



Department of Institutional Research and Assessment

Alumni Survey Analysis Class of 2017-2018

**Your suggestions and comments are welcomed. For questions or additional queries do not hesitate to contact us
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ACRONYM

AKSOB	Adnan Kassar School of Business
ARCSON	Alice Ramez Chagoury School of Nursing
SArD	School of Architecture and Design
SAS	School of Arts and Sciences
SOE	School of Engineering
SOP	School of Pharmacy
LAU	Lebanese American University

Executive Summary

The key findings based on responses of the graduates of 2017-2018 are summarized below. Findings can be used to predict with 95% confidence the true population statistic within +/- 3.28 percentage points of the sample statistic.

- 85% of LAU graduates were employed or were continuing their education within 12 months of graduation.
- Graduates majoring in Petroleum Engineering, Translation, Social Work, Performing Arts and Multimedia Journalism had a 100% chance of securing a job before graduation.
- To search for their first job, graduates across all majors mainly relied on online job search platforms (28%), followed by family or personal connections (18%), LAU career guidance /career portal (13%), social media platforms (13%), LAU career fair (13%), an LAU teacher/faculty (8%), LAU academic departments (4%), career fairs organized by other organizations (2%) and online newspapers (2%).
- 34% of graduates sought or earned a graduate degree/doctoral degree/second undergraduate degree/professional certification.
- Around 76% of graduates confirmed that their first job was related to their undergraduate field of study.
- The vast majority of respondents found their first job in Lebanon 91% whereas 4% found their first job in the Gulf region, 1% in North America, 1% in Europe, 1% in Africa and 0.4% in the Levant.
- External employers had a demand for graduates who majored in Business, Mechanical Engineering, Computer Science, Psychology, Economics and Architecture.
- Graduates who were employed in Lebanon were mostly based inside the capital Beirut.
- The industries that employed most of LAU graduates were (1) Marketing, Sales & Services, (2) Education & Training and (3) Health Science/Medical.
- The average basic salary ranged from \$976 for graduates employed in the Levant to \$2,284 for those employed in Africa. The highest paid graduates were those employed in Africa, Europe and Gulf Region.
- The highest paid majors were: Mathematics, Engineering (Electrical and Computer), Translation and Computer Science.
- 27% of graduates who had an internship experience were offered a full-time job afterwards in the same company. Graduates who majored in Learning Disability and Giftedness, Nursing, Social Work and Fine Arts were in the majority offered a full-time job after completing their internship.
- Were they to start again, 87% of graduates would pursue their studies at LAU.
- 95% of graduates believed that the preparation they received is the same or better than that received by their peers from other universities.

- The majority of alumni (69% - 83%) believed that their LAU education had a significant contribution to their ability to acquire: communication skills/developing written communication skills, work ethics, presentation skills, teamwork, listening skills, positive attitude, public speaking skills, problem solving skills, decision making, flexibility, ability to work under pressure, time management skills and leadership skills/developing management/leadership capacities.

Methodology

All LAU alumni of the academic 2017-2018 were invited to participate in the online alumni survey. The alumni survey aimed at determining the employment and educational status of graduates and their views on the added value of internships on employment, when applicable. Alumni perspectives on their level of preparedness for employment reflected in the possession of the required theoretical knowledge and essential soft skill sets were also investigated.

The survey was disseminated by email to 3,279 LAU alumni at three different intervals, with each interval marking 12 months from graduation for the alumni surveyed. Alumni were given three weeks to complete the survey and received two reminders after the initial invitation to participate in the survey. Alumni who did not complete the online survey in person received follow up telephone calls.

Out of the 3,279 alumni invited, 703 responded yielding a response rate of 21%. The generalizability of the results to the population depends on the sample size, which in turn depends on the degree of precision desired, the variability of the data sampled, and the type of sampling employed, namely level of tolerated error accepted. With 703 respondents, a 3.28 percent margin of error and a 95 percent confidence interval were generated. As such, one can predict with 95% confidence that the true population statistic is within +/- 3.28 percentage points of the sample statistic.

Demographic Characteristics of Respondents

Out of the 703 respondents, 55% were females (Figure 1). Most respondents were graduates from the AKSOB (41%), while 27% were graduates from the SAS, 16% from the SOE, 11% from the SArD, 4% from the SOP, and 1% from the ARCSO (Figure 2). These percentages mirror to a large extent graduation patterns at LAU by school. As for the majors of respondents, 36% majored in Business, 9% in Biology, 6% in Bachelor of Architecture and Engineering (Civil and Mechanical), 4% in Pharmacy and Economics, and 3% in Nutrition and Psychology. Alumni who majored in Television and Film, Computer Science, Political Science/International Affairs, Engineering (Computer, Electrical and Industrial), Graphic Design, Teaching Diploma, Fashion Design, Mathematics, Interior Architecture, Hospitality & Tourism Management, Nutrition & Dietetics Coordinated Program and other majors also participated in the survey.

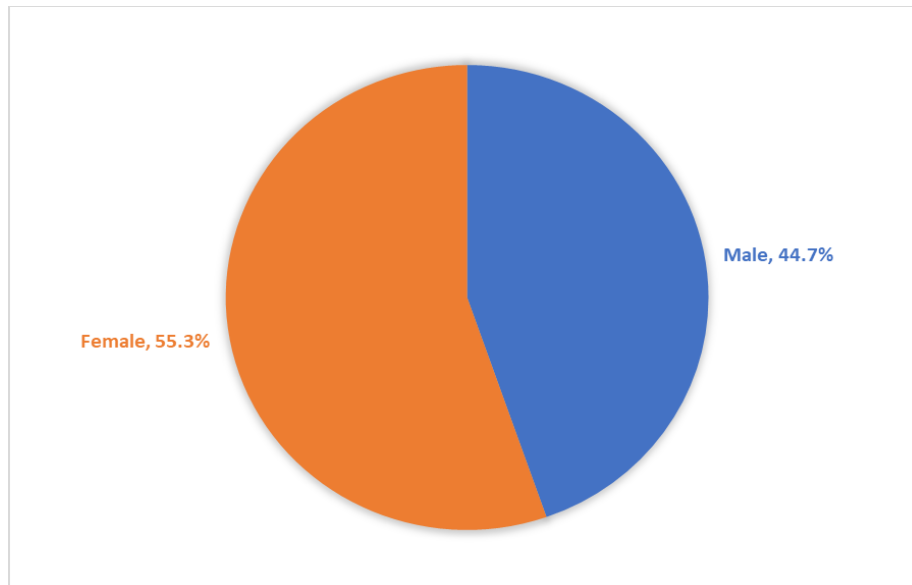


Figure 1: Respondents by gender

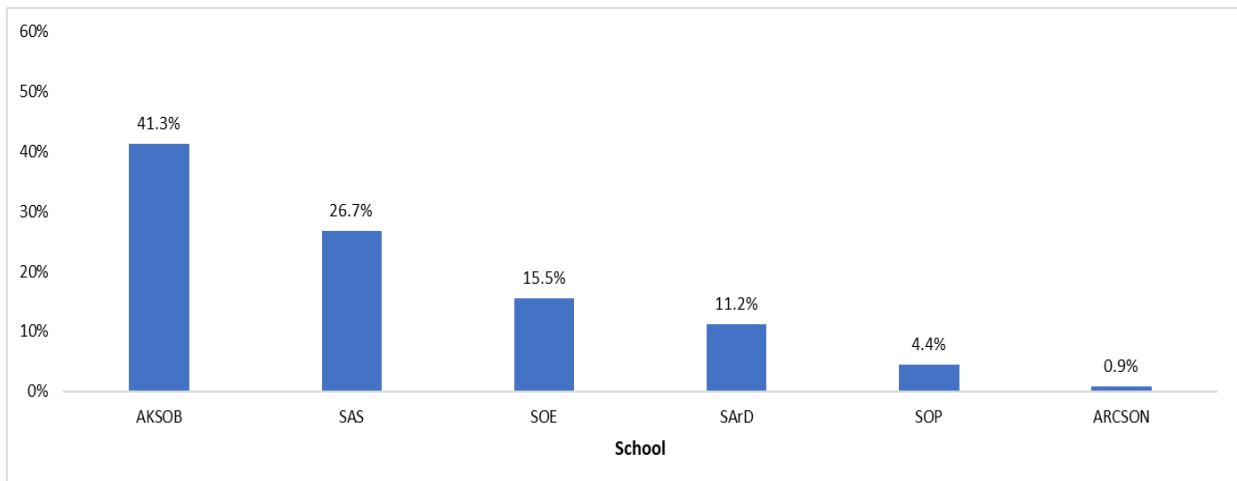


Figure 2: Respondents by school

Major Findings

1. Employment and Post-Graduation Status

i. Current Employment Status

The current employment status of the LAU Alumni of AY 2017-2018 varies. 68% of the respondents reported to have been employed at least once since their graduation. Out of these, 60% are currently employed whereas 8% have been employed at least once. 32% of LAU Alumni of AY 2017-2018 have never been employed. (Figure 3).

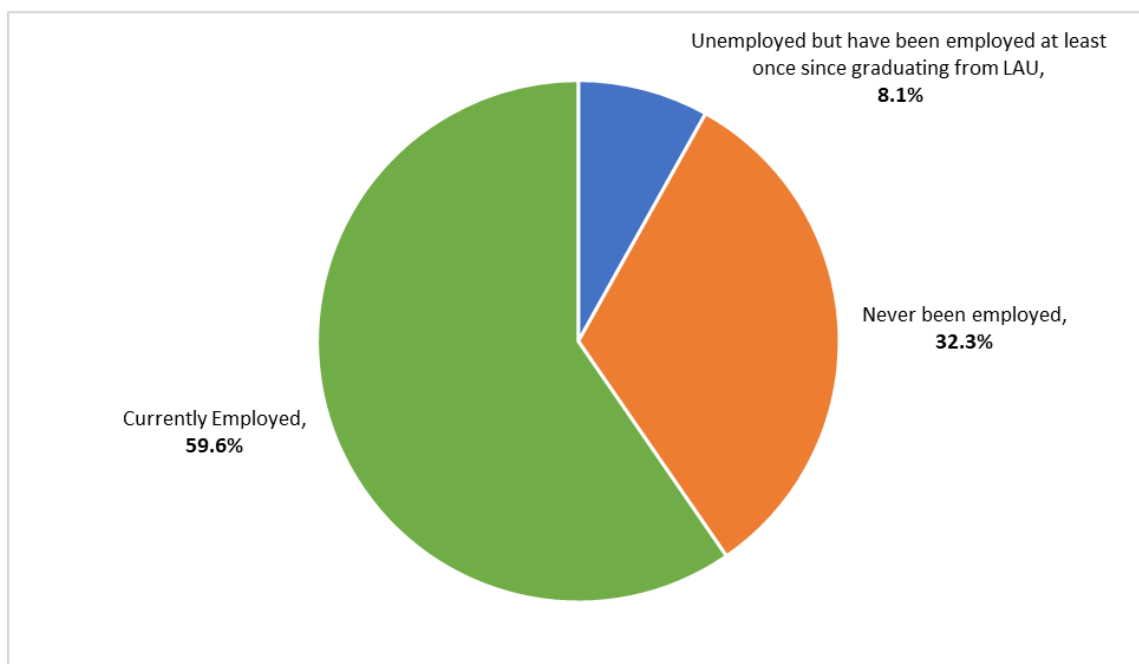


Figure 3: Employment status

ii. Continuing Education

Alumni were asked about whether they had sought further education after they completed their undergraduate studies. 34% confirmed that they had already earned or are currently pursuing a graduate degree, doctoral degree, second undergraduate degree or a professional certification. Out of the 40% of alumni who are currently unemployed (i.e. never been employed and currently unemployed but have been employed at least once since graduation), 54% are full-time students. Of the 54% alumni who are unemployed because they are seeking further education, 50% are graduate students, 39% are doctoral students, 8% are seeking a second undergraduate degree and 4% are seeking a professional

certification. Alumni who opted to continue their education had mostly completed their undergraduate degree in English, Biology, Mathematics and Chemistry (Figure 4).

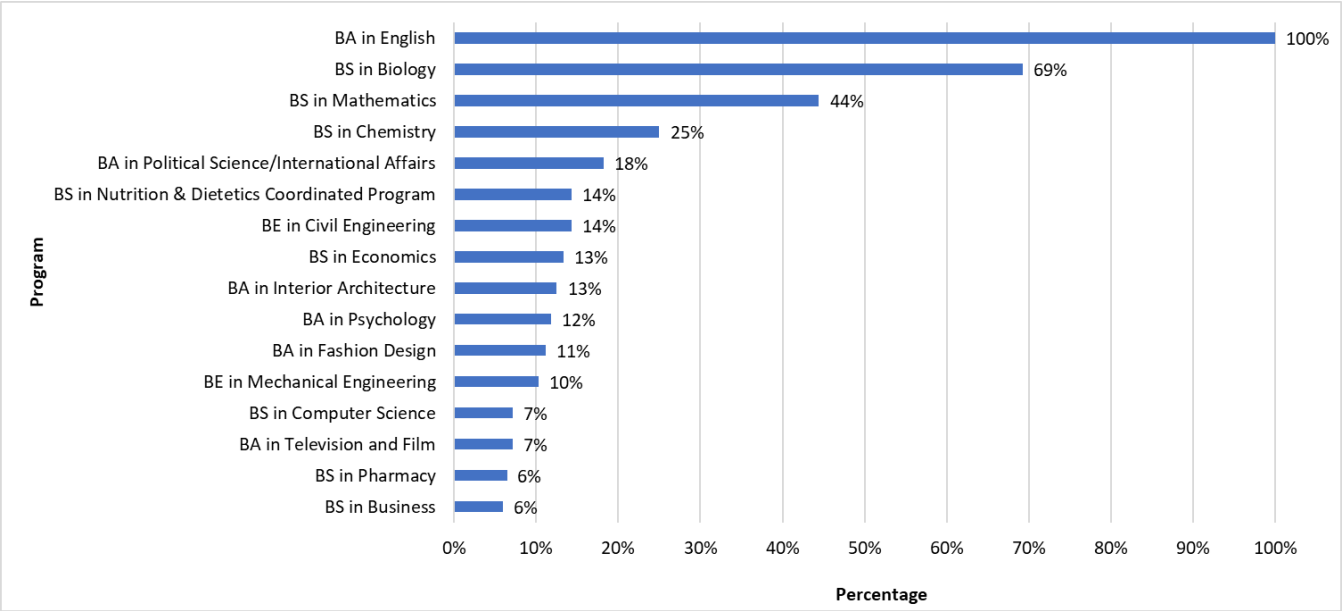


Figure 4: Alumni continuing higher education based on undergraduate degree

iii. Time to first job

When asked about the time spent to find their initial job, 20% of alumni reported to have found their first job prior to graduation. Within the first six months after graduation, 77% had secured a job. This rate increased to 100% 12 months after graduation (Figure 5).

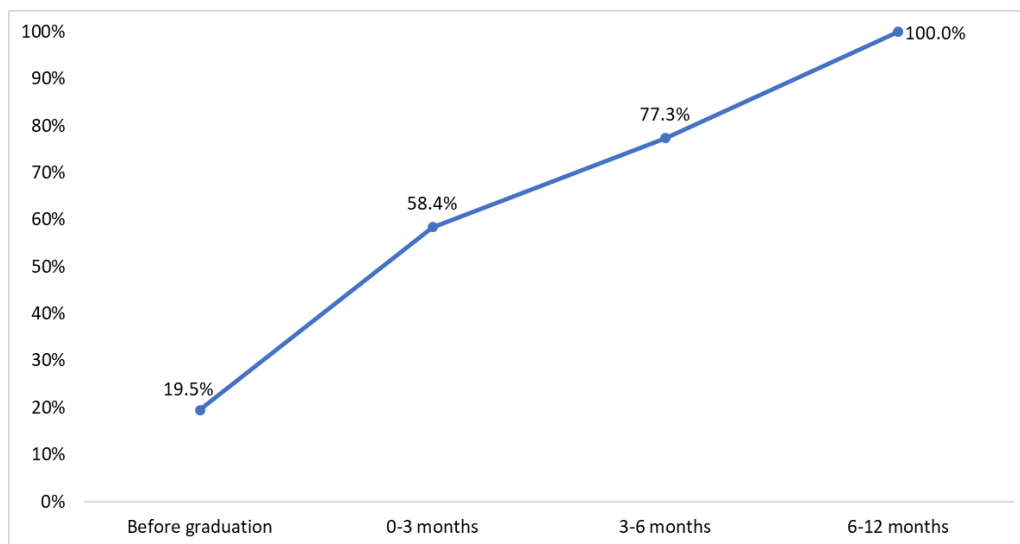


Figure 5: Employment rates based on initial employment

Based on survey findings, 100% of alumni who majored in Petroleum Engineering, Translation, Social Work, Performing Arts and Multimedia Journalism were able to find a job prior to graduation. 20-40% of those who majored in Teaching Diploma, Engineering (Industrial, Electrical and Mechanical), Computer Science, Fine Arts, Hospitality and Tourism Management, Psychology, Education, Mathematics and Biology reported finding a job prior to graduation. However only 6-18% of alumni who majored in Engineering (Civil and Computer), Pharmacy, Economics, Television and Film, Business, Political Science/International Affairs, Architecture and Nutrition secured a job by graduation (Figure 6).

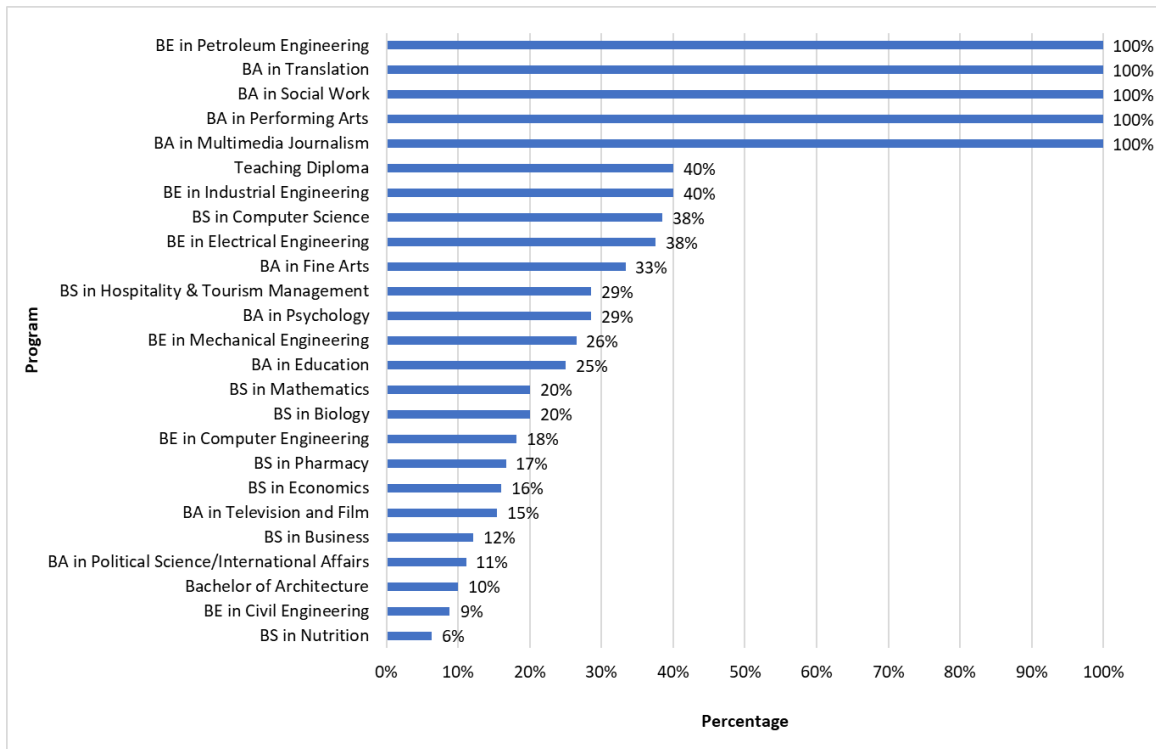


Figure 6: Employment rates by degree prior to graduation

For a period of up to twelve months after graduation, all alumni (100%) who majored in Teaching Diploma, Diploma in Learning Disability & Giftedness, Nursing, Bioinformatics, Engineering (Petroleum, Electrical and Computer), Translation, Social Work, Performing Arts, Fine Arts, Education and Communication Arts were capable of securing a job. Over the same period, most alumni (56-82%) who majored in Graphic Design, Television and Film, Pharmacy, Multimedia Journalism, Business, Political Science/International Affairs, Engineering (Mechanical, Industrial and Civil), Hospitality & Tourism Management, Architecture, Psychology, Economics, Interior Design, Computer Science, Nutrition, Mathematics and Fashion Design were able to find a job. (Figure 7).

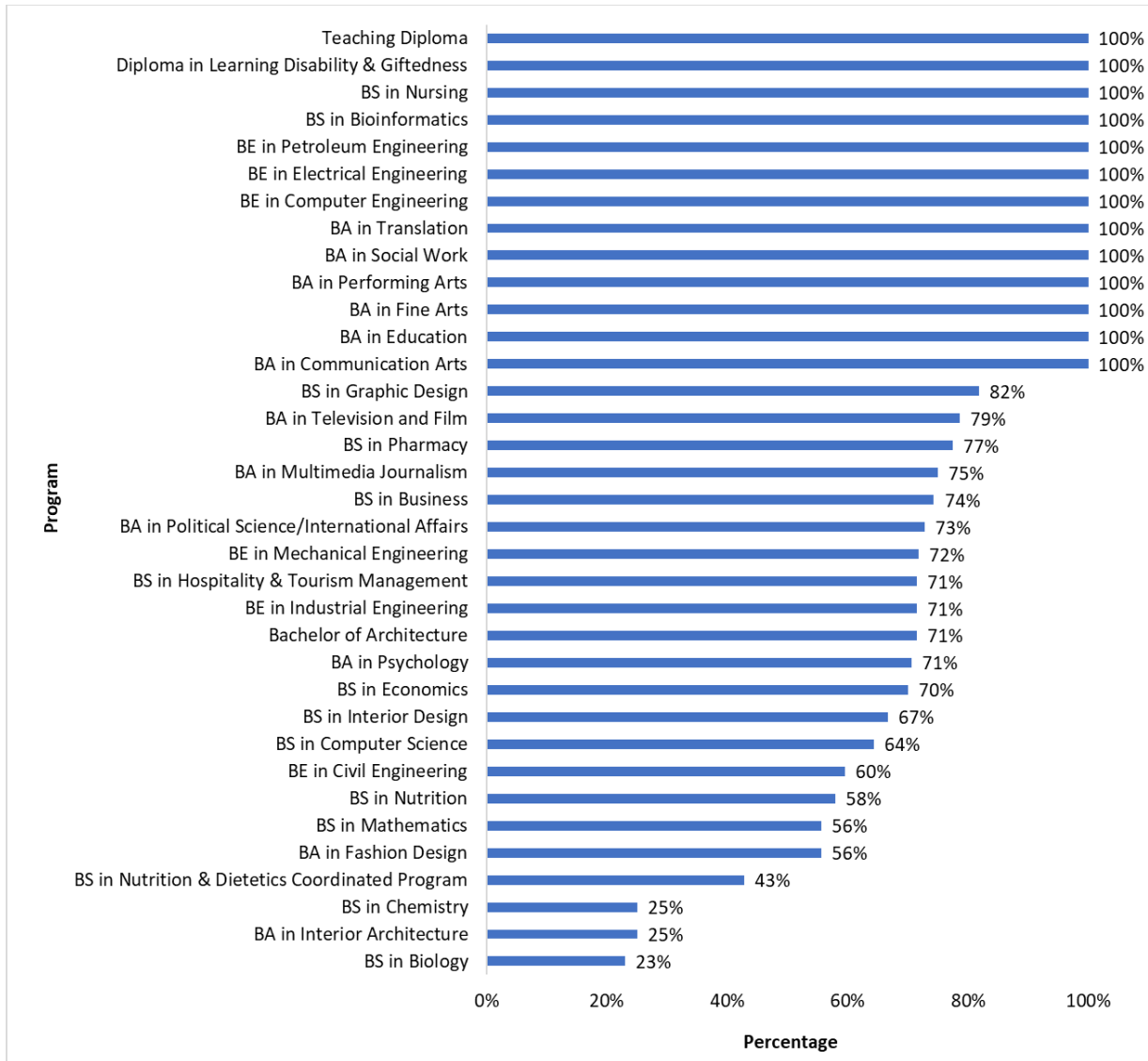


Figure 7: Employment rates by degree twelve months after graduation

iv. Job search methods

Alumni reported using a variety of methods when searching for their first job. Alumni mainly relied on online job search platforms when attempting to search for their first job (28%), followed by family or personal connections (18%), LAU career guidance office /career portal (13%), social media platforms (13%), LAU career fair (13%), an LAU teacher/faculty (8%), LAU academic departments (4%), career fairs organized by other organizations (2%) and online newspapers (2%) (Figure 8).

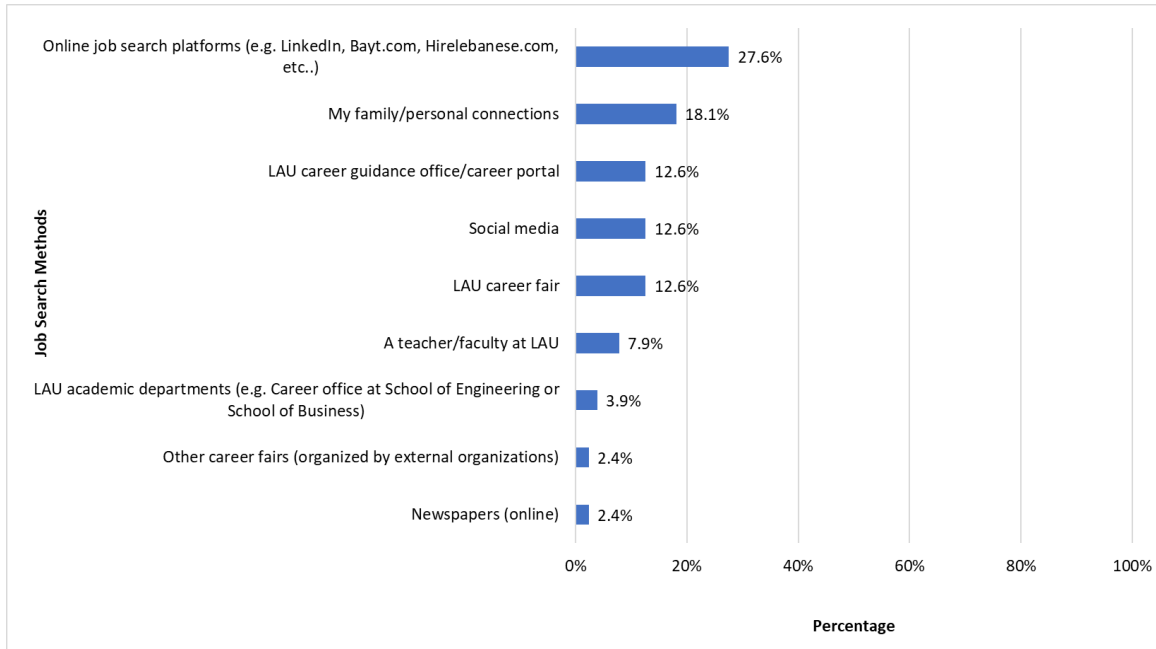


Figure 8: Methods alumni relied on for their job search

Graduates across all majors have relied on LAU job search platforms and services - the career fair, career guidance office/career portal, academic departments, and faculty - to secure employment particularly those who majored in BS in Pharmacy and Bachelor of Architecture (100%).

In addition, graduates who received their degree in BS in Business (67%), BS in Mathematics (50%) and BS in Biology (50%) found jobs using LAU search platforms.

Graduates who received degrees in BE in Mechanical Engineering (33%) were the least reliant of LAU job search platforms to find jobs (Figure 9).

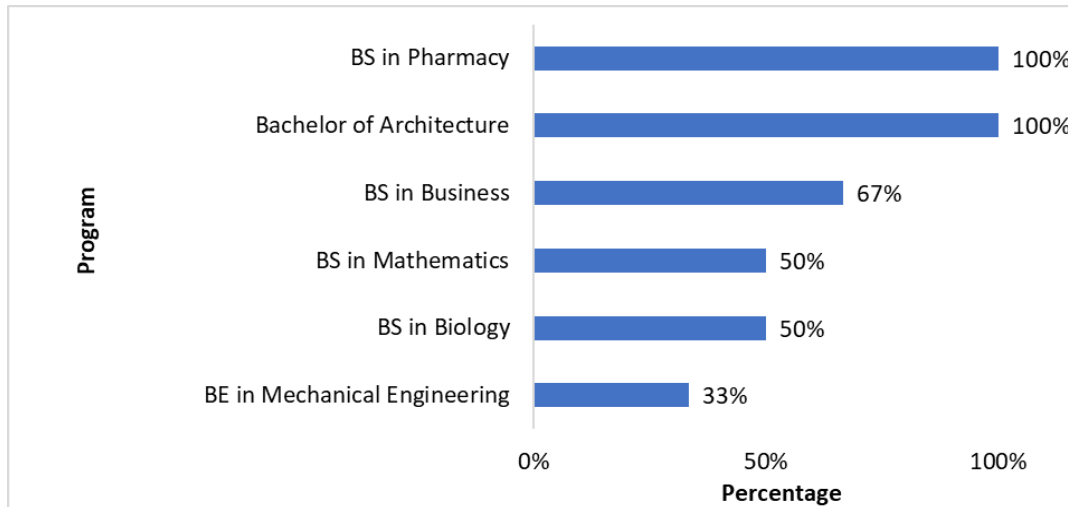


Figure 9: Alumni who relied on LAU job search platforms and services based on degree

2. First Job Experience

i. Type

A vast majority of respondents (76%) reported that the first job they had secured was on a full-time basis whereas 16% reported that the job was on a part-time basis. More males (78%) secured a full-time job compared to females (74%). The opposite applies to part – time employment, where 21% females reported having secured part-time jobs compared to 9% males (Figure 10). In addition, 8% reported to have been self-employed and those mostly majored in Business, Engineering (Mechanical and Civil), Psychology and Television and Film.

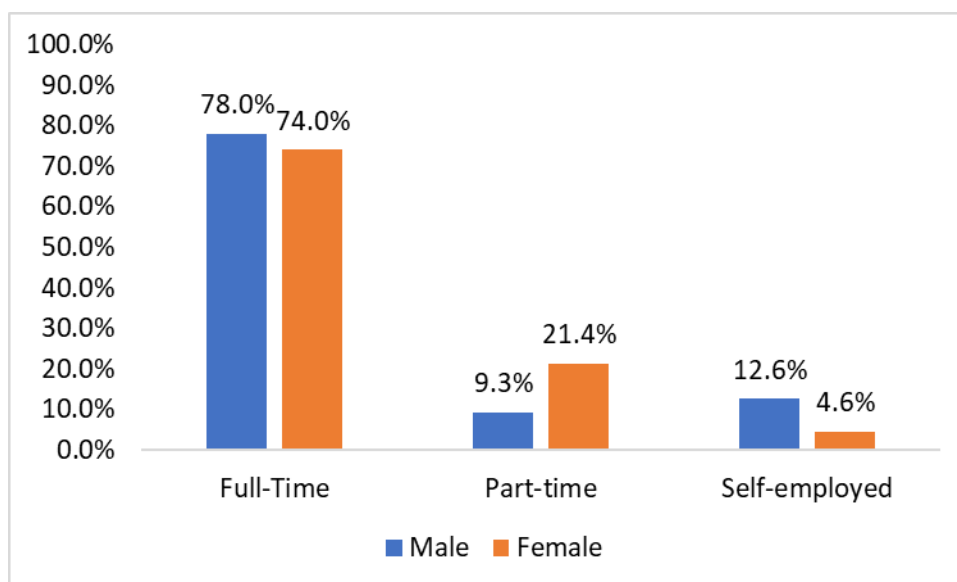


Figure 10: Job type by gender

ii. Correlation of Job to Undergraduate Field of Study

Not all respondents worked in their field of study. In fact, 76% of alumni confirmed that their first job was related to their undergraduate major. Finding a job in one's undergraduate field of study depended on the major.

All (100%) those who majored in Teaching Diploma, Diploma in Learning Disability & Giftedness, Pharmacy, Nutrition & Dietetics Coordinated Program, Nursing, Graphic Design, Computer Science, Chemistry, Computer Engineering, Social Work, Performing Arts, Interior Architecture and Education secured a first job that was related to their undergraduate field of study.

Most alumni (91% - 73%) majoring in Television and Film, Engineering (Civil and Electrical), Fashion Design, Business, Interior Design, Political Science/International Affairs, Architecture and Nutrition reported securing a first job in their undergraduate field of study.

This percentage dropped to 68% and below for alumni who majored in Engineering (Mechanical and Industrial), Multimedia Journalism, Fine Arts, Hospitality & Tourism Management, Translation, Psychology, Communication Arts, Economics, Mathematics and Biology (Figure 11).

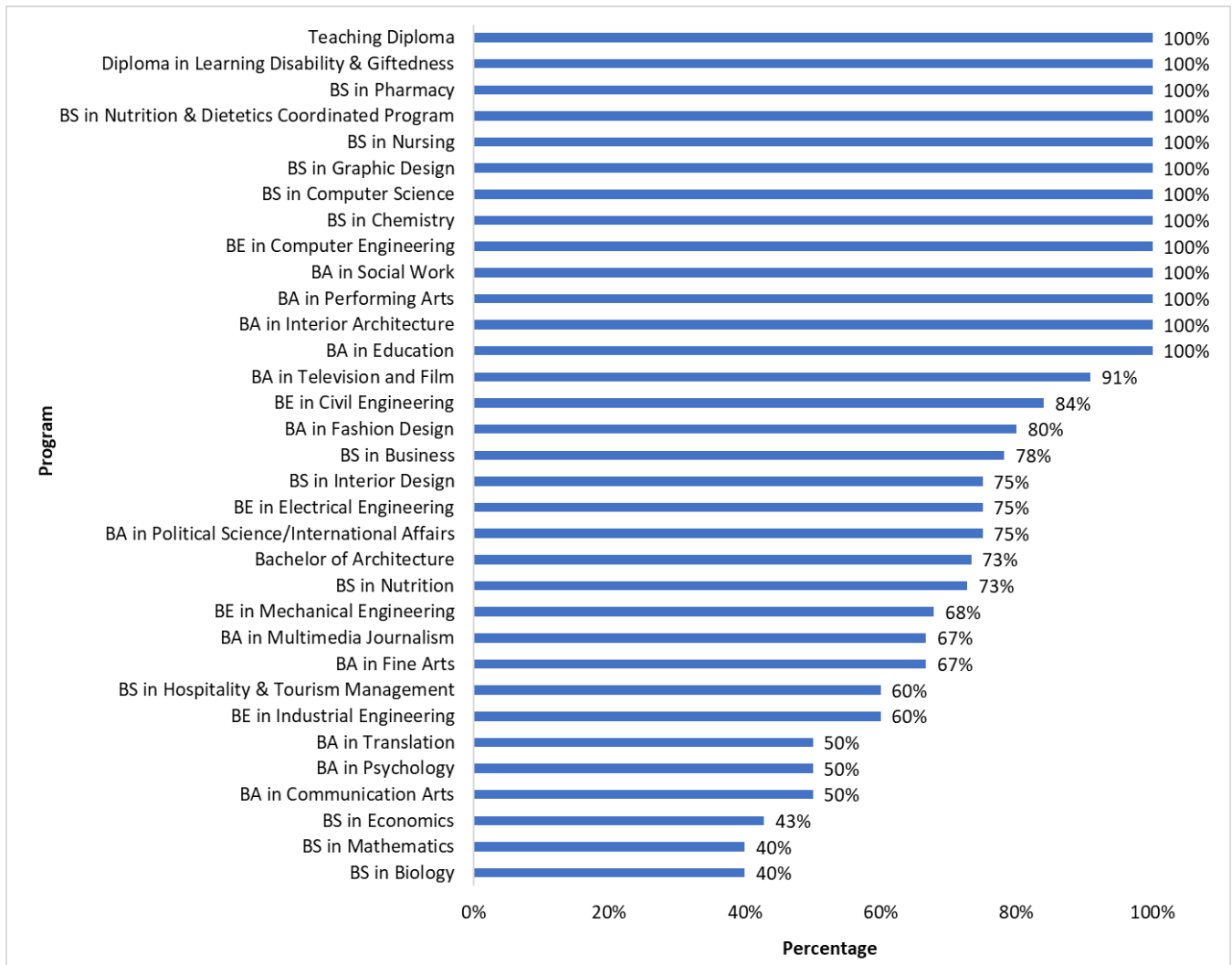


Figure 11: Employment in jobs related to undergraduate field of study by undergraduate degree

iii. Location

The vast majority of respondents found their first job in Lebanon 91% whereas 4% found their first job in the Gulf region, 1% in North America, 1% in Europe, 1% in Africa and 0.4% in the Levant (Figure 12).

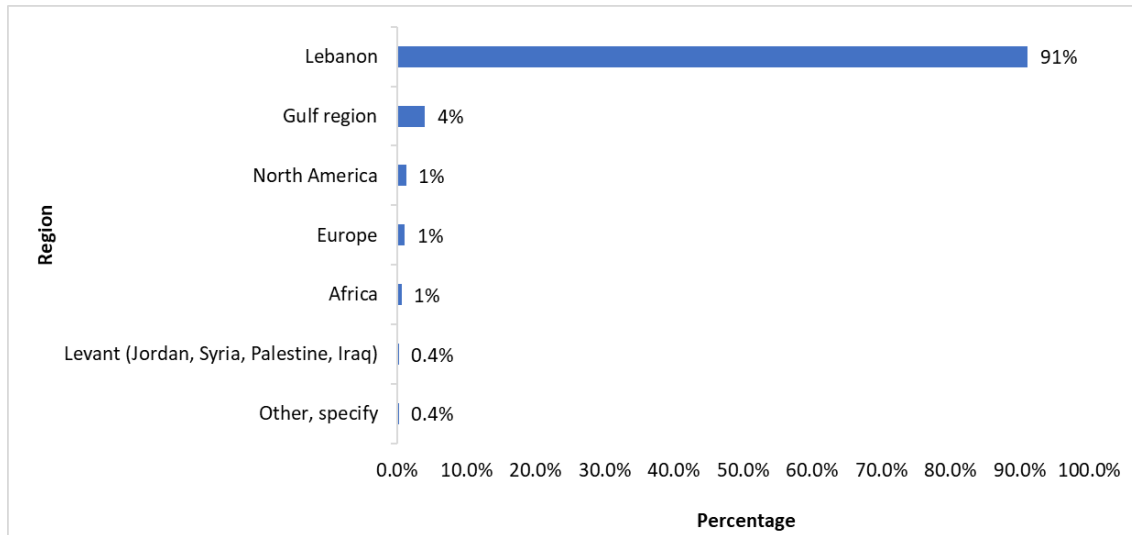


Figure 12: *Employment by job location*

All the majors offered by LAU were found to correlate positively with the demands of the Lebanese labor market. All alumni (100%) who graduated from ARCSO and SOP reported being employed in Lebanon. This percentage dropped to 94% for those who graduated from SAS and to 91% of alumni who graduated from SOE and 90% of alumni who graduated from AKSOB. Similarly, this percentage further dropped to 89% for those who graduated from SARd. External market demands varied according to the region. Employment outside Lebanon was found to be highest for graduates of SARd (11%) followed by AKSOB (10%), SOE (9%) and SAS (6%) (Figure 13).

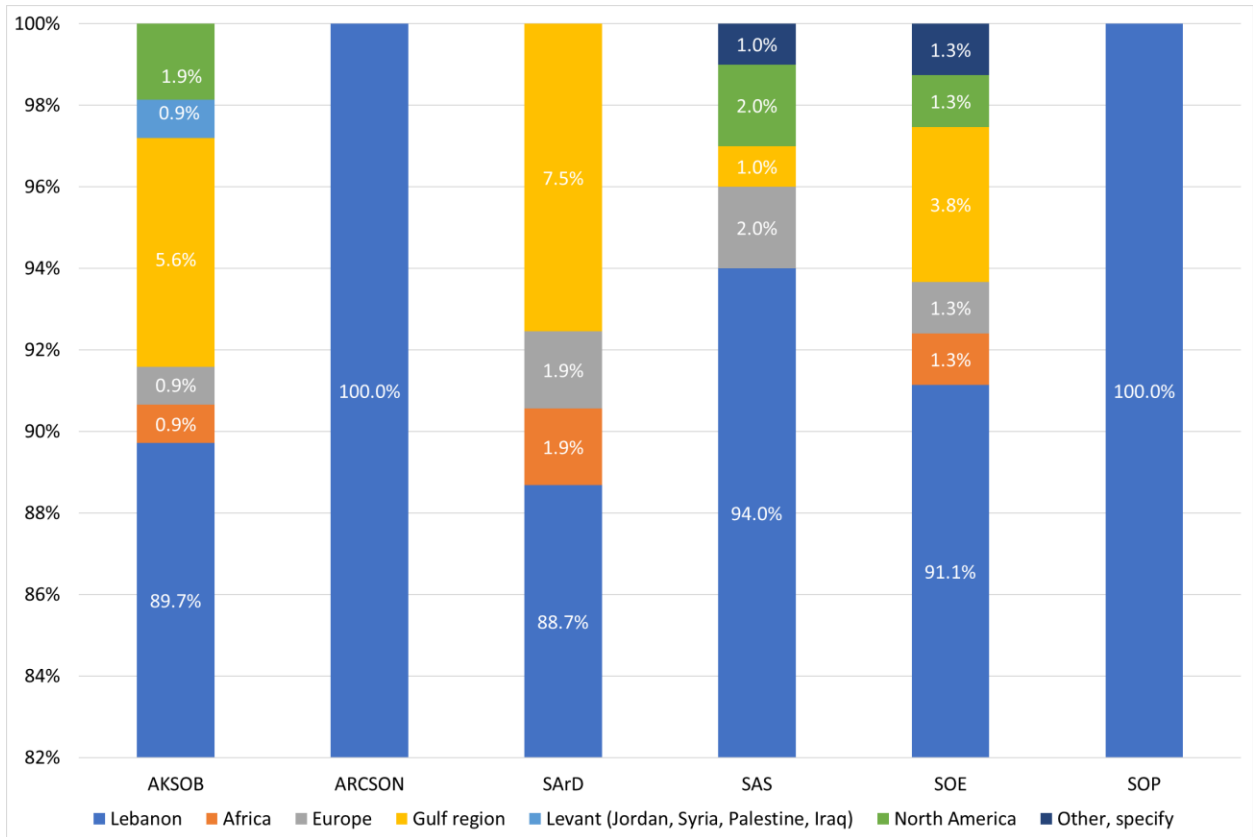


Figure 13: Employment rates by school and location

Majors seen to be the most requested by external employers include Business, Mechanical Engineering, Computer Science, Psychology, Economics and Architecture. Employers based in Africa have recruited alumni who majored in Business, Architecture and Industrial Engineering. Employers from the Gulf region mainly recruited Business and Architecture. As for employers based in North America, they have recruited from Business, Computer Engineering, Bioinformatics, Computer Science and Economics. When it comes to Europe, employers have recruited Computer Science, Fine Arts, Electrical Engineering, Business and Economics. Lastly, all employers in the Levant recruited Business graduates (Table 1).

Table 1: Alumni employed abroad by degree

Program	Africa	Europe	Gulf region	Lebanon	Levant (Jordan, Syria, Palestine, Iraq)	North America	Other, specify
BA in Communication Arts							
BA in Education				1%			
BA in Fashion Design				1%			

BA in Fine Arts		17%					
BA in Interior Architecture							
BA in Multimedia Journalism				1%			
BA in Performing Arts							
BA in Political Science/International Affairs				2%			
BA in Psychology				3%			50%
BA in Social Work							
BA in Television and Film				3%			
BA in Translation							
Bachelor of Architecture	25%		10%	6%			
BE in Civil Engineering			5%	6%			
BE in Computer Engineering				2%		14%	
BE in Electrical Engineering		17%		2%			
BE in Industrial Engineering	25%			1%			
BE in Mechanical Engineering			10%	6%			50%
BE in Petroleum Engineering							
BS in Bioinformatics						14%	
BS in Biology				3%			
BS in Business	50%	17%	60%	39%	100%	43%	
BS in Chemistry							
BS in Computer Science		33%		1%		14%	
BS in Economics		17%		4%		14%	
BS in Graphic Design			5%	2%			
BS in Hospitality & Tourism Management				1%			
BS in Interior Design			5%	1%			
BS in Mathematics			5%	1%			
BS in Nursing				1%			
BS in Nutrition & Dietetics Coordinated Program				1%			
BS in Nutrition				3%			
BS in Pharmacy				6%			
Diploma in Learning Disability & Giftedness							
Teaching Diploma				2%			

As for alumni who were employed in Lebanon, most were based inside the capital Beirut (77%) and an additional 15% were based in the Mount Lebanon Governorate (Figure 14). Employment opportunities ranged from 4% in North Lebanon to 3% in the South, 1% in

the Bekaa and 0.2% in Nabatieh. Employment trends have changed over time. The percentage of alumni employed in Beirut decreased from 81% for graduates of 2011- 2012 to 75% for graduates of 2015-2016 to 73% for the graduates of 2016-2017. It then increased again to 77% for the graduates of 2017-2018. Figure 15 gives trends in employment opportunities of LAU graduates by governorate.

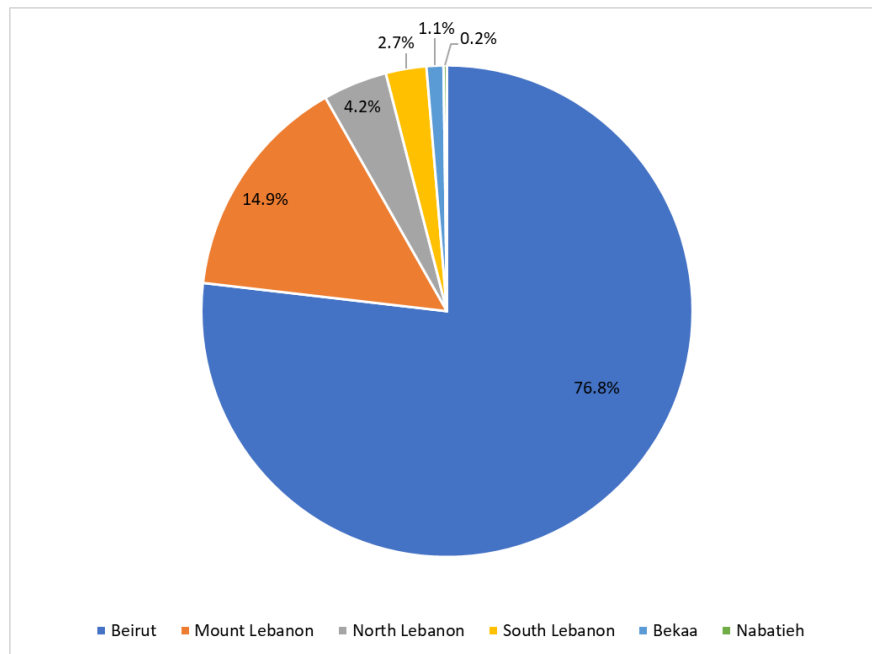


Figure 14: Employment by governorate

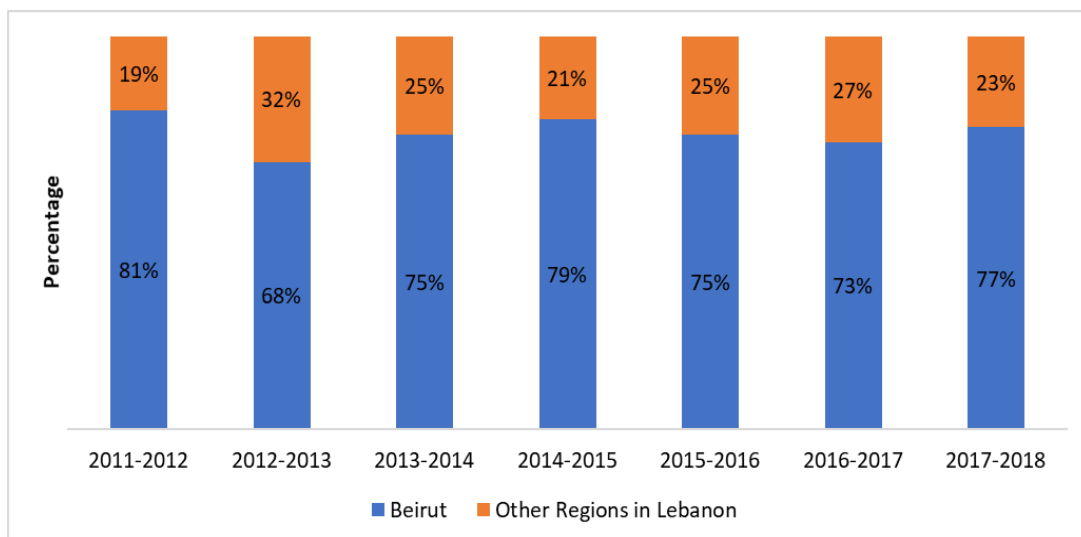


Figure 15: Trends in employment by governorate

iv. Industry

Alumni were asked to provide the industry of the company they were employed in. The “Marketing, Sales & Services” industry employed the most alumni (19%), followed by Education & Training (11%), Health Science/Medical (7%) and 4% for each of Science, Technology, Engineering & Mathematics, Sales & Distribution of Consumer Products, Pharmaceuticals, Non-Governmental Organizations, Manufacturing, Hospitality & Tourism, Business, Management & Administration, Architecture & Construction and Agriculture, Food & Natural Resources (Figure 16).

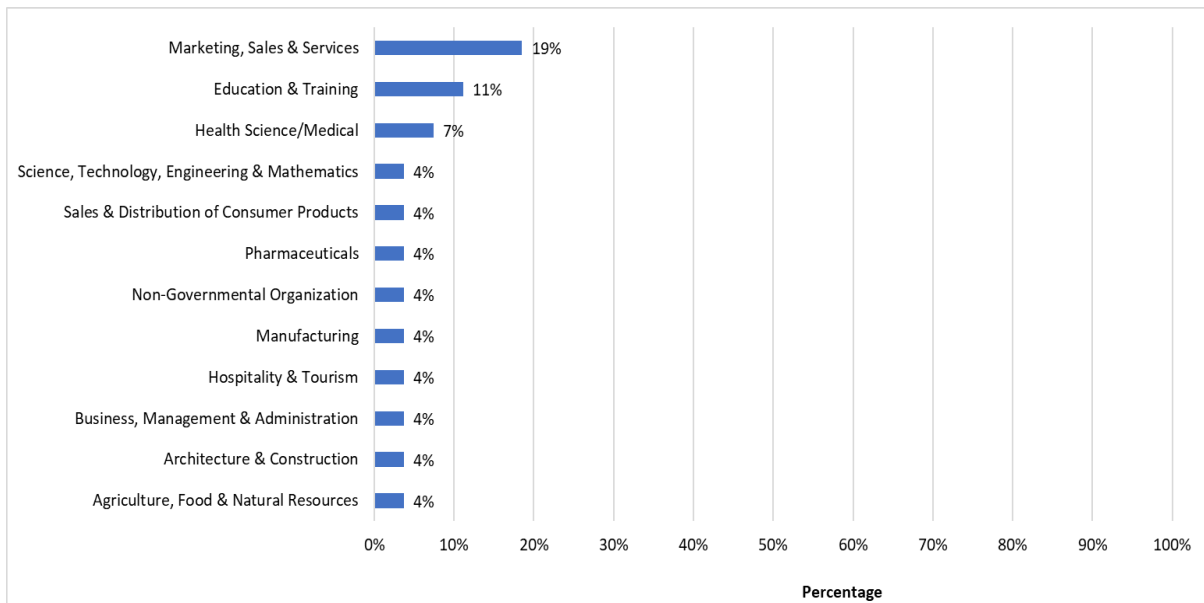


Figure 16: Employment by company industry

v. Starting Basic Salary

The average starting basic salary for all alumni respondents amounted to \$1,191. The average starting basic salary for males is \$1,320, which is higher than that of the average basic salary for females of \$1,070 (Figure 17).

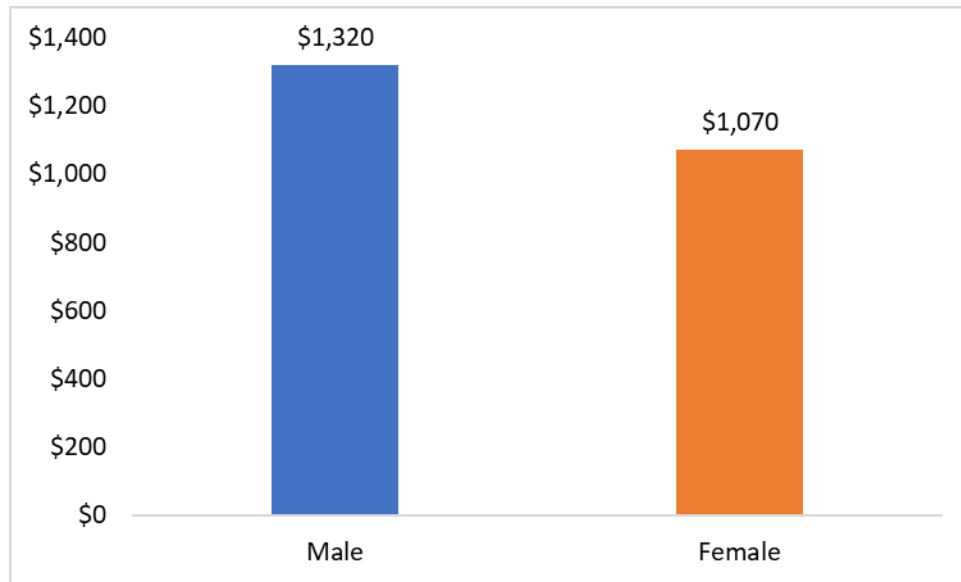


Figure 17: Average starting basic salary by gender

This observation is reinforced by looking at the starting basic salary brackets. We can notice that the majority of females or 78% of them earn within the low starting salary brackets \$700-\$1200 versus only 55% of the males. In contrast, when it comes to salaries between \$1201- Above \$3000, females constitute 22% versus 45% of the males. In addition to that, males seem to outweigh females in earning a salary between \$1500 and \$3000 (18%) in comparison to 9% females. As for salaries above \$3000, only males were represented by 5% as opposed to a negligible existence for females. These figures only support the stereotyped discrimination between male and female salaries in the job market (Figure 18).

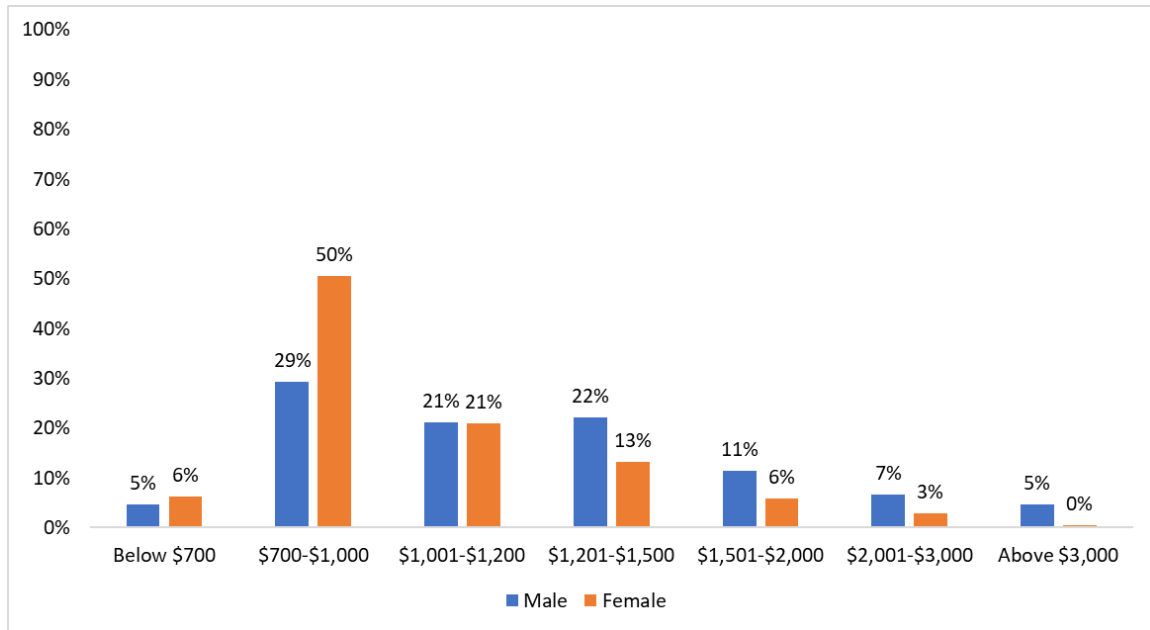


Figure 18: Starting basic salary brackets by gender

Alumni employed in Africa are earning the highest starting basic salaries. On average, they are earning a starting basic salary of \$2,284, followed by \$2,151 for those employed in Europe, \$1,764 for those employed in Gulf Region, \$1,479 for those in North America and \$1,138 in Lebanon. Employees in the Levant are earning the lowest starting basic salary of approximately \$976 (Figure 19).

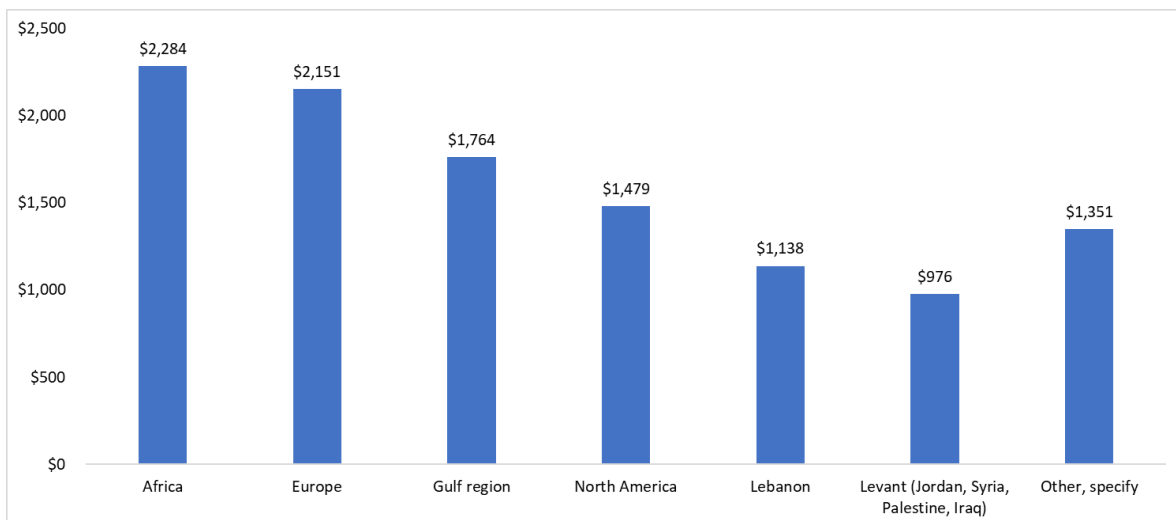


Figure 19: Average starting basic salary by region

Respondents who majored in Mathematics, Engineering (Electrical and Computer), Translation and Computer Science earned the highest starting basic salaries. On the other hand, respondents who majored in Petroleum Engineering, Nutrition, Fashion Design, Learning Disability and Giftedness, Teaching Diploma, Biology, Hospitality & Tourism Management, Communication Arts, Education and Fine Arts earned the lowest starting basic salaries. Figure 20 gives the average basic starting salary by degree program.

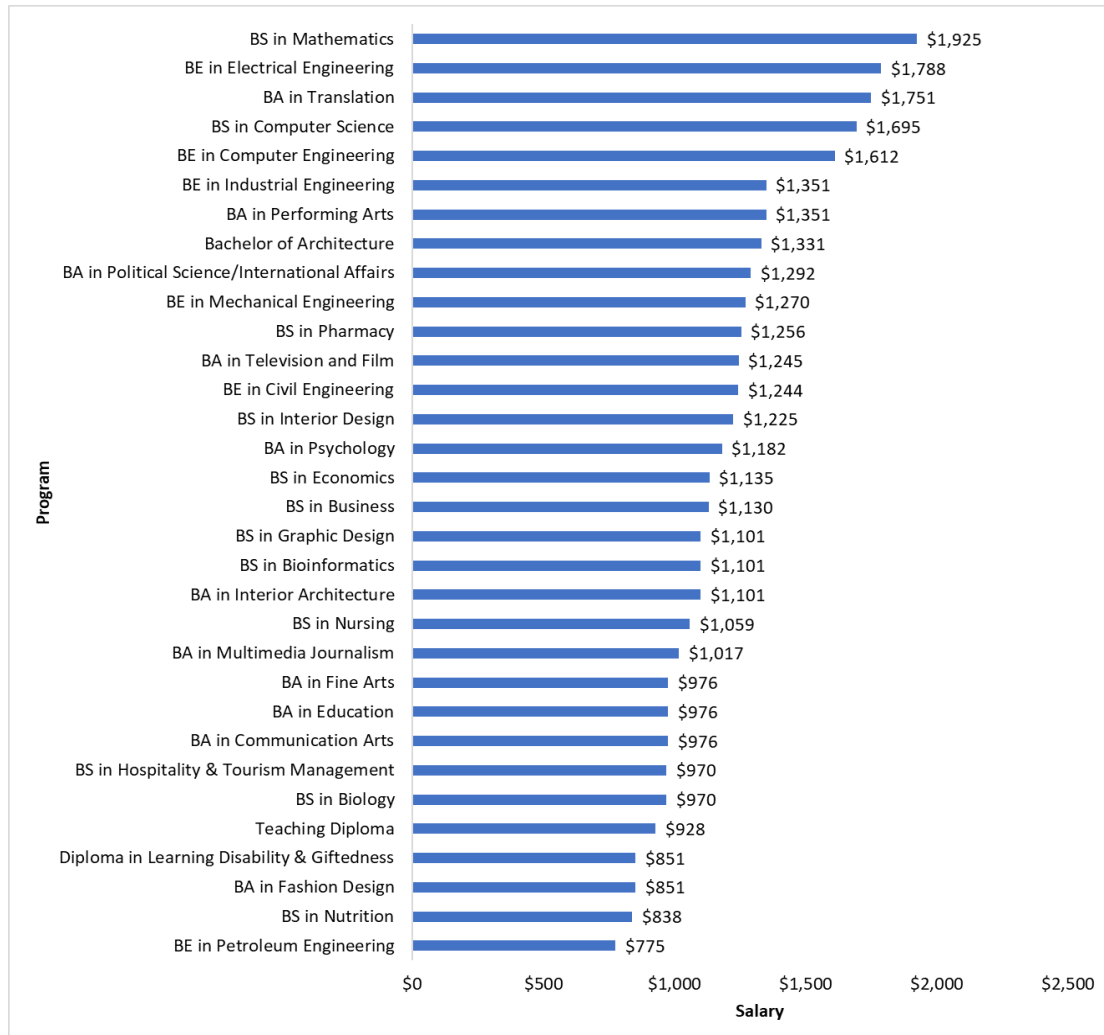


Figure 20: Average starting basic salary by degree

When comparing average starting basic salaries across industries, alumni employed in the Manufacturing (\$2,501) earned the highest average starting basic salary followed by alumni employed in Health Science/Medical (\$2,375), Pharmaceuticals (\$1,351), Non-Governmental Organization (\$1,351) and Business, Management & Administration (\$1,351) (Figure 21).

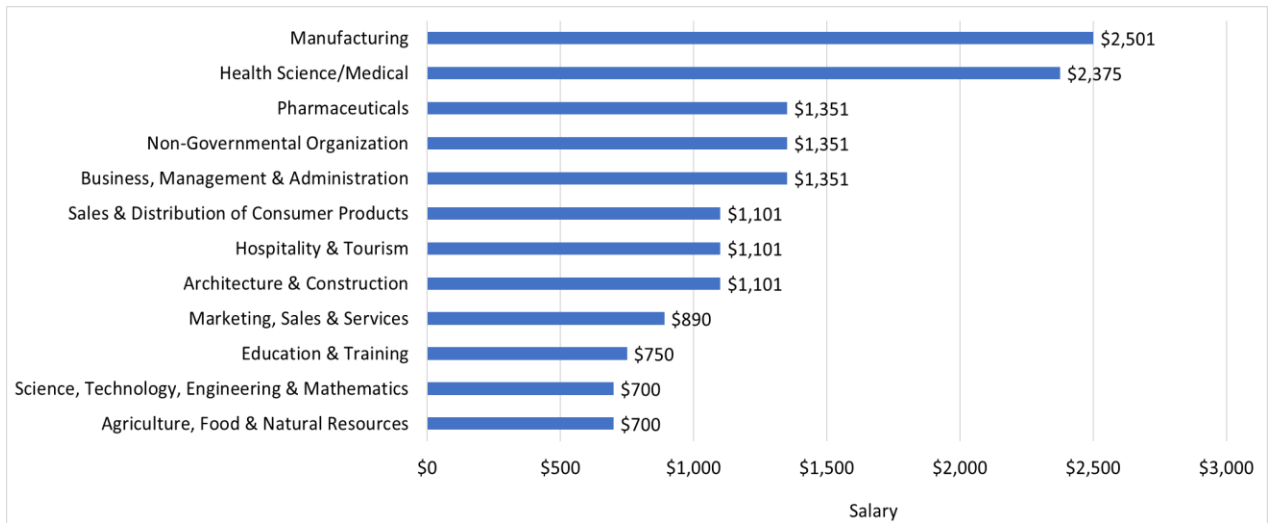


Figure 21: Average starting basic salary by industry

Earnings varied based on time needed to secure employment. Alumni who were able to secure a job before graduation earned an average starting basic salary of \$1,270. The average dropped to \$1,185 for those who secured a job within less than three months after graduation then decreased again to \$1,029 for those who secured the job in 3-6 months. The average starting basic salary slightly increases to \$1,031 for those who secured their first job within 6 – 12 months after graduation. Figure 22 gives the average starting basic salary based on time from graduation.

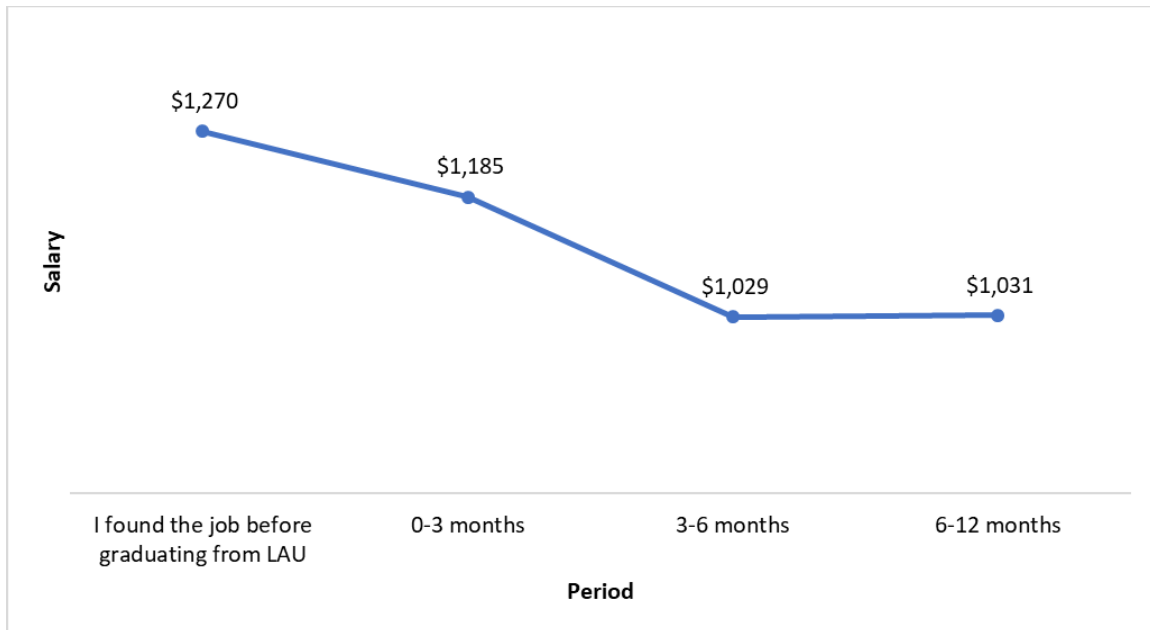


Figure 22: Average starting basic salary with respect to time from graduation

vi. Other Company Characteristics

The vast majority of alumni (98%) reported being employed in a private company (Figure 23). In addition, 55% reported having worked in international or regional companies (Figure 24).

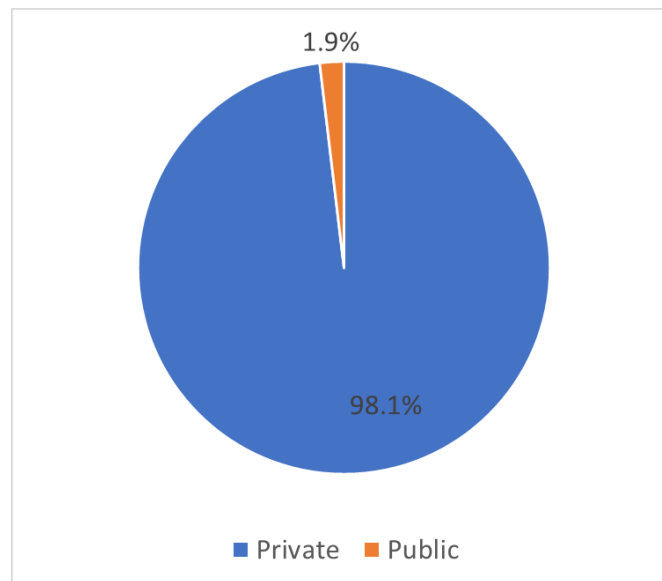


Figure 23: Company type

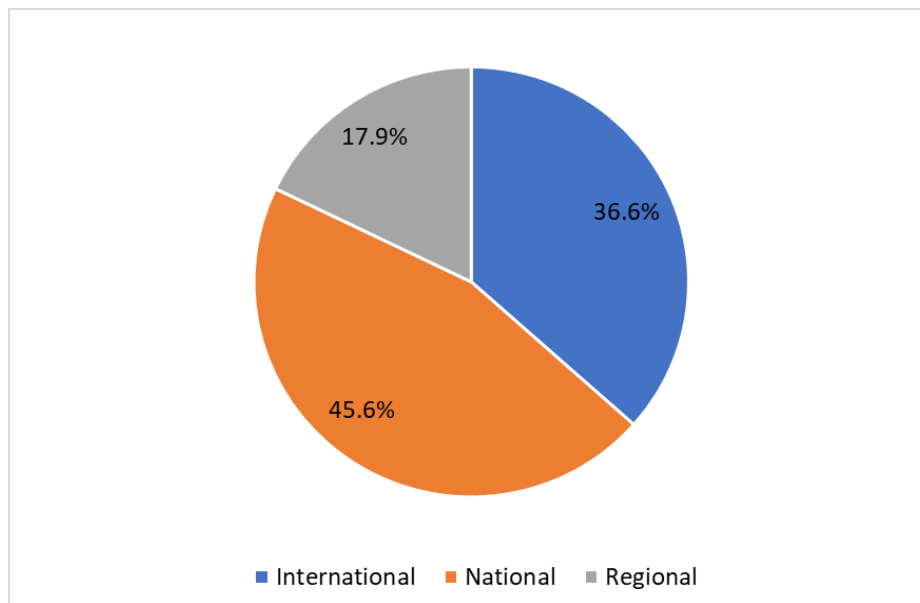


Figure 24: Company classification

3. University Experience & Skills Acquired

i. Internship Experience

When it comes to respondents' experience prior to graduating, 71% reported having taken an internship while completing their undergraduate studies at LAU. Out of the alumni who had an internship experience, 27% were offered a full-time job afterwards in the same company. Those who majored in (1) Learning Disability and Giftedness, (2) Nursing, (3) Social Work and (4) Fine Arts were in the majority offered a full-time job after completing their internship (Figure 25).

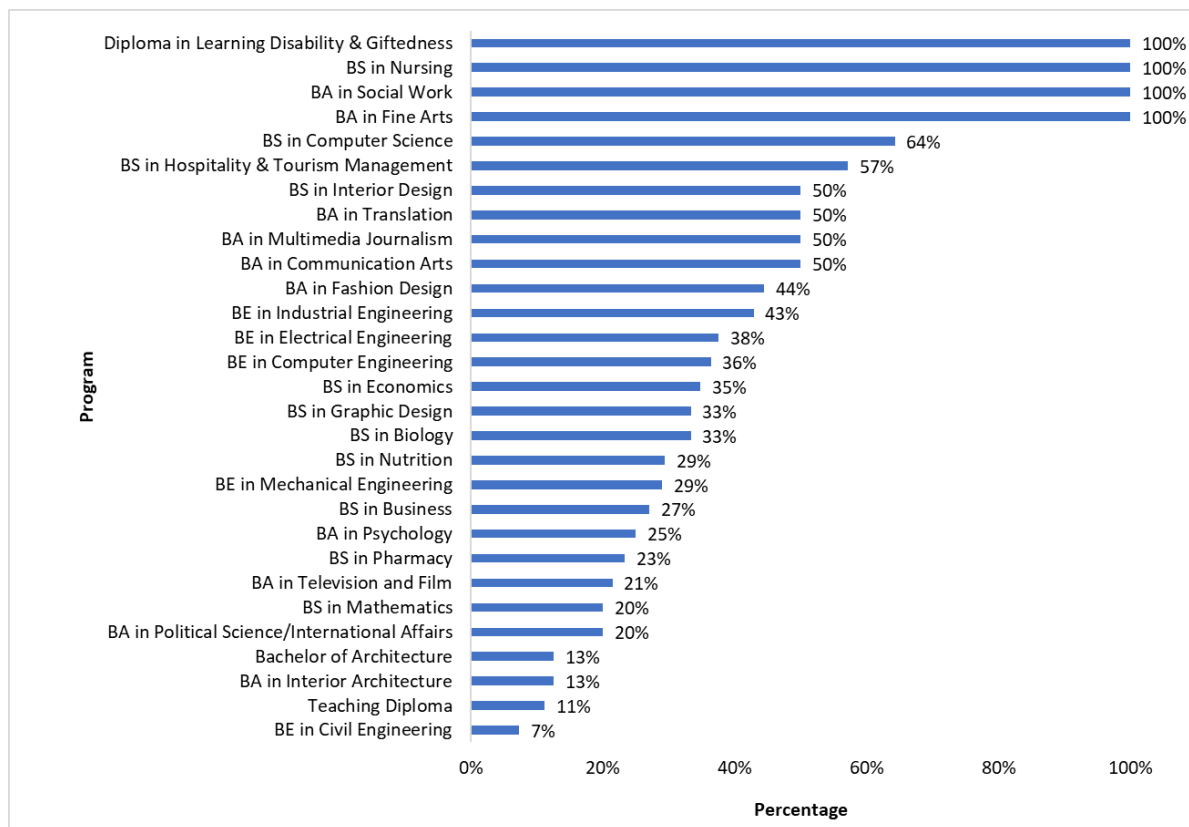


Figure 25: Alumni who were offered a full-time job after completion of internship by degree

ii. Satisfaction with University Experience

When asked about the university they would choose if they had to start their undergraduate studies over again, 87% of alumni responded that they would pursue their studies at LAU. Of those, 61% would pursue the same degree they have earned whereas 27% would pursue another degree at LAU. Only 13% would choose a different institution (Figure 26). Female respondents seem to be more satisfied than their male counterparts with their LAU experience as 92% would pursue their studies at LAU should they start again compared to 82% of males who would do the same (Figure 27).

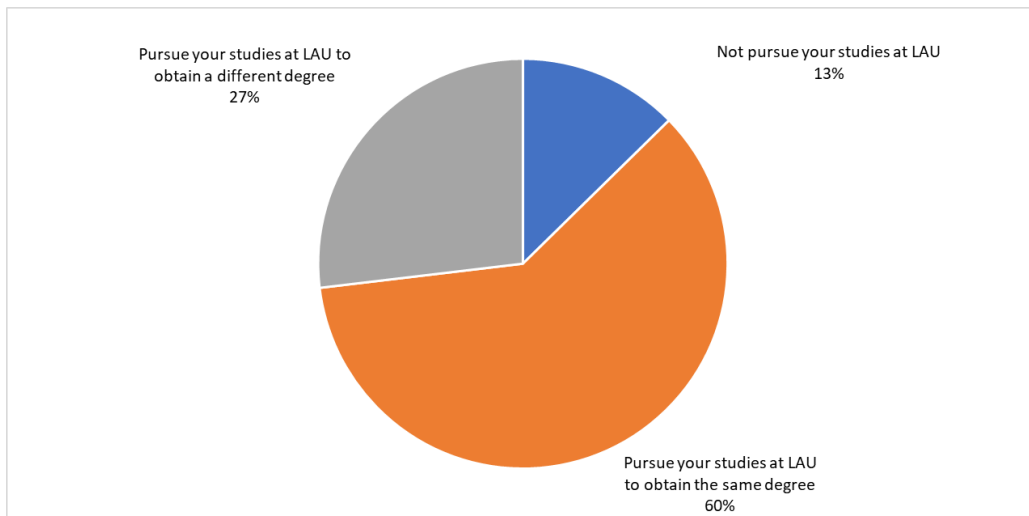


Figure 26: University choice of alumni were they to start again

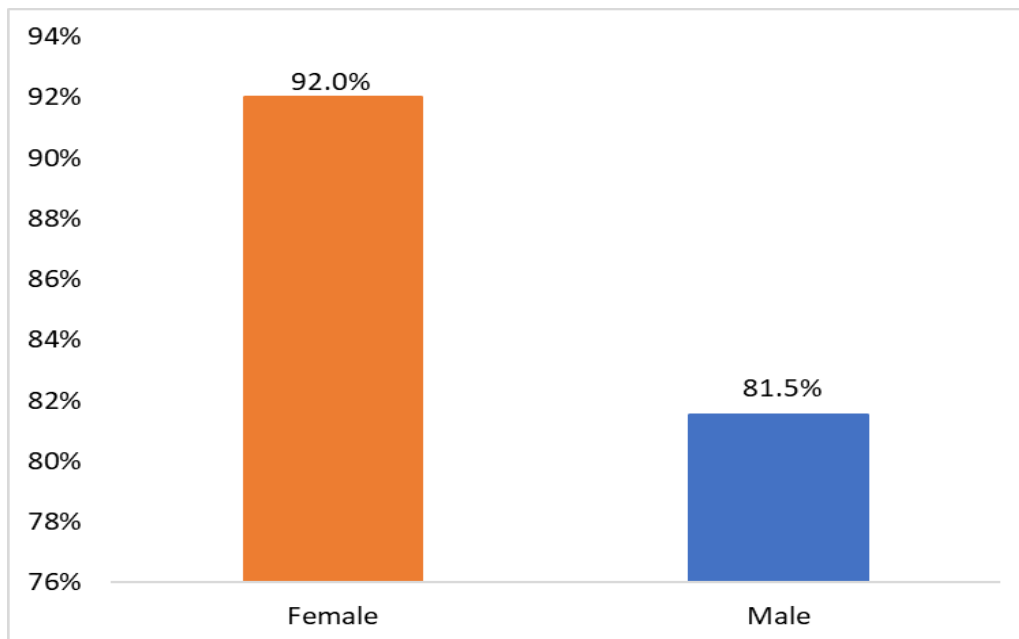


Figure 27: University choice of alumni where they want to start again at LAU by Gender

Alumni who were mostly satisfied with their experience in their programs majored in Social Work, Political Science, Performing Arts, English and Education as all respondents from those majors (100%) would pursue their studies at LAU and pursue the same degree were they to start again. A majority (60% and above) of alumni who majored in Mathematics, Fashion Design, Engineering (Industrial, Computer and Electrical), Nursing, Teaching Diploma, Computer Science, Chemistry, Multimedia Journalism, Pharmacy, Biology, Interior Design, Fine Arts, Psychology, Graphic Design and Economics also would pursue the same degree at LAU. Figure 28 gives the percentage of alumni expressing an interest to pursue the same degree at LAU should they start again by degree.

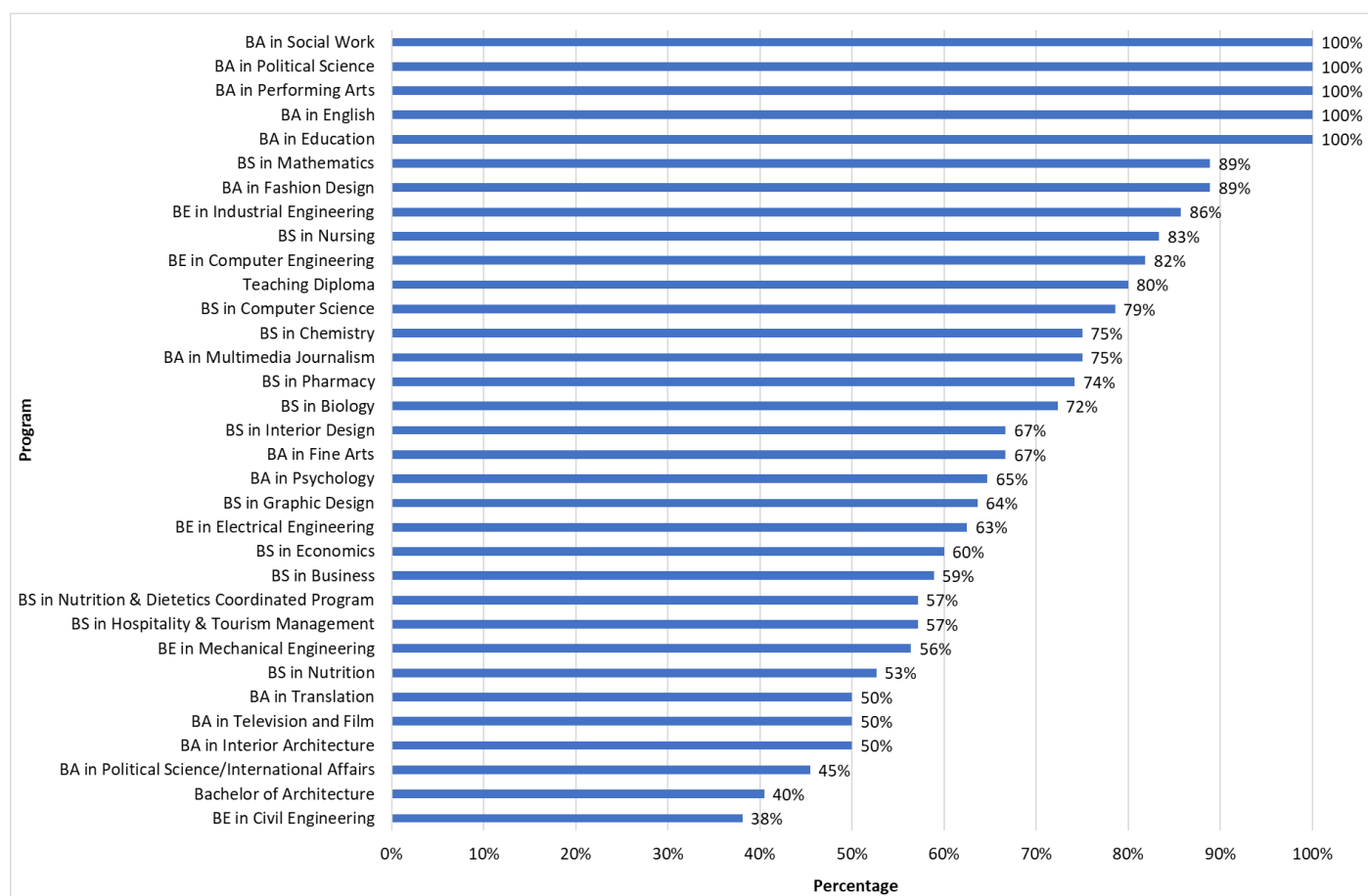


Figure 28: Alumni expressing an interest to pursue same degree at LAU should they start again by degree

iii. Job Preparation

75% of respondents believed that they were sufficiently prepared to obtain their first job. Females seem to be slightly more confident than males with respect to this aspect (Figure 29). All alumni (100%) who majored in Learning Disability and Giftedness, Nutrition and Dietetics Coordinated Program, Nursing, Mathematics, Graphic Design, Bioinformatics, Translation, Social Work, Multimedia Journalism, Interior Architecture, Education and Communication Arts shared the view that they were sufficiently prepared to obtain their first job. In addition, a majority of alumni (92% - 67%) who majored in: Pharmacy, Engineering (Computer, Electrical, Civil and Industrial), Television and Film, Teaching Diploma, Computer Science, Hospitality & Tourism Management, Biology, Fashion Design, Business, Nutrition, Economics and Fine Arts (Figure 30) were also satisfied by their level of preparation for the job.

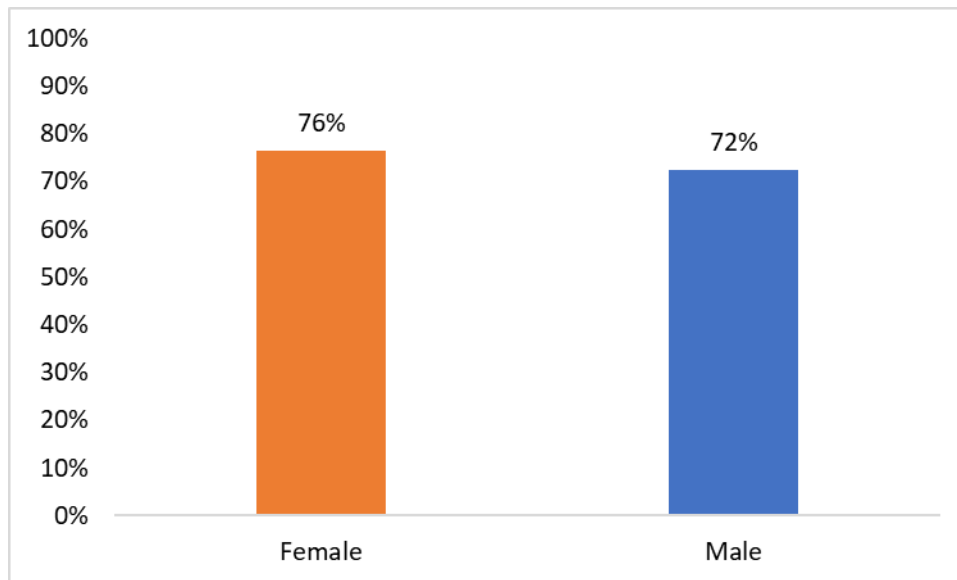


Figure 29: Alumni who believed they were sufficiently prepared to obtain first job by gender

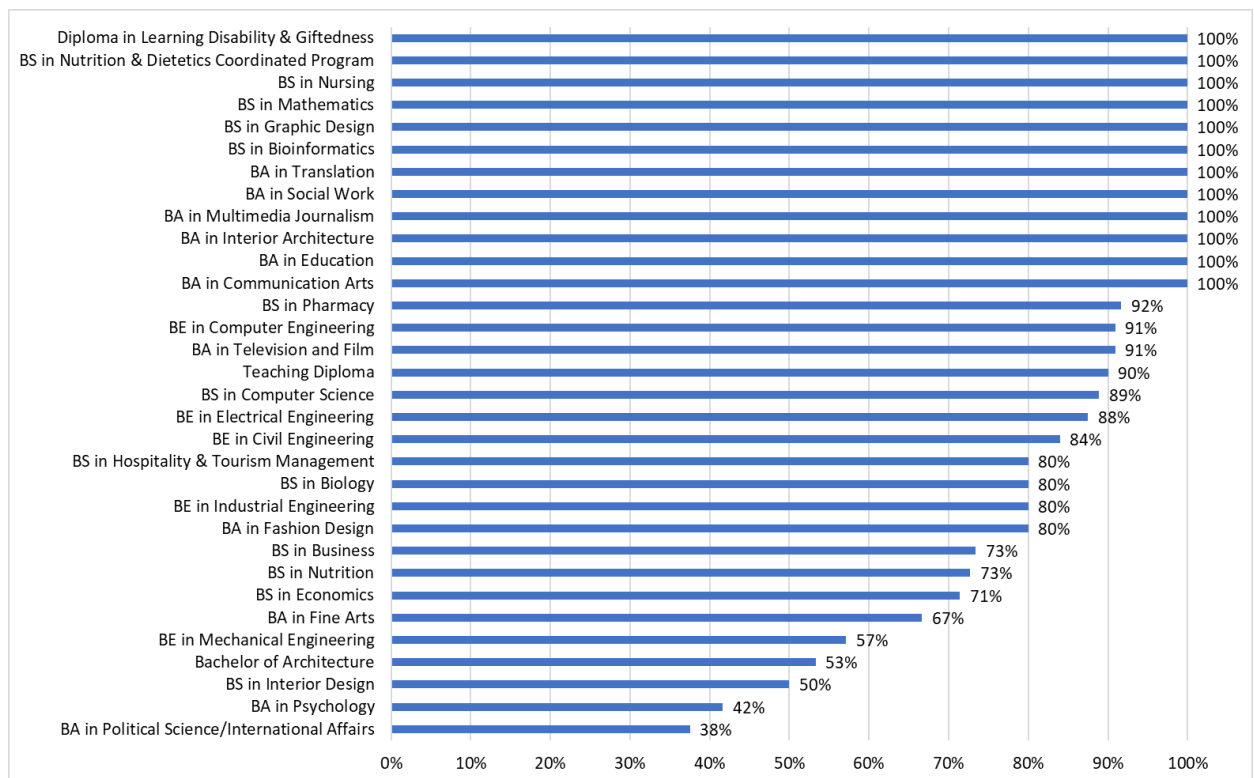


Figure 30: Alumni who believed they were sufficiently prepared to obtain first job by degree

Alumni who had employment experience were asked to compare their job preparation they had received at LAU to the preparation received by other graduates from similar programs they had encountered at work. In total, 95% of alumni believed that the preparation they received is the same or better than that received by their peers from other universities. (Figure 31).

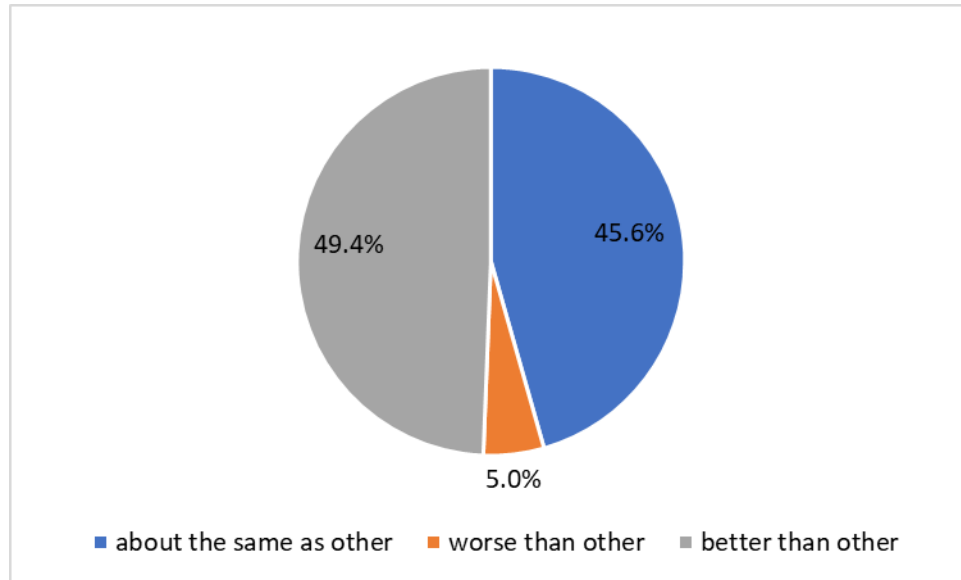


Figure 31: Comparison of job preparation received by LAU alumni to other graduates

iv. Skills acquired

When asked about the extent to which their LAU education contributed to the acquisition of major skills, the majority of alumni (69% - 83%) believed that their LAU education had a significant contribution to their ability to acquire: communication skills/developing written communication skills, work ethics, presentation skills, teamwork, listening skills, positive attitude, public speaking skills, problem solving skills, decision making, flexibility, ability to work under pressure, time management skills and leadership skills/developing management/leadership capacities. On the contrary, respondents believed that their LAU education had a moderate contribution to their ability to acquire conflict management/resolution skills (36%) and creativity (34%). Figure 32 gives the percentage of alumni expressing to what extent they think LAU's education has contributed towards their acquisition of major skills.

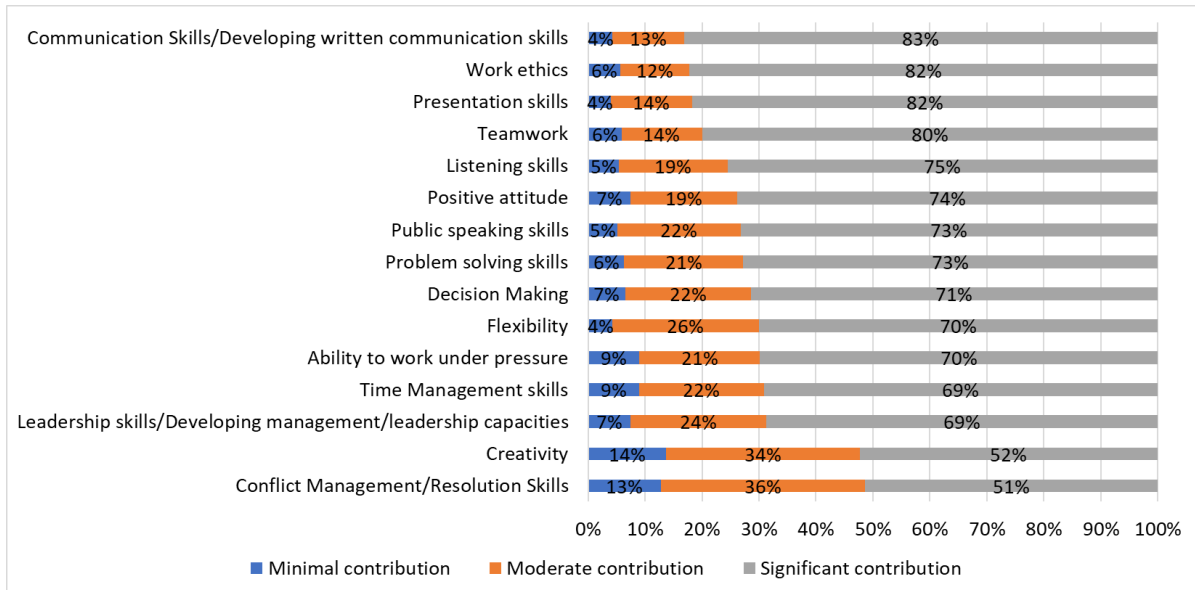


Figure 32: LAU's contribution to acquisition of skills by alumni