

First Destination Survey Spring 2016: Undergraduate Program Students

During April and May of 2016, the Office of Institutional Research of West Chester University of Pennsylvania (WCU) conducted an online survey of students who were intending to graduate with a Baccalaureate degree at the end of the Spring 2016 term. The purpose of the survey was to assess their future plans. The survey consisted of the broad question: “What is your primary status after *graduation*?” as well as follow-up questions on their employment, volunteer work, military service, and continued education. A total of 476 students responded to the survey. This represents approximately 22.8% of the 2,084 students intending to graduate in May 2016. The findings of the survey are displayed below.

Primary Status /Primary Future Plans after Graduation:

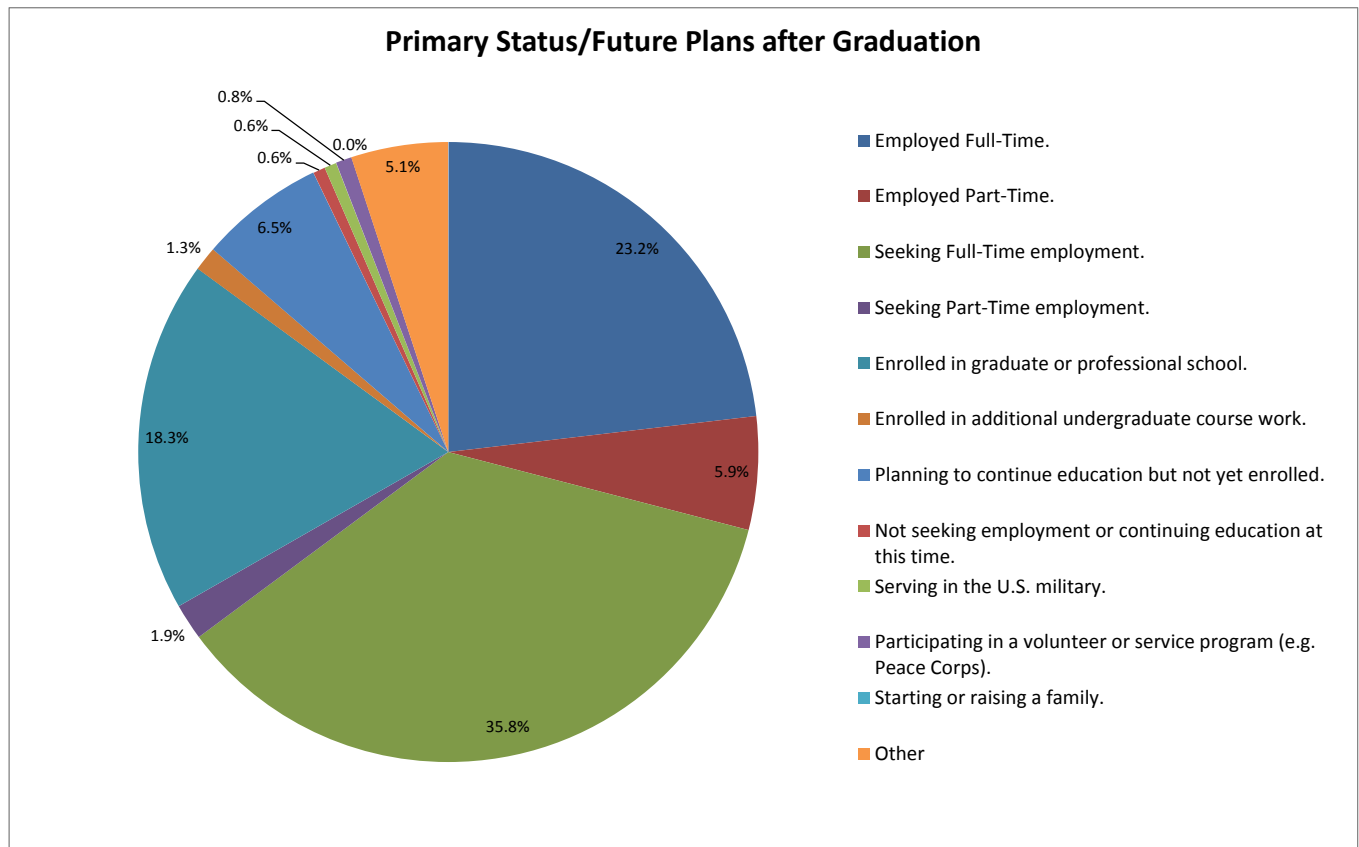


Table 1: Primary Status/Primary Future Plans after Graduation

Response Category	Spring 2016 Responses	
	#	%
Employed Full-Time.	110	23.2
Employed Part-Time.	28	5.9
Seeking Full-Time employment.	170	35.8
Seeking Part-Time employment.	9	1.9
Enrolled in graduate or professional school.	87	18.3
Enrolled in additional undergraduate course work.	6	1.3
Planning to continue education but not yet enrolled.	31	6.5
Not seeking employment or continuing education at this time.	3	0.6
Serving in the U.S. military.	3	0.6
Participating in a volunteer or service program (e.g. Peace Corps).	4	0.8
Starting or raising a family.	0	-
Other.	24	5.1
Total	475	100.0

Employment Status Regardless of Primary Future Plan:

Students graduating with a Baccalaureate degree were asked about their employment status regardless of their primary status/future plans after graduation. Total of 474 students reported about their employment status; of those, about 28.3% reported to be continuing in a current position, 21.3% have accepted a position, and 50.4% reported as not employed or haven't accepted a position.

Following are the percent responses by their employment status:

Table 2: Employment Status Regardless of Primary Future Plan

Employment Status	#	%
Continuing in current position.	134	28.3
Have accepted a position.	101	21.3
Not employed or haven't accepted a position.	239	50.4
Total	474	100.0

Position Status Regardless of Primary Future Plan:

Regardless of their primary status/future plans after graduation, students who were employed or had accepted a position were asked about their position status. Of the students who responded to the survey and were employed or had accepted a position, 234 students reported back about their position status. About 56.4% reported to be in full-time paid employment and 43.6% in part-time paid employment.

Following are the percent responses by their position status:

Table 3: Position Status Regardless of Primary Future Plan

Position Status	#	%
Full-Time	132	56.4
Part-Time	102	43.6
Total	234	100.0

Position Status by Employment Status:

Regardless of their primary status/future plans after graduation, there were about 33.3% of the full-time employed and 88.2% of the part-time employed students continuing in a current position after graduation; 66.7% of the full-time and 11.8% of the part-time employed students accepted a new position.

Table 4: Position Status by Employment Status

Employment Status	Position Status			
	Full-Time Paid		Part-Time Paid	
	#	%	#	%
Continuing in current position	44	33.3	90	88.2
Accepted a new position	88	66.7	12	11.8
Total	132	100.0	102	100.0

Position Status by Employment Type Regardless of Primary Future Plan:

Total of 208 students reported about their employment type. Regardless of their primary status/future plans after graduation, there were about 33.1% of the full-time employed and 39.1% of the part-time employed students working either as an entrepreneur or in a temporary/contract work assignment or as freelance or in a post-graduate internship or fellowship; 66.9% of the full-time and 60.9% of the part-time employed students were working in all other work categories.

Table 5: Position Status by Employment Type Regardless of Primary Future Plan

Employment Type	Position Status					
	Full-Time Paid		Part-Time Paid		Total	
	#	%	#	%	#	%
Employed as an entrepreneur.	4	3.3	1	1.1	5	2.4
Employed in a temporary/contract work assignment.	23	19.0	18	20.7	41	19.7
Employed freelance.	2	1.7	7	8.0	9	4.3
Employed in a post-graduate internship or fellowship.	11	9.1	8	9.2	19	9.1
Employed in all other work categories.	81	66.9	53	60.9	134	64.4
Total	121	100.0	87	100.0	208	100.0

Position Status by Salary Range Regardless of Primary Future Plan:

The information about salary range was provided by 184 survey takers. The following table shows salary range distribution of full-time and part-time paid employment. Salaries of about 57.0% of the students with full-time paid employment were in the range of \$40,000 to \$59,999. As per the received responses, of the students receiving a guaranteed first year bonus, most reported they were receiving a \$5,000 bonus.

Table 6: Position Status by Salary Range Regardless of Primary Future Plan

Salary Range	Position Status			
	Full-Time Paid		Part-Time Paid	
	#	%	#	%
<\$20,000	21	22.6	82	90.1
\$20,000-\$29,999	15	16.1	7	7.7
\$30,000-\$39,999	0	-	0	-
\$40,000-49,000	27	29.0	1	1.1
\$50,000-\$59,999	26	28.0	1	1.1
\$60,000-69,999	0	-	0	-
\$70,000-\$79,000	4	4.3	0	-
\$80,000-\$89,999	0	-	0	-
\$90,000-\$99,999	0	-	0	-
\$100,000 and above	0	-	0	-
Total	93	100.0	91	100.0

Full-Time Paid Employment by Salary Range and Employment Type Regardless of Primary Future Plan:

Of the students who were employed full-time in other work categories, 66.6% reported having salaries in the range of \$40,000-\$59,999.

The following table shows salary range distribution by the type of full-time paid employment:

Table 7: Full-Time Paid Employment by Salary Range and Employment Type Regardless of Primary Future Plan

Salary Range	Full-Time Paid Employment									
	Entrepreneur		Temporary / Contract Work Assignment		Freelance		Post-graduate Internship or Fellowship		Other Work Categories	
	#	%	#	%	#	%	#	%	#	%
<\$20,000	0	-	7	50.0	2	100.0	2	25.0	9	14.3
\$20,000-\$29,999	0	-	5	35.7	0	-	1	12.5	9	14.3
\$30,000-\$39,999	0	-	0	-	0	-	0	-	0	-
\$40,000-49,000	2	50.0	2	14.3	0	-	2	25.0	21	33.3
\$50,000-\$59,999	1	25.0	0	-	0	-	3	37.5	21	33.3
\$60,000-69,999	0	-	0	-	0	-	0	-	0	-
\$70,000-\$79,000	1	25.0	0	-	0	-	0	-	3	4.8
\$80,000-\$89,999	0	-	0	-	0	-	0	-	0	-
\$90,000-\$99,999	0	-	0	-	0	-	0	-	0	-
\$100,000 and above	0	-	0	-	0	-	0	-	0	-
Total	4	100.0	14	100.0	2	100.0	8	100.0	63	100.0

Completion of Internship Regardless of Primary Future Plan:

Students graduating with a Baccalaureate degree were asked about their internship experience regardless of their primary status/future plans after graduation. Of the students who responded to the survey, about 65.5% reported to have completed an internship and 34.5% have not completed any type of internship experience.

Following are the percent responses by their employment status:

Table 8: Completion of Internship Regardless of Primary Future Plan

Internship Status	#	%
Yes	312	65.5
No	164	34.5
Total	476	100.0

Type of Internship Experience Regardless of Primary Future Plan:

Students graduating with a Baccalaureate degree and internship experience were asked about the type of internship experience regardless of their primary status/future plans after graduation.

Following are the percent responses by their employment status:

Table 9: Type of Internship Experience Regardless of Primary Future Plan

Experience Type	#
Internship	174
Practicum	69
Field Experience/Research	94
Clinical Rotations	0
Student Teaching	84
Total	421

Note: Students were able to select more than one internship experience.

College by Completion of Internship Regardless of Primary Future Plan

Regardless of their primary status/future plans after graduation, there were about 61.4% of students from the College of Arts & Sciences, 68.2% students from the College of Business & Public Affairs, 100.0% of students from the College of Education, and 53.9% of students from the College of Health Sciences, and 68.8% of students from the College of Visual & Performing Arts who completed an internship at WCU.

Table 10: College by Completion of Internship Regardless of Primary Future Plan

Completion of Internship	College									
	Arts & Sciences		Business & Public Affairs		Education		Health Sciences		Visual & Performing Arts	
	#	%	#	%	#	%	#	%	#	%
Yes	105	61.4	73	68.2	54	100.0	69	53.9	11	68.8
No	66	38.6	34	31.8	0	-	59	46.1	5	31.3
Total	171	100.0	107	100.0	54	100.0	128	100.0	16	100.0

The respondents' employment information is located in Appendix A.

As per the received responses, 19.5% (n=93) of respondents reported they had enrolled or had been accepted in a program of continuing education at the time the survey was administered. The detailed information of their education is provided in Appendix B.

As per the received responses, 1.5% (n=7) of respondents reported they were serving in the US military at the time of survey administration. The detailed information of their military status is provided in Appendix C.

As per the received responses, 84.0% (n=20) of respondents reported they were participating in a volunteer service program at the time the survey was administered. The detailed information of their military status is provided in Appendix D.

APPENDIX A: Employment Information (As reported by respondents)

Employer	Location	Job Title
20/10 Solutions	West Chester, PA	Marketing Coordinator
A Private Family	Chester Springs, PA	Companion/Caretaker
ABA2Day Behavioral Services	Newtown Square, PA	Behavioral Therapist
Abington Memorial Hospital	Abington, PA, USA	Hostess
Absorption Systems, LP	Exton, PA, USA	Lab Assistant
Advantage Home Care	Wyomissing, PA, USA	Home Health Aide
All-Star Baseball Academy	Downingtown, PA, USA	Front Desk Administrator
American Eagle Outfitters	Wilmington, DE	Lead Cashier
Ameriprise Financial	Chadds ford, PA, US	Advisor
Aramark	Philadelphia	Nutrition Analyst
Aramark	San Diego, California, USA	Food Service Manager
Arkema, Inc.	King of Prussia	Floating Supply Chain
Arkema, Inc.	King of Prussia, PA, USA	Intern, Industrial Safety Group
AT&T	West Chester, PA	Retail Sales Consultant
Bakery	Bethlehem, PA	Counter
Baltimore County Public Schools	Baltimore County, MD, United States	Kindergarten Teacher
Beauvoir, the National Cathedral Elementary School	Washington, D.C.	Associate Teacher
Boy Scouts of America	New Mexico	Horseman
Brandywine School District	Wilmington, DE, United States	Paraprofessional
Buddy's Burgers Breasts and Fries	West Chester PA Chester County	Shift Supervisor
BYL Risk Management	West Chester, PA	VARO Healthcare Representative
Campbell's Soup Company	Camden, NJ USA	Nutrition Intern
Capriottis	West Chester	General Worker
Cerner	Malvern, PA USA	Business Analyst
Champs Sports	Exton, Pennsylvania United States	Sales Associate
Chester County Health Department	601 Westtown Rd West Chester, PA 19380	Part Time Disease Investigator
Chester County Hospital	West Chester PA USA	Nursing Assistant
Child and Adolescent Counseling Services of SEPA	West Chester, PA, United States of America	Office Manager / Supervised Visitation Monitor
Christiana Care	Newark, DE, United States	Registered Nurse
Christiana Care Hospital	Christiana, PA, USA	Respiratory Therapist
City Year	Philadelphia	City Year AmeriCorps Member
City Year	Philadelphia, PA	Team Member
Clarion Samuels	Wayne, PA	Real Estate Analyst
CliftonLarsonAllen	Plymouth Meeting, PA, United States	Associate
Club La Maison	Wayne, Pennsylvania	Personal Trainer
Colonial Kennels	Whitehall, PA United States	Dog handler
Community Volunteers in Medicine	West Chester, PA, United States	Bilingual Front Office Coordinator
Coop Mega	Norway	-
CrossFit Rock Solid	Downingtown, PA, USA	Coach
CSSI	King of Prussia, PA, USA	Data Specialist
CVS	West Chester	Cashier
Dick's Sporting Goods	King of Prussia	Running Specialist
Dragon Riders Comics and Mags	Newmanstown, PA USA	Sales Associate
Duval County Public Schools	Jacksonville, Florida, United States of America	Elementary Teacher
Elite Dry Cleaners Inc.	Audubon, PA	Senior Associate
Elite Physical Therapy	Wilmington, Delaware	Physical Therapy Tech
ELPS Private Detective Agency	West Chester, PA United States	Security Officer
Elwyn	Media ,PA, USA	Program Specialist
Enterprise	-	Management Trainee
Enterprise Holdings	Not sure yet	Management Trainee
Enterprise Holdings LLC.	Trainer, Pennsylvania, United States of America	Management Trainee
Enterprise Rent a Car	West Chester	Management Trainee
Fedex Ground	West Chester	Package Handler Trainer
Flagship Credit Acceptance	Chadds Ford, PA USA	Legal Admin
Florida Studio Theatre	Sarasota, Florida, USA	Developmental Theatre Intern
Geisinger	Danville, PA and Shamokin, PA	Flex Case Worker and Flex ER Tech
George Washington University	Washington, DC, United States	Doctoral Student (Graduate Teaching Assistant)
Giant Food Stores	West Chester, PA	Cashier
Grant Thornton LLP	Philadelphia, Pennsylvania	Tax Associate
Gregory FCA	Ardmore, PA	Junior Associate
Grube's Pool Service	Drexel Hill	Lifeguard
Hershey Entertainment and Resorts	Hershey, Pa	EMT
Hershey Medical Center	Hershey, PA	Graduate Nurse/Registered Nurse
Hope Veterinary Specialists	Malvern, PA, USA	Nursing Assistant
Hospital	Red Bank, NJ	Rehab Aid
House Republican Campaign Committee (HRCC)	Lock Haven, PA	Field Staffer
IBM	Pittsburgh, PA	Software Engineer
Immaculata University	Malvern, PA	Dietetic intern
Insight Global	NYC	Recruiter

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JP Morgan	Newark, DE, USA	Operations Analyst
JP Morgan	Newark, DE	Corporate Investment Bank Operations Analyst
JP Morgan Chase	Tampa, FL	Operations Analyst
JP Morgan Chase & Co.	Newark, DE, USA	Corporate Analyst
JPMorgan Chase & Co.	Newark, DE	Operations Analyst
JPMorgan Chase & Co.	Newark, DE	Operations Analyst Development Program
Kelly Roach Coaching International	West Chester, PA Chester County	Communications Assistant
Kelly's Sports	West Chester, PA	Sales Support
Kelsch Associates	Exton, PA	Program Support Manager
KPMG	Philadelphia, Pennsylvania, United States	Audit Associate
KPMG	Radnor	Associate Actuary
Law Offices of Proctor & Lindsay	Chadds Ford, PA	Legal Assistant/Title Insurance Processor
Lehigh County Historical Society	Allentown, PA	Curatorial Assistant / Collections Technician
Lehigh Valley Hospital	Allentown, PA, US	RN
Longhorn Steakhouse	Exton	Server
LTP	Valley Township, Chester County, PA	Owner
Magnus Health	West Chester Pennsylvania	Marketing Coordinator
Main Line Health- Paoli Hospital	Paoli, PA, USA	Staff Nurse
Mainline Health	Media, Pa	Registered Nurse
Manna Project International	Managua, Nicaragua	Program Director
Mas Mexicali Cantina	West Chester, PA, USA	Hostess
McKean Defense Group	Philadelphia, PA	Technical Writer/Editor
MedRisk	Philadelphia, Pa	Claims Inquiry Analyst
Merck & Co., Inc	West Point, PA, USA	Biotechnician
Mount Laurel Board of Education	Mount Laurel, New Jersey, USA	Extended School Year teacher
Nanny	West Chester, PA	Family's Nanny
No Limits Print Solutions Inc.	1800 Byberry Road Suite 701 Huntingdon Valley PA	President
North Pocono School District	Moscow, PA, USA	Elementary Music Teacher
North Slope Borough School District	Nuqsut	Teacher
Oberthur Technologies	Service Technician. Exton, PA	Technician
Old Security Group	West Chester, PA	Marketing Director
On the Border Restaurant	Wyomissing, PA	Server
Pathways Strategic Teaching	Coventry, RI	Behavior Technician
Penn Medicine	Philadelphia, PA US	Medical Laboratory Scientist
People Light and Theater	Malvern Pa	Bartender
Peopleshare	West Chester Pa	Receptionist
Philmont Scout Ranch	Cimarron, NM	Ranger Scheduling Coordinator
Plato's Closet	Exton, PA, USA	Operations Manager
Pottstown Memorial Medical Center	Pottstown, PA 19465 USA	RN
Power Train Sports & Fitness	Exton, PA. United States	Strength Coach
Private	Malvern, PA	Nanny
Prudential	Hunt Valley, MD (remote work)	Marketing Assistant
PwC	Philadelphia, PA	Core Assurance Associate
PwC	Philadelphia, PA, United States	Assurance Associate
PwC	Boston, MA - United States	Staff Accountant
PwC	Philadelphia	Staff Accountant
QVC	West Chester	Merchandise Trainee
Relative Care	West Chester, PA, USA	Direct Care Worker
Restaurant	West Chester	Server
Retirement Village	Media, PA	Server
Roots Tribe Yoga	Kenner square, PA,USA	Mission and Operation Development
Rose Tree Day School	Media, PA, USA	Head Pre-K Teacher
SAP	Newtown Square, PA, United States	Knowledge Transfer and Education Portfolio Management Intern
ScribeAmerica	PA	Scribe
SEI Investments	Oaks, Pa	Operations Analyst
Select Pro, LLC	Drexel Hill, PA 19026	Project Lead
Shannondell At Valley Forge	Pennsylvania	Bartender
Starbucks	West Chester, PA	Barista
Stoltzfus RV's & Marine	West Chester, PA	Graphic Design and Digital Marketing Specialist
Student Recreation Center	West Chester, PA	Facility Supervisor
Teca Restaurant	West Ceste, PA	Server
Teksystems	Radnor, PA, USA	Recruiter
Temple University College of Public Health	Philadelphia, PA, United States	Teaching Assistant
Terrain	Glen Mills, PA, USA	Event Staff
The Goddard School	West Chester, Pa	Pre-K Teacher
The Institutes	Malvern, PA	Compliance Specialist
The Michaels Organization	Marlton, NJ USA	Corporate Marketing Intern
The Taproom & Grill	Haddonfield, New Jersey, United States	Bartender/Manager
The Wireless Experience	Glen Mills, Pennsylvania	Sales Consultant
Timothys	West Chester	Waitress

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Employer	Location	Job Title
TouchPoint360	Traveling across the nation	Merchandiser
UDEA	Upper Darby	Teacher
United Methodist Children's Center	West Chester, PA, USA	Daycare Worker
University Athletic Association	Gainesville, FL	Graduate Assistant
University of Chicago	Hyde Park	Graduate Student
University of Delaware	Newark, DE	Funded Graduate Student & Teaching Assistant w/ Tuition and Stipend
UPS	Philadelphia, Pa	Supervisor
US Air National Guard	Indian-town Gap, PA	Tactical Air Control Party
USDA Eastern Regional Research Center	Wyndmoor, PA	Physical Science Technician
USLI	Wayne, PA, USA	Refund Analyst
Valley Milkhouse	Oley Valley, Pennsylvania, USA	Market Representative
Valotta Studios	Chester Springs PA	Voice and Piano Teacher
Vanguard	Malvern, Pa, USA	Flagship Client Relationship Specialist
Vanguard	Malvern, PA, USA	Client Relationship Specialist
Vanguard	Malvern, PA, USA	Processing Associate
Variety Club Camp and Developmental Center	Worcester PA, Montgomery County	1:1 Instructional Aid
Vector	Paoli	Receptionist
Vertex, Inc.	Berwyn PA, USA	Sales
Vista.Today	Exton, Pa, USA	Contributing Intern
VWR International	Malvern, PA US	Supervisor
Wawa	PA	Manager in training
Wawa	Havertown, PA, United States	Associate
WCU Academic Computing	West Chester, PA, USA	IT Help Desk Student Intern
Wegmans	Downingtown, PA, USA	Pharmacy Technician
Wegmans Food Markets	Downingtown, PA USA	Customer Service Representative
West Chester University	West Chester, PA, 19383	Graduate Student
West Chester University	West Chester, PA	Clerk Typist II
West Chester University of Pennsylvania	West Chester, PA, United States of America	Security Guard
White Horse Village	Newtown Square, Pa, USA	Dietary Aid
Wilmington Trust	Wilmington, Delaware	Fee Processing Specialist
Wooden Wheels	Wilmington, DE	Mechanic
Wsf's Bank	Wilmington, DE USA	Networking and IT Internship
Ymca	West Chester PA United States	Coach
-	Sydney, Australia	Au Pair
-	Chester County	Nanny
-	West Chester, PA USA	Quality Assurance Manager
-	New York City	Marketing/Sales Rep
-	West Chester PA USA	Nanny
-	France	Au pair
-	King of Prussia PA	Nanny

APPENDIX B: Continued Education Information (As reported by respondents)

Institution	Institution Location	Program of Study	Degree
Adagio Health	Pittsburgh, Pa	Dietetic internship	Registered Dietitian
Aramark	Philadelphia	Dietetic Internship	Registered Dietitian
Arcadia University	Glenside PA, Montgomery County	Applied Behavioral Analysis	Masters of Education in ABA
Bloomsburg University	Bloomsburg Pennsylvania, United States	Communicative Disorders/Speech Pathology	Masters
Boston University School of Law	Boston, MA	Law	Juris Doctor
Bryn Mawr Graduate School of Social Work and Social Research	Bryn Mawr, PA United States	Clinical Social Work	Master of Social Service
Caldwell university	Caldwell,NJ, USA	Art Therapy	Masters in Counseling and Art Therapy
CCP	Philadelphia	ASL Interpreting	-
Cedar Crest College	Allentown, PA, USA	Nutrition and Dietetics	Dietetic Internship Certification
Drexel Law	Philadelphia, PA, USA	-	J.D.
Drexel University	Philadelphia, PA USA	Physical Therapy	Doctorate
East Stroudsburg University	East Stroudsburg, PA USA	Speech Language Pathology	MS Speech Language Pathology
East Stroudsburg University	East Stroudsburg, PA	Clinical Exercise Physiology	-
European University at St. Petersburg	St. Petersburg, Russia	Master in Russian and Eurasian Studies	Master of Arts
Florida Hospital	Orlando, Florida, United States	Dietetics	RD Credential
Full Time Training in Anaheim (FTTA)	Anaheim, CA, USA	Truth, Life, Gospel & Service	N/A
Gallaudet University	Washington, DC	Speech-Language Pathology	Masters Degree
George Washington University	Washington, DC, United States	Industrial/Organizational Psychology	Ph.D.
Georgia State University	Atlanta, Georgia, United States	Coordinated Master's	Masters of Nutrition
Georgian Court University	Lakewood, NJ, USA	Holistic Health	Masters of Arts
Goldsmiths, University of London	New Cross, London, UK	Sociocultural Linguistics	MA
Holy Family	Newtown, PA	Nursing	BSN
Holy Family University	Newtown, PA, United States	Counseling Psychology Concentration on Art Therapy	Masters
Howard University	Washington, D.C.	Media Sales Institute	-
Immaculata University	Malvern, PA	Nutrition and Dietetics	Masters in Nutrition and Dietetics
Lake Erie College of Osteopathic Medicine	Erie, PA	Medicine	Doctor of Osteopathy
Liberty University	Lynchburg, VA, USA	Post Baccalaureate Program for Medical School	Doctorate of Osteopathic Medicine
Lynchburg College	Lynchburg, Virginia	Physical Therapy	Doctorate of Physical Therapy
Mercy College	Dobbs ferry, NY, USA	Communicative Disorders	Masters
Penn State College of Medicine	Hershey, PA	Physician Assistant	M.S. In Physician Assistant Studies
Regent University	Virginia Beach, Virginia, USA	Clinical Counseling Psychology	Psy.D. - Doctorate of Psychology
Rutgers University	Camden and New Brunswick, NJ, USA	Advanced Standing MSW	Violence Against Women and Children
Rutgers University	Camden, NJ	Chemistry Courses	-
Rutgers University	New Brunswick, NJ, USA	MSW Advanced Standing	Masters in Clinical Social Work
Sales University	Elkins Park, PA, USA	Audiology	AuD
Salus University	Jenkintown, PA	Occupational Therapy	Masters of Occupational Therapy
Salve Regina University	Newport, RI	Applied Behavior Analysis	Masters
Seton Hall University	South Orange, New Jersey, USA	M.S. Marriage and Family Counseling	M.S.
Slippery Rock University	Slippery Rock, PA	Adapted Physical Activity	Masters of Science
Stetson University College of Law	Gulfport, Florida, United States of America	Law	Juris Doctor
Temple University	Philadelphia, PA, United States	Kinesiology	Masters of Science
Temple University	Philadelphia, PA, United States	M.S.	Kinesiology/Athletic Training
The Pennsylvania State University Dietetic Internship	Hershey PA	Nutrition	Registered Dietitian
Thomas Jefferson University	Philadelphia, PA, usa	Doctor of Pharmacy	PharmD
Thomas Jefferson University	Philadelphia, PA, United States	Physical Therapy	Doctoral
Thomas Jefferson University	Philadelphia, PA, USA	Physician Assistant Program	Physician Assistant
Towson University	Towson, Maryland USA	Speech-Language Pathology	Master's of Science
University of Chicago	Chicago	Chemical Biology	PhD
University of Delaware	Newark, DE, USA	Chemistry, Organic Chemistry Concentration	PhD
University of Delaware	Newark, DE	Sociology	PhD
University of Delaware	Newark, DE, USA	Speech-Language Pathology	Master of Arts
University of Florida	Gainesville, FL	Applied Physiology and Kinesiology	Masters of Science
University of Iowa	Iowa City, IA, USA	Occupational and Environmental Health: Industrial Hygiene	M.S. in Industrial Hygiene
University of Michigan	Ann Arbor, PA, USA	Music Performance	MM Voice Performance
University of Pittsburgh	Pittsburgh	Higher Education Management	Master or Education
University of Pittsburgh	Pittsburgh, PA	Rehabilitation Sciences	Occupational Therapy
University of Scranton	Scranton, PA USA	Health Care Administration	Master of Health Care Administration
University of South Carolina	Columbia, SC	Health Administration	Master of Health Administration
University of Texas	Austin, Texas	Technology Commercialization	Master of Science
University of the Sciences	Philadelphia, PA	Occupational Therapy	Masters
Villanova	Radnor, PA	Masters of Finance	Masters
Villanova law school	-	Law	JD
West Chester University	West Chester, PA	Master of Public Administration	Planning Certificate
West Chester University	West Chester, PA, USA	Advance to BSN Second Degree Program	RN, BSN
West Chester University	West Chester, PA	Communication Sciences and Disorders	Speech Language Pathology
West Chester University	West Chester, PA, Chester County	Communication Studies	Masters of Arts
West Chester University	West Chester, PA	Community Nutrition	Masters of Science
West Chester University	West Chester, Pa United States	Criminal Justice	Masters degree
West Chester University	West Chester, PA, USA	Dept. of Nutrition & Dietetics MSCN Program	M.S. in Community Nutrition
West Chester University	West Chester, PA, 19383	Geography and Planning	Geography and Planning/Urban Planning
West Chester University	West Chester, PA, USA	Higher Education Counseling/Student Affairs	Masters
West Chester University	West Chester, PA United States	History	MA
West Chester University	West Chester, PA, USA	Masters in Business Administration (MBA)	Masters in Business Administration (MBA)
West Chester University	West Chester, PA	MPA	Masters
West Chester University	West Chester, PA	Nutrition	Community Nutrition
West Chester University	West Chester PA USA	Public Administration	MPA
West Chester University	West Chester, Pennsylvania	Public Health	MPH
West Chester University	West Chester, PA, USA	Social Work	MSW
West Chester University	West Chester, PA, United States	Speech-Language Pathology	MA
West Chester University of Pennsylvania	West Chester, PA, USA	Criminal Justice	Masters of Science
West Chester University of Pennsylvania	West Chester, PA, United States of America	General Psychology M.A.	Master's Degree
West Chester University	WCU	Graduate	Masters
Widener University	Chester, PA	Master's Degree	Social Work, Trauma certification

APPENDIX C: U.S. Military Service Information (As reported by respondents)

US Military Service Branch	Rank
US Army	SFC
Army National Guard	Private First Class
Usmc	Sergeant
Navy	E3
Air Force	SrA
Army	Lieutenant
US Air Force	Staff Sergeant

APPENDIX D: Volunteer Service Information (As reported by respondents)

Organization	Organization Location	Volunteer Role
America Reads Program	West Chester, PA	Mentor/ Academic Coach
AmeriCorps	Philadelphia, PA	-
AmeriCorps	New York	-
Believe and Achieve Foundation	Chester County, PA, US	Volunteer
Birthright Armenia	Yerevan, Armenia	Volunteer
Boy Scouts of America	Philadelphia PA	Volunteer
Chinese Christian Church in Philadelphia	Philadelphia	Fellowship President
City Year	New Orleans	-
Division for the Visually Impaired	Wilmington, DE	Volunteer
Incyte corporation	Wilmington, DE	Compliance intern
Manna Project International	Managua, Nicaragua	Program Director
PALS Programs	New Jersey, PA	Camp Director
Penn State Dietetic Internship	Hershey PA	Dietetic Intern
Recovery 825	West Chester PA	Facilitator/creator
Relay for Life	West Chester, PA, USA	Relayer
Roots tribe yoga	Gambia, Africa	Training assistant
SPCA	West Chester, PA USA	Volunteer
TEFL Academy	Latin America	Teacher
US Army	Lancaster	Senior Transportation Manager
Valley Youth House	Warrington, PA, USA	Volunteer