

Lewis&Clark

**American Society of Landscape Architects**

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**2010 Survey of Graduating Students**

## Introduction

An online survey was completed in the spring and summer of 2010 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

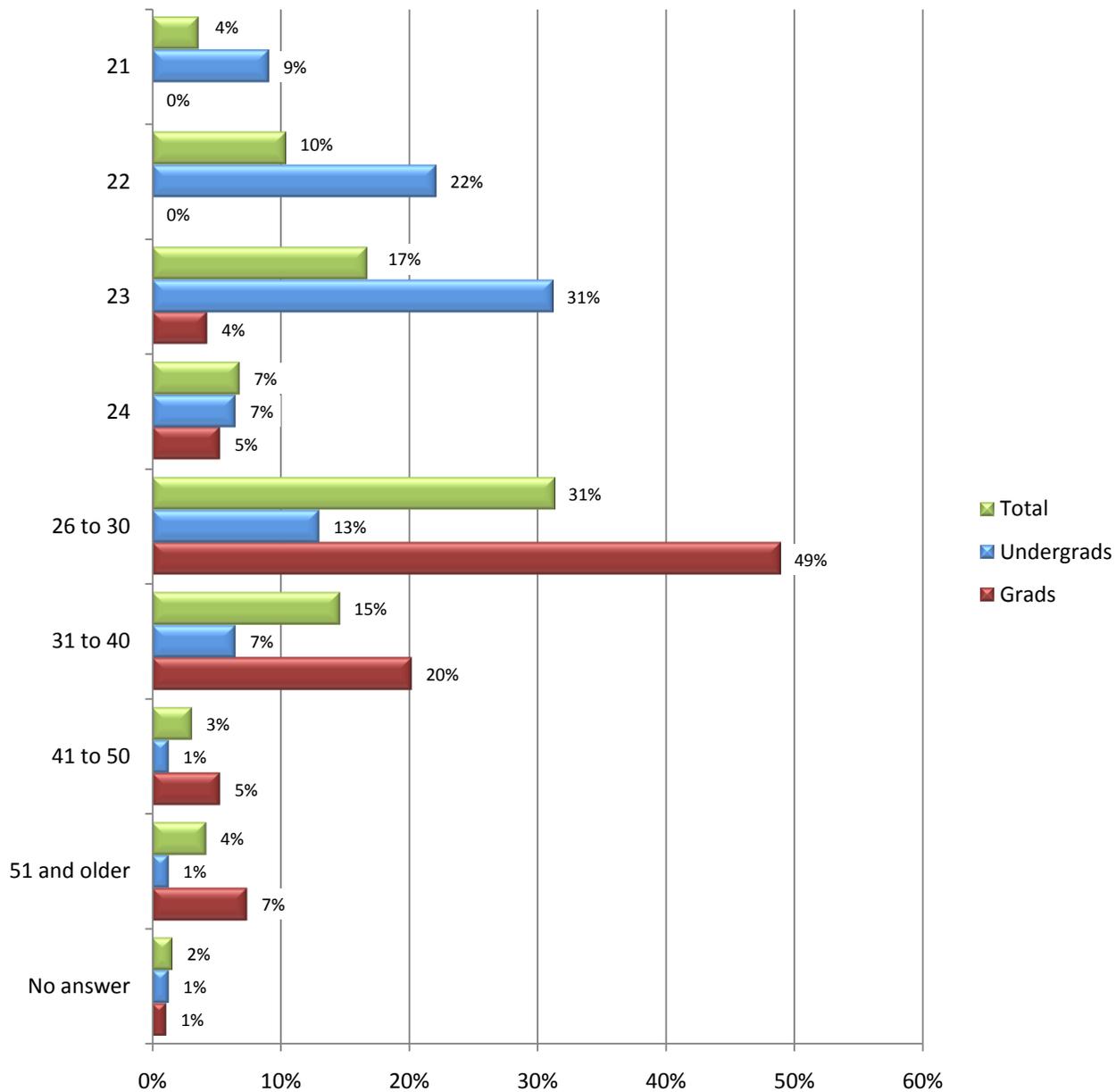
Lewis&Clark is a full-service market research, competitive intelligence, and strategic marketing firm started in 1983. We help organizations to develop, evolve, and grow by allowing them to better understand their members, their employees, their customers, and their marketplace. Lewis&Clark works with 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 25 for undergraduates, 32 for graduate students, and 29 overall. This is similar to the last two years.

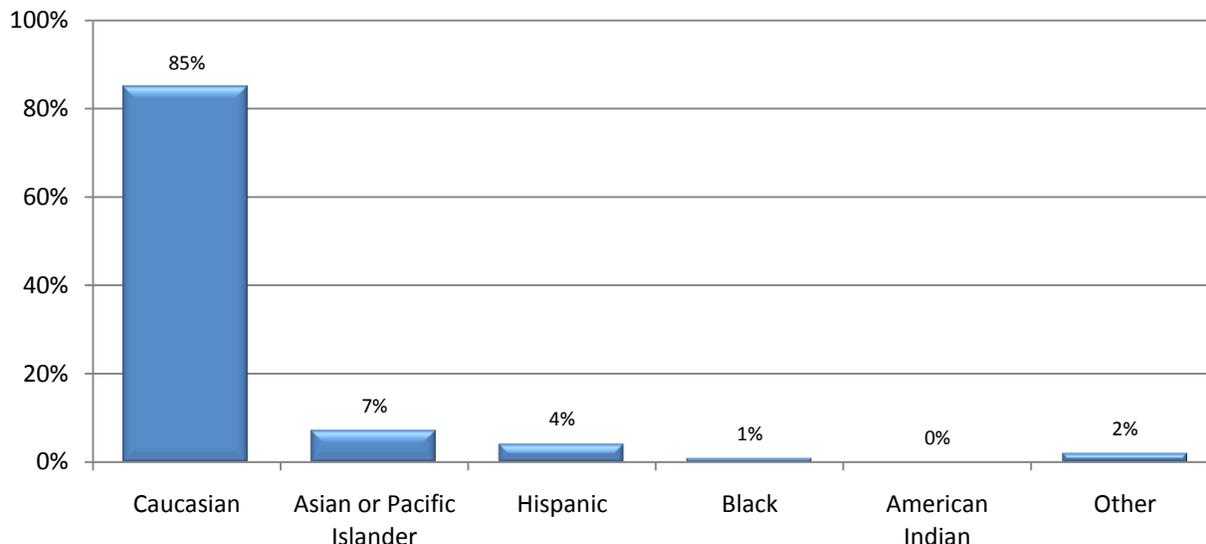
What is your age?



### Race

A majority of respondents (85%) indicate they are Caucasian.

**What is your race?**

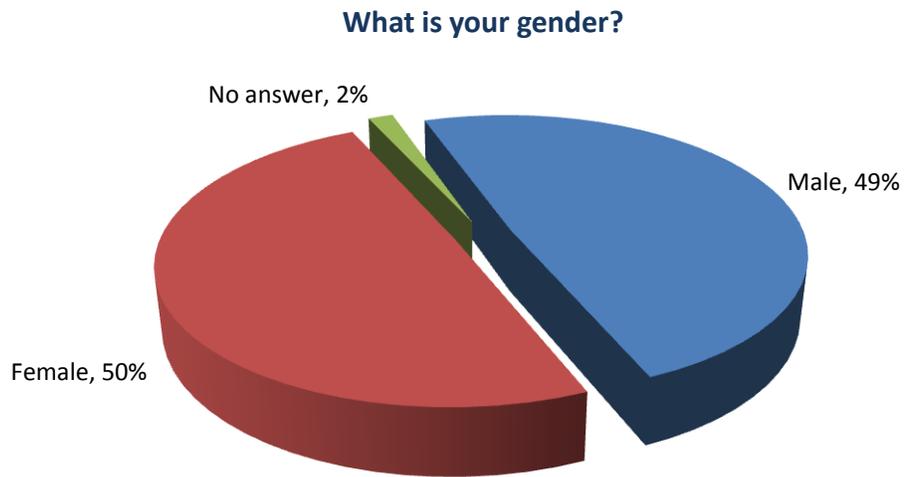


**COMPARISON WITH PREVIOUS YEARS**

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

## Gender

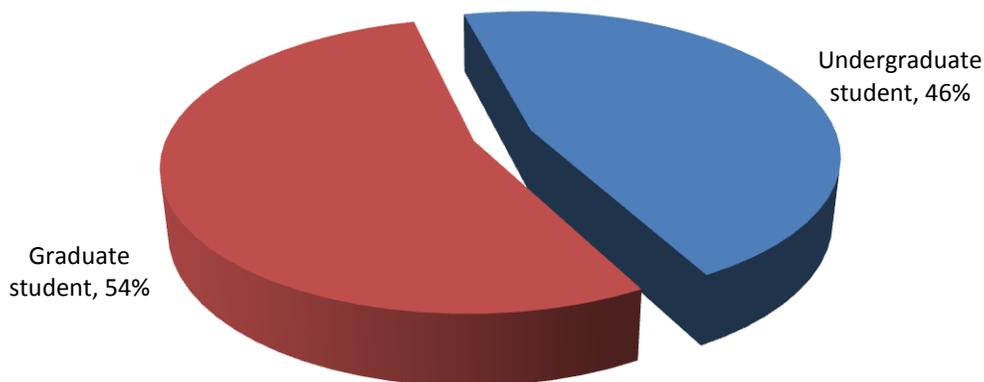
Respondents are split almost evenly between females (50%) and males (49%).



### Current Educational Status

Out of 192 respondents, 46% are undergraduate students and 54% are graduate students. This is the reverse of 2009, when 55% of respondents were undergraduate students and 45% were graduate students.

#### 4. 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 Fine Arts and Landscape Architecture (7 mentions each), Business Administration and English (6 mentions each), Architecture (5 mentions), Environmental Studies and Horticulture (4 mentions each), and Biology, Education, Interdisciplinary Studies, Natural Resources & Environment, Plant Sciences, Psychology, Sociology, and Urban Studies (2 mentions each).

**Current Educational Status** (continued)**Schools Attended By Respondents**

# of responding students	Undergraduate school
10	Texas A&M University
7	University of California Davis
6	University of Wisconsin
4	Iowa State University
4	Virginia Tech
3	Cornell University
3	Louisiana State University
3	North Carolina State University
3	Pennsylvania State University
3	Temple University
3	University of Kentucky
3	University of Maryland
3	Utah State University
2	Ball State University
2	California Polytechnic State University, San Luis Obispo
2	California Polytechnic University of California, Pomona
2	Mississippi State University
2	Purdue University
2	State University of New York College of Environmental Science and Forestry
2	University of Connecticut
2	University of Georgia
2	University of Guelph
2	University of Idaho
2	West Virginia University

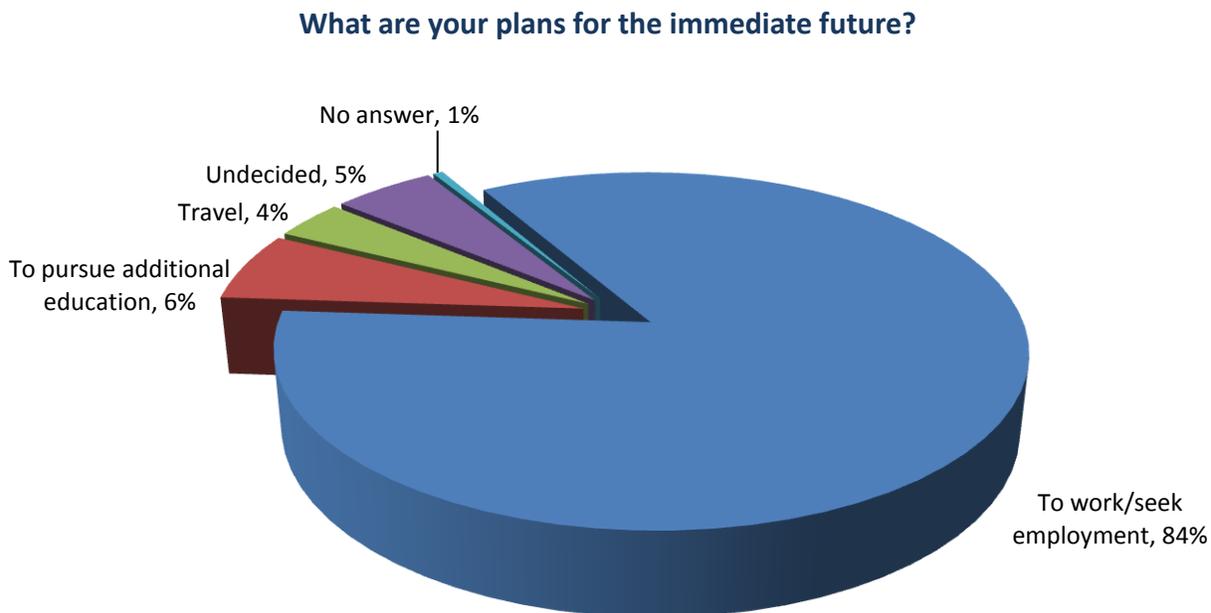
One mention each: North Carolina Agricultural and Technical State University; North Dakota State University; Rutgers University; The Ohio State University; University of Florida; University of Illinois, Urbana-Champaign; University of Massachusetts; University of Rhode Island

# of responding students	Graduate school
7	Harvard University
7	North Carolina State University
7	University of Arizona
6	University of New Mexico
5	Cornell University
5	Kansas State University
5	University of Colorado Denver
4	State University of New York College of Environmental Science and Forestry
4	Virginia Tech
3	Louisiana State University
3	University of Massachusetts
3	University of Minnesota
2	California Polytechnic University of California, Pomona
2	Chatham University
2	City College of New York
2	Morgan State University
2	UCLA Extension
2	University of Florida
2	University of Southern California
2	University of Texas at Arlington
2	University of Washington
2	Utah State University

One mention each: Auburn University; Ball State University; Boston Architectural College / Landscape Institute; Florida International University; Illinois Institute of Technology; Rhode Island School of Design; Texas A&M University; The University of Texas at Arlington; UCLA; University of Georgia; University of Idaho; University of Manitoba; University of Michigan; University of Oregon; University of Virginia; Washington State University

### Plans For Immediate Future

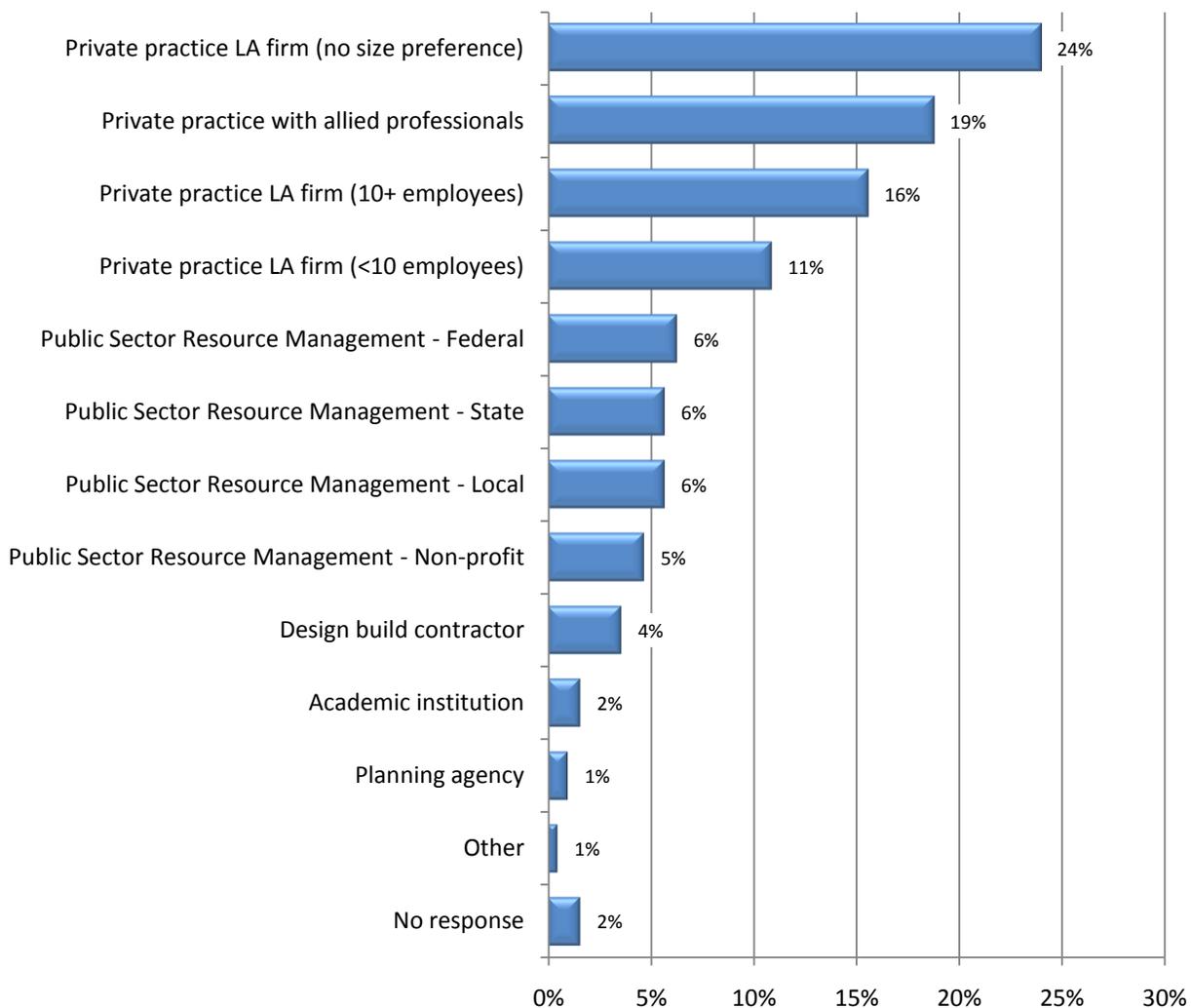
Most respondents (84%) indicate that their plans for the immediate future involve either working or seeking employment, while 6% plan to pursue additional education, 4% plan to travel, and 5% are undecided. This represents a very small increase in the percentage of respondents working or seeking work.



### Desired Type of Employer

One-half of respondents (51%) indicate that they are primarily interested in seeking employment in a private practice LA firm, either any size (24%), one with 10 or more employees (16%), or one with less than 10 employees (11%).

#### Which of the following employment sectors is your primary interest?



**Desired Type of Employer** (continued)

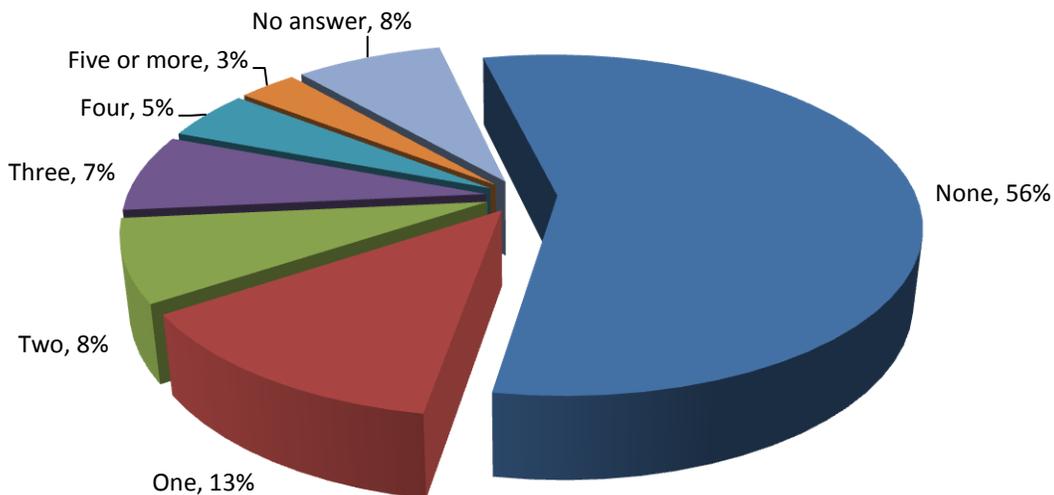
## COMPARISON WITH PREVIOUS YEARS

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

### Job Interviews

Respondents had, on average, one job interview during their final semester in school, the same as last year. One quarter of respondents (23%) had two or more interviews.

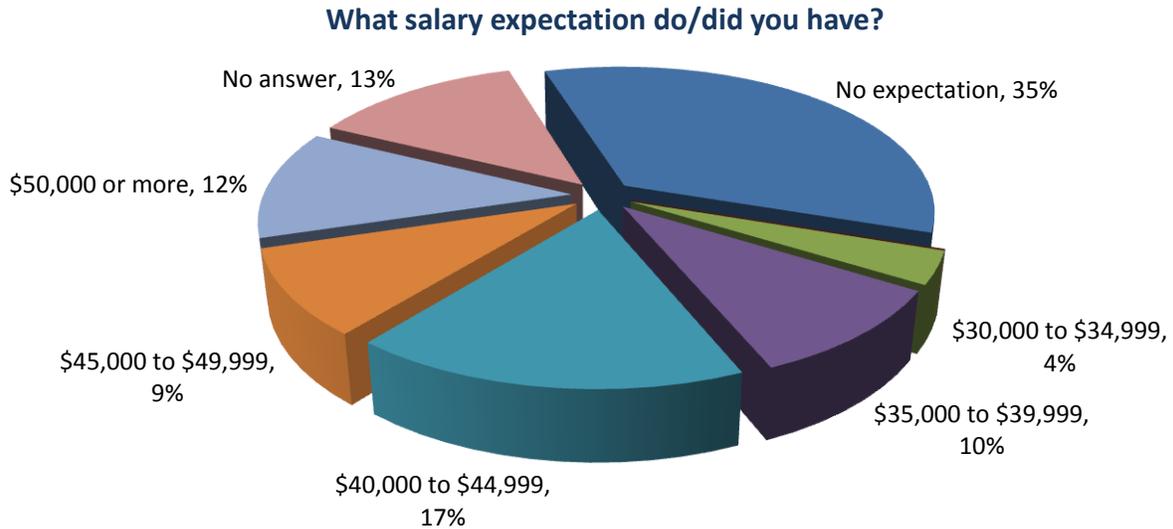
**How many job interviews have you had during your final semester in school?**



Two-thirds of respondents (68%) indicate that the interview(s) went as expected, while 17% said it did not (and 15% didn't indicate an answer). Their explanations can be found starting on page 48.

### Salary Expectations

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$43,900. Undergraduate students expect(ed) \$38,900 and graduate students expect(ed) \$47,100. This year’s salary expectation overall was \$400 higher than in 2009; however, undergraduates’ expected salary fell \$2,700 while graduates’ expected salary rose by \$1,500.



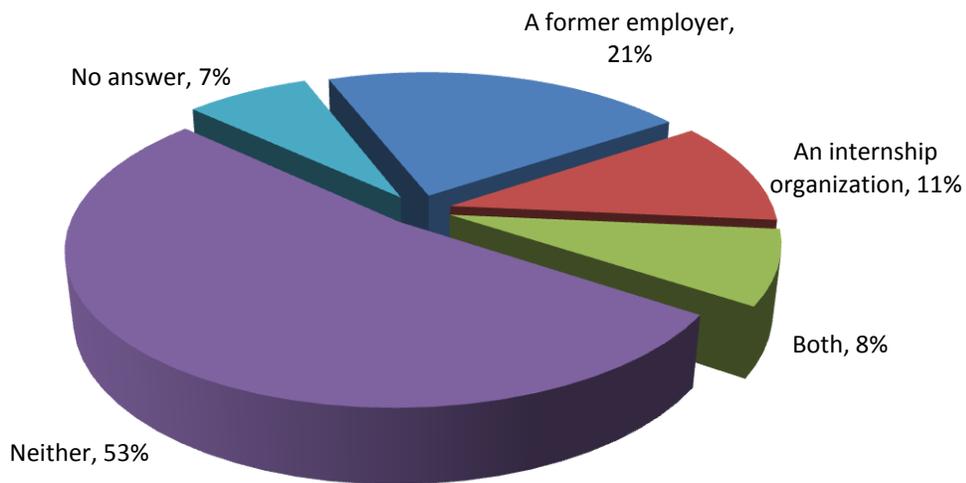
**COMPARISON WITH PREVIOUS YEARS**  
(AVERAGE SALARY - 000's)

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

### Employment Prospects

One-fifth of respondents (21%) have or had reasonable employment prospects with a former employer, while 11% have/had prospects with an internship organization. These numbers are a bit lower than last year's.

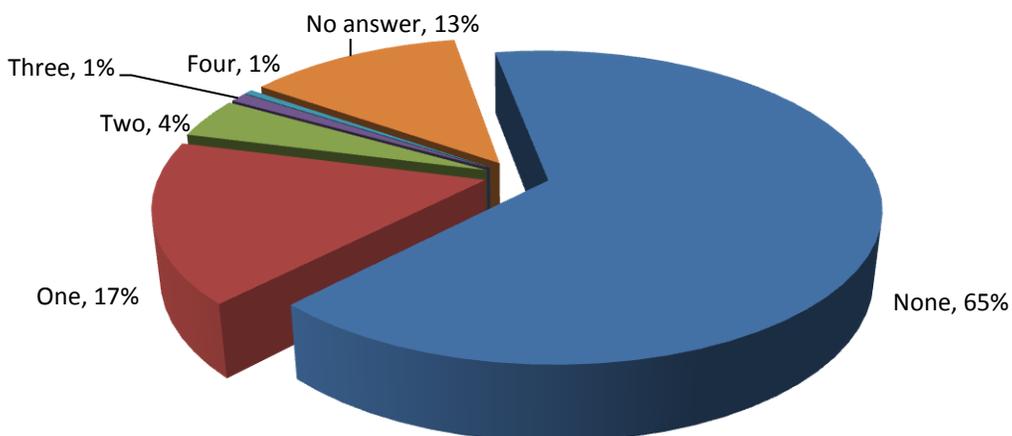
**Do/did you have reasonable employment prospects with ...**



### Number of Job Offers

Respondents indicate that they had received an average of less than one job offer at the time they completed the questionnaire, comparable to last year. The percentage of respondents receiving *at least* one job offer decreased by one-third (23% compared to 32%).

**How many job offers have you had to date?**



### Starting Salary Offered

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$37,300, an increase of \$2,000 from the previous year.



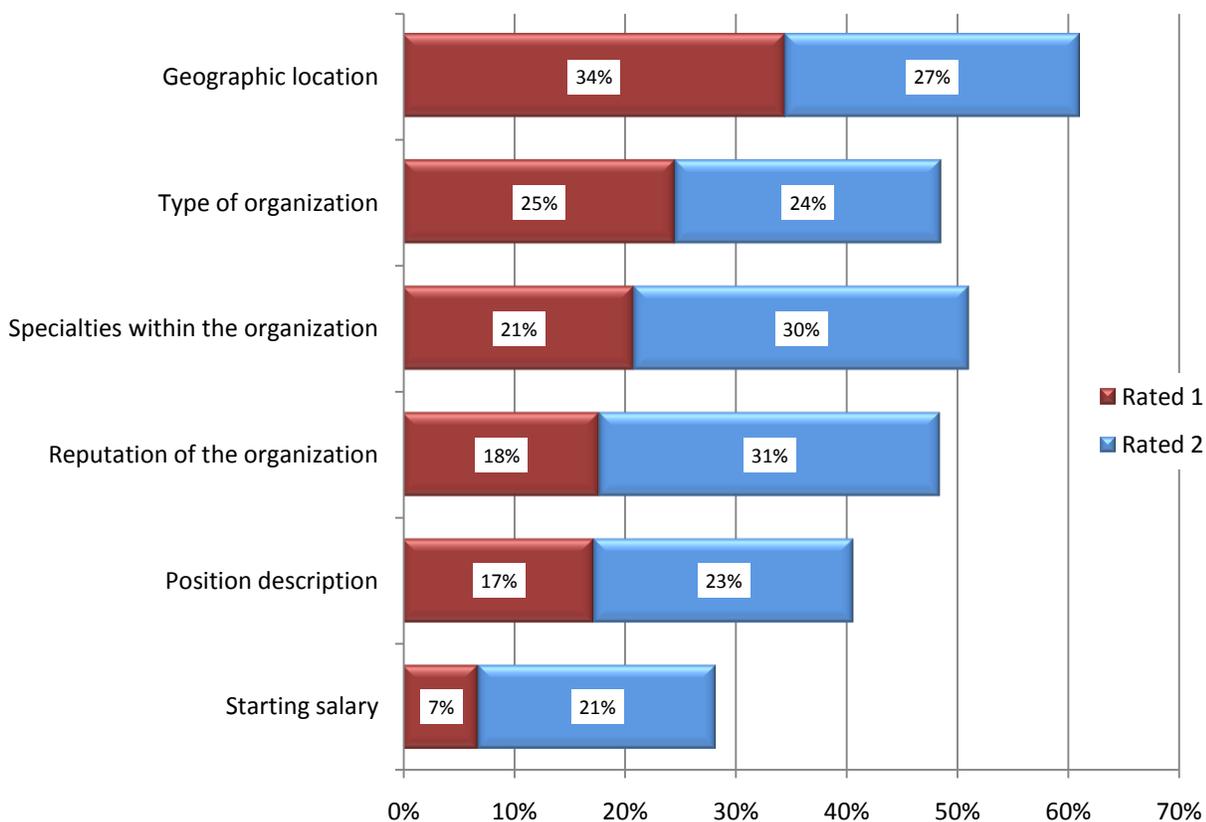
### AVERAGE SALARY OFFERED

Year	Salary	Change from previous year
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 very similar.

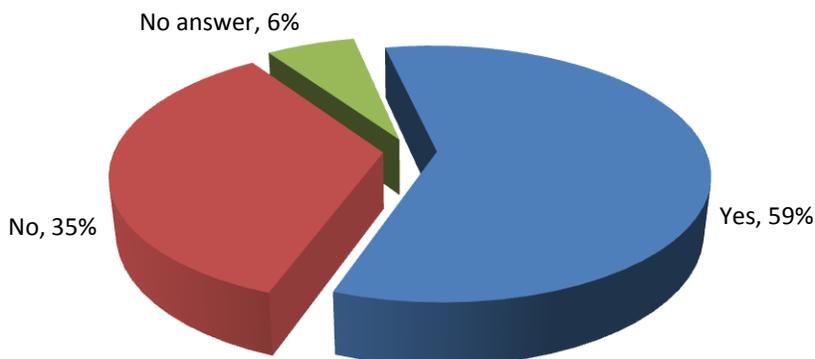
**Please put the following attributes in rank order from 1 (most important) to 6 (least important), based on their importance to you in selecting a job.**



### Geographical Restrictions

In their job search, three-fifths of respondents (59%) indicate that they feel restricted to one geographical area for reasons of necessity or strong personal preference, while 35% do not feel restricted. This is similar to last year's responses.

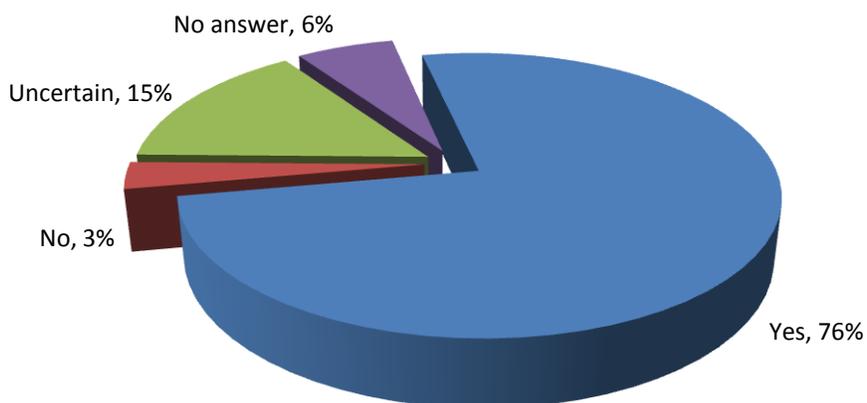
**In your job search, do/did you feel restricted to one geographical area for reasons of necessity or personal preference?**



### State Registration

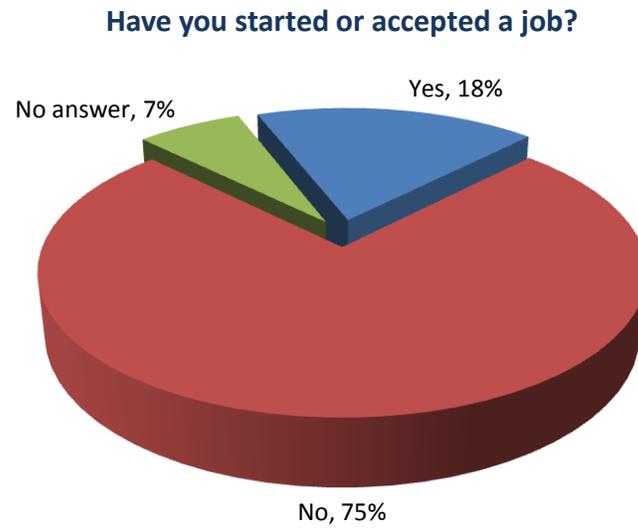
Three-quarters of respondents (76%) indicate that they intend to seek state registration as a Landscape Architect. This is a slightly smaller amount than last year.

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



## New Hires

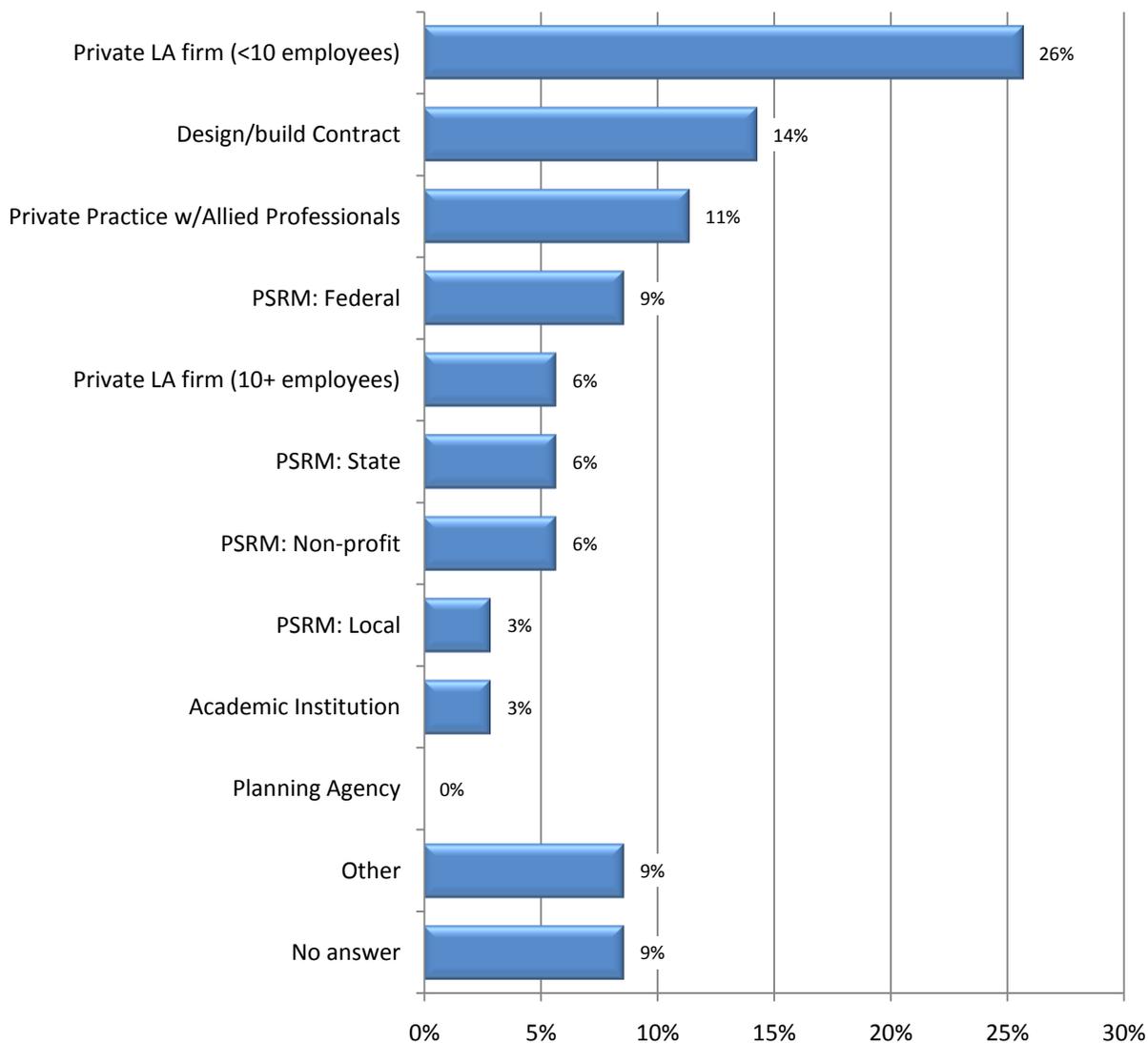
A total of 35 respondents (18%) have started or accepted a job.



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

More than one-quarter (26%) of those respondents who have started or accepted a job describe their new employer as a private practice LA firm with less than 10 employees.

Which of the following best describes your employer?



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

## COMPARISON WITH PREVIOUS YEARS

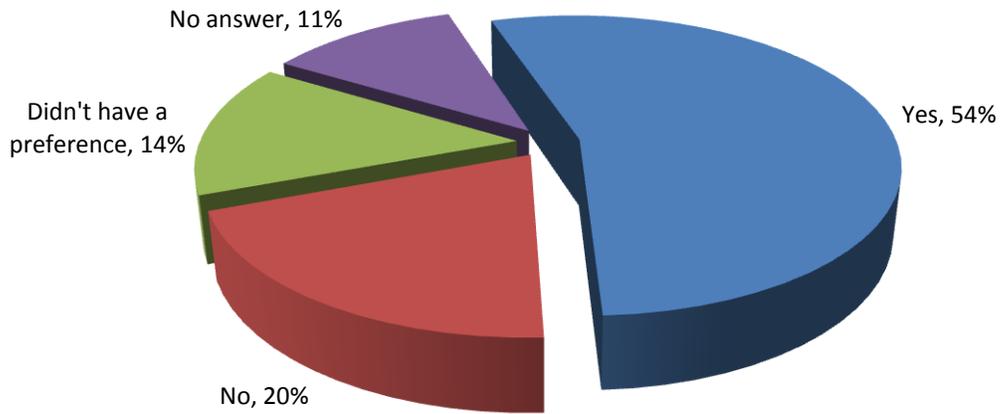
	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
<i>Private Practice LA firm</i>												
<10 employees	26%	28%	18%	17%	23%	17%	22%	21%	24%	22%	27%	*
10+ employees	6%	10%	30%	33%	32%	35%	26%	29%	30%	28%	26%	*
<b>TOTAL LA firm</b>	<b>32%</b>	<b>38%</b>	<b>48%</b>	<b>50%</b>	<b>55%</b>	<b>52%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

\* data not broken out by size

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

Just slightly more than one-half of respondents (54%) who have accepted a job indicate that it is with their preferred type of employer, comparable to the 52% of respondents in 2009 who accepted a job with their preferred type of employer.

**Is this your preferred type of employer?**



### Starting Salary - respondents who have started or accepted a job

Among respondents who report that they have accepted a job offer, the average starting salary was approximately \$40,900. Undergraduate students report an average starting salary of approximately \$33,700 and graduate students report an average starting salary of approximately \$44,000.



### COMPARISON WITH PREVIOUS YEARS

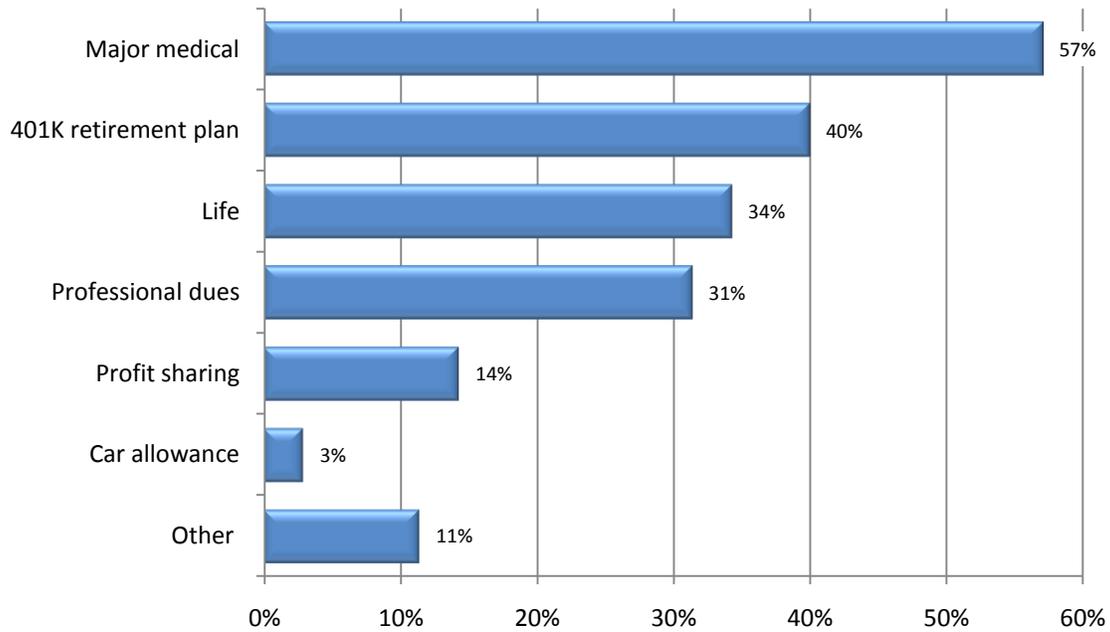
(AVERAGE SALARY - 000's)

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

**Benefits - respondents who have started or accepted a job**

Respondents indicate they will receive a variety of benefits in their new job. More than one-half (57%) will receive major medical insurance.

**Which of the following benefits are included?**



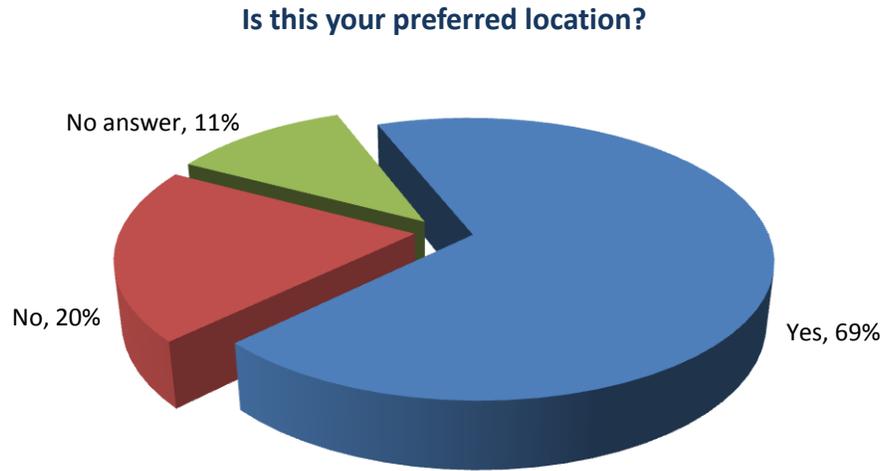
**COMPARISON WITH PREVIOUS YEARS**

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

Most respondents (69%) indicate that they will be working in their preferred region. This is lower than 2009, when 78% indicated the same.



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

The following table compares students' expectations prior to finding a job with the experience of those who have accepted jobs. In addition to lower salaries, there were fewer jobs at LA firms and other private practices than expected and more jobs with design/build contractors.

	Expectation during job search	Actual job accepted
<i>Private Practice LA firm</i>		
<10 employees	11%	26%
10+ employees	16%	6%
no size preference	24%	
<b>TOTAL LA firm</b>	<b>51%</b>	<b>32%</b>
<i>Public Sector Resource Management (PSRM)</i>		
Federal	6%	9%
State	6%	6%
Local	6%	3%
Non-profit	5%	6%
<b>TOTAL PRSM</b>	<b>23%</b>	<b>24%</b>
Private Practice w/Allied Professionals	19%	11%
Design/build Contractors	4%	14%
Planning Agency	1%	0%
Academic Institution	2%	3%
Other	1%	9%

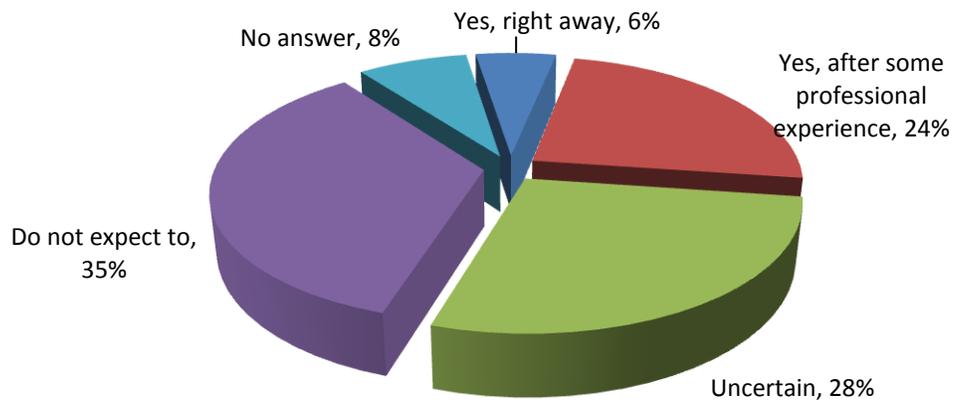
#### AVERAGE SALARY

<b>All respondents</b>	<b>\$43,900</b>	<b>\$40,900</b>
Undergraduate students	\$38,900	\$33,700
Graduate students	\$47,100	\$44,000

### Additional Schooling

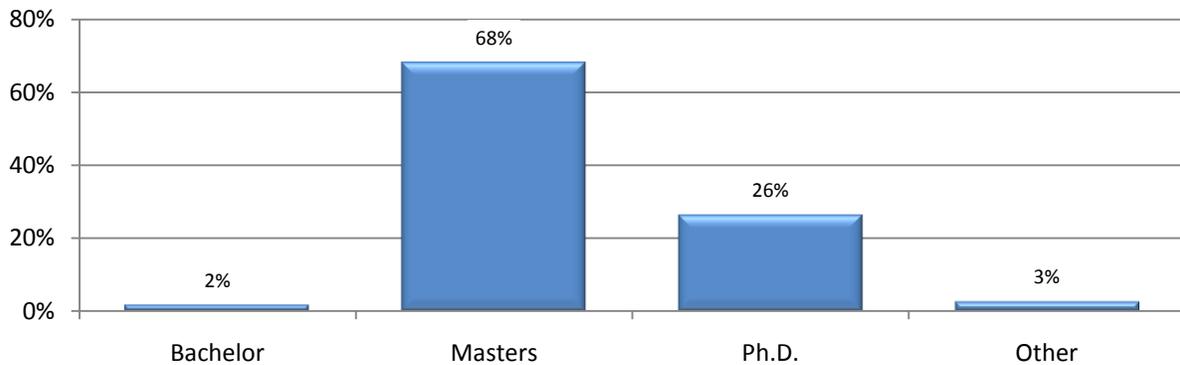
One-quarter of respondents (24%) anticipate pursuing another degree or additional education after some professional experience, while 28% may do so at some later point (uncertain), and 6% intend to do so right away.

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



Of the respondents who are planning to pursue another degree, more than two-thirds (68%) indicate that it will be a Masters, while 26% 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.

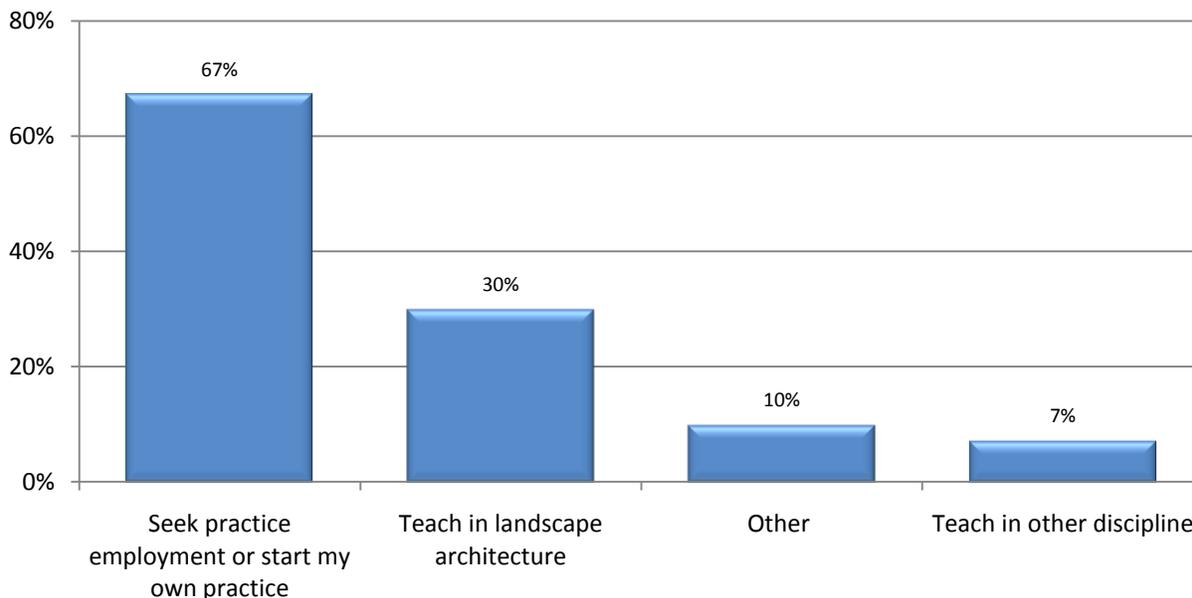
**If you plan to pursue another degree, what degree will it be?**



### After Completing Degree

Of those respondents who plan to pursue another degree, two-thirds (67%) will then either seek practice employment or else start their own practice, while 30% plan to teach in the landscape architecture field.

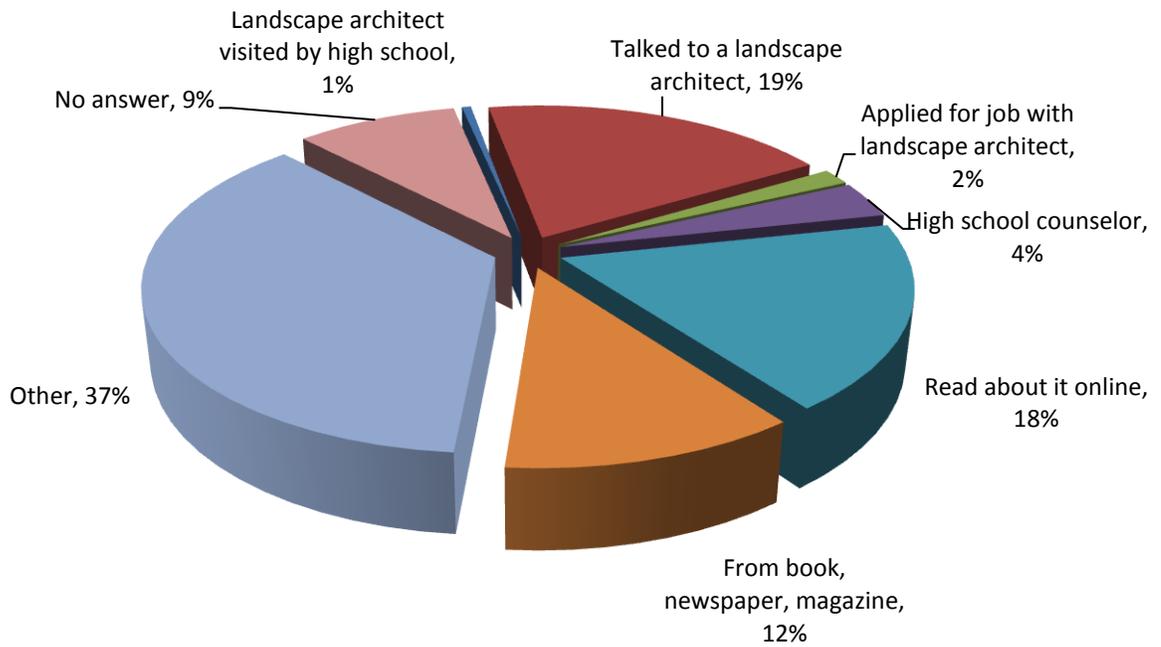
**What do you anticipate doing once you complete this degree?**



### Learning About Landscape Architecture Profession

Respondents were most likely to have first learned about the field of landscape architecture from talking to one (19%), or reading about it online (18%). Among the 'other' answers that respondents were most likely to cite were college classes, course catalogues, and advisors.

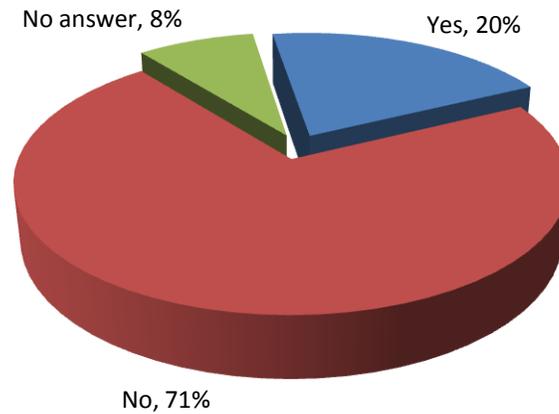
**How did you first learn about landscape architecture?**



## Sharing the Profession

One-in-five respondents (20%) indicated that they visited an elementary, middle, or high school to talk about the profession while they were in school. Most of these respondents (67%) had made just one visit. From among respondents who made visits, 51% visited high schools, 31% 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?



N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>1. What is your age?</u>							
21	7 3.6%	1 1.1%	6 6.3%	7 8.0%	0 0.0%	7 8.1%	0 0.0%
22	20 10.4%	10 10.6%	9 9.5%	20 22.7%	0 0.0%	20 23.3%	0 0.0%
23	32 16.7%	12 12.8%	19 20.0%	27 30.7%	5 4.8%	32 37.2%	0 0.0%
24	13 6.8%	8 8.5%	4 4.2%	8 9.1%	5 4.8%	13 15.1%	0 0.0%
25	14 7.3%	8 8.5%	6 6.3%	7 8.0%	7 6.7%	14 16.3%	0 0.0%
26 to 30	60 31.3%	34 36.2%	26 27.4%	11 12.5%	49 47.1%	0 0.0%	60 58.3%
31 to 40	28 14.6%	15 16.0%	13 13.7%	5 5.7%	23 22.1%	0 0.0%	28 27.2%
41 to 50	6 3.1%	3 3.2%	3 3.2%	1 1.1%	5 4.8%	0 0.0%	6 5.8%
51 and older	8 4.2%	2 2.1%	6 6.3%	1 1.1%	7 6.7%	0 0.0%	8 7.8%
No answer	3 1.6%	1 1.1%	2 2.1%	1 1.1%	2 1.9%	0 0.0%	0 0.0%

1. What is your age? (continued)

Minimum = 21

Maximum = 72

Mean = 28.60

Median = 26

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>2. What is your race?</u>							
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Black	2 1.0%	0 0.0%	2 2.1%	1 1.1%	1 1.0%	1 1.2%	1 1.0%
Hispanic	8 4.2%	3 3.2%	5 5.3%	5 5.7%	3 2.9%	5 5.8%	2 1.9%
Asian or Pacific Islander	14 7.3%	6 6.4%	8 8.4%	4 4.5%	10 9.6%	6 7.0%	7 6.8%
Caucasian	163 84.9%	83 88.3%	78 82.1%	75 85.2%	88 84.6%	73 84.9%	89 86.4%
Other	4 2.1%	0 0.0%	3 3.2%	3 3.4%	1 1.0%	2 2.3%	2 1.9%

N=192

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>3. What is your gender?</u>							
Male	94 49.0%	94 100.0%	0 0.0%	47 53.4%	47 45.2%	39 45.3%	54 52.4%
Female	95 49.5%	0 0.0%	95 100.0%	38 43.2%	57 54.8%	44 51.2%	49 47.6%
No answer	3 1.6%	0 0.0%	0 0.0%	3 3.4%	0 0.0%	3 3.5%	0 0.0%

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

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

Completing (or have just completed) undergraduate program in Landscape Architecture at (please choose school):

88 45.8%	47 50.0%	38 40.0%	88 100.0%	0 0.0%	69 80.2%	18 17.5%
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Completing (or have just completed) graduate program in Landscape Architecture at (please choose school):

104 54.2%	47 50.0%	57 60.0%	0 0.0%	104 100.0%	17 19.8%	85 82.5%
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No answer

0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
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N=88

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	88 100.0%	47 53.4%	38 43.2%	88 100.0%	0 0.0%	69 78.4%	18 20.5%
<u>4b. Undergraduate school</u>							
Arizona State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Ball State University	2 2.3%	0 0.0%	2 5.3%	2 2.3%	0 0.0%	2 2.9%	0 0.0%
California Polytechnic State University, San Luis Obispo	2 2.3%	2 4.3%	0 0.0%	2 2.3%	0 0.0%	1 1.4%	1 5.6%
California Polytechnic University of California, Pomona	2 2.3%	1 2.1%	1 2.6%	2 2.3%	0 0.0%	2 2.9%	0 0.0%
Clemson University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Colorado State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Cornell University	3 3.4%	0 0.0%	3 7.9%	3 3.4%	0 0.0%	3 4.3%	0 0.0%
Iowa State University	4 4.5%	2 4.3%	2 5.3%	4 4.5%	0 0.0%	4 5.8%	0 0.0%

N=88

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4b. Undergraduate school (Cont.)</u>							
Kansas State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Louisiana State University	3 3.4%	1 2.1%	1 2.6%	3 3.4%	0 0.0%	3 4.3%	0 0.0%
Michigan State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Mississippi State University	2 2.3%	2 4.3%	0 0.0%	2 2.3%	0 0.0%	0 0.0%	1 5.6%
North Carolina Agricultural and Technical State University	1 1.1%	0 0.0%	1 2.6%	1 1.1%	0 0.0%	0 0.0%	1 5.6%
North Carolina State University	3 3.4%	2 4.3%	1 2.6%	3 3.4%	0 0.0%	3 4.3%	0 0.0%
North Dakota State University	1 1.1%	0 0.0%	1 2.6%	1 1.1%	0 0.0%	1 1.4%	0 0.0%
Oklahoma State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Pennsylvania State University	3 3.4%	2 4.3%	1 2.6%	3 3.4%	0 0.0%	3 4.3%	0 0.0%
Purdue University	2 2.3%	1 2.1%	1 2.6%	2 2.3%	0 0.0%	2 2.9%	0 0.0%

N=88

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4b. Undergraduate school (Cont.)</u>							
Rutgers University	1 1.1%	1 2.1%	0 0.0%	1 1.1%	0 0.0%	0 0.0%	1 5.6%
State University of New York College of Environmental Science and Forestry	2 2.3%	1 2.1%	1 2.6%	2 2.3%	0 0.0%	2 2.9%	0 0.0%
Temple University	3 3.4%	1 2.1%	2 5.3%	3 3.4%	0 0.0%	1 1.4%	2 11.1%
Texas A&M University	10 11.4%	7 14.9%	2 5.3%	10 11.4%	0 0.0%	8 11.6%	2 11.1%
Texas Tech University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
The Ohio State University	1 1.1%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.4%	0 0.0%
University of California Davis	7 8.0%	3 6.4%	4 10.5%	7 8.0%	0 0.0%	4 5.8%	3 16.7%
University of Connecticut	2 2.3%	0 0.0%	2 5.3%	2 2.3%	0 0.0%	2 2.9%	0 0.0%
University of Georgia	2 2.3%	2 4.3%	0 0.0%	2 2.3%	0 0.0%	1 1.4%	1 5.6%
University of Guelph	2 2.3%	0 0.0%	2 5.3%	2 2.3%	0 0.0%	0 0.0%	2 11.1%

N=88

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4b. Undergraduate school (Cont.)</u>							
University of Idaho	2 2.3%	0 0.0%	2 5.3%	2 2.3%	0 0.0%	2 2.9%	0 0.0%
University of Illinois, Urbana-Champaign	1 1.1%	1 2.1%	0 0.0%	1 1.1%	0 0.0%	1 1.4%	0 0.0%
University of Kentucky	3 3.4%	3 6.4%	0 0.0%	3 3.4%	0 0.0%	3 4.3%	0 0.0%
University of Maryland	3 3.4%	1 2.1%	2 5.3%	3 3.4%	0 0.0%	3 4.3%	0 0.0%
University of Massachusetts	1 1.1%	0 0.0%	1 2.6%	1 1.1%	0 0.0%	1 1.4%	0 0.0%
University of Nevada Las Vegas	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Rhode Island	1 1.1%	1 2.1%	0 0.0%	1 1.1%	0 0.0%	0 0.0%	1 5.6%
University of Washington	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Wisconsin	6 6.8%	4 8.5%	2 5.3%	6 6.8%	0 0.0%	6 8.7%	0 0.0%
Utah State University	3 3.4%	3 6.4%	0 0.0%	3 3.4%	0 0.0%	1 1.4%	2 11.1%
Virginia Tech	4 4.5%	3 6.4%	1 2.6%	4 4.5%	0 0.0%	3 4.3%	1 5.6%

N=88

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4b. Undergraduate school (Cont.)</u>							
Washington State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
West Virginia University	2 2.3%	1 2.1%	1 2.6%	2 2.3%	0 0.0%	2 2.9%	0 0.0%
OTHER	1 1.1%	1 2.1%	0 0.0%	1 1.1%	0 0.0%	1 1.4%	0 0.0%
No answer	3 3.4%	1 2.1%	2 5.3%	3 3.4%	0 0.0%	3 4.3%	0 0.0%

Other answer:

University of Florida

N=104

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	104 100.0%	47 45.2%	57 54.8%	0 0.0%	104 100.0%	17 16.3%	85 81.7%
<u>4c. Graduate school</u>							
Auburn University	1 1.0%	0 0.0%	1 1.8%	0 0.0%	1 1.0%	0 0.0%	1 1.2%
Ball State University	1 1.0%	0 0.0%	1 1.8%	0 0.0%	1 1.0%	0 0.0%	1 1.2%
California Polytechnic University of California, Pomona	2 1.9%	0 0.0%	2 3.5%	0 0.0%	2 1.9%	0 0.0%	1 1.2%
Chatham University	2 1.9%	0 0.0%	2 3.5%	0 0.0%	2 1.9%	0 0.0%	2 2.4%
City College of New York	2 1.9%	1 2.1%	1 1.8%	0 0.0%	2 1.9%	0 0.0%	2 2.4%
Clemson University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Cornell University	5 4.8%	4 8.5%	1 1.8%	0 0.0%	5 4.8%	2 11.8%	3 3.5%
Florida A & M University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Florida International University	1 1.0%	1 2.1%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	1 1.2%

N=104

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4c. Graduate school (Cont.)</u>							
Harvard University	7 6.7%	2 4.3%	5 8.8%	0 0.0%	7 6.7%	0 0.0%	7 8.2%
Iowa State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Kansas State University	5 4.8%	2 4.3%	3 5.3%	0 0.0%	5 4.8%	4 23.5%	1 1.2%
Louisiana State University	3 2.9%	1 2.1%	2 3.5%	0 0.0%	3 2.9%	0 0.0%	3 3.5%
Mississippi State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Morgan State University	2 1.9%	1 2.1%	1 1.8%	0 0.0%	2 1.9%	0 0.0%	2 2.4%
North Carolina State University	7 6.7%	6 12.8%	1 1.8%	0 0.0%	7 6.7%	1 5.9%	6 7.1%
State University of New York College of Environmental Science and Forestry	4 3.8%	3 6.4%	1 1.8%	0 0.0%	4 3.8%	0 0.0%	4 4.7%
Texas A&M University	1 1.0%	1 2.1%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	1 1.2%
The Ohio State University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=104

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4c. Graduate school (Cont.)</u>							
University of Arizona	7 6.7%	4 8.5%	3 5.3%	0 0.0%	7 6.7%	1 5.9%	5 5.9%
University of British Columbia	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of California Berkeley	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Colorado Denver	5 4.8%	0 0.0%	5 8.8%	0 0.0%	5 4.8%	3 17.6%	2 2.4%
University of Georgia	1 1.0%	0 0.0%	1 1.8%	0 0.0%	1 1.0%	0 0.0%	1 1.2%
University of Guelph	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Idaho	1 1.0%	0 0.0%	1 1.8%	0 0.0%	1 1.0%	0 0.0%	1 1.2%
University of Massachusetts	3 2.9%	1 2.1%	2 3.5%	0 0.0%	3 2.9%	0 0.0%	3 3.5%
University of Michigan	1 1.0%	1 2.1%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	1 1.2%
University of New Mexico	6 5.8%	1 2.1%	5 8.8%	0 0.0%	6 5.8%	0 0.0%	6 7.1%
University of Oregon	1 1.0%	0 0.0%	1 1.8%	0 0.0%	1 1.0%	0 0.0%	1 1.2%

N=104

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>4c. Graduate school (Cont.)</u>							
University of Pennsylvania	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Toronto	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
University of Virginia	1 1.0%	1 2.1%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	1 1.2%
University of Washington	2 1.9%	1 2.1%	1 1.8%	0 0.0%	2 1.9%	0 0.0%	2 2.4%
Virginia Tech	4 3.8%	1 2.1%	3 5.3%	0 0.0%	4 3.8%	2 11.8%	2 2.4%
OTHER	21 20.2%	10 21.3%	11 19.3%	0 0.0%	21 20.2%	2 11.8%	19 22.4%

<u>Other responses:</u>	<u>Number</u>	<u>Percent</u>
Illinois Institute of Technology	1	6.7 %
Rhode Island School of Design	1	6.7 %
UCLA Extension	1	6.7 %
University of Florida	2	13.3 %
University of Manitoba	1	6.7 %
University of Minnesota	3	20.0 %
University of Southern California	1	6.7 %
University of Texas at Arlington	2	13.3 %
Utah State University	2	13.3 %
Washington State University	1	6.7 %

4d. Undergraduate degree

Agronomy  
American Literature  
Architecture (5 mentions)  
Art History  
Biology (2 mentions)  
Business Administration (6 mentions)  
Civil and Environmental Engineering  
Civil Engineering  
Classical Civilizations  
Design  
Education (2 mentions)  
English (6 mentions)  
Environmental Design in Urban Planning  
Environmental Engineering  
Environmental Psychology  
Environmental Studies (4 mentions)  
Fine Art (7 mentions)  
Geography  
Geography and Sociology  
Geological Science  
History  
Horticulture (4 mentions)  
Integrated Studio Art and Natural Resources Minor  
Interdisciplinary Studies (2 mentions)  
International Business  
Landscape Architecture (7 mentions)  
Landscape Management  
Mass Communications/Sociology  
Math and art  
Media Arts  
Natural Resources & Environment (2 mentions)  
Ornamental Horticulture  
Philosophy/Theology  
Plant Sciences (2 mentions)  
Psychology (2 mentions)  
Resource Ecology & Management  
Sociology (2 mentions)  
Urban studies (2 mentions)

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>5. What are your plans for the immediate future?</u>							
To work/seek employment	162 84.4%	79 84.0%	81 85.3%	73 83.0%	89 85.6%	68 79.1%	92 89.3%
To pursue additional education	12 6.3%	6 6.4%	5 5.3%	7 8.0%	5 4.8%	7 8.1%	4 3.9%
Undecided	10 5.2%	3 3.2%	7 7.4%	4 4.5%	6 5.8%	7 8.1%	3 2.9%
Travel	7 3.6%	5 5.3%	2 2.1%	4 4.5%	3 2.9%	4 4.7%	3 2.9%
No answer	1 0.5%	1 1.1%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	1 1.0%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

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

Private practice landscape architecture firm - less than 10 employees (small)	21 10.9%	7 7.4%	14 14.7%	8 9.1%	13 12.5%	8 9.3%	13 12.6%
Private practice landscape architecture firm - 10 or more employees (mid to large)	30 15.6%	18 19.1%	12 12.6%	12 13.6%	18 17.3%	11 12.8%	19 18.4%
Private practice landscape architecture firm - no size preference	46 24.0%	18 19.1%	26 27.4%	24 27.3%	22 21.2%	24 27.9%	20 19.4%
Private practice with allied professionals (engineering, planning, architecture)	36 18.8%	18 19.1%	18 18.9%	18 20.5%	18 17.3%	20 23.3%	16 15.5%
Design build contractor	7 3.6%	6 6.4%	1 1.1%	5 5.7%	2 1.9%	1 1.2%	6 5.8%
Planning agency	2 1.0%	0 0.0%	2 2.1%	1 1.1%	1 1.0%	1 1.2%	1 1.0%

N=192

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

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

PRSM (Public sector resource management – parks, forests, wildlife, etc.) - Federal	12 6.3%	8 8.5%	3 3.2%	4 4.5%	8 7.7%	4 4.7%	8 7.8%
PSRM - State	11 5.7%	8 8.5%	3 3.2%	9 10.2%	2 1.9%	9 10.5%	1 1.0%
Local PSRM - Local	11 5.7%	4 4.3%	7 7.4%	4 4.5%	7 6.7%	2 2.3%	9 8.7%
PSRM - Not for profit	9 4.7%	1 1.1%	8 8.4%	3 3.4%	6 5.8%	5 5.8%	4 3.9%
Academic institution	3 1.6%	2 2.1%	1 1.1%	0 0.0%	3 2.9%	1 1.2%	2 1.9%
Other	1 0.5%	1 1.1%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	1 1.0%
No response	3 1.6%	3 3.2%	0 0.0%	0 0.0%	3 2.9%	0 0.0%	3 2.9%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

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

None	108 56.3%	51 54.3%	57 60.0%	46 52.3%	62 59.6%	45 52.3%	61 59.2%
1	25 13.0%	12 12.8%	12 12.6%	13 14.8%	12 11.5%	12 14.0%	13 12.6%
2	15 7.8%	9 9.6%	6 6.3%	7 8.0%	8 7.7%	8 9.3%	7 6.8%
3	14 7.3%	5 5.3%	8 8.4%	6 6.8%	8 7.7%	8 9.3%	5 4.9%
4	9 4.7%	5 5.3%	4 4.2%	7 8.0%	2 1.9%	6 7.0%	3 2.9%
5	3 1.6%	0 0.0%	3 3.2%	0 0.0%	3 2.9%	0 0.0%	3 2.9%
6 to 10	1 0.5%	0 0.0%	1 1.1%	1 1.1%	0 0.0%	0 0.0%	1 1.0%
11 or more	2 1.0%	2 2.1%	0 0.0%	1 1.1%	1 1.0%	1 1.2%	1 1.0%
No answer	15 7.8%	10 10.6%	4 4.2%	7 8.0%	8 7.7%	6 7.0%	9 8.7%

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

Minimum = 0

Maximum = 56

Mean = 1.29

Median = 0

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

- 6 separate interviews during a 3-4 hour period
- A phone interview came first. Then I flew up to NYC for an in-person interview. It lasted about 2 hours and consisted of going over my portfolio and work experience, then asking questions about the firm.
- An organized career fair specific to the landscape architecture department with interviews held on a voluntary sign-up basis with visiting firms.
- Career Day at LSU, interviewers were all 'not really hiring' but a few people, including myself, got call backs anyway.
- City Architecture in Cleveland: Male in late 20's interviewed me; I asked him many questions about the firm as well. URS: Older principal of the LA division took me around corporation and then talked about projects they have done. I referred to my portfolio for both of them.
- Didn't get a job
- Easy, relaxed, professional.
- Great. (2 mentions)
- I got the job. More interested in my experience outside of the design world. (What made me different from other graduates.)
- I interviewed with a small urban design firm that does both architecture and landscape architecture equally. They carefully examined my portfolio, viewing every image and reading every sentence of text. It lasted about one hour. They seemed to like me. I am still waiting their decision whether or not to hire me.
- I met with the firm at a Design Interview Day that my school held. I kept correspondence with the firm and my portfolio was presented to the Principals, after which I was invited into the office for an interview. I am still in the interview process with this firm as they want to see additional work samples, in addition to my portfolio so I am still working extremely hard to obtain this position.
- I submitted resume and writing sample, no portfolio. There were 3 interviewers, that asked me questions about my ambitions for the future and what assets I could provide them.
- I thought it went well. They went with somebody else.
- I was asked to interview for the job - it was very informal because I know the person.
- Interview process went well. Small Design Build firm, however did not meet salary requirements
- Interview went well, but the firm ended up hiring someone with more qualifications (overqualified, if based on the job description); I was eventually hired by the firm that I interned at during school, which did not require another interview process.
- Is good.
- It began as an office visit for a small firm I contacted in my hometown, I e-mailed the company to ask if I could have an office visit went, and it turned into an interview. We went over my resume, portfolio, and various work samples. He stated an employee may be leaving soon, and explained the various types of work that his small firm tackles.
- It was short, and was mainly an informational interview.
- It went great, but no one was looking to hire at the time.
- It went great; I felt well prepared for the questions and had examples of my work that was consistent with what they were looking for.
- It went very differently than from interviewing for internships. The interviews were longer and more detail focused. I have received two offers and have accepted one.
- It went well but competitive...
- It went well, but the firm is still hesitant to hire as their revenue stream is still tenuous.
- It went well, however, firms don't seem to be hiring.
- It went well, I suppose
- It went well. It was with a professor that knew me so it was a very informal and relaxed interview process.

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

- It went well. Unfortunately not many places have been in the position to make new hires.
- Looked over my portfolio primarily. Discussed my past successes. Checked to see if my values were in line with the company's.
- Not hard.
- Ok, they said if times were better I would be a sure thing, but they might say that to everyone, it's a convenient excuse not to hire. Also, they said they would have some work but not enough for full-time employment
- One went well, I was given an internship. One was a mock interview with ASLA professionals, very helpful in preparation. The one that concerns me most, was one that I thought was going well until the man called me back and said that my portfolio and everything else was at, or above the other candidates, but he was offering the job to the 'less seasoned' applicants. This felt extremely strange. I believe that he did not hire me because I am 51. He said that he wanted to help 'young' people build their resumes and give them some experience. I don't have any more experience in this field than the other applicants did. We are all graduate students.
- Pretty straight forward, submitted my portfolio, and a brief letter of intent, had an interview, received job offers.
- Received an email to come in between certain hours, because they were doing a bunch of interviews one right after another.
- Saddening.
- School held an in house interviewing process.
- Short.
- Smoothly, though I didn't receive a job, I did gain experience, and feel more confident with my interviewing skills.
- Some were more personal and they wanted to see my portfolio. Some were only interested in my computer skills. It was different for each firm.
- The companies were anxious to meet and talk with me, but their job flow was slow. Both said they would be interested in having me do contract work.
- The interview process was as I had anticipated. They made it very clear that they had no current openings yet would like to meet a few selected students.
- The interview process went well. All the firms I interviewed with are interested in hiring me, however, all of the firms I have contacted, including the ones I interviewed with are unable to hire anyone at the moment. (Most firms have recently laid-off several employees, and do not have enough future projects).
- The interview was for an internship. The process was straight forward and went well.
- The interviews seemed promising. I was told that if there was any work I would be hired by two firms. Although I have told everyone that I am willing to work for free, I currently have no job prospects.
- The interviews went real well although they weren't looking for someone immediately. Seems like everyone is hesitant and trying to wait just a couple more months before hiring.
- The process went well. Interviewing during the semester is awful, too hectic.
- Those were good...but they were honest about the economic situation at the moment and notified me that they weren't seeking to hire multiple people.
- Very well- both of the firms I am interested in want to hire me, although neither firm is hiring quite yet.
- Well
- Well, but jobs were not what I was looking for.
- Well, but very preliminarily
- Well, most were informational based but I was offered an internship from one.
- Well-qualified, but no opportunities currently...told to remain optimistic and they will get back to me when things open up.
- Went very smoothly.
- Went well, one of the very few firms hiring, 2 positions available probably 10+ applicants.
- Went well. I had to do a lot of work on getting the interviews and getting my name out.
- Would have gotten the job if I was a continuing student

N=82

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	82 100.0%	41 50.0%	38 46.3%	42 51.2%	40 48.8%	41 50.0%	40 48.8%
<u>7b. Was it what you expected?</u>							
Yes	56 68.3%	29 70.7%	25 65.8%	27 64.3%	29 72.5%	28 68.3%	27 67.5%
No	14 17.1%	5 12.2%	8 21.1%	6 14.3%	8 20.0%	5 12.2%	9 22.5%
No answer	12 14.6%	7 17.1%	5 13.2%	9 21.4%	3 7.5%	8 19.5%	4 10.0%

7c. Please explain:

## INTERVIEW WENT AS EXPECTED

- About 30 firms came to LSU, I was ready with portfolio and resume in hand. Each year I have done this and have so many contacts it's unbelievable.
- Did well and was well qualified.
- Everything went very well. Interviewing is rather enjoyable.
- Got the offer after that interview.
- Having been through the interview process before, it was what I had expected. I was just a little unclear on how to go about negotiations for salary properly.
- I expected them to want to see my portfolio. I did not expect some of them to not even ask about it.
- I expected this additional seriousness both because of an expectation of full time employment and because of the market being in favor of the employer currently.
- I got the internship on the spot so I can't complain.
- I got the job!
- I had interned previously at the company, and the interviews were primarily to discuss what I could work on as a full time employee, and later, my salary.
- I knew going into it that the process was going to be difficult given the current economy. But I was confident that I would find something and I did.
- I realize the economy isn't great, although I gave it my best shot I didn't have high expectations. I have been interviewing with firms for the past 2 years, it's always the same story.
- I thought it went the way any interview goes, questions about personal views, professional goals, and what attributes can contribute to their work.
- I understand that the bad economy has made it difficult for firms to take on new employees at this time.
- It was at a federal agency so I expected to be given standard information and told what kind of projects they work on then asked questions about myself and my past experiences. My expectations were accurate, the interview went well and I got the job.
- It wasn't so much an interview, because I already have an internship at this place, so it was more just discussions and negotiations for what it would look like to work there in the future.
- It's a dog eat dog world out there. I've interviewed for jobs with over 300 applicants... I know the window will be narrow.
- No jobs...but employers are understanding of our situation and are doing what they can to make something happen.
- Portfolio review and spoke about strengths, etc.
- Principals and partners I interviewed with were friendly, helpful, and very encouraging.
- Professional job opportunity, professional interview...
- The economy does not support many LA jobs.
- The economy is horrible and employers are more than tentative to be making new hires while new jobs continue to be slower for many firms.
- The interview process was a little more relaxed than what I thought it would be. I felt more confident at the first firm with the younger interviewer than at the second.
- The job market is disgusting right now, I didn't expect results without fighting for it.
- There was nothing out of the ordinary, and they asked most of the standard questions that I expected.
- We have been told by professors, professional and other students that there are effectively no jobs to be had.
- Went over projects in my portfolio, spoke about the firms projects, standard interview questions

7c. Please explain:

INTERVIEW DID NOT GO AS EXPECTED

- All three firms were not hiring. I was unaware of this before the interview.
- Did not meet salary requirements.
- Going in I was not sure how to look at this small firm design build job opportunity as opposed to the large firm a previously talked to. This small firm impressed me with the diversity of opportunities I would have to build as a professional from the very first day.
- I felt slightly unprepared going into my first interview, and when asked 'do you have any questions' I felt like I should have had some, I didn't know what to ask. After looking and doing more research, I stumbled upon several questions that one should ask when being interviewed, and that helped in my second and third interviews.
- I was hoping that at least one firm I interviewed with would have a job open!
- I would have hoped there would have been more job options. Most jobs available are nursery - design/build jobs which I am not interested in but went on interviews for the experience and to see if maybe I'd be interested.
- Job responsibilities were marketing mostly, very little design.
- The job ended up not being design driven, so I felt that there was no need for a degree. I thought I had also set a time for an interview but like I mentioned earlier it was more like mass interviews.
- There were no typical interview questions (i.e. biggest strength, weakness, etc.) which surprised me.
- Yes for the first two explained above. No for the third, explained above. The second with the professionals really showed me that even though I know who I am and what I believe, I need to be able to quickly communicate this to others in regard to why I want to work for them, what I have to offer, and why I stand for what I do.

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>8. What salary expectation do/did you have?</u>							
No expectation	67 34.9%	23 24.5%	42 44.2%	39 44.3%	28 26.9%	38 44.2%	28 27.2%
<\$30,000	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
\$30,000 to \$34,999	7 3.6%	4 4.3%	3 3.2%	5 5.7%	2 1.9%	3 3.5%	4 3.9%
\$35,000 to \$39,999	19 9.9%	10 10.6%	9 9.5%	12 13.6%	7 6.7%	11 12.8%	8 7.8%
\$40,000 to \$44,999	33 17.2%	19 20.2%	14 14.7%	14 15.9%	19 18.3%	11 12.8%	21 20.4%
\$45,000 to \$49,999	18 9.4%	13 13.8%	5 5.3%	7 8.0%	11 10.6%	6 7.0%	12 11.7%
\$50,000 or more	23 12.0%	14 14.9%	9 9.5%	2 2.3%	21 20.2%	5 5.8%	18 17.5%
No answer	25 13.0%	11 11.7%	13 13.7%	9 10.2%	16 15.4%	12 14.0%	12 11.7%

Minimum = 30000  
 Maximum = 150000  
 Mean = 43881.19  
 Median = 40000

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>9. Do/did you have reasonable employment prospects with ...</u>							
A former employer	41 21.4%	19 20.2%	22 23.2%	21 23.9%	20 19.2%	23 26.7%	18 17.5%
An internship organization	21 10.9%	10 10.6%	9 9.5%	12 13.6%	9 8.7%	15 17.4%	6 5.8%
Both	15 7.8%	10 10.6%	5 5.3%	8 9.1%	7 6.7%	8 9.3%	7 6.8%
Neither	101 52.6%	45 47.9%	55 57.9%	42 47.7%	59 56.7%	35 40.7%	63 61.2%
No answer	14 7.3%	10 10.6%	4 4.2%	5 5.7%	9 8.7%	5 5.8%	9 8.7%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

10. How many job offers have you had to date?

None	125 65.1%	57 60.6%	67 70.5%	60 68.2%	65 62.5%	60 69.8%	62 60.2%
1	32 16.7%	18 19.1%	13 13.7%	14 15.9%	18 17.3%	16 18.6%	16 15.5%
2	8 4.2%	4 4.3%	4 4.2%	4 4.5%	4 3.8%	2 2.3%	6 5.8%
3	2 1.0%	1 1.1%	1 1.1%	2 2.3%	0 0.0%	1 1.2%	1 1.0%
4	1 0.5%	1 1.1%	0 0.0%	0 0.0%	1 1.0%	0 0.0%	1 1.0%
No answer	24 12.5%	13 13.8%	10 10.5%	8 9.1%	16 15.4%	7 8.1%	17 16.5%

10. How many job offers have you had to date?

Minimum = 0

Maximum = 4

Mean = 0.35

Median = 0

N=43

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	43 100.0%	24 55.8%	18 41.9%	20 46.5%	23 53.5%	19 44.2%	24 55.8%

10b. What starting salary were you offered?

Less than \$30,000	8 18.6%	3 12.5%	4 22.2%	5 25.0%	3 13.0%	4 21.1%	4 16.7%
\$30,000 to \$34,999	5 11.6%	3 12.5%	2 11.1%	4 20.0%	1 4.3%	2 10.5%	3 12.5%
\$35,000 to \$39,999	9 20.9%	3 12.5%	6 33.3%	4 20.0%	5 21.7%	2 10.5%	7 29.2%
\$40,000 to \$44,999	6 14.0%	5 20.8%	1 5.6%	2 10.0%	4 17.4%	1 5.3%	5 20.8%
\$45,000 to \$49,999	3 7.0%	3 12.5%	0 0.0%	1 5.0%	2 8.7%	1 5.3%	2 8.3%
\$50,000 to \$59,999	2 4.7%	2 8.3%	0 0.0%	1 5.0%	1 4.3%	0 0.0%	2 8.3%
\$60,000 or more	1 2.3%	1 4.2%	0 0.0%	0 0.0%	1 4.3%	0 0.0%	1 4.2%

Minimum = \$18,200

Maximum = \$75,000

Mean = \$37,346

Median = \$37,500

(N=192)

	(1) Most important	(2)	(3)	(4)	(5)	(6) Least important	Total
11. 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	47 24.5%	46 24.0%	38 19.8%	13 6.8%	17 8.9%	17 8.9%	178 92.7%
Specialties within the organization	40 20.8%	58 30.2%	35 18.2%	21 10.9%	20 10.4%	4 2.1%	178 92.7%
Reputation of the organization	34 17.7%	59 30.7%	34 17.7%	25 13.0%	17 8.9%	9 4.7%	178 92.7%
Geographic location	66 34.4%	51 26.6%	23 12.0%	11 5.7%	11 5.7%	15 7.8%	177 92.2%
Starting salary	13 6.8%	41 21.4%	55 28.6%	26 13.5%	24 12.5%	17 8.9%	176 91.7%
Position description	33 17.2%	45 23.4%	46 24.0%	27 14.1%	11 5.7%	15 7.8%	177 92.2%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

11. 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

(1) Most important	47 24.5%	23 24.5%	24 25.3%	23 26.1%	24 23.1%	23 26.7%	22 21.4%
(2)	46 24.0%	19 20.2%	24 25.3%	23 26.1%	23 22.1%	23 26.7%	23 22.3%
(3)	38 19.8%	20 21.3%	18 18.9%	15 17.0%	23 22.1%	16 18.6%	21 20.4%
(4)	13 6.8%	8 8.5%	5 5.3%	7 8.0%	6 5.8%	3 3.5%	10 9.7%
(5)	17 8.9%	7 7.4%	10 10.5%	7 8.0%	10 9.6%	8 9.3%	9 8.7%
(6) Least important	17 8.9%	8 8.5%	9 9.5%	8 9.1%	9 8.7%	8 9.3%	9 8.7%

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>Specialties within the organization</u>							
(1) Most important	40 20.8%	15 16.0%	24 25.3%	16 18.2%	24 23.1%	17 19.8%	22 21.4%
(2)	58 30.2%	31 33.0%	26 27.4%	27 30.7%	31 29.8%	26 30.2%	31 30.1%
(3)	35 18.2%	15 16.0%	19 20.0%	16 18.2%	19 18.3%	17 19.8%	17 16.5%
(4)	21 10.9%	13 13.8%	8 8.4%	14 15.9%	7 6.7%	11 12.8%	10 9.7%
(5)	20 10.4%	9 9.6%	11 11.6%	9 10.2%	11 10.6%	9 10.5%	11 10.7%
(6) Least important	4 2.1%	2 2.1%	2 2.1%	1 1.1%	3 2.9%	1 1.2%	3 2.9%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>Reputation of the organization</u>							
(1) Most important	34 17.7%	13 13.8%	20 21.1%	16 18.2%	18 17.3%	14 16.3%	20 19.4%
(2)	59 30.7%	35 37.2%	22 23.2%	24 27.3%	35 33.7%	23 26.7%	34 33.0%
(3)	34 17.7%	15 16.0%	19 20.0%	15 17.0%	19 18.3%	14 16.3%	19 18.4%
(4)	25 13.0%	11 11.7%	14 14.7%	13 14.8%	12 11.5%	16 18.6%	9 8.7%
(5)	17 8.9%	9 9.6%	8 8.4%	12 13.6%	5 4.8%	9 10.5%	8 7.8%
(6) Least important	9 4.7%	2 2.1%	7 7.4%	3 3.4%	6 5.8%	5 5.8%	4 3.9%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>Geographic location</u>							
(1) Most important	66 34.4%	26 27.7%	39 41.1%	26 29.5%	40 38.5%	22 25.6%	43 41.7%
(2)	51 26.6%	24 25.5%	27 28.4%	22 25.0%	29 27.9%	24 27.9%	27 26.2%
(3)	23 12.0%	14 14.9%	8 8.4%	12 13.6%	11 10.6%	14 16.3%	8 7.8%
(4)	11 5.7%	5 5.3%	6 6.3%	6 6.8%	5 4.8%	5 5.8%	5 4.9%
(5)	11 5.7%	6 6.4%	4 4.2%	6 6.8%	5 4.8%	8 9.3%	3 2.9%
(6) Least important	15 7.8%	9 9.6%	6 6.3%	10 11.4%	5 4.8%	7 8.1%	8 7.8%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>Starting salary</u>							
(1) Most important	13 6.8%	4 4.3%	8 8.4%	5 5.7%	8 7.7%	4 4.7%	8 7.8%
(2)	41 21.4%	24 25.5%	17 17.9%	16 18.2%	25 24.0%	15 17.4%	25 24.3%
(3)	55 28.6%	31 33.0%	24 25.3%	30 34.1%	25 24.0%	24 27.9%	30 29.1%
(4)	26 13.5%	10 10.6%	15 15.8%	10 11.4%	16 15.4%	15 17.4%	11 10.7%
(5)	24 12.5%	11 11.7%	13 13.7%	14 15.9%	10 9.6%	12 14.0%	12 11.7%
(6) Least important	17 8.9%	5 5.3%	11 11.6%	8 9.1%	9 8.7%	10 11.6%	7 6.8%

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		<u>Male</u>	<u>Female</u>	<u>Undergrad</u>	<u>Grad</u>	<u>21 to 25</u>	<u>26 or older</u>
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>Position description</u>							
(1) Most important	33 17.2%	12 12.8%	21 22.1%	13 14.8%	20 19.2%	13 15.1%	20 19.4%
(2)	45 23.4%	20 21.3%	23 24.2%	21 23.9%	24 23.1%	19 22.1%	23 22.3%
(3)	46 24.0%	23 24.5%	23 24.2%	25 28.4%	21 20.2%	25 29.1%	21 20.4%
(4)	27 14.1%	15 16.0%	11 11.6%	11 12.5%	16 15.4%	11 12.8%	16 15.5%
(5)	11 5.7%	7 7.4%	4 4.2%	7 8.0%	4 3.8%	7 8.1%	4 3.9%
(6) Least important	15 7.8%	7 7.4%	8 8.4%	5 5.7%	10 9.6%	6 7.0%	9 8.7%

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

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

Yes	113 58.9%	46 48.9%	67 70.5%	47 53.4%	66 63.5%	43 50.0%	68 66.0%
No	67 34.9%	40 42.6%	24 25.3%	36 40.9%	31 29.8%	38 44.2%	28 27.2%
No answer	12 6.3%	8 8.5%	4 4.2%	5 5.7%	7 6.7%	5 5.8%	7 6.8%

N=192

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

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

Yes	145 75.5%	76 80.9%	68 71.6%	68 77.3%	77 74.0%	66 76.7%	76 73.8%
No	6 3.1%	1 1.1%	5 5.3%	0 0.0%	6 5.8%	0 0.0%	6 5.8%
Uncertain	29 15.1%	9 9.6%	18 18.9%	15 17.0%	14 13.5%	15 17.4%	14 13.6%
No answer	12 6.3%	8 8.5%	4 4.2%	5 5.7%	7 6.7%	5 5.8%	7 6.8%

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%
<u>14. Have you started or accepted a job?</u>							
Yes	35 18.2%	19 20.2%	14 14.7%	14 15.9%	21 20.2%	10 11.6%	25 24.3%
No	144 75.0%	66 70.2%	77 81.1%	68 77.3%	76 73.1%	70 81.4%	71 68.9%
No answer	13 6.8%	9 9.6%	4 4.2%	6 6.8%	7 6.7%	6 7.0%	7 6.8%

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	35	19	14	14	21	10	25
	100.0%	54.3%	40.0%	40.0%	60.0%	28.6%	71.4%

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

Private practice landscape architecture firm - less than 10 employees (small)	9 25.7%	6 31.6%	3 21.4%	3 21.4%	6 28.6%	1 10.0%	8 32.0%
Private practice landscape architecture firm - 10 or more employees (mid to large)	2 5.7%	1 5.3%	1 7.1%	0 0.0%	2 9.5%	1 10.0%	1 4.0%
Private practice with allied professionals (engineering, planning, architecture)	4 11.4%	1 5.3%	3 21.4%	2 14.3%	2 9.5%	0 0.0%	4 16.0%
Design build contractor	5 14.3%	4 21.1%	1 7.1%	2 14.3%	3 14.3%	1 10.0%	4 16.0%
Planning agency	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
PRSM (Public sector resource management – parks, forests, wildlife, etc.) - Federal	3 8.6%	2 10.5%	0 0.0%	2 14.3%	1 4.8%	2 20.0%	1 4.0%

N=35

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>15a. Which of the following best describes your employer? (Cont.)</u>							
PSRM - State	2 5.7%	2 10.5%	0 0.0%	0 0.0%	2 9.5%	0 0.0%	2 8.0%
PSRM - Local	1 2.9%	0 0.0%	1 7.1%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
PSRM – Not for profit	2 5.7%	0 0.0%	2 14.3%	0 0.0%	2 9.5%	0 0.0%	2 8.0%
Academic institution	1 2.9%	0 0.0%	1 7.1%	1 7.1%	0 0.0%	1 10.0%	0 0.0%
Other	3 8.6%	0 0.0%	2 14.3%	2 14.3%	1 4.8%	2 20.0%	1 4.0%
No answer	3 8.6%	3 15.8%	0 0.0%	2 14.3%	1 4.8%	2 20.0%	1 4.0%

Other answers:

- Extension office within the university
- Environmental Consultant
- Kirwan Institute

N=35

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	35 100.0%	19 54.3%	14 40.0%	14 40.0%	21 60.0%	10 28.6%	25 71.4%
<u>15b. Is this your preferred type of employer?</u>							
Yes	19 54.3%	10 52.6%	7 50.0%	7 50.0%	12 57.1%	3 30.0%	16 64.0%
No	7 20.0%	3 15.8%	4 28.6%	3 21.4%	4 19.0%	2 20.0%	5 20.0%
Didn't have a preference	5 14.3%	3 15.8%	2 14.3%	1 7.1%	4 19.0%	2 20.0%	3 12.0%
No answer	4 11.4%	3 15.8%	1 7.1%	3 21.4%	1 4.8%	3 30.0%	1 4.0%

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	35 100.0%	19 54.3%	14 40.0%	14 40.0%	21 60.0%	10 28.6%	25 71.4%
<u>salary</u>							
Less than \$30,000	3 8.6%	1 5.3%	2 14.3%	2 14.3%	1 4.8%	2 20.0%	1 4.0%
\$30,000 to \$34,999	1 2.9%	0 0.0%	1 7.1%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
\$35,000 to \$39,999	6 17.1%	2 10.5%	3 21.4%	3 21.4%	3 14.3%	2 20.0%	4 16.0%
\$40,000 to \$44,999	3 8.6%	2 10.5%	1 7.1%	0 0.0%	3 14.3%	0 0.0%	3 12.0%
\$45,000-\$49,999	4 11.4%	4 21.1%	0 0.0%	1 7.1%	3 14.3%	1 10.0%	3 12.0%
\$50,000 to \$59,999	2 5.7%	2 10.5%	0 0.0%	0 0.0%	2 9.5%	0 0.0%	2 8.0%
\$60,000 or more	1 2.9%	1 5.3%	0 0.0%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
no response	15 42.9%	7 36.8%	7 50.0%	8 57.1%	7 33.3%	5 50.0%	10 40.0%

Minimum = \$20,000  
 Maximum = \$75,000  
 Mean = \$40,875  
 Median = \$39,750

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	35 100.0%	19 54.3%	14 40.0%	14 40.0%	21 60.0%	10 28.6%	25 71.4%

16c. Which of the following benefits are included?

Major medical	20 57.1%	11 57.9%	8 57.1%	6 42.9%	14 66.7%	4 40.0%	16 64.0%
Life	12 34.3%	6 31.6%	5 35.7%	4 28.6%	8 38.1%	2 20.0%	10 40.0%
Profit sharing	5 14.3%	3 15.8%	1 7.1%	3 21.4%	2 9.5%	1 10.0%	4 16.0%
Car allowance	1 2.9%	1 5.3%	0 0.0%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
Professional dues	11 31.4%	6 31.6%	4 28.6%	3 21.4%	8 38.1%	2 20.0%	9 36.0%
401K retirement plan	14 40.0%	7 36.8%	6 42.9%	4 28.6%	10 47.6%	2 20.0%	12 48.0%
Other	4 11.4%	0 0.0%	4 28.6%	0 0.0%	4 19.0%	0 0.0%	4 16.0%

16c. Other answers:

Dental, Vision  
vacation

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	35 100.0%	19 54.3%	14 40.0%	14 40.0%	21 60.0%	10 28.6%	25 71.4%
<u>17a. What state will you be working in?</u>							
Alabama	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Alaska	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Arizona	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Arkansas	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
California	2 5.7%	0 0.0%	2 14.3%	0 0.0%	2 9.5%	0 0.0%	2 8.0%
Colorado	1 2.9%	0 0.0%	1 7.1%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
Connecticut	1 2.9%	0 0.0%	1 7.1%	1 7.1%	0 0.0%	1 10.0%	0 0.0%
Delaware	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
District of Columbia	1 2.9%	1 5.3%	0 0.0%	0 0.0%	1 4.8%	0 0.0%	1 4.0%

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
Florida	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Georgia	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Hawaii	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Idaho	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Illinois	1 2.9%	1 5.3%	0 0.0%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
Indiana	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Iowa	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Kansas	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Kentucky	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Louisiana	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
		A	B	A	B	A	B
<u>17a. What state will you be working in? (Cont.)</u>							
Maine	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Maryland	1 2.9%	1 5.3%	0 0.0%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
Massachusetts	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Michigan	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minnesota	1 2.9%	0 0.0%	1 7.1%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
Mississippi	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Missouri	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Montana	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Nebraska	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Nevada	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
New Hampshire	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
New Jersey	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
New Mexico	2 5.7%	1 5.3%	1 7.1%	0 0.0%	2 9.5%	0 0.0%	2 8.0%
New York	2 5.7%	1 5.3%	1 7.1%	0 0.0%	2 9.5%	1 10.0%	1 4.0%
North Carolina	4 11.4%	2 10.5%	2 14.3%	3 21.4%	1 4.8%	2 20.0%	2 8.0%
North Dakota	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Ohio	1 2.9%	0 0.0%	0 0.0%	1 7.1%	0 0.0%	1 10.0%	0 0.0%
Oklahoma	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Oregon	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Pennsylvania	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=35

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
Puerto Rico	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Rhode Island	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
South Carolina	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
South Dakota	1 2.9%	0 0.0%	1 7.1%	0 0.0%	1 4.8%	0 0.0%	1 4.0%
Tennessee	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Texas	8 22.9%	6 31.6%	1 7.1%	3 21.4%	5 23.8%	2 20.0%	6 24.0%
Utah	1 2.9%	1 5.3%	0 0.0%	1 7.1%	0 0.0%	0 0.0%	1 4.0%
Vermont	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Virginia	1 2.9%	1 5.3%	0 0.0%	1 7.1%	0 0.0%	0 0.0%	1 4.0%
Washington	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=35

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>17a. What state will you be working in? (Cont.)</u>							
West Virginia	1 2.9%	1 5.3%	0 0.0%	1 7.1%	0 0.0%	1 10.0%	0 0.0%
Wisconsin	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Wyoming	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
OUTSIDE US	3 8.6%	0 0.0%	3 21.4%	1 7.1%	2 9.5%	0 0.0%	3 12.0%

N=35

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	35 100.0%	19 54.3%	14 40.0%	14 40.0%	21 60.0%	10 28.6%	25 71.4%
<u>17b. Is this your preferred location?</u>							
Yes	24 68.6%	15 78.9%	9 64.3%	7 50.0%	17 81.0%	4 40.0%	20 80.0%
No	7 20.0%	1 5.3%	4 28.6%	5 35.7%	2 9.5%	4 40.0%	3 12.0%
no answer	4 11.4%	3 15.8%	1 7.1%	2 14.3%	2 9.5%	2 20.0%	2 8.0%

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

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

Yes - will pursue another degree right away	11 5.7%	5 5.3%	5 5.3%	7 8.0%	4 3.8%	5 5.8%	5 4.9%
Yes - will pursue another degree/additional education after gaining some professional experience	46 24.0%	29 30.9%	17 17.9%	32 36.4%	14 13.5%	26 30.2%	20 19.4%
Uncertain	53 27.6%	21 22.3%	30 31.6%	31 35.2%	22 21.2%	32 37.2%	21 20.4%
Do not expect to	67 34.9%	27 28.7%	40 42.1%	11 12.5%	56 53.8%	16 18.6%	49 47.6%
no answer	15 7.8%	12 12.8%	3 3.2%	7 8.0%	8 7.7%	7 8.1%	8 7.8%

N=110

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	110 100.0%	55 50.0%	52 47.3%	70 63.6%	40 36.4%	63 57.3%	46 41.8%

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

Bachelor	2 1.8%	0 0.0%	2 3.8%	1 1.4%	1 2.5%	1 1.6%	1 2.2%
Masters	75 68.2%	39 70.9%	34 65.4%	63 90.0%	12 30.0%	51 81.0%	23 50.0%
Ph.D.	29 26.4%	16 29.1%	12 23.1%	6 8.6%	23 57.5%	7 11.1%	22 47.8%
Other	3 2.7%	0 0.0%	3 5.8%	1 1.4%	2 5.0%	1 1.6%	2 4.3%

Other answers:

Ddes (Doctor of Design)  
specialized certificate

19b. What discipline will it be in?

(Urban) Forestry  
 Agriculture, Farm Planning  
 Architecture (2 mentions)  
 Architecture or Interior Design or Landscape Architecture  
 Architecture or Landscape Architecture (4 mentions)  
 Architecture or Planning (2 mentions)  
 Art and Design  
 Business (7 mentions)  
 Civil and Environmental Engineering  
 Civil Engineering (2 mentions)  
 Design (3 mentions)  
 Ecology (3 mentions)  
 Ecology or Urban Planning  
 Education  
 Environmental Ecology  
 Environmental Engineering  
 Environmental Engineering or Urban Design  
 Environmental Law / Natural Sciences / Planning, Public Admin  
 Environmental Planning (2 mentions)  
 Environmental Psychology or Urban Design  
 Environmental, Planning, or Sustainability  
 Film  
 Geography (Cultural Landscapes)  
 Graphic Communication / Architecture  
 Graphic Design, Industrial Design, Planning, Studio Arts, Urban Design  
 Historic Preservation (2 mentions)  
 Landscape Architecture (20 mentions)  
 Landscape Architecture or Planning (3 mentions)  
 Landscape Architecture or Urban Planning  
 Landscape Architecture or Urban/Environmental Design  
 Landscape Architecture with an Urban Planning Influence  
 Landscape Planning (3 mentions)  
 Landscape Related  
 Landscape, Sustainability, Urbanism

Medicine  
 Natural Resources (2 mentions)  
 Natural Resources or Urban Planning  
 Planning  
 Regional and Urban Planning  
 Sociology of Transportation Planning  
 Theology  
 Urban Design (3 mentions)  
 Urban Planning (3 mentions)  
  
 Undecided (7 mentions)

N=110

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	110 100.0%	55 50.0%	52 47.3%	70 63.6%	40 36.4%	63 57.3%	46 41.8%

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

Teach in landscape architecture	33 30.0%	14 25.5%	18 34.6%	12 17.1%	21 52.5%	15 23.8%	18 39.1%
Teach in other discipline	8 7.3%	3 5.5%	5 9.6%	5 7.1%	3 7.5%	6 9.5%	2 4.3%
Seek practice employment or start my own practice	74 67.3%	43 78.2%	29 55.8%	55 78.6%	19 47.5%	48 76.2%	25 54.3%
Other	11 10.0%	5 9.1%	6 11.5%	7 10.0%	4 10.0%	6 9.5%	5 10.9%

19c. Teach in landscape architecture – special interests

Cultural design  
Design and planning  
Design studio  
Design/build, grading & drainage, construction  
Designing responsibly  
Digital tools  
Ecology, public admin/law, national parks, history, natural systems sciences, planning  
Green infrastructure  
Representation, drawing, regional planning  
Site remediation and restoration ecology  
Urban design and graphics  
Urban development in Latin America

19c. Teach in other discipline

Art and design  
Drafting  
Graphic Design  
Horticulture (arboriculture, plant ID)  
Planning (2 mentions)

19c. Other responses

Continue to work  
Landscape Architecture  
Politics  
Seek employment in restoration, parks, or zoo work  
Start my own firm  
Travel  
Volunteer  
Work in Architectural/Landscape History

N=192

	Total	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

20. How did you first learn about landscape architecture?

A landscape architect visited my elementary school (grades K to 5)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my middle school (grades 6 to 8)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my high school (grades 9 to 12)	1 0.5%	0 0.0%	1 1.1%	1 1.1%	0 0.0%	1 1.2%	0 0.0%
Talking to a landscape architect (family/friend/acquaintance)	37 19.3%	18 19.1%	19 20.0%	13 14.8%	24 23.1%	16 18.6%	20 19.4%
When I applied for a job working for one	3 1.6%	2 2.1%	1 1.1%	2 2.3%	1 1.0%	1 1.2%	2 1.9%
From a high-school counselor	7 3.6%	1 1.1%	6 6.3%	5 5.7%	2 1.9%	5 5.8%	2 1.9%
Read about it online	35 18.2%	20 21.3%	15 15.8%	22 25.0%	13 12.5%	18 20.9%	16 15.5%

N=192

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
<u>20. How did you first learn about landscape architecture? (Cont.)</u>							
Read about it in a book, newspaper, or magazine	22 11.5%	9 9.6%	13 13.7%	8 9.1%	14 13.5%	9 10.5%	13 12.6%
Other	70 36.5%	30 31.9%	37 38.9%	30 34.1%	40 38.5%	29 33.7%	40 38.8%
No answer	17 8.9%	14 14.9%	3 3.2%	7 8.0%	10 9.6%	7 8.1%	10 9.7%

20. Other responses

- A friend thought it was a good fit for me
- A professor of mine told me to talk to the LA dept. on campus
- After I graduated as an Architect, working in practice.
- Armed Services Vocational Aptitude Battery
- Began undergraduate in Architecture, then switched
- Came to orientation
- Class in college (5 mentions)
- College advisor (2 mentions)
- College application process
- College course catalog
- College survey of design professions class
- College visit for Architecture
- Counselor at College
- Destiny
- Discovered that an MLA was a requirement of many jobs I found interesting.
- Discussions with family members
- Entry advisor informed me it would be better than a Horticulture degree in landscape design.
- Father
- First year of college
- Former employer
- From family members
- Graduate coordinator
- Heard about it while working as a grounds keeper
- High school botany course work
- In my previous work
- Investigating possible majors at University
- It was offered at my university
- Learned about it myself, in high school
- Learned about it while in the Architecture Program
- Learned about LA in college
- Learning on my own
- Lecture at UPenn
- Looked through college catalogue and then researched
- Looking for the appropriate discipline that matched my interests.
- Looking through college catalog
- Mom is an LA
- Parents

20. Other responses (continued)

- Relative
- Relative mentioned the LA program at Utah State
- Studying urban planning in college
- Stumbled upon the department at my university while exploring the building the design department was in.
- Talked to one of my friends who was studying to be one, and found the classes to be interesting, so I signed up and love it.
- Texas A&M Catalog
- Third year of college
- Through a friend at Lee and Associates in DC
- Through architecture
- Tried to switch majors to Architecture and found Landscape Architecture to be what I wanted
- Uncertain exactly - came to me as a child
- Undergraduate catalog for university
- Undergraduate minor in landscape architecture
- Undergraduate program and faculty advisor
- University
- Visited a university on college day for High School Students and found out about the career field
- Visited a park designed by a landscape architect
- Was formerly employed as a frustrated planner
- Went to career disco at Harvard GSD, after learning about it through personal readings
- When applying to architecture programs
- While studying horticulture as an undergraduate student
- Worked for an environmental graphic design firm who subbed for landscape architecture firms
- Worked with them in other jobs
- Working as a landscaper
- Working at a garden centre
- Working at the Bronx Zoo and advisor suggested LA
- Working in association with a landscape architect

N=192

	<u>Total</u>	<u>3. What is your gender?</u>		<u>4a. Which of the following best describes your curre...</u>		<u>1. What is your age?</u>	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	192 100.0%	94 49.0%	95 49.5%	88 45.8%	104 54.2%	86 44.8%	103 53.6%

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

Yes	39 20.3%	16 17.0%	23 24.2%	27 30.7%	12 11.5%	25 29.1%	12 11.7%
No	137 71.4%	65 69.1%	69 72.6%	54 61.4%	83 79.8%	54 62.8%	82 79.6%
No answer	16 8.3%	13 13.8%	3 3.2%	7 8.0%	9 8.7%	7 8.1%	9 8.7%

N=39

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	39 100.0%	16 41.0%	23 59.0%	27 69.2%	12 30.8%	25 64.1%	12 30.8%
<u>21b. If yes, how many times?</u>							
Once	26 66.7%	10 62.5%	16 69.6%	20 74.1%	6 50.0%	18 72.0%	8 66.7%
Two to four times	8 20.5%	4 25.0%	4 17.4%	5 18.5%	3 25.0%	6 24.0%	2 16.7%
Five or more times	5 12.8%	2 12.5%	3 13.0%	2 7.4%	3 25.0%	1 4.0%	2 16.7%
No answer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

N=39

	3. What is your gender?		4a. Which of the following best describes your curre...		1. What is your age?		
	Total	Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	39 100.0%	16 41.0%	23 59.0%	27 69.2%	12 30.8%	25 64.1%	12 30.8%

21c. If yes, what grades did you talk to?

Elementary school (grades K to 5)	10 25.6%	3 18.8%	7 30.4%	6 22.2%	4 33.3%	5 20.0%	4 33.3%
Middle school (grades 6 to 8)	12 30.8%	4 25.0%	8 34.8%	4 14.8%	8 66.7%	3 12.0%	9 75.0%
High school (grades 9 to 12)	20 51.3%	10 62.5%	10 43.5%	19 70.4%	1 8.3%	17 68.0%	2 16.7%