



MHEC
MARYLAND HIGHER EDUCATION COMMISSION

2004 Bachelor's Degree Recipients at Maryland Public Institutions -- Follow-up Survey Report

March 2006

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The Maryland Higher Education Commission conducts a triennial follow-up survey of bachelor's degree recipients one year after completion in cooperation with the State's four-year public campuses and participating state-aided independent institutions. This study has provided a wealth of information about the post-graduation employment and educational activities of State bachelor's degree recipients, their perceptions about the quality of their experiences at their institution, and other outcomes-related matters. Results of the survey are included in each college's performance accountability report and in the Commission's Managing for Results submission. Questionnaires are sent to all students who earned a bachelor's degree at a Maryland public and participating independent four-year institution in a particular year – not just to a sample.

This report contains a presentation of the results of the most recent survey (2004 bachelor's degree recipients) of Maryland *public* campuses and an analysis of trend data gleaned over 20 years.

Results of the Survey of 2004 Bachelor's Degree Recipients

The survey was conducted in the spring of 2005. The survey universe consisted of all graduates receiving a bachelor's degree during the Fiscal Year 2004 (July 1, 2003 – June 30, 2004). Most institutions conducted one or more follow-up attempts in an effort to increase their individual response rates. Overall, 18,056 bachelor's degree recipients were sent questionnaires. 1,114 of these mailed instruments resulted in undeliverable addresses. Of the remaining 16,942 (the adjusted population), completed surveys were returned by 4,202 graduates; an overall response rate of almost 25 percent. Individual institution response rates ranged from 48 percent (Coppin College) to 16 percent (UMCP). See Table 1 for a complete list of institutional response rates.

Table 1. Survey Response Rate by Institution

Campus	# of Responses	Adjusted Sample Size	Response Rate
Bowie	104	540	19.3%
Coppin	145	304	47.7%
Frostburg	233	795	29.3%
Salisbury	396	1,256	31.5%
Towson	647	2,642	24.5%
UBalt	174	448	38.8%
UMB	77	343	22.4%
UMBC	388	1,595	24.3%
UMCP	850	5,309	16.0%
UMES	101	387	26.1%
UMUC	836	2,343	35.7%
Morgan	114	600	19.0%
St. Mary's	137	380	36.1%
All Schools	4,202	16,942	24.8%

Respondent Profile

A total of 4,202 recent graduates from Maryland's four-year public colleges and universities made up the respondent population for this survey. Of these, 34 percent were male and 66 percent female. This under-represents males, as they represented 42 percent of the total bachelor's degree recipients in Fiscal Year 2003-2004.

Racially, the survey population very closely mirrors the entire graduate population for African-Americans and Hispanics (21.7 and 3.2 percent of the respondents, 22.2 and 3.2 percent of the graduate population respectively) but over-represents whites (almost 65 percent of the respondents but 58.4 percent of the graduate population). Table 2 provides detailed breakdowns by race and gender.

Table 2. Respondent Profile: Race and Gender

	Respondent %
Race	
African-American	21.7%
Native American	0.7%
Asian	6.4%
Hispanic	3.2%
White	64.7%
Foreign	2.3%
Other	1.0%
Gender	
Male	34.0%
Female	66.0%

Financial Need

Almost seventy percent (Figure 1) of the survey respondents reported receiving some type of financial aid to finance their bachelor’s degree. This aid is clearly an integral factor in degree completion. Of the respondents who received financial aid, over four-fifths (Table 3) reported that without this aid, their education pursuits would have produced a major financial hardship on them and/or their families or would not have been possible at all.

Figure 1. Receive Any Financial Aid?

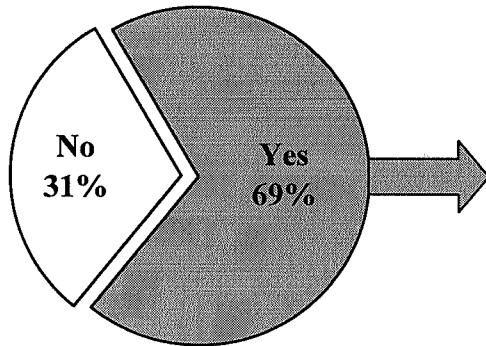


Table 3. Financially Able to Complete Degree Without Financial Aid received?

	% of those who Received Fin. Aid
Yes, without hardship	17.9%
Yes, but with hardship	25.5%
No	56.6%

African-Americans and Hispanics appeared to be the most dependent on financial aid to complete their degrees, with almost 90 percent of the respondents in each of these groups reporting that financial aid was needed to complete their degree or prevent major financial hardship. Over 70 percent of African-Americans reported that without financial aid assistance they would not have been able to complete their degree at all. About 78 percent of Asians and whites reported that financial aid prevented major financial hardship or the end of their educational pursuit. Table 4 shows the response breakdown by race.

Table 4. Financially Able to Complete Degree Without Financial Aid Received? (by race)

	Yes, without major hardship	Yes, but <i>with</i> major hardship	No
African-American	11.9%	17.2%	70.9%
Native American	20.0%	30.0%	50.0%
Asian	21.9%	28.1%	50.0%
Hispanic	12.5%	29.5%	58.0%
White	21.2%	27.7%	51.1%

Post-Graduation Education

Over one-third (34.8 percent) of the survey respondents reported enrolling in school again since receiving their bachelor's degree. Over 28 percent of the respondents indicated that they are pursuing advanced degrees (master's degrees: 21.6 percent, graduate certificates: 0.8 percent, doctoral degree: 2.1 percent, and 1st professional degrees: 3.9 percent).

When looking at bachelor's degree recipients reporting to have enrolled in graduate school since graduation, the percentages by institution range from 38.9 percent (UMBC) down to 20.1 percent (University of Baltimore). Women are more likely to pursue advanced degrees when enrolling in school again after receiving their bachelor's degree (29.4 percent for women versus 26.4 percent for men), and foreigners (34.4 percent) and Hispanic (32.8 percent) graduates are most likely to enroll in advanced degree programs, while Asians are least likely to do so (22.9 percent). Table 5 provides a more detailed profile of respondents enrolled in school again and seeking an advanced degree within one year after receiving their bachelor's degree.

Table 5. Respondents Seeking an Advanced Degree

% Seeking Advanced Degree	
Campus	
Bowie	21.2%
Frostburg	32.6%
Salisbury	28.8%
Towson	22.6%
UBalt	20.1%
UMB	20.8%
UMBC	38.9%
UMCP	30.4%
UMES	30.7%
UMUC	30.0%
Morgan	38.6%
St. Mary's	34.3%
Race	
African-American	28.1%
Native American	31.0%
Asian	22.9%
Hispanic	32.8%
White	28.3%
Foreign	34.4%
Gender	
Male	26.4%
Female	29.4%

Note: Coppin removed from table due to flawed data

While degree recipients in most programs seem very likely to pursue an additional degree post-graduation (at least three-quarters or more), certain degree programs seem to produce larger percentages of students pursuing *advanced* degrees after receiving their bachelor's degree. When looking at programs where at least fifty graduates responded, Biological Science produced the largest percentage of students pursuing advanced education goals (45.8 percent) followed by Psychology (42.1 percent) and Engineering (42 percent) while Communications graduates appear least likely (14.6 percent) to pursue an advanced degree if they pursue an additional degree.

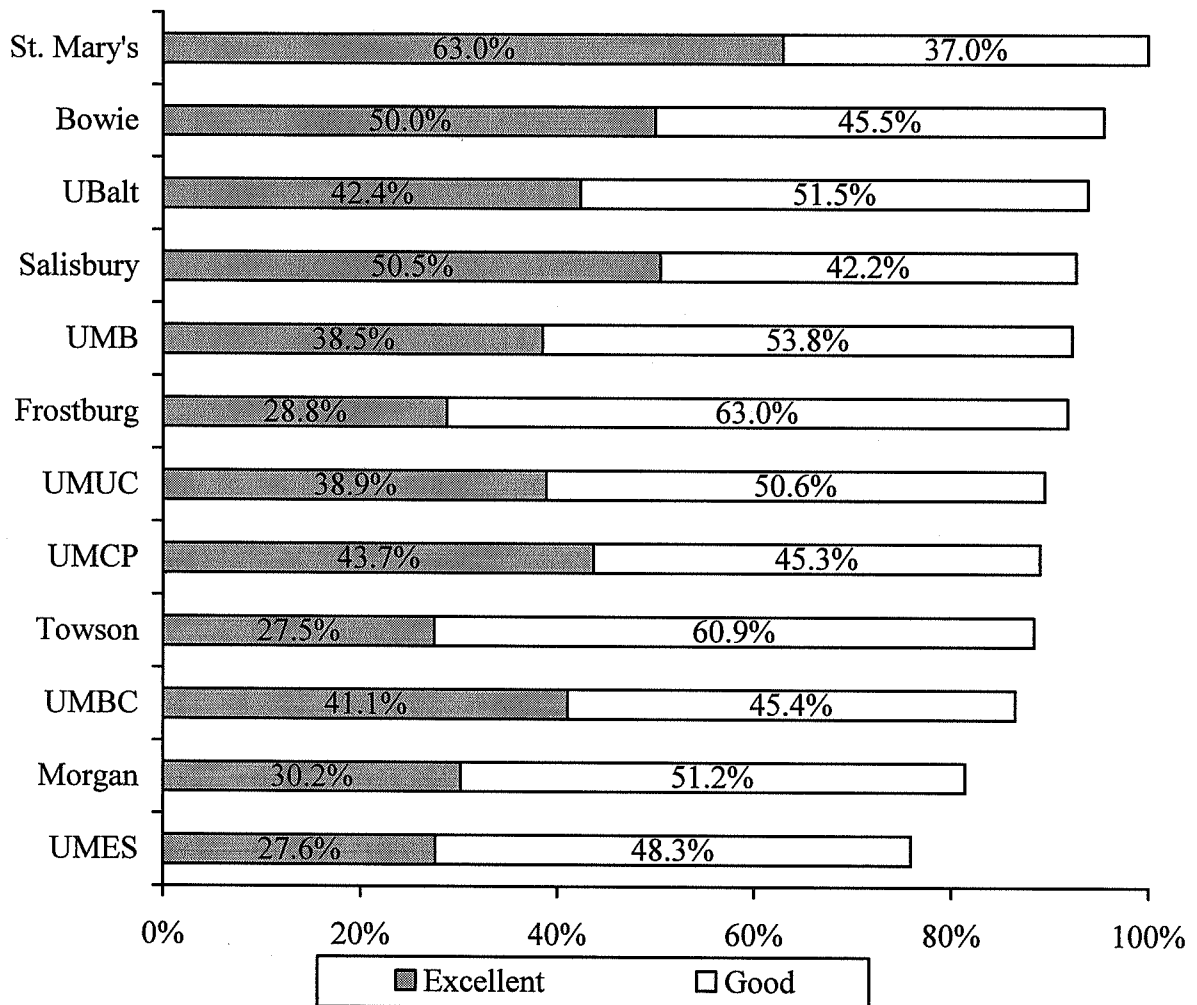
Table 6. Respondents Seeking Another Degree and Seeking an Advance Degree

Degree Program	% Seeking Another Degree	% Seeking an <i>Advanced</i> Degree
Biological Science	52.1%	45.8%
Business	27.2%	19.2%
Communications	22.4%	14.6%
Computer Science	36.9%	28.4%
Education	29.8%	24.2%
Engineering	43.7%	42.0%
Fine Arts	30.5%	21.1%
Health	36.6%	23.8%
Letters and Sciences	38.1%	28.8%
Psychology	52.9%	42.1%
Public Affairs	63.3%	38.0%
Social Sciences	38.9%	30.3%
Interdisciplinary Studies	34.8%	24.0%

Note: Represents programs with at least 50 respondents

When those respondents who reported pursuing advanced degrees were asked to rate the institutions where they received their bachelor's degree in terms of how well the institution prepared them for graduate and/or professional study, the response was overwhelmingly positive. Almost half (49.4 percent) of the respondents reported that their preparation for graduate/professional study was "Good", while an additional forty percent said that their institution provided them with "Excellent" preparation. Overall, nine out of ten respondents (89.4 percent) who went on to advanced study felt that they were well prepared by their undergraduate institution.

Figure 2. Respondent Ratings of Preparation for Graduate/Professional Study



Note: Coppin removed from graph due to flawed data

When pursuing advanced study, only 17 percent of the bachelor's degree recipients chose a program that they considered wholly different from their undergraduate course of study. Figure 3 shows the overall breakdown of respondents as to how their graduate or professional major relates to their undergraduate major and Table 7 shows the percentages by major for programs where at least 50 respondents answered.

Figure 3. Relationship of Graduate/ Professional Major to Undergraduate

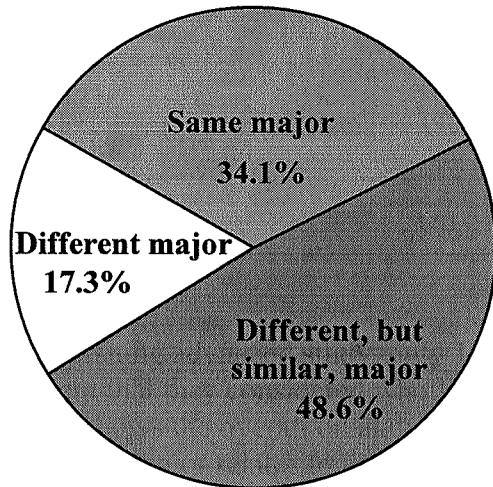


Table 7. Respondents Reporting *Same* or *Similar* Major as Undergraduate Degree.

Degree Program	% Responding Same/Similar
Public Affairs	93.3%
Education	92.0%
Biological Science	91.9%
Health	90.9%
Engineering	88.0%
Business	81.7%
Social Sciences	81.1%
Psychology	81.0%
Computer Science	78.4%

Post-Graduation Employment

One of the traditional incentives for pursuing a postsecondary education is the prospect of increased employment opportunities and higher salaries post-graduation. About nine in 10 respondents (88.5 percent) were employed either full- or part-time, the majority of which were full-time (77.5 percent). Only six percent of recent graduates reported being unemployed (*not working but are looking for work*).

The unemployment rate of respondents varied based on certain factors. Respondents who graduated from University of Maryland Baltimore reported the lowest unemployment rate (2.6 percent) followed by St. Mary's College of Maryland (2.9 percent); the highest unemployment rates were reported by graduates of Frostburg State University (8.6 percent), Bowie State University (9.6 percent), and Coppin State University (10.4 percent). White respondents reported the lowest unemployment figure (4.3 percent) while Asians had the highest unemployment rate at almost 9 percent. Finally, gender seemed not to be a factor, as both men and women reported an unemployment rate of about 5 percent. Table 8 shows a more detailed breakdown of the unemployment rate.

Table 8. Unemployment Rate of Respondents

	% Unemployed
Campus	
Bowie	9.6%
Coppin	10.4%
Frostburg	8.6%
Salisbury	3.5%
Towson	4.0%
UBalt	8.0%
UMB	2.6%
UMBC	5.9%
UMCP	6.2%
UMES	4.0%
UMUC	5.4%
Morgan	5.3%
St. Mary's	2.9%
Race	
African-American	7.5%
Native American	6.9%
Asian	8.6%
Hispanic	7.2%
White	4.3%
Foreign	7.8%
Gender	
Male	5.2%
Female	5.6%

While over 35 percent of the survey respondents reported that they work in a job that does not require a bachelor's degree, half of all respondents who work full-time do so in a career that relates directly to their recent bachelor's degree. An additional 30 percent work in an area similar to their degree program. Less than one in 10 respondents work in a field that is unrelated to their degree and are not concerned by this fact. Certain degree programs produced graduates who were more likely to work in fields directly or somewhat related to their major; Health and Health Care (97.3 percent), Education (94.2 percent), and Engineering (92.2 percent). Table 9 gives a detailed look at the percentage of respondents working full-time in areas directly or somewhat related to their bachelor's degree and the percent whose jobs required a bachelor's degree.

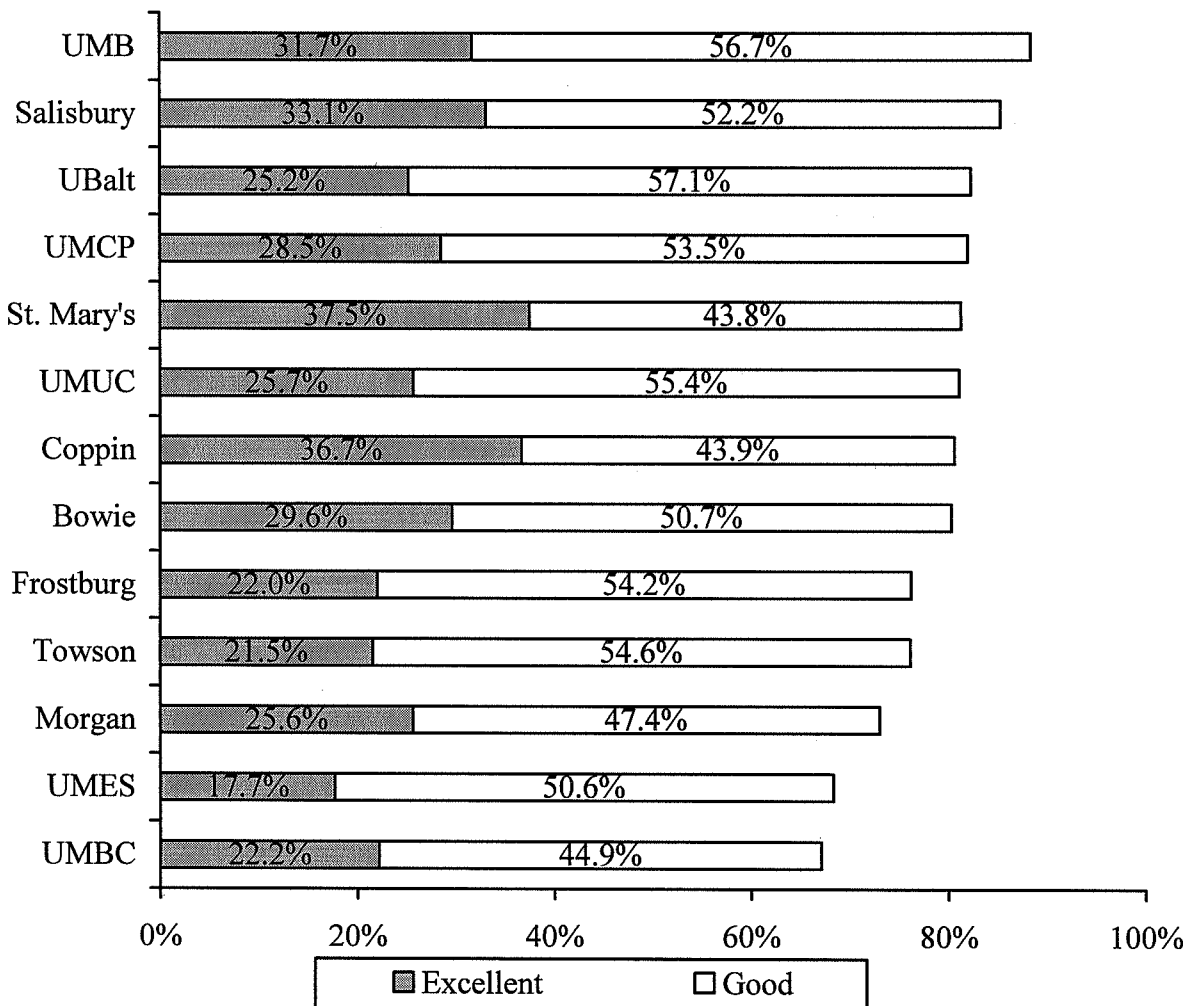
Table 9. Respondents Reporting Current Job Related to Undergraduate Degree and Percent of Current Jobs Requiring a Bachelor's Degree

Degree Program	% Responding Directly/Somewhat Related	% Responding Current Job Requires Bachelor's Degree
Health	97.3%	44.6%
Education	94.2%	90.0%
Engineering	92.2%	88.9%
Computer Science	85.2%	59.5%
Business	85.0%	61.9%
Biological Science	84.0%	69.7%
Communications	77.6%	63.4%
Public Affairs	77.1%	55.0%
Psychology	71.7%	55.4%
Fine Arts	63.2%	50.0%
Social Sciences	59.3%	55.7%
Letters and Sciences	53.8%	52.8%

Note: Represents programs with at least 50 respondents and those respondents who reported working full-time.

Respondents who reported working full-time at the time of the survey rated their satisfaction with the preparation their bachelor's degree provided them for their current job. Overall, while very positive, the satisfaction rating (those who responded that they received "Excellent" or "Good" preparation) was 10 percentage points lower than the satisfaction rating for advanced study preparation (89.1 percent for graduate study versus 79.1 percent for job preparation). The greatest difference was in the number of respondents who reported "Excellent" preparation. Almost 40 percent of the respondents rated their preparation for advanced study as "Excellent" while just over a quarter of the respondents (26.5 percent) rated their job preparedness as excellent. In terms of individual institutions, 88.3 percent of the respondents from the University of Maryland Baltimore rated their job preparation as "Excellent" or "Good", the highest among all campuses. However, graduates from three other institutions gave their campuses a higher "Excellent" rating: St. Mary's (37.5 percent), Coppin (36.7 percent) and Salisbury (33.1 percent). Figure 4 provides a breakdown of the ratings by institution.

Figure 4. Respondent Ratings of Preparation for Current Job/Career



Graduates in Computer Science (over \$50,000) and Engineering (over \$45,000) earned the highest median salaries among respondents working full-time. Graduates of Education programs fill in the middle of the range at nearly \$36,000 and the Biological Sciences were lowest at about \$29,000.

The median salary for African-Americans (over \$38,000) and Hispanics (over \$41,000) exceeded the median salary of whites (almost \$37,000). The median salary for women was over \$6,000 lower than that of men. Table 10 shows breakdowns of median salary by these categories.

Table 10. Median Salary of Respondents

	Median Salary
Degree Program	
Computer Science	\$50,286
Engineering	\$45,568
Health	\$43,030
Business	\$40,393
Education	\$35,911
Social Sciences	\$33,714
Communications	\$32,941
Letters and Sciences	\$32,410
Fine Arts	\$30,536
Public Affairs	\$31,764
Psychology	\$30,081
Biological Science	\$28,856
Race	
African-American	\$38,374
Native American	\$34,999
Asian	\$41,120
Hispanic	\$41,250
White	\$36,972
Foreign	\$39,642
Gender	
Male	\$42,435
Female	\$35,988

The difference between African-Americans and whites is corroborated when looking at individual degree programs. In five out of the nine programs where there were at least 15 respondents by race, African-Americans reported higher median salaries than their white respondent counterparts.

Likewise, based on overall respondents, men earn a higher median salary than women in 11 out of 12 programs. Interestingly, it is only in male-dominated Engineering that women report earning a higher median salary than men.

Table 11. Median Salary of Respondents by Race and Gender (by degree program)

Degree Program	Race		Gender	
	African-American	White	Male	Female
Biological Science	\$28,124	\$29,124	\$29,721	\$28,653
Business	\$37,812	\$40,639	\$42,214	\$39,291
Communications	\$40,833	\$32,407	\$35,833	\$32,321
Computer Science	\$50,833	\$54,374	\$52,826	\$46,718
Education	\$35,833	\$35,818	\$36,973	\$35,750
Engineering	*	\$50,667	\$50,139	\$53,124
Fine Arts	*	\$29,642	\$32,500	\$30,625
Health	\$45,833	\$42,173	\$47,500	\$42,822
Letters and Sciences	*	\$32,272	\$33,333	\$32,272
Psychology	\$34,999	\$29,130	\$37,500	\$29,051
Public Affairs	\$29,422	\$33,636	\$38,124	\$29,860
Social Sciences	\$33,999	\$33,316	\$34,326	\$33,408

*Note: N less than 15.

Residency

Over half (53.4 percent) of the respondents transferred into the institution from where they were conferred their bachelor’s degree. While four out of five recent graduates (79.4 percent) were residents of Maryland when they first enrolled at these institutions, the number of Maryland residents went down to three out of four currently. Of those who were Maryland residents when they first enrolled, almost 75 percent currently work in the state. For the most part, Maryland residents schooled in Maryland tend to work in Maryland. In addition, 25.9 percent of graduates who were *not* Maryland residents when they first enrolled in a Maryland public institution currently work in the State. Figure 5 shows respondents’ current residency while Table 12 shows a detailed breakdown of current Maryland residents by county.

Figure 5. Respondent Current Residency

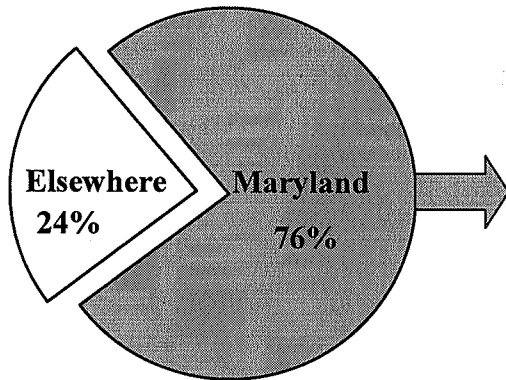


Table 12. County of Residency for Current Maryland Residents

County	%	County	%
Allegany	1.8%	Harford	3.5%
Anne Arundel	10.8%	Howard	7.1%
Baltimore City	7.2%	Kent	0.1%
Baltimore	16.6%	Montgomery	18.9%
Calvert	1.6%	Prince George's	14.6%
Caroline	0.4%	Queen Anne's	0.4%
Carroll	2.0%	St. Mary's	2.7%
Cecil	0.9%	Somerset	0.7%
Charles	2.2%	Talbot	0.4%
Dorchester	0.3%	Washington	1.0%
Frederick	3.9%	Wicomico	1.7%
Garrett	0.4%	Worchester	0.9%

Four out of five survey respondents work in Maryland or the DC Metropolitan area (DC and the northern Virginia suburbs), with 65 percent working in Maryland alone. An almost 6 percent work in a neighboring state (Delaware, New Jersey, Pennsylvania, West Virginia, or elsewhere in Virginia), while over 12 percent work outside of the immediate area altogether (another state or country).

The graduates work in a wide variety of occupations. Teachers, financial professionals and information systems professionals each represented over 12 percent of the survey respondents. Table 13 provides listings of the respondents' workplace locations and occupations.

Table 13. Respondent Profile: Location of Employment and Category of Current Occupation

	Respondent %
Location of Employment	
Maryland	64.9%
DC	10.4%
NoVA suburbs	6.3%
Neighboring State (DE, NJ, PA, WV, elsewhere in VA)	5.8%
Other State	11.4%
Other Country	1.2%
Category of Current Occupation	
Teacher	12.8%
Financial	12.6%
Information Systems	12.1%
Health Professional	8.5%
Sales or Marketing	8.1%
Manager, Executive, Proprietor	6.2%
Legal Professional	5.0%
Scientist	4.0%
Engineer or Architect	3.5%
Social Worker	3.1%
Other Professional	16.4%
Non-professional	7.6%

Overall Satisfaction

A tried and true measure of satisfaction is whether or not someone would spend his or her money on a product again. The same holds true for higher education. And it seems that recent graduates are satisfied with their education.

Four out of five said they would either definitely or likely choose to attend the same institution if they had to do it all over again. The campuses that had the highest percentage of graduates who would have attended their institution again were University of Maryland Baltimore (89.6 percent), Salisbury (88.9 percent) and University of Maryland University College (88.5). The institutions with the lowest percentage of graduates who reported that they would return to the same school if they could do it again were the four Historically Black Institutions. Table 14 shows a breakdown of the results by institution.

Table 14. Percentage of Respondents Who Would Definitely or Probably Choose the Same Institution if They Were to Do It Over

Campus	% Definitely/ Probably Yes
UMB	89.6%
Salisbury	88.9%
UMUC	88.5%
UMCP	84.9%
St. Mary's	84.7%
UBalt	82.8%
Frostburg	78.4%
Towson	77.4%
UMBC	75.9%
Bowie	73.5%
Coppin	72.0%
Morgan	70.8%
UMES	67.3%

A similar question was asked related to the students' major. A smaller percentage of graduates, seven out of 10, reported that they would have pursued the same major again. On a program-by-program basis, only three majors earned a satisfaction score (the percentage of respondents who would either "Definitely" or "Likely" pursue the same major) of 80 percent or better: Engineering (83.9 percent), Health and Health Care (83.4 percent) and Education (82 percent). Interestingly, there was no relationship between salary and satisfaction with one's major as three of the top 6 degree programs based on median salary fell into the bottom half of the satisfaction scores for these majors. Table 15 details the satisfaction scores of the degree programs with at least 50 respondents as well as their salary ranking based on the median salary reported in Table 9.

Table 15. Percentage of Respondents Who Would Definitely or Probably Choose the Same Major if They Were to Do It Over, and Salary Ranking of this Major based on Median

Degree Program	% Definitely/ Probably Yes	Salary Ranking (based on median in Table 10)
Engineering	83.9%	2
Health	83.4%	3
Education	82.0%	5
Biological Science	78.5%	12
Public Affairs	76.4%	10
Fine Arts	75.0%	9
Letters and Sciences	71.9%	8
Business	71.4%	4
Computer Science	70.1%	1
Social Sciences	69.4%	6
Psychology	64.7%	11
Communications	59.1%	7

Trend Profile

While data from a single point in time can deliver an accurate picture of the period in question, a look at that data as part of a continuum assists in establishing a longer term perspective. This section will look at some key indicators over the course of the last 20 years.

Financial Aid

Financial aid is an integral tool in making higher education accessible to a large portion of the college-going population. Over the last 20 years, the percentage of recent graduates who said that they would not have been able to complete their bachelor's degree without their financial aid has steadily increased, with only a nominal decrease in 2004 graduates as compared to 1999 graduates. Figure 6 represents the trends in the percentage of graduates who would not have completed their bachelor's degree without financial aid.

Figure 6. Percent of Respondents Who Would Not Have Been Able to Complete Their Degree Without Financial Aid Received: 1985 - 2004

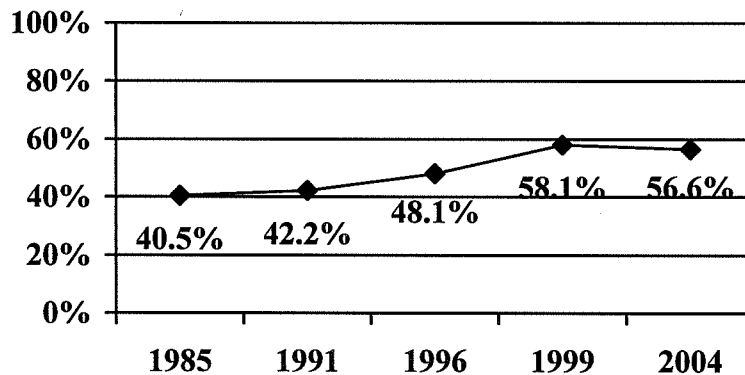
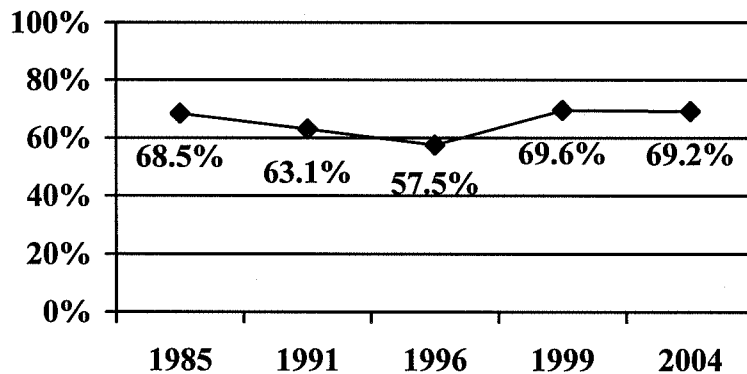


Figure 7 shows the trend in the percentage of recent graduates who received financial aid during their college career. There was a decline in the percentage of those who reported receiving aid between 1985 and 1996, but the proportion has increased in subsequent years.

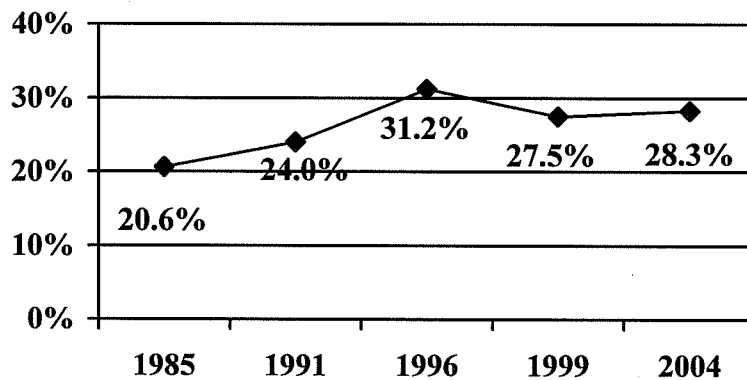
Figure 7. Percent of Respondents Receiving Financial Aid: 1985 - 2004



Post-graduation Education

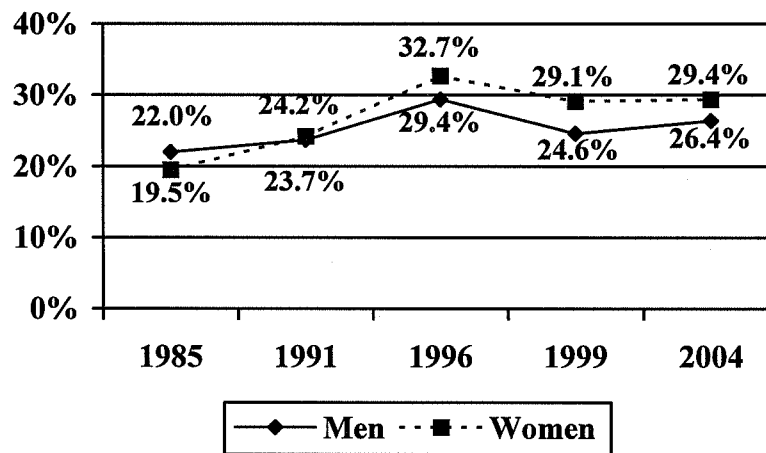
From 1985 to 1996, there was an increase in the percentage of bachelor's degree recipients that subsequently enrolled in graduate or professional programs. Between 1996 and 1999, that rate declined, but in the current survey year the percentage showed slight growth. Figure 8 shows the trend in the percentage of graduates reporting that they had enrolled in a program of advanced study since receiving their bachelor's degree.

Figure 8. Percent of Respondents Seeking Advanced Degree: 1985 - 2004



Between 1985 and 1996, the rate of both women and men seeking advanced degrees increased, with women achieving a higher rate in 1991 (24.2 percent). After a decline in 1999, both genders showed a slight recovery in the current survey year. Figure 9 compares the percentage of men and women pursuing advanced degrees.

Figure 9. Percent of Respondents Seeking Advanced Degree by Gender: 1985 - 2004



While most of the races saw a peak in the rate of graduates pursuing an advanced degree post-graduation in 1996, African-Americans didn't achieve their highest percentage until 1999. In the current survey year, whites, Hispanics and Native American's have shown an increase. Table 16 shows the percentages of recent graduates who are seeking an advanced degree.

Table 16. Respondents Seeking an Advanced Degree

Race	% Seeking an Advanced Degree				
	1985	1991	1996	1999	2004
African-American	22.4%	30.5%	32.5%	33.8%	28.1%
Native American	20.0%	23.8%	70.6%	6.3%	31.0%
Asian	32.1%	29.9%	37.5%	32.6%	22.9%
Hispanic	30.1%	31.2%	33.3%	22.4%	32.8%
White	19.7%	22.4%	29.6%	25.1%	28.3%

Overall, these advanced degree seekers have consistently reported feeling that they were well prepared for their graduate-level programs. The percentage of advanced degree seekers who felt that their bachelor's degree prepared them well for advanced study (reporting either "Excellent" or "Good" preparation) has continued to increase from 75 to almost 90 percent between 1985 and 2004. Perceptions of the individual institutions have not always been as favorable, however. Fortunately, based on the most current data, no institution received less than 75 percent of its advanced-degree seeking graduates who believe that they were adequately prepared for graduate study. Table 17 details the percent of advanced degree seekers who feel prepared for advanced education.

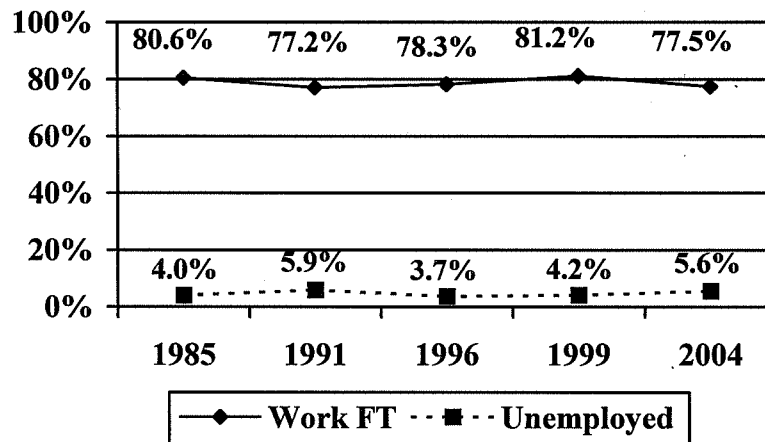
Table 17. Percent of Advanced Degree Seekers Who Felt Prepared for Graduate Study

Campus	% Satisfied with Preparation for Grad Study				
	1985	1991	1996	1999	2004
Overall	75.0%	75.5%	77.2%	83.8%	89.4%
Bowie	88.9%	78.1%	76.1%	78.2%	95.5%
Coppin	68.4%	70.8%	82.4%	87.8%	0.0%
Frostburg	76.9%	74.7%	75.6%	91.7%	91.8%
Salisbury	78.5%	80.2%	72.6%	89.7%	92.7%
Towson	69.2%	79.1%	71.4%	83.8%	88.4%
UBalt	63.9%	85.5%	93.4%	80.0%	93.9%
UMB	68.8%	72.2%	100.0%	76.5%	92.3%
UMBC	82.8%	80.5%	77.0%	90.2%	86.5%
UMCP	71.6%	68.9%	77.8%	79.9%	89.1%
UMES	62.5%	92.9%	60.0%	73.6%	75.9%
UMUC	83.4%	82.3%	79.9%	89.0%	89.5%
Morgan	88.9%	64.1%	70.0%	81.0%	81.4%
St. Mary's	85.0%	86.7%	94.3%	86.8%	100.0%

Post-graduation Employment

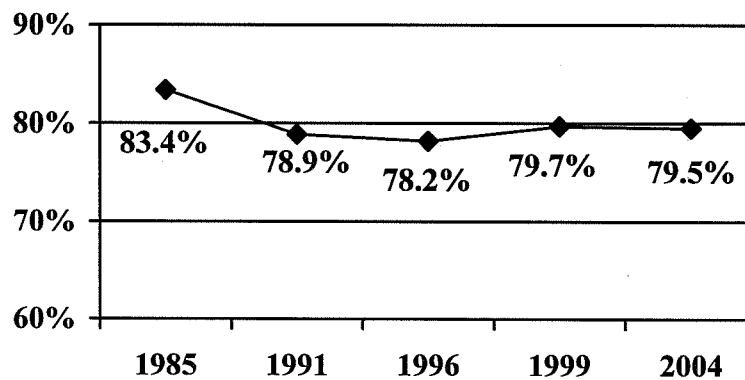
Figure 10 shows the percentage of recent graduates employed full-time and unemployed over the last 20 years. The figures have remained relatively constant over time.

Figure 10. Percent of Respondents Working Full-time and Unemployed: 1985 – 2004



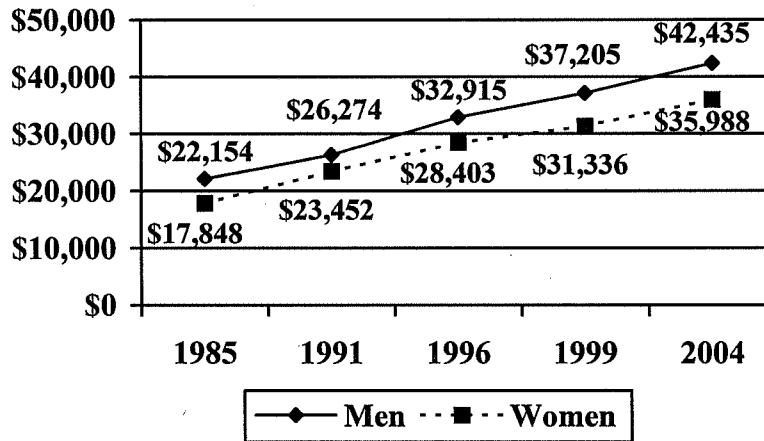
The majority of full-time employees work in careers that relate to their undergraduate major, either directly or somewhat. This has been a consistent finding. Figure 11 shows the percentage of recent graduates working in positions somewhat or directly related to their undergraduate major.

Figure 11. Percent of Respondents Working Full-time in a Job Related to Their Undergraduate Major: 1985 - 2004



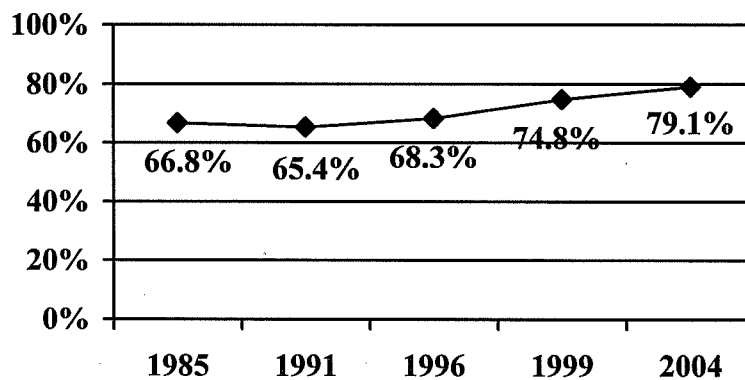
The overall median salary of graduates working full-time has nearly doubled over the last twenty years, from \$19,451 to \$37,638. But while both men and women have experienced similar increases (men: 91.5 percent, women 101.6 percent), women continue to earn an overall lower median salary, earning on average about 85 percent of their male counterparts' median salary. Figure 12 shows the median salary of male and female recent graduates working full-time.

Figure 12. Median Salary by Gender: 1985 – 2004



Recent graduates working full-time have been generally satisfied with the preparation that they received for their current job. This satisfaction level (based on those who rated their job preparation as “Good” or “Excellent”) hit a 20-year high mark in the most recent survey. Figure 13 details the percentage that feels that they were well prepared for their jobs.

Figure 13. Percent of Respondents Working Full-time Who Feel Satisfied with Their Job Preparation: 1985 - 2004



As with preparation for graduate school, recent graduates working full-time do not all rate their individual institutions equally with respect to job preparation. Table 18 details by campus the percent of recent graduates working full-time who rated the job preparation that they received at their institution as “Good” or “Excellent”.

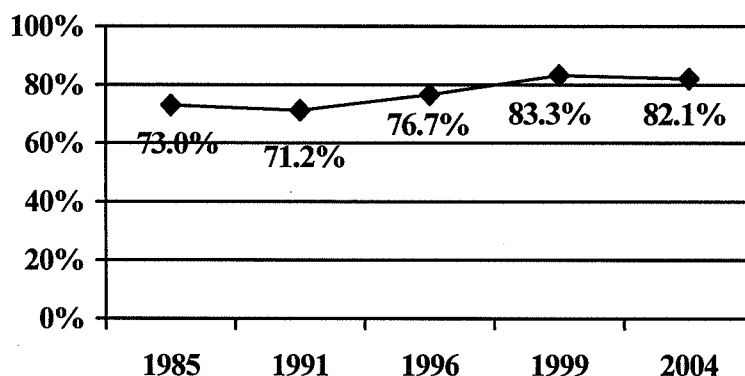
Table 18. Percent of Full-time Workers Who Felt Prepared for Their Job

Campus	% Satisfied with Job Preparation				
	1985	1991	1996	1999	2004
Bowie	87.5%	73.0%	71.7%	74.8%	80.3%
Coppin	78.8%	69.2%	75.0%	78.9%	80.6%
Frostburg	69.7%	64.2%	69.7%	75.8%	76.2%
Salisbury	73.4%	70.0%	75.9%	82.8%	85.3%
Towson	60.1%	65.3%	61.0%	75.7%	76.1%
UBalt	63.6%	72.1%	79.1%	71.2%	82.4%
UMB	75.6%	84.4%	70.5%	65.3%	88.3%
UMBC	67.8%	66.4%	65.2%	76.8%	67.1%
UMCP	63.2%	58.2%	67.6%	70.5%	82.0%
UMES	57.7%	76.3%	71.5%	63.3%	68.4%
UMUC	73.4%	72.6%	72.3%	78.0%	81.1%
Morgan	72.7%	68.5%	61.0%	75.6%	73.1%
St. Mary's	74.6%	75.0%	83.9%	84.8%	81.3%

Overall Satisfaction with Institution

When asked if they would choose to attend the same school again if they had to do it all over, over 80 percent of the most recent graduates said “Yes.” Figure 14 shows the trend of institutional satisfaction over the last 20 years.

Figure 14. Percent of Respondents Who Would Attend the Same Institution Again If They Had to Do it Over: 1985 - 2004



A look at the institutions individually reveals generally positive satisfaction. Table 19 shows the breakdown by institution of the percent of recent graduates who would elect to attend the same school again if they had to do it all over.

Table 19. Percent of Respondents Who Would Attend the Same Institution Again

Campus	% Would Attend Same School Again				
	1985	1991	1996	1999	2004
Bowie	68.1%	77.1%	66.9%	77.0%	73.5%
Coppin	68.3%	69.1%	65.9%	83.8%	72.0%
Frostburg	69.0%	74.1%	80.8%	88.8%	78.4%
Salisbury	71.3%	73.6%	80.3%	88.6%	88.9%
Towson	65.4%	66.9%	67.2%	76.7%	77.4%
UBalt	80.6%	81.8%	89.3%	86.8%	82.8%
UMB	65.0%	78.9%	59.5%	78.6%	89.6%
UMBC	71.3%	71.3%	70.3%	78.4%	75.9%
UMCP	71.6%	66.2%	76.8%	84.9%	84.9%
UMES	61.9%	78.0%	71.0%	67.2%	67.3%
UMUC	91.5%	87.4%	90.3%	91.0%	88.5%
Morgan	63.4%	75.5%	72.7%	87.6%	70.8%
St. Mary's	76.4%	79.2%	88.5%	86.9%	84.7%

Graduate Retention

Of the recent graduates who were Maryland residents when they first enrolled in a Maryland public four-year institution, over 80 percent regularly stay in the state. In addition, the State normally attracts about 30 percent of the recent graduates who were not Maryland residents when they first enrolled, adding to the human resources of the State. These percentages have been relatively consistent over time and the individual percentages are detailed in Figure 15.

Figure 15. Percent of Respondents Currently Living in Maryland by Residence at Time of First Enrollment: 1985 – 2004

