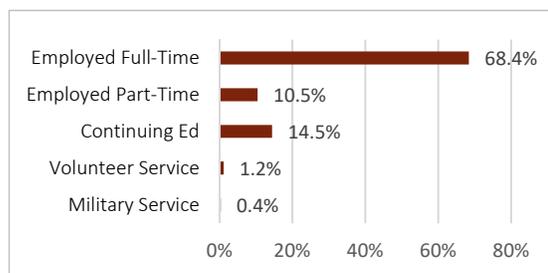


Executive Summary: The *First Destination Survey* was administered to the Class of 2019 to capture key information about graduates regarding employment and further education within six months of graduation. Almost all (95.0%) of the responding alumni were employed, continuing their education, serving in the military, or volunteering. Among the alumni that reported their employment location, over three-fourths (76.0%) were working full-time in Pennsylvania.

Background: The *First Destination Survey* is administered to Bloomsburg University graduates within six months of earning their degree. For this summary, results are reported for the *Class of 2019*, students who completed an undergraduate or graduate degree(s) between July 2018 and June 2019. Survey distribution for the Class of 2019 consisted of three survey campaigns. Each campaign was deployed roughly six months after the summer, fall, and spring degree conferral dates. Survey administration included both online email surveying as well as telephone surveying via trained callers. Post-graduation data was obtained for 785 of the 2,252 graduates in the class of 2019, rendering a 34.9% response rate.

Results:

Of the responding Class of 2019 alumni, about 95% (94.9%) were employed, continuing their education, in the military, or have volunteered. This is shown to the right. Specifically, over two-thirds (68.4%) of the respondents reported full-time employment.



Almost fifteen percent (14.5%) of the respondents indicated they were continuing their education. College of Science & Technology (COST) respondents (22.8%) were more likely to report continuing their education as their primary status compared to the respondents in the other colleges.

EMPLOYMENT. Most frequently cited employers and job positions reported by the Class of 2019 respondents are shown in the table below. Over three-fourths (75.6%) of the undergraduate respondents

Top Employers	Top Positions
Geisinger	Registered Nurse
Lehigh Valley Health Network	Teacher
ADP	Speech-Language Pathologist
Hazleton Area School District	Staff Accountant
Robert Half	Caseworker
Vanguard	Therapeutic Support Staff
Behavioral Specialists Inc	ASL Interpreter
Comcast	Auditor
Ashfield Healthcare	Instructional Designer
Ernst & Young	Technical Recruiter

and 85.7% of the graduate respondents indicated that their job is related to their BU degree. About 43% (42.8%) of undergraduate respondents and over half (51.1%) of graduate respondents secured their employment before they earned their degree. Among the alumni that provided their full-time employment location, three fourths of the respondents reported working in Pennsylvania (undergraduates: 74.9%, 79.3%: graduates).

The table to the right provides the average annual salary listed by college for respondents that stated they were employed full-time. Overall, the average reported salary was \$44,496 for undergraduate respondents and \$66,921 for graduate respondents. As seen, respondents who earned undergraduate and graduate degrees in COST disciplines indicated higher salaries than the respondents that earned undergraduate and graduate degrees in the other colleges.

College	Undergraduate Avg. Salary	Graduate Avg. Salary
COE	\$41,205	\$50,283
COLA	\$37,022	N/A
COST	\$51,611	\$78,027
ZCOB	\$46,229	\$62,312

Respondents were asked about their interest in continuing their education. Of the respondents whose primary status was employed, more than two-fifths (40.8%) if the respondents expressed interest in seeking continuing education and 6.0% indicated they were continuing their education and also employed. The respondents whose primary status was volunteering or serving in the military also expressed interest in seeking continuing education.

FURTHER EDUCATION. The table to the right shows the most frequently identified institutions for the respondents who indicated they are continuing their education. Of the undergraduate respondents that were continuing their education, 79.2% enrolled in a master’s degree and 14.1% enrolled in a doctorate degree. Among the alumni that provided their institution location, 78.4% were continuing their education in Pennsylvania.

Top Institutions	Top Programs
Bloomsburg University	Speech-Language Pathology
West Chester University	Business Administration
Thomas Jefferson University	Nursing
Temple University	Social Work
Towson University	Audiology
Shippensburg University	Instructional Technology
Penn State University	Special Education
University of Pittsburgh	Law

Faculty Evaluations

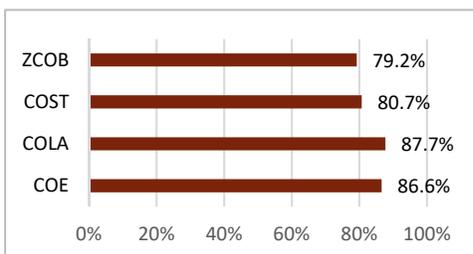
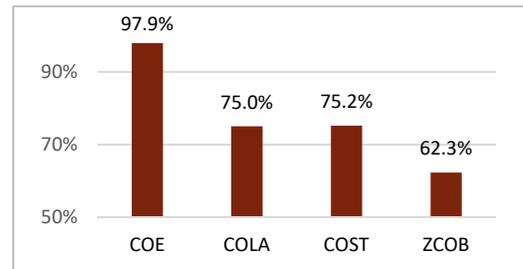
HIGH IMPACT PRACTICES. Survey participants were asked about their involvement in high-impact practices (HIPs) such as, research with a faculty member, field experience, or studying abroad. Percent of

High Impact Practices (HIPs)	Undergraduate % Participated	Graduate % Participated
First-year Seminar	43.9%	
Learning Communities	27.3%	-
Collaborative Learning Assignments/Projects	70.1%	-
Research with a Faculty Member	25.1%	25.5%
Service Learning, Community-Based Learning	52.6%	32.0%
Internships, Clinical or Field Experience	74.3%	79.8%
Capstone Course/Project	48.5%	50.0%
Study Abroad	9.4%	3.1%

participation in each is shown in the table to the left. Notably, 74.3% of undergraduate and 79.8% of graduate respondents reported participating in an internship, clinical or field experience. On the other hand, slightly more than half (52.6%) of the undergraduate respondents and fewer than one-third (32.0%)

of the graduate respondents indicated that they participated in service learning and/or a community-based learning activity.

As seen to the right, almost all COE respondents (97.9%) reported participating in an internship, clinical or field experience. Conversely, fewer than two-thirds (62.3%) of the ZCOB respondents participated in an internship, clinical or field experience compared to the other colleges. Three-fourths of the of COLA and COST respondents (75.0% and 75.2% respectively) stated that they participated in an internship, clinical or field experience.



Overall, 83.3% of respondents participated in two or more HIPs as seen to the left. COLA and COE respondents were slightly more likely to participate in two or more HIPs (87.7% and 86.6% respectively) compared to the other colleges. Not surprisingly given the chart above, ZCOB respondents were less likely (79.2%) to indicate that they participated in two or more HIPs than the other colleges.

GENERAL EDUCATION OUTCOMES. Undergraduate survey participants were asked about the BU general education program. Specifically, survey participants were asked to rate the extent to which their general education coursework contributed to their perception of being proficient in each of the ten general education areas.

As seen in the table below, 85.0% of undergraduate respondents strongly agreed or agreed that their general education coursework at BU enabled them to communicate effectively. Almost four-fifths (79.9%) of undergraduate respondents strongly agreed or agreed that their coursework at BU helped them to be proficient at critical analysis, quantitative reasoning, and problem solving. Inversely, fewer than half (49.3%) of the undergraduate respondents indicated that they were proficient in a second language.

GE Goal	My Coursework at BU enabled me to:	% Agree/ Strongly Agree
Goal 1. Communication	Communicate effectively in writing, oral presentation, & visual argument	85.0%
Goal 2. Information Literacy	Find, evaluate, & ethically use information using appropriate technology	82.3%
Goal 3. Analytical & Quant. Skills	Apply critical analysis, quantitative reasoning, & problem-solving skills	79.9%
Goal 4. Cultures/Diversity	Apply knowledge from humanities & other disciplines to analyze: the implications of diversity among human groups, their histories, cultures, & plurality of human experience	71.0%
Goal 5. Natural Sciences	Demonstrate knowledge of natural sciences principles, concepts, & methods	58.5%
Goal 6. Social Sciences	Demonstrate knowledge of social sciences principles, concepts, & methods	72.0%
Goal 7. Arts & Humanities	Apply knowledge from the arts & humanities to analyze, evaluate, or participate in the artistic & literary traditions of our diverse world	56.7%
Goal 8. Second Language	Demonstrate basic communication skills in a second language	49.3%
Goal 9. Healthy Living	Participate in physical activity & evaluate the consequences of health decisions	62.1%
Goal 10. Citizenship	Exhibit responsible citizenship	78.9%

Recommendations:

- Continue to administer a survey to alumni to determine their satisfaction with Bloomsburg University academic and co-curricular programs.
- Continue to collect information about alumni academic and professional achievements.
- Additionally, administer surveys to alumni four and eight years after they have graduated from BU to see if they continue to be successful in their professional and/or academic pursuits.
- With permission of respondents, contact the alumni’s employers. The administration of an employer survey would provide additional insight and context of the preparedness of BU graduates.
- Follow-up with graduates who indicated they were interested in continuing their education to see if they have completed additional degrees and/or achieved their academic goals.

If you have questions or want additional information contact Aimee Wenta, awenta@bloomu.edu. Information about the Class 2018 and Class 2019 alumni respondents can also be found at, https://public.tableau.com/profile/aimee.wenta#!/vizhome/FirstDestination_Test-Copy/1stDestinationDashboard