



2023-2024 Graduate Survey Report

This report summarizes results from the Fall 2023, Winter 2023–2024, Spring 2024, and Summer 2024 Graduate Surveys. It also includes general information on the number and level of degrees awarded. The survey is administered through the Class Climate system six months after graduation.

Please note that this represents a change in our reporting cycle to better align with the First Gen Undergraduate Employment Metrics Survey. As a result, Fall 2023 graduates are included in both the 2023 Graduate Survey Report and this report. This overlap was necessary to realign the survey schedule without omitting or excluding any graduating cohorts.

Degrees Awarded

There were **462 credentials (degrees or certificates)** awarded in 2023-2024 to **328 unique individuals**. The percentage of the credentials awarded at each level are given below.

Level	Number of Degrees	Percentage of Degrees
Certificate	15	3.2%
Associate	153	33.1%
Bachelor's	294	63.6%

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Table 1: Number and Percentage of Degrees by Level

Many students earned multiple degrees or certificates. The following table breaks the data down by the number of credentials earned.

Number of Credentials Earned	Number of Individuals	Percentage of Individuals
One Credential	222	67.9%
Two Credentials	84	25.6%
Three Credentials	19	5.8%
Four Credentials	1	0.3%
Five Credentials	1	0.3%
Six Credentials	1	0.3%

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Table 2: Number of Concurrent Credentials Earned

The number of degrees/certificates are broken down by College and School in **Table 3**. For a list of programs where credentials were awarded (by School), please see **Appendix A**. These data show that the College of Arts and Sciences awarded the most degrees/certificates.

College	School	Degrees Awarded	Individuals by School*
College of Arts and Sciences	School of Arts, Letters, and Social Sciences	90	80
	School of Biological Sciences	23	19
	School of Chemistry, Environmental, and Geosciences	38	35
College of Business, Engineering, Computer Science, and Mathematics	Lukenda School of Business	49	41
	School of Computer Science and Mathematics	10	10
	School of Engineering and Technology	48	34
College of Great Lakes Ecology and Education	School of Education	21	19
	School of Natural Resources	45	39
College of Health and Emergency Responders	School of Criminal Justice, Fire Science, and Emergency Services	69	42
	School of Kinesiology and Psychology	28	22
	School of Nursing	41	41
		462	

Table 3: Number of Degrees/Certificates and Individuals by School

*Table 3 presents the number of individuals who earned a credential (degree or certificate) in each School. Because some students earn credentials from more than one School, the totals in this table may include the same individual more than once and therefore will not sum to the total number of graduates. **To avoid duplication and maintain consistency in the analysis, all *subsequent tables* in this report include only individuals whose *primary major* is housed within the respective School. As a result, the counts of individuals by School in later tables will not align with those in Table 3.**

Response Rate

The **overall response rate of those surveyed was 35.1%**, a slight rebound from last year, but still significantly lower than prior years. We will implement new methodologies in May 2025 with the hopes of increasing this rate. The response rate is broken down by School and College in **Table 4**.

College	School	Individuals	Responses	Response Rate	
College of Arts and Sciences	School of Arts, Letters, and Social Sciences	39	14	35.9%	41.3%
	School of Biological Sciences	19	7	36.8%	
	School of Chemistry, Environmental, and Geosciences	34	17	50.0%	
College of Business, Engineering, Computer Science, and Mathematics	Lukenda School of Business	41	22	53.7%	53.7%
	School of Computer Science and Mathematics	8	2	25.0%	
	School of Engineering and Technology	33	20	60.6%	
College of Great Lakes Ecology and Education	School of Education	19	4	21.1%	17.3%
	School of Natural Resources	33	5	15.2%	
College of Health and Emergency Responders	School of Criminal Justice, Fire Science, and Emergency Services	39	7	17.9%	23.5%
	School of Kinesiology and Psychology	22	8	36.4%	
	School of Nursing	41	9	22.0%	
		328	115	35.1%	

Table 4: Response Rate by School

Employment

The survey includes several questions about employment and employment in the field, as well as items related to continuing education. The next two tables present data on both employment outcomes and further study. Because many students earning associate degrees continue their education, and several of our programs have a high proportion of graduates pursuing additional study, it is helpful to consider these figures together. A later section of this report provides a more detailed breakdown of those continuing their education by credential type, including certificates, associate degrees, bachelor's degrees, professional degrees, and graduate degrees.

Table 5 shows the employment and educational status of graduates by individual, separated by School and based on survey respondents. In many cases, graduates are both employed and continuing their education; therefore, an overall combined rate is also provided. Graduates were also asked if they were employed in a field related to their major. That information is included in **Table 6**. Examples of employers and job titles are provided in **Appendix B**.

College	School	Employment Rate	Continuing Their Education	Employed or Continuing Their Education
College of Arts and Sciences	School of Arts, Letters, and Social Sciences	42.9%	78.6%	100.0%
	School of Biological Sciences	85.7%	42.9%	100.0%
	School of Chemistry, Environmental, and Geosciences	76.5%	35.3%	100.0%
College of Business, Engineering, Computer Science, and Mathematics	Lukenda School of Business	95.5%	22.7%	100.0%
	School of Computer Science and Mathematics	100.0%	0.0%	100.0%
	School of Engineering and Technology	90.0%	15.0%	95.0%
College of Great Lakes Ecology and Education	School of Education	25.0%	75.0%	100.0%
	School of Natural Resources	100.0%	20.0%	100.0%
College of Health and Emergency Responders	School of Criminal Justice, Fire Science, and Emergency Services	71.4%	71.4%	100.0%
	School of Kinesiology and Psychology	62.5%	62.5%	100.0%
	School of Nursing	100.0%	11.1%	100.0%
		79.1%	37.4%	99.1%

Table 5: Rates of Employment and Continued Studies

College	School	Employed in Field	Continuing Their Education	Employed or Continuing Their Education
College of Arts and Sciences	School of Arts, Letters, and Social Sciences	28.6%	78.6%	92.9%
	School of Biological Sciences	57.1%	42.9%	85.7%
	School of Chemistry, Environmental, and Geosciences	70.6%	35.3%	94.1%
College of Business, Engineering, Computer Science, and Mathematics	Lukenda School of Business	86.4%	22.7%	100.0%
	School of Computer Science and Mathematics	100.0%	0.0%	100.0%
	School of Engineering and Technology	90.0%	15.0%	95.0%
College of Great Lakes Ecology and Education	School of Education	25.0%	75.0%	100.0%
	School of Natural Resources	100.0%	20.0%	100.0%
College of Health and Emergency Responders	School of Criminal Justice, Fire Science, and Emergency Services	71.4%	71.4%	100.0%
	School of Kinesiology and Psychology	62.5%	62.5%	100.0%
	School of Nursing	100.0%	11.1%	100.0%
		73.0%	37.4%	97.4%

Table 6: Employment in Field and Continuing Studies Rates

Graduates were asked whether or not they were actively seeking employment. These rates are included in **Table 7**.

College	School	Actively Seeking Employment
College of Arts and Sciences	School of Arts, Letters, and Social Sciences	0.0%
	School of Biological Sciences	0.0%
	School of Chemistry, Environmental, and Geosciences	5.9%
College of Business, Engineering, Computer Science, and Mathematics	Lukenda School of Business	0.0%
	School of Computer Science and Mathematics	50.0%
	School of Engineering and Technology	5.0%
College of Great Lakes Ecology and Education	School of Education	0.0%
	School of Natural Resources	0.0%
College of Health and Emergency Responders	School of Criminal Justice, Fire Science, and Emergency Services	0.0%
	School of Kinesiology and Psychology	0.0%
	School of Nursing	0.0%
		2.6%

Table 7: Graduates Actively Seeking Employment

Graduates were asked whether or not they were employed in the state of Michigan. The rates in **Table 8** represent graduates employed in Michigan as a percentage of graduates who are employed (and not as overall rates which include those who are not employed).

College	School	Employed in Michigan
College of Arts and Sciences	School of Arts, Letters, and Social Sciences	83.3%
	School of Biological Sciences	100.0%
	School of Chemistry, Environmental, and Geosciences	76.9%
College of Business, Engineering, Computer Science, and Mathematics	Lukenda School of Business	71.4%
	School of Computer Science and Mathematics	100.0%
	School of Engineering and Technology	83.3%
College of Great Lakes Ecology and Education	School of Education	100.0%
	School of Natural Resources	60.0%
College of Health and Emergency Responders	School of Criminal Justice, Fire Science, and Emergency Services	80.0%
	School of Kinesiology and Psychology	100.0%
	School of Nursing	66.7%
		79.1%

Table 8: Employed in Michigan

Graduates were asked to report their starting salary. **Table 9** summarizes responses from those who indicated they were employed in a field related to their major and who provided salary information. Salaries from graduate teaching and research assistantships were excluded. **In 2024–2025, only 19.1% of respondents reported their starting salaries, representing a significantly lower rate than in previous years.** This makes the data difficult to interpret. To address this, future surveys will offer salary ranges for respondents to select from in hopes of improving the response rate for this question. Please see reports from prior years for a fuller picture of salaries in the field.

College	School	Average	Median
College of Arts and Sciences	School of Arts, Letters, and Social Sciences	\$34,580	\$34,580
	School of Biological Sciences	None Reported	
	School of Chemistry, Environmental, and Geosciences	\$38,896	\$38,896
College of Business, Engineering, Computer Science, and Mathematics	Lukenda School of Business	\$66,000	\$66,000
	School of Computer Science and Mathematics	None Reported	
	School of Engineering and Technology	\$74,000	\$75,000
College of Great Lakes Ecology and Education	School of Education	\$41,000	\$41,000
	School of Natural Resources	\$33,787	\$35,360
College of Health and Emergency Responders	School of Criminal Justice, Fire Science, and Emergency Services	\$58,280	\$54,280
	School of Kinesiology and Psychology	\$45,227	\$43,680
	School of Nursing	\$59,800	\$59,800

Table 9: Average and Median Salaries in Field

In **Figure 10**, boxplots show the spread of the salary data.

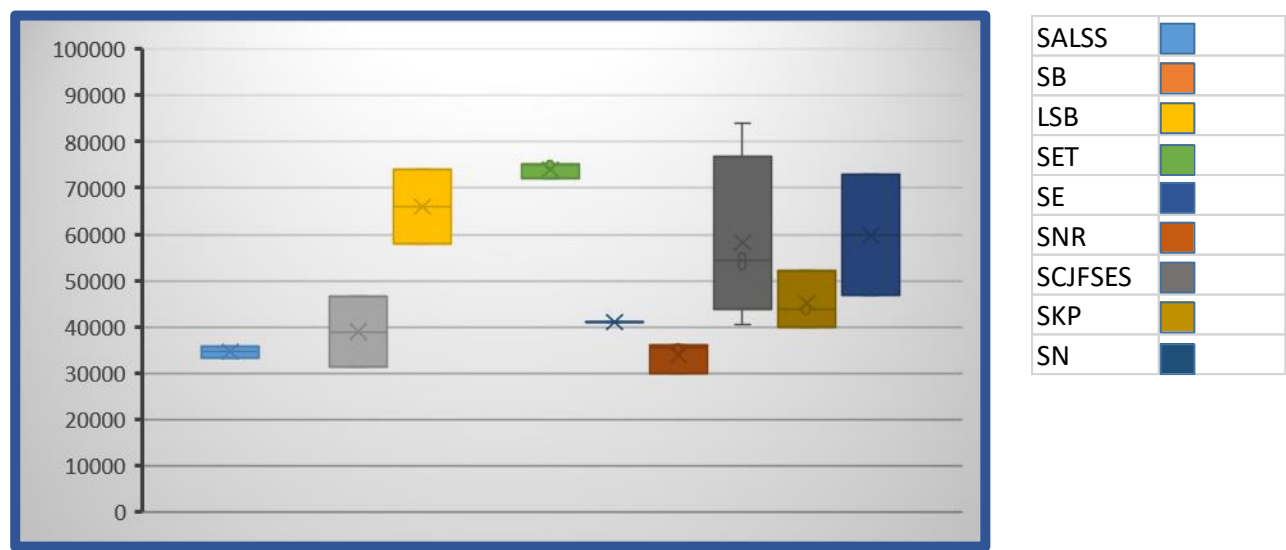


Figure 10: Spread of Salary Data

Continued Studies

The breakdown of the percentage of graduates who are continuing their studies is included in **Table 11**. A list of example graduate and professional schools is located in **Appendix C**.

School	Certificate	Associate	Bachelor	Master	Doctorate	Professional	Non-Degree	Total
School of Arts, Letters, and Social Sciences	7.1%		50.0%	14.3%			7.1%	78.6%
School of Biological Sciences				42.9%				42.9%
School of Chemistry, Environmental, and Geosciences				17.6%	11.8%	5.9%		35.3%
Lukenda School of Business				9.1%		13.6%		22.7%
School of Computer Science and Mathematics								0.0%
School of Engineering and Technology				5.0%	5.0%	5.0%		15.0%
School of Education			75.0%					75.0%
School of Natural Resources				20.0%				20.0%
School of Criminal Justice, Fire Science, and Emergency Services			28.6%	42.9%				71.4%
School of Kinesiology and Psychology				50.0%		12.5%		62.5%
School of Nursing							11.1%	11.1%
								37.4%

Table 11: Percentage of Graduates Continuing Studies by Level

Preparedness

Graduates were asked to rate themselves on a scale from one to five in the area of preparedness. These data are shown in **Figure 12**. The question asked, “**How well do you feel your LSSU degree prepared you for your work?**” A one on the scale reflected “not well prepared” and a five reflected “well prepared”.

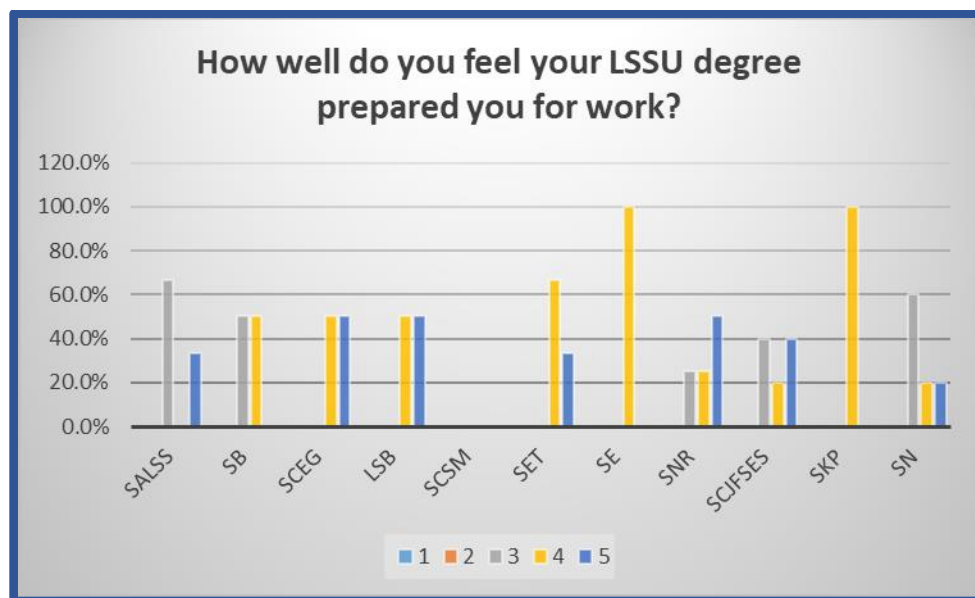


Figure 12: Preparation—Percentage of Graduates by Category

Appendix A: Credentials Awarded by College, School, and Program

College of Arts and Sciences

School of Arts, Letters, and Social Sciences

English Lang Lit Elem Ed-BA (PE)	1
English Lang Lit Sec Teach-BA (PE)	3
General Studies-A	58
General Studies-BS	5
Liberal Arts-AA	4
Literature-Creative Writing-BA	3
Political Science-BS	5
Social Emotional Learning-C	1
Social Science-Sec Teach-BS	2
Social Work	4
Substance Abuse Prev/Trtmt	2
DUAL-Social Science and Political Science	1
DUAL-Creative Writing and English Language Literature	1

School of Biological Sciences

Biology Pre-Medical-BS	7
Biology Pre-Veterinary-BS	3
Biology-Animal Biology-BS	2
Biology-BS	4
Biology-Food and Ecology-BS	1
Clinical Laboratory Science-BS (PE)	1
Pre-Professional Sciences	4
DUAL-Biology and Cannabis Chemistry	1

School of Chemistry, Environmental, and Geosciences

Biochemistry Pre-Professional-BS	4
Cannabis Chemistry-BS	3
Cannabis Production-C	2
Cannabis Science-A	1
Chemistry-A	2
Environmental Science-BS	7
Forensic Chemistry-BS	8
Geology-BS	7
Integrated Science Secondary-BS	1
Microscopy and Microanalysis	1
DUAL-Cannabis Chemistry and Chemistry	1
DUAL-Chemistry and Forensic Chemistry	1

College of Business, Engineering, Computer Science, and Mathematics

Lukenda School of Business

Accounting-BS	3
Business Adm-Entrepreneurship-BS	2
Business Administration-BS	10
Business Adm-Intl Business-BS	1
Business Adm-Management-BS	13
Business Adm-Marketing-BS	4
Cannabis Business-BS	3
E-Marketing-C	4
Finance and Economics-BS	5
Small Business Administration-A	2
Technical Accounting	1
DUAL-Business Administration Entrepreneurship and Management	1

School of Computer Science and Mathematics

Computer Networking-BS	3
Computer Science-BS	3
Mathematics-Sec Teaching-BS	2
Space Mission and Operation Certification	2

School of Engineering and Technology

Computer Engineering-BS	4
Electrical Eng Technology-A	2
Electrical Eng Technology-BS	2
Electrical Engineering-BS	3
General Engineering Technology	1
Manufacturing Eng Tech-A	3
Manufacturing Eng Tech-BS	4
Mechanical Engineering-BS	11
Mechatronics-A	5
Mechatronics-BS	3
Robotics Engineering-BS	9
DUAL-Computer Engineering and Robotics Engineering	1

College of Great Lakes Ecology and Education

School of Education

Early Childhood Education-A	5
Early Childhood Education-BS (PE)	3
Elementary Ed-Special Ed-BS (PE)	1
Elementary Education-BS (PE)	10
Teacher Education-BS	2

School of Natural Resources

Conservation Biology-BS	4
Fisheries Wildlife Management-BS	21
Geographic Information Systems-C	5
Geospatial Technology	2
Natural Resources Technology-A	10
Parks and Recreation-BS (PE)	3

College of Health and Emergency Responders

School of Criminal Justice, Fire Science, and Emergency Services

Crim Jus Homeland Security-A	8
Criminal Justice Correction-A	3
Criminal Justice Law Enforce-A	14
Criminal Justice-BS	21
Fire Science Generalist Cert-B	6
Fire Science Generalist Non Ce	1
Fire Science-A	9
Paramedic Technology AS	6
DUAL-Criminal Justice and Psychology	1

School of Kinesiology and Psychology

Health Fitness Specialist-A	7
Kinesiology-BS	9
Psychology-BA	1
Psychology-BS	11

School of Nursing

Nursing-BS	41
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Appendix B: Example Employers and Job Titles

College of Arts and Sciences

School of Arts, Letters, and Social Sciences

Employers*

Bay City Public Schools
Corewell Health
Fishbeck
Hiawatha Behavioral health
Huntsville Hospital
Mackinac Straits Health System
MedStar Southern Maryland Hospital Center
Meijer
Munson Medical Center
MyMichigan Sault
Pretty Lake Camp
Prometric
Sault Tribe of Chippewa Indians
Shiawassee County Health Department
Trinity Health

Job Titles*

Clinical Nurse
Communications Coordinator
Executive Specialist - Human Resources
Health Manager
Intellectual Developmental Disability CaseManager
Inventory Clerk
Neurology Registered Nurse
Nurse
Operating Room Registered Nurse
Registered Nurse
Repatriation and Historic Preservation Specialist
Surgical Nurse
Testing Assistant

*Lists include a majority of individuals with multiple majors from multiple colleges

School of Biological Sciences

Employers

Intertribal Council of Michigan
Munson Healthcare
Thompson Veterinary Clinic
White Water Associates

Job Titles

Environmental Technician
Laboratory Technician
Molecular Biologist
Veterinary Assistant

School of Chemistry, Environmental, and Geosciences

Employers

BBB3 Compliance and Safety
Cambium Analytica
Chippewa county health department
Gator Engineering and Aquifer Restoration
GPRS
Great Lakes Environmental Center
Hemp for Humanity
Labcorp
Lake Superior State University
Levels
Meijer Pharmacy
NECi Superior Enzymes
New Mexico Bureau of Geology and Mineral

Job Titles

Analyst
Analytical Chemist
Assistant Laboratory Technician
Founder
Geologist
Graduate Research Assistant
Pharmacy Intern
Lab Technician
Laboratory Operations Manager
Laboratory Technician
Project Manager
Sanitarian
Specialty Laboratory Assistant (Histology)

College of Business, Engineering, Computer Science and Mathematics

Lukenda School of Business

Employer

American 1 Credit Union

Anderson, Tackman and Company
Bloom and Blaze
Central Transport
City of Green Bay
Dave Kring Chevrolet
Deloitte
EJ
Empire Photography
Fire Police City County Federal Credit Union
Lake Superior State University
Madison Mallards
Michigan Medicine
Northern Interstate Bank
Sault Ste. Marie Convention and Visitors Bureau
Sault Tribe of Chippewa Indians
State Farm
Vali
Walmart

Job Title

Accountant
Administrative Clerk
Associate General Manager
Audit & Assurance Staff
Business Manager
Community Partnership Specialist
Contract Administrator
Human Resources Generalist
Internal Operations Supervisor
Patient Service Representative
Sales and Marketing Representative
Senior Analyst II
Service Coordinator
Social Media Manager
Staff Auditor
Supply Chain Analyst
Video Production Manager

School of Computer Science and Mathematics

Employers

Lake Superior State University
Lear Corporation

Job Titles

Application/Network Service Technician
Rotational Controls Engineer

School of Engineering and Technology

Employers

Applied Manufacturing Technologies
Architectural Metals
Besser Company
Controls System Integrators
Department of ARMY CCDC GVSC
EJ
FANUC America
Hyperion Automation
Kaiser Aluminum
Lear Corporation
LexaMar
Newport News Shipbuilding
Online Engineering
Parker Hannifin
Precision Tools Service
Textron Aviation

Job Titles

Application Engineer
Associate Project Engineer
Automation and Robotics Engineer
Automation Engineer
Computer Engineer
Controls Engineer
Electrical Engineer
Electrical Engineer 1
General Industries and Automotive Engineer
Maintenance Engineer
Manufacturing Engineer
Project Manager
Rotational Controls Engineer
Service Engineer
Vision Automation Engineer

College of Great Lakes Ecology and Education

School of Education

Employers

Rudyard Elementary School

Job Titles

Kindergarten Teacher

School of Natural Resources

Employers

Gator Engineering and Aquifer Restoration

Huron Pines

Littler River Band of Ottawa Indians

NECi Superior Enzymes

Three Shores

Wisconsin Department of Natural Resources

Job Titles

Fisheries Technician

Geologist

Inland Fisheries Technician

Lab Technician

Outreach Specialist

Restoration Technician

College of Health and Emergency Responders

School of Criminal Justice, Fire Science, and Emergency Services

Employers

City of East Lansing

Hiawatha Behavioral Health

Kinross EMS

Mashkawizii Child Advocacy Center

Michigan State Police

Ministry of Children, Community and Social Services - Ontario

Job Titles

Child Forensic Interviewer

Firefighter/ Paramedic

IDD Case Manager

IDD Case Manager

Paramedic
Trooper
Youth Services Officer

School of Kinesiology and Psychology

Employers

Bay Mills Health Care Center
Eaton Regional Educational Service Agency
Fit Bodies. Fit Minds.
Mashkawizii Child Advocacy Center
MyMichigan Sault

Job Titles

Case Management/ Project Director
Child Forensic Interviewer
Exercise Physiologist
School Psychology Apprentice
Youth Fitness Program and Curriculum Coordinator

School of Nursing

Employers

Corewell Health
Duke University Health System
Huntsville Hospital
Mackinac Straits Health System
MedStar Southern Maryland Hospital Center
Munson Medical Center
MyMichigan Sault
Pretty Lake Camp
Trinity Health

Job Titles

Clinical Nurse
Health Manager
Neurology Registered Nurse
Nurse
Operating Room Nurse
Registered Nurse
Surgical Nurse

Appendix C: Example Graduate or Professional Schools Reported

College of Arts and Sciences

School of Arts, Letters, and Social Sciences

Northern Michigan University
Vermont College of Fine Arts

School of Biological Sciences

Michigan State University
Michigan State University College of Veterinary Medicine

School of Chemistry, Environmental, and Geosciences

Ferris State University
New Mexico Institute Of Mining and Technology
Purdue University
Trent University
University of Alaska Anchorage
University of Pittsburgh

College of Business, Engineering, Computer Science and Mathematics

Lukenda School of Business

Clarkson University
Lake Superior State University
Lindenwood University
Missouri Valley College
Walsh College

School of Engineering and Technology

Florida Atlantic University
University of Arizona Global Campus

College of Great Lakes Ecology and Education

School of Natural Resources

Louisiana State University
University of Alaska Anchorage

College of Health and Emergency Responders

School of Criminal Justice, Fire Science, and Emergency Services

Northern Michigan University

School of Kinesiology and Psychology

Grand Valley State University

Michigan State University

Northern Michigan University

Western Michigan University