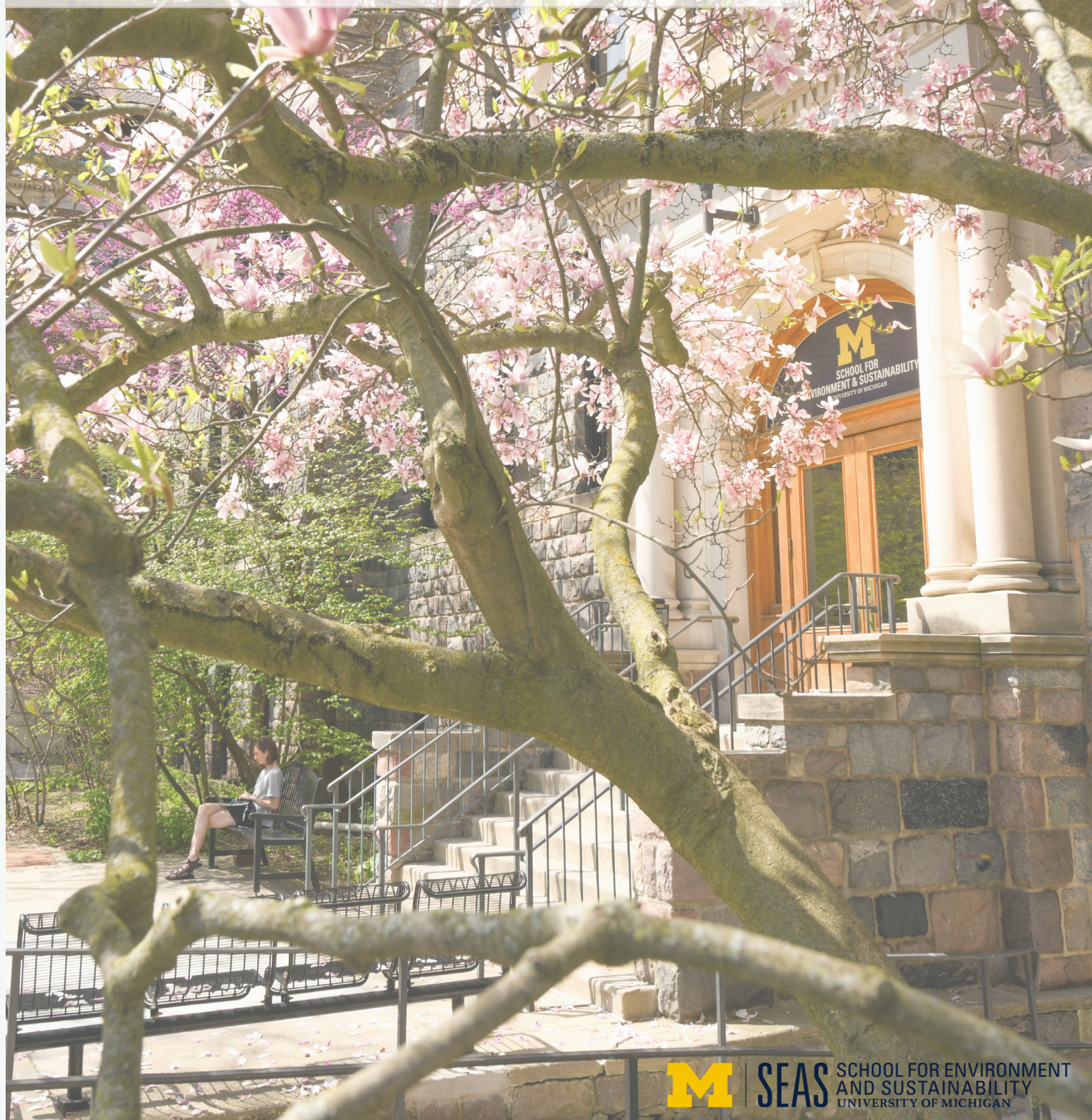


# 2021 Employment Report

Class of 2021, Masters & PhD



SEAS

SCHOOL FOR ENVIRONMENT  
AND SUSTAINABILITY  
UNIVERSITY OF MICHIGAN



# EXECUTIVE SUMMARY

The School for Environment and Sustainability is extremely proud of our 2021 graduates! Despite all of the transitions and challenges they experienced as a result of the pandemic, our students were still successful in securing jobs at some of the top employers in the fields of environment and sustainability:

- 2021 graduates **set a new record** for the employment rate among SEAS grads. Of those seeking employment, **94% found full-time employment** within a year of graduation. 89% of those seeking employment found employment within their field of specialization.
- **89% of the graduating class expressed satisfaction** with their post-graduation position, showing us that their exposure to professional experiences such as the Capstone project and internships combined with their exposure to excellent educational opportunities are helping our graduates to make good decisions about their careers.
- **88% of internships were funded** for the class of 2021. Funding was provided by employers, SEAS, and additional sources such as fellowships and scholarships. Paid internship opportunities are important because they help students to defray the costs of getting an education.

According to the first [Global Green Skills Report](#) published by LinkedIn in 2022, the pandemic accelerated the trend of hiring green workers at a higher rate than non-green workers (pg. 11). **88.6% of our students were employed prior to graduating or within six months of graduating**, demonstrating their resiliency and ability to successfully find employment within their environmental fields of study. The need for green talent is continuing to grow globally, and our graduates are well-equipped to make positive contributions in all sectors of the global economy.

To help our students meet these challenges, SEAS made a significant investment in the Student Center Career Services Office in 2021-2022, including the expansion to include a new employer relations manager, two career services advisors, and a data and market analyst.

- Aubrey Huff, Employer Relations Manager, to help expand our employer outreach efforts
- Karrie Schultz, Career Services Advisor, to help us further tailor our approach to serve students by specialization. We will be hiring an additional Career Services Advisor this fall.
- Lisa Miller, Data and Market Analyst, to assess our data so that we can continue to make programmatic improvements and increase our outcomes. I want to extend a special note of appreciation to Lisa for her incredible work on pulling together the data shared in this report.

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



- Student demographics
- Student profiles
- Compensation by specialization and by sector
- PhD placements
- Organizations where students completed internships and how they were funded

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 of Student Center Career Services - School for Environment and Sustainability

# 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%

# PROFILES

## How have you used SEAS Career Services?



*"The Career Services team was an incredibly valuable resource during my time at SEAS. Ari Renda and Micaela Ellis walked me through the job application process, from job searching to interview preparation. After applying for positions, they helped me work on my interviewing skills and assisted me with tailoring my resumes and cover letters. Through Career Services events, I met many alumni and learned about different organizations and career paths through informational interviews."*

- Analise Sala, she/her  
Specialization: Environmental Science and Management

## What type of master's project did you complete?

*"My master's project included a team of four students. Our client was the Center for Alaskan Coastal Studies (CACS), a nonprofit organization in Homer, Alaska. CACS offers environmental education programs, performs outreach, and manages land properties that serve as nature preserves and wildlife corridors. My master's project team created protocols and gathered baseline ecological data to aid in the assessment of the health and value of the watersheds on three CACS properties. These protocols can be used by CACS staff to gather additional data in future years to observe trends, as the area is impacted by climate change and development. Our protocols were also made to allow for citizen science data collection, as community engagement and facilitating stewardship is an important part of CACS work."*

*For this project, my team spent nearly four weeks in Homer conducting ecological monitoring, including fish trapping, bird surveying, peatlands and vegetation assessments, and macroinvertebrate sampling. We spent the next year creating GIS maps, analyzing our data, and compiling the final report. This project was one of the highlights of my time at SEAS. I gained skills in project management, fieldwork, GIS, and data analysis. I had a great time working with CACS and other local organizations in Homer."*

- Kristin Armstrong, she/her  
Specialization: Environmental Science and Management & Geospatial Data Sciences



## Please share your experience working with SEAS as an alumnus



*"As a SEAS alum, I have eagerly advocated for recruiting talent from SEAS as I am very familiar with the depth and breadth of knowledge that SEAS students acquire through their interdisciplinary studies at UM. SEAS graduates are equipped with the technical and interpersonal skills that are critically needed to tackle the most complex energy and sustainability problems in our world today. Over the past few years, PA Consulting has successfully hired over a dozen graduates from SEAS, and they have all flourished in our fast-paced, intellectually stimulating work environment."*

- Arman Golrokhian he/him, Advisor, PA Consulting  
SEAS Graduate 2017

# 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



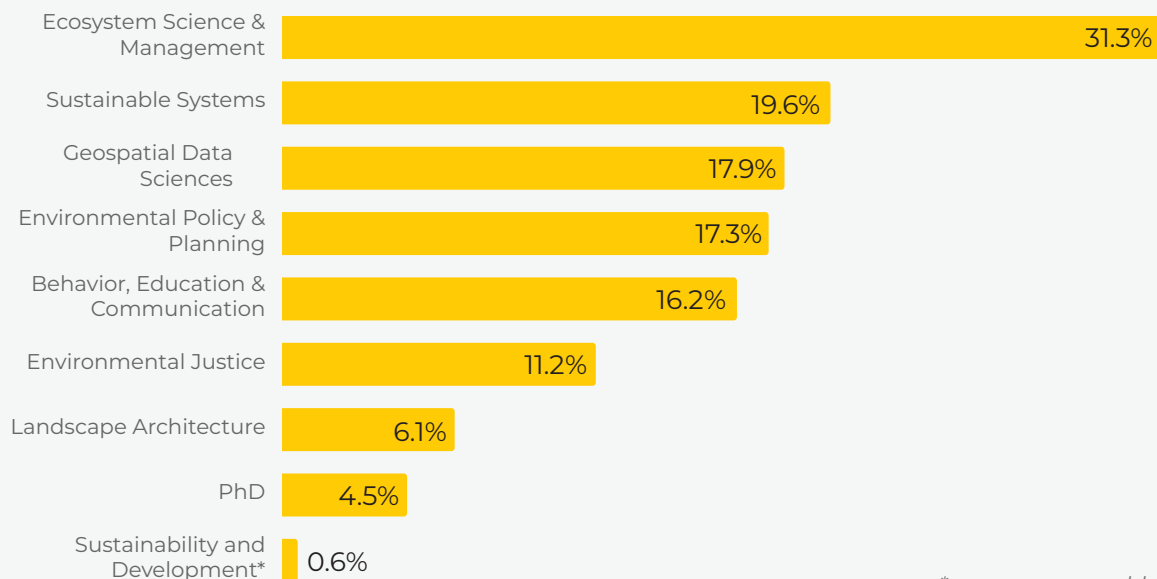


# COMPENSATION

*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



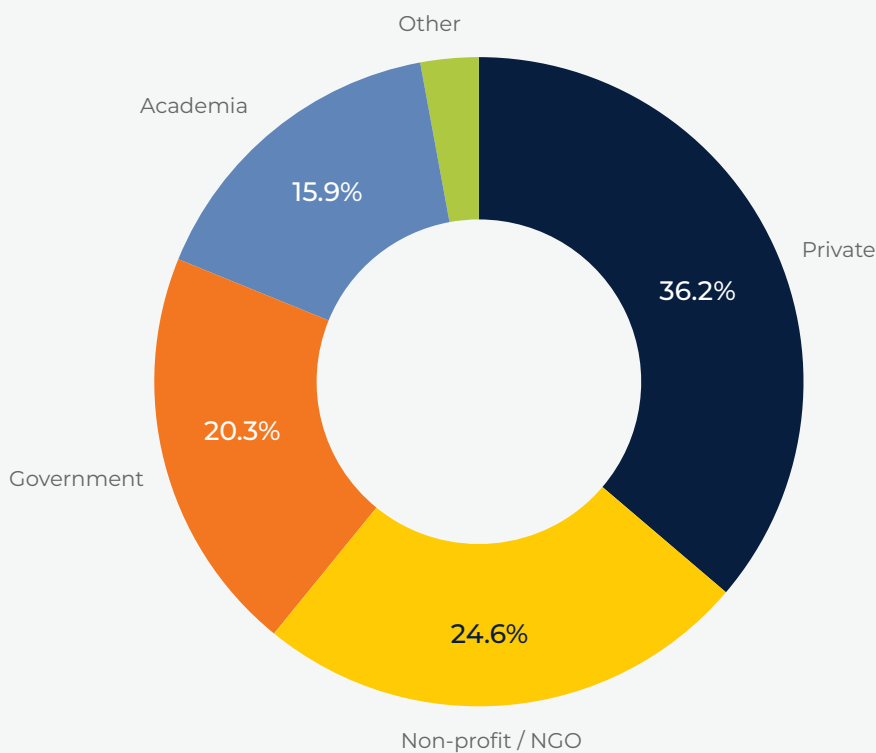
*\*new program added this year*

# 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 of full-time employment for 2021 graduates

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%

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

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

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





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