



NORWICH  
UNIVERSITY®

# First Destination Career Outcomes Report



CAREER & INTERNSHIP CENTER  
at NORWICH UNIVERSITY

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## Career and Internship Center Mission

“The Norwich University Career and Internship Center (CIC) is a key student-service office supporting the university’s mission of developing future leaders and citizen-soldiers. The CIC supports students through the career education and life design process with the tools they need to make informed career decisions. We strive to ensure all students graduate with high levels of professionalism, self-awareness and career management competencies for career and life success. Our professional staff brings a combined 50+ years of experience and passion for empowering students through professional and personal milestones.”

Meghan Oliver, Director, Career & Internship Center



## Executive Summary

The 2020-2021 academic year was a year of unprecedented challenges due to the COVID-19 pandemic. For the second consecutive year we found that new graduates were not responding as they had during pre-pandemic times. In the years leading up to 2019, we averaged a 98% response rate, which far exceeds average. In 2021 we were able to garner a 74% response rate, which is the industry average during pre-pandemic times.

Before spring 2020, we typically reached approximately 50-60% of our students by graduation with an in-person event called Grad Finale. In March 2020, in-person Grad Finale pivoted to a virtual format which will continue to be hosted virtually moving forward. This change had a dramatic impact on our response rate as we were unable to reach students in person.

To ensure students completed the survey, we used many avenues to access information about the students, including outreach through faculty, parent newsletters, email, phone calls, texting, and data-mining social media profiles for any information.

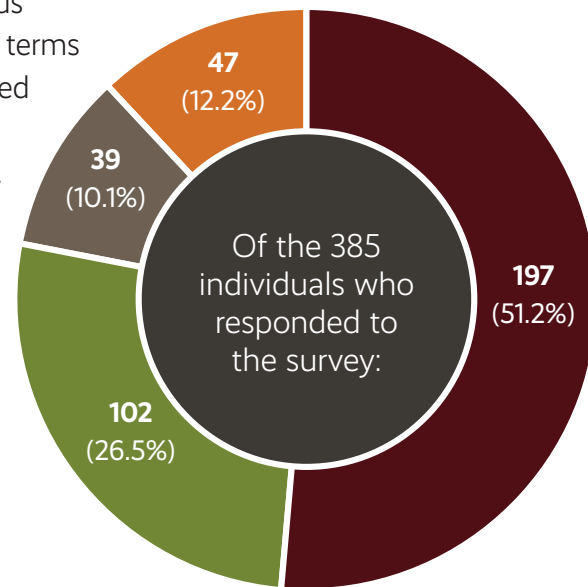
Due to the incomplete and inaccurate responses we have received over the last two years, we plan to implement some new initiatives for the Class of 2023 such as working with faculty teaching senior seminars to include this as an assignment during the month of April and coordinating with the university Registrar to incorporate the survey into graduation rehearsal. Additionally, we are working with the Office of Institutional Effectiveness to streamline our survey and develop a new interactive data dashboard for the Norwich website. We hope implementing these initiatives and that partnerships will lead to more thorough and accurate results and ease of information for prospective students and families and the greater Norwich community.

## First Destination Outcomes Overview

The First Destination Survey (FDS) is completed each year by Norwich University in compliance with the National Association of Colleges and Employers (NACE). The purpose of the FDS is to see where our students are six to nine months post-graduation. We have traditionally surveyed our students up to nine months post-graduation, however, we plan to shift to six months, in accordance with NACE standard. The FDS survey provides a snapshot into alumni's first stop after college, but does not give the full story of career mobility as they progress throughout their career.

The Class of 2021 is defined as graduates from July 1, 2020 – June 30, 2021. Of the 513 new graduates from the Class of 2021, we were able to ascertain the status of 385 individuals (75.1%), leaving 128 (24.9%) unknown in terms of their post-graduate plans. Of the 39 students represented in the continuing education category, 6 of them were entering their 5<sup>th</sup> year as Masters of Architecture students.

- Are employed in the corporate, non-profit, government or private sector
- Entered the military
- Plan to enter graduate school or continue their education
- Are still seeking employment

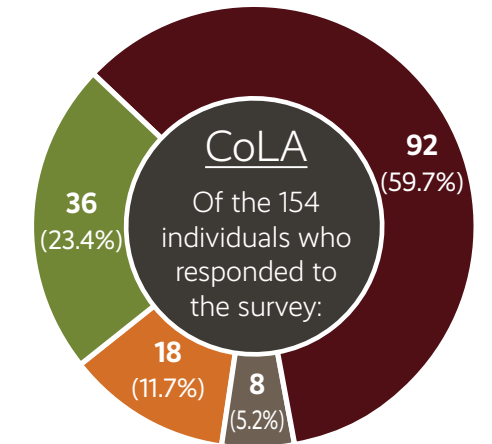


## Overview by college of where students went after graduation.

### College of Liberal Arts (CoLA)

Majors: Chinese, Communications, Criminal Justice, Education, English, French, German, History, International Studies, Philosophy, Political Science, Psychology, Sociology, Spanish, Studies of War and Peace

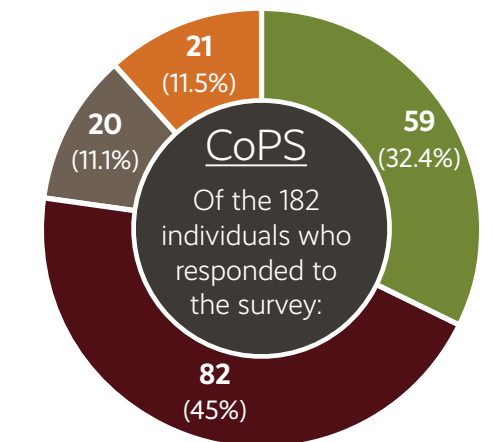
- Working
- Military
- Continuing Education
- Still Seeking



### College of Professional Schools (CoPS)

Majors: Architecture, Accounting, Business Management, International Business, Computer Science, Computer Security & Information Assurance, General Engineering, Civil & Environmental Engineering, Electrical & Computer Engineering, Mechanical Engineering, Construction Management, Nursing, Nursing (Accelerated)

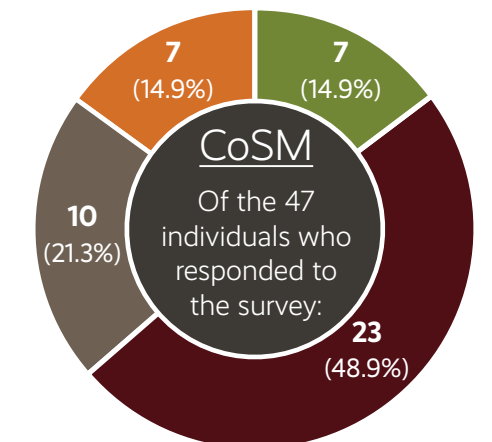
- Working
- Military
- Continuing Education
- Still Seeking



### College of Science and Mathematics (CoSM)

Majors: Athletic Training, Biology, Biochemistry, Chemistry, Environmental Science, Exercise Science, Geology, Health Science, Mathematics, Neuroscience, Physical Education, Physics

- Working
- Military
- Continuing Education
- Still Seeking



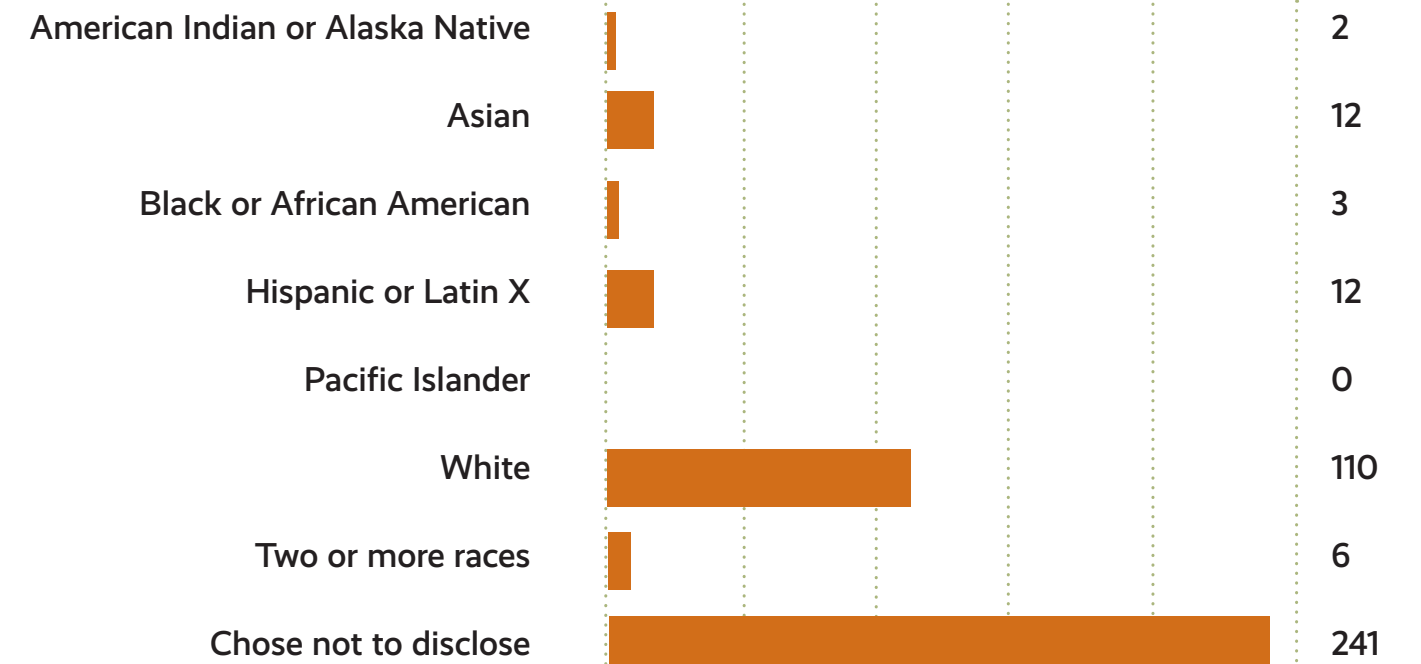
## Demographics

Of the 385 new graduates who responded to the survey, the following demographic information was ascertained.



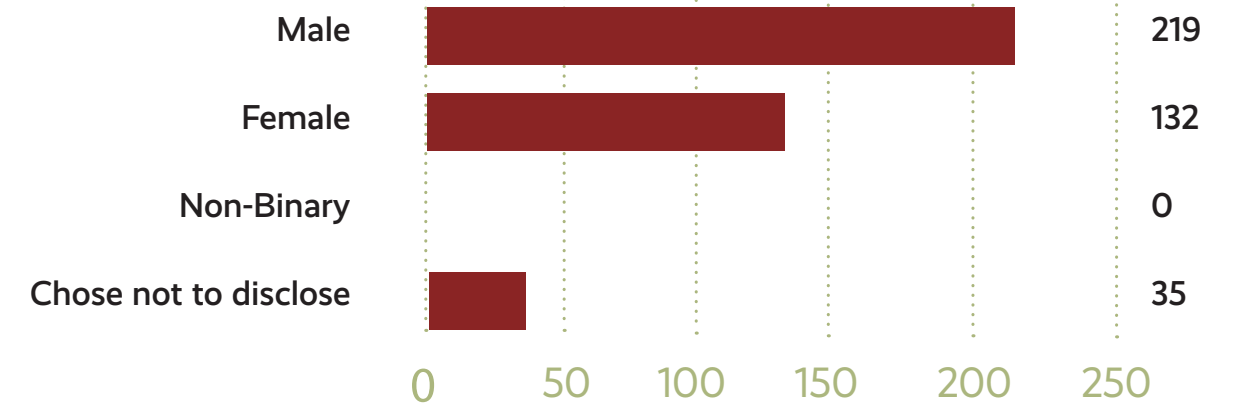
### Ethnicity

### Number of Students



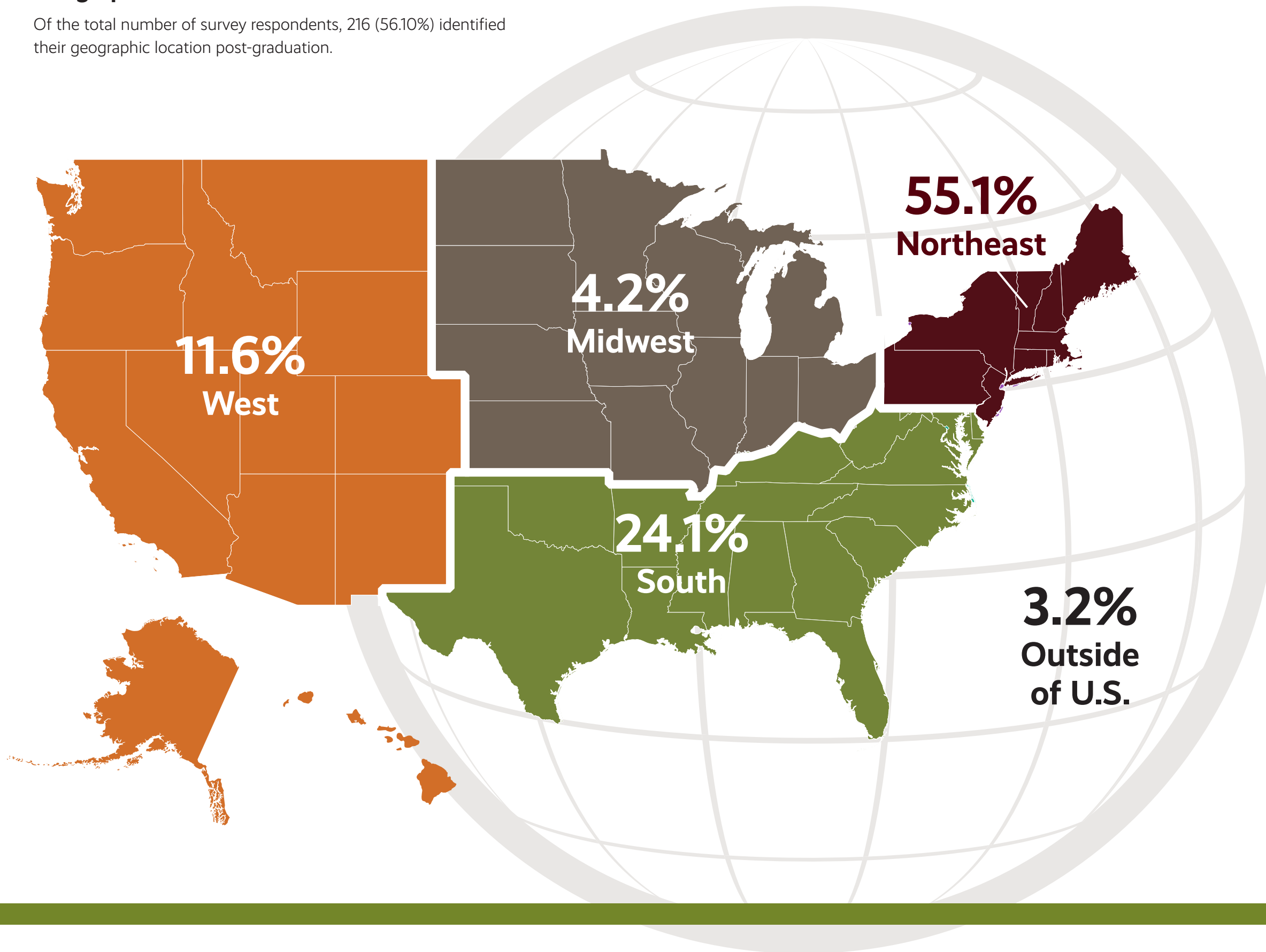
### Gender

### Number of Students



## Geographic Location

Of the total number of survey respondents, 216 (56.10%) identified their geographic location post-graduation.



### State Number of Students

|                           |    |
|---------------------------|----|
| Alaska.....               | 3  |
| Arizona.....              | 1  |
| California.....           | 7  |
| Colorado.....             | 2  |
| Connecticut.....          | 5  |
| District of Columbia..... | 1  |
| Delaware.....             | 1  |
| Florida.....              | 6  |
| Georgia.....              | 10 |
| Hawaii.....               | 4  |
| Illinois.....             | 2  |
| Indiana.....              | 2  |
| Maine.....                | 5  |
| Massachusetts.....        | 20 |
| Missouri.....             | 1  |
| Nevada.....               | 3  |
| New Hampshire.....        | 14 |
| New Jersey.....           | 6  |
| New Mexico.....           | 1  |
| New York.....             | 14 |
| North Carolina.....       | 5  |
| Ohio.....                 | 4  |
| Oklahoma.....             | 1  |
| Pennsylvania.....         | 13 |
| South Carolina.....       | 1  |
| Tennessee.....            | 2  |
| Texas.....                | 11 |
| Utah.....                 | 1  |
| Vermont.....              | 46 |
| Virginia.....             | 14 |
| Washington.....           | 2  |
| Wyoming.....              | 1  |

### Outside U.S. Number of Students

|                  |   |
|------------------|---|
| Afghanistan..... | 1 |
| Italy.....       | 1 |
| Japan.....       | 1 |
| Quebec.....      | 1 |
| South Korea..... | 1 |
| Spain.....       | 1 |
| Taiwan.....      | 1 |

## Employed Individuals

Of the 102 (26.5%) respondents that indicated they were employed, 3 (2.94%) said that they were employed part-time and 99 (97.06%) are working full-time.



| Major                            | Company                            | Title  |
|----------------------------------|------------------------------------|--|
| Accounting – 1                   | Precision Financial Services       | Operations Coordinator                         |
| Architectural Studies – 2        | Bowers and Kubota Consulting       | Designer 1                                     |
|                                  | Church Hill Landscapes, Inc.       | Unknown  |
| Master of Architecture – 2       | Gossens Bachman Architecture       | Junior Designer                                |
|                                  | New England Design & Construction  | Junior Designer                                |
| Architecture – 1                 | Studio TROIKA                      | Architectural Designer                         |
| Master of Architecture – 4       | Stone River Architects             | Intern   |
|                                  | Watershed Studio                   | Intern   |
|                                  | Birdseye                           | Junior Architect                               |
|                                  | Popli Design Group                 | Project Technician, Architect                  |
| Biochemistry – 1                 | Neural Stem Cell Institute         | Neurodegenerative Diseases and Antibody Intern |
| Civil Engineering – 2            | e2 engineers                       | Structural Engineer                            |
|                                  | AECOM                              | Manager  |
| Computer Science – 2             | Gunnison County CO Fairgrounds     | Temporary Summer Laborer                       |
|                                  | DEKA Research and Development      | Verification & Validation Test Technician      |
| Comp. Sec. - Info. Assurance – 5 | WHSCareers (DoD)                   | Security Control Assessor Representative       |
|                                  | Booz Allen Hamilton                | ICS Consultant                                 |
|                                  | Department of Defense              | Unknown  |
|                                  | Synopsis                           | Associate Security Consultant                  |
|                                  | Deloitte LLP                       | Cyber Security Analyst                         |
| Construction Management – 6      | Bartlett & Son's Excavation        | Construction Equipment Operator/ Laborer       |
|                                  | Schimenti Construction Company     | Project Engineer                               |
|                                  | GPRS                               | Project Engineer                               |
|                                  | Consigli Construction Co., Inc.    | Assistant Superintendent                       |
|                                  | Consigli Construction Co., Inc.    | Assistant Superintendent                       |
|                                  | Holt Construction                  | Assistant Superintendent                       |
| Criminal Justice – 21            | Norwich University                 | Tech Tutor                                     |
|                                  | Washington County Mental Health    | Behavioral Interventionist                     |
|                                  | Arizona Department of Child Safety | Child Safety Specialist                        |
|                                  | Center For Family Services         | Sexual Violence Advocate                       |

| Major                 | Company  | Title             |
|-----------------------|--|-------------------|
| Criminal Justice – 21 | St. Vincent Hospital                           | Specialist        |
|                       | State of Vermont - Division of Family Services | Unknown           |
|                       | Car Dealership                                 | Sales             |
|                       | Unknown  | Unknown           |
|                       | Unknown  | Unknown           |
|                       | NY State Electric and Gas                      | Meter Reader      |
|                       | Swanton Village Police Department              | Police Officer    |
|                       | Vermont State Police                           | Trooper           |
|                       | Unifirst                                       | Assistant Manager |
|                       | Zaxby's  | Cashier/Cook      |
|                       | Virginia State Police                          | Trooper           |
|                       | New York Police Department                     | Police Officer    |
|                       | Vermont State Police                           | Trooper           |
|                       | Old Orchard Beach Police Department            | Police Officer    |
|                       | Concord Police Department                      | Police Officer    |
|                       | Dillard's                                      | Unknown           |
|                       | Custom Print and Embroidery Shop               | Assistant Manager |

| Major                      | Company   | Title                                    |
|----------------------------|---|--|
| Environmental Science – 2  | Unknown   | Unknown                                  |
|                            | Davey   | Consulting Utility Forester              |
| Exercise Science – 1       | Kingdom Autism & Behavioral Health                                      | Registered Behavior Technician           |
| Geology – 1                | Aurora Geosciences Alaska, LTD.   | Core-Logging Geologist                   |
| History – 3                | The Club at New Seabury   | Maintenance                              |
|                            | McGurty Maintenance   | Custodial Maintenance Worker             |
|                            | Israeli Weapons Industry/Meprolight US                                  | Product Specialist Customer Support Tech |
| International Business – 1 | Unknown   | Unknown                                  |
| Management – 2             | Farm Equipment Dealership   | Operations Manager                       |
|                            | Northfield Savings Bank   | Community Banker 1                       |
| Mechanical Engineering – 4 | Autumn Harp   | Engineering Apprentice                   |
|                            | Rochester Electrics   | Process Engineer 1                       |
|                            | Land O'Lakes, Inc.  | Talent Acquisition Program Associate     |
|                            | Raytheon Technologies   | Systems Engineer                         |
| Neuroscience – 2           | Pfizer, Inc.  | Biological Safety Officer                |
|                            | Walgreens   | Pharmacy Technician                      |
| Nursing – 24               | Massachusetts General Hospital  | Registered Nurse                         |
|                            | Unknown   | Unknown                                  |
|                            | Northwestern Medical Center   | Registered Nurse                         |
|                            | Unknown   | Nursing Assistant                        |
|                            | HCA Healthcare  | Registered Nurse                         |
|                            | Dartmouth-Hitchcock Medical Center                                      | Registered Nurse                         |
|                            | University of Vermont Health Network/<br>Central Vermont Medical Center | Registered Nurse                         |
|                            | Unknown   | Change Nurse                             |
|                            | Alice Peck Day Memorial Hospital  | Registered Nurse                         |
|                            | Unknown   | Unknown                                  |
|                            | St. Mary Hospital   | Registered Nurse                         |
|                            | Unknown   | Unknown                                  |
|                            | Dartmouth-Hitchcock Medical Center                                      | Registered Nurse                         |
|                            | Unknown   | Unknown                                  |
|                            | Dartmouth-Hitchcock Medical Center                                      | Registered Nurse                         |
|                            | Littleton Regional Healthcare   | Registered Nurse                         |

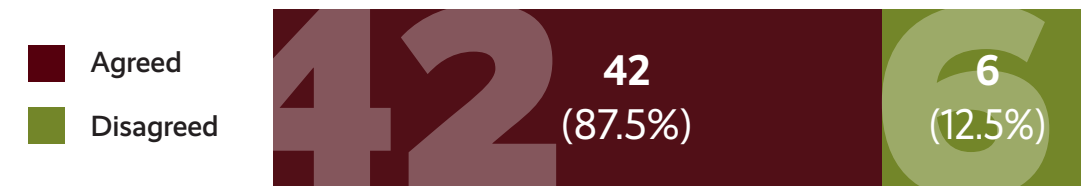


| Major                   | Company  | Title                           |
|-------------------------|--|---------------------------------|
| Nursing – 24            | Dartmouth-Hitchcock Medical Center                             | Registered Nurse                |
|                         | Unknown  | Unknown                         |
|                         | University of Vermont Health Network/<br>Porter Medical Center | Registered Nurse                |
|                         | Unknown  | Unknown                         |
|                         | Inova Health System  | New Grad Nurse Resident         |
|                         | Albany Medical Center  | Pediatric Registered Nurse      |
|                         | St. John's Health  | Registered Nurse                |
| Nursing Accelerated – 3 | Small Hospital in Mass   | Operating Room Registered Nurse |
|                         | Honeywell  | Obstetrical Nurse               |
|                         | University of Vermont Medical Center                           | Staff Nurse 1                   |
| Physical Education – 1  | North Carolina Schools   | Teacher                         |
| Political Science – 3   | WRTA   | Call Taker/Scheduler            |
|                         | King Arthur Baking Company                                     | IT Help Desk Intern             |
|                         | Berlin Police Department                                       | Police officer                  |
| Psychology – 8          | Unknown  | Unknown                         |
|                         | Shelburne Community School                                     | Assistant Director              |
|                         | Saga Education   | Fellowship Educator             |
|                         | Sequelcare of Maine  | Behavioral Health Professional  |
|                         | Hockey Company   | Lead Instructor                 |
|                         | 3M   | Field Service Representative    |
|                         | Hands at Home Care Services                                    | Caregiver                       |
|                         | Unknown  | General Contracting             |

Of the 385 students that responded to the survey, 48 students answered the following questions.

**This position is either highly related or somewhat related to my degree.**

Of the 48 students who responded to this question:



**This position is either highly related or somewhat related to my career interests.**

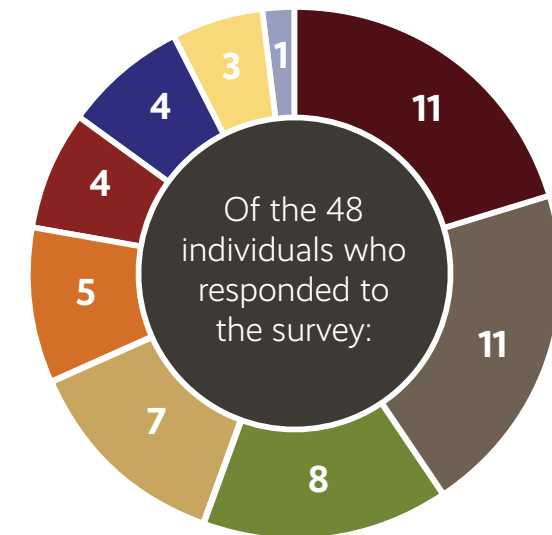
Of the 48 students who responded to this question:



**How did you find out about this job or make initial contact with this employer?**

Of the 48 students who responded to this question, they indicated all methods they utilized to find their job.

- Personal contact
- Employer website
- Had an internship at the company
- Already employed at this company
- Norwich Career Fair
- Professor or advisor
- Alumni referral
- Handshake
- Other





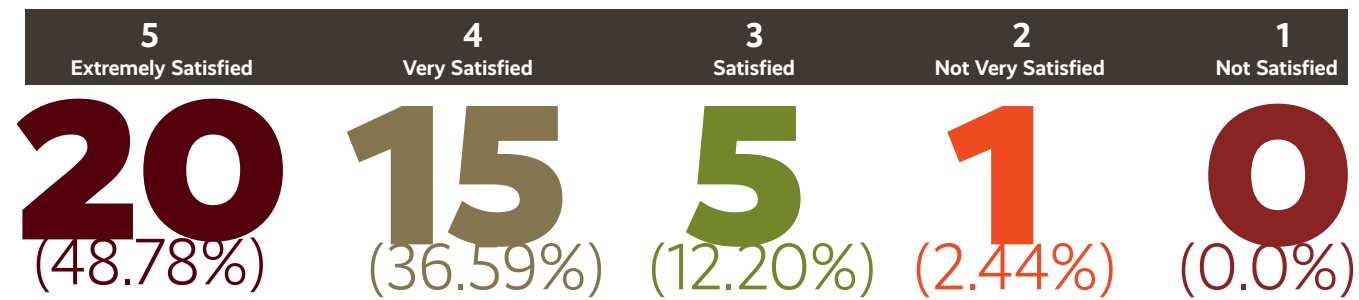
The following questions were asked of all 385 new graduates regardless of their post-graduation plans.

Did you use the Career and Internship Center? **41** ANSWERED YES  
(10.7%)

Please indicate your level of overall satisfaction.

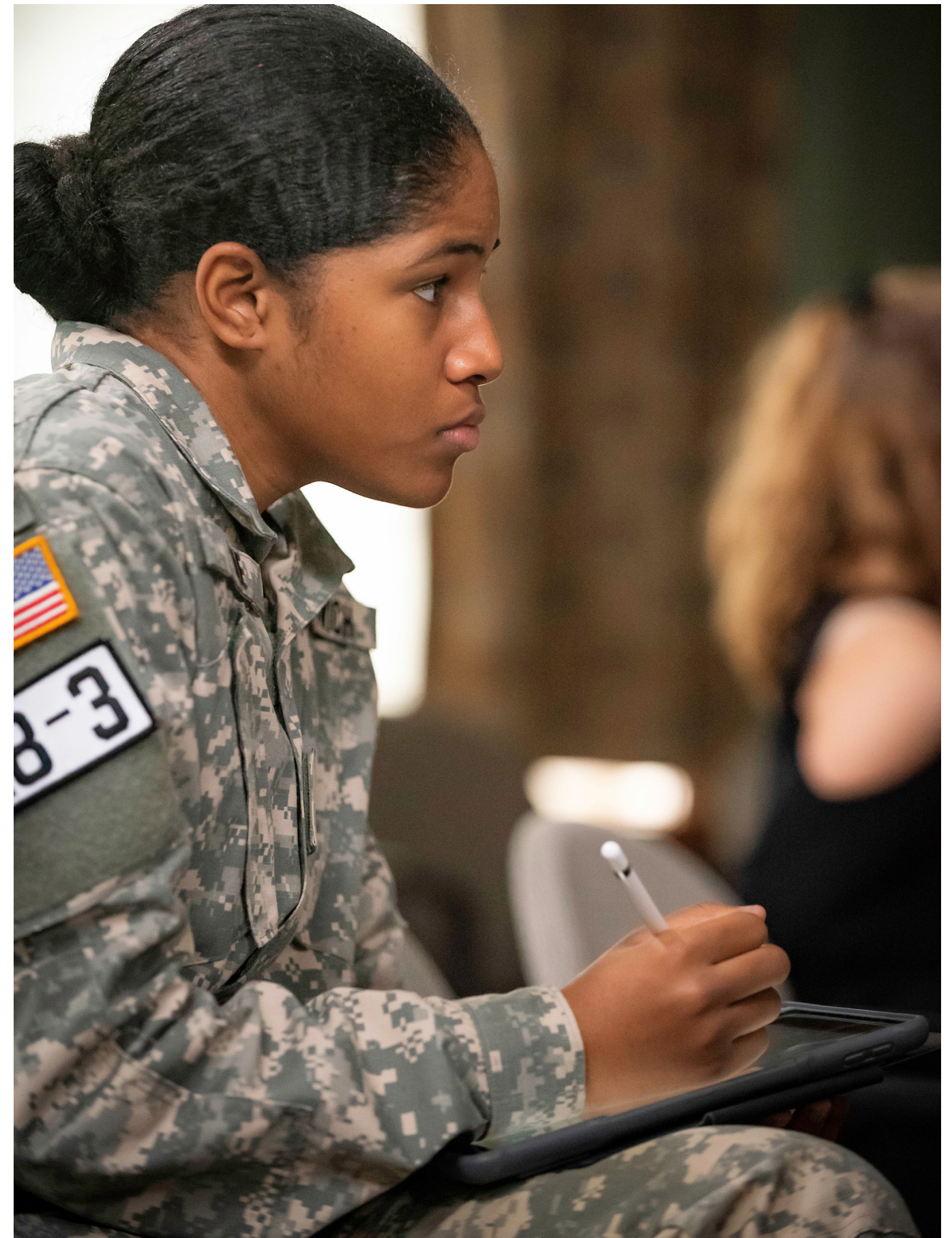
Of the 41 students who responded "YES" to using the Career and Internship Center.

**RANKING**



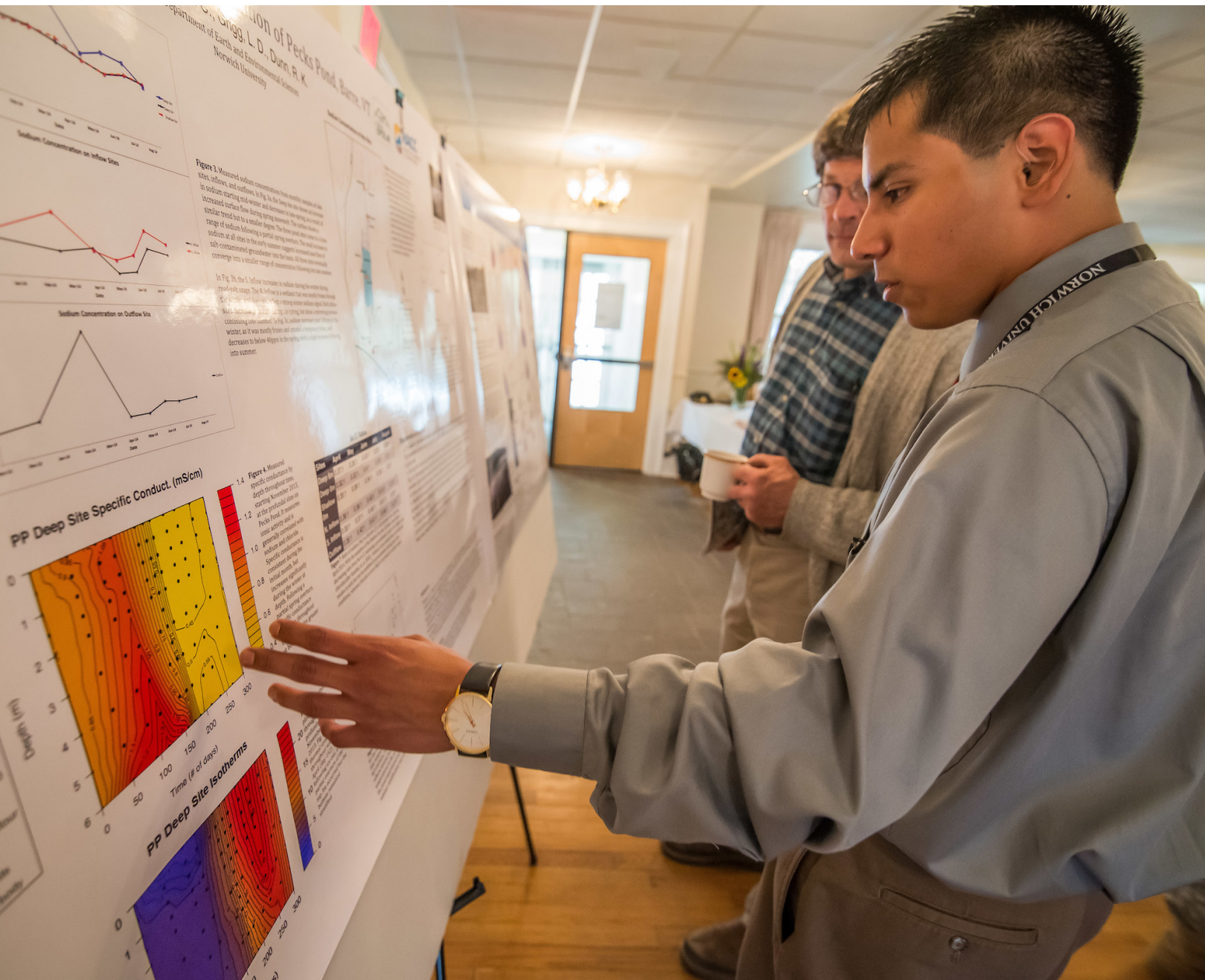
Which of the following Career and Internship Center services did you use?

Of the 41 students who responded to this question, they indicated all methods they used to find their job.



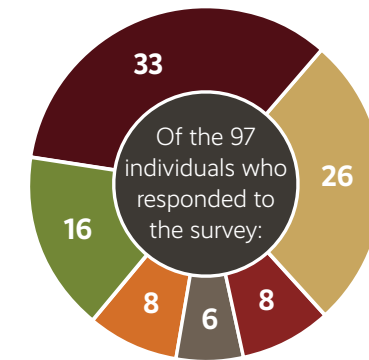
## High Impact Experiences

Many students are required to do a high impact experience for their majors, to include internships, study abroad, research, clinical or practicum hours, and student teaching. The First Destination Survey is not fully representative of all students who take part in a high impact experience required for the major. This data was not cross-referenced with other offices on campus that are required to track this data. The Career and Internship Center has accurate numbers of students who participate in internships for credit. We also do outreach to gain more insight into how many students participate in a non-credit bearing internship. We did not ask students if they participated in a study abroad experience in the 2021 FDS.



As a part of your Academic curriculum, did you participate in any of the following?

- Non-credit Internship
- Internship for credit
- Practicum training
- Clinical hours
- Student Teaching
- Summer Research



If you did an internship what was the name of the employer?

- |  |                                  |
|--|----------------------------------|
| Norwich CGCS                                 | Raytheon Technologies            |
| Norwich University                           | Schimenti Construction Company   |
| Vermont Chamber of Commerce                  | Stone River Architects           |
| Denver Expedition, East High School          | Washington County Mental Health  |
| Korean War Veteran's Memorial                | Barre Police Department          |
| ODNI   | Black River Design               |
| Naval Research Enterprise Internship Program | Doble Engineering Company        |
| Bridges- Northfield Elementary School        | Ai3 Architects                   |
| Bank Of America Merrill Lynch                | Barre City Police                |
| BrightBuilt Home                             | Maine Drilling                   |
| Chris Woods Construction Company             | Norwich University Chameleon     |
| Consigli Construction CO.                    | NUARI                            |
| Essex Police Department                      | Scott + Partners Architecture    |
| Governor Phil Scott's Office                 | Simons Architects                |
| Land O Lakes, Inc                            | Vermont Agency Of Transportation |
| NASA   | Vermont State Police             |
| Pfizer                                       | WNUB Dog River Radio             |

Was your Internship paid or unpaid?



Did you receive an employment offer from any of your previous internships?



Did you accept the offer?



## Military Service

Of the Class of 2021, 197 (51.2%) students planned to enter military service. This list includes both commissioned officers and ensigns and enlisted. Of those who are part-time National Guard or Reserves, eight indicated that they will be seeking additional employment.



| Major                    | Army       | Navy      | Air Force | Marines   | Coast Guard | Unknown Branch |
|--------------------------|------------|-----------|-----------|-----------|-------------|----------------|
| Accounting               |            |           |           | 1         |             |                |
| Architect. Studies       |            |           | 1         |           |             |                |
| Biochemistry             | 1          | 1         | 1         |           |             |                |
| Biology                  | 1          | 2         | 1         |           |             |                |
| Chemistry                | 1          |           |           |           |             |                |
| Chinese                  |            |           | 1         |           |             |                |
| Civil Engineering        | 2          | 1         | 1         | 1         |             |                |
| Communications           | 1          |           |           |           |             |                |
| Computer Science         | 1          | 1         | 1         |           |             |                |
| CSIA                     | 7          |           | 1         |           |             |                |
| Construction Management  | 8          | 2         |           | 1         |             |                |
| Criminal Justice         | 36         | 4         | 5         | 5         |             |                |
| Education                | 2          |           |           |           |             |                |
| Elec./Computer Eng.      | 1          | 1         | 5         |           |             |                |
| Engineering (General)    |            | 1         | 1         |           |             |                |
| Environmental Science    | 3          |           |           |           | 1           |                |
| Exercise Science         | 3          |           |           |           |             |                |
| Geology                  |            | 1         |           | 1         |             |                |
| History                  | 3          |           | 1         | 1         |             |                |
| International Business   | 2          |           | 1         |           |             |                |
| International Studies    | 4          |           | 2         |           |             |                |
| Management               | 3          |           | 2         | 1         |             |                |
| Mathematics              | 1          | 2         |           |           |             |                |
| Mechanical Engineering   | 8          | 4         | 6         |           |             | 1              |
| Neuroscience             | 1          |           | 1         |           |             |                |
| Nursing                  | 9          | 2         | 5         |           |             |                |
| Physics                  |            | 1         |           |           |             |                |
| Political Science        | 5          | 2         | 2         | 1         |             |                |
| Psychology               | 3          | 1         |           |           |             |                |
| Spanish                  |            | 1         |           |           |             |                |
| Studies in War and Peace | 5          | 1         | 2         | 4         |             |                |
| <b>TOTALS</b>            | <b>111</b> | <b>28</b> | <b>40</b> | <b>16</b> | <b>1</b>    | <b>1</b>       |

**Total = 197**

## Continuing Education

Of the 385 respondents, 39 (10.1%) students planned to continue their education. This includes pursuing a second bachelor's degree or attending a master's or doctorate program.

| Major                            | Number | School   |
|----------------------------------|--------|--|
| Architecture                     | 13     | Norwich University   |
| Athletic Training                | 3      | Indiana State University<br>University of Vermont<br>Ohio University |
| Biology                          | 2      | Nova Southeastern University<br>Norwich University                   |
| Chemistry                        | 1      | Northeastern University  |
| Comp. Sec. Information Assurance | 1      | Norwich University   |
| Criminal Justice                 | 3      | 2 - Norwich University<br>1 - St. Mary's Seminary                    |
| Engineering (General)            | 1      | University of Arizona  |
| Environmental Science            | 1      | Vermont Law School   |
| Exercise Science                 | 1      | The Citadel  |
| International Studies            | 1      | Norwich University   |
| Management                       | 4      | Norwich University   |
| Mechanical Engineering           | 1      | Bowling Green State University                                       |
| Neuroscience                     | 1      | University of South Carolina   |
| Nursing                          | 1      | Norwich University   |
| Political Science                | 1      | United States Military Academy,<br>West Point                        |
| Psychology                       | 2      | Antioch University<br>Fitchburg State University                     |
| Studies in War and Peace         | 2      | Norwich University<br>Goodwin University                             |



## Salary Data

We are committed to protecting the identities of the respondents of the survey. With that in mind, we averaged the reported salaries based upon academic college rather than major. We broke out military and civilian salaries separately.

Six individuals reported receiving a signing bonus ranging from \$800 to \$5,500. Five of the new grads indicated that they received other compensation ranging from \$2,000 to \$30,000. The additional compensation will be added to the total amount the individual received annually and averaged out in each major grouping.

The annual starting salary in 2021 in the U.S. military for an O-1 is \$40,630. However, many of our graduates will immediately, or in the near future, earn more than that based upon their career paths, allowances, incentives, and specialty pay. At the time of the survey, students were not yet aware of additional pay.

### College of Liberal Arts (CoLA)

*(Chinese, Communications, Criminal Justice, Education, English, French, German, History, International Studies, Philosophy, Political Science, Psychology, Sociology, Spanish, Studies of War and Peace)*

We were able to ascertain salaries for 22 (23.91%) of the 92 (46.7%) individuals who entered the military in the CoLA. We were unable to ascertain the salaries for the remaining 70 (76.09%) students. If we were to estimate that the 70 individuals made \$40,630, the average starting salary would be **\$41,506** for CoLA graduates entering the military.

Of the 35 CoLA students who are employed, we were only able to ascertain salaries for 12 (34.29%) of them. Of those who reported their salaries the average starting salary was **\$40,192**.

### College of Professional Schools (CoPS)

*(Architecture, Accounting, Business Management, International Business, Computer Science, Computer Security & Information Assurance, General Engineering, Civil & Environmental Engineering, Electrical & Computer Engineering, Mechanical Engineering, Construction Management, Nursing, Nursing (Accelerated))*

We were able to ascertain salaries for 30 (36.59%) of the 82 (41.62%) individuals who entered the military in the CoPS. We were unable to ascertain the salaries for the remaining 52 (63.41%) students. If we were to estimate that the 52 individuals made \$40,630, the average starting salary would be **\$40,877** for CoPS graduates entering the military.

Of the 59 CoPS students who are employed, we were only able to ascertain salaries for 35 (59.32%) of them. Of those who reported their salaries the average starting salary was **\$57,144**.

### College of Science and Mathematics (CoSM)

*(Athletic Training, Biology, Biochemistry, Chemistry, Environmental Science, Exercise Science, Geology, Health Science, Mathematics, Neuroscience, Physical Education, Physics)*

We were able to ascertain salaries for 9 (39.13%) of the 23 (11.68%) individuals who entered the military in the CoSM. We were unable to ascertain the salaries for the remaining 14 (60.87%) students. If we were to estimate that the 14 individuals made \$40,630, the average starting salary would be **\$39,172** for CoSM graduates entering the military.

Of the 7 CoSM students who are employed, we were able to ascertain salaries for 6 (85.71%). Of those who reported their salaries the average starting salary was **\$53,017**.



**CAREER & INTERNSHIP CENTER**  
at NORWICH UNIVERSITY

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