James Madison University
Class of 2023

First Destination
Career Outcomes Report

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Executive Summary

Guided by National Association of Colleges and Employers (NACE) standards, the University Career Center (UCC) compiles data on the post-graduation pursuits of JMU graduates.[1] For the Class of 2023, the UCC collected data on 76.2% of bachelor's-degree recipients and 63.4% of advanced-degree recipients. Survey methodology is on slide 40.

Of bachelor's-degree recipients in the Class of 2023, 95.2% achieved a career outcome. 74.6% of these graduates went to work, while 20.6% continued their education. For those without a career outcome, 4.1% were still seeking employment or education, and the remaining 0.7% were not engaged or not seeking. The most popular areas for work included Virginia, Washington, D.C., Maryland, and New York. Of those graduates working in Virginia, 43.4% were working in Northern Virginia, 25.7% were in Central Virginia, and 20.3% were working in the Shenandoah Valley. Health professions, education, business/management, psychology and public administration were the most popular pursuits in continuing education programs.

For advanced-degree recipients in the Class of 2023, 96.4% achieved a career outcome. Of these, 91.6% were working and 4.8% were pursuing additional education. Of the 3.6% without a career outcome, 3.0% were still seeking and the remaining 0.6% were not engaged or not seeking. Virginia, North Carolina and Washington, D.C., were the most popular areas for advanced-degree recipients to work. Of those working in Virginia, 32.2% worked in the Shenandoah Valley, 29.6% worked in Northern Virginia and 25.2% worked in Central Virginia.

[1] www.naceweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols

Bachelor's and Advanced-Degree Recipients

Class of 2023
Career Outcomes Overview

95.4% of Bachelor's and Advanced-Degree Recipients have a Career Outcome

Career Outcome	Bachelor's	Advanced Degree	All Graduates
Working	74.6%	91.6%	76.7%
Continuing Education	20.6%	4.8%	18.7%
Total with a Career Outcome	**95.2%**	**96.4%**	**95.4%**
Still Seeking (employment or education)	4.1%	3.0%	3.9%
Not Seeking (due to life event, travel, etc.)	0.7%	0.6%	0.7%
Total without a Career Outcome	**4.8%**	**3.6%**	**4.6%**

The data reflects knowledge of 3,378 bachelor's-degree recipients and 476 advanced-degree recipients, for a knowledge rate of 74.3%.

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Class of 2023
Bachelor's-Degree Recipients

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Bachelor's-Degree Recipients
Career Outcomes Overview

95.2% of Bachelor's-Degree Recipients Have a Career Outcome

Primary Activity

WORKING
Full Time Employed (30 hours+ per week)
Part Time Employed (Less than 30 hours per week)
Participating in a Volunteer Organization
(AmeriCorps, Teach for America, etc.)
Military (Serving in US Military)

CONTINUING EDUCATION
Enrolled in a doctoral program, graduate school, certificate program etc.

STILL SEEKING
Still seeking employment or education

NOT SEEKING
Not seeking education or employment due to life events, health concerns, family, travel, etc.

JMU University Career Center
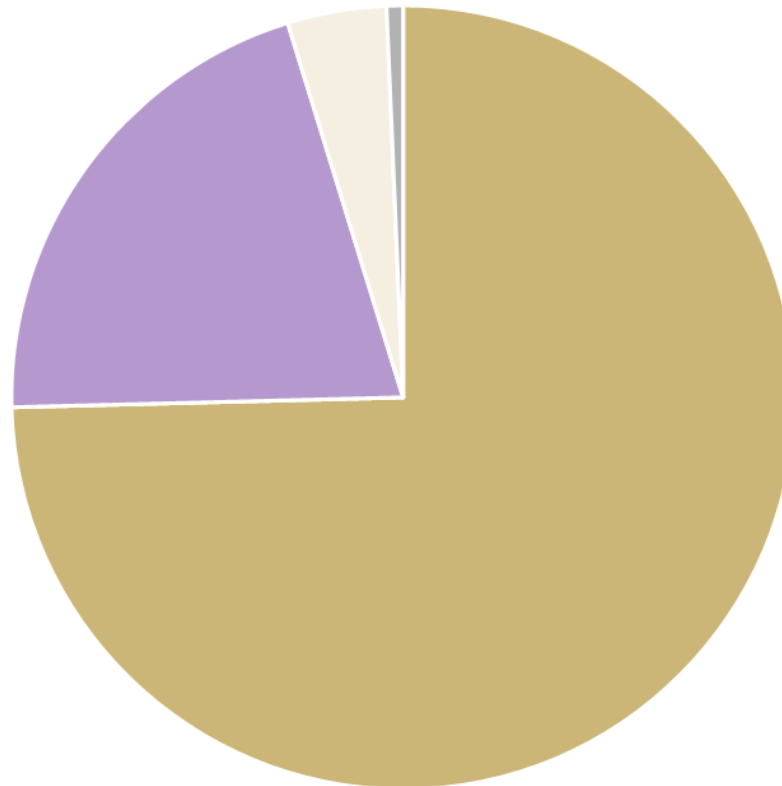
The UCC collected information on 3,378 of 4,434 bachelor's-degree recipients, for a 76.2% knowledge rate.

Breakdown by Primary Activity

WORKING
74.6%
Full Time Employed: **67.1%**
Part Time Employed: **5.7%**
Volunteer Organization: **0.4%**
Military: **1.4%**

CONTINUING EDUCATION
20.6%

STILL SEEKING
4.1%

NOT SEEKING
0.7%

Bachelor's-Degree Recipients
2023 Career Outcomes By College

College (based on primary major)	Total in Major	Knowledge Rate	Working	Continuing Education	Still Seeking	Not Seeking
Arts and Letters	874	75.3%	77.2%	16.6%	5.6%	0.6%
Health & Behavioral Studies	1337	75.2%	64.4%	32.2%	2.8%	0.6%
Integrated Science & Engineering	412	82.0%	81.3%	9.5%	8.6%	0.6%
Business	985	81.9%	86.9%	9.9%	2.5%	0.7%
Education	269	74.3%	77.5%	19.5%	2.5%	0.5%
Science & Math	277	68.6%	62.6%	33.2%	3.7%	0.5%
Visual & Performing Arts	242	62.0%	71.3%	18.7%	8.0%	2.0%
University Studies	38	78.9%	26.7%	73.3%	0.0%	0.0%
JMU Undergraduate Overall	**4434**	**76.2%**	**74.6%**	**20.6%**	**4.1%**	**0.7%**

N=3,378 (Number of bachelor's-degree recipients for whom we have career outcomes knowledge)

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Bachelor's-Degree Recipients
Top Employers 2023

1,481 Unique Employers

30+ Hires
Carahsoft Technology Corporation
INOVA
UVA Health

17-29 Hires
Accenture Federal Services
Deloitte
Ernst & Young
Fairfax County Public Schools
James Madison University
KPMG LLP
Sentara
VCU Health System

7-16 Hires	
ADP, Inc.	Huntington Ingalls Industries
ALKU	Insight Global
Bloomberg Industry Group	Leidos
Bon Secours	Lockton Companies
Booz Allen Hamilton	Loudoun County Public Schools
Capital One	MemoryBlue
CGI Federal	Merck & Co., Inc.
Children's Hospital of the King's Daughters	Northrop Grumman
CoStar Group	RSM US LLP
Cvent	Techtronic Industries- TTI
Enterprise Mobility	Thermo Fisher Scientific
Harrisonburg City Public Schools	Walt Disney Company
HCA	

N= 2,929 (Number of bachelor's-degree graduates who indicated their organization of employment)

Bachelor's-Degree Recipients
Class of 2023: Salary Distribution

Average Salary	Median Salary	Upper 75% Average	Lower 25 % Average
$59,686	$56,000	$70,720	$46,000

N= 1,140 (Full-time employed and military bachelor's-degree recipients indicating a salary within 6 months of graduation)

Average Bonus	Median Bonus
$7,058	$5,000

N= 304 (Full-time employed and military bachelor's-degree recipients indicating a bonus within 6 months of graduation)

Percent of graduates employed full-time and military who provided salary data
49.3%

JMU University Career Center

Class of 2023
Salary Distribution By College

College (based on primary major)	# of Salaries Collected	% Known Salary Data	Average Salary	Median Salary	# Receiving Bonuses	Average Bonus Amount
Arts and Letters	195	44.8%	$52,462	$50,000	22	$5,216
Health & Behavioral Studies	263	45.1%	$56,535	$55,500	79	$7,667
Integrated Science & Engineering	140	52.2%	$70,181	$67,250	45	$8,138
Business	355	53.1%	$65,808	$65,000	141	$7,103
Education	81	54.0%	$56,318	$52,300	3	$8,333
Science & Math	57	50.9%	$48,515	$48,000	11	$1,773
Visual & Performing Arts	44	48.9%	$49,148	$50,000	2	$5,375
University Studies	5	71.4%	$53,200	$52,000	1	$2,000
JMU Undergraduate Overall	1140	49.3%	**$59,686**	**$56,000**	304	$7,058

N=1,140 (Full-time employed and military bachelor's-degree recipients indicating a salary within 6 months of graduation)

Bachelor's-Degree Recipients

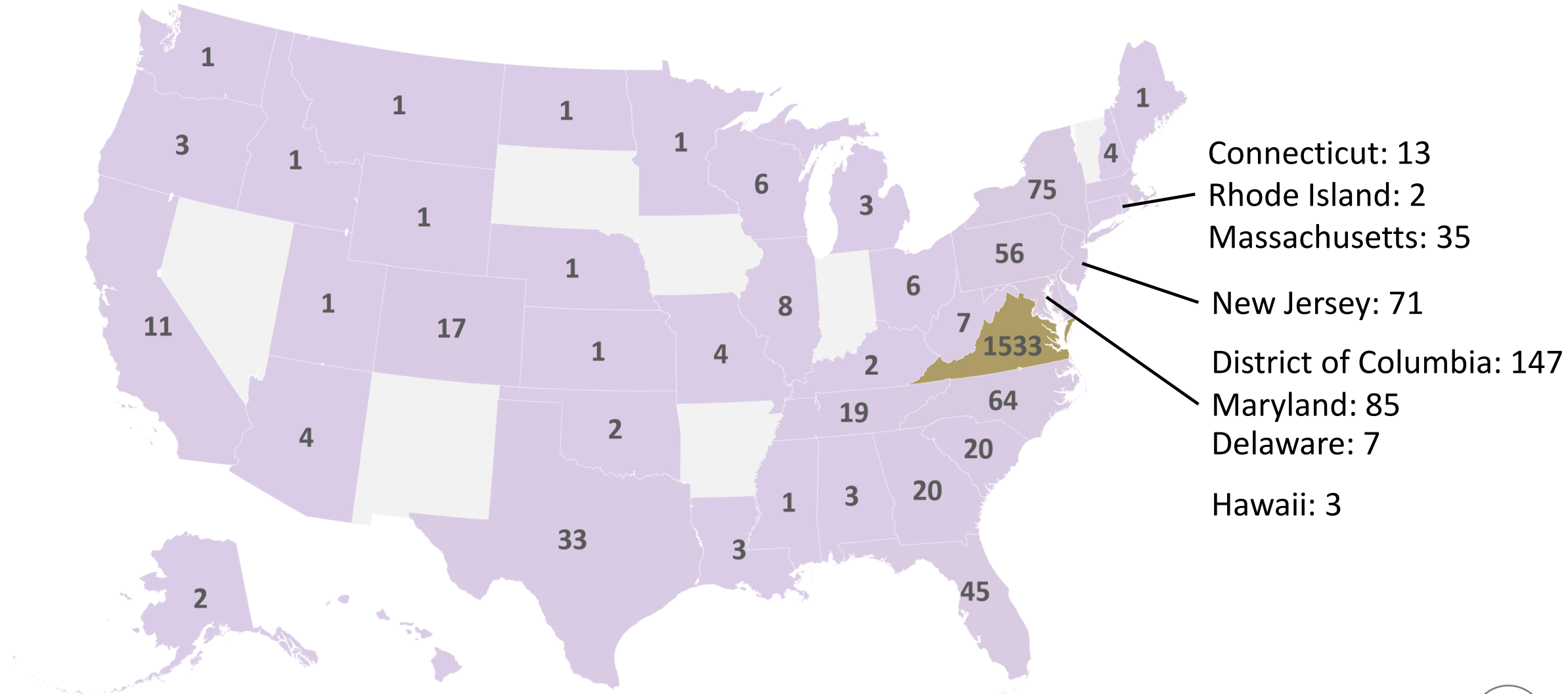# Location of Working Graduates Top 15 U.S. States or District

Graduates are working in 43 U.S. states, Washington, D.C. and 11 countries

Top 15 U.S. States[1]	# of Graduates Working	% of Graduates Working
Virginia	1533	66.0%
District of Columbia	147	6.3%
Maryland	85	3.7%
New York	75	3.2%
New Jersey	71	3.1%
North Carolina	64	2.8%
Pennsylvania	56	2.4%
Florida	45	1.9%
Massachusetts	35	1.5%
Texas	33	1.4%
Georgia	20	0.9%
South Carolina	20	0.9%
Tennessee	19	0.8%
Colorado	17	0.7%
Connecticut	13	0.6%

[1]The above locations represent 96.1% of the location data we have for working graduates. 141 graduates reported working Remote; and 176 graduates reported working Hybrid.

Bachelor's-Degree Recipients
Location of Working Graduates in the U.S.

Connecticut: 13
Rhode Island: 2
Massachusetts: 35

New Jersey: 71

District of Columbia: 147
Maryland: 85
Delaware: 7

Hawaii: 3

N = 2,324 (Number of graduates who indicated an employment location in the U.S.)

Location of Working Graduates by U.S. Region

U.S. Region[1]	# of Working Graduates	% of Known Working Graduate's Regional Location
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	1928	83.0%
Northeast: Middle Atlantic (NJ, NY, PA)	202	8.7%
Northeast: New England (CT, ME, MA, NH, RI, VT)	55	2.4%
South: West Central (AR, LA, OK, TX)	38	1.6%
West: Mountian (AZ, CO, ID, NM, MT, UT, NV, WY)	25	1.1%
South: East Central (AL, KY, MS, TN)	25	1.1%
Midwest: East North Central (IN, IL, MI, OH, WI)	23	1.0%
West: Pacific (AK, CA, HI, OR, WA)	20	0.8%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	8	0.3%

N= 2,324 (Number of bachelor's-degree graduates who indicated a working location)

[1]www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf

Location of Working Graduates in Virginia

Regions of Virginia[1]	# of Graduates Per Area	% of Graduates Per Area
Northern Virginia	652	43.4%
Central Virginia	386	25.7%
Shenandoah Valley	305	20.3%
Hampton Roads	97	6.5%
Virginia Mountains	24	1.6%
Chesapeake Bay	22	1.4%
Southern Virginia	8	0.5%
Southwest Virginia	7	0.5%
Eastern Shore	1	0.1%

38.0% of 2023 bachelor's-degree recipients are working in Northern Virginia, Washington, D.C. or Maryland.

N=1,502 (Graduates who indicated the city or county in Virginia where they are employed post-graduation)

[1]https://www.virginia.org/places-to-visit/regions

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Bachelor's-Degree Recipients
Top Continuing Education Fields

Top Continuing Education Fields of Study[1]	# of Students	% of Graduates Studying
Health Professions and Related Programs	249	36.4%
Education	138	20.1%
Business, Management, Marketing, and Related Support Services	62	9.1%
Psychology	31	4.5%
Public Administration and Social Service Professions	28	4.1%
Parks, Recreation, Leisure, Fitness, and Kinesiology	23	3.4%
Legal Professions and Studies	19	2.8%
Biological and Biomedical Sciences	18	2.6%
Visual and Performing Arts	15	2.2%
Social Sciences	14	2.0%
Engineering	13	1.9%
Computer and Information Sciences and Support Services	13	1.9%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	12	1.7%
All Other Fields of Study	50	7.3%

N=685 (Number of students who indicated a major or field of study for their continuing education)

[1] Fields of study reported by students have been coded utilizing the State Council of Higher Education in Virginia (SCHEV) IP Coding System in order to identify and categorize similar and related majors. https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=56

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Top Institutions for Continuing Education

JMU graduates are pursuing continuing education at 191 unique institutions

Graduate School	# JMU Graduates Attending
Virginia Commonwealth University	39
Virginia Polytechnic Institute and State University	25
George Mason University	20
University of Virginia	16
Shenandoah University	13
Liberty University	12
Radford University	12
Marymount University	11
The George Washington University	11
Old Dominion University	10
Eastern Mennonite University	9
Mary Baldwin University	9
Rutgers, The State University of New Jersey	8
University of Pittsburgh	8
University of Delaware	7
Georgetown University	6

James Madison University
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32.4% of Continuing Education students are returning to JMU for their studies

N=697 (Bachelor's-degree graduates who reported Continuing Education on the Outcomes survey)

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Location of Graduate's Continuing Education Top 10 U.S. States and Territories

Top 10 States for Graduates Continuing Education[1]	# of Graduates	% of Graduates
Virginia	445	63.8%
Pennsylvania	33	4.7%
North Carolina	22	3.2%
New York	20	2.9%
New Jersey	20	2.9%
District of Columbia	19	2.7%
Florida	16	2.3%
Tennessee	14	2.0%
Maryland	14	2.0%
Massachusetts	10	1.4%

Graduates are studying in 35 U.S. states, Washington, D.C. & 3 Countries

N= 697 graduate schools with location information

[1] These top 10 states represent 87.9% of the known location of Continuing Education graduates.

Work Based Learning Experience By College

69.9% of Bachelor's-Degree Recipients had at least 1 WBLE

College of Graduate's Primary Major	# in College with WBLE Completion Knowledge[1]	WBLE Completion Knowledge Rate	% With 1+ WBLE	% With 2+ WBLE
Arts and Letters	498	57.0%	70.7%	34.1%
Health and Behavioral Studies	665	49.7%	62.1%	30.8%
Integrated Science and Engineering	282	68.4%	66.3%	29.8%
Business	580	58.9%	82.6%	38.3%
Education	124	46.1%	71.0%	64.5%
Science and Math	141	50.9%	53.9%	24.8%
Visual and Performing Arts	113	46.7%	73.5%	43.4%
University Studies	16	42.1%	81.3%	62.5%
JMU Bachelor's Overall	**2419**	**54.6%**	**69.9%**	**35.3%**

N=2,419 (Number of bachelor's-degree recipients for whom we have internship completion knowledge)

[1]Graduates responded to the question "How many internships did you complete during your time at JMU? (This can also include student teaching, fellowships, practicum, fieldwork, externships, clinicals.)" Additional information from LinkedIn Profiles with the job titles like "Internship" are included in this category.

Bachelor's-Degree Recipients

Work Based Learning Experience Completion by Student Demographic Data

Student Reported Group[1]	# in Group with WBLE Completion Knowledge	Knowledge Rate About WBLE Completion	With 1+ WBLE	With 2+ WBLE
White	2077	55.3%	70.2%	35.3%
Asian	196	54.7%	74.5%	34.7%
Black	150	51.7%	60.7%	30.0%
Hispanic	158	49.5%	70.9%	36.7%
American Indian/Alaska Native	36	54.5%	58.3%	19.4%
Pacific Islander	10	47.6%	70.0%	30.0%
First Generation	394	52.0%	65.0%	33.8%

We recognize that students hold a diversity of racial identities, not all of which are quantified in this survey. The above data, therefore, may not fully reflect the racial identities of students on JMU's campus. Students' racial and gender data is provided by the Office of the Registrar.

[1]Students may identify in more than one of the racial identity groups above.

Class of 2023 Salary Data by WBLE Completion

Cohort	# of Students	% of Known Salary Data	Average Salary	Median Salary	Upper 25% Average Salary	Lower 25% Average Salary
Working graduates completing at least 1 WBLE	1281	63.5%	$60,936	$60,000	$72,000	$49,000
Working graduates completing 0 WBLE	490	63.5%	$56,450	$52,000	$70,000	$41,600

Salary data reflects only undergraduate students who reported a full-time or military outcome.

Class of 2023
Graduate and Advanced-Degree Recipients

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Graduate and Advanced-Degree Recipients
Career Outcomes Overview

96.4 % of Advanced-Degree Recipients have a Career Outcome

Primary Activity

WORKING
Full Time Employed (30 hours+ per week)
Part Time Employed (Less than 30 hours per week)
Participating in a Volunteer Organization
(AmeriCorps, Teach for America, etc.)
Military (Serving in US Military)
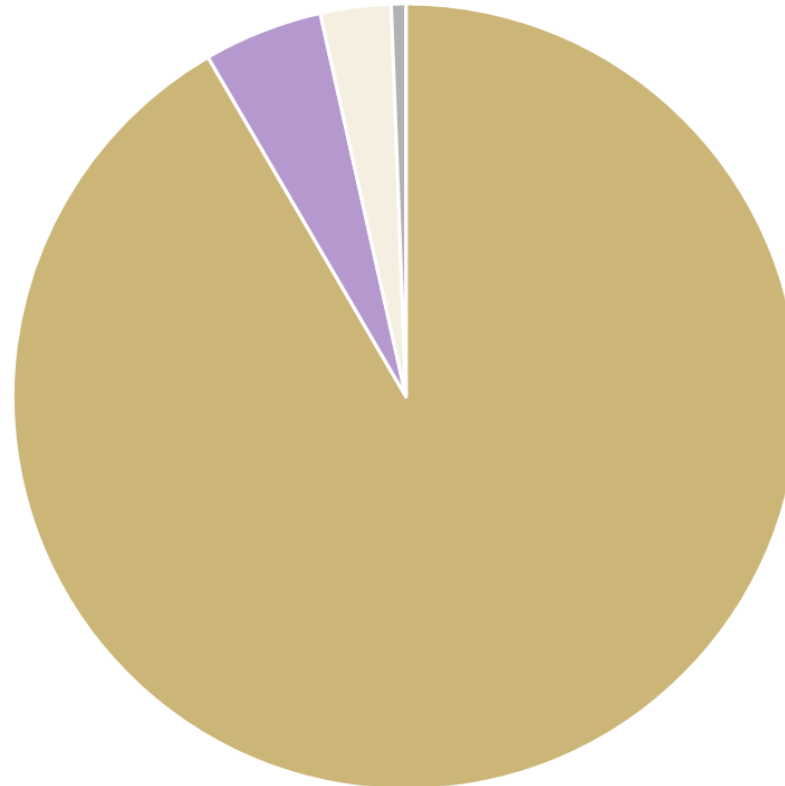
CONTINUING EDUCATION
Enrolled in a doctoral program, graduate school, certificate program etc.

STILL SEEKING
Still seeking employment or education

NOT SEEKING
Not seeking education or employment due to life events, health concerns, family, travel, etc.

JMU University Career Center

The UCC collected information on 476 of 751 advanced degree graduates, for a knowledge rate of 63.4%

Breakdown by Primary Activity

WORKING
91.6%
Full Time Employed: **88.5%**
Part Time Employed: **2.7%**
Volunteer Organization: **0.2%**
Military: **0.2%**

CONTINUING EDUCATION
4.8%

STILL SEEKING
3.0%

NOT SEEKING
0.6%

Graduate and Advanced-Degree Recipients
Career Outcomes By College

Relative to other Colleges (based on primary major)	Total in Major	Knowledge Rate	Working	Continuing Education	Still Seeking	Not Seeking
Arts and Letters	62	79.0%	83.6%	8.2%	8.2%	0.0%
Health & Behavioral Studies	231	64.1%	92.5%	6.1%	0.7%	0.7%
Integrated Science & Engineering	5	80.0%	100.0%	0.0%	0.0%	0.0%
Business	154	74.0%	93.8%	4.4%	0.9%	0.9%
Education	261	52.1%	94.2%	0.7%	4.4%	0.7%
Science & Math	21	85.7%	88.9%	11.1%	0.0%	0.0%
Visual & Performing Arts	17	41.2%	42.8%	28.6%	28.6%	0.0%
JMU Graduate Overall	**751**	**63.4%**	**91.6%**	**4.8%**	**3.0%**	**0.6%**

N= 751 (Number of advanced-degree recipients with an academic college associated with their major field of study)

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Graduate and Advanced-Degree Recipients
Top Employers

275 Unique Organizations

8+ Advanced Degree Hires
Fairfax County Public Schools
James Madison University
KPMG LLP
Loudoun County Public Schools
VCU Health System

6-7 Advanced Degree Hires
Augusta County Public Schools
Chesterfield County Public Schools
Ernst & Young
Henrico County Public Schools
Rockingham County Public Schools
Sentara Healthcare
Virginia Beach City Public Schools

3-5 Advanced Degree Hires
Arlington County Public Schools
Carilion Clinic
City of Harrisonburg
Deloitte
Frederick County Public Schools
Hantzmon Wiebel LLP
Page County Public Schools
Prince William County Public Schools
Roanoke City Public Schools
RSM US LLP
Shenandoah County Public Schools
University of Delaware
University of Virginia
University of Virginia Heatlh

N= 434 (Number of advanced-degree working graduates who indicated their employer's name)

Graduate and Advanced-Degree Recipients
Class of 2023 Salary Distribution

Average Salary	Median Salary	Upper 75% Average	Lower 25 % Average
$73,652	$61,000	$76,500	$53,268

N= 231 (Number of full-time employed advanced-degree recipients who indicated their salary 6 months out from graduation)

Average Bonus	Median Bonus
$7,545	$4,200

N= 43 (Number of full-time employed advanced-degree recipients who indicated a monetary bonus 6 months out from graduation)

Percent of graduates employed full-time who provided salary data
54.7%

University Career Center

Graduate and Advanced-Degree Recipients

Class of 2023
Salary Data By College

College of Graduate's Primary Major	# of Salaries Collected	% Known Salary Data	Average Salary	Median Salary	# Receiving Bonuses	Average Bonus Amount
Arts and Letters	19	52.8%	$59,880	$56,000	1	$25,000
Health & Behavioral Studies	74	55.6%	$73,635	$66,550	17	$6,321
Integrated Science & Engineering	2	50.0%	$96,000	$96,000	0	$0
Business	52	49.5%	$101,349	$75,000	15	$10,900
Education	74	59.2%	$59,700	$57,000	9	$2,944
Science & Math	8	50.0%	$55,625	$58,000	1	$2,000
Visual & Performing Arts	2	66.7%	$51,000	$51,000	0	$0
JMU Graduate Degree Salary Data	231	54.7%	**$73,652**	**$61,000**	43	$7,545

N=231 (Number of employed advanced-degree recipients who provided salary data)

Location of Working Graduates Top U.S. States and Territories

Top 10 Location of Working Graduates U.S. States and Territories	# of Graduates	% of Advanced Degree Graduates in each State
Virginia	303	73.0%
North Carolina	15	3.6%
District of Columbia	13	3.1%
Pennsylvania	11	2.7%
Maryland	9	2.2%
New York	9	2.2%
Florida	6	1.4%
New Jersey	6	1.4%
California	5	1.2%
Delaware	5	1.2%

Advanced-Degree Recipients are located in 27 U.S. States, Washington D.C. & 5 countries

The top 10 locations represent 92.0% of the U.S. locations where advanced-degree graduates are employed.

Location of Employed Graduates U.S. Regions

U.S. Region[1]	# of Graduates	% of Graduates
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	355	85.6%
Northeast: Middle Atlantic (NJ, NY, PA)	26	6.3%
West: Pacific (AK, CA, HI, OR, WA)	8	1.9%
Midwest: East North Central (IN, IL, MI, OH, WI)	6	1.4%
Northeast: New England (CT, ME, MA, NH, RI, VT)	6	1.4%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	4	1.0%
South: East Central (AL, KY, MS, TN)	4	1.0%
South: West Central (AR, LA, OK, TX)	3	0.7%
West: Mountain (AZ, CO, ID, NM, MT, UT, NV, WY)	3	0.7%

N= 415 (Number of advanced-degree graduates who indicated employment region within the U.S.)

[1]https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us regdiv.pdf

Location of Working Graduates in Virginia

Regions of Virginia[1]	# of Graduates	% of Graduates
Shenandoah Valley	97	32.2%
Northern Virginia	89	29.6%
Central Virginia	76	25.2%
Hampton Roads	24	8.0%
Virginia Mountains	9	3.0%
Southwest Virginia: Blue Ridge Highlands	5	1.7%
Southern Virginia	1	0.3%
Eastern Shore	0	0.0%
Chesapeake Bay	0	0.0%

N= 301 (Number of advanced-degree graduates who indicated an employment region within VA)

[1]https://www.virginia.org/places-to-visit/regions

Class of 2023
Outcomes by Demographics

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Bachelor's and Advanced-Degree Recipients

Class of 2023 Career Outcomes by Student Disclosed Racial Identity

Student Reported Racial Identity[1]	# Reported in Identity Group	Knowledge Rate	Working Full-Time	Working Part-Time	Continuing Education	Military	Still Seeking/ Other
White (84.6% of 2023 Class)	4387	75.3%	70.4%	5.5%	18.4%	1.3%	4.4%
Asian (7.8% of 2023 Class)	404	70.5%	70.9%	4.9%	18.9%	0.4%	4.9%
Black (6.6% of 2023 Class)	343	72.6%	66.7%	4.4%	20.9%	1.6%	6.4%
Hispanic (7.0% of 2023 Class)	362	66.0%	69.0%	6.7%	18.8%	1.3%	4.2%
American Indian/Alaska Native (1.4% of 2023 Class)	70	70.0%	81.6%	0.0%	12.3%	6.1%	0.0%
Pacific Islander (0.5% of 2023 Class)	25	76.0%	78.9%	0.0%	15.8%	0.0%	5.3%

[1]We recognize that students hold a diversity of racial identities, not all of which are quantified in this survey. The above data, therefore, may not fully reflect the racial identities of students on JMU's campus. Student racial and gender data is provided by the Office of the Registrar. Students may identify in more than one of the racial identity groups above.

Class of 2023 Salary Data by Student Reported Racial Identity

Student Reported Racial Identity[1]	# Students Who Reported Working Full-Time	% of Known Salary Data	Average Salary	Median Salary	Upper 25% Average Salary	Lower 25% Average Salary
White (84.6% of 2023 Class)	2360	50.9%	$61,392	$57,000	$71,000	$47,843
Asian (7.8% of 2023 Class)	201	50.2%	$66,961	$61,000	$80,000	$50,000
Black (6.6% of 2023 Class)	170	41.2%	$64,192	$60,000	$72,600	$48,000
Hispanic (7.0% of 2023 Class)	168	50.6%	$61,170	$59,000	$74,000	$47,840
American Indian/Alaska Native (1.4% of 2023 Class)	43	58.1%	$57,154	$51,000	$75,000	$45,000
Pacific Islander (0.5% of 2023 Class)	14	42.9%	$88,973	$56,500	$63,750	$52,250

We recognize that students hold a diversity of racial identities, not all of which are quantified in this survey. The above data, therefore, may not fully reflect the racial identities of students on JMU's campus. Students' racial and gender data is provided by the Office of the Registrar.

[1]Students may identify in more than one of the racial identity groups above.

Bachelor's and Advanced-Degree Recipients

Class of 2023 Career Outcomes by Student Reported Gender

Student Reported Gender Identity	# Reported in Identity Group	Knowledge Rate	Working Full-Time	Working Part-Time	Continuing Education	Military	Still Seeking/ Other
Female (61.1% of 2023 Class)	3170	73.1%	67.7%	5.7%	21.7%	0.7%	4.2%
Male (38.7% of 2023 Class)	2009	76.2%	73.7%	4.8%	14.0%	2.2%	5.3%

Student Reported Gender Identity[1]	# Students Who Reported Working Full-Time	% of Known Salary Data	Average Salary	Median Salary	Upper 25% Average Salary	Lower 25% Average Salary
Female (61.1% of Class of 2023)	1576	50.6%	$59,069	$55,000	$68,000	$45,000
Male (38.7% of Class of 2023)	1159	49.4%	$66,078	$65,000	$76,000	$50,000

[1]Students may hold gender identities not quantified in this survey. Students' gender data is provided by the Office of the Registrar.

Class of 2023 Career Outcomes
First-Generation Students

Student Reported First Gen Identity	# Reported in Identity Group	Knowledge Rate	Working Full-Time	Working Part-Time	Continuing Education	Military	Still Seeking/ Other
First-Generation Students (15.9% of 2023 Class)	822	70.4%	67.2%	6.4%	21.2%	0.9%	4.3%
Non First-Generation Students (71.9% of 2023 Class)	3729	76.2%	68.7%	5.5%	19.6%	1.4%	4.8%

First Generation Status	# Students Who Reported Working Full-Time	% of Known Salary Data	Average Salary	Median Salary	Upper 25% Average Salary	Lower 25% Average Salary
First-Generation Students (15.9% of 2023 Class)	394	52.0%	$55,998	$53,000	$65,000	$43,680
Non First-Generation Students (71.9% of 2023 Class)	1982	50.6%	$60,141	$58,000	$70,500	$48,000

The above statistics include data where we have knowledge of first-generation status.

JMU Graduates Teaching in Virginia

Top Employers of JMU Graduates Teaching in Virginia

12+ Hired
Fairfax County Public Schools
Harrisonburg City Public Schools
Loudoun County Public Schools
Rockingham County Public Schools

8-11 Hired
Augusta County Public Schools
Chesterfield County Public Schools
Henrico County Public Schools
Prince William County Public Schools
Virginia Beach City Public Schools

226 JMU graduates indicated they are in a teaching profession and are employed in Virginia.

76.9% of JMU graduates who indicated they are employed in a teaching profession are teaching in Virginia.

JMU Nursing Majors Across Virginia

Top Employers of Nursing Graduates in Virginia

11+ Hired
HCA
INOVA
Sentara Healthcare
University of Virginia
VCU Health System

3-10 Hired
Bon Secours
Carilion Clinic
Centra Health
Children's Hospital of the King's Daughters
Valley Health
Virginia Hospital Center

77.3% of JMU Nursing majors indicated they are employed in Virginia post-graduation.

167 JMU Nursing majors indicated they are employed in nursing post-graduation in Virginia.

JMU Career Outcomes Data Online

If you would like to explore Career Outcomes Data beyond what is covered in this report, we recommend using the University Career Center website.

Visit the **JMU Career Outcomes Webpage** (www.jmu.edu/career/careeroutcomes) to:

- search career outcomes data by major or graduate program

- review past Career Outcomes Reports

- view longitudinal data on career pursuits

Visit the **Career Guide to JMU Majors website** (https://www.jmu.edu/career/tools/career-guide) to:

- see patterns of career outcomes for every major

- explore possible industries for employment based on major

Methodology and Quick Facts

Methodology

The University Career Center annually surveys each graduating class regarding their post-graduation destination. Data collection begins the semester before each class graduates. Additional follow-up is conducted for six months after graduation, for students who did not respond to the survey, reported they were still "seeking employment," or reported still "seeking admission to graduate school." The UCC uses a variety of data collection methods: direct survey responses from students (51.1%); phone calls made to students (16.4%); LinkedIn or other online searches (21.9%); National ClearingHouse Data (8.8%); and data retrieved from JMU faculty or staff (1.8%).

Class of 2023 Graduate Quick Facts

- The Class of 2023 includes those who graduated in August 2022, December 2022 and May 2023.

- There were 5,185 degree recipients for the Class of 2023:
    - 4,434 earning a Bachelor's degree
    - 751 earning an Advanced degree (Master's, PhD etc.)

- The total count of students per academic program may vary slightly, because some students held double majors. Any graduate with two majors will be counted just once, included in these statistics by their primary major.

- This report highlights the post-graduation pursuits of 3,854 degree recipients (74.3% of the total 5,185) for the Class of 2023. Thus, our "knowledge rate" of the "first destination outcomes" for the Class of 2023 cohort is 74.3%.

Reference: www.naceweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols

Definitions

- **Career Outcome:** Graduates are considered to have a career outcome if their primary activity is one of the following: employment (full or part-time), military, continuing education, or full-time service/volunteering.
- **Continuing Education:** Pursuing additional education with an institution of higher education
- **Employment:** Includes working full-time or part-time in an organization, fellowship, internship, volunteering, self-employed or freelance
- **First Destination Outcomes**: Activities of graduates occurring within 6 months of graduation
- **Knowledge Rate**: A term used to describe the percentage of graduates for which the University has reasonable and verifiable information--this includes graduates who responded to a UCC survey and those who the UCC was able to find using reputable sources. Sources include JMU faculty and graduate program representatives, employers, the National Clearinghouse dataset of continuing education, LinkedIn, etc.
- **Military:** Actively serving within a branch of the U.S. Military
- **Not Seeking:** Students who indicated they were not interested in seeking employment or education, because they were taking a gap year, traveling, etc.
- **Still Seeking:** Students who indicated they are actively searching for employment or a graduate school program
- **Working:** Graduates who are employed full-time, part-time, volunteering or active military

Source: www.naceweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols

Contact

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