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Your Future

# 2023 CAREER DESTINATION SUMMARY

Join a company that celebrates our 300k+ associates. We are embracing innovation, committed to equity & diversity, investing in your success, and the company's growth.

- Flex Time
- Competitive Salary
- Employee Stock Purchase Plan
- Long Term Career Growth

• \$200mm in training investment through AAVT  
• Commitment to diversity and inclusion



**M**  
MONTANA  
STATE UNIVERSITY  
Career, Internship &  
Student Employment Services



## 2023 Career Destinations

Each year Career, Internship & Student Employment Services at Montana State University conducts a survey to understand key indicators regarding MSU student graduate outcomes. These data are central to some of our assessment measures and are important as we work to improve student educational and career outcomes. The MSU graduates surveyed in 2023 (Summer 2022, Fall 2022, and Spring 2023) entered varied and changing employment landscapes due to the COVID-19 pandemic. Compared to previous survey periods, we observe the effects of the pandemic, particularly relative to the percentage of graduates who reported working full-time. The contents of this document reflect relevant information regarding the transition from college to career/graduate school, gathered from graduates entering the job market during unprecedented shifts in the economy and labor market.

There were 3,454 graduates and 1,062 respondents (30.7% response rate).

- 60.3% (n=640) indicated they were employed full-time.
- 13.5% (n=143) indicated they were continuing education.
- 4.2% (n=45) indicated they were not employed, but seeking employment.
- 5.5% (n=58) indicated they were employed part-time.
- 0.8% (n=8) indicated they were not employed and not seeking employment.

### Salary'1 Data Summary\*

Bachelor's	Master's	Doctorate's
\$59,620	\$71,352	\$81,770

n Bachelor's = 413  
n Master's = 100  
n Doctorate's = 20

### Salary'1 Data Summary\*

	In-State	n	Out-State	n
Bachelor's	\$54,358	226	\$66,828	182
Master's	\$61,483	50	\$80,146	48
Doctorate's	\$75,375	8	\$88,318	11

n In-state = 284  
n Out-state = 241

### 2023 Salary'1 Data Highlights\*\*\*

	Bachelor's	# respondents	Master's	# respondents	Doctorate	# respondents
Agriculture	\$46,739	38	\$69,415	12	\$65,800	5
Arts & Architecture	\$44,099	16	\$71,080	8	NP	NP
Jake Jabs College of Business & Entrepreneurship	\$58,169	\$45	\$74,936	14	NP	NP
Education, Health, & Human Development	\$48,90	\$29	\$58,775	\$28	\$150,000	2
Engineering	\$69,584	139	\$90,409	14	\$76,200	5
The Graduate School			I.D	0	I.D	1
Letters and Science	\$48,086	93	\$74,058	24	\$78,900	5
Nursing	\$73,677	56	I.D	1	\$85,000	2

n = 537

## Bachelor's Degree Recipients

College of Agriculture* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Agricultural Business - Agribusiness Management	15	3	20	1	33.3	0	0	0	0	0	0	2	66.7	ID	1	2	66.7
Agricultural Business - Farm & Ranch Management	12	4	33.3	4	100	0	0	0	0	0	0	0	0	ID	1	0	0
Agricultural Education - Agricultural Education	9	4	44.4	1	25	2	50	0	0	0	0	1	25	ID	0	1	25
Agricultural Education - Broadfield Teaching	10	2	20	2	100	0	0	0	0	0	0	0	0	ID	0	0	0
Animal Science - Equine Science	7	1	14.3	0	0	1	100	0	0	0	0	0	0	ID	0	0	0
Animal Science - Livestock Mgmt & Industry	14	5	35.7	5	100	0	0	0	0	0	0	0	0	\$49,667	3	0	0
Animal Science - Science	28	7	25	1	14.3	2	28.6	0	0	1	14.3	3	42.9	\$36,053	3	4	57.1
Biotechnology - Animal Systems	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Biotechnology - Microbial Systems	4	2	50	1	50	0	0	0	0	0	0	1	50	ID	0	1	50
Biotechnology - Plant Systems	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Cell Biology and Neuroscience - Biomedical Sciences	54	14	25.9	5	35.7	2	14.3	0	0	0	0	7	50	\$42,757	5	4	28.6
Cell Biology and Neuroscience - Cell Biology and Neuroscience	7	1	14.3	0	0	0	0	0	0	0	0	1	100	ID	0	1	100
Environmental Horticulture - Environmental Horticulture Science	7	2	28.6	2	100	0	0	0	0	0	0	0	0	ID	1	0	0
Environmental Horticulture - Landscape Design	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Environmental Sciences	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Environmental Sciences - Environmental Biology	6	2	33.3	2	100	0	0	0	0	0	0	0	0	ID	1	0	0
Environmental Sciences - Environmental Science	15	4	26.7	2	50	1	25	0	0	0	0	1	25	\$38,480	2	0	0
Environmental Sciences - Geospatial & Environmental Analysis	6	2	33.3	2	100	0	0	0	0	0	0	0	0	\$50,640	2	0	0
Environmental Science - Land Rehabilitation	4	1	25	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Environmental Sciences - Soil & Water Science	2	1	50	0	0	0	0	0	0	0	0	1	100	ID	0	1	100
Microbiology - Environmental Health	4	2	50	2	100	0	0	0	0	0	0	0	0	ID	1	0	0
Microbiology - Medical Lab Science Plan A	6	4	66.7	3	75	0	0	0	0	0	0	1	25	\$69,763	3	0	0
Microbiology - Medical Lab Science Plan B	9	2	22.2	1	50	1	50	0	0	0	0	0	0	ID	1	0	0

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=169) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=580).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received multiple degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate

## Bachelor's Degree Recipients

<b>College of Agriculture* ** Continued</b>	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Microbiology - Microbiology	17	7	41.2	2	28.6	2	28.6	0	0	1	14.3	2	28.6	\$42,620	4	1	14.3
Microbiology - Microbiology - Pre-Med	12	5	41.7	4	80	1	20	0	0	0	0	0	0	\$50,102	4	0	0
Microbiology - Microbiology - Pre-Vet	9	3	33.3	0	0	0	0	0	0	0	0	3	100	ID	0	3	100
Natural Resources/Rangeland Ecology - Rangeland Ecology/Management	3	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Natural Resources/Rangeland Ecology - Wildlife Habitat Ecology/Management	8	3	37.5	1	33.3	1	33.3	0	0	1	33.3	0	0	\$47,956	2	0	0
Plant Science - Crop Science	5	3	60	2	66.7	0	0	0	0	0	0	1	33.3	\$69,250	2	1	33.3
Plant Science - Plant Biology	4	2	50	1	50	0	0	0	0	0	0	1	50	ID	1	0	0
Ranching Systems	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Sustainable Food and Bioenergy	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Sustainable Food and Bioenergy - Agroecology	8	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Sustainable Food and Bioenergy - Sustainable Crop Production	5	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Tech Ed Industrial Tech Option	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN

<b>College of Arts &amp; Architecture* **</b>	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Art - Art Education K-12 Broadfield	5	2	40	2	100	0	0	0	0	0	0	0	0	ID	0	0	0
Art - Art History	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Art - Business Certificate	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Art - Graphic Design	30	9	30	4	44.4	3	33.3	0	0	0	0	2	22.2	\$43,700	4	0	0
Art - Studio Arts	8	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Environmental Design	42	9	21.4	5	55.6	0	0	0	0	1	11.1	3	33.3	\$58,653	3	5	55.6
Environmental Design - French	1	1	100	0	0	0	0	0	0	0	0	1	100	ID	0	0	0
Environmental Design - German Studies	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Film and Photography - Film	46	11	23.9	5	45.5	2	18.2	0	0	2	18.2	2	18.2	\$38,392	4	0	0
Film and Photography - Photography	14	2	14.3	0	0	2	100	0	0	0	0	0	0	\$46,800	2	0	0
Integrated Lens-Based Media	5	1	20	0	0	1	100	0	0	0	0	0	0	ID	0	0	0
Interdisc Studies Arts & Architecture	1	1	100	0	0	0	0	0	0	0	0	1	100	ID	0	0	0

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.  
 2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).  
 3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.  
 \*Graduates who received multiple degrees may be reported under more than one college.  
 \*\*Graduates who received multiple degrees may be reported under more than one concentration.  
 ID: insufficient data due to limited graduates/low response rate

## Bachelor's Degree Recipients

<b>College of Arts &amp; Architecture* ** Continued</b>	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Music	6	2	33.3	0	0	0	0	0	0	0	0	2	100	ID	0	1	50
Music Education	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Music Education - K-12 Teaching Broadfield	5	2	40	2	100	0	0	0	0	0	0	0	0	ID	1	0	0
Music Technology	6	1	16.7	0	0	0	0	0	0	1	100	0	0	ID	0	0	0

<b>Jake Jabs College of Business &amp; Entrepreneurship* **</b>	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Business Accounting	34	14	41.2	9	64.3	1	7.1	0	0	0	0	4	28.6	\$68,143	7	7	50
Business Finance	77	17	22.1	16	94.1	0	0	0	0	0	0	1	5.9	\$62,535	11	2	11.8
Business Management	96	22	22.9	11	50	7	31.8	0	0	1	4.5	3	13.6	\$50,487	11	4	18.2
Business Marketing	81	33	40.7	19	57.6	10	30.3	0	0	0	0	4	12.1	\$56,084	16	1	3

<b>College of Education Health &amp; Human Development* **</b>	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Community Health	30	7	23.3	3	42.9	3	42.9	0	0	0	0	1	14.3	\$48,052	5	1	14.3
Community Health - Gerontology Certificate	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Early Child Education/Services - Child Development	7	2	28.6	0	0	1	50	0	0	0	0	1	50	ID	1	2	100
Early Child Education/Services P-3	4	3	75	2	66.7	0	0	0	0	0	0	1	33.3	ID	1	1	33.3
Early Child Education/Services P-3 - Special Education	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Elementary Education K-8	50	10	20	9	90	1	100	0	0	0	0	0	0	\$37,360	4	1	10
Elementary Education K-8 - Early Childhood Education	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Elementary Education K-8 - Mathematics	8	3	37.5	3	100	0	0	0	0	0	0	0	0	\$46,400	2	1	33.3
Elementary Education K-8 - Science	2	2	100	1	50	1	50	0	0	0	0	0	0	ID	1	2	100
Elementary Education K-8 - Special Education	3	1	33.3	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Food and Nutrition - Dietetics	21	7	33.3	1	14.3	2	28.6	0	0	3	42.9	1	14.3	\$42,515	2	3	42.9
Food and Nutrition - Nutrition Science	7	3	42.9	1	33.3	0	0	0	0	0	0	2	66.7	ID	0	2	66.7
Health and Human Performance	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Health and Human Performance - Exercise Science	54	12	22.2	1	8.3	3	25	0	0	0	0	8	66.7	\$61,000	2	6	50
Health and Human Performance - Kinesiology	27	8	29.6	2	25	1	12.5	0	0	0	0	5	62.5	\$60,667	3	3	37.5
Health Enhancement K-12 - Health and Physical Education K-12	3	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.  
 2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).  
 3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.  
 \*Graduates who received multiple degrees may be reported under more than one college.  
 \*\*Graduates who received multiple degrees may be reported under more than one concentration.  
 ID: insufficient data due to limited graduates/low response rate

## Bachelor's Degree Recipients

<b>College of Education Health &amp; Human Development* ** Continued</b>	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Hospitality Management - Farm to Table Option	6	1	16.7	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Hospitality Management - Lodging & Facilities Mgmt	9	4	44.4	2	50	1	25	0	0	0	0	1	25	\$58,700	2	0	0
Human Development & Family Science	21	4	19	3	75	0	0	0	0	0	0	1	25	ID	1	1	25
Human Development & Family Science - Gerontology Certificate	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Human Development & Family Science - Teaching	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Secondary Education - General Science Broadfield	7	2	28.6	1	50	0	0	0	0	1	50	0	0	ID	0	0	0
Secondary Education - Social Studies Broadfield	10	3	30	1	33.3	2	66.7	0	0	0	0	0	0	\$64,040	2	1	33.3
Sustainable Food and Bioenergy	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Sustainable Food and Bioenergy - Sustainable Food Systems	15	2	40	2	100	0	0	0	0	0	0	0	0	ID	1	0	0

<b>College of Engineering* **</b>	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Bioengineering	7	3	42.9	3	100	0	0	0	0	0	0	0	0	\$57,280	2	0	0
Biological Engineering	22	13	59.1	7	53.8	4	30.8	0	0	0	0	2	15.4	\$65,222	8	3	23.1
Biomedical Engineering	4	1	25	0	0	1	100	0	0	0	0	0	0	ID	0	0	0
Chemical Engineering	69	30	43.5	18	60	5	16.7	0	0	1	3.3	6	20	\$71,261	14	7	23.3
Civil Engineering	71	22	31	18	81.8	2	9.1	0	0	0	0	2	9.1	\$63,424	18	3	13.6
Civil Engineering - Bio-Resources Engineering	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Civil Engineering - Business Certificate	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Computer Engineering	13	4	30.8	1	25	0	0	0	0	0	0	3	75	ID	1	1	25
Computer Engineering - Electrical Engineering	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Computer Science	11	6	54.5	4	66.7	1	16.7	0	0	0	0	1	16.7	\$64,038	4	0	0
Computer Science - Interdisciplinary Studies	24	9	37.5	6	66.7	1	11.1	0	0	1	11.1	1	11.1	\$57,947	3	0	0
Computer Science - Professional	69	18	26.1	13	72.2	1	5.6	0	0	0	0	4	22.2	\$89,230	12	1	5.6
Construction Engineering Tech	38	13	34.2	12	92.3	1	7.7	0	0	0	0	0	0	\$67,130	10	2	15.4
Electrical Engineering	34	11	32.4	9	81.8	1	9.1	0	0	1	9.1	0	0	\$75,169	8	1	9.1
Environmental Engineering	22	10	45.5	8	80	1	10	0	0	0	0	1	10	\$71,354	7	0	0
Financial Engineering	10	4	40	2	50	2	50	0	0	0	0	0	0	\$74,950	4	0	0
Industrial Management - System Engineering	25	7	28	3	42.9	1	14.3	0	0	0	0	3	42.9	\$64,280	3	2	28.6
Interdisciplinary Studies -Engineering	1	1	100	0	0	0	0	0	0	0	0	1	100	ID	0	0	0

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received multiple degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate

## Bachelor's Degree Recipients

College of Engineering* ** Continued	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Mechanical Engineering	172	57	33.1	36	63.2	8	14	0	0	3	5.3	10	17.5	\$69,996	37	12	21.1
Mechanical Engineering - Hispanic Studies	1	1	100	0	0	0	0	0	0	0	0	1	100	ID	0	1	100
Mechanical Engineering Tech	39	15	38.5	11	73.3	2	13.3	0	0	0	0	2	13.3	\$60,791	11	1	6.7

College of Letters & Science* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
American Studies	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Anthropology	12	4	33.3	2	50	0	0	0	0	1	25	1	25	\$42,640	2	1	25
Biochemistry - Pre-Med	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Biological Sciences - Conservation Biology & Ecology	24	6	25	3	50	1	16.7	0	0	0	0	2	33.3	\$39,307	3	1	16.7
Biological Sciences - Fish & Wildlife Ecology & Management	58	11	19	6	54.5	3	27.3	0	0	0	0	2	18.2	\$41,981	7	1	9.1
Biological Sciences - Organismal Biology	19	3	15.8	2	66.7	0	0	0	0	0	0	1	33.3	ID	1	0	0
Chemistry	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Chemistry - Biochemistry	22	13	59.1	3	23.1	5	38.5	0	0	2	15.4	3	23.1	\$53,427	6	3	23.1
Chemistry - Professional	4	2	50	2	100	0	0	0	0	0	0	0	0	ID	1	0	0
Earth Sciences - Geography	4	2	50	1	50	1	50	0	0	0	0	0	0	\$58,500	2	0	0
Earth Sciences - Geology	12	4	33.3	1	25	1	25	0	0	0	0	2	50	\$56,160	2	1	25
Earth Sciences - GIS Planning	6	1	16.7	0	0	1	100	0	0	0	0	0	0	ID	0	0	0
Earth Sciences - Paleontology	15	3	20	1	33.3	0	0	0	0	0	0	2	66.7	ID	1	2	66.7
Earth Sciences - Snow Sciences	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Economics	18	6	33.3	2	33.3	1	16.7	0	0	1	16.7	2	33.3	\$52,500	2	1	16.7
Economics - Environmental Studies	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
English	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	0	1	100
English Literature	17	6	35.3	0	0	1	16.7	0	0	3	50	2	33.3	ID	1	2	33.3
English Teaching	11	5	45.5	3	60	2	40	0	0	0	0	0	0	\$37,975	3	0	0
English Writing	24	9	37.5	2	22.2	4	44.4	0	0	1	11.1	2	22.2	\$43,700	4	1	11.1
History	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
History - History of Sci/Envir/Tech/Soc	5	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
History - History	21	5	23.8	0	0	3	60	0	0	1	20	1	20	\$39,627	3	1	20

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received multiple degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate

## Bachelor's Degree Recipients

College of Letters & Science* ** Continued	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
History - Teaching	3	1	33.3	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Liberal Studies	1	1	100	0	0	1	100	0	0	0	0	0	0	ID	0	1	100
Liberal Studies - Environmental Studies	24	5	20.8	1	20	3	60	0	0	0	0	1	20	\$33,153	3	0	0
Liberal Studies - Global & Multicultural Studies	3	2	66.7	1	50	0	0	0	0	1	50	0	0	ID	0	0	0
Liberal Studies - Quaternity	17	6	35.3	0	0	2	33.3	0	0	1	16.7	3	50	\$59,706	2	2	33.3
Mathematics	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Mathematics - Applied Mathematics	10	4	40	2	50	1	25	0	0	0	0	1	25	\$69,855	3	0	0
Mathematics - Mathematics	11	2	18.2	0	0	0	0	0	0	1	50	1	50	ID	0	1	50
Mathematics - Statistics	8	4	50	2	50	1	25	0	0	0	0	1	25	\$65,240	3	0	0
Mathematics - Teaching	5	3	60	2	66.7	1	33.3	0	0	0	0	0	0	ID	1	0	0
Modern Languages & Literatures	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Modern Languages & Literatures - French & Francophone Studies	3	2	66.7	0	0	0	0	0	0	1	50	1	50	ID	0	0	0
Modern Languages & Literatures - German Studies	2	1	50	0	0	0	0	0	0	1	100	0	0	ID	0	0	0
Modern Languages & Literature - Hispanic Studies	5	2	40	1	50	0	0	0	0	0	0	1	50	ID	1	1	50
Modern Languages & Literatures - Latin American/Latino Studies	2	1	50	0	0	0	0	0	0	1	100	0	0	ID	0	0	0
Modern Languages & Literatures - Spanish Teaching	3	3	100	3	100	0	0	0	0	0	0	0	0	ID	1	1	33.3
Philosophy	1	1	100	0	0	1	100	0	0	0	0	0	0	ID	1	0	0
Philosophy - Philosophy	7	2	28.6	0	0	1	50	0	0	0	0	1	50	ID	0	0	0
Physics	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Physics - Astronomy & Astrophysics	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Physics - Interdisciplinary Studies	3	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Physics - Professional	6	1	16.7	0	0	1	100	0	0	0	0	0	0	ID	0	0	0

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received multiple degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate



## Bachelor's Degree Recipients

College of Letters & Science* ** Continued	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Political Science	34	17	50	9	52.9	3	17.6	0	0	0	0	5	29.4	\$43,824	7	3	17.6
Political Science - Policy and Analysis	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Psychology	109	35	32.1	14	40	12	34.3	0	0	2	5.7	7	20	\$47,147	18	7	20
Psychology - Applied Psychology	22	9	40.9	3	33.3	3	33.3	0	0	0	0	3	33.3	\$44,420	6	4	44.4
Physics	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Physics - Astronomy & Astrophysics	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Physics - Interdisciplinary Studies	3	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Physics - Professional	6	1	16.7	0	0	1	100	0	0	0	0	0	0	ID	0	0	0
Political Science	34	17	50	9	52.9	3	17.6	0	0	0	0	5	29.4	\$43,824	7	3	17.6
Political Science - Policy and Analysis	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Psychology	109	35	32.1	14	40	12	34.3	0	0	2	5.7	7	20	\$47,147	18	7	20
Psychology - Applied Psychology	22	9	40.9	3	33.3	3	33.3	0	0	0	0	3	33.3	\$44,420	6	4	44.4
Psychology - Criminology	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Psychology - Psychological Science	5	1	20	0	0	1	100	0	0	0	0	0	0	ID	1	0	0
Psychology - Sociology	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Sociology - Criminology	28	9	32.1	3	33.3	4	44.4	0	0	0	0	2	22.2	\$45,918	4	1	11.1
Sociology - Sociology	12	3	25	1	33.3	1	33.3	0	0	0	0	1	33.3	\$59,540	2	1	33.3

College of Nursing* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Nursing	284	81	28.5	76	93.8	0	0	0	0	2	2.5	3	3.7	\$73,677	56	9	11.1

## Master's Degree Recipients

College of Agriculture* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Agricultural Education	6	1	16.7	1	100	0	0	0	0	0	0	0	0	I.D.	0	0	0
Animal and Range Sciences	11	4	36.4	2	50	0	0	0	0	0	0	2	50	\$41,000	2	2	50
Applied Economics	10	5	50	4	80	0	0	0	0	0	0	1	20	\$77,000	3	1	20
Entomology	2	1	50	0	0	0	0	0	0	0	0	1	100	I.D.	0	1	100

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received multiple degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate

## 2023 Career Destinations • Montana State University – Bozeman

# Master's Degree Recipients

<b>College of Agriculture* ** Continued</b>	Total Graduates	Respondents		Full- Time In Field		Full- Time Not In Field		Full- Time Unknown Field		Part- Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
		Land Resources Environmental Science	18	10	55.6	6	60	2	20	0	0	1	10			1	10
Microbiology & Immunology	5	3	60	0	0	0	0	0	0	1	33.3	2	66.7	I.D.	0	1	33.3
Plant Pathology	1	1	100	0	0	0	0	0	0	0	0	1	100	I.D.	0	0	0
Plant Science	4	1	0	0	100	0	0	0	0	0	0	1	100	I.D.	0	1	100

<b>College of Arts &amp; Architecture* **</b>	Total Graduates	Respondents		Full- Time In Field		Full- Time Not In Field		Full- Time Unknown Field		Part- Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
		Architecture	22	9	40	7	77.8	0	0	0	0	1	11.1			1	11.1
Art	3	2	66.7	0	0	0	0	0	0	0	0	2	100	ID	0	0	0
Art history	3	2	66.7	1	50	0	0	0	0	1	50	0	0	ID	0	0	0
Sci/Natural History Filmmaking	10	4	40	1	25	1	25	0	0	1	25	1	25	ID	1	0	0

<b>Jake Jabs College of Business &amp; Entrepreneurship* **</b>	Total Graduates	Respondents		Full- Time In Field		Full- Time Not In Field		Full- Time Unknown Field		Part- Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
		Innovation and Management	28	11	39.3	8	72.7	2	18.2	0	0	0	0			1	9.1
Professional Accountancy	27	10	37	10	100	0	0	0	0	0	0	0	0	\$71,500	8	0	0

<b>College of Education Health &amp; Human Development* **</b>	Total Graduates	Respondents		Full- Time In Field		Full- Time Not In Field		Full- Time Unknown Field		Part- Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
		Adult & Higher Education	3	3	100	1	33.3	2	66.7	0	0	0	0			0	0
Community Health	3	1	33.3	0	0	0	0	0	0	1	100	0	0	ID	0	1	100
Counseling - Marriage & Family Counseling	6	2	35.3	2	100	0	0	0	0	0	0	0	0	ID	1	0	0
Counseling - Mental Health Counseling	10	3	30	3	100	0	0	0	0	0	0	0	0	\$54,440	2	0	0
Curriculum and Instruction	27	9	33.3	8	88.9	0	0	0	0	0	0	1	11.1	\$51,250	4	1	11.1
Dietetic Systems Leadership	30	14	46.7	12	85.7	NA	NA	NA	NA	NA	NA	2	14.3	\$63,603	6	1	7.1
Educational Leadership	22	3	13.6	3	100	0	0	0	0	0	0	0	0	\$70,975	2	0	0
Exercise & Nutrition Sciences - Exercise Physiology/Nutrition	11	2	18.2	0	0	0	0	0	0	1	50	1	50	ID	0	0	0
Exercise & Nutrition Sciences - Sport & Coaching Sciences	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Family & Consumer Sciences - Family Science	3	1	33.3	0	0	0	0	0	0	1	100	0	0	ID	0	1	100
Family Financial Planning	6	3	50	3	100	0	0	0	0	0	0	0	0	\$45,500	2	0	0
School Counseling	7	3	42.9	3	100	0	0	0	0	0	0	0	0	\$52,583	3	0	0
School Counseling - Western Regional Graduate Program	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Sustainable Food Systems	7	4	57.1	3	75	1	25	0	0	0	0	0	0	\$71,500	2	1	25
Teaching	21	4	19	4	100	0	0	0	0	0	0	0	0	\$42,344	4	0	0

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received limited degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate

## Master's Degree Recipients

College of Engineering* **	Total Graduates		Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field Status		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%			#	%
Chemical Engineering	3		2	66.7	0	0	0	0	0	0	0	0	2	100	ID	0	2	100
Civil Engineering	12		5	41.7	5	100	0	0	0	0	0	0	0	0	\$80,273	5	0	0
Computer Science	8		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Electrical Engineering	8		3	37.5	0	0	0	0	0	0	1	33.3	2	66.7	ID	0	2	66.7
Electrical Engineering - Electrical Engineering	1		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Environmental Engineering	2		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Environmental Engineering - Chemical & Biological Engineering	1		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Environmental Engineering - Civil Engineering	1		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Industrial & Management Engineering	1		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Industrial/ Management System Engineering	6		4	66.7	3	75	1	25	0	0	0	0	0	0	\$108,880	3	0	0
Mechanical Engineering	13		5	38.5	5	100	0	0	0	0	0	0	0	0	\$73,680	4	1	20
Optics and Photonics	5		3	60	2	66.7	0	0	0	0	0	0	1	33.3	\$121,500	2	1	33.3

The Graduate School* **	Total Graduates		Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%			#	%
Materials Science	10		3	30	0	0	0	0	0	0	0	0	3	100	ID	0	3	100

College of Letters & Science* **	Total Graduates		Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%			#	%
Biochemistry	4		1	25	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Biological Sciences - Ecology	2		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Data Science	4		2	50	1	50	0	0	0	0	1	50	0	0	ID	1	1	50
Earth Sciences	6		3	50	1	33.3	0	0	0	0	1	33.3	1	33.3	ID	1	0	0
English	1		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
English - Education	8		4	50	4	100	0	0	0	0	0	0	0	0	\$68,500	2	0	0
English - Western Regional Graduate Program	1		0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	0
Fish and Wildlife Management	2		1	50	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Health Sciences	8		3	37.5	1	33	0	0	0	0	0	0	2	66.7	ID	1	2	66.7
History	6		1	16.7	0	0	0	0	0	0	0	0	1	100	ID	0	0	0
Mathematics	12		3	25	2	66.7	0	0	0	0	1	33.3	0	0	\$76,500	2	0	0
Mathematics - Math Education	7		1	14.3	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Native American Studies	2		1	50	0	0	1	100	0	0	0	0	0	0	ID	0	0	0
Physics	9		1	11.1	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Psychological Science	4		2	50	0	0	0	0	0	0	1	50	1	50	ID	0	1	50

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.  
 2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).  
 3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.  
 \*Graduates who received multiple degrees may be reported under more than one college.  
 \*\*Graduates who received multiple degrees may be reported under more than one concentration.  
 ID: insufficient data due to limited graduates/low response rate

## Master's Degree Recipients

College of Letters & Science* ** Continued	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Public Administration	12	5	41.7	4	80	1	20	0	0	0	0	0	0	\$55,981	4	0	0
Public Administration - Western Regional Graduate Program	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Science Education	51	17	33.3	14	82.4	2	11.8	0	0	0	0	1	5.9	\$82,207	8	0	0
Statistics	9	4	44.4	1	25	0	0	0	0	0	0	3	75	ID	1	3	75

College of Nursing* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Clinical Nurse Leader	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Nursing	2	1	50	0	0	0	0	0	0	1	100	0	0	ID	0	0	0
Nursing - Clinical Nurse Leader	3	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN

## Doctorate Degree Recipients

College of Agriculture* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Animal & Range Science	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	0
Ecology & Environment Sciences	3	3	100	2	66.7	0	0	0	0	0	0	1	33.3	ID	1	3	100
Microbiology & Immunology	5	5	100	5	100	0	0	0	0	0	0	0	0	\$66,667	3	5	100
Plant Science -Plant Pathology	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	1	1	50

College of Education, Health & Human Development* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Curriculum & Instruction	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	1	100
Education - Adult and Higher Education	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NA
Education - Curriculum & Instruction	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NA
Education -Educational Leadership	1	1	100	1	100	0	0	0	0	0	0	0	0	ID	1	1	100
Educational Leadership	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	0	1	50

College of Engineering* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Chemical Engineering	5	3	60	2	66.7	0	0	0	0	0	0	1	33.3	\$75,500	2	3	60
Computer Science	5	1	20	1	100	0	0	0	0	0	0	0	0	I.D.	1	1	20
Electrical Engineering	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	I.D.	0	0	0
Industrial - Management System Engineering	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received multiple degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate

## Doctorate Degree Recipients

College of Engineering* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Mechanical Engineering	4	3	75	3	100	0	0	0	0	0	0	0	0	\$77,500	2	0	0
Individual Interdisciplinary	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	1	0	0

College of Letters & Science* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Materials Science	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
American Studies	2	2	100	1	50	1	50	0	0	0	0	0	0	\$116,200	2	0	0
Biochemistry	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	1	0	0
Chemistry	4	1	25	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Earth Sciences	4	2	50	0	0	1	50	0	0	0	0	1	50	ID	1	0	0
Ecology & Environmental Sciences	3	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
History	2	1	50	0	0	1	100	0	0	0	0	0	0	ID	0	0	0
Mathematics	1	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Mathematics -Math Education	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN
Physics	4	2	50	2	100	0	0	0	0	0	0	0	0	ID	0	0	0
Psychological Science	6	2	33.3	2	100	0	0	0	0	0	0	0	0	ID	1	0	0
Statistics	2	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	ID	0	0	NaN

College of Nursing* **	Total Graduates	Respondents		Full-Time In Field		Full-Time Not In Field		Full-Time Unknown Field		Part-Time		Unemployed <sup>3</sup>		Salary <sup>1</sup>	N <sup>2</sup>	Continuing Education	
		#	%	#	%	#	%	#	%	#	%	#	%			#	%
Family Nurse Practitioner	23	5	21.7	4	80	1	20	0	0	0	0	0	0	ID	1	0	0
Nursing Practice Post Master's	2	1	50	1	100	0	0	0	0	0	0	0	0	ID	0	0	0
Psych Mental Health Across Life	10	4	40	3	75	0	0	0	0	1	25	0	0	ID	1	0	0

1. Mean salary calculated for graduates reporting full-time employment. Reported salaries of less than \$15,000 and greater than \$200,000 were removed.

2. Graduates indicating "Continuing Education" as their primary graduation outcome (n=236) were not able to indicate an employment status and salary, thereby reducing the overall percentage of graduates reporting a salary as compared to previous years. Further, not all graduates who indicated they were employed full-time reported a starting salary (n=228).

3. "Unemployed" data includes graduates not employed and those indicating "Continuing Education" as their primary outcome.

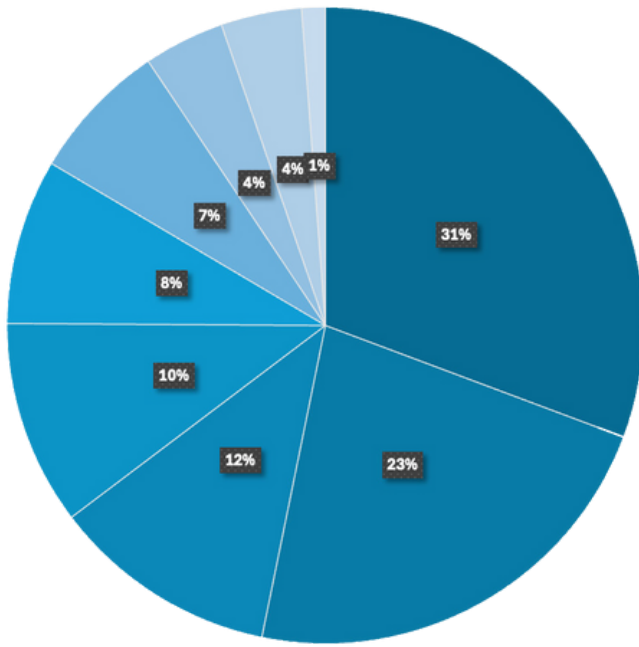
\*Graduates who received multiple degrees may be reported under more than one college.

\*\*Graduates who received multiple degrees may be reported under more than one concentration.

ID: insufficient data due to limited graduates/low response rate

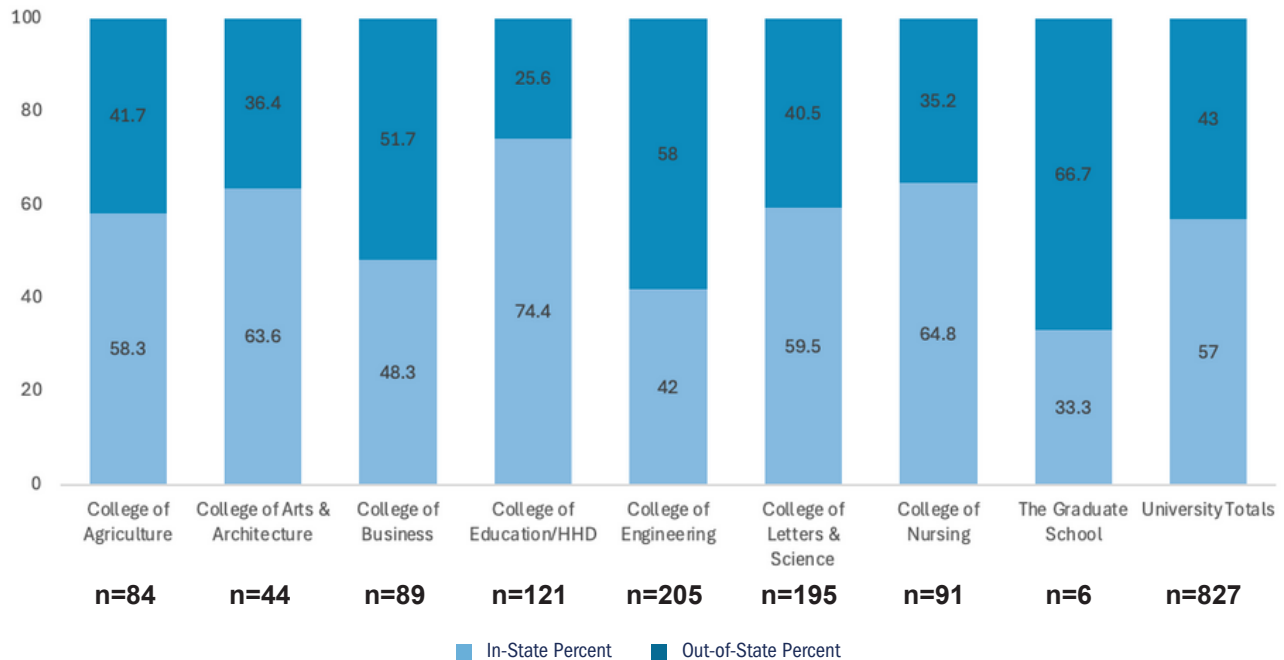
## 2023 Career Destinations Highlights - All Colleges

### How Graduates Found Their Jobs



- 30.7% Internet job search
- 22.5% Knew employer or referred by someone employer knew
- 11.5% Worked for employer prior to graduation
- 10.4% MSU Career Services (on-campus interviews, e-mail, job postings, career fair, hireabobcat.com, etc.)
- 8.4% Other
- 7.1% LinkedIn
- 4.1% Contacted employer without knowing of opening
- 4.1% Referred by faculty or my department
- 1.2% Temporary or Employment Agency

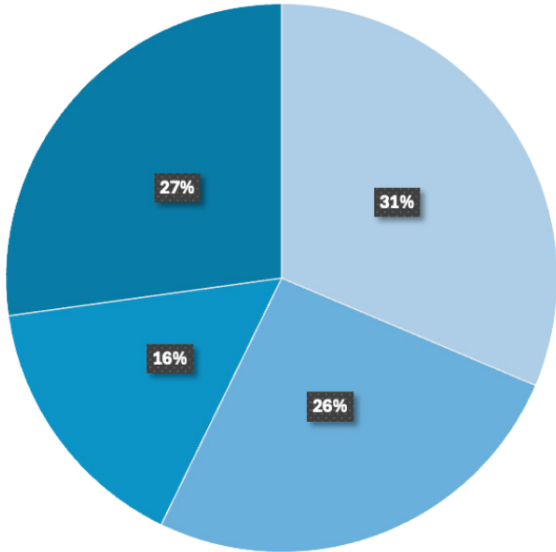
**n = 846**



**In-state Count = 471**  
**Out-state Count = 356**

# 2023 Career Destinations Highlights - All Colleges

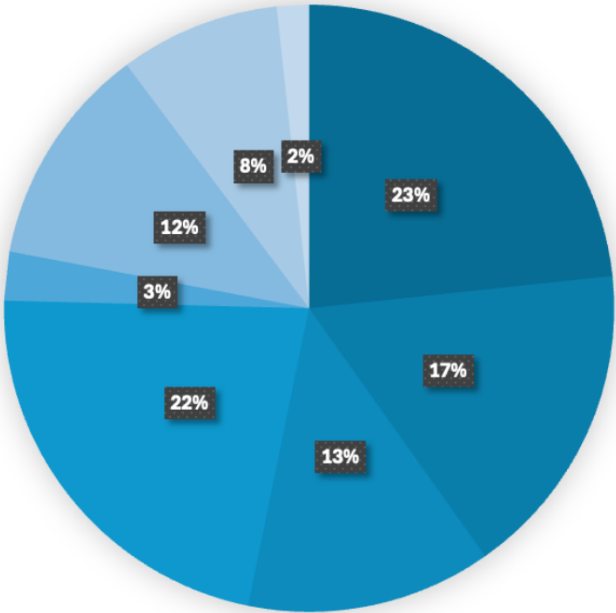
## When Graduates Secured Their Positions



- 31.4% Before graduation
- 25.8% 0-3 months after graduation
- 15.6% 4-6 months after graduation
- 27.2% 6 or more months after graduation

**n = 846**

## Most Important Factor in Selecting a Position

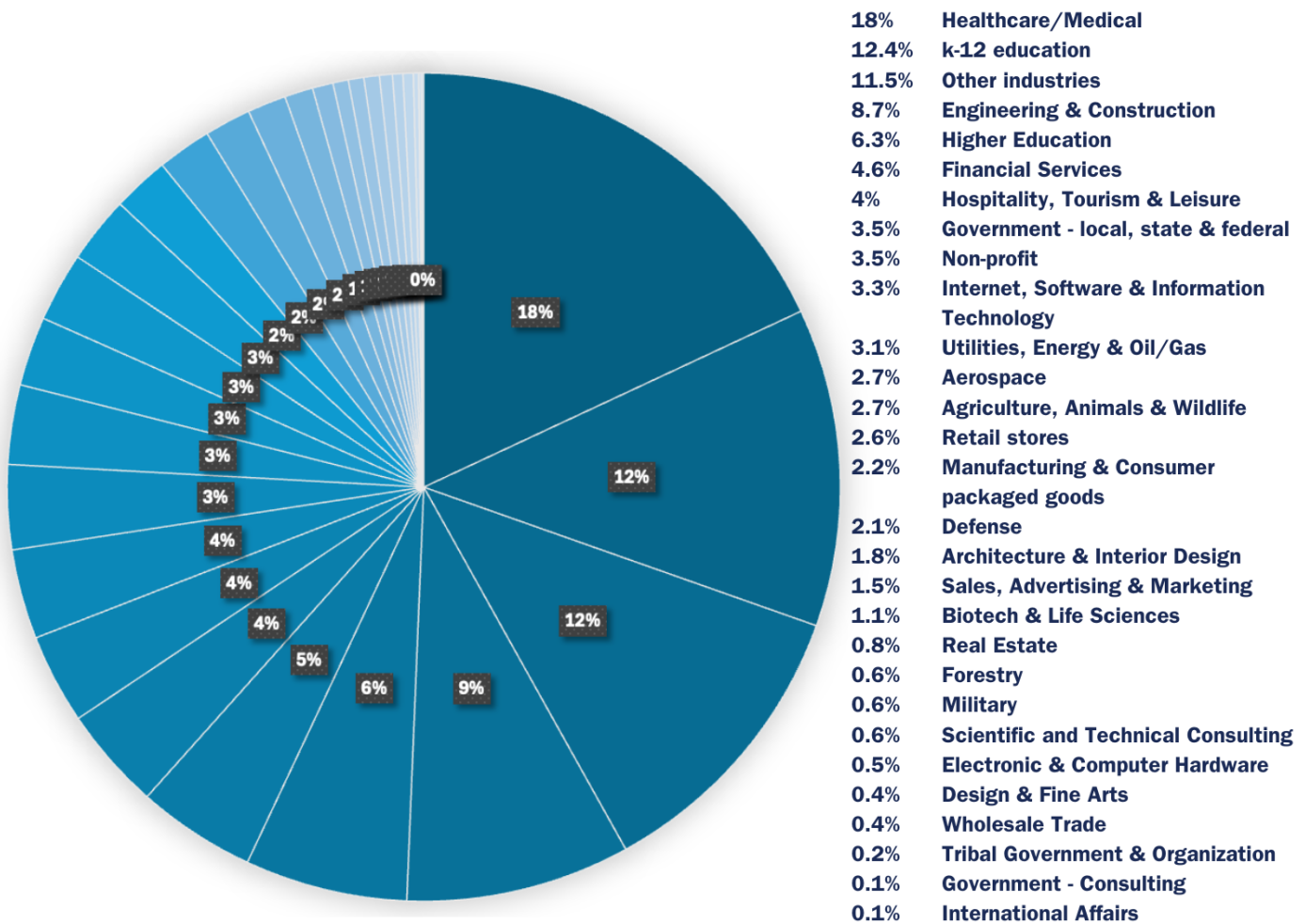


- 23.3% Opportunity for growth within the organization
- 16.9% Organization type
- 13% Other
- 22.2% Organization location
- 2.6% Remote/Virtual position
- 11.8% Salary offered
- 8.5% Opportunity to work for the specific company
- 1.7% Organization Size

**n = 846**

## 2023 Career Destinations Highlights - All Colleges

### Types of Organizations Employing MSU Graduates



n = 846



## Employing Organizations and Graduate Schools

### Major employers hiring MSU graduates (two or more):

Montana State University - Bozeman	ESI Construction (Engineered Structures, inc.)	American Bank Montana
Bozeman Health	Fast Enterprises, LLC	American Eagle
Providence	Grace Bible Church	American Lung Association
Billings Clinic	Great Falls Public School	American school of Dubai
The Boeing Company	Helena School District	Ameriprise Financial
Bozeman School District #7	Indian Health Service	Amity High School
Belgrade Public Schools	Janicki Industries	Anchorage School District
RTX (formerly Raytheon Technologies)	JPMorgan Chase & Co.	Anderson School
Advanced Engineering and -	KPMG LLP	Annie Wright Schools
Environmental Services, LLC (ae2s)	Livingston Healthcare	Anvil Corporation
Intermountain Health	Los Alamos National Laboratory	Apex Park and Recreation District
Logan Health	Marathon Petroleum Company	Applied Materials
Self-employed	Maven's Market	Applied Medical
Air Force	Mesa Labs	Arcadis
Benefis Health System	Missoula County Public Schools	Arco
Community Medical Center	Montana Fish, Wildlife and Parks	Area Architects
Power Engineers, inc.	Montana Instruments Corporation	Army
U.S. Department of Agriculture (USDA)	Museum of the Rockies	Arup
USDA Forest Service	Providence St. Peter Hospital	Ashland Public School
Yellowstone Club	Sanderson Stewart	Aspen Electrical Contracting
Atrium	Self Employed	Atlas Manufacturing
Bridger Photonics, Inc.	St. Peter's Health	Atrium Health
Butte School District no.1	State of Montana, Department of Public Health and Human Services	Auburn School District no. 408
Epic	SWCA environmental consultants	Austin Powder Company
Kiewit	Veteran's Affairs, Veteran's Health Administration	Autopilot Inc.
Morrison-Maierle	Watts and Associates	Aven
Naval Undersea Warfare Center Division, Keyport	Wealth Vest Marketing	Aware Inc.
Puget Sound Naval Shipyard and Intermediate Maintenance Facility	White Sulphur Springs School District 8	Banfield Pet Hospital
Thermo Fisher Scientific	Youth Dynamics	Bank of America
University of Utah Health	45 Architecture	Barnard Construction
Wipfli	A&E Design	Bayliss Architects
Zimmer Biomet	Aesir Technologies, Inc.	Baylor University Career Center
Zoot Enterprises, Inc.	Abercrombie	BDO USA, P.C.
Amazon Web Services	Academia de Dijon	Beacon Coffee Roasters
Big Sky Discovery Academy	Academia Cotopaxi	Beaverhead County High School
Bristol Myers Squibb	Accenture federal services	Bechtel
Carroll College	Advr Inc.	Bellefonte Area School District
Children's Hospital Colorado	Ahtna, Incorporated	Belt Public School District
CHS Inc.	Alaska Geographic	Bernardo Wills
Core Engineering Solutions	All Seasons Adventures	Bidegaray Law
Deloitte	Allan Quality Fence	Big Sky Precision
Deloitte Touche Tohmatsu	Amazon	Big Sky Resort
Dowl		Big Sky Youth Empowerment
		Bighorn Hospital Association

## Employing Organizations and Graduate Schools

### Major employers hiring MSU graduates (two or more):

Billings Flying Service	Clovis Unified School District	Dunn Lumber Company
Billings Public Schools	Collective Elevation	Earth Science Systems
Biproxi	Colorado Department of Health Care	East Helena Public Schools
Bisco Industries	Policy & Financing	Education
Blue Creek School District	Columbia Falls School District six	Edwards Lifesciences
Blue Origin	Community Colleges of Spokane	EG Retail (America)
Bluehalo	Community Counseling and Correctional	Eide Bailly LLP
Bohannon Creek Cattle Company, LLC	Services	Ej Guza and Associates
Boston Children's Hospital	Community First Bank	Electrical Consultants, Inc.
Boulder Community Health	Community Newspaper	Electroimpact
Bozeman Counseling Center	Compass Edvantage	Elemental Scientific Lasers
Bozeman Dental Associates	Compass Public Charter School	Elkhorn Ranch Montana
Bozeman Montessori	Computers Unlimited	Energy Laboratories, Inc
Bozeman PD	Conduent	Engel & Volkers
Brady Martz and Associates	Confederated Salish and Kootenai	Ennoble Design
Bremik Construction	Tribes	Enterprise Mobility
Bridger Aerospace	Confederated Tribes of the Warm	Enviromin Inc.
Bridger Children's Dentistry	Springs Reservation of Oregon	EPC Services Company
Brockton Public Schools	Confluence Health	ESA
C. Myers	Convent & Stuart Hall	Ethos Geological Inc.
C.H. Robinson	Cornerstone Montgomery Inc.	Evergreen School District #50
Calumet Specialty Products	Cottonwood Creek Dental	Fairbanks Arts Association
Cardinal Distributing LLC	County of Monterey	Fairport Central School District
Career Transitions	Cowles Montana Media Company	Family Promise of Gallatin Valley
Cargill	CRH	Farcountry Press
Carnival Cruise Line	Crossvue	Fidelity Investments
Carter County Museum	CRU	First Interstate Bank
Castus	Cushing Terrell	Fis Freeride World Tour
Category 6	Dartmouth College	Five Guys
CBB: Transportation Engineers +	Davita, Inc.	Flathead County
Planners	DCI Engineers	Food
Cbiz	Dealer Tire	Fort Bend History Association
Cemex	Delta Constructors	Fort Benton Secondary School
Centene Management Company, LLC	Department of Defense (DOD)	Forward Montana Foundation
Centennial Valley Association	Department of Defense Education	Four Nine Design
Center for Large Landscape	Activity	Fred Hutchinson Cancer Center
Conservation	Dewberry	Fred Meyer
Central Montana Medical Center	Digital Revamp	Fresenius Kidney Care
Century Companies, Inc.	Divine Mercy Academy	Frontier Energy
Children's Health	DJ&A, P.C.	Fulbright U.S. Student Program
Cincinnati Reds	Docker, Inc.	G 3 Gaming
Circle Public Schools	Dodson Public Schools	G2 Ranch
City of Bozeman	Dominion Energy	Gallatin Association of Realtors
Clean Home Colorado	Drum Corps International	Gallatin County
	Dry Hills Distillery	

## Employing Organizations and Graduate Schools

### Major employers hiring MSU graduates (two or more):

Gallatin Valley Furniture	Idaho Department of Fish and Game	Layne Chamberlin
Gallatin Valley Mall	Ideal Option, PLLC	Ld Productions LLC
Gallatin Valley YMCA	Imob Bessa Monteiro	Legacy Health Systems
Gem Innovation Schools of Idaho	Imperial Phichit Bilingual School	Lexi Frank Newhall
Gibson Brands, Inc.	Indian Family Health Clinic of Great Falls, Inc. (IFHC)	Liberty Energy, LLC
Gigworx	Indiana Packers Corporation	Little Tart Bakeshop
Gilbert Public Schools	Indiana University	Live Water Properties
Glacier Bancorp, Inc.	Innovation Fertility	Livingston School District
Glacier Medical Associates	Intermountain Healthcare	Livingston Veterinary Hospital
Glendive Medical Center	Intermountain Healthcare	Lockheed Martin
Glendive Public Schools	Intermountain Medical Center Volunteer Services	Loma Linda University
Globe Life - Family Heritage Division	Internet Safety Labs	Lone Peak Precision (self-employed)
Great Basin Institute	Intrado	Lowe's Store
Great Falls Clinic	Introspect Mental Health	Macy's, Inc.
Great Falls Symphony Association	Isac Museum	Mahle
Great West Engineering, Inc.	J.G. Research & Evaluation	Mammoth
Greentech Renewables	Jacobs	Manhattan Public Schools
Grifols	Jamco America, Inc.	Marra, Evenson & Levine PC
Grizzly Creek Films	JCM Architecture	Marriott
Grossman Company Properties	Jefferson County Montana Sheriff's Department	Martel Construction Inc.
Haley & Aldrich, Inc.	Jeffrey Beacham	Massachusetts Institute of Technology (MIT)
Hardin Public Schools 17h & 1	Jet Aviation	Mayo Clinic
Harlowton Public Schools	Jhon Hulmlund Nursery	McCarthy Building Companies, Inc.
Haven	JLF Architects	MDU Resources Group, Inc.
Hawaii Preparatory Academy	Jonathan Ashcraft	Medical Solutions, LLC
Hawaii State Department of Education	Junta de Andaluca	Medicine Hat College
Hazen and Sawyer	Kahn Media	Medium
HBK Engineering, LLC	Kalispell Public Schools	Meijer
HCA Healthcare	Keystone High School	Meininger's Art Store
HDR, Inc.	Kittatinny Regional High School	Micron Technology Inc.
Headwaters Academy	Kittelison & Associates, Inc.	Microsoft
Health Care Service Corporation	Kleinfelder	Mid-Willamette Valley Council of Governments
Helena Housing Authority	KLJ Engineering	Middletown Township Board of Education
Hellgate Elementary	Kootenai Health	Midwest Biodiversity Institute, Inc. (MBI)
Hensel Phelps	Korner Klub Bar	Minus Plumbing
Heritage Health	KPFF Consulting Engineers	Missoula Bone and Joint
Heyday	Kredit Electric Inc.	Missoula City County Health Department
HHS	Kroenke Ranches	MMW Architects
Highland Elementary School	Kroger	Moderna
Hims & Hers	Kwik Trip, Inc.	Monforton School District
Holla Group	L3harris Technologies	Montana Accounting Group
Hologic	Lambourn Farms	Montana Beef Council
Hooked Sushi	Lattice Materials, LLC	Montana Nurses Association
HRDC		
Hubley Phillips & Williams CPAS		
Huntington Ingalls Industries, Technical Solutions		

## Employing Organizations and Graduate Schools

### Major employers hiring MSU graduates (two or more):

Montana Office of Public Instruction	No Kid Hungry	Primoris Service Corporation
School Nutrition Dept	North Carolina Department of Environmental Quality	PRN Physical Therapy
Montana State University - Center for American Indian & Rural Health Equity	North Creek Properties	Project Canary, PBC
Montana State University - Center for Biofilm Engineering	North Idaho Advanced Care Hospital	Protocast, Inc.
Montana State University - Culinary Services	North Star Child Development Center and Disability Agency	Providence Development
Montana State University - Gallatin College	Northwest Mothers Milk Bank	Providence St. Patrick Hospital
Montana State University - Office of Undergraduate Admissions	Northwest Seed	Psychiatry Associates
Montana State University - TechLink Center	Novatec	Pueblo School District 70
Montana State University - University Information Technology	O'Neill & Company	PWC
Montana State University University Studies	O'Reilly Auto Parts	QFC
Montana Team Chiropractic	Office of Senator Dan Sullivan	Quanta Technology, LLC
Montana Technological University	Office of the Tennessee Attorney General	R&R Taylor Construction
Montana Tile & Stone	Old Chicago	Rödl & Partner
Montana Veterans Affairs	ONX maps	Rappahannock Restaurant
Montana Wilderness School	Open Studio Collective	Raytheon
Morris Land Surveys PLLC	Opportunity Bank of Montana	Red Tractor Pizza
Mosaic Architects	Oregon Health & Science University	Resilient Computing
Moses Lake School District	Oregon State University	Respec
Mountain Provisions	Our City Forest	Ressler Motors
Mphasis Digital Risk	Outlaw Partners	Rincon Consultants, Inc.
MSA Professional Services	Panasonic Avionics Corporation	Riverstone Health
Mukai Coffeehouse	Paradigm Contractors	Robert Peccia and Associates
MultiCare Health System	PayPal	Rocky Boy Public Schools
Murdoch's Ranch & Home Supply	PCL Construction, Inc.	Rocky Ridge Angus / Max Ag. of Montana
Myself	Peace Corps	Roers
Nanny	PeaceHealth	Romack Industries, Inc.
Nashville Underground	Peach Tree Academy	Ronan School District No. 30
National Aeronautics and Space Administration (NASA)	Pebc's Teacher Residency	Rootbound Arborists
National Park Service	Pediatric Therapy Clinic	Rosauers Supermarkets
National Renewable Energy Laboratory	Pella Regional Health Center	Round House Ski & Sports Center
Naval Sea Systems Sommand (NAVSEA)	Petra Academy	Roundup Public Schools
Navex	Petro Marine Services	Roy Public Schools
Navy	PFL	RSM US LLP
Nekter Juice Bar	Pinion	RVK. Inc.
Nelson Forensics, LLC	Political Data Intelligence Call Time AI	Salt Lake City School District
Nelson Labs	Polys Place Coffee Shop	Sandia National Laboratories
Nike, Inc.	Portal Rum	Sau 29
	Portland State University Housing & Residence Life	Savage Public School
	Power Public Schools	Savannah River National Laboratory
	Precocity LLC	Savvas Learning Company
	Presbyterian Healthcare Services	School
	Prime Performance and Physio	School Board of Levy County
		Scribe America
		Seattle Children's

## Employing Organizations and Graduate Schools

### Major employers hiring MSU graduates (two or more):

Seattle Sounders FC	Stio	Troy Public Schools
Seattle Symphony	Stockman Bank of Montana	Twin Bridges School District
Select Ingredients	Sudexo	U.S. Army MWR
Select Specialty Hospital - Grand Rapids	Suffolk Construction	U.S. Geological Survey
Self	Summitstone Health Partners	U.S. Geological Survey
Senbay Holding	Superior Livestock Auction	U.S. House of Representatives
Sender Films	Syngenta	Uc Davis
Shamrock Farms LLC	T. W. Beck Architects	Uchealth
Sharon	Target Range Elementary School	United Airlines
Shea Homes	Target Systems	University of Chicago Crime Lab and Education Lab
Shields Valley School District	Techtrav	University of Louisville
Shine Beer Sanctuary + Bottle Shop	Techtronic Industries, na (TTI)	University of Manitoba
Sidney Health Center	Tekton Research	University of Montana Campus Dining
Sierra Chemicals, LC	Tenet Healthcare	University of New Hampshire
Silver Falls School District 4j	Terra Nova Ventures	UPS (United Parcel Service)
Silverleaf Cannabis	Terracon	U.S. Army
Sioux Surgical Inc.	Testing Technologies Inc.	U.S. Department of Agriculture - Natural Resources Conservation Service (NRCS)
Sitka Gear Dallas	Teton Crest Wealth Planning	USDA-Natural Resources Conservation Service
Skidmore, Owings & Merrill LLP	The Bionetics Corporation	Utah State University
Sletten Companies	The Birth Center	Valaurum, Inc.
Smartbug Media	The Earlham Institute	Valley of the Flowers Landscaping, Inc.
SMG Engineers	The Embassy of Spain in the United States - Education Office	Varonis
Snap-on Incorporated	The Global Foundation for Ocean Exploration	Vaughn Public School
Social Security Administration	The Humble Design Co.	Venture Church
Sodexo	The Navigators	Viralhog
South Texas Project	The Plantation at Ponte Vedra	Vision Aerial
Southland Industries	The Sapphire Motel	Visiting Angels
Southwest Airlines	The Station Foundation	Vista Outdoors
Space Dynamics Laboratory	The Stone Independent School	Vizn Energy
SpaceX	The University of Tampa	Wadsworth Solutions
Specialty foundation systems	The Whale Museum	Warm Springs Productions
Specialtycare	Three Forks Schools	Warren Morgan Orchards
Speridian Technologies LLC	Three Rivers Medical Clinic	Watson Law Office
St. John's United	Tim Sheehy for U.S. Senate	Wayzata Public Schools
St. Luke's Health System	Tinuiti	West Linn-Wilsonville School District
Staples	Titin Km Biomedical	Western Colorado University
State of Alaska - Office of the Governor	Tj Maxx	Western Rivers Flyfisher Guides
State of Montana - Department of Corrections	Tompkins & Peters CPAS, P.C.	White Bear First Nations - Education Complex
State of Montana - Department of Environmental Quality	Totalview Industrial Imaging	Wic Montana
State of Montana Office of the Public Defender	Towhaul	Wolfssl Inc.
Stealth Startup	Town and Country Foods	Woodard & Curran
Steep Mountain Tea House	Treasure State Orthotic & Prosthetic Clinic, Inc.	Woodside Electronics Corporation
Stevensville School District	Trenton Indian Service Area	

## Employing Organizations and Graduate Schools

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### Major employers hiring MSU graduates (two or more):

Working Mother  
Wyoming Completion Technology  
Wyoming Wildlife Federation  
Xtant Medical  
YWCA  
Zazove Associates, LLC  
Zynex Medical, Inc.

## Graduate Schools

**A selection of graduate schools MSU Graduates are attending in addition to MSU include but are not limited to:**

Montana State University	Johns Hopkins University	University of Western States
Montana State	Karlsruhe Institute of Technology	University of Westminster
University of Montana Missoula	Ku Leuven	University of Wisconsin System
University of Washington	Marquette University	University of Wisconsin Madison
Arizona State University	Massachusetts Institute of Technology	Virginia Tech
Cornell University	Minot State University	Wake Forest University
Michigan State University	Montana State Bozeman	Walla Walla Community College
MSU	Montana State University-Bozeman	Walla Walla University
Oregon State University	Montana State University Billings	Western Governors' University - WGU
University of Utah	Montana State University Bozeman	WGU
Washington State University	National University	Willamette University College of Law
Western Governors' University	Naval Postgraduate School	
A.T. Still University of Health Sciences	New Mexico Institute of Mining & Technology	
ACE Health	North Carolina State University	
American Board for Certification of Teacher Excellence	Oklahoma State University	
Arizona State University Online	Pacific University	
Augustana College	Peace Corp	
Baylor University	Pierce College JBLM	
Boise State University	Purdue University	
CFA Institute	Regent's University	
Chamberlain University	Rocky Mountain College	
Clemson	Roseman University of Health Sciences	
Clemson University	Sandra Day O'Connor College of Law	
Cleveland Clinic	Shepherd's Theological Seminary	
College of Letters and Sciences	Silverhawk Aviation Academy	
Colorado State University	St. George's University	
Columbia University	Stanford University	
CSU Global	Texas A&M - Corpus Christi	
University of Colorado Boulder	Texas A&M University, College Station	
Dranilen Cave Field School	Tufts University	
Duke University	Universidad De Coimbra	
East Tennessee State University	University of Colorado Boulder	
Either Idaho or Duluth	University of Exeter	
Five Branches University	University of Idaho	
Gallatin College	University of Kansas Medical Center	
Geneva College	University of Mary	
George Mason University	University of Minnesota	
Gonzaga University	University of Montana Western	
Great Falls	University of New England	
Hazelden Graduate School of Addiction Studies	University of Nottingham	
Idaho College of Osteopathic Medicine	University of San Diego	
Idaho State University	University of Tampa	
Indiana University Bloomington	University of Texas Medical Branch at Galveston	

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