



**2023**  
**EMPLOYMENT**  
**REPORT**  
CLASS OF 2023  
MASTER'S & PHD GRADUATES

## EXECUTIVE SUMMARY

This report presents post-graduate outcomes for individuals who graduated from SEAS during the 2022-2023 academic year – a cohort of 274 students. SEAS gathered data from students through an annual survey about employment and other post-graduate opportunities. Where possible, the SEAS team filled in information for non-respondents through connections with students and LinkedIn searches.

### KEY FINDINGS

- At the time of the data collection, **81% of graduates had confirmed a post-graduate position**, with 70.8% employed full-time and 2.9% pursuing further education.
- For graduates who secured full-time employment, **80.6% found employment within 6 months** of graduating.
- The average salary across graduates is **\$75,158** (median \$67,000).
- SEAS graduates most commonly accepted jobs in the **private sector** (46.3%) followed by the government sector (23.2%), and the non-profit/NGO sector (18.9%).
- **Partially remote jobs** are the most popular type of work location for 2023 graduates, accounting for 41.9% of survey respondents.
- **Eighty percent** of the 2023 graduates reported being **satisfied or very satisfied with their post-graduation position**, and 66% reported their professional position aligned with their SEAS specialization.
- Over half of survey respondents reported that the **skills of critical thinking (64%), data analysis/management (59%), project management (56%), and teamwork (52%) are valuable** to their post-graduation professional experience.
- The majority (48.4%) of 2023 graduates found full-time employment in the **Midwest region** of the United States, followed by the West region (15.7%). The percentage of those working outside of the United States is 4.1%, including Ireland, Brazil, China, Copenhagen, India, Nepal, and Canada.

### REPORT SECTIONS

This report includes the following sections:

- Information about the SEAS 2022-2023 graduating cohort,
- Post-graduate outcomes,
- Compensation data for full-time positions presented by SEAS specialization and job sector as well as for international students and dual degree students,
- Additional data about post-graduate positions (e.g., other compensation, status of remote work, employment timing, job satisfaction, job alignment),
- Employment locations of graduates,
- A list of organizations hiring SEAS graduates as full-time employees in 2023,
- And placements for SEAS PhD students and SEAS Master's students pursuing PhDs.

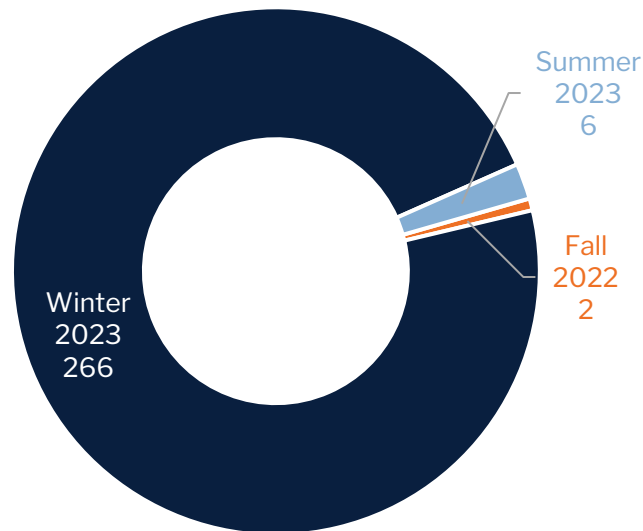
## 2022 – 2023 SEAS GRADUATES

CLASS SIZE  
**274**

### Degree Type

Master of Science	257
Master of Landscape Architecture	13
PhD	4
Dual Degree Master's students	67

### Graduates per Academic Term



INTERNATIONAL STUDENTS  
**14.6%**  
(n=178; status missing for some students)

### Major/Academic Program (n=210)

Sciences	66%
Other	21%
Social Sciences	13%
Business	7%
Engineering	3%

*\*Some individuals reported that their majors/academic programs spanned two domains. These students are included in both domains above.*

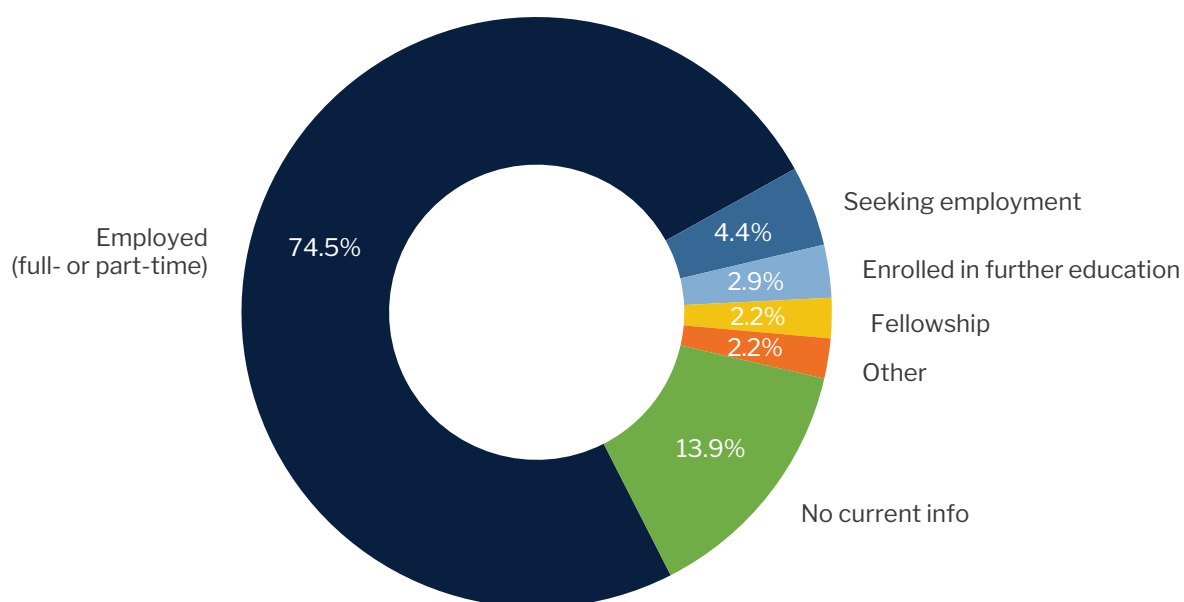
## POST-GRADUATE OUTCOMES

Employment and other post-graduate positions for SEAS 2022-23 graduates

<b>2022-23 Placement Summary*</b>	<b>%</b>	<b>#</b>
Confirmed post-graduate placement	81.0%	222
Employed (full-time)	70.8%	194
Employed (part-time)	3.6%	10
Enrolled in further education (graduate school/PhD)	2.9%	8
Fellowship	2.2%	6
Post-graduate internship	0.7%	2
Service organization	0.7%	2
Other	0.7%	2
Still seeking employment ( <i>at time of data collection</i> )	4.4%	12
No current info	13.9%	38

\*n=274; Data comes from survey respondents and data entered by SEAS team.

### 2022-23 SEAS Post-Graduate Placements



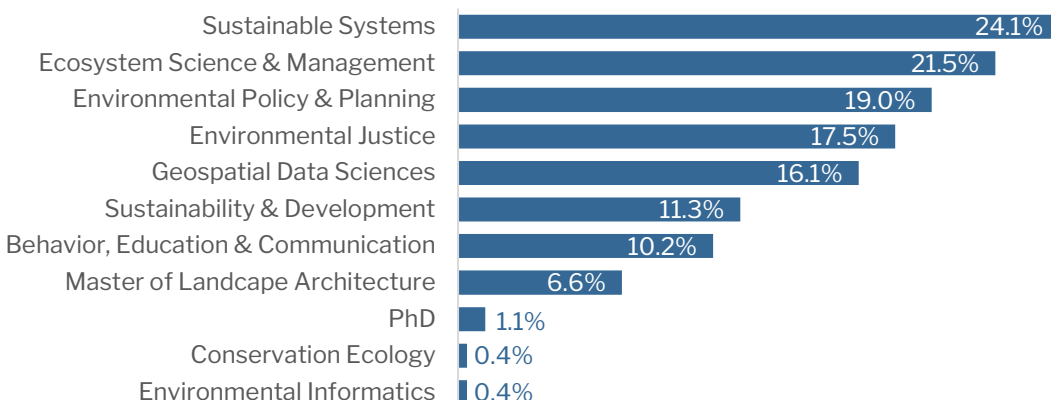
## COMPENSATION

**Compensation data includes SEAS master's program graduates from Winter 2023 and Summer 2023 who reported employment and salary information for full-time domestic employment.** Includes both students with full-time employment and full-time fellowships. Salaries originally reported as monthly, weekly, or hourly were converted to an annual salary for analysis based on a 40 hour work week for 52 weeks per year.

SEAS 2023 MA Graduates	#	Average Salary	Median Salary	Salary Range
	95	\$75,158	\$67,000	\$18,000 - \$192,000

### Class Specialization Breakdown

For all individuals who graduated from SEAS during the 2022-23 academic year

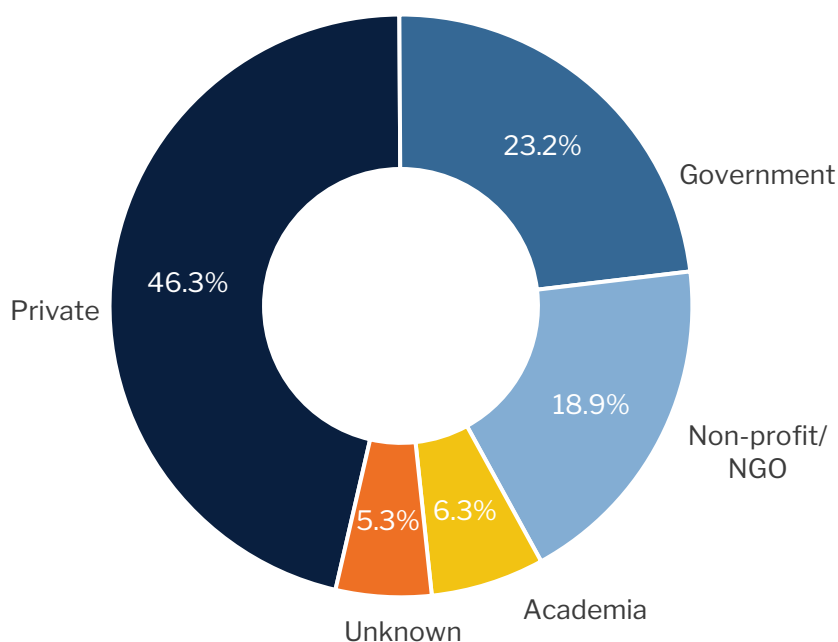


By Specialization (n=95)	%	Average	Median	Range
Sustainable Systems	30.5%	\$91,887	\$80,500	\$49,712 - \$192,000
Environmental Policy & Planning	20.0%	\$71,402	\$61,000	\$30,000 - \$130,000
Ecosystem Science & Management	17.9%	\$59,704	\$62,400	\$37,440 - \$83,000
Environmental Justice	15.8%	\$69,511	\$64,064	\$30,000 - \$192,000
Behavior, Education & Communication	13.7%	\$76,338	\$63,000	\$24,000 - \$175,000
Geospatial Data Sciences	13.7%	\$63,097	\$61,000	\$18,000 - \$105,000
Sustainability & Development	11.6%	\$65,521	\$70,000	\$35,360 - \$80,000
Landscape Architecture	5.3%	\$59,573	\$60,000	\$52,000 - \$63,500

# COMPENSATION

By Sector (n=95)	%	Average	Median	Range
Private	46.3%	\$92,075	\$79,500	\$18,000 - \$192,000
Government	23.2%	\$59,319	\$61,250	\$24,000 - \$78,044
Non-profit/NGO	18.9%	\$64,372	\$59,000	\$30,000 - \$105,000
Academia	6.3%	\$50,833	\$51,000	\$42,000 - \$57,000
Unknown	5.3%	\$64,000	\$65,000	\$48,000 - \$75,000

## SECTOR BREAKDOWN



Government Jobs by Level	23.2%
Federal government	10.5%
State government	9.5%
County / City government	2.1%
Tribal government	1.1%

Private Jobs by Type	46.3%
Consulting	21.1%
Other	9.5%
Manufacturing	5.3%
Unreported/unknown	5.3%
Design Firm	3.2%
Banking/Investments	1.1%
Retail	1.1%

By International Students (n=95)	%	Average	Median	Range
International students	15.8%	\$65,741	\$68,000	\$18,000 - 105000
Domestic students	67.4%	\$68,218	\$63,250	\$24,000 - 192000
Unknown status	16.8%	\$111,748	\$115,000	\$55,000 - 192000

## COMPENSATION

By Dual Degree Status (n=95)	%	Average	Median	Range
Non-Dual Degree	74.7%	\$66,898	\$62,500	\$18,000 - \$192,000
Dual Degree	25.3%	\$99,593	\$85,250	\$43,400 - \$192,000
SEAS + Business Administration (MBA)	13.7%	\$125,569	\$120,000	\$43,400 - \$192,000
SEAS + Environmental Engineering (MSE)	2.1%	\$68,750	\$68,750	\$57,000 - \$80,500
SEAS + Other Master's Program	9.5%	\$68,924	\$67,000	\$49,712 - \$90,000

## OTHER COMPENSATION

Other Compensation	# of students	%	Range
Signing bonus (n=95)	19	20.0%	\$500 - \$30,000
Relocation reimbursement (n=95)	14	14.7%	\$1,300 - \$12,000
Expected bonus (n=95)	29	30.5%	\$100 - \$54,000
Health insurance (n=91)*	77	84.6%	n/a
Tuition reimbursement (n=91)*	10	11.0%	n/a

*\*Unreported for individuals who reported "Fellowship" positions.*

## PhD COMPENSATION

None of the SEAS PhD students who graduated in 2023 reported salary data for their post-graduate opportunities. See the last section of this report for descriptions of the PhD students' placements.

## ADDITIONAL DATA

### Valuable Skills

Percentage of SEAS graduates reporting each skill as valuable to their post-graduation professional experience (n=133)



POSITION ALIGNED WITH  
SPECIALIZATION

**66%**

of students agreed their current position aligned with the specialization they completed at SEAS (n=107)

SATISFIED WITH POSITION

**80%**

of students reported a 4 (Satisfied) or 5 (Very Satisfied) on the 5-point scale (n=133)



## ADDITIONAL DATA

Various employment statistics for 2023 graduates

<b>Employment Timing (n=191)</b> for graduates who secured full-time positions*	<b>%</b>
Employed prior to graduating	18.8%
0 – 3 months	34.6%
4 – 6 months	27.2%
7 – 9 months	14.7%
10+ months	4.7%

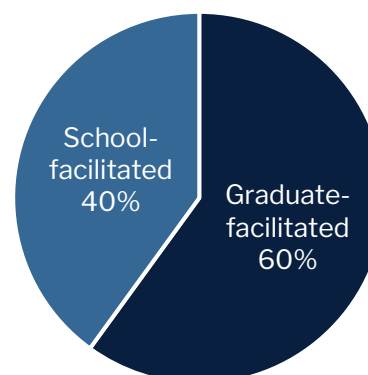
*\*Includes graduates who secured a full-time position and had a start date included in the data*

<b>Additional Information about Positions</b>	<b>%</b>
Did the job come as a result of an internship with the employer? (n=92)	25%
Is this a temporary/contract job? (n=93)	7.5%
Is this a faculty position? (n=91)	2.2%
Is this a freelance position? (n=93)	2.2%
Is the employer a startup? (n=93)	3.2%

<b>Industry (n=93)</b>	<b>%</b>
Natural Resources/Energy/Utilities	80%
Other	19%
Media/Communications	1%

<b>Work Location (n=93)</b>	<b>%</b>
Partially Remote	41.9%
On Site	35.5%

**Job Source (n=92)**



*\*More detailed information about job sources included in the Appendix.*

# EMPLOYMENT LOCATIONS

Locations of full-time employment for 2023 graduates\*

LOCATIONS	%
-----------	---

**Northeast 4.6%**

Connecticut	0.5%
Maine	0.5%
Massachusetts	2.8%
Vermont	0.9%

**Mid-Atlantic 12.9%**

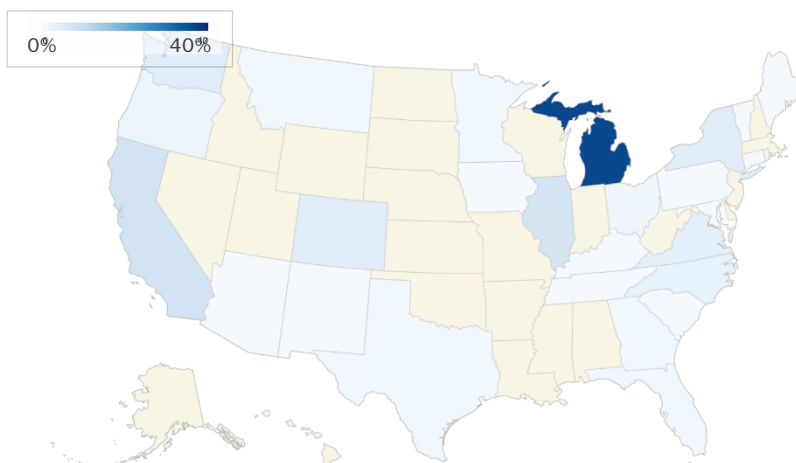
District of Columbia	3.7%
Maryland	0.5%
New York	4.6%
Pennsylvania	0.5%
Virginia	3.7%

**Midwest 48.1%**

Illinois	6.9%
Iowa	0.5%
Michigan	36.6%
Minnesota	1.4%
Missouri	0.9%
Ohio	1.9%

**South 8.9%**

Florida	1.4%
Georgia	1.4%
Kentucky	0.5%



LOCATIONS	%
-----------	---

North Carolina	3.2%
South Carolina	0.5%
Tennessee	0.5%
Texas	1.4%
<b>Southwest 5.5%</b>	
Arizona	0.5%
Colorado	4.6%
New Mexico	0.5%
<b>West 15.7%</b>	
California	7.4%
Montana	1.4%
Oregon	2.3%
Washington	4.6%

LOCATIONS	%
-----------	---

<b>International 4.1%</b>	
Ireland	0.5%
Brazil	0.5%
China Mainland	0.9%
Copenhagen	0.5%
India	0.9%
Nepal	0.5%
Canada	0.5%

\*n=216; Information is not available for all graduates about the region where they work.

## LIST OF ORGANIZATIONS

*All organizations hiring full-time employees in academic year 2022-23*

---

Accenture	Cypress Creek Renewables	Great Lakes Renewable Energy Association (GLREA)
Amcor	Deloitte	Green Things Farm Collective
American Society of Adaptation Professionals	Delorean Power, LLC.	Hamilton County Government
Apple	Design Workshop	Highway Horticulture
ASSET Laboratories	Diodes, Inc.	Hoerr Schaudt Landscape Architects
Atlanta Botanical Garden	Ducks Unlimited, Inc.	Huron River Watershed Council
Bedrock Real-Estate	Duke Energy Corporation	ImpactECI
Benzie Conservation District	Dupont	Invenergy LLC
Berkeley Research Group	Eastern Research Group (ERG), Inc.	INVENSITY, Inc.
Black Rock	Ecolab	JIMA Studio
Bluetree Network	EcoLinks Consulting	JOANN Stores
Boston Consulting Group	ECT	Kennesaw State University
Bow Glassworks	EI Group, Inc.	Lakeshore Natural Resource Partnership
BranchPattern	Elevate Energy	LimnoTech
Buckeye Hills Regional Council	Enel North America	Lynker Technologies
Buoyant Ventures	Energy & Environmental Economics (E3)	Marathon Capital, LLC.
C4 Technical Services	Energy Justice Law and Policy Center	Matthaei Botanical Gardens
CDM Smith, Inc.	Environmental Defense Fund	Maxar Technologies
Center for Global Change & Earth Observations	Environmental Investigation Agency	McKinsey & Company
Ceres	Environmental Law & Policy Center	McMaster University
City of Ann Arbor	Ferrous Processing and Trading	Metropolitan Council of the Twin Cities
City of Corvallis	Forest Park Conservancy	MI Healthy Climate Corps
Clear Water Solutions	Forest Service	Miami Waterkeeper
Coho	Foroige	Michigan Department of Environment, Great Lakes, and Energy
Colorado Department of Natural Resources	FracTracker Alliance	Michigan State University Extension
Community Climate Collaborative	Freshwater Future	MIG
Conservation Science Partners	General Motors (GM)	
Cooperative Institute for Great Lakes Research	Geosyntec Consultants	
Cornell University	Global Aktion	
County of San Diego	Good Food Advisors	

---

## LIST OF ORGANIZATIONS

*All organizations hiring full-time employees in academic year 2022-23*

---

Missouri Botanical Garden	Robert Derector Associates	U.S. Environmental Protection Agency
MITRE	Rocky Mountain Institute	U.S. Fish and Wildlife Service
National Park Service	Roland Berger	U.S. Geological Survey—Great Lakes Science Center
National Renewable Energy Laboratory	Rootbound Landscape Design Studio	United States Army Corps of Engineers
Natural Community Services (NCS)	Salicaseyae Farms	United States Conference of Mayors
Nederveld, Inc.	Satelytics	University of Michigan
New Energy Nexus	Sauk-Suiattle Indian Tribe	UM Center for Sustainable Systems
NextEra Energy	Scoular	UM LSA Honors Program
Nike, Inc.	State of Michigan	University of Minnesota Extension: Clean Energy Resources Teams
Noblis	State of Michigan Department of Environment Great Lakes and Energy - EGLE	University of Montana
Northeast Vermont Development Association, Inc.	Stericycle	USDA Natural Resources Conservation Service
Oberlin College and Conservatory	Surface 678	Vanguard
Office of U.S. Senator Debbie Stabenow	Sustainable Minds	Walker Miller
Old Time Surf Craft	T-Mobile	Walmart
Pacific Northwest National Laboratory	Takeo	Washington State Department of Commerce
PJA Architects and LA	Tantre Farm	Washington State Department of Ecology
Plastic Omnium	TD Environmental Services LLC	We the People of Detroit
Positive Scenarios Consulting	TDA Insurance & Financial Services	West Monroe
Prairie Research Institute	The Greening of Detroit	Western Forest and Fire Initiative
Project Citizenship	The Nature Conservancy	Wilmette Park District
Raftelis	The Toro Company	World Bank
Ramboll Management Consulting	The Wilson Center	World Resources Institute (WRI)
Regrow Ag	Tip of the Mitt Watershed Council	WSP USA
Republic Services	TouchstoneIQ	Yarbo, Inc.
Resources Legacy Fund	Trammell Crow Company	
Rincon Consultants, Inc	Trina Solar	
Rivian	U.S. Congress	
	U.S. Department of Agriculture	

---

## PhD PLACEMENTS

### SEAS Master's Students' Placement in PhD Programs

PhD Program Placement	Field of Study
University of Virginia	Environmental Science
University of Michigan	Landscape Architecture
University of Michigan	Environmental Science
University of Michigan	Medicine
North Carolina State University	Environmental Science
University of California, Berkeley	Medicine
University of Illinois, Urbana - Champaign	Geospatial Analytics

### SEAS PhD Students' Career Placement

SEAS PhD Career Placement*	Title	Location
Duke Energy Corporation	Energy Storage Associate Business Development Manager	Chicago, IL
US Fish and Wildlife Service	n/a	Ellsworth, ME

*\*Not all SEAS PhD students reported post-graduation plans and placements.*

## APPENDIX: Additional Data Tables

<b>Major/Academic Program (n=210)</b>						<b>%</b>
Sciences						56.7%
Other						21.0%
Social Sciences						7.6%
2 Majors: Social Sciences and Sciences						5.2%
Business						3.8%
2 Majors: Business and Sciences						2.9%
2 Majors: Engineering and Sciences						1.4%
Engineering						1.4%

<b>Specialization (n=274)</b>	<b>1<sup>st</sup> spec.</b>	<b>2<sup>nd</sup> spec.</b>	<b>3<sup>rd</sup> spec.</b>	<b>Total</b>	<b>%</b>
Sustainable Systems	56	9	1	66	24%
Ecosystem Science & Management	57	2	-	59	22%
Environmental Policy & Planning	35	17	-	52	19%
Environmental Justice	38	9	1	48	18%
Geospatial Data Sciences	30	14	-	44	16%
Sustainability & Development	12	18	1	31	11%
Behavior, Education & Communication	28	-	-	28	10%
Master of Landscape Architecture	13	5	-	18	7%
PhD	3	-	-	3	1%
Conservation Ecology	1	-	-	1	0%
Environmental Informatics	1	-	-	1	0%

<b>Jobs by sector (n=95)</b>	<b>#</b>	<b>%</b>
<b>Private</b>	<b>44</b>	<b>46.3%</b>
Consulting	20	21.1%
Other	9	9.5%
Manufacturing	5	5.3%
Unreported/unknown	5	5.3%
Design Firm	3	3.2%
Banking/Investments	1	1.1%
Retail	1	1.1%
<b>Government</b>	<b>22</b>	<b>23.2%</b>
Federal government	10	10.5%
State government	9	9.5%
County / City government	2	2.1%
Tribal government	1	1.1%
<b>Non-profit/NGO</b>	<b>18</b>	<b>18.9%</b>
<b>Academia</b>	<b>6</b>	<b>6.3%</b>
<b>Unknown</b>	<b>5</b>	<b>5.3%</b>

<b>SEAS Alumni (W23, S23) (n=95)</b>	<b>#</b>	<b>%</b>	<b>Average</b>	<b>Median</b>	<b>Range</b>
All salaries (converted to annual)	95	--	\$75,158	\$67,000	\$18,000 - \$192,000
Salary reported per year	83	87%	\$79,006	\$70,000	\$24,000-\$192,000
Salary reported per month	3	3%	\$3,417	\$4,000	\$1,500-\$4,750
Salary reported per week	1	1%	\$900	\$900	--
Salary reported per hour	8	8%	\$24.80	\$24.07	\$17-32.47

<b>Job source (n=92)</b>	<b>#</b>	<b>%</b>
Networking on Social Media (LinkedIn, Twitter, Facebook, etc.)	9	9%
Personal Contact	12	13%
Internet Job Board (Indeed, Career Builder, etc.)	27	29%
Former Employer	5	5%
Other UM-Affiliated Job Board (Handshake, Ross Recruit, etc.)	6	6%
Other	13	14%
Campus Career Fair (Green Career Fair, etc.)	1	1%
Capstone/Master's Project	2	2%
Faculty Contact	7	8%
SEAS Career Link Job Board	3	3%
Alumni Contact	4	4%
SEAS Career Services Newsletter	1	1%
Non-UM-Facilitated Internship (Full-time offer result of internship)	2	2%

<b>Percentage of students who reported skill as valuable post-grad (n=133)</b>	<b>#</b>	<b>%</b>
Critical Thinking	85	64%
Data Analysis/Management	79	59%
Management & Leadership	53	40%
Media Training/Communication	10	8%
Teamwork	69	52%
Creative Skills (i.e., photography, graphic design, etc.)	20	15%
Project Management	75	56%
Technical Skills (i.e., ArcGIS, Programming, Computer Aided Design)	57	43%
Diversity, Equity, and Inclusion (DEI)	30	23%
Public Speaking	29	22%
Negotiation	22	17%
Grant Writing	15	11%
Grassroots/Community organizing	19	14%
Financial/Budget Management	19	14%
Two or more skills reported as valuable	113	85%

<b>Detailed industry (n=93)</b>	<b>#</b>	<b>%</b>
Renewable Energy	13	14%
Other	18	19%
Research and Academia	7	8%
Environmental Consulting	11	12%
Climate Adaptation and Resilience	3	3%
Environmental Justice and Advocacy	4	4%
Environmental Engineering	1	1%
Conservation and Natural Resource Management	5	5%
Utilities	2	2%
Business Sustainability and CSR	9	10%
Geospatial/GIS and Technology	3	3%
Water	4	4%
Energy Distribution/Sales	1	1%
Environmental Planning and Green Building	1	1%
Agriculture and Food Systems	3	3%
Landscape Architecture	3	3%
Environmental Policy and Law	2	2%
Preservation and Parks	1	1%
Energy Production	1	1%
Environmental Communications	1	1%
<b>Detailed function (n=92)</b>	<b>#</b>	<b>%</b>
Consulting	18	20%
Other	8	9%
Transportation and Material Moving	1	1%
Student Support	1	1%
Life, Physical, and Social Science	5	5%
Research	6	7%
Non-profit - General	2	2%
Engineering	5	5%
Management & Policy	6	7%
Scientist	9	10%
Coordinator	5	5%
Sales and Related	1	1%
Technician	1	1%
Administrative	2	2%
Business Advisory	2	2%
Urban Planning	1	1%
Education, Training, and Library	1	1%
Program Coordinator	3	3%
Operations/Production	2	2%
Art and Design	2	2%
Communications	1	1%
Farming, Fishing, and Forestry	2	2%
Finance	2	2%
Legal	1	1%
Management	2	2%
Office and Administrative Support	1	1%
Real Estate	1	1%



**Please provide other pertinent information about your job (n=14)**

---

*Brief summary of graduates' open-ended responses to this question below:*

- Some respondents describe their post-graduate jobs as career ladder positions. They expect a steady or yearly advance to higher-level roles and increased compensation.
- Respondents listed the SEAS salary guide as a helpful resource for navigating job negotiations.
- The SEAS Green Career Fair was described by respondents as a great opportunity to learn about and connect with various organizations.

<b>Student demographics</b>	<b>%</b>
International students (n=178)	14.6%
Students with a military background (n=26)	7.1%