2010-2011 Employment Survey
of 2008-2009 Graduates

University of North Dakota
Office of Institutional Research
Institutional Report

Prepared for
Career Services
Division of Student
and Outreach Services
“Empowering Students to
Realize Their Dreams”

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Sue Erickson
March 28, 2011
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EXECUTIVE SUMMARY

■ 1,719 UND undergraduate alumni who graduated in December 2008, May 2009, and August 2009 were mailed a questionnaire seeking demographic and employment information. A total of 633 alumni participated in the survey. After adjusting for bad addresses, an adjusted response rate of 39% was attained.

■ 97% of respondents indicated being either employed or currently a student – up from the all-time low of 95% reported last year.

■ 84% (89% last year) of respondents indicated that their current position is “directly related” or “somewhat related” to the education they received at UND.

■ Respondents reported residing in 45 states. 67% of respondents are currently residing in North Dakota (42%) or Minnesota (25%). Overall, North Dakota retained 186 (66%) of the 282 respondents who graduated from a ND high school. This is the highest percentage reported by this survey; the past five years are as follows: 2010=60%, 2009=48%, 2008=53%, 2007=53%, 2006=52%.

■ The reported average annual salary was $38,126 down from last year’s $40,793. UND female graduates report average annual earnings of only 85% (last year=92%) of their male counterparts.

■ 49% (last year=46%) of the respondents indicated that they participated in an internship or cooperative education program while attending UND. A total of 26% of these participants reported accepting permanent employment with the internship/cooperative employee. The participants of these programs reported an average salary $3,650 higher than those who did not participate in such programs (last year’s difference was $3,327).

■ 55% of respondents reported that they used the services of, or attended events sponsored by, UND Career Services/Coop Ed while at UND (last year=57%). The students who used these services reported a higher rate of relationship (directly related or somewhat related) of their current position to their UND education.

■ 62% (last year=64%) of the respondents believe there are job opportunities for them in their area of interest in North Dakota. 51% (last year=47%) of respondents indicated that if a job were available in their area of interest they would want employment in North Dakota.

■ Respondents indicating “yes” they would want North Dakota employment frequently cited the following reasons: like the community or state, close to family, job opportunities, and good place to raise a family. Comments such as “great economy” and “growing future” were new to the list of comments this year.

■ Respondents indicating “no” or “unsure” they would want North Dakota employment frequently cited the following as their reasons: preference for another state/metropolitan area, limited job opportunities, proximity to family, and climate.

■ 181 (29%) respondents are pursuing additional education, of which 67 (37%) are at UND. This is very similar to last year’s total of 172 (28%) of the respondents reported pursuing additional education and 64 (37%) studying at UND.

■ Of the 181 respondents pursuing additional education, females account for 64% (n=115) of the re-enrollees, compared to 36% (n=66) males.
2010-2011 UND Employment Survey Highlights of the 2008-2009 Graduates

How closely is your current position related to your education?
Sorted by College (Total 100% per college)

<table>
<thead>
<tr>
<th>College</th>
<th>Directly related</th>
<th>Somewhat related</th>
<th>Not at all related</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>34.1%</td>
<td>35.2%</td>
<td>30.8%</td>
</tr>
<tr>
<td>BPA</td>
<td>52.6%</td>
<td>35.3%</td>
<td>12.1%</td>
</tr>
<tr>
<td>EHD</td>
<td>61.8%</td>
<td>22.1%</td>
<td>16.2%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>72.6%</td>
<td>13.1%</td>
<td>14.3%</td>
</tr>
<tr>
<td>NURS</td>
<td>90.8%</td>
<td>9.2%</td>
<td></td>
</tr>
<tr>
<td>SEM</td>
<td>59.6%</td>
<td>34.0%</td>
<td>6.4%</td>
</tr>
<tr>
<td>SMHS</td>
<td>93.3%</td>
<td>6.7%</td>
<td></td>
</tr>
</tbody>
</table>

Participated in an internship or co-op program?

<table>
<thead>
<tr>
<th>College</th>
<th>2010-2011 % Yes</th>
<th>2009-2010 % Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A &amp; S</td>
<td>32%</td>
<td>30%</td>
</tr>
<tr>
<td>BPA</td>
<td>71%</td>
<td>62%</td>
</tr>
<tr>
<td>EHD</td>
<td>56%</td>
<td>49%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>30%</td>
<td>29%</td>
</tr>
<tr>
<td>NURS</td>
<td>60%</td>
<td>61%</td>
</tr>
<tr>
<td>SEM</td>
<td>67%</td>
<td>65%</td>
</tr>
<tr>
<td>SMHS</td>
<td>88%</td>
<td>71%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>49%</td>
<td>46%</td>
</tr>
</tbody>
</table>

Pursuing further education?

<table>
<thead>
<tr>
<th>Study at</th>
<th>2010-11 Male</th>
<th>2010-11 Female</th>
<th>2010-11 All</th>
<th>2009-10 All</th>
</tr>
</thead>
<tbody>
<tr>
<td>UND</td>
<td>24</td>
<td>43</td>
<td>67</td>
<td>64</td>
</tr>
<tr>
<td>Other schools</td>
<td>42</td>
<td>72</td>
<td>114</td>
<td>108</td>
</tr>
</tbody>
</table>

Do you believe there are job opportunities for you in your area of interest in ND? (Prior Year)

<table>
<thead>
<tr>
<th></th>
<th>Yes (Prior Year)</th>
<th>No (Prior Year)</th>
<th>Not Sure (Prior Year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>62%</td>
<td>20%</td>
<td>17%</td>
</tr>
<tr>
<td>BPA</td>
<td>51%</td>
<td>26%</td>
<td>22%</td>
</tr>
<tr>
<td>EHD</td>
<td>61.8%</td>
<td>22.1%</td>
<td>16.2%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>72.6%</td>
<td>13.1%</td>
<td>14.3%</td>
</tr>
<tr>
<td>NURS</td>
<td>90.8%</td>
<td>9.2%</td>
<td></td>
</tr>
<tr>
<td>SEM</td>
<td>59.6%</td>
<td>34.0%</td>
<td>6.4%</td>
</tr>
<tr>
<td>SMHS</td>
<td>93.3%</td>
<td>6.7%</td>
<td></td>
</tr>
</tbody>
</table>

If a job were available in your area of interest would you want employment in ND? (Prior Year)

<table>
<thead>
<tr>
<th></th>
<th>Yes (Prior Year)</th>
<th>No (Prior Year)</th>
<th>Not Sure (Prior Year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>35.9%</td>
<td>28.2%</td>
<td>35.9%</td>
</tr>
<tr>
<td>BPA</td>
<td>43.7%</td>
<td>33.6%</td>
<td>22.7%</td>
</tr>
<tr>
<td>EHD</td>
<td>52.6%</td>
<td>21.4%</td>
<td>25.7%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>34.8%</td>
<td>11.2%</td>
<td>53.9%</td>
</tr>
<tr>
<td>NURS</td>
<td>59.5%</td>
<td>22.8%</td>
<td>17.7%</td>
</tr>
<tr>
<td>SEM</td>
<td>38.8%</td>
<td>20.4%</td>
<td>40.8%</td>
</tr>
<tr>
<td>SMHS</td>
<td>18.8%</td>
<td>31.3%</td>
<td>50.0%</td>
</tr>
</tbody>
</table>

Did you use the services or attend events sponsored by UND Career Services while you studied at UND? (Prior Year)

<table>
<thead>
<tr>
<th></th>
<th>Yes (Prior Year)</th>
<th>No (Prior Year)</th>
<th>Not Sure (Prior Year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>55%</td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>BPA</td>
<td>55%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>EHD</td>
<td>55%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>JDOSAS</td>
<td>55%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>NURS</td>
<td>55%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>SEM</td>
<td>55%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>SMHS</td>
<td>55%</td>
<td>44%</td>
<td></td>
</tr>
</tbody>
</table>

In which state do you currently reside?
Sorted by college (Total 100% per college)

<table>
<thead>
<tr>
<th></th>
<th>North Dakota</th>
<th>Minnesota</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>35.9%</td>
<td>28.2%</td>
<td>35.9%</td>
</tr>
<tr>
<td>BPA</td>
<td>43.7%</td>
<td>33.6%</td>
<td>22.7%</td>
</tr>
<tr>
<td>EHD</td>
<td>52.9%</td>
<td>21.4%</td>
<td>25.7%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>34.8%</td>
<td>11.2%</td>
<td>53.9%</td>
</tr>
<tr>
<td>NURS</td>
<td>59.5%</td>
<td>22.8%</td>
<td>17.7%</td>
</tr>
<tr>
<td>SEM</td>
<td>38.8%</td>
<td>20.4%</td>
<td>40.8%</td>
</tr>
<tr>
<td>SMHS</td>
<td>18.8%</td>
<td>31.3%</td>
<td>50.0%</td>
</tr>
</tbody>
</table>

Average Annual Salary
Sorted by College and Residence

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>North Dakota</th>
<th>Minnesota</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>$33,899</td>
<td>$33,493</td>
<td>$34,632</td>
<td>$34,018</td>
</tr>
<tr>
<td>BPA</td>
<td>$41,981</td>
<td>$41,981</td>
<td>$46,667</td>
<td>$46,467</td>
</tr>
<tr>
<td>EHD</td>
<td>$66,143</td>
<td>$66,143</td>
<td>$51,190</td>
<td>$46,714</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>$44,600</td>
<td>$44,600</td>
<td>$46,714</td>
<td>$46,714</td>
</tr>
<tr>
<td>NURS</td>
<td>$40,040</td>
<td>$40,040</td>
<td>$45,610</td>
<td>$44,600</td>
</tr>
<tr>
<td>SEM</td>
<td>$54,722</td>
<td>$42,907</td>
<td>$51,398</td>
<td>$54,722</td>
</tr>
<tr>
<td>SMHS</td>
<td>$44,333</td>
<td>$44,333</td>
<td>$51,398</td>
<td>$44,333</td>
</tr>
</tbody>
</table>
A. INTRODUCTION

The UND Employment Survey (formerly called the Placement Survey) was developed in 1997 through the partnership of Career Services and Institutional Research for the purpose of collecting demographic and employment information on recent University of North Dakota graduates. Over the years the use of this information has expanded and is now being used for university assessment purposes, provided to academic colleges, linked to the College Portrait (Voluntary System of Accountability), various offices and service areas across campus, and used for a number of internal and external questions regarding job placement and salary data.

The 2010-2011 survey (Appendix 1) was conducted using the traditional paper-and-pencil method. The UND Institutional Review Board (IRB) approved this study (IRB-201008-029).

B. METHODOLOGY

The UND Alumni Foundation provided mailing labels containing graduates who earned a Bachelor’s degree from UND in December 2008, May 2009, or August 2009. An invitation letter and questionnaire were mailed to the above described 1,719 undergraduate alumni by the Office of Institutional Research on October 1, 2010. Three follow-up mailings were sent to non-respondents to promote participation and to make the results as representative as possible. The survey was closed in February 2011.

C. RESPONSE RATE

Of the 1,719 survey packages mailed, 90 came back with no forwarding addresses. A total of 650 valid placement surveys were returned. After adjusting for the undeliverables and excluding 17 students who based their responses on a graduate-level degree, 633 surveys were used in the analysis which represents a response rate of 39%.

D. DATA ANALYSIS

Two methods of statistical analysis were used in this descriptive study. Means and frequencies were calculated to examine differences between comparison items as well as over time (see tables in Appendixes 2-4) and content analysis was performed to identify themes from the alumni’s comments (Appendix 5).

E. SELECTED RESULTS

1. Demographic Information

Of the 633 respondents, 177 (28%) graduated in December 2008, 375 (59%) graduated in May 2009, 64 (10%) graduated in August 2009, and the remaining 17 (3%) respondents either did not respond
or supplied a later date. The majority of the respondents are female (n=350 or 55%) compared with 282 (45%) male respondents (Table 1). Of the 633 respondents, 33% are from Arts and Sciences, 19% are from Business and Public Administration, 14% are from Odegard School of Aerospace Sciences, 11% are from Education and Human Development, 12% are from Nursing, 8% are from Engineering and Mines, and 3% are from Medicine and Health Sciences (Table 1).

Forty-five percent of the respondents graduated from high schools in North Dakota, 34% graduated from high schools in Minnesota, 19% graduated from U.S. high schools outside of North Dakota and Minnesota, 1% respondents graduated from another country, and 1% respondents did not report where their high school was located (Table 5).

2. Employment Information

When asked to indicate employment status, 80% respondents reported being employed, 4% unemployed and 17% reported being a current student (Table 2). Last year it was reported that 77% respondents reported being employed, 5% unemployed and 18% reported being a current student. Last year, the total employed or student (95%) was the lowest percentage recorded in the ten-plus years that this survey has been administered. This year saw a slight increase in that total with 97% respondents indicating employment or student enrollment. The colleges with percentage rates below the mean are Arts and Sciences (94% employed or student), Engineering and Mines (94% employed or student) and Odegard School of Aerospace Sciences (96% employed or student). The colleges with percentages about the mean are Education and Human Development (97% employed or student) and Business and Public Administration (98% employed or student). Two colleges have 100% employment/student rate: Nursing and Medicine and Health Sciences. Refer to Table 24 for employment information by (primary) degree major.

3. Pursuing Additional Education

The survey asked “Whether you are employed or not, are you currently a student?” One hundred eighty one respondents (29%) are pursuing additional education: 134 as full-time students and 47 as part-time students (Table 3). Of the 181 of respondents, 37% are studying at UND and 6% students are studying at University of Minnesota (all locations). Other than UND and U of Minnesota, students are scattered at a variety of other institutions. Very similar numbers were reported last year with 28% of the respondents pursuing additional education, and of that total, 37% studying at UND.

Table 3 lists advanced education by gender. Of the 181 respondents pursuing an additional degree, females account for 64% of the re-enrollees, compared to 36% males. The distribution is the same for 67 re-enrollees to UND’s graduate school with 64% females compared to 36% males.

What degree are students pursuing? Of the 159 respondents who provided this information, the majority of students (57%) are pursuing a Master’s degree and 34% are pursuing a Doctoral/professional degree (Table 4). At UND, 69% of the graduates are pursuing a master’s degree. Table 4a reports this information for the last five years and shows very similar trends over time.

4. Place of Residence

Recent UND graduates are residing across the country (Table 6). Respondents reported residing in 45 states and countries of Canada and Namibia. Currently, 67% of recent graduates live in North
Dakota or Minnesota: 42% of the graduates reside in North Dakota and 25% of the graduates reside in Minnesota.

Tables 7a and 7b present current residence of respondents by academic college. Looking at the North Dakota residency distribution by college, the largest number of graduates living in North Dakota is from the College of Nursing with 60% of the 79 nursing students residing in state. The majority (53%) of graduates from the College of Education and Human Development also live in North Dakota. Colleges with fewest North Dakota residents are School of Medicine and Health Sciences (19%) and the Odegard School of Aerospace Sciences (35%). Compared to last year, colleges seeing gains in current North Dakota residents are Engineering (2010=39%, 2009=25%), the Odegard School of Aerospace Sciences (2010=35%, 2009=23%), Nursing (2010=60%, 2009=52%), and Education and Human Development (2010=53%, 2009=48%). Colleges seeing drops in current North Dakota residents from last year to this year are Medicine and Health Sciences (2010=19%, 2009=42%) and Arts and Sciences (2010=36%, 2009=43%). Forty-four percent of the College of Business and Public Administration graduates reside in North Dakota which is even with last year’s percentage.

5. North Dakota Retention Information

With many graduates currently residing in North Dakota, it is no surprise that North Dakota is seeing the highest rate of retention to date (Table 22). Of the North Dakota students (those graduating from a North Dakota high school) 66% of these students are currently living in the state. This compares to last year’s rate of 60% and two years prior the rate was 48%. A similar trend, although not nearly the high percentage rates as reported for North Dakota, is seen with (former) Minnesota residents (students graduating from Minnesota high schools). That is, North Dakota is seeing the highest rate of retention to date of Minnesotans choosing to stay in North Dakota (Table 23) with 23% of the respondents indicating their current residency in North Dakota. In addition, another 23% of the UND graduates (29 of 128 respondents) who graduated from a U.S. high school outside of North Dakota or Minnesota are currently residing in North Dakota. This is down slightly from the 25% (34 of 138 respondents) reported last year. In summary, of the 264 UND graduates currently residing in North Dakota, 186 (70%) graduated from high school in North Dakota, 49 (19%) graduated from high school in Minnesota, and 29 (11%) graduated from high schools from states (or country) outside of North Dakota and Minnesota (Table 8).

6. North Dakota Employment Information

In response to the question, “Do you believe there are job opportunities for you in your area of interest in North Dakota,” 386 (62%) respondents indicated “yes,” 125 (20%) indicated “no,” 106 (17%) indicated “not sure,” and 8 (1%) did not respond (Table 9). Overall, the affirmative response is lower than what was reported last year when 64% of the respondents indicated “yes” for North Dakota job opportunities but higher than earlier years (Table 21).

Respondents who graduated from North Dakota high schools are more likely to believe the existence of the job opportunities (75%) in their area of interest in North Dakota than their counterparts who graduated from high schools in Minnesota (52%), and other states (50%). Comparing last year’s responses, the largest change in beliefs was seen of the Minnesotans where 66% believed job opportunities existed in North Dakota marking a 12% drop off. Last year, 73% of the North Dakota graduates responded “yes” to North Dakota job opportunities as did 43% of students in other states.
When asked, “If a job were available in your area of interest, would you want employment in North Dakota?” (Table 10). A total of 320 (51%) respondents indicated “yes” (last year=47%) and 161 (26%) indicated “no” (last year=31%). Those who responded “not sure” fell into the same percentage as last year at 22%. Again, respondents who graduated from North Dakota high schools (74%) are much more likely to want to accept employment in their area of interest in North Dakota than their counterparts who graduated from high schools in Minnesota (34%), and other states (25%). The most significant change from last year was seen from the North Dakotans (former high school graduates from the state). Last year 64% of the North Dakotans (who graduated from a North Dakota high school) reported they would want employment in the state, compared to 74% this year.

Respondents were also asked to explain the reasons they would or would not want employment in North Dakota. A content analysis was performed to identify themes from their comments (Appendix 5); 383 of the 633 respondents (61%) provided comments. Respondents indicating “yes” they would want employment in North Dakota frequently cited the following reasons: like the community or state, close to family, job opportunities, good place to raise a family, and cost of living. Comments such as “great economy,” “growing future,” are new to the list of reasons cited of wanting employment in North Dakota. Respondents indicating “no” they would not want employment in North Dakota frequently cited the following reasons: preference for another state/living in a metropolitan area, job opportunities elsewhere, proximity to family, and climate. Respondents indicating “not sure” if they would want employment in North Dakota frequently cited the following reasons: limited job opportunities, preference for another location or larger metropolitan area, and proximity to family.

7. Employer and Annual Salary Information

Survey participants were asked to report the name of their current employer and position. Of the 633 respondents, 545 (86%) reported the name of their employers. The top employer for the respondents is UND (n=46 graduates), 23 respondents reported working at Altru Health Systems, and 13 respondents reported working at Sanford Health. Information about the 545 employer names (Appendix 6) can be requested by contacting the UND Career Services Office. The most frequent position title reported was “Registered Nurse.”

The survey participants provided their current salary. Table 11 reports salary information provided by the respondents. In all, 440 salaries were used for calculating various averages, excluding salaries for those who identified themselves as students. The reported annual salaries range from $6,000 to $126,000. The average annual salary reported was $38,126 (Table 11), down from the $40,793 reported last year. Graduates from Education and Human Development earn the lowest salary of $29,018 with the highest average salary of $54,722 coming out of Engineering and Mines.

Average annual reported salary was $41,458 for males, which is higher than the $35,164 reported for females. Overall, UND female graduates, on average, earn 85% of the annual salary of UND male graduates. This is much lower than the 92% ratio reported last year. Males averaged higher salaries than females in each of the seven colleges. The college with the least difference between males and females was in the Odegard School of Aerospace Sciences (F = 96% of M) and the college with the greatest difference between males and females was in Engineering and Mines (F = 78% of M).

Along with the lower salaries, disparities in salary based on the geographic locations among respondents were also observed (Table 12). The average annual salary is $34,172 for those currently
residing in North Dakota ($35,532 last year), $40,649 for those residing in Minnesota ($42,665 last year) and $41,726 for those residing outside of North Dakota or Minnesota ($45,264 last year). Of these three areas, comparing average salaries from last year to this year, there was an 8% drop in salaries for the residents outside of North Dakota and Minnesota, a 5% drop of Minnesota residents, and a 4% drop for North Dakota residents. By college and geographic location, the highest average annual salary of $66,143 was reported by the Engineering and Mines respondents residing outside of North Dakota and Minnesota, followed by Engineering students residing in Minnesota ($45,610). By comparison, the lowest average annual salary of $27,889 was reported by respondents graduating from Education and Human Development, followed by Arts and Science students residing in North Dakota ($28,545).

Salary data is also presented by degree major in Table 25 with 434 respondents reporting their major as well as their salary. The largest reported average salary is in Chemical Engineering ($72,033) followed by General Studies ($66,600). The largest differences between low and high salaries within the degree major categories are found with Marketing (low=$23,000 to high=$120,000), Commercial Aviation (low=$10,000 to high=$105,000), Chemical Engineering (low=$34,133 to high=$126,000), Airport Management (low=$20,000 to high=$100,000), and Communication (low=$11,000 to high=$90,000).

A new question on the survey asked graduates the amount of an employment bonus package or signing bonus they received (Table 11-1). Thirty recipients reported such a bonus package, with the dollar amount ranging from $200 to $12,000. One respondent reported that his bonus package paid his student loan. Respondents from five of the seven colleges reported getting bonus packages (7 from A&S, 11 from BPA, 7 from NURS, 4 from SEM, 1 from SMHS). No bonus packages were reported for graduates of Education and Human Development or Odegard School of Aerospace Sciences.

8. Internship/Cooperative Education Participation

Among the 629 graduates who responded to this question, 309 (49%) indicated that they were involved in an internship or cooperative education program while attending UND (Table 13-1), up from the 46% who indicated such participation last year. The highest percentage of participants is seen from Medicine and Health Sciences (88%), Business and Public Administration (71%), Engineering and Mines (67%), and Nursing (60%). Just over half (56%) of the respondents from Education and Human Development participated in an internship or cooperative education program. The fewest participants are from Odegard School of Aerospace Sciences (30%) and Arts and Sciences (32%). Compared to last year, Medicine and Health Sciences saw the largest increase (up 17%) in participation for internship/coop participation, followed by Business and Public Administration (up 9%), and Education and Human Development (up 6%). Nursing saw a decrease (down 2%) in participation from last year.

Sixty-five percent of respondents who participated in an internship or cooperative education program indicated that their current employment position is "directly related" to the education they received at UND compared to 50% who did not participate in an internship or cooperative education program (Table 14-1). This is quite a large difference compared to last year's report of 66% respondents who participated in an internship or cooperative education program reporting their position directly related to their UND education compared to 62% of non-internship/cooperative participants.

Of the internship/cooperative education participants, 234 respondents reported an average annual salary of $39,835. In comparison, 206 respondents, who did not participate in an internship or
cooperative education program and gave annual salary information, reported an average annual salary of $36,185 (Table 14-2) representing a $3,650 difference in earned salary. Last year, while all of the average salaries were higher, the difference in salary of those reporting participation or not was $3,327, less than the difference seen this year.

If students participated in an internship or cooperative education experience, a new survey question (Table 13-3) asked them if they accepted permanent employment with their employer. Of the 303 responding to this question, 26% reported that they accepted the permanent employment.

9. Current Position in Relation to UND Education

When asked “How closely is your current position related to the education you received at UND?” 588 graduates responded. Overall, 84% (89% last year) of the respondents indicated that their current position is either “directly related” or “somewhat related” to the education they received at UND (Table 13-2). Unfortunately, a 7% drop in the “directly related” category is seen. That is, the rate of “direct” relationship of UND education to employment had 57% of the respondents reporting such relationship this year compared to 64% last year.

The graduates reporting at the highest rate that their current position is “directly related” or “somewhat related,” graduated from the Medicine and Health Sciences (100%), Nursing (100%), Engineering and Mines (94%), Odegard School of Aerospace Sciences (92%), and Business and Public Administration (88%) (Table 13-2). Respondents from the College of Arts and Sciences reported the lowest relationship between their current position and their UND education at 69% which is considerably down from the 81% direct education/job relationship reported last year.

Newer to the Employment Report is Table 24 which reports employment rates by (primary) degree major. The table is tallied if responders provided their degree major, employment status, and job relationship to UND education. Of the 75 different majors listed, 35 fields produced 100% employment and of those, 26 major fields produced 100% of their students employed in an in-field or related career path. Again, while the employment rates are comparable to last year, graduates are reporting employment to be less related to their UND education than what was reported in 2010.

10. UND Career Services/Cooperative Education Office

Three-hundred forty-six (55%) respondents indicated that they had used the services of or attended events sponsored by the UND Career Services/Cooperative Education Office while attending UND (Table 15-1). By college, Engineering and Mines (80%), Business and Public Administration (78%), and Nursing (64%) are the largest groups of participants in these events or services. Fewer than half of the students in Arts and Sciences (46%), Odegard School of Aerospace Sciences (43%), and Education and Human Development (41%) report participation in Career/Cooperative Education Services. Very few students from Medicine and Health Sciences (13%) use the services.

Of those respondents who reported that their current employment is “directly related” to the education they received at UND, 58% indicated they had used Career Services while they studied at UND, compared to 42% who did not use Career Services or attend related events (Table 15-2). Of the respondents reporting that their current employment is “somewhat related” to the education they received at UND, 55% indicated using Career Services, compared to 46% who did not use these services. Lastly, of the respondents who reported that their current employment was “not at all related” to the education
they received at UND, 50% indicated they had used Career Services, compared to the other 50% who did not use Career Services or attended related events.

11. In Summary

In these times of economic recovery, some challenges for employment are revealed through the 2010-2011 Employment Survey. While we still see a strong percentage of our recent graduates employed, fewer of them are employed in a job directly related to their UND education and a slightly higher number of students are seeking to further their education. Overall, recent graduates have reported lower salaries than last year, but with programs such as internships or co-op programs, participants are able to earn a higher salary than those students who don’t participate in these programs, plus have the bonus of possibly being hired permanently by these employers.

For North Dakota residents (those graduating from a North Dakota high school) the retention rate has again increased from last year’s rate of 60% to 66% this year. A slight increase was also seen in the Minnesota retention rate, from 21% to 23%. The retention rate for residents outside of North Dakota and Minnesota slightly declined from 25% last year to the current 23%.

Thanks to the oil boon in western North Dakota, respondents’ comments such as “great economy” and “growing future” are a welcomed addition to the list of reasons cited of wanting employment in North Dakota. On the other hand, while many students believe there are job opportunities in North Dakota as well as wanting North Dakota employment, there is still a large exodus of educated and talented graduates leaving the state.

F. APPENDICES

Appendix 1: Employment Survey Questionnaire
Appendix 2: Tables 1-15
Appendix 3: Tables 16-23, Charts 1-3 (ten-year trends)
Appendix 4: Tables 24-25
Appendix 5: Why or Why Not (contact Career Services for further information)
Appendix 6: Name of Employers (contact Career Services for further information)
1. When did you complete your last degree at UND?

2. What was your last degree? ______________________ (such as Bachelor of Science in Chemistry)
   Your last major: ______________________ (first major), ______________________ (second major, if applicable)

3. What is your gender?
   ____ 1) male               ____ 2) female

4. In which U.S. state or country did you graduate from high school? ________________________________

5. In which U.S. state or country do you currently reside? ________________________________

6. While you were a student, did you participate in an internship or co-op program? ___ 1) yes   ___ 2) no
   6a. If yes (above) did you accept permanent employment with this employer? ___ 1) yes   ___ 2) no

7. Did you use the services, and/or attend events sponsored by UND Career Services or Cooperative
   Education while you studied at UND?       ____ 1) yes         ____ 2) no

8. Do you believe there are job opportunities for you in your area of interest in North Dakota?
   ____ 1) yes    ____ 2) no    ____ 3) not sure

9. If a job were available in your area of interest, would you want employment in North Dakota?
   ____ 1) yes    ____ 2) no    ____ 3) not sure
   Why or why not? __________________________________________________________________________

10. Which of the following best describes your current status: (please choose only one)
    ____ 1) currently employed, not seeking employment
    ____ 2) currently employed, seeking other employment
    ____ 3) currently unemployed, not seeking employment
    ____ 4) currently unemployed, seeking employment
    ____ 5) currently a student

11. Whether you are employed or not, are you currently a student?
    ____ 1) yes, part-time       ____ 2) yes, full-time       ____ 3) not currently a student
    If currently a student, which school are you attending? ________________________________
    Degree(s) pursuing: ______________________  Major(s): ______________________
    When did you start pursuing additional education?  Fall of ____  Spring of ____  Summer of ____

12. Who is your current employer? ________________________________

13. What is your current position/title? ________________________________

14. What is your current annual salary? ________________________________
   14a. If you received a bonus package (signing bonus), what was the dollar amount? _____________

15. How closely is your current position related to the education you received at UND?
    ____ 1) directly related       ____ 2) somewhat related       ____ 3) not at all related
### Tables 1-15

All tables and graphs utilize the following abbreviations

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>College</th>
<th>Abbreviation</th>
<th>College</th>
<th>Abbreviation</th>
<th>College</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>Arts and Sciences</td>
<td>JDOSAS</td>
<td>John D. Odegard School of Aerospace Sciences</td>
<td>SEM</td>
<td>Engineering and Mines</td>
</tr>
<tr>
<td>BPA</td>
<td>Business and Public Administration</td>
<td>NURS</td>
<td>Nursing</td>
<td>SMHS</td>
<td>School of Medicine and Health Sciences</td>
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<tr>
<td>EHD</td>
<td>Education and Human Development</td>
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### Table 1. Demographics of survey respondents

<table>
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<th>Total Respondents</th>
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<th>Female</th>
<th>not reported</th>
</tr>
</thead>
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<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>A&amp;S</td>
<td>209</td>
<td>33.0%</td>
<td>72</td>
<td>137</td>
</tr>
<tr>
<td>BPA</td>
<td>119</td>
<td>18.8%</td>
<td>66</td>
<td>52</td>
</tr>
<tr>
<td>EHD</td>
<td>70</td>
<td>11.1%</td>
<td>10</td>
<td>60</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>89</td>
<td>14.1%</td>
<td>80</td>
<td>9</td>
</tr>
<tr>
<td>NURS</td>
<td>79</td>
<td>12.5%</td>
<td>5</td>
<td>74</td>
</tr>
<tr>
<td>SEM</td>
<td>49</td>
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<td>41</td>
<td>8</td>
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<tr>
<td>SMHS</td>
<td>16</td>
<td>2.5%</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>not reported</td>
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<td>0.3%</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>633</td>
<td>100.0%</td>
<td>282</td>
<td>350</td>
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### Table 2. Which of the following best describes you?

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<th>College</th>
<th>Total Respondent</th>
<th>Not Seeking</th>
<th>Seeking</th>
<th>Not Seeking</th>
<th>Seeking</th>
<th>Currently a Student</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
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<td>76</td>
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<td>195</td>
<td>94.2%</td>
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<tr>
<td>BPA</td>
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<td>9</td>
<td>117</td>
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</tr>
<tr>
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<td>43</td>
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<td>1</td>
<td>1</td>
<td>11</td>
<td>68</td>
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</tr>
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<td>4</td>
<td>85</td>
<td>95.5%</td>
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<tr>
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<td>9</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>79</td>
<td>100.0%</td>
</tr>
<tr>
<td>SEM</td>
<td>49</td>
<td>29</td>
<td>10</td>
<td>0</td>
<td>3</td>
<td>7</td>
<td>46</td>
<td>93.9%</td>
</tr>
<tr>
<td>SMHS</td>
<td>16</td>
<td>12</td>
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<td>0</td>
<td>0</td>
<td>2</td>
<td>16</td>
<td>100.0%</td>
</tr>
<tr>
<td>not reported</td>
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<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>100.0%</td>
</tr>
<tr>
<td>Total</td>
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<td>344</td>
<td>159</td>
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<td>18</td>
<td>105</td>
<td>608</td>
<td>96.7%</td>
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### Table 3. Whether you are employed or not, are you currently a student?

<table>
<thead>
<tr>
<th>Student Status</th>
<th>Studying at any schools (including UND)</th>
<th>Studying at UND</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
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<tr>
<td>Full-time student</td>
<td>47</td>
<td>87</td>
</tr>
<tr>
<td>Part-time student</td>
<td>19</td>
<td>28</td>
</tr>
<tr>
<td>Total</td>
<td>66</td>
<td>115</td>
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</table>

### Table 4. If currently a student, your degree pursuing?

<table>
<thead>
<tr>
<th>Degree Pursuing</th>
<th>Studying at any schools (including UND)</th>
<th>Studying at UND</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Associate’s</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Certificate/Licensure</td>
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<tr>
<td>Diploma</td>
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<tr>
<td>Master’s</td>
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<td>Doctorate</td>
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<tr>
<td>Medicine</td>
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<td>4</td>
</tr>
<tr>
<td>Dentistry</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Juris Doctorate</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Doctorate in Physical Therapy</td>
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<td>1</td>
</tr>
<tr>
<td>Specialist</td>
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<tr>
<td>Total</td>
<td>53</td>
<td>106</td>
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</table>

### Table 4a. If currently a student, level of degree over last several years.

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<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
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<tr>
<td>&lt; Masters</td>
<td>12</td>
<td>8%</td>
<td>10</td>
<td>10%</td>
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<tr>
<td>Masters</td>
<td>84</td>
<td>56%</td>
<td>58</td>
<td>59%</td>
<td>84</td>
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<tr>
<td>&gt; Masters</td>
<td>55</td>
<td>36%</td>
<td>31</td>
<td>31%</td>
<td>46</td>
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<tr>
<td>Total</td>
<td>151</td>
<td>100%</td>
<td>99</td>
<td>100%</td>
<td>147</td>
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Table 5. In which state did you graduate from high school?

<table>
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<th>State/Country</th>
<th>A &amp; S</th>
<th>BPA</th>
<th>EHD</th>
<th>JDOSAS</th>
<th>NURS</th>
<th>SEM</th>
<th>SMHS</th>
<th>not reported</th>
<th>Total N</th>
<th>Total %</th>
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<tr>
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### Table 7a: In which state do you currently reside? (percentage by state group)

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### Table 7b: In which state do you currently reside? (percentage by college)

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<th># of Respondent</th>
<th>North Dakota</th>
<th></th>
<th>Minnesota</th>
<th></th>
<th>All Others</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N</td>
<td>% per college</td>
<td>N</td>
<td>% per college</td>
<td>N</td>
<td>% per college</td>
</tr>
<tr>
<td>A&amp;S</td>
<td>209</td>
<td>75</td>
<td>35.9%</td>
<td>59</td>
<td>28.2%</td>
<td>75</td>
<td>35.9%</td>
</tr>
<tr>
<td>BPA</td>
<td>119</td>
<td>52</td>
<td>43.7%</td>
<td>40</td>
<td>33.6%</td>
<td>27</td>
<td>22.7%</td>
</tr>
<tr>
<td>EHD</td>
<td>70</td>
<td>37</td>
<td>52.9%</td>
<td>15</td>
<td>21.4%</td>
<td>18</td>
<td>25.7%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>89</td>
<td>31</td>
<td>34.8%</td>
<td>10</td>
<td>11.2%</td>
<td>48</td>
<td>53.9%</td>
</tr>
<tr>
<td>NURS</td>
<td>79</td>
<td>47</td>
<td>59.5%</td>
<td>18</td>
<td>22.8%</td>
<td>14</td>
<td>17.7%</td>
</tr>
<tr>
<td>SEM</td>
<td>49</td>
<td>19</td>
<td>38.8%</td>
<td>10</td>
<td>20.4%</td>
<td>20</td>
<td>40.8%</td>
</tr>
<tr>
<td>SMHS</td>
<td>16</td>
<td>3</td>
<td>18.8%</td>
<td>5</td>
<td>31.3%</td>
<td>8</td>
<td>50.0%</td>
</tr>
<tr>
<td>unknown</td>
<td>2</td>
<td>1</td>
<td>50.0%</td>
<td>1</td>
<td>50.0%</td>
<td>1</td>
<td>50.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>633</td>
<td>264</td>
<td>41.7%</td>
<td>158</td>
<td>25.0%</td>
<td>211</td>
<td>33.3%</td>
</tr>
</tbody>
</table>
### Table 8. Retention in North Dakota

| Percentage retained from ND HS to current ND resident-| Current Residence |
|---|---|---|---|---|---|---|
| | ND | MN | Other states | Other countries | Unknown | Total |
| ND | 282 | 186 | 35 | 61 | | 282 |
| MN | 215 | 49 | 108 | 58 | | 215 |
| Other states | 119 | 26 | 13 | 79 | 1 | 119 |
| Other countries | 9 | 3 | 1 | 4 | 1 | 9 |
| Unknown | 8 | 1 | 3 | 4 | 8 | 8 |
| Total | 633 | 264 | 158 | 205 | 2 | 4 | 633 |

### Table 9. Do you believe there are job opportunities for you in your area of interest in North Dakota?

<table>
<thead>
<tr>
<th>Believe there are job opportunity in ND</th>
<th># of Respondent</th>
<th>ND high school graduate</th>
<th>MN high school graduate</th>
<th>Other state high school graduate</th>
<th>Other countries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
</tr>
<tr>
<td>Yes</td>
<td>386</td>
<td>61.8%</td>
<td>211</td>
<td>74.8%</td>
<td>111</td>
</tr>
<tr>
<td>No</td>
<td>125</td>
<td>20.0%</td>
<td>31</td>
<td>11.0%</td>
<td>55</td>
</tr>
<tr>
<td>Not Sure</td>
<td>106</td>
<td>17.0%</td>
<td>34</td>
<td>12.1%</td>
<td>47</td>
</tr>
<tr>
<td>Did not report</td>
<td>8</td>
<td>1.3%</td>
<td>6</td>
<td>2.1%</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>625</td>
<td>100.0%</td>
<td>282</td>
<td>100.0%</td>
<td>215</td>
</tr>
</tbody>
</table>

### Table 10. If a job were available in your area of interest would you want employment in North Dakota?

<table>
<thead>
<tr>
<th>Want employment in ND</th>
<th># of Respondent</th>
<th>ND high school graduate</th>
<th>MN high school graduate</th>
<th>Other state high school graduate</th>
<th>Other countries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
<td>%</td>
<td>N</td>
</tr>
<tr>
<td>Yes</td>
<td>320</td>
<td>51.2%</td>
<td>209</td>
<td>74.1%</td>
<td>74</td>
</tr>
<tr>
<td>No</td>
<td>161</td>
<td>25.8%</td>
<td>29</td>
<td>10.3%</td>
<td>78</td>
</tr>
<tr>
<td>Not Sure</td>
<td>139</td>
<td>22.2%</td>
<td>40</td>
<td>14.2%</td>
<td>63</td>
</tr>
<tr>
<td>Did not report</td>
<td>5</td>
<td>0.8%</td>
<td>4</td>
<td>1.4%</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>625</td>
<td>100.0%</td>
<td>282</td>
<td>100.0%</td>
<td>215</td>
</tr>
</tbody>
</table>
Table 11. What is your current annual salary? (assistantships excluded)

<table>
<thead>
<tr>
<th>College</th>
<th>Gender</th>
<th>N</th>
<th>Mean</th>
<th>F:M Mean Ratio</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>A &amp; S</td>
<td>Female</td>
<td>68</td>
<td>$30,908</td>
<td></td>
<td>$9,000</td>
<td>$85,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>44</td>
<td>$37,171</td>
<td>83.2%</td>
<td>$11,000</td>
<td>$96,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>112</td>
<td>$33,369</td>
<td></td>
<td>$9,000</td>
<td>$96,000</td>
</tr>
<tr>
<td>BPA</td>
<td>Female</td>
<td>45</td>
<td>$36,029</td>
<td></td>
<td>$8,000</td>
<td>$55,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>55</td>
<td>$44,741</td>
<td></td>
<td>$7,200</td>
<td>$120,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>101</td>
<td>$40,832</td>
<td>80.5%</td>
<td>$7,200</td>
<td>$120,000</td>
</tr>
<tr>
<td>EHD</td>
<td>Female</td>
<td>38</td>
<td>$28,560</td>
<td></td>
<td>$6,000</td>
<td>$42,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>5</td>
<td>$32,500</td>
<td></td>
<td>$19,000</td>
<td>$55,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>43</td>
<td>$29,018</td>
<td>87.9%</td>
<td>$6,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>Female</td>
<td>6</td>
<td>$32,333</td>
<td></td>
<td>$15,000</td>
<td>$80,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>64</td>
<td>$33,601</td>
<td></td>
<td>$7,800</td>
<td>$105,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>70</td>
<td>$33,493</td>
<td>96.2%</td>
<td>$7,800</td>
<td>$105,000</td>
</tr>
<tr>
<td>NURS</td>
<td>Female</td>
<td>61</td>
<td>$41,340</td>
<td></td>
<td>$16,000</td>
<td>$65,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>5</td>
<td>$49,800</td>
<td></td>
<td>$40,000</td>
<td>$65,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>66</td>
<td>$41,981</td>
<td>83.0%</td>
<td>$16,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>SEM</td>
<td>Female</td>
<td>7</td>
<td>$44,448</td>
<td></td>
<td>$22,000</td>
<td>$65,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>27</td>
<td>$57,386</td>
<td></td>
<td>$12,480</td>
<td>$126,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>34</td>
<td>$54,722</td>
<td>77.5%</td>
<td>$12,480</td>
<td>$126,000</td>
</tr>
<tr>
<td>SMHS</td>
<td>Female</td>
<td>8</td>
<td>$44,750</td>
<td></td>
<td>$35,000</td>
<td>$50,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>4</td>
<td>$49,900</td>
<td></td>
<td>$42,600</td>
<td>$57,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>12</td>
<td>$46,467</td>
<td>89.7%</td>
<td>$35,000</td>
<td>$57,000</td>
</tr>
<tr>
<td>Total</td>
<td>Female</td>
<td>233</td>
<td>$35,164</td>
<td></td>
<td>$6,000</td>
<td>$85,000</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>206</td>
<td>$41,458</td>
<td></td>
<td>$7,200</td>
<td>$126,000</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>440</td>
<td>$38,126</td>
<td>84.8%</td>
<td>$6,000</td>
<td>$126,000</td>
</tr>
</tbody>
</table>

Table 11-1. If you received a bonus package (signing bonus), what was the dollar amount?

<table>
<thead>
<tr>
<th>Bonus package</th>
<th>A&amp;S</th>
<th>BPA</th>
<th>NURS</th>
<th>SEM</th>
<th>SMHS</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$200</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>$400</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>$500</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>$1,000</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>$1,500</td>
<td></td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>$2,000</td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>$3,000</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td></td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>$3,500</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>$4,000</td>
<td></td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>$5,000</td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>$8,000</td>
<td></td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>$10,000</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>$12,000</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Total nbr by clg</td>
<td>7</td>
<td>11</td>
<td>7</td>
<td>4</td>
<td>1</td>
<td>30</td>
</tr>
</tbody>
</table>
Table 12. Average annual salary by college and current residing state (assistantships excluded)

<table>
<thead>
<tr>
<th>College</th>
<th>Total Number of Survey Respondents</th>
<th>Residing in North Dakota</th>
<th>Residing in Minnesota</th>
<th>Residing in States Other than ND &amp; MN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>Average salary</td>
<td>N</td>
<td>Average salary</td>
</tr>
<tr>
<td>A&amp;S</td>
<td>112</td>
<td>$33,369</td>
<td>48</td>
<td>$28,545</td>
</tr>
<tr>
<td>BPA</td>
<td>101</td>
<td>$40,832</td>
<td>41</td>
<td>$39,707</td>
</tr>
<tr>
<td>EHD</td>
<td>43</td>
<td>$29,018</td>
<td>26</td>
<td>$27,889</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>70</td>
<td>$33,493</td>
<td>26</td>
<td>$28,617</td>
</tr>
<tr>
<td>NURS</td>
<td>66</td>
<td>$41,981</td>
<td>41</td>
<td>$40,040</td>
</tr>
<tr>
<td>SEM</td>
<td>34</td>
<td>$54,722</td>
<td>11</td>
<td>$42,907</td>
</tr>
<tr>
<td>SMHS</td>
<td>12</td>
<td>$46,467</td>
<td>2</td>
<td>$41,300</td>
</tr>
<tr>
<td>Total Respondents</td>
<td>438</td>
<td>$38,126</td>
<td>195</td>
<td>$34,172</td>
</tr>
</tbody>
</table>

Table 13-1. Did you participate in an internship or co-op program?

<table>
<thead>
<tr>
<th>College</th>
<th>Number of respondents answered this question</th>
<th>Participated in an internship or co-op</th>
<th>Did not participate in an internship or co-op</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N</td>
<td>% per college</td>
</tr>
<tr>
<td>A&amp;S</td>
<td>208</td>
<td>66</td>
<td>31.7%</td>
</tr>
<tr>
<td>BPA</td>
<td>119</td>
<td>84</td>
<td>70.6%</td>
</tr>
<tr>
<td>EHD</td>
<td>70</td>
<td>39</td>
<td>55.7%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>88</td>
<td>26</td>
<td>29.5%</td>
</tr>
<tr>
<td>NURS</td>
<td>79</td>
<td>47</td>
<td>59.5%</td>
</tr>
<tr>
<td>SEM</td>
<td>49</td>
<td>33</td>
<td>67.3%</td>
</tr>
<tr>
<td>SMHS</td>
<td>16</td>
<td>14</td>
<td>87.5%</td>
</tr>
<tr>
<td>Total</td>
<td>629</td>
<td>309</td>
<td>49.1%</td>
</tr>
</tbody>
</table>
Table 13-2. How closely is your current position related to the education you received at UND?

<table>
<thead>
<tr>
<th>College</th>
<th>Number of respondents answered this question</th>
<th>Directly Related</th>
<th></th>
<th>Somewhat Related</th>
<th></th>
<th>Not at all Related</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N</td>
<td>% per college</td>
<td>N</td>
<td>% per college</td>
<td>N</td>
</tr>
<tr>
<td>A&amp;S</td>
<td>182</td>
<td>62</td>
<td>34.1%</td>
<td>64</td>
<td>35.2%</td>
<td>56</td>
</tr>
<tr>
<td>BPA</td>
<td>116</td>
<td>61</td>
<td>52.6%</td>
<td>41</td>
<td>35.3%</td>
<td>14</td>
</tr>
<tr>
<td>EHD</td>
<td>68</td>
<td>42</td>
<td>61.8%</td>
<td>15</td>
<td>22.1%</td>
<td>11</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>84</td>
<td>61</td>
<td>72.6%</td>
<td>11</td>
<td>13.1%</td>
<td>12</td>
</tr>
<tr>
<td>NURS</td>
<td>76</td>
<td>69</td>
<td>90.8%</td>
<td>7</td>
<td>9.2%</td>
<td>0</td>
</tr>
<tr>
<td>SEM</td>
<td>47</td>
<td>28</td>
<td>59.6%</td>
<td>16</td>
<td>34.0%</td>
<td>3</td>
</tr>
<tr>
<td>SMHS</td>
<td>15</td>
<td>14</td>
<td>93.3%</td>
<td>1</td>
<td>6.7%</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>588</td>
<td>337</td>
<td>57.3%</td>
<td>155</td>
<td>26.4%</td>
<td>96</td>
</tr>
</tbody>
</table>

Table 13-3. (of the students participating in an internship/co-op) Did you accept permanent employment with your internship/co-op employer?

<table>
<thead>
<tr>
<th>College</th>
<th>Number of respondents answered this question</th>
<th>Yes</th>
<th></th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N</td>
<td>% per college</td>
<td>N</td>
</tr>
<tr>
<td>A&amp;S</td>
<td>64</td>
<td>11</td>
<td>17.2%</td>
<td>53</td>
</tr>
<tr>
<td>BPA</td>
<td>82</td>
<td>21</td>
<td>25.6%</td>
<td>61</td>
</tr>
<tr>
<td>EHD</td>
<td>37</td>
<td>4</td>
<td>10.8%</td>
<td>33</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>26</td>
<td>9</td>
<td>34.6%</td>
<td>17</td>
</tr>
<tr>
<td>NURS</td>
<td>47</td>
<td>19</td>
<td>40.4%</td>
<td>28</td>
</tr>
<tr>
<td>SEM</td>
<td>33</td>
<td>6</td>
<td>18.2%</td>
<td>27</td>
</tr>
<tr>
<td>SMHS</td>
<td>14</td>
<td>9</td>
<td>64.3%</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>303</td>
<td>79</td>
<td>26.1%</td>
<td>224</td>
</tr>
</tbody>
</table>

Table 14-1. Did you participate in an internship or co-op program? (by the position related to the UND education)

| Internship or Co-op Program Participation | Nbr of participants | How closely the position related to the UND education | |
|---|---|---|---|---|---|
| | | Directly related | | Somewhat related | | Not at all related |
| | N | % | N | % | N | % |
| Completed an internship or co-op | 293 | 50% | 189 | 64.5% | 74 | 25.3% | 30 | 10.2% |
| Did not participate in an internship or co-op | 297 | 50% | 148 | 49.8% | 83 | 27.9% | 66 | 22.2% |
| Overall | 590 | 100% | 337 | 57.1% | 157 | 26.6% | 96 | 16.3% |
Table 14-2. Average annual salary by internship or co-op participation

<table>
<thead>
<tr>
<th>Internship or Co-op Program Participation</th>
<th>Annual Salary - Male</th>
<th>Annual Salary - Female</th>
<th>Annual Salary - Total *</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N  Mean</td>
<td>N  Mean</td>
<td>N  Mean</td>
</tr>
<tr>
<td>Completed an internship or co-op</td>
<td>95 $44,061</td>
<td>139 $36,947</td>
<td>234 $39,835</td>
</tr>
<tr>
<td>Did not participate in an internship or co-op</td>
<td>111 $39,230</td>
<td>94 $32,528</td>
<td>206 $36,185</td>
</tr>
</tbody>
</table>

Table 15-1. Did you use the services of or attend events sponsored by UND Career Services/Cooperative Education while you studied at UND? (by college)

<table>
<thead>
<tr>
<th>College</th>
<th>Number of participants who answered this question</th>
<th>Had Used Career Services</th>
<th>Had Not Used Career Services</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>A&amp;S</td>
<td>208</td>
<td>96</td>
<td>46.2%</td>
</tr>
<tr>
<td>BPA</td>
<td>119</td>
<td>93</td>
<td>78.2%</td>
</tr>
<tr>
<td>EHD</td>
<td>70</td>
<td>29</td>
<td>41.4%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>88</td>
<td>38</td>
<td>43.2%</td>
</tr>
<tr>
<td>NURS</td>
<td>77</td>
<td>49</td>
<td>63.6%</td>
</tr>
<tr>
<td>SEM</td>
<td>49</td>
<td>39</td>
<td>79.6%</td>
</tr>
<tr>
<td>SMHS</td>
<td>16</td>
<td>2</td>
<td>12.5%</td>
</tr>
<tr>
<td>Total</td>
<td>627</td>
<td>346</td>
<td>55.2%</td>
</tr>
</tbody>
</table>

Table 15-2: Did you use the services of or attend events sponsored by UND Career Services/Cooperative Education while you studied at UND? (by the position related to the UND education)

<table>
<thead>
<tr>
<th>Your current position related to the education you received at UND</th>
<th>Number of participants who answered both questions</th>
<th>Had Used Career Services</th>
<th>Had Not Used Career Services</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Directly related</td>
<td>335</td>
<td>193</td>
<td>57.6%</td>
</tr>
<tr>
<td>Somewhat related</td>
<td>156</td>
<td>85</td>
<td>54.5%</td>
</tr>
<tr>
<td>Not at all related</td>
<td>96</td>
<td>48</td>
<td>50.0%</td>
</tr>
<tr>
<td>Total</td>
<td>587</td>
<td>326</td>
<td>55.5%</td>
</tr>
</tbody>
</table>
### Ten Year Trends

#### Table 16: Response rate of graduates

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Response Rate</td>
<td>61.4%</td>
<td>54.6%</td>
<td>53.8%</td>
<td>42.0%</td>
<td>50.2%</td>
<td>44.2%</td>
<td>37.0%</td>
<td>40.2%</td>
<td>38.5%</td>
<td>39.3%</td>
</tr>
</tbody>
</table>

#### Table 17: Percent employed or a student

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>93.8%</td>
<td>96.3%</td>
<td>96.6%</td>
<td>97.7%</td>
<td>96.8%</td>
<td>97.3%</td>
<td>96.1%</td>
<td>95.8%</td>
<td>93.2%</td>
<td>94.2%</td>
</tr>
<tr>
<td>BPA</td>
<td>95.1%</td>
<td>97.2%</td>
<td>97.2%</td>
<td>97.1%</td>
<td>95.0%</td>
<td>97.7%</td>
<td>97.3%</td>
<td>99.3%</td>
<td>98.2%</td>
<td>98.3%</td>
</tr>
<tr>
<td>EHD</td>
<td>95.6%</td>
<td>98.4%</td>
<td>98.4%</td>
<td>90.0%</td>
<td>96.9%</td>
<td>93.5%</td>
<td>94.4%</td>
<td>97.9%</td>
<td>97.3%</td>
<td>97.1%</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>97.1%</td>
<td>97.5%</td>
<td>97.5%</td>
<td>92.9%</td>
<td>95.9%</td>
<td>99.2%</td>
<td>100.0%</td>
<td>96.0%</td>
<td>94.1%</td>
<td>95.5%</td>
</tr>
<tr>
<td>NURS</td>
<td>100.0%</td>
<td>98.3%</td>
<td>98.3%</td>
<td>100.0%</td>
<td>98.0%</td>
<td>94.9%</td>
<td>97.5%</td>
<td>96.9%</td>
<td>98.1%</td>
<td>100.0%</td>
</tr>
<tr>
<td>SEM</td>
<td>98.3%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>97.6%</td>
<td>94.0%</td>
<td>93.9%</td>
</tr>
<tr>
<td>SMHS</td>
<td>98.8%</td>
<td>97.1%</td>
<td>97.1%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Overall</td>
<td>96.6%</td>
<td>97.4%</td>
<td>96.5%</td>
<td>96.4%</td>
<td>96.6%</td>
<td>97.4%</td>
<td>97.5%</td>
<td>97.3%</td>
<td>95.5%</td>
<td>96.7%</td>
</tr>
</tbody>
</table>

#### Table 18: What is your current annual salary? (*Assistantships excluded)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;S</td>
<td>$31,122</td>
<td>$28,209</td>
<td>$30,110</td>
<td>$30,790</td>
<td>$30,790</td>
<td>$31,522</td>
<td>$33,829</td>
<td>$34,786</td>
<td>$37,058</td>
<td>$33,369</td>
</tr>
<tr>
<td>BPA</td>
<td>$36,097</td>
<td>$36,788</td>
<td>$35,588</td>
<td>$43,188</td>
<td>$38,865</td>
<td>$38,857</td>
<td>$41,163</td>
<td>$41,052</td>
<td>$41,267</td>
<td>$40,832</td>
</tr>
<tr>
<td>EHD</td>
<td>$26,942</td>
<td>$25,571</td>
<td>$27,820</td>
<td>$25,867</td>
<td>$28,700</td>
<td>$31,369</td>
<td>$31,510</td>
<td>$29,336</td>
<td>$30,154</td>
<td>$29,018</td>
</tr>
<tr>
<td>JDOSAS</td>
<td>$32,064</td>
<td>$37,739</td>
<td>$33,376</td>
<td>$31,287</td>
<td>$34,317</td>
<td>$32,673</td>
<td>$32,635</td>
<td>$38,035</td>
<td>$33,665</td>
<td>$33,493</td>
</tr>
<tr>
<td>NURS</td>
<td>$34,657</td>
<td>$38,521</td>
<td>$39,348</td>
<td>$41,229</td>
<td>$39,845</td>
<td>$43,236</td>
<td>$45,014</td>
<td>$42,161</td>
<td>$48,347</td>
<td>$41,981</td>
</tr>
<tr>
<td>SMHS</td>
<td>$40,019</td>
<td>$43,955</td>
<td>$39,173</td>
<td>$41,612</td>
<td>$47,350</td>
<td>$39,933</td>
<td>$44,111</td>
<td>$45,325</td>
<td>$45,543</td>
<td>$46,467</td>
</tr>
</tbody>
</table>
Table 19: How closely is your current position related to your education?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Directly Related</td>
<td>66.1%</td>
<td>62.0%</td>
<td>62.6%</td>
<td>68.1%</td>
<td>58.6%</td>
<td>59.0%</td>
<td>62.6%</td>
<td>62.2%</td>
<td>63.9%</td>
<td>57.3%</td>
</tr>
<tr>
<td>Somewhat Related</td>
<td>21.7%</td>
<td>26.6%</td>
<td>26.1%</td>
<td>22.3%</td>
<td>27.3%</td>
<td>27.2%</td>
<td>26.9%</td>
<td>26.1%</td>
<td>24.7%</td>
<td>26.4%</td>
</tr>
<tr>
<td>Not at all Related</td>
<td>12.2%</td>
<td>11.4%</td>
<td>11.3%</td>
<td>9.6%</td>
<td>14.1%</td>
<td>13.8%</td>
<td>10.5%</td>
<td>11.7%</td>
<td>11.4%</td>
<td>16.3%</td>
</tr>
</tbody>
</table>

Table 20: Do you believe there are job opportunities in your area of interest in North Dakota?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>50.7%</td>
<td>51.2%</td>
<td>50.8%</td>
<td>68.1%</td>
<td>55.4%</td>
<td>57.6%</td>
<td>59.7%</td>
<td>59.0%</td>
<td>64.2%</td>
<td>61.8%</td>
</tr>
<tr>
<td>No</td>
<td>32.3%</td>
<td>33.7%</td>
<td>32.1%</td>
<td>22.3%</td>
<td>29.9%</td>
<td>26.8%</td>
<td>26.3%</td>
<td>24.0%</td>
<td>18.1%</td>
<td>20.0%</td>
</tr>
<tr>
<td>Not Sure</td>
<td>17.0%</td>
<td>15.1%</td>
<td>17.1%</td>
<td>9.6%</td>
<td>14.7%</td>
<td>15.6%</td>
<td>13.2%</td>
<td>15.5%</td>
<td>16.7%</td>
<td>17.0%</td>
</tr>
</tbody>
</table>

Table 21: If a job were available in your area of interest, would you want employment in ND?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>38.9%</td>
<td>41.0%</td>
<td>44.2%</td>
<td>46.9%</td>
<td>42.6%</td>
<td>44.4%</td>
<td>42.0%</td>
<td>40.6%</td>
<td>46.9%</td>
<td>51.2%</td>
</tr>
<tr>
<td>No</td>
<td>41.5%</td>
<td>34.8%</td>
<td>34.6%</td>
<td>31.9%</td>
<td>32.3%</td>
<td>34.4%</td>
<td>36.7%</td>
<td>37.0%</td>
<td>31.0%</td>
<td>25.8%</td>
</tr>
<tr>
<td>Not Sure</td>
<td>19.6%</td>
<td>24.2%</td>
<td>21.2%</td>
<td>21.2%</td>
<td>25.1%</td>
<td>21.2%</td>
<td>20.6%</td>
<td>21.7%</td>
<td>21.5%</td>
<td>22.2%</td>
</tr>
</tbody>
</table>

Table 22: Retention of North Dakota High School Graduates in North Dakota after attending UND

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ND High School Graduates</td>
<td>398</td>
<td>424</td>
<td>367</td>
<td>411</td>
<td>339</td>
<td>348</td>
<td>224</td>
<td>314</td>
<td>288</td>
<td>282</td>
</tr>
<tr>
<td>Current ND residency</td>
<td>173</td>
<td>211</td>
<td>205</td>
<td>209</td>
<td>175</td>
<td>183</td>
<td>119</td>
<td>151</td>
<td>173</td>
<td>186</td>
</tr>
<tr>
<td>Percent Retained in ND</td>
<td>43.5%</td>
<td>49.8%</td>
<td>55.9%</td>
<td>50.9%</td>
<td>51.6%</td>
<td>52.6%</td>
<td>53.1%</td>
<td>48.1%</td>
<td>60.1%</td>
<td>66.0%</td>
</tr>
</tbody>
</table>

Table 23: Retention of Minnesota High School Graduates in North Dakota after attending UND

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>MN High School Graduates</td>
<td>252</td>
<td>236</td>
<td>217</td>
<td>214</td>
<td>186</td>
<td>203</td>
<td>188</td>
<td>228</td>
<td>197</td>
<td>215</td>
</tr>
<tr>
<td>Current ND resident</td>
<td>39</td>
<td>44</td>
<td>44</td>
<td>42</td>
<td>39</td>
<td>34</td>
<td>31</td>
<td>40</td>
<td>42</td>
<td>49</td>
</tr>
<tr>
<td>Percent Retained in ND from MN</td>
<td>15.5%</td>
<td>18.6%</td>
<td>20.3%</td>
<td>19.6%</td>
<td>21.0%</td>
<td>16.7%</td>
<td>16.5%</td>
<td>17.5%</td>
<td>21.3%</td>
<td>22.8%</td>
</tr>
</tbody>
</table>
Chart 1. Percentage of graduates reporting to be either employed or a student

Chart 2. North Dakota employment of UND graduates who attended a ND high school

Chart 3. North Dakota employment of UND graduates who attended a MN high school
<table>
<thead>
<tr>
<th>Description</th>
<th>Total non-missing responses</th>
<th>Employment or Student</th>
<th>Employment</th>
<th>Unemployed</th>
<th>Currently a student</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCOUNTANCY</td>
<td>16</td>
<td>16 100%</td>
<td>16 100%</td>
<td>2 17%</td>
<td></td>
</tr>
<tr>
<td>ACCOUNTING</td>
<td>12</td>
<td>10 83%</td>
<td>10 83%</td>
<td>2 17%</td>
<td></td>
</tr>
<tr>
<td>AIR TRAFFIC CONTROL</td>
<td>25</td>
<td>14 56%</td>
<td>8 32%</td>
<td>2 8%</td>
<td>1 4%</td>
</tr>
<tr>
<td>AIRPORT MANAGEMENT</td>
<td>8</td>
<td>4 50%</td>
<td>3 38%</td>
<td>7 88%</td>
<td>1 13%</td>
</tr>
<tr>
<td>ANTHROPOLOGY</td>
<td>4</td>
<td>1 25%</td>
<td>3 75%</td>
<td>4 100%</td>
<td></td>
</tr>
<tr>
<td>ATHLETIC TRAINING</td>
<td>2</td>
<td>2 100%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ATMOSPHERIC SCIENCES</td>
<td>3</td>
<td>3 100%</td>
<td>3 100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVIATION MANAGEMENT</td>
<td>9</td>
<td>7 78%</td>
<td>1 11%</td>
<td>8 89%</td>
<td>1 11%</td>
</tr>
<tr>
<td>AVIATION SYSTEMS MGMT</td>
<td>1</td>
<td>1 100%</td>
<td>1 100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BANK &amp; FINANCE ECONOMICS</td>
<td>2</td>
<td>2 100%</td>
<td>1 100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BIOLOGY</td>
<td>23</td>
<td>2 9%</td>
<td>2 9%</td>
<td>4 17%</td>
<td>19 83%</td>
</tr>
<tr>
<td>BIOLOGY/PRE-HEALTH</td>
<td>1</td>
<td>1 100%</td>
<td>1 100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUSINESS ECONOMICS</td>
<td>2</td>
<td>2 100%</td>
<td>1 100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CHEMICAL ENGINEERING</td>
<td>6</td>
<td>5 83%</td>
<td>5 83%</td>
<td></td>
<td>1 17%</td>
</tr>
<tr>
<td>CHEMISTRY</td>
<td>5</td>
<td>2 40%</td>
<td>2 40%</td>
<td></td>
<td>3 60%</td>
</tr>
<tr>
<td>CIVIL ENGINEERING</td>
<td>11</td>
<td>8 73%</td>
<td>8 73%</td>
<td>2 18%</td>
<td>1 9%</td>
</tr>
<tr>
<td>CLINICAL LABORATORY SCI</td>
<td>14</td>
<td>14 100%</td>
<td>14 100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>COMMERCIAL AVIATION</td>
<td>54</td>
<td>48 89%</td>
<td>1 2%</td>
<td>49 91%</td>
<td>2 4%</td>
</tr>
<tr>
<td>COMMUNICATION</td>
<td>28</td>
<td>19 68%</td>
<td>1 4%</td>
<td>20 71%</td>
<td>4 14%</td>
</tr>
<tr>
<td>COMMUNICATION SCIENCES &amp; DISORDERS</td>
<td>7</td>
<td>7 100%</td>
<td></td>
<td></td>
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<td>495 79%</td>
<td>5 1%</td>
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### Table 25: Salary data by major

Missing data may indicate that the salary data was not provided or that the graduate is currently a student and working toward another degree.

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<th>Primary degree major</th>
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<td>$29,500</td>
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</tr>
</tbody>
</table>
## Qualitative Information Gathered from Why or Why Not (live in ND) Responses

*If a job available in your area of interest, would you want employment in ND?*

<table>
<thead>
<tr>
<th>Comment</th>
<th>State of HS</th>
<th>Graduation Opportunity</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>Because I don't want to live in ND, the winter is too harsh</td>
<td>SD</td>
</tr>
<tr>
<td>No</td>
<td>Climate</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Despite the weather; love the people</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>The weather</td>
<td>WA</td>
</tr>
<tr>
<td>No</td>
<td>Too cold</td>
<td>WI</td>
</tr>
<tr>
<td>No</td>
<td>Too cold</td>
<td>WY</td>
</tr>
<tr>
<td>No</td>
<td>Too cold</td>
<td>SD</td>
</tr>
<tr>
<td>No</td>
<td>Too cold</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Too cold!</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Weather conditions</td>
<td>AZ</td>
</tr>
<tr>
<td>No</td>
<td>Weather, doesn't suit my desired lifestyle, not close to family/friends</td>
<td>WI</td>
</tr>
<tr>
<td>No</td>
<td>Weather, far from home</td>
<td>HI</td>
</tr>
<tr>
<td>No</td>
<td>It's too cold; I want to be close to my family; I miss mountains</td>
<td>AZ</td>
</tr>
<tr>
<td>No</td>
<td>Weather, lack of mountains or water</td>
<td>WA</td>
</tr>
<tr>
<td>No</td>
<td>Weather, poor pay/benefits</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Poor weather; not interested in small town living</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Too cold &amp; small cities</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>At the moment my husband is in school in FL so we are staying here</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Closer to family in Minnesota</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Currently living in MN as spouse is attending dental school</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Family and friends are in Minnesota</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Family in Minnesota and Chicago - would rather be closer to family</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Family lives in MN &amp; husband currently in school in the cities</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Family ties in MN</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>From Minnesota</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>I prefer MN over ND and I'd like to stay close to my family</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>I want to live in MN</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Life long Utah resident</td>
<td>UT</td>
</tr>
<tr>
<td>No</td>
<td>My family lives in Maryland</td>
<td>MD</td>
</tr>
<tr>
<td>No</td>
<td>No family or friends</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Not close to family</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Not home</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Too far from family</td>
<td>MT</td>
</tr>
<tr>
<td>No</td>
<td>Too far from family/friends</td>
<td>MI</td>
</tr>
<tr>
<td>No</td>
<td>Want to be closer to home</td>
<td>HI</td>
</tr>
<tr>
<td>No</td>
<td>Want to move closer to home</td>
<td>IN</td>
</tr>
<tr>
<td>No</td>
<td>Wanted to move back to home state Minnesota</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>I love geologically exciting things (mtns, etc)</td>
<td>SD</td>
</tr>
<tr>
<td>No</td>
<td>I love geologically exciting things (mtns, etc)</td>
<td>CA</td>
</tr>
<tr>
<td>No</td>
<td>Intend to live in WA state in the future. There are no mountains for skiing in ND.</td>
<td>WA</td>
</tr>
<tr>
<td>No</td>
<td>Geographical location. I was eager to leave ND for a change of scenery, culture and weather.</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Fiance's job is in MN</td>
<td>MN</td>
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<tr>
<td>No</td>
<td>Husband works in Duluth, MN</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>I am currently employed in Idaho</td>
<td>ID</td>
</tr>
<tr>
<td>No</td>
<td>I am very happy at my current place of employment</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Leaving for CA this week for new job &amp; marriage (traveling nurse program - Calif)</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Lost interest in teaching</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Market isn't big enough</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>More &amp; better opportunity in Mpls/St Paul area</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>More opportunities in other states</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>My husband's job is not available in ND</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>My significant other owns a business in MN, so could not move to ND</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>No airlines based in ND</td>
<td>MA</td>
</tr>
<tr>
<td>No</td>
<td>No interest in living in ND. More opportunity elsewhere.</td>
<td>MN</td>
</tr>
<tr>
<td>No</td>
<td>Not enough opportunities &amp; lack of diversity</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Not paid enough</td>
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</tr>
<tr>
<td>No</td>
<td>Pay is not competitive in my field (possibly)</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Subset of my field in North Dakota does not interest me</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Teach in SD</td>
<td>SD</td>
</tr>
<tr>
<td>No</td>
<td>There are not many employers who are interested in sponsoring foreign citizens to hire them</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Very few employers available in ND to hire international (foreign) citizens</td>
<td>ND</td>
</tr>
<tr>
<td>No</td>
<td>Very limited career opportunities here in ND! Only entry level positions available</td>
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<tr>
<td>No</td>
<td>Wanted to branch out of ND and seek larger companies for employment</td>
<td>MN</td>
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<tr>
<td>No</td>
<td>Work is hard to find in small cities</td>
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</tr>
<tr>
<td>No</td>
<td>Ready to live elsewhere after school</td>
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<tr>
<td>No</td>
<td>Joined US Marine Corps</td>
<td>WA</td>
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<tr>
<td>No</td>
<td>Military family</td>
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</tbody>
</table>
"If a job available in your area of interest, would you want employment in ND?"  

<table>
<thead>
<tr>
<th>Comment</th>
<th>State of HS Graduation</th>
<th>Graduation Category</th>
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<tbody>
<tr>
<td>No Spouse is in the Air Force - so it is not an option now</td>
<td>ND</td>
<td>Military</td>
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<tr>
<td>No Different lifestyle preference</td>
<td>AK</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Dislike location</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Do not like living in the state of North Dakota</td>
<td>WA</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Do not plan to live in this area of the country</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Do not want to live in N Dakota</td>
<td>OR</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Do not want to live in rural area</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Do not want to reside in ND - 4 years was long enough! Difficult to find competitive pay.</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Don't want to live in Fargo</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Don't want to live in ND for too long</td>
<td>OR</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Don't want to live in North Dakota at this time</td>
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<td>Prefer another location</td>
</tr>
<tr>
<td>No Don't want to live there</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Everything about Grand Forks is horrible</td>
<td>MN</td>
<td>Prefer another location</td>
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<tr>
<td>No Great state while in college; wouldn't want to live there</td>
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<td>Prefer another location</td>
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<tr>
<td>No Husband is retiring from USAF. We are moving to TN.</td>
<td>OH</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No I don't want to live here much longer</td>
<td>MD</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No I don't want to live in ND</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No I like North Dakota but do not want to live there permanently</td>
<td>OH</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No I live in MN for good</td>
<td>MN</td>
<td>Prefer another location</td>
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<tr>
<td>No I live near my family and my husband's family in Minnesota</td>
<td>MN</td>
<td>Prefer another location</td>
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<tr>
<td>No I will never live in North Dakota if I have a choice</td>
<td>VA</td>
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<tr>
<td>No I would like to return to the West</td>
<td>ID</td>
<td>Prefer another location</td>
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<tr>
<td>No I wouldn't prefer to live in this area</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Just want to stay in Minnesota</td>
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<td>Prefer another location</td>
</tr>
<tr>
<td>No Like living in Lake Tahoe</td>
<td>ND</td>
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<tr>
<td>No Like Minnesota</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
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<td>No Live in MN - no interest in ND</td>
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<td>Prefer another location</td>
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<td>No Moving to another state</td>
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<td>Prefer another location</td>
</tr>
<tr>
<td>No ND is not modern or 21st Century, feels old and slow pace</td>
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<td>Prefer another location</td>
</tr>
<tr>
<td>No North Dakota is not liked by my wife</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Not an ideal living location personally</td>
<td>WA</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Not interested in any employment at this time</td>
<td>WI</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Not interested in living in North Dakota</td>
<td>TX</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Rather live/work someplace else</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No The local phenomena of Brain Drain - whereby anyone with a head on their shoulders gets out of ND ASAP</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No The state is a cultural and culinary wasteland</td>
<td>CA</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No This place isn't for me</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Want to live in MN</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Want to live out of Midwest, 5 years of ND is enough</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Want to try to live out of Midwest for a bit</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Want to live in central or southeast Minnesota</td>
<td>MN</td>
<td>Prefer another location</td>
</tr>
<tr>
<td>No Love Minneapolis, too cold in ND</td>
<td>MN</td>
<td>Prefer another location, Climate</td>
</tr>
<tr>
<td>No I enjoy larger cities like Minneapolis/St Paul</td>
<td>MN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No I prefer bigger cities</td>
<td>MN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No I want to give a bigger city a try</td>
<td>IA</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No More potential personal training in bigger populations</td>
<td>ND</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No No major metropolitan area - small rural areas</td>
<td>MN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No North Dakota does not offer the city lifestyle I desire (too remote)</td>
<td>IN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No Not enough to keep me there; i.e., entertainment, shopping</td>
<td>MN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No Not metro enough</td>
<td>MN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No Prefer more urban atmosphere</td>
<td>PA</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No Spouse employed with airlines, need to live in major city</td>
<td>ND</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No There is nothing there (population density)</td>
<td>MN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No Too rural</td>
<td>ND</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No Too sparsely populated</td>
<td>MN</td>
<td>Prefer larger city</td>
</tr>
<tr>
<td>No North Dakota is too rural &amp; too cold</td>
<td>MN</td>
<td>Prefer larger city, Climate</td>
</tr>
<tr>
<td>No Size of airports in the area - ND climate</td>
<td>MN</td>
<td>Prefer larger city, Climate</td>
</tr>
<tr>
<td>No The state is too rural and too cold during the winter</td>
<td>WA</td>
<td>Prefer larger city, climate</td>
</tr>
<tr>
<td>No Not my choice of lifestyle</td>
<td>WA</td>
<td>Prefer more diversity</td>
</tr>
<tr>
<td>No Need a change in culture, atmosphere and weather</td>
<td>ND</td>
<td>Prefer more diversity, Climate</td>
</tr>
<tr>
<td>No Limited outdoor recreation</td>
<td>ND</td>
<td>Recreation</td>
</tr>
<tr>
<td>No Because of the fact that salary range of my field in North Dakota is very low / low compared to other states</td>
<td>MN</td>
<td>Salary</td>
</tr>
<tr>
<td>No Less annual salary</td>
<td>MN</td>
<td>Salary</td>
</tr>
<tr>
<td>No More pay, more to do where I'm at</td>
<td>ND</td>
<td>Salary</td>
</tr>
<tr>
<td>No Salary is typically a lot less in ND than other states</td>
<td>MT</td>
<td>Salary</td>
</tr>
<tr>
<td>No Salary not competitive</td>
<td>WI</td>
<td>Salary</td>
</tr>
<tr>
<td>No Currently in professional school</td>
<td>ND</td>
<td>Student</td>
</tr>
<tr>
<td>No I am currently a grad student at Western Illinois University</td>
<td>MN</td>
<td>Student</td>
</tr>
<tr>
<td>No I would like to move back home</td>
<td>WA</td>
<td>Would like to return to ND</td>
</tr>
<tr>
<td>No Not right away, but I might want to move to North Dakota later!</td>
<td>MN</td>
<td>Would like to return to ND</td>
</tr>
<tr>
<td>Not sure It's cold!</td>
<td>MT</td>
<td>Climate</td>
</tr>
<tr>
<td>Not sure Long winters</td>
<td>MN</td>
<td>Climate</td>
</tr>
<tr>
<td>Not sure The cold weather</td>
<td>ND</td>
<td>Climate</td>
</tr>
<tr>
<td>Not sure The winters are too cold</td>
<td>WI</td>
<td>Climate</td>
</tr>
<tr>
<td>Not sure Family &amp; friends are in MN. It's where I grew up.</td>
<td>MN</td>
<td>Family/Closer to home</td>
</tr>
<tr>
<td>Comment</td>
<td>State of HS Graduation Category</td>
<td></td>
</tr>
<tr>
<td>---------</td>
<td>-------------------------------</td>
<td></td>
</tr>
<tr>
<td>Far away from family</td>
<td>IL Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>From MN, would like to go back</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>It would depend if it was part-time and close to home because I am working on the family farm.</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Too far from family</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>My family is close, but the winters are too cold</td>
<td>MN Family/Closer to home, Climate</td>
<td></td>
</tr>
<tr>
<td>I like the lakes of MN - mountains of CO</td>
<td>ND Geography</td>
<td></td>
</tr>
<tr>
<td>Location</td>
<td>MI Geography</td>
<td></td>
</tr>
<tr>
<td>Want to experience more of the country</td>
<td>MN Geography</td>
<td></td>
</tr>
<tr>
<td>I wouldn't mind, but my husband would need an opportunity as well</td>
<td>MN Job opportunities</td>
<td></td>
</tr>
<tr>
<td>Limited opportunity for advancement</td>
<td>MN Job opportunities</td>
<td></td>
</tr>
<tr>
<td>My current job is great</td>
<td>MN Job opportunities</td>
<td></td>
</tr>
<tr>
<td>My heart belongs to North Dakota but I found a wonderful job in MN</td>
<td>MN Job opportunities</td>
<td></td>
</tr>
<tr>
<td>My wife would need an opportunity as well</td>
<td>MN Job opportunities</td>
<td></td>
</tr>
<tr>
<td>ND is the lowest paying state in my field</td>
<td>WI Job opportunities</td>
<td></td>
</tr>
<tr>
<td>Pay is much lower in ND versus MN</td>
<td>MN Job opportunities</td>
<td></td>
</tr>
<tr>
<td>Pay, little opportunity in W. North Dakota</td>
<td>ND Job opportunities</td>
<td></td>
</tr>
<tr>
<td>Possibly, but the pay is typically lower than in MN</td>
<td>MN Job opportunities</td>
<td></td>
</tr>
<tr>
<td>Spouse has same education and would need a job as well</td>
<td>MT Job opportunities</td>
<td></td>
</tr>
<tr>
<td>There would have to be a job opportunity first</td>
<td>ND Job opportunities</td>
<td></td>
</tr>
<tr>
<td>Would have to be a fantastic job, otherwise enjoying trying somewhere new</td>
<td>ND Job opportunities</td>
<td></td>
</tr>
<tr>
<td>Pay scale, quality of living, weather</td>
<td>MN Job opportunities, Climate</td>
<td></td>
</tr>
<tr>
<td>Pay, location, life plans</td>
<td>MN Job opportunities, Climate</td>
<td></td>
</tr>
<tr>
<td>I like the Grand Forks area. Not many degree related jobs located within driving distance.</td>
<td>MN Like ND</td>
<td></td>
</tr>
<tr>
<td>Husband is in the military</td>
<td>CA Military</td>
<td></td>
</tr>
<tr>
<td>I enjoy my current job &amp; placement</td>
<td>MN Prefer another location</td>
<td></td>
</tr>
<tr>
<td>I want to work overseas</td>
<td>MN Prefer another location</td>
<td></td>
</tr>
<tr>
<td>It's a hard place to live -very traditional - not progressive</td>
<td>MN Prefer another location</td>
<td></td>
</tr>
<tr>
<td>Love California for now</td>
<td>ND Prefer another location</td>
<td></td>
</tr>
<tr>
<td>Minnesota is where I want to live again</td>
<td>MN Prefer another location</td>
<td></td>
</tr>
<tr>
<td>Not interested in moving home when i'm young</td>
<td>ND Prefer another location</td>
<td></td>
</tr>
<tr>
<td>Fargo only</td>
<td>MN Prefer larger city</td>
<td></td>
</tr>
<tr>
<td>I'd want to be in a large city in ND, no rural areas</td>
<td>MN Prefer larger city</td>
<td></td>
</tr>
<tr>
<td>If the location was close enough to commute, yes (ie Fargo, Wahpeton)</td>
<td>SD Prefer larger city</td>
<td></td>
</tr>
<tr>
<td>I'm already putting down roots again in the Twin Cities</td>
<td>MN Prefer larger city</td>
<td></td>
</tr>
<tr>
<td>Move to a bigger city</td>
<td>MN Prefer larger city</td>
<td></td>
</tr>
<tr>
<td>Move to a bigger place</td>
<td>ND Prefer larger city</td>
<td></td>
</tr>
<tr>
<td>Varieties to match lifestyle</td>
<td>MI Prefer more diversity</td>
<td></td>
</tr>
<tr>
<td>Income, clientele</td>
<td>MN Salary</td>
<td></td>
</tr>
<tr>
<td>Salary in ND is extremely low compared to others - couldn't afford to work &amp; pay off school loans</td>
<td>MN Salary</td>
<td></td>
</tr>
<tr>
<td>Lower pay due to cost of living &amp; winter</td>
<td>WI Salary, Climate</td>
<td></td>
</tr>
<tr>
<td>I'm in medical school so I don't know yet</td>
<td>ND Student</td>
<td></td>
</tr>
<tr>
<td>Currently looking for a more permanent location</td>
<td>IL Unsure</td>
<td></td>
</tr>
<tr>
<td>Depend on location</td>
<td>MN Unsure</td>
<td></td>
</tr>
<tr>
<td>Dependent on job, only would live in Fargo</td>
<td>ND Unsure</td>
<td></td>
</tr>
<tr>
<td>Depends on wages/benefits</td>
<td>MN Unsure</td>
<td></td>
</tr>
<tr>
<td>Depends on what part of North Dakota</td>
<td>ND Unsure</td>
<td></td>
</tr>
<tr>
<td>Depends on where in ND</td>
<td>MN Unsure</td>
<td></td>
</tr>
<tr>
<td>It would depend on location</td>
<td>MN Unsure</td>
<td></td>
</tr>
<tr>
<td>It would depend on the location of the job</td>
<td>TX Unsure</td>
<td></td>
</tr>
<tr>
<td>Maybe - In Fargo yes, I am from Moorhead</td>
<td>MN Unsure</td>
<td></td>
</tr>
<tr>
<td>Maybe sometime in the future</td>
<td>ND Unsure</td>
<td></td>
</tr>
<tr>
<td>Maybe, since I have a lot of family there, but I like living in the cities for now</td>
<td>ND Unsure</td>
<td></td>
</tr>
<tr>
<td>No preference, any state surrounding ND would be okay too</td>
<td>ND Unsure</td>
<td></td>
</tr>
<tr>
<td>Not sure</td>
<td>ND Unsure</td>
<td></td>
</tr>
<tr>
<td>Not sure that I want to stay in North Dakota</td>
<td>ND Unsure</td>
<td></td>
</tr>
<tr>
<td>Because of the cost of living, family &amp; market growth here</td>
<td>ND Cost of living</td>
<td></td>
</tr>
<tr>
<td>Low cost of living, friends in area</td>
<td>WI Cost of living</td>
<td></td>
</tr>
<tr>
<td>Low cost of living, like the state</td>
<td>MN Cost of living</td>
<td></td>
</tr>
<tr>
<td>ND is a clean &amp; affordable place to live, plus it gets really cold, which keeps out worthless people</td>
<td>ND Cost of living, Climate</td>
<td></td>
</tr>
<tr>
<td>I already live in ND</td>
<td>MN Current location</td>
<td></td>
</tr>
<tr>
<td>In the Grand Forks area</td>
<td>MN Current location, Cost of living</td>
<td></td>
</tr>
<tr>
<td>Location, cost of living</td>
<td>MN Current location, Cost of living</td>
<td></td>
</tr>
<tr>
<td>All my family &amp; friends are here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>All my family lives here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>All of my family lives in North Dakota, and I want to be close to family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Be great to be closer to family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Because family here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>I am originally from North Dakota</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Because I currently live there, own a home and have a family</td>
<td>US Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Close to family</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Close to family if around Grand Forks</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Close to family, good people, friendly people, good place to raise a family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Comment</td>
<td>State of HS Graduation Category</td>
<td></td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>----------------------------------</td>
<td></td>
</tr>
<tr>
<td>Yes Close to family, my husband, children &amp; I reside here</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to family; good community; good place to raise a family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to family, employment rate &amp; economy is doing better than</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family &amp; friends are here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family &amp; friends reside in North Dakota</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family here &amp; lived in ND all my life. Great place to live &amp;</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family is here in North Dakota</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family is here. Born &amp; raised here.</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family lives in North Dakota</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Family resides here; friends; affordability; completing Masters</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes of mine</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family, husband's job/schooling</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Family: Husband student at UND</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes From ND &amp; would like to remain here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Great area with friends and family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Grew up here, family &amp; friends, etc</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Grew up in ND</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Home state</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Home state</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Home state / close to family &amp; friends</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I am originally from North Dakota, and want to stay here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I am returning to work for UND in Dec 10</td>
<td>FL Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I enjoy living in ND. My family is here.</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I have family in this state</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I have lots of friends there and would like to come back</td>
<td>WA Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I want to stay in ND near my family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I was born &amp; raised in ND, most of my family resides in ND</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I was born and raised here in ND, my family, and friends</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I will always be a true North Dakotan</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes I would like to provide services to people of my hometown</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes It is my home state</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes It is my home town</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes It is where my family is - Not as much chaos</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Most of my family lives in ND</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Much closer to family</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes My family is here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes My family is in ND</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes My family would be closer</td>
<td>MN Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes My husband farms</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes My husband goes to school in ND plus family lives here</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes ND is home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes ND is my home</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Near family, familiar location, like the area</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Stay close to family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes This is my home state</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes To be close to my family, I chose to work in MN for the</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes To be near my family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Want to be close to family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes Close to home, people, climate</td>
<td>MN Family/Closer to home, Climate</td>
<td></td>
</tr>
<tr>
<td>1) Family 2) (because of?) healthcare reform there are many</td>
<td>ND Family/Closer to home, Job</td>
<td></td>
</tr>
<tr>
<td>Yes difference as a young professional</td>
<td>opportunities</td>
<td></td>
</tr>
<tr>
<td>Yes Location and quality companies</td>
<td>MN Geography, People</td>
<td></td>
</tr>
<tr>
<td>Yes Geographic location &amp; smaller cities</td>
<td>MN Geography, smaller cities</td>
<td></td>
</tr>
<tr>
<td>Yes Good place to live &amp; raise a family</td>
<td>ND Good place to raise family</td>
<td></td>
</tr>
<tr>
<td>Yes Great place to raise a family</td>
<td>ND Good place to raise family</td>
<td></td>
</tr>
<tr>
<td>Yes I have family in ND ad want to eventually raise my own family in</td>
<td>ND Good place to raise family</td>
<td></td>
</tr>
<tr>
<td>Yes I like the states' culture &amp; spirit. It's a great place to raise a</td>
<td>ND Good place to raise family</td>
<td></td>
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<tr>
<td>Yes I think ND is a great place to raise a family and I plan to</td>
<td>ND Good place to raise family</td>
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<tr>
<td>Yes To be near my family</td>
<td>ND Family/Closer to home</td>
<td></td>
</tr>
<tr>
<td>Yes ND is home</td>
<td>ND Family/Closer to home</td>
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<tr>
<td>Yes ND is my home</td>
<td>ND Family/Closer to home</td>
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<tr>
<td>Yes Near family, familiar location, like the area</td>
<td>ND Family/Closer to home</td>
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<tr>
<td>Yes Stay close to family</td>
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<tr>
<td>Yes This is my home state</td>
<td>ND Family/Closer to home</td>
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<tr>
<td>Yes To be close to my family, I chose to work in MN for the</td>
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<tr>
<td>Yes To be near my family</td>
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<tr>
<td>Yes Want to be close to family</td>
<td>ND Family/Closer to home</td>
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<tr>
<td>Yes Close to home, people, climate</td>
<td>MN Family/Closer to home, Climate</td>
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</table>

*If a job available in your area of interest, would you want employment in ND?*
"If a job available in your area of interest, would you want employment in ND?"

<table>
<thead>
<tr>
<th>Comment</th>
<th>State of HS Graduation</th>
<th>Category</th>
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<tbody>
<tr>
<td>Yes Any jobs are good jobs</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes Currently employed w/ UND</td>
<td>WA</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes Economic benefits, growing economy</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes Economy is booming in North Dakota compared to other areas</td>
<td>MT</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes Enjoy my job</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes I am currently employed in ND</td>
<td>SD</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes I am currently working in ND</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes I am open to relocating anywhere for a position</td>
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<td>Job opportunities</td>
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<tr>
<td>Yes I currently work in North Dakota</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes I would have accepted an offer out of college</td>
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<td>Job opportunities</td>
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<tr>
<td>Yes I would like to remain in North Dakota</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes I would like to remain in North Dakota</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes It's a good way to gain work experience</td>
<td>US</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes I would love to have a job &amp; more experience for me</td>
<td>MN</td>
<td>Job opportunities</td>
</tr>
<tr>
<td>Yes Jobs in my area of interest exist in ND, however better opportunities exist elsewhere</td>
<td>VA</td>
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<tr>
<td>Yes ND has a great economy now - great job stability</td>
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<td>Job opportunities</td>
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<tr>
<td>Yes Need a job</td>
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<td>Job opportunities</td>
</tr>
<tr>
<td>Yes Need work</td>
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<td>Job opportunities</td>
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<tr>
<td>Yes North Dakota is a great state to live in, but I would ultimately move to where the jobs are</td>
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<td>Job opportunities</td>
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<tr>
<td>Yes Possibly for football coaching, not for better pay</td>
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<td>Job opportunities</td>
</tr>
<tr>
<td>Yes Previous job was in Fargo, ND</td>
<td>IA</td>
<td>Job opportunities</td>
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<tr>
<td>Yes There are many wonderful opportunities</td>
<td>ND</td>
<td>Job opportunities</td>
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<tr>
<td>Yes Trying to get an air traffic control job</td>
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<tr>
<td>Yes Would like to use my degree to the fullest</td>
<td>SD</td>
<td>Job opportunities</td>
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<tr>
<td>Yes I am currently employed in my area of interest &amp; love living near family - the air is clean etc</td>
<td>ND</td>
<td>Job opportunities, Family/closer to home</td>
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<tr>
<td>Yes I am from ND, good economy, safe</td>
<td>ND</td>
<td>Job opportunities, Safe</td>
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<tr>
<td>Yes Because I have never found better people than North Dakotans</td>
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<td>Like ND</td>
</tr>
<tr>
<td>Yes Developed ties to community while attending college. Like to live in this area.</td>
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<td>Like ND</td>
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<tr>
<td>Yes Great area to live - not as progressive in education as I would like</td>
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<td>Like ND</td>
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<tr>
<td>Yes Great place to live, other than its lack of mountains</td>
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<td>Like ND</td>
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<tr>
<td>Yes Great state</td>
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<td>Like ND</td>
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<tr>
<td>Yes Great state</td>
<td>MN</td>
<td>Like ND</td>
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<tr>
<td>Yes I enjoy living in the area and would like to find a good job so I could stay here</td>
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<td>Like ND</td>
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<tr>
<td>Yes I enjoy living in this state</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes I enjoy North Dakota</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes I enjoy the North Dakota small town feel, and the people</td>
<td>MN</td>
<td>Like ND</td>
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<tr>
<td>Yes I enjoyed the Grand Forks community</td>
<td>MN</td>
<td>Like ND</td>
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<tr>
<td>Yes I grew up in the Red River Valley</td>
<td>MN</td>
<td>Like ND</td>
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<tr>
<td>Yes I grew up there and really enjoyed it. It fits my likes &amp; interests well.</td>
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<tr>
<td>Yes I have always lived in ND and like it</td>
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<tr>
<td>Yes I like living here</td>
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<td>Like ND</td>
</tr>
<tr>
<td>Yes I like living here</td>
<td>MN</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes I like ND &amp; many friends live there</td>
<td>WA</td>
<td>Like ND</td>
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<tr>
<td>Yes I like ND, and how the state is run</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes I like ND, especially western ND &amp; would accept employment there</td>
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<tr>
<td>Yes I like ND. It has great outdoor activities and nice people.</td>
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<tr>
<td>Yes I like North Dakota and wouldn't mind living there if there was the correct job opportunity</td>
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<td>Like ND</td>
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<tr>
<td>Yes I like North Dakota and want to stay here</td>
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<td>Like ND</td>
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<tr>
<td>Yes I live in ND</td>
<td>ND</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes I live in ND</td>
<td>MN</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes I love living and working in North Dakota</td>
<td>ND</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes I love ND</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes I LOVE North Dakota</td>
<td>ND</td>
<td>Like ND</td>
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<td>Yes I love the ND/MN area</td>
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<td>Like ND</td>
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<tr>
<td>Yes I really enjoyed my time there and love to go back and visit</td>
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<td>Like ND</td>
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<tr>
<td>Yes I wish to stay in ND</td>
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<td>Like ND</td>
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<tr>
<td>Yes I'm used to the area</td>
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<td>Like ND</td>
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<tr>
<td>Yes It's a great state</td>
<td>US</td>
<td>Like ND</td>
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<tr>
<td>Yes Like it here</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes Like ND - Just found housing in MN</td>
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<td>Like ND</td>
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<tr>
<td>Yes Like ND, could see myself living here forever</td>
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<td>Like ND</td>
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<tr>
<td>Yes Love ND!</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes Love the state, don't want to leave</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes Nice area</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes Nice area w/ common interests</td>
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<td>Like ND</td>
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<tr>
<td>Yes Want to live here</td>
<td>ND</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes Want to stay in ND</td>
<td>ND</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes Will be moving to the area upon completion of graduate school</td>
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<td>Like ND</td>
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<tr>
<td>Yes Wish to raise a family in ND</td>
<td>ND</td>
<td>Like ND</td>
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<tr>
<td>Yes Would like to remain in ND</td>
<td>ND</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes Would not mind lots of friends in area</td>
<td>MN</td>
<td>Like ND</td>
</tr>
<tr>
<td>Yes I like living in North Dakota</td>
<td>ND</td>
<td>Like ND, Family/Closer to home</td>
</tr>
<tr>
<td>Yes ND is a great state. I love the small, family communities. My family is in ND/MN.</td>
<td>MN</td>
<td>Like ND, Family/closer to home</td>
</tr>
<tr>
<td>Yes Love the state, want to raise a family here</td>
<td>ND</td>
<td>Like ND, Good place to raise family</td>
</tr>
<tr>
<td>Yes ND is a wonderful state to raise a family &amp; live</td>
<td>ND</td>
<td>Like ND, good place to raise family</td>
</tr>
</tbody>
</table>
*If a job available in your area of interest, would you want employment in ND?*

<table>
<thead>
<tr>
<th>Comment</th>
<th>State of HS Graduation Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Love UND</td>
</tr>
<tr>
<td>Yes</td>
<td>ND People</td>
</tr>
<tr>
<td>Yes</td>
<td>ND People, Growing future</td>
</tr>
<tr>
<td>Yes</td>
<td>OK Quality of life</td>
</tr>
<tr>
<td>Yes</td>
<td>ND Recreation</td>
</tr>
<tr>
<td>Yes</td>
<td>ND Safe</td>
</tr>
<tr>
<td>Yes</td>
<td>ND Safe, Quality of life</td>
</tr>
<tr>
<td>Yes</td>
<td>MN Unsure</td>
</tr>
<tr>
<td>Yes</td>
<td>ND Unsure</td>
</tr>
<tr>
<td>Yes</td>
<td>FL Would like to return to ND</td>
</tr>
<tr>
<td>Yes</td>
<td>ND Would like to return to ND</td>
</tr>
<tr>
<td>Yes</td>
<td>ND Would like to return to ND</td>
</tr>
<tr>
<td>Yes</td>
<td>VA Would like to return to ND</td>
</tr>
</tbody>
</table>

2010-2011 Employment Survey
Office of Institutional Research, University of North Dakota
March 28, 2011
## Names of Employers

<table>
<thead>
<tr>
<th>Employer Name</th>
<th>Number of respondents indicating employer name</th>
</tr>
</thead>
<tbody>
<tr>
<td>24 Hour Fitness</td>
<td>1</td>
</tr>
<tr>
<td>a gym</td>
<td>1</td>
</tr>
<tr>
<td>a hospital</td>
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<tr>
<td>AAI Corporation</td>
<td>1</td>
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<tr>
<td>Acciona Energy NA</td>
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</tr>
<tr>
<td>Accountemps (AgMotion contract)</td>
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<tr>
<td>Acosta Sales &amp; Marketing</td>
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<tr>
<td>ACR Homes (ACR Healthcare Group)</td>
<td>1</td>
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<tr>
<td>ADM</td>
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<tr>
<td>AE2S</td>
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<tr>
<td>Aerospace Private Corporation</td>
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<tr>
<td>Air Wisconsin Airlines Corp</td>
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<tr>
<td>Alcor Incorporated</td>
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<tr>
<td>Alerus Financial</td>
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<tr>
<td>Altru / UND</td>
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<td>Altru Clinic &amp; Life Care Medical Center</td>
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<td>Altru Health System</td>
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<td>Amalgamated Sugar Company</td>
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<td>Amazon.com</td>
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<tr>
<td>American Cast Iron Pipe Company</td>
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<tr>
<td>American Equity Mortgage</td>
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<tr>
<td>Americorps - Camphill Village USA, Inc</td>
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<tr>
<td>Anchor Marketing Inc</td>
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<td>Andes Central Schools</td>
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<tr>
<td>Anne Carlsen Center</td>
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<td>Annette Meyer Studios</td>
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<tr>
<td>Apple, Inc</td>
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<tr>
<td>Applied Products</td>
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<td>Aramark - Maple Grove Hospital</td>
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<tr>
<td>Archer Daniels Midland</td>
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<td>Array Service Group</td>
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<td>Ashley Furniture</td>
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<td>Asset Marketing</td>
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<td>ASU East / Mesa Air</td>
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<td>Aurora Medical Center</td>
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<td>Aurora Plains Academy</td>
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<td>Baker Tilly Virchow Krause, LLP</td>
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<tr>
<td>Employer Name</td>
<td>Number of respondents indicating employer name</td>
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<td>Chamilla, LLC</td>
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<tr>
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<tr>
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<td>City of Moorhead</td>
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<td>Dakota Air Parts</td>
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<td>Dakota Gasification Company</td>
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<td>Dept of Veterans Affairs, Mpls VA Medical Center</td>
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<tr>
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<td>Devils Lake Public Schools</td>
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<td>DOT/FAA</td>
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