

Lewis&Clark

American Society of Landscape Architects

2014 Survey of Graduating Students

Introduction

An online survey was completed in the spring and summer of 2014 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

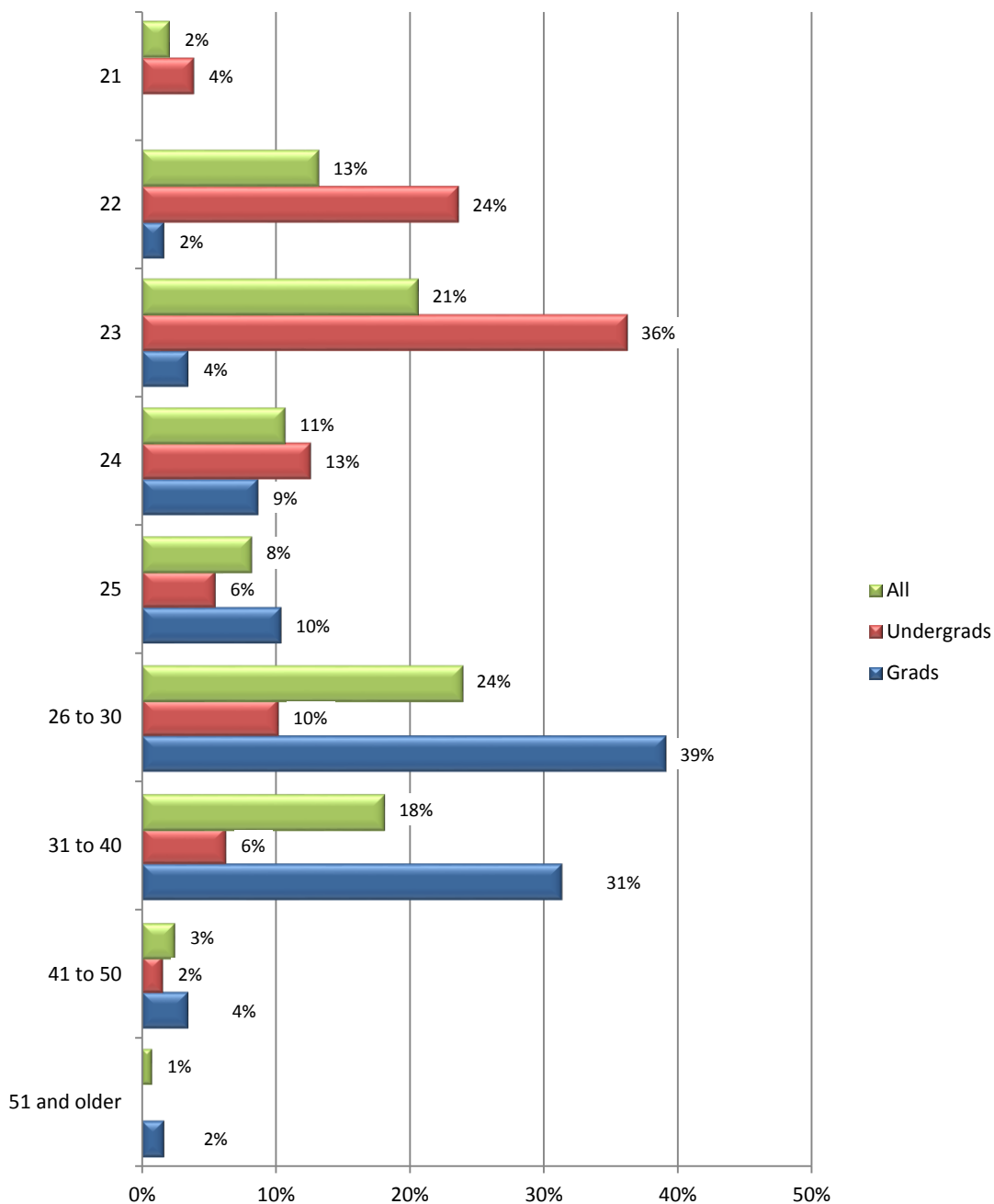
Lewis&Clark is a full-service market research, competitive intelligence, and strategic marketing firm started in 1983. We help organizations to develop, evolve, and grow by allowing them to better understand their members, their employees, their customers, and their marketplace. Lewis&Clark works with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

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

Age

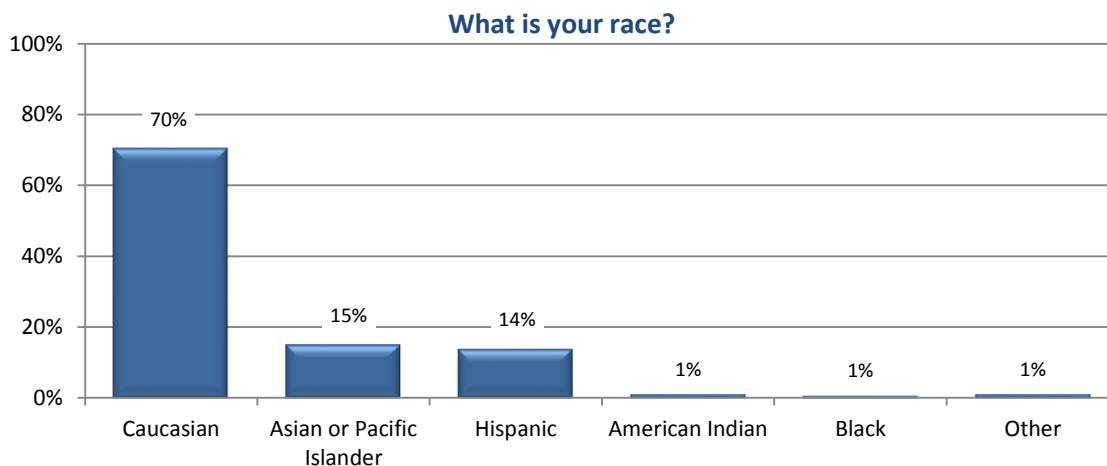
The average age of respondents is 24 for undergraduates, 30 for graduate students, and 27 overall. This is similar to previous years.

What is your age?



Race

A majority of respondents (70%) indicate they are Caucasian. This percentage is lower than in previous years.

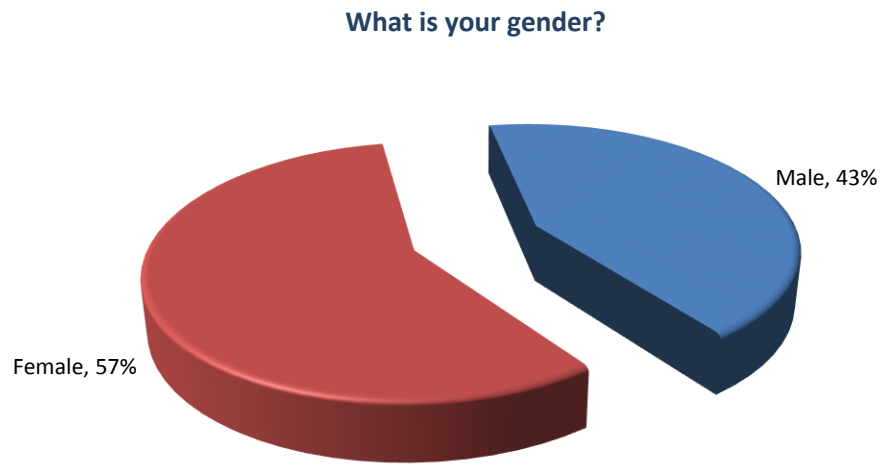


COMPARISON WITH PREVIOUS YEARS

| | Caucasian | Asian/ Pacific Islander | Black | Hispanic | American Indian | Other |
|-------------|-----------|-------------------------------|-------|----------|--------------------|-------|
| 2014 | 70% | 15% | 1% | 14% | 1% | 1% |
| 2013 | 84% | 12% | 1% | 6% | 2% | 1% |
| 2012 | 82% | 8% | 2% | 4% | 1% | 4% |
| 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

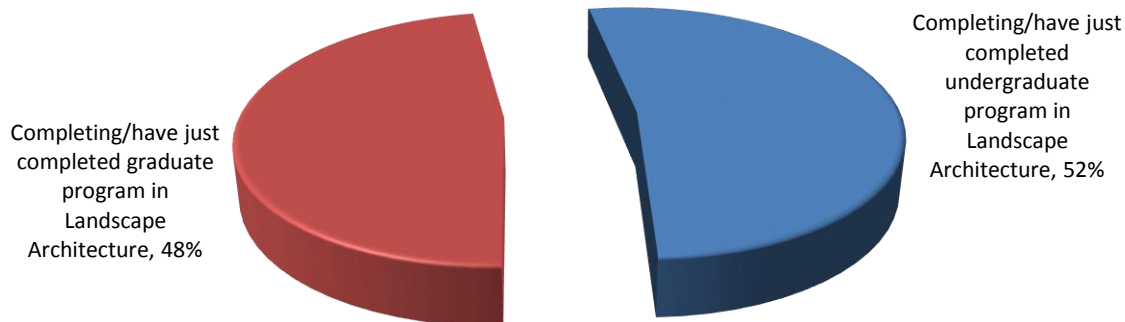
Female students comprise 57% of respondents, versus 43% for males.



Current Educational Status

Out of 243 respondents who indicated their status, 52% are undergraduate students and 48% are 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 Architecture (18 mentions); Landscape Architecture (12 mentions); Environmental Science (7 mentions); Horticulture (5 mentions); Fine Arts (4 mentions); Environmental Design and Biology (3 mentions each); and Art History, Communication, Environmental Planning, Geography, Graphic Design, Journalism, Philosophy, and Urban Studies (2 mentions each).

Current Educational Status (continued)

Schools attended by respondents

| # of students | Undergraduate school |
|---------------|--|
| 21 | California Polytechnic State University, San Luis Obispo |
| 19 | Pennsylvania State University |
| 9 | University of Kentucky |
| 8 | California Polytechnic University of California, Pomona |
| 6 | Arizona State University |
| 5 | Ball State University |
| 4 | State University of New York College of Environmental Science and Forestry |
| 4 | University of Illinois, Urbana-Champaign |
| 3 | Cornell University |
| 3 | Iowa State University |
| 3 | Louisiana State University |
| 3 | Purdue University |
| 3 | University of California, Davis |
| 2 | Boston Architectural College |
| 2 | Colorado State University |
| 2 | North Dakota State University |
| 2 | Rutgers University |
| 2 | University of Florida |
| 2 | University of Georgia |
| 2 | University of Montreal |
| 2 | University of Rhode Island |
| 2 | University of Washington |
| 2 | University of Wisconsin |
| 2 | West Virginia University |

One mention each: Mesa College, Michigan State University, Oklahoma State University, Philadelphia University, South Dakota State University, Temple University, Texas A&M University, Texas Tech University, University of California Berkeley Extension, University of Maryland, University of Massachusetts, University of Minnesota, Virginia Tech

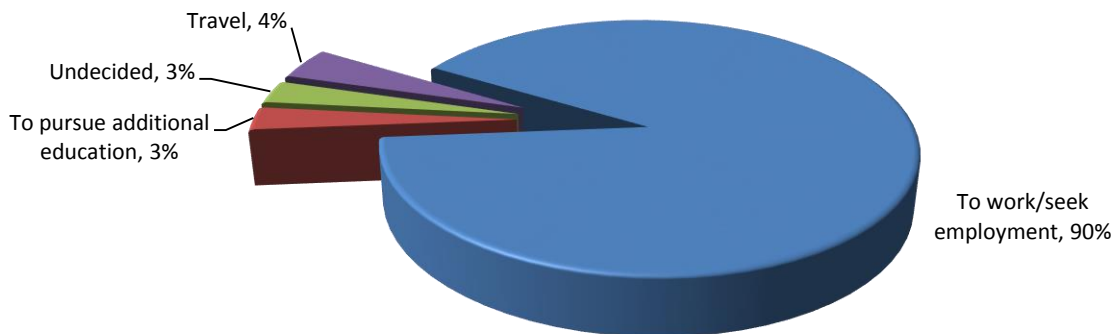
| # of students | Graduate school |
|---------------|--|
| 12 | University of Southern California |
| 11 | Harvard University |
| 9 | University of Arizona |
| 6 | California Polytechnic University of California, Pomona |
| 5 | Cornell University |
| 5 | Kansas State University |
| 5 | University of New Mexico |
| 5 | University of Texas |
| 5 | University of Washington |
| 4 | Chatham University |
| 4 | City College of New York |
| 4 | University of California - Los Angeles |
| 4 | University of California Berkeley |
| 3 | Auburn University |
| 3 | Louisiana State University |
| 3 | University of Colorado Denver |
| 3 | University of Georgia |
| 2 | Pennsylvania State University |
| 2 | Rhode Island School of Design |
| 2 | State University of New York College of Environmental Science and Forestry |
| 2 | University of Illinois - Urbana-Champaign |
| 2 | University of Oregon |
| 2 | University of Pennsylvania |

One mention each: Arizona State University, Florida International University, Iowa State University, Temple University, The Ohio State University, University of Michigan, University of Minnesota, University of Virginia, Virginia Tech, Washington University in St. Louis

Plans For Immediate Future

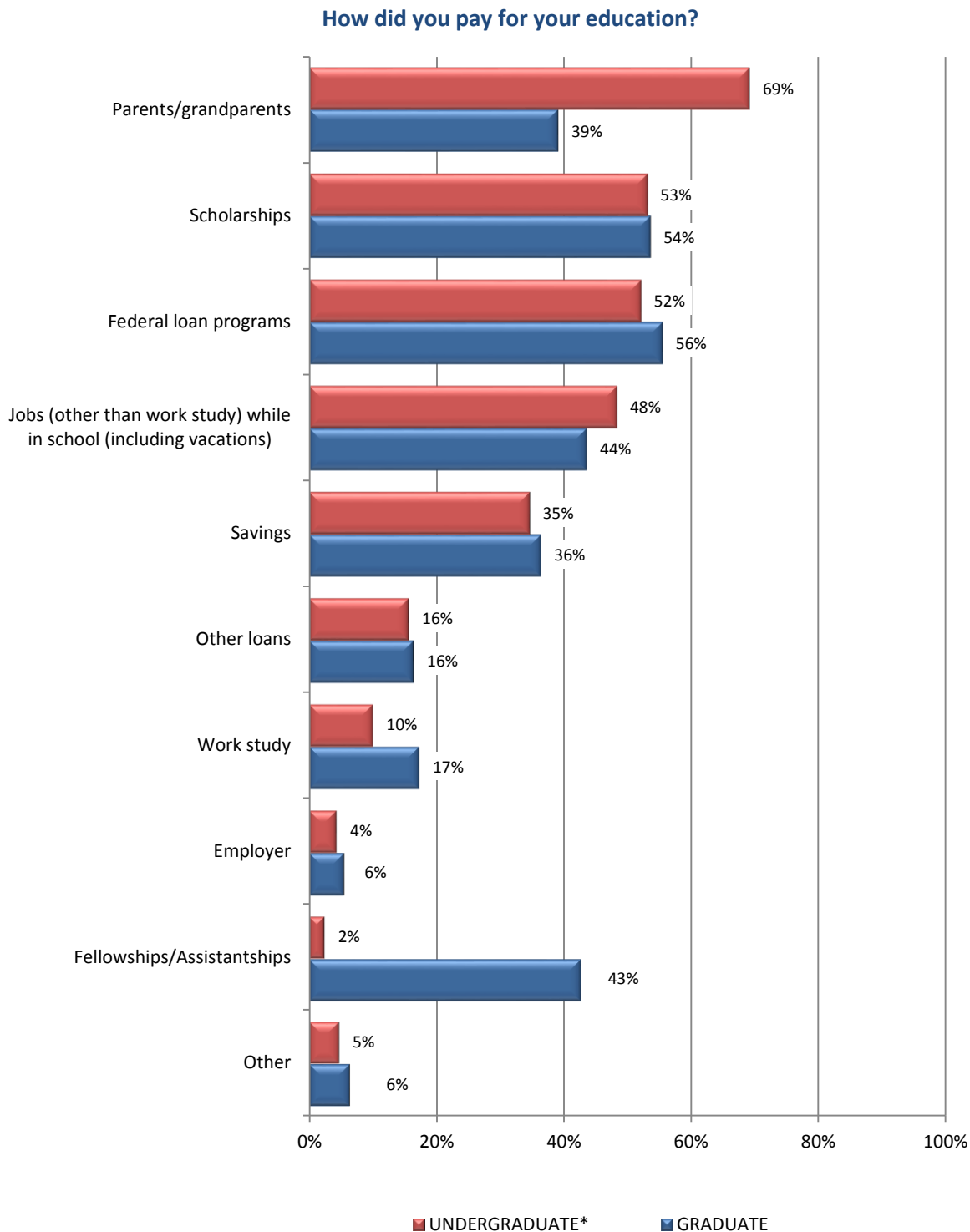
Most respondents (90%) indicate that their plans for the immediate future involve either working or seeking employment, while 4% plan to travel, 3% plan to pursue additional education, and 3% are undecided. This represents an increase in the percentage of respondents who plan to work or seek work.

What are your plans for the immediate future?



Paying for Education

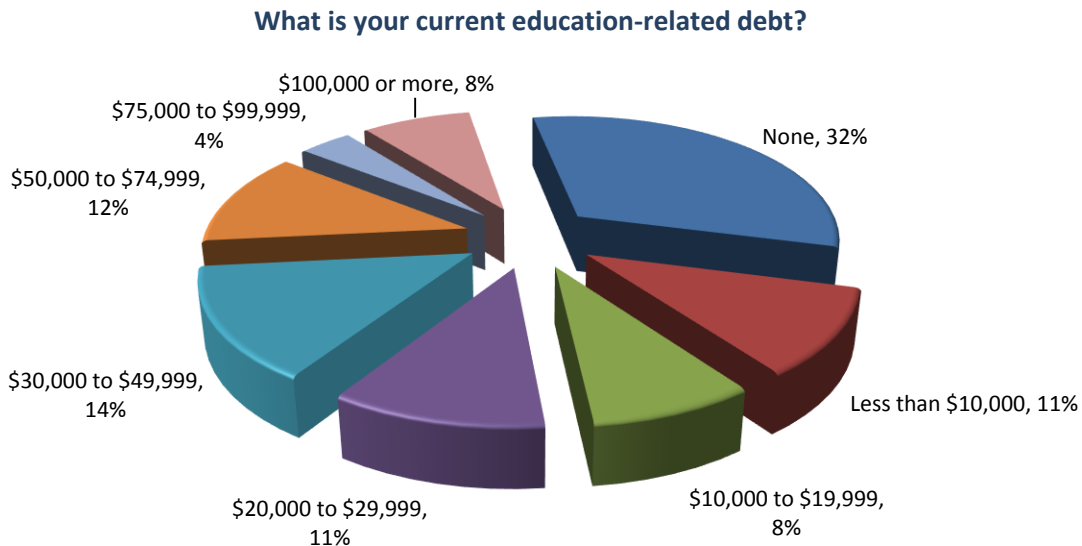
The most frequently cited source of funds for undergraduate education is parents/grandparents (69%), while for graduate education it is federal loan programs (56%) and scholarships (54%).



*includes undergraduate expenses reported by current graduate students.

Paying for Education (continued)

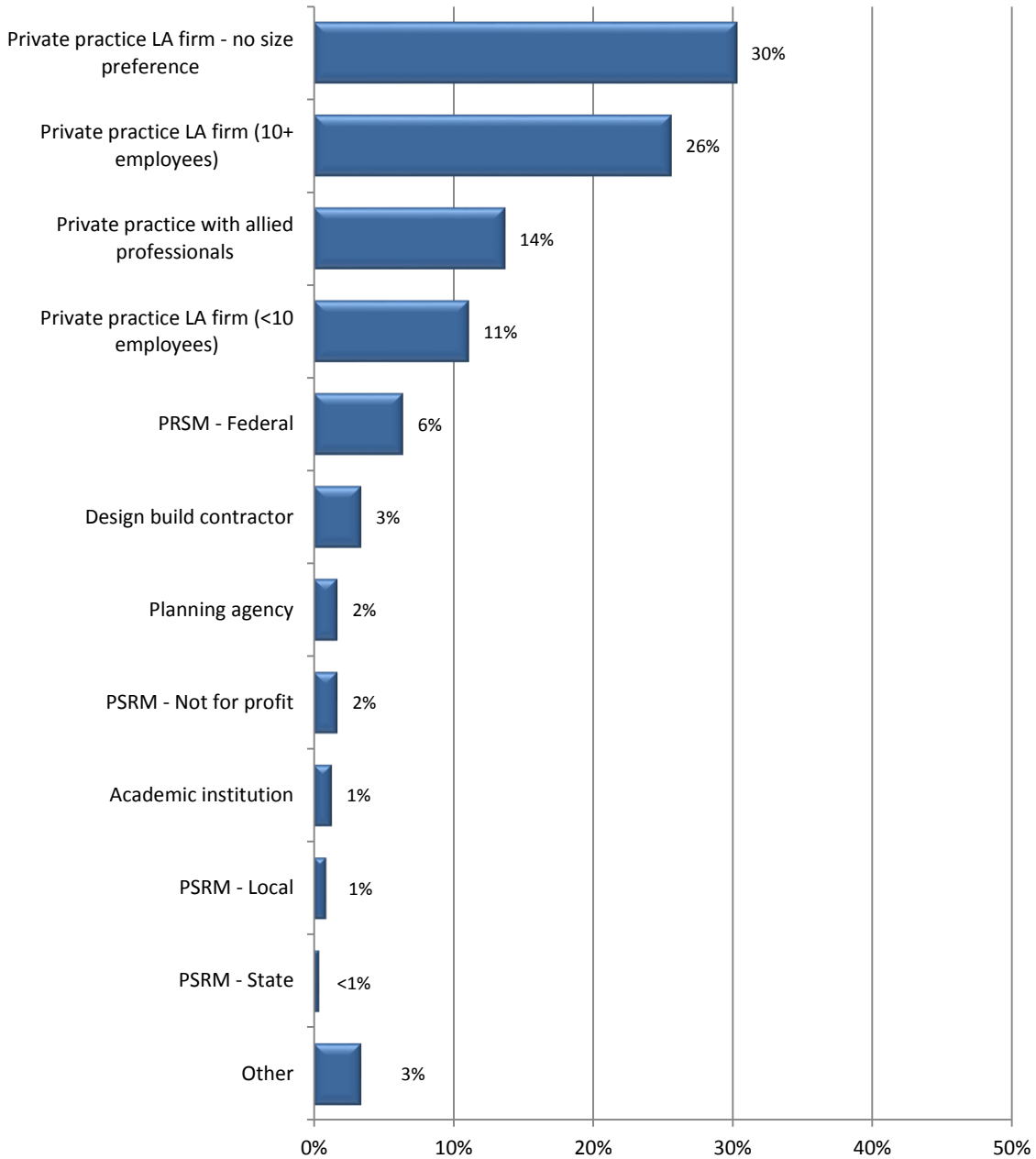
On average, students earning an undergraduate degree have approximately \$23,400 in education-related debt and those earning a graduate degree have approximately \$35,100 in education related debt. Overall, one-half of respondents (49%) owe \$20,000 or more, and one-quarter (24%) owe \$50,000 or more.



Desired Type of Employer

Two-thirds of respondents (67%) indicate that they are primarily interested in seeking employment in a private practice LA firm – either one of any size (30%), one with 10 or more employees (26%), or one with less than 10 employees (11%).

Which of the following employment sectors is your primary interest?



Desired Type of Employer (continued)

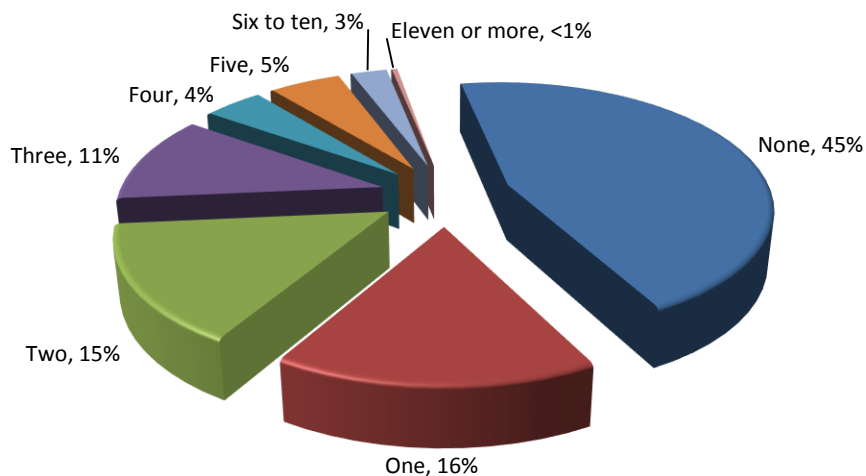
COMPARISON WITH PREVIOUS YEARS

| | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <i>Private Practice LA firm</i> | | | | | | | | | | | | | | | | |
| <10 employees | 11% | 14% | 10% | 7% | 11% | 13% | 11% | 17% | 20% | 13% | 14% | 17% | 15% | 15% | 16% | 22% |
| 10+ employees | 26% | 24% | 22% | 21% | 16% | 19% | 33% | 30% | 30% | 30% | 28% | 22% | 24% | 30% | 23% | 20% |
| no size preference | 30% | 16% | 17% | 19% | 24% | 20% | 18% | 13% | 15% | 21% | 18% | 18% | 19% | 14% | 18% | 21% |
| TOTAL LA firm | 67% | 54% | 49% | 47% | 51% | 52% | 62% | 60% | 65% | 64% | 60% | 57% | 58% | 59% | 57% | 63% |
| <i>Public Sector Resource Management (PSRM)</i> | | | | | | | | | | | | | | | | |
| Federal | 6% | 4% | 5% | 7% | 6% | | | | | | | | | | | |
| State | <1% | 4% | 6% | 6% | 6% | | | | | | | | | | | |
| Local | 1% | 4% | 5% | 8% | 6% | | | | | | | | | | | |
| Non-profit | 2% | 2% | 4% | 5% | 5% | | | | | | | | | | | |
| TOTAL PRSM | 9% | 14% | 20% | 26% | 23% | 18% | 3% | 5% | 5% | 8% | 7% | 9% | 8% | 6% | 4% | 7% |
| Private Practice w/Allied Professionals | 14% | 23% | 17% | 15% | 19% | 16% | 17% | 23% | 18% | 18% | 19% | 17% | 19% | 21% | 22% | 21% |
| Design/build Contractor | 3% | 4% | 5% | 4% | 4% | 5% | 7% | 8% | 5% | 6% | 8% | 10% | 10% | 10% | 8% | 2% |
| Planning Agency | 2% | 2% | 3% | 2% | 1% | 3% | 2% | 3% | 2% | 1% | 1% | 2% | 2% | 2% | 2% | 4% |
| Academic Institution | 1% | 3% | 3% | 2% | 2% | 2% | 3% | 0% | 2% | 2% | 2% | 1% | 1% | 1% | 0% | 0% |
| Other | 3% | 2% | 3% | 2% | 1% | 5% | 3% | 2% | 3% | 3% | 4% | 4% | 3% | 2% | 6% | 3% |

Job Interviews

Respondents had, on average, between one and two job interviews during their final semester in school. Close to two-fifths of respondents (38%) had two or more interviews.

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

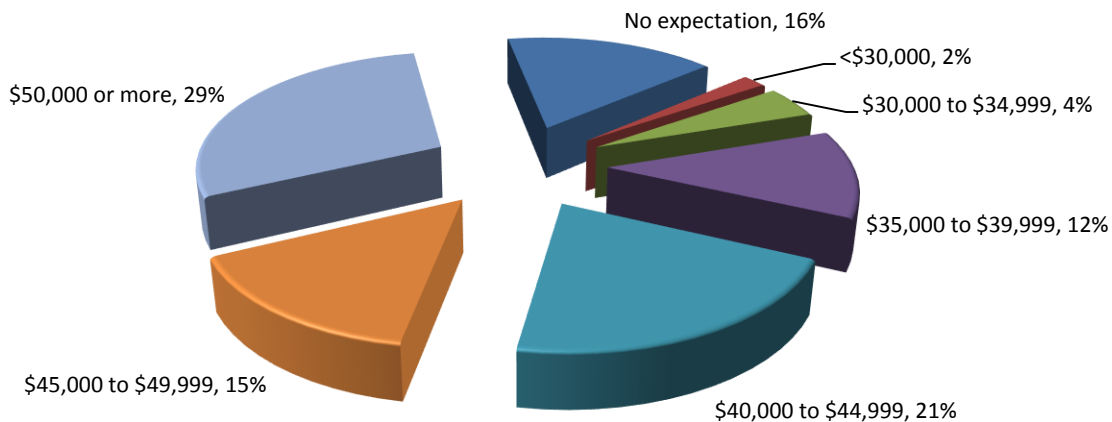


Four-fifths of respondents (80%) indicate that the interview(s) went as expected. Their comments about the interview process can be found starting on page 46 and their explanations of how their interview(s) differed from what the expected can be found starting on page 50.

Salary Expectations

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$47,600. Undergraduate students expect(ed) \$46,100 and graduate students expect(ed) \$49,300. This year’s salary expectation overall was up \$5,000 from 2013.

What salary expectation do/did you have?



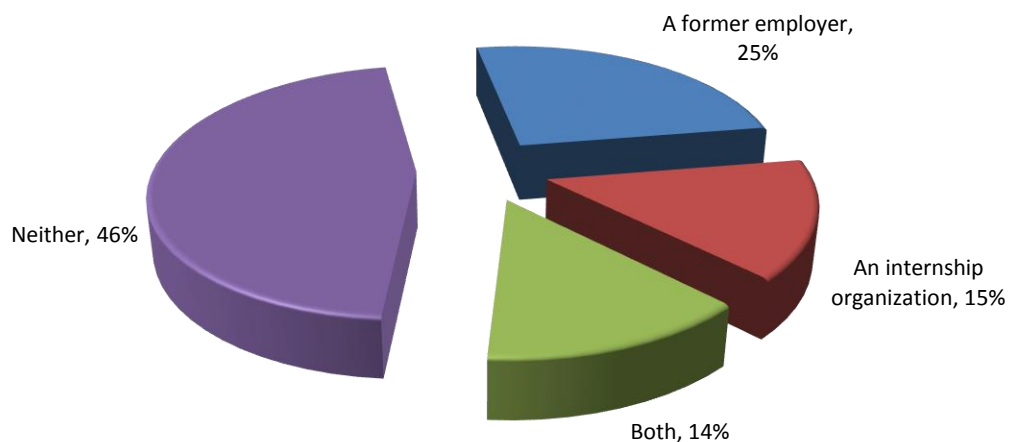
COMPARISON WITH PREVIOUS YEARS
(AVERAGE SALARY - 000's)

| | Total | Undergraduate Students | Graduate Students |
|------|-------|------------------------|-------------------|
| 2014 | \$48 | \$46 | \$49 |
| 2013 | 43 | 42 | 44 |
| 2012 | 43 | 37 | 48 |
| 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

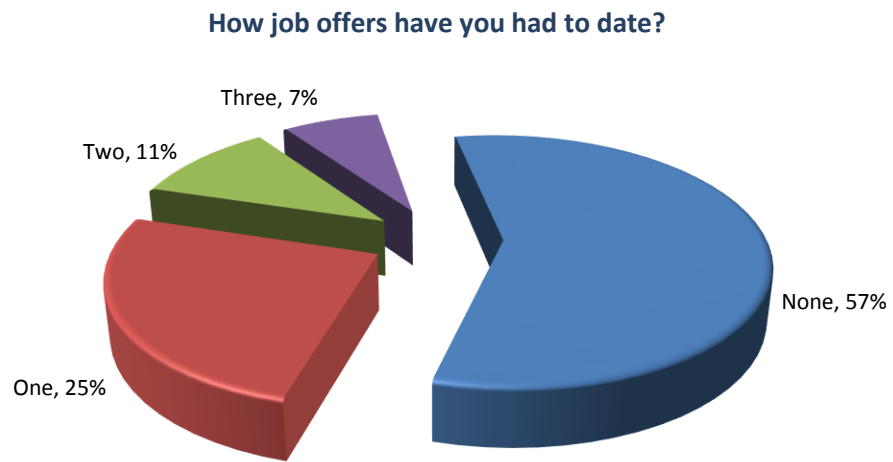
One-quarter of respondents (25%) have or had reasonable employment prospects with a former employer, while 15% have/had prospects with an internship organization, and 14% have/had prospects with both.

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



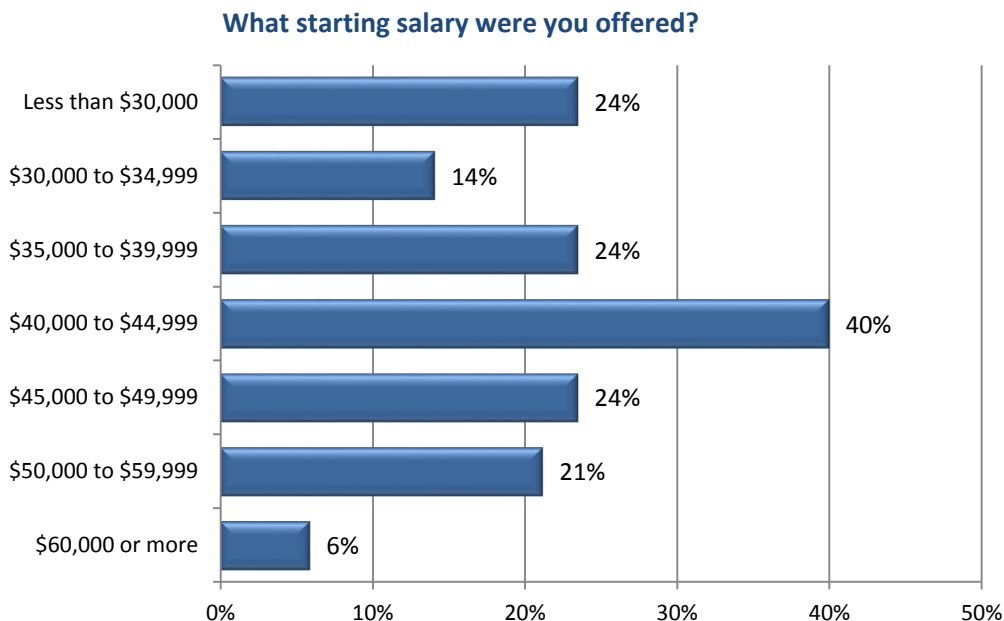
Number of Job Offers

A majority of respondents (57%) report having received no job offers at the time they completed the questionnaire.



Starting Salary Offered

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$39,800, which was the same as the previous year.



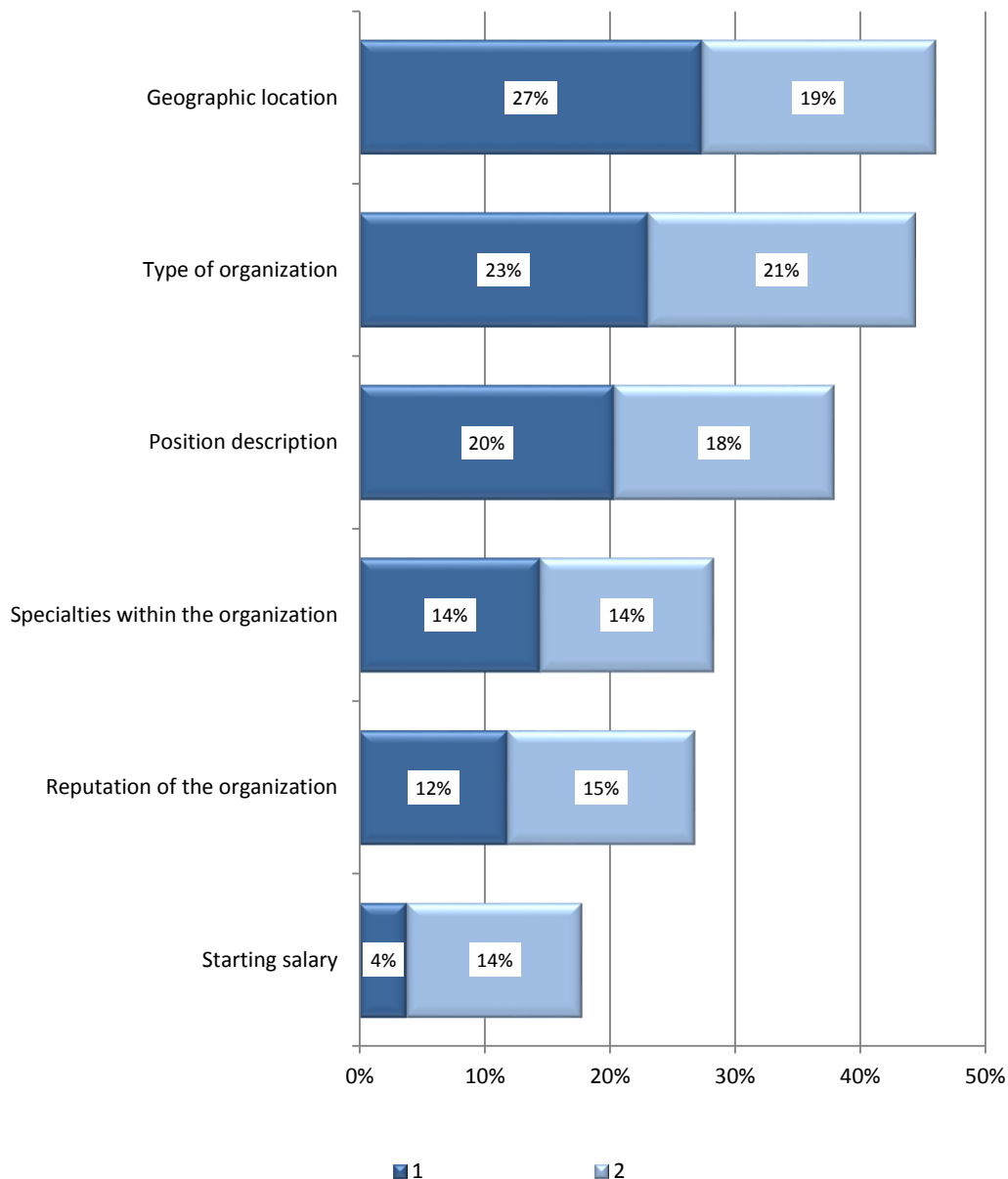
AVERAGE SALARY OFFERED

| Year | Salary | Change from previous year |
|------|----------|---------------------------|
| 2014 | \$39,800 | 0.0% |
| 2013 | \$39,800 | 6.4% |
| 2012 | \$37,400 | -4.3% |
| 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 (although 'position description' has increased in importance).

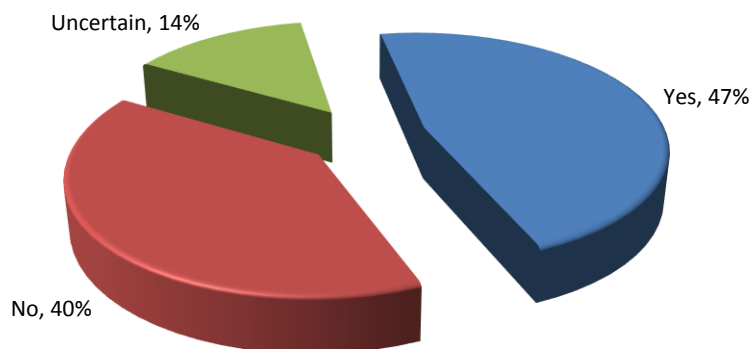
Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job.



Geographical Restrictions

In their job search, just under one-half of respondents (47%) indicate that they feel restricted to one geographical area for reasons of necessity or strong personal preference.

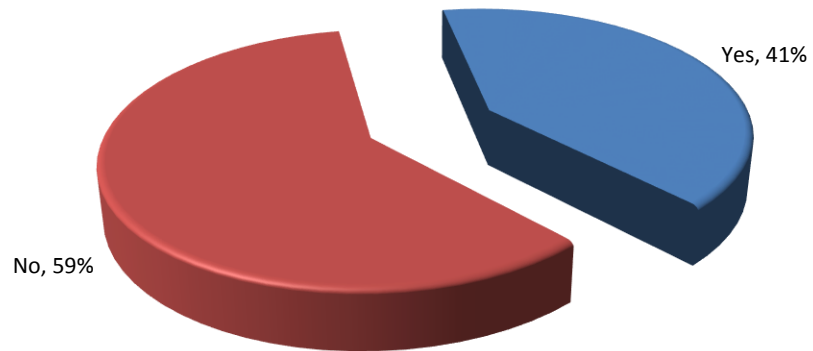
In your job search, do/did you feel restricted to one geographical area for reasons of necessity or personal preference?



New Hires

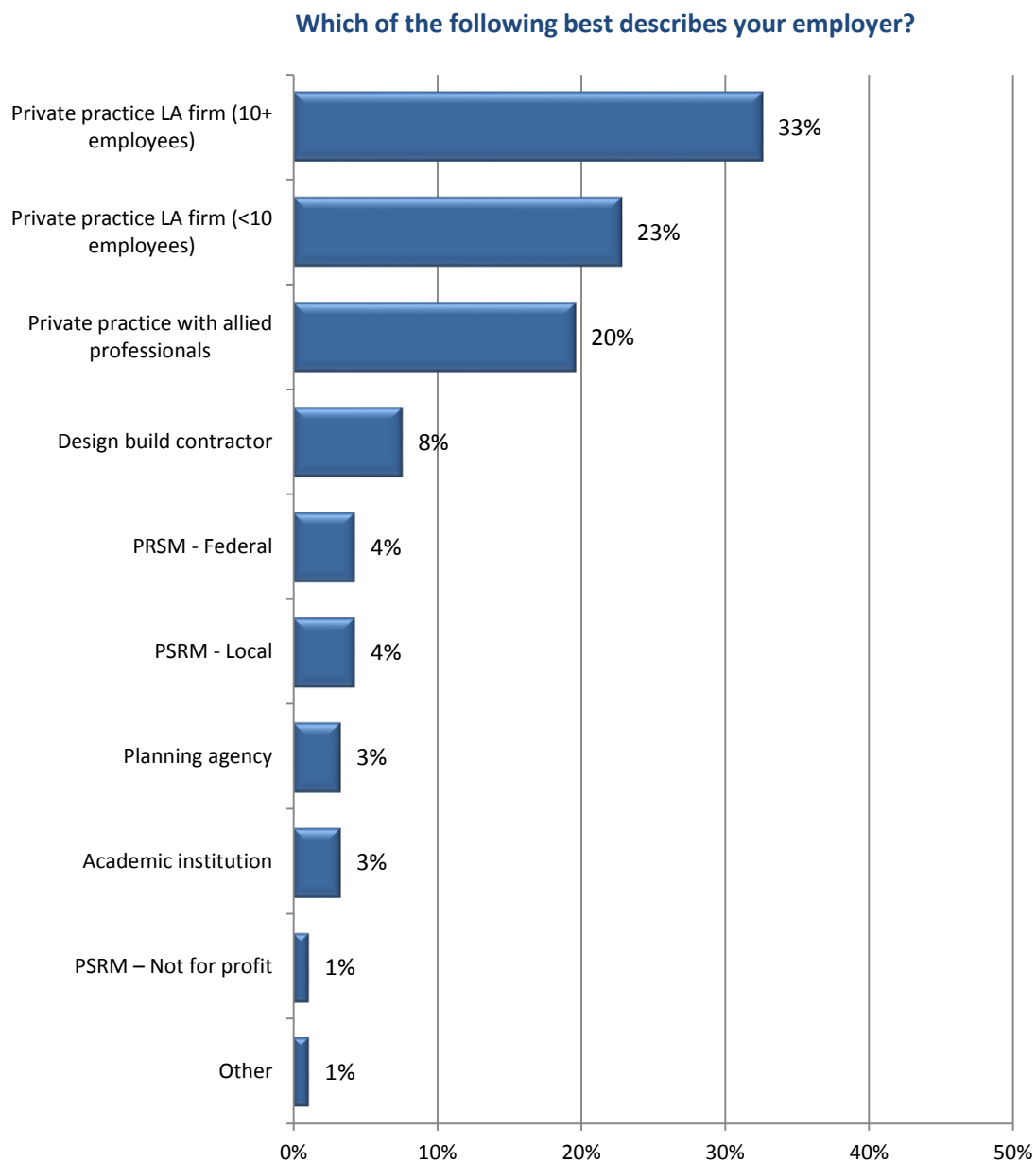
A total of 91 respondents (41%) have started or accepted a job, compared to 34% last year.

Have you started or accepted a job?



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

Over one-half (56%) of those respondents who have started or accepted a job describe their new employer as a private practice landscape architecture firm – 33% with 10 or more employees and 23% with less than 10 employees– while another 20% are employed by a private practice with allied professionals.



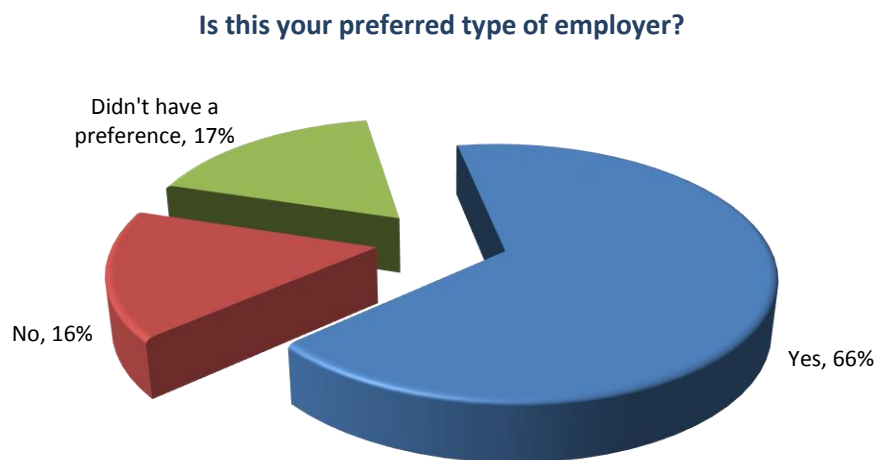
Type of Employer - respondents who have started or accepted a job (continued)

COMPARISON WITH PREVIOUS YEARS

| | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|
| <i>Private Practice LA firm</i> | | | | | | | | | | | | | | | | |
| <10 employees | 23% | 32% | 16% | 17% | 26% | 28% | 18% | 17% | 23% | 17% | 22% | 21% | 24% | 22% | 27% | * |
| 10+ employees | 33% | 15% | 22% | 19% | 6% | 10% | 30% | 33% | 32% | 35% | 26% | 29% | 30% | 28% | 26% | * |
| TOTAL LA firm | 56% | 47% | 38% | 36% | 32% | 38% | 48% | 50% | 55% | 52% | 48% | 50% | 54% | 50% | 53% | * |
| <i>Public Sector Resource Management (PSRM)</i> | | | | | | | | | | | | | | | | |
| Federal | 4% | 2% | 2% | 6% | 9% | | | | | | | | | | | |
| State | 0% | 1% | 0% | 4% | 6% | | | | | | | | | | | |
| Local | 4% | 2% | 11% | 8% | 3% | | | | | | | | | | | |
| Non-profit | 1% | 7% | 4% | 2% | 6% | | | | | | | | | | | |
| TOTAL PRSM | 9% | 12% | 17% | 19% | 24% | 22% | 2% | 3% | 1% | 4% | 7% | 7% | 5% | 2% | 4% | 1% |
| Private Practice w/Allied Professionals | 20% | 22% | 16% | 15% | 11% | 15% | 27% | 31% | 30% | 29% | 24% | 23% | 20% | 26% | 21% | 36% |
| Design/build Contractor | 8% | 8% | 13% | 19% | 14% | 12% | 7% | 8% | 6% | 9% | 12% | 9% | 12% | 18% | 12% | 8% |
| Planning Agency | 3% | 3% | 0% | 0% | 0% | 1% | 4% | 1% | 2% | 1% | 1% | 3% | 1% | 0% | 1% | 2% |
| Academic Institution | 3% | 4% | 5% | 4% | 3% | 1% | 3% | 1% | 0% | 1% | 1% | 2% | 3% | 1% | 3% | 1% |
| Other | 1% | 4% | 9% | 8% | 9% | 12% | 3% | 5% | 7% | 5% | 8% | 6% | 5% | 4% | 8% | 7% |

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

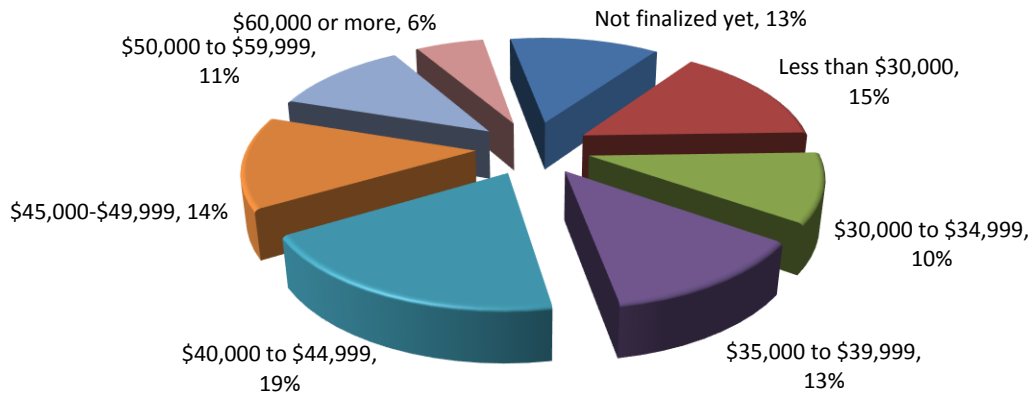
Two-thirds of respondents (66%) who have accepted a job indicate that it is with their preferred type of employer.



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 \$40,000. Undergraduate students report an average starting salary of approximately \$37,300 and graduate students report an average starting salary of approximately \$42,900.

What is your starting salary?



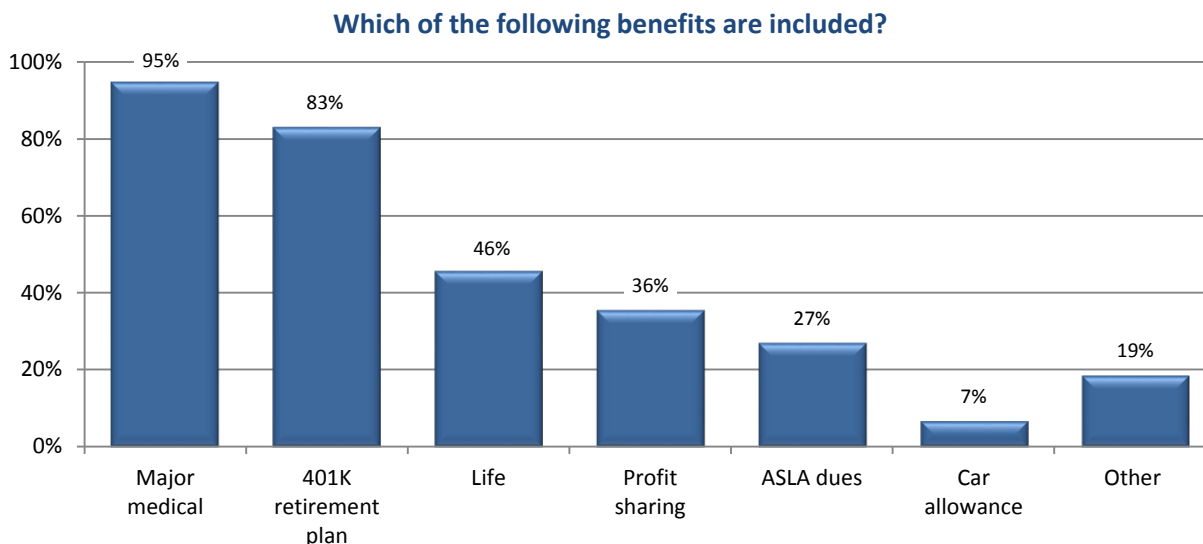
COMPARISON WITH PREVIOUS YEARS

(AVERAGE SALARY - 000's)

| | Total | | Undergraduate Students | | Graduate Students | |
|------|------------|--------|------------------------|--------|-------------------|--------|
| | \$ (000's) | Change | \$ (000's) | Change | \$ (000's) | Change |
| 2014 | \$40 | -2.5% | \$37 | 0.0% | \$43 | -6.5% |
| 2013 | 41 | 0.0% | 37 | 0.0% | 46 | -2.1% |
| 2012 | 41 | -2.4% | 37 | -5.1% | 47 | 2.2% |
| 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. Almost all (95%) will receive major medical insurance, and 83% will receive a 401k retirement plan.



COMPARISON WITH PREVIOUS YEARS

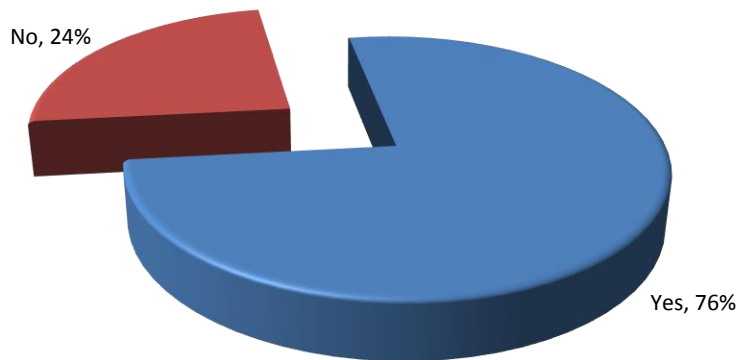
| | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 | 2001 | 2000 | 1999 |
|----------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Major Medical | 95% | 88% | 54% | 59% | 57% | 44% | 86% | 82% | 84% | 89% | 83% | 81% | 79% | 87% | 79% | 88% |
| 401K Retirement Plan | 83% | 63% | 45% | 40% | 40% | 33% | 75% | 73% | 73% | 75% | 68% | 64% | 70% | 75% | 63% | 70% |
| Life Insurance | 46% | 54% | 23% | 30% | 34% | 22% | 55% | 50% | 48% | 52% | 49% | 38% | 36% | 44% | 38% | 54% |
| Professional Dues | 27% | 27% | 13% | 19% | 31% | 20% | 42% | 50% | 39% | 44% | 29% | 25% | 24% | 31% | 24% | 36% |
| Profit Sharing | 36% | 36% | 13% | 11% | 14% | 16% | 49% | 42% | 36% | 47% | 34% | 31% | 41% | 44% | 37% | 46% |
| Car Allowance | 7% | 14% | 7% | 15% | 3% | 13% | 9% | 10% | 8% | 10% | 9% | 9% | 11% | 12% | 15% | 16% |
| Other | 19% | 23% | 20% | 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 California (15%), New York (13%), Pennsylvania (11%), Texas (7%), Colorado (6%), and Arizona and Washington (5% each).

Three-quarters of respondents (76%) indicate that they will be working in their preferred region, compared to 69% in 2013.

Is this your preferred location?



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 somewhat inflated salary expectations. In terms of percentages, there was a fairly close match between industry sectors respondents were interested in and where respondents ended up.

| | Expectation during job search | Actual job accepted |
|---|-------------------------------|---------------------|
| <i>Private Practice LA firm</i> | | |
| <10 employees | 11% | 23% |
| 10+ employees | 26% | 33% |
| no size preference | 30% | |
| TOTAL LA firm | 67% | 66% |
| <i>Public Sector Resource Management (PSRM)</i> | | |
| Federal | 6% | 4% |
| State | <1% | 0% |
| Local | 1% | 4% |
| Non-profit | 2% | 1% |
| TOTAL PRSM | 9% | 9% |
| Private Practice w/Allied Professionals | 14% | 20% |
| Design/build Contractors | 3% | 7% |
| Planning Agency | 2% | 3% |
| Academic Institution | 1% | 3% |
| Other | 3% | 1% |

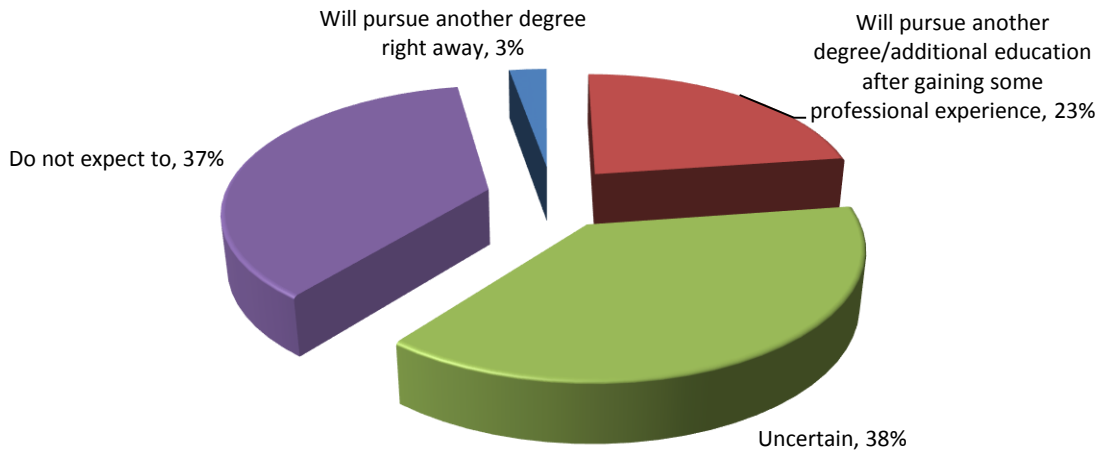
AVERAGE SALARY

| | | |
|------------------------|-----------------|-----------------|
| All respondents | \$48,000 | \$40,000 |
| Undergraduate students | \$46,000 | \$37,000 |
| Graduate students | \$49,000 | \$43,000 |

Additional Schooling

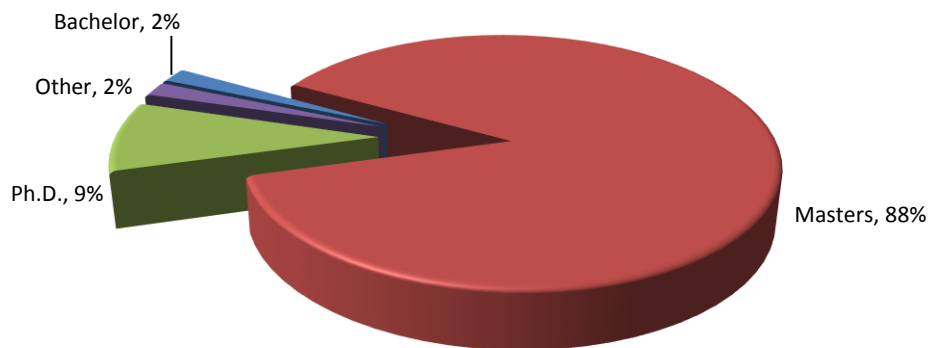
Just under one-quarter of respondents (23%) anticipate pursuing another degree or additional education after some professional experience, while 38% may do so at some later point (uncertain), and 3% intend to do so right away.

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



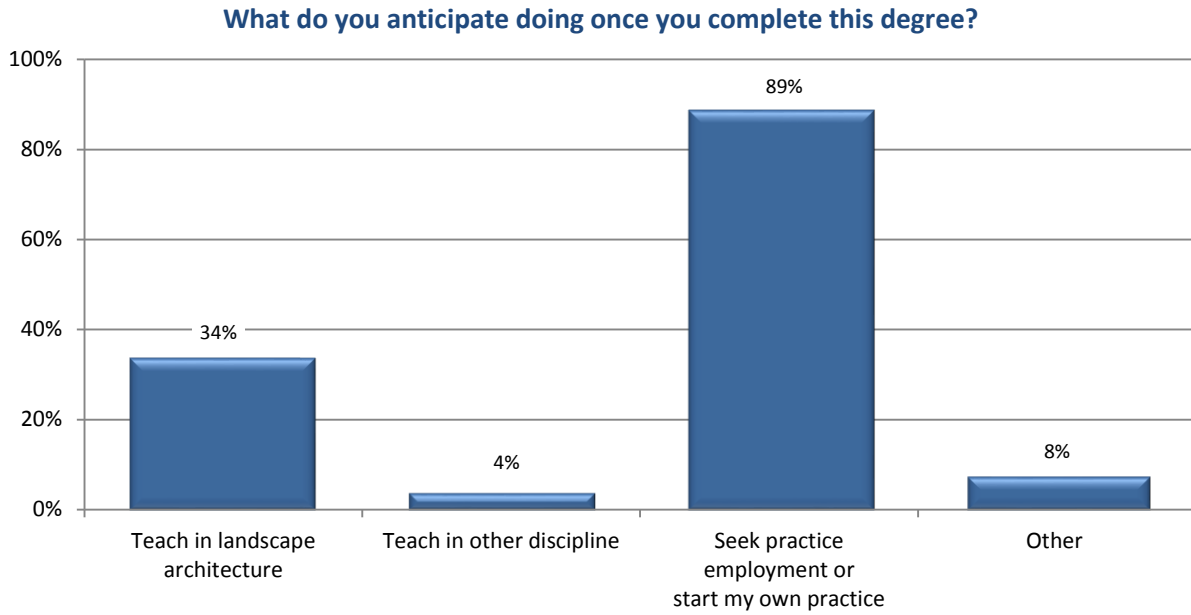
Of the respondents who are planning to pursue another degree, most (88%) indicate that it will be a Masters, while 9% will pursue a Ph.D., and 2% will pursue an additional Bachelor's Degree. Most respondents plan to pursue advanced degrees in landscape architecture or related areas.

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



After Completing Degree

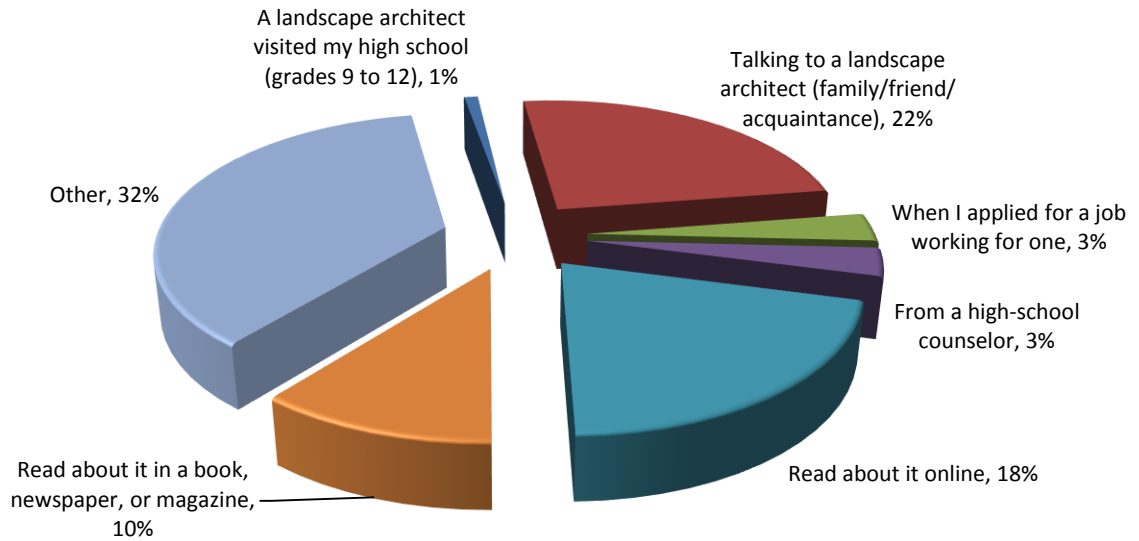
Of those respondents who plan to pursue another degree, most (89%) will then either seek practice employment or else start their own practice, while 34% plan to teach in the landscape architecture field.



Learning About Landscape Architecture Profession

Respondents were most likely to have first learned about the field of landscape architecture from talking to one (22%), or reading about it online (18%).

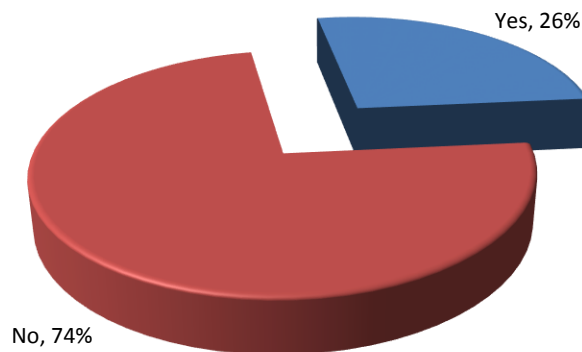
How did you first learn about landscape architecture?



Sharing the Profession

About one-in-four respondents (26%) 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 one visit (68%). From among respondents who made visits, 70% visited high schools, 14% middle schools, and 26% elementary schools.

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



1. What is your age?

| N=243 | Total | GENDER | | DEGREE | | AGE | |
|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 243 100.0% | 103 42.4% | 138 56.8% | 127 52.3% | 115 47.3% | 133 54.7% | 110 45.3% |
| 21 | 5 2.1% | 2 1.9% | 3 2.2% | 5 3.9% | 0 0.0% | 5 3.8% | 0 0.0% |
| 22 | 32 13.2% | 15 14.6% | 17 12.3% | 30 23.6% | 2 1.7% | 32 24.1% | 0 0.0% |
| 23 | 50 20.6% | 21 20.4% | 29 21.0% | 46 36.2% | 4 3.5% | 50 37.6% | 0 0.0% |
| 24 | 26 10.7% | 13 12.6% | 13 9.4% | 16 12.6% | 10 8.7% | 26 19.5% | 0 0.0% |
| 25 | 20 8.2% | 9 8.7% | 11 8.0% | 7 5.5% | 12 10.4% | 20 15.0% | 0 0.0% |
| 26 to 30 | 58 23.9% | 23 22.3% | 35 25.4% | 13 10.2% | 45 39.1% | 0 0.0% | 58 52.7% |
| 31 to 40 | 44 18.1% | 19 18.4% | 24 17.4% | 8 6.3% | 36 31.3% | 0 0.0% | 44 40.0% |
| 41 to 50 | 6 2.5% | 1 1.0% | 5 3.6% | 2 1.6% | 4 3.5% | 0 0.0% | 6 5.5% |
| 51 and older | 2 0.8% | 0 0.0% | 1 0.7% | 0 0.0% | 2 1.7% | 0 0.0% | 2 1.8% |
| Mean | 27.1 | 26.3 | 27.4 | 24.4 | 30.1 | 23.2 | 31.8 |

2. What is your race?

| N=243 | Total | GENDER | | DEGREE | | AGE | |
|---------------------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 243 100.0% | 102 42.0% | 139 57.2% | 126 51.9% | 116 47.7% | 132 54.3% | 110 45.3% |
| American Indian | 3 1.2% | 1 1.0% | 2 1.4% | 2 1.6% | 1 0.9% | 1 0.8% | 2 1.8% |
| Asian or Pacific Islander | 37 15.2% | 9 8.8% | 28 20.1% | 7 5.6% | 30 25.9% | 15 11.4% | 22 20.0% |
| Black | 2 0.8% | 1 1.0% | 1 0.7% | 1 0.8% | 1 0.9% | 1 0.8% | 1 0.9% |
| Caucasian | 171 70.4% | 74 72.5% | 95 68.3% | 98 77.8% | 72 62.1% | 101 76.5% | 69 62.7% |
| Hispanic | 34 14.0% | 18 17.6% | 16 11.5% | 19 15.1% | 15 12.9% | 14 10.6% | 20 18.2% |
| Other | 3 1.2% | 2 2.0% | 1 0.7% | 1 0.8% | 2 1.7% | 2 1.5% | 1 0.9% |

Other responses:

Multiple

3. What is your gender?

| N=242 | Total | GENDER | | DEGREE | | AGE | |
|--------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 242 100.0% | 103 42.6% | 139 57.4% | 126 52.1% | 115 47.5% | 133 55.0% | 108 44.6% |
| Male | 103 42.6% | 103 100.0% | 0 0.0% | 69 54.8% | 33 28.7% | 60 45.1% | 43 39.8% |
| Female | 139 57.4% | 0 0.0% | 139 100.0% | 57 45.2% | 82 71.3% | 73 54.9% | 65 60.2% |

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

| N=243 | Total | GENDER | | DEGREE | | AGE | |
|--|---------------|--------------|--------------|---------------|---------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 243 100.0% | 102 42.0% | 139 57.2% | 127 52.3% | 116 47.7% | 132 54.3% | 110 45.3% |
| Completing (or have just completed) undergraduate program in Landscape Architecture at (please choose school): | 127 52.3% | 69 67.6% | 57 41.0% | 127 100.0% | 0 0.0% | 104 78.8% | 23 20.9% |
| Completing (or have just completed) graduate program in Landscape Architecture at (please choose school): | 116 47.7% | 33 32.4% | 82 59.0% | 0 0.0% | 116 100.0% | 28 21.2% | 87 79.1% |

4b. Undergraduate school

| N=126 | Total | GENDER | | DEGREE | | AGE | |
|--|---------------|-------------|-------------|---------------|-----------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 126 100.0% | 68 54.0% | 57 45.2% | 126 100.0% | 0 0.0% | 104 82.5% | 22 17.5% |
| Arizona State University | 6 4.8% | 5 7.4% | 1 1.8% | 6 4.8% | 0 0.0% | 6 5.8% | 0 0.0% |
| Ball State University | 5 4.0% | 1 1.5% | 4 7.0% | 5 4.0% | 0 0.0% | 5 4.8% | 0 0.0% |
| California Polytechnic State University, San Luis Obispo | 21 16.7% | 13 19.1% | 8 14.0% | 21 16.7% | 0 0.0% | 12 11.5% | 9 40.9% |
| California Polytechnic University of California, Pomona | 8 6.3% | 4 5.9% | 4 7.0% | 8 6.3% | 0 0.0% | 5 4.8% | 3 13.6% |
| Colorado State University | 2 1.6% | 0 0.0% | 2 3.5% | 2 1.6% | 0 0.0% | 2 1.9% | 0 0.0% |
| Cornell University | 3 2.4% | 0 0.0% | 3 5.3% | 3 2.4% | 0 0.0% | 3 2.9% | 0 0.0% |
| Iowa State University | 3 2.4% | 0 0.0% | 3 5.3% | 3 2.4% | 0 0.0% | 3 2.9% | 0 0.0% |
| Louisiana State University | 3 2.4% | 3 4.4% | 0 0.0% | 3 2.4% | 0 0.0% | 2 1.9% | 1 4.5% |
| Michigan State University | 1 0.8% | 1 1.5% | 0 0.0% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |
| Oklahoma State University | 1 0.8% | 0 0.0% | 1 1.8% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |
| Pennsylvania State University | 19 15.1% | 11 16.2% | 8 14.0% | 19 15.1% | 0 0.0% | 19 18.3% | 0 0.0% |
| Philadelphia University | 1 0.8% | 0 0.0% | 1 1.8% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |
| Purdue University | 3 2.4% | 2 2.9% | 1 1.8% | 3 2.4% | 0 0.0% | 3 2.9% | 0 0.0% |
| Rutgers University | 2 1.6% | 1 1.5% | 1 1.8% | 2 1.6% | 0 0.0% | 2 1.9% | 0 0.0% |
| State University of New York College of Environmental Science and Forestry | 4 3.2% | 3 4.4% | 1 1.8% | 4 3.2% | 0 0.0% | 4 3.8% | 0 0.0% |
| Temple University | 1 0.8% | 0 0.0% | 1 1.8% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |

4b. Undergraduate school

| N=126 | Total | GENDER | | DEGREE | | AGE | |
|--|------------|------------|-----------|------------|-----------|-----------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Texas A&M University | 1 0.8% | 0 0.0% | 1 1.8% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |
| Texas Tech University | 1 0.8% | 1 1.5% | 0 0.0% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |
| University of California Davis | 3 2.4% | 2 2.9% | 1 1.8% | 3 2.4% | 0 0.0% | 0 0.0% | 3 13.6% |
| University of Florida | 2 1.6% | 0 0.0% | 2 3.5% | 2 1.6% | 0 0.0% | 2 1.9% | 0 0.0% |
| University of Georgia | 2 1.6% | 0 0.0% | 2 3.5% | 2 1.6% | 0 0.0% | 2 1.9% | 0 0.0% |
| University of Illinois, Urbana-Champaign | 4 3.2% | 2 2.9% | 2 3.5% | 4 3.2% | 0 0.0% | 4 3.8% | 0 0.0% |
| University of Kentucky | 9 7.1% | 8 11.8% | 1 1.8% | 9 7.1% | 0 0.0% | 8 7.7% | 1 4.5% |
| University of Maryland | 1 0.8% | 0 0.0% | 1 1.8% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |
| University of Rhode Island | 2 1.6% | 1 1.5% | 1 1.8% | 2 1.6% | 0 0.0% | 2 1.9% | 0 0.0% |
| University of Washington | 2 1.6% | 1 1.5% | 1 1.8% | 2 1.6% | 0 0.0% | 1 1.0% | 1 4.5% |
| University of Wisconsin | 2 1.6% | 1 1.5% | 1 1.8% | 2 1.6% | 0 0.0% | 2 1.9% | 0 0.0% |
| Virginia Tech | 1 0.8% | 0 0.0% | 1 1.8% | 1 0.8% | 0 0.0% | 1 1.0% | 0 0.0% |
| West Virginia University | 2 1.6% | 2 2.9% | 0 0.0% | 2 1.6% | 0 0.0% | 2 1.9% | 0 0.0% |
| Other | 11 8.7% | 6 8.8% | 4 7.0% | 11 8.7% | 0 0.0% | 7 6.7% | 4 18.2% |

Other responses:

- Boston Architectural College (2 mentions)
- Mesa College
- North Dakota State University (2 mentions)
- South Dakota State University
- University of California Berkeley Extension
- University of Massachusetts
- University of Minnesota
- University of Montreal (2 mentions)

4c. Graduate school

| N=115 | Total | GENDER | | DEGREE | | AGE | |
|--|---------------|-------------|-------------|-----------|---------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 115 100.0% | 32 27.8% | 82 71.3% | 0 0.0% | 115 100.0% | 28 24.3% | 86 74.8% |
| Arizona State University | 1 0.9% | 1 3.1% | 0 0.0% | 0 0.0% | 1 0.9% | 0 0.0% | 1 1.2% |
| Auburn University | 3 2.6% | 1 3.1% | 2 2.4% | 0 0.0% | 3 2.6% | 1 3.6% | 2 2.3% |
| California Polytechnic University of California, Pomona | 6 5.2% | 3 9.4% | 3 3.7% | 0 0.0% | 6 5.2% | 1 3.6% | 4 4.7% |
| Chatham University | 4 3.5% | 0 0.0% | 3 3.7% | 0 0.0% | 4 3.5% | 0 0.0% | 4 4.7% |
| City College of New York | 4 3.5% | 0 0.0% | 4 4.9% | 0 0.0% | 4 3.5% | 1 3.6% | 3 3.5% |
| Cornell University | 5 4.3% | 0 0.0% | 5 6.1% | 0 0.0% | 5 4.3% | 0 0.0% | 5 5.8% |
| Florida International University | 1 0.9% | 0 0.0% | 1 1.2% | 0 0.0% | 1 0.9% | 1 3.6% | 0 0.0% |
| Harvard University | 11 9.6% | 3 9.4% | 8 9.8% | 0 0.0% | 11 9.6% | 4 14.3% | 7 8.1% |
| Kansas State University | 5 4.3% | 2 6.3% | 3 3.7% | 0 0.0% | 5 4.3% | 5 17.9% | 0 0.0% |
| Rhode Island School of Design | 2 1.7% | 0 0.0% | 2 2.4% | 0 0.0% | 2 1.7% | 1 3.6% | 1 1.2% |
| State University of New York College of Environmental Science and Forestry | 2 1.7% | 0 0.0% | 2 2.4% | 0 0.0% | 2 1.7% | 0 0.0% | 2 2.3% |
| University of Arizona | 9 7.8% | 6 18.8% | 3 3.7% | 0 0.0% | 9 7.8% | 1 3.6% | 8 9.3% |
| University of California - Los Angeles | 4 3.5% | 0 0.0% | 4 4.9% | 0 0.0% | 4 3.5% | 1 3.6% | 3 3.5% |
| University of California Berkeley | 4 3.5% | 0 0.0% | 4 4.9% | 0 0.0% | 4 3.5% | 0 0.0% | 4 4.7% |
| University of Colorado Denver | 3 2.6% | 1 3.1% | 2 2.4% | 0 0.0% | 3 2.6% | 0 0.0% | 3 3.5% |
| University of Georgia | 3 2.6% | 3 9.4% | 0 0.0% | 0 0.0% | 3 2.6% | 2 7.1% | 1 1.2% |

4c. Graduate school

| N=115 | Total | GENDER | | DEGREE | | AGE | |
|---|-------------|------------|-------------|-----------|-------------|------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| University of Illinois - Urbana-Champaign | 2 1.7% | 0 0.0% | 2 2.4% | 0 0.0% | 2 1.7% | 1 3.6% | 1 1.2% |
| University of Minnesota | 1 0.9% | 1 3.1% | 0 0.0% | 0 0.0% | 1 0.9% | 1 3.6% | 0 0.0% |
| University of New Mexico | 5 4.3% | 4 12.5% | 1 1.2% | 0 0.0% | 5 4.3% | 0 0.0% | 5 5.8% |
| University of Oregon | 2 1.7% | 0 0.0% | 2 2.4% | 0 0.0% | 2 1.7% | 0 0.0% | 2 2.3% |
| University of Southern California | 12 10.4% | 3 9.4% | 9 11.0% | 0 0.0% | 12 10.4% | 3 10.7% | 9 10.5% |
| University of Texas | 5 4.3% | 1 3.1% | 4 4.9% | 0 0.0% | 5 4.3% | 2 7.1% | 3 3.5% |
| University of Virginia | 1 0.9% | 0 0.0% | 1 1.2% | 0 0.0% | 1 0.9% | 0 0.0% | 1 1.2% |
| University of Washington | 5 4.3% | 1 3.1% | 4 4.9% | 0 0.0% | 5 4.3% | 0 0.0% | 5 5.8% |
| Virginia Tech | 1 0.9% | 0 0.0% | 1 1.2% | 0 0.0% | 1 0.9% | 0 0.0% | 1 1.2% |
| Other | 14 12.2% | 2 6.3% | 12 14.6% | 0 0.0% | 14 12.2% | 3 10.7% | 11 12.8% |

Other responses:

- Iowa state university
- Louisiana State University (3 mentions)
- Pennsylvania State University (2 mentions)
- Temple University
- The Ohio State University
- University of Michigan
- University of Pennsylvania (2 mentions)
- Washington University in St. Louis

4d. Undergraduate degree

Anthropology, Architectural Studies
Architectural Studies
Architecture (18 mentions)
Architecture and urban studies
Art / French)
Art History (2 mentions)
Biology (3 mentions)
Business Administration
Civil Engineering
Communication (2 mentions)
Conservation and Resource Studies
Earth Systems, Environment, & Society
Economics
Engineering
English
Environment, Planning and Design
Environmental Art Design
Environmental Design (3 mentions)
Environmental Planning & Design - Landscape Architecture Emphasis
Environmental Planning (2 mentions)
Environmental Science (7 mentions)
Ethno-ecology
Film Production
Film studies
Finance
Fine art / Education
Fine Arts (4 mentions)
Foreign Language
Forestry Engineering and Environmental Management
French
Geography (2 mentions)
German
Graphic Design (2 mentions)
Historic Preservation
History
Horticulture (5 mentions)
Humanities
Interior design
International Studies
Journalism (2 mentions)
Landscape Architecture (12 mentions)
Liberal Arts
Music Education
Natural Resources
Philosophy (2 mentions)
Photography and fine art printmaking
Photography/Computer Digital Imagery
Policy Analysis and Management
Political Science
Psychology
Sustainable plant systems
Urban Studies (2 mentions)

5. What are your plans for the immediate future?

| N=244 | Total | GENDER | | DEGREE | | AGE | |
|--------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 244 100.0% | 103 42.2% | 139 57.0% | 127 52.0% | 116 47.5% | 133 54.5% | 110 45.1% |
| To work/seek employment | 220 90.2% | 90 87.4% | 128 92.1% | 109 85.8% | 110 94.8% | 119 89.5% | 101 91.8% |
| To pursue additional education | 7 2.9% | 6 5.8% | 1 0.7% | 7 5.5% | 0 0.0% | 5 3.8% | 2 1.8% |
| Undecided | 7 2.9% | 3 2.9% | 4 2.9% | 5 3.9% | 2 1.7% | 4 3.0% | 2 1.8% |
| Travel | 10 4.1% | 4 3.9% | 6 4.3% | 6 4.7% | 4 3.4% | 5 3.8% | 5 4.5% |

6. How did you pay for your education? - UNDERGRADUATE

| N=211 | Total | GENDER | | DEGREE | | AGE | |
|--|---------------|-------------|--------------|--------------|-------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 211 100.0% | 90 42.7% | 120 56.9% | 121 57.3% | 89 42.2% | 124 58.8% | 86 40.8% |
| Savings | 73 34.6% | 39 43.3% | 33 27.5% | 53 43.8% | 20 22.5% | 51 41.1% | 21 24.4% |
| Jobs (other than work study) while in school (including vacations) | 102 48.3% | 44 48.9% | 58 48.3% | 67 55.4% | 34 38.2% | 66 53.2% | 35 40.7% |
| Parents/grandparents | 146 69.2% | 57 63.3% | 89 74.2% | 78 64.5% | 68 76.4% | 92 74.2% | 53 61.6% |
| Federal loan programs | 110 52.1% | 51 56.7% | 59 49.2% | 75 62.0% | 34 38.2% | 69 55.6% | 40 46.5% |
| Other loans | 33 15.6% | 15 16.7% | 18 15.0% | 26 21.5% | 7 7.9% | 23 18.5% | 10 11.6% |
| Scholarships | 112 53.1% | 47 52.2% | 65 54.2% | 76 62.8% | 35 39.3% | 81 65.3% | 31 36.0% |
| Employer | 9 4.3% | 5 5.6% | 4 3.3% | 7 5.8% | 1 1.1% | 9 7.3% | 0 0.0% |
| Work study | 21 10.0% | 6 6.7% | 15 12.5% | 12 9.9% | 9 10.1% | 12 9.7% | 9 10.5% |
| Fellowships/Assistantships | 5 2.4% | 2 2.2% | 3 2.5% | 0 0.0% | 5 5.6% | 0 0.0% | 5 5.8% |
| Other | 10 4.7% | 8 8.9% | 2 1.7% | 7 5.8% | 3 3.4% | 2 1.6% | 8 9.3% |

Other responses:

- Federal Grants
- Federal/School Grants
- Financial Aid (2 mentions)
- Financial aid grants
- G.I. Bill
- Grants
- Missouri Reciprocal Tuition Agreement
- Tuition Payment Plan via Sallie Mae

6. How did you pay for your education? - GRADUATE

| N=110 | Total | GENDER | | DEGREE | | AGE | |
|--|---------------|-------------|-------------|-----------|---------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 110 100.0% | 32 29.1% | 77 70.0% | 0 0.0% | 110 100.0% | 25 22.7% | 84 76.4% |
| Savings | 40 36.4% | 11 34.4% | 28 36.4% | 0 0.0% | 40 36.4% | 8 32.0% | 32 38.1% |
| Jobs (other than work study) while in school (including vacations) | 48 43.6% | 11 34.4% | 37 48.1% | 0 0.0% | 48 43.6% | 13 52.0% | 34 40.5% |
| Parents/grandparents | 43 39.1% | 13 40.6% | 30 39.0% | 0 0.0% | 43 39.1% | 14 56.0% | 29 34.5% |
| Federal loan programs | 61 55.5% | 19 59.4% | 42 54.5% | 0 0.0% | 61 55.5% | 11 44.0% | 49 58.3% |
| Other loans | 18 16.4% | 6 18.8% | 12 15.6% | 0 0.0% | 18 16.4% | 3 12.0% | 15 17.9% |
| Scholarships | 59 53.6% | 19 59.4% | 40 51.9% | 0 0.0% | 59 53.6% | 13 52.0% | 46 54.8% |
| Employer | 6 5.5% | 1 3.1% | 5 6.5% | 0 0.0% | 6 5.5% | 3 12.0% | 3 3.6% |
| Work study | 19 17.3% | 4 12.5% | 15 19.5% | 0 0.0% | 19 17.3% | 4 16.0% | 15 17.9% |
| Fellowships/Assistantships | 47 42.7% | 13 40.6% | 34 44.2% | 0 0.0% | 47 42.7% | 12 48.0% | 35 41.7% |
| Other | 7 6.4% | 4 12.5% | 3 3.9% | 0 0.0% | 7 6.4% | 1 4.0% | 5 6.0% |

Other responses:

Financial Aid from Graduate School

G.I. Bill

Grants

Missouri Reciprocal Tuition Agreement

Post-9/11 GI Bill & Yellow Ribbon Program

Spouse's income

7. What is your current education-related debt?

| N=239 | Total | GENDER | | DEGREE | | AGE | |
|----------------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 239 100.0% | 100 41.8% | 137 57.3% | 124 51.9% | 114 47.7% | 130 54.4% | 108 45.2% |
| None | 76 31.8% | 33 33.0% | 41 29.9% | 41 33.1% | 35 30.7% | 48 36.9% | 28 25.9% |
| Less than \$10,000 | 26 10.9% | 4 4.0% | 22 16.1% | 13 10.5% | 13 11.4% | 15 11.5% | 11 10.2% |
| \$10,000 to \$19,999 | 20 8.4% | 12 12.0% | 8 5.8% | 16 12.9% | 4 3.5% | 12 9.2% | 8 7.4% |
| \$20,000 to \$29,999 | 26 10.9% | 14 14.0% | 12 8.8% | 16 12.9% | 10 8.8% | 13 10.0% | 13 12.0% |
| \$30,000 to \$49,999 | 34 14.2% | 19 19.0% | 15 10.9% | 17 13.7% | 16 14.0% | 20 15.4% | 14 13.0% |
| \$50,000 to \$74,999 | 29 12.1% | 11 11.0% | 18 13.1% | 15 12.1% | 14 12.3% | 14 10.8% | 15 13.9% |
| \$75,000 to \$99,999 | 9 3.8% | 3 3.0% | 6 4.4% | 2 1.6% | 7 6.1% | 4 3.1% | 4 3.7% |
| \$100,000 or more | 19 7.9% | 4 4.0% | 15 10.9% | 4 3.2% | 15 13.2% | 4 3.1% | 15 13.9% |
| Mean | 29037.7 | 26600.0 | 31240.9 | 23366.9 | 35109.6 | 23115.4 | 35625.0 |

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

| N=234 | Total | GENDER | | DEGREE | | AGE | |
|---|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 234 100.0% | 98 41.9% | 135 57.7% | 121 51.7% | 112 47.9% | 127 54.3% | 106 45.3% |
| Private practice landscape architecture firm - less than 10 employees (small) | 26 11.1% | 6 6.1% | 19 14.1% | 18 14.9% | 8 7.1% | 14 11.0% | 12 11.3% |
| Private practice landscape architecture firm - 10 or more employees (mid to large) | 60 25.6% | 31 31.6% | 29 21.5% | 32 26.4% | 28 25.0% | 35 27.6% | 25 23.6% |
| Private practice landscape architecture firm - no size preference | 71 30.3% | 26 26.5% | 45 33.3% | 36 29.8% | 35 31.3% | 37 29.1% | 34 32.1% |
| Private practice with allied professionals (engineering, planning, architecture) | 32 13.7% | 18 18.4% | 14 10.4% | 14 11.6% | 17 15.2% | 16 12.6% | 16 15.1% |
| Design build contractor | 8 3.4% | 3 3.1% | 5 3.7% | 6 5.0% | 2 1.8% | 5 3.9% | 3 2.8% |
| Planning agency | 4 1.7% | 2 2.0% | 2 1.5% | 0 0.0% | 4 3.6% | 2 1.6% | 1 0.9% |
| PSRM (Public sector resource management – parks, forests, wildlife, etc.) - Federal | 15 6.4% | 7 7.1% | 8 5.9% | 6 5.0% | 9 8.0% | 8 6.3% | 7 6.6% |
| PSRM - State | 1 0.4% | 0 0.0% | 1 0.7% | 1 0.8% | 0 0.0% | 1 0.8% | 0 0.0% |
| PSRM - Local | 2 0.9% | 1 1.0% | 1 0.7% | 1 0.8% | 1 0.9% | 1 0.8% | 1 0.9% |
| PSRM - Not for profit | 4 1.7% | 0 0.0% | 4 3.0% | 2 1.7% | 2 1.8% | 2 1.6% | 2 1.9% |
| Academic institution | 3 1.3% | 1 1.0% | 2 1.5% | 1 0.8% | 2 1.8% | 2 1.6% | 1 0.9% |
| Other | 8 3.4% | 3 3.1% | 5 3.7% | 4 3.3% | 4 3.6% | 4 3.1% | 4 3.8% |

Other responses:

- Botanical Garden Management
- Continue My Own Landscape Design Business
- Entrepreneurship - Design & Technology
- Illustration / graphic art
- Public sector social and resource management (parks, community development, etc.)- NOT FOR PROFIT
- Scenic Design
- Skate-park Design
- Sustainable Design

9. Have you had (or did you have) any job interviews during your final semester in school?

| N=233 | Total | GENDER | | DEGREE | | AGE | |
|-------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 233 100.0% | 98 42.1% | 134 57.5% | 120 51.5% | 112 48.1% | 126 54.1% | 106 45.5% |
| Yes | 128 54.9% | 51 52.0% | 77 57.5% | 76 63.3% | 52 46.4% | 86 68.3% | 42 39.6% |
| No | 105 45.1% | 47 48.0% | 57 42.5% | 44 36.7% | 60 53.6% | 40 31.7% | 64 60.4% |

9. How many?

| N=233 | Total | GENDER | | DEGREE | | AGE | |
|------------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 233 100.0% | 98 42.1% | 134 57.5% | 120 51.5% | 112 48.1% | 126 54.1% | 106 45.5% |
| None | 105 45.1% | 47 48.0% | 57 42.5% | 44 36.7% | 60 53.6% | 40 31.7% | 64 60.4% |
| 1 | 38 16.3% | 17 17.3% | 21 15.7% | 19 15.8% | 19 17.0% | 21 16.7% | 17 16.0% |
| 2 | 35 15.0% | 15 15.3% | 20 14.9% | 17 14.2% | 18 16.1% | 22 17.5% | 13 12.3% |
| 3 | 26 11.2% | 10 10.2% | 16 11.9% | 20 16.7% | 6 5.4% | 19 15.1% | 7 6.6% |
| 4 | 10 4.3% | 4 4.1% | 6 4.5% | 7 5.8% | 3 2.7% | 10 7.9% | 0 0.0% |
| 5 | 12 5.2% | 2 2.0% | 10 7.5% | 7 5.8% | 5 4.5% | 8 6.3% | 4 3.8% |
| 6 to 10 | 6 2.6% | 2 2.0% | 4 3.0% | 6 5.0% | 0 0.0% | 6 4.8% | 0 0.0% |
| 11 or more | 1 0.4% | 1 1.0% | 0 0.0% | 0 0.0% | 1 0.9% | 0 0.0% | 1 0.9% |
| Mean | 1.5 | 1.4 | 1.6 | 1.8 | 1.1 | 2.0 | 0.9 |

9. Please comment on how the interview process went:

- Actually, the interview was second to the last semester in school. Went well - was offered a job and accepted. I'm still there now!
- All telephone based and smooth. My background experience sets me up for some unique opportunities.
- All were informational interviews and went well.
- Awkward.
- Both interviews were for Federal positions/internships with the National Park Service. It was a little different than a private practice internship because it was more about research than design/portfolio examples.
- Each interview went very well. Frustrating to not hear from firms in order to learn why I did not get job offers from several of the companies. Many firms were negligent in following through with the interview process and responding to their prospective interviewees.
- Good. (3 mentions)
- Graduate School helped me prepare for all the questions asked, therefore the interview was an enjoyable experience.
- Great, I got the job!
- Great. A job fair was put on by LSU Careers which was very helpful in making connections and finding potential employment opportunities.
- Great. Three written offers and multiple contacts. Currently working for Derck and Edson Associates.
- Have an internship.
- I emailed them my interest with samples of my work. They returned their interest. We had a phone interview where we discussed my work and background. Was asked to come and visit the firm and had a personal interview.
- I got the internship.
- I had an internship which led to a job.
- I interviewed for a position at the firm where I had my internship. I knew my interviewers and felt the interview went reasonably well.
- I learned from each experience, until I finally had a 10 minute interview after which I was hired.
- I received 3 offers.
- I was asked to talk about my portfolio, some comments were given about what they are looking for and should be added to my portfolio. Questions about the position and needs of the job arose on both ends and it was more of a conversation than a formal interview.
- I was offered the position but had to decline because it was too many hours to work during thesis.
- Interview process has been going well.
- Interview process was done through a school career fair.
- Interview process went well, I got to meet with some professional firms that offered services in residential design. Most questions were geared towards construction, which weren't too hard to answer since my education at Cal Poly San Luis Obispo provided me with a solid construction experience.
- Interviewed with a firm that came to Career Day at the college. First interview was only about 15 min and I quickly went through my portfolio with potential employers. Second interview involved a tour of the office and a sit down with the principals to go more in depth with my portfolio and my interests/expectations. Interview with a different firm was scheduled, but I was not particularly interested in this firm and ended up getting a job with the previous firm before the interview happened.
- It was a challenging interview that I believe I did OK on, but the position was more so geared for someone with professional experience in Landscape Architecture than an entry level graduate. I expect to do better in future interviews that are for positions more suitable to my experience level.
- It was educational as well as a good experience to hone in on this important life skill.
- It was fairly easy, I was offered the job(s) either at the conclusion of the interview or within a few days.
- It was nerve-racking at first but once the actual interviews were taking place, there was a much more relaxed feeling. Both firms were to the point of what they were looking for and I felt like I learned from each experience.
- It was quite a wild ride. My first interview was with a multi-disciplinary firm. I applied for a planner job that I only partly wanted. I presented my portfolio to two hiring managers, and a few days later the senior person made me a verbal offer that involved creating a job to match my skills -- combination planning/landscape architecture. However, the offer, which had certainly been quite firm, died on the vine six weeks later due to a national corporate reorganization that happened to be occurring at the same time. Concurrently, I interviewed for a design job at a local nursery hoping to break into landscape design. That interview was with two managers at the nursery, and involved designing actual projects right there on the table, on the fly, including specific plant selections. They called me back for a second interview in which they had me role-play a client interaction. A few days later they asked me to come in for a conversation because I was the finalist. However, I withdrew from consideration at that point because the multi-disciplinary firm had just made me the offer. Six weeks later, I learned the multi-disciplinary firm job was not going to materialize. At that point, I told one of my mentors/ references - who is the name partner of a local LA firm where I had worked as a part-timer on one project a year ago - about the unhappy turn of events, and he offered me a job as an LA in his firm, which I accepted. It's what I had really wanted all along.
- It was through the Cal Poly Pomona ENV Career Fair. Most of them went really well, despite being short on time. Overall good response and feedback from the participating firms.
- It went fine.
- It went well and still waiting to hear back from firms.

9. Please comment on how the interview process went:

- It went well, and we talked a lot about the content of internship. I realized more about that firm and had the opportunity to know the environment of the office.
- It went well, I had prepared before hand to answer specific questions. Although I needed to work on my portfolio more so I could explain my way of thinking and working.
- It went well. Thanks so much for asking.
- It went well; each interview I grew more confident and was able to improve my interviewing skills. All interviews were extremely different; as were all the offices and the way they ran things. It was a bit nerve racking, but it was important to stay comfortable!
- Most of my interviews were conducted following Penn State's career day.
- My first interview for an internship went well. However, my second interview was a bit odd.
- No call backs. Very discouraging.
- Normal.
- Office visit at IDEO, lots of discussion about my work.
- Once I finally was able to get the interview I realized my game plan was a waste of time. They take over the interview and ask all kinds of questions skipping around in my portfolio not going in order.
- One is local planning/ landscape architecture firm in St. Louis, the other is international landscape architecture firm in Shanghai.
- Phone interview followed by in-person interview in the office.
- Phone interviews and 2 follow up visits.
- Phone interviews were conducted prior to in-person interviews. I botched the first interview but learned a lot from it and succeed with the interviews that followed.
- Pretty good. Firms were just not hiring at that point in time.
- Relatively low pressure discussion with two of the employees. I felt at ease most of the time but felt hindered with little prior job experience.
- Smooth with interesting conversations, and eye opening in understanding realistic approaches to Landscape Design and Construction.
- Some more tense and difficult than others. It was very stressful to carry out an efficient job search while balancing school work.
- Stressful at first, although got better with practice. I was never aware until I went through it how much time investment searching, preparing and following up on interviews would require.
- Stressful if you're not prepared, still nerve-wracking if you are prepared.
- The employer asked about my projects, and experience.
- The goal was mostly to make contacts and get to know various landscape architects in the working field. The interview involved questions and answers related to education, interests in landscape architecture, and goals for the future. Those I spoke with also gave me a tour of the office, explaining a typical work day and showing pictures/sketches from previous projects. Interviewers would normally end by asking for any questions from me.
- The interview focused on tasks the job would entail, followed by questions about my ability to perform those tasks. Perused through my portfolio to look at applicable projects and then we toured the office and I met a few other staff members.
- The interview process gave me an insights as to what firms expect for entry-level positions. I was able to communicate my goals clearly and effectively during the process.
- The interview process was pretty helpful in that I was given a tour of the location and was given a lot of good constructive criticism.
- The interview process was similar to those that I have participated in when applying for summer interviews. The interview was held on campus with a visiting alumni conducting the interview. Each student was allocated 30 minutes. The time went by fast. The interview was formal with minimal organizational flow.
- The interview process went well. It made me realize the kind of questions that I should be asking out of future employers and how to better gauge what I want out of a firm. Also, it forced me to become more fluid talking about myself.
- The interview was a phone interview for a 6-month position/fellowship. I'm still waiting to hear back from the group.
- The interviewing process, as expected was a little stressful. But we were well prepared at Penn State for what to expect.
- The interviews went very well, but the firms ended up leading me on for a few months before giving me any answers.
- The overall process of applying for jobs, hearing back from potential employers, and actually having an interview was very long and tedious. The interviews themselves seemed to go over well. It was interesting what questions would be asked and testing that would also take place.
- They all went well.
- They looked at my portfolio and talked about what they were looking for. Asked about my interests, background degree, and my skills. They hired me as an intern first and upon graduation they hired me full time.
- They went very well. Many firms were not looking to hire right away but getting your name out there is important.
- They went well.
- They were informal meetings, I was told to stay in contact since it was January and I wouldn't graduate for 4 months.
- Two phone interviews, one in-person interview, and multiple submissions of work samples.
- Very casual.

9. Please comment on how the interview process went:

- Very good. Firms are very receptive to giving firm visits and informational interviews. Knowing my portfolio in detail was crucial to having a successful interview.
- Very well. (2 mentions)
- Very well. I applied to firms relatively far away so I had several phone interviews.
- Very well. I was pursued by firms I visited during the semester.
- Very well. Resulted in a full-time job.
- We had a job fair at our school (Florida International University). Different firms came to interview us.
- We had a school job fair which held 20 minute interviews. I had two interviews that were very casual. The time flew by, it was very relaxed. I had two serious interviews for full time positions, both went very well, I had offers from both offices. The practitioners were very hospitable and easy to speak with.
- Well. (3 mentions)
- Well, but nothing came of it during the school year.
- Well, but nothing came of them.
- Well, but nothing definitive yet.
- Went quite well. I had obtained a job offer by mid-March in my final semester.
- Went well.
- Went well. I felt prepared and enjoyed the practice.
- With the two that I have had, the interview process went well. The professionals were quick to respond after initial contact. However, I have contacted many other firms that are hiring and they are moving very slowly with replies. It would be much nicer to have firms that are hiring for entry-level positions to be making their decisions prior to graduation. This would make transitioning out of school a lot more comfortable for the graduates and would keep stress levels down for the end of the year.

9d. Was it what you expected?

| N=125 | Total | GENDER | | DEGREE | | AGE | |
|-------|---------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 125 100.0% | 50 40.0% | 75 60.0% | 76 60.8% | 49 39.2% | 86 68.8% | 39 31.2% |
| Yes | 100 80.0% | 42 84.0% | 58 77.3% | 61 80.3% | 39 79.6% | 69 80.2% | 31 79.5% |
| No | 25 20.0% | 8 16.0% | 17 22.7% | 15 19.7% | 10 20.4% | 17 19.8% | 8 20.5% |

9. Please explain:Interview was as expected:

- After doing two internships at landscape architecture firms, I felt very comfortable asking and answering questions from prospective employers. I had a good idea about what they might ask me, I'm confident in my abilities and always try to answer as honestly and completely as possible.
- Employers were excited about the quality of work from Penn State students.
- I do not think there were any surprises while I was interviewed.
- I expected to be asked to describe certain projects from my portfolio and, more importantly, what makes me more valuable than the next interviewee.
- I got the job. (2 mentions)
- I got the position finally.
- I had been told pretty much everything that happened. No surprises.
- I pursued the positions because I am extremely interested in working with the National Park Service and take a more academic/research approach to the profession.
- I wasn't quite sure what to expect.
- Interviewer was friendly, polite, and professional. However, judging from nonverbal feedback, I could tell that she was not too engaged with my work that I presented in my portfolio or the answer that I gave to her questions.
- It was as expected and comfortable.
- It was what I expected and I was lucky enough to be sought out by many different companies. The only thing not expected was the professionalism of many 'big name' companies.
- I've conducted interviews and have been interviewed many times. It's a comfortable process, although the design profession is unique.
- Landscape Architects seem to be more relaxed than other professions so I was not expecting an uptight, very strict and intense interview because most everyone I have met in the profession is very nice.
- My teacher recommended me for the position and I had met my (future) boss at a few functions previously. We got along great and she knew I would be a good fit for the firm.
- No job offers yet. In round two of interview process with private firm in Chicago, IL.
- Normal interview asking for portfolio presentation.
- People talked. Then I talked.
- School has not prepared students for real world application of buildable design.
- The basic interview process of question and answer was what I had expected. However, I was unprepared for certain questions at times.
- The firms were able to give me insight into their projects/ how the firm operates.
- The general questions were asked and I was then asked to present myself via portfolio.
- The interview went well and was similar to other phone interviews I've had in the past for jobs and internships.
- The questions were similar to what I expected.
- They asked questions that I anticipated.
- They focused on my portfolio and software skills as I thought they would.
- They were friendly and seemed interested, but no one took initiative to give me employment.
- This was a job I was aiming for throughout my undergraduate career and my professional practice classes prepared me extremely well
- Thorough.
- Tough and to the point...the interviews helped me to understand what professionals were looking for.
- When firms were able to hire they were interested in talking about the opportunities and to see what drives me personally and professionally.
- Work hard to get a job.
- Yes and no. Questions were what I expected but the length of the overall process was not what I expected.
- Yes, I expected it to be a difficult interview.
- Yes, landscape architecture is my second career. I am familiar with job interviews.

9. Please explain:Interview was NOT as expected:

- At no point was I informed on what the position would be (full time or internship), and even during my interview, the interviewers were unsure of what type of position I was interviewing for.
- Did a presentation in the office and participated in firm project review.
- I did not expect to have a job offer rescinded by the multi-disciplinary firm. Mind you, this was after a salary agreement, benefits agreement and start date had been established.
- I didn't expect it to take so much time in preparation - applications, interview materials, follow-up emails, thank you notes, follow-up phone calls, travel time and expense, falling behind on school work.
- I expected at least a courtesy call of any kind.
- I expected the interviews to be much more intimidating than they ended up being. The employers made it more of a discussion rather than a formal interview with hard hitting questions.
- I expected to have a job lined up prior to graduation.
- I had heard many horror stories about not finding jobs or getting interviews. So when I had heard back so quickly I was pleasantly surprised.
- I have applied or inquired about 40 different firms. Unfortunately, only some of the firms, even after a follow-up, respond.
- I presumed I would have a job lined up when I walked across the stage at graduation.
- I thought it would be a shorter process but they really took time out for it.
- I thought there would be more in-depth questioning, but I suppose first impressions and a solid portfolio did most of the talking for me.
- I was expecting broader questions, but most of the questions were focused on whether or not I would be able to fill the position they needed. It jumped right into the core part of the conversation.
- I was never aware until I went through it how much time investment searching, preparing and following up on interviews would require.
- It has been rare for professionals to respondent to contact. I expected many of them to be more punctual with their hiring time frames.
- It was difficult when I was only considering firms in Houston only and passing up on jobs in Austin and Dallas. Firms were pretty rude and mean when they found out I was about to graduate.
- It was less formal as I thought it would be. They weren't interested in fluff answers, they simply wanted to see my skills in my portfolio and see if I fit in with their work dynamic.
- It was via skype. Kind of awkward.
- Little focus on me, instead largely concerned with my ability to use cad and render plans in Photoshop.
- The local firm is introduced by school professor.
- The offer of a job while completing my studies was a complete, pleasant surprise.
- Thought that the process was really serious, but I became relaxed once I answered all the required questions. Then, they just wanted to get to know me.
- Yes and no. Some firms tested my abilities with design process/ technologic skills, and each firm was interested in a different skill that I brought to the table. I was right in that I expected it was an interview for me as much as it was for them. They were interested in seeing if I was a fit for the firm personality, skill, design wise and it was an experience for me to see if I thought I would fit in and be happy there as well.

10. What salary expectation do/did you have? Please indicate if this is an annual salary or hourly rate.

(Hourly rates converted to equivalent annual salary.)

| N=225 | Total | GENDER | | DEGREE | | AGE | |
|----------------------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 225 100.0% | 92 40.9% | 132 58.7% | 114 50.7% | 110 48.9% | 123 54.7% | 101 44.9% |
| No expectation | 37 16.4% | 16 17.4% | 21 15.9% | 18 15.8% | 18 16.4% | 21 17.1% | 16 15.8% |
| <\$30,000 | 4 1.8% | 1 1.1% | 3 2.3% | 3 2.6% | 1 0.9% | 3 2.4% | 1 1.0% |
| \$30,000 to \$34,999 | 10 4.4% | 4 4.3% | 6 4.5% | 6 5.3% | 4 3.6% | 8 6.5% | 2 2.0% |
| \$35,000 to \$39,999 | 27 12.0% | 10 10.9% | 17 12.9% | 20 17.5% | 7 6.4% | 17 13.8% | 10 9.9% |
| \$40,000 to \$44,999 | 47 20.9% | 17 18.5% | 30 22.7% | 28 24.6% | 19 17.3% | 28 22.8% | 19 18.8% |
| \$45,000 to \$49,999 | 34 15.1% | 20 21.7% | 14 10.6% | 19 16.7% | 15 13.6% | 22 17.9% | 12 11.9% |
| \$50,000 or more | 66 29.3% | 24 26.1% | 41 31.1% | 20 17.5% | 46 41.8% | 24 19.5% | 41 40.6% |
| Mean | 47634.0 | 44393.8 | 49287.6 | 46111.1 | 49266.0 | 46872.6 | 48419.5 |

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

| N=226 | Total | GENDER | | DEGREE | | AGE | |
|----------------------------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 226 100.0% | 93 41.2% | 132 58.4% | 115 50.9% | 110 48.7% | 122 54.0% | 103 45.6% |
| A former employer | 57 25.2% | 26 28.0% | 31 23.5% | 32 27.8% | 24 21.8% | 35 28.7% | 22 21.4% |
| An internship organization | 34 15.0% | 10 10.8% | 24 18.2% | 11 9.6% | 23 20.9% | 15 12.3% | 19 18.4% |
| Both | 31 13.7% | 16 17.2% | 15 11.4% | 13 11.3% | 18 16.4% | 11 9.0% | 20 19.4% |
| Neither | 104 46.0% | 41 44.1% | 62 47.0% | 59 51.3% | 45 40.9% | 61 50.0% | 42 40.8% |

12a. Have you had any job offers?

| N=228 | Total | GENDER | | DEGREE | | AGE | |
|-------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 228 100.0% | 94 41.2% | 133 58.3% | 116 50.9% | 111 48.7% | 123 53.9% | 104 45.6% |
| Yes | 98 43.0% | 42 44.7% | 56 42.1% | 52 44.8% | 45 40.5% | 64 52.0% | 34 32.7% |
| No | 130 57.0% | 52 55.3% | 77 57.9% | 64 55.2% | 66 59.5% | 59 48.0% | 70 67.3% |

12a. How job offers have you had to date?

| N=228 | Total | GENDER | | DEGREE | | AGE | |
|-----------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 228 100.0% | 94 41.2% | 133 58.3% | 116 50.9% | 111 48.7% | 123 53.9% | 104 45.6% |
| None | 130 57.0% | 52 55.3% | 77 57.9% | 64 55.2% | 66 59.5% | 59 48.0% | 70 67.3% |
| 1 | 58 25.4% | 29 30.9% | 29 21.8% | 30 25.9% | 27 24.3% | 40 32.5% | 18 17.3% |
| 2 | 24 10.5% | 7 7.4% | 17 12.8% | 11 9.5% | 13 11.7% | 12 9.8% | 12 11.5% |
| 3 | 16 7.0% | 6 6.4% | 10 7.5% | 11 9.5% | 5 4.5% | 12 9.8% | 4 3.8% |
| 4 or more | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% |
| Mean | 0.7 | 0.6 | 0.7 | 0.7 | 0.6 | 0.8 | 0.5 |

AVERAGE # OF OFFERS FOR RESPONDENTS WHO HAVE RECEIVED AT LEAST ONE OFFER:

| | | | | | | | |
|------|-----|-----|-----|-----|-----|-----|-----|
| Mean | 1.6 | 1.5 | 1.7 | 1.6 | 1.5 | 1.6 | 1.6 |
|------|-----|-----|-----|-----|-----|-----|-----|

12b. What starting salary were you offered? Please indicate if this is an annual salary or hourly rate.

(Hourly rates converted to equivalent annual salary.)

| N=85 | Total | GENDER | | DEGREE | | AGE | |
|----------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 85 100.0% | 37 43.5% | 48 56.5% | 47 55.3% | 38 44.7% | 58 68.2% | 27 31.8% |
| Less than \$30,000 | 20 23.5% | 7 18.9% | 13 27.1% | 13 27.7% | 7 18.4% | 16 27.6% | 4 14.8% |
| \$30,000 to \$34,999 | 12 14.1% | 5 13.5% | 7 14.6% | 10 21.3% | 2 5.3% | 11 19.0% | 1 3.7% |
| \$35,000 to \$39,999 | 20 23.5% | 9 24.3% | 11 22.9% | 14 29.8% | 6 15.8% | 14 24.1% | 6 22.2% |
| \$40,000 to \$44,999 | 34 40.0% | 14 37.8% | 20 41.7% | 21 44.7% | 13 34.2% | 22 37.9% | 12 44.4% |
| \$45,000 to \$49,999 | 20 23.5% | 9 24.3% | 11 22.9% | 10 21.3% | 10 26.3% | 15 25.9% | 5 18.5% |
| \$50,000 to \$59,999 | 18 21.2% | 6 16.2% | 12 25.0% | 8 17.0% | 10 26.3% | 10 17.2% | 8 29.6% |
| \$60,000 or more | 5 5.9% | 2 5.4% | 3 6.3% | 0 0.0% | 5 13.2% | 1 1.7% | 4 14.8% |
| Mean | 39848.53 | 39980.77 | 39759.22 | 37809.21 | 42772.83 | 38510.79 | 42825.00 |

13. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job.

| | Most Important (1) | (2) | (3) | (4) | (5) | Least Important (6) | Total |
|-------------------------------------|--------------------------|-------------|-------------|-------------|-------------|---------------------------|---------------|
| Type of organization | 43 23.0% | 40 21.4% | 28 15.0% | 30 16.0% | 29 15.5% | 17 9.1% | 187 100.0% |
| Specialties within the organization | 27 14.4% | 26 13.9% | 32 17.1% | 35 18.7% | 23 12.3% | 44 23.5% | 187 100.0% |
| Reputation of the organization | 22 11.8% | 28 15.0% | 32 17.1% | 39 20.9% | 32 17.1% | 34 18.2% | 187 100.0% |
| Geographic location | 51 27.3% | 35 18.7% | 26 13.9% | 22 11.8% | 28 15.0% | 25 13.4% | 187 100.0% |
| Starting salary | 7 3.8% | 26 14.0% | 30 16.1% | 40 21.5% | 40 21.5% | 43 23.1% | 186 100.0% |
| Position description | 38 20.3% | 33 17.6% | 39 20.9% | 20 10.7% | 34 18.2% | 23 12.3% | 187 100.0% |

13. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job.

Type of organization

| N=187 | Total | GENDER | | DEGREE | | AGE | |
|---------------------|---------------|-------------|--------------|-------------|-------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 187 100.0% | 75 40.1% | 111 59.4% | 95 50.8% | 92 49.2% | 105 56.1% | 81 43.3% |
| (1) Most important | 43 23.0% | 20 26.7% | 23 20.7% | 22 23.2% | 21 22.8% | 25 23.8% | 18 22.2% |
| (2) | 40 21.4% | 12 16.0% | 27 24.3% | 19 20.0% | 21 22.8% | 21 20.0% | 19 23.5% |
| (3) | 28 15.0% | 11 14.7% | 17 15.3% | 13 13.7% | 15 16.3% | 15 14.3% | 13 16.0% |
| (4) | 30 16.0% | 14 18.7% | 16 14.4% | 18 18.9% | 12 13.0% | 16 15.2% | 13 16.0% |
| (5) | 29 15.5% | 11 14.7% | 18 16.2% | 16 16.8% | 13 14.1% | 17 16.2% | 12 14.8% |
| (6) Least important | 17 9.1% | 7 9.3% | 10 9.0% | 7 7.4% | 10 10.9% | 11 10.5% | 6 7.4% |

13. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job. Specialties within the organization

| N=187 | Total | GENDER | | DEGREE | | AGE | |
|---------------------|---------------|-------------|--------------|-------------|-------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 187 100.0% | 75 40.1% | 111 59.4% | 96 51.3% | 91 48.7% | 106 56.7% | 80 42.8% |
| (1) Most important | 27 14.4% | 11 14.7% | 16 14.4% | 12 12.5% | 15 16.5% | 17 16.0% | 10 12.5% |
| (2) | 26 13.9% | 11 14.7% | 15 13.5% | 12 12.5% | 14 15.4% | 16 15.1% | 10 12.5% |
| (3) | 32 17.1% | 16 21.3% | 16 14.4% | 17 17.7% | 15 16.5% | 18 17.0% | 13 16.3% |
| (4) | 35 18.7% | 12 16.0% | 23 20.7% | 17 17.7% | 18 19.8% | 19 17.9% | 16 20.0% |
| (5) | 23 12.3% | 7 9.3% | 16 14.4% | 14 14.6% | 9 9.9% | 14 13.2% | 9 11.3% |
| (6) Least important | 44 23.5% | 18 24.0% | 25 22.5% | 24 25.0% | 20 22.0% | 22 20.8% | 22 27.5% |

13. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job. Reputation of the organization

| N=187 | Total | GENDER | | DEGREE | | AGE | |
|---------------------|---------------|-------------|--------------|-------------|-------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 187 100.0% | 75 40.1% | 111 59.4% | 95 50.8% | 92 49.2% | 105 56.1% | 81 43.3% |
| (1) Most important | 22 11.8% | 7 9.3% | 15 13.5% | 10 10.5% | 12 13.0% | 12 11.4% | 10 12.3% |
| (2) | 28 15.0% | 17 22.7% | 11 9.9% | 16 16.8% | 12 13.0% | 20 19.0% | 8 9.9% |
| (3) | 32 17.1% | 11 14.7% | 21 18.9% | 16 16.8% | 16 17.4% | 18 17.1% | 14 17.3% |
| (4) | 39 20.9% | 12 16.0% | 27 24.3% | 18 18.9% | 21 22.8% | 20 19.0% | 19 23.5% |
| (5) | 32 17.1% | 14 18.7% | 17 15.3% | 17 17.9% | 15 16.3% | 15 14.3% | 16 19.8% |
| (6) Least important | 34 18.2% | 14 18.7% | 20 18.0% | 18 18.9% | 16 17.4% | 20 19.0% | 14 17.3% |

13. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job.
Geographic location

| N=187 | Total | GENDER | | DEGREE | | AGE | |
|---------------------|---------------|-------------|--------------|-------------|-------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 187 100.0% | 75 40.1% | 111 59.4% | 96 51.3% | 91 48.7% | 106 56.7% | 80 42.8% |
| (1) Most important | 51 27.3% | 20 26.7% | 30 27.0% | 27 28.1% | 24 26.4% | 25 23.6% | 25 31.3% |
| (2) | 35 18.7% | 13 17.3% | 22 19.8% | 15 15.6% | 20 22.0% | 17 16.0% | 18 22.5% |
| (3) | 26 13.9% | 13 17.3% | 13 11.7% | 15 15.6% | 11 12.1% | 17 16.0% | 9 11.3% |
| (4) | 22 11.8% | 10 13.3% | 12 10.8% | 16 16.7% | 6 6.6% | 16 15.1% | 6 7.5% |
| (5) | 28 15.0% | 7 9.3% | 21 18.9% | 8 8.3% | 20 22.0% | 15 14.2% | 13 16.3% |
| (6) Least important | 25 13.4% | 12 16.0% | 13 11.7% | 15 15.6% | 10 11.0% | 16 15.1% | 9 11.3% |

13. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job.
Starting salary

| N=186 | Total | GENDER | | DEGREE | | AGE | |
|---------------------|---------------|-------------|--------------|-------------|-------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 186 100.0% | 75 40.3% | 110 59.1% | 95 51.1% | 91 48.9% | 105 56.5% | 80 43.0% |
| (1) Most important | 7 3.8% | 3 4.0% | 4 3.6% | 3 3.2% | 4 4.4% | 3 2.9% | 4 5.0% |
| (2) | 26 14.0% | 11 14.7% | 15 13.6% | 18 18.9% | 8 8.8% | 17 16.2% | 9 11.3% |
| (3) | 30 16.1% | 9 12.0% | 21 19.1% | 12 12.6% | 18 19.8% | 14 13.3% | 16 20.0% |
| (4) | 40 21.5% | 20 26.7% | 19 17.3% | 19 20.0% | 21 23.1% | 25 23.8% | 15 18.8% |
| (5) | 40 21.5% | 18 24.0% | 22 20.0% | 21 22.1% | 19 20.9% | 22 21.0% | 18 22.5% |
| (6) Least important | 43 23.1% | 14 18.7% | 29 26.4% | 22 23.2% | 21 23.1% | 24 22.9% | 18 22.5% |

13. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job.
Position description

| N=187 | Total | GENDER | | DEGREE | | AGE | |
|---------------------|---------------|-------------|--------------|-------------|-------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 187 100.0% | 75 40.1% | 111 59.4% | 96 51.3% | 91 48.7% | 106 56.7% | 80 42.8% |
| (1) Most important | 38 20.3% | 14 18.7% | 24 21.6% | 22 22.9% | 16 17.6% | 24 22.6% | 14 17.5% |
| (2) | 33 17.6% | 11 14.7% | 22 19.8% | 16 16.7% | 17 18.7% | 15 14.2% | 17 21.3% |
| (3) | 39 20.9% | 15 20.0% | 23 20.7% | 23 24.0% | 16 17.6% | 24 22.6% | 15 18.8% |
| (4) | 20 10.7% | 7 9.3% | 13 11.7% | 7 7.3% | 13 14.3% | 9 8.5% | 11 13.8% |
| (5) | 34 18.2% | 18 24.0% | 16 14.4% | 19 19.8% | 15 16.5% | 22 20.8% | 12 15.0% |
| (6) Least important | 23 12.3% | 10 13.3% | 13 11.7% | 9 9.4% | 14 15.4% | 12 11.3% | 11 13.8% |

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

| N=223 | Total | GENDER | | DEGREE | | AGE | |
|-----------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 223 100.0% | 90 40.4% | 132 59.2% | 113 50.7% | 109 48.9% | 121 54.3% | 101 45.3% |
| Yes | 104 46.6% | 33 36.7% | 70 53.0% | 54 47.8% | 50 45.9% | 54 44.6% | 49 48.5% |
| No | 88 39.5% | 42 46.7% | 46 34.8% | 46 40.7% | 42 38.5% | 52 43.0% | 36 35.6% |
| Uncertain | 31 13.9% | 15 16.7% | 16 12.1% | 13 11.5% | 17 15.6% | 15 12.4% | 16 15.8% |

15. Have you started or accepted a job?

| N=224 | Total | GENDER | | DEGREE | | AGE | |
|-------|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 224 100.0% | 91 40.6% | 133 59.4% | 113 50.4% | 110 49.1% | 122 54.5% | 101 45.1% |
| Yes | 91 40.6% | 39 42.9% | 52 39.1% | 50 44.2% | 41 37.3% | 62 50.8% | 29 28.7% |
| No | 133 59.4% | 52 57.1% | 81 60.9% | 63 55.8% | 69 62.7% | 60 49.2% | 72 71.3% |

16. Which of the following best describes your employer?

| N=92 | Total | GENDER | | DEGREE | | AGE | |
|---|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 92 100.0% | 39 42.4% | 53 57.6% | 50 54.3% | 42 45.7% | 62 67.4% | 30 32.6% |
| Private practice landscape architecture firm - less than 10 employees (small) | 21 22.8% | 5 12.8% | 16 30.2% | 13 26.0% | 8 19.0% | 15 24.2% | 6 20.0% |
| Private practice landscape architecture firm - 10 or more employees (mid to large) | 30 32.6% | 17 43.6% | 13 24.5% | 15 30.0% | 15 35.7% | 21 33.9% | 9 30.0% |
| Private practice with allied professionals (engineering, planning, architecture) | 18 19.6% | 10 25.6% | 8 15.1% | 10 20.0% | 8 19.0% | 10 16.1% | 8 26.7% |
| Design build contractor | 7 7.6% | 3 7.7% | 4 7.5% | 7 14.0% | 0 0.0% | 7 11.3% | 0 0.0% |
| Planning agency | 3 3.3% | 2 5.1% | 1 1.9% | 2 4.0% | 1 2.4% | 3 4.8% | 0 0.0% |
| PSRM (Public sector resource management – parks, forests, wildlife, etc.) - Federal | 4 4.3% | 0 0.0% | 4 7.5% | 0 0.0% | 4 9.5% | 2 3.2% | 2 6.7% |
| PSRM - State | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% |
| PSRM - Local | 4 4.3% | 0 0.0% | 4 7.5% | 2 4.0% | 2 4.8% | 3 4.8% | 1 3.3% |
| PSRM – Not for profit | 1 1.1% | 0 0.0% | 1 1.9% | 0 0.0% | 1 2.4% | 0 0.0% | 1 3.3% |
| Academic institution | 3 3.3% | 2 5.1% | 1 1.9% | 1 2.0% | 2 4.8% | 1 1.6% | 2 6.7% |
| Other | 1 1.1% | 0 0.0% | 1 1.9% | 0 0.0% | 1 2.4% | 0 0.0% | 1 3.3% |

Other response:

For-profit small environmental consultancy with eye for design

17. Is this your preferred type of employer?

| N=92 | Total | GENDER | | DEGREE | | AGE | |
|--------------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 92 100.0% | 39 42.4% | 53 57.6% | 50 54.3% | 42 45.7% | 62 67.4% | 30 32.6% |
| Yes | 61 66.3% | 26 66.7% | 35 66.0% | 29 58.0% | 32 76.2% | 41 66.1% | 20 66.7% |
| No | 15 16.3% | 9 23.1% | 6 11.3% | 12 24.0% | 3 7.1% | 12 19.4% | 3 10.0% |
| Didn't have a preference | 16 17.4% | 4 10.3% | 12 22.6% | 9 18.0% | 7 16.7% | 9 14.5% | 7 23.3% |

18. What is your starting salary? Please indicate if this is an annual salary or hourly rate.

(Hourly rates converted to equivalent annual salary.)

| N=88 | Total | GENDER | | DEGREE | | AGE | |
|----------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 88 100.0% | 37 42.0% | 51 58.0% | 47 53.4% | 41 46.6% | 59 67.0% | 29 33.0% |
| Not finalized yet | 11 12.5% | 5 13.5% | 6 11.8% | 7 14.9% | 4 9.8% | 7 11.9% | 4 13.8% |
| Less than \$30,000 | 13 14.8% | 4 10.8% | 9 17.6% | 7 14.9% | 6 14.6% | 10 16.9% | 3 10.3% |
| \$30,000 to \$34,999 | 9 10.2% | 2 5.4% | 7 13.7% | 7 14.9% | 2 4.9% | 8 13.6% | 1 3.4% |
| \$35,000 to \$39,999 | 11 12.5% | 5 13.5% | 6 11.8% | 6 12.8% | 5 12.2% | 7 11.9% | 4 13.8% |
| \$40,000 to \$44,999 | 17 19.3% | 9 24.3% | 8 15.7% | 12 25.5% | 5 12.2% | 12 20.3% | 5 17.2% |
| \$45,000-\$49,999 | 12 13.6% | 6 16.2% | 6 11.8% | 4 8.5% | 8 19.5% | 8 13.6% | 4 13.8% |
| \$50,000 to \$59,999 | 10 11.4% | 4 10.8% | 6 11.8% | 4 8.5% | 6 14.6% | 6 10.2% | 4 13.8% |
| \$60,000 or more | 5 5.7% | 2 5.4% | 3 5.9% | 0 0.0% | 5 12.2% | 1 1.7% | 4 13.8% |
| Mean | 40009.7 | 41121.2 | 39194.7 | 37282.5 | 42880.5 | 38408.8 | 43211.5 |

19. Which of the following benefits are included?

| N=59 | Total | GENDER | | DEGREE | | AGE | |
|----------------------|--------------|-------------|-------------|-------------|--------------|-------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 59 100.0% | 29 49.2% | 30 50.8% | 31 52.5% | 28 47.5% | 37 62.7% | 22 37.3% |
| Major medical | 56 94.9% | 28 96.6% | 28 93.3% | 28 90.3% | 28 100.0% | 34 91.9% | 22 100.0% |
| Life | 27 45.8% | 19 65.5% | 8 26.7% | 15 48.4% | 12 42.9% | 18 48.6% | 9 40.9% |
| Profit sharing | 21 35.6% | 12 41.4% | 9 30.0% | 8 25.8% | 13 46.4% | 11 29.7% | 10 45.5% |
| Car allowance | 4 6.8% | 3 10.3% | 1 3.3% | 4 12.9% | 0 0.0% | 4 10.8% | 0 0.0% |
| ASLA dues | 16 27.1% | 11 37.9% | 5 16.7% | 11 35.5% | 5 17.9% | 12 32.4% | 4 18.2% |
| 401K retirement plan | 49 83.1% | 26 89.7% | 23 76.7% | 25 80.6% | 24 85.7% | 30 81.1% | 19 86.4% |
| Other | 11 18.6% | 7 24.1% | 4 13.3% | 6 19.4% | 5 17.9% | 6 16.2% | 5 22.7% |

Other responses:

- Bonus possibility of up to 10% of salary.
- Company stock.
- Cost of licensure.
- Dental insurance.
- Dental insurance, legal services, Wellness plan, Personal accident insurance, Vision insurance, phone.
- Dental, phone bill.
- Dental, vision. (2 mentions)
- Ecopass (Access to all public transportation)
- Further education, annual raises.
- Moving allowance.

20. What state will you be working in?

| N=88 | Total | GENDER | | DEGREE | | AGE | |
|----------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 88 100.0% | 38 43.2% | 50 56.8% | 49 55.7% | 39 44.3% | 60 68.2% | 28 31.8% |
| Connecticut | 1 1.1% | 1 2.6% | 0 0.0% | 1 2.0% | 0 0.0% | 1 1.7% | 0 0.0% |
| Massachusetts | 2 2.3% | 0 0.0% | 2 4.0% | 1 2.0% | 1 2.6% | 1 1.7% | 1 3.6% |
| Rhode Island | 1 1.1% | 0 0.0% | 1 2.0% | 1 2.0% | 0 0.0% | 1 1.7% | 0 0.0% |
| Vermont | 1 1.1% | 0 0.0% | 1 2.0% | 1 2.0% | 0 0.0% | 1 1.7% | 0 0.0% |
| New Jersey | 3 3.4% | 0 0.0% | 3 6.0% | 3 6.1% | 0 0.0% | 3 5.0% | 0 0.0% |
| New York | 11 12.5% | 6 15.8% | 5 10.0% | 6 12.2% | 5 12.8% | 8 13.3% | 3 10.7% |
| Pennsylvania | 10 11.4% | 7 18.4% | 3 6.0% | 6 12.2% | 4 10.3% | 6 10.0% | 4 14.3% |
| Illinois | 3 3.4% | 0 0.0% | 3 6.0% | 2 4.1% | 1 2.6% | 3 5.0% | 0 0.0% |
| Indiana | 1 1.1% | 1 2.6% | 0 0.0% | 1 2.0% | 0 0.0% | 1 1.7% | 0 0.0% |
| Minnesota | 1 1.1% | 0 0.0% | 1 2.0% | 1 2.0% | 0 0.0% | 1 1.7% | 0 0.0% |
| North Dakota | 2 2.3% | 0 0.0% | 2 4.0% | 2 4.1% | 0 0.0% | 2 3.3% | 0 0.0% |
| District of Columbia | 1 1.1% | 0 0.0% | 1 2.0% | 1 2.0% | 0 0.0% | 1 1.7% | 0 0.0% |
| Florida | 3 3.4% | 0 0.0% | 3 6.0% | 3 6.1% | 0 0.0% | 3 5.0% | 0 0.0% |
| Georgia | 1 1.1% | 0 0.0% | 1 2.0% | 0 0.0% | 1 2.6% | 1 1.7% | 0 0.0% |
| Maryland | 3 3.4% | 1 2.6% | 2 4.0% | 3 6.1% | 0 0.0% | 3 5.0% | 0 0.0% |
| Virginia | 2 2.3% | 2 5.3% | 0 0.0% | 2 4.1% | 0 0.0% | 2 3.3% | 0 0.0% |
| West Virginia | 1 1.1% | 0 0.0% | 1 2.0% | 0 0.0% | 1 2.6% | 0 0.0% | 1 3.6% |

20. What state will you be working in?

| N=88 | Total | GENDER | | DEGREE | | AGE | |
|------------|-------------|------------|------------|-----------|------------|------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Tennessee | 1 1.1% | 0 0.0% | 1 2.0% | 1 2.0% | 0 0.0% | 1 1.7% | 0 0.0% |
| Louisiana | 3 3.4% | 1 2.6% | 2 4.0% | 1 2.0% | 2 5.1% | 3 5.0% | 0 0.0% |
| Texas | 6 6.8% | 4 10.5% | 2 4.0% | 3 6.1% | 3 7.7% | 5 8.3% | 1 3.6% |
| Arizona | 4 4.5% | 4 10.5% | 0 0.0% | 1 2.0% | 3 7.7% | 1 1.7% | 3 10.7% |
| Colorado | 5 5.7% | 2 5.3% | 3 6.0% | 2 4.1% | 3 7.7% | 4 6.7% | 1 3.6% |
| New Mexico | 1 1.1% | 1 2.6% | 0 0.0% | 0 0.0% | 1 2.6% | 0 0.0% | 1 3.6% |
| California | 13 14.8% | 5 13.2% | 8 16.0% | 4 8.2% | 9 23.1% | 6 10.0% | 7 25.0% |
| Washington | 4 4.5% | 1 2.6% | 3 6.0% | 1 2.0% | 3 7.7% | 0 0.0% | 4 14.3% |
| OUTSIDE US | 4 4.5% | 2 5.3% | 2 4.0% | 2 4.1% | 2 5.1% | 2 3.3% | 2 7.1% |

21. Is this your preferred location?

| N=88 | Total | GENDER | | DEGREE | | AGE | |
|-------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 88 100.0% | 39 44.3% | 49 55.7% | 48 54.5% | 40 45.5% | 59 67.0% | 29 33.0% |
| Yes | 67 76.1% | 28 71.8% | 39 79.6% | 31 64.6% | 36 90.0% | 41 69.5% | 26 89.7% |
| No | 21 23.9% | 11 28.2% | 10 20.4% | 17 35.4% | 4 10.0% | 18 30.5% | 3 10.3% |

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

| N=219 | Total | GENDER | | DEGREE | | AGE | |
|--|---------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 219 100.0% | 88 40.2% | 130 59.4% | 110 50.2% | 108 49.3% | 118 53.9% | 100 45.7% |
| Yes - will pursue another degree right away | 6 2.7% | 4 4.5% | 2 1.5% | 6 5.5% | 0 0.0% | 4 3.4% | 2 2.0% |
| Yes - will pursue another degree/additional education after gaining some professional experience | 50 22.8% | 26 29.5% | 24 18.5% | 41 37.3% | 8 7.4% | 37 31.4% | 13 13.0% |
| Uncertain | 83 37.9% | 32 36.4% | 51 39.2% | 47 42.7% | 36 33.3% | 54 45.8% | 28 28.0% |
| Do not expect to | 80 36.5% | 26 29.5% | 53 40.8% | 16 14.5% | 64 59.3% | 23 19.5% | 57 57.0% |

22a. If you plan to pursue another degree, what degree will it be?

| N=56 | Total | GENDER | | DEGREE | | AGE | |
|----------|--------------|-------------|-------------|-------------|------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 56 100.0% | 30 53.6% | 26 46.4% | 47 83.9% | 8 14.3% | 41 73.2% | 15 26.8% |
| Bachelor | 1 1.8% | 1 3.3% | 0 0.0% | 1 2.1% | 0 0.0% | 1 2.4% | 0 0.0% |
| Masters | 49 87.5% | 27 90.0% | 22 84.6% | 45 95.7% | 3 37.5% | 38 92.7% | 11 73.3% |
| Ph.D. | 5 8.9% | 2 6.7% | 3 11.5% | 1 2.1% | 4 50.0% | 2 4.9% | 3 20.0% |
| Other | 1 1.8% | 0 0.0% | 1 3.8% | 0 0.0% | 1 12.5% | 0 0.0% | 1 6.7% |

22b. What discipline will it be in?

- Architecture (2 mentions)
- Architecture and Urban Design/Planning
- Architecture or Business
- Aviation
- Business (2 mentions)
- Design for Sustainable Urban Environment
- Design, perhaps Architecture
- Ecology
- Environment, Planning, or Business
- Environmental Psychology
- Environmental Sciences (2 mentions)
- Horticulture or plant physiology
- Horticulture, ecology
- Landscape Architectural History
- Landscape Architecture (15 mentions)
- Management
- MBA
- Planning
- Real estate/design management
- Sustainable design
- Urban Design (8 mentions)
- Urban Design and Sustainability
- Urban Design/Architecture
- Urban Planning, Landscape Architecture, or Human Geography

- Undecided (3 mentions)
- Undecided, likely landscape architecture

22c. What do you anticipate doing once you complete this degree?

| N=53 | Total | GENDER | | DEGREE | | AGE | |
|---|--------------|-------------|-------------|-------------|------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 53 100.0% | 29 54.7% | 24 45.3% | 44 83.0% | 8 15.1% | 38 71.7% | 15 28.3% |
| Teach in landscape architecture | 18 34.0% | 11 37.9% | 7 29.2% | 13 29.5% | 5 62.5% | 12 31.6% | 6 40.0% |
| Teach in other discipline | 2 3.8% | 1 3.4% | 1 4.2% | 2 4.5% | 0 0.0% | 2 5.3% | 0 0.0% |
| Seek practice employment or start my own practice | 47 88.7% | 25 86.2% | 22 91.7% | 41 93.2% | 5 62.5% | 35 92.1% | 12 80.0% |
| Other | 4 7.5% | 2 6.9% | 2 8.3% | 3 6.8% | 1 12.5% | 3 7.9% | 1 6.7% |

Teach in landscape architecture - specify special interests

- Cultural Landscapes and Rehabilitating Vacant Landscapes
- Garden Design
- Reevaluating the canon of Landscape History
- Stormwater Management
- Studios or Technical Courses
- The social implications of Landscape architecture
- Urban and Collaborative Design
- Urban Design

Other answers:

- Continue my first major in aviation
- Continue with Landscape Architecture
- Own a design firm
- Travel for research

23. How did you first learn about landscape architecture?

| N=244 | Total | GENDER | | DEGREE | | AGE | |
|--|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 244 100.0% | 103 42.2% | 139 57.0% | 127 52.0% | 116 47.5% | 133 54.5% | 110 45.1% |
| 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) | 2 0.8% | 0 0.0% | 2 1.4% | 2 1.6% | 0 0.0% | 2 1.5% | 0 0.0% |
| Talking to a landscape architect (family/friend/acquaintance) | 53 21.7% | 19 18.4% | 34 24.5% | 24 18.9% | 29 25.0% | 30 22.6% | 23 20.9% |
| When I applied for a job working for one | 7 2.9% | 3 2.9% | 4 2.9% | 1 0.8% | 6 5.2% | 1 0.8% | 6 5.5% |
| From a high-school counselor | 7 2.9% | 2 1.9% | 5 3.6% | 5 3.9% | 2 1.7% | 6 4.5% | 1 0.9% |
| Read about it online | 45 18.4% | 22 21.4% | 23 16.5% | 34 26.8% | 11 9.5% | 31 23.3% | 14 12.7% |
| Read about it in a book, newspaper, or magazine | 24 9.8% | 7 6.8% | 16 11.5% | 6 4.7% | 18 15.5% | 7 5.3% | 16 14.5% |
| Other | 79 32.4% | 33 32.0% | 46 33.1% | 37 29.1% | 41 35.3% | 40 30.1% | 39 35.5% |

23. How did you first learn about landscape architecture?**Other answers:**

- A classmate in technical college was planning on doing LA.
- A college friend in the program.
- A landscape architect visited my college class.
- Accepted at university (never heard of landscape architecture before).
- After visiting Penn State.
- Applied to architecture, they suggested landscape.
- Career.
- Career Planning Class.
- Career Planning Class (CPU 100) at CPP.
- Chose a major due to my love of drawing/art.
- City college placement.
- Classes at school.
- College Career Exploration Course.
- College Counselor.
- College open house.
- Co-worker's wife was in MLA program.
- Don't particularly remember, but I learned of the profession when determining what college/major I would be pursuing.
- During my sister's college orientation for an Arts and Architecture program.
- During my undergraduate degree in Architecture.
- During sophomore year of college.
- Encouragement from professor in undergraduate studio.
- Father told me about it.
- Fellow students during undergraduate horticulture degree.
- First year program at Ball State University.
- From a course in undergrad.
- From my undergraduate architecture teach and friends.
- General college landscape architecture course.
- General Education Course at LSU.
- Girl Scout Badge.
- Had a dream and God told me to go to college for this.
- I chose Ball State for Architecture, ended up deciding on LA.
- I discovered it written on a grocery bag. A friend had written a list of prospective schools on the bag so I asked her what they were for. She said landscape architecture, so I went home to look it up. Had a 'eureka' moment, so to speak.
- I have been working in the green industry for 7 years. I learned of Landscape Architecture through that job experience.
- I took a career test.
- In a career search program.
- In a summer class at University of Illinois, Urbana-Champaign.
- In architecture school.
- In high school from the Future Farmers of America (FFA).
- In the first year curriculum at Ball State University.
- Interest in undergrad.
- Landscape architect alum's lecture during undergrad.
- Landscape construction led me to landscape architecture.
- Landscape studio in undergrad.
- Love for nature.
- Majors and minors book at UF.
- My father.
- My great uncle introduced it to me when I was 4.
- My previous work experience.
- Ornamental horticulture and landscape design classes in high school.
- Philadelphia flower show.
- Professor at planning school.
- Program listings at U.K.
- Randomly took an elective on it to help me with my backyard, didn't realize how broad and amazing it was.

23. How did you first learn about landscape architecture?**Other answers:**

- Recommendation from a family member.
- Relatives.
- Saw an exhibition about land arch.
- School application.
- Started wanting to do architecture, learned about landscape architecture along the way.
- Suggested by Penn State in my acceptance letter.
- This is a career change for me. I chose landscape architecture after deliberation.
- Through an uncle who is an Urban Planner.
- Through graduate studies.
- THROUGH MY OLD JOB.
- Through my parents business; ornamental plants farm.
- Took a landscape architecture class as an elective.
- Took an introductory course - I was instantly hooked! Thanks to Elizabeth Boult!
- Undergraduate major professor.
- University career counselor told me about it.
- University Open House, tour of the Architecture College.
- Wetland restoration specialist who is mentor and prof of environmental law recommended it.
- When starting undergrad in Architecture, discovered this field.
- While attending Architectural School.
- While I was doing my Bachelors in Architecture.
- While studying urban design.
- Worked for a landscape contractor.
- Worked with a landscape architect at a planning firm.
- Worked with landscape architects as a sustainability consultant.
- Worked with landscape in the field of architecture.

24a. While you were studying landscape architecture, did you visit an elementary, middle, or high school to talk about the profession?

| N=217 | Total | GENDER | | DEGREE | | AGE | |
|-------|---------------|-------------|--------------|--------------|--------------|--------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 217 100.0% | 86 39.6% | 130 59.9% | 109 50.2% | 107 49.3% | 117 53.9% | 99 45.6% |
| Yes | 57 26.3% | 26 30.2% | 31 23.8% | 43 39.4% | 14 13.1% | 45 38.5% | 12 12.1% |
| No | 160 73.7% | 60 69.8% | 99 76.2% | 66 60.6% | 93 86.9% | 72 61.5% | 87 87.9% |

24b. If yes, how many times?

| N=57 | Total | GENDER | | DEGREE | | AGE | |
|--------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 57 100.0% | 26 45.6% | 31 54.4% | 43 75.4% | 14 24.6% | 45 78.9% | 12 21.1% |
| Once | 39 68.4% | 16 61.5% | 23 74.2% | 29 67.4% | 10 71.4% | 33 73.3% | 6 50.0% |
| Two to four times | 14 24.6% | 7 26.9% | 7 22.6% | 11 25.6% | 3 21.4% | 9 20.0% | 5 41.7% |
| Five or more times | 4 7.0% | 3 11.5% | 1 3.2% | 3 7.0% | 1 7.1% | 3 6.7% | 1 8.3% |

24c. If yes, what grades did you talk to?

| N=57 | Total | GENDER | | DEGREE | | AGE | |
|-----------------------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | Male | Female | Undergrad | Grad | 21 to 25 | 26 or older |
| Total | 57 100.0% | 26 45.6% | 31 54.4% | 43 75.4% | 14 24.6% | 45 78.9% | 12 21.1% |
| Elementary school (grades K to 5) | 15 26.3% | 5 19.2% | 10 32.3% | 8 18.6% | 7 50.0% | 9 20.0% | 6 50.0% |
| Middle school (grades 6 to 8) | 8 14.0% | 4 15.4% | 4 12.9% | 7 16.3% | 1 7.1% | 8 17.8% | 0 0.0% |
| High school (grades 9 to 12) | 40 70.2% | 19 73.1% | 21 67.7% | 34 79.1% | 6 42.9% | 33 73.3% | 7 58.3% |