

# Master of Environmental Management and Master of Forestry<sup>1</sup> First Destination Report: December 2023 and May 2024 Graduates

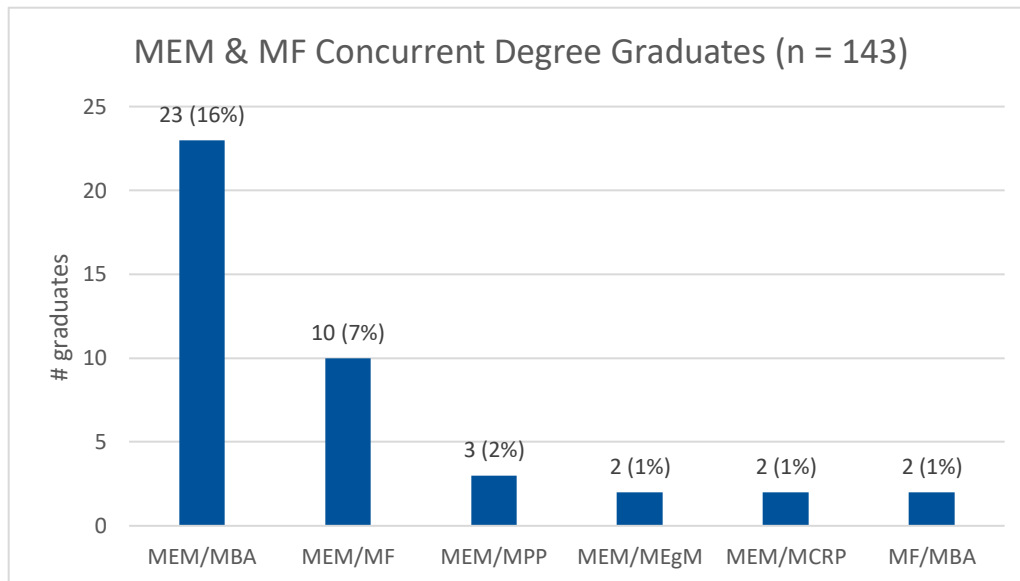
## Executive Summary

In Fall 2023 and Spring 2024, 95% of NSOE professional program graduates who were known to be seeking employment found a first destination experience. For the second straight year, graduates showed an increase in NGO and government sector experiences compared to previous graduating classes from Fall 2021 through Spring 2023. The workplace modality data continue to show an increase in place-based work environments (hybrid or office) and a decrease in fully remote positions.

## Audience & Methods

### Defined Audience

- Total number of Fall 2023 and Spring 2024 Master of Environmental Management (MEM) and Master of Forestry (MF) graduates: 158
- Total number of graduates surveyed for this report: 144<sup>2</sup>
- Number of surveyed graduates who are concurrent degree holders: 42



<sup>1</sup> The Duke Master of Forestry (MF) degree is accredited by the Society of American Foresters (SAF).

<sup>2</sup> The Duke Environmental Leadership (DEL-MEM) program are mid-career professionals and are often employed full-time upon entering and through the duration of the master's program. As such, we did not include 14 of the 15 DEL-MEM graduates in the data calculations shared in this report. One DEL-MEM student responded to the survey and is only included in calculations where appropriate.

Concurrent degree holders also earned a Master of Business Administration (MEM/MBA or MF/MBA), Master of Public Policy (MEM/MPP), Master of Engineering Management (MEM/MEgM) or Master of City and Regional Planning (MEM/MCRP) degree. Ten graduates earned concurrent MEM and MF degrees (MEM/MF).

## Methods

CPDC created and distributed a survey that was sent to the identified audience six months after the Spring graduation (December 2024). CPDC staff obtained additional knowledge through online research, primarily self-reported data via LinkedIn.

## Results

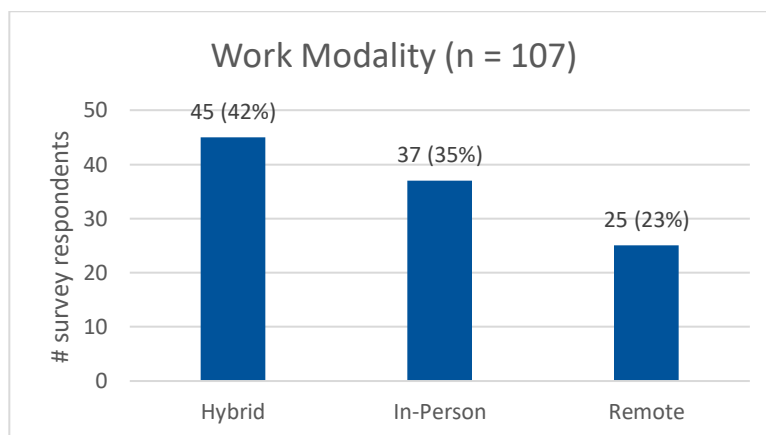
The data for this report are defined in the following ways:

- Survey responses: 109 graduates (76% response rate)
- Additional knowledge (online research): 22 graduates (15%)
- Total report population: 131/144 (92% of graduates)
- Respondents not known to be seeking a professional experience: 0
- Number of graduates seeking an experience who were known to have obtained a first destination<sup>3</sup> at the time of data collection: 125/131 (95%)

Respondents are not required to answer all survey questions. Therefore, the number of responses for some of the data do not add up to the total number of surveys collected.

## Work Modality

Graduates were asked to identify their primary office setting/work environment as “in-person,” “remote,” or “hybrid.” Of the 107 respondents, hybrid work modality continues to increase while fully remote experiences are decreasing, relative to reports from 2022 and 2023.

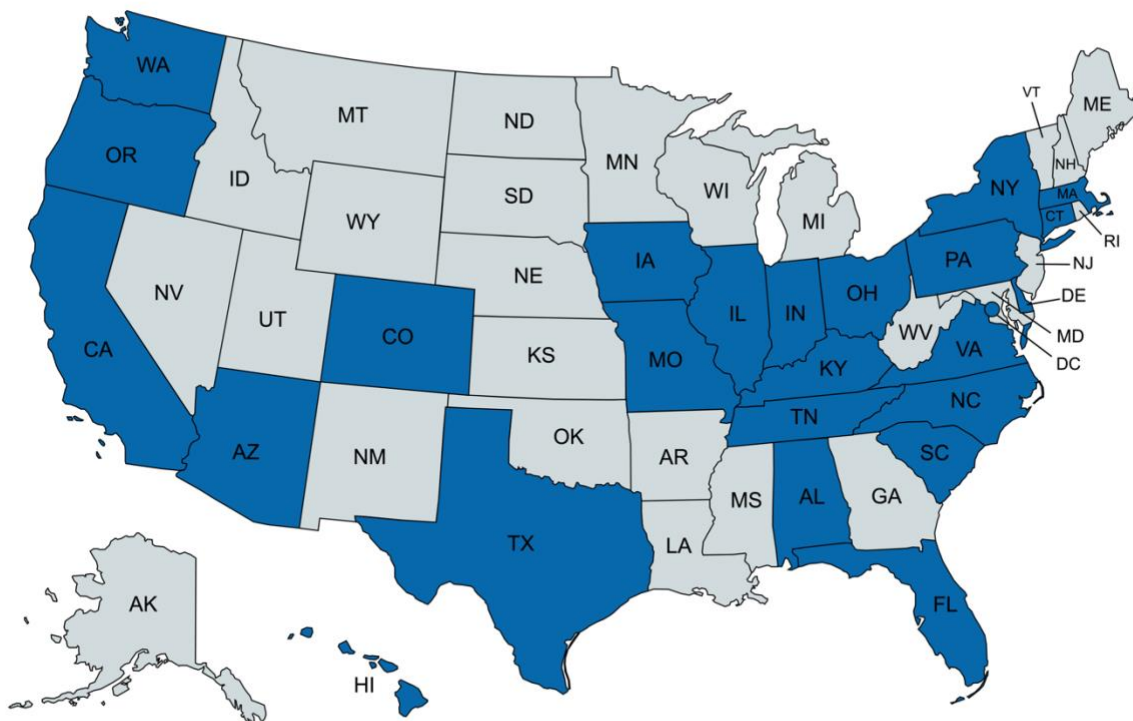


<sup>3</sup> First destinations include part-time and full-time employment, internships, and those pursuing continuing education (PhD programs). Seventy-three (73) indicated their work was directly related to their course of study and 22 indicated it was somewhat related to their course of study. One respondent reported finding work not at all related to their course of study.

## Geographic Distribution

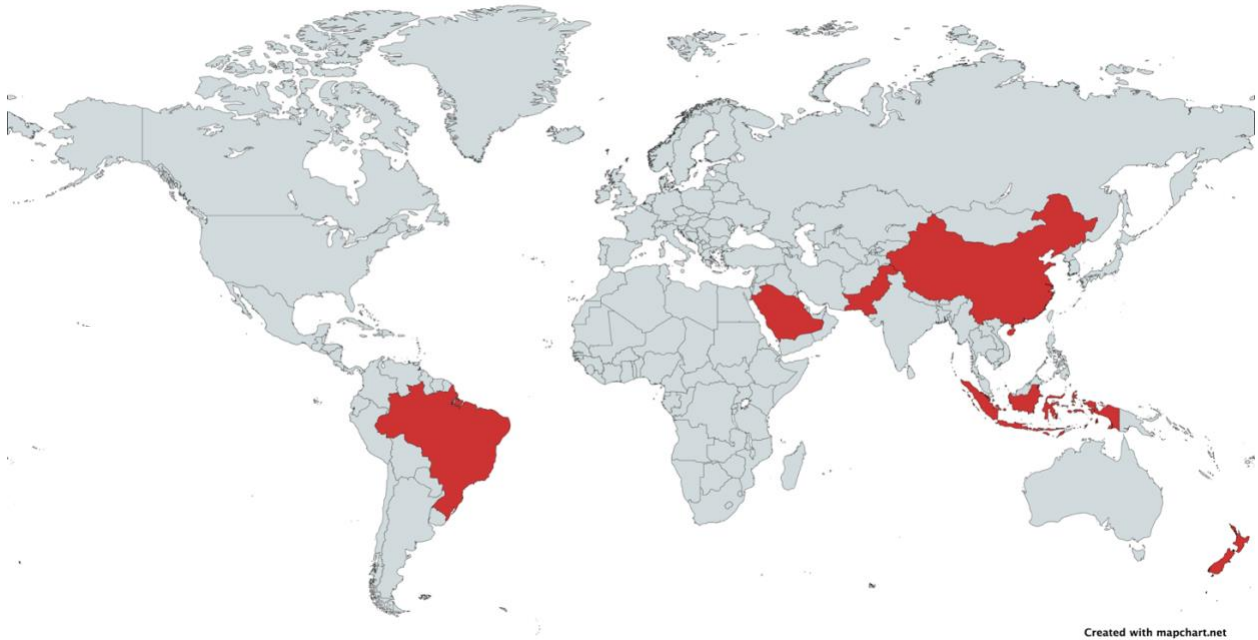
Based on survey responses and knowledge data, graduates are located in 24 different United States.

Geographic Region (US) (n = 106)	Count	Percent
Southeast (AL, FL, KY, NC, SC, TN)	45	42%
Mid-Atlantic (DE, DC, VA)	17	16%
Northeast (CT, MA, NY, PA)	13	12%
Midwest (IL, IN, IA, MO)	11	10%
Pacific (CA, OR, WA)	11	10%
Southwest (AZ, TX)	5	5%
Rocky Mountain (CO)	3	3%
Alaska-Hawaii (HI)	1	1%



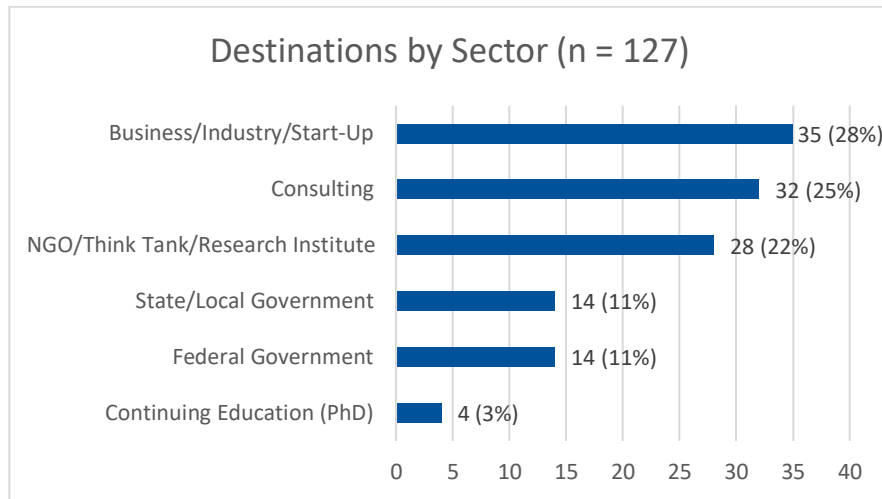
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Ten graduates (8% of the known population) reported or were known to have experiences in countries outside of the United States. They are working or continuing their education in Brazil, China, Indonesia, Pakistan, New Zealand, and Saudi Arabia.



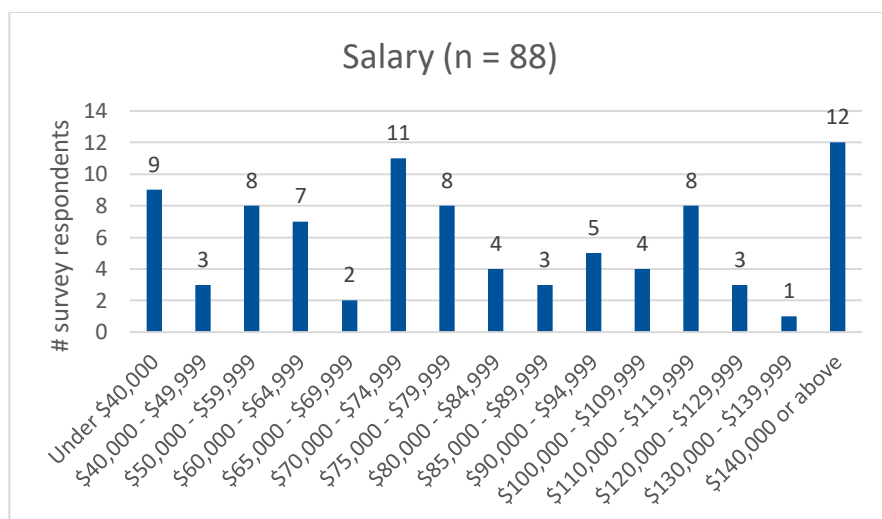
### Employment by Sector

One hundred twenty-seven (127) respondents shared sector information. Fifty-three percent (53%) of respondents classified their experience as consulting or private sector (corporation, startup, industry), which is consistent with the 2023 report. Respondents reporting their employers as NGO/Think Tank/Research Institute or government employers also stayed consistent with the 2023 report. Fewer students are pursuing continuing education this year compared to 2023 graduates.



### Salary

Eighty-eight (88) respondents shared salary information. The average reported annual salary was \$85,300. Reported salaries varied widely depending on the type of employer, employment sector, individual qualifications, previous experience(s), and employment location.



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