

FIRST
Destination
and
Satisfaction
REPORT
2017-2018



COLORADO STATE UNIVERSITY

Introduction

This report is intended to provide an overview of the first destination plans of those graduating from Colorado State University (CSU). Complete results are published on the Institutional Research, Planning and Effectiveness web page. Masters and PhD individual program results are not published on the Institutional Research web page, and are intended for internal use only due to the unique nature and size of each graduate program.

Methodology:

All graduating students are encouraged to respond to the First Destination Survey as part of the Graduation Ready process. The current administration of the survey includes graduates from August 2017 through May 2018. Following best practices set by the National Association of Colleges and Employers (NACE), follow-up data were gathered through multiple sources including the CSU Follow-Up Graduation Survey, the National Student Clearinghouse, and LinkedIn. The overall knowledge rate (the percentage of graduates that CSU has knowledge of their post-graduation plans) was 81% (n=4012) for undergraduate students and 70% (n=1536) for graduate students.

Salient Undergraduate Student Findings:

- 89% of 2017-18 undergraduates had either a job offer or secured plans for employment/further education, and 85% had their plans secured by December 2018; this is a one percentage point increase from last year.
- Generally, undergraduates with racially-minoritized identities, first generation, and Pell Grant recipients reported slightly lower rates for plans secured. Trans*, non-binary, and gender nonconforming undergraduate students also face greater challenges in the job search and have noticeably lower rates for plans secured than others.
- Internships continued to stand out as being associated with higher rates of securing plans, higher average salaries and higher rates of employment related to major/career plans.
- CSU undergraduates reported being hired by over 1,700 unique employers; this unique number of employers is approximately 100 organizations higher than last year. 83% of those unique employers hired a single CSU undergraduate, 9% hired two, and the remaining 8% hired three or more.
- Approximately 170 unique graduate schools admitted CSU students; this number is just slightly lower than last year but still indicates an impressive breadth of institutions.
- The average salary (full-time permanent) reported by undergraduates (\$51,484) was approximately \$2000 higher than last year. Those with racially-minoritized identities reported salaries on par with the CSU average, with the exception of Asian American respondents who reported a lower average salary and Black respondents who reported a higher average salary. First generation, Pell Grant recipient, and trans*, non-binary and gender nonconforming respondents reported slightly lower average salaries.
- 82% indicated their employment was related to their major, a one percentage point increase; 85% indicated their employment was related to their career plans, a two percentage point increase. First generation, Pell Grant recipient, and trans*, non-binary and gender nonconforming students indicated lower rates of plans related to majors and career plans.
- 76% of employed undergraduates secured employment in Colorado; students found employment in 45 states and the District of Columbia.

Salient Graduate Student Findings:

- 93% of graduate students had either a job offer or secured plans for employment/further education, two percentage points lower than last year. 91% secured their plans by December 2018.
- With the exception of Black and Hawaiian/Pacific Islander students, those with racially-minoritized identities and trans*, non-binary and gender nonconforming students reported lower rates of plans secured.
- Over 850 unique employers hired CSU graduate students; approximately 25 higher than last year.
- 95% of students indicated that their employment was related to their graduate program, while 94% indicated their employment was related to their career plans. These results are generally similar across racial and gender identities.
- 49% of employed graduate students secured employment in Colorado; graduate students found employment in 47 states and the District of Columbia.

Table 1 displays CSU undergraduate student first destination results over time.

Table 2 displays undergraduate student results by college and year.

Table 1
Undergraduate Student First Destination Trends

	2017/18	2016/17	2015/16
Plans Secured	85%	84%	85%
Employed	68%	66%	64%
Continuing Education ¹	17%	18%	21%
Average Salary ²	\$51,484	\$49,262	\$46,786
Employment Related to Career Plans	85%	83%	84%
Employment Related to Major	82%	81%	79%
Internship Rate ³	66%	67%	66%
Offer Rate ⁴	89%	89%	90%
Knowledge Rate ⁵	81%	79%	75%

Table 2
Undergraduate Student First Destination Trends by College

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
AG	2017/18	86%	68%	18%	\$42,285	82%	79%	74%	89%	80%
	2016/17	90%	73%	17%	\$40,019	86%	83%	80%	93%	79%
	2015/16	88%	63%	24%	\$40,810	83%	80%	76%	92%	71%
BU	2017/18	91%	79%	12%	\$50,431	88%	86%	59%	94%	97%
	2016/17	89%	79%	10%	\$48,619	89%	87%	61%	92%	95%
	2015/16	88%	77%	11%	\$47,617	89%	87%	59%	93%	97%
EG	2017/18	95%	81%	14%	\$63,201	98%	96%	72%	95%	73%
	2016/17	88%	71%	17%	\$61,017	94%	93%	69%	90%	80%
	2015/16	92%	74%	18%	\$58,441	90%	94%	67%	94%	69%
HS	2017/18	91%	68%	23%	\$55,118	91%	88%	85%	94%	70%
	2016/17	90%	70%	20%	\$52,754	87%	85%	85%	93%	76%
	2015/16	92%	67%	25%	\$49,855	91%	82%	85%	95%	69%
LA	2017/18	79%	64%	15%	\$43,237	75%	68%	56%	85%	76%
	2016/17	79%	65%	15%	\$38,082	68%	67%	53%	85%	71%
	2015/16	83%	66%	18%	\$36,227	70%	60%	54%	88%	63%
NR	2017/18	83%	72%	11%	\$40,671	81%	79%	74%	86%	87%
	2016/17	90%	78%	12%	\$36,897	84%	82%	73%	95%	66%
	2015/16	85%	71%	14%	\$37,215	86%	84%	73%	89%	71%
NS	2017/18	79%	57%	22%	\$55,230	82%	79%	59%	84%	87%
	2016/17	71%	45%	27%	\$57,741	80%	78%	60%	80%	86%
	2015/16	75%	46%	29%	\$49,760	80%	79%	61%	82%	90%
VM	2017/18	77%	47%	30%	\$33,793	82%	88%	74%	82%	87%
	2016/17	82%	37%	45%	\$43,139	88%	81%	76%	86%	89%
	2015/16	79%	35%	44%	\$35,596	81%	81%	77%	87%	95%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 3 displays most common employers.

Table 4 displays most common graduate schools.

Table 5 displays most common industries.

Table 6 displays most common locations.

Table 3
Most Common Employers of Undergraduate Students

Employers
Charles Schwab
Colorado Parks and Wildlife
Colorado State University
Columbine Health Systems
Disney
EKS&H
Enterprise
GH Phipps
JBS USA
Kiewit
Lockheed Martin
Peace Corps
Target Corporation
UCHealth
US Air Force
US Army
USDA Forest Service
Vail Resorts
Zayo Group

Table 4
Most Common Graduate Schools of Undergraduate Students

Schools
Boston University
Colorado State University
Creighton University
Metropolitan State University of Denver
Oregon State University
Regis University
University of Colorado - Boulder
University of Colorado - Colorado Springs
University of Colorado - Denver
University of Denver
University of Kansas
University of Minnesota
University of Northern Colorado
University of Southern California
University of Washington
University of Wyoming

Table 5
Most Common Industries of Employment of Undergraduate Students

Industries	Count	%
Building, Energy, & Manufacturing	356	14.27%
Technology, Information, & Computing	308	12.34%
Education & Social Impact	239	9.58%
Financial Services	222	8.90%
Health & Recreation	204	8.18%
Animal & Agriculture	173	6.93%
Marketing, Advertising, & Media	165	6.61%
Sustainability & Environment	143	5.73%
Hospitality & Tourism	141	5.65%
Retail Management & Merchandising	125	5.01%
Food, Beverages, & Brewing	115	4.61%
Law & Public Safety	101	4.05%
Life Sciences & BioTech	97	3.89%
Creative Arts & Design	71	2.85%
Entrepreneurship & Innovation	35	1.40%

Table 6
Most Common Locations of Employment of Undergraduate Students

Locations	Count	%
CO	1892	75.86%
CA	107	4.29%
International	57	2.29%
TX	56	2.25%
AZ	24	0.96%
WA	23	0.92%
FL	23	0.92%
NY	22	0.88%
WY	19	0.76%
UT	17	0.68%
IL	16	0.64%
MN	16	0.64%

Tables 7–22 display undergraduate student first destination results by college and then over time.

Table 7
Agricultural Sciences First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
AG	201	86%	159	68%	42	18%	\$42,285	92	82%	122	79%	148	74%	210	89%	246	80%
Ag Business	44	94%	40	85%	4	9%	\$39,607	20	87%	32	82%	16	46%	46	98%	49	79%
Ag Education	7	70%	7	70%	0	0%	--	7	100%	6	86%	8	80%	8	80%	10	83%
Animal Science	51	80%	38	59%	13	20%	\$45,411	22	85%	30	81%	47	78%	53	83%	67	94%
Env & NR Econ	3	75%	2	50%	1	25%	--	--	--	1	50%	0	0%	3	75%	4	50%
Environmental Hort	10	100%	9	90%	1	10%	--	5	83%	8	89%	7	100%	10	100%	10	67%
Equine Science	46	85%	32	59%	14	26%	\$43,980	19	73%	22	71%	38	81%	49	91%	56	82%
Horticulture	13	76%	10	59%	3	18%	--	8	100%	8	89%	14	93%	14	82%	17	68%
Landscape Arch	13	93%	10	71%	3	21%	--	6	67%	7	70%	6	43%	13	93%	16	73%
Soil & Crop Science	14	93%	11	73%	3	20%	--	5	71%	8	80%	12	100%	14	93%	17	74%

Table 8
Agricultural Sciences First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Ag Business	2017/18	94%	85%	9%	\$39,607	87%	82%	46%	98%	79%
	2016/17	92%	82%	11%	\$53,786	83%	80%	67%	95%	76%
	2015/16	94%	85%	9%	\$45,857	89%	85%	52%	97%	64%
Ag Education	2017/18	70%	70%	0%	--	100%	86%	80%	80%	83%
	2016/17	83%	67%	17%	--	100%	75%	80%	83%	86%
	2015/16	83%	83%	0%	\$39,800	100%	100%	100%	83%	75%
Animal Science	2017/18	80%	59%	20%	\$45,411	85%	81%	78%	83%	94%
	2016/17	87%	63%	23%	\$41,253	84%	82%	82%	88%	85%
	2015/16	87%	49%	38%	\$43,580	71%	84%	80%	95%	71%
Env & NR Econ	2017/18	75%	50%	25%	--	--	50%	0%	75%	50%
	2016/17	67%	67%	0%	--	100%	100%	33%	100%	100%
	2015/16	100%	67%	33%	--	--	50%	50%	100%	75%
Environmental Hort	2017/18	100%	90%	10%	--	83%	89%	100%	100%	67%
	2016/17	92%	92%	0%	\$39,693	100%	92%	82%	100%	93%
	2015/16	70%	70%	0%	--	100%	100%	78%	100%	67%
Equine Science	2017/18	85%	59%	26%	\$43,980	73%	71%	81%	91%	82%
	2016/17	92%	66%	26%	\$26,655	79%	76%	85%	95%	81%
	2015/16	89%	58%	31%	\$34,233	68%	59%	86%	93%	81%
Horticulture	2017/18	76%	59%	18%	--	100%	89%	93%	82%	68%
	2016/17	100%	88%	13%	--	80%	91%	100%	100%	53%
	2015/16	100%	89%	11%	--	100%	86%	80%	100%	45%
Landscape Arch	2017/18	93%	71%	21%	--	67%	70%	43%	93%	73%
	2016/17	100%	100%	0%	--	67%	92%	25%	100%	68%
	2015/16	75%	70%	5%	--	100%	86%	31%	75%	75%
Soil & Crop Science	2017/18	93%	73%	20%	--	71%	80%	100%	93%	74%
	2016/17	84%	68%	16%	\$46,535	100%	88%	89%	84%	89%
	2015/16	91%	45%	45%	--	100%	90%	100%	95%	74%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

UNDERGRADUATE College Specific Results (continued)

Table 9
Business First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
BU	594	91%	518	79%	76	12%	\$50,431	372	88%	405	86%	385	59%	615	94%	684	97%
Accounting	83	92%	46	51%	37	41%	\$51,846	41	95%	40	91%	54	60%	85	94%	93	99%
Finance	157	87%	138	76%	19	10%	\$50,608	99	88%	106	83%	94	51%	163	90%	188	94%
Financial Planning	11	79%	10	71%	1	7%	\$41,848	6	86%	6	75%	9	64%	12	86%	15	100%
HR Mgmt	23	96%	21	88%	2	8%	\$50,761	17	89%	19	90%	15	60%	23	96%	26	100%
Information Systems	54	84%	53	83%	1	2%	\$57,197	46	96%	43	88%	39	60%	57	89%	66	94%
Marketing	140	94%	132	89%	8	5%	\$47,828	78	80%	99	85%	99	69%	147	99%	153	96%
Org & Innov Mgmt	84	91%	76	83%	8	9%	\$47,236	54	87%	58	85%	47	49%	86	93%	100	100%
Real Estate	9	100%	9	100%	0	0%	--	7	88%	7	78%	6	75%	9	100%	9	90%
Supply Chain	33	100%	33	100%	0	0%	\$51,499	24	89%	27	90%	22	69%	33	100%	34	100%

Table 10
Business First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Accounting	2017/18	92%	51%	41%	\$51,846	95%	91%	60%	94%	99%
	2016/17	93%	62%	31%	\$50,450	91%	86%	61%	94%	91%
	2015/16	91%	46%	45%	\$47,854	97%	95%	56%	95%	96%
Finance	2017/18	87%	76%	10%	\$50,608	88%	83%	51%	90%	94%
	2016/17	88%	78%	9%	\$51,627	93%	87%	61%	92%	95%
	2015/16	85%	78%	7%	\$49,286	90%	87%	61%	92%	97%
Financial Planning	2017/18	79%	71%	7%	\$41,848	86%	75%	64%	86%	100%
	2016/17	89%	84%	5%	\$40,500	90%	91%	58%	95%	95%
HR Mgmt	2017/18	96%	88%	8%	\$50,761	89%	90%	60%	96%	100%
	2016/17	82%	73%	9%	\$40,822	73%	81%	64%	82%	100%
	2015/16	100%	79%	21%	--	88%	90%	57%	100%	93%
Information Systems	2017/18	84%	83%	2%	\$57,197	96%	88%	60%	89%	94%
	2016/17	86%	80%	6%	\$58,937	90%	89%	45%	88%	96%
	2015/16	80%	76%	4%	\$55,796	94%	92%	45%	85%	95%
Marketing	2017/18	94%	89%	5%	\$47,828	80%	85%	69%	99%	96%
	2016/17	91%	86%	5%	\$44,764	87%	88%	67%	92%	96%
	2015/16	89%	87%	2%	\$40,390	82%	85%	73%	95%	98%
Org & Innov Mgmt	2017/18	91%	83%	9%	\$47,236	87%	85%	49%	93%	100%
	2016/17	88%	81%	7%	\$40,564	84%	84%	48%	90%	93%
	2015/16	89%	83%	7%	\$50,737	87%	85%	47%	94%	98%
Real Estate	2017/18	100%	100%	0%	--	88%	78%	75%	100%	90%
	2016/17	85%	85%	0%	--	86%	100%	100%	92%	100%
	2015/16	100%	100%	0%	--	100%	100%	50%	100%	86%
Supply Chain	2017/18	100%	100%	0%	\$51,499	89%	90%	69%	100%	100%
	2016/17	96%	96%	0%	\$51,501	100%	96%	85%	96%	97%
	2015/16	81%	81%	0%	\$47,032	100%	90%	74%	89%	93%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 11
Engineering First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
EG	311	95%	265	81%	46	14%	\$63,201	83	98%	248	96%	109	72%	313	95%	336	73%
Biomed & CBE	9	90%	7	70%	2	20%	--	1	100%	7	100%	2	100%	9	90%	10	63%
Biomed & EE	5	100%	4	80%	1	20%	--	1	100%	4	100%	1	50%	5	100%	6	86%
Biomed & ME	21	100%	18	86%	3	14%	--	6	100%	15	88%	11	100%	21	100%	22	71%
Chem & Bio Eng	44	92%	37	77%	7	15%	\$66,800	10	91%	36	97%	15	75%	44	92%	48	75%
Civil Eng	30	91%	27	82%	3	9%	\$57,727	13	100%	26	96%	14	70%	31	94%	33	72%
Computer Eng	12	100%	11	92%	1	8%	\$77,667	3	100%	11	100%	4	100%	12	100%	12	71%
Electrical Eng	43	91%	29	62%	14	30%	\$59,586	14	100%	26	93%	16	55%	44	94%	49	82%
Engineering Sci	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1	33%
Environmental Eng	19	95%	18	90%	1	5%	--	4	100%	17	94%	6	100%	19	95%	21	68%
Mechanical Eng	128	98%	114	87%	14	11%	\$64,708	31	97%	106	96%	40	71%	128	98%	134	73%

Table 12
Engineering First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Biomed & CBE	2017/18	90%	70%	20%	--	100%	100%	100%	90%	63%
	2016/17	71%	29%	43%	--	50%	100%	83%	71%	58%
	2015/16	100%	80%	20%	--	100%	100%	50%	100%	56%
Biomed & EE	2017/18	100%	80%	20%	--	100%	100%	50%	100%	86%
	2016/17	100%	75%	25%	--	67%	67%	50%	100%	100%
	2015/16	50%	50%	0%	--	--	100%	100%	50%	100%
Biomed & ME	2017/18	100%	86%	14%	--	100%	88%	100%	100%	71%
	2016/17	100%	76%	24%	--	86%	85%	62%	100%	82%
	2015/16	100%	85%	15%	--	100%	100%	75%	100%	62%
Chem & Bio Eng	2017/18	92%	77%	15%	\$66,800	91%	97%	75%	92%	75%
	2016/17	86%	63%	23%	\$61,357	100%	88%	56%	88%	79%
	2015/16	93%	71%	21%	--	86%	90%	47%	93%	74%
Civil Eng	2017/18	91%	82%	9%	\$57,727	100%	96%	70%	94%	72%
	2016/17	97%	85%	12%	\$55,624	97%	98%	82%	99%	78%
	2015/16	93%	80%	14%	\$49,650	91%	97%	75%	93%	64%
Computer Eng	2017/18	100%	92%	8%	\$77,667	100%	100%	100%	100%	71%
	2016/17	94%	65%	29%	--	100%	100%	78%	94%	81%
	2015/16	91%	82%	9%	--	50%	89%	50%	91%	65%
Electrical Eng	2017/18	91%	62%	30%	\$59,586	100%	93%	55%	94%	82%
	2016/17	89%	70%	19%	\$73,400	100%	100%	65%	93%	85%
	2015/16	89%	63%	26%	--	100%	100%	82%	96%	68%
Engineering Sci	2017/18	--	--	--	--	--	--	--	--	33%
	2016/17	80%	80%	0%	--	67%	100%	60%	100%	83%
	2015/16	86%	71%	14%	--	100%	75%	67%	86%	78%
Environmental Eng	2017/18	95%	90%	5%	--	100%	94%	100%	95%	68%
	2016/17	80%	67%	13%	--	75%	80%	90%	93%	67%
	2015/16	100%	69%	31%	--	75%	100%	75%	100%	65%
Mechanical Eng	2017/18	98%	87%	11%	\$64,708	97%	96%	71%	98%	73%
	2016/17	83%	68%	15%	\$61,417	98%	91%	66%	85%	81%
	2015/16	91%	74%	17%	\$59,955	92%	93%	67%	94%	71%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

UNDERGRADUATE College Specific Results (continued)

Table 13
Health & Human Sciences First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
HS	647	91%	486	68%	161	23%	\$55,118	236	91%	417	88%	404	85%	667	94%	723	70%
Apparel & Merch	43	93%	43	93%	0	0%	--	15	100%	41	95%	15	68%	44	96%	46	68%
Construction Mgmt	134	96%	132	94%	2	1%	\$62,440	121	100%	131	100%	143	100%	138	99%	145	98%
Early Childhood Ed	6	67%	4	44%	2	22%	--	2	100%	4	100%	5	100%	7	78%	9	38%
Family & Consumer Sci	6	100%	4	67%	2	33%	--	1	100%	4	100%	4	80%	6	100%	6	67%
Fermentation Sci & Tech	20	91%	19	86%	1	5%	--	4	67%	14	74%	10	83%	22	100%	23	74%
Health & Exercise Sci	142	85%	93	55%	49	29%	\$38,045	32	80%	65	73%	80	75%	148	88%	169	68%
Hospitality Mgmt	38	97%	36	92%	2	5%	\$36,593	10	91%	34	94%	10	43%	38	97%	41	79%
HDFS	136	94%	79	54%	57	39%	\$33,487	27	82%	57	77%	70	89%	137	94%	148	61%
Interior Design	19	90%	18	86%	1	5%	--	2	67%	17	94%	8	89%	20	95%	22	59%
Nutrition & Food Sci	46	96%	34	71%	12	25%	--	10	77%	30	88%	18	69%	46	96%	48	73%
Social Work	57	86%	24	36%	33	50%	\$35,467	12	92%	20	83%	41	95%	61	92%	66	61%

Table 14
Health & Human Sciences First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Apparel & Merch	2017/18	93%	93%	0%	--	100%	95%	68%	96%	68%
	2016/17	95%	93%	2%	\$34,741	89%	96%	88%	98%	77%
	2015/16	98%	98%	0%	\$38,971	100%	89%	73%	100%	65%
Construction Mgmt	2017/18	96%	94%	1%	\$62,440	100%	100%	100%	99%	98%
	2016/17	97%	97%	0%	\$61,208	99%	99%	99%	99%	99%
	2015/16	98%	95%	2%	\$60,410	100%	99%	99%	100%	99%
Early Childhood Ed	2017/18	67%	44%	22%	--	100%	100%	100%	78%	38%
	2016/17	75%	69%	6%	\$34,883	100%	100%	100%	94%	67%
Family & Consumer Sci	2017/18	100%	67%	33%	--	100%	100%	80%	100%	67%
	2016/17	67%	50%	17%	--	--	0%	25%	67%	60%
	2015/16	80%	80%	0%	--	100%	50%	100%	100%	36%
Fermentation Sci & Tech	2017/18	91%	86%	5%	--	67%	74%	83%	100%	74%
	2016/17	95%	95%	0%	--	90%	100%	100%	95%	84%
	2015/16	100%	100%	0%	--	100%	100%	100%	100%	64%
Health & Exercise Sci	2017/18	85%	55%	29%	\$38,045	80%	73%	75%	88%	68%
	2016/17	89%	58%	31%	\$41,741	65%	67%	69%	94%	69%
	2015/16	89%	56%	33%	\$36,782	87%	64%	79%	91%	67%
Hospitality Mgmt	2017/18	97%	92%	5%	\$36,593	91%	94%	43%	97%	79%
	2016/17	100%	97%	3%	--	91%	83%	29%	100%	74%
	2015/16	97%	95%	3%	--	100%	86%	59%	100%	80%
HDFS	2017/18	94%	54%	39%	\$33,487	82%	77%	89%	94%	61%
	2016/17	85%	51%	34%	\$30,865	71%	73%	85%	88%	70%
	2015/16	88%	52%	36%	\$34,750	72%	77%	80%	92%	65%
Interior Design	2017/18	90%	86%	5%	--	67%	94%	89%	95%	59%
	2016/17	94%	94%	0%	--	83%	100%	82%	94%	68%
	2015/16	96%	92%	4%	--	86%	83%	90%	100%	81%
Nutrition & Food Sci	2017/18	96%	71%	25%	--	77%	88%	69%	96%	73%
	2016/17	84%	70%	14%	--	72%	71%	72%	84%	73%
	2015/16	94%	65%	29%	--	86%	84%	76%	96%	76%
Social Work	2017/18	86%	36%	50%	\$35,467	92%	83%	95%	92%	61%
	2016/17	85%	46%	39%	\$36,653	92%	89%	98%	90%	76%
	2015/16	91%	47%	44%	\$30,897	87%	93%	100%	95%	59%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 15
Liberal Arts First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
LA	650	79%	523	64%	127	15%	\$43,237	198	75%	344	68%	371	56%	697	85%	865	76%
Anthropology	25	74%	17	50%	8	24%	--	7	58%	9	56%	20	63%	25	74%	36	80%
Art	50	63%	49	61%	1	1%	\$33,314	19	76%	35	74%	36	54%	60	75%	80	73%
Comm Studies	113	88%	102	79%	11	9%	\$53,672	36	82%	81	79%	50	51%	122	95%	136	80%
Dance	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	0	0%
Economics	69	75%	50	54%	19	21%	\$52,176	19	83%	36	73%	24	35%	78	85%	97	75%
English	49	72%	36	53%	13	19%	\$36,076	12	57%	19	54%	38	58%	55	81%	75	85%
Ethnic Studies	2	67%	1	33%	1	33%	--	1	100%	0	0%	1	50%	2	67%	3	33%
History	25	81%	16	52%	9	29%	--	9	90%	9	56%	17	71%	25	81%	34	65%
Interdis Liberal Arts	59	86%	48	70%	11	16%	--	20	83%	26	59%	17	35%	61	88%	69	75%
Intl Studies	38	90%	31	74%	7	17%	--	15	65%	14	45%	18	55%	39	93%	42	81%
JMC	72	88%	67	82%	5	6%	\$34,218	23	82%	52	81%	59	95%	74	90%	87	77%
Lang, Lit, & Culture	10	77%	6	46%	4	31%	--	3	60%	2	33%	5	38%	11	85%	16	70%
Music	15	75%	12	60%	3	15%	--	5	71%	7	64%	11	61%	16	80%	22	73%
Philosophy	1	20%	1	20%	0	0%	--	--	--	0	0%	1	17%	2	40%	6	60%
Political Science	40	87%	23	50%	17	37%	\$44,368	10	77%	10	43%	22	63%	42	91%	48	76%
Sociology	73	78%	57	61%	16	17%	\$41,448	16	64%	40	71%	44	59%	76	82%	99	72%
Theatre	9	69%	7	54%	2	15%	--	3	75%	4	67%	8	62%	9	69%	15	83%

(See next page for Liberal Arts First Destination Trends)

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

UNDERGRADUATE College Specific Results (continued)

Table 16
Liberal Arts First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Anthropology	2017/18	74%	50%	24%	--	58%	56%	63%	74%	80%
	2016/17	71%	53%	18%	--	75%	44%	45%	76%	73%
	2015/16	76%	64%	12%	--	63%	44%	48%	88%	66%
Art	2017/18	63%	61%	1%	\$33,314	76%	74%	54%	75%	73%
	2016/17	69%	56%	14%	\$34,600	72%	75%	52%	78%	71%
	2015/16	69%	61%	8%	\$29,413	88%	78%	53%	72%	55%
Comm Studies	2017/18	88%	79%	9%	\$53,672	82%	79%	51%	95%	80%
	2016/17	84%	77%	7%	\$42,682	82%	88%	45%	87%	75%
	2015/16	93%	83%	10%	\$36,467	57%	59%	44%	97%	64%
Dance	2017/18	--	--	--	--	--	--	--	--	0%
	2016/17	80%	20%	60%	--	100%	100%	25%	100%	83%
	2015/16	100%	100%	0%	--	50%	50%	50%	100%	100%
Economics	2017/18	75%	54%	21%	\$52,176	83%	73%	35%	85%	75%
	2016/17	78%	66%	12%	\$45,943	64%	77%	33%	83%	73%
	2015/16	81%	54%	27%	--	92%	77%	24%	86%	66%
English	2017/18	72%	53%	19%	\$36,076	57%	54%	58%	81%	85%
	2016/17	73%	52%	22%	\$32,516	67%	55%	45%	80%	71%
	2015/16	66%	56%	10%	\$38,083	67%	59%	62%	74%	62%
Ethnic Studies	2017/18	67%	33%	33%	--	100%	0%	50%	67%	33%
	2016/17	71%	43%	29%	--	0%	67%	80%	86%	58%
	2015/16	100%	33%	67%	--	--	0%	100%	100%	57%
History	2017/18	81%	52%	29%	--	90%	56%	71%	81%	65%
	2016/17	89%	64%	25%	\$34,207	67%	35%	35%	92%	58%
	2015/16	74%	54%	21%	--	50%	14%	34%	82%	48%
Interdis Liberal Arts	2017/18	86%	70%	16%	--	83%	59%	35%	88%	75%
	2016/17	80%	62%	18%	--	53%	39%	34%	87%	56%
	2015/16	90%	63%	28%	\$32,216	50%	25%	27%	90%	60%
Intl Studies	2017/18	90%	74%	17%	--	65%	45%	55%	93%	81%
	2016/17	78%	74%	4%	--	56%	35%	43%	87%	63%
	2015/16	81%	66%	16%	--	71%	37%	55%	94%	59%
JMC	2017/18	88%	82%	6%	\$34,218	82%	81%	95%	90%	77%
	2016/17	90%	83%	7%	\$36,566	80%	82%	94%	93%	84%
	2015/16	92%	82%	10%	\$33,210	85%	82%	91%	93%	75%
Lang, Lit, & Culture	2017/18	77%	46%	31%	--	60%	33%	38%	85%	70%
	2016/17	88%	56%	31%	--	43%	63%	38%	94%	68%
	2015/16	80%	45%	35%	--	0%	0%	33%	85%	55%
Music	2017/18	75%	60%	15%	--	71%	64%	61%	80%	73%
	2016/17	89%	67%	22%	--	70%	61%	68%	96%	63%
	2015/16	79%	63%	16%	--	71%	82%	53%	84%	69%
Philosophy	2017/18	20%	20%	0%	--	--	0%	17%	40%	60%
	2016/17	91%	73%	18%	--	33%	38%	27%	91%	68%
	2015/16	100%	75%	25%	--	100%	0%	33%	100%	67%
Political Science	2017/18	87%	50%	37%	\$44,368	77%	43%	63%	91%	76%
	2016/17	78%	55%	23%	\$42,253	61%	44%	60%	82%	69%
	2015/16	92%	67%	25%	\$41,833	94%	58%	37%	96%	67%
Sociology	2017/18	78%	61%	17%	\$41,448	64%	71%	59%	82%	72%
	2016/17	70%	54%	16%	\$36,657	60%	59%	63%	78%	75%
	2015/16	82%	52%	29%	\$45,277	62%	50%	69%	84%	63%
Theatre	2017/18	69%	54%	15%	--	75%	67%	62%	69%	83%
	2016/17	70%	70%	0%	--	40%	67%	44%	90%	71%
	2015/16	86%	71%	14%	--	80%	80%	83%	86%	47%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 17
Natural Resources First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
NR	285	83%	248	72%	37	11%	\$40,671	136	81%	191	79%	233	74%	296	86%	363	87%
Ecosystem Sci & Sust	51	89%	43	75%	8	14%	--	22	73%	27	64%	44	79%	51	89%	59	91%
Fire & Em Serv	12	92%	10	77%	2	15%	--	6	86%	10	100%	1	11%	12	92%	13	76%
FWCB	76	78%	66	68%	10	10%	--	41	79%	47	72%	73	78%	79	81%	99	92%
Forestry	11	100%	11	100%	0	0%	--	11	100%	11	100%	8	62%	11	100%	13	81%
Geology	29	83%	26	74%	3	9%	--	6	67%	24	92%	13	46%	29	83%	37	82%
HDNR	8	80%	7	70%	1	10%	--	1	50%	4	80%	10	100%	8	80%	11	85%
NR Tourism	37	93%	32	80%	5	13%	\$40,280	18	90%	25	81%	24	83%	38	95%	43	75%
NRM	40	77%	36	69%	4	8%	\$41,571	24	83%	29	83%	43	81%	44	85%	58	92%
NRRT	10	100%	9	90%	1	10%	--	3	100%	7	88%	2	67%	10	100%	10	91%
Rangeland	4	44%	2	22%	2	22%	--	1	50%	1	50%	7	78%	7	78%	9	100%
Watershed	7	64%	6	55%	1	9%	--	3	100%	6	100%	8	80%	7	64%	11	85%

Table 18
Natural Resources First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Ecosystem Sci & Sust	2017/18	89%	75%	14%	--	73%	64%	79%	89%	91%
	2016/17	87%	81%	6%	\$36,960	94%	88%	81%	94%	76%
	2015/16	80%	75%	5%	--	70%	86%	80%	90%	71%
Fire & Em Serv	2017/18	92%	77%	15%	--	86%	100%	11%	92%	76%
	2016/17	100%	100%	0%	--	100%	80%	0%	100%	50%
	2015/16	92%	67%	25%	--	100%	100%	0%	92%	60%
FWCB	2017/18	78%	68%	10%	--	79%	72%	78%	81%	92%
	2016/17	82%	65%	18%	--	83%	78%	74%	90%	67%
	2015/16	82%	70%	13%	--	84%	83%	80%	86%	73%
Forestry	2017/18	100%	100%	0%	--	100%	100%	62%	100%	81%
	2016/17	100%	89%	11%	\$33,216	100%	81%	85%	100%	73%
	2015/16	89%	67%	22%	--	100%	100%	93%	89%	76%
Geology	2017/18	83%	74%	9%	--	67%	92%	46%	83%	82%
	2016/17	94%	67%	28%	--	100%	92%	44%	94%	58%
	2015/16	82%	61%	21%	--	100%	94%	47%	89%	83%
HDNR	2017/18	80%	70%	10%	--	50%	80%	100%	80%	85%
	2016/17	80%	80%	0%	--	100%	100%	100%	100%	64%
NR Tourism	2017/18	93%	80%	13%	\$40,280	90%	81%	83%	95%	75%
	2016/17	93%	87%	7%	--	82%	85%	88%	93%	70%
NRM	2017/18	77%	69%	8%	\$41,571	83%	83%	81%	85%	92%
	2016/17	91%	83%	9%	--	70%	69%	70%	94%	62%
	2015/16	78%	73%	5%	--	82%	81%	70%	86%	67%
NRRT	2017/18	100%	90%	10%	--	100%	88%	67%	100%	91%
	2016/17	96%	79%	17%	--	57%	79%	80%	96%	60%
	2015/16	97%	82%	15%	--	81%	76%	85%	97%	69%
Rangeland	2017/18	44%	22%	22%	--	50%	50%	78%	78%	100%
	2016/17	100%	100%	0%	--	75%	100%	75%	100%	86%
	2015/16	100%	100%	0%	--	100%	100%	100%	100%	67%
Watershed	2017/18	64%	55%	9%	--	100%	100%	80%	64%	85%
	2016/17	78%	67%	11%	--	100%	83%	75%	100%	60%
	2015/16	65%	41%	24%	--	100%	86%	73%	76%	71%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

UNDERGRADUATE College Specific Results (continued)

Table 19
Natural Sciences First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
NS	496	79%	359	57%	137	22%	\$55,230	175	82%	272	79%	347	59%	525	84%	651	87%
ACT	21	88%	20	83%	1	4%	\$61,987	10	91%	17	89%	9	39%	22	92%	25	83%
Biochemistry	27	79%	16	47%	11	32%	--	6	75%	14	88%	24	75%	29	85%	35	85%
Biological Science	111	78%	66	46%	45	31%	\$34,168	32	82%	47	73%	78	56%	123	86%	152	90%
Chemistry	11	79%	6	43%	5	36%	--	2	100%	6	100%	13	81%	11	79%	17	81%
Computer Science	100	87%	91	79%	9	8%	\$71,442	57	98%	86	98%	54	56%	103	90%	116	89%
Mathematics	25	69%	22	61%	3	8%	\$49,873	10	71%	14	67%	14	40%	31	86%	37	84%
Natural Science	1	20%	1	20%	0	0%	--	--	--	--	--	4	100%	1	20%	5	83%
Physics	6	75%	3	38%	3	38%	--	0	0%	1	33%	4	57%	6	75%	8	73%
Psychology	145	82%	100	56%	45	25%	\$36,688	38	69%	62	65%	108	66%	150	85%	182	84%
Statistics	13	100%	7	54%	6	46%	--	3	60%	5	71%	5	42%	13	100%	13	87%
Zoology	36	64%	27	48%	9	16%	--	17	85%	20	77%	34	59%	36	64%	61	91%

Table 20
Natural Sciences First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
ACT	2017/18	88%	83%	4%	\$61,987	91%	89%	39%	92%	83%
	2016/17	81%	74%	7%	\$61,879	100%	100%	48%	93%	84%
	2015/16	86%	81%	5%	--	100%	100%	65%	86%	85%
Biochemistry	2017/18	79%	47%	32%	--	75%	88%	75%	85%	85%
	2016/17	71%	24%	47%	--	86%	78%	75%	76%	97%
	2015/16	75%	38%	38%	--	60%	82%	66%	84%	87%
Biological Science	2017/18	78%	46%	31%	\$34,168	82%	73%	56%	86%	90%
	2016/17	68%	30%	38%	--	70%	60%	51%	81%	84%
	2015/16	72%	33%	39%	\$43,545	69%	78%	58%	81%	92%
Chemistry	2017/18	79%	43%	36%	--	100%	100%	81%	79%	81%
	2016/17	71%	35%	35%	--	80%	33%	80%	76%	85%
	2015/16	80%	40%	40%	--	100%	100%	91%	80%	100%
Computer Science	2017/18	87%	79%	8%	\$71,442	98%	98%	56%	90%	89%
	2016/17	79%	72%	7%	\$74,608	95%	100%	56%	83%	95%
	2015/16	92%	81%	11%	\$65,485	95%	98%	58%	92%	88%
Mathematics	2017/18	69%	61%	8%	\$49,873	71%	67%	40%	86%	84%
	2016/17	61%	42%	19%	\$43,800	80%	77%	54%	71%	89%
	2015/16	63%	51%	11%	\$48,945	100%	100%	56%	69%	97%
Natural Science	2017/18	20%	20%	0%	--	--	--	100%	20%	83%
	2016/17	63%	38%	25%	--	100%	100%	89%	75%	83%
	2015/16	70%	50%	20%	--	100%	100%	91%	90%	100%
Physics	2017/18	75%	38%	38%	--	0%	33%	57%	75%	73%
	2016/17	67%	40%	27%	--	83%	83%	87%	80%	94%
	2015/16	44%	6%	38%	--	100%	100%	75%	50%	100%
Psychology	2017/18	82%	56%	25%	\$36,688	69%	65%	66%	85%	84%
	2016/17	72%	47%	25%	\$37,453	62%	63%	61%	81%	83%
	2015/16	77%	45%	32%	\$33,087	70%	53%	64%	86%	86%
Statistics	2017/18	82%	56%	25%	\$36,688	69%	65%	66%	85%	84%
	2016/17	89%	56%	33%	--	100%	100%	57%	100%	91%
	2015/16	77%	45%	32%	\$33,087	70%	53%	64%	86%	86%
Zoology	2017/18	64%	48%	16%	--	85%	77%	59%	64%	91%
	2016/17	65%	32%	32%	--	78%	73%	68%	71%	81%
	2015/16	65%	46%	20%	--	60%	71%	49%	76%	88%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

**Table 21
Veterinary Medicine and Biomedical Sciences First Destination Results**

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
VM	109	77%	66	47%	43	30%	\$33,793	23	82%	56	88%	98	74%	116	82%	144	87%
Biomedical Science	46	71%	20	31%	26	40%	--	7	100%	17	89%	44	73%	48	74%	66	96%
Environmental Health	17	94%	13	72%	4	22%	--	5	100%	13	100%	14	88%	18	100%	18	82%
Microbiology	32	76%	23	55%	9	21%	--	8	80%	19	86%	28	70%	35	83%	43	77%
Neuroscience	14	88%	10	63%	4	25%	--	3	50%	7	70%	12	71%	15	94%	17	94%

**Table 22
Veterinary Medicine and Biomedical Sciences First Destination Trends**

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Biomedical Science	2017/18	71%	31%	40%	--	100%	89%	73%	74%	96%
	2016/17	78%	27%	51%	\$40,994	94%	74%	73%	81%	91%
	2015/16	79%	24%	54%	--	79%	71%	76%	87%	96%
Environmental Health	2017/18	94%	72%	22%	--	100%	100%	88%	100%	82%
	2016/17	90%	81%	10%	--	100%	88%	100%	90%	85%
	2015/16	100%	63%	38%	--	82%	93%	78%	100%	96%
Microbiology	2017/18	76%	55%	21%	--	80%	86%	70%	83%	77%
	2016/17	83%	36%	47%	--	90%	94%	73%	91%	86%
	2015/16	66%	37%	29%	\$33,965	83%	80%	77%	78%	91%
Neuroscience	2017/18	88%	63%	25%	--	50%	70%	71%	94%	94%
	2016/17	100%	40%	60%	--	0%	0%	100%	100%	100%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Tables 23–28 display undergraduate student first destination results by population and then over time.

Table 23
Undergraduate Student Ethnicity/Race First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
Asian American	73	82%	58	65%	15	17%	\$46,901	26	74%	42	78%	57	70%	76	85%	94	83%
Black	59	78%	43	57%	16	21%	\$59,049	19	76%	29	71%	38	61%	61	80%	76	73%
Hawaiian/Pac Islander	5	100%	5	100%	0	0%	--	2	67%	4	80%	2	67%	5	100%	5	63%
Hispanic/Latino	350	84%	285	68%	65	16%	\$51,335	121	83%	213	79%	212	65%	376	90%	430	79%
International	98	69%	40	28%	58	41%	--	18	90%	36	95%	48	40%	111	78%	146	75%
Multi-Racial	100	86%	86	74%	14	12%	\$50,591	40	77%	61	76%	63	68%	103	89%	121	80%
Native American	17	85%	15	75%	2	10%	--	9	100%	13	87%	13	72%	18	90%	21	81%
No Response	95	83%	74	65%	21	18%	\$48,702	42	93%	65	90%	51	58%	98	86%	118	84%
White	2496	87%	2018	70%	478	17%	\$51,514	1038	85%	1592	82%	1611	68%	2591	90%	3001	81%

Table 24
Undergraduate Student Ethnicity/Race First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Asian American	2017/18	82%	65%	17%	\$46,901	74%	78%	70%	85%	83%
	2016/17	84%	59%	24%	\$40,852	64%	72%	73%	85%	82%
	2015/16	76%	51%	25%	\$45,143	74%	78%	51%	86%	83%
Black	2017/18	78%	57%	21%	\$59,049	76%	71%	61%	80%	73%
	2016/17	76%	55%	22%	\$48,780	68%	83%	62%	89%	64%
	2015/16	89%	65%	24%	\$49,049	82%	65%	79%	91%	69%
Hawaiian/Pac Islander	2017/18	100%	100%	0%	--	67%	80%	67%	100%	63%
	2016/17	67%	33%	33%	--	100%	100%	67%	100%	75%
	2015/16	80%	60%	20%	--	50%	67%	67%	80%	63%
Hispanic/Latino	2017/18	84%	68%	16%	\$51,335	83%	79%	65%	90%	79%
	2016/17	83%	65%	18%	\$46,969	83%	77%	61%	88%	76%
	2015/16	86%	66%	20%	\$43,517	83%	77%	70%	92%	75%
International	2017/18	69%	28%	41%	--	90%	95%	40%	78%	75%
	2016/17	75%	36%	39%	--	91%	87%	44%	83%	77%
	2015/16	74%	33%	41%	--	100%	95%	37%	81%	75%
Multi-Racial	2017/18	86%	74%	12%	\$50,591	77%	76%	68%	89%	80%
	2016/17	88%	72%	16%	\$46,393	81%	78%	67%	91%	82%
	2015/16	88%	60%	28%	\$45,403	86%	76%	68%	93%	74%
Native American	2017/18	85%	75%	10%	--	100%	87%	72%	90%	81%
	2016/17	77%	77%	0%	--	83%	89%	64%	100%	76%
	2015/16	90%	40%	50%	--	33%	75%	50%	100%	61%
No Response	2017/18	83%	65%	18%	\$48,702	93%	90%	58%	86%	84%
	2016/17	85%	67%	18%	\$50,115	89%	84%	64%	91%	78%
	2015/16	84%	64%	20%	\$52,117	88%	80%	68%	89%	78%
White	2017/18	87%	70%	17%	\$51,514	85%	82%	68%	90%	81%
	2016/17	85%	67%	17%	\$49,684	84%	81%	68%	89%	80%
	2015/16	86%	66%	20%	\$47,023	84%	79%	66%	90%	75%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 25
Undergraduate Student Gender First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
Women	1737	84%	1316	64%	421	20%	\$45,086	610	81%	1005	80%	1189	69%	1825	88%	2137	--
Men	1521	88%	1279	74%	242	14%	\$55,922	686	88%	1031	84%	872	63%	1574	91%	1816	--
T/NB/GNC	18	69%	14	54%	4	15%	--	8	73%	8	67%	16	62%	22	85%	27	--
Prefer Not to Answer	17	61%	15	54%	2	7%	\$51,625	11	92%	11	73%	18	58%	18	64%	32	--

T/NB/GNC represents Transgender/Non-Binary/Gender Non-Conforming individuals. Knowledge rates by gender are unavailable because gender is binary in university records.

Table 26
Undergraduate Student Gender First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
Women	2017/18	84%	64%	20%	\$45,086	81%	80%	69%	88%	--
	2016/17	84%	62%	22%	\$42,658	79%	79%	71%	89%	79%
	2015/16	85%	61%	24%	\$40,706	79%	75%	70%	89%	76%
Men	2017/18	88%	74%	14%	\$55,922	88%	84%	63%	91%	--
	2016/17	84%	70%	14%	\$53,985	87%	82%	62%	89%	78%
	2015/16	86%	68%	18%	\$51,460	89%	82%	60%	89%	74%
T/NB/GNC	2017/18	69%	54%	15%	--	73%	67%	62%	85%	--
Prefer Not to Answer	2017/18	61%	54%	7%	\$51,625	92%	73%	58%	64%	--

T/NB/GNC represents Transgender/Non-Binary/Gender Non-Conforming individuals.

Table 27
Undergraduate Student First Generation and Pell Grant Recipient First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	3293	85%	2624	68%	669	17%	\$51,484	1315	85%	2055	82%	2095	66%	3439	89%	4012	81%
First Gen	772	83%	627	67%	145	16%	\$49,701	312	79%	473	78%	470	60%	818	88%	974	79%
Pell Grant	978	84%	787	67%	191	16%	\$50,265	370	82%	603	80%	610	64%	1027	88%	1217	80%

Table 28
Undergraduate Student First Generation and Pell Grant Recipient First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate ³	Offer Rate ⁴	Knowledge Rate ⁵
First Gen	2017/18	83%	67%	16%	\$49,701	79%	78%	60%	88%	79%
	2016/17	81%	65%	16%	\$48,311	81%	80%	62%	86%	77%
	2015/16	85%	67%	18%	\$45,840	78%	76%	62%	90%	74%
Pell Grant	2017/18	84%	67%	16%	\$50,265	82%	80%	64%	88%	80%
	2016/17	81%	64%	18%	\$47,373	81%	81%	64%	86%	75%
	2015/16	84%	64%	19%	\$44,554	80%	76%	63%	90%	74%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment. Salary is only reported if n>4.

³ Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.

⁴ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁵ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 29 displays CSU undergraduate student satisfaction results over time.

Table 30 displays undergraduate student satisfaction results by college over time.

Tables 31 – 33 display undergraduate student satisfaction results by population over time

Table 29
CSU Undergraduate Student Satisfaction Trends

	2017/18	2016/17	2015/16
Entire Educational Experience at CSU – Excellent/Good	88%	90%	91%
Educational Experience in Major – Excellent/Good	89%	90%	92%
Choose CSU Again – Definitely/Probably Yes	88%	89%	90%
Choose Major Again – Definitely/Probably Yes	81%	81%	82%
Advising Satisfaction – Excellent/Better than Average	81%	83%	83%
Faculty/Staff Member Positive Influence – Yes	82%	83%	84%
Time Studying – Very Much/Quite a Bit	81%	82%	83%

Table 30
Undergraduate Student Satisfaction Trends by College

		AG	BU	EG	HS	LA	NR	NS	VM
Entire Educational Experience at CSU – Excellent/Good	2017/18	86%	93%	83%	90%	84%	86%	86%	91%
	2016/17	92%	93%	81%	94%	88%	93%	87%	95%
	2015/16	92%	93%	89%	95%	91%	89%	88%	93%
Educational Experience in Major – Excellent/Good	2017/18	87%	94%	82%	93%	85%	85%	86%	92%
	2016/17	91%	93%	78%	94%	87%	90%	88%	93%
	2015/16	94%	94%	87%	95%	89%	91%	89%	94%
Choose CSU Again – Definitely/Probably Yes	2017/18	87%	92%	82%	89%	82%	90%	89%	88%
	2016/17	91%	91%	81%	93%	86%	93%	84%	94%
	2015/16	92%	91%	85%	95%	87%	91%	86%	92%
Choose Major Again – Definitely/Probably Yes	2017/18	81%	88%	86%	84%	77%	76%	76%	85%
	2016/17	86%	85%	77%	86%	75%	81%	78%	81%
	2015/16	83%	87%	87%	86%	77%	78%	79%	83%
Advising Satisfaction – Excellent/Better than Average	2017/18	79%	87%	79%	80%	81%	84%	71%	91%
	2016/17	83%	84%	70%	86%	84%	84%	78%	92%
	2015/16	77%	84%	82%	89%	78%	84%	79%	93%
Faculty/Staff Member Positive Influence – Yes	2017/18	89%	80%	70%	88%	84%	82%	77%	88%
	2016/17	88%	83%	72%	90%	84%	82%	79%	88%
	2015/16	94%	81%	79%	90%	83%	87%	78%	88%
Time Studying – Very Much/Quite a Bit	2017/18	80%	81%	97%	78%	79%	72%	84%	93%
	2016/17	81%	80%	91%	80%	78%	75%	86%	95%
	2015/16	79%	85%	95%	78%	80%	74%	86%	95%

Table 31
Undergraduate Student Satisfaction Trends by Ethnicity/Race

		Asian American	Black	Hawaiian/ Pac Islander	Hispanic/ Latino	Inter-national	Multi-Racial	Native American	No Response	White
Entire Educational Experience at CSU – Excellent/Good	2017/18	95%	85%	67%	87%	94%	90%	82%	72%	88%
	2016/17	92%	92%	100%	91%	94%	89%	80%	91%	90%
	2015/16	81%	98%	100%	93%	96%	92%	100%	90%	91%
Educational Experience in Major – Excellent/Good	2017/18	94%	83%	100%	89%	92%	95%	88%	82%	88%
	2016/17	89%	92%	100%	91%	92%	93%	100%	92%	89%
	2015/16	77%	95%	100%	90%	93%	95%	86%	94%	92%
Choose CSU Again – Definitely/Probably Yes	2017/18	93%	73%	67%	87%	91%	93%	71%	79%	88%
	2016/17	94%	77%	100%	91%	92%	84%	80%	87%	89%
	2015/16	81%	95%	100%	86%	88%	88%	100%	93%	90%
Choose Major Again – Definitely/Probably Yes	2017/18	84%	82%	100%	75%	85%	82%	94%	69%	82%
	2016/17	71%	92%	67%	80%	74%	84%	90%	84%	81%
	2015/16	71%	83%	100%	81%	73%	80%	57%	80%	83%
Advising Satisfaction – Excellent/Better than Average	2017/18	86%	84%	100%	82%	95%	88%	72%	68%	80%
	2016/17	87%	87%	100%	86%	94%	82%	90%	76%	82%
	2015/16	91%	90%	100%	83%	96%	84%	86%	77%	82%
Faculty/Staff Member Positive Influence – Yes	2017/18	78%	82%	100%	84%	64%	78%	94%	75%	84%
	2016/17	82%	77%	100%	83%	67%	82%	60%	78%	85%
	2015/16	73%	93%	33%	84%	62%	82%	86%	83%	85%
Time Studying – Very Much/Quite a Bit	2017/18	78%	85%	100%	83%	93%	76%	89%	77%	80%
	2016/17	84%	90%	100%	86%	92%	80%	90%	88%	81%
	2015/16	77%	85%	67%	81%	89%	84%	43%	79%	83%

Table 32
Undergraduate Student Satisfaction Trends by Gender

		Women	Men	T/NB/GNC	Prefer Not to Answer
Entire Educational Experience at CSU – Excellent/Good	2017/18	89%	88%	81%	53%
	2016/17	92%	88%	--	--
	2015/16	93%	90%	--	--
Educational Experience in Major – Excellent/Good	2017/18	89%	89%	85%	59%
	2016/17	90%	90%	--	--
	2015/16	92%	91%	--	--
Choose CSU Again – Definitely/Probably Yes	2017/18	88%	88%	80%	65%
	2016/17	91%	87%	--	--
	2015/16	90%	89%	--	--
Choose Major Again – Definitely/Probably Yes	2017/18	81%	82%	75%	58%
	2016/17	80%	82%	--	--
	2015/16	82%	83%	--	--
Advising Satisfaction – Excellent/Better than Average	2017/18	81%	82%	74%	67%
	2016/17	84%	81%	--	--
	2015/16	81%	84%	--	--
Faculty/Staff Member Positive Influence – Yes	2017/18	84%	80%	81%	87%
	2016/17	86%	81%	--	--
	2015/16	85%	82%	--	--
Time Studying – Very Much/Quite a Bit	2017/18	81%	82%	70%	81%
	2016/17	82%	82%	--	--
	2015/16	82%	84%	--	--

T/NB/GNC represents Transgender/Non-Binary/Gender Non-Conforming individuals.

UNDERGRADUATE Satisfaction Summary (continued)

Table 33
Undergraduate Student Satisfaction Trends by First Generation and Pell Grant Recipient Status

		First Gen	Pell Grant
Entire Educational Experience at CSU – Excellent/Good	2017/18	86%	85%
	2016/17	89%	91%
	2015/16	91%	91%
Educational Experience in Major – Excellent/Good	2017/18	89%	87%
	2016/17	90%	91%
	2015/16	91%	91%
Choose CSU Again – Definitely/Probably Yes	2017/18	86%	84%
	2016/17	89%	89%
	2015/16	91%	90%
Choose Major Again – Definitely/Probably Yes	2017/18	80%	78%
	2016/17	81%	82%
	2015/16	82%	82%
Advising Satisfaction – Excellent/Better than Average	2017/18	82%	79%
	2016/17	84%	85%
	2015/16	83%	82%
Faculty/Staff Member Positive Influence – Yes	2017/18	82%	84%
	2016/17	82%	84%
	2015/16	81%	85%
Time Studying – Very Much/Quite a Bit	2017/18	83%	81%
	2016/17	82%	84%
	2015/16	82%	83%

Table 34 displays CSU graduate student results over time.

Tables 35-36 display graduate student results by college and then over time.

Tables 37-38 display graduate student results by degree and then over time.

Table 34
Graduate Student First Destination Trends

	2017/18	2016/17	2015/16
Plans Secured	91%	95%	88%
Employed	78%	81%	84%
Continuing Education ¹	13%	14%	4%
Average Salary ²	\$77,688	\$74,705	\$71,573
Employment Related to Career Plans	94%	95%	95%
Employment Related to Program	95%	93%	94%
Offer Rate ³	93%	96%	91%
Knowledge Rate ⁴	70%	67%	67%

Table 35
Graduate Student First Destination Results by College

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Program		Offer Rate ³		Knowledge Rate ⁴	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%
CSU Total	1387	91%	1192	78%	195	13%	\$77,688	490	94%	1028	95%	1421	93%	1536	70%
AG	59	92%	53	83%	6	9%	\$55,520	27	96%	52	98%	61	95%	66	71%
BU	374	94%	356	90%	18	5%	\$94,216	181	92%	242	90%	383	96%	399	83%
EG	165	89%	136	73%	29	16%	\$86,671	42	98%	132	100%	169	91%	187	70%
HS	220	89%	194	78%	26	10%	\$59,860	72	97%	182	95%	225	91%	253	62%
IU	28	93%	20	67%	8	27%	--	9	100%	19	100%	28	93%	30	77%
LA	122	87%	98	70%	24	17%	\$55,235	50	94%	88	93%	127	91%	143	69%
NR	87	87%	81	81%	6	6%	\$58,124	33	92%	72	90%	91	91%	100	62%
NS	152	94%	112	70%	40	25%	\$89,016	30	100%	107	98%	154	96%	161	73%
VM	180	92%	142	72%	38	19%	\$60,051	46	94%	134	96%	183	93%	197	58%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment and continuing employment. Salary is only reported if n>4.

³ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁴ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

GRADUATE Overview (continued)

Table 36
Graduate Student First Destination Trends by College

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Program	Offer Rate ³	Knowledge Rate ⁴
AG	2017/18	92%	83%	9%	\$55,520	96%	98%	95%	71%
	2016/17	95%	83%	13%	\$56,147	91%	90%	97%	74%
	2015/16	85%	78%	6%	\$55,806	97%	92%	89%	67%
BU	2017/18	94%	90%	5%	\$94,216	92%	90%	96%	83%
	2016/17	97%	93%	4%	\$94,111	95%	92%	97%	82%
	2015/16	94%	93%	1%	\$85,546	91%	92%	96%	78%
EG	2017/18	89%	73%	16%	\$86,671	98%	100%	91%	70%
	2016/17	92%	75%	17%	\$76,177	96%	95%	93%	72%
	2015/16	83%	79%	4%	\$77,460	98%	96%	86%	67%
HS	2017/18	89%	78%	10%	\$59,860	97%	95%	91%	62%
	2016/17	94%	86%	8%	\$58,873	94%	96%	95%	57%
	2015/16	89%	87%	2%	\$60,468	99%	98%	91%	62%
IU	2017/18	93%	67%	27%	--	100%	100%	93%	77%
	2016/17	97%	81%	16%	--	100%	100%	97%	70%
	2015/16	87%	84%	2%	\$52,153	95%	100%	93%	77%
LA	2017/18	87%	70%	17%	\$55,235	94%	93%	91%	69%
	2016/17	96%	72%	24%	\$46,107	87%	86%	98%	73%
	2015/16	77%	69%	8%	\$53,602	92%	89%	83%	66%
NR	2017/18	87%	81%	6%	\$58,124	92%	90%	91%	62%
	2016/17	92%	78%	14%	\$54,328	96%	89%	93%	58%
	2015/16	82%	79%	3%	\$52,843	91%	91%	87%	77%
NS	2017/18	94%	70%	25%	\$89,016	100%	98%	96%	73%
	2016/17	96%	76%	20%	\$67,198	97%	95%	96%	67%
	2015/16	92%	85%	7%	\$78,189	98%	97%	93%	66%
VM	2017/18	92%	72%	19%	\$60,051	94%	96%	93%	58%
	2016/17	94%	62%	32%	\$67,390	100%	92%	96%	50%
	2015/16	88%	78%	10%	\$65,337	96%	95%	94%	49%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment and continuing employment. Salary is only reported if n>4.

³ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁴ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 37
Graduate Student First Destination Results by Degree Level

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Program		Offer Rate ³		Knowledge Rate ⁴	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%
CSU Total	1387	91%	1192	78%	195	13%	\$77,688	490	94%	1028	95%	1421	93%	1536	70%
CT	71	100%	41	58%	30	42%	\$60,702	6	86%	37	90%	71	100%	71	64%
Masters	1076	90%	916	77%	160	13%	\$76,813	381	94%	762	93%	1106	93%	1206	70%
PHD	183	91%	178	89%	5	2%	\$87,546	85	98%	172	99%	187	93%	202	81%
DVM	57	100%	57	100%	0	0%	\$70,000	18	100%	57	100%	57	100%	57	41%

Table 38
Graduate Student First Destination Trends by Degree Level

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Program	Offer Rate ³	Knowledge Rate ⁴
CT	2017/18	100%	58%	42%	\$60,702	86%	90%	100%	64%
	2016/17	100%	71%	29%	\$94,313	100%	91%	100%	70%
Masters	2017/18	90%	77%	13%	\$76,813	94%	93%	93%	70%
	2016/17	95%	79%	16%	\$74,220	94%	92%	96%	69%
	2015/16	88%	83%	5%	\$71,528	93%	93%	91%	67%
PHD	2017/18	91%	89%	2%	\$87,546	98%	99%	93%	81%
	2016/17	97%	93%	4%	\$76,169	99%	96%	97%	67%
	2015/16	88%	87%	1%	\$71,716	98%	99%	90%	82%
DVM	2017/18	100%	100%	0%	\$70,000	100%	100%	100%	41%
	2016/17	98%	98%	0%	\$69,833	100%	100%	100%	36%
	2015/16	98%	96%	2%	\$74,500	100%	100%	98%	42%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment and continuing employment. Salary is only reported if n>4.

³ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁴ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 39 displays most common employers of graduate students.

Table 40 displays most popular locations of graduate students.

Table 41 displays most common industries of graduate students.

Table 39
Most Common Employers of Graduate Students

Employers
Centura Health
Colorado State University
Deloitte
Front Range Community College
HP, Inc.
JBS USA
Lockheed Martin
Madwire
Pilgrim's
Poudre School District
Raytheon
US Air Force
US Army
VCA Animal Hospitals

Table 40
Most Common Locations of Employment of Graduate Students

Locations	Count	%
CO	586	49.41%
CA	92	7.76%
International	58	4.89%
TX	38	3.20%
NY	24	2.02%
AZ	22	1.85%
WA	22	1.85%
OR	19	1.60%
MN	17	1.43%
NC	16	1.35%
MA	16	1.35%
FL	15	1.26%
PA	14	1.18%
ID	14	1.18%
WY	13	1.10%
OH	13	1.10%
VA	13	1.10%
MI	12	1.01%

Table 41
Most Common Industries of Employment of Graduate Students

Industries	Count	%
Education & Social Impact	276	25.51%
Technology, Information, & Computing	148	13.68%
Animal & Agriculture	121	11.18%
Building, Energy, & Manufacturing	95	8.78%
Health & Recreation	95	8.78%
Financial Services	73	6.75%
Life Sciences & BioTech	68	6.28%
Sustainability & Environment	66	6.10%
Law & Public Safety	41	3.79%
Hospitality & Tourism	29	2.68%
Marketing, Advertising, & Media	25	2.31%
Food, Beverages, & Brewing	19	1.76%
Entrepreneurship & Innovation	12	1.11%
Retail Management & Merchandising	9	0.83%
Creative Arts & Design	5	0.46%

Tables 42 – 45 display graduate student first destination results by population and then over time.

Table 42
Graduate Student Ethnicity/Race First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Program		Offer Rate ³		Knowledge Rate ⁴	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%
CSU Total	1387	91%	1192	78%	195	13%	\$77,688	490	94%	1028	95%	1421	93%	1536	70%
Asian American	48	89%	43	80%	5	9%	\$92,526	18	95%	36	88%	48	89%	54	65%
Black	25	100%	20	80%	5	20%	\$67,383	6	86%	16	94%	25	100%	25	69%
Hawaiian/Pac Islander	1	100%	1	100%	0	0%	--	1	100%	1	100%	1	100%	1	100%
Hispanic/Latino	82	88%	69	74%	13	14%	\$69,827	31	97%	64	98%	83	89%	94	73%
International	171	80%	137	64%	34	16%	\$85,648	49	94%	126	98%	185	87%	217	63%
Multi-Racial	32	91%	27	77%	5	14%	\$92,591	9	82%	25	96%	33	94%	35	73%
Native American	2	67%	2	67%	0	0%	--	--	--	1	100%	3	100%	3	60%
No Response	48	92%	41	79%	7	13%	\$75,498	11	92%	38	100%	48	92%	52	55%
White	978	93%	852	81%	126	12%	\$76,889	365	95%	721	94%	995	95%	1055	72%

Table 43
Graduate Student Ethnicity/Race First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Program	Offer Rate ³	Knowledge Rate ⁴
Asian American	2017/18	89%	80%	9%	\$92,526	95%	88%	89%	65%
	2016/17	98%	89%	9%	\$82,011	93%	97%	98%	64%
	2015/16	91%	86%	5%	\$93,541	83%	86%	93%	67%
Black	2017/18	100%	80%	20%	\$67,383	86%	94%	100%	69%
	2016/17	95%	76%	19%	\$72,800	100%	82%	95%	68%
	2015/16	88%	84%	4%	\$70,549	100%	100%	92%	68%
Hawaiian/Pac Islander	2017/18	100%	100%	0%	--	100%	100%	100%	100%
	2016/17	100%	100%	0%	--	100%	100%	100%	100%
	2015/16	--	--	--	--	--	--	--	--
Hispanic/Latino	2017/18	88%	74%	14%	\$69,827	97%	98%	89%	73%
	2016/17	90%	82%	8%	\$69,195	93%	95%	92%	65%
	2015/16	82%	80%	1%	\$70,434	96%	91%	85%	60%
International	2017/18	80%	64%	16%	\$85,648	94%	98%	87%	63%
	2016/17	91%	71%	20%	\$62,985	95%	100%	93%	62%
	2015/16	74%	68%	6%	\$69,577	98%	99%	81%	69%
Multi-Racial	2017/18	91%	77%	14%	\$92,591	82%	96%	94%	73%
	2016/17	97%	85%	12%	\$63,907	100%	88%	97%	79%
	2015/16	90%	79%	10%	\$76,178	85%	88%	94%	65%
Native American	2017/18	67%	67%	0%	--	--	100%	100%	60%
	2016/17	89%	89%	0%	--	33%	67%	100%	69%
	2015/16	100%	100%	0%	--	100%	80%	100%	56%
No Response	2017/18	92%	79%	13%	\$75,498	92%	100%	92%	55%
	2016/17	98%	79%	19%	\$71,744	94%	98%	100%	59%
	2015/16	84%	82%	2%	\$69,494	85%	88%	86%	63%
White	2017/18	93%	81%	12%	\$76,889	95%	94%	95%	72%
	2016/17	96%	82%	14%	\$76,137	95%	91%	97%	69%
	2015/16	92%	88%	4%	\$71,415	95%	95%	94%	68%

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment and continuing employment. Salary is only reported if n>4.

³ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁴ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

GRADUATE Population Specific Results (continued)

Table 44
Graduate Student Gender First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Program		Offer Rate ³		Knowledge Rate ⁴	
	Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%
CSU Total	1387	91%	1192	78%	195	13%	\$77,688	490	94%	1028	95%	1421	93%	1536	70%
Women	711	90%	608	77%	103	13%	\$64,866	260	95%	538	94%	730	93%	798	--
Men	666	93%	574	80%	92	13%	\$90,998	224	93%	480	95%	679	95%	722	--
T/NB/GNC	3	75%	3	75%	0	0%	--	2	100%	3	100%	4	100%	4	--
Prefer Not to Answer	7	58%	7	58%	0	0%	--	4	100%	7	100%	8	67%	12	--

T/NB/GNC represents Transgender/Non-Binary/Gender Non-Conforming individuals. Knowledge rates by gender are unavailable because gender is binary in university records.

Table 45
Graduate Student Gender First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Program	Offer Rate ³	Knowledge Rate ⁴
Women	2017/18	90%	77%	13%	\$64,866	95%	94%	93%	--
	2016/17	95%	80%	15%	\$60,191	94%	93%	96%	64%
	2015/16	87%	83%	4%	\$63,264	95%	95%	91%	65%
Men	2017/18	93%	80%	13%	\$90,998	93%	95%	95%	--
	2016/17	96%	82%	14%	\$88,043	96%	92%	96%	70%
	2015/16	89%	85%	4%	\$78,875	95%	94%	92%	69%
T/NB/GNC	2017/18	75%	75%	0%	--	100%	100%	100%	--
Prefer Not to Answer	2017/18	58%	58%	0%	--	100%	100%	67%	--

T/NB/GNC represents Transgender/Non-Binary/Gender Non-Conforming individuals.

¹ Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

² Average salary is based on full-time permanent employment and continuing employment. Salary is only reported if n>4.

³ Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.

⁴ Knowledge rate is the percent of graduates for which CSU has reasonable and verifiable information regarding post-graduation plan.

Table 46 displays CSU graduate student satisfaction results over time.

Table 47 displays graduate student satisfaction results by college over time.

Table 48 displays graduate student satisfaction results by degree over time.

Tables 49–50 display graduate student satisfaction results by population over time.

CSU Graduate Student Satisfaction Trends

	2017/18	2016/17	2015/16
Entire Educational Experience at CSU – Excellent/Good	92%	93%	92%
Educational Experience in Program – Excellent/Good	91%	90%	90%
Choose CSU Again – Definitely/Probably Yes	90%	91%	88%
Choose Program Again – Definitely/Probably Yes	87%	88%	88%
Advising Satisfaction – Excellent/Better than Average	83%	85%	82%
Professional Development – Excellent/Better than Average	76%	79%	77%
Faculty/Staff Member Positive Influence - Yes	81%	76%	81%

Table 47

Graduate Student Satisfaction Trends by College

		AG	BU	EG	HS	IU	LA	NR	NS	VM
Entire Educational Experience at CSU – Excellent/Good	2017/18	95%	94%	96%	84%	100%	90%	93%	89%	93%
	2016/17	96%	95%	92%	92%	70%	87%	93%	91%	96%
	2015/16	91%	94%	92%	93%	81%	93%	97%	86%	91%
Educational Experience in Program – Excellent/Good	2017/18	95%	92%	91%	80%	100%	90%	98%	85%	94%
	2016/17	96%	92%	85%	88%	70%	88%	91%	84%	98%
	2015/16	89%	92%	90%	92%	81%	84%	94%	84%	89%
Choose CSU Again – Definitely/Probably Yes	2017/18	88%	93%	86%	82%	92%	88%	92%	87%	96%
	2016/17	93%	94%	84%	89%	80%	87%	95%	89%	92%
	2015/16	83%	91%	86%	91%	83%	85%	91%	77%	89%
Choose Program Again – Definitely/Probably Yes	2017/18	80%	88%	91%	84%	100%	83%	85%	87%	93%
	2016/17	89%	91%	85%	96%	60%	87%	82%	82%	90%
	2015/16	89%	89%	86%	94%	79%	79%	91%	81%	89%
Advising Satisfaction – Excellent/Better than Average	2017/18	95%	84%	89%	73%	92%	83%	90%	77%	84%
	2016/17	93%	85%	75%	89%	60%	84%	89%	84%	88%
	2015/16	80%	85%	77%	83%	81%	86%	84%	79%	77%
Professional Development – Excellent/Better than Average	2017/18	87%	75%	84%	68%	85%	83%	76%	65%	78%
	2016/17	86%	77%	73%	81%	70%	75%	86%	82%	88%
	2015/16	74%	80%	72%	77%	63%	84%	79%	71%	76%
Faculty/Staff Member Positive Influence – Yes	2017/18	92%	63%	77%	93%	100%	94%	89%	82%	85%
	2016/17	89%	58%	69%	94%	80%	92%	78%	95%	77%
	2015/16	91%	66%	79%	92%	83%	93%	88%	81%	89%

GRADUATE Satisfaction Summary (continued)

Table 48
Graduate Student Satisfaction Trends by Degree Level

		CT	Masters	PHD	DVM
Entire Educational Experience at CSU – Excellent/Good	2017/18	100%	92%	93%	92%
	2016/17	100%	93%	91%	90%
	2015/16	--	92%	94%	86%
Educational Experience in Program – Excellent/Good	2017/18	100%	90%	90%	100%
	2016/17	87%	90%	89%	89%
	2015/16	--	89%	92%	97%
Choose CSU Again – Definitely/Probably Yes	2017/18	100%	90%	89%	92%
	2016/17	94%	90%	92%	90%
	2015/16	--	87%	90%	86%
Choose Program Again – Definitely/Probably Yes	2017/18	100%	86%	91%	100%
	2016/17	87%	89%	83%	100%
	2015/16	--	86%	94%	90%
Advising Satisfaction – Excellent/Better than Average	2017/18	100%	82%	89%	100%
	2016/17	79%	85%	83%	90%
	2015/16	--	82%	87%	66%
Professional Development – Excellent/Better than Average	2017/18	100%	75%	82%	100%
	2016/17	85%	79%	78%	90%
	2015/16	--	77%	84%	71%
Faculty/Staff Member Positive Influence - Yes	2017/18	25%	78%	93%	82%
	2016/17	60%	74%	94%	60%
	2015/16	--	78%	95%	82%

Table 49
Graduate Student Satisfaction Trends by Ethnicity/Race

		Asian American	Black	Hawaiian/ Pac Islander	Hispanic /Latino	Inter-national	Multi-Racial	Native American	No Response	White
Entire Educational Experience at CSU – Excellent/ Good	2017/18	97%	90%	100%	96%	94%	88%	100%	83%	91%
	2016/17	88%	100%	100%	88%	95%	100%	100%	87%	93%
	2015/16	88%	100%	--	94%	95%	90%	100%	90%	91%
Educational Experience in Program – Excellent/Good	2017/18	93%	80%	100%	94%	91%	88%	100%	91%	90%
	2016/17	88%	100%	100%	80%	90%	92%	100%	83%	91%
	2015/16	84%	95%	--	96%	91%	90%	100%	82%	89%
Choose CSU Again – Definitely/Probably Yes	2017/18	97%	80%	100%	92%	91%	88%	0%	88%	89%
	2016/17	88%	100%	100%	90%	87%	85%	100%	87%	92%
	2015/16	100%	95%	--	91%	85%	74%	100%	77%	89%
Choose Program Again – Definitely/Probably Yes	2017/18	93%	90%	100%	90%	85%	81%	0%	83%	87%
	2016/17	94%	83%	100%	85%	85%	100%	100%	87%	89%
	2015/16	88%	91%	--	81%	83%	95%	100%	80%	90%
Advising Satisfaction – Excellent/Better than Average	2017/18	90%	90%	100%	80%	93%	81%	100%	79%	81%
	2016/17	94%	100%	100%	88%	88%	85%	100%	83%	83%
	2015/16	84%	91%	--	83%	88%	90%	100%	72%	80%
Professional Development – Excellent/Better than Average	2017/18	79%	89%	100%	76%	88%	69%	100%	75%	74%
	2016/17	76%	83%	100%	78%	88%	82%	100%	70%	78%
	2015/16	76%	88%	--	76%	84%	56%	100%	59%	77%
Faculty/Staff Member Positive Influence - Yes	2017/18	80%	90%	100%	73%	74%	56%	100%	91%	83%
	2016/17	63%	100%	0%	77%	75%	92%	100%	100%	74%
	2015/16	65%	86%	--	94%	81%	79%	80%	79%	81%

Table 50
Graduate Student Satisfaction Trends by Gender

		Women	Men	T/NB/GNC	Prefer Not to Answer
Entire Educational Experience at CSU – Excellent/Good	2017/18	92%	93%	100%	58%
	2016/17	91%	94%	--	--
	2015/16	92%	92%	--	--
Educational Experience in Program – Excellent/Good	2017/18	90%	92%	100%	67%
	2016/17	88%	91%	--	--
	2015/16	88%	91%	--	--
Choose CSU Again – Definitely/Probably Yes	2017/18	88%	93%	100%	42%
	2016/17	89%	92%	--	--
	2015/16	88%	88%	--	--
Choose Program Again – Definitely/Probably Yes	2017/18	86%	89%	100%	58%
	2016/17	88%	89%	--	--
	2015/16	89%	86%	--	--
Advising Satisfaction – Excellent/Better than Average	2017/18	81%	87%	100%	45%
	2016/17	83%	86%	--	--
	2015/16	79%	85%	--	--
Professional Development – Excellent/Better than Average	2017/18	76%	78%	100%	45%
	2016/17	78%	80%	--	--
	2015/16	76%	79%	--	--
Faculty/Staff Member Positive Influence - Yes	2017/18	86%	75%	50%	67%
	2016/17	79%	73%	--	--
	2015/16	83%	80%	--	--

T/NB/GNC represents Transgender/Non-Binary/Gender Non-Conforming individuals.

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