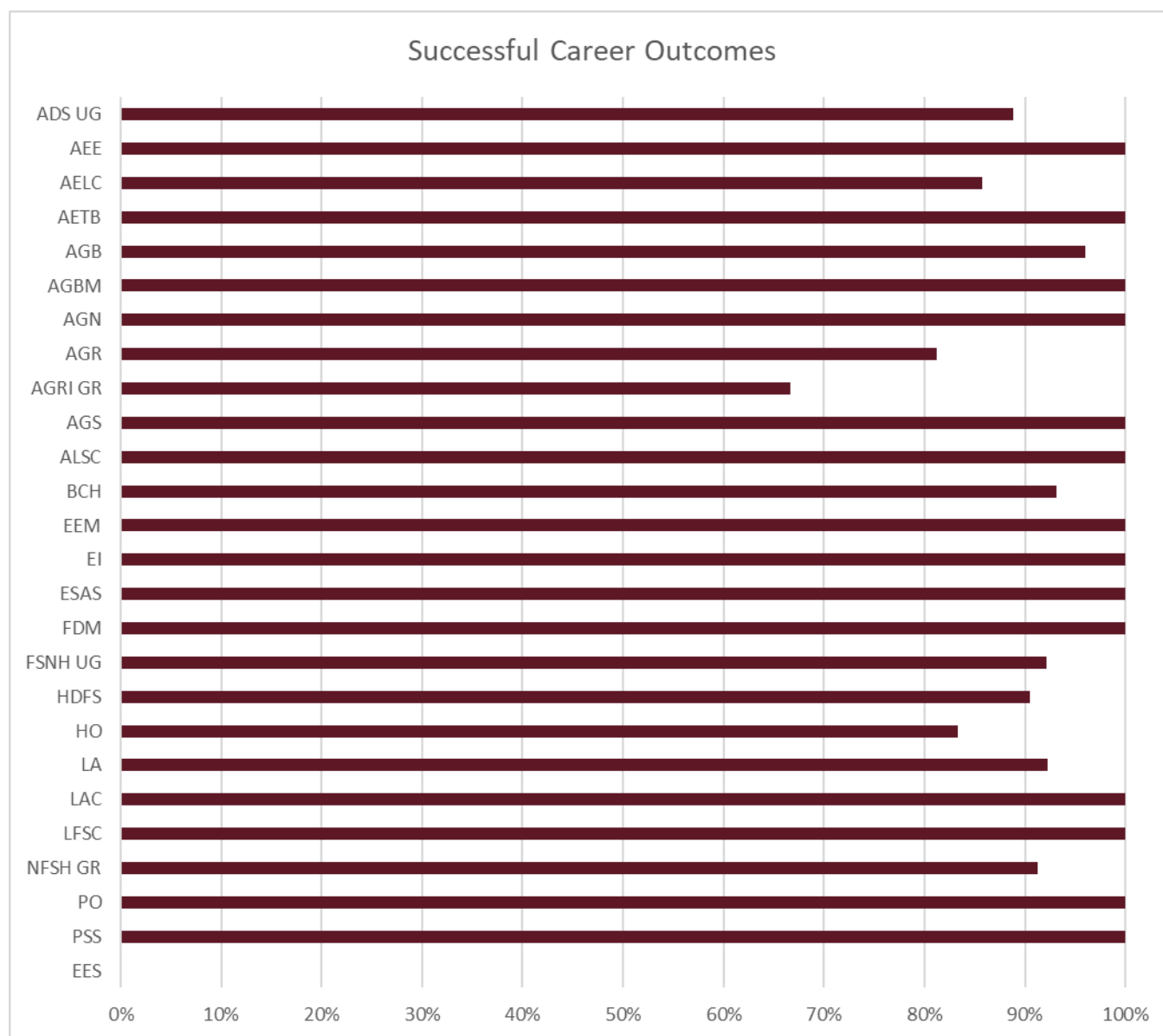


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College of Agriculture and Life Sciences

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 Ag. & Life Sciences graduates is 76%, and of the 76% of graduates for which data is available, 94% 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.

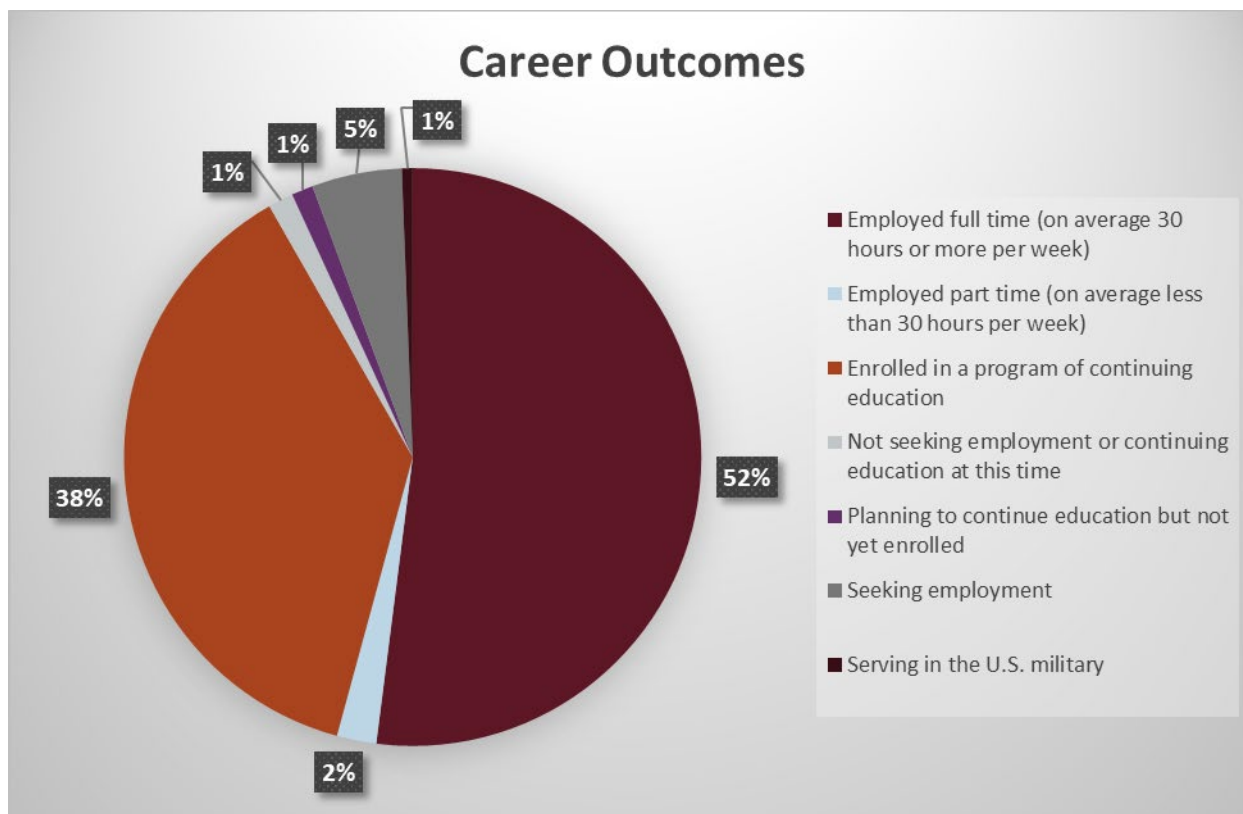


Successful Outcome Rate

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Animal & Dairy Science (ADS) UG	80	63	79%	89%
Ag. & Extension Education (AEE)	6	5	83%	100%
Ag. Education, Leadership, & Communication (AELC)	27	21	78%	86%
Ag. Engineering, Technology, & Business (AETB)	25	16	64%	100%
Agribusiness (AGB)	34	25	74%	96%
Agribusiness Management (AGBM)	15	12	80%	100%
Agronomy (AGN)	27	23	85%	100%
Agriculture (AGR)	21	16	76%	81%
Animal & Dairy Science (AGRI) GR	6	3	50%	67%
Agricultural Science (AGS)	39	25	64%	100%
Agricultural Life Sciences (ALSC)	7	5	71%	100%
Biochemistry (BCH)	104	73	70%	93%
Environmental Economics & Management (EEM)	3	3	100%	100%
Early Intervention (EI)	9	5	56%	100%
Environmental Science in Ag. Systems (ESAS)	2	1	50%	100%
Fashion Design & Merchandise (FDM)	47	30	64%	100%
Food Science, Nutrition, & Health Promotion (FSNH) UG	43	39	91%	92%
Human Development & Family Science (HDFS)	51	45	88%	90%
Horticulture (HO)	7	6	86%	83%
Landscape Architecture (LA)	20	14	70%	92%
Landscape Contracting (LAC)	14	10	71%	100%
Life Sciences (LFSC)	4	4	100%	100%
Food Science, Nutrition, & Health Promotion (NFSH) GR	29	24	83%	91%
Poultry Science (PO)	13	9	69%	100%
Plant & Soil Sciences (PSS)	26	25	96%	100%
Environmental Economics & Sustainability (EES)	1	0	0%	0%
Total	652	496	76%	94%
MSU	5831	4467	77%	93%

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

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

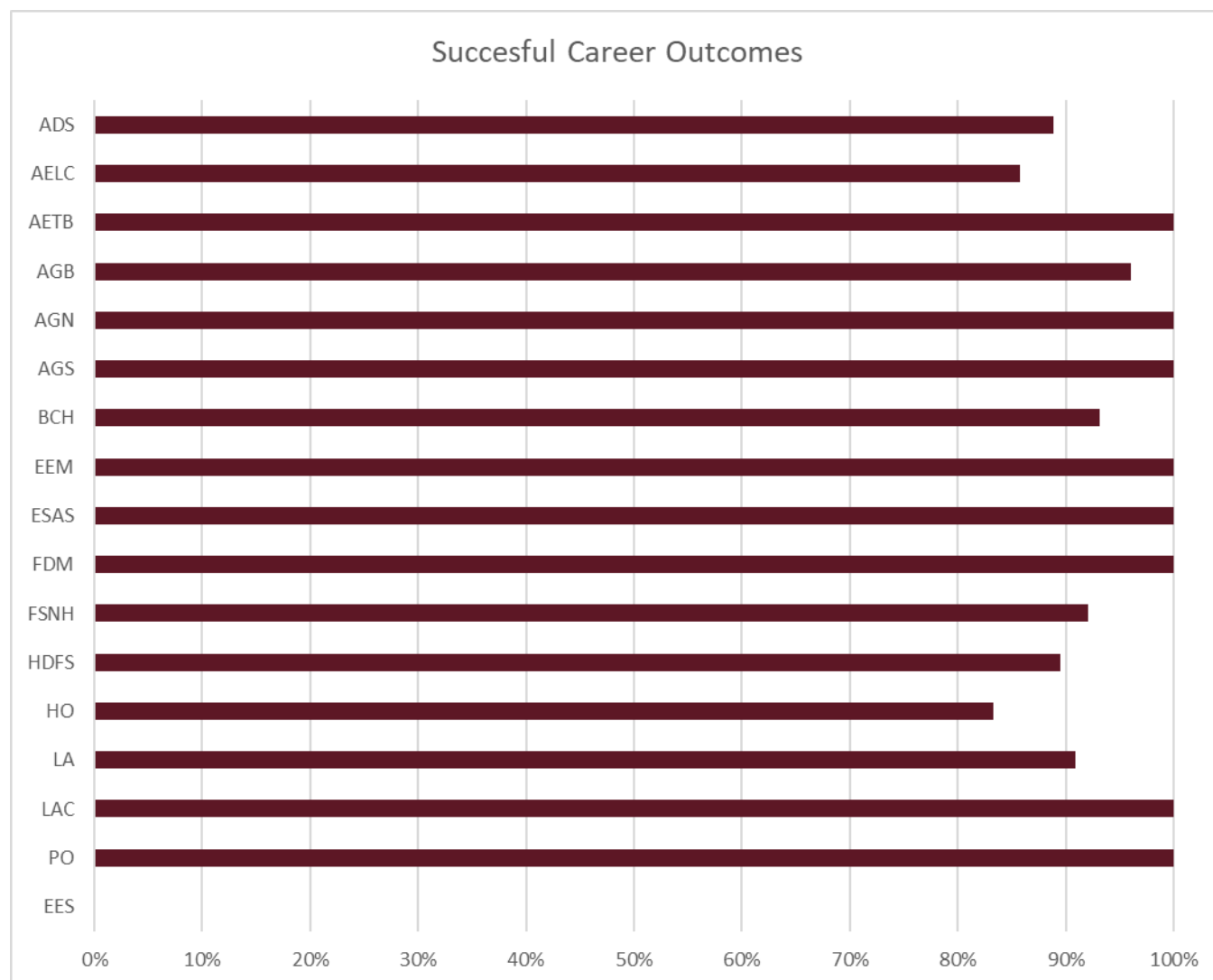


Status	Count	Percent
Employed full time (on average 30 hours or more per week)	258	52%
Employed part time (on average less than 30 hours per week)	11	2%
Enrolled in a program of continuing education	186	38%
Not seeking employment or continuing education at this time	7	1%
Planning to continue education but not yet enrolled	6	1%
Seeking employment	25	5%
Serving in the U.S. military	3	<1%
Total	496	100%

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College of Ag. & Life Sciences – Undergraduate Level

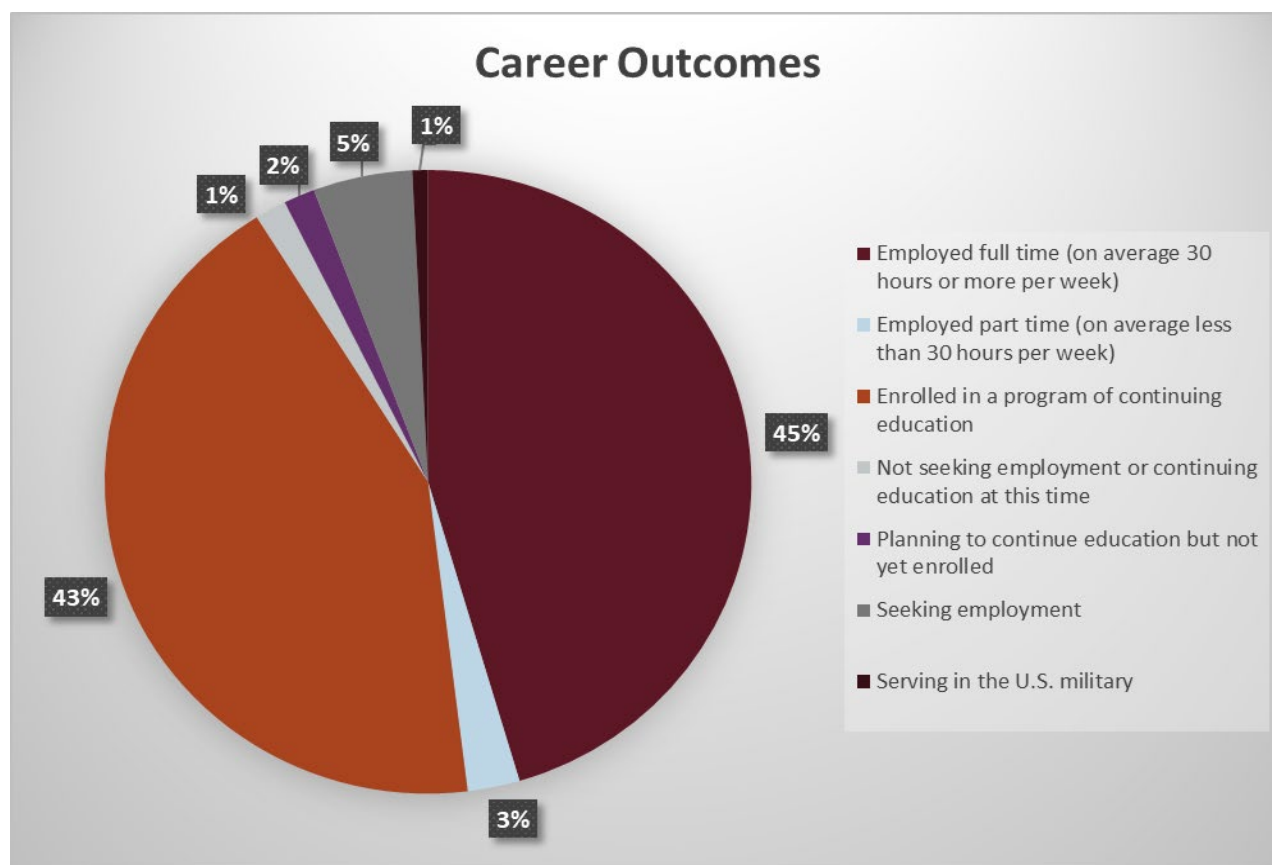
The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for undergraduate College of Ag. & Life Sciences graduates is 75%, and of the 75% of graduates for which data is available, 93% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.



Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Animal & Dairy Sciences (ADS)	80	63	79%	89%
Ag Education, Leadership & Communications (AELC)	27	21	78%	86%
Ag Engineering, Technology & Business (AETB)	25	16	64%	100%
Agribusiness (AGB)	34	25	74%	96%
Agronomy (AGN)	27	23	85%	100%
Agricultural Science (AGS)	32	19	59%	100%
Biochemistry (BCH)	104	73	70%	93%
Environmental Economics & Management (EEM)	3	3	100%	100%
Environmental Science in Agricultural Systems (ESAS)	2	1	50%	100%
Fashion Design & Merchandising (FDM)	45	29	64%	100%
Food Science, Nutrition & Health Promotion (FSNH)	43	39	91%	92%
Human Development & Family Science (HDFS)	46	41	89%	89%
Horticulture (HO)	7	6	86%	83%
Landscape Architecture (LA)	16	11	69%	91%
Landscape Contracting (LAC)	14	10	71%	100%
Poultry Science (PO)	13	9	69%	100%
Environmental Economics & Sustainability (EES)	1	0	0%	0%
Total	511	383	75%	93%
MSU - UG	4424	3373	76%	92%

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

**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)	174	45%
Employed part time (on average less than 30 hours per week)	10	3%
Enrolled in a program of continuing education	165	43%
Not seeking employment or continuing education at this time	6	2%
Planning to continue education but not yet enrolled	6	2%
Seeking employment	19	5%
Serving in the U.S. military	3	1%
Total	383	100%

Outcomes by Major

Animal & Dairy Sciences

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	17	60%
Employed part time (on average less than 30 hours per week)	1	27%
Enrolled in a program of continuing education	38	8%
Planning to continue education but not yet enrolled	2	3%
Seeking employment	5	2%
Total	63	100%

Ag Education, Leadership & Communications

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	15	71%
Enrolled in a program of continuing education	3	14%
Seeking employment	3	14%
Total	21	100%

Ag Engineering, Technology & Business

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	13	81%
Enrolled in a program of continuing education	2	13%
Serving in the U.S. military	1	6%
Total	16	100%

Agribusiness

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	18	72%
Employed part time (on average less than 30 hours per week)	1	20%
Enrolled in a program of continuing education	5	4%
Seeking employment	1	4%
Total	25	100%

Agronomy

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	13	57%
Employed part time (on average less than 30 hours per week)	1	39%
Enrolled in a program of continuing education	9	4%
Total	23	100%

Agricultural Science

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	15	79%
Enrolled in a program of continuing education	3	16%
Not seeking employment or continuing education at this time	1	5%
Total	19	100%

Biochemistry

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	22	60%
Employed part time (on average less than 30 hours per week)	2	30%
Enrolled in a program of continuing education	44	5%
Planning to continue education but not yet enrolled	4	3%

Seeking employment	1	1%
Total	73	100%

Environmental Economics & Management

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	1	67%
Enrolled in a program of continuing education	2	33%
Total	3	100%

Environmental Science in Agricultural Systems

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

Fashion Design & Merchandising

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	20	69%
Employed part time (on average less than 30 hours per week)	1	28%
Enrolled in a program of continuing education	8	3%
Total	29	100%

Food Science, Nutrition & Health Promotion

Status	Count	Percent
Enrolled in a program of continuing education	26	67%
Employed full time (on average 30 hours or more per week)	7	18%
Seeking employment	3	8%
Serving in the U.S. military	1	3%
Employed part time (on average less than 30 hours per week)	1	3%
Not seeking employment or continuing education at this time	1	3%
Total	39	100%

Human Development & Family Science

Status	Count	Percent
Enrolled in a program of continuing education	22	54%
Employed full time (on average 30 hours or more per week)	10	24%
Seeking employment	4	10%
Not seeking employment or continuing education at this time	3	7%
Employed part time (on average less than 30 hours per week)	2	5%
Total	41	100%

Horticulture

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	3	73%
Enrolled in a program of continuing education	1	9%

Seeking employment	1	9%
Employed part time (on average less than 30 hours per week)	1	9%
Total	6	100%

Landscape Architecture

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	8	73%
Seeking employment	1	9%
Serving in the U.S. military	1	9%
Not seeking employment or continuing education at this time	1	9%
Total	11	100%

Landscape Contracting

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	9	90%
Serving in the U.S. military	1	10%
Total	10	100%

Poultry Science

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	5	56%
Enrolled in a program of continuing education	4	44%
Total	9	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 12% of graduates who reported employment shared their salaries. Data is only reported for majors with 4 or more salaries/bonuses reported. Only 2 bonuses were reported for 2022-2023.

Major	Average	Max	Min	Salary Count
ADS	-	-	-	1
AELC	\$44,500	\$60,000	\$20,000	4
AETB	-	-	-	1
AGB	-	-	-	3
AGN	-	-	-	3
AGS	-	-	-	1
BCH	-	-	-	2
EEM	-	-	-	0
ESAS	-	-	-	0
FDM	-	-	-	1
FSNH	-	-	-	0
HDFS	-	-	-	0
HO	-	-	-	0
LA	-	-	-	2
LAC	-	-	-	1
PO	-	-	-	0
All	\$44,500	\$60,000 avg	\$20,000 avg	19

Averages only calculated when 4 or more data points are present

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 96% of respondents who answered, 87% agreed that their degree aligned with their employment.

Top Employing Organizations by Number of Graduates Hired

The top employers of MSU undergraduates are listed below. A total of 155 unique organizations were reported by graduates.

Organization	Count
Mississippi State University	13
U.S. Department of Agriculture	4
Dillard's Inc.	4
Simplot Grower Solutions	3
Bayer Corporation	3
Helena Agri-Enterprises, LLC	3
Auburn University	2
Hol-Mac Corporation	2
Peco Foods, Inc.	2
Viserion Grain LLC	2
Wal-Mart	1
Republic Finance	1
Oktibbeha County Hospital - MSO	1
Andys Sprinkler and Drainage	1
Baptist Memorial Hospital Golden Triangle	1
Beck's Hybrids	1
Mississippi Department of Child Protection Services	1
Benchmark Engineering & Surveying	1
Preschool at First Rideland, The	1
All	185

155 unique organizations

Work Locations by State

Of the MSU graduates who reported being employed, 98% included the state that they are employed in. Mississippi was the most popular place of employment, and 93% of the graduates are employed in southeastern states (SEC member institutions).

State	Count	Percent
MS	91	51%
AL	21	12%
TN	16	9%
AR	6	3%
GA	5	3%
FL	5	3%
TX	4	2%
LA	3	2%
IL	3	2%
CA	2	1%

PA	2	1%
IA	2	1%
CO	2	1%
WI	2	1%
All	181	100%

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

Top 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, and 93% are attending an institution at southeastern states (2023 SEC member institutions).

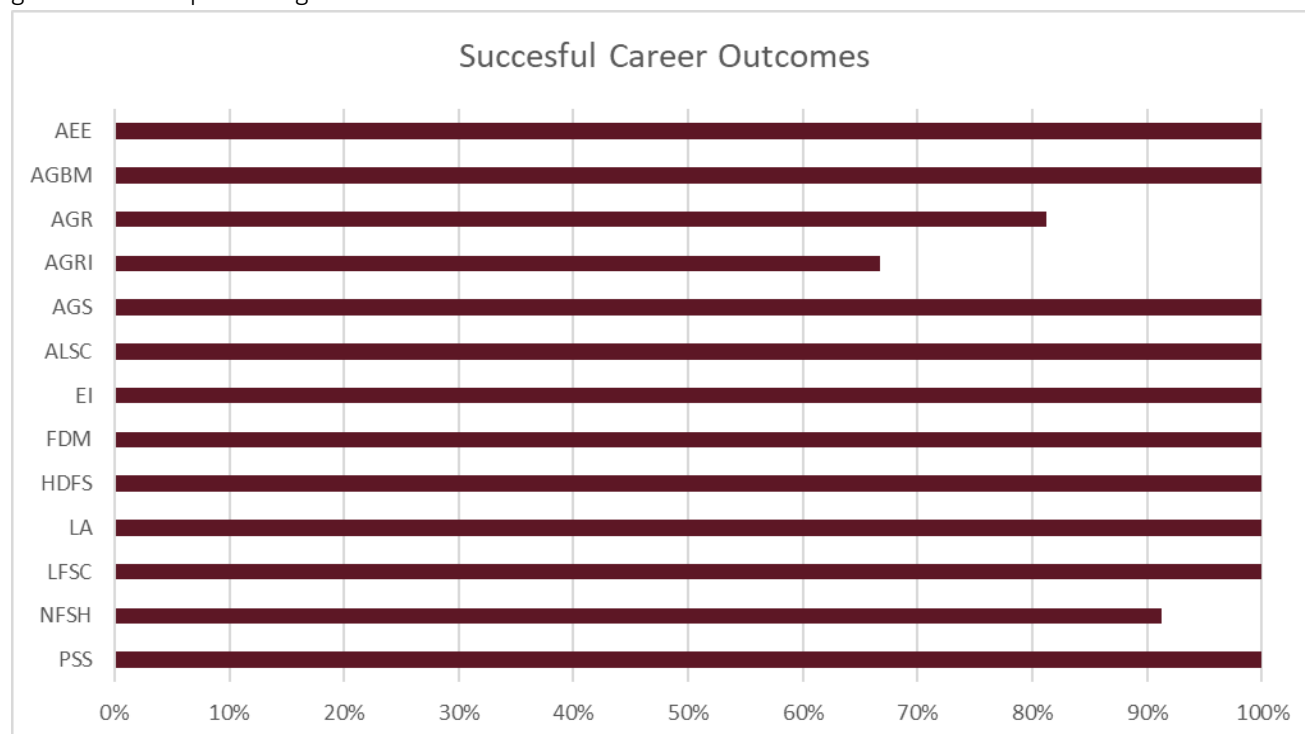
Institution	Count	Percent
Mississippi State University	84	53%
University of Mississippi Medical Center	17	11%
University of Southern Mississippi	5	3%
Auburn University	4	3%
University of Tennessee	4	3%
Vanderbilt University	4	3%
Louisiana State University - Ag	3	2%
University of Alabama at Birmingham	3	2%
Southern College of Optometry	3	2%
University of Memphis	2	1%
Liberty University	2	1%
University of Tennessee Health Science Center	2	1%
University of Alabama	2	1%
Samford University	2	1%
All	115	100%

33 unique institutions

2022-2023 Annual Report

College of Ag. & Life Sciences – Graduate Level

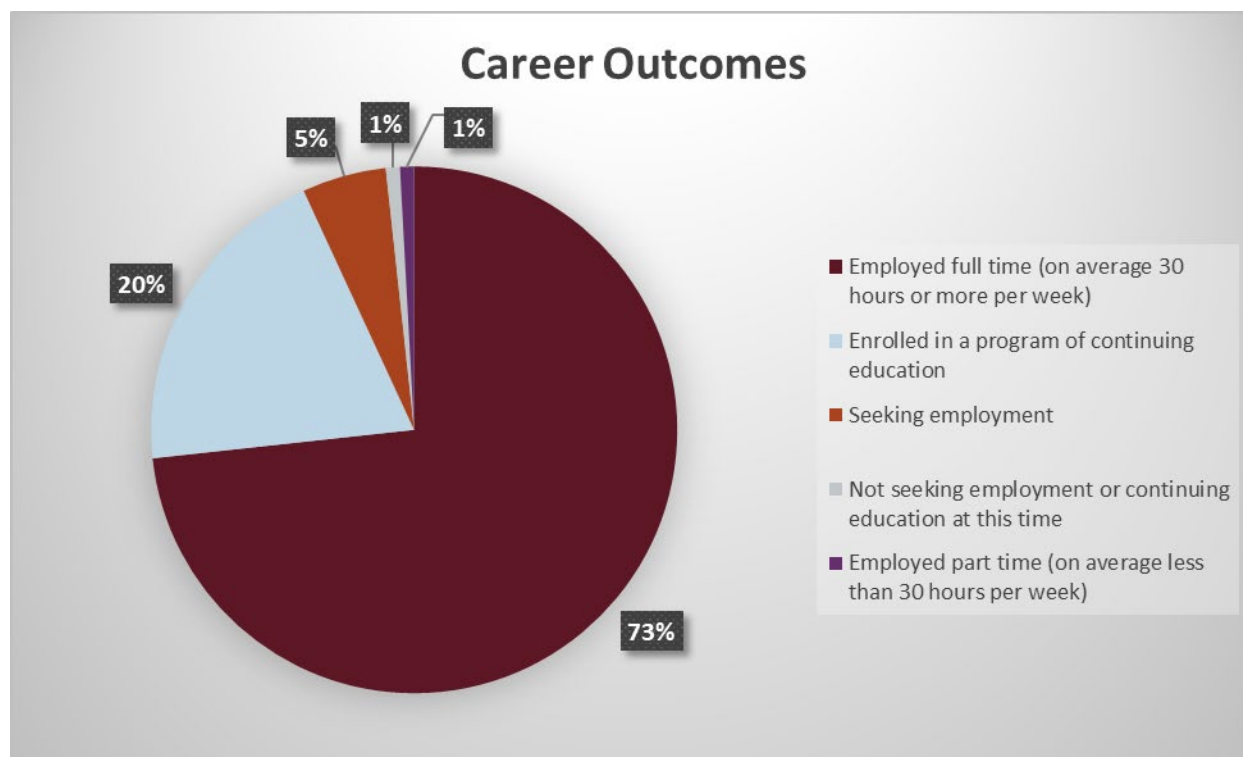
The knowledge rate for all graduate level College of Ag. & Life Sciences graduates is 81%, and of the 81% of graduates for which data is available, 95% reported a successful career outcome (employed, continuing education, participation in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.



Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Ag. & Extension Education (AEE)	6	5	83%	100%
Agribusiness Management (AGBM)	15	12	80%	100%
Master of Science in Agriculture (AGR)	21	16	76%	81%
Animal & Dairy Science GR (AGRI)	6	3	50%	67%
Agriculture Science (AGS)	7	6	86%	100%
Agriculture Life Sciences (ALSC)	7	5	71%	100%
Early Intervention (EI)	9	5	56%	100%
Fashion Design & Merchandising (FDM)	5	4	80%	100%
Human Development & Family Science (HDFS)	5	4	80%	100%
Landscape Architecture (LA)	4	3	75%	100%
Life Sciences (LFSC)	4	4	100%	100%
Food Science, Nutrition, and Health Promotion (NFSH)	29	24	83%	91%
Plant & Soil Sciences (PSS)	26	25	96%	100%
Total	144	116	81%	95%
MSU – GR	1412	1100	78%	95%

*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)	85	73%
Enrolled in a program of continuing education	23	20%
Seeking employment	6	5%
Not seeking employment or continuing education at this time	1	1%
Employed part time (on average less than 30 hours per week)	1	1%
Total	101	100%

Outcomes by Select Majors

Majors with at least 5 surveys and 65% knowledge rate

Ag. & Extension Education

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	5	100%

Agribusiness Management

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	12	100%

Animal & Dairy Science GR

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	6	38%
Enrolled in a program of continuing education	7	44%
Seeking employment	3	19%
Total	16	100%

Agriculture Science

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	6	100%

Agriculture Life Sciences

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	2	40%
Enrolled in a program of continuing education	3	60%
Total	5	100%

Early Intervention

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	4	80%
Enrolled in a program of continuing education	1	20%
Total	5	100%

Food Science, Nutrition, and Health Promotion

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	17	71%
Enrolled in a program of continuing education	4	17%
Seeking employment	2	8%
Not seeking employment or continuing education at this time	1	4%
Total	24	100%

Plant & Soil Sciences

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	21	84%
Enrolled in a program of continuing education	3	12%
Employed part time (on average less than 30 hours per week)	1	4%
Total	25	100%

Salary Data

Compensation data is only reported for majors with 4 or more salaries/bonuses reported. No compensation data can be provided as no major had 4 or more salaries/bonuses reported.

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 98% of respondents who answered, 95% agreed that their degree aligned with their employment.

Employing Organizations

Organization	Count
Mississippi State University	21
Bureau of Plant Industry	2
University of Arkansas	2
North Charleston Sewer Dst	1
Trans Ova Genetics	1
RiceTec, Inc.	1
Anglo American	1
West Farm Industry	1
Bayer Corporation	1
Perdue Farms	1
Baylor College of Medicine	1
SRVS	1
Beck's Hybrids	1
Americorps	1
Black Springs Farm	1
Alabama Institute for the Deaf and Blind	1
Brandywine Community Schools	1
All	86

65 unique organizations

Top Work Locations

Of the CALS graduates who reported being employed, 99% included the state they are employed in. Mississippi was the most popular place of employment, and 88% of the graduates are employed in southeastern states (2023 SEC member institutions).

State	Count	Percent
MS	44	52%
TN	9	11%
TX	6	7%
AR	5	6%
MO	3	4%
GA	2	2%
VA	2	2%
IA	2	2%
FL	2	2%
SC	2	2%
AL	2	2%
MI	1	1%
NY	1	1%
NC	1	1%
PA	1	1%
OK	1	1%
CA	1	1%
All	85	100%

*Percent of graduates who reported full- or part-time employment and location
18 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 52% attending a university in the state.

Institution	Count	Percent
Mississippi State University	11	48%
Ohio State University	2	9%
Emory University	1	4%
University of Mississippi Medical Center	1	4%
University of Minnesota	1	4%
University of Tennessee Health Science Center	1	4%
Washington State University	1	4%
University of Wisconsin-Madison	1	4%
St. Jude Children's Research Hospital Graduate School of Biomedical Sciences	1	4%
West Virginia University	1	4%
Texas Tech University	1	4%
University of Georgia	1	4%
All	23	100%

*Percent of graduates enrolled in a program of continuing education and provided institution name
12 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 include co-op and internship participation, attendance at Career Center events, counseling appointments with career advisors, and drop-in appointments.

Event Attendance

Event	Student Count
Fall 2022 Career Expo	193
Fall 2022 Education Career Fair	1
Fall 2022 CVM Career Expo	2
Fall 2022 LA/LC Interview Day	75
Fall 2022 OCR	7
Fall 2022 RMI Career Fair	6
Fall 2022 Graduate & Prof. School Info & Major Exploration Day	8
Fall 2022 Part Time Job Fair	61
Spring 2023 CAAD School of Arch. & Dept. of Interior Design Career Fair	8
Spring 2023 Career Expo	39
Spring 2023 Education Career Fair	2
Spring 2023 MBA Reverse Career Fair	2
Spring 2023 OCR	86
Unique Students	352

Student Career Center Appointments (scheduled and drop-ins)

Academic Year	Appointments	Student Count
2022-2023	255	195

Co-op/Intern Participation

Academic Year	Student Count
2022-2023	21

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?