



COLORADO STATE UNIVERSITY

First Destination & Satisfaction Report

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Disclaimer: Recognizing the lower knowledge rates this year due to the COVID-19 pandemic, we encourage caution in the use and interpretation of these results.

Introduction

This report is intended to provide an overview of the first destination plans of those graduating from Colorado State University (CSU). Complete undergraduate results are published on the Institutional Research, Planning and Effectiveness website. Masters and PhD individual program results are not published on the Institutional Research website 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 2019 through May 2020. Following best practices set by the National Association of Colleges and Employers (NACE), follow-up data were gathered through multiple sources including the National Student Clearinghouse and LinkedIn. The overall knowledge rate (the percentage of graduates that CSU has knowledge of their post-graduation plans) was 63% (n=3289) for undergraduate students and 64% (n=1513) for graduate students. This survey does not require respondents to answer every question to be able to submit their responses; therefore, averages and percentages are calculated based on the total number of responses for each individual question.

Additional Considerations:

During the collection period for the first destination data for 2019-20, the world experienced the COVID-19 pandemic. This impacted the economy, job markets, the ability to collect data from graduates about their first destination, etc. The knowledge rate for this year dropped 18 percentage points for undergraduates and 10 percentage points for graduates in comparison to the 2018-19 report; therefore, readers should use caution when utilizing this data as it might not represent the experiences of all CSU graduates. Readers should read the report independent of previous years and not compare results from past results as this year's data are unique to the pandemic.

Salient Undergraduate Student Findings:

- 91% of 2019-20 undergraduates had either a job offer or secured plans for employment/further education, and 88% had their plans secured by December 2020. This higher rate compared to previous years could be due to a lower response to the original survey, resulting in a lower knowledge rate; thus, these data are more likely to have additional information from LinkedIn and the National Student Clearinghouse that tend to be data about plans secured versus still seeking.
- Generally, undergraduates with racially-minoritized identities, students with disabilities¹, 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 overall averages.
- 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. The internship rate for 2019-20 was 76%.
- CSU undergraduates reported being hired by over 1,450 unique employers. 83% of those unique employers hired a single CSU undergraduate, 8% hired two, and the remaining 9% hired three or more. Approximately 180 unique graduate schools admitted CSU students last year.
- The average salary (full-time permanent) reported by undergraduates was \$51,992. Those with racially-minoritized identities reported salaries on par with the CSU average, with the exception of Multi-Racial respondents who reported a higher average salary. First generation respondents reported slightly lower average salaries while Pell Grant recipients reported salaries on par with the CSU average. Students with disabilities¹, women, and trans*, non-binary and gender nonconforming students reported significantly lower salaries than CSU average.
- 81% of those employed indicated their employment was related to their major and 86% indicated their employment was related to their career plans. Trans*, non-binary and gender nonconforming students indicated lower rates of plans related to majors. First generation, Pell Grant recipients, and students with disabilities¹ also indicated lower rates of employment related to major and career plans.
- 77% of employed undergraduates secured employment in Colorado; students found employment in 43 states and the District of Columbia. Of those that found employment in Colorado, 45% did so in the Denver Metro area and 43% did so in the Northern Colorado area.

Salient Graduate Student Findings:

- 96% of graduate students had either a job offer or secured plans for employment/further education. 95% secured their plans by December 2020.
- Respondents with racially-minoritized identities and students with disabilities¹ reported plans secured on par with the CSU average while trans*, non-binary and gender nonconforming students and international students reported lower rates of plans secured.
- Approximately 840 unique employers hired CSU graduate students.
- 92% of students indicated that their employment was related to their graduate program, while 93% indicated their employment was related to their career plans. These results are generally similar across racial and gender identities with the exception of Multi-Racial and trans*, non-binary and gender nonconforming respondents reporting lower rates. Students with disabilities¹ reported lower rates of plans related to their program but similar rates of employment related to their career plans.
- 52% of employed graduate students secured employment in Colorado; graduate students found employment in 45 states and the District of Columbia. Of those that found employment in Colorado, 36% did so in the Denver Metro area and 47% did so in the Northern Colorado area.

¹Students with disabilities refers to students who are registered with the Student Disability Center and does not represent all students at CSU with disabilities.

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

	2019/20	2018/19	2017/18
Plans Secured	88%	80%	85%
Employed	66%	63%	68%
Continuing Education ¹	22%	17%	17%
Average Salary ²	\$51,992	\$53,867	\$51,484
Employment Related to Career Plans	86%	86%	85%
Employment Related to Major	81%	81%	82%
Internship Rate ³	76%	72%	66%
Offer Rate ⁴	91%	86%	89%
Knowledge Rate ⁵	63%	81%	81%

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	2019/20	86%	63%	23%	\$37,342	84%	80%	80%	90%	66%
	2018/19	81%	58%	23%	\$44,209	86%	79%	86%	90%	83%
	2017/18	86%	68%	18%	\$42,285	82%	79%	74%	89%	80%
BU	2019/20	89%	77%	13%	\$51,067	89%	91%	68%	92%	80%
	2018/19	88%	78%	10%	\$51,283	91%	87%	63%	93%	97%
	2017/18	91%	79%	12%	\$50,431	88%	86%	59%	94%	97%
EG	2019/20	92%	78%	14%	\$66,151	97%	92%	87%	92%	66%
	2018/19	86%	73%	13%	\$63,141	93%	93%	72%	89%	83%
	2017/18	95%	81%	14%	\$63,201	98%	96%	72%	95%	73%
HS	2019/20	91%	66%	24%	\$57,677	92%	84%	90%	93%	65%
	2018/19	82%	61%	20%	\$58,644	91%	86%	90%	87%	78%
	2017/18	91%	68%	23%	\$55,118	91%	88%	85%	94%	70%
LA	2019/20	84%	63%	21%	\$38,638	57%	66%	59%	87%	52%
	2018/19	77%	63%	14%	\$42,501	72%	66%	56%	82%	70%
	2017/18	79%	64%	15%	\$43,237	75%	68%	56%	85%	76%
NR	2019/20	84%	68%	16%	\$44,151	92%	71%	88%	88%	53%
	2018/19	80%	68%	12%	\$37,560	82%	81%	75%	87%	81%
	2017/18	83%	72%	11%	\$40,671	81%	79%	74%	86%	87%
NS	2019/20	87%	55%	32%	\$53,313	82%	78%	68%	90%	61%
	2018/19	74%	51%	23%	\$61,745	78%	78%	70%	82%	80%
	2017/18	79%	57%	22%	\$55,230	82%	79%	59%	84%	87%
VM	2019/20	91%	55%	37%	\$36,980	89%	83%	86%	94%	66%
	2018/19	72%	34%	38%	\$40,043	87%	82%	82%	83%	94%
	2017/18	77%	47%	30%	\$33,793	82%	88%	74%	82%	87%

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 plans.

Part II

UNDERGRADUATE Employers, Graduate Schools, & Locations

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
Amazon
Charles Schwab
Colorado State University
Fidelity Investments
Kiewit
KPMG
Lockheed Martin
Madwire
Poudre School District
RSM US
Target Corporation
UCHealth
US Air Force

Table 4
Most Common Graduate Schools of Undergraduate Students

Schools
Arizona State University
Colorado State University
Johns Hopkins University
Kansas State University
Metropolitan State University of Denver
Regis University
University of Colorado - Boulder
University of Colorado - Denver
University of Colorado Anschutz Medical Campus
University of Denver
University of Kansas
University of Northern Colorado

Table 5
Most Common Industries of Undergraduate Students

Industries	Count	%
Financial Services	504	23.35%
Building, Energy, & Manufacturing	377	17.46%
Education & Social Impact	288	13.34%
Health & Recreation	176	8.15%
Technology, Information, & Computing	171	7.92%
Marketing, Advertising, & Media	139	6.44%
Retail Management & Merchandising	108	5.00%
Life Sciences & BioTech	93	4.31%
Animal & Agriculture	78	3.61%
Sustainability & Environment	70	3.24%
Food, Beverages, & Brewing	53	2.45%
Law & Public Safety	36	1.67%
Creative Arts & Design	33	1.53%
Hospitality & Tourism	24	1.11%
Entrepreneurship & Innovation	9	0.42%

Table 6
Most Common Locations of Undergraduate Students

Locations	Count	%
CO	2095	76.97%
CA	142	5.15%
TX	83	2.46%
International	62	1.99%
WA	39	1.42%
IL	22	1.04%
FL	19	0.90%
NY	16	0.76%
UT	12	0.57%
VA	12	0.57%
WY	12	0.57%

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
AG	178	86%	130	63%	48	23%	\$37,342	58	84%	108	80%	110	80%	188	90%	211	66%
Ag Business	34	87%	31	79%	3	8%	\$45,724	15	83%	24	73%	13	50%	36	92%	39	75%
Ag Education	5	83%	4	67%	1	17%	--	2	67%	4	80%	4	100%	5	83%	6	75%
Animal Science	45	88%	24	47%	21	41%	\$36,440	14	88%	19	76%	32	91%	47	92%	51	67%
Env & NR Econ	8	89%	7	78%	1	11%	--	1	100%	3	43%	2	40%	8	89%	9	64%
Environmental Hort	8	80%	8	80%	0	0%	--	3	100%	8	100%	4	100%	10	100%	10	71%
Equine Science	36	95%	22	58%	14	37%	\$32,263	12	86%	20	87%	27	96%	38	100%	38	61%
Horticulture	19	76%	16	64%	3	12%	\$30,472	6	86%	14	88%	13	81%	20	80%	27	54%
Landscape Arch	8	73%	6	55%	2	18%	--	--	--	6	100%	0	0%	9	82%	12	67%
Soil & Crop Science	15	79%	12	63%	3	16%	\$36,552	5	71%	10	83%	15	100%	15	79%	19	76%

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	2019/20	87%	79%	8%	\$45,724	83%	73%	50%	92%	75%
	2018/19	85%	85%	0%	\$50,071	92%	70%	68%	88%	76%
	2017/18	94%	85%	9%	\$39,607	87%	82%	46%	98%	79%
Ag Education	2019/20	83%	67%	17%	--	67%	80%	100%	83%	75%
	2018/19	85%	62%	23%	\$39,733	100%	88%	83%	92%	76%
	2017/18	70%	70%	0%	--	100%	86%	80%	80%	83%
Animal Science	2019/20	88%	47%	41%	\$36,440	88%	76%	91%	92%	67%
	2018/19	80%	49%	31%	\$43,840	76%	83%	93%	92%	92%
	2017/18	80%	59%	20%	\$45,411	85%	81%	78%	83%	94%
Env & NR Econ	2019/20	89%	78%	11%	--	100%	43%	40%	89%	64%
	2018/19	88%	75%	13%	--	100%	67%	60%	88%	80%
	2017/18	75%	50%	25%	--	--	50%	0%	75%	50%
Environmental Hort	2019/20	80%	80%	0%	--	100%	100%	100%	100%	71%
	2018/19	93%	79%	14%	\$44,663	100%	82%	92%	100%	82%
	2017/18	100%	90%	10%	--	83%	89%	100%	100%	67%
Equine Science	2019/20	95%	58%	37%	\$32,263	86%	87%	96%	100%	61%
	2018/19	78%	48%	30%	--	68%	68%	94%	93%	85%
	2017/18	85%	59%	26%	\$43,980	73%	71%	81%	91%	82%
Horticulture	2019/20	76%	64%	12%	\$30,472	86%	88%	81%	80%	54%
	2018/19	85%	54%	31%	--	89%	92%	82%	92%	82%
	2017/18	76%	59%	18%	--	100%	89%	93%	82%	68%
Landscape Arch	2019/20	73%	55%	18%	--	--	100%	0%	82%	67%
	2018/19	70%	60%	10%	--	--	100%	40%	80%	61%
	2017/18	93%	71%	21%	--	67%	70%	43%	93%	73%
Soil & Crop Science	2019/20	79%	63%	16%	\$36,552	71%	83%	100%	79%	76%
	2018/19	70%	48%	22%	--	100%	91%	100%	78%	89%
	2017/18	93%	73%	20%	--	71%	80%	100%	93%	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 plans.

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
BU	492	89%	423	77%	69	13%	\$51,067	196	89%	326	91%	241	68%	510	92%	555	80%
Accounting	79	94%	54	64%	25	30%	\$52,988	38	100%	46	98%	39	62%	79	94%	85	88%
Finance	135	89%	112	74%	23	15%	\$53,603	55	93%	82	89%	68	74%	137	91%	151	81%
Financial Planning	11	92%	11	92%	0	0%	--	5	83%	8	80%	6	67%	11	92%	12	67%
HR Mgmt	14	82%	13	76%	1	6%	--	3	60%	9	75%	5	63%	16	94%	17	74%
Information Systems	28	85%	28	85%	0	0%	\$54,488	14	82%	18	90%	14	58%	29	88%	33	79%
Marketing	116	88%	110	83%	6	5%	\$43,657	33	80%	82	88%	47	67%	122	92%	132	81%
Org & Innov Mgmt	68	91%	56	75%	12	16%	\$50,313	23	85%	44	96%	30	60%	70	93%	77	75%
Real Estate	14	78%	13	72%	1	6%	--	8	89%	12	92%	12	86%	16	89%	18	100%
Supply Chain	27	90%	26	87%	1	3%	\$54,963	17	94%	25	100%	20	83%	30	100%	30	70%

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	2019/20	94%	64%	30%	\$52,988	100%	98%	62%	94%	88%
	2018/19	93%	55%	38%	\$55,175	98%	89%	76%	96%	98%
	2017/18	92%	51%	41%	\$51,846	95%	91%	60%	94%	99%
Finance	2019/20	89%	74%	15%	\$53,603	93%	89%	74%	91%	81%
	2018/19	86%	79%	7%	\$54,826	93%	88%	64%	90%	98%
	2017/18	87%	76%	10%	\$50,608	88%	83%	51%	90%	94%
Financial Planning	2019/20	92%	92%	0%	--	83%	80%	67%	92%	67%
	2018/19	80%	80%	0%	--	100%	100%	80%	80%	100%
	2017/18	79%	71%	7%	\$41,848	86%	75%	64%	86%	100%
HR Mgmt	2019/20	82%	76%	6%	--	60%	75%	63%	94%	74%
	2018/19	100%	88%	12%	\$47,554	93%	83%	75%	100%	96%
	2017/18	96%	88%	8%	\$50,761	89%	90%	60%	96%	100%
Information Systems	2019/20	85%	85%	0%	\$54,488	82%	90%	58%	88%	79%
	2018/19	86%	84%	2%	\$59,263	88%	93%	40%	91%	96%
	2017/18	84%	83%	2%	\$57,197	96%	88%	60%	89%	94%
Marketing	2019/20	88%	83%	5%	\$43,657	80%	88%	67%	92%	81%
	2018/19	85%	80%	4%	\$43,397	87%	89%	61%	93%	98%
	2017/18	94%	89%	5%	\$47,828	80%	85%	69%	99%	96%
Org & Innov Mgmt	2019/20	91%	75%	16%	\$50,313	85%	96%	60%	93%	75%
	2018/19	88%	83%	5%	\$47,860	85%	79%	53%	93%	95%
	2017/18	91%	83%	9%	\$47,236	87%	85%	49%	93%	100%
Real Estate	2019/20	78%	72%	6%	--	89%	92%	86%	89%	100%
	2018/19	89%	78%	11%	--	100%	83%	44%	89%	100%
	2017/18	100%	100%	0%	--	88%	78%	75%	100%	90%
Supply Chain	2019/20	90%	87%	3%	\$54,963	94%	100%	83%	100%	70%
	2018/19	91%	84%	7%	\$54,668	100%	89%	73%	93%	100%
	2017/18	100%	100%	0%	\$51,499	89%	90%	69%	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 plans.

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
EG	324	92%	276	78%	48	14%	\$66,151	93	97%	257	92%	153	87%	327	92%	354	66%
Biomed & CBE	11	100%	9	82%	2	18%	--	2	67%	8	89%	6	100%	11	100%	11	79%
Biomed & EE	4	100%	2	50%	2	50%	--	0	0%	2	100%	2	100%	4	100%	4	67%
Biomed & ME	33	89%	30	81%	3	8%	\$69,821	12	100%	30	97%	21	100%	33	89%	37	84%
Chem & Bio Eng	43	90%	33	69%	10	21%	\$70,394	10	100%	30	91%	24	92%	43	90%	48	59%
Civil Eng	66	99%	62	93%	4	6%	\$60,375	23	100%	60	97%	25	83%	66	99%	67	68%
Computer Eng	14	93%	12	80%	2	13%	--	3	100%	12	100%	4	67%	14	93%	15	63%
Electrical Eng	29	88%	26	79%	3	9%	\$73,647	14	100%	26	100%	18	95%	30	91%	33	66%
Engineering Sci	9	82%	6	55%	3	27%	--	1	100%	5	83%	3	60%	9	82%	11	69%
Environmental Eng	18	95%	16	84%	2	11%	--	7	100%	15	94%	11	100%	18	95%	19	61%
Mechanical Eng	97	89%	80	73%	17	16%	\$67,291	21	95%	69	84%	39	80%	99	91%	109	63%

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	2019/20	100%	82%	18%	--	67%	89%	100%	100%	79%
	2018/19	88%	88%	0%	--	50%	83%	88%	100%	82%
	2017/18	90%	70%	20%	--	100%	100%	100%	90%	63%
Biomed & EE	2019/20	100%	50%	50%	--	0%	100%	100%	100%	67%
	2018/19	100%	100%	0%	--	100%	100%	100%	100%	100%
	2017/18	100%	80%	20%	--	100%	100%	50%	100%	86%
Biomed & ME	2019/20	89%	81%	8%	\$69,821	100%	97%	100%	89%	84%
	2018/19	82%	76%	6%	\$65,500	100%	100%	85%	85%	92%
	2017/18	100%	86%	14%	--	100%	88%	100%	100%	71%
Chem & Bio Eng	2019/20	90%	69%	21%	\$70,394	100%	91%	92%	90%	59%
	2018/19	85%	69%	17%	--	73%	76%	76%	85%	74%
	2017/18	92%	77%	15%	\$66,800	91%	97%	75%	92%	75%
Civil Eng	2019/20	99%	93%	6%	\$60,375	100%	97%	83%	99%	68%
	2018/19	93%	86%	7%	\$59,681	100%	100%	85%	96%	87%
	2017/18	91%	82%	9%	\$57,727	100%	96%	70%	94%	72%
Computer Eng	2019/20	93%	80%	13%	--	100%	100%	67%	93%	63%
	2018/19	100%	100%	0%	--	100%	100%	60%	100%	67%
	2017/18	100%	92%	8%	\$77,667	100%	100%	100%	100%	71%
Electrical Eng	2019/20	88%	79%	9%	\$73,647	100%	100%	95%	91%	66%
	2018/19	90%	65%	25%	\$69,464	100%	96%	48%	90%	80%
	2017/18	91%	62%	30%	\$59,586	100%	93%	55%	94%	82%
Engineering Sci	2019/20	82%	55%	27%	--	100%	83%	60%	82%	69%
	2018/19	60%	40%	20%	--	100%	50%	50%	80%	100%
	2017/18	--	--	--	--	--	--	--	--	33%
Environmental Eng	2019/20	95%	84%	11%	--	100%	94%	100%	95%	61%
	2018/19	93%	70%	22%	\$58,510	100%	100%	65%	93%	90%
	2017/18	95%	90%	5%	--	100%	94%	100%	95%	68%
Mechanical Eng	2019/20	89%	73%	16%	\$67,291	95%	84%	80%	91%	63%
	2018/19	82%	68%	14%	\$62,849	90%	92%	69%	85%	83%
	2017/18	98%	87%	11%	\$64,708	97%	96%	71%	98%	73%

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 plans.

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
HS	611	91%	447	66%	164	24%	\$57,677	185	92%	387	84%	327	90%	630	93%	675	65%
Apparel & Merch	39	93%	39	93%	0	0%	--	7	78%	35	85%	10	83%	39	93%	42	54%
Construction Mgmt	134	93%	134	93%	0	0%	\$66,212	117	100%	132	100%	138	99%	142	98%	145	97%
Early Childhood Ed	7	78%	4	44%	3	33%	--	3	100%	4	100%	6	100%	7	78%	9	38%
Family & Consumer Sci	4	100%	4	100%	0	0%	--	2	67%	2	50%	2	67%	4	100%	4	67%
Fermentation Sci & Tech	10	83%	10	83%	0	0%	--	5	100%	10	100%	7	100%	10	83%	12	48%
Health & Exercise Sci	129	90%	77	54%	52	36%	\$35,100	15	79%	64	77%	43	73%	132	92%	143	63%
Hospitality Mgmt	26	87%	25	83%	1	3%	--	5	83%	20	77%	9	69%	27	90%	30	57%
HDFS	166	93%	98	55%	68	38%	\$35,781	23	79%	74	73%	70	93%	170	95%	180	62%
Interior Arch & Design	15	88%	14	82%	1	6%	--	1	100%	9	64%	4	100%	15	88%	17	59%
Nutrition & Food Sci	32	80%	21	53%	11	28%	--	4	80%	18	78%	19	76%	32	80%	40	73%
Social Work	49	92%	21	40%	28	53%	--	3	75%	19	83%	19	95%	52	98%	53	54%

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	2019/20	93%	93%	0%	--	78%	85%	83%	93%	54%
	2018/19	87%	87%	0%	--	86%	95%	65%	91%	85%
	2017/18	93%	93%	0%	--	100%	95%	68%	96%	68%
Construction Mgmt	2019/20	93%	93%	0%	\$66,212	100%	100%	99%	98%	97%
	2018/19	94%	94%	0%	\$64,437	100%	94%	100%	99%	95%
	2017/18	96%	94%	1%	\$62,440	100%	100%	100%	99%	98%
Early Childhood Ed	2019/20	78%	44%	33%	--	100%	100%	100%	78%	38%
	2018/19	50%	33%	17%	--	75%	83%	94%	61%	69%
	2017/18	67%	44%	22%	--	100%	100%	100%	78%	38%
Family & Consumer Sci	2019/20	100%	100%	0%	--	67%	50%	67%	100%	67%
	2018/19	78%	67%	11%	--	100%	67%	89%	100%	53%
	2017/18	100%	67%	33%	--	100%	100%	80%	100%	67%
Fermentation Sci & Tech	2019/20	83%	83%	0%	--	100%	100%	100%	83%	48%
	2018/19	93%	89%	4%	--	83%	91%	100%	93%	66%
	2017/18	91%	86%	5%	--	67%	74%	83%	100%	74%
Health & Exercise Sci	2019/20	90%	54%	36%	\$35,100	79%	77%	73%	92%	63%
	2018/19	77%	51%	26%	--	76%	80%	78%	82%	71%
	2017/18	85%	55%	29%	\$38,045	80%	73%	75%	88%	68%
Hospitality Mgmt	2019/20	87%	83%	3%	--	83%	77%	69%	90%	57%
	2018/19	89%	87%	3%	--	91%	85%	47%	95%	78%
	2017/18	97%	92%	5%	\$36,593	91%	94%	43%	97%	79%
HDFS	2019/20	93%	55%	38%	\$35,781	79%	73%	93%	95%	62%
	2018/19	79%	50%	29%	\$40,769	76%	73%	96%	83%	76%
	2017/18	94%	54%	39%	\$33,487	82%	77%	89%	94%	61%
Interior Arch & Design / Interior Design	2019/20	88%	82%	6%	--	100%	64%	100%	88%	59%
	2018/19	77%	77%	0%	--	100%	100%	94%	87%	79%
	2017/18	90%	86%	5%	--	67%	94%	89%	95%	59%
Nutrition & Food Sci	2019/20	80%	53%	28%	--	80%	78%	76%	80%	73%
	2018/19	86%	43%	43%	--	67%	89%	68%	86%	92%
	2017/18	96%	71%	25%	--	77%	88%	69%	96%	73%
Social Work	2019/20	92%	40%	53%	--	75%	83%	95%	98%	54%
	2018/19	71%	23%	47%	--	60%	82%	97%	79%	79%
	2017/18	86%	36%	50%	\$35,467	92%	83%	95%	92%	61%

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 plans.

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
LA	515	84%	385	63%	130	21%	\$38,638	62	57%	263	66%	161	59%	535	87%	614	52%
Anthropology	10	67%	9	60%	1	7%	--	4	80%	3	33%	7	58%	12	80%	15	39%
Art	33	75%	27	61%	6	14%	--	4	57%	23	85%	17	68%	34	77%	44	48%
Comm Studies	95	93%	77	75%	18	18%	\$42,585	13	81%	67	86%	19	53%	95	93%	102	57%
Dance	2	67%	1	33%	1	33%	--	--	--	1	100%	1	100%	3	100%	3	43%
Economics	62	90%	49	71%	13	19%	\$45,997	8	80%	35	69%	7	33%	62	90%	69	49%
English	31	74%	18	43%	13	31%	--	3	60%	15	79%	14	64%	33	79%	43	49%
Ethnic Studies	3	60%	2	40%	1	20%	--	1	100%	2	100%	1	33%	3	60%	5	63%
Geography	2	67%	1	33%	1	33%	--	--	--	1	100%	0	0%	2	67%	3	38%
History	18	72%	12	48%	6	24%	\$37,141	4	50%	4	33%	10	50%	22	88%	25	45%
Interdis Liberal Arts	29	83%	21	60%	8	23%	--	2	29%	11	52%	4	25%	31	89%	35	51%
Intl Studies	16	84%	10	53%	6	32%	--	2	50%	4	40%	4	40%	17	89%	19	44%
JMC	72	85%	63	74%	9	11%	\$32,508	7	64%	49	70%	29	94%	75	88%	85	69%
Lang, Lit, & Culture	16	80%	11	55%	5	25%	--	4	57%	7	64%	4	33%	17	85%	20	67%
Music	18	95%	11	58%	7	37%	\$40,700	5	100%	8	73%	6	75%	18	95%	19	49%
Philosophy	10	91%	6	55%	4	36%	--	1	50%	0	0%	1	25%	10	91%	11	46%
Political Science	48	84%	34	60%	14	25%	--	3	30%	16	47%	17	68%	49	86%	57	55%
Sociology	44	90%	30	61%	14	29%	\$30,837	1	11%	15	47%	13	65%	45	92%	50	40%
Theatre	6	67%	3	33%	3	33%	--	0	0%	2	67%	7	100%	7	78%	9	56%
Women & Gender Stu	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

(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 plans.

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	2019/20	67%	60%	7%	--	80%	33%	58%	80%	39%
	2018/19	72%	52%	20%	--	50%	31%	63%	80%	61%
	2017/18	74%	50%	24%	--	58%	56%	63%	74%	80%
Art	2019/20	75%	61%	14%	--	57%	85%	68%	77%	48%
	2018/19	59%	57%	2%	\$36,004	71%	71%	65%	65%	60%
	2017/18	63%	61%	1%	\$33,314	76%	74%	54%	75%	73%
Comm Studies	2019/20	93%	75%	18%	\$42,585	81%	86%	53%	93%	57%
	2018/19	78%	72%	5%	\$46,151	64%	79%	52%	86%	78%
	2017/18	88%	79%	9%	\$53,672	82%	79%	51%	95%	80%
Dance	2019/20	67%	33%	33%	--	--	100%	100%	100%	43%
	2018/19	86%	57%	29%	--	67%	75%	80%	86%	70%
	2017/18	--	--	--	--	--	--	--	--	0%
Economics	2019/20	90%	71%	19%	\$45,997	80%	69%	33%	90%	49%
	2018/19	83%	72%	11%	\$54,020	68%	74%	38%	87%	77%
	2017/18	75%	54%	21%	\$52,176	83%	73%	35%	85%	75%
English	2019/20	74%	43%	31%	--	60%	79%	64%	79%	49%
	2018/19	68%	49%	19%	\$35,559	100%	67%	53%	75%	72%
	2017/18	72%	53%	19%	\$36,076	57%	54%	58%	81%	85%
Ethnic Studies	2019/20	60%	40%	20%	--	100%	100%	33%	60%	63%
	2018/19	71%	43%	29%	--	0%	67%	100%	71%	75%
	2017/18	67%	33%	33%	--	100%	0%	50%	67%	33%
Geography	2019/20	67%	33%	33%	--	--	100%	0%	67%	38%
	2018/19	100%	50%	50%	--	--	100%	0%	100%	100%
History	2019/20	72%	48%	24%	\$37,141	50%	33%	50%	88%	45%
	2018/19	71%	48%	23%	--	80%	50%	38%	71%	58%
	2017/18	81%	52%	29%	--	90%	56%	71%	81%	65%
Interdis Liberal Arts	2019/20	83%	60%	23%	--	29%	52%	25%	89%	51%
	2018/19	81%	63%	19%	--	40%	29%	26%	84%	56%
	2017/18	86%	70%	16%	--	83%	59%	35%	88%	75%
Intl Studies	2019/20	84%	53%	32%	--	50%	40%	40%	89%	44%
	2018/19	48%	42%	6%	--	100%	62%	32%	65%	78%
	2017/18	90%	74%	17%	--	65%	45%	55%	93%	81%
JMC	2019/20	85%	74%	11%	\$32,508	64%	70%	94%	88%	69%
	2018/19	87%	76%	11%	\$37,453	78%	74%	96%	89%	78%
	2017/18	88%	82%	6%	\$34,218	82%	81%	95%	90%	77%
Lang, Lit, & Culture	2019/20	80%	55%	25%	--	57%	64%	33%	85%	67%
	2018/19	75%	38%	38%	--	--	33%	0%	75%	62%
	2017/18	77%	46%	31%	--	60%	33%	38%	85%	70%
Music	2019/20	95%	58%	37%	\$40,700	100%	73%	75%	95%	49%
	2018/19	74%	57%	17%	--	89%	64%	63%	83%	60%
	2017/18	75%	60%	15%	--	71%	64%	61%	80%	73%
Philosophy	2019/20	91%	55%	36%	--	50%	0%	25%	91%	46%
	2018/19	67%	58%	8%	--	--	14%	20%	67%	50%
	2017/18	20%	20%	0%	--	--	0%	17%	40%	60%
Political Science	2019/20	84%	60%	25%	--	30%	47%	68%	86%	55%
	2018/19	81%	55%	25%	--	72%	46%	69%	85%	72%
	2017/18	87%	50%	37%	\$44,368	77%	43%	63%	91%	76%
Sociology	2019/20	90%	61%	29%	\$30,837	11%	47%	65%	92%	40%
	2018/19	80%	59%	20%	--	68%	71%	55%	84%	71%
	2017/18	78%	61%	17%	\$41,448	64%	71%	59%	82%	72%
Theatre	2019/20	67%	33%	33%	--	0%	67%	100%	78%	56%
	2018/19	86%	79%	7%	--	83%	73%	67%	93%	67%
	2017/18	69%	54%	15%	--	75%	67%	62%	69%	83%
Women's & Gender Stu	2019/20	--	--	--	--	--	--	--	--	--
	2018/19	50%	50%	0%	--	--	0%	100%	50%	67%

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
NR	184	84%	150	68%	34	16%	\$44,151	58	92%	109	71%	107	88%	193	88%	220	53%
Ecosystem Sci & Sust	33	87%	23	61%	10	26%	\$44,258	12	100%	15	65%	20	87%	33	87%	39	54%
Fire & Em Serv	12	100%	8	67%	4	33%	--	2	100%	8	100%	0	0%	12	100%	12	55%
FWCB	40	78%	36	71%	4	8%	--	12	92%	28	76%	23	79%	41	80%	51	47%
Forestry/FRS	13	93%	11	79%	2	14%	\$42,200	9	100%	10	91%	11	100%	13	93%	14	61%
Geology	16	84%	13	68%	3	16%	--	2	67%	10	77%	7	88%	17	89%	19	66%
HDNR	19	83%	14	61%	5	22%	--	4	80%	8	57%	12	100%	20	87%	23	59%
NR Tourism	31	86%	27	75%	4	11%	--	7	78%	14	50%	18	100%	35	97%	36	53%
NRM	11	69%	9	56%	2	13%	--	4	100%	7	70%	11	92%	13	81%	16	48%
Rangeland	4	100%	4	100%	0	0%	--	3	100%	4	100%	1	33%	4	100%	4	80%
Watershed	5	83%	5	83%	0	0%	--	3	100%	5	100%	4	100%	5	83%	6	60%

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	2019/20	87%	61%	26%	\$44,258	100%	65%	87%	87%	54%
	2018/19	75%	57%	17%	\$43,305	73%	74%	77%	84%	89%
	2017/18	89%	75%	14%	--	73%	64%	79%	89%	91%
Fire & Em Serv	2019/20	100%	67%	33%	--	100%	100%	0%	100%	55%
	2018/19	86%	86%	0%	--	80%	92%	0%	93%	93%
	2017/18	92%	77%	15%	--	86%	100%	11%	92%	76%
FWCB	2019/20	78%	71%	8%	--	92%	76%	79%	80%	47%
	2018/19	69%	60%	10%	\$33,041	86%	86%	85%	82%	80%
	2017/18	78%	68%	10%	--	79%	72%	78%	81%	92%
Forestry/FRS	2019/20	93%	79%	14%	\$42,200	100%	91%	100%	93%	61%
	2018/19	81%	71%	10%	--	100%	83%	82%	90%	84%
	2017/18	100%	100%	0%	--	100%	100%	62%	100%	81%
Geology	2019/20	84%	68%	16%	--	67%	77%	88%	89%	66%
	2018/19	79%	75%	4%	--	50%	88%	63%	83%	79%
	2017/18	83%	74%	9%	--	67%	92%	46%	83%	82%
HDNR	2019/20	83%	61%	22%	--	80%	57%	100%	87%	59%
	2018/19	81%	69%	12%	--	90%	72%	96%	96%	78%
	2017/18	80%	70%	10%	--	50%	80%	100%	80%	85%
NR Tourism	2019/20	86%	75%	11%	--	78%	50%	100%	97%	53%
	2018/19	95%	83%	12%	--	88%	79%	76%	95%	72%
	2017/18	93%	80%	13%	\$40,280	90%	81%	83%	95%	75%
NRM	2019/20	69%	56%	13%	--	100%	70%	92%	81%	48%
	2018/19	89%	78%	11%	--	75%	83%	63%	92%	77%
	2017/18	77%	69%	8%	\$41,571	83%	83%	81%	85%	92%
Rangeland	2019/20	100%	100%	0%	--	100%	100%	33%	100%	80%
	2018/19	88%	63%	25%	--	100%	80%	100%	88%	91%
	2017/18	44%	22%	22%	--	50%	50%	78%	78%	100%
Watershed	2019/20	83%	83%	0%	--	100%	100%	100%	83%	60%
	2018/19	64%	45%	18%	--	100%	60%	78%	73%	85%
	2017/18	64%	55%	9%	--	100%	100%	80%	64%	85%

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 plans.

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
NS	450	87%	284	55%	166	32%	\$53,313	84	82%	230	78%	179	68%	466	90%	519	61%
ACT	9	90%	8	80%	1	10%	--	3	100%	8	100%	3	60%	9	90%	10	56%
Biochemistry	27	90%	17	57%	10	33%	\$39,972	7	88%	15	88%	12	71%	27	90%	30	71%
Biological Science	94	88%	46	43%	48	45%	\$33,865	7	64%	41	80%	29	67%	100	93%	107	53%
Chemistry	21	95%	10	45%	11	50%	--	--	--	9	90%	6	60%	21	95%	22	67%
Computer Science	79	90%	70	80%	9	10%	\$77,085	28	90%	68	96%	33	66%	83	94%	90	69%
Mathematics	27	87%	18	58%	9	29%	\$39,700	5	71%	13	72%	9	56%	27	87%	31	53%
Natural Science	3	75%	2	50%	1	25%	--	1	100%	1	50%	3	100%	4	100%	4	57%
Physics	7	64%	4	36%	3	27%	--	2	67%	2	50%	7	78%	7	64%	11	65%
Psychology	137	86%	82	51%	55	34%	\$35,608	21	84%	51	59%	52	69%	141	88%	160	64%
Statistics	8	89%	4	44%	4	44%	--	1	50%	3	75%	2	40%	8	89%	9	69%
Zoology	38	84%	23	51%	15	33%	--	9	75%	19	79%	23	74%	39	87%	45	54%

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	2019/20	90%	80%	10%	--	100%	100%	60%	90%	56%
	2018/19	76%	76%	0%	\$61,400	90%	95%	43%	76%	87%
	2017/18	88%	83%	4%	\$61,987	91%	89%	39%	92%	83%
Biochemistry	2019/20	90%	57%	33%	\$39,972	88%	88%	71%	90%	71%
	2018/19	72%	42%	30%	--	90%	81%	79%	79%	89%
	2017/18	79%	47%	32%	--	75%	88%	75%	85%	85%
Biological Science	2019/20	88%	43%	45%	\$33,865	64%	80%	67%	93%	53%
	2018/19	70%	39%	31%	--	59%	67%	64%	78%	75%
	2017/18	78%	46%	31%	\$34,168	82%	73%	56%	86%	90%
Chemistry	2019/20	95%	45%	50%	--	--	90%	60%	95%	67%
	2018/19	79%	57%	21%	--	100%	88%	67%	79%	68%
	2017/18	79%	43%	36%	--	100%	100%	81%	79%	81%
Computer Science	2019/20	90%	80%	10%	\$77,085	90%	96%	66%	94%	69%
	2018/19	85%	73%	12%	\$77,608	98%	99%	64%	88%	82%
	2017/18	87%	79%	8%	\$71,442	98%	98%	56%	90%	89%
Mathematics	2019/20	87%	58%	29%	\$39,700	71%	72%	56%	87%	53%
	2018/19	70%	45%	25%	\$55,785	90%	89%	76%	86%	85%
	2017/18	69%	61%	8%	\$49,873	71%	67%	40%	86%	84%
Natural Science	2019/20	75%	50%	25%	--	100%	50%	100%	100%	57%
	2018/19	86%	86%	0%	--	80%	83%	71%	86%	100%
	2017/18	20%	20%	0%	--	--	--	100%	20%	83%
Physics	2019/20	64%	36%	27%	--	67%	50%	78%	64%	65%
	2018/19	79%	36%	43%	--	100%	60%	88%	79%	93%
	2017/18	75%	38%	38%	--	0%	33%	57%	75%	73%
Psychology	2019/20	86%	51%	34%	\$35,608	84%	59%	69%	88%	64%
	2018/19	73%	47%	25%	\$37,705	64%	55%	76%	83%	76%
	2017/18	82%	56%	25%	\$36,688	69%	65%	66%	85%	84%
Statistics	2019/20	89%	44%	44%	--	50%	75%	40%	89%	69%
	2018/19	60%	30%	30%	--	100%	100%	38%	70%	91%
	2017/18	100%	54%	46%	--	60%	71%	42%	100%	87%
Zoology	2019/20	84%	51%	33%	--	75%	79%	74%	87%	54%
	2018/19	63%	45%	18%	--	50%	78%	86%	75%	78%
	2017/18	64%	48%	16%	--	85%	77%	59%	64%	91%

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 plans.

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
VM	129	91%	77	55%	52	37%	\$36,980	24	89%	67	83%	59	86%	132	94%	141	66%
Biomedical Science	57	90%	26	41%	31	49%	\$36,655	10	83%	23	82%	28	82%	58	92%	63	73%
Environmental Health	11	100%	10	91%	1	9%	--	2	67%	7	70%	3	100%	11	100%	11	65%
Microbiology	43	96%	28	62%	15	33%	\$32,520	11	100%	27	90%	20	87%	43	96%	45	62%
Neuroscience	18	82%	13	59%	5	23%	--	1	100%	10	77%	8	89%	20	91%	22	58%

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	2019/20	90%	41%	49%	\$36,655	83%	82%	82%	92%	73%
	2018/19	70%	26%	44%	--	78%	82%	78%	84%	98%
	2017/18	71%	31%	40%	--	100%	89%	73%	74%	96%
Environmental Health	2019/20	100%	91%	9%	--	67%	70%	100%	100%	65%
	2018/19	90%	60%	30%	--	100%	92%	87%	95%	87%
	2017/18	94%	72%	22%	--	100%	100%	88%	100%	82%
Microbiology	2019/20	96%	62%	33%	\$32,520	100%	90%	87%	96%	62%
	2018/19	77%	36%	41%	\$39,629	85%	75%	83%	84%	91%
	2017/18	76%	55%	21%	--	80%	86%	70%	83%	77%
Neuroscience	2019/20	82%	59%	23%	--	100%	77%	89%	91%	58%
	2018/19	56%	35%	21%	--	100%	82%	86%	74%	98%
	2017/18	88%	63%	25%	--	50%	70%	71%	94%	94%

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 plans.

Tables 23–30 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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
Asian	65	82%	45	57%	20	25%	\$51,306	17	74%	39	85%	36	75%	68	86%	79	66%
Black	58	87%	41	61%	17	25%	--	8	80%	34	83%	17	68%	60	90%	67	61%
Hawaiian/Pac Islander	2	67%	2	67%	0	0%	--	--	--	1	100%	1	50%	2	67%	4	57%
Hispanic/Latino	309	88%	235	67%	74	21%	\$52,757	83	80%	187	81%	151	78%	324	92%	354	59%
International	87	80%	41	38%	46	42%	\$54,693	9	90%	34	87%	29	55%	92	84%	111	47%
Multi-Racial	114	91%	81	65%	33	26%	\$58,399	27	93%	67	85%	49	80%	117	94%	125	63%
Native American	6	75%	4	50%	2	25%	--	1	100%	2	67%	4	100%	7	88%	8	53%
No Response	37	93%	23	58%	14	35%	\$55,686	11	100%	19	83%	15	71%	38	95%	40	58%
White	2205	88%	1700	68%	505	20%	\$51,474	604	86%	1364	80%	1035	76%	2273	91%	2501	64%

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	2019/20	82%	57%	25%	\$51,306	74%	85%	75%	86%	66%
	2018/19	72%	56%	15%	\$56,553	78%	78%	66%	83%	87%
	2017/18	82%	65%	17%	\$46,901	74%	78%	70%	85%	83%
Black	2019/20	87%	61%	25%	--	80%	83%	68%	90%	61%
	2018/19	77%	61%	16%	\$48,278	63%	71%	74%	84%	77%
	2017/18	78%	57%	21%	\$59,049	76%	71%	61%	80%	73%
Hawaiian/Pac Islander	2019/20	67%	67%	0%	--	--	100%	50%	67%	57%
	2018/19	86%	71%	14%	--	100%	100%	50%	100%	100%
	2017/18	100%	100%	0%	--	67%	80%	67%	100%	63%
Hispanic/Latino	2019/20	88%	67%	21%	\$52,757	80%	81%	78%	92%	59%
	2018/19	77%	59%	18%	\$53,000	83%	83%	73%	85%	79%
	2017/18	84%	68%	16%	\$51,335	83%	79%	65%	90%	79%
International	2019/20	80%	38%	42%	\$54,693	90%	87%	55%	84%	47%
	2018/19	68%	29%	38%	--	89%	93%	48%	79%	75%
	2017/18	69%	28%	41%	--	90%	95%	40%	78%	75%
Multi-Racial	2019/20	91%	65%	26%	\$58,399	93%	85%	80%	94%	63%
	2018/19	91%	72%	19%	\$55,373	77%	72%	74%	93%	78%
	2017/18	86%	74%	12%	\$50,591	77%	76%	68%	89%	80%
Native American	2019/20	75%	50%	25%	--	100%	67%	100%	88%	53%
	2018/19	67%	33%	33%	--	100%	75%	73%	92%	63%
	2017/18	85%	75%	10%	--	100%	87%	72%	90%	81%
No Response	2019/20	93%	58%	35%	\$55,686	100%	83%	71%	95%	58%
	2018/19	84%	69%	15%	\$57,392	90%	86%	77%	90%	85%
	2017/18	83%	65%	18%	\$48,702	93%	90%	58%	86%	84%
White	2019/20	88%	68%	20%	\$51,474	86%	80%	76%	91%	64%
	2018/19	81%	65%	16%	\$53,844	87%	81%	73%	87%	82%
	2017/18	87%	70%	17%	\$51,514	85%	82%	68%	90%	81%

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 plans.

Table 25

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
First Gen	670	87%	488	63%	182	24%	\$50,550	172	79%	382	78%	298	71%	699	91%	771	60%
Pell Grant	782	85%	587	64%	195	21%	\$52,305	202	83%	465	80%	381	73%	814	88%	926	60%

Table 26

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	
		Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
First Gen	2019/20	87%		63%		24%		\$50,550	79%		78%		71%		91%		60%	
	2018/19	78%		62%		16%		\$51,790	82%		79%		68%		85%		80%	
	2017/18	83%		67%		16%		\$49,701	79%		78%		60%		88%		79%	
Pell Grant	2019/20	85%		64%		21%		\$52,012	83%		80%		73%		88%		60%	
	2018/19	79%		63%		16%		\$53,680	83%		80%		70%		86%		79%	
	2017/18	84%		67%		16%		\$50,265	82%		80%		64%		88%		80%	

Table 27

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	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
Men	1292	89%	1043	72%	249	17%	\$56,397	379	89%	841	83%	558	74%	1333	92%	1458	--
Prefer Not to Answer	14	67%	9	43%	5	24%	--	7	88%	8	80%	11	52%	14	67%	22	--
T/NB/GNC	17	71%	12	50%	5	21%	\$32,640	7	58%	10	77%	20	87%	20	83%	24	--
Women	1560	88%	1108	62%	452	25%	\$47,251	367	83%	888	79%	748	78%	1614	91%	1785	--

Transgender/non-binary/gender non-conforming (T/NB/GNC) respondents include the following gender selections: two spirit, agender, gender queer/non-binary/non-conforming, transman/masculine, transwoman/feminine, and multiple genders selections. Knowledge rates by gender are unavailable because gender is binary in university records.

Table 28

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	
		Count	%	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%	Count	%
Men	2019/20	89%		72%		17%		\$56,397	89%		83%		74%		92%		--	
	2018/19	83%		70%		13%		\$57,919	88%		83%		66%		88%		--	
	2017/18	88%		74%		14%		--	88%		84%		63%		91%		--	
Prefer Not to Answer	2019/20	67%		43%		24%		--	88%		80%		52%		67%		--	
	2018/19	77%		66%		11%		--	90%		68%		65%		77%		--	
	2017/18	61%		54%		7%		\$51,625	92%		73%		58%		64%		--	
T/NB/GNC	2019/20	71%		50%		21%		--	58%		77%		87%		83%		--	
	2018/19	59%		34%		24%		--	86%		78%		67%		72%		--	
	2017/18	69%		54%		15%		--	73%		67%		62%		85%		--	
Women	2019/20	88%		62%		25%		\$47,251	83%		79%		78%		91%		--	
	2018/19	78%		57%		21%		\$47,586	83%		80%		78%		85%		--	
	2017/18	84%		64%		20%		--	81%		80%		69%		88%		--	

Transgender/non-binary/gender non-conforming (T/NB/GNC) respondents include the following gender selections: two spirit, agender, gender queer/non-binary/non-conforming, transman/masculine, transwoman/feminine, and multiple genders selections.

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 plans.

UNDERGRADUATE Population Specific Results (continued)

Table 29
Undergraduate Student Student Disability Center First Destination Results

	Plans Secured		Employed		Continuing Education ¹		Average Salary ²	Related to Career Plans		Related to Major		Internship Rate		Offer Rate ³		Knowledge Rate ⁴	
	Count	%	Count	%	Count	%	Count	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	2883	88%	2172	66%	711	22%	\$51,992	760	86%	1747	81%	1337	76%	2981	91%	3289	63%
SDC	391	86%	276	61%	115	25%	\$47,467	85	81%	220	78%	184	76%	409	90%	455	64%

SDC indicates students with a disability who were registered with the Student Disability Center, which does not include all students with disabilities on campus.

Table 30
Undergraduate Student Student Disability Center First Destination Trends

		Plans Secured	Employed	Continuing Education ¹	Average Salary ²	Related to Career Plans	Related to Major	Internship Rate	Offer Rate ³	Knowledge Rate ⁴
SDC	2019/20	86%	61%	25%	\$47,467	81%	78%	76%	90%	64%
	2018/19	79%	55%	24%	\$54,955	84%	82%	68%	85%	78%
	2017/18	84%	62%	23%	\$47,037	78%	77%	69%	88%	80%

SDC indicates students with a disability who were registered with the Student Disability Center, which does not include all students with disabilities on campus.

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 plans.

Table 31 displays CSU undergraduate student satisfaction results over time.

Table 32 displays undergraduate student satisfaction results by college over time.

Tables 33 – 36 display undergraduate student satisfaction results by population over time.

Table 31
Undergraduate Student Satisfaction Trends

	2019/20	2018/19	2017/18
Entire Educational Experience at CSU – Excellent/Good	90%	90%	88%
Educational Experience in Major – Excellent/Good	91%	91%	89%
Choose CSU Again – Definitely/Probably Yes	90%	88%	88%
Choose Major Again – Definitely/Probably Yes	84%	84%	81%
Advising Satisfaction – Excellent/Better than Average	83%	84%	81%
Faculty/Staff Member Positive Influence - Yes	92%	81%	82%
Time Studying - Very Much/Quite a Bit	84%	83%	81%

Table 32
Undergraduate Student Satisfaction Trends by College

		AG	BU	EG	HS	LA	NR	NS	VM
Entire Educational Experience at CSU – Excellent/Good	2019/20	89%	91%	90%	91%	87%	90%	90%	93%
	2018/19	91%	92%	85%	91%	88%	88%	88%	91%
	2017/18	86%	93%	83%	90%	84%	86%	86%	91%
Educational Experience in Major – Excellent/Good	2019/20	91%	94%	86%	93%	91%	93%	91%	93%
	2018/19	93%	92%	84%	93%	88%	94%	88%	95%
	2017/18	87%	94%	82%	93%	85%	85%	86%	92%
Choose CSU Again – Definitely/Probably Yes	2019/20	88%	92%	88%	91%	85%	90%	90%	97%
	2018/19	87%	90%	82%	92%	86%	92%	86%	88%
	2017/18	87%	92%	82%	89%	82%	90%	89%	88%
Choose Major Again – Definitely/Probably Yes	2019/20	83%	86%	88%	84%	87%	79%	81%	87%
	2018/19	87%	85%	84%	86%	80%	81%	83%	89%
	2017/18	81%	88%	86%	84%	77%	76%	76%	85%
Advising Satisfaction – Excellent/Better than Average	2019/20	83%	81%	76%	81%	86%	88%	82%	87%
	2018/19	87%	80%	78%	88%	87%	89%	81%	90%
	2017/18	79%	87%	79%	80%	81%	84%	71%	91%
Faculty/Staff Member Positive Influence - Yes	2019/20	93%	92%	90%	91%	95%	93%	90%	97%
	2018/19	86%	78%	73%	88%	80%	85%	77%	88%
	2017/18	89%	80%	70%	88%	84%	82%	77%	88%
Time Studying - Very Much/Quite a Bit	2019/20	76%	86%	96%	82%	79%	74%	88%	90%
	2018/19	81%	79%	93%	82%	80%	74%	87%	94%
	2017/18	80%	81%	97%	78%	79%	72%	84%	93%

UNDERGRADUATE Satisfaction Summary (continued)

Table 33

Undergraduate Student Satisfaction Trends by Ethnicity/Race

		Asian	Black	Hawaiian/ Pac Islander	Hispanic/ Latino	Inter- national	Multi- Racial	Native American	No Response	White
Entire Educational Experience at CSU – Excellent/Good	2019/20	94%	69%	100%	90%	96%	97%	100%	71%	90%
	2018/19	94%	89%	100%	91%	95%	81%	91%	87%	89%
	2017/18	95%	85%	67%	87%	94%	90%	82%	72%	88%
Educational Experience in Major – Excellent/Good	2019/20	92%	92%	100%	90%	94%	95%	100%	81%	92%
	2018/19	90%	84%	67%	91%	93%	89%	100%	91%	91%
	2017/18	94%	83%	100%	89%	92%	95%	88%	82%	88%
Choose CSU Again – Definitely/Probably Yes	2019/20	90%	73%	50%	88%	96%	90%	100%	76%	90%
	2018/19	83%	80%	83%	89%	89%	87%	91%	85%	88%
	2017/18	93%	73%	67%	87%	91%	93%	71%	79%	88%
Choose Major Again – Definitely/Probably Yes	2019/20	81%	77%	100%	86%	74%	90%	75%	90%	85%
	2018/19	82%	91%	83%	85%	78%	77%	73%	91%	84%
	2017/18	84%	82%	100%	75%	85%	82%	94%	69%	82%
Advising Satisfaction – Excellent/Better than Average	2019/20	83%	88%	50%	88%	91%	83%	50%	62%	82%
	2018/19	86%	89%	100%	86%	96%	79%	91%	94%	83%
	2017/18	86%	84%	100%	82%	95%	88%	72%	68%	80%
Faculty/Staff Member Positive Influence – Yes	2019/20	89%	92%	100%	94%	74%	98%	100%	85%	92%
	2018/19	72%	84%	67%	81%	67%	87%	82%	91%	82%
	2017/18	78%	82%	100%	84%	64%	78%	94%	75%	84%
Time Studying – Very Much/Quite a Bit	2019/20	94%	88%	100%	89%	91%	80%	100%	81%	83%
	2018/19	90%	87%	100%	85%	88%	74%	91%	94%	82%
	2017/18	78%	85%	100%	83%	93%	76%	89%	77%	80%

Table 34

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

		First Gen	Pell Grant
Entire Educational Experience at CSU – Excellent/Good	2019/20	89%	90%
	2018/19	91%	88%
	2017/18	86%	85%
Educational Experience in Major – Excellent/Good	2019/20	91%	91%
	2018/19	90%	90%
	2017/18	89%	87%
Choose CSU Again – Definitely/Probably Yes	2019/20	88%	90%
	2018/19	88%	86%
	2017/18	86%	84%
Choose Major Again – Definitely/Probably Yes	2019/20	83%	84%
	2018/19	84%	85%
	2017/18	80%	78%
Advising Satisfaction – Excellent/Better than Average	2019/20	83%	84%
	2018/19	86%	83%
	2017/18	82%	79%
Faculty/Staff Member Positive Influence – Yes	2019/20	91%	92%
	2018/19	79%	82%
	2017/18	82%	84%
Time Studying – Very Much/Quite a Bit	2019/20	85%	85%
	2018/19	84%	83%
	2017/18	83%	81%

Table 35
Undergraduate Student Satisfaction Trends by Gender

		Men	Prefer Not to Answer	T/NB/GNC	Women
Entire Educational Experience at CSU – Excellent/Good	2019/20	88%	73%	83%	92%
	2018/19	88%	69%	73%	92%
	2017/18	88%	53%	81%	89%
Educational Experience in Major – Excellent/Good	2019/20	91%	82%	92%	92%
	2018/19	90%	74%	90%	92%
	2017/18	89%	59%	85%	89%
Choose CSU Again – Definitely/Probably Yes	2019/20	89%	77%	71%	91%
	2018/19	87%	69%	73%	90%
	2017/18	88%	65%	80%	88%
Choose Major Again – Definitely/Probably Yes	2019/20	86%	82%	79%	84%
	2018/19	85%	79%	67%	84%
	2017/18	82%	58%	75%	81%
Advising Satisfaction – Excellent/Better than Average	2019/20	84%	68%	79%	82%
	2018/19	84%	63%	77%	85%
	2017/18	82%	67%	74%	81%
Faculty/Staff Member Positive Influence – Yes	2019/20	90%	86%	100%	93%
	2018/19	78%	79%	80%	84%
	2017/18	80%	87%	81%	84%
Time Studying – Very Much/Quite a Bit	2019/20	85%	77%	50%	84%
	2018/19	83%	82%	80%	83%
	2017/18	82%	81%	70%	81%

Transgender/non-binary/gender non-conforming (T/NB/GNC) respondents include the following gender selections: two spirit, agender, gender queer/non-binary/non-conforming, transman/masculine, transwoman/feminine, and multiple genders selections.

Table 36
Undergraduate Student Satisfaction Trends by Student Disability Center Status

		SDC
Entire Educational Experience at CSU – Excellent/Good	2019/20	90%
	2018/19	92%
	2017/18	86%
Educational Experience in Major – Excellent/Good	2019/20	93%
	2018/19	92%
	2017/18	86%
Choose CSU Again – Definitely/Probably Yes	2019/20	90%
	2018/19	89%
	2017/18	85%
Choose Major Again – Definitely/Probably Yes	2019/20	81%
	2018/19	82%
	2017/18	82%
Advising Satisfaction – Excellent/Better than Average	2019/20	79%
	2018/19	82%
	2017/18	82%
Faculty/Staff Member Positive Influence – Yes	2019/20	96%
	2018/19	82%
	2017/18	86%
Time Studying – Very Much/Quite a Bit	2019/20	88%
	2018/19	84%
	2017/18	80%

SDC indicates students with a disability who were registered with the Student Disability Center, which does not include all students with disabilities on campus.

Table 37 displays CSU graduate student results over time.

Tables 38-39 display graduate student results by college and then over time.

Tables 40-41 display graduate student results by degree and then over time.

Table 37

Graduate Student First Destination Trends

	2019/20	2018/19	2017/18
Plans Secured	95%	92%	91%
Employed	76%	74%	78%
Continuing Education ¹	19%	18%	13%
Average Salary ²	\$72,180	\$77,667	\$77,688
Employment Related to Career Plans	93%	97%	94%
Employment Related to Program	92%	93%	95%
Offer Rate ³	96%	94%	93%
Knowledge Rate ⁴	64%	74%	70%

Table 38

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	1428	95%	1140	76%	288	19%	\$72,180	325	93%	921	92%	1446	96%	1513	64%
AG	47	94%	32	64%	15	30%	\$57,964	15	68%	26	81%	48	96%	50	63%
BU	374	95%	336	85%	38	10%	\$81,052	90	91%	158	87%	377	96%	395	85%
EG	160	95%	136	80%	24	14%	\$82,330	24	100%	136	98%	164	97%	169	65%
HS	215	92%	172	74%	43	18%	\$60,895	46	94%	164	94%	218	94%	233	50%
IU	29	100%	23	79%	6	21%	\$54,334	9	100%	21	88%	29	100%	29	62%
LA	124	92%	92	68%	32	24%	\$52,562	30	100%	85	90%	126	93%	137	59%
NR	102	94%	82	76%	20	19%	\$56,872	28	97%	71	87%	102	94%	108	59%
NS	198	95%	133	64%	65	31%	\$87,178	27	93%	128	93%	203	97%	210	70%
VM	179	98%	134	74%	45	25%	\$73,292	56	97%	132	97%	179	98%	182	55%

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 plans.

Table 39
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	2019/20	94%	64%	30%	\$57,964	68%	81%	96%	63%
	2018/19	91%	72%	19%	\$66,158	96%	78%	97%	78%
	2017/18	92%	83%	9%	\$55,520	96%	98%	95%	71%
BU	2019/20	95%	85%	10%	\$81,052	91%	87%	96%	85%
	2018/19	95%	83%	11%	\$95,456	95%	91%	96%	89%
	2017/18	94%	90%	5%	\$94,216	92%	90%	96%	83%
EG	2019/20	95%	80%	14%	\$82,330	100%	98%	97%	65%
	2018/19	90%	70%	20%	\$93,089	96%	97%	93%	78%
	2017/18	89%	73%	16%	\$86,671	98%	100%	91%	70%
HS	2019/20	92%	74%	18%	\$60,895	94%	94%	94%	50%
	2018/19	92%	77%	14%	\$61,640	97%	96%	93%	65%
	2017/18	89%	78%	10%	\$59,860	97%	95%	91%	62%
IU	2019/20	100%	79%	21%	\$54,334	100%	88%	100%	62%
	2018/19	93%	80%	12%	\$70,213	100%	88%	95%	73%
	2017/18	93%	67%	27%	--	100%	100%	93%	77%
LA	2019/20	92%	68%	24%	\$52,562	100%	90%	93%	59%
	2018/19	89%	71%	18%	\$57,795	98%	92%	93%	76%
	2017/18	87%	70%	17%	\$55,235	94%	93%	91%	69%
NR	2019/20	94%	76%	19%	\$56,872	97%	87%	94%	59%
	2018/19	89%	76%	13%	\$54,690	98%	88%	90%	68%
	2017/18	87%	81%	6%	\$58,124	92%	90%	91%	62%
NS	2019/20	95%	64%	31%	\$87,178	93%	93%	97%	70%
	2018/19	96%	68%	29%	\$82,608	98%	98%	97%	78%
	2017/18	94%	70%	25%	\$89,016	100%	98%	96%	73%
VM	2019/20	98%	74%	25%	\$73,292	97%	97%	98%	55%
	2018/19	89%	61%	28%	\$86,468	100%	98%	93%	63%
	2017/18	92%	72%	19%	\$60,051	94%	96%	93%	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 plans.

GRADUATE Overview (continued)

Table 40
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	1428	95%	1140	76%	288	19%	\$72,180	325	93%	921	92%	1446	96%	1513	64%
CT	143	99%	67	46%	76	52%	\$50,875	8	100%	60	83%	143	99%	145	71%
Masters	1052	94%	852	76%	200	18%	\$69,755	221	91%	645	91%	1069	95%	1130	64%
PHD	163	98%	154	92%	9	5%	\$84,352	53	98%	150	97%	164	98%	167	65%
DVM	70	99%	67	94%	3	4%	\$78,648	43	98%	66	99%	70	99%	71	49%

Table 41
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	2019/20	99%	46%	52%	\$50,875	100%	83%	99%	71%
	2018/19	99%	37%	61%	\$82,364	92%	88%	99%	70%
	2017/18	100%	58%	42%	\$60,702	86%	90%	100%	64%
Masters	2019/20	94%	76%	18%	\$69,755	91%	91%	95%	64%
	2018/19	91%	74%	17%	\$74,776	97%	92%	93%	75%
	2017/18	90%	77%	13%	\$76,813	94%	93%	93%	70%
PHD	2019/20	98%	92%	5%	\$84,352	98%	97%	98%	65%
	2018/19	93%	91%	2%	\$91,083	100%	97%	95%	79%
	2017/18	91%	89%	2%	\$87,546	98%	99%	93%	81%
DVM	2019/20	99%	94%	4%	\$78,648	98%	99%	99%	49%
	2018/19	95%	91%	4%	\$79,700	100%	100%	96%	57%
	2017/18	100%	100%	0%	\$70,000	100%	100%	100%	41%

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 plans.

Table 42 displays most common employers of graduate students.

Table 43 displays most common locations of graduate students.

Table 44 displays most common industries of graduate students.

Table 42
Most Common Employers of Graduate Students

Employers
Amazon
Banfield Pet Hospital
Colorado State University
Intel Corporation
JBS USA
National Renewable Energy Laboratory
Pilgrim's
University of Colorado - Anschutz Medical Campus
US Army
US Department of Agriculture
VCA Animal Hospitals
Woodward

Table 43
Most Common Locations of Graduate Students

Location	Count	%
CO	585	52.21%
CA	81	7.24%
International	41	3.66%
TX	33	2.95%
WA	28	2.50%
UT	23	2.05%
AZ	22	1.96%
NY	22	1.96%
FL	21	1.88%
OR	17	1.52%

Table 44
Most Common Industries of Graduate Students

Industries	Count	%
Education & Social Impact	315	27.66%
Financial Services	172	15.12%
Technology, Information, & Computing	138	12.13%
Building, Energy, & Manufacturing	117	10.28%
Animal & Agriculture	104	9.14%
Health & Recreation	79	6.94%
Life Sciences & BioTech	69	6.07%
Sustainability & Environment	50	4.39%
Retail Management & Merchandising	20	1.76%
Marketing, Advertising, & Media	19	1.67%
Law & Public Safety	19	1.67%
Food, Beverages, & Brewing	14	1.23%
Hospitality & Tourism	10	0.88%
Creative Arts & Design	9	0.79%
Entrepreneurship & Innovation	3	0.26%

Tables 45 - 50 display graduate student first destination results by population and then over time.

Table 45
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	1428	95%	1140	76%	288	19%	\$72,180	325	93%	921	92%	1446	96%	1513	64%
Asian	47	98%	36	75%	11	23%	\$79,682	17	100%	26	84%	47	98%	48	65%
Black	21	91%	19	83%	2	9%	--	3	100%	13	93%	22	96%	23	64%
Hawaiian/Pac Islander	1	100%	0	0%	1	100%	--	--	--	--	--	1	100%	1	100%
Hispanic/Latino	90	94%	70	73%	20	21%	\$58,850	24	96%	51	89%	91	95%	96	59%
International	180	89%	131	65%	49	24%	\$82,325	28	93%	118	95%	188	93%	203	63%
Multi-Racial	38	90%	28	67%	10	24%	\$62,308	9	75%	19	79%	39	93%	42	59%
Native American	9	100%	8	89%	1	11%	--	1	100%	6	100%	9	100%	9	64%
No Response	52	98%	49	92%	3	6%	\$61,320	9	90%	42	89%	52	98%	53	48%
White	990	96%	799	77%	191	18%	\$73,293	234	93%	646	93%	997	96%	1038	66%

Table 46
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	2019/20	98%	75%	23%	\$79,682	100%	84%	98%	65%
	2018/19	97%	74%	23%	\$105,917	88%	96%	97%	70%
	2017/18	89%	80%	9%	\$92,526	95%	88%	89%	65%
Black	2019/20	91%	83%	9%	--	100%	93%	96%	64%
	2018/19	97%	66%	31%	\$66,503	90%	78%	100%	74%
	2017/18	100%	80%	20%	\$67,383	86%	94%	100%	69%
Hawaiian/Pac Islander	2019/20	100%	0%	100%	--	--	--	100%	100%
	2018/19	--	--	--	--	--	--	--	--
	2017/18	100%	100%	0%	--	100%	100%	100%	100%
Hispanic/Latino	2019/20	94%	73%	21%	\$58,850	96%	89%	95%	59%
	2018/19	92%	72%	20%	\$69,476	95%	97%	93%	70%
	2017/18	88%	74%	14%	\$69,827	97%	98%	89%	73%
International	2019/20	89%	65%	24%	\$82,325	93%	95%	93%	63%
	2018/19	83%	64%	19%	\$76,963	91%	96%	88%	72%
	2017/18	80%	64%	16%	\$85,648	94%	98%	87%	63%
Multi-Racial	2019/20	90%	67%	24%	\$62,308	75%	79%	93%	59%
	2018/19	95%	79%	17%	\$73,330	100%	96%	95%	66%
	2017/18	91%	77%	14%	\$92,591	82%	96%	94%	73%
Native American	2019/20	100%	89%	11%	--	100%	100%	100%	64%
	2018/19	100%	100%	0%	\$89,671	100%	100%	100%	89%
	2017/18	67%	67%	0%	--	--	100%	100%	60%
No Response	2019/20	98%	92%	6%	\$61,320	90%	89%	98%	48%
	2018/19	91%	63%	28%	\$130,693	100%	90%	94%	49%
	2017/18	92%	79%	13%	\$75,498	92%	100%	92%	55%
White	2019/20	96%	77%	18%	\$73,293	93%	93%	96%	66%
	2018/19	93%	76%	17%	\$75,274	99%	93%	95%	77%
	2017/18	93%	81%	12%	\$76,889	95%	94%	95%	72%

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 plans.

Table 47
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	1428	95%	1140	76%	288	19%	\$72,180	325	93%	921	92%	1446	96%	1513	64%
Men	649	95%	513	75%	136	20%	\$75,447	132	96%	389	93%	659	97%	683	--
Prefer Not to Answer	7	100%	6	86%	1	14%	--	4	67%	5	83%	7	100%	7	--
T/NB/GNC	9	82%	8	73%	1	9%	\$64,228	6	75%	6	75%	9	82%	11	--
Women	763	94%	613	76%	150	19%	\$70,494	183	92%	521	92%	771	95%	812	--

Transgender/non-binary/gender non-conforming (T/NB/GNC) respondents include the following gender selections: two spirit, agender, gender queer/non-binary/non-conforming, transman/masculine, transwoman/feminine, and multiple genders selections. Knowledge rates by gender are unavailable because gender is binary in university records.

Table 48
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
Men	2019/20	95%	75%	20%	\$75,447	96%	93%	97%	--
	2018/19	92%	72%	20%	\$87,950	95%	92%	94%	--
	2017/18	93%	80%	13%	\$90,998	93%	95%	95%	--
Prefer Not to Answer	2019/20	100%	86%	14%	--	67%	83%	100%	--
	2018/19	87%	80%	7%	--	100%	82%	88%	--
	2017/18	58%	58%	0%	--	100%	100%	67%	--
T/NB/GNC	2019/20	82%	73%	9%	\$64,228	75%	75%	82%	--
	2018/19	75%	50%	25%	--	100%	100%	75%	--
	2017/18	75%	75%	0%	--	100%	100%	100%	--
Women	2019/20	94%	76%	19%	\$70,494	92%	92%	95%	--
	2018/19	92%	75%	18%	\$68,914	99%	95%	94%	--
	2017/18	90%	77%	13%	\$64,866	95%	94%	93%	--

Transgender/non-binary/gender non-conforming (T/NB/GNC) respondents include the following gender selections: two spirit, agender, gender queer/non-binary/non-conforming, transman/masculine, transwoman/feminine, and multiple genders selections.

Table 49
Graduate Student Student Disability Center 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	%
SDC	85	96%	57	64%	28	31%	\$58,291	19	95%	49	89%	85	96%	89	65%

SDC indicates students with a disability who were registered with the Student Disability Center, which does not include all students with disabilities on campus.

Table 50
Graduate Student Student Disability Center 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
SDC	2019/20	96%	64%	31%	\$58,291	95%	89%	96%	65%
	2018/19	87%	60%	27%	\$80,688	100%	91%	91%	73%
	2017/18	71%	44%	27%	--	97%	100%	90%	68%

SDC indicates students with a disability who were registered with the Student Disability Center, which does not include all students with disabilities on campus.

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 plans.

Table 51 displays CSU graduate student satisfaction results over time.

Table 52 displays graduate student satisfaction results by college over time.

Table 53 displays graduate student satisfaction results by degree over time.

Tables 54–56 display graduate student satisfaction results by population over time.

Table 51

Graduate Student Satisfaction Trends

	2019/20	2018/19	2017/18
Entire Educational Experience at CSU – Excellent/Good	90%	92%	92%
Educational Experience in Program – Excellent/Good	90%	89%	91%
Choose CSU Again – Definitely/Probably Yes	88%	90%	90%
Choose Program Again – Definitely/Probably Yes	88%	87%	87%
Advising Satisfaction – Excellent/Better than Average	85%	84%	83%
Professional Development – Excellent/Better than Average	80%	78%	76%
Faculty/Staff Member Positive Influence - Yes	88%	82%	81%

Table 52

Graduate Student Satisfaction Trends by College

		AG	BU	EG	HS	IU	LA	NR	NS	VM
Entire Educational Experience at CSU – Excellent/Good	2019/20	91%	89%	83%	92%	100%	88%	96%	85%	93%
	2018/19	90%	93%	90%	92%	90%	91%	94%	90%	95%
	2017/18	95%	94%	96%	84%	100%	90%	93%	89%	93%
Educational Experience in Program – Excellent/Good	2019/20	87%	94%	83%	87%	100%	90%	96%	85%	93%
	2018/19	85%	93%	86%	83%	95%	85%	93%	92%	91%
	2017/18	95%	92%	91%	80%	100%	90%	98%	85%	94%
Choose CSU Again – Definitely/Probably Yes	2019/20	87%	89%	89%	85%	100%	82%	96%	86%	92%
	2018/19	90%	92%	89%	84%	86%	84%	96%	89%	95%
	2017/18	88%	93%	86%	82%	92%	88%	92%	87%	96%
Choose Program Again – Definitely/Probably Yes	2019/20	78%	89%	81%	87%	100%	78%	96%	86%	99%
	2018/19	80%	87%	85%	89%	67%	89%	77%	93%	92%
	2017/18	80%	88%	91%	84%	100%	83%	85%	87%	93%
Advising Satisfaction – Excellent/Better than Average	2019/20	91%	86%	81%	83%	100%	76%	91%	75%	92%
	2018/19	85%	88%	88%	78%	62%	80%	87%	83%	83%
	2017/18	95%	84%	89%	73%	92%	83%	90%	77%	84%
Professional Development – Excellent/Better than Average	2019/20	84%	78%	81%	84%	80%	76%	87%	66%	85%
	2018/19	80%	80%	79%	71%	62%	75%	78%	78%	86%
	2017/18	87%	75%	84%	68%	85%	83%	76%	65%	78%
Faculty/Staff Member Positive Influence - Yes	2019/20	94%	73%	94%	91%	90%	96%	89%	92%	93%
	2018/19	82%	66%	76%	85%	100%	89%	88%	91%	90%
	2017/18	92%	63%	77%	93%	100%	94%	89%	82%	85%

Table 53
Graduate Student Satisfaction Trends by Degree Level

		CT	Masters	Doctorate	DVM
Entire Educational Experience at CSU – Excellent/Good	2019/20	100%	90%	83%	94%
	2018/19	79%	93%	91%	91%
	2017/18	100%	92%	93%	92%
Educational Experience in Program – Excellent/Good	2019/20	92%	91%	86%	91%
	2018/19	86%	90%	87%	87%
	2017/18	100%	90%	90%	100%
Choose CSU Again – Definitely/Probably Yes	2019/20	92%	89%	84%	90%
	2018/19	86%	91%	85%	94%
	2017/18	100%	90%	89%	92%
Choose Program Again – Definitely/Probably Yes	2019/20	77%	88%	88%	98%
	2018/19	93%	86%	90%	89%
	2017/18	100%	86%	91%	100%
Advising Satisfaction – Excellent/Better than Average	2019/20	77%	84%	87%	89%
	2018/19	100%	84%	81%	85%
	2017/18	100%	82%	89%	100%
Professional Development – Excellent/Better than Average	2019/20	77%	79%	81%	85%
	2018/19	91%	76%	78%	91%
	2017/18	100%	75%	82%	100%
Faculty/Staff Member Positive Influence - Yes	2019/20	69%	87%	91%	92%
	2018/19	64%	79%	98%	88%
	2017/18	25%	78%	93%	82%

Table 54
Graduate Student Satisfaction Trends by Ethnicity/Race

		Asian	Black	Hawaiian/ Pac Islander	Hispanic/ Latino	Inter- national	Multi- Racial	Native American	No Response	White
Entire Educational Experience at CSU – Excellent/Good	2019/20	95%	33%	--	90%	99%	84%	100%	75%	90%
	2018/19	86%	79%	--	98%	95%	81%	100%	96%	92%
	2017/18	97%	90%	100%	96%	94%	88%	100%	83%	91%
Educational Experience in Program – Excellent/Good	2019/20	100%	67%	--	94%	94%	95%	100%	75%	90%
	2018/19	86%	85%	--	92%	89%	90%	100%	96%	88%
	2017/18	93%	80%	100%	94%	91%	88%	100%	91%	90%
Choose CSU Again – Definitely/Probably Yes	2019/20	100%	67%	--	87%	96%	83%	100%	67%	88%
	2018/19	86%	79%	--	93%	88%	86%	100%	100%	90%
	2017/18	97%	80%	100%	92%	91%	88%	0%	88%	89%
Choose Program Again – Definitely/Probably Yes	2019/20	100%	83%	--	94%	84%	95%	100%	92%	88%
	2018/19	100%	86%	--	80%	79%	86%	100%	96%	88%
	2017/18	93%	90%	100%	90%	85%	81%	0%	83%	87%
Advising Satisfaction – Excellent/Better than Average	2019/20	94%	60%	--	87%	94%	84%	100%	92%	82%
	2018/19	79%	86%	--	89%	87%	75%	100%	75%	83%
	2017/18	90%	90%	100%	80%	93%	81%	100%	79%	81%
Professional Development – Excellent/Better than Average	2019/20	84%	67%	--	74%	91%	79%	100%	83%	78%
	2018/19	79%	86%	--	82%	82%	75%	80%	74%	77%
	2017/18	79%	89%	100%	76%	88%	69%	100%	75%	74%
Faculty/Staff Member Positive Influence - Yes	2019/20	89%	83%	--	90%	87%	95%	100%	75%	88%
	2018/19	69%	92%	--	83%	77%	70%	80%	79%	84%
	2017/18	80%	90%	100%	73%	74%	56%	100%	91%	83%

GRADUATE Satisfaction Summary (continued)

Table 55
Graduate Student Satisfaction Trends by Gender

		Men	Prefer Not to Answer	T/NB/GNC	Women
Entire Educational Experience at CSU – Excellent/Good	2019/20	89%	57%	82%	92%
	2018/19	92%	81%	75%	93%
	2017/18	93%	58%	100%	92%
Educational Experience in Program – Excellent/Good	2019/20	89%	100%	91%	91%
	2018/19	89%	81%	75%	89%
	2017/18	92%	67%	100%	90%
Choose CSU Again – Definitely/Probably Yes	2019/20	89%	71%	91%	88%
	2018/19	91%	100%	50%	89%
	2017/18	93%	42%	100%	88%
Choose Program Again – Definitely/Probably Yes	2019/20	89%	100%	82%	88%
	2018/19	85%	94%	100%	88%
	2017/18	89%	58%	100%	86%
Advising Satisfaction – Excellent/Better than Average	2019/20	87%	100%	100%	83%
	2018/19	86%	75%	50%	82%
	2017/18	87%	45%	100%	81%
Professional Development – Excellent/Better than Average	2019/20	82%	83%	100%	77%
	2018/19	79%	67%	100%	77%
	2017/18	78%	45%	100%	76%
Faculty/Staff Member Positive Influence - Yes	2019/20	86%	86%	91%	89%
	2018/19	80%	60%	100%	85%
	2017/18	75%	67%	50%	86%

Transgender/non-binary/gender non-conforming (T/NB/GNC) respondents include the following gender selections: two spirit, agender, gender queer/non-binary/non-conforming, transman/masculine, transwoman/feminine, and multiple genders selections. Knowledge rates by gender are unavailable because gender is binary in university records.

Table 56
Graduate Student Satisfaction Trends by Student Disability Center Status

		SDC
Entire Educational Experience at CSU – Excellent/Good	2019/20	88%
	2018/19	88%
	2017/18	93%
Educational Experience in Program – Excellent/Good	2019/20	85%
	2018/19	88%
	2017/18	90%
Choose CSU Again – Definitely/Probably Yes	2019/20	79%
	2018/19	97%
	2017/18	90%
Choose Program Again – Definitely/Probably Yes	2019/20	85%
	2018/19	85%
	2017/18	84%
Advising Satisfaction – Excellent/Better than Average	2019/20	71%
	2018/19	82%
	2017/18	84%
Professional Development – Excellent/Better than Average	2019/20	74%
	2018/19	73%
	2017/18	71%
Faculty/Staff Member Positive Influence - Yes	2019/20	94%
	2018/19	79%
	2017/18	83%

SDC indicates students with a disability who were registered with the Student Disability Center, which does not include all students with disabilities on campus.

