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 provided 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%

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

<table>
<thead>
<tr>
<th>Compensation by Specialization</th>
<th>% of Reported</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dual Degree*</td>
<td>35.5%</td>
<td>$131,016</td>
<td>$125,000</td>
<td>$75,000 - $175,000</td>
</tr>
<tr>
<td>Behavior, Education &amp; Communication</td>
<td>23.7%</td>
<td>$98,333</td>
<td>$83,500</td>
<td>$35,000 - $135,000</td>
</tr>
<tr>
<td>Environmental Policy &amp; Planning</td>
<td>21.1%</td>
<td>$65,187</td>
<td>$58,500</td>
<td>$57,000 - $175,000</td>
</tr>
<tr>
<td>Ecosystem Science &amp; Management</td>
<td>21.1%</td>
<td>$111,195</td>
<td>$90,000</td>
<td>$40,000 - $262,500</td>
</tr>
<tr>
<td>Environmental Justice</td>
<td>18.4%</td>
<td>$76,986</td>
<td>$62,000</td>
<td>$70,000 - $175,000</td>
</tr>
<tr>
<td>Sustainable Systems</td>
<td>17.1%</td>
<td>$114,502</td>
<td>$120,000</td>
<td>$32,000 - $82,601</td>
</tr>
<tr>
<td>Geospatial Data Sciences</td>
<td>9.2%</td>
<td>$54,229</td>
<td>$55,000</td>
<td>$55,000 - $72,000</td>
</tr>
<tr>
<td>Landscape Architecture</td>
<td>7.9%</td>
<td>$63,900</td>
<td>$62,200</td>
<td>$50,000 - $80,000</td>
</tr>
<tr>
<td>PhD</td>
<td>5.3%</td>
<td>$61,250</td>
<td>$57,500</td>
<td>$49,000 - $78,000</td>
</tr>
<tr>
<td>Sustainability &amp; Development</td>
<td>3.9%</td>
<td>$64,000</td>
<td>$65,000</td>
<td>$49,000 - $78,000</td>
</tr>
</tbody>
</table>

### Class Specialization Breakdown

- **Ecosystem Science & Management**: 26% (1% Dual Degrees)
- **Environmental Justice**: 17% (3% Dual Degrees)
- **Environmental Policy & Planning**: 13% (5% Dual Degrees)
- **Sustainable Systems**: 8% (9% Dual Degrees)
- **Behavior, Education & Communication**: 10% (4% Dual Degrees)
- **Geospatial Data Sciences**: 14% (9% Dual Degrees)
- **Landscape Architecture**: 9% (4% Dual Degrees)
- **PhD**: 4% (9% Dual Degrees)
- **Sustainability and Development**: 2% (4% Dual Degrees)

*Dual Degree students pursued degrees at multiple schools*
Full-time domestic employment compensation for 2022 graduates

### COMPENSATION BY SECTOR

<table>
<thead>
<tr>
<th>Sector</th>
<th>%</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private</td>
<td>57.3%</td>
<td>$105,031</td>
<td>$114,000</td>
<td>$36,500 - $175,000</td>
</tr>
<tr>
<td>Non-profit/NGO</td>
<td>16.0%</td>
<td>$64,150</td>
<td>$67,500</td>
<td>$35,000 - $95,000</td>
</tr>
<tr>
<td>Government</td>
<td>13.3%</td>
<td>$62,332</td>
<td>$56,500</td>
<td>$47,000 - $89,000</td>
</tr>
<tr>
<td>Academia</td>
<td>13.3%</td>
<td>$47,800</td>
<td>$49,000</td>
<td>$32,000 - $60,000</td>
</tr>
</tbody>
</table>

### COMPENSATION BY DUAL STATUS

<table>
<thead>
<tr>
<th>Dual Status</th>
<th>%</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dual Degree</td>
<td>37.2%</td>
<td>$127,858</td>
<td>$125,000</td>
<td>$75,000 - $175,000</td>
</tr>
<tr>
<td>Non-Dual Degree</td>
<td>62.8%</td>
<td>$63,521</td>
<td>$60,000</td>
<td>$32,000 - $262,500</td>
</tr>
</tbody>
</table>
## Employment Statistics for 2022 Graduates

### Placement Summary

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>74.4%</td>
</tr>
<tr>
<td>Enrolled in further education</td>
<td>5.4%</td>
</tr>
<tr>
<td>Seeking Employment</td>
<td>3.6%</td>
</tr>
<tr>
<td>Fellowship or National Service</td>
<td>2.7%</td>
</tr>
<tr>
<td>Other</td>
<td>1.8%</td>
</tr>
<tr>
<td>No current info</td>
<td>12.1%</td>
</tr>
</tbody>
</table>

### Satisfied with Position

95%

### Work Location

<table>
<thead>
<tr>
<th>Location</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Site</td>
<td>30.8%</td>
</tr>
<tr>
<td>Partially Remote</td>
<td>53.8%</td>
</tr>
<tr>
<td>100% Remote</td>
<td>15.4%</td>
</tr>
</tbody>
</table>

### Job Source

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>School-Facilitated</td>
<td>39.7%</td>
</tr>
<tr>
<td>Student-Facilitated</td>
<td>60.3%</td>
</tr>
</tbody>
</table>

### Employment Timing

<table>
<thead>
<tr>
<th>Timing</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed prior to graduating</td>
<td>40.1%</td>
</tr>
<tr>
<td>0-3 months</td>
<td>26.3%</td>
</tr>
<tr>
<td>4-6 months</td>
<td>23.4%</td>
</tr>
<tr>
<td>7-9 months</td>
<td>9.5%</td>
</tr>
<tr>
<td>10+ months</td>
<td>0.7%</td>
</tr>
</tbody>
</table>
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
Class of 2022, Masters & PhD

ORGANIZATIONS

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

Moving Forward Network
Nasdaq
National Grid
National Wildlife Federation (NWF)
New Jersey LCV
NextGen Policy
Nike, Inc.
NIO
OJB Landscape Architecture
PA Consulting
PepsiCo US
Perkins+Will
Pine Gate Renewables
Poás Bioenergy
PwC
Ramboll
Rare
Raymond Jungles, Inc.
ReFED, Inc.
Republic Services
Rosendin
RTI International

Scio Township
SmithGroup
Starbucks
State of Michigan Department of Environment Great Lakes and Energy
Steelcase Inc.
Supreme Court of Guam
Target
Texas A&M University
Texas Tech
The Common Market
The Cooperative Institute for Great Lakes Research (CIGLR)
The Great Lakes Commission (GLC)
The National Renewable Energy Lab (NREL)
The Nature Conservancy (TNC)
The Sugar Bush Foundation
The University of Alabama
The Vanguard Group
Third Economy
Thompson Island Outward Bound

U.S. District Courts
U.S. Environmental Protection Agency (EPA)
U.S. Forest Service
U.S. Geological Survey (USGS)
United Community Housing Coalition
United States National Aeronautics and Space Administration (NASA)
University of California - Santa Barbara
University of Florida
University of Michigan
University of Notre Dame
University of Vermont
USDA Forest Service
Village of Lombard
WAP Sustainability Consulting
Washington State Department of Ecology
Woodwell Climate Research Center
World Resources Institute (WRI)
## LOCATIONS

Locations of full-time employment for 2022 graduates

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

<table>
<thead>
<tr>
<th>LOCATIONS</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>South</td>
<td>9.3%</td>
</tr>
<tr>
<td>Alabama</td>
<td>0.7%</td>
</tr>
<tr>
<td>Florida</td>
<td>2.0%</td>
</tr>
<tr>
<td>Georgia</td>
<td>1.3%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>2.7%</td>
</tr>
<tr>
<td>South Carolina</td>
<td>2.0%</td>
</tr>
<tr>
<td>Tennessee</td>
<td>0.7%</td>
</tr>
<tr>
<td>International</td>
<td>4.7%</td>
</tr>
<tr>
<td>Guam</td>
<td>0.7%</td>
</tr>
<tr>
<td>China Mainland</td>
<td>2.0%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>0.7%</td>
</tr>
<tr>
<td>Thailand</td>
<td>0.7%</td>
</tr>
<tr>
<td>Kenya</td>
<td>0.7%</td>
</tr>
<tr>
<td>Southwest</td>
<td>4.7%</td>
</tr>
<tr>
<td>Arizona</td>
<td>0.7%</td>
</tr>
<tr>
<td>Colorado</td>
<td>4.0%</td>
</tr>
<tr>
<td>West</td>
<td>16.7%</td>
</tr>
<tr>
<td>Alaska</td>
<td>0.7%</td>
</tr>
<tr>
<td>California</td>
<td>9.3%</td>
</tr>
<tr>
<td>Hawaii</td>
<td>0.7%</td>
</tr>
<tr>
<td>Montana</td>
<td>0.7%</td>
</tr>
<tr>
<td>Oregon</td>
<td>2.0%</td>
</tr>
<tr>
<td>Utah</td>
<td>0.7%</td>
</tr>
<tr>
<td>Washington</td>
<td>2.7%</td>
</tr>
<tr>
<td>Remote</td>
<td>6.7%</td>
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</table>
## PHD PROGRAM PLACEMENT

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

## SEAS PHD CAREER PLACEMENT

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