

2022-2023 UNDERGRADUATE FIRST-DESTINATION SURVEY

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, 2022, and June 30, 2023.

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 ended on December 31, 2023; thus, outcomes represent the first destination of the graduates up to that date.

Results

Response Rates

The overall response rate for those who graduated in the 2022-2023 academic year, including all follow-up contact, was 93%, up compared to previous years (89% for the 2021-2022 cohort and 74% for the 2020-2021 cohort). The table below shows response rates by college.

College	Number of Graduates	Number of Respondents	Response Rate
Arts and Sciences	541	493	91%
Business Administration	382	375	98%
Communication	205	191	93%
Education	66	61	92%
Engineering	231	210	91%
Health Sciences	281	268	95%
Nursing	160	144	98%
Overall	1,866	1,742	93%

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 December following graduation.

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In 2022-2023, the percent of graduates who are full-time employed is 56%.

	2018-2019 (n=1,641)	2019-2020 (n=1,373)	2020-2021 (n=1,393)	2021-2022 (n=1,755)	2022-2023 (n=1,742)
Employed, full-time	56%	55%	66%	57%	56%
Employed, part-time	3%	4%	2%	4%	4%
Graduate/professional school, full-time	24%	26%	25%	25%	24%
Graduate/professional school, part-time	1%	2%	2%	1%	1%
Post-graduation service, full-time	2%	2%	1%	1%	1%
Active military	2%	1%	1%	1%	1%
Planning to continue education, not admitted/enrolled	4%	1%	<1%	3%	4%
Not employed or in school, not seeking employment	1%	2%	<1%	0%	0%
Seeking Employment	8%	6%	3%	6%	9%

From the outcomes above, we can calculate a “fully engaged” percentage, which is the percentage of respondents who are employed full-time, in the military, in a stipend-paid service position, or attending graduate/professional school full-time.

The percentage of respondents who are “fully engaged” is shown below by college. The fully engaged rate for the 2022-2023 cohort was 82%.

College	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Arts and Sciences	78.9%	81.4%	90.2%	76.6%	75.3%
Business Administration	92.6%	90.7%	97.5%	93.5%	90.9%
Communication	73.7%	81.3%	94.9%	77.7%	70.7%
Education	84.8%	92.6%	81.5%	84.2%	88.5%
Engineering	85.0%	82.9%	93.1%	92.1%	85.2%
Health Sciences	85.9%	92.8%	96.6%	88.7%	84.3%
Nursing	91.8%	96.6%	96.3%	92.5%	85.4%
Overall	84.1%	87.0%	94.4%	86.3%	82.0%

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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.

	2018-2019 (n=436)	2019-2020 (n=328)	2020-2021 (n=305)	2021-2022 (n=461)	2022-2023 (n=493)
College of Arts and Sciences					
Employed, full-time	40%	35%	51%	40%	42%
Employed, part-time	4%	6%	5%	7%	8%
Graduate/professional school, full-time	33%	33%	33%	29%	29%
Graduate/professional school, part-time	1%	5%	2%	2%	1%
Post-graduation service, full-time	3%	6%	3%	3%	2%
Active military	2%	2%	1%	2%	2%
Planning to continue education, not admitted/enrolled	5%	1%	1%	8%	7%
Not employed or in school, not seeking employed	1%	3%	<1%	0%	1%
Seeking	12%	8%	4%	8%	9%
College of Business Administration	(n=310)	(n=313)	(n=394)	(n=384)	(n=375)
Employed, full-time	82%	77%	87%	82%	78%
Employed, part-time	1%	1%	1%	1%	1%
Graduate/professional school, full-time	9%	12%	9%	11%	11%
Graduate/professional school, part-time	0%	<1%	2%	0%	1%
Post-graduation service, full-time	0%	0%	0%	0%	1%
Active military	1%	2%	<1%	<1%	0%
Planning to continue education, not admitted/enrolled	2%	1%	0%	<1%	1%
Not employed or in school, not seeking employed	1%	1%	0%	1%	1%
Seeking	4%	7%	2%	4%	6%
College of Communication	(n=217)	(n=155)	(n=158)	(n=157)	(n=191)
Employed, full-time	62%	66%	78%	64%	58%
Employed, part-time	8%	11%	4%	10%	10%
Graduate/professional school, full-time	10%	12%	12%	12%	12%
Graduate/professional school, part-time	0%	2%	3%	1%	1%
Post-graduation service, full-time	2%	2%	1%	1%	1%
Active military	0%	1%	1%	1%	0%
Planning to continue education, not admitted/enrolled	2%	0%	0%	0%	1%
Not employed or in school, not seeking employed	1%	1%	0%	0%	0%
Seeking	15%	6%	1%	13%	18%
College of Education	(n=46)	(n=54)	(n=27)	(n=57)	(n=61)
Employed, full-time	78%	81%	59%	65%	77%
Employed, part-time	2%	4%	11%	7%	2%
Graduate/professional school, full-time	4%	7%	19%	14%	7%
Graduate/professional school, part-time	0%	2%	4%	0%	2%
Post-graduation service, full-time	0%	2%	0%	5%	2%
Active military	2%	0%	0%	0%	2%
Planning to continue education, not admitted/enrolled	0%	0%	4%	0%	3%
Not employed or in school, not seeking employed	0%	2%	0%	0%	0%
Seeking	13%	2%	4%	9%	7%

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	2018-2019 (n = 226)	2019-2020 (n = 211)	2020-2021 (n = 218)	2021-2022 (n = 242)	2022-2023 (n=210)
College of Engineering					
Employed, full-time	68%	69%	79%	77%	71%
Employed, part-time	1%	1%	1%	<1%	1%
Graduate/professional school, full-time	12%	11%	11%	12%	11%
Graduate/professional school, part-time	1%	1%	<1%	<1%	<1%
Post-graduation service, full-time	0%	0%	<1%	<1%	<1%
Active military	4%	1%	1%	2%	1%
Planning to continue education, not admitted/enrolled	1%	0%	1%	<1%	1%
Not employed or in school, not seeking employed	0%	4%	<1%	0%	<1%
Seeking	12%	11%	5%	7%	11%
College of Health Sciences	(n = 256)	(n=222)	(n=208)	(n=293)	(n=268)
Employed, full-time	14%	13%	17%	19%	16%
Employed, part-time	2%	4%	1%	2%	3%
Graduate/professional school, full-time	70%	74%	79%	69%	66%
Graduate/professional school, part-time	0%	2%	0%	<1%	1%
Post-graduation service, full-time	1%	3%	<1%	1%	1%
Active military	1%	0%	0%	0%	<1%
Planning to continue education, not admitted/enrolled	11%	1%	1%	6%	10%
Not employed or in school, not seeking employed	0%	1%	0%	0%	<1%
Seeking	1%	<1%	1%	3%	3%
College of Nursing	(n = 134)	(n=88)	(n=82)	(n=161)	(n=144)
Employed, full-time	89%	91%	91%	89%	84%
Employed, part-time	2%	1%	1%	1%	2%
Graduate/professional school, full-time	0%	2%	0%	1%	1%
Graduate/professional school, part-time	0%	1%	1%	0%	1%
Post-graduation service, full-time	1%	0%	0%	0%	0%
Active military	2%	2%	4%	2%	0%
Planning to continue education, not admitted/enrolled	1%	0%	0%	0%	1%
Not employed or in school, not seeking employed	1%	0%	0%	0%	0
Seeking	4%	2%	2%	6%	12%

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, 77% (n = 1,356) 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 and the College of Nursing chose not to ask these questions of their students because of practical experience requirements built into their curriculum.

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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	2018-2019	360	57%	0%	30%	25%
	2019-2020	159	59%	0%	30%	22%
	2020-2021	125	48%	0%	32%	30%
	2021-2022	384	46%	0%	31%	35%
	2022-2023	424	48%	0%	33%	32%
Business Administration	2018-2019	288	87%	2%	3%	11%
	2019-2020	162	93%	0%	2%	7%
	2020-2021	313	86%	0%	4%	13%
	2021-2022	343	82%	0%	1%	18%
	2022-2023	342	83%	0%	2%	16%
Communication	2018-2019	181	85%	0%	3%	14%
	2019-2020	49	88%	0%	8%	12%
	2020-2021	59	81%	0%	3%	19%
	2021-2022	137	81%	0%	2%	19%
	2022-2023	172	81%	0%	5%	17%
Engineering	2018-2019	195	55%	49%	24%	11%
	2019-2020	163	65%	54%	16%	2%
	2020-2021	150	57%	53%	24%	9%
	2021-2022	224	61%	37%	26%	12%
	2022-2023	198	64%	37%	24%	10%
Health Sciences	2018-2019	188	23%	0%	37%	48%
	2019-2020	91	25%	0%	41%	43%
	2020-2021	87	15%	0%	34%	56%
	2021-2022	212	16%	0%	46%	43%
	2022-2023	220	25%	0%	38%	48%

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 (for those with at least 1)

	2018-2019 (n=759)	2019-2020 (n=417)	2020-2021 (n=478)	2021-2022 (n=739)	2022-2023 (n=808)
1	42%	44%	46%	53%	51%
2	35%	32%	33%	31%	34%
3	16%	15%	15%	12%	11%
4	5%	5%	3%	3%	3%
5	1%	3%	1%	1%	0%
6	1%	1%	1%	<1%	0%

Number of Research Experiences (for those with at least 1)

	2018-2019 (n=238)	2019-2020 (n=117)	2020-2021 (n=120)	2021-2022 (n=279)	2022-2023 (n=285)
1	69%	71%	77%	76%	74%
2	21%	23%	19%	18%	20%
3	11%	6%	4%	6%	6%

Starting Region

Graduates indicated their current location. In 2022-2023, 79% of respondents are located in Wisconsin or Illinois post-graduation, compared with 78% in 2021-2022 and 77% in 2020-2021.

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Wisconsin	50%	51%	52%	53%	55%
Illinois	23%	23%	25%	25%	24%
Other Midwest	8%	10%	6%	6%	6%
South	7%	6%	6%	5%	6%
West	6%	5%	4%	5%	5%
Northeast	4%	4%	4%	3%	3%
Outside U.S.	2%	2%	1%	1%	1%

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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College	2018-2019 (n=643)	2019-2020 (n=342)	2020-2021 (n=552)	2021-2022 (n=792)	2022-2023 (n=793)
Arts and Sciences	86%	88%	93%	88%	92%
Business Administration	97%	96%	96%	97%	98%
Communication	92%	87%	98%	92%	92%
Education	100%	100%	100%	97%	91%
Engineering	98%	100%	97%	100%	98%
Health Sciences	91%	87%	97%	93%	95%
Nursing	100%	100%	100%	98%	98%
Overall	95%	96%	97%	95%	96%

In 2022-2023, 96% 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 similar to 2021-2022 (95%) and 2020-2021 (97%) graduates' responses.

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 78% of full-time employed respondents reported salary information on the survey (compared with 73% in 2021-2022 and 54% in 2020-2021).

College	Year	Number of Respondents	Starting Salary		
			25th percentile	Median	75th percentile
Overall	2018-2019	548	\$43,000	\$54,000	\$62,750
	2019-2020	317	\$47,840	\$57,000	\$65,000
	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
Arts and Sciences	2018-2019	76	\$31,000	\$43,000	\$52,000
	2019-2020	44	\$34,060	\$40,000	\$52,500
	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
Business Administration	2018-2019	191	\$50,000	\$55,000	\$62,500
	2019-2020	111	\$50,000	\$55,000	\$65,000
	2020-2021	223	\$50,000	\$58,000	\$66,500
	2022-2022	226	\$55,000	\$62,250	\$70,000
	2022-2023	226	\$57,000	\$65,000	\$75,000
Communication	2018-2019	58	\$37,500	\$42,000	\$45,000
	2019-2020	21	\$36,400	\$42,000	\$50,000
	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

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Education	2018-2019	14	\$30,000		\$39,550		\$42,500	
	2019-2020	6	\$39,000		\$40,500		\$42,500	
	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	
Engineering	2018-2019	105	\$60,000		\$65,000		\$70,000	
	2019-2020	76	\$64,000		\$68,500		\$73,750	
	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	
Health Sciences	2018-2019	23	\$30,000		\$37,000		\$42,494	
	2019-2020	10	\$41,000		\$55,580		\$58,500	
	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	
Nursing	2018-2019	85	\$50,000		\$55,000		\$60,000	
	2019-2020	49	\$52,000		\$56,000		\$60,000	
	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	

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 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. 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.

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Degree Type	2018-2019 (n=401)	2019-2020 (n=350)	2020-2021 (n=341)	2021-2022 (n=436)	2022-2023 (n=415)
Master's degree	52%	52%	48%	53%	53%
Ph.D.	4%	3%	2%	3%	4%
Law degree (J.D.)	9%	7%	11%	11%	9%
Doctor of Dental Surgery (D.D.S.)	4%	9%	8%	7%	6%
Medical degree (M.D., D.O.)	6%	3%	3%	1%	3%
Doctor of Physical Therapy (D.P.T.)	15%	16%	21%	14%	17%
Other professional doctorate	4%	6%	4%	5%	4%
Other degree or certificate	5%	3%	3%	7%	6%

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.

Master's Degree	2018-2019 (n=209)	2019-2020 (n=181)	2020-2021 (n=165)	2021-2022 (n=232)	2022-2023 (n=218)
Arts & Humanities	14%	9%	14%	12%	7%
Sciences	10%	7%	8%	11%	15%
Business	13%	19%	21%	17%	20%
Communication	7%	7%	7%	4%	6%
Education	5%	1%	5%	3%	3%
Engineering	7%	7%	8%	6%	9%
Nursing	4%	6%	5%	3%	3%
Physician Assistant Studies	11%	9%	11%	15%	11%
Speech Pathology	13%	10%	16%	18%	14%
Other	10%	14%	4%	9%	10%
Unknown	7%	10%	7%	1%	2%

Ph.D.	(n=15)	(n=11)	(n=7)	(n=11)	(n=15)
Arts & Humanities	20%	18%	0%	0%	27%
Sciences	33%	18%	29%	36%	60%
Business	0%	0%	14%	0%	7%
Education	0%	0%	0%	0%	0%
Engineering	27%	27%	43%	64%	0%
Other	20%	27%	14%	0%	7%
Unknown	0%	9%	0%	0%	0%

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 = 200) 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
168	2018-2019	76%	40%	8%	11%	17%	3%	2%
47	2019-2020	66%	32%	4%	6%	30%	4%	11%
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%

For respondents reporting that they were planning to continue education and who responded to this follow-up question (n = 135), 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
103	2018-2019	16%	35%	29%	48%	17%	44%	0%
35	2019-2020	17%	20%	34%	49%	34%	34%	0%
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%

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. Marquette's Career Services Center submits Undergraduate 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.

For additional information about the report, contact:

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