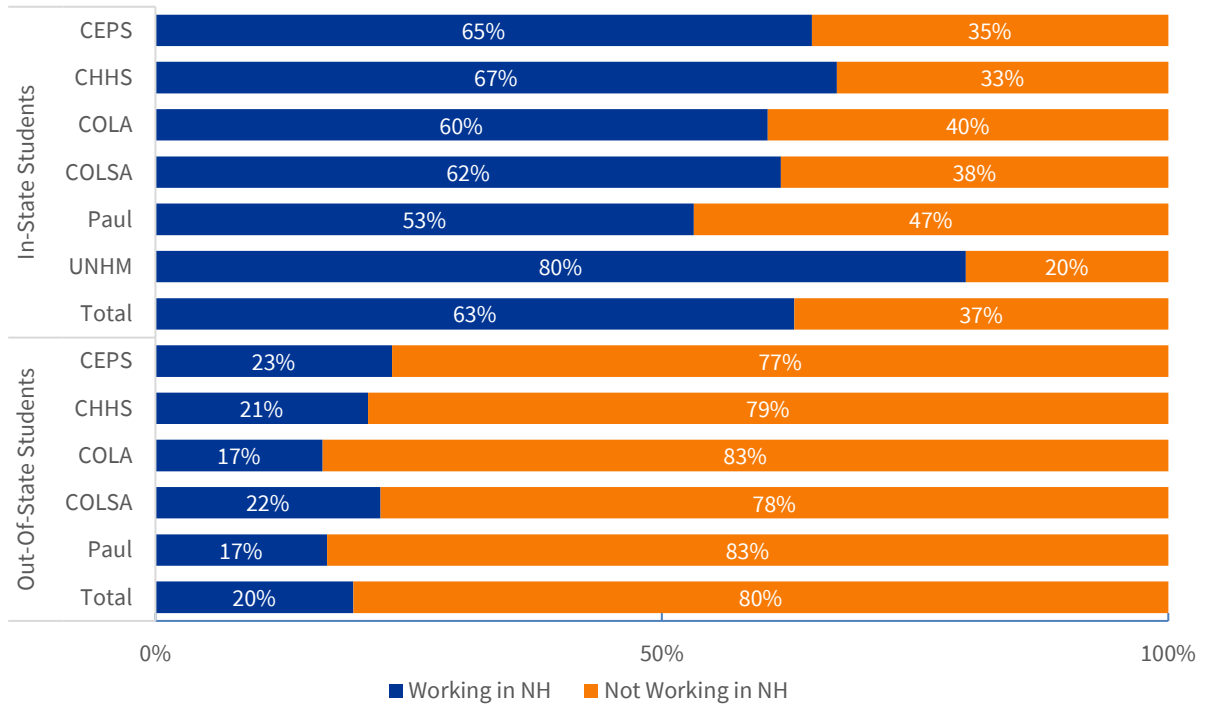


Across colleges, UNHM graduates were most likely to be working in New Hampshire after graduation (Figures 8 and 9). This is likely a reflection of the fact that half of UNHM undergraduate students were already employed in their position while pursuing their degree (52%). Following UNHM, employed CEPS graduates were most likely to be living in NH, while Paul College graduates were least likely to be employed in-state (Figure 9).



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, with 63% of in-state students remaining in New Hampshire for their jobs and 24% of out-of-state students doing so (Figure 10). Again, this figure only includes those who were authorized to permanently work in the US.

Figure 10. Location of Post-Graduation Employment by Student Residency



N=983

Note: Due to small n's, UNHM was not included in the out-of-state section (n=1).

## Employers and Locations

Most UNH graduates historically remain in the Northeast immediately after graduation, and this held true for the Class of 2019. However, new alumni are working in 38 states (Figure 11) and at least 7 countries including Canada, China, France, Italy, South Korea, Tajikistan, and Vietnam.

Figure 11. Location of Employment – Class of 2019

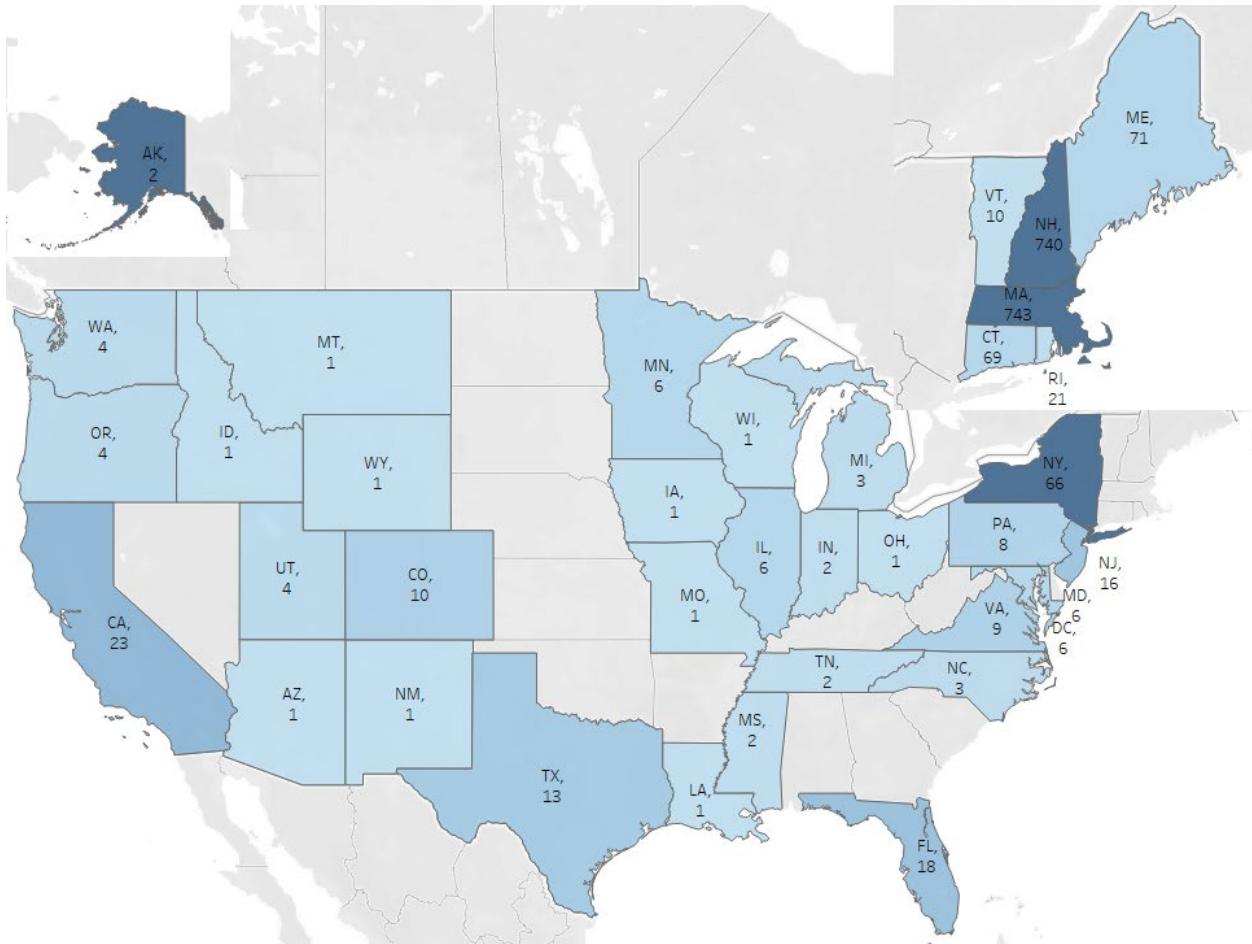


Figure revised on March 4, 2020

## Full-time Employers

Graduates found positions in hundreds of different organizations. Table 3 shows a selection of employers who hired 3 or more graduates.

AAA Northern New England Insurance (3)	Lonza Biologics (13)
ALKU (11)	Maine Medical Center (3)
Allegro MicroSystems (3)	Marriott International (3)
BAE Systems, Inc. (24)	Massachusetts Eye and Ear (3)
Barton Associates Inc. (5)	Massachusetts General Hospital (10)
Baystate Financial (3)	Medicus Healthcare Solutions (6)
Beth Israel Deaconess Medical Center (10)	Mental Health Center of Greater Manchester (3)
BitSight (5)	Mimecast (4)
Boston Analytical (4)	NH Department of Transportation (3)
Boston Children's Hospital (14)	New York Life Insurance (3)
Boston Medical Center (4)	Partners HealthCare (3)
Bottomline Technologies (6)	Payfactors (3)
Brigham and Women's Hospital (10)	Portsmouth Naval Shipyard (9)
Catholic Medical Center (5)	Portsmouth Regional Hospital (7)
CDM Smith (3)	Pratt & Whitney (5)
CIT Group (5)	Putnam Investments (5)
Collabera (3)	PricewaterhouseCoopers (10)
Commonwealth Financial Network (3)	Raytheon (11)
Community Partners (3)	Rite Aid (3)
Concord Hospital (3)	ScribeAmerica (3)
Dana-Farber Cancer Institute (6)	Shawmut Design and Construction (3)
Dartmouth-Hitchcock Medical Center (17)	Silicon Valley Bank (3)
Definitive Healthcare (9)	SilverCloud (5)
Dell Technologies (10)	Southern New Hampshire University (12)
EasterSeals New Hampshire (3)	Staples (3)
EF Education First (5)	Superior Controls (3)
Elliot Hospital (8)	TEC, Inc (4)
Enterprise Rent-A-Car (10)	The TJX Companies (3)
Exeter Hospital (5)	Toast, Inc. (8)
Ernst and Young (7)	Toxikon Corporation (3)
Fidelity Investments (37)	Tufts Medical Center (6)
Four Seasons Hotels and Resorts (4)	Turbocam (3)
Granite Telecommunications (5)	Underwood Engineers (3)
GreenSource Fabrication, LLC (3)	University of New Hampshire (28)
Harvard University (3)	Univ. of Texas Southwestern Medical Center (3)
IDEXX Laboratories (3)	Wayfair (12)
Insight Global (10)	Wentworth By the Sea Country Club (3)
International Assoc. of Privacy Professionals (4)	Wentworth-Douglass Hospital (14)
Liberty Mutual Insurance (19)	Weston & Sampson (4)
Lionbridge (3)	Youth Villages (3)

## Salaries

Figure 12 shows the average salary for graduates who obtained full-time employment. The average salary for the Class of 2019 increased 5% from the previous graduating class (\$48,742 compared to \$46,390 for Class of 2018). Similar to prior graduating classes, CEPS graduates reported the highest salary.

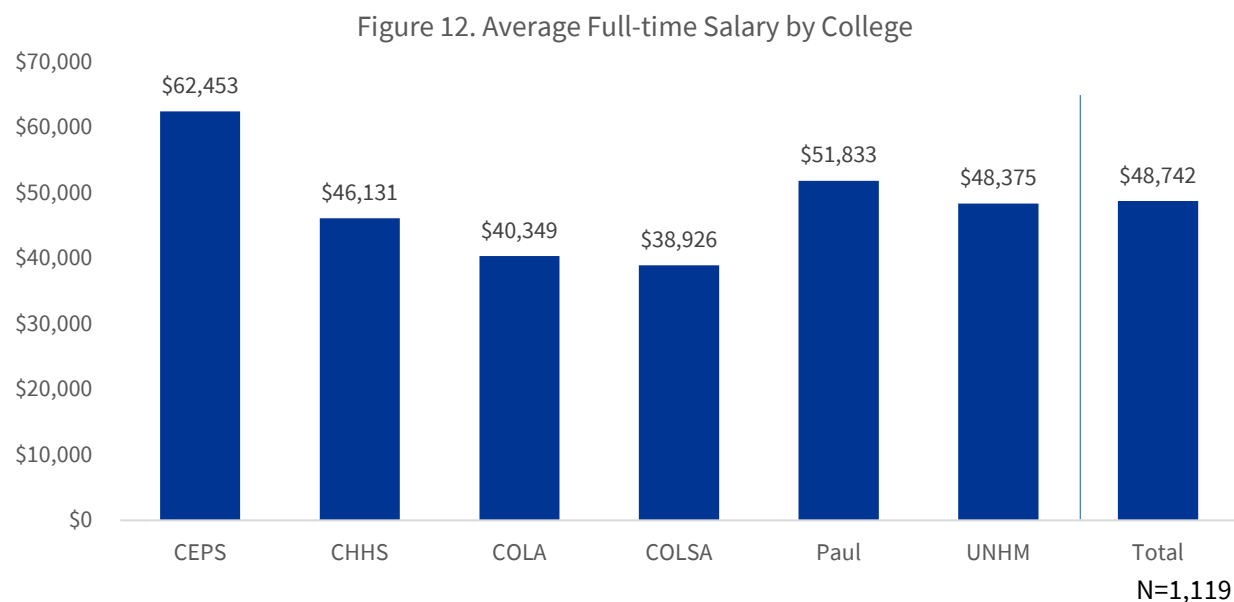


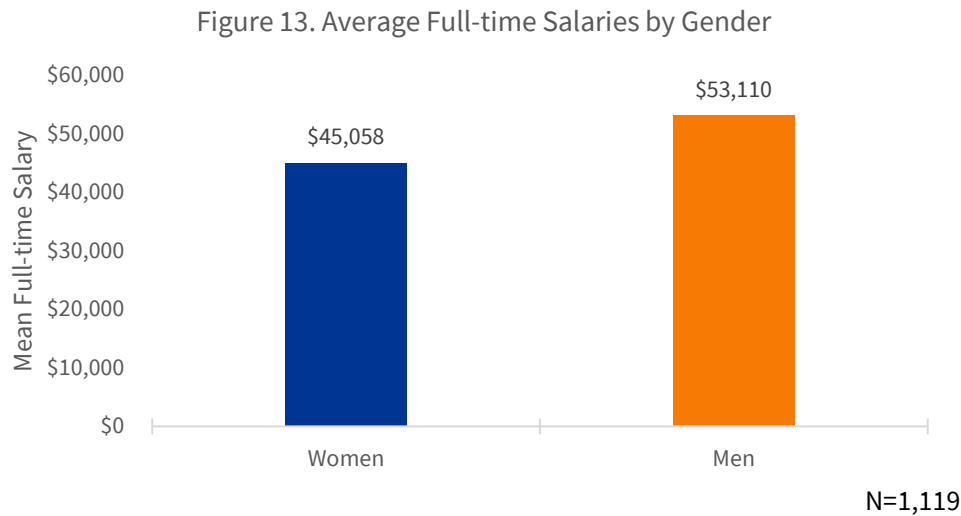
Table 4 shows the distribution of full-time salaries by \$10,000 ranges. The median salary for all graduates working full-time fell in the \$40,000 to \$49,999 range. Eighty-seven percent of CEPS full-time employed graduates were earning \$50,000 or more, followed by Paul College where 50% of graduates 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	1%	3%	9%	<b>28%</b>	<b>33%</b>	<b>21%</b>	4%
CHHS	9%	24%	28%	25%	12%	1%	0%
COLA	21%	34%	30%	10%	3%	1%	0%
COLSA	24%	41%	21%	10%	2%	1%	1%
Paul	2%	12%	36%	28%	16%	3%	3%
UNHM	15%	27%	18%	17%	10%	8%	5%
Total	11%	21%	25%	21%	14%	6%	2%

## Gender Differences in Salary

Figure 12 shows full-time salary differences by gender, with men making about \$8,000 more than women. Note that salary differences by gender may not indicate gender bias in starting salary and may also be impacted by other factors such as differences in field of study and field of employment.



As shown in Figure 14, over the last three years there has been a slow decrease in the gap between male and female starting salaries (\$10,133 gap in 2017 to \$8,052 in 2019).

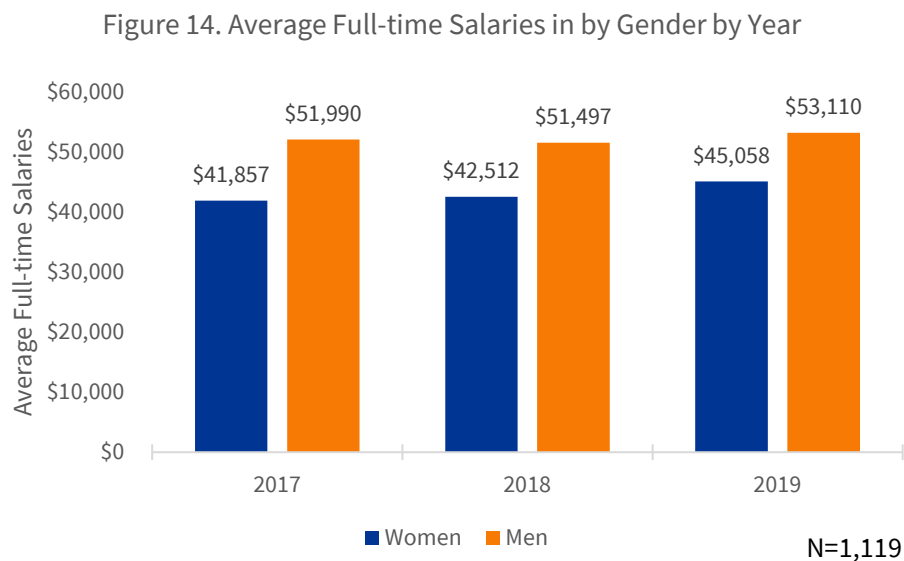
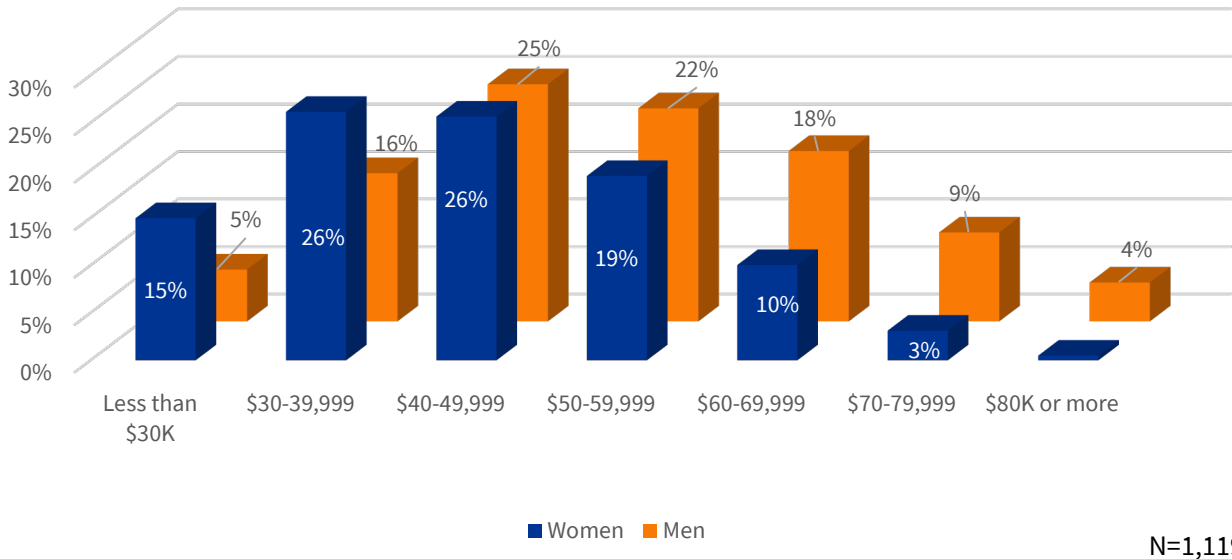




Figure 15 shows that among those employed full-time, a third (33%) of women were earning \$50,000 or more, compared to 54% of men.

Figure 15. Full-time Salary by Gender



## GRADUATE AND PROFESSIONAL SCHOOLS

After graduation, 18% of undergraduate degree recipients enrolled in a program of further education. Over 225 (48% of those continuing their education) remained at UNH for further education. Others enrolled in programs across the United States and Europe. Table 5 presents a selection of the institutions recent graduates are enrolled and the count of graduates attending each.

**Table 5. Selected Graduate and Professional Schools - Class of 2019**

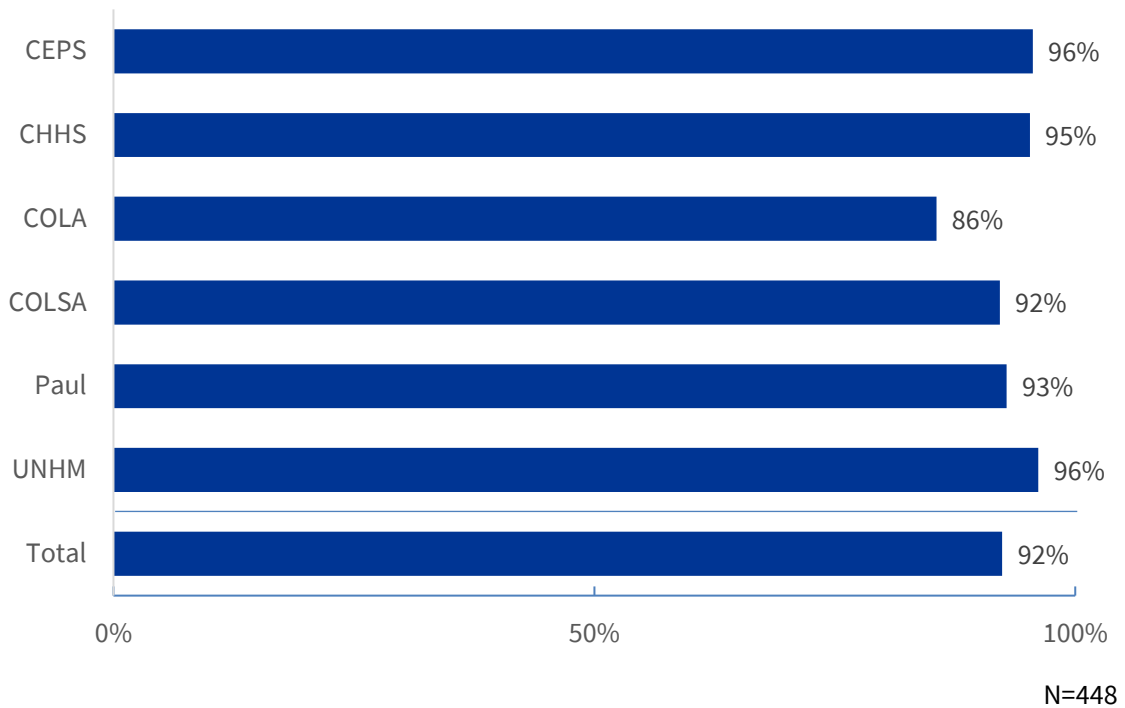
American University (1)	University of California-Davis (1)
Boston College (6)	University of California-Santa Cruz (1)
Boston University (8)	University of Cambridge (1)
Brandeis University (1)	University of Chicago (1)
Cardiff University (1)	University of Colorado-Boulder (1)
Carnegie Mellon University (1)	University of Connecticut (4)
Case Western Reserve University (2)	University of Giessen (1)
Columbia University (3)	University of Illinois-Urbana-Champaign (2)
Cornell University (2)	University of Maryland (2)
Florida State University (2)	University of Massachusetts-Amherst (2)
Fordham University (1)	University of Massachusetts-Boston (1)
Georgia Institute of Technology (1)	University of Massachusetts-Lowell (2)
Illinois State University (3)	University of Montana (2)
Liberty University (2)	University of New England (4)
Massachusetts College of Pharmacy and Health Sciences (7)	University of New Hampshire (220)
Massachusetts General Hospital Institute of Health Professions (14)	University of New Hampshire-Manchester (2)
Merrimack College (6)	University of New Hampshire-School of Law (3)
Miami University (2)	University of Rhode Island (2)
New York University (1)	University of Rochester (3)
Northeastern University (14)	University of San Diego (1)
Pennsylvania State University (2)	University of South Florida (2)
Southern New Hampshire University (7)	University of Tennessee (2)
Stanford University (1)	University of The Sciences (1)
State University of New York-Albany (2)	University of Vermont (3)
Stevens Institute of Technology (3)	Vanderbilt University (1)
Tufts University (10)	Washington University in St. Louis (3)
	Wentworth Institute of Technology (2)
	Worcester State University (2)

Of those continuing onto graduate school, most enrolled in a master’s degree program, and 13% enrolled in a doctoral program (Table 6).

<i>Table 6. Degrees Being Pursued</i>		
	N	Percent
Master's degree	342	75.7%
Doctoral degree (MD, JD, PhD, DDS, etc.)	61	13.5%
Bachelor's degree	24	5.3%
Other	16	3.5%
Certificate of Advanced Graduate Study	6	1.3%
Associate's degree	3	0.7%
Grand Total	452	100%

Among graduates enrolled in further education, 92% said that their programs of study were related to their undergraduate major (Figure 16).

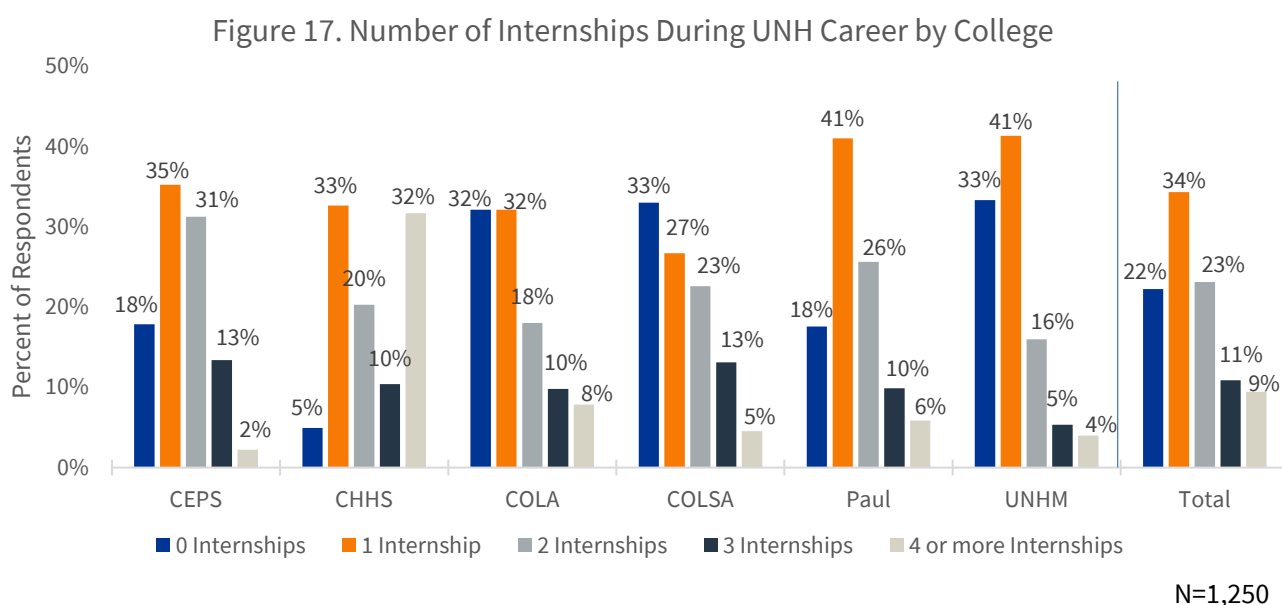
Figure 16. Further Education is Related to Major



## INTERNSHIPS

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

Overall, more than three-quarters (78%) of 2019 graduates had at least one internship (Figure 17). The highest rate of internship participation was in CHHS (95%) where many majors have clinical or field work as part of the major requirement. Paul College and CEPS graduates had the second highest rate of internship participation, both at 82%.



As shown above, CEPS had a 5% increase in the number of graduates participating in an internship, while UNHM had a decrease in graduates participating in 1 or more internships (from 79% to 67%, n=75). Figure 18 reports the average number of internships by college.

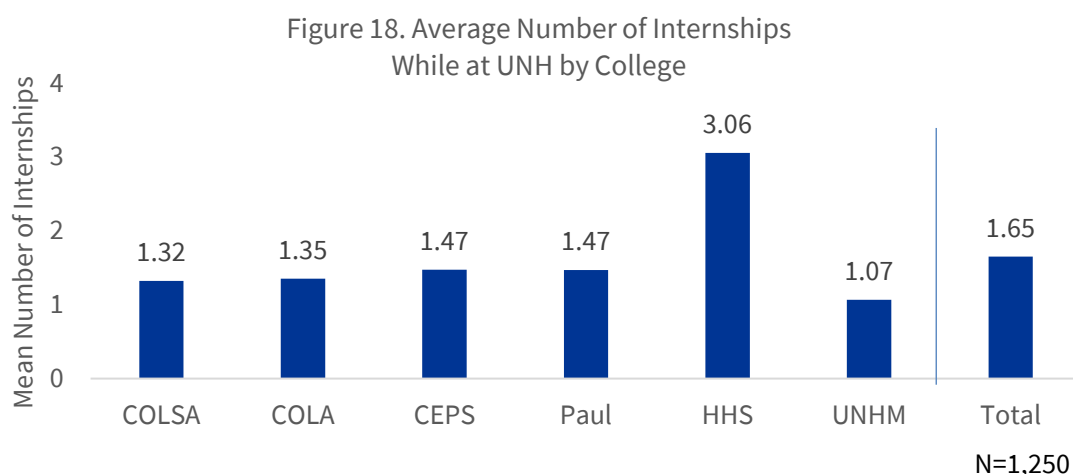


Table 7 shows how the characteristics of internships varied by college. On average, of those who had at least 1 internship while at UNH:

- 74% had at least one that was located in NH;
- 64% had at least one that was paid;
- 52% had at least one for credit;
- 39% had at least one that led to an offer for a full-time job after graduation; and
- 56% among those who received a full-time job offer accepted the position where they had an internship

<b>Table 7. 2019 Internship Characteristics by College</b>							
Among students who had at least one internship and answered internship follow-up questions							
Percent who had:	COLSA	COLA	CEPS	Paul	CHHS	UNHM	Total
Any located in NH	74%	76%	72%	61%	84%	94%	74%
Any paid internship	51%	45%	94%	93%	29%	53%	64%
Any for-credit internship	61%	68%	12%	23%	97%	86%	52%
Any full-time job offer	25%	29%	49%	49%	39%	39%	39%
Among those with a job offer, % accepting the offer	37%	52%	60%	61%	53%	74%	56%

In a separate analysis of employed graduates (not shown), both in-state and out-of-state students were significantly more likely to be working in New Hampshire after graduation if they had completed at least one internship in the state. The odds of being employed in New Hampshire (compared with being employed outside of New Hampshire) were more than double for in-state students who had done an internship in the state (odds ratio: 2.23;  $p < .05$ ) and nearly double for out-of-state students who had interned in the state (odds ratio: 1.82;  $p < .05$ ).

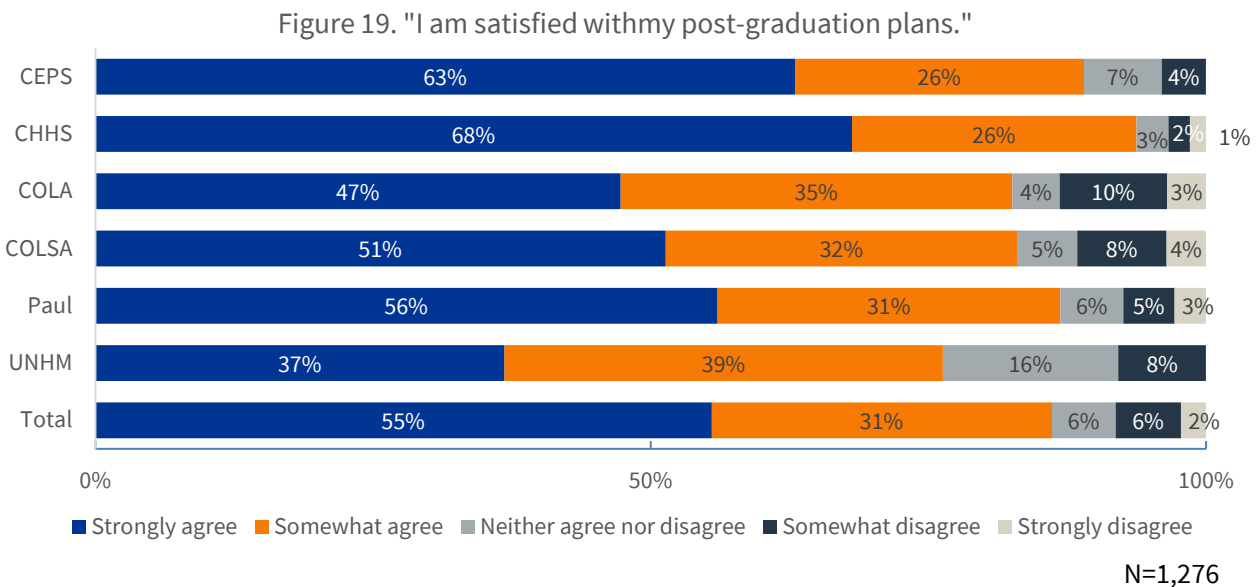
Hundreds of organizations hosted UNH students for internships. Table 8 shows just some of the organizations that provided opportunities for at least 3 members of the Class of 2019.

**Table 8. Selected Internship Organizations - Class of 2019**

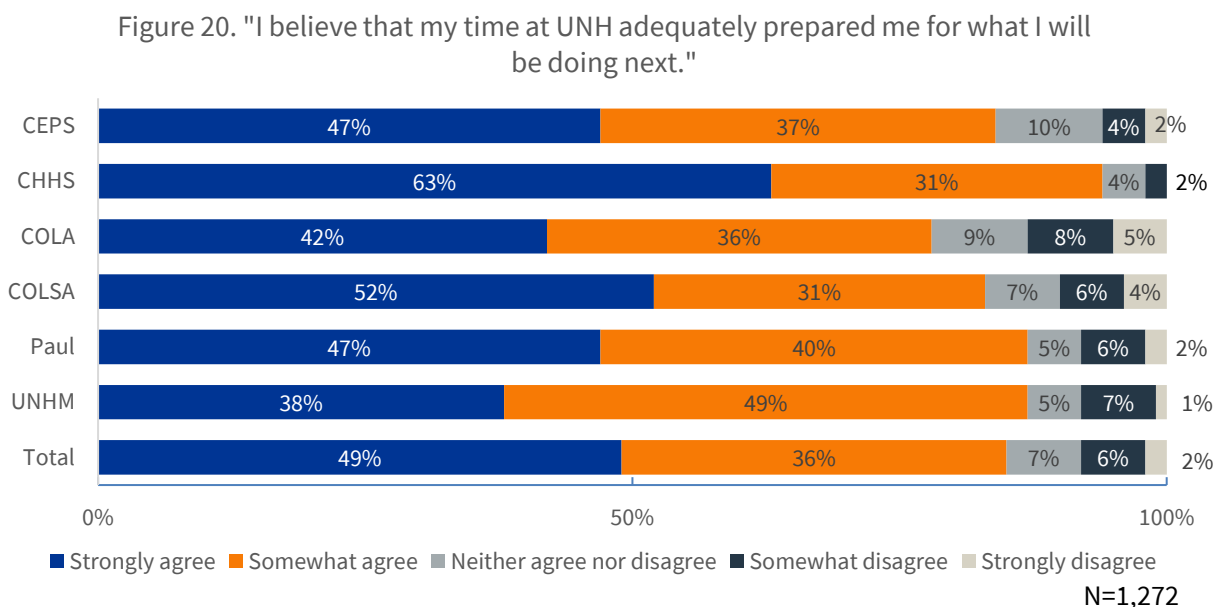
ALKU (9)	Monarch School (7)
Anna Jaques Hospital (5)	National Grid (3)
BAE Systems (10)	NH Department of Environmental Services (4)
Boston Children's Hospital (4)	New Hampshire Department of Transportation (6)
C3 Metrics (3)	New Hampshire Fisher Cats (3)
Catholic Medical Center (4)	New Hampshire Hospital (11)
Cianbro (3)	New Hampshire PBS (6)
Community Partners (6)	Newmarket School District (7)
Concord Hospital (13)	Northeast Passage (4)
Dartmouth-Hitchcock Medical Center (5)	Northeast Rehabilitation Hospital (12)
DEKA Research & Development (3)	Northwestern Mutual (4)
Dover Children's Home (4)	Novo Nordisk (3)
Dover School District (9)	Oyster River Cooperative School District (7)
Dover Teen Center (4)	Phillips Exeter Academy (4)
Edgewood Centre (22)	Portsmouth Regional Hospital (18)
Elliot Hospital (19)	Pratt & Whitney (3)
Enterprise Rent-A-Car (5)	Prime Buchholz (3)
Ernst & Young (6)	PwC (8)
Exeter High School (6)	Raytheon (3)
Exeter Hospital (12)	Rhode Island Department of Transportation (3)
Fidelity Investments (12)	Riverside Rest Home (6)
General Electric (3)	RiverWoods (4)
GYK Antler (3)	Rockingham County Nursing and Rehabilitation Center (6)
Harbour Capital (8)	Shoals Marine Laboratory (4)
Horne Street Elementary School (3)	Sig Sauer (3)
Horne Street School (3)	Southern New Hampshire Medical Center (6)
John Hancock (3)	Travelers Insurance (3)
Joslin Diabetes Center (3)	Turbocam (4)
Krepmpels Center (12)	UNH SURF (7)
L3 Technologies (4)	University of New Hampshire (104)
Liberty Mutual Insurance (20)	University of New Hampshire-Manchester (3)
LinkeDrive (3)	Villa Crest Nursing and Retirement Center (4)
Little Harbour Elementary School (4)	Walt Disney Company (3)
Lonza Biologics (8)	Wentworth by the Sea (3)
Massachusetts Eye and Ear (3)	Wentworth-Douglass Hospital (25)
McGregor Memorial EMS (4)	

## SATISFACTION WITH POST-GRADUATION PLANS AND UNH EDUCATION

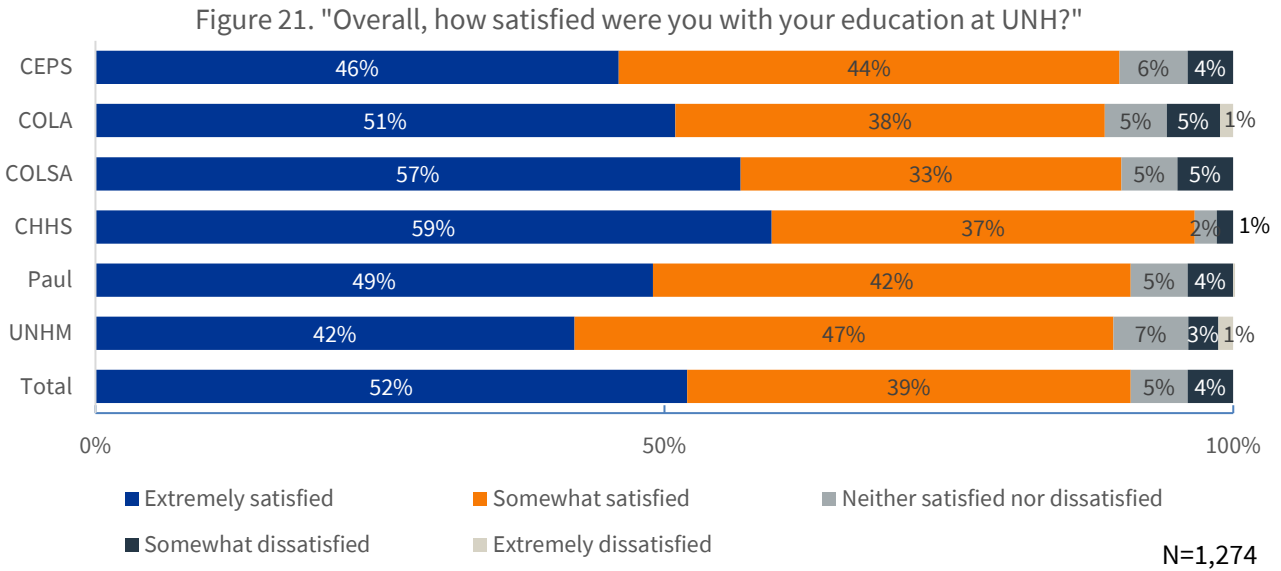
The majority of 2019 graduates were satisfied with their post-graduation plans, with 86% strongly or somewhat agreeing (Figure 19). This is a 5% increase in satisfaction compared to the Class of 2018.



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 20).



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



## SUMMARY

Since graduating, members of the University of New Hampshire’s undergraduate Class of 2019 have already achieved a wide variety of positive outcomes. Compared to previous years: slightly more obtained employment (78% employed compared to 74.5% in 2018 and 73% in 2017), and they are earning slightly higher full-time salaries (a 5% increase). Additionally, 18% were enrolled in further education— many at impressive institutions across the country and abroad. Only 4% of 2019 graduates were seeking employment or further education at the time of the survey. Finally, UNH graduates remain highly satisfied with their UNH education overall and with the preparation it provided for their next challenge.