



**First-Destination
Outcome Report
Class of 2023**

 **UNIVERSITY OF DENVER**

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Campus Colleagues:

We are pleased to share the six month first-destinations outcomes report for the class of 2023. Employment and continuing education activities after graduation are critical indicators of student success and are a key metric in understanding how our graduates pursue careers and lives of purpose following their 4D Experience at the University of Denver.

This year, we were especially pleased to see that salaries for all degree levels increased for the class of 2023. While outcomes from the class of 2023 remained competitive with regional and national averages from recent years, the proportion of bachelor's graduates with a career outcome six months after graduation declined from previous classes. 81.1% of undergraduates, 89.6% of master's students and 96.6% of doctoral students were employed, enrolled in continuing education, or in service/military activities six months after graduation. While we do not know the reasons for the decline with certainty, our analysis of the data suggests that the following factors may have played a role:

- Employment landscape: The most recent Bureau of Labor Statistics release (February 2024) showed an increase in the unemployment rate, and changes in the labor market typically affect career outcomes rates for graduates. The *NACE Job Outlook* published in the summer of 2023 also showed that employers projected dips in their hiring of college graduates this year.
- Time to hire: In keeping with national standards, we report only on outcomes that occurred within 6 months of graduation date. During this year's data collection, we received more reports of outcomes after the allowable reporting period than is typical, so we analyzed the impact of the late reports. Within one year of graduation, 85.9% of bachelor's graduates and 92.8% of master's graduates from the class of 2023 were employed or continuing their education.
- Improved knowledge rates (defined in the following section): The charts in this report demonstrate that the percentage of DU graduates for whom we have a known outcome is exceptionally high when compared with other institutions. The knowledge rate for DU master's graduates increased so much for the class of 2023 that it may entirely account for the apparent decline in outcomes rates, and the knowledge rate for doctoral graduates increased as well.
- Internship participation: Our analysis continues to show that students who engage in internships are more likely to have post-graduation outcomes secured within 6-months of graduation. Internship participation among bachelor's graduates decreased this year, corresponding with the decline in outcomes rates.

Attached you will find a more detailed summary of the undergraduate as well as graduate employment, internship, and salary outcomes for the class of 2023. Thank you for your partnership in integrating career development into the student experience. The efforts of recent years have allowed us to retain outcomes that are competitive both regionally and nationally, and we look forward to collaborating with you in the coming months to support strong outcomes for the classes of 2024 and beyond.

Sincerely,

Liz Lierman
Assistant Vice Chancellor
Career & Professional Development

Federica Bologna
Director, Business Information & Systems
Career & Professional Development

Factors that Impact First-Destination Outcomes

There are numerous factors, outlined below, that can impact student outcomes at graduation. Continuing to monitor all of these areas with an eye for continuous improvement will help us maintain strong post-graduation outcomes for University of Denver graduates.

- Economic conditions
- Institutional reputation
- Career services usage
- Curriculum
- Location
- Student aptitude, readiness & motivation
- Participation in experiential learning
- Student aspirations & flexibility
- Student & alumni networks

Data Collection & Knowledge

The data presented in this report reflects information for all graduation dates from August 2022 through June 2023. Our collection of first-destination outcomes data is a multi-step process that includes student self-reported data as well as information collected from numerous additional sources. As a result, in most instances, we use the term “knowledge rate” rather than “response rate” to explain the percentage of students for whom we have data. Beginning with this 2023 report, each data point is a degree received rather than a unique student. Since some students receive multiple degrees at the same graduation date, this allows us to better report on outcomes from each degree level and major.

Knowledge rate includes data secured from the following sources:

- At-graduation self-reported
- 3-month/6-month email surveys
- 3-month/6-month phone surveys
- Graduate student enrollment provided by the National Student Clearinghouse
- Online research via LinkedIn
- University of Denver Human Resources employment information
- International Student & Scholar Services Occupational Practical Training (OPT) forms
- Faculty and staff reported information

Due to continuing adjustments in spring commencement, our largest data collection points for graduates have changed in recent years. A concerted team effort between career offices, alumni engagement staff, and phone outreach staff allowed us to conduct outreach to all new graduates via phone. Quarterly follow-up occurred by email and phone to conduct further data collection as well as offer support to new graduates.

These tremendous efforts allowed us to achieve excellent knowledge rates for first post-graduation activity including an 80.5% rate for undergraduate students, an 80% rate for master’s students and a 75.6% rate for doctoral students, all significantly higher than the national averages which historically hover around 65% for undergraduate students, 54% for master’s students, and 50% for doctoral students. Master’s and doctoral knowledge rates for the class of 2023 increased from the prior year.

Data Limitations

Our knowledge rate for student post-graduation activity is very strong as outlined. Please be aware, however, that many of the data sources that we utilize to identify first-destination outcomes do not allow us to gather additional details such as job source, internship participation, job satisfaction or starting salary.

Throughout this report, you will see the number of responses represented for each section to better inform the percentage knowledge rate for the data provided. We continuously work to improve the percentage responses for all sections to ensure robust understanding of the student experience as well as first-destination outcomes.

Additional Data and Reporting Standards Factors

The information outlined in this report reflects six-month first-destination data that is reported to the National Association of Colleges and Employers.

Please note that the Josef Korbel School of International Studies collects outcomes information for twelve months after graduation for graduate programs due to the lengthy hiring and clearance processes often necessary for these fields. These twelve-month outcomes are reported to the Association of Professional Schools of International Affairs.

Collection and analysis of outcomes data for law students follow distinct national accreditation standards and are not reported within this document. First-destination information for 2023 graduates of the Sturm College of Law will be available in mid-April and can be found at:

[Sturm College of Law Employment Outcomes](#)

To obtain more detailed data sets for your college accreditation processes, strategic planning, and/or program review, please contact Career & Professional Development at career@du.edu.



Undergraduate Student Outcomes

Class of 2023

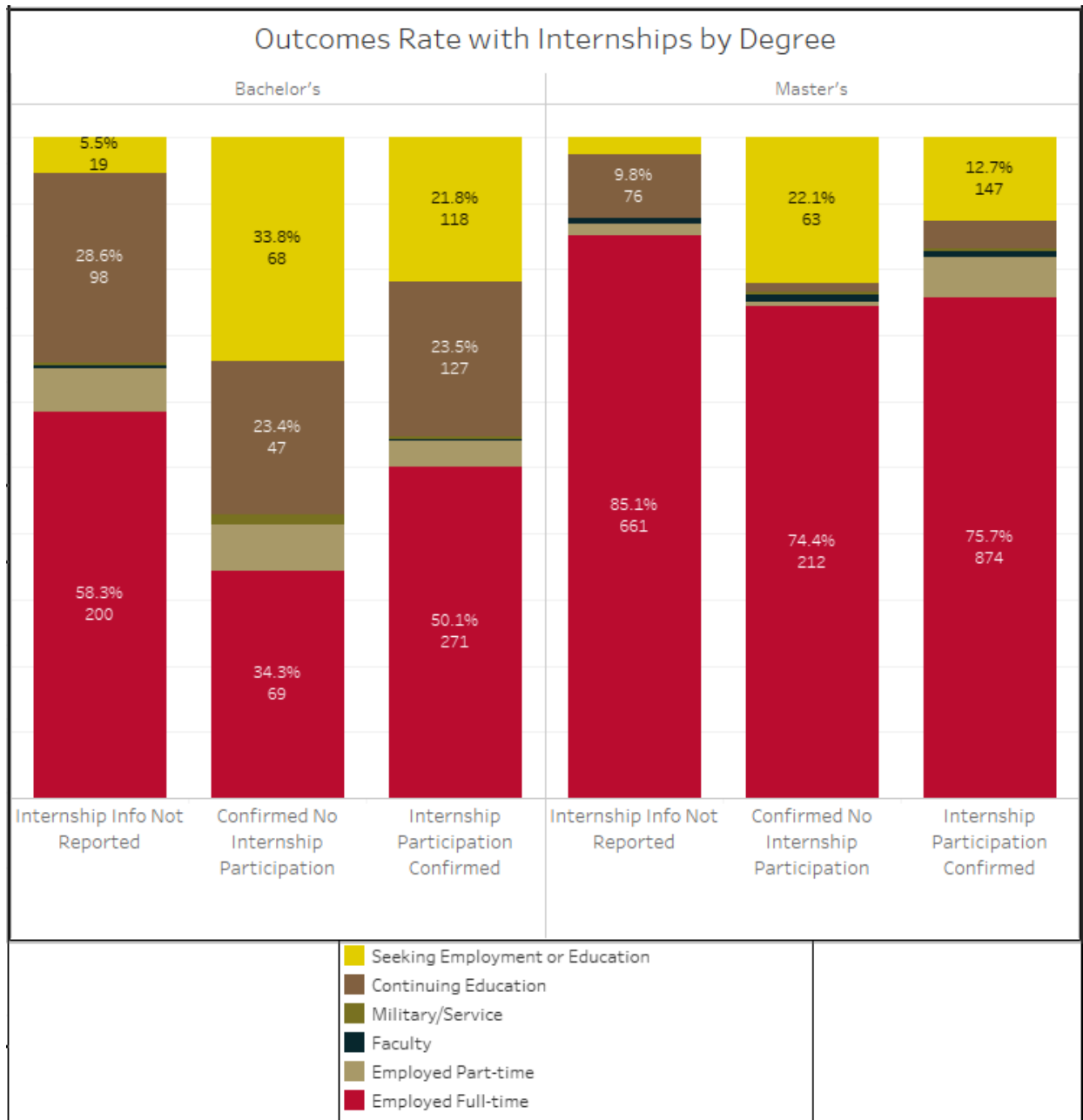
 UNIVERSITY OF DENVER

Bachelor's Degree First-Destination Details

81.1% of undergraduate students in the class of 2023 were employed, continuing their education, or pursuing service/military activities six months after graduation. This percentage represents a 9.3% decrease over the class of 2022 (class of 2022 = 90.4%). The summary above notes some of the factors that may have contributed to the decrease.

As we analyze the data to identify trends with those individuals that report seeking employment, one of the most notable observations is that 33.8% (class of 2022 = 15.7%) of students who do not complete an internship report they are seeking employment 6-months after graduation compared to a 21.8% (class of 2022 = 9.8%) seeking rate for those that have completed an internship. The chart below shows this difference, along with the result that students for whom we do not have internship information are more likely to pursue continuing education than their peers.

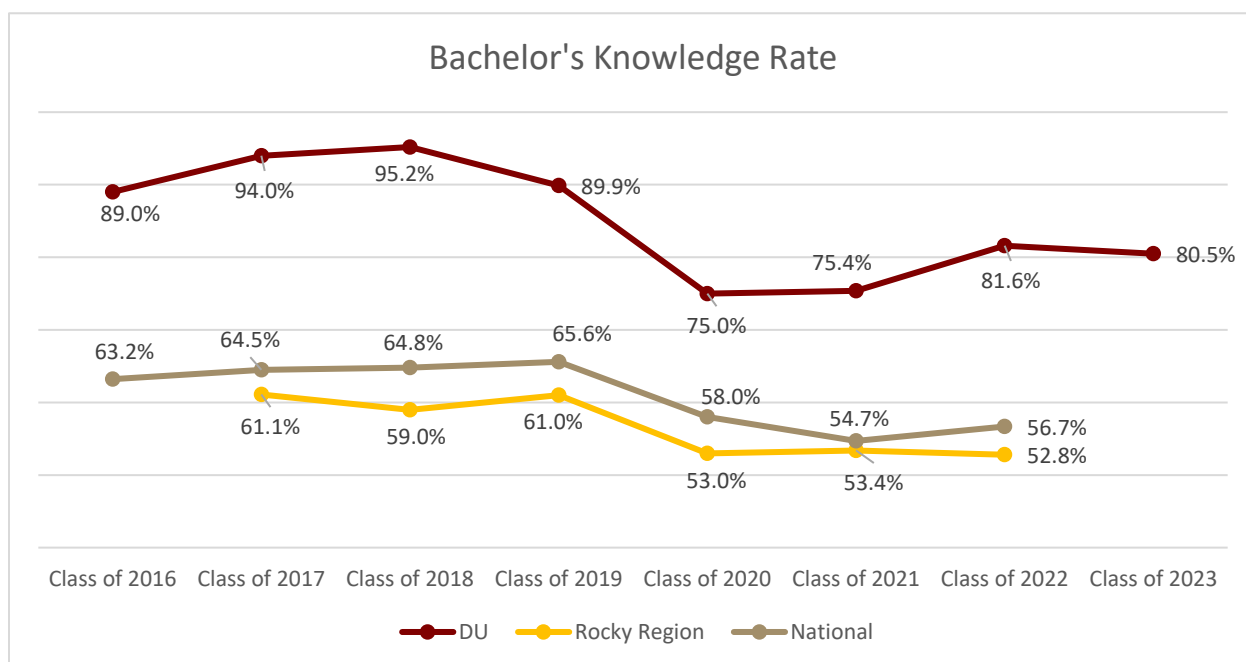
Our system now prompts students to report internships at login to increase data collection, and continuing to develop tactics across the institution to identify and support those who have not yet gained professional experiences may help to change this trend for the future.



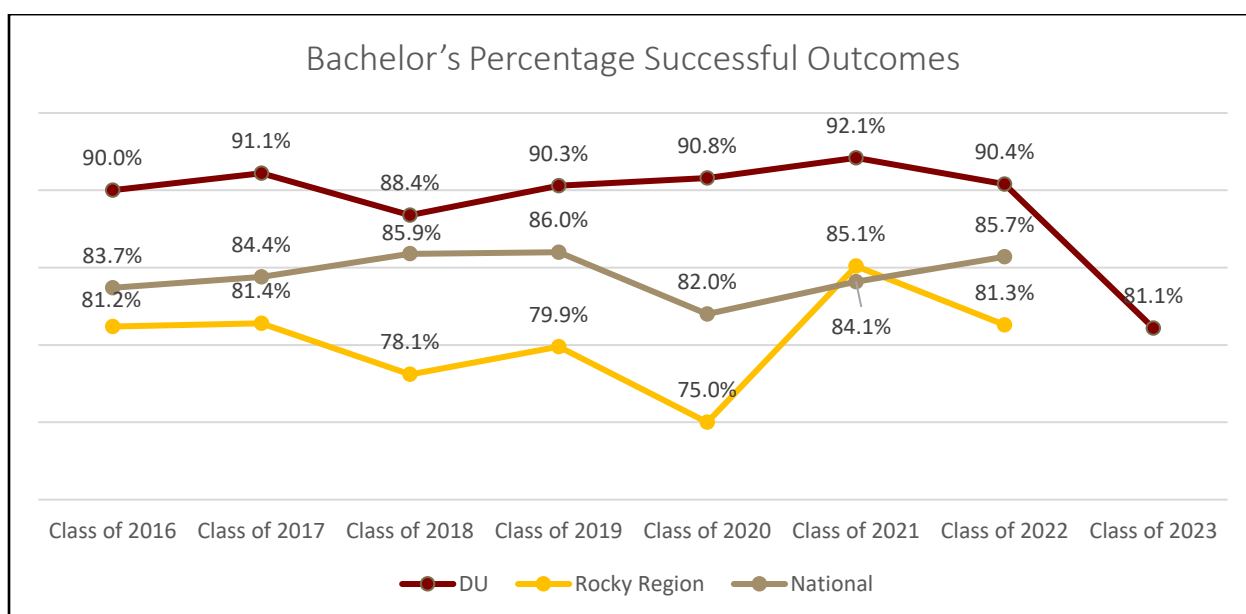
The charts below show that we have exceeded national and regional outcomes for the past five years and we anticipate that will be true for the class of 2023 once national averages become available next year.

Historical Trends

DU's knowledge rates consistently far exceed our peers both nationally and regionally.

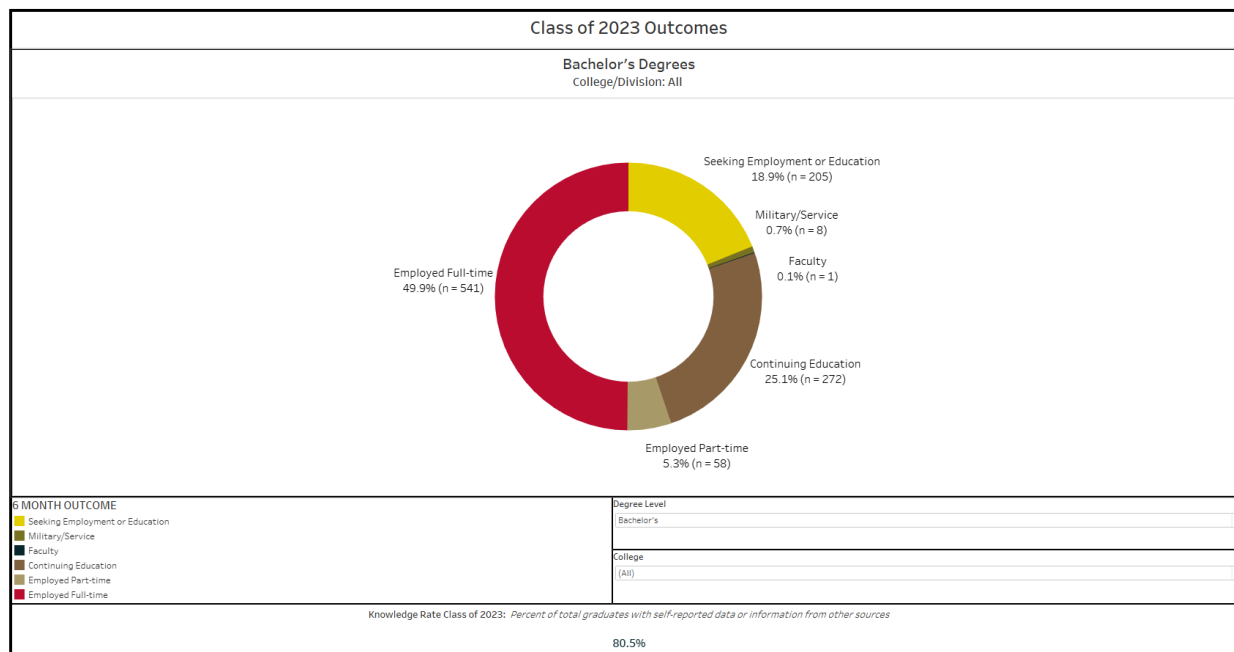


Given the direction of the Rocky Region trend last year, it is possible that our outcomes are following the trend but stayed strong longer than others in the region. However, we will not know how the DU class of 2023 compared with other institutions until the national data is available around the end of the 2024 calendar year.



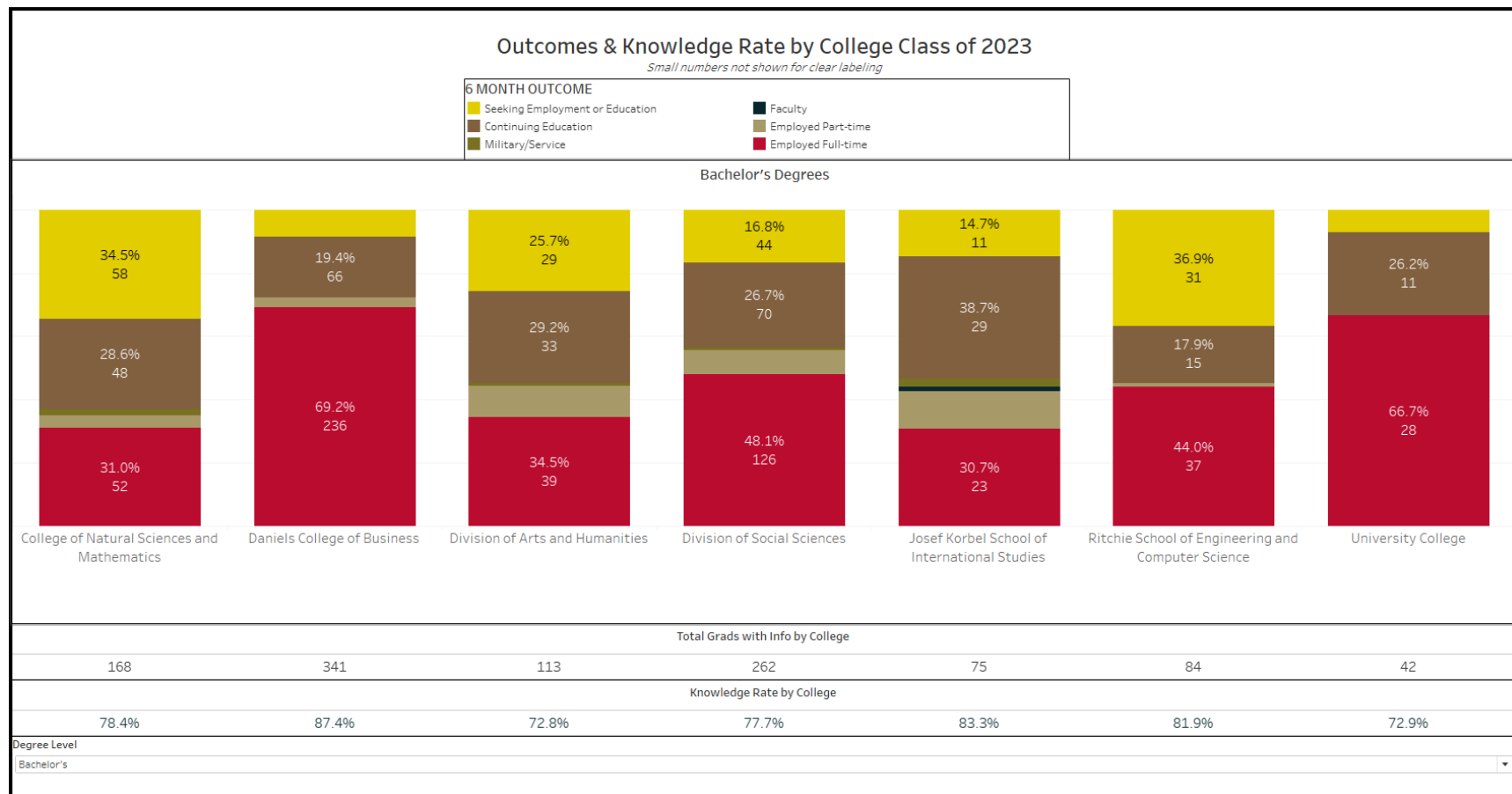
Post-Graduation Activity, Bachelor's Degree Students (N=1,085)

Excludes 28 individuals not seeking and 269 students for whom no information could be obtained.



Bachelor's Degree Post-Graduation Outcomes by College (N=1,085)

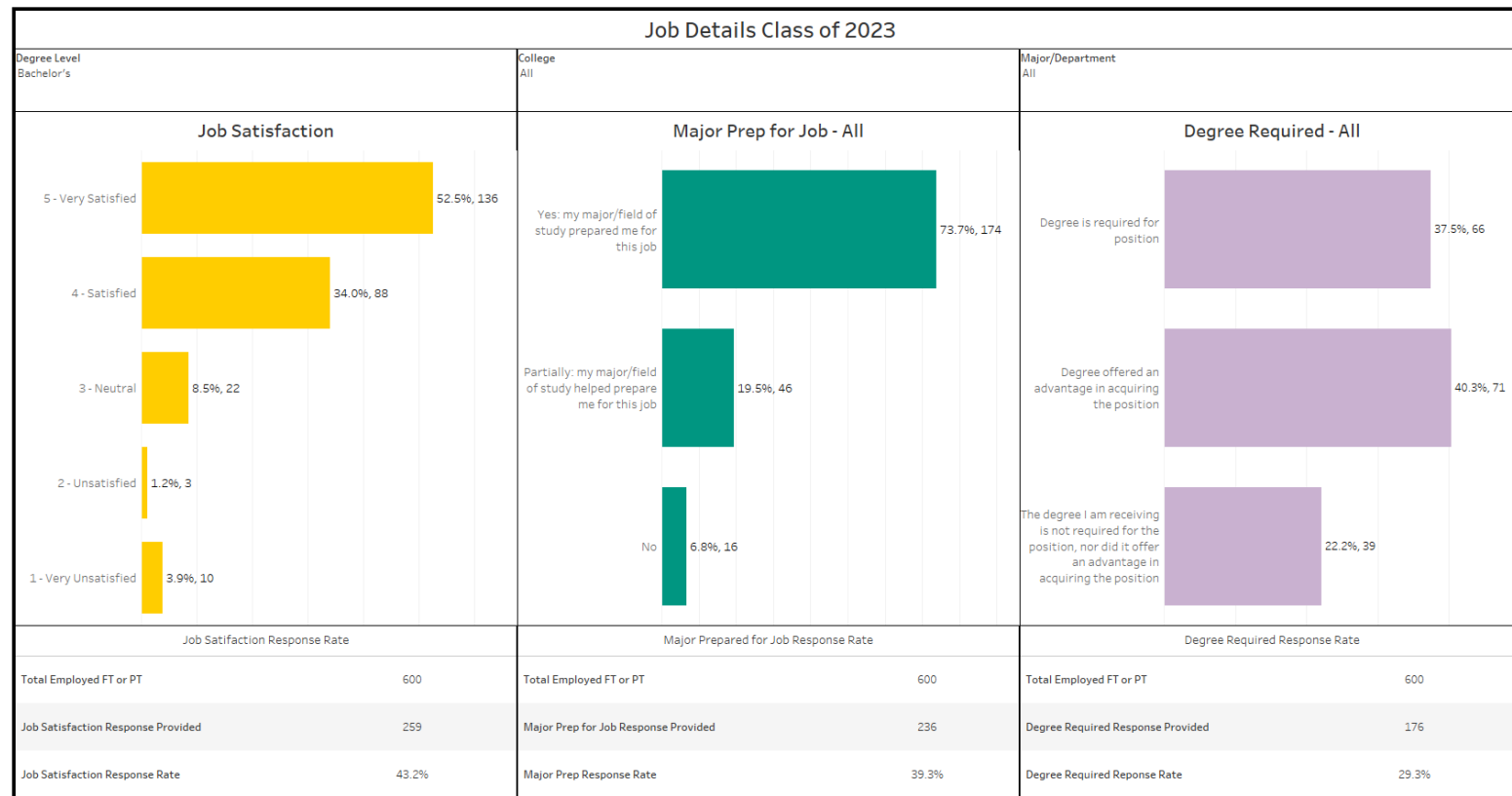
The below data represents an 80.5% knowledge rate.



Job Satisfaction, Bachelor's Degree Students (N=259)

Out of 600 graduates reporting full-time or part-time employment, 259 provided job satisfaction information, a response rate of 43.2%. Because the response rate to this question is low, caution should be used when making assumptions about the class based on this data.

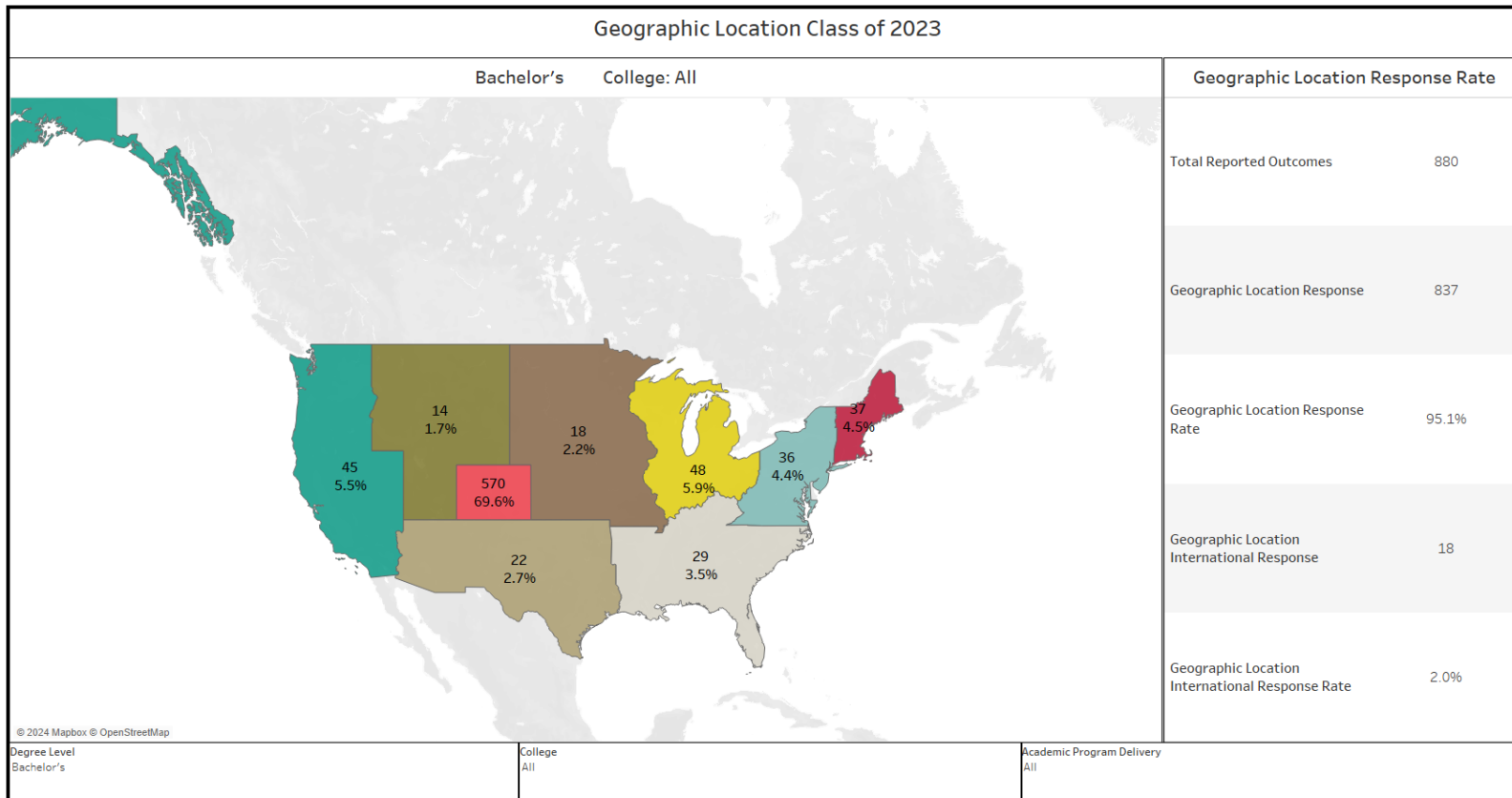
In 2019, we began collecting data on how satisfied graduates are with the job that they have secured at graduation. Of those who responded, 86.5% stated that they are satisfied or highly satisfied with their post-graduation employment, which is a positive outlook.



Bachelor's Degree First-Destination Location (N=837)

Location information was available for 837 of the 880 students reporting employment, service, or continuing education, for a knowledge rate of 80.5%.

Of those students reporting job location information, 2.0% of graduates reported locations outside of the United States. 69.6% of the total group remained in Colorado, a 0.9% increase from 2022 (class of 2022 = 68.7%).



Top Ten Reported Cities Outside of Colorado – 2023

Several of the top 10 employment cities outside of Colorado closely match those seen in previous years, while this list also saw changes from 2022 to 2023. Chicago, New York, Boston, Washington DC, and Los Angeles topped the 2023 list, with Chicago, New York, Anaheim, Park City, Nashville, and Minneapolis replaced 2022's top destinations of Austin, Charlotte, Albuquerque, Irvine, and St. Louis.

Chicago – IL (31)

New York – (16)

Boston – MA* (16)

Washington – DC* (10)

Los Angeles – CA* (9)

Anaheim – CA (6)

Park City – UT (4)

Nashville – TN (4)

Minneapolis – MN (4)

St. Louis – MO* (3)

Seattle – WA* (3)

San Francisco – CA* (3)

San Diego – CA* (3)

Orlando – FL* (3)

New Orleans – LA (3)

Houston – TX (3)

Dallas – TX* (3)

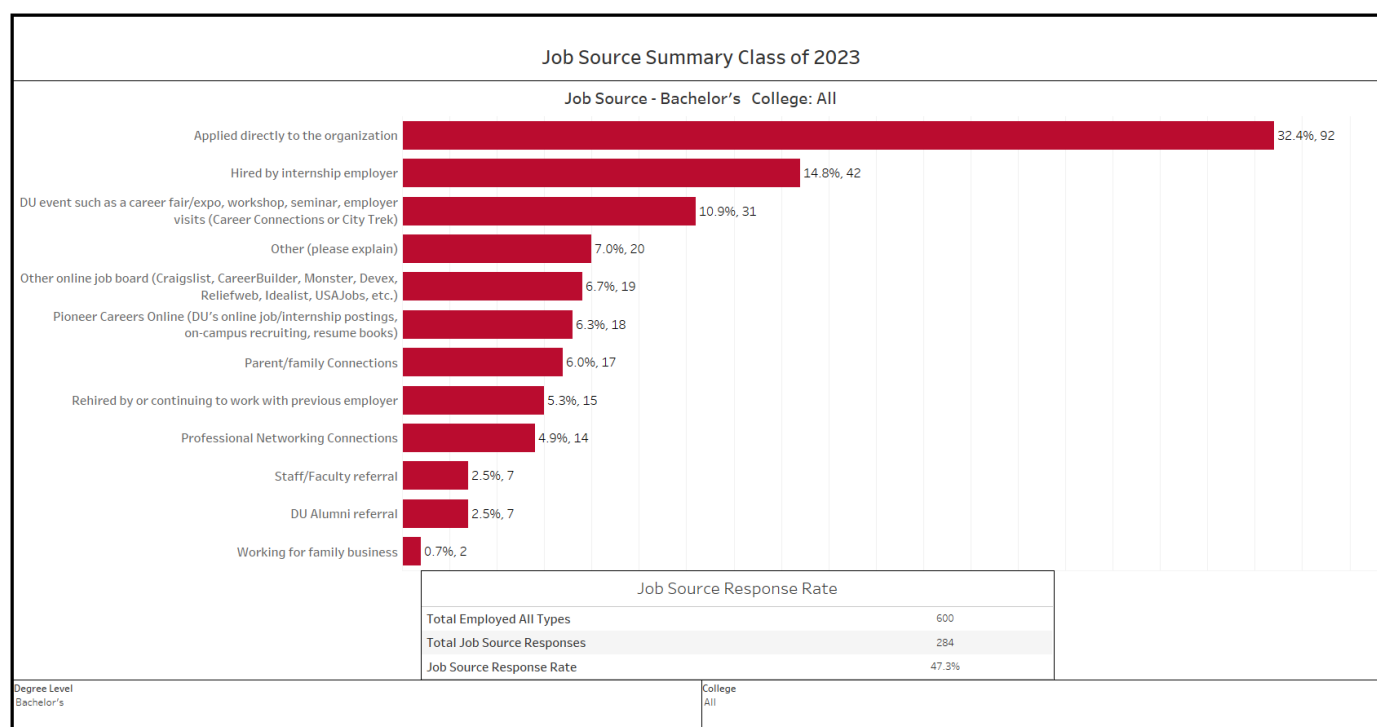
Big Sky – MT (3)

*Denotes cities also in the top 10 for the class of 2022 bachelor's graduates.

Bachelor's Degree Student Job Source (N=284)

Of those reporting employment, 284 responded to this question for a response rate of 47.3%. Because the response rate to this question is lower than response rates in other areas, caution should be used when making assumptions about the class based on this data.

Understanding how students secure their post-graduation plans allows us to better track how implementation of career development initiatives such as alumni/student networking opportunities, refined employer outreach, and increased student engagement influence job source over time. In 2023, the biggest change in job source was a 7.4% increase in students applying directly to the organization, continuing a trend which was also observed in 2021 and 2022. Use of the DU job board increased by 3.5%, and there was a slight increase (1.4%) in students hired directly by their internship employers.



Bachelor's Degree Mean and Median Starting Salary (N=213)

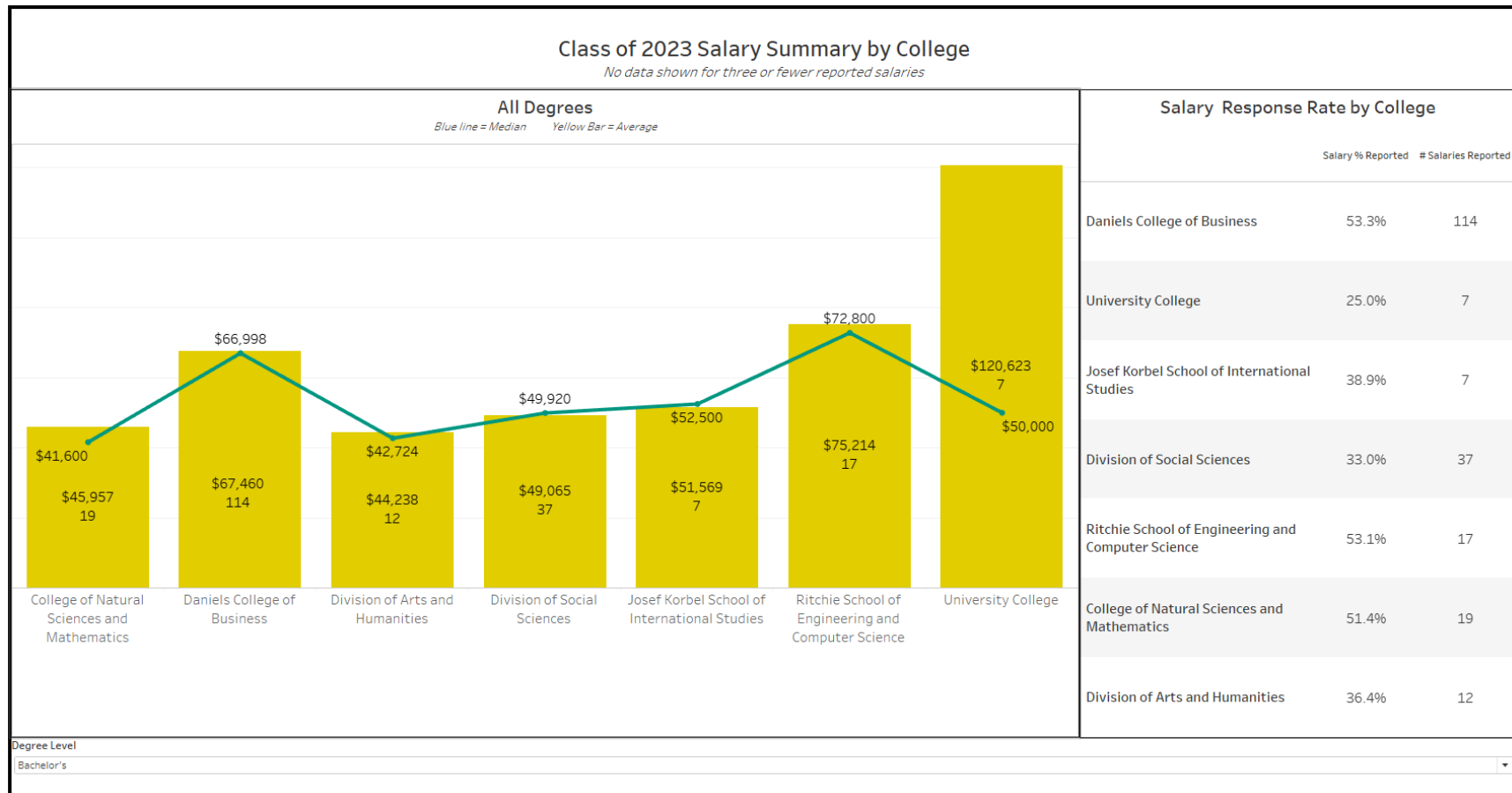
Of the 474 graduates reporting full-time standard employment, 213 responded to this question for a response rate of 44.9%. Because the response rate to this question is low, caution should be used when making assumptions about the class based on this data.

Mean and median salary information is calculated using only full-time standard positions and does not reflect those students in fellowships, internships, or other part-time roles. The mean salary for undergraduate students in the class of 2023 was \$62,882 (class of 2022 = \$61,847) with a median salary of \$60,000 (class of 2022 = \$60,000). Mean salary Increased by almost \$1,000 from 2022 while median salary remained the same.

Average salary varies widely by institution with universities granting more technical and business degrees commanding higher starting salaries. Regional factors also impact salary with the Rockies region typically having lower salary levels than the national average.

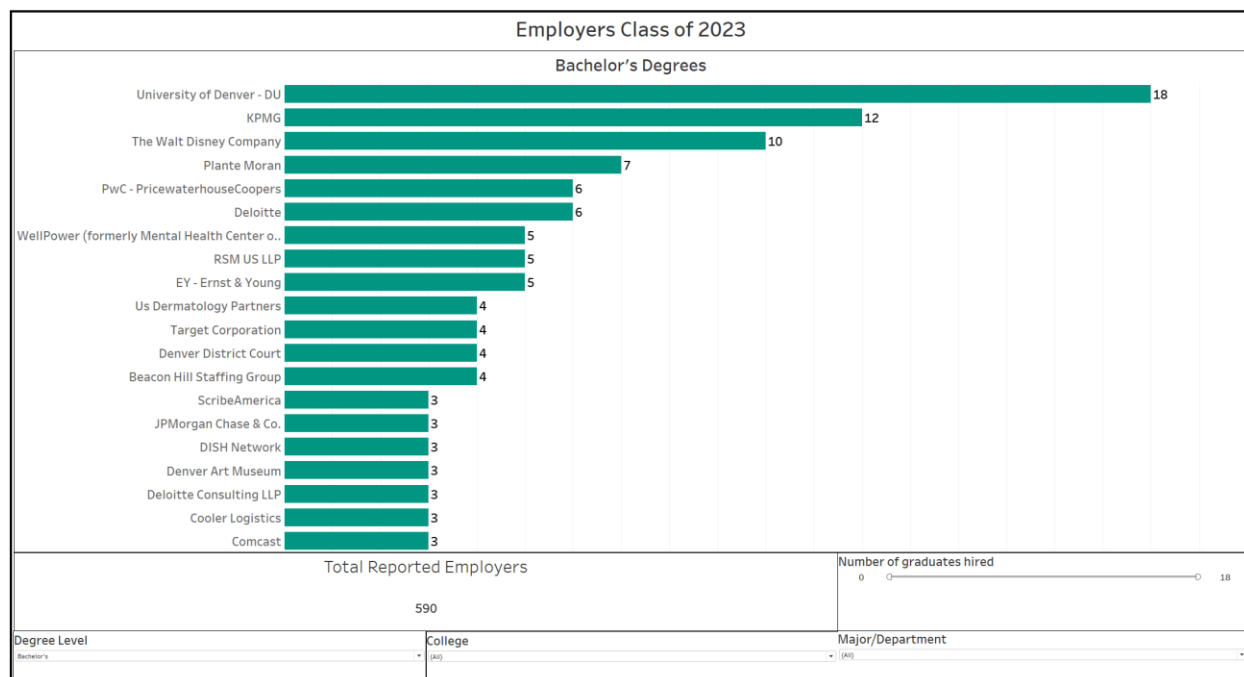
Bachelor's Degree Salary Data by College, Full-Time Standard Positions (N=213)

Of the 474 reporting full-time standard employment, 213 responded to this question for a response rate of 44.9%.



Top Undergraduate Employers: All Majors

The chart below reflects the top employers of undergraduate students across all programs and majors. We are pleased to see recognizable and reputable organizations hiring multiple DU students. We are also pleased to see the high number of total reported employers, showing the breadth of opportunities students are being connected to and our unique employer strategy that aligns employers with the interests of our students, regardless of the size of the organization.



Top Undergraduate Employers by College

Undergraduates were employed by 443 unique employers upon graduation.

69.6% of undergraduates remained in Colorado for their first job reflecting the significant economic impact our students have in our state.

Daniels College of Business (243)¹

KPMG (11)
 Plante Moran (7)
 Deloitte (6)
 EY - Ernst & Young (5)
 RSM US LLP (4)
 PwC (4)
 Comcast (3)
 Yellowstone Club (2)
 Wells Fargo (2)
 Vita Coco (2)
 Target Corporation (2)
 Semper Augustus Investments Group LLC (2)
 PNC (2)
 Pinnacle Healthcare Consulting (2)
 Perficient (2)
 Peloton Consulting Group (2)
 Oregon State University (2)
 Datadog (2)
 Zoom (2)
 Back of America (2)
 DISH Network (2)
 Charles Schwab Corporation (2)
 Kimpton Hotels and Restaurants (2)
 Kiewit (2)
 JPMorgan Chase & Co. (2)

- 185 unique organizations hired one student from the college.

¹ This represents a sample of top employers

College of Natural Sciences & Mathematics (58)

US Dermatology Partners (3)

ScribeAmerica (2)

HCA Healthcare (2)

Bartlett Tree Experts (2)

- 53 unique organizations hired one student from the college.

Ritchie School of Engineering & Computer Science (38)

University of Denver – DU (3)

Dynatrace (2)

Burns & McDonnell Engineering (2)

- 34 unique organizations hired one student from the college.

Division of Arts & Humanities (49)

University of Denver – DU (4)

Denver Art Museum (3)

Colorado Coalition for the Homeless (2)

- 43 unique organizations hired one student from the college.

Division of Social Sciences (144)

University of Denver – DU (7)

Well Power (formerly Mental Health Center of Denver) (5)

Denver District Court (4)

- 108 unique organizations hired one student from the college.

Josef Korbel School of International Studies (30)

Venn Strategies (2)

University of Denver – DU (2)

Optum (2)

AmeriCorps (2)

- 26 unique organizations hired one student from the college.

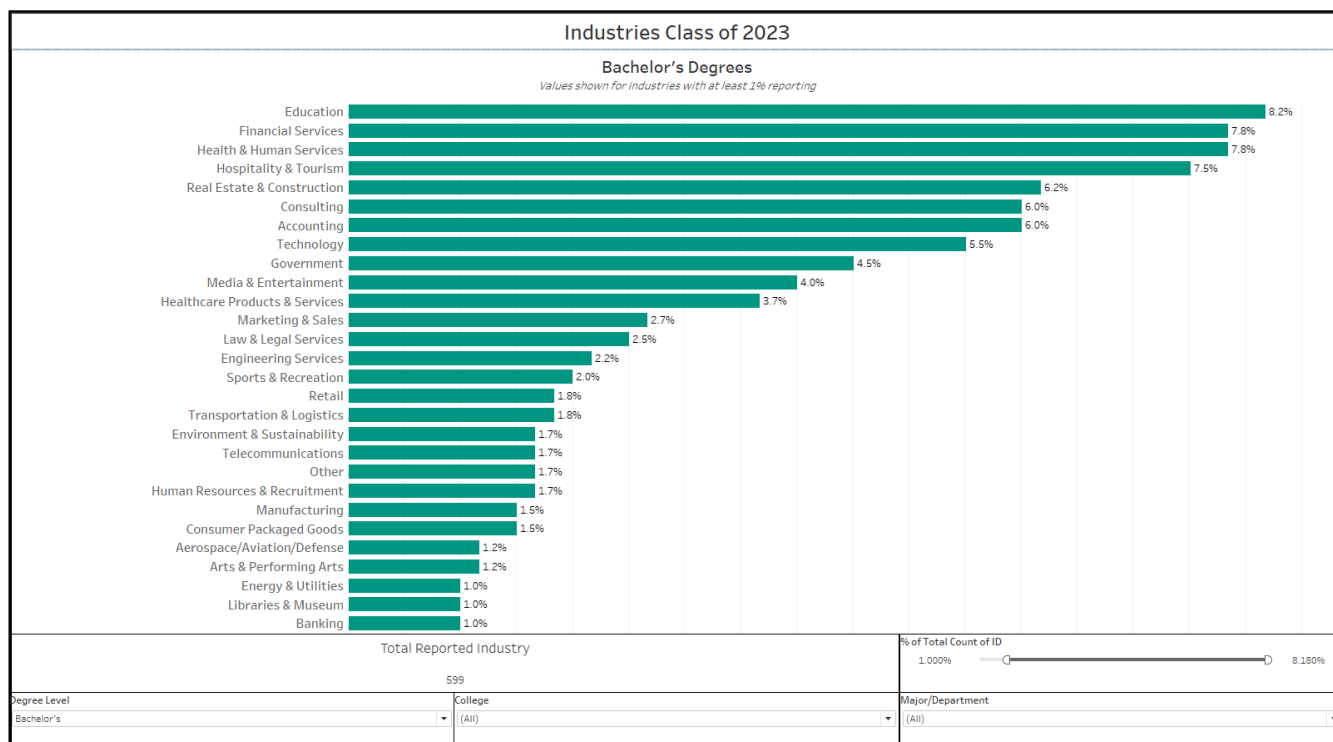
University College (28)

The Walt Disney Company (10)

- 19 unique organizations hired one student from the college.

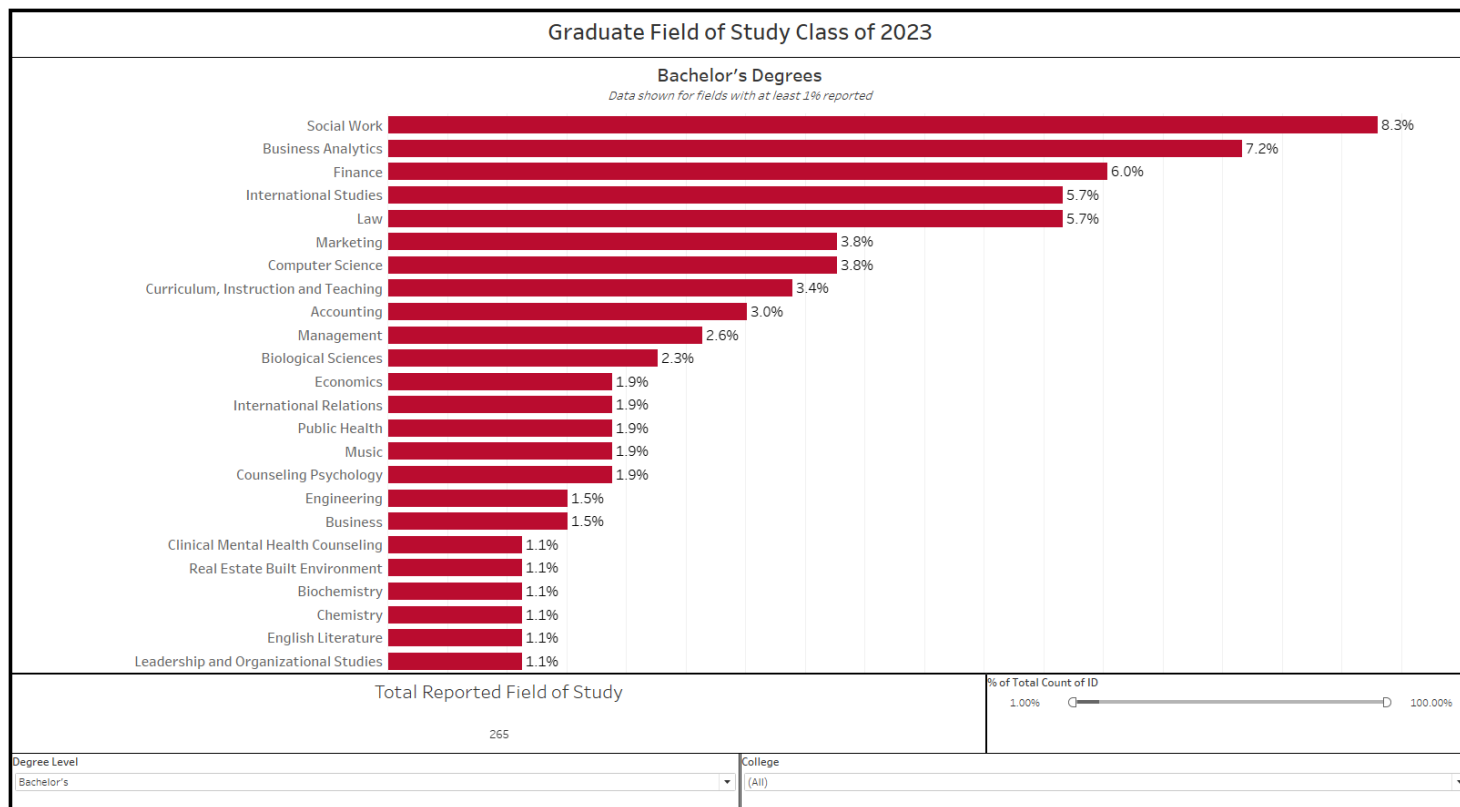
Undergraduate Employment Industry Trends (N=599)

The below chart shows the top industries in which undergraduate students are employed upon graduation. Most notable in this chart is the decrease in employment in healthcare products and services, down 3.3% from last year. Employment in the financial services industry was down 2.7% from 2022, whereas government and consulting both increased 2.7% from the prior year and accounting increased by 2.1%. Overall, these are relatively small changes and the top employment industries remain similar to previous years.



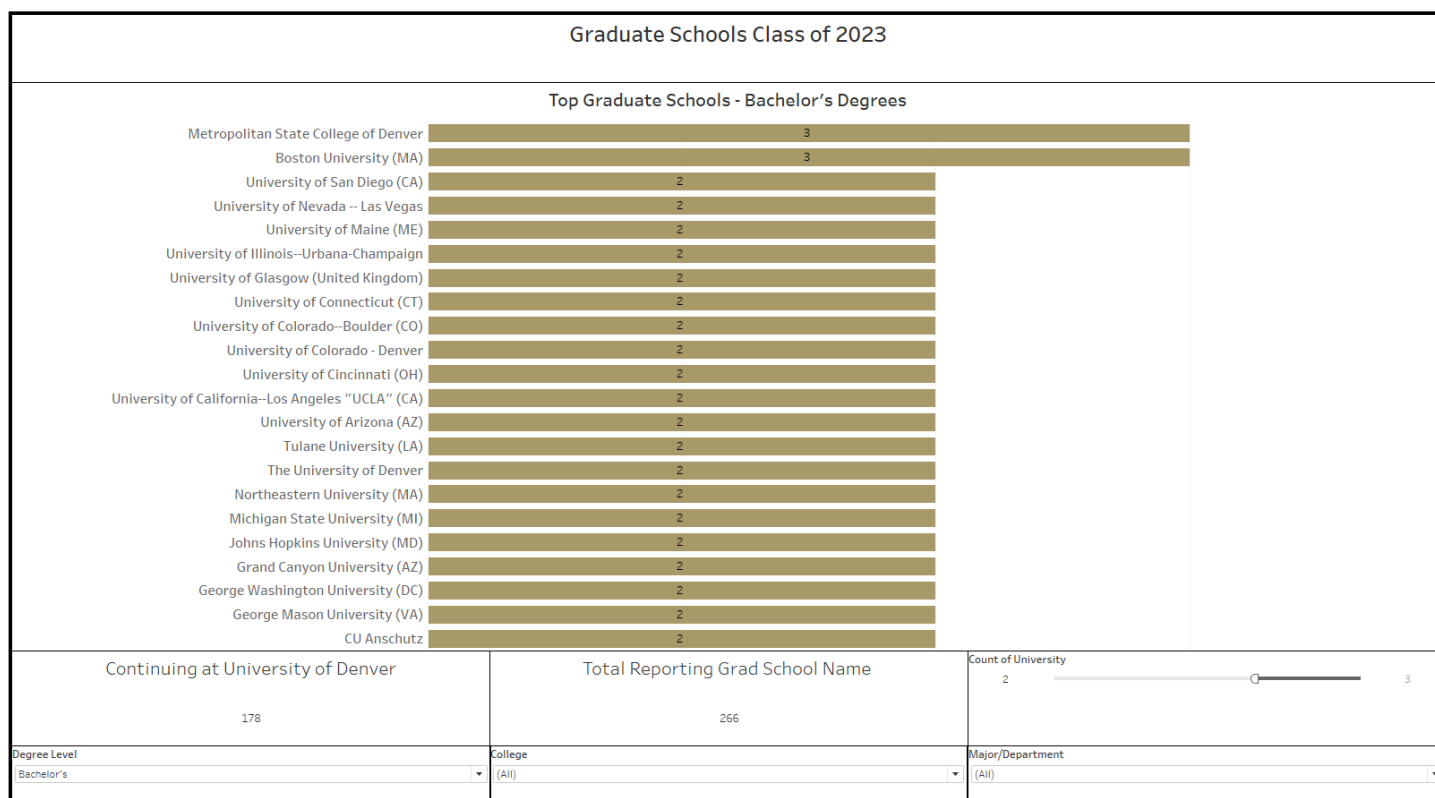
Undergraduate Continuing Education Field of Study (N=265)

The below chart shows field of study for undergraduates continuing education.



Undergraduate Continuing Education Institution Name (N=266)

The below chart shows academic institutions for undergraduates continuing education.

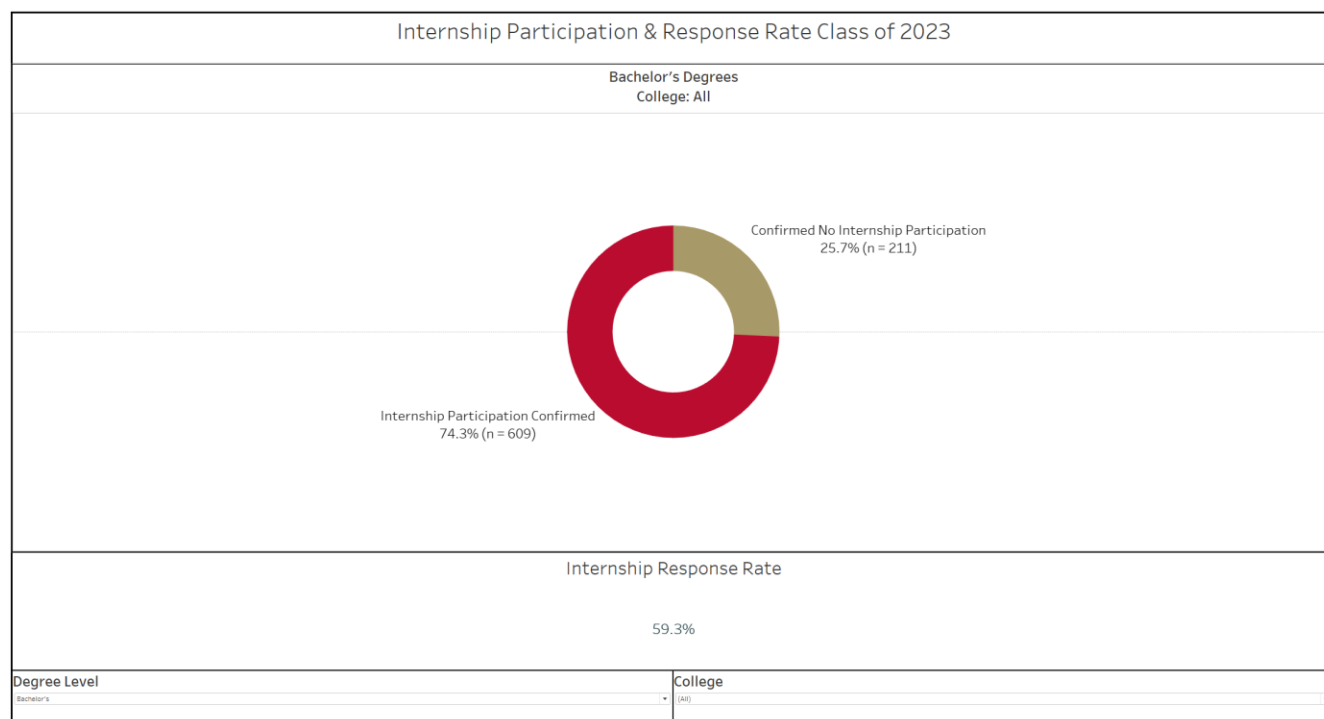


Bachelor's Degree Internship Participation Rates (N=820)

Expanding high impact learning experiences, including internships, is a clearly stated goal within the 4D Student Experience. The first-destination survey serves as our best source of data for understanding student participation in internships.

In our survey, we define internships broadly and include information on not only internships, but research, practicum experiences (required experiences included in a course of study), student teaching, and co-op experiences that alternate 4-12 months of full-time in-depth industry experience with academic coursework.

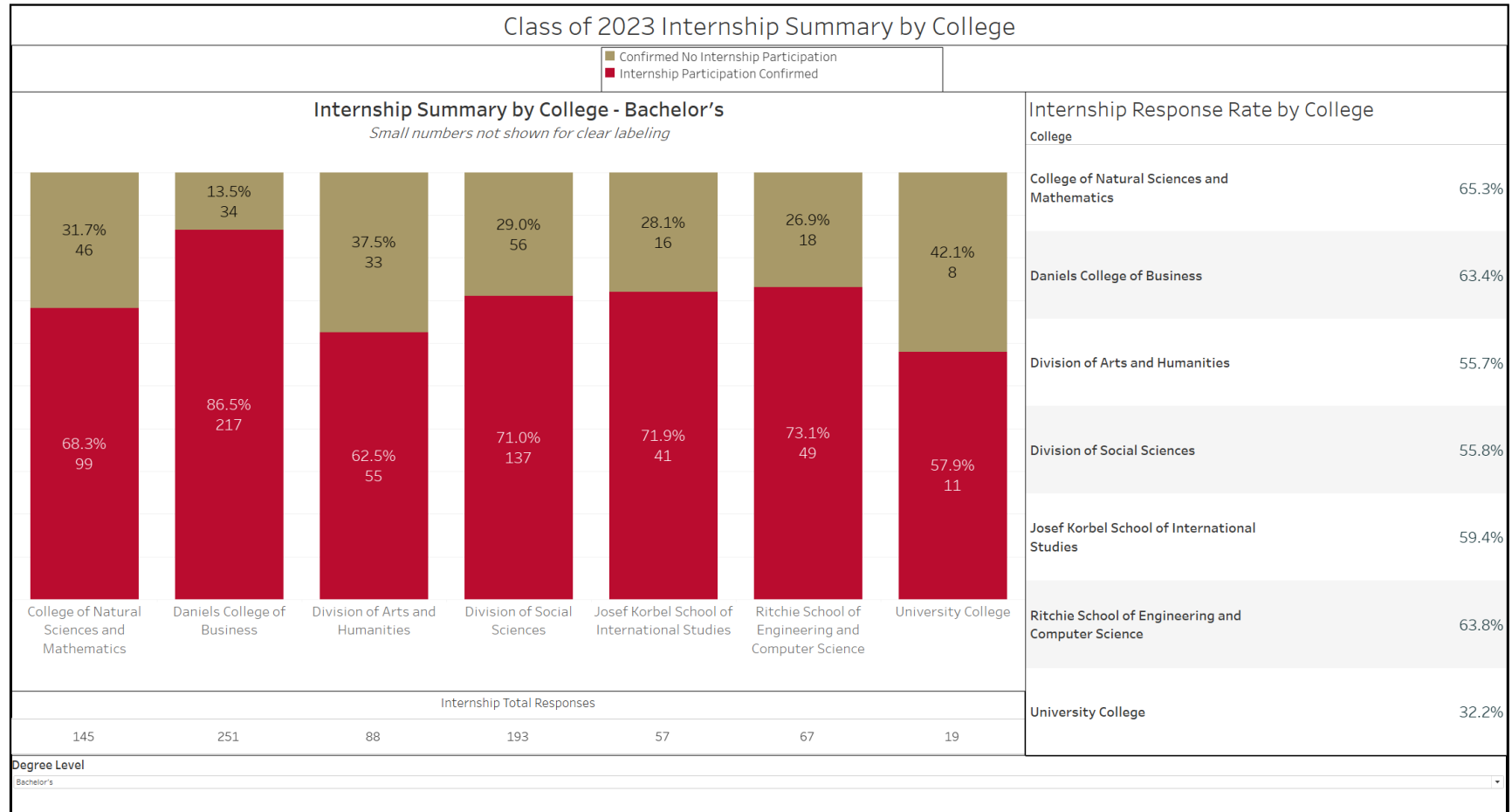
For the class of 2023, we were able to secure internship participation data from 59.3% of the graduating class (class of 2022 = 59.3%). Using the above criteria and the data secured from these students, 74.3% of respondents participated in at least one internship by graduation, a decrease of 6.6% from the previous year, and a decrease of 10.9% over past two years. (class of 2022 = 80.9%, class of 2021 = 85.2%). Given the correlation between internship participation and positive post-graduate outcomes, this is a concerning trend.



Bachelor's Degree Internship Participation by College (N=820)

The below data set represents information reported from 59.3% of graduating students.

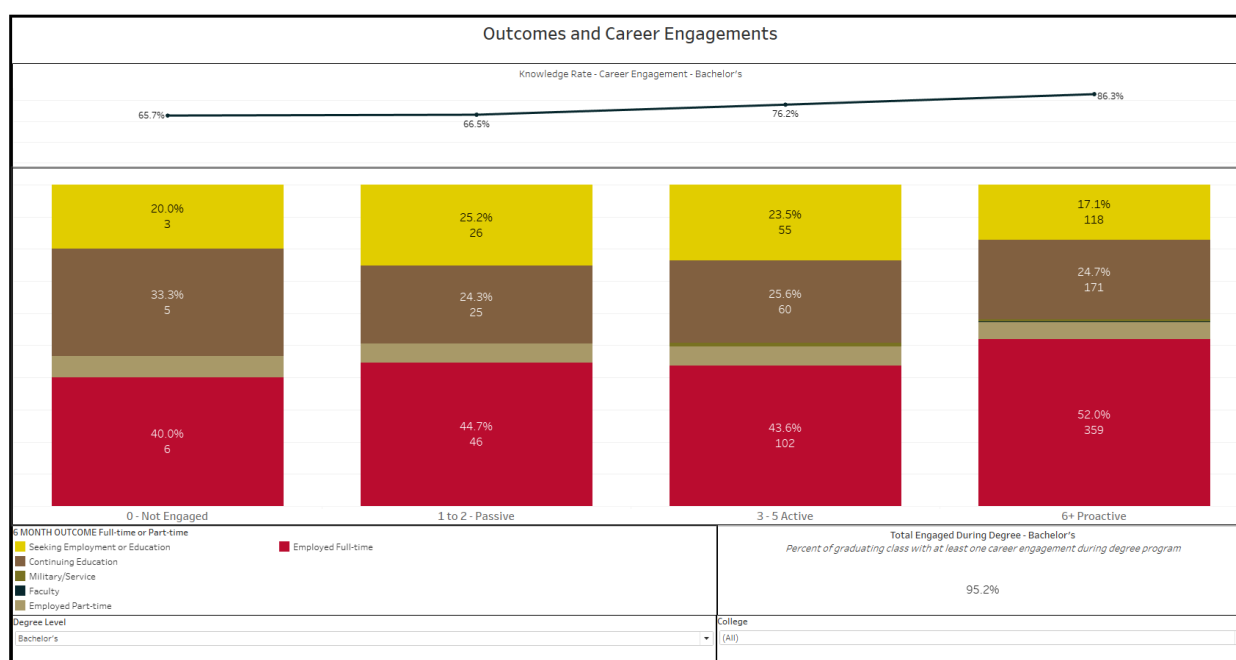
Internship participation decreased from the previous class in every college with the exception of the Division of Social Sciences, where internship participation rates remained consistent.



Bachelor's Degree Career Engagement Rates (N=1,085)

Excludes 28 individuals not seeking and 269 students for whom no information could be obtained.

We are pleased to report that 95.2% of the class of 2023 engaged with career development at least once during their time at DU which is an increase from previous classes and significantly above national averages (class of 2022 = 92.1%). This strong percentage is a result of our strategic efforts to deepen engagement over the past four years. Notably, the students from this class who did not engage with career development were much more likely to pursue continuing education after graduation rather than employment, which suggests that they may have had support with their post-graduate plans from their academic area. As in previous years, students who were highly engaged with career development were less likely to be seeking employment after graduation than students with lower levels of engagement. Also noteworthy is the connection between engagement and knowledge rate; as engagement increases, so does the percentage of graduates for whom we were able to obtain outcomes information.





Master's Student Outcomes

Class of 2023

 UNIVERSITY OF DENVER

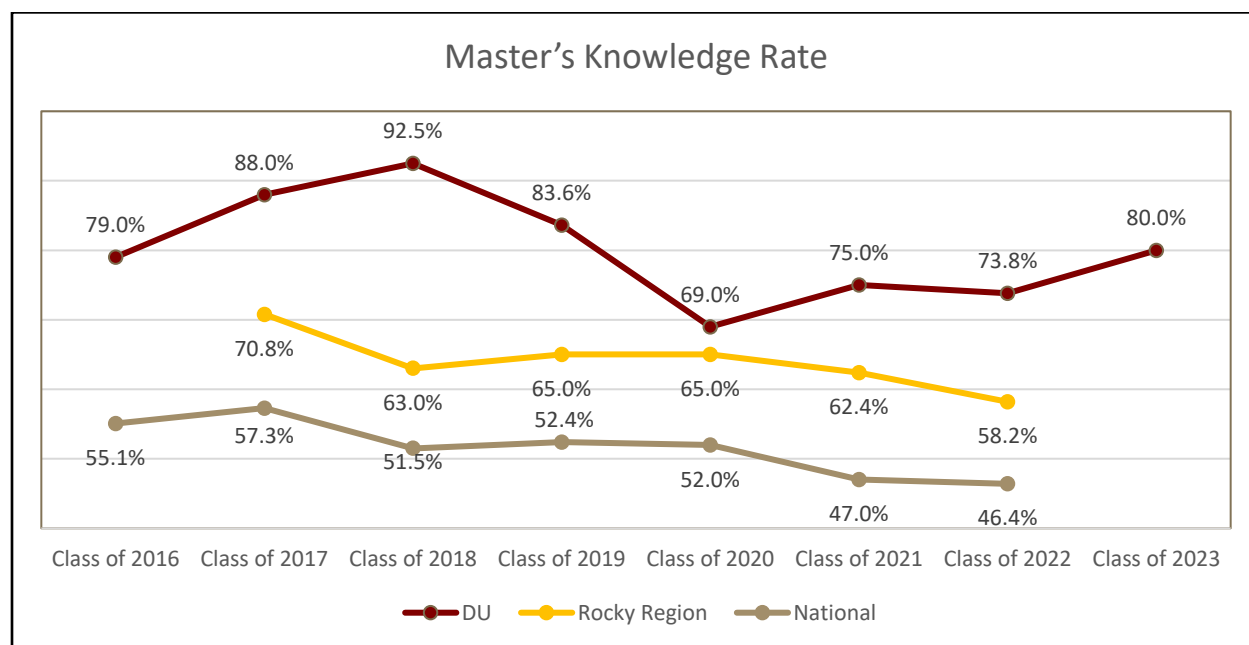
Master's Student First-Destination Details

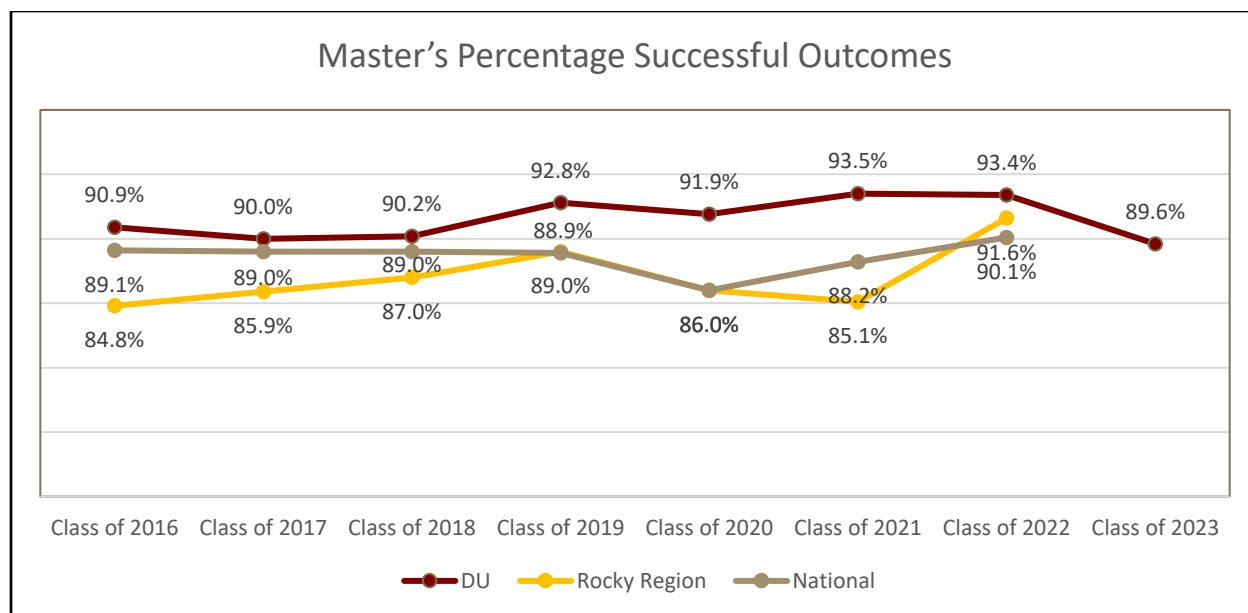
89.6% of master's students in the class of 2023 were employed, continuing their education, or pursuing service/military activities 6-months after graduation, with the large majority employed full-time. This outcomes rate decreased 3.8% from the class of 2022 (class of 2022 = 93.4%), a decrease that may be accounted for by the substantial increase in knowledge rate we were able to obtain for this class.

The University of Denver has achieved an 80.0% knowledge rate for first-destination information, an increase of 6.2% over the prior year (class of 2022 = 73.8%). Our knowledge rate combined with an 89.6% outcomes rate shows that University of Denver master's students continue to perform strongly at graduation. The chart below shows national and regional outcomes for the past five years; we that the class of 2023 will exceed Rocky Region averages and be competitive with national averages once benchmarking data becomes available next year.

Historical Trends

Our knowledge rates consistently far exceed our peers both nationally and regionally.

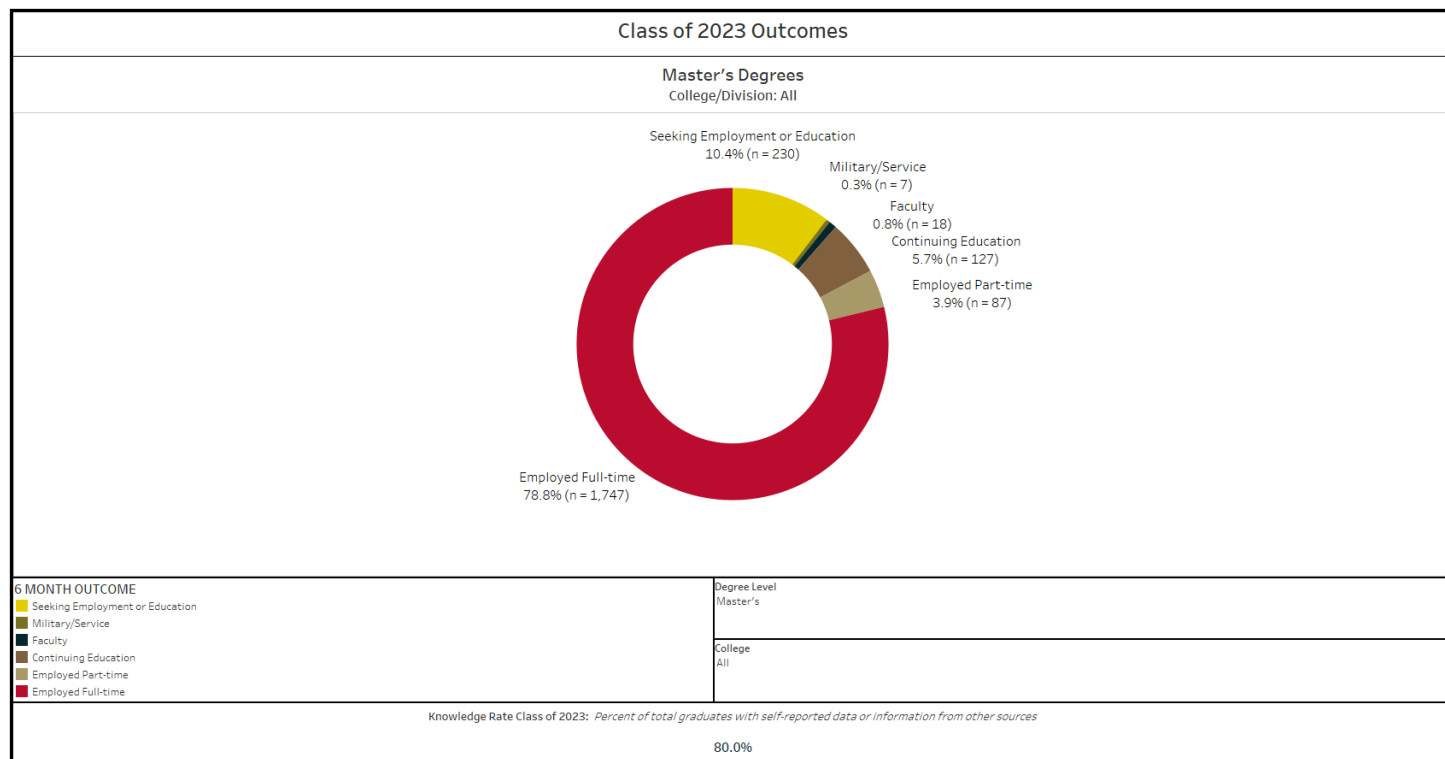




Post-Graduation Activity, Master's Degree Students (N=2,216)

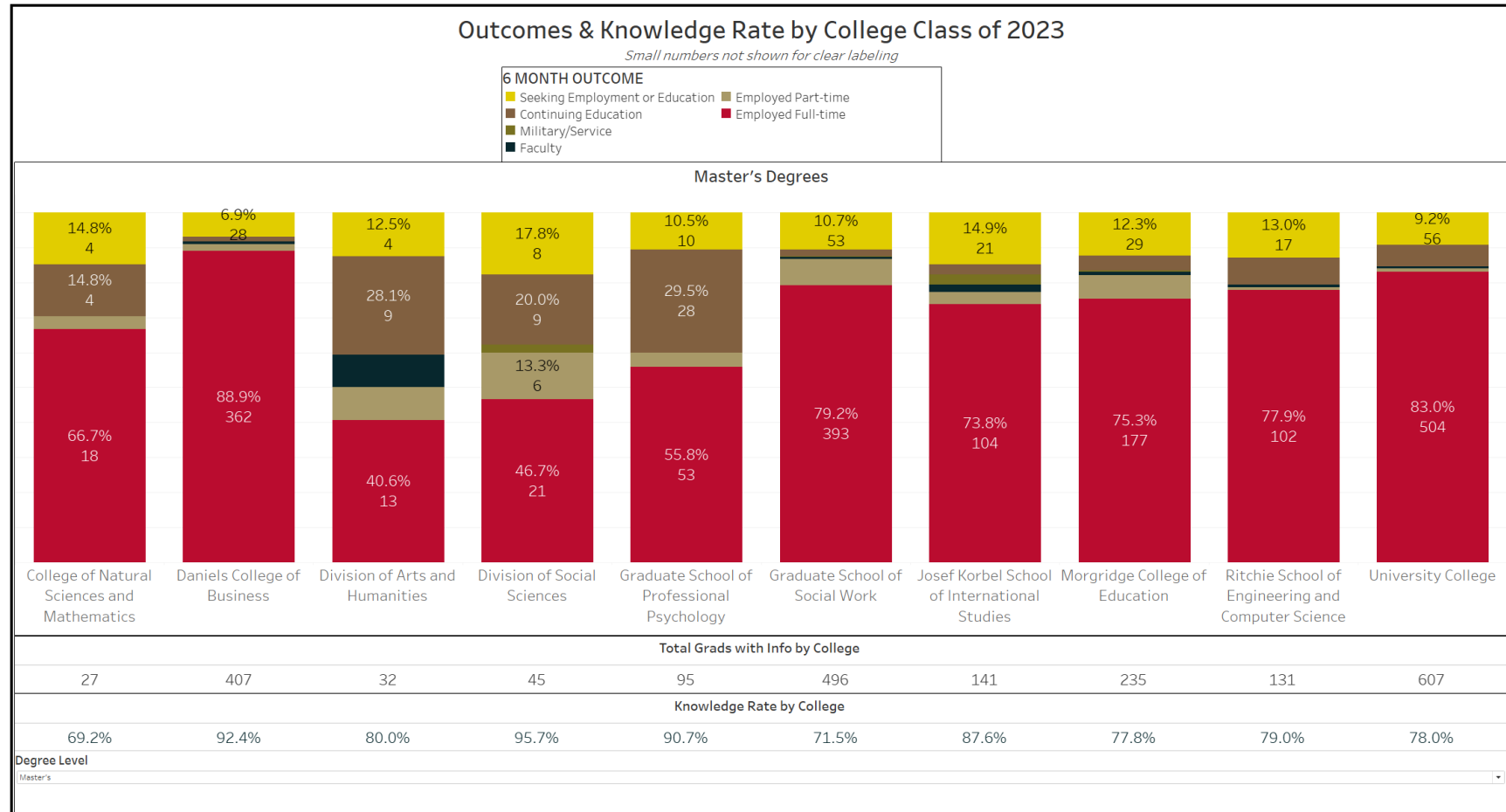
Excludes 29 individuals not seeking and 563 students for whom no information could be obtained.

The chart below reflects a breakdown of post-graduation activity for master's students. Although the proportion of master's students seeking employment is 3.8% higher than in 2022, the percentage of graduates reporting full-time and part-time employment, military service, and continuing education after graduation are proportionally similar to the previous year's graduates.



Master's Degree Six Month Post-Graduation Outcomes by College (N=2,216)

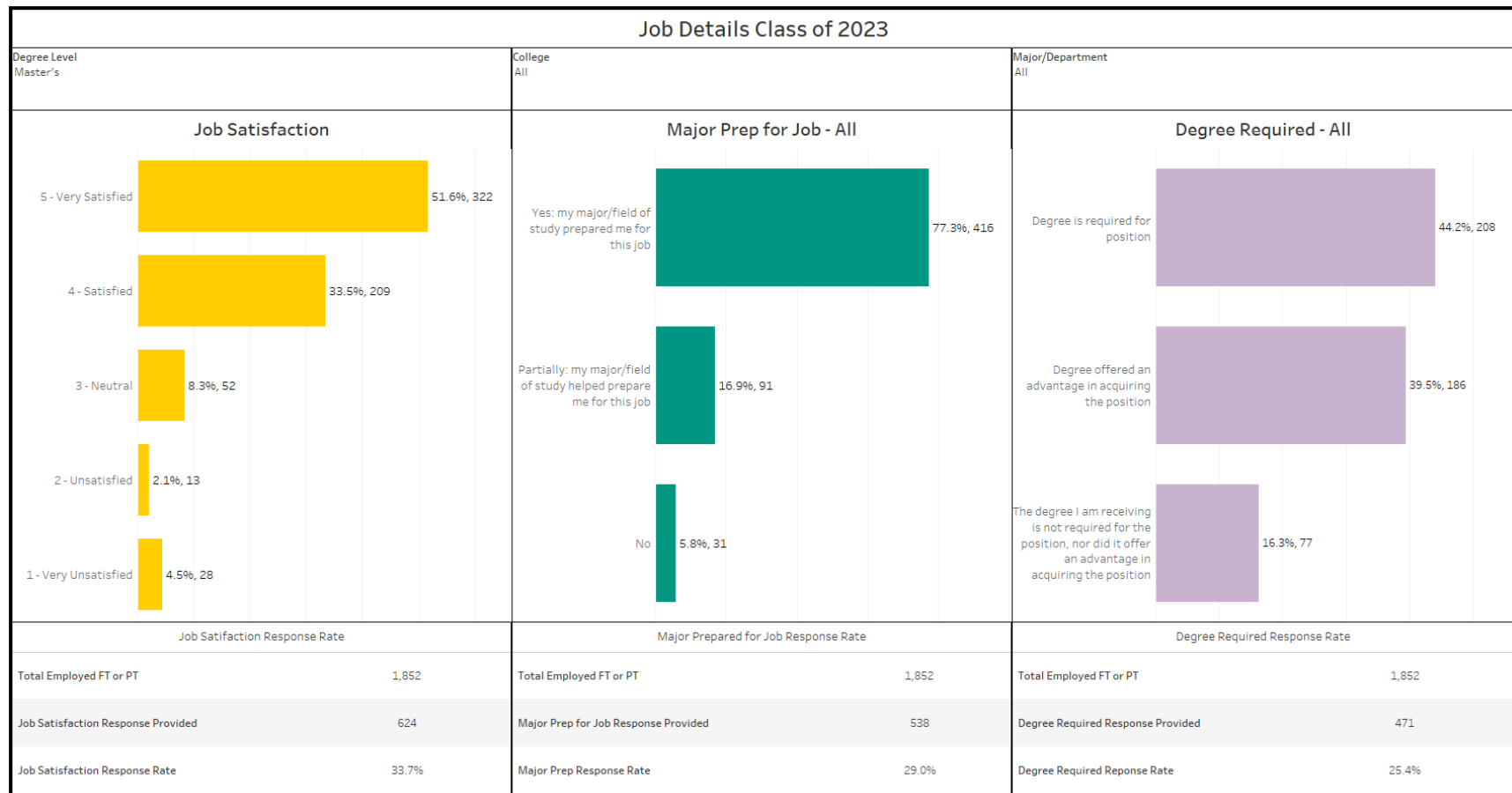
The below data outlines the six-month outcomes data reported to the National Association of Colleges and Employers with a knowledge rate of 80%.



Job Satisfaction, Master's Degree (N=624)

Out of 1,852 graduates reporting full-time or part-time employment, 624 provided job satisfaction information, a response rate of 33.7% (class of 2022 = 41.8%). Because the response rate to this question is low, caution should be used when making assumptions about the class based on this data.

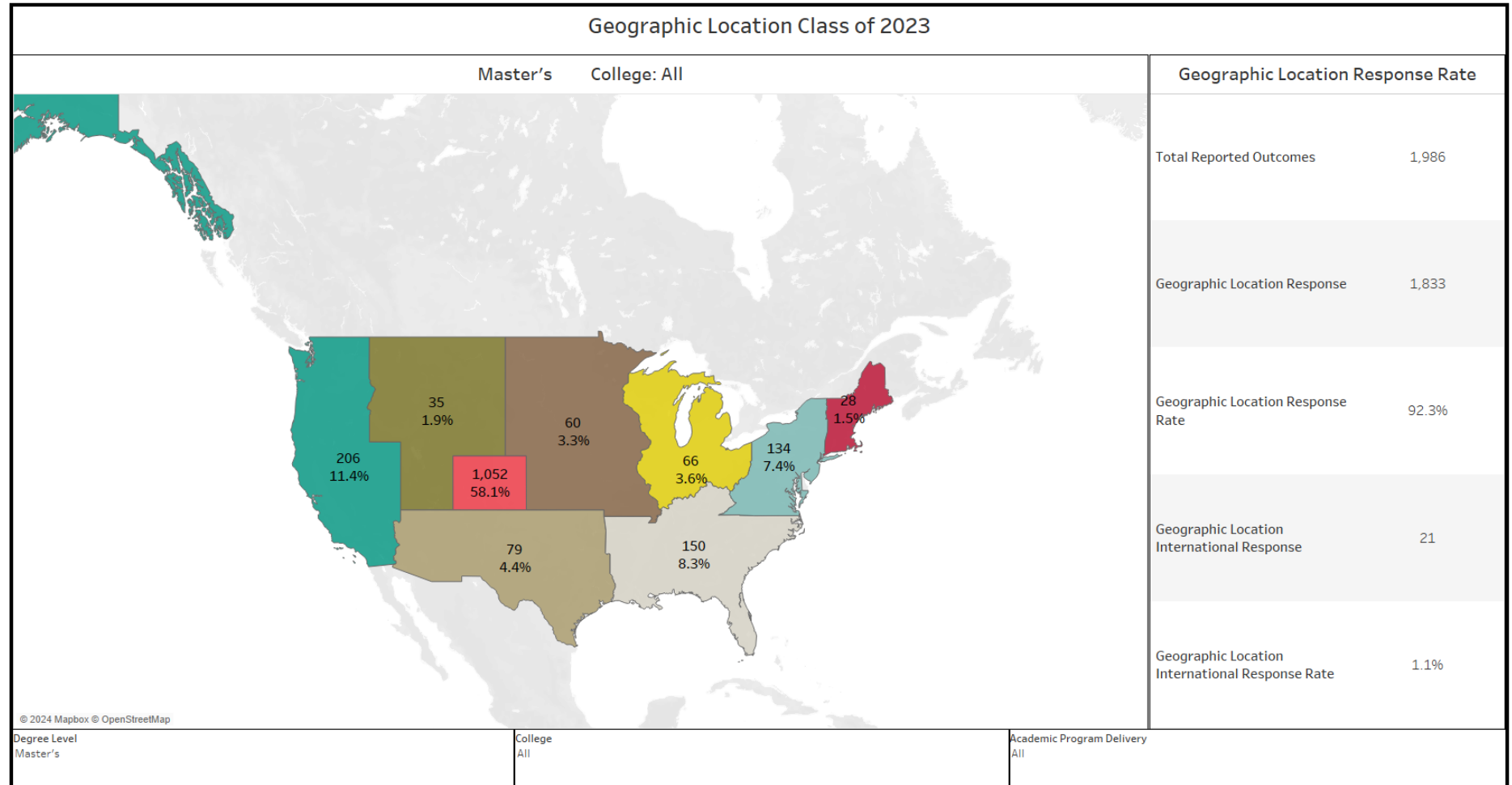
In 2019, we began collecting job satisfaction data of graduates who have secured employment. Of the master's students who responded this year, 85.1% report they are satisfied or highly satisfied with their post-graduation employment. This satisfaction rate remains similar to previous classes (class of 2022 = 86.1%).



Master's Student First-Destination Location (N=1,833)

Location information was available for 1,833 of the 1,986 students reporting employment, service, or continuing education.

Of the students reporting job location, 1.1% or 21 graduates (class of 2022 = 0.6%), reported locations outside of the United States. 58.1% of the total group remained in Colorado, a decrease of 0.1% over 2022 (class of 2022 = 58.2%). These proportions remained similar to previous classes.



Top Reported Cities Outside Colorado– Master’s Students

The top cities reported by master’s students in the class of 2023 varied considerably from prior years, with only Minneapolis and Salt Lake City remaining top locations for graduates compared with the class of 2022. Orlando, Washington, New York, Los Angeles, Anaheim, Seattle, San Francisco, and Chicago are new to the list this year. These cities replace the top destinations of Boston – MA, Houston – TX, Dallas – TX, Portland – OR, Raleigh – NC, Atlanta – GA, San Diego – CA, and Honolulu – HI from the class of 2022.

Orlando – FL (51)

Washington – DC (35)

New York – NY (26)

Los Angeles – CA (24)

Anaheim – CA (20)

Seattle – WA (17)

Minneapolis – MN* (16)

San Francisco – CA (15)

Chicago – IL (15)

Salt Lake City – UT* (15)

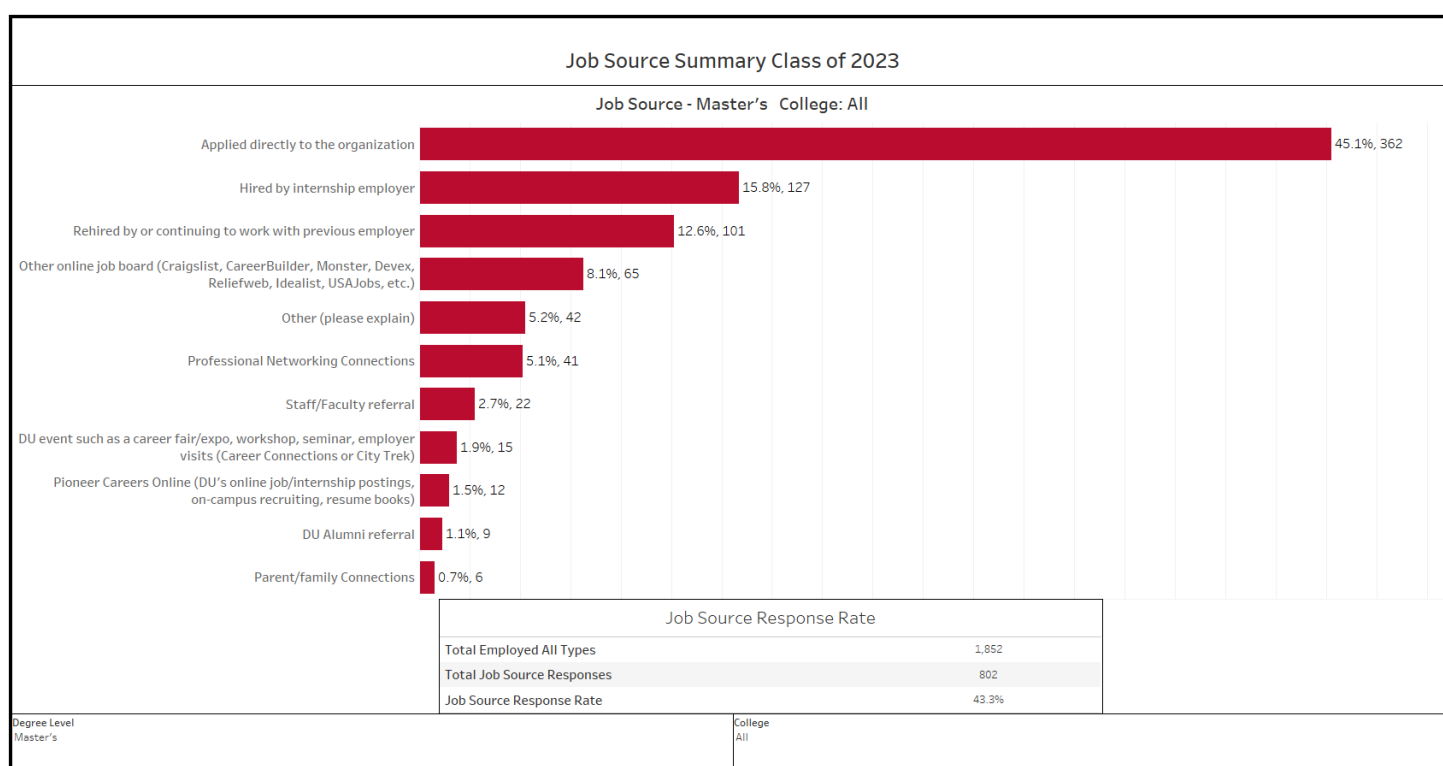
*Denotes cities in the top 10 for the class of 2022

Master's Degree Student Job Source (N=802)

Because the response rate to this question is low, caution should be used when making assumptions about the class based on this data.

As with undergraduates, understanding how master's students secure their post-graduation plans will allow us to better track how implementation of new initiatives influence job source longitudinally. For the class of 2023, we were able to secure job source information for 802 (class of 2022 = 791) graduates for a response rate of 43.3% (class of 2022 = 45.6%).

This year's master's graduates reported similar job sources to last year's class, with only small increases or decreases occurring in the sources listed.



Master's Degree, Mean and Median Starting Salary (N=581)

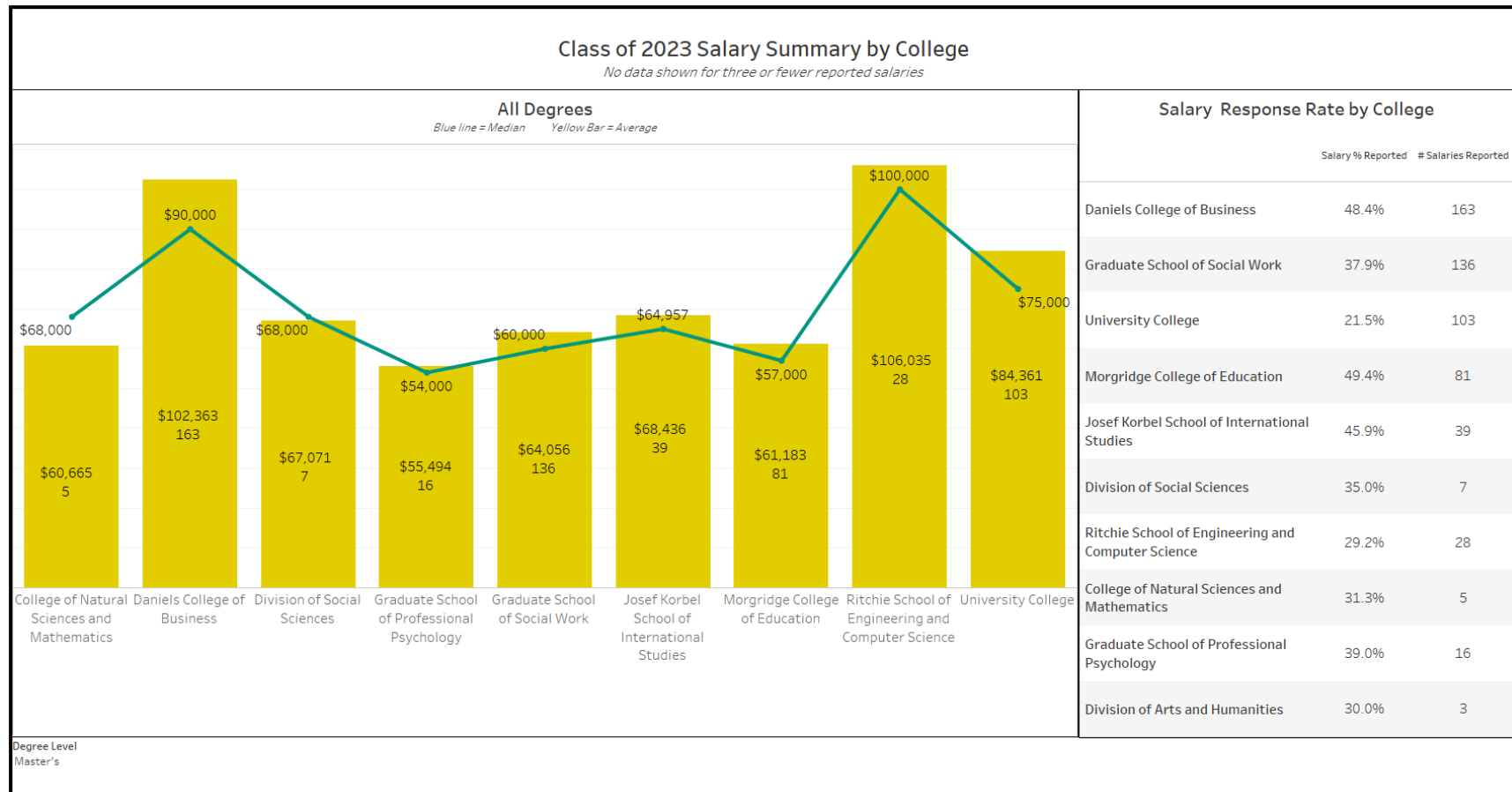
Of the 1,607 students reporting full-time standard employment, 581 responded to this question for a response rate of 36.2%. Because the response rate to this question is low, caution should be used when making assumptions about the class based on this data.

Mean and median salary information is calculated using only full-time standard positions and does not reflect those students in fellowships, internships, or other short term or part-time roles. The mean salary for master's students was \$80,033 (class of 2022 = \$76,519; class of 2021 = \$71,759) with a median salary of \$70,000 (class of 2022 = \$65,000; class of 2021 = \$58,000).

Mean salaries Increased by almost \$4,000 and median salaries increased by \$5,000 for the class of 2023.

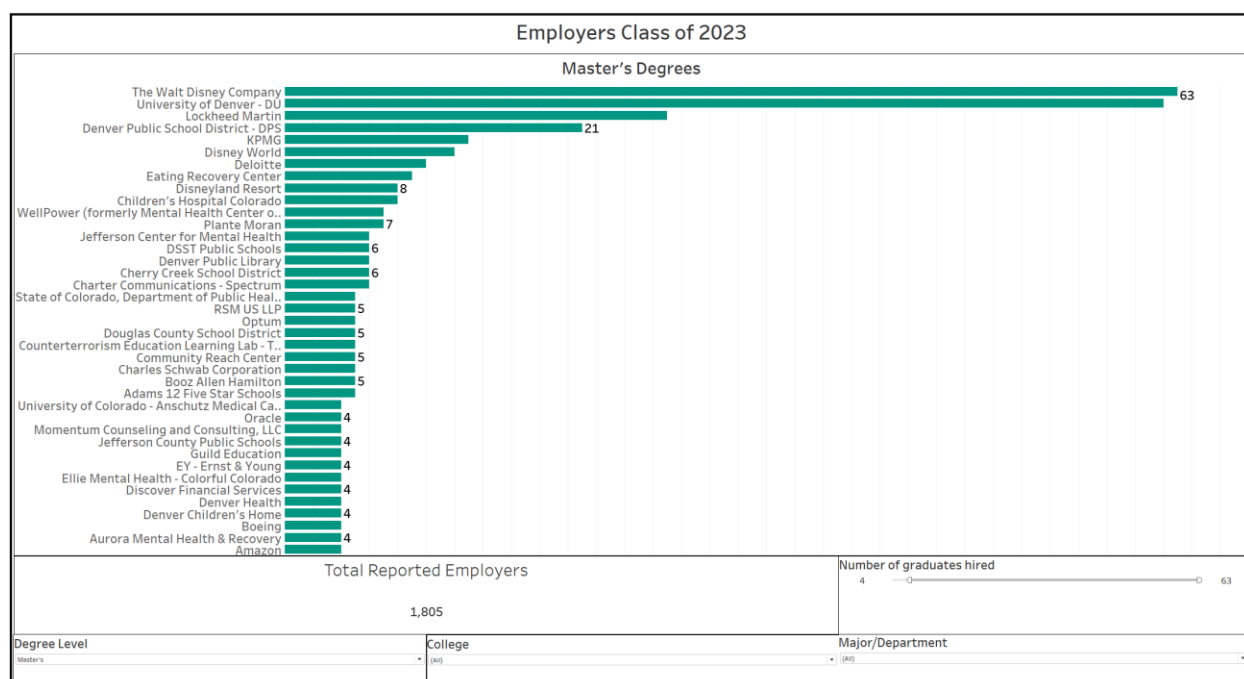
Master's Degree Salary Data by College (N=581)

Industry of employment as well as regional factors impact salary, with the Rockies region typically having lower salary levels than the national average. Of the 1,607 students reporting full-time standard employment, 581 responded to this question (class of 2022 = 672) for a response rate of 36.2% (class of 2022 = 38.8%). Because the response rate to this question is low, caution should be used when making assumptions about the class based on this data.



Top Master's Degree Employers: All Programs

The below list reflects the top employers of master's students in the class of 2023 in all colleges. The Walt Disney Company and affiliated companies is commonly a top employer due to the partnership with University College. Partnerships with Deloitte and public school districts are also reflected in the overall or college specific lists on the following pages.



Top Employers of Master's Students by College

University of Denver master's students from the class of 2023 were employed by 1,321 unique organizations. Upon graduation, 78.6% of graduates in traditional delivery degree programs (excluding 2U and UCOL degrees) report that they remain in Colorado for their first position. This is an increase of 6.3% over the previous year, and shows the significant economic impact our graduates have in the state. The University of Denver is commonly among the top employers due to current employees leveraging the tuition benefit combined with strong education programs that prepare students for higher education careers.

Daniels College of Business (366)

University of Denver – DU (16)
 KPMG (13)
 Deloitte (7)
 Plante Moran (7)
 EY - Ernst & Young (4)
 Lockheed Martin (4)
 RSM US LLP (4)
 Amazon (3)
 Capstone Partners (3)
 Danone North America (3)
 PwC – PricewaterhouseCoopers (3)
 2U Inc (2)
 Aspen Skiing Company (2)
 Charter Communications – Spectrum (2)
 Colorado Housing and Finance Authority (2)
 Consolidated Investment Group (2)
 Crocs, Inc (2)
 Crowe LLP (2)
 Denver Health (2)
 Denver Public School District – DPS (2)
 Frontier Airlines (2)
 Google Inc. (2)
 IFOAM - Organics International (2)
 Intrinsic, LLC (2)
 JLL (2)
 MCA Connect (2)
 Moody Insurance Agency (2)
 Motili (2)
 National Renewable Energy Laboratory – NREL (2)
 Pioneer Venture Group (2)
 Project Canary (2)
 Thermo Fisher Scientific (2)

Trilogy Financial (2)

UDR, Inc. (2)

Wipfli LLP (2)

- 286 unique organizations hired one student from the college.

College of Natural Sciences & Mathematics (19)

- 19 unique organizations hired one student from the college.

Ritchie School of Engineering & Computer Science (101)

Lockheed Martin (19)

Optum (2)

Charter Communications – Spectrum (2)

Booz Allen Hamilton (2)

- 80 unique organizations hired one student from the college.

Division of Arts & Humanities (13)

- 13 unique organizations hired one student from the college.

Division of Social Sciences (27)

University of Denver – DU (3)

Children’s Hospital of Colorado (2)

- 24 unique organizations hired one student from the college.

Josef Korbel School of International Studies (104)

Counterterrorism Education Learning Lab (4)

University of Denver – DU (4)

SafeAbroad (3)

State of Colorado (2)

Freeport-McMoRan (2)

Defense Intelligence Agency (2)

Community Sponsorship Hub (2)

Booz Allen Hamilton (2)

US Army (2)

- 90 unique organizations hired one student from the college.

Graduate School of Professional Psychology (54)

University of Denver – DU (3)
 Eating Recovery Center (3)
 AllHealth Network (3)
 Teaching Human Existence, LLC (2)
 Oaklawn Psychiatric Center (2)
 Creative Treatment Options (2)
 Community Reach Center (2)
 Children’s Wellness Center of Colorado (2)

- 43 unique organizations hired one student from the college.

Graduate School of Social Work (426)

Denver Public School District – DPS (6)
 WellPower (formerly Mental Health Center of Denver) (6)
 Eating Recovery Center (5)
 Jefferson Center for Mental Health (5)
 DSST Public Schools (4)
 Aspen Hope Center (3)
 Aurora Public School District (3)
 Children's Hospital Colorado (3)
 Community Reach Center (3)
 Denver Springs Behavioral Health Hospital (3)
 Maple Star Colorado (3)
 University of Denver – DU (3)
 VitalCare (3)
 Adams 12 Five Star Schools (2)
 Center for Valued Living (2)
 Centus Counseling (2)
 Courage to Connect Counseling (2)
 Creative Counseling Services (2)
 Crisis Text Line (2)
 Denver Children's Home (2)
 Denver Health (2)
 Discovery Mood and Anxiety Program (2)
 Douglas County School District (2)
 Kaiser Permanente (2)
 Kvc health systems (2)
 Maria Droste Counseling Center (2)
 Momentum Counseling and Consulting, LLC (2)
 RMC Counseling (2)

Rocky Mountain Human Services (2)
 Rogers InHealth, Rogers Behavioral Health System (2)
 Sandstone Care, LLC (2)
 Savio House (2)
 Soul Dogs, Inc (2)
 STRIVE Preparatory Charter Schools (2)
 U.S. Department of Veteran Affairs – VA (2)
 YMCA (2)

- 366 unique organizations hired one student from the college.

Morgridge College of Education (191)

University of Denver – DU (12)
 Denver Public School District – DPS (11)
 Cherry Creek School District (5)
 Denver Public Library (5)
 Adams 12 Five Star Schools (3)
 Aurora Mental Health & Recovery (3)
 Douglas County School District (3)
 Ellie Mental Health - Colorful Colorado (3)
 Colorado School of Mines (2)
 Colorado Community College of Aurora – CCA (2)
 Colorado Therapy and Assessment Center (2)
 DSST Public Schools (2)
 Empowered Living Collective (2)
 Jefferson County Public Schools (2)
 Oracle (2)
 Servicios de la Raza (2)
 Solano County Library (2)
 The Golden Wellness Center (2)
 The Walt Disney Company (2)
 Whole Connection (2)

- 142 unique organizations hired one student from the college

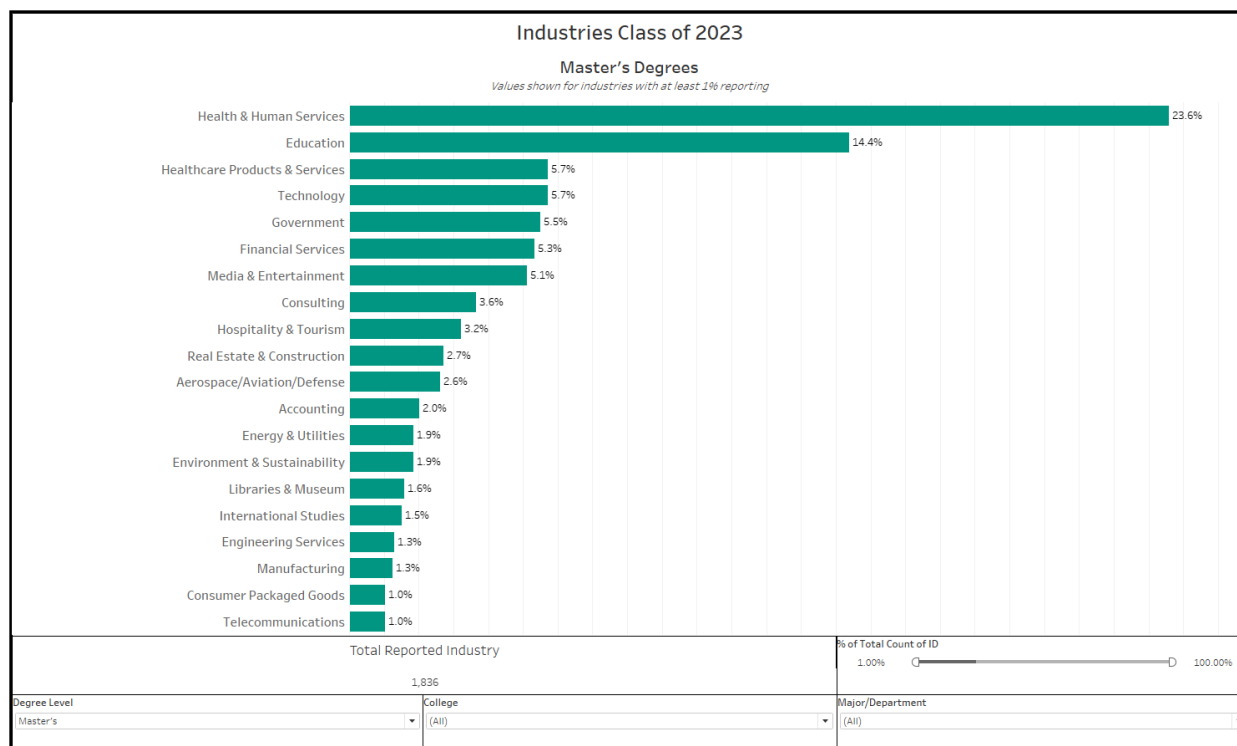
University College (504)

The Walt Disney Company (61)
 University of Denver – DU (14)
 Disney World (12)
 Disneyland Resort (8)
 Charles Schwab Corporation (4)
 Discover Financial Services (4)
 Guild Education (4)
 State of Colorado, Department of Public Health and Environment (4)
 Lockheed Martin (3)
 Ashley Global Retail (2)
 Boeing (2)
 Charter Communications – Spectrum (2)
 Children's Hospital Colorado (2)
 Disney Cruise Line (2)
 Energy Solutions (2)
 EVstudio (2)
 Fidelity Investments (2)
 Guidehouse (2)
 Infiniti Home Healthcare (2)
 LUMEN (2)
 Noblis (2)
 Optum (2)
 Rinck Advertising Inc (2)
 Salesforce (2)
 SWCA Environmental Consultants (2)
 The Vertex Companies LLC (2)
 University of Colorado (2)
 Walt Disney Imagineering (2)

- 380 unique organizations hired one student from the college

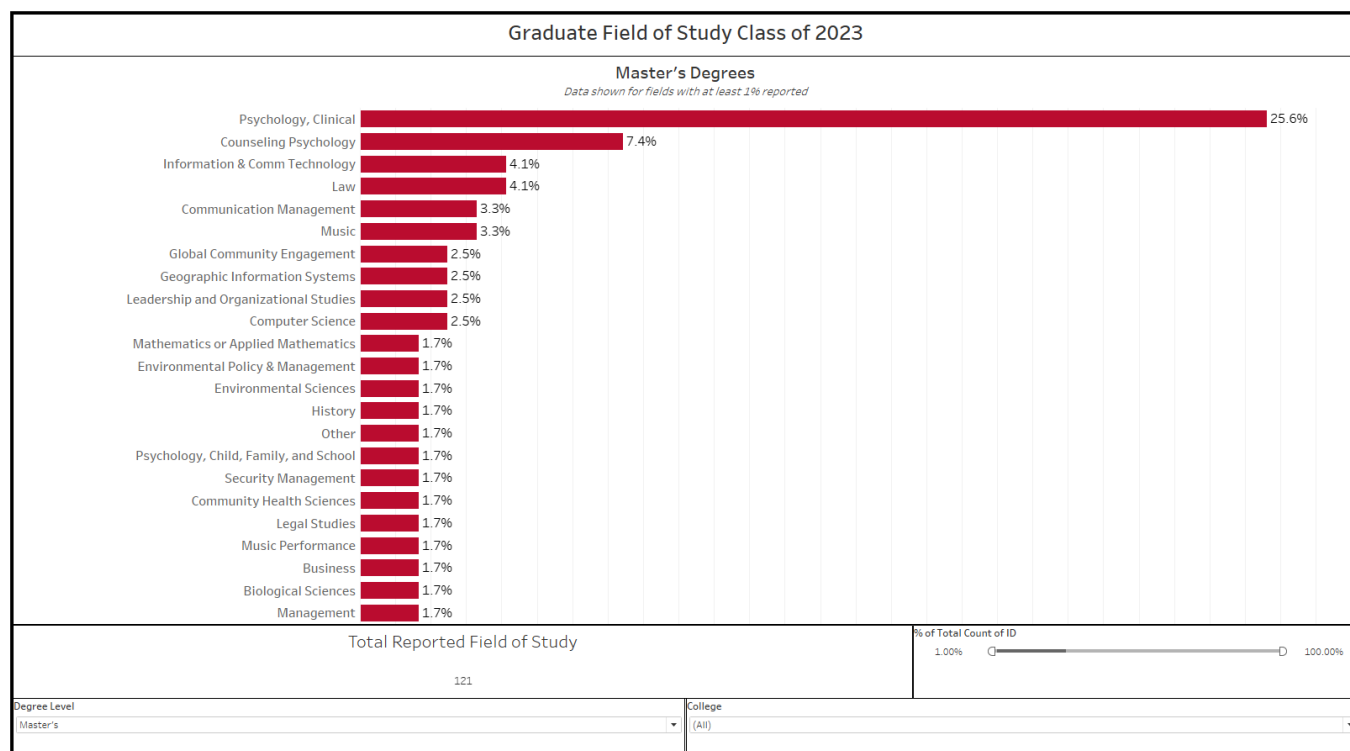
Master's Employment Industry Trends (N=1,836)

The below data shows the top industries in which master's students are employed upon graduation. Though there are some slight increases and decreases, overall industry trends show similar patterns to previous years.



Master's Continuing Education Field of Study (N=121)

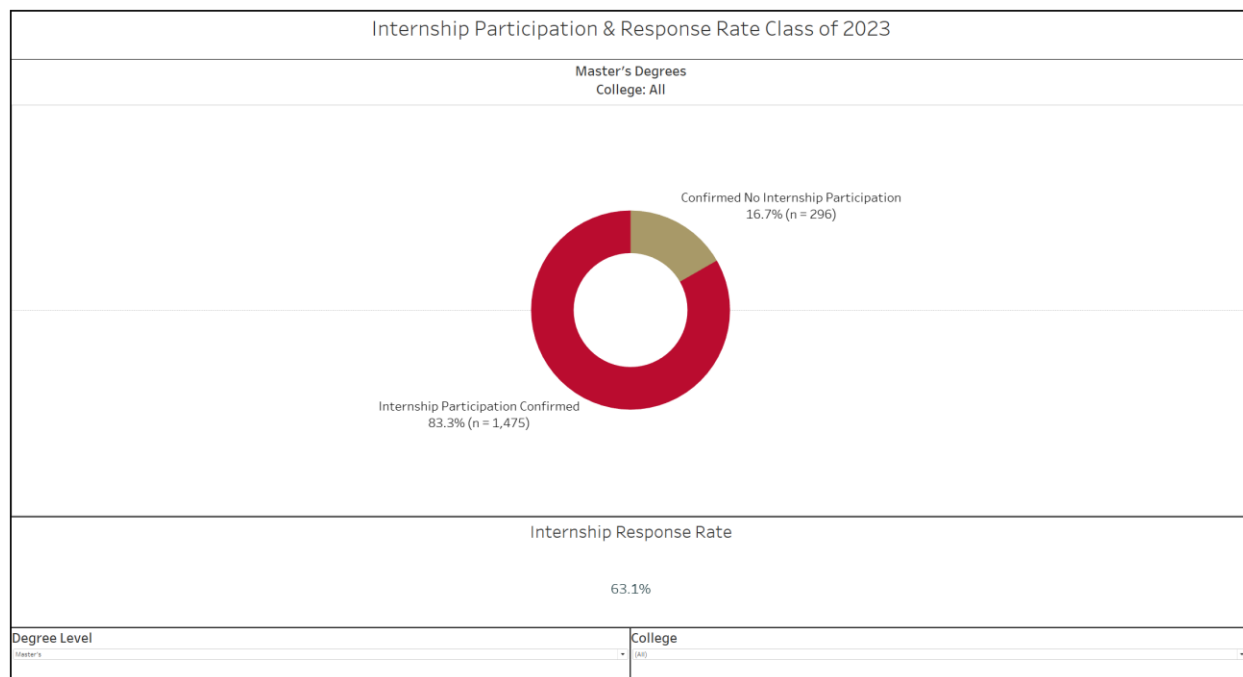
The below chart shows field of study for Master's graduates continuing education. As noted below, continuing education is most common for those graduates pursuing careers in clinical psychology.



Master's Degree Internship Participation Rates (N=1,744)

The below data set reflects responses from 1,744 students or 63.1% of the class (class of 2022 = 54.5%).

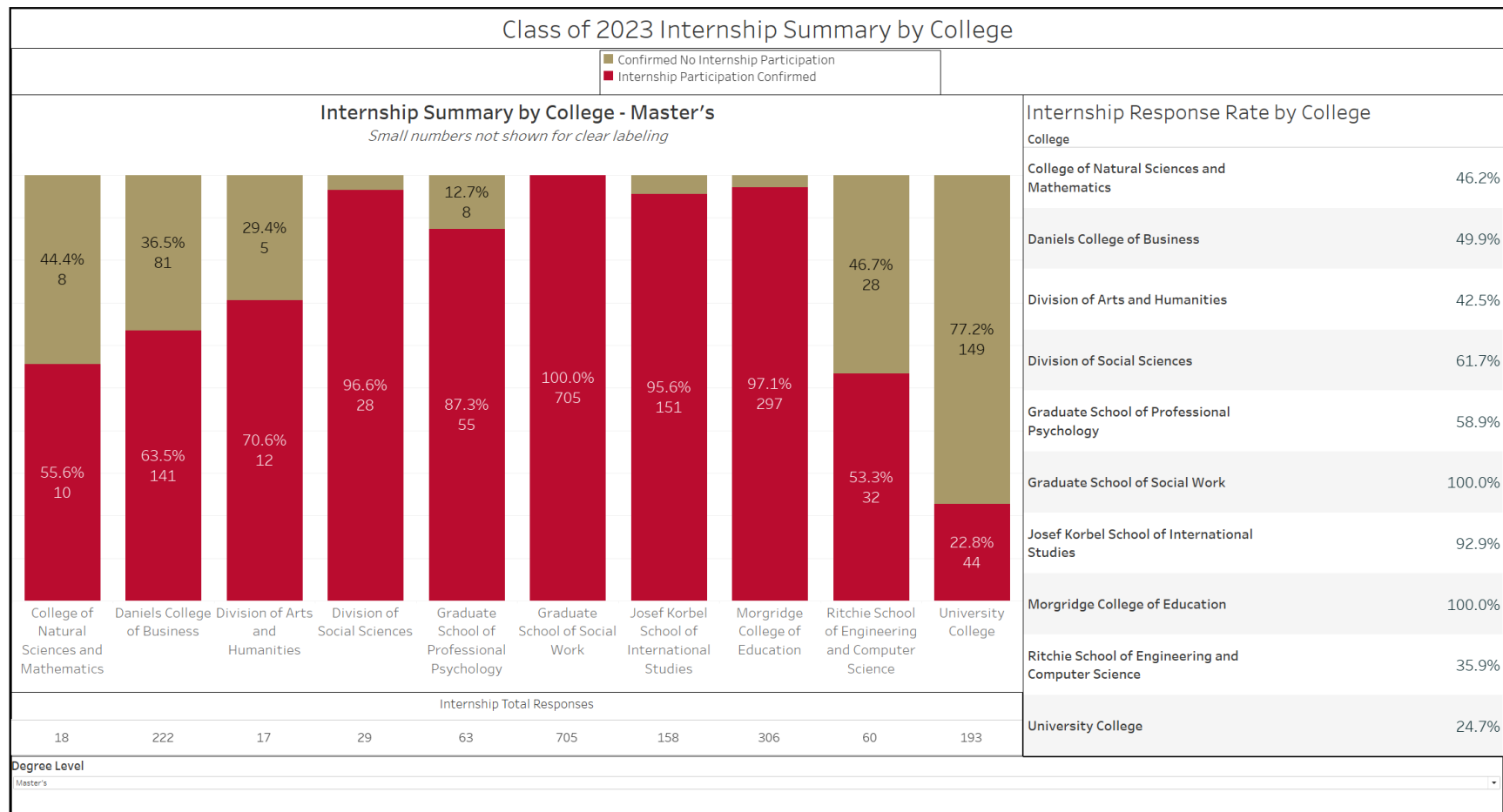
Because many of our master's programs integrate internships and field learning experiences into programmatic requirements, there are high internship participation rates at the master's level for several units. As with undergraduates, we define internships broadly in our outcomes survey and include information on not only internships, but research, practicum experiences, student teaching, and field placements. Using the above criteria, 83.3% of master's students in the class of 2023 participated in at least one internship (class of 2022 = 78.1%).



Master's Degree Internship Participation Rate by College (N=1,744)

The below data set represents information reported from 63.1% of graduating students. Small numbers not shown for clear labeling.

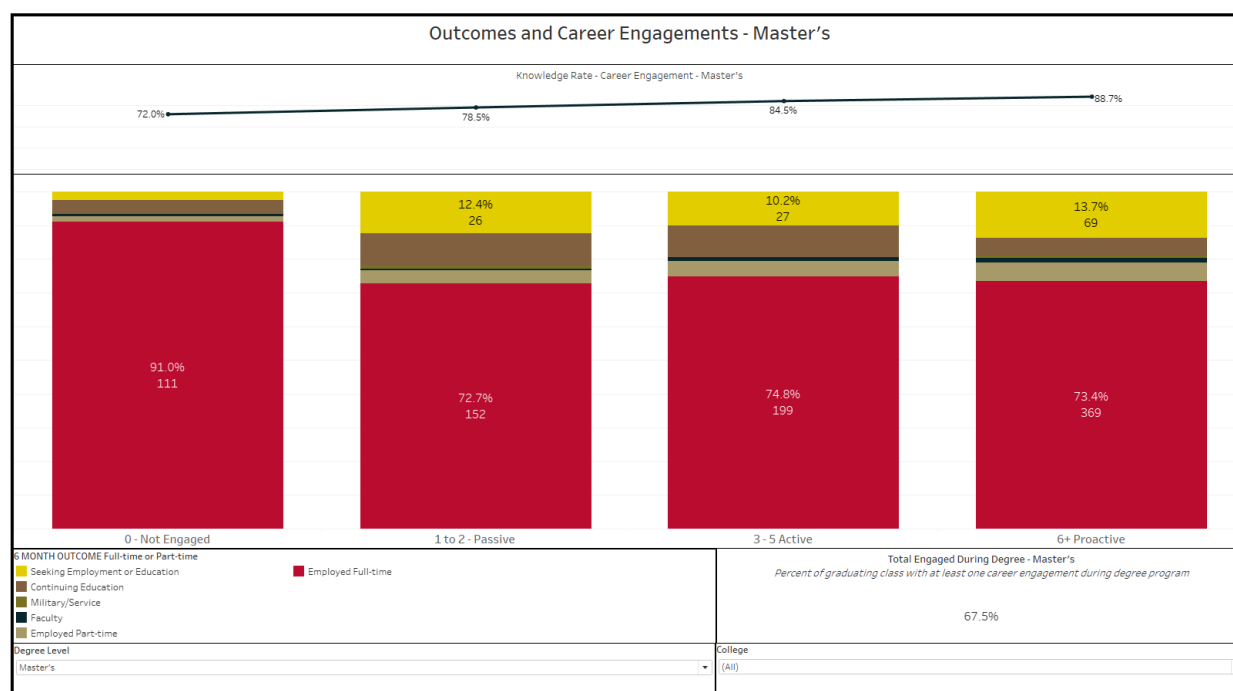
Internship participation increased in Arts and Humanities (class of 2022 = 57.9%), Social Sciences (class of 2022 = 88.9%), Morgridge (class of 2022 = 90.9%), Ritchie (47.4%), and University College (class of 2022 = 16.8%). Participation decreased in Natural Sciences and Mathematics (class of 2022 = 90%), and was relatively consistent in Daniels (class of 2022 = 60.4%), Professional Psychology (class of 2022 = 86.7%), Social Work (class of 2022 = 100%), and Korbel (class of 2022 = 98.9%). The knowledge rate for Morgridge internships is now 100% thanks to an intentional data partnership (class of 2022 knowledge rate = 35.3%).



Master's Degree Career Engagement Rates (N=891)

Excludes 29 individuals not seeking and 563 students for whom no information could be obtained.

Our analysis of graduate student engagement shows that 67.5% of master's students engaged with career development at least once during their time at DU (class of 2022 = 61.9%), an increase of 5.6% over the previous class. Students who continue in their current job are less likely to engage in career development during their degree program. The chart below depicts traditional delivery programs and excludes online master's degree programs and University College non-traditional programs. Also noteworthy is the connection between engagement and knowledge rate; as engagement increases, so does the percentage of graduates for whom we were able to obtain outcomes information.



A person is working on a mechanical device in a laboratory setting. The person's hands are visible, and they are wearing a watch. The device is a complex mechanical assembly with various components. The background is blurred, showing other people and equipment in a laboratory environment. The lighting is blue and purple, creating a high-tech atmosphere.

Doctoral Student Outcomes

Class of 2023

 UNIVERSITY OF DENVER

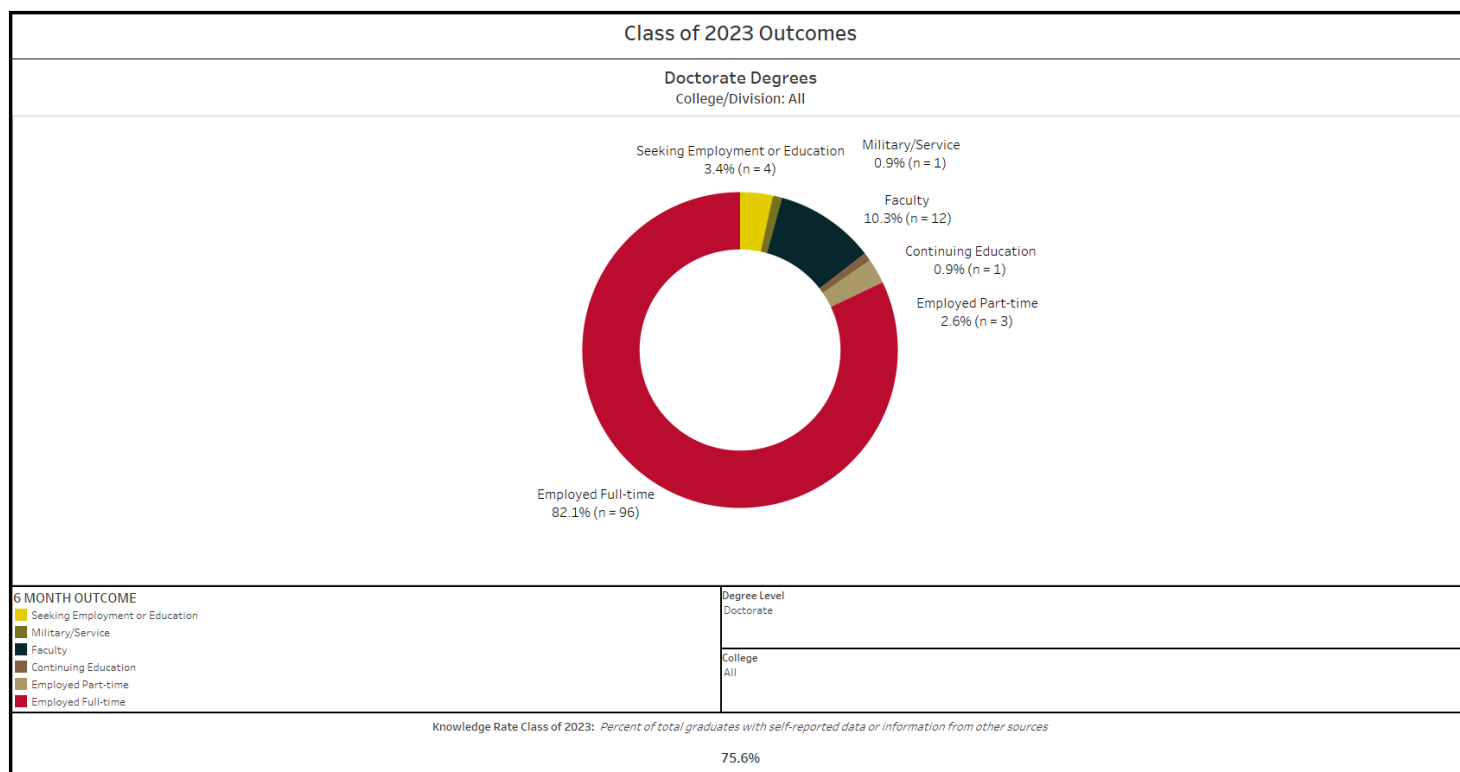
Doctoral Student First-Destination Details

96.6% of doctoral students in the class of 2023 were employed, continuing their education, or pursuing service/military activities 6 months after graduation, with most employed full-time (class of 2022 = 98.1%; class of 2021 = 95.1%).

Post-Graduation Activity, Doctoral Students (N=117)

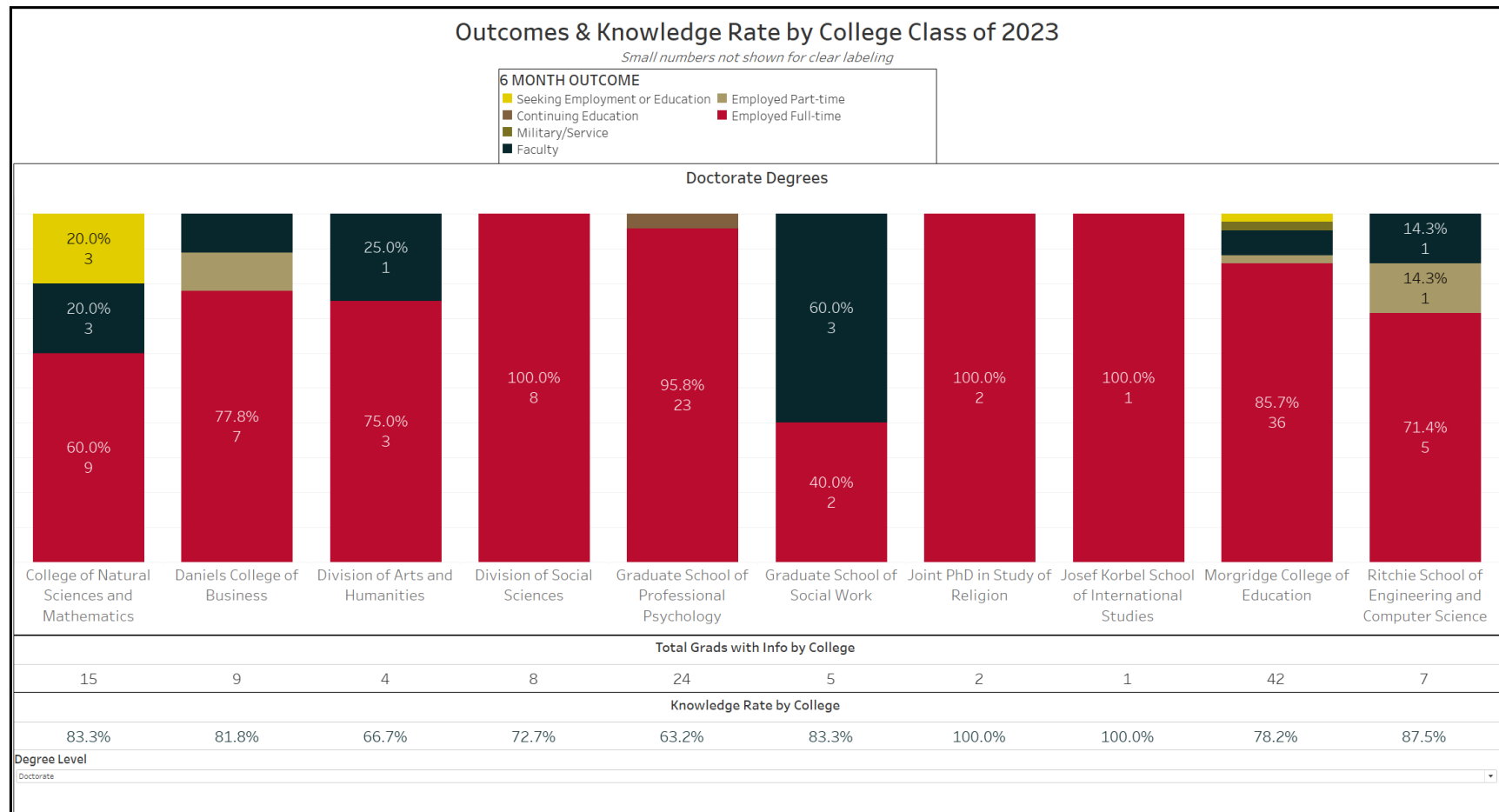
Excludes 1 students not seeking employment and 38 students for whom no information could be obtained.

There was a 3.7% increase in the number of doctoral students that reported faculty employment over 2022 with decreases in the number of individuals reporting other full-time employment over the class of 2022.



Doctoral Student Post-Graduation Outcomes by College (N=117)

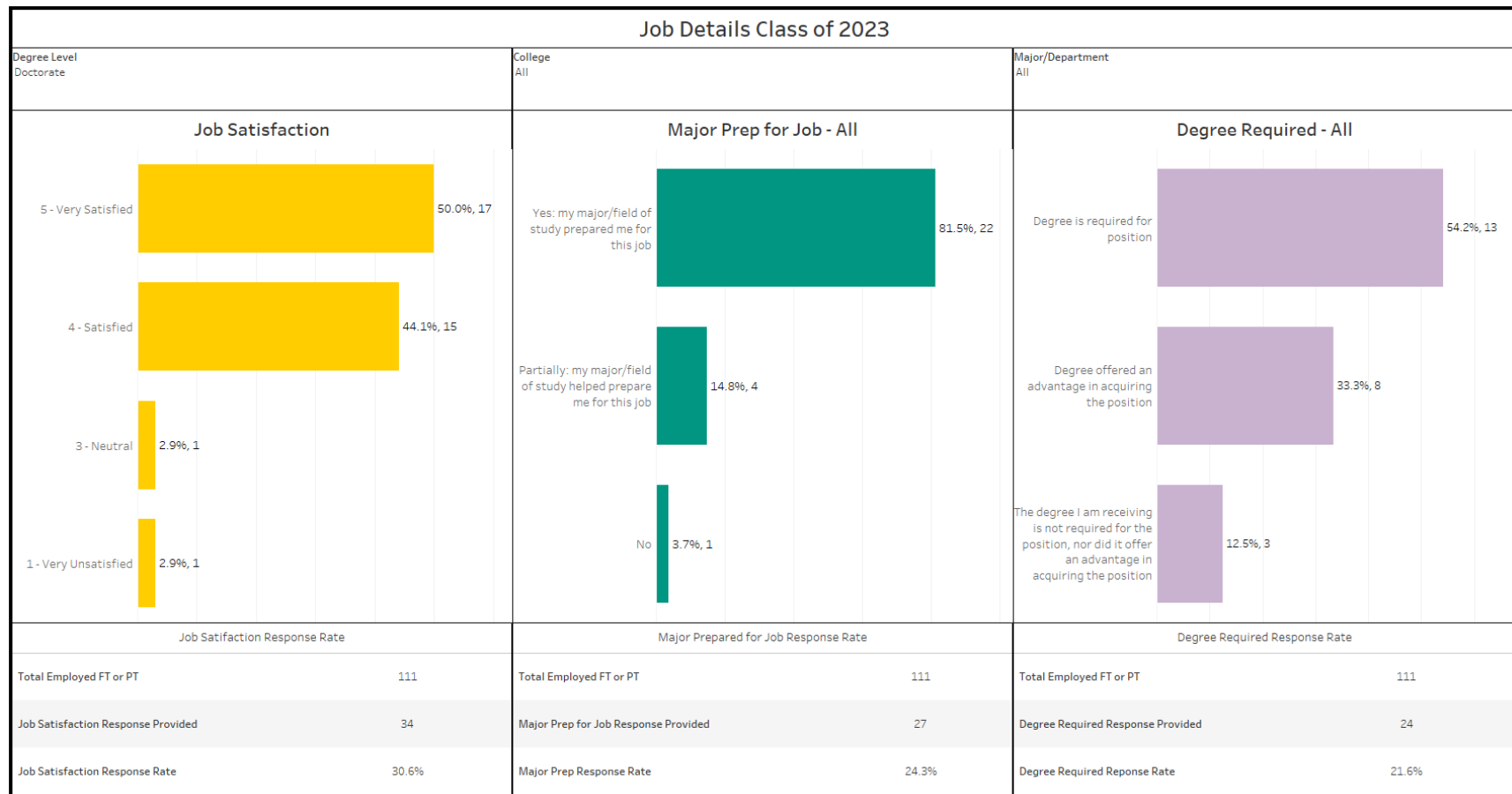
The below data represents a 75.6% knowledge rate.



Job Satisfaction, Doctorate Degrees (N=34)

Out of 111 graduates reporting full-time or part-time employment, 34 provided job satisfaction information, a response rate of 30.6%. Because the response rate to this question is low, caution should be used when making assumptions about the class based on this data.

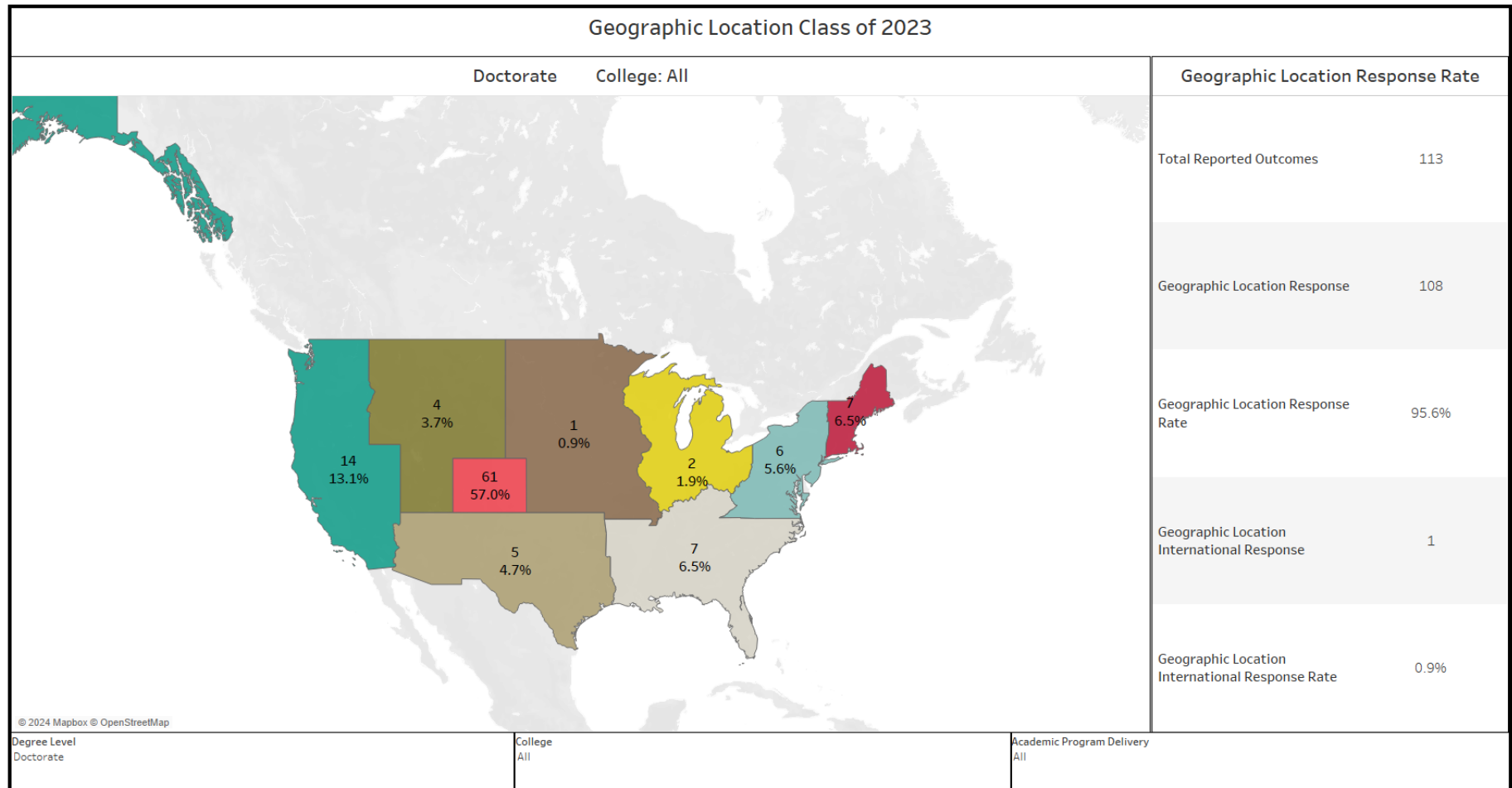
In 2019, we began collecting job satisfaction data of graduates who have secured employment. Of the doctoral students who responded this year, 94.1% report they are satisfied or highly satisfied with their post-graduation employment, which is a very positive outlook.



Doctorate Graduate First-Destination Location (N=108)

Location information was available for 108 of the 113 students reporting employment, service, or continuing education.

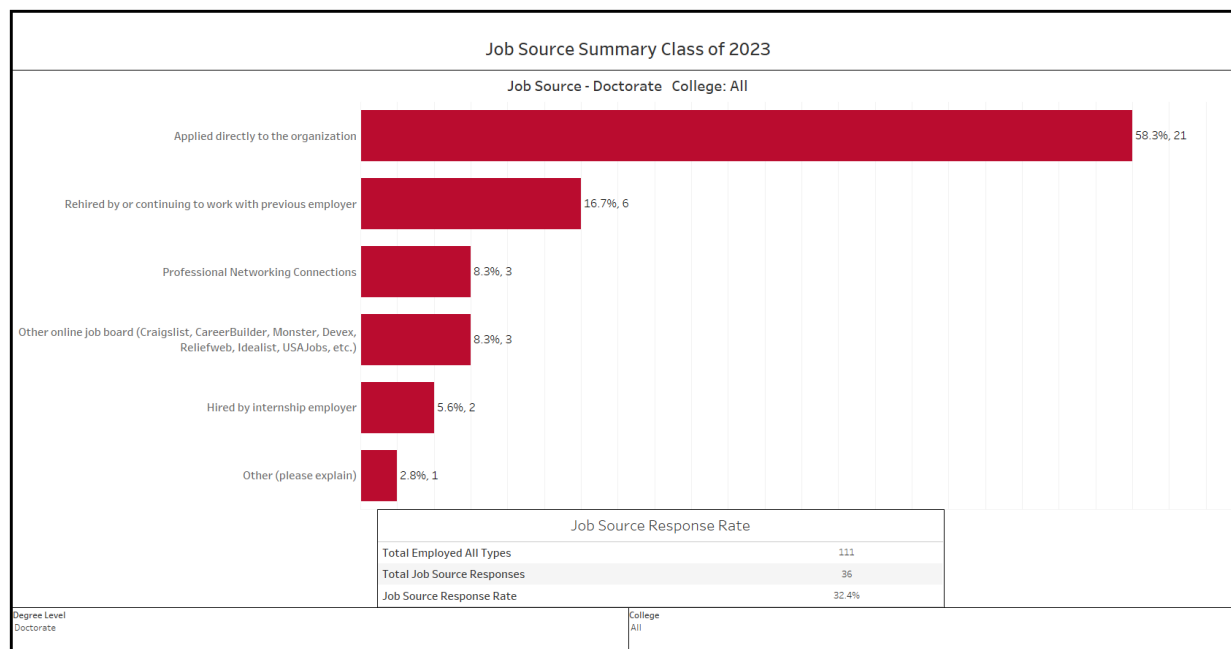
Of those reporting location, 0.9% (class of 2022 = 4.8%) or 1 graduate (class of 2022 = 5) reported locations outside of the United States, a decrease of 3.9% over last year that continues a decreasing trend on this indicator. Of those doctoral students reporting location, 57% of the total group remained in Colorado (class of 2022 = 55.7%), which is similar to previous classes.



Doctoral Student Job Source (N=36)

Of the 111 doctoral students that secured employment upon graduation 36 (class of 2022 = 31) of them reported their job source for a response rate of 32.4% (class of 2022 = 30.7%). Because the response rate to this question is low, caution should be used when making assumptions about the doctoral student population based on this data.

The largest increase in a job source reported by this year's doctoral students was applying directly to the organization as the job source for 58.3% of graduates. Continuing with a previous employer also increased as a job source by 7% over the previous year. The largest decrease was in the "other" category, which is a return to more typical levels after being reported at an unusually high rate by the class of 2022.



Doctoral Degree, Mean and Median Starting Salary (N=22)

22 doctoral students reported their starting salary for a response rate of 28.9% (class of 2022 = 27.7%). Because the response rate to this question is low, caution should be used when making assumptions about the doctoral student population based on this data.

Mean and median salary information is calculated using only full-time standard positions and does not reflect those graduates pursuing fellowships, internships, or other short term or part-time roles. The mean salary for doctoral students in the class of 2023 was \$96,061 (class of 2022 = \$74,371; class of 2021 = \$71,009) with a median salary of \$84,500 (class of 2022 = \$67,500; class of 2021 = \$66,00). Mean salaries increased more than \$20,000 over 2022 while the median salary increased by \$17,000.

Top Doctorate Employers (84)

University of Denver doctoral students were employed by 84 employers at graduation with 57% of doctoral students remaining in Colorado for their first position upon graduation.

University of Denver – DU (7)
 Colorado Mountain College (4)
 University of Colorado – Boulder (3)
 Westminster Public Schools (2)
 US Department of Veteran Affairs (2)
 Insights Colorado Assessment and Therapy (2)
 Denver Public School District – DPS (2)

- 69 unique organizations hired one student.