

Master of Environmental Management and Master of Forestry¹ First Destination Report for December 2021 and May 2022 Graduates

Executive Summary

In 2022, 99% of NSOE professional program graduates who were known to be seeking employment, either reported or were known to have found a first destination experience. While the global diversity of employers and locations is not as robust as pre-pandemic times, students continue to find meaningful employment at the intersection of science, policy, sustainability, and community.

Audience & Methods

Audience: The Career and Professional Development Center (CPDC) surveyed 121 graduated students in Nicholas School of the Environment professional programs, who earned a Master of Environmental Management (MEM) degree, and/or a Master of Forestry (MF) degree in Fall 2021 or Spring 2022. Concurrent degree holders also earned a Master of Business Administration (MEM/MBA or MF/MBA), Juris Doctor (MEM/JD), or Master of Public Policy (MEM/MPP) degree. Nine graduates earned concurrent MEM and MF degrees (MEM/MF).

Note: 12 of the 121 graduates from the Class of 2022 are in the Duke Environmental Leadership (DEL-MEM) program. They are defined as mid-career professionals and are often employed full-time upon entering and through the duration of the master's program. For this reason, the DEL-MEM post-graduation salary, sector, and geographic data are noted in a separate section of this report.

Methods: CPDC created and distributed a survey that was sent to the identified audience in November 2022 and concluded in December 2022. Graduates received requests for survey completion. CPDC received information from 83 respondents (76% response rate; does not include DEL-MEM respondents). CPDC staff were able to locate information through online research for an additional 12 graduates, increasing the knowledge rate to 95 students (87%).

Results

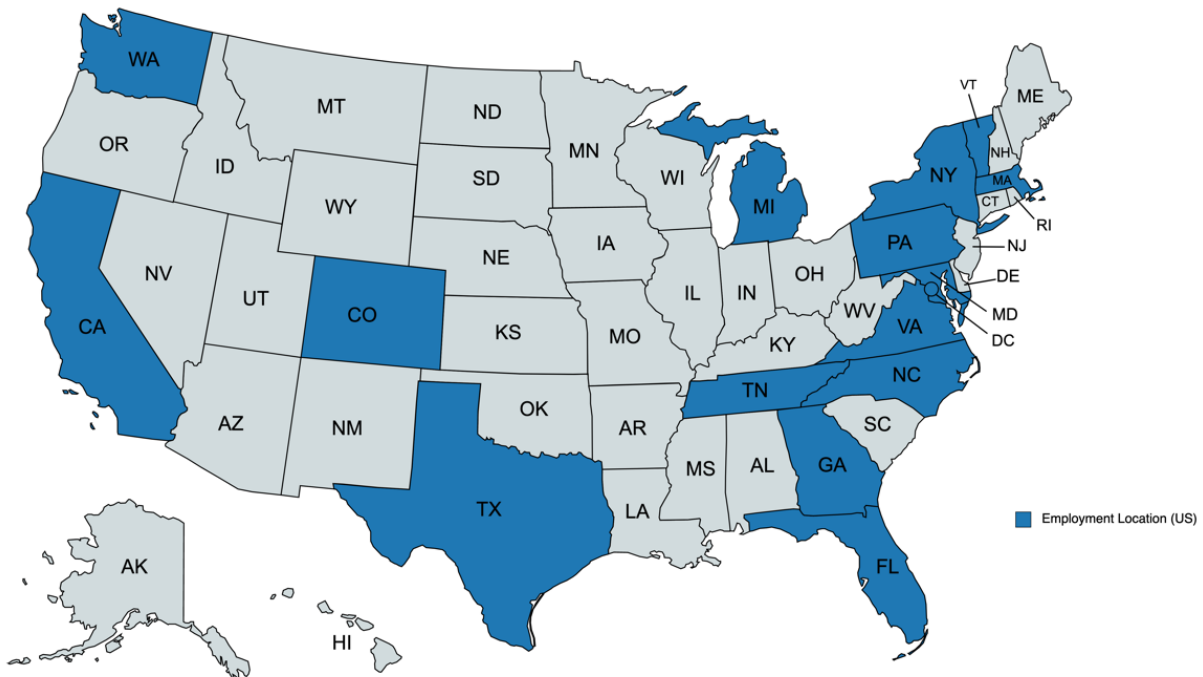
Ninety-nine percent (99%) of all known graduates, who were seeking a professional position, obtained employment at the time of data collection. This includes those who are working part-time and full-time, in internships, and those pursuing further education. 73% of respondents indicated their work was directly related to their course of study and 27% indicated it was somewhat related to their course of study.

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¹ Master of Forestry degree is accredited by the Society of American Foresters (SAF)

Geographic Distribution: Based on 72 survey responses for all graduates except DEL-MEM, people are located in 16 different states within the US, and four countries. Eighty-seven percent (87%) of all graduates reported they are employed in the United States, with the largest percentage in the Southeast (38%) and Mid-Atlantic (29%) regions.

Geographic Region (US)	Number of Graduates
Southeast (FL, GA, NC, TN)	27 (38%)
Mid Atlantic (DC, MD, VA)	21 (29%)
Northeast (CT, MA, NY, PA, VT)	10 (14%)
Pacific (CA, WA)	9 (13%)
Rocky Mountain (CO)	3 (4%)
Midwest (MI, TX)	2 (3%)



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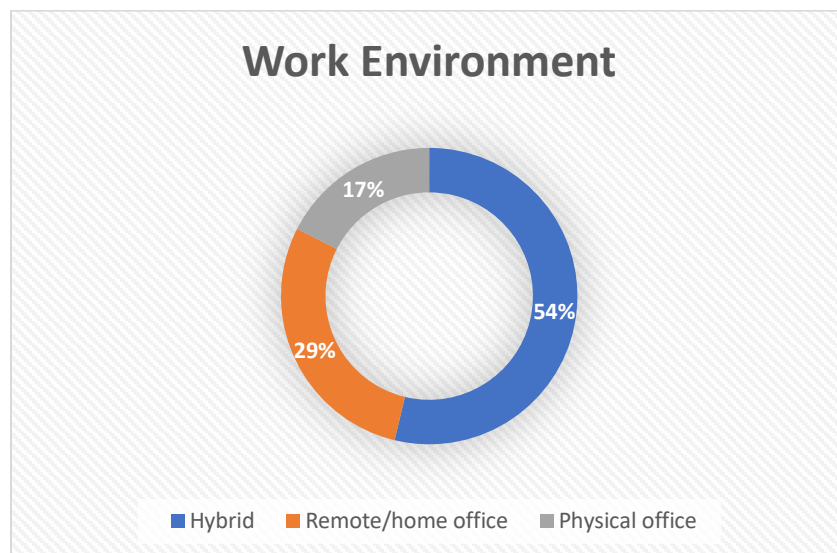
Four graduates (5% of respondents) reported experiences in countries outside of the United States. They are working or continuing education in China, Japan, Pakistan, and Switzerland.



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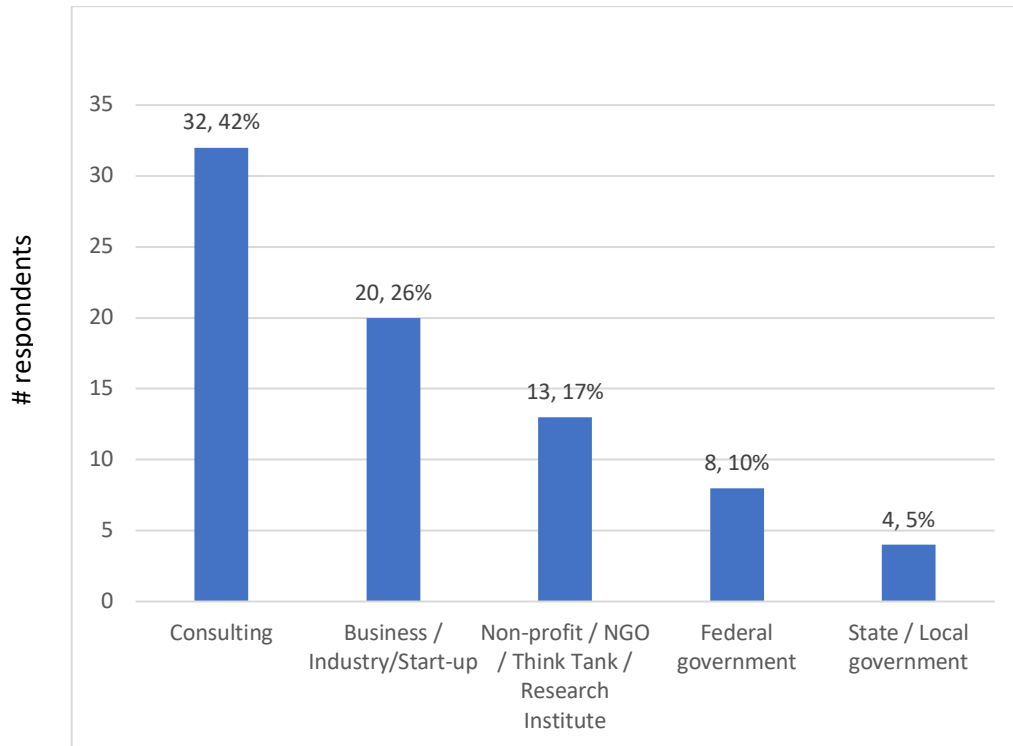
Work Environment

New this year, we asked graduates to share their work environment. Of the 90 respondents, 54% reported a hybrid work environment.



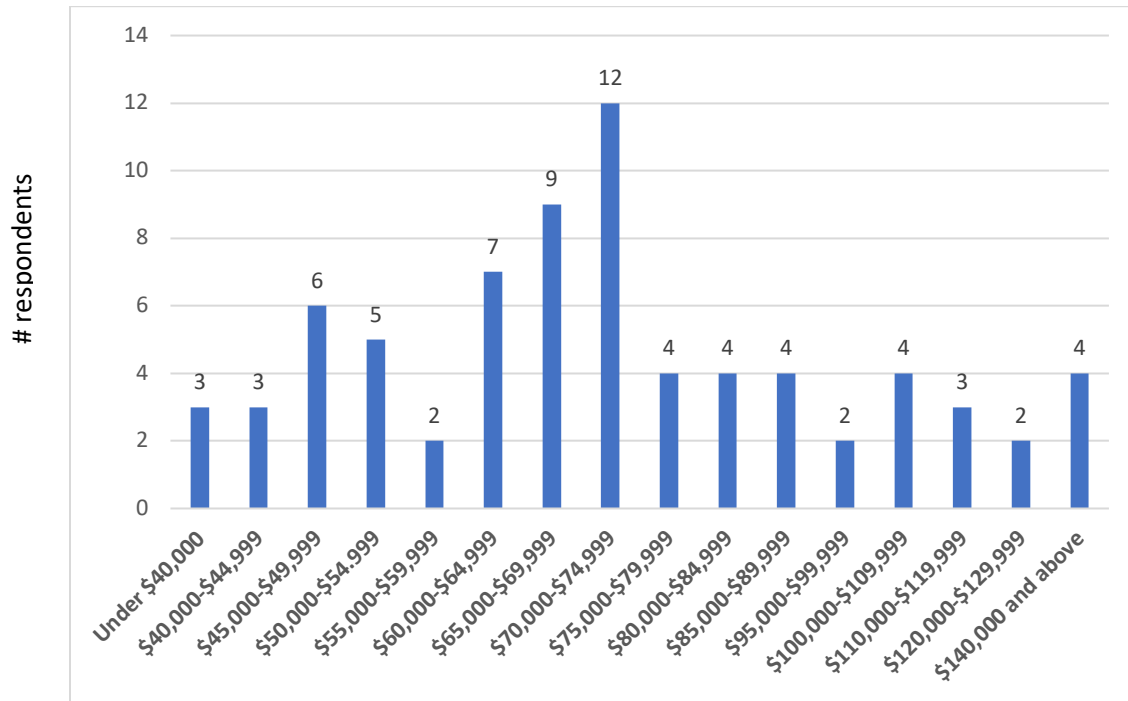
Employment by Sector

Seventy-seven (77) respondents shared sector information. Sixty-eight percent (68%) of respondents classified their experience as consulting or private sector (corporation, startup, industry), an increase of 10% from the 2021 report. NGO/Think tank/Research Institute employment continues to decline – the percentage of students who reported an experience in this sector fell to 17% from the 32% reported three years prior in the 2019 report.



Salary

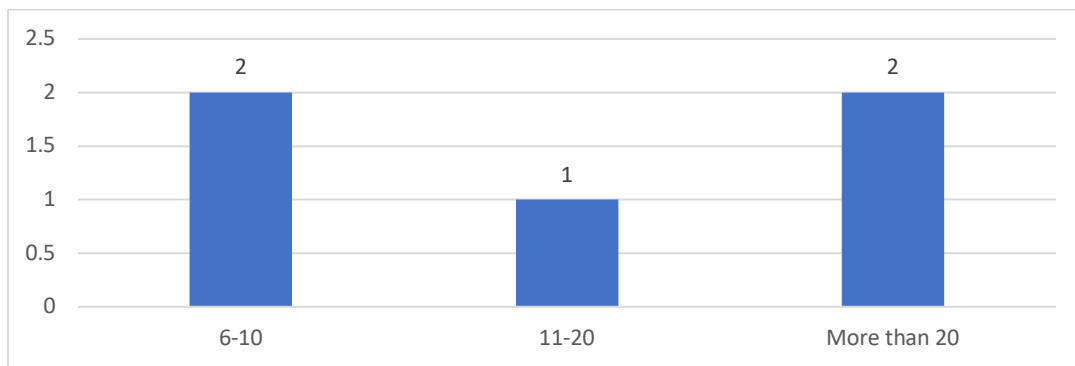
Seventy-four (74) respondents shared salary information. The average reported salary was \$75,169 while the most frequently selected range was \$70,000 to \$74,000 (13% of respondents). Reported salaries varied widely depending on the type of employer, employment sector, individual qualifications, previous experience(s), and employment location.



Duke Environmental Leadership Program

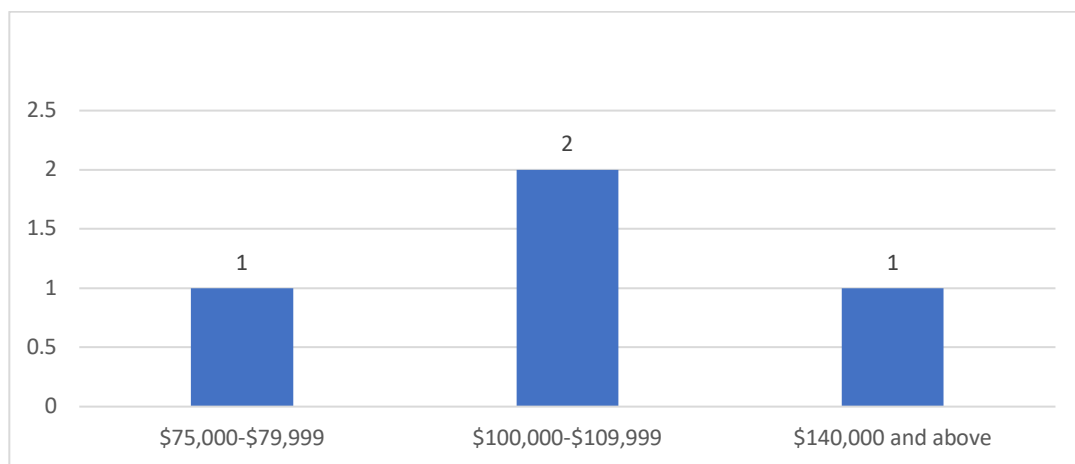
Students in the Duke Environmental Leadership Master of Environmental Management (DEL-MEM) program generally maintain full-time employment throughout the duration of the master’s program and upon graduation. Forty-two percent (42%) of the twelve (12) graduating DEL-MEM students responded to our survey. Online research brings some response categories to 100%. Ten of the 12 DEL program graduates (83%) are either continuing their employment or have pivoted to a new role within the same organization.

DEL-MEM Years of Professional Experience (5 respondents)



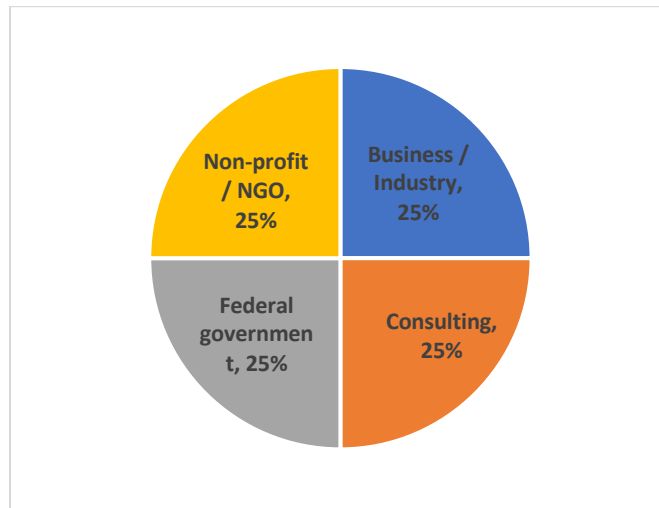
DEL-MEM Program Salary Data

Reported salaries for DEL-MEM graduates varies depending on the type of employer, employment sector, individual qualifications, previous experience(s), and employment location.



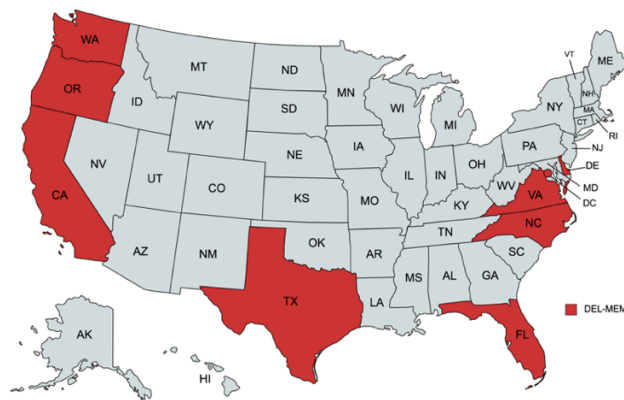
Employment by Sector (4 respondents)

Respondents were divided equally between all sectors.



Geographic Distribution – United States

The locations below are based on knowledge of students in addition to survey responses.



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State (US)	DEL Graduates
California	2
Delaware	1
Florida	1
North Carolina	1
Oregon	1
Texas	1
Virginia	1
Washington	1
Washington DC	3