

# 2020-2021 GRADUATE FIRST-DESTINATION SURVEY

## Introduction

The Graduate First Destination Survey investigates the employment and enrollment in graduate/professional school activities of recent graduate degree recipients with the goal of estimating post-graduation outcomes rates. The target populations are certificate, master's, and doctoral degree recipients who graduated between July 1, 2020 and June 30, 2021.

Initial data were gathered just before graduation via an online instrument. For those who did not respond to the initial survey, or indicated they were still seeking employment, a follow-up online survey invitation was sent to the graduate via email. A third follow-up to non-responders and those still seeking employment involved obtaining information from the graduate via social media. National Student Clearinghouse and Marquette University enrollment data were also utilized to place non-responders into the outcome category related to enrollment in additional graduate/professional school. Data collection ended on December 31, 2021; thus, outcomes reflect the first destination of the graduates up to that date.

## Results

### Response Rates

The overall response rate for those who graduated in the 2020-2021 academic year, including all follow-up contact, was 68%, down slightly compared to previous years (67% for the 2019-2020 cohort and 74% for the 2018-2019). The decline in recent years' response rates is partially due to changes in data collection strategies as a result of the COVID-19 pandemic. The tables below show response rates by college/school and degree level. The "Other" category includes the School of Dentistry and Graduate School.

Table 1. First Destination Survey Response Rates by College and Degree Type.

College/School	Number of Graduates	Number of Respondents	Response Rate
Arts and Sciences	138	112	81%
Business Administration	171	161	94%
Communication	20	18	90%
Education	78	48	62%
Engineering	43	32	74%
Health Sciences	177	87	49%
Nursing	290	170	59%
Other	13	6	46%
<b>Overall</b>	<b>930</b>	<b>634</b>	<b>68%</b>

Degree Level	Number of Graduates	Number of Respondents	Response Rate
Master's	763	529	69%
Ph.D.	138	87	63%
Certificate	29	18	62%
<b>Overall</b>	<b>930</b>	<b>634</b>	<b>68%</b>

### First Destination Post-Graduation Outcomes

Graduates were grouped into one of several post-graduation outcomes based on their survey response. The categories are mutually exclusive. Other Not Seeking represents those engaged in post-graduation service, in the military full or part time, those planning to continue education, or students who indicated they were not engaged in an activity and were not actively seeking employment or enrollment in a graduate/professional program. Seeking Employment indicates those who were not engaged in any activity above and were still seeking employment as of December following graduation.

In 2020-2021, the percent of graduates that are full-time employed (81%) remained consistent with last cohort (80%), compared to 73% in 2018-2019 and 76% in 2017-2018.

Table 2. First Destination Outcomes by Graduating Cohort

	2017-2018 (n=480)	2018-2019 (n=512)	2019-2020 (n=485)	2020-2021 (n=632)
Employed, full-time	76%	73%	80%	81%
Employed, part-time	3%	3%	1%	1%
Graduate/professional school, full-time	6%	9%	10%	7%
Graduate/professional school, part-time	4%	5%	4%	6%
Other Not Seeking	1%	1%	1%	1%
Seeking Employment	10%	10%	4%	4%

### First Destination Post-Graduation Outcomes by College

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

Table 3. First Destination Outcomes by College

	2017-2018 (n=102)	2018-2019 (n=97)	2019-2020 (n=93)	2020-2021 (n=111)
<b>College of Arts and Sciences</b>				
Employed, full-time	67%	51%	60%	73%
Employed, part-time	4%	8%	2%	2%
Graduate/professional school, full-time	14%	24%	26%	17%
Graduate/professional school, part-time	2%	3%	1%	2%
Other not seeking	5%	0%	0%	4%
Seeking	11%	14%	11%	3%
<b>College of Business Administration</b>				
Employed, full-time	77%	93%	89%	91%
Employed, part-time	0%	0%	0%	0%
Graduate/professional school, full-time	1%	1%	5%	3%
Graduate/professional school, part-time	1%	0%	1%	1%
Other not seeking	0%	1%	2%	0%
Seeking	20%	5%	3%	4%

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










































































	2017-2018 (n=21)	2018-2019 (n=14)	2019-2020 (n=20)	2020-2021 (n=18)
<b>College of Communication</b>				
Employed, full-time	86% 	64% 	95% 	83% 
Employed, part-time	0%	0%	0%	6% 
Graduate/professional school, full-time	0%	21% 	5% 	11% 
Graduate/professional school, part-time	13% 	0%	0%	0%
Other not seeking	4% 	1% 	0%	0%
Seeking	5% 	14% 	0%	0%
<b>College of Education</b>	<b>(n=68)</b>	<b>(n=63)</b>	<b>(n=52)</b>	<b>(n=48)</b>
Employed, full-time	78% 	79% 	85% 	77% 
Employed, part-time	6% 	2% 	0%	1% 
Graduate/professional school, full-time	4% 	5% 	6% 	10% 
Graduate/professional school, part-time	1% 	0%	6% 	4% 
Other not seeking	1% 	2% 	2% 	2% 
Seeking	9% 	13% 	2% 	4% 
<b>College of Engineering</b>	<b>(n = 54)</b>	<b>(n = 42)</b>	<b>(n=44)</b>	<b>(n=31)</b>
Employed, full-time	80% 	71% 	80% 	68% 
Employed, part-time	0%	0%	0%	3% 
Graduate/professional school, full-time	11% 	14% 	20% 	26% 
Graduate/professional school, part-time	2% 	0%	0%	3% 
Other not seeking	0%	2% 	0%	0%
Seeking	7% 	12% 	0%	0%
<b>College of Health Sciences</b>	<b>(n = 37)</b>	<b>(n = 39)</b>	<b>(n=26)</b>	<b>(n=87)</b>
Employed, full-time	89% 	74% 	92% 	98% 
Employed, part-time	3% 	0%	4% 	0%
Graduate/professional school, full-time	0%	8% 	0%	0%
Graduate/professional school, part-time	0%	0%	0%	0%
Other not seeking	0%	0%	0%	1% 
Seeking	8% 	18% 	4% 	1% 
<b>College of Nursing</b>	<b>(n = 118)</b>	<b>(n = 109)</b>	<b>(n=144)</b>	<b>(n=170)</b>
Employed, full-time	74% 	65% 	80% 	73% 
Employed, part-time	4% 	4% 	1% 	1% 
Graduate/professional school, full-time	3% 	4% 	4% 	2% 
Graduate/professional school, part-time	13% 	19% 	10% 	16% 
Other not seeking	0%	0%	2% 	1% 
Seeking	6% 	8% 	3% 	6% 

Table 4. First Destination Outcomes by Degree Type

	2017-2018 (n=66)	2018-2019 (n=55)	2019-2020 (n=45)	2020-2021 (n=87)
<b>Doctoral</b>				
Employed, full-time	82%	76%	89%	95%
Employed, part-time	5%	5%	0%	1%
Graduate/professional school, full-time	0%	0%	2%	1%
Graduate/professional school, part-time	0%	0%	2%	0%
Other not seeking	0%	0%	4%	1%
Seeking	14%	18%	2%	1%
<b>Master's</b>				
Employed, full-time	75%	73%	79%	79%
Employed, part-time	2%	2%	1%	1%
Graduate/professional school, full-time	8%	10%	11%	8%
Graduate/professional school, part-time	5%	5%	4%	6%
Other not seeking	1%	0%	1%	1%
Seeking	9%	9%	4%	4%
<b>Certificate</b>				
Employed, full-time	76%	75%	81%	83%
Employed, part-time	12%	0%	0%	0%
Graduate/professional school, full-time	0%	0%	0%	11%
Graduate/professional school, part-time	0%	0%	6%	0%
Other not seeking	0%	13%	6%	0%
Seeking	12%	13%	6%	6%

### Starting Region

Graduates indicated their current location. In 2020-2021, 76% of respondents are located in Wisconsin or Illinois post-graduation, compared with 75% in 2019-2020 and 76% in 2018-2019.

Table 5. Starting Region by Graduating Cohort

	2017-2018	2018-2019	2019-2020	2020-2021
Wisconsin	71%	68%	64%	65%
Illinois	9%	8%	11%	11%
Other Midwest	7%	6%	8%	7%
South	5%	6%	8%	8%
West	4%	7%	5%	5%
Northeast	3%	3%	4%	3%
Outside U.S.	3%	2%	1%	1%

## Full-time Employment

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

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

Table 6. Employment Relationship to Program by College/School and Degree Type

College/School	2017-2018 (n=214)	2018-2019 (n=289)	2019-2020 (n=161)	2020-2021 (n=338)
Arts and Sciences	100%	95%	100%	95%
Business Administration	100%	95%	98%	95%
Communication	82%	100%	100%	100%
Education	100%	98%	100%	97%
Engineering	91%	100%	100%	100%
Health Sciences	100%	100%	100%	96%
Nursing	98%	98%	98%	100%
<b>Overall</b>	<b>98%</b>	<b>97%</b>	<b>99%</b>	<b>97%</b>

Degree Type	2017-2018 (n=214)	2018-2019 (n=289)	2019-2020 (n=161)	2019-2020 (n=338)
Doctoral	96%	100%	100%	98%
Masters	98%	97%	99%	97%
Certificate	100%	80%	100%	100%
<b>Overall</b>	<b>98%</b>	<b>97%</b>	<b>99%</b>	<b>97%</b>

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

Table 7. Full-Time Employment Organization Type by College

College	Organization	2017-2018 (N = 45)	2018-2019 (N = 49)	2019-2020 (N = 45)	2020-2021 (N = 72)
Arts and Sciences	Education	53%	35%	56%	29%
	Government	2%	6%	2%	11%
	Industry	22%	39%	31%	42%
	Not for profit	18%	18%	11%	18%
	Other	4%	2%	0%	0%
Business Administration	Education	28%	23%	23%	11%
	Government	2%	3%	3%	2%
	Industry	43%	53%	55%	81%
	Not for profit	23%	16%	18%	0%
	Other	5%	5%	1%	6%
Communication	Education	38%	29%	21%	21%
	Government	0%	0%	0%	7%
	Industry	31%	57%	58%	50%
	Not for profit	15%	14%	21%	7%
	Other	15%	0%	0%	14%
Education	Education	18%	10%	26%	69%
	Government	7%	10%	6%	0%
	Industry	75%	80%	68%	20%
	Not for profit	0%	0%	0%	11%
	Other	0%	0%	0%	0%
Engineering	Education	33%	33%	38%	21%
	Government	0%	0%	4%	5%
	Industry	17%	33%	25%	74%
	Not for profit	23%	17%	25%	0%
	Other	5%	17%	8%	0%
Health Sciences	Education	50%	59%	68%	37%
	Government	4%	3%	0%	4%
	Industry	29%	34%	18%	41%
	Not for profit	11%	3%	5%	11%
	Other	7%	0%	9%	7%
Nursing	Education	16%	20%	8%	22%
	Government	2%	1%	2%	4%
	Industry	18%	24%	56%	58%
	Not for profit	59%	37%	34%	11%
	Other	5%	18%	1%	4%

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Table 8. Full-Time Employment Organization by Degree Type

Degree Type	Organization	2017-2018 (N = 39)	2018-2019 (N = 42)	2019-2020 (N = 36)	2020-2021 (N = 66)
Doctoral	Education	74%	55%	78%	50%
	Government	5%	12%	0%	6%
	Industry	15%	19%	19%	27%
	Not for profit	5%	10%	3%	12%
	Other	0%	5%	0%	5%
Master's	Education	28%	23%	23%	17%
	Government	2%	3%	3%	4%
	Industry	43%	53%	55%	63%
	Not for profit	23%	16%	18%	11%
	Other	5%	5%	1%	4%
Certificate	Education	33%	33%	38%	8%
	Government	0%	0%	4%	8%
	Industry	17%	33%	25%	85%
	Not for profit	23%	17%	25%	0%
	Other	5%	17%	8%	0%

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

Table 9. Percentage Working for Current Employer while Pursuing Marquette Graduate Degree by College and Degree Type





























































College/School	2017-2018 (n=217)	2018-2019 (n=296)	2019-2020 (n=161)	2020-2021 (n=129)
Arts and Sciences	29%	29%	30%	22%
Business Administration	75%	63%	54%	65%
Communication	55%	25%	33%	25%
Education	52%	30%	32%	27%
Engineering	45%	39%	40%	33%
Health Sciences	17%	15%	17%	9%
Nursing	56%	45%	39%	25%

Degree Type	2017-2018 (n=216)	2018-2019 (n=293)	2019-2020 (n=161)	2020-2021 (n=129)
Doctoral	41%	32%	28%	22%
Masters	52%	59%	41%	39%

The tables below show gross salaries of full-time, non-temporary employed graduates by college and degree type. Respondents in School of Dentistry and Graduate School are excluded due to low headcounts. Salary numbers exclude those active in the military, those in a post-graduation stipend-paid service position, those in a temporary position, and those employed as Medical Scribes. About 39% of full-time employed respondents reported salary information on the survey (compared with 38% in 2019-2020 and 63% in 2018-2019).

Table 10. Salary Statistics for Full-Time Employed by College<sup>1</sup>

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

<sup>1</sup> Salary information omitted where N<5.



Table 11. Salary Statistics for Full-Time Employed by Degree Type

Degree	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Doctoral	2017-2018	23	\$46,102	\$50,000	\$65,000
	2018-2019	30	\$48,500	\$50,950	\$85,000
	2019-2020	14	\$40,000	\$48,500	\$55,000
	2020-2021	39	\$53,000	\$70,000	\$84,000
Master's	2017-2018	179	\$46,000	\$59,400	\$81,000
	2018-2019	194	\$48,360	\$62,700	\$92,000
	2019-2020	127	\$50,000	\$60,000	\$80,000
	2020-2021	162	\$55,000	\$66,392	\$100,000
Certificate	2017-2018	7	\$50,000	\$61,000	\$99,496
	2018-2019	-	-	-	-
	2019-2020	6	\$65,000	\$91,000	\$96,000
	2020-2021	-	-	-	-

## Graduate and Professional Education

Those pursuing graduate/professional school were asked to indicate the type of degree they are pursuing and the field of study of the degree. The survey also collected the name of the school, although that information is not included within this report.

About 70% of those pursuing graduate/professional school are pursuing a Doctorate degree. The “Other” category includes degrees such as a Law (J.D.) Doctor of Dental Surgery (D.D.S), Medical degree (M.D., D.O.), Doctor of Physical Therapy (D.P.T.), or another professional doctorate or degree or certificate.

Table 12. Degree Pursued by those Continuing Education

Degree Type	2017-2018 (n=22)	2018-2019 (n=42)	2019-2020 (n=42)	2020-2021 (n=40)
Master's degree	18%	14%	14%	23%
Ph.D.	64%	71%	81%	70%
Other	19%	14%	5%	9%

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

Table 13. Field of Study by those Pursuing a Ph.D.

Ph.D.	2017-2018 (n=14)	2018-2019 (n=30)	2019-2020 (n=34)	2020-2021 (n=28)
Arts & Humanities	36%	20%	18%	18%
Sciences	14%	47%	35%	36%
Business	0%	0%	3%	4%
Communication	14%	0%	6%	4%
Education	0%	3%	6%	11%
Engineering	29%	17%	21%	21%
Other	7%	3%	3%	4%
Unknown	15%	0%	0%	4%

### Seeking Employment and Planning on Continuing Education

Graduates who indicated they were either seeking employment or planning to continue education were asked to comment on their job search or graduate/professional program search process. Respondents who reported that they were seeking employment and who responded to this follow-up question (n = 26) had the option to choose from a list of seven options to describe where they were in the process. All respondents who completed the "seeking employment" follow-up questions are included in the charts below, even those who indicated that they were also in another post-graduation outcome category (e.g. employed part-time and seeking employment). Respondents could check all that applied to them; therefore, the percentages across each row will not add up to 100%. Results for those planning to continue education are excluded due to a low number of respondents.

Table 14. Job Search Process Category of Graduates Seeking Employment

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

## Discussion

Results from this annual survey are distributed to many campus constituency groups and are used to inform current and future students of first destination post-graduation outcomes.

Results from previous years and results at the undergraduate level can be found at <https://www.marquette.edu/institutional-research-analysis/institutional-surveys.php>.

Data collection procedures follow the National Association of Colleges and Employers (NACE) standards and protocols for the collection of graduating student initial career outcomes information for undergraduates. Marquette's Career Services Center submits Graduate First Destination Survey outcomes data, aggregated at the major level, to NACE for inclusion in NACE's yearly report on first destination outcomes, including national hiring and continuing education trends.

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