

2022 Employment Report

Class of 2022, Masters & PhD



EXECUTIVE SUMMARY

The School for Environment and Sustainability would like to congratulate our 2022 graduates! In 2022, the United States government started a significant green transition by committing to ambitious climate goals, and this transition represented a commitment to creating new and highly-paid green jobs. As a result of their specialized knowledge, our stellar graduates were uniquely qualified to meet the increased demand for highly skilled, green workers:

- 91% of 2022 graduates found employment within 6 months of graduating
- 95% of 2022 graduates expressed being satisfied with their post-graduation position, highlighting the importance of the experiential learning opportunities they are exposed to as a result of completing great Capstone projects and internships
- Average salaries increased to an average of \$85k (Median \$72k) compared to average salaries of \$68k (Median \$63k) in 2021

The Student Center Career Services Department continued to make improvements in 2022 to help our students prepare for exciting careers in the field of environment and sustainability. A few of the highlights include:

- Implementing a Student Advisory Board with student representative from each of the student populations we serve (Master's, Doctorate's, Program in the Environment) to solicit feedback and suggestions regarding the services and programming they wanted to see
- Increasing the quality and amount of programming available to students - we offered 50 career workshops/panel discussions and 30 employer information sessions featuring employers partners and alumni interested in engaging with our students
- Improving our technology services by updating our existing website and creating a Canvas Course + Google Site to provide targeted, branded materials to students; we also added InterStride (a platform to assist International Students) and made all of our recorded videos easily accessible to students 24/7 via MiVideo.

As you make your way through this employment report, I hope you will take note of the useful additions to this year's report:



- Updated Lists of Organizations
- New Student Profiles
- Work Location
- Job Source

Thank you in advance for taking the time to review this report, and we look forward to connecting with you in the near future.

Cindy Richard
Director, Career Development and Experiential Learning
Student Center Career Services- School for Environment and Sustainability

2022 Employment Report

Class of 2022, Masters & PhD

GRADUATES



CLASS SIZE

223

UNDERGRADUATE MAJORS

Sciences	55%
Social Sciences	20%
Humanities	13%
Engineering	8%
Other	4%

AVERAGE AGE

27



INTERNATIONAL STUDENTS

16%

CITIZENSHIP

North America	84%
Asia	14%
Europe	1%
South America	<1%

US ETHNICITY

White	74%
2 or More	8%
Asian	7%
Hispanic	7%
Black	5%

US STUDENTS OF COLOR

26%

WOMEN

68%

PROFILES

How has Career Services been useful for you during your time at SEAS?



"Career Services has been so helpful to me in about 100 different ways! I attend workshops regularly, including those on interview skills, resume building, and negotiation skills. All the resources Career Services provides have been especially helpful to me during my job search, such as the Connecting with Alumni and Employers Guide, the Cover Letter Guide, and the Interview Prep Guide. I also have had 1:1 counseling experiences with both of my specialization counselors to help tailor my resume and cover letter for different audiences. I have saved all the most helpful guides to my Google drive and bookmarked the Career Services website on my computer so I can have easy access to all the great resources whenever I need them."

- Megan Husted (she/her), Class of 2023
Specializations: Environmental Justice & Environmental Policy and Planning

What type of master's project did you work on?

"I am working with five other students on a project for stewardship and restoration of the St. Pierre Wetland, a SEAS-owned property. We have worked closely with SEAS Facilities, the Huron River Watershed Council, two homeowners' associations, and The Stewardship Network on the project. We have focused on engaging communities in stewardship and setting up experimental methods for removing glossy buckthorn at the property to inform large-scale restoration on-site. Taking up the role of project manager for a semester was a valuable experience for me to learn how to play to peers' strengths for effective teamwork."

- Liam Connolly (he/him), Class of 2023
Specializations: Ecosystem Science and Management & Environmental Justice



How did you find community and get involved at SEAS?



"I found community in many ways at SEAS. Two examples are through my master's project involvement and the Erb Institute program. My master's project team was instrumental in my integration within the SEAS community because we started at SEAS at the peak of the COVID-19 pandemic, making it difficult to build meaningful connections during this time. Thanks to this team, I was able to expand my SEAS connections beyond the classroom and feel part of the larger SEAS community. Another key group were my Erb peers. This is a special group of people who have made my graduate experience one of a kind, from classroom support to late-night talks about pressing environmental challenges. Overall, I feel incredibly grateful to have both of these communities and for making Michigan feel like a second home."

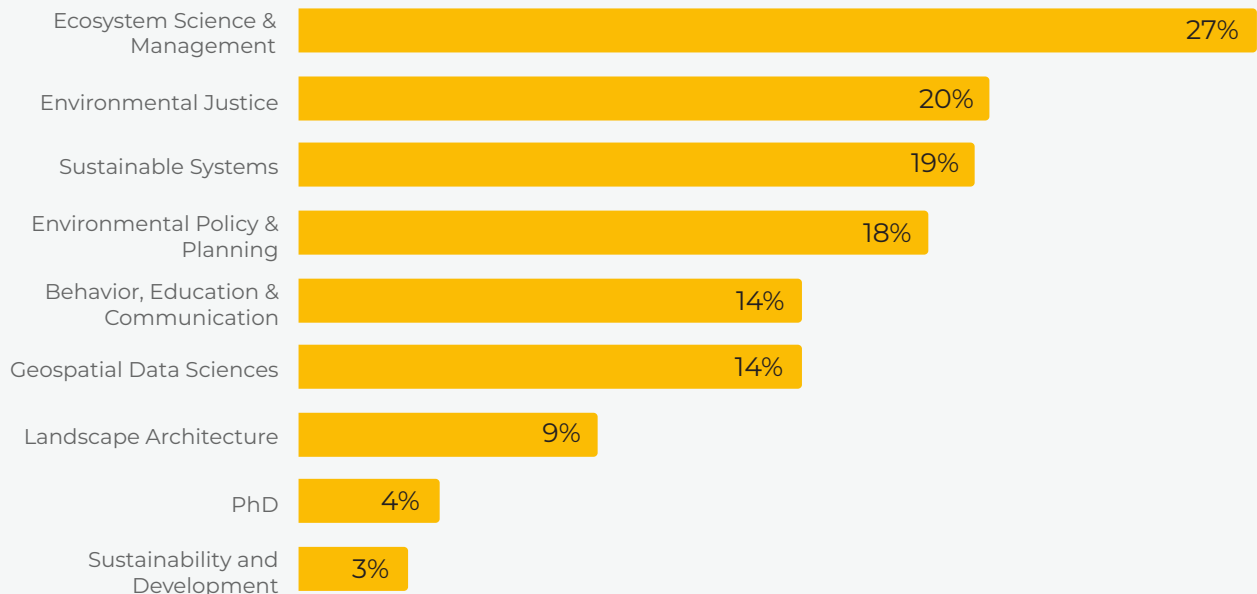
- Linnet Leon (she/her), Class of 2023
Specialization: Sustainability and Development

COMPENSATION

Full-time domestic employment compensation for 2022 graduates

COMPENSATION BY SPECIALIZATION	% OF REPORTED	AVERAGE	MEDIAN	RANGE
Behavior, Education & Communication	24.0%	\$98,333	\$83,500	\$40,000 - \$175,000
Environmental Policy & Planning	21.3%	\$111,195	\$90,000	\$57,000 - \$175,000
Ecosystem Science & Management	21.3%	\$65,187	\$58,500	\$35,000 - \$135,000
Environmental Justice	17.3%	\$62,715	\$54,000	\$40,000 - \$94,000
Sustainable Systems	17.3%	\$114,502	\$120,000	\$70,000 - \$175,000
Geospatial Data Sciences	9.3%	\$54,229	\$55,000	\$32,000 - \$82,601
Landscape Architecture	8.0%	\$63,900	\$62,200	\$55,000 - \$72,000
PhD	5.3%	\$61,250	\$57,500	\$50,000 - \$80,000
Sustainability & Development	4.0%	\$64,000	\$65,000	\$49,000 - \$78,000

CLASS SPECIALIZATION BREAKDOWN

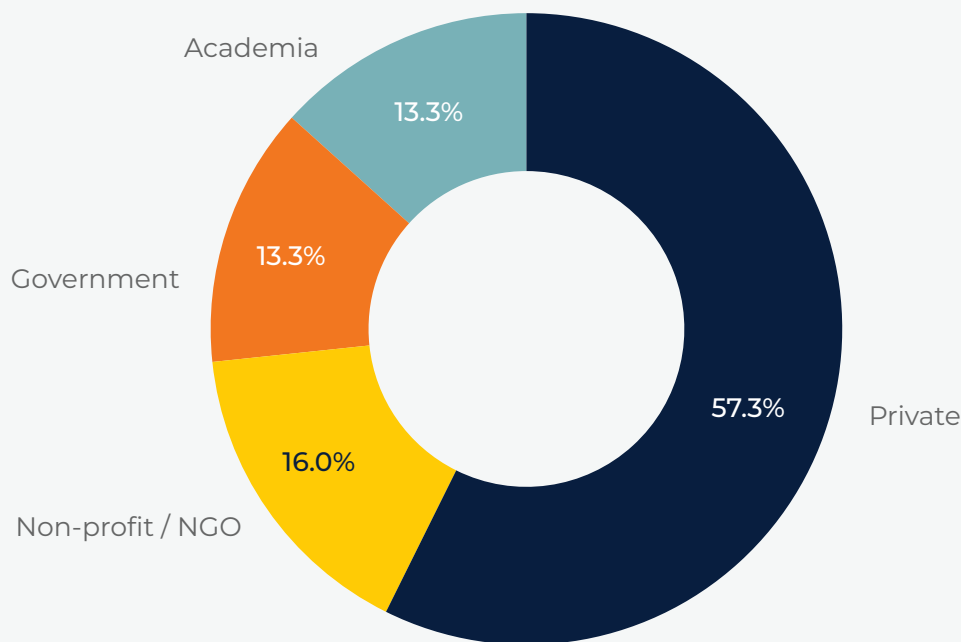


COMPENSATION

Full-time domestic employment compensation for 2022 graduates

COMPENSATION BY SECTOR	%	AVERAGE	MEDIAN	RANGE
Private	57.3%	\$105,031	\$114,000	\$36,500 - \$175,000
Non-profit/NGO	16.0%	\$64,150	\$67,500	\$35,000 - \$95,000
Government	13.3%	\$62,332	\$56,500	\$47,000 - \$89,000
Academia	13.3%	\$47,800	\$49,000	\$32,000 - \$60,000

SECTOR BREAKDOWN



COMPENSATION BY DUAL STATUS	%	AVERAGE	MEDIAN	RANGE
Dual Degree	37.2%	\$127,858	\$125,000	\$75,000 - \$175,000
Non-Dual Degree	62.8%	\$63,521	\$60,000	\$32,000 - \$262,500

ADDITIONAL DATA

Various employment statistics for 2022 graduates

PLACEMENT SUMMARY	%
Employed	74.4%
Enrolled in further education	5.4%
Seeking Employment	3.6%
Fellowship or National Service	2.7%
Other	1.8%
No current info	12.1%

SATISFIED WITH POSITION
95%

WORK LOCATION	%
On-Site	30.8%
Partially Remote	53.8%
100% Remote	15.4%

JOB SOURCE	%
School-Facilitated	41.7%
Student-Facilitated	63.3%

POSITION ALIGNED WITH SPECIALIZATION
87%

EMPLOYMENT TIMING	%
Employed prior to graduating	38.2%
0-3 months	28.7%
4-6 months	24.3%
7-9 months	7.4%
10+ months	1.5%

ORGANIZATIONS

All organizations hiring full-time employees in Academic Year 2021-22

3Degrees: A Renewable Energy
and Carbon Offset Provider

3M Company

3R Sustainability

Accenture

Alsana

American Express

American University

American Wood Council

Anheuser-Busch InBev

Anthesis Group

ArquitectonicaGEO

Boston Consulting Group (BCG)

Cactus Communications

Center for Climate and Energy
Solutions (C2ES)

Centers for Disease Control and
Prevention (CDC)

Charles River Laboratories

CHASS Center

Chongqing University

City of Ann Arbor (MI)

City of Bloomington (IN)

City of Detroit (MI)

City of Kansas City (MO)

City of Philadelphia (PA)

City of Phoenix (AZ)

Clean Water Action

Clemson University

Climable.org

Coho

Consolidated Safety Services,
Inc.

Cornell University

Corporate Citizenship

Creating Sustainable
Landscapes

Deloitte Consulting LLP

Ducks Unlimited, Inc.

EA Engineering, Science, &
Technology, Inc.

EDP Renewables

Elevate

Energy 4 Impact

Environmental Incentives, LLC

EOA, Inc.

Franklin Associates--A Division
of ERG

GEI Consultants

General Motors (GM)

Ghafari Associates

Ginkgo Bioworks

Globetrotters Engineering
Corporation

Governance & Accountability
Institute, Inc.

Graham Sustainability Institute

Great Plains Institute

Green Cross

Green Infrastructure Center Inc.

Guidehouse

H. T. Harvey & Associates

HDR, Inc.

Housatonic Valley Association

Hua Nani Partners

Hudson Valley Farm Hub

Huron River Watershed Council

IDEO

Impact Collective Group

Indiana University – Purdue
University Indianapolis (IUPUI)

Integrated Design Solutions

JPB Foundation

Just Roots

Keep Cincinnati Beautiful

KISS, Tech Start-up Health app

Kite Insights

Land O'Lakes

Leave No Trace

LimnoTech

Lynker Technologies

Marstel Day

Maxar Technologies

McKinsey & Company

Michaels Energy

Michigan Department of
Natural Resources (DNR)

Michigan Milk Producers
Association

Michigan Tech Research
Institute (MTRI)

Michigan United

Montana Department of
Natural Resources and
Conservation

ORGANIZATIONS

All organizations hiring full-time employees in Academic Year 2021-22

Moving Forward Network	Scio Township	U.S. District Courts
Nasdaq	SmithGroup	U.S. Environmental Protection Agency (EPA)
National Grid	Starbucks	U.S. Forest Service
National Wildlife Federation (NWF)	State of Michigan Department of Environment Great Lakes and Energy	U.S. Geological Survey (USGS)
New Jersey LCV	Steelcase Inc.	United Community Housing Coalition
NextGen Policy	Supreme Court of Guam	United States National Aeronautics and Space Administration (NASA)
Nike, Inc.	Target	University of California - Santa Barbara
NIO	Texas A&M University	University of Florida
OJB Landscape Architecture	Texas Tech	University of Michigan
PA Consulting	The Common Market	University of Notre Dame
PepsiCo US	The Cooperative Institute for Great Lakes Research (CIGLR)	University of Vermont
Perkins+Will	The Great Lakes Commission (GLC)	USDA Forest Service
Pine Gate Renewables	The National Renewable Energy Lab (NREL)	Village of Lombard
Poás Bioenergy	The Nature Conservancy (TNC)	WAP Sustainability Consulting
PwC	The Sugar Bush Foundation	Washington State Department of Ecology
Ramboll	The University of Alabama	Woodwell Climate Research Center
Rare	The Vanguard Group	World Resources Institute (WRI)
Raymond Jungles, Inc.	Third Economy	
ReFED, Inc.	Thompson Island Outward Bound	
Republic Services		
Rosendin		
RTI International		



Steelcase



The Nature Conservancy 

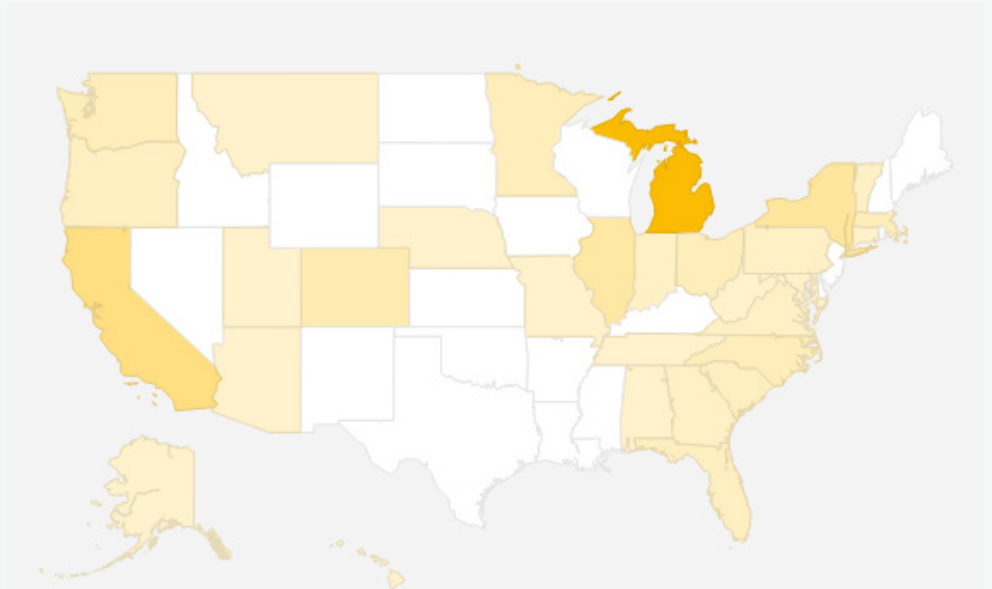
 **NREL**

 **pwc**

LOCATIONS

Locations of full-time employment for 2022 graduates

LOCATIONS	%
Mid-Atlantic	8.0%
District of Columbia	4.0%
Maryland	0.7%
New York	6.0%
Pennsylvania	1.3%
Virginia	1.3%
West Virginia	0.7%
Midwest	39.3%
Illinois	5.3%
Indiana	1.3%
Michigan	26.0%
Minnesota	2.7%
Missouri	0.7%
Nebraska	0.7%
Ohio	2.7%
Northeast	10.7%
Connecticut	0.7%
Massachusetts	2.7%
Vermont	1.3%



LOCATIONS	%	LOCATIONS	%
South	9.3%	Southwest	4.7%
Alabama	0.7%	Arizona	0.7%
Florida	2.0%	Colorado	4.0%
Georgia	1.3%	West	16.7%
North Carolina	2.7%	Alaska	0.7%
South Carolina	2.0%	California	9.3%
Tennessee	0.7%	Hawaii	0.7%
International	4.7%	Montana	0.7%
Guam	0.7%	Oregon	2.0%
China Mainland	2.0%	Utah	0.7%
United Kingdom	0.7%	Washington	2.7%
Thailand	0.7%	Remote	6.7%
Kenya	0.7%		

PHD

SEAS Masters Student Placement in PhD Programs & SEAS PhD Career Placement

PHD PROGRAM PLACEMENT	FIELD OF STUDY
Carnegie Mellon University (PA)	Mechanical Engineering
Colorado State University (CO)	Environmental Studies
Michigan State University (MI)	Education
University of California - Los Angeles (UCLA)	--
University of Illinois - Urbana-Champaign	Geography & Geographic Information Science
University of Maine (ME)	Wildlife, Fisheries, and Conservation Biology
University of Maryland	Urban and Regional Planning and Design
University of Maryland	Geographical Sciences
University of Michigan--Ann Arbor (MI)	Public Policy
University of Michigan--Ann Arbor (MI)	Energy Politics
University of Minnesota--Twin Cities (MN)	Geography
West Virginia University (WV)	Biology

SEAS PHD CAREER PLACEMENT	TITLE	LOCATION	SECTOR
University of Michigan	Postdoctoral Fellow	Ann Arbor - MI	Academia
Chongqing University	Associate Professor	Chongqing - China	Academia
Texas Tech	Assistant Professor	Lubbock- Texas	Academia
NIO	Software System Engineer	Shanghai - China	Private
University of Florida	Assistant Professor	Gainesville - FL	Academia
The Nature Conservancy (TNC)	Engagement Consultant	East Lansing - MI	Non-profit/ NGO
University of California - Santa Barbara	Postdoctoral Associate	Santa Barbara - CA	Academia
University of Michigan	Postdoctoral Researcher	Ann Arbor - MI	Academia

INTERNSHIPS

Internship organizations for Class of 2022

501CTHREE Corp

Amazon

American Express

Anheuser-Busch InBev

Apeel Sciences

Barn Sanctuary

Bird Center of Michigan

Boston Consulting Group
(BCG)

Business Council for
Sustainable Energy (BCSE)

CARE International

Charles H. Wright Museum
of African American History

City of Detroit, Office of
Sustainability

City of Tallahassee

Coopedota Coffee
Cooperative

Cypress Creek Renewables

DANONE

Detroit Venture Partners

DreamCatchers Therapy
Practice

Elevated Chicago eTOD

Environmental Defense
Fund (EDF)

Ford Motor Company

Ginkgo Bioworks

Great Lakes Observing
System (GLOS)

Henan Provincial Energy
Conservation and Energy
Center

King Cobra Project

Matthaei Botanical Gardens
& Nichols Arboretum

Michigan Audubon Society

Michigan Climate Venture

Moving Foward Network

Native Justice Coalition

Nike, Inc.

Northern Arizona University

Ocean Spray

PepsiCo US

Post Carbon Institute

Rainforest Alliance

RBC Capital Markets

ReFED, Inc.

RRS (Resource Recycling
Systems)

South Dakota Department
of Game, Fish & Parks

Star-river Landscaping

Starbucks

State of Michigan
Department of Environment
Great Lakes and Energy

Steelcase Inc.

Sustainability Accounting
Standards Board

Sustainable Markets
Initiative

Target

The Wilderness Society
(TWS)

U.S. Environmental
Protection Agency (EPA)

Under Armour, Inc.

United Nations
Development Programme
(UNDP)

United Nations Framework
Convention on Climate
Change (UNFCCC)

United States House of
Representatives

University of Michigan -
Center for Socially Engaged
Design

Village of Wilmette

Walmart Stores Inc

We Want Green, Too!

William Penn Foundation

World Wildlife Fund (WWF)

Yichun City Landscape
Bureau



M | **SEAS** SCHOOL FOR ENVIRONMENT
AND SUSTAINABILITY
UNIVERSITY OF MICHIGAN

Samuel T. Dana Building
440 Church St
Ann Arbor, MI 48109
(734) 764-6453
seas-admissions@umich.edu



UMichSEAS



um_seas



UMSEAS



umseas