



2016 HEDS First Destination Survey – Knowledge Rate Summary Report

Hobart and William Smith Colleges

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The HEDS First Destination Survey (FDS) asks graduating seniors and recent graduates about their primary activities following graduation. This report summarizes your recent graduates' employment- and career-related outcomes, as well as their demographic information, compared to those of recent graduates from other participating institutions. It includes data collected with the at-graduation FDS in the spring and post-graduation FDS in the fall, as well as information provided by the institution from other sources (i.e., web searches, information from the alumni office or from faculty, etc.) See the "Technical Information" worksheet for more information about data sources used by each participating institution.

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Primary Activity After Graduation

The data below are from all recent graduates.

		HWS Recent Graduates		All Other Recent Graduates	
All Respondents Overall					
Employed full time		174	67%	1734	60%
Employed part time		16	6%	169	6%
Accepted/enrolled in graduate school or continuing education		38	15%	563	19%
Participating in a volunteer or service program		7	3%	130	5%
Serving in the U.S. military		0	0%	10	0%
Seeking employment		19	7%	195	7%
Planning to continue education		2	1%	56	2%
None of the above		2	1%	43	2%
Total		258	100%	2900	100%
Respondents by Gender					
Female	Employed full time	82	56%	1021	60%
	Employed part time	13	9%	116	7%
	Accepted/enrolled in graduate school or continuing education	31	21%	317	19%
	Participating in a volunteer or service program	5	3%	97	6%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	13	9%	105	6%
	Planning to continue education	2	1%	36	2%
	None of the above	1	1%	25	2%
	Total	147	100%	1717	100%
Male	Employed full time	92	83%	713	60%
	Employed part time	3	3%	53	5%
	Accepted/enrolled in graduate school or continuing education	7	6%	246	21%
	Participating in a volunteer or service program	2	2%	33	3%
	Serving in the U.S. military	0	0%	10	1%
	Seeking employment	6	5%	90	8%
	Planning to continue education	0	0%	20	2%
	None of the above	1	1%	18	2%
	Total	111	100%	1183	100%
Respondents by Race/Ethnicity					
American Indian or Alaska Native	Employed full time	2	100%	6	67%
	Employed part time	0	0%	0	0%
	Accepted/enrolled in graduate school or continuing education	0	0%	2	22%
	Participating in a volunteer or service program	0	0%	0	0%
	Serving in the U.S. military	0	0%	1	11%
	Seeking employment	0	0%	0	0%
	Planning to continue education	0	0%	0	0%
	None of the above	0	0%	0	0%
	Total	2	100%	9	100%



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Primary Activity After Graduation

The data below are from all recent graduates.

		HWS Recent Graduates		All Other Recent Graduates	
Asian American/Asian	Employed full time	2	40%	80	63%
	Employed part time	2	40%	5	4%
	Accepted/enrolled in graduate school or continuing education	0	0%	26	21%
	Participating in a volunteer or service program	0	0%	6	5%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	1	20%	6	5%
	Planning to continue education	0	0%	3	2%
	None of the above	0	0%	1	1%
	Total		5	100%	127
African American/Black	Employed full time	5	50%	48	56%
	Employed part time	1	10%	5	6%
	Accepted/enrolled in graduate school or continuing education	2	20%	13	15%
	Participating in a volunteer or service program	0	0%	7	8%
	Serving in the U.S. military	0	0%	1	1%
	Seeking employment	2	20%	7	8%
	Planning to continue education	0	0%	4	5%
	None of the above	0	0%	1	1%
	Total		10	100%	86
Native Hawaiian/Pacific Islander	Employed full time	0	0%	1	50%
	Employed part time	0	0%	1	50%
	Accepted/enrolled in graduate school or continuing education	0	0%	0	0%
	Participating in a volunteer or service program	0	0%	0	0%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	0	0%
	Planning to continue education	0	0%	0	0%
	None of the above	0	0%	0	0%
	Total		0	0%	2
White	Employed full time	137	72%	1144	59%
	Employed part time	8	4%	124	6%
	Accepted/enrolled in graduate school or continuing education	27	14%	388	20%
	Participating in a volunteer or service program	7	4%	91	5%
	Serving in the U.S. military	0	0%	5	0%
	Seeking employment	10	5%	121	6%
	Planning to continue education	1	1%	35	2%
	None of the above	1	1%	24	1%
	Total		191	100%	1932



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Primary Activity After Graduation

The data below are from all recent graduates.

		HWS Recent Graduates		All Other Recent Graduates	
Hispanic or Latino/a	Employed full time	8	67%	177	59%
	Employed part time	1	8%	18	6%
	Accepted/enrolled in graduate school or continuing education	1	8%	54	18%
	Participating in a volunteer or service program	0	0%	10	3%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	1	8%	25	8%
	Planning to continue education	0	0%	9	3%
	None of the above	1	8%	5	2%
	Total		12	100%	298
Not a U.S. citizen or permanent resident	Employed full time	3	50%	81	56%
	Employed part time	1	17%	3	2%
	Accepted/enrolled in graduate school or continuing education	2	33%	35	24%
	Participating in a volunteer or service program	0	0%	3	2%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	18	12%
	Planning to continue education	0	0%	2	1%
	None of the above	0	0%	4	3%
	Total		6	100%	146
Two or more races	Employed full time	0	0%	75	59%
	Employed part time	0	0%	8	6%
	Accepted/enrolled in graduate school or continuing education	0	0%	24	19%
	Participating in a volunteer or service program	0	0%	7	6%
	Serving in the U.S. military	0	0%	2	2%
	Seeking employment	0	0%	9	7%
	Planning to continue education	0	0%	0	0%
	None of the above	0	0%	2	2%
	Total		0	0%	127
Respondents by Major Categories - Each graduate fits into one of the following categories					
Arts & Humanities <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	27	57%	218	54%
	Employed part time	6	13%	42	10%
	Accepted/enrolled in graduate school or continuing education	8	17%	68	17%
	Participating in a volunteer or service program	1	2%	27	7%
	Serving in the U.S. military	0	0%	3	1%
	Seeking employment	4	9%	30	7%
	Planning to continue education	0	0%	8	2%
	None of the above	1	2%	9	2%
	Total		47	100%	405



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Primary Activity After Graduation

The data below are from all recent graduates.

		HWS Recent Graduates		All Other Recent Graduates	
Biological Sciences, Agriculture, & Natural Resources <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	24	73%	164	44%
	Employed part time	1	3%	18	5%
	Accepted/enrolled in graduate school or continuing education	6	18%	121	33%
	Participating in a volunteer or service program	1	3%	18	5%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	1	3%	29	8%
	Planning to continue education	0	0%	20	5%
	None of the above	0	0%	2	1%
	Total	33	100%	372	100%
Physical Sciences, Mathematics, & Computer Science <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	6	55%	146	55%
	Employed part time	0	0%	9	3%
	Accepted/enrolled in graduate school or continuing education	2	18%	75	28%
	Participating in a volunteer or service program	0	0%	6	2%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	2	18%	25	9%
	Planning to continue education	0	0%	3	1%
	None of the above	1	9%	2	1%
	Total	11	100%	266	100%
Social Sciences <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	54	70%	361	60%
	Employed part time	7	9%	32	5%
	Accepted/enrolled in graduate school or continuing education	8	10%	93	16%
	Participating in a volunteer or service program	1	1%	36	6%
	Serving in the U.S. military	0	0%	5	1%
	Seeking employment	7	9%	49	8%
	Planning to continue education	0	0%	12	2%
	None of the above	0	0%	10	2%
	Total	77	100%	598	100%
Business <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	0	0%	220	76%
	Employed part time	0	0%	7	2%
	Accepted/enrolled in graduate school or continuing education	0	0%	45	16%
	Participating in a volunteer or service program	0	0%	0	0%
	Serving in the U.S. military	0	0%	1	0%
	Seeking employment	0	0%	14	5%
	Planning to continue education	0	0%	0	0%
	None of the above	0	0%	2	1%
	Total	0	0%	289	100%



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The data below are from all recent graduates.

		HWS Recent Graduates		All Other Recent Graduates	
Communications, Media, & Public Relations <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	13	72%	68	69%
	Employed part time	0	0%	13	13%
	Accepted/enrolled in graduate school or continuing education	0	0%	5	5%
	Participating in a volunteer or service program	0	0%	3	3%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	4	22%	8	8%
	Planning to continue education	1	6%	0	0%
	None of the above	0	0%	1	1%
	Total	18	100%	98	100%
Education <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	0	0%	78	92%
	Employed part time	0	0%	1	1%
	Accepted/enrolled in graduate school or continuing education	0	0%	1	1%
	Participating in a volunteer or service program	0	0%	5	6%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	0	0%
	Planning to continue education	0	0%	0	0%
	None of the above	0	0%	0	0%
	Total	0	0%	85	100%
Engineering <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	0	0%	21	78%
	Employed part time	0	0%	0	0%
	Accepted/enrolled in graduate school or continuing education	0	0%	2	7%
	Participating in a volunteer or service program	0	0%	0	0%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	4	15%
	Planning to continue education	0	0%	0	0%
	None of the above	0	0%	0	0%
	Total	0	0%	27	100%
Health Professions <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	0	0%	198	72%
	Employed part time	0	0%	10	4%
	Accepted/enrolled in graduate school or continuing education	0	0%	45	16%
	Participating in a volunteer or service program	0	0%	4	2%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	5	2%
	Planning to continue education	0	0%	5	2%
	None of the above	0	0%	7	3%
	Total	0	0%	274	100%



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Primary Activity After Graduation

The data below are from all recent graduates.

		HWS Recent Graduates		All Other Recent Graduates	
Social Service Professions <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	9	90%	26	67%
	Employed part time	0	0%	1	3%
	Accepted/enrolled in graduate school or continuing education	0	0%	6	15%
	Participating in a volunteer or service program	1	10%	4	10%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	0	0%
	Planning to continue education	0	0%	1	3%
	None of the above	0	0%	1	3%
	Total	10	100%	39	100%
All Other <i>[These data include all graduates who had a single major in this category or who had two majors both within this category]</i>	Employed full time	5	63%	37	64%
	Employed part time	0	0%	3	5%
	Accepted/enrolled in graduate school or continuing education	2	25%	7	12%
	Participating in a volunteer or service program	1	13%	4	7%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	5	9%
	Planning to continue education	0	0%	1	2%
	None of the above	0	0%	1	2%
	Total	8	100%	58	100%
Arts & Humanities/Social Sciences <i>[These data include all double-major graduates who had one major in the Arts & Humanities category and the other major in the Social Sciences category]</i>	Employed full time	8	50%	61	54%
	Employed part time	1	6%	14	12%
	Accepted/enrolled in graduate school or continuing education	6	38%	16	14%
	Participating in a volunteer or service program	1	6%	10	9%
	Serving in the U.S. military	0	0%	0	0%
	Seeking employment	0	0%	6	5%
	Planning to continue education	0	0%	3	3%
	None of the above	0	0%	3	3%
	Total	16	100%	113	100%
All Other Double-Major Graduates <i>[These data include all double-major graduates whose majors were not in the same category or were not in the category Arts & Humanities/Social Sciences]</i>	Employed full time	28	74%	136	49%
	Employed part time	1	3%	19	7%
	Accepted/enrolled in graduate school or continuing education	6	16%	79	29%
	Participating in a volunteer or service program	1	3%	13	5%
	Serving in the U.S. military	0	0%	1	0%
	Seeking employment	1	3%	20	7%
	Planning to continue education	1	3%	3	1%
	None of the above	0	0%	5	2%
	Total	38	100%	276	100%



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Satisfaction with Primary Activity After Graduation

The data below are from all recent graduates who responded to the post-graduation survey in the fall.

		HWS Recent Graduates		All Other Recent Graduates	
All Respondents Overall					
Very satisfied		93	43%	674	43%
Satisfied		78	36%	578	37%
Neither satisfied nor dissatisfied		28	13%	177	11%
Dissatisfied		13	6%	82	5%
Very dissatisfied		7	3%	42	3%
Total		219	100%	1553	100%
Respondents by Gender					
Female	Very satisfied	51	39%	428	44%
	Satisfied	50	39%	350	36%
	Neither satisfied nor dissatisfied	15	12%	118	12%
	Dissatisfied	10	8%	62	6%
	Very dissatisfied	4	3%	20	2%
	Total	130	100%	978	100%
Male	Very satisfied	42	47%	246	43%
	Satisfied	28	32%	228	40%
	Neither satisfied nor dissatisfied	13	15%	59	10%
	Dissatisfied	3	3%	20	4%
	Very dissatisfied	3	3%	22	4%
	Total	89	100%	575	100%
Respondents by Race/Ethnicity					
American Indian or Alaska Native	Very satisfied	0	0%	0	0%
	Satisfied	1	100%	2	100%
	Neither satisfied nor dissatisfied	0	0%	0	0%
	Dissatisfied	0	0%	0	0%
	Very dissatisfied	0	0%	0	0%
	Total	1	100%	2	100%
Asian American/Asian	Very satisfied	0	0%	22	34%
	Satisfied	1	33%	23	36%
	Neither satisfied nor dissatisfied	2	67%	12	19%
	Dissatisfied	0	0%	4	6%
	Very dissatisfied	0	0%	3	5%
	Total	3	100%	64	100%
African American/Black	Very satisfied	2	25%	14	33%
	Satisfied	4	50%	19	44%
	Neither satisfied nor dissatisfied	0	0%	7	16%
	Dissatisfied	2	25%	2	5%
	Very dissatisfied	0	0%	1	2%
	Total	8	100%	43	100%
Native Hawaiian/Pacific Islander	Very satisfied	0	0%	0	0%
	Satisfied	0	0%	1	50%
	Neither satisfied nor dissatisfied	0	0%	0	0%
	Dissatisfied	0	0%	1	50%
	Very dissatisfied	0	0%	0	0%
	Total	0	0%	2	100%



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Satisfaction with Primary Activity After Graduation

The data below are from all recent graduates who responded to the post-graduation survey in the fall.

		HWS Recent Graduates		All Other Recent Graduates	
White	Very satisfied	75	44%	476	45%
	Satisfied	60	36%	397	37%
	Neither satisfied nor dissatisfied	21	12%	108	10%
	Dissatisfied	7	4%	52	5%
	Very dissatisfied	6	4%	31	3%
	Total		169	100%	1064
Hispanic or Latino/a	Very satisfied	3	38%	69	49%
	Satisfied	2	25%	44	31%
	Neither satisfied nor dissatisfied	2	25%	18	13%
	Dissatisfied	1	13%	6	4%
	Very dissatisfied	0	0%	3	2%
	Total		8	100%	140
Not a U.S. citizen or permanent resident	Very satisfied	2	50%	22	33%
	Satisfied	2	50%	32	48%
	Neither satisfied nor dissatisfied	0	0%	11	16%
	Dissatisfied	0	0%	1	2%
	Very dissatisfied	0	0%	1	2%
	Total		4	100%	67
Two or more races	Very satisfied	0	0%	25	37%
	Satisfied	0	0%	22	33%
	Neither satisfied nor dissatisfied	0	0%	10	15%
	Dissatisfied	0	0%	8	12%
	Very dissatisfied	0	0%	2	3%
	Total		0	0%	67
Respondents by Major Categories - Each graduate fits into one of the following categories					
<i>[See the "1. Primary Activity" and "8. Technical Information" worksheets for more details about how these categories were formed.]</i>					
Arts & Humanities	Very satisfied	17	45%	89	42%
	Satisfied	14	37%	70	33%
	Neither satisfied nor dissatisfied	5	13%	33	16%
	Dissatisfied	1	3%	18	9%
	Very dissatisfied	1	3%	3	1%
	Total		38	100%	213
Biological Sciences, Agriculture, & Natural Resources	Very satisfied	15	50%	87	43%
	Satisfied	8	27%	71	35%
	Neither satisfied nor dissatisfied	3	10%	23	11%
	Dissatisfied	2	7%	13	6%
	Very dissatisfied	2	7%	9	4%
	Total		30	100%	203
Physical Sciences, Mathematics, & Computer Science	Very satisfied	3	43%	76	51%
	Satisfied	3	43%	50	33%
	Neither satisfied nor dissatisfied	0	0%	12	8%
	Dissatisfied	1	14%	7	5%
	Very dissatisfied	0	0%	5	3%
	Total		7	100%	150



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Satisfaction with Primary Activity After Graduation

The data below are from all recent graduates who responded to the post-graduation survey in the fall.

		HWS Recent Graduates		All Other Recent Graduates	
Social Sciences	Very satisfied	26	42%	126	42%
	Satisfied	20	32%	109	37%
	Neither satisfied nor dissatisfied	7	11%	39	13%
	Dissatisfied	5	8%	18	6%
	Very dissatisfied	4	7%	5	2%
	Total		62	100%	297
Business	Very satisfied	0	0%	44	31%
	Satisfied	0	0%	76	54%
	Neither satisfied nor dissatisfied	0	0%	11	8%
	Dissatisfied	0	0%	4	3%
	Very dissatisfied	0	0%	6	4%
	Total		0	0%	141
Communications, Media, & Public Relations	Very satisfied	3	19%	19	39%
	Satisfied	6	38%	15	31%
	Neither satisfied nor dissatisfied	4	25%	9	18%
	Dissatisfied	3	19%	3	6%
	Very dissatisfied	0	0%	3	6%
	Total		16	100%	49
Education	Very satisfied	0	0%	20	39%
	Satisfied	0	0%	25	49%
	Neither satisfied nor dissatisfied	0	0%	3	6%
	Dissatisfied	0	0%	3	6%
	Very dissatisfied	0	0%	0	0%
	Total		0	0%	51
Engineering	Very satisfied	0	0%	8	62%
	Satisfied	0	0%	1	8%
	Neither satisfied nor dissatisfied	0	0%	3	23%
	Dissatisfied	0	0%	0	0%
	Very dissatisfied	0	0%	1	8%
	Total		0	0%	13
Health Professions	Very satisfied	0	0%	76	53%
	Satisfied	0	0%	47	33%
	Neither satisfied nor dissatisfied	0	0%	15	10%
	Dissatisfied	0	0%	3	2%
	Very dissatisfied	0	0%	3	2%
	Total		0	0%	144
Social Service Professions	Very satisfied	6	60%	10	40%
	Satisfied	4	40%	10	40%
	Neither satisfied nor dissatisfied	0	0%	2	8%
	Dissatisfied	0	0%	3	12%
	Very dissatisfied	0	0%	0	0%
	Total		10	100%	25



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Satisfaction with Primary Activity After Graduation

The data below are from all recent graduates who responded to the post-graduation survey in the fall.

		HWS Recent Graduates		All Other Recent Graduates	
All Other	Very satisfied	5	63%	20	50%
	Satisfied	3	38%	12	30%
	Neither satisfied nor dissatisfied	0	0%	6	15%
	Dissatisfied	0	0%	2	5%
	Very dissatisfied	0	0%	0	0%
	Total		8	100%	40
Arts & Humanities/Social Sciences	Very satisfied	8	53%	27	41%
	Satisfied	5	33%	32	49%
	Neither satisfied nor dissatisfied	2	13%	3	5%
	Dissatisfied	0	0%	2	3%
	Very dissatisfied	0	0%	2	3%
	Total		15	100%	66
All Other Double-Major Graduates	Very satisfied	10	30%	72	45%
	Satisfied	15	46%	60	37%
	Neither satisfied nor dissatisfied	7	21%	18	11%
	Dissatisfied	1	3%	6	4%
	Very dissatisfied	0	0%	5	3%
	Total		33	100%	161



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Types of Employment

The data below are from recent graduates who indicated that they were employed full time or part time as their primary activity.

		HWS Recent Graduates		All Other Recent Graduates	
All Respondents Overall					
Employed as an entrepreneur		6	4%	30	2%
Employed in a temporary/contract work assignment		20	12%	217	13%
Employed freelance		0	0%	24	1%
Employed in a postgraduate internship or fellowship		14	9%	148	9%
Employed in all other work categories		122	75%	1237	75%
Total		162	100%	1656	100%
Respondents by Gender					
Female	Employed as an entrepreneur	0	0%	10	1%
	Employed in a temporary/contract work assignment	11	13%	117	12%
	Employed freelance	0	0%	8	1%
	Employed in a postgraduate internship or fellowship	8	9%	94	9%
	Employed in all other work categories	66	78%	782	77%
	Total	85	100%	1011	100%
Male	Employed as an entrepreneur	6	8%	20	3%
	Employed in a temporary/contract work assignment	9	12%	100	16%
	Employed freelance	0	0%	16	3%
	Employed in a postgraduate internship or fellowship	6	8%	54	8%
	Employed in all other work categories	56	73%	455	71%
	Total	77	100%	645	100%
Respondents by Race/Ethnicity					
White only	Employed as an entrepreneur	5	4%	17	2%
	Employed in a temporary/contract work assignment	13	10%	149	13%
	Employed freelance	0	0%	18	2%
	Employed in a postgraduate internship or fellowship	10	8%	104	9%
	Employed in all other work categories	99	78%	844	75%
	Total	127	100%	1132	100%
All other known race/ethnicity (IPEDS categories)	Employed as an entrepreneur	0	0%	11	3%
	Employed in a temporary/contract work assignment	5	28%	61	15%
	Employed freelance	0	0%	6	2%
	Employed in a postgraduate internship or fellowship	2	11%	42	10%
	Employed in all other work categories	11	61%	291	71%
	Total	18	100%	411	100%



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Information About the Compensation of Graduates Who are Employed Full-Time

The data below are from recent graduates who indicated that they were employed full time as their primary activity.

Full-Time Employee Payment Type

		HWS Recent Graduates		All Other Recent Graduates	
All Respondents Overall					
Annual salary		100	65%	600	53%
Hourly wages		55	36%	523	47%
Total		155	100%	1123	100%
Respondents by Gender					
Female	Annual salary	47	61%	345	51%
	Hourly wages	30	39%	337	49%
	Total	77	100%	682	100%
Male	Annual salary	53	68%	255	58%
	Hourly wages	25	32%	186	42%
	Total	78	100%	441	100%
Respondents by Race/Ethnicity					
White only	Annual salary	79	64%	400	53%
	Hourly wages	45	36%	361	47%
	Total	124	100%	761	100%
All other known race/ethnicity (IPEDS categories)	Annual salary	14	88%	161	56%
	Hourly wages	2	13%	128	44%
	Total	16	100%	289	100%

	HWS Recent Graduates			All Other Recent Graduates		
	Female	Male	Total	Female	Male	Total
Hours per Week for Full-Time Hourly Employees						
Mean	42.5	44.4	43.3	39.6	40.3	39.8
Standard Deviation	6.2	7.8	6.9	5.4	5.7	5.5
75th Percentile	45.0	50.0	45.0	40.0	40.0	40.0
Median	40.0	40.0	40.0	40.0	40.0	40.0
25th Percentile	40.0	40.0	40.0	37.0	38.0	37.5
# of Employees	28	23	51	328	185	513
Hourly Wages for Full-Time Hourly Employees						
Mean	\$15.73	\$16.80	\$16.24	\$17.41	\$17.73	\$17.52
Standard Deviation	\$5.78	\$4.91	\$5.36	\$6.85	\$7.40	\$7.05
75th Percentile	\$18.50	\$19.50	\$19.00	\$21.00	\$20.06	\$20.98
Median	\$15.00	\$16.27	\$15.87	\$15.52	\$17.00	\$16.00
25th Percentile	\$11.00	\$14.00	\$12.50	\$13.00	\$12.90	\$13.00
# of Employees	25	22	47	297	168	465
Annual Salary for Full-Time Salaried Employees						
Mean	\$40,893	\$49,924	\$45,463	\$42,613	\$53,667	\$47,581
Standard Deviation	\$10,791	\$22,107	\$17,939	\$17,822	\$21,431	\$20,270
75th Percentile	\$45,000	\$60,000	\$50,000	\$55,000	\$67,000	\$60,000
Median	\$41,000	\$45,000	\$42,000	\$40,000	\$54,000	\$45,000
25th Percentile	\$35,000	\$40,000	\$36,000	\$32,000	\$39,160	\$34,800
# of Employees	41	42	83	305	249	554



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Information About the Compensation of Graduates Who are Employed Full-Time

The data below are from recent graduates who indicated that they were employed full time as their primary activity.

Calculated Annual Salary for Full-Time Hourly Employees						
Mean	\$31,686	\$36,227	\$33,956	\$34,996	\$34,308	\$34,762
Standard Deviation	\$16,204	\$9,408	\$13,164	\$13,418	\$13,999	\$13,603
75th Percentile	\$37,440	\$39,520	\$38,480	\$44,200	\$40,919	\$42,328
Median	\$27,170	\$35,006	\$33,010	\$31,990	\$32,885	\$32,198
25th Percentile	\$21,195	\$31,065	\$25,090	\$26,520	\$24,960	\$26,000
# of Employees	12	12	24	241	124	365

Full-Time Salaried Employees

		HWS Recent Graduates		All Other Recent Graduates	
Salary – All Respondents Overall					
\$9,999 and less		2	2%	18	3%
\$10,000 – \$19,999		2	2%	18	3%
\$20,000 – \$29,999		2	2%	41	7%
\$30,000 – \$39,999		22	26%	134	24%
\$40,000 – \$49,999		35	42%	94	17%
\$50,000 – \$59,999		8	10%	100	18%
\$60,000 – \$69,999		7	8%	71	13%
\$70,000 – \$79,999		3	4%	41	7%
\$80,000 – \$89,999		2	2%	22	4%
\$90,000 or greater		1	1%	15	3%
Total		84	100%	554	100%
Salary by Gender					
Female	\$9,999 and less	2	5%	13	4%
	\$10,000 – \$19,999	1	2%	12	4%
	\$20,000 – \$29,999	0	0%	31	10%
	\$30,000 – \$39,999	15	36%	92	30%
	\$40,000 – \$49,999	19	45%	58	19%
	\$50,000 – \$59,999	3	7%	41	13%
	\$60,000 – \$69,999	1	2%	34	11%
	\$70,000 – \$79,999	1	2%	16	5%
	\$80,000 – \$89,999	0	0%	7	2%
	\$90,000 or greater	0	0%	1	0%
Total		42	100%	305	100%
Male	\$9,999 and less	0	0%	5	2%
	\$10,000 – \$19,999	1	2%	6	2%
	\$20,000 – \$29,999	2	5%	10	4%
	\$30,000 – \$39,999	7	17%	42	17%
	\$40,000 – \$49,999	16	38%	36	15%
	\$50,000 – \$59,999	5	12%	59	24%
	\$60,000 – \$69,999	6	14%	37	15%
	\$70,000 – \$79,999	2	5%	25	10%
	\$80,000 – \$89,999	2	5%	15	6%
	\$90,000 or greater	1	2%	14	6%
Total		42	100%	249	100%



2016 HEDS First Destination Survey – Knowledge Rate Summary Report

Information About the Compensation of Graduates Who are Employed Full-Time

The data below are from recent graduates who indicated that they were employed full time as their primary activity.

Salary by Race/Ethnicity					
White only	\$9,999 and less	2	3%	10	3%
	\$10,000 – \$19,999	1	2%	12	3%
	\$20,000 – \$29,999	2	3%	23	6%
	\$30,000 – \$39,999	20	29%	90	25%
	\$40,000 – \$49,999	28	41%	66	18%
	\$50,000 – \$59,999	6	9%	69	19%
	\$60,000 – \$69,999	5	7%	51	14%
	\$70,000 – \$79,999	2	3%	23	6%
	\$80,000 – \$89,999	2	3%	14	4%
	\$90,000 or greater	0	0%	8	2%
	Total	68	100%	366	100%
All other known race/ethnicity (IPEDS categories)	\$9,999 and less	0	0%	5	3%
	\$10,000 – \$19,999	1	9%	6	4%
	\$20,000 – \$29,999	0	0%	15	10%
	\$30,000 – \$39,999	1	9%	27	18%
	\$40,000 – \$49,999	5	46%	23	15%
	\$50,000 – \$59,999	1	9%	27	18%
	\$60,000 – \$69,999	1	9%	20	13%
	\$70,000 – \$79,999	1	9%	15	10%
	\$80,000 – \$89,999	0	0%	8	5%
	\$90,000 or greater	1	9%	7	5%
	Total	11	100%	153	100%

Full-Time Hourly Employees

		HWS Recent Graduates		All Other Recent Graduates	
Hourly Wages – All Respondents Overall					
\$9.99 or less		2	4%	27	6%
\$10.00 – \$14.99		16	34%	142	31%
\$15.00 – \$19.99		19	40%	154	33%
\$20.00 – \$24.99		7	15%	63	14%
\$25.00 or greater		3	6%	79	17%
Total		47	100%	465	100%
Hourly Wages by Gender					
Female	\$9.99 or less	1	4%	18	6%
	\$10.00 – \$14.99	10	40%	94	32%
	\$15.00 – \$19.99	9	36%	97	33%
	\$20.00 – \$24.99	4	16%	37	13%
	\$25.00 or greater	1	4%	51	17%
	Total	25	100%	297	100%
Male	\$9.99 or less	1	5%	9	5%
	\$10.00 – \$14.99	6	27%	48	29%
	\$15.00 – \$19.99	10	46%	57	34%
	\$20.00 – \$24.99	3	14%	26	16%
	\$25.00 or greater	2	9%	28	17%
	Total	22	100%	168	100%



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Information About the Compensation of Graduates Who are Employed Full-Time

The data below are from recent graduates who indicated that they were employed full time as their primary activity.

Hourly Wages by Race/Ethnicity					
White only	\$9.99 or less	2	5%	21	7%
	\$10.00 – \$14.99	12	32%	91	29%
	\$15.00 – \$19.99	15	40%	111	35%
	\$20.00 – \$24.99	6	16%	38	12%
	\$25.00 or greater	3	8%	58	18%
	Total	38	100%	319	100%
All other known race/ethnicity (IPEDS categories)	\$9.99 or less	0	0%	4	3%
	\$10.00 – \$14.99	2	100%	41	35%
	\$15.00 – \$19.99	0	0%	38	33%
	\$20.00 – \$24.99	0	0%	21	18%
	\$25.00 or greater	0	0%	13	11%
	Total	2	100%	117	100%
Hours Worked – All Respondents Overall					
34 hours and less		1	2%	44	9%
35 – 40 hours		27	53%	365	71%
41 hours or greater		23	45%	104	20%
Total		51	100%	513	100%
Hours Worked by Gender					
Female	34 hours and less	1	4%	28	9%
	35 – 40 hours	15	54%	242	74%
	41 hours or greater	12	43%	58	18%
	Total	28	100%	328	100%
Male	34 hours and less	0	0%	16	9%
	35 – 40 hours	12	52%	123	67%
	41 hours or greater	11	48%	46	25%
	Total	23	100%	185	100%
Hours Worked by Race/Ethnicity					
White only	34 hours and less	1	2%	33	9%
	35 – 40 hours	23	55%	245	70%
	41 hours or greater	18	43%	73	21%
	Total	42	100%	351	100%
All other known race/ethnicity (IPEDS categories)	34 hours and less	0	0%	8	6%
	35 – 40 hours	1	50%	92	72%
	41 hours or greater	1	50%	28	22%
	Total	2	100%	128	100%



2016 HEDS First Destination Survey – Knowledge Rate Summary Report

Degrees and Certificates that Graduates are Pursuing

The data below are from recent graduates who indicated that they were accepted/enrolled in graduate school or another program of continuing education as their primary activity.

	HWS Recent Graduates		All Other Recent Graduates	
All Respondents Overall				
Second Bachelor's Degree	2	6%	10	2%
Master's Degree in Arts and Sciences (e.g., MA, MS)	8	22%	143	28%
Master of Business Administration (MBA)	0	0%	15	3%
Other Master's Degree (e.g., MAT, MFA, MPA, MSE, MSN, MSW)	9	25%	79	16%
Law Degree (JD or LLB)	3	8%	30	6%
Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)	5	14%	80	16%
PhD	4	11%	73	14%
Other Doctoral Degree (e.g., EdD, PsyD, DBA)	0	0%	12	2%
Dual Degree (e.g., MD/PhD, JD/PhD, MA/MPA)	0	0%	1	0%
Certificate: (fill in)	0	0%	24	5%
Other Degree: (fill in)	4	11%	36	7%
Taking courses without formally seeking a degree	1	3%	7	1%
Total	36	100%	510	100%



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Degrees and Certificates that Graduates are Pursuing

The data below are from recent graduates who indicated that they were accepted/enrolled in graduate school or another program of continuing education as their primary activity.

		HWS Recent Graduates		All Other Recent Graduates	
Respondents by Gender					
Female	Second Bachelor's Degree	1	3%	8	3%
	Master's Degree in Arts and Sciences (e.g., MA, MS)	8	28%	78	27%
	Master of Business Administration (MBA)	0	0%	3	1%
	Other Master's Degree (e.g., MAT, MFA, MPA, MSE, MSN, MSW)	6	21%	49	17%
	Law Degree (JD or LLB)	2	7%	16	6%
	Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)	4	14%	49	17%
	PhD	3	10%	31	11%
	Other Doctoral Degree (e.g., EdD, PsyD, DBA)	0	0%	6	2%
	Dual Degree (e.g., MD/PhD, JD/PhD, MA/MPA)	0	0%	1	0%
	Certificate: (fill in)	0	0%	20	7%
	Other Degree: (fill in)	4	14%	20	7%
	Taking courses without formally seeking a degree	1	3%	6	2%
	Total	29	100%	287	100%
	Male	Second Bachelor's Degree	1	14%	2
Master's Degree in Arts and Sciences (e.g., MA, MS)		0	0%	65	29%
Master of Business Administration (MBA)		0	0%	12	5%
Other Master's Degree (e.g., MAT, MFA, MPA, MSE, MSN, MSW)		3	43%	30	14%
Law Degree (JD or LLB)		1	14%	14	6%
Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)		1	14%	31	14%
PhD		1	14%	42	19%
Other Doctoral Degree (e.g., EdD, PsyD, DBA)		0	0%	6	3%
Dual Degree (e.g., MD/PhD, JD/PhD, MA/MPA)		0	0%	0	0%
Certificate: (fill in)		0	0%	4	2%
Other Degree: (fill in)		0	0%	16	7%
Taking courses without formally seeking a degree		0	0%	1	0%
Total		7	100%	223	100%



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Degrees and Certificates that Graduates are Pursuing

The data below are from recent graduates who indicated that they were accepted/enrolled in graduate school or another program of continuing education as their primary activity.

		HWS Recent Graduates		All Other Recent Graduates	
Respondents by Race/Ethnicity					
White only	Second Bachelor's Degree	0	0%	9	3%
	Master's Degree in Arts and Sciences (e.g., MA, MS)	6	23%	96	27%
	Master of Business Administration (MBA)	0	0%	7	2%
	Other Master's Degree (e.g., MAT, MFA, MPA, MSE, MSN, MSW)	7	27%	57	16%
	Law Degree (JD or LLB)	2	8%	20	6%
	Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)	5	19%	65	18%
	PhD	2	8%	61	17%
	Other Doctoral Degree (e.g., EdD, PsyD, DBA)	0	0%	10	3%
	Dual Degree (e.g., MD/PhD, JD/PhD, MA/MPA)	0	0%	0	0%
	Certificate: (fill in)	0	0%	14	4%
	Other Degree: (fill in)	3	12%	16	5%
	Taking courses without formally seeking a degree	1	4%	4	1%
	Total	26	100%	359	100%
	All other known race/ethnicity (IPEDS categories)	Second Bachelor's Degree	1	25%	0
Master's Degree in Arts and Sciences (e.g., MA, MS)		1	25%	42	32%
Master of Business Administration (MBA)		0	0%	8	6%
Other Master's Degree (e.g., MAT, MFA, MPA, MSE, MSN, MSW)		1	25%	19	14%
Law Degree (JD or LLB)		0	0%	7	5%
Medical Degree (e.g., MD, DO, DDS, DVM, PharmD)		0	0%	11	8%
PhD		1	25%	12	9%
Other Doctoral Degree (e.g., EdD, PsyD, DBA)		0	0%	1	1%
Dual Degree (e.g., MD/PhD, JD/PhD, MA/MPA)		0	0%	1	1%
Certificate: (fill in)		0	0%	10	8%
Other Degree: (fill in)		0	0%	19	14%
Taking courses without formally seeking a degree		0	0%	3	2%
Total		4	100%	133	100%



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Military Assignment

The data below are from recent graduates who indicated that they were serving in the U.S. military as their primary activity.

	HWS Recent Graduates		All Other Recent Graduates	
U.S. Army	0	0%	3	38%
U.S. Air Force	0	0%	2	25%
U.S. Coast Guard	0	0%	0	0%
U.S. Marines	0	0%	2	25%
U.S. Navy	0	0%	1	13%
U.S. Merchant Marines	0	0%	0	0%
Other: (fill in)	0	0%	0	0%
Total	0	0%	8	100%



2016 HEDS First Destination Survey – Knowledge Rate Summary Report

Demographic Information

The data below are for all recent graduates. On the survey, recent graduates reported "Country Where Respondent Is Engaging in Their Primary Activity" and "Authorization to Permanently Work in the United States." All other demographic information was submitted by the institutions.

	HWS Recent Graduates		All Other Recent Graduates	
Country Where Respondent Is Engaging in Their Primary Activity				
United States	232	95%	2557	94%
Australia	1	0%	1	0%
Canada	1	0%	6	0%
China	0	0%	14	1%
France	2	1%	7	0%
Germany	0	0%	5	0%
India	0	0%	3	0%
Italy	0	0%	1	0%
Japan	0	0%	6	0%
Mexico	0	0%	2	0%
Spain	0	0%	5	0%
United Kingdom	3	1%	20	1%
Other: (fill in)	5	2%	89	3%
Unknown	0	0%	3	0%
Total	244	100%	2719	100%
Authorization to Permanently Work in the United States				
Authorized	214	98%	1978	94%
Not authorized	5	2%	117	6%
Total	219	100%	2095	100%
Gender				
Female	147	57%	1717	59%
Male	111	43%	1183	41%
Total	258	100%	2900	100%
Race/Ethnicity				
American Indian or Alaska Native	2	1%	9	0%
Asian	5	2%	127	4%
Black or African American	10	4%	86	3%
Native Hawaiian or other Pacific Islander	0	0%	2	0%
White	191	74%	1932	67%
Hispanic or Latino/a	12	5%	298	10%
Not a U.S. citizen or permanent resident	6	2%	146	5%
Two or more races	0	0%	127	4%
Unknown	32	12%	173	6%
Total	258	100%	2900	100%
Student Type				
Not a transfer student	250	97%	2499	91%
Transfer student	8	3%	240	9%
Total	258	100%	2739	100%



2016 HEDS First Destination Survey – Knowledge Rate Summary Report

Demographic Information

The data below are for all recent graduates. On the survey, recent graduates reported "Country Where Respondent Is Engaging in Their Primary Activity" and "Authorization to Permanently Work in the United States." All other demographic information was submitted by the institutions.

	HWS Recent Graduates		All Other Recent Graduates	
Major – Recoded into 13 categories				
<i>[Institutions were able to report up to 2 majors per graduate, and each graduate is placed into one of these groups. See the "1. Primary Activity" and "8. Technical Information" worksheets for more details about how these categories were formed.]</i>				
Arts & Humanities	47	18%	405	14%
Biological Sciences, Agriculture, & Natural Resources	33	13%	372	13%
Physical Sciences, Mathematics, & Computer Science	11	4%	266	9%
Social Sciences	77	30%	598	21%
Business	0	0%	289	10%
Communications, Media, & Public Relations	18	7%	98	3%
Education	0	0%	85	3%
Engineering	0	0%	27	1%
Health Professions	0	0%	274	9%
Social Service Professions	10	4%	39	1%
All Other	8	3%	58	2%
Arts & Humanities/Social Sciences	16	6%	113	4%
All Other Double-Major Graduates	38	15%	276	10%
Total	258	100.0%	2900	100.0%
Number of Majors				
One major	182	71%	2333	80%
Two majors	76	30%	567	20%
Total	258	100%	2900	100%
Graduation Date				
Spring: May 2016/June 2016	258	100%	2634	91%
Winter: December 2015/January 2016	0	0%	206	7%
Summer: August 2015/September 2015	0	0%	56	2%
Other	0	0%	4	0%
Total	258	100%	2900	100%



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Technical Information

In Spring 2016, 1,665 graduating seniors and recent graduates from 5 institutions took the at-graduation FDS. In Fall 2016, 2,016 recent graduates from 12 institutions took the post-graduation FDS. After administrations closed, we gave institutions the opportunity to make changes to information from recent graduates who had responded to the survey or to add information for graduates who did not take the survey but for whom they had collected information in other ways (via web searches, information from the alumni office or from faculty, etc.) This report contains the most current data we have on 3,158 recent graduates from 12 institutions, including data graduates submitted via the survey and data that institutions submitted or modified.

	# of Valid Respondents for At-Grad Survey in Spring 2016 ¹	Response Rate ²	# of Valid Respondents for Post-Grad Survey in Fall 2016 ¹	Response Rate ²	Made Changes or Additions After Administration	# of Valid Cases in Final Data File ¹	Knowledge Rate ³
Albion College	171	67%	70	53%	Yes	234	92%
Allegheny College	263	59%	185	41%	No	307	68%
Benedictine College			161	50%	No	161	49%
Claremont McKenna College	234	84%	153	56%	No	251	90%
Goshen College			56	50%	No	56	33%
Hobart and William Smith Colleges			258	57%	No	258	54%
Otterbein University			142	32%	Yes	352	80%
Pacific Lutheran University			236	36%	No	236	36%
St. Olaf College	714	97%	456	63%	Yes	687	94%
Trinity University (TX)			177	39%	Yes	374	80%
Whittier College			122	34%	Yes	242	66%

¹To be considered a valid response, the recent graduate must have a value for the first question (variable=primaryact), whether submitted by the student or by the institution, and the institution must have confirmed that the person graduated between July 1, 2015 and June 30, 2016.

²We calculated response rate by dividing the number of valid respondents by the number of graduates contacted who the institution confirmed had graduated between July 1, 2015 and June 30, 2016. We removed duplicate graduates and graduates whose email was bounced when the survey was sent through Qualtrics. For institutions who used authentication or paper methods for distributing their surveys, graduates were not sent an email through Qualtrics, and we assumed the institutions were able to contact all the graduates in their participant lists.

³We calculated knowledge rate by dividing the number of valid cases in the final data file by the number of graduates the institution confirmed had graduated between July 1, 2015 and June 30, 2016. We removed duplicate graduates but did not remove graduates whose email bounced when the survey was sent through Qualtrics.

We use the term "knowledge rate" throughout this report to parallel the term the National Association of Colleges and Employers (NACE) uses. We define "knowledge rate" as the percent of graduates who received degrees between July 1, 2015 and June 30, 2016 and who have any information recorded about their primary activity following graduation, including those who answered 'None of the above' for the first question on the survey. For more information about NACE guidelines and definitions, see:

<http://www.nacweb.org/job-market/graduate-outcomes/first-destination/>

Although some respondents took the survey as seniors in anticipation of their graduation, we refer to all respondents included in this report as "recent graduates" since institutions have confirmed that all these students graduated.

Throughout this workbook, the race/ethnicity disaggregation relied on institution-reported data and excluded any respondents whose race/ethnicity was coded as "Unknown" (IPEDSRaceEthnicity=9). The "White only" category shows data for respondents whom institutions coded as "White" (IPEDSRaceEthnicity=5), while the "All other known race/ethnicity (IPEDS categories)" includes respondents coded as American Indian/Alaska Native, Asian American/Asian, African American/Black, Native Hawaiian/Pacific Islander, Hispanic or Latino/a, not a U.S. citizen or permanent resident, and two or more races.

Throughout this workbook, the major disaggregation relied on institution-reported data. Because institutions listed majors that were specific to their individual campuses, we recoded the 100+ reported majors into 11 general categories derived from the National Survey of Student Engagement's (NSSE) analyses. We then grouped single-major graduates and double-major graduates who had both majors fall into the same category into these 11 NSSE categories. Double-major graduates who had one major in the Art & Humanities category and the other in Social Sciences were grouped into a category we named, "Art & Humanities/Social Sciences." All other double-major graduates were grouped in a category we named, "All Other Double Majors." For more on the NSSE major categories, see:

http://nsse.indiana.edu/pdf/NSSE_8_Major_Categories.pdf

Only graduates who took the post-graduation survey in the fall had the opportunity to answer the question, "How satisfied are you with your current primary activity?", shown on the "2. Satisfaction" worksheet.

In the "4. FT Employment Compensation" worksheet, to calculate the "Annual Salary for Full-Time Hourly Employees" (hourly wage × hours worked per week × weeks worked per year), we made the following assumptions:

* Full-time employment for hourly workers = 30-40 hours per week. Therefore, we only looked at hourly wage earners who reported working 30-40 hours per week in the survey.

* Hourly wage earners did not work more than 40 hours per week (i.e., no overtime pay). We excluded hourly employees who said they worked over 40 hours a week because we could not determine their overtime pay.

* Hourly wage earners consistently worked the hours they reported throughout all 52 weeks of the year (i.e., they are not a seasonal employee).

For more information or any questions, please contact Michelle Spencer (spencerm@wabash.edu or 765.361.6492).