



THE UNIVERSITY OF VERMONT  
**CAREER CENTER**

## **Class of 2019 Graduate Career Outcomes Report**

Conducted and

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# Class of 2019 Graduate Career Outcomes Report

## University Highlights

- Unique graduating graduate students in 2019-20: 590
- Number of degrees granted 591
- Knowledge rate: 41.4%
- Success rate: 97.1%
- Employment rate: 76.6%
- Continuing Education rate: 20.5%
- Average Salary: \$59,944
- Median Salary: \$57,000
- About 95% of employed graduates reported they are satisfied with their position
- About 99% of employed graduates indicated their position is related to their field
- About 97% 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<sup>1</sup>. 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 Graduate 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. Sources of information are listed below.

### Knowledge Rate Sources:

Graduate survey (available from June 1 to December 31, 2019)

National Clearinghouse database

UVM PeopleSoft database

Staff, Faculty, and Family submissions

Web searches (e.g., LinkedIn)

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<sup>1</sup> <https://www.nacweb.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, the Division of Student Affairs, and the Office of Institutional Research.

### **Data Collection:**

The Career Outcomes data are collected within six months of students' graduation using Campus Labs 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. The graduates for whom we have information are fairly representative of the graduating Class of 2019 population as a whole.

### **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).

### **Important Note about Duplicate Degrees:**

The number of graduates by degree type will not sum to the university total in some cases, as the university total reflects unique individuals, and the degree type numbers reflect students unique to that category (i.e., a student may have received a master's and a doctoral degree, so that student is counted once in the university total, but twice in the degree type categories).

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**Table 1 – Knowledge Rates for Class of 2019**

| <b>Degree Type</b>                 | <b>Total # of Graduates</b> | <b># of Graduates with Known Outcomes</b> | <b># of Graduates with Unknown Outcomes</b> | <b>Knowledge Rate</b> |
|------------------------------------|-----------------------------|---|---|-----------------------|
| <b>University Total (Distinct)</b> | <b>590</b>                  | <b>244</b>                                | <b>346</b>                                  | <b>41.4%</b>          |
| Master's Degree                    | 453                         | 189                                       | 264   | 41.7%                 |
| Doctoral Degree                    | 138                         | 56  | 82  | 40.6%                 |

**Table 2 – Class of 2019 Success Rate, Employment Rate, and Continuing Education Rate**

| <b>Degree Type</b>                 | <b># of Graduates<sup>1</sup></b> | <b>Success Rate</b> | <b>Employment Rate<sup>2</sup></b> | <b>Continuing Education Rate</b> |
|------------------------------------|-----------------------------------|---------------------|------------------------------------|----------------------------------|
| <b>University Total (Distinct)</b> | <b>244</b>                        | <b>97.1%</b>        | <b>76.6%</b>                       | <b>20.5%</b>                     |
| Master's Degree                    | 189                               | 97.9%               | 74.1%                              | 23.8%                            |
| Doctoral Degree                    | 56                                | 94.6%               | 85.7%                              | 8.9%                             |

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 2019 Satisfaction**

| <b>Degree Type</b>                 | <b>% indicating field of employment is somewhat or closely related to their field of study*</b> | <b>% indicating field of employment is somewhat or closely related to their career goals*</b> | <b>% satisfied or very satisfied with their position*</b> | <b>% agree or strongly agree UVM prepared them for their pursuits after graduate school</b> |
|------------------------------------|---|---|---|---|
| <b>University Total (Distinct)</b> | <b>99.1%</b>  | <b>97.2%</b>  | <b>95.4%</b>  | <b>82.6%</b>  |
| Master's Degree                    | 98.6%   | 95.9%   | 94.5%   | 82.8%   |
| Doctoral Degree                    | 100.0%  | 100.0%  | 97.1%   | 82.1%   |

\* Includes only those who selected full-time employment

**Table 4 – Career Outcomes by Degree Type**

|                                    | Total # of Graduates with Known Outcomes | Working full-time <sup>1</sup> | Working part-time <sup>2</sup> | Working, Unknown FTPT | Participating in a volunteer or service program <sup>3</sup> | Serving in the U.S. Military | Matriculating in a program of continuing education | Seeking employment (Still Looking) | Not seeking employment or continuing education |
|------------------------------------|--|--------------------------------|--------------------------------|-----------------------|--|------------------------------|--|------------------------------------|--|
| <b>University Total (Distinct)</b> | <b>244</b>                               | <b>59.8%</b>                   | <b>2.0%</b>                    | <b>14.3%</b>          | <b>0.4%</b>  | <b>0.0%</b>                  | <b>20.5%</b>                                       | <b>2.9%</b>                        | <b>0.0%</b>                                    |
| Master's Degree                    | 189                                      | 56.6%                          | 2.1%                           | 14.8%                 | 0.5%   | 0.0%                         | 23.8%  | 2.1%                               | 0.0%   |
| Doctoral Degree                    | 56                                       | 69.6%                          | 1.8%                           | 14.3%                 | 0.0%   | 0.0%                         | 8.9%   | 5.4%                               | 0.0%   |

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 – Employment Type**

| Degree Type                        | Total Employed (PT+FT) | Entrepreneur | Temporary/ Contract Work Assignment | Freelance   | Faculty: Non-Tenure | Faculty: Tenure | Postgraduate Internship/ Fellowship | Organization & Other |
|------------------------------------|------------------------|--------------|-------------------------------------|-------------|---------------------|-----------------|-------------------------------------|----------------------|
| <b>University Total (Distinct)</b> | <b>151</b>             | <b>0.7%</b>  | <b>0.7%</b>                         | <b>1.3%</b> | <b>0.0%</b>         | <b>0.0%</b>     | <b>9.3%</b>                         | <b>88.1%</b>         |
| Master's Degree                    | 111                    | 0.9%         | 0.9%                                | 1.8%        | 0.0%                | 0.0%            | 3.6%                                | 92.8%                |
| Doctoral Degree                    | 40                     | 0.0%         | 0.0%                                | 0.0%        | 0.0%                | 0.0%            | 25.0%                               | 75.0%                |

\* Includes only those who selected full-time employment

**Table 6 – Compensation**

| Degree Type                        | Total # of Graduates Reporting a Salary | Salary*         |                 |                 |                 | Bonus*      |                 |                |
|------------------------------------|---|-----------------|-----------------|-----------------|-----------------|-------------|-----------------|----------------|
|                                    |   | Mean            | 25tile          | 50tile          | 75tile          | %           | Mean            | Median         |
| <b>University Total (Distinct)</b> | <b>107</b>                              | <b>\$59,944</b> | <b>\$47,000</b> | <b>\$57,000</b> | <b>\$70,000</b> | <b>9.3%</b> | <b>\$11,740</b> | <b>\$5,000</b> |
| Master's Degree                    | 80                                      | \$54,121        | \$43,175        | \$51,000        | \$62,000        | 10.0%       | \$8,425         | \$4,250        |
| Doctoral Degree                    | 27                                      | \$77,199        | \$62,000        | \$70,000        | \$100,000       | 7.4%        | \$25,000        | \$25,000       |

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

## Employment Location

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 130 graduates university-wide, 84 (the calculation is  $130 * .646$ ) stayed in Vermont. This is a net gain of 14 new residents (84-70) to the state of Vermont.

**Table 7 – Employment Location**

| Degree Type                        | All*       |              | Vermonters |              | Non-Vermonters |              |
|------------------------------------|------------|--------------|------------|--------------|----------------|--------------|
|                                    | N          | % Stay in VT | N          | % Stay in VT | N              | % Stay in VT |
| <b>University Total (Distinct)</b> | <b>130</b> | <b>64.6%</b> | <b>70</b>  | <b>84.3%</b> | <b>60</b>      | <b>41.7%</b> |
| Master's Degree                    | 97         | 69.1%        | 55         | 89.1%        | 42             | 42.9%        |
| Doctoral Degree                    | 33         | 51.5%        | 15         | 66.7%        | 18             | 38.9%        |

\* Does not include people who have unknown location

**Table 8 – Salaries by Vermont and non-Vermont Locations of Full-time Employees**

| Degree Type                        | # of FT Employed<br>Grads who<br>shared Location<br>& Salary Info | Mean Salary <sup>1</sup> | Average Salary<br>for those staying<br>in Vermont <sup>2</sup> | Average Salary<br>for those not<br>staying in<br>Vermont <sup>3</sup> |
|------------------------------------|---|--------------------------|--|---|
| <b>University Total (Distinct)</b> | <b>104</b>  | <b>\$60,619</b>          | <b>\$67,158</b>  | <b>\$57,579</b>   |
| Master's Degree                    | 78  | \$54,615                 | \$58,053   | \$53,177  |
| Doctoral Degree                    | 26  | \$78,630                 | \$88,100   | \$72,711  |

1: Salary information from 104 respondents-Overall

2: Salary information from 71 respondents-Provided Location, Staying in VT

3: Salary information from 33 respondents-Provided Location, Not Staying in VT

**Table 9 – Top Employers**

| Company Name                       | N  |
|------------------------------------|----|
| University of Vermont              | 35 |
| UVM Medical Center                 | 6  |
| Global Foundries                   | 3  |
| KPMG, LLP.                         | 3  |
| Middlebury College                 | 3  |
| Dartmouth Hitchcock Medical Center | 2  |
| Essex High School                  | 2  |
| Hudson Headwaters Health Network   | 2  |

**Table 10 – Top Receiving Institutions**

| Institution Name                   | N  |
|------------------------------------|----|
| University of Vermont              | 24 |
| Southern New Hampshire University  | 2  |
| University of Phoenix              | 2  |
| Boston University                  | 1  |
| Brandeis University                | 1  |
| Brown University                   | 1  |
| Colorado State University - Pueblo | 1  |
| Community College of Vermont       | 1  |

## **Appendix A: Degree Type Classification**

*Note: This is an exhaustive list of the degrees that fit into the following degree type classifications. There may be degrees with which no students graduated this year.*

- Master's Degree:
  - MA
  - MACC
  - MAT
  - MBA
  - MED
  - MPA
  - MPH
  - MPS
  - MS
  - MSBME
  - MSD
  - MSMS
  - MST
  - MSW
- Doctoral Degree:
  - DNP
  - DPT
  - EDD
  - PHD