

ALUMNI GEOGRAPHY AND PERCEPTIONS OF JOB PREPARATION

University of Maryland

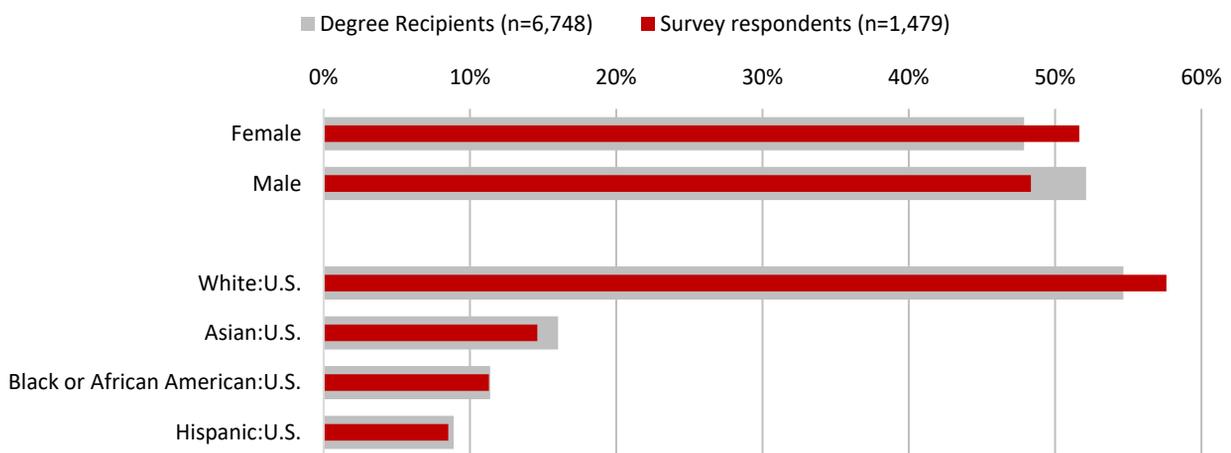
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This Campus Assessment Working Group (CAWG) Snapshot by the Retention & Completion subgroup reports findings on recent alumni responses to questions about where they live and work, and their satisfaction with job preparation at UMD. The data included represent results from the Survey of 2016 Bachelor's Degree Recipients, mandated by the Maryland Higher Education Commission (MHEC). Invited participants earned baccalaureate degrees from July 2015 through June 2016. The survey was administered online by UMD in Summer 2017 to gather perceptions of alumni roughly one year out from graduation.

Surveys administered by CAWG subgroups are often expansive, and so the members of each group have the opportunity to probe responses in a variety of ways, occasionally seeking answers to questions implicit in the survey but not necessarily part of its design. This snapshot connects respondents' sense of how well they had been prepared for their professions with their movement from Maryland. In other words, we looked for evidence of brain drain. Over several months of meetings, we asked about whether we might find differences and patterns across academic disciplines, race and ethnicity, professions, and other variables. Do respondents in certain professions report higher satisfaction with job preparedness? Are they more or less likely to move away from the region? Are race or ethnicity, brain drain, and academic discipline connected? The answers were "sometimes" and "maybe," and they frequently raised other questions, included here for your consideration.

Respondent Demographics

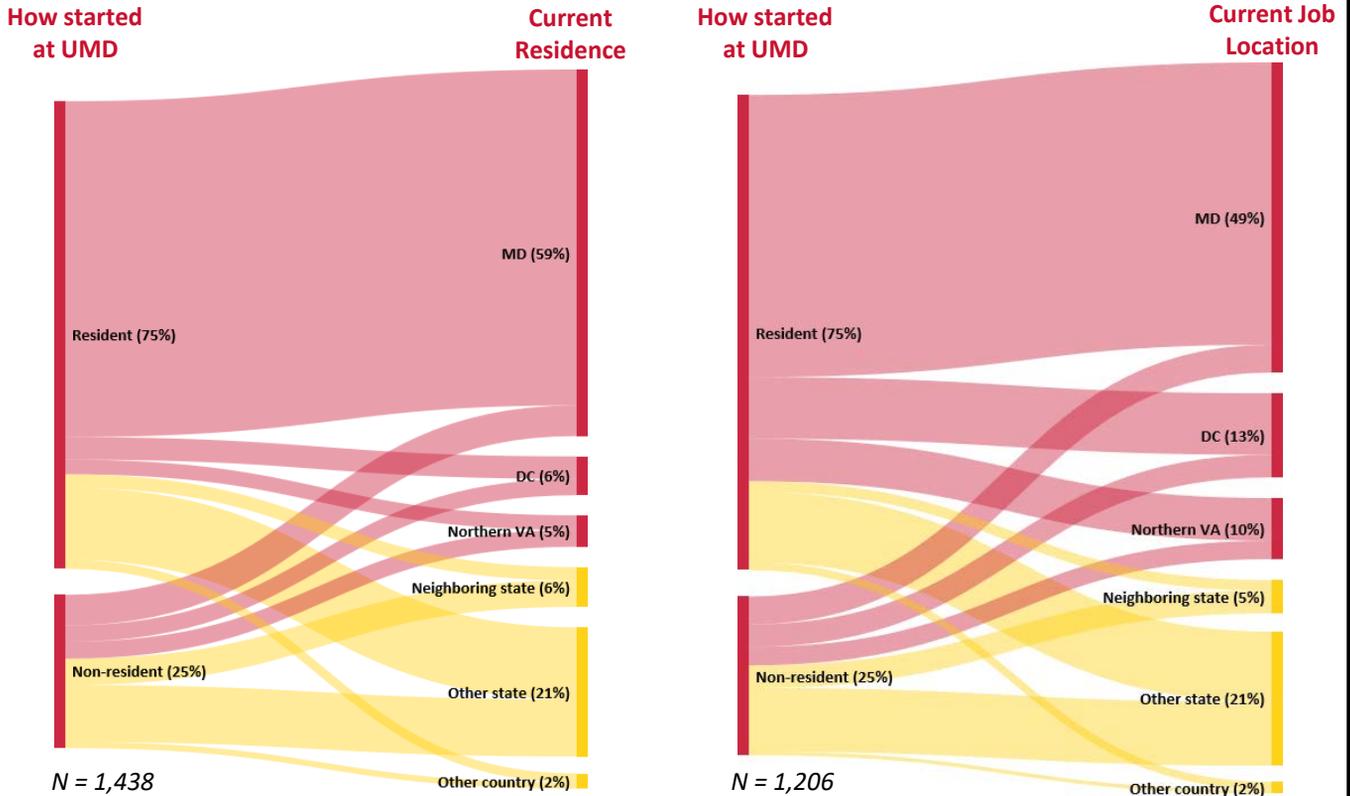


In the summer of 2017, the Survey of 2016 Bachelor's Degree Recipients was completed by 1,479 alumni of the 6,748 who earned their undergraduate degrees between July 1, 2015 and June 30, 2016. The response rate for the survey was 22%. The chart above shows how sample and population demographics compare. Female respondents are slightly overrepresented in the response sample compared to the population. White U.S. students are overrepresented while Asian-American students are slightly underrepresented.

Demographic data were pulled from UMD applications. Fewer than 5% of respondents are of the following race/ethnicity categories, which is why they are not included in the chart but are included in other report analyses: Two or More: U.S., Foreign, Unknown: U.S., American Indian or Alaska Native: U.S., and Native Hawaiian or Other Pacific Islander: U.S. Survey data in this report reflect the responses of alumni surveyed for the time period outlined and not all UMD alumni; therefore, use caution when generalizing. Percentages may not sum to 100 due to rounding.

Alumni Geography

**In what apparent patterns are graduates staying in Maryland?
Is there evidence of brain drain or talent retention?**



Reading Sankey diagrams: the height of the flows are proportional to the quantity. For example, the largest flows on each chart are MD residents at UMD that stayed in MD after graduating. The final percentages on the right side of each chart are the distributions for where students ended up regardless of where they started. Each column totals to 100% of the stated N.

There appears to be limited brain drain from Maryland.

Approximately 75% of respondents began at UMD as residents of Maryland. **Of that group**, about 72% still live in Maryland, and 59% work in Maryland according to our data.

Regionally, about 4 in 5 of those matriculating Maryland residents still live in the region (MD, DC, and Northern VA), and roughly the same portion work in the region. Of respondents who began as out-of-state students, approximately 42% now reside in the region.

Questions to consider:

We are keeping a lot of graduates in the region, but fewer in the state of Maryland. How do we increase the number of students who live and work in Maryland after graduation?

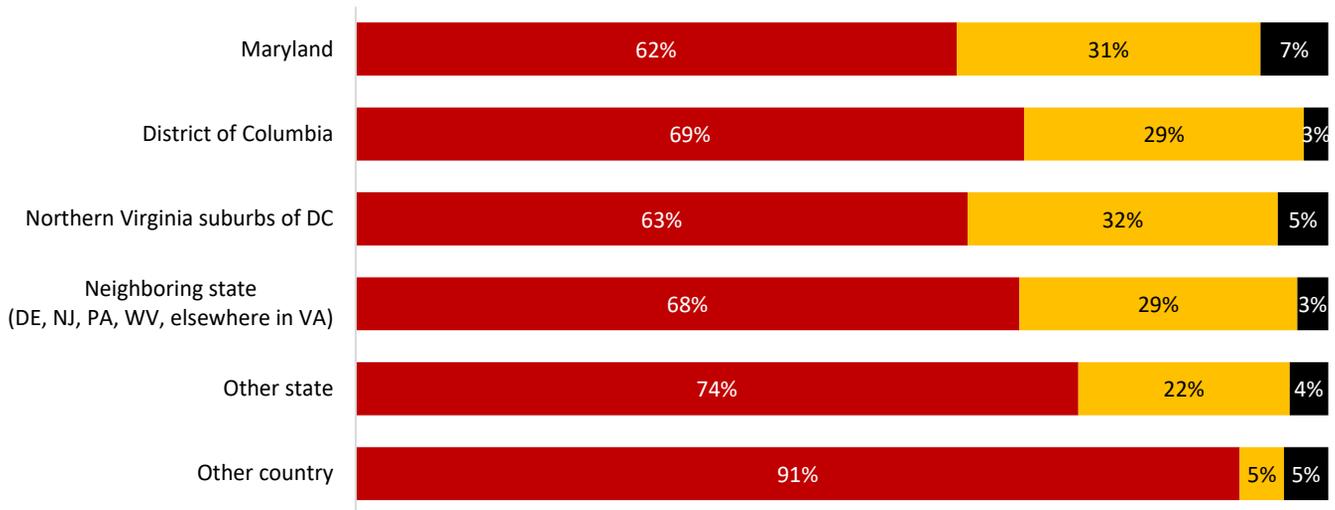
For those graduates who do leave, what types of jobs are they leaving to pursue? Are there professional opportunities not offered in the region that graduates are leaving to pursue?



Alumni Satisfaction With Job Preparation at UMD

By Current Job Location

■ Excellent or good preparation ■ Fair or poor preparation ■ Uncertain



N = 1,203

Overall, graduates are satisfied with the job preparation they received while at UMD. More than 60% of respondents said that the job preparation they received was good or excellent.

By Race/Ethnicity

There were no apparent differences in satisfaction with job preparation across race/ethnicity categories.

By STEM Degree

While there were no apparent differences in satisfaction with job preparation across STEM and non-STEM disciplines, engineers and architects had the highest rate of satisfaction.

Question to consider:

How does satisfaction with job preparation of UMD students compare nationally?
 Does (presumably better) job preparation correlate with higher satisfaction?
 How does satisfaction compare to other institutions within the same disciplines?



Retention & Completion Subgroup Members

David Eubanks, Chair, College Park Scholars
 Jamie Edwards, Institutional Research, Planning and Assessment (IRPA)
 Maya Aduba, College of Behavioral and Social Sciences
 Julia Anderson, School of Engineering
 Michal Balass, Graduate School

Martyn Clark, Academic Technology Experience
 Tanesha Leathers, College of Arts & Humanities
 Kelly Schrader, Office of Student Conduct
 Alan Socha, IRPA
 Sophie Tullier, Stamp Student Union



The Campus Assessment Working Group (CAWG) regularly gathers and exchanges information about UMD student and alumni experiences. The group is charged with developing a campus "Culture of Evidence" in which data and assessment can inform campus decision making. Its three subgroups focus on freshman experiences, junior/senior student experiences, and retention and completion efforts. For more information, to view past reports, or to join a CAWG subgroup, please visit <http://ter.ps/CAWG>.