NC STATE UNIVERSITY

December 2019 Graduate Future Plans Survey
All Respondents: Overview

This overview report presents findings from doctoral and master's students participating in the December 2019 Graduate Future Plans Survey (GFPS). Additional reports on the survey methods and analysis, college results, and departmental summaries, as well as a copy of the questionnaire, are available on the ISA website.

The December 2019 Graduate Future Plans Survey population consists of the 195 doctoral students and 795 master's students who had applied to graduate and were conferred degrees as of commencement day, December 19. Of those 990 graduates, 119 doctoral degree recipients and 468 master's degree recipients submitted the Graduate Future Plans Survey for an overall response rate of 59.3 percent (61.0% of doctoral graduates and 58.9% of master's graduates).

Plans Following Graduation

Students graduating in December with either a doctoral or master's degree were asked about their primary plans for the coming year, with the option to select multiple activities. About four in five doctoral graduates indicated that they would be employed, either in a position that they had prior to graduation or in a new position at a new place of employment (81.5%). One-sixth of doctoral degree recipients said at the time of the survey that they were actively seeking or planning to seek employment (16.8%). One student is planning to pursue another degree program, and one student does not plan to work or study in the year following graduation. Five percent reported having "other plans" (5.0%).

About 70 percent of the master's degree recipients indicated that they had secured employment for the coming year, either in a job they had during their graduate program or in a new position at a new place of employment (71.8%). Twenty-two percent said they were actively seeking or planning to seek a new position in the coming year (22.4%). One in six of the master's degree recipients (16.5%) said they would be continuing their education in pursuit of another degree. The remaining four percent of master's students indicated they do not plan to work or study in the year following graduation (0.6%) or that they had "other plans" (3.8%).

Table 1: Primary Plans Following Graduation, by Degree*

	NCSU (N=587)		Doctoral (N=119)		Master's (468)	
	N	%	N	%	N	%
Have signed contract or made commitment for employment	433	73.8%	97	81.5%	336	71.8%
Currently seeking employment or planning to do so in the next year	125	21.3%	20	16.8%	105	22.4%
Planning to pursue another degree program	78	13.3%	1	0.8%	77	16.5%
Do not plan to work or study	4	0.7%	1	0.8%	3	0.6%
Other plans	24	4.1%	6	5.0%	18	3.8%

*Respondents could indicate more than one type of activity.

Post-Graduation Employment

This section of the report provides detailed information specifically on those graduate students who indicated at the time they completed the survey that they had obtained a full-time position, followed by information provided by those who said they were actively seeking employment. Finally, this section contains a brief look at those few respondents who said they had not yet begun to search for new employment, but planned to do so in the coming year.

Full-Time Employment

All doctoral graduates and 98 percent of master's graduates who indicated that they had definite plans for employment after graduation said they will be working full-time (100% and 97.6%, respectively).

Table 2: Full- or Part-Time Employment, by Degree (among those securing any type of employment)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Full-time	418	98.1%	96	100.0%	322	97.6%
Part-time	8	1.9%	.	0.0%	8	2.4%
Total	426	100.0%	96	100.0%	330	100.0%

Respondents who will be working full-time were asked whether they will be starting a new position at a new place of employment or if they will be continuing to work for their current employer. Almost 45 percent of those receiving a doctoral degree and obtaining a full-time position said they have a signed contract or made a definite commitment to a new position with a new employer that will begin after graduation (43.2%), while almost 50 percent indicated they will be continuing to work at a place of employment they obtained during their graduate program (48.4%). Eight percent of doctoral graduates said they are returning to or continuing in a position they had prior to pursuing their degree (8.4%).

One-fourth of master's students who will be working full-time said they had a signed contract or made a definite commitment to a new job to begin after graduation (26.2%). Forty-six percent will be continuing in a position they obtained while pursuing their master's degree (46.1%), and 28 percent will be returning to or continuing in a position they had prior to enrolling in their graduate program (27.7%).

Table 3: History with Employer: New or Continuing Employment, by Degree (full-time employees only)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Continuing at a place of employment obtained while pursuing current degree	194	46.6%	46	48.4%	148	46.1%
Starting a new position with a new employer to begin after graduation	125	30.0%	41	43.2%	84	26.2%
Returning to or continuing at a place of employment had before pursuing current degree	97	23.3%	8	8.4%	89	27.7%
Total	416	100.0%	95	100.0%	321	100.0%

The Job Search
Graduate students with full-time employment who said they will be employed in a position they accepted to begin after graduation (30%) or who said they will be continuing to work at a place of employment they had obtained during their graduate program (46.6%) were asked about their job search experience. *Graduates who said that their employment plans involve returning to or continuing to work at a place of employment where they were working prior to the start of their graduate program are excluded from this analysis.*

Seventy percent of doctoral graduates (69.4%) and 64 percent of master's graduates (63.5%) with full-time employment in a position they had obtained at the time of graduation or during their graduate program reported starting their job search six or more months before graduation. Just four percent started looking for a job less than three months prior to receiving their degree (4.1%).

Table 4: When Started Looking for a Job, by Degree (excludes those returning to a job held before pursuing their current degree)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
12 or more months before graduation	78	26.4%	21	24.7%	57	27.0%
9-11 months before graduation	34	11.5%	13	15.3%	21	10.0%
6-8 months before graduation	81	27.4%	25	29.4%	56	26.5%
3-5 months before graduation	73	24.7%	17	20.0%	56	26.5%
1-2 months before graduation	18	6.1%	6	7.1%	12	5.7%
Less than one month before graduation	12	4.1%	3	3.5%	9	4.3%
Total	296	100.0%	85	100.0%	211	100.0%

Half of graduates obtaining full-time employment that began either during their graduate program or that will begin after graduation indicated they had gone on interviews for three or more positions (47.7%), with 22 percent having gone on interviews for five or more positions before accepting the offer for the positon in which they will be working (22.2%). About 45 percent indicated going on interviews for one (23.8%) or two (21.1%) different positions during their most recent job search. Seven percent of graduates with full-time employment said they did not go on any interviews during their most recent job search (7.4%). A similar percentage of doctoral graduates and master's graduates reported going on interviews for five or more positions (21.7% and 22.3%, respectively).

Just over half of all graduates with full-time employment that began during their graduate program or that will begin after graduation said that the position they accepted had been their only job offer (53.3%). Thirty-seven percent said they had received one (27.3%) or two (9.3%) job offers in addition to the one they accepted, with the remaining ten percent reporting they had received three or more additional job offers (10.0%). Doctoral students were slightly more likely than master's students to indicate they had received more than one job offer from which to choose (50.6% vs. 45.1%).

Table 5: Number of Positions Interviewed For, by Degree (excludes those returning to a job held before pursuing their current degree)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
None	22	7.4%	3	3.6%	19	8.8%
One	71	23.8%	15	18.1%	56	26.0%
Two	63	21.1%	25	30.1%	38	17.7%
Three	45	15.1%	14	16.9%	31	14.4%
Four	31	10.4%	8	9.6%	23	10.7%
Five or six	42	14.1%	11	13.3%	31	14.4%
Seven or eight	10	3.4%	4	4.8%	6	2.8%
Nine or ten	2	0.7%	2	2.4%	.	0.0%
More than ten	12	4.0%	1	1.2%	11	5.1%
Total	298	100.0%	83	100.0%	215	100.0%

Table 6: Number of Job Offers, by Degree (excludes those returning to a job held before pursuing their current degree)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Only job offer	154	53.3%	41	49.4%	113	54.9%
One additional job offer	79	27.3%	27	32.5%	52	25.2%
Two additional job offers	27	9.3%	5	6.0%	22	10.7%
Three or more additional job offers	29	10.0%	10	12.0%	19	9.2%
Total	289	100.0%	83	100.0%	206	100.0%

One-fourth of doctoral graduates obtaining full-time employment that began either during their graduate program or that will begin after graduation said they received the offer for the position in which they will be working six or more months prior to graduation (24.9%). One-third obtained the offer three to five months before graduation (33.3%), with the remaining forty percent receiving the offer within two months of graduation (41.6%).

Just under one-third of master's graduates obtaining full-time employment that began either during their graduate program or that will begin after graduation reported receiving the job offer for the position in which they will be working six or more months prior to graduation (31.3%). Just over one-third said they received the offer they ultimately accepted three to five months before graduation (34.6%). Twenty-two percent reported receiving the offer one to two months prior to graduation (22.4%). The remaining twelve percent of master's graduates indicated receiving the offer for the position in which they will be working within one month of graduation (11.7%).

Table 7: When Received Accepted Job Offer, by Degree (excludes those returning to a job held before pursuing their current degree)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
12 or more months before graduation	24	8.1%	6	7.1%	18	8.4%
9-11 months before graduation	19	6.4%	6	7.1%	13	6.1%
6-8 months before graduation	45	15.1%	9	10.7%	36	16.8%
3-5 months before graduation	102	34.2%	28	33.3%	74	34.6%
1-2 months before graduation	67	22.5%	19	22.6%	48	22.4%
Less than one month before graduation	41	13.8%	16	19.0%	25	11.7%
Total	298	100.0%	84	100.0%	214	100.0%

Respondents having obtained full-time employment that either began during their graduate program or that will begin after graduation were asked to indicate what resources had proven helpful in their job search.

Analysis reveals differences between doctoral and master's graduates in the resources they found helpful. Thirty-eight percent of doctoral graduates with full-time employment indicated that an NC State faculty member had been helpful in their job search (37.5%) and thirty-two percent said that personal/professional connections within the company had been helpful (31.8%). Twenty-two percent also identified that LinkedIn was a helpful resource (21.6%), and 20 percent said an internship/externship was helpful (20.5%). Thirty-six percent of master's graduates also found LinkedIn a helpful resource in their job search (36.1%), but master's graduates were most likely to identify internships/externships as helpful (38.5%). Campus or college career centers were also seen as helpful by 21 percent of master's graduates (21.0%). Note that some resources may have in fact been helpful for those who used them, but have a smaller frequency overall because fewer respondents used that particular resource (e.g., student teaching experience).

Table 8: Helpful Resources, by Degree (excludes those returning to a job held before pursuing their current degree)*

	NCSU (N=321)		Doctoral (N=88)		Master's (N=233)	
	N	%	N	%	N	%
Internship/externship	110	34.3%	18	20.5%	92	39.5%
Internet: LinkedIn	103	32.1%	19	21.6%	84	36.1%
Personal/professional connection(s) within the company	66	20.6%	28	31.8%	38	16.3%
NC State faculty member	60	18.7%	33	37.5%	27	11.6%
Campus or college career center	58	18.1%	9	10.2%	49	21.0%
Family/friends/classmates/co-workers	52	16.2%	11	12.5%	41	17.6%
Career fair at NC State	44	13.7%	4	4.5%	40	17.2%
Internet (Other)	32	10.0%	9	10.2%	23	9.9%
Optional Practical Training (OPT)	30	9.3%	10	11.4%	20	8.6%
Consultation w/ NCSU Career Counselor/Coach	29	9.0%	2	2.3%	27	11.6%
Professional association (members, conferences, publications, etc.)	22	6.9%	15	17.0%	7	3.0%
Student teaching experience	21	6.5%	6	6.8%	15	6.4%
Co-op experience	20	6.2%	7	8.0%	13	5.6%
Applied for job via ePACK	17	5.3%	0	0.0%	17	7.3%
On-campus interviewing	16	5.0%	3	3.4%	13	5.6%
Employer info session on campus	16	5.0%	4	4.5%	12	5.2%
Volunteer work	7	2.2%	1	1.1%	6	2.6%
Staffing agency	6	1.9%	1	1.1%	5	2.1%
Career fair off campus	5	1.6%	0	0.0%	5	2.1%
Employer found resume on ePACK	4	1.2%	0	0.0%	4	1.7%
Clinical placement	0	0.0%	0	0.0%	0	0.0%
Other	12	3.7%	5	5.7%	7	3.0%
None of the above	37	11.5%	8	9.1%	29	12.4%

*Respondents could select more than one resource.

Job Promotions and Salary Increases
Graduate students who said *their full-time position will be at a place of employment for which they had begun working prior to* (23.3%) *or during the course of their graduate program* (46.6%; Table 3) were asked whether they would be receiving a salary increase and/or a promotion/title change contingent upon receiving their degree. Thirty-five percent of these respondents, including 42 percent of doctoral graduates (41.5%) and 34 percent of master's graduates (33.7%), indicated they would be receiving a salary increase and/or a promotion title/change at their current place of employment upon completing their degree.

Seventeen percent of doctoral degree recipients who said they will be returning to work at a place of employment obtained prior to or during their graduate program reported they would be getting a salary increase (17.0%). Another one-fourth of doctoral degree recipients said

they would be getting both a salary increase and promotion/title change upon conferring their degree (24.5%). Among master's degree recipients, 12 percent said they would be getting a salary increase (11.5%), and an additional one-fifth indicated that they would be receiving both a salary increase in promotion/title change after receiving their degree (10.6%). Three percent of master's graduates said they would be receiving only a promotion/title change (2.6%).

Table 9: Job Promotion (among those continuing in a position started during their current graduate program or starting after graduation)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Salary increase	36	12.5%	9	17.0%	27	11.5%
Promotion/title change	6	2.1%	.	0.0%	6	2.6%
Both a salary increase and promotion/title change	59	20.5%	13	24.5%	46	19.6%
None of the above	187	64.9%	31	58.5%	156	66.4%
Total	288	100.0%	53	100.0%	235	100.0%

Employers
Graduate students securing full-time employment were asked the name of the institution or organization for which they will be working after graduation. Although NC State graduates accepted jobs in more than 270 institutions and organizations, those hiring the greatest number of NC State December graduates were Amazon, NC State University, and the Wake County Public School System. The top employer of doctoral degree recipients was NC State University, employing 14 percent of all NC State doctoral graduates (14.4%). The top employer of master's degree recipients was Amazon, employing about one percent of all NC State master's graduates (0.6%).

A complete list of the institutions and organizations where graduates will be working can be found in Appendix A.

Industry and Occupation
Three in five graduates with a full-time position said they will be working in a private, for-profit business or organization (59.0%). One in four graduates indicated that they will be working in the education sector, including ten percent working in a U.S. four-year college or university (10.1%) and eight percent who said they will be working in a U.S. preschool, elementary, middle, or secondary school/school system (7.7%). Ten percent of graduates who secured full-time employment said they will be working for the federal (4.8%), state (1.4%), local (3.1%), or for a foreign government (0.5%). The remaining seven percent reported that they will be working in a private not-for-profit business organization (2.2%), will be self-employed (0.5%), or will be engaged in some "other" type of employment (4.3%).

There are a number of differences in the types of employment doctoral and master's students obtained. Doctoral degree recipients were far more likely than master's degree recipients to indicate they will be working at a U.S. four-year college or university (27.1% vs. 5.0%). In contrast, two-thirds of master's degree recipients reported that they will be working in a for-profit business or organization (64.3%), versus 42 percent of doctoral degree recipients (41.7%).

Table 10: Employment Sector, by Degree (full-time employees only)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Education: U.S. 4-year college or university other than medical school	42	10.1%	26	27.1%	16	5.0%
Education: U.S. medical school (including university-affiliated hospital or medical school)	10	2.4%	3	3.1%	7	2.2%
Education: U.S. university-affiliated research institute	9	2.2%	6	6.3%	3	0.9%
Education: U.S. community or two-year college	2	0.5%	1	1.0%	1	0.3%
Education: U.S. preschool, elementary, middle, secondary school or school system	32	7.7%	2	2.1%	30	9.4%
Education: Foreign educational institution	5	1.2%	3	3.1%	2	0.6%
Government: U.S. federal government	20	4.8%	8	8.3%	12	3.8%
Government: U.S. state government	6	1.4%	.	0.0%	6	1.9%
Government: U.S. local government	13	3.1%	.	0.0%	13	4.1%
Government: Foreign government	2	0.5%	1	1.0%	1	0.3%
Private Sector: Not for profit organization	9	2.2%	3	3.1%	6	1.9%
Private Sector: Industry (for profit)	245	59.0%	40	41.7%	205	64.3%
Self-Employed	2	0.5%	.	0.0%	2	0.6%
Other	18	4.3%	3	3.1%	15	4.7%
Total	415	100.0%	96	100.0%	319	100.0%

About ten percent of graduates said their full-time position will consist of professional training. One-fourth of doctoral graduates with full-time employment indicated that they will be working as a postdoctoral researcher or fellow (25.3%). Six percent of master's graduates said they will be working as an intern or clinical resident (6.3%).

Table 11: Postgraduate Training Position, by Degree (full-time employees only)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Postdoctoral research position	24	5.8%	24	25.3%	.	0.0%
Internship	18	4.4%	1	1.1%	17	5.4%
Clinical residency	3	0.7%	.	0.0%	3	0.9%
None of the above	367	89.1%	70	73.7%	297	93.7%
Total	412	100.0%	95	100.0%	317	100.0%

Graduate students having secured full-time employment were asked to select the type of industry and the job function of the position in which they will be employed from a list of industries and job functions. Although the graduates will be working in a wide range of industries, the most common industries in which NC State graduates report they will be working are *education* (16.0%), *computer software/hardware* (15.7%), and *engineering* (9.7%).

While many doctoral and master's graduates report working in the same job industries, the most common industry doctoral graduates report they will be working in is *education* (22.9%), followed by *research* (16.7%). The most common industry that master's graduates report they will be pursuing is *computer software/hardware* (19.9%).

The most common job functions reported by doctoral graduates are *research and development* (24.5%), followed by *scientific research* (18.1%), whereas the top job functions reported by master's graduates are *software development* (19.8%) and *engineering* (18.5%).

Table 12: Industry, by Degree (full-time employees only)

Industry	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Accounting	1	0.2%	.	0.0%	1	0.3%
Advertising	1	0.2%	.	0.0%	1	0.3%
Aerospace	4	1.0%	.	0.0%	4	1.3%
Agriculture	6	1.5%	3	3.1%	3	0.9%
Architecture/Urban Planning	2	0.5%	.	0.0%	2	0.6%
Automotive	1	0.2%	.	0.0%	1	0.3%
Banking	3	0.7%	.	0.0%	3	0.9%
Biotechnology	7	1.7%	2	2.1%	5	1.6%
Chemicals	5	1.2%	1	1.0%	4	1.3%
Computer Software/Hardware	65	15.7%	2	2.1%	63	19.9%
Construction	1	0.2%	.	0.0%	1	0.3%
Consulting	12	2.9%	4	4.2%	8	2.5%
Consumer Products	4	1.0%	2	2.1%	2	0.6%
Counseling	1	0.2%	1	1.0%	.	0.0%
Education	66	16.0%	22	22.9%	44	13.9%
Electronics	7	1.7%	2	2.1%	5	1.6%
Energy	7	1.7%	2	2.1%	5	1.6%
Engineering	40	9.7%	12	12.5%	28	8.8%
Environment/Sustainability	5	1.2%	2	2.1%	3	0.9%
Fashion	2	0.5%	.	0.0%	2	0.6%
Financial Services	8	1.9%	1	1.0%	7	2.2%
Food Science	2	0.5%	2	2.1%	.	0.0%
Government	20	4.8%	2	2.1%	18	5.7%
Health Care	11	2.7%	.	0.0%	11	3.5%
Hotel, Restaurant, Hospitality	1	0.2%	.	0.0%	1	0.3%
Human/Social Services	2	0.5%	.	0.0%	2	0.6%

Table 12: Industry, by Degree (full-time employees only), *continued*

Industry	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Insurance	1	0.2%	.	0.0%	1	0.3%
Law Enforcement/Security/Corrections	1	0.2%	.	0.0%	1	0.3%
Legal	1	0.2%	.	0.0%	1	0.3%
Manufacturing	15	3.6%	.	0.0%	15	4.7%
Marketing	2	0.5%	.	0.0%	2	0.6%
Materials - Plastics, Metals, Ceramics	2	0.5%	1	1.0%	1	0.3%
Military & Defense	10	2.4%	1	1.0%	9	2.8%
Museums & Libraries	1	0.2%	.	0.0%	1	0.3%
Natural Resources	3	0.7%	2	2.1%	1	0.3%
Non-Profit/Philanthropy	2	0.5%	1	1.0%	1	0.3%
Pharmaceutical	12	2.9%	2	2.1%	10	3.2%
Public Policy	1	0.2%	.	0.0%	1	0.3%
Real Estate	1	0.2%	.	0.0%	1	0.3%
Recreation & Sports	2	0.5%	.	0.0%	2	0.6%
Research	26	6.3%	16	16.7%	10	3.2%
Retail/Merchandising	3	0.7%	1	1.0%	2	0.6%
Start-up	2	0.5%	1	1.0%	1	0.3%
Technology	27	6.5%	5	5.2%	22	6.9%
Transportation	3	0.7%	1	1.0%	2	0.6%
Veterinary	3	0.7%	2	2.1%	1	0.3%
Wood Products	2	0.5%	1	1.0%	1	0.3%
Other	9	2.2%	2	2.1%	7	2.2%
Total	413	100.0%	96	100.0%	317	100.0%

Table 13: Job Function, by Degree (full-time employees only)

Job function	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Account Management	3	0.7%	.	0.0%	3	1.0%
Accounting	1	0.2%	.	0.0%	1	0.3%
Actuarial/Statistical & Data Analysis	4	1.0%	1	1.1%	3	1.0%
Administrative	7	1.7%	2	2.1%	5	1.6%
Agronomy/Plant/Crop Science	4	1.0%	2	2.1%	2	0.6%
Analyst	12	3.0%	3	3.2%	9	2.9%
Animal/Veterinary	2	0.5%	1	1.1%	1	0.3%
Architecture	2	0.5%	.	0.0%	2	0.6%
Bio/Ag Engineering	1	0.2%	1	1.1%	.	0.0%

Table 13: Job Function, by Degree (full-time employees only), *continued*

Buying/Purchasing	3	0.7%	.	0.0%	3	1.0%
Construction	2	0.5%	.	0.0%	2	0.6%
Consulting	11	2.7%	3	3.2%	8	2.6%
Counseling - School/Agency/College	3	0.7%	.	0.0%	3	1.0%
Customer Service	2	0.5%	.	0.0%	2	0.6%
Database Management	4	1.0%	.	0.0%	4	1.3%
Design - Engineering	10	2.5%	1	1.1%	9	2.9%
Economics	1	0.2%	.	0.0%	1	0.3%
Education/Teaching/Curriculum Development	34	8.5%	11	11.7%	23	7.5%
Engineering	69	17.2%	12	12.8%	57	18.5%
Environmental/Conservation	4	1.0%	1	1.1%	3	1.0%
Extension/Education	2	0.5%	1	1.1%	1	0.3%
Finance	6	1.5%	.	0.0%	6	1.9%
Food Science/Nutrition	2	0.5%	1	1.1%	1	0.3%
Fundraising/Development	1	0.2%	.	0.0%	1	0.3%
Government	8	2.0%	1	1.1%	7	2.3%
Human Health/Medical	1	0.2%	.	0.0%	1	0.3%
Human Resources	2	0.5%	.	0.0%	2	0.6%
Human/Social Services	2	0.5%	.	0.0%	2	0.6%
Information Technology/Systems	6	1.5%	.	0.0%	6	1.9%
Laboratory Science	1	0.2%	.	0.0%	1	0.3%
Management	10	2.5%	.	0.0%	10	3.2%
Manufacturing/Production/Development	11	2.7%	1	1.1%	10	3.2%
Marketing	2	0.5%	.	0.0%	2	0.6%
Non Profit	1	0.2%	.	0.0%	1	0.3%
Operations	3	0.7%	.	0.0%	3	1.0%
Product Development/Management	5	1.2%	1	1.1%	4	1.3%
Project Management	6	1.5%	1	1.1%	5	1.6%
Public Administration/Policy	1	0.2%	.	0.0%	1	0.3%
Quality Assurance	3	0.7%	.	0.0%	3	1.0%
Recreation/Sports	2	0.5%	.	0.0%	2	0.6%
Research & Development	34	8.5%	23	24.5%	11	3.6%
Sales/Technical Sales	5	1.2%	1	1.1%	4	1.3%
Science - Life/Physical Science	4	1.0%	2	2.1%	2	0.6%
Scientific Research	21	5.2%	17	18.1%	4	1.3%
Software Development	64	15.9%	3	3.2%	61	19.8%
Soil/Environmental Science	1	0.2%	.	0.0%	1	0.3%

Table 13: Job Function, by Degree (full-time employees only), *continued*

Supply Chain Management/Logistics	2	0.5%	.	0.0%	2	0.6%
Technical Writing	1	0.2%	.	0.0%	1	0.3%
Training & Development	6	1.5%	2	2.1%	4	1.3%
Veterinary	1	0.2%	1	1.1%	.	0.0%
Other	9	2.2%	1	1.1%	8	2.6%
Total	402	100.0%	94	100.0%	308	100.0%

Relationship of Job to Academic Program and Satisfaction with Job
The majority of graduate students with full-time employment indicated that the position in which they will be working after graduation is "directly related" to their graduate program (77.0%), with most of the remainder reporting that the job is "somewhat related" to their graduate program (19.6%). Just three percent of graduates said their job was "not at all related" to their field of study (1.9% "by choice" and 1.4% "not by choice"). Ninety percent of those obtaining full-time employment said they were "very satisfied" (49.4%) or "satisfied" (40.2%) with the job in which they will be working after graduation. Doctoral students were notably more likely than master's students to have said they were "very satisfied" with the position in which they would be working (58.9% vs 46.5%).

Table 14: Relationship of Job to Graduate Program, by Degree (full-time employees only)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Directly related	322	77.0%	72	75.0%	250	77.6%
Somewhat related	82	19.6%	23	24.0%	59	18.3%
Not at all related (by choice)	8	1.9%	1	1.0%	7	2.2%
Not at all related (not by choice)	6	1.4%	.	0.0%	6	1.9%
Total	418	100.0%	96	100.0%	322	100.0%

Table 15: Satisfaction with Job, by Degree (full-time employees only)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Very Satisfied	204	49.4%	56	58.9%	148	46.5%
Satisfied	166	40.2%	30	31.6%	136	42.8%
Neutral	31	7.5%	8	8.4%	23	7.2%
Dissatisfied	11	2.7%	1	1.1%	10	3.1%
Very Dissatisfied	1	0.2%	.	0.0%	1	0.3%
Total	413	100.0%	95	100.0%	318	100.0%

Job Location
While December graduates will be employed across the nation, and a few will be working in other countries, over half of those having accepted a full-time job say they will be working in North Carolina (51.2%), with 39 percent working in the Research Triangle area (e.g., Raleigh, Durham, Chapel Hill) (38.7%).

A complete list of the states and countries where graduates will be working can be found in Appendix B.

Table 16: Job Location, by Degree (Top Five States of Employment; full-time employees only)

	NCSU (N = 410)		Doctoral (N = 95)		Master's (N = 315)	
	N	%	N	%	N	%
North Carolina	210	51.2%	45	47.4%	165	52.4%
California	47	11.5%	7	7.4%	40	12.7%
Washington	33	8.0%	2	2.1%	31	9.8%
Outside United States	13	3.2%	5	5.3%	8	2.5%
New York	10	2.4%	4	4.2%	6	1.9%

Table 17: Job Location, by Degree (in or out of the Triangle; full-time employees only)*

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Triangle	157	38.7%	39	41.1%	118	37.9%
Other N.C.	49	12.1%	6	6.3%	43	13.8%
In U.S. outside N.C.	187	46.1%	45	47.4%	142	45.7%
Outside U.S.	13	3.2%	5	5.3%	8	2.6%
Total	406	100.0%	95	100.0%	311	100.0%

*Some respondents did not provide the name of the city in which they would be working and therefore region could not be determined.

Compensation

Graduate students who will be working full-time were asked to indicate the different ways in which they will be compensated for their job. Over 90 percent of graduates said they will be getting paid a salary (92.8%) and one-fifth said their pay will include performance bonuses (19.1%).

While doctoral graduates with full-time employment said they will be compensated through a variety of methods, the vast majority said they will be receiving only a salary (85.3%). Another ten percent said they would be receiving a salary in combination with performance bonuses (9.5%).

Two-thirds of master's graduates said they will be getting paid only a salary (66.8%), while 19 percent indicated they will receive performance bonuses in addition to a salary (18.5%). Another six percent of master's graduates said they will be getting paid only through hourly wages (6.0%).

Table 18: Type of Compensation, by Degree (full-time employees only)*

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Salary	388	92.8%	94	97.9%	294	91.3%
Commission	6	1.4%	0	0.0%	6	1.9%
Performance Bonuses	80	19.1%	10	10.4%	70	21.7%
Hourly	31	7.4%	2	2.1%	29	9.0%
Tips/Gratuity	4	1.0%	0	0.0%	4	1.2%
Stipend	4	1.0%	2	2.1%	2	0.6%
Other	10	2.4%	1	1.0%	9	2.8%
Unpaid	4	1.0%	1	1.0%	3	0.9%

*Respondents could indicate more than one type of compensation.

Table 19: Type of Compensation Combined, by Degree (full-time employees only)

Compensation: Combination	Degree					
	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Salary only	294	71.0%	81	85.3%	213	66.8%
Salary plus performance bonuses	68	16.4%	9	9.5%	59	18.5%
Hourly only	20	4.8%	1	1.1%	19	6.0%
Other combinations	32	7.7%	4	4.2%	28	8.8%
Total	414	100.0%	95	100.0%	319	100.0%

Respondents were asked to estimate their annual salary during the coming year. NC State's graduates with full-time employment report an average annual salary of $86,704 (median = $82,500). Master's graduates in December report a slightly higher average salary than doctoral graduates ($87,760 vs. $83,287).

Table 20: Average and Median Annual Salary, by Degree (full-time employees only)

	NCSU	Doctoral	Master's
Average ($)	86,704	83,287	87,760
Median ($)	82,500	77,500	87,500

Table 21: Annual Salary Collapsed, by Degree (full-time employees only)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Less than $40,000	31	7.7%	4	4.2%	27	8.8%
$40,000 - $59,999	64	16.0%	18	18.9%	46	15.0%
$60,000 - $79,999	75	18.7%	24	25.3%	51	16.7%
$80,000 - $99,999	68	17.0%	15	15.8%	53	17.3%
$100,000 - $119,999	69	17.2%	14	14.7%	55	18.0%
$120,000 or more	70	17.5%	14	14.7%	56	18.3%
Would prefer not answer	20	5.0%	5	5.3%	15	4.9%
Not sure	4	1.0%	1	1.1%	3	1.0%
Total	401	100.0%	95	100.0%	306	100.0%

One-Time Compensation: Incentives and Relocation Packages

All graduate students with full-time employment were asked about one-time incentives, such as signing bonuses and company shares they received as a part of accepting the offer for the position in which they will be employed after graduation, and the dollar amount of the incentives they had received. Responses from those who said they *"would prefer not to answer"* or that they were *"not sure"* of the amounts are excluded from analysis.

Eighteen percent of doctoral graduates with full-time employment reported having received a signing bonus (17.7%). Of the 13 who reported the amount they received, ten said it was for $10,000 or more (76.9%).

Master's graduates with full-time employment were much more likely than doctoral graduates to have received a signing bonus (32.3% vs. 17.7%). Over half of those master's graduates who reported the amount they received as a signing bonus said it was for $10,000 or more (57.6%), and over one-fourth said it was for $30,000 or more (27.2%).

One quarter of all graduates with full-time employment indicated receiving company shares as part of their job offer (24.9%), including 16 percent of doctoral graduates (15.6%) and 28 percent of master's graduates (27.6%).

When asked to provide an estimated value of the company shares they received at the time they accepted their job offer, four of the 11 doctoral graduates providing an estimated value said the value of the company shares was $100,000 or more.

Over half of the master's graduates who provided an estimated value of the company shares they had received said the value was $70,000 or more at the time they secured their position (51.7%), with 21 percent indicating the value of the company shares was $100,000 or more (21.0%).

Table 22: Received Job Offer Incentives, by Degree (full-time employees only)*

	NCSU (N = 418)		Doctoral (N = 96)		Master's (N = 322)	
	N	%	N	%	N	%
Signing bonus	121	28.9%	17	17.7%	104	32.3%
Company shares	104	24.9%	15	15.6%	89	27.6%
None of the above	266	63.6%	73	76.0%	193	59.9%

*Respondents could indicate more than one type of incentive.

Table 23: Amount of Signing Bonus, by Degree (full-time employees only)*

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Less than $5,000	22	21.0%	2	15.4%	20	21.7%
$5,000 to $9,999	20	19.0%	1	7.7%	19	20.7%
$10,000 to $14,999	13	12.4%	5	38.5%	8	8.7%
$15,000 to $19,999	6	5.7%	1	7.7%	5	5.4%
$20,000 to $24,999	5	4.8%	.	0.0%	5	5.4%
$25,000 to $29,999	10	9.5%	.	0.0%	10	10.9%
$30,000 or more	29	27.6%	4	30.8%	25	27.2%
Total	105	100.0%	13	100.0%	92	100.0%

*Responses of 'would prefer not to answer' and 'not sure' have been excluded from analysis.

Table 24: Value of Company Shares, by Degree (full-time employees only)*

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Less than $10,000	10	13.7%	2	18.2%	8	12.9%
$10,000 to $19,999	7	9.6%	1	9.1%	6	9.7%
$20,000 to $29,999	7	9.6%	1	9.1%	6	9.7%
$30,000 to $39,999	3	4.1%	2	18.2%	1	1.6%
$40,000 to $49,999	6	8.2%	.	0.0%	6	9.7%
$50,000 to $59,999	2	2.7%	.	0.0%	2	3.2%
$60,000 to $69,999	2	2.7%	1	9.1%	1	1.6%
$70,000 to $79,999	5	6.8%	.	0.0%	5	8.1%
$80,000 to $89,999	10	13.7%	.	0.0%	10	16.1%
$90,000 to $99,999	4	5.5%	.	0.0%	4	6.5%
$100,000 or more	17	23.3%	4	36.4%	13	21.0%
Total	73	100.0%	11	100.0%	62	100.0%

*Responses of 'would prefer not to answer' and 'not sure' have been excluded from analysis.

Respondents with full-time employment were also asked to indicate whether they had received a relocation package. Thirty-three percent of doctoral graduates (32.6%) and 40 percent of master's students (39.7%) said that such a package was "not applicable."

However, 40 percent of doctoral graduates (40.0%) and 34 percent of master's graduates (33.5%) said they were offered a relocation package. Offers of relocation packages, not surprisingly, were closely related to whether or not the employee would be working in North Carolina. Seventy-two percent of doctoral graduates (72.0%) and 64 percent of master's graduates (64.4%) who said that they were working outside of North Carolina received a relocation package. In contrast, one-third of the doctoral graduates (33.3%) and 12 percent of the master's graduates (11.6%) who said that they would be working in North Carolina but outside the Triangle area indicated that they had received a relocation package.

Table 25: Relocation Package and Region of Job, Doctoral Degree Recipients (full-time employees only)

	All	Offered relocation package			All
		Yes	No	Not applicable	
Triangle	39	0.0%	28.2%	71.8%	41.1%
Other NC	6	33.3%	50.0%	16.7%	6.3%
Outside NC	50	72.0%	24.0%	4.0%	52.6%
All	95	40.0%	27.4%	32.6%	100.0%

Table 26: Relocation Package and Region of Job, Master's Degree Recipients (full-time employees only)

	All	Offered relocation package			All
		Yes	No	Not applicable	
Triangle	118	2.5%	33.9%	63.6%	38.1%
Other NC	43	11.6%	32.6%	55.8%	13.9%
Outside NC	149	64.4%	19.5%	16.1%	48.1%
All	310	33.5%	26.8%	39.7%	100.0%

Seeking Employment

About one-fifth of the graduates who responded to the December 2019 Graduate Future Plans Survey indicated that they would be pursuing employment in the coming year (Table 1). Seventeen percent of graduates said that as of the time of the survey they were *actively seeking employment but did not have any specific prospects* (12.1%) or that they were *currently negotiating with one or more specific organizations* (5.1%). Four percent of graduates reported that they *had not yet begun to seek employment, but planned to do so in the coming year* (3.7%).

Notably, not all of the graduates who said they were seeking or planning to seek a job were unemployed. Fifteen percent of doctoral graduates (15.0%) and 24 percent of master's graduates (23.8%) who said they were pursuing or planning to pursue employment also indicated they were employed, either full- or part-time, at the time of the survey.

Table 27: Status of Plans to Pursue Employment (among those seeking or planning to seek employment)

	NCSU (N = 123)		Doctoral (N = 20)		Master's (N = 103)	
	N	%	N	%	N	%
Actively seeking a position but have no specific prospects at this time	71	12.1%	15	12.6%	56	12.0%
Currently negotiating with one or more specific organizations	30	5.1%	3	2.5%	27	5.8%
Have not begun to seek employment, but plan to do so in the coming year	22	3.7%	2	1.7%	20	4.3%

Table 28: Employment Status at Time of Survey (among those seeking or planning to seek employment)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Employed	28	22.4%	3	15.0%	25	23.8%
Unemployed	97	77.6%	17	85.0%	80	76.2%
Total	125	100.0%	20	100.0%	105	100.0%

The remainder of this section of the report first looks those who said they were actively seeking employment (including those currently negotiating with one or more organizations), and then briefly at those who had not yet begun their job search but planned to do so in the coming year.

The Job Search
About three-fourths of the graduate students who as of the time of the survey were actively seeking employment said they first began looking for a job less than six months before graduation (72.9%). One quarter said they started their search three to five months prior to graduation (25.0%), 34 percent started one to two months prior to graduation, and 14 percent started less than one month before graduation (13.5%). Doctoral graduates were more likely than master's graduates to have started their job search early, with 42 percent of doctoral graduates seeking employment beginning their search at least six months prior to graduation (41.2%). In contrast, about one-fourth of master's graduates said they had started looking for a job in the same period of time (24.1%).

Table 29: When Started Looking for a Job, by Degree (among those actively seeking employment or negotiating with one or more organizations)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
12 or more months before graduation	8	8.3%	1	5.9%	7	8.9%
9-11 months before graduation	7	7.3%	2	11.8%	5	6.3%
6-8 months before graduation	11	11.5%	4	23.5%	7	8.9%
3-5 months before graduation	24	25.0%	3	17.6%	21	26.6%
1-2 months before graduation	33	34.4%	5	29.4%	28	35.4%
Less than one month before graduation	13	13.5%	2	11.8%	11	13.9%
Total	96	100.0%	17	100.0%	79	100.0%

Eighty percent of graduates who said they were currently seeking employment reported that they had gone on an interview for at least one position during their most recent job search (-78.1%), with one-third having gone on interviews for three or more positions as of the time of the survey (32.2%). Notably, a number of those who said they were currently seeking employment had received at least one job offer as of the time of the survey. Over one quarter of doctoral graduates (27.8%) and master's graduates (26.9%) said they had received at least one offer, with a small number having received two or more offers (8.3%). Graduates who had received one or more job offers were asked to indicate why the job offer(s) they had received had not worked out. The most common reasons given for not accepting a job offer include dissatisfaction with the proposed compensation (e.g., salary too low), currently being in the process of considering one or more offers, or the position not being a good fit for their interests or career goals.

Table 30: Number of Positions Interviewed For, by Degree (among those actively seeking employment or negotiating with one or more organizations)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
None	21	21.9%	1	5.6%	20	25.6%
One	20	20.8%	4	22.2%	16	20.5%
Two	24	25.0%	7	38.9%	17	21.8%
Three	13	13.5%	2	11.1%	11	14.1%
Four	7	7.3%	1	5.6%	6	7.7%
Five or six	5	5.2%	2	11.1%	3	3.8%
Seven or eight	1	1.0%	.	0.0%	1	1.3%
Nine or ten	2	2.1%	.	0.0%	2	2.6%
More than ten	3	3.1%	1	5.6%	2	2.6%
Total	96	100.0%	18	100.0%	78	100.0%

Table 31: Received Any Job Offers, by Degree (among those actively seeking employment or negotiating with one or more organizations)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
No	70	72.9%	13	72.2%	57	73.1%
Yes - one	18	18.8%	3	16.7%	15	19.2%
Yes - two	7	7.3%	2	11.1%	5	6.4%
Yes – three or more	1	1.0%	.	0.0%	1	1.3%
Total	96	100.0%	18	100.0%	78	100.0%

Type of Work Seeking
Ninety-six percent of all doctoral and master's graduates who said that at of the time of the survey they were seeking employment indicated they were looking for full-time employment (96.0%). The remaining four percent of graduates said they were seeking either full-time or part-time work (4.0%).

Table 32: Looking for Full- or Part-Time Work, by Degree (among those actively seeking employment or negotiating with one or more organizations)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Full time	97	96.0%	16	88.9%	81	97.6%
Part-time	.	0.0%	.	0.0%	.	0.0%
Either	4	4.0%	2	11.1%	2	2.4%
Total	101	100.0%	18	100.0%	83	100.0%

All but one of the doctoral graduates who said they were seeking employment said that they were looking for a job either "directly related" (33.3%) or "somewhat related" (61.1%) to their graduate program. Master's graduates were more likely than doctoral graduates to say they were looking for a job "directly related" to their graduate program (55.4% vs. 33.3%). Three graduates said they were either looking for a job "unrelated" to their graduate program or that the relationship of their program to their job search was "irrelevant".

Table 33: Relationship of Job Seeking to Graduate Program, by Degree (among those actively seeking employment or negotiating with one or more organizations)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Looking for position directly related to my graduate program	52	51.5%	6	33.3%	46	55.4%
Looking for position that is at least somewhat related to my graduate program	46	45.5%	11	61.1%	35	42.2%
Looking for position that is unrelated to my graduate program	2	2.0%	1	5.6%	1	1.2%
How closely position is related to my graduate program is irrelevant in my job search	1	1.0%	.	0.0%	1	1.2%
Total	101	100.0%	18	100.0%	83	100.0%

The most common job function doctoral graduates were hoping to be employed doing was *research and development* (38.9%), followed by *engineering* (27.8%). The most common job functions master's graduates were looking to be employed doing were *engineering* (17.5%), followed by *education/teaching/curriculum development* (13.8%).

Table 34: Job Function of Job Seeking, by Degree (among those actively seeking employment or negotiating with one or more organizations)

Job function	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Account Management	1	1.0%	.	0.0%	1	1.3%
Accounting	1	1.0%	.	0.0%	1	1.3%
Actuarial/Statistical & Data Analysis	3	3.1%	1	5.6%	2	2.5%
Agronomy/Plant/Crop Science	1	1.0%	1	5.6%	.	0.0%
Analyst	3	3.1%	.	0.0%	3	3.8%
Animal/Veterinary	1	1.0%	.	0.0%	1	1.3%

Table 34: Job Function of Job Seeking, by Degree (among those actively seeking employment or negotiating with one or more organizations), *continued*

Job function	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Construction	2	2.0%	.	0.0%	2	2.5%
Consulting	3	3.1%	1	5.6%	2	2.5%
Counseling - School/Agency/College	1	1.0%	.	0.0%	1	1.3%
Design - Engineering	3	3.1%	.	0.0%	3	3.8%
Economics	2	2.0%	.	0.0%	2	2.5%
Education/Teaching/Curriculum Development	12	12.2%	1	5.6%	11	13.8%
Engineering	19	19.4%	5	27.8%	14	17.5%
Environmental/Conservation	2	2.0%	.	0.0%	2	2.5%
Extension/Education	3	3.1%	.	0.0%	3	3.8%
Finance	1	1.0%	.	0.0%	1	1.3%
Food Science/Nutrition	1	1.0%	.	0.0%	1	1.3%
Government	1	1.0%	.	0.0%	1	1.3%
Human Health/Medical	1	1.0%	.	0.0%	1	1.3%
Human Resources	1	1.0%	.	0.0%	1	1.3%
Information Technology/Systems	2	2.0%	.	0.0%	2	2.5%
International/NGO	1	1.0%	.	0.0%	1	1.3%
Laboratory Science	2	2.0%	.	0.0%	2	2.5%
Management	1	1.0%	.	0.0%	1	1.3%
Manufacturing/Production/Development	3	3.1%	.	0.0%	3	3.8%
Marketing	1	1.0%	.	0.0%	1	1.3%
Project Management	2	2.0%	1	5.6%	1	1.3%
Research & Development	11	11.2%	7	38.9%	4	5.0%
Science - Life/Physical Science	1	1.0%	.	0.0%	1	1.3%
Scientific Research	2	2.0%	1	5.6%	1	1.3%
Software Development	2	2.0%	.	0.0%	2	2.5%
Supply Chain Management/Logistics	1	1.0%	.	0.0%	1	1.3%
Training & Development	2	2.0%	.	0.0%	2	2.5%
Other	5	5.1%	.	0.0%	5	6.3%
Total	98	100.0%	18	100.0%	80	100.0%

Location of Job Seeking

Seventeen percent of doctoral graduates (16.7%) and 25 percent of master's graduates (25.0%) who were seeking employment at the time they completed the survey said they were limiting their search to only North Carolina. Two-fifths of doctoral and master's graduates, combined, said they were looking for a job somewhere in the U.S., including North Carolina (41.8%), with an additional 11 percent looking for a position in the U.S. anywhere but North

Carolina (11.2%). One in five respondents said they were looking both inside and outside the U.S. (19.4%), and four percent were looking for employment exclusively outside the U.S. (4.1%).

Table 35: Looking for Employment Inside or Outside of North Carolina, by Degree (among those actively seeking employment or negotiating with one or more organizations)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Only N.C.	23	23.5%	3	16.7%	20	25.0%
In N.C. and other U.S. states	41	41.8%	4	22.2%	37	46.3%
In U.S., but outside N.C.	11	11.2%	1	5.6%	10	12.5%
Inside and outside the U.S.	19	19.4%	10	55.6%	9	11.3%
Outside U.S. only	4	4.1%	.	0.0%	4	5.0%
Total	98	100.0%	18	100.0%	80	100.0%

Future Job Seekers

Two doctoral graduates and four percent master's graduates said that while they had not yet begun to search for employment, they planned to do so within the coming year (4.3%, Table 27). When asked when they planned to begin their job search, most of the respondents who had not yet begun their job search said they would start looking within a month of graduation.

Those who said they were waiting until after graduation to begin their search for employment were asked about the reasons they were waiting. The most common reasons for waiting until after graduation to begin looking for employment were to take the time to explore their career options, followed by devoting time to family or traveling (e.g., relocation, marriage, child care).

Table 36: When Will Begin Job Search, by Degree (among those not yet seeking employment, but planning to do so)

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Within the next couple of weeks	9	42.9%	.	0.0%	9	47.4%
Within a month after graduation	5	23.8%	2	100.0%	3	15.8%
Within 2-3 months after graduation	3	14.3%	.	0.0%	3	15.8%
Within 4-6 months after graduation	2	9.5%	.	0.0%	2	10.5%
Within 6-12 months after graduation	2	9.5%	.	0.0%	2	10.5%
Not for at least a year	.	0.0%	.	0.0%	.	0.0%
Not sure	.	0.0%	.	0.0%	.	0.0%
Total	21	100.0%	2	100.0%	19	100.0%

Further Education

This section of the report provides detailed information on further education being pursued by NC State December 2019 graduates. Seventeen percent of master's degree recipients who submitted the Graduate Future Plans Survey said they aimed to enroll in a degree program within the coming year (Table 1; 16.5%). Since only one doctoral degree recipient reported planning to pursue another degree, the remainder of this section looks only at the graduate/professional school plans of master's degree recipients.

Current Status for Graduate/Professional School Attendance
Of the December 2019 master's graduates planning to return to graduate/professional school, half said they are *already enrolled and pursuing the degree* (50.0%) and an additional four percent indicated they *have been accepted and know where they will be going* (4.1%). Five percent *have been accepted but are still undecided* as to whether or not or where they will actually attend (5.4%) while 12 percent *have applied but have not yet been accepted* (12.2%). The remaining 28 percent said they had not yet applied, but plan to do so in the coming year (28.4%).

The remainder of this section reports only on those graduating with a master's degree who indicated they are currently enrolled in another degree program or have been accepted and definitely know where they will be attending graduate/professional school (Table 37; N=40).

Table 37: Current Status for Further Graduate/Professional School Attendance, Master's Degree Recipients (among all those saying they were planning on going back to graduate/professional school in the coming year)*

	N	%
Am already enrolled and pursuing the degree	37	50.0%
Have been accepted and know where I'm going	3	4.1%
Have been accepted but undecided	4	5.4%
Have applied, but not yet been accepted	9	12.2%
Have not applied but plan to do so within the next year	21	28.4%

School Attending
Ninety percent of master's degree recipients who at the time of the survey were enrolled in another graduate program or knew where they will be attending graduate/professional school said they will be staying in North Carolina (90.0%), with 83 percent continuing at NC State (82.5%). The vast majority of graduates indicated they will be attending their first-choice school (90.0%).

Table 38: Location of School Attending, Master's Degree Recipients

	N	%
North Carolina	36	90.0%
New York	2	5.0%
Texas	2	5.0%

Table 39: Name of School Attending, Master's Degree Recipients

	N	%
NC State University	33	82.5
Appalachian State University	1	2.5
East Carolina University	1	2.5
East Carolina University School of Dental Medicine	1	2.5
SUNY College of Environmental Science and Forestry	1	2.5
Stony Brook University	1	2.5
Texas Tech University	1	2.5
The University of Texas at Austin	1	2.5

Table 40: Attending First Choice School, Master's Degree Recipients

	N	%
Yes	36	90.0%
No	4	10.0%
Total	40	100.0%

Degree Seeking

Master's graduates with confirmed plans to pursue another degree in the coming year were asked in what degree program they will be enrolled. The vast majority of respondents said they will be enrolled in a doctoral degree program (87.5%). Five graduates said they would be enrolled in either another master's degree program (10.0%) or in a professional degree program (2.5%).

NC State master's graduates continuing in graduate/professional school for another master's degree reported seeking a variety of degree, but most commonly an MBA. All but one master's graduate enrolling in a doctoral program will be pursuing a PhD. The one graduate pursuing a professional degree indicated that they were seeking a DDS.

Table 41: Type of Degree Program Enrolled In, Master's Degree Recipients* (N=40)

	N	%
Master's	4	10.0%
Doctoral	35	87.5%
Professional	1	2.5%
Other	0	0.0%

*Respondents could select more than one degree.
*Some respondents skipped this question.

Table 42: Master's Degree Programs Enrolled In, Master's Degree Recipients (N=4)

	N	%
MBA	2	50.0%
MS	1	25.0%
MAC	1	25.0%

Table 43: Doctoral Degree Programs Enrolled In, Master's Degree Recipients (N=35)

	N	%
PhD	34	97.1%
EdD	1	2.9%

Table 44: Professional Degree Programs Enrolled In, Master's Degree Recipients (N=1)

	N	%
DDS	1	2.5%

Graduate/Professional School Funding/Awards Received

Eighty percent of master's students who said they had been accepted to graduate/professional school and knew where they will be going indicated that they had received funding and/or awards as part of their acceptance (80.0%). The most commonly awarded type of funding was a *research assistantship* (57.5%), followed by *teaching assistantships* (20.0%).

Table 45: Graduate/Professional School Funding/Awards, Master's Degree Recipients* (N=40)

	N	%
Research Assistantship	23	57.5%
Teaching Assistantship	8	20.0%
Scholarship	5	12.5%
Fellowship	3	7.5%
Other assistantship	2	5.0%
Honors/Award	1	2.5%
None	8	20.0%

*Respondents could select more than one type of funding/award.

NC State Experiences and Resources

All doctoral and master's graduates responding to the December 2019 Graduate Future Plans Survey were asked about their participation in various professional development experiences, as well as about the career-related resources they might have used while at NC State. This section of the report summarizes the information they shared about these experiences.

Professional Development Experiences

Respondents were asked whether or not they had participated in various work-related experiences during their graduate program, and if they had such an experience, how helpful it had been in securing a job offer. Graduate students were also asked about the scholarship activities they had engaged in, including the number of times they had published an article or creative work in a peer-reviewed journal and/or presented scholarly work at a conference in their field while working towards their degree.

The vast majority of graduate students indicated having participated in at least one professional development experience, including work-related experiences and scholarship

activities. Doctoral graduates were more likely than master's graduates to have participated in at least one type of work-related experience (100.0% vs. 88.7%, analysis not shown) and were also more likely to have participated in three or more different types of work-related experiences during their graduate program at NC State (82.8% vs. 27.5%, analysis not shown).

The most common types of work-related experiences that doctoral graduates indicated they participated in were *research assistantships* (79.3%) and *teaching assistantships* (62.1%). Thirty-nine percent of doctoral candidates reported having done *research, either independently or with faculty or peers, that was not published or presented* (38.8%), and one-third said they participated in an *internship* during their graduate program (32.8%).

All of the doctoral graduates who participated in a *co-op* said that the experience was "very helpful" or "somewhat helpful" in securing a job offer (100.0%). Over 90 percent of those who had done *research, either independently or with faculty or peers, that was not published or presented* said that the experience was "very helpful" or "somewhat helpful" (91.1%). *Internships*, a *job in the graduate's field of study*, and *research assistantships* were each also found to be "very helpful" or "somewhat helpful" in securing a job offer for over 80 percent of those who participated in the experience (84.2%, 85.0%, and 89.1%, respectively).

Forty percent of master's graduates said that they had participated in an *internship* during their graduate program (40.5%) and one-fourth said that they had *a job in their field of study* while making progress towards their degree (24.8%).

Co-ops were rated as "very helpful" or "somewhat helpful" in securing a job offer by all master's graduates who participated in one (100.0%). Another 91 percent said that their *internship* was "very helpful" or "somewhat helpful" (90.6%).

Table 47: Participation in Work-Related Experiences, Doctoral Degree Recipients* (N=116)

	Had Experience		Helpfulness in Securing Job Offer** (among those who indicated participation in the experience)			
	N	%	Very helpful	Somewhat helpful	Not very helpful	Not at all helpful
Co-op	10	8.6%	70.0%	30.0%	0.0%	0.0%
Internship	38	32.8%	60.5%	23.7%	7.9%	5.3%
Externship	3	2.6%	66.7%	0.0%	0.0%	33.3%
Job in field of study	20	17.2%	55.0%	30.0%	5.0%	0.0%
Practicum	4	3.4%	0.0%	25.0%	50.0%	0.0%
Clinical placement	0	0.0%	.	.	.	.
Teaching assistantship	72	62.1%	13.9%	33.3%	26.4%	20.8%
Research assistantship	92	79.3%	65.2%	23.9%	5.4%	2.2%
Other research, independently or with faculty or peers (not published or presented)	45	38.8%	64.4%	26.7%	2.2%	2.2%
Student teaching	30	25.9%	33.3%	26.7%	20.0%	16.7%
Class project	14	12.1%	0.0%	42.9%	28.6%	21.4%
Volunteer work	18	15.5%	5.6%	66.7%	16.7%	5.6%
Other	2	1.7%	n/a	n/a	n/a	n/a

*Respondents could select more than one experience.
**Those who were not seeking employment (e.g., because they were continuing their education or have some other plans following graduation) were given the option to select "not applicable" when asked about the helpfulness of the work-related experience. Responses of "not applicable" have been excluded from the analysis. Therefore, the percentages do not add up to 100%.

Table 48: Participation in Work-Related Experiences, Master's Degree Recipients* (N=444)

	Had Experience		Helpfulness in Securing Job Offer** (among those who indicated participation in the experience)			
	N	%	Very helpful	Somewhat helpful	Not very helpful	Not at all helpful
Co-op	21	4.7%	57.1%	42.9%	0.0%	0.0%
Internship	180	40.5%	71.7%	18.9%	2.8%	1.7%
Externship	4	0.9%	25.0%	0.0%	0.0%	25.0%
Job in field of study	110	24.8%	50.0%	16.4%	3.6%	0.9%
Practicum	50	11.3%	28.6%	14.3%	8.2%	6.1%
Clinical placement	3	0.7%	33.3%	0.0%	0.0%	0.0%
Teaching assistantship	78	17.6%	16.7%	26.9%	23.1%	9.0%
Research assistantship	74	16.7%	44.6%	27.0%	5.4%	2.7%
Other research, independently or with faculty or peers (not published or presented)	57	12.8%	22.8%	43.9%	3.5%	0.0%
Student teaching	51	11.5%	41.2%	29.4%	11.8%	0.0%
Class project	57	12.8%	31.6%	24.6%	10.5%	7.0%
Volunteer work	54	12.2%	18.5%	46.3%	7.4%	5.6%
Other	22	5.0%	n/a	n/a	n/a	n/a

*Respondents could select more than one experience.
**Those who were not seeking employment (e.g., because they were continuing their education or have some other plans following graduation) were given the option to select "not applicable" when asked about the helpfulness of the work-related experience. Responses of "not applicable" have been excluded from the analysis. Therefore, the percentages do not add up to 100%.

Looking specifically at participation in scholarship activities, two-thirds of doctoral graduates *published an article or creative work in a peer-reviewed journal* by the time of the survey (67.2%). Over half published more than one article or creative work (54.3%) and over one-

fifth published five or more (21.6%). Eighty percent of doctoral graduates *presented their work at a conference* (79.3%), and 37 percent presented five or more times at a conference (37.1%).

In contrast, only seven percent of master's graduates reported having *published an article or creative work in a peer-reviewed journal* by the time of the survey (7.4%). Just over one-fifth *presented their work at a conference* while in their graduate program (18.5%).

Table 49: Participation in Scholarship Activities, Doctoral Degree Recipients (N=116)

	Number of Works Published/Presented					
	None	One	Two	Three	Four	Five or more
Published an article or creative work in a peer-reviewed journal	32.8%	2.9%	13.8%	15.5%	3.4%	21.6%
Presented a research paper/poster/creative work at a conference	20.7%	6.9%	13.8%	13.8%	7.8%	37.1%

Table 50: Participation in Scholarship Activities, Master's Degree Recipients (N=444)

	Number of Works Published/Presented					
	None	One	Two	Three	Four	Five or more
Published an article or creative work in a peer-reviewed journal	92.6%	2.9%	1.6%	1.8%	0.5%	0.7%
Presented a research paper/poster/creative work at a conference	81.5%	6.8%	4.5%	4.5%	0.2%	2.5%

Career Services Offices
All respondents were asked if they had ever used one or more of the different career service offices on campus, and if so, how frequently they had used it and how they would rate the services provided. Thirty-five percent of doctoral graduates (35.3%) and 46 percent of master's graduates (45.7%) reported having used at least one of the career service offices at NC State.

NC State's Career Development Center (CDC) was used by the greatest number of graduate students, including 28 percent of doctoral graduates (28.4%) and 37 percent of master's graduates (36.9%). The majority of those having ever gone to the CDC indicated doing so "just once or twice" (64.0%), with one doctoral graduate and twelve master's graduates (7.3%) having ever gone to the Career Development Center doing so "many times" or "on a regular basis." When asked to evaluate the services they had received, 76 percent of doctoral graduates having ever gone to the CDC rated its services "excellent" or "good" (75.7%), as did 91 percent of master's graduates (91.4%).

For the most part, the doctoral and master's student who reported having gone to one of the college career centers said they did so "just once or twice" or "several times." Ratings for the college career centers were largely positive. In no instance did less than 85 percent of the

students who visited a career services office rate the service as less than "excellent" or "good."

Table 51: Career Services Used, by Degree*

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Career Development Center	197	35.2%	33	28.4%	164	36.9%
College of Agriculture and Life Sciences Career Services	14	2.5%	6	5.2%	8	1.8%
Wilson College of Textiles Career Services	12	2.1%	2	1.7%	10	2.3%
College of Design Career Services	2	0.4%	0	0.0%	2	0.5%
Poole College of Management Career Development Center	22	3.9%	0	0.0%	22	5.0%
College of Veterinary Medicine Career Services	0	0.0%	0	0.0%	0	0.0%
Institute for Advanced Analytics Career Services	0	0.0%	0	0.0%	0	0.0%
Other	23	4.1%	5	4.3%	18	4.1%
None of the above	316	56.4%	75	64.7%	241	54.3%
Total	560	100.0%	116	100.0%	444	100.0%

*Respondents could select more than one option.

Table 52: How Often Used Career Center's Services, by Degree (among those using services)

Career Development Center	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Just once or twice	126	64.0%	24	72.7%	102	62.2%
Several times	58	29.4%	8	24.2%	50	30.5%
Many times	11	5.6%	1	3.0%	10	6.1%
On a regular basis	2	1.0%	.	0.0%	2	1.2%
Total	197	100.0%	33	100.0%	164	100.0%
College of Agriculture and Life Sciences Career Services	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Just once or twice	6	42.9%	3	50.0%	3	37.5%
Several times	7	50.0%	3	50.0%	4	50.0%
Many times	1	7.1%	.	0.0%	1	12.5%
On a regular basis	.	0.0%	.	0.0%	.	0.0%
Total	14	100.0%	6	100.0%	8	100.0%

Table 52: How Often Used Career Center's Services, by Degree (among those using services), *continued*

Wilson College of Textiles Career Services	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Just once or twice	3	25.0%	1	50.0%	2	20.0%
Several times	5	41.7%	1	50.0%	4	40.0%
Many times	3	25.0%	.	0.0%	3	30.0%
On a regular basis	1	8.3%	.	0.0%	1	10.0%
Total	12	100.0%	2	100.0%	10	100.0%
College of Design Career Services	**NCSU**		**Doctoral**		**Master's**	
	N	%	N	%	N	%
Just once or twice	1	50.0%	.	.	1	50.0%
Several times	1	50.0%	.	.	1	50.0%
Many times	.	0.0%	.	.	.	0.0%
On a regular basis	.	0.0%	.	.	.	0.0%
Total	2	100.0%	.	.	2	100.0%
Poole College of Management Career Development Center	**NCSU**		**Doctoral**		**Master's**	
	N	%	N	%	N	%
Just once or twice	11	50.0%	.	.	11	50.0%
Several times	7	31.8%	.	.	7	31.8%
Many times	3	13.6%	.	.	3	13.6%
On a regular basis	1	4.5%	.	.	1	4.5%
Total	22	100.0%	.	.	22	100.0%

Table 53: Evaluation of Career Center's Information/Services, by Degree (among those using services)

Career Development Center	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Excellent	73	37.2%	8	24.2%	65	39.9%
Good	101	51.5%	17	51.5%	84	51.5%
Fair	16	8.2%	5	15.2%	11	6.7%
Poor	4	2.0%	2	6.1%	2	1.2%
Very Poor	2	1.0%	1	3.0%	1	0.6%
Total	196	100.0%	33	100.0%	163	100.0%

College of Agriculture and Life Sciences Career Services	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Excellent	10	71.4%	3	50.0%	7	87.5%
Good	3	21.4%	3	50.0%	.	0.0%
Fair	1	7.1%	.	0.0%	1	12.5%
Poor	.	0.0%	.	0.0%	.	0.0%
Very Poor	.	0.0%	.	0.0%	.	0.0%
Total	14	100.0%	6	100.0%	8	100.0%

Wilson College of Textiles Career Services	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Excellent	2	16.7%	.	0.0%	2	20.0%
Good	8	66.7%	1	50.0%	7	70.0%
Fair	2	16.7%	1	50.0%	1	10.0%
Poor	.	0.0%	.	0.0%	.	0.0%
Very Poor	.	0.0%	.	0.0%	.	0.0%
Total	12	100.0%	2	100.0%	10	100.0%

College of Design Career Services	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Excellent	.	0.0%	.	.	.	0.0%
Good	2	100.0%	.	.	2	100.0%
Fair	.	0.0%	.	.	.	0.0%
Poor	.	0.0%	.	.	.	0.0%
Very Poor	.	0.0%	.	.	.	0.0%
Total	2	100.0%	.	.	2	100.0%

Poole College of Management Career Development Center	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Excellent	7	31.8%	.	.	7	31.8%
Good	12	54.5%	.	.	12	54.5%
Fair	3	13.6%	.	.	3	13.6%
Poor	.	0.0%	.	.	.	0.0%
Very Poor	.	0.0%	.	.	.	0.0%
Total	22	100.0%	.	.	22	100.0%

Professional Development Services

Graduate students were asked whether or not they had used specific career-related services or professional development programs offered at NC State while pursuing their graduate degree. Doctoral graduates were slightly more likely to have used at least one of the career-related resources offered at NC State during the course of their graduate program (67.2% vs. 63.7%, respectively). Forty percent of December graduates reported using *ePack*, the Career Development Center's online tool for connecting NC State students with potential employers (40.0%), and 38 percent attended a *career fair* (38.2%).

There were some small differences in the types of resources favored by doctoral graduates versus master's graduates. Master's graduates were almost twice as likely to have visited the NC State Career Development Center website (30.4%, vs. 18.1% of doctoral graduates). Meanwhile, doctoral graduates were more likely to have *joined a professional society at NC State related to their career field* (19.8% vs. 9.2%) and/*or used professional development programs offered by the Graduate School* (22.4% vs. 6.3%).

Table 54: Career Related Resources Used While at NC State, by Degree*

	NCSU (N = 560)		Doctoral (N = 116)		Master's (N = 444)	
	N	%	N	%	N	%
ePACK	224	40.0%	36	31.0%	188	42.3%
Attended career fair	214	38.2%	44	37.9%	170	38.3%
Presentations on resume writing, interviewing skills, etc.	161	28.8%	38	32.8%	123	27.7%
Visited NC State Career Development Center website	156	27.9%	21	18.1%	135	30.4%
Attended employer info sessions	148	26.4%	32	27.6%	116	26.1%
Spoke w/ Career Counselor/Coach	84	15.0%	11	9.5%	73	16.4%
On-campus interviewing	68	12.1%	13	11.2%	55	12.4%
Joined professional society at NC State related to career field	64	11.4%	23	19.8%	41	9.2%
Used professional development programs offered by the Graduate School	54	9.6%	26	22.4%	28	6.3%
Mock interviews w/ Career Counselor/Coach	38	6.8%	8	6.9%	30	6.8%
None of the above	199	35.5%	38	32.8%	161	36.3%

*Respondents could select more than one resource.

The 38 percent of graduate students who said they had attended a career fair while pursuing their degree were asked which career fair(s) they had attended. Sixty-six percent of doctoral graduates (65.9%) and 72 percent of master's graduates (72.4%) reported attending the *Engineering Career Fair*. One-fifth of the graduates who attended a career fair attended the *Graduate School Career Fair at NC State* (20.1%).

Table 55: Career Fairs Attended, by Degree (among those saying they had attended any career fair)*

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
College of Humanities and Social Sciences Career Fair	3	1.4%	1	2.3%	2	1.2%
College of Design Career Expo or Spring Interview Days	2	0.9%	0	0.0%	2	1.2%
College of Education Career Fair	5	2.3%	1	2.3%	4	2.4%
Engineering Career Fair	152	71.0%	29	65.9%	123	72.4%
Poole College of Management Career & Internship Fair	13	6.1%	0	0.0%	13	7.6%
Ag & Sciences Career Expo	16	7.5%	5	11.4%	11	6.5%
Wilson College of Textiles Career Fair	13	6.1%	3	6.8%	10	5.9%
Graduate School Career Fair at NC State	43	20.1%	13	29.5%	30	17.6%
Law School Fair	0	0.0%	0	0.0%	0	0.0%
Health Career Expo	1	0.5%	0	0.0%	1	0.6%
Departmental or program-specific career fair at NC State	21	9.8%	3	6.8%	18	10.6%
Other career fair at NC State	7	3.3%	2	4.5%	5	2.9%
Career fair at another college/university	4	1.9%	1	2.3%	3	1.8%
Career fair not affiliated with a college/university (e.g., specific employer, city wide)	10	4.7%	5	11.4%	5	2.9%
Don't know/Don't remember which one	4	1.9%	2	4.5%	2	1.2%
CALS HOT Jobs Fair	1	100.0%	1	100.0%	.	.
Total	214	100.0%	44	100.0%	170	100.0%

*Respondents could select more than one career fair.

Closing Comments

The Graduate Future Plans Survey closed by asking respondents to rate their overall satisfaction with their graduate program and with the career guidance they had received from their department and/or college while at NC State, and to reflect on how they are feeling about their future.

Ninety percent of the December 2019 doctoral and master's graduates said they were "very satisfied" (47.7%) or "satisfied" (42.0%) with their graduate program as a whole. Just three percent of doctoral graduates and three percent of master's graduates indicated they were "dissatisfied" or "very dissatisfied" (2.6% each) with their graduate program overall.

Just under two-thirds of the December 2019 doctoral and master's graduates sad they were "very satisfied" (28.2%) or "satisfied" (34.8%) with the career guidance they received from their academic department/college. While thirty percent said they were "neutral" about the guidance they received (30.3%), just seven percent said they were either "dissatisfied" (5.2%) or "very dissatisfied" (1.4%) with the career guidance they were provided by their department/college.

Overall, the December 2019 graduates are excited about their future. When asked which statement comes closest to how they were feeling about their futures, 71 percent of doctoral and master's graduates said that they were "very excited" (71.1%) about what they will be doing, with an additional one-fourth saying they were "fairly excited" (26.2%). Just three percent of graduates were "not very excited" (2.5%) or "not at all excited" (0.2%) about what they will be doing.

Similarly, the vast majority of December 2019 doctoral and master's graduates also feel prepared for their futures. When asked about how prepared they felt for their future career paths, 98 percent of respondents said that they felt either "very prepared" (62.1%) or "somewhat prepared" (35.8%). Just two percent of respondents said they felt "somewhat unprepared" (1.6%) or "very unprepared" (0.5%) for their future career paths after finishing their graduate degree at NC State.

Table 56: Overall Satisfaction with Graduate Program, by Degree

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Very Satisfied	268	47.7%	56	48.7%	212	47.4%
Satisfied	236	42.0%	43	37.4%	193	43.2%
Neutral	43	7.7%	13	11.3%	30	6.7%
Dissatisfied	10	1.8%	.	0.0%	10	2.2%
Very Dissatisfied	5	0.9%	3	2.6%	2	0.4%
Total	562	100.0%	115	100.0%	447	100.0%

Table 57: Overall Satisfaction with Career Guidance, by Degree

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Very Satisfied	157	28.2%	31	27.0%	126	28.5%
Satisfied	194	34.8%	37	32.2%	157	35.5%
Neutral	169	30.3%	34	29.6%	135	30.5%
Dissatisfied	29	5.2%	10	8.7%	19	4.3%
Very Dissatisfied	8	1.4%	3	2.6%	5	1.1%
Total	557	100.0%	115	100.0%	442	100.0%

Table 58: Feelings about Future Career Path, by Degree

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Very excited about what I will be doing	399	71.1%	78	67.8%	321	72.0%
Fairly excited about what I will be doing	147	26.2%	32	27.8%	115	25.8%
Not very excited about what I will be doing	14	2.5%	4	3.5%	10	2.2%
Not at all excited about what I will be doing	1	0.2%	1	0.9%	.	0.0%
Total	561	100.0%	115	100.0%	446	100.0%

Table 59: Feelings of Preparation for Future Career Path, by Degree

	NCSU		Doctoral		Master's	
	N	%	N	%	N	%
Very prepared	349	62.1%	71	61.7%	278	62.2%
Somewhat prepared	201	35.8%	38	33.0%	163	36.5%
Somewhat unprepared	9	1.6%	5	4.3%	4	0.9%
Very unprepared	3	0.5%	1	0.9%	2	0.4%
Total	562	100.0%	115	100.0%	447	100.0%

December 2019 Graduate Future Plans Survey
Appendix A: Complete List of Employers
(among those accepting full-time employment)

Table 1: Company Name, Doctoral Degree Recipients

	N
ANSYS, Inc.	1
AOSense	1
Apple	1
Applied Materials	1
Applied Research Associates, Inc.	1
Auburn University	1
Bartlett Tree Experts	1
Biotech Company	1
BridgeBio Pharma	1
Canon Virginia Inc	1
China Electric Power Planning & Engineering Institute	1
Clemson University	1
Columbia University	1
Crops Research Institute (CSIR)	1
Cumberland County Schools	1
Department of Defense	1
Duke University	2
EPM	1
Eli Lilly and Company	1
Emory University	1
Enviva Biomass	1
Facebook	1
FurstPerson, Inc.	1
George Mason University	1
Google	1
Grubhub Holdings Inc.	1
Hughes Networks	1
IBM	1
Idaho National Laboratory	1
Institute for Transportation Research and Education	1
Intel	1
Johns Hopkins University	1

	N
Kemira	1
L'Oreal USA	1
Large Engines Competence Center	1
Los Alamos National Laboratory	1
Maejo University	1
Mars Wrigley	1
Meherrin Agricultural and Chemical Co	1
Mission Support and Test Services, LLC	1
NC State University	14
Naval Information Warfare Center	1
NetApp	1
Next Century Spirits	1
Nordstrom	1
North Carolina School of Science and Mathematics	1
North Dakota State University	1
Northeastern University	1
Novartis Pharmaceutical Company	1
Pacific Northwest National Laboratory	1
PowerAmerica Institute	1
Princeton University	1
QuesTek Innovations	1
RTI International	1
Rowan-Cabarrus Community College	1
SAS Institute	1
SUNY Polytechnic Institute	1
Sandia National Laboratories	1
Schnabel Engineering, Inc.	1
Smithfield Foods	1
Syngenta	1
Tethis	1
The Chicago School of Professional Psychology	1
The Ohio State University	1
Triangle Center for Evolutionary Medicine	1
Truist	1
UNC Chapel Hill	1
Underwriters Laboratories	1
United States Army	1

	N
United States Environmental Protection Agency	1
University of Missouri / NC State University	1
University of South Carolina Upstate	1
Virginia Tech	1
Wake Technical Community College	1
Warner Babcock Institute for Green Chemistry	1
Western Digital	1
Wolfspeed	1
Xiamen University	1
Zeus Industrial Products, Inc.	1
eBay	1
imec USA Nanoelectronics Design Center	1

Table 2: Company Name, Master's Degree Recipients

	N
ARCADIS	2
Accenture	1
Adobe	1
Advance Auto Parts	1
Advanced Micro Devices	2
Agricultural Institute, NC State University	1
Alliance for Aquatic Resource Monitoring (ALLARM) - Dickinson College	1
Amazon	23
Amazon Web Services	3
AmeriHealth Caritas North Carolina	1
Analog Devices Inc.	1
Ancestry.com LLC	2
Anokiwave Inc.	1
Apex Friendship High School	1
Apple	3
Arauco	1
Armacell LLC	1
Arrcus, Inc.	1
Asheville City Schools	1
Associa	1
Atharva Enterprises	1
Atos IT Solution and Services (Siemens Healthineers)	1

	N
Audible Inc.	1
BASF	1
Banjo, Inc.	1
Bausch Health - Solta Medical	1
Bayer	1
Beauflor USA, LLC	1
Beckett Boutique	1
Becton, Dickinson & Company	1
Beroe Inc	1
Biogen	1
Biotech Company	1
Bob Barker Company	1
Boeing	1
Booth and Associates LLC	1
BreStem Therapeutics, Inc.	1
Burns & McDonnell	2
C-Tron Inc	1
CACI	1
CITI, LLC	1
Cardinal Health	1
Cartier	1
Center for International Forestry Research	1
Centerstone	1
Chapel Hill-Carrboro City Schools	1
Charlotte Mecklenburg Schools	1
Cirrus Logic	1
Cisco Systems	4
Citrix Systems	1
City of Durham	1
City of Glenwood Springs	1
City of Raleigh	1
Colibri Group	1
Commercial Air Systems Inc	1
Compunetix	1
Conduent	1
Cone Health	1
Cooper Tire & Rubber Company	1

	N
Cornell Cooperative Extension	1
Credit Suisse	2
Cumberland County	1
DSM	1
Dare County Department of Health and Human Services	1
Dell EMC	1
Denver Department of Public Health & Environment	1
Department of Administrative Service	1
Department of Justice	1
Dewberry	1
Dillard Drive Elementary School	1
Discovery Charter School	1
Discovery Place Kids	1
Dow Inc.	2
Dude Solutions	1
Duke Clinical Research Institute	1
Duke Energy	1
Duke University	1
Duke University Health System	1
Duke University School of Medicine	1
Durham County Public Schools	1
Eastern Carolina Human Services	1
Eastern Wake EMS	1
Eastman Chemical Company	1
Eddie Bauer	1
Element Six	1
Empire Distributors	1
Facebook	5
Fentress Architects	1
Fidelity Investments	3
First Citizens Bank	1
Food and Agriculture Organization of the United Nations	1
Franklin County Schools	1
Freudenberg Performance Materials	1
GE Renewable Energy	1
GEP Worldwide	1
GNR Health Departments	1

	N
General Dynamics Mission Systems	2
General Electric	1
GlaxoSmithKline	1
GoDaddy	1
Goldman Sachs	1
Google	2
Grand Slam USA	1
Guerbet	1
HDR Engineering Inc of the Carolinas	1
HDR Michigan, Inc.	1
Hewlett Packard	1
Hilburn Academy / Wake County Public Schools	1
Hualue Think-tank	1
IBM	5
IQVIA	1
Infineon Technologies	1
Infor	1
Ingersoll Rand	1
Intel	4
Intuitive Surgical	1
Jones Dairy Elementary School - WCPSS	1
Juniper Networks	2
KBR	1
Kidde Technologies Inc	1
Kimley-Horn	1
Kollmorgen Corp	1
Lenoir County Public Schools	1
LexisNexis	2
LinkedIn	1
MediaMath	1
Merck	1
Microsoft	1
Micross	1
Midnight 00	1
MilliporeSigma	1
Mimecast	1
Ministry of Environment and Forestry, Republic of Indonesia	1

	N
NC State University	9
NVIDIA	3
Nash UNC Health Care	1
Nash-Rocky Mount Public Schools	1
National Oceanic and Atmospheric Administration	1
Naval Air Systems Command (NAVAIR)	2
NetApp	1
Next Century Spirits / Tethis	1
Nordstrom	1
North Carolina Department of Transportation	1
North Carolina Natural Heritage Program	1
Northrop Grumman	5
Novo Nordisk	2
Nutanix	1
Oak Grove Elementary School	1
Occidental Petroleum Corporation	1
Onslow County Parks and Recreation Department	1
Oracle Co.	2
Orange County School District	1
PES Structural Engineers	1
PNC	1
Palo Alto Networks	1
Pfizer Inc.	2
Phononic	1
Porticos	1
Power Costs, Inc.	1
Precision Fabrics Group	1
Providence Grove High School	1
Purdue Pharma	1
Qualcomm	4
Quanta Technology LLC	2
RTI International	2
Red Hat	1
Red Ventures	1
Schneider Electric	1
Schweitzer Engineering Laboratories	3
Segal	1

	N
Siemens	1
Smithfield Foods	1
Solvay Specialty Polymers USA, LLC	1
South Carolina Department of Health and Environmental Control	1
St. Mary Magdalene Catholic School	1
State Univeristy of New York	1
Steele Foundation	1
Stewart	1
Sullivan Building and Design Group	1
Syngenta	1
Teledyne Scientific & Imaging	1
Textron Systems	1
Thales Academy	1
The American Association of Textile Chemists and Colorists	1
The ERM Group, Inc.	1
The Integer Group	1
Torc Robotics	1
Town of Mooresville Parks & Recreation Department	1
Town of Chapel Hill	1
Town of Holly Springs	1
Town of Morehead City	1
Twitter	2
UNC Chapel Hill	1
UNC Hospitals	1
UNC Medical Center	1
UNC Nutrition Research Institute	1
UNC School of Medicine	1
US Army Engineer Research Development Center	1
USAA Federal Savings Bank	1
Uber Technologies Inc	1
United States Armed Forces	1
United States Army	1
United States Department of Agriculture	1
United States Environmental Protection Agency	1
United States Marine Corps	1
University of Oklahoma	1
Uzun+Case, LLC	1

	N
VAYA Health	1
VMware	3
Wake County Public School System	12
Wake Forest School of Medicine	1
Wake Technical Community College	1
Yes Solar Solutions	1
Zillow	1
aqusight	1
n/a	1

December 2019 Graduate Future Plans Survey
Appendix B: Complete List of Countries and States in Which Graduates Will Be/Are Working
(among those securing full-time employment)

Table 1: Country of Employment, Doctoral Degree Recipients

	N
Austria	1
China	1
Ghana	1
Thailand	1
United States	90

Table 2: Country of Employment, Master's Degree Recipients

	N
China	1
France	1
India	1
Indonesia	2
Italy	1
Philippines	1
Taiwan	1
United States	313

Table 3: State of Employment, Doctoral Degree Recipients

	N
Alabama	1
California	7
Florida	1
Georgia	2
Illinois	2
Indiana	1
Maryland	3
Massachusetts	3
New Jersey	3
New Mexico	2
New York	4
North Carolina	45
North Dakota	1

Ohio	1
Oregon	2
Pennsylvania	1
South Carolina	4
Virginia	4
Washington	2
Not applicable - working remotely	1

Table 4: State of Employment, Master's Degree Recipients

	N
Alabama	1
California	40
Colorado	4
District of Columbia	2
Florida	3
Georgia	6
Kentucky	1
Maryland	4
Massachusetts	4
Michigan	2
Mississippi	1
New Jersey	1
New Mexico	1
New York	6
North Carolina	165
North Dakota	1
Ohio	2
Oklahoma	1
Oregon	3
Pennsylvania	5
Puerto Rico	1
South Carolina	5
Tennessee	3
Texas	5
Utah	4
Virginia	4

Washington	31
Not applicable - multiple states	1
Not sure	6