

GALLAUDET UNIVERSITY

WINTER 2011/SPRING 2012 ANNUAL  
SURVEY OF RECENT GRADUATES:

DECEMBER 2009 THROUGH AUGUST 2010 ALUMNI

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## 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 year 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 19 items:

- 5 demographic questions
- 3 internship experience questions
- 1 study abroad experience question
- 1 question about all the experiences since graduation
- 2 additional education questions
- 7 employment questions

The survey was redesigned for the 2011-12 mailing in order to:

- Simplify the employment and additional education questions.
- Add a question about study abroad experiences.
- Add a question about whether the student's internship was off campus.
- Expand on the employer name and address.
- Expand on name, address, and program of the higher education institution being attended.

## SURVEY PARTICIPATION AND RESPONSES

322 alumni of Gallaudet University (undergraduate and graduate) graduated between December 2009 and August 2010.

### 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.

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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 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.

Alumni that didn't respond to paper or electronic mailings, and who had phone numbers were contacted by phone. Alumni could respond to the survey over the phone or video phone or provide an email or mailing address to which to send the survey.

182 alumni responded to the survey electronically or through the mailed in paper version. 17 alumni didn't have valid contact information. 60% of the alumni with valid addresses responded to the paper or electronic survey compared to 58% last year.

The response rate to the paper and electronic versions of the survey was 60%.

Degree Level	Alumni	Invalid addresses	%	Surveys distributed to valid addresses	%	Responded	Response rate of those with valid addresses
Undergraduate	180	10	6%	170	94%	92	54%
Graduate	142	7	5%	135	95%	90	67%
<b>Total</b>	<b>322</b>	<b>17</b>	<b>5%</b>	<b>305</b>	<b>95%</b>	<b>182</b>	<b>60%</b>

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

### Response Rate Trend

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

## STUDENT TRACKER AND GALLAUDET RESOURCES

In 2011, Gallaudet University became a participating member of the National Clearinghouse and in the spring of 2012 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). This year's alumni survey included information from the Student Tracker that wasn't available previously.

Some departments were also able to supply information about an alumnus' pursuits after graduating. Where possible this information was confirmed via the internet. 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 61 alumni was gathered through these sources. With the additional sources, information was gathered on 75% of alumni who graduated.

## 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

- 23% of the graduates during this year were from traditionally underrepresented groups<sup>1</sup> and 70% of the graduates were white.
- 19% of the respondents to the survey were from traditionally underrepresented groups (TUGs), while 75% of the respondents were white.
- The response rate of TUGs was 64% while it was 82% for whites.

### INTERNSHIP PARTICIPATION

- 80% of all responding alumni participated in an internship while at Gallaudet – 80% of bachelor's level alumni and 80% of graduate degree alumni. The overall percentage of 80% was the same as last year.
- 82% of bachelor's level alumni said that one or more of their internships were at an off-campus site; 94% of graduate degree alumni reported the same<sup>2</sup>.

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

<sup>2</sup> This was the first year we have collected data on whether the internship was on or off campus.

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- 86% 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.

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=94)	75	80%	28	37%	21	28%	16	21%	10	13%
Graduate (N=90)	72	80%	36	50%	28	39%	7	10%	1	1%
<b>Total (N=184)</b>	<b>147</b>	<b>80%</b>	<b>64</b>	<b>44%</b>	<b>49</b>	<b>33%</b>	<b>23</b>	<b>16%</b>	<b>11</b>	<b>7%</b>

## OUTCOMES

Survey only results show that 76% of alumni are employed, 18% are pursuing additional education; and 7% are doing neither. However using the results of all available sources provided outcomes data for an additional 61 alumni and resulted in a different breakdown. Results from the full 243 alumni show that 64% of alumni are employed, 33% are pursuing additional education and 3% are doing neither.

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

- 50% of bachelor's degree alumni who responded to the survey stated that they worked either full-time or part-time; 45% are pursuing additional education and five percent are doing neither.
- 83% of graduate degree alumni worked either full-time or part-time; 17% are pursuing additional education.

## Outcomes

Degree Level	Employed	Pursuing additional Education	Neither
Undergraduate	50%	45%	5%
Graduate	83%	17%	0%
<b>Total</b>	<b>64%</b>	<b>33%</b>	<b>3%</b>

**Undergraduate-Level Alumni Outcomes Trend**

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

**Graduate-Level Alumni Outcomes Trend**

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

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

**Bachelor's-Level Alumni**

There were a total of 139 respondents to the survey who were bachelor's-level alumni.

- Most of the respondents (99%) were deaf or hard of hearing. Only two (1%) of the respondents were hearing. All of the respondents who are hearing reported their race as white and stated they were employed and that their job primarily involves service to deaf and hard of hearing people.
- Of the 137 deaf/hard of hearing respondents, six (4%) were international and 131 (96%) were from the United States.
  - Of the three international respondents, 33% reported that they were employed, 50% were pursuing additional education, and 17% reported that they were seeking work.
  - Of the 131 deaf/hard of hearing U.S. respondents, 32 (24%) were from traditionally under-represented groups (Asian, Black/African American, Hispanic/Latino, American

Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, or Two or More) and 99 (76%) were white.

- Of the 32 deaf/hard of hearing U.S. respondents from traditionally under-represented groups, 14 (44%) are employed, 16 (50%) are pursuing additional education, and 2 (6%) are neither employed nor pursuing additional education.

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

	TUG <sup>3</sup> (N=32)	White (N=99)
Employed	44%	52%
Education	50%	44%
Neither employed nor in education	6%	4%

**Graduate-Level Alumni**

104 graduate level alumni responded to the survey.

- Of the 104 graduate-level alumni who responded, one (1%) didn’t note their race or ethnicity, but all did report that he/she was employed. Six more respondents (6%) were international students and 97 (93%) were U.S. students.
- Of the six international students, 50% stated they were employed and 50% stated they were pursuing additional education.
- Of the 97 U.S. respondents, 35 (36%) were Deaf/Hard of Hearing, 61 (63%) were hearing, and 1 (1%) was unknown hearing status.
  - Of the 61 hearing respondents, 85% of them are employed and 15% of them are pursuing additional education. Nine (15%) of the hearing respondents are TUGs and 52 (85%) are white.
  - Of the 35 Deaf/Hard of Hearing respondents, 29 (83%) are employed and six (17%) are pursuing additional education. Six (17%) of the Deaf/Hard of Hearing respondents are TUGs and 29 (83%) are white.

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<sup>3</sup> TUG = Traditionally under-represented group (Asian, Black/African American, Hispanic/Latino, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, or Two or More)

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

Outcome	TUG			White			TOTAL	
	Deaf/HOH (N=6)	Hearing (N=9)	TOTAL (N=15)	Deaf/HOH (N=29)	Hearing (N=52)	TOTAL (N=82)	Deaf/HOH (N=35)	Hearing (N=61)
Employed	83%	78%	80%	83%	87%	85%	82%	85%
Education	17%	22%	20%	17%	13%	15%	18%	15%
Neither	0%	0%	0%	0%	0%	0%	0%	0%

**EMPLOYMENT BY OCCUPATIONAL GROUP<sup>4</sup>**

The most common fields for employment for all recent Gallaudet alumni are education, health care, and social services. 69% of Gallaudet University alumni are working in these four fields. These are the same fields that ranked at the top last year as well.

- 42% are in **education, training, and library** occupations; (e.g., *ASL Instructor, assistant professor, curriculum supervisor, dean of discipline, early intervention educational specialist, education consultant, eLearning specialist, elementary educator, executive director, family educator, interpreter training program instructor, independent living specialist, guidance counselor, research fellow, recruiter, middle school teacher: special needs, Spanish teacher, science teacher, etc.*);
- 15% are in **healthcare practitioners and technical** and **healthcare support** occupations. (e.g., *audiologist, behavior therapist, clinical audiologist, mental health counselor, neurophysiologist, neuropsychology postdoctoral fellow, pediatric/clinical audiologist, scientist, etc.*)
- 12% are in **community and social services** occupations; and (e.g., *ASI/English interpreting, Bible instructor, child care worker, freelance interpreter, guidance counselor, outreach coordinator, Peace Corps volunteer, social work aide, social worker, therapist, etc.*)

While looking at just bachelor's degree alumni, 64% of the respondents are working in four occupational groups.

- Education, training, and library occupations – 33%;
- Community and social services occupations – 12%;
- Arts, design, entertainment, sports, and media – 10%; and
- Business and financial occupations – 10%.

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<sup>4</sup> 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.)

While looking at just graduate degree alumni, 91% of the respondents are working in four occupational groups.

- Education, training, and library occupations – 51%;
- Healthcare practitioners and technical and healthcare support occupations – 28%; and
- Community and social services occupations – 12%.

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)<sup>5</sup>.

### RELATIONSHIP OF PROGRAM OF STUDY TO OCCUPATION

86% of bachelor’s degree alumni state that their occupation is related to their major or program of study at Gallaudet very well or well, while 96% of graduate-level degree alumni report the same relationship. This response is similar to last year where 88% of bachelor’s degree alumni and 97% of graduate degree alumni said the same thing.

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%	17	22%	25	32%	11	14%
Graduate (N=85)	58	68%	17	20%	7	8%	3	4%
<b>Total (N=161)</b>	<b>81</b>	<b>50%</b>	<b>34</b>	<b>21%</b>	<b>32</b>	<b>20%</b>	<b>14</b>	<b>9%</b>

From the data, it appears that graduate degree alumni are working in a field well-related to their course of study at Gallaudet. While undergraduate degree alumni are also working in their field of study, it is to a lesser degree.

<sup>5</sup> The Georgetown University Center on Education and the Workforce Executive Summary “Help Wanted: Projections of Jobs and Education Requirements through 2018.”

## SATISFACTION OF EMPLOYMENT

86% of bachelor's level alumni are satisfied with their employment, while 98% of graduate-level alumni are similarly satisfied.

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=72)	20	28%	26	36%	16	22%	10	14%
Graduate (N=84)	52	62%	26	31%	4	5%	2	2%
<b>Total (N=156)</b>	<b>72</b>	<b>46%</b>	<b>52</b>	<b>33%</b>	<b>20</b>	<b>13%</b>	<b>12</b>	<b>8%</b>

The data shows that graduate level alumni are generally more satisfied with their employment than undergraduate level alumni.

## PREPARED BY GALLAUDET

79% of bachelor's level alumni stated that that Gallaudet prepared them for their occupation, while 98% of graduate-level alumni reported the same.

Degree Level	Overall, how well do you think Gallaudet prepared you for your occupation?							
	<i>Very well</i>	%	<i>Well</i>	%	<i>Some</i>	%	<i>Not very well</i>	%
Undergraduate (N=92)	20	22%	26	28%	27	29%	19	21%
Graduate (N=90)	39	43%	40	44%	9	10%	2	2%
<b>Total (N=182)</b>	<b>59</b>	<b>32%</b>	<b>66</b>	<b>36%</b>	<b>36</b>	<b>20%</b>	<b>21</b>	<b>12%</b>

From the data, it appears that undergraduate alumni are less likely to feel prepared for their occupation since only 50% state that Gallaudet prepared them "well" or "very well." Graduate level alumni on the

other hand are a lot more positive – 88% state that they were prepared “well” or “very well.” A review of the responses regarding preparation by major does not seem to show a relationship between satisfaction with preparation and major.

### SALARY RANGE INFORMATION

The median annual earnings of bachelors-level degree alumni are in the range of \$30,000-\$39,999, as it was last year. 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 tend to earn somewhat less than the median income for B.A. graduates nationally. 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 \$50,000-\$59,999. This is up from last year’s survey where graduate-level alumni had median earnings of \$40,000-\$49,999. From this year’s survey, the median annual earnings of master’s-level degree alumni is \$40,000-\$49,999. 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 somewhat higher than the median for the U.S.

#### Annual salary ranges of alumni employed full-time

Salary ranges	Undergraduate (Bachelor’s) (N=48)		Graduate (N=76)		Master’s (only) (N=47)		TOTAL (N=124)	
		%		%		%		%
Less than \$10,000	4	8%	0	0%	0	0%	4	3%
\$10,000 - \$19,999	8	17%	0	0%	0	0%	8	6%
\$20,000 - \$29,999	11	23%	4	5%	3	6%	15	12%
\$30,000 - \$39,999	10	21%	7	9%	5	11%	17	14%
\$40,000 - \$49,999	7	15%	24	32%	17	36%	31	25%
\$50,000 - \$59,999	6	13%	11	15%	6	13%	17	14%
\$60,000 - \$69,999	2	4%	19	25%	11	23%	21	17%

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\$70,000 - \$79,999	0	0%	4	5%	2	4%	4	3%
\$80,000 - \$89,999	0	0%	2	3%	1	2%	2	2%
\$90,000 - \$99,999	0	0%	2	3%	1	2%	2	2%
\$100,000 or more	0	0%	3	4%	1	2%	3	2%

### SERVICE TO DEAF OR HARD OF HEARING PEOPLE

Of the two hearing undergraduates in the survey, both state that they're working primarily with deaf or hard of hearing people (one is working in the personal care and service field while the other is working in the community and social services field). Of the deaf or hard of hearing undergraduates in the survey, 70% state that they're working primarily with deaf or hard of hearing people.

Of the hearing graduates in the survey, 69% are in a deaf-related occupation, while 77% 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..

The university is working to improve collection of post-graduation addresses through better coordination and sharing of alumni addresses among campus units. For example, the University disseminates an "exit survey" through the Hobson's online communication tool. This exit survey was sent via internet to graduating seniors and graduate students. In addition to gathering information about program outcomes, future addresses of graduates were gathered and shared with the Alumni Office and the Registrar's Office.

### 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 2009 through August 2010 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

<b>Data Reporting Category</b>	<b>Undergraduates</b>	<b>% of Undergraduates</b>	<b>Graduates</b>	<b>% of Graduates</b>	<b>Total</b>	<b>% of Total</b>
A: Employed full-time	53	38%	82	79%	135	56%
B: Seeking work	7	5%	0	0%	7	3%
C: Employed part-time	16	12%	4	4%	20	8%
D: Not seeking work	0	0%	0	0%	0	0%
E: Education full-time	32	23%	9	9%	41	17%
F: Education part-time	29	21%	9	9%	38	16%
H: Internships, practica, and other unpaid educational experiences	2	1%	0	0%	2	1%
<b>Total respondents*</b>	<b>139</b>	<b>77%</b>	<b>104</b>	<b>73%</b>	<b>243</b>	<b>75%</b>
I: Number without valid contact information	4		6		10	
J: Number not responding to survey	37		32		69	
<b>Total non respondents*</b>	<b>41</b>	<b>23%</b>	<b>38</b>	<b>27%</b>	<b>79</b>	<b>25%</b>
<b>Total number of graduates</b>	<b>180</b>		<b>142</b>		<b>322</b>	

<b>GPRA-defined Rates</b>	<b>Undergraduates</b>	<b>% of Undergraduates</b>	<b>Graduates</b>	<b>% of Graduates</b>	<b>Total</b>	<b>% of Total</b>
Employed rate (A + C)/Total respondents	69	50%	86	83%	155	64%
Education rate (E + F + H)/Total respondents	63	45%	18	17%	81	33%
Inactive rate (B + D)/Total respondents	7	5%	0	0%	7	3%
	<b>139</b>	<b>100%</b>	<b>104</b>	<b>100%</b>	<b>243</b>	<b>100%</b>

\* 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=84)	Graduate (N=82)	TOTAL (N=166)	% of total who provide service to deaf or hard of hearing people
Arts, Design, Entertainment, Sports, and Media	10%	1%	5%	100%
Building and grounds cleaning and maintenance	1%	0%	1%	0%
Business and Financial	10%	1%	5%	50%
Community and Social Services	12%	12%	12%	85%
Computer and Mathematical	4%	0%	2%	33%
Education, Training, and Library	33%	51%	42%	82%
Farming, fishing, and forestry	1%	0%	1%	0%
Healthcare Practitioners and Technical	1%	27%	14%	61%
Healthcare Support	1%	1%	1%	50%
Legal	0%	1%	1%	0%
Life, Physical, and Social Science	4%	4%	4%	83%
Management	4%	1%	2%	0%
Military	2%	0%	1%	0%
Office and administrative support	8%	0%	4%	71%
Personal Care and Service	6%	0%	3%	100%
Production	1%	0%	1%	100%
Protective service	1%	0%	1%	100%
Sales and related	1%	0%	1%	100%
<b>Total respondents</b>				<b>72%</b>