



FIRST-DESTINATION OUTCOMES REPORT

CLASS OF 2017



UNIVERSITY *of*
DENVER

The University of Denver, as expressed in DU IMPACT 2025, calls for our community to help graduates prepare for careers and lives of purpose. Many staff and faculty have been key partners with career offices this year to grow a career development culture on campus. One indicator of our progress on this important commitment and collaboration includes student post-graduation plans immediately upon finishing their degree at our institution.

I am writing to share the six month first-destination outcomes report for the class of 2017. Student employment, continuing education, and service activities after graduation are critical indicators of the impact of the University of Denver experience and are tracked carefully on an annual basis by our team within Career & Professional Development.

Historically, University of Denver first-destination outcomes data exceed national as well as Rockies regional averages and we are pleased to report the class of 2017 continues to show strong outcomes at graduation with 91% of undergraduates, 90% of master's students and 94% of doctoral students being employed, continuing education, or in military/service activities six months after graduation. We expect our 2017 first-destination outcomes to exceed the national averages when they become available this fall. We have exceptionally high knowledge rates for all degree levels setting us apart from our peers and making us a national leader in first-destination outcomes collection and reporting.

Across all degree levels, there has been a slight decrease in the number of students reporting their first job is part-time, suggesting fewer students may be under-employed at graduation. Salary averages have remained steady for undergraduate students and increased slightly for master's and doctoral graduates.

For the first time, we are now able to report student job source. This important data point will allow us to track how new initiatives launched as part of IMPACT 2025 are influencing student transition from the University of Denver to their lives after graduation.

Attached you will find a more detailed summary of the undergraduate as well as graduate student employment, internship, and salary outcomes for the class of 2017. We welcome the opportunity to discuss college and program specific data with each of you over the coming months.

Thank you for your partnership in integrating career development into the student experience. We look forward to collaborating with you in the future to ensure our students have robust outcomes at graduation.

Best Regards,

A handwritten signature in blue ink, appearing to read 'Armin', with a stylized flourish extending to the right.

Armin Afsahi
Vice Chancellor for Advancement

TABLE OF CONTENTS

INTRODUCTION.....	4-5
FACTORS THAT IMPACT FIRST-DESTINATION OUTCOMES	
DATA COLLECTION & KNOWLEDGE RATE	
DATA LIMITATIONS	
ADDITIONAL DATA AND REPORTING STANDARDS	
UNDERGRADUATE STUDENT OUTCOMES.....	6-14
POST GRADUATION ACTIVITY	
FIRST-DESTINATION LOCATION TRENDS	
INTERNSHIP PARTICIPATION RATES	
JOB SOURCE	
MEAN & MEDIAN STARTING SALARY	
TOP EMPLOYERS BY COLLEGE	
EMPLOYMENT INDUSTRY TRENDS	
MASTER’S STUDENT OUTCOMES.....	15-24
POST GRADUATION ACTIVITY	
FIRST-DESTINATION LOCATION TRENDS	
INTERNSHIP PARTICIPATION RATES	
JOB SOURCE	
MEAN & MEDIAN STARTING SALARY	
TOP EMPLOYERS BY COLLEGE	
EMPLOYMENT INDUSTRY TRENDS	
DOCTORAL STUDENT OUTCOMES.....	25-29
POST GRADUATION ACTIVITY	
JOB SOURCE	
MEAN & MEDIAN STARTING SALARY	
TOP EMPLOYERS OF DOCTORAL STUDENTS	
CONCLUSION.....	30

FACTORS THAT IMPACT FIRST-DESTINATION OUTCOMES

There are numerous factors, outlined below, that can impact student outcomes at graduation. Continuing to monitor all of these areas with an eye for continuous improvement will help us maintain strong post-graduation outcomes for University of Denver graduates.

- Economic conditions
- Institutional reputation
- Career services usage
- Curriculum
- Student aptitude, readiness & motivation
- Participation in experiential learning
- Student aspirations & flexibility
- Student & alumni networks

DATA COLLECTION & KNOWLEDGE RATE

The data presented in this report reflects information for all graduation dates from August 2016 through June 2017. Our collection of first-destination outcomes data is a multi-step process that includes numerous data sources that follow, and exceed, national collection standards.

Our data collection process has allowed us to achieve exceptional knowledge rates for first post-graduation activity including a 94% knowledge rate for undergraduate students, an 88% knowledge rate for master's students and an 82% knowledge rate for doctoral students all significantly higher than the national average.

Data collection steps include:

- Student self-reported information is provided online prior to graduation or at cap and gown pick up.
- Three month follow up phone calls are conducted to those students identified as seeking or for whom we have no information.
- Targeted emails are sent monthly encouraging those seeking employment to engage with career appointments and events; updated information is collected when applicable.
- National Student Clearinghouse data is collected to incorporate national data on those students continuing their education.
- LinkedIn profile reviews are conducted to determine student post-graduation activity and is utilized only if it is clear the information has been recently updated.
- Data is collected from University of Denver Human Resources to identify those graduates now employed full-time on campus.
- International Student and Scholar Services provides data on international students that have secured Optional Practical Training (OPT) work eligibility for U.S. employment.
- Faculty and Campus Life staff members are emailed and encouraged to help identify information for remaining seeking students and those for whom we have no information.

DATA LIMITATIONS

Our knowledge rate for student post-graduation activity is very strong as outlined above. Please be aware, however, that many of the data sources that we utilize to identify first-destination outcomes do not allow us to gather additional details such as job source, internship participation, or starting salary. Throughout this report, you will see the number of responses represented for each section to better inform the percentage response rate for the data provided. We are actively developing strategies to

improve the percentage responses for all sections to ensure robust understanding of the student experience as well as first-destination outcomes.

ADDITIONAL DATA & REPORTING STANDARDS

The information outlined in this report reflects six month first-destination data that is reported to the National Association of Colleges and Employers.

Please note that three month outcomes data is utilized as the national standard collection timeline for business school reporting to the Association to Advance Collegiate Schools of Business (AACSB).

Additionally, the Josef Korbel School of International Studies collects outcomes information for twelve months after graduation due to the lengthy hiring and clearance processes often necessary for these fields. These twelve month outcomes are reported to the Association of Professional Schools of International Affairs.

Collection and analysis of outcomes data for law students follow distinct national accreditation standards and are not reported within this document. First-destination information for 2017 graduates of the Sturm College of Law will be available in mid-April and can be found at:

[Sturm College of Law Employment Outcomes](#)

To obtain more detailed data sets for your college accreditation processes, strategic planning, and/or program review, please contact Jennifer Anderson, Associate Director of Career & Professional Development at Jennifer.B.Anderson@du.edu.

UNDERGRADUATE OUTCOMES

CLASS OF 2017

BACHELOR'S DEGREE FIRST-DESTINATION DETAILS

91% of undergraduate students in the class of 2017 were employed, continuing their education, or pursuing service/military activities six months after graduation, a 1% increase over the class of 2016.

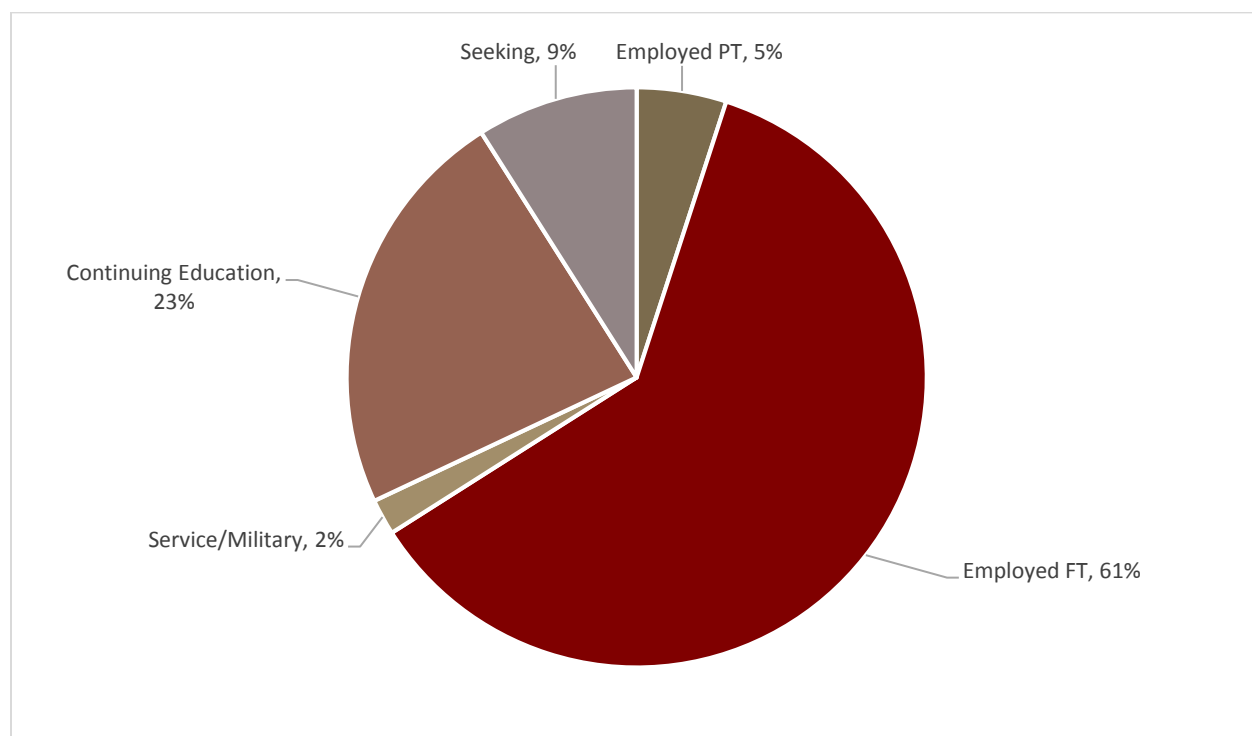
Of those undergraduate students reporting successful outcomes, 23% report that they are pursuing additional education, a number that has remained very steady over recent years.

Only 5% of the class of 2017 indicated their employment was part-time which reflects a 10% drop since 2015. While increased career preparation, a booming local economy, and/or increased cost of living may be factors in this change, the exact reason for this notable drop is not easily determined.

The University of Denver has achieved a 94% knowledge rate for first-destination information which is exceptional. Our knowledge rate combined with a 91% outcomes rate shows that University of Denver undergraduate students, as a whole, are doing well upon graduation.

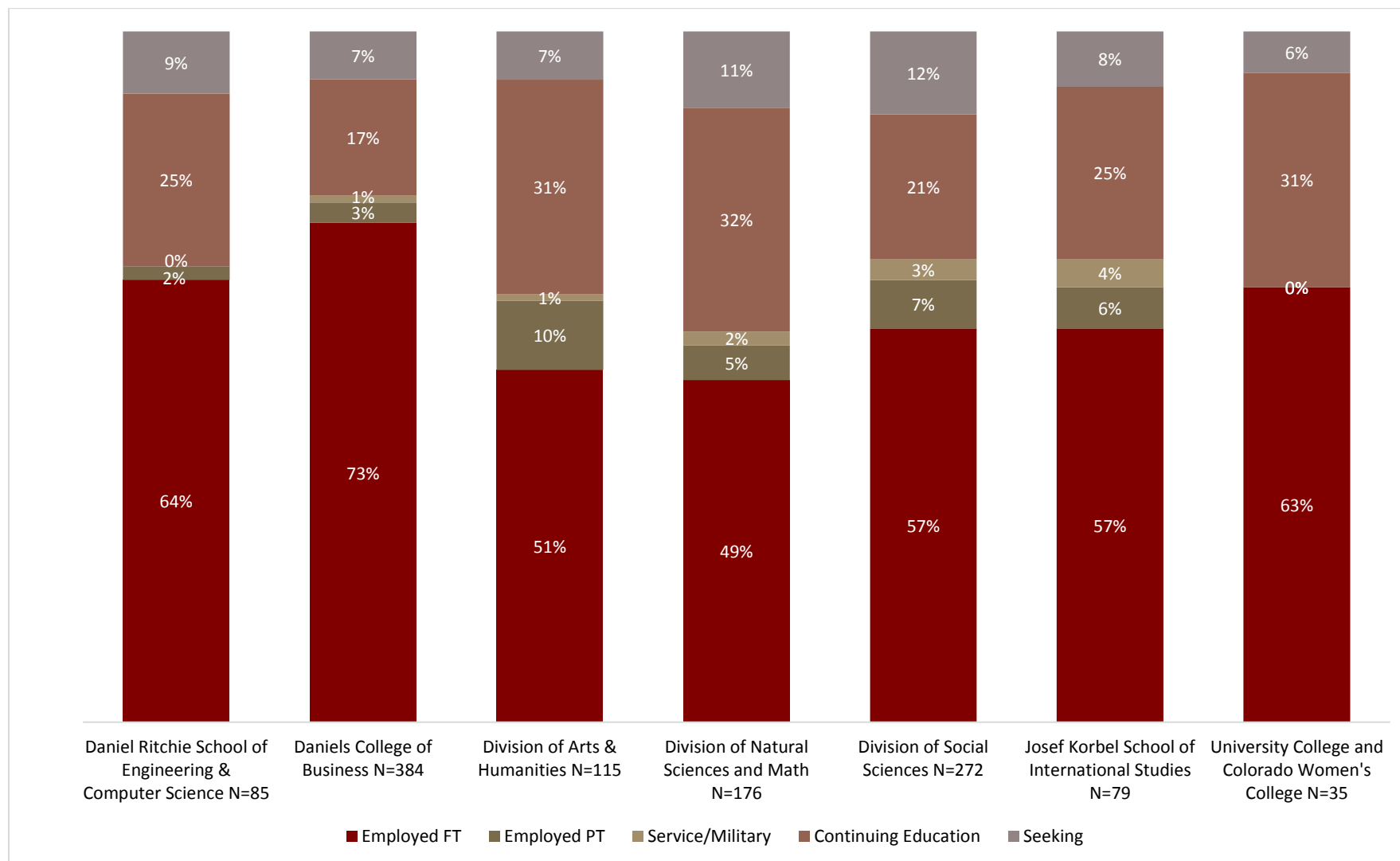
POST-GRADUATION ACTIVITY, BACHELOR'S DEGREE STUDENTS (N=1,146)

Excludes 77 individuals not seeking and 76 students for whom no information could be obtained.



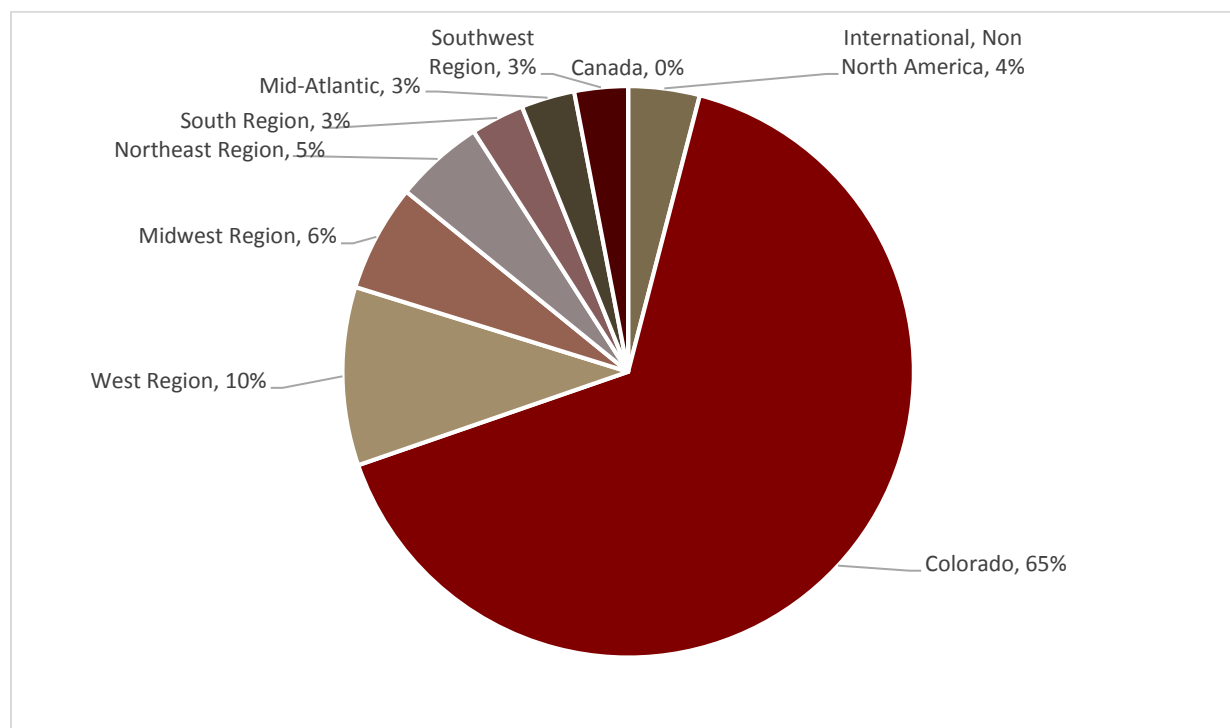
BACHELOR'S DEGREE POST-GRADUATION OUTCOMES BY COLLEGE (N=1,146)

The below data represents a 94% knowledge rate.



BACHELOR'S DEGREE FIRST-DESTINATION LOCATION (N=804)

Of the 1,044 students that reported a post-graduation outcome other than seeking, 804 shared their job location for a knowledge rate of 77%.



BACHELOR'S DEGREE INTERNSHIP PARTICIPATION RATES (N=538)

Expanding high impact learning experiences, including internships, is a clearly stated goal within IMPACT 2025. While the University of Denver has consistently had a high number of students engaging in internship experiences, we are actively striving toward 100% of our student population participating in experiences beyond the classroom that complement their academic learning.

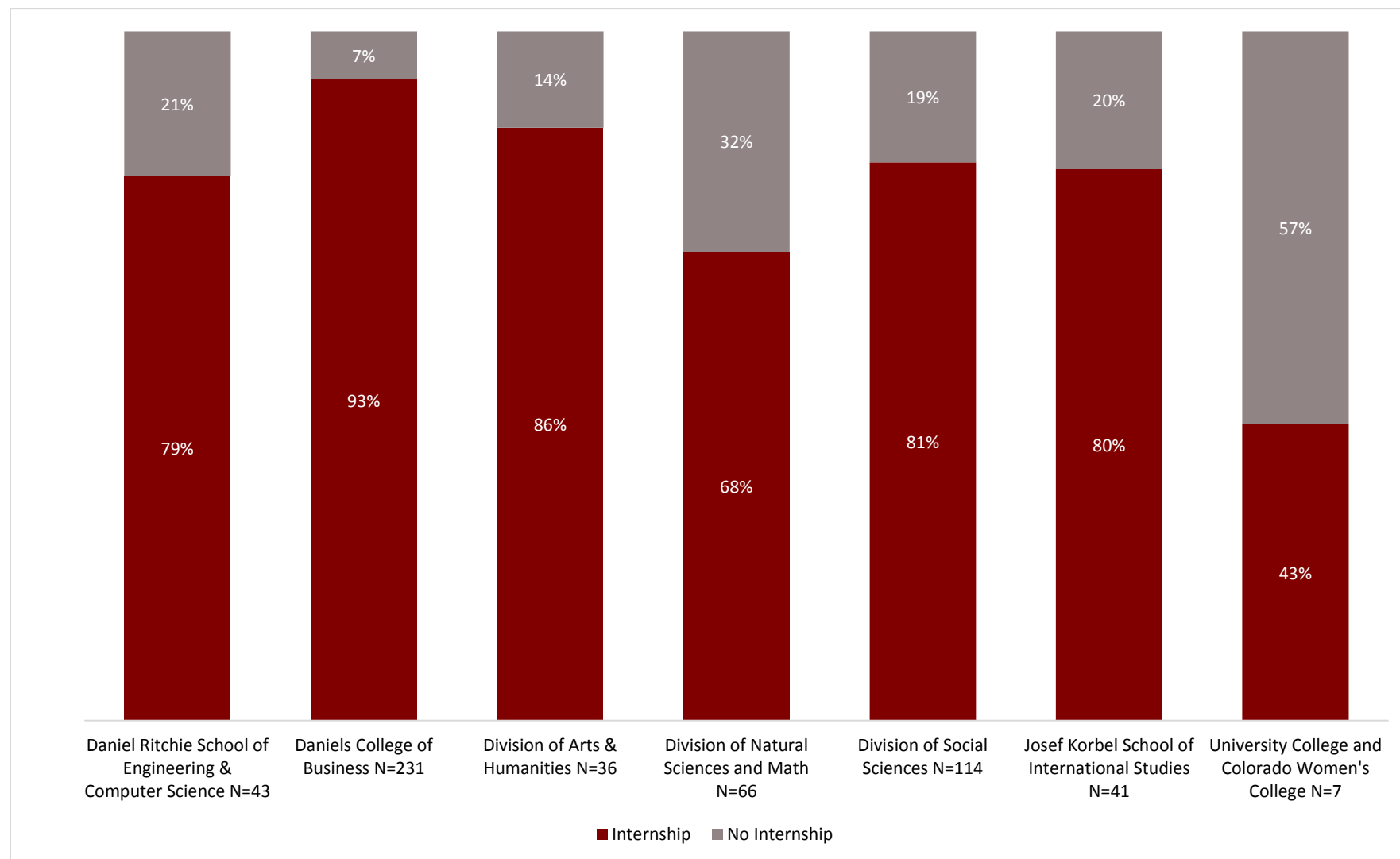
In our survey, we define internships broadly and include information on not only internships, but research, practicum experiences (required experiences included in a course of study), student teaching, and co-op experiences that alternate 4-12 months of full-time in depth industry experience with academic coursework.

Because outcomes data is secured from various sources beyond student self-reporting, knowledge on internship participation was only secured from 41% of the graduating class. Using the above criteria and the data secured from these students, 84% of respondents participated in at least one internship by graduation.

There is an opportunity for us to gather more data from internships for credit as well as make this a required field on future outcomes reports to ensure an accurate understanding of internship participation on campus. We expect our knowledge rate on this question to improve dramatically for the class of 2018.

BACHELOR'S DEGREE INTERNSHIP PARTICIPATION BY COLLEGE (N=538)

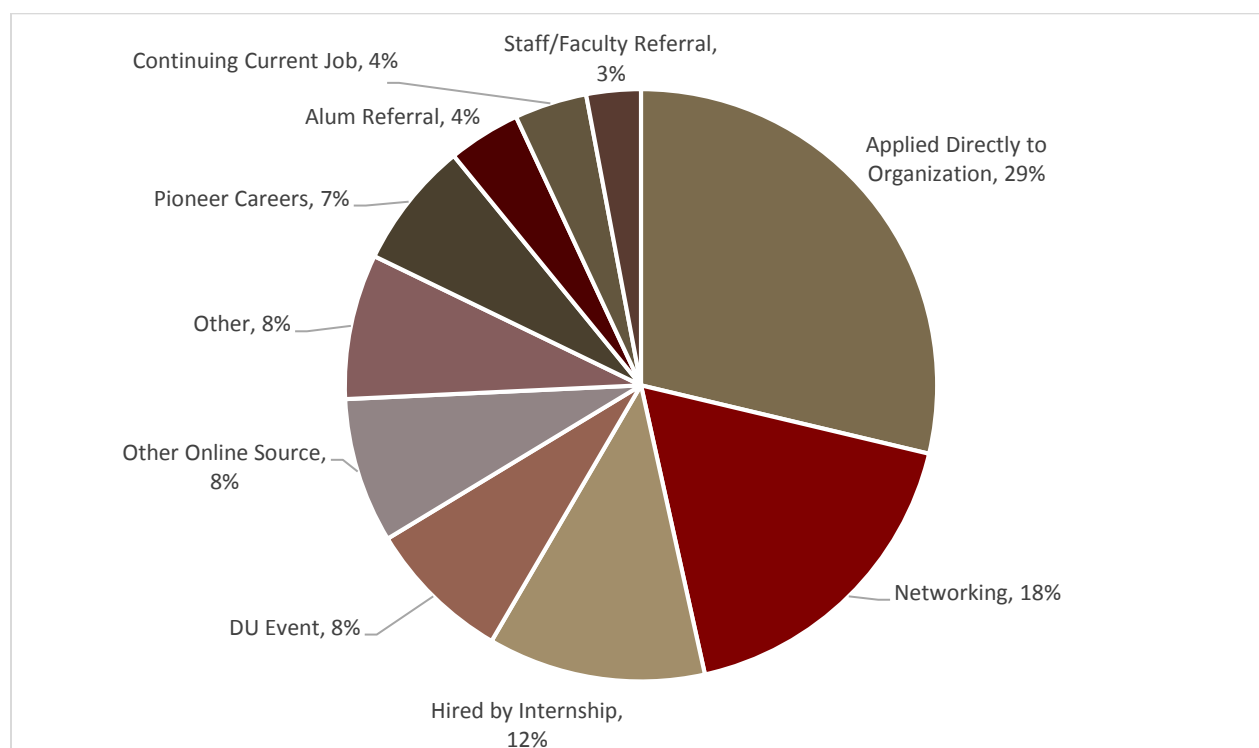
The below data set represents information reported from 41% of graduating students, as not all students responded to this question in the survey.



BACHELOR'S DEGREE STUDENT JOB SOURCE (N=420)

Understanding how students secure their post-graduation plans will allow us to better track how implementation of new initiatives outlined in IMPACT 2025 influence job source longitudinally.

For the class of 2017, we are now able to report baseline information on how students secured employment and those details are outlined below. Of those reporting full-time employment, part-time employment, or military/service activities 420 responded to this question for a response rate of 54%. As with internship reporting, we have the opportunity to improve our responses to this question to grow a more comprehensive understanding of how students secured their first jobs after graduation.



BACHELOR'S DEGREE, MEAN AND MEDIAN STARTING SALARY (N=279)

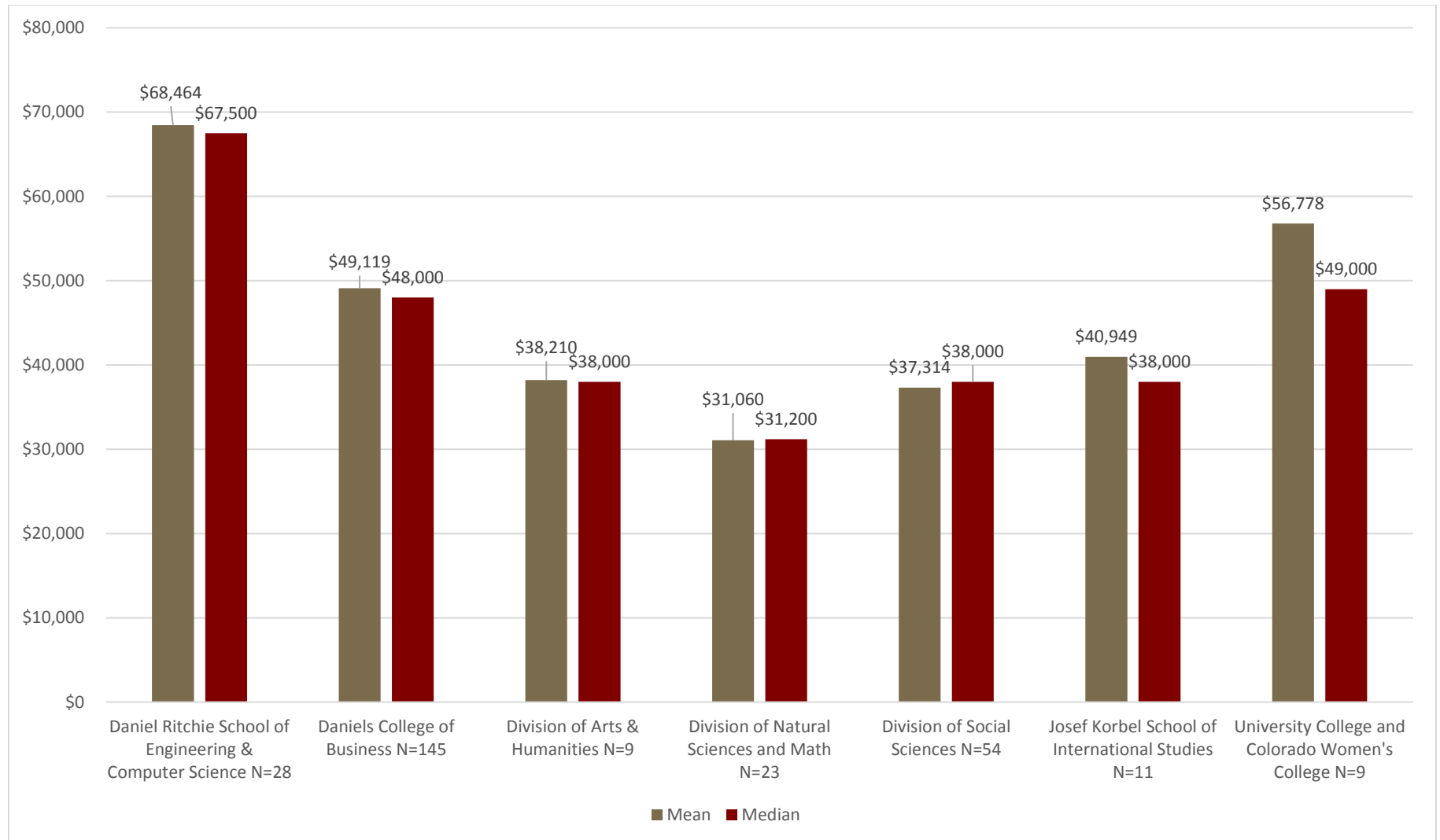
Mean and median salary information is calculated using only full-time standard positions and does not reflect those students in fellowships, internships, or other part-time roles. Of the 548 graduates reporting full-time standard employment, 279 responded to this question for a response rate of 51%.

The mean salary for undergraduate students in the class of 2017 was \$46,860 with a median salary of \$43,680. While the average salary remained steady, this reflects a drop from the median salary of \$45,000 reported by the class of 2016.

Average salary varies widely by institution with universities granting more technical and business degrees commanding higher starting salaries. Regional factors also impact salary with Rockies region typically having lower salary levels than the national average. We will continue to develop strategies for growing response rates to this question to ensure a strong understanding of salary data at graduation.

BACHELOR'S DEGREE SALARY DATA BY COLLEGE, FULL-TIME STANDARD POSITIONS (N=279)

Average salary varies widely by institution with universities granting more technical and business degrees commanding higher starting salaries. Regional factors also impact salary with the Rockies region typically having lower salary levels than the national average. Of the 548 reporting full-time standard employment, 279 responded to this question for a response rate of 51%.



TOP UNDERGRADUATE EMPLOYERS BY COLLEGE

University of Denver undergraduates were employed by 571 unique employers upon graduation. 65% of undergraduates remained in Colorado for their first job reflecting the significant economic impact our students have in our state.

Daniel Ritchie School of Engineering & Computer Science N=53

Northrup Grumman (4)
Arrow Electronics (2)
SYNEK Inc. (2)
University of Denver – DU (2)

43 additional organizations hired one student from the college.

Daniels College of Business N=276

Arrow Electronics (8)
University of Denver – DU (6)
Charles Schwab Corporation (5)
Four Seasons Hotels & Resorts (5)
Marriott International (4)
Oracle (4)
PwC – PricewaterhouseCoopers (4)

209 additional organizations hired between 1-3 students from the college.

Division of Arts & Humanities N=52

University of Denver – DU (3)
Denver Public School District – DPS (2)

47 additional organizations hired one student from the college.

Division of Natural Sciences and Math N=89

Scribe America (4)
CarePoint (3)
Apex Systems, Inc. (2)
Care Point Health (2)
Children’s Hospital Colorado (2)
Heska (2)
University of Denver – DU (2)

72 additional organizations hired one student from the college.

Division of Social Sciences N=160

University of Denver – DU (4)
BootayBag (2)
Denver Public School District – DPS (2)
Evolve Vacation Rental Management (2)
NetSuite Inc. (2)
U.S. Senate (2)

146 additional organizations hired one student from the college.

Josef Korbel School of International Studies N=46

Mad River Boat Trips (2)

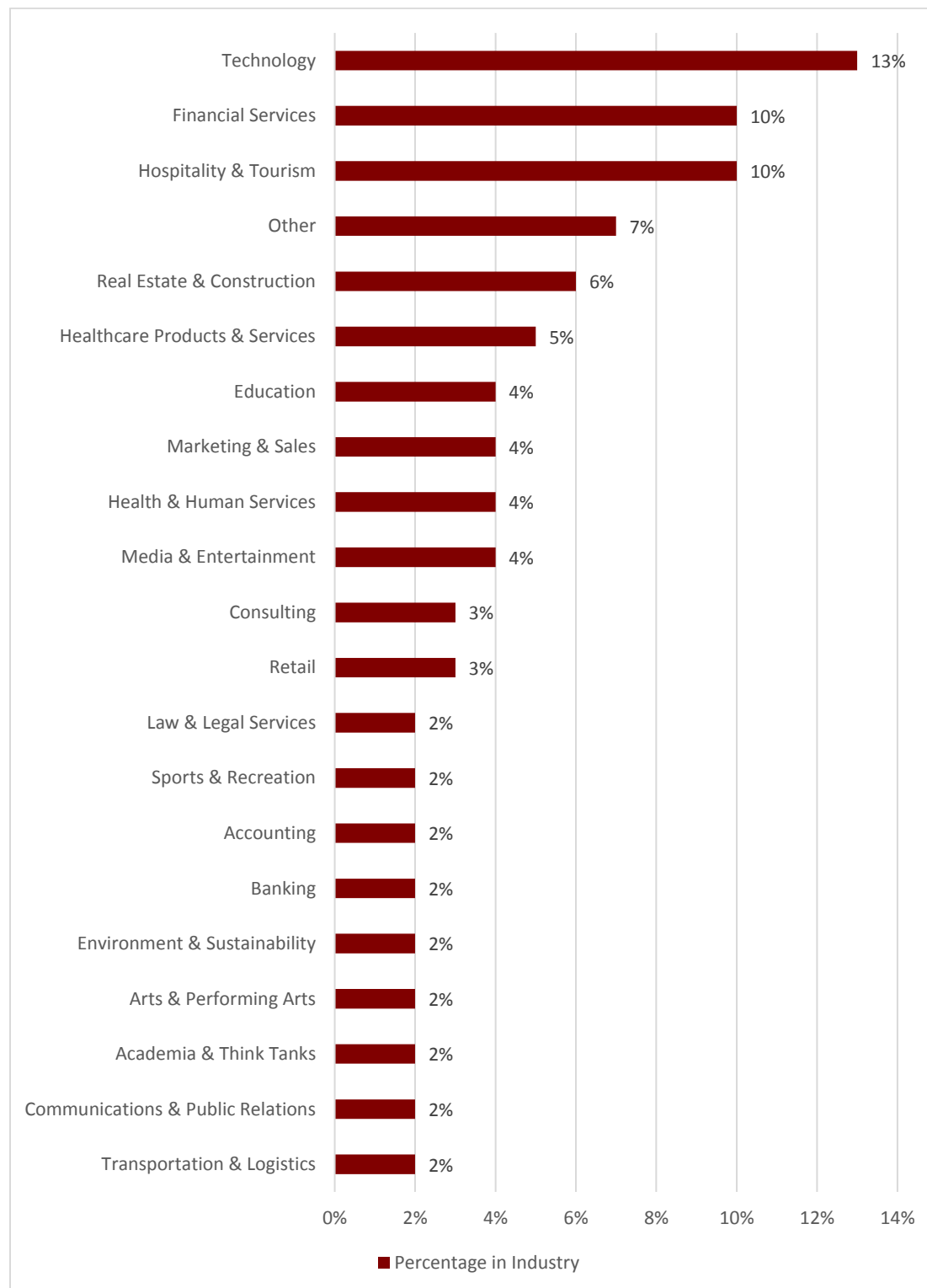
44 additional organizations hired one student from the college.

University College & Colorado Women’s College N=19

19 unique organizations hired one student from the college.

UNDERGRADUATE STUDENT EMPLOYMENT INDUSTRY TRENDS (N=471)

The below chart shows the top industries in which undergraduate students are employed upon graduation. Students select “other” if they do not feel their industry is represented in the list provided.





MASTER'S STUDENT OUTCOMES

CLASS OF 2017

MASTER'S STUDENT FIRST-DESTINATION DETAILS

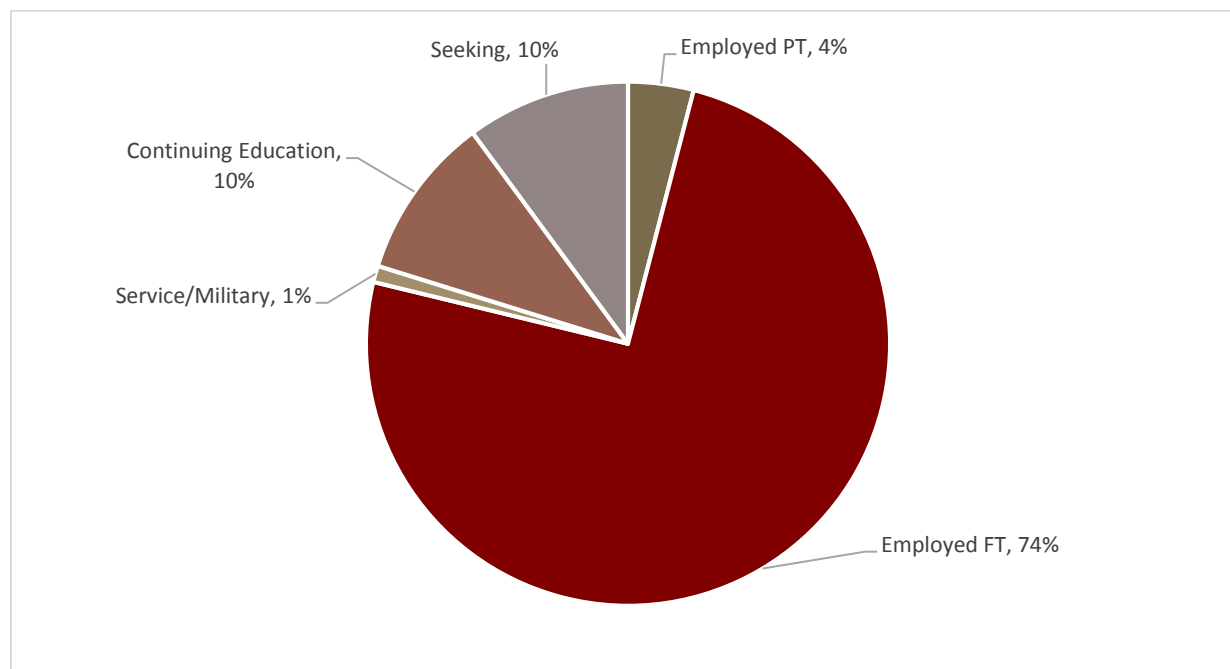
90% of master's students in the class of 2017 were employed, continuing their education, or pursuing service/military activities 6-months after graduation, with the vast majority employed full-time. This outcomes rate reflects a 1% decrease over the class of 2016.

The Career & Professional Development team has spent the last year working to improve the first-destination knowledge rates for graduate students. This year, we achieved an 88% knowledge rate for master's students' post-graduation activity which is 9% points higher than last year. We are actively working with Vice Provost Corinne Lengsfeld to determine ways to continue to improve upon this number in the future.

The growth in knowledge rate could be a contributing factor in the 1% decrease in employment outcomes for master's students. Our experience is that there is a sample bias toward "employed" with lower knowledge rates.

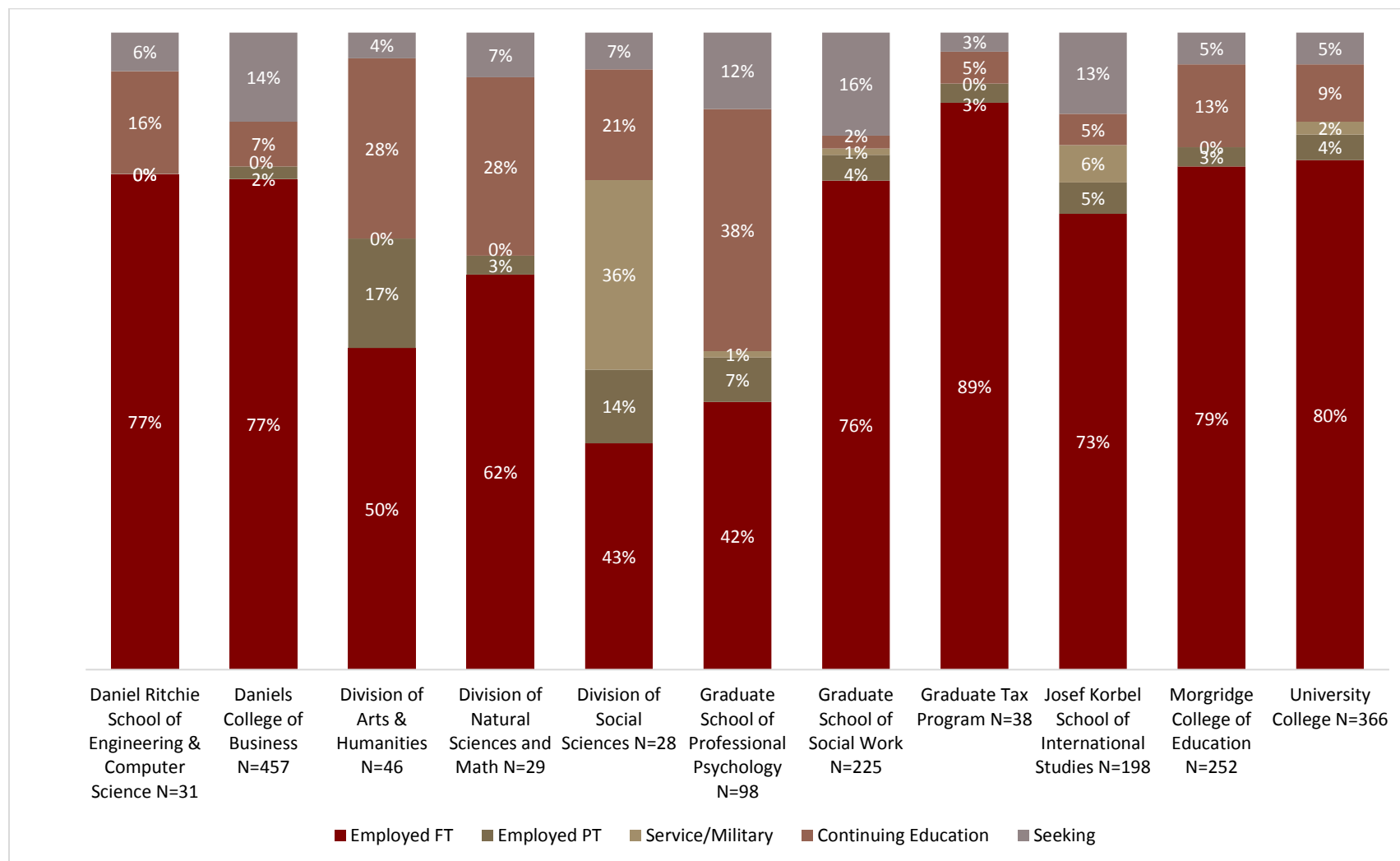
POST-GRADUATION ACTIVITY, MASTER'S DEGREE STUDENTS (N=1,768)

Excludes 50 individuals not seeking and 242 students for whom no information could be obtained.



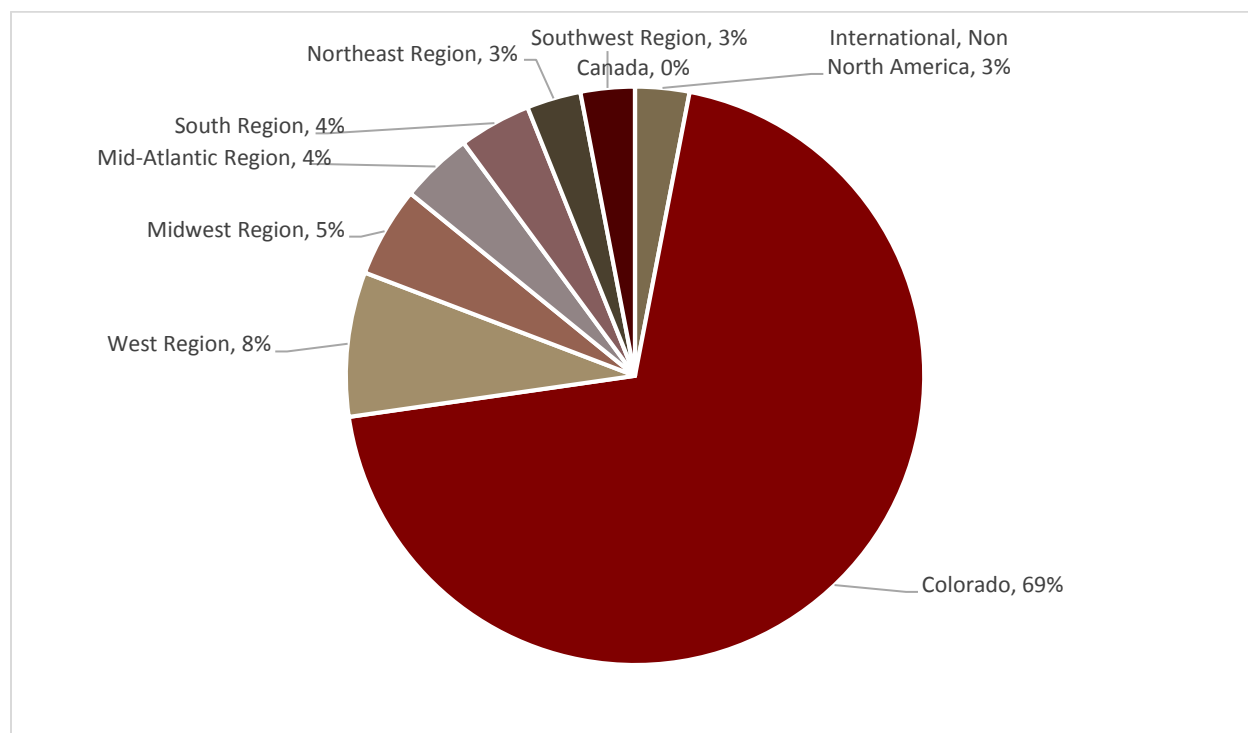
MASTER'S DEGREE SIX MONTH POST-GRADUATION OUTCOMES BY COLLEGE (N=1,768)

The below data outlines the six month outcomes data reported to the National Association of Colleges and Employers with a knowledge rate of 88%. The AACSB follows three month reporting and the Josef Korbel School reports after twelve months to the Association of Professional Schools of International Affairs.



MASTER'S GRADUATE FIRST-DESTINATION LOCATION (N=1,295)

Of the 1,588 students that reported a post-graduation outcome other than seeking, 1,295 shared their job location for a knowledge rate of 82%.



MASTER'S DEGREE INTERNSHIP PARTICIPATION RATES (N=737)

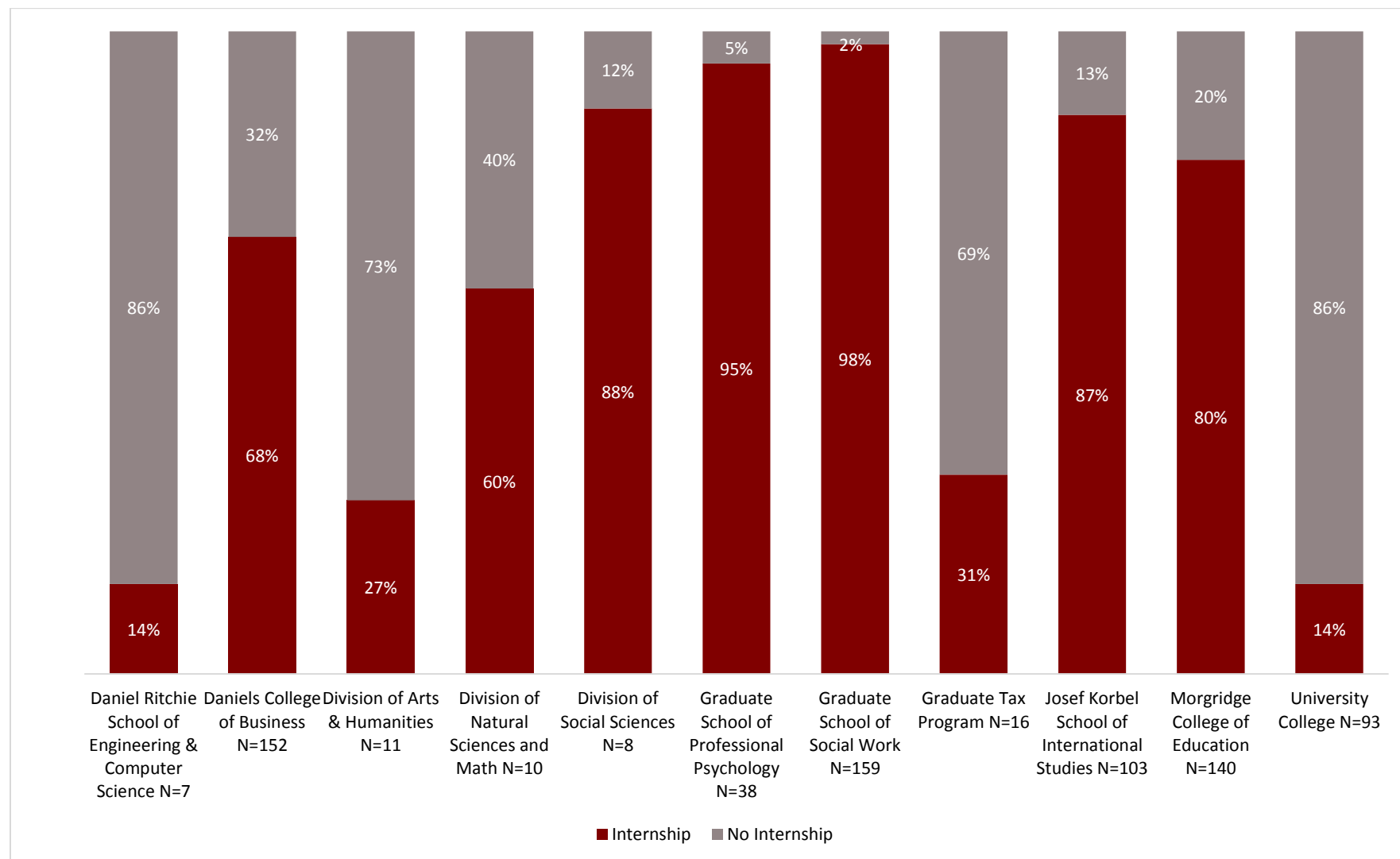
One of the strengths of many graduate programs at the University of Denver is the integration of internships and field learning experiences into programmatic requirements. Not surprisingly, this results in very high internship participation rates at the master's level for some units.

As with undergraduates, we define internships broadly in our outcomes survey and include information on not only internships, but research, practicum experiences, student teaching, and field placements.

Using the above criteria, 72% of master's students in the class of 2017 participated in at least one internship. This data point reflects responses from 737 students or 36% of the class, indicating there is an opportunity for us to gather more data from internships for credit as well as make this a required field on future outcomes reports to ensure an accurate understanding of internship participation on campus.

MASTER'S DEGREE INTERNSHIP PARTICIPATION RATE BY COLLEGE (N=737)

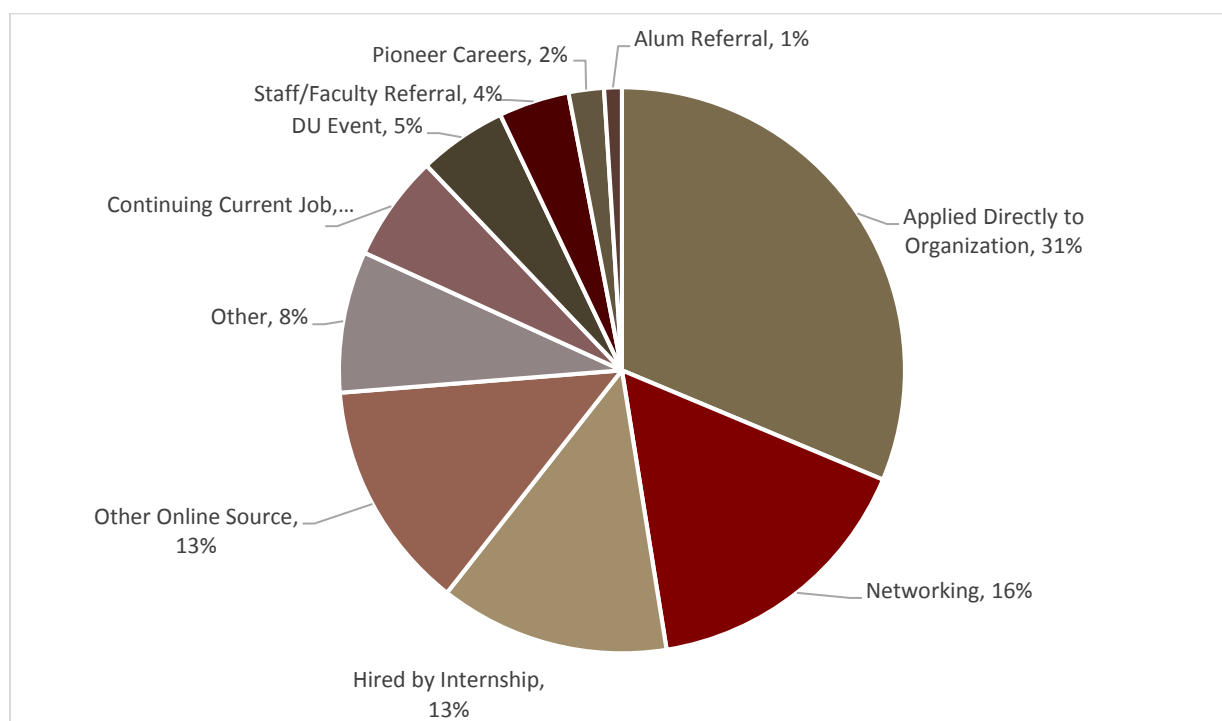
The below data represents information reported from 36% of graduating students, as not all students responded to this question in the survey.



MASTER'S DEGREE STUDENT JOB SOURCE (N=682)

As with undergraduates, understanding how master's students secure their post-graduation plans will allow us to better track how implementation of new initiatives outlined in IMPACT 2025 influence job source longitudinally.

For the class of 2017, we are now able to report baseline information on how students secured employment and those details are outlined in the chart below. Of those reporting full-time employment, part-time employment, or military/service activities 682 responded to this question for a response rate of 49%. As with internship reporting, we have the opportunity to improve our response rates to this question to grow a more comprehensive our understanding of how students secured their first jobs.



MASTER'S DEGREE, MEAN AND MEDIAN STARTING SALARY (N=552)

Mean and median salary information is calculated using only full-time standard positions and does not reflect those students in fellowships, internships, or other short term or part-time roles. Of the 1,129 students reporting full-time standard employment, 552 responded to this question for a response rate of 49%.

The mean salary for master's students was \$57,384 with a median salary of \$50,000. The average salary was an increase of roughly \$2,000 over the class of 2016 while the median remained steady.

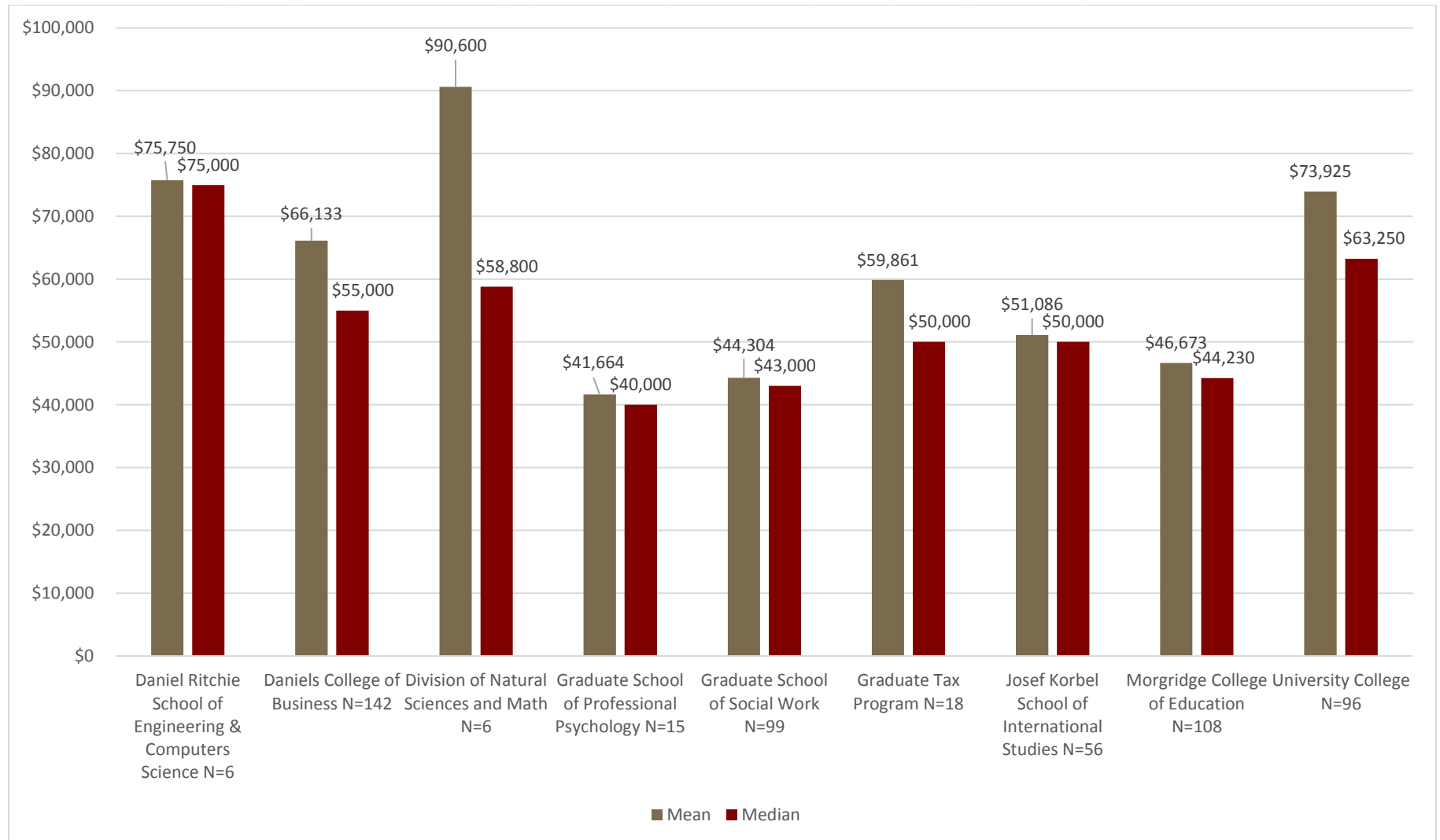
Average salary varies widely by field of study and industry, especially at the graduate level. Regional factors also impact salary with Rockies region typically having lower salary levels than the national average. We will continue to develop strategies for growing response rates to this question to ensure a strong understanding of salary data at graduation.

MASTER'S DEGREE SALARY DATA BY COLLEGE (N=552)

Salary Data for the Division of Arts & Humanities (N=3) as well as the Division of Social Sciences (N=3) are omitted due to low response rates.

Industry of employment as well as regional factors impact salary with Rockies region typically having lower salary levels than the national average.

Of the 1,129 students reporting full-time standard employment, 552 responded to this question for a response rate of 49%.



TOP EMPLOYERS OF MASTER’S STUDENTS BY COLLEGE

University of Denver master’s students from the class of 2017 were employed by 891 unique organizations. Upon graduation, 69% report that they remain in Colorado for their first position showing the significant economic impact our graduates have to the state.

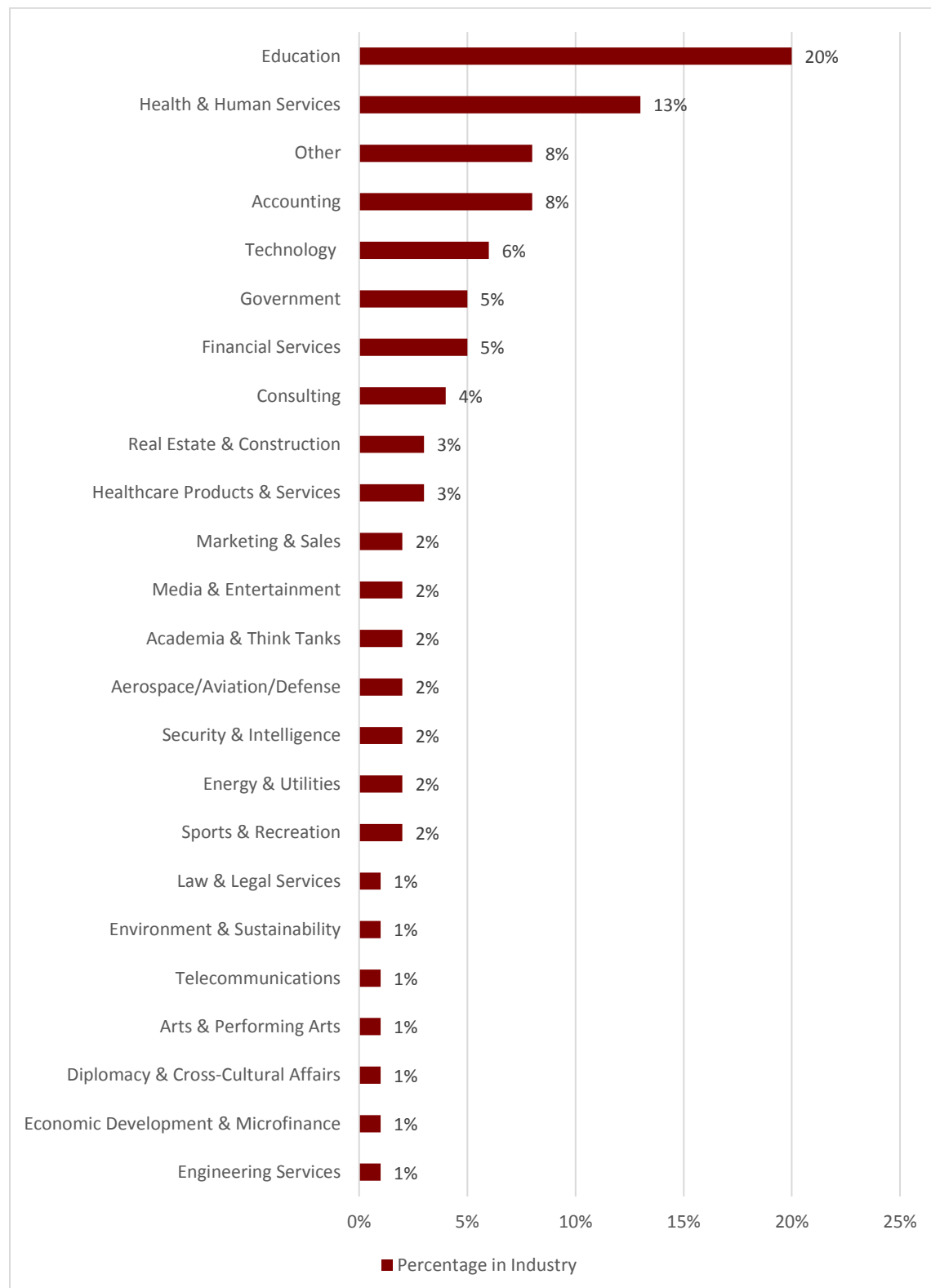
Daniel Ritchie School of Engineering & Computer Science N=22 Lockheed Martin (4) United Launch Alliance – ULA (2) 16 additional organizations hired one student from the college.	Daniels College of Business N=332 KPMG (17) Deloitte (15) EY – Ernst & Young (10) PwC – PricewaterhouseCoopers (9) Arrow Electronics (7) University of Denver (7) Wells Fargo (6) EKS&H (5) Oracle (4) 225 additional organizations hired between 1-3 students from the college.
Division of Arts & Humanities N=19 University of Denver – DU (2) 17 additional organizations hired one student from the college.	Division of Natural Sciences and Math N=19 University of Denver – DU (2) 17 additional organizations hired one student from the college.
Division of Social Sciences N=15 20 20 Research (2) SUM Media House (2) 11 additional organizations hired one student from the college.	Graduate School of Professional Psychology N=45 Correctional Psychology Associates (3) Eating Recovery Center (2) Third Way Center (2) 38 additional organizations hired one student from the college.

TOP EMPLOYERS OF MASTER'S STUDENTS (CONTINUED)

Graduate School of Social Work N=170 Mental Health Center of Denver (7) Denver Public School District – DPS (5) University of Denver – DU (4) Aurora Mental Health Center (3) Cherry Creek School District (3) Denver Children’s Home (3) Jefferson County Public School District (3) Tennyson Center for Children (3) 121 additional organizations hired 1-2 students from the college.	Graduate Tax Program N=33 Ministry of Finance of Indonesia (5) Deloitte (3) EY – Ernst & Young (2) KPMG (2) 21 additional organizations hired one student from the college.
Josef Korbel School of International Studies N=147 University of Denver – DU (13) One Earth Future Foundation – OEF (4) U.S. Department of State (3) Arrow Electronics (2) Defense Intelligence Agency – DIA (2) Kimetrica (2) National Democratic Institute – NDI (2) 119 additional organizations hired one student from the college.	Morgridge College of Education N=198 Denver Public School District – DPS (57) University of Denver – DU (13) Aurora Public School District (7) Cherry Creek School District (4) Littleton Public School District (4) 94 additional organizations hired between 1-3 students from the college.
University College N=289 University of Denver – DU (9) Denver Public School District – DPS (3) 267 additional organizations hired 1-2 students from the college.	

MASTER'S STUDENT EMPLOYMENT INDUSTRY TRENDS (N=595)

The below data shows the top industries in which master's students are employed upon graduation. Students select "other" if they do not feel their industry is represented in the list provided.





DOCTORAL STUDENT OUTCOMES

CLASS OF 2017

DOCTORAL STUDENT FIRST-DESTINATION DETAILS

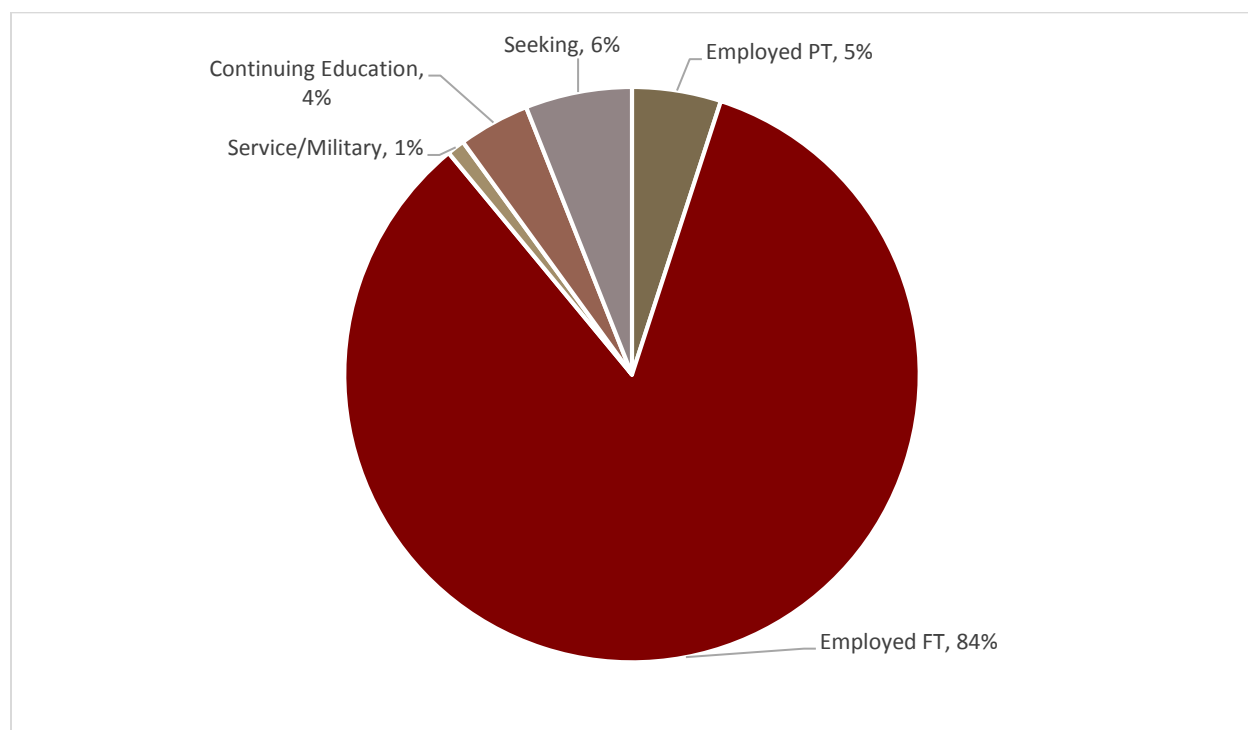
94% of doctoral students in the class of 2017 were employed, continuing their education, or pursuing service/military activities 6-months after graduation, with the vast majority employed full-time. Overall, this reflects a 3% decrease over the class of 2016. For context, due to the small number of doctoral graduates, there are approximately 3 additional students reported as seeking over last year.

Our knowledge rate for doctoral students' post-graduation plans for the class of 2017 was 82%, the lowest for all degree levels, yet still significantly higher than the 2016 national average of 57% for doctoral students and an 11% increase in our knowledge rate over the class of 2016. We are actively conducting outreach to departmental faculty each quarter to improve our knowledge rate for all graduate students.

As with master's students, growth in knowledge rate could be a contributing factor in the 3% decrease in employment outcomes for doctoral students due to a sample bias toward "employed" when knowledge rates are lower.

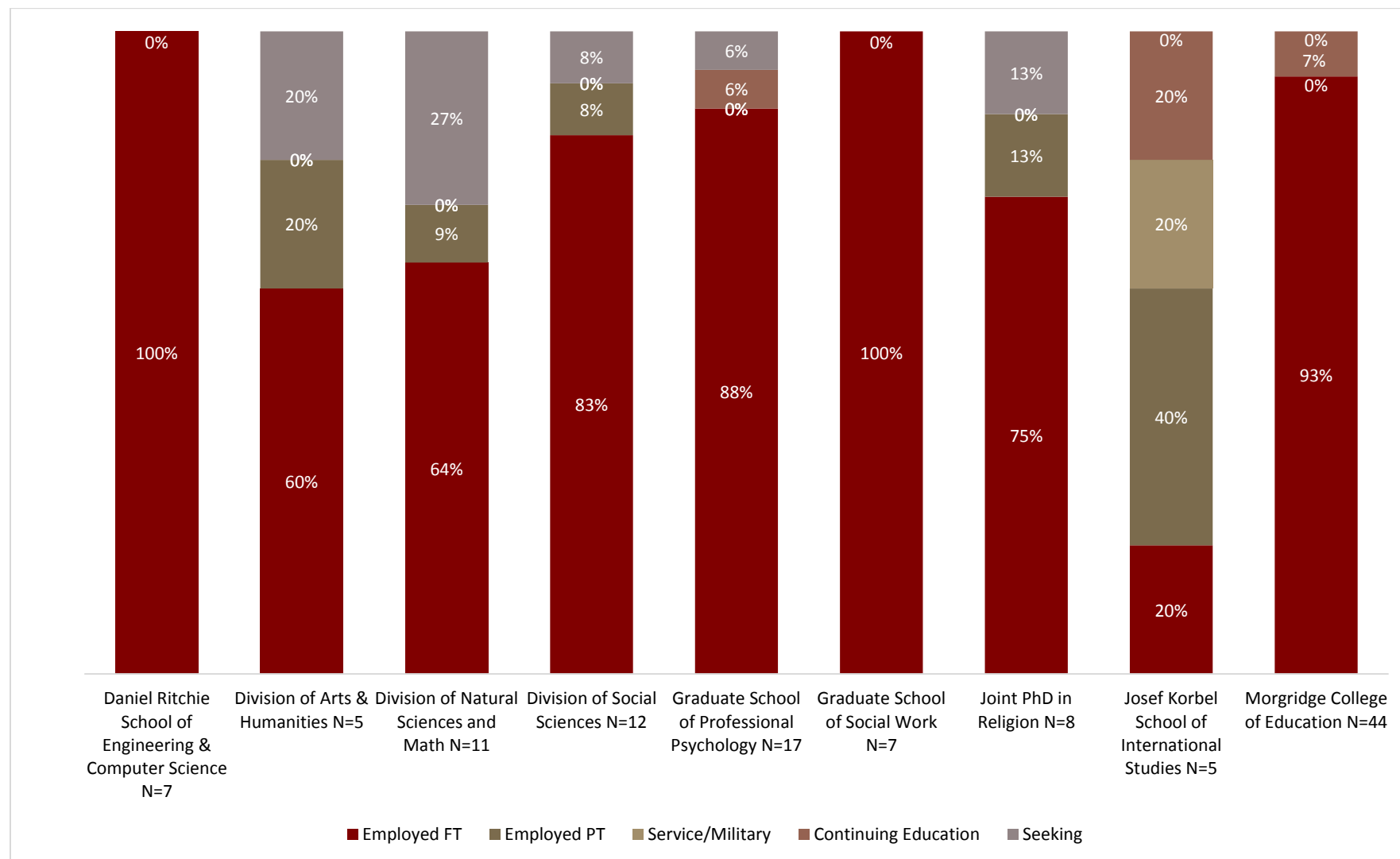
POST-GRADUATION ACTIVITY, DOCTORAL STUDENTS (N=116)

Excludes 25 students for whom no information could be obtained.



DOCTORAL STUDENT POST-GRADUATION OUTCOMES BY COLLEGE (N=116)

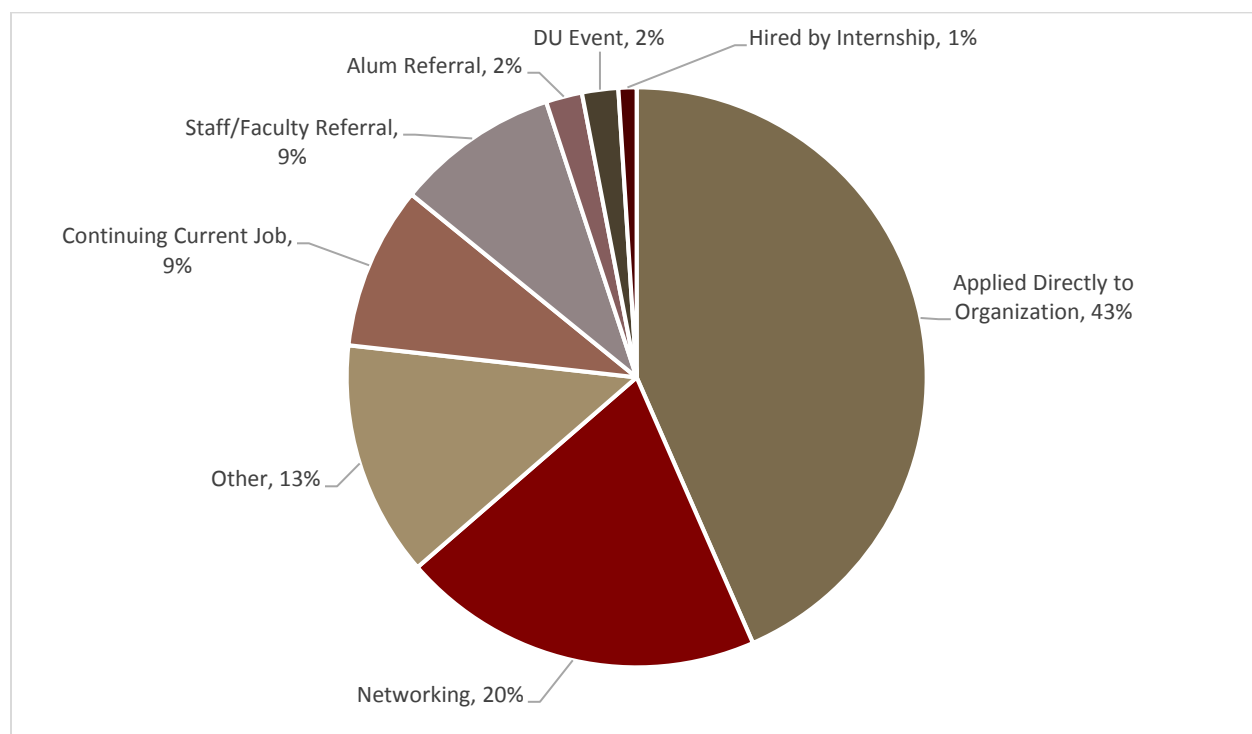
The below data represents an 82% knowledge rate.



DOCTORAL STUDENT JOB SOURCE (N=54)

Of the 104 doctoral students that secured employment upon graduation 54 of them reported their job source for a response rate of 52%.

As might be expected, the very focused areas of study for doctoral students results in their primary job sources coming from directly targeting organizations that match their research interests as well as via networking.



DOCTORAL DEGREE, MEAN AND MEDIAN STARTING SALARY (N=26)

Mean and median salary information is calculated using only full-time standard positions and does not reflect those graduates pursuing fellowships, internships, or other short term or part-time roles. 26 doctoral students reported their starting salary for a response rate of 43%.

The mean salary for doctoral students in the class of 2017 was \$72,221 with a median salary of \$66,500. Both reflect an increase over the class of 2016 which saw a mean of \$66,898 and a mean of \$53,689. We will continue to develop strategies for growing response rates to this question to ensure a strong understanding of salary data at graduation.

TOP DOCTORATE EMPLOYERS

University of Denver doctoral students were employed by 72 unique employers at graduation. 55% of doctoral students remained in Colorado for their first position upon graduation, the smallest percentage of all three degree levels.

All Colleges Represented N=90

Denver Public School District – DPS (7)
University of Denver – DU (6)
Colorado Department of Education (3)
Adams 12 Public School District (2)
Colorado State University – CSU (2)
Pennsylvania State University (2)
University of Colorado – Boulder (2)
University of Colorado – Denver (2)

64 additional organizations hired one doctoral student from the University of Denver.



CONCLUSION

Overall, the class of 2017 is performing well when considering first-destination outcomes and we expect these data points to meet or exceed national and regional averages as has been the case in the past.

In the coming year, we will work to improve knowledge rates for supplementary questions such as internship participation rates, salary, and job source to better understand the student experience more holistically.

In the coming months, first-destination outcomes data will be analyzed by major and program in conjunction with student career engagement reports in order to tailor programmatic outreach to the highest need populations that are less engaged with career development on campus.

National comparison data is compiled and summarized by the National Association of Colleges and Employers and is expected to be available in late summer or early fall once their analysis from schools across the country is complete. We will share that information on a campus wide level once it becomes available.