

Careers of Mason Graduates:

Results from the 2007-2010 Career Census Surveys
and the 2010 One Year Out Survey

February 2011

Office of Institutional Assessment



Where Innovation Is Tradition

Careers of Mason Graduates:

Results from the 2007-2010 Career Census Surveys and
the 2010 One Year Out Survey

Office of Institutional Assessment

George Mason University

George Mason University

Dr. Alan G. Merten
President

University Mission

George Mason University is innovative and entrepreneurial in spirit and utilizes its multi-campus organization and location near our nation's capital to attract outstanding faculty, staff and students. George Mason will:

- Educate the new generation of leaders for the 21st century—men and women capable of shaping a global community with vision, justice, and clarity.
- Encourage freedom of thought, speech, and inquiry in a tolerant, respectful academic setting that values diversity.
- Provide innovative and interdisciplinary undergraduate, graduate, and professional courses of study that enable students to exercise analytical and imaginative thinking and make well-founded ethical decisions.
- Nurture and support a highly qualified and entrepreneurial faculty that is excellent at teaching, active in pure and applied research, capable of providing a broad range of intellectual and cultural insights, and is responsive to the needs of students and their communities.
- Maintain an international reputation for superior education and public service that affirms its role as the intellectual and cultural nexus among Northern Virginia, the nation, and the world.

*As amended by the Board of Visitors on February 4, 2009
Approved by the State Council of Higher Education on May 12, 2009*

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Table of Contents

List of Tables	ii
List of Figures.....	ii
Executive Summary.....	1
Major Findings from the Career Census Surveys	1
Major Findings from the One Year Out Survey.....	2
Important Notes	2
Career Census Trend Report.....	3
Methodology.....	3
Undergraduate Student Findings.....	4
Job Placement	5
Location of Employment.....	5
Employment Status	6
Salary	7
Job Search Strategies	7
Further Education.....	8
Graduate Student Findings.....	10
Job Placement	11
Location of Employment.....	11
Employment Status	12
Salary	13
Job Search Strategies	13
One Year Out Survey Report.....	15
Comparison of Career Census and One Year Out	16
Employment Status	16
Salary	16
Time of Acceptance of First Position Related to Academic Major or Career Goals	17
Future Education (Undergraduate Respondents ONLY)	18

List of Tables

Table 1. Career Census Population.....	3
Table 2. Career Census Undergraduate Respondent Demographics.....	4
Table 3. Employed Undergraduate Respondents' Location of Employment.....	5
Table 4. Full-Time Employed Undergraduate Respondents' Salaries.....	7
Table 5. Part-Time Employed Undergraduate Respondents' Salaries.....	7
Table 6. Employed Undergraduate Respondents' Job Search Strategies.....	8
Table 7. Degree Type Pursued by Undergraduate Respondents Who Were Pursuing Further Education.....	9
Table 8. Career Census Graduate Respondent Demographics.....	10
Table 9. Employed Graduate Respondents' Location of Employment.....	11
Table 10. Full-Time Employed Graduate Respondents' Salaries.....	13
Table 11. Part-Time Employed Graduate Respondents' Salaries.....	13
Table 12. Employed Graduate Respondents' Job Search Strategies.....	14
Table 13. One Year Out Respondent Demographics by Student Level.....	15
Table 14. Employment of May 2009 Graduates at Graduation and One Year Out.....	16
Table 15. Salaries of May 2009 Graduates at Graduation and One Year Out.....	17
Table 16. May 2009 Graduates' Plans for Further Education at Graduation and One Year Out.....	18
Table 17. Field of Study Pursued After Graduating from Mason.....	19

List of Figures

Figure 1. Response Rate Trend by Student Level.....	3
Figure 2. Undergraduate Job Placement Trend at the Time of Graduation.....	5
Figure 3. Percent of Employed Undergraduate Respondents Employed in Virginia by Residency Status.....	6
Figure 4. Percent of Employed Undergraduate Respondents Employed in Washington, D.C. by Residency Status..	6
Figure 5. Percent of Employed Undergraduate Respondents Who Were Employed Full-Time at the Time of Graduation.....	6
Figure 6. Undergraduate Respondents' Future Educational Plans.....	8
Figure 7. Percent of Undergraduate Respondents Who Were Likely to Pursue Further Education at Mason.....	9
Figure 8. Graduate Job Placement Trend.....	11
Figure 9. Percent of Employed Graduate Respondents Employed in Virginia by Residency Status.....	12
Figure 10. Percent of Employed Graduate Respondents Employed in Washington, D.C. by Residency Status.....	12
Figure 11. Percent of Employed Graduate Respondents Who Were Employed Full-Time.....	12
Figure 12. Time of Acceptance of First Position Related to Academic Major or Career Goals After Mason Graduation.....	17
Figure 13. Time to Start Graduate/Professional Program After Mason Graduation.....	18
Figure 14. Type of Degree Pursued After Graduating from Mason.....	18

Executive Summary

This report presents the longitudinal results of Mason's Career Census Surveys (2007-2010) and the results of the first administration of Mason's One Year Out survey. The Career Census and One Year Out surveys are a product of the collaborative efforts of University Career Services, the Office of Alumni Affairs, and the Office of Institutional Assessment.

Career Census

Mason's Career Census is a locally developed survey that collects information about graduating students' employment status (company, position, and salary range), use of job search resources, and plans for further education at the time of graduation. The Career Census is hosted by Student Voice (<http://studentvoice.com>) and has been administered online every semester since May 2007. Since that time, approximately 22,419 students have been invited to participate and 11,341 have completed the survey for an overall response rate of 51%. In total, 6,308 undergraduate students (overall response rate = 48%) and 5,033 graduate students (overall response rate = 54%) have completed the survey.

One Year Out

Mason's One Year Out survey was developed as a companion to the Career Census and collects information about the employment status (company, position, and salary range) and further education of Mason Alumni one year post-graduation. The One Year Out survey is hosted by Mason's Office of Institutional Assessment and was first administered online during the summer of 2010 to all May 2009 Mason graduates. In total, 2,671 graduates were invited to participate and 505 completed the survey for an overall response rate of 19%.

Major Findings from the Career Census Surveys

- Between 61% and 71% of undergraduate and 76% and 89% of graduate Career Census respondents reported that they were already **working or had accepted a position at the time of graduation**.
- Of the respondents who were working or had accepted a position at the time of graduation:
 - The percentage of undergraduates having a position **related to their academic major or career goals** has decreased over the past three years (52% in May 2007 vs. 36% in May 2010). The percentage for graduate students has been relatively consistent since May 2007.
 - Most (79%-88%) of the respondents were **employed in the geographical areas surrounding Mason** (Virginia, Washington, D.C., and Maryland). In-state residents were more likely than out-of-state residents to be employed in Virginia and out-of-state residents were more likely than in-state residents to be employed in Washington, D.C.
 - Most of the undergraduate (61%-87%) and nearly all graduate (88%-97%) respondents were **employed full-time**.
 - As expected, undergraduate respondents reported earning lower **salaries** than graduate respondents. Approximately half (40%-54%) of the undergraduate respondents who were employed full-time reported earning a salary of \$30,001-\$50,000. One-third of the graduate respondents reported earning a salary of \$30,001-\$50,000, one-third reported earning a salary of \$50,001 to \$70,000, and another third reported earning more than \$70,000.
 - **Networking** was the primary resource used by the respondents in their job search.
- In 2008, there was a significant spike (31% in May 2008 vs. 76% in August 2008) in the number of undergraduates who reported that they were **exploring graduate or professional schools** at the time of graduation. This percentage has remained substantially higher than it was prior to August 2008.

Major Findings from the One Year Out Survey (May 2009 graduates at graduation and one year post-graduation)

- When compared to the percentage employed at graduation, a *larger* percentage of both undergraduate (60% vs. 84%) and graduate respondents (83% vs. 92%) reported that they were **employed** one year post-graduation.
- Among those who were employed, a larger percentage of both undergraduate (60% vs. 86%) and graduate (89% vs. 92%) respondents reported that they were employed **full-time** one year post-graduation.
- One year post-graduation, a larger percentage of both undergraduate (59% vs. 75%) and graduate (86% vs. 90%) respondents reported that they were employed in a position that was **related to their academic major or career goals**.

Important Notes

- Career Census data were cleaned to exclude students who did not graduate within one semester of applying for graduation. An exception was made for those who applied for graduation in May 2010 because the graduation file was not finalized at the time this report was published. Therefore, all who applied for May 2010 graduation were kept in the population file and included in the analysis regardless of graduation status.
- Students (< 1%) who earned dual degrees were counted once per degree.
- The population file for the One Year Out survey was created using information provided by the Office of Alumni Affairs. Some alumni indicated that they did not want to be contacted by Mason after graduation. Those alumni were excluded from the population file and were not invited to participate in the One Year Out survey.
- Percentages presented in this report may not sum to 100 due to rounding.

**Detailed survey results for individual colleges, majors and degree levels are available at:
<https://assessment.gmu.edu/Results/CareerCensus/public/index.cfm>**

Career Census Trend Report

Mason’s Career Census has been administered every semester since May 2007 to Mason students at the time of graduation. The survey collects information about respondents’ employment status (company, position, and salary range), use of job search resources, and plans for further education.

Methodology

The Career Census is hosted and administered online by Student Voice (<http://studentvoice.com>). Invitations to participate are sent via email to all Mason students who apply for graduation during the designated survey semester. Students who do not graduate within one semester of applying for graduation are removed from the population prior to analysis. Students who earned dual degrees are counted once per degree earned. Table 1 shows the number of eligible respondents by survey semester and student level.

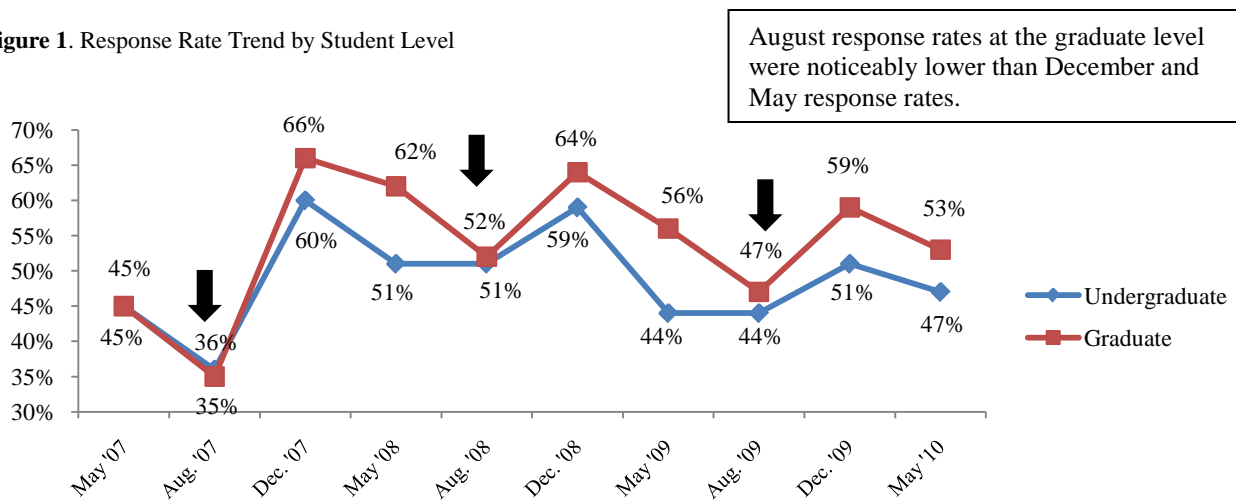
Table 1. Career Census Population

Year	Spring			Summer			Fall		
	Undergrad	Grad	Total	Undergrad	Grad	Total	Undergrad	Grad	Total
2007	1,829	1,174	3,003	820	583	1,403	882	718	1,600
2008	1,856	1,185	3,041	844	539	1,383	869	713	1,582
2009	1,985	1,314	3,299	876	636	1,512	952	792	1,744
2010	2,223	1,629	3,852						

Note. Data were cleaned by removing students who did not graduate during the designated survey semester with the exception of Spring 2010 because the graduation file was not finalized at the time this report was prepared. Students who earned dual degrees were counted once per degree.

Since the Career Census began in May 2007, 22,419 students have been invited to participate and 11,341 have completed the survey for an **overall response rate of 51%**. Figure 1 shows the response rate trend by survey semester and student level. In recent semesters, response rates have declined at both the graduate and undergraduate levels. Results show that graduate students (overall response rate = 54%) have been more likely to respond to the Career Census than undergraduate students (overall response rate = 48%).

Figure 1. Response Rate Trend by Student Level



Undergraduate Student Findings

This section summarizes the 2007-2010 Career Census trends for Mason undergraduate respondents. Since May 2007, 13,136 undergraduate students have been invited to participate and 6,308 have completed the survey for an **overall undergraduate response rate of 48%**. Table 2 provides an overview of the demographic characteristics of the undergraduate Career Census respondents.

Table 2. Career Census Undergraduate Respondent Demographics

	May '07	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	831	292	527	942	427	510	865	389	485	1,040
Response Rate	45%	36%	60%	51%	51%	59%	44%	44%	51%	47%
Gender										
Female	64%	59%	57%	62%	60%	58%	65%	68%	63%	65%
Race/Ethnicity										
African American	7%	8%	6%	7%	8%	7%	8%	9%	7%	6%
Native American	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%
Asian American	15%	17%	18%	14%	13%	17%	16%	16%	14%	14%
Hispanic American	7%	6%	7%	7%	8%	8%	8%	6%	6%	7%
White American	55%	50%	49%	54%	47%	48%	49%	47%	47%	50%
Other/Unknown	12%	15%	13%	15%	17%	15%	15%	17%	21%	19%
Non-Resident Alien	4%	5%	7%	4%	6%	5%	3%	5%	5%	4%
Age										
22 or younger	48%	34%	32%	54%	33%	32%	56%	32%	33%	50%
23-24	23%	29%	25%	18%	24%	28%	18%	24%	26%	21%
25-27	10%	16%	19%	12%	20%	17%	9%	18%	18%	12%
28-30	6%	6%	7%	5%	8%	9%	5%	6%	7%	6%
31-34	4%	4%	6%	4%	6%	7%	4%	8%	5%	5%
35 or older	10%	13%	11%	8%	9%	8%	8%	12%	11%	7%
US Citizen or Perm. Resident	96%	96%	93%	96%	94%	95%	97%	95%	95%	96%
In-State Resident	90%	93%	91%	88%	90%	90%	86%	89%	90%	86%
Cumulative GPA	3.26	3.15	3.16	3.25	3.11	3.16	3.30	3.17	3.20	3.29
College										
College of Education and Human Development (CEHD)	2%	3%	4%	2%	6%	4%	3%	3%	3%	3%
College of Health and Human Services (CHHS)	9%	9%	4%	7%	13%	3%	10%	12%	3%	10%
College of Humanities and Social Sciences (CHSS)	49%	41%	44%	47%	38%	43%	45%	41%	47%	46%
College of Science (COS)	5%	8%	6%	7%	8%	6%	7%	8%	7%	8%
College of Visual and Performing Arts (CVPA)	4%	3%	6%	7%	1%	5%	6%	4%	4%	5%
School of Conflict Analysis and Resolution (SCAR)	0%	0%	0%	1%	1%	1%	1%	0%	0%	1%
School of Management (SOM)	19%	28%	22%	19%	29%	27%	19%	26%	24%	18%
Volgenau School of Engineering (VSE)	12%	7%	15%	11%	6%	12%	9%	6%	11%	10%

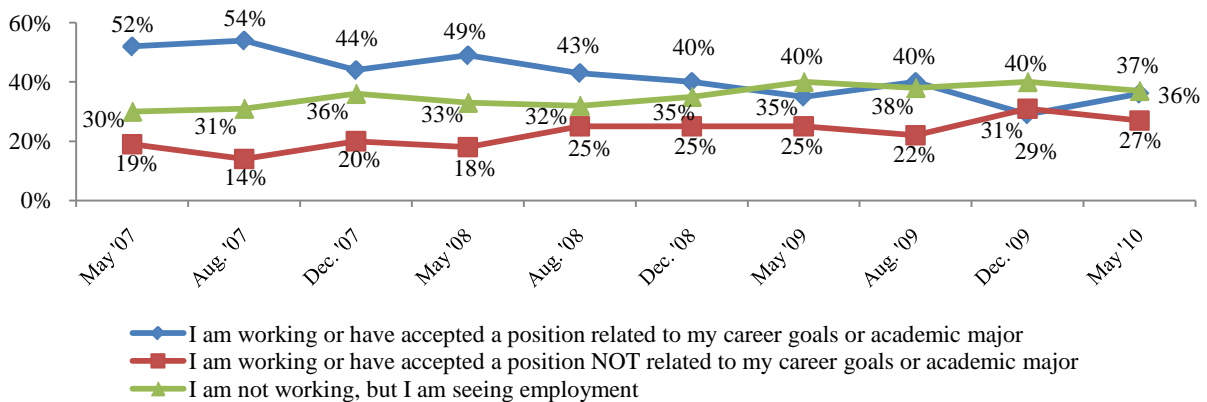
When respondents were compared to non-respondents, results showed that **females, older students, and students with higher GPAs** responded to the Career Census at higher rates. These differences should be taken into consideration when interpreting the results presented in this section.

Job Placement

The first section of the Career Census focuses on student job placement at the time of graduation. Figure 2 shows the undergraduate job placement trend for the last 10 semesters:

- Between 36% and 54% of undergraduate respondents were either already working or had accepted a position related to their academic major or career goals; between 14% and 29% were either already working or had accepted a position NOT related to their academic major or career goals.
- About one third of Mason undergraduates were seeking employment.
- In recent years, there has been a *drop* in the percentage of undergraduate respondents who reported that they were working or had accepted a position related to their academic major or career goals at the time of graduation (52% in May 2007 vs. 36% in May 2010).
- The percentage of undergraduate respondents who were employed in a position not related to their career goals or academic major has *increased slightly* as has the percentage of undergraduates who were not working, but seeking employment at the time of graduation.

Figure 2. Undergraduate Job Placement Trend at the Time of Graduation



Note. Results exclude respondents who selected “I am not working and NOT seeking employment.” Approximately 5-15% of the undergraduate respondents selected this option.

Location of Employment

Results show that, of the undergraduates who were employed or had accepted a position at the time of graduation, a majority (79%-88%) were employed in the geographical areas surrounding Mason (i.e., Virginia, Washington, D.C., or Maryland) (Table 3). This trend has been relatively steady over the last 10 semesters.

Table 3. Employed Undergraduate Respondents’ Location of Employment

Location of Employment	May '07	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Virginia	71%	77%	77%	74%	77%	74%	69%	72%	71%	66%
Washington, D.C.	9%	6%	8%	10%	8%	9%	10%	8%	9%	10%
Maryland	2%	3%	3%	2%	3%	4%	4%	3%	5%	3%
Other	18%	14%	12%	14%	12%	13%	17%	17%	15%	21%

When location of employment was examined by residency status, two clear trends emerged:

- In-state residents were more likely than out-of-state residents to report that they were employed or had accepted a position in *Virginia* at the time of graduation (Figure 3)
- Out-of-state residents were more likely than in-state residents to report that they were employed or had accepted a position in *Washington, D.C.* at the time of graduation (Figure 4).

Figure 3. Percent of Employed Undergraduate Respondents Employed in Virginia by Residency Status

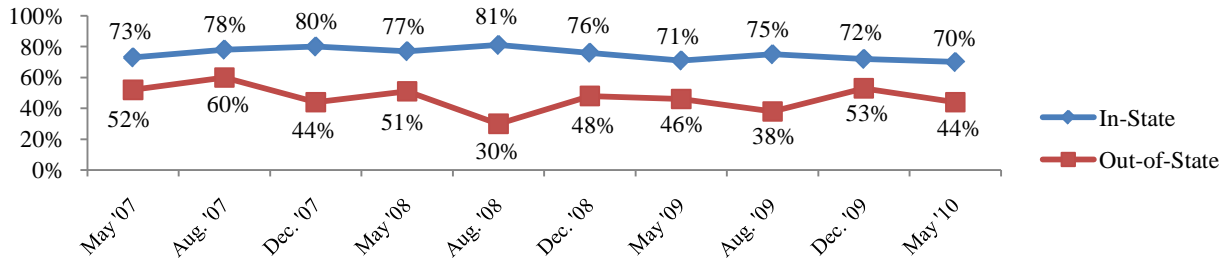
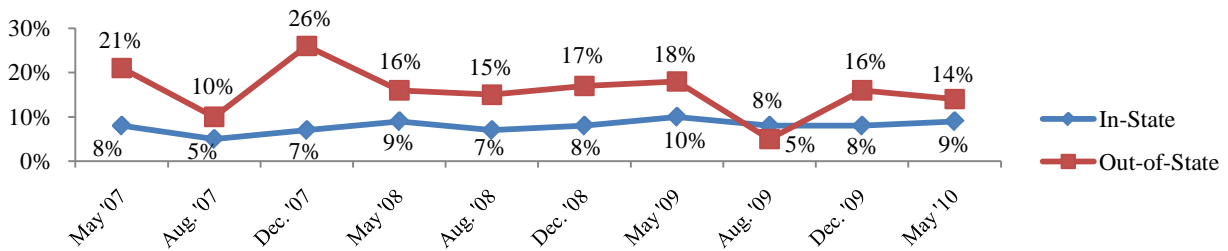


Figure 4. Percent of Employed Undergraduate Respondents Employed in Washington, D.C. by Residency Status

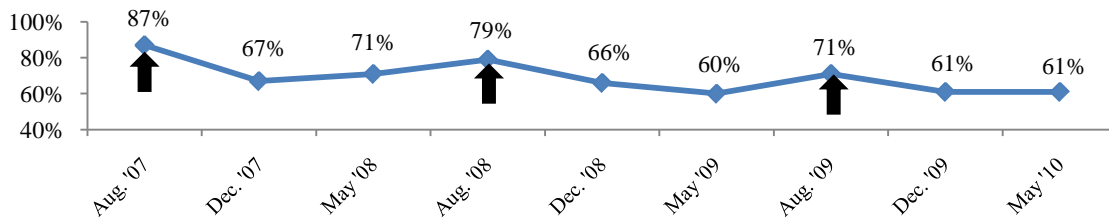


Employment Status

Figure 5 shows that a majority (61%-87%) of the undergraduates who were employed at the time of graduation were employed full-time. However, trend analysis shows that the percentage of respondents employed full-time at the time of graduation has been *declining* over the last nine semesters.

August graduates were more likely than their May and December counterparts to report that they were employed or had accepted a full-time position at the time of graduation.

Figure 5. Percent of Employed Undergraduate Respondents Who Were Employed Full-Time at the Time of Graduation



Note. Includes all undergraduate respondents who reported that they were employed or had accepted a position at the time of graduation. May 2007 data is not included because this information was not collected on the May 2007 Career Census.

Salary

Respondents who reported that they were employed or had accepted a position at the time of graduation were also asked to report their annual salary range. Results show that annual salaries have remained relatively stable over the last nine semesters. Table 4 shows that, among the respondents who were employed full-time, approximately half (40%-54%) reported earning an annual salary of \$30,001 to \$50,000. Table 5 shows that, among respondents who were employed part-time, most (76%-92%) reported earning an annual salary of below \$30,000.

Table 4. Full-Time Employed Undergraduate Respondents' Salaries

Salary Range	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	80	171	315	182	159	220	120	124	282
Below \$30,000	14%	12%	16%	15%	13%	24%	28%	16%	17%
\$30,001-\$50,000	48%	54%	44%	53%	40%	40%	42%	44%	49%
\$50,001-\$70,000	34%	26%	31%	21%	35%	29%	24%	27%	23%
\$70,001-\$90,000	1%	6%	6%	8%	8%	6%	3%	5%	5%
\$90,001-\$125,000	3%	2%	3%	4%	4%	1%	3%	7%	5%
Above \$125,000	1%	1%	1%	0%	1%	1%	2%	2%	1%
Missing Data:									
Prefer not to respond	36%	9%	11%	12%	13%	9%	14%	11%	8%

Note. Includes all undergraduate respondents who reported that they were employed or had accepted employment in a full-time position. Results exclude respondents who reported that they "preferred not to respond." Results do not include information about signing bonuses.

Table 5. Part-Time Employed Undergraduate Respondents' Salaries

Salary Range	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	5	84	123	47	88	138	50	81	171
Below \$30,000	80%	76%	79%	89%	89%	88%	82%	89%	92%
\$30,001-\$50,000	20%	21%	16%	9%	11%	11%	16%	11%	6%
\$50,001-\$70,000	-	2%	3%	-	-	1%	2%	-	1%
\$70,001-\$90,000	-	-	2%	2%	-	-	-	-	-
\$90,001-\$125,000	-	-	-	-	-	-	-	-	-
Above \$125,000	-	-	-	-	-	-	-	-	-
Missing Data:									
Prefer not to respond	68%	9%	15%	13%	6%	13%	11%	8%	13%

Note. Includes all undergraduate respondents who reported that they were employed or had accepted employment in a part-time position. Results exclude respondents who reported that they "preferred not to respond." Results do not include information about signing bonuses.

Job Search Strategies

Respondents who reported that they were employed or had accepted a position were also asked to report which resources they used in their job search. Table 6 shows that:

- Networking was the primary resource used by employed undergraduate respondents in their job search; however, trend analysis shows that the percentage of undergraduates using networking as a job search strategy has declined in recent semesters.
- Over the last ten semesters, 9% to 14% of undergraduates reported that their internship or co-op experience led to their full-time job.
- PatriotJobWeb, employer websites, and career websites (e.g., monster.com, careerbuilder.com, etc.) were also used by 5% -14% of undergraduate respondents, respectively.
- Between August 2008 and August 2009, a new variable was added that allowed respondents to indicate whether they continued in their current position or with their current employer; between 13-20% of undergraduate respondents indicated that they had done so.

Table 6. Employed Undergraduate Respondents' Job Search Strategies

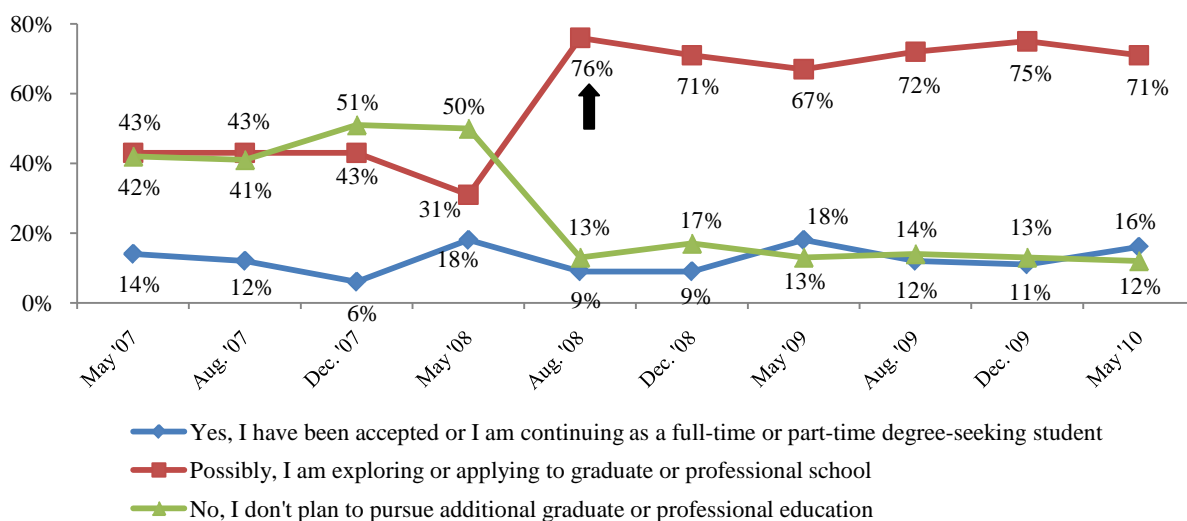
Strategy	May '07	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	515	162	300	535	277	307	463	222	264	608
PatriotJobWeb listing	11%	6%	8%	9%	6%	8%	11%	9%	5%	8%
Mason job/internship fairs	7%	6%	5%	6%	4%	4%	5%	4%	5%	4%
On-campus interview program	4%	4%	3%	3%	4%	5%	2%	1%	3%	4%
Other services offered by Mason Career Services	-	-	-	-	-	-	-	1%	1%	0%
Academic department	3%	1%	2%	3%	1%	2%	3%	3%	1%	2%
Internship or co-op led to full-time job	12%	11%	10%	14%	10%	11%	9%	12%	12%	12%
Networking with friend, relative, professor, colleague, etc.	30%	38%	38%	38%	24%	26%	25%	21%	21%	18%
Social networking	-	-	-	-	-	-	-	1%	2%	2%
Employer website	9%	14%	12%	12%	7%	6%	7%	12%	12%	10%
Career websites	7%	13%	10%	9%	9%	10%	8%	14%	8%	6%
Newspaper ad	3%	3%	6%	2%	2%	3%	1%	-	-	-
Other	17%	15%	11%	16%	21%	21%	18%	17%	18%	19%
Continued in current position/with current employer	-	-	-	-	20%	13%	13%	15%	-	-

Note. Results include all undergraduate respondents who reported that they were employed.

Further Education

The second section of the Career Census asks graduates to report whether they have already begun or plan to pursue further education. Results show that a significant change occurred in 2008 when the percentage of undergraduate respondents who were exploring graduate or professional school rose from 31% to 76% (Figure 6). The percentage of undergraduates who reported that they had been accepted or were continuing as a degree seeking student has remained relatively stable over time.

Figure 6. Undergraduate Respondents' Future Educational Plans

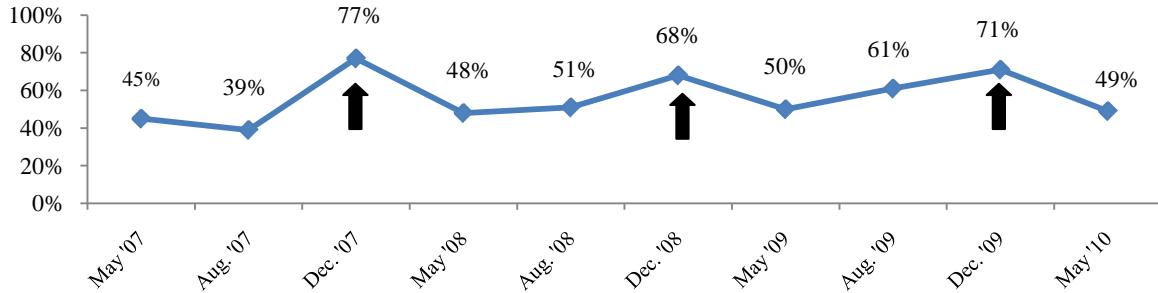


Note. Excludes respondents who reported that they had been accepted as a non-degree student. During the same period, between 1-3% of the respondents indicated that they had been accepted in a certificate program. The trend is not shown in Figure 6.

Figure 7 shows the percentage of undergraduate respondents accepted into a degree or certificate program who reported that they would likely attend Mason for graduate school.

Winter graduates were more likely than spring and summer graduates to pursue their next degree at Mason.

Figure 7. Percent of Undergraduate Respondents Who Were Likely to Pursue Further Education at Mason (*of those who had been accepted to a graduate/certificate program*)



Note. Includes all undergraduate respondents who reported that they were accepted or continuing as a full-time or part-time degree seeking student in a graduate or certificate program.

Table 7 shows that of the undergraduates who were pursuing additional education, most (64%-84%) were pursuing master's degrees. The percentages were particularly high among December graduates.

Table 7. Degree Type Pursued by Undergraduate Respondents Who Were Pursuing Further Education

	May '07	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Degree Type										
Professional Certificate	6%	11%	10%	4%	5%	9%	6%	2%	4%	3%
Master's Degree	64%	67%	84%	67%	71%	81%	70%	70%	82%	69%
Doctoral Degree	7%	3%	0%	10%	7%	4%	10%	16%	0%	13%
Law Degree	14%	14%	0%	14%	5%	6%	7%	2%	10%	9%
Medical Degree	5%	3%	7%	3%	2%	0%	4%	5%	2%	1%
Divinity Degree	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Other	5%	3%	0%	1%	10%	0%	1%	5%	2%	5%

Note. Includes all undergraduate respondents who reported that they were accepted or continuing as a full-time or part-time degree seeking student in a graduate or certificate program.

Graduate Student Findings

This section summarizes the 2007-2010 Career Census trends for Mason graduate students. Since May 2007, 9,283 graduate students have been invited to participate in the Career Census and 5,033 have completed the survey for an overall **graduate response rate of 54%**. Table 8 provides an overview of the demographic characteristics of the graduate Career Census respondents.

Table 8. Career Census Graduate Respondent Demographics

	May '07	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	525	205	473	739	278	454	741	297	465	856
Response Rate	45%	35%	66%	62%	52%	64%	56%	47%	59%	53%
Gender										
Female	59%	54%	50%	69%	55%	58%	63%	62%	57%	62%
Race/Ethnicity										
African American	7%	4%	6%	8%	5%	5%	6%	6%	3%	6%
Native American	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%
Asian American	6%	13%	9%	8%	6%	8%	5%	5%	6%	7%
Hispanic American	6%	2%	3%	4%	5%	3%	4%	1%	3%	3%
White American	59%	63%	54%	68%	59%	58%	58%	56%	51%	44%
Other/Unknown	7%	6%	7%	7%	8%	12%	17%	23%	28%	28%
Non-Resident Alien	15%	12%	22%	6%	17%	15%	10%	8%	10%	11%
Age										
22 or younger	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%
23-24	13%	8%	14%	11%	9%	13%	15%	9%	9%	16%
25-27	24%	20%	24%	23%	19%	18%	22%	18%	24%	22%
28-30	16%	14%	17%	16%	20%	17%	17%	19%	19%	18%
31-34	13%	15%	15%	13%	16%	11%	11%	15%	15%	13%
35 or older	33%	42%	29%	36%	36%	40%	35%	39%	31%	30%
US Citizen or Perm. Resident	85%	88%	78%	94%	84%	85%	90%	92%	90%	89%
In-State Resident	79%	68%	72%	83%	74%	76%	76%	76%	76%	69%
Cumulative GPA	3.73	3.74	3.68	3.77	3.77	3.72	3.77	3.79	3.73	3.75
College										
College of Education and Human Development (CEHD)	20%	34%	19%	32%	37%	22%	31%	50%	27%	23%
College of Health and Human Services (CHHS)	9%	2%	3%	10%	3%	2%	9%	1%	3%	11%
College of Humanities and Social Sciences (CHSS)	18%	13%	21%	23%	13%	22%	21%	12%	20%	24%
College of Science (COS)	8%	9%	6%	5%	5%	8%	5%	4%	6%	4%
College of Visual and Performing Arts (CVPA)	3%	2%	2%	1%	1%	3%	3%	2%	3%	2%
School of Conflict Analysis and Resolution (SCAR)	5%	1%	2%	3%	1%	2%	2%	1%	2%	3%
School of Management (SOM)	0%	13%	0%	0%	13%	4%	7%	10%	7%	5%
School of Public Policy (PP)	16%	14%	19%	11%	11%	19%	10%	13%	15%	10%
Volgenau School of Engineering (VSE)	21%	12%	29%	13%	16%	20%	14%	8%	19%	17%

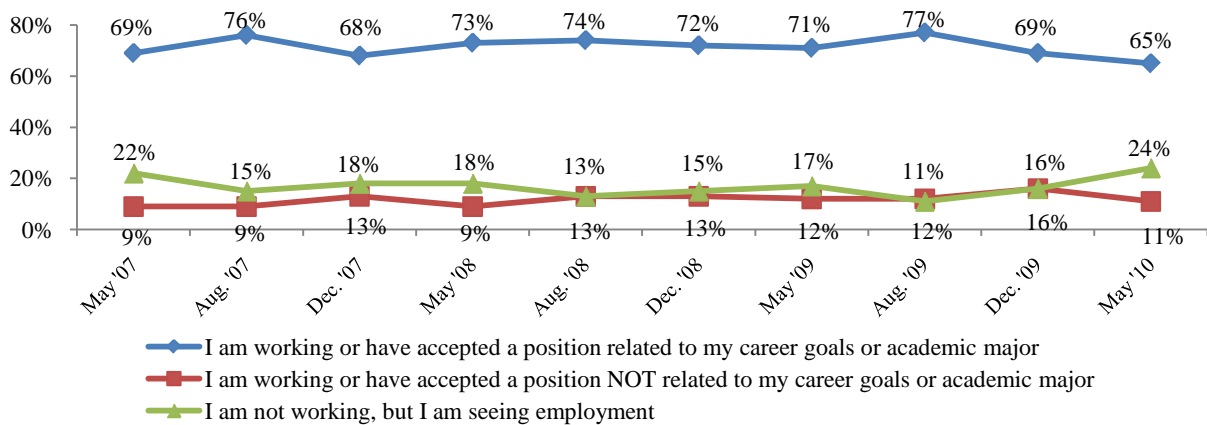
The respondent group was generally representative of the graduating class which is primarily comprised of masters' students. Differences between the respondent and non-respondent groups varied by semester. Differences between the respondents and non-respondents should be taken into consideration when interpreting the results presented in this section.

Job Placement

Figure 8 shows that graduate student job placement rates have not changed significantly over the last 10 semesters. Results show:

- Between 65% and 77% of graduate respondents were either currently working or had accepted a position related to their academic major or career goals at the time of graduation.
- Between 9% and 16% were either currently working or had accepted a position NOT related to their academic major or career goals.
- Between 11% and 24% reported that they were not working, but seeking employment at the time of graduation.

Figure 8. Graduate Job Placement Trend



Note. Results exclude graduate respondents who selected "I am not working and NOT seeking employment." Approximately 2-5% of the graduate respondents selected this option.

Location of Employment

Results show that, of those who were employed, a majority (79%-88%) were employed in the geographical areas surrounding Mason (in Virginia, Washington, D.C., or Maryland) (Table 9).

Table 9. Employed Graduate Respondents' Location of Employment

Location of Employment	May '07	Aug '07	Dec '07	May '08	Aug '08	Dec '08	May '09	Aug '09	Dec '09	May '10
Virginia	63%	68%	63%	68%	66%	68%	63%	68%	62%	63%
Washington, D.C.	16%	12%	20%	15%	12%	16%	17%	10%	17%	20%
Maryland	3%	2%	5%	4%	1%	2%	4%	5%	4%	5%
Other	18%	18%	12%	13%	21%	14%	16%	17%	17%	12%

When location of employment was examined by residency status, results showed that, like the undergraduate respondents, in-state graduate respondents were more likely than out-of-state graduate respondents to be employed in the state of Virginia (Figure 9). In 2007, in-state and out-of-state graduate respondents were equally

likely to be employed in Washington, D.C.; in recent years, however, out-of-state graduate respondents have been more likely than their in-state counterparts to be employed in Washington, D.C. (Figure 10).

Figure 9. Percent of Employed Graduate Respondents Employed in Virginia by Residency Status

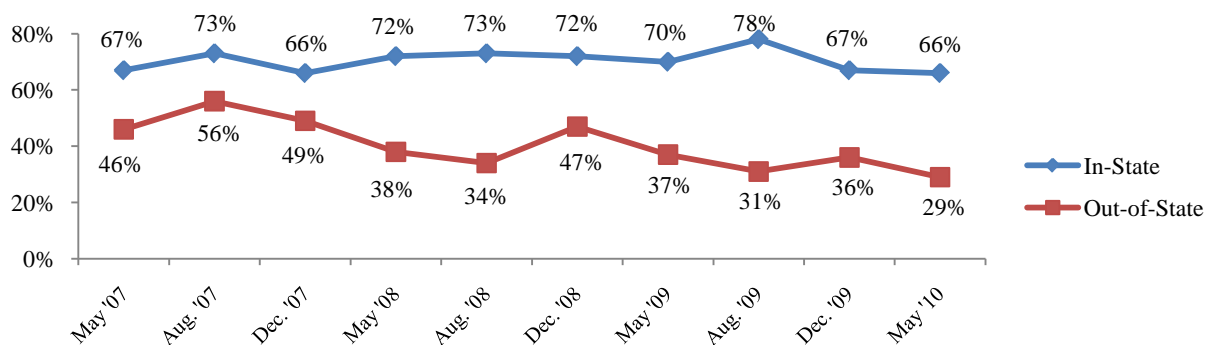
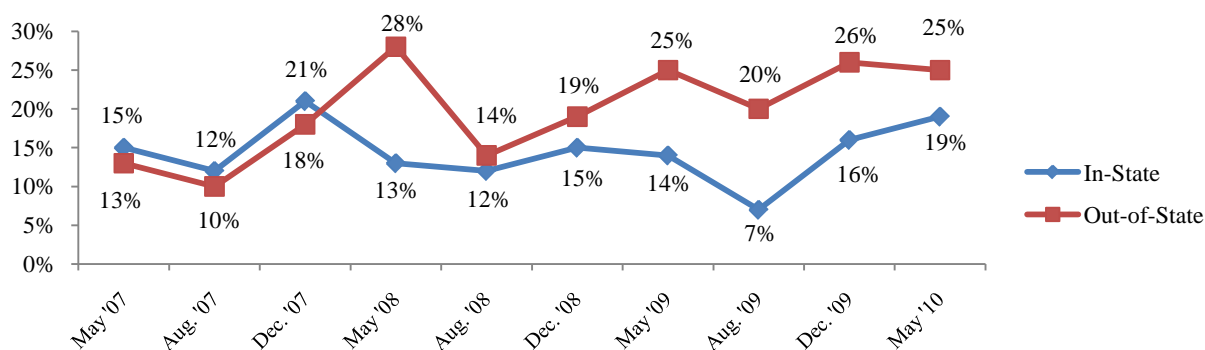


Figure 10. Percent of Employed Graduate Respondents Employed in Washington, D.C. by Residency Status

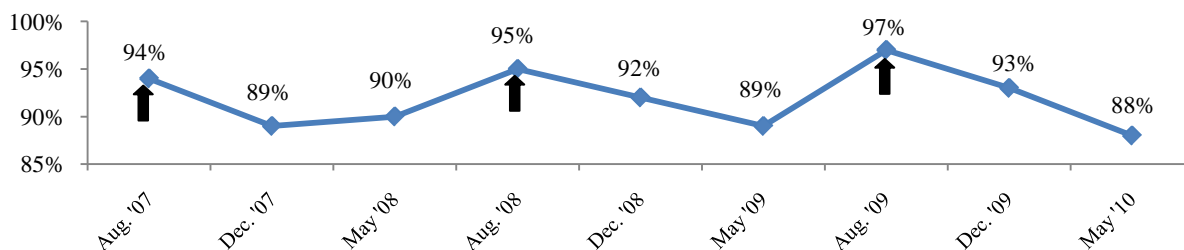


Employment Status

Figure 11 shows that a majority (88%-97%) of graduates who were employed at the time of graduation were employed full-time.

Like undergraduate respondents, graduate respondents who graduated in August were more likely than May or December graduates to be employed full-time.

Figure 11. Percent of Employed Graduate Respondents Who Were Employed Full-Time



Note. Includes all graduate respondents who reported that they were employed or had accepted a position at the time of graduation. May 2007 data is not included because this information was not collected on the May 2007 Career Census.

Salary

Graduate respondents who were employed or had accepted a position at the time of graduation were asked to self-report their annual salary range. Results show that, like the undergraduates, graduate respondents' annual salaries have remained relatively stable over the last three years. Table 10 shows that among the graduate respondents who worked full-time, approximately one-third earned salaries between \$30,001 and \$50,000, one-third earned salaries between \$50,001 and \$70,000 and another third earned more than \$70,000. Table 11 shows that, like the undergraduate respondents, most of the graduate respondents who reported working part-time earned an annual salary of less than \$30,000.

Table 10. Full-Time Employed Graduate Respondents' Salaries

Salary Range	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	88	273	417	184	294	438	211	286	434
Below \$30,000	2%	1%	4%	2%	2%	4%	4%	1%	4%
\$30,001-\$50,000	27%	30%	32%	25%	30%	31%	25%	29%	28%
\$50,001-\$70,000	36%	35%	32%	33%	30%	32%	40%	30%	33%
\$70,001-\$90,000	16%	17%	19%	21%	19%	16%	15%	21%	18%
\$90,001-\$125,000	14%	14%	11%	14%	15%	12%	9%	14%	12%
Above \$125,000	5%	4%	3%	5%	4%	5%	8%	6%	5%
Missing Data:									
Prefer not to respond	35%	6%	9%	9%	8%	8%	7%	9%	9%

Note. Results include all graduate respondents who reported that they were employed or had accepted employment in a full-time position. Results exclude respondents who reported that they "preferred not to respond." Results do not include information about signing bonuses.

Table 11. Part-Time Employed Graduate Respondents' Salaries

Salary Range	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	7	30	44	11	24	48	7	20	52
Below \$30,000	86%	73%	55%	46%	75%	71%	71%	65%	67%
\$30,001-\$50,000	-	23%	27%	46%	8%	15%	29%	15%	17%
\$50,001-\$70,000	-	3%	14%	9%	8%	4%	-	20%	12%
\$70,001-\$90,000	-	-	2%	-	4%	8%	-	-	4%
\$90,001-\$125,000	-	-	2%	-	4%	2%	-	-	-
Above \$125,000	14%	-	-	-	-	-	-	-	-
Missing Data:									
Prefer not to respond	22%	19%	19%	-	14%	16%	-	9%	18%

Note. Results include all graduate respondents who reported that they were employed or had accepted employment in a part-time position. Results exclude respondents who reported that they "preferred not to respond." Results do not include information about signing bonuses.

Job Search Strategies

Respondents who reported that they were employed or had accepted a position were also asked to report which resources they used in their job search. Table 12 shows that:

- Similar to the undergraduate findings, networking was a primary resource used by employed graduate respondents in their job search; trend analysis shows that the percentage of graduates using networking as a job search strategy is also declining.
- Graduate respondents also regularly used employer websites in their job search (9% to 21%).
- Graduate respondents were less likely than undergraduate respondents to use PatriotJobWeb in their job search (1% to 11% for undergraduates and 1% to 4% for graduates).
- Graduate respondents were more than twice as likely as undergraduate respondents to report that they continued in their current position or with their current employer (13% to 20% for undergraduates and 34% to 41% for graduates).

Table 12. Employed Graduate Respondents' Job Search Strategies

Strategy	May '07	Aug. '07	Dec. '07	May '08	Aug. '08	Dec. '08	May '09	Aug. '09	Dec. '09	May '10
Respondents (N)	391	158	359	566	237	372	593	255	376	632
PatriotJobWeb listing	2%	1%	4%	2%	1%	2%	2%	2%	2%	1%
Mason job/internship fairs	2%	2%	3%	2%	1%	2%	1%	1%	2%	2%
On-campus interview program	1%	1%	1%	1%	0%	0%	1%	0%	2%	0%
Other services offered by Mason Career Services	-	-	-	-	-	-	-	0%	1%	1%
Academic Department	2%	2%	3%	2%	1%	2%	1%	1%	2%	4%
Internship or co-op led to full-time job	8%	3%	6%	11%	4%	7%	6%	5%	5%	5%
Networking with friend, relative, professor, colleague, classmate, Mason alumnus	32%	34%	33%	34%	19%	18%	18%	11%	15%	14%
Social networking	-	-	-	-	-	-	-	0%	1%	1%
Employer website	18%	17%	21%	21%	9%	11%	10%	17%	14%	14%
Career websites (e.g., Monster, Career Builder, etc.)	8%	7%	12%	10%	8%	8%	6%	9%	11%	9%
Newspaper ad	5%	6%	2%	4%	2%	2%	2%	-	-	-
Continued in current position or with current employer	-	-	-	-	40%	35%	34%	41%	-	-
Other	22%	30%	20%	20%	13%	18%	19%	14%	16%	15%

Note. Results include all graduate respondents who reported that they were employed.

One Year Out Survey Report

In 2010, Mason piloted the One Year Out Alumni Career Survey. The survey was developed locally and was designed as a companion to the Mason Career Census. One Year Out collects information about Mason alumni's employment status (company, position, salary range, and time to accept a position) and further education one year post-graduation. The One Year Out survey was implemented in an effort to gather additional and more accurate information about the careers and further education of Mason's graduates.

Unlike the Career Census, Mason's One Year Out survey is hosted and administered by Mason's Office of Institutional Assessment. Invitations were sent via email during the summer of 2010 to all Mason 2009 alumni (N=2,671). The total population was less than the actual number of May 2009 degrees conferred due to the fact that some Mason alumni indicated that they did not want to be contacted by Mason post-graduation. In total, 505 Mason 2009 alumni responded to the One Year Out survey for an **overall response rate of 19%**. Of those, 256 were undergraduate respondents (response rate = 16%) and 249 were graduate respondents of which 10% were post-masters' students (response rate = 24%). Table 13 provides an overview of the demographic characteristics of the One Year Out respondents by student level.

Table 13. One Year Out Respondent Demographics by Student Level

	Undergraduate (N=256)	Graduate (N=249)
Response Rate	16%	24%
Gender		
Female	67%	57%
Race/Ethnicity		
African American	7%	6%
Native American	1%	0%
Asian American	15%	4%
Hispanic American	7%	2%
White American	53%	61%
Other/Unknown	16%	19%
Non-Resident Alien	2%	8%
Age		
22 or younger	59%	1%
23-24	18%	16%
25-27	9%	22%
28-30	3%	15%
31-34	4%	9%
35 or older	8%	37%
US Citizen or Permanent Resident	98%	92%
In-State Resident	87%	76%
Cumulative GPA	3.33	3.76
College		
College of Education and Human Development (CEHD)	4%	29%
College of Health and Human Services (CHHS)	9%	9%
College of Humanities and Social Sciences (CHSS)	49%	21%
College of Science (COS)	5%	3%
College of Visual and Performing Arts (CVPA)	6%	1%
School of Conflict Analysis and Resolution (SCAR)	3%	2%
School of Management (SOM)	16%	7%
School of Public Policy (PP)	-	16%
Volgenau School of Engineering (VSE)	7%	12%

At the undergraduate level, female, white, and younger (22 or younger) respondents were more likely to respond to the survey. At the graduate level, female, white, and older (35 or older) respondents were more likely to respond to the survey. These differences should be considered when interpreting the results presented in this section.

Comparison of Career Census and One Year Out

In this section, the Career Census and One Year Out surveys are used to examine differences between the employment status and future educational plans of May 2009 Mason graduates at the time of graduation and one year post-graduation. When interpreting the results, it is important to note that the Career Census had a significantly higher response rate than the One Year Out survey (52% vs. 19%), therefore, results from the One Year Out survey should be interpreted with caution.

Employment Status

Table 14 compares the employment status of Mason’s May 2009 graduates at the time of graduation with their employment status one year post-graduation. Results show that when compared to their responses on the Career Census at the time of graduation, one year post graduation:

- a *larger* percentage of respondents reported that they were employed.
- a *larger* percentage of respondents who were employed were employed fulltime.
- a *larger* percentage of respondents were employed in a position that was related to their academic major or career goals.

Table 14. Employment of May 2009 Graduates at Graduation and One Year Out

	Undergraduate Respondents		Graduate Respondents	
	At Graduation (N=865)	One Year Out (N=256)	At Graduation (N=741)	One Year Out (N=249)
Number of Respondents				
<u>Employment status of all respondents:</u>				
Employed	60%	84%	83%	92%
Unemployed	40%	16%	17%	8%
<u>Among employed respondents:</u>				
Full-time employment	60%	86%	89%	92%
Part-time employment	40%	14%	11%	8%
Employment related to major or career goals	59%	75%	86%	90%
Employment unrelated to major or career goals	41%	25%	14%	10%
Employment in VA	69%	69%	63%	61%
Employment in D.C.	10%	15%	17%	19%
Employment in MD	4%	5%	4%	4%

Note. Results exclude missing data. “Employment” refers to the position the respondent was holding at the time of the survey.

Salary

As expected, graduate respondents reported higher salaries than undergraduate respondents at the time of graduation and one year post-graduation (Table 15). Also shown in Table 15, as a whole, both graduate and undergraduate respondents reported earning higher salaries one year out than they were earning at the time of graduation.

Table 15. Salaries of May 2009 Graduates at Graduation and One Year Out

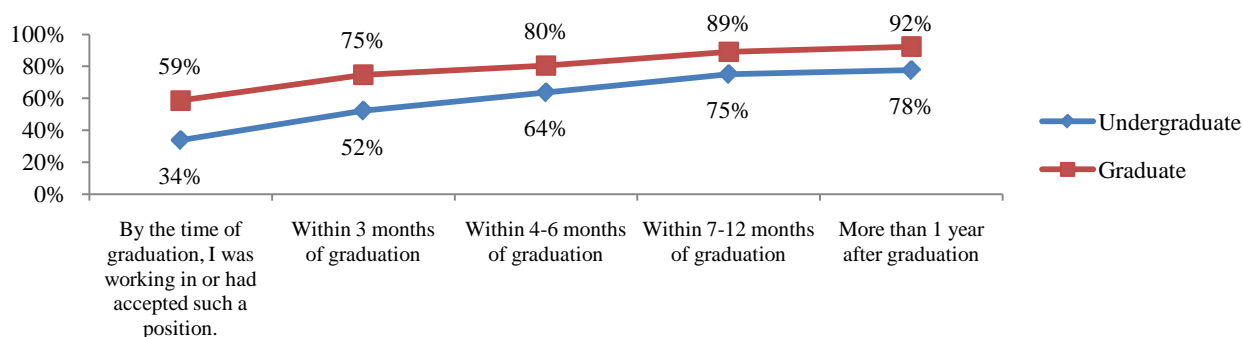
	Undergraduate Respondents		Graduate Respondents	
	<i>At Graduation</i>	<i>One Year Out</i>	<i>At Graduation</i>	<i>One Year Out</i>
Full-Time Salaries:				
Respondents (N)	N=220	N=170	N=438	N=202
Below \$30,000	24%	12%	4%	4%
\$30,001-\$50,000	40%	53%	31%	20%
\$50,001-\$70,000	29%	28%	32%	39%
\$70,001-\$90,000	6%	4%	16%	18%
\$90,001-\$125,000	1%	2%	12%	14%
Above \$125,000	1%	1%	5%	5%
Missing data:				
Prefer not to respond/No response	9%	7%	8%	4%
Part-Time Salaries:				
Respondents (N)	N=138	N=28	N=48	N=18
Below \$30,000	88%	89%	71%	67%
\$30,001-\$50,000	11%	11%	15%	22%
\$50,001-\$70,000	1%	-	4%	-
\$70,001-\$90,000	-	-	8%	11%
\$90,001-\$125,000	-	-	2%	-
Above \$125,000	-	-	-	-
Missing data:				
Prefer not to respond/No response	13%	10%	16%	5%

Note. Results exclude missing data.

Time of Acceptance of First Position Related to Academic Major or Career Goals

Respondents were asked to report when they *first* accepted a position in a field to their academic major or career goals. One third of the undergraduate respondents and almost 60% of the graduate respondents were working or had accepted such a position at the time of graduation; and the percentages increased to 52% and 75% within three months of graduation. By the time of the survey, 78% of the undergraduate and 92% of the graduate respondents had held or were holding a position related to their academic major or career goals. Please note, Figure 12 refers to any position a respondent has had since graduation; whereas Tables 14 and 15 refer to the position the respondent was holding at the time of the survey.

Figure 12. Time of Acceptance of First Position Related to Academic Major or Career Goals After Mason Graduation



Note. Results exclude missing data.

Future Education (Undergraduate Respondents ONLY)

Results show that at the time of graduation 20% of undergraduate respondents reported that they were enrolled in or had been accepted into a graduate/professional degree or certificate program. One year post-graduation, 3% of the undergraduate respondents had completed a graduate/professional degree and another 47% were currently enrolled or had been accepted into a graduate/professional degree or certificate program.

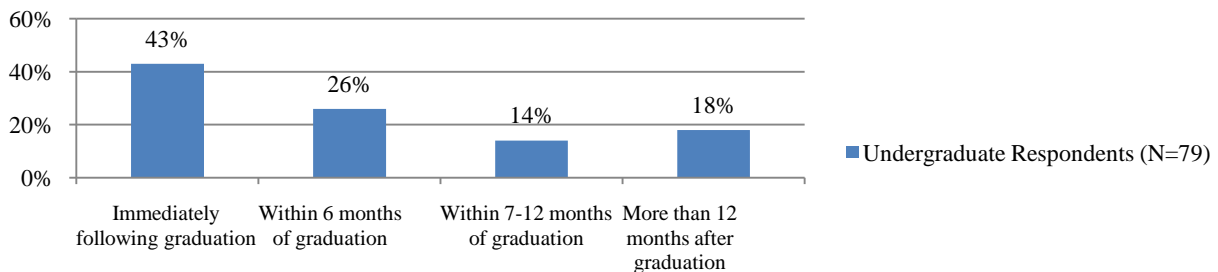
Table 16. May 2009 Graduates' Plans for Further Education at Graduation and One Year Out

	Undergraduate Respondents	
	At Graduation	One Year Out
I have completed a graduate or professional degree.	-	2%
I am currently enrolled in or have been accepted into a graduate/professional degree or certificate program.	20%	29%
I am exploring or applying to a graduate/professional degree program.	67%	20%
I don't currently plan to pursue further graduate/professional education.	13%	49%*

Note. 39% of the respondents did not respond to any questions about future education. They were coded as "NOT currently plan to pursue further graduate/professional education."

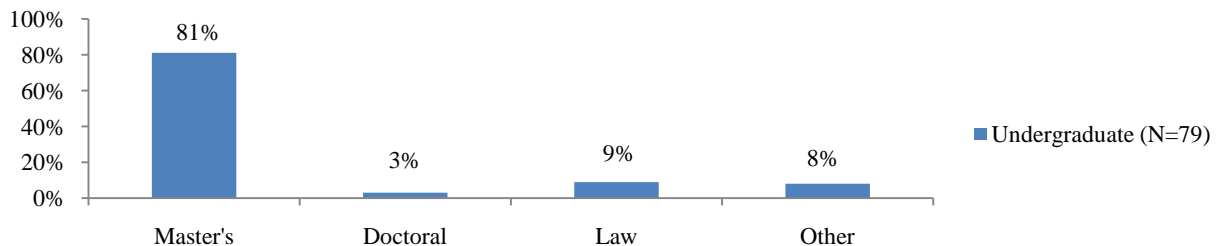
Among the 79 respondents either had "completed a graduate/professional degree" or were "currently enrolled in or had been accepted into a graduate/professional degree program" one year post-graduation, a majority (69%) reported that they began their graduate program within six months of graduation (see Figure 13). A large percentage of them (47%) selected Mason to pursue their advanced degree. Figure 14 shows that most of those who were pursuing advanced degrees were pursuing master's degrees (81%).

Figure 13. Time to Start Graduate/Professional Program After Mason Graduation



Note. Results include undergraduate respondents who "have completed a graduate/professional degree" or are "currently enrolled in or have been accepted into a graduate/professional degree program" since graduating from Mason. There were no missing data for this question.

Figure 14. Type of Degree Pursued After Graduating from Mason



Note. Results include only undergraduate respondents "have completed a graduate/professional degree" or are "currently enrolled in or have been accepted into a graduate/professional degree program" since graduating from Mason. There were no missing data.

Of those who were pursuing advanced studies, 18% pursued degrees in social sciences and 13% in education. Law and humanities accounted for 9% and 8%, respectively. Information technology, science, and arts were selected by 5% of the respondents each. One out of five respondents studied in a field not included in Table 17.

Table 17. Field of Study Pursued After Graduating from Mason

Field of Study	Undergraduate
Respondents (N)	77
Social Sciences	18%
Education	13%
Humanities	8%
Information Technology	5%
Engineering	4%
Law	9%
Business	4%
Sciences	5%
Medicine/Health	4%
Arts	5%
Dentistry	1%
Theology	1%
Veterinary Medicine	1%
Other	21%

Note. Results include only respondents who reported that they “have completed a graduate/professional degree” or are “currently enrolled in or have been accepted into a graduate/professional degree program” since graduation from Mason. Results exclude missing data.

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