

# 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

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## 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."*

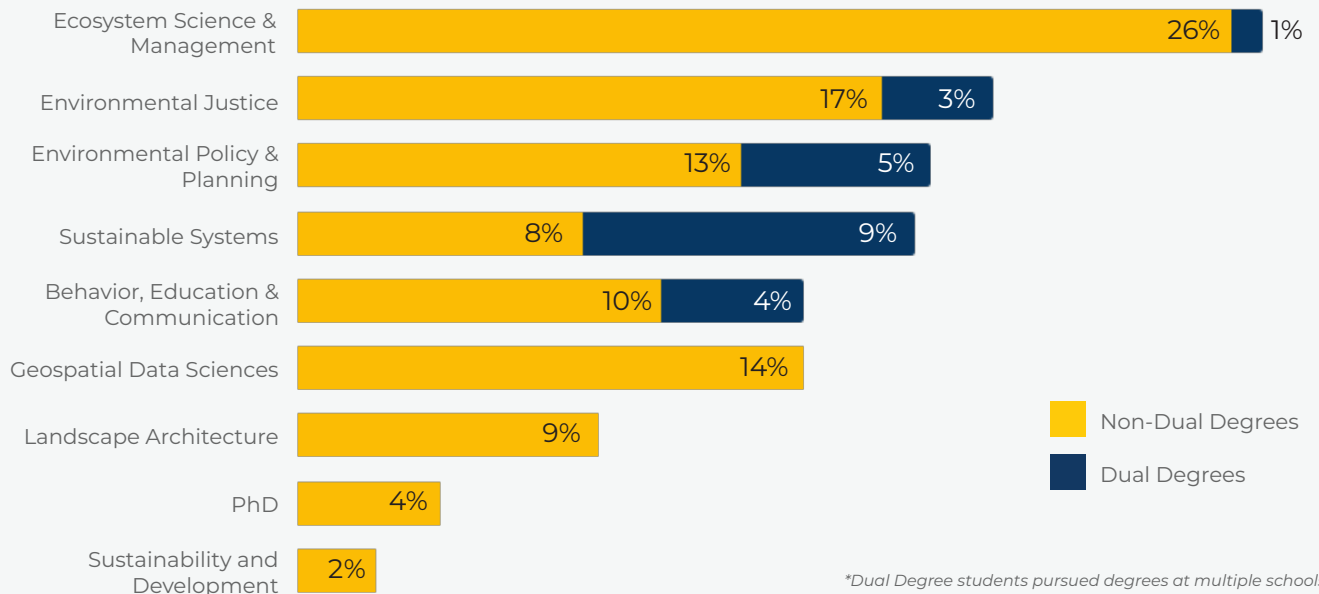
- Linnet Leon (she/her), Class of 2023  
Specialization: Sustainability and Development

# COMPENSATION

Full-time domestic employment compensation for 2022 graduates

COMPENSATION BY SPECIALIZATION	% OF REPORTED	AVERAGE	MEDIAN	RANGE
Dual Degree*	35.5%	\$131,016	\$125,000	\$75,000 - \$175,000
Behavior, Education & Communication	23.7%	\$98,333	\$83,500	\$35,000 - \$135,000
Environmental Policy & Planning	21.1%	\$65,187	\$58,500	\$57,000 - \$175,000
Ecosystem Science & Management	21.1%	\$111,195	\$90,000	\$40,000 - \$262,500
Environmental Justice	18.4%	\$76,986	\$62,000	\$70,000 - \$175,000
Sustainable Systems	17.1%	\$114,502	\$120,000	\$32,000 - \$82,601
Geospatial Data Sciences	9.2%	\$54,229	\$55,000	\$55,000 - \$72,000
Landscape Architecture	7.9%	\$63,900	\$62,200	\$50,000 - \$80,000
PhD	5.3%	\$61,250	\$57,500	\$49,000 - \$78,000
Sustainability & Development	3.9%	\$64,000	\$65,000	\$49,000 - \$78,000

CLASS SPECIALIZATION BREAKDOWN

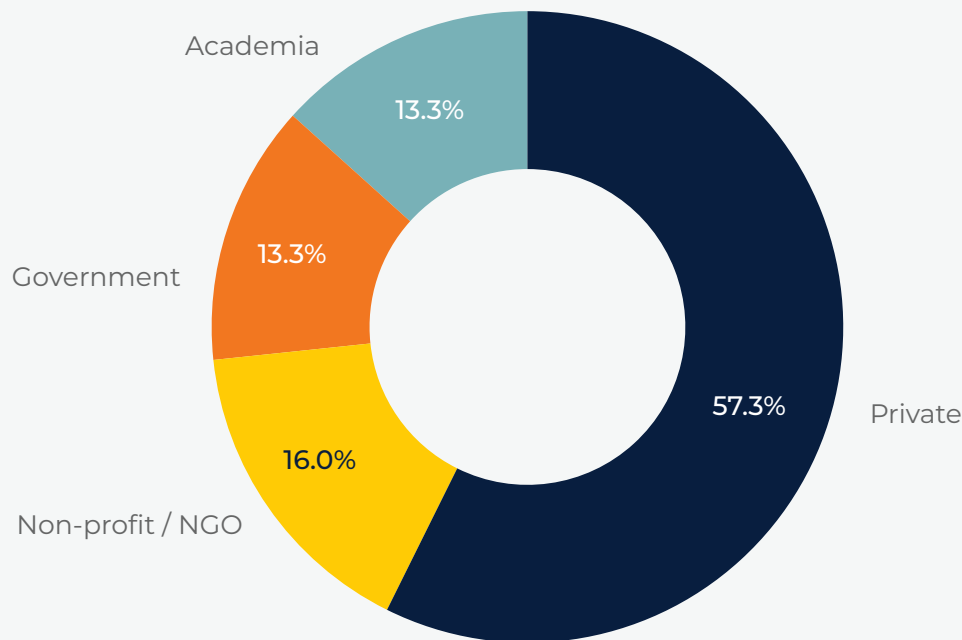


# COMPENSATION

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	39.7%
Student-Facilitated	60.3%

POSITION ALIGNED WITH SPECIALIZATION

# 87%

EMPLOYMENT TIMING	%
Employed prior to graduating	40.1%
0-3 months	26.3%
4-6 months	23.4%
7-9 months	9.5%
10+ months	0.7%

# 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

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)



**Steelcase**



The Nature Conservancy 

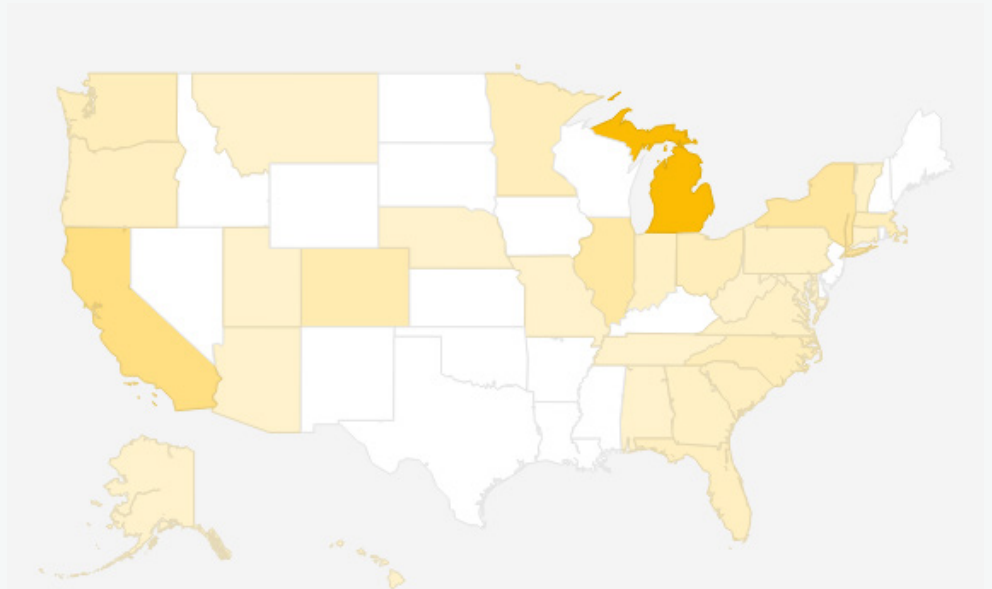
 **NREL**

  
**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	Henan Provincial Energy Conservation and Energy Center	Sustainable Markets Initiative
Amazon	King Cobra Project	Target
American Express	Matthaei Botanical Gardens & Nichols Arboretum	The Wilderness Society (TWS)
Anheuser-Busch InBev	Michigan Audubon Society	U.S. Environmental Protection Agency (EPA)
Apeel Sciences	Michigan Climate Venture	Under Armour, Inc.
Barn Sanctuary	Moving Foward Network	United Nations Development Programme (UNDP)
Bird Center of Michigan	Native Justice Coalition	United Nations Framework Convention on Climate Change (UNFCCC)
Boston Consulting Group (BCG)	Nike, Inc.	United States House of Representatives
Business Council for Sustainable Energy (BCSE)	Northern Arizona University	University of Michigan - Center for Socially Engaged Design
CARE International	Ocean Spray	Village of Wilmette
Charles H. Wright Museum of African American History	PepsiCo US	Walmart Stores Inc
City of Detroit, Office of Sustainability	Post Carbon Institute	We Want Green, Too!
City of Tallahassee	Rainforest Alliance	William Penn Foundation
Coopedota Coffee Cooperative	RBC Capital Markets	World Wildlife Fund (WWF)
Cypress Creek Renewables	ReFED, Inc.	Yichun City Landscape Bureau
DANONE	RRS (Resource Recycling Systems)	
Detroit Venture Partners	South Dakota Department of Game, Fish & Parks	
DreamCatchers Therapy Practice	Star-river Landscaping	
Elevated Chicago eTOD	Starbucks	
Environmental Defense Fund (EDF)	State of Michigan Department of Environment Great Lakes and Energy	
Ford Motor Company	Steelcase Inc.	
Ginkgo Bioworks	Sustainability Accounting Standards Board	
Great Lakes Observing System (GLOS)		





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