



THE UNIVERSITY OF VERMONT  
**CAREER CENTER**

# **Class of 2023 Graduate Career Outcomes Report**

Administered and

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July 16, 2024

# Class of 2023 Graduate Career Outcomes Report

## University Highlights

- Unique graduating graduate students in 2022-23: 601
- Number of degrees granted: 601
- Knowledge rate: 61.1%
- Success rate: 92.1%
- Employment rate: 80.8%
- Continuing Education rate: 11.2%
- Average Salary: \$66,090
- Median Salary: \$58,500
- About 96.1% of employed graduates indicated they are satisfied with their position
- About 96.2% of employed graduates reported their position is related to their field
- About 100% 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, 2023)  
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, 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 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 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).

### 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 2023**

<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>601</b>	<b>367</b>	<b>234</b>	<b>61.1%</b>
Master's Degree	466	292	174	62.7%
Doctoral Degree	135	75	60	55.6%

**Table 2 – Class of 2023 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>365</b>	<b>92.1%</b>	<b>80.8%</b>	<b>11.2%</b>
Master's Degree	290	96.6%	79.0%	13.1%
Doctoral Degree	75	95.2%	88.0%	4.0%

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**

<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>96.2%</b>	<b>100.0%</b>	<b>96.1%</b>	<b>80.2%</b>
Master's Degree	95.2%	100.0%	95.1%	80.2%
Doctoral Degree	100.0%	100.0%	100.0%	80.0%

\* Includes only those who selected full-time employment

**Table 4 – Career Outcomes by Degree Type and Select Demographics**

	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>367</b>	<b>63.5%</b>	<b>7.1%</b>	<b>9.3%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>11.2%</b>	<b>7.9%</b>	<b>0.5%</b>
Master's Degree	292	62.0%	8.2%	7.5%	0.3%	0.3%	13.0%	7.9%	0.7%
Doctoral Degree	75	69.3%	2.7%	16.0%	0.0%	0.0%	4.0%	8.0%	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>292</b>	<b>2.7%</b>	<b>2.4%</b>	<b>0.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.5%</b>	<b>86.6%</b>
Master's Degree	226	3.1%	3.1%	0.9%	0.0%	0.0%	4.4%	88.5%
Doctoral Degree	66	1.5%	0.0%	0.0%	0.0%	0.0%	18.2%	80.3%

\* 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>106</b>	<b>\$66,090</b>	<b>\$52,000</b>	<b>\$58,500</b>	<b>\$76,256</b>	<b>0.0%</b>	—	—
Master's Degree	77	\$61,111	\$50,500	\$56,500	\$70,394	0.0%	—	—
Doctoral Degree	29	\$79,310	\$57,743	\$75,000	\$90,000	0.0%	—	—

\*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 253 graduates university-wide, 98 (the calculation is  $253 * .387$ ) stayed in Vermont. This is a net gain of 0 new residents (98-112) 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>253</b>	<b>38.7%</b>	<b>112</b>	<b>57.1%</b>	<b>141</b>	<b>24.1%</b>
Master's Degree	191	45.5%	92	60.9%	99	31.3%
Doctoral Degree	62	17.7%	20	40.0%	42	7.1%

\* 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 Grads who shared Location & Salary Info	Mean Salary <sup>1</sup>	Average Salary for those staying in Vermont <sup>2</sup>	Average Salary for those not staying in Vermont <sup>3</sup>
<b>University Total (Distinct)</b>	<b>105</b>	<b>\$66,052</b>	<b>\$63,660</b>	<b>\$67,711</b>
Master's Degree	76	\$60,994	\$57,351	\$64,103
Doctoral Degree	29	\$79,310	\$91,264	\$74,756

1: Salary information from 105 respondents-Overall

2: Salary information from 98 respondents-Provided Location, Staying in VT

3: Salary information from 155 respondents-Provided Location, Not Staying in VT

**Table 9 – Top Employers**

Company Name	N
University of Vermont	64
Howard Center	10
State of Vermont	5
Entrepreneur	4
Gallagher, Flynn & Company, LLC	3
PricewaterhouseCoopers LLP	3
University of Vermont Medical Center	3

**Table 10 – Top Receiving Institutions**

Institution Name	N
University of Vermont	13
Community College of Vermont	3
Saint Michaels College	2
University of Delaware	2
University of Wisconsin – Madison	2
Boston College	1
Indiana University Bloomington	1

**Table 11 – Continuing Education: Degrees Pursued**

	<b># of Grads Pursuing Continuing Education</b>	<b>Advanced Certificate</b>	<b>Bachelors</b>	<b>Doctoral Degree</b>	<b>Masters</b>	<b>MBA</b>
<b>University Total (Distinct)</b>	<b>36</b>	<b>27.8%</b>	<b>8.3%</b>	<b>33.3%</b>	<b>27.8%</b>	<b>2.8%</b>
Master's Degree	34	26.5%	8.8%	32.4%	29.4%	2.9%
Doctoral Degree	2	50.0%	0.0%	50.0%	0.0%	0.0%

## **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