

## UW Alumni Survey Results

### 2014-2015 UNDERGRADUATE Degree Recipients

|                                                 | Construction Management |      | College Of Built Environments |      | All Professional |      | UW Seattle |      |
|-------------------------------------------------|-------------------------|------|-------------------------------|------|------------------|------|------------|------|
| Graduates Surveyed                              |                         |      |                               |      |                  |      |            |      |
|                                                 | N                       | %    | N                             | %    | N                | %    | N          | %    |
| Total                                           | 40                      | 100% | 137                           | 100% | 2599             | 100% | 7238       | 100% |
| Women                                           | 11                      | 28%  | 65                            | 47%  | 1219             | 47%  | 3947       | 55%  |
| Men                                             | 29                      | 73%  | 72                            | 53%  | 1380             | 53%  | 3291       | 45%  |
| African American                                | 1                       | 3%   | 6                             | 4%   | 84               | 3%   | 232        | 3%   |
| American Indian                                 | 0                       | 0%   | 0                             | 0%   | 36               | 1%   | 101        | 1%   |
| Asian American                                  | 3                       | 8%   | 23                            | 17%  | 677              | 26%  | 1913       | 26%  |
| Caucasian                                       | 29                      | 73%  | 71                            | 52%  | 1285             | 49%  | 3393       | 47%  |
| Hawaiian/Pacific Islander                       | 0                       | 0%   | 2                             | 1%   | 22               | 1%   | 60         | 1%   |
| Hispanic/Latino                                 | 5                       | 13%  | 7                             | 5%   | 170              | 7%   | 458        | 6%   |
| Other/Not Indicated                             | 2                       | 5%   | 28                            | 20%  | 325              | 13%  | 1081       | 15%  |
| International                                   | 2                       | 5%   | 24                            | 18%  | 271              | 10%  | 931        | 13%  |
| Survey Response Rates                           |                         |      |                               |      |                  |      |            |      |
|                                                 | N                       | %    | N                             | %    | N                | %    | N          | %    |
| Total                                           | 12                      | 30%  | 44                            | 32%  | 800              | 31%  | 2184       | 30%  |
| Women                                           | 4                       | 33%  | 21                            | 48%  | 392              | 49%  | 1277       | 58%  |
| Men                                             | 8                       | 67%  | 23                            | 52%  | 408              | 51%  | 907        | 42%  |
| African American                                | 0                       | 0%   | 1                             | 2%   | 22               | 3%   | 58         | 3%   |
| American Indian                                 | 0                       | 0%   | 0                             | 0%   | 9                | 1%   | 29         | 1%   |
| Asian American                                  | 0                       | 0%   | 9                             | 20%  | 221              | 28%  | 623        | 29%  |
| Caucasian                                       | 8                       | 67%  | 21                            | 48%  | 422              | 53%  | 1116       | 51%  |
| Hawaiian/Pacific Islander                       | 0                       | 0%   | 0                             | 0%   | 6                | 1%   | 17         | 1%   |
| Hispanic/Latino                                 | 3                       | 25%  | 4                             | 9%   | 49               | 6%   | 131        | 6%   |
| Other/Not Indicated                             | 1                       | 8%   | 9                             | 20%  | 71               | 9%   | 210        | 10%  |
| International                                   | 1                       | 8%   | 8                             | 18%  | 60               | 8%   | 169        | 8%   |
| Current Status                                  |                         |      |                               |      |                  |      |            |      |
|                                                 | N                       | %    | N                             | %    | N                | %    | N          | %    |
| Employed for pay full time                      | 12                      | 100% | 36                            | 82%  | 592              | 74%  | 1330       | 61%  |
| Employed for pay part time                      | 0                       | 0%   | 3                             | 7%   | 33               | 4%   | 183        | 8%   |
| Participating in a volunteer or service program | 0                       | 0%   | 0                             | 0%   | 8                | 1%   | 35         | 2%   |
| Serving in the U.S. military                    | 0                       | 0%   | 0                             | 0%   | 3                | 0%   | 12         | 1%   |
| Enrolled in a program of continuing education   | 0                       | 0%   | 1                             | 2%   | 97               | 12%  | 336        | 15%  |
| Planning to continue education                  | 0                       | 0%   | 0                             | 0%   | 10               | 1%   | 76         | 3%   |
| Seeking employment                              | 0                       | 0%   | 4                             | 9%   | 41               | 5%   | 133        | 6%   |
| Not seeking employment or continuing education  | 0                       | 0%   | 0                             | 0%   | 5                | 1%   | 18         | 1%   |
| Other                                           | 0                       | 0%   | 0                             | 0%   | 11               | 1%   | 61         | 3%   |

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**Employed Full Time or Part time****Type of employment**

|                                                | N  | %    | N  | %   | N   | %   | N    | %   |
|------------------------------------------------|----|------|----|-----|-----|-----|------|-----|
| Employee working for a company or organization | 11 | 100% | 36 | 95% | 549 | 92% | 1287 | 89% |
| Entrepreneur/self-employed                     | 0  | 0%   | 1  | 3%  | 8   | 1%  | 28   | 2%  |
| Temporary/contract work assignment             | 0  | 0%   | 1  | 3%  | 26  | 4%  | 80   | 6%  |
| Freelance                                      | 0  | 0%   | 0  | 0%  | 3   | 1%  | 11   | 1%  |
| Postgraduate internship or fellowship          | 0  | 0%   | 0  | 0%  | 11  | 2%  | 28   | 2%  |
| Other                                          | 0  | 0%   | 0  | 0%  | 2   | 0%  | 14   | 1%  |

**Career related**

|     | N  | %    | N  | %   | N   | %   | N    | %   |
|-----|----|------|----|-----|-----|-----|------|-----|
| Yes | 11 | 100% | 34 | 89% | 534 | 89% | 1173 | 81% |
| No  | 0  | 0%   | 4  | 11% | 66  | 11% | 276  | 19% |

**Job location**

|                                  | N  | %   | N  | %   | N   | %   | N    | %   |
|----------------------------------|----|-----|----|-----|-----|-----|------|-----|
| King, Pierce, Snohomish counties | 10 | 91% | 29 | 76% | 405 | 69% | 1033 | 72% |
| Other Washington                 | 0  | 0%  | 0  | 0%  | 28  | 5%  | 58   | 4%  |
| Alaska, Idaho, Oregon            | 0  | 0%  | 1  | 3%  | 13  | 2%  | 30   | 2%  |
| California, Hawaii               | 0  | 0%  | 2  | 5%  | 54  | 9%  | 86   | 6%  |
| Mountain states                  | 0  | 0%  | 0  | 0%  | 9   | 2%  | 23   | 2%  |
| Central states                   | 0  | 0%  | 2  | 5%  | 17  | 3%  | 32   | 2%  |
| Eastern states                   | 0  | 0%  | 0  | 0%  | 29  | 5%  | 64   | 4%  |
| International                    | 1  | 9%  | 4  | 11% | 36  | 6%  | 103  | 7%  |

**Type of employer**

|                | N  | %    | N  | %   | N   | %   | N   | %   |
|----------------|----|------|----|-----|-----|-----|-----|-----|
| Private        | 11 | 100% | 29 | 83% | 389 | 72% | 853 | 66% |
| Non-profit/NGO | 0  | 0%   | 2  | 6%  | 46  | 8%  | 146 | 11% |
| Government     | 0  | 0%   | 4  | 11% | 68  | 13% | 196 | 15% |
| Other          | 0  | 0%   | 0  | 0%  | 39  | 7%  | 107 | 8%  |

**Search time (weeks)**

|       |      |      |      |      |
|-------|------|------|------|------|
| N     | 11   | 30   | 473  | 1065 |
| Mean  | 5.5  | 5.9  | 8.6  | 7.8  |
| SD    | 6    | 5    | 9    | 9    |
| Range | 0 20 | 0 20 | 0 54 | 0 54 |

**Salary**

|       |               |               |                |                |
|-------|---------------|---------------|----------------|----------------|
| N     | 9             | 26            | 388            | 823            |
| Mean  | 61,822        | 48,404        | 58,575         | 50,807         |
| SD    | 10,549        | 13,870        | 20,333         | 21,906         |
| Range | 36,000 72,500 | 25,000 72,500 | 15,000 140,000 | 12,000 140,000 |

**First year bonus**

|       |              |            |            |             |
|-------|--------------|------------|------------|-------------|
| N     | 3            | 4          | 122        | 197         |
| Mean  | 6,167        | 4,750      | 9,011      | 10,056      |
| SD    | 6,788        | 6,225      | 9,166      | 12,430      |
| Range | 2,000 14,000 | 500 14,000 | 100 50,000 | 100 100,000 |

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**Participating in a Volunteer or Service Program****Program location**

|                                  | N | %  | N | %  | N | %   | N  | %   |
|----------------------------------|---|----|---|----|---|-----|----|-----|
| King, Pierce, Snohomish counties | 0 | 0% | 0 | 0% | 3 | 38% | 21 | 62% |
| Other Washington                 | 0 | 0% | 0 | 0% | 2 | 25% | 2  | 6%  |
| Alaska, Idaho, Oregon            | 0 | 0% | 0 | 0% | 0 | 0%  | 1  | 3%  |
| California, Hawaii               | 0 | 0% | 0 | 0% | 0 | 0%  | 0  | 0%  |
| Mountain states                  | 0 | 0% | 0 | 0% | 0 | 0%  | 1  | 3%  |
| Central states                   | 0 | 0% | 0 | 0% | 0 | 0%  | 1  | 3%  |
| Eastern states                   | 0 | 0% | 0 | 0% | 2 | 25% | 4  | 12% |
| International                    | 0 | 0% | 0 | 0% | 1 | 13% | 4  | 12% |

**Serving in the US Military****Service branch**

|              | N | %  | N | %  | N | %   | N | %   |
|--------------|---|----|---|----|---|-----|---|-----|
| Air Force    | 0 | 0% | 0 | 0% | 1 | 33% | 2 | 17% |
| Army         | 0 | 0% | 0 | 0% | 0 | 0%  | 5 | 42% |
| Coast Guard  | 0 | 0% | 0 | 0% | 0 | 0%  | 0 | 0%  |
| Marine Corps | 0 | 0% | 0 | 0% | 0 | 0%  | 0 | 0%  |
| Navy         | 0 | 0% | 0 | 0% | 2 | 67% | 5 | 42% |

**Status**

|                | N | %  | N | %  | N | %    | N | %   |
|----------------|---|----|---|----|---|------|---|-----|
| Active duty    | 0 | 0% | 0 | 0% | 3 | 100% | 8 | 67% |
| Reserve        | 0 | 0% | 0 | 0% | 0 | 0%   | 4 | 33% |
| National Guard | 0 | 0% | 0 | 0% | 0 | 0%   | 0 | 0%  |

**Enrolled in Educational Program****Degree program**

|                                        | N | %  | N | %    | N  | %   | N   | %   |
|----------------------------------------|---|----|---|------|----|-----|-----|-----|
| Certificate                            | 0 | 0% | 0 | 0%   | 1  | 1%  | 9   | 3%  |
| Associate (AA/AS)                      | 0 | 0% | 0 | 0%   | 1  | 1%  | 5   | 2%  |
| Bachelor (BA/BS)                       | 0 | 0% | 0 | 0%   | 6  | 6%  | 13  | 4%  |
| Masters (MA/MS) – terminal degree      | 0 | 0% | 0 | 0%   | 59 | 63% | 139 | 44% |
| Masters (MA/MS) – leading to doctorate | 0 | 0% | 1 | 100% | 7  | 8%  | 25  | 8%  |
| Doctorate (PhD/EdD)                    | 0 | 0% | 0 | 0%   | 10 | 11% | 37  | 12% |
| Professional (JD, MD, DDS, PharmD)     | 0 | 0% | 0 | 0%   | 6  | 6%  | 74  | 23% |
| Other                                  | 0 | 0% | 0 | 0%   | 0  | 0%  | 0   | 0%  |

**School location**

|                                  | N | %  | N | %    | N  | %   | N   | %   |
|----------------------------------|---|----|---|------|----|-----|-----|-----|
| King, Pierce, Snohomish counties | 0 | 0% | 0 | 0%   | 60 | 64% | 147 | 47% |
| Other Washington                 | 0 | 0% | 0 | 0%   | 0  | 0%  | 8   | 3%  |
| Alaska, Idaho, Oregon            | 0 | 0% | 0 | 0%   | 2  | 2%  | 8   | 3%  |
| California, Hawaii               | 0 | 0% | 0 | 0%   | 9  | 10% | 34  | 11% |
| Mountain states                  | 0 | 0% | 0 | 0%   | 2  | 2%  | 16  | 5%  |
| Central states                   | 0 | 0% | 0 | 0%   | 1  | 1%  | 17  | 5%  |
| Eastern states                   | 0 | 0% | 1 | 100% | 15 | 16% | 57  | 18% |
| International                    | 0 | 0% | 0 | 0%   | 5  | 5%  | 24  | 8%  |

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## All Respondents

## Authorized to permanently work in the U.S.

|     | N  | %   | N  | %   | N   | %   | N    | %   |
|-----|----|-----|----|-----|-----|-----|------|-----|
| Yes | 10 | 91% | 36 | 88% | 695 | 93% | 1897 | 93% |
| No  | 1  | 9%  | 5  | 12% | 50  | 7%  | 141  | 7%  |

## Amount UW academic program ADVANCED LEARNING

1=Not at all; 2=Somewhat; 3=Moderately; 4=Very much

|                                                                                                   | N  | Mean | N  | Mean | N   | Mean | N    | Mean |
|---------------------------------------------------------------------------------------------------|----|------|----|------|-----|------|------|------|
| Acquiring deep knowledge in at least one field of study                                           | 11 | 3.5  | 36 | 3.5  | 651 | 3.4  | 1811 | 3.4  |
| Writing effectively                                                                               | 11 | 2.7  | 36 | 3.1  | 652 | 3.0  | 1810 | 3.1  |
| Speaking effectively about ideas, projects, and plans                                             | 11 | 3.4  | 36 | 3.5  | 650 | 3.2  | 1802 | 3.1  |
| Thinking critically and analytically, defining and solving problems                               | 11 | 3.3  | 36 | 3.6  | 650 | 3.4  | 1805 | 3.4  |
| Creating something new (for example, art, a performance, an object, ideas, or processes)          | 11 | 2.8  | 36 | 3.4  | 647 | 2.9  | 1802 | 2.9  |
| Gathering information, conducting research                                                        | 11 | 3.2  | 36 | 3.2  | 649 | 3.3  | 1803 | 3.3  |
| Quantitative reasoning                                                                            | 11 | 3.1  | 36 | 3.0  | 646 | 3.2  | 1796 | 3.1  |
| Understanding and valuing diverse people and cultures                                             | 11 | 2.6  | 36 | 3.1  | 644 | 3.1  | 1797 | 3.2  |
| Working and learning independently                                                                | 11 | 3.2  | 36 | 3.5  | 643 | 3.3  | 1798 | 3.4  |
| Working and learning in a team                                                                    | 11 | 3.7  | 36 | 3.7  | 645 | 3.4  | 1792 | 3.2  |
| Taking on leadership roles inside or outside of the classroom                                     | 11 | 2.9  | 35 | 3.2  | 645 | 3.1  | 1797 | 2.9  |
| Understanding ethical practice(s) in at least one field                                           | 11 | 3.3  | 36 | 3.2  | 645 | 3.2  | 1790 | 3.1  |
| Using self-reflection and self-assessment to guide next directions                                | 11 | 2.4  | 36 | 3.1  | 644 | 2.9  | 1788 | 3.0  |
| Using specialized instruments, computer programs, or materials relevant to your field(s) of study | 11 | 3.3  | 36 | 3.4  | 645 | 3.2  | 1792 | 3.0  |
| Developing skills and attitudes that foster lifelong learning                                     | 11 | 3.2  | 36 | 3.4  | 646 | 3.2  | 1793 | 3.2  |
| Developing career interests and habits for success in the workplace                               | 11 | 3.0  | 36 | 3.3  | 644 | 3.2  | 1789 | 3.1  |
| Understanding more about who you are                                                              | 11 | 3.2  | 35 | 3.4  | 643 | 3.1  | 1791 | 3.1  |
| Finding a direction you'd like to pursue                                                          | 11 | 3.4  | 36 | 3.3  | 644 | 3.1  | 1794 | 3.1  |
| Understanding and practicing civic engagement, social responsibility                              | 11 | 2.7  | 36 | 3.1  | 645 | 2.9  | 1792 | 2.9  |

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**IMPORTANCE to current work and life**

1=Not at all; 2=Somewhat; 3=Moderately; 4=Very

|                                                                                                   | N  | Mean | N  | Mean | N   | Mean | N    | Mean |
|---------------------------------------------------------------------------------------------------|----|------|----|------|-----|------|------|------|
| Acquiring deep knowledge in at least one field of study                                           | 11 | 3.5  | 33 | 3.5  | 593 | 3.5  | 1652 | 3.3  |
| Writing effectively                                                                               | 11 | 3.0  | 33 | 3.2  | 593 | 3.3  | 1649 | 3.3  |
| Speaking effectively about ideas, projects, and plans                                             | 11 | 3.5  | 33 | 3.5  | 588 | 3.6  | 1645 | 3.6  |
| Thinking critically and analytically, defining and solving problems                               | 11 | 3.5  | 33 | 3.6  | 585 | 3.7  | 1641 | 3.6  |
| Creating something new (for example, art, a performance, an object, ideas, or processes)          | 11 | 2.8  | 33 | 3.2  | 587 | 3.1  | 1646 | 3.0  |
| Gathering information, conducting research                                                        | 11 | 3.4  | 33 | 3.3  | 584 | 3.3  | 1640 | 3.2  |
| Quantitative reasoning                                                                            | 11 | 3.5  | 33 | 3.3  | 585 | 3.3  | 1636 | 3.2  |
| Understanding and valuing diverse people and cultures                                             | 11 | 2.7  | 33 | 3.1  | 585 | 3.2  | 1642 | 3.3  |
| Working and learning independently                                                                | 11 | 3.4  | 33 | 3.5  | 584 | 3.5  | 1641 | 3.5  |
| Working and learning in a team                                                                    | 11 | 3.5  | 33 | 3.6  | 584 | 3.6  | 1638 | 3.5  |
| Taking on leadership roles inside or outside of the classroom                                     | 11 | 3.2  | 33 | 3.3  | 582 | 3.3  | 1636 | 3.2  |
| Understanding ethical practice(s) in at least one field                                           | 11 | 3.4  | 33 | 3.2  | 583 | 3.2  | 1638 | 3.2  |
| Using self-reflection and self-assessment to guide next directions                                | 11 | 3.1  | 33 | 3.3  | 584 | 3.3  | 1635 | 3.3  |
| Using specialized instruments, computer programs, or materials relevant to your field(s) of study | 11 | 3.5  | 33 | 3.5  | 585 | 3.4  | 1637 | 3.2  |
| Developing skills and attitudes that foster lifelong learning                                     | 11 | 3.4  | 33 | 3.4  | 585 | 3.4  | 1638 | 3.4  |
| Developing career interests and habits for success in the workplace                               | 11 | 3.5  | 33 | 3.5  | 585 | 3.5  | 1638 | 3.5  |
| Understanding more about who you are                                                              | 11 | 2.9  | 33 | 3.3  | 586 | 3.2  | 1639 | 3.2  |
| Finding a direction you'd like to pursue                                                          | 11 | 3.1  | 33 | 3.2  | 584 | 3.4  | 1633 | 3.4  |
| Understanding and practicing civic engagement, social responsibility                              | 11 | 3.1  | 33 | 3.2  | 585 | 3.1  | 1637 | 3.1  |

**Number of completed faculty-mentored research projects**

|               | N | %   | N  | %   | N   | %   | N   | %   |
|---------------|---|-----|----|-----|-----|-----|-----|-----|
| None          | 6 | 55% | 13 | 41% | 254 | 40% | 780 | 44% |
| One           | 1 | 9%  | 10 | 31% | 181 | 28% | 506 | 29% |
| Two           | 2 | 18% | 4  | 13% | 113 | 18% | 288 | 16% |
| Three or more | 2 | 18% | 5  | 16% | 89  | 14% | 180 | 10% |

**Number of completed internships**

|               | N | %   | N  | %   | N   | %   | N   | %   |
|---------------|---|-----|----|-----|-----|-----|-----|-----|
| None          | 0 | 0%  | 10 | 31% | 195 | 31% | 792 | 45% |
| One           | 4 | 36% | 9  | 28% | 196 | 31% | 499 | 28% |
| Two           | 7 | 64% | 12 | 38% | 157 | 25% | 301 | 17% |
| Three or more | 0 | 0%  | 1  | 3%  | 90  | 14% | 164 | 9%  |

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**Number of completed service-learning projects**

|               | N | %   | N  | %   | N   | %   | N    | %   |
|---------------|---|-----|----|-----|-----|-----|------|-----|
| None          | 6 | 55% | 15 | 47% | 372 | 59% | 1084 | 62% |
| One           | 2 | 18% | 8  | 25% | 138 | 22% | 390  | 22% |
| Two           | 2 | 18% | 5  | 16% | 60  | 9%  | 151  | 9%  |
| Three or more | 1 | 9%  | 4  | 13% | 65  | 10% | 122  | 7%  |

**Importance to current employment**

(Participated in 1 or more projects/internships and currently employed)

1=Not at all; 2=Somewhat; 3=Moderately; 4=Very

|                                       | N  | Mean | N  | Mean | N   | Mean | N   | Mean |
|---------------------------------------|----|------|----|------|-----|------|-----|------|
| Faculty-sponsored research project(s) | 5  | 3.0  | 16 | 2.9  | 289 | 2.9  | 651 | 2.9  |
| Internship(s)                         | 5  | 2.8  | 15 | 2.5  | 194 | 2.8  | 437 | 2.8  |
| Service-learning project(s)           | 10 | 4.0  | 19 | 3.7  | 355 | 3.5  | 696 | 3.4  |

**Overall UW experience**

1=Poor; 2=Fair; 3=Good; 4=Excellent

|                                                                                                                                                            | N  | Mean | N  | Mean | N   | Mean | N    | Mean |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|----|------|----|------|-----|------|------|------|
| What you learned from co-curricular activities, such as study abroad, service learning, and participation in special UW programs, clubs, and organizations | 10 | 3.0  | 31 | 3.3  | 563 | 3.0  | 1563 | 3.0  |
| The help you received from academic advisers before you were formally admitted to your major                                                               | 8  | 2.6  | 24 | 2.8  | 384 | 2.5  | 1182 | 2.5  |
| The help you received from academic advisers in your academic department                                                                                   | 11 | 2.9  | 33 | 3.1  | 624 | 3.1  | 1722 | 3.0  |
| The help you received from your outside-class interactions with faculty/TAs                                                                                | 11 | 2.5  | 32 | 3.1  | 619 | 3.0  | 1706 | 3.0  |
| Your overall learning experience at the UW                                                                                                                 | 11 | 3.5  | 33 | 3.5  | 630 | 3.4  | 1736 | 3.3  |

1=Strongly Disagree; 2=Disagree; 3=Agree; 4=Strongly Agree

|                                                                                                                                        | N  | Mean | N  | Mean | N   | Mean | N    | Mean |
|----------------------------------------------------------------------------------------------------------------------------------------|----|------|----|------|-----|------|------|------|
| Faculty and teaching assistants treated students respectfully, regardless of race, gender, ethnicity, sexuality, or country of origin. | 11 | 3.5  | 32 | 3.5  | 622 | 3.6  | 1708 | 3.5  |
| Students in my program treated each other respectfully, regardless of race, gender, ethnicity, sexuality, or country of origin.        | 11 | 3.5  | 32 | 3.4  | 621 | 3.5  | 1707 | 3.5  |
| Classrooms, labs, and other campus spaces were accessible.                                                                             | 11 | 3.4  | 32 | 3.5  | 619 | 3.5  | 1704 | 3.5  |
| If I had to make my college choice over again, I would choose to attend UW.                                                            | 11 | 3.6  | 32 | 3.7  | 631 | 3.5  | 1725 | 3.5  |

**Current activity roster****Employed Full Time or Part time**

| <b>Job title</b>                           | <b>Employing organization</b>       |
|--------------------------------------------|-------------------------------------|
| Project Engineer                           | W.G. Clark Construction             |
| Project Engineer                           | Exxel Pacific                       |
| PROJECT ENGINEER                           | GLY CONSTRUCTION                    |
| Project Engineer                           | BNBuilders                          |
| Intern Architect                           | Henning Larsen Architect            |
| Project Engineer                           | Turner Construction Company         |
| Development Associate                      | Tarragon                            |
| Project Engineer                           | Exxel Pacific                       |
| Project Manager                            | MacDonald-Miller Facility Solutions |
| Project Engineer                           | Exxel Pacific                       |
| Project Engineer - Construction Management | Avalon Bay Communities              |