

2024-2025 UNDERGRADUATE FIRST DESTINATION SURVEY

EXECUTIVE SUMMARY

*OIRA, Spring 2026*

Introduction

The Undergraduate First Destination Survey investigates the employment and enrollment in graduate/professional school activities of recent bachelor's degree recipients with the goal of estimating post-graduation outcomes rates. The target population is bachelor's degree recipients who graduated between July 1, 2024, and June 30, 2025.

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 graduate/professional school. Data collection ends six months after a student's degree conferment date.

Results

Knowledge Rate¹

The overall knowledge rate for those who graduated in the 2024-2025 academic year, including all follow-up contact, was 95%, which is similar to last year and up compared to previous years (96% for the 2023-2024 cohort, and 93% for the 2022-2023 cohort).

College	Number of Graduates	Number of Respondents	Knowledge Rate
Arts and Sciences	469	446	95%
Business Administration	340	326	96%
Communication	175	160	91%
Education	42	39	93%
Engineering	140	131	94%
Health Sciences	257	243	95%
Nursing	122	120	96%
Overall	1,545	1,465	95%

¹ Knowledge Rate is defined by the [National Association of Colleges and Employers](#) (NACE) as the percentage of the graduating class for whom an outcomes destination is known. It includes the sum of all the employment categories, plus service and military, plus continuing education, plus the number of students still seeking an outcome or not seeking an outcome. It excludes those students for whom no information is available. Mathematically, the knowledge rate can be expressed as: $(\# \text{ employed} + \# \text{ service} + \# \text{ military} + \# \text{ continuing education} + \# \text{ still seeking employment} + \# \text{ still seeking continuing education} + \# \text{ not seeking}) / \text{total graduates}$

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. Post-graduation service represents students who are participating in a stipend-paid post-graduation service position such as the Peace Corps, AmeriCorps, or the Jesuit Volunteer Corps. Planning to continue education, not admitted/enrolled represents those not actively seeking employment and planning to enroll in a graduate/professional program. Not employed or in school, not seeking employment represents 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 six months after graduation. In 2024-2025, the percentage of graduates who are full-time employed is 53%.

	2020-2021 (n=1,393)	2021-2022 (n=1,755)	2022-2023 (n=1,742)	2023-2024 (n=1,496)	2024-2025 (n=1,465)
Employed, full-time	66%	57%	56%	56%	53%
Employed, part-time	2%	4%	4%	4%	4%
Graduate/professional school, full-time	25%	25%	24%	25%	26%
Graduate/professional school, part-time	2%	1%	1%	1%	1%
Post-graduation service, full-time	1%	1%	1%	1%	2%
Active military	1%	1%	1%	1%	<1%
Planning to continue education, not admitted/enrolled	<1%	3%	4%	3%	4%
Not employed or in school, not seeking employment	<1%	0%	0%	0%	<1%
Seeking Employment	3%	6%	9%	8%	9%

The table below shows the career outcomes rate² by college. The overall career outcomes rate for the 2024-2025 cohort was 87%.

College	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Arts and Sciences	95%	84%	84%	85%	81%
Business Administration	98%	96%	92%	92%	90%
Communication	99%	87%	81%	79%	86%
Education	93%	91%	90%	100%	87%
Engineering	95%	93%	87%	89%	89%
Health Sciences	98%	91%	87%	91%	92%
Nursing	98%	94%	88%	89%	94%
Overall	97%	90%	87%	88%	87%

² Career Outcomes Rate is a national benchmark from the [National Association of Colleges and Employers](#). It is the number of graduates who have landed in any of the employment categories, plus service, military, and continuing education, divided by the number of students for whom an outcome is known. It excludes graduates identified as not seeking an outcome. Expressed mathematically the career outcomes rate is: (# employed + # service + # military + # continuing education) / (# employed + # service + # military + # continuing education + # still seeking employment + # still seeking continuing education)

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First Destination Post-Graduation Outcomes by College:

The information below shows the post-graduation outcome rates for seven undergraduate colleges at Marquette.

	2020-2021 (n=305)	2021-2022 (n=461)	2022-2023 (n=493)	2023-2024 (n=433)	2024-2025 (n=446)
College of Arts and Sciences					
Employed, full-time	51%	40%	42%	42%	37%
Employed, part-time	5%	7%	8%	5%	6%
Graduate/professional school, full-time	33%	29%	29%	30%	29%
Graduate/professional school, part-time	2%	2%	1%	3%	1%
Post-graduation service, full-time	3%	3%	2%	3%	3%
Active military	1%	2%	2%	2%	2%
Planning to continue education, not admitted/enrolled	1%	8%	7%	6%	7%
Not employed or in school, not seeking employed	<1%	0%	1%	1%	2%
Seeking	4%	8%	9%	8%	13%
College of Business Administration	(n=394)	(n=384)	(n=375)	(n=312)	(n=326)
Employed, full-time	87%	82%	78%	79%	77%
Employed, part-time	1%	1%	1%	1%	4%
Graduate/professional school, full-time	9%	11%	11%	12%	9%
Graduate/professional school, part-time	2%	0%	1%	0%	0%
Post-graduation service, full-time	0%	0%	1%	0%	1%
Active military	<1%	<1%	0%	1%	0%
Planning to continue education, not admitted/enrolled	0%	<1%	1%	0%	1%
Not employed or in school, not seeking employed	0%	1%	1%	0%	0%
Seeking	2%	4%	6%	7%	8%
College of Communication	(n=158)	(n=157)	(n=191)	(n=142)	(n=160)
Employed, full-time	78%	64%	58%	56%	59%
Employed, part-time	4%	10%	10%	8%	8%
Graduate/professional school, full-time	12%	12%	12%	15%	16%
Graduate/professional school, part-time	3%	1%	1%	0%	1%
Post-graduation service, full-time	1%	1%	1%	0%	<1%
Active military	1%	1%	0%	0%	0%
Planning to continue education, not admitted/enrolled	0%	0%	1%	3%	2%
Not employed or in school, not seeking employed	0%	0%	0%	1%	<1%
Seeking	1%	13%	18%	18%	13%
College of Education	(n=27)	(n=57)	(n=61)	(n=46)	(n=39)
Employed, full-time	59%	65%	77%	70%	64%
Employed, part-time	11%	7%	2%	4%	8%
Graduate/professional school, full-time	19%	14%	7%	22%	13%
Graduate/professional school, part-time	4%	0%	2%	0%	0%
Post-graduation service, full-time	0%	5%	2%	0%	3%
Active military	0%	0%	2%	2%	0%
Planning to continue education, not admitted/enrolled	4%	0%	3%	0%	5%
Not employed or in school, not seeking employed	0%	0%	0%	2%	0%
Seeking	4%	9%	7%	0%	8%

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	2020-2021 (n = 218)	2021-2022 (n = 242)	2022-2023 (n=210)	2023-2024 (n=206)	2024-2025 (n=131)
College of Engineering					
Employed, full-time	79%	77%	71%	67%	66%
Employed, part-time	1%	<1%	1%	4%	1%
Graduate/professional school, full-time	11%	12%	11%	14%	18%
Graduate/professional school, part-time	<1%	<1%	<1%	1%	0%
Post-graduation service, full-time	<1%	<1%	<1%	0%	1%
Active military	1%	2%	1%	2%	4%
Planning to continue education, not admitted/enrolled	1%	<1%	1%	0%	1%
Not employed or in school, not seeking employed	<1%	0%	<1%	<1%	0%
Seeking	5%	7%	11%	11%	10%
College of Health Sciences	(n=208)	(n=293)	(n=268)	(n=221)	(n=243)
Employed, full-time	17%	19%	16%	20%	20%
Employed, part-time	1%	2%	3%	5%	4%
Graduate/professional school, full-time	79%	69%	66%	64%	67%
Graduate/professional school, part-time	0%	<1%	1%	1%	0%
Post-graduation service, full-time	<1%	1%	1%	1%	0%
Active military	0%	0%	<1%	0%	1%
Planning to continue education, not admitted/enrolled	1%	6%	10%	7%	7%
Not employed or in school, not seeking employed	0%	0%	<1%	0%	0%
Seeking	1%	3%	3%	2%	1%
College of Nursing	(n=82)	(n=161)	(n=144)	(n=136)	(n=120)
Employed, full-time	91%	89%	84%	85%	93%
Employed, part-time	1%	1%	2%	1%	0%
Graduate/professional school, full-time	0%	1%	1%	1%	1%
Graduate/professional school, part-time	1%	0%	1%	1%	0%
Post-graduation service, full-time	0%	0%	0%	0%	0%
Active military	4%	2%	0%	1%	0%
Planning to continue education, not admitted/enrolled	0%	0%	1%	1%	0%
Not employed or in school, not seeking employed	0%	0%	0	0%	0%
Seeking	2%	6%	12%	10%	6%

Undergraduate Internships, Co-ops, and Research Experiences

Respondents from certain colleges were asked to report whether they participated in an internship, co-op, or research experience during their undergraduate career. Overall, 81% (n = 1,190) of survey responders provided information for this question set. The chart below shows this breakdown by college. Respondents may be counted in the multiple activity categories or "None of the above," so the totals across rows will not sum to 100%. Note that the College of Education chose not to ask these questions of their students because of practical experience requirements built into their curriculum. The College of Nursing chose to begin asking this section as of the 2023-24 graduating cohort.

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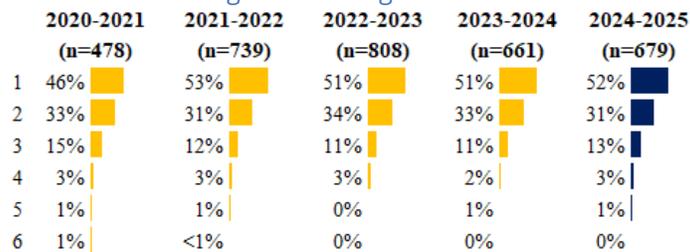
College	Year	Number of Respondents	High Impact Practice (select all that apply)			
			Internship	Co-op	Research Experience	None of the Above
Arts and Sciences	2020-2021	125	48%	0%	32%	30%
	2021-2022	384	46%	0%	31%	35%
	2022-2023	424	48%	0%	33%	32%
	2023-2024	364	45%	0%	33%	36%
	2024-2025	372	47%	1%	35%	33%
Business Administration	2020-2021	313	86%	0%	4%	13%
	2021-2022	343	82%	0%	1%	18%
	2022-2023	342	83%	0%	2%	16%
	2023-2024	259	83%	0%	2%	16%
	2024-2025	279	84%	1%	1%	16%
Communication	2020-2021	59	81%	0%	3%	19%
	2021-2022	137	81%	0%	2%	19%
	2022-2023	172	81%	0%	5%	17%
	2023-2024	115	74%	1%	2%	26%
	2024-2025	143	81%	1%	4%	18%
Engineering	2020-2021	150	57%	53%	24%	9%
	2021-2022	224	61%	37%	26%	12%
	2022-2023	198	64%	37%	24%	10%
	2023-2024	157	71%	24%	27%	6%
	2024-2025	106	75%	23%	33%	8%
Health Sciences	2020-2021	87	15%	0%	34%	56%
	2021-2022	212	16%	0%	46%	43%
	2022-2023	220	25%	0%	38%	48%
	2023-2024	162	21%	1%	34%	53%
	2024-2025	176	16%	0%	35%	52%
Nursing	2023-2024	123	42%	0%	13%	53%
	2024-2025	114	44%	0%	12%	50%

Respondents who indicated that they participated in at least one internship were asked how many internships they had (up to six). Respondents who indicated that they participated in at least one research experience were asked how many research experiences they had (up to three). A team of representatives from each college helped to determine what the maximum number of internships and research experiences should be and noted that students almost never participate in more than one co-op; hence, the number of co-ops was not asked. For this survey, a research experience was defined as an experience in which a student conducted or helped to conduct research and was mentored by or worked closely with a faculty member, graduate student, or research group. Respondents were instructed not to include class projects, capstone projects, or independent study work.

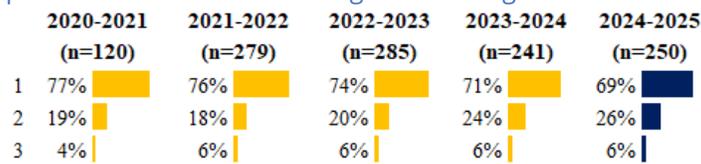
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Number of internships students had during their undergraduate career.

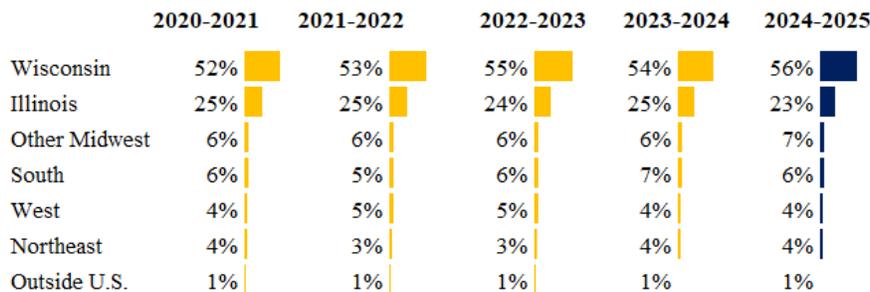


Number of research experiences students had during their undergraduate career.



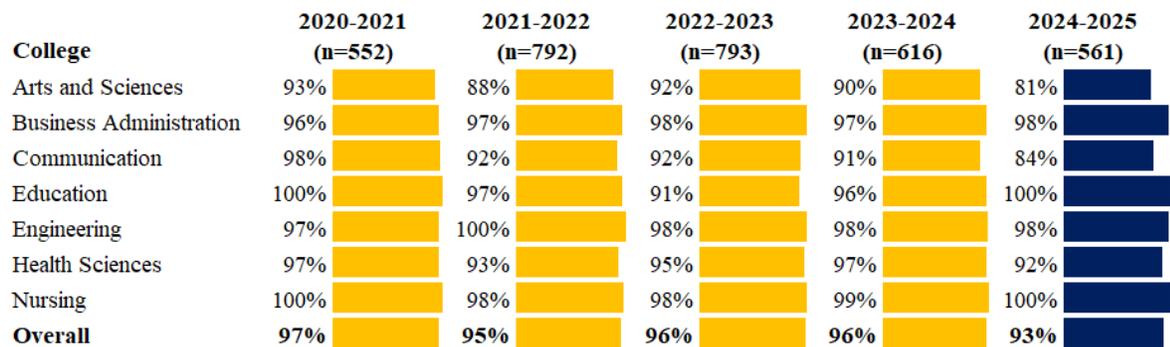
Starting Region

Graduates indicated their current location. In 2024-2025, 79% of respondents are located in Wisconsin or Illinois post-graduation, the same percentage as both 2023-2024 and 2022-2023.



Full-time Employment

Respondents were asked to indicate the relationship between their career goals and their full-time employment. Respondents in the military or in post-graduation stipend-paid service positions are excluded from this section.



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In 2024-2025, 93% of respondents with full-time employment reported that they consider their job to be related to their career goals and/or an entry-level path that will allow them to achieve their career goals. This is a slight decrease from the last two years (96%).

The table below shows gross starting salaries of full-time, non-temporary employed graduates by college. The 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 65% of full-time employed respondents reported salary information on the survey (compared with 66% in 2023-2024 and 78% in 2022-2023).

College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Overall	2020-2021	475	\$50,000	\$60,000	\$67,500
	2021-2022	684	\$50,000	\$60,920	\$70,000
	2022-2023	680	\$51,500	\$65,000	\$74,000
	2023-2024	507	\$54,000	\$65,000	\$75,000
	2024-2025	469	\$54,000	\$70,000	\$78,000
Arts and Sciences	2020-2021	41	\$37,000	\$42,500	\$60,000
	2021-2022	101	\$40,000	\$50,000	\$70,000
	2022-2023	106	\$40,000	\$47,000	\$70,000
	2023-2024	91	\$44,500	\$50,000	\$66,000
	2024-2025	81	\$45,000	\$50,000	\$70,000
Business Administration	2020-2021	223	\$50,000	\$58,000	\$66,500
	2021-2022	226	\$55,000	\$62,250	\$70,000
	2022-2023	226	\$57,000	\$65,000	\$75,000
	2023-2024	168	\$60,000	\$67,000	\$75,000
	2024-2025	170	\$65,000	\$70,000	\$80,000
Communication	2020-2021	33	\$40,000	\$45,000	\$50,000
	2021-2022	59	\$43,000	\$48,000	\$55,000
	2022-2023	59	\$40,000	\$50,000	\$60,000
	2023-2024	41	\$46,800	\$54,000	\$60,000
	2024-2025	44	\$45,000	\$51,000	\$59,000

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Field	Year	Count	Min Salary	Max Salary	Avg Salary
Education	2020-2021	6	\$39,000	\$41,500	\$43,000
	2021-2022	22	\$42,500	\$45,000	\$46,100
	2022-2023	30	\$42,500	\$45,150	\$49,000
	2023-2024	18	\$46,000	\$49,500	\$52,000
	2024-2025	14	\$44,000	\$48,000	\$50,500
Engineering	2020-2021	108	\$62,000	\$67,250	\$70,000
	2021-2022	140	\$65,000	\$70,000	\$75,000
	2022-2023	130	\$68,000	\$72,000	\$76,000
	2023-2024	89	\$70,000	\$75,000	\$78,500
	2024-2025	55	\$70,000	\$75,000	\$80,000
Health Sciences	2020-2021	19	\$30,000	\$35,000	\$42,000
	2021-2022	34	\$37,000	\$50,000	\$60,008
	2022-2023	31	\$40,000	\$45,000	\$64,000
	2023-2024	18	\$34,000	\$47,500	\$63,000
	2024-2025	23	\$46,000	\$58,000	\$70,000
Nursing	2020-2021	45	\$55,000	\$60,000	\$65,000
	2021-2022	102	\$60,000	\$63,000	\$70,000
	2022-2023	98	\$63,000	\$68,000	\$74,000
	2023-2024	82	\$60,000	\$65,750	\$75,000
	2024-2025	82	\$68,000	\$72,250	\$80,000

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. Over half of those pursuing graduate/professional school are pursuing a Master’s degree. The “Other professional doctorate” category includes degrees such as Doctor of Optometry (O.D.) and Doctor of Audiology (AuD). The “Other” category primarily includes second bachelor’s degrees and certificates.

Degree Type	2020-2021 (n=341)	2021-2022 (n=436)	2022-2023 (n=415)	2023-2024 (n=369)	2024-2025 (n=217)
Master's degree	48%	53%	53%	59%	58%
Ph.D.	2%	3%	4%	5%	3%
Law degree (J.D.)	11%	11%	9%	8%	6%
Doctor of Dental Surgery (D.D.S.)	8%	7%	6%	6%	6%
Medical degree (M.D., D.O.)	3%	1%	3%	1%	5%
Doctor of Physical Therapy (D.P.T.)	21%	14%	17%	15%	15%
Other professional doctorate	4%	5%	4%	3%	2%
Other degree or certificate	3%	7%	6%	3%	5%

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Students pursuing either Master's or Ph.D. degrees were asked to indicate their field of study. The "Other" category in the Master's Degree chart includes fields such as design, public health, and behavior analysis. The "Analytics/Data Science" category was added as of 2023-2024.

	2020-2021 (n=165)	2021-2022 (n=232)	2022-2023 (n=218)	2023-2024 (n=216)	2024-2025 (n=217)
Master's Degree					
Analytics/Data Sciences				3%	7%
Arts & Humanities	14%	12%	7%	13%	9%
Sciences	8%	11%	15%	11%	10%
Business	21%	17%	20%	22%	17%
Communication	7%	4%	6%	2%	3%
Education	5%	3%	3%	10%	6%
Engineering	8%	6%	9%	7%	7%
Nursing	5%	3%	3%	3%	5%
Physician Assistant Studies	11%	15%	11%	10%	11%
Speech Pathology	16%	18%	14%	9%	12%
Other	4%	9%	10%	5%	9%
Unknown	7%	1%	2%	6%	5%
Ph.D.	(n=7)	(n=11)	(n=15)	(n=18)	(n=11)
Arts & Humanities	0%	0%	27%	17%	0%
Sciences	29%	36%	60%	50%	73%
Business	14%	0%	7%	0%	0%
Education	0%	0%	0%	0%	0%
Engineering	43%	64%	0%	28%	27%
Other	14%	0%	7%	6%	0%
Unknown	0%	0%	0%	0%	0%

Seeking Employment and Planning to Continue 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 = 164) 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%.

Job Search Process - Seeking Employment (select all that apply)

Number of Respondents	Year	Applying	Interviewing	Planning to Relocate First	Taking a Gap-Year	Researching Jobs	Have Not Started	Other
27	2020-2021	59%	33%	7%	11%	33%	7%	4%
159	2021-2022	65%	33%	9%	14%	16%	6%	8%
200	2022-2023	73%	33%	6%	10%	19%	8%	6%
163	2023-2024	76%	34%	6%	16%	23%	7%	5%
164	2024-2025	72%	34%	4%	15%	23%	4%	10%

For respondents reporting that they were planning to continue education and who responded to this follow-up question (n = 118), they had the option to choose from a list of seven options to describe where they are in the process.

Program Search Process - Planning to Continue Education (select all that apply)

Number of Respondents	Year	Applied & Waiting to Hear Back	Studying for Tests	Researching Programs	Taking a Gap-Year	Thinking but Not Committed	Applying	Other
42	2020-2021	14%	29%	45%	45%	24%	24%	2%
125	2021-2022	14%	29%	25%	45%	9%	45%	2%
135	2022-2023	13%	32%	23%	48%	16%	44%	2%
107	2023-2024	13%	27%	24%	35%	21%	36%	1%
118	2024-2025	17%	31%	29%	42%	15%	46%	3%

A Note on Recent Labor Market Trends

The 2025 labor market showed a gradual cooling trend marked by declining job postings and modest compensation growth. Insights drawn from the year's reports by Public Insight Corporation reveal a market that began the year with strong posting volumes before steadily weakening through December. Overall, job postings fell year-over-year across most months and sectors, reflecting slower employer demand. Even when postings rose month-to-month, they typically remained below prior-year levels. Industries such as healthcare, construction, and professional services consistently showed unmet demand, indicating employers struggled to attract candidates despite the broader market slowdown. Technology and information roles were occasional exceptions, showing pockets of continued growth in both postings and compensation.

Job-seeker activity also softened. Resume volume declined for most of the year, signaling a passive talent market in which workers were less inclined to switch jobs. New resume creation in particular lagged, suggesting heightened caution and reduced mobility. This reduced turnover meant fewer available entry-level roles, leaving new graduates competing for a smaller pool of openings. Overall, 2025 was defined by moderating employer demand, limited job-seeker movement, and slow but consistent wage growth, with significant variation by industry.

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.

There are interactive reports available that provide further investigation into Undergraduate First Destination Survey data:

- [Outcomes by College and Graduation Year](#) (public)
- [Outcomes by Major](#) (public)

Data collection procedures for this survey follow the National Association of Colleges and Employers ([NACE standards and protocols](#)) for the collection of graduating student initial career outcomes information for undergraduates. First Destination Survey outcomes data, aggregated at the major/program level, are submitted to NACE for inclusion in NACE's yearly report on first destination outcomes, including national hiring and continuing education trends.

For additional information about the report, contact:

Ms. Laura MacBride, Director, Student Success Analytics, Institutional Research and Analysis, at laura.macbride@marquette.edu, or

Ms. Courtney Hanson, Director, Career Center, at courtney.hanson@marquette.edu.