



Career Destination Survey 2016-2017 | Executive Summary

Overview. The University of Arizona participates in a nationwide initiative to gather data about undergraduate students' post-graduation outcomes. Findings from the Career Destination Survey inform UA's strategies for improved student success. The 2016-2017 survey yielded a response rate of 59% (N=3,875). The survey is distributed to graduating students approximately two months prior to the end of their last semester and up through six months post-graduation. This report includes highlights from the Career Destination Survey among students who received a bachelor's degree between July 1, 2016 and June 30, 2017.

RESPONSE RATES BY YEAR



	2016-17 Summary	2015-16 Summary	2014-15 Summary
Bachelor's Degree Recipients	6,626	6,837	6,574
Survey Respondents	3,875	4,240	4,513
Response Rate	59%	62%	69%

RESPONSE RATES BY ACADEMIC TERM

	Summer 2016	Fall 2016	Winter 2016	Spring 2017
Bachelor's Degree Recipients	947	1,444	72	4,166
Survey Respondents	19	514	32	3,312
Response Rate	2%	36%	44%	80%

Demographics. Demographic characteristics of survey respondents were comparable to the full graduating class, except that women were slightly overrepresented. The majority of respondents were residents of Arizona (68%), female (58%), White (56%), and graduates from the College of Social and Behavioral Sciences, the College of Science, and Eller College of Management (57% combined).

	Bachelor Recipients (N)	Response Rate (%)	Survey Sample (%)
GENDER			
Female	2,204	62.5	56.9
Male	1,670	54.0	43.1
RESIDENCY STATUS			
AZ Resident	2,591	56.9	66.9
Non-Resident	1,284	61.8	33.1
RACE/ETHNICITY			
American Indian/Alaska Native	94	55.3	2.4
Asian	304	61.3	7.8
Black/African American	194	58.3	5.0
Hispanic/Latino	923	60.5	23.8
International	197	46.5	5.1
Native Hawaiian/Other Pacific Islander	32	52.5	0.8
White	2,095	58.9	54.1
Unknown	36	59.0	0.9

RESPONSE RATES BY COLLEGE

College*	Count of Graduates	% of Total Graduates	Count of Respondents	% of Total Respondents	Response Rate 2016-17	Response Rate 2015-16	Response Rate 2014-15
College of Agri & Life Sci	717	10.8%	347	6.8%	48.4%	56.8%	51.9%
College of Architecture	61	0.9%	38	0.7%	62.3%	59.7%	69.6%
College of Education	237	3.6%	149	2.9%	62.9%	65.6%	90.2%
College of Engineering	544	8.2%	398	7.8%	73.2%	64.6%	65.0%
College of Fine Arts	288	4.4%	139	2.7%	48.3%	46.1%	53.7%
College of Humanities	226	3.4%	114	2.2%	50.4%	61.3%	63.2%
College of Letters, Arts and Sci	286	4.3%	173	3.4%	60.5%	47.2%	76.5%
College of Medicine	106	1.6%	45	0.9%	42.5%	67.2%	72.1%
College of Nursing	19	0.3%	17	0.3%	89.5%	46.1%	44.4%
College of Public Health	1207	18.2%	709	13.8%	58.7%	57.2%	69.4%
College of Optical Sciences	1536	23.2%	956	18.6%	62.2%	N/A	N/A
College of Science	333	5.0%	112	2.2%	33.6%	62.7%	82.3%
College of Social & Behav Sci	1106	16.7%	702	13.7%	63.5%	57.6%	62.3%
Eller College of Management	228	3.4%	135	2.6%	59.2%	86.8%	68.4%
University of Arizona South	77	1.2%	44	0.9%	57.1%	42.7%	81.2%

* Students may be represented in more than one college due to more than one major or degree but are not represented more than once per college.

Learning Outcomes & Satisfaction. The Career Destination Survey collects information about students' perceptions of learning and satisfaction related to their experiences at the University of Arizona.

Learning Outcomes

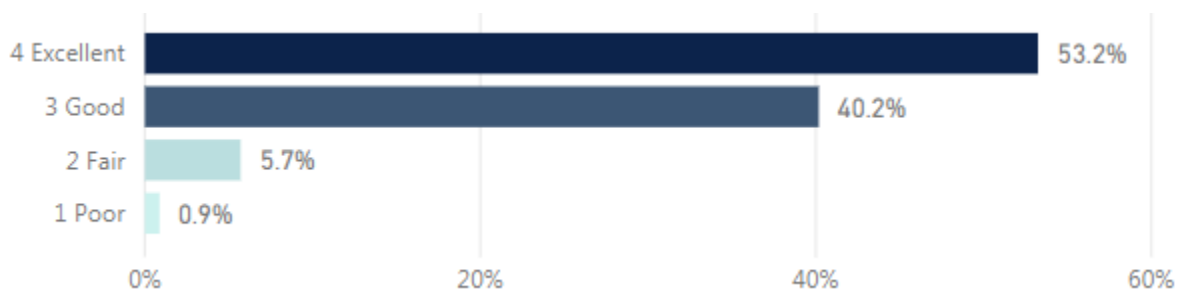
Graduates agreed that their experience at the UA contributed **very much** or **quite a bit** their knowledge, skills, and personal development in:

- Writing clearly and effectively: 80%
- Thinking critically and analytically: 91%
- Analyzing quantitative problems: 85%
- Understanding/valuing diversity and cultural competency: 82%

Satisfaction

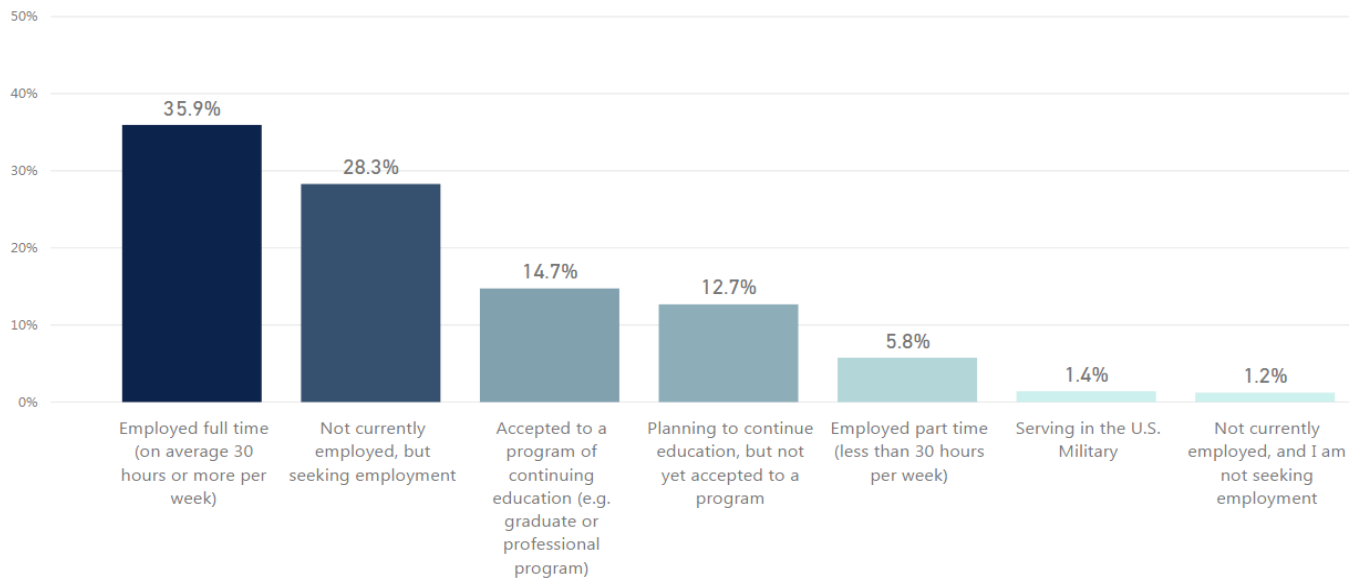
- 93% of graduates evaluated their entire experience at the University of Arizona as good or excellent

HOW WOULD YOU RATE YOUR ENTIRE EDUCATIONAL EXPERIENCE AT THE UNIVERSITY OF ARIZONA?



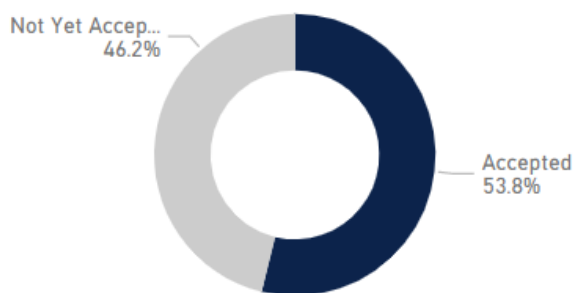
Post-Graduation Destinations. What are students doing after completing their bachelor’s degree? More than half (58%) of the respondents indicated that they were either employed or were already enrolled at an institution to continue their education. Another 28% percent indicated that they were still seeking employment at the time of the survey.

PRIMARY STATUS AFTER GRADUATION

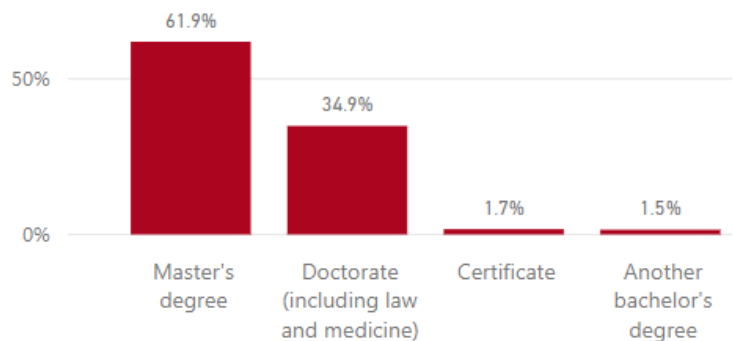


Graduate School. Among students with a goal of attending graduate school (N=1,062), 53.8% indicated they were accepted to a program while the remainder had not yet been accepted to a program at the time of the survey. A majority (61.9%) of students with a goal to attend graduate school indicated they would be pursuing a master’s degree. About 42% of those accepted to a graduate program will be attending the University of Arizona.

EMPLOYMENT GOAL



TYPE OF DEGREE



Taking research courses was shown to improve students’ chances of program acceptance! About 66% of those Spring 2017 graduates who took research courses (via independent study or directed research) indicated they were accepted to a graduate program, compared to 50% of those who did not take research courses.

Employment. Among those graduates with an employment goal (N=2,766), 60.4% indicated they were employed while the remainder were still seeking employment at the time of the survey.

EMPLOYMENT GOAL



FAST FACTS: Among those graduates who indicated full-time employment:

- \$50,818 was the reported annual average salary, up about 10% (\$46,396) from 2016-2017
- 84% indicated their job was related to their career interests or field of study
- 47% had worked or volunteered for the employer/organization prior to graduation
- 34% had 1-2 years of experience, 23% had less than one year of experience, 19% had no experience, 13% had 3-4 years of experience, and 11% had more than 5 years of experience

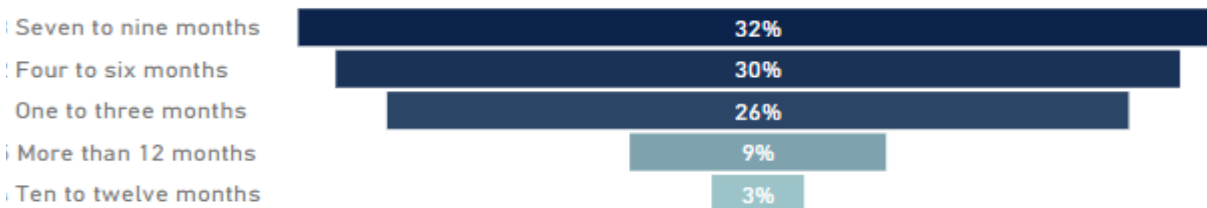
YEARS OF EXPERIENCE IN THE FIELD (EMPLOYED FULL TIME)



Career-Seeking Efforts

- What was the level of engagement with UA Career Services?
 - Full-time employed: 63%
 - Still seeking: 56%
- When did graduates begin actively applying for jobs?
 - Full-time employed: on average 6.2 months prior to graduation
 - Still seeking: on average 3.7 months prior to graduation

MONTHS SPENT APPLYING FOR JOBS PRIOR TO GRADUATION (EMPLOYED FULL TIME)



Institutional data was analyzed against Career Destination Survey data. Results indicated better employment outcomes for students who participated in **UA Career Services** (i.e., on-campus interviews, career fairs) or earned an **Engagement notation**.

100% Engagement Initiative

Among Spring 2017 graduates who earned an engagement notation on their degree:

- 62% were employed, compared to 52% without the engagement notation
- The average annual salary was about 14% higher compared to those without an engagement notation (\$53,129 versus \$46,529)
- 87% were employed in a field related to their career interests or field of study, compared to 79% of those without the engagement notation

UA Career Services

Among Spring 2017 graduates who participated in UA Career Services during their undergraduate years:

- 76% of those who participated in an on-campus interview were employed, compared to 53% of those who did not participate in an on-campus interview
- The average annual salary was 17% - 23% higher, depending on the type of participation
 - On-campus interview participants reported 23% higher annual average salaries than those who did not participate in an on-campus interview (\$57,814, versus \$46,936)
 - Career fair participants reported 17% higher annual average salaries than those who did not participate during their undergraduate years (\$54,470 versus \$46,631)

APPENDIX

REPORT OF STATISTICAL ANALYSES

EMPLOYMENT

Research Questions:

- Does 100% Engagement (i.e., engagement notation) affect employment outcomes of UA graduates?
- Does participation in career-related experiences during the undergraduate years affect employment outcomes of UA graduates?
- Does participation in UA Career Services (i.e., career fairs, workshops, on-campus interviews, advising appointments) affect employment of UA graduates?
- Are employment outcomes different depending on students' background characteristics?

Results of Crosstabulations with Chi Square Analysis of Postgraduate Employment Outcomes (i.e., employed versus unemployed) by Undergraduate Experiences (i.e., Career-Related Experiences, Career Services Participation, Engagement Notation on Degree)

	Employment After Graduation				Direction of Effect	χ^2
	Participated		No Participation			
	N	%	N	%		
Engagement notation on degree	971	61.8	414	52.3	↑	19.61***
Career Services Participation						
Career advising appointments	204	53.0	1181	59.8	↓	6.11*
Career fairs	704	63.6	681	54.3	↑	20.92***
On-campus interviews	465	75.7	920	52.7	↑	99.72***
Workshops	149	48.1	1236	60.3	↓	16.53***
Career-Related Experiences						
Internship	638	55.5	348	49.1	↑	7.31**
Co-op	38	73.1	948	52.5	↑	8.60**
Study abroad	130	45.5	856	54.5	↓	7.87**

Note. Nonsignificant differences are not displayed in the table.

* $p < .05$, ** $p < .01$, *** $p < .001$

Results of Comparison Tests of Spring 2017 Graduates' Employment Outcomes by Student Demographics

Demographics	Yes %	N	No %	N	χ^2
Gender (Male)	62.8	674	55.2	710	14.11***
Ethnicity					
<i>American Indian/Alaska Native</i>	62.7	32	59.4	1307	.24
<i>Asian</i>	53.6	89	59.9	1250	2.52
<i>Black/African American</i>	46.0	52	60.1	1287	8.88**
<i>Hispanic/Latino</i>	58.5	324	59.7	1015	.27
<i>Native Hawaiian/Pac Island</i>	53.3	8	59.5	1331	.23
<i>White</i>	61.6	834	56.2	505	6.59*
International Status	36.9	31	59.5	1354	17.00***
AZ Resident	62.7	978	50.8	407	30.81***
First Generation Status	60.2	388	56.8	320	1.36
Transfer Status	61.9	273	57.9	1112	2.35
Veteran Status	69.4	50	58.3	1335	3.56

* $p < .05$, ** $p < .01$, *** $p < .001$

Note: Crosstabulations with Chi square analysis was conducted on graduates who indicated an employment goal upon graduation (i.e., employed full time, part time, military, or seeking employment).

SUMMARY: Comparison tests were conducted on Spring 2017 graduates who indicated an employment goal (i.e., employed full time, part time, military, or still seeking) by demographics. Results indicated the following:

- Male graduates were significantly more likely to be employed than female graduates (62.8% versus 55.2%, $\chi^2 = 14.11$, $p < .001$).
- Black/African American graduates were significantly less likely to be employed than graduates of other races/ethnicities (46% versus 60.1%, $\chi^2 = 8.88$, $p < .01$).
- White graduates were significantly more likely to be employed than graduates of other races/ethnicities (61.6% versus 56.2%, $\chi^2 = 6.59$, $p < .05$).
- International student graduates were significantly less likely to be employed than non-international student graduates (36.9% versus 59.5%, $\chi^2 = 17.00$, $p < .001$).
- Graduates who were Arizona residents were significantly more likely to be employed than graduates who were not Arizona residents (62.7% versus 50.8%, $\chi^2 = 30.81$, $p < .001$).

ANNUAL SALARIES

Research Questions:

1. Does 100% Engagement (i.e., engagement notation) affect starting annual salaries of UA graduates?
2. Does participation in career-related experiences during the undergraduate years affect starting annual salaries of UA graduates?
3. Does participation in UA Career Services (i.e., career fairs, workshops, on-campus interviews, advising appointments) affect starting annual salaries of UA graduates?

*Results of Independent Samples t-tests of Postgraduate **Annual Salaries** (in dollars) by Self-Reported Career-Related Experiences During the Undergraduate Years*

	Annual Salaries				Direction of Effect	t
	Participated		No Participation			
	N	\$	N	\$		
Engagement notation on degree	645	53,129	280	46,529	↑	3.81***
Career-Related Experiences						
Internship	469	52,201	228	47,057	↑	2.09*
Co-op	29	62,145	668	50,013	↑	2.36*
Part-time employment	420	48,145	277	54,116	↓	2.85**
Volunteer/Service learning	210	41,849	487	54,256	↓	6.16***
Career Services Participation						
Career fairs	531	54,470	394	46,631	↑	4.68***
On-campus interviews	367	57,814	558	46,936	↑	7.59***

Note. Nonsignificant differences are not displayed in the table.

* $p < .05$, ** $p < .01$, *** $p < .001$

EMPLOYMENT RELATED TO CAREER INTEREST/FIELD OF STUDY

Research Questions:

- Does 100% Engagement (i.e., engagement notation) affect employment outcomes of UA graduates in terms of career interests or fields of study?
- Does participation in career-related experiences during the undergraduate years affect employment outcomes of UA graduates in terms of career interests or fields of study?
- Does participation in UA Career Services (i.e., career fairs, workshops, on-campus interviews, advising appointments) affect employment of UA graduates?

*Results of Crosstabulations with Chi Square Analysis of Employment Related to **Career Interest or Field of Study** by Undergraduate Experiences (i.e., Career-Related Experiences, Career Services Participation, Engagement Notation on Degree)*

	Employed in Field Related to Career Interest or Field of Study				Direction of Effect	χ^2
	Participated		No Participation			
	<i>N</i>	%	<i>N</i>	%		
Engagement notation on degree	427	87.1	227	78.5	↑	9.97**
Career Services Participation						
Career fairs	363	88.3	291	79.1	↑	12.32***
On-campus interviews	190	93.1	464	80.7	↑	17.30***
Career-Related Experiences						
Internship	459	87.8	193	76.3	↑	16.73***
Significant class project	211	88.3	441	82.1	↑	4.68*

Note. Nonsignificant differences are not displayed in the table.

* $p < .05$, ** $p < .01$, *** $p < .001$