

GALLAUDET UNIVERSITY

FALL 2021/SPRING 2022 ANNUAL SURVEY
OF RECENT GRADUATES:

DECEMBER 2019 THROUGH AUGUST 2020 ALUMNI

Report produced: Spring 2023
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. In Fall 2020, a comprehensive alumni survey was administered to alumni of 2005 and 2010 by Student Success and Academic Quality in consultation with Career Leadership Collective. Plans are underway to 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

376 alumni of Gallaudet University (undergraduate and graduate) graduated between December 2019 and August 2020. Data on recent alumni came from four sources:

- Responses to the Alumni Survey both electronically
- The National Student Clearinghouse's Student Tracker¹ data
- Social media/internet searches
- Department and university data

ELECTRONIC AND PAPER SURVEYS

Email and mail addresses for alumni were gathered from the Alumni Office. Surveys were sent to alumni for whom email addresses were available. Two reminder emails were sent to non-responders. Paper surveys were not sent out due to the COVID-19 pandemic. In lieu of paper surveys, the electronic survey was open from November 2021 to March 2022, an extra two months than previous electronic surveys were open.

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 2020/Spring 2021 Annual Survey of Recent Graduates

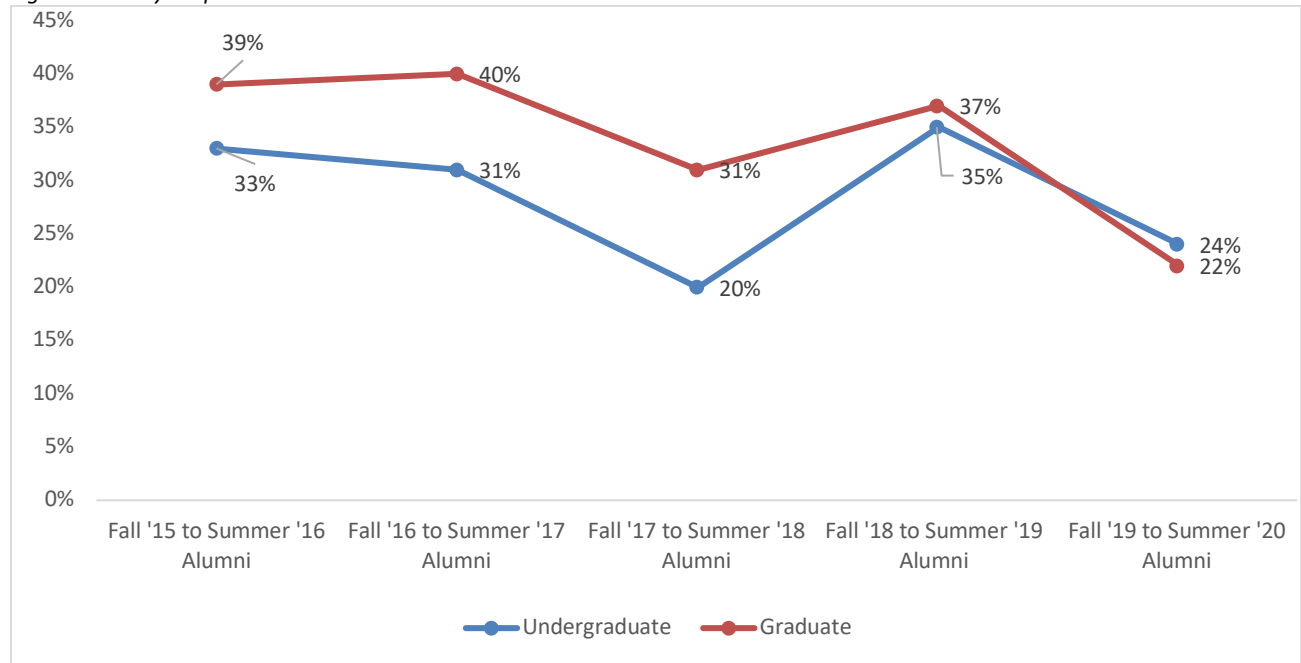
Eighty-five (23%) alumni with valid contact information responded to the survey electronically. This year's response rate was 13% lower than last year's response rate, which may be attributed to the lack of paper survey which usually produced an average 8% increase in the response rate. Five (1%) alumni 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	200	2		198		47	24%
Graduate	176	3		173		38	22%
Total	376	5		371		85	23%

Previously, graduate-level alumni had a higher response rate than undergraduate-level alumni. However, this year, the undergraduate-level alumni had a higher response. In addition, the last two years' response rates for both undergraduate and graduate alumni were relatively close, with a difference of 2% compared to previous years, where the differences were between 11% to 15%. The response rate from the undergraduate-level alumni and graduate-level alumni was 24% and 22%, respectively.

Figure 1. Survey Response Rate Trend



STUDENTTRACKER, GALLAUDET, AND EXTERNAL SOURCES

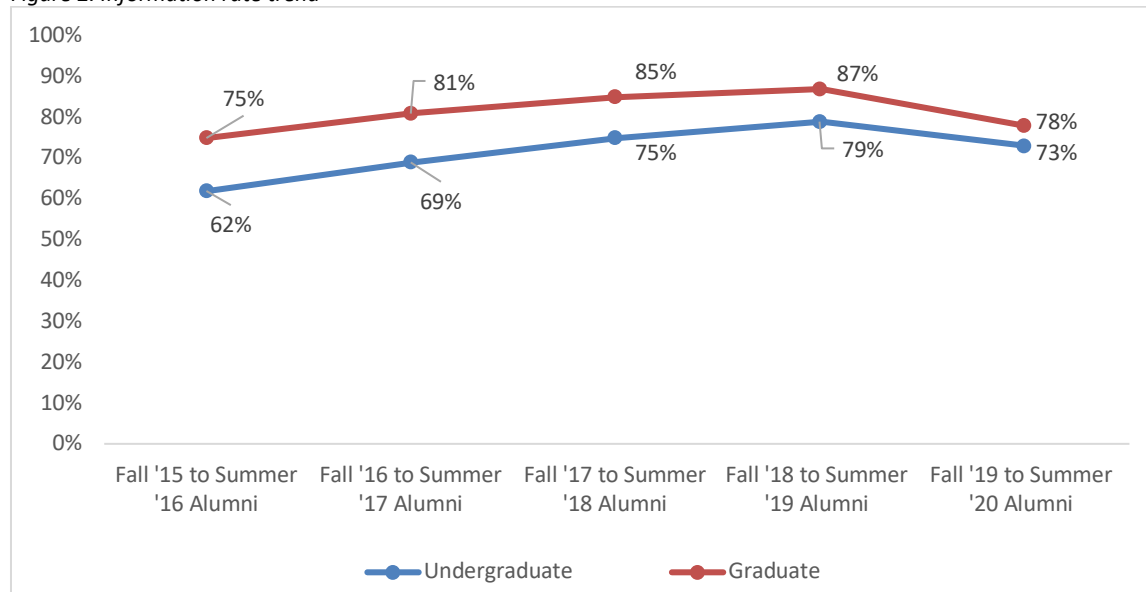
All sources were used, where available, when analyzing the survey; therefore, “respondents” refers to all alumni on whom information was obtained from the survey. Additionally, the “information rate” refers to information gathered from both the survey and additional sources where possible.

Gallaudet University has been and is a member of the National Clearinghouse. Thus, a query was sent to the StudentTracker² component of the Clearinghouse to gather data on additional 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 85 recent alumni from the Alumni Survey, we were able to gather partial information (via the Internet, Facebook, or LinkedIn) on an additional 198 alumni. With the additional sources, post-graduation data was gathered on 75% of recent alumni; 78% of graduate-level alumni, and 73% of undergraduate-level alumni.

Figure 2. Information rate trend



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.

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

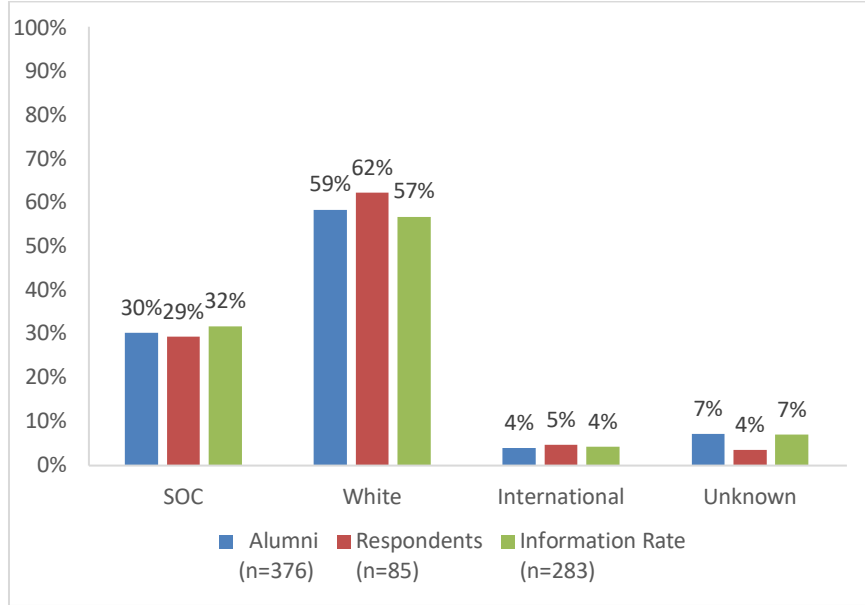


Figure 4. Ethnic/Racial Diversity of Graduate Alumni and Respondents

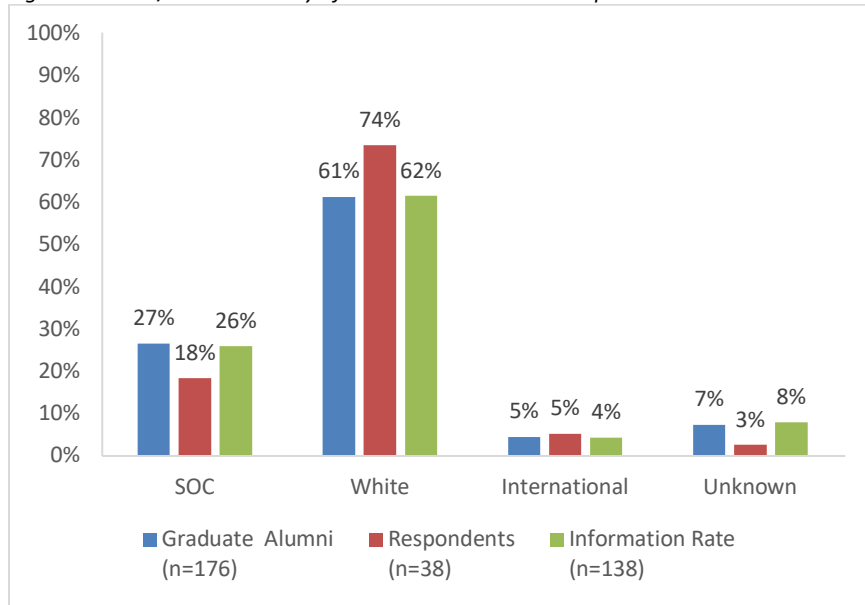
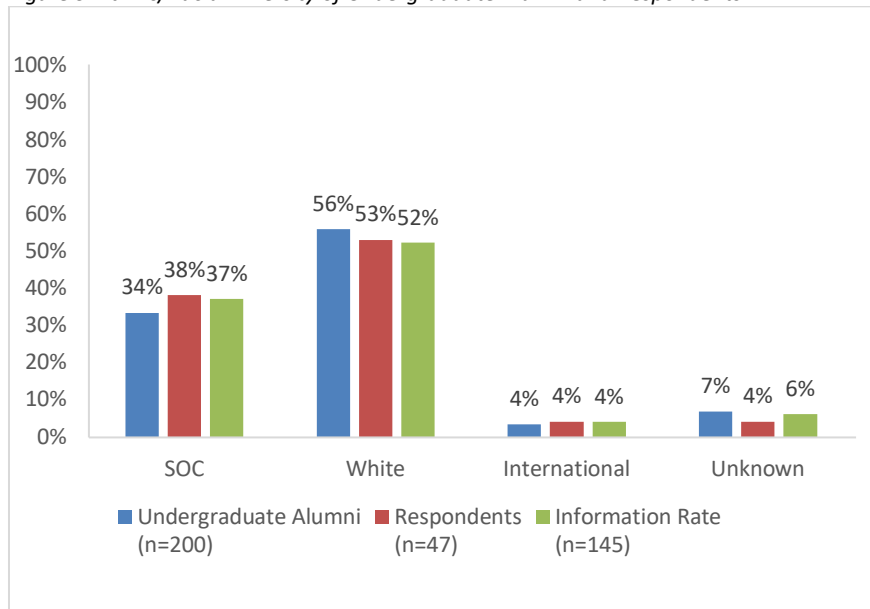


Figure 5. Ethnic/Racial Diversity of Undergraduate Alumni and Respondents



INTERNSHIP PARTICIPATION

Data on internship participation came from the Alumni Survey.

- **Overall:**
 - 94% of all respondents had participated in an internship while at Gallaudet.
 - Among the respondents who said they participated in an internship, 85% said the experience helped prepare for employment on some level ranging from extremely well to slightly well.
 - 93% 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:**
 - 97% of all undergraduate respondents had participated in an internship while at Gallaudet.
 - Among the respondents who said they participated in an internship, 84% said the experience helped prepare them for employment on some level ranging from extremely well to slightly well.
 - 87% 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:**
 - 91% of all graduate respondents had participated in an internship while at Gallaudet.
 - Among the respondents who said they participated in an internship, 85% said the experience helped prepare them for employment on some level ranging from extremely well to slightly well.
 - 100% 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.

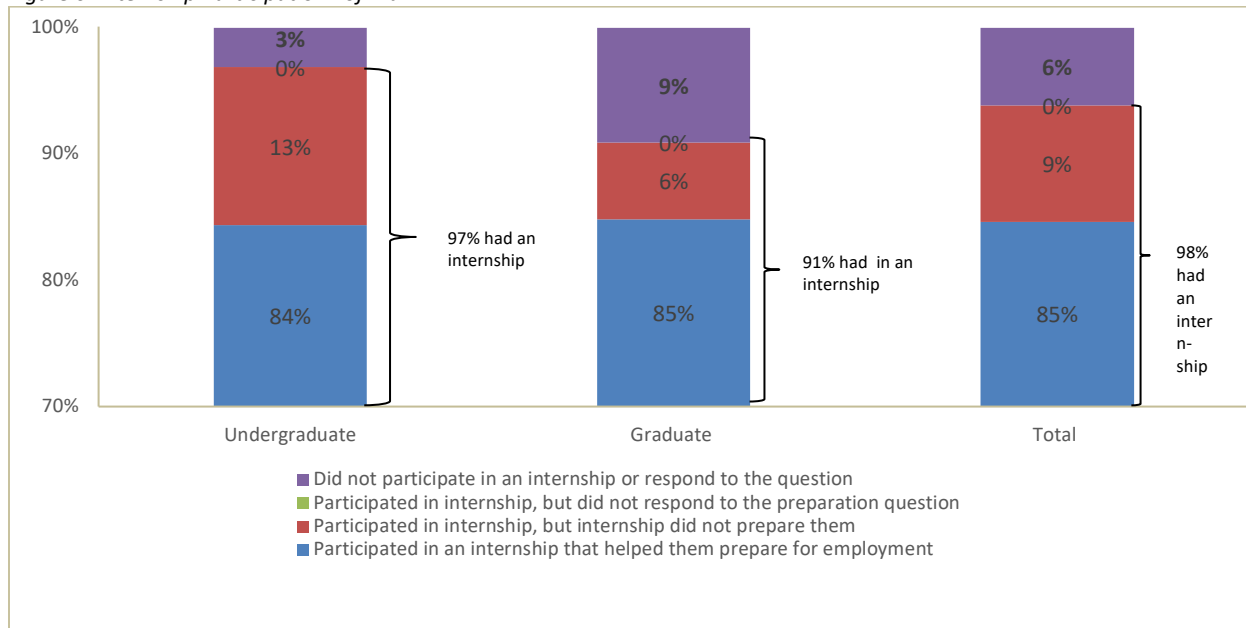
- **Overall by Diversity:**
 - 100% of the respondents who were from the students of color (SOC) group, and 93% of the respondents who were white participated in an internship. 86% of international/unknown respondents stated they participated in an internship.
 - Among those who responded that they participated in an internship, 93% of students of color, 90% of white, and 33% 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, 87% of students of color, 98% of white, and 83% of international/unknown respondents stated that participating in an internship contributed to their learning and personal growth on some level ranging from extremely well to slightly well.

- **Undergraduate by Diversity:**
 - The data regarding this sample needs to be interpreted with caution since the sample size for all undergraduates who responded to the questions about internship was 31 graduates.
 - 100% of the respondents who were from the students of color (SOC) group and 94% 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, 90% of students of color, 82% of white, and 25% 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, 94% 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.

- **Graduate by Diversity:**
 - The data regarding this sample needs to be interpreted with caution since the sample size for all undergraduates who responded to the questions about internship was 30 graduates.
 - 100% of the respondents who were from the students of color (SOC) group and 92% of the respondents who were white participated in an internship. 67% international/unknown respondents stated they participated in an internship.

- Among those who responded that they participated in an internship, 100% of students of color, 96% of white, and 50% 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, 100% of students of color, 100% of white, and 100% of international/unknown respondents stated that participating in an 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. Data regarding this sample needs to be interpreted with caution since the sample sizes for post graduation undergraduate data broken down by race/ethnicity and hearing status are on a small scale. Where applicable, a note was made to alert the reader about this.

Post-Graduation Outcome by Degree-level

One hundred and seventy-nine (63%) of alumni were employed, ninety-four (33%) were pursuing additional education, and ten (4%) 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-six (94%) of undergraduate-level alumni were either working or pursuing additional education. More specifically, seventy-eight (54%) of undergraduate-level alumni were working either full-time or part-time, fifty-eight (40%) were pursuing additional education, and nine (6%) were doing neither. Post-graduation outcomes of working or pursuing additional education increased by 1% compared to last year, in which 93% 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 thirty-seven (99%) of graduate-level alumni were either working or pursuing additional education. More specifically, one hundred and one (73%) of graduate-level alumni were working either full-time or part-time, thirty-six (26%) were pursuing additional education, and one (1%) was doing neither. Post-graduation outcomes of working or pursuing additional education increased by 2% compared to last year, in which 97% 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

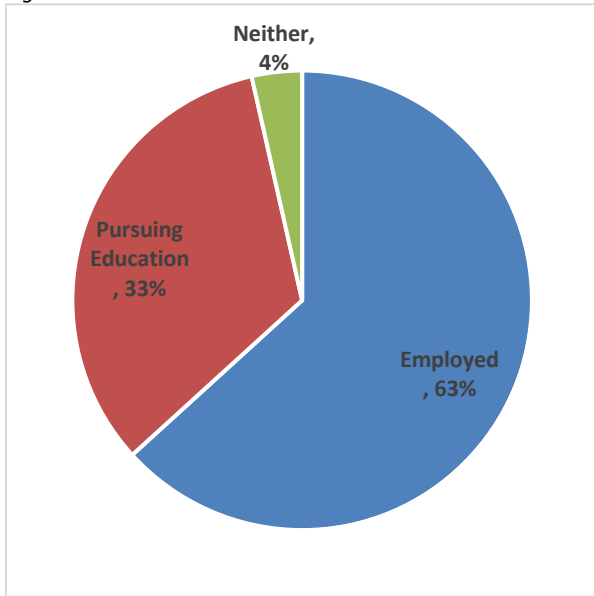


Figure 8. Post-Graduation Outcomes by Degree-Level

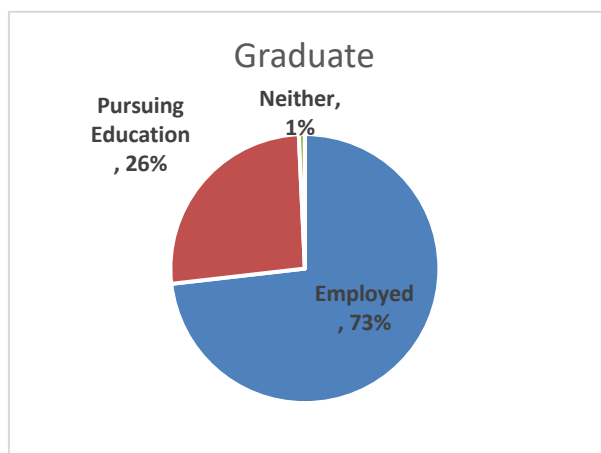
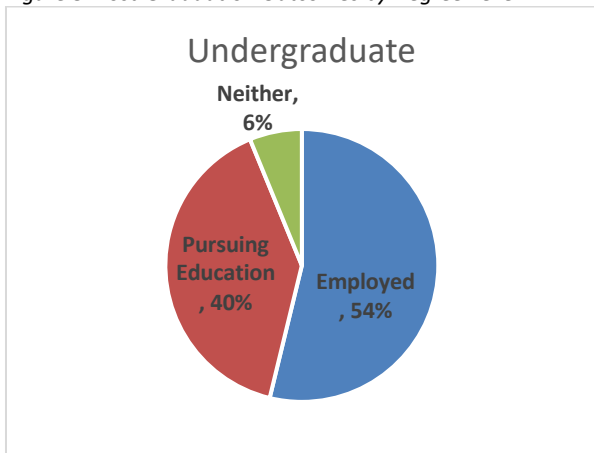


Figure 9. Undergraduate-Level Alumni Post-Graduation Outcomes Trend

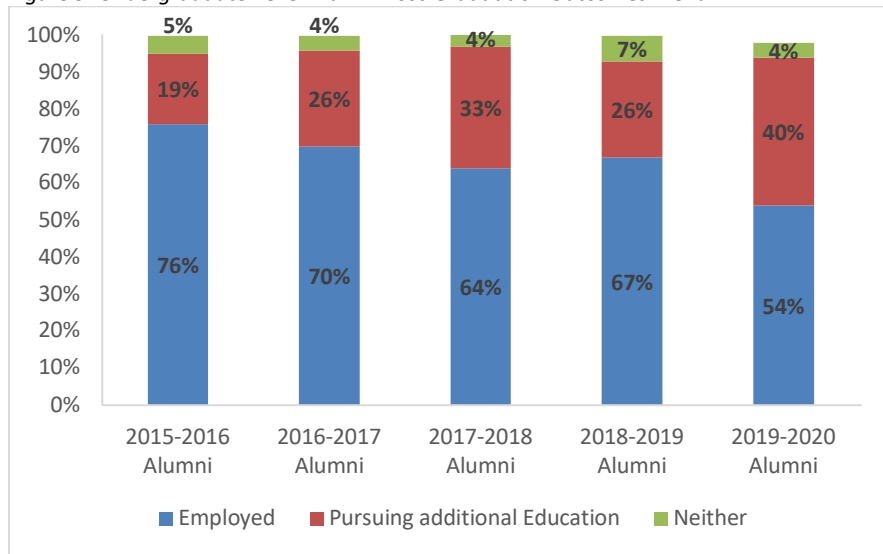
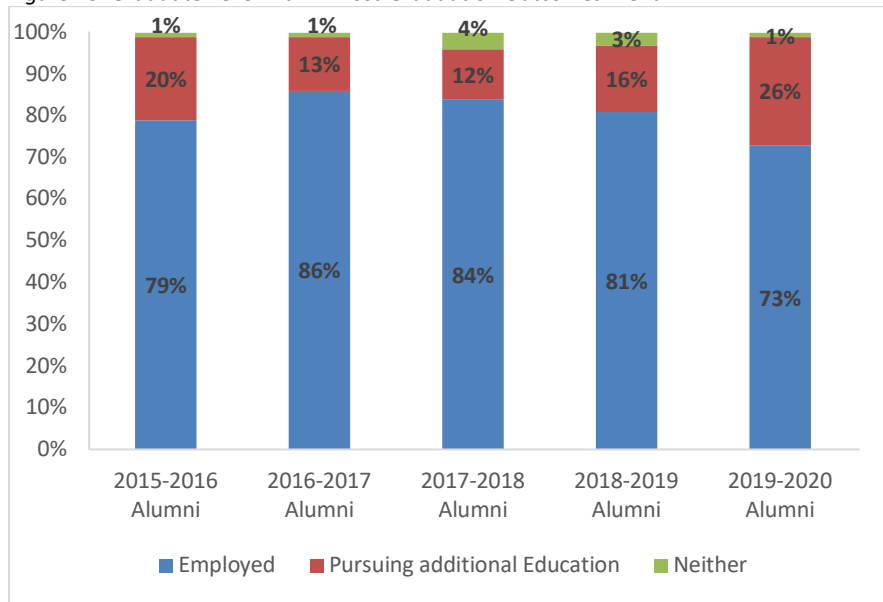


Figure 10. Graduate-Level Alumni Post-Graduation Outcomes Trend



Post-Graduation Outcome by Department-level

○ **Undergraduate:**

The top three undergraduate programs/departments that had the 100% of their alumni employed are Education, Self-Directed Major, and Sociology. The top three undergraduate programs/departments that had alumni who were pursuing additional education are Interpretation (92%), Physical Education and Recreation (75%), and Art, Communication, and Theatre (73%).

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Table 2. Undergraduate Alumni Post-Graduation Outcome by Department

Undergraduate Departments	Employed	Pursuing Education	Neither
Art, Communication, and Theatre (n=22)	23%	73%	5%
ASL/Deaf Studies (n=13)	62%	38%	0%
Business (n=23)	22%	61%	17%
Education (n=6)	100%	0%	0%
English (n=4)	50%	50%	0%
Government (n=8)	38%	38%	25%
History (n=3)	33%	33%	33%
Interpretation (n=13)	8%	92%	0%
Physical Education and Recreation (n=8)	25%	75%	0%
Psychology (n=9)	56%	44%	0%
Science, Technology, and Mathematics (n=22)	55%	36%	9%
Self-Directed Major (n=1)	100%	0%	0%
Social Work (n=16)	69%	31%	0%
Sociology (n=2)	100%	0%	0%
World Languages and Culture (n=8)	25%	63%	13%

○ **Graduate:**

The top graduate programs/departments that had most of their alumni employed are Public Administration (100%), Education (91%), and Counseling (88%). The top three graduate programs/departments that had alumni who were pursuing additional education are Psychology (48%), Graduate School with programs including Infant, Toddler, and Family and International Development (44%), and Linguistics (33%).

Table 3. Graduate Alumni Post-Graduation Outcome by Department

Graduate Departments	Employed	Pursuing Education	Neither
ASL/Deaf Studies (n=21)	81%	19%	0%
Counseling (n=8)	88%	13%	0%
Education (n=11)	91%	9%	0%
Graduate School (n=9)	56%	44%	0%
Hearing Speech and Language Sciences (n=38)	68%	32%	0%
Interpretation (n=5)	80%	20%	0%
Linguistics (n=6)	67%	33%	0%
Psychology (n=23)	52%	48%	0%
Public Administration (n=11)	100%	0%	0%
Social Work (n=9)	78%	11%	11%

Post-Graduation Outcomes by Race, Ethnicity, and Hearing Status

○ **Undergraduate-Level Alumni**

Data was gathered on 145 (73%) of 200 undergraduate-level alumni. One hundred and twenty-two (84%) were deaf or hard of hearing, and 23 (16%) were hearing or unknown.

Deaf/Hard-of-Hearing

- The data regarding this sample needs to be interpreted with caution since the sample sizes for post graduation undergraduate data broken down by race/ethnicity and hearing status are on a small scale.
- Of the 14 deaf/hard-of-hearing international/unknown respondents, 86% were either employed or pursuing additional education, and 14% were doing neither.
- Of the 108 deaf/hard-of-hearing U.S. respondents, 44 (41%) were SOC, and 64 (59%) were white.
 - Of the 44 deaf/hard-of-hearing SOC respondents, 52% were employed, and 34% were pursuing additional education, and 14% were doing neither.
 - Of the 64 deaf/hard-of-hearing white respondents, 48% were employed, 50% were pursuing additional education, and 2% were doing neither.

Hearing/Unknown

- The data regarding this sample needs to be interpreted with caution since the sample sizes for post graduation undergraduate data broken down by race/ethnicity and hearing status are on a small scale.
- Of the 22 hearing/unknown U.S. respondents, 10 (45%) were SOC, and 12 (55%) were white.
 - Of the 10 hearing/unknown SOC respondents, 80% were employed, and 20% were pursuing additional education.
 - Of the 12 hearing/unknown white respondents, 67% were employed, and 33% were pursuing additional education.

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

Outcome	SOC			White			International and Unknown			Total		
	Deaf/HOH (n=44)	Hearing/ Unk* (n=10)	Total (n=54)	Deaf/HOH (n=64)	Hearing/ Unk* (n=12)	Total (n=76)	Deaf/HOH (n=14)	Hearing/ Unk* (n=1)	Total (n=15)	Deaf/HOH (n=122)	Hearing/ Unk* (n=23)	Total (n=145)
Employed	52%	80%	57%	48%	67%	51%	50%	100%	53%	50%	74%	54%
Pursuing Education	34%	20%	31%	50%	33%	47%	36%	0%	33%	43%	26%	40%
Neither	14%	0%	11%	2%	0%	1%	14%	0%	13%	7%	0%	6%

○ **Graduate-Level Alumni**

Data was gathered on 138 (78%) of 176 graduate-level alumni. 70 (51%) were deaf or hard of hearing, and 68 (49%) were hearing or unknown.

Deaf/Hard-of-Hearing

- The data regarding this sample needs to be interpreted with caution since the sample sizes for post graduation undergraduate data broken down by race/ethnicity and hearing status are on a small scale.
- Of the 11 deaf/hard-of-hearing international/unknown respondents, 82% were employed, and 18% were pursuing additional education.
- Of the 59 deaf/hard-of-hearing U.S. respondents, 22 (37%) were SOC, and 37 (63%) were white.
 - Of the 22 deaf or hard-of-hearing SOC respondents, 73% were employed, and 23% were pursuing additional education, and 5% were doing neither.
 - Of the 37 deaf/hard-of-hearing white respondents, 73% were employed, and 23% were pursuing additional education.

Hearing/Unknown

- The data regarding this sample needs to be interpreted with caution since the sample sizes for post graduation undergraduate data broken down by race/ethnicity and hearing status are on a small scale.
- Of the 6 international hearing/unknown respondents, 67% were employed, and 33% were pursuing education.
- Of the 62 U.S. hearing/unknown respondents, 14 (23%) were SOC, and 48 (77%) were white.
 - Of the 14 hearing/unknown SOC respondents, 71% were employed, and 29% were pursuing education.
 - Of the 48 hearing/unknown white respondents, 73% were employed, and 27% were pursuing education.

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

Outcome	SOC			White			International and Unknown			Total		
	Deaf/HOH (n=22)	Hearing/ Unk* (n=14)	Total (n=36)	Deaf/HOH (n=37)	Hearing/ Unk* (n=48)	Total (n=85)	Deaf/HOH (n=11)	Hearing/ Unk* (n=6)	Total (n=17)	Deaf/HOH (n=70)	Hearing/ Unk* (n=68)	Total (n=138)
Employed	73%	71%	72%	73%	73%	73%	82%	67%	76%	74%	72%	73%
Pursuing Education	23%	29%	25%	27%	27%	27%	18%	33%	24%	24%	28%	26%
Neither	5%	0%	3%	0%	0%	0%	0%	0%	0%	1%	0%	1%

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-six (66%) of Gallaudet University alumni are working in these three fields.

- 40% are in education, training, and library occupations this year (44% last year)
- 14% are in community and social services occupations (14% last year)
- 17% are in health care practitioners and technical occupations (1% last year)

For undergraduate-level alumni, 58% are working in these three fields: 31% in the education, training, and library occupational group, 17% in the community social services occupational group, and 10% in the healthcare support. The remaining alumni are spread out among 10 other occupational groups.

Of graduate-level alumni, 82% are working in these three fields; 48% in education, training, and library occupations, 24% in the healthcare practitioners and technical field, and 10% in the community and social services. The remaining alumni are spread out among 6 other occupational groups.

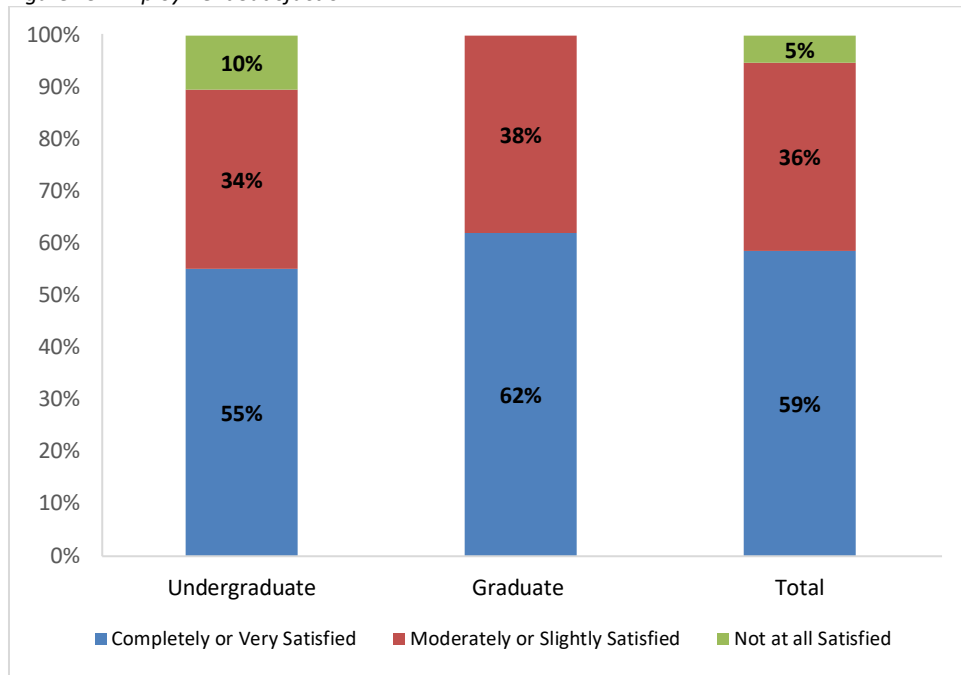
Refer to Appendix B for employment by occupational groups.

SATISFACTION OF EMPLOYMENT

When asked how satisfied they are with their employment, 16 (55%) of undergraduate-level alumni stated that they are completely or very satisfied with their current employment. 18 (62%) 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.

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

Figure 19. Employment Satisfaction*

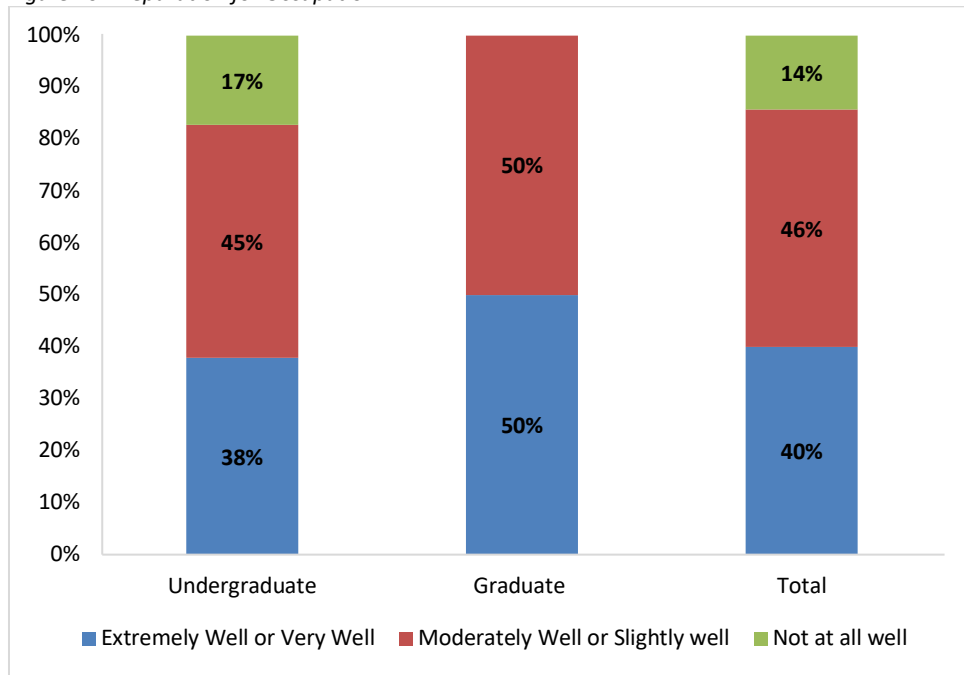


*N = responded to the question

PREPARED BY GALLAUDET

When asking alumni how well Gallaudet prepared them for their careers, 11 (38%) of undergraduate-level alumni stated that Gallaudet prepared them extremely well or very well for their occupation, while 13 (45%) of undergraduate-level alumni stated that Gallaudet prepared them moderately or slightly well for their occupation. Three (50%) of graduate-level alumni reported extremely well prepared for their occupation, while three (50%) of graduate-level alumni stated that Gallaudet prepared them moderately or slightly well for their occupation. Although the sample size for both groups are fewer than 30, 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

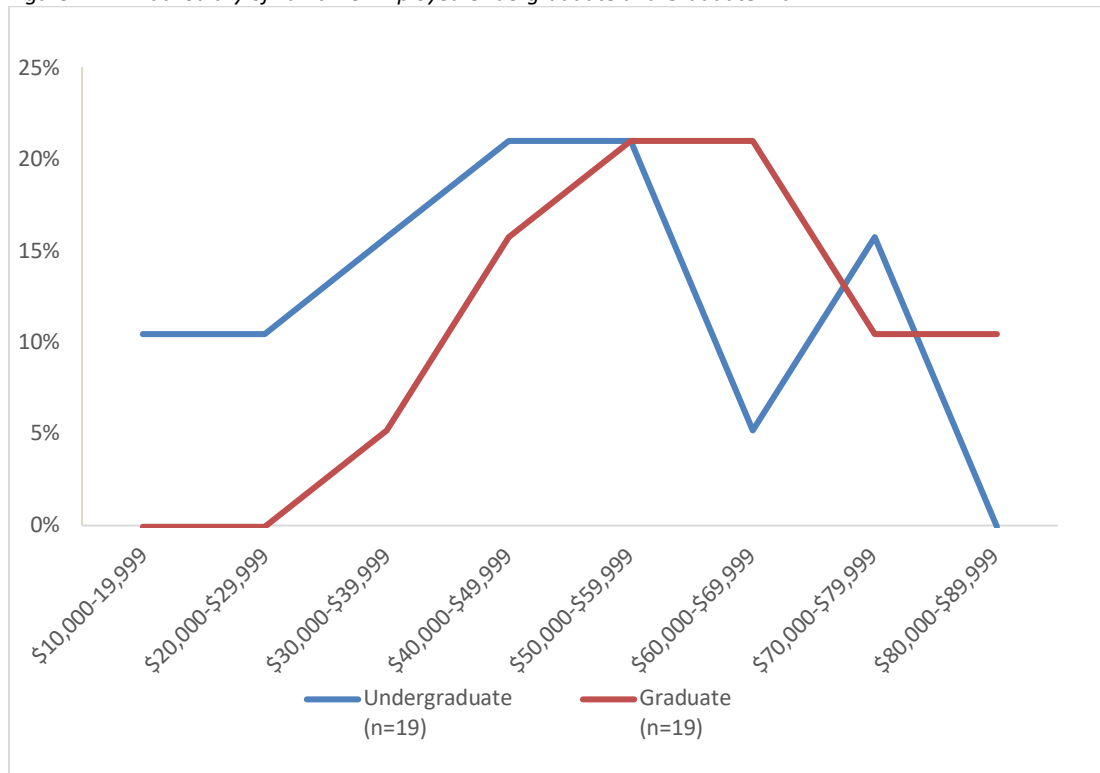
The median annual earnings of 19 undergraduate-level degree alumni who responded to the survey were \$40,000. According to the U.S. Department of Education, National Center for Education Statistics⁴, the median annual earnings of bachelor’s degree holders in 2020 who are working full-time, aged 25-34, was \$59,600. 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 19 master-level degree alumni who responded to the survey were \$60,000. 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 2020 who are working full-time, aged 25-34, was \$69,700. 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.

⁴ Source: U.S. Department of Education, National Center for Education Statistics. (2022) *The Condition of Education 2022*. (This information can also be found at: https://nces.ed.gov/programs/coe/indicator_cba.asp).

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



*N = responded to the question

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. This year’s response rate had the greatest decline, which may have been attributed to not sending paper surveys due to COVID. Increasing the response rate of the survey is an ongoing goal for the Office of Institutional Research. In order to increase the response rate, the Office of Institutional Research will conduct another review of the survey questions. As done in the past, OIR will continue to work very closely with the Alumni Office, Registrar’s Office, and academic programs to track down students and improve the collection of accurate contact information. Due to COVID, the office did not have the opportunity to collaborate with University Communications to reach out to recent graduates via Gallaudet University’s official social media accounts by surveying alumni’s current jobs and/or education status. This will be revisited in the future. Lastly, the office is continuing to pursue opportunities to utilize data from the Social Security Administration to examine the post-graduation outcomes of all graduates.

REFERENCES

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APPENDIX A: 2020/2021 SURVEY OF RECENT GRADUATES SUMMARY TABLE

(December 2019 through August 2020 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	66	46%	95	69%	161	57%
B: Seeking work	9	6%	0	0%	9	3%
C: Employed part-time	12	8%	6	4%	18	6%
D: Not seeking work	0	0%	1	1%	1	0%
E: Education full-time	51	35%	31	22%	82	29%
F: Education part-time	6	4%	3	2%	9	3%
H: Internships, practica and other unpaid educational experiences	1	1%	2	1%	3	1%
Total respondents*	145	73%	138	78%	283	75%
I: Number without valid contact information	2	1%	3	2%	5	1%
J: Number not responding to survey	53	27%	35	20%	88	23%
Total non-respondents*	55	28%	38	22%	93	25%
Total number of graduates	200		176		376	

GPRA-defined Rates	Undergraduates	% of Undergraduates	Graduates	% of Graduates	Total	% of Total
Employed rate (A + C)/Total respondents	78	54%	101	73%	179	63%
Education rate (E + F + H)/Total respondents	58	40%	36	26%	94	33%
Inactive rate (B + D)/Total respondents	9	6%	1	1%	10	4%

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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=22)</i>	<i>Graduate (N=41)</i>	<i>TOTAL (N=63)</i>
Architectural and Engineering						
Arts, Design, Entertainment, Sports, and Media						
Business and Financial	6.9%		3.4%	0.0%		0.0%
Community and Social Services	17.2%	10.3%	13.8%	80.0%	100.0%	87.5%
Computer and Mathematical	3.4%		1.7%	100.0%		100.0%
Education, Training, and Library	31.0%	48.3%	39.7%	100.0%	57.1%	73.9%
Food preparation and serving related	3.4%		1.7%	0.0%		0.0%
Healthcare Practitioners and Technical		24.1%	12.1%		28.6%	28.6%
Healthcare Support	10.3%	6.9%	8.6%	66.7%	100.0%	80.0%
Installation, Maintenance and Repair						
Legal						
Life, Physical, and Social Science	6.9%	3.4%	5.2%	50.0%	0.0%	33.3%
Management						
Military	6.9%	3.4%	5.2%	100.0%	100.0%	100.0%
Office and administrative support	3.4%	3.4%	3.4%	100.0%	100.0%	100.0%
Personal Care and Service	3.4%		1.7%	100.0%		100.0%
Sales and related	3.4%		1.7%	0.0%		0.0%
Transportation and Material Moving						
TOTAL				75.9%	58.6%	67.2%

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

	<i>Undergraduate (N=19)</i>	<i>%</i>	<i>Graduate (N=19)</i>	<i>%</i>	<i>TOTAL (N=38)*</i>	<i>%</i>
\$10,000 - \$19,999	2	11%	0	0%	2	5%
\$20,000 - \$29,999	2	11%	0	0%	2	5%
\$30,000 - \$39,999	3	16%	1	5%	4	11%
\$40,000 - \$49,999	4	21%	3	16%	7	18%
\$50,000 - \$59,999	4	21%	4	21%	8	21%
\$60,000 - \$69,999	1	5%	4	21%	5	13%
\$70,000 - \$79,999	3	16%	2	11%	5	13%
\$80,000 - \$89,999	0	0%	2	11%	2	5%
\$90,000- \$99,999	0	0%	2	11%	2	5%
\$100,000+	0	0%	1	5%	1	3%

*N=responded to the question