



LEWISCLARKBOONE
MARKET INTELLIGENCE

2008 ASLA Graduating Students Study

Conducted by
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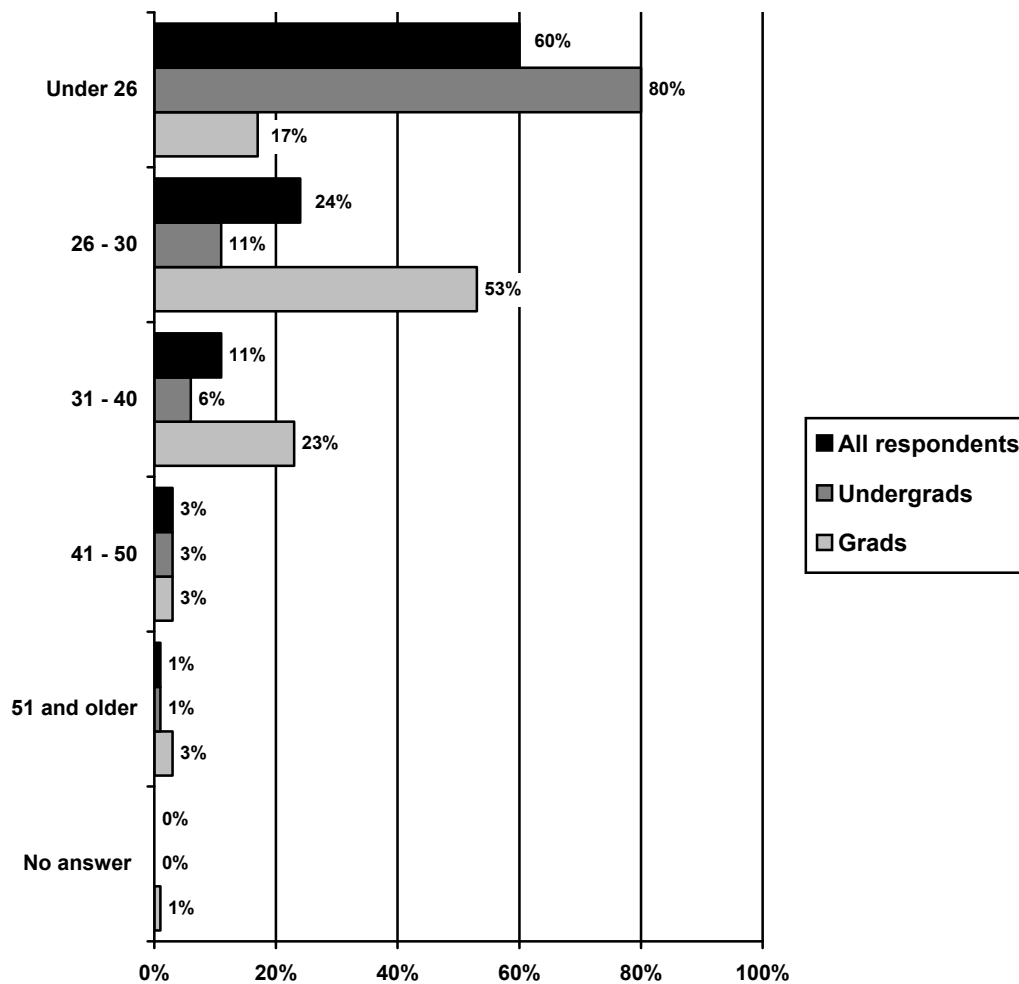
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- Introduction

An online survey was completed by graduating students in accredited undergraduate and graduate landscape architecture programs. The purpose of this survey was to gather information on post-graduation plans. The survey was similar to studies done annually since 1997, although this was only the third year it was conducted online. The results are summarized in the following report.

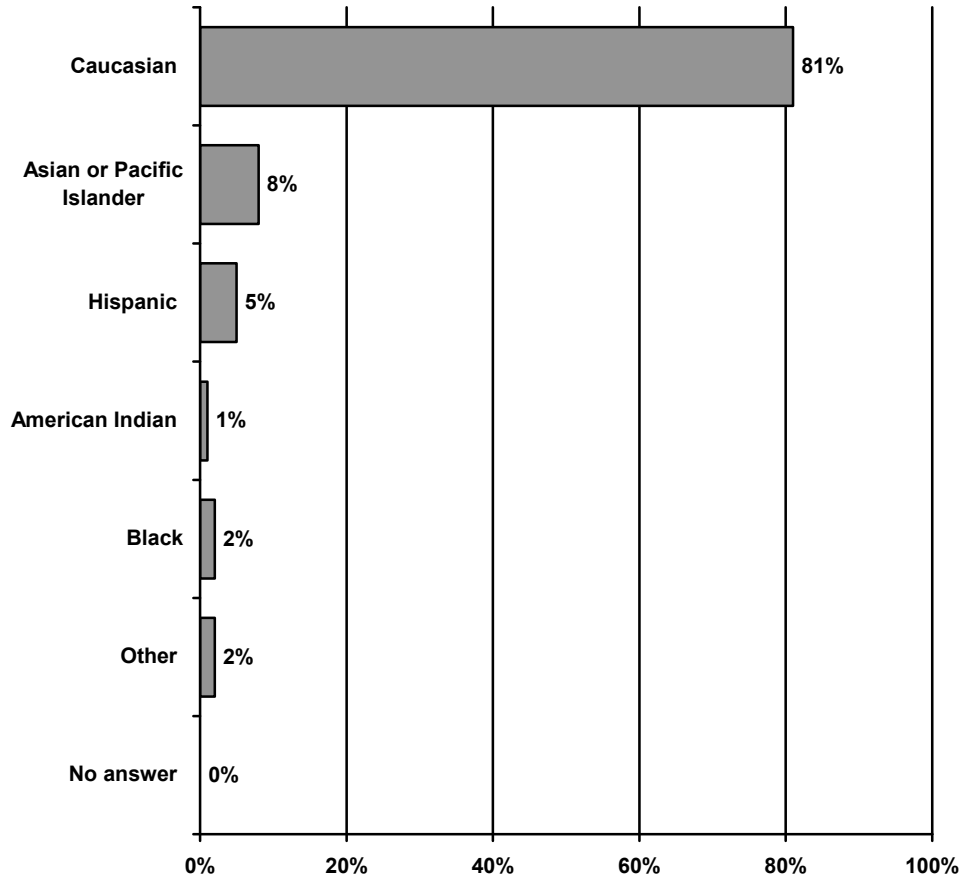
- Age

The average age of respondents is 25 for undergraduates, 30 for graduate students, and 26 overall. This is slightly lower than previous years.



- Race

The majority of respondents (81%) indicate that they are Caucasian.

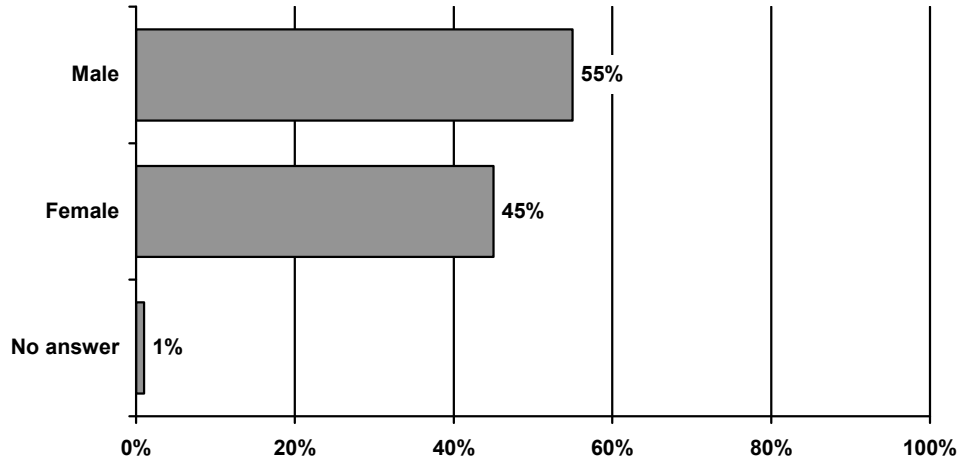


Comparison with previous years:

	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>
Caucasian	81%	86%	86%	83%	86%	87%	88%	89%	83%	79%
Asian/Pacific Islander	8%	6%	6%	7%	6%	4%	6%	4%	9%	5%
Black	2%	1%	2%	3%	3%	1%	1%	<1%	2%	0%
Hispanic	5%	5%	3%	2%	4%	2%	2%	3%	2%	1%
American Indian	1%	1%	1%	<1%	<1%	<1%	1%	1%	1%	0%
Other	2%	3%	3%	4%	2%	3%	1%	1%	2%	2%

- Gender

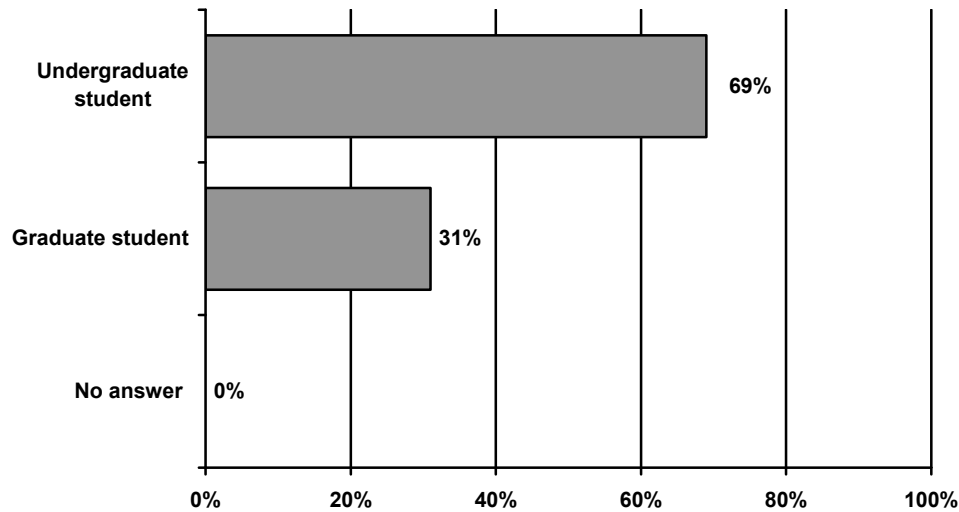
Just over one-half of respondents (55%) are male, while 45% are female.



There were slightly more male respondents than female respondents, reversing last year's distribution. Female students accounted for 41% of undergraduate students and 54% of graduate students in this year's study.

- **Current Educational Status**

Out of 290 respondents, 199 (69%) are undergraduate students, and 91 (31%) are graduate students. This represents a continuing increase in the proportion of undergraduate students in this year’s survey responses as compared to the last two year’s responses.



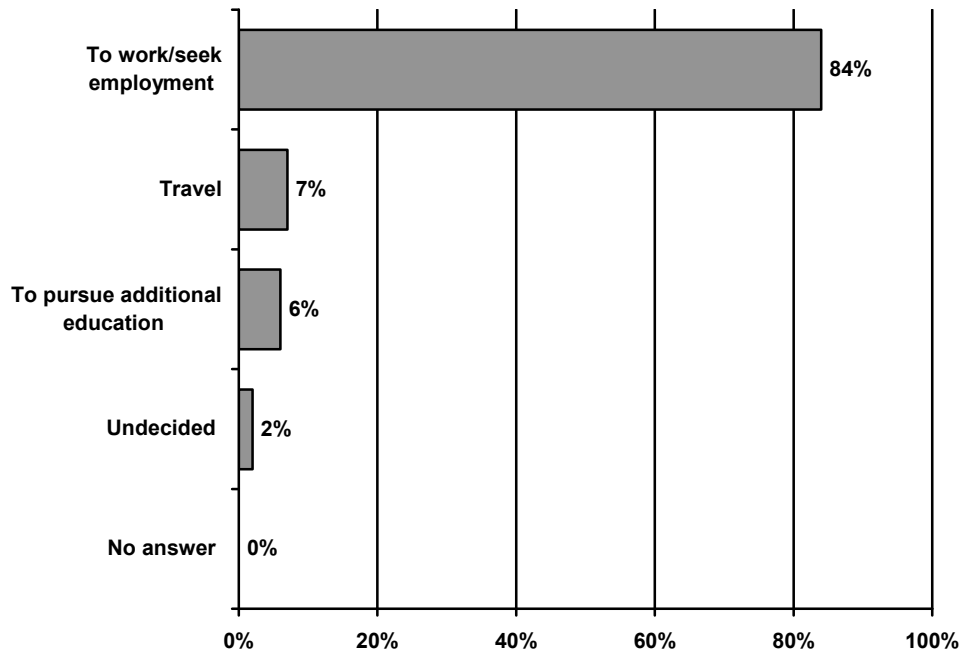
Schools represented by five or more students are as follows:

<u># of Students</u>	<u>Undergraduate School</u>	<u># of Students</u>	<u>Graduate School</u>
15	Texas Tech University	8	Cornell University
13	University of California Davis	8	University of Pennsylvania/Penn Design
10	University of Kentucky	7	LSU/Robert Reich School of Architecture
8	Michigan State University		
7	Arizona State University		
6	Pennsylvania State University		
6	Texas A&M University		
6	The Ohio State University		
6	University of Georgia		
6	University of Rhode Island		
6	University of Wisconsin - Madison		
6	West Virginia University		
5	Cornell University		
5	Kansas State University		
5	SUNY College of Environmental Science & Forestry		

Graduate students report a variety of undergraduate degrees, led by architecture (12 mentions) and horticulture (11 mentions).

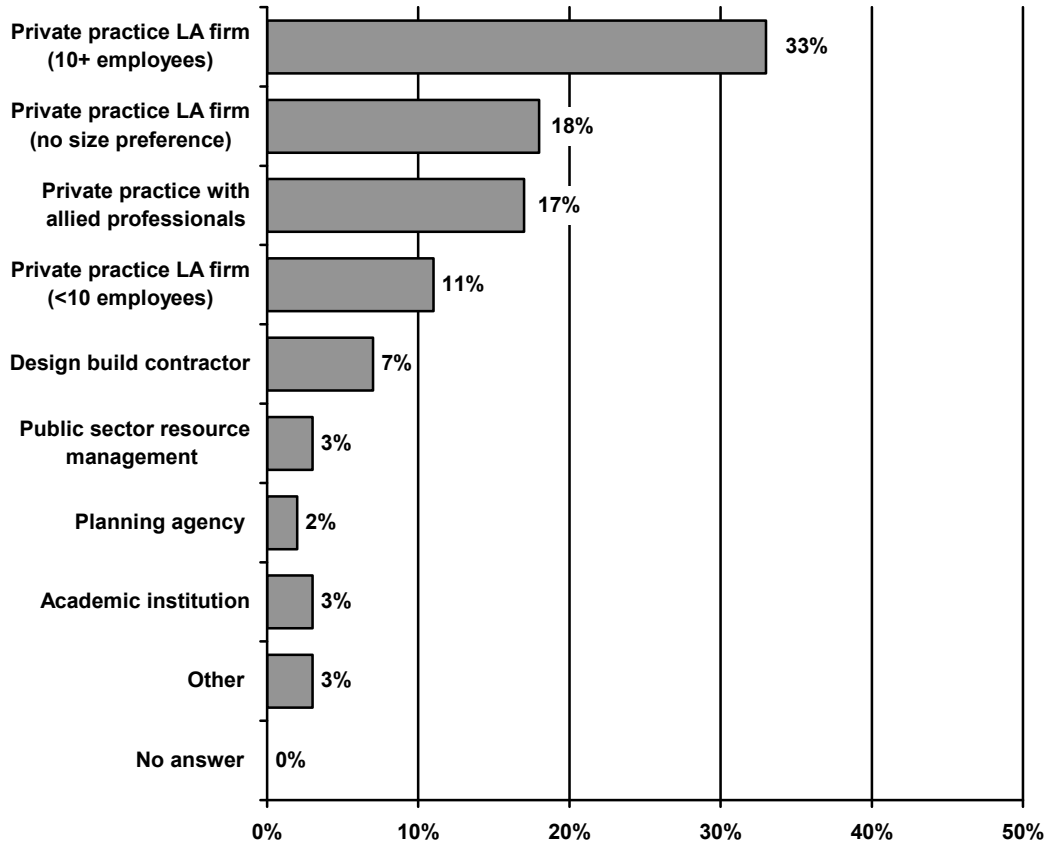
- **Plans for Immediate Future**

Most respondents (84%) indicate that their plans for the immediate future involve either working or seeking employment, while 7% plan to travel, 6% plan to pursue additional education and 2% are undecided. This represents a slight decrease in the percentage of respondents working or seeking work and a slight increase in the percentage of respondents planning to travel.



- Desired Type of Employer

One third of respondents (33%) indicate that they are primarily interested in seeking employment in a private practice LA firm with 10 or more employees, followed by a private practice with no size preference (18%), and a private practice LA firm with allied professionals (17%).

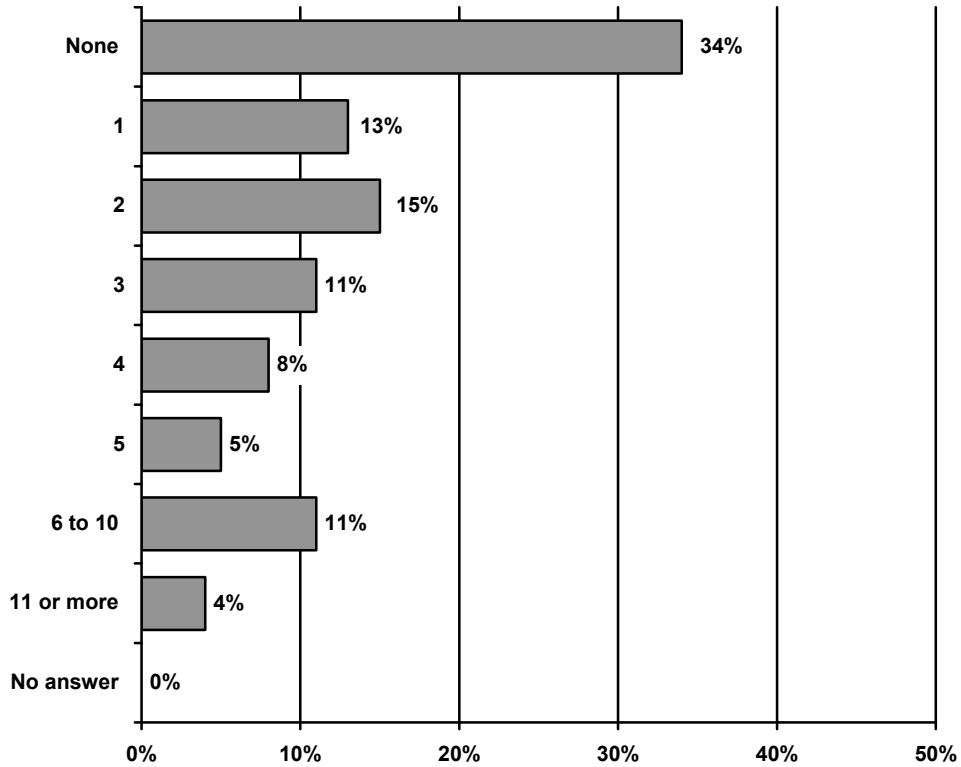


Comparison with previous years:

	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
Private Practice LA firm (<10 employees)	11%	17%	20%	13%	14%	17%	15%	15%	16%	22%
Private Practice LA firm (10+ employees)	33%	30%	30%	30%	28%	22%	24%	30%	23%	20%
Private Practice LA firm (no size preference)	18%	13%	15%	21%	18%	18%	19%	14%	18%	21%
TOTAL Private Practice LA firm	62%	60%	65%	64%	60%	57%	58%	59%	57%	63%
Private Practice with Allied Professionals	17%	23%	18%	18%	19%	17%	19%	21%	22%	21%
Design/build Contract	7%	8%	5%	6%	8%	10%	10%	10%	8%	2%
Public Sector Resource Management	3%	5%	5%	8%	7%	9%	8%	6%	4%	7%
Planning Agency	2%	3%	2%	1%	1%	2%	2%	2%	2%	4%
Academic Institution	3%	0%	2%	2%	2%	1%	1%	1%	0%	0%
Other	3%	2%	3%	3%	4%	4%	3%	2%	6%	3%

- Job Interviews

Respondents indicate that, on average, they have had approximately three job interviews during their final semester in school, the same as last year’s average.

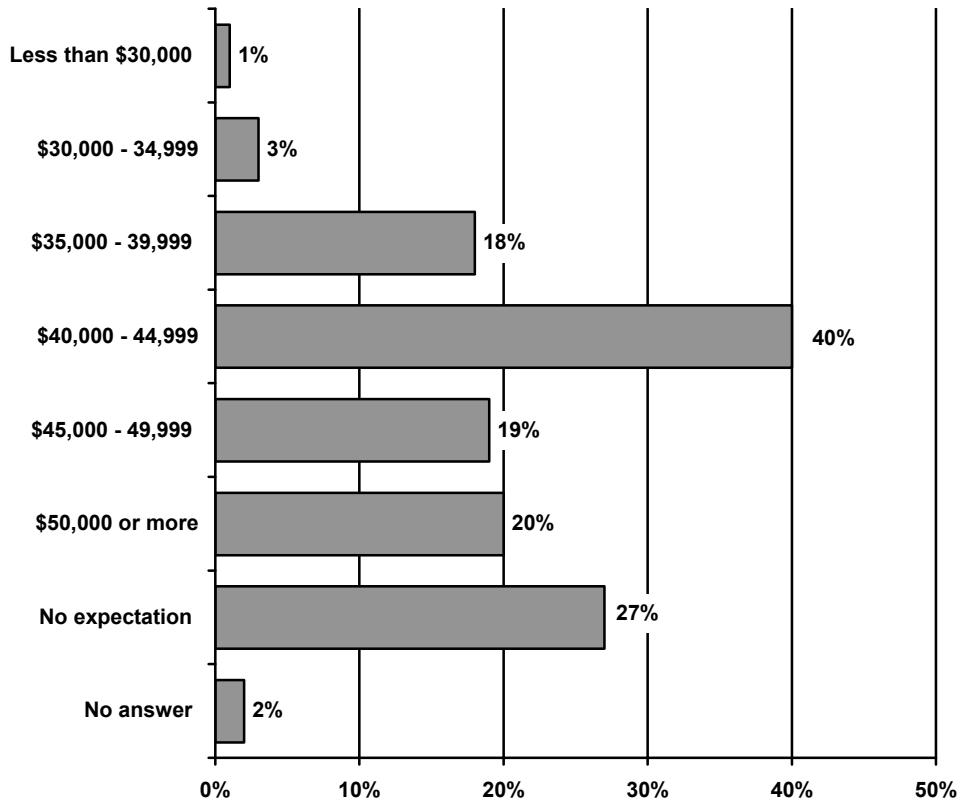


Respondents who have had one or more interviews were asked to comment on how the interview process went, if it was what they had expected, and anything noteworthy they encountered. A complete list of their comments may be found starting on page 34.

A majority of respondents (78%) indicate that the interview(s) went as expected, while 18% said it did not (and 4% didn’t indicate an answer). Their explanations can be found starting on page 41.

- Salary Expectations

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$42,600. Undergraduate students expect(ed) \$41,100 and graduate students expect(ed) \$46,100. Salary expectations continued to rise from one year to the next.



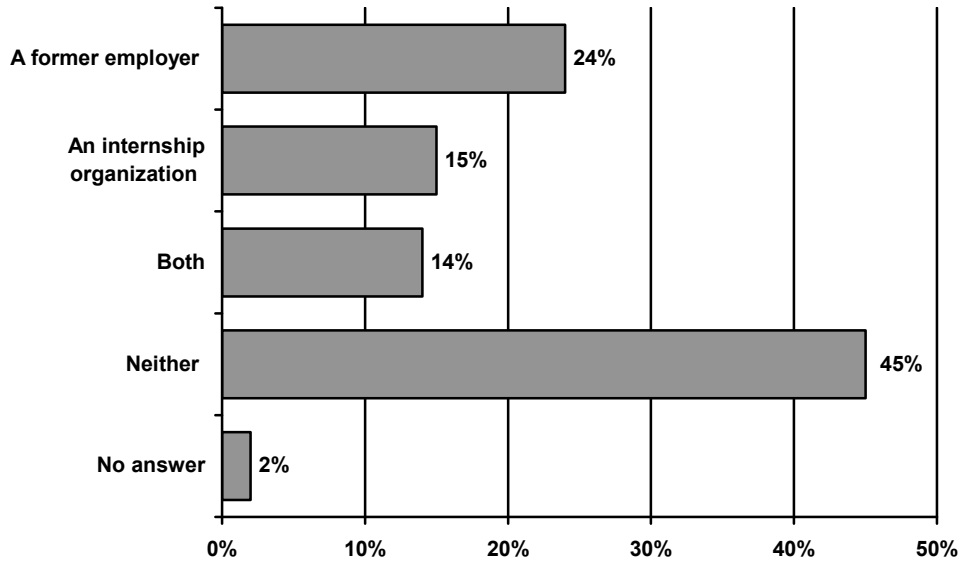
Comparison with previous years:

(AVERAGE SALARY – 000's)

	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>
All Respondents	\$43	\$42	\$ 41	\$ 38	\$ 36	\$ 34	\$ 29	\$ 31	\$ 31	\$ 30
Undergraduates	41	40	39	37	35	33	28	31	31	28
Graduates	46	45	44	42	38	38	35	35	34	33

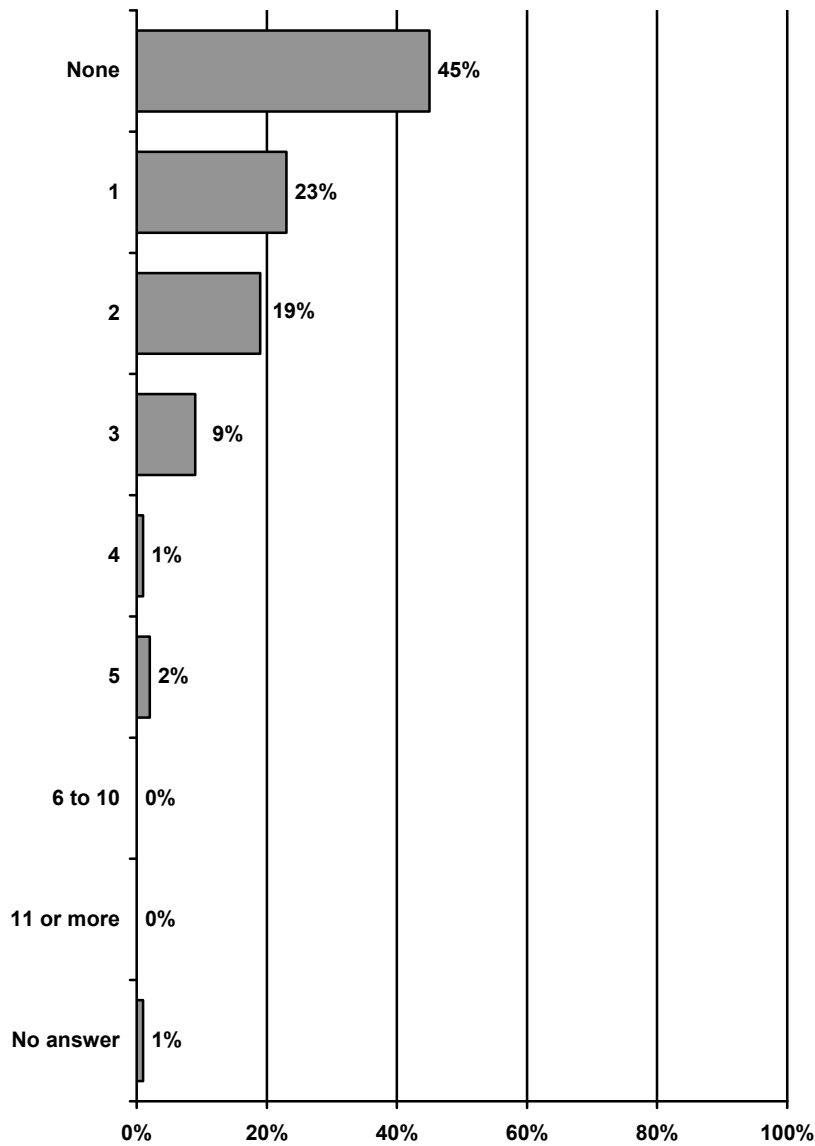
- **Employment Prospects**

One-quarter of respondents (24%) have or had reasonable employment prospects with a former employer, while 15% have/had prospects with an internship organization. These numbers are similar to last year's.



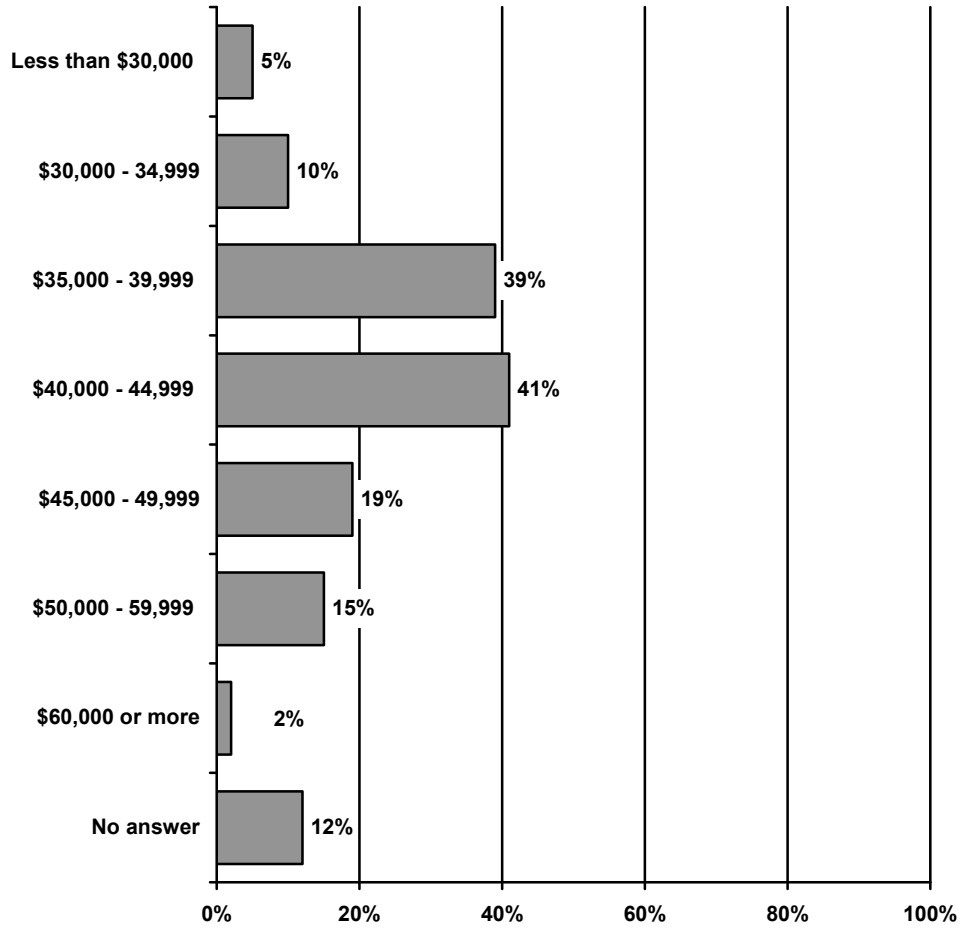
- Number of Job Offers

Respondents indicate that they had received an average of approximately one job offer at the time they completed the questionnaire, compared to two last year. The percentage of respondents receiving *at least* one job offer decreased of almost one-third (54% compared to 73%).



- Starting Salary Offered

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$41,000.

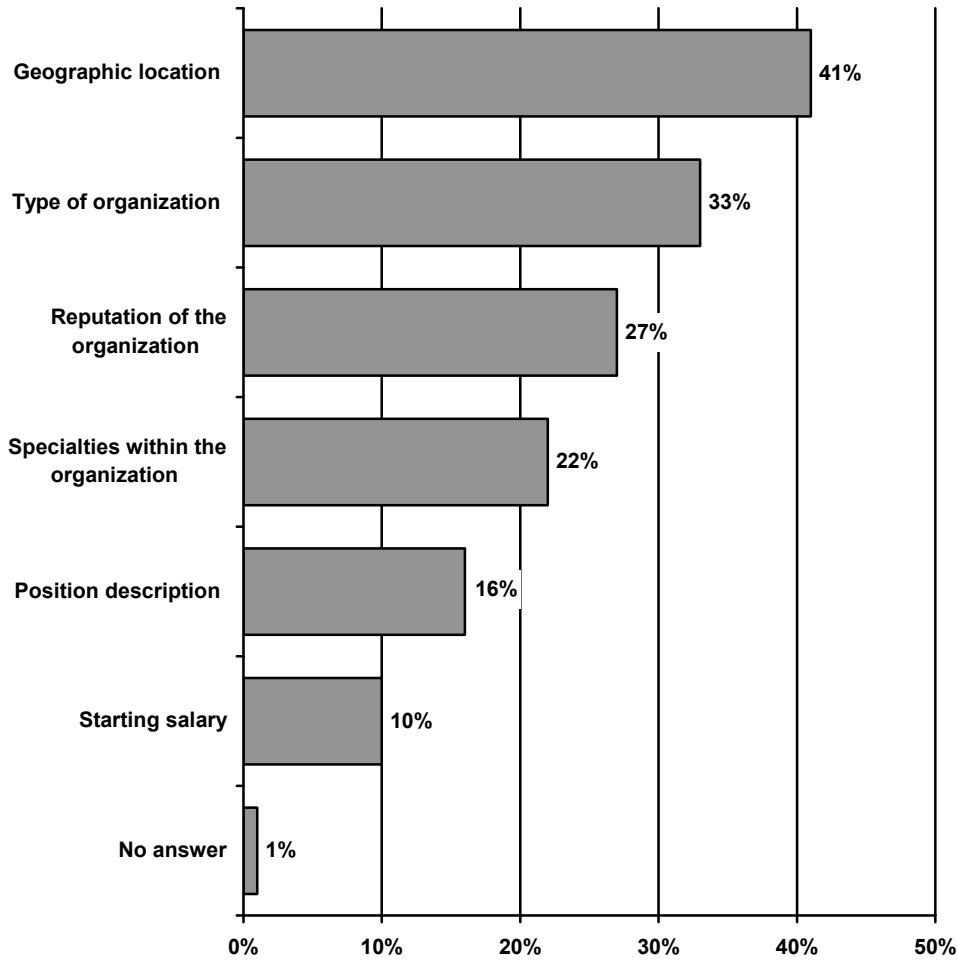


The starting salary offered increased slightly from last year's study:

2008:	\$41,000
2007:	40,300
2006:	39,300
2005:	35,700
2004:	34,400
2003:	32,700
2002:	32,500
2001:	32,400
2000:	31,800
1999:	28,200

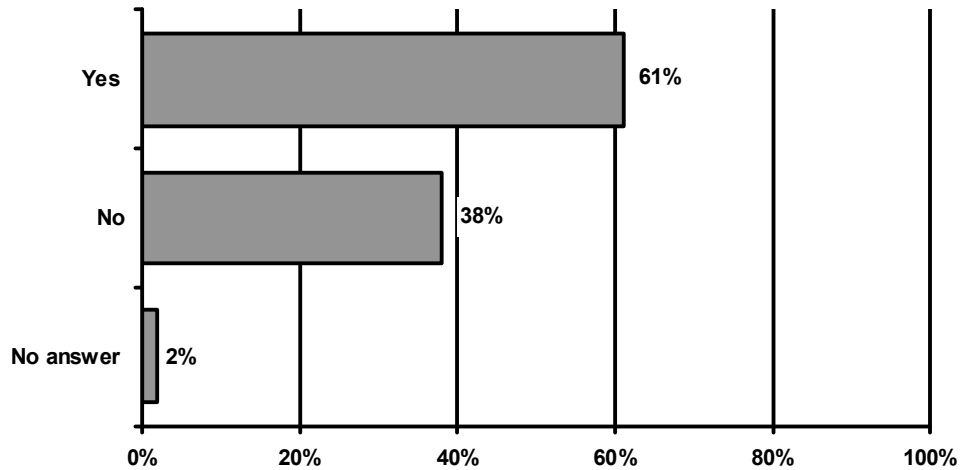
- Important Factors in Job Selection

Respondents were asked to rank a variety of attributes in order from ‘1’ to ‘6’ based on their importance to them in selecting a job. The following chart shows the percentage of respondents ranking a specific attribute number one. While percentages have changed from last year’s, overall priorities are generally the same.



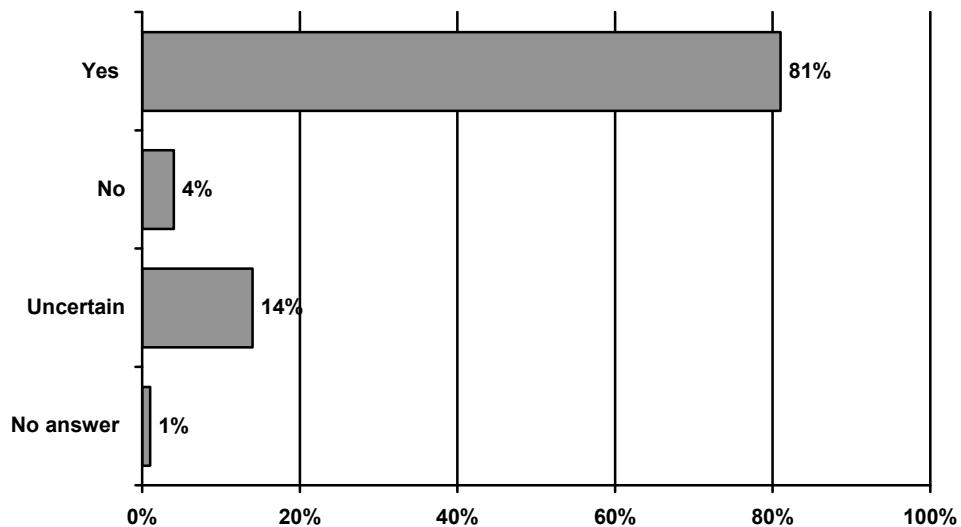
- **Geographical Restrictions**

More than three-fifths of respondents (61%) indicate that, in their job search, they feel restricted to one geographical area for reasons of necessity or strong personal preference, while 38% do not feel restricted. This is virtually unchanged since last year.



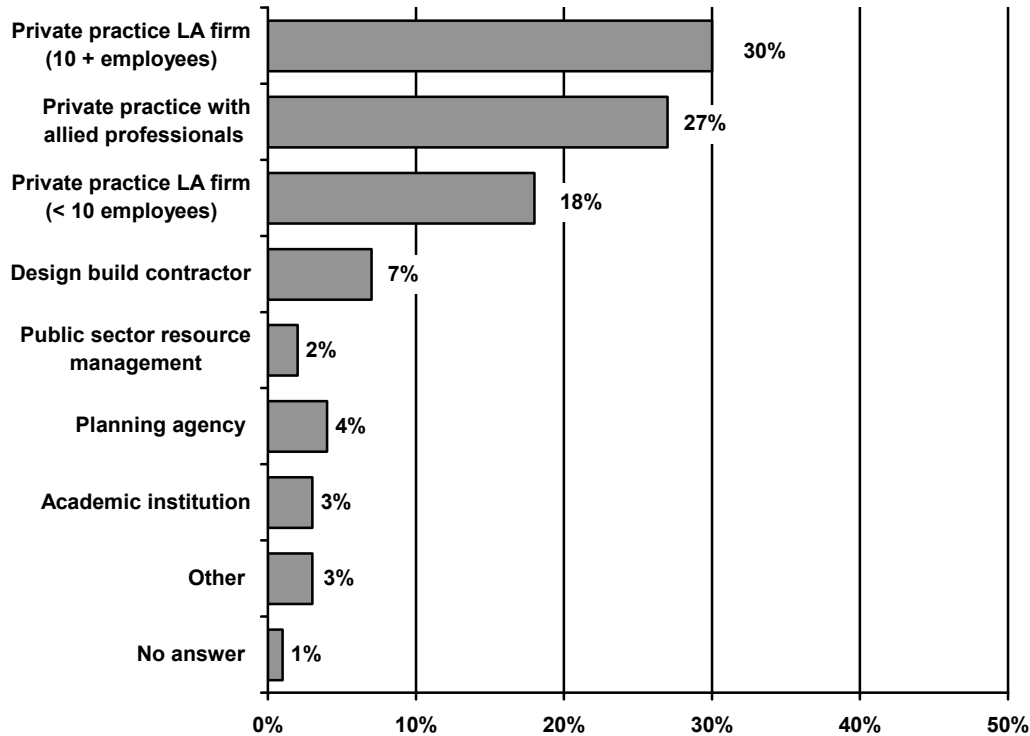
- **State Registration**

A majority of respondents (81%) indicate that they intend to seek state registration as a Landscape Architect. This represents a decrease from last year, when 86% indicated that they intended to seek state registration.



• Type of Employer [RESPONDENTS WHO HAVE STARTED OR ACCEPTED A JOB]

A total of 110 respondents have started or accepted a job. Almost one-third of these respondents (30%) describe their new employer as a private practice LA firm with 10 or more employees, while 27% describe their employer as a private practice LA firm with allied professionals, and 18% describe their employer as a private practice with fewer than 10 employees.



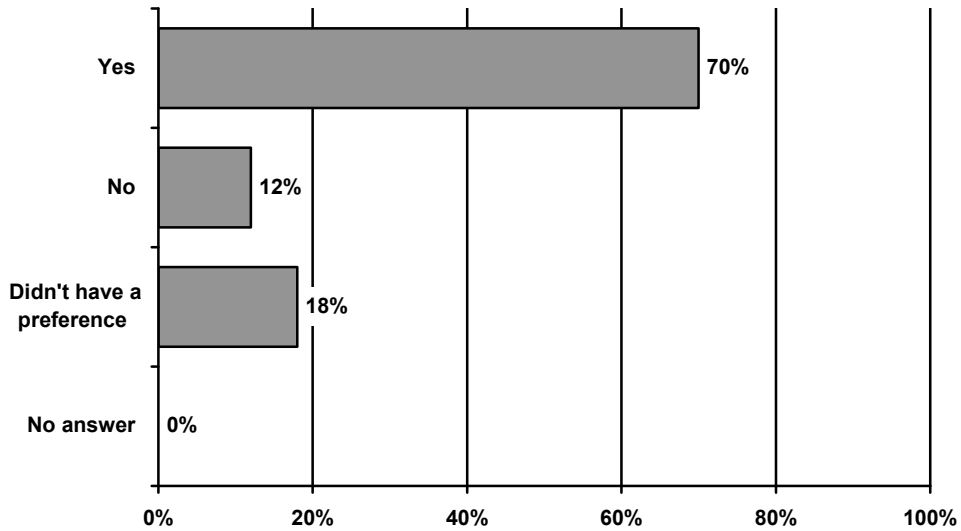
Comparison with previous years:

	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>
Private Practice LA firm (<10 employees)	18%	17%	23%	17%	22%	21%	24%	22%	27%	*
Private Practice LA firm (10+ employees)	30%	33%	32%	35%	26%	29%	30%	28%	26%	*
TOTAL Private Practice LA firm	48%	50%	54%	52%	48%	50%	54%	50%	53%	46%
Private Practice with Allied Professionals	27%	31%	30%	29%	24%	23%	20%	26%	21%	36%
Design/build Contract	7%	8%	6%	9%	12%	9%	12%	18%	12%	8%
Planning Agency	4%	1%	2%	1%	1%	3%	1%	0%	1%	2%
Public Sector Resource Management	2%	3%	1%	4%	7%	7%	5%	2%	4%	1%
Academic Institution	3%	1%	0%	1%	1%	2%	3%	1%	3%	1%
Other	3%	5%	7%	5%	8%	6%	5%	4%	8%	7%

* (Data not available broken down by size)

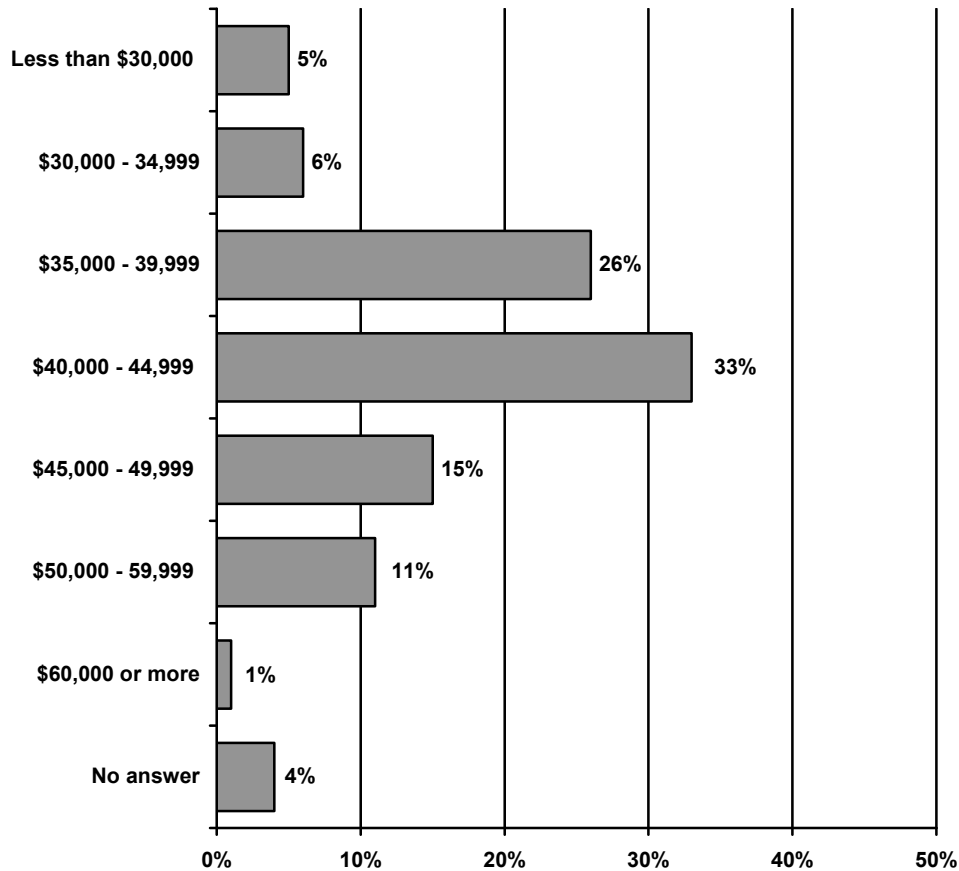
- Preferred Employer Type [RESPONDENTS WHO HAVE STARTED OR ACCEPTED A JOB]

More than two-thirds of respondents (70%) who have accepted a job indicate that it is with their preferred type of employer, lower than last year's 75% of respondents who accepted a job with their preferred type of employer.



- Starting Salary [RESPONDENTS WHO HAVE STARTED OR ACCEPTED A JOB]

Among respondents who report that they have accepted a job offer, the average starting salary was approximately \$41,000. Undergraduate students report an average starting salary of approximately \$39,700 and graduate students report an average starting salary of approximately \$44,000.



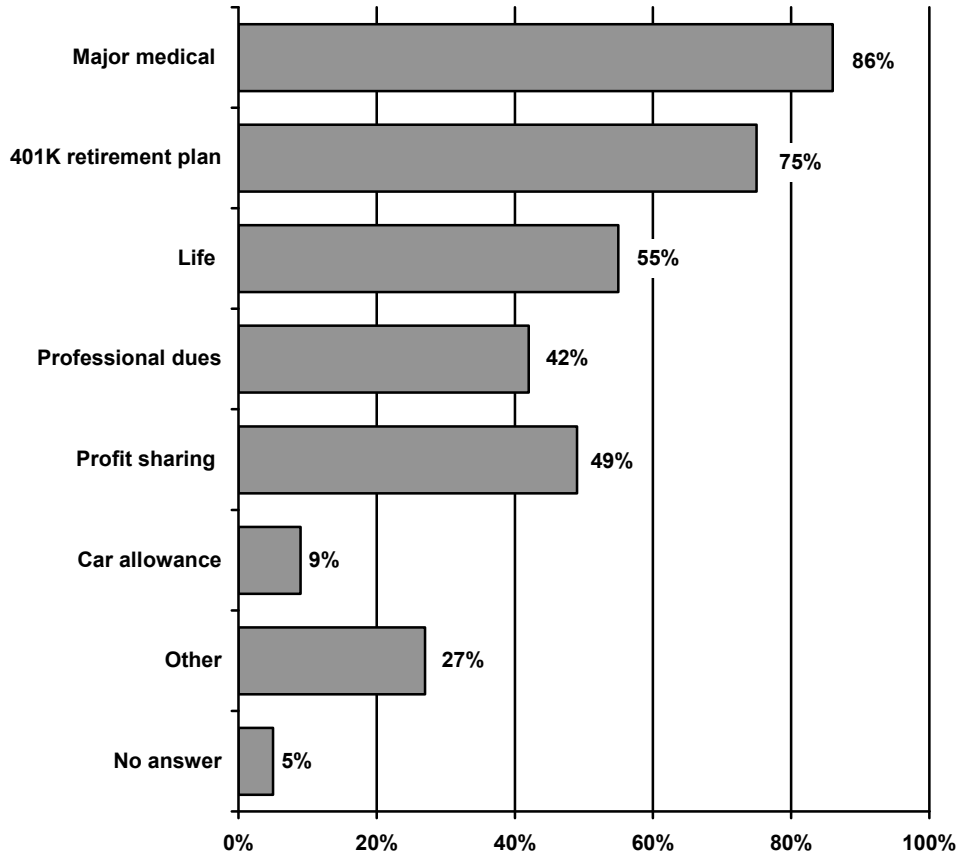
Comparison with previous years:

(AVERAGE SALARY – '000's)

	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>
All Respondents	\$41	\$41	\$ 40	\$ 37	\$ 35	\$ 35	\$ 33	\$ 33	\$ 33	\$ 29
Undergraduates	\$40	\$40	38	36	34	34	32	32	31	28
Graduates	\$44	\$45	44	40	37	41	38	36	39	33

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

Respondents indicate that they have a variety of benefits included in their current job. At the top of the list are major medical (86%) and 401K retirement plan (75%).



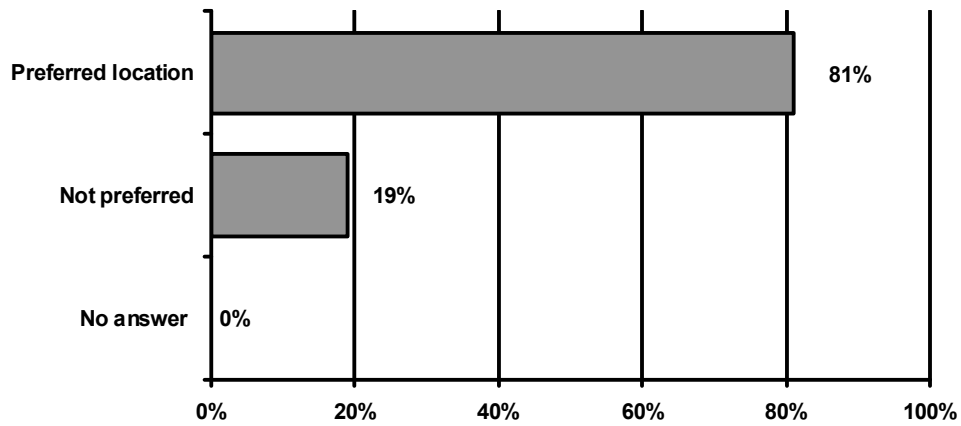
Comparison with previous years:

	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>
Major Medical	86%	82%	84%	89%	83%	81%	79%	87%	79%	88%
Life Insurance	55%	50%	48%	52%	49%	38%	36%	44%	38%	54%
Profit Sharing	49%	42%	36%	47%	34%	31%	41%	44%	37%	46%
Car Allowance	9%	10%	8%	10%	9%	9%	11%	12%	15%	16%
Professional Dues	42%	50%	39%	44%	29%	25%	24%	31%	24%	36%
401K Retirement Plan	75%	73%	73%	75%	68%	64%	70%	75%	63%	70%
Other	27%	22%	26%	25%	17%	23%	19%	16%	20%	28%

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

Respondents indicate that they will be working in a number of different states, with the largest groups in Texas (19%), California (12%), Pennsylvania (8%), and Illinois and New York (6% each).

Most respondents (81%) indicate that this is their preferred region. This is slightly lower than last year (84%).



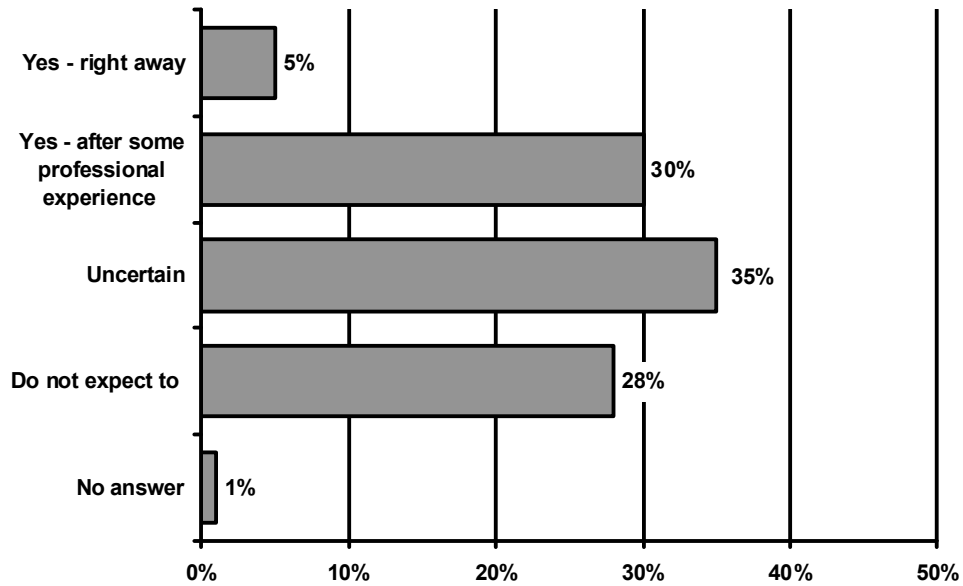
- Summary Comparison of Job-Expectations with Recently Hired Respondents

The following table compares the expectations of respondents during their job search (both those who are still in the job market and those who have accepted jobs) against the job 'realities' of those who have accepted jobs. In general the gap between the two is somewhat wider than last year.

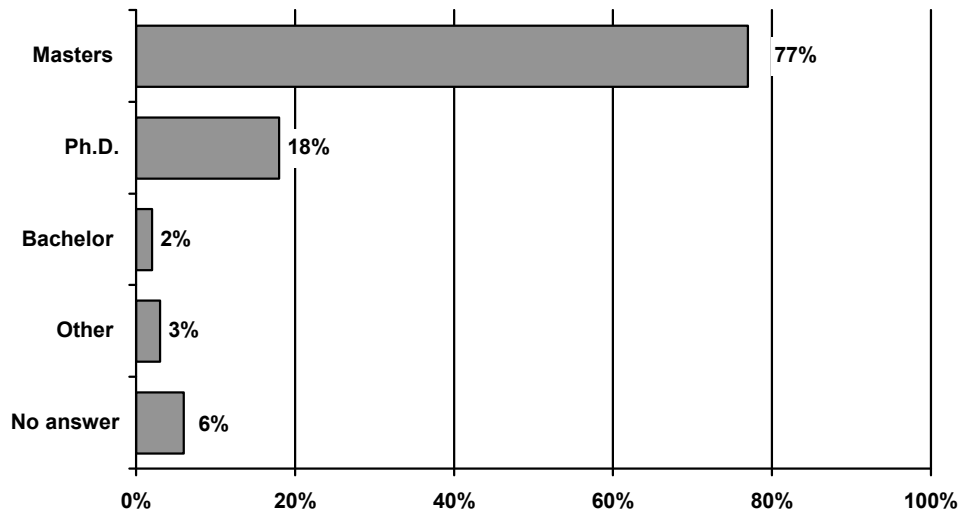
	<u>'expectations'</u> <u>(job search)</u>	<u>'reality'</u> <u>(job accepted)</u>
EMPLOYMENT SECTOR:		
Private practice LA firm (<10 employees)	11 %	18 %
Private practice LA firm (10 or more employees)	33 %	30 %
Private practice LA firm (no pref/not indicated)	18 %	-
	-----	-----
Private practice LA firm TOTAL	62 %	48 %
Private practice with allied professionals	17 %	27 %
Design build contractor	7 %	7 %
Planning agency	2 %	4 %
Public sector resource management	3 %	2 %
Academic institution	3 %	3 %
Other	3 %	3 %
AVERAGE SALARY:		
All respondents	\$ 42,600	\$ 41,000
Undergraduate students	\$ 41,100	\$ 39,700
Graduate students	\$ 46,100	\$ 44,000

- **Additional Schooling**

Close to one-third of respondents (30%) anticipate pursuing another degree or additional education after some professional experience, while 35% may do so at some later point (uncertain), and 5% intend to do so right away.

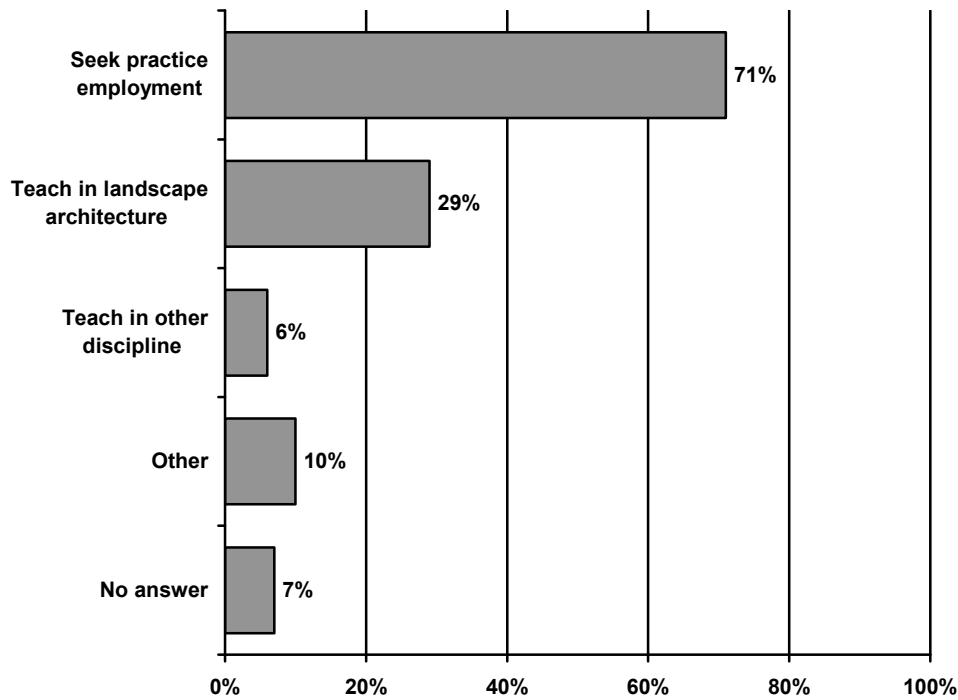


Of the respondents who are planning to pursue another degree, more than three-quarters (77%) indicate that it will be a Masters, while 18% will pursue a Ph.D., and 2% will pursue an additional Bachelor's Degree. This is similar to last year's responses. Most respondents plan to pursue advanced degrees in Landscape Architecture or related areas.



- **After Completing Additional Degree**

Close to three-quarters of respondents (71%) who plan to pursue another degree anticipate seeking practice employment once they have completed this degree, while 29% expect to teach in landscape architecture.



(ALL RESPONDENTS)

1. What is your age?

	All Respondents		GENDER		DEGREE		AGE			
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26		
BASE =	290		158	130	199	91	174	115		
	#	%	#	%	#	%	#	%		
Under 21	1	(0.3)	1	(0.6)	0	(0.0)	1	(0.6)	0	(0.0)
21 - 25	173	(59.7)	103	(65.2)	70	(53.8)	158	(79.4)	15	(16.5)
26 - 30	69	(23.8)	32	(20.3)	37	(28.5)	21	(10.6)	48	(52.7)
31 - 40	33	(11.4)	17	(10.8)	14	(10.8)	12	(6.0)	21	(23.1)
41 - 50	9	(3.1)	3	(1.9)	6	(4.6)	6	(3.0)	3	(3.3)
51 - 64	4	(1.4)	2	(1.3)	2	(1.5)	1	(0.5)	3	(3.3)
65 +	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)
No Answer	1	(0.3)	0	(0.0)	1	(0.8)	0	(0.0)	1	(1.1)
Average age	26.4		26.0		26.8		24.9		29.6	
							23.1			31.6

(ALL RESPONDENTS)

2. What is your race?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
American Indian	4	(1.4)	1	(0.6)	3	(2.3)	3	(1.5)	1	(1.1)	2	(1.1)	2	(1.7)
Black	6	(2.1)	2	(1.3)	3	(2.3)	3	(1.5)	3	(3.3)	3	(1.7)	3	(2.6)
Hispanic	15	(5.2)	9	(5.7)	6	(4.6)	11	(5.5)	4	(4.4)	9	(5.2)	6	(5.2)
Asian or Pacific Islander	24	(8.3)	10	(6.3)	14	(10.8)	14	(7.0)	10	(11.0)	15	(8.6)	9	(7.8)
Caucasian	236	(81.4)	135	(85.4)	100	(76.9)	163	(81.9)	73	(80.2)	141	(81.0)	94	(81.7)
Other	7	(2.4)	4	(2.5)	3	(2.3)	6	(3.0)	1	(1.1)	5	(2.9)	2	(1.7)
No Answer	1	(0.3)	0	(0.0)	1	(0.8)	1	(0.5)	0	(0.0)	1	(0.6)	0	(0.0)

Other responses (one mention each):

- American mix
- Caucasian and Hispanic
- Mexican American
- Middle Eastern

(ALL RESPONDENTS)

3. What is your gender?

	All Respondents		GENDER		DEGREE		AGE	
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26
BASE =	290		158	130	199	91	174	115
	#	%	#	%	#	%	#	%
Male	158	(54.5)	158	(100.0)	118	(59.3)	104	(59.8)
Female	130	(44.8)	0	(0.0)	81	(40.7)	70	(40.2)
No Answer	2	(0.7)	0	(0.0)	0	(0.0)	0	(0.0)

(ALL RESPONDENTS)

4. Which of the following best describes your current status

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
Completing (or have just completed) UNDERGRADUATE program in Landscape Architecture	199	(68.6)	118	(74.7)	81	(62.3)	199	(100.0)	0	(0.0)	159	(91.4)	40	(34.8)
Completing (or have just completed) GRADUATE program in Landscape Architecture	91	(31.4)	40	(25.3)	49	(37.7)	0	(0.0)	91	(100.0)	15	(8.6)	75	(65.2)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)

(RESPONDENTS WHO HAVE JUST COMPLETED UNDERGRADUATE DEGREE)

4. (continued) UNDERGRADUATE - specify school:

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	199		118	81	199	0	159	40						
	#	%	#	%	#	%	#	%						
Arizona State University / ASU	7	(3.5)	4	(3.4)	3	(3.7)	7	(3.5)	-	(-)	4	(2.5)	3	(7.5)
Ball State University	4	(2.0)	2	(1.7)	2	(2.5)	4	(2.0)	-	(-)	4	(2.5)	0	(0.0)
California Polytechnic State University	1	(0.5)	0	(0.0)	1	(1.2)	1	(0.5)	-	(-)	1	(0.6)	0	(0.0)
California Polytechnic State University, San Luis Obispo	3	(1.5)	0	(0.0)	3	(3.7)	3	(1.5)	-	(-)	2	(1.3)	1	(2.5)
California Polytechnic University of California, Pomona	3	(1.5)	2	(1.7)	1	(1.2)	3	(1.5)	-	(-)	2	(1.3)	1	(2.5)
Clemson University	2	(1.0)	0	(0.0)	2	(2.5)	2	(1.0)	-	(-)	2	(1.3)	0	(0.0)
Colorado State University	3	(1.5)	1	(0.8)	2	(2.5)	3	(1.5)	-	(-)	3	(1.9)	0	(0.0)
Cornell University	5	(2.5)	2	(1.7)	3	(3.7)	5	(2.5)	-	(-)	5	(3.1)	0	(0.0)
Iowa State University	3	(1.5)	1	(0.8)	2	(2.5)	3	(1.5)	-	(-)	3	(1.9)	0	(0.0)
Kansas State University	5	(2.5)	5	(4.2)	0	(0.0)	5	(2.5)	-	(-)	5	(3.1)	0	(0.0)
Louisiana State University / LSU / Robert Reich School of Architecture	4	(2.0)	1	(0.8)	3	(3.7)	4	(2.0)	-	(-)	3	(1.9)	1	(2.5)
Michigan State University	8	(4.0)	5	(4.2)	3	(3.7)	8	(4.0)	-	(-)	8	(5.0)	0	(0.0)
Mississippi State University	3	(1.5)	3	(2.5)	0	(0.0)	3	(1.5)	-	(-)	3	(1.9)	0	(0.0)
North Carolina Agricultural and Technical State University	1	(0.5)	1	(0.8)	0	(0.0)	1	(0.5)	-	(-)	0	(0.0)	1	(2.5)
North Carolina State University	3	(1.5)	2	(1.7)	1	(1.2)	3	(1.5)	-	(-)	2	(1.3)	1	(2.5)
North Dakota State University	3	(1.5)	2	(1.7)	1	(1.2)	3	(1.5)	-	(-)	2	(1.3)	1	(2.5)
Oklahoma State University	4	(2.0)	0	(0.0)	4	(4.9)	4	(2.0)	-	(-)	3	(1.9)	1	(2.5)
Pennsylvania State University	6	(3.0)	4	(3.4)	2	(2.5)	6	(3.0)	-	(-)	6	(3.8)	0	(0.0)
Purdue University	2	(1.0)	1	(0.8)	1	(1.2)	2	(1.0)	-	(-)	2	(1.3)	0	(0.0)
Rutgers University	1	(0.5)	0	(0.0)	1	(1.2)	1	(0.5)	-	(-)	1	(0.6)	0	(0.0)
State University of New York College of Environmental Science and Forestry	5	(2.5)	2	(1.7)	3	(3.7)	5	(2.5)	-	(-)	5	(3.1)	0	(0.0)
Temple University	1	(0.5)	0	(0.0)	1	(1.2)	1	(0.5)	-	(-)	0	(0.0)	1	(2.5)
Texas A&M University	6	(3.0)	1	(0.8)	5	(6.2)	6	(3.0)	-	(-)	6	(3.8)	0	(0.0)
Texas Tech University	15	(7.5)	12	(10.2)	3	(3.7)	15	(7.5)	-	(-)	11	(6.9)	4	(10.0)
The Ohio State University	6	(3.0)	4	(3.4)	2	(2.5)	6	(3.0)	-	(-)	4	(2.5)	2	(5.0)
University of California Davis	13	(6.5)	7	(5.9)	6	(7.4)	13	(6.5)	-	(-)	11	(6.9)	2	(5.0)
University of Connecticut	3	(1.5)	0	(0.0)	3	(3.7)	3	(1.5)	-	(-)	1	(0.6)	2	(5.0)
University of Georgia	6	(3.0)	6	(5.1)	0	(0.0)	6	(3.0)	-	(-)	5	(3.1)	1	(2.5)
University of Idaho	3	(1.5)	2	(1.7)	1	(1.2)	3	(1.5)	-	(-)	2	(1.3)	1	(2.5)

(RESPONDENTS WHO HAVE JUST COMPLETED UNDERGRADUATE DEGREE)

4. (continued) UNDERGRADUATE - specify school:

	All Respondents		GENDER		DEGREE		AGE			
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26		
BASE =	199		118	81	199	0	159	40		
	#	%	#	%	#	%	#	%		
University of Illinois Urbana-Champaign	1	(0.5)	0	(0.0)	1	(1.2)	1	(0.6)	0	(0.0)
University of Kentucky	10	(5.0)	10	(8.5)	0	(0.0)	10	(6.3)	0	(0.0)
University of Maryland	2	(1.0)	1	(0.8)	1	(1.2)	2	(1.3)	0	(0.0)
University of Massachusetts	2	(1.0)	1	(0.8)	1	(1.2)	2	(1.3)	0	(0.0)
University of Nevada Las Vegas	4	(2.0)	3	(2.5)	1	(1.2)	4	(2.6)	0	(0.0)
University of Rhode Island	6	(3.0)	4	(3.4)	2	(2.5)	6	(3.8)	0	(0.0)
University of Washington	2	(1.0)	0	(0.0)	2	(2.5)	0	(0.0)	2	(5.0)
University of Wisconsin - Madison	6	(3.0)	4	(3.4)	2	(2.5)	6	(3.8)	0	(0.0)
Utah State University	4	(2.0)	4	(3.4)	0	(0.0)	1	(0.6)	3	(7.5)
Virginia Tech / Virginia Polytechnic and State University	1	(0.5)	0	(0.0)	1	(1.2)	1	(0.6)	0	(0.0)
Washington State University	1	(0.5)	1	(0.8)	0	(0.0)	1	(0.6)	0	(0.0)
West Virginia University	6	(3.0)	3	(2.5)	3	(3.7)	5	(3.1)	1	(2.5)
No Answer	25	(12.6)	17	(14.4)	8	(9.9)	17	(10.7)	8	(20.0)

(RESPONDENTS WHO HAVE JUST COMPLETED GRADUATE DEGREE)

4. (continued) GRADUATE - specify school:

BASE =	All Respondents		GENDER		DEGREE		AGE							
			Male	Female	Undergrad	Grad	<= 25	>= 26						
	#	91 %	#	40 %	#	49 %	#	0 %	#	91 %	#	15 %	#	75 %
Auburn University	2	(2.2)	2	(5.0)	0	(0.0)	-	(-)	2	(2.2)	2	(13.3)	0	(0.0)
Ball State University	3	(3.3)	1	(2.5)	2	(4.1)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
California Polytechnic University of California, Pomona	3	(3.3)	2	(5.0)	1	(2.0)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
Chatham University	2	(2.2)	1	(2.5)	1	(2.0)	-	(-)	2	(2.2)	0	(0.0)	2	(2.7)
City College of New York	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Cornell University	8	(8.8)	5	(12.5)	3	(6.1)	-	(-)	8	(8.8)	3	(20.0)	5	(6.7)
Florida A & M University	2	(2.2)	1	(2.5)	1	(2.0)	-	(-)	2	(2.2)	1	(6.7)	1	(1.3)
Harvard University Graduate School of Design	3	(3.3)	2	(5.0)	1	(2.0)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
Iowa State University	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Kansas State University	4	(4.4)	3	(7.5)	1	(2.0)	-	(-)	4	(4.4)	1	(6.7)	3	(4.0)
Louisiana State University / LSU / Robert Reich School of Architecture	7	(7.7)	2	(5.0)	5	(10.2)	-	(-)	7	(7.7)	1	(6.7)	6	(8.0)
Mississippi State University	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Morgan State University	3	(3.3)	1	(2.5)	1	(2.0)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
North Carolina State University	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
State University of New York College of Environmental Science and Forestry	2	(2.2)	2	(5.0)	0	(0.0)	-	(-)	2	(2.2)	1	(6.7)	1	(1.3)
Texas A&M University	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
The Ohio State University	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
University of Arizona	3	(3.3)	1	(2.5)	2	(4.1)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
University of California Berkeley	3	(3.3)	1	(2.5)	2	(4.1)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
University of Colorado	4	(4.4)	2	(5.0)	2	(4.1)	-	(-)	4	(4.4)	1	(6.7)	3	(4.0)
University of Georgia	3	(3.3)	0	(0.0)	3	(6.1)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
University of Idaho	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
University of Massachusetts	2	(2.2)	1	(2.5)	0	(0.0)	-	(-)	2	(2.2)	1	(6.7)	1	(1.3)
University of Michigan	3	(3.3)	2	(5.0)	1	(2.0)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
University of New Mexico	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
University of Oregon	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
University of Pennsylvania / Penn Design	8	(8.8)	1	(2.5)	7	(14.3)	-	(-)	8	(8.8)	2	(13.3)	6	(8.0)
University of Toronto	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
University of Virginia	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)

(RESPONDENTS WHO HAVE JUST COMPLETED GRADUATE DEGREE)

4. (continued) GRADUATE - specify school:

	All Respondents		GENDER		DEGREE		AGE	
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26
BASE =	91		40	49	0	91	15	75
	-----	-----	-----	-----	-----	-----	-----	-----
University of Washington	2 (2.2)		1 (2.5)	1 (2.0)	- (-)	2 (2.2)	0 (0.0)	2 (2.7)
Virginia Tech / Virginia Polytechnic and State University	2 (2.2)		0 (0.0)	2 (4.1)	- (-)	2 (2.2)	0 (0.0)	1 (1.3)
No Answer	11 (12.1)		6 (15.0)	5 (10.2)	- (-)	11 (12.1)	2 (13.3)	9 (12.0)

(RESPONDENTS WHO HAVE JUST COMPLETED GRADUATE DEGREE)

4. (continued) GRADUATE - what was your undergraduate degree

	All Respondents		GENDER		DEGREE		AGE							
			Male	Female	Undergrad	Grad	<= 25	>= 26						
	#	91 %	#	40 %	#	49 %	#	0 %	#	91 %	#	15 %	#	75 %
Agricultural Sciences	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
architecture	12	(13.2)	3	(7.5)	9	(18.4)	-	(-)	12	(13.2)	3	(20.0)	9	(12.0)
Art History	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Biology	5	(5.5)	1	(2.5)	4	(8.2)	-	(-)	5	(5.5)	1	(6.7)	4	(5.3)
Business Administration	2	(2.2)	1	(2.5)	1	(2.0)	-	(-)	2	(2.2)	0	(0.0)	2	(2.7)
Communications	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Conservation Biology	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Design	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Ecology	2	(2.2)	1	(2.5)	1	(2.0)	-	(-)	2	(2.2)	0	(0.0)	2	(2.7)
English / Literature	4	(4.4)	2	(5.0)	1	(2.0)	-	(-)	4	(4.4)	0	(0.0)	4	(5.3)
Environmental Design / Planning	2	(2.2)	2	(5.0)	0	(0.0)	-	(-)	2	(2.2)	2	(13.3)	0	(0.0)
Environmental Economics	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Environmental Science	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Environmental Studies	5	(5.5)	2	(5.0)	3	(6.1)	-	(-)	5	(5.5)	0	(0.0)	5	(6.7)
Fine Art / Studio Art	3	(3.3)	1	(2.5)	2	(4.1)	-	(-)	3	(3.3)	1	(6.7)	2	(2.7)
Geography	6	(6.6)	4	(10.0)	2	(4.1)	-	(-)	6	(6.6)	1	(6.7)	5	(6.7)
History	3	(3.3)	1	(2.5)	2	(4.1)	-	(-)	3	(3.3)	0	(0.0)	3	(4.0)
Horticulture	11	(12.1)	7	(17.5)	4	(8.2)	-	(-)	11	(12.1)	3	(20.0)	8	(10.7)
International Studies	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Journalism	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	0	(0.0)
Landscape Architecture	7	(7.7)	5	(12.5)	2	(4.1)	-	(-)	7	(7.7)	1	(6.7)	6	(8.0)
Liberal Studies	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Marine biology	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Nursing	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Parks, Recreation & Tourism	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Physical fitness	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Political Science	3	(3.3)	1	(2.5)	2	(4.1)	-	(-)	3	(3.3)	1	(6.7)	2	(2.7)
Psychology	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	1	(6.7)	0	(0.0)
Public Health	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Secondary Education	1	(1.1)	1	(2.5)	0	(0.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Sociology	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	0	(0.0)	1	(1.3)
Theatre	2	(2.2)	2	(5.0)	0	(0.0)	-	(-)	2	(2.2)	0	(0.0)	2	(2.7)
Urban Planning	1	(1.1)	0	(0.0)	1	(2.0)	-	(-)	1	(1.1)	1	(6.7)	0	(0.0)
No Answer	5	(5.5)	1	(2.5)	3	(6.1)	-	(-)	5	(5.5)	0	(0.0)	5	(6.7)

(ALL RESPONDENTS)

5. What are your plans for the immediate future?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
To work/seek employment	244	(84.1)	132	(83.5)	111	(85.4)	167	(83.9)	77	(84.6)	145	(83.3)	98	(85.2)
To pursue additional education	18	(6.2)	11	(7.0)	6	(4.6)	13	(6.5)	5	(5.5)	13	(7.5)	5	(4.3)
Undecided	6	(2.1)	4	(2.5)	2	(1.5)	4	(2.0)	2	(2.2)	2	(1.1)	4	(3.5)
Travel	21	(7.2)	11	(7.0)	10	(7.7)	15	(7.5)	6	(6.6)	14	(8.0)	7	(6.1)
No Answer	1	(0.3)	0	(0.0)	1	(0.8)	0	(0.0)	1	(1.1)	0	(0.0)	1	(0.9)

(ALL RESPONDENTS)

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

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
Private practice landscape architecture firm - less than 10 employees (small)	32	(11.0)	18	(11.4)	14	(10.8)	22	(11.1)	10	(11.0)	19	(10.9)	13	(11.3)
Private practice landscape architecture firm - 10 or more employees (mid to large)	95	(32.8)	56	(35.4)	38	(29.2)	65	(32.7)	30	(33.0)	60	(34.5)	35	(30.4)
Private practice landscape architecture firm - no size preference	51	(17.6)	25	(15.8)	26	(20.0)	34	(17.1)	17	(18.7)	30	(17.2)	20	(17.4)
Private practice with allied professionals (engineering, planning, architecture)	49	(16.9)	26	(16.5)	23	(17.7)	34	(17.1)	15	(16.5)	29	(16.7)	20	(17.4)
Design build contractor	19	(6.6)	9	(5.7)	10	(7.7)	19	(9.5)	0	(0.0)	14	(8.0)	5	(4.3)
Planning agency	6	(2.1)	4	(2.5)	2	(1.5)	5	(2.5)	1	(1.1)	4	(2.3)	2	(1.7)
Public sector resource management (parks, forests, wildlife, etc.) - Federal	8	(2.8)	4	(2.5)	4	(3.1)	7	(3.5)	1	(1.1)	6	(3.4)	2	(1.7)
PSRM - State	2	(0.7)	1	(0.6)	1	(0.8)	1	(0.5)	1	(1.1)	1	(0.6)	1	(0.9)
PSRM - Local	4	(1.4)	2	(1.3)	2	(1.5)	3	(1.5)	1	(1.1)	2	(1.1)	2	(1.7)
PSRM - Not for profit	6	(2.1)	2	(1.3)	4	(3.1)	4	(2.0)	2	(2.2)	2	(1.1)	4	(3.5)
Academic institution	8	(2.8)	6	(3.8)	1	(0.8)	2	(1.0)	6	(6.6)	3	(1.7)	5	(4.3)
Other	10	(3.4)	5	(3.2)	5	(3.8)	3	(1.5)	7	(7.7)	4	(2.3)	6	(5.2)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)

Other responses (one mention each):

- Architecture
- Geographic Information Science
- Historic Preservation
- Non-Profit - nutrition, agriculture, and education
- Self-employed offering environmental consultation services
- Start my own business
- Sustainability firm

(ALL RESPONDENTS)

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

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
None	98	(33.8)	49	(31.0)	47	(36.2)	68	(34.2)	30	(33.0)	54	(31.0)	43	(37.4)
1	39	(13.4)	17	(10.8)	22	(16.9)	25	(12.6)	14	(15.4)	23	(13.2)	16	(13.9)
2	42	(14.5)	29	(18.4)	13	(10.0)	31	(15.6)	11	(12.1)	24	(13.8)	18	(15.7)
3	32	(11.0)	17	(10.8)	15	(11.5)	19	(9.5)	13	(14.3)	19	(10.9)	13	(11.3)
4	23	(7.9)	13	(8.2)	10	(7.7)	16	(8.0)	7	(7.7)	16	(9.2)	7	(6.1)
5	14	(4.8)	8	(5.1)	6	(4.6)	10	(5.0)	4	(4.4)	11	(6.3)	3	(2.6)
6 - 10	31	(10.7)	20	(12.7)	11	(8.5)	23	(11.6)	8	(8.8)	22	(12.6)	9	(7.8)
11 or more	11	(3.8)	5	(3.2)	6	(4.6)	7	(3.5)	4	(4.4)	5	(2.9)	6	(5.2)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)
Average number	2.7		2.8		2.5		2.7		2.5		2.8		2.5	

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7b. Please comment on how the interview went:

- All interviews went fine and were pleasant experiences. Great comments and feedback on portfolio. All responses involved issues with money and affording new hires... or me realizing I'm not interested in the hospitality or resort industry.
- All interviews went well.
- All of the Interviews went well, the atmosphere was good and everyone was pretty laid back. With each interview the next one became easier.
- All of them went really good.
- An odd interview, but very easy to get through. It was a canned interview where the questions were set and asked in order. Then I had to take a 30 min. written test and a 30 min. CAD test on the computer.
- Both companies completed a phone interview with me and a group of their staff followed by both companies flying me to visit their office for a 20 minute presentation given by me of my portfolio. Afterwards a Q&A session, lunch, and traveling with a member of their group to visit projects they have worked on.
- Both interviews went very well, but both employers did not have current openings, so they were not actively hiring; just interviewing potential candidates for future positions.
- Both were very informal, because I had already worked for both offices as a student. In one case, we talked (over the phone) a little more extensively about the expectations they had from me and asked about the expectations I had from them. The other "interview" was at a very friendly level. In neither case did I have to show a portfolio. Both became job offers.
- Brief discussion of contract, benefits, employment details.
- Discussed internship; looked over projects done during education; discussed skills.
- Discussed qualifications, past experience, and about landscape architecture.
- Discussed the typical projects the firm designs and the atmosphere and some procedures of the company. Followed by any questions I had to ask.
- Engaging and interesting.
- Everything went really well.
- Extremely well...impressed with hand graphic skills that utilized computer modeling.
- Fairly well, interviewer not shocked to learn lack of residential experience taught at OSU.
- FAMU holds annual job fairs. Last year I found a job with a local LA and Planning firm (Wood and Partners Inc.). This year at the job fair, I interviewed with two firms but was asked to work for the first firm in a full time position after graduation. So I'll be here at WPI for at least a year before moving on.
- Favorable.
- Fine, most companies asked similar questions.
- Firms are not hiring entry level.
- Friendly, 2 way-interview where they got to know more about me and I got to learn if the company was an appropriate fit.
- Good very casual process.
- Good, I was well prepared and ended up getting an offer.
- Great. (5 mentions)
- Great. Very straightforward. Not intimidating.
- Had many interviews, 5 job offers, 3 of which are international.
- I contacted the company, we exchanged information through email. I interviewed with the company and talked about what I want and what their company had to offer. They showed me around the office and we talked about possible dates that I would be available to start working. I am awaiting a confirmation on the outcome of my opportunity. Casual but professional.
- I had already received a job so this process was just for experience for me.
- I had worked for the company for approximately 8 years prior so it was very comfortable. We reviewed my work completed at school and talked wages and benefits.

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7b. (continued)

- I initially interviewed with recruiters at LSU during Design Recruitment Week. I was flown to the office and was given a tour which I learned about projects and typical procedures. Part of this included a tour to project sites. One office took me to a site built and completed, the other to a site currently under construction. Following the tour, I interviewed directly with the principals asked to explain my portfolio and interests.
- I interned with the company, so I'm sure that the interview process was a bit different than it would have been had we not already been familiar with one another's work.
- I interviewed at job fairs at both my university and the University of Guelph at LABASH, as well as talking with the firm that I worked for last summer on internship. Because I was fairly certain that I wanted to return to work for them, I did not especially seek out other interviews, instead focusing on my thesis.
- I interviewed for an internship last summer, they have offered me a full time position once I have graduated.
- I introduced myself and my goals for my future career. Talked about why I decided to interview with that firm. Discussion my portfolio and previous work experience. Asked about their continuing educational programs. They then asked me a variety of questions about my abilities and career goals.
- I mailed or e-mailed my portfolio and resume to several different firm within my state and out side of my state. I was then called by three different firms in Salt Lake City, Utah. Many of those who called me I had met at the Utah State Chapter of ASLA. Two of the interviews were what I expected, where I met the principle who was hiring and was asked questions about how I work. The first firm I interviewed with asked me if I would give a presentation about myself to their landscape architecture dept. and then I was asked questions by many different people. Each interview I had was a pleasant experience.
- I spent a lot of money just for them to say, "Sorry we are on a hiring freeze".
- I think all of my interviews were pleasant and having had a lot of practice at the ASLA conferences, LABash our career fair prior to senior year allowed me to be more myself, relax and allowed my personality and work to stand out.
- I was called the most qualified candidate but all of the firms were looking for people out of town which limited my choice in firms.
- I was hired by one of the three firms.
- I was interviewed three times, two of which were the same firm. After the second interview with the principal, he said he wanted me to work for his firm, but still no offer. After repeated attempts to contact him, I finally got ahold of him and he said he can't hire me because of back-logging issues. Whatever that means. I've applied to 8 other firms, all in the downtown Chicago area, and no one is hiring.
- In office and career fair interviews, pretty generic.
- Interview went very well, however due to the economy many firms changed their stance on hiring this year.
- Interview went well, had some post interview questions that still go unanswered.
- Interview went well. Still waiting for response after 2.5 weeks.
- Interviews seemed very promising and the employees seemed interested.
- Interviews were mostly great, much interest, very courteous, took a lot of time with me. However, even though I am a "top preference" if they were hiring, everyone is "on hold" for now because of the economy. I am at the top of my class with national level awards as well as local, was our student body president, etc. and have not got a job yet. My local job offer (given 1.5 years ago and renewed 4 months ago) can not go forward because of the economy and even potential layoffs in the firm. It is getting discouraging. I have used your Job Link to contact firms that are looking and do not hear back from them.
- It consisted of two phone interviews. The first one was great. The second interview was mainly talking about money and benefits (Not so great).
- It felt good but I got no offers.
- It had a phone interview with a technology company. They were very interested in me and asked for an in office interview, but I turned them down.
- It has been very informing, especially in regards to the diversity of the profession.
- It was a good experience to sit down one on one and explain about myself and what it is that I am seeking a job for.
- It was easier than I expected due to the fact that I had done an internship with the company the previous year.
- It was fine.

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7b. (continued)

- It was fun and exciting to visit these companies see how they operated.
- It was good experience being able to speak with professionals and understand how each firm is different. It reinforced the idea that you need to find the right company for you just like they are looking for the right person for the company.
- It was just as I thought. I hadn't any problems with them.
- It was nerve racking and exciting. One company I had to interview with them three times and they were non-responsive and vague - I felt that it was very unprofessional. The job I have accepted the interview went very well and the company was very attentive and kept very well informed as to what was going on.
- It was relatively informal because it was during our career day. I already had an offer from the firm I interned with the previous summer so I was not pursuing other jobs as intensely as I would have if I did not have an offer.
- It was very stressful because of the current economy and job market within the profession.
- It was with my internship so the interview was informal.
- It was with the company that I had my internship with - they created a full time position for me.
- It went a lot smoother than I thought. I felt very comfortable mostly due to having put so much effort into my portfolio, it was easy to talk to.
- It went great- the firm I wanted to work for hired me.
- It went quite well.
- It went very well, I was hired.
- It went well.
- It went well and I have had complimentary feedback. The firms I have interviewed with are impressed with me and my work. I am excited about the positive feedback I have received.
- It went well and they asked me to let them know if I wanted a job, and when I e-mailed them to let them know I would like to pursue a job with them, they never responded to me.
- It went well overall. I was definitely more comfortable with the process as I had more interviews.
- It went well. All potential employees were very helpful in explaining their firm and the type of work they do, and the work I can expect to do as an entry level.
- It went well. Different firms and organizations wanted different criteria, and I had to adjust for each one.
- It went well. Definitely a bias between school preferences by interviewers.
- It went well. I found it to be a good glimpse into the professional world.
- It went well. I have a very definite idea of what I want to do professionally and that helped in narrowing the number of firms I applied to and provided a solid basis for discussion.
- It went well. I intern currently at the business and so I knew what to expect.
- It went well. I showed my portfolio, and talked about what my goals were, as well as what the firm's goals were.
- It went well. Relatively smooth and involved discussing experiences beyond landscape architecture.
- Learned more about the different types of firms.
- Mixed reviews, some firms wanted my maturity. Some firms wanted a young person to mold.
- Most are very interested but hesitant bringing on new employees during this economic downturn.
- Most of the interviews went fine. One interview said I had a job then proceeded to not hire me. Was much harder to get a job this year than trying to find internships in previous years.
- Most places are not hiring. Most interviews that I have been associated with are for future hopefuls or for networking.
- My interview process went well. A lot of contacting many firms / individuals who were not necessarily seeking employees. I received a decent amount of replies.
- My interviews all went very well.
- Nervous at first, but I used a company that I didn't plan on working for as experience and improved from there.
- OK. (2 mentions)

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7b. (continued)

- One company I contacted to learn more about their firm, so it was an informal interview several months before my expected graduation date. It was nice and casual, we both learned a lot about one another (student and prospective employer) without making any commitments on either side of the table. The second was with a company whose internship program I had applied for last summer but was not accepted. I was asked to interview by them, so I went for fun. Within 10 minutes of landing in their office we both (I think... at least I) realized that we were a total mismatch in terms of professional interests.
- Overall, it went very well. I eventually got offers/interest from the main two firms I was interested in. However, there are others who still do not have jobs, so it really depends on where you are looking.
- People are condescending and look down on my degree since it is not LA and is "only" Landscape Design.
- Portfolio was crucial.
- Pretty good for all of them. Most firms seem slow to "pull the trigger" on hiring right now though.
- Pretty well. I had a lot of interest, but a job offer took awhile to come likely because of uncertainty in the economy.
- Received job offers from both firms.
- Review of portfolio, expression of interests.
- Sent in resume and work samples, followed by an onsite interview.
- Slow, there's a bunch of firms in the Midwest but it seems like the hiring process is taking some time to start up.
- Smooth.
- Smooth, thought less interviews and options than I had hoped for. Possibly due to economic uncertainty at the time.
- Smoothly.
- Smoothly. Companies seem to respond immediately if they are interested and request interviews.
- Some good and some bad.
- Some informal others more so, review of my education and background and hopes for the future etc.
- Some interviews happened at school recruiting event, and a couple involved me traveling to the city in which I was moving and interviewing in person at their office.
- Some on the phone, some in person.
- Spring part-time internship that resulted in full-time employment.
- Super easy.
- The CEO of a large design/planning firm individually interviewed five graduating seniors in half-hour increments. It had a casual atmosphere.
- The firm initiated contact, I met with the Department Head and the President of the company. They asked questions, I asked questions, then we negotiated on the terms. I accepted the job.
- The first interview was somewhat uncomfortable, but as I gained experience in the process the interviews became easier and more informative for all parties involved.
- The first series of interviews were sponsored by our college's Design Expo career fair. I met with many employers and set up a few interviews with them. Spread throughout the next several months I set up several on site interviews at some of the more promising firms.
- The interview process was fine, the problem seems to be the job market in Nashville for private firms right now.
- The interview process was really well.
- The interview process went great! I had a lot of good feedback how I did during the interview process and any improvements I could do.
- The interview process went pretty much the same way as previous interviews that I have had for internships. They asked a number of questions about what I would be able to bring to the office, what skills I have and my knowledge about Landscape Architecture.
- The interview process went well. The format of the interviews consisted of my going over my work with the firms and then the firms in return telling me a bit about the particulars of the work they do.
- The interview process went well. There are not many job openings at this time, though, so finding work was difficult.
- The interview went ok. It is hard to find a job with the way the economy is right now.
- The interview went pretty well.

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7b. (continued)

- The interview went well but neither company was "able" to hire me even though they said they wished they could. It's okay because I took the job offer from the company I interned with in the summer.
- The interview went well; I am in touch with the firm. Seeking employment starting this summer or possible future business plans.
- The interview went well. It was as I expected. They were most interested in my CADD skills, more than analytical, graphic and customer service experience.
- The interviews went well, but no one was hiring.
- The main set of interviews were set up by our advisor at Michigan State University. I completed 12 in one day, which was intense.
- The process was relatively simple. The interviewing firms ranged from the very small to the very large, but were all solely landscape architecture firms. Most lasted 1-2 hours and involved the owner(s) of the firm and an associate. They were curious about my professional passions and future wants and expectations.
- The process went fairly well, had positive responses from all four interviews and possible offers from two.
- The process went quite well. I was careful to choose firms with which my ideas are aligned.
- The Process went well. I was interviewed as an operator first and then as a supervisor.
- They all seemed to have went well.
- They all went very good. The problem with them all was the housing market crash. Most were not in the position to hire.
- They asked question based on my portfolio and my internship experience. It went well.
- They seemed impressed with my work, but uneasy about making new hires at this time.
- They went pretty well I guess. I felt prepared and relaxed, mainly because I was pretty sure I didn't want to work for any of the companies I interviewed for. I have mainly interviewed up to this point for the experience.
- They went well, I was able to initially determine if those firms would work or not. If I had any doubts I would look into them and do further research. From there I narrowed my search and determined which firms I wanted to have a follow up interview with.
- They were all great interviews.
- They were both firms that I had interned with, so I did not require an updated portfolio since they were familiar with my work. Since I was also familiar with the companies, the discussion consisted mostly of the following: -describing client jobs coming to the company in the near future -benefits (in detail) -room for growth -franchising.
- Two representatives came to the school job-fair and asked to interview me. It was semi-professional and held in the library. The firm provided many examples of the type of work they do. Then asked to see my portfolio. A second interview followed at the office, with the person looking for an assistant.
- Typical interviews with portfolio, resume, and meeting with one to three people from the company.
- Very helpful, I was able to get a better understanding about each company, and vice versa.
- Very informal, and not an interview that was geared for hiring. This was for an internship, more to gauge skills and demeanor.
- Very well. (2 mentions)
- Very well, the atmosphere was relaxed.
- Very well. All were interested in hiring me.
- Very well. I feel I got a good idea of the office layout, relationships between coworkers, and day-to-day procedures. I also feel I presented myself well and made a good impression.
- Very well. Many were repeats of firms I had spoken to before for summer internships.
- Very well. They flew me down to Florida for a second interview.
- Very well. Discussion was engaging and process was very professional.
- Very well. I had prepared a portfolio, and was asked questions about where my interests and priorities were the strongest.
- Very well. Lengthy. I was asked to describe in detail my school projects, my interests and my goals for the future.
- We discussed my resume, portfolio and other work. We discussed what the firm did and is doing with information about it pertaining to its staff, the types of work done, and the atmosphere of the firm.
- We had a Career Fair come to the school which was really nice and convenient. However, the teachers were not sympathetic for having to miss class and travel to interview in further locations.

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7b. (continued)

- Well. (3 mentions)
- Well and as expected. Though one interview surprisingly was a panel. I enjoyed that one the most because I was able to talk to so many people in the firm at one time, as they shuffled through. Career Fair was helpful, but I think the company visit interview is most beneficial and helpful for both parties.
- WELL, I WAS HIRED FROM BOTH FIRMS.
- Well, it was interesting talking to so many professionals, however I felt that there are not many jobs available in the field in the Midwest.
- Well, it was with CH2M Hill.
- Well, several promising leads ultimately leading to major disappointments.
- Well. Was informed about the firms and what projects they were involved in. Got to explain myself as well as my portfolio.
- Went fine!
- Went good no second call backs.
- Went just fine, the extent of landscape architecture was minimal and generic, not very challenging.
- With economic downturn, firms are slow to hire.
- With this crazy economy it took me a while to find a job, but I finally landed one.

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7c. Was it what you expected?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	192		109	83	131	61	120	72						
	#	%	#	%	#	%	#	%						
Yes	150	(78.1)	84	(77.1)	66	(79.5)	106	(80.9)	44	(72.1)	97	(80.8)	53	(73.6)
No	35	(18.2)	24	(22.0)	11	(13.3)	21	(16.0)	14	(23.0)	20	(16.7)	15	(20.8)
No Answer	7	(3.6)	1	(0.9)	6	(7.2)	4	(3.1)	3	(4.9)	3	(2.5)	4	(5.6)

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7c. (continued)

IF NO, why (one mention unless otherwise indicated):

- After spending five years in school, I expected that there would be a network out there that could assist me in finding a job. I have not narrowed my location criteria. I will transfer anywhere. I really thought that Texas would at least have some jobs, somewhere. MY SCHOOL SHOULD HAVE HELPED!
- Everyone told us how great the LA field was going to be and that firms would be hiring everywhere, doesn't seem to be the case but I think the hurting economy has a small affect on that.
- I am impressed with many of the firms, and again they are very professional in the interviews, but the economy is what has been the surprise.
- I blame it on the job market.
- I did not hear back from several of the firms that said they would follow up after the interview, after I followed up with them. Because I am returning to my former employer, it did not bother me AS much, but it is still annoying - even if the economy isn't doing well, professionals could still act, well, professional.
- I did not know what to expect.
- I expected the first phone interview to be general like it was. I did not expect to be talking about salary on a phone interview. I always thought you talk about that in person.
- I had put in a lot of hard work and a lot of time into this major and it have no job to show for it. The professors are not a big help with finding jobs for students either.
- I really hoped to find a job after graduation. However many places that I was interested in were not hiring. Mesa Design in Texas was one firm I interviewed with. In January they planned on hiring 14 people, that number shrank to 8, then 4, then none. A very hard thing to accept after going to school for five years. Therefore I will continue my education to obtain my masters in LA at Mississippi State in the fall.
- I think I'm probably another 5 or 6 interviews away from finding the right fit... previous interviews have been a part of that process.
- I thought it would be easier to get a job.
- I thought more companies would be more professional. I noticed that many companies did not respond at all when you tried to contact them after and interview, or even to set up an interview. I think that ignoring candidates is disrespectful and companies should rethink their approach. Even if it is a rejection, companies should accept the responsibility to tell the person.
- I thought people would be impressed with an Ivy League MS in Landscape Design.
- I thought that finding a job would be much easier than it was finding an internship. I interned last year and a lot of firms didn't want me because they didn't want to put the time and energy in to training me then having me leave. They were looking for a long-term commitment. Now the economy is so horrible that some of the firms that I've talked to say they are laying off people... Sucks.
- I took most of my interviews on the west coast, so the logistics and expense was more coming from the east coast.
- I want a job.
- I was able to determine the benefits of each company.
- I was amazed by the disorganization of some firms I spoke with. The hiring process did not seem to have guidelines and much was done on a whim. One firm invited me to lunch and offered to pay my transportation expenses after posting a job, but when I arrived they told me about the firm, said they had no work, then said they have to wrap it up. I drove a few hours to be stood up several times. I was amazed by this. Other firms were much more organized and seem like fine places to work. The interview process makes me think twice about wanting to work with certain establishments.
- I wasn't sure what to expect. In general, the interview process for entry-level positions is about matching personalities more than skills. It is important to be yourself so that you and the firm can identify whether or not you will fit in. The landscape architecture interviewing process is quite comfortable after the first-day jitters pass.
- It was much more informal and less of an interview than an information session about their firm.
- I've never interviewed for a public sector job, so it was new. I was expecting to get a chance to get to know the people and the job and them to get to know me. But it didn't go that way.

(RESPONDENTS WHO HAVE HAD ONE OR MORE JOB INTERVIEW)

7c. (continued)

- Just because a firm acts very interested in you and pursues you does not even mean that they are looking to hire for sure, so do not think you have it in the bag until you get the offer letter. Otherwise, the experience was pretty pleasant and laidback.
- More Casual, wanted more hand-rendering examples in my portfolio.
- Most firms advertised they were hiring and when it came down to it they ended up not hiring any one.
- Much more informal. Just a discussion of my portfolio and the work that I have done. I prefer this format to a more structured "personality" interview.
- Nearly all interviewers seemed disinterested and in some cases did not even look through my portfolio, they just took my resume.
- One of the firms that interviewed me took several hours out of their day to show me some of their current project sites. That much investment in their candidates really impressed me.
- See above job market comment.
- The economy in the Sun Belt is in the gutter. Our entire graduating class will likely have to move out of the region if we want even a hope of getting a job. I am very lucky in that I have past experience and connections I can fall back on.
- Worst economy in 5 years many graduates/interns are having the same response.
- Yes.
- Yes, but I was hoping more firms were more progressive and sustainable-centered.
- Yes, but some ranged from 3hrs to 1hr.
- Yes, questions about my work were expected as well as career aspirations.

(ALL RESPONDENTS)

8. What salary expectation do/did you have?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
No expectation	78	(26.9)	34	(21.5)	44	(33.8)	60	(30.2)	18	(19.8)	46	(26.4)	32	(27.8)
Less than \$30,000	4	(1.4)	3	(1.9)	1	(0.8)	3	(1.5)	1	(1.1)	3	(1.7)	1	(0.9)
\$30,000 - 34,999	8	(2.8)	5	(3.2)	3	(2.3)	7	(3.5)	1	(1.1)	6	(3.4)	2	(1.7)
\$35,000 - 39,999	51	(17.6)	29	(18.4)	22	(16.9)	48	(24.1)	3	(3.3)	38	(21.8)	13	(11.3)
\$40,000 - 44,999	117	(40.3)	65	(41.1)	52	(40.0)	93	(46.7)	24	(26.4)	82	(47.1)	35	(30.4)
\$45,000 - 49,999	55	(19.0)	29	(18.4)	25	(19.2)	34	(17.1)	21	(23.1)	33	(19.0)	22	(19.1)
\$50,000 or more	57	(19.7)	34	(21.5)	22	(16.9)	21	(10.6)	36	(39.6)	26	(14.9)	30	(26.1)
No Answer	7	(2.4)	4	(2.5)	3	(2.3)	5	(2.5)	2	(2.2)	3	(1.7)	4	(3.5)
Average salary	42587.7		42672.7		42332.8		41109.2		46129.1		41641.5		44194.2	

(ALL RESPONDENTS)

9. Do/did you have reasonable employment prospects with0...

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
A former employer	70	(24.1)	42	(26.6)	28	(21.5)	49	(24.6)	21	(23.1)	47	(27.0)	23	(20.0)
An internship organization	44	(15.2)	27	(17.1)	16	(12.3)	28	(14.1)	16	(17.6)	27	(15.5)	16	(13.9)
Both	41	(14.1)	23	(14.6)	17	(13.1)	25	(12.6)	16	(17.6)	20	(11.5)	21	(18.3)
Neither	130	(44.8)	63	(39.9)	67	(51.5)	94	(47.2)	36	(39.6)	77	(44.3)	53	(46.1)
No Answer	5	(1.7)	3	(1.9)	2	(1.5)	3	(1.5)	2	(2.2)	3	(1.7)	2	(1.7)

(ALL RESPONDENTS)

10. How many job offers have you received to date?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
None	130	(44.8)	69	(43.7)	60	(46.2)	87	(43.7)	43	(47.3)	73	(42.0)	56	(48.7)
1	67	(23.1)	37	(23.4)	30	(23.1)	51	(25.6)	16	(17.6)	46	(26.4)	21	(18.3)
2	54	(18.6)	31	(19.6)	22	(16.9)	35	(17.6)	19	(20.9)	30	(17.2)	24	(20.9)
3	26	(9.0)	14	(8.9)	12	(9.2)	18	(9.0)	8	(8.8)	18	(10.3)	8	(7.0)
4	3	(1.0)	1	(0.6)	2	(1.5)	2	(1.0)	1	(1.1)	1	(0.6)	2	(1.7)
5	6	(2.1)	3	(1.9)	3	(2.3)	3	(1.5)	3	(3.3)	3	(1.7)	3	(2.6)
6 - 10	1	(0.3)	1	(0.6)	0	(0.0)	0	(0.0)	1	(1.1)	0	(0.0)	1	(0.9)
11 or more	1	(0.3)	1	(0.6)	0	(0.0)	1	(0.5)	0	(0.0)	1	(0.6)	0	(0.0)
No Answer	2	(0.7)	1	(0.6)	1	(0.8)	2	(1.0)	0	(0.0)	2	(1.1)	0	(0.0)
Average number	1.3		1.5		1.0		1.4		1.1		1.5		1.1	

(RESPONDENTS WHO HAVE RECEIVED ONE OR MORE JOB OFFER)

10b. What starting salary were you offered?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	158		88	69	110	48	99	59						
	#	%	#	%	#	%	#	%						
Less than \$30,000	8	(5.1)	6	(6.8)	2	(2.9)	7	(6.4)	1	(2.1)	6	(6.1)	2	(3.4)
\$30,000 - 34,999	16	(10.1)	8	(9.1)	8	(11.6)	14	(12.7)	2	(4.2)	13	(13.1)	3	(5.1)
\$35,000 - 39,999	61	(38.6)	35	(39.8)	25	(36.2)	50	(45.5)	11	(22.9)	42	(42.4)	19	(32.2)
\$40,000 - 44,999	65	(41.1)	33	(37.5)	32	(46.4)	49	(44.5)	16	(33.3)	48	(48.5)	17	(28.8)
\$45,000 - 49,999	30	(19.0)	18	(20.5)	12	(17.4)	18	(16.4)	12	(25.0)	12	(12.1)	18	(30.5)
\$50,000 - 59,999	24	(15.2)	17	(19.3)	6	(8.7)	10	(9.1)	14	(29.2)	9	(9.1)	15	(25.4)
\$60,000 or more	3	(1.9)	3	(3.4)	0	(0.0)	0	(0.0)	3	(6.3)	0	(0.0)	3	(5.1)
No Answer	19	(12.0)	10	(11.4)	9	(13.0)	11	(10.0)	8	(16.7)	12	(12.1)	7	(11.9)
Average salary	40970.7		41577.2		40019.7		39501.4		44656.6		39464.8		43513.3	

(ALL RESPONDENTS)

11. Please put the following attributes in rank order from 1 to 6, based on their importance to you in selecting a job

RESPONDENTS RANKING NUMBER ONE

	All Respondents		GENDER		DEGREE		AGE	
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26
BASE =	290		158	130	199	91	174	115
	#	%	#	%	#	%	#	%
Type of organization	95 (32.8)		61 (38.6)	34 (26.2)	61 (30.7)	34 (37.4)	51 (29.3)	44 (38.3)
Specialties within the organization	64 (22.1)		36 (22.8)	28 (21.5)	40 (20.1)	24 (26.4)	36 (20.7)	28 (24.3)
Reputation of the organization	78 (26.9)		49 (31.0)	29 (22.3)	48 (24.1)	30 (33.0)	41 (23.6)	37 (32.2)
Geographic location	118 (40.7)		68 (43.0)	49 (37.7)	81 (40.7)	37 (40.7)	68 (39.1)	50 (43.5)
Starting salary	28 (9.7)		17 (10.8)	10 (7.7)	17 (8.5)	11 (12.1)	16 (9.2)	12 (10.4)
Position description	47 (16.2)		19 (12.0)	28 (21.5)	29 (14.6)	18 (19.8)	27 (15.5)	19 (16.5)
No Answer	4 (1.4)		2 (1.3)	2 (1.5)	3 (1.5)	1 (1.1)	3 (1.7)	1 (0.9)

(ALL RESPONDENTS)

11. (continued)

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
Type of organization														
1	95	(32.8)	61	(38.6)	34	(26.2)	61	(30.7)	34	(37.4)	51	(29.3)	44	(38.3)
2	71	(24.5)	35	(22.2)	36	(27.7)	55	(27.6)	16	(17.6)	51	(29.3)	20	(17.4)
3	44	(15.2)	27	(17.1)	17	(13.1)	29	(14.6)	15	(16.5)	26	(14.9)	18	(15.7)
4	20	(6.9)	7	(4.4)	13	(10.0)	16	(8.0)	4	(4.4)	14	(8.0)	6	(5.2)
5	19	(6.6)	13	(8.2)	5	(3.8)	17	(8.5)	2	(2.2)	14	(8.0)	5	(4.3)
6	22	(7.6)	7	(4.4)	14	(10.8)	10	(5.0)	12	(13.2)	10	(5.7)	11	(9.6)
No Answer	19	(6.6)	8	(5.1)	11	(8.5)	11	(5.5)	8	(8.8)	8	(4.6)	11	(9.6)
Avg =	2.5		2.3		2.7		2.5		2.5		2.5		2.4	
Specialties within the organization														
1	64	(22.1)	36	(22.8)	28	(21.5)	40	(20.1)	24	(26.4)	36	(20.7)	28	(24.3)
2	86	(29.7)	44	(27.8)	42	(32.3)	60	(30.2)	26	(28.6)	50	(28.7)	36	(31.3)
3	59	(20.3)	29	(18.4)	29	(22.3)	42	(21.1)	17	(18.7)	35	(20.1)	24	(20.9)
4	24	(8.3)	17	(10.8)	6	(4.6)	18	(9.0)	6	(6.6)	17	(9.8)	7	(6.1)
5	28	(9.7)	16	(10.1)	12	(9.2)	17	(8.5)	11	(12.1)	17	(9.8)	10	(8.7)
6	19	(6.6)	9	(5.7)	10	(7.7)	15	(7.5)	4	(4.4)	13	(7.5)	6	(5.2)
No Answer	10	(3.4)	7	(4.4)	3	(2.3)	7	(3.5)	3	(3.3)	6	(3.4)	4	(3.5)
Avg =	2.7		2.7		2.7		2.8		2.6		2.8		2.6	
Reputation of the organization														
1	78	(26.9)	49	(31.0)	29	(22.3)	48	(24.1)	30	(33.0)	41	(23.6)	37	(32.2)
2	76	(26.2)	36	(22.8)	40	(30.8)	59	(29.6)	17	(18.7)	50	(28.7)	26	(22.6)
3	61	(21.0)	34	(21.5)	27	(20.8)	41	(20.6)	20	(22.0)	36	(20.7)	25	(21.7)
4	28	(9.7)	14	(8.9)	14	(10.8)	20	(10.1)	8	(8.8)	16	(9.2)	11	(9.6)
5	23	(7.9)	11	(7.0)	11	(8.5)	15	(7.5)	8	(8.8)	17	(9.8)	6	(5.2)
6	15	(5.2)	8	(5.1)	6	(4.6)	8	(4.0)	7	(7.7)	7	(4.0)	8	(7.0)
No Answer	9	(3.1)	6	(3.8)	3	(2.3)	8	(4.0)	1	(1.1)	7	(4.0)	2	(1.7)
Avg =	2.6		2.5		2.7		2.6		2.6		2.6		2.5	

(ALL RESPONDENTS)

11. (continued)

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
Geographic location														
1	118	(40.7)	68	(43.0)	49	(37.7)	81	(40.7)	37	(40.7)	68	(39.1)	50	(43.5)
2	70	(24.1)	40	(25.3)	30	(23.1)	45	(22.6)	25	(27.5)	38	(21.8)	32	(27.8)
3	43	(14.8)	22	(13.9)	20	(15.4)	30	(15.1)	13	(14.3)	28	(16.1)	14	(12.2)
4	22	(7.6)	11	(7.0)	11	(8.5)	16	(8.0)	6	(6.6)	13	(7.5)	9	(7.8)
5	15	(5.2)	9	(5.7)	6	(4.6)	14	(7.0)	1	(1.1)	13	(7.5)	2	(1.7)
6	15	(5.2)	5	(3.2)	10	(7.7)	8	(4.0)	7	(7.7)	9	(5.2)	6	(5.2)
No Answer	7	(2.4)	3	(1.9)	4	(3.1)	5	(2.5)	2	(2.2)	5	(2.9)	2	(1.7)
Avg =	2.3		2.1		2.4		2.3		2.2		2.4		2.1	
Starting salary														
1	28	(9.7)	17	(10.8)	10	(7.7)	17	(8.5)	11	(12.1)	16	(9.2)	12	(10.4)
2	91	(31.4)	48	(30.4)	43	(33.1)	55	(27.6)	36	(39.6)	47	(27.0)	43	(37.4)
3	84	(29.0)	48	(30.4)	36	(27.7)	66	(33.2)	18	(19.8)	60	(34.5)	24	(20.9)
4	35	(12.1)	15	(9.5)	19	(14.6)	18	(9.0)	17	(18.7)	16	(9.2)	19	(16.5)
5	27	(9.3)	15	(9.5)	12	(9.2)	21	(10.6)	6	(6.6)	17	(9.8)	10	(8.7)
6	20	(6.9)	12	(7.6)	8	(6.2)	18	(9.0)	2	(2.2)	14	(8.0)	6	(5.2)
No Answer	5	(1.7)	3	(1.9)	2	(1.5)	4	(2.0)	1	(1.1)	4	(2.3)	1	(0.9)
Avg =	3.0		3.0		3.0		3.1		2.7		3.1		2.9	
Position description														
1	47	(16.2)	19	(12.0)	28	(21.5)	29	(14.6)	18	(19.8)	27	(15.5)	19	(16.5)
2	76	(26.2)	44	(27.8)	30	(23.1)	49	(24.6)	27	(29.7)	43	(24.7)	33	(28.7)
3	70	(24.1)	40	(25.3)	30	(23.1)	49	(24.6)	21	(23.1)	39	(22.4)	31	(27.0)
4	31	(10.7)	20	(12.7)	11	(8.5)	28	(14.1)	3	(3.3)	29	(16.7)	2	(1.7)
5	30	(10.3)	10	(6.3)	20	(15.4)	15	(7.5)	15	(16.5)	13	(7.5)	17	(14.8)
6	31	(10.7)	22	(13.9)	9	(6.9)	25	(12.6)	6	(6.6)	19	(10.9)	12	(10.4)
No Answer	5	(1.7)	3	(1.9)	2	(1.5)	4	(2.0)	1	(1.1)	4	(2.3)	1	(0.9)
Avg =	3.0		3.2		2.9		3.1		2.9		3.1		3.0	

(ALL RESPONDENTS)

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

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
Yes	176	(60.7)	96	(60.8)	78	(60.0)	115	(57.8)	61	(67.0)	98	(56.3)	78	(67.8)
No	109	(37.6)	60	(38.0)	49	(37.7)	81	(40.7)	28	(30.8)	73	(42.0)	35	(30.4)
No Answer	5	(1.7)	2	(1.3)	3	(2.3)	3	(1.5)	2	(2.2)	3	(1.7)	2	(1.7)

(ALL RESPONDENTS)

13. Do you intend to seek state registration as a Landscape Architect?

	All Respondents		GENDER		DEGREE		AGE			
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26		
BASE =	290		158	130	199	91	174	115		
	#	%	#	%	#	%	#	%		
Yes	235	(81.0)	132	(83.5)	101	(77.7)	142	(81.6)	92	(80.0)
No	11	(3.8)	5	(3.2)	6	(4.6)	6	(3.4)	5	(4.3)
Uncertain	40	(13.8)	18	(11.4)	22	(16.9)	15	(16.5)	23	(14.8)
No Answer	4	(1.4)	3	(1.9)	1	(0.8)	3	(1.7)	1	(0.9)

(ALL RESPONDENTS)

14. Have you started or accepted a job

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
Yes	110	(37.9)	61	(38.6)	48	(36.9)	79	(39.7)	31	(34.1)	70	(40.2)	40	(34.8)
No	175	(60.3)	95	(60.1)	79	(60.8)	116	(58.3)	59	(64.8)	100	(57.5)	74	(64.3)
No Answer	5	(1.7)	2	(1.3)	3	(2.3)	4	(2.0)	1	(1.1)	4	(2.3)	1	(0.9)

(RESPONDENTS WHO HAVE ACCEPTED OR STARTED A JOB)

15a. Which of the following BEST describes your employer?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	110		61	48	79	31	70	40						
	#	%	#	%	#	%	#	%						
Private practice landscape architecture firm - less than 10 employees (small)	20	(18.2)	12	(19.7)	8	(16.7)	16	(20.3)	4	(12.9)	14	(20.0)	6	(15.0)
Private practice landscape architecture firm - 10 or more employees (mid to large)	33	(30.0)	21	(34.4)	12	(25.0)	22	(27.8)	11	(35.5)	20	(28.6)	13	(32.5)
Private practice with allied professionals (engineering, planning, architecture)	30	(27.3)	14	(23.0)	16	(33.3)	22	(27.8)	8	(25.8)	21	(30.0)	9	(22.5)
Design build contractor	8	(7.3)	4	(6.6)	4	(8.3)	7	(8.9)	1	(3.2)	5	(7.1)	3	(7.5)
Planning agency	4	(3.6)	1	(1.6)	3	(6.3)	2	(2.5)	2	(6.5)	2	(2.9)	2	(5.0)
Public sector resource management (parks, forests, wildlife, etc.) - Federal	2	(1.8)	2	(3.3)	0	(0.0)	2	(2.5)	0	(0.0)	1	(1.4)	1	(2.5)
PSRM - State	3	(2.7)	1	(1.6)	1	(2.1)	1	(1.3)	2	(6.5)	1	(1.4)	2	(5.0)
PSRM - Local	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
PSRM - Not for profit	2	(1.8)	0	(0.0)	2	(4.2)	1	(1.3)	1	(3.2)	0	(0.0)	2	(5.0)
Academic institution	3	(2.7)	2	(3.3)	1	(2.1)	2	(2.5)	1	(3.2)	2	(2.9)	1	(2.5)
Other	3	(2.7)	2	(3.3)	1	(2.1)	2	(2.5)	1	(3.2)	2	(2.9)	1	(2.5)
No Answer	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)

Other responses (one mention each):
 Gardener
 Tree Preservation & Land Conservation
 Zoo

(RESPONDENTS WHO HAVE ACCEPTED OR STARTED A JOB)

15b. Is this your preferred type of employer?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	110		61	48	79	31	70	40						
	#	%	#	%	#	%	#	%						
Yes	77	(70.0)	44	(72.1)	33	(68.8)	54	(68.4)	23	(74.2)	50	(71.4)	27	(67.5)
No	13	(11.8)	6	(9.8)	7	(14.6)	10	(12.7)	3	(9.7)	7	(10.0)	6	(15.0)
Didn't have a preference	20	(18.2)	11	(18.0)	8	(16.7)	15	(19.0)	5	(16.1)	13	(18.6)	7	(17.5)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)

(RESPONDENTS WHO HAVE ACCEPTED OR STARTED A JOB)

16a. What is your starting salary?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	110		61	48	79	31	70	40						
	#	%	#	%	#	%	#	%						
Less than \$30,000	5	(4.5)	4	(6.6)	1	(2.1)	4	(5.1)	1	(3.2)	5	(7.1)	0	(0.0)
\$30,000 - 34,999	7	(6.4)	3	(4.9)	4	(8.3)	7	(8.9)	0	(0.0)	6	(8.6)	1	(2.5)
\$35,000 - 39,999	29	(26.4)	15	(24.6)	14	(29.2)	25	(31.6)	4	(12.9)	20	(28.6)	9	(22.5)
\$40,000 - 44,999	36	(32.7)	16	(26.2)	20	(41.7)	24	(30.4)	12	(38.7)	22	(31.4)	14	(35.0)
\$45,000 - 49,999	16	(14.5)	12	(19.7)	4	(8.3)	10	(12.7)	6	(19.4)	10	(14.3)	6	(15.0)
\$50,000 - 59,999	12	(10.9)	8	(13.1)	3	(6.3)	6	(7.6)	6	(19.4)	4	(5.7)	8	(20.0)
\$60,000 or more	1	(0.9)	1	(1.6)	0	(0.0)	0	(0.0)	1	(3.2)	0	(0.0)	1	(2.5)
No Answer	4	(3.6)	2	(3.3)	2	(4.2)	3	(3.8)	1	(3.2)	3	(4.3)	1	(2.5)
Average salary	40945.0		41395.4		40061.8		39745.1		43984.7		39449.9		43513.5	

(RESPONDENTS WHO HAVE ACCEPTED OR STARTED A JOB)

16b. Which of the following benefits are included?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	110		61	48	79	31	70	40						
	#	%	#	%	#	%	#	%						
Major medical	95	(86.4)	52	(85.2)	42	(87.5)	68	(86.1)	27	(87.1)	59	(84.3)	36	(90.0)
Life	60	(54.5)	31	(50.8)	28	(58.3)	42	(53.2)	18	(58.1)	38	(54.3)	22	(55.0)
Profit sharing	54	(49.1)	33	(54.1)	21	(43.8)	42	(53.2)	12	(38.7)	37	(52.9)	17	(42.5)
Car allowance	10	(9.1)	6	(9.8)	4	(8.3)	7	(8.9)	3	(9.7)	7	(10.0)	3	(7.5)
Professional dues	46	(41.8)	24	(39.3)	21	(43.8)	31	(39.2)	15	(48.4)	31	(44.3)	15	(37.5)
401K retirement plan	82	(74.5)	45	(73.8)	36	(75.0)	59	(74.7)	23	(74.2)	52	(74.3)	30	(75.0)
Other	30	(27.3)	14	(23.0)	15	(31.3)	21	(26.6)	9	(29.0)	17	(24.3)	13	(32.5)
No Answer	5	(4.5)	2	(3.3)	3	(6.3)	4	(5.1)	1	(3.2)	3	(4.3)	2	(5.0)

Other responses (one mention unless otherwise indicated):

- \$2,500 signing bonus (2 mentions)
- Aflac
- Annual raises based on cost of living and performance
- Asla membership
- Cell phone / cell phone allowance (2 mentions)
- Classes / Continuing education (4 mentions)
- Dental (10 mentions)
- Gym membership (2 mentions)
- IRA / other retirement plan (4 mentions)
- Licensure (2 mentions)
- Local memberships
- Moving expenses (2 mentions)
- Parking (3 mentions)
- Pension
- Short and long term disability
- Vision (5 mentions)
- Year-end bonus

(RESPONDENTS WHO HAVE ACCEPTED OR STARTED A JOB)

17a. What state will you be working in?

	All Respondents		GENDER		DEGREE		AGE							
			Male	Female	Undergrad	Grad	<= 25	>= 26						
	#	110 %	#	61 %	#	48 %	#	79 %	#	31 %	#	70 %	#	40 %
AL	1	(0.9)	1	(1.6)	0	(0.0)	0	(0.0)	1	(3.2)	1	(1.4)	0	(0.0)
AZ	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	0	(0.0)	1	(2.5)
CA	13	(11.8)	7	(11.5)	6	(12.5)	10	(12.7)	3	(9.7)	6	(8.6)	7	(17.5)
CO	4	(3.6)	1	(1.6)	3	(6.3)	2	(2.5)	2	(6.5)	2	(2.9)	2	(5.0)
DC	1	(0.9)	1	(1.6)	0	(0.0)	0	(0.0)	1	(3.2)	0	(0.0)	1	(2.5)
FL	4	(3.6)	2	(3.3)	2	(4.2)	3	(3.8)	1	(3.2)	3	(4.3)	1	(2.5)
GA	1	(0.9)	0	(0.0)	1	(2.1)	0	(0.0)	1	(3.2)	0	(0.0)	1	(2.5)
ID	1	(0.9)	0	(0.0)	1	(2.1)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
IL	6	(5.5)	2	(3.3)	4	(8.3)	5	(6.3)	1	(3.2)	5	(7.1)	1	(2.5)
IN	2	(1.8)	1	(1.6)	1	(2.1)	1	(1.3)	1	(3.2)	1	(1.4)	1	(2.5)
KY	2	(1.8)	2	(3.3)	0	(0.0)	2	(2.5)	0	(0.0)	2	(2.9)	0	(0.0)
LA	1	(0.9)	0	(0.0)	1	(2.1)	0	(0.0)	1	(3.2)	0	(0.0)	1	(2.5)
MA	3	(2.7)	3	(4.9)	0	(0.0)	1	(1.3)	2	(6.5)	1	(1.4)	2	(5.0)
MD	2	(1.8)	0	(0.0)	1	(2.1)	1	(1.3)	1	(3.2)	1	(1.4)	1	(2.5)
ME	2	(1.8)	1	(1.6)	1	(2.1)	0	(0.0)	2	(6.5)	0	(0.0)	2	(5.0)
MI	2	(1.8)	1	(1.6)	1	(2.1)	2	(2.5)	0	(0.0)	2	(2.9)	0	(0.0)
MN	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
MO	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
MS	1	(0.9)	1	(1.6)	0	(0.0)	0	(0.0)	1	(3.2)	0	(0.0)	1	(2.5)
MT	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
NC	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
NH	1	(0.9)	0	(0.0)	1	(2.1)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
NM	1	(0.9)	0	(0.0)	1	(2.1)	0	(0.0)	1	(3.2)	0	(0.0)	1	(2.5)
NY	7	(6.4)	4	(6.6)	3	(6.3)	5	(6.3)	2	(6.5)	6	(8.6)	1	(2.5)
OH	2	(1.8)	1	(1.6)	1	(2.1)	2	(2.5)	0	(0.0)	2	(2.9)	0	(0.0)
OK	2	(1.8)	0	(0.0)	2	(4.2)	2	(2.5)	0	(0.0)	1	(1.4)	1	(2.5)
PA	9	(8.2)	4	(6.6)	5	(10.4)	4	(5.1)	5	(16.1)	4	(5.7)	5	(12.5)
RI	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
SC	2	(1.8)	1	(1.6)	1	(2.1)	2	(2.5)	0	(0.0)	2	(2.9)	0	(0.0)
TN	1	(0.9)	0	(0.0)	1	(2.1)	0	(0.0)	1	(3.2)	0	(0.0)	1	(2.5)
TX	21	(19.1)	13	(21.3)	8	(16.7)	20	(25.3)	1	(3.2)	17	(24.3)	4	(10.0)
UT	2	(1.8)	2	(3.3)	0	(0.0)	2	(2.5)	0	(0.0)	1	(1.4)	1	(2.5)
VA	2	(1.8)	2	(3.3)	0	(0.0)	2	(2.5)	0	(0.0)	2	(2.9)	0	(0.0)
WA	3	(2.7)	2	(3.3)	1	(2.1)	1	(1.3)	2	(6.5)	0	(0.0)	3	(7.5)
WI	1	(0.9)	0	(0.0)	1	(2.1)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
WV	2	(1.8)	1	(1.6)	1	(2.1)	1	(1.3)	1	(3.2)	1	(1.4)	1	(2.5)
WY	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
CANADA	1	(0.9)	1	(1.6)	0	(0.0)	1	(1.3)	0	(0.0)	1	(1.4)	0	(0.0)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)

(RESPONDENTS WHO HAVE ACCEPTED OR STARTED A JOB)

17b. Is this your preferred region?

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	110		61	48	79	31	70	40						
	#	%	#	%	#	%	#	%						
Yes	89	(80.9)	48	(78.7)	40	(83.3)	62	(78.5)	27	(87.1)	55	(78.6)	34	(85.0)
No	21	(19.1)	13	(21.3)	8	(16.7)	17	(21.5)	4	(12.9)	15	(21.4)	6	(15.0)
No Answer	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)

(ALL RESPONDENTS)

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

	All Respondents		GENDER		DEGREE		AGE							
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26						
BASE =	290		158	130	199	91	174	115						
	#	%	#	%	#	%	#	%						
Yes - will pursue another degree right away	15	(5.2)	10	(6.3)	5	(3.8)	12	(6.0)	3	(3.3)	10	(5.7)	5	(4.3)
Yes - will pursue another degree/additional education after gaining some professional experience	88	(30.3)	48	(30.4)	39	(30.0)	76	(38.2)	12	(13.2)	63	(36.2)	25	(21.7)
Uncertain	102	(35.2)	61	(38.6)	41	(31.5)	74	(37.2)	28	(30.8)	67	(38.5)	34	(29.6)
Do not expect to	82	(28.3)	37	(23.4)	44	(33.8)	34	(17.1)	48	(52.7)	31	(17.8)	51	(44.3)
No Answer	3	(1.0)	2	(1.3)	1	(0.8)	3	(1.5)	0	(0.0)	3	(1.7)	0	(0.0)

(RESPONDENTS WHO WILL OR MAY PURSUE ANOTHER DEGREE)

19a. If you plan to pursue another degree, what degree will it be?

	All Respondents		GENDER		DEGREE		AGE			
	#	%	Male	Female	Undergrad	Grad	<= 25	>= 26		
BASE =	208		121	86	165	43	143	64		
	#	%	#	%	#	%	#	%		
Bachelor	5	(2.4)	4	(3.3)	1	(1.2)	5	(3.5)	0	(0.0)
Masters	160	(76.9)	95	(78.5)	64	(74.4)	146	(88.5)	14	(32.6)
Ph.D.	38	(18.3)	20	(16.5)	17	(19.8)	8	(4.8)	30	(69.8)
Other	7	(3.4)	3	(2.5)	4	(4.7)	4	(2.4)	3	(7.0)
No Answer	12	(5.8)	8	(6.6)	4	(4.7)	11	(6.7)	1	(2.3)
	8	(3.8)	5	(4.2)	3	(3.6)	3	(2.1)	2	(4.7)

Other responses (one mention unless otherwise indicated):

Certification as Landscape Architect

Law (2 mentions)

LEED Certification

Uncertain (3 mentions)

(RESPONDENTS WHO WILL OR MAY PURSUE ANOTHER DEGREE)

19b. What discipline will it be in?

<u># of</u> <u>mentions</u>	<u>Discipline</u>
1	Agro Business
1	Architectural Business
1	Architectural History
15	Architecture
1	Art
1	Building Science
12	Business Administration / MBA
1	Cartography
1	City and Regional Planning
3	Civil Engineering
1	Community Development
3	Community Planning
1	Community Regional Development
1	Cultural Geography
1	Cultural Landscapes
6	Design
1	Ecological Planning and Design
7	Ecology
1	Ecosystem Restoration
1	Education
2	Engineering
1	Environmental Health Science and Policy
1	Environmental Law
1	Environmental Physiology
5	Environmental Planning
3	Environmental Science
1	Environmental/wetlands
1	Foreign Language
2	Geography
2	GIS
1	Golf Course Architecture

<u># of</u> <u>mentions</u>	<u>Discipline</u>
2	Graphic Arts/ Design
1	Historic Preservation
1	History
4	Horticulture
1	Hydrology
1	Industrial Design
3	Interior Design
1	International Development
57	Landscape Architecture
1	Landscape Urbanism
2	Law
1	Organizational Dynamics
1	Photography
10	Planning
1	Regenerative Studies
1	Remote Sensing
1	Restoration Ecology
1	Sociology
6	Sustainable Development
1	Theology of Worship and the Arts
1	Transportation Planning
2	Urban and Regional Planning
14	Urban Design
15	Urban Planning
1	Urban Planning & Design
1	Urban/Community Planning
1	Urban/Environmental Planning
1	Wetlands Ecology
23	Uncertain

(RESPONDENTS WHO WILL OR MAY PURSUE ANOTHER DEGREE)

19c. What do you anticipate doing once you complete this degree

	All Respondents		GENDER		DEGREE		AGE	
	#	%	Male #	Female #	Undergrad #	Grad #	<= 25 #	>= 26 #
BASE =	208		121	86	165	43	143	64
Teach in landscape architecture	60 (28.8)		33 (27.3)	26 (30.2)	36 (21.8)	24 (55.8)	36 (25.2)	23 (35.9)
Teach in other discipline	13 (6.3)		7 (5.8)	6 (7.0)	3 (1.8)	10 (23.3)	4 (2.8)	9 (14.1)
Seek practice employment	148 (71.2)		88 (72.7)	60 (69.8)	125 (75.8)	23 (53.5)	107 (74.8)	40 (62.5)
Other	21 (10.1)		11 (9.1)	10 (11.6)	15 (9.1)	6 (14.0)	11 (7.7)	10 (15.6)
No Answer	15 (7.2)		8 (6.6)	7 (8.1)	12 (7.3)	3 (7.0)	9 (6.3)	6 (9.4)

TEACH IN LANDSCAPE ARCHITECTURE - AREAS OF SPECIAL INTEREST (one mention unless otherwise indicated):

- Cultural/historic landscapes
- Ecological Design
- Ecosystem Restoration, Horticulture, or Ecology
- Educational Environments
- Energy and plants
- Environmental Planning and GIS
- Golf Course Design
- Habitat and water
- Historic preservation, design, land development
- Hydrology
- Landscape architecture history or preservation
- Planning
- Productive Urban Landscapes
- Social Processes
- Stewardship/Community Knowledge/Participation/Sustainability
- Sustainability in ecological design
- Sustainable design
- Teach under privileged high school students about landscape architecture
- Technology, design, horticulture
- Urban design, cultural geography
- Urban/regional planning
- Use of Computers
- Water Resource Design

(RESPONDENTS WHO WILL OR MAY PURSUE ANOTHER DEGREE)

19c. (continued)

TEACH IN ANOTHER DISCIPLINE (one mention unless otherwise indicated):

Architecture (2 mentions)

Ecosystem Restoration, Horticulture, or Ecology

Environmental Sciences and Policy / Geography

Garden design

Geography or Planning

Psychology

Teach worship at my home church

Uncertain (2 mentions)

OTHER (one mention unless otherwise indicated):

Advertising

Commercial flight

Another profession

Develop

Environmental Law

Join the Peace Corps

Just to help diversify and educate myself

LEED consultant

Make maps

Owning business

Practice and then teach in landscape architecture

Private practice

Start my own business

Start own development company

Teach eventually

Uncertain (4 mentions)