

# Class of 2004

A total of 1362 graduates were awarded baccalaureate degrees in August 2003, December 2003, and May 2004. 903 (66%) of the graduates responded to the survey. In an effort to increase the accuracy of our post-graduation activity data, Institutional Research provided additional graduate school attendance information secured through the Student Loan Clearinghouse\*, which resulted in our learning the post-graduation activities of an additional 65 (5%) graduates.

64 (71%) Art, Media & Music graduates responded to the survey; *we secured information on 65\* (72%) graduates.*

177 (65%) Business graduates responded to the survey; information was secured on 188\* (69%) graduates

290 (65%) Culture & Society graduates responded to the survey; *information was secured on 314\* (70%) graduates.*

169 (68%) Education graduates responded to the survey; *information was secured on 182\* (73%) graduates.*

44 (70%) Engineering graduates responded to the survey; *information was secured on 45\* (71%) graduates.*

22 (71%) Nursing graduates responded; *no additional information about nursing graduates was secured.*

137 (65%) Science & Math graduates responded to the survey; *information was secured on 151\* (72%) graduates.*

\* *Information secured through the survey and/or Student Loan Clearinghouse data.* Though 95% of the schools nationwide participate, Seton Hall University, UMDNJ, University of Pennsylvania and Monmouth University are among the schools not participating. With the assistance of TCNJ's Institutional Research office, we were able to secure data on UMDNJ and Monmouth University.

## POST GRADUATION ACTIVITY

### Graduate School Attendance

A total of 254 (28%) of those who responded indicated that they attended graduate school immediately after graduation. This marks a 6 percentage point increase over the Class of 2003 in self reported data.

In addition we solicited data on the Class of 2004 secured through a clearinghouse of admissions data and select non-participants– not dependent upon self-reporting. 318 (23%) of the Class of 2004 attended graduate school.

### Employment

880 (97%) of respondents indicated they were either working or attending graduate school in the first year after graduation.

A total of 767 (85%) graduates indicated they are employed. Their employment status is as follows:

\*676 (75%) indicated they were employed full time.

91 (10%) indicated they were employed part time.

113 (12.5%) indicated they were unemployed, but were attending graduate school.

24 (3%) indicated they were both unemployed and not attending graduate school.

## Fields of Employment

Students pursue occupations in a variety of career fields. The 656 (94%) respondents that answered this item regarding employment fields are employed as follows: (Respondents were permitted to select multiple fields.)

20 in Arts	31 in Computer Science.	23 in Law or Law Related fields.
159 in Business.	23 in Government.	13 in Nursing.
34 in Communication.	25 in Health (non-med or nurs).	20 in Science.
268 in Education.	8 in Medicine.	58 in fields other than those described.
31 in Engineering.	9 in Human/Social Service.	

## Average Salaries

586 (87%\*) respondents who were employed full time provided salary information.

All salary information is calculated using the actual salary the respondent provided or the median of the salary range selected by the respondent. Respondents that indicated their salaries fell below \$19,999 or above \$59,999, and did not include a precise amount were excluded from the calculations, as a center point could not accurately be determined. In addition, salaries of respondents who had secured their current employment prior to attending TCNJ were not included.

The mean salary for the respondents that met the above criteria is \$39,029. This marks a 4% increase over the average salary earned by graduates of the Class of 2003.

*\* See Appendix A for a breakdown of salaries by major and school.*

## Salary Ranges

Graduates reported salaries ranging from \$10,000 - \$126,500.

Under \$19,999		\$20,000 - \$24,999		\$25,000 - \$29,999		\$30,000 - \$34,999		\$35,000 - \$39,999		\$40,000 - \$44,999		\$45,000 - \$49,999		\$50,000 - \$54,999		\$55,000 - \$59,999		Over \$60,000			
N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
15	2	24	4	51	8	80	12	153	23	160	24	46	7	47	7	11	2	25	4		

## Work Locations

Following graduation, 609 (85%) of those respondents who indicated they were employed, indicated they were employed in New Jersey. New York employs the second largest number of graduates with 36 (5%); Pennsylvania is third, with 35 (5%). An additional 37 (5%) are employed outside of NJ, NY and PA, in the following states: Arizona, California, Connecticut, Washington, D.C., Florida, Georgia, Hawaii, Italy, Maryland, Massachusetts, Minnesota, Mississippi, New Hampshire, New Mexico, Ohio, South Carolina, and Virginia.

## Time Span from Graduation to Employment

600 (81%) of the 744 (97%) respondents to this item indicated they had secured employment within six months of graduation -this is up 2percentage points from the Class of 2003.

213 (29%) respondents secured employment prior to graduation. Graduates from the School of Nursing (67%), School of Engineering (45%) and School of Business (36%) were the most likely to secure employment prior to graduation.

387 (52%) respondents secured employment within the first six months after graduation.

115 (16%) respondents secured employment between six and 12 months after graduation

29 ( 4%) respondents secured employment more than one year after graduation.

## **Number of Offers**

Of the 696 graduates employed who responded to this item, 354 (51%) received more than one job offer. The number of employment offers received ranged from 1 to 15, with respondents receiving a mean of 1.92 offers of employment per graduate.

## **Job Satisfaction**

Using a likert scale of 5-high to 1-low, graduates indicated the level of satisfaction they felt with their jobs. 524 (74%) of the respondents employed indicated an above average or high level of job satisfaction. The average satisfaction score for the 710 (92%) respondents to this item was 4.02.

## **Usage of Career Services**

702 (78%) respondents indicated they had utilized Career Services during their academic careers. Using a likert scale of 5-high to 1-low, graduates were asked to rate the service Career Services provided. The average rating was 3.83.

584 (65%) respondents utilized recruitment programs (i.e., internship programs and resources, job listings/binders, on-campus recruitment and Career Days).

## **Job Search Resources**

Graduates utilized a variety of resources to find their employment. Of the 714 (93%) responses to this item, the most popular job search resources utilized by respondents continue to be direct contact, networking and Career Services.

## **Relationship Between Academic Major and Position Obtained**

Graduates indicated their belief as to the relationship between their academic major and the position they have obtained since graduation. Of the 807 (89%) respondents:

547 (68%) respondents indicated a direct relationship between their academic major and the position they obtained.

146 (18%) respondents indicated an indirect relationship between their academic major and the position they obtained.

114 (14%) respondents indicated there was no relationship between their academic major and the position they obtained.

## **Internship Participation**

For the first time, internship participation is being tracked through the survey for the Schools of Art, Media & Music, Business, Culture and Society, Engineering and Science. The Schools of Education and Nursing were omitted due to the extensive practicum experiences associated with these disciplines. 329 (46%) of the eligible respondents indicated they had participated in an internship during their undergraduate careers. 89 (27%) of those respondents who indicated they had participated in internships, indicated they had participated in more than one internship.

## **TCNJ's Preparation of Students' for Their Career**

Graduates rated how their experience at TCNJ prepared them for their current position utilizing a four-point scale (i.e., excellent to poor). Of the 854 (95%) respondents, 761 (89%) rated their preparation as good or excellent.

408 (48%) respondents indicated their preparation was excellent. 81 (9%) respondents indicated their preparation was fair.

353 (41%) respondents indicated their preparation was good. 12 ( 1%) respondents indicated their preparation was poor.

## Quality of Academic Experience

Graduates assessed the overall quality of their academic experience. Respondents utilized a four-point scale (i.e., excellent to poor). Of the 835 (93%) respondents, 800 (96%) assessed their academic experience as excellent or good.

514 (62%) respondents indicated their academic experience was excellent. This marks a continued upward trend – a 7 percentage point increase from the Class of 2003, and a 17 percentage point increase from the Class of 2002.

286 (34%) respondents indicated their academic experience was good.

32 (4%) respondents indicated their academic experience was fair.

3 (<1%) respondents indicated their academic experience was poor.

## GRADUATE/PROFESSIONAL SCHOOL

### Current Graduate/Professional School Attendance

Through the combination of the clearinghouse and self-reporting, we identified that a total of 318 (23% of entire class) attended immediately following graduation.

Of the survey respondents direct reporting of graduate school attendance, 254 (28%) of survey respondents are currently enrolled in graduate/professional school. This marks a 6 percentage point increase from the Class of 2003. Appendix C indicates the schools they are attending and program of study, if available.

### Areas of Current & Intended Study

Students from the Class of 2004 are attending or plan to attend further study in the following fields (number and percent of total class).

Field of Study	Those currently attending		Those planning to attend		Field of Study	Those currently attending		Those who plan to attend.	
Arts	12	6%	26	5%	Medicine	24	11%	9	2%
Business	9	4%	88	17%	Health Related	15	7%	13	3%
Communication	2	1%	15	3%	Nursing	5	2%	12	2%
Education	54	25%	205	41%	Human/Soc. Srves	17	8%	22	4%
Engineering	10	5%	15	3%	Law/Law Related	25	11%	13	3%
Computers	3	1%	13	3%	Science	18	8%	14	3%
Government	3	1%	8	2%	Other	27	12%	60	12%

### Future Plans for Graduate Study

497 (55%) graduates indicated they plan to attend graduate/professional school in the future. If all those who indicated their plans to attend graduate school do attend, 81% (728) of the Class of 2004 will attend graduate school at some time:

346(70%) respondents plan to attend within the first 3 years after graduation.

481 (97%) respondents plan to attend within 4 to 5 years after graduation.

497 (100%) respondents plan to attend within 6 or more years after graduation.

## **Current Degrees and Highest Degree Level Sought**

224 (88%) of those currently attending responded to the degree level they are pursuing. In addition, 582 (65%) graduates provided information on the highest degree level they intended to pursue. Of those intending to pursue advanced degrees:

Masters degree or Certificate – 154 (69%) current degree sought; 422 (73%) highest degree level they will pursue.

Specialist degree – 2 (<1%) current degree sought; 11 (2%) highest degree level they will pursue.

Doctoral degree – 27 (12%) current degree sought; 106 (18%) highest degree level they will pursue.

Professional degree – 41 (18%) current degree sought; 43 (7%) highest degree level they will pursue.

# *School Analysis*

## Internship Participation

New this year, we asked the Class of 2004 to indicate their participation in internships during their academic careers at TCNJ. The School of Education and the School of Nursing were not included in this analysis, due to the heavy practicum requirements of these disciplines – the programs require 100% of their graduates participate in these experiences.

AM		BU		CS		EG		SC	
21	33%	98	55	134	46	24	55	52	38

## Employment Activity

	AM		BU		CS		ED		EG		NU		SC	
Status	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Full Time	46	72	162	92	188	65	144	85	40	91	20	91	77	56
Part Time	11	17	11	6	36	12	14	8	0	0	1	5	20	15
<b>Employed</b>	<b>57</b>	<b>89</b>	<b>173</b>	<b>98</b>	<b>224</b>	<b>77</b>	<b>158</b>	<b>93</b>	<b>40</b>	<b>91</b>	<b>21</b>	<b>95</b>	<b>97</b>	<b>71</b>
U-GS	5	8%	5	3%	50	17%	11	7%	4	9%	1	5%	37	23%
U-NGS	2	3%	1	<1%	17	6%	1	<1%	0	0	0	0	3	2%

## Time-span for Securing Employment

	AM		BU		CS		ED		EG		NU		SC	
Timing	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Prior to Grad	8	14	61	36	55	25	32	21	18	45	14	67	25	28
Within 6 months	31	55	79	47	110	51	97	63	12	30	7	33	51	58
6-12 months	13	23	26	15	41	19	19	12	6	15	0	0	10	11
More than 12 months	4	7	3	2	11	5	5	3	4	10	0	0	2	2

## Average Salaries

In comparison with salaries reported for the Class of 2003, the School of Nursing experienced a decrease in average salaries of 4%. The remaining schools all experienced increases in the average salaries. These mean salaries increased from less than 1% for the School of Art, Media & Music to 8% for the Schools of Business.

	AM	BU	CS	ED	EG	NU	SC
Average Salary	\$36,063	\$40,623	\$36,518	\$37,803	\$45,081	\$52,430	\$40,320
% change	+1%	+8%	+6%	+2%	+3%	-4%	+7%
# of respond	45	138	164	129	32	16	63
% of respond	98	85	88	90	80	80	82
Range Low	\$12,000	\$20,000	\$12,000	\$10,000	\$35,000	\$37,500	\$22,500
Range High	\$52,500	\$100,000	\$86,000	\$57,500	\$126,500	\$70,000	\$60,000



## Usage of Career Services

	AM		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Overall Usage	49	77	150	85	209	72	138	82	31	70	17	77	108	79
Participate in Recruitment	34	53	139	79	167	58	115	68	28	64	14	64	87	64
Average Rating	3.91		3.70		3.74		4.03		3.73		3.82		3.95	

## Graduate School Attendance

16 (25%) School of Art, Media & Music respondents attended graduate or professional school immediately following graduation.

*16 (18%) graduates of Art, Media & Music attended graduate school immediately following graduation according to responses and clearinghouse data.*

36 (56%) who are not currently attending, plan to attend graduate or professional school.

23 (13%) School of Business respondents attended graduate or professional school immediately following graduation.

*34 (13%) graduates of Business attended graduate school immediately following graduation according to responses and clearinghouse data.*

104 (59%) who are not currently attending, plan to attend graduate or professional school.

102 (35%) School of Culture & Society respondents attended graduate or professional school immediately following graduation.

*126 (28%) graduates of Culture & Society attended graduate school immediately following graduation according to responses and clearinghouse data.*

142 (49%) who are not currently attending, plan to attend graduate or professional school.

36 (21%) School of Education respondents attended graduate or professional school immediately following graduation.

*50 (20%) graduates of Education attended graduate school immediately following graduation according to responses and clearinghouse data.*

111 (66%) who are not currently attending, plan to attend graduate or professional school.

10 (23%) School of Engineering respondents attended graduate or professional school immediately following graduation.

*11 (17%) graduates of Engineering attended graduate school immediately following graduation according to responses and clearinghouse data.*

25 (57%) who are not currently attending, plan to attend graduate or professional school.

4 (18%) School of Nursing respondents attended graduate or professional school immediately following graduation.

*4 (18%) graduates of Nursing attended graduate school immediately following graduation according to responses and clearinghouse data.*

18 (73%) who are not currently attending, plan to attend graduate or professional school.

63 (46%) School of Science respondents attended graduate or professional school immediately following graduation.

*77 (36%) graduates of Science attended graduate school immediately following according to responses and clearinghouse data.*

58 (43%) who are not currently attending, plan to attend graduate or professional school.

## Highest Level of Study

Degree	AM		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Masters	35	55	97	55	112	39	99	59	25	57	11	50	43	31
Specialist	0	0	1	<1	2	<1	5	3	0	0	1	5	2	1
Doctorate	5	8	7	4	42	14	19	11	3	7	6	27	24	18
Professional	0	0	7	4	22	8	1	<1	0	0	0	0	13	9
Unknown	24	38	65	37	112	39	45	27	16	36	4	18	55	40

## Timing of Planned Graduate Study

Timing	AM		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Within 3 years	12	33	65	64	107	79	70	65	21	84	14	78	42	72
Within 5 years	32	89	98	96	133	98	105	97	25	100	17	94	54	98
More than 5 years	36	100	102	100	135	100	108	100	25	100	18	6	55	100

## Fields of Study Graduates Plan to Pursue

Fields	AM		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Art	6	37.5	1	4	5	5	0	0	0	0	0	0	0	0
Business	1	6	6	26	1	1	0	0	0	0	0	0	1	2
Commun.	0	0	0	0	3	3	0	0	0	0	0	0	0	0
Education	4	25	4	17	19	19	21	58	1	10	0	0	5	8
Engineering	0	0	0	0	0	0	0	0	8	80	0	0	5	8
Comp Sci	0	0	1	4	0	0	0	0	0	0	0	0	2	3
Government	0	0	0	0	3	3	0	0	0	0	0	0	0	0
Health Rel.	1	6	1	4	3	3	4	11	0	0	0	0	5	8
Human Serv	1	6	0	0	15	15	2	6	0	0	0	0	3	5
Law Rel.	0	0	3	13	22	22	0	0	0	0	0	0	0	0
Medicine	0	0	1	4	1	1	1	3	0	0	1	25	20	32
Nursing	0	0	1	4	0	0	0	0	0	0	3	75	1	2
Science	0	0	0	0	1	1	1	3	0	0	0	0	16	25
Other	2	12.5	1	4	17	17	2	6	0	0	0	0	5	8
Unknown	1	6	4	17	12	12	5	14	1	10	0	0	3	5

# *Gender Analysis*

# Survey Analysis by Gender

Of the 903 respondents to the survey, 330 were males (62% of the males in the class); *we secured information on the post-graduation further study activities of an additional \*23 (5%).* 573 were females (69% of the females in the class); *we secured information on the post-graduation activities of an additional 30 (3%) of the graduates.*

*\* information secured through the Student Loan Clearinghouse.*

## Employment

770 (85%) respondents indicated they were employed. 276 (84%) male respondents; 494 (86%) female respondents.

	Full Time		Part Time		Employed		Unemployed – Attending Grad School		Unemployed – Not Attending Grad School	
Male	246	75%	30	9%	<b>276</b>	<b>84%</b>	44	13%	11	3%
Female	431	75%	63	11%	<b>494</b>	<b>85%</b>	69	12%	13	2%

## Timing of Securing Employment in Relation to Graduation

	Prior to Graduation		Within 0-6 Months of Graduation		6-12 Months After Graduation		More than 1 year After Graduation	
Male	80	30%	129	49%	46	17%	10	4%
Female	133	28%	258	54%	69	14%	19	4%

## Salaries & Job Offers

Based on estimated salaries, males earn an average of \$3,245 (9%) more than females. This reflects a reversal of a trend towards a decreased gender gap between males and females, and a 6 percentage point increase in the disparity compared to the Class of 2003.

	Salary Respondents		Average Salary	Percent Change	Salary Ranges	More than 1 Job Offer		Range of Job Offers	Average # of Job Offers
Male	203	83%	\$41,150	+8%	\$22,500 - \$100,000	119	45%	1-8	1.88
Female	383	89%	\$37,905	+3%	\$10,000 - \$70,000	235	52%	1-15	19.4

## Internship Participation

New this year, we asked the Class of 2004 to indicate their participation in internships during their academic careers at TCNJ. Students from the School of Education and the School of Nursing were not included in this analysis, due to the heavy practicum requirements of these disciplines – the programs require 100% of their graduates participate in these experiences. 135 (44%) of the eligible male respondents indicated they had participated in internships; while 194 (48%) of the eligible female respondents indicated that they had participated in internships during their academic careers.

## Relationship Between Academic Major and Career Field

	Direct		Indirect		No Relationship	
Male	197	60%	50	15%	47	14%
Female	350	61%	96	19%	67	12%

## TCNJ Preparation for Career

	Excellent		Good		Fair		Poor	
Male	138	42%	132	40%	32	10%	7	2%
Female	270	47%	221	39%	19	9%	5	<1%

## Quality of Academic Experience

	Excellent		Good		Fair		Poor	
Male	172	52%	106	32%	16	5%	3	<1%
Female	342	60%	180	31%	16	3%	0	0

## Graduate Study

91 (28%) male respondents attended graduate or professional school immediately following graduation.

*119 (22%) males in the entire Class of 2004 attended graduate or professional school immediately following graduation according to responses and clearinghouse data.*

162 (49%) male respondents plan to attend graduate or professional school. If all those who reported they are currently attending or plan to attend carry out those plans 75% of the males graduated in 2004 will pursue further study.

163 (28%) female respondents attended graduate or professional school immediately following graduation.

*199 (23%) females in the entire Class of 2004 attended graduate or professional school immediately following graduation according to responses and clearinghouse data.*

336 (59%) female respondents plan to attend graduate or professional school. If all those who reported they are currently attending or plan to attend carry out those plans 87% of the females graduated in 2004 will pursue further study.

## Timing of Graduate Study

	Within 3 Years		Within 5 Years		More than 5 years		Unknown	
Male	101	64%	147	93%	149	94%	9	6%
Female	230	68%	317	94%	330	98%	6	2%

## Degrees Sought (Currently & Highest)

	Masters				Specialist				Doctorate				Professional				Unknown			
	Current		Highest		Current		Highest		Current		Highest		Current		Highest		Current		Highest	
Male	47	52%	137	42%	0	0	1	<1%	13	14%	30	9%	22	24%	23	7%	9	10%	139	42%
Female	107	66%	285	50%	2	1%	10	2%	76	13%	57	14%	19	12%	20	3%	19	12%	201	35%