



UNIVERSITY OF
MARYLAND



2019 GRADUATION SURVEY

2019 Graduation Survey Report

Bachelor's Level Graduates

The **Graduation Survey** is administered by the University Career Center & The President's Promise (the Center). The survey captures career-related outcomes of bachelor's degree level graduates, as well as data on participation in co-curricular and extracurricular activities during the graduate's tenure at the University of Maryland, College Park. This year's report captures outcomes of bachelor's level graduates within the 2018-2019 academic year including August 2018, December 2018 and May 2019 graduations.

Methodology

The 2019 Graduation Survey followed the same process and incorporated the same survey items as the 2014-2018 surveys, which were based on standards established by the National Association of Colleges and Employers (NACE).

Survey data collection was conducted electronically through an instrument created in Qualtrics. In addition to responses on the survey, data were also collected via other channels including social media profiles (primarily LinkedIn), information from college/department staff, reports from employers and data from the National Student Clearinghouse.

Survey Pool

Initial survey invitations were sent prior to each graduation to a list of students who had applied for graduation in that semester (list obtained from the University of Maryland Data Warehouse). The Office of the Registrar completed degree clearances and conferred degrees approximately one month after graduation, at which point the survey pool was limited to only those students that had in fact earned a degree in the 2018-2019 academic year.

Time Frame

Based on the NACE standards, data collection was conducted within a window following each graduation and ending six months after the last graduation in the cycle (May 2019), rolled out in three phases:

PHASE ONE

Initial emails were sent to students intending to graduate approximately three weeks before commencement. Graduates continued to receive weekly reminders until a few weeks after graduation. After that point, additional reminders were sent on a bi-weekly basis.

PHASE TWO

At the three-month post-graduation mark, requests to complete the survey were again emailed to graduates that had not yet responded. Students that responded in PHASE ONE and reported an *unplaced* status were resurveyed and asked to update their outcome.

PHASE THREE

Toward the end of the survey window (mid-November through December) the Center shared with colleges/departments lists of their graduates that had not yet completed the survey or had reported an *unplaced* status. Colleges/departments were asked to supply any additional student outcome

information of which they had knowledge (e.g., a department administrative assistant that received a personal email from a graduate related to a recently landed job).

NOTE: This year the window of data collection and verification was extended through mid-February due to staff turnover and a subsequent gap in the normal process.

Additional outcome data were sourced from searches on LinkedIn and other social media sites, conducted either by the colleges/departments or by Center staff. The Center also obtained information about enrollment in graduate-level programs from the National Student Clearinghouse via assistance from the Office of Institutional Research, Planning and Assessment. Data received from channels other than the survey were coded to identify the source and help insure that information was legitimate and verifiable.

Definitions

While graduates could report one of nine statuses, for the purpose of this report outcomes are generally divided into the following categories:

PLACED includes **employment** (either full or part-time), **continuing education** (of any type – graduate school, second bachelor’s degree, certificate programs, etc.), **starting a business/organization**, participating in a **service or volunteer program** (such as the Peace Corps) or **military service**.

UNPLACED includes graduates that reported **actively seeking employment** as well as graduates that reported an **intention to pursue a graduate degree, but had not yet been accepted or admitted**.

UNRESOLVED includes students that responded to the survey during PHASE ONE only and reported an UNPLACED status, but for whom no additional information could be collected in subsequent phases—neither through eventual response to the survey, lookups on social media sites, reports from employers, information from schools/colleges, nor the National Student Clearinghouse. In other words, the only information available around graduation time was the intent of the student to commence a job search or graduate school application process, but not about the conclusion; hence the term, “unresolved.”

NOT SEEKING includes students that reported they were not seeking employment or continuing education. These students were omitted from the calculation of placement rates.

Graduates not responding to the survey and for whom no additional data through any other means could be obtained were labeled “NON-RESPONDERS” and were not included in calculations.

Other Clarifications

Some assumptions were inherent in interpreting data collected from sources other than the official *Graduation Survey* instrument.

EMPLOYMENT

For outcome data collected from social media sites, graduate profiles indicating post-graduate employment were considered to be employed full-time unless information about part-time status was explicitly provided or available.

COLLEGE AND DEPARTMENT SURVEYS

The Center received data from some colleges/departments that conducted internal surveys containing career outcome questions. Of note, in some cases these surveys were conducted significantly prior to the Graduation Survey data collection timeframe initiated at graduation. When appropriate, data were integrated into the official reporting database during PHASE THREE data collection efforts. However, responders to pre-graduation college/department surveys that reported an unplaced status were still classified as non-responders unless they also responded to the official Graduation Survey.

VOLUNTEER/SERVICE

Students that reported a status of EMPLOYED but indicated their employer as Teach For America, Peace Corps, AmeriCorps, City Year or one of many well-known volunteer/service programs were re-coded in the VOLUNTEER/SERVICE category for purposes of this report.

EMPLOYMENT VS. CONTINUING EDUCATION

Some PHASE THREE data collection efforts overlapped each other. There were instances where report of a graduate's employment was obtained from one source, but simultaneously a report of continuing education was obtained from the National Student Clearinghouse. Reports regarding employment were given precedence over continuing education information received from the Clearinghouse, with the assumption that the graduate would be attending the continuing education program part-time.

CLEARINGHOUSE VS. OTHER REPORTS

In the cases where report of a graduate pursuing continuing education was obtained from both the National Student Clearinghouse and another source, but details about that enrollment were in conflict (program, school, etc.), the Clearinghouse data were considered the most accurate.

SOCIAL MEDIA PROFILES

When conducting research on graduates via social media sites, staff were instructed to identify how recently the profile appeared to have been updated.

- Students were recorded as UNPLACED if their profile summary or headline referenced their recent graduation and that they were actively seeking employment.
- For EMPLOYMENT, any work-related position reported in the profile with a start date **after** the individual's graduation date was considered post-graduate employment.
- If a position listed on the profile indicated a start date prior to graduation but contained clear evidence that the profile had been updated since graduation, the position was recorded as post-graduate employment. If there was no evidence that the profile had been updated, the employment was not recorded.
- Staff were asked to record URLs of student profiles for later review and verification.

Tabulations

Each graduate was counted only once in the University-wide report section. Graduates with double majors and/or double degrees were counted in their respective college reports; however, if the second degree occurred within the same college, the graduate was only counted once in the college-specific report. Graduates that participated in the Honors College or College Park Scholars programs were included in those reports in addition to being included in specific college report(s) as appropriate. In

addition, although Letters & Sciences students ultimately select majors and are counted in the various college reports, a separate report was generated to include graduates who at any point in their University of Maryland tenure were Letters & Sciences students.

In some cases percentages do not sum to 100%. For questions where graduates could “check all that apply,” denominators are based on total number of graduates completing that question, not on total number of checks reported for all categories in that question. A student checking three (3) response categories would count only once toward the denominator, not three times. For other questions, the difference between the sum and 100% should be small (+/- 1%) and is attributable to rounding error. All rounding was done on final calculations/results. Most values in the report were calculated via Microsoft Excel and full decimal places were retained in intermediate steps.

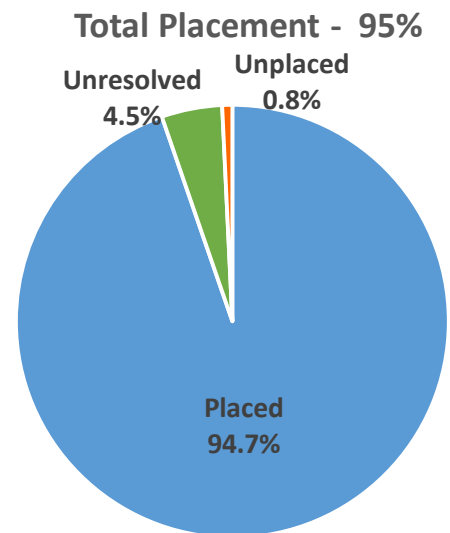
COLLEGE OF AGRICULTURE AND NATURAL RESOURCES

SURVEY RESPONSE RATE: 49%

KNOWLEDGE RATE: 81%

As of February 2020, data from 266 of 328 graduating students receiving a bachelor's degree in the College of Agriculture and Natural Resources had been collected via the survey or other means, resulting in a knowledge rate of 81%. Most graduates reported they were headed into the workforce.

REPORTED OUTCOMES OF 2019 GRADUATES		
Outcome	#	%
Employed FT	148	56%
Employed PT	16	6%
Continuing Education	79	30%
Participating in a volunteer or service program	4	2%
Serving in the Military	1	0%
Starting a business	3	1%
Unplaced	2	1%
Unresolved	12	5%
Grand Total	265	100%
Not Seeking	1	



NATURE OF POSITION

Based on the 62 students who completed the entire employment outcome section of the survey:

- Ninety percent (90%) replied that their employment is either directly aligned with their career goals (48%) or is a steppingstone toward their ultimate career goals (42%). Ten percent (10%) indicated that their position simply “pays the bills.”
- Eighty-nine percent (89%) replied that their employment is either directly related to their field of study/major (61%) or utilizes knowledge, skills, and abilities gained through their study (27%). Eleven percent (11%) indicated that their position was not at all related to their field of study/major.

SALARY

Salary information was reported by 52 graduates entering full-time employment. Of these, 10 indicated they were receiving some type of first year bonus (median bonus = \$2,999).

REPORTED SALARY DATA FOR 2019 GRADUATES			
Reported Salaries	25th Percentile	50th Percentile (Median)	75th Percentile
52	\$22,857	\$37,999	\$50,714

EMPLOYMENT SEARCH

Method Used to Find Employment

On-Campus Interviews	0%	Contacts from faculty	8%
Previous Internship/Co-op	22%	Contacts from family/friends	20%
Career Fairs - on campus	2%	Currently employed with organization	20%
Career Fairs - off campus	0%	Newspaper	0%
UMD online job site	4%	Other	6%
Non-UMD online job site	35%		

**graduates could select as many items as applied*

Items entered for “other” included LinkedIn/networking, applying online directly with employer/employee website, and Federal Fellows Program Partner.

SAMPLE OF EMPLOYERS AND POSITIONS REPORTED

Access Medicare <i>Medical Secretary</i>	Howard County Government <i>Environmental Educator</i>
Alpha EMC <i>Environmental Scientist</i>	Latin American Youth Center <i>Environmental Educator</i>
American Electric Power <i>Regional Environmental Coordinator</i>	Maalka <i>Frontend Web Developer</i>
Animal Emergency & Referral Associates <i>Veterinary Assistant</i>	MacroGenics, Inc. <i>Laboratory Animal Technician</i>
Cadeo <i>Energy Efficiency Consultant</i>	Maryland Farm Bureau <i>Communications Specialist</i>
Catoctin Veterinary Clinic <i>Veterinary Technician</i>	Maryland Public Service Commission <i>Regulatory Economist</i>
Community Foodworks <i>Farmers Market Manager</i>	National Institute of Health <i>Research Assistant</i>
Crop Life America <i>Government Relations Coordinator</i>	NatureBridge <i>Environmental Science Educator</i>
Decernis <i>Scientific Associate</i>	Sustainable Building Partners <i>Sustainable Program Analyst</i>
Designgreen, LLC <i>Environmental Scientist</i>	Soltesz <i>Landscape Architect 1</i>
Dewberry <i>Landscape Architect</i>	TEKsystems, Inc. <i>Project Operations Associate</i>
Epsilon <i>Business Systems Analyst 1</i>	The Class Produce Group <i>Food Safety Coordinator</i>
Freddie Mac <i>Asset Management Associate</i>	Tree MD, LLC. <i>Assistant Arborist</i>
Fox Restaurant Concepts <i>Sous Chef</i>	U.S. Department of Natural Resources <i>Park Ranger</i>
Geo-Technical Associates <i>Geotechnical Engineering Technician</i>	U.S. Geological Surveys (USGS) <i>Physical Scientist</i>
GreenVest LLC <i>Environmental Scientist</i>	University of Maryland <i>Research Associate</i>
Highway Veterinary Hospital <i>Veterinary Nurse</i>	University of Texas <i>Natural Resources Specialist</i>

US Fish and Wildlife

Park Ranger

USDA

Program Specialist

USDA Agricultural Research Service

Research Fellow

USDA APHIS

Biological Science Technician

Williams-Sonoma, Inc.

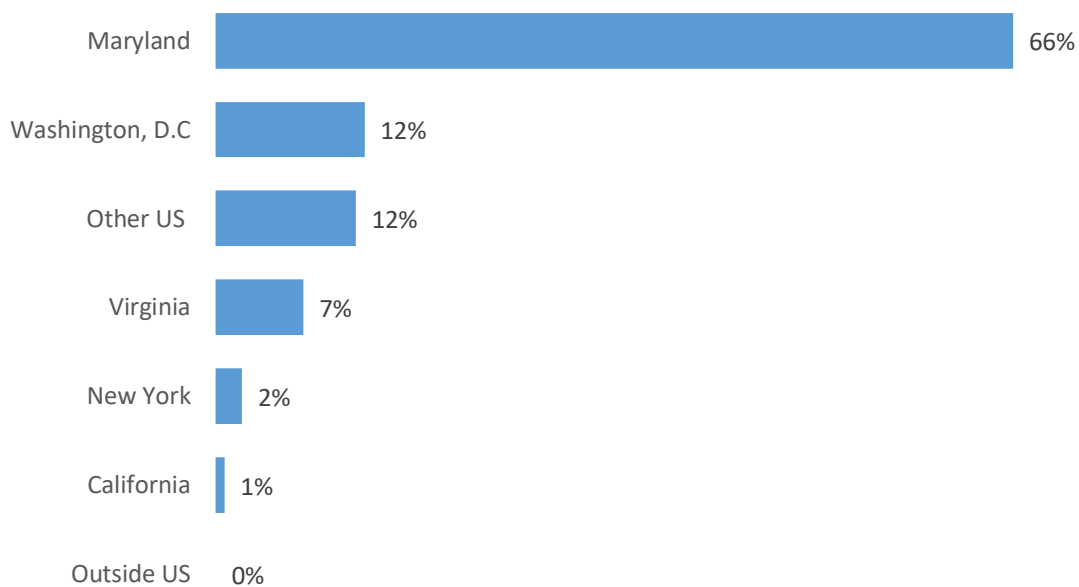
Culinary Instructor

World Resources Institute (WRI)

Grants & Finance Specialist, Global Climate Program

GEOGRAPHIC DISTRIBUTION

Employment locations were identified for 138 graduates. Of those, 66% reported employment in Maryland, followed by 12% in Washington D.C., and 7% in Virginia.



STARTING A BUSINESS/ORGANIZATION

Three (3) graduates reported that they started their own business or organization, including:

- **Lullaby Pet Sitters**, providing high quality pet care services at an affordable cost.
- **Pioneer Landscaping**, offering environmentally conscious, full-service landscape maintenance as well as specialized design and construction.

SERVICE/VOLUNTEER PROGRAMS

Four (4) graduates reported plans to participate in a service or volunteer program after graduation. Programs reported include: AmeriCorps (2), Fulbright English Teaching Assistantship (1), and Peace Corps (1).

CONTINUING EDUCATION

Sixty-five (65) of 79 graduates reported that they would be continuing their education as their main pursuit after graduation. The most popular areas of study include nutrition, veterinary medicine, law, medicine, marine-estuarine - environmental sciences, nutrition, food sciences, animal sciences and landscape architecture.

Continuing Education Degrees Sought		
Type of Degree/Program	#	%
Associate's	0	0%
Second Bachelor's	1	2%
Health Professional (MD, DO, Pharm.D, Au.D, etc.)	11	17%
Law (JD, LL.M.)	3	5%
Masters/MBA	35	54%
Ph.D. or Doctoral	7	11%
Certificate	4	6%
Non-degree Seeking (Post-bac., Cont. Edu. Credits)	2	3%
Unspecified	2	3%
TOTAL	65	100%

SAMPLE OF UNIVERSITIES AND PROGRAMS REPORTED

Auburn University <i>Animal Sciences</i> <i>Veterinary Medicine</i>	Penn State University <i>Forest Resources</i>
Boston University <i>Medical Science</i>	The Ohio State University <i>Food Agriculture & Biological Engineering</i>
Ca Foscari University of Venice <i>Environmental Science</i>	The Royal Veterinary College <i>Veterinary Medicine</i>
Cleveland Clinic <i>Nutrition</i>	University of California, Berkeley <i>Energy and Resources</i> <i>Environmental Health Sciences</i>
Duke University <i>Business and Management</i> <i>Environmental Management,</i> <i>Environmental Economics & Policy</i>	University of California, Los Angeles <i>Economics</i>
Georgia Institute of Technology <i>Computer Science & Engineering</i>	University of Delaware <i>Food Science</i> <i>Marine-Estuarine-Environmental Sciences</i>
Johns Hopkins University <i>Biotechnology</i>	University of Florida <i>Nutrition</i> <i>Veterinary Medicine</i>
Lincoln Memorial University <i>Veterinary Medicine</i>	University of Georgia <i>Food Science</i>
Marywood University <i>Nutrition</i>	University of Illinois at Urbana-Champaign <i>Chemistry</i> <i>Veterinary Medicine</i>
New York Law School <i>Law</i>	University of Illinois College of Veterinary Medicine <i>Veterinary Medicine</i>
Northeastern University <i>Analytics</i>	University of Maryland Carey School of Law <i>Law</i>
NYU Tandon School of Engineering <i>Financial Engineering</i>	

University of Maryland University College
Animal Sciences
Computer Sciences
Education
Environmental Science and Technology
Landscape Architecture

University of Maryland, College Park
Food Science
Geographical Sciences

University of Miami
Marine-Estuarine-Environmental Sciences

University of Missouri
Veterinary Medicine

University of Pennsylvania
Veterinary Medicine

University of Rhode Island
Dietetics and Clinical Nutrition Services

University of Southern California
Biological Sciences

University of Washington
*Applied Mathematics & Statistics, and
 scientific Computation*

Virginia Tech University
Environmental Engineering

OUT OF CLASSROOM EXPERIENCE

Based on 135 survey responses.

Experiences while at UMD

Part-time employment (on campus)	48%	Clinical or hospital rotation	4%
Part-time employment (off campus)	62%	Study Abroad	19%
Full time employment (both on or off campus)	19%	Work Abroad	2%
Federal Work Study	5%	Community service-learning/ volunteer work	35%
Research programs(s) (on campus)	10%	Student Group Leadership	27%
Research project(s) (on campus - faculty driven)	43%	Student Group Membership	44%
Summer Research Program(s)	17%	Living/Learning community	25%
Co-op(s)	1%	Terrapin Teachers	1%
Student teaching	15%	Other	5%
		None of the above	2%

**Graduates could select as many items as applied, unless they selected "none of the above"*

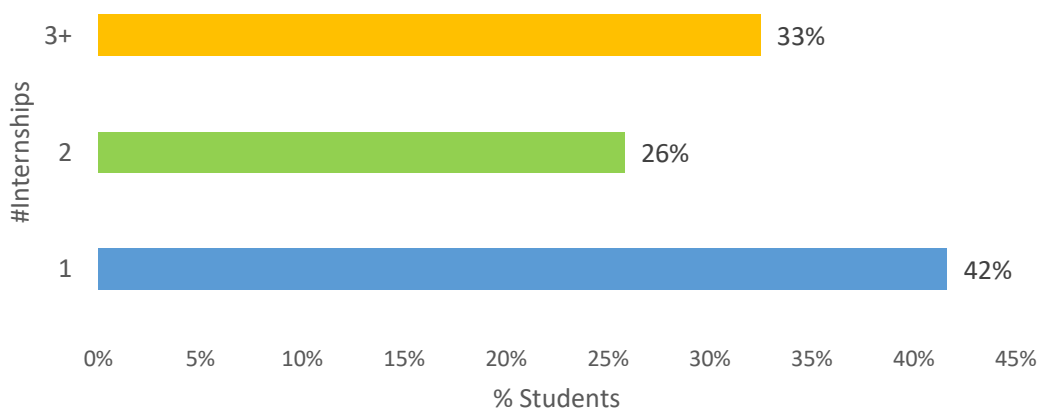
Those respondents selecting "Other" most commonly wrote in items relating to AGNR Ambassadors, Culinary in Maine, full-time internships, Greek Life, Professional Sorority and research global risk.

INTERNSHIP PARTICIPATION

Results in this section are based on 139 responses to the internship participation section of the survey.

Eighty-six (86%) of respondents (120 graduates) reported having at least one internship during their time at University of Maryland. Among those graduates who reported having had internship experience, the majority completed two or more internships.

Internship Frequency among Students



Forty-four percent (44%) of respondents who participated in internships reported having had at least one **paid** internship. Fifty-eight percent (58%) of respondents who participated in internships reported having had at least one internship for **academic credit**.

INTERNSHIP EXPERIENCES REPORTED BY GRADUATES

Among the 120 graduates who reported internships, a total of **248 internship experiences** were reported.

Of those internship experiences reported, 41% were academic credit-earning activities.

Additionally, 58% were paid, while 40% were unpaid, and 2% earned the participant some benefit (such as travel/parking stipend), but not full payment.

Of the 59 experiences that paid an hourly wage, the average reported income was \$13.90 per hour and the median reported income was \$12.50 per hour.

Internship - Compensation

