



First Destination & Satisfaction Report

| 2020 - 2021



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 will be published on the Institutional Research, Planning and Effectiveness website. Masters and PhD individual program results are not published on the Institutional Research webpage 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 2020 through May 2021. 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 65% (n=3,357) for undergraduate students and 64% (n=1,426) 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 2020-21, the world was continuing to experience the ramifications of the COVID-19 pandemic. This impacted the economy, job markets, and the ability to collect data from graduates about their first destination, etc. The knowledge rate for this year dropped 16 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 could compare data from this year and 2019-2020 and should use caution comparing this data to any years previous to 2019-2020.

Salient Undergraduate Student Findings:

- 91% of 2020-21 undergraduates had either a job offer or secured plans for employment/further education, and 89% had their plans secured by December 2021. 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 and first generation graduates reported 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 2020-21 was 72%.
- CSU undergraduates reported being hired by over 1,620 unique employers. 86% of those unique employers hired a single CSU undergraduate, 8% hired two, and the remaining 5% hired three or more. Approximately 250 unique graduate schools admitted CSU students last year.
- The average salary (full-time permanent) reported by undergraduates was \$52,390. Those with racially-minoritized identities reported salaries on par with the CSU average, with the exception of Asian and Multi-Racial respondents who reported much lower average salaries. First generation and Pell Grant recipients reported slightly lower average salaries. Students with disabilities¹, women, and trans*, non-binary and gender nonconforming students reported notably 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. First generation students reported a lower rate of employment being related to their career plans. Trans*, non-binary and gender nonconforming students indicated lower rates of employment related to major and career plans.
- 73% of employed undergraduates secured employment in Colorado; students found employment in 48 states and the District of Columbia. Of those that found employment in Colorado, 47% did so in the Denver Metro area and 41% did so in the Northern Colorado area.

Salient Graduate Student Findings:

- 97% of graduate students had either a job offer or secured plans for employment/further education. 97% secured their plans by December 2021.
- Respondents with disabilities¹ and racially-minoritized identities reported plans secured on par with the CSU average, with the exception of Multiracial students reporting a lower plans secured rate. Trans*, non-binary and gender nonconforming students also reported lower rates of plans secured.
- Approximately 820 unique employers hired CSU graduate students.
- 92% of students indicated that their employment was related to their graduate program, while 95% indicated their employment was related to their career plans. These results are generally similar across racial and gender identities with the exception of Black and Multi-Racial respondents reporting lower rates. Trans*, non-binary and gender nonconforming students reported lower rates of plans related to their program but similar rates of employment related to their career plans.
- 53% of employed graduate students secured employment in Colorado; graduate students found employment in 47 states and the District of Columbia. Of those that found employment in Colorado, 39% did so in the Denver Metro area and 46% did so in the Northern Colorado area.

¹Students with disabilities refers to students who are registered with the Student Disability Center between 2016-2020 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

	2020/21	2019/20	2018/19
Plans Secured	89%	88%	80%
Employed	66%	66%	63%
Continuing Education ¹	23%	22%	17%
Average Salary ²	\$52,390	\$51,992	\$53,867
Employment Related to Career Plans	86%	86%	86%
Employment Related to Major	81%	81%	81%
Internship Rate ³	72%	76%	72%
Offer Rate ⁴	91%	91%	86%
Knowledge Rate ⁵	65%	63%	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	2020/21	88%	65%	23%	\$43,049	79%	74%	73%	89%	53%
	2019/20	86%	63%	23%	\$37,342	84%	80%	80%	90%	66%
	2018/19	81%	58%	23%	\$44,209	86%	79%	86%	90%	83%
BU	2020/21	95%	82%	13%	\$53,042	91%	89%	67%	96%	82%
	2019/20	89%	77%	13%	\$51,067	89%	91%	68%	92%	80%
	2018/19	88%	78%	10%	\$51,283	91%	87%	63%	93%	97%
EG	2020/21	91%	71%	20%	\$65,663	92%	94%	77%	92%	68%
	2019/20	92%	78%	14%	\$66,151	97%	92%	87%	92%	66%
	2018/19	86%	73%	13%	\$63,141	93%	93%	72%	89%	83%
HS	2020/21	90%	67%	23%	\$55,987	92%	88%	88%	94%	68%
	2019/20	91%	66%	24%	\$57,677	92%	84%	90%	93%	65%
	2018/19	82%	61%	20%	\$58,644	91%	86%	90%	87%	78%
LA	2020/21	83%	60%	22%	\$43,160	67%	63%	56%	86%	62%
	2019/20	84%	63%	21%	\$38,638	57%	66%	59%	87%	52%
	2018/19	77%	63%	14%	\$42,501	72%	66%	56%	82%	70%
NR	2020/21	87%	67%	19%	\$40,399	89%	75%	73%	89%	54%
	2019/20	84%	68%	16%	\$44,151	92%	71%	88%	88%	53%
	2018/19	80%	68%	12%	\$37,560	82%	81%	75%	87%	81%
NS	2020/21	91%	58%	33%	\$50,429	81%	81%	67%	92%	59%
	2019/20	87%	55%	32%	\$53,313	82%	78%	68%	90%	61%
	2018/19	74%	51%	23%	\$61,745	78%	78%	70%	82%	80%
VM	2020/21	90%	47%	42%	\$45,373	92%	88%	88%	92%	63%
	2019/20	91%	55%	37%	\$36,980	89%	83%	86%	94%	66%
	2018/19	72%	34%	38%	\$40,043	87%	82%	82%	83%	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.

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
Charles Schwab
Colorado State University
Colorado State University
Columbine Health Systems
Deloitte
Fidelity Investments
Kiewit Corporation
KPMG LLP
Lockheed Martin
Poudre School District
Target
UCHealth

Table 4
Most Common Graduate Schools of Undergraduate Students

Schools
Arizona State University
Colorado State University
Creighton University
Metropolitan State University of Denver
Regis University
Ross University School of Veterinary Medicine
Texas A&M University
University of Colorado - Anschutz Campus
University of Colorado - Boulder
University of Colorado - Denver
University of Denver
University of Northern Colorado
University of Washington

Table 5
Most Common Industries of Undergraduate Students

Industries	Count	%
Financial Services	364	19%
Building, Energy, & Manufacturing	265	14%
Health & Recreation	231	12%
Education & Social Impact	226	12%
Technology, Information, & Computing	152	8%
Marketing, Advertising, & Media	110	6%
Life Sciences & BioTech	103	5%
Animal & Agriculture	90	5%
Sustainability & Environment	83	4%
Retail Management & Merchandising	75	4%
Food, Beverages, & Brewing	71	4%
Creative Arts & Design	54	3%
Hospitality & Tourism	39	2%
Law & Public Safety	39	2%
Entrepreneurship & Innovation	8	0%

Table 6
Most Common Locations of Undergraduate Students

Locations	Count	%
CO	1395	73%
CA	110	6%
TX	52	3%
IL	26	1%
International	25	1%
WA	24	1%
NY	23	1%
FL	20	1%
OR	18	1%
AZ	17	1%

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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
AG	155	88%	115	65%	40	23%	\$43,049	37	79%	84	74%	62	73%	158	89%	178	53%
Ag Business	23	92%	21	84%	2	8%	\$61,400	7	88%	15	75%	4	36%	24	96%	25	43%
Ag Education	3	75%	3	75%	0	0%	--	2	100%	2	67%	1	50%	3	75%	4	80%
Animal Science	41	95%	23	53%	18	42%	--	10	83%	18	78%	20	83%	41	95%	43	55%
Env & NR Econ	7	64%	7	64%	0	0%	--	1	50%	2	29%	2	50%	7	64%	11	69%
Environmental Hort	8	100%	8	100%	0	0%	--	1	50%	7	88%	2	100%	8	100%	8	57%
Equine Science	26	81%	15	47%	11	34%	--	11	92%	11	79%	22	96%	28	88%	32	55%
Horticulture	26	87%	21	70%	5	17%	--	4	57%	16	76%	8	62%	26	87%	31	51%
Landscape Arch	13	87%	10	67%	3	20%	--	0	0%	8	80%	1	25%	13	87%	15	63%
Soil & Crop Science	8	89%	7	78%	1	11%	--	1	100%	5	71%	2	100%	8	89%	9	47%

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	2020/21	92%	84%	8%	\$61,400	88%	75%	36%	96%	43%
	2019/20	87%	79%	8%	\$45,724	83%	73%	50%	92%	75%
	2018/19	85%	85%	0%	\$50,071	92%	70%	68%	88%	76%
Ag Education	2020/21	75%	75%	0%	--	100%	67%	50%	75%	80%
	2019/20	83%	67%	17%	--	67%	80%	100%	83%	75%
	2018/19	85%	62%	23%	\$39,733	100%	88%	83%	92%	76%
Animal Science	2020/21	95%	53%	42%	--	83%	78%	83%	95%	55%
	2019/20	88%	47%	41%	\$36,440	88%	76%	91%	92%	67%
	2018/19	80%	49%	31%	\$43,840	76%	83%	93%	92%	92%
Env & NR Econ	2020/21	64%	64%	0%	--	50%	29%	50%	64%	69%
	2019/20	89%	78%	11%	--	100%	43%	40%	89%	64%
	2018/19	88%	75%	13%	--	100%	67%	60%	88%	80%
Environmental Hort	2020/21	100%	100%	0%	--	50%	88%	100%	100%	57%
	2019/20	80%	80%	0%	--	100%	100%	100%	100%	71%
	2018/19	93%	79%	14%	\$44,663	100%	82%	92%	100%	82%
Equine Science	2020/21	81%	47%	34%	--	92%	79%	96%	88%	55%
	2019/20	95%	58%	37%	\$32,263	86%	87%	96%	100%	61%
	2018/19	78%	48%	30%	--	68%	68%	94%	93%	85%
Horticulture	2020/21	87%	70%	17%	--	57%	76%	62%	87%	51%
	2019/20	76%	64%	12%	\$30,472	86%	88%	81%	80%	54%
	2018/19	85%	54%	31%	--	89%	92%	82%	92%	82%
Landscape Arch	2020/21	87%	67%	20%	--	0%	80%	25%	87%	63%
	2019/20	73%	55%	18%	--	--	100%	0%	82%	67%
	2018/19	70%	60%	10%	--	--	100%	40%	80%	61%
Soil & Crop Science	2020/21	89%	78%	11%	--	100%	71%	100%	89%	47%
	2019/20	79%	63%	16%	\$36,552	71%	83%	100%	79%	76%
	2018/19	70%	48%	22%	--	100%	91%	100%	78%	89%

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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
BU	529	95%	456	82%	73	13%	\$53,042	186	91%	268	89%	173	67%	534	96%	556	82%
Accounting	86	93%	54	59%	32	35%	\$53,617	28	85%	35	90%	36	73%	89	97%	92	91%
Finance	116	97%	103	87%	13	11%	\$56,212	41	93%	57	86%	32	68%	116	97%	120	81%
Financial Planning	7	100%	7	100%	0	0%	--	4	100%	4	100%	2	50%	7	100%	7	64%
HR Mgmt	16	100%	15	94%	1	6%	\$46,901	7	78%	8	73%	6	60%	16	100%	16	94%
Information Systems	37	90%	34	83%	3	7%	\$59,720	12	86%	19	95%	7	35%	37	90%	41	82%
Marketing	134	96%	121	86%	13	9%	\$48,067	44	94%	72	90%	38	63%	136	97%	140	81%
Org & Innov Mgmt	72	97%	66	89%	6	8%	\$52,752	24	96%	37	88%	24	77%	72	97%	74	73%
Real Estate	11	92%	9	75%	2	17%	--	4	100%	6	100%	5	83%	11	92%	12	86%
Supply Chain	50	94%	47	89%	3	6%	\$58,135	22	92%	30	88%	23	74%	50	94%	54	89%

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	2020/21	93%	59%	35%	\$53,617	85%	90%	73%	97%	91%
	2019/20	94%	64%	30%	\$52,988	100%	98%	62%	94%	88%
	2018/19	93%	55%	38%	\$55,175	98%	89%	76%	96%	98%
Finance	2020/21	97%	87%	11%	\$56,212	93%	86%	68%	97%	81%
	2019/20	89%	74%	15%	\$53,603	93%	89%	74%	91%	81%
	2018/19	86%	79%	7%	\$54,826	93%	88%	64%	90%	98%
Financial Planning	2020/21	100%	100%	0%	--	100%	100%	50%	100%	64%
	2019/20	92%	92%	0%	--	83%	80%	67%	92%	67%
	2018/19	80%	80%	0%	--	100%	100%	80%	80%	100%
HR Mgmt	2020/21	100%	94%	6%	\$46,901	78%	73%	60%	100%	94%
	2019/20	82%	76%	6%	--	60%	75%	63%	94%	74%
	2018/19	100%	88%	12%	\$47,554	93%	83%	75%	100%	96%
Information Systems	2020/21	90%	83%	7%	\$59,720	86%	95%	35%	90%	82%
	2019/20	85%	85%	0%	\$54,488	82%	90%	58%	88%	79%
	2018/19	86%	84%	2%	\$59,263	88%	93%	40%	91%	96%
Marketing	2020/21	96%	86%	9%	\$48,067	94%	90%	63%	97%	81%
	2019/20	88%	83%	5%	\$43,657	80%	88%	67%	92%	81%
	2018/19	85%	80%	4%	\$43,397	87%	89%	61%	93%	98%
Org & Innov Mgmt	2020/21	97%	89%	8%	\$52,752	96%	88%	77%	97%	73%
	2019/20	91%	75%	16%	\$50,313	85%	96%	60%	93%	75%
	2018/19	88%	83%	5%	\$47,860	85%	79%	53%	93%	95%
Real Estate	2020/21	92%	75%	17%	--	100%	100%	83%	92%	86%
	2019/20	78%	72%	6%	--	89%	92%	86%	89%	100%
	2018/19	89%	78%	11%	--	100%	83%	44%	89%	100%
Supply Chain	2020/21	94%	89%	6%	\$58,135	92%	88%	74%	94%	89%
	2019/20	90%	87%	3%	\$54,963	94%	100%	83%	100%	70%
	2018/19	91%	84%	7%	\$54,668	100%	89%	73%	93%	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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
EG	280	91%	218	71%	62	20%	\$65,663	80	92%	204	94%	104	77%	284	92%	310	68%
Biomed & CBE	21	95%	15	68%	6	27%	--	5	83%	15	100%	8	73%	21	95%	22	79%
Biomed & EE	3	100%	3	100%	0	0%	--	2	67%	3	100%	3	100%	3	100%	3	60%
Biomed & ME	20	95%	14	67%	6	29%	\$64,129	7	100%	13	93%	9	82%	20	95%	21	78%
Chem & Bio Eng	41	85%	32	67%	9	19%	\$62,532	7	70%	26	81%	15	68%	42	88%	48	62%
Civil Eng	58	95%	49	80%	9	15%	\$59,229	22	100%	46	96%	24	83%	59	97%	61	68%
Computer Eng	14	93%	11	73%	3	20%	--	4	100%	11	100%	8	89%	14	93%	15	88%
Electrical Eng	28	80%	16	46%	12	34%	\$70,096	7	88%	16	100%	9	56%	29	83%	35	69%
Engineering Sci	1	100%	1	100%	0	0%	--	1	100%	1	100%	1	100%	1	100%	1	25%
Environmental Eng	20	87%	16	70%	4	17%	\$56,784	7	100%	16	100%	5	71%	20	87%	23	74%
Mechanical Eng	74	93%	61	76%	13	16%	\$68,308	18	95%	57	93%	22	85%	75	94%	81	65%

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	2020/21	95%	68%	27%	--	83%	100%	73%	95%	79%
	2019/20	100%	82%	18%	--	67%	89%	100%	100%	79%
	2018/19	88%	88%	0%	--	50%	83%	88%	100%	82%
Biomed & EE	2020/21	100%	100%	0%	--	67%	100%	100%	100%	60%
	2019/20	100%	50%	50%	--	0%	100%	100%	100%	67%
	2018/19	100%	100%	0%	--	100%	100%	100%	100%	100%
Biomed & ME	2020/21	95%	67%	29%	\$64,129	100%	93%	82%	95%	78%
	2019/20	89%	81%	8%	\$69,821	100%	97%	100%	89%	84%
	2018/19	82%	76%	6%	\$65,500	100%	100%	85%	85%	92%
Chem & Bio Eng	2020/21	85%	67%	19%	\$62,532	70%	81%	68%	88%	62%
	2019/20	90%	69%	21%	\$70,394	100%	91%	92%	90%	59%
	2018/19	85%	69%	17%	--	73%	76%	76%	85%	74%
Civil Eng	2020/21	95%	80%	15%	\$59,229	100%	96%	83%	97%	68%
	2019/20	99%	93%	6%	\$60,375	100%	97%	83%	99%	68%
	2018/19	93%	86%	7%	\$59,681	100%	100%	85%	96%	87%
Computer Eng	2020/21	93%	73%	20%	--	100%	100%	89%	93%	88%
	2019/20	93%	80%	13%	--	100%	100%	67%	93%	63%
	2018/19	100%	100%	0%	--	100%	100%	60%	100%	67%
Electrical Eng	2020/21	80%	46%	34%	\$70,096	88%	100%	56%	83%	69%
	2019/20	88%	79%	9%	\$73,647	100%	100%	95%	91%	66%
	2018/19	90%	65%	25%	\$69,464	100%	96%	48%	90%	80%
Engineering Sci	2020/21	100%	100%	0%	\$56,784	100%	100%	100%	100%	25%
	2019/20	82%	55%	27%	--	100%	83%	60%	82%	69%
	2018/19	60%	40%	20%	--	100%	50%	50%	80%	100%
Environmental Eng	2020/21	87%	70%	17%	--	100%	100%	71%	87%	74%
	2019/20	95%	84%	11%	--	100%	94%	100%	95%	61%
	2018/19	93%	70%	22%	\$58,510	100%	100%	65%	93%	90%
Mechanical Eng	2020/21	93%	76%	16%	\$68,308	95%	93%	85%	94%	65%
	2019/20	89%	73%	16%	\$67,291	95%	84%	80%	91%	63%
	2018/19	82%	68%	14%	\$62,849	90%	92%	69%	85%	83%

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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
HS	643	90%	480	67%	163	23%	\$55,987	244	92%	420	88%	366	88%	666	94%	719	68%
Apparel & Merch	57	97%	55	93%	2	3%	\$42,697	12	86%	47	85%	14	82%	58	98%	59	74%
Construction Mgmt	157	90%	155	89%	2	1%	\$65,491	149	100%	155	100%	173	99%	167	96%	180	99%
Early Childhood Ed	5	83%	5	83%	0	0%	--	3	100%	5	100%	4	100%	5	83%	6	26%
Family & Consumer Sci	4	80%	4	80%	0	0%	--	1	50%	4	100%	2	67%	5	100%	5	50%
Fermentation Sci & Tech	18	95%	16	84%	2	11%	--	4	80%	15	94%	3	60%	18	95%	19	59%
Health & Exercise Sci	140	89%	86	55%	54	34%	\$40,659	25	83%	65	76%	51	77%	144	92%	157	67%
Hospitality Mgmt	26	100%	25	96%	1	4%	\$35,169	5	83%	20	83%	5	56%	26	100%	26	54%
HDFS	134	88%	70	46%	64	42%	\$36,097	26	79%	54	77%	66	80%	139	91%	154	57%
Interior Arch & Design	27	96%	25	89%	2	7%	--	4	80%	24	96%	7	88%	27	96%	28	68%
Nutrition & Food Sci	23	88%	16	62%	7	27%	--	6	75%	12	75%	15	88%	23	88%	26	70%
Social Work	52	88%	23	39%	29	49%	\$38,109	9	90%	19	83%	26	93%	54	92%	59	60%

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	2020/21	97%	93%	3%	\$42,697	86%	85%	82%	98%	74%
	2019/20	93%	93%	0%	--	78%	85%	83%	93%	54%
	2018/19	87%	87%	0%	--	86%	95%	65%	91%	85%
Construction Mgmt	2020/21	90%	89%	1%	\$65,491	100%	100%	99%	96%	99%
	2019/20	93%	93%	0%	\$66,212	100%	100%	99%	98%	97%
	2018/19	94%	94%	0%	\$64,437	100%	94%	100%	99%	95%
Early Childhood Ed	2020/21	83%	83%	0%	--	100%	100%	100%	83%	26%
	2019/20	78%	44%	33%	--	100%	100%	100%	78%	38%
	2018/19	50%	33%	17%	--	75%	83%	94%	61%	69%
Family & Consumer Sci	2020/21	80%	80%	0%	--	50%	100%	67%	100%	50%
	2019/20	100%	100%	0%	--	67%	50%	67%	100%	67%
	2018/19	78%	67%	11%	--	100%	67%	89%	100%	53%
Fermentation Sci & Tech	2020/21	95%	84%	11%	--	80%	94%	60%	95%	59%
	2019/20	83%	83%	0%	--	100%	100%	100%	83%	48%
	2018/19	93%	89%	4%	--	83%	91%	100%	93%	66%
Health & Exercise Sci	2020/21	89%	55%	34%	\$40,659	83%	76%	77%	92%	67%
	2019/20	90%	54%	36%	\$35,100	79%	77%	73%	92%	63%
	2018/19	77%	51%	26%	--	76%	80%	78%	82%	71%
Hospitality Mgmt	2020/21	100%	96%	4%	\$35,169	83%	83%	56%	100%	54%
	2019/20	87%	83%	3%	--	83%	77%	69%	90%	57%
	2018/19	89%	87%	3%	--	91%	85%	47%	95%	78%
HDFS	2020/21	88%	46%	42%	\$36,097	79%	77%	80%	91%	57%
	2019/20	93%	55%	38%	\$35,781	79%	73%	93%	95%	62%
	2018/19	79%	50%	29%	\$40,769	76%	73%	96%	83%	76%
Interior Arch & Design	2020/21	96%	89%	7%	--	80%	96%	88%	96%	68%
	2019/20	88%	82%	6%	--	100%	64%	100%	88%	59%
	2018/19	77%	77%	0%	--	100%	100%	94%	87%	79%
Nutrition & Food Sci	2020/21	88%	62%	27%	--	75%	75%	88%	88%	70%
	2019/20	80%	53%	28%	--	80%	78%	76%	80%	73%
	2018/19	86%	43%	43%	--	67%	89%	68%	86%	92%
Social Work	2020/21	88%	39%	49%	\$38,109	90%	83%	93%	92%	60%
	2019/20	92%	40%	53%	--	75%	83%	95%	98%	54%
	2018/19	71%	23%	47%	--	60%	82%	97%	79%	79%

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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
LA	603	83%	440	60%	163	22%	\$43,160	105	67%	276	63%	215	56%	624	86%	735	62%
Anthropology	26	84%	14	45%	12	39%	--	2	22%	5	36%	12	50%	27	87%	32	73%
Art	37	80%	27	59%	10	22%	\$42,376	11	100%	25	93%	18	58%	38	83%	47	52%
Comm Studies	104	86%	85	70%	19	16%	\$45,351	10	77%	67	79%	20	51%	106	88%	123	72%
Dance	2	67%	2	67%	0	0%	--	1	100%	2	100%	3	100%	3	100%	3	43%
Economics	76	87%	61	70%	15	17%	\$50,222	17	81%	47	78%	13	34%	77	89%	87	62%
English	25	66%	12	32%	13	34%	--	4	67%	4	33%	14	54%	27	71%	38	56%
Ethnic Studies	2	67%	2	67%	0	0%	--	1	100%	2	100%	2	100%	2	67%	3	38%
Geography	5	71%	4	57%	1	14%	--	--	--	2	50%	0	0%	5	71%	7	78%
History	27	75%	18	50%	9	25%	\$46,386	7	78%	9	50%	19	73%	29	81%	37	56%
Interdis Liberal Arts	44	83%	33	62%	11	21%	\$44,335	5	45%	16	48%	8	30%	46	87%	53	58%
Intl Studies	25	89%	17	61%	8	29%	--	5	56%	5	29%	10	56%	25	89%	28	67%
JMC	75	87%	64	74%	11	13%	\$45,113	16	76%	46	72%	38	88%	77	90%	86	70%
Lang, Lit, & Culture	6	86%	4	57%	2	29%	--	3	75%	2	50%	2	33%	7	100%	7	54%
Music	16	94%	9	53%	7	41%	--	8	100%	7	78%	10	83%	16	94%	17	53%
Philosophy	9	90%	5	50%	4	40%	--	0	0%	0	0%	2	33%	9	90%	10	63%
Political Science	65	83%	39	50%	26	33%	\$37,993	7	64%	17	44%	22	63%	67	86%	79	65%
Sociology	55	79%	41	59%	14	20%	\$37,979	8	44%	20	49%	19	51%	58	83%	70	51%
Theatre	4	50%	3	38%	1	13%	--	0	0%	0	0%	3	50%	5	63%	8	53%
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	2020/21	84%	45%	39%	--	22%	36%	50%	87%	73%
	2019/20	67%	60%	7%	--	80%	33%	58%	80%	39%
	2018/19	72%	52%	20%	--	50%	31%	63%	80%	61%
Art	2020/21	80%	59%	22%	\$42,376	100%	93%	58%	83%	52%
	2019/20	75%	61%	14%	--	57%	85%	68%	77%	48%
	2018/19	59%	57%	2%	\$36,004	71%	71%	65%	65%	60%
Comm Studies	2020/21	86%	70%	16%	\$45,351	77%	79%	51%	88%	72%
	2019/20	93%	75%	18%	\$42,585	81%	86%	53%	93%	57%
	2018/19	78%	72%	5%	\$46,151	64%	79%	52%	86%	78%
Dance	2020/21	67%	67%	0%	--	100%	100%	100%	100%	43%
	2019/20	67%	33%	33%	--	--	100%	100%	100%	43%
	2018/19	86%	57%	29%	--	67%	75%	80%	86%	70%
Economics	2020/21	87%	70%	17%	\$50,222	81%	78%	34%	89%	62%
	2019/20	90%	71%	19%	\$45,997	80%	69%	33%	90%	49%
	2018/19	83%	72%	11%	\$54,020	68%	74%	38%	87%	77%
English	2020/21	66%	32%	34%	--	67%	33%	54%	71%	56%
	2019/20	74%	43%	31%	--	60%	79%	64%	79%	49%
	2018/19	68%	49%	19%	\$35,559	100%	67%	53%	75%	72%
Ethnic Studies	2020/21	67%	67%	0%	--	100%	100%	100%	67%	38%
	2019/20	60%	40%	20%	--	100%	100%	33%	60%	63%
	2018/19	71%	43%	29%	--	0%	67%	100%	71%	75%
Geography	2020/21	71%	57%	14%	--	--	50%	0%	71%	78%
	2019/20	67%	33%	33%	--	--	100%	0%	67%	38%
	2018/19	100%	50%	50%	--	--	100%	0%	100%	100%
History	2020/21	75%	50%	25%	\$46,386	78%	50%	73%	81%	56%
	2019/20	72%	48%	24%	\$37,141	50%	33%	50%	88%	45%
	2018/19	71%	48%	23%	--	80%	50%	38%	71%	58%
Interdis Liberal Arts	2020/21	83%	62%	21%	\$44,335	45%	48%	30%	87%	58%
	2019/20	83%	60%	23%	--	29%	52%	25%	89%	51%
	2018/19	81%	63%	19%	--	40%	29%	26%	84%	56%
Intl Studies	2020/21	89%	61%	29%	--	56%	29%	56%	89%	67%
	2019/20	84%	53%	32%	--	50%	40%	40%	89%	44%
	2018/19	48%	42%	6%	--	100%	62%	32%	65%	78%
JMC	2020/21	87%	74%	13%	\$45,113	76%	72%	88%	90%	70%
	2019/20	85%	74%	11%	\$32,508	64%	70%	94%	88%	69%
	2018/19	87%	76%	11%	\$37,453	78%	74%	96%	89%	78%
Lang, Lit, & Culture	2020/21	86%	57%	29%	--	75%	50%	33%	100%	54%
	2019/20	80%	55%	25%	--	57%	64%	33%	85%	67%
	2018/19	75%	38%	38%	--	--	33%	0%	75%	62%
Music	2020/21	94%	53%	41%	--	100%	78%	83%	94%	53%
	2019/20	95%	58%	37%	\$40,700	100%	73%	75%	95%	49%
	2018/19	74%	57%	17%	--	89%	64%	63%	83%	60%
Philosophy	2020/21	90%	50%	40%	--	0%	0%	33%	90%	63%
	2019/20	91%	55%	36%	--	50%	0%	25%	91%	46%
	2018/19	67%	58%	8%	--	--	14%	20%	67%	50%
Political Science	2020/21	83%	50%	33%	\$37,993	64%	44%	63%	86%	65%
	2019/20	84%	60%	25%	--	30%	47%	68%	86%	55%
	2018/19	81%	55%	25%	--	72%	46%	69%	85%	72%
Sociology	2020/21	79%	59%	20%	\$37,979	44%	49%	51%	83%	51%
	2019/20	90%	61%	29%	\$30,837	11%	47%	65%	92%	40%
	2018/19	80%	59%	20%	--	68%	71%	55%	84%	71%
Theatre	2020/21	50%	38%	13%	--	0%	0%	50%	63%	53%
	2019/20	67%	33%	33%	--	0%	67%	100%	78%	56%
	2018/19	86%	79%	7%	--	83%	73%	67%	93%	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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
NR	193	87%	150	67%	43	19%	\$40,399	51	89%	112	75%	77	73%	199	89%	225	54%
Ecosystem Sci & Sust	60	88%	45	66%	15	22%	--	11	79%	32	71%	22	79%	61	90%	68	68%
Fire & Em Serv	8	100%	3	38%	5	63%	--	3	100%	3	100%	0	0%	8	100%	8	50%
FWCB	40	80%	33	66%	7	14%	\$29,840	14	100%	25	76%	21	68%	44	88%	51	46%
Forestry/FRS	12	92%	10	77%	2	15%	\$34,424	8	100%	10	100%	8	73%	12	92%	13	46%
Geology	10	100%	7	70%	3	30%	--	--	--	7	100%	1	100%	10	100%	10	91%
HDNR	11	85%	9	69%	2	15%	--	4	100%	8	89%	5	71%	11	85%	13	46%
NR Tourism	25	89%	21	75%	4	14%	--	3	100%	11	52%	4	80%	25	89%	28	60%
NRM	18	78%	16	70%	2	9%	--	5	63%	11	69%	11	85%	19	83%	23	40%
Restoration Ecology	3	100%	1	33%	2	67%	--	1	100%	1	100%	2	50%	3	100%	4	100%
Watershed Sci	6	86%	5	71%	1	14%	--	2	100%	4	80%	3	100%	6	86%	7	58%

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	2020/21	88%	66%	22%	--	79%	71%	79%	90%	68%
	2019/20	87%	61%	26%	\$44,258	100%	65%	87%	87%	54%
	2018/19	75%	57%	17%	\$43,305	73%	74%	77%	84%	89%
Fire & Em Serv	2020/21	100%	38%	63%	--	100%	100%	0%	100%	50%
	2019/20	100%	67%	33%	--	100%	100%	0%	100%	55%
	2018/19	86%	86%	0%	--	80%	92%	0%	93%	93%
FWCB	2020/21	80%	66%	14%	\$29,840	100%	76%	68%	88%	46%
	2019/20	78%	71%	8%	--	92%	76%	79%	80%	47%
	2018/19	69%	60%	10%	\$33,041	86%	86%	85%	82%	80%
Forestry/FRS	2020/21	92%	77%	15%	\$34,424	100%	100%	73%	92%	46%
	2019/20	93%	79%	14%	\$42,200	100%	91%	100%	93%	61%
	2018/19	81%	71%	10%	--	100%	83%	82%	90%	84%
Geology	2020/21	100%	70%	30%	--	--	100%	100%	100%	91%
	2019/20	84%	68%	16%	--	67%	77%	88%	89%	66%
	2018/19	79%	75%	4%	--	50%	88%	63%	83%	79%
HDNR	2020/21	85%	69%	15%	--	100%	89%	71%	85%	46%
	2019/20	83%	61%	22%	--	80%	57%	100%	87%	59%
	2018/19	81%	69%	12%	--	90%	72%	96%	96%	78%
NR Tourism	2020/21	89%	75%	14%	--	100%	52%	80%	89%	60%
	2019/20	86%	75%	11%	--	78%	50%	100%	97%	53%
	2018/19	95%	83%	12%	--	88%	79%	76%	95%	72%
NRM	2020/21	78%	70%	9%	--	63%	69%	85%	83%	40%
	2019/20	69%	56%	13%	--	100%	70%	92%	81%	48%
	2018/19	89%	78%	11%	--	75%	83%	63%	92%	77%
Restoration Ecology	2020/21	100%	33%	67%	--	100%	100%	50%	100%	100%
	2019/20	100%	100%	0%	--	100%	100%	33%	100%	80%
	2018/19	88%	63%	25%	--	100%	80%	100%	88%	91%
Watershed Sci	2020/21	86%	71%	14%	--	100%	80%	100%	86%	58%
	2019/20	83%	83%	0%	--	100%	100%	100%	83%	60%
	2018/19	64%	45%	18%	--	100%	60%	78%	73%	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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
NS	479	91%	306	58%	173	33%	\$50,429	96	81%	245	81%	161	67%	485	92%	528	59%
ACT	14	78%	13	72%	1	6%	--	2	100%	13	100%	5	71%	14	78%	18	75%
Biochemistry	25	83%	10	33%	15	50%	--	3	60%	7	70%	14	78%	26	87%	30	59%
Biological Science	132	95%	67	48%	65	47%	\$35,500	19	73%	52	78%	37	64%	134	96%	139	63%
Chemistry	18	86%	11	52%	7	33%	--	5	100%	9	90%	9	64%	18	86%	21	64%
Computer Science	71	92%	63	82%	8	10%	\$77,989	21	95%	63	100%	21	58%	72	94%	77	59%
Data Science	1	100%	1	100%	0	0%	--	--	--	1	100%	--	--	1	100%	1	100%
Mathematics	24	96%	14	56%	10	40%	--	6	100%	14	100%	10	77%	24	96%	25	51%
Natural Sciences	8	100%	8	100%	0	0%	--	5	83%	7	88%	3	50%	8	100%	8	53%
Physics	7	78%	5	56%	2	22%	--	1	50%	4	80%	4	100%	7	78%	10	63%
Psychology	142	90%	89	57%	53	34%	\$41,956	24	75%	57	66%	44	67%	143	91%	158	59%
Statistics	7	78%	5	56%	2	22%	--	1	100%	4	80%	2	67%	7	78%	9	69%
Zoology	30	94%	20	63%	10	31%	--	9	82%	14	70%	12	71%	31	97%	32	42%

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	2020/21	78%	72%	6%	--	100%	100%	71%	78%	75%
	2019/20	90%	80%	10%	--	100%	100%	60%	90%	56%
	2018/19	76%	76%	0%	\$61,400	90%	95%	43%	76%	87%
Biochemistry	2020/21	83%	33%	50%	--	60%	70%	78%	87%	59%
	2019/20	90%	57%	33%	\$39,972	88%	88%	71%	90%	71%
	2018/19	72%	42%	30%	--	90%	81%	79%	79%	89%
Biological Science	2020/21	95%	48%	47%	\$35,500	73%	78%	64%	96%	63%
	2019/20	88%	43%	45%	\$33,865	64%	80%	67%	93%	53%
	2018/19	70%	39%	31%	--	59%	67%	64%	78%	75%
Chemistry	2020/21	86%	52%	33%	--	100%	90%	64%	86%	64%
	2019/20	95%	45%	50%	--	--	90%	60%	95%	67%
	2018/19	79%	57%	21%	--	100%	88%	67%	79%	68%
Computer Science	2020/21	92%	82%	10%	\$77,989	95%	100%	58%	94%	59%
	2019/20	90%	80%	10%	\$77,085	90%	96%	66%	94%	69%
	2018/19	85%	73%	12%	\$77,608	98%	99%	64%	88%	82%
Data Science	2020/21	100%	100%	0%	--	--	100%	--	100%	100%
Mathematics	2020/21	96%	56%	40%	--	100%	100%	77%	96%	51%
	2019/20	87%	58%	29%	\$39,700	71%	72%	56%	87%	53%
	2018/19	70%	45%	25%	\$55,785	90%	89%	76%	86%	85%
Natural Sciences	2020/21	100%	100%	0%	--	83%	88%	50%	100%	53%
	2019/20	75%	50%	25%	--	100%	50%	100%	100%	57%
	2018/19	86%	86%	0%	--	80%	83%	71%	86%	100%
Physics	2020/21	78%	56%	22%	--	50%	80%	100%	78%	63%
	2019/20	64%	36%	27%	--	67%	50%	78%	64%	65%
	2018/19	79%	36%	43%	--	100%	60%	88%	79%	93%
Psychology	2020/21	90%	57%	34%	\$41,956	75%	66%	67%	91%	59%
	2019/20	86%	51%	34%	\$35,608	84%	59%	69%	88%	64%
	2018/19	73%	47%	25%	\$37,705	64%	55%	76%	83%	76%
Statistics	2020/21	78%	56%	22%	--	100%	80%	67%	78%	69%
	2019/20	89%	44%	44%	--	50%	75%	40%	89%	69%
	2018/19	60%	30%	30%	--	100%	100%	38%	70%	91%
Zoology	2020/21	94%	63%	31%	--	82%	70%	71%	97%	42%
	2019/20	84%	51%	33%	--	75%	79%	74%	87%	54%
	2018/19	63%	45%	18%	--	50%	78%	86%	75%	78%

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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
VM	95	90%	50	47%	45	42%	\$45,373	23	92%	44	88%	46	88%	98	92%	106	63%
Biomedical Science	34	92%	12	32%	22	59%	--	2	100%	10	83%	9	69%	35	95%	37	61%
Environmental Health	5	83%	5	83%	0	0%	--	3	100%	5	100%	4	100%	6	100%	6	67%
Microbiology	32	94%	19	56%	13	38%	\$51,034	13	87%	16	84%	22	100%	33	97%	34	62%
Neuroscience	24	83%	14	48%	10	34%	--	5	100%	13	93%	11	85%	24	83%	29	69%

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	2020/21	92%	32%	59%	--	100%	83%	69%	95%	61%
	2019/20	90%	41%	49%	\$36,655	83%	82%	82%	92%	73%
	2018/19	70%	26%	44%	--	78%	82%	78%	84%	98%
Environmental Health	2020/21	83%	83%	0%	--	100%	100%	100%	100%	67%
	2019/20	100%	91%	9%	--	67%	70%	100%	100%	65%
	2018/19	90%	60%	30%	--	100%	92%	87%	95%	87%
Microbiology	2020/21	94%	56%	38%	\$51,034	87%	84%	100%	97%	62%
	2019/20	96%	62%	33%	\$32,520	100%	90%	87%	96%	62%
	2018/19	77%	36%	41%	\$39,629	85%	75%	83%	84%	91%
Neuroscience	2020/21	83%	48%	34%	--	100%	93%	85%	83%	69%
	2019/20	82%	59%	23%	--	100%	77%	89%	91%	58%
	2018/19	56%	35%	21%	--	100%	82%	86%	74%	98%

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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
Asian	79	93%	59	69%	20	24%	\$41,913	12	100%	50	89%	24	69%	80	94%	85	71%
Black	66	88%	37	49%	29	39%	\$56,224	11	73%	29	81%	32	86%	67	89%	76	67%
Hawaiian/Pac Islander	4	80%	2	40%	2	40%	--	1	50%	1	50%	2	67%	5	100%	5	45%
Hispanic/Latino	416	88%	322	68%	94	20%	\$54,041	105	84%	231	78%	157	71%	426	90%	476	64%
International	102	86%	44	37%	58	49%	--	10	100%	39	89%	21	49%	106	90%	118	52%
Multi-Racial	119	88%	84	62%	35	26%	\$49,111	33	85%	63	78%	54	74%	121	89%	137	64%
Native American	9	90%	5	50%	4	40%	--	3	100%	5	100%	2	40%	9	90%	10	63%
No Response	21	84%	16	64%	5	20%	--	5	71%	11	73%	5	45%	22	88%	25	78%
White	2161	90%	1646	68%	515	21%	\$52,447	642	86%	1224	81%	907	73%	2212	92%	2425	65%

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	2020/21	93%	69%	24%	\$41,913	100%	89%	69%	94%	71%
	2019/20	82%	57%	25%	\$51,306	74%	85%	75%	86%	66%
	2018/19	72%	56%	15%	\$56,553	78%	78%	66%	83%	87%
Black	2020/21	88%	49%	39%	\$56,224	73%	81%	86%	89%	67%
	2019/20	87%	61%	25%	--	80%	83%	68%	90%	61%
	2018/19	77%	61%	16%	\$48,278	63%	71%	74%	84%	77%
Hawaiian/Pac Islander	2020/21	80%	40%	40%	--	50%	50%	67%	100%	45%
	2019/20	67%	67%	0%	--	--	100%	50%	67%	57%
	2018/19	86%	71%	14%	--	100%	100%	50%	100%	100%
Hispanic/Latino	2020/21	88%	68%	20%	\$54,041	84%	78%	71%	90%	64%
	2019/20	88%	67%	21%	\$52,757	80%	81%	78%	92%	59%
	2018/19	77%	59%	18%	\$53,000	83%	83%	73%	85%	79%
International	2020/21	86%	37%	49%	--	100%	89%	49%	90%	52%
	2019/20	80%	38%	42%	\$54,693	90%	87%	55%	84%	47%
	2018/19	68%	29%	38%	--	89%	93%	48%	79%	75%
Multi-Racial	2020/21	88%	62%	26%	\$49,111	85%	78%	74%	89%	64%
	2019/20	91%	65%	26%	\$58,399	93%	85%	80%	94%	63%
	2018/19	91%	72%	19%	\$55,373	77%	72%	74%	93%	78%
Native American	2020/21	90%	50%	40%	--	100%	100%	40%	90%	63%
	2019/20	75%	50%	25%	--	100%	67%	100%	88%	53%
	2018/19	67%	33%	33%	--	100%	75%	73%	92%	63%
No Response	2020/21	84%	64%	20%	--	71%	73%	45%	88%	78%
	2019/20	93%	58%	35%	\$55,686	100%	83%	71%	95%	58%
	2018/19	84%	69%	15%	\$57,392	90%	86%	77%	90%	85%
White	2020/21	90%	68%	21%	\$52,447	86%	81%	73%	92%	65%
	2019/20	88%	68%	20%	\$51,474	86%	80%	76%	91%	64%
	2018/19	81%	65%	16%	\$53,844	87%	81%	73%	87%	82%

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 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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
First Gen	669	85%	498	64%	171	22%	\$49,602	164	78%	367	79%	278	71%	694	89%	790	61%
Pell Grant	911	89%	683	66%	228	22%	\$51,920	260	83%	509	78%	388	70%	935	91%	1039	62%

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
First Gen	2020/21	85%	64%	22%	\$49,602	78%	79%	71%	89%	61%
	2019/20	87%	63%	24%	\$50,550	79%	78%	71%	91%	60%
	2018/19	78%	62%	16%	\$51,790	82%	79%	68%	85%	80%
Pell Grant	2020/21	89%	66%	22%	\$51,920	83%	78%	70%	91%	62%
	2019/20	85%	64%	21%	\$52,012	83%	80%	73%	88%	60%
	2018/19	79%	63%	16%	\$53,680	83%	80%	70%	86%	79%

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	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
Men	1368	90%	1072	71%	296	20%	\$58,308	388	88%	800	83%	479	70%	1395	92%	1527	--
Prefer Not to Answer	23	85%	17	63%	6	22%	\$62,093	13	81%	16	94%	21	72%	26	96%	29	--
T/NB/GNC	25	71%	15	43%	10	29%	\$45,616	9	69%	8	53%	22	65%	27	77%	35	--
Women	1561	89%	1111	63%	450	26%	\$45,963	412	84%	829	79%	682	73%	1600	91%	1766	--

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 Education¹	Average Salary²	Related to Career Plans	Related to Major	Internship Rate³	Offer Rate⁴	Knowledge Rate⁵
Men	2020/21	90%	71%	20%	\$58,308	88%	83%	70%	92%	--
	2019/20	89%	72%	17%	\$56,397	89%	83%	74%	92%	--
	2018/19	83%	70%	13%	\$57,919	88%	83%	66%	88%	--
Prefer Not to Answer	2020/21	85%	63%	22%	\$62,093	81%	94%	72%	96%	--
	2019/20	67%	43%	24%	--	88%	80%	52%	67%	--
	2018/19	77%	66%	11%	\$64,206	90%	68%	65%	77%	--
T/NB/GNC	2020/21	71%	43%	29%	\$45,616	69%	53%	65%	77%	--
	2019/20	71%	50%	21%	--	58%	77%	87%	83%	--
	2018/19	59%	34%	24%	--	86%	78%	67%	72%	--
Women	2020/21	89%	63%	26%	\$45,963	84%	79%	73%	91%	--
	2019/20	88%	62%	25%	\$47,251	83%	79%	78%	91%	--
	2018/19	78%	57%	21%	\$47,586	83%	80%	78%	85%	--

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 ³		Offer Rate ⁴		Knowledge Rate ⁵	
	Count	%	Count	%	Count	%	Count	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	2977	89%	2215	66%	762	23%	\$52,390	822	86%	1653	81%	1204	72%	3048	91%	3357	65%
SDC	382	89%	286	67%	96	22%	\$48,290	98	89%	227	82%	156	76%	387	90%	431	61%

Students with disabilities refers to students who are registered with the Student Disability Center between 2016-2020 and does not represent all students at CSU with disabilities.

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 ³	Offer Rate ⁴	Knowledge Rate ⁵
SDC	2020/21	89%	67%	22%	\$48,290	89%	82%	76%	90%	61%
	2019/20	86%	61%	25%	\$47,467	81%	78%	76%	90%	64%
	2018/19	79%	55%	24%	\$54,955	84%	82%	68%	85%	78%

Students with disabilities refers to students who are registered with the Student Disability Center between 2016-2020 and does not represent all students at CSU with disabilities.

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

	2020/21	2019/20	2018/19
Entire Educational Experience at CSU – Excellent/Good	89%	90%	90%
Educational Experience in Major – Excellent/Good	92%	91%	91%
Choose CSU Again – Definitely/Probably Yes	89%	90%	88%
Choose Major Again – Definitely/Probably Yes	85%	84%	84%
Advising Satisfaction – Excellent/Better than Average	85%	83%	84%
Faculty/Staff Member Positive Influence - Yes	92%	92%	81%
Time Studying - Very Much/Quite a Bit	82%	84%	83%

Table 32
Undergraduate Student Satisfaction Trends by College

		AG	BU	EG	HS	LA	NR	NS	VM
Entire Educational Experience at CSU – Excellent/Good	2020/21	87%	94%	82%	91%	90%	90%	83%	94%
	2019/20	89%	91%	90%	91%	87%	90%	90%	93%
	2018/19	91%	92%	85%	91%	88%	88%	88%	91%
Educational Experience in Major – Excellent/Good	2020/21	91%	95%	84%	94%	92%	97%	84%	96%
	2019/20	91%	94%	86%	93%	91%	93%	91%	93%
	2018/19	93%	92%	84%	93%	88%	94%	88%	95%
Choose CSU Again – Definitely/Probably Yes	2020/21	82%	92%	88%	92%	88%	89%	84%	94%
	2019/20	88%	92%	88%	91%	85%	90%	90%	97%
	2018/19	87%	90%	82%	92%	86%	92%	86%	88%
Choose Major Again – Definitely/Probably Yes	2020/21	85%	88%	85%	86%	83%	84%	83%	90%
	2019/20	83%	86%	88%	84%	87%	79%	81%	87%
	2018/19	87%	85%	84%	86%	80%	81%	83%	89%
Advising Satisfaction – Excellent/Better than Average	2020/21	87%	83%	82%	87%	85%	88%	82%	82%
	2019/20	83%	81%	76%	81%	86%	88%	82%	87%
	2018/19	87%	80%	78%	88%	87%	89%	81%	90%
Faculty/Staff Member Positive Influence - Yes	2020/21	95%	93%	84%	92%	92%	92%	91%	100%
	2019/20	93%	92%	90%	91%	95%	93%	90%	97%
	2018/19	86%	78%	73%	88%	80%	85%	77%	88%
Time Studying - Very Much/Quite a Bit	2020/21	77%	77%	94%	89%	77%	72%	81%	92%
	2019/20	76%	86%	96%	82%	79%	74%	88%	90%
	2018/19	81%	79%	93%	82%	80%	74%	87%	94%

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	2020/21	80%	92%	100%	92%	93%	90%	67%	73%	89%
	2019/20	94%	69%	100%	90%	96%	97%	100%	71%	90%
	2018/19	94%	89%	100%	91%	95%	81%	91%	87%	89%
Educational Experience in Major – Excellent/Good	2020/21	77%	89%	100%	92%	93%	93%	83%	82%	92%
	2019/20	92%	92%	100%	90%	94%	95%	100%	81%	92%
	2018/19	90%	84%	67%	91%	93%	89%	100%	91%	91%
Choose CSU Again – Definitely/Probably Yes	2020/21	77%	73%	100%	89%	91%	87%	67%	82%	90%
	2019/20	90%	73%	50%	88%	96%	90%	100%	76%	90%
	2018/19	83%	80%	83%	89%	89%	87%	91%	85%	88%
Choose Major Again – Definitely/Probably Yes	2020/21	69%	92%	100%	83%	88%	84%	83%	73%	86%
	2019/20	81%	77%	100%	86%	74%	90%	75%	90%	85%
	2018/19	82%	91%	83%	85%	78%	77%	73%	91%	84%
Advising Satisfaction – Excellent/Better than Average	2020/21	66%	89%	100%	84%	93%	94%	67%	91%	84%
	2019/20	83%	88%	50%	88%	91%	83%	50%	62%	82%
	2018/19	86%	89%	100%	86%	96%	79%	91%	94%	83%
Faculty/Staff Member Positive Influence – Yes	2020/21	86%	100%	67%	93%	84%	89%	100%	100%	92%
	2019/20	89%	92%	100%	94%	74%	98%	100%	85%	92%
	2018/19	72%	84%	67%	81%	67%	87%	82%	91%	82%
Time Studying – Very Much/Quite a Bit	2020/21	77%	89%	100%	82%	91%	87%	67%	64%	82%
	2019/20	94%	88%	100%	89%	91%	80%	100%	81%	83%
	2018/19	90%	87%	100%	85%	88%	74%	91%	94%	82%

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	2020/21	91%	89%
	2019/20	89%	90%
	2018/19	91%	88%
Educational Experience in Major – Excellent/Good	2020/21	92%	91%
	2019/20	91%	91%
	2018/19	90%	90%
Choose CSU Again – Definitely/Probably Yes	2020/21	89%	87%
	2019/20	88%	90%
	2018/19	88%	86%
Choose Major Again – Definitely/Probably Yes	2020/21	84%	84%
	2019/20	83%	84%
	2018/19	84%	85%
Advising Satisfaction – Excellent/Better than Average	2020/21	85%	85%
	2019/20	83%	84%
	2018/19	86%	83%
Faculty/Staff Member Positive Influence – Yes	2020/21	91%	92%
	2019/20	91%	92%
	2018/19	79%	82%
Time Studying – Very Much/Quite a Bit	2020/21	84%	82%
	2019/20	85%	85%
	2018/19	84%	83%

Table 35
Undergraduate Student Satisfaction Trends by Gender

		Men	Prefer Not to Answer	T/NB/GNC	Women
Entire Educational Experience at CSU – Excellent/Good	2020/21	87%	76%	67%	92%
	2019/20	88%	73%	83%	92%
	2018/19	88%	69%	73%	92%
Educational Experience in Major – Excellent/Good	2020/21	91%	75%	82%	93%
	2019/20	91%	82%	92%	92%
	2018/19	90%	74%	90%	92%
Choose CSU Again – Definitely/Probably Yes	2020/21	89%	66%	76%	90%
	2019/20	89%	77%	71%	91%
	2018/19	87%	69%	73%	90%
Choose Major Again – Definitely/Probably Yes	2020/21	85%	83%	85%	85%
	2019/20	86%	82%	79%	84%
	2018/19	85%	79%	67%	84%
Advising Satisfaction – Excellent/Better than Average	2020/21	88%	79%	73%	83%
	2019/20	84%	68%	79%	82%
	2018/19	84%	63%	77%	85%
Faculty/Staff Member Positive Influence – Yes	2020/21	91%	83%	91%	93%
	2019/20	90%	86%	100%	93%
	2018/19	78%	79%	80%	84%
Time Studying – Very Much/Quite a Bit	2020/21	83%	86%	82%	81%
	2019/20	85%	77%	50%	84%
	2018/19	83%	82%	80%	83%

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	2020/21	86%
	2019/20	90%
	2018/19	92%
Educational Experience in Major – Excellent/Good	2020/21	87%
	2019/20	93%
	2018/19	92%
Choose CSU Again – Definitely/Probably Yes	2020/21	85%
	2019/20	90%
	2018/19	89%
Choose Major Again – Definitely/Probably Yes	2020/21	83%
	2019/20	81%
	2018/19	82%
Advising Satisfaction – Excellent/Better than Average	2020/21	82%
	2019/20	79%
	2018/19	82%
Faculty/Staff Member Positive Influence – Yes	2020/21	95%
	2019/20	96%
	2018/19	82%
Time Studying – Very Much/Quite a Bit	2020/21	79%
	2019/20	88%
	2018/19	84%

Students with disabilities refers to students who are registered with the Student Disability Center between 2016-2020 and does not represent all students at CSU with disabilities.

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

	2020/21	2019/20	2018/19
Plans Secured	97%	95%	92%
Employed	73%	76%	74%
Continuing Education ¹	24%	19%	18%
Average Salary ²	\$70,336	\$72,180	\$77,667
Employment Related to Career Plans	95%	93%	97%
Employment Related to Program	92%	92%	93%
Offer Rate ³	97%	96%	94%
Knowledge Rate ⁴	64%	64%	74%

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	1380	97%	1041	73%	339	24%	\$70,336	388	95%	796	92%	1387	97%	1426	64%
AG	43	96%	35	78%	8	18%	\$55,825	19	95%	33	94%	44	98%	45	60%
BU	414	99%	351	84%	63	15%	\$81,081	122	93%	162	93%	415	99%	420	83%
EG	142	98%	116	80%	26	18%	\$80,399	34	97%	110	95%	142	98%	145	63%
HS	209	95%	159	73%	50	23%	\$54,936	64	96%	146	92%	212	97%	219	57%
IU	18	95%	15	79%	3	16%	--	6	100%	15	100%	19	100%	19	59%
LA	90	91%	57	58%	33	33%	\$55,817	26	96%	48	84%	91	92%	99	52%
NR	93	99%	73	78%	20	21%	\$58,928	26	93%	58	79%	93	99%	94	46%
NS	196	97%	116	57%	80	40%	\$70,823	36	92%	109	95%	196	97%	203	70%
VM	175	96%	119	65%	56	31%	\$74,279	55	96%	115	97%	175	96%	182	57%

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	2020/21	96%	78%	18%	\$55,825	95%	94%	98%	60%
	2019/20	94%	64%	30%	\$57,964	68%	81%	96%	63%
	2018/19	91%	72%	19%	\$66,158	96%	78%	97%	78%
BU	2020/21	99%	84%	15%	\$81,081	93%	93%	99%	83%
	2019/20	95%	85%	10%	\$81,052	91%	87%	96%	85%
	2018/19	95%	83%	11%	\$95,456	95%	91%	96%	89%
EG	2020/21	98%	80%	18%	\$80,399	97%	95%	98%	63%
	2019/20	95%	80%	14%	\$82,330	100%	98%	97%	65%
	2018/19	90%	70%	20%	\$93,089	96%	97%	93%	78%
HS	2020/21	95%	73%	23%	\$54,936	96%	92%	97%	57%
	2019/20	92%	74%	18%	\$60,895	94%	94%	94%	50%
	2018/19	92%	77%	14%	\$61,640	97%	96%	93%	65%
IU	2020/21	95%	79%	16%	--	100%	100%	100%	59%
	2019/20	100%	79%	21%	\$54,334	100%	88%	100%	62%
	2018/19	93%	80%	12%	\$70,213	100%	88%	95%	73%
LA	2020/21	91%	58%	33%	\$55,817	96%	84%	92%	52%
	2019/20	92%	68%	24%	\$52,562	100%	90%	93%	59%
	2018/19	89%	71%	18%	\$57,795	98%	92%	93%	76%
NR	2020/21	99%	78%	21%	\$58,928	93%	79%	99%	46%
	2019/20	94%	76%	19%	\$56,872	97%	87%	94%	59%
	2018/19	89%	76%	13%	\$54,690	98%	88%	90%	68%
NS	2020/21	97%	57%	40%	\$70,823	92%	95%	97%	70%
	2019/20	95%	64%	31%	\$87,178	93%	93%	97%	70%
	2018/19	96%	68%	29%	\$82,608	98%	98%	97%	78%
VM	2020/21	96%	65%	31%	\$74,279	96%	97%	96%	57%
	2019/20	98%	74%	25%	\$73,292	97%	97%	98%	55%
	2018/19	89%	61%	28%	\$86,468	100%	98%	93%	63%

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	1380	97%	1041	73%	339	24%	\$70,336	388	95%	796	92%	1387	97%	1426	64%
CT	161	99%	49	30%	112	69%	\$67,041	18	90%	40	83%	161	99%	163	75%
Masters	1020	96%	807	76%	213	20%	\$69,025	286	94%	579	92%	1027	97%	1061	64%
PHD	142	99%	135	94%	7	5%	\$75,666	50	98%	128	96%	142	99%	143	65%
DVM	57	97%	50	85%	7	12%	\$82,099	34	100%	49	98%	57	97%	59	40%

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	2020/21	99%	30%	69%	\$67,041	90%	83%	99%	75%
	2019/20	99%	46%	52%	\$50,875	100%	83%	99%	71%
	2018/19	99%	37%	61%	\$82,364	92%	88%	99%	70%
Masters	2020/21	96%	76%	20%	\$69,025	94%	92%	97%	64%
	2019/20	94%	76%	18%	\$69,755	91%	91%	95%	64%
	2018/19	91%	74%	17%	\$74,776	97%	92%	93%	75%
PHD	2020/21	99%	94%	5%	\$75,666	98%	96%	99%	65%
	2019/20	98%	92%	5%	\$84,352	98%	97%	98%	65%
	2018/19	93%	91%	2%	\$91,083	100%	97%	95%	79%
DVM	2020/21	97%	85%	12%	\$82,099	100%	98%	97%	40%
	2019/20	99%	94%	4%	\$78,648	98%	99%	99%	49%
	2018/19	95%	91%	4%	\$79,700	100%	100%	96%	57%

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
Colorado State University
Deloitte
JBS USA
Lockheed Martin
North Range Behavioral Health
Northrop Grumman Corporation
UCHealth
US Air Force
Woodward, Inc.

Table 43
Most Common Locations of Graduate Students

Location	Count	%
CO	476	53%
CA	61	7%
TX	43	5%
International	26	3%
WA	26	3%
MA	15	2%
MN	15	2%
NY	14	2%
AZ	13	1%
NC	13	1%

Table 44
Most Common Industries of Graduate Students

Industries	Count	%
Education & Social Impact	212	24%
Technology, Information, & Computing	103	12%
Health & Recreation	99	11%
Building, Energy, & Manufacturing	95	11%
Financial Services	89	10%
Life Sciences & BioTech	88	10%
Animal & Agriculture	72	8%
Sustainability & Environment	47	5%
Marketing, Advertising, & Media	15	2%
Law & Public Safety	13	1%
Entrepreneurship & Innovation	11	1%
Retail Management & Merchandising	6	1%
Creative Arts & Design	5	1%
Food, Beverages, & Brewing	5	1%
Hospitality & Tourism	5	1%
San Juan Mountains Association	2	0%

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	1380	97%	1041	73%	339	24%	\$70,336	388	95%	796	92%	1387	97%	1426	64%
Asian	54	98%	43	78%	11	20%	\$79,364	19	100%	33	100%	54	98%	55	66%
Black	21	100%	17	81%	4	19%	--	5	71%	10	71%	21	100%	21	70%
Hawaiian/Pac Islander	1	100%	1	100%	0	0%	--	1	100%	1	100%	1	100%	1	100%
Hispanic/Latino	116	97%	82	68%	34	28%	\$65,339	31	91%	59	87%	116	97%	121	67%
International	140	95%	92	63%	48	33%	\$78,546	26	100%	79	96%	142	97%	147	60%
Multi-Racial	34	92%	22	59%	12	32%	--	5	71%	17	85%	35	95%	37	64%
Native American	6	100%	6	100%	0	0%	--	2	100%	5	83%	6	100%	6	60%
No Response	38	97%	28	72%	10	26%	\$66,853	10	100%	24	92%	38	97%	39	42%
White	970	97%	750	75%	220	22%	\$70,606	289	95%	568	93%	974	97%	999	65%

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	2020/21	98%	78%	20%	\$79,364	100%	100%	98%	66%
	2019/20	98%	75%	23%	\$79,682	100%	84%	98%	65%
	2018/19	97%	74%	23%	\$105,917	88%	96%	97%	70%
Black	2020/21	100%	81%	19%	--	71%	71%	100%	70%
	2019/20	91%	83%	9%	--	100%	93%	96%	64%
	2018/19	97%	66%	31%	\$66,503	90%	78%	100%	74%
Hawaiian/Pac Islander	2020/21	100%	100%	0%	--	100%	100%	100%	100%
	2019/20	100%	0%	100%	--	--	--	100%	100%
	2018/19	--	--	--	--	--	--	--	--
Hispanic/Latino	2020/21	97%	68%	28%	\$65,339	91%	87%	97%	67%
	2019/20	94%	73%	21%	\$58,850	96%	89%	95%	59%
	2018/19	92%	72%	20%	\$69,476	95%	97%	93%	70%
International	2020/21	95%	63%	33%	\$78,546	100%	96%	97%	60%
	2019/20	89%	65%	24%	\$82,325	93%	95%	93%	63%
	2018/19	83%	64%	19%	\$76,963	91%	96%	88%	72%
Multi-Racial	2020/21	92%	59%	32%	--	71%	85%	95%	64%
	2019/20	90%	67%	24%	\$62,308	75%	79%	93%	59%
	2018/19	95%	79%	17%	\$73,330	100%	96%	95%	66%
Native American	2020/21	100%	100%	0%	--	100%	83%	100%	60%
	2019/20	100%	89%	11%	--	100%	100%	100%	64%
	2018/19	100%	100%	0%	\$89,671	100%	100%	100%	89%
No Response	2020/21	97%	72%	26%	\$66,853	100%	92%	97%	42%
	2019/20	98%	92%	6%	\$61,320	90%	89%	98%	48%
	2018/19	91%	63%	28%	\$130,693	100%	90%	94%	49%
White	2020/21	97%	75%	22%	\$70,606	95%	93%	97%	65%
	2019/20	96%	77%	18%	\$73,293	93%	93%	96%	66%
	2018/19	93%	76%	17%	\$75,274	99%	93%	95%	77%

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	1380	97%	1041	73%	339	24%	\$70,336	388	95%	796	92%	1387	97%	1426	64%
Men	617	97%	453	72%	164	26%	\$78,773	147	94%	317	91%	620	98%	634	--
Prefer Not to Answer	14	88%	12	75%	2	13%	--	10	100%	10	83%	14	88%	16	--
T/NB/GNC	14	88%	12	75%	2	13%	\$72,315	11	100%	10	83%	15	94%	16	--
Women	735	97%	564	74%	171	23%	\$64,071	220	95%	459	93%	738	97%	760	--

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	2020/21	97%	72%	26%	\$78,773	94%	91%	98%	--
	2019/20	95%	75%	20%	\$75,447	96%	93%	97%	--
	2018/19	92%	72%	20%	\$87,950	95%	92%	94%	--
Prefer Not to Answer	2020/21	88%	75%	13%	--	100%	83%	88%	--
	2019/20	100%	86%	14%	--	67%	83%	100%	--
	2018/19	87%	80%	7%	--	100%	82%	88%	--
T/NB/GNC	2020/21	88%	75%	13%	\$72,315	100%	83%	94%	--
	2019/20	82%	73%	9%	\$64,228	75%	75%	82%	--
	2018/19	75%	50%	25%	--	100%	100%	75%	--
Women	2020/21	97%	74%	23%	\$64,071	95%	93%	97%	--
	2019/20	94%	76%	19%	\$70,494	92%	92%	95%	--
	2018/19	92%	75%	18%	\$68,914	99%	95%	94%	--

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	%
CSU Total	1380	97%	1041	73%	339	24%	\$70,336	388	95%	796	92%	1387	97%	1426	64%
SDC	84	94%	66	74%	18	20%	\$47,865	27	93%	56	95%	85	95%	89	66%

Students with disabilities refers to students who are registered with the Student Disability Center between 2016-2020 and does not represent all students at CSU with disabilities.

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	2020/21	94%	74%	20%	\$47,865	93%	95%	95%	66%
	2019/20	96%	64%	31%	\$58,291	95%	89%	96%	65%
	2018/19	87%	60%	27%	\$80,688	100%	91%	91%	73%

Students with disabilities refers to students who are registered with the Student Disability Center between 2016-2020 and does not represent all students at CSU with disabilities.

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

	2020/21	2019/20	2018/19
Entire Educational Experience at CSU – Excellent/Good	92%	90%	92%
Educational Experience in Program – Excellent/Good	91%	90%	89%
Choose CSU Again – Definitely/Probably Yes	90%	88%	90%
Choose Program Again – Definitely/Probably Yes	90%	88%	87%
Advising Satisfaction – Excellent/Better than Average	84%	81%	84%
Professional Development – Excellent/Better than Average	77%	80%	78%
Faculty/Staff Member Positive Influence - Yes	85%	88%	82%

Table 52

Graduate Student Satisfaction Trends by College

		AG	BU	EG	HS	IU	LA	NR	NS	VM
Entire Educational Experience at CSU – Excellent/Good	2020/21	83%	94%	91%	91%	88%	92%	89%	96%	92%
	2019/20	91%	89%	83%	92%	100%	88%	96%	85%	93%
	2018/19	90%	93%	90%	92%	90%	91%	94%	90%	95%
Educational Experience in Program – Excellent/Good	2020/21	91%	95%	93%	88%	88%	94%	87%	91%	85%
	2019/20	87%	94%	83%	87%	100%	90%	96%	85%	93%
	2018/19	85%	93%	86%	83%	95%	85%	93%	92%	91%
Choose CSU Again – Definitely/Probably Yes	2020/21	91%	91%	89%	91%	88%	92%	89%	89%	88%
	2019/20	87%	89%	89%	85%	100%	82%	96%	86%	92%
	2018/19	90%	92%	89%	84%	86%	84%	96%	89%	95%
Choose Program Again – Definitely/Probably Yes	2020/21	87%	90%	98%	87%	100%	92%	89%	87%	91%
	2019/20	78%	89%	81%	87%	100%	78%	96%	86%	99%
	2018/19	80%	87%	85%	89%	67%	89%	77%	93%	92%
Advising Satisfaction – Excellent/Better than Average	2020/21	78%	90%	89%	75%	75%	90%	87%	78%	77%
	2019/20	91%	86%	81%	83%	100%	76%	91%	75%	92%
	2018/19	85%	88%	88%	78%	62%	80%	87%	83%	83%
Professional Development – Excellent/Better than Average	2020/21	87%	82%	82%	72%	63%	73%	74%	72%	72%
	2019/20	84%	78%	81%	84%	80%	76%	87%	66%	85%
	2018/19	80%	80%	79%	71%	62%	75%	78%	78%	86%
Faculty/Staff Member Positive Influence - Yes	2020/21	96%	72%	89%	88%	88%	96%	79%	87%	98%
	2019/20	94%	73%	94%	91%	90%	96%	89%	92%	93%
	2018/19	82%	66%	76%	85%	100%	89%	88%	91%	90%

Table 53
Graduate Student Satisfaction Trends by Degree Level

		CT	Masters	Doctorate	DVM
Entire Educational Experience at CSU – Excellent/Good	2020/21	82%	93%	93%	85%
	2019/20	100%	90%	83%	94%
	2018/19	79%	93%	91%	91%
Educational Experience in Program – Excellent/Good	2020/21	82%	93%	87%	76%
	2019/20	92%	91%	86%	91%
	2018/19	86%	90%	87%	87%
Choose CSU Again – Definitely/Probably Yes	2020/21	82%	92%	89%	79%
	2019/20	92%	89%	84%	90%
	2018/19	86%	91%	85%	94%
Choose Program Again – Definitely/Probably Yes	2020/21	75%	92%	78%	94%
	2019/20	77%	88%	88%	98%
	2018/19	93%	86%	90%	89%
Advising Satisfaction – Excellent/Better than Average	2020/21	89%	84%	89%	65%
	2019/20	77%	84%	87%	89%
	2018/19	100%	84%	81%	85%
Professional Development – Excellent/Better than Average	2020/21	77%	78%	75%	65%
	2019/20	77%	79%	81%	85%
	2018/19	91%	76%	78%	91%
Faculty/Staff Member Positive Influence - Yes	2020/21	56%	84%	98%	97%
	2019/20	69%	87%	91%	92%
	2018/19	64%	79%	98%	88%

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	2020/21	95%	90%	100%	88%	96%	92%	100%	92%	92%
	2019/20	95%	33%	--	90%	99%	84%	100%	75%	90%
	2018/19	86%	79%	--	98%	95%	81%	100%	96%	92%
Educational Experience in Program – Excellent/Good	2020/21	95%	90%	100%	85%	96%	100%	100%	100%	90%
	2019/20	100%	67%	--	94%	94%	95%	100%	75%	90%
	2018/19	86%	85%	--	92%	89%	90%	100%	96%	88%
Choose CSU Again – Definitely/Probably Yes	2020/21	95%	80%	100%	90%	91%	100%	100%	100%	89%
	2019/20	100%	67%	--	87%	96%	83%	100%	67%	88%
	2018/19	86%	79%	--	93%	88%	86%	100%	100%	90%
Choose Program Again – Definitely/Probably Yes	2020/21	90%	90%	100%	90%	96%	100%	100%	100%	88%
	2019/20	100%	83%	--	94%	84%	95%	100%	92%	88%
	2018/19	100%	86%	--	80%	79%	86%	100%	96%	88%
Advising Satisfaction – Excellent/Better than Average	2020/21	84%	90%	100%	80%	96%	69%	100%	92%	82%
	2019/20	94%	60%	--	87%	94%	84%	100%	92%	82%
	2018/19	79%	86%	--	89%	87%	75%	100%	75%	83%
Professional Development – Excellent/Better than Average	2020/21	84%	80%	100%	78%	89%	77%	100%	83%	74%
	2019/20	84%	67%	--	74%	91%	79%	100%	83%	78%
	2018/19	79%	86%	--	82%	82%	75%	80%	74%	77%
Faculty/Staff Member Positive Influence - Yes	2020/21	89%	80%	100%	88%	89%	69%	100%	92%	85%
	2019/20	89%	83%	--	90%	87%	95%	100%	75%	88%
	2018/19	69%	92%	--	83%	77%	70%	80%	79%	84%

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	2020/21	93%	63%	88%	93%
	2019/20	89%	57%	82%	92%
	2018/19	92%	81%	75%	93%
Educational Experience in Program – Excellent/Good	2020/21	94%	69%	88%	90%
	2019/20	89%	100%	91%	91%
	2018/19	89%	81%	75%	89%
Choose CSU Again – Definitely/Probably Yes	2020/21	91%	69%	81%	91%
	2019/20	89%	71%	91%	88%
	2018/19	91%	100%	50%	89%
Choose Program Again – Definitely/Probably Yes	2020/21	91%	63%	81%	91%
	2019/20	89%	100%	82%	88%
	2018/19	85%	94%	100%	88%
Advising Satisfaction – Excellent/Better than Average	2020/21	88%	56%	63%	83%
	2019/20	87%	100%	100%	83%
	2018/19	86%	75%	50%	82%
Professional Development – Excellent/Better than Average	2020/21	80%	38%	56%	77%
	2019/20	82%	83%	100%	77%
	2018/19	79%	67%	100%	77%
Faculty/Staff Member Positive Influence - Yes	2020/21	85%	69%	88%	86%
	2019/20	86%	86%	91%	89%
	2018/19	80%	60%	100%	85%

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	2020/21	95%
	2019/20	88%
	2018/19	88%
Educational Experience in Program – Excellent/Good	2020/21	81%
	2019/20	85%
	2018/19	88%
Choose CSU Again – Definitely/Probably Yes	2020/21	92%
	2019/20	79%
	2018/19	97%
Choose Program Again – Definitely/Probably Yes	2020/21	89%
	2019/20	85%
	2018/19	85%
Advising Satisfaction – Excellent/Better than Average	2020/21	84%
	2019/20	71%
	2018/19	82%
Professional Development – Excellent/Better than Average	2020/21	71%
	2019/20	74%
	2018/19	73%
Faculty/Staff Member Positive Influence - Yes	2020/21	84%
	2019/20	94%
	2018/19	79%

Students with disabilities refers to students who are registered with the Student Disability Center between 2016-2020 and does not represent all students at CSU.

