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Executive Summary

During the 2014/2015 academic year, the College of Letters and Science (L&S) Career Initiative surveyed alumni to better understand their career outcomes and the impact of their UW-Madison experience on their personal and professional lives. The results show that our recent graduates secure meaningful employment across a vast range of sectors and employers. They feel engaged in their work and tend to see themselves at a competitive advantage compared to coworkers from other universities and colleges. At the same time, survey results provide the college with important feedback indicating a need improve career services, including expanding networking and mentorship opportunities for current students.

The survey of the 2012/13 class resulted in a response rate of 42.9 percent or 1,376 out of a possible 3,206 possible respondents. A complete description of the sampling and survey processes used in the survey is provided in Appendix A of this report.

Key findings show alumni engaged in meaningful work with strong, positive associations with their UW-Madison experience.

- Nearly 90 percent of recent graduates are either employed full-time, attending graduate school, or both.
- More than 70 percent of alumni in full-time positions believe their academic preparation gave them an advantage compared to employees from other colleges and universities.
- If they could start the experience over, more than 90 percent would choose to attend UW-Madison again.
- L&S alumni work for an extremely broad range of industries. The top industries include: computer systems, elementary and secondary schools, colleges and universities, and business, professional and organizations.

Other findings reveal areas where the College can better help students transition from academic to professional success.

- 50 percent of those working full-time report benefiting from having a mentor who encouraged them to pursue their hopes and dreams, compared with approximately 67 percent of alumni who immediately attended graduate or professional school.
- Of respondents, slightly more than half of alumni reported meeting with career advisors.
- Of those alumni who utilized career services, only half of them reported finding the experience helpful.

To carry out this survey, the University of Wisconsin–Madison Survey Center (UWSC) surveyed all L&S alumni who completed their undergraduate degrees in the 2012/2013 academic year. Surveyed alumni included graduates from the academic divisions of the Humanities, Natural Science, and Social Science.

The UWSC also surveyed L&S alumni who graduated between 2003 and 2006, eight to ten years prior to the survey. The results of this second survey are discussed in a separate report.
Career Outcomes – 1 Year after Graduation

Career Outcomes in Brief

Survey results reveal that L&S alumni find employment in meaningful jobs with strong salaries within one year of graduation. Major findings from the survey show:

- Approximately 87 percent of recent graduates are either employed full-time, attending graduate school, or both.
- Approximately 64 percent of full-time positions require a BA or BS degree.
- Roughly 55 percent of recent alumni working full-time report annual salaries ranging from $30,000 to $49,999.
- Twenty-one percent of recent alumni earn annual salaries of $50,000 or more.

Employment Status

Responses to surveys of L&S alumni one year after graduation reveal that the vast majority secured full-time employment or are pursuing graduate or professional education. Chart 1 shows that, out of 1,324 respondents, approximately 87 percent are employed full-time, enrolled in graduate or school, or working while continuing their education. Fewer than six percent report that they are unemployed while approximately seven percent are employed part time.

The majority of this report concentrates on career outcomes related to those who have attained full-time employment or are pursuing graduate or professional education. This report also examines those working part time or unemployed to better understand differences in their respective UW-Madison experiences.
Text boxes, like the one labeled “Career Outcomes by Division” below, are included throughout the report and describe differences in career outcomes and other statistics among the college’s three academic divisions. To be clear, these differences are not necessarily causally linked. In many cases, there are other factors that influence these outcomes. For example, natural science alumni are less likely to be working full time one year after graduation. As the following text box shows, this does not appear to be because they have more difficulty finding employment. Instead, a greater percentage of natural science alumni choose to attend graduate school. Similarly, in other cases, social science and humanities alumni appear to earn lower salaries than alumni from natural science majors. This is likely influenced by their choice of professions (e.g., education) that meet their individual career goals but are typically lower paid. An alumnus from the natural science interested in similar positions would likely earn similar wages.

### Career Outcomes by Division

*Rounded to nearest percentage point*

<table>
<thead>
<tr>
<th>Division</th>
<th>Employment Status</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Science</td>
<td>60% employed 35 hours or more per week</td>
<td>17% attending graduate or professional school</td>
</tr>
<tr>
<td>Natural Science</td>
<td>47% employed 35 hours or more per week</td>
<td>33% attending graduate or professional school</td>
</tr>
<tr>
<td>Humanities</td>
<td>54% employed 35 hours or more per week</td>
<td>17% attending graduate or professional school</td>
</tr>
</tbody>
</table>

**Unemployment**

Digging deeper into survey results reveals that only a small percentage of L&S alumni meet classic definitions of unemployment (a person actively seeking employment but unable to find work). As shown in Chart 2, approximately nine percent of alumni not engaged in paid employment said they have chosen not to be employed. Another 38 percent are participating in volunteer, internship, or gap-year activities as a stepping stone to paid employment. Only 32 percent of alumni who said they were not engaged in paid employment were either laid off by their employer or have not found a job since graduation. Approximately 21 percent of this group had quit their job to seek other employment.
Degree Requirements

The majority of full-time positions require a Bachelor of Arts (B.A.) or Bachelors of Science (B.S.) degree—an indicator of the substantive level of the positions. Chart 3 shows that a B.A. or B.S. degree was required or considered helpful for approximately 90 percent of full-time positions. A bachelor’s degree was required for 65 percent of full-time positions.
Annual Salaries One Year after Graduation

In addition to securing employment, many recent L&S alumni earn competitive salaries. The highest proportion of alumni working full-time earn annual salaries ranging from $30,000 to $39,999. Approximately 76 percent earn salaries of $30,000 or more.

Chart 4: What is your current salary before taxes?

Salaries by Division (Modal Categories)
Social Sciences and Humanities = $30,000 to $39,999
Natural Science = $40,000 to $49,999
Job Expectations

Many recent graduates find jobs that are different from what they expected prior to graduation. Chart 5 shows that approximately 38 percent of alumni found positions that were either “very” or “extremely” close to the jobs they expected to find. On the other hand, nearly 28 percent said the job was either “not at all” or only “a little” related to what they expected.

![Chart 5: How close is your job to the type you expected to find prior to graduation?](chart5.png)

Engagement at Current Jobs

Simply because a job is different than what alumni expected does not mean they are unhappy with the position. The survey asked employed alumni to rate their level of engagement with their current positions on a one- (lowest) to five- (highest) point scale.

Alumni with full-time positions gave an average rating of 3.6 to the question “how involved are you in your current job?” On average, alumni gave a rating of 3.4 to the question “how excited are you about your current job?” The question “how involved do you feel in the work done by your organization?” received an average rating of 3.8. In short, approximately one year after graduation, UW-Madison alumni tend to describe themselves on the positive side of a five-point scale when it comes to engagement with their jobs and organization.
Sector, Industry, and Employer Placement

Chart 6 describes the sectors in which recent alumni work. To understand if there are differences across employment status, the chart also displays information for alumni working part time or working while attending graduate school. The basic trends are similar across all three types of employment. The majority of alumni are employed in the private sector with fewer working in government or nonprofit sectors. Higher percentages of graduate students are employed by the public sector, which is in part due to their employment as research and graduate students at public institutions.

![Chart 6: In your current full-time or part-time position, are you employed by ...](chart)

### Private Sector Employment by Division

- **Social Sciences** = 68% Private
- **Natural Science** = 68% Private
- **Humanities** = 64% Private

The survey asked alumni about the particular industries and organizations where they currently work. More than any other finding, the diversity of industry placements stands out. It is clear that L&S alumni find positions working for a wide range of industries and organizations.

A number of industry placements are common across academic divisions.

- Computer systems design and related services ranked #3 for Humanities, #2 for Social Science, and #1 for Natural Science.
- Elementary and secondary schools ranked #1 for Humanities, #8 for Social Science, #7 for Natural Science.
• Colleges and universities ranked #4 for Humanities, #1 for Social Science and #3 for Natural Science.
• Other schools, instruction, and educational services ranked #6 for Humanities and #5 for Natural Science.
• Employment in the business community also ranked high across the divisions. Business, Professional, Political and Similar Organizations ranked #5 Humanities, and #9 for Social Science.

Service related industries such as food service and department and grocery stores are also found among alumni from all three divisions. This survey was conducted one year after graduation. Many of those working in these industries may still be seeking employment in other their desired fields.

L&S alumni work for a range of individual employers. In fact, only two organizations stand out in the survey. UW-Madison itself is the largest employer of alumni one year after graduation (employing 4.66 percent of recent alumni) followed by Epic Systems, a locally-based electronic health records company (employing 2.28 percent of recent alumni). L&S alumni graduate to work with such a variety of employers, that there is not another organization employing even 1 percent of the alumni responding to the survey.

Appendix C provides a complete list of major industries and employers across the college and divisions.

Alumni Views on Their University Experience

The University Experience in Brief

UW-Madison L&S alumni feel empowered by their education. Survey results one year after graduation show:
• Approximately 73 percent of alumni with full-time positions believe their academic preparation gave them an advantage compared to employees from other colleges and universities.
• More than 80 percent of alumni with jobs or attending graduate school report having had professors who got them excited about education and cared about them as people.
• Alumni who went on to graduate or professional school are more likely to report having a mentor who encouraged them to pursue their goals and dreams.
• Approximately 93 percent of alumni with full-time positions would choose to attend UW-Madison if they could do it all over again.
• Approximately 82 percent of those still looking for employment would choose to attend UW-Madison if they could do it all over again.
• More than 90 percent would recommend UW-Madison to potential students.
The UW-Madison Advantage

Among those working full-time or attending graduate school while working, Chart 8 shows that approximately 73 percent believe their academic preparation gave them a competitive advantage compared to employees from other institutions. Of the smaller percentage of alumni working part time, 49 percent said their education gave them an advantage while 47 percent of this group said it gave them neither an advantage nor disadvantage. Among those working while attending graduate school, approximately 78 percent believe their academic preparation gave them a competitive advantage.

Very few alumni said they were disadvantaged compared to other employees. In the case of those working full time and those working while continuing their education, this percentage was close to zero.

Chart 10: Compared to new employees from other colleges or universities, do you feel that your UW-Madison academic preparation gave you…

<table>
<thead>
<tr>
<th></th>
<th>Both job&amp;Edu N = 122</th>
<th>Part time N = 92</th>
<th>Full time N = 737</th>
</tr>
</thead>
<tbody>
<tr>
<td>An advantage</td>
<td>77.87%</td>
<td>48.91%</td>
<td>73.22%</td>
</tr>
<tr>
<td>A disadvantage</td>
<td>0.00%</td>
<td>4.35%</td>
<td>0.44%</td>
</tr>
<tr>
<td>Neither</td>
<td>22.13%</td>
<td>46.74%</td>
<td>26.35%</td>
</tr>
</tbody>
</table>

Percent believing UW-Madison gave them a competitive advantage

- Social Sciences = 73%
- Natural Science = 73%
- Humanities = 66%
Experiences with Professors and Mentors

L&S alumni report receiving considerable support during their undergraduate education. Chart 11 shows that across all types of employment, more than 95 percent said they had at least one professor who got them excited about learning. While this is a relatively low standard of professor-to-student connections, it is one that has recently been used in major studies such as the 2014 Gallop-Purdue Index. High percentages also said their professors seemed to care about them as a people.1

For the following chart, the analysis examines differences across employment status to show relationships with reported university experiences.

Chart 11 shows substantial variation in the area of mentorship. According to the data, students who are working full-time, attending graduate school or pursuing both are more likely to report that they had a mentor who encouraged them to pursue their goals and dreams. This percentage drops significantly for alumni who are either unemployed or working part time.

Approximately 67 percent of students pursuing graduate education reported having such a mentor. Roughly half of those working full-time reported having mentoring relationships. Fewer than forty percent of those without jobs had such a mentor. It is worth noting that this question did not offer a specific definition of mentorship and instead allowed respondents to answer this based on their own experience.

---

Beyond the largely positive views about the connections alumni have to the professions, L&S alumni also tend to believe that their university experience has enhanced their quality of life. Chart 12 shows that on a one- (lowest) to five- (highest) point scale, alumni in graduate school averaged a rating of 4.41 when asked about the degree that their quality of life has been enhanced by their UW-Madison experience. Alumni employed full time and those employed and attending graduate school also provide ratings averaging above a 4.0. Ratings are lower for alumni who are unemployed or employed part time, but these responses still average above the middle response of 3.0.

Chart 12 also shows responses about satisfaction with life. As one might expect, ratings are higher for alumni who are employed or attending graduate school. Responses for this question closely mirror trends for the question about the degree to which UW-Madison has contributed to quality of life.

As shown in Chart 13, if given the chance to start over, extremely high percentages of recent alumni would still choose to attend UW-Madison. Similarly high percentages would recommend UW-Madison to potential students. Lower percentages would choose to pursue the same majors, certificates, or concentrations with which they graduated. For example, approximately 92 percent of alumni working full time would choose to attend UW-Madison if they could do it again. Approximately, 54 percent of these alumni would pursue the same major or undergraduate certificate. Alumni pursuing a graduate education are more likely than other alumni to say they would pursue the same major or certificate.
Alumni Professional Skill Sets and Responsibilities

Skill Sets and Responsibilities in Brief

- On a one- (lowest) to five- (highest) point scale, recent alumni give themselves an average of 4 or higher when it comes their ability to
  - Analyze and solve complex problems;
  - Communicate clearly and effectively;
  - Create original ideas and projects;
  - Understand differences based on culture, ethnicity, disability, and sexual orientation;
  - Understand values and ethical standards;
  - Draw conclusions after weighting evidence, facts, and ideas; and
  - Find, organize and evaluate information from multiple sources.

- Alumni connect their ability to succeed in these areas with their experiences at UW-Madison, on average rating the University’s contribution to their skills a 4.04 on a one-(lowest) to five- (highest) point scale.

- In their current positions, alumni are engaged in a wide range of responsibilities including research and decision making, working with diverse groups, communicating verbally and in writing, and analyzing quantitative data.
Self-Ranking of Skill Sets

The survey asked respondents to rate several skill sets on a scale from one (lowest) to five (highest). Differences were minimal across the various types of employment. Chart 14 lists the average rating given for each skillset for all respondents, regardless of their employment status. In every category, average responses leaned toward the positive side of the five-point scale. Ratings exceeded four in all but one skillset.

<table>
<thead>
<tr>
<th>Skill Set</th>
<th>Average Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>How able are you to understand and appreciate individual differences based on culture, ethnicity, disability, or sexual orientation after completing your degree at UW-Madison?</td>
<td>4.46</td>
</tr>
<tr>
<td>How able are you to understand values and ethical standards after completing your degree at UW-Madison?</td>
<td>4.11</td>
</tr>
<tr>
<td>How able are you to create original ideas or projects after completing your degree at UW-Madison?</td>
<td>3.97</td>
</tr>
<tr>
<td>How able are you to analyze and solve complex problems after completing your degree at UW-Madison?</td>
<td>4.23</td>
</tr>
<tr>
<td>How able are you to draw conclusions after weighing evidence, facts and ideas after completing your degree at UW-Madison?</td>
<td>4.40</td>
</tr>
<tr>
<td>How able are you to find, organize and evaluate information from multiple sources after completing your degree at UW-Madison?</td>
<td>4.41</td>
</tr>
<tr>
<td>How able are you to communicate clearly and effectively after completing your degree at UW-Madison?</td>
<td>4.28</td>
</tr>
</tbody>
</table>

The survey also asked respondents to rank on a one- (lowest) to five- (highest) point scale, “How much did your undergraduate experience both in and out of class at the UW-Madison contribute to the development of these skills and abilities?” The average response regardless of employment status and major was a 4.04, indicating that recent L&S alumni see a direct relationship between what they have learned in the classroom and their current professional skills.

Job Requirements

Chart 15 shows that UW-Madison alumni enter into jobs that require an impressive range of skill sets. Since required skill sets often vary based on the type of employment, this chart separates alumni according to their employment status.

More than 90 percent of respondents with full-time jobs ranked the same five skills required in their current job:
• Obtaining and processing information;
• Verbal communication outside and inside the organization;
• Planning and prioritizing work;
• Problem solving and decision making; and
• Working in a team structure.

These skill sets describe a group of recent alumni who are involved in research and information gathering and making decision about that information in a team-based environment. But even this short description does not adequately describe the range of skill sets required in these positions. Though these five skill sets are mentioned by almost all the alumni working full time, most individual jobs involve even more substantive skills.

In fact, there wasn’t a single skill set that received less than a 50 percent response rate among alumni working full time. Approximately 66 percent of these alumni have taken positions that involve writing reports. Roughly 86 percent of their jobs require proficiency with computer software programs. In addition, approximately 75 percent are in positions that involve analyzing quantitative information and 85 percent work with diverse groups of people.

Alumni who are working while pursuing graduate or professional education had similar responses to full-time employees. More than 90 percent of these respondents also report working with diverse groups of people in addition to the other high-ranking job requirements.
Chart 15: Does your current job require…

- Working with diverse groups of people?
  - Full time: 90.98%
  - Part time: 78.26%
  - Both job & Edu: 85.44%

- An ability to sell or influence others?
  - Full time: 59.84%
  - Part time: 63.90%
  - Both job & Edu: 54.35%

- Creating or editing written reports, memos or publications?
  - Full time: 62.30%
  - Part time: 66.38%
  - Both job & Edu: 45.65%

- Proficiency with computer software programs?
  - Full time: 77.05%
  - Part time: 85.01%
  - Both job & Edu: 53.26%

- Technical knowledge related to the job?
  - Full time: 85.25%
  - Part time: 83.84%
  - Both job & Edu: 59.78%

- Analyzing quantitative information?
  - Full time: 66.39%
  - Part time: 75.69%
  - Both job & Edu: 38.04%

- Obtaining and processing information?
  - Full time: 90.16%
  - Part time: 94.76%
  - Both job & Edu: 69.57%

- Verbally communicating with persons inside and outside the organization?
  - Full time: 89.13%
  - Part time: 95.92%
  - Both job & Edu: 84.42%

- Planning, organizing and prioritizing work?
  - Full time: 95.08%
  - Part time: 82.61%
  - Both job & Edu: 96.07%

- Problem-solving and decision-making skills?
  - Full time: 95.90%
  - Part time: 77.17%
  - Both job & Edu: 96.51%

- Working in a team structure?
  - Full time: 93.44%
  - Part time: 79.35%
  - Both job & Edu: 94.76%

N = 737
The Job Search in Brief

- Approximately 28 percent of alumni with full-time positions began their job search during either the fall semester of their senior year, while the same percentage started their job search during the spring semester of their senior year. These alumni interviewed approximately four times prior to accepting the offer at their current place of employment.
- 24 percent of recent graduates working part time started their job search four months after graduation.
- Approximately 57 percent of surveyed alumni utilized career services at either the college or department level.
- Slightly more than half of alumni who utilized career services found the experience helpful.

Beginning the Job Search

![Chart 16: When did you start applying for full-time/career jobs?](chart)

- N = 737
Chart 16 describes when recent alumni began their job search. Approximately, 57 percent of alumni with full-time positions started applying for jobs in either the first or second semester of their senior year. These percentages drop slightly for alumni with part-time positions or those working while attending graduate school. However, nearly 24 percent of alumni with part-time positions did not begin their job search until four months after graduation. Such data supports starting the job search earlier when seeking full time employment. Very few recent alumni began their job search before their senior year regardless of career outcome.

Job Interviews

Chart 17 shows that alumni with full-time positions conducted an average of approximately four interviews before securing their current position. As one would expect, fewer interviews were required to secure part-time positions or positions that accompanied their graduate school experience.

L&S Career Services

Chart 18 shows that a little more than half (58 percent) of alumni reported utilizing college and/or department career services. Approximately half of that group (28 percent) described the experience as helpful. The survey did not ask alumni how many times they met with career service staff or attended a career program. Alumni were also not asked about the particular reasons they found the experience helpful or not helpful.
Conclusion

One year after graduation, the vast majority of L&S alumni are engaged in meaningful work with strong feelings of affinity for UW-Madison. Recent graduates work with high levels of engagement, earn competitive salaries, and utilize a broad range of skills that they attribute to what they learned as students.

Nearly 90 percent of recent graduates are either employed full-time, attending graduate school, or both. Fewer than six percent of survey respondents said they were not engaged in paid employment. This statistic is lower than the national unemployment rate of 7.5 percent for young adults aged 22-26 according to Georgetown University’s Center for Education and Work.²

In addition to strong employment rates, underemployment may be less problematic for UW-Madison L&S students than it is for graduates of other colleges and universities. According to recent research from the Center for College Affordability and Productivity, approximately 48 percent of recent college graduates work in positions that do not require a B.S. or B.A. degree.³ In contrast, roughly 36 percent of respondents to this survey work in positions where undergraduate degrees are not required.

As evidence of the marketable skill sets of an L&S alumnus, more than 70 percent of alumni in full-time positions believe their academic preparation gave them a competitive advantage compared to employees from other colleges and universities.

At the same time, other findings highlight areas where the college can continue to improve career programs and services for its students:

- Alumni report low utilization of career services at either the college or department levels.
- Half of those graduates who utilized career services found it unhelpful.
- Young alumni who begin their job search after graduation appear more likely to be in part-time positions one year after graduation.
- Alumni seeking professional employment are substantially less likely to report having the support of a mentor than those pursuing graduate education, and this fact was particularly evident among unemployed alumni.

The College of Letters & Science launched the L&S Career Initiative in 2014 to address these concerns. To both engage students earlier in career development and reach more students overall, the L&S Career Initiative has developed innovative new programs such as Taking the Initiative, the L&S Second-Year Career Development Course (Inter-LS 210) and Career Kickstart which brings career development directly into student residential living. In the 2015/16 academic year, L&S will transform its career service delivery model to provide more depth of services around specific industries, strategically target specific populations of students who need services the most, and support increased employer and alumni engagement with students.

Taken as a whole, the data described in this report tells a positive story about an alumni body who feel positively connected to their university and well prepared to succeed in the workplace. They also serve as an important baseline to determine whether career programs are effective and to make certain we meet the needs of students and alumni.

Future surveys will allow us to continually improve career opportunities for the University’s largest college. The College of Letters and Science is committed to supporting students and graduates in launching their careers and will actively monitor the results of our work and the contributions of our alumni.
The University of Wisconsin Survey Center

As part of the College of Letters and Sciences Career Services Initiative, UWSC was asked to conduct two web surveys, one with all alumni who completed their undergraduate degrees in the college in 2012/13 and another with a sample of alumni who completed their undergraduate degrees between 2003 and 2006. The 2003 to 2006 sample was obtained through a multi stage sampling approach with a goal of obtaining data from alumni that was both inclusive of all majors/departments within the college, but also reflected the general distribution of the number of graduates who majored in those departments.


The UW Survey Center (UWSC) is a unit of the College of Letters and Science at the University of Wisconsin-Madison, and is supported by the College, the Graduate School, and revenue generated from contractual work. Professor Nora Cate Schaeffer is the Faculty Director of the UW Survey Center. John Stevenson is the Associate Director. Kelly Elver served as Project Director on this project.
The UW Survey Center utilizes a customized web survey administration program to allow for programming of complex survey instruments. It allows us to create highly customized instruments that best meet the needs of our clients. UWSC also has the capability to send email to all web survey respondents (including follow-up reminder emails). Included in this email is a username and password that the respondent must use to access and complete the survey. Web survey respondents may leave the survey at any time and return to complete it at their convenience. All UWSC web surveys are hosted on a UWSC administered secure web server. During the completion of a web survey, all web survey data are continually written to a secure UWSC database server.

### SAMPLE DESCRIPTION

This project was conducted with two study populations.

The first included all University of Wisconsin-Madison College of Letters and Sciences undergraduate alumni who graduated in 2012/13, a total of 3,207 alumni. The second was a sample drawn with a goal of obtaining survey data from the large number of graduates from all departments within the school who had graduated between 2003 and 2006, or 8 to 10 years prior to the conduct of the study, but also with a goal that this sample have a distribution of graduates that reflected the population of the school during that time period. A sample of 5,018 alumni was drawn from the over 10,000 alumni who graduated during that time period. A multi stage sampling methodology was used to draw the sample.

- The first stage selected all alumni who graduated with a major with fewer than 100 graduates total during this time period. This was done to ensure that alumni from even very small majors would be included in the study.
- The second stage sampled 100 alumni who graduated from every major in the population with 100 or more graduates during this time period. This was done to ensure that a minimum of 100 alumni from all larger majors would be included in the study.
- Finally, stage 3 took a proportional sample from the remaining population of alumni who graduated with a major with 100 or more graduates during this time period. This was done so that larger majors would have larger representation in the study, but to control for the extremely large numbers in a small number of majors compared to others in the college.

The above sampling plan was devised to help deal with the complexity introduced by the fact that over 30 percent of alumni in the population graduated with 2 or more majors. Final weighted data will allow for sufficient N to accomplish within major analysis, as well as analysis across majors for the entire college.

For both study populations, administrative data was obtained from the UW-Madison Registrar’s Office, as well as from the Wisconsin Alumni Association. Kelly Elver and Rebekah Pryor Paré worked collaboratively to obtain this data from the Registrar and the WAA, and final files were received at UWSC in June of 2014. Obtaining administrative data regarding demographic characteristics of the alumni as well as information about when they graduated, with which
majors, and a variety of other background information variables allowed for a shorter survey instrument by reducing the need to ask respondents about information already on file.

Sample files were merged, moved from a hierarchical data structure by major to a flat data structure by alumni, cleaned and transferred to a database suitable for study fielding. UW Survey Center’s tracking and locating department began tracing all members of the 2012/13 alumni pool in July of 2014, and completed tracing of each of the 3,207 alumni included in that group in August of 2014. After consulting with sampling statisticians from various departments on campus and within the UW Survey Center, the 2003 to 2006 alumni sample was drawn, and UWSC began tracking and locating members of this group in September, and concluded in mid-October of 2014. In both groups, new contact information was found for over 30% of the sample.

Because the first group of alumni had graduated from the UW only a year before, much of the contact information on file for them was actually parent data. UWSC found new contact information for 1 year alumni who no longer lived at home, or at the residence they lived at upon graduation. For the 8 to 10 year alumni, UWSC began with contact information provided by the Wisconsin Alumni Association, and again for this group, found new contact information for over 30% of the sample. In addition, information obtained after fielding began (e-mail bounce backs, and undeliverable or forwarding information obtained from mailing of invitation letters and paper copies of the survey) was collected. For both groups, data obtained during the tracking and locating, and fielding process were delivered back to the college.

WEB AND PAPER SURVEY DEVELOPMENT

UWSC worked collaboratively with Rebekah Pryor Paré and Dean John Karl Scholz to develop a paper survey instrument for each group. Once surveys that were able to be administered on paper were developed, web survey development began. UWSC recommends this method for development of multi-mode surveys to ensure that the paper and web surveys are similar, and that mode differences that can result from collecting in two modes are minimal. Programming of the web surveys began in late July of 2014, and a draft survey was ready for testing in early August. During this time, paper surveys were formatted and all materials needed were ordered from printing.

SURVEY ADMINISTRATION

In order to obtain the best response rate possible, a multi-mode contact protocol and survey were designed for this study. Survey methods research has shown that the addition of a mailed invitation sent just before an e-mail invitation is sent increases response rates. The letter serves to establish the credibility of the survey sponsor and allows for the delivery of a small pre-incentive, and the e-mail makes accessing the survey convenient for participants. Because some members of the sample for this study had only valid mailing addresses and some had only valid e-mail addresses, we also hoped that contacting participants by both means would reach the greatest number of alumni possible.
Administration began via a mailed invitation letter. This letter included the URL survey link, along with a unique passcode for each sample member, and a $2 bill pre-incentive. Letters were mailed out via first class mail. Approximately 1 week later, e-mails were sent to all sample members who had not yet participated in the survey. Following these two initial contacts, 6 additional contacts, one including the paper questionnaire, were sent for the 1 Year Alumni, and 4 additional contacts were sent for the 8 to 10 Year Alumni. See below for a table of each contact mode, date, and the number sent.

Contacts for 1 Year Alumni Survey

<table>
<thead>
<tr>
<th>Contact</th>
<th>Date Sent</th>
<th>Count (Total N = 3207)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advance Invitation Letter</td>
<td>8/22/14</td>
<td>3107 (100 cases had no viable mailing address to begin the study)</td>
</tr>
<tr>
<td>E-mail Invitation</td>
<td>9/3/14</td>
<td>2797 (410 cases had no viable e-mail address to begin the study)</td>
</tr>
<tr>
<td>Letter 1(^{st}) Reminder</td>
<td>9/16/14</td>
<td>2550</td>
</tr>
<tr>
<td>E-mail 1(^{st}) Reminder</td>
<td>9/17/14</td>
<td>2491</td>
</tr>
<tr>
<td>Paper Survey</td>
<td>9/30/14</td>
<td>2269</td>
</tr>
<tr>
<td>E-mail 2(^{nd}) Reminder</td>
<td>10/7/14</td>
<td>2171</td>
</tr>
<tr>
<td>E-mail 3(^{rd}) Reminder</td>
<td>11/24/14</td>
<td>1896</td>
</tr>
<tr>
<td>Letter 2(^{nd}) Reminder</td>
<td>11/24/14</td>
<td>1851</td>
</tr>
</tbody>
</table>

Contacts for 8 to 10 Year Alumni Survey

<table>
<thead>
<tr>
<th>Contact</th>
<th>Date Sent</th>
<th>Count (Total N = 5118)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advance Invitation Letter</td>
<td>10/23/14</td>
<td>5014 (104 cases had no viable mailing address to begin the study)</td>
</tr>
<tr>
<td>E-mail Invitation</td>
<td>11/3/14</td>
<td>2520 (2,598 cases had no viable e-mail address to begin the study)</td>
</tr>
<tr>
<td>Letter 1(^{st}) Reminder</td>
<td>11/13/14</td>
<td>2079</td>
</tr>
<tr>
<td>E-mail 1(^{st}) Reminder</td>
<td>11/14/14</td>
<td>3677</td>
</tr>
<tr>
<td>Paper Survey</td>
<td>12/4/14</td>
<td>3195</td>
</tr>
<tr>
<td>E-mail 2(^{nd}) Reminder</td>
<td>12/16/14</td>
<td>1555</td>
</tr>
</tbody>
</table>

Note that an extra letter and e-mail were sent to the 1 year alumni sample timed to coincide with Thanksgiving. This was done in hopes of reaching young alumni for whom we may have had only parent contact information while they were home for the holiday.
In January of 2015, following the final mailings to non-responders, and after survey completion by participants had concluded, the UWSC removed the surveys from the field and began data cleaning and preparation for delivery.

**RESPONSE RATE**

The following table shows the total number of completed surveys broken down by sample type. Note that many participants started the survey without viable mailing addresses, e-mails, or both. Some were located during the field period, and because our goal was to reach everyone in the sample, only those who were determined to be too ill or deceased were removed from the response rate calculations.

**Outcome codes for 1 Year Alumni Survey**

<table>
<thead>
<tr>
<th>Outcome Code</th>
<th>Code Description</th>
<th>Total Cases N=3,207</th>
</tr>
</thead>
<tbody>
<tr>
<td>1100</td>
<td>Complete</td>
<td>1356 (Web=1190, Paper=166)</td>
</tr>
<tr>
<td>1200</td>
<td>Partial</td>
<td>20</td>
</tr>
<tr>
<td>2110</td>
<td>Explicit refusal</td>
<td>2</td>
</tr>
<tr>
<td>2260</td>
<td>R unavailable during field period</td>
<td>1</td>
</tr>
<tr>
<td>2320</td>
<td>Physically or mentally unable</td>
<td>1</td>
</tr>
<tr>
<td>3300</td>
<td>Returned undeliverable</td>
<td>212 by Mail, 466 by e-mail</td>
</tr>
</tbody>
</table>

**Final Sample Size**

3,206

**Total Response Rate**

42.9%

**Simple Response Rate Calculation for 1 Year Alumni Survey**

\[
\text{Simple Response Rate} = \frac{\text{# of completed interviews + partial interviews}}{\text{total sample – known ineligible sample}}
\]

\[
= \frac{1,356 + 20}{3,207 - 1} = \frac{1,376}{3,206} = 42.9\%
\]
### Outcome codes for 8 to 10 Year Alumni Survey

<table>
<thead>
<tr>
<th>Outcome Code</th>
<th>Code Description</th>
<th>Total Cases N=5,118</th>
</tr>
</thead>
<tbody>
<tr>
<td>1100</td>
<td>Complete</td>
<td>2523 (Web=2156, SAQ=367)</td>
</tr>
<tr>
<td>1200</td>
<td>Partial</td>
<td>19</td>
</tr>
<tr>
<td>2110</td>
<td>Explicit refusal</td>
<td>1</td>
</tr>
<tr>
<td>2260</td>
<td>R unavailable during field period</td>
<td>0</td>
</tr>
<tr>
<td>2320</td>
<td>Physically or mentally unable</td>
<td>0</td>
</tr>
<tr>
<td>3300</td>
<td>Returned undeliverable</td>
<td>172</td>
</tr>
<tr>
<td></td>
<td><strong>Final Sample Size</strong></td>
<td>5,118</td>
</tr>
<tr>
<td></td>
<td><strong>Total Response Rate</strong></td>
<td><strong>49.7%</strong></td>
</tr>
</tbody>
</table>

#### Simple Response Rate Calculation for 8 to 10 Year Alumni Survey

\[
\text{# of completed interviews } + \text{ partial interviews} \\
\hline
\text{total sample – known ineligible sample} \\
\hline
2,523 + 19 = 2,542 \\
\hline
5,118 – 0 = 5,118 \\
\hline
= 49.7% \\
\]
Appendix B: Confidence Intervals for All Charts and Tables

Chart 1. Which one of the following best describes your current activities?
- For alumni not engaged in employment, we can be 95% certain contains the true values lie between 4.62 and 7.16.
- For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 18.50 and 22.88.
- For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 8.77 and 12.07.
- For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 5.92 and 8.73.
- For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 52.98 and 58.34.

Chart 2. Which one of the following best describes why you are not currently employed?
- For “you have not found a job since graduating from UW-Madison”, we can be 95% certain contains the true values lie between 16.85 and 36.98.
- For “you were laid off by your employer”, we can be 95% certain contains the true values lie between 0.12 and 10.13.
- For “you quit a job to seek other employment”, we can be 95% certain contains the true values lie between 11.34 and 29.67.
- For “you are engaged in a volunteer, internship, or gap year experience as a stepping stone to paid employment”, we can be 95% certain contains the true values lie between 27.42 and 49.50.
- For “you have chosen not to be employed”, we can be 95% certain contains the true values lie between 2.48 and 15.46.

Chart 3. Is a B.A. or B.S. degree required for your current position?
- For “yes”, we can be 95% certain contains the true values lie between 54.14 and 60.61.
- For “No, but it is helpful”, we can be 95% certain contains the true values lie between 24.71 and 30.56.
- For “No, it is irrelevant”, we can be 95% certain contains the true values lie between 12.64 and 17.31.

Chart 4. What is your current salary before taxes?
- For “Less than $20,000”, we can be 95% certain contains the true values lie between 14.42 and 19.32.
• For "$20,000 to $29,999", we can be 95% certain contains the true values lie between 16.72 and 21.89.
• For "$30,000 to $39,999", we can be 95% certain contains the true values lie between 24.38 and 30.21.
• For "$40,000 to $49,999", we can be 95% certain contains the true values lie between 17.15 and 22.36.
• For "$50,000 to $59,999", we can be 95% certain contains the true values lie between 6.21 and 9.76.
• For "$60,000 to $69,999", we can be 95% certain contains the true values lie between 3.47 and 6.29.
• For "$70,000 or more", we can be 95% certain contains the true values lie between 2.62 and 5.14.

Chart 5. How close is your job to the type you expected to find prior to graduation?
• For “Not at all”, we can be 95% certain contains the true values lie between 17.67 and 22.94.
• For “A little”, we can be 95% certain contains the true values lie between 9.35 and 13.51.
• For “Somewhat”, we can be 95% certain contains the true values lie between 18.41 and 23.75.
• For “Very”, we can be 95% certain contains the true values lie between 15.67 and 20.72.
• For “Extremely”, we can be 95% certain contains the true values lie between 14.73 and 19.67.
• For “Had no clear expectation”, we can be 95% certain contains the true values lie between 9.65 and 13.87.

Chart 6-1. In your current full-time or part-time position, are you employed by a government or public sector.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 23.57 and 40.36.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 12.22 and 29.08.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 15.84 and 21.70.

Chart 6-2. In your current full-time or part-time position, are you employed by a private company.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 45.96 and 63.87.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 56.46 and 76.14.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 65.97 and 72.88.

Chart 6-3. In your current full-time or part-time position, are you employed by a non-profit organization.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 7.03 and 19.19.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 6.03 and 20.05.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 9.37 and 14.20.

Chart 10-1. Compared to new employees from other colleges or universities, do you feel that your UW-Madison academic preparation gave you an advantage.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 70.39 and 85.34.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 38.50 and 59.32.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 69.89 and 76.53.

Chart 10-2. Compared to new employees from other colleges or universities, do you feel that your UW-Madison academic preparation gave you a disadvantage.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 0.10 and 8.59.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 0.05 and 0.93.

Chart 10-3. Compared to new employees from other colleges or universities, do you feel that your UW-Madison academic preparation gave you neither.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 14.65 and 29.60.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 36.34 and 57.12.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 23.04 and 29.64.

Chart 11-A. Did you have at least one professor at UW-Madison who got you excited about learning?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 91.78 and 100.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 98.25 and 100.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 95.36 and 100.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 100 and 100.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 97.28 and 99.18.

Chart 11-B. Did your professors seem to care about you as a person?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 63.01 and 83.14.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 79.56 and 88.31.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 74.55 and 87.76.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 75.98 and 91.02.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 80.03 and 85.50.

Chart 11-C. Did you have a mentor who encouraged you to pursue your goals and dreams?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 28.63 and 50.84.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 61.55 and 61.55.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 54.13 and 87.76.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 33.26 and 53.33.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 46.44 and 53.68.

Chart 12-A. How much has your overall quality of life been enhanced by your UW-Madison undergraduate experience?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 3.35 and 3.91.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 4.32 and 4.50.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 4.08 and 4.36.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 3.39 and 3.82.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 4.08 and 4.18.

Chart 12-B. At present, how satisfied are you with your life?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 3.13 and 3.60.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 4.10 and 4.27.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 3.73 and 4.02.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 2.90 and 3.31.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 3.74 and 3.84.

Chart 13-A. If you could start over, would you still choose to attend the University of Wisconsin-Madison?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 73.34 and 90.75.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 94.57 and 98.83.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 93.06 and 99.52.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 85.89 and 97.26.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 91.03 and 94.79.

Chart 13-B. Would you recommend the University of Wisconsin-Madison to a potential student?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 84.53 and 97.51.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 98.25 and 100.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 97.79 and 100.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 100 and 100.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 96.35 and 98.64.

Chart 13-C. If you could start over, would you still choose to pursue the same major or majors, undergraduate certificate or concentration that you graduated with?
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 39.22 and 62.07.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 71.99 and 82.02.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 51.62 and 68.37.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 39.81 and 60.18.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 50.16 and 57.46.

Chart 14. Self-ranking of skillsets
• How able are you to understand and appreciate individual differences based on culture, ethnicity, disability, or sexual orientation after completing your degree at UW-Madison?
  ✓ We can be 95% certain contains the true values lie between 4.42 and 4.50.

• How able are you to understand and appreciate individual differences based on culture, ethnicity, disability, or sexual orientation after completing your degree at UW-Madison?
  ✓ We can be 95% certain contains the true values lie between 4.37 and 4.44.

• How able are you to create original ideas or projects after completing your degree at UW-Madison?
  ✓ We can be 95% certain contains the true values lie between 3.92 and 4.01.

• How able are you to analyze and solve complex problems after completing your degree at UW-Madison?
  ✓ We can be 95% certain contains the true values lie between 4.19 and 4.27.

• How able are you to draw conclusions after weighing evidence, facts and ideas after completing your degree at UW-Madison?
  ✓ We can be 95% certain contains the true values lie between 4.37 and 4.44.

• How able are you to find, organize and evaluate information from multiple sources after completing your degree at UW-Madison?
We can be 95% certain contains the true values lie between 4.38 and 4.45.

How able are you to communicate clearly and effectively after completing your degree at UW-Madison?
We can be 95% certain contains the true values lie between 4.24 and 4.32.

Chart 15-A. Working in a team structure?
- For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 88.98 and 9789.
- For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 70.91 and 87.77.
- For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 93.08 and 96.43.

Chart 15-B. Problem-solving and decision-making skills?
- For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 92.33 and 99.46.
- For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 68.43 and 85.91.
- For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 95.13 and 97.88.

Chart 15-C. Planning, organizing and prioritizing work?
- For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 91.19 and 98.97.
- For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 74.71 and 90.50.
- For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 94.61 and 97.52.

Chart 15-D. Verbally communicating with persons inside and outside the organization?
- For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 90.07 and 98.44.
- For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 82.64 and 95.61.
- For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 94.44 and 97.40.

Chart 15-E. Obtaining and processing information?
- For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 84.80 and 95.52.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 59.98 and 79.14.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 93.08 and 96.43.

Chart 15-F. Analyzing quantitative information?
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 57.89 and 74.89.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 27.93 and 48.15.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 72.47 and 78.90.

Chart 15-G. Technical knowledge related to the job?
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 78.86 and 91.62.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 49.57 and 69.99.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 81.08 and 86.60.

Chart 15-H. Proficiency with computer software programs?
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 69.48 and 84.61.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 42.87 and 63.65.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 82.33 and 87.68.

Chart 15-I. Creating or editing written reports, memos or publications?
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 53.57 and 71.01.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 35.28 and 56.02.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 62.83 and 69.91.

Chart 15-J. An ability to sell or influence others?
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 51.01 and 68.65.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 43.97 and 64.71.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 60.30 and 67.50.

Chart 15-K. Working with diverse groups of people?
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 85.82 and 96.13.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 69.67 and 86.84.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 82.80 and 88.08.

Chart 16-A. In your Junior year or earlier
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 2.10 and 11.01.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 0.10 and 8.59.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 3.69 and 7.07.

Chart 16-B. First semester of your Senior year
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 13.22 and 27.75.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 3.59 and 15.96.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 24.86 and 31.61.

Chart 16-C. Second semester of your Senior year
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 17.57 and 33.24.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 12.22 and 29.08.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 24.86 and 31.61.

Chart 16-D. At graduation time
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 11.81 and 25.89.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 14.08 and 31.56.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 11.37 and 16.57.

Chart 16-E. 1 to 3 months after graduation
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 9.04 and 22.09.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 10.39 and 26.56.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 13.39 and 18.91.

Chart 16-F. 4 or more months after graduation
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 7.03 and 19.19.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 15.03 and 32.79.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 5.97 and 10.04.

Chart 17. How many job interviews did you have before accepting your current position?
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 2.14 and 3.37.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 2.22 and 3.41.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 3.57 and 4.23.

Chart 18. As a UW-Madison student, did you seek assistance from the College of Letters and Science’s Career Services Office or a department career advisor?
• For “Yes, it has been helpful”, we can be 95% certain contains the true values lie between 19.13 and 39.83.
• For “Yes, but it has not been helpful”, we can be 95% certain contains the true values lie between 17.99 and 38.41.
• For “No”, we can be 95% certain contains the true values lie between 31.09 and 53.51.

Chart 19-A. Non-White
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 1.93 and 7.96.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 12.93 and 23.69.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 9.05 and 18.66.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 3.02 and 9.84.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 49.53 and 63.33.

Chart 19-B. White
• For alumni not engaged in employment, we can be 95% certain contains the true values lie between 4.66 and 7.45.
• For alumni enroll in graduate or professional school, we can be 95% certain contains the true values lie between 18.73 and 23.51.
• For alumni both employed and continuing their education, we can be 95% certain contains the true values lie between 8.06 and 11.54.
• For alumni employed fewer than 35 hours per week, we can be 95% certain contains the true values lie between 5.94 and 9.02.
• For alumni employed 35 hours per week or more, we can be 95% certain contains the true values lie between 52.61 and 58.43.

Chart 20-A. Less than $20,000
• For non-White, we can be 95% certain contains the true values lie between 12.04 and 25.09.
• For White, we can be 95% certain contains the true values lie between 13.91 and 19.20.

Chart 20-B. $20,000 to $29,999
• For non-White, we can be 95% certain contains the true values lie between 13.29 and 26.70.
• For White, we can be 95% certain contains the true values lie between 16.38 and 21.98.

Chart 20-C. $30,000 to $39,999
• For non-White, we can be 95% certain contains the true values lie between 23.64 and 39.21.
• For White, we can be 95% certain contains the true values lie between 23.39 and 29.68.

Chart 20-D. $40,000 to $49,999
• For non-White, we can be 95% certain contains the true values lie between 7.82 and 19.31.
• For White, we can be 95% certain contains the true values lie between 17.99 and 23.78.

Chart 20-E. $50,000 to $59,999
• For non-White, we can be 95% certain contains the true values lie between 1.82 and 9.60.
• For White, we can be 95% certain contains the true values lie between 6.43 and 10.38.

Chart 20-F. $60,000 to $69,999
• For non-White, we can be 95% certain contains the true values lie between 0.06 and 5.65.
• For White, we can be 95% certain contains the true values lie between 3.66 and 6.84.

Chart 20-G. $70,000 or more
• For non-White, we can be 95% certain contains the true values lie between 3.34 and 12.36.
• For White, we can be 95% certain contains the true values lie between 1.90 and 4.39.

Chart 21-A. Did you have at least one professor at UW-Madison who got you excited about learning?
• For non-White, we can be 95% certain contains the true values lie between 93.32 and 98.75.
• For White, we can be 95% certain contains the true values lie between 98.21 and 99.46.

Chart 21-B. Did your professors seem to care about you as a person?
• For non-White, we can be 95% certain contains the true values lie between 73.01 and 84.40.
• For White, we can be 95% certain contains the true values lie between 80.77 and 85.17.

Chart 21-C. Did you have a mentor who encouraged you to pursue your goals and dreams?
• For non-White, we can be 95% certain contains the true values lie between 55.12 and 68.63.
• For White, we can be 95% certain contains the true values lie between 49.39 and 55.24.
Appendix C: Industry and Employer Placement One Year After Graduation

Tables 1 through 3 show the industries where 1,324 respondents to the College of Letters and Science (L&S) alumni survey are working one year after graduation.

### Table 1: Humanities

<table>
<thead>
<tr>
<th>Rank</th>
<th>Industry</th>
<th>Percent&lt;sup&gt;1&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Elementary and secondary schools</td>
<td>9.22%</td>
</tr>
<tr>
<td>2</td>
<td>Restaurants and other food services</td>
<td>5.83%</td>
</tr>
<tr>
<td>3</td>
<td>Computer systems design and related services</td>
<td>4.85%</td>
</tr>
<tr>
<td>4</td>
<td>Colleges and universities, including junior colleges</td>
<td>4.37%</td>
</tr>
<tr>
<td>5</td>
<td>Legal services</td>
<td>3.40%</td>
</tr>
<tr>
<td>5</td>
<td>Management, scientific, and technical consulting services</td>
<td>3.40%</td>
</tr>
<tr>
<td>5</td>
<td>Business, professional, political, and similar organizations</td>
<td>3.40%</td>
</tr>
<tr>
<td>6</td>
<td>Other schools, instruction, and educational services</td>
<td>2.91%</td>
</tr>
<tr>
<td>6</td>
<td>Individual and family services</td>
<td>2.91%</td>
</tr>
<tr>
<td>6</td>
<td>Department stores and discount stores</td>
<td>2.91%</td>
</tr>
<tr>
<td>7</td>
<td>Insurance carriers and related activities</td>
<td>2.43%</td>
</tr>
<tr>
<td>7</td>
<td>Employment services</td>
<td>2.43%</td>
</tr>
<tr>
<td>7</td>
<td>Civic, social, advocacy organizations, and grant making and giving services</td>
<td>2.43%</td>
</tr>
<tr>
<td>8</td>
<td>Securities, commodities, funds, trusts, and other financial investments</td>
<td>1.94%</td>
</tr>
<tr>
<td>8</td>
<td>Advertising and related services</td>
<td>1.94%</td>
</tr>
<tr>
<td>8</td>
<td>Hospitals</td>
<td>1.94%</td>
</tr>
<tr>
<td>8</td>
<td>Traveler accommodation</td>
<td>1.94%</td>
</tr>
<tr>
<td>9</td>
<td>Grocery stores</td>
<td>1.46%</td>
</tr>
<tr>
<td>9</td>
<td>Sporting goods, camera, and hobby and toy stores</td>
<td>1.46%</td>
</tr>
<tr>
<td>9</td>
<td>Travel arrangement and reservation services</td>
<td>1.46%</td>
</tr>
<tr>
<td>9</td>
<td>Other amusement, gambling, and recreation industries</td>
<td>1.46%</td>
</tr>
<tr>
<td>9</td>
<td>Executive offices and legislative bodies</td>
<td>1.46%</td>
</tr>
<tr>
<td>9</td>
<td>Administration of economic programs and space research</td>
<td>1.46%</td>
</tr>
<tr>
<td>9</td>
<td>Other health care services</td>
<td>1.46%</td>
</tr>
</tbody>
</table>
### Table 2: Social Science

<table>
<thead>
<tr>
<th>Rank</th>
<th>Industry</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Colleges and universities, including junior colleges</td>
<td>6.13%</td>
</tr>
<tr>
<td>2</td>
<td>Computer systems design and related services</td>
<td>5.93%</td>
</tr>
<tr>
<td>3</td>
<td>Management, scientific, and technical consulting services</td>
<td>4.15%</td>
</tr>
<tr>
<td>4</td>
<td>Restaurants and other food services</td>
<td>3.95%</td>
</tr>
<tr>
<td>5</td>
<td>Insurance carriers and related activities</td>
<td>3.75%</td>
</tr>
<tr>
<td>6</td>
<td>Individual and family services</td>
<td>3.56%</td>
</tr>
<tr>
<td>7</td>
<td>Civic, social, advocacy organizations, and grant making and giving services</td>
<td>3.36%</td>
</tr>
<tr>
<td></td>
<td>Securities, commodities, funds, trusts, and other financial investments</td>
<td>3.36%</td>
</tr>
<tr>
<td>8</td>
<td>Elementary and secondary schools</td>
<td>3.16%</td>
</tr>
<tr>
<td>8</td>
<td>Advertising and related services</td>
<td>3.16%</td>
</tr>
<tr>
<td>8</td>
<td>Banking and related activities</td>
<td>3.16%</td>
</tr>
<tr>
<td>9</td>
<td>Business, professional, political, and similar organizations</td>
<td>2.37%</td>
</tr>
<tr>
<td>10</td>
<td>Outpatient care centers</td>
<td>2.17%</td>
</tr>
</tbody>
</table>

### Table 3: Natural Science

<table>
<thead>
<tr>
<th>Rank</th>
<th>Industry</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Computer systems design and related services</td>
<td>15.08%</td>
</tr>
<tr>
<td>2</td>
<td>Scientific research and development services</td>
<td>11.17%</td>
</tr>
<tr>
<td>3</td>
<td>Colleges and universities, including junior colleges</td>
<td>7.26%</td>
</tr>
<tr>
<td>4</td>
<td>Hospitals</td>
<td>5.59%</td>
</tr>
<tr>
<td></td>
<td>Securities, commodities, funds, trusts, and other financial investments</td>
<td>5.59%</td>
</tr>
<tr>
<td>5</td>
<td>Other schools, instruction, and educational services</td>
<td>3.35%</td>
</tr>
<tr>
<td>5</td>
<td>Pharmaceutical and medicine manufacturing</td>
<td>3.35%</td>
</tr>
<tr>
<td></td>
<td>Civic, social, advocacy organizations, and grant making and giving services</td>
<td>2.79%</td>
</tr>
<tr>
<td>7</td>
<td>Restaurants and other food services</td>
<td>2.23%</td>
</tr>
<tr>
<td>7</td>
<td>Elementary and secondary schools</td>
<td>2.23%</td>
</tr>
<tr>
<td>7</td>
<td>Other health care services</td>
<td>2.23%</td>
</tr>
<tr>
<td>8</td>
<td>Museums, art galleries, historical sites, and similar institutions</td>
<td>1.68%</td>
</tr>
<tr>
<td>8</td>
<td>Justice, public order, and safety activities</td>
<td>1.68%</td>
</tr>
<tr>
<td>8</td>
<td>Individual and family services</td>
<td>1.68%</td>
</tr>
<tr>
<td>8</td>
<td>Architectural, engineering, and related services</td>
<td>1.68%</td>
</tr>
<tr>
<td>8</td>
<td>Real estate</td>
<td>1.60%</td>
</tr>
<tr>
<td>9</td>
<td>Administration of environmental quality and housing programs</td>
<td>1.12%</td>
</tr>
<tr>
<td>9</td>
<td>Offices of dentists</td>
<td>1.12%</td>
</tr>
</tbody>
</table>
Tables 4 through 7 show the top employers where 1,324 respondents to the College of Letters and Science (L&S) alumni survey are working one year after graduation.

Table 4. L&S Top Employers

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer</th>
<th>N</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of Wisconsin-Madison</td>
<td>41</td>
<td>4.66</td>
</tr>
<tr>
<td>2</td>
<td>Epic</td>
<td>20</td>
<td>2.28</td>
</tr>
<tr>
<td>3</td>
<td>PPD</td>
<td>6</td>
<td>0.68</td>
</tr>
<tr>
<td>4</td>
<td>AmeriCorps</td>
<td>4</td>
<td>0.46</td>
</tr>
<tr>
<td>4</td>
<td>American Family Insurance</td>
<td>4</td>
<td>0.46</td>
</tr>
<tr>
<td>4</td>
<td>Covance</td>
<td>4</td>
<td>0.46</td>
</tr>
<tr>
<td>4</td>
<td>Starbucks</td>
<td>4</td>
<td>0.46</td>
</tr>
<tr>
<td>4</td>
<td>Target</td>
<td>4</td>
<td>0.46</td>
</tr>
<tr>
<td>9</td>
<td>Amazon</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>CUNA Mutual Group</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>State of Wisconsin</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>US House of Representatives</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>United States Navy</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>Walgreens</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>Walmart</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>Wisconsin Department of Natural Resources</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>YMCA</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>Yelp Inc.</td>
<td>3</td>
<td>0.34</td>
</tr>
<tr>
<td>9</td>
<td>Dean Clinic</td>
<td>3</td>
<td>0.34</td>
</tr>
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</table>

Table 5. Humanities Top Employers

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer</th>
<th>N</th>
<th>Percent</th>
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<tbody>
<tr>
<td>1</td>
<td>University of Wisconsin-Madison</td>
<td>7</td>
<td>3.45</td>
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<tr>
<td>2</td>
<td>EPIC</td>
<td>3</td>
<td>1.48</td>
</tr>
<tr>
<td>2</td>
<td>School District of Janesville</td>
<td>2</td>
<td>0.99</td>
</tr>
<tr>
<td>2</td>
<td>Starbucks</td>
<td>2</td>
<td>0.99</td>
</tr>
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</table>
Table 6. Natural Science Top Employers

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer</th>
<th>N</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of Wisconsin-Madison</td>
<td>15</td>
<td>8.43</td>
</tr>
<tr>
<td>2</td>
<td>EPIC</td>
<td>10</td>
<td>5.62</td>
</tr>
<tr>
<td>3</td>
<td>PPD</td>
<td>5</td>
<td>2.81</td>
</tr>
<tr>
<td>4</td>
<td>Microsoft</td>
<td>2</td>
<td>1.12</td>
</tr>
<tr>
<td>4</td>
<td>Amazon</td>
<td>2</td>
<td>1.12</td>
</tr>
<tr>
<td>4</td>
<td>American Family Insurance</td>
<td>2</td>
<td>1.12</td>
</tr>
<tr>
<td>4</td>
<td>Covance</td>
<td>2</td>
<td>1.12</td>
</tr>
<tr>
<td>4</td>
<td>Walmart</td>
<td>2</td>
<td>1.12</td>
</tr>
<tr>
<td>4</td>
<td>Wisconsin Department of Natural Resources</td>
<td>2</td>
<td>1.12</td>
</tr>
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</table>

Table 7. Social Science Employers

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer</th>
<th>N</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of Wisconsin-Madison</td>
<td>7</td>
<td>3.41</td>
</tr>
<tr>
<td>2</td>
<td>EPIC</td>
<td>6</td>
<td>1.20</td>
</tr>
<tr>
<td>3</td>
<td>State of Wisconsin</td>
<td>3</td>
<td>0.60</td>
</tr>
<tr>
<td>3</td>
<td>Target</td>
<td>3</td>
<td>0.60</td>
</tr>
<tr>
<td>5</td>
<td>BMO Harris Bank</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>CapSpecialty</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>Dean Clinic</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>EatStreet</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>Journal Communications</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>Kirkland &amp; Ellis LLP</td>
<td>2</td>
<td>0.40</td>
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<tr>
<td>5</td>
<td>Manpower Group</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>Miller Capital Advisory</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>Spectrum Brands</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>Starbucks</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>Tellurian</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>US House of Representatives</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>USG Corp</td>
<td>2</td>
<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>United States Army</td>
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<td>0.40</td>
</tr>
<tr>
<td>5</td>
<td>United States Navy</td>
<td>2</td>
<td>0.40</td>
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