

GALLAUDET UNIVERSITY

FALL 2018/SPRING 2019 ANNUAL SURVEY
OF RECENT GRADUATES:

DECEMBER 2016 THROUGH AUGUST 2017 ALUMNI

Report produced: Spring 2020
Office of Institutional Research

BACKGROUND

The Office of Institutional Research produces the Gallaudet University Annual Survey of Recent Graduates annually. The survey is administered in the fall/winter (August to February) to those who graduated December through August of the preceding year.

This survey sent to recent graduates is in addition to a longer and more comprehensive survey sent to all alumni, but on a less frequent basis (historically every 5-10 years). The comprehensive alumni survey was last administered by the Gallaudet Research Institute in 2006. Plans are underway to either administer a comprehensive alumni survey or utilize data from Social Security Administration to examine post-graduation outcomes of all graduates.

SURVEY DESIGN

The survey consisted of 21+ items:

- 9 employment questions
- 3 additional education questions
- 4 questions related to student experience
- 5+ questions about the student's major and program of study, including student learning outcomes (the number of questions varies depending on the student's course of study)

SURVEY PARTICIPATION AND RESPONSES

385 alumni of Gallaudet University (undergraduate and graduate) graduated between December 2016 and August 2017. Data on recent alumni came from three sources:

- Responses to the Alumni Survey both electronically and on paper;
- The National Student Clearinghouse's Student Tracker¹ data; and
- Social media/internet/department and university data.

ELECTRONIC AND PAPER SURVEYS

Email and mail addresses for alumni were gathered from the Alumni Office. Surveys were sent electronically to alumni for whom email addresses were available. Two reminder emails were sent to non-responders. Those who did not have email and those who did not respond to the initial email survey were sent a paper copy of the survey. Those who did not respond to the first paper copy were also sent a follow-up paper survey.

¹ The National Student Clearinghouse is a nonprofit and nongovernmental organization and the leading provider of educational reporting, data exchange, verification, and research services. StudentTracker is the only nationwide source of college enrollment and degree data.

Winter 2018/Spring 2019 Annual Survey of Recent Graduates

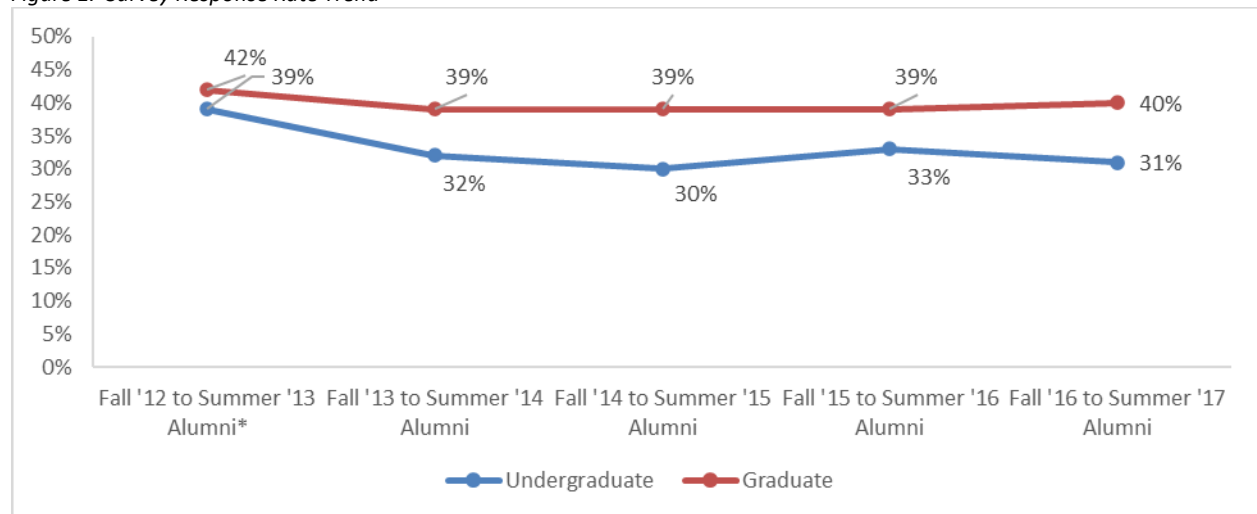
One hundred and twenty-two (32%) alumni with valid contact information responded to the survey electronically or on paper. This year’s response rate was 4% lower than last year’s response rate. Thirty-eight (10%) alumni did not have valid contact information.

Table 1. Survey Response Rate

	Alumni	Invalid addresses	%	Surveys distributed to valid addresses	%	Responded	Response rate of those with valid addresses
Undergraduate	207	21	10%	186	90%	57	31%
Graduate	178	17	10%	161	90%	65	40%
Total	385	38	10%	347	90%	122	35%

As in years past, the graduate-level alumni had a higher response rate than undergraduate-level alumni. The response rate from the graduate-level alumni was 9% higher than the undergraduate-level alumni at 40%.

Figure 1. Survey Response Rate Trend



STUDENTTRACKER, GALLAUDET, AND EXTERNAL SOURCES

All sources were used, where available, when analyzing the survey; therefore “respondents” refers to all alumni on whom information was obtained from the traditional survey (electronic and paper). Additionally, the “information rate” refers to information gathered from both the traditional survey (electronic and paper) and additional sources where possible.

In 2011, Gallaudet University became a participating member of the National Clearinghouse. Thus, a query was sent to the StudentTracker² component of the Clearinghouse to gather data on additional

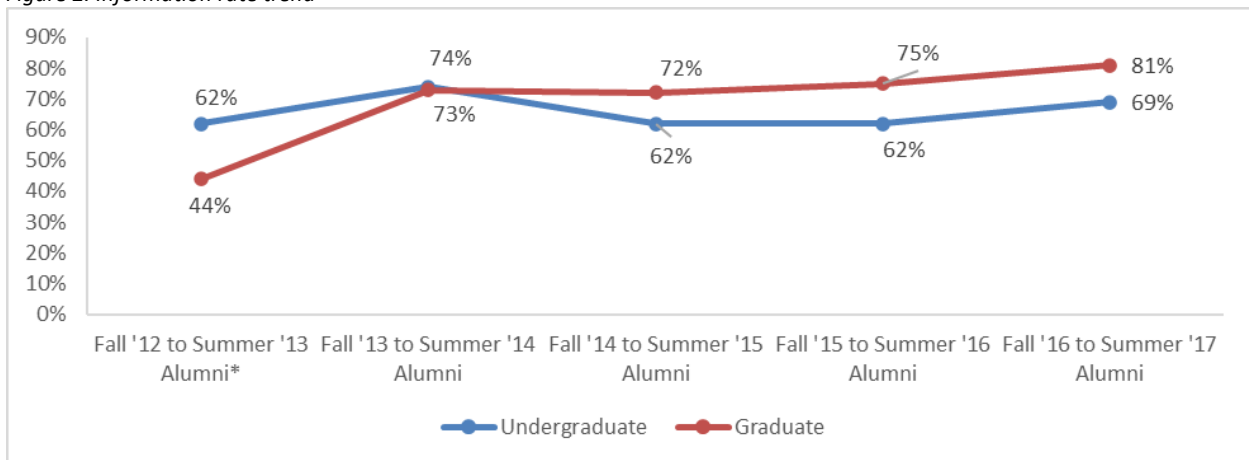
² StudentTracker information is only available if the institutions our alumni are attending are also participating with the National Student Clearinghouse. However, more than 3,600 colleges and universities – enrolling 98% of all students in public and private U.S. institutions – regularly provide enrollment and graduation data to the Clearinghouse.

education that alumni are pursuing. Gallaudet University has been able to include information from the Student Tracker in the last several years.

Employment information was gathered when possible via the Internet, Facebook, or LinkedIn. Any additional information collected from Facebook and LinkedIn was also verified by visiting the employment website’s staff roster. A list of alumni who are employees or students at Gallaudet was gathered as well.

In addition to the responses we gathered from 122 recent alumni from the Alumni Survey, we were able to gather partial information (via Internet, Facebook, or LinkedIn) on an additional 164 alumni. With the additional sources, post-graduation data was gathered on 74% of recent alumni.

Figure 2. Information rate trend



*The survey was expanded in 2013

DIVERSITY

The ethnic/racial diversity within the student groups is divided into four categories: Student of Color (SOC), White, International, and Unknown. The responses and information collected on our alumni is representative of our Gallaudet graduates overall and by career (undergraduate and graduate) as demonstrated in figures 3 through 5.

Figure 3. Ethnic/Racial Diversity of Alumni and Respondents

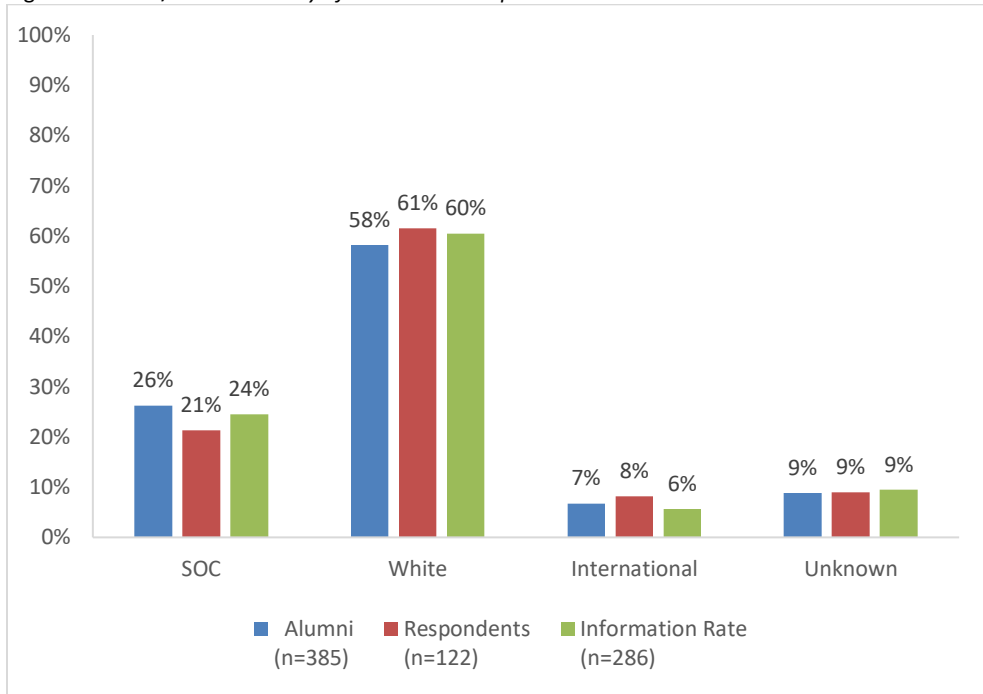


Figure 4. Ethnic/Racial Diversity of Graduate Alumni and Respondents

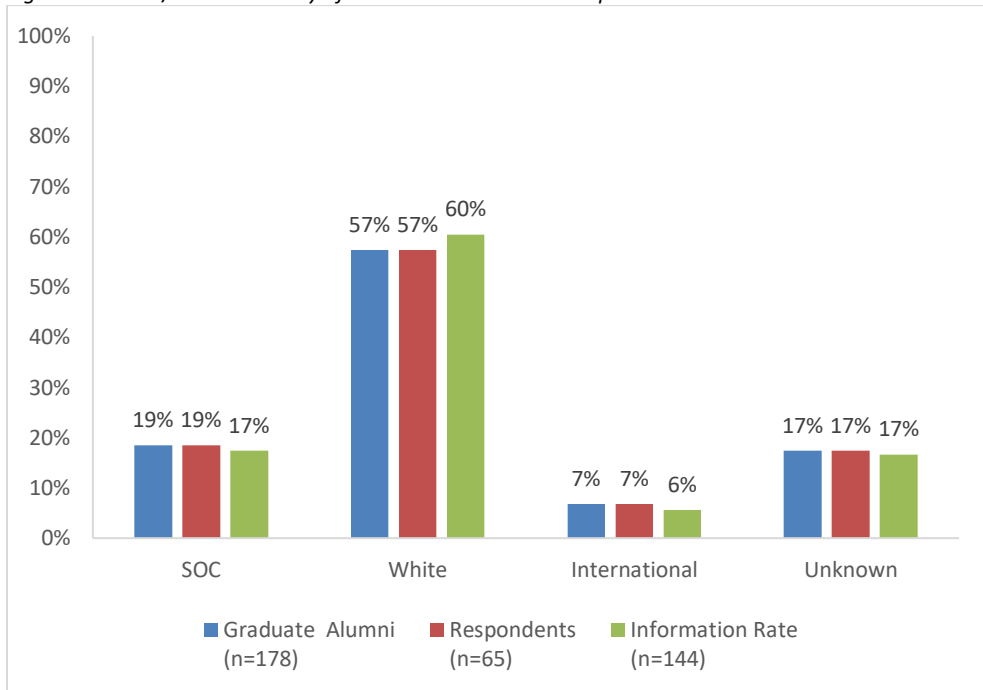
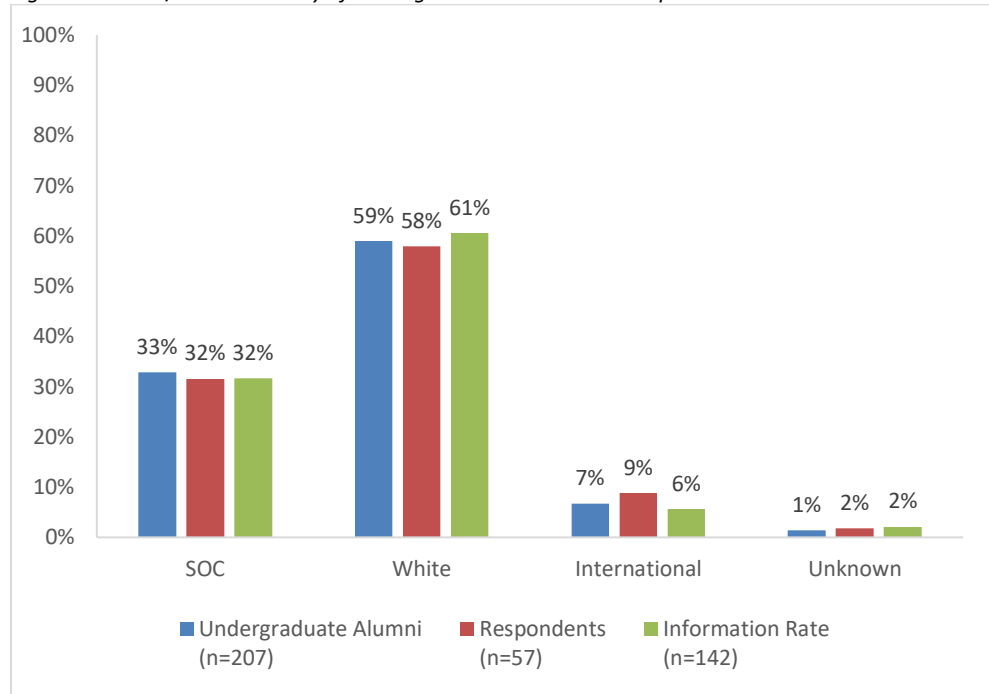


Figure 5. Ethnic/Racial Diversity of Undergraduate Alumni and Respondents



INTERNSHIP PARTICIPATION

Data on internship participation came from the Alumni Survey.

- **Overall:**
 - 87% of all respondents had participated in an internship while at Gallaudet.
 - Among the respondents who said they participated in an internship, 91% said the experience helped prepare for employment on some level ranging from extremely well to slightly well.
 - 89% of all responding alumni stated that participating in internships contributed to their learning and personal growth on some level ranging from extremely well to slightly well.
- **Undergraduate:**
 - 98% of all undergraduate respondents had participated in an internship while at Gallaudet.
 - Among the respondents who said they participated in an internship, 89% said the experience helped prepare for employment on some level ranging from extremely well to slightly well.
 - 90% of undergraduate-level alumni stated that participating in internships contributed to their learning and personal growth on some level ranging from extremely well to slightly well.

- **Graduate:**
 - 78% of all graduate respondents had participated in an internship while at Gallaudet.
 - Among the respondents said they participated in an internship, 93% said the experience helped prepare for employment on some level ranging from extremely well to slightly well.
 - 88% of graduate-level alumni stated that participating in internships contributed to their learning and personal growth on some level ranging from extremely well to slightly well.

- **Overall by Diversity:**
 - 92% of the respondents who were from the students of color (SOC) group and 90% of the respondents who were white participated in an internship. 69% international/unknown respondents stated they participated in an internship.
 - Among those who responded that they participated in an internship, 89% of students of color, 95% of white, and 73% of international/unknown respondents who participated in an internship said the experience helped them prepare for employment on some level ranging from extremely well to slightly well.
 - Among those who responded that they participated in an internship, 86% of students of color, 93% of white, and 75% of international/unknown respondents stated that participating in internship contributed to their learning and personal growth on some level ranging from extremely well to slightly well.

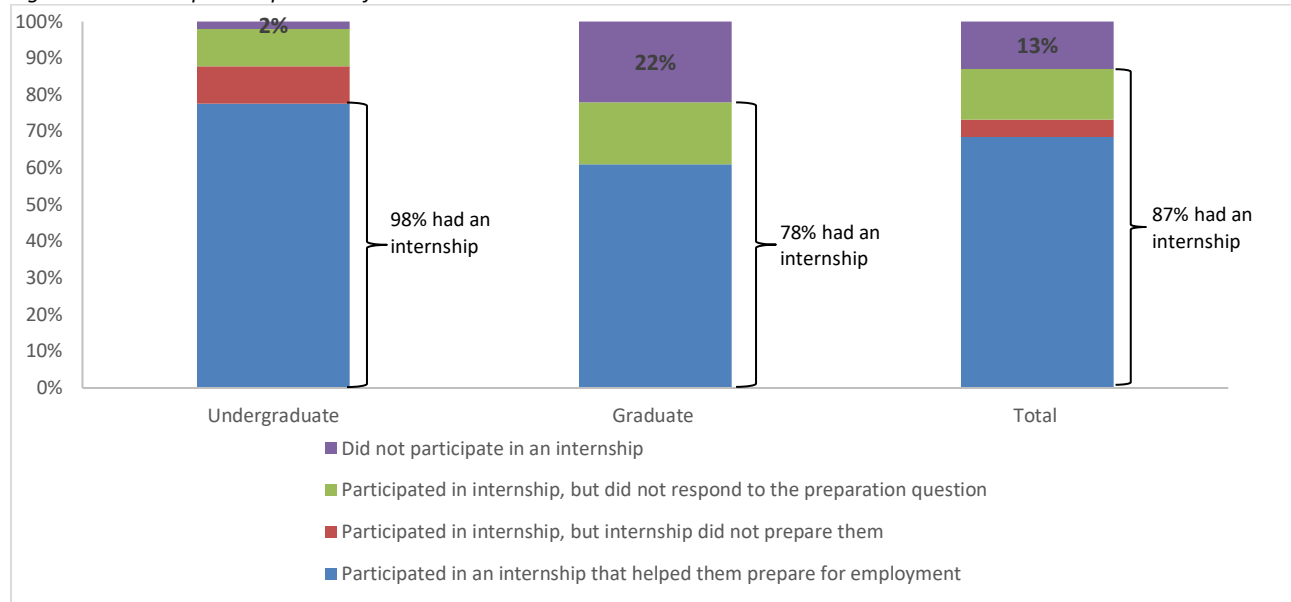
- **Undergraduate by Diversity:**
 - 94% of the respondents who were from the students of color (SOC) group and 100% of the respondents who were white participated in an internship. 100% international/unknown respondents stated they participated in an internship.
 - Among those who responded that they participated in an internship, 86% of students of color, 90% of white, and 100% of international/unknown respondents who participated in an internship said the experience helped them prepare for employment on some level ranging from extremely well to slightly well.
 - Among those who responded that they participated in an internship, 80% of students of color, 96% of white, and 100% of international/unknown respondents stated that participating in internship contributed to their learning and personal growth on some level ranging from extremely well to slightly well.

- **Graduate by Diversity:**
 - 86% of the respondents who were from the students of color (SOC) group and 82% of the respondents who were white participated in an internship. 64% international/unknown respondents stated they participated in an internship.
 - Among those who responded that they participated in an internship, 100% of students of color, 100% of white, and 70% of international/unknown respondents who participated in an internship said the experience helped them

prepare for employment on some level ranging from extremely well to slightly well.

- o Among those who responded that they participated in an internship, 100% of students of color, 90% of white, and 73% of international/unknown respondents stated that participating in internship contributed to their learning and personal growth on some level ranging from extremely well to slightly well.

Figure 6. Internship Participation* of Alumni



*Responded to the question as Very Often, Often, Sometimes, Rarely

POST-GRADUATION OUTCOMES

Methodologies such as the use of StudentTracker and social media were used to collect data on post-graduation outcomes starting with the 2009-10 alumni. It is important to note that each alumnus is placed in only one category: employed, pursuing additional education, or neither. Categorizing responses was done with an applied hierarchy of responses: employed full-time, pursuing education full-time, employed part-time, pursuing education part-time, taking internships, seeking work, and not seeking work. For example, an alumnus working full-time and pursuing additional education full-time would be counted only as employed full-time. However, if another alumnus was pursuing additional education full-time, but working part-time, this person would be categorized as education full-time.

Refer to Appendix A for post-graduation outcome categories.

Data on the post-graduation outcomes of employment or additional education came from responses to the survey, Student Tracker, and other sources.

Post-Graduation Outcome by Degree-level

Two hundred and twenty-four (78%) of alumni were employed, fifty-five (19%) were pursuing additional education and seven (2%) were doing neither. During the year since graduation and using all sources, the results show that in the year since graduation:

- One hundred and thirty-seven (96%) of undergraduate-level alumni were either working or pursuing additional education. More specifically, one hundred (70%) of undergraduate-level alumni were working either full-time or part-time, thirty-seven (26%) were pursuing additional education, and five (4%) were doing neither. Post-graduation outcomes of working or pursuing additional education increased by 1% compared to last year in which 95% of the undergraduate-level alumni were either working or pursuing additional education. Figure 9 shows the undergraduate-level alumni post-graduation outcomes 5-year trend.
- One hundred and forty-two (99%) of graduate-level alumni were either working or pursuing additional education. More specifically, one hundred and twenty-four (86%) of graduate-level alumni were working either full-time or part-time, eighteen (13%) were pursuing additional education, and two (1%) was doing neither. Post-graduation outcome of working or pursuing additional education were fairly similar compared to last year in which 99% of graduate-level were either working or pursuing additional education. Figure 10 shows the graduate-level alumni post-graduation outcomes 5-year trend.

Figure 7. Alumni Post-Graduation Outcomes

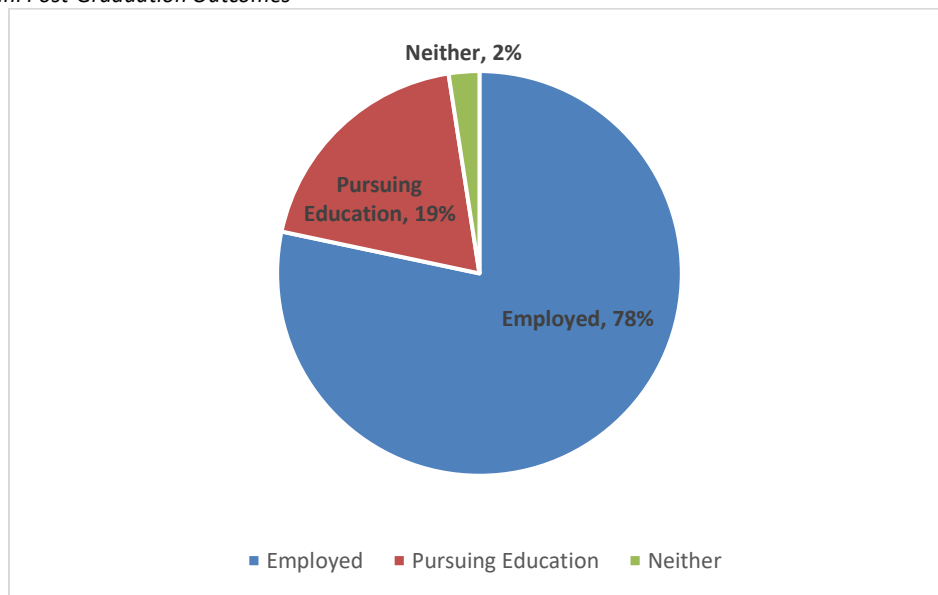


Figure 8. Post-Graduation Outcomes by Degree-Level

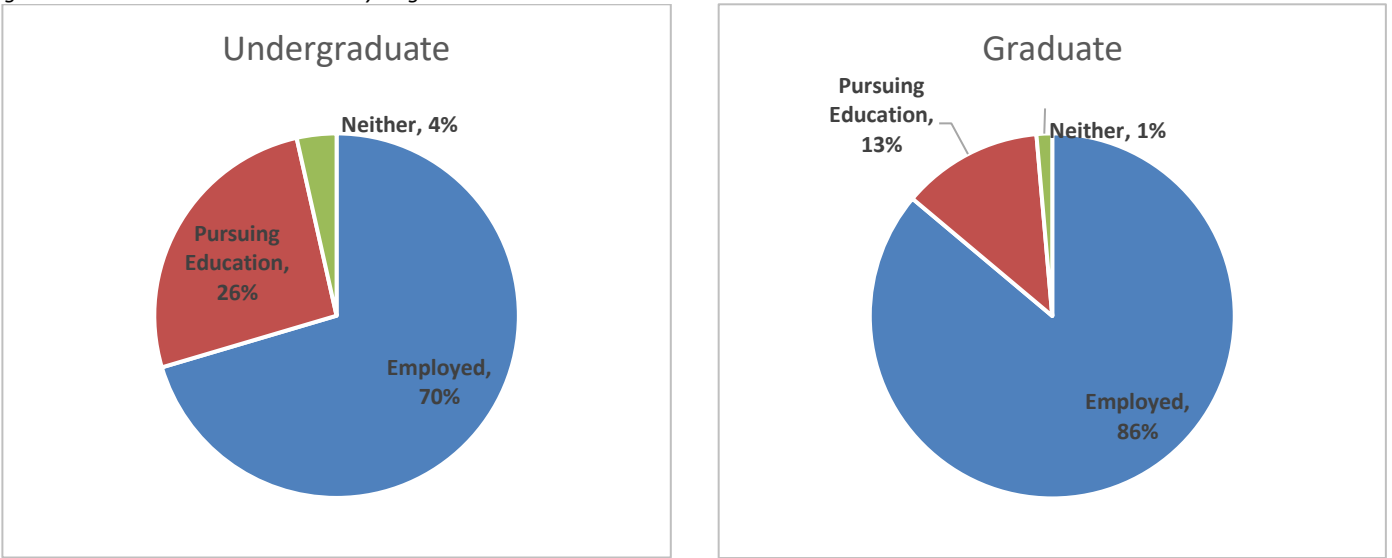


Figure 9. Undergraduate-Level Alumni Post-Graduation Outcomes Trend

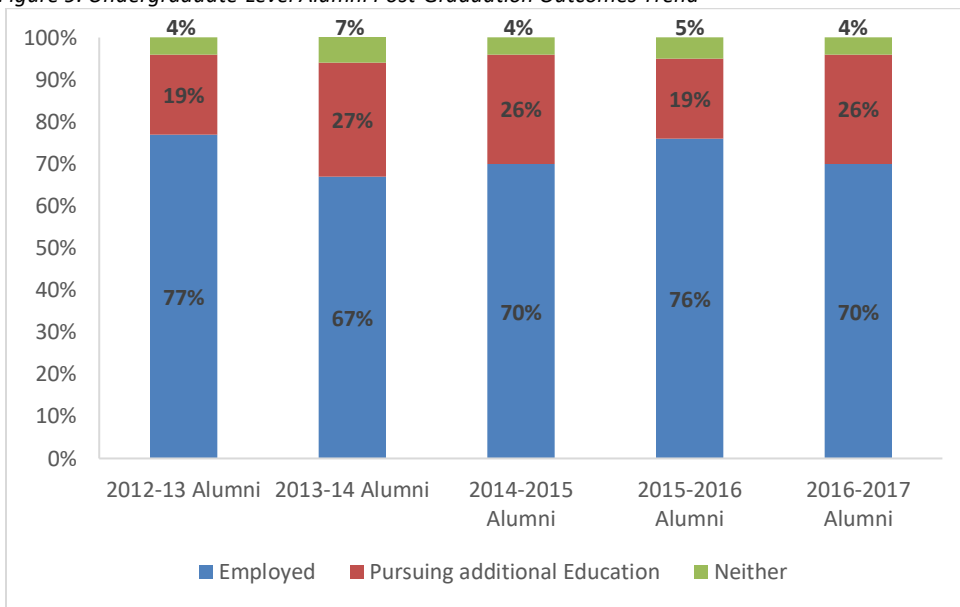
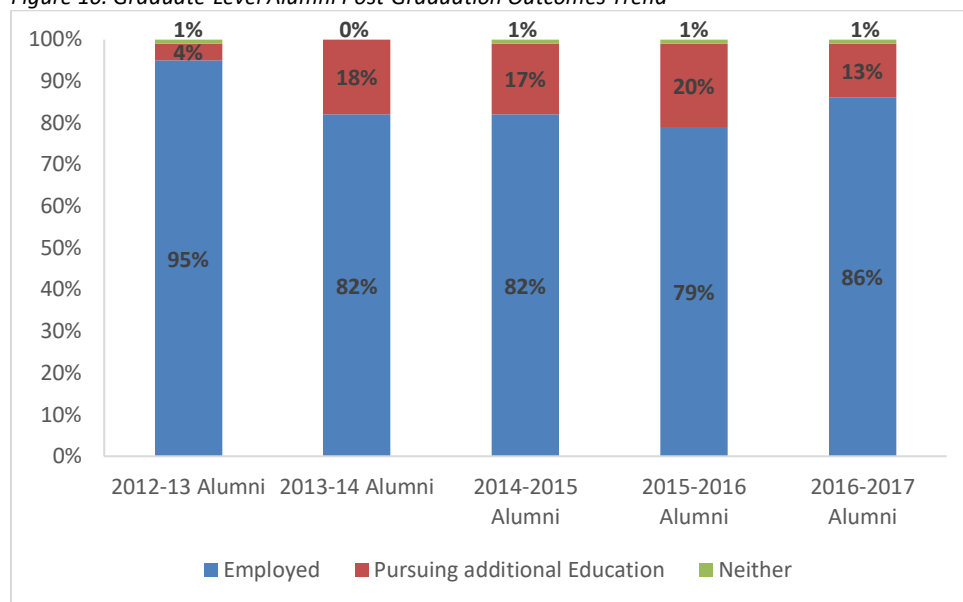


Figure 10. Graduate-Level Alumni Post-Graduation Outcomes Trend



Post-Graduation Outcome by Department-level

○ **Undergraduate:**

The top three undergraduate programs/departments that had the most alumni who were employed are History (100%), Business (93%), and Education (67%). The undergraduate program/department who had the least number of alumni who were employed is Philosophy (0%). However, 100% of Philosophy alumni stated they are pursuing additional education. Aside from philosophy, the top three undergraduate programs/departments that had alumni who were pursuing additional education are Interpretation (71%), Self-Directed Major (50%) and Arts, Communication, and Theatre (39%)

Table 2. Undergraduate Alumni Post-Graduation Outcome by Department

Undergraduate Departments	Employed	Pursuing Education	Neither
Art, Communication, and Theatre (n=18)	56%	39%	6%
ASL/Deaf Studies (n=26)	73%	23%	4%
Business (n=15)	93%	7%	0%
Education (n=8)	88%	13%	0%
English (n=6)	67%	17%	17%
Government (n=8)	63%	25%	13%
History (n=3)	100%	0%	0%
Interpretation (n=7)	29%	71%	0%
Philosophy (n=1)	0%	100%	0%
Physical Education and Recreation (n=13)	85%	15%	0%
Psychology (n=14)	71%	29%	0%
Science, Technology, and Mathematics (n=11)	64%	27%	9%
Self-Directed Major (n=2)	50%	50%	0%
Social Work (n=8)	75%	13%	13%
World Languages and Culture (n=8)	63%	38%	0%

○ **Graduate:**

The top graduate programs/departments that had 100% of their alumni employed are ASL/Deaf Studies, Counseling, Graduate School, Interpretation, and Social Work. The top three graduate programs/departments that had alumni who were pursuing additional education are Linguistics (63%), Psychology (47%), and Education (19%).

Table 3. Graduate Alumni Post-Graduation Outcome by Department (NEW)

Graduate Programs/Departments	Employed	Pursuing Education	Neither
ASL/Deaf Studies (n=24)	100%	0%	0%
Counseling (n=11)	100%	0%	0%
Education (n=16)	75%	19%	6%
Graduate School (n=11)	100%	0%	0%
Hearing Speech and Language Sciences (n=34)	97%	3%	0%
Interpretation (n=9)	100%	0%	0%
Linguistics (n=8)	38%	63%	0%
Psychology (n=17)	53%	47%	0%
Public Administration (n=14)	86%	7%	7%
Social Work (n=8)	100%	0%	0%

Post-Graduation Outcomes by Race Ethnicity and Hearing Status

○ **Undergraduate-Level Alumni**

Data was gathered on 142 (69%) of 207 undergraduate-level alumni. One hundred twenty-eight (90%) were deaf or hard of hearing and 14 (10%) were hearing.

Deaf and Hard of Hearing

- Of the 10 deaf/hard of hearing international/unknown respondents, 90% were either employed or pursuing additional education and 10% were doing neither.
- Of the 118 deaf/hard of hearing U.S. respondents, 41 (35%) were SOC and 77 (65%) were white.
 - Of the 41 deaf or hard of hearing SOC respondents, 76% were employed and 22% were pursuing additional education.
 - Of the 77 deaf or hard of hearing white respondents, 71% were employed, 25% were pursuing additional education, and 4% were doing neither

Hearing

- Of the 13 hearing U.S. respondents, four (31%) were SOC and 9 (64%) were white.
 - Of the 4 hearing SOC respondents, 50% were employed and 50% were pursuing additional education
 - Of the 9 hearing white respondents, 44% were employed and 56% were pursuing additional education.

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Table 4. Undergraduate-Level Alumni Outcomes by Race/Ethnicity and Hearing Status*

Outcome	SOC			White			International and Unknown			Total		
	Deaf/HOH (n = 41)	Hearing (n = 4)	Total (n = 45)	Deaf/HOH (n = 77)	Hearing (n = 9)	Total (n = 86)	Deaf/HOH (n = 10)	Hearing (n = 1)	Total (n = 11)	Deaf/HOH (n = 128)	Hearing (n = 14)	Total (n = 142)
Employed	76%	50%	73%	71%	44%	69%	70%	100%	73%	73%	50%	70%
Pursuing Education	22%	50%	24%	25%	56%	28%	20%	0%	18%	23%	50%	26%
Neither	2%	0%	2%	4%	0%	3%	10%	0%	9%	4%	0%	4%

• **Graduate-Level Alumni**

Data was gathered on 144 (81%) of 178 graduate -level alumni. 74 (51%) were deaf or hard of hearing, 70 (49%) were hearing.

Deaf/Hard of Hearing

- Of the 13 deaf/hard of hearing international/unknown respondents, 77% were employed, 15% were pursuing additional education, and 8% were neither.
- Of the 46 deaf/hard of hearing U.S. respondents, 14 (30%) were SOC, and 32 (65%) were white.
 - Of the 14 deaf or hard of hearing SOC respondents, 93% were employed and 7% were pursuing additional education.
 - Of the 32 deaf or hard of hearing white respondents, 94% were employed and 6% were pursuing additional education.

Hearing

- Of the 19 international hearing/unknown respondents, 86% were employed, 10% were pursuing education and 5% were neither. Of the 56 U.S. hearing/unknown respondents, 11 (20%) were SOC and 45 (80%) were white.
 - Of the 11 hearing/unknown SOC respondents, 55% were employed and 45% were pursuing education.
 - Of the 45 hearing/unknown white respondents, 83% were employed and 15% were pursuing education, and 3% were neither.

Table 5. Graduate-Level Alumni Outcomes by Race/Ethnicity and Hearing Status*

Outcome	SOC			White			International and Unknown			Total		
	Deaf/HOH (n = 14)	Hearing (n = 11)	Total (n = 25)	Deaf/HOH (n = 32)	Hearing (n = 45)	Total (n = 77)	Deaf/HOH (n = 13)	Hearing (n = 19)	Total (n = 32)	Deaf/HOH (n = 74)	Hearing (n = 70)	Total (n = 144)
Employed	93%	55%	76%	94%	83%	89%	77%	86%	88%	91%	81%	86%
Pursuing Education	7%	45%	24%	6%	15%	10%	15%	10%	9%	8%	17%	13%
Neither	0%	0%	0%	0%	3%	1%	8%	5%	3%	1%	1%	1%

*Due to the small sample of unknown (Unk) hearing status, their data was combined with those who are hearing

EMPLOYMENT BY OCCUPATIONAL GROUPS

Workforce projections name Healthcare Profession, Healthcare Support, Community Services/Arts, STEM (Science, Technology, Engineering, and Math), and Education to be among the top five job categories requiring postsecondary education (Georgetown University Center on Education and the Workforce)³.

The most common fields for employment for all recent Gallaudet alumni are education, community social services, health care practitioners and technical. Sixty-nine (69%) of Gallaudet University alumni are working in these three fields.

- 46% are in education, training, and library occupations this year (39% last year)
- 11% are in community and social services occupations (13% last year)
- 12% are in health care practitioners and technical occupations (11% last year)

For undergraduate-level alumni, 64% are working in these three fields: 41% in the education, training, and library occupational group, 14% in the community social services occupational group, and 9% in the business, financial/management occupational group. The remaining alumni are spread out among 13 other occupational groups.

For graduate-level alumni, 79% are working in these three fields; 50% in education, training, and library occupations, 21% in the healthcare practitioners and technical field, 8% in the community and social services.

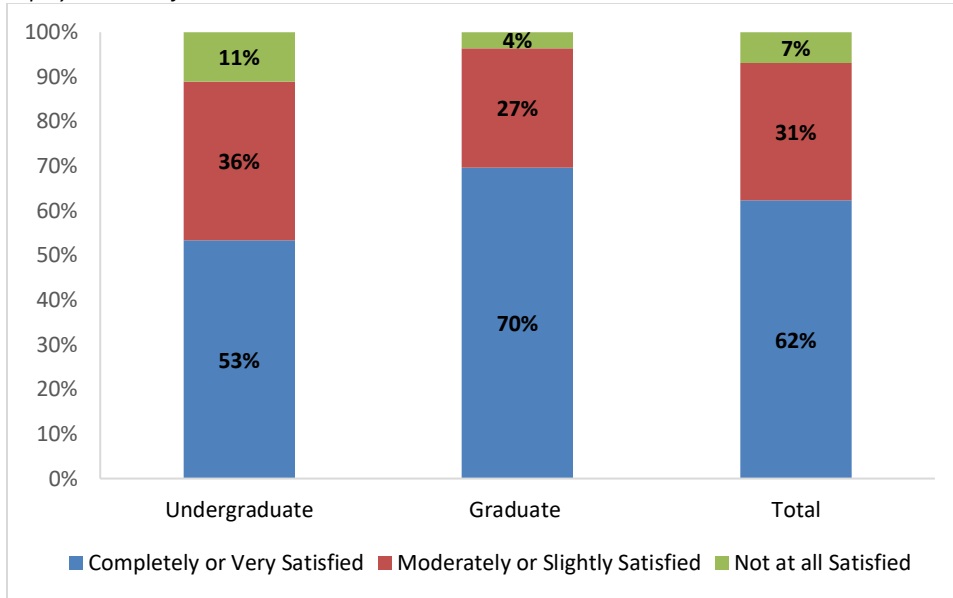
Refer to Appendix B for employment by occupational groups.

³ The Georgetown University Center on Education and the Workforce Executive Summary "Recovery: Job Growth and Education Requirements through 2020." This information can be found at https://1gyhoq479ufd3yna29x7ubjn-wpengine.netdna-ssl.com/wp-content/uploads/2014/11/Recovery2020.FR_Web_.pdf

SATISFACTION OF EMPLOYMENT

When asking how satisfied they are with their employment, forty-five (53%) of undergraduate-level alumni stated that they are completely or very satisfied with their current employment. Fifty-six (70%) of graduate-level alumni stated that they are also completely or very satisfied with their current employment. From the data, it appears that graduate level alumni are generally more satisfied with their employment than undergraduate level alumni.

Figure 19
Employment Satisfaction*

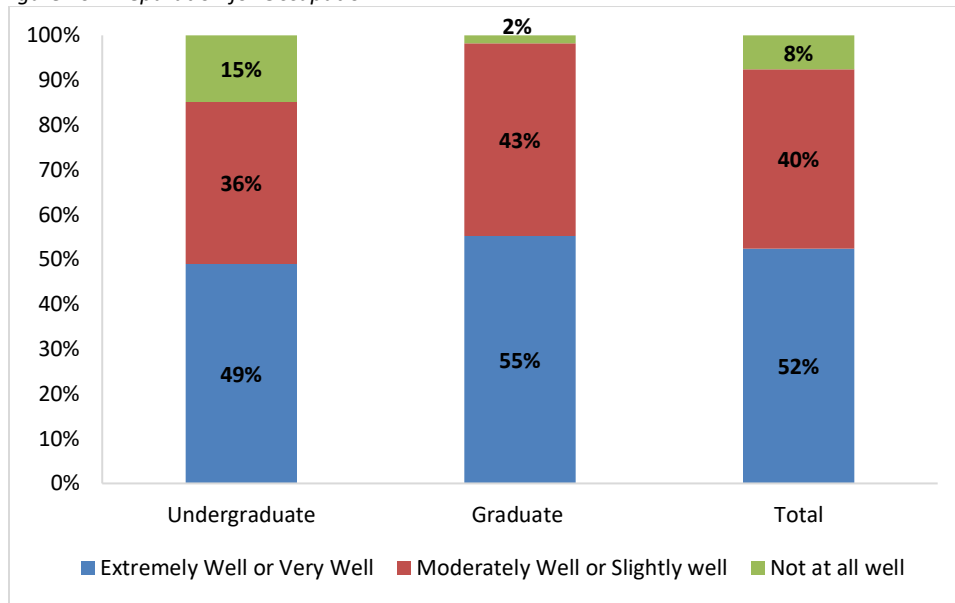


*N = responded to the question

PREPARED BY GALLAUDET

When asking alumni how well Gallaudet prepared them for their career, forty-seven (49%) of undergraduate-level alumni stated that that Gallaudet prepared them extremely well or very well for their occupation while seventeen (36%) of undergraduate-level alumni stated that Gallaudet prepared them moderately or slightly well for their occupation. Fifty-eight (55%) of graduate-level alumni reported extremely well or very well prepared for their occupation while Twenty-five (43%) of graduate-level alumni stated that Gallaudet prepared them moderately or slightly well for their occupation. From the data, it appears that graduate-level alumni are more likely to feel prepared by Gallaudet for their occupation than undergraduate-level alumni.

Figure 20. Preparation for Occupation*



*N = responded to the question

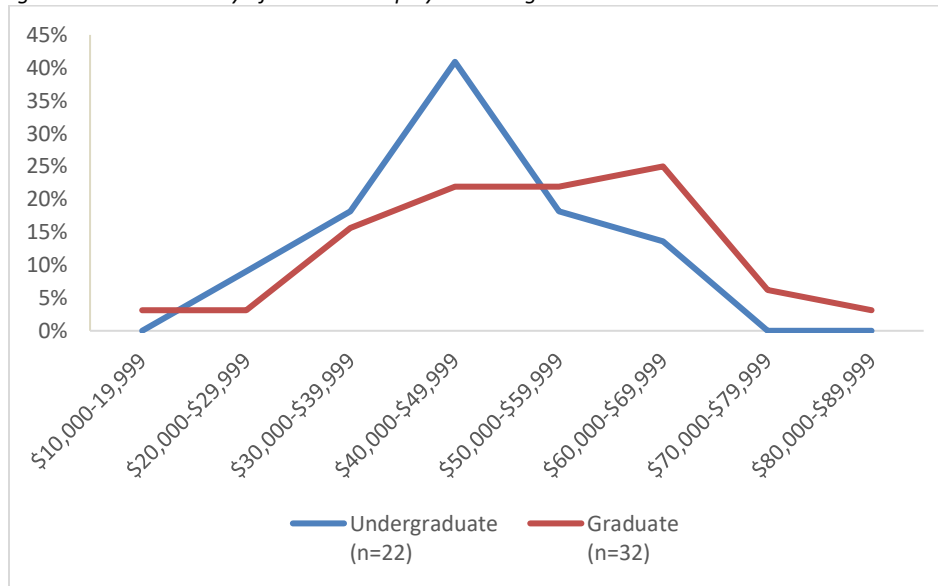
SALARIES

The median annual earnings of undergraduate-level degree alumni was \$45,162. According to the U.S. Department of Education, National Center for Education Statistics⁴ the median annual earnings of bachelor’s degree holders in 2018 who are working full-time, aged 25-34 was \$54,700. Thus, Gallaudet’s undergraduate-level graduates who responded to this alumni survey are earning lower than their national peers.

From this year’s survey, the median annual earnings of master-level degree alumni was \$51,345. According to the U.S. Department of Education, National Center for Education Statistics the median annual earnings of those with a master’s degree or higher in 2018 who are working full-time, aged 25-34 was \$66,000. Thus, Gallaudet’s graduate-level graduates who responded to this alumni survey are earning lower than their national peers.

Refer to Appendix C for salary information.

Figure 21. Annual Salary of Full-time Employed Undergraduate and Graduate Alumni



*N = responded to the question

⁴ Source: U.S. Department of Education, National Center for Education Statistics. (2020) *The Condition of Education 2018*. (This information can also be found at: https://nces.ed.gov/programs/coe/indicator_cba.asp).

STUDENT EXPERIENCES AND UNDERGRADUATE LEARNING OUTCOMES

Please contact the Office of Institutional Research for a separate report on student experiences and undergraduate learning outcomes.

SURVEY LIMITATIONS AND CONCERNS

Since the release of the expanded survey in 2013, there has been a notable decline in the response rate. Increasing the response rate of the survey is an on-going goal for the Office of Institutional Research. In order to increase the response rate, the Office of Institutional Research conducted a review of the survey questions. Starting fall 2020, the survey will be modified to ensure that we can capture more responses from our alumni. As done in the past, OIR will continue to work very closely with the Alumni Office, Registrar's Office, and academic departments to track down students and improve the collection of accurate contact information. The Office of Institutional Research will also continue to collaborate with the Career Center to administer a survey regarding graduates' plans after graduation at the GradFest, an event where graduating students pick up their cap and gown. In addition, the office will collaborate with University Communications to reach out to recent graduates via Gallaudet University's official social media accounts by surveying alumni's current job and/or education status. Lastly, the office will continue to pursue opportunities in utilizing data from Social Security Administration to examine post-graduation outcomes of all graduates.

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APPENDIX A: 2017/2018 SURVEY OF RECENT GRADUATES SUMMARY TABLE

(December 2016 through August 2017 Alumni)

Using the categories defined in the 2011 revised joint agreement by Gallaudet and NTID in reporting Alumni outcomes to the U.S. Department of Education

Data Reporting Category	Undergraduates	% of Undergraduates	Graduates	% of Graduates	Total	% of Total
A: Employed full-time	86	61%	119	83%	205	72%
B: Seeking work	4	3%	1	1%	5	2%
C: Employed part-time	14	10%	5	3%	19	7%
D: Not seeking work	1	1%	1	1%	2	1%
E: Education full-time	35	25%	18	13%	53	19%
F: Education part-time	2	1%	0	0%	2	1%
H: Internships, practica and other unpaid educational experiences	0	0%	0	0%	0	0%
Total respondents*	142	69%	144	81%	286	74%
I: Number without valid contact information	21		17		38	
J: Number not responding to survey	44		17		61	
Total non-respondents*	65	46%	34	24%	99	26%
Total number of graduates	207		178		385	

GPRA-defined Rates	Undergraduates	% of Undergraduates	Graduates	% of Graduates	Total	% of Total
Employed rate (A + C)/Total respondents	100	70%	124	86%	224	78%
Education rate (E + F + H)/Total respondents	37	26%	18	13%	55	19%
Inactive rate (B + D)/Total respondents	5	4%	2	1%	7	2%

APPENDIX B: STANDARD OCCUPATIONAL GROUPS AND SERVICE TO DEAF OR HARD OF HEARING PEOPLE

				<i>% of total who provide service to deaf or hard of hearing people by occupational group</i>		
				<i>Undergrad (N=44)</i>	<i>Graduate (N=58)</i>	<i>TOTAL (N=102)</i>
Architectural and Engineering						
Arts, Design, Entertainment, Sports, and Media	5%		2%	50%		50%
Business and Financial	9%	2%	5%	25%	0%	20%
Community and Social Services	14%	9%	11%	100%	80%	91%
Computer and Mathematical	2%		1%	100%		100%
Education, Training, and Library	41%	50%	46%	72%	76%	74%
Food preparation and serving related	5%		2%	0%		0%
Legal	2%		1%	100%		100%
Healthcare Practitioners and Technical		21%	12%		33%	33%
Healthcare Support		5%	3%		33%	33%
Installation, Maintenance and Repair						
Life, Physical, and Social Science	2%	5%	4%	100%	67%	75%
Management	9%	2%	5%	100%	100%	100%
Military		2%	1%		0%	0%
Office and administrative support	5%	3%	4%	100%	0%	50%
Personal Care and Service	2%	2%	2%	0%	100%	50%
Sales and related	2%		1%	0%		0%
Transportation and Material Moving	2%		1%	0%		0%
TOTAL				68%	60%	64%

APPENDIX C: ANNUAL SALARY RANGES OF FULL-TIME EMPLOYED ALUMNI

	<i>Undergraduate (N=22)</i>	<i>%</i>	<i>Graduate (N=32)</i>	<i>%</i>	<i>TOTAL (N=54)*</i>	<i>%</i>
\$10,000 - \$19,999	0	0%	1	3%	1	2%
\$20,000 - \$29,999	2	9%	1	3%	3	6%
\$30,000 - \$39,999	4	18%	5	16%	9	17%
\$40,000 - \$49,999	9	41%	7	22%	16	30%
\$50,000 - \$59,999	4	18%	7	22%	11	20%
\$60,000 - \$69,999	3	14%	8	25%	11	20%
\$70,000 - \$79,999	0	0%	2	6%	2	4%
\$80,000 - \$89,999	0	0%	1	3%	1	2%

*N=responded to the question