

2002 ASLA Graduating Students Study

Tabulated by
Lewis & Clark Research

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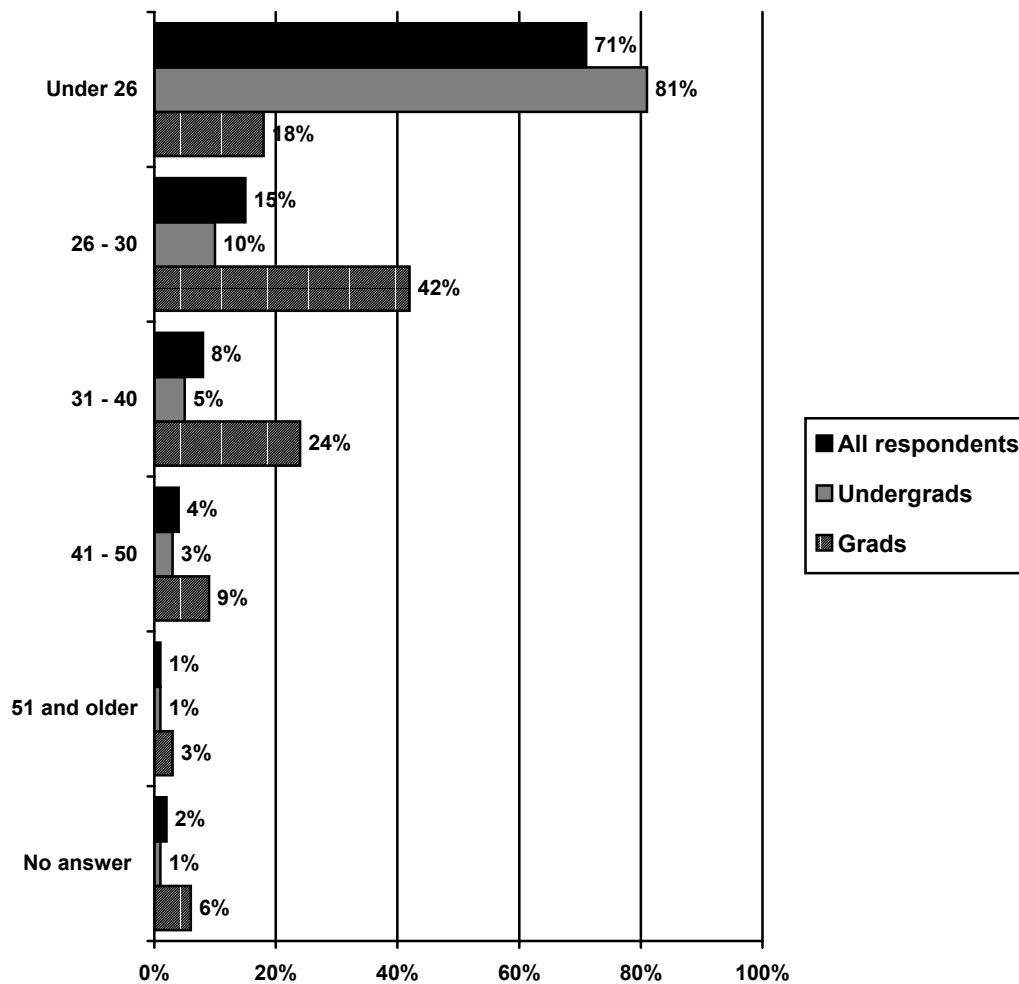
September 2002

- Introduction

Surveys were distributed to graduating students in accredited undergraduate and graduate landscape architecture programs. The purpose of this survey was to gather information on post-graduation plans. This survey, with some modifications, was a repeat of ones done annually starting in 1997. The results are summarized in the following report.

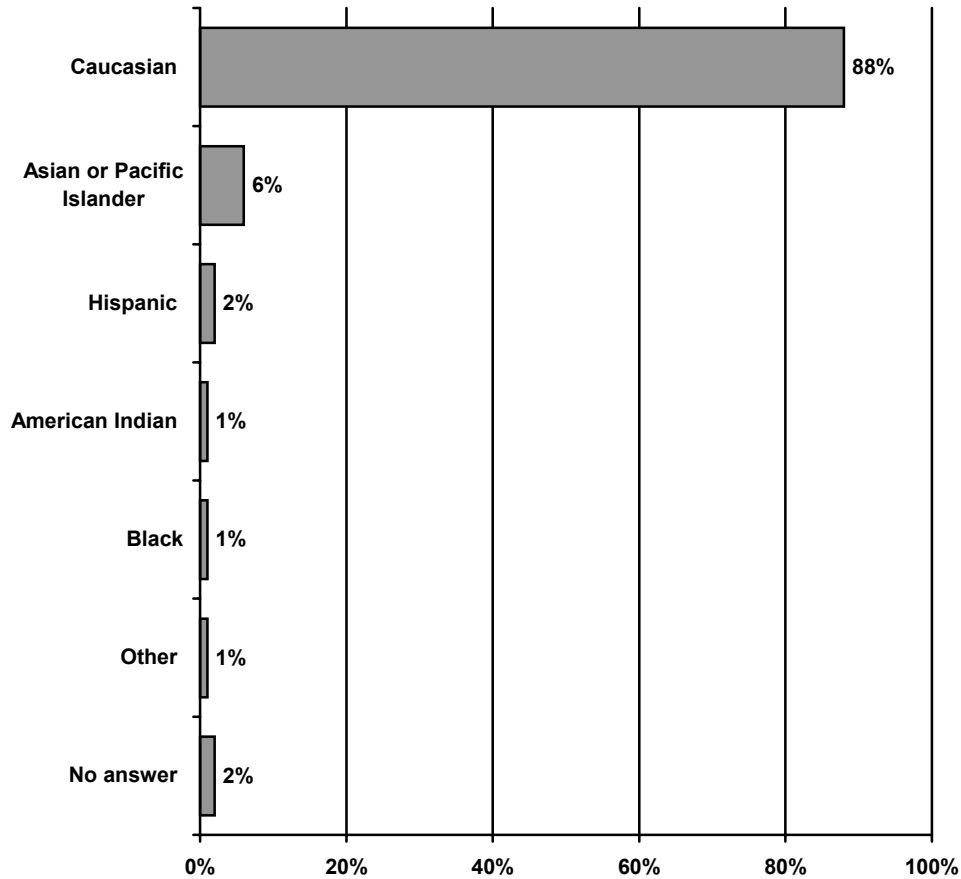
- Age

The average age of respondents is 25 for undergraduates, 31 for graduate students, and 26 overall. This is similar to previous years.



- Race

The majority of respondents (88%) indicate that they are Caucasian.



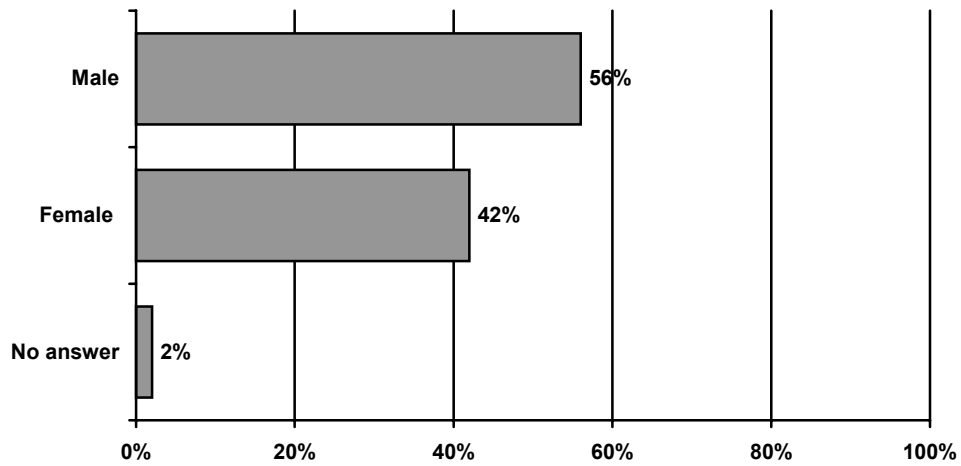
**less than 1%*

Comparison with previous years:

	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>	<u>1998</u>	<u>1997</u>
Caucasian	88%	89%	83%	79%	83%	86%
Asian/Pacific Islander	6%	4%	9%	5%	9%	2%
Hispanic	2%	3%	2%	1%	4%	2%
American Indian	1%	1%	1%	0%	0%	2%
Black	1%	<1%	2%	0%	1%	1%
Other	1%	1%	2%	2%	2%	3%

- Gender

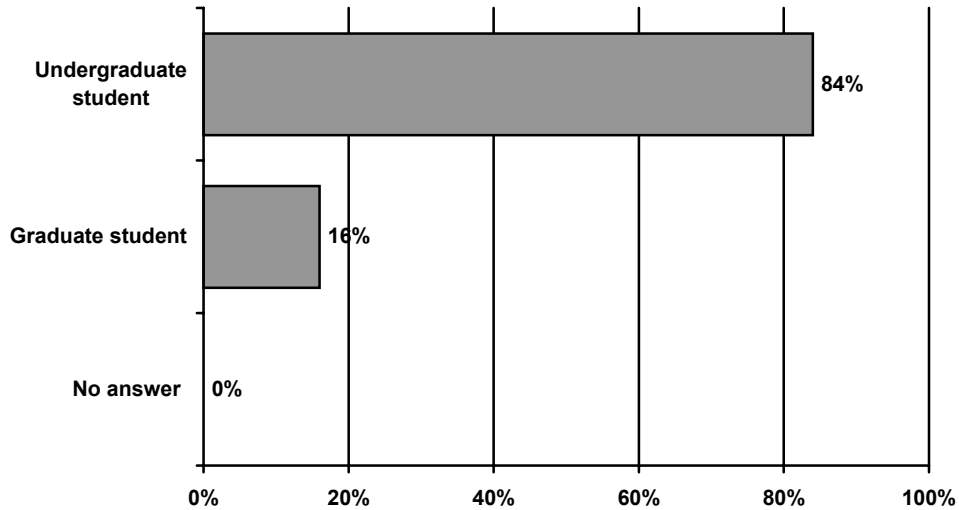
Over one-half of respondents (56%) are male, while 42% are female.



The proportion of male respondents decreased from two-thirds last year. Among graduate students, female students accounted for three-fifths of respondents in this year's study.

- **Current Educational Status**

Out of 432 respondents, 364 (84%) indicate that they are undergraduate students, and 68 (16%) indicate that they are graduate students. This represents a similar proportion of undergraduate students in this year’s survey responses as in last year’s responses.

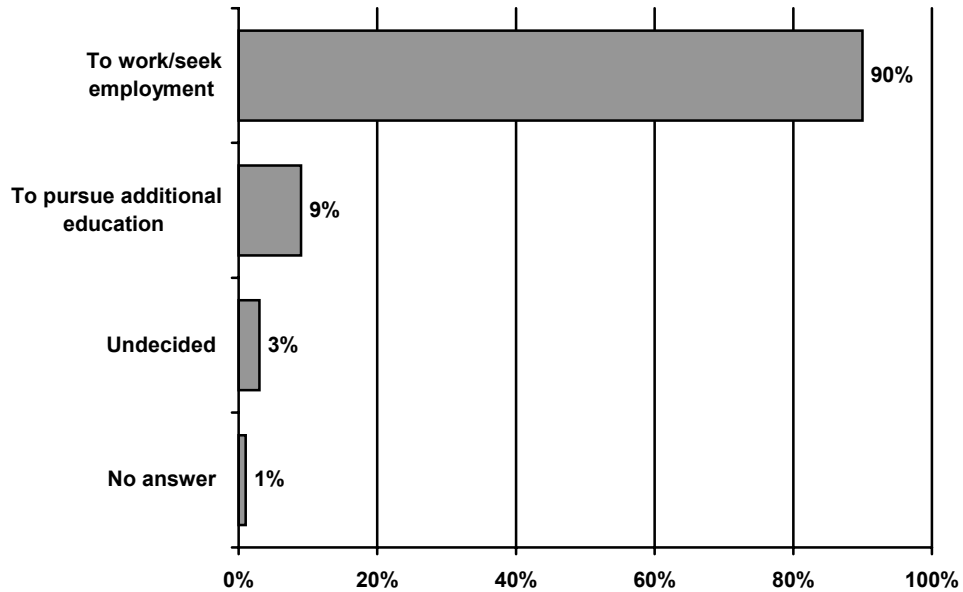


Schools represented by ten or more undergraduate students were as follows:

<u># of Students</u>	<u>School</u>
23	Pennsylvania State University
23	Texas A & M University
23	University of California – Davis
18	Ohio State University
16	Rutgers University - Cook College
16	Utah State University
15	University of Kentucky
14	Louisiana State University
13	Purdue University
12	Kansas State University
12	Oklahoma State University
12	University of Massachusetts
11	Ball State University
11	California Polytechnic State University - San Luis Obispo
11	West Virginia University
10	SUNY - College of Environmental Science & Forestry
10	University of Maryland

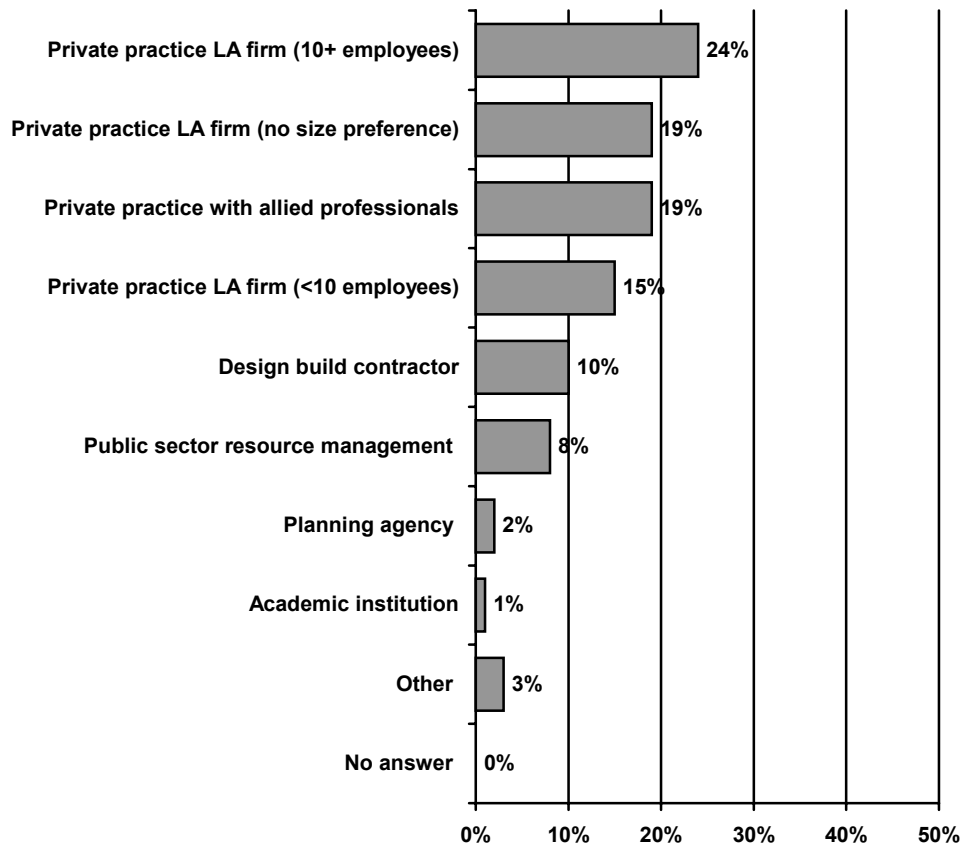
- **Plans for Immediate Future**

A majority of respondents (90%) indicate that their plans for the immediate future involve either working or seeking employment, while 9% plan to pursue additional education. This is similar to previous years.



• **Desired Type of Employer**
 [RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

Close to one-quarter of respondents (24%) indicate that they are primarily interested in seeking employment in a private practice LA firm with 10 or more employees, followed by a private practice LA firm (no size preference) and a private practice with allied professionals (19% each).



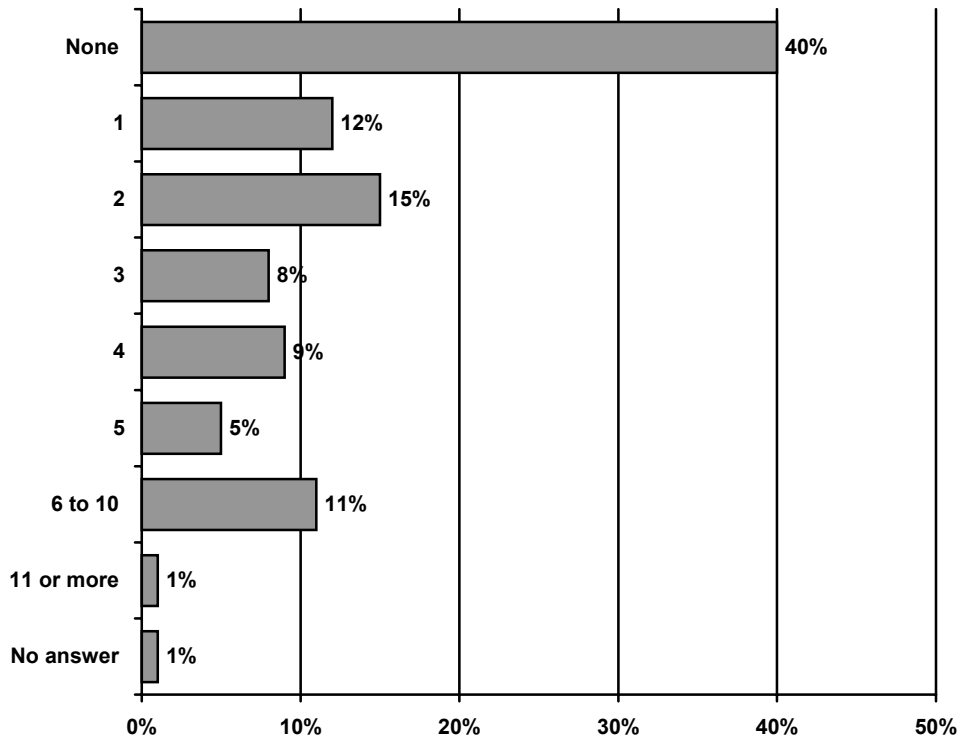
Comparison with previous years:

	2002	2001	2000	1999	1998	1997
Private Practice LA firm (<10 employees)	15%	15%	16%	22%	16%	23%
Private Practice LA firm (10+ employees)	24%	30%	23%	20%	22%	27%
Private Practice LA firm (no size preference)	19%	14%	18%	21%	13%	23%
TOTAL Private Practice LA firm	58%	59%	57%	63%	51%	73%
Private Practice with Allied Professionals	19%	21%	22%	21%	24%	13%
Design/build Contract	10%	10%	8%	2%	5%	3%
Public Sector Resource Management	8%	6%	4%	7%	10%	7%
Planning Agency	2%	2%	2%	4%	2%	2%
Academic Institution	1%	1%	0%	0%	1%	0%
Other	3%	2%	6%	3%	4%	3%

- **Job Interviews**

[RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

Respondents indicate that, on average, they have had 2 job interviews during their final semester in school (compared to an average of 3 in last year's study).

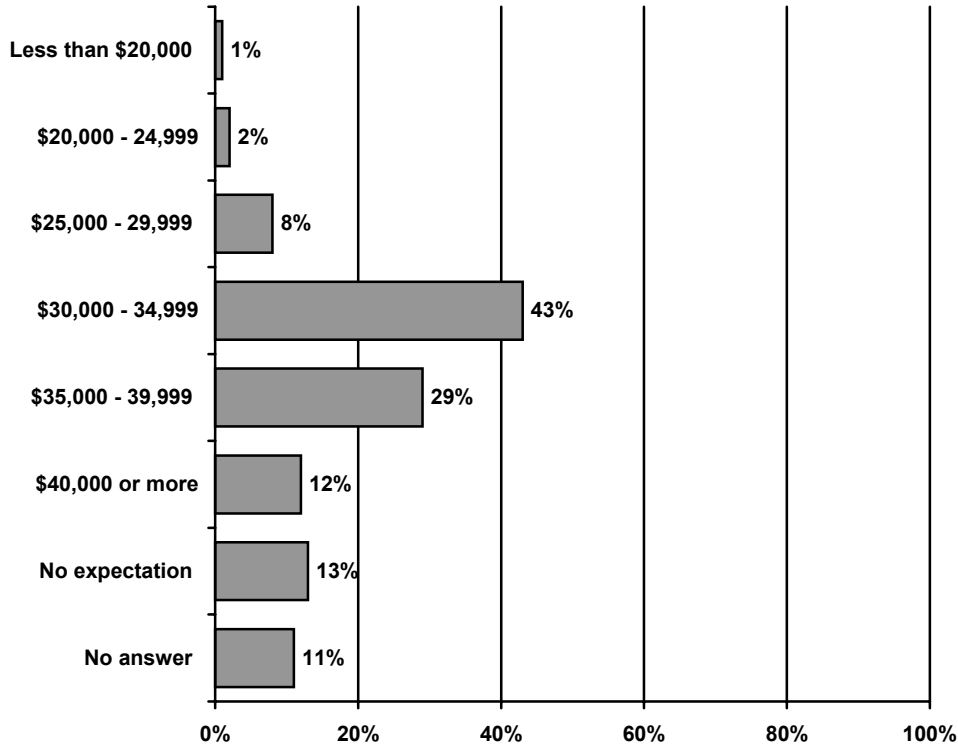


Respondents who have had one or more interviews were asked to comment on how the interview process went, if it was what they had expected, and anything noteworthy they encountered. A complete list of their comments may be found starting on page 33.

Approximately one-half of respondents (53%) indicate that the interview(s) went as expected, while 8% said it didn't (and 39% didn't indicate an answer). Their explanations can be found starting on page 40.

- **Salary Expectations** [RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$29,300. Undergraduate students expect(ed) \$28,300 and graduate students expect(ed) \$34,700.



Comparison with previous years:

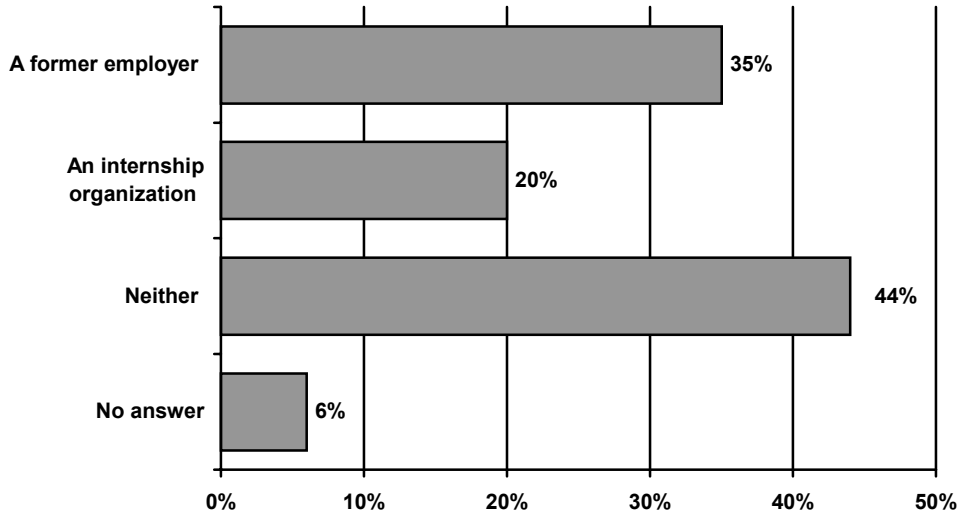
(AVERAGE SALARY – '000's)

	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>	<u>1998</u>	<u>1997</u>
All Respondents	\$ 29	\$ 31	\$ 31	\$ 30	\$ 29	28
Undergraduates	28	31	31	28	27	28
Graduates	35	35	34	33	32	29

- **Employment Prospects**

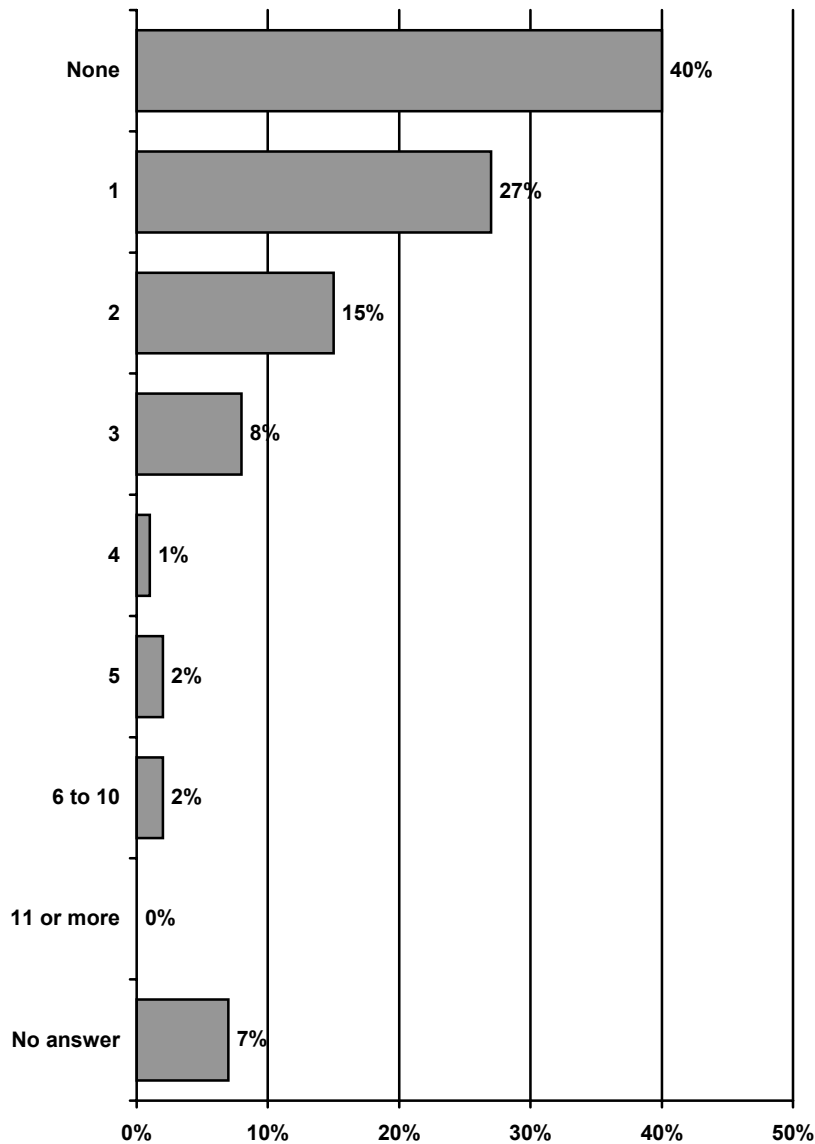
[RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

Approximately one-third of respondents (35%) indicate that they have or have had reasonable employment prospects with a former employer, while 20% have/had prospects with an internship organization. This is similar to previous years.



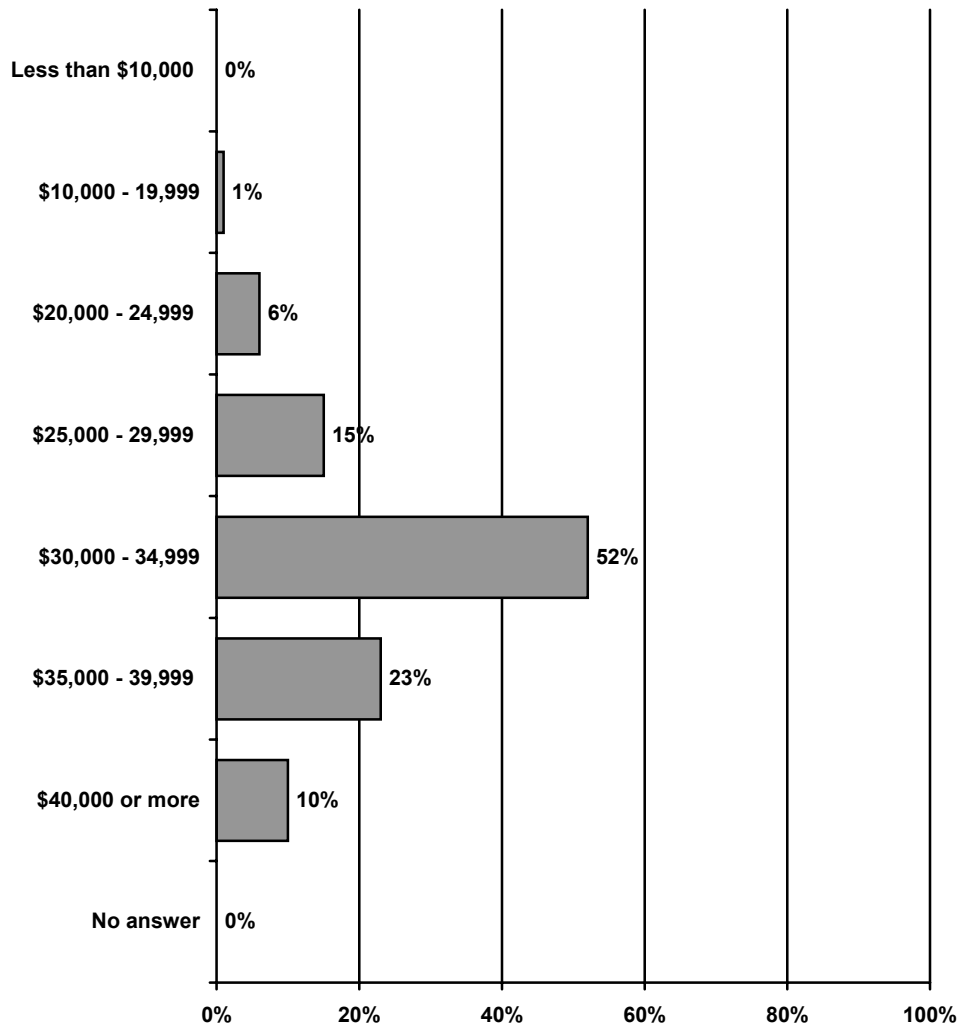
- **Number of Job Offers** [RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

Respondents indicate that they had received an average of 1.1 job offers at the time they completed the questionnaire. This compares to 1.4 job offers last year and 1.6 two years ago. In addition, the percentage of respondents receiving *at least* one job offer decreased from 64% to 54%.



- **Starting Salary Offered** [RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$32,500.

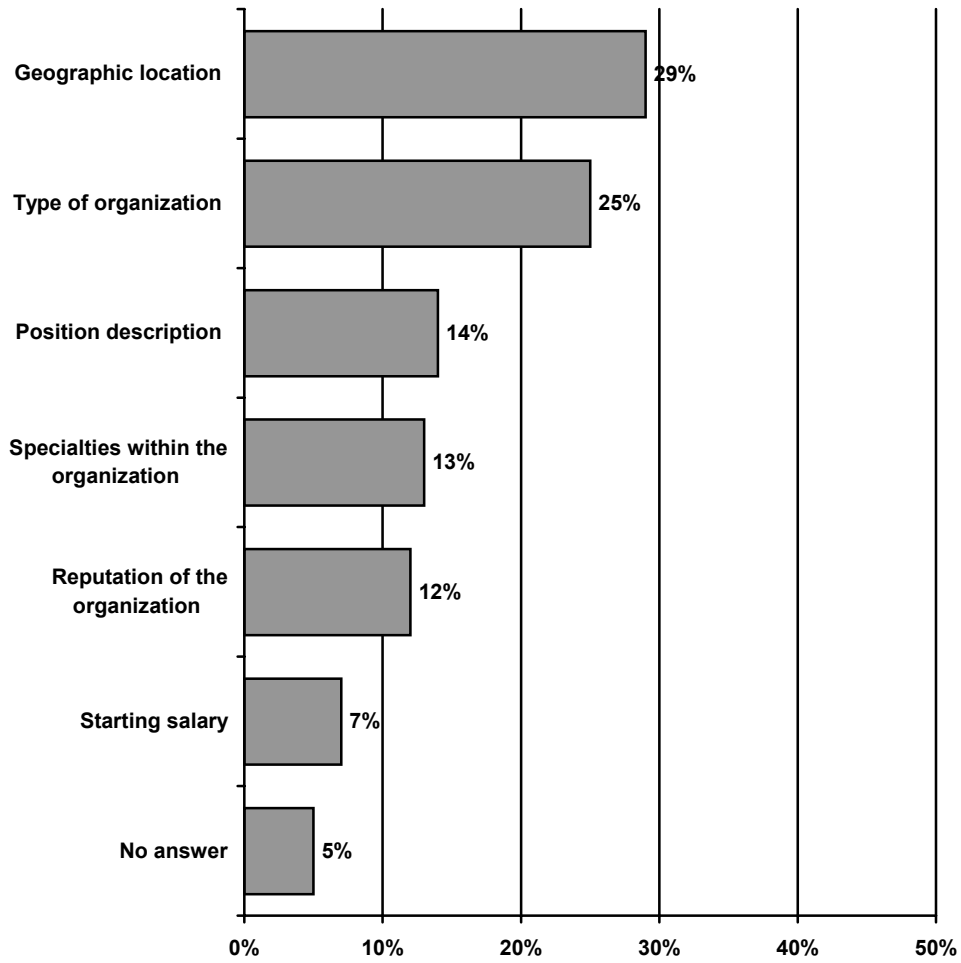


The starting salary offered increased only slightly in this year's study:

1997:	\$23,000
1998:	26,300
1999:	28,200
2000:	31,800
2001:	32,400
2002:	32,500

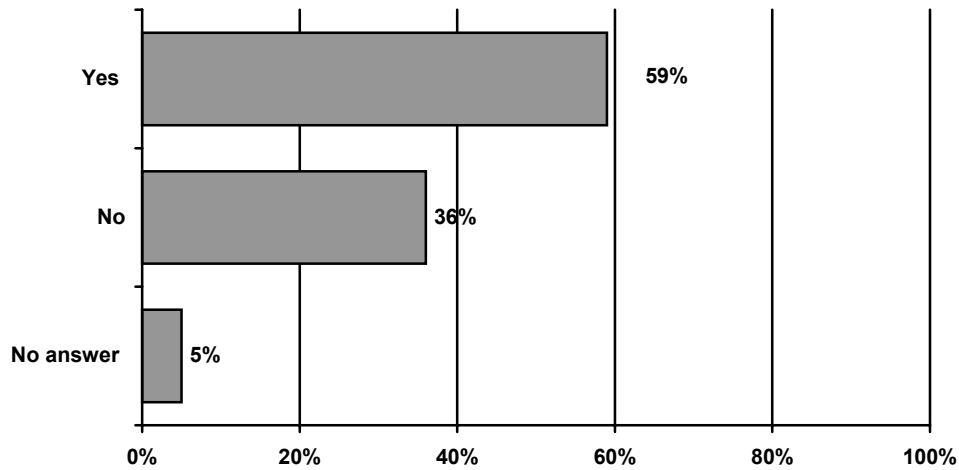
- **Important Factors in Job Selection** [RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

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 number one.



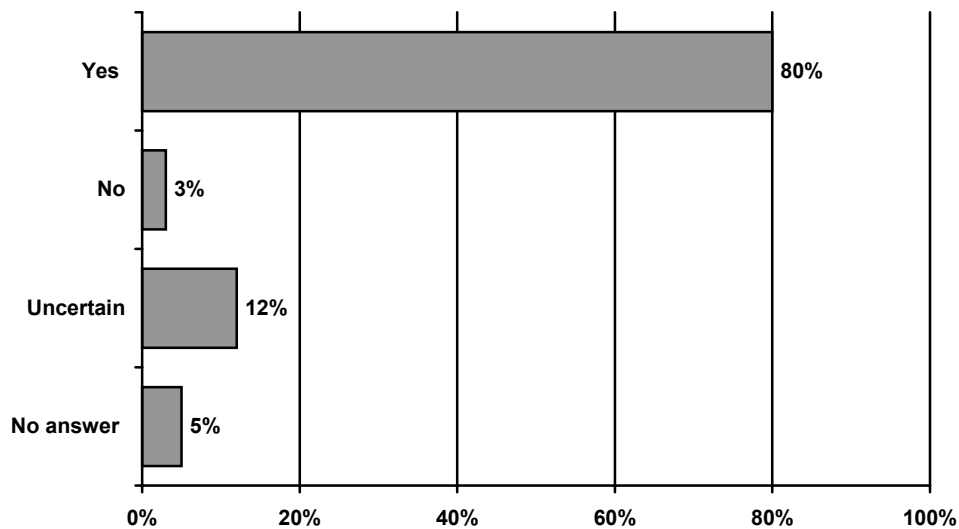
- **Geographical Restrictions** [RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

Nearly three-fifths of respondents (59%) indicate that, in their job search, they feel restricted to one geographical area for reasons of necessity or strong personal preference, while 36% do not feel restricted. In the last study, a similar percentage of respondents (57%) indicated that they felt confined to a geographical area.



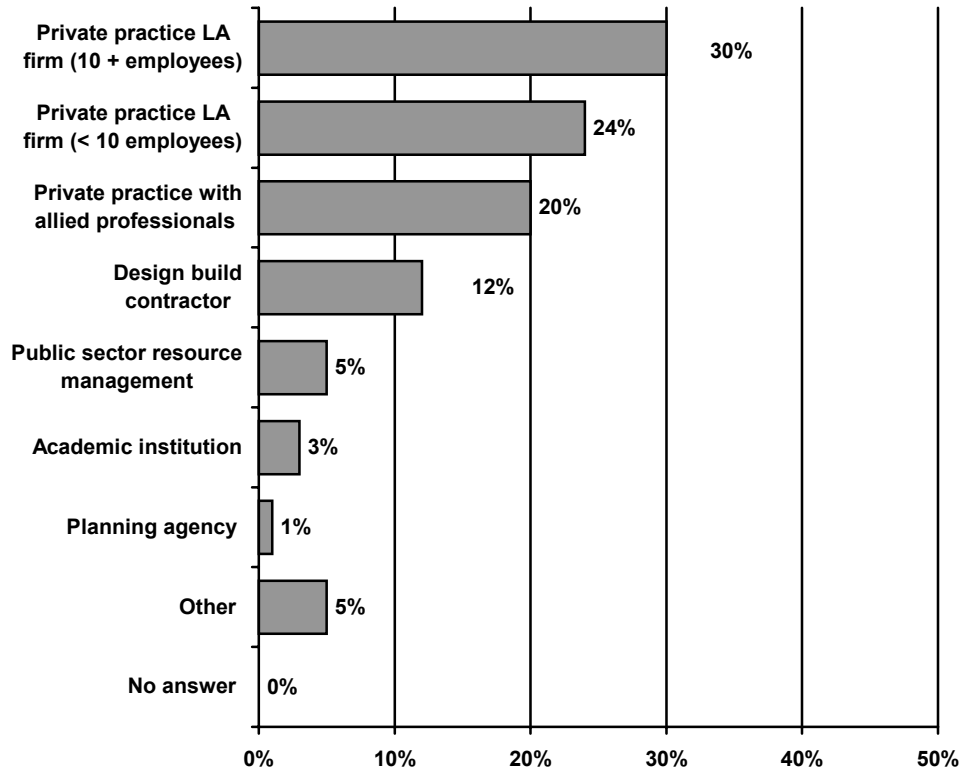
- **State Registration** [RESPONDENTS WHO ARE LOOKING FOR OR HAVE ACCEPTED A JOB]

A majority of respondents (80%) indicate that they intend to seek state registration as a Landscape Architect. This represents a small decrease from last year, when 86% indicated that they intended to seek state registration.



- Type of Employer [RESPONDENTS WHO HAVE ACCEPTED A JOB]

Close to one-third of respondents (30%) who have accepted a job describe their new employer as a private practice LA firm with 10 or more employees, while 24% describe their employer as a private practice LA firm with less than 10 employees, and 20% describe their employer as a private practice with allied professionals.



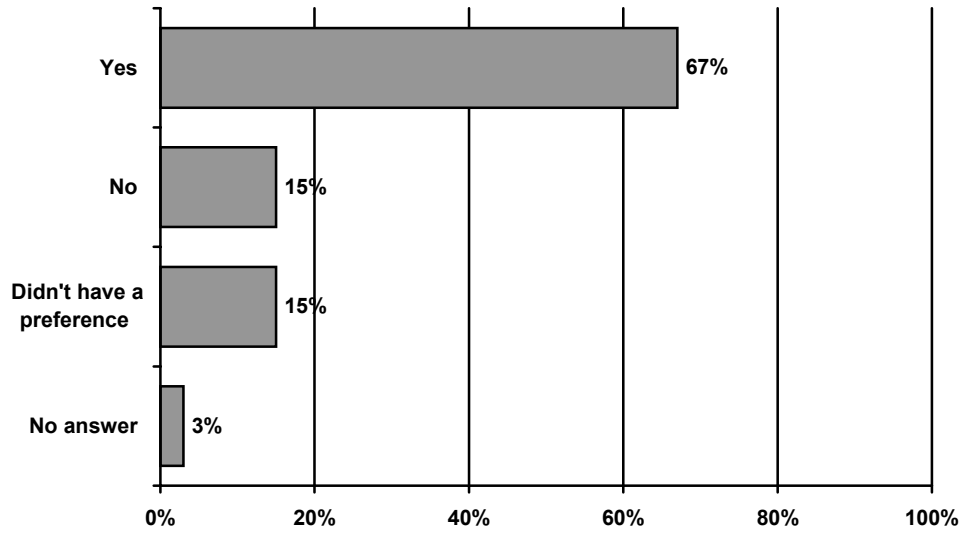
Comparison with previous years:

	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>	<u>1998</u>	<u>1997</u>
Private Practice LA firm (<10 employees)	24%	22%	27%	*	*	*
Private Practice LA firm (10+ employees)	30%	28%	26%	*	*	*
TOTAL Private Practice LA firm	54%	50%	53%	46%	60%	50%
Private Practice with Allied Professionals	20%	26%	21%	36%	26%	16%
Design/build Contract	12%	18%	12%	8%	6%	16%
Planning Agency	1%	0%	1%	2%	1%	0%
Public Sector Resource Management	5%	2%	4%	1%	4%	5%
Academic Institution	3%	1%	3%	1%	0%	2%
Other	5%	4%	8%	7%	5%	13%

* (Data not available broken down by size)

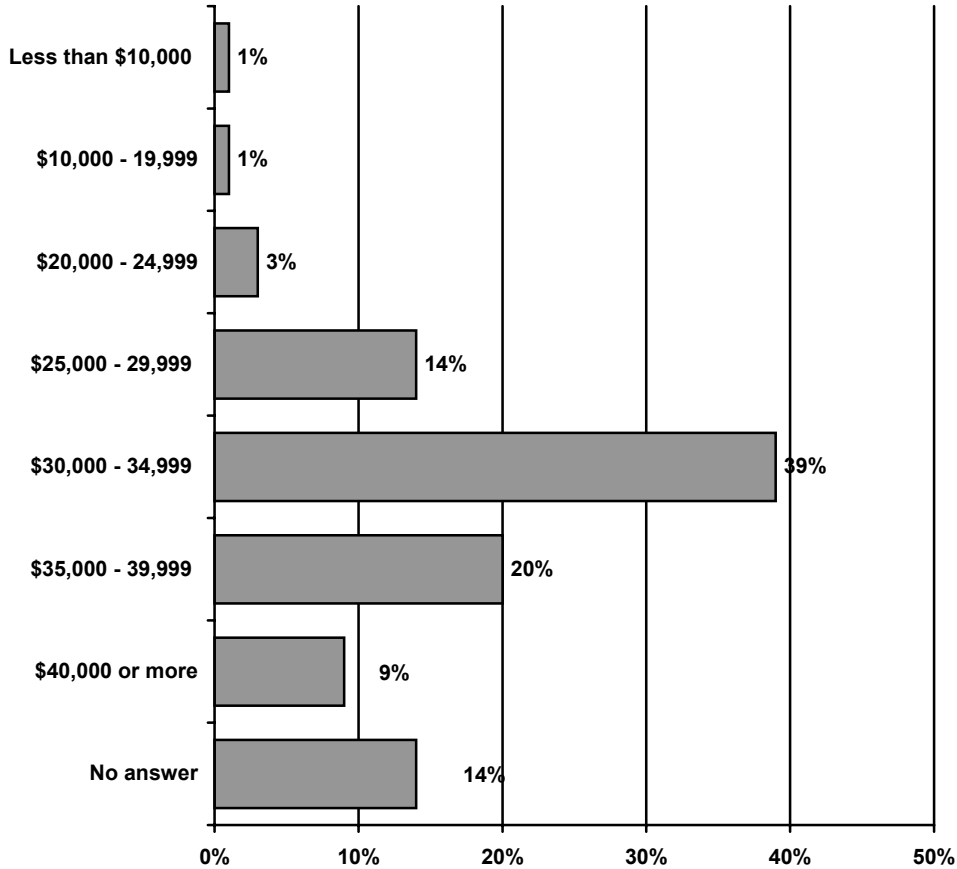
- Preferred Employer Type [RESPONDENTS WHO HAVE ACCEPTED A JOB]

Only two-thirds of respondents (67%) who have accepted a job indicate that it is with their preferred type of employer, compared to the 75% of respondents in last year's survey who accepted a job with their preferred type of employer.



- Starting Salary [RESPONDENTS WHO HAVE ACCEPTED A JOB]

Among the one-hundred and fifty-seven respondents who report that they have accepted a job offer, the average starting salary was approximately \$32,600. Undergraduate students report an average starting salary of approximately \$31,600 and graduate students report an average starting salary of approximately \$38,000.



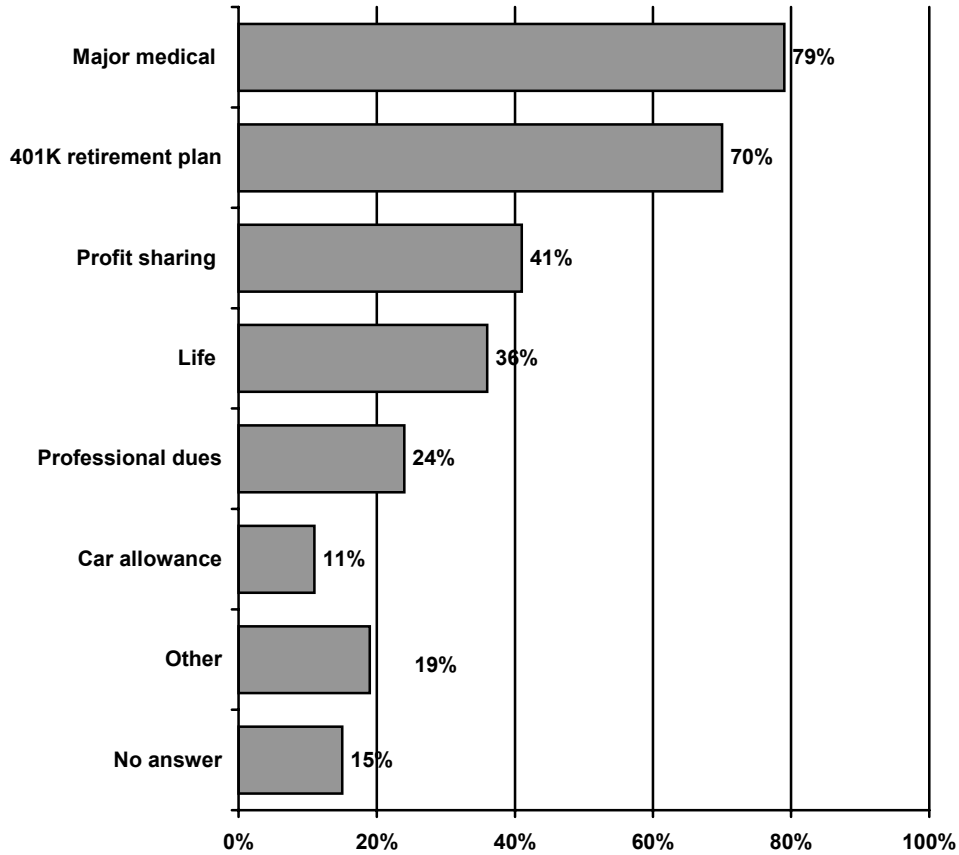
Comparison with previous years:

(AVERAGE SALARY – '000's)

	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>	<u>1998</u>	<u>1997</u>
All Respondents	\$ 33	\$ 33	\$ 33	\$ 29	\$ 27	26
Undergraduates	32	32	31	28	26	25
Graduates	38	36	39	33	30	29

- **Benefits** [RESPONDENTS WHO HAVE ACCEPTED A JOB]

Respondents indicate that they have a variety of benefits included in their current job. At the top of the list are major medical (79%) and 401K retirement plan (70%).



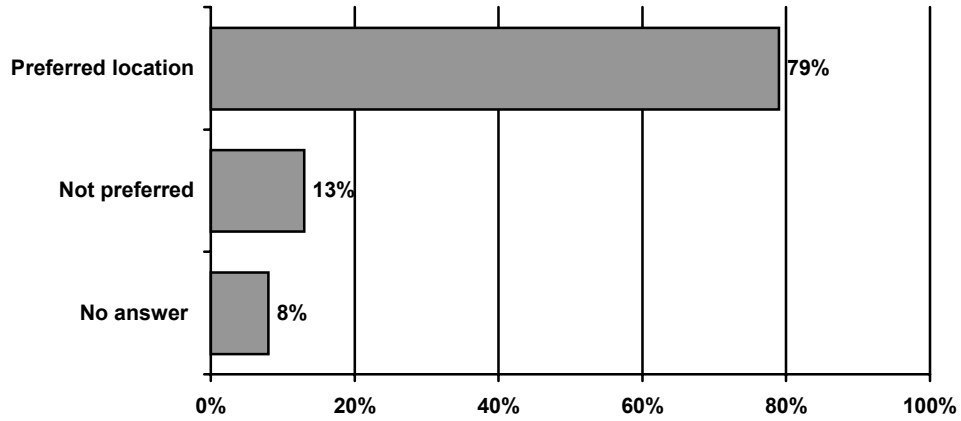
Comparison with previous years:

	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>	<u>1998</u>	<u>1997</u>
Major Medical	79%	87%	79%	88%	86%	83%
Life Insurance	36%	44%	38%	54%	35%	34%
Profit Sharing	41%	44%	37%	46%	41%	36%
Car Allowance	11%	12%	15%	16%	14%	28%
Professional Dues	24%	31%	24%	36%	32%	33%
401K Retirement Plan	70%	75%	63%	70%	61%	52%
Other	19%	16%	20%	28%	20%	33%

- **Location** [RESPONDENTS WHO HAVE ACCEPTED A JOB]

Respondents indicate that they will be working in a number of different states, with the largest groups in California (16%), Texas (10%), and Pennsylvania (9%).

Most respondents (79%) indicate that this is their preferred region. This number has continue to decrease from previous years – 81% in 2001, 85% in 2000, 93% in 1999, and 86% in 1998 and 1997.



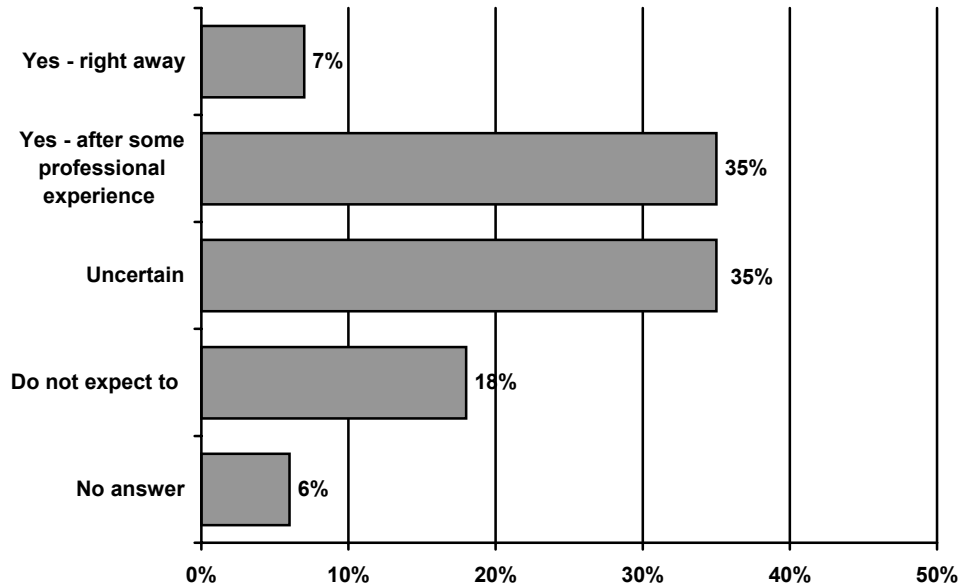
- Summary Comparison of Job-Expectations with Recently Hired Respondents

The following table compares the expectations of respondents during their job search (both those who are still in the job market and those who have accepted jobs) against the job 'realities' of those who have accepted jobs.

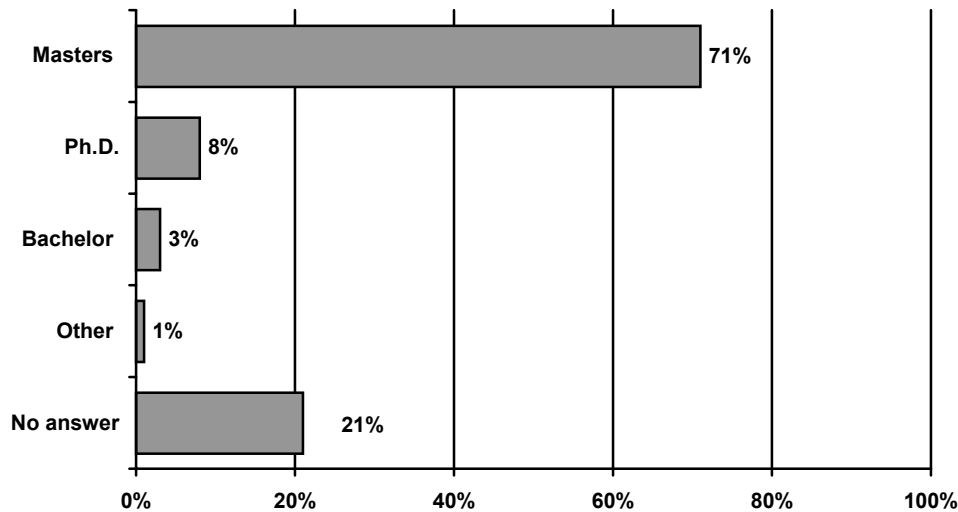
	<u>'expectations'</u> <u>(job search)</u>	<u>'reality'</u> <u>(job accepted)</u>
EMPLOYMENT SECTOR:		
Private practice LA firm (<10 employees)	15 %	24 %
Private practice LA firm (10 or more employees)	24 %	30 %
Private practice LA firm (no pref/not indicated)	19 %	-
	-----	-----
Private practice LA firm TOTAL	58 %	54 %
Private practice with allied professionals	19 %	20 %
Design build contractor	10 %	12 %
Planning agency	2 %	1 %
Public sector resource management	8 %	5 %
Academic institution	1 %	3 %
Other	3 %	5 %
AVERAGE SALARY:		
All respondents	\$ 29,300	\$ 32,600
Undergraduate students	\$ 28,300	\$ 31,600
Graduate students	\$ 34,700	\$ 38,000

- **Additional Schooling**

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

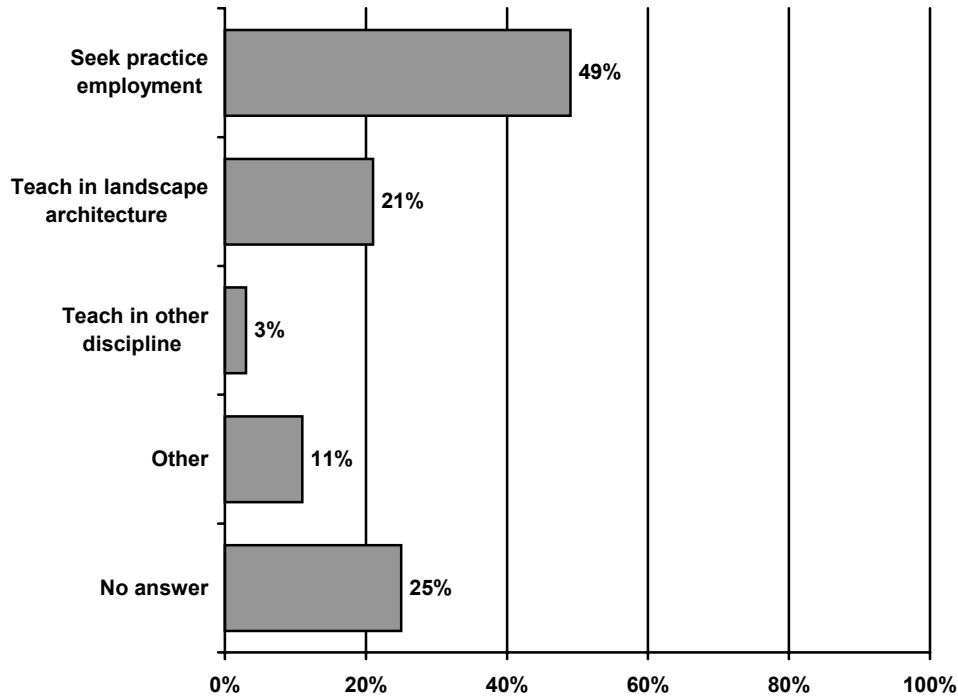


Of the respondents who are planning to pursue another degree, nearly three-quarters (71%) indicate that it will be a Masters, while 8% will pursue a Ph.D., and 3% will pursue an additional Bachelor's Degree. This is similar to last year's responses. Most respondents plan to pursue advanced degrees in Landscape Architecture or related areas.



- **After Completing Additional Degree**

Close to one-half of respondents (49%) who plan to pursue another degree anticipate seeking practice employment once they have completed this degree, while 21% expect to teach in landscape architecture. This is similar to last year's responses.



(ALL RESPONDENTS)

1. What is your age?

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	432		240		182		364		68		307		118	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Under 21	1	(0.2)	0	(0.0)	1	(0.5)	1	(0.3)	0	(0.0)	1	(0.3)	0	(0.0)
21 - 25	306	(70.8)	181	(75.4)	120	(65.9)	294	(80.8)	12	(17.6)	306	(99.7)	0	(0.0)
26 - 30	65	(15.0)	35	(14.6)	30	(16.5)	37	(10.2)	28	(41.2)	0	(0.0)	65	(55.1)
31 - 40	33	(7.6)	20	(8.3)	12	(6.6)	17	(4.7)	16	(23.5)	0	(0.0)	33	(28.0)
41 - 50	15	(3.5)	3	(1.3)	12	(6.6)	9	(2.5)	6	(8.8)	0	(0.0)	15	(12.7)
51 - 64	4	(0.9)	0	(0.0)	3	(1.6)	2	(0.5)	2	(2.9)	0	(0.0)	4	(3.4)
65 +	1	(0.2)	0	(0.0)	1	(0.5)	1	(0.3)	0	(0.0)	0	(0.0)	1	(0.8)
No Answer	7	(1.6)	1	(0.4)	3	(1.6)	3	(0.8)	4	(5.9)	0	(0.0)	0	(0.0)
Average age	25.8		24.9		26.8		24.8		31.1		23.0		33.0	

(ALL RESPONDENTS)

2. What is your race?

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	BASE = 432		240		182		364		68		307		118	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
American Indian	2	(0.5)	0	(0.0)	1	(0.5)	1	(0.3)	1	(1.5)	1	(0.3)	1	(0.8)
Asian or Pacific Islander	24	(5.6)	5	(2.1)	19	(10.4)	18	(4.9)	6	(8.8)	13	(4.2)	9	(7.6)
Black	6	(1.4)	5	(2.1)	1	(0.5)	5	(1.4)	1	(1.5)	3	(1.0)	3	(2.5)
Caucasian	382	(88.4)	223	(92.9)	153	(84.1)	328	(90.1)	54	(79.4)	281	(91.5)	100	(84.7)
Hispanic	7	(1.6)	5	(2.1)	2	(1.1)	6	(1.6)	1	(1.5)	5	(1.6)	2	(1.7)
Other	2	(0.5)	1	(0.4)	1	(0.5)	1	(0.3)	1	(1.5)	0	(0.0)	2	(1.7)
No Answer	9	(2.1)	1	(0.4)	5	(2.7)	5	(1.4)	4	(5.9)	4	(1.3)	1	(0.8)

(ALL RESPONDENTS)

3. What is your gender?

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASE =	432		240		182		364		68		307		118	
Male	240	(55.6)	240	(100.0)	0	(0.0)	217	(59.6)	23	(33.8)	181	(59.0)	58	(49.2)
Female	182	(42.1)	0	(0.0)	182	(100.0)	140	(38.5)	42	(61.8)	121	(39.4)	58	(49.2)
No Answer	10	(2.3)	0	(0.0)	0	(0.0)	7	(1.9)	3	(4.4)	5	(1.6)	2	(1.7)

(ALL RESPONDENTS)

4. Which of the following best describes your current status

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
BASE =	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Completing (or have just completed) UNDERGRADUATE program in Landscape Architecture	364	(84.3)	217	(90.4)	140	(76.9)	364	(100.0)	0	(0.0)	295	(96.1)	66	(55.9)
Completing (or have just completed) GRADUATE program in Landscape Architecture	68	(15.7)	23	(9.6)	42	(23.1)	0	(0.0)	68	(100.0)	12	(3.9)	52	(44.1)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)

(ALL RESPONDENTS)

4. (continued)

UNDERGRADUATE - specify school:

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	BASE = 364		217		140		364		0		295		66	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Arizona State University	1	(0.3)	1	(0.5)	0	(0.0)	1	(0.3)	-	(-)	1	(0.3)	0	(0.0)
Ball State University	11	(3.0)	6	(2.8)	5	(3.6)	11	(3.0)	-	(-)	10	(3.4)	1	(1.5)
Cal Polytechnic State U - SLO	11	(3.0)	5	(2.3)	6	(4.3)	11	(3.0)	-	(-)	10	(3.4)	1	(1.5)
Cal State Polytechnic U - Pomona	9	(2.5)	6	(2.8)	3	(2.1)	9	(2.5)	-	(-)	5	(1.7)	4	(6.1)
Clemson University	5	(1.4)	4	(1.8)	1	(0.7)	5	(1.4)	-	(-)	5	(1.7)	0	(0.0)
Iowa State University	6	(1.6)	4	(1.8)	2	(1.4)	6	(1.6)	-	(-)	5	(1.7)	0	(0.0)
Kansas State University	12	(3.3)	11	(5.1)	1	(0.7)	12	(3.3)	-	(-)	12	(4.1)	0	(0.0)
Louisiana State University	14	(3.8)	8	(3.7)	6	(4.3)	14	(3.8)	-	(-)	10	(3.4)	4	(6.1)
Michigan State	6	(1.6)	3	(1.4)	3	(2.1)	6	(1.6)	-	(-)	4	(1.4)	2	(3.0)
Mississippi State University	8	(2.2)	6	(2.8)	1	(0.7)	8	(2.2)	-	(-)	7	(2.4)	1	(1.5)
North Carolina A & T State U	2	(0.5)	1	(0.5)	1	(0.7)	2	(0.5)	-	(-)	1	(0.3)	1	(1.5)
North Carolina State University	3	(0.8)	2	(0.9)	1	(0.7)	3	(0.8)	-	(-)	3	(1.0)	0	(0.0)
North Dakota State University	1	(0.3)	0	(0.0)	1	(0.7)	1	(0.3)	-	(-)	0	(0.0)	1	(1.5)
Ohio State University	18	(4.9)	12	(5.5)	6	(4.3)	18	(4.9)	-	(-)	17	(5.8)	1	(1.5)
Oklahoma State University	12	(3.3)	7	(3.2)	5	(3.6)	12	(3.3)	-	(-)	7	(2.4)	5	(7.6)
Pennsylvania State University	23	(6.3)	13	(6.0)	10	(7.1)	23	(6.3)	-	(-)	23	(7.8)	0	(0.0)
Purdue University	13	(3.6)	5	(2.3)	8	(5.7)	13	(3.6)	-	(-)	11	(3.7)	2	(3.0)
Rhode Island School of Design	3	(0.8)	1	(0.5)	2	(1.4)	3	(0.8)	-	(-)	3	(1.0)	0	(0.0)
Rutgers University (Cook College)	16	(4.4)	10	(4.6)	6	(4.3)	16	(4.4)	-	(-)	15	(5.1)	1	(1.5)
SUNY - Col of Envir Science & For	10	(2.7)	5	(2.3)	5	(3.6)	10	(2.7)	-	(-)	10	(3.4)	0	(0.0)
Temple University	4	(1.1)	3	(1.4)	1	(0.7)	4	(1.1)	-	(-)	2	(0.7)	2	(3.0)
Texas A & M University	23	(6.3)	16	(7.4)	6	(4.3)	23	(6.3)	-	(-)	21	(7.1)	2	(3.0)
University of Arkansas	7	(1.9)	6	(2.8)	1	(0.7)	7	(1.9)	-	(-)	6	(2.0)	1	(1.5)
University of California, Davis	23	(6.3)	9	(4.1)	12	(8.6)	23	(6.3)	-	(-)	14	(4.7)	9	(13.6)
University of Florida	8	(2.2)	4	(1.8)	4	(2.9)	8	(2.2)	-	(-)	6	(2.0)	2	(3.0)
University of Georgia	2	(0.5)	0	(0.0)	2	(1.4)	2	(0.5)	-	(-)	2	(0.7)	0	(0.0)
University of Idaho	2	(0.5)	0	(0.0)	2	(1.4)	2	(0.5)	-	(-)	1	(0.3)	1	(1.5)
University of Illinois	5	(1.4)	1	(0.5)	4	(2.9)	5	(1.4)	-	(-)	4	(1.4)	1	(1.5)
University of Kentucky	15	(4.1)	11	(5.1)	4	(2.9)	15	(4.1)	-	(-)	10	(3.4)	5	(7.6)
University of Maryland	10	(2.7)	5	(2.3)	5	(3.6)	10	(2.7)	-	(-)	5	(1.7)	4	(6.1)
University of Massachusetts	12	(3.3)	7	(3.2)	4	(2.9)	12	(3.3)	-	(-)	11	(3.7)	1	(1.5)
University of Nevada, Las Vegas	1	(0.3)	1	(0.5)	0	(0.0)	1	(0.3)	-	(-)	0	(0.0)	1	(1.5)
University of Oregon	2	(0.5)	0	(0.0)	2	(1.4)	2	(0.5)	-	(-)	1	(0.3)	1	(1.5)
University of Rhode Island	8	(2.2)	6	(2.8)	2	(1.4)	8	(2.2)	-	(-)	7	(2.4)	1	(1.5)

(ALL RESPONDENTS)

4. (continued)
 UNDERGRADUATE - specify school:

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	BASE = 364		217		140		364		0		295		66	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
University of Washington	2	(0.5)	0	(0.0)	2	(1.4)	2	(0.5)	-	(-)	0	(0.0)	2	(3.0)
University of Wisconsin, Madison	8	(2.2)	2	(0.9)	6	(4.3)	8	(2.2)	-	(-)	7	(2.4)	1	(1.5)
Utah State University	16	(4.4)	13	(6.0)	2	(1.4)	16	(4.4)	-	(-)	10	(3.4)	5	(7.6)
Virginia Tech	2	(0.5)	2	(0.9)	0	(0.0)	2	(0.5)	-	(-)	2	(0.7)	0	(0.0)
Washington State University	1	(0.3)	1	(0.5)	0	(0.0)	1	(0.3)	-	(-)	1	(0.3)	0	(0.0)
West Virginia University	11	(3.0)	11	(5.1)	0	(0.0)	11	(3.0)	-	(-)	10	(3.4)	1	(1.5)
No Answer	18	(4.9)	9	(4.1)	8	(5.7)	18	(4.9)	-	(-)	16	(5.4)	2	(3.0)

(ALL RESPONDENTS)

4. (continued)
GRADUATE - specify school:

BASE =	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	68		23		42		0		68		12		52	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Cal State Polytechnic U - Pomona	3	(4.4)	0	(0.0)	2	(4.8)	-	(-)	3	(4.4)	0	(0.0)	2	(3.8)
Cornell University	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Harvard Graduate School of Design	3	(4.4)	0	(0.0)	3	(7.1)	-	(-)	3	(4.4)	1	(8.3)	2	(3.8)
Iowa State University	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Louisiana State University	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
Morgan State University	3	(4.4)	0	(0.0)	2	(4.8)	-	(-)	3	(4.4)	0	(0.0)	3	(5.8)
Ohio State University	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	1	(8.3)	0	(0.0)
Rhode Island School of Design	2	(2.9)	0	(0.0)	2	(4.8)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
SUNY - Col of Envir Science & For	7	(10.3)	6	(26.1)	1	(2.4)	-	(-)	7	(10.3)	1	(8.3)	6	(11.5)
Texas A & M University	4	(5.9)	2	(8.7)	2	(4.8)	-	(-)	4	(5.9)	0	(0.0)	4	(7.7)
University of Arizona	4	(5.9)	1	(4.3)	3	(7.1)	-	(-)	4	(5.9)	0	(0.0)	4	(7.7)
University of Illinois	2	(2.9)	2	(8.7)	0	(0.0)	-	(-)	2	(2.9)	2	(16.7)	0	(0.0)
University of Massachusetts	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	1	(8.3)	0	(0.0)
University of Michigan	3	(4.4)	2	(8.7)	1	(2.4)	-	(-)	3	(4.4)	1	(8.3)	2	(3.8)
University of Minnesota	2	(2.9)	0	(0.0)	2	(4.8)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
University of Oklahoma	2	(2.9)	0	(0.0)	2	(4.8)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
University of Pennsylvania	6	(8.8)	1	(4.3)	5	(11.9)	-	(-)	6	(8.8)	1	(8.3)	5	(9.6)
University of Texas at Arlington	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
University of Virginia	4	(5.9)	2	(8.7)	2	(4.8)	-	(-)	4	(5.9)	1	(8.3)	3	(5.8)
University of Washington	4	(5.9)	0	(0.0)	4	(9.5)	-	(-)	4	(5.9)	1	(8.3)	3	(5.8)
Utah State University	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
Virginia Polytechnic & State U	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
Virginia Tech	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
No Answer	7	(10.3)	3	(13.0)	3	(7.1)	-	(-)	7	(10.3)	2	(16.7)	2	(3.8)

(ALL RESPONDENTS)

4. (continued)

GRADUATE - what was your undergraduate degree

	All Respondents		Male		Female		Undergrads	Grads	Age <= 25	Age >= 26				
	BASE = 68		23		42		0	68	12	52				
	#	%	#	%	#	%	#	%	#	%				
Agricultural Economics	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
American Studies	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Anthropology	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Applied Art	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Architecture	4	(5.9)	1	(4.3)	3	(7.1)	-	(-)	4	(5.9)	1	(8.3)	3	(5.8)
Art history	2	(2.9)	0	(0.0)	2	(4.8)	-	(-)	2	(2.9)	1	(8.3)	1	(1.9)
Biology	4	(5.9)	0	(0.0)	4	(9.5)	-	(-)	4	(5.9)	1	(8.3)	3	(5.8)
Community and Regional Planning	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	1	(8.3)	0	(0.0)
Education	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
English	3	(4.4)	1	(4.3)	2	(4.8)	-	(-)	3	(4.4)	0	(0.0)	3	(5.8)
Environmental Design	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Environmental Studies	6	(8.8)	3	(13.0)	3	(7.1)	-	(-)	6	(8.8)	2	(16.7)	4	(7.7)
Film Studies	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Fine Arts	3	(4.4)	1	(4.3)	2	(4.8)	-	(-)	3	(4.4)	0	(0.0)	3	(5.8)
French	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Geography	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	1	(8.3)	0	(0.0)
Horticulture	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
Interior Environmental Design	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Landscape Architecture	5	(7.4)	2	(8.7)	2	(4.8)	-	(-)	5	(7.4)	2	(16.7)	2	(3.8)
Landscape Design & Planning	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Math History & Philosophy	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Mechanical Engineering	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Natural Resources	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	2	(16.7)	0	(0.0)
Nursing	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Philosophy	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Psychology	3	(4.4)	0	(0.0)	3	(7.1)	-	(-)	3	(4.4)	0	(0.0)	3	(5.8)
Recreation Management	1	(1.5)	1	(4.3)	0	(0.0)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Social Work	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Sociology	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
Special Education	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
Theater Arts	2	(2.9)	1	(4.3)	1	(2.4)	-	(-)	2	(2.9)	0	(0.0)	2	(3.8)
Urban Planning	1	(1.5)	0	(0.0)	1	(2.4)	-	(-)	1	(1.5)	0	(0.0)	1	(1.9)
No Answer	9	(13.2)	3	(13.0)	4	(9.5)	-	(-)	9	(13.2)	1	(8.3)	5	(9.6)

(ALL RESPONDENTS)

5. What are your plans for the immediate future?

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
BASE =	432		240		182		364		68		307		118	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
To work/seek employment	390	(90.3)	219	(91.3)	162	(89.0)	326	(89.6)	64	(94.1)	271	(88.3)	113	(95.8)
To pursue additional education	40	(9.3)	19	(7.9)	21	(11.5)	37	(10.2)	3	(4.4)	31	(10.1)	8	(6.8)
Undecided	12	(2.8)	4	(1.7)	8	(4.4)	11	(3.0)	1	(1.5)	11	(3.6)	1	(0.8)
No Answer	4	(0.9)	2	(0.8)	1	(0.5)	3	(0.8)	1	(1.5)	3	(1.0)	1	(0.8)

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

1. Which of the following employment sectors is your PRIMARY interest?

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Private practice landscape architecture firm - less than 10 employees (small)	59	(14.8)	32	(14.6)	27	(15.8)	45	(13.5)	14	(21.5)	40	(14.1)	18	(16.7)
Private practice landscape architecture firm - 10 or more employees (mid to large)	95	(23.9)	58	(26.5)	34	(19.9)	79	(23.7)	16	(24.6)	72	(25.4)	22	(20.4)
Private practice landscape architecture firm - no preference	76	(19.1)	40	(18.3)	36	(21.1)	67	(20.1)	9	(13.8)	56	(19.7)	19	(17.6)
Private practice with allied professionals (engineering, planning, architecture)	75	(18.8)	35	(16.0)	39	(22.8)	62	(18.6)	13	(20.0)	48	(16.9)	26	(24.1)
Design build contractor	39	(9.8)	29	(13.2)	9	(5.3)	39	(11.7)	0	(0.0)	33	(11.6)	6	(5.6)
Planning agency	9	(2.3)	3	(1.4)	6	(3.5)	6	(1.8)	3	(4.6)	6	(2.1)	3	(2.8)
Public sector resource management (parks, forests, wildlife, etc.)	30	(7.5)	16	(7.3)	12	(7.0)	24	(7.2)	6	(9.2)	17	(6.0)	12	(11.1)
Academic institution	4	(1.0)	2	(0.9)	2	(1.2)	2	(0.6)	2	(3.1)	3	(1.1)	0	(0.0)
Other	11	(2.8)	4	(1.8)	6	(3.5)	9	(2.7)	2	(3.1)	9	(3.2)	2	(1.9)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)

Other answers (one mention unless otherwise indicated):

- Abercrombie & Fitch corp. office
- AmeriCorps
- Design
- Full time ministry
- Gardener
- Golf architecture/course design (2 mentions)
- Non-profit
- Other field

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2a. How many job interviews have you had during your final semester in school?

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
BASE =	398		219		171		333		65		284		108	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
None	159	(39.9)	81	(37.0)	72	(42.1)	128	(38.4)	31	(47.7)	106	(37.3)	49	(45.4)
1	48	(12.1)	22	(10.0)	26	(15.2)	39	(11.7)	9	(13.8)	36	(12.7)	12	(11.1)
2	58	(14.6)	33	(15.1)	25	(14.6)	48	(14.4)	10	(15.4)	44	(15.5)	14	(13.0)
3	32	(8.0)	15	(6.8)	15	(8.8)	28	(8.4)	4	(6.2)	22	(7.7)	8	(7.4)
4	34	(8.5)	26	(11.9)	8	(4.7)	32	(9.6)	2	(3.1)	26	(9.2)	8	(7.4)
5	19	(4.8)	10	(4.6)	9	(5.3)	17	(5.1)	2	(3.1)	14	(4.9)	5	(4.6)
6 - 10	42	(10.6)	28	(12.8)	14	(8.2)	37	(11.1)	5	(7.7)	34	(12.0)	8	(7.4)
11 or more	4	(1.0)	3	(1.4)	1	(0.6)	3	(0.9)	1	(1.5)	1	(0.4)	3	(2.8)
No Answer	2	(0.5)	1	(0.5)	1	(0.6)	1	(0.3)	1	(1.5)	1	(0.4)	1	(0.9)
Average number	2.3		2.5		2.0		2.3		2.0		2.3		2.4	

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2b. If you had one or more interviews, please comment on how the interview process went:

- A little nervous but good overall.
- A lot better than I thought it would go.
- After receiving my resume, I got the interviews at their office for an approximate one-hour interview.
- All very similar; informal, lots (too much) introduction on the behalf of employer, generally 1-3 hours.
- All very well and at least ran for two hours.
- All went well.
- An excellent learning experience. Very eye-opening.
- Arrived, small talk, looked through my portfolio, looked through office portfolio, talked about benefits.
- As expected, but too many firms who were not looking to hire still called for interviews.
- Background, resume, goals, portfolio.
- Basic meet-and-greet sessions, presentation of work and schools.
- Both interviews went smoothly. They were both relatively short and to the point. I felt that I did well showing and telling the interviewer what my capabilities are. No big surprises.
- Both very different; 1 person on 1st, 6 people on 2nd.
- Casual conversation, formal attire. I was not asked the specific, difficult questions I thought I would be asked.
- Casual; informational; will interview, etc. over summer.
- Challenging, tedious.
- Design recruitment day at LSU; very helpful.
- Different-informal/formal; 3 job offers.
- Easy-going, comfortable questions and good feedback from interviewers.
- Easy-going.
- Employers are not 'aggressively' looking for employees at the moment.
- Employers want CAD experience and applicants who are self-motivated. Interview process went very well.
- Excellent! Jobs are plentiful in the south.
- Exciting and educational.
- Extremely well. (2 mentions)
- Fairly well, but limited positive contact after the interview process.
- Fine, firms in my area are deciding on plans for growth.
- First ones were discussions to see what they were about; second ones were visiting the firm and talking seriously.
- First was rough, but then others went very smoothly.
- From interviewing I had during my co-op (5) some firms were professional and cordial, where one particular firm was not professional & aggressive and rude.
- Frustrating--it seems many professionals lack proper communication skills; hard to make contact--never return email/phone calls.
- General phone interview, further detail on my resume.
- Good. (5 mentions)

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2b. (continued)

- Good. Being prepared makes all the difference.
- Great.
- Great. But with the fluctuations in the company, some were unsure about possibilities of employment.
- Great. Was not nervous.
- Hard to know what employers are looking for.
- Hired on the spot.
- I brought work samples to discuss, we went over them and talked about my interests in relation to what the firm had to offer.
- I felt it was a good experience.
- I felt that it went very well; except offices fail to respond when their decision has already been made.
- I felt they went very well.
- I felt very prepared going in and everyone was impressed with my work. They asked me questions, then we went through my portfolio.
- I had both interviews at Design Expo, an event at KSU that invites design firms to interview our students. We saw what work the firms did and then signed up to interview the ones we wanted to speak with further.
- I sent them my resume (teasers), called them about a week later, scheduled an interview.
- I think it went well.
- I was surprised at how well they all went. I was nervous before but during the interviews became comfortable with the interviewers.
- I was very comfortable with the interview process. I had the opportunity to meet some employees and learn about the firm/work environment, while highlighting my strengths, skills, experiences and personality.
- I wasn't interested in the company, but they contacted me and I thought it would be good practice. I didn't like them—they weren't interested in me.
- I went in and first talked about my portfolio and then discussed the firm and what my position was to be. Lasted about 1-3 hours (avg.).
- Informal contact from past internships with a related professional.
- Informal questions about my work habits.
- Informal, I mainly wanted interviewing experience.
- Informative, formal, personal and individual.
- Interesting! I learned about them and got a feel of their studio environment.
- Interview #1: flown to DC (all expenses paid!)-went well, they offered me the job on the spot. #2 was for a planning job; didn't go too well (they were looking for more experience).
- Interview process was smooth, there was more emphasis on character and personality than the portfolio and projects.
- Interview was laid back. I didn't feel nervous but don't think that's the location I would like to go to. It was a good experience.
- Interviews varied—most people just didn't care; some went out of their way to make the interview comfortable.
- Interviews went well; very personal, easy-going.
- Interviews went well—I felt comfortable presenting my work, answering questions, and learning about the firms.
- Intro of firm, discussion of my interests and work, discussion of responsibilities to be had with firm.

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2b. (continued)

- It was for a very small firm, quite informal. I felt comfortable and knowledgeable about what the job would entail.
- It was longer than I expected. I went through 4 interviews with one firm.
- It was ok, however there were some firms that asked me to visit their offices although they were not sure if they have a job opening.
- It was really an informational interview—it went well, I got a lot of great feedback about the field.
- It was shockingly pleasant and straightforward.
- It was very professional and nerve-wracking.
- It went excellent.
- It went ok, however it seems like they didn't care much for my well-being. So I could only imagine how it would be if I worked for them.
- It went smoothly. They were all very similar in structure; information on the firm, discuss portfolio, and then discuss any questions.
- It went very well.
- It went very well. They were pleased with my portfolio, and I was accepted by more than one firm.
- It went very well; 3 out of the 4 companies called for a second interview.
- It went well, but the market seems to be very competitive.
- It went well, I was pursued as an employee on both.
- It went well. It was a long process often frustrating at times due to the economy and unknown hiring needs many places I interviewed at told me that they were not sure if they would be hiring but were interested in interviewing me anyway. I did and was glad because at least two of the firms ended up having openings.
- It went well. Nice atmosphere.
- Long and involved.
- Many of the L.A. firms I interviewed with were positive about my skills/qualifications, yet were unorganized about their hiring status.
- Met firms at school or sent letters and resumes off to firms requesting interviews, then gave them a call back to set up interview.
- Met head LA for design build firm and construction managers for questions.
- Met with president, explained my personal goals, explained how I could contribute to the company, we reviewed my past work.
- Most lasted an hour, although the better ones lasted 2 hours. Most went very well but couldn't tell if people were being genuine.
- Most were at the A&M career fair. They were good 1st interviews. Second interviews in office were very good.
- Most were professional. Information was exchanged in a relaxed manner.
- Mostly informal and during career day.
- Much like interviews for previous internships.
- My work was qualified, but they like experience. How do you get experience if no one is hiring you?
- Nerve-wracking; helped with other interviews.
- No problems.
- Not many are hiring now but are still willing to show me around and learn about myself.

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2b. (continued)

- Okay. (3 mentions)
- Okay—professional has not gotten back to me; not good follow-up.
- One led to nothing; the other led to a job.
- One particular interview was excellent, as the employer critiqued my work. It showed me they were paying attention.
- One professional visited campus—made appointment. I contacted 5 others to meet with them in their office.
- One time meeting with one case agent, followed by phone call of congratulations.
- One was friendly and personable and overall a good experience; the other was very intimidating.
- Only preliminary interviews to be followed up with formal interviews after graduation.
- Over the phone with principal of the firm.
- Poorly-unprepared for process.
- Positive.
- Positive—they needed someone who could start right away, which was a problem.
- Present resume; explain work.
- Pretty well.
- Primary contact by myself, sent resume, portfolio, firm contacted me, set up either on site or phone interview, further contact by firm.
- Process went as series of questions and evaluation of work and future goals and expectations.
- Professional, very well.
- Questions about myself; questions on design process; questions on projects that were completed during school.
- Relaxed atmosphere, nice folks, little nervous.
- Sat down with head of department; casual.
- Schooling made me prepared for interviews, and one of them went well.
- Secured part-time work with small LA firm—entry-level.
- Seemed to go well.
- Sent out mailer (resume/sample works) then email, then interview.
- Show around office, talk about their firm and projects, sit down and look at resume and portfolio, ask questions.
- Show work, view office, talk to determine people skills.
- Showed portfolio and working drawings and then tour of office.
- Smaller firms were quick and personable, their decisions were made promptly, whereas the larger firms, some had personality tests, AutoCAD tests, human resource issues.
- Smooth, very comfortable, no pressure.
- Smoothly, was good to visit a number of firms, however, many were not honest about their employment needs.
- Smoothly.
- Some were more personable than expected. One gave me a design test.
- So-so; I still need more practice.
- Surprisingly well, very laid back.
- The 6 interviews were presentations to potential clients for commercial and high-end residential design/build.

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2b. (continued)

- The first few-I was nervous, the rest were great.
- The first two were bumpy. The last three went well.
- The interview went well, talking to new people can always be exciting.
- The interviewing process was relaxed and informative.
- The interviews went very well; just can't accept a full-time due to my need to return to college.
- The interviews went well, but the company hired someone who could start immediately!
- The interviews went well. As I do more, I know I will feel more confident.
- The process was informing and very personable on both sides.
- The process was pretty painless, not too intimidating and I found that a good cover letter, resume, and brochure were key in getting a job.
- The process was smooth. The interviews were laid back. I had a problem getting firms to return my calls.
- The process went well, I wish I had prepared myself a little better.
- They all went as expected-review of resume and experience.
- They all went very well.
- They all went well. I already accepted an offer.
- They basically tried to sell me on their companies, didn't really get into my qualifications.
- They lasted about 45 minutes each; casual. I didn't wear a tie. We went through my 10-page abbreviated portfolio, which helped by giving me something about which to talk.
- They went well, but most were not hiring until a later date.
- This is a tedious process and quite time consuming.
- Thorough for some, lackluster for others. Overall, it was what I expected.
- Three interviews with one company, one with a different company.
- Two to three interviews, lunch portfolio presentation, tour of facilities.
- Typical interview-I showed my stuff, they showed their stuff. One firm took me out to supper.
- Varied from firm to firm...some day trips, some firms flew me to their offices.
- Very good. (2 mentions)
- Very helpful; seemed interested in what projects I had worked on in school.
- Very informal because it was at a job fair.
- Very informal but straightforward. Interviewers gave comments on how to improve.
- Very informal, comfortable, and informative.
- Very informal-no suits, talked about portfolio and brought CD's.
- Very informative; good experience.
- Very laid back; not as uptight as I had expected. They looked at my portfolio and basically just asked general questions.
- Very positive experience-each interview was a learning process and helped to prepare me for the next interview.
- Very professional, but casual (no ties & suits).
- Very relaxed and casual; professionals made me feel at home in the office.

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2b. (continued)

- Very relaxed, I wish they had been more serious.
- Very relaxed, open ended with questions from both parties, and modest description of all work samples.
- Very thorough and inquisitive of academic and professional experience.
- Very time-consuming, considering I was finishing my senior project.
- Very well, Design Recruitment Day was beneficial.
- Very well, employers were impressed but only 2 of 8 firms had job openings.
- Very well, found out a lot about the firms and narrowed my search.
- Very well, improvement.
- Very well. (9 mentions)
- Very well; I got a good knowledge of the firms.
- Very well; talked about future growth.
- Very well—much less intimidating than I expected; the firms wanted to tell me about them just as much as they wanted to know about me.
- Was with prior employers, informal, discussing my interests in landscape architecture and the future goals of the firm.
- We both can get a basic understanding of each other, but for more detailed information, we need more time to communicate.
- Well, phone interview; on-site interview tour.
- Well, they were interested in me.
- Well, worked in design-build prior, was recommended to current position at firm.
- Well. (6 mentions)
- Well. I worked very hard at setting them up and preparing for them.
- Well/Great.
- Well-very informative and not surprising.
- Went as usual.
- Went good, some were intimidating and hard, others enjoyable.
- Went ok, but seemed they already had people picked out.
- Went very smoothly.
- Went very well, all interviews were very informal.
- Went well, although it was difficult for me to focus on getting a job while I was still grinding through the final semester.
- Went well, I thought. Didn't get either job.
- Went well.
- Went well; thought it was rushed, and they didn't want to hear about my work, just glance through it.
- Wonderful! Positive feedback and all offered positions.
- Worked there during school—position was designed for me. Since they knew me, there wasn't really an interview.

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2c. Was it what you expected?

	All Respondents		Male		Female		Undergrads		Grads		Age <= 25		Age >= 26	
	398		219		171		333		65		284		108	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Yes	211	(53.0)	125	(57.1)	84	(49.1)	184	(55.3)	27	(41.5)	160	(56.3)	50	(46.3)
No	30	(7.5)	16	(7.3)	14	(8.2)	22	(6.6)	8	(12.3)	20	(7.0)	9	(8.3)
No Answer	157	(39.4)	78	(35.6)	73	(42.7)	127	(38.1)	30	(46.2)	104	(36.6)	49	(45.4)

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2c. (continued)

PLEASE EXPLAIN - WAS AS EXPECTED:

- Because I am confident in my skills.
- Being drilled with questions.
- But I went to too many.
- Easier than I thought.
- Having interviewed for internships helped.
- I got the job I wanted.
- I had several interviews for my co-op. It was basically the same as those.
- I had two mock interviews prior to the real ones.
- I never liked them.
- I was prepared.
- I went for informational meetings and to determine better what type of firm I want to work for.
- I'm very confident, and they were highly interested.
- Interview work history.
- Interviewers were interested and easy to talk to-enjoyable experience.
- It was similar to internship interviews, though more thorough and serious.
- Lot of firms are not hiring though.
- More or less, positive and educational experience.
- Normal process.
- Questions, comments.
- Relaxed and additional interviews requested.
- Showed high interest in quality of work; not quantity.
- Somewhat like a firm tour, just focused more on you and employment.
- The people who interviewed me were nice.
- They were extremely impressed.
- Tough market.
- Very informal.
- Very organized and personal.
- Very thorough, introduction of me and them throughout.
- With firm I interned with this past summer.
- Yes and no-it was typical interviewing, but were casual as well.

(RESPONDENTS WHO ARE CONSIDERING, LOOKING FOR, OR HAVE FOUND EMPLOYMENT)

2c. (continued)

PLEASE EXPLAIN - NOT AS EXPECTED:

- Better, more relaxing than I thought.
- I expected to visit the office.
- I had to pay for the flight to get there.
- I have to practice more.
- I thought I'd get a chance to try to sell myself and my passions.
- I thought it would be a lot tougher.
- I thought the instructors would have better connections with employers.
- I thought they would be more intense.
- I was expecting more professionalism regarding being upfront on hiring status.
- I've always had to fight for employment before.
- It wasn't as formal as I thought it would be.
- More relaxed.
- Much more laid back and easy-going.
- Not as many formal interview questions made it more relaxed.
- Not very clear on what they wanted during the interview.
- Only that it was as informal as it was.
- Practitioners have little time for "artistic" explorations.
- They were what I expected except for a timed AutoCAD test during one interview.
- Thought it would involve more questions.
- Very conversational.