

GALLAUDET UNIVERSITY

WINTER 2012/SPRING 2013 ANNUAL
SURVEY OF RECENT GRADUATES:

DECEMBER 2010 THROUGH AUGUST 2011 ALUMNI -

Report produced: September 16, 2013

Rosanne Bangura, Research Associate
Office of Institutional Research
Patricia Hulsebosch, Executive Director
Office of Academic Quality

BACKGROUND

The Gallaudet University Annual Survey of Recent Graduates is one of two annual surveys produced by the Office of Institutional Research (the other survey is the Campus Climate Survey). This survey is sent to recent undergraduate and graduate alumni approximately one to one and a half years after graduation. The survey is administered in the winter/spring to those who graduated December through August of the preceding year.

This survey sent to recent graduates is in addition to a longer 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.

SURVEY DESIGN

The survey consisted of 17 items:

- 4 internship experience questions
- 1 study abroad experience question
- 1 question about all the experiences since graduation
- 2 additional education questions
- 7 employment questions
- 2 open-ended questions asking about what is appreciated about Gallaudet as well as how Gallaudet could improve

The survey was redesigned for the 2012-13 mailing in order to:

- Delete demographic questions for when the University already has information to.
- Add a question about the internship experience.

SURVEY PARTICIPATION AND RESPONSES

334 alumni of Gallaudet University (undergraduate and graduate) graduated between December 2010 and August 2011.

ELECTRONIC AND PAPER SURVEYS

As in year's past, email, mail, and phone numbers were gathered from the Alumni Office. Academic departments were contacted for those that didn't have any contact information to see if faculty had personal contact with their alumni and could provide additional information. Some alumni were found on Facebook and were sent a message asking them to provide an email address or mailing address if they'd like to participate in the alumni survey.

Surveys were sent electronically to alumni for whom email addresses were available. Reminders were sent on email every two to three weeks for three months. Alumni without email, but with mailing addresses, were sent a paper copy of the survey with a cover letter inviting them to either complete the

Winter 2012/Spring 2013 Annual Survey of Recent Graduates

survey online or on paper, to be returned in a stamped response envelope. Paper copies were also sent to those with valid email if they hadn't responded electronically after a period of time.

176 alumni responded to the survey electronically or through the mailed in paper version. 16 alumni didn't have valid contact information. 55% of the alumni with valid addresses responded to the paper or electronic survey compared to 60% last year.

Degree Level	Alumni	Invalid addresses	%	Surveys distributed to valid addresses		Responded	Response rate of those with valid addresses
					%		
Undergraduate	181	13	7%	168	93%	86	51%
Graduate	153	3	2%	150	98%	90	60%
Total	334	16	5%	318	95%	176	55%

As in years past, the graduate-level alumni had a higher response rate than bachelor's-level alumni.

Response Rate Trend

Degree Level	Response Rate Trend					
	<i>Fall '05- Summer '06 Alumni</i>	<i>Fall '06- Summer '07 Alumni</i>	<i>Fall '07- Summer '08 Alumni</i>	<i>Fall '08- Summer '09 Alumni</i>	<i>Fall '09- Summer '10 Alumni</i>	<i>Fall '10- Summer '11 Alumni</i>
Undergraduate	44%	(not available)	48%	53%	54%	51%
Graduate	42%	(not available)	70%	66%	67%	60%
Total	42%	50%	57%	58%	60%	55%

STUDENT TRACKER AND GALLAUDET RESOURCES

In 2011, Gallaudet University became a participating member of the National Clearinghouse and in the spring of 2013 was able to send a query to the Student Tracker component of the Clearinghouse to gather data on additional education that alumni are pursuing. Information is only available if the institutions our alumni are attending are also participating with the National Clearinghouse). Both last year and this year's alumni survey data collection included information from the Student.

Some departments were also able to supply information about an alumnus' pursuits after graduating. Where possible this information was confirmed via the internet through Facebook or LinkedIn. The list of alumni was also run against lists of employees and students at Gallaudet. This year was also the first year that alumni responses were tracked. Tracking alumni allowed for the possibility of merging data from various sources. It also helped with eliminating duplicate responses.

Information on an additional 104 alumni was gathered through these sources. With the additional sources, post-graduation data was gathered on 84% of recent alumni.

SURVEY ANALYSIS

All sources were used where available when analyzing the survey and therefore "respondents" refers to all alumni for whom information was gathered and used.

DIVERSITY

- 24% of the graduates during this year were from traditionally underrepresented groups¹ and 67% of the graduates were white; seven percent were international and one percent was unknown.
- 23% of the respondents to the survey were from traditionally underrepresented groups (TUGs), while 70% of the respondents were white; additionally, six percent were international and one percent unknown.
- The response rate of TUGs was 79% while it was 87% for whites.

INTERNSHIP PARTICIPATION

- 80% of all responding alumni participated in an internship while at Gallaudet – 83% of bachelor's level alumni and 77% of graduate degree alumni. The overall percentage of 80% was the same for the last two years.
- 53% of all bachelor's level alumni and 62% of graduate degree alumni who participated in an internship said that they participated in more than one.
- 79% of bachelor's level alumni said that one or more of their internships were at an off-campus site; 86% of graduate degree alumni reported the same. Last year, 82% of bachelor's-level alumni and 94% of graduate-level alumni said the same.
- 94% of bachelor's degree alumni who participated in an internship stated the internship helped them in employment after graduation, while 99% of graduate degree alumni said the same thing. Last year, 86% of bachelor's-level alumni and 99% of graduate –level alumni said the same.

¹ Traditionally underrepresented groups = Asian, Black/African American, Hispanic, Native Hawaiian or other Pacific Islander, American Indian or Alaska Native.

Winter 2012/Spring 2013 Annual Survey of Recent Graduates

How well did the internship prepare you for employment?

Degree Level	Internship participation	Internship participation rate	How well did the internship prepare you for employment?							
			Very well	%	Well	%	Some	%	Not very well	%
Undergraduate (N=86)	72	84%	21	29%	30	42%	17	24%	4	6%
Graduate (N=90)	69	77%	30	43%	30	43%	8	12%	1	1%
Total (N=176)	141	80%	51	36%	60	43%	25	18%	5	4%

OUTCOMES

Survey-only results show that 76% of all alumni are employed, 21% are pursuing additional education; and 4% are doing neither. However using the results of all available sources provided outcomes data for an additional 104 alumni and resulted in a different breakdown. Results from the full 279 alumni show that 73% of alumni are employed, 26% are pursuing additional education and 1% is doing neither. Since there were more alumni in the pool of respondents, and each alumnus is counted in only one category, the breakdown shifted.

During the year since graduation and using all sources, the results show that:

- 63% of bachelor's degree alumni who responded to the survey stated that they worked either full-time or part-time, 35% are pursuing additional education and two percent are doing neither. Last year, 50% were working, 45% were pursuing additional education, and 5% were doing neither.
- 83% of graduate degree alumni worked either full-time or part-time, 16% are pursuing additional education, and one percent is doing neither. Last year the breakdown was similar; 83% were working and 17% were pursuing additional education.

Outcomes

Degree Level	Employed	Pursuing additional Education	Neither
Undergraduate	63%	35%	2% -
Graduate	83%	16%	1% -
Total	73%	26%	1%

Undergraduate-Level Alumni Outcomes Trend

Degree Level	2007-2008 Alumni	2008-2009 Alumni	2009-2010 Alumni	2010-2011 Alumni
Employed	83%	72%	50%	63%
Education	7%	18%	45%	35%
Neither	10%	10%	5%	2%

Additional methodologies for gathering data on alumni were used, starting with the 2009-10 alumni group, that included Student Tracker (National Clearinghouse data) and social media. Additionally, it is important to note that each alumnus is placed in only one category.

Graduate-Level Alumni Outcomes Trend

Degree Level	2007-2008 Alumni	2008-2009 Alumni	2009-2010 Alumni	2010-2011 Alumni
Employed	98%	90%	83%	83%
Education	1%	9%	17%	16%
Neither	1%	1%	0%	1%

OUTCOMES AFTER GRADUATION: ANALYSIS BY RACE/ETHNICITY AND HEARING STATUS

Bachelor's-Level Alumni

148 of survey respondents were bachelor's-level alumni.

Most of the respondents (94%) were deaf or hard of hearing. Only nine (6%) of the respondents were hearing.

- Of the 139 deaf/hard of hearing respondents, 11 (8%) were international and 128 (92%) were from the United States.
 - Of the eleven international respondents, 55% were employed and 45% were pursuing additional education.

- Of the 128 deaf/hard of hearing U.S. respondents, 22% were from traditionally under-represented groups² and 78% are white.
 - Of the 27 deaf or hard of hearing respondents from traditionally underrepresented groups, 56% are employed and 41% are pursuing additional education.
 - Of the 100 white respondents, 63% are employed and 35% are pursuing additional education.
 - Respondents from traditionally underrepresented groups had a lower post-baccalaureate employment rate than did white respondents, but had a higher rate of pursuing additional education.
- Of the nine hearing respondents, two (22%) were from traditionally underrepresented groups and seven (78%) were white. All nine are employed.

**U.S. Deaf/Hard of Hearing Bachelor’s Level Respondents’
Outcomes by Race**

Outcome	TUG (N=27)	White (N=100)
Employed	54%	63%
Education	43%	35%
Neither employed nor in education	4%	2%

Graduate-Level Alumni

132 graduate level alumni responded to the survey.

- Of the respondents, 55% are hearing, 43% are deaf or hard of hearing, and two percent didn’t report hearing status.
- Of the respondents, six (5%) were international students and 126 (95%) were U.S. students.
 - Of the six international students, 67% stated they were employed and 33% stated they were pursuing additional education.
- Of the 126 U.S. respondents, 84% are employed and 15% of them are pursuing additional education. Only one percent was doing neither.
 - 79% of the hearing respondents are employed, while 20% are pursuing additional education, and 1% is doing neither.
 - 93% of the deaf and hard of hearing respondents are employed and 7% are pursuing additional education.

² TUG = Traditionally under-represented group (Asian, Black/African American, Hispanic/Latino, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, or Two or More). International alumni are not counted in the TUG group.

U.S. Graduate Level Respondents' Outcomes by Race and Hearing Status

Outcome	TUG			White			TOTAL	
	Deaf/HOH (N=17)	Hearing (N=21)	TOTAL (N=38)	Deaf/HOH (N=37)	Hearing (N=50)	TOTAL (N=87)	Deaf/HOH (N=54)	Hearing (N=71)
Employed	94%	71%	82%	92%	82%	86%	93%	79%
Education	6%	29%	18%	8%	16%	13%	7%	20%
Neither	0%	0%	0%	0%	2%	1%	0%	1%

EMPLOYMENT BY OCCUPATIONAL GROUP³

Workforce projections of jobs through 2018 list Education, Community Services and Healthcare to be among the top five job categories requiring postsecondary education (Georgetown University Center on Education and the Workforce)⁴.

The most common fields for employment for all recent Gallaudet alumni are education, health care practitioners and technical, and community social services. 73% of Gallaudet University alumni are working in these three fields. These are the same fields that ranked at the top for the past two years as well.

- 49% are in **education, training, and library** occupations; (e.g., *instructor, assistant professor, education specialist, elementary teacher, principal, school psychologist, staff interpreter, student life counselor, and teacher*). 42% of alumni last year reported working in this occupational group.
- 14% are in **healthcare practitioners and technical** occupations. (e.g., *speech language pathologist, psychologist, audiologist, assistant professor*). 15% of alumni last year reported working in this occupational group.
- 10% are in **community and social services** occupations; and (e.g., *interpreter, therapist, HIV prevention program specialist, disability and development consultant, mental health therapist*). 12% of alumni last year reported working in this occupational group.

For bachelor's degree alumni only, 44% of the respondents are working in the **education, training, and library** occupational group. The rest of the alumni are spread out among 13 other occupational groups.

³ Occupational groups are determined by the U.S. Bureau of Labor Statistics' Standard Occupational Classification major groups. (See **Appendix B** for the results in relation to all 23 occupational groups.)

⁴ The Georgetown University Center on Education and the Workforce Executive Summary "Help Wanted: Projections of Jobs and Education Requirements through 2018."

Winter 2012/Spring 2013 Annual Survey of Recent Graduates

For graduate degree alumni only, 85% of the respondents are working in three occupational groups.

- Education, training, and library occupations – 54%;
- Healthcare support occupations – 21%; and
- Community and social services occupations – 10%.

RELATIONSHIP OF PROGRAM OF STUDY TO OCCUPATION

62% of bachelor's degree alumni state that their occupation is very well or well related to their major or program of study at Gallaudet, while 83% of graduate-level degree alumni report the same relationship.

Degree Level	How well related is your current occupation to your major or program of study at Gallaudet?							
	<i>Very well</i>	%	<i>Well</i>	%	<i>Some</i>	%	<i>Not very well</i>	%
Undergraduate (N=76)	23	30%	24	32%	19	25%	10	13%
Graduate (N=82)	50	61%	18	22%	9	11%	5	6%
Total (N=158)	73	46%	42	27%	28	18%	15	9%

SATISFACTION OF EMPLOYMENT

86% of bachelor's level alumni are very well satisfied or well satisfied with their employment, while 87% of graduate-level alumni are similarly satisfied. Last year, bachelor's level alumni were similarly satisfied with 86%, while graduate-level alumni were more satisfied with 98%.

Degree Level	How satisfied are you with your employment?							
	<i>Very well</i>	%	<i>Well</i>	%	<i>Some</i>	%	<i>Not very well</i>	%
Undergraduate (N=71)	26	37%	35	49%	2	3%	8	11%
Graduate (N=82)	42	51%	29	35%	8	10%	3	4%
Total (N=153)	68	44%	64	42%	10	7%	10	7%

This year, it appears that undergraduate-level and graduate-level alumni are equally satisfied with their employment, while last year the data shows that graduate level alumni were generally more satisfied than undergraduate level alumni.

PREPARED BY GALLAUDET

64% of bachelor’s level alumni stated that that Gallaudet prepared them for their occupation, while 87% of graduate-level alumni reported the same.

Overall, how well do you think Gallaudet prepared you for your occupation?

Degree Level	<i>Very well</i>		<i>Well</i>		<i>Some</i>		<i>Not very well</i>	
		%		%		%		%
Undergraduate (N=85)	16	19%	38	45%	15	18%	16	19%
Graduate (N=84)	34	40%	38	45%	10	12%	2	2%
Total (N=168)	50	30%	76	45%	25	15%	18	11%

From the data, it appears that undergraduate alumni are less likely to feel prepared for their occupation than graduate-level alumni.

SALARIES

The median annual earnings of bachelors-level degree alumni employed full-time are in the range of \$20,000-\$29,999, which is a drop from the last two years when it was \$30,000-\$39,000. According to the U.S. Department of Education, National Center for Education Statistics the median annual earnings of bachelor’s degree holders in 2010 who are working full-time, aged 25-34 was \$40,000 to \$50,000. Thus B.A. level graduates of Gallaudet who respond to this alumni survey are earning less than their national peers. It seems likely that this difference can be attributed, at least to some extent, to the underemployment of deaf workers across the United States.

The median annual earnings of graduate-level degree alumni are in the \$50,000-\$59,999 range, which is the same as last year’s survey. From this year’s survey, the median annual earnings of master’s-level degree alumni only is in the \$40,000-\$49,999 range. According to the U.S. Department of Education, National Center for Education Statistics the median annual earnings of master’s degree holders in 2010 who are working full-time, aged 25-34 was \$50,000 to \$60,000. Thus the median income for Gallaudet graduate level alumni who respond to this survey is lower than the median for the U.S.

Annual salary ranges of alumni employed full-time

Salary ranges	Undergraduate (Bachelor's) (N=40)		Graduate (N=71)		Master's (only) (N=57)		TOTAL (N=111)	
		%		%		%		%
Less than \$10,000	3	8%	1	1%	0	0%	4	4%
\$10,000 - \$19,999	4	10%	1	1%	1	2%	5	5%
\$20,000 - \$29,999	8	20%	1	1%	1	2%	9	8%
\$30,000 - \$39,999	11	218%	4	6%	4	9%	15	14%
\$40,000 - \$49,999	10	25%	19	27%	18	38%	29	26%
\$50,000 - \$59,999	2	5%	15	21%	8	17%	17	15%
\$60,000 - \$69,999	0	0%	13	18%	5	11%	13	12%
\$70,000 - \$79,999	1	3%	10	14%	9	19%	11	10%
\$80,000 - \$89,999	1	3%	2	3%	1	2%	3	3%
\$90,000 - \$99,999	0	0%	2	3%	0	0%	2	2%
\$100,000 or more	0	0%	3	4%	0	0%	3	3%

SERVICE TO DEAF OR HARD OF HEARING PEOPLE

Of the nine hearing undergraduates in the survey, only three answered the question about whether their job primarily involves service to deaf or hard of hearing people. Of the three that responded, two (67%) said that they are and one (33%) said he/she wasn't working primarily with deaf or hard of hearing people. Of the deaf or hard of hearing undergraduates in the survey, 79% state that they're working primarily with deaf or hard of hearing people.

Of the hearing graduates in the survey, 65% are in a deaf-related occupation, while 85% of deaf and hard of hearing graduates are doing the same.

SURVEY LIMITATIONS AND CONCERNS

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, OIR will continue to work very closely with the Alumni Office, Career Center, Registrar's Office and academic departments to track down students and improve the collection of accurate contact information.

RESOURCES

- The Georgetown University Center on Education and the Workforce Executive Summary "Help Wanted: Projections of Jobs and Education Requirements Through 2018"
- U.S. Bureau of Labor Statistics' "Standard Occupational Classification (SOC) User Guide."
- U.S. Department of Education, National Center for Education Statistics' "The Condition of Education 2012."

APPENDIX A: 2010 SURVEY OF RECENT GRADUATES SUMMARY TABLE

(December 2010 through August 2011 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	46	31%	82	62%	128	46%
B: Seeking work	3	2%	1	1%	4	1%
C: Employed part-time	47	32%	28	21%	75	27%
D: Not seeking work	0	0%	0	0%	0	0%
E: Education full-time	34	23%	11	8%	45	16%
F: Education part-time	16	11%	10	8%	26	9%
H: Internships, practica and other unpaid educational experiences	2	1%	0	0%	2	1%
Total respondents*	148	82%	132	86%	280	84%
I: Number without valid contact information	6		2		8	
J: Number not responding to survey	27		19		46	
Total non respondents*	33	18%	21	14%	54	16%
Total number of graduates	181		153		334	

GPRA-defined Rates	Undergraduates	% of Undergraduates	Graduates	% of Graduates	Total	% of Total
Employed rate (A + C)/Total respondents	93	63%	110	83%	203	73%
Education rate (E + F + H)/Total respondents	52	35%	21	16%	73	26%
Inactive rate (B + D)/Total respondents	3	2%	1	1%	4	1%
	148	100%	132	100%	280	100%

* All sources were used where available when analyzing the survey and therefore “respondents” refers to all alumni for whom information was gathered and used.

APPENDIX B: CURRENT EMPLOYMENT BY MAJOR STANDARD OCCUPATIONAL GROUP AND SERVICE TO DEAF OR HARD OF HEARING PEOPLE

Major standard occupational group	Undergraduate (N=70)	Graduate (N=84)	TOTAL (N=154)	% of total who provide service to deaf or hard of hearing people
Arts, Design, Entertainment, Sports, and Media	4%	0%	2%	67%
Business and Financial	7%	1%	4%	40%
Community and Social Services	10%	10%	10%	86%
Computer and Mathematical	1%	0%	1%	100%
Education, Training, and Library	44%	54%	49%	84%
Food preparation and serving related	1%	0%	1%	0%
Healthcare Practitioners and Technical	4%	21%	14%	65%
Healthcare Support	3%	0%	1%	100%
Legal	1%	0%	1%	100%
Life, Physical, and Social Science	4%	1%	3%	75%
Management	6%	6%	6%	56%
Office and administrative support	6%	6%	6%	89%
Personal Care and Service	6%	0%	3%	100%
Sales and related	0%	1%	1%	100%
Transportation and material moving	1%	0%	1%	0%
Total respondents				78%