



THE UNIVERSITY OF VERMONT  
**CAREER CENTER**

# **Undergraduate Career Outcomes Report**

**University-wide 3-Year Average:  
Classes 2017, 2018, and 2019**

Conducted and

Compiled by

Pamela Gardner, Ed.D.

Larry D. Long

Meg Nyce

Kate Strotmeyer

Alexander Yin, Ph.D.

The University of Vermont  
Burlington, Vermont

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# Undergraduate Career Outcomes Report

## University-wide 3-Year Average: Classes 2017, 2018, and 2019

### University Highlights

- Ave. number of respondents: 1,308
- Ave. Knowledge rate: 54.3%
- Ave. Success rate: 92.9%
- Ave. Employment rate: 72.8%
- Ave. Continuing Education rate: 20.1%
- Average Salary: \$43,900
- Median Salary: \$41,027
- About 95% of employed graduates reported they are satisfied with their position
- About 88% 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, the Division of Student Affairs, and the Office of Institutional Research.

#### Data Collection:

The Career Outcomes data are collected within six months of undergraduate students' graduation using Campus Labs 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 2017, 2018, & 2019 graduates.

**Caveat Regarding Total Percentages:**

Note that not all of the average percentages in this report will total up to 100%. This is most noticeable in the 'Continuing Education: Degrees Pursued' table. This is for a valid reason, and here's why:

- There are some questions that were asked slightly differently (the response options were different) from year to year. The biggest difference was in 2018 when the survey tool being used switched from Campus Labs to Handshake. Handshake required wording to match NACE standards exactly, whereas before, the survey also included a couple of more UVM-centered options.
- For the 3-year average calculations, if an option was available in certain years but not all, the percentages for that option were added up and divided by the number of years that it was available. If a response was an option in 2017 & 2018, for example, we'd add up the values and divide by two. That info shouldn't be averaged out over 3 years, because it wouldn't be fair to the 2019 students who didn't see the question.

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

	UVM 3-Year Average (2017-2019)					
	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>1210</b>	<b>92.9%</b>	<b>930</b>	<b>72.8%</b>	<b>280</b>	<b>20.1%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>211</b>	<b>94.1%</b>	<b>152</b>	<b>67.8%</b>	<b>60</b>	<b>26.4%</b>
Agriculture	42	92.3%	23	48.6%	19	43.7%
CALS-Other	93	94.0%	83	84.7%	9	9.3%
Life Sciences	77	95.2%	46	58.1%	31	37.1%
<b>Arts &amp; Sciences</b>	<b>416</b>	<b>92.9%</b>	<b>312</b>	<b>70.8%</b>	<b>104</b>	<b>22.1%</b>
Arts	26	88.5%	21	72.2%	5	16.3%
CAS-Other	N<=5	—	N<=5	—	N<=5	—
Humanities	58	93.4%	41	67.6%	17	25.9%
Interdisciplinary	18	95.0%	16	87.3%	2	7.7%
Languages	18	94.2%	12	60.4%	6	33.8%
Natural Science and Math	121	92.2%	82	63.0%	39	29.2%
Social Science	177	93.7%	142	76.7%	35	17.0%
<b>Business (Grossman)</b>	<b>145</b>	<b>91.6%</b>	<b>121</b>	<b>76.5%</b>	<b>25</b>	<b>15.1%</b>
<b>Education &amp; Social Services</b>	<b>97</b>	<b>93.7%</b>	<b>80</b>	<b>79.1%</b>	<b>17</b>	<b>14.6%</b>
Education	71	93.9%	60	80.0%	12	13.9%
Social Services	26	94.6%	20	76.1%	5	18.5%
<b>Engineering &amp; Mathematical Sciences</b>	<b>156</b>	<b>90.4%</b>	<b>118</b>	<b>72.8%</b>	<b>37</b>	<b>17.6%</b>
Computer Science	31	84.9%	22	66.5%	8	18.4%
Engineering	108	91.5%	85	75.8%	23	15.7%
Math/Statistics	21	95.8%	13	63.0%	8	32.8%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>77</b>	<b>92.9%</b>	<b>69</b>	<b>82.7%</b>	<b>9</b>	<b>10.3%</b>
<b>Nursing and Health Sciences</b>	<b>122</b>	<b>96.3%</b>	<b>89</b>	<b>73.2%</b>	<b>33</b>	<b>23.1%</b>
Health Sciences	70	95.7%	39	58.9%	30	36.8%
Nursing	52	96.5%	49	92.4%	3	4.1%
<b>Participated in Honors College</b>	<b>168</b>	<b>95.3%</b>	<b>118</b>	<b>67.4%</b>	<b>50</b>	<b>27.9%</b>
<b>Honors College Scholar</b>	<b>93</b>	<b>95.8%</b>	<b>62</b>	<b>63.3%</b>	<b>32</b>	<b>32.5%</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)

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

College/School & Major Cluster	Total # of Graduates Reporting a Salary	UVM 3-Year Average (2017-2019)						
		Salary*				Bonus*		
		Mean	25tile	50tile	75tile	%	Mean	Median
<b>University Total</b>	<b>363</b>	<b>\$43,900</b>	<b>\$31,593</b>	<b>\$41,027</b>	<b>\$53,917</b>	<b>15.7%</b>	<b>\$5,672</b>	<b>\$3,000</b>
<b>Agriculture &amp; Life Sciences</b>	<b>47</b>	<b>\$37,387</b>	<b>\$30,253</b>	<b>\$35,967</b>	<b>\$43,695</b>	<b>8.5%</b>	<b>\$2,520</b>	<b>\$2,000</b>
Agriculture	8	\$32,501	\$26,327	\$31,067	\$37,167	0.0%	—	—
CALS-Other	23	\$37,608	\$29,933	\$37,000	\$46,050	8.7%	\$4,622	\$4,833
Life Sciences	16	\$39,844	\$31,866	\$37,667	\$45,158	18.8%	\$1,888	\$1,688
<b>Arts &amp; Sciences</b>	<b>105</b>	<b>\$37,838</b>	<b>\$29,040</b>	<b>\$35,333</b>	<b>\$43,250</b>	<b>16.2%</b>	<b>\$4,982</b>	<b>\$1,750</b>
Arts	6	\$34,562	\$26,013	\$36,267	\$40,000	50.0%	\$1,800	\$2,000
CAS-Other	N<=5	—	—	—	—	0.0%	—	—
Humanities	11	\$42,706	\$24,987	\$33,673	\$42,833	36.4%	\$13,500	\$11,000
Interdisciplinary	5	\$31,967	\$24,550	\$29,960	\$39,292	0.0%	N/A	N/A
Languages	5	\$29,617	\$21,943	\$30,464	\$36,280	0.0%	N/A	N/A
Natural Science and Math	30	\$37,210	\$28,820	\$35,633	\$45,417	16.7%	\$3,227	\$1,583
Social Science	50	\$38,107	\$30,200	\$36,738	\$44,170	18.0%	\$6,189	\$2,183
<b>Business (Grossman)</b>	<b>51</b>	<b>\$48,310</b>	<b>\$39,556</b>	<b>\$47,280</b>	<b>\$56,708</b>	<b>25.5%</b>	<b>\$5,935</b>	<b>\$4,267</b>
<b>Education &amp; Social Services</b>	<b>31</b>	<b>\$34,794</b>	<b>\$30,090</b>	<b>\$36,500</b>	<b>\$41,091</b>	<b>9.7%</b>	<b>\$1,167</b>	<b>\$1,050</b>
Education	25	\$34,896	\$29,743	\$37,167	\$41,542	0.0%	—	—
Social Services	6	\$33,390	\$30,075	\$34,333	\$36,818	0.0%	—	—
<b>Engineering &amp; Mathematical Sciences</b>	<b>62</b>	<b>\$58,963</b>	<b>\$50,243</b>	<b>\$58,667</b>	<b>\$67,175</b>	<b>21.0%</b>	<b>\$7,052</b>	<b>\$4,167</b>
Computer Science	11	\$70,279	\$49,107	\$65,900	\$88,917	27.3%	\$17,472	\$13,083
Engineering	47	\$56,670	\$51,500	\$58,584	\$65,482	21.3%	\$3,845	\$3,000
Math/Statistics	4	\$52,651	\$36,810	\$48,683	\$72,208	50.0%	\$11,250	\$11,250
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>22</b>	<b>\$31,214</b>	<b>\$26,513</b>	<b>\$30,493</b>	<b>\$37,983</b>	<b>0.0%</b>	<b>—</b>	<b>—</b>
<b>Nursing and Health Sciences</b>	<b>50</b>	<b>\$50,747</b>	<b>\$45,155</b>	<b>\$53,581</b>	<b>\$58,333</b>	<b>14.0%</b>	<b>\$3,773</b>	<b>\$3,500</b>
Health Sciences	19	\$43,608	\$30,545	\$44,183	\$54,213	31.6%	\$3,483	\$3,250
Nursing	31	\$54,951	\$51,360	\$54,651	\$58,595	9.7%	\$4,550	\$4,417
<b>Participated in Honors College</b>	<b>49</b>	<b>\$43,411</b>	<b>\$30,833</b>	<b>\$38,833</b>	<b>\$54,917</b>	<b>12.2%</b>	<b>\$5,112</b>	<b>\$2,750</b>
<b>Honors College Scholar</b>	<b>24</b>	<b>\$41,203</b>	<b>\$29,900</b>	<b>\$35,743</b>	<b>\$48,500</b>	<b>16.7%</b>	<b>\$10,875</b>	<b>\$2,500</b>

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

Table 3 – Satisfaction

	UVM 3-Year Average: (2017-2019)							
	% 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>342</b>	<b>87.7%</b>	<b>359</b>	<b>92.0%</b>	<b>371</b>	<b>94.9%</b>	<b>429</b>	<b>69.7%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>44</b>	<b>80.6%</b>	<b>48</b>	<b>87.9%</b>	<b>50</b>	<b>92.5%</b>	<b>69</b>	<b>72.7%</b>
Agriculture	8	87.5%	8	87.5%	9	100.0%	17	79.0%
CALS-Other	23	85.2%	23	87.9%	24	90.1%	24	68.9%
Life Sciences	13	70.4%	16	88.2%	17	93.6%	28	73.7%
<b>Arts &amp; Sciences</b>	<b>90</b>	<b>77.6%</b>	<b>102</b>	<b>88.2%</b>	<b>106</b>	<b>91.5%</b>	<b>132</b>	<b>64.6%</b>
Arts	5	84.2%	6	86.8%	7	100.0%	7	61.1%
CAS-Other	<=5	—	<=5	—	<=5	—	<=5	—
Humanities	8	73.4%	10	85.3%	11	92.1%	16	58.6%
Interdisciplinary	4	79.6%	5	92.6%	6	96.3%	8	80.6%
Languages	4	70.8%	4	85.0%	4	79.2%	5	52.8%
Natural Science and Math	30	87.6%	31	91.9%	31	92.2%	42	69.4%
Social Science	39	75.1%	46	89.1%	47	90.4%	54	64.5%
<b>Business (Grossman)</b>	<b>52</b>	<b>95.4%</b>	<b>50</b>	<b>90.5%</b>	<b>52</b>	<b>95.8%</b>	<b>49</b>	<b>66.1%</b>
<b>Education &amp; Social Services</b>	<b>33</b>	<b>95.6%</b>	<b>33</b>	<b>98.2%</b>	<b>34</b>	<b>98.3%</b>	<b>41</b>	<b>84.3%</b>
Education	27	94.8%	28	99.0%	28	97.8%	30	81.8%
Social Services	6	100.0%	6	88.9%	6	100.0%	11	92.9%
<b>Engineering &amp; Mathematical Sciences</b>	<b>57</b>	<b>94.2%</b>	<b>56</b>	<b>93.1%</b>	<b>59</b>	<b>97.6%</b>	<b>55</b>	<b>62.4%</b>
Computer Science	12	96.7%	12	93.9%	12	100.0%	12	65.7%
Engineering	42	95.6%	42	94.4%	43	97.7%	38	62.1%
Math/Statistics	4	75.8%	4	80.6%	4	91.7%	6	57.6%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>29</b>	<b>87.6%</b>	<b>31</b>	<b>94.7%</b>	<b>32</b>	<b>96.4%</b>	<b>37</b>	<b>73.0%</b>
<b>Nursing and Health Sciences</b>	<b>45</b>	<b>99.2%</b>	<b>45</b>	<b>99.2%</b>	<b>45</b>	<b>98.5%</b>	<b>52</b>	<b>79.5%</b>
Health Sciences	19	100.0%	19	100.0%	19	98.0%	28	77.8%
Nursing	26	98.7%	26	98.7%	26	98.9%	24	81.7%
<b>Participated in Honors College</b>	<b>52</b>	<b>87.8%</b>	<b>55</b>	<b>93.7%</b>	<b>56</b>	<b>95.7%</b>	<b>76</b>	<b>74.6%</b>
<b>Honors College Scholar</b>	<b>27</b>	<b>89.3%</b>	<b>29</b>	<b>93.3%</b>	<b>29</b>	<b>95.1%</b>	<b>49</b>	<b>80.7%</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	UVM 3-Year Average: (2017-2019)										
	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	Not Sure Yet	Seeking employment (Still Looking)	Not seeking employment or continuing education	Planning Continuing Education
<b>University Total</b>	<b>1379</b>	<b>56.7%</b>	<b>4.4%</b>	<b>12.3%</b>	<b>2.5%</b>	<b>0.7%</b>	<b>20.0%</b>	<b>0.7%</b>	<b>5.9%</b>	<b>0.4%</b>	<b>1.2%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>241</b>	<b>48.2%</b>	<b>5.5%</b>	<b>15.9%</b>	<b>2.7%</b>	<b>0.2%</b>	<b>26.2%</b>	<b>0.0%</b>	<b>4.5%</b>	<b>0.8%</b>	<b>2.0%</b>
Agriculture	46	35.2%	6.9%	5.2%	0.5%	0.6%	43.4%	0.0%	5.7%	0.6%	2.0%
CALS-Other	98	59.2%	5.7%	14.8%	4.1%	0.3%	9.2%	0.0%	5.0%	0.9%	0.9%
Life Sciences	81	42.5%	4.4%	8.2%	2.4%	0.0%	36.9%	0.0%	3.4%	0.7%	1.4%
<b>Arts &amp; Sciences</b>	<b>481</b>	<b>49.4%</b>	<b>5.7%</b>	<b>17.0%</b>	<b>3.0%</b>	<b>1.2%</b>	<b>22.0%</b>	<b>0.5%</b>	<b>5.6%</b>	<b>0.4%</b>	<b>1.7%</b>
Arts	29	46.2%	11.1%	12.0%	2.9%	0.0%	16.3%	1.4%	10.0%	0.0%	0.0%
CAS-Other	<=5	—	—	—	—	—	—	—	—	—	—
Humanities	63	42.6%	6.0%	14.2%	3.2%	0.8%	25.6%	0.8%	4.2%	1.2%	1.5%
Interdisciplinary	19	62.0%	6.9%	6.7%	11.7%	0.0%	7.7%	0.0%	5.0%	0.0%	0.0%
Languages	20	42.8%	4.3%	9.1%	0.0%	2.9%	32.6%	0.0%	5.8%	2.6%	0.0%
Natural Science and Math	131	48.6%	3.5%	7.7%	2.6%	0.6%	29.2%	0.4%	5.7%	0.0%	1.7%
Social Science	190	51.8%	6.3%	13.7%	3.1%	1.7%	17.0%	0.0%	5.2%	0.3%	1.1%
<b>Business (Grossman)</b>	<b>166</b>	<b>65.5%</b>	<b>2.1%</b>	<b>12.0%</b>	<b>0.7%</b>	<b>0.0%</b>	<b>15.1%</b>	<b>1.9%</b>	<b>6.5%</b>	<b>0.2%</b>	<b>1.0%</b>
<b>Education &amp; Social Services</b>	<b>107</b>	<b>65.6%</b>	<b>4.3%</b>	<b>7.7%</b>	<b>4.0%</b>	<b>0.0%</b>	<b>14.6%</b>	<b>1.9%</b>	<b>5.1%</b>	<b>0.0%</b>	<b>0.0%</b>
Education	76	68.1%	5.3%	4.5%	2.1%	0.0%	13.9%	1.4%	4.7%	0.0%	0.0%
Social Services	28	53.2%	0.8%	6.7%	15.3%	0.0%	18.5%	0.0%	5.4%	0.0%	0.0%
<b>Engineering &amp; Mathematical Sciences</b>	<b>182</b>	<b>65.3%</b>	<b>2.0%</b>	<b>5.8%</b>	<b>0.4%</b>	<b>0.9%</b>	<b>17.5%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>0.4%</b>	<b>0.0%</b>
Computer Science	38	60.1%	1.6%	3.9%	0.0%	0.6%	18.2%	0.0%	14.9%	0.6%	0.0%
Engineering	121	68.4%	1.5%	4.0%	0.7%	0.9%	15.6%	0.0%	8.5%	0.4%	0.0%
Math/Statistics	22	55.5%	4.2%	2.3%	0.0%	1.0%	32.8%	0.0%	4.2%	0.0%	0.0%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>88</b>	<b>62.4%</b>	<b>5.8%</b>	<b>11.8%</b>	<b>5.1%</b>	<b>0.7%</b>	<b>10.2%</b>	<b>0.7%</b>	<b>6.6%</b>	<b>0.8%</b>	<b>0.0%</b>
<b>Nursing and Health Sciences</b>	<b>130</b>	<b>65.0%</b>	<b>2.4%</b>	<b>4.8%</b>	<b>1.6%</b>	<b>0.9%</b>	<b>23.1%</b>	<b>0.0%</b>	<b>2.7%</b>	<b>0.2%</b>	<b>1.5%</b>
Health Sciences	73	50.5%	1.8%	3.5%	2.2%	0.7%	36.7%	0.0%	2.2%	0.4%	2.2%
Nursing	54	84.8%	2.8%	2.6%	1.1%	1.1%	4.1%	0.0%	3.5%	0.0%	0.0%
<b>Participated in Honors College</b>	<b>184</b>	<b>52.3%</b>	<b>5.1%</b>	<b>9.6%</b>	<b>3.1%</b>	<b>0.4%</b>	<b>27.8%</b>	<b>0.0%</b>	<b>4.0%</b>	<b>0.3%</b>	<b>1.1%</b>
<b>Honors College Scholar</b>	<b>102</b>	<b>47.5%</b>	<b>4.9%</b>	<b>9.4%</b>	<b>4.0%</b>	<b>0.3%</b>	<b>32.4%</b>	<b>0.0%</b>	<b>3.7%</b>	<b>0.4%</b>	<b>0.6%</b>

1: Working on average 30 hours or more per week

2: Working on average less than 30 hours per week

3: Programs such as Peace Corps, City Year

**Table 5 – Employment Outcomes**

	UVM 3-Year Average: (2017-2019)						
	Average # of respondents per year	Entrepreneur	Freelance	Postgraduate Internship/ Fellowship	Organization & Other	Other/Left Blank	Temporary or Contract Work
<b>University Total</b>	<b>893</b>	<b>0.8%</b>	<b>0.6%</b>	<b>2.1%</b>	<b>86.6%</b>	<b>3.9%</b>	<b>5.9%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>146</b>	<b>1.1%</b>	<b>0.3%</b>	<b>1.3%</b>	<b>86.3%</b>	<b>4.8%</b>	<b>6.2%</b>
Agriculture	22	3.0%	0.9%	0.0%	77.4%	4.2%	14.5%
CALS-Other	80	1.6%	0.3%	2.9%	84.7%	5.1%	5.3%
Life Sciences	44	0.0%	0.0%	0.0%	90.1%	4.8%	5.1%
<b>Arts &amp; Sciences</b>	<b>296</b>	<b>0.2%</b>	<b>1.5%</b>	<b>3.3%</b>	<b>85.3%</b>	<b>3.5%</b>	<b>6.3%</b>
Arts	20	0.0%	5.6%	1.1%	79.7%	3.9%	9.6%
CAS-Other	<=5	—	—	—	—	—	—
Humanities	39	0.0%	0.7%	4.2%	86.7%	2.3%	6.0%
Interdisciplinary	14	0.0%	0.0%	8.3%	80.0%	5.6%	6.1%
Languages	11	0.0%	0.0%	0.0%	80.8%	11.1%	8.1%
Natural Science and Math	78	0.0%	0.7%	4.3%	84.7%	3.2%	7.1%
Social Science	135	0.4%	1.9%	2.4%	86.5%	3.5%	5.3%
<b>Business (Grossman)</b>	<b>120</b>	<b>2.5%</b>	<b>0.2%</b>	<b>0.9%</b>	<b>91.3%</b>	<b>2.6%</b>	<b>2.5%</b>
<b>Education &amp; Social Services</b>	<b>76</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1.7%</b>	<b>87.9%</b>	<b>5.2%</b>	<b>5.2%</b>
Education	58	0.0%	0.0%	1.3%	87.7%	5.6%	5.5%
Social Services	18	0.0%	0.0%	2.5%	86.4%	0.0%	11.1%
<b>Engineering &amp; Mathematical Sciences</b>	<b>116</b>	<b>1.2%</b>	<b>0.3%</b>	<b>1.0%</b>	<b>89.8%</b>	<b>3.6%</b>	<b>4.0%</b>
Computer Science	22	1.4%	0.0%	0.0%	91.9%	6.7%	0.0%
Engineering	83	1.4%	0.3%	1.4%	89.1%	2.9%	4.9%
Math/Statistics	13	0.0%	0.0%	0.0%	88.9%	0.0%	11.1%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>64</b>	<b>0.5%</b>	<b>0.0%</b>	<b>4.2%</b>	<b>74.1%</b>	<b>2.5%</b>	<b>18.8%</b>
<b>Nursing and Health Sciences</b>	<b>85</b>	<b>0.3%</b>	<b>0.0%</b>	<b>0.4%</b>	<b>90.5%</b>	<b>6.7%</b>	<b>2.1%</b>
Health Sciences	37	0.6%	0.0%	0.9%	88.5%	5.2%	4.8%
Nursing	48	0.0%	0.0%	0.0%	92.4%	7.6%	0.0%
<b>Participated in Honors College</b>	<b>113</b>	<b>0.3%</b>	<b>0.5%</b>	<b>3.2%</b>	<b>83.2%</b>	<b>3.3%</b>	<b>9.5%</b>
<b>Honors College Scholar</b>	<b>57</b>	<b>0.5%</b>	<b>0.0%</b>	<b>5.0%</b>	<b>82.2%</b>	<b>1.6%</b>	<b>10.6%</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 627 graduates university-wide, 269 (the calculation is  $627 * .429$ ) stayed in Vermont. This is a net gain of 80 new residents (269-189) to the state of Vermont.

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

	UVM 3-Year Average: (2017-2019)					
	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>627</b>	<b>42.9%</b>	<b>189</b>	<b>68.1%</b>	<b>439</b>	<b>32.2%</b>
<b>Agriculture &amp; Life Sciences</b>	<b>94</b>	<b>46.5%</b>	<b>28</b>	<b>69.9%</b>	<b>66</b>	<b>33.6%</b>
Agriculture	14	55.8%	4	54.6%	10	42.4%
CALS-Other	50	34.9%	12	65.0%	38	23.0%
Life Sciences	30	61.1%	12	70.9%	18	49.8%
<b>Arts &amp; Sciences</b>	<b>184</b>	<b>40.2%</b>	<b>50</b>	<b>65.6%</b>	<b>134</b>	<b>31.1%</b>
Arts	11	53.0%	3	48.9%	8	48.6%
CAS-Other	<=5	—	<=5	—	0	—
Humanities	20	49.2%	5	55.3%	15	35.8%
Interdisciplinary	9	39.3%	2	50.0%	7	27.3%
Languages	7	39.9%	2	53.3%	4	33.3%
Natural Science and Math	53	41.5%	16	62.6%	37	31.9%
Social Science	85	35.3%	21	61.3%	64	25.5%
<b>Business (Grossman)</b>	<b>85</b>	<b>35.9%</b>	<b>27</b>	<b>66.4%</b>	<b>58</b>	<b>22.0%</b>
<b>Education &amp; Social Services</b>	<b>57</b>	<b>62.6%</b>	<b>29</b>	<b>79.4%</b>	<b>28</b>	<b>47.7%</b>
Education	43	59.4%	21	76.3%	21	43.7%
Social Services	14	72.1%	7	89.6%	7	42.0%
<b>Engineering &amp; Mathematical Sciences</b>	<b>95</b>	<b>40.0%</b>	<b>24</b>	<b>63.5%</b>	<b>71</b>	<b>30.3%</b>
Computer Science	18	43.4%	6	58.3%	12	33.3%
Engineering	69	40.1%	17	64.5%	52	29.8%
Math/Statistics	10	32.2%	2	46.7%	8	34.5%
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>47</b>	<b>39.3%</b>	<b>7</b>	<b>75.0%</b>	<b>39</b>	<b>34.7%</b>
<b>Nursing and Health Sciences</b>	<b>73</b>	<b>43.4%</b>	<b>25</b>	<b>60.1%</b>	<b>48</b>	<b>35.9%</b>
Health Sciences	31	38.1%	9	51.1%	22	30.1%
Nursing	42	47.2%	16	64.3%	26	41.3%
<b>Participated in Honors College</b>	<b>79</b>	<b>39.9%</b>	<b>19</b>	<b>63.6%</b>	<b>60</b>	<b>32.7%</b>
<b>Honors College Scholar</b>	<b>41</b>	<b>35.2%</b>	<b>10</b>	<b>59.8%</b>	<b>31</b>	<b>28.4%</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: (2017-2019)			
	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>357</b>	<b>\$44,220</b>	<b>\$39,886</b>	<b>\$47,328</b>
<b>Agriculture &amp; Life Sciences</b>	<b>46</b>	<b>\$37,537</b>	<b>\$35,129</b>	<b>\$39,448</b>
Agriculture	8	\$32,501	\$30,420	\$34,188
CALS-Other	23	\$37,859	\$32,791	\$40,219
Life Sciences	16	\$39,844	\$38,909	\$40,985
<b>Arts &amp; Sciences</b>	<b>103</b>	<b>\$38,134</b>	<b>\$32,681</b>	<b>\$41,770</b>
Arts	6	\$34,562	\$30,641	\$38,767
CAS-Other	0	—	0	—
Humanities	10	\$43,632	\$33,207	\$56,008
Interdisciplinary	5	\$32,232	\$30,137	\$33,967
Languages	4	\$29,966	\$33,548	\$27,286
Natural Science and Math	30	\$37,210	\$32,574	\$40,221
Social Science	49	\$38,514	\$34,078	\$40,854
<b>Business (Grossman)</b>	<b>50</b>	<b>\$48,249</b>	<b>\$43,929</b>	<b>\$50,695</b>
<b>Education &amp; Social Services</b>	<b>30</b>	<b>\$35,827</b>	<b>\$34,868</b>	<b>\$39,167</b>
Education	24	\$36,140	\$35,003	\$39,576
Social Services	6	\$33,390	\$34,438	\$25,300
<b>Engineering &amp; Mathematical Sciences</b>	<b>62</b>	<b>\$58,963</b>	<b>\$54,064</b>	<b>\$61,920</b>
Computer Science	11	\$70,279	\$57,915	\$81,412
Engineering	47	\$56,670	\$54,049	\$58,081
Math/Statistics	4	\$52,651	\$45,107	\$60,917
<b>Environment &amp; Natural Resources (Rubenstein)</b>	<b>22</b>	<b>\$31,795</b>	<b>\$31,399</b>	<b>\$32,006</b>
<b>Nursing and Health Sciences</b>	<b>50</b>	<b>\$50,806</b>	<b>\$49,600</b>	<b>\$51,971</b>
Health Sciences	19	\$43,608	\$39,077	\$45,911
Nursing	31	\$55,086	\$53,636	\$56,760
<b>Participated in Honors College</b>	<b>48</b>	<b>\$44,127</b>	<b>\$39,711</b>	<b>\$46,734</b>
<b>Honors College Scholar</b>	<b>24</b>	<b>\$41,529</b>	<b>\$33,265</b>	<b>\$45,144</b>

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

## **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
  - ENV5- 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
  - CMSI-Communication Sciences
  - 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

## 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-Computer 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