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THE IMPACT OF UNPAID INTERNSHIPS ON CAREER SUCCESS OF LIBERAL ARTS GRADUATES

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ABSTRACT

College career centers around the country stress to their students the importance of gaining internship experience to apply classroom knowledge in a real-world setting, develop and enhance professional skills, and forge relationships with industry professionals. There is both a belief and existing research supporting the fact that internship experiences lead to better career outcomes. While research findings by the National Association of Colleges and Employers (NACE) indicated a positive correlation between paid internships and job offers received before graduation, unpaid internships were found to have little or no impact on this measure of short-term career success. Another major study by Intern Bridge, Inc. found similar results. Thus, in response to a call for proposals in 2015, we developed a study that would control for demographic and academic factors to isolate the impact that unpaid internships have on the career success of graduates of undergraduate liberal arts programs.

We developed a survey instrument to collect information from graduates of liberal arts bachelor's degree programs from the Classes of 2008 through 2014. To facilitate distribution of the instrument, we partnered with 25 institutions throughout the United States, resulting in nearly 4,000 completed surveys.

We then performed a series of multiple regression analyses. Regression allowed us to determine whether the independent variables we collected via our survey (internship participation, internship compensation, education level, proactive personality, and so forth) had a statistically significant impact on our dependent variables (job offers, time to first offer, and various long-term measures of career success). For each regression model, we examined the incremental validity of our key independent variable—participation in unpaid internships—by running the analysis with and without the variable using hierarchical multiple regression. The comparison of the two findings allowed us to quantify the impact of unpaid internships above and beyond that of the other variables.

Our findings indicate that participation in both paid and unpaid internships have value:

- We see that undergraduate participation in at least one internship has value in the short-term (first employment post-graduation) and longer-term (two-plus years after completing an undergraduate liberal arts degree).

- Having a *paid* internship (rather than an unpaid one or no internship at all) has some added benefits in the short term that did not persist long term. This can be partially explained by the impact of continued education on longer-term measures of career success.

INTRODUCTION

Internships have come under fire after a class action lawsuit shook up industries that typically hire students and recent graduates for unpaid positions.[1] This resulted in a resurrection of the U.S. Fair Labor Standards Act six-point test by the court system as a way to distinguish between legally unpaid interns and employees.[2] The 2013 court ruling on unpaid internships in *Glatt v. Fox Searchlight Pictures, Inc.* prompted discussion amongst the media, employers, interns, educational institutions, and the National Association of Colleges and Employers (NACE) about the definition and value of unpaid internships.[3]

The discussion also brought to light the paucity of empirical evidence about the prevalence, value, and impact of unpaid internships for college students, and thus prompted several important studies. This report seeks to briefly summarize existing research and extend findings to the longer-term impact of unpaid internships on career success. This report does not explore the legalities of unpaid internships. We leave that entirely to the courts and legal scholars across the country to continue to explore and discuss.

After conducting a literature review of internship and career success research, we identified a need for additional research on the impact of *unpaid* internships for several reasons. First, two prominent studies—one by NACE and one by Intern Bridge, Inc., suggest there are distinct differences in internship experiences based on sector and industry.[4,5] Better understanding these differences will help students, schools, and policymakers avoid a one-size-fits-all approach to unpaid internships. Additionally, while the impact of internships before graduation is important, we could find no studies exploring the impact of unpaid internships on career success over time. If, as Intern Bridge, Inc. found, students with lower family incomes are more likely to engage in unpaid internships, we must have a greater understanding of their impact on career for reasons of equity and access.[6] This led us to design a study to explore the two-to-eight-year impact of unpaid college internships on career success, with a focus on controlling for variables such as industry and family income.

We elected to focus on those who graduated with bachelor's degrees from liberal arts programs because of the variety of career paths these graduates pursue. Much of the existing research on internship outcomes focused on business, engineering, and marketing—very specific fields of study with arguably fewer unpaid internships. By surveying liberal arts graduates, we were able to collect a sample of responses from individuals who pursued internships and careers in all sectors (nonprofit, for profit, and government) and a wide variety of industries. This made for stronger comparisons across these categories.

Acknowledging that students often engage in more than one internship while pursuing their undergraduate degrees, we have included an exploration of what students found to be their "most meaningful" internship experience to try to understand how individuals value their internship experience later in their career, and add additional context to our findings.

The following questions guided our study design and research:

- Does participation in any internship impact short-term and/or longer-term career success?
- Does this impact change when considering internship compensation, i.e., is there a significant difference in measures of career success if someone completed all paid, all unpaid, or a mix of paid/unpaid internships?
- How do individuals view their undergraduate internships years after graduation? What constitutes a meaningful internship?

NACE research found that students with *paid* internships were more likely to receive job offers *prior to graduation* while there was no correlation between students with unpaid or no internships and job offers. Research published in 2012 in the *American Economic Journal* has also shown the impact of graduating in the recession—categorized by limited job prospects and lower starting salaries—can have on long-term earnings.[7] Given these conclusions, we expected to see some differences in the impact unpaid vs. paid internships have on longer-term career success. In other words, our null hypothesis is that when holding other variables constant, there is no difference between paid and unpaid internships in measures of early career success.

Literature Review

Using the library resources of New York University (NYU) and Lake Forest College, as well as Google Scholar, we sought prior research that would inform the foundation of our study. We began by identifying research questions, which are provided below. Our review is certainly not exhaustive, but it did provide us answers that led us to our study design.

1) What research exists on the impact of internships on career success?

Research we found on internships initially explored the relationship between internship participation and academic success. We found studies going back decades exploring the impact of internship participation, primarily on immediate academic outcomes and progress in the career exploration process.[8]

Nicholas Henry explored whether internships were worthwhile by looking at individuals participating in graduate public policy programs.[9] Henry found that those who held internships were able to secure jobs faster than those who did not hold internships. Beyond that, results were mixed, with one career success variable—number of employees supervised—inconclusive. In this study, Henry did not control for whether internships were paid or not, though we may infer that at least some of the internships were unpaid, given that many government internships even today are unpaid.

In 2000, Gault, Redington, and Schlager found that undergraduate business majors who had participated in internships were able to secure their first positions faster and secured a higher starting salary, on average, than those who did not participate in internships.[10]

Recent NACE Center-sponsored research at Mount Holyoke College found again that those who participated in multiple internships—irrespective of compensation—were more likely to have secured employment or graduate school enrollment within six months of completing an undergraduate degree.[11]

Many research studies we reviewed—including recent research studies by NACE—show a positive relationship between participation in internships and short-term career success measures such as securing a position by graduation.[12]

2) What research exists on the impact of unpaid internships?

Research conducted by NACE in 2013 found that college students who held unpaid internships were no more likely to have received a full-time job offer before graduation than those students who had no internship experience.[13] The study compiled data from internship surveys that had been conducted the three years prior and looked at the correlations between internship completion and full-time job offers before graduation. It seems plausible that students participating in internships—paid or unpaid—during their undergraduate study would be more likely to have some positive career outcome, yet these findings suggest otherwise, at least in the short term.

In *Unpaid Internships: A Clarification,* NACE underscored that its findings may change if the time period were extended even to six months post-graduation.[14] In its *Clarification,* NACE also noted that "the team does not know if there was something distinctive about the places and kinds of jobs for which students with unpaid internships applied (e.g. not-for-profit vs. for-profit organizations) that could explain why these students failed to do better in receiving

offers" and expressed the need for additional research on the topic. Upon reviewing the NACE report, we sought to explore whether industry and/or sector would have an impact on findings.

The Intern Bridge, Inc. study explored factors that contributed to participation in a paid or unpaid internship and presented data dispelling myths about the demographics of college students participating in unpaid internships.[15] The survey, taken by more than 27,000 undergraduate students from 234 colleges and universities, confirmed the hypothesis that students from families with incomes greater than $120K are more likely to engage in internships for pay compared to those from families with lower household incomes. It also offered important insight into which industries typically offer unpaid internships. Most importantly, however, it reminded readers of the difficult financial sacrifices students make when conducting unpaid internship opportunities.

More recently, Andrew Crain's research on unpaid internships at the University of Georgia (also funded by the NACE Center), found that "unpaid internships were correlated to positive outcomes in the areas of confirming or rejecting career interests, setting and attaining career goals, quality of supervision, and networking."[16]

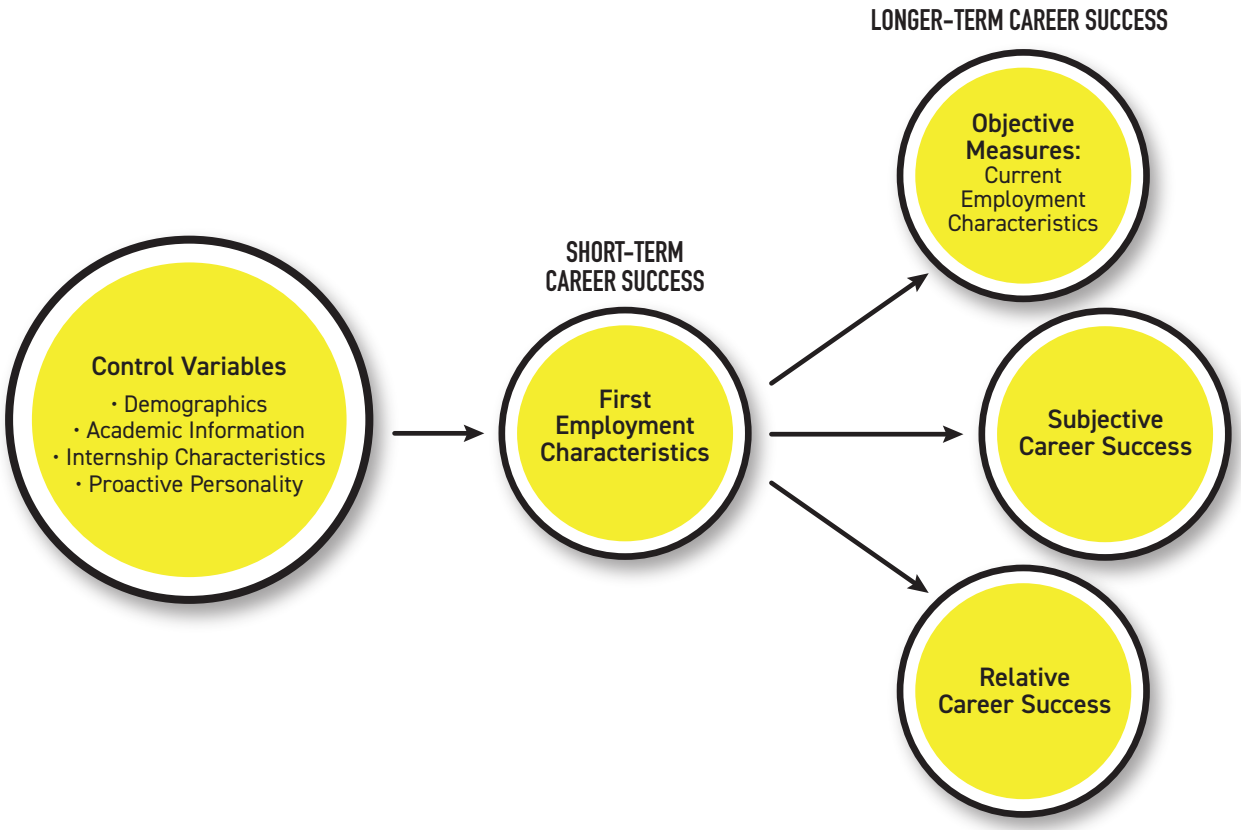
RESEARCH MODEL

We looked to the literature to define and identify valid and reliable measures of career success as well as variables already known to impact career success. We then developed our research model.

Several researchers defined career success as "the accumulated positive job-related and psychological outcomes resulting from one's work experiences."[17] Career success is then broken out into extrinsic factors—such as time to secure position and salary—and intrinsic factors, such as personal satisfaction.[18, 19, 20]

Another framework for understanding career success divides measures into objective and subjective career success.[21] Within this approach, objective measures include those that "are directly observable and verifiable, related to society's evaluation of achievement with reference to extrinsic measures."[22] Subjective measures, then, depend on perception, and researchers have sought to come up with valid, reliable measures of the dimensions of subjective career success.[23, 24]

For the purposes of this study, we used a combination of objective, subjective, and relative career success measures. For more detail on the variables, see Appendix 2.



Control Variables

Based on our review of prior research and our experience as career development professionals, we identified the following demographic variables to include as controls for our study:

- **RACE/ETHNICITY:** We used the categories established through the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS).
- **GENDER:** We used a standard binary gender question, knowing that career outcomes like salary often vary by gender.
- **YEARS SINCE GRADUATION:** This variable serves as a proxy control for economic variations that may impact career success.
- **AGE:** This variable would account for any nontraditional undergraduate students.
- **FAMILY HOUSEHOLD INCOME:** Given that the Intern Bridge, Inc. study found that students from families with incomes greater than $120k are more likely to engage in internships for pay, we determined to collect this information as a control.
- **EDUCATION LEVEL:** This variable would control for the impact of additional education beyond a bachelor's degree.

We also identified variables related to academic study and current employment characteristics that have been found to be correlated with some measures of career success:

- **MAJOR**
- **GPA**
- **INDUSTRY OF EMPLOYMENT:** This variable would control for differences in pay between industries.
- **SECTOR OF EMPLOYMENT:** This variable would control for differences in pay between sectors.

There are, of course, important variables to control for related to internship participation, including:

- **NUMBER OF INTERNSHIPS:** Research generally finds a correlation between participation in internships and career success. Additionally, the number of internships has been found to be linked to success in the first job just out of an undergraduate degree.[25]
- **COMPENSATION:** Internship compensation, as mentioned earlier, has been found to be related to objective career success measures in first employment. We opted to have several categories where survey respondents could choose their internship compensation: all paid internships, all unpaid internships, or a mix of paid and unpaid internships.

Finally, psychology research has shown that some individuals exhibit more proactive behaviors.[26] These behaviors can have an impact on their career outcomes. To control for this, we included Bateman and Crant's "proactive personality scale."[27]

Variables used in connection with short-term career success—that is, characteristics of the first employment experience include:

- **TIME TO SECURE POSITION:** This variable commonly appears in the literature, particularly for first employment after completing a degree. We collected time to secure first position as an objective measure of short-term career success.

- **COMPENSATION:** This is a commonly used objective measure of career success; in our study, it was collected as total annual compensation in U.S. dollars.

For longer-term career success, we used multiple variables. These included variables for objective, subjective, and relative career success.

OBJECTIVE CAREER SUCCESS:

- **COMPENSATION:** We used this commonly used objective measure of career success, and collected the data as total annual compensation.

SUBJECTIVE CAREER SUCCESS: Shockley et al. employed a rigorous process to validate measures of subjective career success through a 24-item questionnaire.[28] To reduce survey burden on the part of participants, we limited ours to 15 items, choosing to focus on the dimensions of recognition, meaningful work, influence, growth and development, and satisfaction.

RELATIVE CAREER SUCCESS: Based upon conversations we had with the Collegiate Employment Research Institute at Michigan State University, we also included an additional measure of subjective career success, which looks at an individual's perceived career success relative to her or his peers.

Most Meaningful Internship

Our survey asked respondents who completed multiple internships for information about their most meaningful internship in hopes of adding some context and qualitative meaning to our findings. We collected the organization name, industry, sector, and whether the internship was paid or unpaid.

We also used questions from the Work Design Questionnaire, developed by Frederick Morgeson and Stephen Humphrey and published in the *Journal of Applied Psychology*.[29] The questionnaire measures job design and the nature of work. Respondents were asked a series of questions to evaluate the complexity of the internship responsibilities, overall significance of their tasks, and support received from colleagues.

SURVEY INSTRUMENT DESIGN AND DATA COLLECTION

Using Qualtrics, we created an online survey tool totaling 54 questions with the following sections: undergraduate education information, proactive personality inventory, first employment characteristics, current employment characteristics, subjective career success inventory, relative career success questions, internship experience, and individual demographic information. The instrument used branching logic, so, depending on an individual's responses, some questions would appear to the individual while others would not.

As often as possible, our questions were based on existing valid and reliable measures. We pulled questions from published research studies, those that we had used and refined from our institutions' career-related surveys, and those used in the National Survey of Recent Graduates.[30]

The proactive personality inventory included was used directly from the work of Bateman and Crant.[31] The subjective career success inventory was an abridged version developed by Shockley et al.[32] Appendix 1 outlines the subjective career success inventory questions that were used.

To combat survey fatigue, we added "attention checking" questions when respondents were asked to answer a longer series of questions in a row, i.e., the proactive personality and subjective career success inventories. We then discarded responses for any participant who did not select the correct response.

The survey was anonymous and personal identifying information was not collected. Because survey takers were eligible to receive a prize (an Amazon Gift Card), participants were presented with a separate survey upon completion to submit their name, e-mail address, and mailing address for the prize drawing.

Data Collection and Preparation

We collected responses between August 2016 and December 2016. We focused our data collection on alumni who graduated from an undergraduate liberal arts program between 2008 and 2014. By reaching out to the NACE community and our own professional networks, we sought to build partnerships with a variety of institutions in order to collect a diverse sample of alumni from four-year liberal arts, public, private, large, and small institutions. (For an overview of participating institutions and a breakdown of responses by institution type, see Appendix 3 and Appendix 4.)

Each partnering institution was presented with promotional materials and content to assist in survey dissemination; these included sample e-mails and social media posts. Most institutions both e-mailed alumni and posted information to social media platforms including LinkedIn, Facebook, and Instagram.

We received more than 5,000 survey responses. After removing "bad" responses, including those that were incomplete and responders who failed attention-checking questions, we were left with approximately 3,900 responses. Each regression model, discussed in the following section, dropped any responses that did not include all of the examined variables.

In order to use survey responses in our regression analysis, we had to transform several of the variables. See Appendix 2 for an explanation of the variables used in various models to help with results interpretation.

ANALYSIS AND RESULTS

To examine impact, we performed a series of multiple regression analyses. Regression allowed us to determine whether or not the independent variables we collected via our survey (internship participation, internship compensation, education level, proactive personality, and so forth) had a statistically significant impact on our dependent variables (job offers, time to first offer, and various measures of career success). For each regression model, we examined the incremental validity of our key independent variable—participation in unpaid internships—by running the analysis with and without the variable using hierarchical multiple regression. The comparison of the two findings allowed us to quantify the impact of unpaid internships above and beyond that of the other variables.

Appendix 4 includes descriptive statistics for our survey sample, but key attributes include:

- Respondents completed their undergraduate degrees from one of 25 institutions between the years of 2008 and 2014. Responses were fairly evenly split between institutions considered Baccalaureate Colleges, Master's Colleges, and Doctoral Institutions as defined by Carnegie Classifications.
- Sixty-four percent of respondents are female and 75 percent are white/Caucasian. More than half estimated their family income level to be $80,000 or above while undergraduates.
- Respondents scored an average of 3.95 on the proactive personality measure, which is above average.
- Forty-three percent completed undergraduate with GPAs between 3.25 and 3.74.
- Sixty-three percent completed an internship during their undergraduate years, averaging about two internships per respondent. More than half received a job offer before or within three months of graduation.
- As for current employment status, more than 90 percent are currently employed, with 46 percent working for a public, for-profit organization. Educational services, healthcare, and social assistance were the top industries represented. The average salary was $54,843.
- Sixty-five percent of respondents cited a bachelor's degree as the highest level of education completed. Another 35 percent have gone on to complete additional education.

Using the subjective career success inventory, respondents reported above average satisfaction (4 or higher on a 5-point scale) with measures of recognition, meaningful work, growth and development, and overall satisfaction with their careers.[33] However, responses to questions about relative career success, i.e., *Do you feel successful compared to your peers?,* averaged 3.33 on a 5-point scale.

Taken together, these descriptive measures suggest a group of respondents who were ambitious and motivated undergraduate students and are now successful professionals.

Model 1: Impact of Undergraduate Internships on Immediate Post-grad Outcomes

Although it was not part of our proposal, we were curious to explore the impact internships and internship compensation had on survey takers' immediate post-graduation outcomes: time to find a position and first position salary.

In this model, we held constant the following variables: racial/ethnic minority/majority, gender, age, family income, major, years passed since graduation, proactive personality, and the number of undergraduate internships completed.

Using our data, we sought to answer the following questions:

Does having an undergraduate internship impact time to first offer?

Finding: Yes. Survey takers who completed an internship received a job offer more quickly than those who did not. Age, family income, and majoring in business or STEM fields were significant. Older graduates took more time to secure an offer. The greater the family income, the shorter the time to find a job. Business and STEM majors took less time to find a job as did those with a higher proactive personality score.

Full results: Appendix Table 5A

Does having an undergraduate internship impact first position salary?

Finding: Yes. Survey takers who completed an internship had a first position salary that was $2,977/year higher than those who did not. Being a humanities major was not significant but all other variables were. Racial/ethnic minorities and those who completed their undergraduate degrees earlier had lower starting salaries, while older males with higher family incomes who majored in business or STEM fields had higher starting salaries.

Full results: Appendix Table 5B

Does internship compensation impact time to first offer?

Finding: Yes. The created variable "BA_JobOffer_R" (higher value = faster time), which represents the time it took to find a position after graduation, had an average of 3.9. This means it took survey takers around three to six months to find a position, on average. Survey takers who had a paid internship found a job a little more quickly than those who had an unpaid internship—typically within three months of graduation.

Full results: Appendix Table 5C

Does internship compensation impact first position salary?

Finding: Yes. Survey takers who had a paid internship had higher salaries in their first positions. Because the internship payment variable was transformed to a linear variable (1,2,3), we can't directly interpret the constant. We did a post-hoc analysis using one-way ANOVA to quantify the difference between the categories of payment: unpaid, mixed, and paid. The relationship was again linear, and differences were significant. Those with unpaid internships had a first position salary $3,494 per year lower than those with both paid and unpaid internships and $8,097 per year lower than those with all paid internships. Those with both paid and unpaid internships had a first position salary $4,603 per year lower than those with all paid internships.

Full results: Appendix Table 5D; includes post-hoc analysis

Does having an unpaid internship impact time to first offer and first position salary compared to having no internship?

Finding: Yes. Survey takers who had unpaid internships found a job more quickly than those who had no internship. They also had starting salaries that were $1,908 per year higher.

Full results: Appendix Tables 7C and 7D

Model 2: Impact of Internships on Longer-Term Post-grad Outcomes

The second set of models sought to answer our primary research question: *Does having an unpaid internship impact longer-term career success?*

In this model, we held constant the following variables: racial/ethnic minority/majority, gender, age, family income, major, years passed since graduation, proactive personality, current industry and sector, first position salary, education level, and the number of undergraduate internships completed.

Using our data, we sought to answer the following questions:

Does having an undergraduate internship impact current salary?

Finding: Yes. Survey takers who had an undergraduate internship had higher current salaries—$2,082 per year higher, on average. Interestingly, education level did not have a significant impact on salary; however, when we did further analysis and looked at differences within education types, we did see an impact. See the post-hoc analysis in the "Other Models" section for further exploration of this finding.

Full results: Appendix Table 6A; additional discussion in "Other Models" section and via Appendix Table 7A

Does having an undergraduate internship impact subjective career success?

Finding: Yes. Survey takers who had an undergraduate internship reported higher measures of subjective career success. Note that the average subjective career success measure score for all respondents was 4.3, meaning, in general, that they feel as though they are successful. Again, education level does not have a significant impact. Those working in the nonprofit sector did not report significantly different results; however, those working in government perceive themselves to be doing better than those working in the for-profit sector.

Full results: Appendix Table 6B

Does having an undergraduate internship impact relative career success?

Finding: No. The undergraduate internship variable was not significant in this model. The average relative career success measure score for all respondents was 3.73, meaning, in general, that they feel as though they are more successful than their peers. However, there was no measurable difference between those who completed an internship and those who did not.

Full results: Appendix Table 6C

Does internship compensation impact current salary?

Finding: No. The internship compensation variable was not significant in this model. Prior to running the model in its current form, we had a model without the education variable that was significant. This led to us to wonder if there was a difference in the pursuit of master's degrees based on internship payment. We found that individuals who had unpaid internships or a mix of unpaid and paid pursued more master's degrees than those with paid internships.

Full results: Appendix Table 6D; Appendix Table 7B

Does internship compensation impact subjective career success?

Finding: No. The internship compensation variable was not significant in this model. Interestingly, people working in the nonprofit and government sectors have higher measures of subjective career success than those working in the for-profit sector. These two variables and proactive personality were the only significant variables in this model.

Full results: Appendix Table 6E

Does internship compensation impact relative career success?

Finding: No. The internship compensation variable was not significant in this model. Respondents who were white, older, and with higher proactive personality scores had higher relative career success. First position salary also has an effect on relative career success.

Full results: Appendix Table 6F

Meaningful Internships

Our survey asked respondents for information about their most meaningful internship to add context and qualitative meaning to our findings.

Respondents were asked a series of questions from the Work Design Questionnaire to evaluate the complexity of the internship responsibilities, feedback received, overall significance of their tasks, and support received from colleagues.[34] Results can be find in Appendix 8, and Appendix 9 lists the questions.

Here are the key findings:

- **MOST MEANINGFUL INTERNSHIP BY SECTOR AND COMPENSATION TYPE:** The majority of respondents (55 percent) reported an unpaid internship as their most meaningful internship, and 42 percent selected an internship at a for-profit. However, taking into account all of the possible combinations of sector and pay, paid internships at for-profit organizations were cited most often as meaningful.

- **MOST MEANINGFUL INTERNSHIP BY WORK DESIGN:** Survey takers answered questions about the feedback received from others, social support, job complexity, and task significance of their most meaningful internship. After summarizing results, each category was assigned a value from 1 (less) to 5 (more). Interestingly, meaningful internships ranked highest on social support (4.23) and feedback (3.8) and lower on task significance (3.38).

- **IMPACT OF COMPENSATION TYPE ON WORK DESIGN:** We performed a moderation analysis to examine the interaction between compensation type and sector on the different outcomes measured via the Work Design Questionnaire (feedback, social support, job complexity, and task significance). Compensation type and sector had a statistically significant impact on job complexity and task significance only.

  - *Impact on job complexity:* When compensation type is unpaid, there is a statistically significant difference between for-profit and government such that participants with government sector internships report working on tasks that are more complex. However, there is no difference between for-profit and government sector when the internship is paid.

  - *Impact on task significance:* When compensation type is unpaid, there is a statistically significant difference between for-profit and government such that participants with government sector internships report working on tasks that are higher on significance. However, there is no difference between private and government sector when the internship is paid.

Other Models

Does education level impact measures of career success?

The education variable used in the regression model functioned as an ordinal variable, i.e., from lower education—a B.A. degree—to higher education—a J.D. or M.D., for example. In this way of modeling, education was not significant. We wanted to dive deeper and further explore education by looking at differences between categories. In our ANOVA model, we can directly examine whether two education categories, e.g., B.A. vs. M.A., significantly differ from each other. We performed a post-hoc analysis to further explore education's impact on career success and found a significant impact on all three measures—current salary, relative career success, and subjective career success. Note that the sample sizes are highly uneven for these groups, with only 49 survey takers reporting to have completed a doctoral degree and completing the current salary, subjective, and relative career success questions.

- *Salary:* There is no significant difference in salary between those that completed a bachelor's degree and those that completed a master's or doctoral degree. Conversely, there was a significant difference between master of business (M.B.A.s make $22,349 more per year, on average), law degree (J.D.s average $27,957 more) and health degree (M.D.s, D.D.S.s, D.V.M.s, and such make $15,842 more).

- *Subjective Career Success:* Bachelor's degree holders scored lower on this measure than those that completed a master's degree (M.A., M.S., M.A.T., M.P.H., M.S.W., M.P.A., and so forth) or health degree (M.D., D.O., D.D.S., and so forth). There was a similar but marginally significant difference between a bachelor's degree and an M.B.A. There was no significant difference between bachelor's degrees and law or health degrees.

- *Relative Career Success:* There is no significant difference in the relative success of bachelor's degree holders and other degree holders. There was a marginal difference between bachelor's degree holders and law and health degree holders, with the latter two reporting higher relative career success measures.

Full results: Appendix Table 7A

Limitations

Like all research, there are limitations to our approach and model. First, this study relied upon administrators in participating colleges and universities to disseminate the survey instrument, meaning we only targeted individuals for whom their institutions had maintained valid e-mail addresses. One might argue that this group is either more engaged with their undergraduate institutions and/or may be of interest from a fundraising perspective.

Recollection bias could be an issue. We surveyed individuals who graduated between 2008 and 2014 and asked several questions about their undergraduate experience and job seeking behavior pertaining to their first post-graduation position. Given the amount of time that has passed since graduation, there could be errors in how they remembered their internship experience, first position salary, and time to secure a position post-graduation.

The study design did not include controls for the administration of internships—coursework, support from the university, reflections, and so forth. Many universities expend resources and grant academic credit in support of students engaging in internships. We did not include this in our conceptual framework for the study, and it is an area of possible further research.

The average proactive personality score for respondents was high; in fact, it is conceivable that individuals with high proactive personality are more likely to take surveys. Thus, the results may not be generalizable to individuals with lower proactive personality scores.

While we selected survey questions that have been validated through other surveys, we did specifically abridge the subjective career success inventory. Given that the inventory was validated with 24 items as opposed to the 15 we included, this could introduce some variability in our findings.

Finally, 35 percent of respondents went on to complete education beyond their bachelor's degree. The survey did not account for internship experience during graduate school.

Key Findings

Our research confirmed what others have found: Whether or not one has an internship (regardless of compensation) does impact short-term and longer-term career success. Survey takers who completed at least one internship received a job offer more quickly and had a higher first position salary than those who did not. Those with an internship had current annual salaries that were, on average, $2,082 higher than those with no internships. These individuals also had higher subjective career success scores, although there was no significant impact on their relative career success.

Previous NACE research had found no correlation between unpaid internships and job offers *prior to graduation,* but paid internships were positively correlated.[35] Thus, students with unpaid internships were no more likely than those with no internships to receive a job offer prior to graduation. Our data obviously differ from that of NACE in terms of time period, respondents, and timeline, i.e., we surveyed individuals years after graduation rather than prior to. We found that students with unpaid internships found jobs more quickly and had higher starting salaries than those with no internships.

When looking at internship compensation (paid, mixed, unpaid), we see an immediate impact post-graduation, i.e., short term. Respondents with paid internships were found to have higher first position salaries and took less time to find their first position post-undergrad. Those with unpaid internships had a first position salary that was, on average, $3,494 per year lower than those with both paid and unpaid internships and $8,097/year lower than those with all paid internships. Survey takers who had a paid internship found a job a little more quickly than those who had an unpaid internship—typically within three months of graduation versus the three-to-six-month average of all respondents.

There was no significant impact of internship compensation on longer-term success measures. Pursuing additional education partially accounts for this finding, as individuals who completed unpaid or a mix of paid and unpaid internships were more likely to pursue additional education beyond bachelor's degrees. Interestingly, although internship compensation did not impact longer-term career success, first position salary did have a significant impact on one of our long-term measures: relative career success. Thus, one might argue that there is a pass-through impact of internship compensation on long-term career success. This finding was not duplicated when examining subjective career success.

Information about respondents "most meaningful" internship further reinforced the value of both paid and unpaid internships. A majority of respondents cited an unpaid internship as most meaningful; however, taking into account all of the possible combinations of sector (nonprofit, for-profit, government) and compensation, paid internships at for-profit organizations was the largest category. When considering responses to questions about their most meaningful internship, respondents rated getting feedback from others and having social support provided more highly than other factors, indicating these are correlated with meaningful internships.

Although it was not a key part of our research, it is interesting to note that the proactive personality variable was significant in most of our models. We suspect that many career advisers, ourselves included, have observed that students who demonstrate a more proactive approach to their job search—regardless of other factors like GPA and major—ultimately secure better positions more quickly than peers who take a more relaxed approach.

In summary, our research found that internships—both paid and unpaid—have a positive impact on measures of short- and longer-term career success. While having a paid internship had a significant impact on time to find a position and first position salary, there was no significant difference on longer-term career success.

Discussion and Implications for Future Research

We hope that these findings, along with details of how survey respondents defined their most meaningful internship, will help practitioners inform and guide students considering a variety of internship options. Our findings point to the fact that having an internship—regardless of compensation—has positive short- and longer-term effects. Even when controlling for variables known to impact salary and subjective career success, there was no significant difference in the impact of paid versus unpaid internships on longer-term measures of career success.

There are, however, some short-term benefits of having a paid internship. Why paid internships impact time to find a position and first position salary is not answered by this research study. Perhaps organizations offering paid internships are more likely than those offering unpaid experiences to convert interns to full-time employees. There may also be differing characteristics between organizations that offer paid versus unpaid internships that would help students obtain post-graduation offers more quickly, such as company size and/or name recognition.

One finding that may be the most revealing for employers was how respondents rated their most meaningful internship. Factors that led to meaningful internships included interning with employers that provided feedback on the intern's performance and facilitated opportunities to help the intern meet others in the organization, and having supervisors and colleagues who took a personal interest in the intern.

Many questions pertaining to unpaid internships still remain unanswered, and we suspect that the changing legislative and educational landscape may impact findings of this study if it were to be repeated in the future.

- As more educational institutions offer stipends to cover costs associated with unpaid internships and add infrastructure to monitor and offer credit, employers may make adjustments to their internship offerings and students may pursue more unpaid internships.

- As noted above, we did not collect information about whether an internship was governed by academic guidelines, i.e., whether the internship was a for-credit internship, but would be curious to know if measurable differences in short-term and longer-term career success exist as a result.

- Finally, we began collecting more qualitative information about survey takers' most meaningful internship and would like to further explore how organizations, tasks, mentors, and colleagues can positively impact a student's experience.

END NOTES

[1] While there are many definitions of "internship," we used the following, as established by NACE: "An internship is a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting." See more at www.naceweb.org/advocacy/position-statements/united-states-internships.aspx

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[20] Cardoso de Oliveira, Leal Melo-Silva, do Céu Taveira, M., & Grace

[21] Ibid.

[22] Cardoso de Oliveira, Leal Melo-Silva, do Céu Taveira, M., & Grace, p. 86.

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THE RESEARCHERS

Desalina Guarise currently works as the senior human resources analyst at S&C Electric Company, conducting research on human capital-related trends within the organization. Guarise began her career as an analyst for a litigation consulting firm where she gained experience working with large datasets and basic regression analysis. She later transitioned to career services at Lake Forest College and then New York University (NYU). As an assistant director at NYU's Wasserman Center for Career Development, Guarise led office-wide assessment and surveying efforts and represented Wasserman on the Student Affairs-wide Assessment Committee. She co-managed post-graduation outcomes surveys at NYU and Lake Forest College. Guarise holds a master of public administration from the NYU Robert F. Wagner School of Public Service and a bachelor of science in finance from the University of Illinois Urbana-Champaign.

James W. Kostenblatt joined Empire State Development as senior project manager in spring 2018. Prior to that, he served as an associate director at NYU's Wasserman Center for Career Development, where he led the assessment and program evaluation team. In that role, Kostenblatt oversaw the collection of career outcomes data on NYU graduates each year, analyzing the data, and crafting reports for NYU stakeholders, and responding to media data requests. Prior to joining NYU, he managed the Peace Corps' Northeast Recruitment Office, using performance data to strategically develop and improve recruitment efforts for the Peace Corps. He also spent three years teaching English and planning and managing community development projects in Mozambique. Kostenblatt holds a master of public administration from the NYU Robert F. Wagner School of Public Service and a bachelor of arts in international relations from Boston University.

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APPENDIXES

APPENDIX 1: SUBJECTIVE CAREER SUCCESS INVENTORY

For this section of the survey instrument, respondents had to choose on a Likert scale from "strongly disagree" to "strongly agree" for each of the statements below. This is an abridged version of the inventory validated in the following study: Kristen M. Shockley, Heather Ureksoy, Ozgun Burcu Rodopman, Laura F. Poteat, and Timothy Ryan Dullaghan. *Journal of Organizational Behavior,* 37, 128–153 (2016).

Considering my career as a whole...

My supervisors have told me I do a good job

The organizations I worked for have recognized me as a good performer

I have been recognized for my contributions

I think my work has been meaningful

I believe my work has made a difference

The work I have done has contributed to society

Decisions that I have made have impacted my organizations

The organizations I have worked for have considered my opinion regarding important issues

Others have taken my advice into account when making important decisions

I have expanded my skill sets to perform better

I have stayed current with changes in my field

I have continuously improved by developing my skill set

My career is personally satisfying

I am enthusiastic about my career

I have found my career quite interesting

APPENDIX 2: EXPLANATION OF VARIABLES

Grad year passed	
Number of years passed since graduation	
Age	
Age in years	
Min_maj (minority, majority)	
Coded based on response to race/ethnicity question	1: white
	0: non-white
Gender	
	1: male
	0: female
Faamily Income	
Family income during undergraduate	4: $80K - $120K
	3: $120K or Above
	2: $40K - $80K
	1: $40K or Less
Undergraduate Major	
Re-coded majors into 4 categories	Business (in comparison to Arts)
Used Arts as comparison	STEM (in comparison to Arts)
	Humanities (in comparison to Arts)
Num_Intern	
Number of Undergraduate Internships Completed	
Intern_Compen_R	
Internship Compensation Type	1: All unpaid
	2: All paid
	3. Mix
BA_Job Offer_R	
Time to receive first job offer	0: I haven't received a job offer
	1: More than 12
	2: 7-12 months after graduation
	3: 4-6 months after graduation
	4: Within 3 months of Graduation
	5: Prior to Graduation

APPENDIX 2: EXPLANATION OF VARIABLES *continued*

FirstPos_Salary_R	
First position salary re-coded to remove outliers	
Education_R	
Level of education completed	1: Bachelor's Degree
	2: Master's Degree
	3: Master of Business Administration
	4: Doctoral Degree
	5: Law Degree
	6: Health-related (MD, DDS)
Salary Current_R	
Salary re-coded to remove outliers	
Industry (Current Employment)	
Used Arts/Entertainment as comparison	EmpIndus_Information
	EmpIndus_Finance
	EmpIndus_Educational
	EmpIndus_Health
	EmpIndus_PublicAdmin
Sector (Current Employment)	
Used For-Profit as comparison	Notforprofit (in comparison to for-profit)
	Government (in comparison to for-profit)
Sub.Career.Success	
A composite of responses to 5 of Shockley's measures of subjective career success	1: Lowest measure of Subjective Career Success
	5: Highest measure of Subjective Career Success
Relative Success to Peers	
A composite of responses to relative career success questions	1: Lowest measure of Subjective Career Success
	5: Highest measure of Subjective Career Success
Proactive Personality	
Responses to questions measuring proactive personality	1: Lowest Proactive Personality
	5: Highest Procative Personality

APPENDIX 3: PARTICIPATING INSTITUTIONS

Bates College
Bradley University
Centre College
Colby Sawyer College
Haverford College
Lake Forest College
Lasell College
Loyola Marymount College
Messiah College
Metropolitan State University of Denver
Mount Saint Mary College
Nazareth College
New York University
Purchase College; State University of New York
Purdue University
Queens College (CUNY)
Rutgers University
Saint Anselm College
The George Washington University
The University of Vermont
University of Michigan Flint
University of Nebraska - Lincoln
University of New England
University of Tampa
Yeshiva University

APPENDIX 4: DESCRIPTIVE STATISTICS

UNDERGRADUATE INSTITUTION BY CARNEGIE CLASSISFICATION		
Carnegie Classification	**Frequency**	**Percent**
Master's Colleges & Universities	1,386	35%
Baccalaureate Colleges	1,254	32%
Doctoral Universities	1,229	31%
Not Available	45	1%
Total	**3,914**	**100%**

RESPONDENTS BY REGION		
Carnegie Region	**Frequency**	**Percent**
Mid Atlantic	1,364	35%
New England	964	25%
South East	731	19%
Great Lakes	529	14%
Far West	276	7%
Not Sure/Other	45	1%
Plains	5	0%
Total	**3,914**	**100%**

RESPONDENTS BY RACE/ETHNICITY		
Race/Ethnicity	**Frequency**	**Percent**
White/Caucasian	2,941	**75%**
No Response	456	12%
Hispanic	185	5%
Asian	168	4%
African American	91	2%
Other	68	2%
Pacific Islander	4	0%
Native American	1	0%
Total	**3,914**	**100%**

RESPONDENTS BY GENDER		
Gender	**Frequency**	**Percent**
Female	2,488	64%
Male	1,073	27%
No Response	353	9%
Total	**3,914**	**100%**

APPENDIX 4: DESCRIPTIVE STATISTICS *continued*

RESPONDENTS BY HIGHEST LEVEL OF EDUCATION COMPLETED		
Education Level	**Frequency**	**Percent**
Bachelor's degree	2,535	65%
Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	990	25%
Law Degree (JD)	142	4%
Health Degree (MD, DVM, PA, DDS, etc.)	90	2%
Master of Business (MBA)	75	2%
Doctoral Degree (Ph.D., Ed.D, etc.)	65	2%
Other	13	0%
No Response	4	0%
Total	**3,914**	**100%**

RESPONDENTS BY FAMILY INCOME (DURING UNDERGRADUATE)		
Family Income	**Frequency**	**Percent**
$80K - $120K	1,068	27%
$120K or Above	939	24%
$40K - $80K	865	22%
$40K or Less	581	15%
No Response	461	12%
Total	**3,914**	**100%**

RESPONDENTS BY UNDERGRADUATE DEGREE CONFERRAL YEAR		
Undergraduate Degree Conferral Year	**Frequency**	**Percent**
2013	617	16%
2014	610	16%
2011	603	15%
2012	569	15%
2010	556	14%
2008	481	12%
2009	478	12%
Total	**3,914**	**100%**

APPENDIX 4: DESCRIPTIVE STATISTICS *continued*

RESPONDENTS BY UNDERGRADUATE MAJOR		
Undergraduate Major	**Frequency**	**Percent**
Social Science	643	16%
Business, Management, Marketing and Related	370	9%
Biological and Biomedical Sciences	367	9%
Psychology	361	9%
Communication, Journalism and Related	291	7%
English Language and Literature/Letters	266	7%
Visual and Performing Arts	253	6%
History	227	6%
Health Professions and Related	133	3%
Foreign Languages, Literatures and Linguistics	120	3%
Parks, Recreation, Leisure and Fitness Studies	104	3%
Education	96	2%
No Response	96	2%
Mathematics and Statistics	81	2%
Area, Ethnic, Cultural, Gender and Group Studies	67	2%
Philosophy and Religious Studies	60	2%
Natural Resources and Conservation	54	1%
Multi/interdisciplinary Studies	49	1%
Homeland Security, Law Enforcement, Fireflighting and Related Protective Services	47	1%
Public Administation and Social Service Professions	47	1%
Computer and Information Sciences and Related	39	1%
Engineering	30	1%
Family and Consumer Sciences/Human Sciences	22	1%
Liberal Arts and Sciences, General Studies and Humanities	22	1%
Physical Sciences	22	1%
Legal Professions and Studies	20	1%
Theology and Religious Vocations	14	0%
Architecture and Related Services	10	0%
Agriculture, Agriculture Operations, and Related Sciences	2	0%
Transporation and Materials Moving	1	0%
Total	**3,914**	**100%**

APPENDIX 4: DESCRIPTIVE STATISTICS *continued*

RESPONDENTS BY UNDERGRADUATE GPA		
Undergraduate GPA	**Frequency**	**Percent**
No Response	46	1%
3.75 - 4.00 GPA (Mostly A's)	1,153	29%
3.25 - 3.74 GPA (About half A's/half B's)	1,696	43%
2.75 - 3.24 GPA (Mostly B's)	826	21%
2.25 - 2.74 GPA (About half B's/half C's)	173	4%
1.75 - 2.24 GPA (Mostly C's)	20	1%
Total	**3,914**	**100%**

RESPONSES BY TIME TO SECURE FIRST POSITION		
Time to secure first position	**Frequency**	**Percent**
Within 3 months of graduation	1,130	29%
Prior to graduation	1,108	28%
4-6 months after graduation	564	14%
I did not seek employment / continued my education	503	13%
7-12 months after graduation	278	7%
More than 12 months after graduation	255	7%
I have not received a job offer	68	2%
No Response	8	0%
Total	**3,914**	**100%**

FIRST POSITION SALARY DETAILS						
First Position Salary Details	**Responses**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**	**Variance**
First Position Salary	3,036	$500	$895,000	$34,155	$28,585	817078102
Valid N (listwise)	3,036					

RESPONSES BY INTERNSHIP DURING UNDERGRADUATE		
Internship During Undergraduate	**Frequency**	**Percentage**
Yes	2,479	63%
No	1,093	28%
No Response	342	9%
Total	**3,914**	**100%**

NUMBER OF INTERNSHIPS DETAILS						
Number of Internships Details	**Responses**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**	**Variance**
Number of Internships	2,462	1	10	2.07	1.312	1.722
Valid N (listwise)	2,462					

APPENDIX 4: DESCRIPTIVE STATISTICS *continued*

RESPONSES BY INTERNSHIP COMPENSATION TYPE		
Internship During Undergraduate	**Count of Intern_Compen_V1**	**Percentage**
All of my internships were paid.	249	6%
All of my internships were unpaid.	591	15%
No Internship	1,093	28%
Some of my internships were paid, and some were unpaid.	570	15%
No Response	1,411	36%
Total	**3,914**	**100%**

RESPONDENTS BY CURRENT EMPLOYMENT STATUS		
Current Employment Status	**Frequency**	**Percentage**
Employed (full-time, part-time, military, freelance, temporary, contract or self-employed)	3,570	91%
Unemployed and NOT seeking employment	233	6%
Unemployed and seeking employment	111	3%
Total	**3,914**	**100%**

RESPONDENTS BY CURRENT EMPLOYMENT SECTOR		
Employment Sector	**Frequency**	**Percentage**
For-Profit Company or Organization	1,804	46%
Not-for-Profit Organization (including tax-exempt and charitable organizations)	1,257	32%
Government	485	12%
No Response	368	9%
Total	**3,914**	**100%**

RESPONDENTS BY CURRENT EMPLOYMENT INDUSTRY		
Employment Industry	**Frequency**	**Percentage**
Educational Services	875	22%
Health Care and Social Assistance	612	16%
Other	487	12%
No Response	373	10%
Professional, Scientific, and Technical Services	291	7%
Arts, Entertainment, and Recreation	243	6%
Finance and Insurance	227	6%
Other Services (except Public Administration)	155	4%
Retail Trade	111	3%
Public Administration	92	2%
Manufacturing	89	2%
Information	83	2%
Professional, Scientific, and Technical Services	45	1%
Accommodation and Food Services	45	1%

APPENDIX 4: DESCRIPTIVE STATISTICS *continued*

RESPONDENTS BY CURRENT EMPLOYMENT INDUSTRY *continued*		
Employment Industry	**Frequency**	**Percentage**
Management of Companies and Enterprises	37	1%
Transportation and Warehousing	28	1%
Utilities	27	1%
Construction	27	1%
Wholesale Trade	27	1%
Agriculture, Forestry, Fishing and Hunting	19	0%
Mining, Quarrying, and Oil and Gas Extraction	11	0%
Administrative and Support and Waste Management and Remediation Services	10	0%
Total	**3,914**	**100%**

CURRENT SALARY DETAILS						
Current Salary Details	**Responses**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**	**Variance**
Current Salary	3250	$500	$1,540,000	$54,843	$46,066	2122082121
Current Employer Tenure (Months)	3543	0	360.00	27.29	26.95	726.271
Valid N (listwise)	3242					

SUBJECTIVE AND RELATIVE CAREER SUCCESS MEASURES						
Subjective and Relative Career Success Measures	**N**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**	**Variance**
Recognition	3,570	1	5	4.54	0.62	0.385
Meaningful Work	3,570	1	5	4.19	0.89	0.796
Influence	3,571	1	5	4.03	0.78	0.602
Growth and Development	3,567	1	5	4.47	0.58	0.335
Satisfaction	3,567	1	5	4.11	1.00	1.004
Number of Promotions	3,414	0	10	0.86	1.17	1.371
How Successful Do you Feel?	3,560	1	5	4.06	0.88	0.766
Career Progression vs Peers	3,542	1	5	3.33	1.02	1.041
Valid N (listwise)	3,142					

APPENDIX 5: MODEL 1

Table 5A: Impact of Undergraduate Internship on Time to Secure First Position

IV: Undergraduate Internship DV: Time to Secure First Position

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
BA_JobOffer_R	3.72	1.29	2629
Min_Maj	0.86	0.35	2629
Gender	0.31	0.46	2629
Age	27.46	3.18	2629
FamilyIncome	2.71	1.03	2629
Business	0.11	0.31	2629
Humanities	0.64	0.48	2629
STEM	0.16	0.37	2629
Gyear_Passed	5.88	1.98	2629
ProPersonality	3.96	0.57	2629
Internship_Und	0.70	0.46	2629

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.203[a]	0.041	0.038	1.26066	0.041	12.562	9	2619	0
2	.228[b]	0.052	0.048	1.25395	0.011	29.093	1	2618	0

a. Predictors: (Constant), ProPersonality, Gender, Gyear_Passed, FamilyIncome, STEM, Min_Maj, Business, Age, Humanities
b. Predictors: (Constant), ProPersonality, Gender, Gyear_Passed, FamilyIncome, STEM, Min_Maj, Business, Age, Humanities, Internship_Und

COEFFICIENTS[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.42	0.314		10.874	0
	Min_Maj	0.094	0.072	0.026	1.318	0.188
	Gender	0.041	0.054	0.015	0.753	0.451
	Age	-0.034	0.01	-0.085	-3.538	0
	FamilyIncome	0.106	0.025	0.085	4.281	0
	Business	0.294	0.112	0.071	2.617	0.009
	Humanities	0.001	0.088	0	0.007	0.994
	STEM	0.347	0.103	0.099	3.373	0.001
	Gyear_Passed	-0.011	0.015	-0.017	-0.73	0.465
	ProPersonality	0.214	0.043	0.095	4.955	0

APPENDIX 5: MODEL 1 *continued*

COEFFICIENTS[a] *continued*						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
2	(Constant)	3.075	0.319		9.633	0
	Min_Maj	0.084	0.071	0.023	1.181	0.238
	Gender	0.047	0.054	0.017	0.875	0.381
	Age	-0.028	0.01	-0.069	-2.851	0.004
	FamilyIncome	0.099	0.025	0.08	4.047	0
	Business	0.317	0.112	0.076	2.829	0.005
	Humanities	0.031	0.088	0.011	0.35	0.727
	STEM	0.399	0.103	0.114	3.887	0
	Gyear_Passed	-0.011	0.015	-0.018	-0.747	0.455
	ProPersonality	0.202	0.043	0.09	4.685	0
	Internship_Und	0.295	0.055	0.105	5.394	0

a. Dependent Variable: BA_JobOffer_R

Table 5B: Impact of Undergraduate Internship on First Position Salary

IV: Undergraduate Internship DV: First Position Salary

DESCRIPTIVE STATISTICS			
	Mean	Std. Deviation	N
FirstPos_Salary_R	33534.4551	13944.41283	2528
Min_Maj	0.8588	0.34832	2528
Gender	0.31	0.462	2528
Age	27.46	3.035	2528
FamilyIncome	2.73	1.031	2528
Business	0.1032	0.30434	2528
Humanities	0.6416	0.47962	2528
STEM	0.1693	0.37509	2528
Gyear_Passed	5.94	1.97	2528
ProPersonality	3.9546	0.56771	2528
Internship_Und	0.7	0.46	2528

MODEL SUMMARY									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.315[a]	0.099	0.096	13260.31607	0.099	30.718	9	2518	0
2	.329[b]	0.108	0.105	13194.51126	0.009	26.179	1	2517	0

a. Predictors: (Constant), ProPersonality, Gender, Gyear_Passed, FamilyIncome, STEM, Min_Maj, Business, Age, Humanities
b. Predictors: (Constant), ProPersonality, Gender, Gyear_Passed, FamilyIncome, STEM, Min_Maj, Business, Age, Humanities, Internship_Und

APPENDIX 5: MODEL 1 *continued*

COEFFICIENTS[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15345.631	3503.192		4.38	0
	Min_Maj	-1679.144	771.056	-0.042	-2.178	0.03
	Gender	3073.003	575.448	0.102	5.34	0
	Age	301.013	112.269	0.066	2.681	0.007
	FamilyIncome	1723.468	263.703	0.127	6.536	0
	Business	5226.328	1224.034	0.114	4.27	0
	Humanities	-432.151	960.656	-0.015	-0.45	0.653
	STEM	8076.332	1106.764	0.217	7.297	0
	Gyear_Passed	-536.356	171.379	-0.076	-3.13	0.002
	ProPersonality	1839.352	467.837	0.075	3.932	0
2	(Constant)	11639.558	3560.269		3.269	0.001
	Min_Maj	-1749.116	767.352	-0.044	-2.279	0.023
	Gender	3141.265	572.748	0.104	5.485	0
	Age	371.833	112.566	0.081	3.303	0.001
	FamilyIncome	1658.808	262.699	0.123	6.314	0
	Business	5520.596	1219.317	0.12	4.528	0
	Humanities	-50.731	958.791	-0.002	-0.053	0.958
	STEM	8643.055	1106.828	0.232	7.809	0
	Gyear_Passed	-554.267	170.565	-0.078	-3.25	0.001
	ProPersonality	1748.634	465.853	0.071	3.754	0
	Internship_Und	2976.601	581.765	0.098	5.117	0

a. Dependent Variable: FirstPos_Salary_R

APPENDIX 5: MODEL 1 *continued*

Table 5C: Impact of Internship Compensation on Time to Secure First Position

IV: Internship Compensation DV: Time to Secure First Position

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
BA_JobOffer_R	3.9192	1.1899	1064
Min_Maj	0.844	0.36304	1064
Gender	0.27	0.445	1064
Age	26.87	2.675	1064
FamilyIncome	2.84	1.013	1064
Business	0.1043	0.30582	1064
Humanities	0.6551	0.47557	1064
STEM	0.1297	0.33613	1064
Gyear_Passed	5.61	1.962	1064
ProPersonality	4.0018	0.55406	1064
Num_Intern	2.87	1.269	1064
Intern_Compen_R	1.7641	0.7398	1064

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.202[a]	0.041	0.032	1.17099	0.041	4.46	10	1053	0
2	.253[b]	0.064	0.054	1.1572	0.023	26.254	1	1052	0

a. Predictors: (Constant), Num_Intern, STEM, FamilyIncome, Gender, Gyear_Passed, ProPersonality, Min_Maj, Business, Age, Humanities
b. Predictors: (Constant), Num_Intern, STEM, FamilyIncome, Gender, Gyear_Passed, ProPersonality, Min_Maj, Business, Age, Humanities, Intern_Compen_R

COEFFICIENTS[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.305	0.554		7.769	0
	Min_Maj	0.045	0.102	0.014	0.443	0.658
	Gender	0.088	0.082	0.033	1.076	0.282
	Age	-0.059	0.02	-0.132	-2.955	0.003
	FamilyIncome	0.088	0.037	0.075	2.412	0.016
	Business	-0.04	0.158	-0.01	-0.252	0.801
	Humanities	-0.175	0.118	-0.07	-1.475	0.141
	STEM	0.203	0.148	0.057	1.37	0.171
	Gyear_Passed	0.023	0.027	0.037	0.834	0.404
	ProPersonality	0.206	0.066	0.096	3.114	0.002
	Num_Intern	0.009	0.029	0.01	0.311	0.756

APPENDIX 5: MODEL 1 *continued*

COEFFICIENTS[a] *continued*						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
2	(Constant)	3.703	0.56		6.611	0
	Min_Maj	0.087	0.101	0.026	0.86	0.39
	Gender	0.025	0.082	0.009	0.301	0.764
	Age	-0.051	0.02	-0.114	-2.574	0.01
	FamilyIncome	0.082	0.036	0.07	2.268	0.024
	Business	-0.158	0.157	-0.041	-1.003	0.316
	Humanities	-0.182	0.117	-0.073	-1.56	0.119
	STEM	0.11	0.147	0.031	0.744	0.457
	Gyear_Passed	0.014	0.027	0.023	0.518	0.605
	ProPersonality	0.203	0.065	0.095	3.118	0.002
	Num_Intern	0.016	0.029	0.017	0.546	0.585
	Intern_Compen_R	0.257	0.05	0.16	5.124	0

a. Dependent Variable: BA_JobOffer_R

Table 5D: Impact of Internship Compensation on First Position Salary

IV: Internship Compensation DV: First Position Salary

DESCRIPTIVE STATISTICS			
	Mean	Std. Deviation	N
FirstPos_Salary_R	35398.3659	14357.15596	1014
Min_Maj	0.8422	0.36472	1014
Gender	0.28	0.447	1014
Age	26.9	2.594	1014
FamilyIncome	2.88	1.01	1014
Business	0.1045	0.30611	1014
Humanities	0.6371	0.48108	1014
STEM	0.141	0.34822	1014
Gyear_Passed	5.71	1.969	1014
ProPersonality	3.9908	0.5394	1014
Num_Intern	2.85	1.231	1014
Intern_Compen_R	1.7978	0.74322	1014

APPENDIX 5: MODEL 1 *continued*

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.346[a]	0.12	0.111	13538.01622	0.12	13.63	10	1003	0
2	.372[b]	0.138	0.129	13400.5389	0.019	21.685	1	1002	0

a. Predictors: (Constant), Num_Intern, Humanities, FamilyIncome, Gyear_Passed, ProPersonality, Gender, Min_Maj, Business, STEM, Age
b. Predictors: (Constant), Num_Intern, Humanities, FamilyIncome, Gyear_Passed, ProPersonality, Gender, Min_Maj, Business, STEM, Age, Intern_Compen_R

COEFFICIENTS[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18286.581	6924.951		2.641	0.008
	Min_Maj	-2265.662	1199.737	-0.058	-1.888	0.059
	Gender	4406.496	969.564	0.137	4.545	0
	Age	238.232	262.303	0.043	0.908	0.364
	FamilyIncome	1508.068	435.137	0.106	3.466	0.001
	Business	7064.755	1842.569	0.151	3.834	0
	Humanities	2239.115	1368.007	0.075	1.637	0.102
	STEM	11950.308	1698.018	0.29	7.038	0
	Gyear_Passed	-840.334	344.392	-0.115	-2.44	0.015
	ProPersonality	1773.265	801.917	0.067	2.211	0.027
	Num_Intern	324.633	356.626	0.028	0.91	0.363
2	(Constant)	11890.545	6990.882		1.701	0.089
	Min_Maj	-1923.632	1189.823	-0.049	-1.617	0.106
	Gender	3845.125	967.26	0.12	3.975	0
	Age	307.089	260.06	0.055	1.181	0.238
	FamilyIncome	1481.872	430.755	0.104	3.44	0.001
	Business	5766.444	1845.044	0.123	3.125	0.002
	Humanities	2191.607	1354.153	0.073	1.618	0.106
	STEM	10896.916	1695.929	0.264	6.425	0
	Gyear_Passed	-921.114	341.336	-0.126	-2.699	0.007
	ProPersonality	1793.408	793.786	0.067	2.259	0.024
	Num_Intern	403.622	353.411	0.035	1.142	0.254
	Intern_Compen_R	2756.578	591.954	0.143	4.657	0

a. Dependent Variable: FirstPos_Salary_R

APPENDIX 5: MODEL 1 *continued*

POST-HOC ANALYSIS: MULTIPLE COMPARISONS						
Dependent Variable: FirstPos_Salary_R						
	(I) Intern_Compen_R	(J) Intern_Compen_R	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval
						Lower Bound
Scheffe	All of my internships were unpaid.	Some of my internships were paid, and some were unpaid.	-3494.36532*	947.02709	0.001	-5815.6816
		All of my internships were paid.	-8097.54817*	1178.6045	0	-10986.498
	Some of my internships were paid, and some were unpaid.	All of my internships were unpaid.	3494.36532*	947.02709	0.001	1173.0491
		All of my internships were paid.	-4603.18286*	1171.13771	0	-7473.8304
	All of my internships were paid.	All of my internships were unpaid.	8097.54817*	1178.6045	0	5208.5983
		Some of my internships were paid, and some were unpaid.	4603.18286*	1171.13771	0	1732.5353
LSD	All of my internships were unpaid.	Some of my internships were paid, and some were unpaid.	-3494.36532*	947.02709	0	-5352.5965
		All of my internships were paid.	-8097.54817*	1178.6045	0	-10410.1743
	Some of my internships were paid, and some were unpaid.	All of my internships were unpaid.	3494.36532*	947.02709	0	1636.1342
		All of my internships were paid.	-4603.18286*	1171.13771	0	-6901.1579
	All of my internships were paid.	All of my internships were unpaid.	8097.54817*	1178.6045	0	5784.922
		Some of my internships were paid, and some were unpaid.	4603.18286*	1171.13771	0	2305.2078
*						

APPENDIX 6: MODEL 2

Table 6A: Impact of Undergraduate Internship on Current Position Salary

IV: Undergraduate Internship DV: Current Position Salary

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
Salary_Current_R	50253.7315	21746.15542	1438
Min_Maj	0.8707	0.3357	1438
Gender	0.28	0.447	1438
Age	27.52	3.123	1438
FamilyIncome	2.7	1.025	1438
Business	0.0723	0.25911	1438
Humanities	0.6669	0.47149	1438
STEM	0.1773	0.38208	1438
Gyear_Passed	5.97	1.972	1438
ProPersonality	3.9421	0.56881	1438
EmpIndus_Information	0.0431	0.20319	1438
EmpIndus_Finance	0.1078	0.31022	1438
EmpIndus_Educational	0.4172	0.49328	1438
EmpIndus_Health	0.2775	0.44791	1438
EmpIndus_PublicAdmin	0.0452	0.20782	1438
FirstPos_Salary_R	32256.0935	13367.4164	1438
Education_R	1.6245	1.07389	1438
Notforprofit	0.493	0.50013	1438
Government	0.1669	0.37301	1438
Internship_Und	0.69	0.462	1438

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.656[a]	0.43	0.423	16519.68875	0.43	59.51	18	1419	0
2	.657[b]	0.432	0.424	16498.73276	0.002	4.61	1	1418	0.032

a. Predictors: (Constant), Government, Gender, ProPersonality, STEM, Age, Min_Maj, EmpIndus_Information, Business, FamilyIncome, Education_R, EmpIndus_Educational, FirstPos_Salary_R, EmpIndus_Finance, EmpIndus_PublicAdmin, Gyear_Passed, Notforprofit, Humanities, EmpIndus_Health

b. Predictors: (Constant), Government, Gender, ProPersonality, STEM, Age, Min_Maj, EmpIndus_Information, Business, FamilyIncome, Education_R, EmpIndus_Educational, FirstPos_Salary_R, EmpIndus_Finance, EmpIndus_PublicAdmin, Gyear_Passed, Notforprofit, Humanities, EmpIndus_Health, Internship_Und

APPENDIX 6: MODEL 2 *continued*

COEFFICIENTS[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	160.868	5772.374		0.028	0.98
	Min_Maj	-1512.484	1331.406	-0.023	-1.136	0.26
	Gender	2765.046	1013.653	0.057	2.728	0.01
	Age	-210.696	175.822	-0.03	-1.198	0.23
	FamilyIncome	2421.797	443.017	0.114	5.467	0.00
	Business	1653.815	2303.521	0.02	0.718	0.47
	Humanities	-504.018	1615.115	-0.011	-0.312	0.76
	STEM	8.454	1872.125	0	0.005	1.00
	Gyear_Passed	3375.684	285.246	0.306	11.834	0.00
	ProPersonality	1902.389	778.317	0.05	2.444	0.02
	EmpIndus_Information	8150.636	2507.064	0.076	3.251	0.00
	EmpIndus_Finance	6879.965	1963.052	0.098	3.505	0.00
	EmpIndus_Educational	-3804.575	1737.352	-0.086	-2.19	0.03
	EmpIndus_Health	-674.445	1740.665	-0.014	-0.387	0.70
	EmpIndus_PublicAdmin	3666.219	2801.263	0.035	1.309	0.19
	FirstPos_Salary_R	0.729	0.035	0.448	20.63	0.00
	Education_R	753.233	452.264	0.037	1.665	0.10
	Notforprofit	-3378.525	1268.89	-0.078	-2.663	0.01
	Government	-429.259	1670.039	-0.007	-0.257	0.80
2	(Constant)	-2337.587	5881.393		-0.397	0.69
	Min_Maj	-1575.958	1330.046	-0.024	-1.185	0.24
	Gender	2902.748	1014.398	0.06	2.862	0.00
	Age	-171.364	176.552	-0.025	-0.971	0.33
	FamilyIncome	2364.562	443.258	0.111	5.335	0.00
	Business	1803.515	2301.656	0.021	0.784	0.43
	Humanities	-238.017	1617.819	-0.005	-0.147	0.88
	STEM	359.538	1876.892	0.006	0.192	0.85
	Gyear_Passed	3366.544	284.916	0.305	11.816	0.00
	ProPersonality	1869.254	777.483	0.049	2.404	0.02
	EmpIndus_Information	8379.76	2506.158	0.078	3.344	0.00
	EmpIndus_Finance	7195.937	1966.081	0.103	3.66	0.00
	EmpIndus_Educational	-3620.777	1737.259	-0.082	-2.084	0.04
	EmpIndus_Health	-345.273	1745.209	-0.007	-0.198	0.84
	EmpIndus_PublicAdmin	3568.479	2798.08	0.034	1.275	0.20
	FirstPos_Salary_R	0.723	0.035	0.445	20.46	0.00
	Education_R	767.009	451.736	0.038	1.698	0.09
	Notforprofit	-3337.59	1267.424	-0.077	-2.633	0.01
	Government	-430.328	1667.921	-0.007	-0.258	0.80
	Internship_Und	2082.161	970.075	0.044	2.146	0.03

a. Dependent Variable: Salary_Current_R

APPENDIX 6: MODEL 2 *continued*

Table 6B: Impact of Undergraduate Internship on Subjective Career Success

IV: Undergraduate Internship DV: Subjective Career Success (Shockley)

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
Sub.Career.Success	4.3078	0.5565	1487
Min_Maj	0.8662	0.34058	1487
Gender	0.27	0.446	1487
Age	27.51	3.095	1487
FamilyIncome	2.69	1.024	1487
Business	0.072	0.2585	1487
Humanities	0.6671	0.4714	1487
STEM	0.1775	0.38225	1487
Gyear_Passed	5.97	1.973	1487
ProPersonality	3.9441	0.56664	1487
EmpIndus_Information	0.0437	0.20452	1487
EmpIndus_Finance	0.1103	0.31336	1487
EmpIndus_Educational	0.4176	0.49333	1487
EmpIndus_Health	0.2744	0.44635	1487
EmpIndus_PublicAdmin	0.0444	0.20602	1487
FirstPos_Salary_R	32258.549	13543.01125	1487
Education_R	1.6207	1.07401	1487
Notforprofit	0.4923	0.50011	1487
Government	0.1641	0.37048	1487
Internship_Und	0.69	0.462	1487

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.478[a]	0.229	0.219	0.49167	0.229	24.21	18	1468	0
2	.487[b]	0.237	0.227	0.48931	0.008	15.22	1	1467	0

a. Predictors: (Constant), Government, ProPersonality, Gender, STEM, Age, Min_Maj, EmpIndus_Information, FamilyIncome, Business, Education_R, EmpIndus_Educational, FirstPos_Salary_R, EmpIndus_PublicAdmin, EmpIndus_Finance, Gyear_Passed, Notforprofit, Humanities, EmpIndus_Health

b. Predictors: (Constant), Government, ProPersonality, Gender, STEM, Age, Min_Maj, EmpIndus_Information, FamilyIncome, Business, Education_R, EmpIndus_Educational, FirstPos_Salary_R, EmpIndus_PublicAdmin, EmpIndus_Finance, Gyear_Passed, Notforprofit, Humanities, EmpIndus_Health, Internship_Und

APPENDIX 6: MODEL 2 *continued*

COEFFICIENTS[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.246	0.17		13.243	0.00
	Min_Maj	0.11	0.038	0.067	2.867	0.00
	Gender	-0.047	0.03	-0.037	-1.571	0.12
	Age	-0.003	0.005	-0.015	-0.52	0.60
	FamilyIncome	0.014	0.013	0.025	1.043	0.30
	Business	0.053	0.068	0.025	0.789	0.43
	Humanities	0.034	0.047	0.029	0.713	0.48
	STEM	-0.037	0.055	-0.025	-0.666	0.51
	Gyear_Passed	0.027	0.008	0.095	3.214	0.00
	ProPersonality	0.415	0.023	0.422	18.106	0.00
	EmpIndus_Information	-0.104	0.073	-0.038	-1.424	0.16
	EmpIndus_Finance	-0.122	0.057	-0.069	-2.137	0.03
	EmpIndus_Educational	0.099	0.051	0.088	1.965	0.05
	EmpIndus_Health	0.096	0.051	0.077	1.893	0.06
	EmpIndus_PublicAdmin	-0.09	0.082	-0.033	-1.094	0.27
	FirstPos_Salary_R	2.64E-06	0	0.064	2.584	0.01
	Education_R	0.02	0.013	0.039	1.546	0.12
	Notforprofit	0.044	0.037	0.039	1.186	0.24
	Government	0.102	0.049	0.068	2.087	0.04
2	(Constant)	2.116	0.172		12.301	0.00
	Min_Maj	0.106	0.038	0.065	2.765	0.01
	Gender	-0.04	0.03	-0.032	-1.35	0.18
	Age	-0.001	0.005	-0.003	-0.115	0.91
	FamilyIncome	0.011	0.013	0.019	0.815	0.42
	Business	0.062	0.067	0.029	0.922	0.36
	Humanities	0.048	0.047	0.041	1.02	0.31
	STEM	-0.017	0.055	-0.012	-0.305	0.76
	Gyear_Passed	0.026	0.008	0.093	3.151	0.00
	ProPersonality	0.413	0.023	0.42	18.106	0.00
	EmpIndus_Information	-0.09	0.073	-0.033	-1.237	0.22
	EmpIndus_Finance	-0.106	0.057	-0.059	-1.846	0.07
	EmpIndus_Educational	0.11	0.05	0.097	2.178	0.03
	EmpIndus_Health	0.114	0.051	0.091	2.245	0.03
	EmpIndus_PublicAdmin	-0.095	0.082	-0.035	-1.156	0.25
	FirstPos_Salary_R	2.32E-06	0	0.057	2.273	0.02
	Education_R	0.021	0.013	0.041	1.604	0.11
	Notforprofit	0.045	0.037	0.041	1.237	0.22
	Government	0.101	0.048	0.068	2.094	0.04
	Internship_Und	0.11	0.028	0.092	3.901	0.00

a. Dependent Variable: Sub.Career.Success

APPENDIX 6: MODEL 2 *continued*

Table 6C: Impact of Undergraduate Internship on Relative Career Successs

IV: Undergraduate Internship DV: Relative Career Success

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
Rel.Career.Success	3.7396	0.80412	1486
Min_Maj	0.8668	0.33995	1486
Gender	0.27	0.446	1486
Age	27.51	3.096	1486
FamilyIncome	2.7	1.024	1486
Business	0.072	0.25858	1486
Humanities	0.6669	0.47148	1486
STEM	0.1777	0.38235	1486
Gyear_Passed	5.97	1.972	1486
ProPersonality	3.9434	0.56616	1486
EmpIndus_Information	0.0437	0.20459	1486
EmpIndus_Finance	0.1104	0.31345	1486
EmpIndus_Educational	0.4172	0.49327	1486
EmpIndus_Health	0.2746	0.44644	1486
EmpIndus_PublicAdmin	0.0444	0.20608	1486
FirstPos_Salary_R	32260.7419	13547.30634	1486
Education_R	1.6211	1.07425	1486
Notforprofit	0.4926	0.50011	1486
Government	0.1635	0.36997	1486
Internship_Und	0.69	0.462	1486

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.416[a]	0.173	0.163	0.73561	0.173	17.08	18	1467	0
2	.418[b]	0.174	0.164	0.73535	0.001	2.06	1	1466	0.152

a. Predictors: (Constant), Government, ProPersonality, Gender, STEM, Age, Min_Maj, EmpIndus_Information, FamilyIncome, Business, Education_R, EmpIndus_Educational, FirstPos_Salary_R, EmpIndus_PublicAdmin, EmpIndus_Finance, Gyear_Passed, Notforprofit, Humanities, EmpIndus_Health

b. Predictors: (Constant), Government, ProPersonality, Gender, STEM, Age, Min_Maj, EmpIndus_Information, FamilyIncome, Business, Education_R, EmpIndus_Educational, FirstPos_Salary_R, EmpIndus_PublicAdmin, EmpIndus_Finance, Gyear_Passed, Notforprofit, Humanities, EmpIndus_Health, Internship_Un

APPENDIX 6: MODEL 2 *continued*

COEFFICIENTS[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.501	0.254		5.917	0.00
	Min_Maj	0.211	0.058	0.089	3.661	0.00
	Gender	-0.006	0.044	-0.003	-0.132	0.90
	Age	-0.019	0.008	-0.074	-2.479	0.01
	FamilyIncome	0.045	0.019	0.058	2.339	0.02
	Business	0.102	0.101	0.033	1.006	0.32
	Humanities	0.034	0.071	0.02	0.482	0.63
	STEM	0.1	0.082	0.047	1.213	0.23
	Gyear_Passed	0.028	0.013	0.068	2.205	0.03
	ProPersonality	0.45	0.034	0.317	13.128	0.00
	EmpIndus_Information	0.062	0.109	0.016	0.57	0.57
	EmpIndus_Finance	-0.03	0.086	-0.012	-0.349	0.73
	EmpIndus_Educational	0.005	0.076	0.003	0.072	0.94
	EmpIndus_Health	-0.05	0.076	-0.028	-0.664	0.51
	EmpIndus_PublicAdmin	-0.117	0.123	-0.03	-0.948	0.34
	FirstPos_Salary_R	1.22E-05	0	0.206	7.991	0.00
	Education_R	0.029	0.02	0.039	1.481	0.14
	Notforprofit	0.053	0.055	0.033	0.958	0.34
	Government	0.177	0.073	0.081	2.422	0.02
2	(Constant)	1.429	0.258		5.53	0.00
	Min_Maj	0.208	0.058	0.088	3.617	0.00
	Gender	-0.002	0.045	-0.001	-0.049	0.96
	Age	-0.018	0.008	-0.07	-2.317	0.02
	FamilyIncome	0.044	0.019	0.056	2.25	0.03
	Business	0.107	0.101	0.034	1.053	0.29
	Humanities	0.042	0.071	0.025	0.594	0.55
	STEM	0.111	0.082	0.053	1.341	0.18
	Gyear_Passed	0.027	0.013	0.067	2.175	0.03
	ProPersonality	0.449	0.034	0.316	13.1	0.00
	EmpIndus_Information	0.07	0.109	0.018	0.64	0.52
	EmpIndus_Finance	-0.021	0.086	-0.008	-0.239	0.81
	EmpIndus_Educational	0.011	0.076	0.007	0.148	0.88
	EmpIndus_Health	-0.041	0.076	-0.023	-0.533	0.59
	EmpIndus_PublicAdmin	-0.119	0.123	-0.031	-0.97	0.33
	FirstPos_Salary_R	1.21E-05	0	0.203	7.852	0.00
	Education_R	0.03	0.02	0.04	1.5	0.13
	Notforprofit	0.054	0.055	0.033	0.975	0.33
	Government	0.177	0.073	0.081	2.423	0.02
	Internship_Und	0.061	0.043	0.035	1.435	0.15

a. Dependent Variable: Rel.Career.Success

APPENDIX 6: MODEL 2 *continued*

Table 6D: Impact of Internship Compensation on Current Salary

IV: Internship Compensation DV: Current Position Salary

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
Salary_Current_R	53045.0942	21885.19838	563
Min_Maj	0.8508	0.3566	563
Gender	0.26	0.439	563
Age	27.02	2.63	563
FamilyIncome	2.83	0.996	563
Business	0.0728	0.26008	563
Humanities	0.6643	0.47266	563
STEM	0.1403	0.34763	563
Gyear_Passed	5.8	1.96	563
ProPersonality	3.9644	0.55423	563
EmpIndus_Information	0.0533	0.2248	563
EmpIndus_Finance	0.0888	0.28472	563
EmpIndus_Educational	0.4067	0.49166	563
EmpIndus_Health	0.2291	0.42065	563
EmpIndus_PublicAdmin	0.0586	0.23511	563
FirstPos_Salary_R	33612.7247	13308.54655	563
Education_R	1.5471	0.95402	563
Notforprofit	0.4458	0.4975	563
Government	0.1918	0.39409	563
Intern_Compen_R	1.7371	0.73921	563

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.650[a]	0.422	0.403	16912.73484	0.422	22.06	18	544	0
2	.652[b]	0.425	0.405	16876.50026	0.004	3.34	1	543	0.068

a. Predictors: (Constant), Government, STEM, Gender, FamilyIncome, ProPersonality, Age, EmpIndus_Information, Min_Maj, FirstPos_Salary_R, Business, Education_R, EmpIndus_Educational, EmpIndus_Finance, EmpIndus_PublicAdmin, Notforprofit, Humanities, EmpIndus_Health, Gyear_Passed

b. Predictors: (Constant), Government, STEM, Gender, FamilyIncome, ProPersonality, Age, EmpIndus_Information, Min_Maj, FirstPos_Salary_R, Business, Education_R, EmpIndus_Educational, EmpIndus_Finance, EmpIndus_PublicAdmin, Notforprofit, Humanities, EmpIndus_Health, Gyear_Passed, Intern_Compen_R

APPENDIX 6: MODEL 2 *continued*

COEFFICIENTS[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5036.387	11400.225		0.442	0.66
	Min_Maj	-2461.55	2096.207	-0.04	-1.174	0.24
	Gender	1549.964	1722.099	0.031	0.9	0.37
	Age	-443.777	427.485	-0.053	-1.038	0.30
	FamilyIncome	1807.594	751.89	0.082	2.404	0.02
	Business	2938.895	3488.192	0.035	0.843	0.40
	Humanities	772.004	2273.981	0.017	0.339	0.73
	STEM	470.136	2888.882	0.007	0.163	0.87
	Gyear_Passed	3492.252	590.256	0.313	5.917	0.00
	ProPersonality	3321.84	1331.745	0.084	2.494	0.01
	EmpIndus_Information	2976.668	3626.734	0.031	0.821	0.41
	EmpIndus_Finance	9097.774	3184.773	0.118	2.857	0.00
	EmpIndus_Educational	-4113.372	2689.166	-0.092	-1.53	0.13
	EmpIndus_Health	-2281.053	2653.873	-0.044	-0.86	0.39
	EmpIndus_PublicAdmin	7944.288	4192.274	0.085	1.895	0.06
	FirstPos_Salary_R	7.14E-01	0.059	0.434	12.131	0.00
	Education_R	760.731	835.806	0.033	0.91	0.36
	Notforprofit	-3562.622	2223.566	-0.081	-1.602	0.11
	Government	-2442.091	2796.905	-0.044	-0.873	0.38
2	(Constant)	1811.937	11511.869		0.157	0.88
	Min_Maj	-1983.579	2108.01	-0.032	-0.941	0.35
	Gender	1416.44	1719.963	0.028	0.824	0.41
	Age	-406.248	427.063	-0.049	-0.951	0.34
	FamilyIncome	1774.457	750.498	0.081	2.364	0.02
	Business	2235.876	3501.92	0.027	0.638	0.52
	Humanities	526.657	2273.078	0.011	0.232	0.82
	STEM	-80.751	2898.417	-0.001	-0.028	0.98
	Gyear_Passed	3446.605	589.521	0.309	5.846	0.00
	ProPersonality	3256.141	1329.378	0.082	2.449	0.02
	EmpIndus_Information	2581.951	3625.406	0.027	0.712	0.48
	EmpIndus_Finance	8296.415	3208.071	0.108	2.586	0.01
	EmpIndus_Educational	-4213.654	2683.965	-0.095	-1.57	0.12
	EmpIndus_Health	-2269.992	2648.194	-0.044	-0.857	0.39
	EmpIndus_PublicAdmin	7636.526	4186.682	0.082	1.824	0.07
	FirstPos_Salary_R	7.06E-01	0.059	0.429	11.988	0.00
	Education_R	685.269	835.037	0.03	0.821	0.41
	Notforprofit	-3627.737	2219.088	-0.082	-1.635	0.10
	Government	-2068.052	2798.411	-0.037	-0.739	0.46
	Intern_Compen_R	1865.116	1020.777	0.063	1.827	0.07

a. Dependent Variable: Salary_Current_R

APPENDIX 6: MODEL 2 *continued*

Table 6E: Impact of Internship Compensation on Subjective Career Success

IV: Internship Compensation DV: Subjective Career Success

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
Sub.Career.Success	4.351	0.5137	586
Min_Maj	0.8515	0.35586	586
Gender	0.26	0.438	586
Age	27.02	2.605	586
FamilyIncome	2.83	0.994	586
Business	0.0717	0.25816	586
Humanities	0.6621	0.47339	586
STEM	0.1416	0.34898	586
Gyear_Passed	5.82	1.957	586
ProPersonality	3.9677	0.55291	586
EmpIndus_Information	0.0512	0.22058	586
EmpIndus_Finance	0.0956	0.29424	586
EmpIndus_Educational	0.4078	0.49185	586
EmpIndus_Health	0.2253	0.41811	586
EmpIndus_PublicAdmin	0.058	0.23398	586
Num_Intern	2.91	1.296	586
FirstPos_Salary_R	33762.2253	13811.79259	586
Education_R	1.5375	0.9407	586
Notforprofit	0.4505	0.49797	586
Government	0.1877	0.39082	586
Intern_Compen_R	1.7338	0.73551	586

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.464[a]	0.215	0.189	0.46269	0.215	8.16	19	566	0
2	.464[b]	0.215	0.187	0.46305	0	0.12	1	565	0.726

a. Predictors: (Constant), Government, FirstPos_Salary_R, Min_Maj, Num_Intern, EmpIndus_Information, Age, Gender, ProPersonality, FamilyIncome, STEM, Education_R, Business, EmpIndus_Educational, EmpIndus_Finance, EmpIndus_PublicAdmin, EmpIndus_Health, Humanities, Notforprofit, Gyear_Passed

b. Predictors: (Constant), Government, FirstPos_Salary_R, Min_Maj, Num_Intern, EmpIndus_Information, Age, Gender, ProPersonality, FamilyIncome, STEM, Education_R, Business, EmpIndus_Educational, EmpIndus_Finance, EmpIndus_PublicAdmin, EmpIndus_Health, Humanities, Notforprofit, Gyear_Passed, Intern_Compen_R

APPENDIX 6: MODEL 2 *continued*

COEFFICIENTS[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.298	0.311		7.399	0.00
	Min_Maj	0.124	0.056	0.086	2.214	0.03
	Gender	0.021	0.046	0.018	0.447	0.66
	Age	0.007	0.012	0.036	0.614	0.54
	FamilyIncome	-0.013	0.02	-0.024	-0.621	0.54
	Business	0.079	0.095	0.04	0.83	0.41
	Humanities	0.095	0.061	0.088	1.551	0.12
	STEM	0.094	0.078	0.064	1.208	0.23
	Gyear_Passed	-0.003	0.016	-0.013	-0.214	0.83
	ProPersonality	0.359	0.036	0.386	9.991	0.00
	EmpIndus_Information	-0.128	0.099	-0.055	-1.295	0.20
	EmpIndus_Finance	-0.056	0.085	-0.032	-0.664	0.51
	EmpIndus_Educational	0.031	0.072	0.03	0.436	0.66
	EmpIndus_Health	0.058	0.071	0.047	0.812	0.42
	EmpIndus_PublicAdmin	-0.102	0.113	-0.047	-0.908	0.36
	Num_Intern	0.026	0.015	0.064	1.661	0.10
	FirstPos_Salary_R	0.000001971	0	0.053	1.269	0.21
	Education_R	0.024	0.023	0.044	1.048	0.30
	Notforprofit	0.164	0.059	0.159	2.771	0.01
	Government	0.212	0.075	0.161	2.812	0.01
2	(Constant)	2.279	0.316		7.22	0.00
	Min_Maj	0.127	0.057	0.088	2.239	0.03
	Gender	0.02	0.046	0.017	0.434	0.67
	Age	0.007	0.012	0.037	0.629	0.53
	FamilyIncome	-0.013	0.02	-0.024	-0.626	0.53
	Business	0.076	0.096	0.038	0.79	0.43
	Humanities	0.094	0.061	0.087	1.534	0.13
	STEM	0.091	0.078	0.062	1.164	0.25
	Gyear_Passed	-0.004	0.016	-0.014	-0.225	0.82
	ProPersonality	0.358	0.036	0.386	9.976	0.00
	EmpIndus_Information	-0.13	0.099	-0.056	-1.311	0.19
	EmpIndus_Finance	-0.06	0.086	-0.034	-0.698	0.49
	EmpIndus_Educational	0.031	0.072	0.03	0.433	0.67
	EmpIndus_Health	0.058	0.071	0.047	0.819	0.41
	EmpIndus_PublicAdmin	-0.104	0.113	-0.047	-0.922	0.36
	Num_Intern	0.026	0.015	0.065	1.68	0.09
	FirstPos_Salary_R	0.00000194	0	0.052	1.246	0.21
	Education_R	0.023	0.023	0.043	1.028	0.30
	Notforprofit	0.164	0.059	0.159	2.765	0.01
	Government	0.214	0.076	0.163	2.829	0.01
	Intern_Compen_R	0.01	0.028	0.014	0.35	0.73

a. Dependent Variable: Sub.Career.Success

APPENDIX 6: MODEL 2 *continued*

Table 6F: Impact of Internship Compensation on Relative Career Success

IV: Internship Compensation DV: Relative Career Success

DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	N
Rel.Career.Success	3.8063	0.80359	586
Min_Maj	0.8515	0.35586	586
Gender	0.26	0.438	586
Age	27.02	2.605	586
FamilyIncome	2.83	0.994	586
Business	0.0717	0.25816	586
Humanities	0.6621	0.47339	586
STEM	0.1416	0.34898	586
Gyear_Passed	5.82	1.957	586
ProPersonality	3.9677	0.55291	586
EmpIndus_Information	0.0512	0.22058	586
EmpIndus_Finance	0.0956	0.29424	586
EmpIndus_Educational	0.4078	0.49185	586
EmpIndus_Health	0.2253	0.41811	586
EmpIndus_PublicAdmin	0.058	0.23398	586
Num_Intern	2.91	1.296	586
FirstPos_Salary_R	33762.2253	13811.79259	586
Education_R	1.5375	0.9407	586
Notforprofit	0.4505	0.49797	586
Government	0.1877	0.39082	586
Intern_Compen_R	1.7338	0.73551	586

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.440[a]	0.194	0.167	0.73354	0.194	7.16	19	566	0
2	.440[b]	0.194	0.166	0.73408	0	0.16	1	565	0.687

a. Predictors: (Constant), Government, FirstPos_Salary_R, Min_Maj, Num_Intern, EmpIndus_Information, Age, Gender, ProPersonality, FamilyIncome, STEM, Education_R, Business, EmpIndus_Educational, EmpIndus_Finance, EmpIndus_PublicAdmin, EmpIndus_Health, Humanities, Notforprofit, Gyear_Passed

b. Predictors: (Constant), Government, FirstPos_Salary_R, Min_Maj, Num_Intern, EmpIndus_Information, Age, Gender, ProPersonality, FamilyIncome, STEM, Education_R, Business, EmpIndus_Educational, EmpIndus_Finance, EmpIndus_PublicAdmin, EmpIndus_Health, Humanities, Notforprofit, Gyear_Passed, Intern_Compen_R

APPENDIX 6: MODEL 2 *continued*

COEFFICIENTS[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.104	0.492		4.274	0.00
	Min_Maj	0.216	0.089	0.096	2.429	0.02
	Gender	0.016	0.073	0.009	0.215	0.83
	Age	-0.054	0.018	-0.174	-2.899	0.00
	FamilyIncome	0.035	0.032	0.043	1.084	0.28
	Business	0.065	0.151	0.021	0.43	0.67
	Humanities	0.046	0.097	0.027	0.472	0.64
	STEM	0.17	0.123	0.074	1.378	0.17
	Gyear_Passed	0.056	0.025	0.136	2.218	0.03
	ProPersonality	0.493	0.057	0.339	8.668	0.00
	EmpIndus_Information	0.073	0.157	0.02	0.466	0.64
	EmpIndus_Finance	0.022	0.135	0.008	0.164	0.87
	EmpIndus_Educational	0.008	0.115	0.005	0.073	0.94
	EmpIndus_Health	-0.124	0.113	-0.065	-1.1	0.27
	EmpIndus_PublicAdmin	-0.019	0.179	-0.006	-0.108	0.91
	Num_Intern	0.022	0.024	0.035	0.899	0.37
	FirstPos_Salary_R	0.00001027	0	0.177	4.171	0.00
	Education_R	0.023	0.036	0.027	0.649	0.52
	Notforprofit	0.135	0.094	0.084	1.439	0.15
	Government	0.18	0.12	0.088	1.508	0.13
2	(Constant)	2.14	0.5		4.276	0.00
	Min_Maj	0.212	0.09	0.094	2.36	0.02
	Gender	0.017	0.073	0.009	0.23	0.82
	Age	-0.054	0.019	-0.175	-2.912	0.00
	FamilyIncome	0.035	0.032	0.043	1.089	0.28
	Business	0.071	0.152	0.023	0.467	0.64
	Humanities	0.048	0.097	0.028	0.488	0.63
	STEM	0.175	0.124	0.076	1.412	0.16
	Gyear_Passed	0.056	0.025	0.137	2.228	0.03
	ProPersonality	0.494	0.057	0.34	8.667	0.00
	EmpIndus_Information	0.077	0.157	0.021	0.487	0.63
	EmpIndus_Finance	0.028	0.136	0.01	0.208	0.84
	EmpIndus_Educational	0.009	0.115	0.005	0.077	0.94
	EmpIndus_Health	-0.125	0.113	-0.065	-1.107	0.27
	EmpIndus_PublicAdmin	-0.016	0.179	-0.005	-0.09	0.93
	Num_Intern	0.021	0.024	0.034	0.868	0.39
	FirstPos_Salary_R	0.00001033	0	0.178	4.184	0.00
	Education_R	0.024	0.036	0.028	0.668	0.50
	Notforprofit	0.136	0.094	0.084	1.443	0.15
	Government	0.177	0.12	0.086	1.471	0.14
	Intern_Compen_R	-0.018	0.044	-0.016	-0.404	0.69

a. Dependent Variable: Rel.Career.Success

APPENDIX 7: ADDITIONAL FINDINGS

Table 7A: Post-Hoc Analysis – Impact of Education on Indicators of Career Success

Current Position Salary, Subjective Career Success, and Relative Career Success

MULTIPLE COMPARISONS

Dependent Variable		(I) Education	(J) Education	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Salary_Current_R	Scheffe	Bachelor's degree	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-1392.57292	1041.61562	0.938	-5091.5433	2306.3975
			Master of Business (MBA)	-22349.24816*	3171.62185	0	-33612.2661	-11086.2302
			Doctoral Degree (Ph.D., Ed.D, etc.)	-10787.23571	3470.78676	0.14	-23112.6438	1538.1723
			Law Degree (JD)	-27957.89727*	2676.04574	0	-37461.0324	-18454.7621
			Health Degree (MD, DVM, PA, DDS, etc.)	-15842.86440*	2982.70669	0	-26435.0095	-5250.7193
			Other	-4243.00009	7249.04213	0.999	-29985.6943	21499.6941
		Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	Bachelor's degree	1392.57292	1041.61562	0.938	-2306.3975	5091.5433
			Master of Business (MBA)	-20956.67524*	3240.38554	0	-32463.8858	-9449.4647
			Doctoral Degree (Ph.D., Ed.D, etc.)	-9394.66279	3533.73372	0.315	-21943.6072	3154.2816
			Law Degree (JD)	-26565.32435*	2757.19678	0	-36356.6419	-16774.0068
			Health Degree (MD, DVM, PA, DDS, etc.)	-14450.29148*	3055.72454	0.001	-25301.7365	-3598.8464
			Other	-2850.42716	7279.39043	1	-28700.8938	23000.0395
		Master of Business (MBA)	Bachelor's degree	22349.24816*	3171.62185	0	11086.2302	33612.2661
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	20956.67524*	3240.38554	0	9449.4647	32463.8858
			Doctoral Degree (Ph.D., Ed.D, etc.)	11562.01245	4632.6554	0.398	-4889.4068	28013.4317
			Law Degree (JD)	-5608.64911	4071.40715	0.929	-20066.9717	8849.6734
			Health Degree (MD, DVM, PA, DDS, etc.)	6506.38376	4279.21424	0.889	-8689.9003	21702.6679
			Other	18106.24807	7871.70548	0.507	-9847.6393	46060.1354
		Doctoral Degree (Ph.D., Ed.D, etc.)	Bachelor's degree	10787.23571	3470.78676	0.14	-1538.1723	23112.6438
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	9394.66279	3533.73372	0.315	-3154.2816	21943.6072
			Master of Business (MBA)	-11562.01245	4632.6554	0.398	-28013.4317	4889.4068
			Law Degree (JD)	-17170.66156*	4308.54171	0.015	-32471.093	-1870.2302
			Health Degree (MD, DVM, PA, DDS, etc.)	-5055.62869	4505.42452	0.974	-21055.2275	10943.9701
			Other	6544.23562	7996.93208	0.995	-21854.3546	34942.8259
		Law Degree (JD)	Bachelor's degree	27957.89727*	2676.04574	0	18454.7621	37461.0324
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	26565.32435*	2757.19678	0	16774.0068	36356.6419
			Master of Business (MBA)	5608.64911	4071.40715	0.929	-8849.6734	20066.9717
			Doctoral Degree (Ph.D., Ed.D, etc.)	17170.66156*	4308.54171	0.015	1870.2302	32471.093
			Health Degree (MD, DVM, PA, DDS, etc.)	12115.03287	3926.02982	0.147	-1827.0278	26057.0935
			Other	23714.89719	7685.42665	0.147	-3577.4794	51007.2738
		Health Degree (MD, DVM, PA, DDS, etc.)	Bachelor's degree	15842.86440*	2982.70669	0	5250.7193	26435.0095
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	14450.29148*	3055.72454	0.001	3598.8464	25301.7365
			Master of Business (MBA)	-6506.38376	4279.21424	0.889	-21702.6679	8689.9003
			Doctoral Degree (Ph.D., Ed.D, etc.)	5055.62869	4505.42452	0.974	-10943.9701	21055.2275
			Law Degree (JD)	-12115.03287	3926.02982	0.147	-26057.0935	1827.0278
			Other	11599.86431	7797.50608	0.899	-16090.5272	39290.2558
		Other	Bachelor's degree	4243.00009	7249.04213	0.999	-21499.6941	29985.6943
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	2850.42716	7279.39043	1	-23000.0395	28700.8938
			Master of Business (MBA)	-18106.24807	7871.70548	0.507	-46060.1354	9847.6393
			Doctoral Degree (Ph.D., Ed.D, etc.)	-6544.23562	7996.93208	0.995	-34942.8259	21854.3546
			Law Degree (JD)	-23714.89719	7685.42665	0.147	-51007.2738	3577.4794
			Health Degree (MD, DVM, PA, DDS, etc.)	-11599.86431	7797.50608	0.899	-39290.2558	16090.5272

Table 7A: Post-Hoc Analysis – Impact of Education on Indicators of Career Success

Current Position Salary, Subjective Career Success, and Relative Career Success

MULTIPLE COMPARISONS

Dependent Variable		(I) Education	(J) Education	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Salary_Current_R	LSD	Bachelor's degree	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-1392.57292	1041.61562	0.181	-3434.9849	649.8391
			Master of Business (MBA)	-22349.24816*	3171.62185	0	-28568.201	-16130.2953
			Doctoral Degree (Ph.D., Ed.D, etc.)	-10787.23571*	3470.78676	0.002	-17592.7946	-3981.6768
			Law Degree (JD)	-27957.89727*	2676.04574	0	-33205.1188	-22710.6758
			Health Degree (MD, DVM, PA, DDS, etc.)	-15842.86440*	2982.70669	0	-21691.3902	-9994.3386
			Other	-4243.00009	7249.04213	0.558	-18457.0059	9971.0057
		Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	Bachelor's degree	1392.57292	1041.61562	0.181	-649.8391	3434.9849
			Master of Business (MBA)	-20956.67524*	3240.38554	0	-27310.4607	-14602.8897
			Doctoral Degree (Ph.D., Ed.D, etc.)	-9394.66279*	3533.73372	0.008	-16323.6488	-2465.6768
			Law Degree (JD)	-26565.32435*	2757.19678	0	-31971.6677	-21158.981
			Health Degree (MD, DVM, PA, DDS, etc.)	-14450.29148*	3055.72454	0	-20441.9916	-8458.5914
			Other	-2850.42716	7279.39043	0.695	-17123.9402	11423.0859
		Master of Business (MBA)	Bachelor's degree	22349.24816*	3171.62185	0	16130.2953	28568.201
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	20956.67524*	3240.38554	0	14602.8897	27310.4607
			Doctoral Degree (Ph.D., Ed.D, etc.)	11562.01245*	4632.6554	0.013	2478.2481	20645.7768
			Law Degree (JD)	-5608.64911	4071.40715	0.168	-13591.9114	2374.6132
			Health Degree (MD, DVM, PA, DDS, etc.)	6506.38376	4279.21424	0.129	-1884.3491	14897.1166
			Other	18106.24807*	7871.70548	0.022	2671.3168	33541.1794
		Doctoral Degree (Ph.D., Ed.D, etc.)	Bachelor's degree	10787.23571*	3470.78676	0.002	3981.6768	17592.7946
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	9394.66279*	3533.73372	0.008	2465.6768	16323.6488
			Master of Business (MBA)	-11562.01245*	4632.6554	0.013	-20645.7768	-2478.2481
			Law Degree (JD)	-17170.66156*	4308.54171	0	-25618.9001	-8722.4231
			Health Degree (MD, DVM, PA, DDS, etc.)	-5055.62869	4505.42452	0.262	-13889.9173	3778.6599
			Other	6544.23562	7996.93208	0.413	-9136.2414	22224.7127
		Law Degree (JD)	Bachelor's degree	27957.89727*	2676.04574	0	22710.6758	33205.1188
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	26565.32435*	2757.19678	0	21158.981	31971.6677
			Master of Business (MBA)	5608.64911	4071.40715	0.168	-2374.6132	13591.9114
			Doctoral Degree (Ph.D., Ed.D, etc.)	17170.66156*	4308.54171	0	8722.4231	25618.9001
			Health Degree (MD, DVM, PA, DDS, etc.)	12115.03287*	3926.02982	0.002	4416.8281	19813.2376
			Other	23714.89719*	7685.42665	0.002	8645.2236	38784.5708
		Health Degree (MD, DVM, PA, DDS, etc.)	Bachelor's degree	15842.86440*	2982.70669	0	9994.3386	21691.3902
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	14450.29148*	3055.72454	0	8458.5914	20441.9916
			Master of Business (MBA)	-6506.38376	4279.21424	0.129	-14897.1166	1884.3491
			Doctoral Degree (Ph.D., Ed.D, etc.)	5055.62869	4505.42452	0.262	-3778.6599	13889.9173
			Law Degree (JD)	-12115.03287*	3926.02982	0.002	-19813.2376	-4416.8281
			Other	11599.86431	7797.50608	0.137	-3689.5759	26889.3046
		Other	Bachelor's degree	4243.00009	7249.04213	0.558	-9971.0057	18457.0059
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	2850.42716	7279.39043	0.695	-11423.0859	17123.9402
			Master of Business (MBA)	-18106.24807*	7871.70548	0.022	-33541.1794	-2671.3168
			Doctoral Degree (Ph.D., Ed.D, etc.)	-6544.23562	7996.93208	0.413	-22224.7127	9136.2414
			Law Degree (JD)	-23714.89719*	7685.42665	0.002	-38784.5708	-8645.2236
			Health Degree (MD, DVM, PA, DDS, etc.)	-11599.86431	7797.50608	0.137	-26889.3046	3689.5759

Table 7A: Post-Hoc Analysis – Impact of Education on Indicators of Career Success

Current Position Salary, Subjective Career Success, and Relative Career Success

MULTIPLE COMPARISONS

Dependent Variable		(I) Education	(J) Education	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Sub.Career.Success	Scheffe	Bachelor's degree	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-.13770*	0.02378	0	-0.2222	-0.0533
			Master of Business (MBA)	-0.24973	0.0744	0.081	-0.5139	0.0144
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.18975	0.0781	0.434	-0.4671	0.0876
			Law Degree (JD)	-0.07697	0.05443	0.92	-0.2702	0.1163
			Health Degree (MD, DVM, PA, DDS, etc.)	-.29393*	0.0671	0.004	-0.5322	-0.0557
			Other	-0.10846	0.16836	0.999	-0.7063	0.4893
		Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	Bachelor's degree	.13770*	0.02378	0	0.0533	0.2222
			Master of Business (MBA)	-0.11203	0.07593	0.903	-0.3816	0.1576
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.05204	0.07956	0.999	-0.3345	0.2305
			Law Degree (JD)	0.06074	0.0565	0.979	-0.1399	0.2614
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.15623	0.06879	0.524	-0.4005	0.088
			Other	0.02924	0.16904	1	-0.571	0.6295
		Master of Business (MBA)	Bachelor's degree	0.24973	0.0744	0.081	-0.0144	0.5139
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.11203	0.07593	0.903	-0.1576	0.3816
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.05998	0.1063	0.999	-0.3175	0.4374
			Law Degree (JD)	0.17277	0.09034	0.723	-0.148	0.4935
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.0442	0.0985	1	-0.3939	0.3055
			Other	0.14127	0.18315	0.996	-0.5091	0.7916
		Doctoral Degree (Ph.D., Ed.D, etc.)	Bachelor's degree	0.18975	0.0781	0.434	-0.0876	0.4671
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.05204	0.07956	0.999	-0.2305	0.3345
			Master of Business (MBA)	-0.05998	0.1063	0.999	-0.4374	0.3175
			Law Degree (JD)	0.11278	0.09341	0.962	-0.2189	0.4445
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.10418	0.10132	0.983	-0.464	0.2556
			Other	0.08129	0.18468	1	-0.5745	0.7371
		Law Degree (JD)	Bachelor's degree	0.07697	0.05443	0.92	-0.1163	0.2702
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-0.06074	0.0565	0.979	-0.2614	0.1399
			Master of Business (MBA)	-0.17277	0.09034	0.723	-0.4935	0.148
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.11278	0.09341	0.962	-0.4445	0.2189
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.21697	0.08443	0.359	-0.5168	0.0828
			Other	-0.0315	0.17598	1	-0.6564	0.5934
		Health Degree (MD, DVM, PA, DDS, etc.)	Bachelor's degree	.29393*	0.0671	0.004	0.0557	0.5322
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.15623	0.06879	0.524	-0.088	0.4005
			Master of Business (MBA)	0.0442	0.0985	1	-0.3055	0.3939
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.10418	0.10132	0.983	-0.2556	0.464
			Law Degree (JD)	0.21697	0.08443	0.359	-0.0828	0.5168
			Other	0.18547	0.18031	0.983	-0.4548	0.8257
		Other	Bachelor's degree	0.10846	0.16836	0.999	-0.4893	0.7063
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-0.02924	0.16904	1	-0.6295	0.571
			Master of Business (MBA)	-0.14127	0.18315	0.996	-0.7916	0.5091
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.08129	0.18468	1	-0.7371	0.5745
			Law Degree (JD)	0.0315	0.17598	1	-0.5934	0.6564
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.18547	0.18031	0.983	-0.8257	0.4548

Table 7A: Post-Hoc Analysis – Impact of Education on Indicators of Career Success

Current Position Salary, Subjective Career Success, and Relative Career Success

MULTIPLE COMPARISONS

Dependent Variable		(I) Education	(J) Education	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Sub.Career.Success	LSD	Bachelor's degree	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-.13770*	0.02378	0	-0.1843	-0.0911
			Master of Business (MBA)	-.24973*	0.0744	0.001	-0.3956	-0.1039
			Doctoral Degree (Ph.D., Ed.D, etc.)	-.18975*	0.0781	0.015	-0.3429	-0.0366
			Law Degree (JD)	-0.07697	0.05443	0.157	-0.1837	0.0297
			Health Degree (MD, DVM, PA, DDS, etc.)	-.29393*	0.0671	0	-0.4255	-0.1624
			Other	-0.10846	0.16836	0.519	-0.4386	0.2216
		Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	Bachelor's degree	.13770*	0.02378	0	0.0911	0.1843
			Master of Business (MBA)	-0.11203	0.07593	0.14	-0.2609	0.0368
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.05204	0.07956	0.513	-0.208	0.1039
			Law Degree (JD)	0.06074	0.0565	0.282	-0.05	0.1715
			Health Degree (MD, DVM, PA, DDS, etc.)	-.15623*	0.06879	0.023	-0.2911	-0.0213
			Other	0.02924	0.16904	0.863	-0.3022	0.3607
		Master of Business (MBA)	Bachelor's degree	.24973*	0.0744	0.001	0.1039	0.3956
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.11203	0.07593	0.14	-0.0368	0.2609
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.05998	0.1063	0.573	-0.1484	0.2684
			Law Degree (JD)	0.17277	0.09034	0.056	-0.0044	0.3499
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.0442	0.0985	0.654	-0.2373	0.1489
			Other	0.14127	0.18315	0.441	-0.2178	0.5004
		Doctoral Degree (Ph.D., Ed.D, etc.)	Bachelor's degree	.18975*	0.0781	0.015	0.0366	0.3429
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.05204	0.07956	0.513	-0.1039	0.208
			Master of Business (MBA)	-0.05998	0.1063	0.573	-0.2684	0.1484
			Law Degree (JD)	0.11278	0.09341	0.227	-0.0704	0.2959
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.10418	0.10132	0.304	-0.3029	0.0945
			Other	0.08129	0.18468	0.66	-0.2808	0.4434
		Law Degree (JD)	Bachelor's degree	0.07697	0.05443	0.157	-0.0297	0.1837
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-0.06074	0.0565	0.282	-0.1715	0.05
			Master of Business (MBA)	-0.17277	0.09034	0.056	-0.3499	0.0044
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.11278	0.09341	0.227	-0.2959	0.0704
			Health Degree (MD, DVM, PA, DDS, etc.)	-.21697*	0.08443	0.01	-0.3825	-0.0514
			Other	-0.0315	0.17598	0.858	-0.3766	0.3136
		Health Degree (MD, DVM, PA, DDS, etc.)	Bachelor's degree	.29393*	0.0671	0	0.1624	0.4255
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	.15623*	0.06879	0.023	0.0213	0.2911
			Master of Business (MBA)	0.0442	0.0985	0.654	-0.1489	0.2373
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.10418	0.10132	0.304	-0.0945	0.3029
			Law Degree (JD)	.21697*	0.08443	0.01	0.0514	0.3825
			Other	0.18547	0.18031	0.304	-0.1681	0.539
		Other	Bachelor's degree	0.10846	0.16836	0.519	-0.2216	0.4386
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-0.02924	0.16904	0.863	-0.3607	0.3022
			Master of Business (MBA)	-0.14127	0.18315	0.441	-0.5004	0.2178
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.08129	0.18468	0.66	-0.4434	0.2808
			Law Degree (JD)	0.0315	0.17598	0.858	-0.3136	0.3766
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.18547	0.18031	0.304	-0.539	0.1681

Table 7A: Post-Hoc Analysis – Impact of Education on Indicators of Career Success

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MULTIPLE COMPARISONS

Dependent Variable		(I) Education	(J) Education	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Rel.Career.Success	Scheffe	Bachelor's degree	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-0.08389	0.03484	0.446	-0.2076	0.0398
			Master of Business (MBA)	-0.1626	0.10887	0.897	-0.5492	0.224
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.26452	0.11429	0.499	-0.6703	0.1413
			Law Degree (JD)	-0.27768	0.07996	0.061	-0.5616	0.0062
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.34178	0.0982	0.06	-0.6905	0.0069
			Other	-0.19435	0.24636	0.996	-1.0691	0.6805
		Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	Bachelor's degree	0.08389	0.03484	0.446	-0.0398	0.2076
			Master of Business (MBA)	-0.07871	0.11111	0.998	-0.4733	0.3158
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.18063	0.11643	0.879	-0.5941	0.2328
			Law Degree (JD)	-0.19379	0.08299	0.487	-0.4885	0.1009
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.25789	0.10068	0.364	-0.6154	0.0996
			Other	-0.11046	0.24736	1	-0.9888	0.7679
		Master of Business (MBA)	Bachelor's degree	0.1626	0.10887	0.897	-0.224	0.5492
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.07871	0.11111	0.998	-0.3158	0.4733
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.10192	0.15555	0.999	-0.6542	0.4504
			Law Degree (JD)	-0.11508	0.13239	0.993	-0.5852	0.355
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.17918	0.14413	0.956	-0.691	0.3326
			Other	-0.03175	0.26801	1	-0.9834	0.9199
		Doctoral Degree (Ph.D., Ed.D, etc.)	Bachelor's degree	0.26452	0.11429	0.499	-0.1413	0.6703
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.18063	0.11643	0.879	-0.2328	0.5941
			Master of Business (MBA)	0.10192	0.15555	0.999	-0.4504	0.6542
			Law Degree (JD)	-0.01316	0.13688	1	-0.4992	0.4729
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.07726	0.14827	1	-0.6038	0.4492
			Other	0.07018	0.27025	1	-0.8895	1.0298
		Law Degree (JD)	Bachelor's degree	0.27768	0.07996	0.061	-0.0062	0.5616
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.19379	0.08299	0.487	-0.1009	0.4885
			Master of Business (MBA)	0.11508	0.13239	0.993	-0.355	0.5852
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.01316	0.13688	1	-0.4729	0.4992
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.0641	0.12376	1	-0.5035	0.3753
			Other	0.08333	0.25762	1	-0.8314	0.9981
		Health Degree (MD, DVM, PA, DDS, etc.)	Bachelor's degree	0.34178	0.0982	0.06	-0.0069	0.6905
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.25789	0.10068	0.364	-0.0996	0.6154
			Master of Business (MBA)	0.17918	0.14413	0.956	-0.3326	0.691
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.07726	0.14827	1	-0.4492	0.6038
			Law Degree (JD)	0.0641	0.12376	1	-0.3753	0.5035
			Other	0.14744	0.26385	0.999	-0.7895	1.0843
		Other	Bachelor's degree	0.19435	0.24636	0.996	-0.6805	1.0691
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.11046	0.24736	1	-0.7679	0.9888
			Master of Business (MBA)	0.03175	0.26801	1	-0.9199	0.9834
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.07018	0.27025	1	-1.0298	0.8895
			Law Degree (JD)	-0.08333	0.25762	1	-0.9981	0.8314
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.14744	0.26385	0.999	-1.0843	0.7895

Table 7A: Post-Hoc Analysis – Impact of Education on Indicators of Career Success

Current Position Salary, Subjective Career Success, and Relative Career Success

MULTIPLE COMPARISONS

Dependent Variable		(I) Education	(J) Education	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
							Lower Bound	Upper Bound
Rel.Career.Success	LSD	Bachelor's degree	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	-.08389*	0.03484	0.016	-0.1522	-0.0156
			Master of Business (MBA)	-0.1626	0.10887	0.135	-0.3761	0.0509
			Doctoral Degree (Ph.D., Ed.D, etc.)	-.26452*	0.11429	0.021	-0.4886	-0.0404
			Law Degree (JD)	-.27768*	0.07996	0.001	-0.4345	-0.1209
			Health Degree (MD, DVM, PA, DDS, etc.)	-.34178*	0.0982	0.001	-0.5343	-0.1493
			Other	-0.19435	0.24636	0.43	-0.6774	0.2887
		Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	Bachelor's degree	.08389*	0.03484	0.016	0.0156	0.1522
			Master of Business (MBA)	-0.07871	0.11111	0.479	-0.2966	0.1392
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.18063	0.11643	0.121	-0.4089	0.0477
			Law Degree (JD)	-.19379*	0.08299	0.02	-0.3565	-0.0311
			Health Degree (MD, DVM, PA, DDS, etc.)	-.25789*	0.10068	0.01	-0.4553	-0.0605
			Other	-0.11046	0.24736	0.655	-0.5955	0.3746
		Master of Business (MBA)	Bachelor's degree	0.1626	0.10887	0.135	-0.0509	0.3761
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.07871	0.11111	0.479	-0.1392	0.2966
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.10192	0.15555	0.512	-0.4069	0.2031
			Law Degree (JD)	-0.11508	0.13239	0.385	-0.3746	0.1445
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.17918	0.14413	0.214	-0.4618	0.1034
			Other	-0.03175	0.26801	0.906	-0.5572	0.4937
		Doctoral Degree (Ph.D., Ed.D, etc.)	Bachelor's degree	.26452*	0.11429	0.021	0.0404	0.4886
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.18063	0.11643	0.121	-0.0477	0.4089
			Master of Business (MBA)	0.10192	0.15555	0.512	-0.2031	0.4069
			Law Degree (JD)	-0.01316	0.13688	0.923	-0.2815	0.2552
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.07726	0.14827	0.602	-0.368	0.2135
			Other	0.07018	0.27025	0.795	-0.4597	0.6001
		Law Degree (JD)	Bachelor's degree	.27768*	0.07996	0.001	0.1209	0.4345
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	.19379*	0.08299	0.02	0.0311	0.3565
			Master of Business (MBA)	0.11508	0.13239	0.385	-0.1445	0.3746
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.01316	0.13688	0.923	-0.2552	0.2815
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.0641	0.12376	0.605	-0.3068	0.1785
			Other	0.08333	0.25762	0.746	-0.4218	0.5885
		Health Degree (MD, DVM, PA, DDS, etc.)	Bachelor's degree	.34178*	0.0982	0.001	0.1493	0.5343
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	.25789*	0.10068	0.01	0.0605	0.4553
			Master of Business (MBA)	0.17918	0.14413	0.214	-0.1034	0.4618
			Doctoral Degree (Ph.D., Ed.D, etc.)	0.07726	0.14827	0.602	-0.2135	0.368
			Law Degree (JD)	0.0641	0.12376	0.605	-0.1785	0.3068
			Other	0.14744	0.26385	0.576	-0.3699	0.6648
		Other	Bachelor's degree	0.19435	0.24636	0.43	-0.2887	0.6774
			Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	0.11046	0.24736	0.655	-0.3746	0.5955
			Master of Business (MBA)	0.03175	0.26801	0.906	-0.4937	0.5572
			Doctoral Degree (Ph.D., Ed.D, etc.)	-0.07018	0.27025	0.795	-0.6001	0.4597
			Law Degree (JD)	-0.08333	0.25762	0.746	-0.5885	0.4218
			Health Degree (MD, DVM, PA, DDS, etc.)	-0.14744	0.26385	0.576	-0.6648	0.3699

*

Table 7B: Completion of Master's Degrees by Internship Compensation

EDUCATION_R						
Intern_Compen_R			**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
.	Valid	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	574	100	100	100
All of my internships were unpaid.	Valid	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	139	100	100	100
Some of my internships were paid, and some were unpaid.	Valid	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	138	100	100	100
All of my internships were paid.	Valid	Master's Degree (MA, MS, MAT, MPH, MSW, MPA, etc.)	60	100	100	100

Table 7C: Impact of Unpaid Internship vs. No Internship on Time to Secure First Position

IV: No Internship vs Unpaid DV: Time to Secure First Position

SUMMARY OUTPUT	
Regression Statistics	
Multiple R	0.183190044
R Square	0.033558592
Adjusted R Square	0.025630443
Standard Error	1.289176238
Observations	1230

ANOVA					
	df	*SS*	*MS*	*F*	*Significance F*
Regression	10	70.3487678	7.03487678	4.232840566	8.32011E-06
Residual	1219	2025.94798	1.661975373		
Total	**1229**	**2096.296748**			

	Coefficients	*Standard Error*	*t Stat*	*P-value*	*Lower 95%*	*Upper 95%*	*Lower 95.0%*	*Upper 95.0%*
Intercept	3.19877973	0.446767167	7.159836189	1.39264E-12	2.322261879	4.07529758	2.322261879	4.07529758
Intership No_Vs_Unpaid	0.186366553	0.079933544	2.331518713	0.019888312	0.029543977	0.343189129	0.029543977	0.343189129
Gender	-0.017070966	0.083259597	-0.205033015	0.837580561	-0.180418966	0.146277034	-0.180418966	0.146277034
Min_Maj	0.040166648	0.105243209	0.381655491	0.702783434	-0.166311262	0.246644559	-0.166311262	0.246644559
Age	-0.030158481	0.012058807	-2.500950648	0.012516442	-0.053816798	-0.006500163	-0.053816798	-0.006500163
FamilyIncome	0.08327505	0.036466487	2.283604904	0.022566168	0.011731012	0.154819088	0.011731012	0.154819088
ProPersonality	0.217034345	0.065818815	3.297451395	0.0010038	0.087903623	0.346165067	0.087903623	0.346165067
Business	0.141432376	0.186903466	0.756713501	0.449367748	-0.22525577	0.508120523	-0.22525577	0.508120523
Humanities	-0.056172948	0.136564115	-0.411330222	0.680902716	-0.324099719	0.211753823	-0.324099719	0.211753823
STEM	0.218610605	0.158177877	1.3820555	0.167207853	-0.091720465	0.528941674	-0.091720465	0.528941674
Gyear_Passed	0.003503382	0.022053553	0.15885796	0.873807097	-0.039763747	0.046770512	-0.039763747	0.046770512

Table 7D: Impact of Unpaid Internship vs. No Internship on First Position Salary

IV: No Internship vs Unpaid DV: First Position Salary

SUMMARY OUTPUT	
Regression Statistics	
Multiple R	0.31909459
R Square	0.101821357
Adjusted R Square	0.094085107
Standard Error	13283.63113
Observations	1172

ANOVA					
	df	*SS*	*MS*	*F*	*Significance F*
Regression	10	23224265684	2322426568	13.16159057	4.65181E-22
Residual	1161	2.04864E+11	176454856		
Total	**1171**	**2.28088E+11**			

	Coefficients	*Standard Error*	*t Stat*	*P-value*	*Lower 95%*	*Upper 95%*	*Lower 95.0%*	*Upper 95.0%*
Intercept	4710.116159	4841.424336	0.972878193	0.330816491	-4788.803802	14209.03612	-4788.803802	14209.03612
Intership No_Vs_Unpaid	1908.688399	854.6249781	2.233363695	0.025714909	231.9061751	3585.470622	231.9061751	3585.470622
Gender	2405.435103	870.0060969	2.764848558	0.0057851	698.47498	4112.395226	698.47498	4112.395226
Min_Maj	-892.4188091	1100.813177	-0.810690522	0.417709564	-3052.224588	1267.38697	-3052.224588	1267.38697
Age	442.8900209	136.5233641	3.244060266	0.001211969	175.0298999	710.7501419	175.0298999	710.7501419
FamilyIncome	1746.073391	384.5271525	4.5408325	6.18714E-06	991.627511	2500.519271	991.627511	2500.519271
ProPersonality	2713.537337	693.7977539	3.91113595	9.71885E-05	1352.299636	4074.775038	1352.299636	4074.775038
Business	4325.455917	2006.091892	2.15616041	0.031276031	389.4848077	8261.427026	389.4848077	8261.427026
Humanities	-1379.766213	1476.575984	-0.934436309	0.350273178	-4276.822145	1517.289718	-4276.822145	1517.289718
STEM	7276.934995	1697.467394	4.286936539	1.96178E-05	3946.488045	10607.38194	3946.488045	10607.38194
Gyear_Passed	-279.1281902	242.0007246	-1.15341882	0.248975916	-753.935882	195.6795015	-753.935882	195.6795015

APPENDIX 8: MOST MEANINGFUL INTERNSHIP

MOST MEANINGFUL INTERNSHIP BY INDUSTRY		
Internship Industry	**Frequency**	**Percent**
No Response	1,482	38%
Educational Services	461	12%
Other	386	10%
Health Care and Social Assistance	380	10%
Arts, Entertainment, and Recreation	378	10%
Professional, Scientific, and Technical Services	161	4%
Public Administration	158	4%
Finance and Insurance	122	3%
Other Services (except Public Administration)	115	3%
Information	58	1%
Retail Trade	37	1%
Manufacturing	36	1%
Accommodation and Food Services	29	1%
Agriculture, Forestry, Fishing and Hunting	26	1%
Professional, Scientific, and Technical Services	22	1%
Management of Companies and Enterprises	14	0%
Construction	11	0%
Administrative and Support and Waste Management and Remediation Services	10	0%
Transportation and Warehousing	9	0%
Wholesale Trade	8	0%
Utilities	7	0%
Mining, Quarrying, and Oil and Gas Extraction	4	0%
Total	**3,914**	**100%**

MOST MEANINGFUL INTERNSHIP BY SECTOR		
Internship Sector	**Frequency**	**Percent**
For-Profit Company or Organization	1,025	42%
Not-for-Profit Organization (including tax-exempt and charitable organizations)	991	41%
Government	424	17%
Total	**2,440**	**100%**

MOST MEANINGFUL INTERNSHIP BY PAYMENT		
Row Labels	**Count of Compen_Type**	**Percent**
Other (please specify)	6	**0%**
Paid By Employer	527	38%
Paid by third party (my college/university, a foundation, et.)	93	7%
Unpaid	777	55%
Grand Total	**1,403**	**100%**

APPENDIX 8: MOST MEANINGFUL INTERNSHIP *continued*

MOST MEANINGFUL INTERNSHIP BY SECTOR AND PAYMENT			
Row Labels	**Compen_Type**	**Count of Compen_Type**	**Count of Compen_Type2**
Government	Other (please specify)	1	0%
	Paid By Employer	64	5%
	Paid by third party (my college/ university, a foundation, et.)	14	1%
	Unpaid	172	12%
Government Total		**251**	**18%**
For-Profit Company or Organization	Other (please specify)	2	0%
	Paid By Employer	314	23%
	Paid by third party (my college/ university, a foundation, et.)	24	2%
	Unpaid	302	22%
For-Profit Company or Organization Total		**642**	**46%**
Not-for-Profit Organization (including tax-exempt and charitable organizations)	Other (please specify)	3	0%
	Paid By Employer	143	10%
	Paid by third party (my college/ university, a foundation, et.)	52	4%
	Unpaid	296	21%
Not-for-Profit Organization (including tax-exempt and charitable organizations) Total		**494**	**36%**
Grand Total		1387	100%

INTERNSHIP EXPERIENCE MEASURES						
Internship Experience Measures	**N**	**Minimum**	**Maximum**	**Mean**	**Std. Deviation**	**Variance**
Feedback from others	2,469	1	5	3.80	0.99	0.98
Social support	2,468	1	5	4.23	0.75	0.56
Job complexity	2,468	1	5	2.66	1.09	1.18
Task Significance	2,464	1	5	3.38	1.12	1.25
Valid N (listwise)	2,464					

APPENDIX 8: MOST MEANINGFUL INTERNSHIP *continued*

Table 8A: Impact of Sector and Compensation on Feedback (not significant)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.913	5	1.183	1.391	.225[b]
	Residual	997.504	1173	0.85		
	Total	**1003.417**	**1178**			

a. Dependent Variable: Feedback_Int Feedback from others
b. Predictors: (Constant), Int_2, Int_1, Government, Notforprofit, Compen_Type_R1 Unpaid versus Paid by Employer

COEFFICIENTS[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.936	0.051		76.822	0
	Compen_Type_R1 Unpaid versus Paid by Employer	0.005	0.074	0.003	0.066	0.947
	Notforprofit	-0.155	0.077	-0.079	-2.005	0.045
	Government	0.07	0.098	0.026	0.711	0.478
	Int_1	0.145	0.122	0.051	1.187	0.235
	Int_2	-0.074	0.175	-0.016	-0.424	.671

a. Dependent Variable: Feedback_Int Feedback from others

Table 8B: Impact of Sector and Compensation on Social Support (not significant)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.483	5	0.897	1.918	.089[b]
	Residual	548.378	1173	0.468		
	Total	**552.861**	**1178**			

a. Dependent Variable: Support_Int Social Support
b. Predictors: (Constant), Int_2, Int_1, Government, Notforprofit, Compen_Type_R1 Unpaid versus Paid by Employer

COEFFICIENTS[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.283	0.038		112.765	0
	Compen_Type_R1 Unpaid versus Paid by Employer	0.069	0.055	0.05	1.256	0.209
	Notforprofit	-0.076	0.057	-0.052	-1.325	0.185
	Government	-0.019	0.073	-0.01	-0.26	0.795
	Int_1	0.061	0.09	0.029	0.672	0.501
	Int_2	0.118	0.13	0.034	0.912	0.362

a. Dependent Variable: Support_Int Social Support

APPENDIX 8: MOST MEANINGFUL INTERNSHIP *continued*

Table 8C: Impact of Sector and Compensation on Job Complexity (significant)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	35.49	5	7.098	6.832	.000[b]
	Residual	1218.628	1173	1.039		
	Total	**1254.118**	**1178**			

a. Dependent Variable: Complexity_Int Job Complexity
b. Predictors: (Constant), Int_2, Int_1, Government, Notforprofit, Compen_Type_R1 Unpaid versus Paid by Employer

COEFFICIENTS[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.769	0.057		48.892	0
	Compen_Type_R1 Unpaid versus Paid by Employer	-0.287	0.082	-0.137	-3.494	0
	Notforprofit	-0.305	0.086	-0.14	-3.561	0
	Government	-0.43	0.109	-0.146	-3.957	0
	Int_1	0.075	0.135	0.024	0.56	0.575
	Int_2	0.47	0.194	0.089	2.427	.015

a. Dependent Variable: Complexity_Int Job Complexity

Table 8D: Impact of Sector and Compensation on Task Significance (significant)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	52.309	5	10.462	8.892	.000[b]
	Residual	1377.73	1171	1.177		
	Total	**1430.039**	**1176**			

a. Dependent Variable: TaskSigni_Int Task Significance
b. Predictors: (Constant), Int_2, Int_1, Government, Notforprofit, Compen_Type_R1 Unpaid versus Paid by Employer

COEFFICIENTS[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.273	0.06		54.313	0
	Compen_Type_R1 Unpaid versus Paid by Employer	-0.027	0.088	-0.012	-0.31	0.756
	Notforprofit	0.394	0.091	0.169	4.325	0
	Government	0.545	0.116	0.173	4.719	0
	Int_1	-0.21	0.143	-0.062	-1.464	0.143
	Int_2	-0.573	0.206	-0.102	-2.781	.006

a. Dependent Variable: TaskSigni_Int Task Significance

APPENDIX 9: MOST MEANINGFUL INTERNSHIP

Feedback

I received a great deal of information from my manager and coworkers about my job performance

Other people in the organization, such as managers and coworkers, provided information about the effectiveness (e.g., quality and quantity) of my job performance

I received feedback on my performance from other people in my organization (such as my manager or coworkers)

Social Support

I had the chance to get to know other people

My supervisor was concerned about the welfare of the people that worked for him/her

People I worked with took a personal interest in me

People I worked with were friendly

Task Complexity

The job required that I only do one task or activity at a time

The tasks on the job were simple and uncomplicated

The job was comprised of relatively uncomplicated tasks

The job involved performing relatively simple tasks

Task Significance

The results of my work were likely to significantly affect the lives of other people

The job itself was very significant and important in the broader scheme of things

The job had a large impact on people outside the organization

The work performed on the job had a significant impact on people outside the organization

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