FIRST-DESTINATION OUTCOMES REPORT

CLASS OF 2019

UNIVERSITY *of* DENVER

February 21, 2020

Campus Colleagues:

I am writing to share the six month first-destination outcomes report for the class of 2019. Student employment, continuing education, and/or service activities after graduation are critical indicators of the student success and, in part, reflect the value of a University of Denver degree immediately upon graduation.

We are pleased to report that the class of 2019 had strong outcomes six months after graduation with 90.3% of undergraduates, 92.8% of master's students and 94.7% of doctoral students being employed, continuing education, or in service/military activities six months after graduation. These numbers reflect a 1.9% gain for undergraduates and a 2.6% gain for master's students compared to 2018.

As in the past three years, we fully expect the 2019 first-destination outcomes to exceed the national and regional averages when they are reported by the National Association of Colleges and Employers in fall of 2020. Additionally, we are excited to share that mean and median salaries increased notably for both bachelor's and master's students for the second year in a row which is excellent news.

It is through increased curricular and programmatic partnerships with faculty and staff within several units, that we have been able to achieve these gains. We observe the programs that are further along in career development integration into the student experience are seeing success with those efforts.

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 2019. College and program specific reports are currently in development and will be shared with deans and chairs over the coming months as will the results of the National Career Mobility Survey sent to the classes of 2009 and 2014 to understand career progression further after graduation.

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,

Brandon Buzbee
Interim Vice Chancellor for Advancement

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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
- Location

- 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 2018 through June 2019. Our collection of first-destination outcomes data is a multi-step process that includes student self-reported data as well as information collected from numerous additional sources. As a result, in most instances, we use the term "knowledge rate" rather than "response rate" to explain the percentage of students for whom we have data.

Knowledge rate includes data secured from the following sources:

- At-graduation self-reported
- 3-month/6-month email surveys
- 3-month/6-month phone surveys
- Graduate student enrollment provided by the National Student Clearinghouse
- Online research via LinkedIn

- University of Denver Human Resources employment information
- International Student & Scholar Services OPT forms
- Faculty and staff reported information

Our data collection process has allowed us to achieve excellent knowledge rates for first post-graduation activity including an 89.9% rate for undergraduate students, an 83.6% rate for master's students and a 91.4% rate for doctoral students, all significantly higher than the national averages which have historically hovered around 65% for undergrad students, 54% for master's students, and 50% for doctoral students. Changes in the cap and gown pick up process that allowed online ordering and extended pick up dates have lowered our knowledge rates for the class of 2019 since much of our initial data collection occurs at graduation. We continue to work with the bookstore staff and commencement committee to ensure the highest data collection rates possible.

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 knowledge rate for the data provided. We continuously work 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 for graduate programs 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 2019 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 2019

BACHELOR'S DEGREE FIRST-DESTINATION DETAILS

90.3% of undergraduate students in the class of 2019 were employed, continuing their education, or pursuing service/military activities six months after graduation, a 1.9% increase over the class of 2018.

The University of Denver has achieved an 89.9% knowledge rate for first-destination information, which is excellent. Our knowledge rate combined with a 90.3% outcomes rate shows that University of Denver undergraduate students, as a whole, continue to perform strongly compared to national and regional data and we project that to be true for 2019.

As we analyze the data to identify trends with those individuals that report seeking, one of the most notable observations is that 25.3% of students who do not complete an internship report they are seeking employment 6-months after graduation compared to a 7.3% seeking rate for those that have completed an internship. Our team will continue to explore ways to successfully collect internship participation data throughout the student experience and develop tactics for supporting those who have not yet gained professional experiences.

Summer and fall graduates continue to report "seeking" six months after graduation at higher rates than winter and spring graduates. Similarly, we will continue to assess ways we can grow outreach with these audiences to improve those numbers.

HISTORICAL TRENDS

Percentage Successful Outcomes

DU: Class of 2016: 90.0%, Class of 2017: 91.1%, Class of 2018: 88.4%, Class of 2019: 90.3%
Rocky Region: Class of 2016: 81.2%, Class of 2017: 81.4%, Class of 2018: 78.1%
National: Class of 2016: 83.7%, Class of 2017: 84.4%, Class of 2018: 85.9%
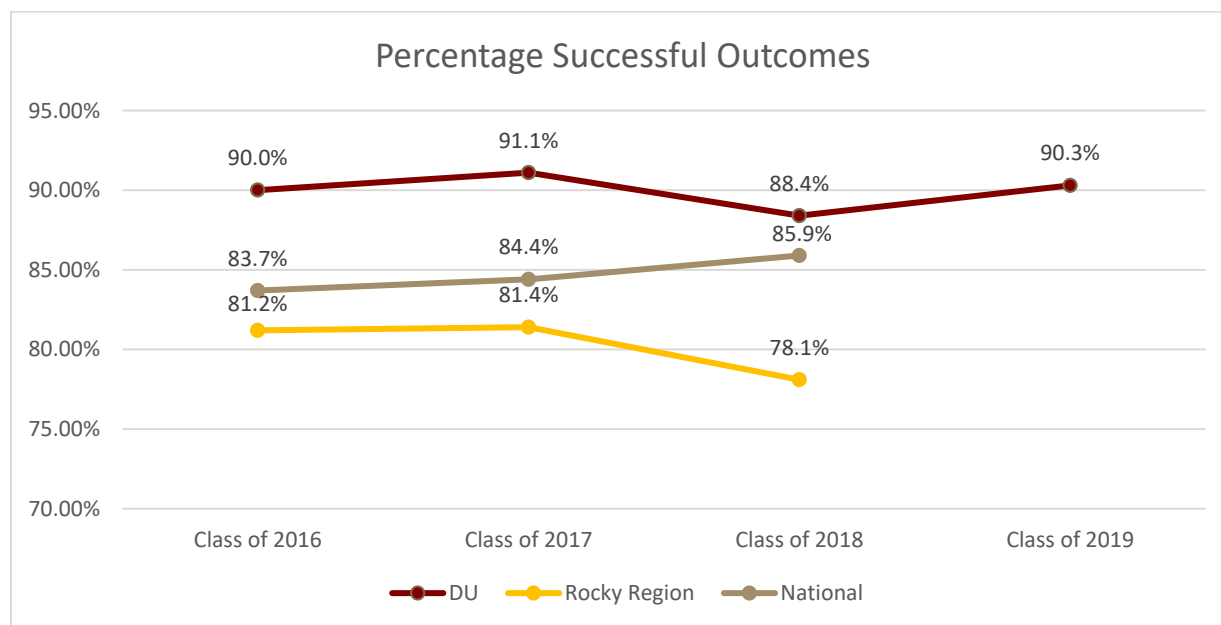
POST-GRADUATION ACTIVITY, BACHELOR'S DEGREE STUDENTS (N=1,062)

Excludes 108 individuals not seeking and 131 students for whom no information could be obtained.

We saw a 3.4% rebound over the previous year in the number of students reporting continuing education as their post-graduation goal along with a slight 1.3% decrease in the number of students reporting part-time work as their post-graduation activity. The number of students reporting full-time employment remained steady between 2018 and 2019.
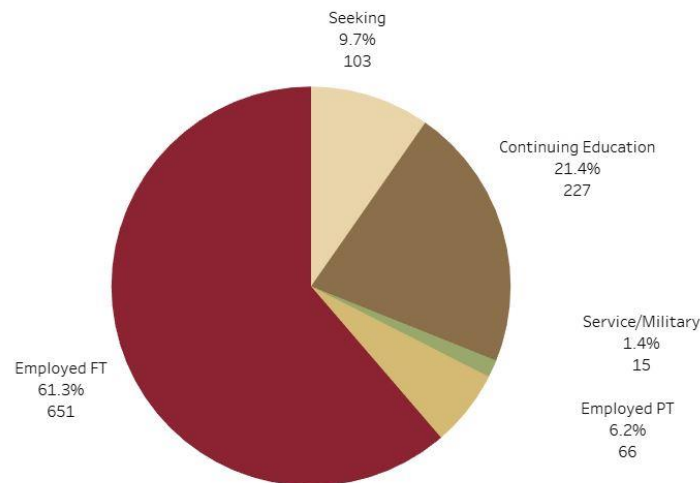
JOB SATISFACTION, BACHELOR'S DEGREE STUDENTS (N=147)

Out of 717 graduates reporting full-time or part-time employment, 147 provided job satisfaction information, a response rate of 20.5%.

In the past year, we have also started collecting data on how satisfied graduates are with the job that they have secured at graduation. While we have an opportunity to improve the knowledge rate, 83.9% of students reported they are satisfied or highly satisfied with their post-graduation employment which is positive.
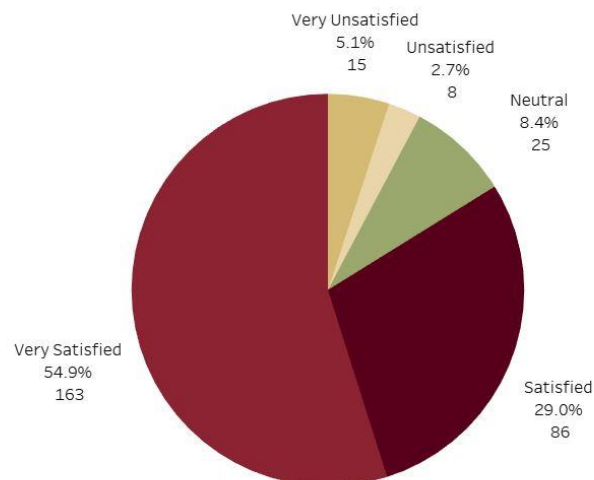
BACHELOR'S DEGREE POST-GRADUATION OUTCOMES BY COLLEGE (N=1,062)

The below data represents an 89.9% knowledge rate. Small numbers not shown for clear labeling.

Degree Level
Bachelor's

Outcomes - College

College	Seeking	Continuing Education	Employed PT	Employed FT
Ritchie Engineering & Comp Sci	9.9%, 9	16.5%, 15		69.2%, 63
Daniels College of Business	4.9%, 18	17.7%, 65		72.8%, 267
CAHSS	13.5%, 46	22.8%, 78	8.8%, 30	53.5%, 183
Natural Sciences & Math	13.6%, 22	21.6%, 35	7.4%, 12	54.9%, 89
Korbel Int'l Studies	10.7%, 8	34.7%, 26		45.3%, 34
UCOL & CWC		32.0%, 8	8.0%, 2	60.0%, 15

Ritchie Engineering & Comp Sci	Daniels College of Business	CAHSS	Natural Sciences & Math	Korbel Int'l Studies	UCOL & CWC
91	367	342	162	75	25

Legend: Seeking · Continuing Education · Service/Military · Employed PT · Employed FT

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BACHELOR'S DEGREE FIRST-DESTINATION LOCATION (N=883)

Of the 950 students that reported employment, service, or continuing education, 883 shared their job location for a knowledge rate of 92.9%. Of these, 4.6%, or 41 graduates, reported locations outside of the United States. 65.6% of the total group remained in Colorado.
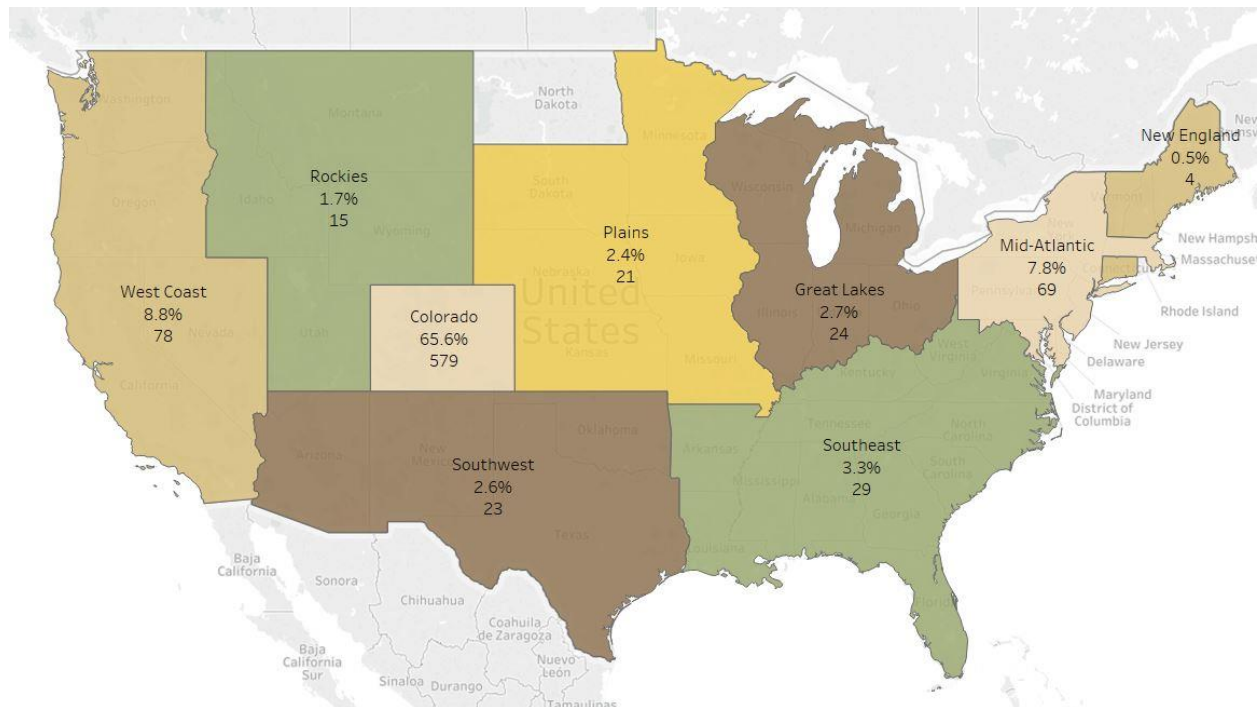
TOP TEN REPORTED CITIES OUTSIDE OF COLORADO

Los Angeles – CA (28)

New York – NY (27)

San Francisco – CA (25)

Washington – DC (24)

Boston – MA (14) Increase from 6

Minneapolis – MN (11)

Chicago – IL (11) Decrease from 19

Seattle – WA (9) New

Phoenix – AZ (6)

Miami – FL (6) New

Dallas – TX (6) New

While several of the top ten cities mirror the previous group of graduates, there were some notable changes. Seattle, Miami and Dallas all emerged as new hubs of activity and Boston saw a strong growth. Salt Lake City, San Diego and Santa Barbara all fell out of the top 10 for this class of graduates.

BACHELOR'S DEGREE STUDENT JOB SOURCE (N=382)

Understanding how students secure their post-graduation plans allows us to better track how implementation of new initiatives outlined in IMPACT 2025 influence job source longitudinally. Of those reporting employment, 382 responded to this question for a response rate of 53.3%. Most notable is that there was a 7% decrease in the number of students reporting that their job source came from professional networking connections with 2% more students indicated their job came as a result of an internship, there was a 1% increase each in students indicating their job came as the result of a DU event, a faculty member referral or a family connection.
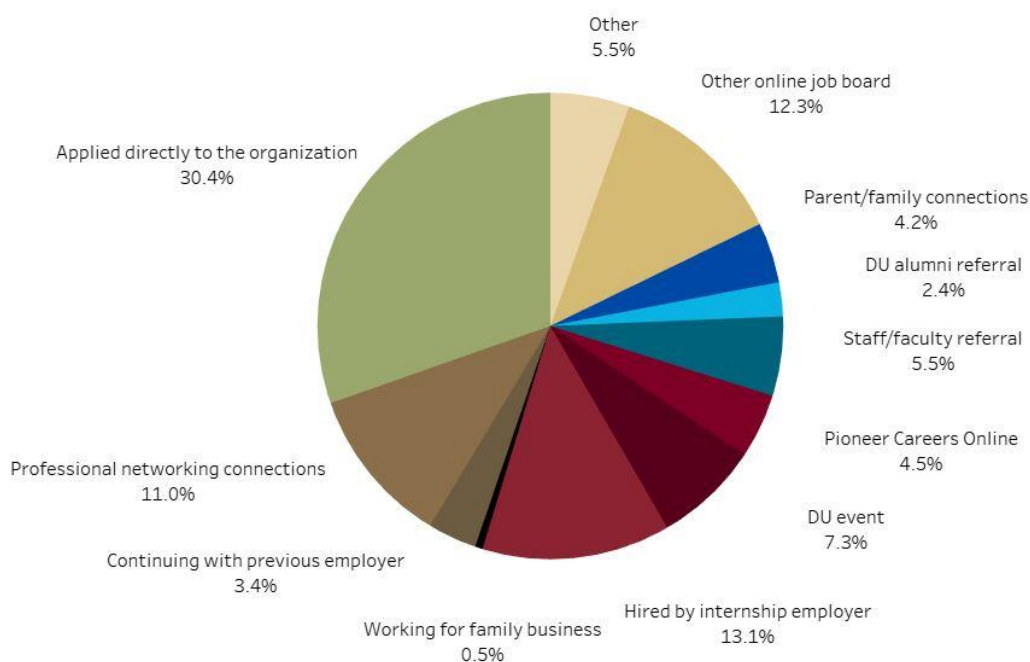
BACHELOR'S DEGREE, MEAN AND MEDIAN STARTING SALARY (N=242)

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 524 graduates reporting full-time standard employment, 242 responded to this question for a response rate of 46.1%.

The mean salary for undergraduate students in the class of 2019 was $51,598 with a median salary of $49,000. Both of the mean and median salaries increased over $2,000 from 2018.

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.

BACHELOR'S DEGREE SALARY DATA BY COLLEGE, FULL-TIME STANDARD POSITIONS (N=242)

Of the 528 reporting full-time standard employment, 242 responded to this question for a response rate of 46.1%.

Degree Level
Bachelor's

Salary by College

	Ritchie Engineering & Comp Sci	Daniels College of Business	CAHSS	Natural Sciences & Math	Korbel Int'l Studies	UCOL & CWC
Average Standard FT Annual Salary	$69,089 (30)	$54,095 (117)	$43,161 (46)	$39,756 (31)	$38,847 (13)	$72,400 (5)
Median Standard FT Annual Salary	$70,000 (30)	$51,000 (117)	$40,500 (46)	$35,000 (31)	$40,000 (13)	$75,000 (5)

■ Average Standard FT Annual Salary   ■ Median Standard FT Annual Salary
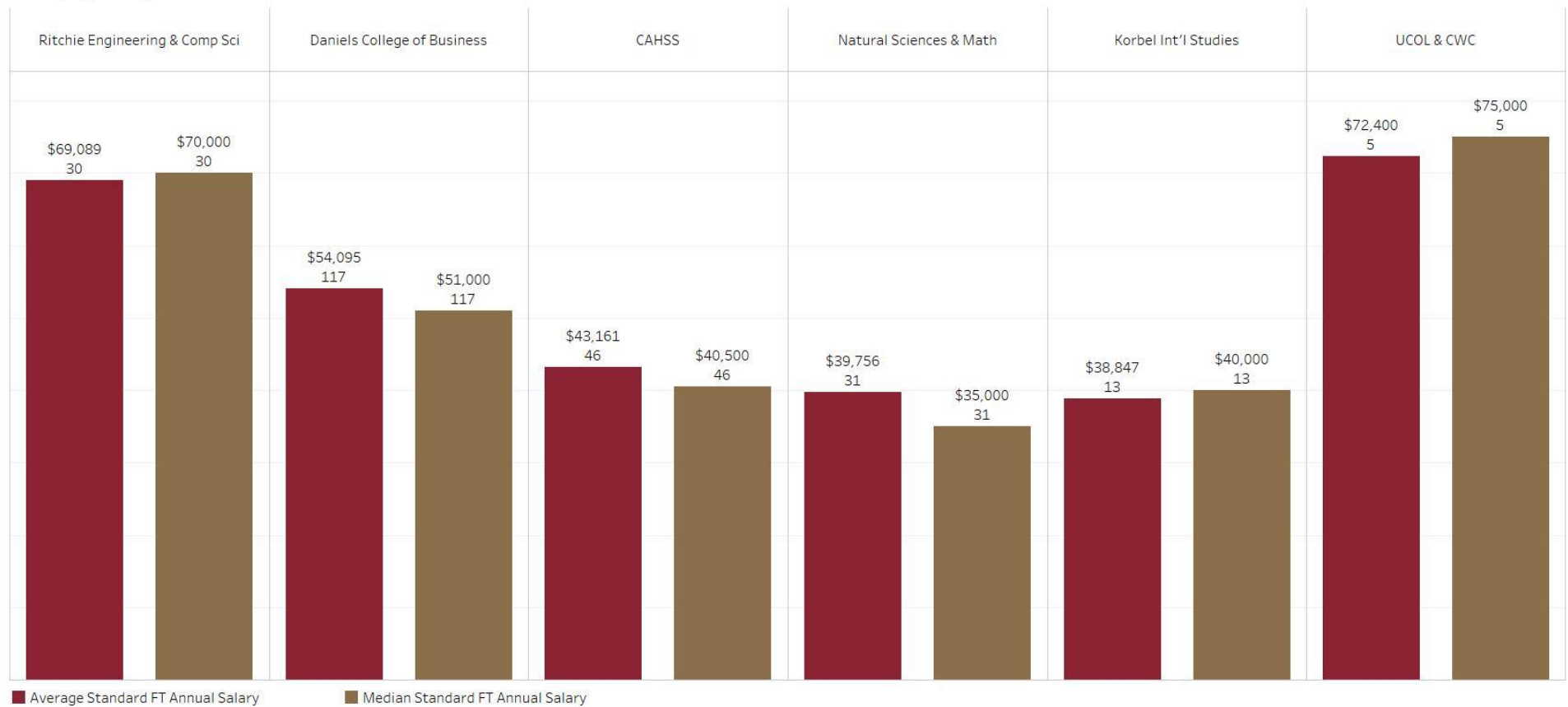
TOP UNDERGRADUATE EMPLOYERS BY COLLEGE

University of Denver undergraduates were employed by 579 unique employers upon graduation. 65.6% 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=65

Lockheed Martin (3)
Newtin Media (3)
Nextworld (3)
Epic (2)
POWER Engineers, Inc. (2)

52 additional organizations hired one student from the college.

Daniels College of Business N=268

Janus Henderson Investors (4)
KPMG (4)
Black Creek Group (3)
Brown Brothers Harriman (3)
Deloitte (3)
Xactly Corporation (3)
Zayo Group (3)

16 additional organizations hired 2 students from the college

213 additional organizations hired 1 student from the college.

College of Arts, Humanities & Social Sciences N=194

University of Denver – DU (5)
Denver Public School District – DPS (4)
Evolve Vacation Rental Management (2)
HROD Law (2)
Mental Health Center of Denver (2)
The Walt Disney Company (2)

177 additional organizations hired one student from the college.

Division of Natural Sciences and Mathematics N=94

Children's Hospital Colorado (3)
Craig Hospital (3)
University of Denver – DU (3)
Battelle (2)
University of Colorado (2)

81 additional organizations hired one student from the college.

Josef Korbel School of International Studies N=39

University of Denver – DU (4)
Teach For America (2)

33 additional organizations hired one student from the college.

University College & Colorado Women's College N=13

13 organizations hired one student from the college.

UNDERGRADUATE STUDENT EMPLOYMENT INDUSTRY TRENDS (N=322)

The below chart shows the top industries in which undergraduate students are employed upon graduation.

Industry

Industry	Percentage
Hospitality & Tourism	10.9%
Other	9.6%
Education	8.4%
Health & Human Services	7.1%
Financial Services	6.5%
Real Estate & Construction	5.6%
Technology - Other	5.3%
Consulting	5.0%
Marketing & Sales	3.4%
Technology – Software Development	
Healthcare Products & Services	3.1%
Engineering Services	2.5%
Law & Legal Services	
Sports & Recreation	1.9%
Retail	
Media & Entertainment	1.9%
Government	
Environment & Sustainability	1.9%
Aerospace/Aviation/Defense	
Accounting	1.9%
Banking	
Advertising	1.6%
Energy & Utilities	
Academia & Think Tanks	1.2%
Telecommunications	
Social Work	0.9%
Pharmaceutical & Biotech	
Communications & Public Relations	0.9%
Transportation & Logistics	
Technology – Software Engineering	0.6%
Automotive	
Technology – Data Science	0.3%
Natural Resources	
Manufacturing	0.3%
Libraries & Museum	
Human Resources & Recruitment	0.3%
Government: State & Local	
Economic Development & Microfinance	0.3%
Diplomacy & Cross-Cultural Affairs	
Consumer Packaged Goods	0.3%
Arts & Performing Arts	

UNDERGRADUATE STUDENT CONTINUING EDUCATION FIELD OF STUDY (N=227)

The below chart shows field of study for undergraduates continuing education.

Field of Study

Bachelor's	Field of Study	Value
	Business	29.1%, 66
	Law	13.2%, 30
	Education	6.6%, 15
	Arts	5.7%, 13
	Psychology	5.3%, 12
	Not Provided	4.8%, 11
	Computer Science	4.8%, 11
	International Studies	4.4%, 10
	Biology & Chemistry	4.4%, 10
	Other Studies	3.5%, 8
	Data Sciences	3.5%, 8
	Medicine	3.1%, 7
	Social Work	2.2%, 5
	English and Writing	1.8%, 4
	Engingeering	1.8%, 4
	Social Sciences	1.3%, 3
	Healthcare Admin	1.3%, 3
	Other Medicine	0.9%, 2
	Math & Physics	0.9%, 2
	Nursing	0.4%, 1
	Leadership & HR	0.4%, 1
	Environment & Geography	0.4%, 1

BACHELOR'S DEGREE INTERNSHIP PARTICIPATION RATES (N=897)

Expanding high impact learning experiences, including internships, is a clearly stated goal within IMPACT 2025 and the first-destination survey is currently our best source of data for understanding student participation in internships. 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.

For the class of 2019, we were able to secure internship participation data from 68.9% of the graduating class. Using the above criteria and the data secured from these students, 70.8% of respondents participated in at least one internship by graduation.
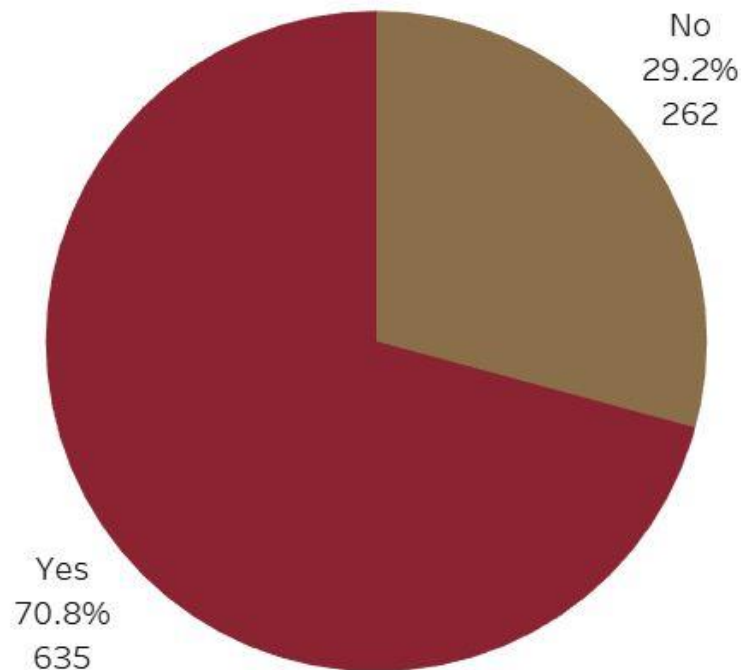
BACHELOR'S DEGREE INTERNSHIP PARTICIPATION BY COLLEGE (N=897)

The below data set represents information reported from 68.9% of graduating students.

Degree Level
Bachelor's

Internships by College

	Ritchie Engineering & Comp Sci	Daniels College of Business	CAHSS	Natural Sciences & Math	Korbel Int'l Studies	UCOL & CWC
No	18.3%, 13	10.2%, 32	40.4%, 124	50.0%, 68	24.1%, 14	91.7%, 11
Yes	81.7%, 58	89.8%, 281	59.6%, 183	50.0%, 68	75.9%, 44	8.3%, 1
	71	313	307	136	58	12

■ No   ■ Yes
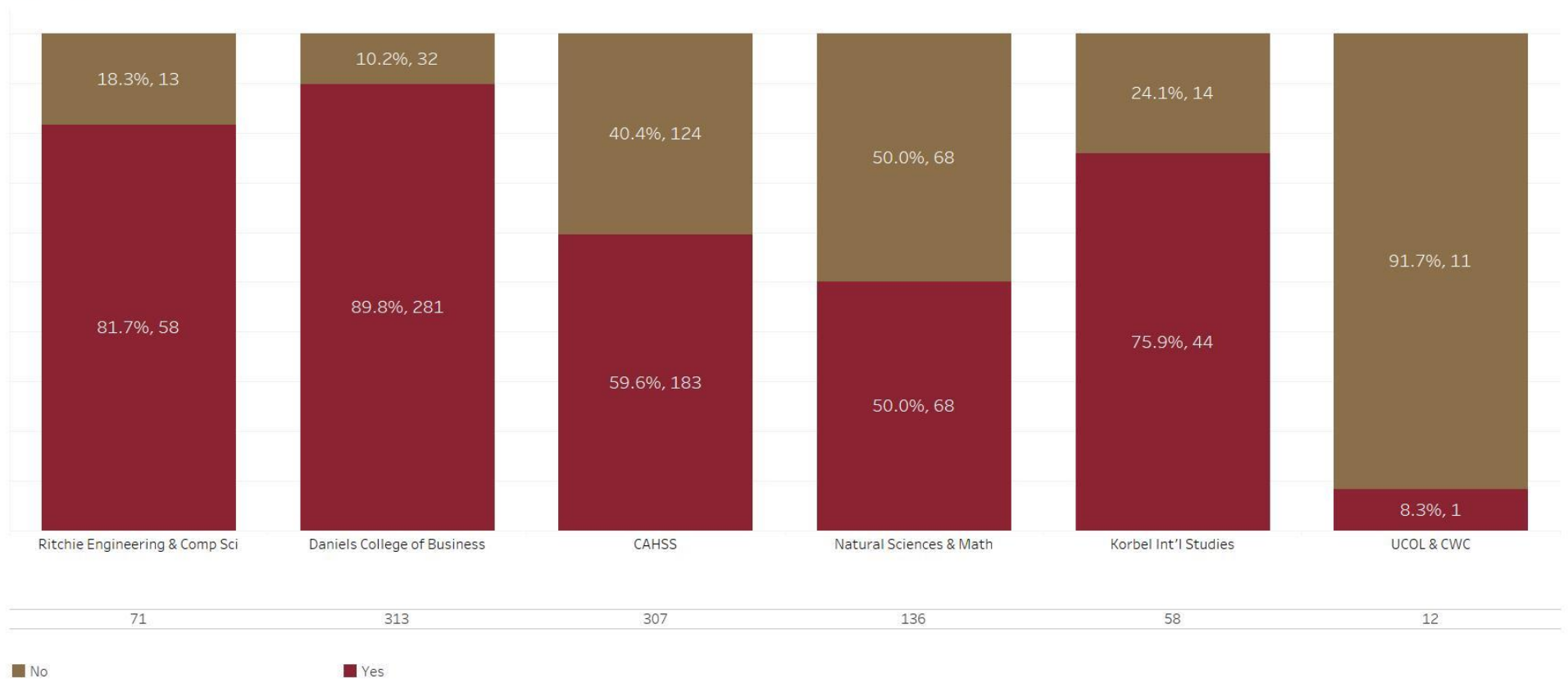
MASTER'S STUDENT OUTCOMES

CLASS OF 2019

MASTER'S STUDENT FIRST-DESTINATION DETAILS

92.8% of master's students in the class of 2019 were employed, continuing their education, or pursuing service/military activities 6-months after graduation, with the vast majority employed full-time. This outcomes rate is a 2.6% improvement over the class of 2018.

This year, we achieved an 83.6% knowledge rate for this population that, while strong, is a notable decrease over the previous year. Growth in online learners, along with a new process for cap and gown pickup, likely affected our data collection efforts.

Percentage Successful Outcomes

	Class of 2016	Class of 2017	Class of 2018	Class of 2019
DU	90.9%	90.0%	90.2%	92.8%
Rocky Region	84.8%	85.9%	87.0%	
National	89.1%	89.0%	89.0%	
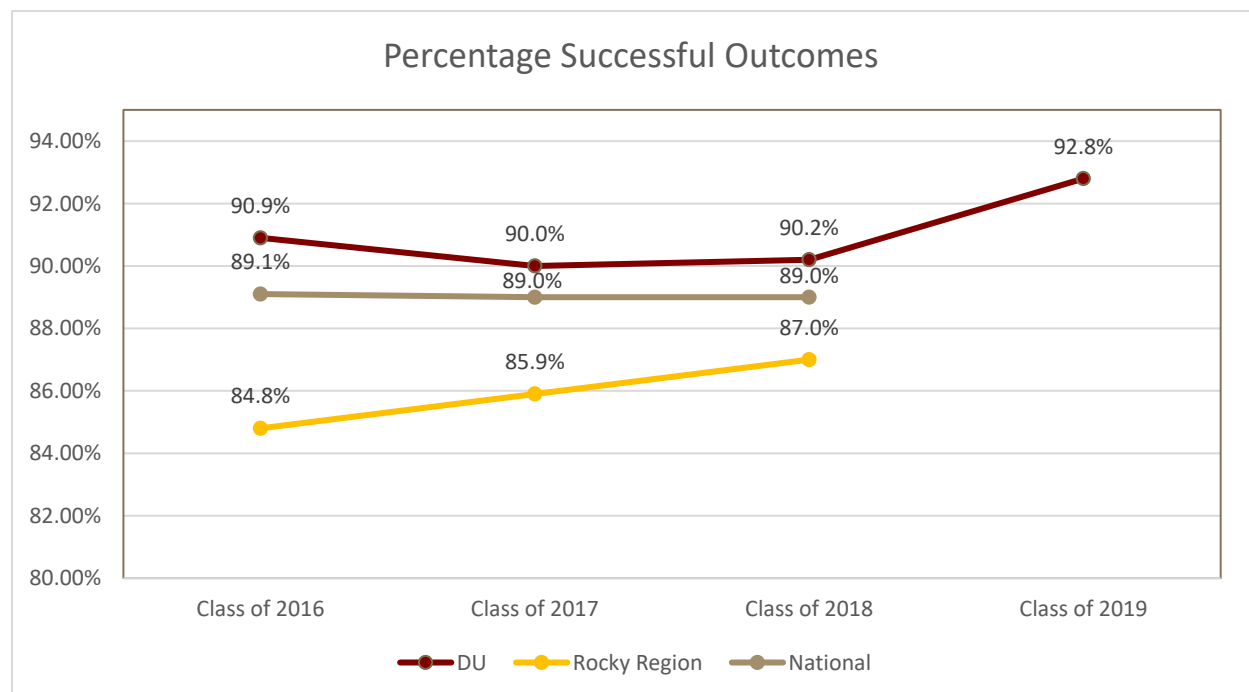
POST-GRADUATION ACTIVITY, MASTER'S DEGREE STUDENTS (N=1,530)

Excludes 59 individuals not seeking and 311 students for whom no information could be obtained.

In addition to overall 6.2% improvement in those reporting a post-graduation outcome, there was a 5.2% increase in the number of master's students reporting full-time employment after graduation over the previous year's graduates.

Seeking
7.2%
110

Continuing Education
9.0%
137

Service/Military
0.7%
10

Employed PT
3.5%
53

Employed FT
79.7%
1,220
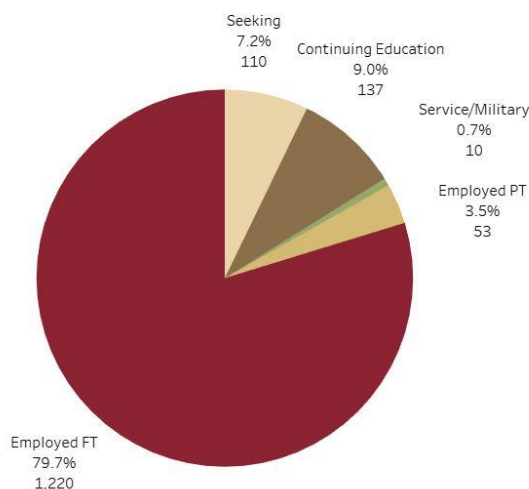
JOB SATISFACTION, MASTER'S DEGREE (N=441)

Out of 1,274 graduates reporting full-time or part-time employment, 441 provided job satisfaction information, a response rate of 34.6%.

We have also begun collecting job satisfaction data of graduates who have secured employment. As you can see below, 79.8% of master's students report they are satisfied or highly satisfied with their post-graduation employment. This will be important baseline information for future comparison.

Very Unsatisfied
7.7%
34

Unsatisfied
2.0%
9

Neutral
10.2%
45

Very Satisfied
46.5%
205

Satisfied
33.6%
148
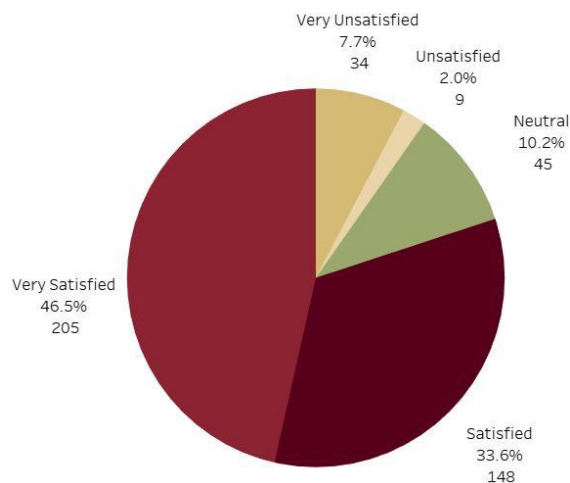
MASTER'S DEGREE SIX MONTH POST-GRADUATION OUTCOMES BY COLLEGE (N=1,530)

The below data outlines the six month outcomes data reported to the National Association of Colleges and Employers with a knowledge rate of 83.6%. The AACSB follows three month reporting for business schools and the Josef Korbel School reports after twelve months to the Association of Professional Schools of International Affairs. Small numbers not shown for clear labeling.

Degree Level
Master's

Outcomes - College

	Ritchie Engineering & Comp Sci	Daniels College of Business	CAHSS	Natural Sciences & Math	Korbel Int'l Studies	Graduate Prof Psych	Graduate Social Work	Morgridge College of Ed	Graduate Tax	UCOL
Seeking	11.6%, 8	3.3%, 12	7.7%, 6	10.6%, 5	14.5%, 16	14.4%, 14	8.8%, 18	6.9%, 13		5.2%, 18
Continuing Education	14.5%, 10		21.8%, 17	12.8%, 6		30.9%, 30		13.8%, 26		8.4%, 29
Service/Military				8.5%, 4						
Employed PT			11.5%, 9			6.2%, 6				
Employed FT	71.0%, 49	91.1%, 327	59.0%, 46	68.1%, 32	74.5%, 82	47.4%, 46	83.3%, 170	77.2%, 146	100.0%, 31	84.1%, 291
	69	359	78	47	110	97	204	189	31	346

Seeking   Continuing Education   Service/Military   Employed PT   Employed FT

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MASTER'S STUDENT FIRST-DESTINATION LOCATION (N=1,316)

Of the 1,412 students that reported employment, service, or continuing education, 1,316 shared their job location for a knowledge rate of 93.2%. Of these, 2.7%, or 35 graduates, reported locations outside of the United States, roughly a 1% decrease over last year. 73.7% of the total group remained in Colorado.
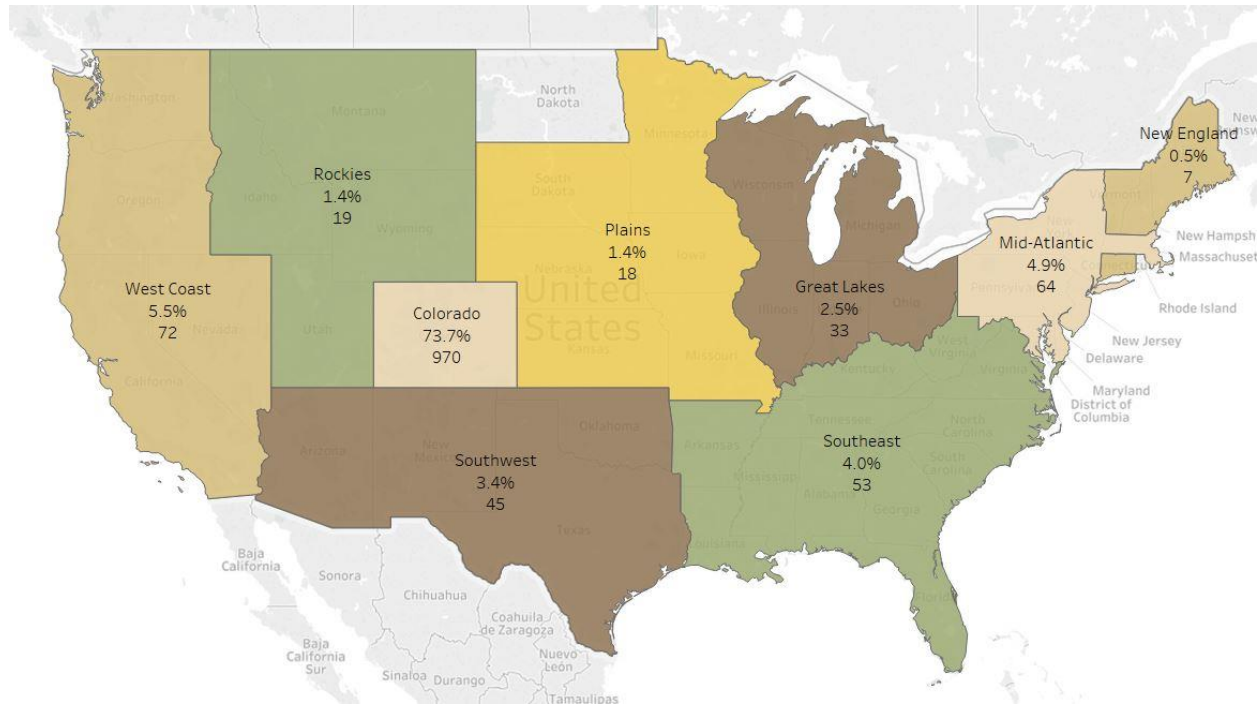
TOP TEN REPORTED CITIES OUTSIDE COLORADO– MASTER'S STUDENTS

Washington – DC (30)

New York – NY (18)

San Francisco – CA (16) New!

Los Angeles – CA (12)

Chicago – IL (11)

Seattle – WA (10)

Dallas – TX (10) New!

Boston – MA (9)

Salt Lake City – UT (7) New!

Houston – TX (7)

San Diego – CA (6) New!

Phoenix – AZ (6)

The top 10 cities reported by master's students in the class of 2019 reflects many consistencies with the previous year's graduates. One notable exception is the emergence of San Francisco as a top destination when it was not in the top ten last year. Additionally, Dallas, Salt Lake City and San Diego emerged as new in this year's top 10 with Atlanta, Austin, Indianapolis and Milwaukee dropping from the top 10 list.

MASTER'S DEGREE STUDENT JOB SOURCE (N=671)

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 2019, we were able to secure job source information for 671 graduates for a response rate of 52.7%.

Student job source remained consistent from last year to this year with only slight differences in how students report securing their employment.

Other
8.6%

Other online job board
13.4%

Applied directly to the organization
31.3%

Parent/family connections
2.2%

DU alumni referral
2.5%

Staff/faculty referral
3.6%

Pioneer Careers Online
1.8%

DU event
4.6%

Professional networking connections
13.3%

Continuing with previous employer
3.4%

Working for family business
0.3%

Hired by internship employer
14.9%
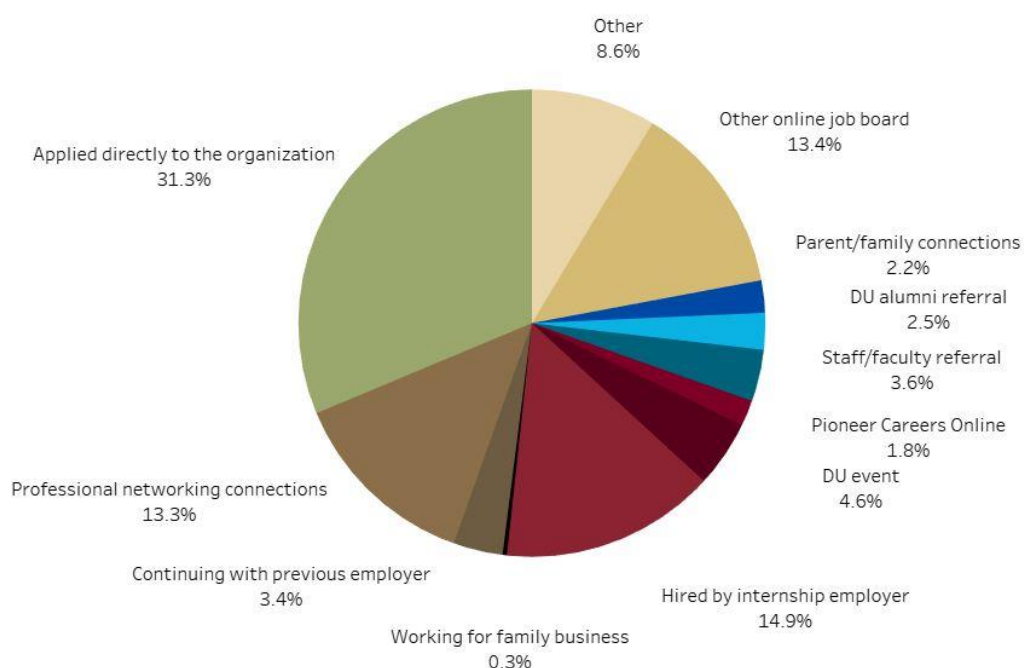
MASTER'S DEGREE, MEAN AND MEDIAN STARTING SALARY (N=544)

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 1,090 students reporting full-time standard employment, 544 responded to this question for a response rate of 49.6%.

The mean salary for master's students was $65,572 with a median salary of $56,000. Mean and median salaries increased by over $4,000 for the class of 2019 which reflects two years of solid gains in this area.

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MASTER'S DEGREE SALARY DATA BY COLLEGE (N=544)

Industry of employment as well as regional factors impact salary with Rockies region typically having lower salary levels than the national average. Of the 1,090 students reporting full-time standard employment, 544 responded to this question for a response rate of 49.6%.

Degree Level
Master's

Salary by College

	Ritchie Engineering & Comp Sci	Daniels College of Business	CAHSS	Natural Sciences & Math	Korbel Int'l Studies	Graduate Prof Psych	Graduate Social Work	Morgridge College of Ed	Graduate Tax	UCOL & CWC
Average Standard FT Annual Salary	$83,154 / 13	$80,303 / 162	$44,236 / 10	$64,846 / 13	$57,802 / 39	$46,067 / 15	$49,811 / 84	$48,803 / 67	$70,579 / 19	$70,129 / 122
Median Standard FT Annual Salary	$75,000 / 13	$69,500 / 162	$42,500 / 10	$60,000 / 13	$52,000 / 39	$42,000 / 15	$49,460 / 84	$47,000 / 67	$60,000 / 19	$65,000 / 122

■ Average Standard FT Annual Salary   ■ Median Standard FT Annual Salary

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TOP EMPLOYERS OF MASTER'S STUDENTS BY COLLEGE

University of Denver master's students from the class of 2019 were employed by 900 unique organizations. Upon graduation, 73.7% report that they remain in Colorado for their first position showing the significant economic impact our graduates have to the state.
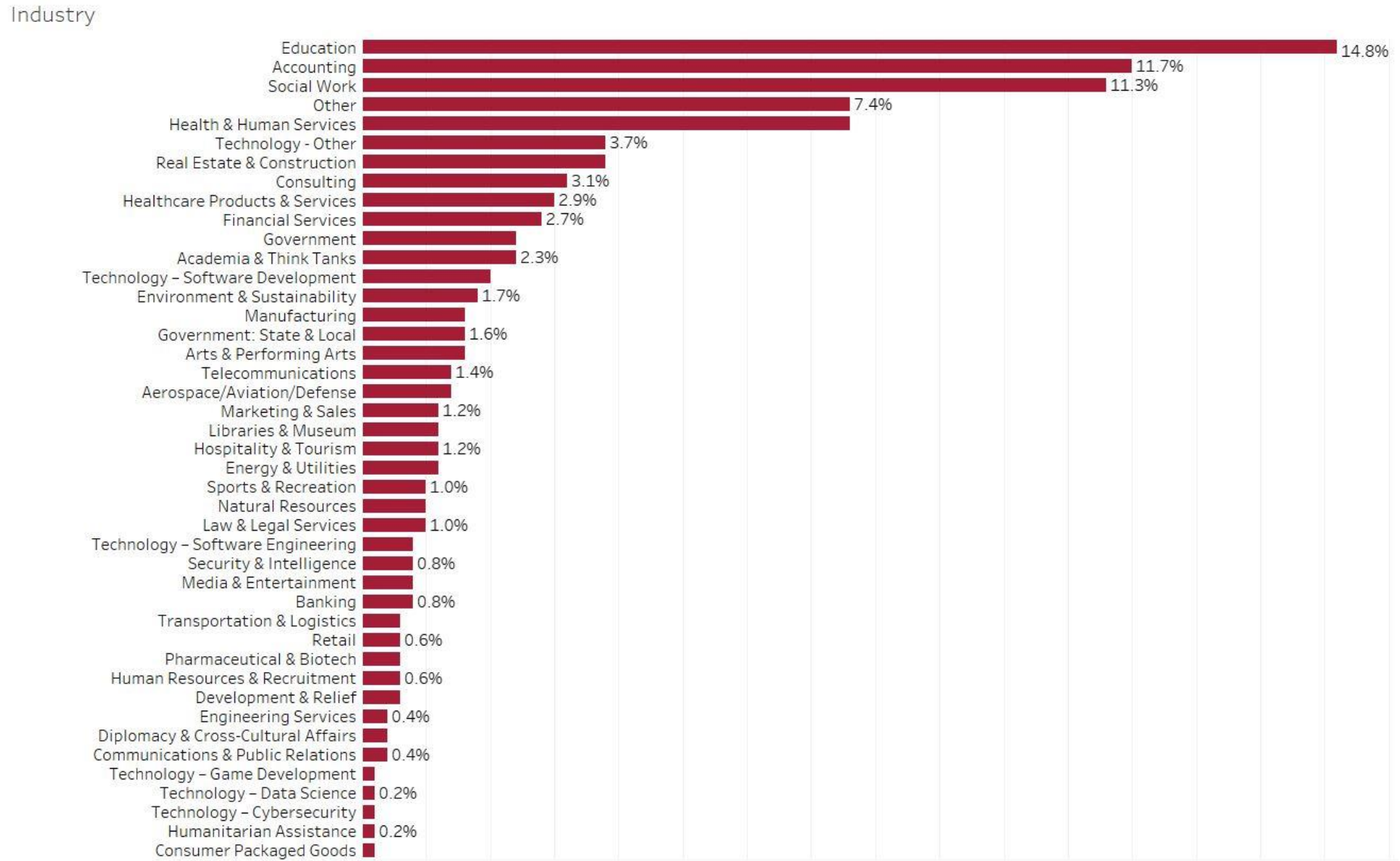
Daniel Ritchie School of Engineering & Computer Science N=48

Lockheed Martin (6)
King Abdulaziz University (2)
University of Denver – DU (2)

38 additional organizations hired one student from the college.

Daniels College of Business N=326

Deloitte (17)
KPMG (16)
PwC – PricewaterhouseCoopers (12)
EKS&H – Now part of Plante Moran (9)
University of Denver – DU (6)
EY – Ernst & Young (4)
RSM US LLP – (4)

5 additional organizations hired 3 students from the college; 13 additional organizations hired 2 students from the college; 217 additional organizations hired one student from the college.

Division of Natural Sciences and Math N=32

32 organizations hired one student from the college.

College of Arts, Humanities & Social Sciences N=47

University of Denver – DU (5)
Denver Art Museum (3)
Denver Botanic Gardens (2)

37 additional organizations hired one student from the college.

Graduate School of Social Work N=173

Aurora Public School District (7)
Mental Health Center of Denver (5)
Savio House (5)
Mental Health Partners (4)
Innovage Long Term Care (3)
Office of the Alternate Defense Council (3)
Salud Family Health Centers (3)

10 additional organizations hired 2 students from the college.; 123 additional organizations hired one student from the college.

Graduate School of Professional Psychology N=45

Aurora Mental Health Center (2)

43 additional organizations hired one student from the college.

TOP EMPLOYERS OF MASTER'S STUDENTS (CONTINUED)

Morgridge College of Education N=143

Denver Public School District – DPS (13)
Aurora Public School District (7)
University of Denver – DU (7)
Aurora Mental Health Center (5)
Jefferson County Public School District (5)
Douglas County Public School District (3)

9 additional organizations hired 2 students from the college; 85 additional organizations hired one student from the college.

Josef Korbel School of International Studies N=77

State of Colorado (3)
Colorado Office of State Planning and Budgeting (2)
Deloitte (2)
U.S. Army (2)
University of Denver – DU (2)
Velocity Global (2)

64 additional organizations hired 1 student from the college.

Graduate Tax Program N=31

Deloitte (5)
KPMG (3)
Stone Pine Accounting Services (3)

20 additional organizations hired 1 student from the college.

University College N=282

University of Denver – DU (17)
BOEING (3)
National Park Service (3)
Anadarko Petroleum Corporation (2)
BootayBag (2)
Charter Communications – Spectrum (2)
ChungsooHa Insurance and Financial Services, Inc. (2)
DISH Network (2)
Flexential (2)
LogRhythm, Inc. (2)
State of Colorado (2)

243 additional organizations hired 1 student from the college.

MASTER'S STUDENT EMPLOYMENT INDUSTRY TRENDS (N=515)

The below data shows the top industries in which master's students are employed upon graduation.

Industry

Industry	Percentage
Education	14.8%
Accounting	11.7%
Social Work	11.3%
Other	7.4%
Health & Human Services	
Technology - Other	3.7%
Real Estate & Construction	
Consulting	3.1%
Healthcare Products & Services	2.9%
Financial Services	2.7%
Government	
Academia & Think Tanks	2.3%
Technology – Software Development	
Environment & Sustainability	1.7%
Manufacturing	
Government: State & Local	1.6%
Arts & Performing Arts	
Telecommunications	1.4%
Aerospace/Aviation/Defense	
Marketing & Sales	1.2%
Libraries & Museum	
Hospitality & Tourism	1.2%
Energy & Utilities	
Sports & Recreation	1.0%
Natural Resources	
Law & Legal Services	1.0%
Technology – Software Engineering	
Security & Intelligence	0.8%
Media & Entertainment	
Banking	0.8%
Transportation & Logistics	
Retail	0.6%
Pharmaceutical & Biotech	
Human Resources & Recruitment	0.6%
Development & Relief	
Engineering Services	0.4%
Diplomacy & Cross-Cultural Affairs	
Communications & Public Relations	0.4%
Technology – Game Development	
Technology – Data Science	0.2%
Technology – Cybersecurity	
Humanitarian Assistance	0.2%
Consumer Packaged Goods	

MASTER'S STUDENT CONTINUING EDUCATION FIELD OF STUDY (N=137)

The below chart shows field of study for Master's graduates continuing education.

Field of Study

| Master's	Field of Study	
	Psychology	32.8%, 45
	Education	9.5%, 13
	Computer Science	8.8%, 12
	Arts	8.8%, 12
	Business	8.0%, 11
	Not Provided	5.8%, 8
	Environment & Geography	5.1%, 7
	Social Sciences	3.6%, 5
	Other Studies	2.9%, 4
	Engingeering	2.9%, 4
	Data Sciences	2.9%, 4
	Leadership & HR	2.2%, 3
	Law	2.2%, 3
	Math & Physics	1.5%, 2
	Biology & Chemistry	1.5%, 2
	Other Medicine	0.7%, 1
	International Studies	0.7%, 1
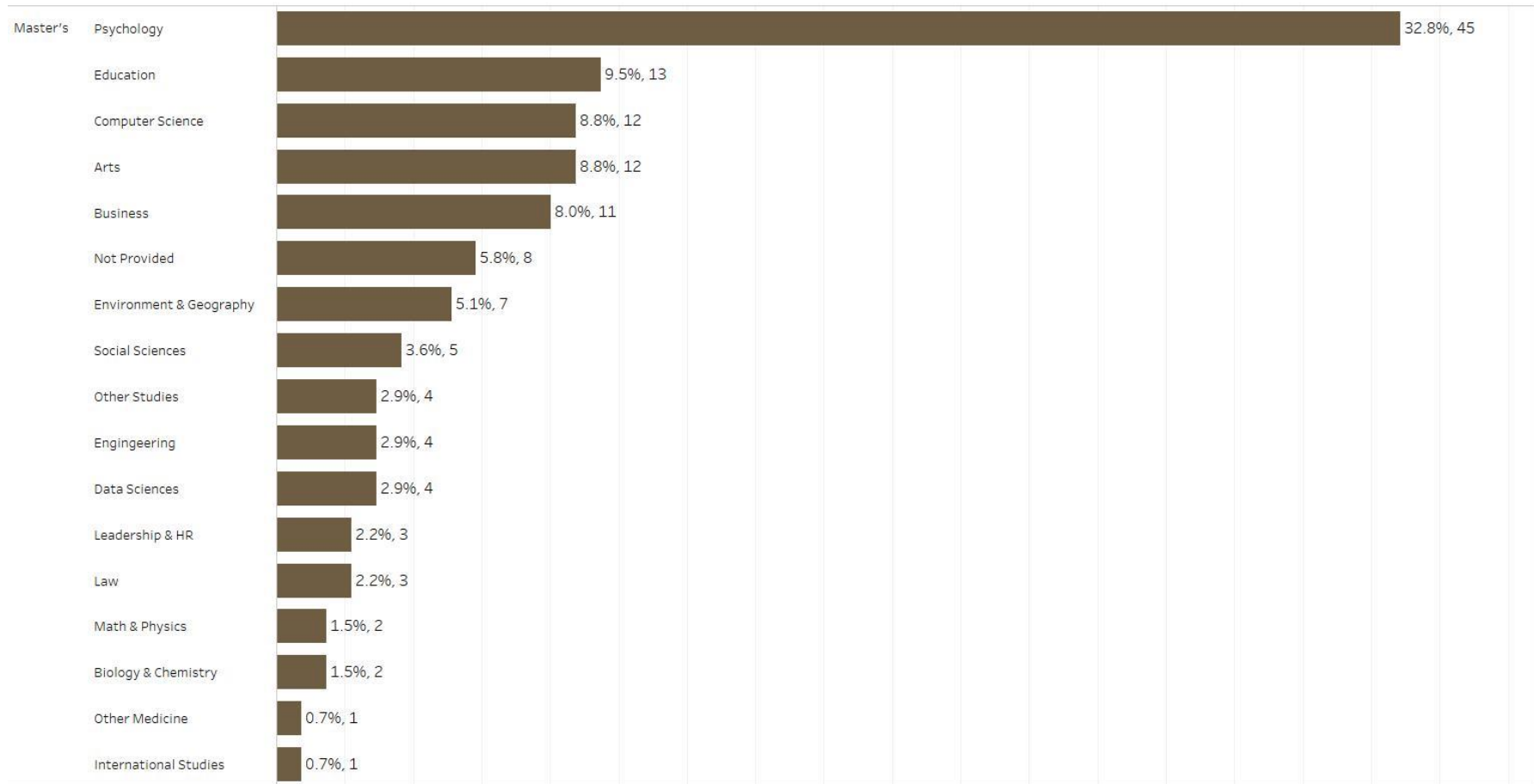
MASTER'S DEGREE INTERNSHIP PARTICIPATION RATES (N=1,037)

Because many of our master's programs integrate internships and field learning experiences into programmatic requirements, there are high internship participation rates at the master's level for several 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, 62.6% of master's students in the class of 2018 participated in at least one internship. This data point reflects responses from 1,037 students or 54.6% of the class.
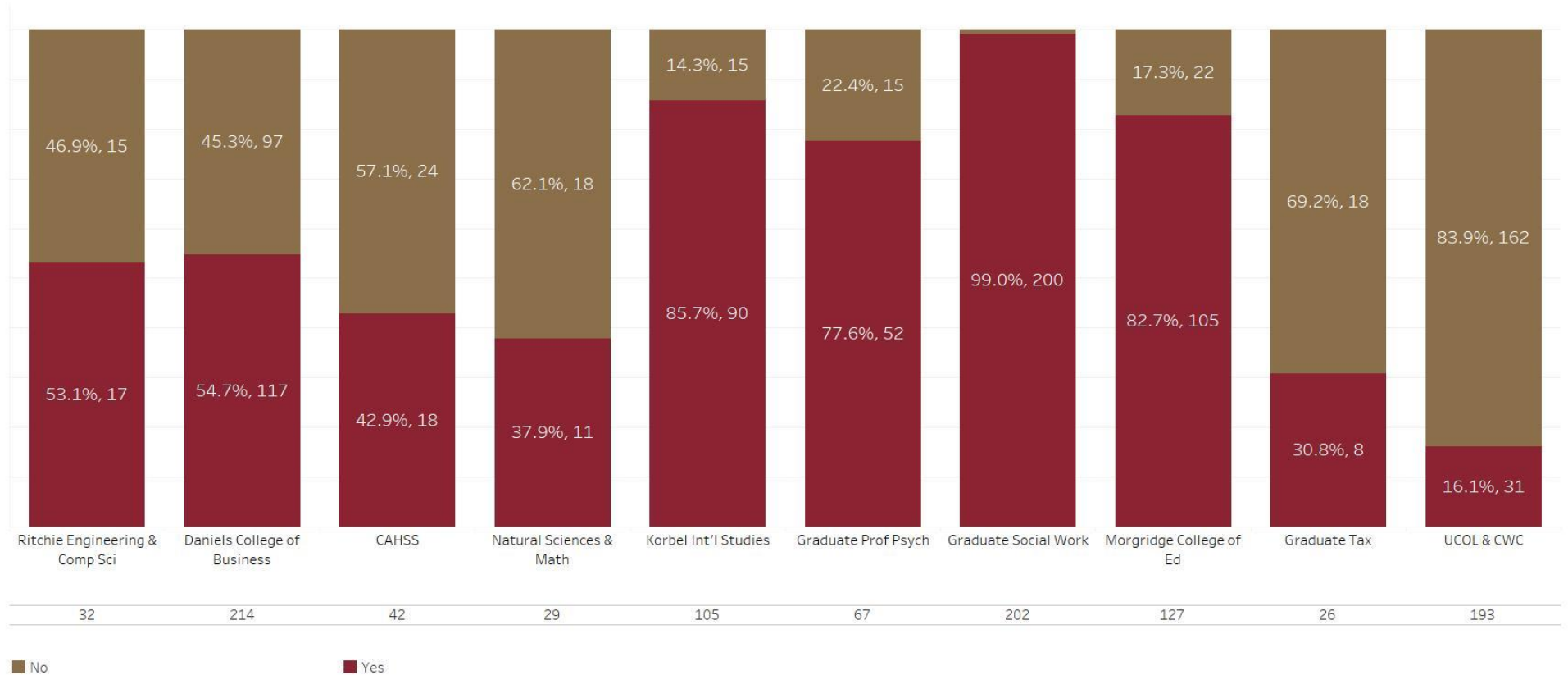

No
37.4%
388

Yes
62.6%
649
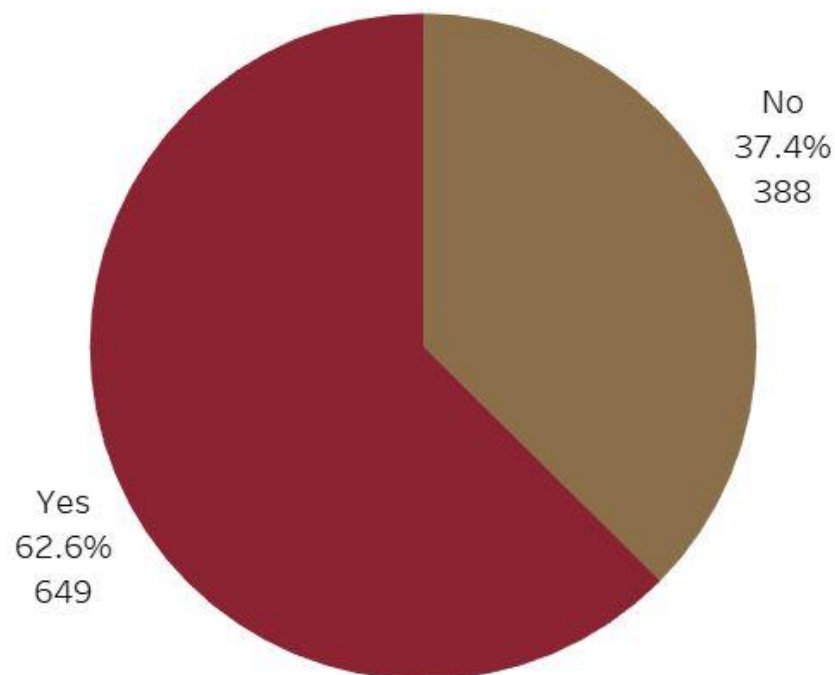
MASTER'S DEGREE INTERNSHIP PARTICIPATION RATE BY COLLEGE (N=1,037)

The below data set represents information reported from 54.6% of graduating students. Small numbers not shown for clear labeling.

Degree Level
Master's

Internships by College

	Ritchie Engineering & Comp Sci	Daniels College of Business	CAHSS	Natural Sciences & Math	Korbel Int'l Studies	Graduate Prof Psych	Graduate Social Work	Morgridge College of Ed	Graduate Tax	UCOL & CWC
No	46.9%, 15	45.3%, 97	57.1%, 24	62.1%, 18	14.3%, 15	22.4%, 15		17.3%, 22	69.2%, 18	83.9%, 162
Yes	53.1%, 17	54.7%, 117	42.9%, 18	37.9%, 11	85.7%, 90	77.6%, 52	99.0%, 200	82.7%, 105	30.8%, 8	16.1%, 31
	32	214	42	29	105	67	202	127	26	193

■ No   ■ Yes

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DOCTORAL STUDENT OUTCOMES

CLASS OF 2019

DOCTORAL STUDENT FIRST-DESTINATION DETAILS

94.7% of doctoral students in the class of 2019 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 0.5% decrease over the class of 2018.

Our knowledge rate for doctoral students' post-graduation plans for the class of 2019 was 91.4%, a slight decline over 2018.

POST-GRADUATION ACTIVITY, DOCTORAL STUDENTS (N=133)

Excludes 5 students not seeking employment and 13 students for whom no information could be obtained.

There was a 6% increase in the number of doctoral students that reported full-time employment with a correlating 6% drop in the number reporting part-time employment over the class of 2018.
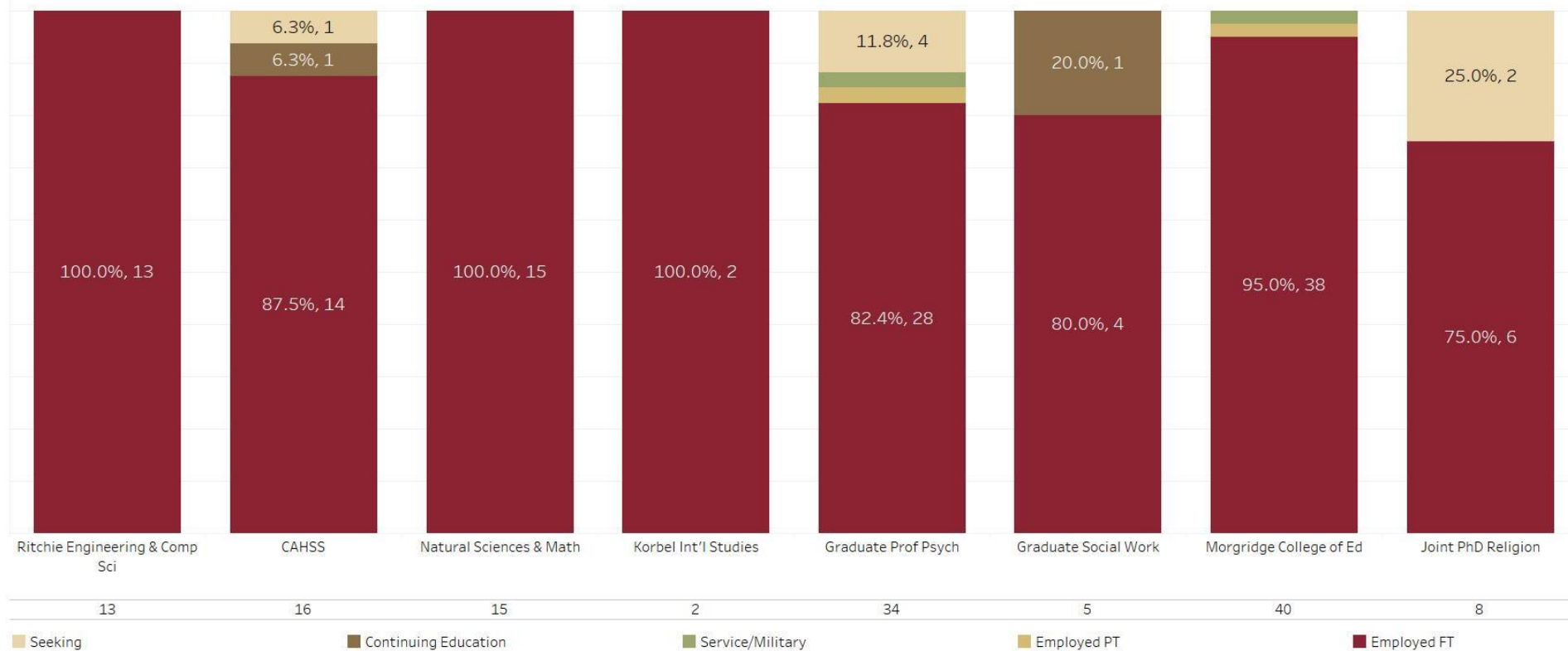
Seeking
5.3%
7

Continuing Education
1.5%
2

Service/Military
1.5%
2

Employed PT
1.5%
2

Employed FT
90.2%
120
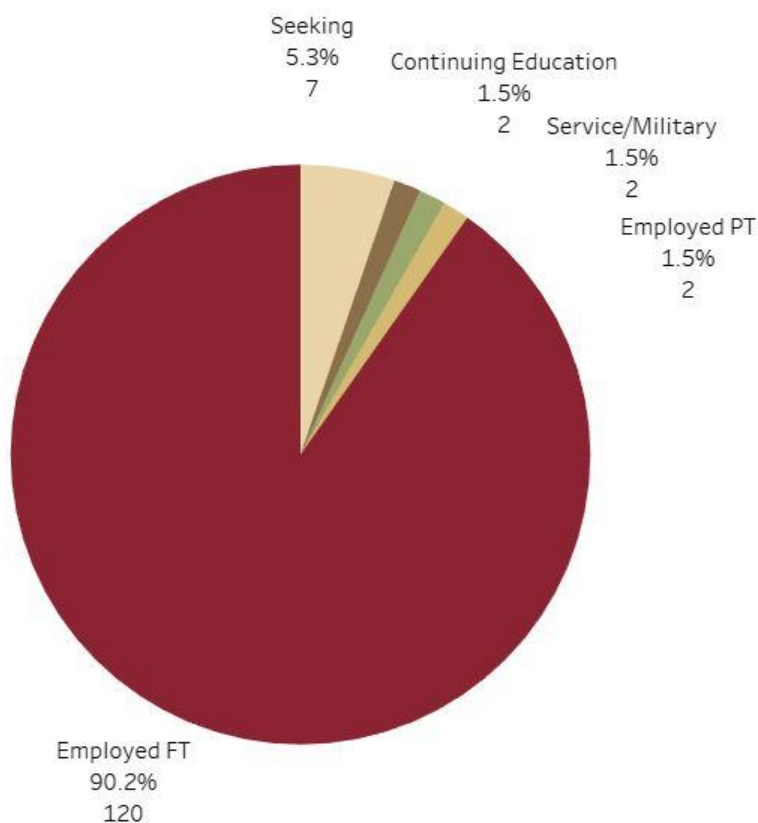
DOCTORAL STUDENT POST-GRADUATION OUTCOMES BY COLLEGE (N=133)

The below data represents a 91.4% knowledge rate. Small numbers not shown for clear labeling.

Degree Level
Doctorate

Outcomes - College

Ritchie Engineering & Comp Sci	CAHSS	Natural Sciences & Math	Korbel Int'l Studies	Graduate Prof Psych	Graduate Social Work	Morgridge College of Ed	Joint PhD Religion
13	16	15	2	34	5	40	8

Legend: ■ Seeking ■ Continuing Education ■ Service/Military ■ Employed PT ■ Employed FT

Chart data labels:
- Ritchie Engineering & Comp Sci: 100.0%, 13 (Employed FT)
- CAHSS: 6.3%, 1 (Seeking); 6.3%, 1 (Continuing Education); 87.5%, 14 (Employed FT)
- Natural Sciences & Math: 100.0%, 15 (Employed FT)
- Korbel Int'l Studies: 100.0%, 2 (Employed FT)
- Graduate Prof Psych: 11.8%, 4 (Seeking); 82.4%, 28 (Employed FT)
- Graduate Social Work: 20.0%, 1 (Continuing Education); 80.0%, 4 (Employed FT)
- Morgridge College of Ed: 95.0%, 38 (Employed FT)
- Joint PhD Religion: 25.0%, 2 (Seeking); 75.0%, 6 (Employed FT)

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DOCTORATE GRADUATE FIRST-DESTINATION LOCATION (N=122)

Of the 124 students that reported employment, service, or continuing education, 122 shared their job location for a knowledge rate of 98.4%. Of these, 9.0%, or 11 graduates, reported locations outside of the United States, an increase of 4.3% over last year. 49.2% of the total group remained in Colorado which is a 7.4% decrease from the class of 2018.

DOCTORAL STUDENT JOB SOURCE (N=55)

Of the 122 doctoral students that secured employment upon graduation 55 of them reported their job source for a response rate of 45.1%.

This year there was, again, an increase in students that reported they secured their position through an internship employer. There was a 3.5% increase in the number that reported securing a position through professional networking connections.
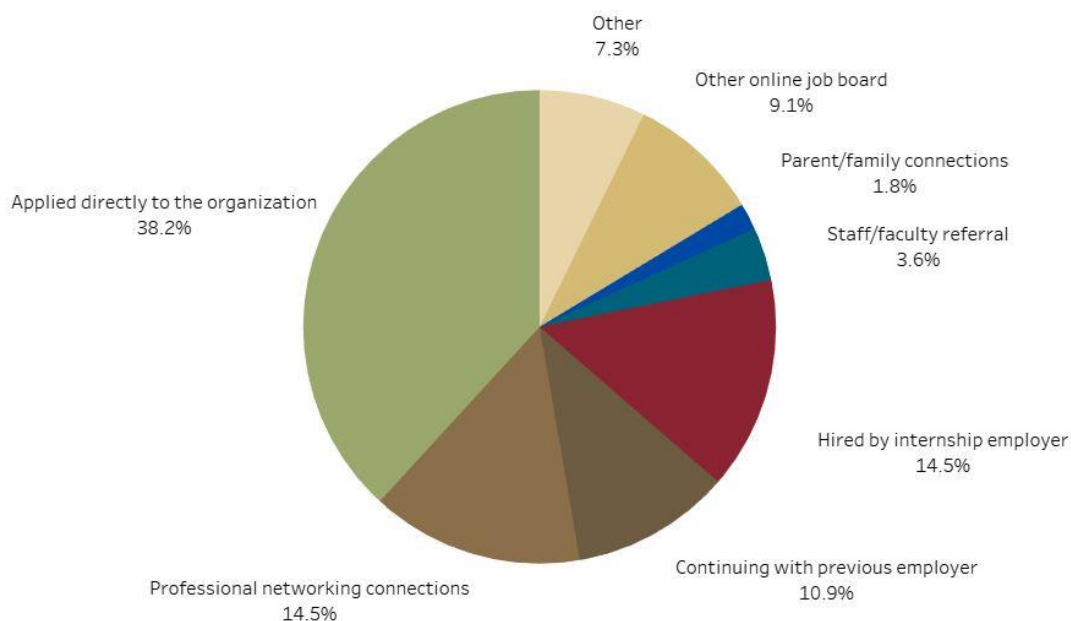
DOCTORAL DEGREE, MEAN AND MEDIAN STARTING SALARY (N=24)

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. Twenty-four doctoral students reported their starting salary for a response rate of 40.1%.

The mean salary for doctoral students in the class of 2019 was $83,400 with a median salary of $68,965. Mean salaries increased over 2018 by $6,002 while the median salary decreased by $8,035.

TOP DOCTORATE EMPLOYERS

University of Denver doctoral students were employed by 77 unique employers at graduation with 49.2% of doctoral students remaining in Colorado for their first position upon graduation, the smallest percentage of all three degree levels.

All Colleges Represented N=96
University of Denver – DU (15)
Denver Public School District – DPS (3)
Front Range Community College (2)
Metropolitan State University of Denver (2)
Michigan State University (2)
72 additional organizations hired one doctoral student from the University of Denver.