

Lewis&Clark

American Society of Landscape Architects

2011 Survey of Graduating Students

Introduction

An online survey was completed in the spring and summer of 2011 by graduating students in accredited undergraduate and graduate landscape architecture programs. The purpose of this survey was to gather information on post-graduation plans. The survey was similar to studies done annually since 1997. The results are summarized in the following report.

About the American Society of Landscape Architects

Founded in 1899, ASLA is the national professional association for landscape architects, representing 17,000 members in 48 professional chapters and 68 student chapters. The Society's mission is to lead, to educate, and to participate in the careful stewardship, wise planning, and artful design of our cultural and natural environments. Members of the Society use the "ASLA" suffix after their names to denote membership and their commitment to the highest ethical standards of the profession.

About Lewis&Clark

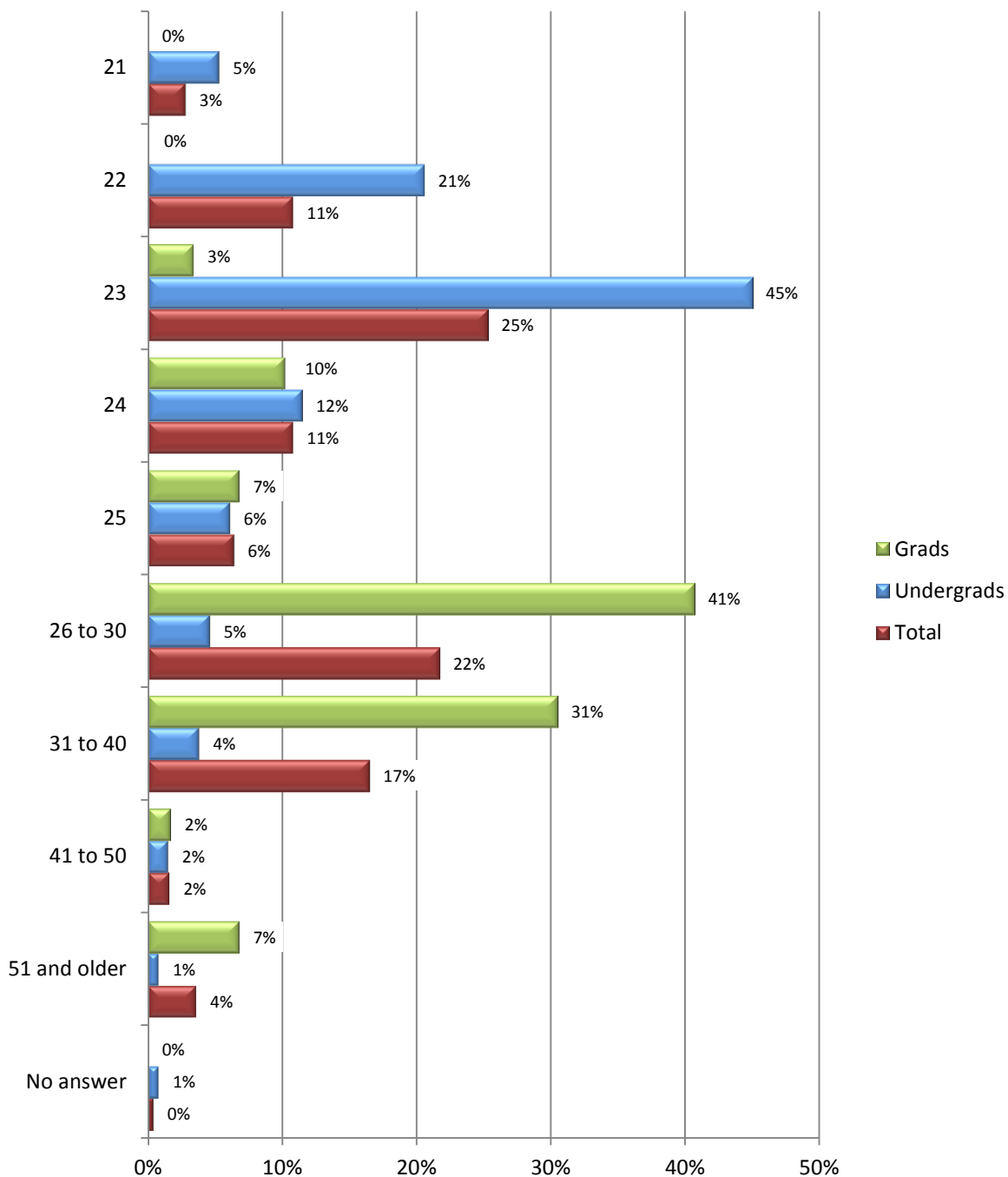
Lewis&Clark is a full-service market research, competitive intelligence, and strategic marketing firm started in 1983. We help organizations to develop, evolve, and grow by allowing them to better understand their members, their employees, their customers, and their marketplace. Lewis&Clark works with membership associations, magazine publishers, non-profits, and small to mid-sized businesses.

This report was prepared by Lewis Copulsky, Principal, Lewis&Clark.

Age

The average age of respondents is 24 for undergraduates, 31 for graduate students, and 28 overall. This is similar to the previous three years.

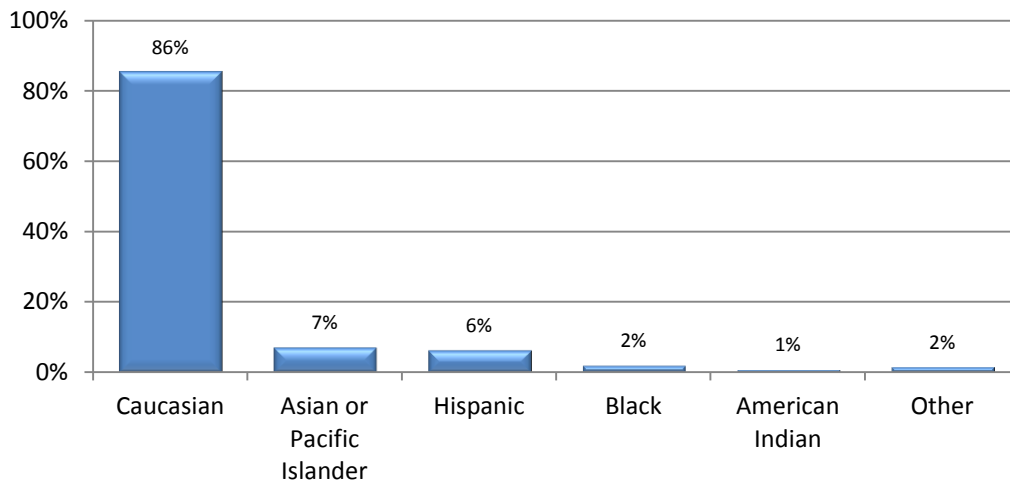
What is your age?



Race

A majority of respondents (86%) indicate they are Caucasian.

What is your race?

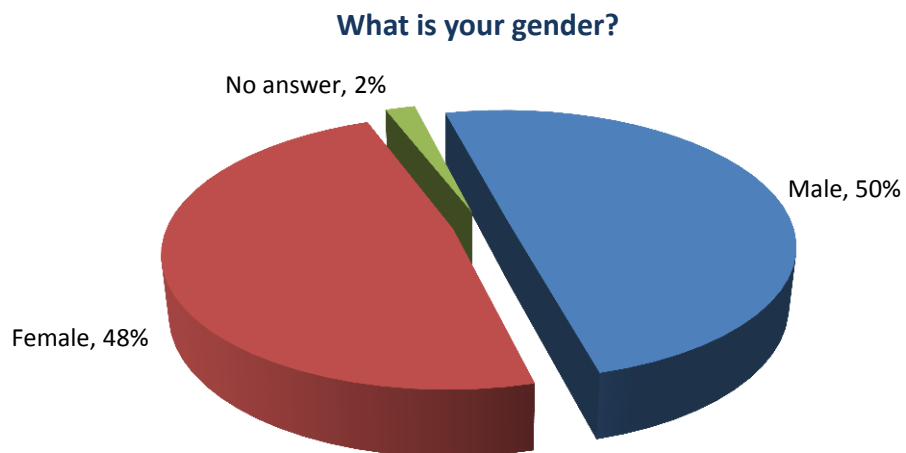


COMPARISON WITH PREVIOUS YEARS

	Caucasian	Asian/ Pacific Islander	Black	Hispanic	American Indian	Other
2011	86%	7%	2%	6%	1%	2%
2010	85%	7%	1%	4%	0%	2%
2009	87%	6%	1%	3%	1%	2%
2008	81%	8%	2%	5%	1%	2%
2007	86%	6%	1%	5%	1%	3%
2006	86%	6%	2%	3%	1%	3%
2005	83%	7%	3%	2%	<1%	4%
2004	86%	6%	3%	4%	<1%	2%
2003	87%	4%	1%	2%	<1%	3%
2002	88%	6%	1%	2%	1%	1%
2001	89%	4%	<1%	3%	1%	1%
2000	83%	9%	2%	2%	1%	2%
1999	79%	5%	0%	1%	0%	2%

Gender

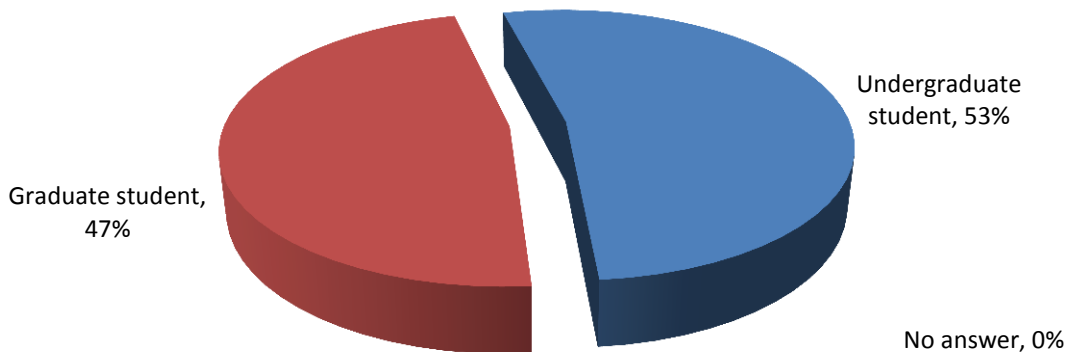
Respondents are split almost evenly between females (48%) and males (50%).



Current Educational Status

Out of 249 respondents, 53% are undergraduate students and 47% are graduate students. This is the reverse of 2010, when 46% of respondents were undergraduate students and 54% were graduate students.

Which of the following best describes your current status?



Graduate students report a variety of undergraduate degrees. Those mentioned by two or more respondents are Landscape Architecture (12 mentions), Architecture and Fine Arts (8 mentions each), Horticulture (5 mentions), Anthropology, Business, and Plant Sciences (3 mentions each), and Biology, Engineering, English, Landscape Management, Natural Resources Management, Ornamental Horticulture, Psychology, and Urban Planning (2 mentions each.)

Current Educational Status (continued)

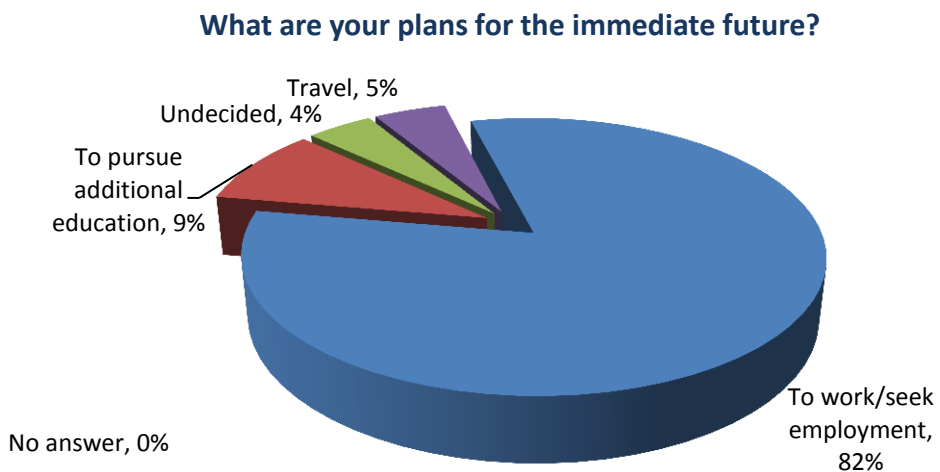
Schools attended by respondents

# of responding students	Undergraduate school
16	California Polytechnic State University, San Luis Obispo
10	Ball State University
9	University of Illinois, Urbana-Champaign
8	Pennsylvania State University
8	University of Kentucky
7	Iowa State University
6	State University of New York College of Environmental Science and Forestry
5	Texas Tech University
4	California Polytechnic University of California, Pomona
4	Michigan State University
4	Mississippi State University
4	University of Georgia
4	University of Idaho
3	North Dakota State University
3	Rutgers University
3	University of Connecticut
3	University of Massachusetts
3	University of Washington
2	Colorado State University
2	North Carolina Agricultural and Technical State University
2	Oklahoma State University
2	Purdue University
2	University of Maryland
2	University of Rhode Island
2	University of Wisconsin
1	Clemson University
1	Cornell University
1	Philadelphia University
1	Temple University
1	UCLA Extension
1	University of Oregon
1	Utah State University
1	West Virginia University

# of responding students	Graduate school
10	Auburn University
10	Kansas State University
9	Harvard University
7	University of Pennsylvania
5	University of California Berkeley
5	University of Colorado Denver
5	University of New Mexico
4	California Polytechnic University of California, Pomona
4	University of California Los Angeles Extension
4	University of Southern California
4	Utah State University
3	Ball State University
3	Florida International University
3	University of Georgia
3	University of Minnesota
3	University of Washington
2	Morgan State University
2	State University of New York College of Environmental Science and Forestry
2	The Ohio State University
2	University of Arizona
2	University of Illinois, Urbana-Champaign
2	University of Texas at Arlington
2	University of Virginia
1	Arizona State University
1	City College of New York
1	Clemson University
1	Cornell University
1	Florida A & M University
1	Louisiana State University
1	Mississippi State University
1	Rhode Island School of Design
1	Texas Tech University
1	University of California Los Angeles
1	University of Tennessee
1	University of Texas at Austin

Plans For Immediate Future

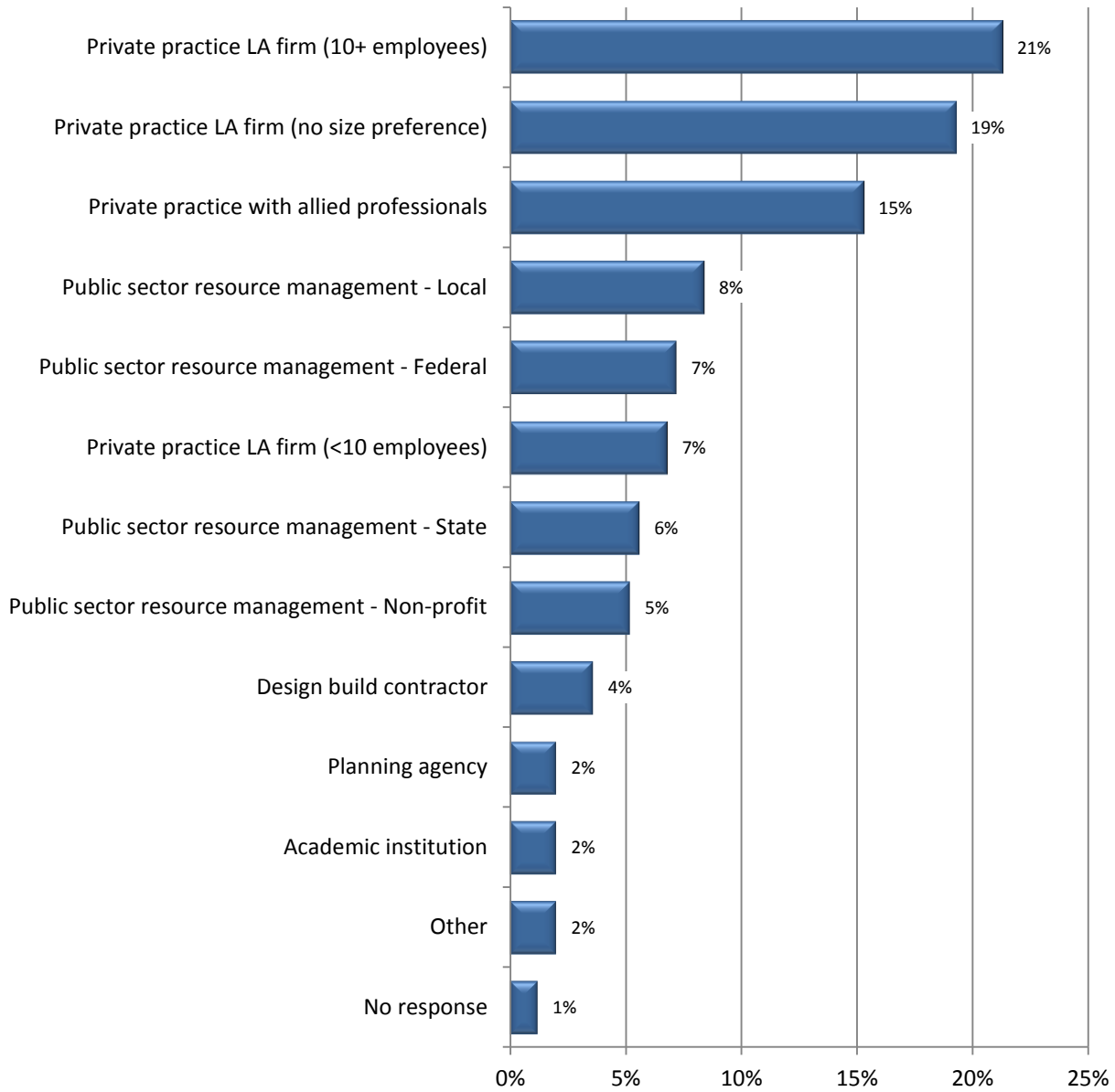
Most respondents (82%) indicate that their plans for the immediate future involve either working or seeking employment, while 9% plan to pursue additional education, 5% plan to travel, and 4% are undecided. This represents a small increase in the percentage of respondents who plan to pursue additional education, and a very small decrease in the percentage working or seeking work.



Desired Type of Employer

Close to one-half of respondents (47%) indicate that they are primarily interested in seeking employment in a private practice LA firm – either one with 10 or more employees (21%), any size (19%), or one with less than 10 employees (7%).

Which of the following employment sectors is your primary interest?



Desired Type of Employer (continued)

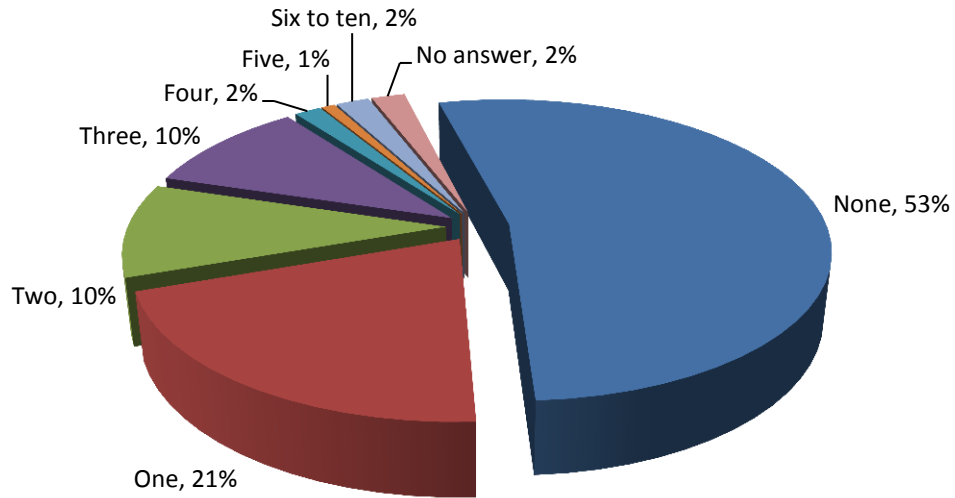
COMPARISON WITH PREVIOUS YEARS

	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
<i>Private Practice LA firm</i>													
<10 employees	7%	11%	13%	11%	17%	20%	13%	14%	17%	15%	15%	16%	22%
10+ employees	21%	16%	19%	33%	30%	30%	30%	28%	22%	24%	30%	23%	20%
no size preference	19%	24%	20%	18%	13%	15%	21%	18%	18%	19%	14%	18%	21%
TOTAL LA firm	47%	51%	52%	62%	60%	65%	64%	60%	57%	58%	59%	57%	63%
<i>Public Sector Resource Management (PSRM)</i>													
Federal	7%	6%	<i>data not broken out prior to 2010</i>										
State	6%	6%											
Local	8%	6%											
Non-profit	5%	5%											
TOTAL PRSM	26%	23%	18%	3%	5%	5%	8%	7%	9%	8%	6%	4%	7%
Private Practice w/Allied Professionals	15%	19%	16%	17%	23%	18%	18%	19%	17%	19%	21%	22%	21%
Design/build Contract	4%	4%	5%	7%	8%	5%	6%	8%	10%	10%	10%	8%	2%
Planning Agency	2%	1%	3%	2%	3%	2%	1%	1%	2%	2%	2%	2%	4%
Academic Institution	2%	2%	2%	3%	0%	2%	2%	2%	1%	1%	1%	0%	0%
Other	2%	1%	5%	3%	2%	3%	3%	4%	4%	3%	2%	6%	3%

Job Interviews

Respondents had, on average, one job interview during their final semester in school, the same as last year. One quarter of respondents (25%) had two or more interviews.

How many job interviews have you had during your final semester in school?

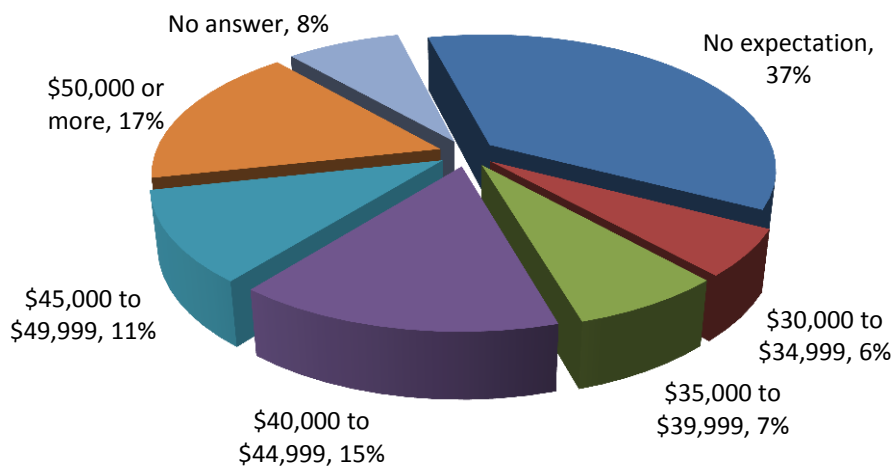


Close to three-quarters of respondents (72%) indicate that the interview(s) went as expected, while 17% said it did not (and 11% didn't indicate an answer). Their comments about the interview process can be found starting on page 47 and their explanations of how their interview(s) differed from what the expected can be found starting on page 51.

Salary Expectations

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$43,600. Undergraduate students expect(ed) \$38,600 and graduate students expect(ed) \$47,900. This year’s salary expectation overall was \$300 lower than in 2010 – undergraduates’ expected salary fell \$300 while graduates’ expected salary rose \$800.

What salary expectation do/did you have?



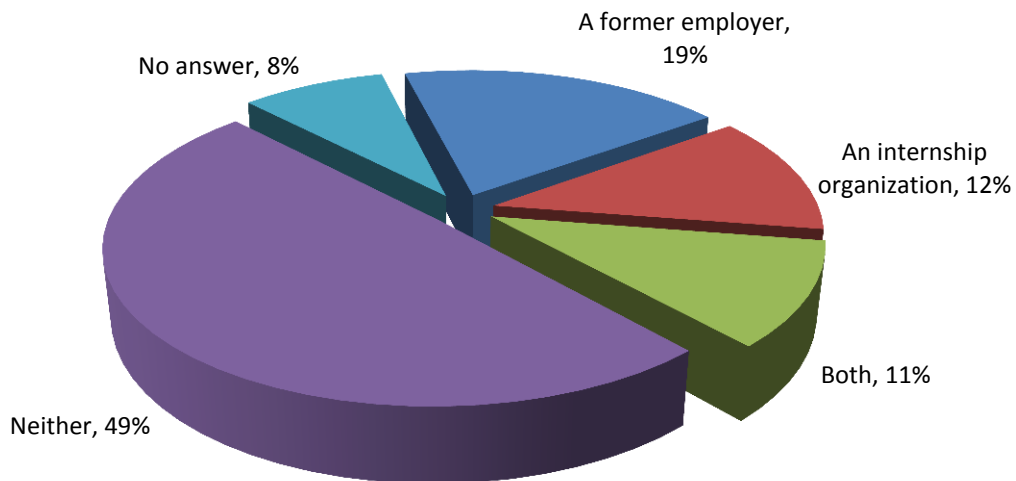
COMPARISON WITH PREVIOUS YEARS
(AVERAGE SALARY - 000's)

	Total	Undergraduate Students	Graduate Students
2011	\$44	\$39	\$48
2010	44	39	47
2009	44	42	46
2008	43	41	46
2007	42	40	45
2006	41	39	44
2005	38	37	42
2004	36	35	38
2003	34	33	38
2002	29	28	35
2001	31	31	35
2000	31	31	34
1999	30	28	33

Employment Prospects

One-fifth of respondents (19%) have or had reasonable employment prospects with a former employer, while 12% have/had prospects with an internship organization. These numbers are similar to last year's.

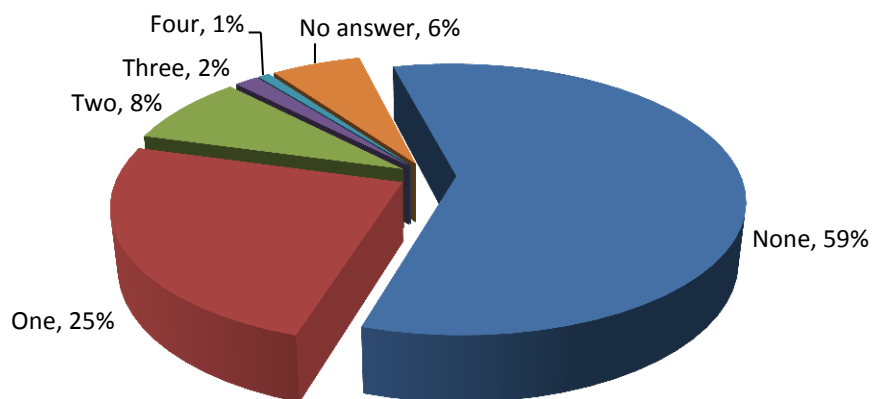
Do/did you have reasonable employment prospects with ...



Number of Job Offers

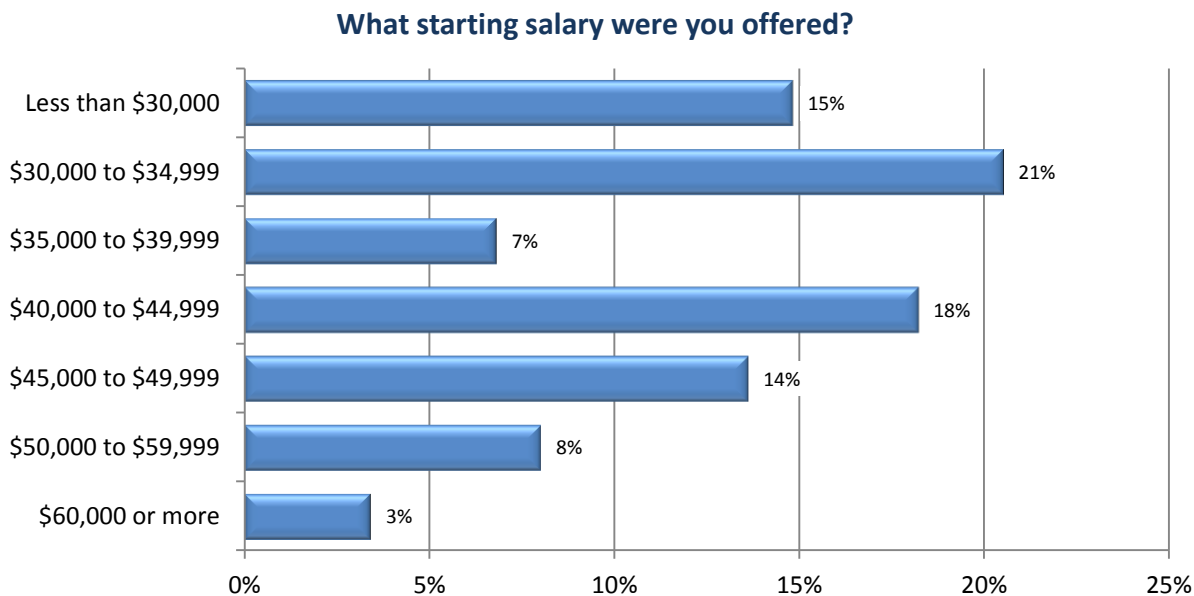
Respondents indicate that they had received an average of less than one job offer at the time they completed the questionnaire, comparable to last year. The percentage of respondents receiving *at least* one job offer rose from 23% to 35%.

How many job offers have you had to date?



Starting Salary Offered

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$39,100, an increase of \$1,800 from the previous year.



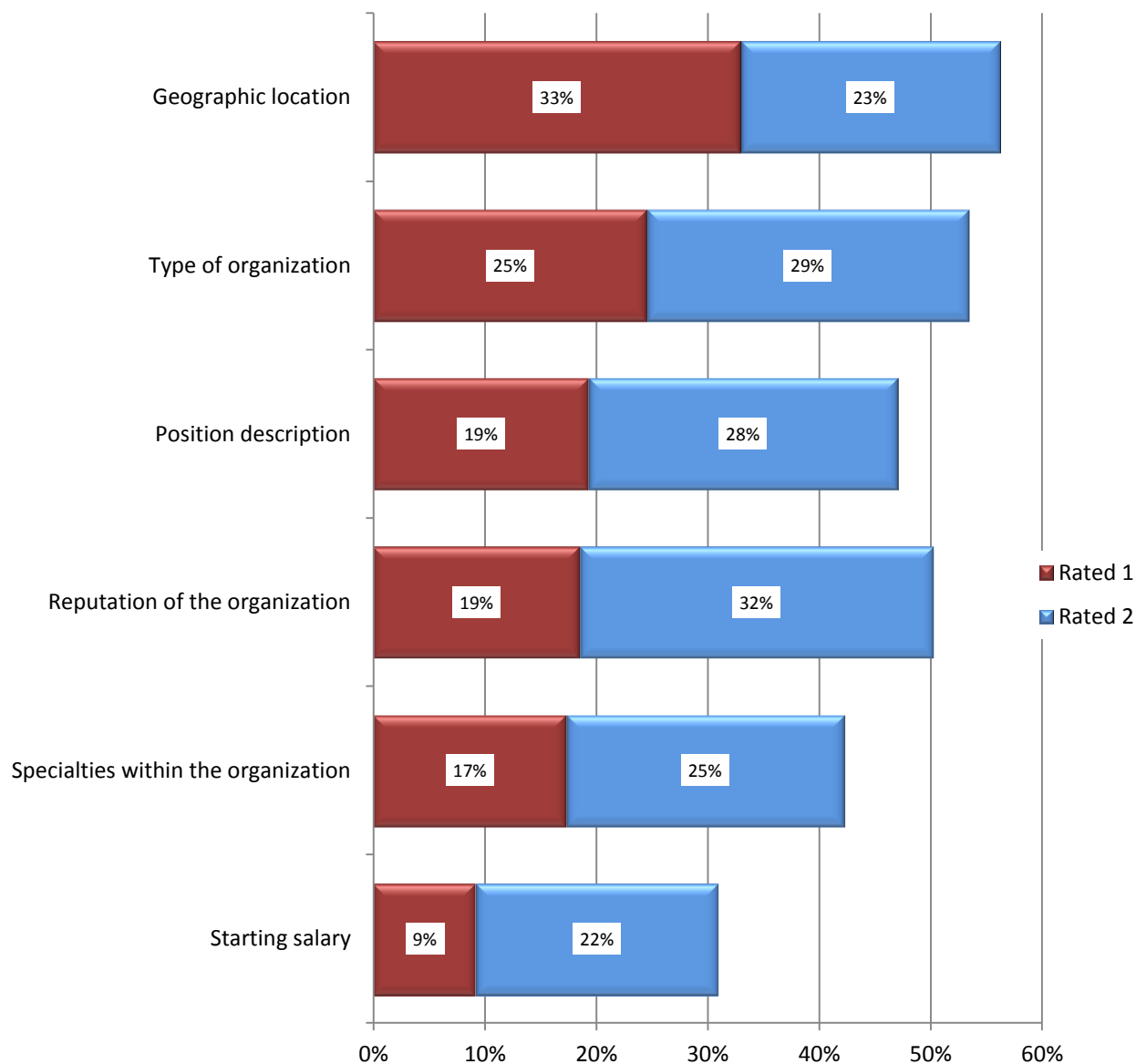
AVERAGE SALARY OFFERED

Year	Salary	Change from previous year
2011	\$39,100	4.8%
2010	\$37,300	5.7%
2009	\$35,300	-13.9%
2008	\$41,000	1.7%
2007	\$40,300	2.5%
2006	\$39,300	10.1%
2005	\$35,700	3.8%
2004	\$34,400	5.2%
2003	\$32,700	0.6%
2002	\$32,500	0.3%
2001	\$32,400	1.9%
2000	\$31,800	12.8%
1999	\$28,200	

Important Factors in Job Selection

Respondents were asked to rank a variety of attributes in order from '1' to '6' based on their importance to them in selecting a job. The following chart shows the percentage of respondents ranking a specific attribute '1' or '2'. While percentages have changed from last year's, overall priorities are similar.

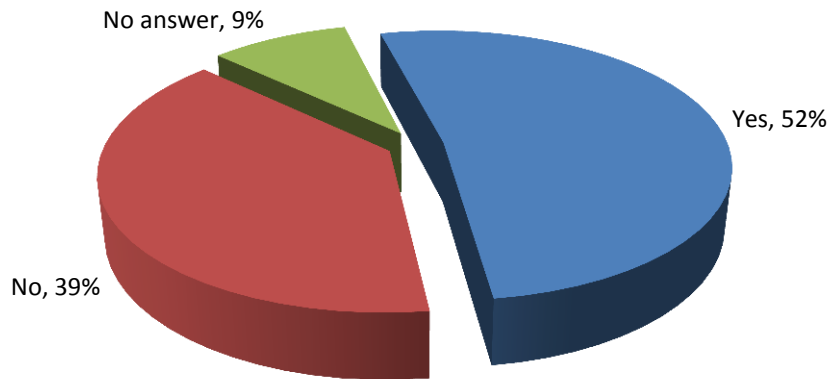
Please put the following attributes in rank order from 1 (most important) to 6 (least important), based on their importance to you in selecting a job.



Geographical Restrictions

In their job search, three-fifths of respondents (52%) indicate that they feel restricted to one geographical area for reasons of necessity or strong personal preference, while 39% do not feel restricted. The percentage of respondents who feel restricted to one area decreased by 7% compared to last year's responses.

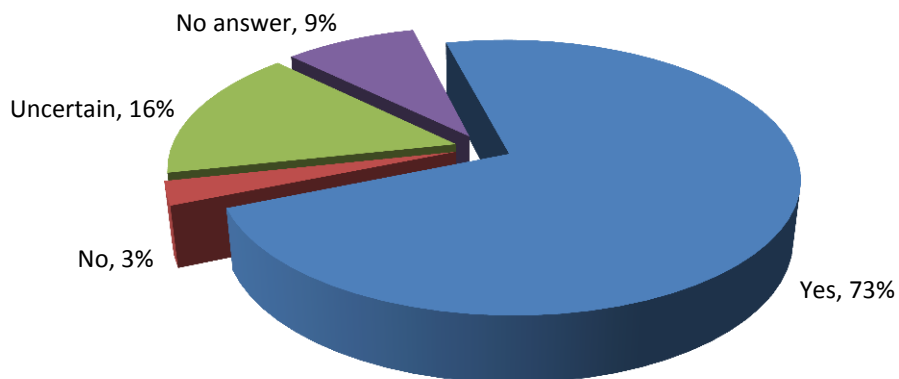
In your job search, do/did you feel restricted to one geographical area for reasons of necessity or personal preference?



State Registration

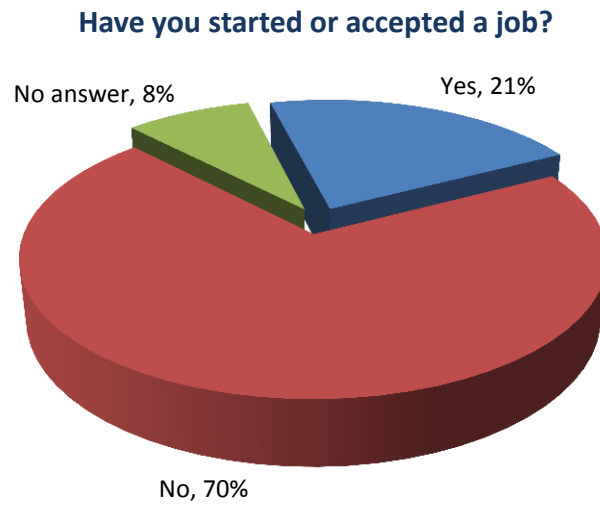
Three-quarters of respondents (73%) indicate that they intend to seek state registration as a Landscape Architect. This is a slightly smaller amount than last year.

Do you intend to seek state registration as a Landscape Architect?



New Hires

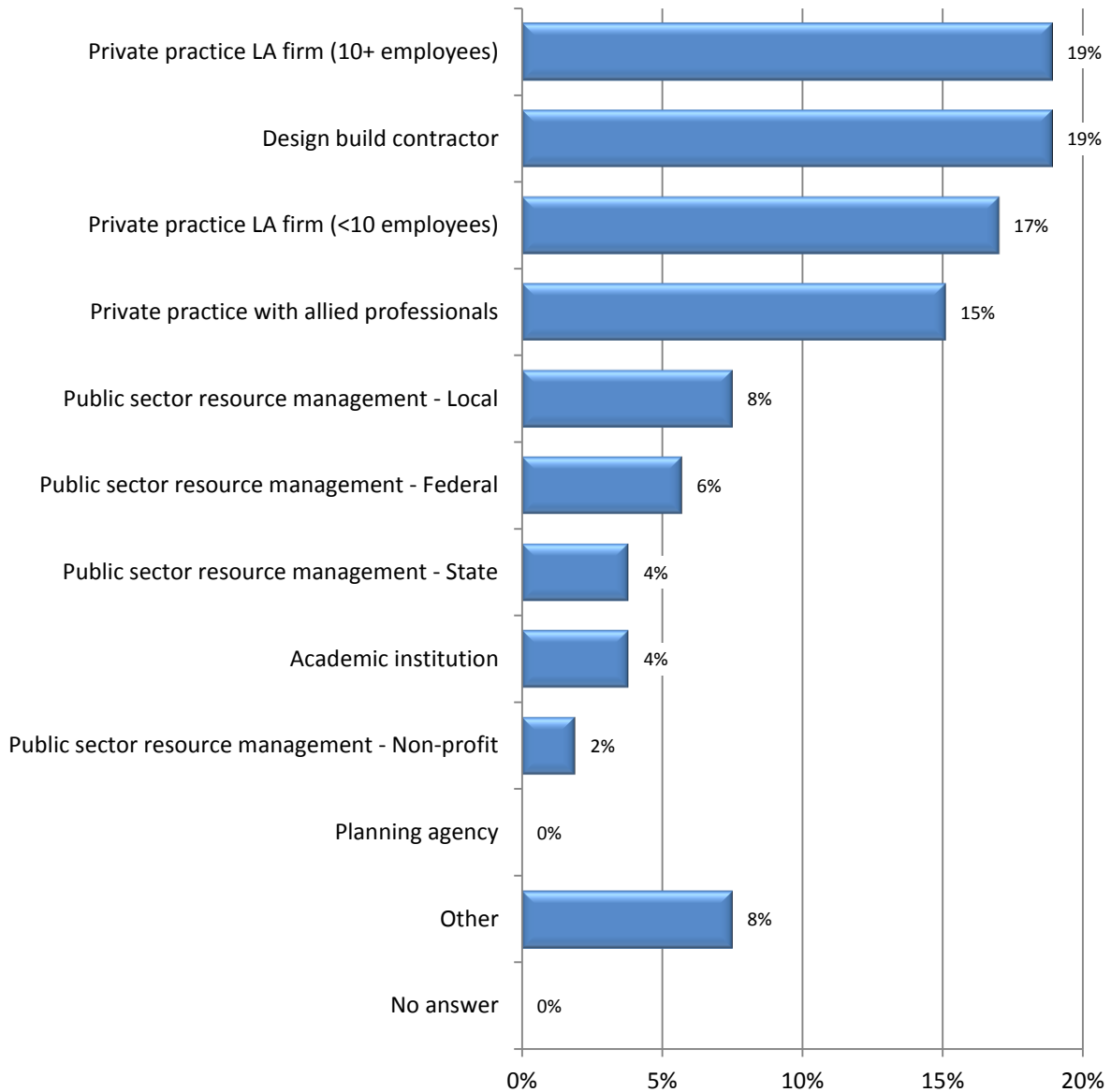
A total of 53 respondents (21%) have started or accepted a job, an increase of 3% from last year.



Type of Employer - respondents who have started or accepted a job

More than one-third (36%) of those respondents who have started or accepted a job describe their new employer as a private practice landscape architecture firm – 19% with 10 or more employees and 17% with less than 10 employees – while another 19% are employed by a design build contractor and 15% are employed by a private practice with allied professionals.

Which of the following best describes your employer?



Type of Employer - respondents who have started or accepted a job (continued)

COMPARISON WITH PREVIOUS YEARS

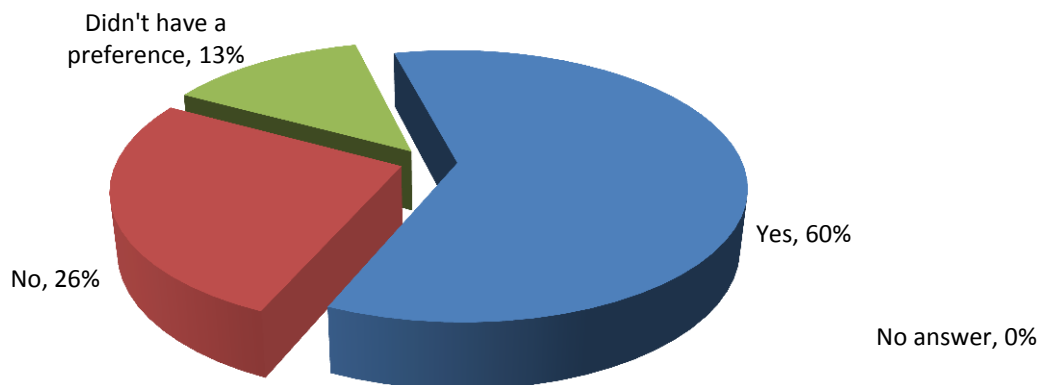
	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
<i>Private Practice LA firm</i>													
<10 employees	17%	26%	28%	18%	17%	23%	17%	22%	21%	24%	22%	27%	*
10+ employees	19%	6%	10%	30%	33%	32%	35%	26%	29%	30%	28%	26%	*
TOTAL LA firm	36%	32%	38%	48%	50%	55%	52%	48%	50%	54%	50%	53%	*
<i>Public Sector Resource Management (PSRM)</i>													
Federal	6%	9%	data not broken out prior to 2010										
State	4%	6%											
Local	8%	3%											
Non-profit	2%	6%											
TOTAL PRSM	19%	24%	22%	2%	3%	1%	4%	7%	7%	5%	2%	4%	1%
Private Practice w/Allied Professionals	15%	11%	15%	27%	31%	30%	29%	24%	23%	20%	26%	21%	36%
Design/build Contractor	19%	14%	12%	7%	8%	6%	9%	12%	9%	12%	18%	12%	8%
Planning Agency	0%	0%	1%	4%	1%	2%	1%	1%	3%	1%	0%	1%	2%
Academic Institution	4%	3%	1%	3%	1%	0%	1%	1%	2%	3%	1%	3%	1%
Other	8%	9%	12%	3%	5%	7%	5%	8%	6%	5%	4%	8%	7%

* data not broken out by size

Preferred Employer Type - respondents who have started or accepted a job

More than one-half of respondents (60%) who have accepted a job indicate that it is with their preferred type of employer, just slightly more than the 54% of respondents in 2010 who accepted a job with their preferred type of employer.

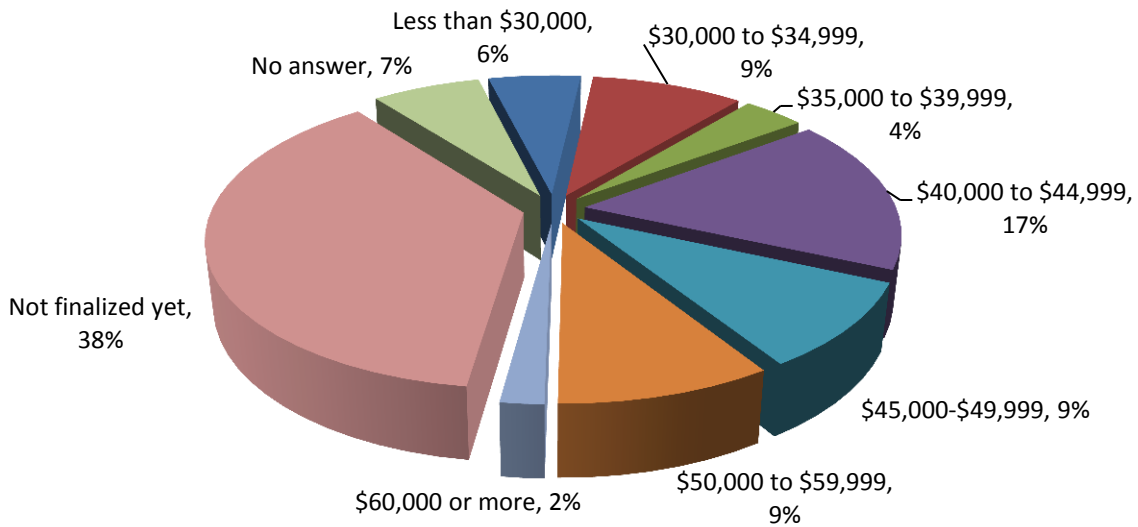
Is this your preferred type of employer?



Starting Salary - respondents who have started or accepted a job

Among respondents who report that they have accepted a job offer, the average starting salary was approximately \$42,000. Undergraduate students report an average starting salary of approximately \$38,700 and graduate students report an average starting salary of approximately \$46,400.

What is your starting salary?



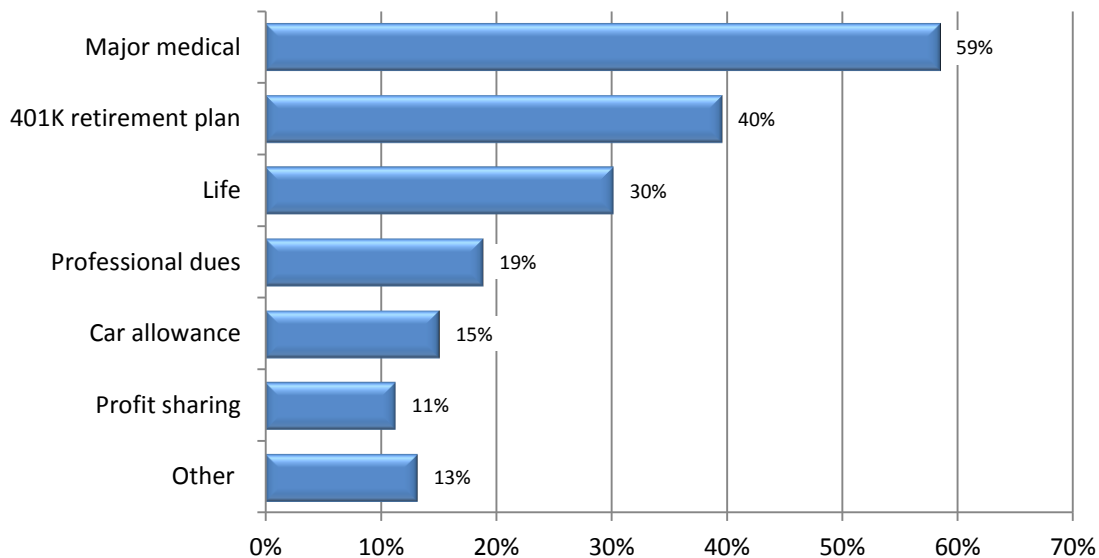
COMPARISON WITH PREVIOUS YEARS
(AVERAGE SALARY - 000's)

	Total		Undergraduate Students		Graduate Students	
	\$ (000's)	Change	\$ (000's)	Change	\$ (000's)	Change
2011	\$42	2.4%	\$39	14.7%	\$46	4.5%
2010	41	7.9%	34	-2.9%	44	7.3%
2009	38	-7.3%	35	-12.5%	41	-6.8%
2008	41	0.0%	40	0.0%	44	-2.2%
2007	41	2.5%	40	5.3%	45	2.3%
2006	40	8.1%	38	5.6%	44	10.0%
2005	37	5.7%	36	5.9%	40	8.1%
2004	35	0.0%	34	0.0%	37	-9.8%
2003	35	6.1%	34	6.3%	41	7.9%
2002	33	0.0%	32	0.0%	38	5.6%
2001	33	0.0%	32	3.2%	36	-7.7%
2000	33	13.8%	31	10.7%	39	18.2%
1999	29		28		33	

Benefits - respondents who have started or accepted a job

Respondents indicate they will receive a variety of benefits in their new job. More than one-half (59%) will receive major medical insurance.

Which of the following benefits are included?



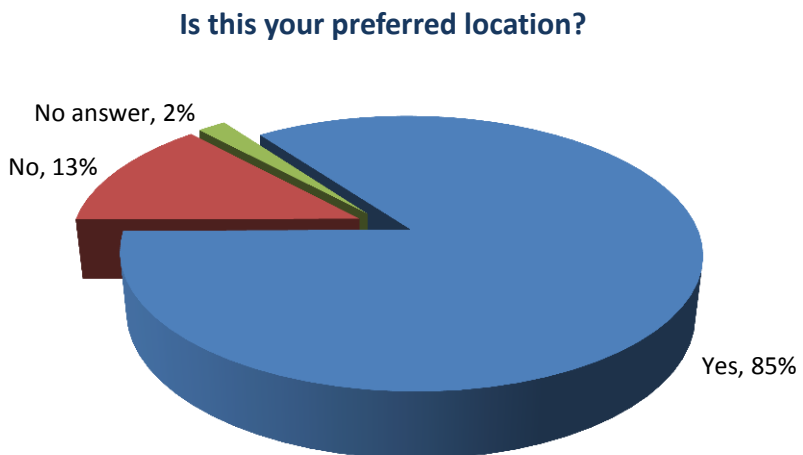
COMPARISON WITH PREVIOUS YEARS

	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
Major Medical	59%	57%	44%	86%	82%	84%	89%	83%	81%	79%	87%	79%	88%
401K Retirement Plan	40%	40%	33%	75%	73%	73%	75%	68%	64%	70%	75%	63%	70%
Life Insurance	30%	34%	22%	55%	50%	48%	52%	49%	38%	36%	44%	38%	54%
Professional Dues	19%	31%	20%	42%	50%	39%	44%	29%	25%	24%	31%	24%	36%
Profit Sharing	11%	14%	16%	49%	42%	36%	47%	34%	31%	41%	44%	37%	46%
Car Allowance	15%	3%	13%	9%	10%	8%	10%	9%	9%	11%	12%	15%	16%
Other	13%	11%	16%	27%	22%	26%	25%	17%	23%	19%	16%	20%	28%

Location - respondents who have started or accepted a job

Respondents indicate that they will be working throughout the U.S., with the largest concentrations being in Florida and Pennsylvania (11% each), Illinois and New York (9% each), California (8%), and Georgia and Texas (6% each).

Most respondents (85%) indicate that they will be working in their preferred region. This is higher than 2010, when 69% indicated the same.



Expectations vs. Reality - respondents who have started or accepted a job

The following table compares students' expectations prior to finding a job with the experience of those who have accepted jobs. In general, students had fairly realistic salary expectations. There were fewer jobs at landscape architecture firms than expected and more jobs with design/build contractors.

	Expectation during job search	Actual job accepted
<i>Private Practice LA firm</i>		
<10 employees	7%	17%
10+ employees	21%	19%
no size preference	19%	
TOTAL LA firm	47%	36%
<i>Public Sector Resource Management (PSRM)</i>		
Federal	7%	6%
State	6%	4%
Local	8%	8%
Non-profit	5%	2%
TOTAL PRSM	26%	19%
Private Practice w/Allied Professionals	15%	15%
Design/build Contractors	4%	19%
Planning Agency	2%	0%
Academic Institution	2%	4%
Other	2%	8%

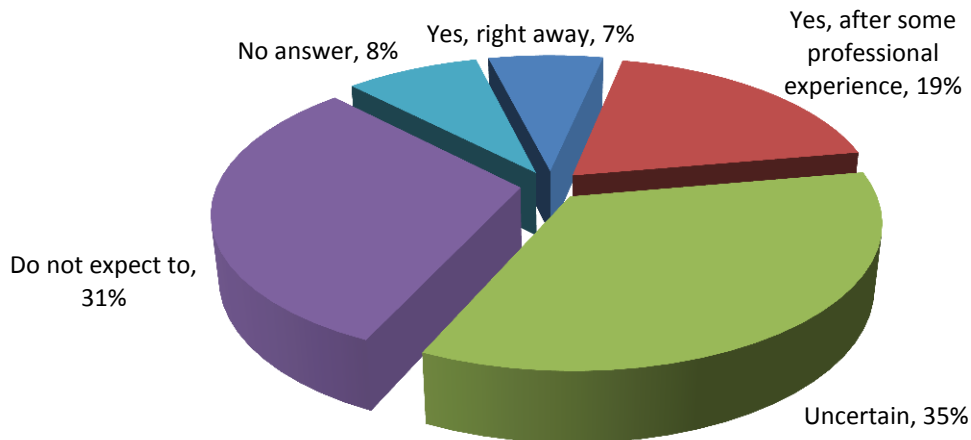
AVERAGE SALARY

All respondents	\$44,000	\$42,000
Undergraduate students	\$39,000	\$39,000
Graduate students	\$48,000	\$46,000

Additional Schooling

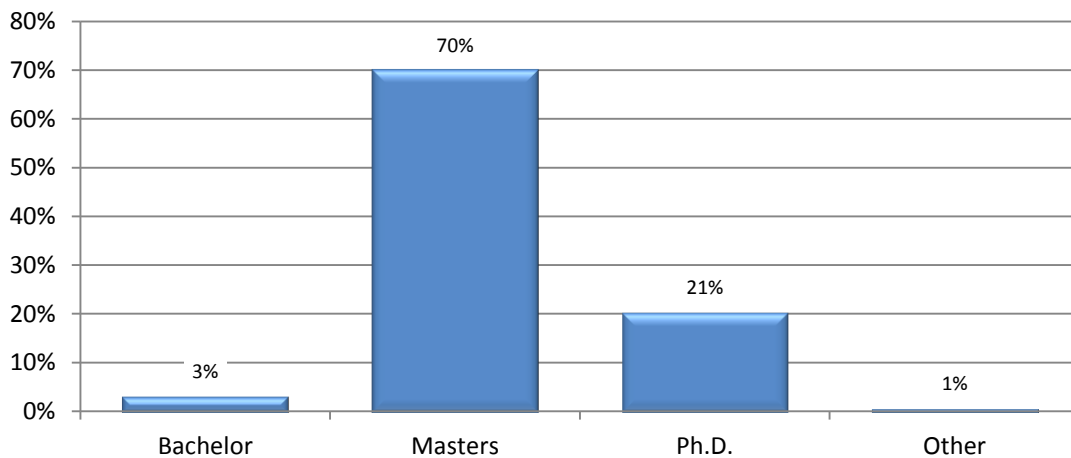
One-fifth of respondents (19%) anticipate pursuing another degree or additional education after some professional experience, while 35% may do so at some later point (uncertain), and 7% intend to do so right away.

Do you anticipate pursuing another degree/additional education, either now or in the future?



Of the respondents who are planning to pursue another degree, more than two-thirds (70%) indicate that it will be a Masters, while 21% will pursue a Ph.D., and 3% will pursue an additional Bachelor’s Degree. Most respondents plan to pursue advanced degrees in landscape architecture or related areas.

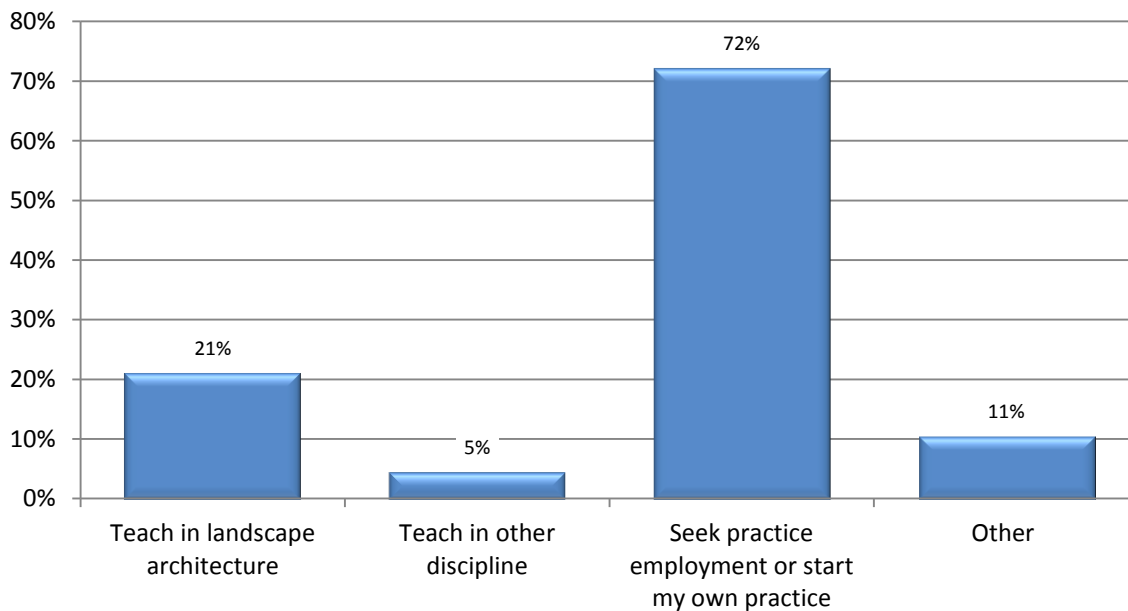
If you plan to pursue another degree, what degree will it be?



After Completing Degree

Of those respondents who plan to pursue another degree, two-thirds (72%) will then either seek practice employment or else start their own practice, while 21% plan to teach in the landscape architecture field.

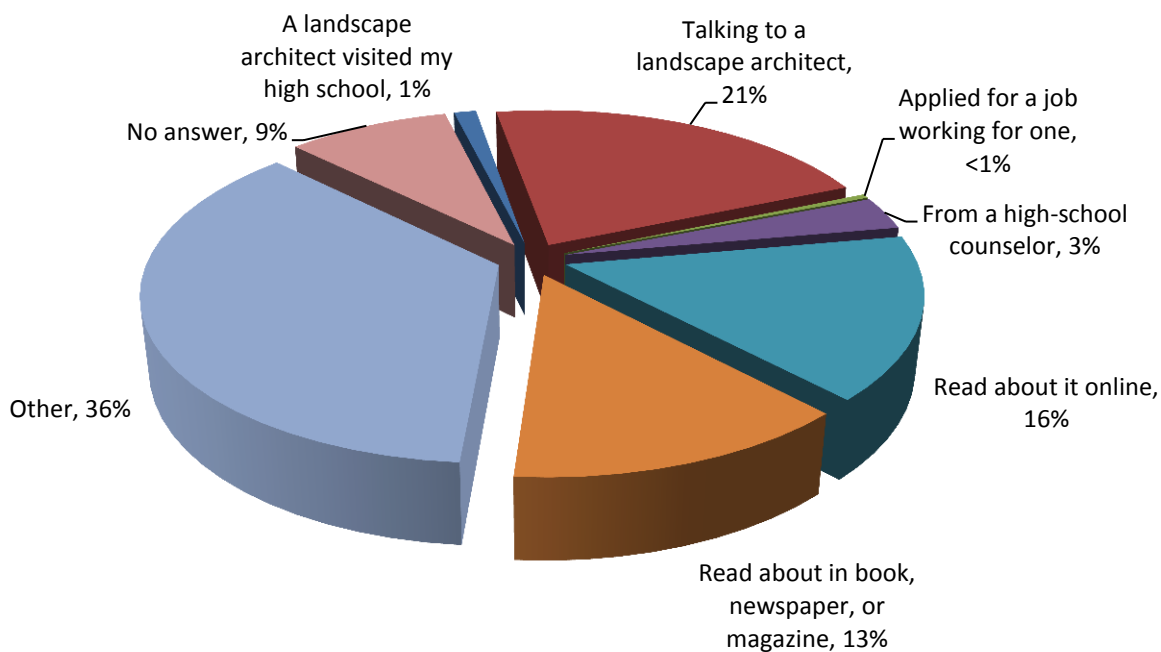
What do you anticipate doing once you complete this degree?



Learning About Landscape Architecture Profession

Respondents were most likely to have first learned about the field of landscape architecture from talking to one (21%), or reading about it online (16%). Among the 'other' answers that respondents were most likely to cite were college classes, course catalogues, and advisors.

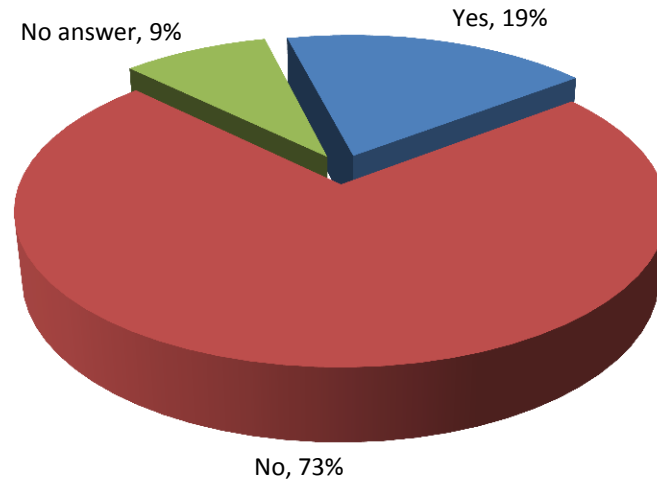
How did you first learn about landscape architecture?



Sharing the Profession

One-in-five respondents (19%) indicated that they visited an elementary, middle, or high school to talk about the profession while they were in school. Most of these respondents had made either one visit (57%) or two to four visits (39%). From among respondents who made visits, 46% visited high schools, 24% middle schools, and 37% elementary schools.

While you were studying landscape architecture, did you visit an elementary, middle, or high school to talk about the profession?



N=249

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>1. What is your age?</u>							
21	7 2.8%	1 0.8%	6 5.0%	7 5.3%	0 0.0%	7 5.0%	0 0.0%
22	27 10.8%	13 10.5%	13 10.8%	27 20.6%	0 0.0%	27 19.3%	0 0.0%
23	63 25.3%	35 28.2%	27 22.5%	59 45.0%	4 3.4%	63 45.0%	0 0.0%
24	27 10.8%	16 12.9%	11 9.2%	15 11.5%	12 10.2%	27 19.3%	0 0.0%
25	16 6.4%	10 8.1%	6 5.0%	8 6.1%	8 6.8%	16 11.4%	0 0.0%
26 to 30	54 21.7%	20 16.1%	32 26.7%	6 4.6%	48 40.7%	0 0.0%	54 50.0%
31 to 40	41 16.5%	20 16.1%	20 16.7%	5 3.8%	36 30.5%	0 0.0%	41 38.0%
41 to 50	4 1.6%	3 2.4%	1 0.8%	2 1.5%	2 1.7%	0 0.0%	4 3.7%
51 and older	9 3.6%	5 4.0%	4 3.3%	1 0.8%	8 6.8%	0 0.0%	9 8.3%
No answer	1 0.4%	1 0.8%	0 0.0%	1 0.8%	0 0.0%	0 0.0%	0 0.0%
Mean	27.5	27.6	27.4	24.1	31.2	23.1	33.1

N=249

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>2. What is your race?</u>							
American Indian	2 0.8%	1 0.8%	1 0.8%	0 0.0%	2 1.7%	1 0.7%	1 0.9%
Black	5 2.0%	2 1.6%	2 1.7%	3 2.3%	2 1.7%	3 2.1%	2 1.9%
Hispanic	16 6.4%	5 4.0%	10 8.3%	6 4.6%	10 8.5%	6 4.3%	10 9.3%
Asian or Pacific Islander	18 7.2%	4 3.2%	14 11.7%	7 5.3%	11 9.3%	11 7.9%	7 6.5%
Caucasian	213 85.5%	113 91.1%	96 80.0%	117 89.3%	96 81.4%	121 86.4%	91 84.3%
Other	4 1.6%	1 0.8%	3 2.5%	3 2.3%	1 0.8%	3 2.1%	1 0.9%

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>3. What is your gender?</u>							
Male	124 49.8%	124 100.0%	0 0.0%	72 55.0%	52 44.1%	75 53.6%	48 44.4%
Female	120 48.2%	0 0.0%	120 100.0%	57 43.5%	63 53.4%	63 45.0%	57 52.8%
No answer	5 2.0%	0 0.0%	0 0.0%	2 1.5%	3 2.5%	2 1.4%	3 2.8%

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

4. Which of the following best describes your current status?

Completing (or have just completed) undergraduate program in Landscape Architecture at (please choose school):	131 52.6%	72 58.1%	57 47.5%	131 100.0%	0 0.0%	116 82.9%	14 13.0%
Completing (or have just completed) graduate program in Landscape Architecture at (please choose school):	118 47.4%	52 41.9%	63 52.5%	0 0.0%	118 100.0%	24 17.1%	94 87.0%
No answer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=131

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	131 100.0%	72 55.0%	57 43.5%	131 100.0%	0 0.0%	116 88.5%	14 10.7%
<u>4b. Undergraduate school</u>							
Arizona State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Ball State University	10 7.6%	5 6.9%	5 8.8%	10 7.6%	0 0.0%	9 7.8%	1 7.1%
California Polytechnic State University, San Luis Obispo	16 12.2%	7 9.7%	8 14.0%	16 12.2%	0 0.0%	14 12.1%	2 14.3%
California Polytechnic University of California, Pomona	4 3.1%	2 2.8%	2 3.5%	4 3.1%	0 0.0%	4 3.4%	0 0.0%
Clemson University	1 0.8%	1 1.4%	0 0.0%	1 0.8%	0 0.0%	1 0.9%	0 0.0%
Colorado State University	2 1.5%	1 1.4%	1 1.8%	2 1.5%	0 0.0%	1 0.9%	1 7.1%
Cornell University	1 0.8%	0 0.0%	1 1.8%	1 0.8%	0 0.0%	1 0.9%	0 0.0%
Iowa State University	7 5.3%	5 6.9%	2 3.5%	7 5.3%	0 0.0%	7 6.0%	0 0.0%
Kansas State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=131

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4b. Undergraduate school (Cont.)</u>							
Louisiana State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Michigan State University	4 3.1%	0 0.0%	3 5.3%	4 3.1%	0 0.0%	4 3.4%	0 0.0%
Mississippi State University	4 3.1%	3 4.2%	1 1.8%	4 3.1%	0 0.0%	3 2.6%	1 7.1%
North Carolina Agricultural and Technical State University	2 1.5%	2 2.8%	0 0.0%	2 1.5%	0 0.0%	1 0.9%	1 7.1%
North Carolina State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
North Dakota State University	3 2.3%	1 1.4%	2 3.5%	3 2.3%	0 0.0%	3 2.6%	0 0.0%
Oklahoma State University	2 1.5%	1 1.4%	1 1.8%	2 1.5%	0 0.0%	2 1.7%	0 0.0%
Pennsylvania State University	8 6.1%	4 5.6%	4 7.0%	8 6.1%	0 0.0%	8 6.9%	0 0.0%
Purdue University	2 1.5%	0 0.0%	2 3.5%	2 1.5%	0 0.0%	2 1.7%	0 0.0%
Rutgers University	3 2.3%	2 2.8%	1 1.8%	3 2.3%	0 0.0%	3 2.6%	0 0.0%
State University of New York College of Environmental Science and Forestry	6 4.6%	3 4.2%	3 5.3%	6 4.6%	0 0.0%	5 4.3%	1 7.1%

N=131

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4b. Undergraduate school (Cont.)</u>							
Temple University	1 0.8%	0 0.0%	1 1.8%	1 0.8%	0 0.0%	1 0.9%	0 0.0%
Texas A&M University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Texas Tech University	5 3.8%	3 4.2%	2 3.5%	5 3.8%	0 0.0%	5 4.3%	0 0.0%
The Ohio State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of California Davis	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Connecticut	3 2.3%	2 2.8%	1 1.8%	3 2.3%	0 0.0%	3 2.6%	0 0.0%
University of Georgia	4 3.1%	2 2.8%	2 3.5%	4 3.1%	0 0.0%	3 2.6%	1 7.1%
University of Guelph	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Idaho	4 3.1%	3 4.2%	1 1.8%	4 3.1%	0 0.0%	3 2.6%	1 7.1%
University of Illinois, Urbana-Champaign	9 6.9%	5 6.9%	4 7.0%	9 6.9%	0 0.0%	9 7.8%	0 0.0%
University of Kentucky	8 6.1%	7 9.7%	1 1.8%	8 6.1%	0 0.0%	7 6.0%	1 7.1%

N=131

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4b. Undergraduate school (Cont.)</u>							
University of Maryland	2 1.5%	0 0.0%	2 3.5%	2 1.5%	0 0.0%	2 1.7%	0 0.0%
University of Massachusetts	3 2.3%	2 2.8%	1 1.8%	3 2.3%	0 0.0%	3 2.6%	0 0.0%
University of Nevada Las Vegas	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Rhode Island	2 1.5%	1 1.4%	1 1.8%	2 1.5%	0 0.0%	2 1.7%	0 0.0%
University of Washington	3 2.3%	2 2.8%	1 1.8%	3 2.3%	0 0.0%	2 1.7%	1 7.1%
University of Wisconsin	2 1.5%	2 2.8%	0 0.0%	2 1.5%	0 0.0%	2 1.7%	0 0.0%
Utah State University	1 0.8%	1 1.4%	0 0.0%	1 0.8%	0 0.0%	0 0.0%	0 0.0%
Virginia Tech	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Washington State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
West Virginia University	1 0.8%	1 1.4%	0 0.0%	1 0.8%	0 0.0%	1 0.9%	0 0.0%
OTHER	3 2.3%	1 1.4%	2 3.5%	3 2.3%	0 0.0%	2 1.7%	1 7.1%

N=131

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older

4b. Undergraduate school (Cont.)

No answer	5 3.8%	3 4.2%	2 3.5%	5 3.8%	0 0.0%	3 2.6%	2 14.3%
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Other answers:

Philadelphia University
 UCLA Extension
 University of Oregon

N=118

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	118 100.0%	52 44.1%	63 53.4%	0 0.0%	118 100.0%	24 20.3%	94 79.7%
<u>4c. Graduate school</u>							
Auburn University	10 8.5%	6 11.5%	3 4.8%	0 0.0%	10 8.5%	3 12.5%	7 7.4%
Ball State University	3 2.5%	2 3.8%	1 1.6%	0 0.0%	3 2.5%	2 8.3%	1 1.1%
California Polytechnic University of California, Pomona	4 3.4%	2 3.8%	2 3.2%	0 0.0%	4 3.4%	1 4.2%	3 3.2%
Chatham University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
City College of New York	1 0.8%	0 0.0%	1 1.6%	0 0.0%	1 0.8%	0 0.0%	1 1.1%
Clemson University	1 0.8%	1 1.9%	0 0.0%	0 0.0%	1 0.8%	0 0.0%	1 1.1%
Cornell University	1 0.8%	1 1.9%	0 0.0%	0 0.0%	1 0.8%	0 0.0%	1 1.1%
Florida A & M University	1 0.8%	0 0.0%	1 1.6%	0 0.0%	1 0.8%	0 0.0%	1 1.1%
Florida International University	3 2.5%	0 0.0%	3 4.8%	0 0.0%	3 2.5%	0 0.0%	3 3.2%

N=118

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4c. Graduate school (Cont.)</u>							
Harvard University	9 7.6%	3 5.8%	5 7.9%	0 0.0%	9 7.6%	0 0.0%	9 9.6%
Iowa State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Kansas State University	10 8.5%	7 13.5%	3 4.8%	0 0.0%	10 8.5%	7 29.2%	3 3.2%
Louisiana State University	1 0.8%	1 1.9%	0 0.0%	0 0.0%	1 0.8%	1 4.2%	0 0.0%
Mississippi State University	1 0.8%	1 1.9%	0 0.0%	0 0.0%	1 0.8%	0 0.0%	1 1.1%
Morgan State University	2 1.7%	1 1.9%	1 1.6%	0 0.0%	2 1.7%	0 0.0%	2 2.1%
North Carolina State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
State University of New York College of Environmental Science and Forestry	2 1.7%	0 0.0%	2 3.2%	0 0.0%	2 1.7%	0 0.0%	2 2.1%
Texas A&M University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
The Ohio State University	2 1.7%	1 1.9%	1 1.6%	0 0.0%	2 1.7%	1 4.2%	1 1.1%

N=118

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4c. Graduate school (Cont.)</u>							
University of Arizona	2 1.7%	1 1.9%	1 1.6%	0 0.0%	2 1.7%	0 0.0%	2 2.1%
University of British Columbia	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of California Berkeley	5 4.2%	1 1.9%	4 6.3%	0 0.0%	5 4.2%	1 4.2%	4 4.3%
University of Colorado Denver	5 4.2%	2 3.8%	3 4.8%	0 0.0%	5 4.2%	0 0.0%	5 5.3%
University of Georgia	3 2.5%	0 0.0%	3 4.8%	0 0.0%	3 2.5%	0 0.0%	3 3.2%
University of Guelph	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Idaho	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Massachusetts	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Michigan	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of New Mexico	5 4.2%	1 1.9%	4 6.3%	0 0.0%	5 4.2%	0 0.0%	5 5.3%
University of Oregon	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=118

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4c. Graduate school (Cont.)</u>							
University of Pennsylvania	7 5.9%	2 3.8%	5 7.9%	0 0.0%	7 5.9%	0 0.0%	7 7.4%
University of Toronto	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Virginia	2 1.7%	1 1.9%	1 1.6%	0 0.0%	2 1.7%	0 0.0%	2 2.1%
University of Washington	3 2.5%	1 1.9%	2 3.2%	0 0.0%	3 2.5%	0 0.0%	3 3.2%
Virginia Tech	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
OTHER	26 22.0%	12 23.1%	13 20.6%	0 0.0%	26 22.0%	6 25.0%	20 21.3%

Other answers:

- Arizona State University
- Rhode Island School of Design
- Texas Tech University
- University of California Los Angeles
- University of California Los Angeles Extension (4 mentions)
- University of Illinois, Urbana-Champaign (2 mentions)
- University of Minnesota (3 mentions)
- University of Southern California (4 mentions)
- University of Tennessee
- University of Texas at Arlington (2 mentions)
- University of Texas at Austin
- Utah State University (4 mentions)

4d. Undergraduate degree

Advertising	Horticulture and Floriculture
Anthropology (3 mentions)	Industrial Management
Architectural Design	Interior Design
Architecture (8 mentions)	Kinesiology
Architecture + Visual Art	Landscape Architecture (12 mentions)
Art History and Studio Art	Landscape Contracting
Art History/Anthropology	Landscape Design
Biology (2 mentions)	Landscape Engineering
Business (3 mentions)	Landscape Management (2 mentions)
Cinema Studies and Studio Art	Materials Science & Engineering
Civil Engineering & Architecture	Music
Drama/Speech/English	Natural Resources and Environment
Ecology	Natural Resources Management (2 mentions)
Economics	Nutrition
Electrical Engineering	Ornamental Horticulture (2 mentions)
Engineering (2 mentions)	Ornamental Horticulture and Landscape Design
English (2 mentions)	Performing Arts: Theatre
Environmental Design	Photography & Community and Environmental Planning
Environmental Horticulture	Plant Sciences (3 mentions)
Environmental Science and Sociology	Political Science
Fine Arts (8 mentions)	Psychology (2 mentions)
Fine Arts in Architecture Landscape and Interiors	Rangeland Ecology
Forestry Ecosystem Management	Rec Management
French Literature	Religion and Philosophy
Geography	Social Ecology
Geography and Planning	Sociology
Historic Preservation	Urban and Regional Planning
History	Urban Planning (2 mentions)
Horticulture (5 mentions)	Zoology (Biodiversity & Conservation)

N=249

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

5. What are your plans for the immediate future?

To work/seek employment	203 81.5%	104 83.9%	95 79.2%	102 77.9%	101 85.6%	110 78.6%	92 85.2%
To pursue additional education	23 9.2%	13 10.5%	9 7.5%	18 13.7%	5 4.2%	18 12.9%	5 4.6%
Undecided	11 4.4%	4 3.2%	7 5.8%	7 5.3%	4 3.4%	7 5.0%	4 3.7%
Travel	12 4.8%	3 2.4%	9 7.5%	4 3.1%	8 6.8%	5 3.6%	7 6.5%
No answer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

6. Which of the following employment sectors is your primary interest?

Private practice landscape architecture firm - less than 10 employees (small)	17 6.8%	10 8.1%	7 5.8%	11 8.4%	6 5.1%	9 6.4%	7 6.5%
Private practice landscape architecture firm - 10 or more employees (mid to large)	53 21.3%	25 20.2%	27 22.5%	24 18.3%	29 24.6%	29 20.7%	24 22.2%
Private practice landscape architecture firm - no size preference	48 19.3%	22 17.7%	24 20.0%	26 19.8%	22 18.6%	27 19.3%	21 19.4%
Private practice with allied professionals (engineering, planning, architecture)	38 15.3%	20 16.1%	17 14.2%	21 16.0%	17 14.4%	25 17.9%	13 12.0%
Design build contractor	9 3.6%	5 4.0%	4 3.3%	6 4.6%	3 2.5%	5 3.6%	4 3.7%
Planning agency	5 2.0%	2 1.6%	2 1.7%	4 3.1%	1 0.8%	4 2.9%	1 0.9%
PRSM (Public sector resource management – parks, forests, wildlife, etc.) - Federal	18 7.2%	16 12.9%	2 1.7%	7 5.3%	11 9.3%	10 7.1%	8 7.4%

N=249

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>6. Which of the following employment sectors is your primary interest? (Cont.)</u>							
PSRM - State	14 5.6%	8 6.5%	6 5.0%	8 6.1%	6 5.1%	8 5.7%	6 5.6%
Local PSRM - Local	21 8.4%	7 5.6%	14 11.7%	13 9.9%	8 6.8%	12 8.6%	9 8.3%
PSRM - Not for profit	13 5.2%	3 2.4%	10 8.3%	3 2.3%	10 8.5%	3 2.1%	10 9.3%
Academic institution	5 2.0%	1 0.8%	4 3.3%	2 1.5%	3 2.5%	2 1.4%	3 2.8%
Other	5 2.0%	3 2.4%	2 1.7%	3 2.3%	2 1.7%	3 2.1%	2 1.9%
No response	3 1.2%	2 1.6%	1 0.8%	3 2.3%	0 0.0%	3 2.1%	0 0.0%

Other answers:

- Anyone who will hire me in this economy
- Catholic Campus Ministry
- International
- Undecided on whether to stick with anything close to LA or not
- Working for a Christian Ministry

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
		Male	Female	Undergrad	Grad	21 to 25	26 or older	
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%	
<u>7. How many job interviews have you had during your final semester in school?</u>								
None	132 53.0%	63 50.8%	68 56.7%	60 45.8%	72 61.0%	63 45.0%	69 63.9%	
1	51 20.5%	23 18.5%	26 21.7%	29 22.1%	22 18.6%	31 22.1%	20 18.5%	
2	25 10.0%	12 9.7%	11 9.2%	14 10.7%	11 9.3%	18 12.9%	6 5.6%	
3	25 10.0%	16 12.9%	9 7.5%	17 13.0%	8 6.8%	18 12.9%	7 6.5%	
4	4 1.6%	1 0.8%	3 2.5%	3 2.3%	1 0.8%	3 2.1%	1 0.9%	
5	2 0.8%	1 0.8%	1 0.8%	1 0.8%	1 0.8%	1 0.7%	1 0.9%	
6 to 10	5 2.0%	5 4.0%	0 0.0%	4 3.1%	1 0.8%	3 2.1%	2 1.9%	
11 or more	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	
No answer	5 2.0%	3 2.4%	2 1.7%	3 2.3%	2 1.7%	3 2.1%	2 1.9%	
Mean	1.0	1.1	0.8	1.2	0.7	1.2	0.7	

7a. Please comment on how the interview process went:

- All interviews went well with job offers after interview.
- Both interviews have been very preliminary.
- Both of them were going well.
- Comfortable situation. The companies seemed positive, yet they were not actively hiring.
- Excellent.
- Fine. Getting a job wasn't so hard as finding the job that I wanted that paid fairly.
- Fine. It was an enjoyable conversation.
- For this position (the one I interviewed for during my last semester - I now have a different position), I was the only person they interviewed, so it was pretty casual.
- Good, presented in front of five employees and got a tour of the offices.
- Good. I got a job.
- Got the job.
- Great!
- Great. I got the job.
- I am still in the process of interviewing. The interview process went well. I met with the firm face to face then participated in a phone interview.
- I am still in the process of scheduling and attending interviews.
- I contacted them, they emailed interest, we set up a time for me to come by their offices over my spring break, I spent about an hour talking with the representative, then I followed up about a week or two later with emails and calls.
- I feel like it went rather well for the first interview in the career of interviews to come.
- I got a job at a small ecology firm. most were impressed but many smaller firms were not hiring.
- I had two interviews at LABash and one phone interview which has led to a face to face interview.
- I interviewed for internships through the student conservation association. All interviews were conducted over the telephone. I felt that each one went very well. I was able to highlight my qualifications for the job and also learned more about each position.
- I interviewed with one firm on a campus visit. The others were at LABash. So all were pretty brief - only about 30 minutes.
- I received lots of attitude about what I did and did not know, and a few false compliments on my rendering skills.
- I talked to a man on the phone about working for his company and he offered me a job.
- I turned down a full time position with a small scale residential design build firm.
- I was never contacted after any of my interviews although they all went pretty smooth.
- I was offered a job at one, however I was not interested in the firm. The second did not have a position advertised, however they agreed to meet with me and upon reviewing my portfolio they are looking into the feasibility of creating a new position because they want to hire me. The other two were informational interviews and did not terminate with either an offer or a rejection.
- In order to gain a better grasp on the construction process of design, I have chosen to work for a small design build company. For all three interviews, I first spoke by phone to set up an appointment, then met in person to complete the interview process.
- Interview went well but not hired due to lack of funds.
- It seemed as though nobody was actually hiring, but that they were just willing to talk.
- It was a casual interview where we discussed my capstone project. I did not receive a job offer.
- It was a good interview!

7a. Please comment on how the interview process went: (continued)

- It was a lot longer than I expected but went well. I met with various employees of the company, and was at their office for about 2.5 hours. They didn't ask 'typical' interview questions, but it was rather more of a conversation about myself, the company, and the internship.
- It was a phone interview and it went pretty well.
- It was an informal 'get to know you' initial interview. Overall it went well.
- It was an open house for a multi-discipline firm. They showed me around the office and I talked to the main Landscape Architects. I gave them my resume and portfolio. I also called back in a week to follow up but I did not receive a return call.
- It was brief.
- It was a delightful experience speaking directly with the director of the campus ministry program. It was an over the phone interview speaking of interests, vocations and passions for ministry.
- It was set up through our career fair, then scheduled for the next day. It was an interview done, but not by someone who was hiring.
- It was through a career fair. only 1 of the 3 firms that I interviewed was actually hiring.
- It was very informal, but I had already interned with the company the year past, so they were familiar with my work and knew pretty well already.
- It went overall well, except for no job offerings.
- It went pretty well. The interviewer liked my portfolio; unfortunately a position was not available.
- It went very well. I was well prepared due to the Professional Practice course that the BLA Program at Maryland offers.
- It went well, I got an internship to start of graduation with.
- It went well, it seems there are more jobs available then in the last 2 years.
- It went well. The gentlemen interviewing me were somewhat laid back and relaxed which made me feel more comfortable.
- It went well. I had a phone interview with the New York city Parks and Rec. dept. and it was more laid back than I imagined. It was fairly simple questions concerning my plans and goals for the job.
- Lengthy and gave good insight on what the company is about, which gave me a good idea on what it would be like to work there.
- Professional.
- Successful.
- Terrible, said economy wasn't sufficient hiring people
- The firm did not seem receptive to entry level landscape architects.
- The interview lasted for ~90 minutes with the two top principals/founders. We walked through my background and resume then reviewed a hard copy of my portfolio. They were very interested in my digital software proficiency, how I worked in team settings, under stress of deadlines, and how I thought I would transition from academia to the professional office setting.
- The interview was for a summer internship with a city planning department. It was a fairly straight forward. I found it important to be able to discuss sustainability planning approaches relevant in northeastern cities and have a catalog of projects to reference (many of which I found through the landscape architecture magazine!)
- The interview was very lengthy and lasted several hours as we discussed my plans, the companies plans and future goals, and even visited multiple job sites to give me a showing of what they do.
- The interviews are fine, just getting one is the hard part.
- The interviews for the most part went extremely well. Most of the companies were very professional and created a comfortable environment.
- The interviews go well. They won't make the results before June.
- The job I interviewed for was not really for a landscape architect.

7a. Please comment on how the interview process went: (continued)

- The process went really well, they were casual and impressed but everyone said their firms could not hire right now.
- The process went well. The places I applied to wanted to know my experience with the construction side of landscaping, as well as my design abilities. They expected me to be able to start in labor and carry on into design when it became available.
- They didn't seem like they really needed someone to hire, they were just interviewing to allow for that connection to form.
- They went well.
- They went well, but all people I spoke with expressed hesitation at hiring anyone new since the economy hadn't fully recovered yet.
- They went well, but as many of these job openings this year's graduating class is competing with professionals already out in the field.
- They were very casual and comfortable conversations rather than rapid-fire questioning. They wanted to know about the computer skills I possess primarily and how I see my future panning out.
- They were very casual. At both they showed me what they did there at their offices, asked some questions, and got to know me and my work. They seemed impressed with my work but I didn't get either of them. At one, I was going to study abroad soon after and so they gave the position to someone else. At the other they chose someone who was bilingual because they do a lot of work overseas.
- Very difficult, expected a lot. People are looking for more experience than your average entry level student will have. The title 'entry level' now means 1-3 years of experience - not recent graduate.
- Very laid back, we went through my portfolio and construction docs. Then they showed me some of their work and then proceeded to talk about the economy.
- Very well but with tough economic times it has been tough to find any stable job or paying internship opportunity.
- Very well, yet no opportunity for employment.
- Very well. (5 mentions)
- Very well. Was invited for follow up.
- We spoke about my portfolio of academic work and about the type and quality of work that the firm performs.
- Well 3 job offers in contractor level jobs.
- Well, they were very impressed with my portfolio.
- Well. (4 mentions)
- Went very well! I ended up having two offers to choose from in two different cities!
- Went well.

N=112

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	112 100.0%	58 51.8%	50 44.6%	68 60.7%	44 39.3%	74 66.1%	37 33.0%
<u>7b. Was it what you expected?</u>							
Yes	81 72.3%	45 77.6%	34 68.0%	48 70.6%	33 75.0%	52 70.3%	28 75.7%
No	19 17.0%	9 15.5%	10 20.0%	13 19.1%	6 13.6%	14 18.9%	5 13.5%
No answer	12 10.7%	4 6.9%	6 12.0%	7 10.3%	5 11.4%	8 10.8%	4 10.8%

7c. Please explain:

INTERVIEW WENT AS EXPECTED

- Academic job interviews have a fairly set format.
- An interview is an interview, and nearly no one feels optimistic about finding a job.
- Career fair at GSD.
- Everything went as planned. I was given a tour of the office and met all the current employees and then was told I would be contacted in a few weeks.
- First set of interviews, did not expect much.
- For the most part, I walked the interviewer through my resume and portfolio and a brief talk of the firm.
- Having been through the interview process before, it was very similar this time around.
- High-style design is all about personal ego, isn't it?
- I expected to be asked what it is that drives my interests, and why I would choose to participate in campus ministry.
- I had interned with one company the previous summer, so I knew everybody I was speaking to during my interview and knew what was already expected of me. It was easy to ask questions about how things may have changed, or if changes were going to be made and how they would be implemented. The other interview was for a campus job at Texas Tech University in their Department of Planning & Administration. I knew one of my interviewers, and knew a little bit about the position. I felt comfortable asking my interviewers what would be expected of me, and tried to ask as many questions as possible to feel out the job.
- I have had interviews before. It went as most professional interviews go.
- I knew the job market is tough and would require flexibility on my part (being willing to accept an undefined job offer and going on informational interviews when regular interviews weren't available),
- I know people aren't hiring because they don't have work, I don't take it personally. I had two interviews because I was in the area and set them up. The other 18 places I applied at were too far away or weren't able to see me. The people who interviewed me were helpful and straight up with me.
- I received a job offer,
- I was asked very 'by the book' questions, which I was prepared to answer.
- I was not expecting to be offered a job, and I wasn't.
- I was prepared for the questions that they asked me.
- I wasn't asked any unexpected questions, and I was treated with respect.
- Interview for an entry level position.
- It is likely they will offer me a position.
- It is nearly impossible currently to find a job in landscape architecture. The competitiveness of actually obtaining a job in something worthwhile simply will not happen.
- It is what I prepared for in college, not anything more or less than what I expected.
- It was for the city and county of san Francisco, so it was nothing glamorous.
- It was like most other career interviews.
- It was thorough and gave me an idea of what I would be doing when working there.
- Just express my real ideas and exchange information with each other.
- Relaxed discussion of my student work, my interests and how they fit in with the firm.
- The economy is down and I applied to Design Build firms. These places wanted to hire new landscape architects, but right now money doesn't really allow for it. So they're modifying their hiring practice, and I think it was a great idea. I look forward to learning about the company from the ground up, literally.

7c. Please explain (continued):

INTERVIEW WENT AS EXPECTED (continued)

- The interview mainly sought to gauge my interest in their firm and my communication skills
- The interview was more of an informality, as it was a temporary position. I'm now holding down two different positions, for which I interviewed for...those were fine as well (what I expected as far as questions, level of formality, etc.).
- The open house went how I expected it but I was also expecting to get a return call.
- There were no unexpected questions or comments that caught me off guard. I had everything that I need to do the full interview and showcase my talents and abilities.
- They were professional and asked challenging, thought provoking questions.
- Though we are warned about 'trick questions' and behavioral analysis, I feel that an honest reaction is all that would be necessary. However, I have not yet had the experience of interviewing with a private firm. Perhaps I should beware when I do after my SCA/AmeriCorps position is over!
- To be completely honest, I expected contractors and landscapers to have a less-than-positive opinion on landscape architects who have little to none job site experience. This is a major reason in my choice to first gain building experience - I would like to have the most diverse background possible.
- Typical interview.
- We talked about my past internship experience and portfolio work.

INTERVIEW DID NOT GO AS EXPECTED

- As hard as I have worked through my whole career at UK I thought my effort would pay off and it is frustrating.
- Expected to be hired.
- I asked if I should be expecting to hear back from the interviewer and she said no, that I should still send my work to the firm. It was a bit of a waste of time and did not seem like it would be when I signed up for the interview.
- I expected more direct questions, strengths, weaknesses, etc.
- I had a few connections and recommendations from good people, so they offered me the job before the interview was even over.
- I received 2 job offers after 3 interviews, which was better than I expected considering the market.
- I was hoping to get an interview, but he offered me a job over the phone, so it was better than I expected.
- It was a lot less stressful than initially anticipated.
- It was more laid back and casual that I had thought.
- It was my first job interview, so I didn't know what to expect aside from what I've heard about interviews. It was a lot easier than I thought it would be, as far as answering their questions and being comfortable.
- It was one-sided in that I didn't really have an opportunity to ask them any questions back which was much different from when I interviewed after getting my first degree and job in business. This interview was the toughest and I have been through all day interviews for fortune 100 companies.
- The experience is very important. I want to get a contract at least, but they don't give a guarantee.
- The interview was very informal.
- The pay is a lot less right now due to the economy.
- They needed a foreman to run a crew, not a designer.
- They seemed to have little time for the interview and rushed me through the entire process.
- Went better than expected.

N=249

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>8. What salary expectation do/did you have?</u>							
No expectation	91 36.5%	49 39.5%	41 34.2%	57 43.5%	34 28.8%	58 41.4%	33 30.6%
<\$30,000	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
\$30,000 to \$34,999	14 5.6%	9 7.3%	5 4.2%	13 9.9%	1 0.8%	11 7.9%	2 1.9%
\$35,000 to \$39,999	18 7.2%	10 8.1%	8 6.7%	12 9.2%	6 5.1%	14 10.0%	4 3.7%
\$40,000 to \$44,999	38 15.3%	20 16.1%	18 15.0%	23 17.6%	15 12.7%	24 17.1%	14 13.0%
\$45,000 to \$49,999	27 10.8%	9 7.3%	16 13.3%	9 6.9%	18 15.3%	11 7.9%	16 14.8%
\$50,000 or more	42 16.9%	18 14.5%	24 20.0%	6 4.6%	36 30.5%	12 8.6%	30 27.8%
No answer	19 7.6%	9 7.3%	8 6.7%	11 8.4%	8 6.8%	10 7.1%	9 8.3%
Mean	43608.4	41985.3	45041.1	38560.6	47935.1	39946.7	47910.4

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>9. Do/did you have reasonable employment prospects with ...</u>							
A former employer	47 18.9%	24 19.4%	23 19.2%	25 19.1%	22 18.6%	27 19.3%	20 18.5%
An internship organization	31 12.4%	11 8.9%	19 15.8%	17 13.0%	14 11.9%	21 15.0%	10 9.3%
Both	27 10.8%	14 11.3%	12 10.0%	15 11.5%	12 10.2%	16 11.4%	11 10.2%
Neither	123 49.4%	66 53.2%	56 46.7%	65 49.6%	58 49.2%	67 47.9%	55 50.9%
No answer	21 8.4%	9 7.3%	10 8.3%	9 6.9%	12 10.2%	9 6.4%	12 11.1%

N=249

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>10. How many job offers have you had to date?</u>							
None	146 58.6%	73 58.9%	73 60.8%	74 56.5%	72 61.0%	79 56.4%	67 62.0%
1	61 24.5%	28 22.6%	31 25.8%	31 23.7%	30 25.4%	36 25.7%	24 22.2%
2	21 8.4%	12 9.7%	8 6.7%	14 10.7%	7 5.9%	15 10.7%	6 5.6%
3	4 1.6%	3 2.4%	1 0.8%	2 1.5%	2 1.7%	2 1.4%	2 1.9%
4	2 0.8%	1 0.8%	1 0.8%	1 0.8%	1 0.8%	0 0.0%	2 1.9%
No answer	15 6.0%	7 5.6%	6 5.0%	9 6.9%	6 5.1%	8 5.7%	7 6.5%
Mean	0.5	0.6	0.5	0.6	0.5	0.5	0.5

N=88

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	88 100.0%	44 50.0%	41 46.6%	48 54.5%	40 45.5%	53 60.2%	34 38.6%
<u>10b. What starting salary were you offered?</u>							
Less than \$30,000	13 14.8%	9 20.5%	4 9.8%	11 22.9%	2 5.0%	12 22.6%	1 2.9%
\$30,000 to \$34,999	18 20.5%	11 25.0%	7 17.1%	12 25.0%	6 15.0%	13 24.5%	5 14.7%
\$35,000 to \$39,999	6 6.8%	4 9.1%	2 4.9%	4 8.3%	2 5.0%	2 3.8%	4 11.8%
\$40,000 to \$44,999	16 18.2%	11 25.0%	5 12.2%	9 18.8%	7 17.5%	9 17.0%	6 17.6%
\$45,000 to \$49,999	12 13.6%	5 11.4%	6 14.6%	7 14.6%	5 12.5%	8 15.1%	4 11.8%
\$50,000 to \$59,999	7 8.0%	2 4.5%	5 12.2%	0 0.0%	7 17.5%	0 0.0%	7 20.6%
\$60,000 or more	3 3.4%	1 2.3%	2 4.9%	1 2.1%	2 5.0%	1 1.9%	2 5.9%
Mean	39087.2	36279.1	42694.8	35015.9	44865.8	34954.2	45400.0

11. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job.
(N=249)

	(1) Most important	(2)	(3)	(4)	(5)	(6) Least important	Total
Type of organization	61 24.5%	72 28.9%	51 20.5%	18 7.2%	18 7.2%	7 2.8%	227 91.2%
Specialties within the organization	43 17.3%	62 24.9%	56 22.5%	27 10.8%	15 6.0%	21 8.4%	224 90.0%
Reputation of the organization	46 18.5%	79 31.7%	43 17.3%	36 14.5%	17 6.8%	5 2.0%	226 90.8%
Geographic location	82 32.9%	58 23.3%	38 15.3%	17 6.8%	15 6.0%	17 6.8%	227 91.2%
Starting salary	23 9.2%	54 21.7%	78 31.3%	25 10.0%	27 10.8%	19 7.6%	226 90.8%
Position description	48 19.3%	69 27.7%	52 20.9%	15 6.0%	21 8.4%	22 8.8%	227 91.2%

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

11. (continued) Type of organization

(1) Most important	61 24.5%	31 25.0%	28 23.3%	28 21.4%	33 28.0%	33 23.6%	28 25.9%
(2)	72 28.9%	42 33.9%	29 24.2%	38 29.0%	34 28.8%	37 26.4%	35 32.4%
(3)	51 20.5%	23 18.5%	28 23.3%	30 22.9%	21 17.8%	31 22.1%	19 17.6%
(4)	18 7.2%	7 5.6%	11 9.2%	8 6.1%	10 8.5%	11 7.9%	7 6.5%
(5)	18 7.2%	7 5.6%	11 9.2%	11 8.4%	7 5.9%	12 8.6%	6 5.6%
(6) Least important	7 2.8%	4 3.2%	3 2.5%	3 2.3%	4 3.4%	5 3.6%	2 1.9%

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

11. (continued) Specialties within the organization

(1) Most important	43 17.3%	25 20.2%	18 15.0%	21 16.0%	22 18.6%	25 17.9%	18 16.7%
(2)	62 24.9%	28 22.6%	34 28.3%	38 29.0%	24 20.3%	37 26.4%	25 23.1%
(3)	56 22.5%	31 25.0%	23 19.2%	29 22.1%	27 22.9%	34 24.3%	22 20.4%
(4)	27 10.8%	15 12.1%	12 10.0%	15 11.5%	12 10.2%	16 11.4%	11 10.2%
(5)	15 6.0%	7 5.6%	8 6.7%	4 3.1%	11 9.3%	6 4.3%	9 8.3%
(6) Least important	21 8.4%	8 6.5%	12 10.0%	11 8.4%	10 8.5%	11 7.9%	9 8.3%

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>11. (continued) Reputation of the organization</u>							
(1) Most important	46 18.5%	27 21.8%	19 15.8%	22 16.8%	24 20.3%	22 15.7%	24 22.2%
(2)	79 31.7%	44 35.5%	35 29.2%	46 35.1%	33 28.0%	50 35.7%	29 26.9%
(3)	43 17.3%	20 16.1%	22 18.3%	22 16.8%	21 17.8%	23 16.4%	20 18.5%
(4)	36 14.5%	15 12.1%	20 16.7%	18 13.7%	18 15.3%	22 15.7%	14 13.0%
(5)	17 6.8%	7 5.6%	9 7.5%	8 6.1%	9 7.6%	9 6.4%	7 6.5%
(6) Least important	5 2.0%	1 0.8%	4 3.3%	2 1.5%	3 2.5%	3 2.1%	2 1.9%

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

11. (continued) Geographic location

(1) Most important	82 32.9%	42 33.9%	40 33.3%	38 29.0%	44 37.3%	36 25.7%	45 41.7%
(2)	58 23.3%	30 24.2%	25 20.8%	31 23.7%	27 22.9%	39 27.9%	19 17.6%
(3)	38 15.3%	19 15.3%	19 15.8%	18 13.7%	20 16.9%	20 14.3%	18 16.7%
(4)	17 6.8%	11 8.9%	6 5.0%	11 8.4%	6 5.1%	11 7.9%	6 5.6%
(5)	15 6.0%	7 5.6%	8 6.7%	9 6.9%	6 5.1%	10 7.1%	5 4.6%
(6) Least important	17 6.8%	5 4.0%	12 10.0%	11 8.4%	6 5.1%	13 9.3%	4 3.7%

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>11. (continued) Starting salary</u>							
(1) Most important	23 9.2%	9 7.3%	14 11.7%	10 7.6%	13 11.0%	13 9.3%	10 9.3%
(2)	54 21.7%	31 25.0%	23 19.2%	22 16.8%	32 27.1%	27 19.3%	26 24.1%
(3)	78 31.3%	36 29.0%	40 33.3%	46 35.1%	32 27.1%	48 34.3%	30 27.8%
(4)	25 10.0%	13 10.5%	12 10.0%	14 10.7%	11 9.3%	13 9.3%	12 11.1%
(5)	27 10.8%	15 12.1%	11 9.2%	17 13.0%	10 8.5%	20 14.3%	7 6.5%
(6) Least important	19 7.6%	10 8.1%	9 7.5%	9 6.9%	10 8.5%	8 5.7%	11 10.2%

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

11. (continued) Position description

(1) Most important	48 19.3%	18 14.5%	30 25.0%	23 17.6%	25 21.2%	25 17.9%	23 21.3%
(2)	69 27.7%	35 28.2%	33 27.5%	32 24.4%	37 31.4%	37 26.4%	32 29.6%
(3)	52 20.9%	28 22.6%	24 20.0%	28 21.4%	24 20.3%	33 23.6%	19 17.6%
(4)	15 6.0%	10 8.1%	4 3.3%	8 6.1%	7 5.9%	9 6.4%	5 4.6%
(5)	21 8.4%	11 8.9%	10 8.3%	12 9.2%	9 7.6%	13 9.3%	8 7.4%
(6) Least important	22 8.8%	12 9.7%	9 7.5%	15 11.5%	7 5.9%	12 8.6%	10 9.3%

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

12. In your job search, do/did you feel restricted to one geographical area for reasons of necessity or personal preference?

Yes	129 51.8%	61 49.2%	67 55.8%	60 45.8%	69 58.5%	64 45.7%	64 59.3%
No	97 39.0%	52 41.9%	43 35.8%	58 44.3%	39 33.1%	65 46.4%	32 29.6%
No answer	23 9.2%	11 8.9%	10 8.3%	13 9.9%	10 8.5%	11 7.9%	12 11.1%

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

13. Do you intend to seek state registration as a Landscape Architect?

Yes	181 72.7%	98 79.0%	80 66.7%	91 69.5%	90 76.3%	101 72.1%	79 73.1%
No	7 2.8%	3 2.4%	4 3.3%	5 3.8%	2 1.7%	5 3.6%	2 1.9%
Uncertain	39 15.7%	13 10.5%	26 21.7%	21 16.0%	18 15.3%	22 15.7%	17 15.7%
No answer	22 8.8%	10 8.1%	10 8.3%	14 10.7%	8 6.8%	12 8.6%	10 9.3%

N=249

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%
<u>14. Have you started or accepted a job?</u>							
Yes	53 21.3%	28 22.6%	23 19.2%	32 24.4%	21 17.8%	34 24.3%	18 16.7%
No	175 70.3%	87 70.2%	87 72.5%	86 65.6%	89 75.4%	95 67.9%	80 74.1%
No answer	21 8.4%	9 7.3%	10 8.3%	13 9.9%	8 6.8%	11 7.9%	10 9.3%

N=53

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	28 52.8%	23 43.4%	32 60.4%	21 39.6%	34 64.2%	18 34.0%

15a. Which of the following best describes your employer?

Private practice landscape architecture firm - less than 10 employees (small)	9 17.0%	5 17.9%	4 17.4%	5 15.6%	4 19.0%	3 8.8%	5 27.8%
Private practice landscape architecture firm - 10 or more employees (mid to large)	10 18.9%	7 25.0%	3 13.0%	4 12.5%	6 28.6%	6 17.6%	4 22.2%
Private practice with allied professionals (engineering, planning, architecture)	8 15.1%	4 14.3%	3 13.0%	4 12.5%	4 19.0%	5 14.7%	3 16.7%
Design build contractor	10 18.9%	5 17.9%	4 17.4%	9 28.1%	1 4.8%	9 26.5%	1 5.6%
Planning agency	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
PRSM (Public sector resource management – parks, forests, wildlife, etc.) - Federal	3 5.7%	1 3.6%	2 8.7%	1 3.1%	2 9.5%	2 5.9%	1 5.6%

N=53

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>15a. Which of the following best describes your employer? (Cont.)</u>							
PSRM - State	2 3.8%	1 3.6%	1 4.3%	1 3.1%	1 4.8%	1 2.9%	1 5.6%
PSRM - Local	4 7.5%	2 7.1%	2 8.7%	2 6.3%	2 9.5%	2 5.9%	2 11.1%
PSRM – Not for profit	1 1.9%	0 0.0%	1 4.3%	1 3.1%	0 0.0%	1 2.9%	0 0.0%
Academic institution	2 3.8%	0 0.0%	2 8.7%	1 3.1%	1 4.8%	1 2.9%	1 5.6%
Other	4 7.5%	3 10.7%	1 4.3%	4 12.5%	0 0.0%	4 11.8%	0 0.0%
No answer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=53

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	28 52.8%	23 43.4%	32 60.4%	21 39.6%	34 64.2%	18 34.0%
<u>15b. Is this your preferred type of employer?</u>							
Yes	32 60.4%	17 60.7%	15 65.2%	18 56.3%	14 66.7%	18 52.9%	13 72.2%
No	14 26.4%	7 25.0%	6 26.1%	10 31.3%	4 19.0%	11 32.4%	3 16.7%
Didn't have a preference	7 13.2%	4 14.3%	2 8.7%	4 12.5%	3 14.3%	5 14.7%	2 11.1%
No answer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=53

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	28 52.8%	23 43.4%	32 60.4%	21 39.6%	34 64.2%	18 34.0%
<u>16a. What is your starting salary?</u>							
Less than \$30,000	3 5.7%	1 3.6%	2 8.7%	3 9.4%	0 0.0%	3 8.8%	0 0.0%
\$30,000 to \$34,999	5 9.4%	2 7.1%	3 13.0%	4 12.5%	1 4.8%	5 14.7%	0 0.0%
\$35,000 to \$39,999	2 3.8%	1 3.6%	1 4.3%	1 3.1%	1 4.8%	1 2.9%	1 5.6%
\$40,000 to \$44,999	9 17.0%	7 25.0%	2 8.7%	5 15.6%	4 19.0%	4 11.8%	4 22.2%
\$45,000-\$49,999	5 9.4%	3 10.7%	2 8.7%	3 9.4%	2 9.5%	4 11.8%	1 5.6%
\$50,000 to \$59,999	5 9.4%	2 7.1%	3 13.0%	0 0.0%	5 23.8%	0 0.0%	5 27.8%
\$60,000 or more	1 1.9%	1 3.6%	0 0.0%	1 3.1%	0 0.0%	1 2.9%	0 0.0%
not finalized yet	20 37.7%	11 39.3%	7 30.4%	13 40.6%	7 33.3%	14 41.2%	6 33.3%
no response	3 6.7%	0 0.0	3 13.0%	2 6.3%	1 4.8%	2 5.9%	1 5.6%
Mean	42026.7	43705.9	39830.8	38658.8	46430.8	38566.7	47690.9

N=53

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	28 52.8%	23 43.4%	32 60.4%	21 39.6%	34 64.2%	18 34.0%
<u>16c. Which of the following benefits are included?</u>							
Major medical	31 58.5%	20 71.4%	10 43.5%	16 50.0%	15 71.4%	17 50.0%	13 72.2%
Life	16 30.2%	11 39.3%	5 21.7%	7 21.9%	9 42.9%	8 23.5%	8 44.4%
Profit sharing	6 11.3%	4 14.3%	2 8.7%	4 12.5%	2 9.5%	3 8.8%	3 16.7%
Car allowance	8 15.1%	4 14.3%	4 17.4%	6 18.8%	2 9.5%	4 11.8%	4 22.2%
Professional dues	10 18.9%	8 28.6%	2 8.7%	6 18.8%	4 19.0%	6 17.6%	4 22.2%
401K retirement plan	21 39.6%	13 46.4%	7 30.4%	11 34.4%	10 47.6%	11 32.4%	10 55.6%
Other	7 13.2%	4 14.3%	3 13.0%	5 15.6%	2 9.5%	4 11.8%	3 16.7%

16c. Which of the following benefits are included? (continued)

Other answers:

Educational award

Gym membership/relocation expenses covered

Gym, Moving, etc.

Pension & annuity

Room/board

SIMPLE PLAN

Vision, dental, training, some conference attendance

N=53

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	28 52.8%	23 43.4%	32 60.4%	21 39.6%	34 64.2%	18 34.0%
<u>17a. What state will you be working in?</u>							
Alabama	1 1.9%	1 3.6%	0 0.0%	0 0.0%	1 4.8%	0 0.0%	1 5.6%
Alaska	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Arizona	1 1.9%	0 0.0%	1 4.3%	1 3.1%	0 0.0%	1 2.9%	0 0.0%
Arkansas	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
California	4 7.5%	1 3.6%	3 13.0%	2 6.3%	2 9.5%	2 5.9%	2 11.1%
Colorado	2 3.8%	0 0.0%	2 8.7%	0 0.0%	2 9.5%	0 0.0%	2 11.1%
Connecticut	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Delaware	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
District of Columbia	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=53

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
Florida	6 11.3%	3 10.7%	3 13.0%	2 6.3%	4 19.0%	4 11.8%	2 11.1%
Georgia	3 5.7%	2 7.1%	1 4.3%	2 6.3%	1 4.8%	2 5.9%	1 5.6%
Hawaii	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Idaho	1 1.9%	0 0.0%	1 4.3%	0 0.0%	1 4.8%	1 2.9%	0 0.0%
Illinois	5 9.4%	4 14.3%	1 4.3%	4 12.5%	1 4.8%	4 11.8%	1 5.6%
Indiana	1 1.9%	0 0.0%	1 4.3%	1 3.1%	0 0.0%	1 2.9%	0 0.0%
Iowa	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Kansas	1 1.9%	0 0.0%	1 4.3%	0 0.0%	1 4.8%	0 0.0%	1 5.6%
Kentucky	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Louisiana	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=53

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
Maine	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Maryland	2 3.8%	2 7.1%	0 0.0%	2 6.3%	0 0.0%	1 2.9%	0 0.0%
Massachusetts	2 3.8%	2 7.1%	0 0.0%	1 3.1%	1 4.8%	1 2.9%	1 5.6%
Michigan	1 1.9%	0 0.0%	0 0.0%	1 3.1%	0 0.0%	1 2.9%	0 0.0%
Minnesota	1 1.9%	0 0.0%	0 0.0%	0 0.0%	1 4.8%	0 0.0%	1 5.6%
Mississippi	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Missouri	1 1.9%	1 3.6%	0 0.0%	0 0.0%	1 4.8%	1 2.9%	0 0.0%
Montana	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Nebraska	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Nevada	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=53

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
New Hampshire	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
New Jersey	1 1.9%	1 3.6%	0 0.0%	1 3.1%	0 0.0%	1 2.9%	0 0.0%
New Mexico	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
New York	5 9.4%	3 10.7%	2 8.7%	3 9.4%	2 9.5%	3 8.8%	2 11.1%
North Carolina	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
North Dakota	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Ohio	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Oklahoma	2 3.8%	0 0.0%	2 8.7%	2 6.3%	0 0.0%	2 5.9%	0 0.0%
Oregon	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Pennsylvania	6 11.3%	3 10.7%	3 13.0%	4 12.5%	2 9.5%	4 11.8%	2 11.1%

N=53

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
Puerto Rico	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Rhode Island	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
South Carolina	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
South Dakota	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Tennessee	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Texas	3 5.7%	2 7.1%	1 4.3%	3 9.4%	0 0.0%	2 5.9%	1 5.6%
Utah	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Vermont	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Virginia	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Washington	1 1.9%	0 0.0%	1 4.3%	1 3.1%	0 0.0%	1 2.9%	0 0.0%

N=53

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
West Virginia	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Wisconsin	1 1.9%	1 3.6%	0 0.0%	1 3.1%	0 0.0%	1 2.9%	0 0.0%
Wyoming	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
OUTSIDE US	2 3.8%	2 7.1%	0 0.0%	1 3.1%	1 4.8%	1 2.9%	1 5.6%

N=53

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	28 52.8%	23 43.4%	32 60.4%	21 39.6%	34 64.2%	18 34.0%
<u>17b. Is this your preferred location?</u>							
Yes	45 84.9%	25 89.3%	18 78.3%	27 84.4%	18 85.7%	29 85.3%	15 83.3%
No	7 13.2%	2 7.1%	5 21.7%	4 12.5%	3 14.3%	4 11.8%	3 16.7%
no answer	1 1.9%	1 3.6%	0 0.0%	1 3.1%	0 0.0%	1 2.9%	0 0.0%

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249	124	120	131	118	140	108
	100.0%	49.8%	48.2%	52.6%	47.4%	56.2%	43.4%

18. Do you anticipate pursuing another degree/additional education, either now or in the future?

Yes - will pursue another degree right away	18 7.2%	11 8.9%	6 5.0%	14 10.7%	4 3.4%	14 10.0%	4 3.7%
Yes - will pursue another degree/additional education after gaining some professional experience	47 18.9%	25 20.2%	21 17.5%	33 25.2%	14 11.9%	37 26.4%	10 9.3%
Uncertain	86 34.5%	44 35.5%	41 34.2%	47 35.9%	39 33.1%	47 33.6%	38 35.2%
Do not expect to	77 30.9%	35 28.2%	42 35.0%	24 18.3%	53 44.9%	31 22.1%	46 42.6%
no answer	21 8.4%	9 7.3%	10 8.3%	13 9.9%	8 6.8%	11 7.9%	10 9.3%

N=151

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	151 100.0%	80 53.0%	68 45.0%	94 62.3%	57 37.7%	98 64.9%	52 34.4%

19a. If you plan to pursue another degree, what degree will it be?

Bachelor	5 3.3%	4 5.0%	1 1.5%	4 4.3%	1 1.8%	4 4.1%	1 1.9%
Masters	106 70.2%	60 75.0%	44 64.7%	85 90.4%	21 36.8%	84 85.7%	21 40.4%
Ph.D.	31 20.5%	12 15.0%	18 26.5%	1 1.1%	30 52.6%	8 8.2%	23 44.2%
Other	1 0.7%	1 1.3%	0 0.0%	0 0.0%	1 1.8%	0 0.0%	1 1.9%

Other answer:

Graduate Certificate in GIS

19b. What discipline will it be in?

Architecture (6 mentions)
Architecture or business (2 mentions)
Architecture or landscape architecture (3 mentions)
Architecture or planning
Arts, architecture and or design
Astrophysics
Built environment
Business (5 mentions)
City planning
Community planning
Community/environmental design
Computer related degree
Development and construction
Ecological restoration
Ecology
Ecology or urban and regional planning
Education
Emergency management or medical school
Environmental engineering
Environmental engineering or landscape architecture
Environmental law or policy
Environmental management
Environmental science
Environmental science or Campus Ministry
Environmental Sociology
Environmental/civil engineering or planning
Finance
Fine arts
Geography (2 mentions)
Green infrastructure
Health care sustainability
Horticulture (2 mentions)
Horticulture or landscape history
Human dimensions of ecosystem management
Hydrology
Interior Design
Landscape architecture (23 mentions)
Landscape architecture or urban design (2 mentions)
Landscape architecture or urban planning (2 mentions)

Landscape architecture, architecture or urban issues
Landscape ecology or horticulture
Landscape or business
Natural resource management
Natural resources
Natural sciences
Parks and recreational development or community development
Planning (2 mentions)
Product design
Real estate development
Restoration ecology
Sociology or planning
Urban design (9 mentions)
Urban design or graphic design
Urban design, landscape architecture, design
Urban design/land use planning
Urban planning (5 mentions)
Urban planning or energy management
Urbanism (2 mentions)
Water resource management

Undecided (13 mentions)

N=151

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	151 100.0%	80 53.0%	68 45.0%	94 62.3%	57 37.7%	98 64.9%	52 34.4%

19c. What do you anticipate doing once you complete this degree?

Teach in landscape architecture	32 21.2%	12 15.0%	19 27.9%	17 18.1%	15 26.3%	15 15.3%	16 30.8%
Teach in other discipline	7 4.6%	2 2.5%	5 7.4%	3 3.2%	4 7.0%	3 3.1%	4 7.7%
Seek practice employment or start my own practice	109 72.2%	62 77.5%	44 64.7%	76 80.9%	33 57.9%	82 83.7%	26 50.0%
Other	16 10.6%	8 10.0%	8 11.8%	8 8.5%	8 14.0%	9 9.2%	7 13.5%

19c. What do you anticipate doing once you complete this degree? (continued)

Teach in landscape architecture – special interests

Art and landscape
Computer technology applications to practice
Cultural landscapes
Design studios
Designed infrastructure
Ecological design and planning
High school course
Humanitarian/healthcare design
Residential design

Teach in other discipline

Agro-ecology, landscape arts
Architecture - design studio
Community planning
Emergency management
Planning, sociology

Other

Be a tutor in universities.
Continue working with my future employer.
Direct a non-profit.
Employment other than landscape architecture
I have a few freelance gigs set up, but I would prefer to work for someone so I can learn from someone who is experienced.
Research (2 mentions)
Research or policy analyst
Search for a position that merges my educational background

Unsure (3 mentions)

N=249

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

20. How did you first learn about landscape architecture?

A landscape architect visited my elementary school (grades K to 5)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my middle school (grades 6 to 8)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my high school (grades 9 to 12)	3 1.2%	2 1.6%	1 0.8%	3 2.3%	0 0.0%	3 2.1%	0 0.0%
Talking to a landscape architect (family/friend/acquaintance)	53 21.3%	32 25.8%	20 16.7%	26 19.8%	27 22.9%	28 20.0%	25 23.1%
When I applied for a job working for one	1 0.4%	0 0.0%	1 0.8%	0 0.0%	1 0.8%	0 0.0%	1 0.9%
From a high-school counselor	8 3.2%	5 4.0%	3 2.5%	3 2.3%	5 4.2%	7 5.0%	1 0.9%
Read about it online	39 15.7%	17 13.7%	22 18.3%	24 18.3%	15 12.7%	27 19.3%	12 11.1%

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>20. How did you first learn about landscape architecture? (Cont.)</u>							
Read about it in a book, newspaper, or magazine	33 13.3%	20 16.1%	13 10.8%	16 12.2%	17 14.4%	17 12.1%	16 14.8%
Other	90 36.1%	39 31.5%	49 40.8%	46 35.1%	44 37.3%	47 33.6%	42 38.9%
No answer	22 8.8%	9 7.3%	11 9.2%	13 9.9%	9 7.6%	11 7.9%	11 10.2%

20. How did you first learn about landscape architecture? (Cont.)

Other answers

- A former employer.
- A friend that was in the program.
- An undergraduate classmate of mine was in the LA program at Iowa State.
- Applied as architecture and didn't get accepted.
- ASVAB test in high school.
- Career counselor.
- Childhood education.
- Civil engineer parent introduced me to it.
- Class in college.
- College. (2 mentions)
- College athletic department affiliation.
- College course.
- College externship.
- College friends were in the BLA program.
- Coming to college learning about design.
- Considered it as an alternative when pursuing my bachelor's degree in engineering.
- Counselor in college.
- Discovered it in undergraduate study.
- Don't remember.
- During my college search.
- During my undergraduate pursuit of an architectural degree.
- Eagle Scout project.
- Employer at the Museum of Contemporary Art, Tucson.
- Exposed to LA in university.
- Father and university professor.
- Found out about it from UCLA extension catalog.
- From a friend.
- From a high school science teacher.
- From a professor in my first year of college.
- From my dad
- Going to community college and learning landscape design and ag/hort.
- Heard about the program while in my first year of college.
- High school job.
- I attended an agricultural high school where I learned more in-depth what it was, although I was aware of the profession through my dad who had taken LA courses while at school.

20. How did you first learn about landscape architecture? (Cont.)

Other answers (continued)

- I learned about Olmsted while working at a historic site in Manhattan.
- I needed to hire one for my home.
- I wanted to combine my passion for the arts and love of the outdoors and make a career of it.
- I wrote an essay about LA in the 7th grade because some other kid already beat me to writing about architecture.
- In an architecture class.
- In college.
- In college studying environmental studies.
- Intro LA class.
- Job shadow in High School.
- Landscape architects at my workplace.
- Lecture in an architecture class.
- Made sense since I was a landscaper.
- Mass email on student account.
- Massive soul searching and research into what I wanted to do with my life.
- Master gardener program.
- My family was aware because they are designers.
- On a college visit.
- Once I got to college, my counselor informed me.
- Professor.
- Recommended by college professor.
- Reviewing degree prospects on my universities website.
- School website.
- Searching for educational opportunities on my university's website.
- Shows on HGTV.
- Summer career discovery program in architecture.
- Taking a landscape architecture elective in undergrad.
- Taking an architecture course in Community College.
- Talking to an architect.
- Through high school classmates.
- Took the intro class.
- UMD Freshman Orientation.
- Undergrad teacher.
- Undergrad classes.
- Undergraduate.
- Undergraduate institution.

20. How did you first learn about landscape architecture? (Cont.)

Other answers (continued)

- University.
- University introductory course.
- Upon arrival to UGA.
- Upon getting accepted to college.
- Was interested in environmental architecture and applied to schools offering that or LA; wasn't clear on LA until reaching Ball State and taking their LA100 class.
- Was offered as a major at my school.
- Watching HGTV shows.
- When I applied for college.
- When I started the core program at Iowa State.
- When looking up how to be a golf course architect, this seemed to be the next closest thing because golf course architecture is not a major.
- Worked at a golf course.
- Worked for a landscape nursery.
- Worked in a nursery.
- Working as an architect.
- Working for previous employer.
- Working with landscape architects as a planner.
- Working with the profession as a client.
- Zoo director told me this was the profession to do for zoo design

N=249

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	249 100.0%	124 49.8%	120 48.2%	131 52.6%	118 47.4%	140 56.2%	108 43.4%

21a. While you were studying landscape architecture, did you visit an elementary, middle, or high school to talk about the profession?

Yes	46 18.5%	20 16.1%	26 21.7%	28 21.4%	18 15.3%	28 20.0%	18 16.7%
No	181 72.7%	95 76.6%	83 69.2%	90 68.7%	91 77.1%	101 72.1%	79 73.1%
No answer	22 8.8%	9 7.3%	11 9.2%	13 9.9%	9 7.6%	11 7.9%	11 10.2%

N=46

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	46 100.0%	20 43.5%	26 56.5%	28 60.9%	18 39.1%	28 60.9%	18 39.1%
<u>21b. If yes, how many times?</u>							
Once	26 56.5%	11 55.0%	15 57.7%	18 64.3%	8 44.4%	19 67.9%	7 38.9%
Two to four times	18 39.1%	9 45.0%	9 34.6%	9 32.1%	9 50.0%	8 28.6%	10 55.6%
Five or more times	2 4.3%	0 0.0%	2 7.7%	1 3.6%	1 5.6%	1 3.6%	1 5.6%
No answer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=46

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	46 100.0%	20 43.5%	26 56.5%	28 60.9%	18 39.1%	28 60.9%	18 39.1%
<u>21c. If yes, what grades did you talk to?</u>							
Elementary school (grades K to 5)	17 37.0%	7 35.0%	10 38.5%	10 35.7%	7 38.9%	10 35.7%	7 38.9%
Middle school (grades 6 to 8)	11 23.9%	6 30.0%	5 19.2%	5 17.9%	6 33.3%	5 17.9%	6 33.3%
High school (grades 9 to 12)	21 45.7%	9 45.0%	12 46.2%	14 50.0%	7 38.9%	14 50.0%	7 38.9%