



THE UNIVERSITY OF VERMONT  
**CAREER CENTER**

# **Undergraduate Career Outcomes Report**

**University-wide 3-Year Average:  
Classes 2021, 2022, and 2023**

Administered and

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October 4, 2024

# Undergraduate Career Outcomes Report

## University-wide 3-Year Average: Classes 2021, 2022, and 2023

### University Highlights

- Ave. number of respondents: 1,585
- Ave. Knowledge rate: 62.5%
- Ave. Success rate: 94.3%
- Ave. Employment rate: 67.8%
- Ave. Continuing Education rate: 26.5%
- Average Salary: \$52,364
- Median Salary: \$47,359
  - About 94% of employed graduates reported they are satisfied with their position
- About 89% of employed graduates indicated their position is related to their field
- About 92% of employed graduates reported their position is related to their career goals

### 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 Qualtrics survey software. The graduates are contacted via email and prompted to take the survey and can update their status as their plans change. Three 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 Knowledge, 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 analysis begins each January on the responses from graduates.

**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).

**Three-Year Average Methodology:**

The three-year averages are weighted by year, meaning that the averages are not strongly influenced by the number of responses in a given year. The percentages in each category for each of the three years are summed and then divided by the number of years in which the question was asked. The numbers in this report refer to the three-year averages of UVM’s Class of 2021, 2022, & 2023 graduates.

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**Table 1 – Success Rate, Employment Rate, & Continuing Education Rate**

	UVM 3-Year Average (2021-2023)					
	Success Rate		Employment Rate*		Continuing Education Rate	
	Average # of respondents per year	%	Average # of respondents per year	%	Average # of respondents per year	%
<b>University Total</b>	<b>1491</b>	<b>94.3%</b>	<b>1072</b>	<b>67.8%</b>	<b>418</b>	<b>26.5%</b>
<b>Agriculture &amp; Life Sciences<sup>1</sup></b>	<b>235</b>	<b>95.2%</b>	<b>154</b>	<b>61.9%</b>	<b>81</b>	<b>33.3%</b>
Agriculture	56	96.2%	32	52.1%	24	44.1%
CALS-Other	84	92.2%	66	72.2%	18	20.0%
Life Sciences	95	97.2%	57	58.1%	38	39.2%
<b>Arts &amp; Sciences<sup>2</sup></b>	<b>505</b>	<b>92.7%</b>	<b>365</b>	<b>66.9%</b>	<b>140</b>	<b>25.8%</b>
Arts	35	88.4%	28	72.7%	6	15.7%
CAS-Other	N<5	--	N<5	—	N<5	—
Humanities	61	93.2%	42	63.0%	20	30.2%
Interdisciplinary	28	90.2%	19	62.3%	9	27.8%
Languages	16	87.3%	10	55.7%	6	31.6%
Natural Science and Math	164	94.2%	111	64.1%	52	30.1%
Social Science	208	92.9%	158	70.5%	50	22.4%
<b>Business (Grossman)</b>	<b>161</b>	<b>95.6%</b>	<b>127</b>	<b>75.1%</b>	<b>35</b>	<b>20.6%</b>
<b>Education &amp; Social Services<sup>3</sup></b>	<b>94</b>	<b>98.8%</b>	<b>58</b>	<b>57.0%</b>	<b>36</b>	<b>41.8%</b>
Education	67	99.2%	44	60.8%	24	38.4%
Social Services	27	97.8%	15	47.2%	12	50.7%
<b>Engineering &amp; Mathematical Sciences<sup>4</sup></b>	<b>231</b>	<b>91.8%</b>	<b>174</b>	<b>69.2%</b>	<b>57</b>	<b>22.6%</b>
Computer Science	65	91.7%	50	70.2%	15	21.5%
Engineering	146	92.2%	112	70.6%	34	21.5%
Math/Statistics	26	89.8%	16	56.6%	10	33.2%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>116</b>	<b>93.1%</b>	<b>100</b>	<b>80.3%</b>	<b>16</b>	<b>12.9%</b>
<b>Nursing and Health Sciences<sup>5</sup></b>	<b>162</b>	<b>98.9%</b>	<b>104</b>	<b>62.7%</b>	<b>58</b>	<b>36.2%</b>
Health Sciences	106	98.8%	50	46.9%	56	51.9%
Nursing	56	98.8%	54	93.1%	N<5	--
<b>Participated in Honors College</b>	<b>197</b>	<b>94.8%</b>	<b>136</b>	<b>65.7%</b>	<b>61</b>	<b>29.0%</b>
<b>Honors College Scholar</b>	<b>102</b>	<b>95.6%</b>	<b>66</b>	<b>62.2%</b>	<b>36</b>	<b>33.4%</b>

\*The employed column reflects students who are employed full time, part time, serving in the military, or volunteering full time in a service organization (e.g. Peace Corps)

<sup>1</sup> For a breakdown of which CALS majors are associated with which categories, please see Appendix A.

<sup>2</sup> For a breakdown of which CAS majors are associated with which categories, please see Appendix B.

<sup>3</sup> For a breakdown of which CESS majors are associated with which categories, please see Appendix C.

<sup>4</sup> For a breakdown of which CEMS majors are associated with which categories, please see Appendix D.

<sup>5</sup> For a breakdown of which CNHS majors are associated with which categories, please see Appendix E.

**Table 2 – Compensation by College/School & Major Cluster**

College/School & Major Cluster	Total # of Graduate Students Reporting a Salary	UVM 3-Year Average (2021-2023)						
		Salary*				Bonus*		
		Mean	25tile	50tile	75tile	%	Mean	Median
<b>University Total</b>	<b>289</b>	<b>\$52,394</b>	<b>\$38,700</b>	<b>\$47,359</b>	<b>\$64,833</b>	<b>18%</b>	<b>\$5,313</b>	<b>\$4,667</b>
<b>Agriculture &amp; Life Sciences</b>	<b>39</b>	<b>\$43,999</b>	<b>\$36,813</b>	<b>\$41,073</b>	<b>\$49,573</b>	<b>9%</b>	<b>\$3,350</b>	<b>\$2,000</b>
Agriculture	8	\$43,031	\$35,667	\$41,725	\$51,187	13%	\$11,500	\$11,500
CALS-Other	10	\$47,238	\$39,377	\$47,828	\$52,000	N<5	—	—
Life Sciences	20	\$42,579	\$35,077	\$39,218	\$44,667	20%	\$4,250	\$3,000
<b>Arts &amp; Sciences</b>	<b>90</b>	<b>\$45,862</b>	<b>\$36,750</b>	<b>\$43,000</b>	<b>\$50,583</b>	<b>14%</b>	<b>\$3,982</b>	<b>\$4,000</b>
Arts	5	\$41,531	\$31,963	\$37,452	\$45,188	20%	\$750	\$750
CAS-Other	N<5	—	—	—	—	N<5	—	—
Humanities	8	\$50,976	\$40,759	\$46,800	\$63,167	N<5	--	--
Interdisciplinary	5	\$49,411	\$40,305	\$50,399	\$56,600	N<5	—	—
Languages	N<5	—	—	—	—	N<5	—	—
Natural Science and Math	38	\$44,243	\$34,500	\$40,640	\$48,417	11%	\$4,262	\$4,333
Social Science	35	\$47,000	\$37,097	\$44,333	\$54,417	27%	\$2,870	\$2,500
<b>Business (Grossman)</b>	<b>22</b>	<b>\$58,716</b>	<b>\$46,819</b>	<b>\$56,667</b>	<b>\$65,000</b>	<b>23%</b>	<b>\$4,333</b>	<b>\$4,500</b>
<b>Education &amp; Social Services</b>	<b>11</b>	<b>\$40,729</b>	<b>\$34,685</b>	<b>\$41,257</b>	<b>\$46,118</b>	<b>23%</b>	<b>\$1,667</b>	<b>\$1,750</b>
Education	9	\$41,763	\$34,123	\$44,000	\$47,099	N<5	--	--
Social Services	N<5	—	—	—	—	N<5	—	—
<b>Engineering &amp; Mathematical Sciences</b>	<b>64</b>	<b>\$66,968</b>	<b>\$57,613</b>	<b>\$66,671</b>	<b>\$75,667</b>	<b>28%</b>	<b>\$6,237</b>	<b>\$5,000</b>
Computer Science	14	\$78,785	\$63,000	\$77,667	\$92,000	31%	\$11,656	\$7,333
Engineering	47	\$65,151	\$57,473	\$65,380	\$73,333	29%	\$4,687	\$5,000
Math/Statistics	6	\$60,460	\$40,170	\$62,043	\$73,250	N<5	--	--
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>27</b>	<b>\$41,285</b>	<b>\$30,133</b>	<b>\$41,013</b>	<b>\$54,358</b>	<b>6%</b>	<b>\$4,744</b>	<b>\$4,800</b>
<b>Nursing and Health Sciences</b>	<b>39</b>	<b>\$58,658</b>	<b>\$48,667</b>	<b>\$60,340</b>	<b>\$70,000</b>	<b>32%</b>	<b>\$6,333</b>	<b>\$5,167</b>
Health Sciences	15	\$47,749	\$36,378	\$43,667	\$61,297	N<5	\$4,653	\$4,292
Nursing	24	\$66,434	\$57,628	\$65,690	\$72,333	37%	--	--
<b>Participated in Honors College</b>	<b>43</b>	<b>\$49,277</b>	<b>\$35,269</b>	<b>\$44,074</b>	<b>\$61,050</b>	<b>16%</b>	<b>\$4,333</b>	<b>\$4,000</b>
<b>Honors College Scholar</b>	<b>26</b>	<b>\$46,416</b>	<b>\$34,941</b>	<b>\$41,012</b>	<b>\$57,167</b>	<b>25%</b>	<b>\$3,365</b>	<b>\$3,125</b>

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

**Table 3 – Satisfaction**

	UVM 3-Year Average: (2021-2023)							
	% field of employment is somewhat or closely related to their field of study*		% field of employment is somewhat or closely related to their career goals*		% satisfied or very satisfied with their position*		% indicated UVM offered excellent or good opportunities to prepare for work or graduate study	
	N	%	N	%	N	%	N	%
<b>University Total</b>	<b>269</b>	<b>88.8%</b>	<b>279</b>	<b>92.1%</b>	<b>281</b>	<b>93.6%</b>	<b>257</b>	<b>57.3%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>31</b>	<b>90.6%</b>	<b>32</b>	<b>90.1%</b>	<b>32</b>	<b>90.8%</b>	<b>35</b>	<b>54.7%</b>
Agriculture	7	88.9%	7	88.9%	6	82.2%	10	53.7%
CALS-Other	9	88.1%	9	82.6%	10	93.2%	10	49.2%
Life Sciences	15	93.9%	16	97.0%	16	93.3%	15	61.5%
<b>Arts &amp; Sciences</b>	<b>72</b>	<b>80.7%</b>	<b>80</b>	<b>89.1%</b>	<b>81</b>	<b>90.8%</b>	<b>70</b>	<b>51.1%</b>
Arts	5	83.0%	5	89.6%	6	100.0%	4	42.2%
CAS-Other	1	100.0%	1	100.0%	--	--	--	--
Humanities	5	53.8%	7	78.4%	7	80.3%	8	50.7%
Interdisciplinary	2	55.6%	2	61.1%	2	55.6%	3	32.6%
Languages	2	75.0%	2	75.0%	2	100.0%	2	56.0%
Natural Science and Math	31	95.4%	31	95.4%	30	93.7%	25	58.5%
Social Science	28	76.3%	33	88.6%	33	89.9%	29	51.4%
<b>Business (Grossman)</b>	<b>22</b>	<b>93.8%</b>	<b>22</b>	<b>96.3%</b>	<b>22</b>	<b>95.0%</b>	<b>17</b>	<b>64.7%</b>
<b>Education &amp; Social Services</b>	<b>13</b>	<b>93.9%</b>	<b>14</b>	<b>100.0%</b>	<b>14</b>	<b>95.2%</b>	<b>12</b>	<b>65.8%</b>
Education	11	93.3%	11	100.0%	11	100.0%	9	72.5%
Social Services	3	94.4%	3	100.0%	3	83.3%	3	69.9%
<b>Engineering &amp; Mathematical Sciences</b>	<b>67</b>	<b>92.7%</b>	<b>68</b>	<b>93.7%</b>	<b>70</b>	<b>98.5%</b>	<b>62</b>	<b>55.6%</b>
Computer Science	15	94.0%	14	92.9%	14	96.3%	8	43.3%
Engineering	50	94.6%	50	95.3%	52	99.5%	52	60.0%
Math/Statistics	5	81.2%	6	86.3%	6	97.4%	4	42.6%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>30</b>	<b>86.7%</b>	<b>30</b>	<b>86.6%</b>	<b>31</b>	<b>90.9%</b>	<b>35</b>	<b>60.8%</b>
<b>Nursing and Health Sciences</b>	<b>36</b>	<b>96.9%</b>	<b>37</b>	<b>97.4%</b>	<b>35</b>	<b>95.2%</b>	<b>30</b>	<b>63.6%</b>
Health Sciences	13	93.3%	13	95.2%	12	91.2%	13	56.7%
Nursing	24	100.0%	24	100.0%	23	98.6%	16	71.9%
<b>Participated in Honors College</b>	<b>39</b>	<b>92.1%</b>	<b>40</b>	<b>95.7%</b>	<b>39</b>	<b>96.9%</b>	<b>48</b>	<b>66.6%</b>
<b>Honors College Scholar</b>	<b>20</b>	<b>92.1%</b>	<b>21</b>	<b>98.7%</b>	<b>21</b>	<b>98.7%</b>	<b>30</b>	<b>72.8%</b>

\* Includes only those who selected full-time employment.

Note: The 'N' column in this table refers to the average number of respondents per year.

**Table 4 – Career Outcomes by College/School & Major Cluster**

College/School & Major Cluster	Average # of respondents per year	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</b>	<b>1585</b>	<b>31.3%</b>	<b>3.1%</b>	<b>32.3%</b>	<b>0.7%</b>	<b>0.3%</b>	<b>26.4%</b>	<b>5.6%</b>	<b>0.3%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>247</b>	<b>26.6%</b>	<b>4.2%</b>	<b>30.5%</b>	<b>0.5%</b>	<b>0.0%</b>	<b>33.2%</b>	<b>4.8%</b>	<b>0.1%</b>
Agriculture	59	21.6%	4.8%	25.4%	0.0%	0.0%	43.9%	3.8%	0.5%
CALS-Other	91	25.5%	4.8%	40.8%	1.1%	0.0%	20.0%	7.8%	0.0%
Life Sciences	97	31.1%	3.4%	23.3%	0.3%	0.0%	39.2%	2.8%	0.0%
<b>Arts &amp; Sciences</b>	<b>546</b>	<b>31.3%</b>	<b>3.7%</b>	<b>30.7%</b>	<b>0.9%</b>	<b>0.2%</b>	<b>25.7%</b>	<b>7.3%</b>	<b>0.2%</b>
Arts	40	28.8%	9.0%	33.9%	0.9%	0.0%	15.7%	11.6%	0.0%
CAS-Other	N<5	—	—	—	—	—	—	—	—
Humanities	66	25.2%	3.8%	31.2%	2.0%	0.5%	30.1%	6.8%	0.5%
Interdisciplinary	31	24.1%	2.9%	34.1%	1.2%	0.0%	27.8%	9.8%	0.0%
Languages	19	21.0%	0.0%	23.5%	0.0%	0.0%	31.3%	12.5%	1.6%
Natural Science and Math	173	33.8%	2.7%	27.2%	0.2%	0.2%	30.1%	5.8%	0.0%
Social Science	224	32.3%	3.9%	32.8%	1.0%	0.3%	22.4%	7.1%	0.3%
<b>Business (Grossman)</b>	<b>169</b>	<b>16.4%</b>	<b>0.4%</b>	<b>57.0%</b>	<b>0.2%</b>	<b>0.8%</b>	<b>20.5%</b>	<b>4.3%</b>	<b>0.4%</b>
<b>Education &amp; Social Services</b>	<b>96</b>	<b>25.1%</b>	<b>2.8%</b>	<b>27.7%</b>	<b>1.3%</b>	<b>0.0%</b>	<b>41.7%</b>	<b>1.2%</b>	<b>0.3%</b>
Education	68	28.6%	2.1%	28.8%	1.3%	0.0%	38.4%	0.8%	0.0%
Social Services	28	16.2%	4.5%	24.5%	1.3%	0.0%	50.0%	2.1%	1.3%
<b>Engineering &amp; Mathematical Sciences</b>	<b>252</b>	<b>40.1%</b>	<b>3.5%</b>	<b>24.7%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>22.6%</b>	<b>8.2%</b>	<b>0.3%</b>
Computer Science	71	32.0%	4.2%	33.2%	0.8%	0.0%	21.5%	8.3%	0.0%
Engineering	159	45.1%	3.5%	21.1%	0.0%	0.6%	21.5%	7.8%	0.4%
Math/Statistics	29	33.4%	1.3%	21.8%	0.0%	0.0%	33.2%	10.2%	0.0%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>126</b>	<b>40.2%</b>	<b>4.2%</b>	<b>32.0%</b>	<b>2.8%</b>	<b>0.5%</b>	<b>12.8%</b>	<b>6.8%</b>	<b>0.7%</b>
<b>Nursing and Health Sciences</b>	<b>164</b>	<b>37.7%</b>	<b>0.8%</b>	<b>23.6%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>36.2%</b>	<b>1.1%</b>	<b>0.2%</b>
Health Sciences	108	25.1%	1.2%	20.4%	0.0%	0.0%	51.7%	1.2%	0.0%
Nursing	57	59.0%	0.0%	32.6%	0.4%	1.2%	5.6%	1.2%	0.0%
<b>Participated in Honors College</b>	<b>209</b>	<b>32.5%</b>	<b>3.8%</b>	<b>28.6%</b>	<b>0.7%</b>	<b>0.0%</b>	<b>28.9%</b>	<b>5.2%</b>	<b>0.3%</b>
<b>Honors College Scholar</b>	<b>107</b>	<b>31.3%</b>	<b>4.7%</b>	<b>25.0%</b>	<b>1.0%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>4.4%</b>	<b>0.3%</b>

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 Outcomes**

UVM 3-Year Average: (2021-2023)						
	Average # of respondents per year	Entrepreneur	Freelance	Postgraduate Internship/ Fellowship	Organization & Other	Temporary or Contract Work
<b>University Total</b>	<b>1055</b>	<b>0.7%</b>	<b>0.6%</b>	<b>1.0%</b>	<b>93.7%</b>	<b>2.9%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>152</b>	<b>0.2%</b>	<b>1.1%</b>	<b>1.5%</b>	<b>93.2%</b>	<b>2.5%</b>
Agriculture	31	0.0%	0.8%	5.8%	84.6%	3.3%
CALS-Other	64	0.4%	2.3%	0.0%	90.5%	3.4%
Life Sciences	56	0.0%	0.0%	0.5%	95.4%	1.0%
<b>Arts &amp; Sciences</b>	<b>358</b>	<b>0.6%</b>	<b>0.7%</b>	<b>1.3%</b>	<b>92.4%</b>	<b>3.2%</b>
Arts	27	1.3%	4.5%	1.3%	81.3%	2.5%
CAS-Other	N<5	—	—	—	—	—
Humanities	39	0.7%	0.0%	1.5%	85.8%	5.2%
Interdisciplinary	18	0.0%	0.0%	1.5%	87.6%	1.5%
Languages	10	0.0%	0.0%	0.0%	79.6%	6.5%
Natural Science and Math	110	0.3%	0.0%	1.3%	91.7%	3.1%
Social Science	154	0.6%	0.7%	1.3%	93.1%	2.9%
<b>Business (Grossman)</b>	<b>124</b>	<b>2.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>94.4%</b>	<b>1.4%</b>
<b>Education &amp; Social Services</b>	<b>57</b>	<b>1.1%</b>	<b>0.0%</b>	<b>2.2%</b>	<b>91.8%</b>	<b>1.1%</b>
Education	42	1.4%	0.0%	0.7%	92.8%	0.7%
Social Services	14	0.0%	0.0%	8.3%	79.2%	3.0%
<b>Engineering &amp; Mathematical Sciences</b>	<b>172</b>	<b>1.0%</b>	<b>0.8%</b>	<b>0.4%</b>	<b>94.5%</b>	<b>1.6%</b>
Computer Science	48	0.7%	0.8%	0.8%	91.5%	2.1%
Engineering	110	1.1%	0.3%	0.3%	94.9%	1.2%
Math/Statistics	16	0.0%	3.7%	0.0%	81.2%	2.8%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>95</b>	<b>0.3%</b>	<b>0.0%</b>	<b>1.8%</b>	<b>87.0%</b>	<b>8.2%</b>
<b>Nursing and Health Sciences</b>	<b>102</b>	<b>0.0%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>96.2%</b>	<b>1.2%</b>
Health Sciences	49	0.0%	0.0%	0.7%	93.7%	2.0%
Nursing	52	0.0%	0.4%	0.0%	95.5%	0.8%
<b>Participated in Honors College</b>	<b>125</b>	<b>0.2%</b>	<b>1.4%</b>	<b>0.9%</b>	<b>90.3%</b>	<b>5.0%</b>
<b>Honors College Scholar</b>	<b>59</b>	<b>0.4%</b>	<b>1.3%</b>	<b>1.9%</b>	<b>87.0%</b>	<b>4.8%</b>

Note: This table includes all people who are employed, regardless of full-time/part-time status.

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 587 graduates university-wide, 269 (the calculation is  $587 * .458$ ) stayed in Vermont. This is a net gain of 1 new resident (269-268) to the state of Vermont.

**Table 6 – Employment Location (Full-time Employment)**

	UVM 3-Year Average: (2021-2023)					
	All		Vermonters		Non-Vermonters	
	Average # of respondents per year	% Staying in VT	Average # of respondents per year	% Staying in VT	Average # of respondents per year	% Staying in VT
<b>University Total</b>	<b>587</b>	<b>45.8%</b>	<b>268</b>	<b>61.0%</b>	<b>681</b>	<b>33.9%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>85</b>	<b>48.3%</b>	<b>35</b>	<b>67.0%</b>	<b>97</b>	<b>35.1%</b>
Agriculture	19	51.9%	5	75.0%	22	41.1%
CALIS-Other	31	47.1%	18	62.8%	36	36.7%
Life Sciences	34	54.3%	13	77.0%	37	31.7%
<b>Arts &amp; Sciences</b>	<b>206</b>	<b>46.0%</b>	<b>80</b>	<b>59.6%</b>	<b>243</b>	<b>37.7%</b>
Arts	14	54.4%	6	64.9%	17	50.0%
CAS-Other	N<5	—	N<5	—	N<5	—
Humanities	21	42.1%	8	57.4%	27	29.8%
Interdisciplinary	10	54.8%	4	79.2%	12	38.6%
Languages	5	30.7%	4	24.4%	6	37.1%
Natural Science and Math	65	42.8%	25	59.8%	77	32.9%
Social Science	88	49.4%	34	61.8%	104	41.5%
<b>Business (Grossman)</b>	<b>68</b>	<b>28.8%</b>	<b>42</b>	<b>36.5%</b>	<b>76</b>	<b>12.1%</b>
<b>Education &amp; Social Services</b>	<b>26</b>	<b>66.6%</b>	<b>19</b>	<b>84.8%</b>	<b>27</b>	<b>44.7%</b>
Education	19	66.7%	15	83.4%	19	38.3%
Social Services	7	66.4%	4	63.5%	8	68.3%
<b>Engineering &amp; Mathematical Sciences</b>	<b>89</b>	<b>50.2%</b>	<b>54</b>	<b>66.1%</b>	<b>98</b>	<b>31.8%</b>
Computer Science	25	53.7%	17	71.9%	25	23.3%
Engineering	57	50.0%	33	64.0%	66	36.0%
Math/Statistics	8	49.2%	6	67.6%	8	21.6%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>63</b>	<b>51.7%</b>	<b>12</b>	<b>73.6%</b>	<b>73</b>	<b>44.2%</b>
<b>Nursing and Health Sciences</b>	<b>62</b>	<b>46.4%</b>	<b>27</b>	<b>63.9%</b>	<b>69</b>	<b>31.6%</b>
Health Sciences	27	47.4%	17	62.7%	30	27.5%
Nursing	34	48.9%	10	70.2%	39	38.3%
<b>Participated in Honors College</b>	<b>118</b>	<b>44.4%</b>	<b>28.7</b>	<b>61.4%</b>	<b>90</b>	<b>39.1%</b>
<b>Honors College Scholar</b>	<b>55</b>	<b>39.4%</b>	<b>14</b>	<b>60.4%</b>	<b>41</b>	<b>32.3%</b>

Note: This table does not include people who have unknown location

**Table 7 – Salaries by Vermont versus Non-Vermont Locations (Full-time Employment)**

	UVM 3-Year Average: (2021-2023)			
	Average # of respondents per year	Overall Mean Salary of those who provided location info	Average Salary for those staying in Vermont	Average Salary for those not staying in Vermont
<b>University Total</b>	<b>287</b>	<b>\$52,358</b>	<b>\$47,497</b>	<b>\$56,074</b>
<b>Agriculture &amp; Life Sciences</b>	<b>39</b>	<b>\$43,999</b>	<b>\$39,945</b>	<b>\$47,509</b>
Agriculture	8	\$43,031	\$43,517	\$44,225
CALs-Other	10	\$47,238	\$40,678	\$51,408
Life Sciences	20	\$42,579	\$39,279	\$50,158
<b>Arts &amp; Sciences</b>	<b>90</b>	<b>\$45,841</b>	<b>\$41,460</b>	<b>\$49,527</b>
Arts	5	\$41,531	\$39,757	\$44,297
CAS-Other	N<5	—	—	—
Humanities	8	\$50,976	\$44,321	\$55,367
Interdisciplinary	N<5	—	—	—
Languages	N<5	—	—	—
Natural Science and Math	38	\$44,243	\$39,900	\$46,929
Social Science	35	\$47,054	\$41,618	\$52,341
<b>Business (Grossman)</b>	<b>21</b>	<b>\$58,994</b>	<b>\$53,500</b>	<b>\$61,373</b>
<b>Education &amp; Social Services</b>	<b>11</b>	<b>\$40,729</b>	<b>\$40,277</b>	<b>\$41,805</b>
Education	9	\$41,763	\$40,799	\$43,596
Social Services	N<5	—	—	—
<b>Engineering &amp; Mathematical Sciences</b>	<b>64</b>	<b>\$66,938</b>	<b>\$62,432</b>	<b>\$70,688</b>
Computer Science	13	\$78,799	\$64,819	\$84,586
Engineering	47	\$65,226	\$63,227	\$66,938
Math/Statistics	6	\$60,460	\$50,941	\$67,348
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>27</b>	<b>\$41,451</b>	<b>\$40,543</b>	<b>\$42,099</b>
<b>Nursing and Health Sciences</b>	<b>39</b>	<b>\$58,658</b>	<b>\$50,997</b>	<b>\$62,314</b>
Health Sciences	15	\$41,451	\$39,914	\$52,465
Nursing	24	\$66,434	\$61,270	\$68,630
<b>Participated in Honors College</b>	<b>39</b>	<b>\$50,158</b>	<b>\$46,239</b>	<b>\$53,905</b>
<b>Honors College Scholar</b>	<b>20</b>	<b>\$45,694</b>	<b>\$41,710</b>	<b>\$48,474</b>

Note: This salary information pertains only to graduates who've disclosed their location information.

**Table 8 – Continuing Education: Degrees Pursued**

UVM 3-Year Average: (2021-2023)											
	Average # of respondents per year	Non-Degree	Advanced Certificate	Bachelors	Masters	MBA	Doctoral Degree	Doctorate in Law	Medical Doctorate	Doctorate in Veterinary Medicine	Unknown
<b>University Total</b>	<b>417</b>	<b>3.8%</b>	<b>6.6%</b>	<b>12.8%</b>	<b>60.1%</b>	<b>0.9%</b>	<b>5.3%</b>	<b>1.8%</b>	<b>1.0%</b>	<b>1.9%</b>	<b>5.5%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>80</b>	<b>4.9%</b>	<b>10.5%</b>	<b>17.7%</b>	<b>44.2%</b>	<b>1.5%</b>	<b>4.8%</b>	<b>0.4%</b>	<b>0.0%</b>	<b>8.7%</b>	<b>6.8%</b>
Agriculture	24	7.7%	9.7%	24.0%	9.8%	0.0%	4.1%	1.5%	0.0%	28.8%	14.3%
CALS-Other	18	2.1%	14.6%	12.0%	66.0%	4.0%	0.0%	0.0%	0.0%	0.0%	1.3%
Life Sciences	37	4.8%	8.4%	16.2%	56.6%	0.7%	7.6%	0.0%	0.0%	0.0%	4.5%
<b>Arts &amp; Sciences</b>	<b>140</b>	<b>5.2%</b>	<b>7.8%</b>	<b>13.8%</b>	<b>54.3%</b>	<b>0.3%</b>	<b>5.9%</b>	<b>3.1%</b>	<b>1.7%</b>	<b>0.5%</b>	<b>6.9%</b>
Arts	6	12.7%	11.1%	17.2%	56.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%
CAS-Other	N<5	—	—	—	—	—	—	—	—	—	—
Humanities	20	2.0%	5.1%	9.1%	72.8%	0.0%	1.6%	9.4%	0.0%	0.0%	0.0%
Interdisciplinary	9	12.0%	8.5%	9.8%	59.0%	0.0%	8.3%	0.0%	0.0%	0.0%	2.4%
Languages	6	8.3%	0.0%	8.3%	49.2%	0.0%	6.7%	0.0%	0.0%	0.0%	27.5%
Natural Science and Math	52	5.7%	7.4%	16.4%	40.3%	0.0%	13.8%	0.7%	4.1%	1.2%	9.3%
Social Science	50	3.9%	10.7%	14.4%	58.3%	0.7%	0.7%	4.6%	0.7%	0.0%	6.1%
<b>Business (Grossman)</b>	<b>35</b>	<b>2.2%</b>	<b>5.7%</b>	<b>6.4%</b>	<b>80.0%</b>	<b>2.9%</b>	<b>0.0%</b>	<b>0.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.0%</b>
<b>Education &amp; Social Services</b>	<b>35</b>	<b>0.9%</b>	<b>1.9%</b>	<b>6.5%</b>	<b>83.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>5.6%</b>
Education	24	1.3%	1.4%	6.8%	84.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.8%
Social Services	12	0.0%	2.8%	6.1%	80.0%	0.0%	0.0%	3.0%	0.0%	0.0%	5.3%
<b>Engineering &amp; Mathematical Sciences</b>	<b>57</b>	<b>2.2%</b>	<b>2.8%</b>	<b>4.2%</b>	<b>76.9%</b>	<b>1.7%</b>	<b>8.4%</b>	<b>0.6%</b>	<b>0.7%</b>	<b>0.0%</b>	<b>2.8%</b>
Computer Science	15	4.8%	0.0%	2.4%	86.2%	2.4%	2.1%	0.0%	0.0%	0.0%	2.2%
Engineering	34	0.9%	2.5%	6.4%	72.0%	1.8%	10.9%	0.9%	1.2%	0.0%	3.5%
Math/Statistics	10	2.6%	9.5%	0.0%	75.7%	0.0%	12.2%	0.0%	0.0%	0.0%	0.0%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>16</b>	<b>2.4%</b>	<b>9.5%</b>	<b>7.1%</b>	<b>66.1%</b>	<b>0.0%</b>	<b>2.6%</b>	<b>12.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Nursing and Health Sciences</b>	<b>58</b>	<b>3.9%</b>	<b>5.2%</b>	<b>21.5%</b>	<b>51.3%</b>	<b>0.0%</b>	<b>8.6%</b>	<b>0.6%</b>	<b>2.2%</b>	<b>0.6%</b>	<b>6.1%</b>
Health Sciences	56	3.6%	4.8%	21.8%	50.8%	0.0%	9.0%	0.6%	2.3%	0.6%	6.4%
Nursing	N<5	—	—	—	—	—	—	—	—	—	—
<b>Participated in Honors College</b>	<b>60</b>	<b>3.9%</b>	<b>6.2%</b>	<b>9.7%</b>	<b>50.9%</b>	<b>1.5%</b>	<b>11.3%</b>	<b>3.6%</b>	<b>1.0%</b>	<b>2.9%</b>	<b>8.6%</b>
<b>Honors College Scholar</b>	<b>36</b>	<b>3.7%</b>	<b>7.9%</b>	<b>4.8%</b>	<b>51.2%</b>	<b>0.0%</b>	<b>10.6%</b>	<b>4.3%</b>	<b>3.0%</b>	<b>4.0%</b>	<b>10.4%</b>

## **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
  - GRSB-GRS: 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

## CAS Cluster Classifications, Continued

- 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