



FIRST-DESTINATION OUTCOMES REPORT

CLASS OF 2020



UNIVERSITY *of*
DENVER

February 19, 2021

Campus Colleagues:

We are pleased to share the six month first-destination outcomes report for the class of 2020. Student employment, continuing education, and/or service activities after graduation are critical indicators of student success and, in part, reflect the value of a University of Denver degree immediately upon graduation.

Certainly, 2020 provided unique challenges for graduates seeking employment while also making data collection more difficult for our teams. Despite these challenges, we are pleased to report that the class of 2020 had strong outcomes six months after graduation with 90.8% of undergraduates, 91.9% of master's students and 95.5% of doctoral students being employed, continuing education, or in service/military activities six months after graduation. These numbers are all within 1% of the class of 2019 showing remarkably consistency considering the national employment landscape.

Salary data collected for the class of 2020 was limited. For those for whom we could secure information, the mean salary for undergraduate students in the class of 2020 was \$53,239 and \$72,926 for master's students, a \$2,000 and \$7,000 increase respectively over the previous year. Mean salary for 2020 doctoral graduates was \$79,687 a decrease of approximately \$3,700 over the class of 2019.

Our analysis continues to show that students who engage in internships are more likely to have post-graduation outcomes secured within 6-months of graduation. Additional analysis conducted this year shows that there is strong correlation with increased career engagement and successful outcomes, thus reinforcing the deepening career engagement efforts outlined within the 4D Student Experience.

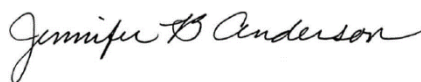
Attached you will find a more detailed summary of the undergraduate as well as graduate student employment, internship, and salary outcomes for the class of 2020. College and program specific reports are currently in development and will be shared with deans and chairs over the coming months.

Thank you for your partnership in integrating career development into the student experience. We believe the efforts of recent years have allowed us to retain strong outcomes during the pandemic. We look forward to collaborating with you in the coming months to continue these strong outcomes for the class of 2021.

Sincerely,



Heidi J. Perman, M.A.
Assistant Vice Chancellor
Career & Professional Development



Jennifer B. Anderson, M.S.
Associate Director
Career & Professional Development



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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 2019 through June 2020. 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 Occupational Practical Training (OPT) forms
- Faculty and staff reported information

Due to the cancellation of spring commencement, our largest data collection point for graduates was unavailable to us for the class of 2020. A concerted team effort between career offices, alumni engagement staff, and the DU call center allowed us to conduct outreach to all new grads via phone. Additional monthly follow-up occurred via email and phone outreach and was utilized to conduct further data collection as well as offer support to new graduates.

These tremendous efforts allowed us to achieve excellent knowledge rates for first post-graduation activity including a 75.0% rate for undergraduate students, a 69.0% rate for master’s students and a 69.9% 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.

DATA LIMITATIONS

Our knowledge rate for student post-graduation activity is very strong as outlined. 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, job satisfaction 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 2020 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 2020

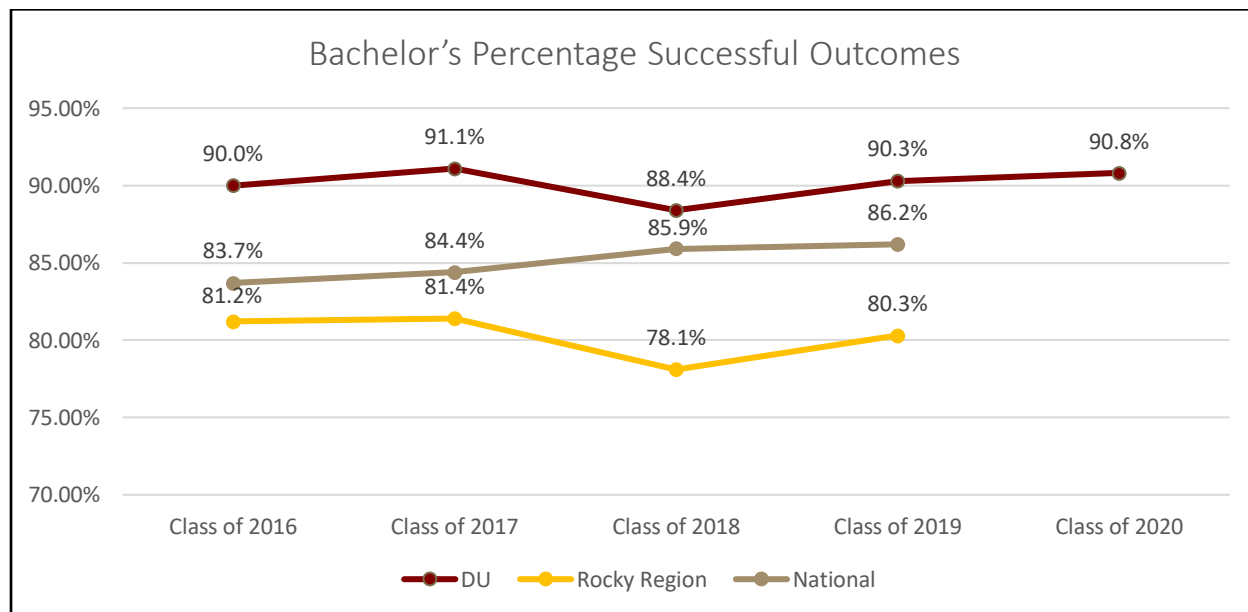
BACHELOR'S DEGREE FIRST-DESTINATION DETAILS

We are pleased to report that 90.8% of undergraduate students in the class of 2020 were employed, continuing their education, or pursuing service/military activities six months after graduation, a 0.5% increase over the class of 2019.

The University of Denver has achieved a 75.0% knowledge rate for first-destination information. While this is a decline from last year, that knowledge rate remains excellent. Our knowledge rate combined with a 90.8% outcomes rate shows that University of Denver undergraduate students, as a whole, continue to perform strongly at graduation. The below chart shows that we have exceeded national and regional outcomes for the past four years and we expect that to be true for the class of 2020 once national averages become available next year.

As we analyze the data to identify trends with those individuals that report seeking, one of the most notable observations is that 24.8% of students who do not complete an internship report they are seeking employment 6-months after graduation compared to a 9.6% seeking rate for those that have completed an internship. Our system now prompts students to report internships at login to increase data collection, but we need to continue to develop tactics to identify and support those who have not yet gained professional experiences.

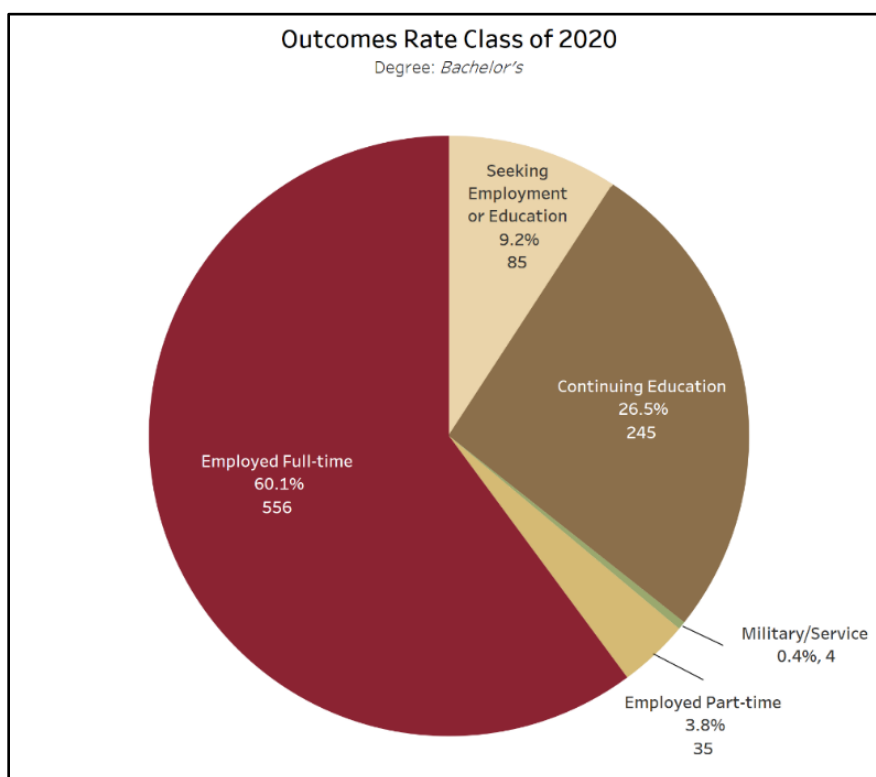
HISTORICAL TRENDS



POST-GRADUATION ACTIVITY, BACHELOR'S DEGREE STUDENTS (N=925)

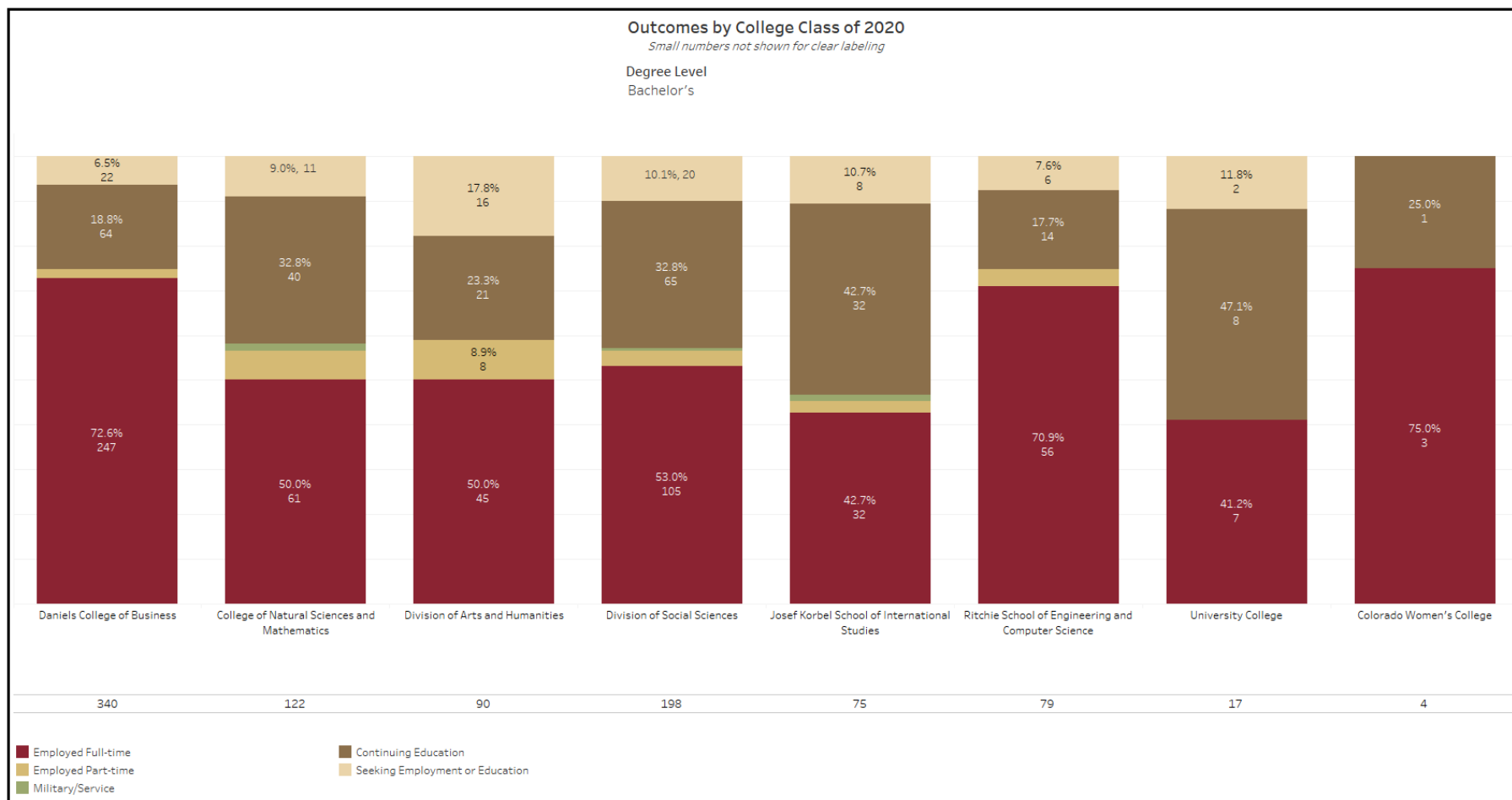
Excludes 31 individuals not seeking and 319 students for whom no information could be obtained.

We saw a 5.1% increase over the previous year in the number of students reporting continuing education as their post-graduation goal and a slight 2.4% decrease in the number of students reporting part-time work. The number of students reporting full-time employment decreased by 1.2% over last year. Some of this variance can be attributed to data-collection, as we receive comprehensive information about graduate school enrollment via the National Student Clearing House that boosts information in this area.



BACHELOR'S DEGREE POST-GRADUATION OUTCOMES BY COLLEGE (N=925)

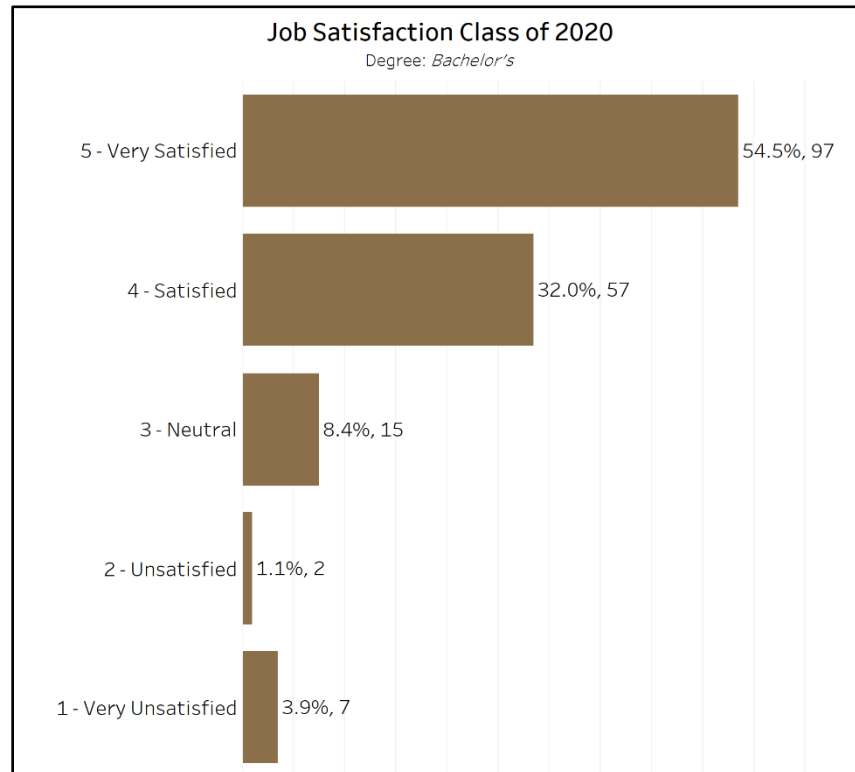
The below data represents a 75.0% knowledge rate.



JOB SATISFACTION, BACHELOR'S DEGREE STUDENTS (N=178)

Out of 591 graduates reporting full-time or part-time employment, 178 provided job satisfaction information, a response rate of 30.1%. Please be aware that because of low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.

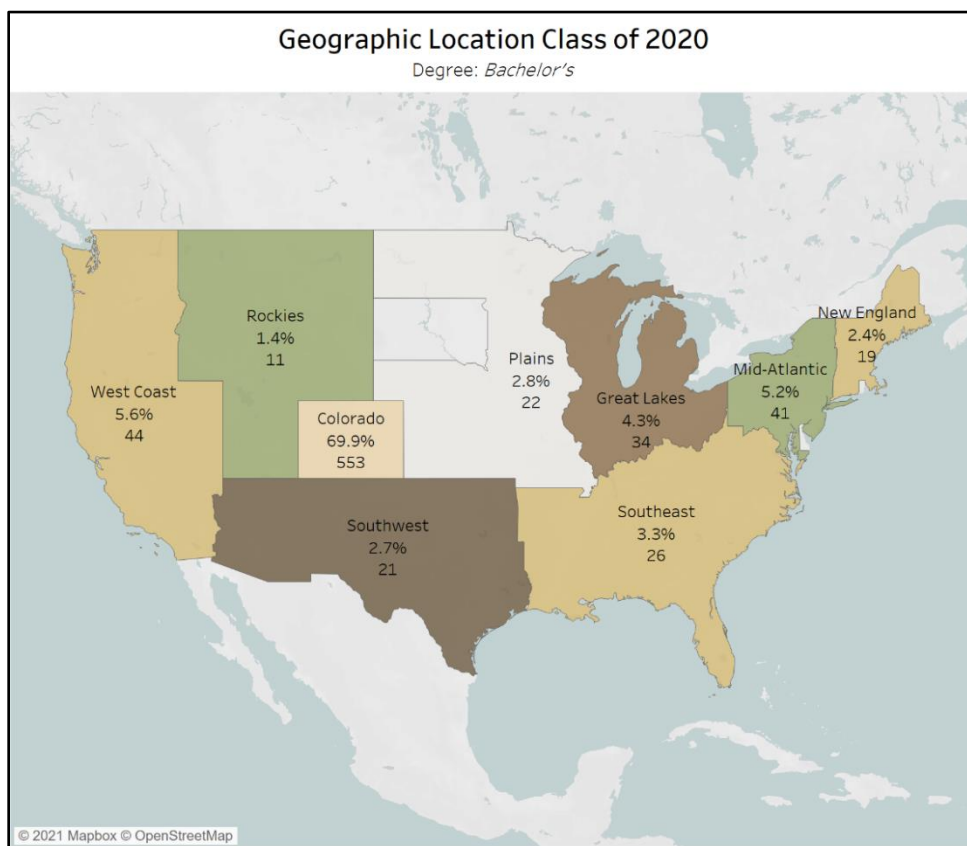
In 2019, we began collecting data on how satisfied graduates are with the job that they have secured at graduation. While we have an opportunity to improve the knowledge rate, 86.5% of reporting students stated that they are satisfied or highly satisfied with their post-graduation employment which is positive.



BACHELOR'S DEGREE FIRST-DESTINATION LOCATION (N=791)

Of the 840 students that reported employment, service, or continuing education, 791 shared their job location for a knowledge rate of 94.2%.

Of those students reporting job location information, 2.7%, or 21 graduates, reported locations outside of the United States. 69.9% of the total group remained in Colorado a 4.3% increase over 2019.



TOP TEN REPORTED CITIES OUTSIDE OF COLORADO – 2020

While the top 10 employment cities outside of Colorado closely matches those seen in previous years, there is a notable decline in the number of graduates employed in these locations suggesting the pandemic had a significant negative effect on student interest in or ability to relocate to major urban hubs that are typical for our graduates. For example, in 2019, we had 28 undergraduates employed in Los Angeles compared to 6 this year. Similarly, we had 28 undergraduates employed in New York last year and half that number in 2020.

New York – NY* (14)

Chicago – IL* (13)

Boston – MA* (10)

Washington – DC* (9)

Minneapolis – MN* (7)

Los Angeles – CA* (6)

Baltimore – MD (6)

Seattle – WA* (5)

Orlando – FL (5)

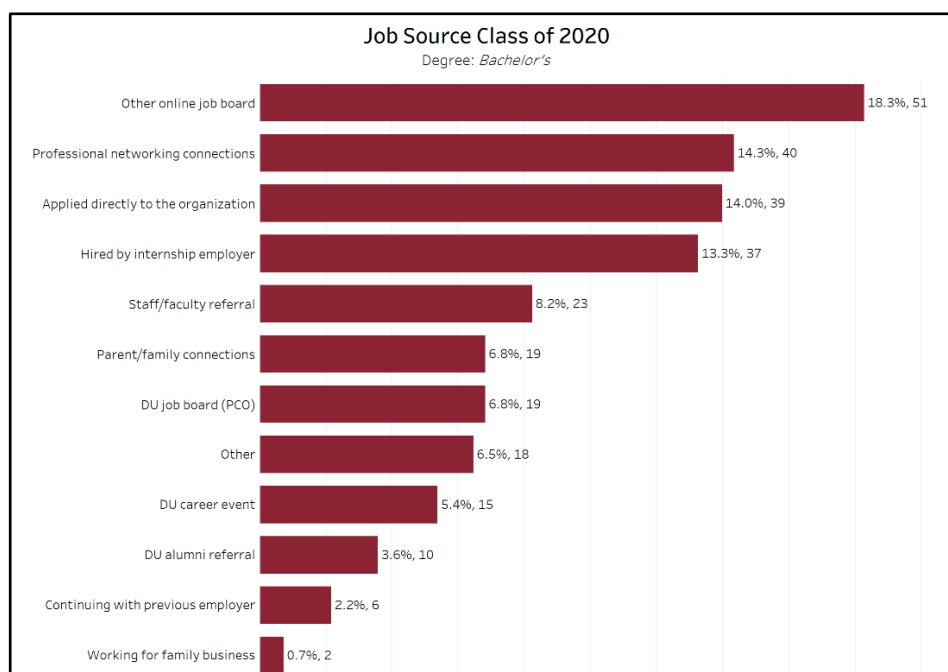
Albuquerque – NM (5)

*Denotes cities in the top 10 for the class of 2019.

BACHELOR'S DEGREE STUDENT JOB SOURCE (N=279)

Of those reporting employment, 279 responded to this question for a response rate of 47.2%. Please be aware that because of low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.

Understanding how students secure their post-graduation plans allows us to better track how implementation of career development initiatives such as increased alumni/student networking opportunities, refined employer outreach, and increased student engagement influence job source over time. This year, fewer students reported that they secured employment through direct contact with organizations and there was a combined 6.2% increase in students reporting that they secure their jobs via the DU Job Board, DU staff/faculty referrals, and DU alumni.



BACHELOR'S DEGREE MEAN AND MEDIAN STARTING SALARY (N=179)

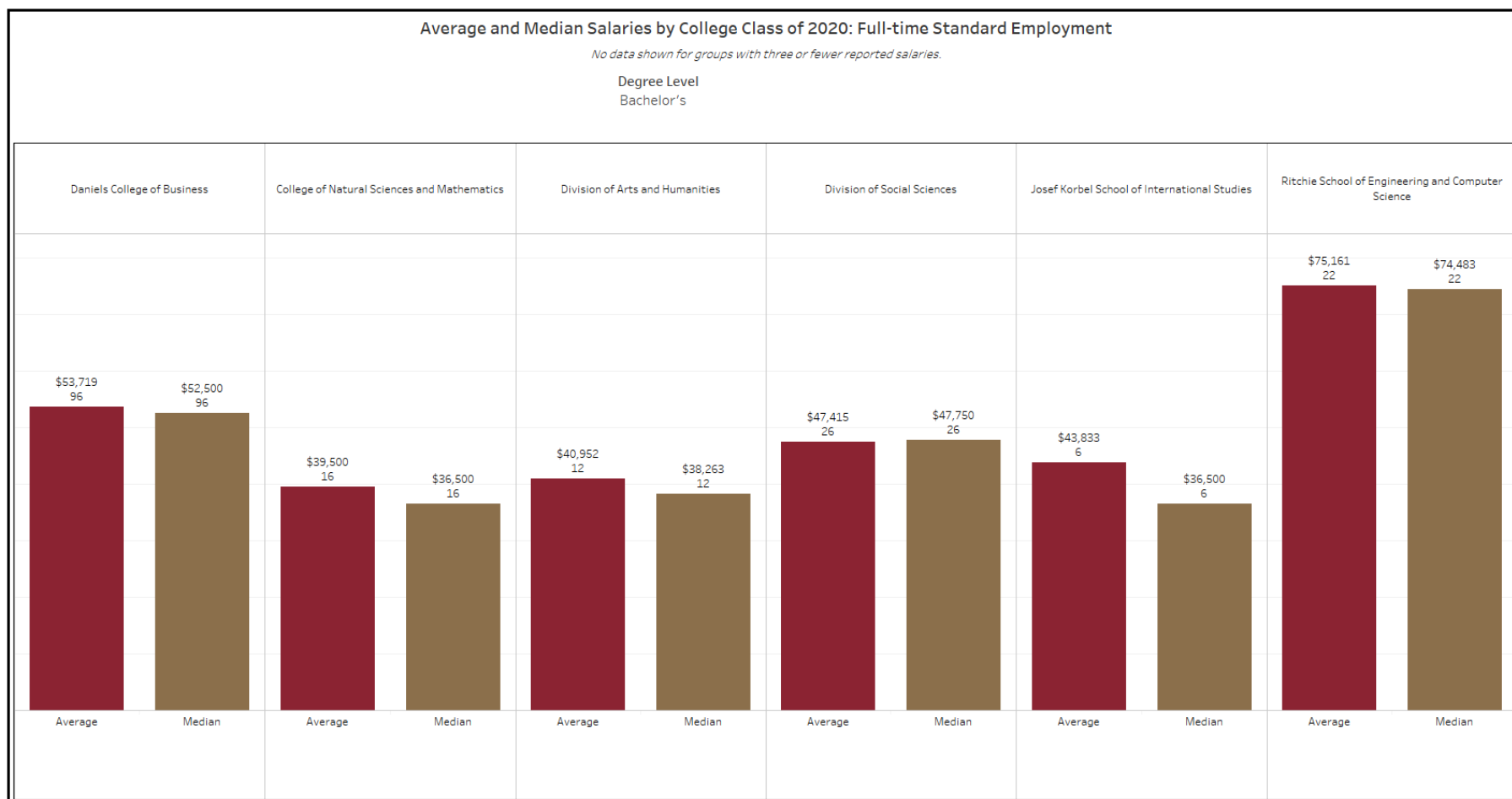
Of the 469 graduates reporting full-time standard employment, 179 responded to this question for a response rate of 38.2%, lower than is typical due to our data-collection limitations. Please be aware that because of unusually low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.

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. The mean salary for undergraduate students in the class of 2020 was \$53,239 with a median salary of \$51,000. Both of the mean and median salaries increased over \$2,000 from 2019.

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.

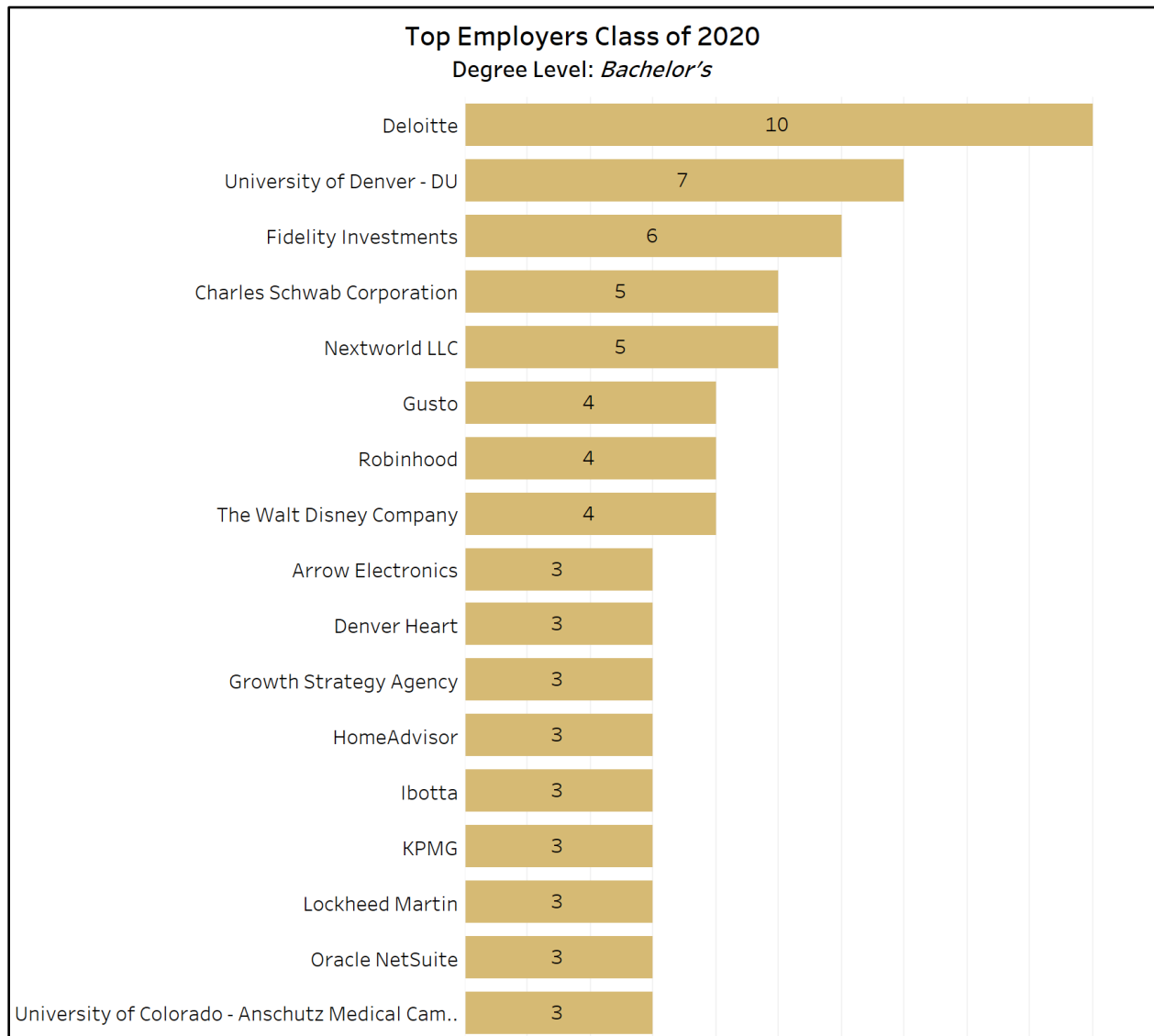
BACHELOR'S DEGREE SALARY DATA BY COLLEGE, FULL-TIME STANDARD POSITIONS (N=179)

Of the 469 reporting full-time standard employment, 179 responded to this question for a response rate of 38.2%. Please be aware that because of unusually low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.



TOP UNDERGRADUATE EMPLOYERS: ALL MAJORS

The below chart reflects the top employers of undergraduate students across all programs and majors. We are pleased to see the efforts of our revised employer outreach strategy reflected in the below numbers. For example, we have increased relationships with Deloitte to integrate the company in all majors and programs on campus. Partnerships with Americorps, Nextworld, Teach for America and SEAKR Engineering are all reflected in the overall or college specific lists on the following pages.



TOP UNDERGRADUATE EMPLOYERS BY COLLEGE

Undergraduates were employed by 567 unique employers upon graduation. 69.9% of undergraduates remained in Colorado for their first job reflecting the significant economic impact our students have in our state. *Those organizations below noted with an (*) were also top employers in these colleges in 2019.*

Ritchie School of Engineering & Computer Science N=58

Lockheed Martin (3)*
Nextworld (3)*
Raytheon (2)
SEAKR Engineering (2)

48 additional organizations hired one student from the college.

Daniels College of Business N=247

Deloitte (8)*
Fidelity Investments (4)
Robinhood (4)
HomeAdvisor (3)
Oracle NetSuite (3)

20 additional organizations hired 2 students from the college

185 additional organizations hired 1 student from the college.

College of Arts, Humanities & Social Sciences N=153

Growth Strategy Agency (3)
University of Denver – DU (3)*
AmeriCorps (2)
Colorado Recovery Infusion Center (2)
Deloitte (2)
Fidelity Investments (2)
Gusto (2)
JPMorgan Chase & Co. (2)
Nextworld (2)
Teach for America (2)
The Walt Disney Company (2)*
University of Colorado – Anschutz Medical Campus (2)

127 additional organizations hired one student from the college.

College of Natural Sciences and Mathematics N=66

Denver Heart (3)
Colorado Center for Dermatology & Skin Surgery (2)
University of Denver – DU (2)*

59 additional organizations hired one student from the college.

Josef Korbel School of International Studies N=33

33 unique organizations hired one student from the college.

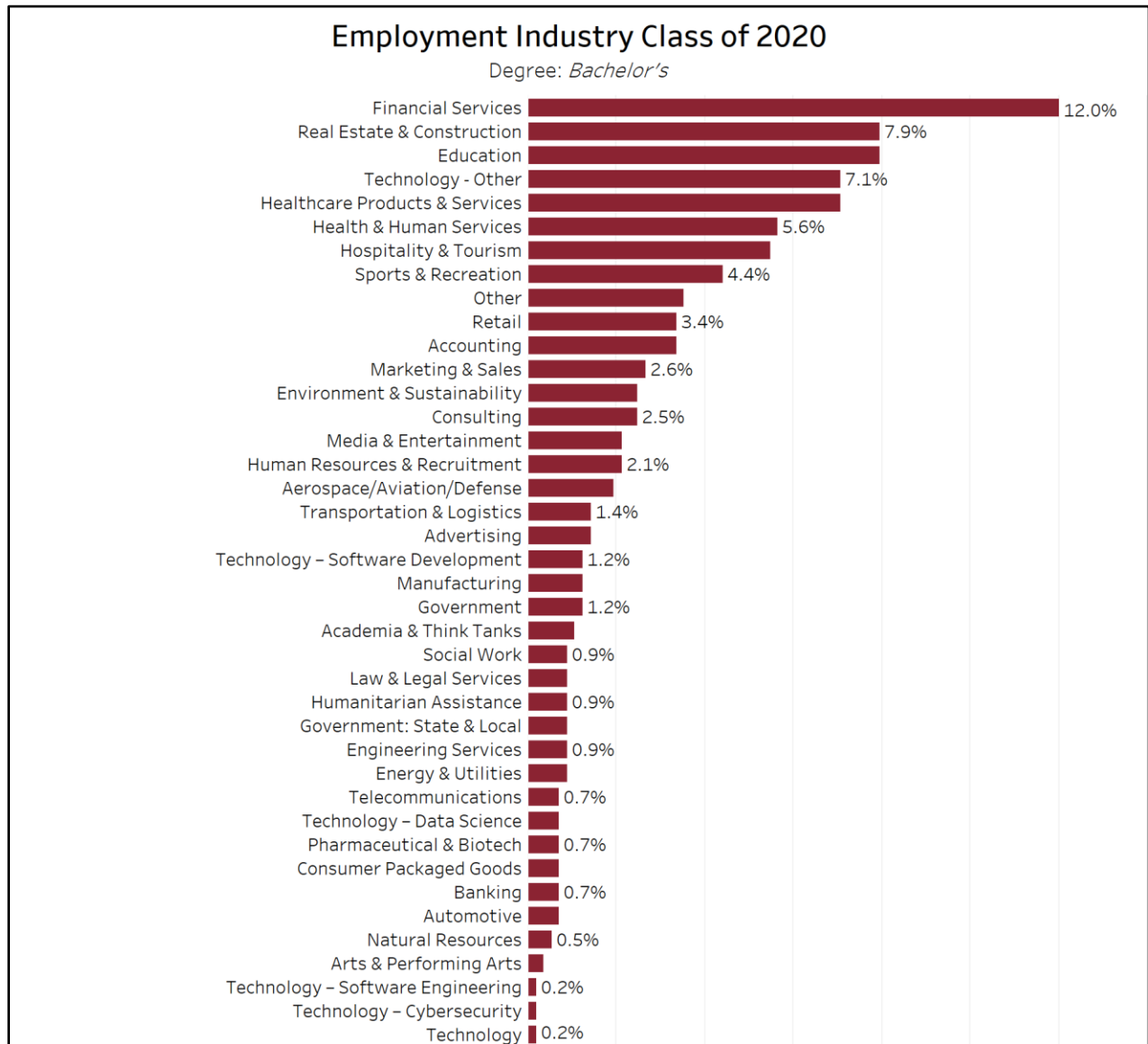
University College & Colorado Women's College N=10

The Walt Disney Company (2)

8 additional organizations hired one student from the college.

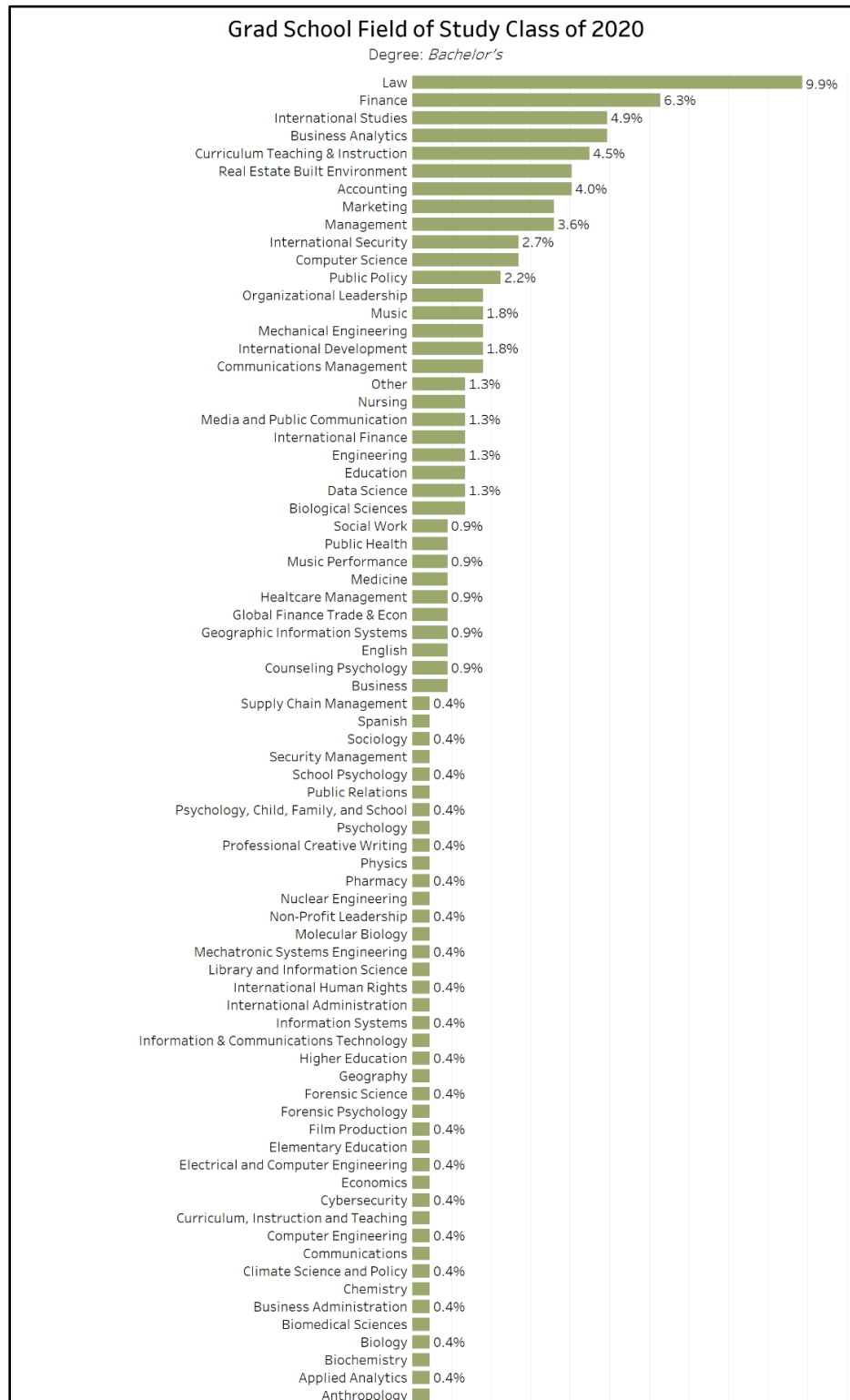
UNDERGRADUATE STUDENT EMPLOYMENT INDUSTRY TRENDS (N=567)

The below chart shows the top industries in which undergraduate students are employed upon graduation. Most notable in this chart is the drop in hospitality employment due to the pandemic. Hospitality is typically in our top three industries with nearly 11% of the class of 2019 working in this field compared to 5.5% this year.



UNDERGRADUATE STUDENT CONTINUING EDUCATION FIELD OF STUDY (N=223)

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

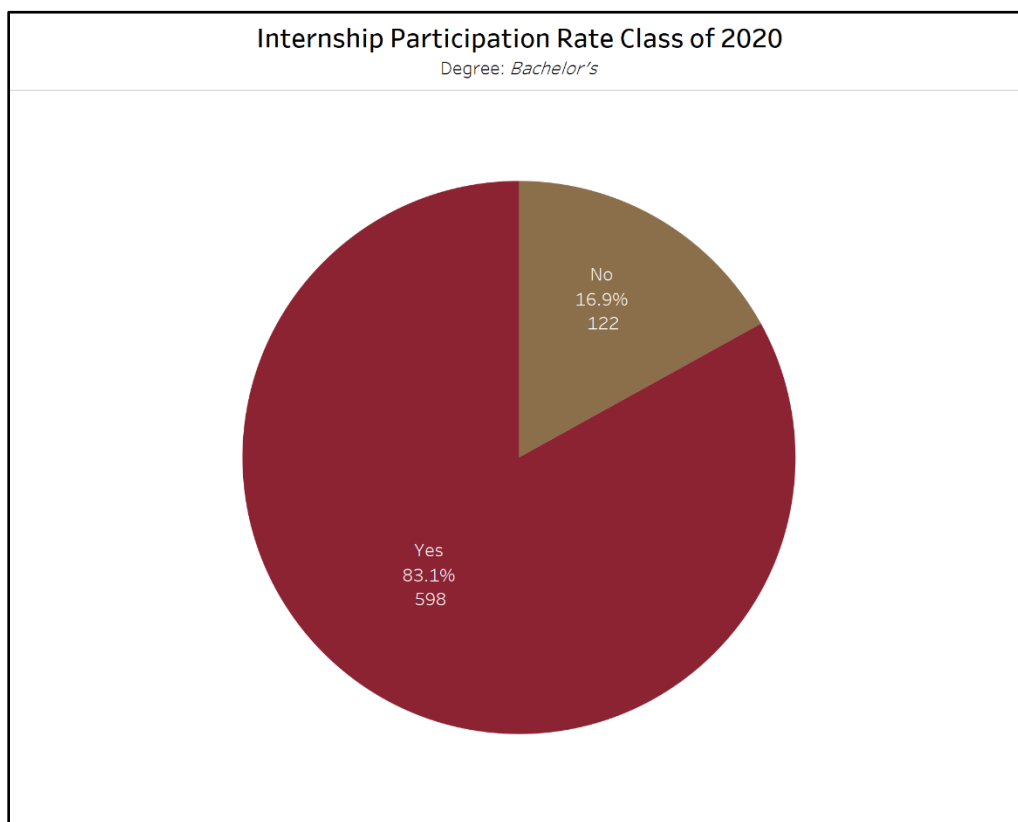


BACHELOR'S DEGREE INTERNSHIP PARTICIPATION RATES (N=720)

Expanding high impact learning experiences, including internships, is a clearly stated goal within the 4D Student Experience. The first-destination survey serves as our best source of data for understanding student participation in internships.

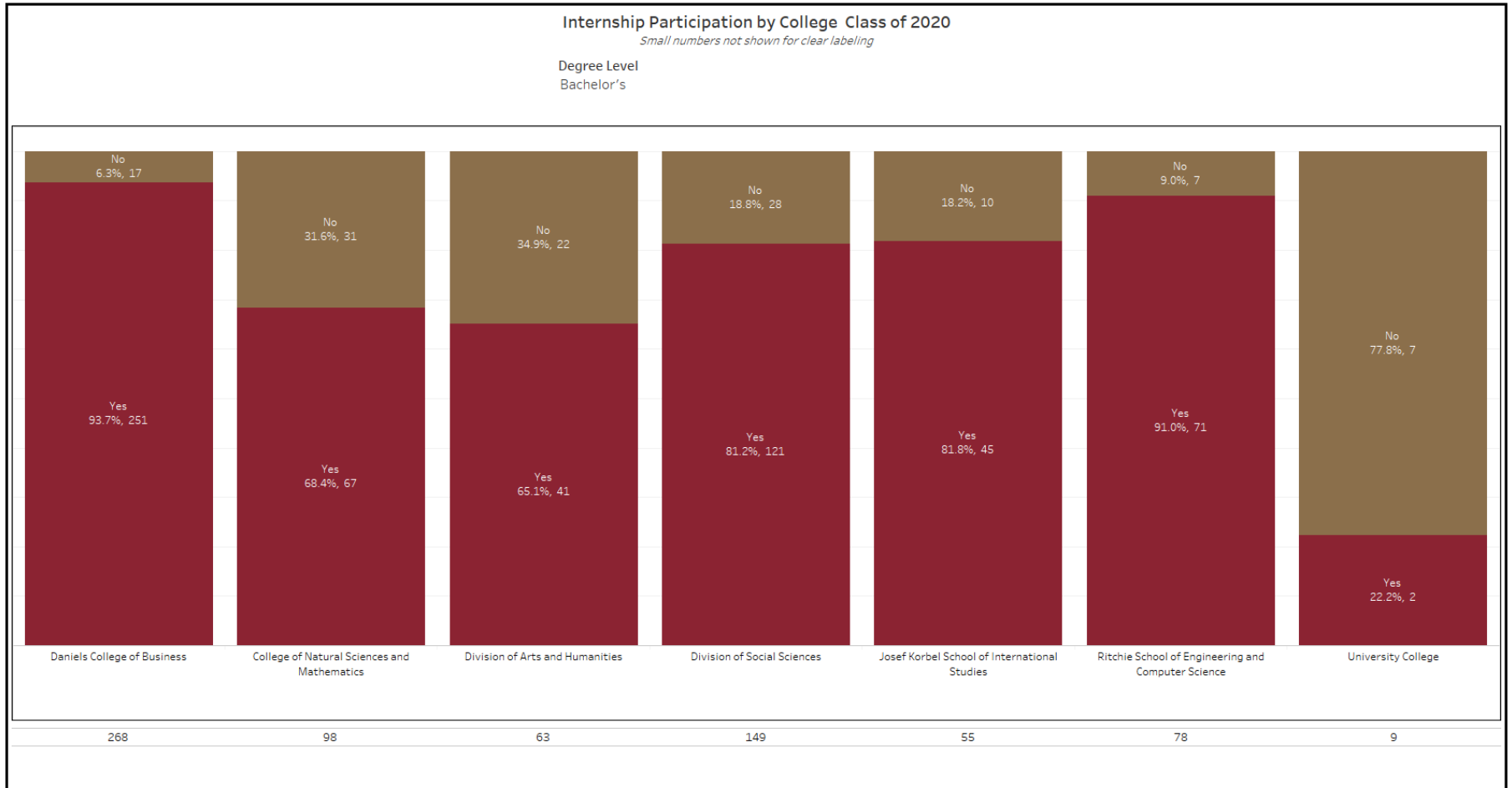
In our survey, we define internships broadly and include information on not only internships, but research, practicum experiences (required experiences included in a course of study), student teaching, and co-op experiences that alternate 4-12 months of full-time in-depth industry experience with academic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

For the class of 2020, we were able to secure internship participation data from 56.5% of the graduating class. Using the above criteria and the data secured from these students, 83.1% of respondents participated in at least one internship by graduation, a 12.3% increase over the class of 2019. Data collection methodologies and knowledge rate variances could account for a portion of this change.



BACHELOR'S DEGREE INTERNSHIP PARTICIPATION BY COLLEGE (N=720)

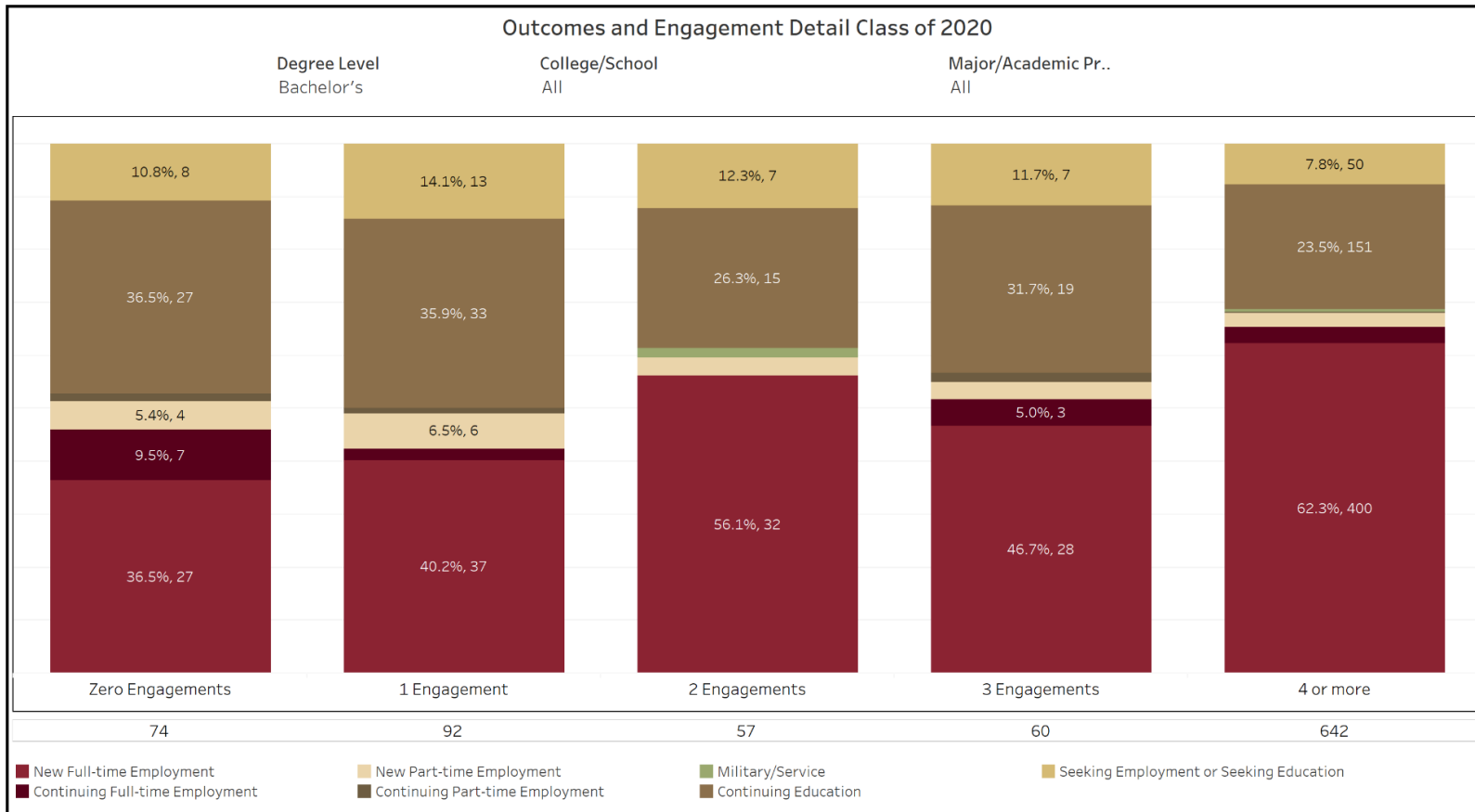
The below data set represents information reported from 56.5% of graduating students. Please be aware that because of low response rates for some colleges, this data cannot be accurately compared to prior years and may not be representative.



BACHELOR'S DEGREE CAREER ENGAGEMENT RATES (N=925)

Excludes 31 individuals not seeking and 319 students for whom no information could be obtained.

We are excited to report that 91.4% of the class of 2020 engaged with career development at least once during their time at DU which is significantly above national averages. This strong percentage is a result of our strategic efforts to deepen engagement over the past four years. As noted in the below charts, as the number of student engagements increases, the percentage of students listed as seeking (top gold bar) decreases, reinforcing the importance of the Professional Dimension of the 4D Student Experience.





MASTER'S STUDENT OUTCOMES

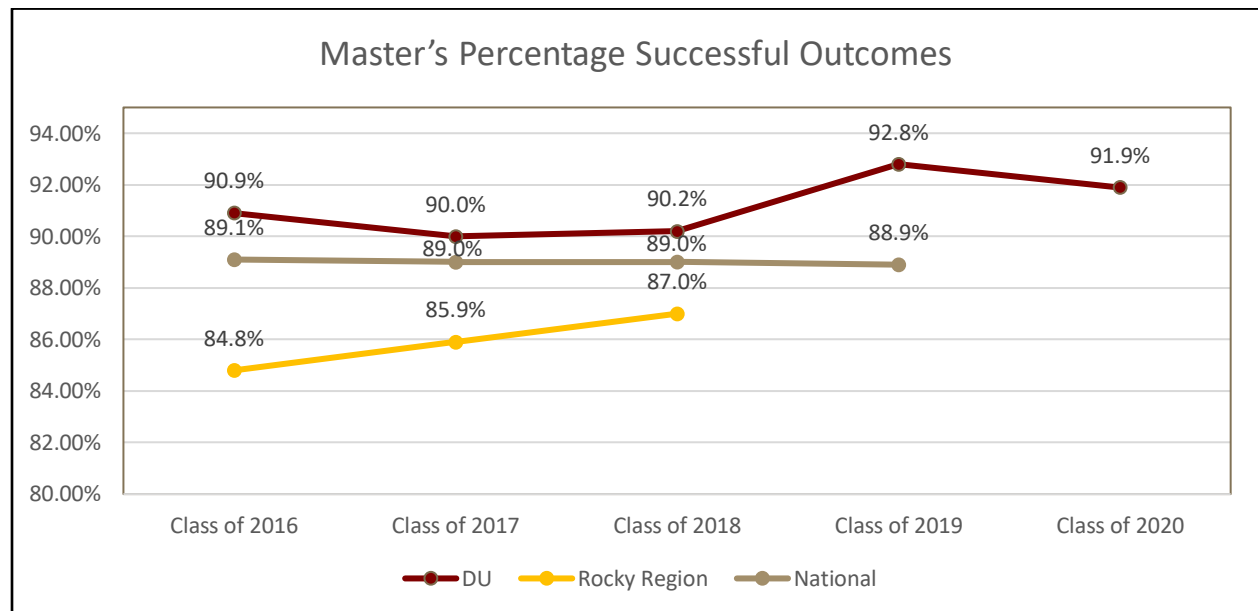
CLASS OF 2020

MASTER'S STUDENT FIRST-DESTINATION DETAILS

91.9% of master's students in the class of 2020 were employed, continuing their education, or pursuing service/military activities 6-months after graduation, with the large majority employed full-time. This outcomes rate is a 0.9% decline from the class of 2019.

This year, we achieved a 69.0% knowledge rate for this population that, while strong compared to the industry standard, reflects a continued decline for two years in a row. Growth in online learners, along with pandemic impacts on data collection, likely impacted these numbers.

HISTORICAL TRENDS

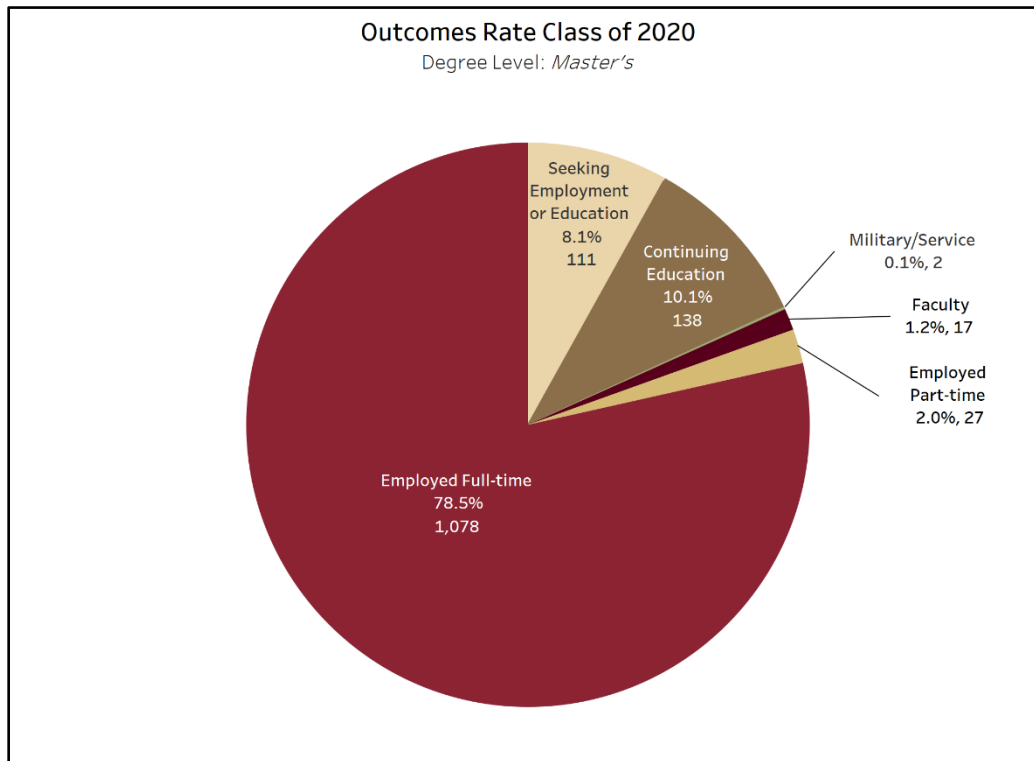


Note: Regional information for 2019 has not yet been made available by our national association.

POST-GRADUATION ACTIVITY, MASTER'S DEGREE STUDENTS (N=1,373)

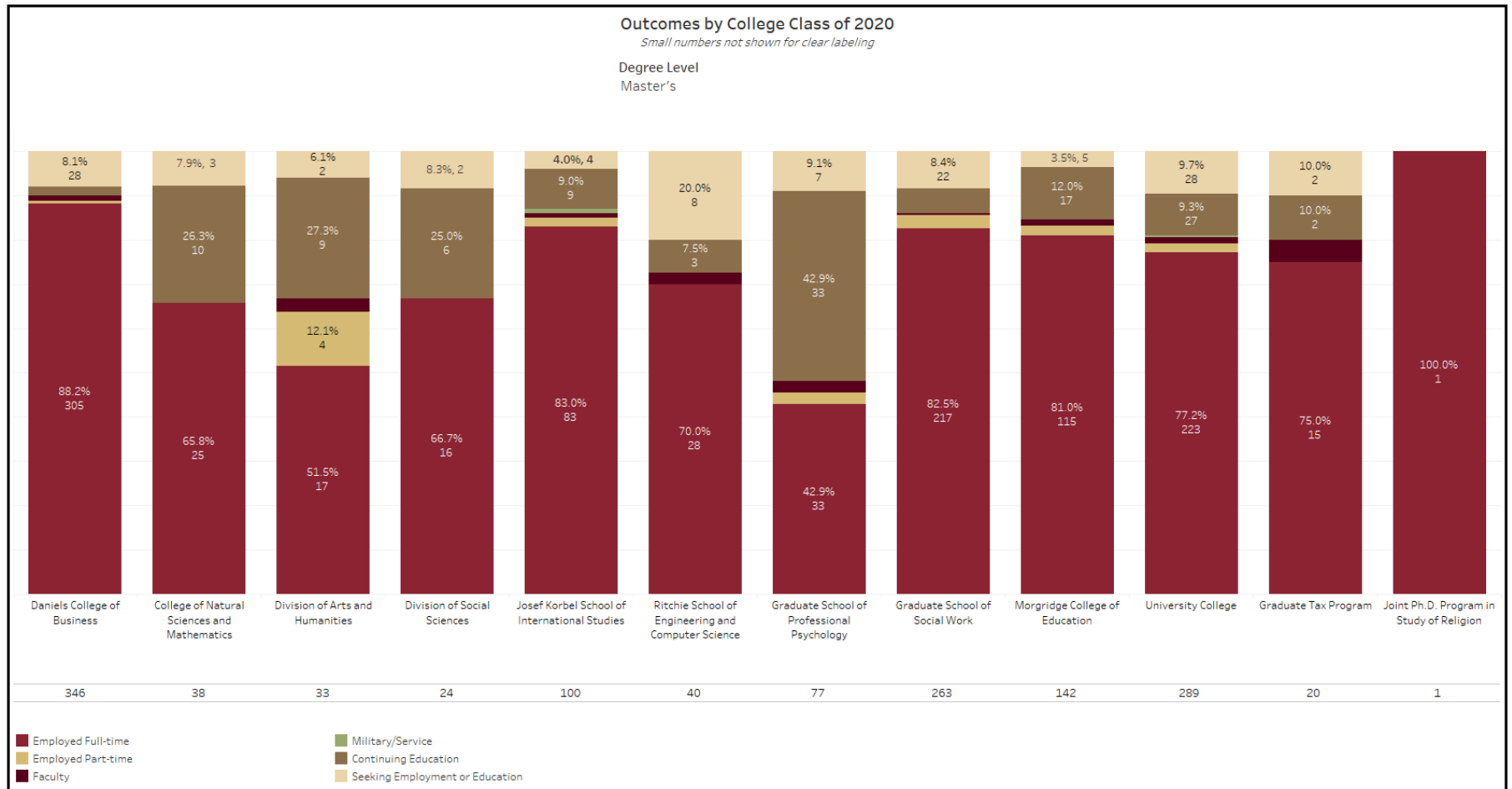
Excludes 17 individuals not seeking and 625 students for whom no information could be obtained.

The below chart reflects a breakdown of post-graduation activity for master's students. There was a 1.2% decline in the number of master's students reporting full-time employment after graduation over the previous year's graduates, with a similar increase in those reporting part-time employment.



MASTER'S DEGREE SIX MONTH POST-GRADUATION OUTCOMES BY COLLEGE (N=1,373)

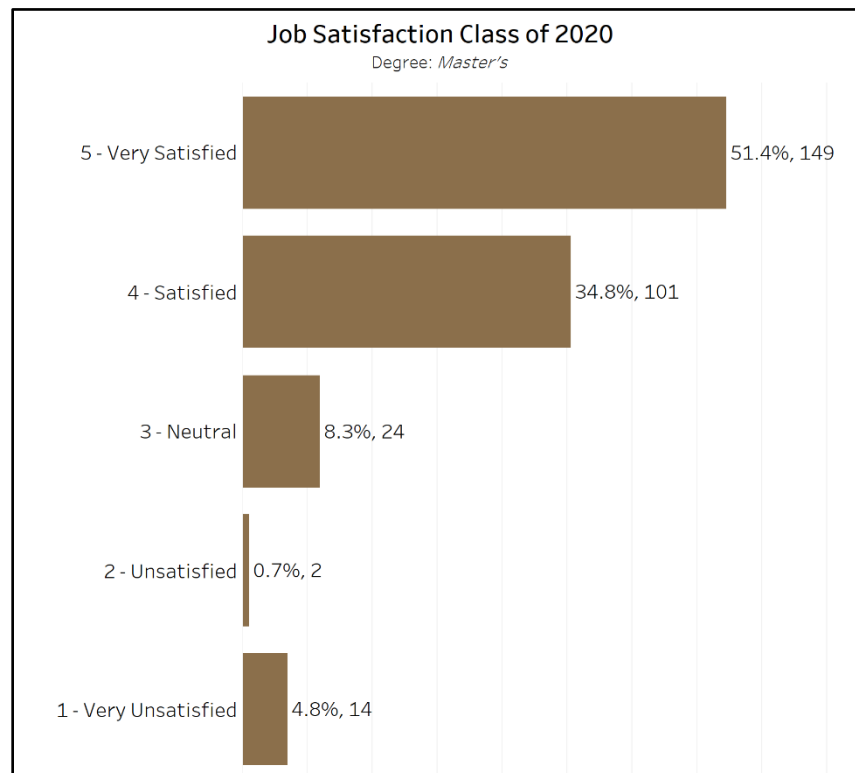
The below data outlines the six month outcomes data reported to the National Association of Colleges and Employers with a knowledge rate of 69.0%. The AACSB follows three month reporting for business schools and the Josef Korbel School reports after twelve months to the Association of Professional Schools of International Affairs.



JOB SATISFACTION, MASTER'S DEGREE (N=290)

Out of 1,105 graduates reporting full-time or part-time employment, 290 provided job satisfaction information, a response rate of 26.2%. Please be aware that because of low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.

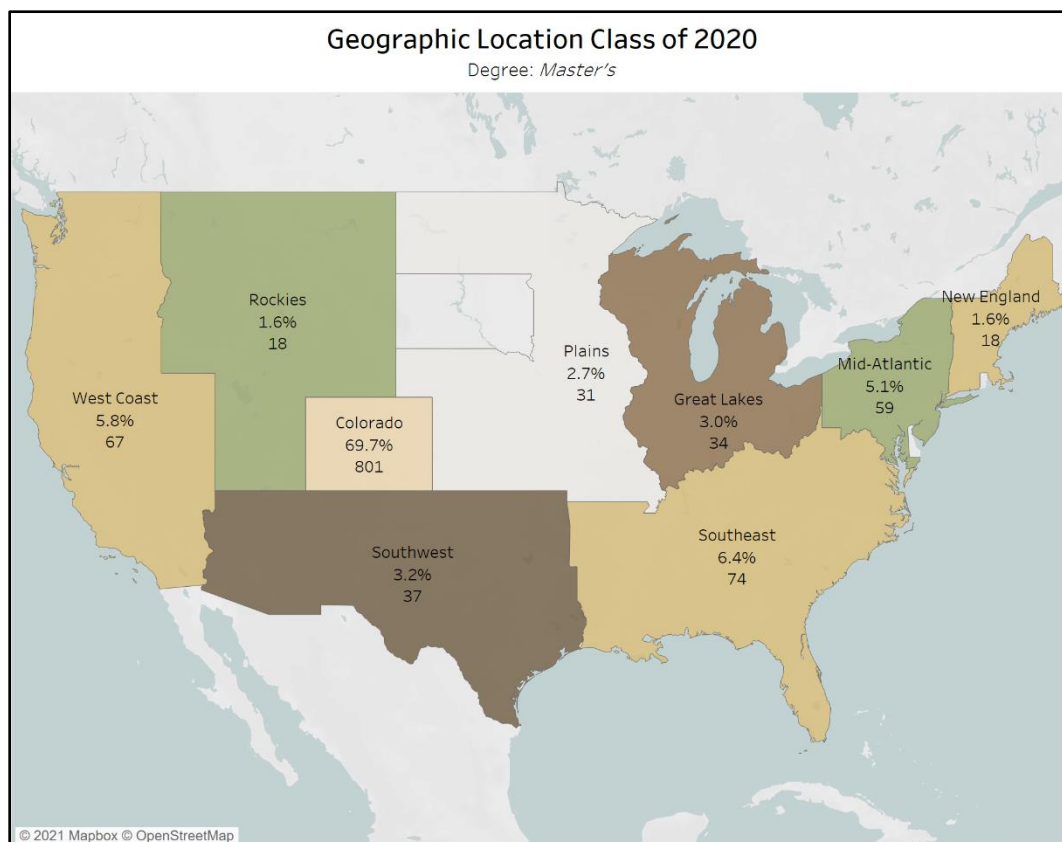
In 2019, we began collecting job satisfaction data of graduates who have secured employment. As you can see below, 86.2% of master's students report they are satisfied or highly satisfied with their post-graduation employment. While the information is encouraging, larger response rates are needed to better understand the satisfaction of the class overall.



MASTER'S STUDENT FIRST-DESTINATION LOCATION (N=1,150)

Of the 1,262 students that reported employment, service, or continuing education 1,150 shared their job location for a knowledge rate of 91.1%.

Of these students reporting job location, 1.0%, or 11 graduates, reported locations outside of the United States, roughly a 1.7% decrease over last year (2.7% in 2019). 69.8% of the total group remained in Colorado, a decline of 3.9% over 2019.



TOP REPORTED CITIES OUTSIDE COLORADO— MASTER'S STUDENTS

The top cities reported by master's students in the class of 2020 reflects many consistencies with the previous year's graduates including Washington, D.C. being a top location for graduates. One notable exception in this year's data is the emergence of Orlando as a top 3 city, likely a result of the University College relationship with Guild and The Walt Disney Company.

Washington – DC* (31)

Houston – TX* (7)

Chicago – IL* (9)

New York – NY* (6)

Orlando – FL (8)

Dallas – TX* (5)

Minneapolis – MN (8)

Boston – MA* (5)

Los Angeles – CA* (8)

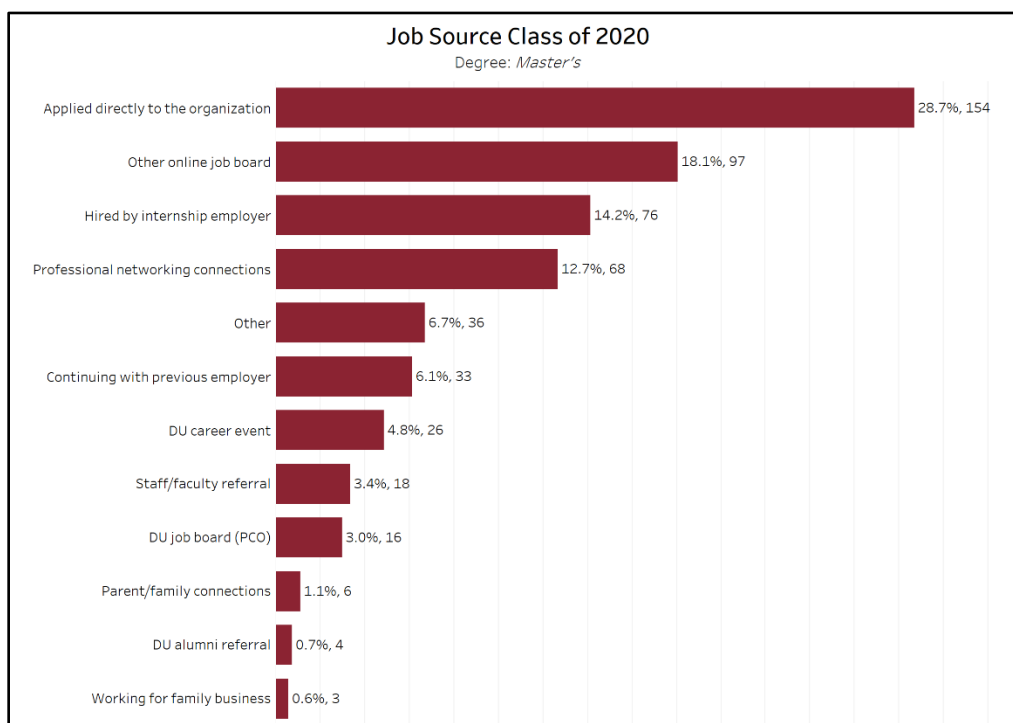
*Denotes cities in the top 10 for the class of 2019.

MASTER'S DEGREE STUDENT JOB SOURCE (N=537)

Please be aware that because of low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.

As with undergraduates, understanding how master's students secure their post-graduation plans will allow us to better track how implementation of new initiatives influence job source longitudinally. For the class of 2020, we were able to secure job source information for 537 graduates for a response rate of 47.9%.

Student job source for master's students continues to remain consistent year-over-year with only slight differences in how students report securing their employment.



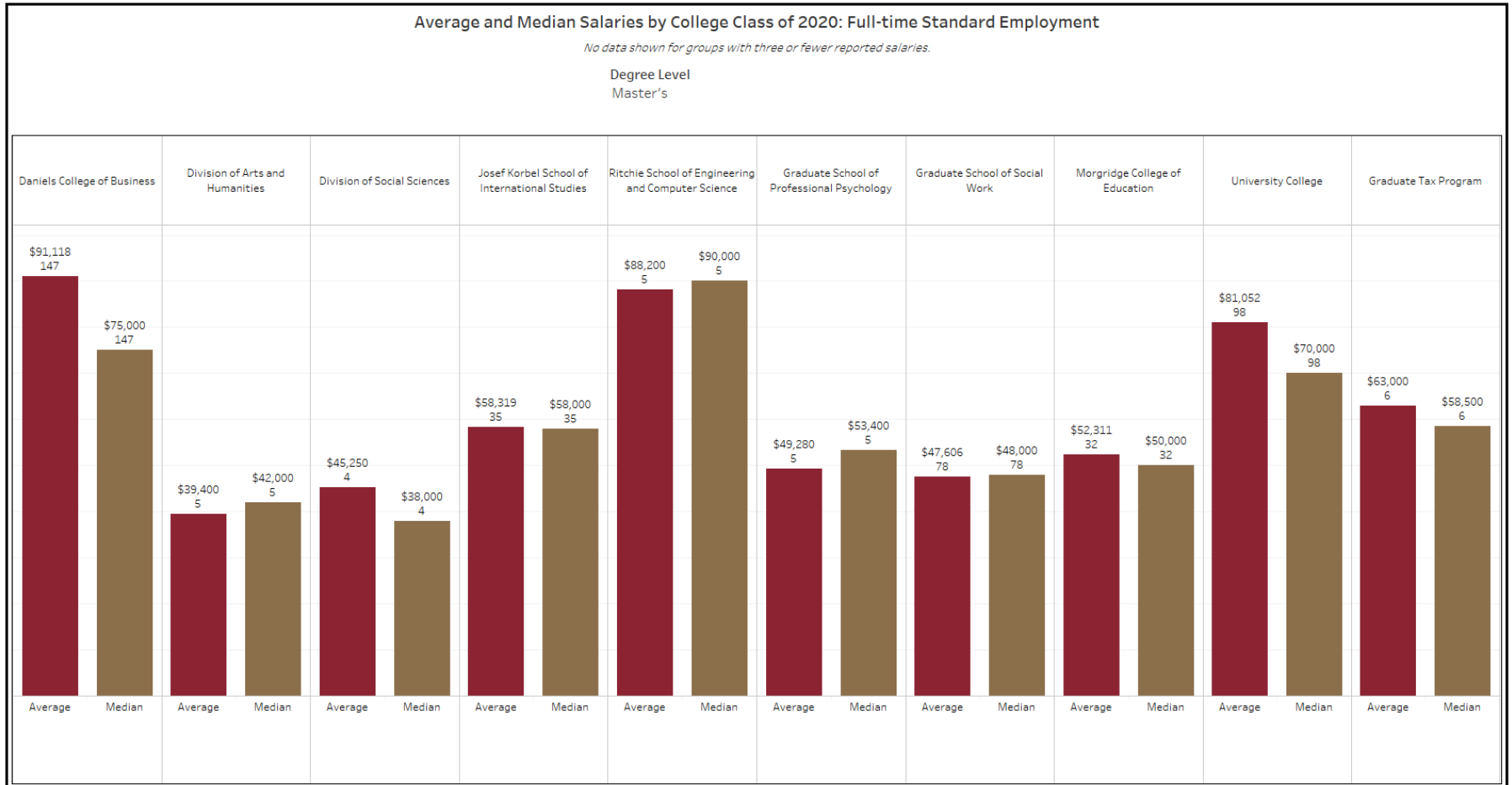
MASTER'S DEGREE, MEAN AND MEDIAN STARTING SALARY (N=419)

Of the 983 students reporting full-time standard employment, 419 responded to this question for a response rate of 42.6%. Due to low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.

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. The mean salary for master's students was \$72,926 with a median salary of \$60,000. Mean increased by \$7,354 and median salaries increased by \$4,000 for the class of 2020 which reflects three years of solid gains in this area.

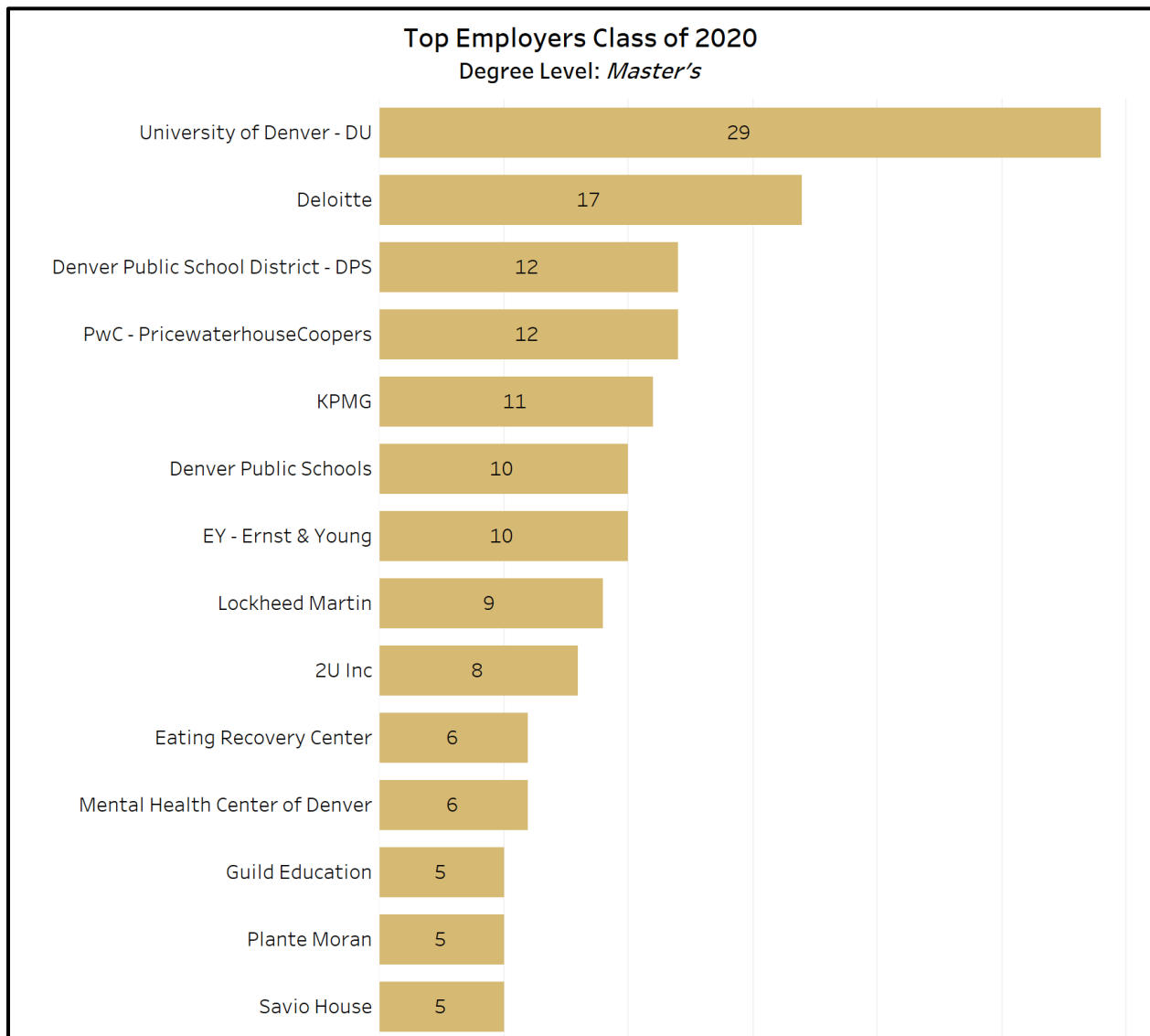
MASTER'S DEGREE SALARY DATA BY COLLEGE (N=419)

Industry of employment as well as regional factors impact salary, with the Rockies region typically having lower salary levels than the national average. Of the 983 students reporting full-time standard employment, 419 responded to this question for a response rate of 42.6%. Please be aware that because of low response rates for this question, the data cannot be accurately compared to prior years and may not be representative. Three or fewer salaries for College of Natural Sciences & Mathematics



TOP MASTER'S DEGREE EMPLOYERS: ALL PROGRAMS

The below list reflects the top employers of master's students in the class of 2020 in all colleges. The University of Denver is commonly the top employer due to current employees leveraging the tuition benefit combined with strong education programs that prepare students for higher education careers. The remaining top employers reflect our strong MBA program as well as excellent programs preparing graduates for careers in education and human services fields.



TOP EMPLOYERS OF MASTER’S STUDENTS BY COLLEGE

University of Denver master’s students from the class of 2020 were employed by 854 unique organizations. Upon graduation, 69.7% report that they remain in Colorado for their first position showing the significant economic impact our graduates have to the state. *Organizations noted with an (*) were also top employers in these colleges in 2019.*

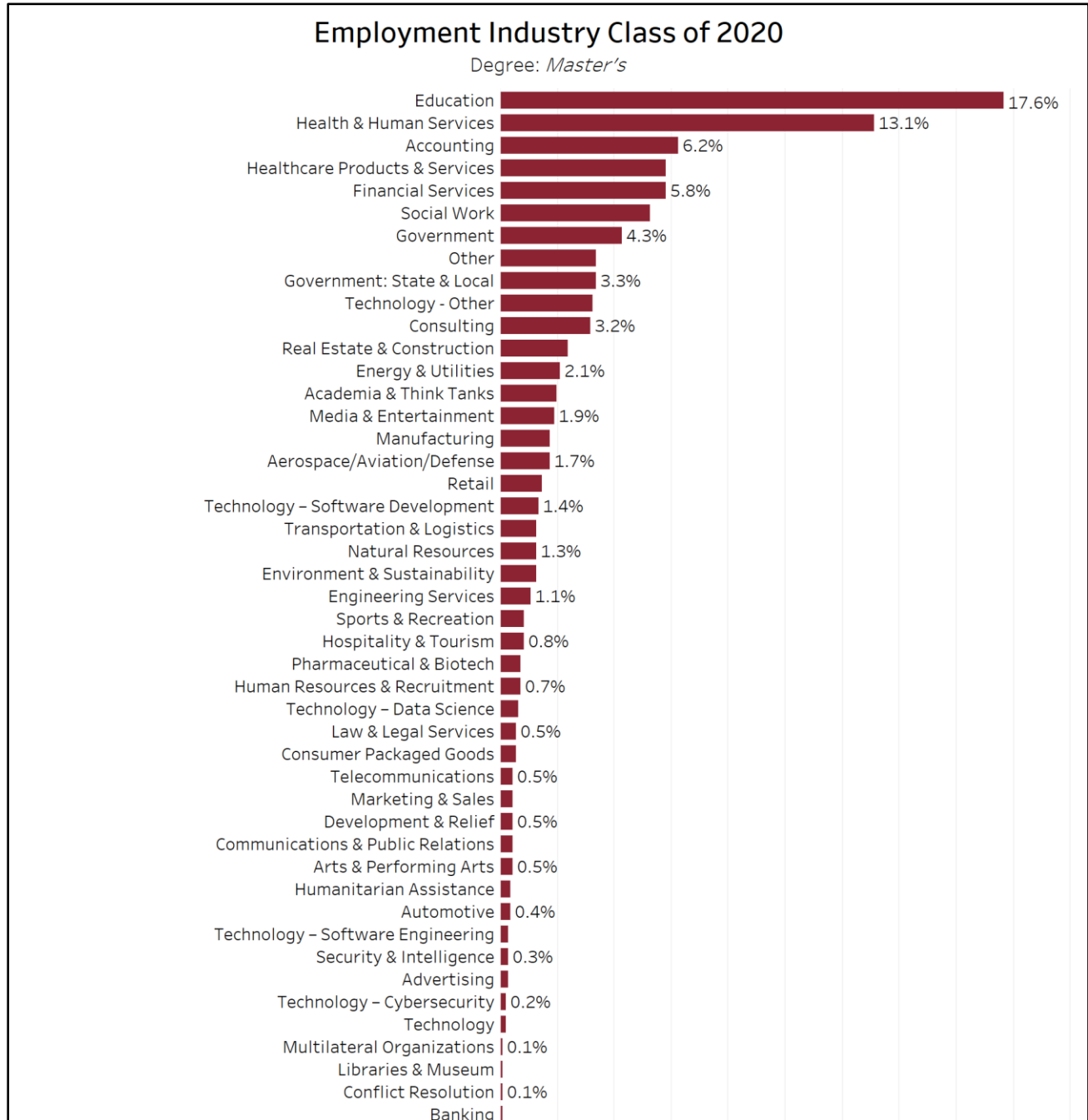
Ritchie School of Engineering & Computer Science N=29 Lockheed Martin (5)* Medtronic (2) 22 additional organizations hired one student from the college.	Daniels College of Business N=309 PwC – PricewaterhouseCoopers (12)* Deloitte (10)* EY – Ernst & Young (9)* KPMG (9)* University of Denver – DU (8) 2U Inc. (6) CenturyLink – now known as LUMEN (4) Lockheed Martin (4) Plante Moran (4) Empower Retirement – (3) 16 additional organizations hired 2 students from the college; 208 additional organizations hired one student from the college.
College of Natural Sciences and Math N=23 23 unique organizations hired one student from the college.	College of Arts, Humanities & Social Sciences N=35 35 unique organizations hired one student from the college.
Graduate School of Social Work N=225 Arapahoe County (6) Mental Health Center of Denver (6)* Savio House (4)* Behavioral Treatment Services (3) Children’s Hospital Colorado (3) Eating Recovery Center (3) Jefferson Center for Mental Health (3) Jefferson County (3) Mental Health Partners (3)* STRIVEPrep – Federal (3) 15 additional organizations hired 2 students from the college; 158 additional organizations hired one student from the college.	Graduate School of Professional Psychology N=36 AFSC/Magellan Federal (2) Eating Recovery Center (2) 32 additional organizations hired one student from the college.

TOP EMPLOYERS OF MASTER'S STUDENTS (CONTINUED)

Morgridge College of Education N=117	Josef Korbel School of International Studies N=82
<p> Denver Public School District – DPS (18)* University of Denver – DU (7)* University of Colorado – Boulder (3) Aurora Public Schools (2)* Cherry Creek Schools (2) HEART Counseling Center LLC (2) St. Vrain Valley School District (2) </p> <p>81 additional organizations hired one student from the college.</p>	<p> U.S. Department of State (4) U.S. Army (3)* Deloitte (2)* U.S. Department of Homeland Security – DHS (2) University of Denver – DU (2)* </p> <p>69 additional organizations hired 1 student from the college.</p>
Graduate Tax Program N=15	University College N=229
<p>15 unique organizations hired 1 student from the college.</p>	<p> University of Denver – DU (8)* Deloitte (3) Guild Education (3) Apple, Inc. (2) Comcast (2) Denver Public Schools – DPS (2) Pearson (2) The Walt Disney Company (2) Xcel Energy (2) </p> <p>203 additional organizations hired 1 student from the college.</p>

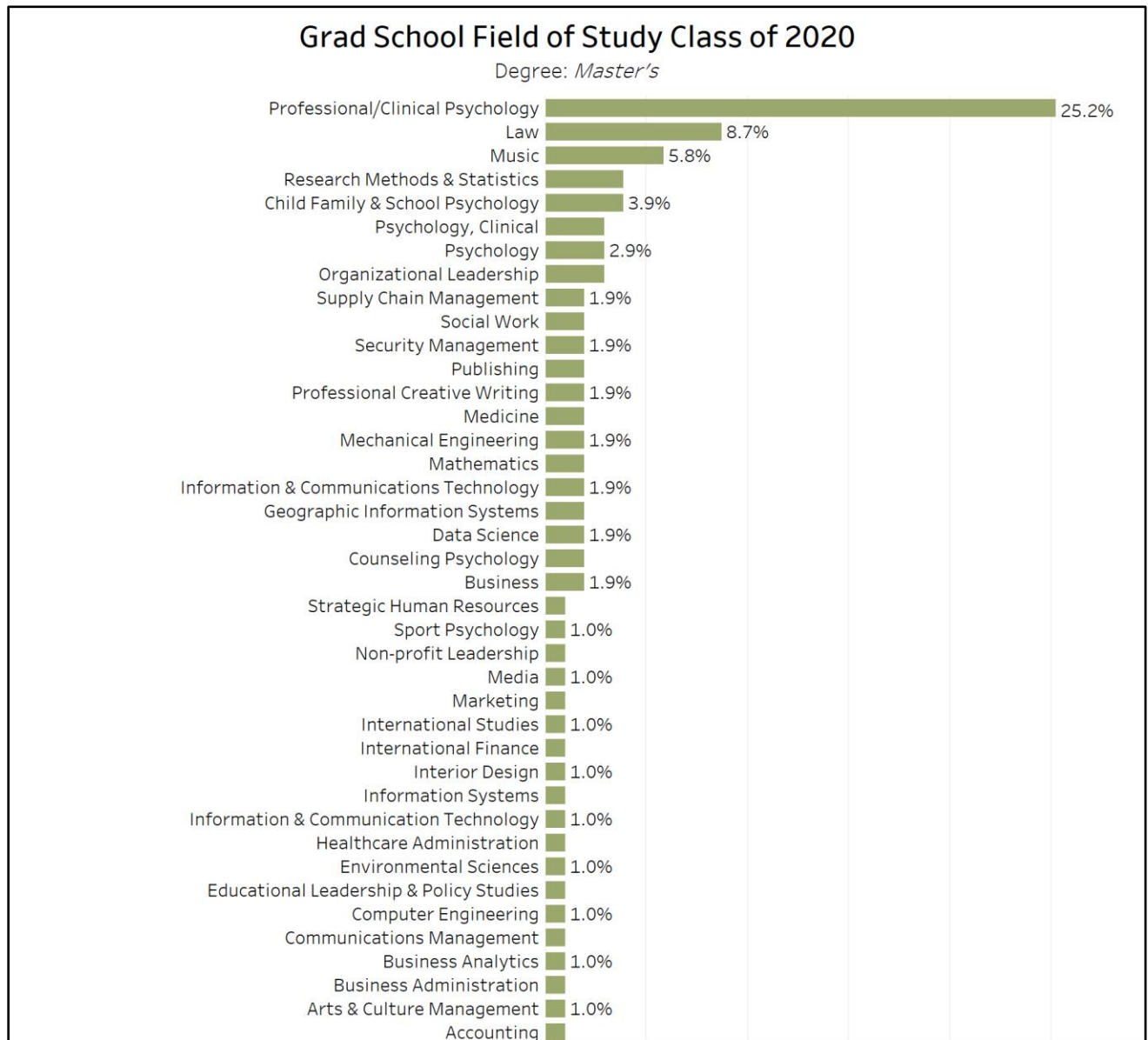
MASTER'S STUDENT EMPLOYMENT INDUSTRY TRENDS (N=1,101)

The below data shows the top industries in which master's students are employed upon graduation. Industry trends show similar patterns to previous years.



MASTER'S STUDENT CONTINUING EDUCATION FIELD OF STUDY (N=103)

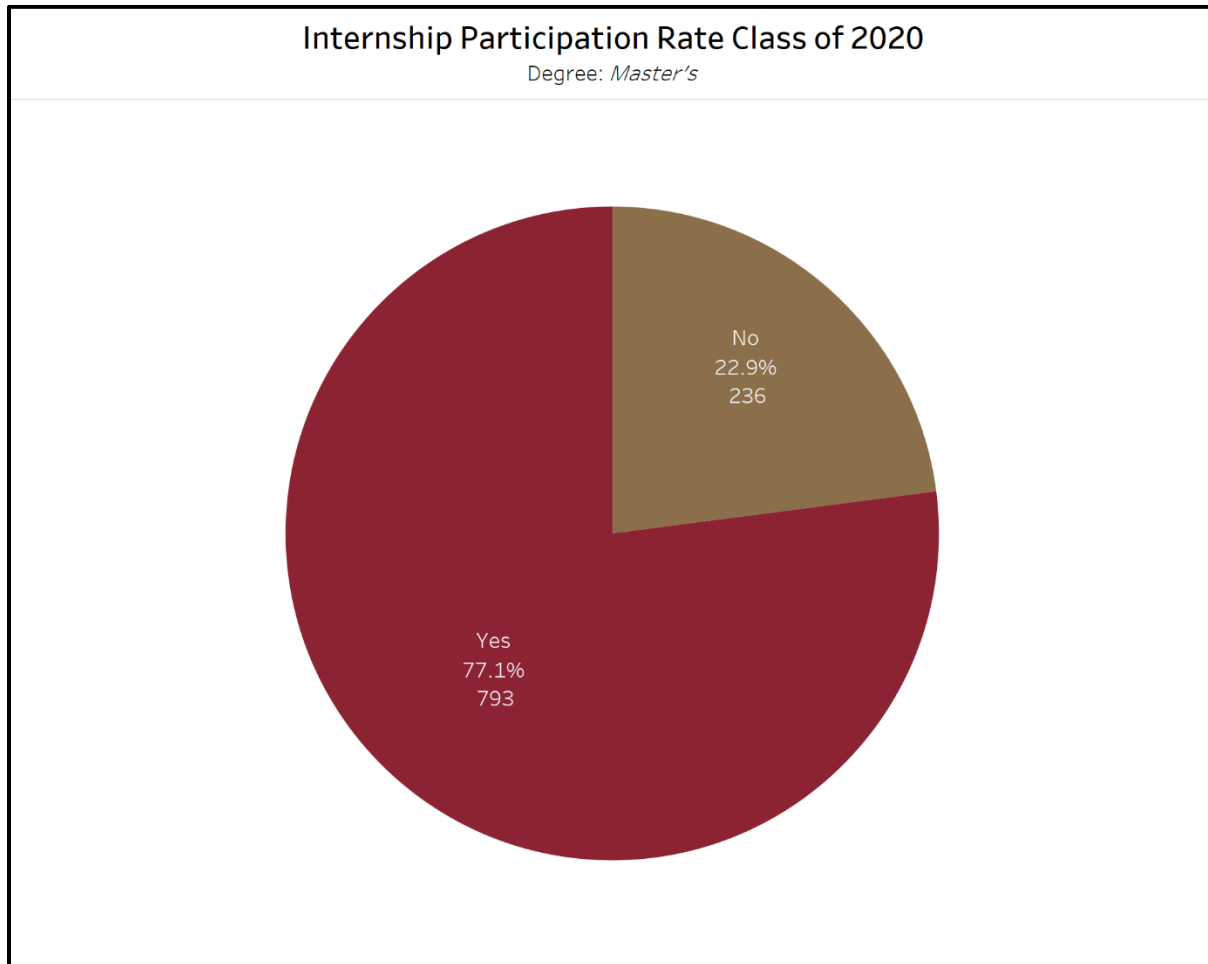
The below chart shows field of study for Master's graduates continuing education. As noted below, continuing education is most common for those graduates pursuing careers in clinical psychology.



MASTER'S DEGREE INTERNSHIP PARTICIPATION RATES (N=1,029)

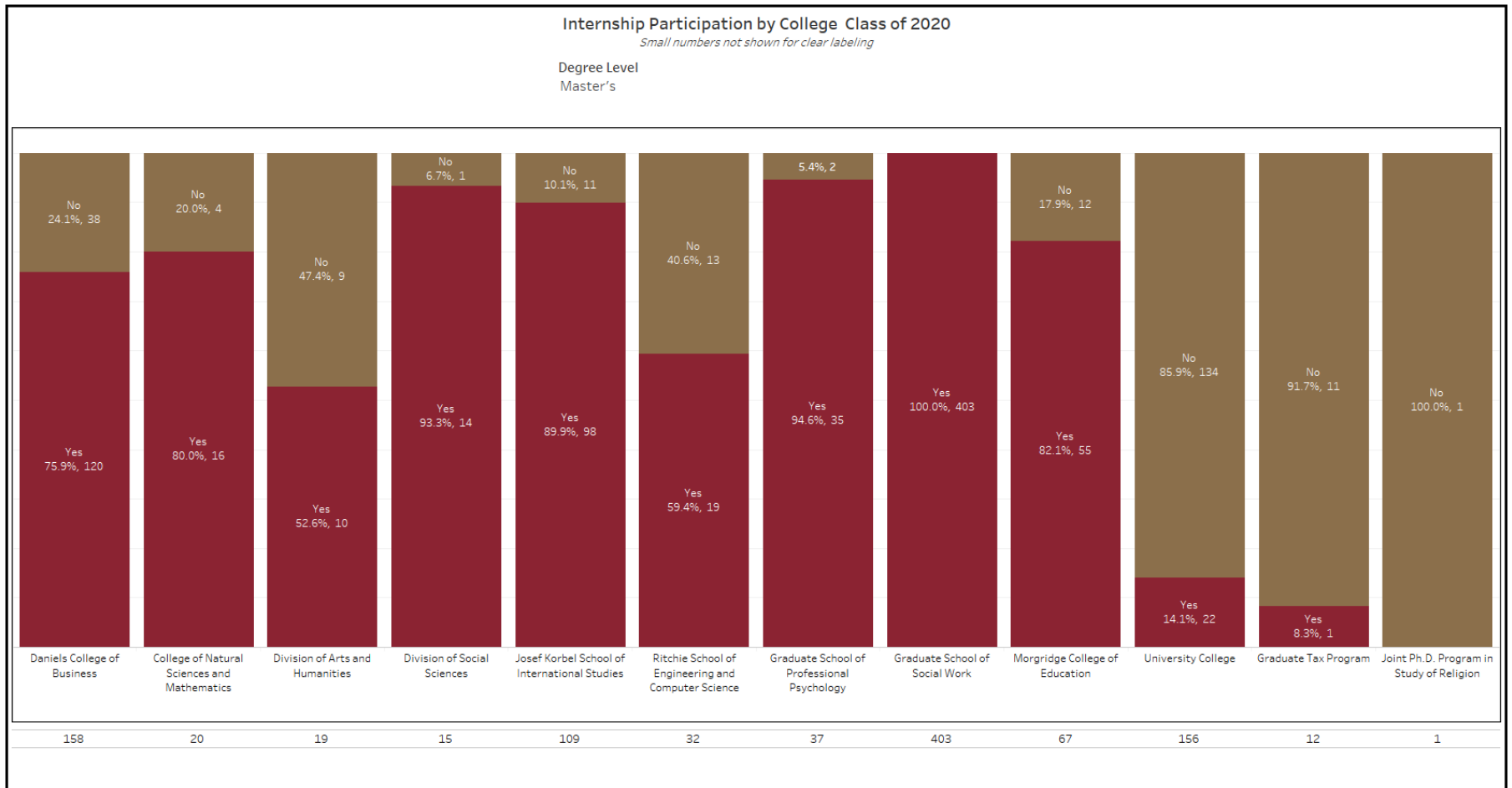
The below data set reflects responses from 1,029 students or 51.1% of the class.

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, 77.1% of master's students in the class of 2020 participated in at least one internship.



MASTER'S DEGREE INTERNSHIP PARTICIPATION RATE BY COLLEGE (N=1,029)

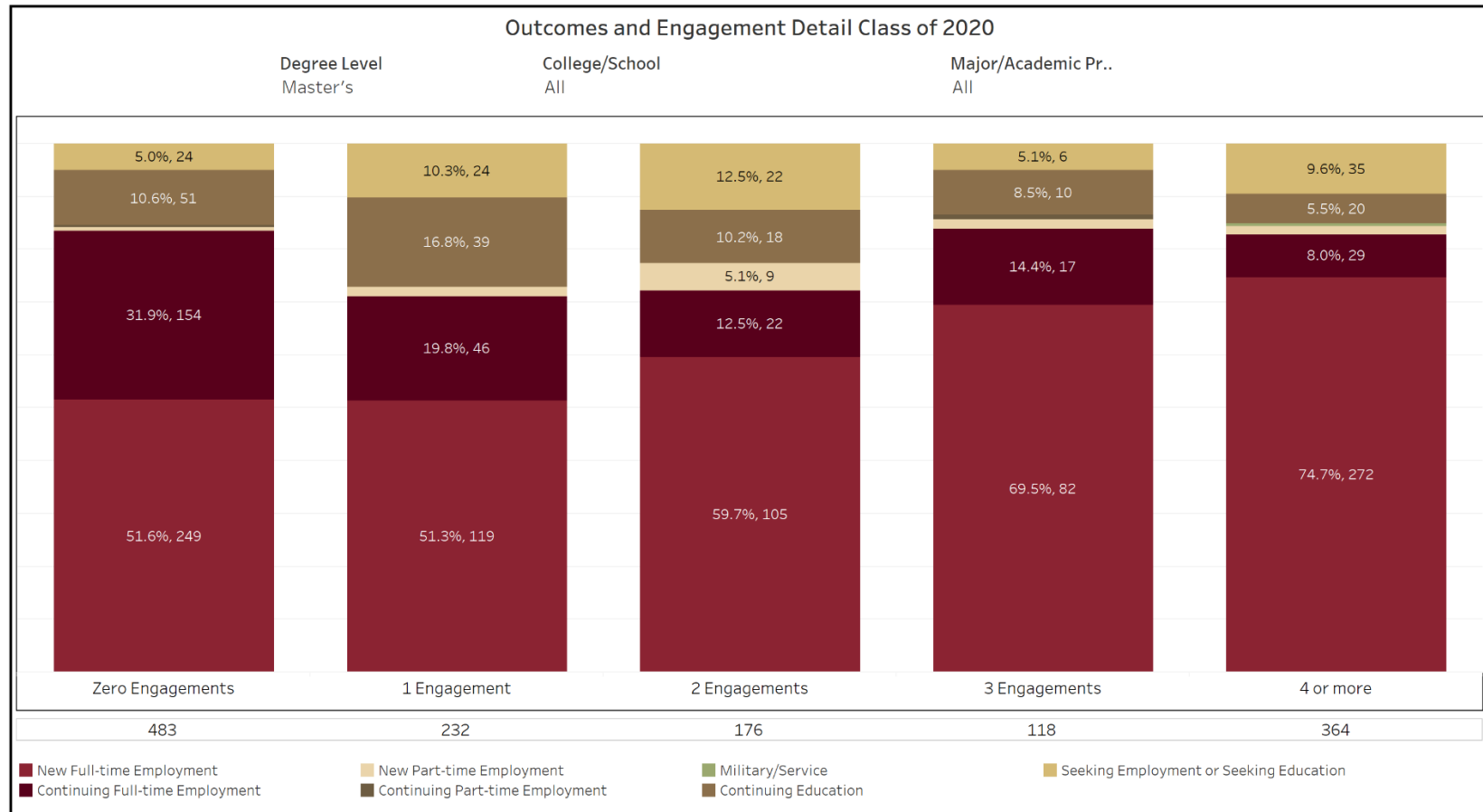
The below data set represents information reported from 51.1% of graduating students. Small numbers not shown for clear labeling.



MASTER'S DEGREE CAREER ENGAGEMENT RATES (N=1,373)

Excludes 17 individuals not seeking and 625 students for whom no information could be obtained.

Our analysis of graduate student engagement shows that 60.2% of graduate students engaged with career development at least once during their time at DU. Students who continue in their current job are least likely to engage in career development during their degree program as noted by the dark burgundy bar segment in the charts below. The crimson bars at the bottom of each chart reflect that *new* full-time employment outcomes improve as students deepen their engagement in career development.





DOCTORAL STUDENT OUTCOMES

CLASS OF 2020

DOCTORAL STUDENT FIRST-DESTINATION DETAILS

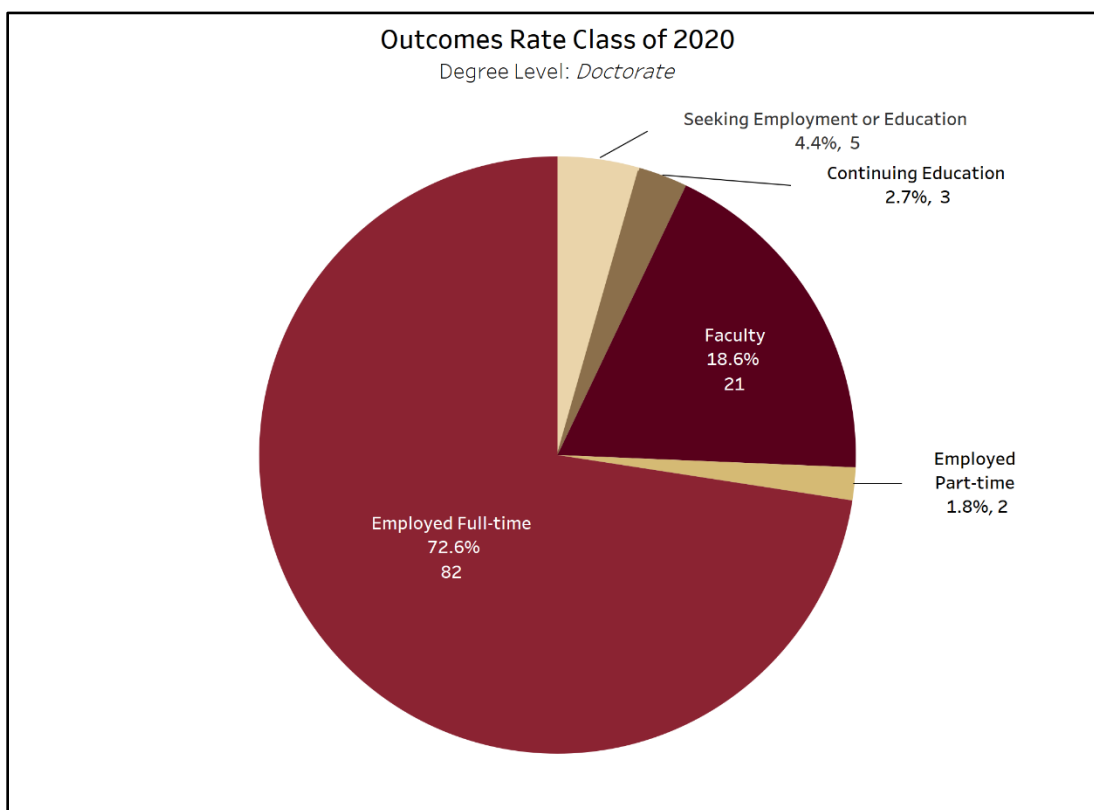
95.5% of doctoral students in the class of 2020 were employed, continuing their education, or pursuing service/military activities 6 months after graduation, with most employed full-time. Overall, this reflects a 0.8% increase over the class of 2019.

Our knowledge rate for doctoral students' post-graduation plans for the class of 2020 was 69.9%, a 21.5%, decrease from 2019 due to the data collection challenges caused by COVID.

POST-GRADUATION ACTIVITY, DOCTORAL STUDENTS (N=113)

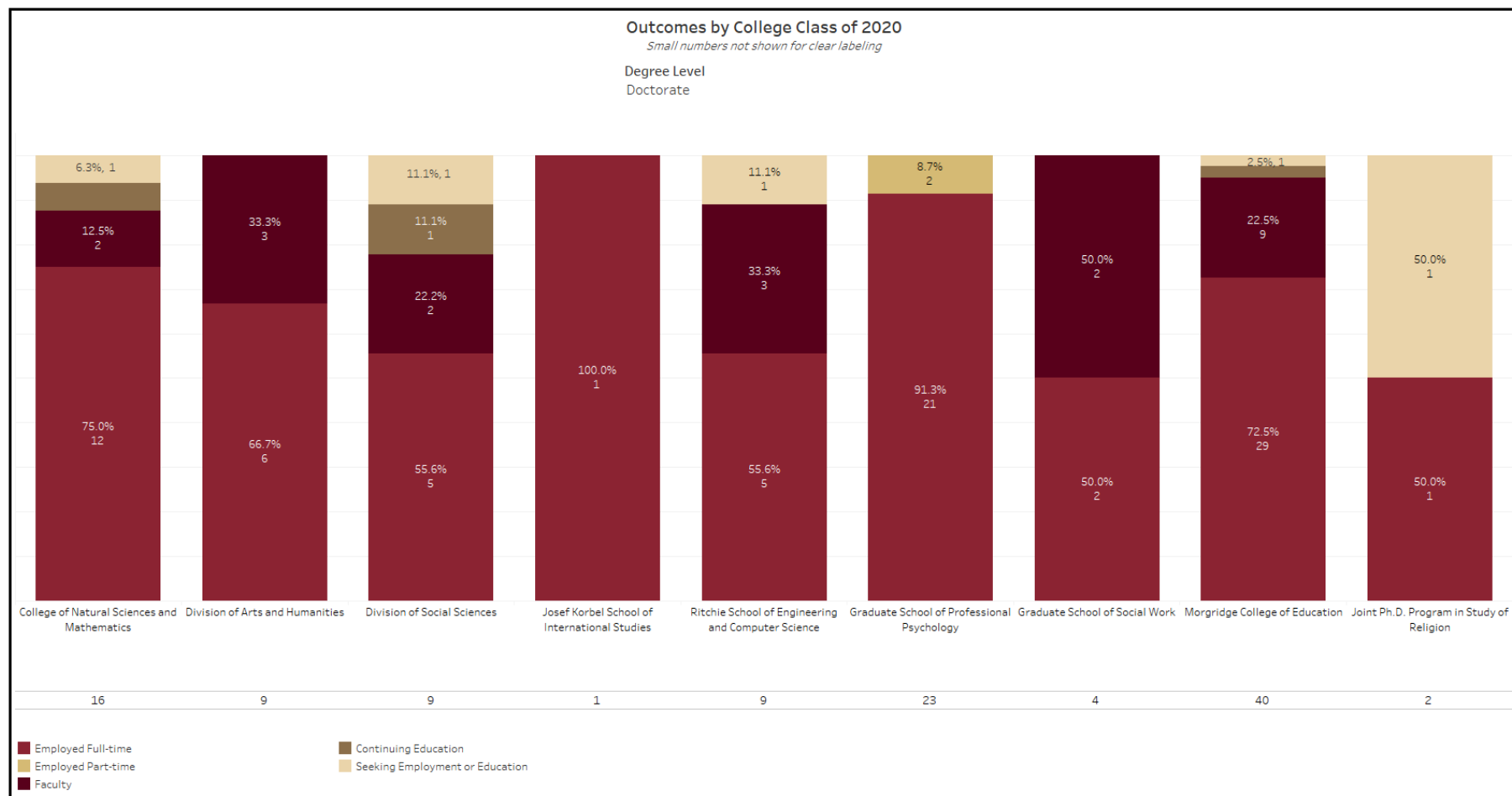
Excludes 1 student not seeking employment and 49 students for whom no information could be obtained.

There was a 1% increase in the number of doctoral students that reported full-time employment or employed as faculty over 2019 with a 0.3% increase (two records each year) in the number reporting part-time employment over the class of 2019.



DOCTORAL STUDENT POST-GRADUATION OUTCOMES BY COLLEGE (N=113)

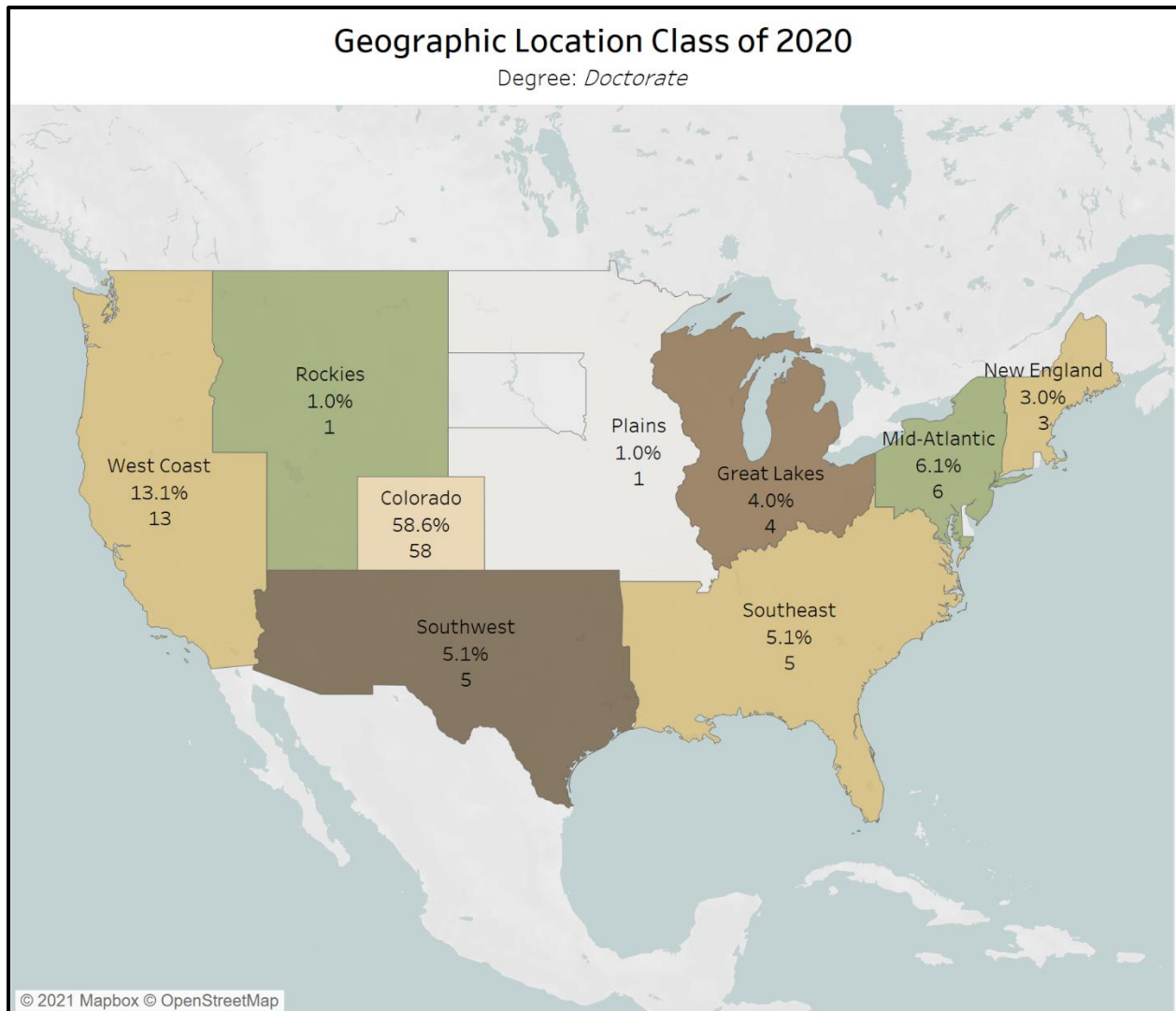
The below data represents a 69.9% knowledge rate. Small numbers not shown for clear labeling.



DOCTORATE GRADUATE FIRST-DESTINATION LOCATION (N=99)

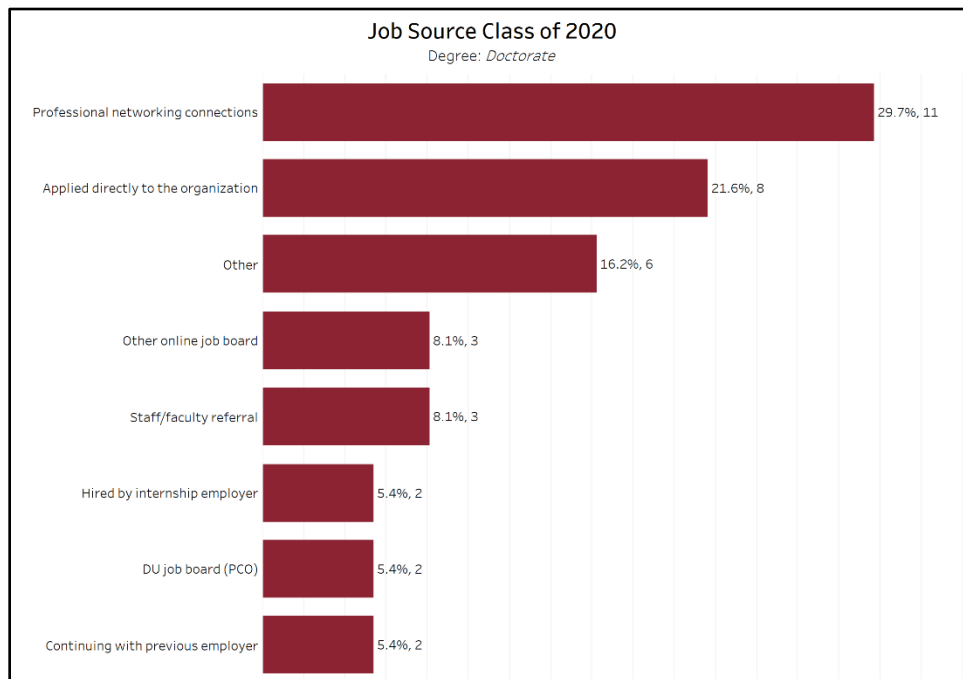
Of the 108 students that reported employment, service, or continuing education, 99 shared their job location for a knowledge rate of 91.7%.

Of those reporting location, 4.0%, or 4 graduates, reported locations outside of the United States, a decrease of 5.0% over last year. Of those doctoral students reporting location, 58.6% of the total group remained in Colorado which is a 9.4% increase from the class of 2019.



DOCTORAL STUDENT JOB SOURCE (N=37)

Of the 105 doctoral students that secured employment upon graduation 37 of them reported their job source for a response rate of 35.2%. Please be aware that because of low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.



DOCTORAL DEGREE, MEAN AND MEDIAN STARTING SALARY (N=20)

Twenty doctoral students reported their starting salary for a response rate of 37.0%. Due to low response rates for this question, the data cannot be accurately compared to prior years and may not be representative.

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. The mean salary for doctoral students in the class of 2020 was \$79,687 with a median salary of \$70,869. Mean salaries decreased \$3,713 over 2019 while the median salary increased by \$1,904.

TOP DOCTORATE EMPLOYERS

University of Denver doctoral students were employed by 65 unique employers at graduation with 58.6% of doctoral students remaining in Colorado for their first position upon graduation, the smallest percentage of all three degree levels. *Organizations noted with an (*) were also top employers in these colleges in 2019.*

All Colleges Represented N=90

University of Denver – DU (15)*
Colorado Mountain College (5)
California Department of State Hospitals (2)
Denver Health (2)
Illiff School of Theology (2)
Metropolitan State University of Denver (2)*
Regis University (2)
University of Colorado – Boulder (2)
University of Illinois – Champaign (2)

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