

# 2021 Employment Report

Class of 2021, Masters & PhD

## GRADUATES



CLASS SIZE

**179**

US STUDENTS  
OF COLOR

**26%**

WOMEN

**68%**

### UNDERGRADUATE MAJORS

Sciences .....	58%
Engineering .....	13%
Social Sciences .....	12%
Humanities .....	10%
Other .....	7%

### US ETHNICITY

White .....	74%
Asian .....	10%
Hispanic .....	7%
Black .....	4%
2 or more & Other .....	4%



INTERNATIONAL  
STUDENTS

**20%**

### CITIZENSHIP

North America .....	80%
Asia .....	17%
South America .....	2%
Africa .....	<1%
Europe .....	<1%

# ORGANIZATIONS

*All organizations hiring full-time employees in Academic Year 2020-21*

Akima	Economic & Planning Systems	LCRA
Alliance to Save Energy	Enel Green Power	LimnoTech
Amazon Watch	Environmental Defense Fund	Los Alamos National Laboratory
Amtcor Rigid Plastics	Environmental Resources Management	McKinsey & Company
Arizona State University	Federated Indians of Graton Rancheria	Michigan Department of Natural Resources
Better World Group	FlowWest	Michigan Environmental Justice Coalition
Bird Conservancy of the Rockies	Fluence	Michigan Tech Research Institute
Blue Water Baltimore	Fluor Marine Propulsion	Mumm Napa
Booz Allen	Four Star Greenhouse	National Audubon Society
Cardno	Frontage Laboratories, Inc	National Renewable Energy Laboratory
Cargill	General Motors	National Wildlife Federation
CDP	GHD	Natural Resources Conservation Service
Center for Environmental Forensic Science at the University of Washington	Goldman Sachs	New Urban Forestry
Chisholm Legacy Project	Graham Sustainability Institute	NextEra Energy Resources, LLC
City of Ann Arbor	Granular	PA Consulting Group
Clean Energy Leadership Institute	Great Lakes and St. Lawrence Cities Initiative	Pasadena Humane
Clean Water Action	Guggenheim Partners	Penn State University
ClimeCo	Harvest Solar	PwC
CodeGreen Solutions	Hubbell, Roth & Clark, Inc.	Quantis
Coen + Partners	ICF International	Rails to Trails Conservancy
Colorado Forest Restoration Institute	Idaho National Laboratory	RBC Capital Markets
Dell	IvyOnline Academy	reDirect
Department of Defense Joint Chiefs of Staff	Johns Hopkins Technology Ventures	Rethink Impact, LP
Detroit Public Schools	Kaiser Permanente	Rivian
Dunes Learning Center	Kearns & West, Inc.	
	Kentucky Heartwood	

# ORGANIZATIONS

*All organizations hiring full-time employees in Academic Year 2020-21*

Saiki Design

San Francisco Bay National  
Estuarine Research Reserve

Sasaki

SCS Global Services

Second Nature, Inc.

Sierra Institute for Community  
and Environment

SmithGroupJJR

Sodexo, Inc.

SonLight Power

Soothsayer Analytics

South Pole Carbon Asset  
Management

State of Minnesota Department  
of Agriculture

Steelcase Inc.

Stockholm Environment  
Institute

Sunday

Surface 678

Techstars

The Johnson Hill Land Ethics  
Studio

The Millennium Challenge  
Corporation

The Mobility House

The Nature Conservancy

Twelve

U.S. Department of Agriculture

U.S. Department of Energy

U.S. Environmental Protection  
Agency

U.S. Fish and Wildlife Service

U.S. Geological Survey

U.S. Government Accountability  
Office

United Nations

United Nations Foundation

University of California -  
Berkeley

University of Michigan

University of Michigan  
School for Environment and  
Sustainability

University of Minnesota

University of Vermont

Vermont Energy Investment  
Corporation

Vrije Universiteit Amsterdam

West Monroe Partners

Weyerhaeuser

Winrock International

Wisconsin Sea Grant

World Wildlife Fund

Xishuangbanna Tropical  
Botanical Garden, Chinese  
Academy of Science

Yale Program on Climate  
Change Communication

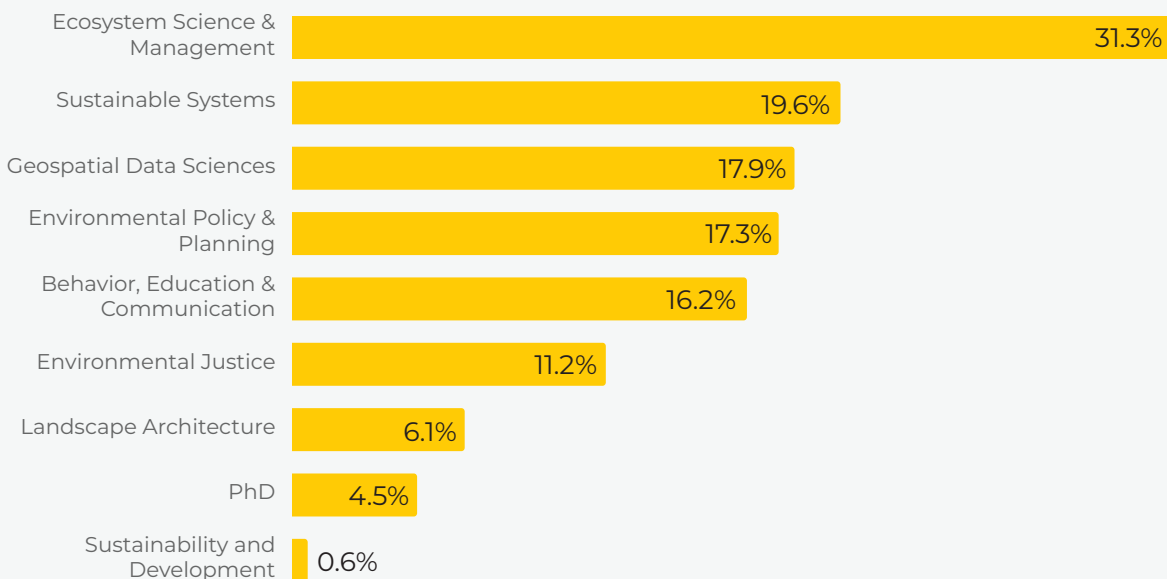


# COMPENSATION

*Full-time domestic employment compensation for 2021 graduates*

COMPENSATION BY SPECIALIZATION	% OF REPORTED	AVERAGE	MEDIAN	RANGE
Ecosystem Science & Management	31.9%	\$57,364	\$51,500	\$32,500 - \$150,000
Sustainable Systems	27.5%	\$76,080	\$72,000	\$25,680 - \$160,000
Geospatial Data Sciences	20.3%	\$57,464	\$58,000	\$37,500 - \$70,000
Environmental Policy & Planning	17.4%	\$72,342	\$64,750	\$32,600 - \$130,000
Behavior, Education & Communication	11.6%	\$74,512	\$62,750	\$47,500 - \$175,000
Environmental Justice	8.7%	\$57,083	\$67,500	\$27,500 - \$75,000
Landscape Architecture	5.8%	\$63,375	\$58,000	\$47,500 - \$90,000
PhD	4.3%	\$58,333	\$57,500	\$57,500 - \$60,000
Sustainability and Development	1.4%	--	--	--

## CLASS SPECIALIZATION BREAKDOWN

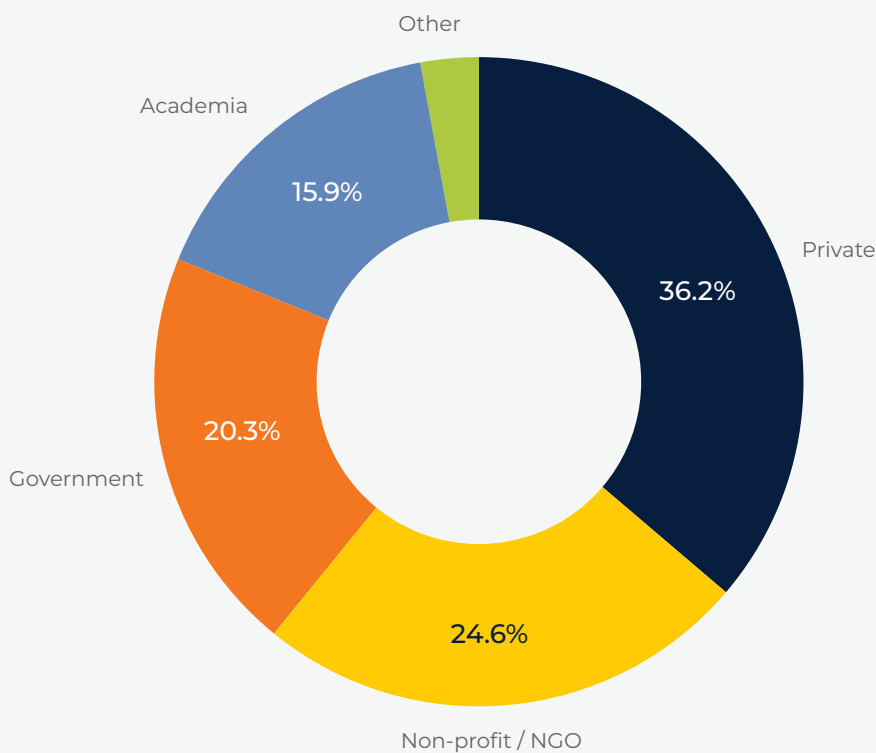


# COMPENSATION

*Full-time domestic employment compensation for 2021 graduates*

COMPENSATION BY SECTOR	%	AVERAGE	MEDIAN	RANGE
Private	36.2%	\$88,730	\$74,000	\$47,500 - \$175,000
Non-profit/NGO	24.6%	\$55,893	\$60,000	\$25,680 - \$72,500
Government	20.3%	\$61,614	\$62,500	\$37,500 - \$77,500
Academia	15.9%	\$47,182	\$47,500	\$27,500 - \$63,000
Other	2.9%	\$62,550	\$62,550	\$32,600 - \$92,500

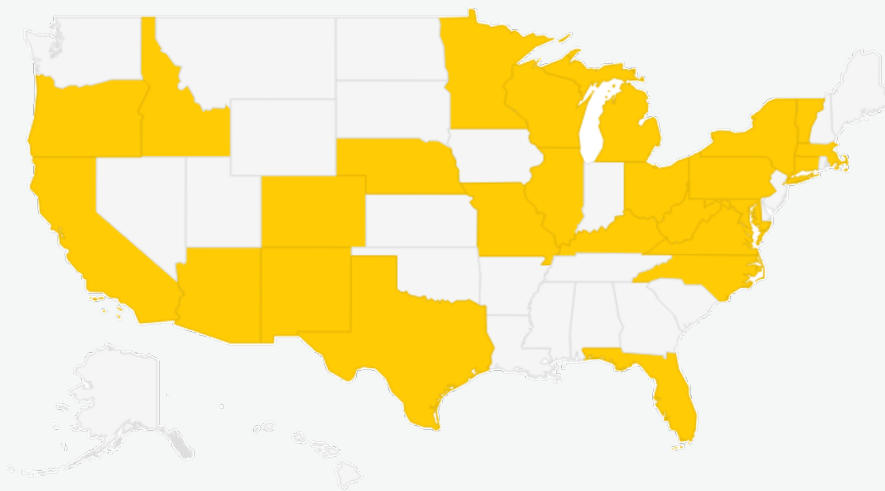
SECTOR BREAKDOWN



# LOCATIONS

*Locations of full-time employment for 2021 graduates*

LOCATIONS	%
Mid-Atlantic	20.3%
District of Columbia	6.8%
Maryland	3.0%
New York	5.3%
Pennsylvania	1.5%
Virginia	3.0%
West Virginia	0.8%
Midwest	42.9%
Illinois	4.5%
Michigan	30.1%
Minnesota	3.8%
Missouri	0.8%
Nebraska	0.8%
Ohio	1.5%
Wisconsin	1.5%
Northeast	3.8%
Connecticut	1.5%
Massachusetts	1.5%
Vermont	0.8%
South	3.0%
Florida	0.8%
Kentucky	0.8%
North Carolina	1.5%



LOCATIONS	%
Southwest	10.5%
Arizona	0.8%
Colorado	6.8%
New Mexico	0.8%
Texas	2.3%
West	12.8%
California	10.5%
Idaho	1.5%
Oregon	0.8%
International	3.0%
Jakarta, Indonesia	0.8%
Yunnan, China	0.8%
Remote	3.8%

# ADDL DATA

*Various employment statistics for 2021 graduates*

PLACEMENT SUMMARY	%
Employed	74.3%
Enrolled in further education	4.5%
Unemployed	2.2%
Fellowship or National Service	1.1%
Other	1.7%
No current info	16.2%

SATISFIED WITH  
POSITION

**89%**

COMPENSATION BY LOCATION	%	AVERAGE	MEDIAN	RANGE
Domestic	88.5%	\$67,755	\$63,000	\$25,680 - \$175,000
International	11.5%	\$57,133	\$57,500	\$11,200 - \$125,500
OVERALL	100%	\$66,530	\$62,500	\$11,200 - \$175,000

POSITION  
ALIGNED WITH  
SPECIALIZATION

**89%**

EMPLOYMENT TIMING	%
Employed prior to graduating	35.0%
0-3 months	27.9%
4-6 months	25.7%
7-9 months	7.9%
10+ months	3.6%

# PHD

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

PHD PROGRAM PLACEMENT	DEPARTMENT
University of Vermont	Food Systems
Yale University	School of the Environment
University of North Carolina at Chapel Hill	Environment, Ecology, Energy
University of Michigan	Chemical Engineering
Unverisity of Illinois Urbana-Champaign	Deaprtment of Geography and GIS
Dartmouth	Ecology, Evolution, Environment and Society
Michigan State University	Department of Integrative Biology
The Ohio State University	Evolution, Ecology, and Organismal Biology

SEAS PHD CAREER PLACEMENT	TITLE	LOCATION	SECTOR
Arizona State University	Presidential Postdoctoral Research Fellow	Tempe, AZ	Academia
Stockholm Environment Institute	Research fellow	Stockholm, Sweden	Non-profit/ NGO
Yale Program on Climate Change Communication	Postdoctoral Associate	New Haven, CT	Academia
Ann Arbor Public Schools Substitute Teacher	Substitute Teacher	Ann Arbor, MI	Academia
Yale University	Postdoctoral Associate	New Haven, CT	Academia
National Renewable Energy Laboratory (NREL)	Researcher	Golden, CO	Academia
Vrije Universiteit Amsterdam	Postdoctoral Researcher	Amsterdam, Netherlands	Academia
Arizona State University	Postdoc	Tempe, AZ	Academia

# INTERNSHIPS

## *Internship organizations and statistics for Class of 2021*

Agriculture Capital	Idaho National Laboratory	The Johnson Hill Land Ethics Studio
Amazon	International Livestock Research Institute	The Mid-Michigan Land Conservancy
Audubon Great Lakes	Jersey City Office of Sustainability	The Millennium Challenge Corporation
Center for Climate and Energy Solutions	Michigan Department of Environment, Great Lakes and Energy	Tradewater
City of Ann Arbor	Michigan Energy Options	U.S. Environmental Protection Agency
City of Waukee Public Works Department	Michigan Office of the Great Lakes	University of Michigan
CohnReznick Capital	NextEra Energy Resources, LLC	University of Michigan School of Information
Dell	NRDC	University of Virgin Island Research and Technology Park
Doris Duke Charitable Foundation	Oak Ridge National Laboratory	Urban Rivers
DTE Energy	Rocky Mountain Institute	Walton Family Foundation
Ecolab	Root Solutions	Washtenaw County Water Resources Commissioner's Office
EDF Inc.	Sasaki	West Monroe Partners
Environmental Defense Fund	The Cooperative Institute for Great Lakes Research	
Guggenheim Partners	The Farm at St. Joe's	
HealthSpark Accelerator		
ICLEI - Local Governments for Sustainability USA		

INTERNSHIP STATUS	%
Had internship	29.1%
Did not have internship	28.5%
No data	42.5%

FUNDING	%
Funded by Employer	60.8%
Funded by SEAS	19.6%
Funded through another source	7.8%
Not Funded	11.8%