THE UNIVERSITY OF VERMONT
CAREER CENTER

Class of 2023 Undergraduate Career Outcomes Report

Administered and

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Class of 2023 Undergraduate Career Outcomes Report

University Highlights

- Unique graduating undergraduates in 2022-23: 2,559
- Number of degrees granted 2,606
- Knowledge rate: 63.5%
- Success rate: 92.5%
- Employment rate: 67.2%
- Continuing Education rate: 25.3%

- Average Salary: $55,125
- Median Salary: $50,000
- About 97% of employed graduates reported they are satisfied with their position
- About 91% of employed graduates indicated their position is related to their field
- About 95% of employed graduates reported their position is related to their career goals

What is a Knowledge Rate?

According to the National Association of Colleges and Employers (NACE), knowledge rates in Career Outcomes surveys are defined as 'the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' post-graduation career activities[1]. At UVM, we use a post-graduation outcomes survey to capture most of our graduates' information as well as additional knowledge from reputable sources which capture the same information that the survey asks. The knowledge rate refers to the percentage of all UVM Undergraduate Degree Earners in a given class year for whom we have post-grad outcomes information, regardless of whether the information was obtained through the survey or through additional sources. The amount of information from each type of source is carefully documented and shown in the tables below.

Knowledge Rate Sources:
Undergraduate survey (available from June 1 to December 31, 2023)
National Clearinghouse database
UVM PeopleSoft database
Staff, Faculty, and Family submissions
Web searches (e.g., LinkedIn)

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[1] https://www.naceweb.org/uploadedfiles/pages/advocacy/first-destination-survey-standards-and-protocols.pdf

Methodology

Purpose:
The UVM Career Outcomes survey follows the NACE First-Destination survey standards and protocols while specialized to reflect the unique aspects of The University of Vermont. The survey is designed to show current and prospective students the employment and continuing education activities of UVM's graduates as well as to assist colleges and administrators in understanding areas of growth and improvement. This is a joint effort between the Career Center, Academic Affairs and Student Success, and the Office of Institutional Research and Assessment.

Data Collection:
The Career Outcomes data are collected within six months of undergraduate students' graduation using the Qualtrics survey software. The graduates are contacted via email and prompted to take the survey and can update their status as their plans change. Multiple email reminders are sent out during the data collection period.

Additionally, information on graduates who haven't responded to the survey is collected via other reliable sources and tracked for auditing purposes. The knowledge sources include information from the National Student Clearinghouse, UVM PeopleSoft systems, Unit/Department submissions, Web Searches (e.g., LinkedIn, Facebook, UVM connect), and in some cases, phone calls to the students. Note that if a student later responds to the survey, that first-person response is the information that would be kept and prioritized over the additional knowledge rate collection information. This follows the post-graduation collection processes outlined by NACE, the National Association of Colleges & Employers.

Once the data collection period is over, the data is cleaned and analyzed in January.

Representativeness
The survey respondents are compared to the non-respondent graduates to gain a sense of the representativeness of the sample. This is broken down by cumulative GPA Information, Sex, Race/Ethnicity, and Residency (In-State vs. Out of State). For further detail please see **Error! Reference source not found.**.

Definitions:
- The success rate are students who are working full-time, working part-time, participating in a volunteer or service program, serving in the US military, and matriculating into continuing education divided by total number of responses to the survey
- Mean salary includes only graduates who are employed full time by an organization (i.e. other types such as freelance work are excluded).
- Honors College Scholars-Students who completed all of their studies as part of the honors college-are included in the unit breakdowns but as a separate category after the colleges and university totals. The honors college indicators are based on institutional data and not based on students' responses about their involvement in the honors college

Important Note about Duplicate Degrees:
The number of grads from the colleges will not sum to the university total in some cases, as the university total reflects unique individuals, and the college numbers reflect students unique to that college who received a degree from that college (i.e., a student may have received a degree from CAS and another from GSB, so that student is counted once in the university total, but twice for the colleges).

Additionally, the number of graduates in each major cluster may not sum to the college totals, as the college totals count the unique number of graduates within each college, but the major clusters may include duplicates within the same college but different clusters. For example, a student may have received two degrees in CAS: one in the Arts major cluster and one in the Social Science major cluster. That student would be counted once for CAS overall, but twice for the clusters as the degrees fit into two separate cluster categories.

Table of Tables

Table 1 – Knowledge Rates for Class of 2023

College/School & Major Cluster	Total # of Graduates	# of Graduates with Known Outcomes	# of Graduates with Unknown Outcomes	Knowledge Rate
University Total (Unique)	**2559**	**1626**	**933**	**63.5%**
Agriculture & Life Sciences	**401**	**252**	**149**	**62.8%**
Agriculture	118	67	51	56.8%
CALS-Other	138	88	50	63.8%
Life Sciences	143	96	47	67.1%
Arts & Sciences	**1053**	**535**	**518**	**50.8%**
Arts	101	37	64	36.6%
CAS-Other	7	2	5	28.6%
Humanities	118	59	59	50.0%
Interdisciplinary	62	39	23	62.9%
Languages	28	17	11	60.7%
Natural Science and Math	300	170	130	56.5%
Social Science	447	218	229	48.8%
Business (Grossman)	**201**	**170**	**31**	**84.6%**
Education & Social Services	**145**	**100**	**45**	**69.0%**
Education	102	74	28	72.5%
Social Services	43	26	17	60.5%
Engineering & Mathematical Sciences	**327**	**252**	**75**	**77.1%**
Computer Science	101	71	30	70.3%
Engineering	200	160	40	80.0%
Math/Statistics	30	25	5	83.3%
Environment & Natural Resources (Rubenstein)	**199**	**140**	**59**	**70.4%**
Nursing and Health Sciences	**260**	**196**	**64**	**75.4%**
Health Sciences	151	109	42	72.2%
Nursing	109	87	22	79.8%
Participated in Honors College	**332**	**240**	**92**	**72.3%**
Honors College Scholar	**157**	**121**	**36**	**77.1%**

Table 2 – Class of 2023 Success Rate, Employment Rate, and Continuing Education Rate

College/School & Major Cluster	# of Graduates[1]	Success Rate	Employment Rate[2]	Continuing Education Rate
University Total (Unique)	**1619**	**92.5%**	**67.2%**	**25.3%**
Agriculture & Life Sciences	**251**	**94.4%**	**67.3%**	**27.1%**
Agriculture	66	97.0%	60.6%	36.4%
CALS-Other	88	90.9%	75.0%	15.9%
Life Sciences	96	95.8%	65.6%	30.2%
Arts & Sciences	**534**	**90.1%**	**62.2%**	**27.9%**
Arts	37	81.1%	73.0%	8.1%
CAS-Other	2	100.0%	100.0%	0.0%
Humanities	59	89.8%	54.2%	35.6%
Interdisciplinary	39	92.3%	56.4%	35.9%
Languages	17	94.1%	47.1%	47.1%
Natural Science and Math	170	92.4%	59.4%	32.9%
Social Science	217	92.4%	66.4%	23.0%
Business (Grossman)	**169**	**92.9%**	**71.6%**	**21.3%**
Education & Social Services	**99**	**98.0%**	**61.6%**	**36.4%**
Education	74	98.6%	66.2%	32.4%
Social Services	25	96.0%	48.0%	48.0%
Engineering & Mathematical Sciences	**250**	**86.4%**	**67.2%**	**19.2%**
Computer Science	71	81.7%	59.2%	22.5%
Engineering	158	89.9%	72.8%	17.1%
Math/Statistics	25	76.0%	48.0%	28.0%
Environment & Natural Resources (Rubenstein)	**140**	**95.7%**	**80.7%**	**15.0%**
Nursing and Health Sciences	**195**	**99.0%**	**69.2%**	**29.7%**
Health Sciences	108	98.1%	46.3%	51.9%
Nursing	87	100.0%	97.7%	2.3%
Participated in Honors College	**239**	**92.9%**	**64.9%**	**28.0%**
Honors College Scholar	**120**	**94.2%**	**63.3%**	**20.8%**

1: Excludes graduates who are not seeking employment or continuing education

2: The employment rate includes graduates who are employed full time, part time, serving in the military, or volunteering full time in a service organization (e.g. Peace Corps)

Table 3 – Class of 2023 Satisfaction

College/School & Major Cluster	% indicating field of employment is somewhat or closely related to their field of study*	% indicating field of employment is somewhat or closely related to their career goals*	% satisfied or very satisfied with their position*	% indicating UVM offered excellent or good opportunities to prepare for work or graduate study
University Total	**91.4%**	**95.4%**	**97.4%**	**52.6%**
Agriculture & Life Sciences	**91.1%**	**93.3%**	**97.8%**	**50.0%**
Agriculture	100.0%	100.0%	100.0%	47.8%
CALS-Other	78.6%	92.9%	92.9%	38.7%
Life Sciences	95.5%	90.9%	100.0%	63.3%
Arts & Sciences	**78.2%**	**91.0%**	**94.9%**	**50.3%**
Arts	100.0%	100.0%	100.0%	40.0%
CAS-Other	0	-	–	–
Humanities	36.4%	72.7%	90.9%	44.4%
Interdisciplinary	100.0%	100.0%	100.0%	30.8%
Languages	50.0%	50.0%	100.0%	33.3%
Natural Science and Math	96.3%	96.3%	92.6%	59.2%
Social Science	75.8%	93.9%	97.0%	52.8%
Business (Grossman)	**90.0%**	**100.0%**	**100.0%**	**63.6%**
Education & Social Services	**96.0%**	**100.0%**	**100.0%**	**64.9%**
Education	100.0%	100.0%	100.0%	70.8%
Social Services	83.3%	100.0%	100.0%	53.8%
Engineering & Mathematical Sciences	**93.5%**	**95.2%**	**100.0%**	**33.0%**
Computer Science	85.7%	85.7%	100.0%	13.0%
Engineering	97.8%	100.0%	100.0%	36.8%
Math/Statistics	66.7%	66.7%	100.0%	50.0%
Environment & Natural Resources (Rubenstein)	**100.0%**	**93.5%**	**93.5%**	**60.7%**
Nursing and Health Sciences	**100.0%**	**100.0%**	**98.2%**	**72.2%**
Health Sciences	94.1%	100.0%	94.1%	72.7%
Nursing	100.0%	100.0%	100.0%	71.8%
Participated in Honors College	**96.4%**	**98.2%**	**100.0%**	**57.8%**
Honors College Scholar	**92.0s%**	**96.0%**	**100.0%**	**61.4%**

* Includes only those who selected full-time employment

Table 4 – Career Outcomes by College/School & Major Cluster (Counts)

College/School & Major Cluster	Total # of Graduates with Known Outcomes	Working full-time[1]	Working part-time[2]	Working, Unknown FTPT	Participating in a volunteer or service program[3]	Serving in the U.S. Military	Matriculating in a program of continuing education	Seeking employment (Still Looking)	Not seeking employment or continuing education
University Total (Unique)	**1626**	**738**	**100**	**233**	**13**	**4**	**410**	**121**	**7**
Agriculture & Life Sciences	**252**	**119**	**24**	**25**	**1**	**0**	**68**	**14**	**1**
Agriculture	67	25	6	9	0	0	24	2	1
CALS-Other	88	45	11	9	1	0	14	8	0
Life Sciences	96	49	7	7	0	0	29	4	0
Arts & Sciences	**535**	**256**	**38**	**29**	**7**	**2**	**149**	**53**	**1**
Arts	37	13	7	6	1	0	3	7	0
CAS-Other	2	0	1	1	0	0	0	0	0
Humanities	59	25	5	1	1	0	21	6	0
Interdisciplinary	39	17	2	3	0	0	14	3	0
Languages	17	8	0	0	0	0	8	1	0
Natural Science and Math	170	80	10	9	1	1	56	13	0
Social Science	218	115	14	10	4	1	50	23	1
Business (Grossman)	**170**	**16**	**0**	**105**	**0**	**0**	**36**	**12**	**1**
Education & Social Services	**100**	**37**	**4**	**18**	**2**	**0**	**36**	**2**	**1**
Education	74	30	2	16	1	0	24	1	0
Social Services	26	7	2	2	1	0	12	1	1
Engineering & Mathematical Sciences	**252**	**134**	**22**	**10**	**0**	**2**	**48**	**34**	**2**
Computer Science	71	31	8	3	0	0	16	13	0
Engineering	160	95	13	5	0	2	27	16	2
Math/Statistics	25	9	1	2	0	0	7	6	0
Environment & Natural Resources (Rubenstein)	**140**	**63**	**10**	**38**	**2**	**0**	**21**	**6**	**0**
Nursing and Health Sciences	**196**	**123**	**2**	**9**	**1**	**0**	**58**	**2**	**1**
Health Sciences	109	43	2	5	0	0	56	2	1
Nursing	87	80	0	4	1	0	2	0	0
Participated in Honors College	**240**	**107**	**17**	**30**	**1**	**0**	**67**	**17**	**1**
Honors College Scholar	**121**	**49**	**11**	**15**	**1**	**0**	**37**	**7**	**1**

1: Working on average 30 hours or more per week
2: Working on average less than 30 hours per week
3: Programs such Peace Corps, City Year

Table 5 – Career Outcomes by College/School & Major Cluster (Percentages)

College/School & Major Cluster	Total # of Graduates with Known Outcomes	Working full-time[1]	Working part-time[2]	Working, Unknown FTPT	Participating in a volunteer or service program[3]	Serving in the U.S. Military	Matriculating in a program of continuing education	Seeking employment (Still Looking)	Not seeking employment or continuing education
University Total (Unique)	**1626**	**45.4%**	**6.2%**	**14.3%**	**0.8%**	**0.2%**	**25.2%**	**7.4%**	**0.4%**
Agriculture & Life Sciences	**252**	**47.2%**	**9.5%**	**9.9%**	**0.4%**	**0.0%**	**27.0%**	**5.6%**	**0.4%**
Agriculture	67	37.3%	9.0%	13.4%	0.0%	0.0%	35.8%	3.0%	0.0%
CALS-Other	88	51.1%	12.5%	10.2%	1.1%	0.0%	15.9%	9.1%	0.0%
Life Sciences	96	51.0%	7.3%	7.3%	0.0%	0.0%	30.2%	4.2%	0.0%
Arts & Sciences	**535**	**47.9%**	**7.1%**	**5.4%**	**1.3%**	**0.4%**	**27.9%**	**9.9%**	**0.2%**
Arts	37	35.1%	18.9%	16.2%	2.7%	0.0%	8.1%	18.9%	0.0%
CAS-Other	2	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Humanities	59	42.4%	8.5%	1.7%	1.7%	0.0%	35.6%	10.2%	0.0%
Interdisciplinary	39	43.6%	5.1%	7.7%	0.0%	0.0%	35.9%	7.7%	0.0%
Languages	17	47.1%	0.0%	0.0%	0.0%	0.0%	47.1%	5.9%	0.0%
Natural Science and Math	170	47.1%	5.9%	5.3%	0.6%	0.6%	32.9%	7.6%	0.0%
Social Science	218	52.8%	6.4%	4.6%	1.8%	0.5%	22.9%	10.6%	0.5%
Business (Grossman)	**170**	**9.4%**	**0.0%**	**61.8%**	**0.0%**	**0.0%**	**21.2%**	**7.1%**	**0.6%**
Education & Social Services	**100**	**37.0%**	**4.0%**	**18.0%**	**2.0%**	**0.0%**	**36.0%**	**2.0%**	**1.0%**
Education	74	40.5%	2.7%	21.6%	1.4%	0.0%	32.4%	1.4%	0.0%
Social Services	26	26.9%	7.7%	7.7%	3.8%	0.0%	46.2%	3.8%	3.8%
Engineering & Mathematical Sciences	**252**	**53.2%**	**8.7%**	**4.0%**	**0.0%**	**0.8%**	**19.0%**	**13.5%**	**0.8%**
Computer Science	71	43.7%	11.3%	4.2%	0.0%	0.0%	22.5%	18.3%	0.0%
Engineering	160	59.4%	8.1%	3.1%	0.0%	1.3%	16.9%	10.0%	1.3%
Math/Statistics	25	36.0%	4.0%	8.0%	0.0%	0.0%	28.0%	24.0%	0.0%
Environment & Natural Resources (Rubenstein)	**140**	**45.0%**	**7.1%**	**27.1%**	**1.4%**	**0.0%**	**15.0%**	**4.3%**	**0.0%**
Nursing and Health Sciences	**196**	**62.8%**	**1.0%**	**4.6%**	**0.5%**	**0.0%**	**29.6%**	**1.0%**	**0.5%**
Health Sciences	109	39.4%	1.8%	4.6%	0.0%	0.0%	51.4%	1.8%	0.9%
Nursing	87	92.0%	0.0%	4.6%	1.1%	0.0%	2.3%	0.0%	0.0%
Participated in Honors College	**240**	**44.6%**	**7.1%**	**12.5%**	**0.4%**	**0.0%**	**27.9%**	**7.1%**	**0.4%**
Honors College Scholar	**121**	**40.5%**	**9.1%**	**12.4%**	**0.8%**	**0.0%**	**30.6%**	**5.8%**	**0.8%**

1: Working on average 30 hours or more per week
2: Working on average less than 30 hours per week
3: Programs such Peace Corps, City Year

Table 6 – Employment Type by College/School & Major Cluster

College/School & Major Cluster	Total Employed (PT+FT)	Entrepreneur	Temporary/ Contract Work Assignment	Freelance	Postgraduate Internship/ Fellowship	Organization & Other
University Total (Unique)	**1057**	**0.9%**	**5.7%**	**0.7%**	**1.7%**	**91.1%**
Agriculture & Life Sciences	**168**	**0.0%**	**4.2%**	**1.2%**	**3.0%**	**91.7%**
Agriculture	40	0.0%	5.0%	0.0%	10.0%	85.0%
CALS-Other	65	0.0%	6.2%	3.1%	0.0%	90.8%
Life Sciences	63	0.0%	1.6%	0.0%	1.6%	96.8%
Arts & Sciences	**319**	**0.6%**	**6.3%**	**0.9%**	**1.9%**	**90.3%**
Arts	25	4.0%	4.0%	4.0%	4.0%	84.0%
CAS-Other	2	0.0%	50.0%	0.0%	0.0%	50.0%
Humanities	31	0.0%	12.9%	0.0%	0.0%	87.1%
Interdisciplinary	22	0.0%	4.5%	0.0%	4.5%	90.9%
Languages	8	0.0%	12.5%	0.0%	0.0%	87.5%
Natural Science and Math	96	0.0%	5.2%	0.0%	3.1%	91.7
Social Science	139	0.7%	5.7%	1.4%	0.7%	91.4%
Business (Grossman)	**121**	**2.5%**	**0.0%**	**0.0%**	**0.0%**	**97.5%**
Education & Social Services	**56**	**3.6%**	**3.6%**	**0.0%**	**1.8%**	**91.1%**
Education	46	4.3%	2.2%	0.0%	2.2%	91.3%
Social Services	10	0.0%	10.0%	0.0%	0.0%	90.0%
Engineering & Mathematical Sciences	**163**	**1.2%**	**4.3%**	**0.6%**	**0.6%**	**93.3%**
Computer Science	42	0.0%	4.8%	2.4%	2.4%	90.5%
Engineering	111	1.8%	3.6%	0.0%	0.0%	94.6%
Math/Statistics	11	0.0%	9.1%	0.0%	0.0%	90.9%
Environment & Natural Resources (Rubenstein)	**109**	**0.0%**	**17.4%**	**0.0%**	**3.7%**	**78.9%**
Nursing and Health Sciences	**132**	**0.0%**	**3.8%**	**0.8%**	**0.8%**	**94.7%**
Health Sciences	50	0.0%	6.0%	0.0%	2.0%	92.0%
Nursing	82	0.0%	2.4%	1.2%	0.0%	96.3%
Participated in Honors College	**152**	**0.7%**	**9.2%**	**2.6%**	**2.0%**	**85.5%**
Honors College Scholar	**73**	**1.4%**	**9.6%**	**4.1%**	**4.1%**	**80.8%**

* Includes only those who selected full-time employment

Table 7 – Compensation by College/School & Major Cluster

College/School & Major Cluster	Total # of Graduates Reporting a Salary	Salary* Mean	Salary* 25tile	Salary* 50tile	Salary* 75tile	Bonus* %	Bonus* Mean	Bonus* Median
University Total (Unique)	**284**	**$55,131**	**$41,600**	**$50,000**	**$68,000**	**22.5%**	**$5,914**	**$5,000**
Agriculture & Life Sciences	**48**	**$43,072**	**$39,250**	**$42,000**	**$48,000**	**4.2%**	**$1,000**	**$1,000**
Agriculture	10	$43,543	$38,000	$41,092	$47,600	0.0%	—	—
CALS-Other	12	$45,066	$42,250	$48,460	$50,000	16.7%	$1,000	$1,000
Life Sciences	26	$41,973	$36,542	$41,142	$45,000	0.0%	—	—
Arts & Sciences	**81**	**$48,135**	**$40,000**	**$45,000**	**$51,750**	**21.0%**	**$4,765**	**$5,000**
Arts	3	$40,167	$34,000	$35,000	$51,501	0.0%	—	—
CAS-Other	-	-	-	-	-	0.0%	—	—
Humanities	6	$56,918	$42,502	$51,250	$68,750	33.3%	$6,500	$6,500
Interdisciplinary	3	$44,582	$37,500	$46,797	$49,449	0.0%	—	—
Languages	3	$48,433	$36,800	$45,000	$63,500	0.0%	—	—
Natural Science and Math	34	$45,759	$39,999	$43,000	$47,250	20.6%	$4,786	$5,000
Social Science	32	$50,064	$40,250	$45,000	$59,500	25.0%	$4,313	$4,000
Business (Grossman)	**11**	**$58,345**	**$48,458**	**$60,000**	**$65,000**	**9.1%**	**$5,000**	**$5,000**
Education & Social Services	**18**	**$44,558**	**$36,750**	**$45,000**	**$50,335**	**11.1%**	**$1,500**	**$1,500**
Education	14	$45,292	$35,750	$47,000	$51,220	7.1%	$1,000	$1,000
Social Services	4	$41,988	$38,150	$42,977	$44,838	25.0%	$2,000	$2,000
Engineering & Mathematical Sciences	**55**	**$71,595**	**$65,000**	**$70,000**	**$78,000**	**34.5%**	**$7,132**	**$5,000**
Computer Science	9	$88,333	$72,000	$85,000	$102,000	55.6%	$14,900	$7,500
Engineering	43	$69,378	$65,000	$70,000	$75,000	32.6%	$4,357	$5,000
Math/Statistics	3	$53,163	$45,760	$53,728	$60,000	0.0%	—	—
Environment & Natural Resources (Rubenstein)	**19**	**$43,286**	**$37,000**	**$44,000**	**$53,500**	**5.3%**	**$5,000**	**$5,000**
Nursing and Health Sciences	**56**	**$65,754**	**$60,000**	**$69,340**	**$75,000**	**39.3%**	**$6,682**	**$5,000**
Health Sciences	16	$47,742	$36,250	$45,000	$62,410	37.5%	$5,083	$4,000
Nursing	40	$72,959	$65,500	$70,360	$75,750	40.0%	$7,281	$6,000
Participated in Honors College	**43**	**$51,944**	**$40,170**	**$46,350**	**$65,000**	**20.9%**	**$4,278**	**$5,000**
Honors College Scholar	**18**	**$45,689**	**$40,000**	**$45,000**	**$49,482**	**16.7%**	**$3,167**	**$5,000**

*Salary and Bonus includes only students who are working full-time or unknown-time for an organization/employer.

Table 8 – Employment Location by College/School & Major Cluster

College/School & Major Cluster	All* N	All* % Stay in VT	Vermonters N	Vermonters % Stay in VT	Non-Vermonters N	Non-Vermonters % Stay in VT
University Total (Unique)	**858**	**37.8%**	**232**	**54.7%**	**626**	**31.5%**
Agriculture & Life Sciences	**129**	**39.5%**	**30**	**66.7%**	**99**	**31.3%**
Agriculture	31	29.0%	4	50.0%	27	25.9%
CALS-Other	45	51.1%	15	73.3%	30	40.0%
Life Sciences	53	35.8%	11	63.6%	42	28.6%
Arts & Sciences	**259**	**41.3%**	**65**	**53.9%**	**194**	**37.1%**
Arts	14	50.0%	5	60.0%	9	44.4%
CAS-Other	1	100.0%	1	100.0%	0	—
Humanities	25	32.0%	2	50.0%	23	30.4%
Interdisciplinary	17	47.1%	6	66.7%	11	36.4%
Languages	8	25.0%	4	25.0%	4	25.0%
Natural Science and Math	82	30.5%	18	55.6%	64	23.4%
Social Science	114	50.0%	29	51.7%	85	49.4%
Business (Grossman)	**108**	**4.6%**	**39**	**5.1%**	**69**	**4.4%**
Education & Social Services	**31**	**61.3%**	**13**	**92.3%**	**18**	**38.9%**
Education	24	50.0%	9	88.9%	15	26.7%
Social Services	7	100.0%	4	100.0%	3	100.0%
Engineering & Mathematical Sciences	**127**	**46.5%**	**45**	**73.3%**	**82**	**31.7%**
Computer Science	29	51.7%	11	81.8%	18	33.3%
Engineering	91	45.1%	30	70.0%	61	32.8%
Math/Statistics	8	50.0%	4	75.0%	4	25.0%
Environment & Natural Resources (Rubenstein)	**90**	**45.6%**	**11**	**54.6%**	**79**	**44.3%**
Nursing and Health Sciences	**124**	**37.9%**	**33**	**66.7%**	**91**	**27.5%**
Health Sciences	46	45.7%	18	72.2%	28	28.6%
Nursing	78	33.3%	15	60.0%	63	27.0%
Participated in Honors College	**122**	**45.1%**	**28**	**67.9%**	**94**	**38.3%**
Honors College Scholar	**56**	**41.1%**	**12**	**58.3%**	**44**	**36.4%**

* Does not include people who have unknown location

Interpretation Note: The counts in this table refer to the total number of graduates who are employed full-time and provided information about the location of their work. Of the 858 graduates university-wide, 324 (the calculation is 858* .378) stayed in Vermont. This is a net gain of 92 new residents (324-232) to the state of Vermont.

Table 9 – Salaries by Vermont and non-Vermont Locations of Full-time Employees

College/School & Major Cluster	# of FT/UT Employed Grads who shared Location & Salary Info	Mean Salary[1]	Average Salary for those staying in Vermont[2]	Average Salary for those not staying in Vermont[3]
University Total (Unique)	**279**	**$55,125.02**	**$50,152.58**	**$58,171.72**
Agriculture & Life Sciences	**48**	**$43,073.22**	**$42,325.24**	**$43,654.98**
Agriculture	10	$43,542.70	$46,000.00	$42,928.38
CALS-Other	12	$45065.83	$44,207.78	$47,640.00
Life Sciences	26	$41,972.97	$39,896.00	$43,271.08
Arts & Sciences	**80**	**$48,174.05**	**$44,044.29**	**$50,397.77**
Arts	3	$40,166.93	$34,500.00	$51500.80
Humanities	6	$56,918.08	$53,750.00	$58,502.13
Interdisciplinary	3	$44,582.09	$37,500.00	$48,123.13
Languages	3	$48,433.33	$36,800.00	$54,250.00
Natural Science and Math	34	$45,759.49	$39,160.00	$47,173.67
Social Science	31	$50,227.28	$46,717.50	$53,971.05
Business (Grossman)	**10**	**$59,179.50**	**$65,000.00**	**$58,532.78**
Education & Social Services	**18**	**$44,557.72**	**$43,301.00**	**$47,825.20**
Education	14	$45,291.86	$43,884.44	$47,825.20
Social Services	4	$41,988.25	41,988.25	—
Engineering & Mathematical Sciences	**53**	**$71,504.68**	**$65,717.14**	**$75,302.75**
Computer Science	8	$88,375.00	$70,000.00	$91,000.00
Engineering	42	$69,601.43	$65,792.63	$72,747.83
Math/Statistics	3	$53,162.67	$60,000.00	$49,744.00
Environment & Natural Resources (Rubenstein)	**18**	**$43,784.33**	**$47,166.25**	**$41,078.80**
Nursing and Health Sciences	**56**	**$65,754.32**	**$55,341.18**	**$70,293.38**
Health Sciences	16	$47,741.69	$42,385.00	$53,098.38
Nursing	40	$72,959.38	$66,857.78	$74,730.81
Participated in Honors College	**43**	**$51,943.86**	**$49,378.89**	**$53,790.64**
Honors College Scholar	**18**	**$45,689.19**	**$41,871.25**	**$48,743.55**

1: Salary information from 405 respondents-Overall
2: Salary information from 186 respondents-Provided Location, Staying in VT
3: Salary information from 219 respondents-Provided Location, Not Staying in VT

Table 10 – Top Employers

Company Name	N
University of Vermont	75
University of Vermont Medical Center	42
Beth Israel Deaconess Medical Center	8
YMCA	6
Boston Children's Hospital	5
Massachusetts General Hospital	5
Collins Aerospace	4
Fidelity Investments	4
Spatial Analysis Lab UVM	4
State of Vermont	4

Table 11 – Continuing Education: Degrees Pursued by College/School & Major Cluster

College/School & Major Cluster	# of Grads Pursuing Continuing Ed.	Advanced Certificate	Associates	Bachelors	Doctoral Degree	Doctorate in Veterinary Medicine	Law School (JD or Juris Doctorate)	Medical Doctorate	Masters	Unknown
University Total (Unique)	**395**	**14.9%**	**0.8%**	**16.7%**	**0.6%**	**1.8%**	**0.3%**	**1.3%**	**57.5%**	**0.3%**
Agriculture & Life Sciences	**64**	**25.0%**	**0.0%**	**20.3%**	**3.1%**	**9.4%**	**1.6%**	**0.0%**	**40.6%**	**0.0%**
Agriculture	21	33.3%	0.0%	23.8%	4.8%	28.6%	0.0%	0.0%	9.5%	0.0%
CALS-Other	14	21.4%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%
Life Sciences	28	21.4%	0.0%	21.4%	3.6%	0.0%	3.6%	0.0%	50.0%	0.0%
Arts & Sciences	**143**	**18.2%**	**1.4%**	**17.5%**	**9.1%**	**0.0%**	**0.0%**	**2.1%**	**51.0%**	**0.7%**
Arts	3	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%
CAS-Other	0	—	—	—	—	—	—	—	—	—
Humanities	21	4.8%	0.0%	9.5%	4.8%	0.0%	0.0%	0.0%	81.0%	0.0%
Interdisciplinary	13	15.4%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	76.9%	0.0%
Languages	7	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%
Natural Science and Math	52	19.2%	3.8%	19.2%	23.1%	0.0%	0.0%	3.8%	30.8%	0.0%
Social Science	49	26.5%	0.0%	18.4%	2.0%	0.0%	0.0%	2.0%	49.0%	2.0%
Business (Grossman)	**36**	**8.3%**	**0.0%**	**9.1%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**80.6%**	**0.0%**
Education & Social Services	**33**	**6.1%**	**3.0%**	**9.1%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**81.8%**	**0.0%**
Education	22	4.5%	0.0%	13.6%	0.0%	0.0%	0.0%	0.0%	81.8%	0.0%
Social Services	11	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	81.8%	0.0%
Engineering & Mathematical Sciences	**48**	**8.3%**	**0.0%**	**6.3%**	**8.3%**	**0.0%**	**0.0%**	**2.1%**	**75.0%**	**0.0%**
Computer Science	16	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	93.8%	0.0%
Engineering	27	7.4%	0.0%	11.1%	11.1%	0.0%	0.0%	3.7%	66.7%	0.0%
Math/Statistics	7	28.6%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	57.1%	0.0%
Environment & Natural Resources (Rubenstein)	**21**	**14.3%**	**0.0%**	**14.3%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**71.4%**	**0.0%**
Nursing and Health Sciences	**56**	**10.7%**	**0.0%**	**26.8%**	**12.5%**	**1.8%**	**0.0%**	**1.8%**	**46.4%**	**0.0%**
Health Sciences	54	11.1%	0.0%	25.9%	13.0%	1.9%	0.0%	1.9%	46.3%	0.0%
Nursing	2	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
Participated in Honors College	**64**	**14.1%**	**1.6%**	**9.4%**	**15.6%**	**1.6%**	**0.0%**	**3.1%**	**54.7%**	**0.0%**
Honors College Scholar	**35**	**20.0%**	**0.0%**	**2.9%**	**20.0%**	**2.9%**	**0.0%**	**5.7%**	**48.6%**	**0.0%**

Table 12 – Top-Receiving Institutions

Institution Name	N
University of Vermont	141
Boston University	12
Community College of Vermont	11
New York University	7
Northeastern University	7
University of Colorado – Boulder	6
University of New Hampshire – Durham	6
Boston College	5
Colorado State University	4
Columbia University	4

Appendix A:
CALS Cluster Classifications

Note: This is an exhaustive list of the majors that fit into the following college cluster classifications. There may be majors in this list that did not graduate any students this year.

- Agriculture:
  - ARE- Agricultural & Resource Entrep
  - ASCI- Animal Science
  - BOT- Botany
  - ECAG- Ecological Agriculture
  - PBIO- Plant Biology
  - PSS- Plant & Soil Science
  - SLH- Sustainable Landscape Hort
  - UFLH- Urban For & Land Hort
- CALS-Other
  - CDAE- Cmty Dev & Apld Econ
  - CEN- Community Entrepreneurship
  - CID- Community & International Dev
  - ENVS- Environmental Studies
  - PCOM- Public Communication
  - SELF- Self-Designed
- Life Sciences
  - BICM-Biochemistry
  - BIOC-Biochemical Science
  - BISC-Biological Science
  - BSCI-Biological Sciences
  - DF-Dairy Foods
  - DIET-Dietetics
  - DNFS-Dietetics,Nutrition&Food Sci
  - ENSC-Environmental Sciences
  - FCSE-Family & Consumer Sciences Ed
  - FS-Food Systems
  - MGEN-Molecular Genetics
  - MICR-Microbiology
  - MMG-Micro & Molec Genetics
  - NFS-Nutrition & Food Sciences
  - NUSC-Nutritional Sciences

Appendix B:
CAS Cluster Classifications

Note: This is an exhaustive list of the majors that fit into the following college cluster classifications. There may be majors in this list that did not graduate any students this year.

- Arts
    - AHST-Art History
    - ART-Art
    - FTS-Film and Television Studies
    - MUS-Music
    - SART-Studio Art
    - THE-Theatre
- CAS-Other
    - ID-Individually Designed
- Humanities
    - CLAS-Classical Civilization
    - ENGL-English
    - HST-History
    - PHIL-Philosophy
    - REL-Religion
- Interdisciplinary
    - AISA-AIS: Asian Studies
    - AISC-AIS: Canadian Studies
    - AISE-AIS: European Studies
    - AISL-AIS: Latin American Studies
    - AISR-AIS: Russia/E European Studies
    - GRSA-GRS: Asian Studies
    - GRSC-GRS: Canadian Studies
    - GRSE-GRS: European Studies
    - GRSG-Global Studies
    - GRSK-GRS: Latin Amer & Carib Stdies
    - GRSL-GRS: Latin American Studies
    - GRSR-GRS: Russia/E European Studies
    - GSWS-Gndr, Sexuality, & Wms Stdies
    - ISAS-IS - Asian Studies
    - ISC-IS - Canadian Studies
    - ISE-IS - European Studies
    - ISLA-IS - Latin America
    - WGST-Women's and Gender Studies
    - WSTU-Women's Studies

- Languages
    - CHIN-Chinese
    - FREN-French
    - GERM-German
    - GRK-Greek
    - ITST-Italian Studies
    - JAPN-Japanese
    - LAT-Latin
    - LING-Linguistics
    - RUSS-Russian
    - SPAN-Spanish
- Natural Science and Math
    - BICM-Biochemistry
    - BIOL-Biology
    - BISC-Biological Science
    - BOT-Botany
    - CHEM-Chemistry
    - CS-Computer Science
    - ENSC-Environmental Sciences
    - GEOL-Geology
    - MATH-Mathematics
    - NEUR-Neuroscience
    - PBIO-Plant Biology
    - PHYS-Physics
    - ZOOL-Zoology
- Social Science
    - ANTH-Anthropology
    - ECON-Economics
    - ENVS-Environmental Studies
    - GEOG-Geography
    - POLS-Political Science
    - PSYC-Psychology
    - PSYS-Psychological Science
    - SOC-Sociology

Appendix C:
CESS Cluster Classifications

Note: This is an exhaustive list of the majors that fit into the following college cluster classifications. There may be majors in this list that did not graduate any students this year.

- Education
    - ARTE-Art Education
    - ECP-Early Childhood Preschl
    - ECSP-Early Childhood Special Educ
    - EDML-Middle Level Education
    - ELK6-Elementary Educ K-6
    - FCSE-Family & Consumer Sciences Ed
    - ID-Individually Designed
    - MUSE-Music Education
    - PE-Physical Education K-12
    - SE-Secondary Educ
    - SEE-Secondary Educ English
    - SEL-Secondary Educ Language
    - SEM-Secondary Educ Math
    - SES-Secondary Educ Science
    - SESS-Secondary Educ Soc Sci
- Social Services
    - HDFS-Human Dev & Family Studies
    - SWSS-Social Work

Appendix D:
CEMS Cluster Classifications

Note: This is an exhaustive list of the majors that fit into the following college cluster classifications. There may be majors in this list that did not graduate any students this year.

- Computer Science
  - CS-Computer Science
  - CSIS-Compter Sci & Info Systems
  - DS-Data Science
- Engineering
  - BIOM-Biomedical Engineering
  - CE-Civil Engineering
  - CEE-Civil & Environmental Engr
  - EE-Electrical Engineering
  - EENV-Environmental Engineering
  - EMGT-Engineering Management
  - ENGR-Engineering
  - ME-Mechanical Engineering
- Math/Statistics
  - MATH-Mathematics
  - STAT-Statistics

Appendix E:
CNHS Cluster Classifications

Note: This is an exhaustive list of the majors that fit into the following college cluster classifications. There may be majors in this list that did not graduate any students this year.

- Health Sciences
    - AT-Athletic Training Education
    - BMED-Biomedical Technology
    - CSD-Comm Sciences & Disorders
    - DHYG-Dental Hygiene
    - EMS-Exercise and Movement Sciences
    - HSCI-Health Sciences
    - MEDT-Medical Technology
    - MLS-Medical Laboratory Sciences
    - MRS-Medical Radiation Sciences
    - NMT-Nuclear Medicine Technology
    - PT-Physical Therapy
    - RADT-Radiation Therapy
    - RT-Radiologic Technology
- Nursing
    - NAT-Alternate Track - VT RN
    - PRNU-Professional Nursing