

American Society of Landscape Architects

2023 Survey of Graduating Students

Introduction

An online survey was completed in the spring and summer of 2023 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

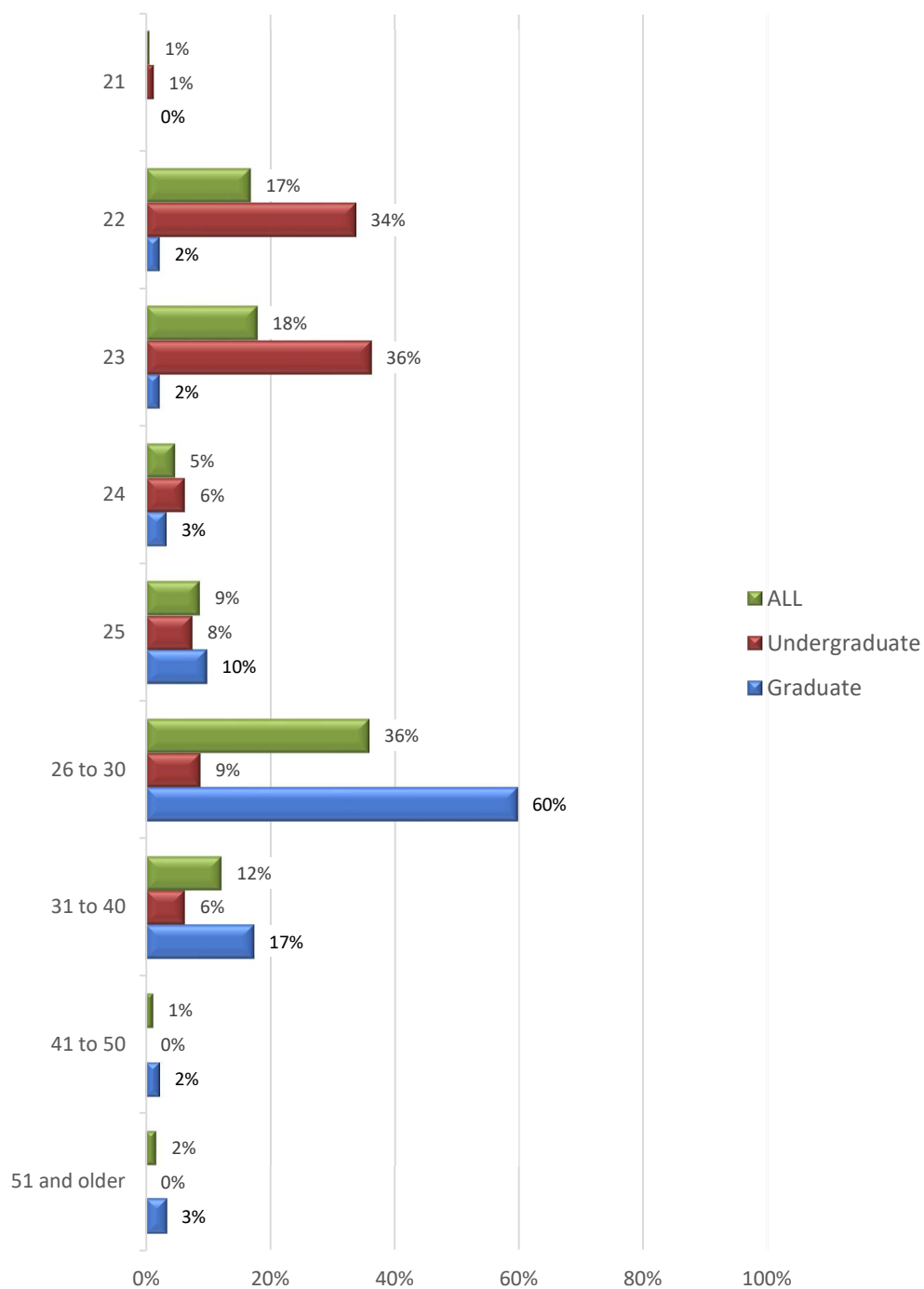
Lewis&Clark is a full-service market research, competitive intelligence, and strategic marketing firm started in 1983. We help organizations to develop, evolve, and grow by allowing them to better understand their members, their employees, their customers, and their marketplace. Lewis&Clark works with 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, 30 for graduate students, and 27 overall. This is little changed from the previous year.

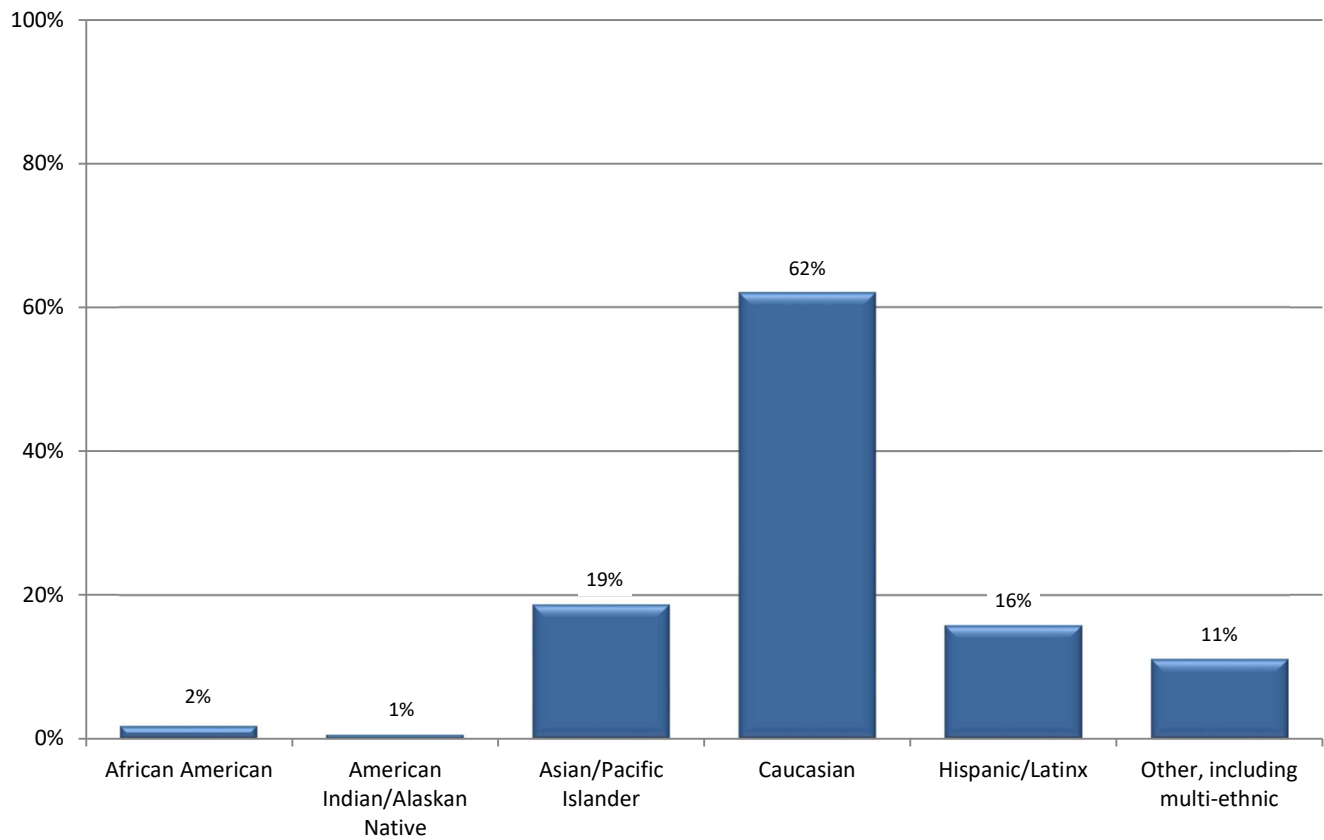
What is your age?



Race

A majority of respondents (62%) indicate they are Caucasian. This percentage is up just 1% from last year.

What is your race?



Race (continued)

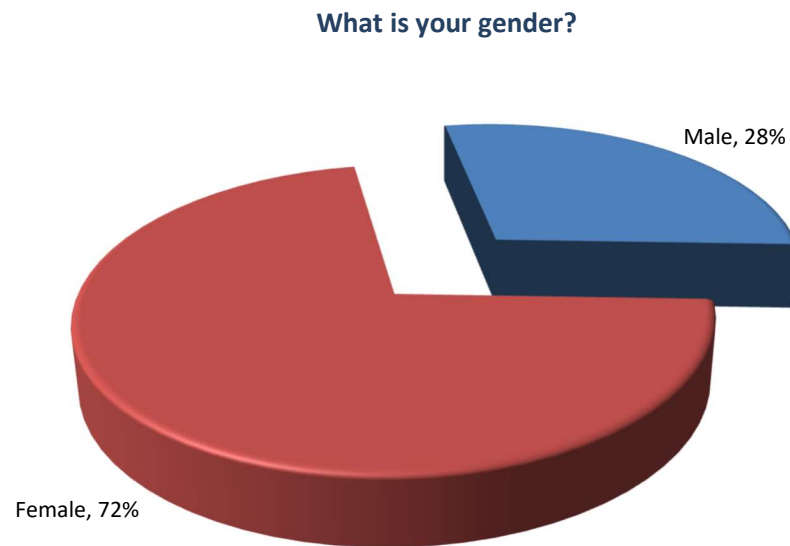
COMPARISON WITH PREVIOUS YEARS

	Caucasian	Asian/ Pacific Islander	African American (¹)	Hispanic/ Latinx (²)	American Indian/ Alaskan Native (³)	Other
2023	62%	19%	2%	16%	1%	11%
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

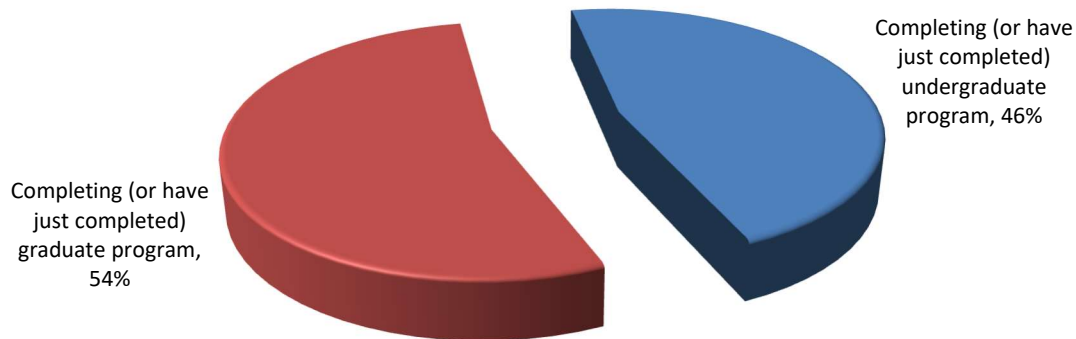
Female students comprise 72% of respondents, versus 28% for males. Compared to the previous year, the percentage of female students increased by 7%.



Current Educational Status

Out of 177 respondents who indicated their status, 46% are undergraduate students and 54% are graduate students. This is little changed from the previous year.

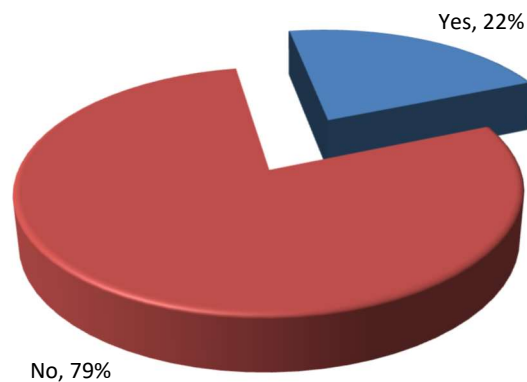
Which of the following best describes your current status?



Graduate students report a variety of undergraduate degrees. Those mentioned by two or more respondents are: Architecture (17 mentions); Environmental Studies (10 mentions); Landscape Architecture (7 mentions); Environmental Science (3 mentions); Agriculture Education, Civil Engineering, English, Fine Arts, Landscape Design, Mechanical Engineering, Urban Planning (2 mentions each).

Almost one-quarter of respondents (22%) who received undergraduate degrees indicated that they received an associate's degree before transferring to a four-year school. This is a substantial increase from 4% the previous year.

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		# of students	Graduate School
8	California Polytechnic State University, San Luis Obispo		6	University of Texas, Austin
5	California State Polytechnic University, Pomona		5	Cornell University
5	Louisiana State University		5	North Carolina State University
5	University of Arkansas		5	University of Georgia
5	University of Georgia		5	University of Southern California
4	Arizona State University		4	Illinois Institute of Technology
3	Colorado State University		4	University of Maryland
3	Iowa State University		4	University of Virginia
3	University of California Davis		3	California State Polytechnic University, Pomona
3	University of Florida		3	Kansas State University
3	University of Maryland		3	The Ohio State University
3	Utah State University		3	University of California - Berkeley
			3	University of New Mexico
			3	University of Pennsylvania

Undergraduate schools

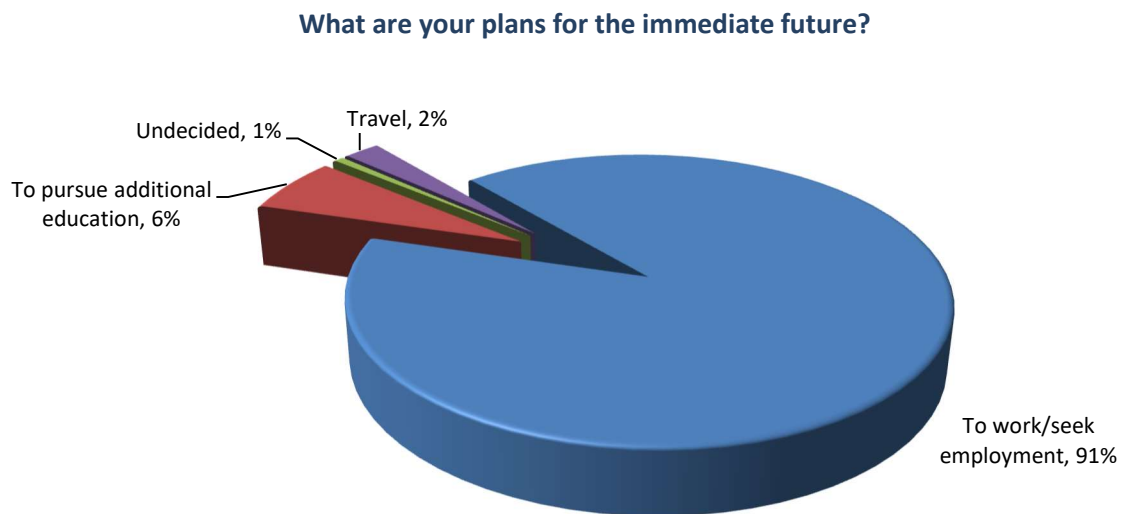
- **two mentions each:** Michigan State University, Mississippi State University, University of Oregon, Virginia Tech
- **one mention each:** Cornell University, Oklahoma State University, Purdue University, South Dakota State University, Texas A&M University, Universidad Ana G. Mendez, University of Delaware, University of Massachusetts, University of Nebraska, University of Nevada, University of Washington, University of Wisconsin, Madison, West Virginia University

Graduate schools

- **two mentions each:** Arizona State University, Harvard University, State University of New York College of Environmental Science and Forestry, Texas A&M University, University of Colorado - Denver, University of Hawaii, University of Illinois - Urbana-Champaign, University of Michigan, University of Minnesota, University of Texas, Arlington, Utah State University, Washington University
- **one mention each:** Clemson University, Florida International University, Iowa State University, Kent State University, Louisiana State University, Polytechnic University of Puerto Rico, Temple University, University of Massachusetts, University of Oregon, University of Washington

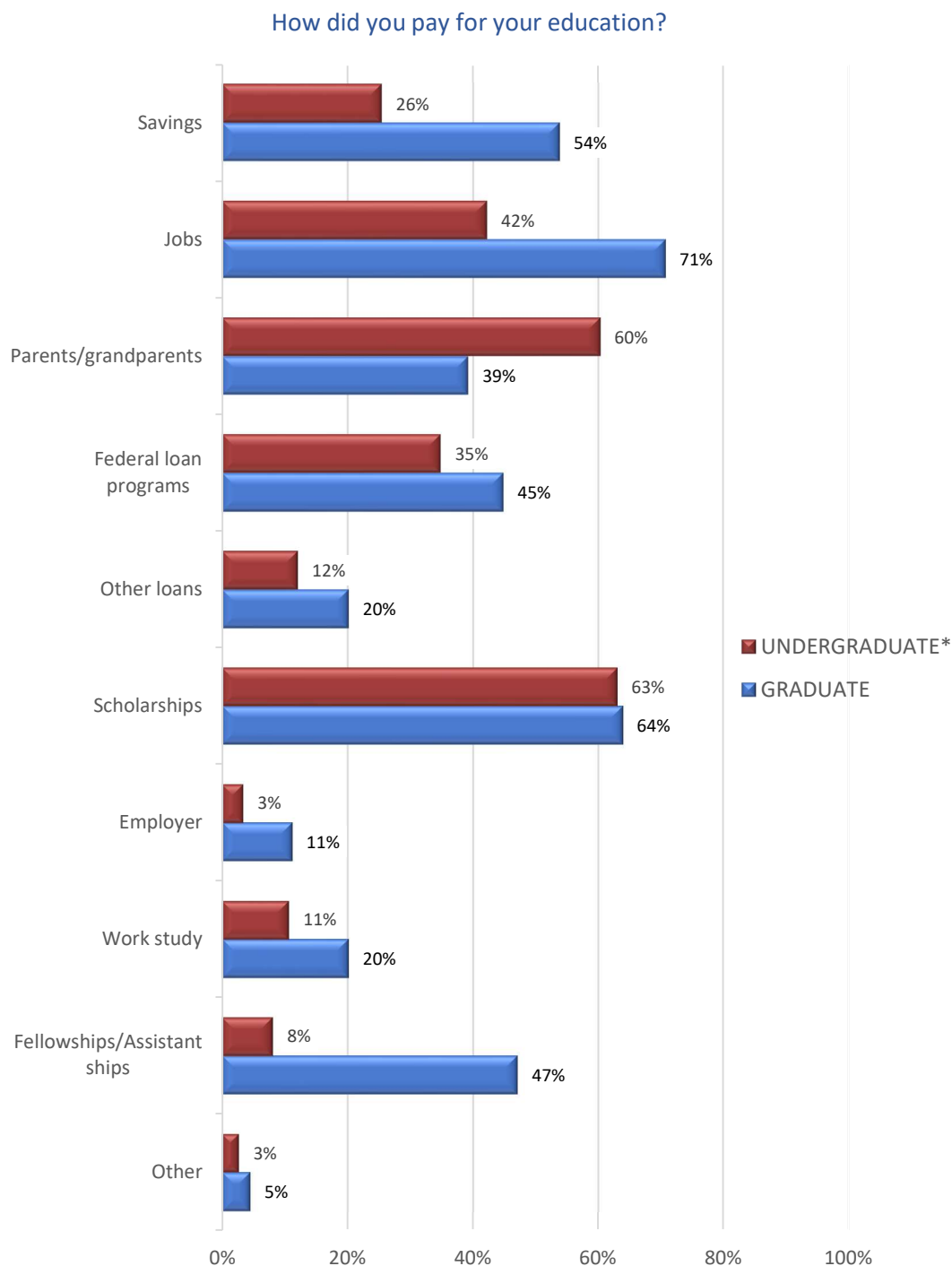
Plans For Immediate Future

Most respondents (91%) indicate that their plans for the immediate future involve either working or seeking employment, while 6% plan to pursue additional education, 2% plan to travel, and 1% are undecided. Compared to the previous year, the percentage who indicated they planned to work/seek employment increased by 6%.



Paying for Education

The most frequently cited (50% or more of respondents) sources of funds for undergraduate education are scholarships (63%) and parents/ grandparents (60%), while for graduate education they are jobs (71%), scholarships (64%), and savings (54%).

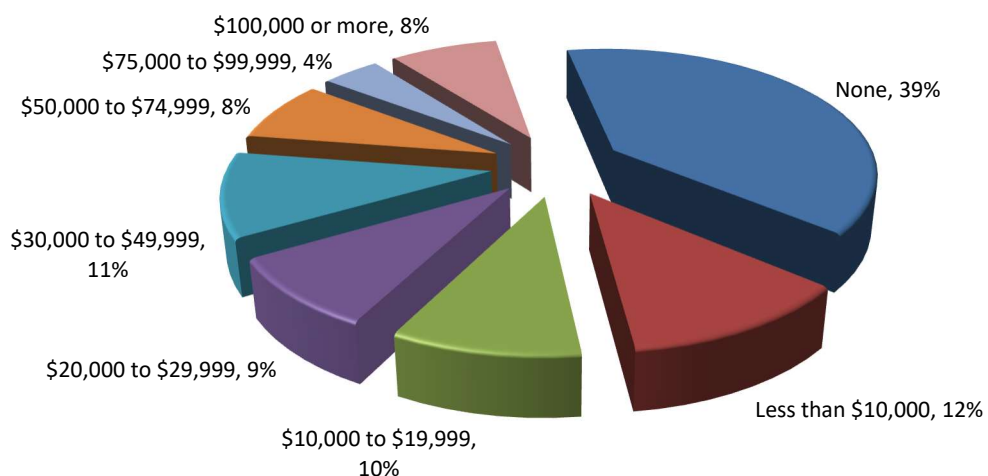


**includes undergraduate expenses reported by current graduate students.*

Paying for Education (continued)

On average, students earning an undergraduate degree have approximately \$17,600 in education-related debt and those earning a graduate degree have approximately \$31,600 in education related debt (compared to \$20,000 and \$36,500, respectively, in the previous year). Overall, one-half of respondents (51%) owe less than \$10,000 (including those who owe nothing), while over one-fifth (20%) owe \$50,000 or more.

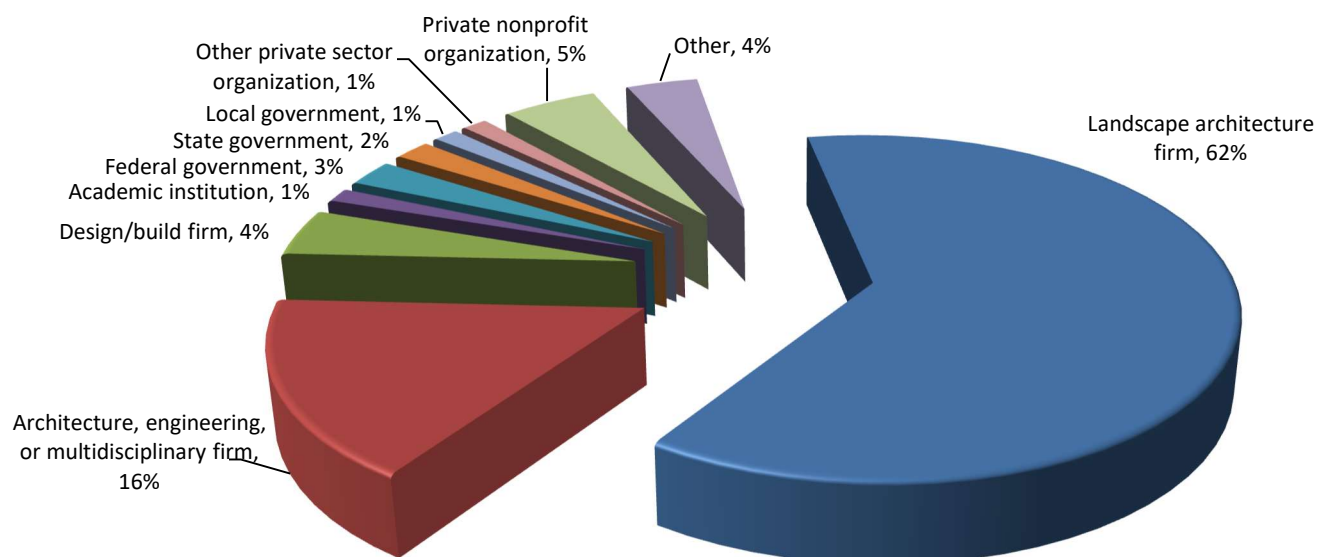
What is your current education-related debt?



Desired Type of Employer

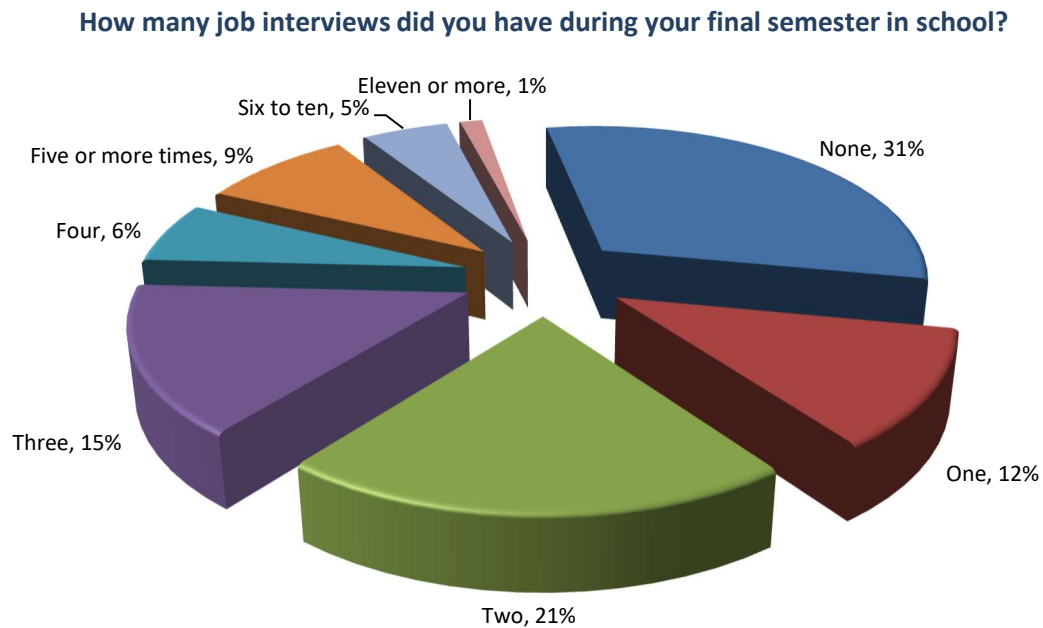
Close to two-thirds of respondents (62%) indicate that they are primarily interested in seeking employment in a landscape architecture firm. This represents an increase of 7% from the previous year.

Which of the following employment sectors is your primary interest?



Job Interviews

Over two-thirds of respondents (69%) had at least one job interview during their final semester in school. This was similar to the previous year.

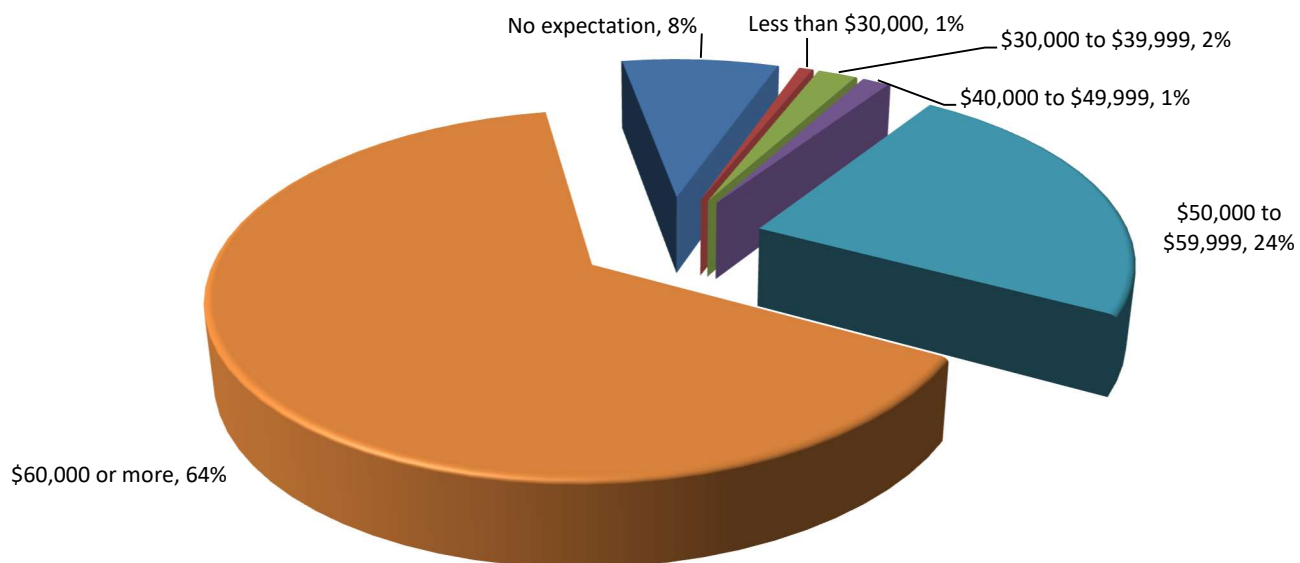


More than four-fifths of respondents (82%) indicate that the interview(s) went as expected. Their comments about the interview process can be found starting on page 55 and their explanations of how their interview(s) met or differed from what they expected can be found starting on page 58.

Salary Expectations

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$63,600. Undergraduate students expect(ed) \$60,500 and graduate students expect(ed) \$66,500. This year's salary expectation overall was up \$5,100 from the previous year.

What salary expectation do you have?



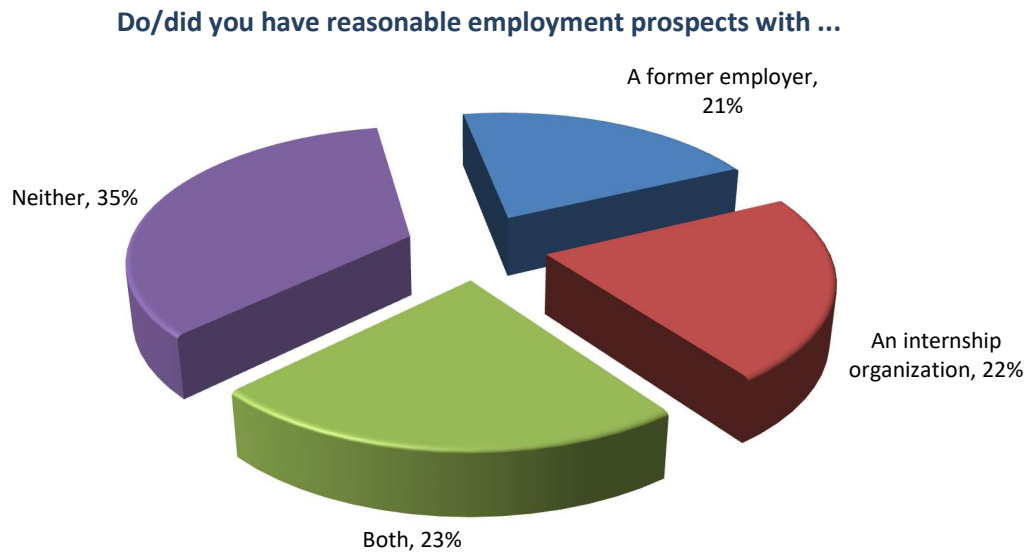
Salary Expectations (continued)

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

	Total	Undergraduate Students	Graduate Students
2023	\$64	\$60	\$66
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

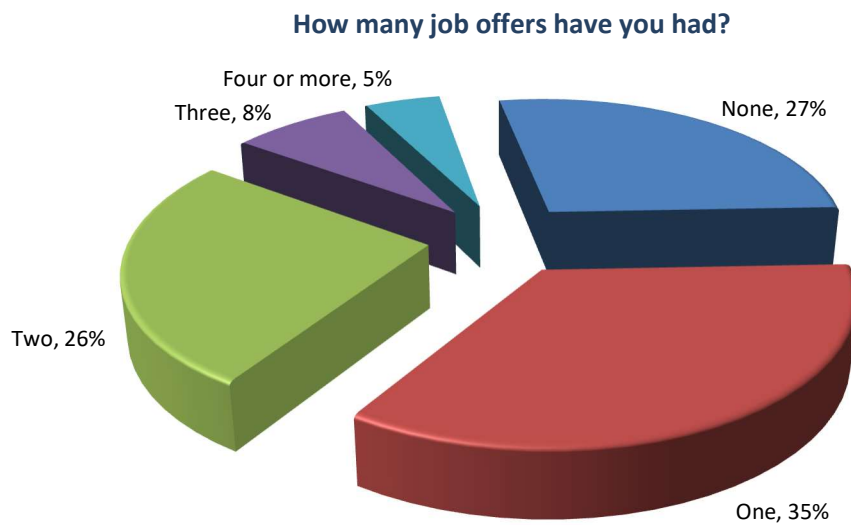
Employment Prospects

One-fifth of respondents (21%) have or had reasonable employment prospects with a former employer, while 22% have/had prospects with an internship organization, and 23% have/had prospects with both.



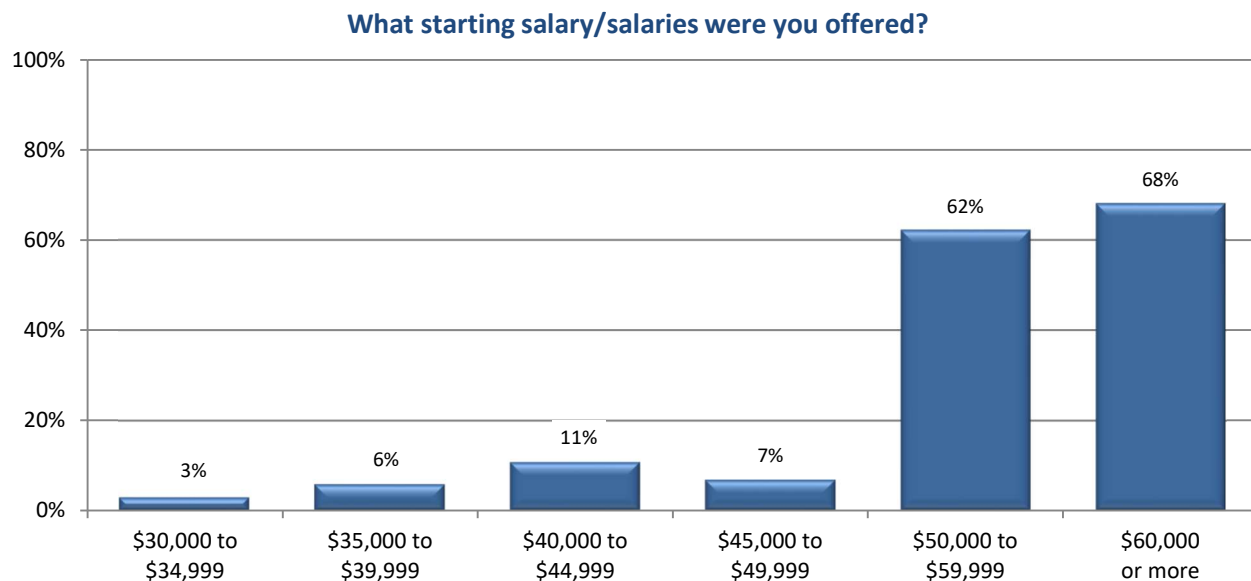
Number of Job Offers

Just under three-quarters of respondents (74%) report having received at least one job offer at the time they completed the questionnaire, down slightly from 76% in the previous year.



Starting Salary Offered

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$58,100, an increase of \$3,100 from the previous year.



Starting Salary Offered (continued)

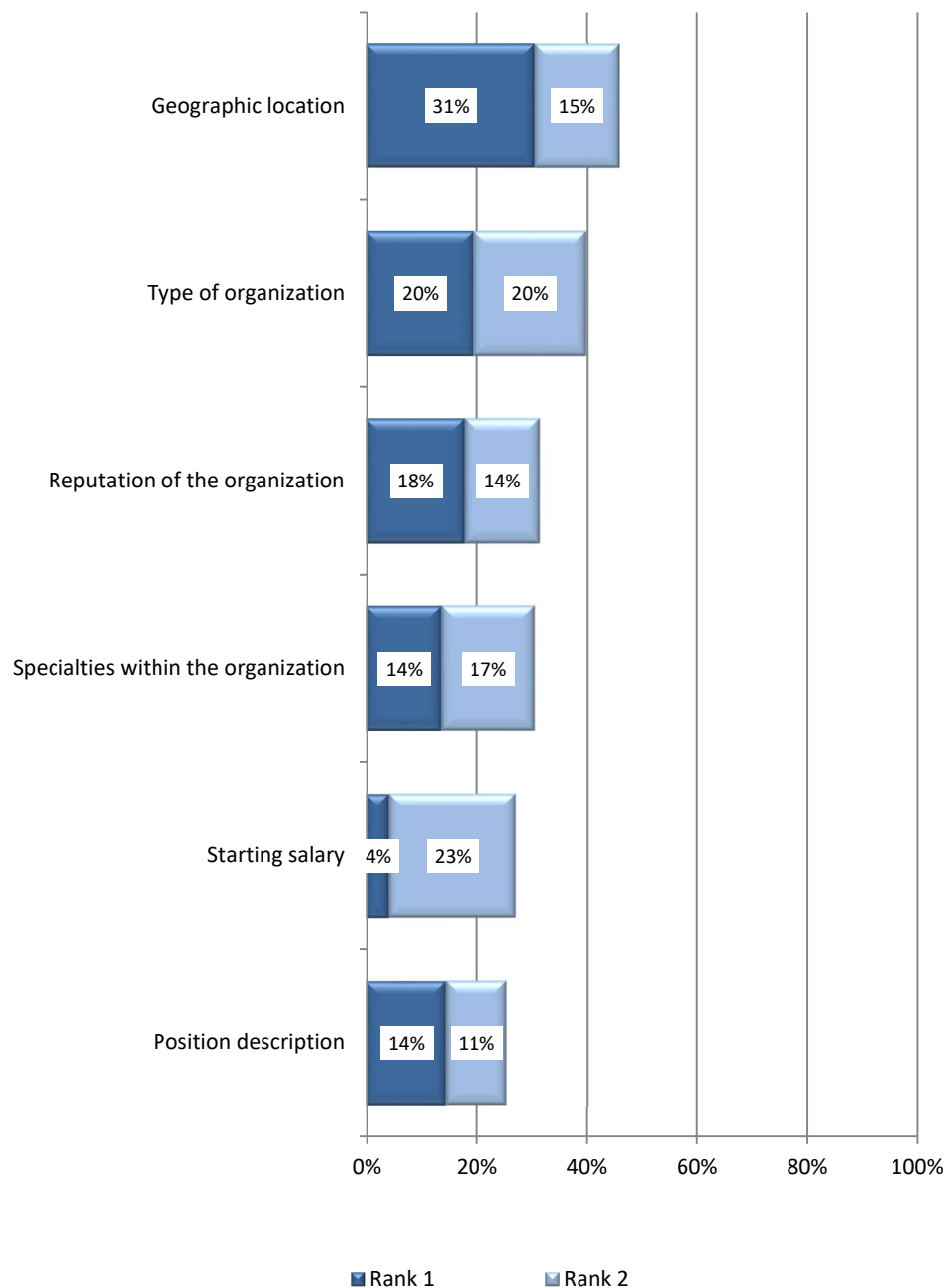
AVERAGE SALARY OFFERED

Year	Salary	Change from previous year
2023	\$58,100	5.6%
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	

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.

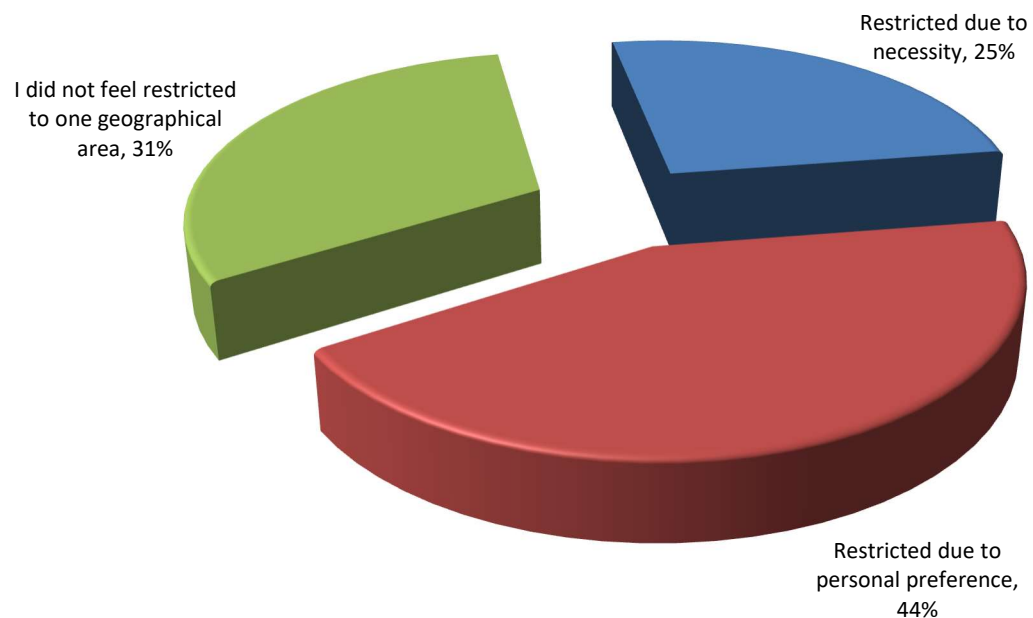
Please put the following attributes in ranked order based on their importance to you in selecting a job



Geographical Restrictions

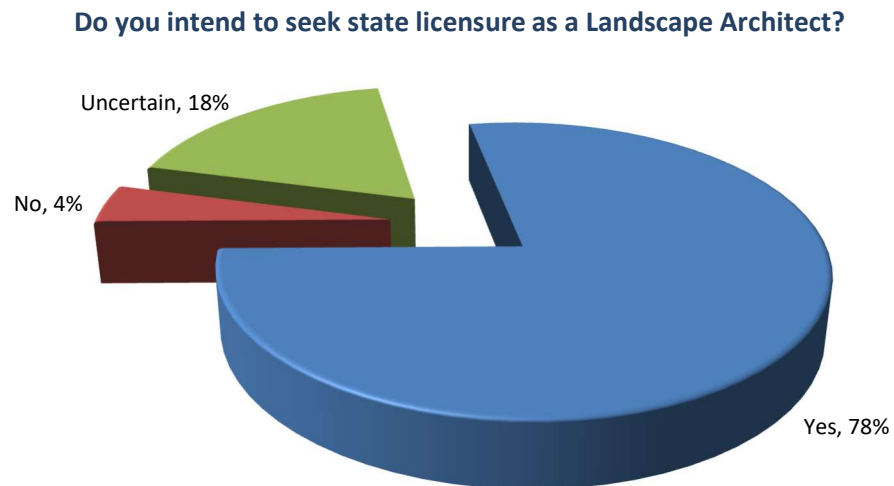
In their job search, more than two-thirds of respondents (69%) indicate that they feel/felt restricted to one geographical area for reasons of personal preference (44%) or necessity (25%). The total decreased by 4% from the previous year.

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



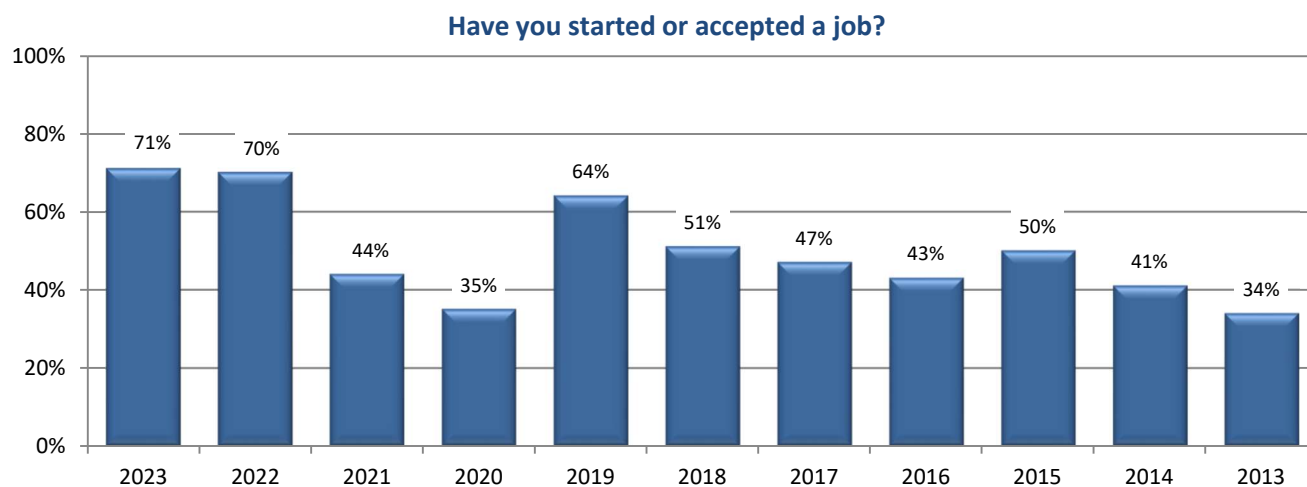
State Licensure

Over three-quarters of respondents (78%) indicate that they intend to seek state licensure as a Landscape Architect, an increase of 8% from the previous year.



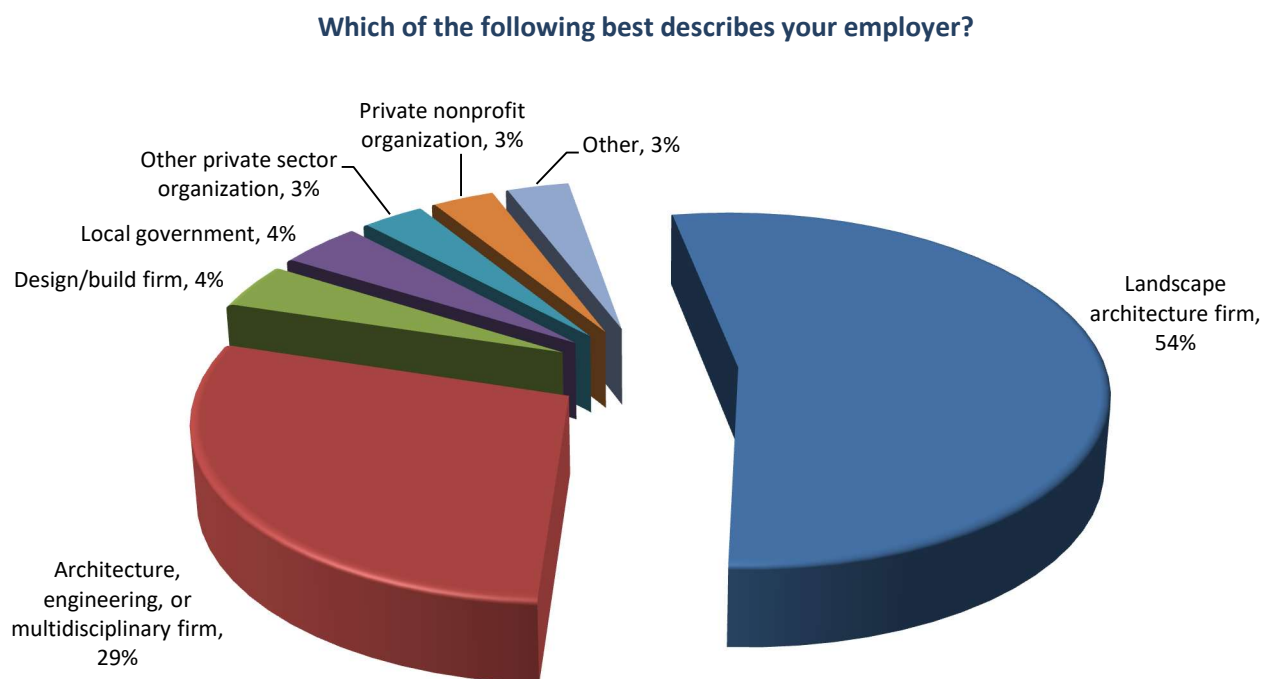
New Hires

A total of 100 respondents (71%) have started or accepted a job, an increase of just 1% from the previous year.



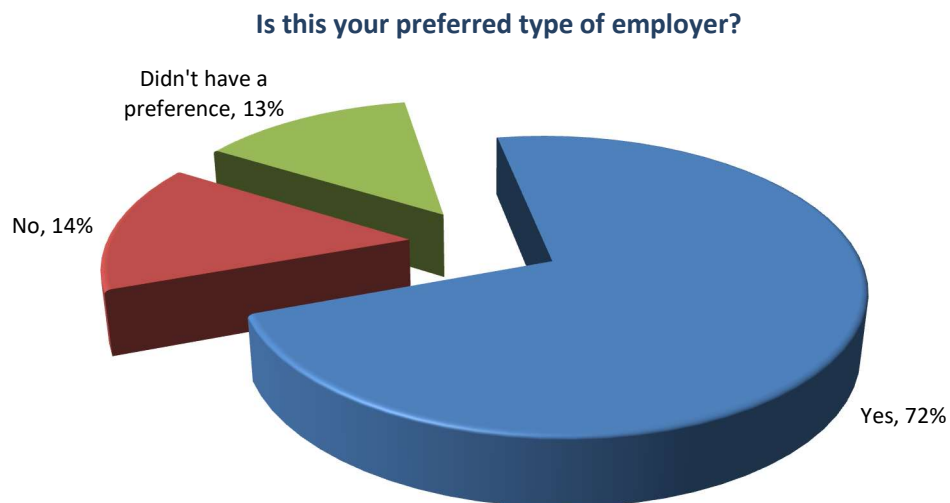
Type of Employer - respondents who have started or accepted a job

Over one-half (54%) of those respondents who have started or accepted a job describe their new employer as a landscape architecture firm (compared to 44% the previous year), while another 29% are employed by an architecture, engineering or multidisciplinary firm.



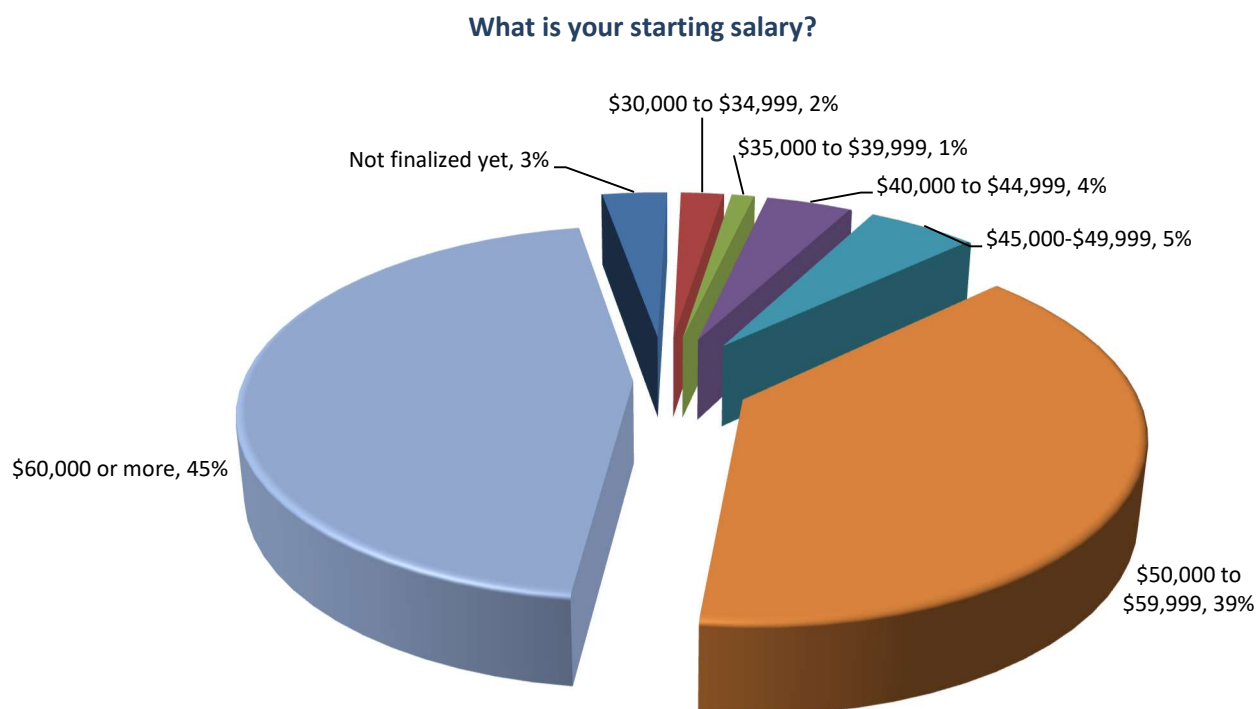
Preferred Employer Type - respondents who have started or accepted a job

Close to three-quarters (72%) of respondents who have accepted a job indicate that it is with their preferred type of employer, a decrease of 3% 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 \$60,100, an increase of \$4,100 from the previous year. Undergraduate students report an average starting salary of approximately \$56,600 and graduate students report an average starting salary of approximately \$62,700.



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

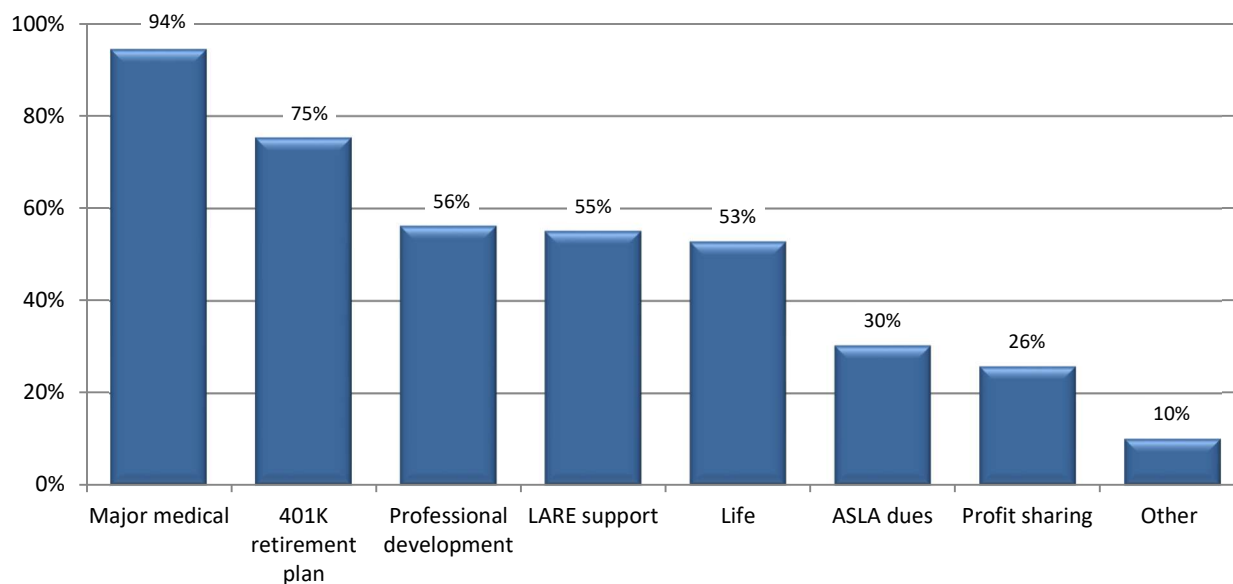
(AVERAGE SALARY - 000's)

	Total		Undergraduate Students		Graduate Students	
	\$ (000's)	Change	\$ (000's)	Change	\$ (000's)	Change
2023	\$60	7.1%	\$57	7.5%	\$63	6.8%
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 (94%), a 401k retirement plan (75%), professional development (56%), LARE support (55%) and life insurance (53%).

Which of the following benefits are included?



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

Comparison with Previous Years

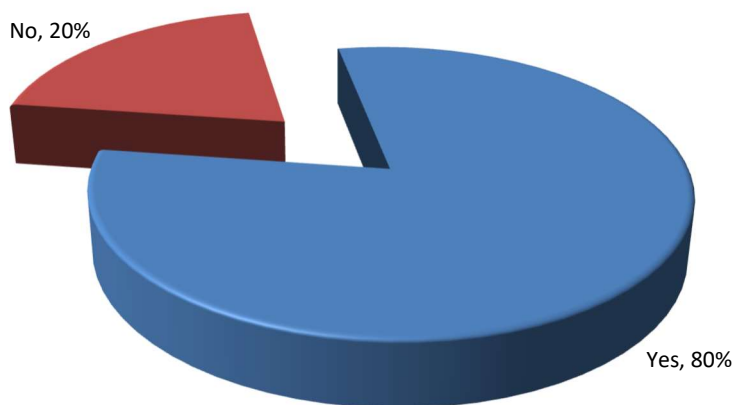
	Major Medical	401K Retirement Plan	Professional Development ⁽¹⁾	LARE Support ⁽²⁾	Life Insurance	ASLA Dues ⁽³⁾	Profit Sharing	Other
2022	94%	75%	56%	55%	53%	30%	26%	10%
2022	91%	89%	68%	52%	51%	39%	37%	8%
2021	81%	77%	71%	48%	40%	31%	23%	21%
2020	89%	73%	64%	56%	47%	26%	16%	9%
2019	89%	81%	68%	51%	52%	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 California (21%), Texas (8%), Colorado (7%), New York (6%), and North Carolina (5%).

Four-fifths of respondents (80%) indicate that they will be working in their preferred region, similar to the previous year.

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	62%	54%
Architecture, engineering, or multidisciplinary firm	16%	29%
Design/build firm	4%	4%
Academic institution	1%	0%
Federal government	3%	0%
State government	2%	0%
Local government	1%	4%
Campus planning office	0%	0%
Supplier/manufacturer	0%	0%
Other private sector organization	1%	3%
Private nonprofit organization	5%	3%
Other	4%	3%

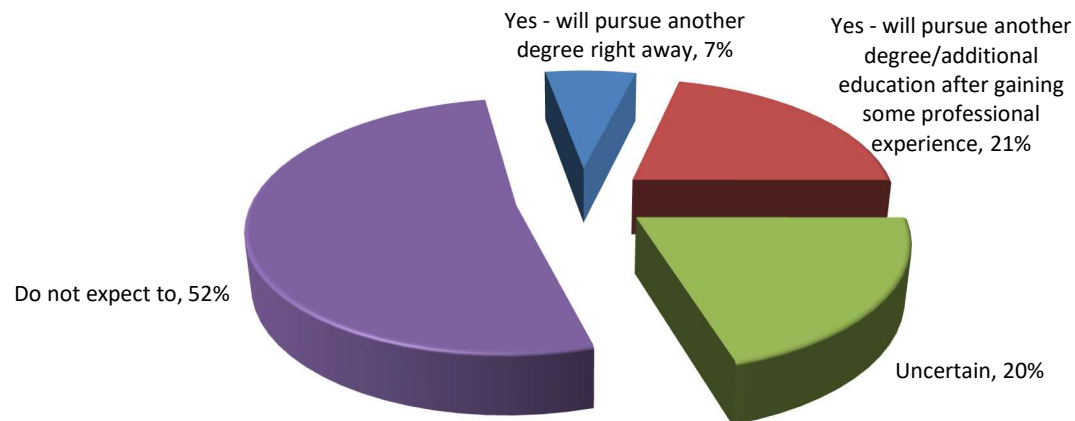
AVERAGE SALARY

All respondents	\$63,600	\$60,100
Undergraduate students	\$60,500	\$56,600
Graduate students	\$66,500	\$62,700

Additional Schooling

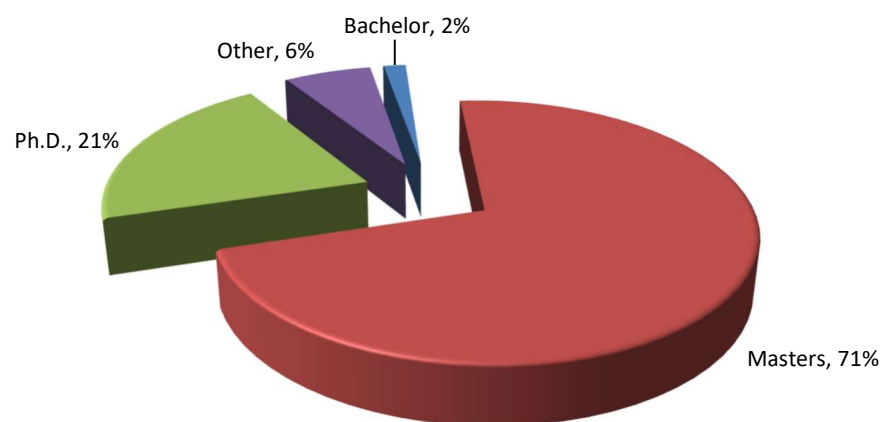
One-fifth of respondents (21%) anticipate pursuing another degree or additional education after some professional experience, while 20% may do so at some later point (uncertain), and 7% intend to do so right away.

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



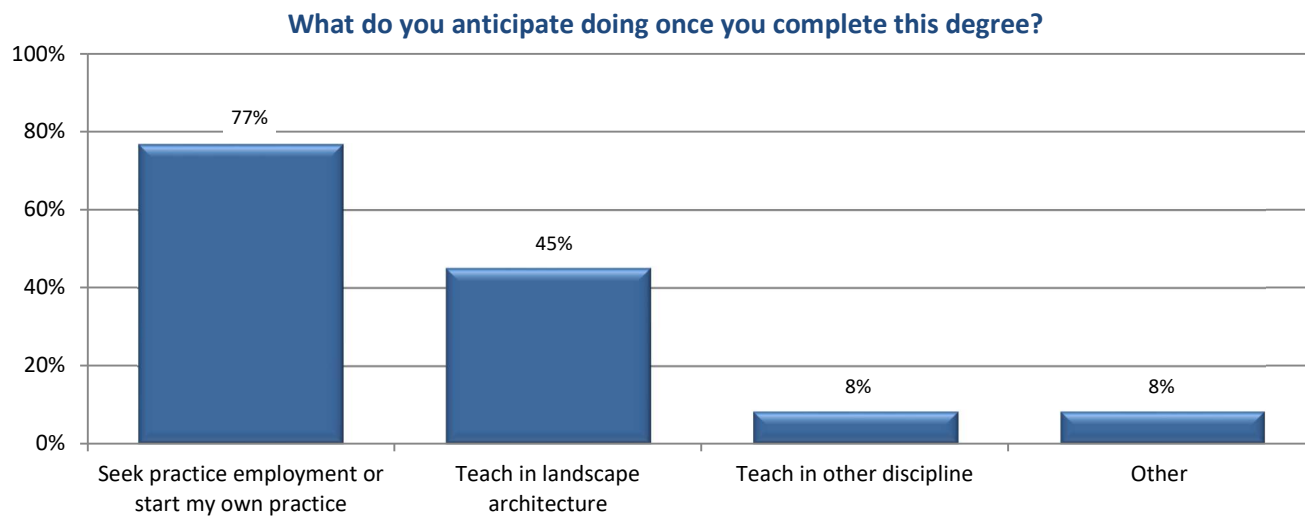
Of the respondents who are planning to pursue another degree, close to three-quarters (71%) indicate that it will be a Masters, while 21% will pursue a Ph.D., and 2% will pursue an additional Bachelor's degree. Most respondents plan to pursue advanced degrees in landscape architecture or related areas.

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



After Completing Degree

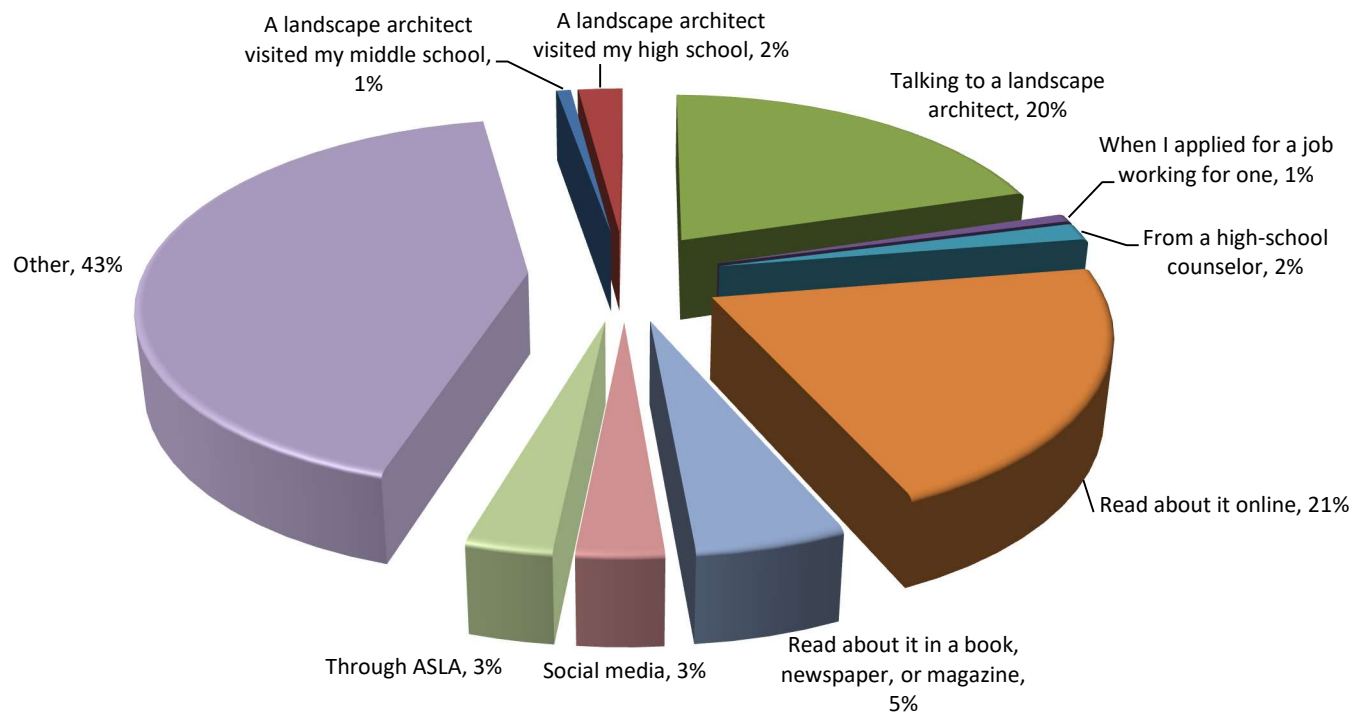
Of those respondents who plan to pursue another degree, three-quarters (77%) will then either seek practice employment or else start their own practice, while 45% plan to teach in the landscape architecture field.



Learning About Landscape Architecture Profession

Respondents were most likely to have first learned about the field of landscape architecture from reading about it online (21%) or talking to a landscape architect (20%), while 43% cite other reasons.

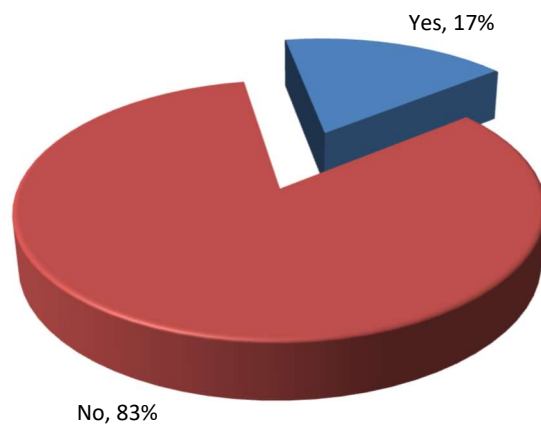
How did you first learn about landscape architecture?



Sharing the Profession

Close to one-in-five respondents (17%) 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?

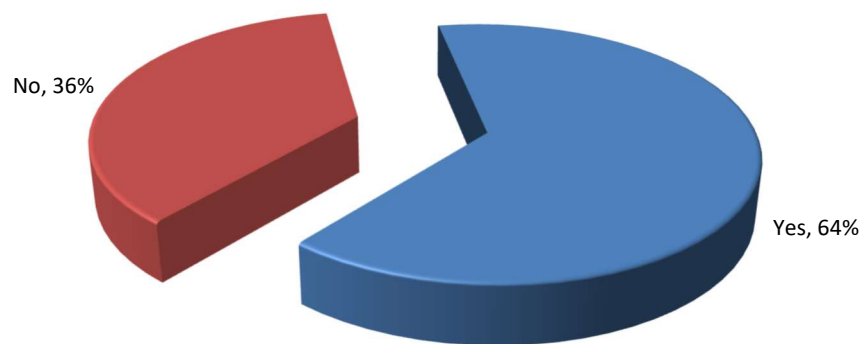


More than one-half of these respondents (55%) made two or more visits. Of respondents who made visits, 59% visited high schools, 41% elementary schools, and 23% middle schools.

Community Engagement

Close to two-thirds of respondents (64%) 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 93.

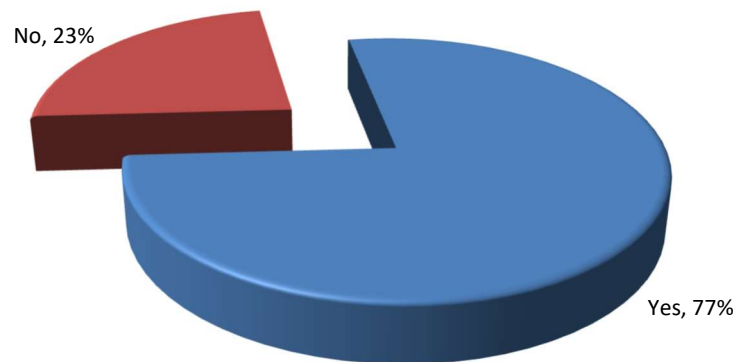
While you were studying landscape architecture, did your program curriculum offer the opportunity for community engagement and/or community design charrettes?



Membership in ASLA

Three-quarters of respondents (77%) indicate that they are members of ASLA.

Are you an ASLA member?



1. What is your age?

N=172	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	172 100.0%	48 27.9%	123 71.5%	80 46.5%	92 53.5%	84 48.8%	88 51.2%
21	1 0.6%	0 0.0%	1 0.8%	1 1.3%	0 0.0%	1 1.2%	0 0.0%
22	29 16.9%	7 14.6%	22 17.9%	27 33.8%	2 2.2%	29 34.5%	0 0.0%
23	31 18.0%	14 29.2%	17 13.8%	29 36.3%	2 2.2%	31 36.9%	0 0.0%
24	8 4.7%	2 4.2%	6 4.9%	5 6.3%	3 3.3%	8 9.5%	0 0.0%
25	15 8.7%	1 2.1%	13 10.6%	6 7.5%	9 9.8%	15 17.9%	0 0.0%
26 to 30	62 36.0%	19 39.6%	43 35.0%	7 8.8%	55 59.8%	0 0.0%	62 70.5%
31 to 40	21 12.2%	3 6.3%	18 14.6%	5 6.3%	16 17.4%	0 0.0%	21 23.9%
41 to 50	2 1.2%	2 4.2%	0 0.0%	0 0.0%	2 2.2%	0 0.0%	2 2.3%
51 and older	3 1.7%	0 0.0%	3 2.4%	0 0.0%	3 3.3%	0 0.0%	3 3.4%
Average (mean)	26.9	26.2	27.1	23.9	29.5	23.1	30.5

2. What is your race?

N=171	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	171 100.0%	49 28.7%	122 71.3%	79 46.2%	92 53.8%	82 48.0%	87 50.9%
African American	3 1.8%	0 0.0%	3 2.5%	3 3.8%	0 0.0%	3 3.7%	0 0.0%
American Indian/Alaskan Native	1 0.6%	0 0.0%	1 0.8%	1 1.3%	0 0.0%	1 1.2%	0 0.0%
Asian/Pacific Islander	32 18.7%	5 10.2%	27 22.1%	9 11.4%	23 25.0%	13 15.9%	17 19.5%
Caucasian	106 62.0%	28 57.1%	78 63.9%	55 69.6%	51 55.4%	57 69.5%	49 56.3%
Hispanic/Latinx	27 15.8%	15 30.6%	12 9.8%	14 17.7%	13 14.1%	12 14.6%	15 17.2%
Other, including multi-ethnic	19 11.1%	5 10.2%	14 11.5%	8 10.1%	11 12.0%	7 8.5%	12 13.8%

3. What is your gender?

N=173	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	173 100.0%	49 28.3%	124 71.7%	80 46.2%	93 53.8%	83 48.0%	88 50.9%
Male	49 28.3%	49 100.0%	0 0.0%	28 35.0%	21 22.6%	24 28.9%	24 27.3%
Female	124 71.7%	0 0.0%	124 100.0%	52 65.0%	72 77.4%	59 71.1%	64 72.7%
Other	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

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

N=177	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	177 100.0%	49 27.7%	124 70.1%	82 46.3%	95 53.7%	84 47.5%	88 49.7%
Completing (or have just completed) undergraduate program in Landscape Architecture at (please choose school):	82 46.3%	28 57.1%	52 41.9%	82 100.0%	0 0.0%	68 81.0%	12 13.6%
Completing (or have just completed) graduate program in Landscape Architecture at (please choose school):	95 53.7%	21 42.9%	72 58.1%	0 0.0%	95 100.0%	16 19.0%	76 86.4%

4b. Undergraduate school

N=71	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	71 100.0%	24 33.8%	47 66.2%	71 100.0%	0 0.0%	61 85.9%	10 14.1%
Arizona State University	4 5.6%	3 12.5%	1 2.1%	4 5.6%	0 0.0%	1 1.6%	3 30.0%
California Polytechnic State University, San Luis Obispo	8 11.3%	3 12.5%	5 10.6%	8 11.3%	0 0.0%	6 9.8%	2 20.0%
California State Polytechnic University, Pomona	5 7.0%	1 4.2%	4 8.5%	5 7.0%	0 0.0%	4 6.6%	1 10.0%
Colorado State University	3 4.2%	0 0.0%	3 6.4%	3 4.2%	0 0.0%	3 4.9%	0 0.0%
Cornell University	1 1.4%	1 4.2%	0 0.0%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
Iowa State University	3 4.2%	3 12.5%	0 0.0%	3 4.2%	0 0.0%	3 4.9%	0 0.0%
Louisiana State University	5 7.0%	2 8.3%	3 6.4%	5 7.0%	0 0.0%	5 8.2%	0 0.0%
Michigan State University	2 2.8%	2 8.3%	0 0.0%	2 2.8%	0 0.0%	2 3.3%	0 0.0%
Mississippi State University	2 2.8%	0 0.0%	2 4.3%	2 2.8%	0 0.0%	2 3.3%	0 0.0%
Oklahoma State University	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	0 0.0%	1 10.0%
Purdue University	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
South Dakota State University	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
Texas A&M University	1 1.4%	1 4.2%	0 0.0%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
Universidad Ana G. Mendez	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
University of Arkansas	5 7.0%	4 16.7%	1 2.1%	5 7.0%	0 0.0%	5 8.2%	0 0.0%
University of California Davis	3 4.2%	0 0.0%	3 6.4%	3 4.2%	0 0.0%	3 4.9%	0 0.0%
University of Delaware	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%

4b. Undergraduate school

N=71	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
University of Florida	3 4.2%	1 4.2%	2 4.3%	3 4.2%	0 0.0%	1 1.6%	2 20.0%
University of Georgia	5 7.0%	1 4.2%	4 8.5%	5 7.0%	0 0.0%	5 8.2%	0 0.0%
University of Maryland	3 4.2%	0 0.0%	3 6.4%	3 4.2%	0 0.0%	3 4.9%	0 0.0%
University of Massachusetts	1 1.4%	1 4.2%	0 0.0%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
University of Nebraska	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
University of Nevada	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
University of Oregon	2 2.8%	1 4.2%	1 2.1%	2 2.8%	0 0.0%	2 3.3%	0 0.0%
University of Washington	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
University of Wisconsin, Madison	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%
Utah State University	3 4.2%	0 0.0%	3 6.4%	3 4.2%	0 0.0%	3 4.9%	0 0.0%
Virginia Tech	2 2.8%	0 0.0%	2 4.3%	2 2.8%	0 0.0%	1 1.6%	1 10.0%
West Virginia University	1 1.4%	0 0.0%	1 2.1%	1 1.4%	0 0.0%	1 1.6%	0 0.0%

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

N=79	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	79 100.0%	27 34.2%	52 65.8%	79 100.0%	0 0.0%	67 84.8%	12 15.2%
Yes	17 21.5%	6 22.2%	11 21.2%	17 21.5%	0 0.0%	8 11.9%	9 75.0%
No	62 78.5%	21 77.8%	41 78.8%	62 78.5%	0 0.0%	59 88.1%	3 25.0%

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

College of Southern Nevada
Dakota College at Bottineau
Golden West College
Las Positas College
Merritt College
Mesa Community College
Miami Dade College
Orange Coast college
Salt Lake Community College
Southwest Minnesota State University
Southwest Texas Junior College
St. Phillip's College
University of North Georgia
Valencia College

4e. Graduate school

N=90	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	90 100.0%	21 23.3%	68 75.6%	0 0.0%	90 100.0%	15 16.7%	73 81.1%
Arizona State University	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
California State Polytechnic University, Pomona	3 3.3%	0 0.0%	3 4.4%	0 0.0%	3 3.3%	0 0.0%	3 4.1%
Clemson University	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
Cornell University	5 5.6%	1 4.8%	3 4.4%	0 0.0%	5 5.6%	1 6.7%	4 5.5%
Florida International University	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	1 6.7%	0 0.0%
Harvard University	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
Illinois Institute of Technology	4 4.4%	0 0.0%	4 5.9%	0 0.0%	4 4.4%	0 0.0%	4 5.5%
Iowa State University	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
Kansas State University	3 3.3%	0 0.0%	3 4.4%	0 0.0%	3 3.3%	2 13.3%	1 1.4%
Kent State University	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
Louisiana State University	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
North Carolina State University	5 5.6%	2 9.5%	3 4.4%	0 0.0%	5 5.6%	1 6.7%	4 5.5%
Polytechnic University of Puerto Rico	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
State University of New York College of Environmental Science and Forestry	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	2 13.3%	0 0.0%
Temple University	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
Texas A&M University	2 2.2%	2 9.5%	0 0.0%	0 0.0%	2 2.2%	0 0.0%	2 2.7%

4e. Graduate school

N=71	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
The Ohio State University	3 3.3%	2 9.5%	1 1.5%	0 0.0%	3 3.3%	1 6.7%	2 2.7%
University of California - Berkeley	3 3.3%	2 9.5%	1 1.5%	0 0.0%	3 3.3%	0 0.0%	3 4.1%
University of Colorado - Denver	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
University of Georgia	5 5.6%	1 4.8%	4 5.9%	0 0.0%	5 5.6%	3 20.0%	2 2.7%
University of Hawaii	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
University of Illinois - Urbana-Champaign	2 2.2%	2 9.5%	0 0.0%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
University of Maryland	4 4.4%	1 4.8%	3 4.4%	0 0.0%	4 4.4%	0 0.0%	4 5.5%
University of Massachusetts	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
University of Michigan	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
University of Minnesota	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
University of New Mexico	3 3.3%	0 0.0%	3 4.4%	0 0.0%	3 3.3%	0 0.0%	3 4.1%
University of Oregon	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	0 0.0%	1 1.4%
University of Pennsylvania	3 3.3%	0 0.0%	3 4.4%	0 0.0%	3 3.3%	1 6.7%	2 2.7%
University of Southern California	5 5.6%	3 14.3%	2 2.9%	0 0.0%	5 5.6%	0 0.0%	5 6.8%
University of Texas, Arlington	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
University of Texas, Austin	6 6.7%	1 4.8%	5 7.4%	0 0.0%	6 6.7%	1 6.7%	5 6.8%
University of Virginia	4 4.4%	2 9.5%	2 2.9%	0 0.0%	4 4.4%	0 0.0%	3 4.1%
University of Washington	1 1.1%	0 0.0%	1 1.5%	0 0.0%	1 1.1%	1 6.7%	0 0.0%

4e. Graduate school

N=71	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Utah State University	2 2.2%	2 9.5%	0 0.0%	0 0.0%	2 2.2%	0 0.0%	2 2.7%
Washington University	2 2.2%	0 0.0%	2 2.9%	0 0.0%	2 2.2%	1 6.7%	0 0.0%

4f. Undergraduate degree

Agriculture Education (2 mentions)
Architectural Design
Architectural Engineering
Architecture (17 mentions)
Architecture and Environmental Studies
Art History & Spanish
Astrophysics
Bachelor of Science
Biochemistry
Biological Engineering
Business Management
Civil Engineering (2 mentions)
Design
English (2 mentions)
Environmental Analysis
Environmental Art Design
Environmental Crop and Soil Science
Environmental Science (3 mentions)
Environmental Studies (10 mentions)
Environmental Studies and Economics
Environmental Studies, Geography
Fine Arts (2 mentions)
French, interior design
Graphic Design and Mathematical Sciences
Industrial design
Integrated Design, Business and Technology
International relations
Jewelry Design
Landscape Architecture (7 mentions)
Landscape Design (2 mentions)
Landscape Management
Mechanical Engineering (2 mentions)
Media Studies
Public Health
Sociology
Studio Arts
Urban Planning (2 mentions)
Visual Studies
Wildlife biology
Zoo and Wildlife Biology

5. What are your plans for the immediate future?

N=172	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	172 100.0%	48 27.9%	123 71.5%	79 45.9%	93 54.1%	82 47.7%	88 51.2%
To work/seek employment	156 90.7%	44 91.7%	111 90.2%	69 87.3%	87 93.5%	72 87.8%	82 93.2%
To pursue additional education	11 6.4%	4 8.3%	7 5.7%	7 8.9%	4 4.3%	7 8.5%	4 4.5%
Undecided	1 0.6%	0 0.0%	1 0.8%	1 1.3%	0 0.0%	1 1.2%	0 0.0%
Travel	4 2.3%	0 0.0%	4 3.3%	2 2.5%	2 2.2%	2 2.4%	2 2.3%

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

N=149	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	149 100.0%	44 29.5%	105 70.5%	80 53.7%	69 46.3%	81 54.4%	66 44.3%
Savings	38 25.5%	15 34.1%	23 21.9%	24 30.0%	14 20.3%	27 33.3%	11 16.7%
Jobs (other than work study) while in school (including vacations)	63 42.3%	26 59.1%	37 35.2%	39 48.8%	24 34.8%	36 44.4%	27 40.9%
Parents/grandparents	90 60.4%	23 52.3%	67 63.8%	39 48.8%	51 73.9%	47 58.0%	41 62.1%
Federal loan programs	52 34.9%	20 45.5%	32 30.5%	32 40.0%	20 29.0%	28 34.6%	24 36.4%
Other loans	18 12.1%	6 13.6%	12 11.4%	7 8.8%	11 15.9%	6 7.4%	12 18.2%
Scholarships	94 63.1%	29 65.9%	65 61.9%	50 62.5%	44 63.8%	52 64.2%	41 62.1%
Employer	5 3.4%	1 2.3%	4 3.8%	2 2.5%	3 4.3%	0 0.0%	5 7.6%
Work study	16 10.7%	8 18.2%	8 7.6%	5 6.3%	11 15.9%	5 6.2%	11 16.7%
Fellowships/Assistantships	12 8.1%	2 4.5%	10 9.5%	2 2.5%	10 14.5%	4 4.9%	8 12.1%
Other	4 2.7%	2 4.5%	2 1.9%	3 3.8%	1 1.4%	0 0.0%	4 6.1%

Other answers:

Veteran Benefits (2 mentions)

Vocational Rehab

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

N=89	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	89 100.0%	18 20.2%	71 79.8%	0 0.0%	89 100.0%	14 15.7%	73 82.0%
Savings	48 53.9%	11 61.1%	37 52.1%	0 0.0%	48 53.9%	6 42.9%	42 57.5%
Jobs (other than work study) while in school (including vacations)	63 70.8%	10 55.6%	53 74.6%	0 0.0%	63 70.8%	9 64.3%	54 74.0%
Parents/grandparents	35 39.3%	8 44.4%	27 38.0%	0 0.0%	35 39.3%	8 57.1%	26 35.6%
Federal loan programs	40 44.9%	8 44.4%	32 45.1%	0 0.0%	40 44.9%	5 35.7%	34 46.6%
Other loans	18 20.2%	1 5.6%	17 23.9%	0 0.0%	18 20.2%	1 7.1%	17 23.3%
Scholarships	57 64.0%	10 55.6%	47 66.2%	0 0.0%	57 64.0%	10 71.4%	46 63.0%
Employer	10 11.2%	2 11.1%	8 11.3%	0 0.0%	10 11.2%	0 0.0%	10 13.7%
Work study	18 20.2%	4 22.2%	14 19.7%	0 0.0%	18 20.2%	3 21.4%	15 20.5%
Fellowships/Assistantships	42 47.2%	11 61.1%	31 43.7%	0 0.0%	42 47.2%	7 50.0%	35 47.9%
Other	4 4.5%	1 5.6%	3 4.2%	0 0.0%	4 4.5%	1 7.1%	3 4.1%

Other answers:

529 savings account (parent's)

Military GI Bill

7. What is your current education-related debt?

N=167	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	167 100.0%	46 27.5%	121 72.5%	80 47.9%	87 52.1%	81 48.5%	85 50.9%
None	65 38.9%	18 39.1%	47 38.8%	35 43.8%	30 34.5%	39 48.1%	26 30.6%
Less than \$10,000	20 12.0%	8 17.4%	12 9.9%	15 18.8%	5 5.7%	14 17.3%	6 7.1%
\$10,000 to \$19,999	16 9.6%	4 8.7%	12 9.9%	5 6.3%	11 12.6%	5 6.2%	11 12.9%
\$20,000 to \$29,999	15 9.0%	5 10.9%	10 8.3%	8 10.0%	7 8.0%	11 13.6%	4 4.7%
\$30,000 to \$49,999	18 10.8%	2 4.3%	16 13.2%	9 11.3%	9 10.3%	8 9.9%	10 11.8%
\$50,000 to \$74,999	13 7.8%	3 6.5%	10 8.3%	2 2.5%	11 12.6%	0 0.0%	13 15.3%
\$75,000 to \$99,999	7 4.2%	2 4.3%	5 4.1%	2 2.5%	5 5.7%	1 1.2%	6 7.1%
\$100,000 or more	13 7.8%	4 8.7%	9 7.4%	4 5.0%	9 10.3%	3 3.7%	9 10.6%
Average (mean) \$	24910.2	23206.5	25557.9	17625.0	31609.2	13919.8	34500.0

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

N=159	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	159 100.0%	45 28.3%	114 71.7%	76 47.8%	83 52.2%	78 49.1%	79 49.7%
Landscape architecture firm	99 62.3%	28 62.2%	71 62.3%	51 67.1%	48 57.8%	52 66.7%	46 58.2%
Architecture, engineering, or multidisciplinary firm	26 16.4%	9 20.0%	17 14.9%	12 15.8%	14 16.9%	12 15.4%	13 16.5%
Design/build firm	7 4.4%	2 4.4%	5 4.4%	4 5.3%	3 3.6%	3 3.8%	4 5.1%
Academic institution	2 1.3%	1 2.2%	1 0.9%	0 0.0%	2 2.4%	1 1.3%	1 1.3%
Federal government	4 2.5%	0 0.0%	4 3.5%	0 0.0%	4 4.8%	0 0.0%	4 5.1%
State government	3 1.9%	0 0.0%	3 2.6%	1 1.3%	2 2.4%	2 2.6%	1 1.3%
Local government	2 1.3%	0 0.0%	2 1.8%	1 1.3%	1 1.2%	1 1.3%	1 1.3%
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	2 1.3%	0 0.0%	2 1.8%	1 1.3%	1 1.2%	1 1.3%	1 1.3%
Private nonprofit organization	8 5.0%	3 6.7%	5 4.4%	4 5.3%	4 4.8%	3 3.8%	5 6.3%
Other	6 3.8%	2 4.4%	4 3.5%	2 2.6%	4 4.8%	3 3.8%	3 3.8%

Other answers:

Education Community College or High School CTE Program (Landscape Design/Horticulture Emphasis)

Environmental Design

General contractor CM

Playground design firm

Public service

Urban design

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

N=160	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	160 100.0%	45 28.1%	114 71.3%	76 47.5%	84 52.5%	79 49.4%	79 49.4%
Yes	111 69.4%	27 60.0%	83 72.8%	48 63.2%	63 75.0%	52 65.8%	58 73.4%
No	49 30.6%	18 40.0%	31 27.2%	28 36.8%	21 25.0%	27 34.2%	21 26.6%

9. How many?

N=159	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	159 100.0%	45 28.3%	114 71.7%	76 47.8%	83 52.2%	78 49.1%	79 49.7%
None	49 30.8%	18 40.0%	31 27.2%	28 36.8%	21 25.3%	27 34.6%	21 26.6%
1	19 11.9%	3 6.7%	16 14.0%	9 11.8%	10 12.0%	8 10.3%	11 13.9%
2	33 20.8%	8 17.8%	25 21.9%	12 15.8%	21 25.3%	15 19.2%	17 21.5%
3	24 15.1%	4 8.9%	20 17.5%	9 11.8%	15 18.1%	8 10.3%	16 20.3%
4	10 6.3%	5 11.1%	5 4.4%	7 9.2%	3 3.6%	7 9.0%	3 3.8%
5	14 8.8%	3 6.7%	11 9.6%	7 9.2%	7 8.4%	10 12.8%	4 5.1%
6 to 10	8 5.0%	4 8.9%	4 3.5%	3 3.9%	5 6.0%	2 2.6%	6 7.6%
11 or more	2 1.3%	0 0.0%	2 1.8%	1 1.3%	1 1.2%	1 1.3%	1 1.3%
Average (mean)	2.3	2.2	2.3	2.2	2.4	2.3	2.4

9c. Please comment on how the interview went:

- All interviews went smoothly, and I was able to accept a position with one of the many firms to offer me a job.
- All of it was over Zoom and most had a multi-interview process.
- Applied and got interviews. Showed portfolio.
- Applied for a summer internship, was contacted for an interview, and offered a job.
- At the beginning the interviewers and I introduced ourselves, then they gave a brief introduction to the firm and benefits for employees. After that, they asked me a few questions regarding the projects in my portfolio. Then we randomly chatted about things like my personal interests and personal background.
- Both went well. I was able to decide between the two firms I had interned with during the semester.
- Each interview was over a video call. They asked me my experience and why I wanted to pursue this career since my undergrad was vastly different.
- Excellent! Was flown out to the firm and was able to land a job with a great team.
- Extremely well.
- Fairly straightforward. Sent a ton of resumes and portfolios (10 probably) out but only heard back from 1 which I ended up accepting.
- Felt prepared by my previous employment and educator to present myself as a qualified candidate.
- Fine for the first one because it was the place I interned at, hard currently to get an email back.
- First of all, I introduced myself, and they wanted me to go through my portfolio and research works. Also, what type of project I'm interested, or I want to work on.
- First virtual interview, second was in-person and studio tour.
- Four interviews with the same firm: 1- Initial conversation with HR, 2- Design Exercise, 3- Personality test, 4- Salary and Start date conversation with HR.
- Good, I was hired.
- Good.
- Great! Got the job- the employer was my professor.
- Great.
- I did a few first round interviews. They were pretty standard. Went over my portfolio, learned about the companies and their structure/projects, and talked about my strengths for the role.
- I felt prepared and well qualified for my job interviews. I received three job offers.
- I interviewed for one job and one internship and got offers for both.
- I interviewed with an environmental engineering firm for a spring semester internship, and then again with the same firm to convert it into a full-time job upon graduation.
- I interviewed with two local firms in Steamboat, so it was relatively easy. They both consisted of a phone call and then an in-person meeting to finalize options and offers.
- I only went to the interviews because someone reached out to me. I did not really have to do the application process like most cases which made it a bit easier.
- I sent a resume and portfolio. They contacted me back and made an interview time.
- I was essentially offered the job before the interview after applying with a recommendation letter, so the interview was very casual and went well.
- I was happy not to have to travel, just interview online. I like going to virtual information sessions more, because then I can just enjoy learning about the firm instead of worrying about what comes next. I suggest you clarify this question if you want more useful information from future students.
- In general, the process was laid back and I felt prepared. The professionals were all kind and encouraging--providing guidance/mentorship throughout the interview. So many companies are hiring right now, my cohort and I all had jobs lined up several months prior to graduation.
- In person meeting, then first round of interviews in person. Then a second round was at the office of the firm. However, two of mine were strictly virtual interviews.
- Interviews went great but chose the one who offered a position closest to my hometown!
- Interviews went well, never heard any follow-up from firms.
- Interviews were easy to set up through TAMU's career fair. The interviews took place both in person and via video call. All interviews were positive and informative about current open positions for new MLA graduates.
- It took some time for many firms to reply. I was surprised that many had multiple interviews (sometimes as many as 4) as part of their process.
- It was difficult to get a response.
- It was fine and a little intimidating, but I felt relatively prepared.
- It was great.
- It was mixed. Some firms are very organized and on top of things and others are very much not so.
- It was mostly very informal. The career fair at UGA helped a lot.

9c. Please comment on how the interview went (continued):

- It went great. Was very relaxed.
- It went smoothly, they asked a lot of questions that I knew the answer to. They were Zoom interviews.
- It went well, but it was stressful during the semester and feeling the pressure from my classmates.
- It went well, I began to gain confidence and learned more about what I wanted in the process.
- It went well, I was offered two of the four jobs I interviewed for
- It went well, one was with the company I interned with and the other was informal lunch. Both have great insight into the field but one felt like a better fit for my personality.
- It went well. Personally, the more I interviewed the more prepared and comfortable I felt.
- Job was posted on LinkedIn and I emailed the owner using the provided email. I applied with a resume, cover letter, and linked my portfolio on my resume. I was scheduled for an interview 3 days later and they hired me on the spot. They were looking for someone who had AutoCAD and rendering experience. They viewed my online portfolio and felt it resembled the kind of work they were in need of. My CAD skills were non-existent at the time but they felt comfortable with me learning from someone I would shadow for a month.
- Not great. Still searching for employment.
- Not well, lots of stigma around my disability.
- One was multi-interview process (for a full-time position), the other was a 30-minute video call (for a full-time summer internship).
- Overall, it went great. There were many interviews that only had 1 meeting, while others can have continuous meetings with several team members. After several meetings with different companies, I navigated the questions and directed the conversation to ensure we are a good match for each other during the interview process.
- Please explain this question better so future students can give you useful information.
- Pretty smooth.
- Problems with time flexibility with classes for the Masters.
- Smooth!
- Started off with in-person meetings with reps typically then led to first round of interviews then second round interviews were generally at the office. Some were completely remote however and didn't include traveling to the office/studio.
- Still unemployed but I learned a lot about interviewing.
- The interview process was very smooth, I believe my college prepared me very well to interview and join the workforce. All of the interviews were very informal, we discussed my interests and portfolio and then I spent time getting to know the firm conducting the interview. I made an effort to visit all of the offices I interviewed with in person to help further solidify my decision of which firm to join.
- The interview process went great. Had amazing conversations with firms. While most firms made it seem they would roll out offers, I only received an offer from one. If firms weren't interested in hiring for the quarter, why did they waste my time?
- The interview process went well. They were particularly interested in my portfolio designs, and I provided a walkthrough of my projects. We discussed my skills and experiences, and I tried my best to showcase how my background aligns with the position's requirements. Overall, the interviews were focused on assessing my qualifications and fit for the job.
- The interview went better than expected. Most of the interview I attended was taken as practice so it was more calm and easy going.
- The process went well because I have prepared to be a great interviewee and direct the conversation to seek a job that fits my needs.
- There were several stages of interviewing; some of which had no follow up.
- They are quite similar with minor differences, and it feels like neither of them is very sincere.
- They went well, and even though I decided to continue with education, they were an excellent opportunity to practice selling myself.
- They went well.
- This process was super successful for me. This is mostly due to my professors and the department at Mississippi State. They want us to succeed and help us accomplish that!
- Very good
- Very simple and casual
- Very smoothly and positively
- Very well. Had follow-up interviews with the same company
- Was not too difficult to get interviews at this stage. People seem to be hiring
- Well, but was stressful because job hunting is tough
- Well. (4 mentions)
- Went great. I had experience interviewing for roles from a previous career.
- Went smoothly, thanks to the fact that I did an internship the previous year. The company I interviewed with was already interested in hiring.
- Went well, very straightforward, UGA prepared me well for interviewing and preparedness to join the workforce
- Went well. (2 mentions)
- Zoom interview. (2 mentions)

9d. Was it what you expected?

N=108	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	108 100.0%	27 25.0%	81 75.0%	47 43.5%	61 56.5%	50 46.3%	57 52.8%
Yes	88 81.5%	22 81.5%	66 81.5%	41 87.2%	47 77.0%	41 82.0%	47 82.5%
No	20 18.5%	5 18.5%	15 18.5%	6 12.8%	14 23.0%	9 18.0%	10 17.5%

9e. Please explain (interview was as expected)

- An interview is an interview.
- Asked me to go through my portfolio and explain my interests and the work leading up to now.
- Asked my experience, capabilities, and interests.
- Before the interview, I asked a few people from the professional field about what are the questions that might be asked, and what the interview would look like. It was very similar to what I was told.
- Companies I interviewed with were interested in my academic and previous professional experience. They were open about their office culture, expectations, and opportunities for growth/advancement.
- CSU had an Externship program where we got to spend a couple days at a firm. That experience provided me with the information I wanted/ needed to learn about firms.
- CSU has an externship program which gave me insight to what the job-hunting process would be like.
- Everyone is extremely helpful and was very welcoming. I felt like I fit in right away!
- Firms don't seem to have the common courtesy to not ghost their applicants. I'm just glad to have gotten a position.
- I expected interviews to be rigorous and help me identify what I wanted from a professional experience in landscape architecture.
- I had done internships in the past, so the process was pretty similar.
- I had done interviews previously for LSU's internship program and in our pro practice class we did several practice interviews, so I felt prepared.
- I interned at a larger firm and a smaller one. They both offered me full time positions after graduation.
- I realized it was a good hiring market so I figured I could get a job with all the work I put into this degree and my application materials.
- I researched ahead of time so knew things about each firm in advance. I expected a typical interview process with the firm I interned with and the informal lunch just led to good conversation.
- I sought advice from recent graduates and professionals on the interview process. Students should be prepared to walk through their portfolio.
- I was asked standard questions about my portfolio, experience with data and narrative building, my leadership and interpersonal skills.
- I was expecting at least the first interview to be over zoom before they decided if they wanted to do an in-person interview.
- I was hired.
- I was very prepared for all aspects of the interview process. I've had lots of experience due to past career fairs and help of professors.
- I've done interviews in the past and knew this job search process would be similar.
- I'm still in my internship so I decided to have interview practice and applied for jobs to set an internal deadline for finishing my portfolio.
- Interviewers were polite, kind, and friendly.
- It's an interview. They ask you questions, you ask them questions. If both/all of you think it's a match you get the job. If one or both is unsure, someone else gets it.
- Low expectations beyond how I present myself, and the firm was gracious, helpful, and high energy.
- LSU prepared students well for both future employment and interviews.
- Many of my peers in graduate school had engineering backgrounds and I knew I had to stand out on a STEM level as well as an artistic level.
- Most employers aren't flexible with school.
- Most meetings were very direct in explaining my contribution to group work showcased in portfolios, getting a better understanding of my workflow, skill set, and development with my current employment office. They also seemed interested in what I want to achieve in my career and where my ambitions lie in my work.
- Others in my class said they had some that were intense, I did not experience any like that - just felt like a normal interview.
- Overall, after practicing what I would say and how to talk about myself the interviewers followed a similar outline I was able to understand. It was also clearer to me what concepts, skills, and strengths they were seeking to hire the candidate.
- Prior internship with company made the process very smooth as I knew what to expect from the HR team.
- Reached out to connections and received responses. Scheduling interviews aligned with graduation date.
- Talking about portfolio and then what is hoped for in a job.
- The firm I interned at offered me a position but I want to work at a slightly larger firm.
- The interview process was easy, Companies wanted to see my work skills, interest, and to just get to know me as a person to see if I was a fit for the team.
- The interview process went smoothly. Open to teaching me lots and they agreed to the hourly wage I asked for.
- The interview questions were what I expected.
- The interviews were more conversational at this small firm, very different than some others I'd done for previous internships in public sector and larger private sector.
- The questions weren't very out of the ordinary.
- This is my second career, so the process was similar to my previous field of work.
- We went over the position, firm characteristics, my experiences.
- Yes and no. I was taught how interviews would go in school. However, I didn't know how to market myself as well at first.

9e. Please explain (interview was as expected)

- Yes, the interview process was very straight forward and what I expected.
- Yes, the interview was mostly what I expected. They focused on discussing my portfolio designs, skills, and experiences, which I had prepared for. The questions were relevant to the position, and I felt comfortable during the interview process. Overall, it aligned with what I anticipated, and I'm hopeful for a positive outcome.

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

- Due to the timing, I didn't get the job. I regret that if I had more time to practice, result might have been different.
- Every office is different.
- I come from a professional background and expect employers to be equally professional. Even if they don't want to hire me, they ought to do the courteous thing and follow up. Never have I had such an experience with potential employers before.
- I didn't realize that I was getting hired at the most renowned firm in Fresno and that I would be working directly for two landscape architects that had been doing business in the valley for over 35 years and I had no other work colleagues.
- I ended up taking a position with a firm I really liked but had never met the team besides the principals at the office before taking the job. Also never went to the office before taking the job.
- I thought more firms would revert back.
- I was asked to do free work and present to determine if I would get the position. After completing all the requirements they did not want to hire me.
- I wasn't anticipating working for a tiny company coming out of school, so I was more prepared for a more official interview situation but was pleasantly surprised by the relaxed nature of my interview. I think it allowed me to make a good impression instead of being super stressed.
- I would have hoped for less discrimination in this field.
- I'm not sure exactly what they want for an employee, and I hope to receive some feedback after the interview.
- It was beyond my expectations, I felt it was too specific for me, my second round was with more than 7 people including the CEO. I didn't feel like applying with hundreds of people.
- It went smoother and better than expected.
- Jobs sought me out, I was expecting to have to do the application process.
- Some included travel while others didn't.
- The salary package offered was not as expected.
- While most firms made it seem they would roll out offers, I only received an offer from one firm. If firms weren't interested in hiring for the quarter, why did they waste my time?

10. What salary expectation do you have?

N=149	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	149 100.0%	44 29.5%	105 70.5%	73 49.0%	76 51.0%	76 51.0%	71 47.7%
No expectation	12 8.1%	5 11.4%	7 6.7%	7 9.6%	5 6.6%	6 7.9%	6 8.5%
<\$30,000	1 0.7%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	0 0.0%	1 1.4%
\$30,000 to \$34,999	1 0.7%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	0 0.0%	1 1.4%
\$35,000 to \$39,999	2 1.3%	0 0.0%	2 1.9%	1 1.4%	1 1.3%	1 1.3%	1 1.4%
\$40,000 to \$44,999	1 0.7%	0 0.0%	1 1.0%	1 1.4%	0 0.0%	1 1.3%	0 0.0%
\$45,000 to \$49,999	1 0.7%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	0 0.0%	1 1.4%
\$50,000 to \$59,999	35 23.5%	9 20.5%	26 24.8%	23 31.5%	12 15.8%	22 28.9%	13 18.3%
\$60,000 or more	96 64.4%	27 61.4%	69 65.7%	38 52.1%	58 76.3%	46 60.5%	48 67.6%
Average (mean) \$	63583.2	62477.4	64023.3	60450.0	66495.8	62449.1	64299.4

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

N=145	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	145 100.0%	41 28.3%	104 71.7%	69 47.6%	76 52.4%	72 49.7%	71 49.0%
A former employer	30 20.7%	10 24.4%	20 19.2%	12 17.4%	18 23.7%	14 19.4%	16 22.5%
An internship organization	32 22.1%	9 22.0%	23 22.1%	12 17.4%	20 26.3%	16 22.2%	14 19.7%
Both	33 22.8%	8 19.5%	25 24.0%	20 29.0%	13 17.1%	21 29.2%	12 16.9%
Neither	50 34.5%	14 34.1%	36 34.6%	25 36.2%	25 32.9%	21 29.2%	29 40.8%

12a. Have you had any job offers?

N=148	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	148 100.0%	42 28.4%	104 70.3%	72 48.6%	76 51.4%	74 50.0%	71 48.0%
Yes	108 73.0%	29 69.0%	77 74.0%	49 68.1%	59 77.6%	55 74.3%	51 71.8%
No	40 27.0%	13 31.0%	27 26.0%	23 31.9%	17 22.4%	19 25.7%	20 28.2%

12a. How many?

N=147	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	147 100.0%	42 28.6%	104 70.7%	71 48.3%	76 51.7%	74 50.3%	71 48.3%
None	40 27.2%	13 31.0%	27 26.0%	23 32.4%	17 22.4%	19 25.7%	20 28.2%
1	51 34.7%	12 28.6%	39 37.5%	19 26.8%	32 42.1%	23 31.1%	28 39.4%
2	38 25.9%	9 21.4%	28 26.9%	18 25.4%	20 26.3%	22 29.7%	15 21.1%
3	11 7.5%	3 7.1%	8 7.7%	7 9.9%	4 5.3%	6 8.1%	5 7.0%
4 or more	7 4.8%	5 11.9%	2 1.9%	4 5.6%	3 3.9%	4 5.4%	3 4.2%
Average (mean) offers	1.3	1.5	1.2	1.3	1.3	1.4	1.3
Average (mean) offers (respondents with at least one offer)	1.8	2.2	1.7	1.9	1.7	1.9	1.8

12b. What starting salary were you offered?

N=103	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	103 100.0%	29 28.2%	74 71.8%	46 44.7%	57 55.3%	51 49.5%	51 49.5%
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	3 2.9%	0 0.0%	3 4.1%	2 4.3%	1 1.8%	2 3.9%	1 2.0%
\$35,000 to \$39,999	6 5.8%	1 3.4%	5 6.8%	2 4.3%	4 7.0%	2 3.9%	4 7.8%
\$40,000 to \$44,999	11 10.7%	2 6.9%	9 12.2%	7 15.2%	4 7.0%	6 11.8%	4 7.8%
\$45,000 to \$49,999	7 6.8%	0 0.0%	7 9.5%	3 6.5%	4 7.0%	5 9.8%	2 3.9%
\$50,000 to \$59,999	64 62.1%	27 93.1%	37 50.0%	46 100.0%	18 31.6%	48 94.1%	16 31.4%
\$60,000 or more	70 68.0%	23 79.3%	47 63.5%	22 47.8%	48 84.2%	26 51.0%	43 84.3%
Average (mean) \$	58121.2	60694.9	56858.1	55062.7	61295.8	55481.3	61566.7

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.

(N=177)

	(1) Most important	(2)	(3)	(4)	(5)	(6) Least important	Total
Type of organization	23 19.5%	24 20.3%	17 14.4%	16 13.6%	20 16.9%	18 15.3%	118 100.0%
Specialties within the organization	16 13.6%	20 16.9%	16 13.6%	21 17.8%	24 20.3%	21 17.8%	118 100.0%
Reputation of the organization	21 17.8%	16 13.6%	16 13.6%	21 17.8%	23 19.5%	21 17.8%	118 100.0%
Geographic location	36 30.5%	18 15.3%	22 18.6%	13 11.0%	11 9.3%	18 15.3%	118 100.0%
Starting salary	5 4.2%	27 22.9%	31 26.3%	26 22.0%	21 17.8%	8 6.8%	118 100.0%
Position description	17 14.4%	13 11.0%	16 13.6%	21 17.8%	19 16.1%	32 27.1%	118 100.0%

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=118	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	118 100.0%	36 30.5%	82 69.5%	59 50.0%	59 50.0%	61 51.7%	55 46.6%
(1) Most important	23 19.5%	8 22.2%	15 18.3%	11 18.6%	12 20.3%	11 18.0%	12 21.8%
(2)	24 20.3%	7 19.4%	17 20.7%	12 20.3%	12 20.3%	11 18.0%	12 21.8%
(3)	17 14.4%	5 13.9%	12 14.6%	7 11.9%	10 16.9%	7 11.5%	10 18.2%
(4)	16 13.6%	4 11.1%	12 14.6%	9 15.3%	7 11.9%	11 18.0%	5 9.1%
(5)	20 16.9%	10 27.8%	10 12.2%	10 16.9%	10 16.9%	11 18.0%	8 14.5%
(6) Least important	18 15.3%	2 5.6%	16 19.5%	10 16.9%	8 13.6%	10 16.4%	8 14.5%

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.

Specialties within the organization

N=118	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	118 100.0%	36 30.5%	82 69.5%	59 50.0%	59 50.0%	61 51.7%	55 46.6%
(1) Most important	16 13.6%	5 13.9%	11 13.4%	8 13.6%	8 13.6%	6 9.8%	10 18.2%
(2)	20 16.9%	7 19.4%	13 15.9%	10 16.9%	10 16.9%	11 18.0%	9 16.4%
(3)	16 13.6%	2 5.6%	14 17.1%	9 15.3%	7 11.9%	10 16.4%	5 9.1%
(4)	21 17.8%	10 27.8%	11 13.4%	11 18.6%	10 16.9%	11 18.0%	9 16.4%
(5)	24 20.3%	7 19.4%	17 20.7%	11 18.6%	13 22.0%	11 18.0%	13 23.6%
(6) Least important	21 17.8%	5 13.9%	16 19.5%	10 16.9%	11 18.6%	12 19.7%	9 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.

Reputation of the organization

N=118	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	118 100.0%	36 30.5%	82 69.5%	59 50.0%	59 50.0%	61 51.7%	55 46.6%
(1) Most important	21 17.8%	5 13.9%	16 19.5%	8 13.6%	13 22.0%	9 14.8%	10 18.2%
(2)	16 13.6%	6 16.7%	10 12.2%	8 13.6%	8 13.6%	8 13.1%	8 14.5%
(3)	16 13.6%	7 19.4%	9 11.0%	8 13.6%	8 13.6%	8 13.1%	8 14.5%
(4)	21 17.8%	4 11.1%	17 20.7%	10 16.9%	11 18.6%	12 19.7%	9 16.4%
(5)	23 19.5%	5 13.9%	18 22.0%	11 18.6%	12 20.3%	12 19.7%	11 20.0%
(6) Least important	21 17.8%	9 25.0%	12 14.6%	14 23.7%	7 11.9%	12 19.7%	9 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.

Geographic location

N=118	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	118 100.0%	36 30.5%	82 69.5%	59 50.0%	59 50.0%	61 51.7%	55 46.6%
(1) Most important	36 30.5%	10 27.8%	26 31.7%	19 32.2%	17 28.8%	20 32.8%	16 29.1%
(2)	18 15.3%	4 11.1%	14 17.1%	11 18.6%	7 11.9%	13 21.3%	5 9.1%
(3)	22 18.6%	8 22.2%	14 17.1%	11 18.6%	11 18.6%	9 14.8%	12 21.8%
(4)	13 11.0%	3 8.3%	10 12.2%	7 11.9%	6 10.2%	8 13.1%	5 9.1%
(5)	11 9.3%	3 8.3%	8 9.8%	5 8.5%	6 10.2%	4 6.6%	7 12.7%
(6) Least important	18 15.3%	8 22.2%	10 12.2%	6 10.2%	12 20.3%	7 11.5%	10 18.2%

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.

Starting salary

N=118	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	118 100.0%	36 30.5%	82 69.5%	59 50.0%	59 50.0%	61 51.7%	55 46.6%
(1) Most important	5 4.2%	3 8.3%	2 2.4%	2 3.4%	3 5.1%	2 3.3%	3 5.5%
(2)	27 22.9%	8 22.2%	19 23.2%	10 16.9%	17 28.8%	12 19.7%	14 25.5%
(3)	31 26.3%	10 27.8%	21 25.6%	18 30.5%	13 22.0%	21 34.4%	10 18.2%
(4)	26 22.0%	6 16.7%	20 24.4%	13 22.0%	13 22.0%	10 16.4%	15 27.3%
(5)	21 17.8%	8 22.2%	13 15.9%	12 20.3%	9 15.3%	11 18.0%	10 18.2%
(6) Least important	8 6.8%	1 2.8%	7 8.5%	4 6.8%	4 6.8%	5 8.2%	3 5.5%

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.

Position description

N=118	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	118 100.0%	36 30.5%	82 69.5%	59 50.0%	59 50.0%	61 51.7%	55 46.6%
(1) Most important	17 14.4%	5 13.9%	12 14.6%	11 18.6%	6 10.2%	13 21.3%	4 7.3%
(2)	13 11.0%	4 11.1%	9 11.0%	8 13.6%	5 8.5%	6 9.8%	7 12.7%
(3)	16 13.6%	4 11.1%	12 14.6%	6 10.2%	10 16.9%	6 9.8%	10 18.2%
(4)	21 17.8%	9 25.0%	12 14.6%	9 15.3%	12 20.3%	9 14.8%	12 21.8%
(5)	19 16.1%	3 8.3%	16 19.5%	10 16.9%	9 15.3%	12 19.7%	6 10.9%
(6) Least important	32 27.1%	11 30.6%	21 25.6%	15 25.4%	17 28.8%	15 24.6%	16 29.1%

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

N=138	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	138 100.0%	39 28.3%	99 71.7%	66 47.8%	72 52.2%	69 50.0%	67 48.6%
Restricted due to necessity	35 25.4%	12 30.8%	23 23.2%	19 28.8%	16 22.2%	18 26.1%	17 25.4%
Restricted due to personal preference	60 43.5%	16 41.0%	44 44.4%	29 43.9%	31 43.1%	27 39.1%	32 47.8%
I did not feel restricted to one geographical area	43 31.2%	11 28.2%	32 32.3%	18 27.3%	25 34.7%	24 34.8%	18 26.9%

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

N=138	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	138 100.0%	39 28.3%	99 71.7%	66 47.8%	72 52.2%	69 50.0%	67 48.6%
Yes	107 77.5%	30 76.9%	77 77.8%	50 75.8%	57 79.2%	57 82.6%	48 71.6%
No	6 4.3%	3 7.7%	3 3.0%	3 4.5%	3 4.2%	3 4.3%	3 4.5%
Uncertain	25 18.1%	6 15.4%	19 19.2%	13 19.7%	12 16.7%	9 13.0%	16 23.9%

15. Have you started or accepted a job?

N=140	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	140 100.0%	39 27.9%	100 71.4%	68 48.6%	72 51.4%	70 50.0%	67 47.9%
Yes	100 71.4%	26 66.7%	73 73.0%	45 66.2%	55 76.4%	49 70.0%	49 73.1%
No	40 28.6%	13 33.3%	27 27.0%	23 33.8%	17 23.6%	21 30.0%	18 26.9%

16. Which of the following best describes your employer?

N=97	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	97 100.0%	26 26.8%	71 73.2%	42 43.3%	55 56.7%	47 48.5%	49 50.5%
Landscape architecture firm	52 53.6%	13 50.0%	39 54.9%	24 57.1%	28 50.9%	27 57.4%	25 51.0%
Architecture, engineering, or multidisciplinary firm	28 28.9%	10 38.5%	18 25.4%	9 21.4%	19 34.5%	12 25.5%	15 30.6%
Design/build firm	4 4.1%	1 3.8%	3 4.2%	2 4.8%	2 3.6%	2 4.3%	2 4.1%
Academic institution	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Federal government	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
State government	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Local government	4 4.1%	0 0.0%	4 5.6%	3 7.1%	1 1.8%	2 4.3%	2 4.1%
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	3 3.1%	1 3.8%	2 2.8%	2 4.8%	1 1.8%	2 4.3%	1 2.0%
Private nonprofit organization	3 3.1%	1 3.8%	2 2.8%	0 0.0%	3 5.5%	0 0.0%	3 6.1%
Other	3 3.1%	0 0.0%	3 4.2%	2 4.8%	1 1.8%	2 4.3%	1 2.0%

Other answers:

Fellowship

Landscape Design Company

17. Is this your preferred type of employer?

N=97	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	97 100.0%	26 26.8%	71 73.2%	42 43.3%	55 56.7%	47 48.5%	49 50.5%
Yes	70 72.2%	17 65.4%	53 74.6%	29 69.0%	41 74.5%	33 70.2%	36 73.5%
No	14 14.4%	5 19.2%	9 12.7%	5 11.9%	9 16.4%	7 14.9%	7 14.3%
Didn't have a preference	13 13.4%	4 15.4%	9 12.7%	8 19.0%	5 9.1%	7 14.9%	6 12.2%

18. What is your starting salary?

N=95	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	95 100.0%	25 26.3%	70 73.7%	41 43.2%	54 56.8%	46 48.4%	48 50.5%
Not finalized yet	3 3.2%	2 8.0%	1 1.4%	2 4.9%	1 1.9%	2 4.3%	1 2.1%
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	2 2.1%	0 0.0%	2 2.9%	2 4.9%	0 0.0%	1 2.2%	1 2.1%
\$35,000 to \$39,999	1 1.1%	0 0.0%	1 1.4%	0 0.0%	1 1.9%	0 0.0%	1 2.1%
\$40,000 to \$44,999	4 4.2%	0 0.0%	4 5.7%	3 7.3%	1 1.9%	2 4.3%	2 4.2%
\$45,000-\$49,999	5 5.3%	1 4.0%	4 5.7%	1 2.4%	4 7.4%	1 2.2%	4 8.3%
\$50,000 to \$59,999	37 38.9%	11 44.0%	26 37.1%	20 48.8%	17 31.5%	24 52.2%	13 27.1%
\$60,000 or more	43 45.3%	11 44.0%	32 45.7%	13 31.7%	30 55.6%	16 34.8%	26 54.2%
Average (mean) \$	60116.2	62434.3	59343.5	56550.3	62740.2	57776.8	62096.0

19. Which of the following benefits are included?

N=89	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	89 100.0%	25 28.1%	64 71.9%	37 41.6%	52 58.4%	44 49.4%	44 49.4%
Major medical	84 94.4%	24 96.0%	60 93.8%	35 94.6%	49 94.2%	42 95.5%	41 93.2%
Life	47 52.8%	14 56.0%	33 51.6%	24 64.9%	23 44.2%	26 59.1%	21 47.7%
Profit sharing	23 25.8%	6 24.0%	17 26.6%	12 32.4%	11 21.2%	11 25.0%	12 27.3%
Professional development	50 56.2%	13 52.0%	37 57.8%	16 43.2%	34 65.4%	21 47.7%	28 63.6%
ASLA dues	27 30.3%	6 24.0%	21 32.8%	8 21.6%	19 36.5%	10 22.7%	16 36.4%
401K retirement plan	67 75.3%	19 76.0%	48 75.0%	25 67.6%	42 80.8%	31 70.5%	35 79.5%
LARE support	49 55.1%	11 44.0%	38 59.4%	18 48.6%	31 59.6%	25 56.8%	23 52.3%
Other	9 10.1%	1 4.0%	8 12.5%	4 10.8%	5 9.6%	4 9.1%	4 9.1%

Other answers:

403B retirement plan

Company Shares

Dental, vision, fitness membership

Employee-owned

Flex hours

Sign-on bonus

Simple IRA

Vision and dental

Work Laptop, Half Day Friday, Remote days often

20. What state will you be working in?

N=96	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	96 100.0%	26 27.1%	70 72.9%	41 42.7%	55 57.3%	46 47.9%	49 51.0%
Arizona	2 2.1%	1 3.8%	1 1.4%	1 2.4%	1 1.8%	0 0.0%	2 4.1%
Arkansas	2 2.1%	1 3.8%	1 1.4%	2 4.9%	0 0.0%	2 4.3%	0 0.0%
California	20 20.8%	7 26.9%	13 18.6%	11 26.8%	9 16.4%	8 17.4%	12 24.5%
Colorado	7 7.3%	1 3.8%	6 8.6%	5 12.2%	2 3.6%	6 13.0%	1 2.0%
District of Columbia	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.8%	0 0.0%	1 2.0%
Florida	4 4.2%	0 0.0%	4 5.7%	3 7.3%	1 1.8%	3 6.5%	1 2.0%
Georgia	4 4.2%	2 7.7%	2 2.9%	1 2.4%	3 5.5%	4 8.7%	0 0.0%
Hawaii	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.8%	0 0.0%	1 2.0%
Illinois	4 4.2%	0 0.0%	4 5.7%	1 2.4%	3 5.5%	2 4.3%	1 2.0%
Louisiana	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.8%	0 0.0%	1 2.0%
Maryland	4 4.2%	1 3.8%	3 4.3%	2 4.9%	2 3.6%	2 4.3%	2 4.1%
Massachusetts	4 4.2%	1 3.8%	3 4.3%	1 2.4%	3 5.5%	1 2.2%	3 6.1%
Michigan	3 3.1%	2 7.7%	1 1.4%	1 2.4%	2 3.6%	1 2.2%	2 4.1%
Minnesota	2 2.1%	1 3.8%	1 1.4%	1 2.4%	1 1.8%	0 0.0%	2 4.1%
Nevada	2 2.1%	0 0.0%	2 2.9%	2 4.9%	0 0.0%	2 4.3%	0 0.0%
New Mexico	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.8%	0 0.0%	1 2.0%
New York	6 6.3%	2 7.7%	4 5.7%	2 4.9%	4 7.3%	4 8.7%	2 4.1%

20. What state will you be working in?

N=96	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
North Carolina	5 5.2%	2 7.7%	3 4.3%	1 2.4%	4 7.3%	2 4.3%	3 6.1%
Ohio	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.8%	0 0.0%	1 2.0%
Oregon	2 2.1%	0 0.0%	2 2.9%	0 0.0%	2 3.6%	0 0.0%	2 4.1%
Pennsylvania	3 3.1%	0 0.0%	3 4.3%	1 2.4%	2 3.6%	1 2.2%	2 4.1%
Tennessee	1 1.0%	0 0.0%	1 1.4%	1 2.4%	0 0.0%	1 2.2%	0 0.0%
Texas	8 8.3%	4 15.4%	4 5.7%	2 4.9%	6 10.9%	3 6.5%	5 10.2%
Utah	2 2.1%	0 0.0%	2 2.9%	1 2.4%	1 1.8%	1 2.2%	1 2.0%
Virginia	2 2.1%	0 0.0%	2 2.9%	0 0.0%	2 3.6%	1 2.2%	1 2.0%
Puerto Rico	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.8%	0 0.0%	1 2.0%
Non-US	3 3.1%	1 3.8%	2 2.9%	2 4.9%	1 1.8%	2 4.3%	1 2.0%

21. Is this your preferred location?

N=95	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	95 100.0%	26 27.4%	69 72.6%	41 43.2%	54 56.8%	46 48.4%	49 51.6%
Yes	76 80.0%	20 76.9%	56 81.2%	34 82.9%	42 77.8%	35 76.1%	41 83.7%
No	19 20.0%	6 23.1%	13 18.8%	7 17.1%	12 22.2%	11 23.9%	8 16.3%

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

N=137	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	137 100.0%	39 28.5%	97 70.8%	65 47.4%	72 52.6%	69 50.4%	66 48.2%
Yes - will pursue another degree right away	9 6.6%	2 5.1%	6 6.2%	5 7.7%	4 5.6%	5 7.2%	4 6.1%
Yes - will pursue another degree/additional education after gaining some professional experience	29 21.2%	9 23.1%	20 20.6%	17 26.2%	12 16.7%	18 26.1%	9 13.6%
Uncertain	28 20.4%	8 20.5%	20 20.6%	21 32.3%	7 9.7%	19 27.5%	9 13.6%
Do not expect to	71 51.8%	20 51.3%	51 52.6%	22 33.8%	49 68.1%	27 39.1%	44 66.7%

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

N=63	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	63 100.0%	19 30.2%	44 69.8%	43 68.3%	20 31.7%	41 65.1%	21 33.3%
Bachelor	1 1.6%	0 0.0%	1 2.3%	1 2.3%	0 0.0%	1 2.4%	0 0.0%
Masters	45 71.4%	14 73.7%	31 70.5%	41 95.3%	4 20.0%	35 85.4%	10 47.6%
Ph.D.	13 20.6%	2 10.5%	11 25.0%	1 2.3%	12 60.0%	5 12.2%	8 38.1%
Other	4 6.3%	3 15.8%	1 2.3%	0 0.0%	4 20.0%	0 0.0%	3 14.3%

Other answers:

Additional Masters

Another Masters and then a PhD

Masters or PhD

Professional Certifications in my specialized field of work – Architecture, Construction, Landscape, Sustainability

22b. What discipline will it be in?

Architectural History or City/Regional Planning
Architecture (3 mentions)
Architecture and Landscape Architecture
Architecture and Sustainability
Architecture, Materials Science, Urban Design, Building Technologies
ARTS, ANTHROPOLOGIE, ENVIRONMENTAL HUMANITIES
Business (2 mentions)
Cultural Landscapes and Heritage
Education
Environmental
Environmental Art or Social/Environmental Justice
Environmental Design (2 mentions)
Environmental Law
Environmental planning
GIS
Landscape Architecture (11 mentions)
Landscape Architecture or Horticulture
Landscape Architecture or Planning
Landscape architecture or Urban Design
Landscape Architecture OR Urban Planning OR Natural Resources Management
Landscape Architecture or Urban Strategy
Landscape Architecture, Planning
Landscape Related
Masters of Integrated Sustainability Development
MBA
Sociology
Sustainability and Climate Change
Urban Design (5 mentions)
Urban Planning (6 mentions)
Urban Planning and Design (2 mentions)

Undecided

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

N=60	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	60 100.0%	19 31.7%	41 68.3%	41 68.3%	19 31.7%	39 65.0%	20 33.3%
Teach in landscape architecture	27 45.0%	9 47.4%	18 43.9%	14 34.1%	13 68.4%	15 38.5%	12 60.0%
Teach in other discipline	5 8.3%	2 10.5%	3 7.3%	1 2.4%	4 21.1%	2 5.1%	3 15.0%
Seek practice employment or start my own practice	46 76.7%	16 84.2%	30 73.2%	35 85.4%	11 57.9%	29 74.4%	16 80.0%
Other	5 8.3%	1 5.3%	4 9.8%	3 7.3%	2 10.5%	2 5.1%	3 15.0%

Other answers:

Be really glad to be done.

Have the qualifications to do possibly do more sustainable projects. Or be able to go after different kinds of work.

Policy

Unsure

Work in Non-Profit Sector or Policy

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

- Beginning design studios
- Climate Change Resilient Design
- Designing and learning about where we live
- History of LA or Design Studio or Non-traditional Representation
- I feel there is a lack of education towards industry standard programs currently and would like to teach something related to building a 3d environment and rendering
- I would love to do some work back at CU Boulder where I attended undergrad.
- Landscape design or architecture focused on landscape design
- Media
- Neurodivergent design

22c. Teach in other discipline – specify:

- Urban design, streetscapes
- Architecture

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

- Architecture Firm
- Climate Change Infrastructure
- GUSC
- Landscape architecture
- Landscape Architecture, Interior Design
- Landscape History, survey, documentation, restoration, reconstruction, and reinterpreting.
- Neurodivergent design
- Non-profit
- Research-focused
- Transportation
- Urban Planning / Landscape Design

23. How did you first learn about landscape architecture?

N=134	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	134 100.0%	38 28.4%	96 71.6%	64 47.8%	70 52.2%	67 50.0%	65 48.5%
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)	1 0.7%	0 0.0%	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.5%
A landscape architect visited my high school (grades 9 to 12)	3 2.2%	1 2.6%	2 2.1%	2 3.1%	1 1.4%	2 3.0%	1 1.5%
Talking to a landscape architect (family/friend/acquaintance)	27 20.1%	6 15.8%	21 21.9%	10 15.6%	17 24.3%	14 20.9%	13 20.0%
When I applied for a job working for one	1 0.7%	1 2.6%	0 0.0%	0 0.0%	1 1.4%	0 0.0%	1 1.5%
From a high-school counselor	2 1.5%	1 2.6%	1 1.0%	2 3.1%	0 0.0%	2 3.0%	0 0.0%
Read about it online	28 20.9%	9 23.7%	19 19.8%	14 21.9%	14 20.0%	11 16.4%	16 24.6%
Read about it in a book, newspaper, or magazine	7 5.2%	2 5.3%	5 5.2%	3 4.7%	4 5.7%	3 4.5%	4 6.2%
Social media	4 3.0%	0 0.0%	4 4.2%	1 1.6%	3 4.3%	1 1.5%	3 4.6%
Through the American Society of Landscape Architecture (ASLA)	4 3.0%	3 7.9%	1 1.0%	2 3.1%	2 2.9%	1 1.5%	3 4.6%
Other	57 42.5%	15 39.5%	42 43.8%	30 46.9%	27 38.6%	33 49.3%	23 35.4%

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

- Accidentally joined and liked it
- Affinity test
- An introduction class my first fall of college
- Aptitude testing facility
- Career night as a freshman at the design school my freshman year
- Classes offered in school
- Client of a landscape architect
- College
- College applications (2 mentions)
- College guidance counselor
- College visit at Cal Poly SLO
- Exposure in college level course
- First discovered when selecting a degree at university
- From a professor in my undergraduate program
- General art credit at university
- High School CTE Program
- I visited Arcosanti
- I worked below a landscape architect at a job
- I worked for public artists who were involved in the field
- In my college major catalog
- In my first year of college
- In school (2 mentions)
- Learned about it in college
- Learned about it in college, transferred from chemical engineering
- Learned about it visiting UO as a prospective high school student
- Looking for environmental management graduate programs and discovered the UC Berkeley MLA Environmental Planning program
- Looking into graduate school for Natural Resources/Plant Sciences
- My dad hired a landscape architect for his work
- Neighbor in high school
- Not sure about first, but certainly because becoming one seemed to be the only way to stop bad design that us horticulture people had to put up with.
- On my own through shared interests
- One of the majors at school
- Online
- Podcast
- Started in Architecture and transferred universities and it had architecture in the name
- Through a landscape design course that was a part of my horticulture curriculum
- Through my college counselor
- Through SUNY ESF
- Through UGA programs list
- Through undergrad professor
- Through undergraduate electives
- Through visiting Kansas State University's College of Architecture, Planning and Design as a prospective student
- Took general education course at university
- Undergrad professors were landscape architects; my undergraduate university did not offer an LA program.
- Undergraduate Degree
- University
- University art course
- When I transferred to CU Boulder ENVD and took my first LA studio
- When switching majors in college
- While interning for an architect
- Working as a landscape artist and designer prior to grad school
- Working various sustainability job and having a particular interest for design led me to research a profession where I could do both

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

N=135	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	135 100.0%	38 28.1%	96 71.1%	63 46.7%	72 53.3%	67 49.6%	66 48.9%
Yes	23 17.0%	8 21.1%	14 14.6%	10 15.9%	13 18.1%	12 17.9%	11 16.7%
No	112 83.0%	30 78.9%	82 85.4%	53 84.1%	59 81.9%	55 82.1%	55 83.3%

24b. If yes, how many times?

N=22	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	22 100.0%	8 36.4%	14 63.6%	10 45.5%	12 54.5%	11 50.0%	11 50.0%
Once	10 45.5%	2 25.0%	8 57.1%	4 40.0%	6 50.0%	6 54.5%	4 36.4%
Two to four times	9 40.9%	5 62.5%	4 28.6%	6 60.0%	3 25.0%	4 36.4%	5 45.5%
Five or more times	3 13.6%	1 12.5%	2 14.3%	0 0.0%	3 25.0%	1 9.1%	2 18.2%

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

N=22	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	22 100.0%	8 36.4%	14 63.6%	10 45.5%	12 54.5%	11 50.0%	11 50.0%
Elementary school (grades K to 5)	9 40.9%	2 25.0%	7 50.0%	6 60.0%	3 25.0%	6 54.5%	3 27.3%
Middle school (grades 6 to 8)	5 22.7%	2 25.0%	3 21.4%	3 30.0%	2 16.7%	2 18.2%	3 27.3%
High school (grades 9 to 12)	13 59.1%	7 87.5%	6 42.9%	5 50.0%	8 66.7%	6 54.5%	7 63.6%

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

N=133	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	133 100.0%	37 27.8%	95 71.4%	62 46.6%	71 53.4%	66 49.6%	65 48.9%
Yes	85 63.9%	19 51.4%	65 68.4%	38 61.3%	47 66.2%	44 66.7%	39 60.0%
No	48 36.1%	18 48.6%	30 31.6%	24 38.7%	24 33.8%	22 33.3%	26 40.0%

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

- Ability to join design competitions through SCASLA
- Almost all of our design studios had real clients and stakeholders in the local community. Our student chapter of ASLA did volunteer work with hurricane relief, local schools, and the local arboretum.
- Charettes
- Charrettes and surveys
- Charrettes, in person questionnaires, online questionnaires, memory mapping.
- Classes that specifically had community activities and SASLA activities.
- Client meetings, surveys
- Collaboration with Indigenous Nations, communities & city boards.
- Community charrettes, tabling, surveys
- Community collaboration studio
- Community Engaged Methods course.
- Community engagement project and charrettes
- Community engagement related to a church entry design; community engagement related to a master planning project for a neighborhood; stakeholder engagement related to an arboretum; stakeholder and community engagements related to green infrastructure network design for a neighborhood
- Community Engagement Studio: worked with a local neighborhood to create a project where we painted and planted a barrier
- Community engagement through Student ASLA and design studio with a community client.
- Community engagement with an elementary school through design build studio
- Community engagement with communities in Baltimore we were designing in
- Community engagement, community service, outreach and design charettes
- Community led design activities.
- Design charrette as part of my final MLA project.
- Design charrettes
- Design charrettes, community involvement- Parking Day, collaborative designs, and much more.
- Design charrettes/stakeholder meetings for design-build studio, stakeholder meetings for urban connectivity studio, coastal dynamics studio, and planting design class
- Design playground with kids
- Did a studio on Community Engagement in Apalachicola, Florida.
- Discussions, games, reviews, presentations
- I choose to volunteer independently of my school
- I took a studio course that required me to be involved in the community and teach children.
- Imagery Boards, small group conversations with community members
- It was extremely minimal unfortunately, but we did get to talk to local leaders of an art collab briefly
- Jemez Pueblo Native American community.
- Listening session with environmental justice community group Designed graphics for the group
- Mostly design charrettes
- Park Day, ASLA events
- PARKing Day, public input with studio
- Parklet design charette; maker space that offers different types of workshops open to public, including 3D printing, origami, sewing, and so on.
- Participatory design projects
- Public meetings, open houses in three different studios with three different communities
- Redesign of different community areas.
- Redesigning the schools garden and courtyard
- Service based studios and Charrettes
- Site visits with community members and open invitations to the community for studio presentations
- Site visits, community engagement, client engagement
- Some virtual site visits/meetings for projects during COVID, some in person site visits for other projects after. The thing is that you can't really do community engagement without creating design fatigue, and I respect the communities I studied too much to do that to them. They deserve real projects by people with real agency, not just another college student taking their time and doing a theoretical project going nowhere.
- South Los Angeles Neighborhoods
- Speaking to the community, Sharing views about design and the future of those communities, presentations for future aspirations and goals.
- Student charrettes, tree planting activities, streets cleaning up practices, design competitions

- Studio projects, charrettes
- Studio, Design Media, Theory, Ecological/Planting Design, Independent Study
- There were some class days where community members came in to interact with students. Some of the activities included charrettes and critics. We also had meetings with neighborhood communities to discuss their wants/needs for landscape designs.
- Travelling to communities to design and gain design insight from the community
- UVM- Burlington high school charrette
- Visiting with community leaders and staff to gain real world experience. We had a week long charrette working on various topics with professionals in the field.
- Waterwise Planning for Utah Water districts. Planning for lower income area in Utah-South Salt Lake City. 4 day department wide Charrettes once a year. Regional Planning and GIS data gathering and analysis...
- We do a charette for a community in our program every year.
- We had a studio that involved a community partner organization. We did not work very directly with them but received feedback from them and were told some basic needs. The studio also included a studio engagement portion.
- We led an experience day for local high school students and let them tour the landscape architecture school, as well as teach them about the profession. My college also led community design charettes around the state.
- We worked with a few local organizations in Boulder and the surrounding areas, especially during our project restoring the Marshall Fire damage on trails. We also had some incredible guest lectures which brought us through design activities.
- Worked with the South Park neighborhood to envision a South Park without the highway

Are you an ASLA member?

N=134	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	134 100.0%	37 27.6%	96 71.6%	63 47.0%	71 53.0%	67 50.0%	65 48.5%
Yes	103 76.9%	30 81.1%	73 76.0%	48 76.2%	55 77.5%	50 74.6%	51 78.5%
No	31 23.1%	7 18.9%	23 24.0%	15 23.8%	16 22.5%	17 25.4%	14 21.5%