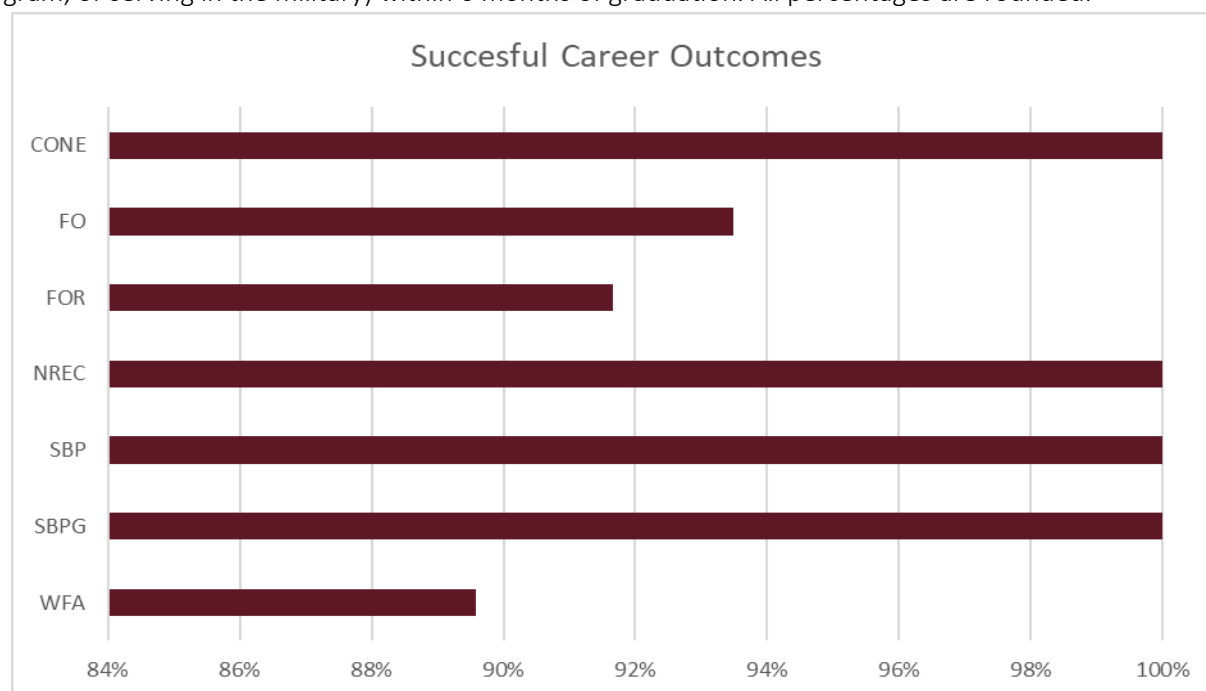


2022-2023 First Destination Survey Summary

College of Forest Resources

The First Destination Survey is administered to all MSU graduates upon graduation, and data is collected for a period of six months to determine the employment/continuing education status of recently graduated students. The following report comprises data from surveys completed by graduates, responses collected by Career Center ambassadors and staff via phone calls or texts, and data collection from websites such as LinkedIn and Facebook.

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for all College of Forest Resources graduates is 78%, and of the 78% of graduates for which data is available, 92% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

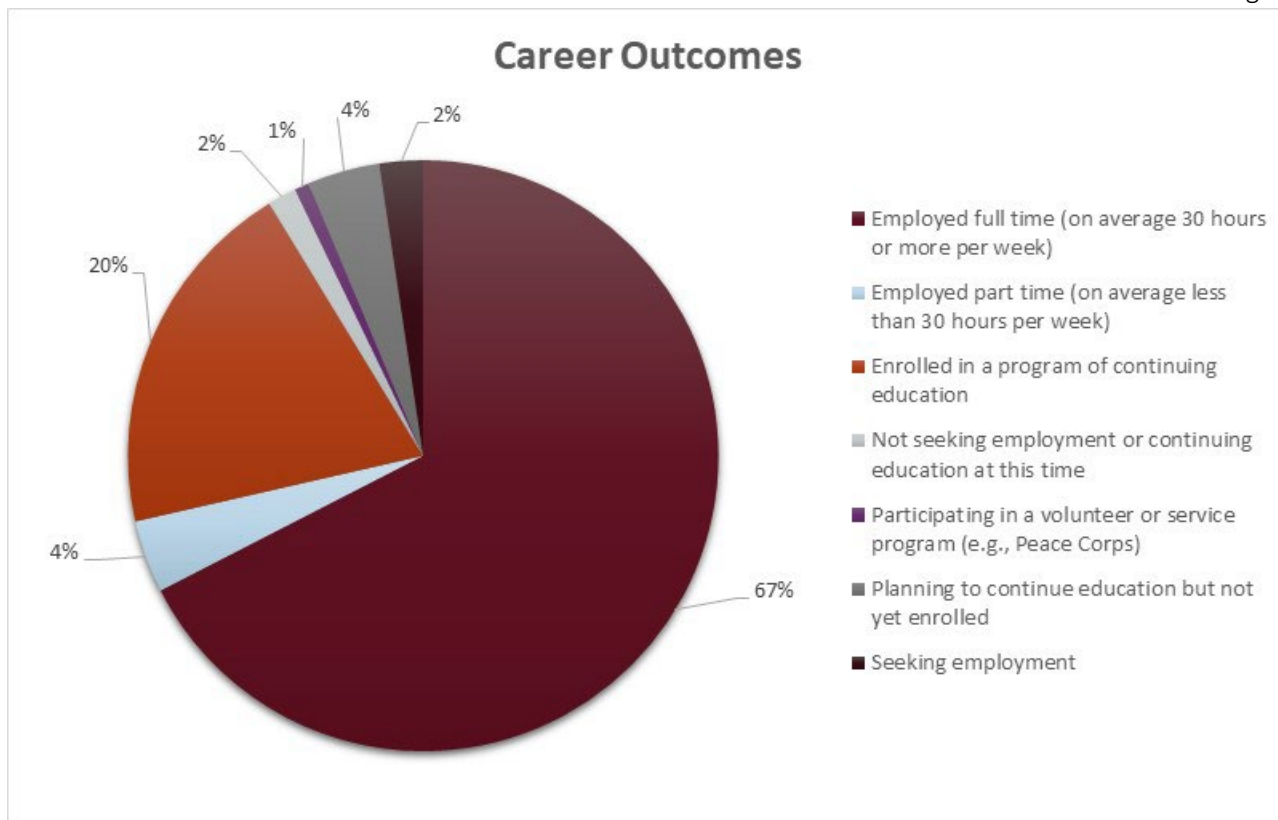


Successful Outcome Rates

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Conservation Education (CONE)	2	1	50%	100%
Forestry (FO)	57	46	81%	93%
Forest Resources (FOR)	13	12	92%	92%
Natural Resources & Environmental Conservation (NREC)	2	2	100%	100%
Sustainable Bioproducts – UG (SBP)	2	1	50%	100%
Sustainable Bioproducts – GR (SBPG)	2	2	100%	100%
Wildlife, Fisheries, & Aquaculture (WFA)	69	50	72%	90%
All	147	114	78%	92%
MSU	5831	4467	77%	93%

*Double majors within the College are counted in each major, but only once in the total.

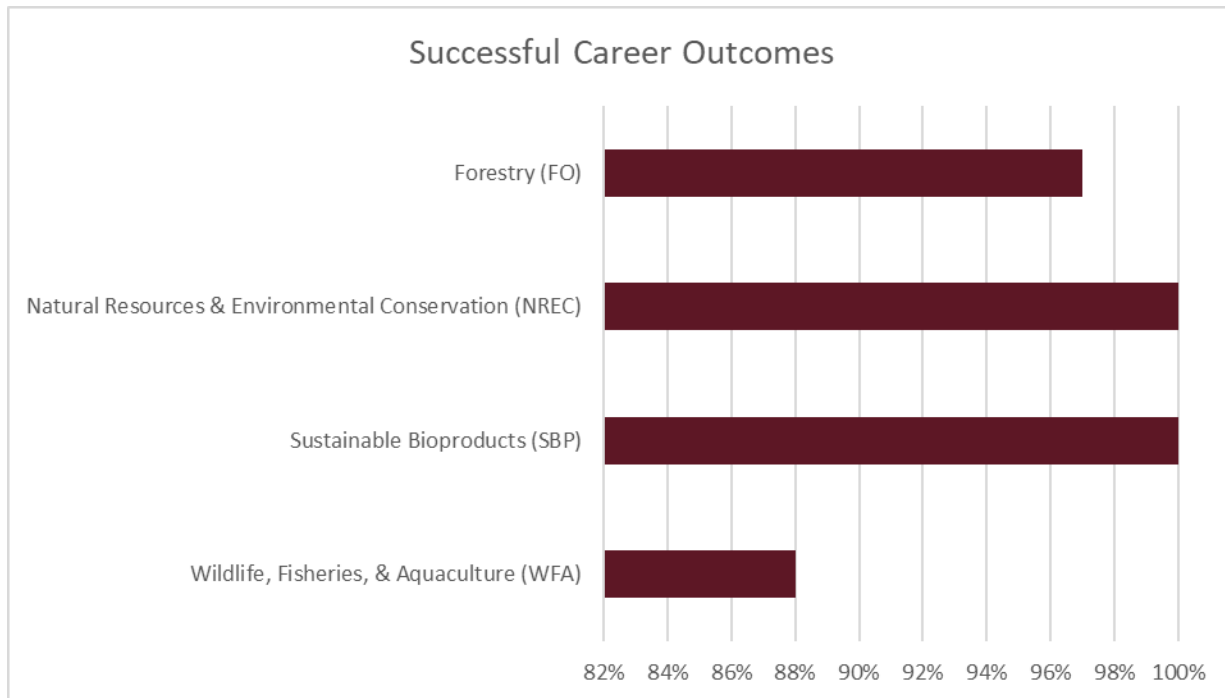
**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.



Status	Count	Percent
Employed full time (on average 30 hours or more per week)	75	66%
Employed part time (on average less than 30 hours per week)	7	6%
Enrolled in a program of continuing education	21	18%
Not seeking employment or continuing education at this time	2	2%
Planning to continue education but not yet enrolled	1	1%
Seeking employment	8	7%
Total	114	100%

Undergraduate Level

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for undergraduate College of Forest Resources graduates is 79%, and of the 79% of graduates for which data is available, 92% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

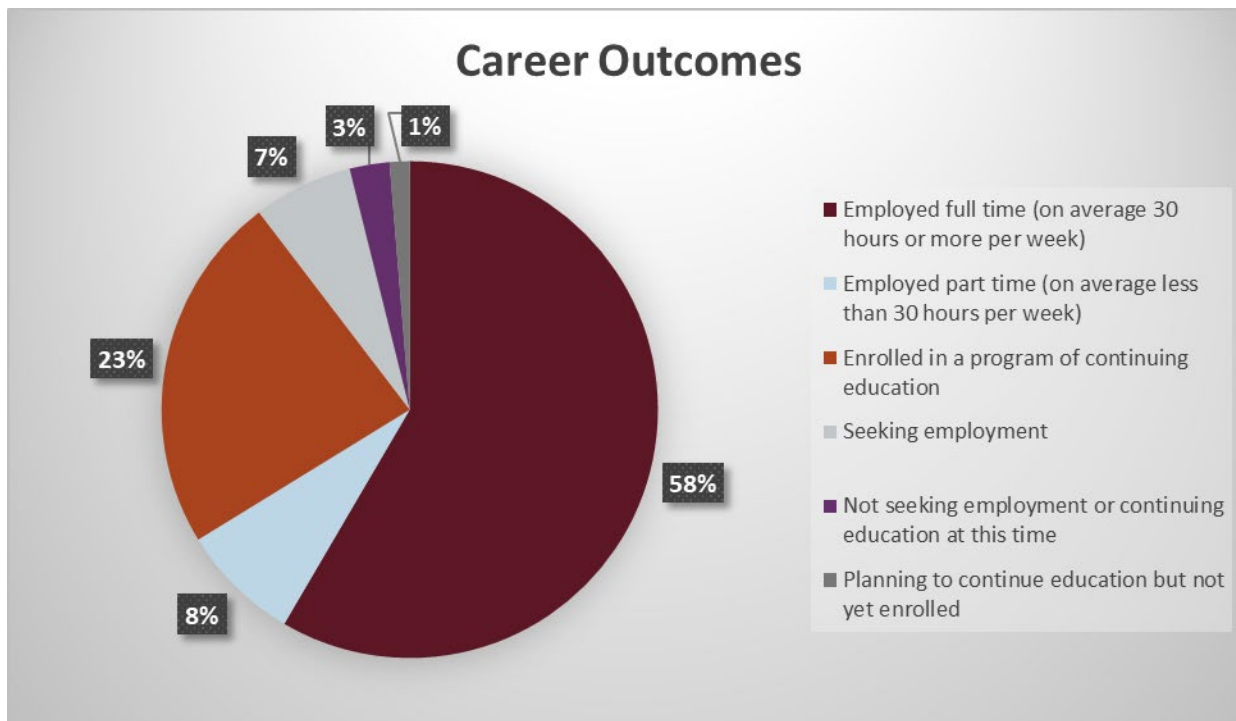


Successful Outcome Rates

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Forestry (FO)	37	32	86%	97%
Natural Resources & Environmental Conservation (NREC)	2	2	100%	100%
Sustainable Bioproducts (SBP)	2	1	50%	100%
Wildlife, Fisheries, & Aquaculture (WFA)	57	42	79%	88%
All	98	77	79%	92%
MSU - UG	4424	3373	76%	92%

*Double majors within the College are counted in each major, but only once in the total.

**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.



Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	45	58%
Employed part time (on average less than 30 hours per week)	6	8%
Enrolled in a program of continuing education	18	23%
Seeking employment	5	6%
Not seeking employment or continuing education at this time	2	3%
Planning to continue education but not yet enrolled	1	1%
Total	77	100%

Outcomes by Major

Forestry

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	23	72%
Employed part time (on average less than 30 hours per week)	2	6%
Enrolled in a program of continuing education	6	19%
Seeking employment	1	3%
Total	32	100%

Natural Resources & Environmental Conservation

Status	Count	Percent
Enrolled in a program of continuing education	2	100%

Sustainable Bioproducts

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	1	100%

Wildlife, Fisheries, & Aquaculture

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	21	50%
Employed part time (on average less than 30 hours per week)	4	10%
Enrolled in a program of continuing education	10	24%
Seeking employment	4	10%
Not seeking employment or continuing education at this time	2	5%
Planning to continue education but not yet enrolled	1	2%
Total	42	100%

Salary Data

The First Destination Survey asks graduates to report their starting salary and any signing bonuses they may have received. Graduates are not required to respond to these questions, so the compensation data below is not complete as only 4% of graduates who reported employment shared their salaries. Only 3 salaries were reported, and data is only reported for majors with 4 or more salaries/bonuses reported, so no salary information can be provided.

Employment-Degree Alignment

If a respondent selected employed as their status, they were asked if their employment aligned with their degree awarded from MSU. Of the 100% of respondents who answered, 88% agreed that their degree aligned with their employment.

Top Employing Organizations by Number of Graduates Hired

Organization	Count
Mississippi State University	5
Stella Jones	2
U.S. Fish & Wildlife Service	2
Weyerhaeuser	2
Texas Parks and Wildlife	1
Self Employed	1
Pacific Wildlife Service	1
Brown Wood Preserving	1
American Forest Management, Inc.	1
Charles Donald Timber Company	1
U.S. Department of Agriculture	1
Copiah Lumber Company	1
Reformed University Fellowship at the University of Georgia	1
Cornerstone Government Affairs	1
St. Jude Children's Research Hospital	1
All	50

44 unique organizations

Top Employment Locations by State

Of the CFR graduates who reported being employed, 96% included the state they are employed in. Mississippi was the most popular place of employment, and 90% of the graduates who responded to the question are employed in southeastern states (2023 SEC member institutions).

Location	Count	Percent
MS	25	51%
AL	8	16%
GA	3	6%
FL	3	6%
LA	3	6%
TN	2	4%
TX	2	4%
VA	1	2%
MO	1	2%
CA	1	2%
All	49	100%

Percent of graduates who reported full- or part- time employment and location, 11 states

Institutions where Graduates are Continuing Education

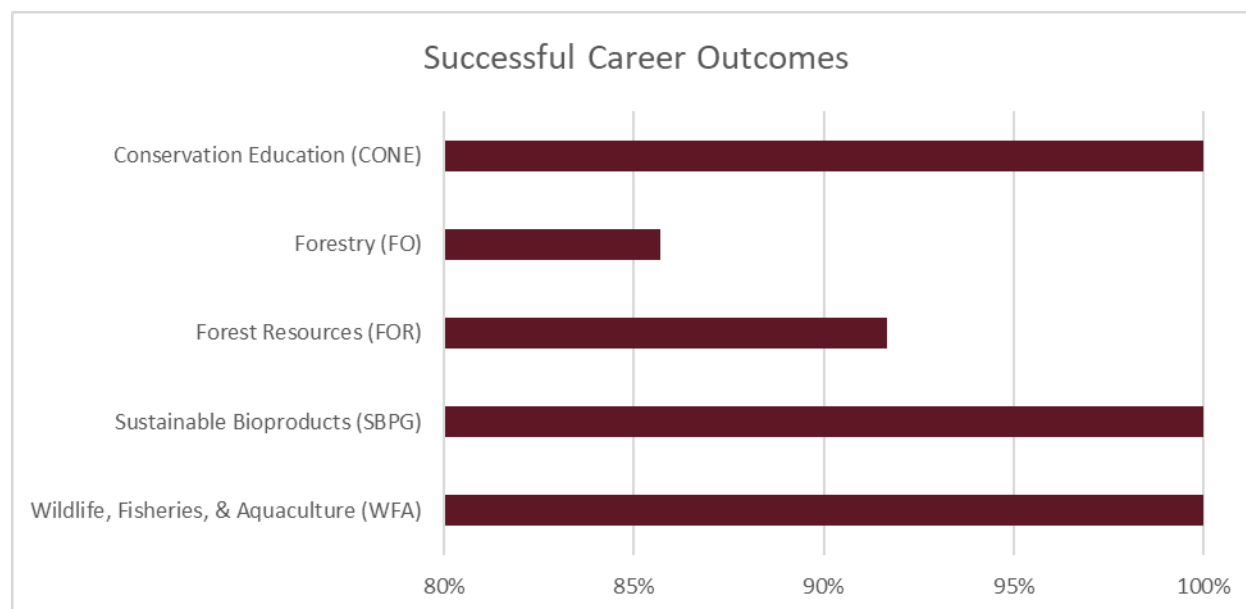
Similar to places of employment, the majority of graduates who are pursuing further education are doing so in Mississippi, with 94% attending institutions in the southeast (2023 SEC Member Institutions).

Institution	Count	Percent
Mississippi State University	8	44%
University of Tennessee	2	11%
University of Florida	1	6%
Auburn University	1	6%
University of Georgia	1	6%
University of Redlands	1	6%
Vanderbilt University	1	6%
Texas A&M University	1	6%
Alabama A&M University	1	6%
University of Arkansas	1	6%
All	18	100%

*Percent of graduates enrolled in a program of continuing education and provided institution name
10 unique institutions*

Graduate Level

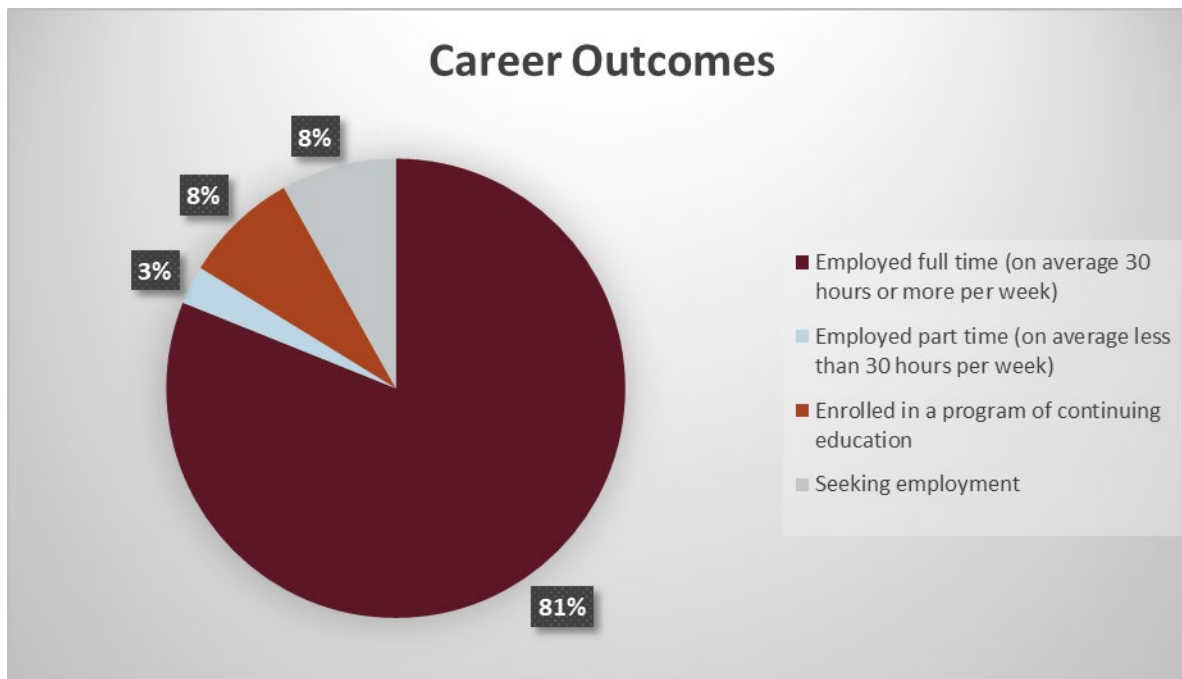
The successful career outcome rate (employed, continuing education, participating in a volunteer or service program, or serving in the military) for graduate level College of Forest Resources graduates is 92% and the knowledge rate (percentage of graduates for which reliable outcome data has been collected) is 76%. This means that of the 76% of graduates for which data is available, 92% reported a successful career outcome within 6 months of graduation. All percentages are rounded.



Successful Outcome Rates

Major	Degrees	Surveys	Knowledge Rate	Successful Career Outcome*
Conservation Education (CONE)	2	1	50%	100%
Forestry (FO)	20	14	70%	86%
Forest Resources (FOR)	13	12	92%	92%
Sustainable Bioproducts (SBPG)	2	2	100%	100%
Wildlife, Fisheries, & Aquaculture (WFA)	12	8	67%	100%
All	49	37	76%	92%
All MSU – GR	1412	1100	78%	95%

*Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.



Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	30	81%
Employed part time (on average less than 30 hours per week)	1	3%
Enrolled in a program of continuing education	3	8%
Seeking employment	3	8%
Total	37	100%

Outcomes by Major Conservation Education

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	1	100%

Forestry

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	11	79%
Enrolled in a program of continuing education	1	7%
Seeking employment	2	14%
Total	14	100%

Forest Resources

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	11	92%
Seeking employment	1	8%
Total	12	100%

Sustainable Bioproducts

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	2	100%

Wildlife, Fisheries, & Aquaculture

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	5	63%
Enrolled in a program of continuing education	2	25%
Employed part time (on average less than 30 hours per week)	1	13%
Total	11	100%

Employment-Degree Alignment

If a respondent selected employed as their status, they were asked if their employment aligned with their degree awarded from MSU. Of the 97% of respondents who answered, 97% agreed that their degree aligned with their employment.

Top Employing Organizations by Number of Graduates Hired

Organization	Count
Mississippi State University	5
Georgia Pacific	2
U.S. Army Corps of Engineers - Engineering Research and Development Center (ERDC)	1
PRT Growing Services Ltd	1
Beam Logging	1
El Rancho de las Golondrinas	1
Sirrus Inc.	1
Georgia Department of Natural Resources	1
U.S. Fish & Wildlife Service	1
University Charter School	1
Arxada	1
NativState	1
Graver Technologies, LLC	1
Quail Forever	1
Gulf Coast Bird Observatory	1
U.S. Army Corps of Engineers	1
HectorWare	1
U.S. Department of the Interior	1
Indiana Department of Natural Resources	1
UBS Financial Services	1
Lamar School	1
US Force	1
UT Southwestern Medical Center	1

Weyerhaeuser	1
American University	1
Molpus Woodlands Group	1
All	31

26 unique organizations

Employment Locations by State

Of the MSU graduates who reported being employed, 97% included the state that they are employed in. Mississippi was the most popular place of employment, and 70% of the graduates are employed in southeastern states (2023 SEC member institutions).

State	Count	Percent
MS	11	35%
GA	4	13%
TX	2	6%
NM	1	3%
CA	1	3%
OH	1	3%
DE	1	3%
NC	1	3%
AR	1	3%
NY	1	3%
IN	1	3%
PA	1	3%
TN	1	3%
WA	1	3%
LA	1	3%
AL	1	3%
All	30	100%

Percent of graduates who reported full- or part-time employment and location
17 states

Institutions where Graduates are Continuing Education

Institution	Count	Percent
Oregon State University	1	33%
Virginia Tech	1	33%
University of South Alabama	1	33%
All	3	100%

Percent of graduates enrolled in a program of continuing education and provided institution name
3 unique institutions

Career Center Interactions – All Levels

Student interactions with Career Center events and services are tracked through the Connections career services manager system. These interactions typically include co-op and internship participation, attendance at Career Center events, counseling appointments with career advisors, and drop-in appointments.

Event	Student Count
Fall 2022 Career Expo	26
Fall 2022 CVM Career Expo	1
Fall 2022 Graduate/Prof. School Info & Major Exploration Day	1
Fall 2022 Part Time Job Fair	14
Spring 2023 Career Expo	18
Unique Students	52

CFR Student Career Center Appointments (scheduled and drop-ins)

Academic Year	Appointments	Student Count
2022-2023	37	26

First Destination Survey Data Collection

The First Destination Survey is made available to all MSU graduates upon graduation, and the data is collected from graduates for a period of six months. In order to collect as complete a data set as possible, emails are sent out to all students who have applied for graduation to raise awareness of the survey, and Career Center staff reach out to students who have not yet taken to survey to try to collect data by phone and text.

If graduates respond that they are “planning to continue education but not yet enrolled” or “seeking employment,” they remain on the call lists so updated information can be gathered. After three months has passed since graduation, these responses count toward the knowledge rate.

The survey is deployed through the Connections career services management system, and students can complete the survey when logged into their Connections account. In addition to students taking the survey themselves, Career Center Ambassadors make phone calls and send texts to graduates who have not taken the survey. Survey responses are checked each week and updated call lists are created so only students who have not yet responded to the survey are contacted in the future. Ambassadors also search websites such as LinkedIn and Facebook to determine employment and graduate school statuses of graduates.

First Destination Survey Questions

The Career Center deploys the First Destination Survey to all MSU graduates to get an understanding of what their plans are after graduation (e.g., full-time employment, graduate studies, seeking employment). The survey questions are listed below. Sections 2-5 are tied to the response on question 8, so participants only complete 3 of the 6 sections in total. Responses are required for questions with asterisks.

Section 1

1. Email*
2. First Name
3. Last Name
4. Current Major
5. Graduation Date (month/year)*
6. Permanent Email*
7. Phone*
8. Which of the following best describes your primary status after graduation?*
9. Have you started looking for a job?*
10. Which methods are you using to seek employment?
11. Please select the category which best describes your employment.
12. If not seeking employment, what are your plans?
13. Faculty or Staff member highlight who contributed to career success.

Section 2 (If employed)

14. Employing organization*
15. City of employing organization
16. State or Country (if outside U.S.) of employing organization*
17. Job title*
18. If employed full-time, annual base salary amount in U.S. dollars
19. Are you receiving a signing bonus?
20. Signing bonus in U.S. dollars
21. How did you find your job?
22. In which month did you accept the offer?
23. In which year did you accept the offer?
24. Does your employment align with the degree you completed at MSU?*

Section 3 (If participating in a volunteer program)

- 25. Organization*
- 26. Role or title
- 27. City of volunteer assignment
- 28. State or Country (if outside U.S.) of volunteer assignment*

Section 4 (If serving in the U.S. military)

- 29. Service Branch*
- 30. Rank*
- 31. 29. City of assignment
- 32. State or Country (if outside U.S.) of volunteer assignment*

Section 5 (If continuing education)

- 33. Name of Institution*
- 34. City of Institution
- 35. State or Country (if outside U.S.) of volunteer assignment*
- 36. Degree*
- 37. Major*

Section 6 (Experiential Learning)

- 38. Did you gain relevant work experience during your degree program?*
- 39. Which type of work experience(s) did you complete?
- 40. If applicable, with which company?
- 41. Did you receive a full-time offer from this employer?
- 42. Did you accept a full-time offer from this employer?