

Lewis&Clark

American Society of Landscape Architects

2021 Survey of Graduating Students

Introduction

An online survey was completed in the spring and summer of 2021 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. The results are summarized in the following report.

About the American Society of Landscape Architects

Founded in 1899, ASLA is the national professional association for landscape architects, representing more than 15,000 members. The Society's mission is to advance landscape architecture through advocacy, communication, education, and fellowship. Members of the Society use the "ASLA" suffix after their names to denote membership and their commitment to the highest ethical standards of the profession.

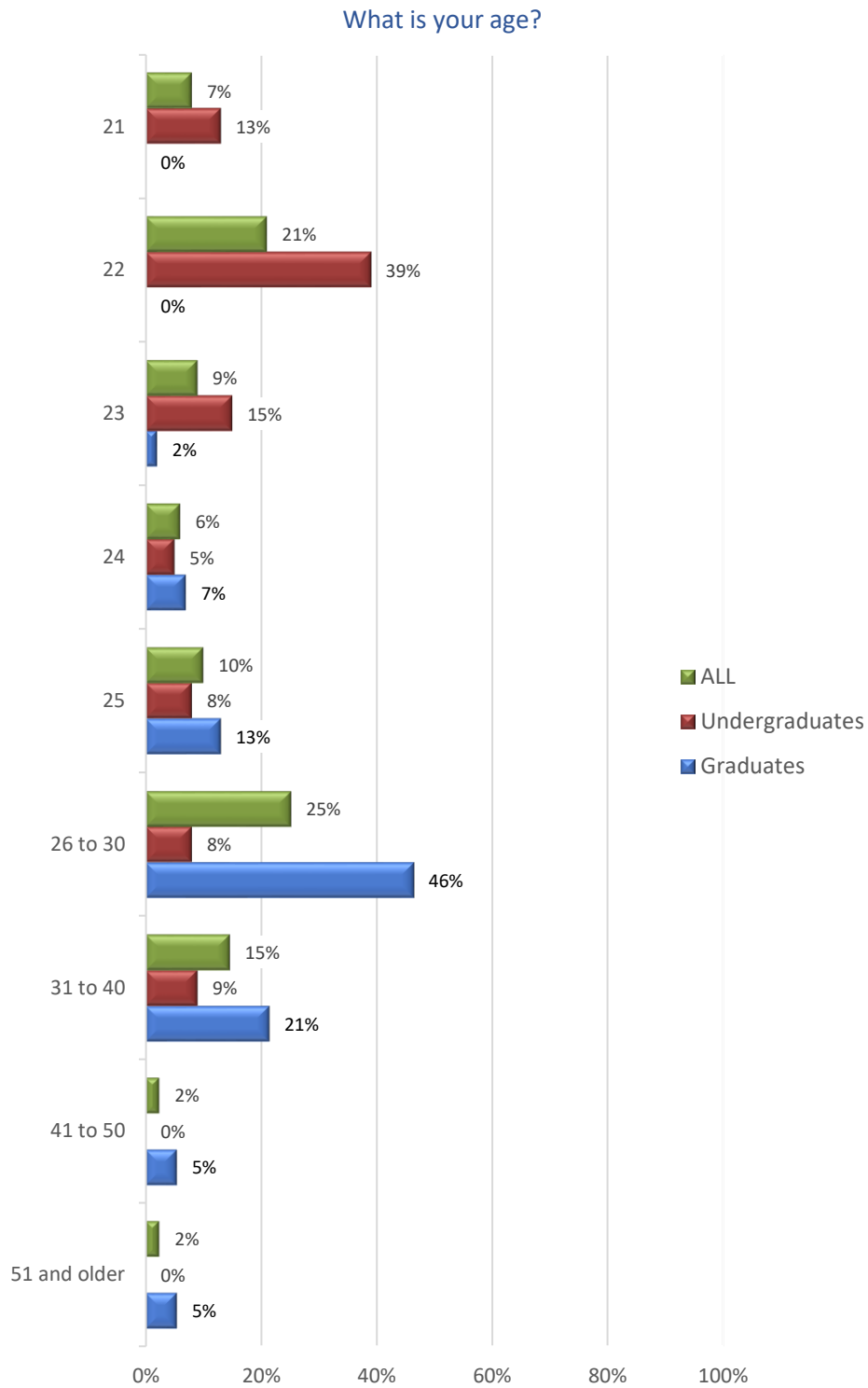
About Lewis&Clark

Lewis&Clark is a full-service market research, competitive intelligence, and strategic marketing firm started in 1983. We help organizations to develop, evolve, and grow by allowing them to better understand their members, their employees, their customers, and their marketplace. Lewis&Clark works with membership associations, magazine publishers, non-profits, and small to mid-sized businesses.

This report was prepared by Lewis Copulsky, Principal, Lewis&Clark, and Benjamin Copulsky, Senior Researcher, Lewis & Clark.

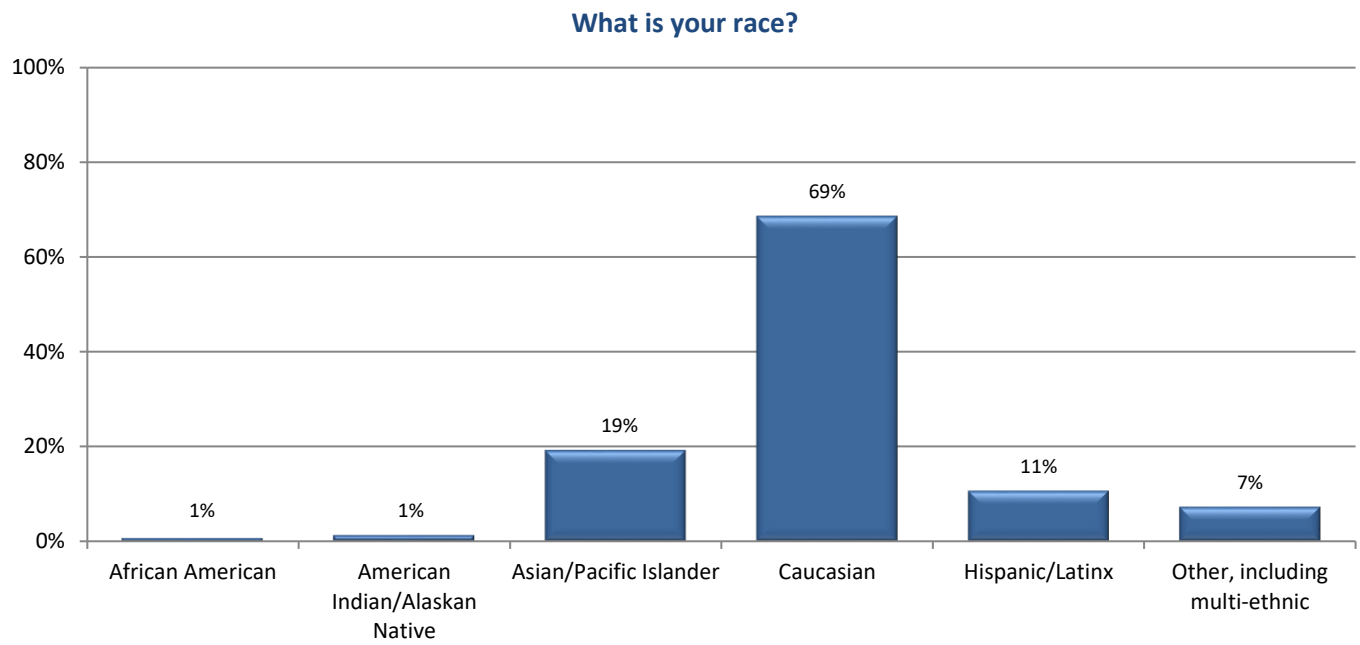
Age

The average age of respondents is 24 for undergraduates, 31 for graduate students, and 27 overall. This is similar to the previous year.



Race

A majority of respondents (69%) indicate they are Caucasian. This percentage is up from 55% last year.



Race (continued)

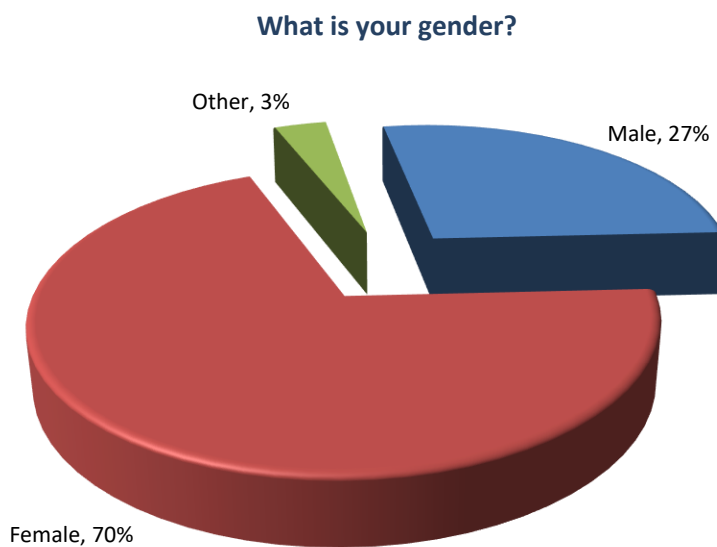
COMPARISON WITH PREVIOUS YEARS

	Caucasian	Asian/ Pacific Islander	African American (¹)	Hispanic/ Latinx (²)	American Indian/ Alaskan Native (³)	Other
2022	69%	19%	1%	11%	1%	7%
2021	55%	25%	2%	14%	<1%	7%
2020	66%	20%	1%	12%	1%	6%
2018	69%	20%	3%	9%	0%	3%
2017	66%	18%	3%	14%	2%	3%
2016	66%	20%	3%	6%	1%	5%
2015	68%	20%	1%	8%	1%	3%
2014	70%	15%	1%	14%	1%	1%
2013	84%	12%	1%	6%	2%	1%
2012	82%	8%	2%	4%	1%	4%
2011	86%	7%	2%	6%	1%	2%
2010	85%	7%	1%	4%	0%	2%
2009	87%	6%	1%	3%	1%	2%
2008	81%	8%	2%	5%	1%	2%
2007	86%	6%	1%	5%	1%	3%
2006	86%	6%	2%	3%	1%	3%
2005	83%	7%	3%	2%	<1%	4%
2004	86%	6%	3%	4%	<1%	2%
2003	87%	4%	1%	2%	<1%	3%
2002	88%	6%	1%	2%	1%	1%
2001	89%	4%	<1%	3%	1%	1%
2000	83%	9%	2%	2%	1%	2%
1999	79%	5%	0%	1%	0%	2%

(1) prior to 2017 Black; (2) prior to 2021 Hispanic/Latino(a) / prior to 2017 Hispanic; (3) prior to 2017 American Indian

Gender

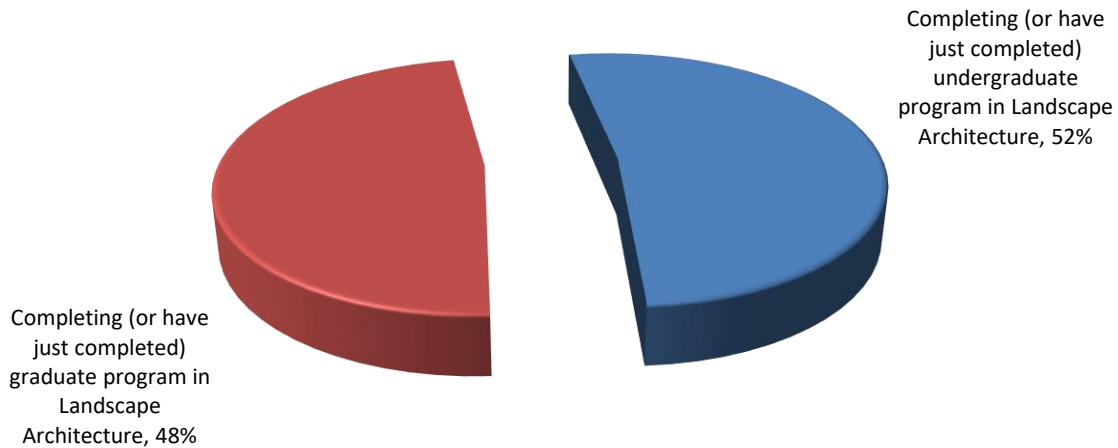
Female students comprise 70% of respondents, versus 27% for males. Compared to the previous year, the percentage of female students increased by 4% and the percentage identifying as other increased from <1% to 3%.



Current Educational Status

Out of 154 respondents who indicated their status, 52% are undergraduate students and 48% are graduate students. This represents an increase of 10% for undergraduates and a decrease of 10% for graduates from the previous year.

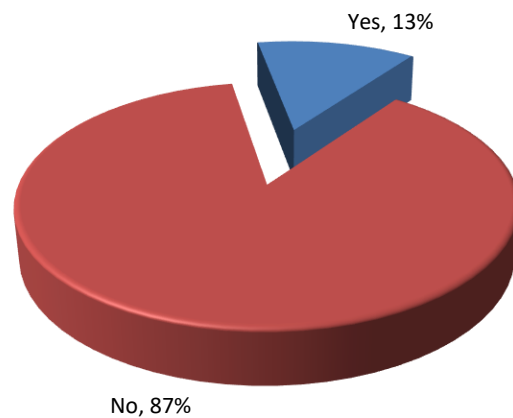
Which of the following best describes your current status?



Graduate students report a variety of undergraduate degrees. Those mentioned by two or more respondents are: Architecture and Landscape Architecture (8 mentions each); Fine Art (6 mentions); Anthropology, English Literature, Environmental Science, and Environmental Studies (3 mentions each); Biology, Global Liberal Studies, Interior Design, and Plant Science (2 mentions each).

Slightly more than one-tenth of respondents (13%) who received undergraduate degrees indicated that they received an associate’s degree before transferring to a four-year school.

Did you earn an associate's degree at a community college before transferring into an accredited landscape architecture program?



Current Educational Status (continued)**Schools attended by respondents**

# of students	Undergraduate School
7	University of Georgia
7	University of Rhode Island
6	University of Illinois, Urbana-Champaign
5	California Polytechnic State University, San Luis Obispo
5	California State Polytechnic University, Pomona
4	Jefferson (Philadelphia University and Thomas Jefferson University)
4	University of Delaware
3	University of Nevada
3	Utah State University

# of students	Graduate School
8	University of California - Berkeley
7	University of Texas, Austin
5	University of Minnesota
4	University of Oregon
4	University of Washington
3	University of Georgia

Undergraduate schools - two mentions each: Oklahoma State University, Pennsylvania State University, Temple University, University of California Davis, University of Maryland, University of Massachusetts, West Virginia University

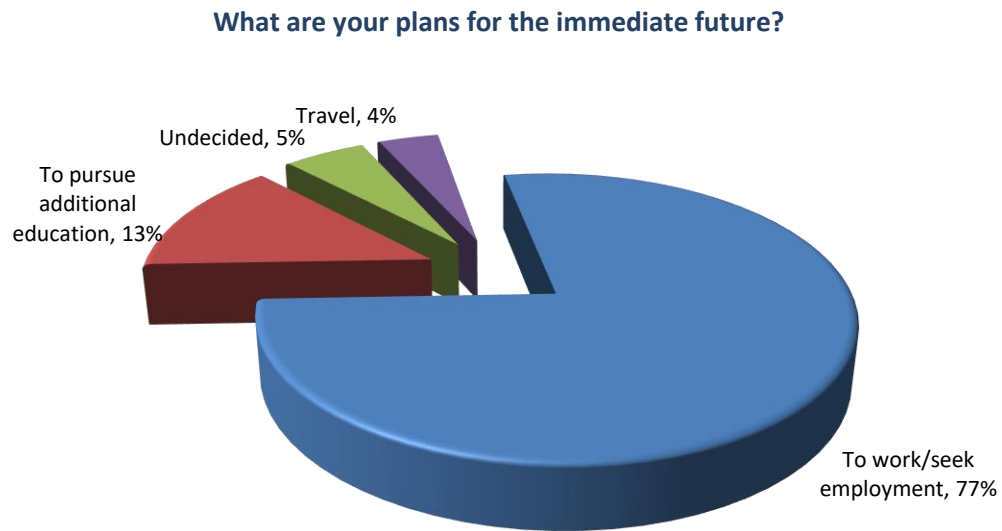
Undergraduate schools - one mention each: Arizona State University, Clemson University, Colorado State University, Cornell University, Iowa State University, Louisiana State University, Rutgers University, State University of New York College of Environmental Science and Forestry, Texas A&M University, Universidad Ana G. Mendez, University of Nebraska, University of Oregon, University of Washington

Graduate schools – two mentions each: California State Polytechnic University, Pomona, City College of New York, Florida International University, Pennsylvania State University, State University of New York College of Environmental Science and Forestry, University of Arizona, University of Colorado - Denver, University of Idaho, University of Illinois - Urbana-Champaign, University of Massachusetts, University of Michigan, University of Pennsylvania, University of Southern California, Washington University

Graduate schools - one mention each: Arizona State University, Clemson University, Cornell University, Harvard University, Iowa State University, Louisiana State University, Temple University, Texas A&M University, University of Hawaii, University of Texas, Arlington, University of Virginia

Plans For Immediate Future

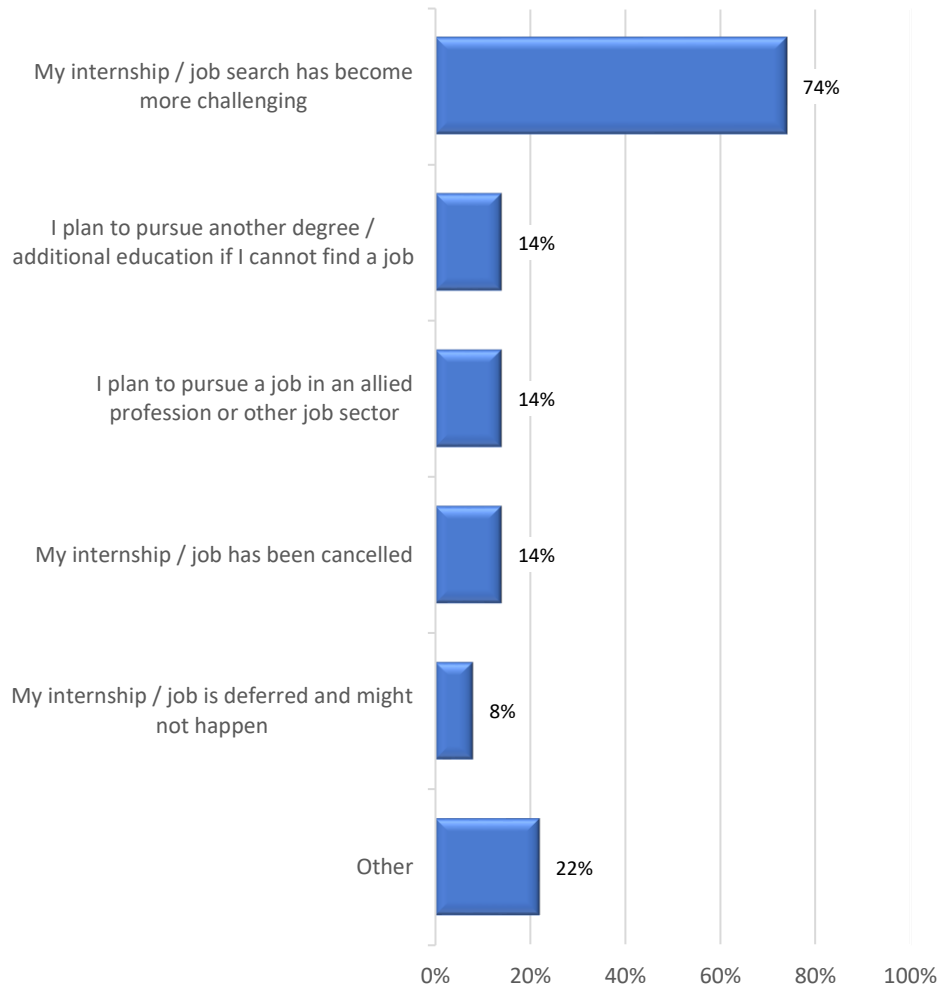
Most respondents (77%) indicate that their plans for the immediate future involve either working or seeking employment, while 13% plan to pursue additional education, 4% plan to travel, and 5% are undecided. Compared to the previous year, the percentage who indicated they planned to work/seek employment decreased 10%, while the percentage who plan to pursue additional education increased 7%.



Impact of COVID-19 On Plans

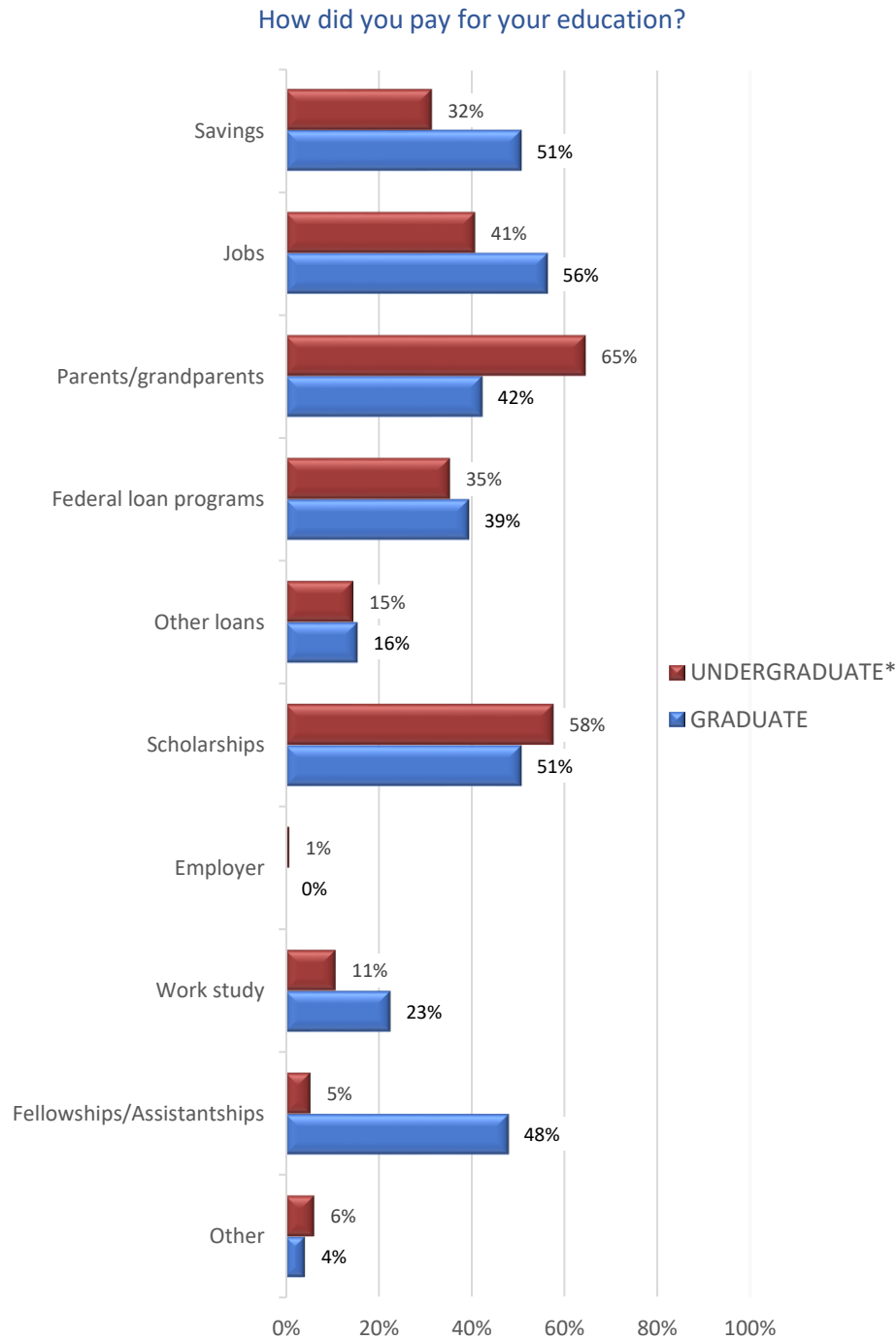
One-third of respondents (34%) indicate that COVID-19 has affected their plans for the future, down from 78% the previous year. Three-quarters of these respondents (74%) indicate that COVID-19 has made their internship/job search more challenging.

How did COVID-19 affect your plans?



Paying for Education

The most frequently cited (50% or more of respondents) sources of funds for undergraduate education are parents/grandparents (65%), and scholarships (58%), while for graduate education they are jobs (56%) and savings and scholarships (51% each).

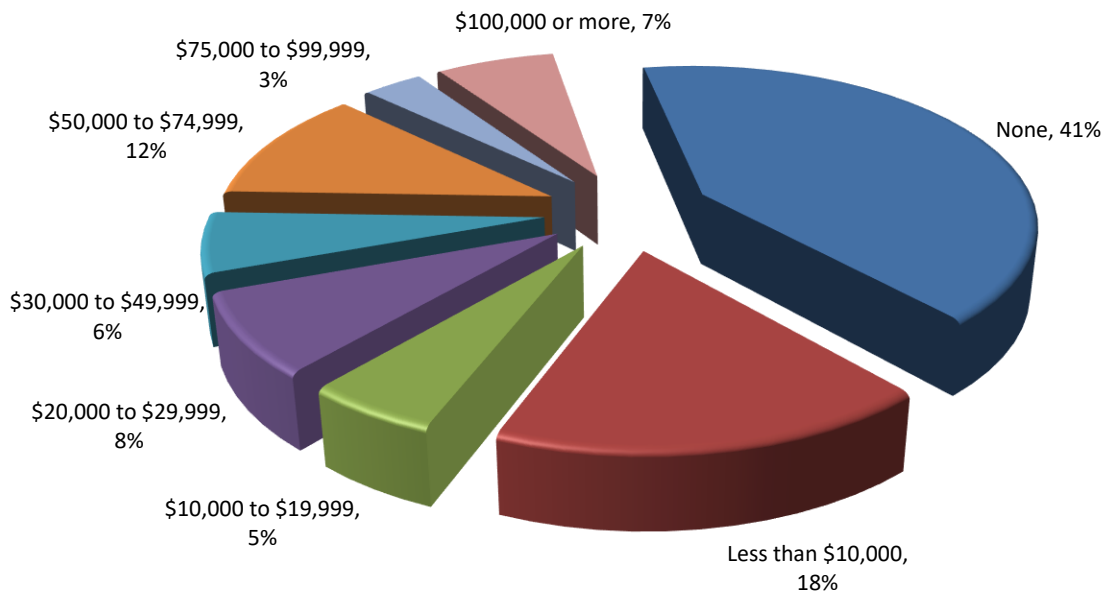


*includes undergraduate expenses reported by current graduate students.

Paying for Education (continued)

On average, students earning an undergraduate degree have approximately \$19,900 in education-related debt and those earning a graduate degree have approximately \$26,400 in education related debt (compared to \$17,250 and \$32,700, respectively, in 2021). Overall, one-half of respondents (59%) owe less than \$10,000, while over one-fifth (22%) owe \$50,000 or more.

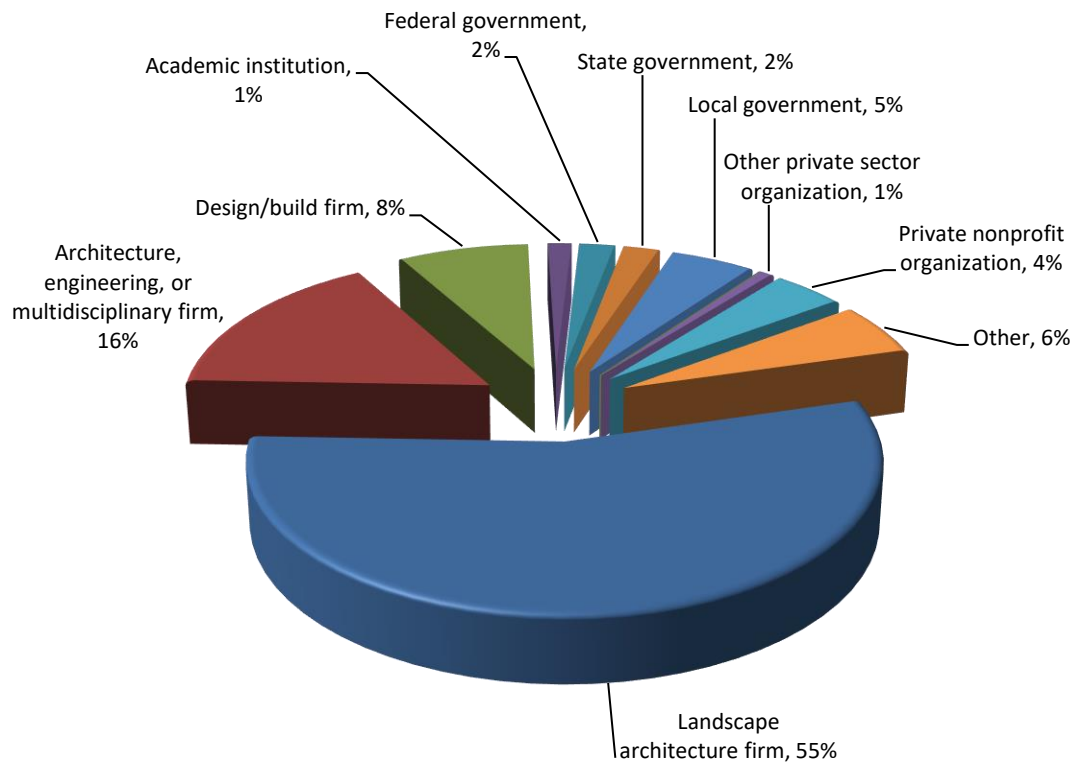
What is your current education-related debt?



Desired Type of Employer

A little over one-half of respondents (55%) indicate that they are primarily interested in seeking employment in a landscape architecture firm. This is down from 64% the previous year.

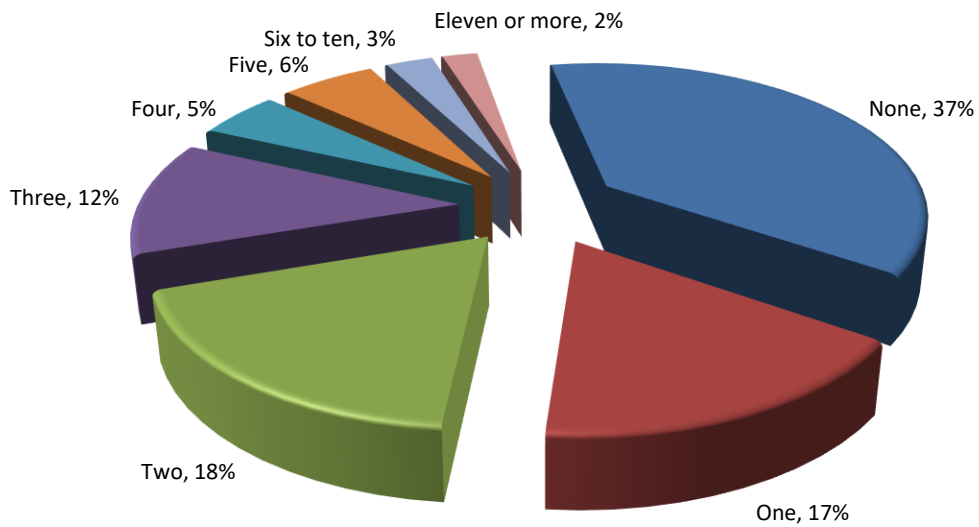
Which of the following employment sectors is your primary interest?



Job Interviews

Close to two-thirds of respondents (63%) had at least one job interview during their final semester in school. This increased from 51% in 2020.

How many job interviews did you have during your final semester in school?

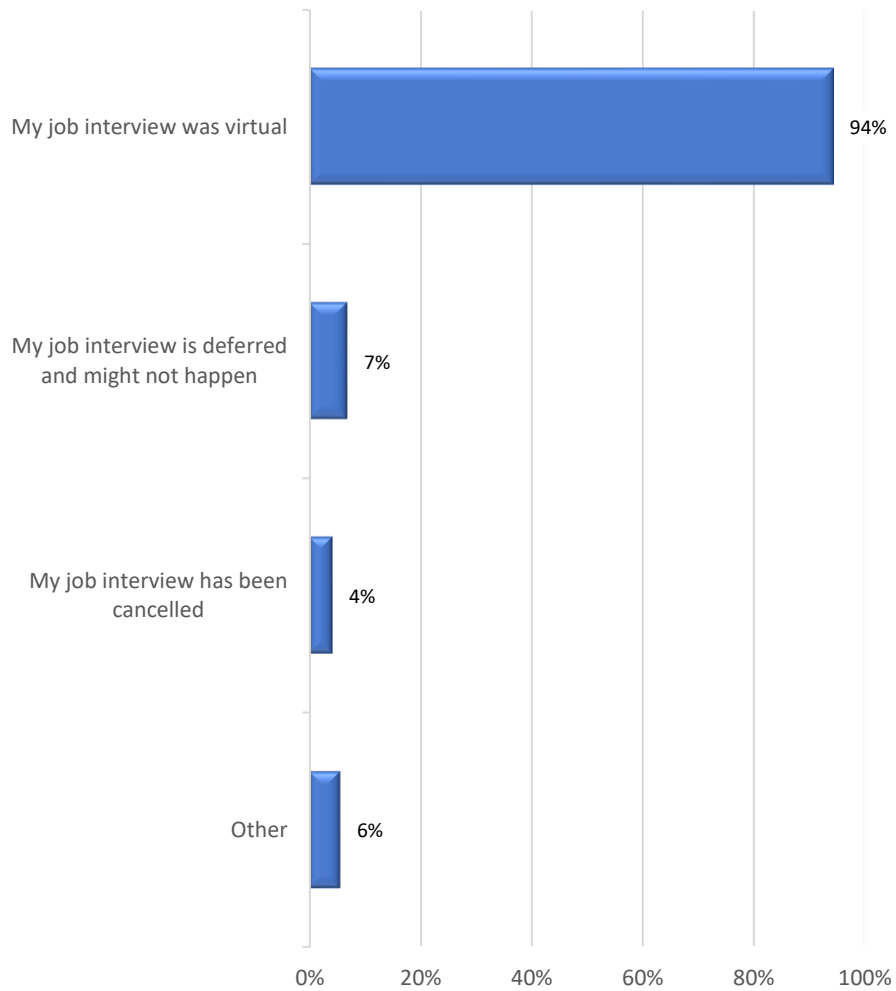


Close to three-quarters of respondents (73%) indicate that the interview(s) went as expected. Their comments about the interview process can be found starting on page 62 and their explanations of how their interview(s) differed from what the expected can be found starting on page 65.

Impact of COVID-19 On Interview Process

More than one-half of respondents (53%) indicate that COVID-19 has affected the job interview process, the same percentage as in 2020. Nearly all of these respondents (94%) indicate that their job interview was virtual.

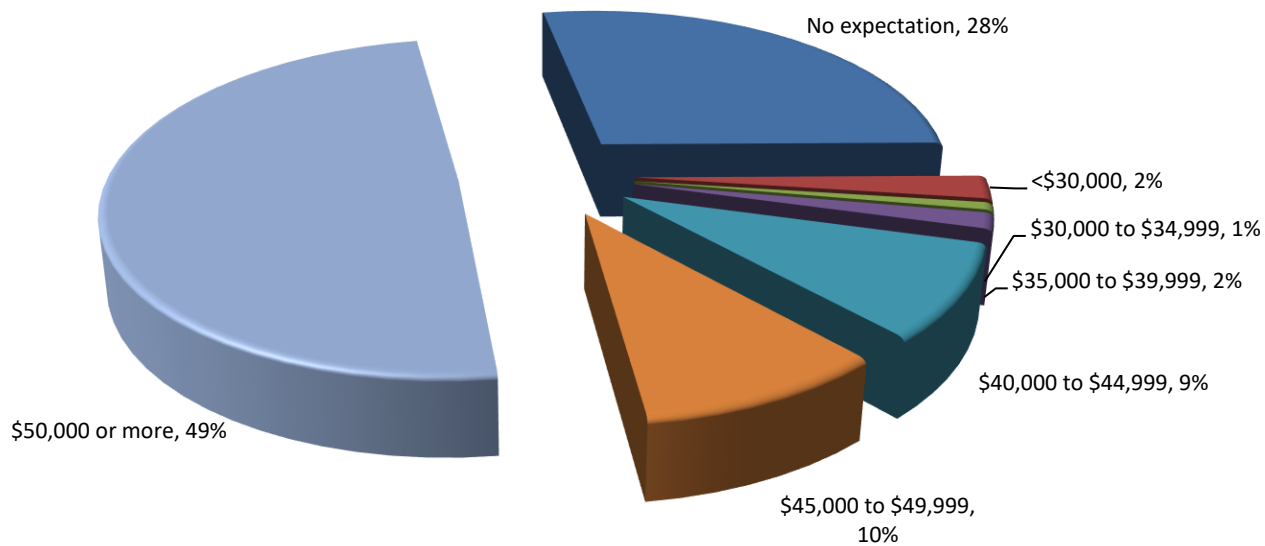
How did it affect the process?



Salary Expectations

Respondents who are looking for a job (or have already found one) expect(ed) an average salary of approximately \$53,200. Undergraduate students expect(ed) \$52,200 and graduate students expect(ed) \$54,300. This year's salary expectation overall was up \$200 from 2020.

What salary expectation do you have?



Salary Expectations (continued)

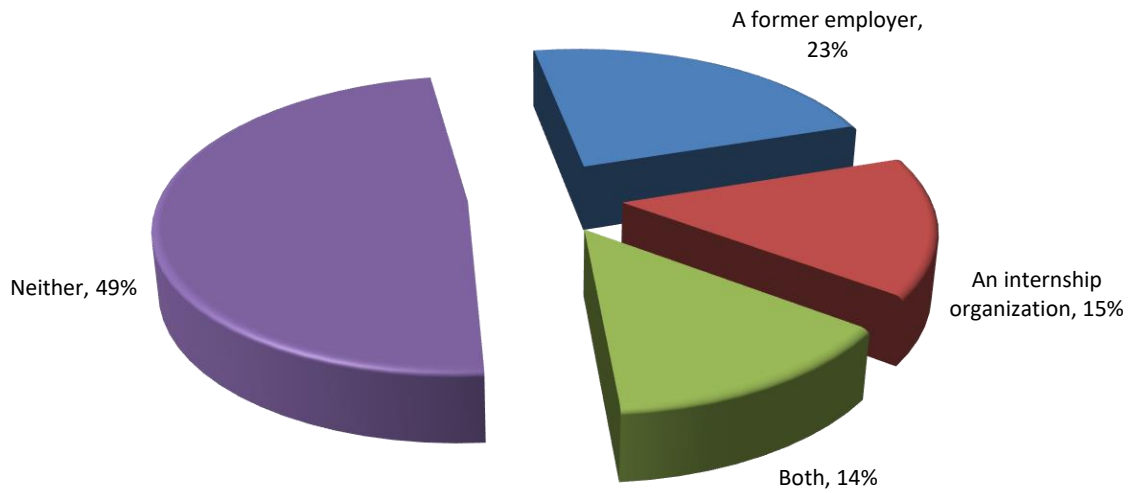
COMPARISON WITH PREVIOUS YEARS
(AVERAGE SALARY - 000's)

	Total	Undergraduate Students	Graduate Students
2021	\$53	\$52	\$54
2020	53	49	56
2019	52	50	54
2018	49	47	51
2017	49	45	52
2016	46	44	48
2015	47	44	50
2014	48	46	49
2013	43	42	44
2012	43	37	48
2011	44	39	48
2010	44	39	47
2009	44	42	46
2008	43	41	46
2007	42	40	45
2006	41	39	44
2005	38	37	42
2004	36	35	38
2003	34	33	38
2002	29	28	35
2001	31	31	35
2000	31	31	34
1999	30	28	33

Employment Prospects

Just over one-quarter of respondents (23%) have or had reasonable employment prospects with a former employer, while 15% have/had prospects with an internship organization, and 14% have/had prospects with both.

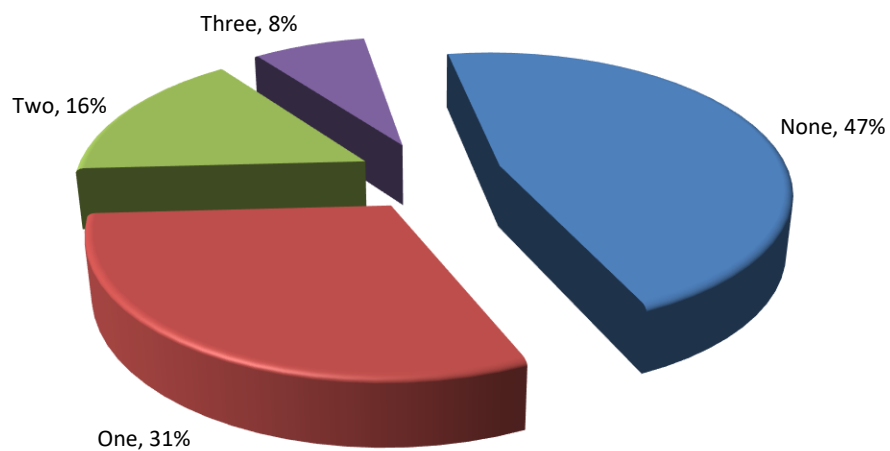
Do/did you have reasonable employment prospects with ...



Number of Job Offers

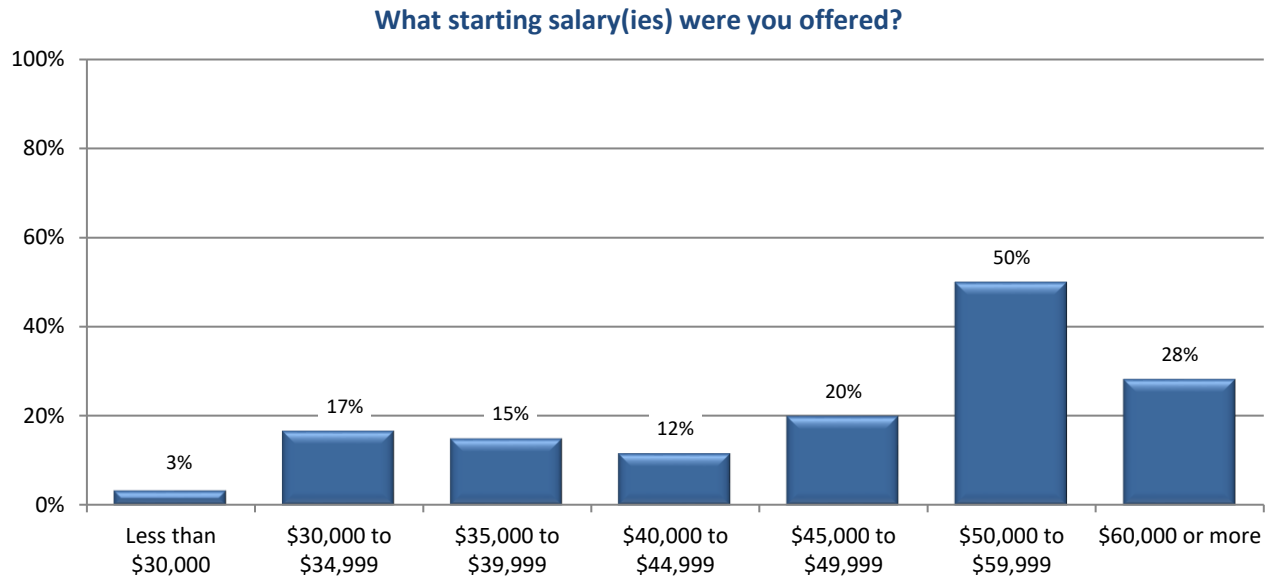
Just over one-half of respondents (54%) report having received at least one job offer at the time they completed the questionnaire, up from 37% in 2020.

How many job offers have you had to date?



Starting Salary Offered

Respondents who have had one or more job offers indicate that the average starting salary offered to them was approximately \$50,800, an increase of \$600 from the previous year.



Starting Salary Offered (continued)

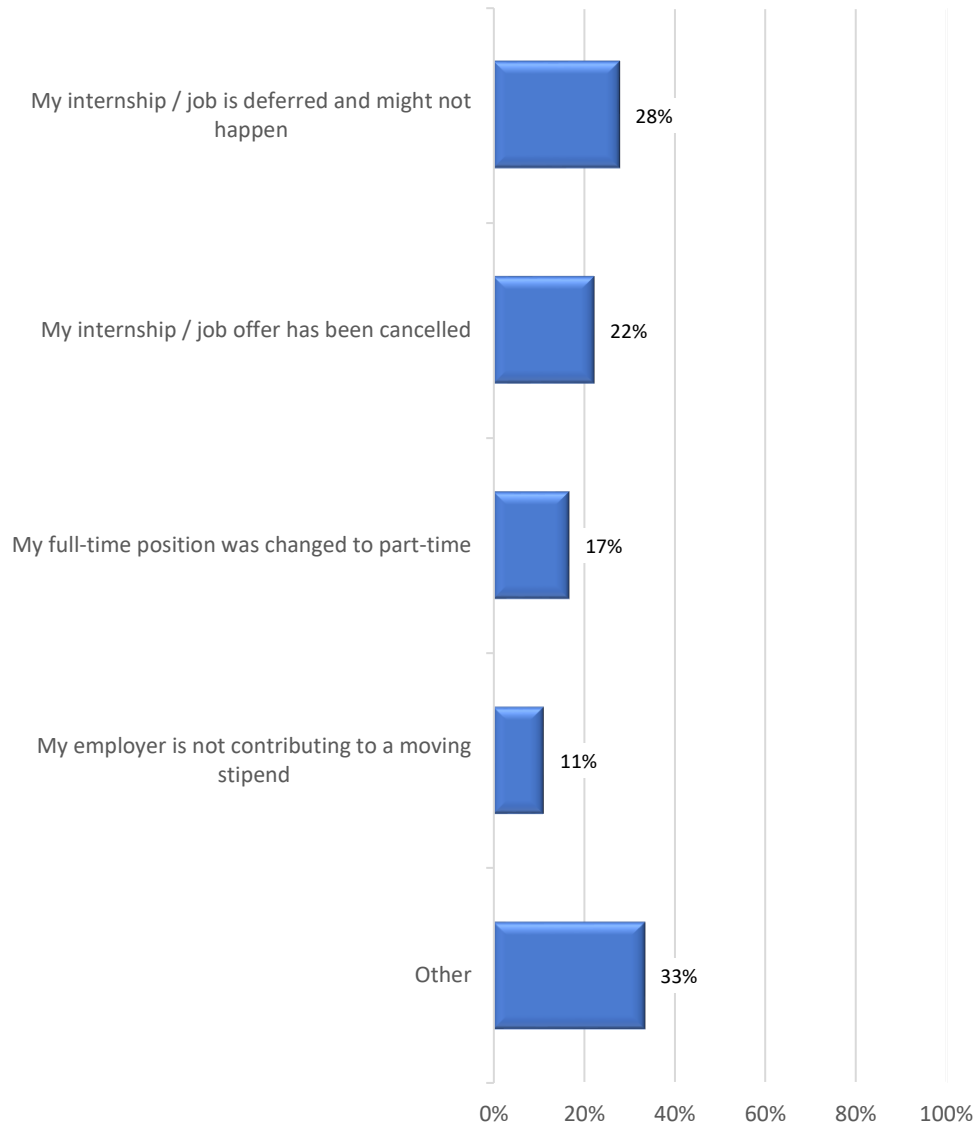
AVERAGE SALARY OFFERED

Year	Salary	Change from previous year
2021	\$50,800	1.2%
2020	\$50,200	2.0%
2019	\$49,200	2.1%
2018	\$48,200	9.0%
2017	\$44,200	1.4%
2016	\$43,600	1.6%
2015	\$42,900	7.8%
2014	\$39,800	0.0%
2013	\$39,800	6.4%
2012	\$37,400	-4.3%
2011	\$39,100	4.8%
2010	\$37,300	5.7%
2009	\$35,300	-13.9%
2008	\$41,000	1.7%
2007	\$40,300	2.5%
2006	\$39,300	10.1%
2005	\$35,700	3.8%
2004	\$34,400	5.2%
2003	\$32,700	0.6%
2002	\$32,500	0.3%
2001	\$32,400	1.9%
2000	\$31,800	12.8%
1999	\$28,200	

Impact of COVID-19 On Job Offers

Only a small number of respondents (15%) indicate that COVID-19 has impacted job offers, compared to 49% in 2020.

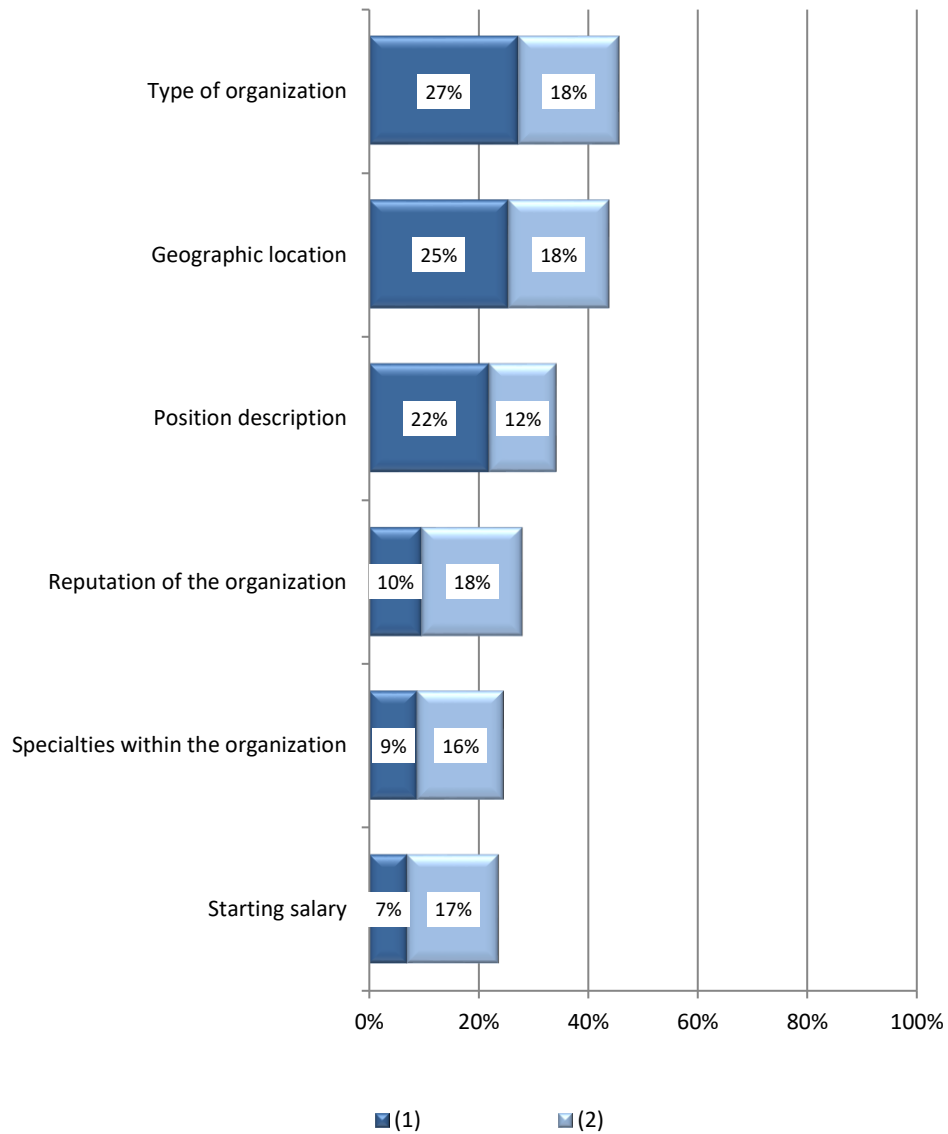
What was the impact?



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 '1' or '2'. Respondents indicated that type of organization and geographic location were the most important factors to them.

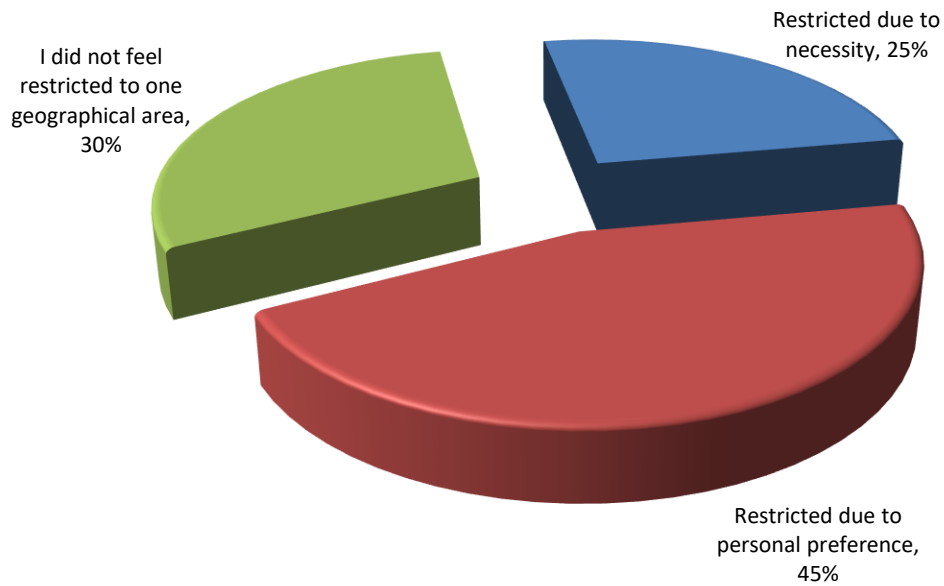
Please put the following attributes in rank order based on their importance to you in selecting a job



Geographical Restrictions

In their job search, over two-thirds of respondents (70%) indicate that they feel/felt restricted to one geographical area for reasons of personal preference (45%) or necessity (25%). The total decreased just slightly (2%) from the previous year.

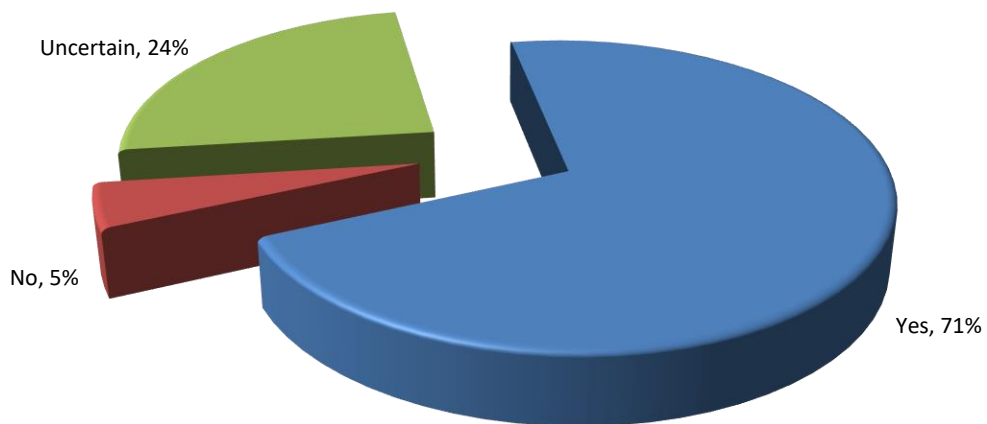
In your job search, do/did you feel restricted to one geographical area for reasons of necessity or personal preference?



State Licensure

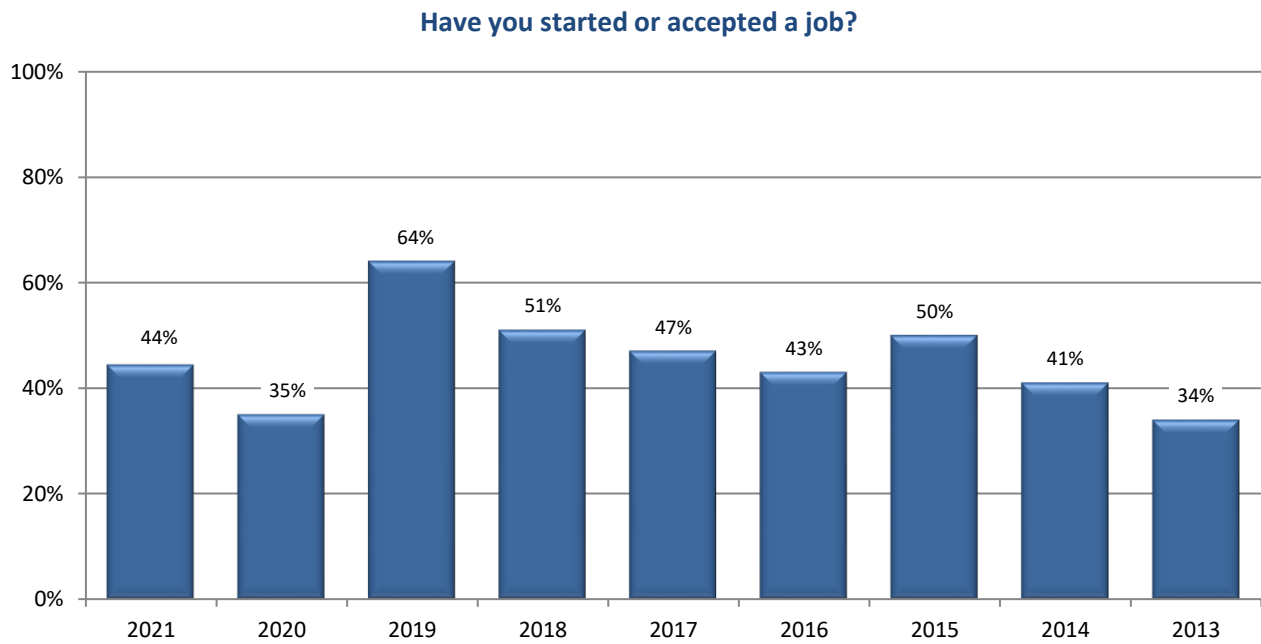
Over two-thirds of respondents (71%) indicate that they intend to seek state licensure as a Landscape Architect, a decrease of 6% from 2020.

Do you intend to seek state licensure as a Landscape Architect?



New Hires

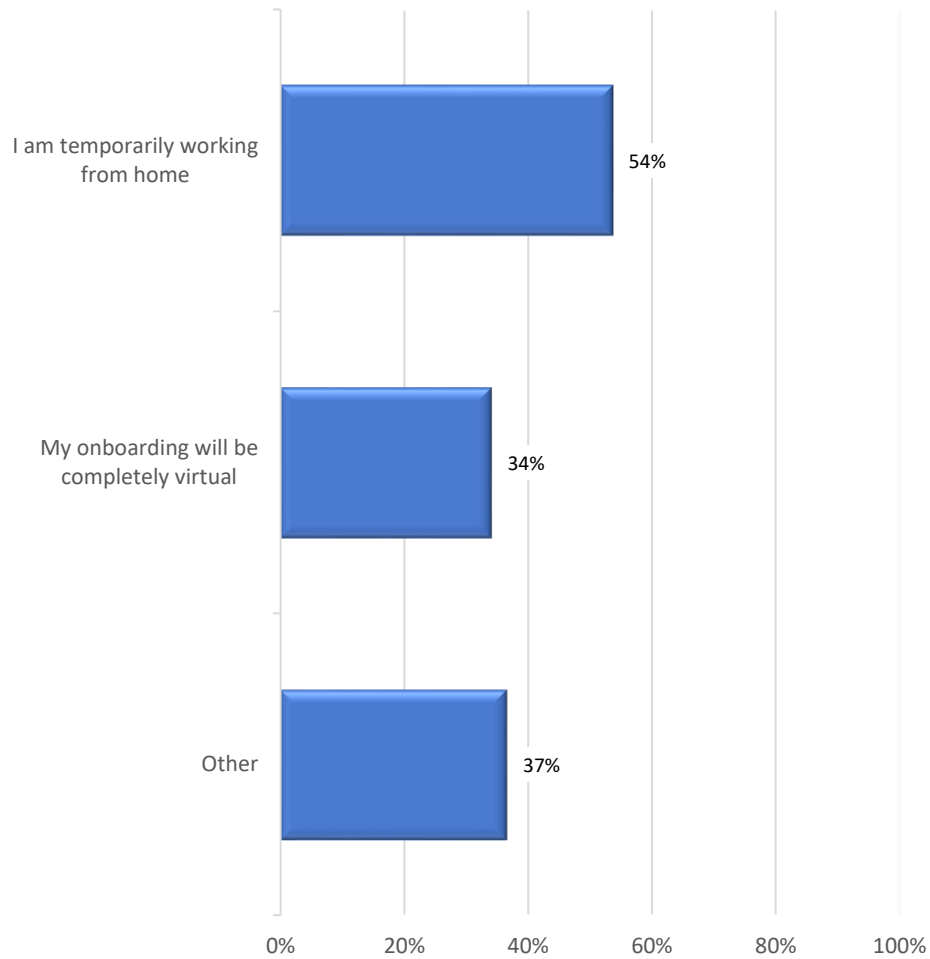
A total of 56 respondents (44%) have started or accepted a job, up from 35% in 2020.



Impact of COVID-19 On Start of Job

Over one-half of respondents (54%) who have accepted or started a job indicate that they are temporarily working from home, similar to the percentage in the previous year.

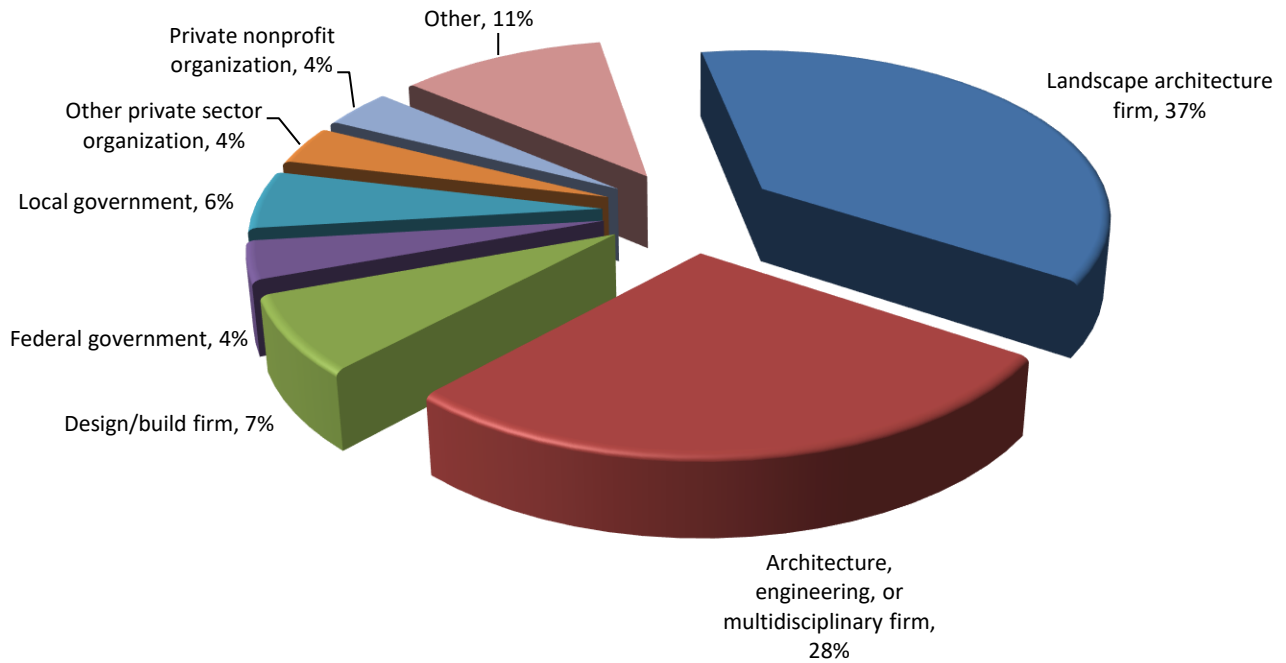
How has COVID-19 affected the start of your job?



Type of Employer - respondents who have started or accepted a job

Over one-third (37%) of those respondents who have started or accepted a job describe their new employer as a landscape architecture firm (compared to 51% in 2020), while another 28% are employed by an architecture, engineering or multidisciplinary firm and 7% are employed by a design/build firm.

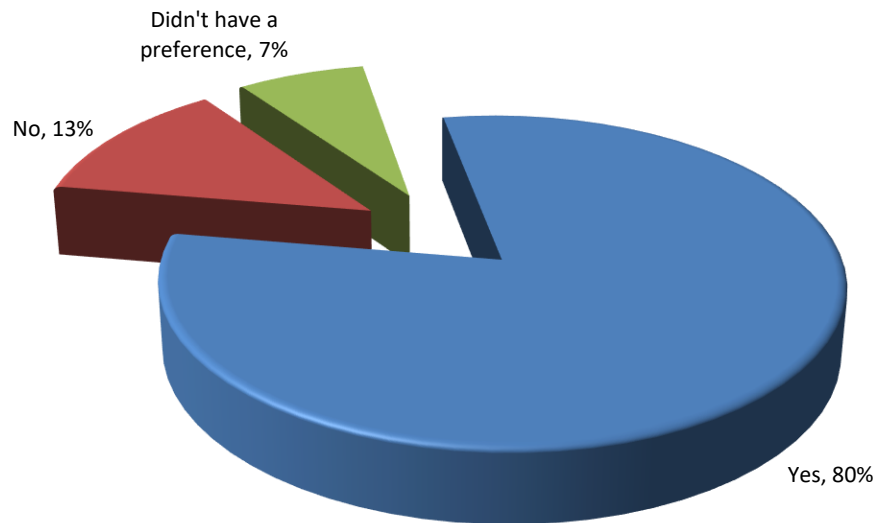
Which of the following best describes your employer?



Preferred Employer Type - respondents who have started or accepted a job

Four-fifths (80%) of respondents who have accepted a job indicate that it is with their preferred type of employer, an increase of 15% from the previous year.

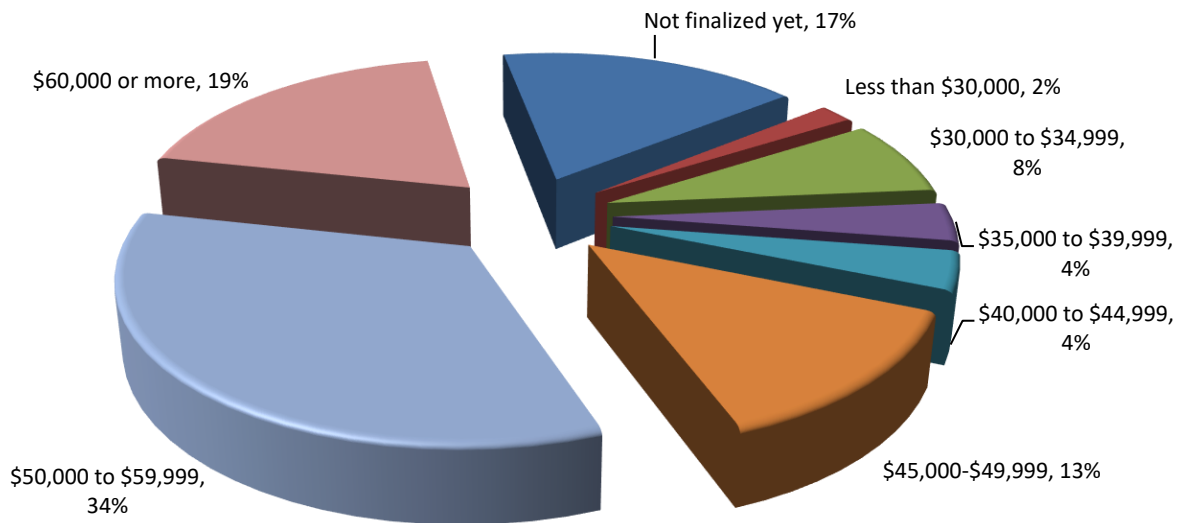
Is this your preferred type of employer?



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 \$52,600, an increase of \$1,600 from 2020. Undergraduate students report an average starting salary of approximately \$47,400 and graduate students report an average starting salary of approximately \$57,800.

What is your starting salary?



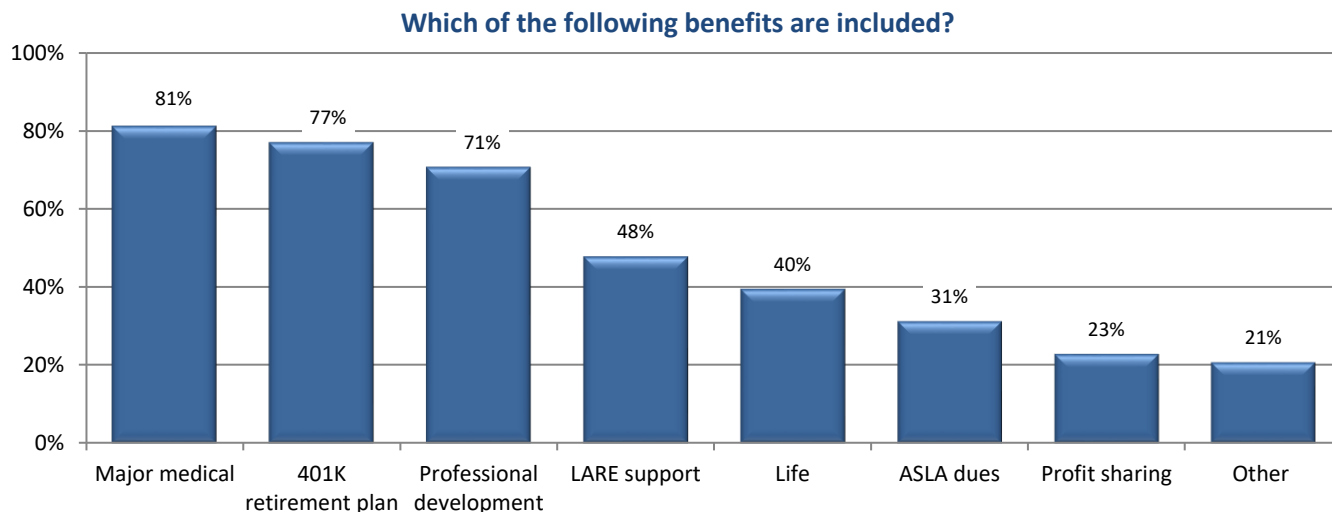
Starting Salary - respondents who have started or accepted a job (continued)

COMPARISON WITH PREVIOUS YEARS
(AVERAGE SALARY - 000's)

	Total		Undergraduate Students		Graduate Students	
	\$ (000's)	Change	\$ (000's)	Change	\$ (000's)	Change
2021	\$53	3.9%	\$47	-6.0%	\$58	11.5%
2020	51	2.0%	50	2.0%	52	2.0%
2019	50	2.0%	49	0.0%	51	4.1%
2018	49	8.9%	49	19.5%	49	4.3%
2017	45	0.0%	41	-2.4%	47	-2.1%
2016	45	2.3%	42	2.4%	48	2.1%
2015	44	10.0%	41	10.8%	47	9.3%
2014	40	-2.4%	37	0.0%	43	-6.5%
2013	41	0.0%	37	0.0%	46	-2.1%
2012	41	-2.4%	37	-5.1%	47	2.2%
2011	42	2.4%	39	14.7%	46	4.5%
2010	41	7.9%	34	-2.9%	44	7.3%
2009	38	-7.3%	35	-12.5%	41	-6.8%
2008	41	0.0%	40	0.0%	44	-2.2%
2007	41	2.5%	40	5.3%	45	2.3%
2006	40	8.1%	38	5.6%	44	10.0%
2005	37	5.7%	36	5.9%	40	8.1%
2004	35	0.0%	34	0.0%	37	-9.8%
2003	35	6.1%	34	6.3%	41	7.9%
2002	33	0.0%	32	0.0%	38	5.6%
2001	33	0.0%	32	3.2%	36	-7.7%
2000	33	13.8%	31	10.7%	39	18.2%
1999	29		28		33	

Benefits - respondents who have started or accepted a job

Respondents indicate they will receive a variety of benefits in their new job. More than half will receive major medical insurance (81%), a 401k retirement plan (77%), and professional development (71%).



Benefits - respondents who have started or accepted a job (continued)

Comparison with Previous Years

	Major Medical	401K Retirement Plan	Professional Development ⁽¹⁾	LARE Support ⁽²⁾	Life Insurance	ASLA Dues ⁽³⁾	Profit Sharing	Other
2021	81%	77%	71%	48%	40%	31%	23%	21%
2020	89%	73%	64%	56%	47%	26%	16%	9%
2019	89%	81%	68%	51%	52%	30%	26%	6%
2018	81%	74%	74%	52%	46%	33%	35%	7%
2017	84%	66%		49%	36%	36%	23%	14%
2016	93%	67%			51%	29%	31%	15%
2015	82%	72%			53%	24%	32%	27%
2014	95%	83%			46%	27%	36%	19%
2013	88%	63%			54%	27%	36%	23%
2012	54%	45%			23%	13%	13%	20%
2011	59%	40%			30%	19%	11%	13%
2010	57%	40%			34%	31%	14%	11%
2009	44%	33%			22%	20%	16%	16%
2008	86%	75%			55%	42%	49%	27%
2007	82%	73%			50%	50%	42%	22%
2006	84%	73%			48%	39%	36%	26%
2005	89%	75%			52%	44%	47%	25%
2004	83%	68%			49%	29%	34%	17%
2003	81%	64%			38%	25%	31%	23%
2002	79%	70%			36%	24%	41%	19%
2001	87%	75%			44%	31%	44%	16%
2000	79%	63%			38%	24%	37%	20%
1999	88%	70%			54%	36%	46%	28%

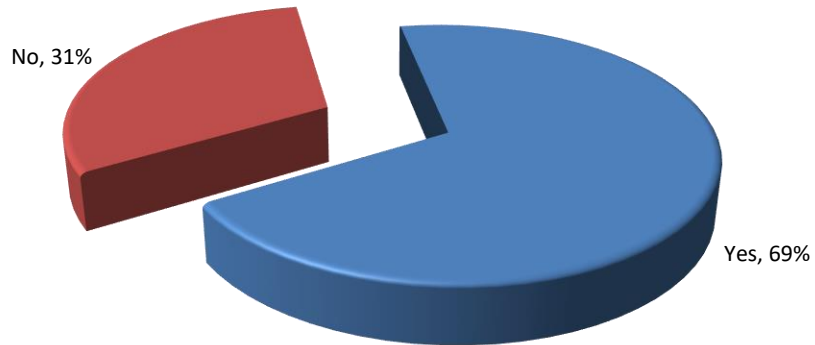
(1) new category for 2018; (2) new category for 2017; (3) prior to 2017 Association Dues

Location - respondents who have started or accepted a job

Respondents indicate that they will be working throughout the U.S., with the largest concentrations being in California (13%), Massachusetts (11%), Washington (8%), and Minnesota and Texas (6% each).

Over two-thirds of respondents (69%) indicate that they will be working in their preferred region, down from 80% in 2020.

Is this your preferred location?



Expectations vs. Reality - respondents who have started or accepted a job

The following table compares students' preferences and expectations prior to finding a job with the experience of those who have accepted jobs. Fewer students accepted jobs with LA firms and more students accepted jobs with allied firms compared to their expressed preferences. Average salaries for undergraduates were 9% lower than expected, while average salaries for graduates were 6% higher than expected.

	Preference during job search	Actual job accepted
Landscape architecture firm	55%	37%
Architecture, engineering, or multidisciplinary firm	16%	28%
Design/build firm	8%	7%
Academic institution	1%	0%
Federal government	2%	4%
State government	2%	0%
Local government	5%	6%
Campus planning office	0%	0%
Supplier/manufacturer	0%	0%
Other private sector organization	1%	4%
Private nonprofit organization	4%	4%
Other	6%	11%

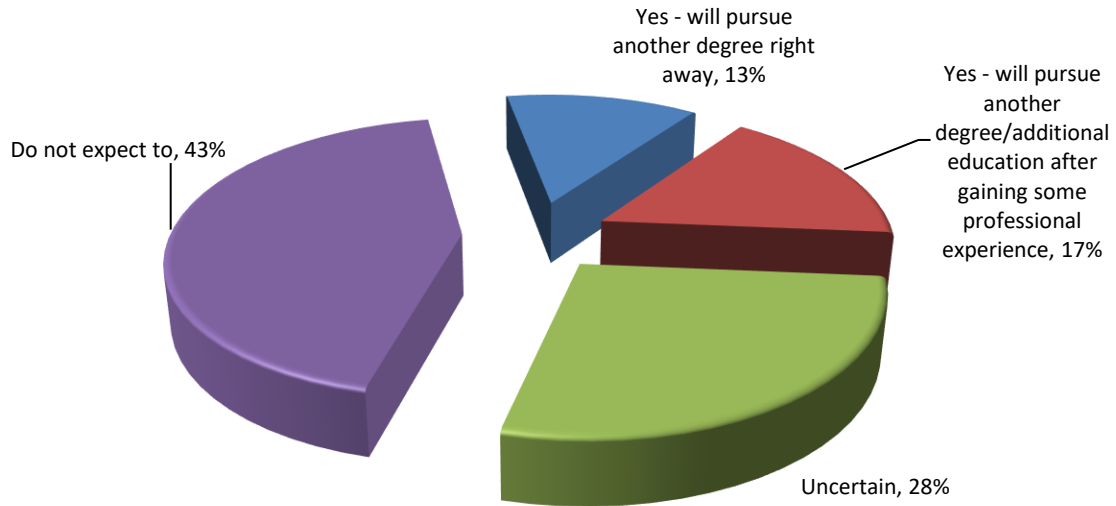
AVERAGE SALARY

All respondents	\$53,200	\$52,600
Undergraduate students	\$52,200	\$47,400
Graduate students	\$54,300	\$57,800

Additional Schooling

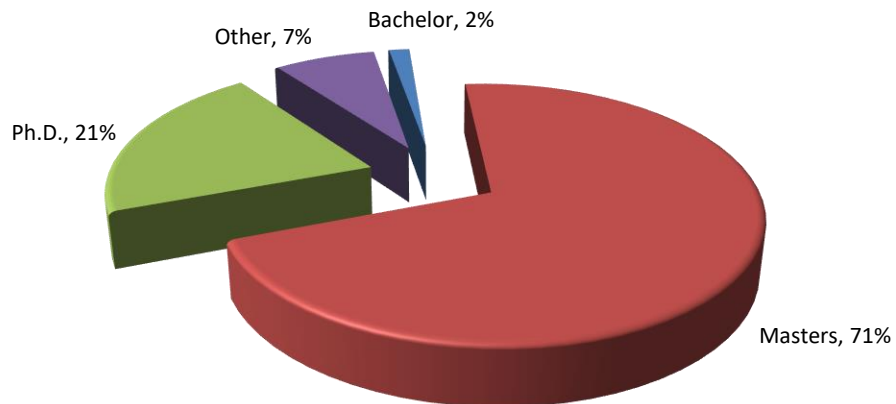
Just under one-fifth of respondents (17%) anticipate pursuing another degree or additional education after some professional experience, while 28% may do so at some later point (uncertain), and 13% intend to do so right away.

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



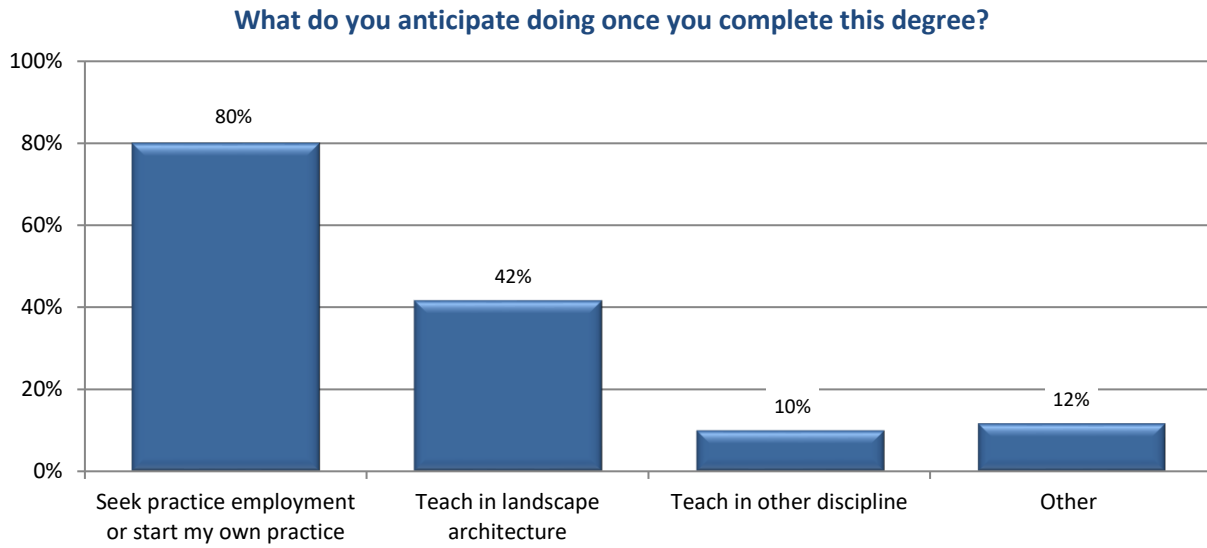
Of the respondents who are planning to pursue another degree, more than two-thirds (71%) indicate that it will be a Masters, while 21% will pursue a Ph.D., and 2% will pursue an additional Bachelor's Degree. Most respondents plan to pursue advanced degrees in landscape architecture or related areas.

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



After Completing Degree

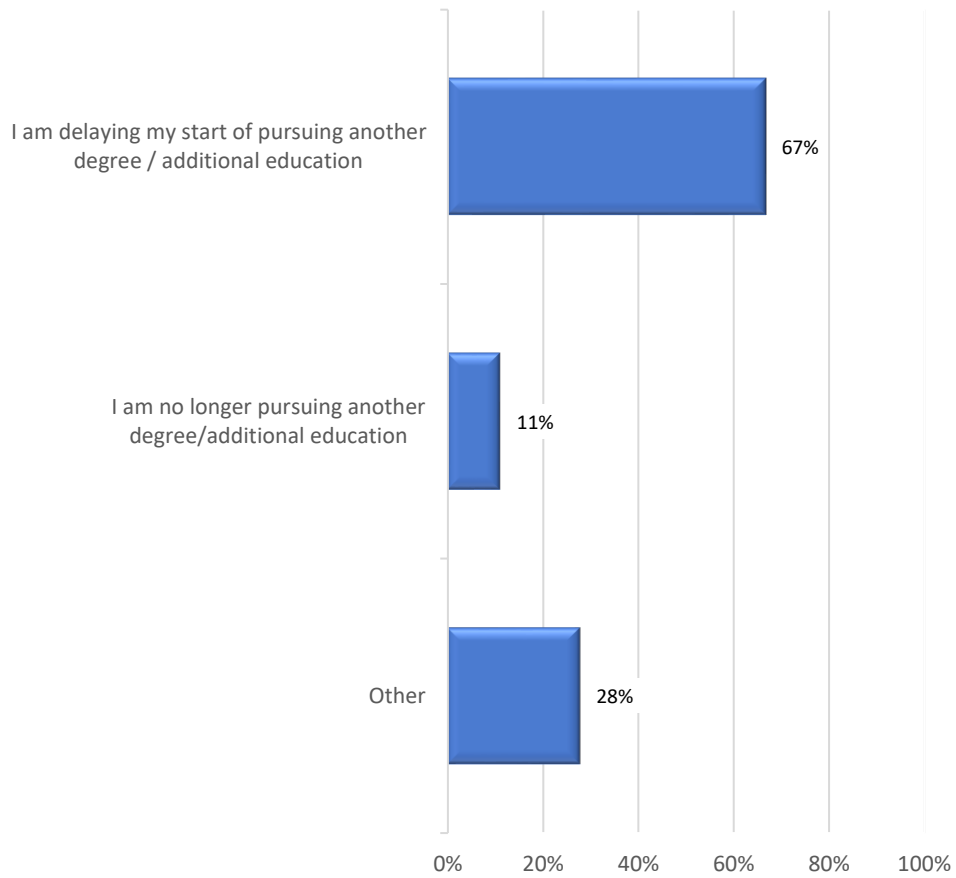
Of those respondents who plan to pursue another degree, four-fifths (80%) will then either seek practice employment or else start their own practice, while 42% plan to teach in the landscape architecture field.



Impact of COVID-19 On Future Education Plans

Approximately one-in-six respondents (15%) indicate that COVID-19 impacted their plans to pursue additional education. Two-thirds (67%) of these respondents indicate that it delayed their plans to pursue another degree or additional education.

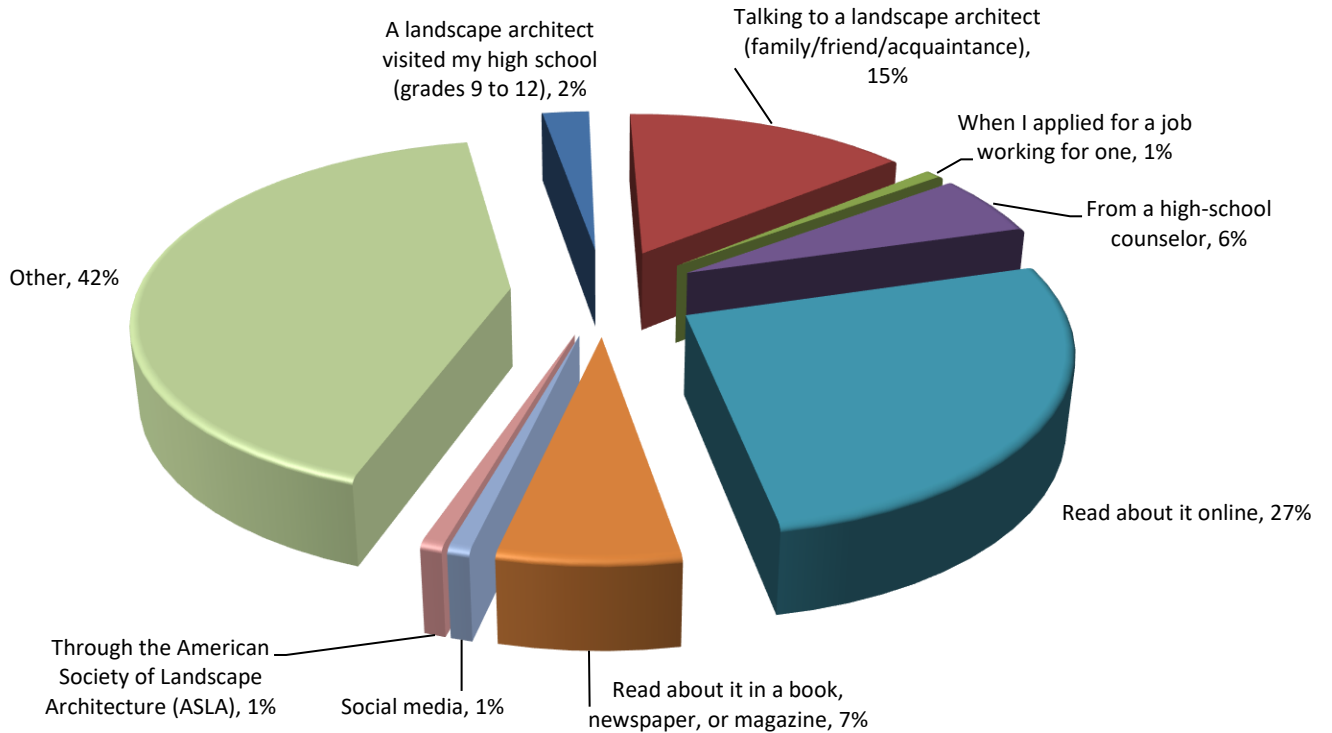
How did COVID-19 impact your plans?



Learning About Landscape Architecture Profession

Respondents were most likely to have first learned about the field of landscape architecture from reading about it online (27%) or talking to a landscape architect (15%)

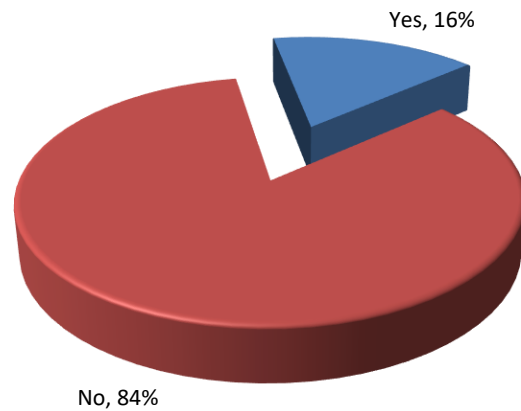
How did you first learn about landscape architecture?



Sharing the Profession

One-in-seven respondents (16%) indicated that they visited an elementary, middle, or high school to talk about the profession while they were in school.

While you were studying landscape architecture, did you visit an elementary, middle, or high school to talk about the profession?

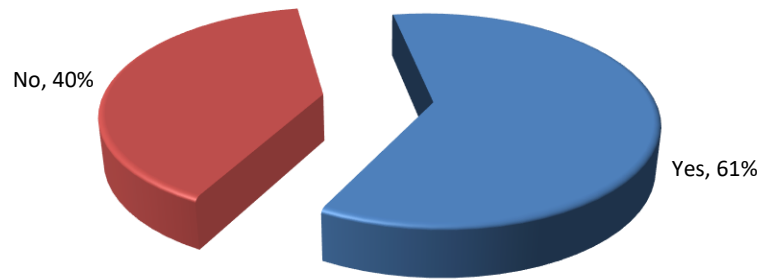


More than one-half of these respondents (55%) made two or more visits. Of respondents who made visits, 70% visited high schools, 25% middle schools, and 20% elementary schools.

Community Engagement

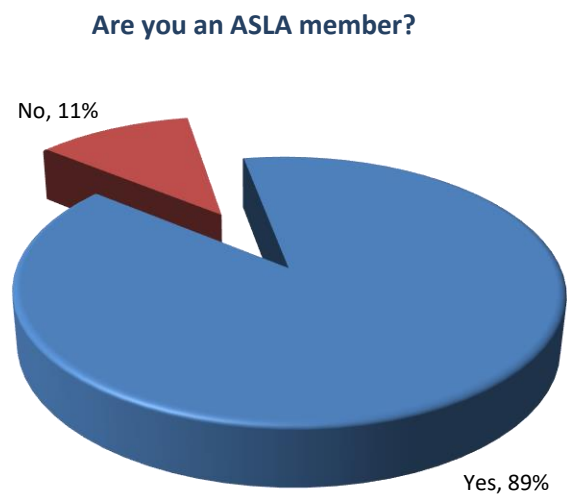
Three-in-five respondents (61%) indicate that their landscape architecture program offered the opportunity for community engagement and/or design charrettes. A list of these activities can be found starting on page 107.

While you were studying landscape architecture, did your program curriculum offer the opportunity for community engagement and/or community design charrettes?



Membership in ASLA

A majority of respondents (89%) indicate that they are members of ASLA.



1. What is your age?

N=123	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	123 100.0%	37 30.1%	84 68.3%	67 54.5%	56 45.5%	65 52.8%	56 45.5%
21	9 7.3%	2 5.4%	7 8.3%	9 13.4%	0 0.0%	9 13.8%	0 0.0%
22	26 21.1%	4 10.8%	21 25.0%	26 38.8%	0 0.0%	26 40.0%	0 0.0%
23	11 8.9%	5 13.5%	6 7.1%	10 14.9%	1 1.8%	11 16.9%	0 0.0%
24	7 5.7%	1 2.7%	6 7.1%	3 4.5%	4 7.1%	7 10.8%	0 0.0%
25	12 9.8%	4 10.8%	7 8.3%	5 7.5%	7 12.5%	12 18.5%	0 0.0%
26 to 30	31 25.2%	12 32.4%	19 22.6%	5 7.5%	26 46.4%	0 0.0%	31 55.4%
31 to 40	18 14.6%	6 16.2%	12 14.3%	6 9.0%	12 21.4%	0 0.0%	18 32.1%
41 to 50	3 2.4%	1 2.7%	2 2.4%	0 0.0%	3 5.4%	0 0.0%	3 5.4%
51 and older	3 2.4%	1 2.7%	2 2.4%	0 0.0%	3 5.4%	0 0.0%	3 5.4%
Average (mean)	27.1	26.9	27.3	24.0	30.9	22.8	32.8

2. What is your race?

N=150	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	150 100.0%	41 27.3%	104 69.3%	78 52.0%	72 48.0%	64 42.7%	55 36.7%
African American	1 0.7%	0 0.0%	1 1.0%	0 0.0%	1 1.4%	0 0.0%	1 1.8%
American Indian/Alaskan Native	2 1.3%	2 4.9%	0 0.0%	2 2.6%	0 0.0%	1 1.6%	0 0.0%
Asian/Pacific Islander	29 19.3%	6 14.6%	21 20.2%	15 19.2%	14 19.4%	14 21.9%	9 16.4%
Caucasian	103 68.7%	29 70.7%	73 70.2%	50 64.1%	53 73.6%	45 70.3%	40 72.7%
Hispanic/Latinx	16 10.7%	4 9.8%	11 10.6%	13 16.7%	3 4.2%	4 6.3%	5 9.1%
Other, including multi-ethnic	11 7.3%	4 9.8%	4 3.8%	4 5.1%	7 9.7%	3 4.7%	2 3.6%

3. What is your gender?

N=152	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	152 100.0%	41 27.0%	106 69.7%	80 52.6%	72 47.4%	65 42.8%	56 36.8%
Male	41 27.0%	41 100.0%	0 0.0%	18 22.5%	23 31.9%	16 24.6%	20 35.7%
Female	106 69.7%	0 0.0%	106 100.0%	60 75.0%	46 63.9%	47 72.3%	36 64.3%
Other	5 3.3%	0 0.0%	0 0.0%	2 2.5%	3 4.2%	2 3.1%	0 0.0%

4a. Which of the following best describes your current status?

N=154	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	154 100.0%	41 26.6%	106 68.8%	80 51.9%	74 48.1%	65 42.2%	56 36.4%
Completing (or have just completed) undergraduate program in Landscape Architecture at (please choose school):	80 51.9%	18 43.9%	60 56.6%	80 100.0%	0 0.0%	53 81.5%	12 21.4%
Completing (or have just completed) graduate program in Landscape Architecture at (please choose school):	74 48.1%	23 56.1%	46 43.4%	0 0.0%	74 100.0%	12 18.5%	44 78.6%

4b. Undergraduate school

N=71	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	71 100.0%	16 22.5%	53 74.6%	71 100.0%	0 0.0%	50 70.4%	8 11.3%
Arizona State University	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
California Polytechnic State University, San Luis Obispo	5 7.0%	1 6.3%	3 5.7%	5 7.0%	0 0.0%	5 10.0%	0 0.0%
California State Polytechnic University, Pomona	5 7.0%	2 12.5%	3 5.7%	5 7.0%	0 0.0%	1 2.0%	3 37.5%
Clemson University	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
Colorado State University	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	0 0.0%	0 0.0%
Cornell University	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
Iowa State University	1 1.4%	1 6.3%	0 0.0%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
Jefferson (Philadelphia University and Thomas Jefferson University)	4 5.6%	1 6.3%	3 5.7%	4 5.6%	0 0.0%	4 8.0%	0 0.0%
Louisiana State University	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
Oklahoma State University	2 2.8%	2 12.5%	0 0.0%	2 2.8%	0 0.0%	1 2.0%	0 0.0%
Pennsylvania State University	2 2.8%	0 0.0%	2 3.8%	2 2.8%	0 0.0%	2 4.0%	0 0.0%
Rutgers University	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
State University of New York College of Environmental Science and Forestry	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	0 0.0%	0 0.0%
Temple University	2 2.8%	0 0.0%	2 3.8%	2 2.8%	0 0.0%	0 0.0%	1 12.5%
Texas A&M University	1 1.4%	1 6.3%	0 0.0%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
Universidad Ana G. Mendez	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	0 0.0%	0 0.0%

4b. Undergraduate school

N=71	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	71 100.0%	16 22.5%	53 74.6%	71 100.0%	0 0.0%	50 70.4%	8 11.3%
University of California Davis	2 2.8%	1 6.3%	1 1.9%	2 2.8%	0 0.0%	1 2.0%	0 0.0%
University of Delaware	4 5.6%	2 12.5%	2 3.8%	4 5.6%	0 0.0%	4 8.0%	0 0.0%
University of Georgia	7 9.9%	1 6.3%	6 11.3%	7 9.9%	0 0.0%	3 6.0%	1 12.5%
University of Illinois, Urbana-Champaign	6 8.5%	0 0.0%	6 11.3%	6 8.5%	0 0.0%	6 12.0%	0 0.0%
University of Maryland	2 2.8%	0 0.0%	2 3.8%	2 2.8%	0 0.0%	1 2.0%	0 0.0%
University of Massachusetts	2 2.8%	1 6.3%	1 1.9%	2 2.8%	0 0.0%	0 0.0%	0 0.0%
University of Nebraska	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
University of Nevada	3 4.2%	0 0.0%	3 5.7%	3 4.2%	0 0.0%	0 0.0%	3 37.5%
University of Oregon	1 1.4%	0 0.0%	1 1.9%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
University of Rhode Island	7 9.9%	2 12.5%	5 9.4%	7 9.9%	0 0.0%	7 14.0%	0 0.0%
University of Washington	1 1.4%	1 6.3%	0 0.0%	1 1.4%	0 0.0%	1 2.0%	0 0.0%
Utah State University	3 4.2%	0 0.0%	2 3.8%	3 4.2%	0 0.0%	3 6.0%	0 0.0%
West Virginia University	2 2.8%	0 0.0%	2 3.8%	2 2.8%	0 0.0%	2 4.0%	0 0.0%

4c. Did you earn an associate's degree at a community college before transferring into an accredited landscape architecture program?

N=79	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	79 100.0%	17 21.5%	60 75.9%	79 100.0%	0 0.0%	53 67.1%	12 15.2%
Yes	10 12.7%	2 11.8%	8 13.3%	10 12.7%	0 0.0%	3 5.7%	6 50.0%
No	69 87.3%	15 88.2%	52 86.7%	69 87.3%	0 0.0%	50 94.3%	6 50.0%

4d. Please tell us the name of the community college attended:

- De Anza Community College
- Merritt College (2 mentions)
- Rio Hondo Community College
- Saddleback College
- Victor Valley College
- Wallace Community College (2 mentions)

4e. Graduate school

N=70	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	70 100.0%	23 32.9%	44 62.9%	0 0.0%	70 100.0%	12 17.1%	42 60.0%
Arizona State University	1 1.4%	1 4.3%	0 0.0%	0 0.0%	1 1.4%	0 0.0%	1 2.4%
California State Polytechnic University, Pomona	2 2.9%	1 4.3%	1 2.3%	0 0.0%	2 2.9%	0 0.0%	2 4.8%
City College of New York	2 2.9%	1 4.3%	1 2.3%	0 0.0%	2 2.9%	0 0.0%	2 4.8%
Clemson University	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	0 0.0%
Cornell University	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	1 8.3%	0 0.0%
Florida International University	2 2.9%	2 8.7%	0 0.0%	0 0.0%	2 2.9%	0 0.0%	1 2.4%
Harvard University	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	1 2.4%
Iowa State University	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	1 2.4%
Louisiana State University	1 1.4%	0 0.0%	0 0.0%	0 0.0%	1 1.4%	0 0.0%	0 0.0%
Pennsylvania State University	2 2.9%	0 0.0%	2 4.5%	0 0.0%	2 2.9%	1 8.3%	1 2.4%
State University of New York College of Environmental Science and Forestry	2 2.9%	0 0.0%	1 2.3%	0 0.0%	2 2.9%	0 0.0%	1 2.4%
Temple University	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	0 0.0%
Texas A&M University	1 1.4%	1 4.3%	0 0.0%	0 0.0%	1 1.4%	0 0.0%	1 2.4%
University of Arizona	2 2.9%	2 8.7%	0 0.0%	0 0.0%	2 2.9%	0 0.0%	2 4.8%
University of California - Berkeley	8 11.4%	1 4.3%	7 15.9%	0 0.0%	8 11.4%	2 16.7%	4 9.5%
University of Colorado - Denver	2 2.9%	1 4.3%	1 2.3%	0 0.0%	2 2.9%	1 8.3%	1 2.4%

4e. Graduate school

N=70	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	70 100.0%	23 32.9%	44 62.9%	0 0.0%	70 100.0%	12 17.1%	42 60.0%
University of Georgia	3 4.3%	1 4.3%	2 4.5%	0 0.0%	3 4.3%	1 8.3%	2 4.8%
University of Hawaii	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	1 2.4%
University of Idaho	2 2.9%	0 0.0%	2 4.5%	0 0.0%	2 2.9%	0 0.0%	1 2.4%
University of Illinois - Urbana-Champaign	2 2.9%	1 4.3%	1 2.3%	0 0.0%	2 2.9%	1 8.3%	1 2.4%
University of Massachusetts	2 2.9%	2 8.7%	0 0.0%	0 0.0%	2 2.9%	0 0.0%	2 4.8%
University of Michigan	2 2.9%	0 0.0%	2 4.5%	0 0.0%	2 2.9%	0 0.0%	2 4.8%
University of Minnesota	5 7.1%	3 13.0%	2 4.5%	0 0.0%	5 7.1%	0 0.0%	4 9.5%
University of Oregon	4 5.7%	1 4.3%	2 4.5%	0 0.0%	4 5.7%	1 8.3%	1 2.4%
University of Pennsylvania	2 2.9%	0 0.0%	2 4.5%	0 0.0%	2 2.9%	0 0.0%	1 2.4%
University of Southern California	2 2.9%	2 8.7%	0 0.0%	0 0.0%	2 2.9%	0 0.0%	2 4.8%
University of Texas, Arlington	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	0 0.0%	0 0.0%
University of Texas, Austin	7 10.0%	2 8.7%	5 11.4%	0 0.0%	7 10.0%	1 8.3%	5 11.9%
University of Virginia	1 1.4%	0 0.0%	1 2.3%	0 0.0%	1 1.4%	1 8.3%	0 0.0%
University of Washington	4 5.7%	0 0.0%	4 9.1%	0 0.0%	4 5.7%	0 0.0%	2 4.8%
Washington University	2 2.9%	1 4.3%	1 2.3%	0 0.0%	2 2.9%	2 16.7%	0 0.0%

4f. Undergraduate degree

Agriculture
Anthropology (3 mentions)
Architecture & International Studies
Architecture (8 mentions)
Art history
Biology (2 mentions)
Biology and Chemistry
Botany
Business
City Planning
Civil Engineering
Dental hygiene
Ecology
Engineering
English Literature (3 mentions)
English, Art History
Environmental Design
Environmental Engineering
Environmental Science (3 mentions)
Environmental Studies & Visual Arts
Environmental Studies (3 mentions)
Feminist Studies + Environmental Studies
Fine Art (6 mentions)
Geography
Global Liberal Studies (2 mentions)
Interior Design (2 mentions)
Landscape Architecture (8 mentions)
Landscape Ecology
Neuroscience, Spanish
Plant Science (2 mentions)
Political Science
Psychology
Public Relations
Theatre with an emphasis in set and costume design. I also have an MFA in Theatre- Costume Design
Urban design
Urban Planning

5. What are your plans for the immediate future?

N=149	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	149 100.0%	40 26.8%	104 69.8%	78 52.3%	71 47.7%	65 43.6%	55 36.9%
To work/seek employment	115 77.2%	33 82.5%	77 74.0%	50 64.1%	65 91.5%	43 66.2%	49 89.1%
To pursue additional education	20 13.4%	6 15.0%	14 13.5%	17 21.8%	3 4.2%	13 20.0%	3 5.5%
Undecided	8 5.4%	0 0.0%	8 7.7%	6 7.7%	2 2.8%	4 6.2%	2 3.6%
Travel	6 4.0%	1 2.5%	5 4.8%	5 6.4%	1 1.4%	5 7.7%	1 1.8%

5b. Did COVID-19 affect your plans for the immediate future?

N=149	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	149 100.0%	40 26.8%	104 69.8%	78 52.3%	71 47.7%	65 43.6%	55 36.9%
Yes	51 34.2%	14 35.0%	37 35.6%	29 37.2%	22 31.0%	22 33.8%	18 32.7%
No	98 65.8%	26 65.0%	67 64.4%	49 62.8%	49 69.0%	43 66.2%	37 67.3%

5c. How did it affect your plans?

N=50	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	50 100.0%	14 28.0%	36 72.0%	29 58.0%	21 42.0%	22 44.0%	17 34.0%
My internship / job has been cancelled	7 14.0%	2 14.3%	5 13.9%	5 17.2%	2 9.5%	1 4.5%	3 17.6%
My internship / job is deferred and might not happen	4 8.0%	1 7.1%	3 8.3%	3 10.3%	1 4.8%	1 4.5%	2 11.8%
My internship / job search has become more challenging	37 74.0%	10 71.4%	27 75.0%	21 72.4%	16 76.2%	14 63.6%	13 76.5%
I plan to pursue a job in an allied profession or other job sector	7 14.0%	1 7.1%	6 16.7%	4 13.8%	3 14.3%	4 18.2%	1 5.9%
I plan to pursue another degree / additional education if I cannot find a job	7 14.0%	1 7.1%	6 16.7%	6 20.7%	1 4.8%	2 9.1%	3 17.6%
Other	11 22.0%	4 28.6%	7 19.4%	6 20.7%	5 23.8%	6 27.3%	3 17.6%

5c. How did it affect your plans?

Other answers:

- Affected location of my work.
- Delayed hiring.
- I got a job because I could not afford to continue my education due to Covid.
- I HAD TO RELOCATE DURING THE PANDEMIC DUE TO HOUSING/FAMILY HEALTH CONCERNS. THIS MOVE LIMITED MY OPTIONS FOR SUMMER INTERNSHIPS AND MADE IT DIFFICULT TO BUILD A PROFESSIONAL COMMUNITY DURING THE REST OF MY PROGRAM.
- I wanted to go into a Master's program but, Covid has affected my mental health to a point where I don't want to right now.
- I wanted to pursue traveling but that is not possible at the moment.
- It was hard looking for employment; however, I'm now employed as a landscape designer.
- My place of employment changed.
- The location of where I would like to work has changed.
- Work permit hard to get because of delay due to Covid.

6. How did you pay for your education? - UNDERGRADUATE

N=130	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	130 100.0%	33 25.4%	92 70.8%	78 60.0%	52 40.0%	63 48.5%	40 30.8%
Savings	41 31.5%	17 51.5%	22 23.9%	21 26.9%	20 38.5%	16 25.4%	17 42.5%
Jobs (other than work study) while in school (including vacations)	53 40.8%	15 45.5%	36 39.1%	28 35.9%	25 48.1%	20 31.7%	21 52.5%
Parents/grandparents	84 64.6%	21 63.6%	59 64.1%	44 56.4%	40 76.9%	43 68.3%	21 52.5%
Federal loan programs	46 35.4%	12 36.4%	33 35.9%	33 42.3%	13 25.0%	24 38.1%	14 35.0%
Other loans	19 14.6%	5 15.2%	13 14.1%	11 14.1%	8 15.4%	10 15.9%	5 12.5%
Scholarships	75 57.7%	20 60.6%	51 55.4%	47 60.3%	28 53.8%	36 57.1%	24 60.0%
Employer	1 0.8%	0 0.0%	1 1.1%	1 1.3%	0 0.0%	1 1.6%	0 0.0%
Work study	14 10.8%	2 6.1%	11 12.0%	8 10.3%	6 11.5%	8 12.7%	2 5.0%
Fellowships/Assistantships	7 5.4%	1 3.0%	5 5.4%	2 2.6%	5 9.6%	1 1.6%	3 7.5%
Other	8 6.2%	3 9.1%	4 4.3%	7 9.0%	1 1.9%	5 7.9%	0 0.0%

Other answers:

- Financial Aid/State Grants
- Grants (3 mentions)
- Husband's income
- Loans
- VA vocational rehabilitation

6. How did you pay for your education? - GRADUATE

N=71	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	71 100.0%	23 32.4%	45 63.4%	0 0.0%	71 100.0%	12 16.9%	43 60.6%
Savings	36 50.7%	15 65.2%	18 40.0%	0 0.0%	36 50.7%	4 33.3%	23 53.5%
Jobs (other than work study) while in school (including vacations)	40 56.3%	14 60.9%	24 53.3%	0 0.0%	40 56.3%	4 33.3%	26 60.5%
Parents/grandparents	30 42.3%	6 26.1%	23 51.1%	0 0.0%	30 42.3%	10 83.3%	11 25.6%
Federal loan programs	28 39.4%	12 52.2%	14 31.1%	0 0.0%	28 39.4%	3 25.0%	16 37.2%
Other loans	11 15.5%	3 13.0%	7 15.6%	0 0.0%	11 15.5%	0 0.0%	6 14.0%
Scholarships	36 50.7%	13 56.5%	21 46.7%	0 0.0%	36 50.7%	4 33.3%	24 55.8%
Employer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Work study	16 22.5%	8 34.8%	6 13.3%	0 0.0%	16 22.5%	1 8.3%	10 23.3%
Fellowships/Assistantships	34 47.9%	13 56.5%	19 42.2%	0 0.0%	34 47.9%	3 25.0%	21 48.8%
Other	3 4.2%	0 0.0%	2 4.4%	0 0.0%	3 4.2%	0 0.0%	2 4.7%

Other answers:

- Gifts
- Spouse
- GI Bill for MLA

7. What is your current education-related debt?

N=148	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	148 100.0%	40 27.0%	103 69.6%	77 52.0%	71 48.0%	63 42.6%	55 37.2%
None	61 41.2%	14 35.0%	44 42.7%	29 37.7%	32 45.1%	27 42.9%	24 43.6%
Less than \$10,000	26 17.6%	7 17.5%	19 18.4%	16 20.8%	10 14.1%	12 19.0%	8 14.5%
\$10,000 to \$19,999	8 5.4%	3 7.5%	5 4.9%	7 9.1%	1 1.4%	2 3.2%	2 3.6%
\$20,000 to \$29,999	12 8.1%	4 10.0%	7 6.8%	8 10.4%	4 5.6%	6 9.5%	4 7.3%
\$30,000 to \$49,999	9 6.1%	1 2.5%	8 7.8%	5 6.5%	4 5.6%	5 7.9%	2 3.6%
\$50,000 to \$74,999	17 11.5%	6 15.0%	11 10.7%	6 7.8%	11 15.5%	4 6.3%	9 16.4%
\$75,000 to \$99,999	5 3.4%	1 2.5%	4 3.9%	2 2.6%	3 4.2%	2 3.2%	2 3.6%
\$100,000 or more	10 6.8%	4 10.0%	5 4.9%	4 5.2%	6 8.5%	5 7.9%	4 7.3%
Average (mean) \$	23040.5	27062.5	21383.5	19935.1	26408.5	21666.7	25227.3

8. Which of the following employment sectors is your primary interest?

N=142	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	142 100.0%	39 27.5%	100 70.4%	74 52.1%	68 47.9%	63 44.4%	54 38.0%
Landscape architecture firm	78 54.9%	23 59.0%	54 54.0%	43 58.1%	35 51.5%	36 57.1%	30 55.6%
Architecture, engineering, or multidisciplinary firm	23 16.2%	6 15.4%	17 17.0%	10 13.5%	13 19.1%	10 15.9%	10 18.5%
Design/build firm	11 7.7%	2 5.1%	9 9.0%	9 12.2%	2 2.9%	6 9.5%	4 7.4%
Academic institution	2 1.4%	0 0.0%	2 2.0%	1 1.4%	1 1.5%	0 0.0%	0 0.0%
Federal government	3 2.1%	0 0.0%	2 2.0%	0 0.0%	3 4.4%	0 0.0%	1 1.9%
State government	3 2.1%	1 2.6%	2 2.0%	1 1.4%	2 2.9%	1 1.6%	2 3.7%
Local government	7 4.9%	1 2.6%	5 5.0%	1 1.4%	6 8.8%	2 3.2%	2 3.7%
Campus planning office	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Supplier/manufacturer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Other private sector organization	1 0.7%	1 2.6%	0 0.0%	1 1.4%	0 0.0%	0 0.0%	0 0.0%
Private nonprofit organization	6 4.2%	1 2.6%	5 5.0%	3 4.1%	3 4.4%	1 1.6%	4 7.4%
Other	8 5.6%	4 10.3%	4 4.0%	5 6.8%	3 4.4%	7 11.1%	1 1.9%

Other answers:

- Construction
- Entrepreneurship services
- Game Company
- Golf design firm
- Museums
- Real Estate

9a. Have you had (or did you have) any job interviews during your final semester in school?

N=143	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	143 100.0%	39 27.3%	100 69.9%	75 52.4%	68 47.6%	64 44.8%	54 37.8%
Yes	90 62.9%	23 59.0%	63 63.0%	42 56.0%	48 70.6%	39 60.9%	31 57.4%
No	53 37.1%	16 41.0%	37 37.0%	33 44.0%	20 29.4%	25 39.1%	23 42.6%

9b. How many?

N=142	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	142 100.0%	38 26.8%	100 70.4%	75 52.8%	67 47.2%	64 45.1%	53 37.3%
None	53 37.3%	16 42.1%	37 37.0%	33 44.0%	20 29.9%	25 39.1%	23 43.4%
1	24 16.9%	5 13.2%	17 17.0%	7 9.3%	17 25.4%	7 10.9%	9 17.0%
2	26 18.3%	7 18.4%	18 18.0%	12 16.0%	14 20.9%	13 20.3%	7 13.2%
3	17 12.0%	2 5.3%	14 14.0%	11 14.7%	6 9.0%	10 15.6%	4 7.5%
4	7 4.9%	4 10.5%	3 3.0%	2 2.7%	5 7.5%	2 3.1%	5 9.4%
5	8 5.6%	3 7.9%	5 5.0%	4 5.3%	4 6.0%	4 6.3%	4 7.5%
6 to 10	4 2.8%	1 2.6%	3 3.0%	3 4.0%	1 1.5%	3 4.7%	0 0.0%
11 or more	3 2.1%	0 0.0%	3 3.0%	3 4.0%	0 0.0%	0 0.0%	1 1.9%
Average (mean)	2.0	1.6	2.2	2.4	1.6	1.8	2.2

9c. Please comment on how the interview process went:

- 1. Introductions on firms, 2. Sometimes going through portfolio, 3. Questions from employer, 4. Questions from me sometimes.
- A lot of firms that did not want to work with my school schedule.
- All virtual interviews, didn't feel too different than past interviews.
- All virtual, went very well.
- All virtual.
- Although COVID-19 has affected many of us, I was fortunate enough to do an in-person interview. Upon my interview, I had brought my portfolio that I have been diligently working on since sophomore year and presented it to who is now my boss.
- At a career fair in my final semester (Spring 2021), many employers still seemed cautious about the prospect of summer work. I felt the interviews were positive and helpful as experiences but disconcerting for the idea of relocating to a new city without feeling sure I would be able to find work.
- At the conclusion of the interview, the interviewer informed me that the firm was not actually hiring.
- Both were very casual phone interviews regarding opportunities for future employment as I had already secured summer employment.
- Depends on firm, some more down to business, others casual.
- Fine. A little rockier than usual. Awkward to get back into the groove after COVID isolation, plus I was a little too honest about my goals and needs, as an employee. Firms didn't seem to like that I had strong ethical principles and interests, while ecological restoration outfits appreciated it.
- Good
- Good, talking about my internship and school projects and awards.
- Good.
- Good.
- Good. They seemed in getting to know me - told me to swing by the office when I get to town and that we can set up a more formal interview when I get back from traveling.
- Got interviewed twice. Once with principals, second time with whole firm.
- Got the job.
- Got the job.
- Great! It was virtual but I was essentially offered the job at the end of the interview and received an offer letter three days later.
- Great. Helpful and informational, and good feedback.
- I had a conversation with my boss at my current internship about the possibility of continuing on full time. We had a discussion about what expectations are for salaried associates and that was it!
- I was interviewed over winter break, they didn't realize I wasn't seeking immediately employment, told me they wanted me, waited until March, interviewed me again, then offered me the job.
- I was recruited.
- In general, I enjoy the interview process. All the interviews I had are friendly, I was asked some questions related to my technical skills, early work experience, and knowledge of the firm. The interview with HR is formal while the interview with the principal is more like a casual talk.
- Internship opening was posted, I submitted a portfolio, was invited for an interview and hired a few weeks later.
- Interview processes have been great, I get more comfortable after each interview, feels like I am bringing skills to the table.
- Interviews went well, but I have to change cities for family reasons.
- Interviews were chill and relatively fast (15-30min). One of the interviews was at a firm I interned last summer.
- It was all done virtually and went well.
- It was definitely difficult to have interviews while finishing up my program, but so many firms were so eager to hire/onboard talent, so it was busy, but exciting.
- It was generally good. I've interviewed for positions before, but the challenge of balancing competing offers and applications was new. I feel I could have handled the timing slightly better, but I received a job offer I accepted, so whatever!
- It was relatively good.
- It was the Career Fair Clemson LA program provides each semester/year. It was all virtual which was a little strange not getting to meet the interviewers in person and be able to properly introduce myself.
- It was very easy for me and a pretty quick turnaround. It was mostly Zoom interviews and then I had one in person visit. There are so many opportunities right now so it wasn't a stressful experience.
- It went fine but i didn't get any of the jobs.
- It went okay.
- It went really well and I am going to be employed.
- It went smoothly over Zoom.
- It went very smooth, and all were a great experience. All of the interviews were held over Zoom, which felt natural and comfortable.
- It went well as they were over the phone or the computer.
- It went well for both. I got hired at one for an internship and then will be in touch with the other following that.

9c. Please comment on how the interview process went:

- It went well, discussed which day I was to come back in. Talked about status of jobs that I had worked on during internship.
- It went well.
- It went well. I was offered one of the two jobs.
- It's fine. The HR told me she couldn't give me offer during interview because so many things are unsure, like whether I will go back to China or not, or if I'll have better choice.
- Job posting were hard to find before February of 2021. Once the Covid vaccine was underway many places began interviewing and my job hunt worries started to go away. I interviewed for 3.5 months with many people (like 30-40) for different positions like landscape account managers, designers, internships, and I even applied to 3rd party recruiter that partner with public sector orgs like the national park service, etc. I used the school's career center, LinkedIn, Ziprecruiter, Indeed and none got me interviews like my network did. I also reached out many times to my faculty advisors and more importantly the career center specialist at my college who helped me with interview tips, resume revisions, and portfolio reviews. It was disheartening to hear no after no but through a network connection I managed to land a job with an employer that understood my lack of experience in the field was a direct effect of the fact that all companies went into a hiring freeze in my 3rd year. especially in LA. I was a little worried that i was saying yes too soon instead of waiting for some of the other places that I applied to but on the other hand MANY of the places I applied to weren't getting back to me with an answer at all.
- Most were over Zoom. The one in person interview was most successful. Not having an in-person career fair this year felt like I didn't get to explore a lot of options. Interviews were found through word of mouth or online job postings.
- Not well- seems hard to get job without connections, seems sexist, difficult to get a job without internship experience that was cancelled from Covid.
- One was over handshake and was not very useful because the website was messed up.
- Online and in person.
- Online interview, I received a job offer.
- Open and honest conversations.
- Overall, it went very well.
- Process went smooth.
- Remote interviews, otherwise fairly normal.
- Repeated Zoom interviews that went smoothly all things considered.
- Smaller firms were more concerned with specific skills, larger firms were more interested in my broader goals and interests.
- Streamlined and straightforward, as it was with a company I had interned for previously.
- The interview process went well. Having the option for remote interviews was so convenient because I was able to more easily fit it into my school schedule.
- The interview was normal except for the interviewer not seeming to accommodate the lack of internships due to Covid. Also seemed to be pushing a lower salary expectation.
- The interviewers did most of the talking, so I didn't feel like I was given the space I needed to sell myself.
- The interviews were conducted on Zoom with all participants remote. Both interviews were a result of Cal Poly Pomona's Firm Week where students and firms can meet and interview. In my case both firms reached out to me.
- There were a lot more preliminary Zoom interviews than I expected. For most firms I talked to I had maybe 2 Zoom interviews before actually interviewing in person.
- They were over phone or over a video call application. I have been invited to visit a firm after interviewing.
- Two interviews for one job. First was 30 minutes, informational. Second included presentation, further interviews-90 minutes. I was offered the job.
- Very well - Both extended full time competitive offers.
- Very well.
- Virtual calls. One was a match and the other I didn't like as much. After accepting the offer I had an in person tour.
- Virtual hour long interview.
- Well - had 2 offers.
- Well overall. All interviews on Zoom. Some short, some stretched to over an hour. Some were one on one while others had a panel of up to 3 employees from the firm.
- Went well.
- Zoom.

9d. Was it what you expected?

N=86	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	86 100.0%	22 25.6%	60 69.8%	40 46.5%	46 53.5%	37 43.0%	30 34.9%
Yes	63 73.3%	20 90.9%	39 65.0%	25 62.5%	38 82.6%	25 67.6%	26 86.7%
No	23 26.7%	2 9.1%	21 35.0%	15 37.5%	8 17.4%	12 32.4%	4 13.3%

9e. Please explain (interview was as expected)

- All standard interview questions.
- Every firm has different needs. I don't go in with a specific outcome in mind.
- Exactly as described in the position offer.
- I always expected to go through portfolio but sometimes we did not.
- I am pretty good at interviews and they seemed interested.
- I expected to be asked questions and to ask them as well.
- I had interviewed via Zoom last summer so it was a similar experience.
- I had previous relationships with both firms.
- I had worked for 7 years in the Architecture industry prior to returning to school to pursue my MLA, so I knew what to expect.
- I knew landscape architecture would be challenging to get into without a lot of experience but it seems more difficult than i thought.
- I knew what types of questions would be asked, it was a lot less stressful than I planned for, mainly because it was virtual.
- I take interviews as opportunities to communicate with people in this field, it's quite difficult to do that during the pandemic. I did gain different perspectives by speaking with them.
- I was confident because I was offered a full-time job during my internship position during the winter. I was able to fit into the workplace and we are expected to have a lot of jobs this year!
- I'm a returning student, so I'm very familiar with interviewing from my previous career field.
- In the end, I knew I would really need to go and get myself a job and that I would have to put myself out there, as terrifying as it sounds. it was more exhausting than I anticipated, especially when you're trying to meet current deadlines yet worrying about what you're going to do after you graduate. I was also extra pressed to find a job because I have a student loan to pay off. Learning how to sell yourself and skillsets was such an invaluable experience and i owe a lot of the support and encouragement to the faculty at my school.
- Interviews were conducted over Zoom, but other than that were fairly normal.
- It was a very pleasant talk between me and the firm principle.
- It was as professional as I thought it would be, and I expected to be able to talk about my skillset effectively.
- It was easier to interview on Zoom virtual call than in person.
- It was natural and felt like a conversation about me, my work and the firms work.
- It's more challenging for international students to get jobs.
- I've interviewed and interned before so knew the process.
- Sending a portfolio and resume led to an interview, an interview led to a job. It may be less common anymore, but still simple and straightforward.
- They asked about normal things for an LA student.
- Used video call applications.
- Went in knowing both were largely informal as they were for further down the road. However, I did actually get accepted for one of those positions shortly after and decided to take it over my summer internship which was not expected.
- Yes and no actually. I expected that the interviewers would have looked at my resume and portfolio. In both cases it seems they did not. I thought that my years of experience in consumer products and creative background would matter. In both cases it did not.

9e. Please explain (interview was not as expected)

- All virtual.
- Before COVID-19 I was expecting interviews to be held in person, so it was strange doing them virtually.
- Considering the fact that they have been in the same position, I thought they would be a little more helpful.
- Easier than expected, employees more understanding and nicer than expected.
- I appreciated that for one of the interviews, the interviewers provided me with the questions ahead of time, in an effort towards a more equitable candidate search process. For the other interview, I appreciated that the interviewers told me a lot about the firm first, and their questions were not typical greatest strengths/weaknesses, etc., but about what events in my life were most meaningful to me and about a person whom I felt demonstrated great leadership skills.
- I didn't expect to get an interview at a firm that wasn't hiring.
- I expected more rounds of interviews, otherwise as expected.
- I had never had an interview in person only phone interviews.
- I originally thought I was really behind my peers in the job search timeline. Five of my friends received offers, and several accepted before I received one. However, once I started applying, I received requests for interviews from multiple firms. I even got another one from another firm after I had accepted an offer, showing that each firm was hiring on completely different timelines.
- I thought it would be longer and more stressful. It was more like a conversation while walking them through my portfolio.
- I was expecting more in person interviews. I feel much more confident interviewing in person, so I struggled a little bit.
- I was not expecting to be offered the job so quickly.
- I was not surprised for there to be uncertainty in the market as related to COVID/economic concerns, but it was not what I expected or hoped for when I signed up for graduate school, if that is what you are asking.
- I was surprised at the amount of preliminary interviews before going in person. I do best interviewing in person, so it was a little difficult for me to adjust to so many Zoom interviews.
- I was surprised by how quickly the process went. I interviewed and then the next round was set up within days. I probably spent 1 month heavily in interviews before accepting a job.
- It was a lot less stressful and more relaxed than I imagined it would be.
- It was very casual. I spoke directly to the owner of the company, as opposed to a team of recruiters.
- More than one person interviewed me with a different virtual video program.
- The interviewing process has moved too quickly in some instances, and far too slowly in others. In some cases, I would apply and hear back in a few days. In others, it's been over a month and I'm just now finding out that they want to schedule an interview. It's becoming challenging to evaluate all of the options and decide what is best for me, because they all operate on such vastly different schedules.
- They mostly described the firm and the work they do. There weren't many questions for me.
- Thought there would be more discussion of the portfolio, specific skills, interests as a designer. A little more generic in their questioning than expected.
- Zoom

9f. Did COVID-19 affect the job interview process during your final semester/quarter in school?

N=139	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	139 100.0%	38 27.3%	97 69.8%	74 53.2%	65 46.8%	61 43.9%	53 38.1%
Yes	73 52.5%	14 36.8%	56 57.7%	34 45.9%	39 60.0%	27 44.3%	28 52.8%
No	66 47.5%	24 63.2%	41 42.3%	40 54.1%	26 40.0%	34 55.7%	25 47.2%

9e. How did it affect the process?

N=72	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	72 100.0%	14 19.4%	55 76.4%	34 47.2%	38 52.8%	27 37.5%	27 37.5%
My job interview was virtual	68 94.4%	14 100.0%	51 92.7%	31 91.2%	37 97.4%	25 92.6%	25 92.6%
My job interview is deferred and might not happen	5 6.9%	1 7.1%	4 7.3%	5 14.7%	0 0.0%	4 14.8%	1 3.7%
My job interview has been cancelled	3 4.2%	0 0.0%	3 5.5%	1 2.9%	2 5.3%	1 3.7%	1 3.7%
Other	4 5.6%	2 14.3%	2 3.6%	2 5.9%	2 5.3%	2 7.4%	1 3.7%

Other answers:

- Because I had relocated to a place where I didn't want to work, I felt limited in my options to connect with people and visit.
- Fewer firms have open positions for entry-level than before, Covid makes training difficult.
- I had Covid while interviewing,
- Interview was a phone call rather than meeting for lunch.
- Places where I wanted to apply for work until the semester/COVID ended.

10. What salary expectation do you have?

N=134	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	134 100.0%	35 26.1%	95 70.9%	70 52.2%	64 47.8%	59 44.0%	51 38.1%
No expectation	37 27.6%	8 22.9%	28 29.5%	21 30.0%	16 25.0%	13 22.0%	17 33.3%
<\$30,000	3 2.2%	1 2.9%	2 2.1%	1 1.4%	2 3.1%	1 1.7%	1 2.0%
\$30,000 to \$34,999	1 0.7%	0 0.0%	1 1.1%	1 1.4%	0 0.0%	1 1.7%	0 0.0%
\$35,000 to \$39,999	2 1.5%	0 0.0%	2 2.1%	1 1.4%	1 1.6%	1 1.7%	0 0.0%
\$40,000 to \$44,999	12 9.0%	2 5.7%	10 10.5%	10 14.3%	2 3.1%	10 16.9%	1 2.0%
\$45,000 to \$49,999	13 9.7%	2 5.7%	11 11.6%	5 7.1%	8 12.5%	6 10.2%	2 3.9%
\$50,000 or more	66 49.3%	22 62.9%	41 43.2%	31 44.3%	35 54.7%	27 45.8%	30 58.8%
Average (mean) \$	53194.6	57376.8	51530.1	52159.0	54273.3	50148.9	59060.0

11. Do/did you have reasonable employment prospects with ...

N=132	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	132 100.0%	33 25.0%	95 72.0%	69 52.3%	63 47.7%	57 43.2%	50 37.9%
A former employer	30 22.7%	10 30.3%	18 18.9%	16 23.2%	14 22.2%	11 19.3%	13 26.0%
An internship organization	20 15.2%	3 9.1%	16 16.8%	8 11.6%	12 19.0%	8 14.0%	5 10.0%
Both	18 13.6%	5 15.2%	13 13.7%	10 14.5%	8 12.7%	9 15.8%	5 10.0%
Neither	64 48.5%	15 45.5%	48 50.5%	35 50.7%	29 46.0%	29 50.9%	27 54.0%

12a. Have you had any job offers?

N=134	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	134 100.0%	34 25.4%	96 71.6%	69 51.5%	65 48.5%	57 42.5%	52 38.8%
Yes	72 53.7%	18 52.9%	50 52.1%	37 53.6%	35 53.8%	32 56.1%	24 46.2%
No	62 46.3%	16 47.1%	46 47.9%	32 46.4%	30 46.2%	25 43.9%	28 53.8%

12b. How many?

N=133	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	133 100.0%	34 25.6%	95 71.4%	69 51.9%	64 48.1%	57 42.9%	51 38.3%
None	62 46.6%	16 47.1%	46 48.4%	32 46.4%	30 46.9%	25 43.9%	28 54.9%
1	40 30.1%	11 32.4%	26 27.4%	19 27.5%	21 32.8%	16 28.1%	12 23.5%
2	21 15.8%	6 17.6%	15 15.8%	10 14.5%	11 17.2%	9 15.8%	10 19.6%
3	10 7.5%	1 2.9%	8 8.4%	8 11.6%	2 3.1%	7 12.3%	1 2.0%
4 or more	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Average (mean) offers	0.8	0.8	0.8	0.9	0.8	1.0	0.7
Average (mean) offers (Respondents with at least one offer)	1.6	1.4	1.6	1.7	1.4	1.7	1.5

12c. What starting salary were you offered?

N=60	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	60 100.0%	15 25.0%	41 68.3%	30 50.0%	30 50.0%	26 43.3%	20 33.3%
Less than \$30,000	2 3.3%	1 6.7%	1 2.4%	0 0.0%	2 6.7%	1 3.8%	0 0.0%
\$30,000 to \$34,999	10 16.7%	0 0.0%	9 22.0%	8 26.7%	2 6.7%	7 26.9%	0 0.0%
\$35,000 to \$39,999	9 15.0%	1 6.7%	8 19.5%	6 20.0%	3 10.0%	6 23.1%	1 5.0%
\$40,000 to \$44,999	7 11.7%	2 13.3%	5 12.2%	5 16.7%	2 6.7%	5 19.2%	0 0.0%
\$45,000 to \$49,999	12 20.0%	1 6.7%	11 26.8%	6 20.0%	6 20.0%	6 23.1%	3 15.0%
\$50,000 to \$59,999	30 50.0%	7 46.7%	20 48.8%	14 46.7%	16 53.3%	10 38.5%	16 80.0%
\$60,000 or more	17 28.3%	8 53.3%	9 22.0%	5 16.7%	12 40.0%	7 26.9%	10 50.0%
Average (mean) \$	50769.0	61464.0	47589.6	47587.6	54024.4	47276.7	59383.7

12d. Did COVID-19 impact any job offers?

N=131	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	131 100.0%	33 25.2%	94 71.8%	68 51.9%	63 48.1%	55 42.0%	52 39.7%
Yes	19 14.5%	5 15.2%	13 13.8%	10 14.7%	9 14.3%	8 14.5%	5 9.6%
No	112 85.5%	28 84.8%	81 86.2%	58 85.3%	54 85.7%	47 85.5%	47 90.4%

123. What was the impact?

N=18	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	18 100.0%	5 27.8%	12 66.7%	9 50.0%	9 50.0%	8 44.4%	5 27.8%
My internship / job offer has been cancelled	4 22.2%	1 20.0%	3 25.0%	3 33.3%	1 11.1%	1 12.5%	3 60.0%
My internship / job is deferred and might not happen	5 27.8%	3 60.0%	2 16.7%	2 22.2%	3 33.3%	3 37.5%	0 0.0%
My salary offer was reduced	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
My full-time position was changed to part-time	3 16.7%	1 20.0%	2 16.7%	0 0.0%	3 33.3%	0 0.0%	1 20.0%
My benefits package was reduced	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
My employer is not contributing to a moving stipend	2 11.1%	0 0.0%	2 16.7%	1 11.1%	1 11.1%	1 12.5%	0 0.0%
Other	6 33.3%	1 20.0%	4 33.3%	3 33.3%	3 33.3%	4 50.0%	1 20.0%

Other answers:

- Covid affected work permit.
- Fewer options.
- Hard to find living situation.
- I had to decline because I need to relocate closer to family.
- More difficult to find a job.
- The hiring cycle has been disrupted due to delayed hiring last year.

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

(N=154)

	(1) Most important	(2)	(3)	(4)	(5)	(6) Least important	Total
Type of organization	31 27.2%	21 18.4%	18 15.8%	16 14.0%	13 11.4%	15 13.2%	114 100.0%
Specialties within the organization	10 8.8%	18 15.8%	18 15.8%	14 12.3%	27 23.7%	27 23.7%	114 100.0%
Reputation of the organization	11 9.6%	21 18.4%	21 18.4%	24 21.1%	14 12.3%	23 20.2%	114 100.0%
Geographic location	29 25.4%	21 18.4%	13 11.4%	21 18.4%	15 13.2%	15 13.2%	114 100.0%
Starting salary	8 7.0%	19 16.7%	29 25.4%	23 20.2%	24 21.1%	11 9.6%	114 100.0%
Position description	25 21.9%	14 12.3%	15 13.2%	16 14.0%	21 18.4%	23 20.2%	114 100.0%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Type of organization

N=114	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	114 100.0%	30 26.3%	80 70.2%	61 53.5%	53 46.5%	51 44.7%	43 37.7%
(1) Most important	31 27.2%	8 26.7%	21 26.3%	16 26.2%	15 28.3%	12 23.5%	11 25.6%
(2)	21 18.4%	5 16.7%	14 17.5%	11 18.0%	10 18.9%	10 19.6%	8 18.6%
(3)	18 15.8%	4 13.3%	14 17.5%	14 23.0%	4 7.5%	10 19.6%	5 11.6%
(4)	16 14.0%	3 10.0%	13 16.3%	8 13.1%	8 15.1%	8 15.7%	6 14.0%
(5)	13 11.4%	6 20.0%	7 8.8%	6 9.8%	7 13.2%	7 13.7%	5 11.6%
(6) Least important	15 13.2%	4 13.3%	11 13.8%	6 9.8%	9 17.0%	4 7.8%	8 18.6%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Specialties within the organization

N=114	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	114 100.0%	30 26.3%	80 70.2%	61 53.5%	53 46.5%	51 44.7%	43 37.7%
(1) Most important	10 8.8%	3 10.0%	7 8.8%	4 6.6%	6 11.3%	5 9.8%	5 11.6%
(2)	18 15.8%	4 13.3%	14 17.5%	9 14.8%	9 17.0%	6 11.8%	6 14.0%
(3)	18 15.8%	6 20.0%	10 12.5%	5 8.2%	13 24.5%	5 9.8%	9 20.9%
(4)	14 12.3%	4 13.3%	10 12.5%	9 14.8%	5 9.4%	8 15.7%	5 11.6%
(5)	27 23.7%	5 16.7%	20 25.0%	17 27.9%	10 18.9%	15 29.4%	8 18.6%
(6) Least important	27 23.7%	8 26.7%	19 23.8%	17 27.9%	10 18.9%	12 23.5%	10 23.3%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Reputation of the organization

N=114	Total		GENDER		DEGREE		AGE	
			Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	114	100.0%	30	80	61	53	51	43
			26.3%	70.2%	53.5%	46.5%	44.7%	37.7%
(1) Most important	11	9.6%	5	5	7	4	4	4
			16.7%	6.3%	11.5%	7.5%	7.8%	9.3%
(2)	21	18.4%	9	11	13	8	10	10
			30.0%	13.8%	21.3%	15.1%	19.6%	23.3%
(3)	21	18.4%	7	13	9	12	11	9
			23.3%	16.3%	14.8%	22.6%	21.6%	20.9%
(4)	24	21.1%	5	19	13	11	9	9
			16.7%	23.8%	21.3%	20.8%	17.6%	20.9%
(5)	14	12.3%	2	11	8	6	8	3
			6.7%	13.8%	13.1%	11.3%	15.7%	7.0%
(6) Least important	23	20.2%	2	21	11	12	9	8
			6.7%	26.3%	18.0%	22.6%	17.6%	18.6%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Geographic location

N=114	Total		GENDER		DEGREE		AGE	
			Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	114	100.0%	30	80	61	53	51	43
			26.3%	70.2%	53.5%	46.5%	44.7%	37.7%
(1) Most important	29	25.4%	8	21	13	16	12	13
			26.7%	26.3%	21.3%	30.2%	23.5%	30.2%
(2)	21	18.4%	7	14	12	9	11	7
			23.3%	17.5%	19.7%	17.0%	21.6%	16.3%
(3)	13	11.4%	3	10	8	5	6	3
			10.0%	12.5%	13.1%	9.4%	11.8%	7.0%
(4)	21	18.4%	5	14	11	10	7	9
			16.7%	17.5%	18.0%	18.9%	13.7%	20.9%
(5)	15	13.2%	3	12	6	9	5	8
			10.0%	15.0%	9.8%	17.0%	9.8%	18.6%
(6) Least important	15	13.2%	4	9	11	4	10	3
			13.3%	11.3%	18.0%	7.5%	19.6%	7.0%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Starting salary

N=114	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	114 100.0%	30 26.3%	80 70.2%	61 53.5%	53 46.5%	51 44.7%	43 37.7%
(1) Most important	8 7.0%	3 10.0%	5 6.3%	2 3.3%	6 11.3%	3 5.9%	5 11.6%
(2)	19 16.7%	4 13.3%	15 18.8%	10 16.4%	9 17.0%	9 17.6%	8 18.6%
(3)	29 25.4%	7 23.3%	21 26.3%	18 29.5%	11 20.8%	14 27.5%	11 25.6%
(4)	23 20.2%	6 20.0%	15 18.8%	13 21.3%	10 18.9%	11 21.6%	8 18.6%
(5)	24 21.1%	9 30.0%	15 18.8%	13 21.3%	11 20.8%	10 19.6%	8 18.6%
(6) Least important	11 9.6%	1 3.3%	9 11.3%	5 8.2%	6 11.3%	4 7.8%	3 7.0%

13. Please put the following attributes in rank order based on their importance to you in selecting a job, placing the most important at the top and the least important at the bottom.

Position description

N=114	Total		GENDER		DEGREE		AGE	
			Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	114	100.0%	30	80	61	53	51	43
			26.3%	70.2%	53.5%	46.5%	44.7%	37.7%
(1) Most important	25	21.9%	3	21	19	6	15	5
			10.0%	26.3%	31.1%	11.3%	29.4%	11.6%
(2)	14	12.3%	1	12	6	8	5	4
			3.3%	15.0%	9.8%	15.1%	9.8%	9.3%
(3)	15	13.2%	3	12	7	8	5	6
			10.0%	15.0%	11.5%	15.1%	9.8%	14.0%
(4)	16	14.0%	7	9	7	9	8	6
			23.3%	11.3%	11.5%	17.0%	15.7%	14.0%
(5)	21	18.4%	5	15	11	10	6	11
			16.7%	18.8%	18.0%	18.9%	11.8%	25.6%
(6) Least important	23	20.2%	11	11	11	12	12	11
			36.7%	13.8%	18.0%	22.6%	23.5%	25.6%

14a. In your job search, do/did you feel restricted to one geographical area for reasons of necessity or personal preference?

N=128	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	128 100.0%	35 27.3%	89 69.5%	66 51.6%	62 48.4%	55 43.0%	49 38.3%
Restricted due to necessity	32 25.0%	9 25.7%	23 25.8%	17 25.8%	15 24.2%	11 20.0%	15 30.6%
Restricted due to personal preference	58 45.3%	18 51.4%	39 43.8%	26 39.4%	32 51.6%	25 45.5%	22 44.9%
I did not feel restricted to one geographical area	38 29.7%	8 22.9%	27 30.3%	23 34.8%	15 24.2%	19 34.5%	12 24.5%

14b. Do you intend to seek state licensure as a Landscape Architect?

N=128	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	128 100.0%	35 27.3%	89 69.5%	66 51.6%	62 48.4%	55 43.0%	49 38.3%
Yes	91 71.1%	29 82.9%	59 66.3%	44 66.7%	47 75.8%	36 65.5%	41 83.7%
No	6 4.7%	1 2.9%	5 5.6%	3 4.5%	3 4.8%	3 5.5%	2 4.1%
Uncertain	31 24.2%	5 14.3%	25 28.1%	19 28.8%	12 19.4%	16 29.1%	6 12.2%

15. Have you started or accepted a job?

N=126	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	126 100.0%	34 27.0%	88 69.8%	65 51.6%	61 48.4%	54 42.9%	48 38.1%
Yes	56 44.4%	18 52.9%	34 38.6%	26 40.0%	30 49.2%	22 40.7%	20 41.7%
No	70 55.6%	16 47.1%	54 61.4%	39 60.0%	31 50.8%	32 59.3%	28 58.3%

15a. How has COVID-19 affected the start of your job?

N=41	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	41 100.0%	14 34.1%	25 61.0%	20 48.8%	21 51.2%	17 41.5%	16 39.0%
I am temporarily working from home	22 53.7%	7 50.0%	13 52.0%	6 30.0%	16 76.2%	7 41.2%	10 62.5%
My onboarding will be completely virtual	14 34.1%	7 50.0%	5 20.0%	5 25.0%	9 42.9%	4 23.5%	7 43.8%
My job start date is deferred and might not happen	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Other	15 36.6%	5 35.7%	10 40.0%	11 55.0%	4 19.0%	8 47.1%	5 31.3%

Other answers:

- Hybrid work situation (2 days in office, 3 at home)
- I go to the office in person.
- I plan to work on a specific date and am waiting to see how things play out due to COVID-19.
- In office.
- It's a hybrid model.
- Just mask policies for the first month or so, until CDC loosened regs.
- Must wear mask and follow distancing requirements.
- Still not sure if i will be working from home or in office yet.
- Unsure - I start in a few weeks.
- We all work from home and will continue to do so.

- It has not been affected. (4 mentions)

16. Which of the following best describes your employer?

N=54	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	54 100.0%	17 31.5%	33 61.1%	25 46.3%	29 53.7%	22 40.7%	19 35.2%
Landscape architecture firm	20 37.0%	8 47.1%	10 30.3%	11 44.0%	9 31.0%	8 36.4%	9 47.4%
Architecture, engineering, or multidisciplinary firm	15 27.8%	4 23.5%	11 33.3%	5 20.0%	10 34.5%	5 22.7%	7 36.8%
Design/build firm	4 7.4%	2 11.8%	1 3.0%	2 8.0%	2 6.9%	2 9.1%	1 5.3%
Academic institution	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Federal government	2 3.7%	0 0.0%	1 3.0%	0 0.0%	2 6.9%	0 0.0%	0 0.0%
State government	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Local government	3 5.6%	0 0.0%	3 9.1%	2 8.0%	1 3.4%	1 4.5%	0 0.0%
Campus planning office	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Supplier/manufacturer	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Other private sector organization	2 3.7%	1 5.9%	1 3.0%	1 4.0%	1 3.4%	0 0.0%	0 0.0%
Private nonprofit organization	2 3.7%	0 0.0%	2 6.1%	0 0.0%	2 6.9%	0 0.0%	2 10.5%
Other	6 11.1%	2 11.8%	4 12.1%	4 16.0%	2 6.9%	6 27.3%	0 0.0%

Other answers:

- Construction
- Environmental consulting
- Equestrian center
- Golf design firm

17. Is this your preferred type of employer?

N=56	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	56 100.0%	18 32.1%	34 60.7%	26 46.4%	30 53.6%	22 39.3%	20 35.7%
Yes	45 80.4%	17 94.4%	25 73.5%	21 80.8%	24 80.0%	18 81.8%	19 95.0%
No	7 12.5%	0 0.0%	6 17.6%	3 11.5%	4 13.3%	3 13.6%	0 0.0%
Didn't have a preference	4 7.1%	1 5.6%	3 8.8%	2 7.7%	2 6.7%	1 4.5%	1 5.0%

18. What is your starting salary?

N=53	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	16 30.2%	33 62.3%	26 49.1%	27 50.9%	22 41.5%	17 32.1%
<u>salary</u>							
Not finalized yet	9 17.0%	3 18.8%	5 15.2%	5 19.2%	4 14.8%	4 18.2%	0 0.0%
Less than \$30,000	1 1.9%	0 0.0%	1 3.0%	0 0.0%	1 3.7%	0 0.0%	0 0.0%
\$30,000 to \$34,999	4 7.5%	0 0.0%	4 12.1%	4 15.4%	0 0.0%	2 9.1%	1 5.9%
\$35,000 to \$39,999	2 3.8%	0 0.0%	2 6.1%	2 7.7%	0 0.0%	2 9.1%	0 0.0%
\$40,000 to \$44,999	2 3.8%	2 12.5%	0 0.0%	1 3.8%	1 3.7%	1 4.5%	0 0.0%
\$45,000-\$49,999	7 13.2%	0 0.0%	7 21.2%	3 11.5%	4 14.8%	2 9.1%	2 11.8%
\$50,000 to \$59,999	18 34.0%	6 37.5%	9 27.3%	9 34.6%	9 33.3%	7 31.8%	8 47.1%
\$60,000 or more	10 18.9%	5 31.3%	5 15.2%	2 7.7%	8 29.6%	4 18.2%	6 35.3%
Average (mean) \$	52575.3	58901.3	49240.9	47398.5	57752.2	49499.0	59907.1

19. Which of the following benefits are included?

N=48	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	48 100.0%	17 35.4%	27 56.3%	21 43.8%	27 56.3%	18 37.5%	20 41.7%
Major medical	39 81.3%	15 88.2%	21 77.8%	13 61.9%	26 96.3%	13 72.2%	18 90.0%
Life	19 39.6%	8 47.1%	10 37.0%	7 33.3%	12 44.4%	8 44.4%	9 45.0%
Profit sharing	11 22.9%	4 23.5%	5 18.5%	3 14.3%	8 29.6%	3 16.7%	7 35.0%
Professional development	34 70.8%	11 64.7%	19 70.4%	14 66.7%	20 74.1%	10 55.6%	15 75.0%
ASLA dues	15 31.3%	6 35.3%	7 25.9%	4 19.0%	11 40.7%	5 27.8%	8 40.0%
401K retirement plan	37 77.1%	15 88.2%	19 70.4%	14 66.7%	23 85.2%	15 83.3%	16 80.0%
LARE support	23 47.9%	10 58.8%	10 37.0%	8 38.1%	15 55.6%	7 38.9%	13 65.0%
Other	10 20.8%	6 35.3%	4 14.8%	6 28.6%	4 14.8%	7 38.9%	3 15.0%

Other answers:

- Cell phone reimbursement
- Dental
- Housing stipend
- Paid overtime
- PTO
- Transportation passes
- Vision and dental

20. What state will you be working in?

N=53	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	53 100.0%	17 32.1%	32 60.4%	26 49.1%	27 50.9%	22 41.5%	18 34.0%
Arizona	2 3.8%	2 11.8%	0 0.0%	0 0.0%	2 7.4%	1 4.5%	1 5.6%
California	7 13.2%	2 11.8%	5 15.6%	3 11.5%	4 14.8%	2 9.1%	4 22.2%
Colorado	2 3.8%	2 11.8%	0 0.0%	1 3.8%	1 3.7%	1 4.5%	1 5.6%
Delaware	2 3.8%	1 5.9%	1 3.1%	2 7.7%	0 0.0%	1 4.5%	0 0.0%
Florida	2 3.8%	0 0.0%	1 3.1%	2 7.7%	0 0.0%	2 9.1%	0 0.0%
Georgia	2 3.8%	0 0.0%	2 6.3%	2 7.7%	0 0.0%	1 4.5%	1 5.6%
Idaho	2 3.8%	0 0.0%	2 6.3%	0 0.0%	2 7.4%	0 0.0%	1 5.6%
Illinois	2 3.8%	0 0.0%	2 6.3%	2 7.7%	0 0.0%	2 9.1%	0 0.0%
Iowa	1 1.9%	0 0.0%	1 3.1%	0 0.0%	1 3.7%	0 0.0%	1 5.6%
Massachusetts	6 11.3%	4 23.5%	2 6.3%	3 11.5%	3 11.1%	1 4.5%	3 16.7%
Michigan	1 1.9%	0 0.0%	1 3.1%	0 0.0%	1 3.7%	0 0.0%	1 5.6%
Minnesota	3 5.7%	2 11.8%	1 3.1%	0 0.0%	3 11.1%	0 0.0%	2 11.1%
New Hampshire	1 1.9%	0 0.0%	1 3.1%	1 3.8%	0 0.0%	1 4.5%	0 0.0%
New Jersey	2 3.8%	1 5.9%	1 3.1%	2 7.7%	0 0.0%	2 9.1%	0 0.0%
New Mexico	1 1.9%	0 0.0%	1 3.1%	0 0.0%	1 3.7%	0 0.0%	1 5.6%
New York	2 3.8%	0 0.0%	1 3.1%	0 0.0%	2 7.4%	1 4.5%	0 0.0%
North Carolina	1 1.9%	0 0.0%	1 3.1%	1 3.8%	0 0.0%	0 0.0%	0 0.0%

20. What state will you be working in?

Oklahoma	1 1.9%	1 5.9%	0 0.0%	1 3.8%	0 0.0%	0 0.0%	0 0.0%
Oregon	1 1.9%	0 0.0%	1 3.1%	0 0.0%	1 3.7%	0 0.0%	0 0.0%
Pennsylvania	1 1.9%	0 0.0%	1 3.1%	1 3.8%	0 0.0%	1 4.5%	0 0.0%
South Carolina	2 3.8%	0 0.0%	2 6.3%	1 3.8%	1 3.7%	1 4.5%	0 0.0%
Texas	3 5.7%	1 5.9%	2 6.3%	1 3.8%	2 7.4%	1 4.5%	2 11.1%
Utah	2 3.8%	0 0.0%	1 3.1%	2 7.7%	0 0.0%	2 9.1%	0 0.0%
Washington	4 7.5%	1 5.9%	2 6.3%	1 3.8%	3 11.1%	2 9.1%	0 0.0%

21. Is this your preferred location?

N=52	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	52 100.0%	17 32.7%	32 61.5%	26 50.0%	26 50.0%	22 42.3%	18 34.6%
Yes	36 69.2%	15 88.2%	21 65.6%	17 65.4%	19 73.1%	14 63.6%	15 83.3%
No	16 30.8%	2 11.8%	11 34.4%	9 34.6%	7 26.9%	8 36.4%	3 16.7%

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

N=127	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	127 100.0%	35 27.6%	88 69.3%	65 51.2%	62 48.8%	55 43.3%	49 38.6%
Yes - will pursue another degree right away	16 12.6%	2 5.7%	14 15.9%	15 23.1%	1 1.6%	12 21.8%	1 2.0%
Yes - will pursue another degree/additional education after gaining some professional experience	21 16.5%	8 22.9%	11 12.5%	16 24.6%	5 8.1%	11 20.0%	6 12.2%
Uncertain	35 27.6%	6 17.1%	28 31.8%	17 26.2%	18 29.0%	11 20.0%	16 32.7%
Do not expect to	55 43.3%	19 54.3%	35 39.8%	17 26.2%	38 61.3%	21 38.2%	26 53.1%

22a. If you plan to pursue another degree, what degree will it be?

N=68	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	68 100.0%	16 23.5%	49 72.1%	47 69.1%	21 30.9%	34 50.0%	21 30.9%
Bachelor	1 1.5%	0 0.0%	1 2.0%	0 0.0%	1 4.8%	0 0.0%	1 4.8%
Masters	48 70.6%	10 62.5%	36 73.5%	42 89.4%	6 28.6%	28 82.4%	12 57.1%
Ph.D.	14 20.6%	4 25.0%	9 18.4%	1 2.1%	13 61.9%	2 5.9%	7 33.3%
Other	5 7.4%	2 12.5%	3 6.1%	4 8.5%	1 4.8%	4 11.8%	1 4.8%

Other answers:

Graduate Certificate (2 mentions)

PhD or MBA

22b. What discipline will it be in?

- Architecture (3 mentions)
- Art
- Art Education
- Art History/Museum studies
- Botany
- City planning, urban design (2 mentions)
- Climate adaptation
- Composites
- Construction Management
- Design (2 mentions)
- Environmental Engineering
- Environmental Science
- Geology
- Geospatial Information Sciences
- GIS
- GIS or Planning
- GIS or Urban Design
- Human Geography (2 mentions)
- Landscape Architecture (15 mentions)
- Landscape Architecture and Environmental Planning (3 mentions)
- Landscape architecture or city planning
- Landscape Architecture or Urban Planning
- Planning (2 mentions)
- Planning or Community Health
- Product design
- Urban design
- Urban Design and Architecture
- Urban Design in Landscape Architecture
- Urban planning
- Urban Planning and Design
- User interface design, Interaction Design

- Undecided (5 mentions)

22c. What do you anticipate doing once you complete this degree?

N=60	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	60 100.0%	13 21.7%	44 73.3%	39 65.0%	21 35.0%	27 45.0%	21 35.0%
Teach in landscape architecture	25 41.7%	6 46.2%	17 38.6%	15 38.5%	10 47.6%	8 29.6%	10 47.6%
Teach in other discipline	6 10.0%	3 23.1%	3 6.8%	2 5.1%	4 19.0%	0 0.0%	2 9.5%
Seek practice employment or start my own practice	48 80.0%	12 92.3%	34 77.3%	31 79.5%	17 81.0%	22 81.5%	16 76.2%
Other	7 11.7%	3 23.1%	4 9.1%	5 12.8%	2 9.5%	4 14.8%	3 14.3%

Other answers:

- Community involvement
- Continue working professionally
- Go on to join a PhD Program
- Just to further education if I need to
- Maybe get my PhD or Masters
- Work in another discipline

22c. Teach in Landscape Architecture - specify special interests:

- Design Studios
- Ecological design
- Environmental Design/ Restoration
- Green infrastructure
- I am excited to see environmental design and management thinking drive and bridge more work across all design disciplines
- Social and ecological design
- Studio Design
- Urban Design

22c. Teach in other discipline – specify:

- Architecture
- Art Education at Highschool/ Elementary Level

22c. specify employment specialties

- City Planner
- Climate change related work
- Designing for Urban and residential
- Ecological services, environmental justice
- Environmental Design/Restoration
- Field work
- I currently own my own gardening practice but I would LOVE to teach or be involved in education of the field somehow.
- Illustrating
- Landscape architecture, urban design, planning
- Own Practice in Residential and Community Design
- Product/UI/UX design
- Residential Design
- Urban design (2 mentions)
- Urban design, public spaces
- Urban planning and Landscape Architecture

Did COVID-19 impact your plans to pursue another degree/additional education?

N=124	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	124 100.0%	34 27.4%	86 69.4%	63 50.8%	61 49.2%	53 42.7%	49 39.5%
Yes	18 14.5%	4 11.8%	14 16.3%	14 22.2%	4 6.6%	10 18.9%	4 8.2%
No	106 85.5%	30 88.2%	72 83.7%	49 77.8%	57 93.4%	43 81.1%	45 91.8%

22e. How did it impact your plans?

N=18	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	18 100.0%	4 22.2%	14 77.8%	14 77.8%	4 22.2%	10 55.6%	4 22.2%
I am no longer pursuing another degree/additional education	2 11.1%	0 0.0%	2 14.3%	2 14.3%	0 0.0%	2 20.0%	0 0.0%
I am delaying my start of pursuing another degree / additional education	12 66.7%	4 100.0%	8 57.1%	9 64.3%	3 75.0%	6 60.0%	3 75.0%
Other	5 27.8%	0 0.0%	5 35.7%	4 28.6%	1 25.0%	3 30.0%	1 25.0%

Other answers:

- I decided to completely change my career.
- I wanted to go into a PhD program but I was unable to afford it due to financial problems caused by COVID.
- If covid makes it difficult to find a job in LA field, I may consider another major that is more resilient under the impact of pandemic.
- Instead of a Master’s degree I am doing a shorter degree.
- Schools become more competitive than last year.

23. How did you first learn about landscape architecture?

N=124	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	124 100.0%	35 28.2%	85 68.5%	63 50.8%	61 49.2%	53 42.7%	48 38.7%
A landscape architect visited my elementary school (grades K to 5)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my middle school (grades 6 to 8)	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
A landscape architect visited my high school (grades 9 to 12)	3 2.4%	0 0.0%	2 2.4%	3 4.8%	0 0.0%	2 3.8%	0 0.0%
Talking to a landscape architect (family/friend/acquaintance)	18 14.5%	2 5.7%	16 18.8%	4 6.3%	14 23.0%	2 3.8%	10 20.8%
When I applied for a job working for one	1 0.8%	0 0.0%	1 1.2%	0 0.0%	1 1.6%	0 0.0%	0 0.0%
From a high-school counselor	7 5.6%	4 11.4%	3 3.5%	4 6.3%	3 4.9%	4 7.5%	2 4.2%
Read about it online	33 26.6%	9 25.7%	24 28.2%	19 30.2%	14 23.0%	18 34.0%	13 27.1%
Read about it in a book, newspaper, or magazine	8 6.5%	2 5.7%	5 5.9%	3 4.8%	5 8.2%	2 3.8%	4 8.3%
Social media	1 0.8%	0 0.0%	1 1.2%	0 0.0%	1 1.6%	0 0.0%	1 2.1%
Through the American Society of Landscape Architecture (ASLA)	1 0.8%	0 0.0%	1 1.2%	1 1.6%	0 0.0%	1 1.9%	0 0.0%
Other	52 41.9%	18 51.4%	32 37.6%	29 46.0%	23 37.7%	24 45.3%	18 37.5%

23. How did you first learn about landscape architecture?Other answers:

- A career exploration class
- A college elective course (2 mentions)
- A friend was in the major
- Americorps Program
- At UCLA
- College class (5 mentions)
- College friend
- College tour (2 mentions)
- Community college degree transfer option
- Did not learn until college after meeting faculty
- Didn't really know too much before joining the program
- Employer recommendation
- First saw it in a list of jobs on a career test in high school
- Found it searching for majors at URI
- Friend recommended a college class
- From peers and professors
- Googled about horticulture when the course was cut from my HS
- Heard about it in an undergraduate course in environmental planning my senior year
- I didn't really understand it was a profession until I got to architecture school, where LAs were housed in the School of Agriculture and had nothing to do with architects.
- I visited the Lurie Garden and wanted to find out how I could do that for the rest of my life. I found LA soon after and transferred majors
- I worked for a nursery while completing my associates and enjoyed working with the landscape designers
- In college (2 mentions)
- In college through Horticulture Club.
- Landscape architecture students from LSU visited my high school
- Looking at scholarship offers by program
- My last semester of my Bachelor's when I took an Urban Design class.
- My professor for one of my science gen-eds is an LA
- Podcast - 99% Invisible
- Professor in my undergrad
- Second choice when transferring from community college. There was talk of a class being added but up until then hadn't heard about it in the Arch Program.
- Seeing peers in the same building while I was in a different major
- Study abroad course in landscape architecture department
- Taking architecture
- Taking classes at community college
- Through family connection to the discipline
- Through my community college
- Through the university of Minnesota
- Undergrad (2 mentions)
- Visited a design location and happened to meet
- When applying to colleges
- Worked with LAs as a gardener
- Working in the field

24a. While you were studying landscape architecture, did you visit an elementary, middle, or high school to talk about the profession?

N=123	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	123 100.0%	35 28.5%	84 68.3%	63 51.2%	60 48.8%	53 43.1%	48 39.0%
Yes	20 16.3%	5 14.3%	15 17.9%	13 20.6%	7 11.7%	10 18.9%	8 16.7%
No	103 83.7%	30 85.7%	69 82.1%	50 79.4%	53 88.3%	43 81.1%	40 83.3%

24b. If yes, how many times?

N=20	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	20 100.0%	5 25.0%	15 75.0%	13 65.0%	7 35.0%	10 50.0%	8 40.0%
Once	9 45.0%	1 20.0%	8 53.3%	6 46.2%	3 42.9%	5 50.0%	3 37.5%
Two to four times	7 35.0%	4 80.0%	3 20.0%	3 23.1%	4 57.1%	3 30.0%	4 50.0%
Five or more times	4 20.0%	0 0.0%	4 26.7%	4 30.8%	0 0.0%	2 20.0%	1 12.5%

24c. If yes, what grades did you talk to?

N=20	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	20 100.0%	5 25.0%	15 75.0%	13 65.0%	7 35.0%	10 50.0%	8 40.0%
Elementary school (grades K to 5)	4 20.0%	2 40.0%	2 13.3%	0 0.0%	4 57.1%	0 0.0%	3 37.5%
Middle school (grades 6 to 8)	5 25.0%	1 20.0%	4 26.7%	3 23.1%	2 28.6%	2 20.0%	2 25.0%
High school (grades 9 to 12)	14 70.0%	2 40.0%	12 80.0%	11 84.6%	3 42.9%	8 80.0%	5 62.5%

25a. While you were studying landscape architecture, did your program curriculum offer the opportunity for community engagement and/or community design charrettes?

N=124	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	124 100.0%	35 28.2%	85 68.5%	63 50.8%	61 49.2%	53 42.7%	48 38.7%
Yes	75 60.5%	22 62.9%	51 60.0%	43 68.3%	32 52.5%	36 67.9%	27 56.3%
No	49 39.5%	13 37.1%	34 40.0%	20 31.7%	29 47.5%	17 32.1%	21 43.8%

25b. Please list the kinds of classroom activities or community activities that were part of the course curriculum:

- 2018 Bridge Program.
- Advising high school design competition.
- Almost every semester, our studios participated in community meetings to listen, interact and eventually present ideas to.
- Annual community design charrettes.
- As part of my city planning courses I was able to engage in Y-Plan which focuses on empowerment of youth voices in city planning decision making. During my time at UC Berkeley I also applied for a grant to install edible gardens on campus. The harvested food was donated to the Basic Needs Center but this opportunity allowed me to train fellow students on best practices of edible gardening, all while social distancing.
- Capstone Studio: BHAC Los Angeles Urban Design Project; Urban Green Infrastructure Studio: Cal Trans Park N' Ride Project; Bobby Brooks Design Studio w/Disney Imagineering; Interim Design Studio for on Campus ENV Plaza Design Project; Second Year Urban Design Studio: HOLA Project Los Angeles
- Charrette.
- Charrettes and community engagement.
- Charrettes with a church and its members. Charrettes with a cemetery and its partners.
- Class trips to meet members of communities we had projects on.
- Community design charrettes annually.
- Community engagement with local city for sea-level rise mitigation project. Community engagement seminar on working with organizations to collect data and work with community.
- Community outreach, concept design, and advocacy
- Department-wide charrettes for a small town/city yearly. Some classes would do this to different extents as well.
- Design charrettes with local community organization for Temple ASLA student group; Opportunity to interact with local communities throughout the semester working on one project - Narberth, Pennsylvania during our junior year and Upper Darby, Pennsylvania our senior year
- Design charrettes.
- Guest talk; Design competition mentoring.
- I took a YPlan class that mentored high school students in city planning and the built environment.
- Mapping activity with elementary school students, online survey, in- person and virtual interviews.
- Most of our studio projects are developed from requests from various communities which have been brought to the attention of our department. Although, we normally do not get the chance to interact with the community members who originally asked for this design ideas/solutions.
- Mostly working with community leaders, occasionally interview opportunities.
- My 3rd year studio was doing projects providing walkability solutions in rural Georgia. This required us to attend stakeholder meetings and interact with members of the community.
- Our upperclassmen studios were all centered around community design. We engaged with community members through meeting we either led or heavily organized. 2-4 of those per each semester. We'd also talk to community members on walks around the site and/or neighborhood.
- Parking day.
- Pollinator garden design-build with local resident, design for local resident property, design for local horticultural research station, consultation with local/regional professionals
- Several visits to rural communities for charrettes, presenting design proposals to community programs that use the sites
- Site visits and designs.
- Some brief neighborhood engagement and presentations.
- Studio and land form.
- Studio Project for the organization Kate's Club.
- Studios with real-world clients.
- Survey design and implementation for engaging stakeholders at local schools
- Take a specific community development as a studio project, visited and lived in the neighborhood to speak with the people there.
- There was a middle school classroom that came into our studio and we worked on a park project together.
- Through our department we had a design charrette with the LA sanitation. We also had a visit to a local townhall meeting that was presenting a project for the LA river. We also would get constant email about lectures going on in the area related to landscape architecture.
- UGA has separate entities that recruit students from our program to help with community design projects. We also worked on one with our last studio class.
- Urban and regional planning, residential design, park design (all were either projects for a class or design charrettes).

25b. Please list the kinds of classroom activities or community activities that were part of the course curriculum:

- Urban design - we participated to community meetings to assess community needs in Wilmington, often had professionals from various applicable fields and community members participate in our critiques and presentations; Senior Design - worked closely with the employees of John Dickinson Plantation to create our memorial designs, also had community members and professionals participate in our critiques, Planting Design - met with Delaware Estuary employees to further inform design.
- Urban design, park design, residential design, working with teams to give concepts and plans to a client, working with the client.
- Various community design charrettes through studios.
- We designed Parks for some Town in the area, (Design Charrette, and Presentation); Designed parks for companies that wanted to renovate their lands, (Design Charrette, and Presentation).
- We did a community design studio and worked for a local land trust.
- We had 2-3 community meeting design charrettes every semester project.
- We had students from middle school come to URI pre-covid to talk to them about what we do and possibly interest some of the younger crowd to inspire them to make a better and more sustainable tomorrow.
- We hosted a community design charrette after conducting research and analysis for a few weeks. At the charrette we brought aerials, character images, and question prompts to ask the community about a few focus areas within their neighborhood. After the charrette, we conducted individual or small group meetings with stakeholders and community members on our own. Later in the class, these meetings became virtual due to COVID-19.
- We invited high school students to our school and taught them more about the major as well as design basics. We also worked on multiple projects in rural GA where we spoke to/presented to community members and leaders.
- We met with 8th graders to teach them about design for an outdoor classroom.
- We met with elementary and middle school students and held workshops to teach them about LA.
- We talked to a high school for a project designing a place-based education learning center. Several design charrettes happened throughout my time that were not related to the curriculum but were through ASLA or the department.
- We went to a non-profit community organization to meet people in the community and gain their opinions.
- Worked with city governments.
- Worked with city of Springfield MA to design public space (completely virtual due to covid).
- Working with the local planning office, volunteering with habitat for humanity, design charrettes with local community members.

Are you an ASLA member?

N=124

	Total	GENDER		DEGREE		AGE	
		Male	Female	Undergrad	Grad	21 to 25	26 or older
Total	124 100.0%	35 28.2%	85 68.5%	63 50.8%	61 49.2%	53 42.7%	48 38.7%
Yes	110 88.7%	32 91.4%	74 87.1%	56 88.9%	54 88.5%	47 88.7%	44 91.7%
No	14 11.3%	3 8.6%	11 12.9%	7 11.1%	7 11.5%	6 11.3%	4 8.3%