



# FDS 2022: Graduate Students

FIRST DESTINATION SURVEY CAMPUS RESULTS



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## FDS SERVICES

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# ABOUT EMBARK

## OVERVIEW

Founded in 2017, The Career Leadership Collective quickly found a niche as the premier consultancy for higher education related to increased capacity on campus around career development and career outcomes data. Having done business with over 1,000 colleges and universities in their first three years, The Collective helps upper administrators and career leaders to thoughtfully weave career development into the campus fabric.

The EMBARK survey collects data from recent graduates. Each EMBARK partner school receives the following:

1. **Unit Data File:** Contains all campus raw survey data separated into responses, scraped data, and custom questions.
2. **Internet Data Scrape File:** Contains additional information about your graduates. This information was integrated into the Unit Data File and contributes to your knowledge rate. The data file is included in case your campus would like to explore further.
3. **Campus report (this document):** This report contains institutional data for all questions in the dataset.
4. **Internal Dashboard:** Created for you to identify trends, growth areas, and success stories. We do not recommend making the complete, private dashboard available to the public.
5. **External Dashboard:** Adapted from the Internal Dashboard, this can be shared publicly via a web link to share data you select to be made available to a wider audience.
6. **Slide deck:** Contains a visual presentation of campus highlights and key data points, designed as a starter slide deck for campus presentations.

# UNDERGRADUATE OUTCOMES SNAPSHOT

## DATA SOURCES

	Count	Percent
Number in cohort	1346	
Survey Response Rate	252	18.7%
On-line sources	553	41.1%
National Student Clearinghouse	103	7.7%
<b>Total Knowledge Rate</b>	<b>908</b>	<b>67.5%</b>

## OVERALL CAREER OUTCOME

Career Outcome Rate is the percentage of graduates with a first destination of working (full and part-time), continuing education, military and volunteer service divided by those still seeking employment or continuing education. No response and not seeking at this time are omitted from the calculation.



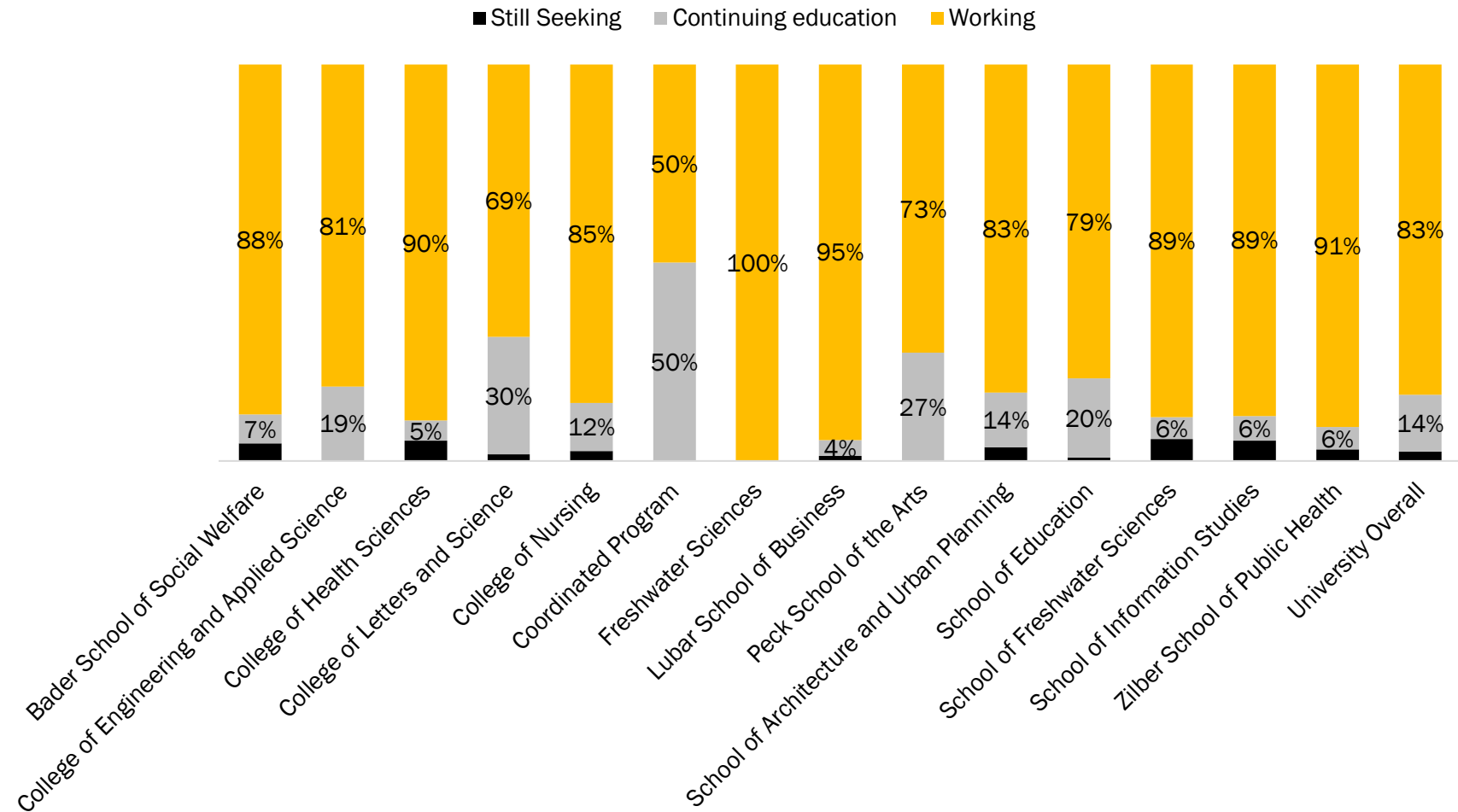
	Count	Percent
<b>Full-time employment</b>	723	79.7%
<b>Continuing education</b>	130	14.3%
<b>Part-time employment</b>	26	2.9%
<b>Fellowship</b>	6	0.7%
<b>Seeking employment</b>	20	2.2%
<b>Seeking continuing education</b>	2	0.2%
<b>Grand Total</b>	<b>907</b>	

## OVERALL CAREER OUTCOMES BY SCHOOL (COUNT)

	Full-time employment	Part-time employment	Continuing education	Fellowship	Seeking continuing education	Seeking employment	Total
Bader School of Social Welfare	59	1	5			3	68
College of Engineering and Applied Science	51	1	12				64
College of Health Sciences	85	2	5	1	1	4	98
College of Letters and Science	118	4	54	3		3	182
College of Nursing	34	1	5			1	41
Coordinated Program	1	1	2				4
Freshwater Sciences	1						1
Lubar School of Business	143		6			2	151
Peck School of the Arts	13	3	6				22
School of Architecture and Urban Planning	24		4			1	29
School of Education	87	3	23	1	1		115
School of Freshwater Sciences	14	1	1	1		1	18
School of Information Studies	62	8	5			4	79
Zilber School of Public Health	31	1	2			1	35
University Total	723	26	130	6	2	20	907

## OVERALL CAREER OUTCOMES BY SCHOOL (PERCENT)

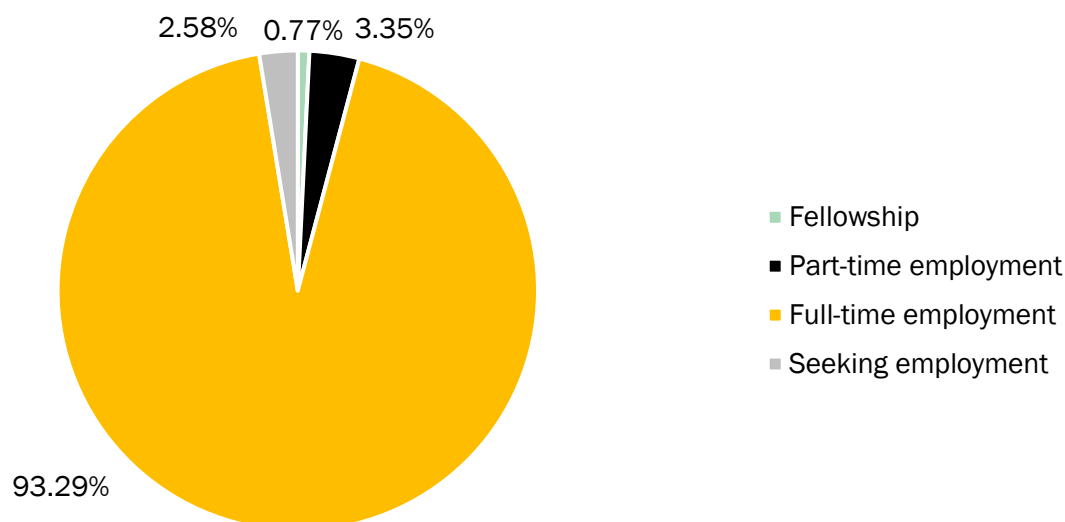
Working = Employed Full-time, Employer Part-time, Fellowship



# FIRST DESTINATION OUTCOMES

FDS Services asks graduates to report details about their primary post-graduation status, whether they are working, continuing education, still seeking, or another pathway.

## EMPLOYMENT DETAILS



### Category of Employment

	Count	Percent
Organization/Company	467	96.5%
Other	8	1.7%
Temporary/Contract Work Assignment	6	1.2%
Entrepreneur	2	0.4%
Freelancer	1	0.2%
	484	

### Were you already working in this position during school?

	Count	Percent
No	106	52.0%
Yes	98	48.0%
	204	

### Is this an internship?

	Count	Percent
No	198	97.1%
Yes	6	2.9%
	204	



### How did you find your current position?

	Count	Percent
Online job board - such as Handshake or Indeed	54	26.6%
Networking/Family/Friends	50	24.6%
Other - Write In	49	24.1%
Company job board	36	17.7%
Social Media portal - such as LinkedIn	14	6.9%
	203	

### Is your current position directly related to your major/field of study?

	Count	Percent
Yes	154	79.8%
Partially	31	16.1%
No	8	4.2%
	193	

### Is your current position at the same place as your internship/field placement/student teaching, etc.?

	Count	Percent
Yes	52	32.5%
No	108	67.5%
	160	

### When did you find your current position?

	Count	Percent
Before graduation	168	87.0%
0-3 months after graduation	21	10.9%
3-6 months after graduation	4	2.1%
	193	

### Did you have any employment offers impacted by the COVID-19 situation (such as a rescinded offer, delayed start date, or employment to begin as remote work)?

	Count	Percent
No	236	87.4%
Yes	34	12.6%
	270	

### What industry is your employer in?

	Count	Percent
<b>Educational Services</b>	61	30.0%
<b>Health Care &amp; Social Assistance</b>	54	26.6%
<b>Professional, Scientific, &amp; Technical Services</b>	23	11.3%
<b>Other Services</b>	23	11.3%
<b>Information</b>	13	6.4%
<b>Manufacturing</b>	8	3.9%
<b>Finance &amp; Insurance</b>	7	3.4%
<b>Construction</b>	4	2.0%
<b>Arts, Entertainment, &amp; Recreation</b>	3	1.5%
<b>Public Administration</b>	3	1.5%
<b>Wholesale Trade</b>	1	0.5%
<b>Administrative &amp; Support Services</b>	1	0.5%
<b>Real Estate Rental &amp; Leasing</b>	1	0.5%
<b>Transportation &amp; Warehousing</b>	1	0.5%
	203	

### What is your job function?

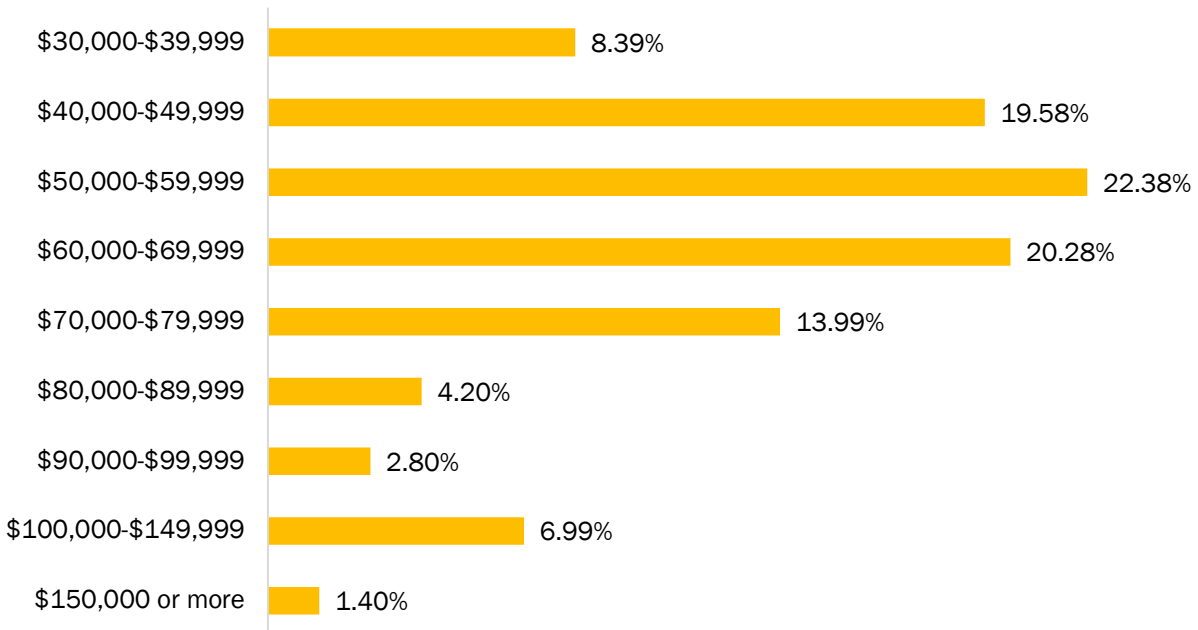
	Count	Percent
Education/Teaching/Training	38	18.8%
Healthcare Services	26	12.9%
Other	16	7.9%
Library Science	14	6.9%
Research	14	6.9%
Administration	12	5.9%
Information Technology	8	4.0%
Community & Social Services	8	4.0%
Architecture & Planning	7	3.5%
Data & Analytics	7	3.5%
Counseling	6	3.0%
Human Resources	5	2.5%
Logistics & Supply Chain	4	2.0%
Lab Work/Science	4	2.0%
Engineering- Civil/Mechanical	4	2.0%
Finance	4	2.0%
Environmental/Sustainability Management	3	1.5%
Project Management	3	1.5%
Operations/Production	3	1.5%
Accounting	2	1.0%
Business Development	2	1.0%
Consulting	2	1.0%
Engineering Web/Software	2	1.0%
Quality Assurance	1	0.5%
Design/Art	1	0.5%
Recreation/Fitness/Personal Training	1	0.5%
Writing/Editing	1	0.5%
Sales	1	0.5%
General Management	1	0.5%
Customer/Technical Support	1	0.5%
Construction/Contracting	1	0.5%
	202	

## Annual Salary Information

Data is excluded from the chart below if there are 10 or less responses in the salary field.

	Usable Salary Data	No response	Median Salary	Mean Salary
<b>All University (n=723)</b>	19.8%	80.2%	\$58,000	\$63,151
<b>Architecture &amp; Urban Planning (n=24)</b>	Not enough data			
<b>Education (n= 87)</b>	19.5%	80.5%	\$48,000	\$54,876
<b>Engineering (n=51)</b>	Not enough data			
<b>Health Sciences (n=85)</b>	20.0%	80.0%	\$62,400	\$67,247
<b>Social Welfare (n=59)</b>	25.4%	74.6%	\$49,000	\$49,822
<b>Information Studies (n= 62)</b>	24.2%	75.8%	\$44,387	\$48,627
<b>Letters and Science (n=118)</b>	18.6%	81.4%	\$58,000	\$61,850
<b>Business (n=143)</b>	12.6%	87.4%	\$80,000	\$82,883
<b>Nursing (n=34)</b>	Not enough data			
<b>Arts (n= 13)</b>	Not enough data			
<b>Freshwater Sciences (n= 15)</b>	Not enough data			
<b>Public Health (n=31)</b>	Not enough data			
<b>Coordinated Degree (n=1)</b>	Not enough data			

## Salary Distribution



## Top Employers

(For a full list of employers see Appendix A)

Employer	Count
University of Wisconsin - Milwaukee	40
Advocate Aurora Health	16
Medical College of Wisconsin	13
Froedtert Hospital	10
Children's Hospital of Wisconsin	9
Deloitte	9
Ascension	8
Milwaukee Public Schools	8
Northwestern Mutual	8
Milwaukee Tool	6
Rockwell Automation	6
U.S. Bank	6

## CONTINUING EDUCATION DETAILS

### Types of degrees

Degree type	Count	Percent
Doctorate	73	58.9%
Master's degree	46	37.1%
Postdoctoral Studies	2	1.6%
Certificate	1	0.8%
Bachelor's degree	1	0.8%
Post-Bach	1	0.8%
	124	

### Top programs

(For a full list of programs see Appendix B)

	Count
Anthropology	6
English	6
Psychology	6
Engineering	5
Mathematics	5
Philosophy	5
Post Bacc Certification	5
Educational Psychology	4
Medical Informatics	4
Urban Education and Leadership	4

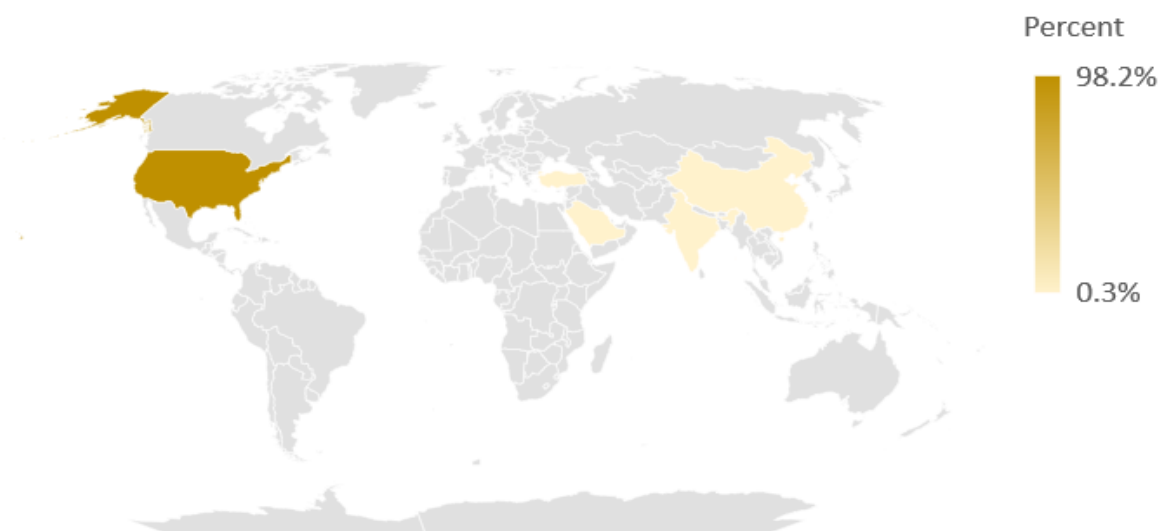
### Institutions Attending

Institution	Count
University of Wisconsin - Milwaukee	97
George Mason University	2
Milwaukee Area Tech College	2
Alverno College	1
Arizona State University	1
Bradley University	1
Cardinal Stritch University	1
Chamberlain University	1
Columbia University	1
Florida State University	1
Grand Canyon University	1
Kavli Institute for Theoretical Physics	1
Marquette University	1
McGill University	1
Northeast Wisconsin Technical College	1
Northern Illinois University	1
Northwestern University	1
Princeton University	1
Texas Christian University	1
University of Arizona	1
University of California - Los Angeles	1
University of California - Riverside	1
University of California - San Diego	1
University of Illinois Urbana-Champaign	1
University of Iowa	1
University of Massachusetts - Dartmouth	1
University of Massachusetts - Lowell	1
University of Minnesota Twin Cities	1
University of North Carolina at Chapel Hill	1
University of Oklahoma	1
University of Pittsburgh	1
University of Wisconsin - Whitewater	1

# LOCATIONS AFTER GRADUATION

## COUNTRY OF PRIMARY RESIDENCE

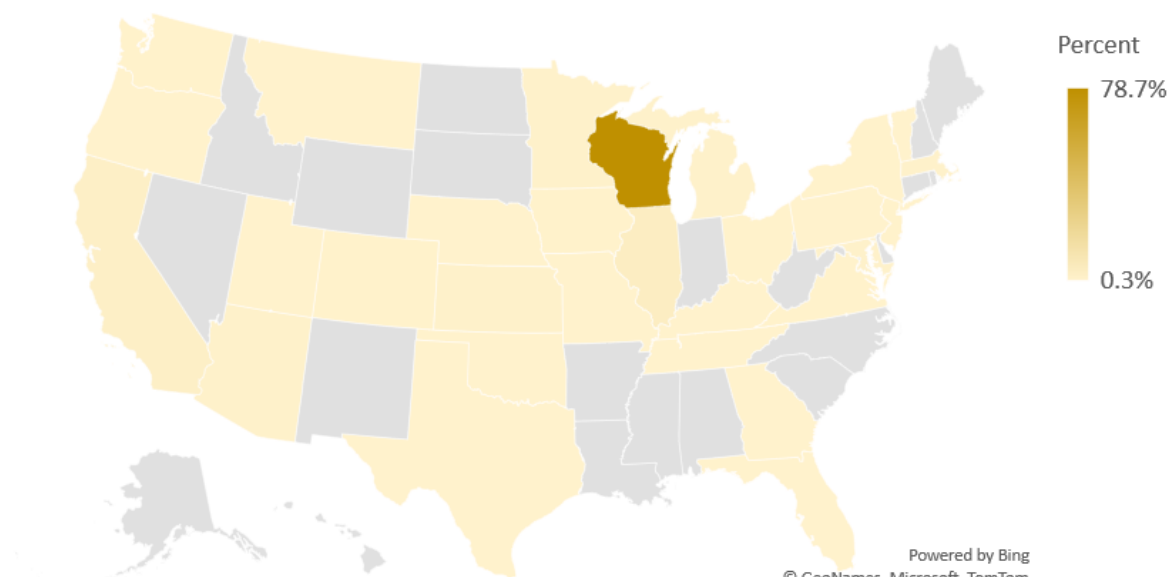
98% of graduate students remained in the U.S.



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## STATE OF PRIMARY RESIDENCE

Of those in the U.S., 29 states are represented. 78.7% remained in Wisconsin



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# NACM CAREER MOBILITY CORE

The NACM Career Mobility Question Core is a set of items added to the First Destination Survey to gain additional insight into graduates' career-related educational experiences. These questions map to the National Alumni Career Mobility Survey for 5- and 10-year alumni. Research themes from the NACM survey that are found in this section include:

1. High Impact Career Practices: NACM national research has found six practices that most significantly influence alum's career mobility.
2. Return on Investment: Measured through alum's impressions of value of degree, career preparation and satisfaction.
3. Career and Economic Mobility: Measured here through satisfaction with career, earning potential and student loan debt.

## HIGH IMPACT CAREER PRACTICES

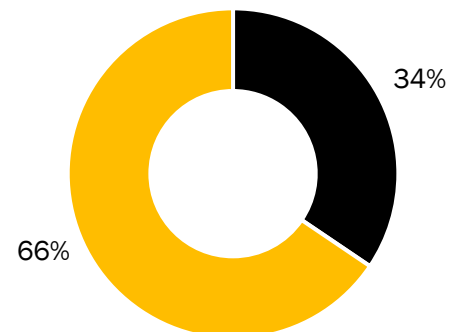
Did you receive career advice while earning your degree?

■ No ■ Yes



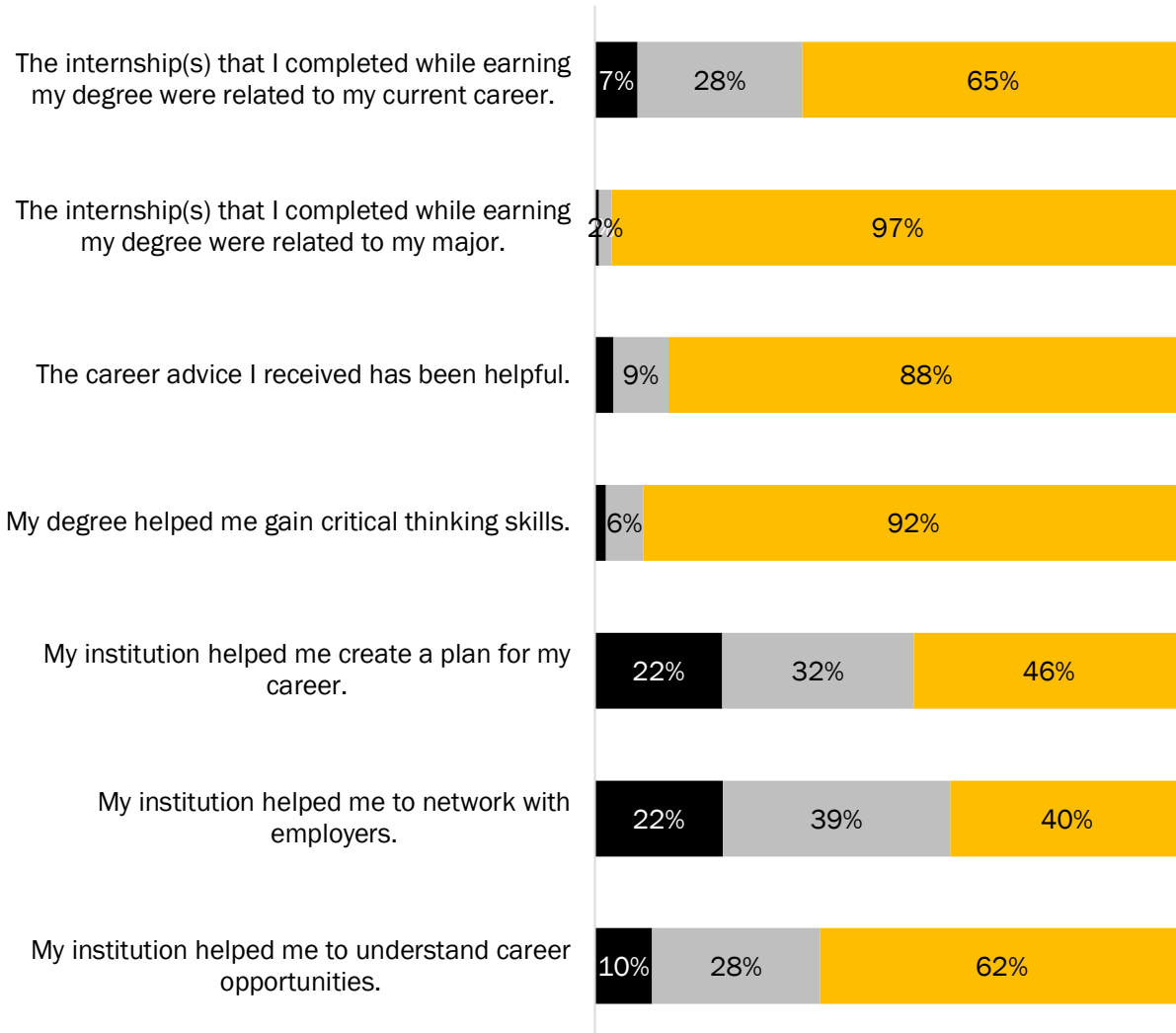
Did you complete one or more internships/practicums either for-credit or not-for-credit?

■ No ■ Yes

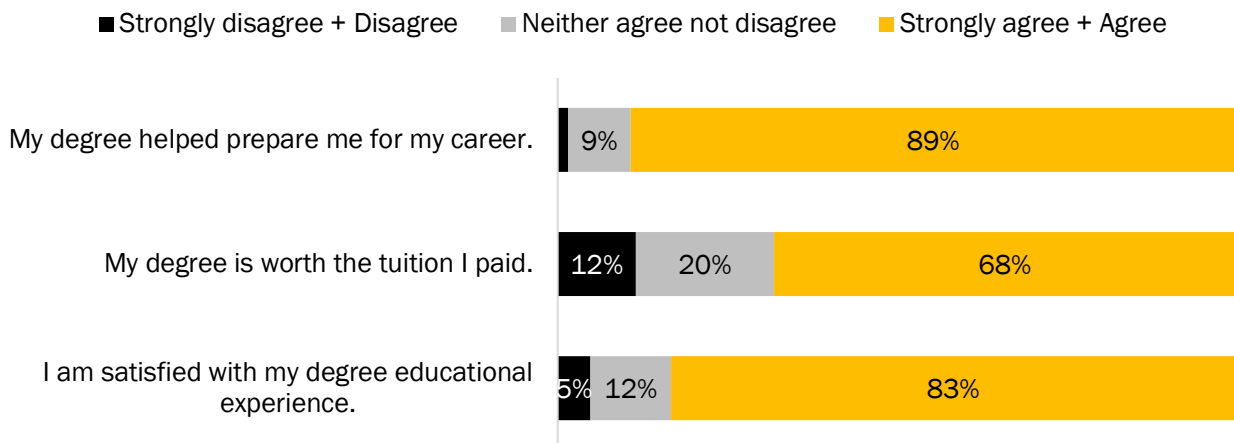




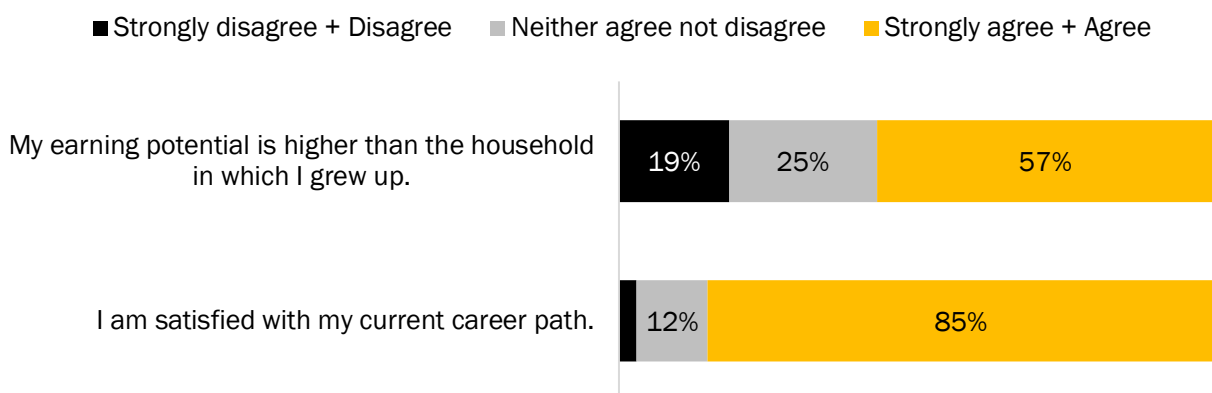
■ Strongly disagree + Disagree   ■ Neither agree nor disagree   ■ Strongly agree + Agree



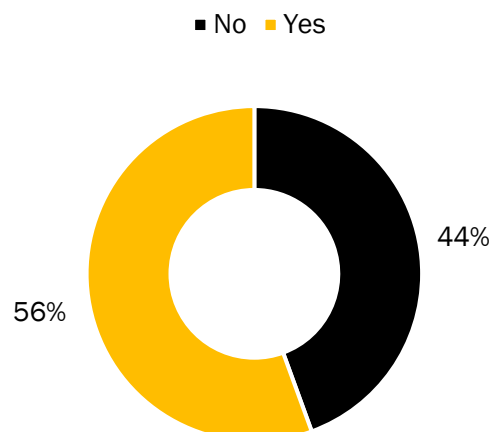
## RETURN ON INVESTMENT



## CAREER AND ECONOMIC MOBILITY



Did you incur debt while earning your degree ?



## INSTITUTION CUSTOM QUESTIONS

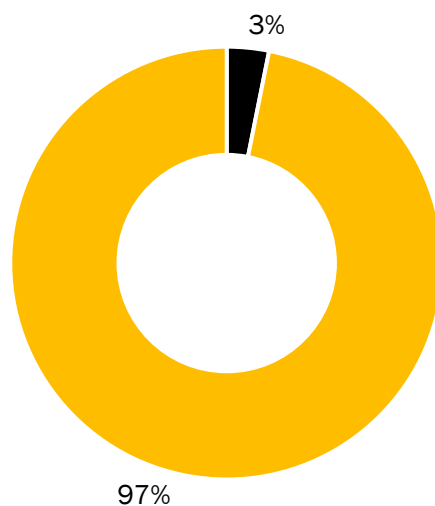
My experience at UWM prepared me for the next step in my career path.

■ Strongly disagree + Disagree    ■ Neither agree not disagree    ■ Strongly agree + Agree



Did your internship/field placement/student teaching, etc. support your learning and/or academic experience?

■ No    ■ Yes



# RECOMMENDATIONS

After assessing your FDS survey results, The Career Leadership Collective recommends the following for your campus:

## WHAT YOU CAN DO NEXT

1. **EDUCATE YOUR CAMPUS:** Create your slide deck and/or video overview of the results to share across campus.
2. **SHARE SUCCESSES EXTERNALLY:** Embed successes from the findings into your External Career Outcomes webpage. See example here:  
<https://www.careerleadershipcollective.com/outcomes-example>
3. **ADAPT YOUR PRACTICES:** You have incredible insights about how you can adapt your practices toward a high likelihood of career mobility for your graduates. We encourage you to gather a campus working group to discuss how you can embed high impact career practices across the campus.

## HOW WE CAN HELP YOUR CAMPUS USE YOUR RESULTS

1. **STAKEHOLDER PRESENTATION ON FDS DATA:** The Collective staff are available to provide a virtual presentation of your FDS results to key stakeholders. For example, presentation of FDS highlights to your President's cabinet, Board of Trustees, Deans, etc.
2. **FURTHER DATA ANALYSIS OR VISUALIZATION CONSULTING:** The Collective can provide consultation on strategic use of your data, including providing additional analytics to help you effectively tell a story with your data, and decide which data to display on external or public websites. For example, combining additional institutional data on interactions with your career center or engagement with high impact practices while a student, combining with FDS data, or digging deeper into demographics or peer comparisons.
3. **HIGH IMPACT CAREER MOBILITY PRACTICE CONSULTING:** The Collective can provide consulting services that use your NACM and First Destination Survey results to help university leaders weave career development into the fabric of campus experience. For example, leveraging FDS data to help transform the co-curricular experience of students, such as student employment or residence life programming. In addition, FDS data consulting can help analyze curricular areas of success and areas of improvement, by individual colleges, academic units, and areas of study.
4. **ALUMNI OUTCOMES:** The Collective team can assist your campus by surveying your Alumni via our NACM Services. Learn more at  
<https://www.careerleadershipcollective.com/nacm>

## APPENDIX A: LIST OF EMPLOYER

Employer	Count
University of Wisconsin - Milwaukee	40
Advocate Aurora Health	16
Medical College of Wisconsin	13
Froedtert Hospital	10
Children's Hospital of Wisconsin	9
Deloitte	9
Ascension	8
Milwaukee Public Schools	8
Northwestern Mutual	8
Milwaukee Tool	6
Rockwell Automation	6
U.S. Bank	6
CliftonLarsonAllen LLP	5
University of Wisconsin - Madison	5
Baird	4
Baker Tilly US	4
Concordia University - Wisconsin	4
EY	4
FIS	4
Marquette University	4
Self-employed	4
UW Health	4
City of Milwaukee	3
Hammel, Green and Abrahamson	3
KPMG	3
Milwaukee County	3
PwC	3
Rogers Behavioral Health	3
United States Geological Survey	3
Wisconsin Community Services	3
Amazon	2

Employer	Count
Associated Bank	2
Cetacean Marine	2
City of Milwaukee Health Department	2
Department of Veterans Affairs	2
Direct Supply	2
Elkhorn Area School District	2
Froedtert Hospital	2
Generac	2
Greenfield Health Department	2
Kenosha Unified School District	2
Kettle Moraine School District	2
Kohl's Department Stores	2
Madison Metropolitan School District	2
ManpowerGroup	2
Mayo Clinic	2
Milwaukee Metropolitan Sewerage District	2
Milwaukee School of Engineering	2
North Shore Health Department	2
North Shore Public Library	2
Oak Creek/Franklin Joint School District	2
Optum	2
Outreach Community Health Centers	2
Preserve Design Studio	2
Professional Services Group	2
ProHealth Care	2
Scribner, Cohen and Company, S.C.	2
SSM Health	2

State of Wisconsin	2
Sterling Pharma Solutions	2
Tata Consultancy Services	2
ThedaCare	2
University of Wisconsin - Whitewater	2
WEC Energy Group	2
Wellpoint Care Network	2
West Allis-West Milwaukee School District	2
Wipfli	2
Wisconsin Department of Health Services	2
Wisconsin Department of Natural Resources	2
Wisconsin Historical Society	2
WRTP/BIG STEP	2
YMCA	2
1045 LLC	1
1-800-Got-Junk?	1
Abbott	1
Abudawood Logistics	1
Accuray	1
Acelero Learning	1
ACL Technologies	1
Acura of Brookfield	1
Administrator Quran Institute Program	1
Advent Software	1
Advocates of Ozaukee	1
Akkhor	1
Alarus Healthcare	1
Aldevron	1
ALI Conferences	1
AMAX	1
American Concrete Institute	1
AMRI Counseling	1
Analytics Engineer	1
Anthem, Inc.	1
Anxiety/PTSD clinic	1
Applause	1
Apple	1
Aramark	1
ARC Community Services	1

Archdiocese of Milwaukee	1
Arizona Department of Environmental Quality	1
Arizona State University	1
Art Institute of Chicago	1
Artisan Partners	1
Ashley Elizabeth	1
ASML Holding	1
ASQE	1
Association of Equipment Manufacturers	1
Asurion	1
ATI Forged Products	1
Auburn University Libraries	1
Augusta University	1
Aurora BayCare	1
Aurora Sports Health Clinic	1
Aurora St. Luke's Medical Center	1
Avis Budget Group	1
Bartholomew County Public Library	1
Bay-Lake Regional Planning Commission	1
Bearded Wrench Coffee Service	1
Becker Boiler Co.	1
Beloit Janesville Symphony	1
Berkshire Community College	1
Bertha Bartlett Public Library	1
Big Brothers Big Sisters of Greater Milwaukee	1
Bilkent Laboratory & International School	1
Blackhawk Technical College	1
Bloom Companies, LLC	1
Bloomington Park District	1
Bon Secours Memorial College of Nursing	1
BorgWarner	1
Brady Corporation	1
Bray Architects	1
Brookfield Academy	1
Brooks Brothers	1

Brown Deer Public Library	1
Bryant & Stratton College	1
Burlington Area School District	1
Butler Middle School	1
Butler Public Library	1
Butte-Silver Bow Public Library	1
Callan, LLC	1
Candel Therapeutics	1
CapTel Phone	1
Cargill	1
Carroll University	1
Catholic University of America	1
Certco	1
Champions	1
Children's Hospital of Wisconsin	1
Children's Medical Center	1
Cincinnati Children's Hospital Medical Center	1
City of Dubuque, Iowa	1
City of Waukesha	1
City of Wauwatosa	1
City Year	1
Claire's Musique Notes	1
Cleveland Clinic	1
Coleman Engineering Company	1
College Possible	1
Collins Aerospace	1
Colorado University Denver	1
Columbia Hospital	1
Common Wealth of Northern Mariana Islands Department of Fish and Wildlife	1
Commonwealth of Pennsylvania Office of the Attorney General	1
Community Consolidated School District 21	1
Community Harbor	1
Complex Security Solutions	1

Comprehensive Treatment Centers	1
Concurrency, Inc.	1
Continental Properties Company, Inc.	1
Continuous Improvement Manager	1
Cook County Health	1
Corporate Central Credit Union	1
County Human Services Department	1
Creative Counseling of Milwaukee	1
CSD Structural Engineers	1
Cutter Consortium	1
Dane County	1
DaVita Kidney Care	1
Delta Air Lines	1
Dematic	1
Des Plaines Public Library	1
DSM	1
Dublin Metro Dental	1
Dunya's	1
Dysart Unified School District	1
Eagle Rock School and Professional Development Center	1
Eastern Illinois University	1
Eating Recovery Center	1
Eaton	1
Edgewood College	1
Edith Olsen Music Foundation	1
Edward Jones	1
Elevate Patient Financial Solutions	1
Emerson	1
Engberg Anderson	1
Englewood Public Library	1
Englewood Public Library	1
EnTech Solutions	1
EPI-USE	1
Epworth Children & Family Services	1

ERDMAN	1
Exact Sciences	1
Executive Director Inc.	1
Express Employment Professionals	1
Family and Childcare Resources of N.E.W	1
Federal Bureau of Prisons	1
Fehr Graham Engineering & Environmental	1
Feith Family YMCA	1
Fine Arts Institute of East High School	1
Fiserv	1
Food and Drug Administration (FDA)	1
Foxconn Industrial Internet USA	1
Fredsense Technology	1
Froedert & Medical College of WI	1
Front Range Community College	1
Function Therapeutics	1
Galena Public Library	1
Gateway Technical College	1
GE Healthcare	1
General Motors	1
Genpact	1
Georgia Southern University	1
GI Associates	1
Girl Next Door	1
Global Water Center	1
Goodwill Talentbridge	1
Gordon Brothers Group	1
Grace A Dow Memorial Library	1
GRAEF	1
Grand Rapids Community College	1
Gravie	1
Greendale High School	1
Greendale Public Library	1
Greendale Schools	1

Greenfield Parks & Recreation	1
Greenfield Rehabilitation Agency	1
Guardian Research Network	1
Guest House of Milwaukee	1
Gundersen Health System	1
Gurnee School District 56	1
Gwinnett County Public Library	1
Hales Corners Library	1
Halo Branded Solutions	1
Harambee Village Douglas	1
Hartford Estates Assisted Living	1
Hartland Public Library	1
Harvard Medical School	1
Hawaii State Department of Health	1
Henry's on Bellevue	1
History Associates Inc	1
Hmong American Peace Academy	1
Horizon	1
Hospice	1
Howard Center	1
Husch Blackwell	1
Hydrite Chemical Co.	1
IEWC Corp.	1
iLife Participant	1
Indianapolis Marion County Public Library	1
Innovative Fitness	1
Institute of Food Technologists (Ifit)	1
Interblock Gaming	1
International Freight Transport (Ifit)	1
International Monetary Fund	1
International Parkinson and Movement Disorder Society	1
Intuit	1
Jacobs	1
Jewell Associates Engineers Inc	1



Jewish Family Services	1
JNS Architecture + Interior Design	1
Johns Hopkins Medicine	1
Johnson Controls	1
Johnson Design Inc	1
Journey House Africa Rwanda	1
Junior Achievement-Wisconsin	1
Kahler Slater	1
Kane County	1
Kansas State School for the Blind	1
Kansas State University	1
Karic Vacuum	1
Kenosha Public Library	1
Kettle Moraine Counseling	1
Kforce Inc	1
King Saud University	1
Kinship Community Food Center	1
Kleen Test Products Corporation	1
Kohler Co.	1
Kohler High School	1
Komatsu Mining	1
Krueger Bearings Inc.	1
LabCorp	1
Lamar Johnson Collaborative	1
Legacy Hospice Cares	1
Leonardo DRS	1
Leprino Foods	1
Literacy Services of Wisconsin	1
Lola's New Beginnings	1
Lorenz Clinic	1
Loyola University Chicago	1
Lutheran Social Services	1
Madison Psychiatric Associates	1
Madison Public Library	1
Maple Dale-Indian Hill School District	1

Marian University of Fond Du Lac	1
Markel Corporation	1
Master Lock	1
MATC	1
MAYA Counseling	1
Meadow View Primary School	1
Medasource	1
Mequon Thiensville School District	1
Mercy Health System	1
Mercyhealth Wisconsin and Illinois	1
Michigan Technological University	1
Midwest Orthopedic Specialty Hospital	1
Milestones Programs for Children	1
MilliporeSigma	1
Milwaukee Academy of Science	1
Milwaukee Area Technical College	1
Milwaukee Brewing Company	1
Milwaukee Bucks	1
Milwaukee Institute of Art & Design	1
Milwaukee Montessori School	1
Milwaukee Police Department	1
Milwaukee Public Library	1
Milwaukee Public Museum	1
Milwaukee Spanish Immersion School - Upper Campus	1
Milwaukee VA Medical Center	1
Milwaukee Wave	1
Mistwood Golf Dome	1
Molson Coors Beverage Company	1
Mom's Spotless Cleaning/Investor	1

Mondovi Public Library	1
Mount Prospect Public Library	1
MSI Auto Sales and Repair	1
Mukgwonago Area School District	1
Nagel Architects and Engineers	1
National Bobblehead Hall of Fame and Museum	1
National Institute on Drug Abuse	1
National Institutes of Health	1
National Oceanic and Atmospheric Administration	1
Neptune Twp. School District	1
Next Door	1
Nike	1
Nimmer Heating	1
Northern Illinois University	1
Northshore University Health System	1
Northwestern University	1
Northwoods	1
NTVB Media	1
Occupational therapy	1
Oconomowoc Area School District	1
OhioHealth	1
OPN	1
ORBIS Corporation	1
Oregon School District	1
Oshkosh	1
Pabst Mansion	1
Pampered Chef	1
Peabody Preparatory	1
Pear Commerce	1
Penfield Children's Center	1
PepsiCo	1
Pewaukee Veterinary Service	1
Pioneer Products Inc.	1
Planned Parenthood of Wisconsin, Inc.	1
Points of Stillness LLC.	1

Potawatomi Hotel & Casino	1
Power System Tech Company	1
PPD	1
PPG	1
Prasco	1
Premier Security Solutions	1
Prevea Health	1
Program Specialist	1
Protiviti	1
PWMA Authentic Architecture	1
Quad	1
Quarels & Brady LLP	1
Queens Public Library	1
Quick2Bid	1
Quorum Architects, Inc.	1
Racine County	1
Raytheon Intelligence & Space	1
Regal Rexnord Corporation	1
Rehabilitation Hospital of Wisconsin	1
Reinhart Boerner Van Deuren S.C.	1
RepresentUs	1
Rice Lake Area School District	1
Ritz Holman CPAs	1
Rock Co.	1
Rogers Memorial Hospital	1
Ronald McDonald House Charities	1
Rowan University	1
RSM US LLP	1
Rutgers University	1
Saint-Gobain Research North American	1
Salem School District	1
Salina Regional Health Center	1
San Bernardino County Library	1
Santa Monica College	1
Sargent and Lundy, LLC	1
Saucon Valley Country Club	1
Saudi Electronic University	1

Sayville Library	1
Schlitz Audubon Nature Center	1
School District of Belville	1
School District of Waukesha	1
School District of West Allis West Milwaukee	1
ScribeAmerica	1
Scribendi Editing and Proofreading	1
Sebastian Family Psychology Practice	1
Seeds of Health	1
SensAble Kids	1
Sertoma Centre, Inc.	1
SEWRPC	1
Shapiro Negotiations Institute	1
Sharecare	1
Shorewood Community Fitness Center	1
Shorewood School District	1
Sikich	1
SJB Services	1
SNA International supporting the Defense POW/MIA Accounting Agency	1
Society for Immunotherapy of Cancer	1
Sojourner Family Peace Center	1
Sonderbar Pictures	1
South Milwaukee Middle School	1
Southeastern Watersheds Trust	1
Spokane Falls Community College	1
Sports Physical Therapists	1
Springs Window fashions	1
St. Elizabeth's Medical Center	1
Stantec	1
Stepping Stones Group	1
Stonehouse Counseling	1

Stow-Munroe Falls Public Library	1
Strattec Security Corporation	1
Sunset Grill	1
SVA Consulting	1
Sweet Little Box Co.	1
Synaptive Medical	1
TCL, LLC	1
Teachers on Call, a Kelly Services Company	1
Tessera Therapeutics	1
The Dieringer Research Group	1
The FOOD Pantry Serving Waukesha County	1
The Healthy Conscience Studio and The International School of Choueifat - Manama	1
The Prairie School	1
The Resource Group, Spend Management Solutions	1
The Understanding Group	1
The Walsh Group	1
Thermo Fisher Scientific	1
Thermtech, Inc.	1
Third Wave Psychotherapy	1
Total Spectrum, LLC	1
Totalmed, Inc.	1
TRC Companies	1
Trinity Equestrian Center LLC	1
Twin Cities Orthopedics	1
Uline	1
Union Grove High School	1
United Health Group	1
United States Army	1
United States Department of Veterans Affairs	1
United States Environmental Protection Agency	1
United States Football League	1
United States Small Business Administration	1
UnitedHealthcare	1

UnityPoint Health - Meriter	1
University of Baltimore	1
University of California - Davis	1
University of Chicago	1
University of Colorado Anschutz Medical Campus	1
University of Giessen	1
University of Hong Kong	1
University of Houston	1
University of Kansas	1
University of Kentucky	1
University of Minnesota	1
University of North Alabama	1
University of North Carolina Chapel Hill	1
University of Utah	1
University of Wisconsin - Green Bay	1
University of Wisconsin - Platteville	1
University of Wisconsin School of Medicine and Public Health	1
UP Rehab Services	1
UT Health San Antonio	1
Utah Valley University	1
VAMC	1
VDWF Limited	1
Veteran's Affairs	1
Viking Mastek Packaging Technologies	1
Village of Shorewood	1
Walgreens	1
Warehouse Art Museum	1
Washington County, Wisconsin	1
Waukesha County Public Health Department	1
Waukesha Memorial Hospital, Inc.	1
We Energies	1

Weather Modification International	1
Webster University	1
Wee Care	1
Wellpath	1
Wells Fargo Asset Management	1
West Bend School District	1
Western Technical College	1
Weyco Group, Inc.	1
Wheaton Franciscan Healthcare	1
White Lodging	1
Whitefish Bay School District	1
Whitnall School District	1
Willow Springs School Dist. 108	1
Willow Tree Behavioral Health	1
Wilmette Park District	1
Wingra School	1
Winnebago County	1
Winnebago Mental Health Institute	1
Wisconsin Conservatory of Music	1
Wisconsin Decarceration Platform	1
Wisconsin Lutheran College	1
Wisconsin Women's Health Foundation	1
Workforce Connections	1
Workshop Architects	1
Yaskawa America, Inc.	1
Zenar Corporation	1
Zhejiang Provincial Seaport Investment & Operation Group Co. Ltd., viz. Ningbo Zhoushan Port Group Co. Ltd.	1

## APPENDIX B: LIST OF PROGRAMS OF STUDY

Program	Count
Anthropology	6
English	6
Psychology	6
Engineering	5
Mathematics	5
Philosophy	5
Post Bacc Certification	5
Educational Psychology	4
Medical Informatics	4
Urban Education and Leadership	4
Economics	3
Geography	3
Music	3
Nursing	3
Nursing Practice	3
School Psychology	3
Social Work	3
Sociology	3
Business	2
Educational Leadership and Administration	2
Electrical Engineering	2
Geographic Information Science and Cartography	2
Information Science/Studies	2
Library and Information Science	2
Anesthesiology	1
Applied Mathematics	1
Astrophysics	1
Audiology/Audiologist and Speech-Language Pathology/Pathologist	1
Biomedical/Medical Engineering	1
Choral Conducting and Pedagogy	1

Program	Count
Civil and Infrastructure Engineering	1
Clinical Laboratory Science/Medical Technology/Technologist	1
Clinical Psychology	1
Cognitive and Developmental Sciences	1
Communication	1
Computer Science	1
Counseling	1
Criminal Justice	1
Education	1
Environmental Health	1
Epidemiology	1
Geology/Earth Science	1
History	1
Information Technology	1
Kinesiology And Exercise Science	1
Meteorology	1
Non-Profit/Public/Organizational Management	1
Operations Management and Supervision	1
Orchestral Conducting	1
Planetary Science	1
Political Science	1
Religious Studies	1
Social And Philosophical Foundations of Education	1
Special Education and Teaching	1
Speech Communication and Rhetoric	1
Urban Studies/Affairs	1
Vocational Rehabilitation Counseling/Counselor	1

