

American Society of Landscape Architects

2022 Survey of Graduating Students

Introduction

An online survey was completed in the spring and summer of 2022 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 more than 15,000 members. The Society's mission is to advance landscape architecture through advocacy, communication, education, and fellowship. 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

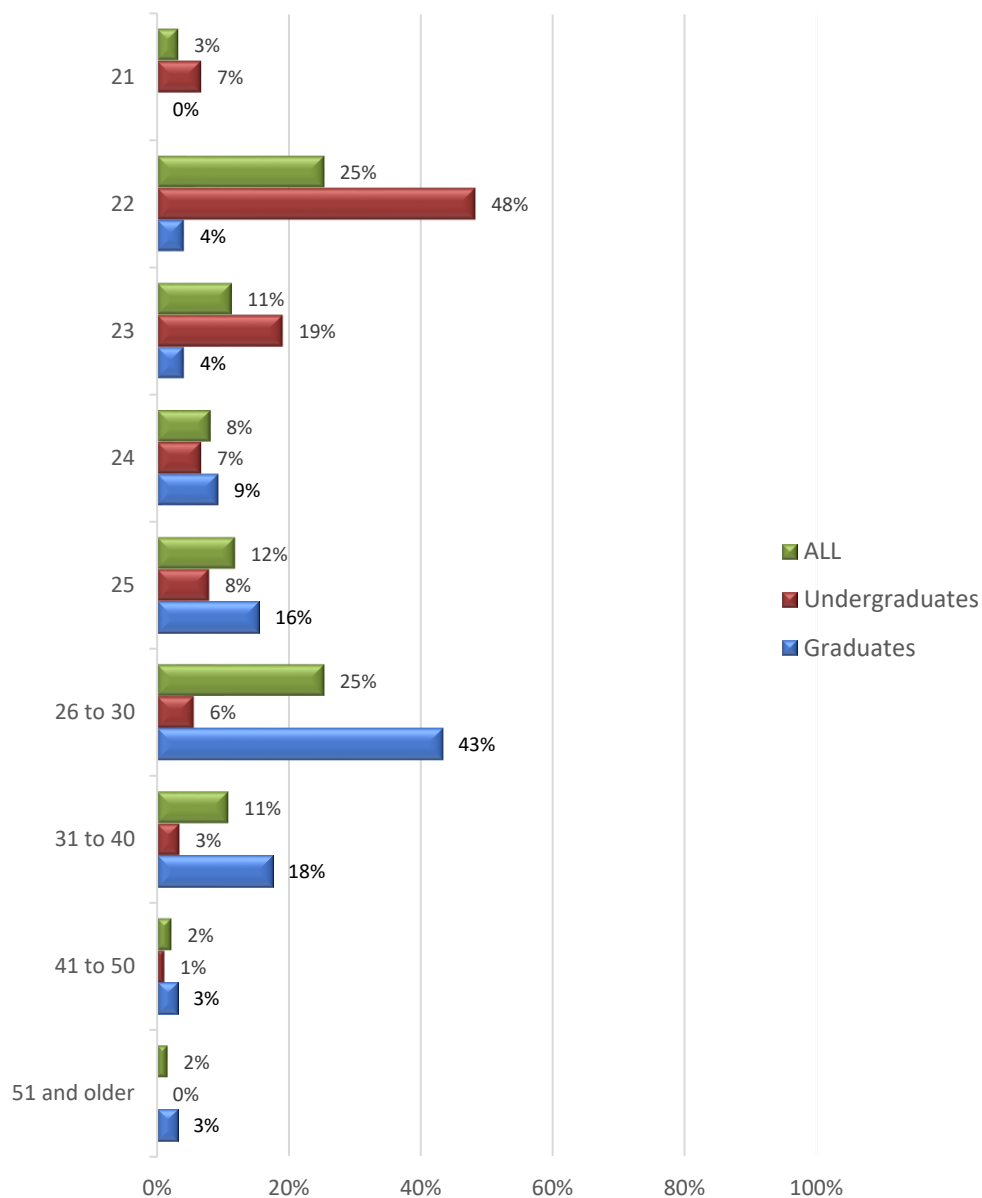
Lewis&Clark is a full-service market research, competitive intelligence, and strategic marketing firm started in 1983. We help organizations to develop, evolve, and grow by allowing them to better understand their members, their employees, their customers, and their marketplace. Lewis&Clark works with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

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

Age

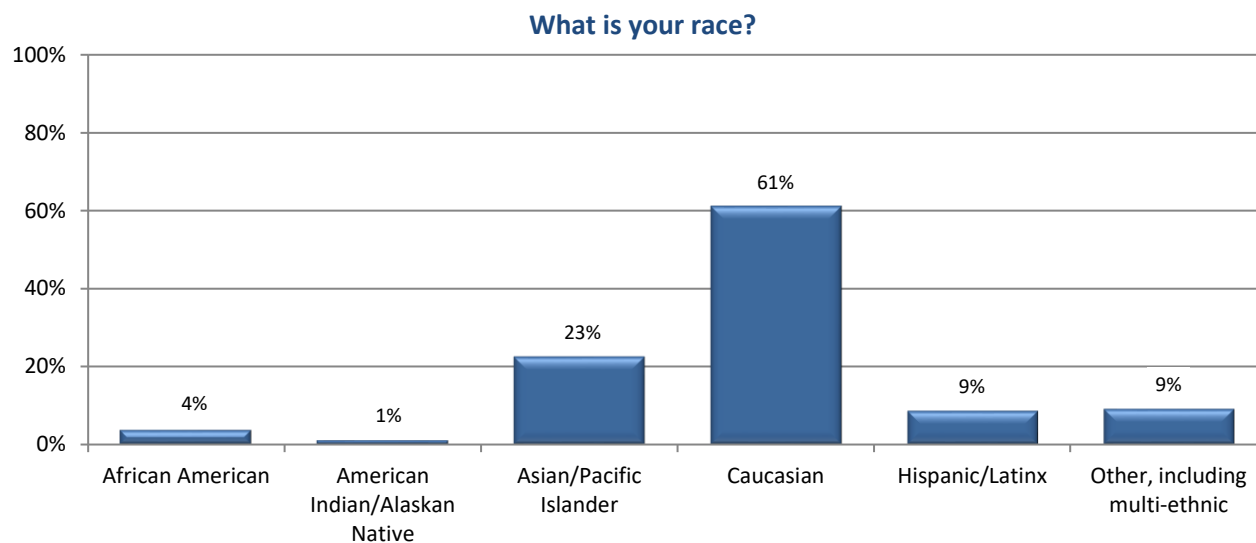
The average age of respondents is 24 for undergraduates, 29 for graduate students, and 27 overall. This is similar to the previous year.

What is your age?



Race

A majority of respondents (61%) indicate they are Caucasian. This percentage is down from 69% last year.



Race (continued)

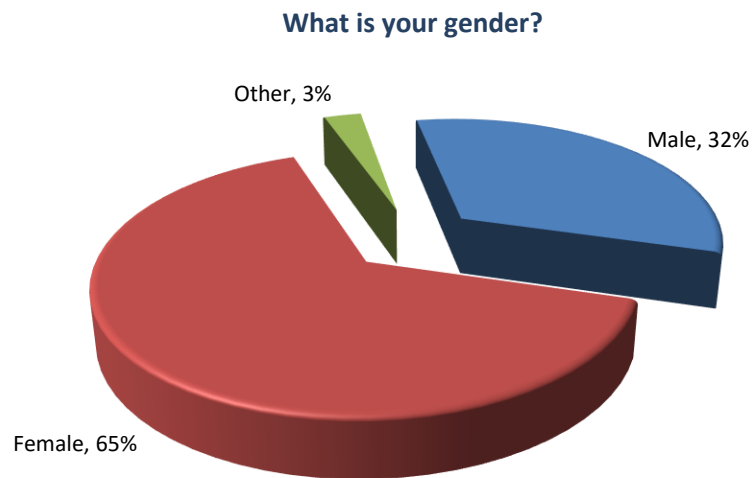
COMPARISON WITH PREVIOUS YEARS

	Caucasian	Asian/ Pacific Islander	African American (¹)	Hispanic/ Latinx (²)	American Indian/ Alaskan Native (³)	Other
2022	61%	23%	4%	9%	1%	9%
2021	69%	19%	1%	11%	1%	7%
2020	55%	25%	2%	14%	<1%	7%
2019	66%	20%	1%	12%	1%	6%
2018	69%	20%	3%	9%	0%	3%
2017	66%	18%	3%	14%	2%	3%
2016	66%	20%	3%	6%	1%	5%
2015	68%	20%	1%	8%	1%	3%
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%

(1) prior to 2017 Black; (2) prior to 2021 Hispanic/Latino(a) / prior to 2017 Hispanic; (3) prior to 2017 American Indian

Gender

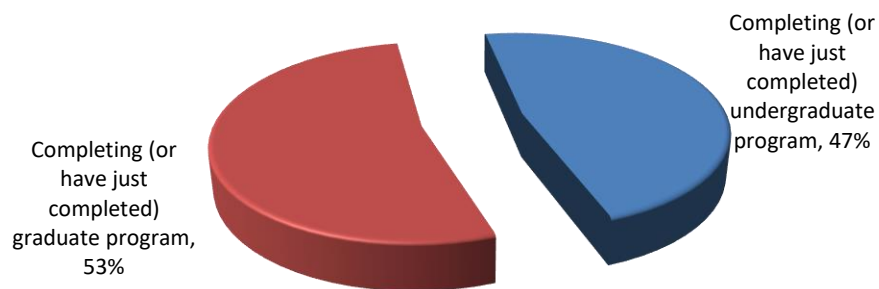
Female students comprise 65% of respondents, versus 32% for males. Compared to the previous year, the percentage of female students decreased by 5%.



Current Educational Status

Out of 188 respondents who indicated their status, 47% are undergraduate students and 53% are graduate students. This represents a decrease of 5% for undergraduates and an increase of 5% for graduates from the previous year.

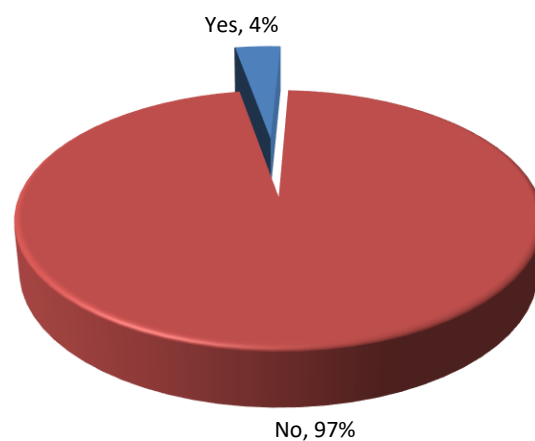
Which of the following best describes your current status?



Graduate students report a variety of undergraduate degrees. Those mentioned by two or more respondents are: Architecture (26 mentions); Biology and Landscape Architecture (8 mentions each); Environmental Studies (7 mentions); Environmental Science (5 mentions); Environmental Design (4 mentions); Ecology, Fine Arts, Geography, and Philosophy (3 mentions each); Agriculture, Anthropology, Art History, Economics, Plant Science, Public Policy, and Theatre (2 mentions each).

Just 4% of respondents who received undergraduate degrees indicated that they received an associate's degree before transferring to a four-year school. This is a decrease from 13% in 2021.

Did you earn an associate's degree at a community college before transferring into an accredited landscape architecture program?



Current Educational Status (continued)**Schools attended by respondents**

# of students	Undergraduate School
7	University of Maryland
5	University of Illinois, Urbana-Champaign
5	Utah State University
5	West Virginia University
4	Arizona State University
4	Ball State University
4	Virginia Tech
4	California Polytechnic State University, San Luis Obispo
3	California State Polytechnic University, Pomona
3	Iowa State University
3	Pennsylvania State University
3	University of California Davis
3	University of Kentucky

# of students	Graduate School
14	University of Tennessee
5	Harvard University
5	Louisiana State University
5	Morgan State University
5	University of Minnesota
4	University of Pennsylvania
4	University of Washington
3	City College of New York
3	Rutgers University
3	Temple University
3	University of Virginia

Undergraduate schools

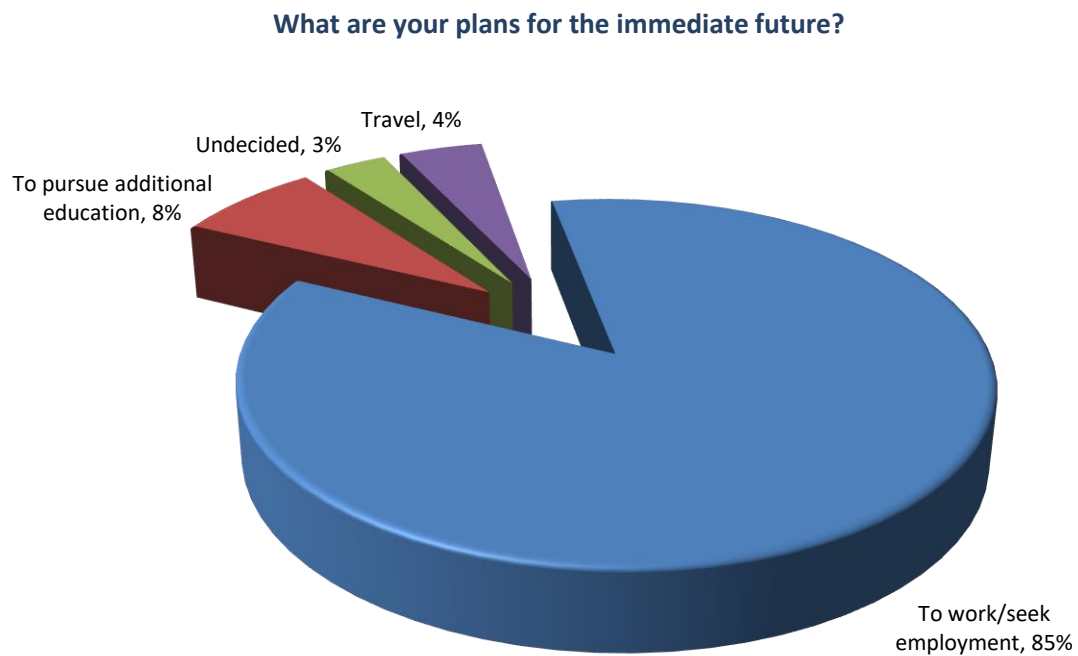
- **two mentions each:** Cornell University, Purdue University, Texas A&M University, University of Massachusetts, University of Washington, University of Wisconsin, Madison, Washington State University
- **one mention each:** Clemson University, Louisiana State University, Mississippi State University, Rutgers University, Temple University, University of Delaware, University of Florida, University of Georgia, University of Nevada, University of Oregon

Graduate schools

- **two mentions each:** Ball State University, Cornell University, Florida International University, Mississippi State University, Texas A&M University, Texas Tech University, University of Michigan, University of Oregon, Virginia Tech
- **one mention each:** Arizona State University, Auburn University, Illinois Institute of Technology, Kansas State University, North Carolina State University, North Dakota State University, Pennsylvania State University, Rhode Island School of Design, University of Arizona, University of Cincinnati, University of Georgia, University of Illinois - Urbana-Champaign, University of Maryland, University of New Mexico, University of Oklahoma, University of Southern California, University of Texas, Arlington, University of Texas, Austin, Utah State University, Washington University

Plans For Immediate Future

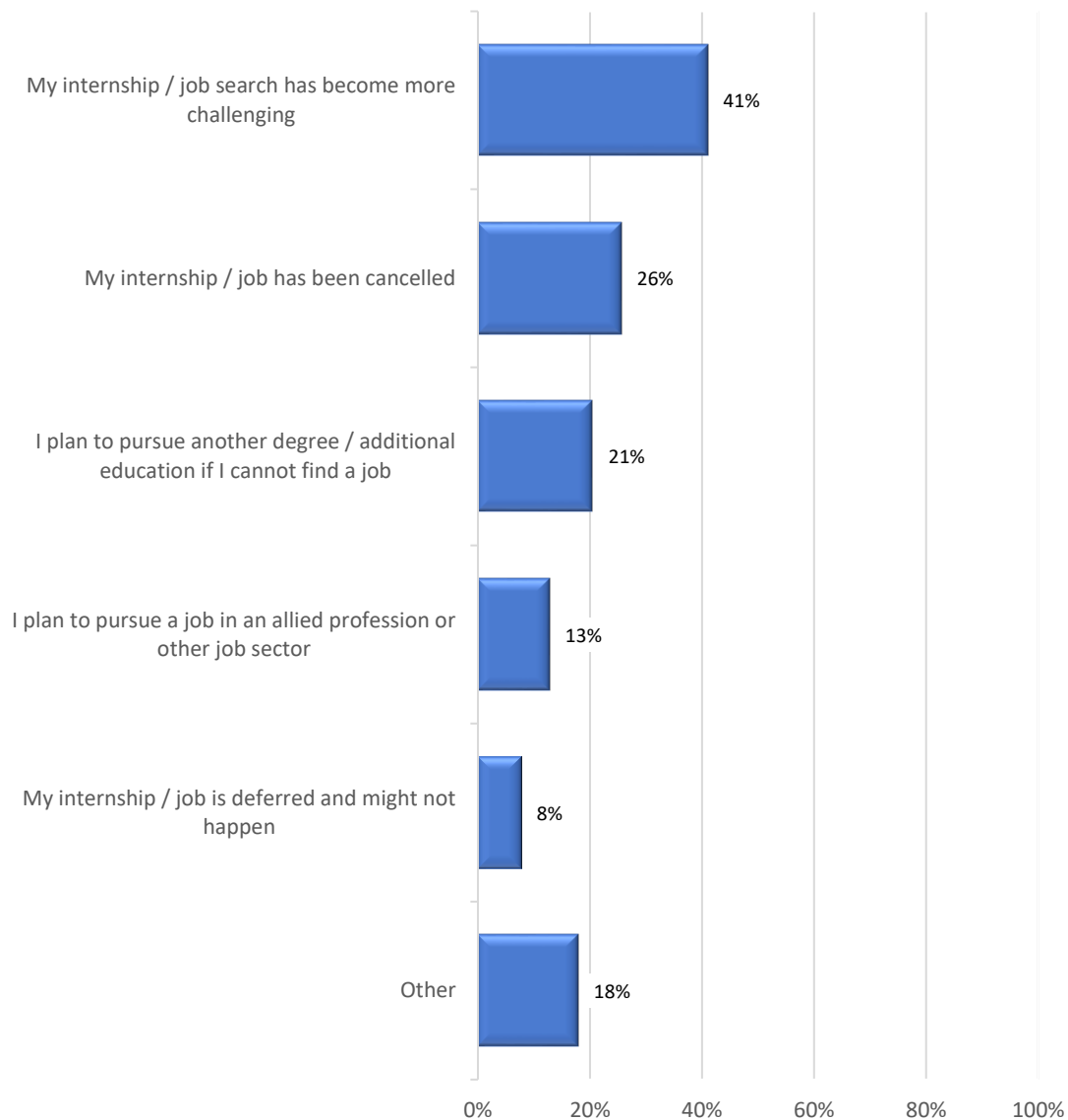
Most respondents (85%) indicate that their plans for the immediate future involve either working or seeking employment, while 8% plan to pursue additional education, 4% plan to travel, and 3% are undecided. Compared to the previous year, the percentage who indicated they planned to work/seek employment increased 8%.



Impact of COVID-19 On Plans

One-fifth of respondents (21%) indicate that COVID-19 has affected their plans for the future, down from 34% the previous year. Two-fifths of these respondents (41%) indicate that COVID-19 has made their internship/job search more challenging.

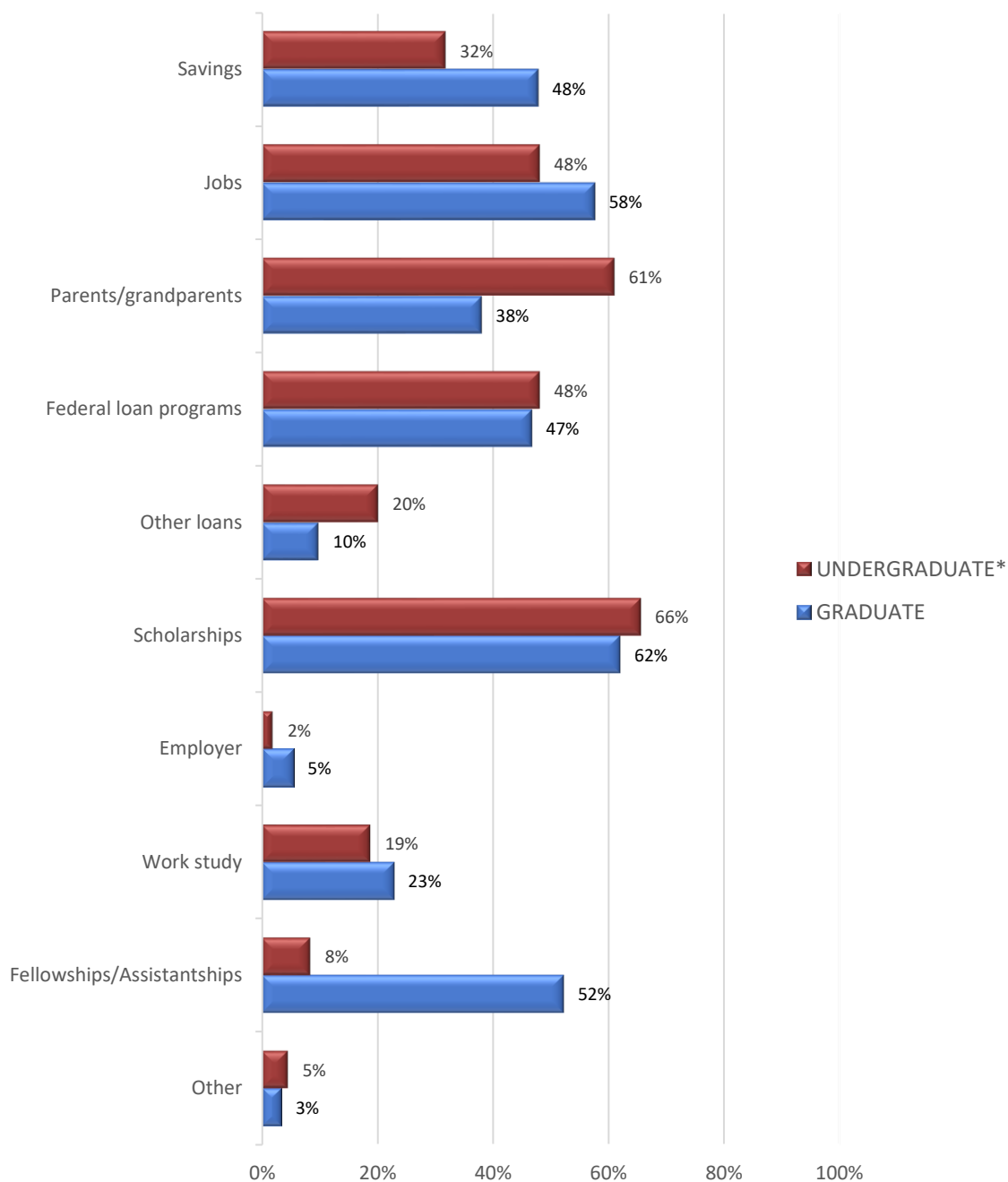
How did it affect your plans?



Paying for Education

The most frequently cited (50% or more of respondents) sources of funds for undergraduate education are parents/grandparents (61%), and scholarships (66%), while for graduate education they are scholarships (62%), jobs (58%), and fellowships/assistantships (52%).

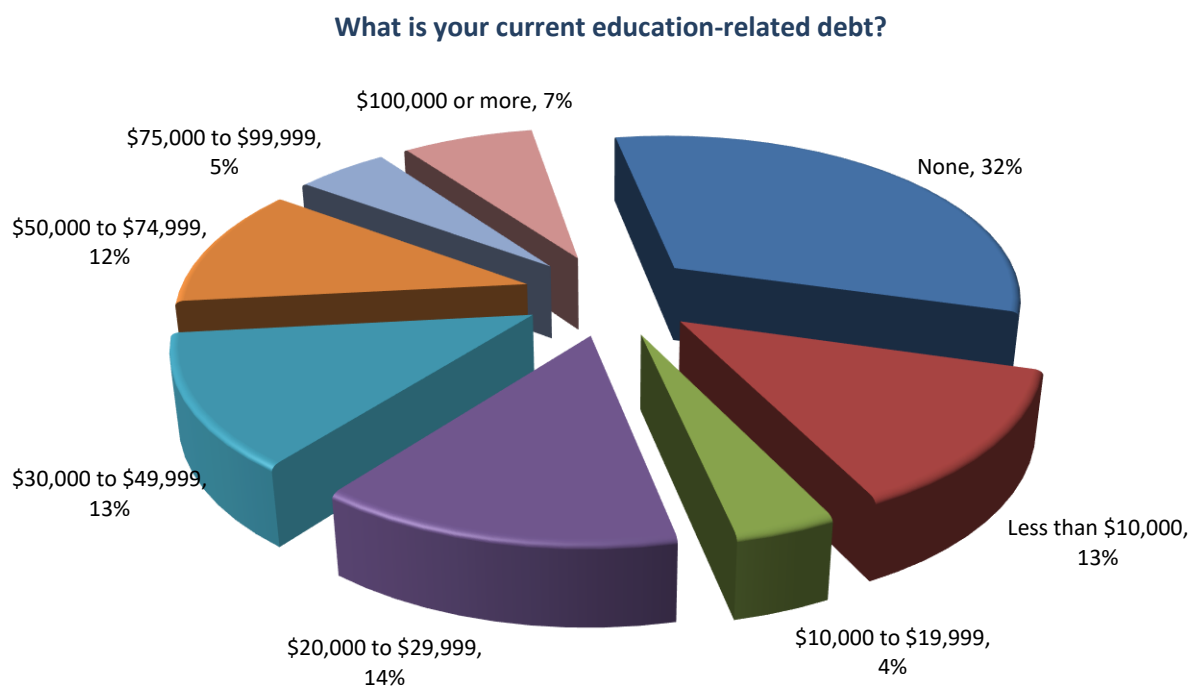
How did you pay for your education?



**includes undergraduate expenses reported by current graduate students.*

Paying for Education (continued)

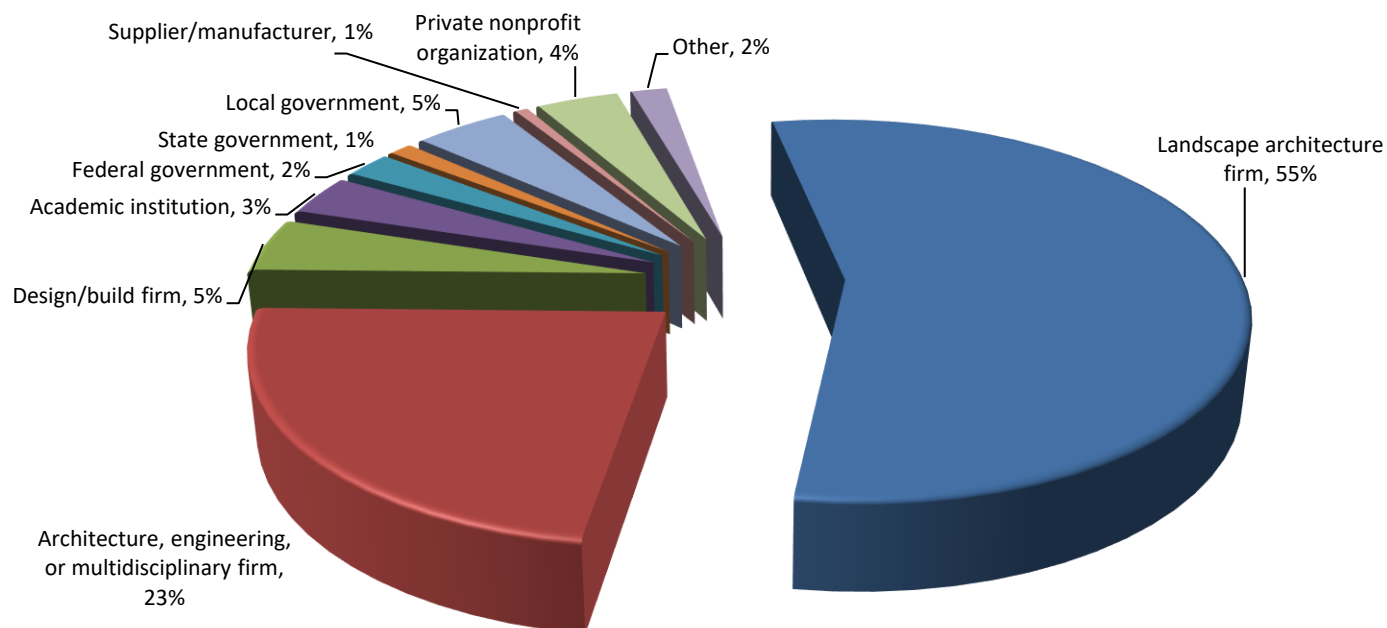
On average, students earning an undergraduate degree have approximately \$20,000 in education-related debt and those earning a graduate degree have approximately \$36,500 in education related debt (compared to \$19,900 and \$26,400, respectively, in 2021). Overall, one-half of respondents (49%) owe less than \$20,000, while over one-quarter (24%) owe \$50,000 or more.



Desired Type of Employer

A little over one-half of respondents (55%) indicate that they are primarily interested in seeking employment in a landscape architecture firm. This is unchanged from the previous year.

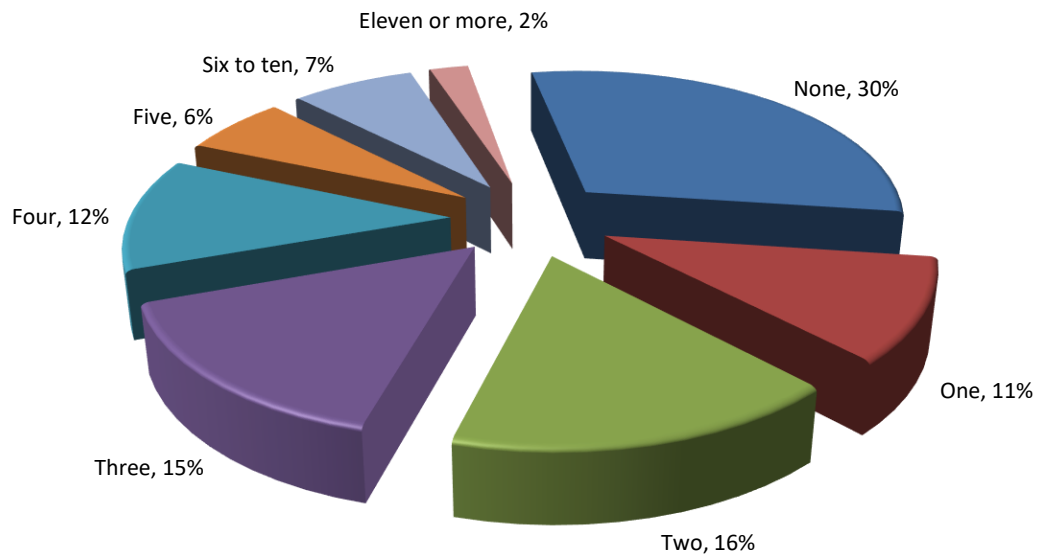
Which of the following employment sectors is your primary interest?



Job Interviews

Over two-thirds of respondents (71%) had at least one job interview during their final semester in school. This increased from 63% in 2021.

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

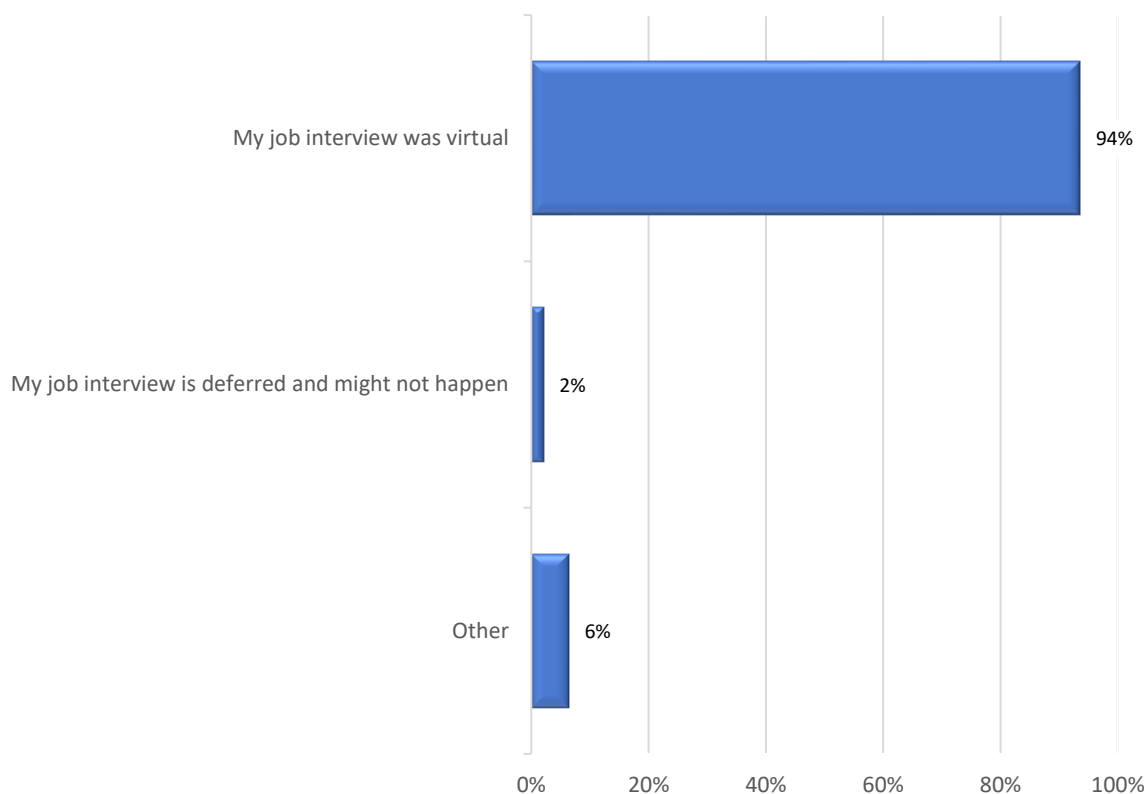


More than four-fifths of respondents (83%) indicate that the interview(s) went as expected. Their comments about the interview process can be found starting on page 62 and their explanations of how their interview(s) differed from what the expected can be found starting on page 66.

Impact of COVID-19 On Interview Process

More than one-quarter of respondents (27%) indicate that COVID-19 has affected the job interview process, compared to 53% in 2021. Nearly all of these respondents (94%) indicate that their job interview was virtual.

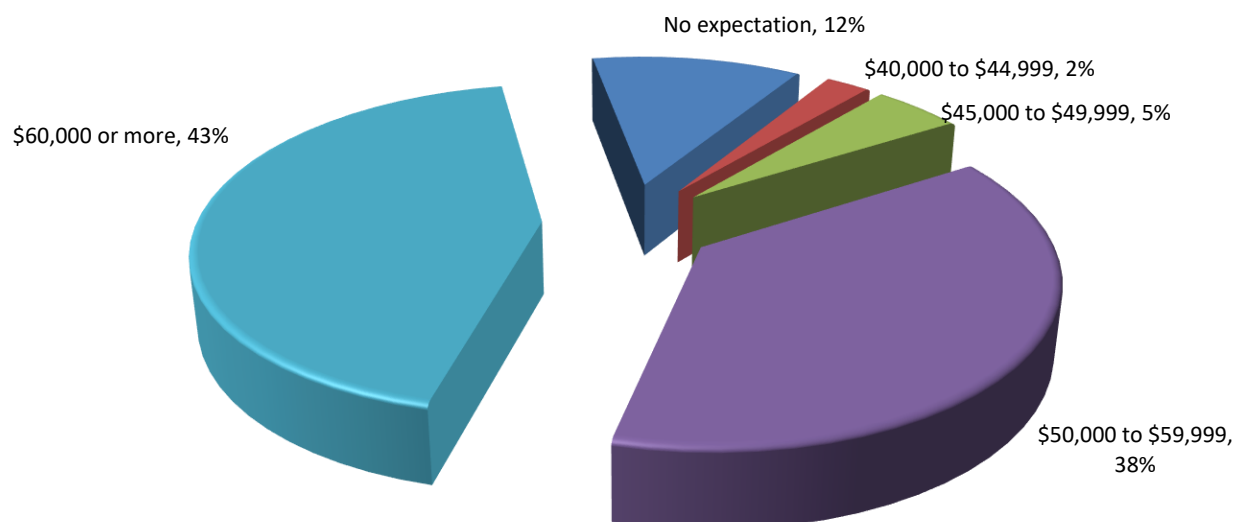
How did it affect the process?



Salary Expectations

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$58,500. Undergraduate students expect(ed) \$55,500 and graduate students expect(ed) \$61,000. This year's salary expectation overall was up \$5,300 from 2021.

What salary expectation do you have?



Salary Expectations (continued)

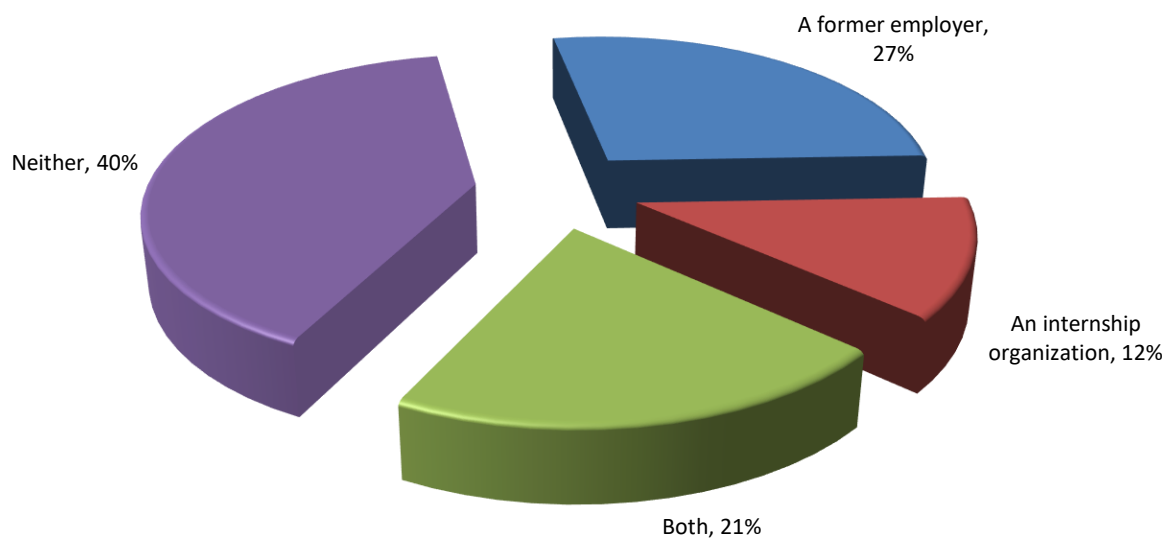
COMPARISON WITH PREVIOUS YEARS
(AVERAGE SALARY - 000's)

	Total	Undergraduate Students	Graduate Students
2022	\$59	\$56	\$61
2021	53	52	54
2020	53	49	56
2019	52	50	54
2018	49	47	51
2017	49	45	52
2016	46	44	48
2015	47	44	50
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

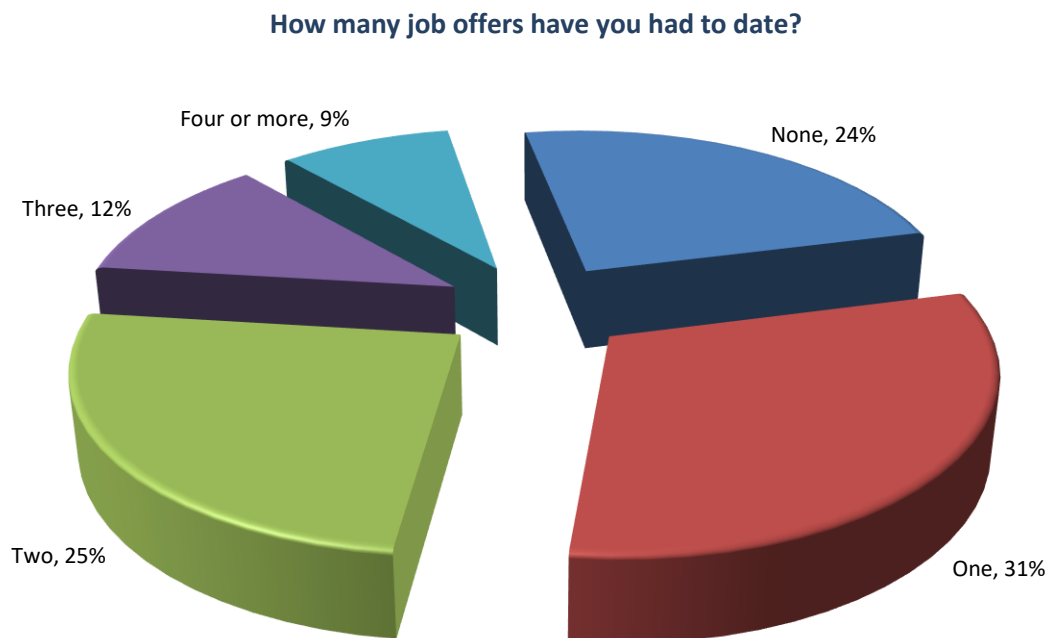
Just over one-quarter of respondents (27%) have or had reasonable employment prospects with a former employer, while 12% have/had prospects with an internship organization, and 21% have/had prospects with both.

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



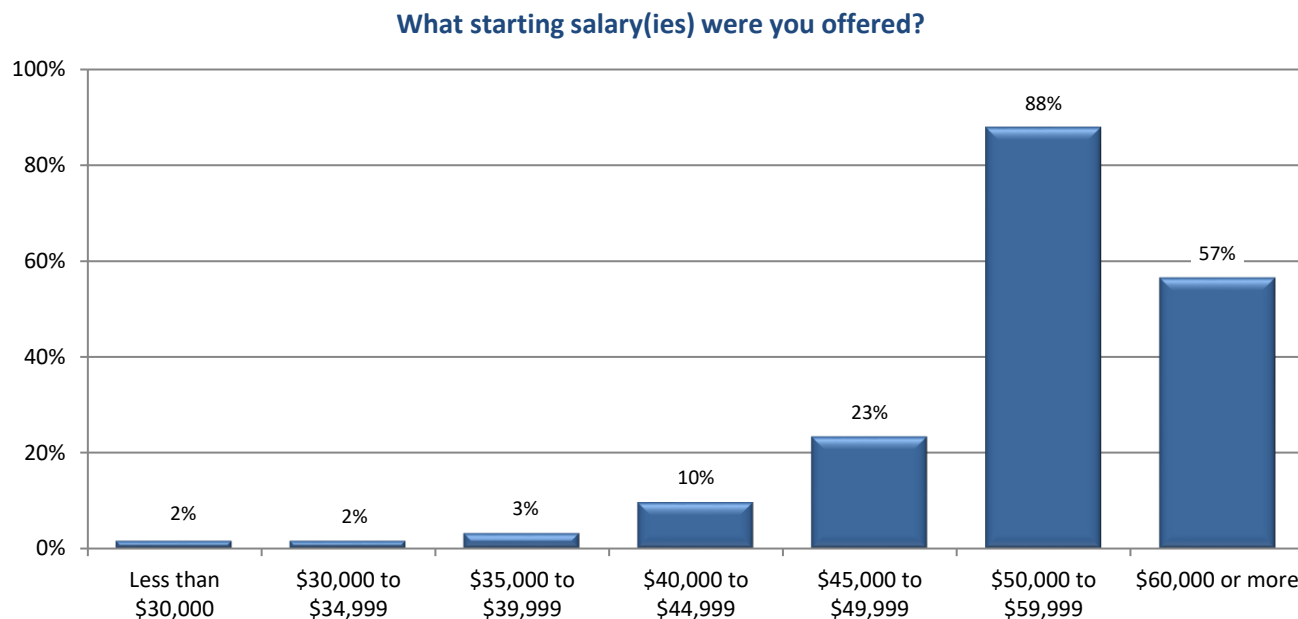
Number of Job Offers

Just over three-quarters of respondents (76%) report having received at least one job offer at the time they completed the questionnaire, up from 54% in 2021.



Starting Salary Offered

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$55,000, an increase of \$4,200 from the previous year.



Starting Salary Offered (continued)

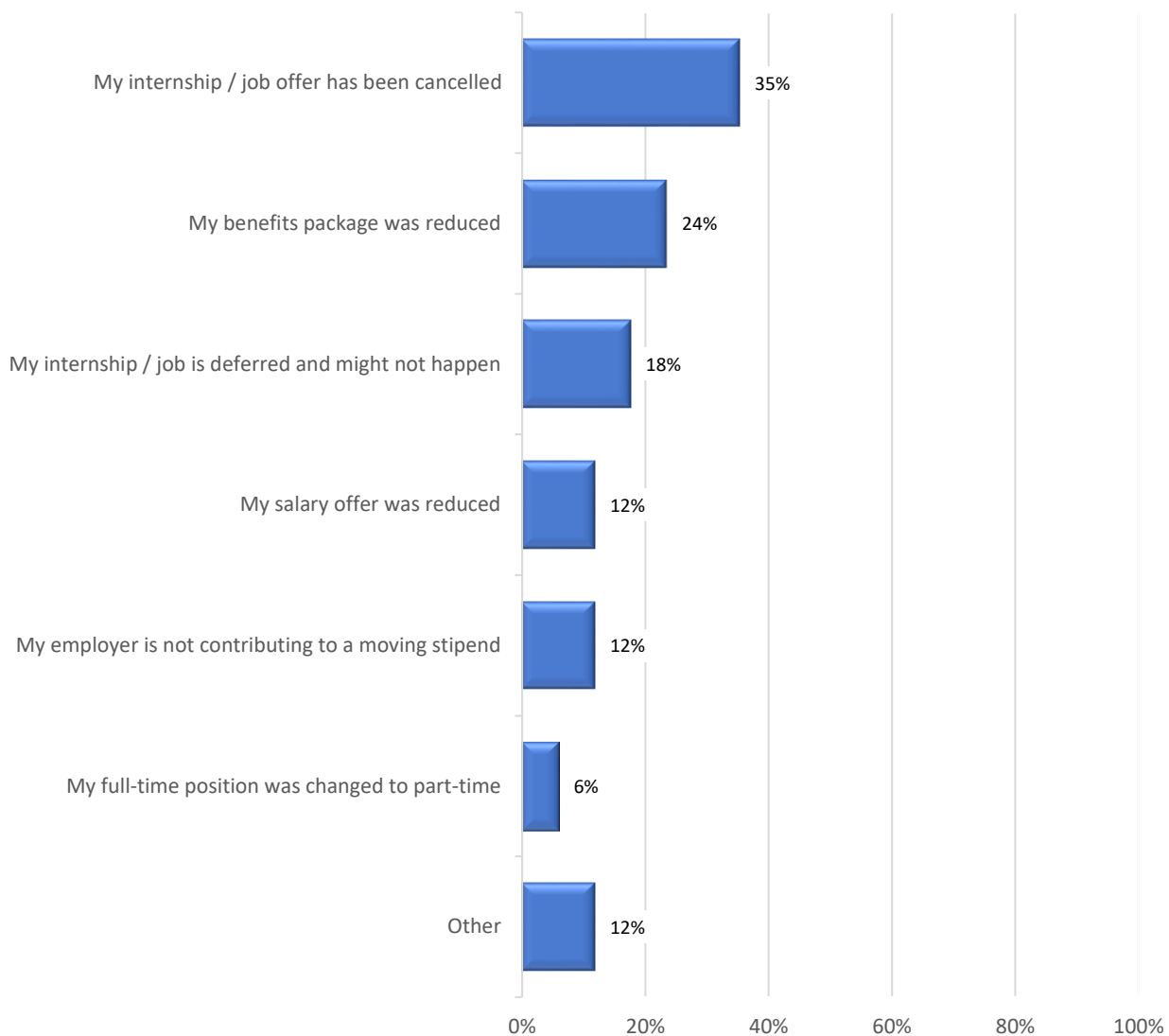
AVERAGE SALARY OFFERED

Year	Salary	Change from previous year
2022	\$55,000	8.3%
2021	\$50,800	1.2%
2020	\$50,200	2.0%
2019	\$49,200	2.1%
2018	\$48,200	9.0%
2017	\$44,200	1.4%
2016	\$43,600	1.6%
2015	\$42,900	7.8%
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	

Impact of COVID-19 On Job Offers

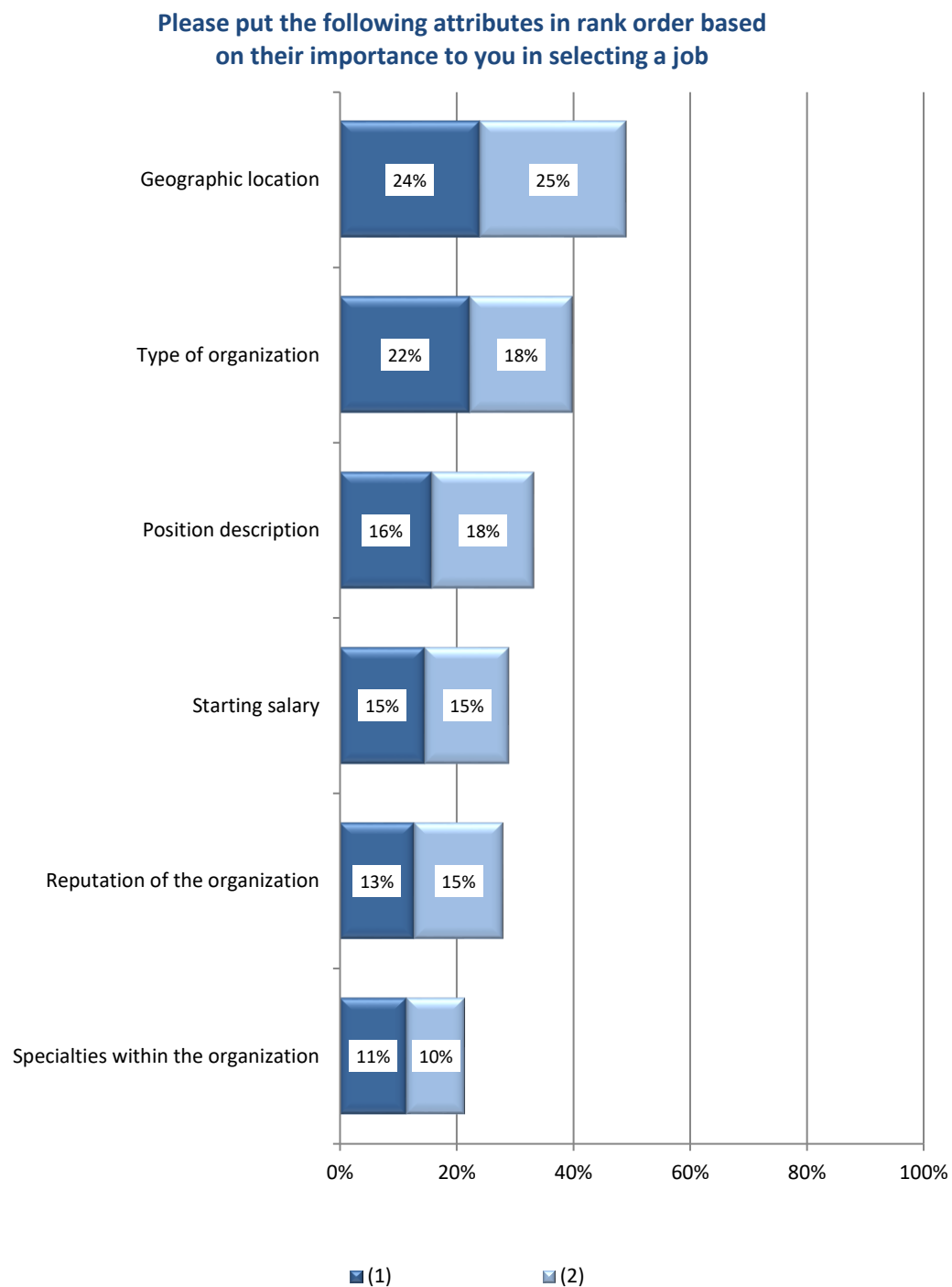
Only a small number of respondents (10%) indicate that COVID-19 has impacted job offers, compared to 15% in 2021.

What was the impact?



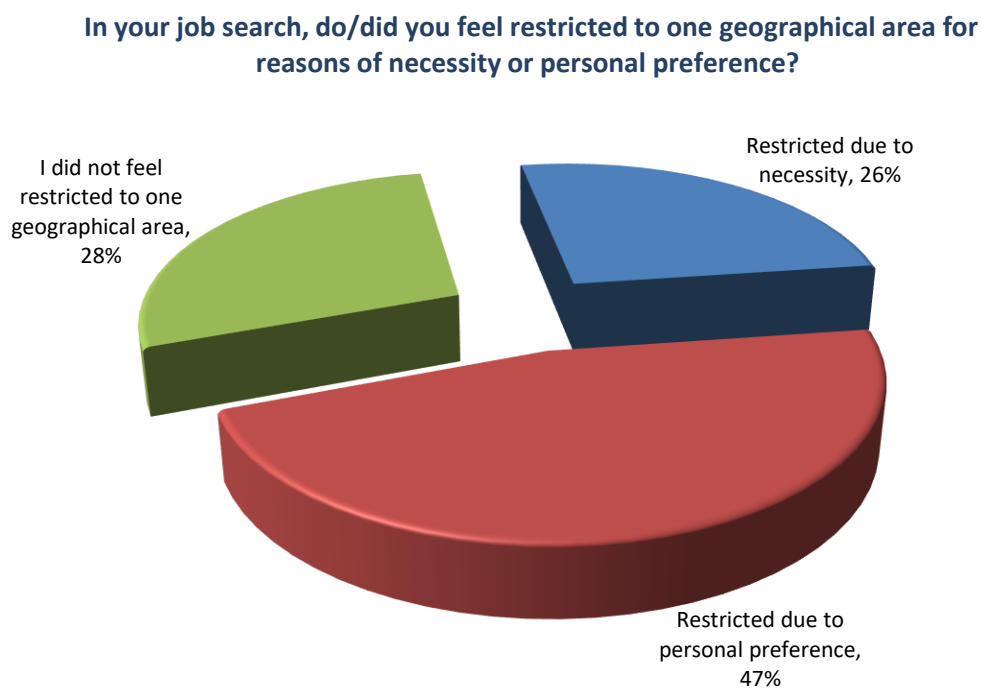
Important Factors in Job Selection

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'. Respondents indicated that geographic location and type of organization were the most important factors to them.



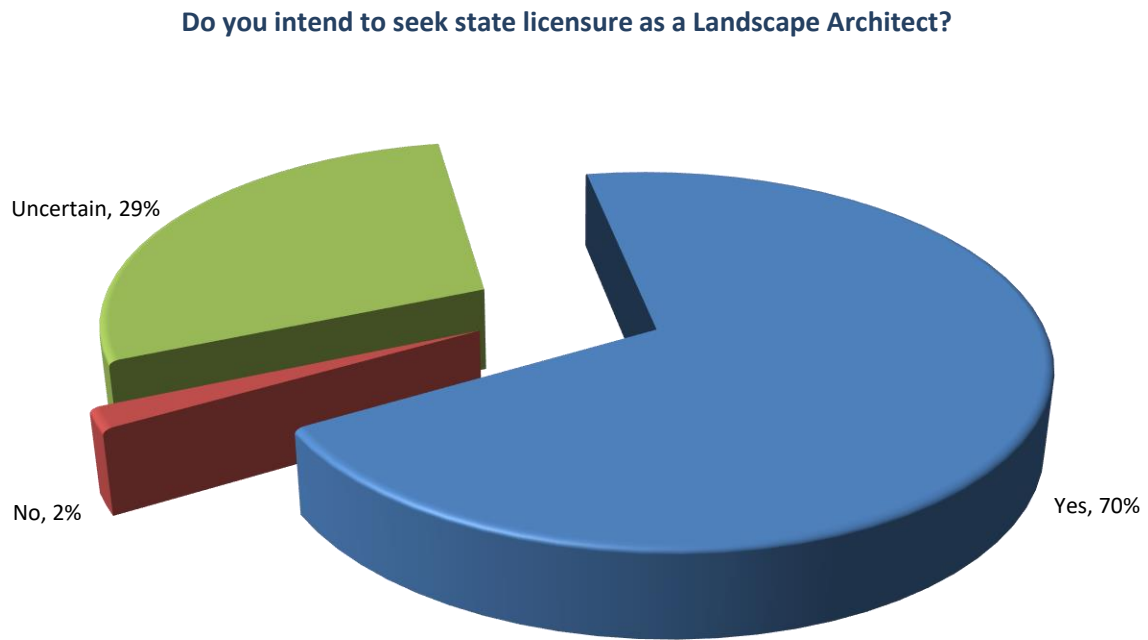
Geographical Restrictions

In their job search, close to three-quarters of respondents (73%) indicate that they feel/felt restricted to one geographical area for reasons of personal preference (47%) or necessity (26%). The total increased just slightly (3%) from the previous year.



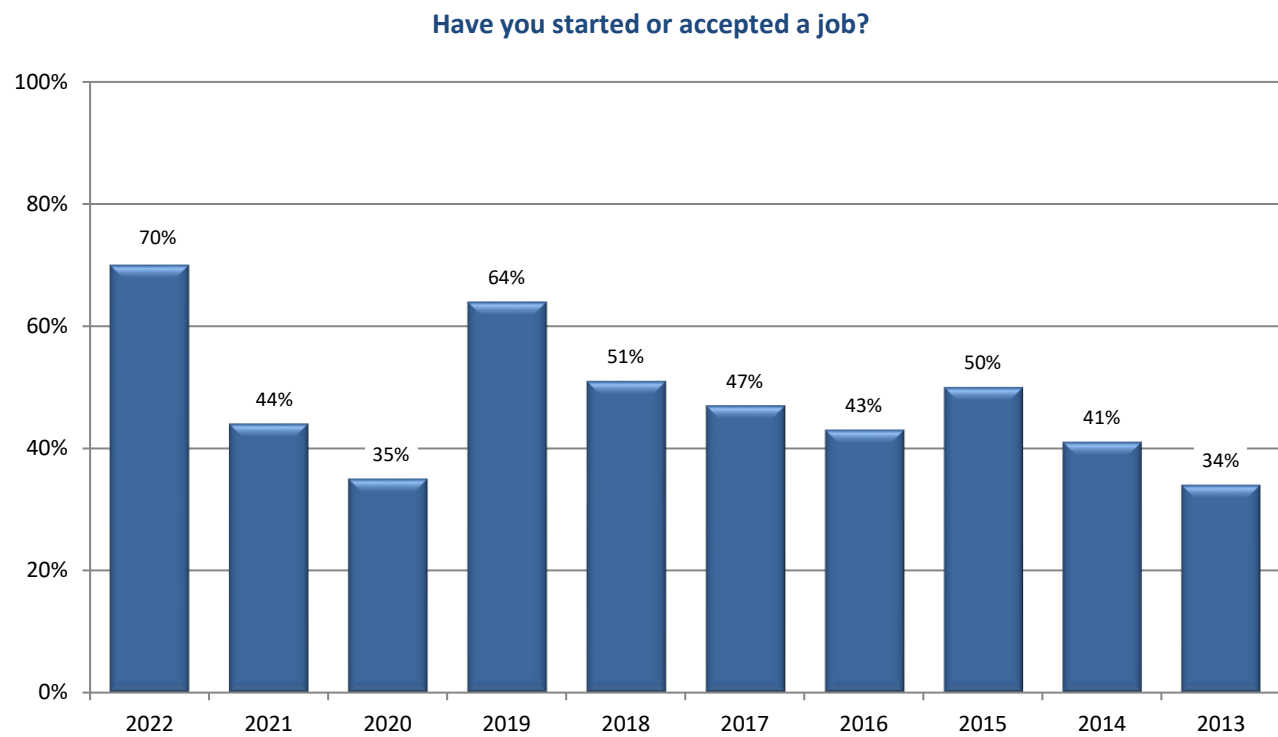
State Licensure

Over two-thirds of respondents (70%) indicate that they intend to seek state licensure as a Landscape Architect, similar to 2021.



New Hires

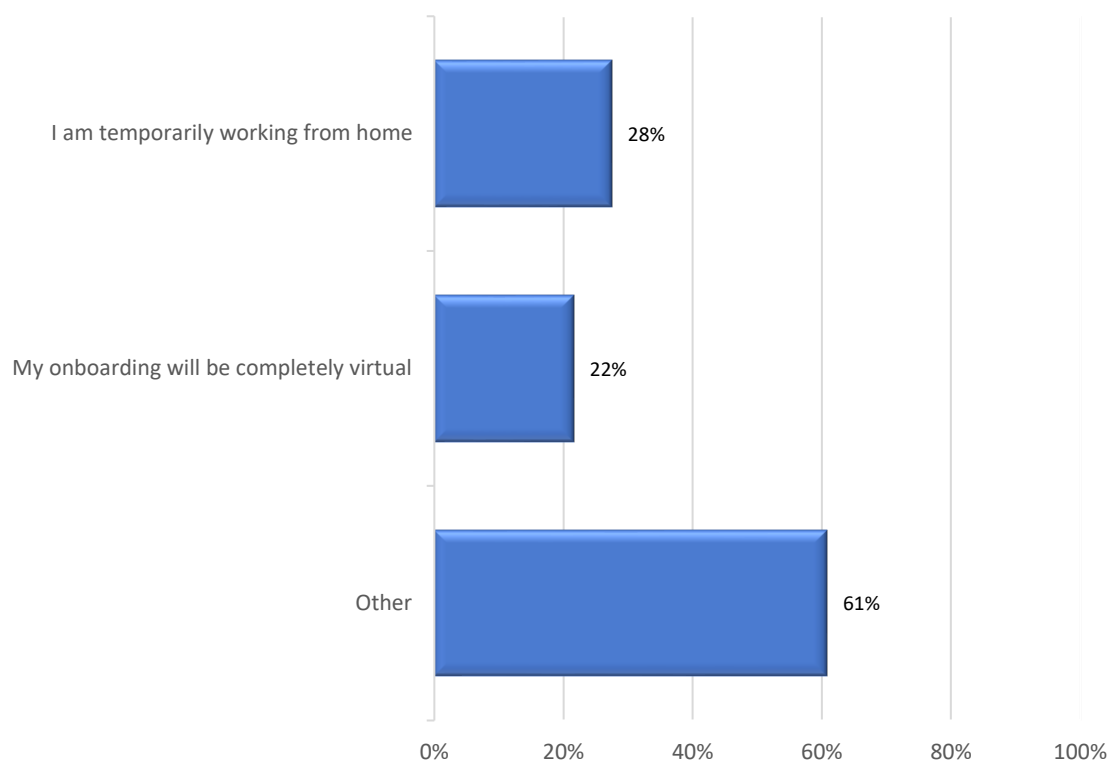
A total of 119 respondents (70%) have started or accepted a job, up from 44% in 2021.



Impact of COVID-19 On Start of Job

Over one-quarter of respondents (28%) who have accepted or started a job indicate that they are temporarily working from home, down from 54% in the previous year.

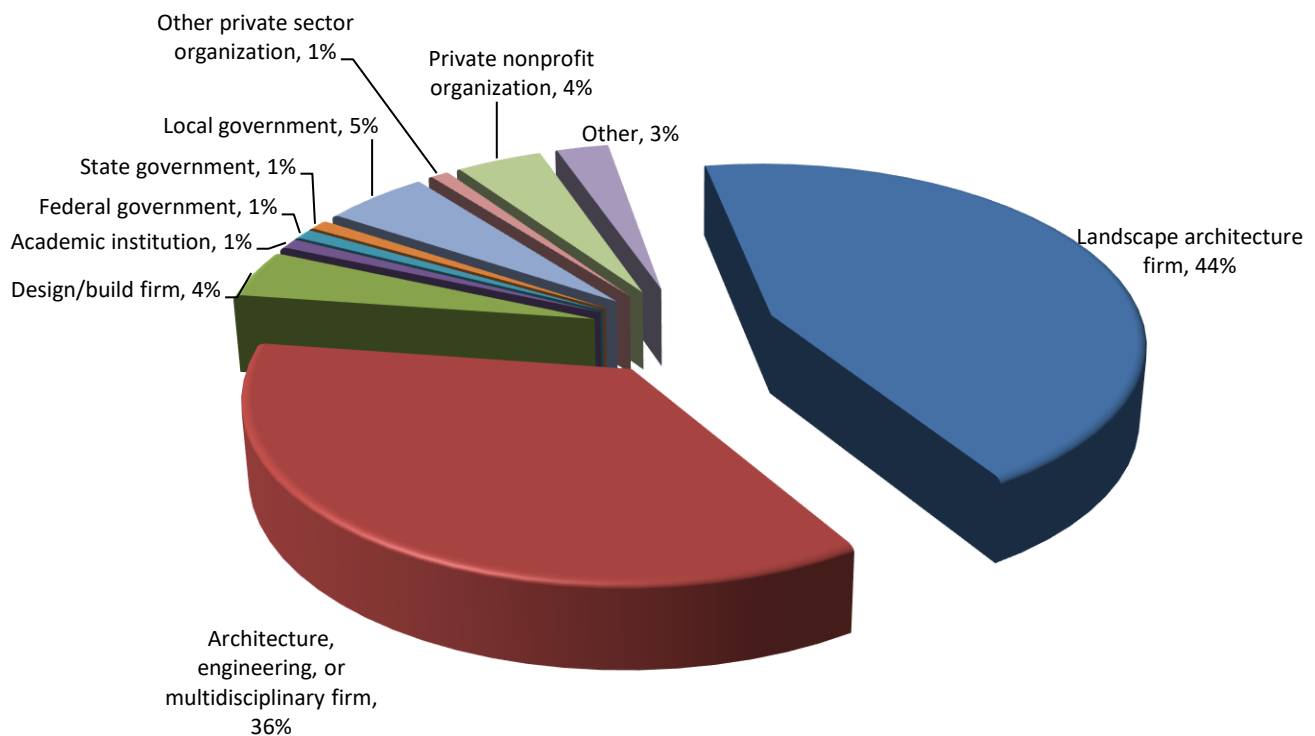
How has COVID-19 affected the start of your job?



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

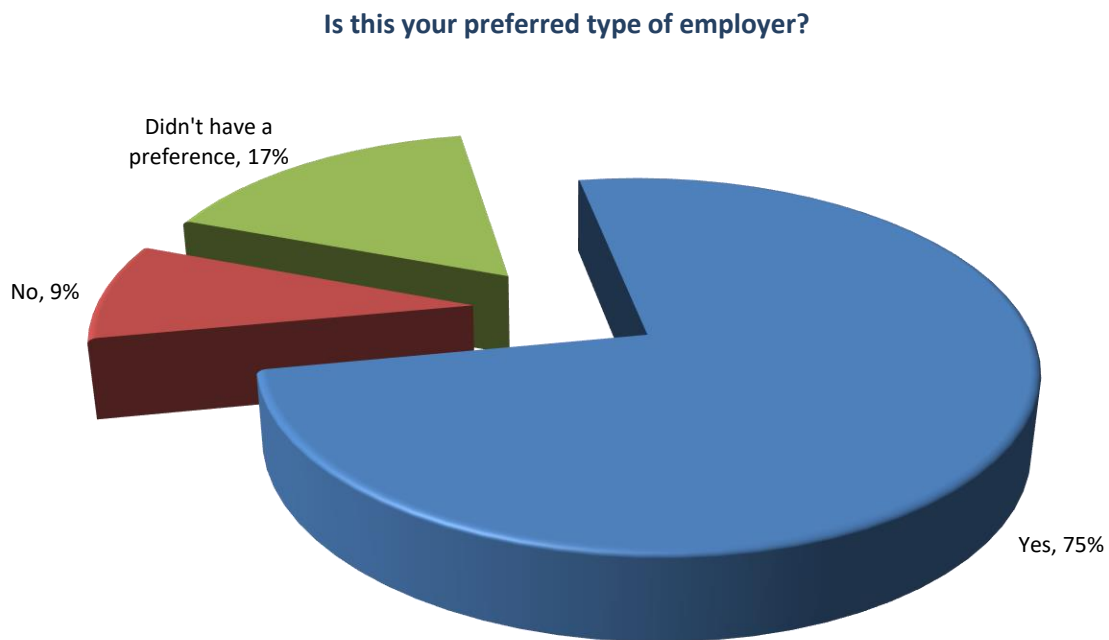
Over two-fifths (44%) of those respondents who have started or accepted a job describe their new employer as a landscape architecture firm (compared to 37% in 2021), while another 36% are employed by an architecture, engineering or multidisciplinary firm.

Which of the following best describes your employer?



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

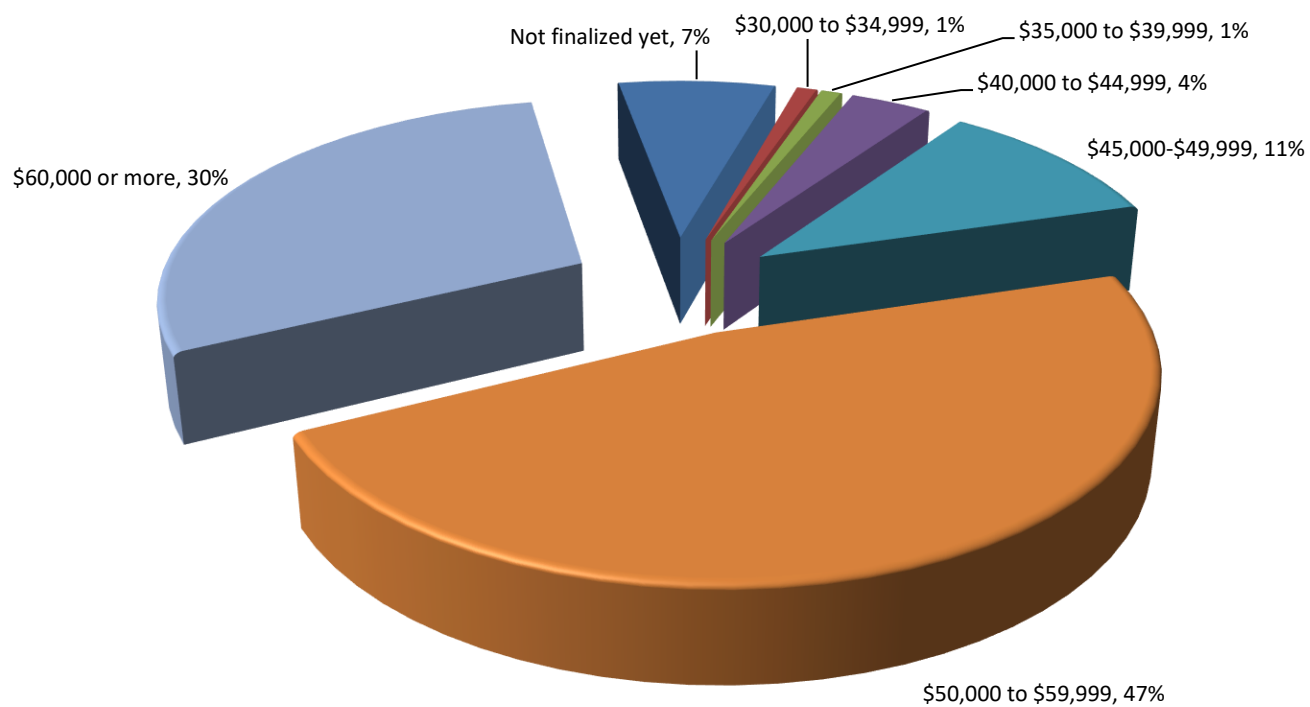
Three-quarters (75%) of respondents who have accepted a job indicate that it is with their preferred type of employer, a decrease of 5% from the previous year.



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 \$56,000, an increase of \$3,400 from 2021. Undergraduate students report an average starting salary of approximately \$52,600 and graduate students report an average starting salary of approximately \$59,200.

What is your starting salary?



Starting Salary - respondents who have started or accepted a job (continued)**COMPARISON WITH PREVIOUS YEARS**

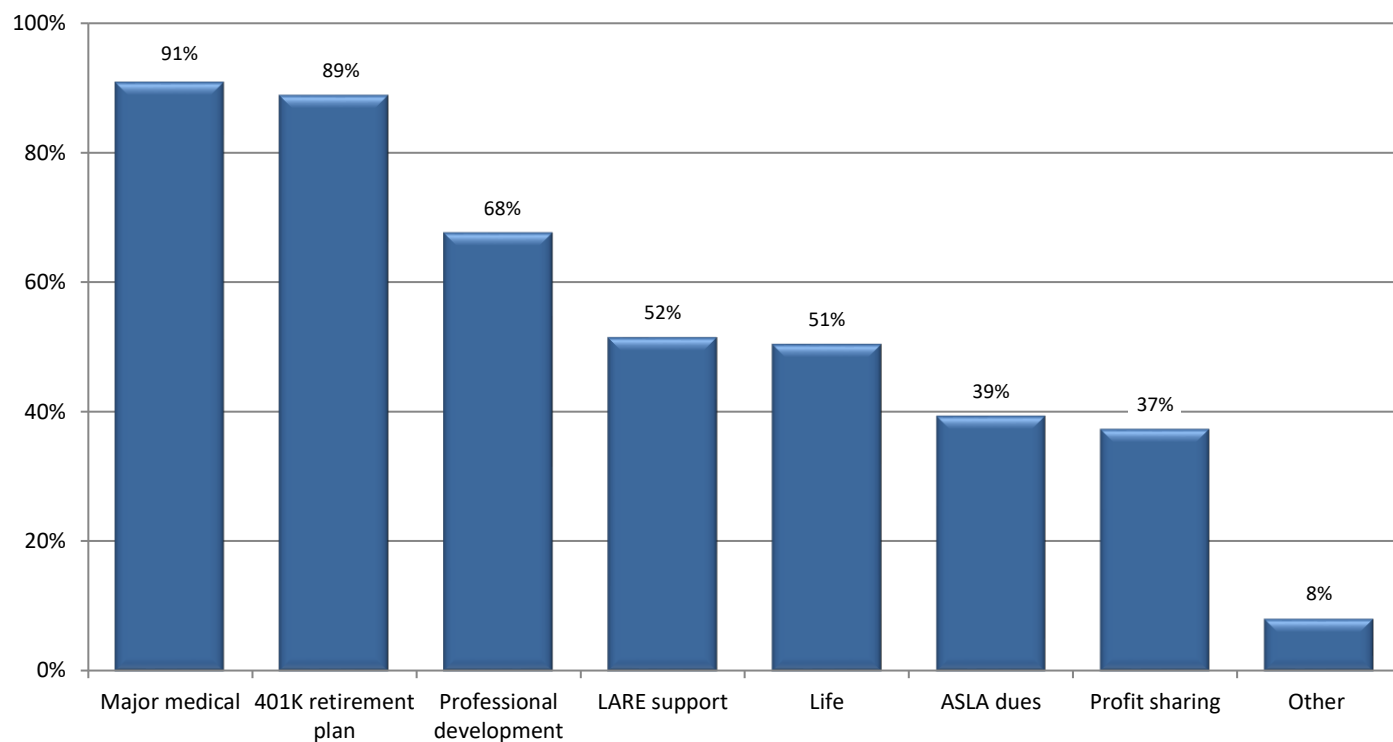
(AVERAGE SALARY - 000's)

	Total		Undergraduate Students		Graduate Students	
	\$ (000's)	Change	\$ (000's)	Change	\$ (000's)	Change
2022	\$56	5.7%	\$53	12.8%	\$59	1.7%
2021	53	3.9%	47	-6.0%	58	11.5%
2020	51	2.0%	50	2.0%	52	2.0%
2019	50	2.0%	49	0.0%	51	4.1%
2018	49	8.9%	49	19.5%	49	4.3%
2017	45	0.0%	41	-2.4%	47	-2.1%
2016	45	2.3%	42	2.4%	48	2.1%
2015	44	10.0%	41	10.8%	47	9.3%
2014	40	-2.4%	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. More than half will receive major medical insurance (91%), a 401k retirement plan (89%), professional development (68%), LARE support (52%) and life insurance (51%).

Which of the following benefits are included?



Benefits - respondents who have started or accepted a job (continued)

Comparison with Previous Years

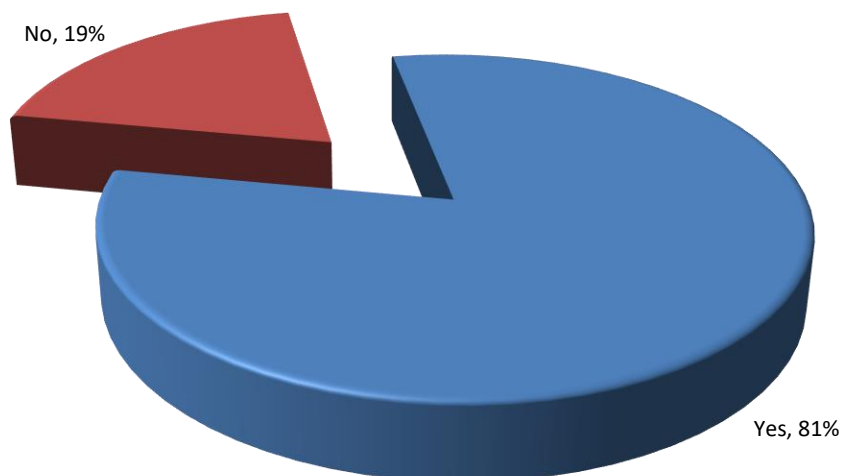
	Major Medical	401K Retirement Plan	Professional Development ⁽¹⁾	LARE Support ⁽²⁾	Life Insurance	ASLA Dues ⁽³⁾	Profit Sharing	Other
2022	91%	89%	68%	52%	51%	39%	37%	8%
2021	81%	77%	71%	48%	40%	31%	23%	21%
2020	89%	73%	64%	56%	47%	26%	16%	9%
2019	89%	81%	68%	51%	52%	30%	26%	6%
2018	81%	74%	74%	52%	46%	33%	35%	7%
2017	84%	66%		49%	36%	36%	23%	14%
2016	93%	67%			51%	29%	31%	15%
2015	82%	72%			53%	24%	32%	27%
2014	95%	83%			46%	27%	36%	19%
2013	88%	63%			54%	27%	36%	23%
2012	54%	45%			23%	13%	13%	20%
2011	59%	40%			30%	19%	11%	13%
2010	57%	40%			34%	31%	14%	11%
2009	44%	33%			22%	20%	16%	16%
2008	86%	75%			55%	42%	49%	27%
2007	82%	73%			50%	50%	42%	22%
2006	84%	73%			48%	39%	36%	26%
2005	89%	75%			52%	44%	47%	25%
2004	83%	68%			49%	29%	34%	17%
2003	81%	64%			38%	25%	31%	23%
2002	79%	70%			36%	24%	41%	19%
2001	87%	75%			44%	31%	44%	16%
2000	79%	63%			38%	24%	37%	20%
1999	88%	70%			54%	36%	46%	28%

(1) new category for 2018; (2) new category for 2017; (3) prior to 2017 Association Dues

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 (10%), California and Colorado (8% each), Virginia (6%), and Pennsylvania (5%).

Over four-fifths of respondents (81%) indicate that they will be working in their preferred region, up from 69% in 2021.

Is this your preferred location?

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

The following table compares students' preferences and expectations prior to finding a job with the experience of those who have accepted jobs. Fewer students accepted jobs with LA firms and more students accepted jobs with allied firms compared to their expressed preferences. Average salaries for undergraduates were 9% lower than expected, while average salaries for graduates were 6% higher than expected.

	Preference during job search	Actual job accepted
Landscape architecture firm	55%	44%
Architecture, engineering, or multidisciplinary firm	23%	36%
Design/build firm	5%	4%
Academic institution	3%	1%
Federal government	2%	1%
State government	1%	1%
Local government	5%	5%
Campus planning office	0%	0%
Supplier/manufacturer	1%	0%
Other private sector organization	0%	1%
Private nonprofit organization	4%	4%
Other	2%	3%

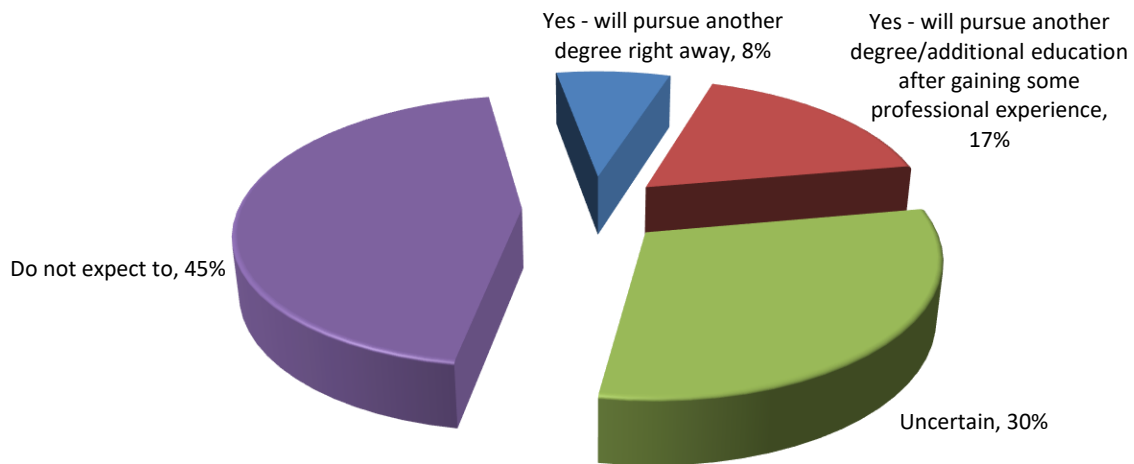
AVERAGE SALARY

All respondents	\$58,500	\$56,000
Undergraduate students	\$55,500	\$52,600
Graduate students	\$61,000	\$59,200

Additional Schooling

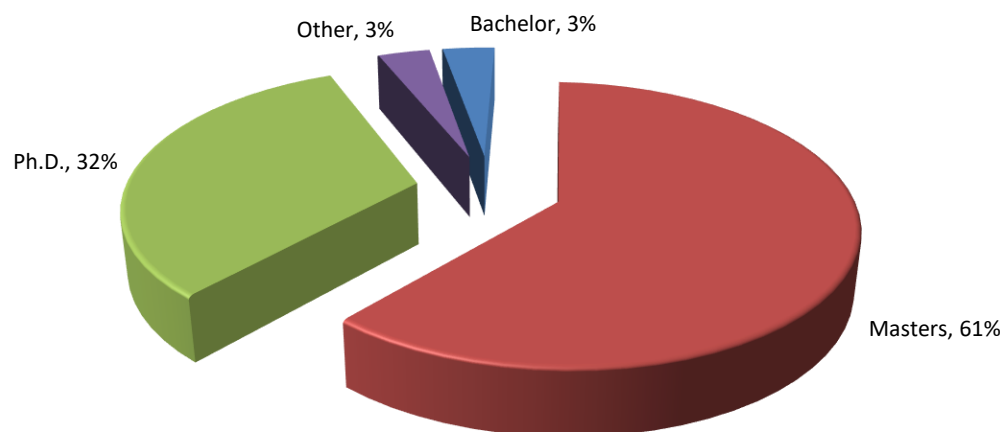
Just under one-fifth of respondents (17%) anticipate pursuing another degree or additional education after some professional experience, while 30% may do so at some later point (uncertain), and 8% intend to do so right away. This is similar to 2021.

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



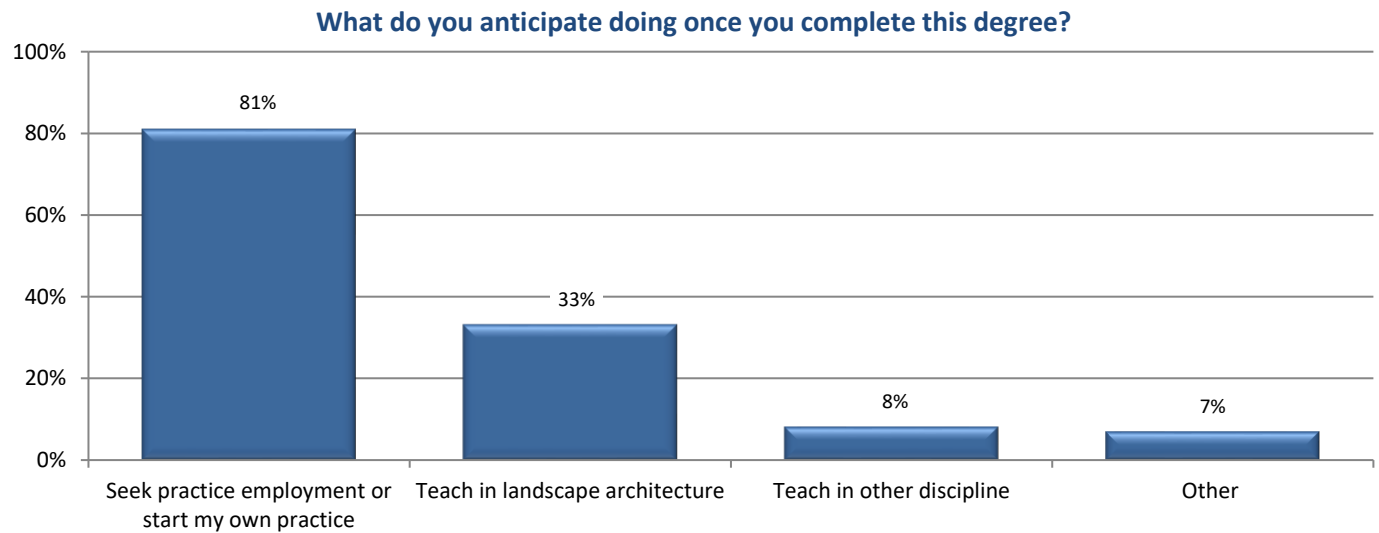
Of the respondents who are planning to pursue another degree, three-fifths (61%) indicate that it will be a Masters, while 32% will pursue a Ph.D., and 3% will pursue an additional Bachelor's degree. Most respondents plan to pursue advanced degrees in landscape architecture or related areas.

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



After Completing Degree

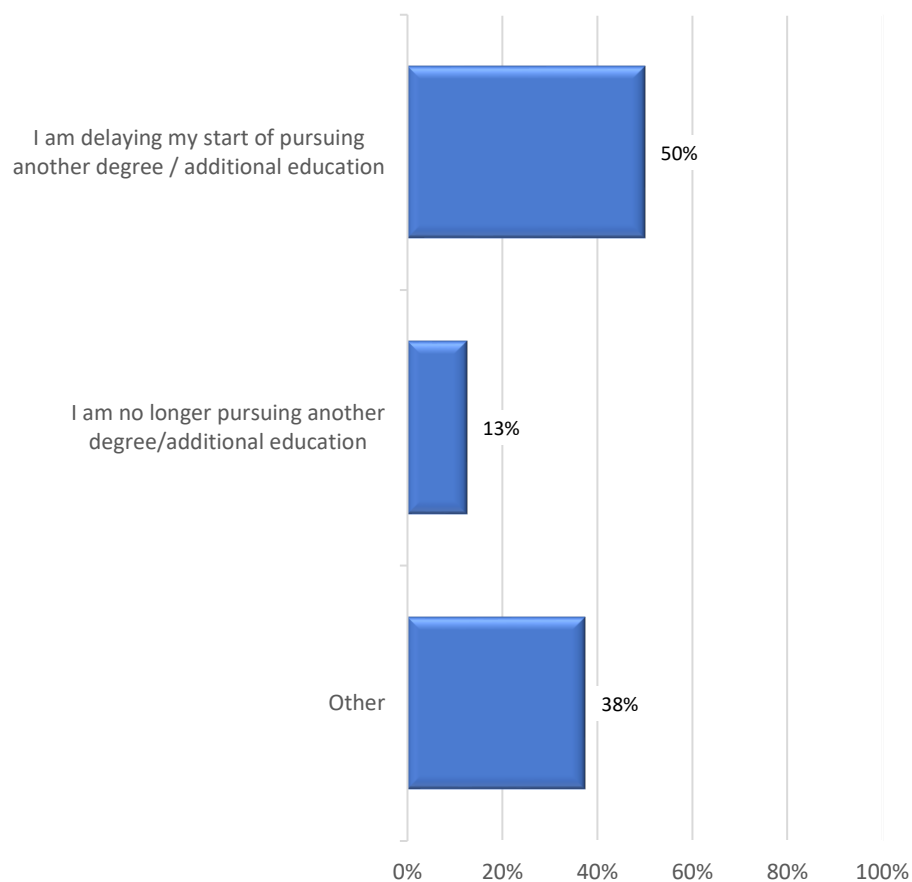
Of those respondents who plan to pursue another degree, four-fifths (81%) will then either seek practice employment or else start their own practice, while 33% plan to teach in the landscape architecture field.



Impact of COVID-19 On Future Education Plans

One-in-ten respondents (10%) indicate that COVID-19 impacted their plans to pursue additional education. One-half (50%) of these respondents indicate that it delayed their plans to pursue another degree or additional education.

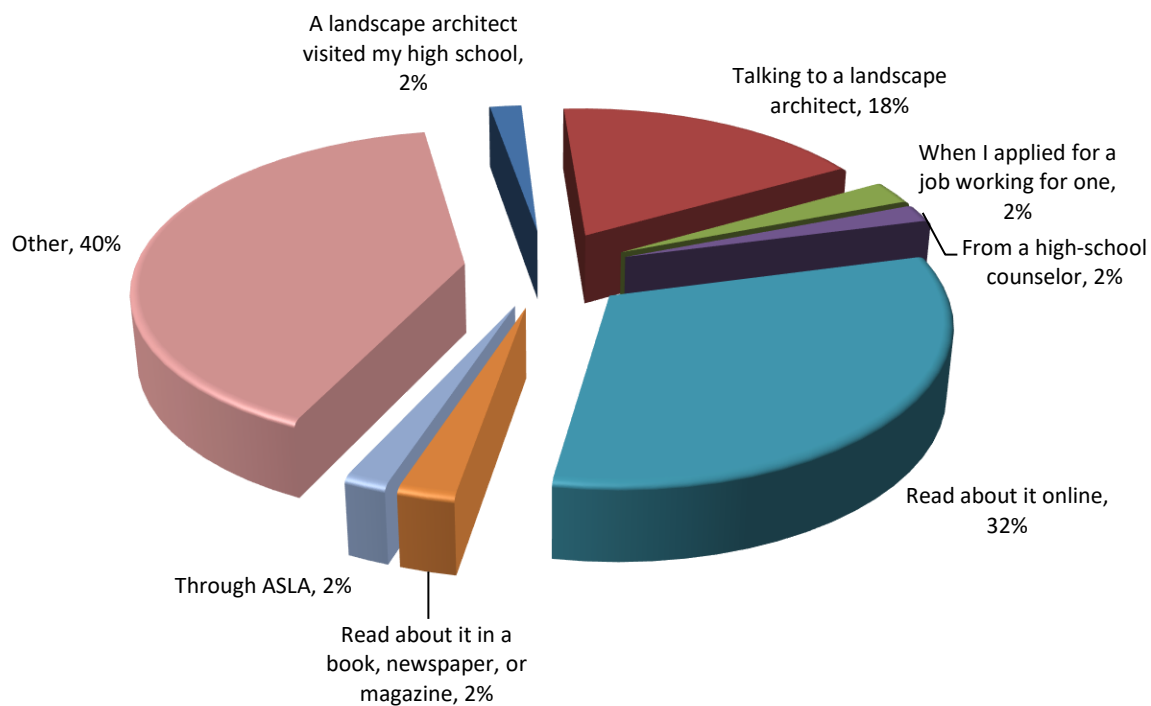
How did COVID-19 impact your plans?



Learning About Landscape Architecture Profession

Respondents were most likely to have first learned about the field of landscape architecture from reading about it online (32%) or talking to a landscape architect (18%)

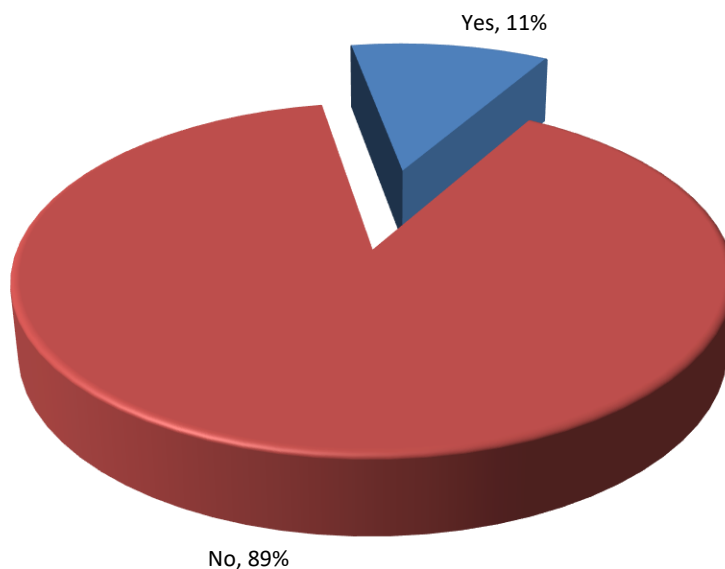
How did you first learn about landscape architecture?



Sharing the Profession

One-in-ten respondents (11%) indicated that they visited an elementary, middle, or high school to talk about the profession while they were in school.

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

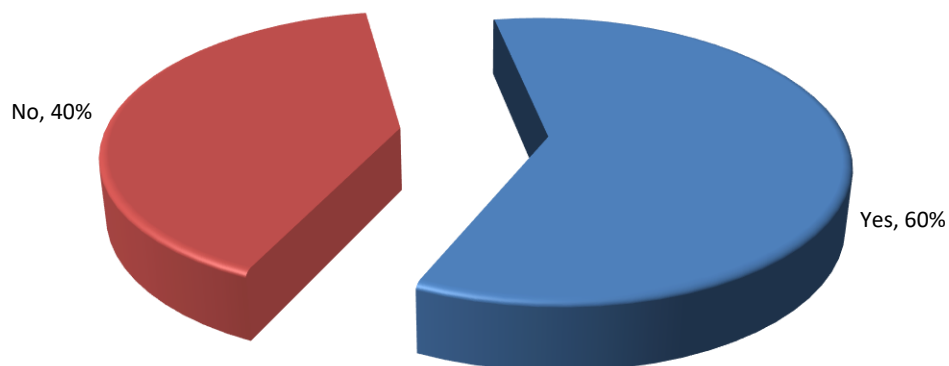


One-half of these respondents (50%) made two or more visits. Of respondents who made visits, 67% visited high schools, 44% middle schools, and 22% elementary schools.

Community Engagement

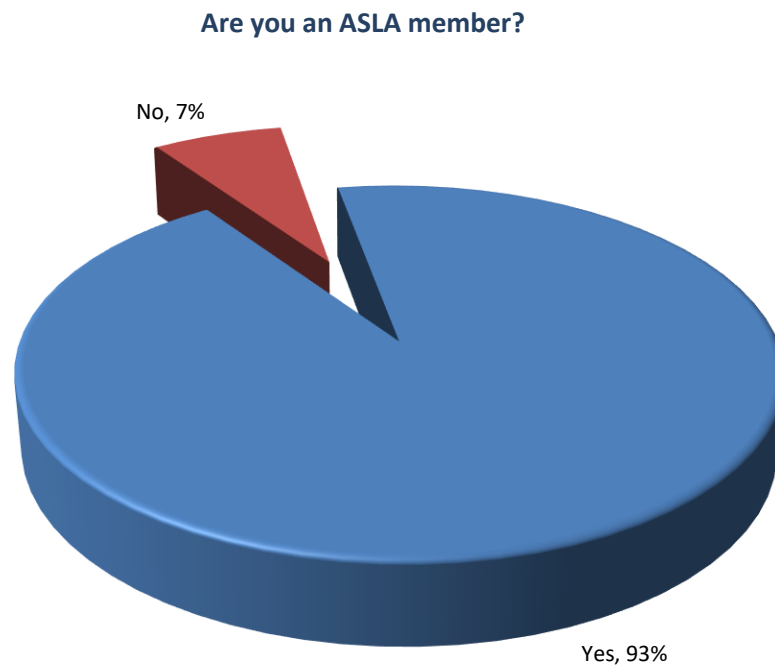
Three-in-five respondents (60%) indicate that their landscape architecture program offered the opportunity for community engagement and/or design charrettes. A list of these activities can be found starting on page 110.

While you were studying landscape architecture, did your program curriculum offer the opportunity for community engagement and/or community design charrettes?



Membership in ASLA

A majority of respondents (93%) indicate that they are members of ASLA.



1. What is your age?

N=186	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	186 100.0%	60 32.3%	120 64.5%	89 47.8%	97 52.2%	111 59.7%	75 40.3%
21	6 3.2%	2 3.3%	4 3.3%	6 6.7%	0 0.0%	6 5.4%	0 0.0%
22	47 25.3%	10 16.7%	35 29.2%	43 48.3%	4 4.1%	47 42.3%	0 0.0%
23	21 11.3%	6 10.0%	15 12.5%	17 19.1%	4 4.1%	21 18.9%	0 0.0%
24	15 8.1%	6 10.0%	9 7.5%	6 6.7%	9 9.3%	15 13.5%	0 0.0%
25	22 11.8%	9 15.0%	12 10.0%	7 7.9%	15 15.5%	22 19.8%	0 0.0%
26 to 30	47 25.3%	11 18.3%	34 28.3%	5 5.6%	42 43.3%	0 0.0%	47 62.7%
31 to 40	20 10.8%	12 20.0%	7 5.8%	3 3.4%	17 17.5%	0 0.0%	20 26.7%
41 to 50	4 2.2%	2 3.3%	2 1.7%	1 1.1%	3 3.1%	0 0.0%	4 5.3%
51 and older	3 1.6%	1 1.7%	2 1.7%	0 0.0%	3 3.1%	0 0.0%	3 4.0%
Average (mean)	26.6	28.0	25.8	23.9	29.1	23.0	31.9

2. What is your race?

N=187	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	187 100.0%	60 32.1%	121 64.7%	89 47.6%	98 52.4%	111 59.4%	75 40.1%
African American	7 3.7%	3 5.0%	4 3.3%	0 0.0%	7 7.1%	3 2.7%	3 4.0%
American Indian/Alaskan Native	2 1.1%	0 0.0%	2 1.7%	0 0.0%	2 2.0%	2 1.8%	0 0.0%
Asian/Pacific Islander	42 22.5%	12 20.0%	30 24.8%	24 27.0%	18 18.4%	31 27.9%	11 14.7%
Caucasian	114 61.0%	36 60.0%	74 61.2%	57 64.0%	57 58.2%	70 63.1%	44 58.7%
Hispanic/Latinx	16 8.6%	9 15.0%	7 5.8%	7 7.9%	9 9.2%	8 7.2%	8 10.7%
Other, including multi-ethnic	17 9.1%	4 6.7%	11 9.1%	7 7.9%	10 10.2%	6 5.4%	11 14.7%

3. What is your gender?

N=186	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	186 100.0%	60 32.3%	121 65.1%	89 47.8%	97 52.2%	110 59.1%	75 40.3%
Male	60 32.3%	60 100.0%	0 0.0%	26 29.2%	34 35.1%	33 30.0%	27 36.0%
Female	121 65.1%	0 0.0%	121 100.0%	61 68.5%	60 61.9%	75 68.2%	45 60.0%
Other	5 2.7%	0 0.0%	0 0.0%	2 2.2%	3 3.1%	2 1.8%	3 4.0%

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

N=188	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	188 100.0%	60 31.9%	121 64.4%	89 47.3%	99 52.7%	111 59.0%	75 39.9%
Completing (or have just completed) undergraduate program in Landscape Architecture at (please choose school):	89 47.3%	26 43.3%	61 50.4%	89 100.0%	0 0.0%	79 71.2%	10 13.3%
Completing (or have just completed) graduate program in Landscape Architecture at (please choose school):	99 52.7%	34 56.7%	60 49.6%	0 0.0%	99 100.0%	32 28.8%	65 86.7%

4b. Undergraduate school

N=76	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	76 100.0%	23 30.3%	51 67.1%	76 100.0%	0 0.0%	70 92.1%	6 7.9%
Arizona State University	4 5.3%	2 8.7%	1 2.0%	4 5.3%	0 0.0%	3 4.3%	1 16.7%
Ball State University	4 5.3%	2 8.7%	2 3.9%	4 5.3%	0 0.0%	4 5.7%	0 0.0%
California Polytechnic State University, San Luis Obispo	3 3.9%	1 4.3%	2 3.9%	3 3.9%	0 0.0%	3 4.3%	0 0.0%
California State Polytechnic University, Pomona	3 3.9%	0 0.0%	3 5.9%	3 3.9%	0 0.0%	2 2.9%	1 16.7%
Clemson University	1 1.3%	0 0.0%	1 2.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%
Cornell University	2 2.6%	2 8.7%	0 0.0%	2 2.6%	0 0.0%	2 2.9%	0 0.0%
Iowa State University	3 3.9%	0 0.0%	3 5.9%	3 3.9%	0 0.0%	3 4.3%	0 0.0%
Louisiana State University	1 1.3%	1 4.3%	0 0.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%
Mississippi State University	1 1.3%	0 0.0%	1 2.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%
Pennsylvania State University	3 3.9%	0 0.0%	3 5.9%	3 3.9%	0 0.0%	3 4.3%	0 0.0%
Purdue University	2 2.6%	0 0.0%	2 3.9%	2 2.6%	0 0.0%	2 2.9%	0 0.0%
Rutgers University	1 1.3%	1 4.3%	0 0.0%	1 1.3%	0 0.0%	0 0.0%	1 16.7%
Temple University	1 1.3%	1 4.3%	0 0.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%
Texas A&M University	2 2.6%	0 0.0%	2 3.9%	2 2.6%	0 0.0%	2 2.9%	0 0.0%
University of California Davis	3 3.9%	2 8.7%	1 2.0%	3 3.9%	0 0.0%	3 4.3%	0 0.0%
University of Delaware	1 1.3%	1 4.3%	0 0.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%
University of Florida	1 1.3%	0 0.0%	1 2.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%

4b. Undergraduate school

N=76	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
University of Georgia	1 1.3%	1 4.3%	0 0.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%
University of Illinois, Urbana-Champaign	5 6.6%	1 4.3%	4 7.8%	5 6.6%	0 0.0%	5 7.1%	0 0.0%
University of Kentucky	3 3.9%	1 4.3%	1 2.0%	3 3.9%	0 0.0%	2 2.9%	1 16.7%
University of Maryland	7 9.2%	1 4.3%	6 11.8%	7 9.2%	0 0.0%	6 8.6%	1 16.7%
University of Massachusetts	2 2.6%	0 0.0%	2 3.9%	2 2.6%	0 0.0%	2 2.9%	0 0.0%
University of Nevada	1 1.3%	1 4.3%	0 0.0%	1 1.3%	0 0.0%	1 1.4%	0 0.0%
University of Oregon	1 1.3%	0 0.0%	1 2.0%	1 1.3%	0 0.0%	0 0.0%	1 16.7%
University of Washington	2 2.6%	0 0.0%	2 3.9%	2 2.6%	0 0.0%	2 2.9%	0 0.0%
University of Wisconsin, Madison	2 2.6%	0 0.0%	2 3.9%	2 2.6%	0 0.0%	2 2.9%	0 0.0%
Utah State University	5 6.6%	0 0.0%	5 9.8%	5 6.6%	0 0.0%	5 7.1%	0 0.0%
Virginia Tech	4 5.3%	1 4.3%	3 5.9%	4 5.3%	0 0.0%	4 5.7%	0 0.0%
Washington State University	2 2.6%	2 8.7%	0 0.0%	2 2.6%	0 0.0%	2 2.9%	0 0.0%
West Virginia University	5 6.6%	2 8.7%	3 5.9%	5 6.6%	0 0.0%	5 7.1%	0 0.0%

4c. Did you earn an Associate degree at a community college before transferring into an accredited landscape architecture program?

N=85	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	85 100.0%	25 29.4%	58 68.2%	85 100.0%	0 0.0%	77 90.6%	8 9.4%
Yes	3 3.5%	0 0.0%	3 5.2%	3 3.5%	0 0.0%	1 1.3%	2 25.0%
No	82 96.5%	25 100.0%	55 94.8%	82 96.5%	0 0.0%	76 98.7%	6 75.0%

4d. Please tell us the name of the community college attended:

Chesapeake College

Florida Atlantic University

Mt San Antonio College

4e. Graduate school

N=92	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	92 100.0%	30 32.6%	58 63.0%	0 0.0%	92 100.0%	30 32.6%	61 66.3%
Arizona State University	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	0 0.0%
Auburn University	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	1 3.3%	0 0.0%
Ball State University	2 2.2%	0 0.0%	2 3.4%	0 0.0%	2 2.2%	1 3.3%	1 1.6%
City College of New York	3 3.3%	1 3.3%	2 3.4%	0 0.0%	3 3.3%	0 0.0%	3 4.9%
Cornell University	2 2.2%	0 0.0%	2 3.4%	0 0.0%	2 2.2%	0 0.0%	2 3.3%
Florida International University	2 2.2%	1 3.3%	1 1.7%	0 0.0%	2 2.2%	1 3.3%	1 1.6%
Harvard University	5 5.4%	2 6.7%	3 5.2%	0 0.0%	5 5.4%	0 0.0%	5 8.2%
Illinois Institute of Technology	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
Kansas State University	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	1 3.3%	0 0.0%
Louisiana State University	5 5.4%	1 3.3%	2 3.4%	0 0.0%	5 5.4%	0 0.0%	5 8.2%
Mississippi State University	2 2.2%	0 0.0%	2 3.4%	0 0.0%	2 2.2%	1 3.3%	1 1.6%
Morgan State University	5 5.4%	3 10.0%	2 3.4%	0 0.0%	5 5.4%	0 0.0%	5 8.2%
North Carolina State University	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	1 3.3%	0 0.0%
North Dakota State University	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	1 3.3%	0 0.0%
Pennsylvania State University	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
Rhode Island School of Design	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	1 3.3%	0 0.0%
Rutgers University	3 3.3%	1 3.3%	2 3.4%	0 0.0%	3 3.3%	1 3.3%	2 3.3%

4e. Graduate school

N=92	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Temple University	3 3.3%	1 3.3%	2 3.4%	0 0.0%	3 3.3%	0 0.0%	3 4.9%
Texas A&M University	2 2.2%	1 3.3%	1 1.7%	0 0.0%	2 2.2%	1 3.3%	1 1.6%
Texas Tech University	2 2.2%	1 3.3%	1 1.7%	0 0.0%	2 2.2%	0 0.0%	2 3.3%
University of Arizona	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Cincinnati	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Georgia	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Illinois - Urbana-Champaign	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Maryland	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Michigan	2 2.2%	0 0.0%	2 3.4%	0 0.0%	2 2.2%	1 3.3%	1 1.6%
University of Minnesota	5 5.4%	4 13.3%	1 1.7%	0 0.0%	5 5.4%	1 3.3%	4 6.6%
University of New Mexico	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Oklahoma	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Oregon	2 2.2%	0 0.0%	2 3.4%	0 0.0%	2 2.2%	0 0.0%	2 3.3%
University of Pennsylvania	4 4.3%	0 0.0%	4 6.9%	0 0.0%	4 4.3%	0 0.0%	4 6.6%
University of Southern California	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Tennessee	14 15.2%	2 6.7%	12 20.7%	0 0.0%	14 15.2%	11 36.7%	3 4.9%
University of Texas, Arlington	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
University of Texas, Austin	1 1.1%	0 0.0%	1 1.7%	0 0.0%	1 1.1%	0 0.0%	1 1.6%

4e. Graduate school

N=92	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
University of Virginia	3 3.3%	0 0.0%	2 3.4%	0 0.0%	3 3.3%	1 3.3%	2 3.3%
University of Washington	4 4.3%	3 10.0%	1 1.7%	0 0.0%	4 4.3%	3 10.0%	1 1.6%
Utah State University	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.6%
Virginia Tech	2 2.2%	1 3.3%	0 0.0%	0 0.0%	2 2.2%	2 6.7%	0 0.0%
Washington University	1 1.1%	1 3.3%	0 0.0%	0 0.0%	1 1.1%	1 3.3%	0 0.0%

4f. Undergraduate degree

Agriculture (2 mentions)
Anthropology (2 mentions)
Architectural Technologist
Architecture (26 mentions)
Art History (2 mentions)
Biology (8 mentions)
Chemistry
Chinese
Classics
Communication
Conservation Biology
Ecology (3 mentions)
Economics (2 mentions)
Engineering
Environmental Design (4 mentions)
Environmental Science (5 mentions)
Environmental Studies (7 mentions)
Environmental urban design
Fiber Science / Apparel Design
Fine Art (3 mentions)
French
Geography (3 mentions)
History
Horticulture
Industrial design
International Studies
Kinesiology
Landscape architecture (8 mentions)
Philosophy
Philosophy (3 mentions)
Plant Science (2 mentions)
Public Policy (2 mentions)
Real Estate
Restoration Ecology
Sociology
Sustainable development
Sustainable Environmental Design
Theatre (2 mentions)
Urban / Regional Planning
Visual Arts

5. What are your plans for the immediate future?

N=186	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	186 100.0%	59 31.7%	121 65.1%	88 47.3%	98 52.7%	111 59.7%	74 39.8%
To work/seek employment	158 84.9%	53 89.8%	100 82.6%	72 81.8%	86 87.8%	91 82.0%	66 89.2%
To pursue additional education	14 7.5%	4 6.8%	10 8.3%	9 10.2%	5 5.1%	11 9.9%	3 4.1%
Undecided	6 3.2%	0 0.0%	5 4.1%	5 5.7%	1 1.0%	5 4.5%	1 1.4%
Travel	8 4.3%	2 3.4%	6 5.0%	2 2.3%	6 6.1%	4 3.6%	4 5.4%

5b. Did COVID-19 affect your plans for the immediate future?

N=186	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	186 100.0%	59 31.7%	121 65.1%	88 47.3%	98 52.7%	111 59.7%	74 39.8%
Yes	39 21.0%	9 15.3%	28 23.1%	25 28.4%	14 14.3%	28 25.2%	10 13.5%
No	147 79.0%	50 84.7%	93 76.9%	63 71.6%	84 85.7%	83 74.8%	64 86.5%

5c. How did it affect your plans?

N=39	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	39 100.0%	9 23.1%	28 71.8%	25 64.1%	14 35.9%	28 71.8%	10 25.6%
My internship / job has been cancelled	10 25.6%	1 11.1%	9 32.1%	6 24.0%	4 28.6%	8 28.6%	2 20.0%
My internship / job is deferred and might not happen	3 7.7%	1 11.1%	2 7.1%	2 8.0%	1 7.1%	3 10.7%	0 0.0%
My internship / job search has become more challenging	16 41.0%	4 44.4%	10 35.7%	14 56.0%	2 14.3%	12 42.9%	4 40.0%
I plan to pursue a job in an allied profession or other job sector	5 12.8%	2 22.2%	3 10.7%	1 4.0%	4 28.6%	2 7.1%	2 20.0%
I plan to pursue another degree / additional education if I cannot find a job	8 20.5%	4 44.4%	4 14.3%	4 16.0%	4 28.6%	5 17.9%	3 30.0%
Other	7 17.9%	2 22.2%	5 17.9%	5 20.0%	2 14.3%	6 21.4%	1 10.0%

Other answers:

- Financial burden moved my employment start date over one month early
- Financially speaking it is hard to move for the position that I accepted. It will be tough to start this new job and be able to still eat items other than ramen.
- I plan to pursue an additional degree while the pandemic continues and an optimal work environment is not readily available
- Impacted internship opportunities as a student
- My mother's partner passed away (I am not American, am international student), it was difficult to support my mom financially through her grief.
- Study abroad was canceled so I delayed starting a job to travel
- Study/Research Abroad Canceled

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

N=154	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	154 100.0%	44 28.6%	105 68.2%	87 56.5%	67 43.5%	108 70.1%	46 29.9%
Savings	49 31.8%	11 25.0%	38 36.2%	26 29.9%	23 34.3%	37 34.3%	12 26.1%
Jobs (other than work study) while in school (including vacations)	74 48.1%	25 56.8%	48 45.7%	40 46.0%	34 50.7%	51 47.2%	23 50.0%
Parents/grandparents	94 61.0%	28 63.6%	62 59.0%	48 55.2%	46 68.7%	68 63.0%	26 56.5%
Federal loan programs	74 48.1%	19 43.2%	53 50.5%	41 47.1%	33 49.3%	48 44.4%	26 56.5%
Other loans	31 20.1%	7 15.9%	23 21.9%	17 19.5%	14 20.9%	22 20.4%	9 19.6%
Scholarships	101 65.6%	24 54.5%	72 68.6%	56 64.4%	45 67.2%	76 70.4%	25 54.3%
Employer	3 1.9%	1 2.3%	2 1.9%	2 2.3%	1 1.5%	2 1.9%	1 2.2%
Work study	29 18.8%	6 13.6%	20 19.0%	11 12.6%	18 26.9%	16 14.8%	13 28.3%
Fellowships/Assistantships	13 8.4%	1 2.3%	12 11.4%	2 2.3%	11 16.4%	7 6.5%	6 13.0%
Other	7 4.5%	3 6.8%	4 3.8%	5 5.7%	2 3.0%	5 4.6%	2 4.3%

Other answers:

Covid relief aid

Louisiana's TOPS program

Grants

GI-Bill

FAFSA

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

N=92	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	92 100.0%	30 32.6%	58 63.0%	0 0.0%	92 100.0%	28 30.4%	64 69.6%
Savings	44 47.8%	10 33.3%	32 55.2%	0 0.0%	44 47.8%	11 39.3%	33 51.6%
Jobs (other than work study) while in school (including vacations)	53 57.6%	18 60.0%	33 56.9%	0 0.0%	53 57.6%	16 57.1%	37 57.8%
Parents/grandparents	35 38.0%	9 30.0%	24 41.4%	0 0.0%	35 38.0%	10 35.7%	25 39.1%
Federal loan programs	43 46.7%	17 56.7%	24 41.4%	0 0.0%	43 46.7%	13 46.4%	30 46.9%
Other loans	9 9.8%	5 16.7%	4 6.9%	0 0.0%	9 9.8%	2 7.1%	7 10.9%
Scholarships	57 62.0%	17 56.7%	36 62.1%	0 0.0%	57 62.0%	12 42.9%	45 70.3%
Employer	5 5.4%	2 6.7%	3 5.2%	0 0.0%	5 5.4%	1 3.6%	4 6.3%
Work study	21 22.8%	5 16.7%	15 25.9%	0 0.0%	21 22.8%	7 25.0%	14 21.9%
Fellowships/Assistantships	48 52.2%	14 46.7%	31 53.4%	0 0.0%	48 52.2%	13 46.4%	35 54.7%
Other	3 3.3%	2 6.7%	1 1.7%	0 0.0%	3 3.3%	0 0.0%	3 4.7%

Other answers:

Uncle helped financially

Jobs after graduation

Financial assistance from friends and family.

7. What is your current education-related debt?

N=180	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	180 100.0%	55 30.6%	119 66.1%	87 48.3%	93 51.7%	108 60.0%	72 40.0%
None	58 32.2%	17 30.9%	40 33.6%	32 36.8%	26 28.0%	38 35.2%	20 27.8%
Less than \$10,000	24 13.3%	9 16.4%	13 10.9%	15 17.2%	9 9.7%	15 13.9%	9 12.5%
\$10,000 to \$19,999	7 3.9%	2 3.6%	5 4.2%	3 3.4%	4 4.3%	3 2.8%	4 5.6%
\$20,000 to \$29,999	25 13.9%	6 10.9%	19 16.0%	14 16.1%	11 11.8%	15 13.9%	10 13.9%
\$30,000 to \$49,999	23 12.8%	7 12.7%	15 12.6%	12 13.8%	11 11.8%	17 15.7%	6 8.3%
\$50,000 to \$74,999	21 11.7%	8 14.5%	12 10.1%	6 6.9%	15 16.1%	12 11.1%	9 12.5%
\$75,000 to \$99,999	9 5.0%	2 3.6%	7 5.9%	4 4.6%	5 5.4%	5 4.6%	4 5.6%
\$100,000 or more	13 7.2%	4 7.3%	8 6.7%	1 1.1%	12 12.9%	3 2.8%	10 13.9%
Average (mean) \$	28722.2	28727.3	28382.4	20402.3	36505.4	24652.8	34826.4

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

N=178	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	178 100.0%	54 30.3%	118 66.3%	85 47.8%	93 52.2%	105 59.0%	72 40.4%
Landscape architecture firm	98 55.1%	36 66.7%	60 50.8%	47 55.3%	51 54.8%	56 53.3%	41 56.9%
Architecture, engineering, or multidisciplinary firm	41 23.0%	11 20.4%	29 24.6%	18 21.2%	23 24.7%	28 26.7%	13 18.1%
Design/build firm	8 4.5%	3 5.6%	4 3.4%	5 5.9%	3 3.2%	5 4.8%	3 4.2%
Academic institution	6 3.4%	0 0.0%	6 5.1%	2 2.4%	4 4.3%	4 3.8%	2 2.8%
Federal government	4 2.2%	0 0.0%	4 3.4%	2 2.4%	2 2.2%	1 1.0%	3 4.2%
State government	2 1.1%	0 0.0%	1 0.8%	1 1.2%	1 1.1%	2 1.9%	0 0.0%
Local government	8 4.5%	2 3.7%	6 5.1%	3 3.5%	5 5.4%	4 3.8%	4 5.6%
Campus planning office	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Supplier/manufacturer	1 0.6%	1 1.9%	0 0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
Other private sector organization	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Private nonprofit organization	7 3.9%	1 1.9%	6 5.1%	6 7.1%	1 1.1%	4 3.8%	3 4.2%
Other	3 1.7%	0 0.0%	2 1.7%	1 1.2%	2 2.2%	1 1.0%	2 2.8%

Other answers:

Ecological Restoration Firm

I don't know (2 answers)

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

N=177	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	177 100.0%	53 29.9%	118 66.7%	84 47.5%	93 52.5%	105 59.3%	71 40.1%
Yes	125 70.6%	35 66.0%	86 72.9%	52 61.9%	73 78.5%	70 66.7%	54 76.1%
No	52 29.4%	18 34.0%	32 27.1%	32 38.1%	20 21.5%	35 33.3%	17 23.9%

9. How many?

N=177	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	177 100.0%	53 29.9%	118 66.7%	84 47.5%	93 52.5%	105 59.3%	71 40.1%
None	53 29.9%	18 34.0%	33 28.0%	33 39.3%	20 21.5%	36 34.3%	17 23.9%
1	19 10.7%	8 15.1%	10 8.5%	8 9.5%	11 11.8%	7 6.7%	12 16.9%
2	29 16.4%	8 15.1%	20 16.9%	14 16.7%	15 16.1%	17 16.2%	12 16.9%
3	27 15.3%	8 15.1%	19 16.1%	9 10.7%	18 19.4%	13 12.4%	13 18.3%
4	21 11.9%	4 7.5%	16 13.6%	10 11.9%	11 11.8%	16 15.2%	5 7.0%
5	11 6.2%	3 5.7%	7 5.9%	3 3.6%	8 8.6%	4 3.8%	7 9.9%
6 to 10	13 7.3%	2 3.8%	11 9.3%	5 6.0%	8 8.6%	9 8.6%	4 5.6%
11 or more	4 2.3%	2 3.8%	2 1.7%	2 2.4%	2 2.2%	3 2.9%	1 1.4%
Average (mean)	2.6	2.4	2.7	2.3	2.9	2.6	2.5

9c. Please comment on how the interview went:

- About as I expected
- Across the board communication could be substantially better, especially when an employer decides to not continue with a candidate.
- All on zoom, straightforward and moved relatively quickly through the offer process
- All the employers were very accommodating allowing for the interviews to be held virtually.
- All three firms were interdisciplinary, but headed by L.A.s Most of the interviews were more reminiscent of a conversation than a formal trial by 1,000 questions. Everybody I met was very nice and took care of the cost of travel. The original plan was not necessarily to go with an interdisciplinary firm, but they really presented themselves well and made me feel at home in a strange place.
- Both went really well. Received job offers from both firms and had to make the tough decision of where to work.
- Excellent, our professors prepared us well for interviews.
- First round was on zoom. Second was in person. Company paid for travel.
- Folks need to understand that for many international students, the question 'will you be legally allowed to work after graduation' is a VERY complex one re: OPT (Optional Practical Training). I wish employers would make it a point to understand that the field is not leveled (for international students) and offer more generous ways of tackling the process of juggling when the US government will approve a work permit, the fact that we can't work until our permit shows up in the mail, we probably have to move across the country by ourselves, etc. It also puts us in a weird position, since asking for citizenship falls under 'protected classes' for discrimination, HOWEVER we cannot lie by omission and NOT let a would-be employer understand what we need.
- From what I understood it went well but did not hear back from many of them even though they promised to get back to me whatever the situation
- Good (3 mentions)
- Good, diverse array of firms. Felt welcomed and given enough time from each firm.
- Good, I knew both employers from previous interviews/ internships so it wasn't too high strung.
- Good, several offers
- Got an email to confirm interview date and time. Interviews were held virtually over zoom lasting 30 minutes to 1 hour
- Great (2 mentions)
- Great, half were zoom (being out of state) and the other half were in person.
- I attended a Career fair that led to a few interviews. For the most part, it was generally formal, with some informal chatting.
- I had already been interning with the firm, so it went very well.
- I had interviews at my schools interview days and although short I got a good grasp on the companies and what they stand for and what they are looking for in an employee.
- I have worked professionally in another discipline for many years, which led to a bit of a disconnect with finding a job as a new landscape designer (I did not qualify as an intern due to my experience, but lack the years of professional landscape design experience to be an intermediate/senior designer).
- I only interviewed with an organization within which I had previously worked, so the interview process was fairly relaxed.
- I received an interview with every company that I applied to work with (although not at every location I applied to). I also had two interviews with companies that I had not yet applied to who reached out to me.
- I was contacted after sending my required documents, and then a team from the design firm would interview me, and then I was offered a position.
- I was optimistic about the job interview from inception and it went my way. Presently I head the operations of Grace Green Grass & Landscaping here in Lagos, Nigeria and it's fun and learning new experiences on a daily basis in the landscape architectural sector.
- I will have one this afternoon, I hope it goes well.
- In person
- Informal discussion of my qualifications and on the available position. I presented my portfolio to company leadership and we discussed whether I'd be a good fit.
- Interview went well
- Interviewing after COVID-19 was a bit difficult since we had been quarantined for 1.5 years. Preparing for the interview means learning how to engage with people as well as preparing for the interview questions and answers. Besides that, the interview process went well.
- Interviews went smoothly
- It was a rapidly changing process and overall I got really good at interviews and being able to express my passions and abilities.
- It was hard, there were not a lot of places open to hiring someone with little to no experience.
- It was long- the one and only interview I did was 6 hrs long
- It was pretty much a go through your portfolio process, then they asked about my interests and my journey through the landscape architecture program what I liked or did not like, and asked about my undergraduate background as well. The last part of the interview was for me to ask questions about the company and find out whether my interest aligns with theirs
- It was standard procedure, no comments.
- It was stressful to be interviewing while working on senior project and other classes but the process went fairly smoothly via zoom interviews.

9c. Please comment on how the interview went:

- It was stressful to manage the final review workload with the job applications and interview preparations (and in *addition* to my part-time job). I would recommend others start the portfolio and job seeking activity during their final winter break.
- It was very nice. The company seems really good.
- It was very simple and usually i just had to talk about my portfolio/work
- It went pretty well and smoothly. Better than expected.
- It went well because I felt confident in what I brought to the table.
- It went well, but they were not paying enough for me to live in Miami
- It went well, I got the position.
- It went well, it was done over a video chat so was simple
- Lots of Zoom interviews, which made it easier to connect with firms further away from my school. Current job had 2 rounds of Zoom interviews before an offer and office visit.
- Meh
- Most are relaxing. I gave a presentation for my selected projects in my portfolio. Then we talked about firm culture and our career goals. When we were going to do the decision round interview, we will hang out with the firm members and share our thoughts.
- Most was a set of interviews where I met different people in the company. Some had me do a design test and present it . All were professional and informative.
- Mostly went over my school portfolio.
- Multiple Interviews for each firm, and one in person interview I had accepted the position in a local interior design startup because it was one of the only opportunities available to me. I plan to continue searching for positions that are more in line with my study.
- Not well.
- One company I met at a UK career fair specifically set up for LA. I emailed them and sent them my resume and portfolio and applied for a job, they gave me the job based on my work and the time we met at the career fair. The other interview is I contacted them from a job posting on ASLA JobLink and I went in person to interview but did not hear back from them.
- Overall it was fairly simple and easy. Both interviews were the result of connections from professors of my graduate program.
- Overall went well-
- Pretty seamless
- Pretty seamlessly
- Pretty well
- Quick, easy
- Quicker than expected, felt wildly unprepared.
- Quite smooth. I got the job after the interview.
- regular
- some delayed email communication for one interview, but nothing else to note
- The first one was not as in line with my goals for the future, but the second one definitely was! The second interview went really well.
- The interview process was primarily remote which was convenient because I was trying to get a job a few states away from where I was completing my schooling
- The interview process was really good.
- The interview process was similar to how I've always known it to be... apply, get an interview, etc... I received multiple offers, but realized that the firms were not the right fit for me just yet.
- The interview process went fairly well with the companies asking to see my portfolio of work. This was then followed by a series of questions regarding my interest/focus in the landscape design field and my experience using drafting/rendering software.
- The interview process went great! Every company was enthusiastic and in need of a lot of help... Great time to be looking for work.
- The interview process went well - most of the initial interviews started out via Zoom but I had 4 in person interviews total.
- The interview process went well and I was offered a job. Professionals in landscape architecture are welcoming and interested in student activities and academic process during COVID-19 years.
- The interview process went well. I have already worked in a related field and knew what I was looking for in a role and employer.
- The interviews were a combination of in-person, phone and Zoom.
- The interviews were drastically different depending on the firm. There were many firms with poor communication.
- The process was easy enough, but I wanted to focus more on my studies rather than applying to many jobs.
- The process was very quick as both places I applied were trying to fill positions quickly.
- They all went smoothly, starting with an introduction of who was interviewing me and a quick description about the firm. They asked about my interests and work and the conversations continued to what each member does in the firm, how the firm structure works, the process for projects and more.
- They asked my design passion and design process. I honestly had a hard time because I don't believe I have an identity as a designer yet and I followed the curriculum as designing training which was limited.
- they liked my portfolio

9c. Please comment on how the interview went:

- They went great. Both firms gave me job offers.
- They went pretty well. I got 2 out of the 3 jobs, I interviewed for.
- They were fine, still waiting to hear back.
- Typically I was more interested in questioning the firm about their work and office culture. But as always I would walk through some of my best portfolio samples and ask them a list of prepared questions that touched on my values in a firm.
- Very casual conversation which was very comfortable, just getting to know each other better.
- Very good
- Very smoothly. I received follow up interviews and had options for employment.
- Very well and smooth. Got called back for second rounds of interviews.
- Very well, I was made a few offers and had to turn down some interview requests.
- Virtual, easy and straight forward
- We met over zoom and I answered some question, talked about myself and my plans for the future.
- We reviewed my portfolio and discussed my interests and skill set
- Well, 2 online 2 in person
- Well, but my focus was on school at the time
- Well.
- Went great, I received an offer right away.
- Went well. I was hired.
- Working interview for 3 days

9d. Was it what you expected?

N=124	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	124 100.0%	35 28.2%	85 68.5%	51 41.1%	73 58.9%	69 55.6%	54 43.5%
Yes	103 83.1%	28 80.0%	71 83.5%	42 82.4%	61 83.6%	59 85.5%	43 79.6%
No	21 16.9%	7 20.0%	14 16.5%	9 17.6%	12 16.4%	10 14.5%	11 20.4%

9e. Please explain (interview was as expected)

- Asked each other general questions while also holding conversations.
- Basically, I have wanted to be in sales part of emerging landscaping products. Therefore, GGG&L presently represents an international artificial grass manufacturer in this market and I supervise the logistics operations.
- Because I had so many interviews I sort of knew how every interview was going to look like
- Both asked great questions which led to very intellectual conversations about the field.
- For me, it was as expected to engage with the firm and show examples of our work from school in our portfolio. Each interview was a bit different because it was a different firm, but many of the base questions were similar.
- From my previous experiences, internship interviews are fairly conversational and that was how I felt the full-time position interviews went as well.
- Good
- Great feedback and they loved my previous work. Now I'm working as an Architect in Payette. 'Il be working with the landscape team after the fall
- I expected to have virtual interviews; however, I did not expect professional interviews to feel this challenging and overall I feel unprepared for the work place. Especially when there are few entry level positions, and all positions expect 3+ years experience
- I had a similar experience interviewing for internships so I expected pretty much the same process
- I had already been interning with the firm and knew they wanted to hire me full time.
- I had interviews once before with the same group, so it was the same as the first time
- I have already worked in a related field and knew what I was looking for in a role and employer.
- I have been through interviews before and these were on par with what I had previously experienced.
- I have gone through interview processes before, and this felt standard.
- I have had job interviews in the past and they all went smoothly so I knew what to expect coming into zoom and in-person meetings
- I interviewed with a firm that I worked for during a Co-op year, so it was more like a catching up conversation.
- I knew the job market was good for coming out of school
- I prepared for the questions and somehow it is similar
- I talked about myself and their firm
- I thought the interviews went well. Competition is just very stiff
- I was able to have frank conversations with the interviewers and they said they were hesitant to hire someone they knew they couldn't pay a salary that was close to my previous salary.
- I was already familiar with the organization and its leaders, so I was prepared for what to expect from the interview process.
- I was expecting to review my portfolio and skill set but I was surprised I did not get asked for a follow up interview
- i was involved in asla and volunteered with our career fair for multiple years so I had a good idea of what to expect
- I went through a similar style of interviews with my undergraduate degree in architecture. And 've had several internships, so I was familiar with the process.
- 'm a non-traditional student who had been in management at a prior company prior to pursuing my MLA. I had typically been on the other side of the interview table, so I was very familiar with types of interviews, how to act, etc.
- Interviewers were gracious with the lack of previous experience. Many internships and work opportunities were canceled during COVID-19 pandemic years, and they understood the hardship of students seeking first-time employment.
- Interviews on Zoom/Teams/Hangout/etc were a welcome change; no need to be wined and dined and encouraged to travel to just have a conversation. It would be great if questions were sent in advance.
- Interviews where I walked through prior experiences in Landscape Architecture, my path, where I want to be in the future, etc.
- It is my dream job and I am glad that I only spend a little time on my job search.
- It is understandable that professionals want to ask design identity to a student and thats how designers should learn. If students have more real life experiences in the field it would be helpful a lot.
- It makes sense that employers would want potential employees to have multiple interviews instead of 1 so I wasn't surprised by the interview process.
- it was what I had heard from previous students; Portfolio work through, questions about your interests, and why? , what's your contribution when working within a team? what would you like to know about us?
- Nice conversations, toured offices
- Nothing was out of the ordinary or surprising. They all went great.
- Pre-screening gave the same questions that was asked in the interview.
- Regular meet and greet, exchange of questions.
- Several rounds of interviews, all on zoom. I met with more associate levels first and then with a partner of the firm
- She inquired of my skills, work, future interests in the field to see how they aligned with the firm.
- Since I had been in previous interviews I had an idea of what to expect but this time I was actually looking for a full time job rather than just an internship.

9e. Please explain (interview was as expected)

- The interviews were more like an intro to the company and then they learn about me from me, ask questions, show your portfolio and if you're a good fit.
- The large multi-disciplinary firms were boring and they couldn't even attempt to hide it.
- The process was a little different with each firm, but ultimately it process of communications, information exchange and proceeding to assume the position was expected.
- These are the processes I expected to go through- although I thought I would have to go through more interviews to get the job that I got.
- They asked the generic questions, answered my questions and then that was about it.
- They were normal interviews
- They were pretty common interviews and I did my research.

9e. Please explain (interview was NOT as expected)

- Both interviews were more informal than I had experienced with previous jobs. They wanted to know about me and my personality to see if I would fit in with their firms environment, not just seeing if I was qualified based on experience.
- Cost of a four year tuition graduate tuition is not worth it for a job only seeking to pay 55k a year. I had already a bachelors degree and could have made that amount four years ago. Work hours are also long and intense. The work field is not what I expected. Disappointed and looking for ways of multiple income to pay loans, rent, cost of living.
- I did not feel I was a competitive candidate or that I was prepared for the interview.
- I had to severely reduce my portfolio, much more than I expected.
- I thought it would be easier to find an entry level position that does not require 3-5, if not more, years of experience. There are not many of entry level jobs posted, and most of them expect you to already have several years of experience and if you don't they immediately reject you,
- I thought I would be expected by the firm whom I interned for, but I wasn't expecting to be accepted by an architecture firm.
- In previous job searches, I sent out many more applications and most I never heard back from. With this prior experience, I started the application process slow and only applied for my top choices expecting not to hear back for a while. I never had time to apply for any other jobs as I heard back from all of them within the first week. This was completely different from previous job searching experience and not what I expected.
- It was a lot of searching and reaching out to contacts early and then continuing to grow those relationships while interviewing. I had to continue to search and apply often.
- It was better. They made me feel like I had value that could be brought into their company and that they were looking for more than a new office coffee run kid.
- More job opportunities than I could have imagined.
- Most of the interviews were much more normal than expected.
- Mostly questions about work procedure, attitude, and experience. some discussion with portfolio
- One interview, for the place I decided to work, had 4 interviewers and was more conversational; I was not even asked about my portfolio, though others who interviewed for the same position were. I enjoyed this interview the most. Other interviews were required for a course, but since I had already accepted a position, I was able to informationally interview the CEOs of firms that I was interested in to find out the ins and outs and what drove them to start their own business (this has always been a dream of mine, as my family used to own their own business but was taken by the IRS once my grandfather passed away. I am glad to have the chance to continue/restart that legacy in a field that has the potential to change the world for the better.
- They asked some pop quiz questions on grading and asked about managing people which I had never done
- Trying to find an internship the year previous was hard. I had so many great interviews but never heard back. I figured the job process would be the same.
- uncertain
- Was asked questions about the credibility of my program and if I knew how to use computer programs I had never heard of.
- Wasn't a formal sit down interview, a casual talk and then I worked for 3 days

9f. Did COVID-19 affect the job interview process during your final semester/quarter in school?

N=175	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	175 100.0%	53 30.3%	116 66.3%	84 48.0%	91 52.0%	103 58.9%	71 40.6%
Yes	47 26.9%	13 24.5%	32 27.6%	23 27.4%	24 26.4%	29 28.2%	17 23.9%
No	128 73.1%	40 75.5%	84 72.4%	61 72.6%	67 73.6%	74 71.8%	54 76.1%

9e. How did it affect the process?

N=47	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	47 100.0%	13 27.7%	32 68.1%	23 48.9%	24 51.1%	29 61.7%	17 36.2%
My job interview was virtual	44 93.6%	12 92.3%	30 93.8%	22 95.7%	22 91.7%	28 96.6%	15 88.2%
My job interview is deferred and might not happen	1 2.1%	1 7.7%	0 0.0%	0 0.0%	1 4.2%	0 0.0%	1 5.9%
My job interview has been cancelled	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Other	3 6.4%	0 0.0%	3 9.4%	1 4.3%	2 8.3%	1 3.4%	2 11.8%

Other answers:

- Different firms came to Career Fair as everybody was hiring
- I'm exhausted and decided wait a bit before interviewing
- Some of my interviews were virtual

10. What salary expectation do you have?

N=164	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	164 100.0%	49 29.9%	109 66.5%	78 47.6%	86 52.4%	97 59.1%	67 40.9%
No expectation	19 11.6%	2 4.1%	16 14.7%	13 16.7%	6 7.0%	13 13.4%	6 9.0%
<\$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	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
\$35,000 to \$39,999	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
\$40,000 to \$44,999	4 2.4%	1 2.0%	3 2.8%	4 5.1%	0 0.0%	3 3.1%	1 1.5%
\$45,000 to \$49,999	8 4.9%	3 6.1%	5 4.6%	6 7.7%	2 2.3%	7 7.2%	1 1.5%
\$50,000 to \$59,999	62 37.8%	18 36.7%	41 37.6%	32 41.0%	30 34.9%	42 43.3%	20 29.9%
\$60,000 or more	71 43.3%	25 51.0%	44 40.4%	23 29.5%	48 55.8%	32 33.0%	39 58.2%
Average (mean) \$	58529.0	60061.7	57729.0	55538.5	60958.8	56358.3	61518.0

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

N=173	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	173 100.0%	53 30.6%	114 65.9%	83 48.0%	90 52.0%	102 59.0%	70 40.5%
A former employer	47 27.2%	17 32.1%	29 25.4%	17 20.5%	30 33.3%	24 23.5%	22 31.4%
An internship organization	21 12.1%	7 13.2%	13 11.4%	13 15.7%	8 8.9%	13 12.7%	8 11.4%
Both	36 20.8%	11 20.8%	24 21.1%	22 26.5%	14 15.6%	22 21.6%	14 20.0%
Neither	69 39.9%	18 34.0%	48 42.1%	31 37.3%	38 42.2%	43 42.2%	26 37.1%

12a. Have you had any job offers?

N=174	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	174 100.0%	53 30.5%	115 66.1%	83 47.7%	91 52.3%	103 59.2%	70 40.2%
Yes	133 76.4%	42 79.2%	86 74.8%	61 73.5%	72 79.1%	78 75.7%	54 77.1%
No	41 23.6%	11 20.8%	29 25.2%	22 26.5%	19 20.9%	25 24.3%	16 22.9%

12a. How many?

N=172	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	172 100.0%	52 30.2%	114 66.3%	83 48.3%	89 51.7%	103 59.9%	69 40.1%
None	41 23.8%	11 21.2%	29 25.4%	22 26.5%	19 21.3%	25 24.3%	16 23.2%
1	53 30.8%	18 34.6%	33 28.9%	26 31.3%	27 30.3%	29 28.2%	24 34.8%
2	43 25.0%	11 21.2%	29 25.4%	16 19.3%	27 30.3%	25 24.3%	18 26.1%
3	20 11.6%	9 17.3%	11 9.6%	12 14.5%	8 9.0%	15 14.6%	5 7.2%
4 or more	15 8.7%	3 5.8%	12 10.5%	7 8.4%	8 9.0%	9 8.7%	6 8.7%
Average (mean) offers	1.6	1.7	1.6	1.6	1.7	1.7	1.6
Average (mean) offers – respondents with at least one offer	2.2	2.2	2.2	2.2	2.1	2.3	2.0

12b. What starting salary were you offered?

N=124	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	124 100.0%	39 31.5%	80 64.5%	57 46.0%	67 54.0%	74 59.7%	50 40.3%
Less than \$30,000	2 1.6%	1 2.6%	0 0.0%	1 1.8%	1 1.5%	2 2.7%	0 0.0%
\$30,000 to \$34,999	2 1.6%	1 2.6%	1 1.3%	2 3.5%	0 0.0%	1 1.4%	1 2.0%
\$35,000 to \$39,999	4 3.2%	1 2.6%	3 3.8%	3 5.3%	1 1.5%	4 5.4%	0 0.0%
\$40,000 to \$44,999	12 9.7%	2 5.1%	8 10.0%	6 10.5%	6 9.0%	5 6.8%	7 14.0%
\$45,000 to \$49,999	29 23.4%	7 17.9%	21 26.3%	21 36.8%	8 11.9%	22 29.7%	7 14.0%
\$50,000 to \$59,999	109 87.9%	32 82.1%	77 96.3%	56 98.2%	53 79.1%	77 104.1%	32 64.0%
\$60,000 or more	70 56.5%	25 64.1%	41 51.3%	18 31.6%	52 77.6%	34 45.9%	36 72.0%
Average (mean) \$	54980.6	56360.0	54502.9	52143.0	57490.0	53537.9	57501.1

12g. Did COVID-19 impact any job offers?

N=169	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	169 100.0%	50 29.6%	113 66.9%	81 47.9%	88 52.1%	101 59.8%	67 39.6%
Yes	17 10.1%	3 6.0%	14 12.4%	12 14.8%	5 5.7%	13 12.9%	3 4.5%
No	152 89.9%	47 94.0%	99 87.6%	69 85.2%	83 94.3%	88 87.1%	64 95.5%

12h. What was the impact?

N=17	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	17 100.0%	3 17.6%	14 82.4%	12 70.6%	5 29.4%	13 76.5%	3 17.6%
My internship / job offer has been cancelled	6 35.3%	0 0.0%	6 42.9%	3 25.0%	3 60.0%	4 30.8%	1 33.3%
My internship / job is deferred and might not happen	3 17.6%	0 0.0%	3 21.4%	3 25.0%	0 0.0%	3 23.1%	0 0.0%
My salary offer was reduced	2 11.8%	1 33.3%	1 7.1%	1 8.3%	1 20.0%	1 7.7%	1 33.3%
My full-time position was changed to part-time	1 5.9%	0 0.0%	1 7.1%	1 8.3%	0 0.0%	1 7.7%	0 0.0%
My benefits package was reduced	4 23.5%	1 33.3%	3 21.4%	4 33.3%	0 0.0%	4 30.8%	0 0.0%
My employer is not contributing to a moving stipend	2 11.8%	0 0.0%	2 14.3%	2 16.7%	0 0.0%	2 15.4%	0 0.0%
Other	2 11.8%	1 33.3%	1 7.1%	1 8.3%	1 20.0%	1 7.7%	1 33.3%

Other answers:

- Hybrid work
- The offers were higher due to over abundance of hiring

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

(N=188)

	(1) Most important	(2)	(3)	(4)	(5)	(6) Least important	Total
Type of organization	35 22.2%	28 17.7%	22 13.9%	24 15.2%	26 16.5%	23 14.6%	158 100.0%
Specialties within the organization	18 11.4%	16 10.1%	25 15.8%	28 17.7%	35 22.2%	36 22.8%	158 100.0%
Reputation of the organization	20 12.7%	24 15.3%	28 17.8%	31 19.7%	37 23.6%	17 10.8%	157 100.0%
Geographic location	38 23.9%	40 25.2%	20 12.6%	17 10.7%	18 11.3%	26 16.4%	159 100.0%
Starting salary	23 14.5%	23 14.5%	37 23.3%	31 19.5%	24 15.1%	21 13.2%	159 100.0%
Position description	25 15.7%	28 17.6%	27 17.0%	28 17.6%	17 10.7%	34 21.4%	159 100.0%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Type of organization

N=158	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	158 100.0%	48 30.4%	104 65.8%	76 48.1%	82 51.9%	97 61.4%	61 38.6%
(1) Most important	35 22.2%	12 25.0%	22 21.2%	18 23.7%	17 20.7%	23 23.7%	12 19.7%
(2)	28 17.7%	8 16.7%	19 18.3%	14 18.4%	14 17.1%	14 14.4%	14 23.0%
(3)	22 13.9%	8 16.7%	14 13.5%	9 11.8%	13 15.9%	13 13.4%	9 14.8%
(4)	24 15.2%	9 18.8%	15 14.4%	14 18.4%	10 12.2%	16 16.5%	8 13.1%
(5)	26 16.5%	5 10.4%	20 19.2%	8 10.5%	18 22.0%	18 18.6%	8 13.1%
(6) Least important	23 14.6%	6 12.5%	14 13.5%	13 17.1%	10 12.2%	13 13.4%	10 16.4%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Specialties within the organization

N=158	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	158 100.0%	48 30.4%	104 65.8%	75 47.5%	83 52.5%	97 61.4%	61 38.6%
(1) Most important	18 11.4%	3 6.3%	14 13.5%	9 12.0%	9 10.8%	11 11.3%	7 11.5%
(2)	16 10.1%	4 8.3%	11 10.6%	9 12.0%	7 8.4%	11 11.3%	5 8.2%
(3)	25 15.8%	8 16.7%	16 15.4%	14 18.7%	11 13.3%	15 15.5%	10 16.4%
(4)	28 17.7%	7 14.6%	21 20.2%	9 12.0%	19 22.9%	15 15.5%	13 21.3%
(5)	35 22.2%	14 29.2%	18 17.3%	15 20.0%	20 24.1%	21 21.6%	14 23.0%
(6) Least important	36 22.8%	12 25.0%	24 23.1%	19 25.3%	17 20.5%	24 24.7%	12 19.7%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Reputation of the organization

N=157	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	157 100.0%	48 30.6%	103 65.6%	75 47.8%	82 52.2%	96 61.1%	61 38.9%
(1) Most important	20 12.7%	4 8.3%	14 13.6%	9 12.0%	11 13.4%	13 13.5%	7 11.5%
(2)	24 15.3%	10 20.8%	14 13.6%	13 17.3%	11 13.4%	15 15.6%	9 14.8%
(3)	28 17.8%	11 22.9%	17 16.5%	13 17.3%	15 18.3%	17 17.7%	11 18.0%
(4)	31 19.7%	6 12.5%	22 21.4%	13 17.3%	18 22.0%	20 20.8%	11 18.0%
(5)	37 23.6%	12 25.0%	25 24.3%	17 22.7%	20 24.4%	19 19.8%	18 29.5%
(6) Least important	17 10.8%	5 10.4%	11 10.7%	10 13.3%	7 8.5%	12 12.5%	5 8.2%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Geographic location

N=159	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	159 100.0%	48 30.2%	105 66.0%	76 47.8%	83 52.2%	98 61.6%	61 38.4%
(1) Most important	38 23.9%	12 25.0%	26 24.8%	16 21.1%	22 26.5%	21 21.4%	17 27.9%
(2)	40 25.2%	12 25.0%	25 23.8%	19 25.0%	21 25.3%	25 25.5%	15 24.6%
(3)	20 12.6%	5 10.4%	14 13.3%	9 11.8%	11 13.3%	11 11.2%	9 14.8%
(4)	17 10.7%	8 16.7%	9 8.6%	10 13.2%	7 8.4%	11 11.2%	6 9.8%
(5)	18 11.3%	4 8.3%	13 12.4%	9 11.8%	9 10.8%	11 11.2%	7 11.5%
(6) Least important	26 16.4%	7 14.6%	18 17.1%	13 17.1%	13 15.7%	19 19.4%	7 11.5%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Starting salary

N=159	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	159 100.0%	48 30.2%	105 66.0%	76 47.8%	83 52.2%	98 61.6%	61 38.4%
(1) Most important	23 14.5%	11 22.9%	11 10.5%	9 11.8%	14 16.9%	14 14.3%	9 14.8%
(2)	23 14.5%	7 14.6%	16 15.2%	9 11.8%	14 16.9%	13 13.3%	10 16.4%
(3)	37 23.3%	9 18.8%	26 24.8%	18 23.7%	19 22.9%	27 27.6%	10 16.4%
(4)	31 19.5%	8 16.7%	21 20.0%	17 22.4%	14 16.9%	19 19.4%	12 19.7%
(5)	24 15.1%	6 12.5%	17 16.2%	15 19.7%	9 10.8%	14 14.3%	10 16.4%
(6) Least important	21 13.2%	7 14.6%	14 13.3%	8 10.5%	13 15.7%	11 11.2%	10 16.4%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Position description

N=159	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	159 100.0%	48 30.2%	105 66.0%	76 47.8%	83 52.2%	98 61.6%	61 38.4%
(1) Most important	25 15.7%	6 12.5%	18 17.1%	15 19.7%	10 12.0%	16 16.3%	9 14.8%
(2)	28 17.6%	7 14.6%	20 19.0%	12 15.8%	16 19.3%	20 20.4%	8 13.1%
(3)	27 17.0%	7 14.6%	18 17.1%	13 17.1%	14 16.9%	15 15.3%	12 19.7%
(4)	28 17.6%	10 20.8%	17 16.2%	13 17.1%	15 18.1%	17 17.3%	11 18.0%
(5)	17 10.7%	7 14.6%	10 9.5%	11 14.5%	6 7.2%	13 13.3%	4 6.6%
(6) Least important	34 21.4%	11 22.9%	22 21.0%	12 15.8%	22 26.5%	17 17.3%	17 27.9%

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

N=172	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	172 100.0%	52 30.2%	114 66.3%	82 47.7%	90 52.3%	102 59.3%	69 40.1%
Restricted due to necessity	44 25.6%	12 23.1%	31 27.2%	24 29.3%	20 22.2%	22 21.6%	21 30.4%
Restricted due to personal preference	80 46.5%	21 40.4%	56 49.1%	31 37.8%	49 54.4%	46 45.1%	34 49.3%
I did not feel restricted to one geographical area	48 27.9%	19 36.5%	27 23.7%	27 32.9%	21 23.3%	34 33.3%	14 20.3%

14b. Do you intend to seek state licensure as a Landscape Architect?

N=171	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	171 100.0%	52 30.4%	113 66.1%	81 47.4%	90 52.6%	101 59.1%	69 40.4%
Yes	119 69.6%	40 76.9%	75 66.4%	58 71.6%	61 67.8%	72 71.3%	46 66.7%
No	3 1.8%	1 1.9%	1 0.9%	2 2.5%	1 1.1%	2 2.0%	1 1.4%
Uncertain	49 28.7%	11 21.2%	37 32.7%	21 25.9%	28 31.1%	27 26.7%	22 31.9%

15. Have you started or accepted a job?

N=171	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	171 100.0%	52 30.4%	113 66.1%	82 48.0%	89 52.0%	102 59.6%	69 40.4%
Yes	119 69.6%	39 75.0%	78 69.0%	58 70.7%	61 68.5%	73 71.6%	46 66.7%
No	52 30.4%	13 25.0%	35 31.0%	24 29.3%	28 31.5%	29 28.4%	23 33.3%

15a. How has COVID-19 affected the start of your job?

N=51	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	51 100.0%	17 33.3%	34 66.7%	23 45.1%	28 54.9%	25 49.0%	26 51.0%
I am temporarily working from home	14 27.5%	5 29.4%	9 26.5%	7 30.4%	7 25.0%	6 24.0%	8 30.8%
My onboarding will be completely virtual	11 21.6%	3 17.6%	8 23.5%	4 17.4%	7 25.0%	2 8.0%	9 34.6%
My job start date is deferred and might not happen	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Other	31 60.8%	9 52.9%	22 64.7%	13 56.5%	18 64.3%	18 72.0%	13 50.0%

Other answers:

- Already had another job that was paying higher while I was in school
- COVID-19 hasn't affected the start of my job
- Getting COVID-19 prior to my start date, pushed my start date back.
- hybrid
- hybrid work
- I am happy to work remotely and it is the primary reason I accepted this job
- I need to save up money to move - covid has set back my savings.
- I will be working from the office as soon as I start in June
- If anything, we now have the option to work both virtually and in-person; I prefer to work in-person, as does most of the
- Job was fully in-person, but I would prefer remote work
- My start date is next week June 1
- not started yet
- office, so I plan to do that
- onboarding will be partially virtual
- start in July
- Will be starting in person
- Work from home flexibility.
- Hasn't been affected (15 mentions)

16. Which of the following best describes your employer?

N=116	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	116 100.0%	37 31.9%	77 66.4%	56 48.3%	60 51.7%	71 61.2%	45 38.8%
Landscape architecture firm	51 44.0%	21 56.8%	30 39.0%	21 37.5%	30 50.0%	28 39.4%	23 51.1%
Architecture, engineering, or multidisciplinary firm	42 36.2%	10 27.0%	31 40.3%	24 42.9%	18 30.0%	34 47.9%	8 17.8%
Design/build firm	5 4.3%	2 5.4%	3 3.9%	2 3.6%	3 5.0%	2 2.8%	3 6.7%
Academic institution	1 0.9%	0 0.0%	1 1.3%	1 1.8%	0 0.0%	1 1.4%	0 0.0%
Federal government	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	0 0.0%	1 2.2%
State government	1 0.9%	0 0.0%	1 1.3%	1 1.8%	0 0.0%	0 0.0%	1 2.2%
Local government	6 5.2%	3 8.1%	3 3.9%	2 3.6%	4 6.7%	3 4.2%	3 6.7%
Campus planning office	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Supplier/manufacturer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Other private sector organization	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	0 0.0%	1 2.2%
Private nonprofit organization	5 4.3%	1 2.7%	4 5.2%	4 7.1%	1 1.7%	2 2.8%	3 6.7%
Other	3 2.6%	0 0.0%	2 2.6%	1 1.8%	2 3.3%	1 1.4%	2 4.4%

Other answers:

- Ecological restoration firm
- Self-employed Designer
- State Government/Academic Institution

17. Is this your preferred type of employer?

N=115	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	115 100.0%	37 32.2%	76 66.1%	56 48.7%	59 51.3%	71 61.7%	44 38.3%
Yes	86 74.8%	27 73.0%	57 75.0%	39 69.6%	47 79.7%	52 73.2%	34 77.3%
No	10 8.7%	2 5.4%	8 10.5%	7 12.5%	3 5.1%	6 8.5%	4 9.1%
Didn't have a preference	19 16.5%	8 21.6%	11 14.5%	10 17.9%	9 15.3%	13 18.3%	6 13.6%

18. What is your starting salary?

N=112	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	112 100.0%	35 31.3%	75 67.0%	54 48.2%	58 51.8%	69 61.6%	43 38.4%
<u>salary</u>							
Not finalized yet	8 7.1%	1 2.9%	6 8.0%	4 7.4%	4 6.9%	5 7.2%	3 7.0%
Less than \$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	1 0.9%	1 2.9%	0 0.0%	1 1.9%	0 0.0%	0 0.0%	1 2.3%
\$35,000 to \$39,999	1 0.9%	0 0.0%	1 1.3%	1 1.9%	0 0.0%	1 1.4%	0 0.0%
\$40,000 to \$44,999	4 3.6%	2 5.7%	2 2.7%	2 3.7%	2 3.4%	1 1.4%	3 7.0%
\$45,000-\$49,999	12 10.7%	4 11.4%	8 10.7%	10 18.5%	2 3.4%	10 14.5%	2 4.7%
\$50,000 to \$59,999	53 47.3%	16 45.7%	37 49.3%	28 51.9%	25 43.1%	34 49.3%	19 44.2%
\$60,000 or more	33 29.5%	11 31.4%	21 28.0%	8 14.8%	25 43.1%	18 26.1%	15 34.9%
Average (mean) \$	55981.6	56148.2	55768.8	52551.3	59157.8	55086.3	57414.0

19. Which of the following benefits are included?

N=99	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	99 100.0%	31 31.3%	66 66.7%	45 45.5%	54 54.5%	63 63.6%	36 36.4%
Major medical	90 90.9%	28 90.3%	60 90.9%	41 91.1%	49 90.7%	58 92.1%	32 88.9%
Life	50 50.5%	19 61.3%	30 45.5%	19 42.2%	31 57.4%	34 54.0%	16 44.4%
Profit sharing	37 37.4%	13 41.9%	23 34.8%	18 40.0%	19 35.2%	27 42.9%	10 27.8%
Professional development	67 67.7%	21 67.7%	44 66.7%	28 62.2%	39 72.2%	43 68.3%	24 66.7%
ASLA dues	39 39.4%	14 45.2%	24 36.4%	11 24.4%	28 51.9%	25 39.7%	14 38.9%
401K retirement plan	88 88.9%	27 87.1%	59 89.4%	40 88.9%	48 88.9%	60 95.2%	28 77.8%
LARE support	51 51.5%	18 58.1%	31 47.0%	20 44.4%	31 57.4%	32 50.8%	19 52.8%
Other	8 8.1%	3 9.7%	4 6.1%	0 0.0%	8 14.8%	1 1.6%	7 19.4%

Other answers:

Bonus
 Built in Overtime
 Extra cash for health insurance
 Moving stipend, discretionary bonuses
 national health, pension, etc (UK position)
 Potential for annual bonuses
 Simple IRA
 Unlimited PTO, comped books for my personal library

20. What state will you be working in?

N=113	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	113 100.0%	36 31.9%	75 66.4%	54 47.8%	59 52.2%	69 61.1%	44 38.9%
Alabama	2 1.8%	0 0.0%	2 2.7%	0 0.0%	2 3.4%	2 2.9%	0 0.0%
Arizona	2 1.8%	1 2.8%	1 1.3%	2 3.7%	0 0.0%	1 1.4%	1 2.3%
California	9 8.0%	4 11.1%	5 6.7%	6 11.1%	3 5.1%	6 8.7%	3 6.8%
Colorado	9 8.0%	4 11.1%	5 6.7%	3 5.6%	6 10.2%	6 8.7%	3 6.8%
Connecticut	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	0 0.0%	1 2.3%
Delaware	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	1 1.4%	0 0.0%
District of Columbia	2 1.8%	0 0.0%	2 2.7%	0 0.0%	2 3.4%	2 2.9%	0 0.0%
Florida	4 3.5%	0 0.0%	4 5.3%	1 1.9%	3 5.1%	3 4.3%	1 2.3%
Georgia	2 1.8%	1 2.8%	1 1.3%	2 3.7%	0 0.0%	2 2.9%	0 0.0%
Idaho	1 0.9%	0 0.0%	1 1.3%	1 1.9%	0 0.0%	1 1.4%	0 0.0%
Illinois	4 3.5%	1 2.8%	3 4.0%	3 5.6%	1 1.7%	3 4.3%	1 2.3%
Indiana	5 4.4%	1 2.8%	4 5.3%	4 7.4%	1 1.7%	4 5.8%	1 2.3%
Iowa	1 0.9%	0 0.0%	1 1.3%	1 1.9%	0 0.0%	1 1.4%	0 0.0%
Kentucky	2 1.8%	2 5.6%	0 0.0%	1 1.9%	1 1.7%	1 1.4%	1 2.3%
Louisiana	1 0.9%	1 2.8%	0 0.0%	1 1.9%	0 0.0%	1 1.4%	0 0.0%
Maine	1 0.9%	1 2.8%	0 0.0%	1 1.9%	0 0.0%	1 1.4%	0 0.0%
Maryland	4 3.5%	2 5.6%	2 2.7%	0 0.0%	4 6.8%	0 0.0%	4 9.1%

20. What state will you be working in?

N=113	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Massachusetts	3 2.7%	1 2.8%	2 2.7%	1 1.9%	2 3.4%	2 2.9%	1 2.3%
Michigan	3 2.7%	0 0.0%	3 4.0%	2 3.7%	1 1.7%	3 4.3%	0 0.0%
Minnesota	4 3.5%	4 11.1%	0 0.0%	0 0.0%	4 6.8%	0 0.0%	4 9.1%
Mississippi	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	0 0.0%	1 2.3%
Missouri	1 0.9%	1 2.8%	0 0.0%	0 0.0%	1 1.7%	1 1.4%	0 0.0%
New Jersey	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	0 0.0%	1 2.3%
New Mexico	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	0 0.0%	1 2.3%
New York	5 4.4%	0 0.0%	5 6.7%	3 5.6%	2 3.4%	3 4.3%	2 4.5%
North Carolina	3 2.7%	1 2.8%	2 2.7%	1 1.9%	2 3.4%	2 2.9%	1 2.3%
North Dakota	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	1 1.4%	0 0.0%
Ohio	1 0.9%	0 0.0%	1 1.3%	0 0.0%	1 1.7%	0 0.0%	1 2.3%
Oregon	1 0.9%	0 0.0%	1 1.3%	1 1.9%	0 0.0%	0 0.0%	1 2.3%
Pennsylvania	6 5.3%	4 11.1%	2 2.7%	2 3.7%	4 6.8%	1 1.4%	5 11.4%
South Carolina	1 0.9%	0 0.0%	0 0.0%	0 0.0%	1 1.7%	0 0.0%	1 2.3%
Tennessee	4 3.5%	1 2.8%	3 4.0%	2 3.7%	2 3.4%	3 4.3%	1 2.3%
Texas	11 9.7%	2 5.6%	9 12.0%	8 14.8%	3 5.1%	8 11.6%	3 6.8%
Utah	2 1.8%	1 2.8%	1 1.3%	1 1.9%	1 1.7%	1 1.4%	1 2.3%
Virginia	7 6.2%	2 5.6%	4 5.3%	4 7.4%	3 5.1%	6 8.7%	1 2.3%

20. What state will you be working in?

N=113	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Washington	2 1.8%	1 2.8%	1 1.3%	0 0.0%	2 3.4%	1 1.4%	1 2.3%
Wisconsin	1 0.9%	0 0.0%	1 1.3%	1 1.9%	0 0.0%	1 1.4%	0 0.0%
Non-US	3 2.7%	0 0.0%	3 4.0%	2 3.7%	1 1.7%	1 1.4%	2 4.5%

21. Is this your preferred location?

N=114	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	114 100.0%	36 31.6%	76 66.7%	55 48.2%	59 51.8%	70 61.4%	44 38.6%
Yes	92 80.7%	30 83.3%	61 80.3%	43 78.2%	49 83.1%	59 84.3%	33 75.0%
No	22 19.3%	6 16.7%	15 19.7%	12 21.8%	10 16.9%	11 15.7%	11 25.0%

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

N=168	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	168 100.0%	50 29.8%	112 66.7%	80 47.6%	88 52.4%	100 59.5%	68 40.5%
Yes - will pursue another degree right away	13 7.7%	2 4.0%	11 9.8%	10 12.5%	3 3.4%	11 11.0%	2 2.9%
Yes - will pursue another degree/additional education after gaining some professional experience	29 17.3%	8 16.0%	19 17.0%	19 23.8%	10 11.4%	21 21.0%	8 11.8%
Uncertain	51 30.4%	15 30.0%	34 30.4%	27 33.8%	24 27.3%	28 28.0%	23 33.8%
Do not expect to	75 44.6%	25 50.0%	48 42.9%	24 30.0%	51 58.0%	40 40.0%	35 51.5%

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

N=87	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	87 100.0%	24 27.6%	59 67.8%	53 60.9%	34 39.1%	56 64.4%	31 35.6%
Bachelor	3 3.4%	1 4.2%	2 3.4%	3 5.7%	0 0.0%	2 3.6%	1 3.2%
Masters	53 60.9%	15 62.5%	37 62.7%	45 84.9%	8 23.5%	43 76.8%	10 32.3%
Ph.D.	28 32.2%	8 33.3%	17 28.8%	3 5.7%	25 73.5%	9 16.1%	19 61.3%
Other	3 3.4%	0 0.0%	3 5.1%	2 3.8%	1 2.9%	2 3.6%	1 3.2%

Other answers:

Certificates in project management
 Either masters or PHD

22b. What discipline will it be in?

Architecture
 Architecture/Landscape
 Business
 Cultural landscape and tourism
 Design
 Ecological restoration
 ecology
 Ecology (4 mentions)
 Environmental Planning or Geography
 Environmental Psychology (3 mentions)
 Environmental science, horticulture, land management
 environmental studies
 Geospatial Technology
 Hydrology, Civil Engineering, or Botany
 Interior Architecture
 Landscape Architecture (19 mentions)
 Landscape architecture or geography
 Landscape Architecture or Water
 Landscape or tech design
 Landscape/horticulture
 Land-Use Planning, Management, and Design, Ph.D. (Interdisciplinary)
 Law
 nursing
 Planning (2 mentions)
 Planning/Urban Design/Architecture
 Public Administration & Policy Management
 regional planning
 restoration ecology
 sociology or art forms as it relates to landscape architecture
 Urban Design
 Urban Design/Planning
 Urban Planning (8 mentions)
 Urban Planning/Architecture (2 mentions)

 Undecided (12 mentions)

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

N=84	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	84 100.0%	24 28.6%	56 66.7%	50 59.5%	34 40.5%	54 64.3%	30 35.7%
Teach in landscape architecture	28 33.3%	9 37.5%	16 28.6%	9 18.0%	19 55.9%	14 25.9%	14 46.7%
Teach in other discipline	7 8.3%	0 0.0%	7 12.5%	3 6.0%	4 11.8%	4 7.4%	3 10.0%
Seek practice employment or start my own practice	68 81.0%	22 91.7%	44 78.6%	45 90.0%	23 67.6%	44 81.5%	24 80.0%
Other	6 7.1%	2 8.3%	4 7.1%	4 8.0%	2 5.9%	5 9.3%	1 3.3%

Other answers:

gain employment

Keep working for firms

Run for office

Seek government jobs looking to improve transportation

22c. Teach in Landscape Architecture - specify special interests:

- Arctic Landscape/ Arctic Urbanism
- community engagement and environmental/conservation planning
- designer, modeler
- History & Theory, Studio
- History and Theory
- Planting Design for Children
- Rural Communities and Regenerative Design
- VR design with landscape or media art

22c. Teach in other discipline – specify:

- Architecture
- Art, Landscape, Design
- environmental studies or history

22c. Seek practice employment or start my own practice - specify any specialties:

- Academic Research
- Arctic Landscape/ Arctic Urbanism
- community engagement and environmental planning for underserved populations
- Ecology based Landscape Architecture Firm
- Ecosystem restoration in cities
- Environmental consulting
- Environmental justice
- Geriatric Design and Rural Communities
- Gis and planning
- I had a garden design business before and will go back to that
- Landscape Architecture
- lighting, small scale landscape architecture practice
- Likely start my own business
- Practice
- Start my own small firm helping students gain professional practice and express their ideas
- Start own practice
- urban ecosystem restoration

Did COVID-19 impact your plans to pursue another degree/additional education?

N=166	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	166 100.0%	49 29.5%	111 66.9%	79 47.6%	87 52.4%	99 59.6%	66 39.8%
Yes	16 9.6%	6 12.2%	8 7.2%	8 10.1%	8 9.2%	12 12.1%	3 4.5%
No	150 90.4%	43 87.8%	103 92.8%	71 89.9%	79 90.8%	87 87.9%	63 95.5%

22e. How did it impact your plans?

N=16	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	16 100.0%	6 37.5%	8 50.0%	8 50.0%	8 50.0%	12 75.0%	3 18.8%
I am no longer pursuing another degree/additional education	2 12.5%	1 16.7%	1 12.5%	0 0.0%	2 25.0%	0 0.0%	1 33.3%
I am delaying my start of pursuing another degree / additional education	8 50.0%	2 33.3%	5 62.5%	6 75.0%	2 25.0%	7 58.3%	1 33.3%
Other	6 37.5%	3 50.0%	2 25.0%	2 25.0%	4 50.0%	5 41.7%	1 33.3%

Other answers:

- Financials
- I decided to pursue a masters after finding architecture jobs scarce during Covid
- I lost interest in suffering like this again
- interested in another field
- It broke my previous plan for my academic career.
- Spent too much time in school already not in the mood to extend it any longer

23. How did you first learn about landscape architecture?

N=164	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	164 100.0%	50 30.5%	108 65.9%	79 48.2%	85 51.8%	99 60.4%	65 39.6%
A landscape architect visited my elementary school (grades K to 5)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my middle school (grades 6 to 8)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my high school (grades 9 to 12)	3 1.8%	2 4.0%	1 0.9%	1 1.3%	2 2.4%	1 1.0%	2 3.1%
Talking to a landscape architect (family/friend/acquaintance)	29 17.7%	10 20.0%	19 17.6%	9 11.4%	20 23.5%	14 14.1%	15 23.1%
When I applied for a job working for one	4 2.4%	2 4.0%	2 1.9%	1 1.3%	3 3.5%	2 2.0%	2 3.1%
From a high-school counselor	3 1.8%	1 2.0%	2 1.9%	3 3.8%	0 0.0%	3 3.0%	0 0.0%
Read about it online	52 31.7%	12 24.0%	37 34.3%	31 39.2%	21 24.7%	33 33.3%	19 29.2%
Read about it in a book, newspaper, or magazine	4 2.4%	3 6.0%	1 0.9%	1 1.3%	3 3.5%	2 2.0%	2 3.1%
Social media	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Through the American Society of Landscape Architecture (ASLA)	3 1.8%	0 0.0%	2 1.9%	1 1.3%	2 2.4%	2 2.0%	1 1.5%
Other	66 40.2%	20 40.0%	44 40.7%	32 40.5%	34 40.0%	42 42.4%	24 36.9%

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

- A classmate at Community College
- a former employer and mentor of mine told me about the career opportunity
- Academic advisor in our college
- ACE Mentor Program
- being in an adjacent department and taking classes as an undergraduate
- Boyfriend's roommates studying architecture were making fun of the LARC's and after learning what a LARC was, I became interested.
- Career in healthcare research exposed me to Roger Ulrich's work.
- College/university(5 mentions)
- college class (4 mentions)
- College Counselor
- College Spring Break Trip
- College Visit at Virginia Tech
- Design School
- During my undergraduate architecture studies
- family member
- First Year College Program
- Found the profession when I applied for architecture at Ball State University
- From a professor at UK that is an LA professor
- From a professor in another field
- From my undergraduate education
- Had a class in high school (2 mentions)
- I found LA in my third year of college
- I learned about the LARC program at my school
- In architecture school (2 mentions)
- In the CAP first year program
- It was my 2nd choice for a major in school behind architecture
- Landscape architecture student visited my college freshmen class
- Learned about it from previous employment at an architecture firm
- Learned about it from the Environmental Design major
- Looking at Graduate school programs
- Lower level college
- made friends studying LA when I was young
- Met a LA prof at another university in UG
- My high school elective architecture teacher/events at NY Academy of Science
- My mother found Landscape Architecture on a list of majors after I graduated high school (though I was unable to pursue LA for my undergraduate due to working 2+ full-time jobs to support my mother and myself at the time)
- My undergraduate school had a master of landscape architecture program which I was able to see the students work and design process
- On the University of Delaware's website during my first year
- Podcast
- Poster
- Reading about the Olmsted in a National Park
- Saw as a major at UMASS
- Someone (not a landscape architect) mentioned it to me when I was young
- Taking a gen-ed class
- Through college, the core program at ISU
- Through ISU's design program
- Through my horticulture minor in undergrad
- Through undergraduate degree in architecture
- took LARCH class for other degree program, found discipline
- Undergraduate Major Distribution
- undergraduate professor (3 mentions)
- Volunteer work at a Landscape Architecture Firm
- within-university transfer
- working at a nursery (garden center) in high school
- Working for landscape construction company

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

N=162	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	162 100.0%	49 30.2%	107 66.0%	79 48.8%	83 51.2%	98 60.5%	64 39.5%
Yes	18 11.1%	4 8.2%	14 13.1%	12 15.2%	6 7.2%	14 14.3%	4 6.3%
No	144 88.9%	45 91.8%	93 86.9%	67 84.8%	77 92.8%	84 85.7%	60 93.8%

24b. If yes, how many times?

N=18	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	18 100.0%	4 22.2%	14 77.8%	12 66.7%	6 33.3%	14 77.8%	4 22.2%
Once	9 50.0%	1 25.0%	8 57.1%	5 41.7%	4 66.7%	7 50.0%	2 50.0%
Two to four times	6 33.3%	3 75.0%	3 21.4%	5 41.7%	1 16.7%	5 35.7%	1 25.0%
Five or more times	3 16.7%	0 0.0%	3 21.4%	2 16.7%	1 16.7%	2 14.3%	1 25.0%

ASLA 2021 Graduating Student Survey

N=18	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	18 100.0%	4 22.2%	14 77.8%	12 66.7%	6 33.3%	14 77.8%	4 22.2%
<u>24c. If yes, what grades did you talk to?</u>							
Elementary school (grades K to 5)	4 22.2%	2 50.0%	2 14.3%	4 33.3%	0 0.0%	4 28.6%	0 0.0%
Middle school (grades 6 to 8)	8 44.4%	2 50.0%	6 42.9%	6 50.0%	2 33.3%	7 50.0%	1 25.0%
High school (grades 9 to 12)	12 66.7%	2 50.0%	10 71.4%	8 66.7%	4 66.7%	9 64.3%	3 75.0%

25. While you were studying landscape architecture, did your program curriculum offer the opportunity for community engagement and/or community design charrettes?

N=161	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	161 100.0%	49 30.4%	107 66.5%	79 49.1%	82 50.9%	97 60.2%	64 39.8%
Yes	96 59.6%	31 63.3%	64 59.8%	52 65.8%	44 53.7%	64 66.0%	32 50.0%
No	65 40.4%	18 36.7%	43 40.2%	27 34.2%	38 46.3%	33 34.0%	32 50.0%

25b. Please list the kinds of classroom activities or community activities that were part of the course curriculum:

- A studio project included community engagement where we got to speak with a few members of the community about their vision and need for their city
- all studio projects at Univ of Cincinnati are real projects. We worked on opportunities in the community of Lower Price Hill (underserved) and along the Mill Creek (several underserved).
- Black River State Park, South Carolina New community park, Clemson, South Carolina
- Charrette
- Charrettes with cities around Utah and other class projects with city parks and reservoirs.
- City planning and design Sustainability initiatives and programs
- Community Charrettes Community engagement projects
- community design charrettes
- Community design charrette in Avoca, community engagement with Capstone clients
- Community design input during a semester-long studio (bi-weekly meetings)
- community design studio in Baltimore, design charrette with local park agency
- Community design/build.
- Community engagement at the location of site to learn more about how people currently/intend to use the space.
- COMMUNITY ENGAGEMENT CLASS AND STUDIO DESIGN
- Community engagement for projects, community volunteer opportunities
- Community engagement in course projects Department wide community design charrettes Thesis work with an engaged community
- Community gardens, design-build.
- Community Semester Project, Charrette Week, CAAS events, etc.
- construction.
- Course called community participation
- Design challenge with the state asla chapter.
- Design Charette Campus redesign
- Design charrettes during the semester, parking day, etc
- Design for community garden Local "clients" with projects
- Design/build courses where designs were implemented in several cities around the state, performing service work within the communities which were the subject of design studios, distributing surveys to engage with communities for design studios, presenting work done in design studios to community 'clients'
- Designed a community garden/Farmers Market in Baltimore. Worked with a Regional Park- Watkins Park to implement new spaces for the addition of wifi to the park.
- Designing for the growing issue of homelessness. Designing affordable housing projects with emphasis on landscape architecture.
- Engagement Studio involved a semester long project working with stakeholders to design a memorial for a historic African American cemetery.
- Engaging with Steering Committee to help them narrow down decisions for a community park. Interviewing or surveying local stakeholders.
- For our projects we had stakeholder meetings and community surveys.
- Green Roofs Saving Energy through Ecological Landscape Design Xeriscaping in My Community
- Ideas/design charrettes
- Immersive learning classes to work with real clients on project proposals and or installations. I personally was a guest for a robotics team to talk about my field of study to elementary students
- Immersive learning opportunities with community-based projects. Studio projects with real sites and owners who would provide feedback on our ideas
- In a design class we had community members come in and explain a project that we could design for them.
- In my coursework, I was able to study active projects in my college town that were for a state revitalization initiative. I was able to engage with the community in sharing the goals for the project and formulate a maintenance plan. The project included adding bio-swales and other water remediation-based plant beds. My group was tasked with educating the community on maintaining these beds to ensure longevity. We also were exposed to the company of landscape architects and engineers to observe the process of a large-scale project. Another design project that I was assigned to was developing a community garden for residents living in a food desert area. This project was to create a space for gathering and growing food.
- In our third year our class worked with a small Indiana town to recommended and design a park.
- Iowa living roadways community Visioning program
- My research is related to Childcare Centers and I visited many centers for Data collection, which included direct interaction with Teachers and Pre- schoolers and their parents.
- My studio class Studio+ engaged with high school students in west Philadelphia to work with them to redesign the outdoor spaces at their school

25b. Please list the kinds of classroom activities or community activities that were part of the course curriculum:

- Native restoration installations with community partners.
- Open critiques Community involved projects Community charrettes
- Our ASLA Student Chapter offered many design charrettes throughout the year every year; our program hosts a Design Week charrette that encourages students of all levels to work together as a team on a unique project; many Studio projects included engaging with and speaking to members of a community (including parks, and a domestic violence center) to find out what they are interested in/want/need and we then incorporate that into our designs; some projects are more heavily engaged than others; project locations are also selected intentionally in areas that are underrepresented in our community, which the hope is that by working in these areas we will also advocate for Landscape Architecture where the profession may be unknown
- our studio projects were sometimes based in local towns. we presented and gathered feedback from people who worked in the town to create a completed design for the community
- Out reach and engagement
- outreach charette, attend public meetings, etc.
- Pando skid row design
- Park design
- Program wide charrette once a school year, designed many local spaces, yearly seniors dedicated their last semester to master planning a city that reached out to our program.
- Site visits with community, design charrettes, design reviews
- Some studios worked with actual clients to produce community design proposals
- Spoke with community members to design a park in mid pines ca
- studio charrettes with communities for projects, college-wide community multidisciplinary design charrettes
- The ASLA Student Chapter (not the curriculum) had community garden design and parking day opportunities. There was no community engagement or charrettes a part of the actual curriculum.
- The college offered immersive learning courses that were structured off of community or client engagement and interaction throughout the semester/ year. In my case, this meant meetings with a local city for a master planning effort of the city and receiving input from community members.
- We completed a design build for a local community garden and memorial site, spoke to city planners and organizers about future projects and theoretical solutions.
- We did a immersive learning urban design project for Nora in Indianapolis
- We partnered with the Department of Planning and Development in Chicago and also Haitian and Potowatomi constituents.
- We typically meet with the community or persons involved in a project we work on. For our urban design course, we met with community members of the Northeast in Wilmington for example.
- We were encouraged to participate in town hall meetings, regularly met with the owners of the sites we would study, and had a week long charrette in January every year.
- Went to visit communities in person multiple times in different studios to hear feedback from them.
- Worked on multiple community based projects from sophomore to senior year. Did community engagement meetings, presented to community and planning commission members and got feedback on projects from them.
- Worked with client
- Worked with community, city officials
- working with local government entities and land managers (as part of curriculum) & working with local government through a design/research center at the university (as a student employee position)
- Yearly program wide Charrettes - Dick Gibbons Open Space Charrette - Program wide with teams made up of all class levels. Each Studio project worked directly with the local community, including community meetings, input/feedback, presentations and site visits Thesis work within the community of my choice

Are you an ASLA member?

N=161	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	161 100.0%	48 29.8%	107 66.5%	79 49.1%	82 50.9%	97 60.2%	64 39.8%
Yes	150 93.2%	44 91.7%	100 93.5%	77 97.5%	73 89.0%	93 95.9%	57 89.1%
No	11 6.8%	4 8.3%	7 6.5%	2 2.5%	9 11.0%	4 4.1%	7 10.9%