

*\*All percentages are rounded to the nearest full point; therefore, they may not add to 100%. Additionally, graduates that double majored appear in multiple schools. As a result, combined school totals will exceed the total respondents.*

## **Class of 2008**

A total of 1418 graduates were awarded baccalaureate degrees in August 2007, December 2007, and May 2008. 738 (52%) 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 138 (10%) graduates.

87 (47%) Arts & Communication graduates responded to the survey; *data was secured on 91\* (49%) graduates.*

128 (54%) Business graduates responded to the survey; *data was secured on 141\* (59%) graduates.*

269 (50%) Culture & Society graduates responded to the survey; *data was secured on 370\* (62%) graduates.*

131 (57%) Education graduates responded to the survey; *data was secured on about 155\*(65%) graduates.*

42 (54%) Engineering graduates responded to the survey; *data was secured on 52\* (68%) graduates.*

76 (54%) Nursing, Health & Exercise Science graduates responded to the survey; *data was secured on 87\* (61%) graduates.*

141 (57%) Science graduates responded to the survey; *data was secured on 179\* (72%) graduates.*

## **POST GRADUATION ACTIVITY**

### *Graduate School Attendance*

313 (42%) of the respondents indicated that they had applied to attend graduate school immediately after graduation. This reflects a 9 percentage point increase in comparison with the Class of 2007. Of those 317 who applied to graduate and professional school, 99 (31%) indicated that they had developed a contingency plan – 63 (20%) of those who applied did not develop a contingency plan and did not attend graduate/professional school immediately after graduation

A total of 245 (33%) of those who *responded* indicated that they attended graduate school immediately after graduation. This marks a 3 percentage point increase in comparison with the Class of 2007 and an 8 percentage point increase in comparison with the Class of 2006. It is also 77% of those who applied.

In addition we secured data on the Class of 2008 through the Student Loan Clearinghouse, a nationwide database of admissions data, and directly from area colleges not participating in the Clearinghouse. 387 (27%) of the entire Class of 2008 attended graduate school. This reflects an increase of 1 percentage point in comparison to the Class of 2007 and a 5 percentage point increase in comparison with the Class of 2006.

### *Employment*

705 (96%) respondents indicated they were either working *and/or* attending graduate school in the first year after graduation. Despite the declining economy the Class of 2008 faced (the New Jersey unemployment rate is currently 9.2%), this reflects no change in comparison in comparison with the Class of 2007.

A total of 561 (76%) graduates indicated they are employed. This marks a 7 percentage point decrease in comparison with the Class of 2007. Their employment status is as follows:

479 (65%) indicated they were employed full time

86 (12%) indicated they were employed part time

144 (20%) indicated they were unemployed, but were attending graduate school. This marks a 5 percentage point increase in comparison with the Class of 2007 and an 8 percentage point increase in comparison with the Class of 2006.

33 (4%) indicated they were both unemployed and not attending graduate school.

## Fields of Employment

Students pursue occupations in a variety of career fields. The 644 respondents that answered this item regarding employment fields are employed as follows: (Respondents were permitted to select multiple fields.)

15 ( 2%) in Arts	12 (2%) in Computer Science	11 (2%) in Law or Law Related fields
135 (21%) in Business	17 (3%) in Government	31 (5%) in Nursing
22 ( 3%) in Communication	25 (4%) in Health (non-med or nursing)	11 (2%) in Science
175 (27%) in Education	7 (1%) in Medicine	24 (4%) in other fields
24 ( 4%) in Engineering	17 (3%) in Human/Social Service	

## Average Salaries

373 (78%\*) 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 \$70,000 and did not include a precise amount were excluded from the calculations.

The mean reported salary for the respondents that met the above criteria is \$44,935. This marks a 3% increase in comparison with the average salary earned by graduates of the Class of 2007. Salaries ranged from a low of \$15,000 to a high of \$70,000.

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

## Work Locations

Following graduation, 369 (77%) of those who indicated they were employed full time, indicated they were employed in New Jersey. Pennsylvania employs the second largest number of these graduates at 33 (7%). New York employs the third largest number of these graduates with 29 (6%). An additional 22 (5%) are employed outside of NJ, NY and PA, in the following locales: Africa, Alaska, Bolivia, California, Colorado (3), Connecticut (2), Delaware (2), Florida (3), Illinois, Japan (2), Korea, Maryland, Missouri, Ohio (2), Virginia (2), and Washington.

## Time Span from Graduation to Employment

439 (90%) of the 488 respondents to this item indicated they had secured employment within six months of graduation.

194 (40%) respondents secured employment prior to graduation. Graduates of the School of Engineering (71% - up 9 percentage points in comparison to the Class of 2007 and 25 percentage points in comparison to the Class of 2006), School of Business (55% - down 3 percentage points in comparison to the Class of 2007), and School of Nursing, Health & Exercise Science (25%) were the most likely to secure employment prior to graduation.

363 (75%) respondents secured employment within the first 3 months after graduation.

436 (90%) respondents secured employment within the first six months after graduation.

465 (95%) respondents secured employment within one year of graduation.

## Number of Offers

161 (34%) of the respondents who were working full time received more than one job offer. This reflects a 15 percentage point decrease in comparison with the Class of 2007. The number of employment offers received ranged from 1 to 15, with respondents receiving a mean of 1.56 offers of employment per graduate. This reflects a 24% decrease in comparison with the Class of 2007.

## Job Satisfaction

Using a likert scale of 5 high to 1 low, graduates indicated the level of satisfaction they felt with their jobs. 324 (75%) of the respondents employed indicated an above average or high level of job satisfaction. The average satisfaction score for the 430 (77% of those employed) respondents to this item was 4.05.

## **Job Search Resources**

Graduates utilized a variety of resources to find their employment. Of the 442 (79%) of those employed who responded to this item, the most popular job search resources utilized by respondents continue are Career Services/MonsterTrak (Career Services' recruitment site) (37%), networking (31%), and self initiated (23%).

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

Graduates indicated the relationship between their academic major and the position they obtained since graduation. Of the 663 (90%) respondents:

- 457 (69%) respondents indicated a direct relationship between their academic major and the position they obtained.
- 125 (19%) respondents indicated an indirect relationship between their academic major and the position they obtained.
- 81 (12%) respondents indicated there was no relationship between their academic major and the position they obtained.

## **Internship Participation**

513(70%) of the respondents indicated they had participated in an internship or practicum experience during their undergraduate careers – this reflects a 4 percentage point decrease in comparison to the Class of 2007; they interned for an average of 2.43 semesters. This includes Education and Nursing students who have mandatory internship/practicum experiences associated with their academic programs.

## **Receipt of Career Advice from Faculty**

283 (47%) of the respondents to this item, indicated that they received career advice from faculty in their departments or programs prior to graduation. 553 (92%) respondents secured career support either in their department or from Career Services.

## **Usage of Career Services**

521 (87%) of the self respondents indicated they had utilized Career Services during their academic careers. Using a likert scale of 5 high to 1 low, graduates who utilized Career Services were asked to rate the service provided. The average rating was 3.94.

417 (70%) respondents reported utilizing TCNJ recruitment programs (i.e., internship programs and resources, job listings/binders, on-campus recruitment and Career Days). This reflects a 4 percentage point increase in comparison with the Class of 2007.

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

Respondents rated how TCNJ prepared them for their current position utilizing a five-point scale\* (i.e., excellent to poor). Of the 599 (81%) respondents, 483 (81%) rated their preparation as excellent or above average. This marks a 3 percentage point increase in comparison with the Class of 2007 (respondents indicating that they received "Excellent" preparation for their careers increased by 10 percentage points.

256 (43%) excellent	96 (16%) average	6 (1%) poor
227 (38%) above average	14 ( 2%) below average	

## **Quality of Academic Experience**

Graduates assessed the overall quality of their academic experience. Respondents utilized a five-point scale\* (i.e., excellent to poor). Of the 603 (82%) respondents, 551 (92%) assessed their academic experience as excellent or above average. This reflects a 3 percentage point increase in comparison with the Class of 2007, and a 7 percentage point increase in the respondents rating the quality of their academic experience as "Excellent."

311 (52%) excellent	47 (8%) average	0 (0%) poor
240 (40%) above average	5 (<1%) below average	

# GRADUATE/PROFESSIONAL SCHOOL

## **Current Graduate/Professional School Attendance**

Through the combination of the clearinghouse and self reporting, we identified that a total of 387 (27% of entire class) attended immediately following graduation. This reflects a 2 percentage point increase in comparison with the Class of 2007 and a 6 percentage point increase in comparison with the Class of 2006.\* Appendix C indicates the schools they are attending and program of study, if available.

Of the survey respondents directly reporting their graduate school attendance, 245 (33%) of survey respondents are currently enrolled in graduate/professional school.

## **Future Plans for Graduate Study**

427 (58%) graduates indicated that they plan to attend graduate/professional school in the future – this includes those who are currently attending and plan to attend further study after their current degree as well as those that are not currently attending. 356 (48%) of those not currently attending, plan to attend in the future. If all those who indicated their plans to attend graduate school do attend, 81% (601) of the Class of 2008 will attend graduate school at some time; however respondents indicated that they intended to delay starting graduate school in comparison with the timing of the Class of 2007.

116 (33%) respondents plan to begin attending within the first 2 years after graduation. This marks a 5 percentage point decrease in comparison with the Class of 2007.

277(78%) respondents plan to begin attending within the first four years after graduation. This marks an 8 percentage point decrease in comparison with the Class of 2007.

348 (98%) respondents plan to begin attending within the first 6 years after graduation.

## **Areas of Current & Intended Study**

Graduates of the Class of 2008 who indicated they are attending (225 –92%) or plan to attend (407 – 95%) further study indicated they will pursue the following fields (number and percent of total respondents to item).

Field of Study	Those currently attending		Those planning to attend		Field of Study	Those currently attending		Those planning to attend	
Arts	14	6%	32	8%	Health Related	19	8%	24	6%
Business	12	5%	93	22%	Medicine	44	20%	10	2%
Communications	5	2%	8	2%	Human/ Social Svcs	19	9%	25	6%
Education	50	22%	132	32%	Law/Law Related	32	14%	22	5%
Engineering	11	5%	12	3%	Nursing	1	<1%	33	8%
Computers	3	1%	6	1%	Science	21	9%	16	4%
Government	4	2%	2	<1%	Other	14	6%	31	7%

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

226 (92%) of those currently attending responded to the degree level they are pursuing. In addition, 484 (66%) graduates provided information on the highest degree level they intended to pursue. Of those intending to pursue advanced degrees:

Degree Level	Currently Pursuing		Highest Degree Planned	
Masters	135	60%	309	64%
Specialist	1	<1%	10	2%
Doctorate	27	12%	105	22%
Professional	64	28%	52	11%

*\* Percentage reflects percent of those who responded to this item.*

# *Comparative Academic School Analysis*

Unless indicated, percentages reflect percentage of respondents to individual item.

### Internship Participation

	All Respondents		
	Total*		Number of semesters
Arts & Communication (AC)	58	66%	2.05
Business (BU)	76	59%	1.75
Culture & Society (CS)	196	74%	2.62
Education (ED)	131	100%	3.44
Engineering (EG)	25	59%	2.52
Nursing, Health & Exercise Science (NU)	72	93%	2.51
Science (SC)	87	62%	2.30

\* Percentage reflects percent of all survey respondents in each school.

### Post Graduation Activity

	AC		BU		CS		ED		EG		NU		SC	
	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*
<b>STATUS</b>														
Employed FT	51	58	108	84	156	59	95	73	30	71	57	75	73	52
Employed PT	17	19	5	4	41	15	21	16	3	7	6	8	10	7
Employed both FT and PT	0	0	0	0	1	<1	1	<1	1	2	0	0	2	1
<b>Total Employed</b>	<b>68</b>	<b>77</b>	<b>113</b>	<b>88</b>	<b>198</b>	<b>74</b>	<b>117</b>	<b>89</b>	<b>34</b>	<b>81</b>	<b>63</b>	<b>83</b>	<b>85</b>	<b>60</b>
Working In Grad School	10	11	5	4	54	20	28	21	7	17	8	11	15	11
In Grad School, Not Working	15	17	11	9	58	22	14	11	5	12	10	13	49	35
<b>Total in Grad School</b>	<b>25</b>	<b>28</b>	<b>16</b>	<b>13</b>	<b>112</b>	<b>42</b>	<b>42</b>	<b>32</b>	<b>12</b>	<b>29</b>	<b>17</b>	<b>22</b>	<b>64</b>	<b>45</b>
<b>Unemployed - Not in GS</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>5</b>

\* Percentages reflect percent of all survey respondents in each school.

### Field of Employment

	AC		BUS		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Arts	14	26	0	0	1	<1	8	8	0	0	0	0	0	0
Business	6	11	95	89	21	12	1	<1	2	6	0	0	12	15
Communications	9	17	2	2	11	6	1	<1	0	0	0	0	0	0
Education	22	42	3	3	94	53	100	94	5	16	14	25	36	44
Engineering	1	2	0	0	1	<1	0	0	21	68	0	0	1	1
Computers	6	11	0	0	0	0	0	0	1	3	0	0	5	6
Government	0	0	1	<1	10	6	0	0	2	6	0	0	4	5
Health	1	2	3	3	7	4	0	0	0	0	0	0	1	1
Medicine	0	0	0	0	1	<1	0	0	0	0	4	7	2	2
Human & Social Services	1	2	1	<1	14	8	1	<1	0	0	0	0	1	1
Law	0	0	0	0	9	5	0	0	0	0	0	0	2	2
Nursing	0	0	0	0	0	0	0	0	0	0	31	55	0	0
Science	0	0	0	0	0	0	0	0	0	0	0	0	11	14
Other	3	6	3	3	11	6	2	2	0	0	0	0	7	9

## Time Span for Securing Employment

STATUS	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Prior to Grad	11	20	56	55	43	25	27	26	20	69	28	50	35	46
Within 3 months	36	67	77	76	114	67	70	67	27	93	48	86	60	79
Within 6 months	48	89	92	91	143	84	86	83	29	100	53	95	71	93
Within 12 months	53	98	96	95	161	94	99	95	29	100	55	98	71	93

\* Percentages reflect percent of graduates who were employed.

## Average Salaries

This marked the first time the mean salary for each of the schools exceeded \$40,000.

	AC		BU		CS		ED		EG		NU		SC	
Mean Salary	\$40,569		\$46,848		\$40,430		\$45,831		\$55,894		\$51,934		\$43,483	
% Change	NA**		-4%		+3%		+5%		+4%		NA**		<1%	
Respondents	31	61%	89	82%	120	74%	77	80%	27	87%	44	77	62	83
Low Range	\$22,500		\$22,500		\$15,000		\$22,500		\$42,500		\$22,500		\$22,500	
High Range	\$57,500		\$67,500		\$57,500		\$57,500		\$65,000		\$70,000		\$67,500	

\* 11% of the School of Nursing, Health & Exercise Science respondents indicated that they had salaries over \$70,000; however they did not indicate the amount, so they were not calculated into the average salaries. In the Class of 2009 we will increase the finite salary ranges to include \$70,000 - \$74,999 and \$75,000 to \$79,999.

\*\* These schools were redefined in a manner that makes their salaries incomparable to the Class of 2007.

## Job Search Resources

Rating	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Self Initiated	10	22	10	10	48	31	22	22	9	36	12	24	14	19
Career Services & Monster	15	33	50	51	49	38	37	37	8	32	10	20	40	55
Employment Agency	1	2	2	2	2	1	0	0	0	0	0	0	1	1
Continued in Job/Internship	8	17	20	20	16	10	10	10	5	20	12	24	21	29
Networking	12	26	34	35	43	28	30	30	4	16	21	43	38	52
Internet (Other than Monster)	9	20	13	13	31	20	24	24	4	16	6	12	13	18
Newspaper	2	4	3	3	16	10	18	18	0	0	0	0	9	12
Other	6	13	9	9	10	6	12	12	6	24	9	18	10	14

## Job Offers

	AC		BU		CS		ED		EG		NU		SC	
Multiple Offers	13	25%	39	36%	46	29%	32	33%	16	52%	21	37%	26	35%
Range of Offers	1-6		1-5		1-4		1-4		1-15		1-4		1-7	
Mean # of Offers	1.39		1.58		1.45		1.49		2.39		1.58		1.55	

## Satisfaction with Employment

	AC		BU		CS		ED		EG		NU		SC	
Respondents*	45	88%	92	85%	151	96%	72	78%	25	89%	44	90%	59	89%
Mean	4.48		4.04		4.12		4.49		4.28		4.39		4.29	

\* Percentage reflects percent of those employed.

## Relationship between Academic Major & Position Obtained

	AC		BU		CS		ED		EG		NU		SC	
Relationship	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Direct	48	59	67	57	147	62	112	91	29	85	57	88	109	84
Indirect	14	17	37	32	49	21	4	3	4	12	7	11	15	12
No Relation	20	24	13	11	42	18	7	6	1	3	1	2	5	4

\* Total survey respondents.

## Quality of Academic Experience

	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Excellent	25	42	52	46	134	61	66	60	13	39	27	44	64	55
Above Average	25	42	51	45	74	33	38	35	18	55	30	49	40	34
Average	9	15	10	9	10	5	6	5	2	6	4	7	12	10
Below Average	0	0	1	<1	3	1	0	0	0	0	1	2	0	0
Poor	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Rating	4.27		4.35		4.53		4.55		4.33		4.41		4.10	

## TCNJ's Preparation for Students' Career Goals

	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Excellent	19	33	37	33	107	48	63	57	8	24	19	31	67	57
Above Average	21	36	50	45	74	33	38	35	18	55	30	49	40	34
Average	13	22	22	20	31	14	8	7	4	12	10	16	16	14
Below Average	5	9	0	0	4	2	2	2	0	0	2	3	3	3
Poor	0	0	2	2	2	<1	0	0	1	3	0	0	1	<1
Average Rating	3.93		4.08		4.28		4.46		4.03		4.08		4.36	

## Usage of Career Services

	AC		BU		CS		ED		EG		NU*		SC	
Rating	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Overall Usage	44	76	107	96	198	90	105	95	31	94	50	82	94	80
Participate in Recruitment	34	59	98	88	154	70	87	79	26	79	33	54	74	63
Average Rating	3.91		3.88		4.02		4.13		3.40		4.06		3.98	

\* May have included the Nursing Job Fair sponsored by the Student Nursing Association, with the assistance of Career Services, in their usage of Career Services.

## Receipt of Career Advice

	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
From Faculty	31	53	57	51	95	43	56	43	14	42	36	59	50	43
From CS or Faculty	49	84	108	97	207	94	109	83	31	94	57	93	104	89

## Graduate School Attendance

### Applied to Graduate School for Attendance in First Year after Graduation

	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Applied	31	35	34	27	137	52	56	43	17	40	25	33	75	53
Had a Contingency Plan*	4	13	16	47	23	17	12	21	5	29	5	20	10	13

\* Indicates the percentage of those that applied for admission with contingency plans.

### Attended Graduate School

- 25 (28%) School of Art & Communication respondents attended graduate or professional school.  
 29 (16%) graduates of the entire School of Arts & Communication attended according to responses **and** clearinghouse data.  
 40 (45%) School of Art & Communication respondents are not currently attending but plan to attend in the future.
- 16 (13%) School of Business respondents attended graduate or professional school immediately following graduation.  
 29 (12%) graduates of the entire School of Business attended according to responses **and** clearinghouse data.  
 74 (58%) School of Business respondents are not currently attending but plan to attend in the future.
- 112 (42%) School of Culture & Society respondents attended graduate or professional school.  
 179 (34%) graduates of the entire School of Culture & Society attended according to responses **and** clearinghouse data.  
 118 (44%) School of Culture & Society respondents are not currently attending but plan to attend in the future.
- 42 (33%) School of Education respondents attended graduate or professional school.  
 66 (29%) graduates of the entire School of Education attended according to responses **and** clearinghouse data.  
 70 (53%) School of Education respondents are not currently attending but plan to attend in the future.
- 12 (29%) School of Engineering respondents attended graduate or professional school.  
 22 (29%) graduates of the entire School of Engineering attended according to responses **and** clearinghouse data.  
 20 (48%) School of Engineering respondents are not currently attending but plan to attend in the future.
- 18 (23%) School of Nursing, Health & Exercise Science respondents attended graduate or professional school.  
 29 (20%) graduates of the entire School of Nursing, Health & Exercise Science attended according to responses **and** clearinghouse data.  
 50 (66%) School of Nursing, Health & Exercise Science respondents are not currently attending but plan to attend in the future.
- 64 (45%) School of Science respondents attended graduate or professional school.  
 104 (42%) graduates of the entire School of Science attended according to responses **and** clearinghouse data.  
 55 (39%) School of Science respondents, who are not currently attending, plan to attend.

## Current Degree

Degree	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Masters	22	96	8	50	70	63	34	81	10	83	10	59	15	23
Specialist	0	0	0	0	1	<1	0	0	0	0	0	0	0	0
Doctorate	0	0	0	0	7	7	0	0	1	8	5	33	14	22
Professional	1	4	5	38	21	21	0	0	1	8	0	0	35	55

*\*Percentages reflect percent of those respondents in each school who indicated they are attending graduate school.*

## Highest Level of Study

Degree	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Bachelors	4	8	5	6	3	2	0	0	0	0	0	0	4	5
Masters	31	62	67	80	108	58	77	77	21	84	42	78	40	46
Specialist	1	2	1	1	4	2	4	4	0	0	3	6	1	1
Doctorate	13	26	9	11	47	25	18	18	3	12	9	17	23	26
Professional	1	2	6	7	24	13	1	1	1	4	0	0	21	24

## Timing of Planned Graduate Study

Timing	AC		BU		CS		ED		EG		NU		SC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Within 2 years	10	24	15	21	50	43	26	38	4	21	16	33	22	42
Within 4 years	26	63	50	68	99	85	60	86	16	84	41	85	45	85
Within 6 years	40	98	72	99	115	99	69	99	20	100	48	100	53	100
In more than 6 years	41	100	73	100	116	100	70	100	20	100	48	100	53	100

*Comparative  
Gender Analysis*

293 were males (51% of the males in the class); data was secured for an additional \*56 (10%).  
 445 were females (53% of the females in the class); data was secured for an additional \*86 (10%) of the graduates.

\* data secured through the Student Loan Clearinghouse.

### Internship Participation

	Intern Respondents		
	Total*		Number of semesters
Male	173	59%	2.01
Female	340	76%	2.64

\* Percentage reflects the percent of the class in each gender.

### Post Graduation Activity

561 (76%) respondents indicated they were employed. 206 (70%) male respondents; 355 (80%) female respondents.

	Employed FT		Employed PT		Total Employed		Employed Attending GS		Unemployed Attending Grad School		Total Grad School		Unemployed Not in Grad School	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Male	177	60	30	10	<b>206*</b>	<b>70</b>	36	12	63	22	<b>99</b>	<b>34</b>	24	8
Female	302	68	56	13	<b>355*</b>	<b>80</b>	64	14	82	18	<b>146</b>	<b>33</b>	8	2

\*Some individuals work both full time and part time positions.

### Timing of Securing Employment in Relation to Graduation

	Prior to Graduation		Within 3 months		Within 6 Months		Within 1 year	
	N	%	N	%	N	%	N	%
Male	76	44	125	73	154	90	164	96
Female	118	37	238	75	282	89	301	95

### Salaries & Job Offers

Based on estimated salaries, males earn an average of \$2,167 (4.9%) more than females.

Gender	Salary Respondents		Mean Salary	Percent Change	Salary Ranges	More than 1 Job Offer		Range of Job Offers	Average # of Job Offers
	N	%*				N	%**		
Male	131	74%	\$46,357	+3%	\$22,500-\$70,000	60	34	1-15	1.64
Female	242	80%	\$44,190	+3%	\$15,000-\$67,500	109	36	1-5	1.52

\* reflects percent of those employed full time.

\*\* reflects those who are working full time.

### Job Search Resources

Gender	Applied Directly/Self		Career Svcs & Monster		Employment Agency		Continued in Job/ Internship		Networking		Internet		Newspaper		Other	
	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*
Male	40	25	63	40	1	<1	23	15	51	32	25	16	4	3	19	12
Female	63	22	114	40	5	2	47	16	83	29	53	18	26	9	31	11

\* reflects percentage of those that responded to this item

## Relationship between Academic Major and Career Field

Gender	Direct		Indirect		No Relation	
	N	%	N	%	N	%
Male	167	57	49	17	39	13
Female	290	65	76	17	42	9

## TCNJ Career Preparation

Gender	Rcvd. Career Advice from Faculty/Dept		Utilized Career Services		Rcvd. Career Assistance from TCNJ (either faculty or Career Services)		Rating of TCNJ Career Services	Rated TCNJ Career Preparation		Rating of TCNJ Career Preparation
	N	%	N	%	N	%	Rating (1-5)	N	%	Rating (1-5)
Male	100	34	184	63	197	67	3.89	232	79	4.17
Female	183	41	337	76	356	80	3.97	368	83	4.20

## Quality of Academic Experience

Gender	Excellent		Above Average		Average		Below Average		Poor	
	N	%*	N	%*	N	%*	N	%*	N	%*
Male	121	52	89	39	19	8	2	< 1	0	0
Female	190	51	151	41	28	8	3	< 1	0	0

\* reflects percentage of those that responded to this item

## Graduate Study

### Applications

Gender	Applied to Graduate School		Made Contingency Plan		Applied Who Are Not Attending Graduate School	
	N	%	N	%*	N	%*
Male	132	45	40	30	33	25
Female	185	42	59	32	39	21

\* Percentage of those that applied to graduate school.

### Attendance

99 (34%) male respondents attended graduate or professional school.

155 (27%) males in the entire Class of 2008 attended according to responses and clearinghouse data.

134 (46%) 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 80% of the males graduated in 2008 will pursue further study.

146 (33%) female respondents attended graduate or professional school.

232 (28%) females in the entire Class of 2008 attended according to responses and clearinghouse data.

222 (50%) 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 83% of the females graduated in 2008 will pursue further study.

### Timing for Beginning Graduate Study

Gender	Within 2 Years		In 2-4 Years		In 4-6 Years		In more than 6 Years	
	N	%	N	%	N	%	N	%
Male	34	25	93	69	130	97	132	99
Female	82	37	184	83	218	98	219	99

### Degrees Sought (Current & Highest)

Gender	Masters				Specialist				Doctorate				Professional			
	Current		Planned		Current		Planned		Current		Planned		Current		Planned	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Male	47	44	106	36	1	1	1	<1	13	13	44	15	34	34	24	8
Female	86	59	203	46	0	0	9	2	14	10	61	14	26	18	28	19

*Comparative  
Ethnic Analysis*

Unless indicated, percentages reflect percentage of respondents to individual item.

### Survey Participation

	All Respondents	
	Number	% in Class
Asian Indian (A)	10	37%
Asian or Pacific Islander (O)	44	61%
Black, Not of Hispanic Origin (B)	22	41%
Ethnicity Unknown (N)	5	31%
Multiple Ethnicities (X)	12	57%
Other Hispanic, Not Puerto Rican (H)	36	57%
Puerto Rican (P)	12	55%
White, Caucasian (W)	597	52%

### Internship Participation

	All Respondents		Number of Semesters
	Total*		
Asian Indian	4	40%	3.25
Asian, Pacific Islander	31	70%	2.65
Black, Not of Hispanic Origin	12	55%	2.67
Ethnicity Unknown	2	40%	2.5
Multiple Ethnicities	7	58%	2.14
Other Hispanic, Not Puerto Rican	27	75%	2.37
Puerto Rican	6	50%	2.50
White, Caucasian	423	71%	2.41

### Post Graduation Activity

Status	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Employed FT	3	30	24	54	13	62	2	40	6	50	25	69	6	50	400	68
Employed PT	0	0	5	11	4	19	0	0	4	33	4	11	2	17	67	11
<b>Total Employed</b>	<b>3</b>	<b>30</b>	<b>28*</b>	<b>64</b>	<b>16*</b>	<b>73</b>	<b>2</b>	<b>40</b>	<b>10</b>	<b>83</b>	<b>29</b>	<b>81</b>	<b>8</b>	<b>67</b>	<b>465*</b>	<b>78</b>
Working In Grad School	0	0	6	14	2	9	0	0	3	25	3	8	2	17	84	14
In Grad School, Not Working	7	70	16	36	5	23	3	60	0	0	6	17	2	17	106	18
<b>Total in Grad School</b>	<b>7</b>	<b>70</b>	<b>22</b>	<b>50</b>	<b>7</b>	<b>32</b>	<b>3</b>	<b>60</b>	<b>3</b>	<b>25</b>	<b>9</b>	<b>25</b>	<b>4</b>	<b>33</b>	<b>190</b>	<b>32</b>
<b>Unemployed - Not in GS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>16</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>17</b>	<b>26</b>	<b>4</b>

\* Some individuals are working both full and part time.

## Time Span for Securing Employment

Status	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*
Prior to Grad	1	33	14	58	4	29	1	50	2	22	6	21	3	75	163	41
Within 3 months	2	67	22	92	10	71	1	50	6	67	18	62	4	100	300	75
Within 6 months	2	67	23	96	12	86	2	100	7	80	22	76	4	100	364	91
Within 12 months	3	100	24	100	12	86	2	100	8	89	27	93	4	100	385	96
Total	3		24		14		2		9		29		4		402	

*\*reflects percentage of those who responded to this item.*

## Average Salaries

	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Mean Salary	\$45,167		\$45,098		\$38,611		\$55,250		\$46,500		\$43,739		\$42,875		\$45,145	
Respondents	3	100%	19	68%	9	56%	2	40%	5	50%	23	79%	4	50%	308	66%
Compared to 2007	-13%		-6%		-7%		+20%		+3%		+5%		+12%		+4%	
Low Range	\$32,500		\$22,500		\$22,500		\$32,500		\$43,000		\$32,500		\$37,500		\$15,000	
High Range	\$59,000		\$57,500		\$52,500		\$62,500		\$67,500		\$55,000		\$47,500		\$70,000	

## Job Offers

	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Multiple Offers	2	67	10	36	5	31	1	50	1	10	12	41	2	25	128	28
Mean #	1.67		1.58		1.62		1.50		1.17		1.76		1.50		1.56	

## Job Search Resources

Resource	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Self Initiated	1	33	5	22	4	31	1	50	1	17	4	14	1	25	86	23
Career Services & Monster	2	67	9	39	4	31	0	0	2	33	12	43	1	25	131	36
Employment Agency	0	0	0	0	0	0	0	0	0	0	1	4	0	0	5	1
Continued in Job/Internship	0	0	3	13	0	0	0	0	1	17	2	7	1	25	63	17
Networking	0	0	7	30	6	46	1	50	0	0	7	25	2	50	111	31
Internet	1	33	6	26	1	8	0	0	1	17	9	32	0	0	60	16
Newspaper	0	0	3	13	4	31	0	0	0	0	0	0	0	0	23	6
Other	0	0	5	22	0	0	0	0	2	33	3	11	0	0	40	11

*\* Respondents were permitted to select more than one option; percentages are of number of respondents to item*

## Satisfaction with Employment

	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Respondents	2	67	22	79	11	69%	2	100%	5	83%	25	100%	4	67%	347	88%
Mean	3.00		4.09		3.73		4.50		3.20		3.96		4.25		4.04	

## Relationship between Academic Major & Position Obtained

Relationship	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Direct	6	75	36	90	13	59	4	80	6	60	21	66	6	75	365	68
Indirect	2	25	2	5	4	18	0	0	2	20	8	25	1	12.5	106	20
No Relation	0	0	2	5	5	23	1	20	2	20	3	9	1	12.5	67	12

## TCNJ's Preparation for Students' Career Goals

	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (Not Puerto Rican)		Puerto Rican		White, Caucasian	
*Rcvd Career Advice from Faculty/Dept	4	50%	16	46%	9	45%	2	40%	4	50%	14	44%	2	29%	232	48%
Utilized Career Services	6	75%	31	89%	18	90%	2	40%	7	88%	29	91%	7	100%	421	87%
*Rcvd Career Aid from TCNJ (either faculty or Career Services)	7	88%	33	94%	18	90%	4	80%	8	100%	30	94%	7	100%	446	92%
*Rating of TCNJ Career Services	4.17		4.07		4.17		4.50		4.00		4.11		3.86		3.90	
**Rated TCNJ Career Preparation	8	80%	35	80%	20	91%	5	100%	8	67%	32	89%	7	58%	485	81%
TCNJ Career Preparation Rating	3.88		4.14		4.20		3.40		4.25		4.13		4.00		4.21	

*\*reflects percentage of respondents that self reported*

*\*\* reflects percentage of all respondents*

## Quality of Academic Experience

Rating	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Excellent	4	50	18	54	11	55	1	20	6	67	17	53	4	57	250	51
Above Average	2	25	14	40	7	35	1	20	3	33	13	41	3	43	197	40
Average	2	25	2	6	1	5	2	40	0	0	2	6	0	0	38	8
Below Average	0	0	1	3	1	5	1	20	0	0	0	0	0	0	2	<1
Poor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## Graduate School Attendance

- 7 (70%) respondents who indicated an ethnicity of Asian Indian attended graduate or professional school.  
 15 (56%) graduates of all who indicated an ethnicity are Asian Indian attended according to responses **and** clearinghouse data.  
 3 (30%) respondents who indicated an ethnicity of Asian Indian and are not currently attending, plan to attend.
- 22 (50%) respondents who indicated an ethnicity of Asian or Pacific Islander attended graduate or professional school .  
 27 (37.5%) graduates of all who are Asian, Pacific Islander attended according to responses **and** clearinghouse data.  
 20 (45%) respondents who indicated an ethnicity of Asian, Pacific Islander and are not currently attending, plan to attend.
- 7 (32%) respondents who indicated an ethnicity of Black, not of Hispanic origin, attended graduate or professional school.  
 13 (24%) graduates of all who are Black, not of Hispanic origin, attended according to responses **and** clearinghouse data.  
 14 (64%) respondents who indicated an ethnicity of Black, not of Hispanic origin, who are not currently attending, plan to attend.
- 3 (60%) of all respondents of unknown ethnicity attended graduate or professional school.  
 3 (19%) graduates of all who were identified as having unknown ethnicities attended according to responses **and** clearinghouse data.  
 1 (20%) of all respondents of unknown ethnicity and who are not currently attending, plan to attend.
- 3 (25%) respondents who indicated they were of multiple ethnicities attended graduate or professional school.  
 3 (14%) graduates of all those who are of multiple ethnicities attended, according to responses and clearinghouse data.  
 7 (58%) respondents who indicated they were of multiple ethnicities are not currently attending, plan to attend.
- 9 (25%) respondents of other Hispanic ethnicities (not Puerto Rican) attended graduate or professional school.  
 14 (22%) graduates of all those who are of other Hispanic ethnicities (not Puerto Rican) attended according to responses **and** clearinghouse data.  
 24 (67%) respondents of other Hispanic ethnicities (not Puerto Rican) and are not currently attending, plan to attend.
- 4 (25%) respondents who indicated an ethnicity of Puerto Rican attended graduate or professional school.  
 7 (32%) graduates of all those who are Puerto Rican attended according to responses **and** clearinghouse data.  
 7 (58%) respondents who indicated an ethnicity of Puerto Rican and are not currently attending, plan to attend.
- 190 (32%) respondents who indicated an ethnicity of White/Caucasian attended graduate or professional school.  
 305 (27%) graduates of all those who are White/Caucasian attended according to responses **and** clearinghouse data.  
 280 (47%) respondents who indicated an ethnicity of White/Caucasian and are not currently attending, plan to attend.

## Current Degree

Degree	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Masters	0	0	5	25	5	71	1	33	1	33	3	43	4	100	116	66
Specialist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	<1
Doctorate	0	0	3	15	0	0	0	0	1	33	0	0	0	0	23	13
Professional	7	100	12	60	2	29	2	67	1	33	4	57	0	0	36	20

### Highest Level of Study

Degree	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Masters	2	40	15	45	10	64	1	25	4	67	19	63	5	83	253	67
Specialist	0	0	1	3	1	6	0	0	0	0	0	0	0	0	8	2
Doctorate	1	20	9	27	2	12.5	0	0	1	17	5	17	1	17	86	23
Professional	2	40	8	24	3	19	3	75	1	17	6	20	0	0	29	8

### Timing of Planned Graduate Study

Timing	Asian Indian		Asian or Pacific Islander		Black (not of Hispanic Origin)		Unknown Ethnicity		Multiple Ethnicities		Other Hispanic (not Puerto Rican)		Puerto Rican		White, Caucasian	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Within 2 years	1	33	6	30	7	50	0	0	2	33	9	37.5	4	57	87	32
Within 4 years	3	100	17	85	12	86	0	0	5	83	20	83	6	86	214	78
Within 6 years	3	100	20	100	14	100	1	100	6	100	24	100	7	100	273	99
In more than 6 years	3		20		14		1		6		24		7		276	