



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

During the 2021-2022 academic year we returned to full in-person instruction and the easing of Covid restrictions and protocols. The fall semester was still a bit of a challenge but by spring of 2022 it began to feel like pre-pandemic times. We were eager to find out how the pandemic impacted this student cohort.

This year, we transitioned from a nine-month postgraduate survey to a six-month survey in keeping with the National Association of Colleges and Employers (NACE) guidelines and best practices. The survey was closed on October 31, 2022. We included only the knowledge gained from survey respondents rather than including any additional data mined from other sources. We were able to increase our response rate from 74% (which is the national average) in 2021 to 79.8%. We were able to achieve this by employing a variety of methods including partnerships with the Alumni office with our “What’s Next?” social media campaign, Registrar’s office with time at graduation rehearsal, targeted messaging from the Provost and the Dean’s and department chairs, and social media and tabling in the campus center.

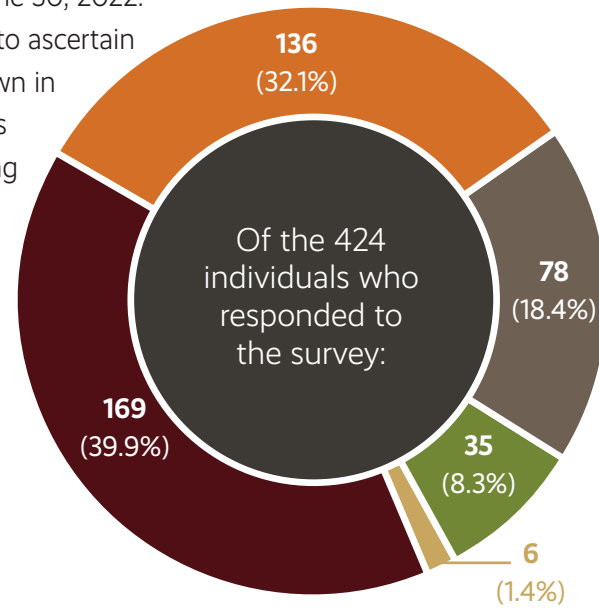
To increase our response rate, we used a variety of methods to include, targeted emails to students and faculty through partnerships with the alumni office, Registrar’s office and the academic deans, social media messaging and setting time aside at graduation rehearsal for students to complete it if they had not already done so.

## First Destination Outcomes Overview

The First Destination Survey is completed each year by the Norwich University Career and Internship Center in compliance with the National Association of Colleges and Employers (NACE). The purpose of the first destination graduate survey is to give a snapshot of where our students are six months post-graduation. This survey does not provide the full picture as to the career mobility of our alumni as they progress throughout their career. **Note:** This survey includes only responses from our traditional residential student population and not our online degree completion students enrolled through the College of Graduate and Continuing Studies (CGCS).

The class of 2022 is defined as graduates from July 1, 2021 – June 30, 2022. Of the 531 new graduates from the class of 2022, we were able to ascertain the status of 424 individuals (79.8%) leaving 107 (20.2%) unknown in terms of their post-graduation plans. Of the 35 (8.3%) individuals represented in the group that indicated that they were continuing education, 4 (11.4%) of them were entering their 5th year as a Master of Architecture student.

- Working
- Military
- Continuing education
- Still seeking employment
- Not seeking employment

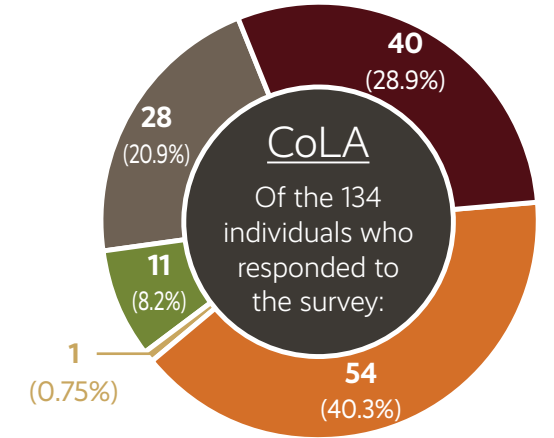


## Overview by college of where students went after graduation.

### 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 & Peace

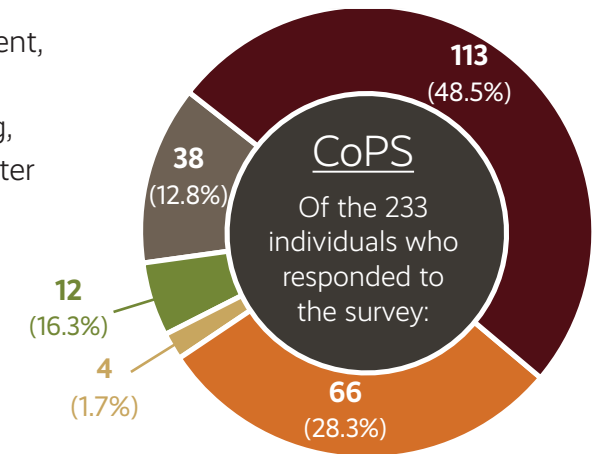
- Working
- Military
- Continuing education
- Still seeking employment
- Not seeking employment



### 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)

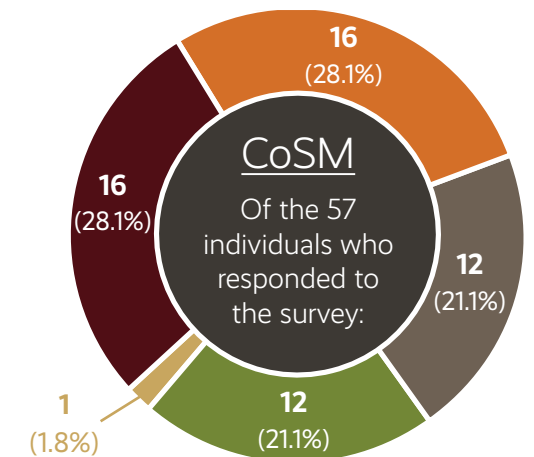
- Working
- Military
- Continuing education
- Still seeking employment
- Not seeking employment



### 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 employment
- Not seeking employment



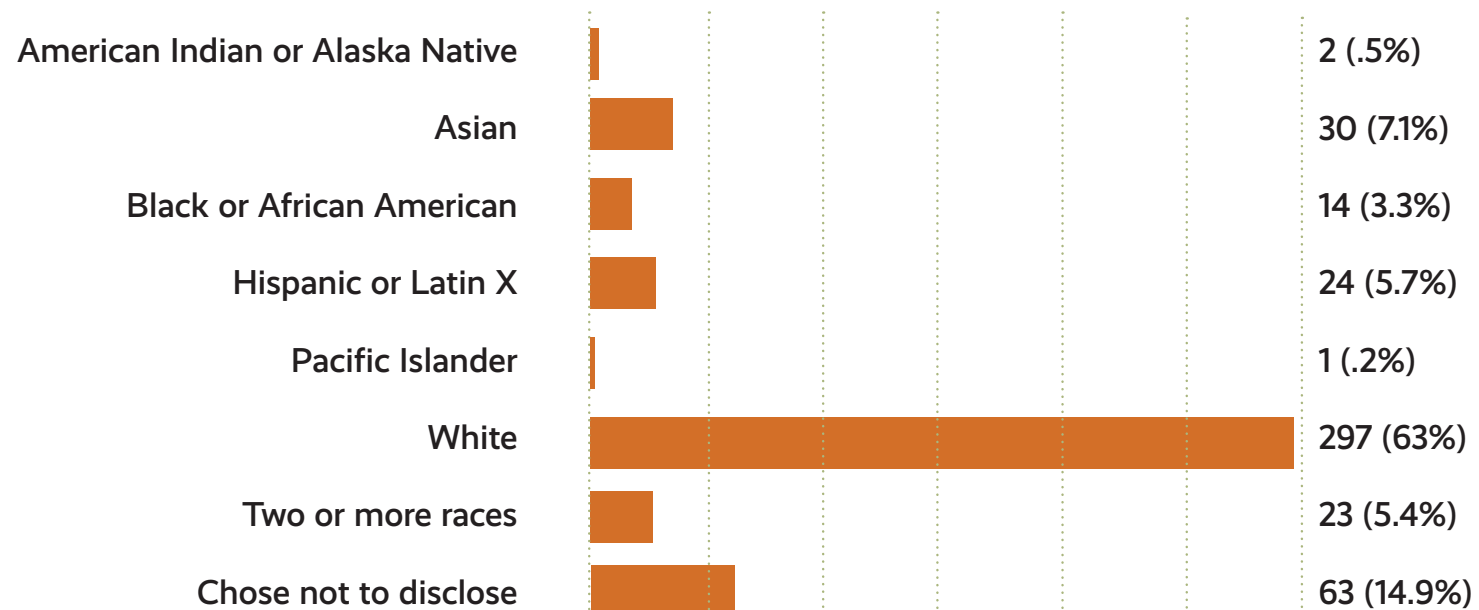
## Demographics

Of the 424 new graduates that responded to the survey, the following demographic information was ascertained.



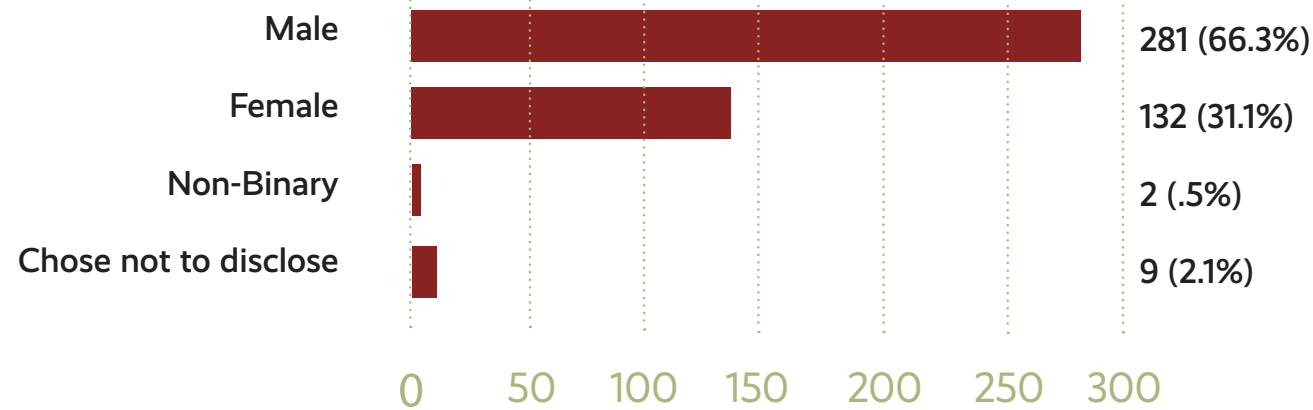
### Ethnicity

### Number of Students



### Gender

### Number of Students



### Lifestyle\*

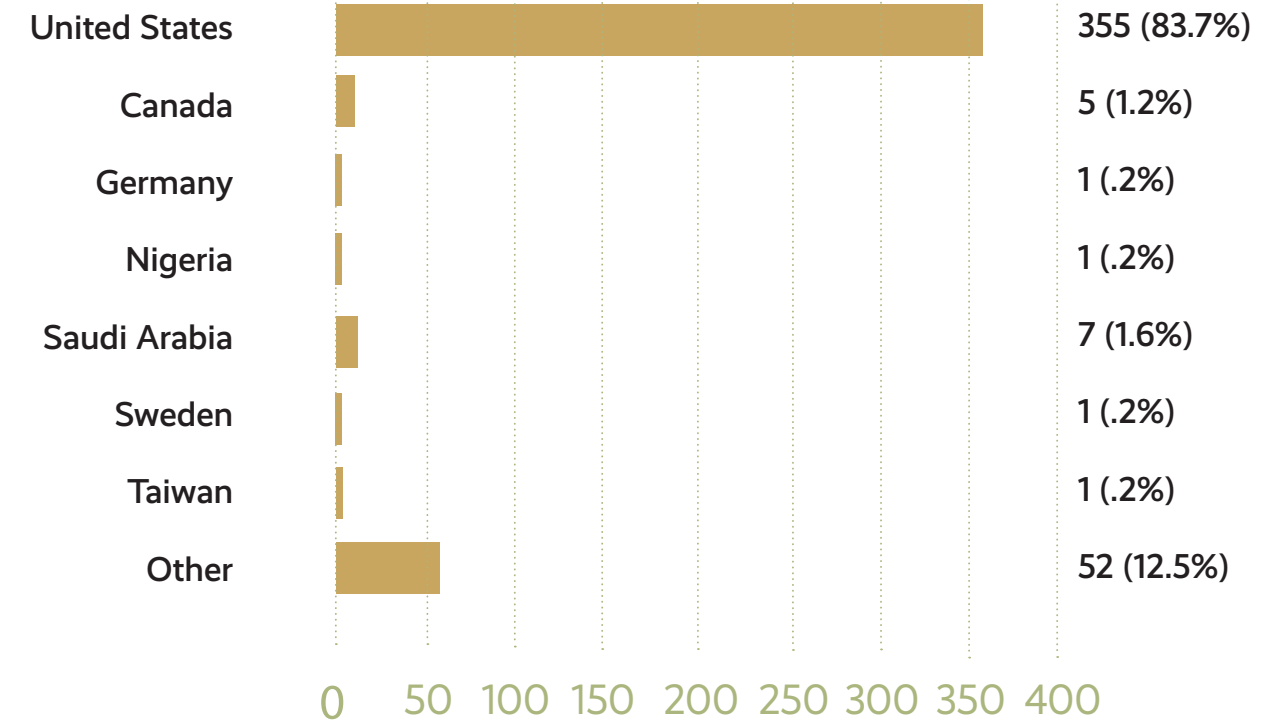
### Number of Students



\* Note that individuals could choose more than one category

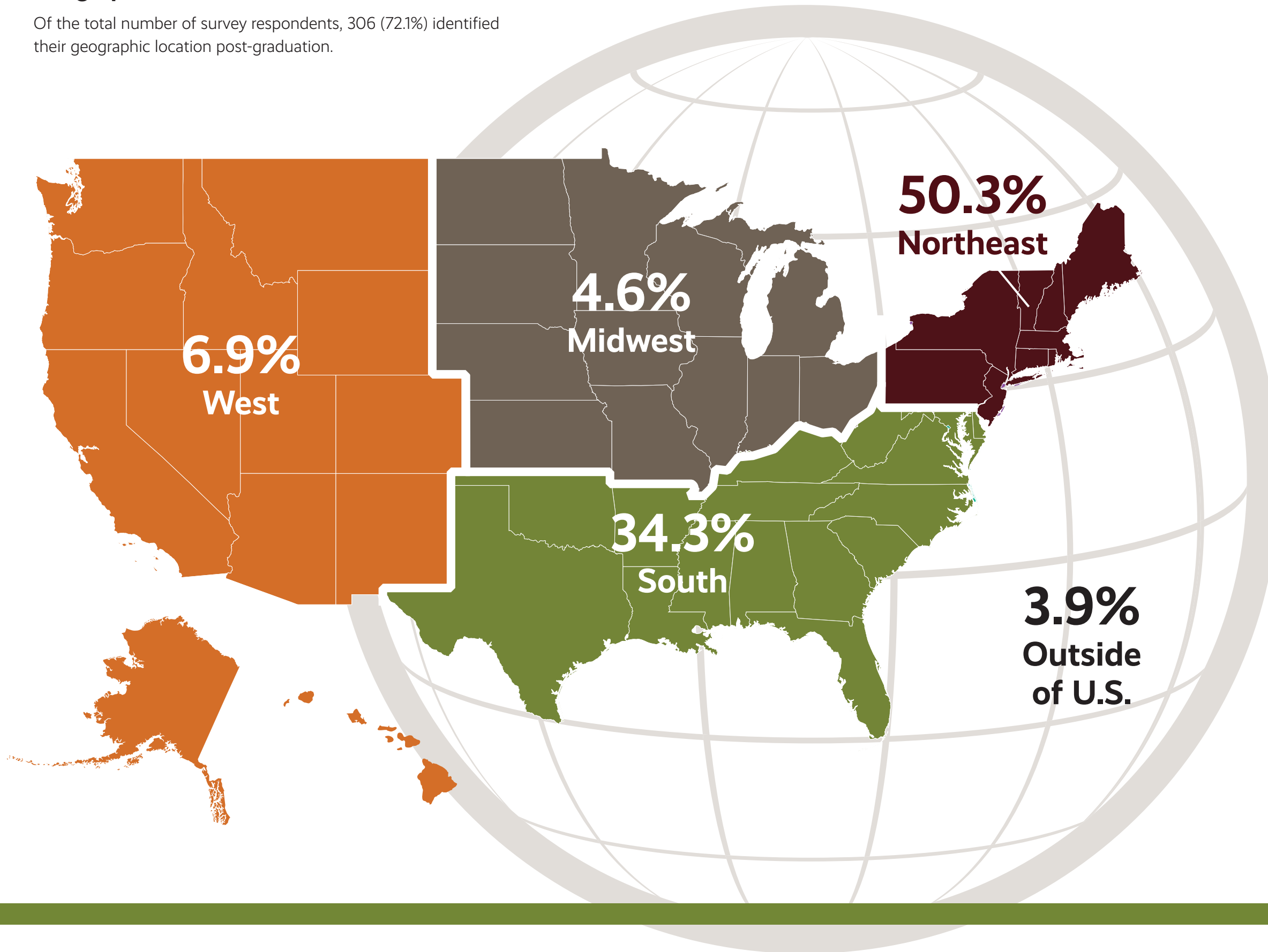
### Country of Origin

### Number of Students



## Geographic Location

Of the total number of survey respondents, 306 (72.1%) identified their geographic location post-graduation.



| State                | Number of Students |
|----------------------|--------------------|
| Alabama              | 1                  |
| Alaska               | 1                  |
| Arizona              | 2                  |
| Arkansas             | 0                  |
| California           | 8                  |
| Colorado             | 3                  |
| Connecticut          | 8                  |
| Delaware             | 0                  |
| District of Columbia | 3                  |
| Florida              | 15                 |
| Georgia              | 26                 |
| Hawaii               | 3                  |
| Idaho                | 0                  |
| Illinois             | 0                  |
| Indiana              | 1                  |
| Iowa                 | 0                  |
| Kansas               | 2                  |
| Kentucky             | 1                  |
| Louisiana            | 1                  |
| Maine                | 8                  |
| Massachusetts        | 30                 |
| Michigan             | 2                  |
| Minnesota            | 3                  |
| Mississippi          | 4                  |
| Missouri             | 5                  |
| Montana              | 0                  |
| Nebraska             | 0                  |
| Nevada               | 0                  |
| New Hampshire        | 29                 |
| New Jersey           | 4                  |
| New Mexico           | 2                  |
| New York             | 16                 |
| North Carolina       | 10                 |
| North Dakota         | 0                  |
| Ohio                 | 1                  |
| Oklahoma             | 6                  |
| Pennsylvania         | 3                  |
| Rhode Island         | 2                  |
| South Carolina       | 5                  |
| South Dakota         | 0                  |
| Tennessee            | 2                  |
| Texas                | 10                 |
| Utah                 | 0                  |
| Vermont              | 54                 |
| Virginia             | 21                 |
| Washington           | 2                  |
| West Virginia        | 0                  |
| Wisconsin            | 0                  |
| Wyoming              | 0                  |

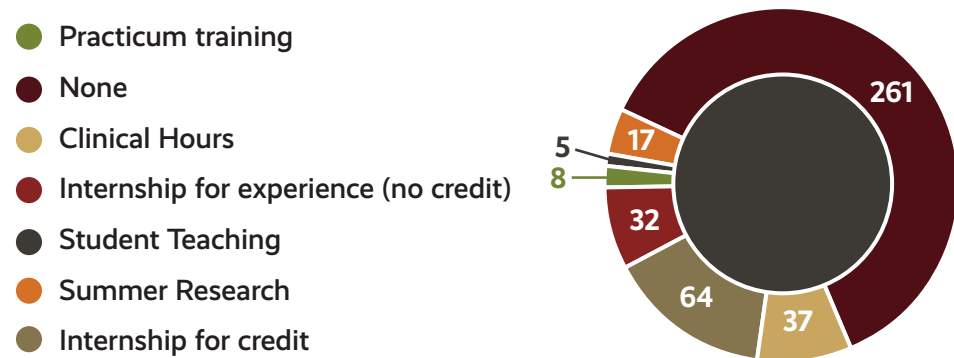
| Outside U.S. | Number of Students |
|--------------|--------------------|
| Canada       | 1                  |
| Israel       | 1                  |
| Germany      | 1                  |
| Japan        | 2                  |
| Saudi Arabia | 1                  |
| Singapore    | 1                  |
| Spain        | 3                  |
| South Korea  | 1                  |
| Taiwan       | 1                  |

## High Impact Experiences

The American Association of Colleges & Universities classifies high impact practices (HIPs) as experiences that allow students to expand their skills and knowledge both inside and outside of the classroom through hands-on practical application. AAC&U recently updated the list of 10 high impact practices to include, First-Year Seminars and Experiences, Common Intellectual Experiences, Learning Communities, Writing Intensive Courses, Collaborative Assignments and Projects, Undergraduate Research, Diversity/Global Learning, Service Learning, Community-Based Learning, Internships, Capstone Courses and Projects.

The First Destination Survey Report does not fully represent every student who has completed a high impact experience as we are only using the data we receive from the respondents. All Norwich students must complete a senior capstone project which is considered by the AAC&U as a high impact experience. The data below represents high impact experiences that are more related to hands on work in their field.

**As a part of your academic curriculum, did you participate in any of the following high impact experiences? Students could choose more than one.**

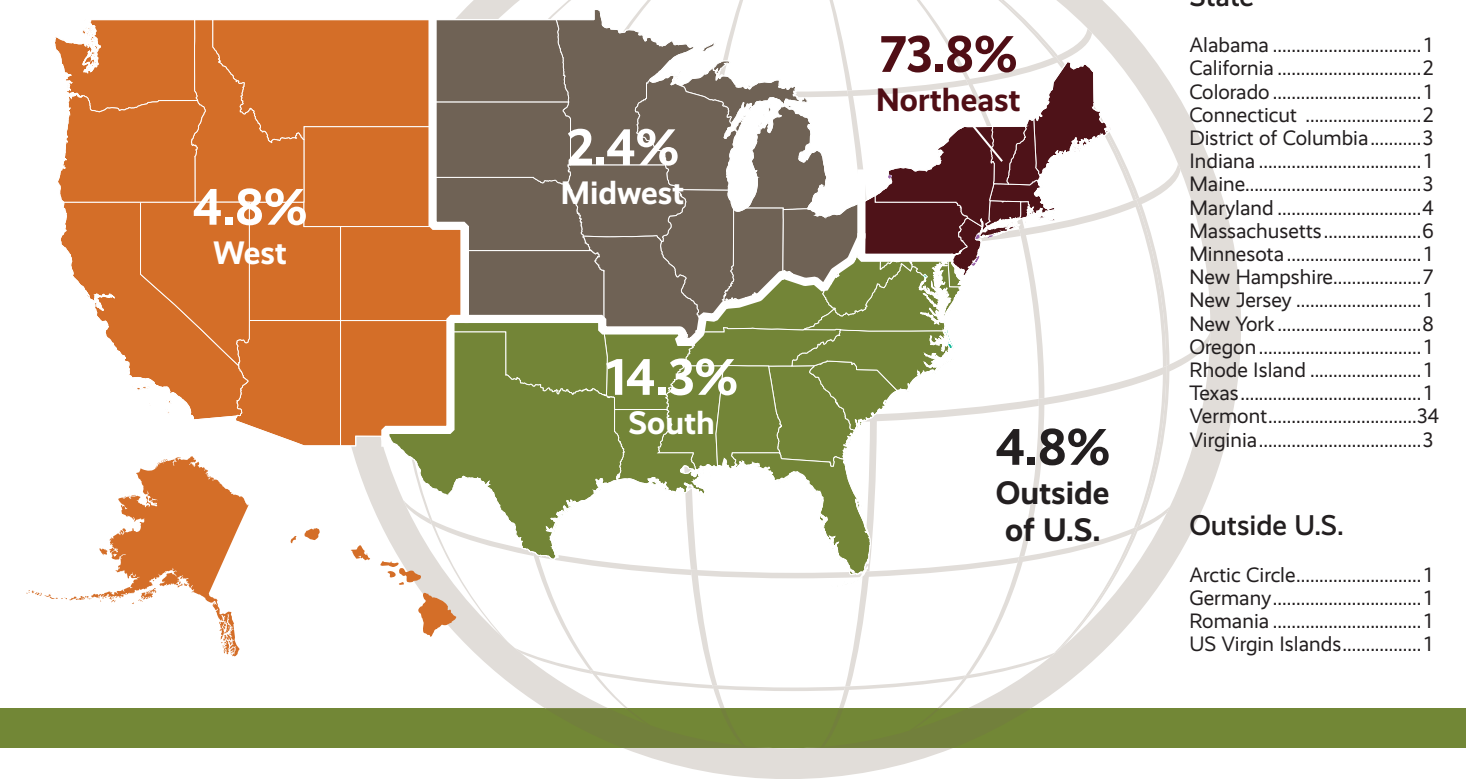


## If you completed an internship, what was the name of the organization?

Of the total respondents, 163 (38.4%) individuals indicated that they participated in an internship. Note: It is possible some of the individuals who answered these questions reported on their clinical hours, practicum, student teaching or summer research in this list. Refer to appendix 1 for the list of employers. Some of these employers had more than one student as an intern.

- |   |  |   |
|---|--|---|
| Advance Testing                               | Frank Anzalone Associates                  | Phil Scott – VT Governor's Office         |
| AeroTech                                      | Gain Strength and Conditioning             | Porter Hospital                           |
| AFWERKS                                       | GBA  | Praxis Technology                         |
| Airbus  | Gifford Medical Center                     | Primco, Inc.                              |
| American Contracting & Environmental Services | Granite State Manufacturing                | Rhode Island Department of Corrections    |
| ATF   | Harkin Engineering                         | Right-track Design                        |
| BAM Technologies                              | Hudson Design Group                        | Salvador & Babic Accounting Firm          |
| Barre Probation and Parole                    | Jacobs                                     | San Antonio Metropolitan Health District  |
| Barre Township                                | Korean War Veteran's Memorial Foundation   | Scott & Partners                          |
| Baseline Associates                           | LAN Associates                             | Sealand Contractors Corp.                 |
| Black River Design Architects                 | Lothrop Associates Architects              | Sealite                                   |
| Brucker Corporation                           | Madison House Autism Foundation            | SK+I Architecture                         |
| Bulk Cash Smuggling Center                    | State of Maine                             | Small Business Administration             |
| Central Vermont Medical Center                | Martin Delaney & Ricci Law Group           | Snap Fitness                              |
| Chandler Music Hall                           | Massachusetts State Police                 | Sussex County Sheriff's Office            |
| Classic Home                                  | Mayo Clinic                                | TAC Architectural Group, Inc.             |
| Consigli                                      | Montpelier Community Justice Center        | U.S. Army Corps of Engineering R&D Center |
| Copley Hospital                               | Montpelier Police Committee                | U.S. Marshals Service                     |
| CREEL Microgrids                              | Montpelier Police Department               | University of Vermont Medical Center      |
| Dartmouth Hitchcock Medical Center            | MTSI                                       | U.S. Army                                 |
| Delphi Automotive                             | NASA                                       | U.S. Navy                                 |
| DoD   | Northern Digital                           | VA Hospital                               |
| Deschutes County District Attorney            | Northfield Elementary & Middle-High School | Vermont Buildings and General Services    |
| Dreamport                                     | Norwich University                         | Vermont Chamber of Commerce               |
| East Angels High School                       | NSA  | Vermont State Police                      |
| Engel & Voelkers                              | One Medical                                | Washington County Mental Health           |
| Extreme Military Challenge                    | Patrick Flynn Architect                    | Washington Village School                 |
| Foundation for Resilient Societies            | PC Construction                            | Watershed Studio                          |

## Location of internships





### Was your Internship paid or unpaid?



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



### Did you accept the offer?

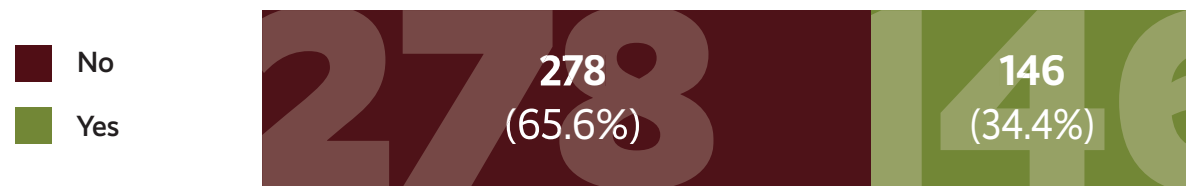


### Do you feel that the Covid-19 pandemic impacted your post-graduation plans?

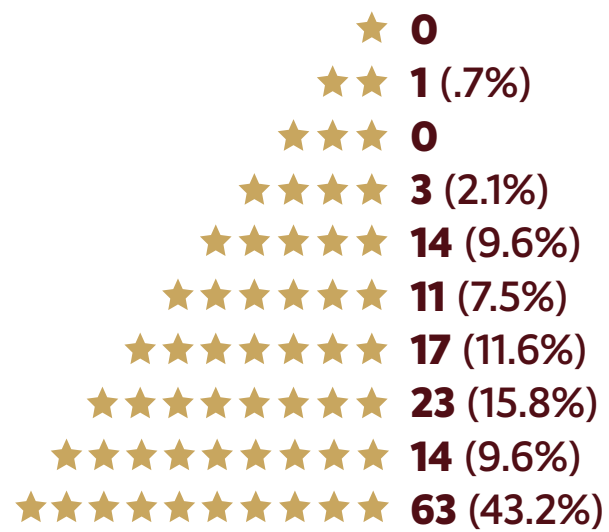


## Career Readiness

Did you utilize the Career & Internship Center's services?



If yes, how satisfied were you with our services?



We received an average rating of

**8.29**  
STARS  
Out of 10 Stars

## Individuals Entering the Workforce

This group of individuals includes new graduates whose primary status was working in the private and public sectors. This group may include individuals who entered the National Guard or reserves on a part-time basis.

### What best describes your employment?

- Employed by a company in the private or public sector – **153 (90.5%)**
- Temporary Contract – **11 (6.5%)**
- Freelance – **4 (2.4%)**
- Entrepreneur – **1 (.6%)**

### What category best describes your employer's industry?

- Agriculture, food, and natural resources (forestry, fishing, hunting) – **5 (3%)**
- Architecture and construction – **36 (21.3%)**
- Arts, audio/video technology, entertainment, recreation, and communications – **4 (2.4%)**
- Business management and administration – **5 (3%)**
- Education and training – **10 (5.9%)**
- Finance and Insurance – **2 (1.2%)**
- Government and public administration – **7 (4.1%)**
- Health science, healthcare – **45 (26.6%)**
- Hospitality and tourism – **2 (1.2%)**
- Human services, social assistance – **2 (1.2%)**
- Information technology – **6 (3.6%)**
- Law, public safety, corrections, and security – **16 (9.5%)**
- Manufacturing – **5 (3%)**
- Marketing – **3 (1.8%)**
- Science, technology, engineering, and mathematics – **16 (9.5%)**
- Transportation, distribution, and logistics – **5 (3%)**

### How many hours will you be working and what is the modality of your job?

- Full time, hybrid – **14 (8.3%)**
- Part-time, hybrid – **2 (1.2%)**
- Full-time, in-person – **142 (84%)**
- Part-time, in-person – **7 (4.1%)**
- Full-time, remote – **4 (2.4%)**
- Part-time, remote – **0**

### Is your position related to your degree?

- Highly related – **162 (53.1%)**
- Related – **46 (15.1%)**
- Somewhat related – **97 (31.8%)**
- Not related – **0**

### Is your position related to your career interests?

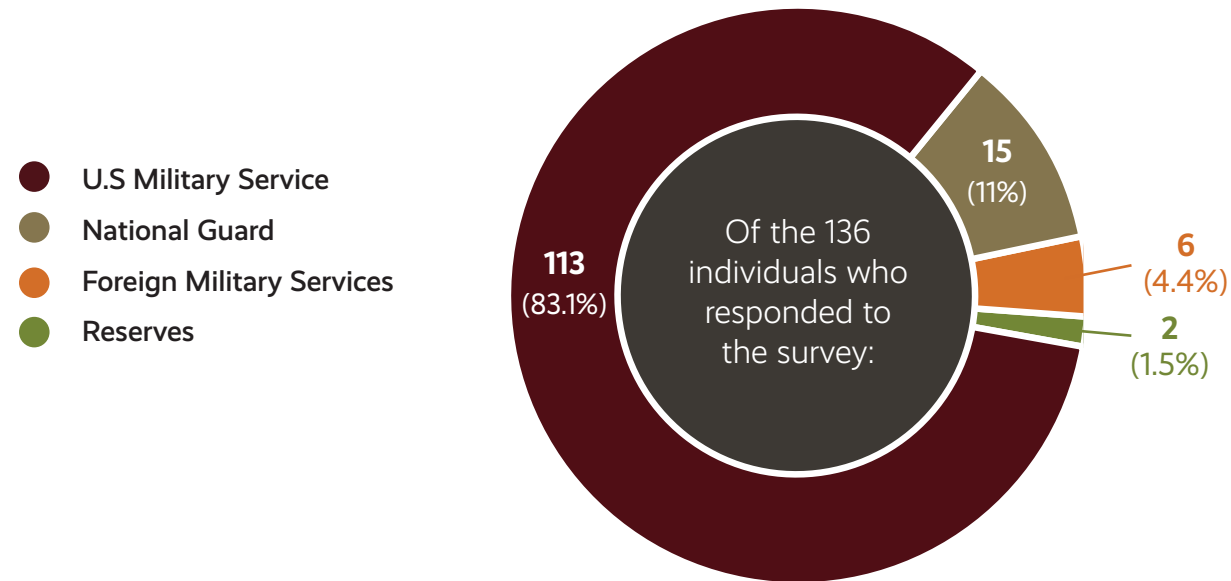
- Highly related – **208 (68.2%)**
- Related – **55 (18%)**
- Somewhat related – **42 (13.8%)**
- Not related – **0**





## Individuals Entering the Military

This group of individuals includes new graduates whose primary status was entering the military full-time, active duty to include Army, Navy, Air Force, Space Force, Marine Corps and Coast Guard. These numbers include both officer and enlisted ranks. Of the survey respondents, 136 (31.1%) indicated they are entering the military full-time.



## 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. **Note:** We only included base salaries and did not factor in signing bonuses. We also reported on the respondent's primary major if they completed a dual degree.

### 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 & Peace)

Of the 94 respondents who graduated from the College of Liberal Arts who entered the private or public sectors, 89 (94.68%) indicated their starting salary ranges.

| Salary Range       | Military  | Private/Public Sector | Total     |
|--------------------|-----------|-----------------------|-----------|
| \$20,000-25,000    | 3         | 5                     | 8         |
| \$25,000-30,000    | 3         | 1                     | 4         |
| \$30,000-35,000    | 4         | 6                     | 10        |
| \$35,000-40,000    | 6         | 6                     | 12        |
| \$40,000-45,000    | 18        | 9                     | 27        |
| \$45,000-50,000    | 5         | 7                     | 12        |
| \$50,000-55,000    | 3         | 2                     | 5         |
| \$55,000-60,000    | 4         | 1                     | 5         |
| \$60,000-65,000    | 3         | 1                     | 4         |
| \$65,000-70,000    | 1         |                       | 1         |
| \$70,000-75,000    |           | 1                     | 1         |
| <b>Grand Total</b> | <b>50</b> | <b>39</b>             | <b>89</b> |

## Salary Data

### 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, Master of Architecture, Mechanical Engineering, Construction Management, Nursing, Nursing- Accelerated)

Of the 179 respondents who graduated from the College of Professional Schools who entered the private or public sectors, 171 (95.53%) indicated their starting salary ranges.

| Salary Range       | Military  | Private/Public Sector | Total      |
|--------------------|-----------|-----------------------|------------|
| 20,000-25,000      | 4         | 4                     | 8          |
| 25,000-30,000      | 2         | 1                     | 3          |
| 30,000-35,000      | 2         |                       | 2          |
| 35,000-40,000      | 7         | 2                     | 9          |
| 40,000-45,000      | 21        | 8                     | 29         |
| 45,000-50,000      | 10        | 10                    | 20         |
| 50,000-55,000      | 4         | 16                    | 20         |
| 55,000-60,000      | 3         | 13                    | 16         |
| 60,000-65,000      | 4         | 14                    | 18         |
| 65,000-70,000      | 3         | 13                    | 16         |
| 70,000-75,000      | 1         | 13                    | 14         |
| 75,000-80,000      |           | 6                     | 6          |
| 80,000-85,000      |           | 10                    | 10         |
| <b>Grand Total</b> | <b>61</b> | <b>110</b>            | <b>171</b> |

## Salary Data

### College of Science & Mathematics (CoSM)

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

Of the 32 respondents who graduated from the College of Science & Mathematics who entered the private or public sectors, 31 (96.88%) indicated their starting salary ranges.

| Salary Range       | Military  | Private/Public Sector | Total     |
|--------------------|-----------|-----------------------|-----------|
| 20,000-25,000      |           | 3                     | 3         |
| 25,000-30,000      | 2         | 6                     | 8         |
| 30,000-35,000      | 1         |                       | 1         |
| 35,000-40,000      | 2         | 1                     | 3         |
| 40,000-45,000      | 3         | 4                     | 7         |
| 45,000-50,000      | 3         |                       | 3         |
| 50,000-55,000      | 2         | 1                     | 3         |
| 55,000-60,000      |           | 1                     | 1         |
| 60,000-65,000      | 2         |                       | 2         |
| <b>Grand Total</b> | <b>15</b> | <b>16</b>             | <b>31</b> |

Of the 169 (39.9%) individuals who indicated they were working, we have broken down their majors, companies, and titles.

| Major                     | Company                                      | Title                                      |
|---------------------------|--|--|
| Accounting and Management | Armanino, LLC.                               | Audit Intern                               |
| Architecture              | Gorman Richardson<br>Lewis Architects, Inc.  | Building Envelope<br>Science Technician    |
| Architecture              | N/A  | Intern Architect                           |
| Architecture              | Right-Trak Design                            | Architectural Designer<br>and Coordinator  |
| Architecture              | H. Hirshmanns Ltd.                           | Senior Drafter                             |
| Architecture              | Centerline Architects                        | Architectural Designer                     |
| Architecture              | Patrick Flynn                                | Architectural Intern                       |
| Architecture              | Envision Architects                          | Project Designer                           |
| Architecture              | CSArch                                       | Architect intern I/<br>Building Designer   |
| Architecture              | Right-trak Design                            | Senior Architectural Planner               |
| Architecture              | WarrenStreet Architects                      | Architecture Designer                      |
| Architecture              | SLR Architecture                             | Architect                                  |
| Biology                   | Falls General Store                          | Associate                                  |
| Biology                   | Newton-Wellesley Hospital                    | Medical Lab Assistant                      |
| Biology                   | State of Vermont Dept.<br>of Fish & Wildlife | Environmental Technician 1                 |
| Biology                   | New England Reptile Distributors             | Genetic Specialist                         |
| Civil Engineering         | Barre City Fire Department                   | Firefighter/AEMT                           |
| Civil Engineering         | DeWolfe Engineering Associates, PC           | Structural Engineering<br>Technician       |
| Civil Engineering         | DuBois and King Inc.                         | Entry Level Structural Bridge<br>Engineer  |
| Civil Engineering         | MDOT   | Civil Engineer                             |
| Civil Engineering         | Stantec                                      | Bridge Inspector                           |
| Civil Engineering         | Primco Inc                                   | Road Superintendent/<br>Estimator/Engineer |
| Civil Engineering         | Dufresne Group                               | Engineering Technician                     |
| Civil Engineering         | H&A  | Engineer Technician                        |
| Civil Engineering         | DDC Engineers                                | Design Engineer                            |
| Communications            | High Point University                        | Admissions Counselor                       |
| Communications            | Hearst Media                                 | Production Assistant                       |
| Communications            | N/A  | N/A  |
| Communications            | Amy Woodbury Tease                           | Freelance Video Editor                     |

| Major  | Company  | Title                            |
|--|--|----------------------------------|
| Computer Science                             | Naval Undersea Warfare Center,<br>Division Newport | Computer Scientist               |
| Computer Science                             | Global Partners LP                                 | Oracle Support                   |
| Computer Security<br>& Information Assurance | Jacobs   | Computer Security Analyst        |
| Computer Security<br>& Information Assurance | Astrea   | Equipment Maintenance Technician |
| Computer Security<br>& Information Assurance | Department of Defense:<br>MARCORSYSCOM             | Computer Scientist               |
| Computer Security<br>& Information Assurance | Naval Research Laboratory                          | Computer Scientist               |
| Computer Security<br>& Information Assurance | Amazon   | IT Support Engineering           |
| Computer Security<br>& Information Assurance | University of Vermont Medical Center               | Computer Operations Analyst      |
| Computer Security<br>& Information Assurance | Self/ business                                     | Business Owner                   |
| Computer Security<br>& Information Assurance | SVBLEerink   | Junior Cybersecurity Analyst     |
| Computer Security<br>& Information Assurance | State of New Hampshire                             | State Trooper                    |



| Major   | Company                               | Title                                 |
|---|---------------------------------------|---------------------------------------|
| Computer Security & Information Assurance                   | Autodesk                              | Security Engineer                     |
| Computer Security & Information Assurance/Computer Science  | Federal Government                    | N/A                                   |
| Computer Security & Information Assurance/Criminal Justice  | Prefer not to say                     | Prefer not to say                     |
| Computer Security & Information Assurance/Political Science | US Navy, Office of Naval Intelligence | Intelligence Analyst                  |
| Construction Management                                     | Consigli Construction                 | Field Engineer                        |
| Construction Management                                     | Cianbro Corporation                   | Field Engineer                        |
| Construction Management                                     | Remodeling Consultants                | Design Consultant/<br>Sales Assistant |
| Construction Management                                     | Iron Wood Heavy, LLC.                 | Assistant Project Manager             |
| Construction Management                                     | Great Falls Construction              | Project Engineer                      |
| Construction Management                                     | Kiewit Construction                   | Field/Office Engineer                 |
| Construction Management                                     | Consigli Construction                 | Assistant Superintendent              |
| Construction Management                                     | Erland Construction                   | Field Supervisor                      |
| Construction Management                                     | KE&G Construction                     | Field Engineer                        |
| Construction Management                                     | Whiting Turner                        | Field Engineer                        |
| Construction Management                                     | VT Tennis Surfacing                   | Crew Member                           |
| Construction Management                                     | National Fuel                         | Operations Supervisor                 |
| Construction Management                                     | Great Falls Construction              | Project Engineer                      |
| Criminal Justice  | Old Orchard Beach Police Dept         | Patrolman                             |
| Criminal Justice  | Old Orchard Beach PD                  | Summer Reserve Officer                |
| Criminal Justice  | Dover, NH PD                          | Police Officer                        |
| Criminal Justice  | Skanska                               | Laborer                               |
| Criminal Justice  | Concord, NH                           | Officer Candidate                     |
| Criminal Justice  | Cocheco Country Club                  | Golf Cart service                     |
| Criminal Justice  | FedEx Express                         | Courier                               |
| Criminal Justice  | New Boston PD                         | Police officer                        |
| Criminal Justice  | N/A                                   | N/A                                   |
| Criminal Justice  | Montpelier Police Dept                | Patrol Officer                        |
| Criminal Justice  | KMK Property Management               | Property Worker/ Landscape Laborer    |
| Criminal Justice  | Inform Diagnostics                    | Processing specialist                 |
| Criminal Justice  | Alterra Mountain Company              | Ski Instructor                        |
| Criminal Justice  | Town of Hamden                        | Landscaper                            |

| Major                             | Company                             | Title                         |
|-----------------------------------|-------------------------------------|-------------------------------|
| Criminal Justice                  | Harley Davidson                     | Salesman                      |
| Criminal Justice                  | Rehab Center                        | Employee                      |
| Criminal Justice                  | Valley Court Diversion Programs     | NH Case Manager               |
| Criminal Justice                  | Britt's Apple Orchard               | Employee                      |
| Criminal Justice                  | Sermini and Sons                    | Employee                      |
| Criminal Justice                  | Atlantic International Technologies | Manager                       |
| Criminal Justice/Psychology       | N/A                                 | Behavior Technician           |
| Criminal Justice                  | Hunter                              | Guard                         |
| Electrical & Computer Engineering | Department of the Navy              | Electrical Engineering Intern |
| Electrical & Computer Engineering | Federal Aviation Administration     | Electrical Engineer           |
| Electrical & Computer Engineering | Custom Electronics                  | Electrical Engineer           |
| Electro & Computer Engineering    | Brunswick Corp (Pro Mariner)        | Electrical Engineer I         |
| Electro & Computer Engineering    | Myself                              | Independent Contractor        |
| Engineering                       | Husky Injection Molding             | Production Designer           |
| Engineering                       | US Government                       | Student Hire                  |
| Engineering                       | VT Agency of Transportation         | Construction Inspector        |
| Engineering                       | Turbocam International              | Mechanical Engineer           |



| Major                         | Company                                | Title  |
|-------------------------------|--|--|
| Environmental Science         | Fall Mountain Regional School District | Para and Earth Science Teacher                     |
| Environmental Science         | McDonalds                              | Fry Cook   |
| Environmental Science         | Nobis group                            | Staff Geologist / Engineer                         |
| Environmental Science         | Huber                                  | Environmental Health, Safety and Sustainability    |
| Exercise Science              | Snap Fitness                           | Personal Trainer Intern                            |
| Exercise Science              | Snap Fitness                           | Personal Trainer                                   |
| Health Science                | San Diego Imperial Council             | Aquatics Director                                  |
| Health Science                | DeVita Dialysis                        | Patient Care Technician                            |
| Health Science                | Charles Leonard Steel                  | Welder   |
| History                       | Tree Technologies Inc.                 | Climbing Apprentice                                |
| History and Political Science | Minnesota DFL                          | Field Organizer for the Minnesota DFL House Caucus |
| International Business        | Lowe's                                 | Cashier  |
| International Business        | The Heritage Foundation                | Intern   |
| International Business        | GoTo                                   | Business Development Representative                |
| International Business        | Sunriver Village Properties            | Reservation Coordinator and Receptionist           |
| International Studies         | Go Au Pair                             | Au Pair  |
| Management and Marketing      | Make A Wish Vermont                    | Marketing and Wish Coordinator                     |
| Management                    | Appcast Inc.                           | Associate Premium Account Manager                  |
| Management                    | Ernst & Young                          | Business Analyst                                   |
| Management                    | AUA Private Equity                     | Analysts   |
| Management                    | DCG Capital                            | Project Manager                                    |
| Management                    | Bozzuto                                | Mechanic   |
| Master of Architecture        | E4H                                    | Project Coordinator I                              |
| Master of Architecture        | Solid Roots Construction               | Carpenter  |
| Master of Architecture        | RKB Architects                         | Architectural Draftsman                            |
| Master of Architecture        | MCWB Architects                        | Architectural Designer                             |
| Mechanical Engineering        | Lavoie Plumbing and Heating            | Plumbing Apprentice                                |
| Mechanical Engineering        | Myself                                 | Social Media Manager                               |
| Mechanical Engineering        | Northern Digital                       | Mechanical/Manufacturing Engineer                  |
| Mechanical Engineering        | KEYENCE Corporation of America         | Technical Sales Engineer                           |
| Mechanical Engineering        | Timken Aerospace                       | Quality Engineer                                   |

| Major                   | Company                                 | Title                                     |
|-------------------------|---|---|
| Neuroscience            | Charlotte Mecklenberg Schools           | Teacher                                   |
| Neuroscience/Psychology | Centered Psychology                     | Neurofeedback Technician                  |
| Nursing                 | Carilion Clinic                         | Registered Nurse                          |
| Nursing                 | Rutland Regional Medical Center         | Nurse                                     |
| Nursing                 | Dartmouth-Hitchcock Medical Center      | Nurse Resident                            |
| Nursing                 | CVMC                                    | Floor Registered Nurse                    |
| Nursing                 | University of Washington Medical Center | Registered Nurse                          |
| Nursing                 | Central Vermont Medical Center          | ICU Nurse                                 |
| Nursing                 | Penn State Hershey Medical Center       | Registered Nurse                          |
| Nursing                 | Porter                                  | Registered Nurse                          |
| Nursing                 | Dartmouth-Hitchcock Medical Center      | Registered Nurse                          |
| Nursing                 | Boston Children's Hospital              | Registered Nurse in Pediatric Cardiac ICU |
| Nursing                 | Dartmouth-Hitchcock Medical Center      | Registered Nurse                          |

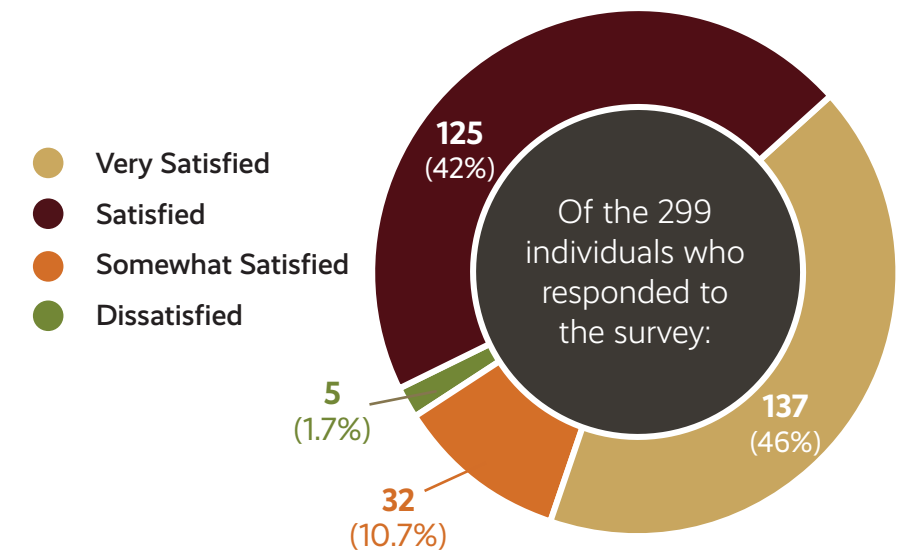


| Major              | Company   | Title                                 |
|--------------------|---|---------------------------------------|
| Nursing            | Dartmouth-Hitchcock Medical Center                                  | Registered Nurse                      |
| Nursing            | Trident Medical Center  | Registered Nurse                      |
| Nursing            | Central Vermont Medical Center                                      | Registered Nurse                      |
| Nursing            | UVM Medical Center  | Registered Nurse                      |
| Nursing            | UVM Medical Center  | Registered Nurse                      |
| Nursing            | Dartmouth-Hitchcock Medical Center                                  | Nurse Resident                        |
| Nursing            | Northern Counties Health Care                                       | Started as MA. Will be RN.            |
| Nursing            | DHMC  | Registered Nurse                      |
| Nursing            | Lahey Hospital and Medical Center                                   | Registered Nurse                      |
| Nursing            | BAYADA Home Health  | Pediatric Home Health Nurse           |
| Nursing            | DHMC  | Nursing Student                       |
| Nursing            | Spectrum  | Registered Nurse                      |
| Nursing            | Rowe Fire Department  | EMS / Firefighter                     |
| Nursing            | Methodist Children's Hospital                                       | Registered Nurse                      |
| Nursing            | UVM Medical Center  | Registered Nurse                      |
| Nursing            | VA  | Nurse Residency Program               |
| Nursing            | UVM Medical Center  | RN I                                  |
| Nursing            | UVM Medical Center  | Register Nurse                        |
| Nursing            | Mayo Clinic   | Registered Nurse                      |
| Nursing            | Mayo Clinic   | Registered Nurse                      |
| Nursing            | Camp Winockette   | Director of Health Services           |
| Nursing            | Hartford Hospital   | Nurse                                 |
| Nursing            | North Mountain Medical and Rehabilitation Center                    | RN                                    |
| Nursing            | Rutland Regional Medical Center                                     | OR New Graduate Nurse                 |
| Physical Education | F45 Training  | Coach and General Manager             |
| Political Science  | Vernon Township School District/<br>United States Soccer Federation | Substitute Teacher/<br>Soccer Referee |
| Political Science  | Aroma Joe's   | Barista                               |
| Political Science  | Maine Republican Senate Committee                                   | Campaign Manager, Field Staffer       |
| Political Science  | YMCA  | Gym Coach                             |
| Psychology         | Central Vermont Medical Center                                      | Administrator                         |
| Psychology         | N/A   | Administrative Assistant              |
| Psychology         | Rescare   | Direct Support Professional           |
| Psychology         | UVM Medical Center  | Mental Health Tech                    |
| Psychology         | North Carolina Department of Public Safety                          | Probation/Parole Officer              |

| Major                               | Company                                | Title  |
|-------------------------------------|--|--|
| Psychology and Elementary Education | White River Valley Supervisory Union   | Kindergarten Teacher   |
| Psychology                          | The Neurodevelopmental Institute of NH | Community Outreach Worker and Emergency Diversion Specialist |
| Studies of War & Peace              | Family Business                        | Plumber  |

### Rank your level of satisfaction with your current position.

305 respondents were asked to rank their level of satisfaction with their current position. This would include all students entering into the private/public sector and all students entering the military. It is assumed that students who were attending graduate school likely didn't respond to this question. 299 individuals responded.





CAREER & INTERNSHIP CENTER  
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