

BRIEF: Alumni Perspectives – Current Jobs

UB undergraduate alumni for 1991 and 1994 were recently surveyed. There was no relationship between year of graduation and the distribution of several demographic variables, including gender, ethnic group, citizenship, beginning salary in their first-time position and current work standing. Therefore, a subset of civilians, employed full time, (a little more than 76% of the total sample of 950), was pulled to examine current job standing; i.e. satisfaction, salaries, relevancy to education etc.

On a five-point scale, where 5=Very satisfied, 4=Satisfied, 3=Neutral, 2=Dissatisfied and 1=Very dissatisfied, respondents indicated their level of satisfaction with several aspects of their current job. Those aspects are shown below in descending order of mean satisfaction.

Table 1 – Satisfaction with Current Job

Aspects of Current Job	Item Mean Satisfaction
Opportunities to exercise initiative	4.03
Autonomy and independence	4.03
Congenial/compatible work associates	4.02
Quality of service/product	3.98
Opportunities to be creative	3.93
Intellectual challenge	3.90
Feeling of accomplishment	3.90
Interest in day-to-day work	3.85
Organization's ethical standards	3.82
Fringe benefits	3.82
Opportunities to participate in decision-making	3.81
Pleasantness of clients/customers	3.74
Human diversity	3.60
Social status or recognition	3.59
Salary	3.53
Support for continuing education	3.50
Opportunities for advancement	3.46
Accessibility/proximity of childcare services	2.96
Overall Mean Satisfaction	3.74

The respondents were most satisfied with their independence and “freedom”. While continuing education support, salary, and advancement opportunities were just above childcare as the aspects of lowest satisfaction, they were also the three aspects with the greatest variability (deviation in agreement about the mean). Satisfaction with childcare was not only the lowest, and also the most universally agreed upon response (least variability in answers).

About 38% of the respondents are the sole wage earner in the household, as the household income equaled their current income. Since marital status is not known, it is impossible to draw any conclusions about whether the persons are single, or single wage-earners in their families.

There is a difference between the distribution of beginning salaries and the distribution of current salaries by gender. **Males started at higher salaries ($r = .168$), and continue to earn somewhat higher salaries in their current positions than the female alumni ($r = .225$).** As might be expected, more recent alumni earn less in their current positions overall but the relationship between graduation year and current salary was low ($r = .212$).

Table 2 – Comparison of Salary in First-time, Full-time Position with Salary in Current Position

First-time, Full-time Salary		Percent (%) of Total at Current Salary Levels									Row %
Level	Range	LE \$14,999								GE \$100,000	
		1	2	3	4	5	6	7	8	9	
1	Less than or equal to \$14,999	1.2	1.5	.9	1.9	2.4	1.8	1.2	.1	-	11.0
2	\$15,000-19,999	.4	1.5	2.2	2.6	5.9	3.4	2.8	.4	.4	19.6
3	\$20,000-24,999	.3	-	1.3	2.2	6.3	5.1	4.6	.6	.3	20.7
4	\$25,000-29,999	-	-	-	1.2	6.2	5.3	4.3	.3	.1	17.4
5	\$30,000-39,999	-	-	-	-	4.9	7.9	7.8	.6	.4	21.6
6	\$40,000-49,999	-	-	-	-	-	2.6	2.2	.6	.1	5.5
7	\$50,000-74,999	-	-	-	-	.1	.1	3.1	.3	.4	4.0
8	\$75,000-99,999	-	-	-	-	-	-	-	.1	-	.1
9	Greater than or equal to \$100,000	-	-	-	-	-	-	-	-	.1	.1
Column %		1.9	3.0	4.4	7.9	25.8	26.2	26	3.0	1.8	100%

For those who work full-time now:

- better than 50% have had \$10,000 or more in salary increases from first to current position.
- over 32% have had up to a \$10,000 increase over time
- 16% have had no increase in salary from their first to current position
- about 1% are earning less now, than in their first full-time position

There was a low correlation between beginning salary and college GPA ($r = .155$), but no relationship between college GPA and current salary (5-8 years after graduation)

Respondents were asked the relatedness of their current job to their last degree, but not the relationship of their current position to their UB undergraduate degree. However, for those who have no advanced degree, that relationship between relatedness of UB [undergraduate] degree and current salary was low ($r = .217$)

While the relationship of undergraduate degree area to current salaries was also low ($r = .202$), more of those with degrees in Business (68%), and Engineering and Computer & Information Sciences (84%), had current salaries higher than would be expected given a normal distribution of salaries across degree areas. The lower salary ranges were more populated by Social Sciences, and Arts & Letters graduates than would be expected.