

James Madison University  
Class of 2024

**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.<sup>1</sup> For the Class of 2024, the UCC collected data on 74.8% of bachelor's-degree recipients and 65.9% of advanced-degree recipients. Survey methodology is on slide 40.

Of bachelor's-degree recipients in the Class of 2024, 95.0% achieved a career outcome. 72.8% of these graduates went to work, while 22.2% continued their education. For those without a career outcome, 4.6% were still seeking employment or education, and the remaining 0.4% were not engaged or not seeking. The most popular areas for work included Virginia, Washington, D.C., New York, Pennsylvania, and New Jersey. Of those graduates working in Virginia, 45.6% were working in Northern Virginia, 25.3% were in Central Virginia, and 16.4% 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 2024, 96.7% achieved a career outcome. Of these, 92.4% were working and 4.3% were pursuing additional education. Of the 3.3% without a career outcome, 3.1% were still seeking and the remaining 0.2% were not engaged or not seeking. Virginia, Washington, D.C., North Carolina, and Maryland were the most popular areas for advanced-degree recipients to work. Of those working in Virginia, 33.5% work in the Shenandoah Valley, 32.6% work in Northern Virginia and 23.2% work in Central Virginia.

<sup>1</sup> [www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-](http://www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-)



## Bachelor's and Advanced-Degree Recipients

# Class of 2024 Career Outcomes Overview

95.2% of Bachelor's and Advanced-Degree Recipients have a Career Outcome

Career Outcome	Bachelor's	Advanced Degree	All Graduates
Working	72.8%	92.4%	75.0%
Continuing Education	22.2%	4.3%	20.2%
<b>Total with a Career Outcome</b>	<b>95.0%</b>	<b>96.7%</b>	<b>95.2%</b>
Still Seeking (employment or education)	4.6%	3.1%	4.4%
Not Seeking (due to life event, travel, etc.)	0.4%	0.2%	0.4%
<b>Total without a Career Outcome</b>	<b>5.0%</b>	<b>3.3%</b>	<b>4.8%</b>

The data reflects knowledge of 3,482 bachelor's-degree recipients and 422 advanced-degree recipients, for a knowledge rate of 73.7%.

# **Class of 2024**

## **Bachelor's-Degree Recipients**

First Destination Career Outcomes

[jmu.edu/career](https://jmu.edu/career)



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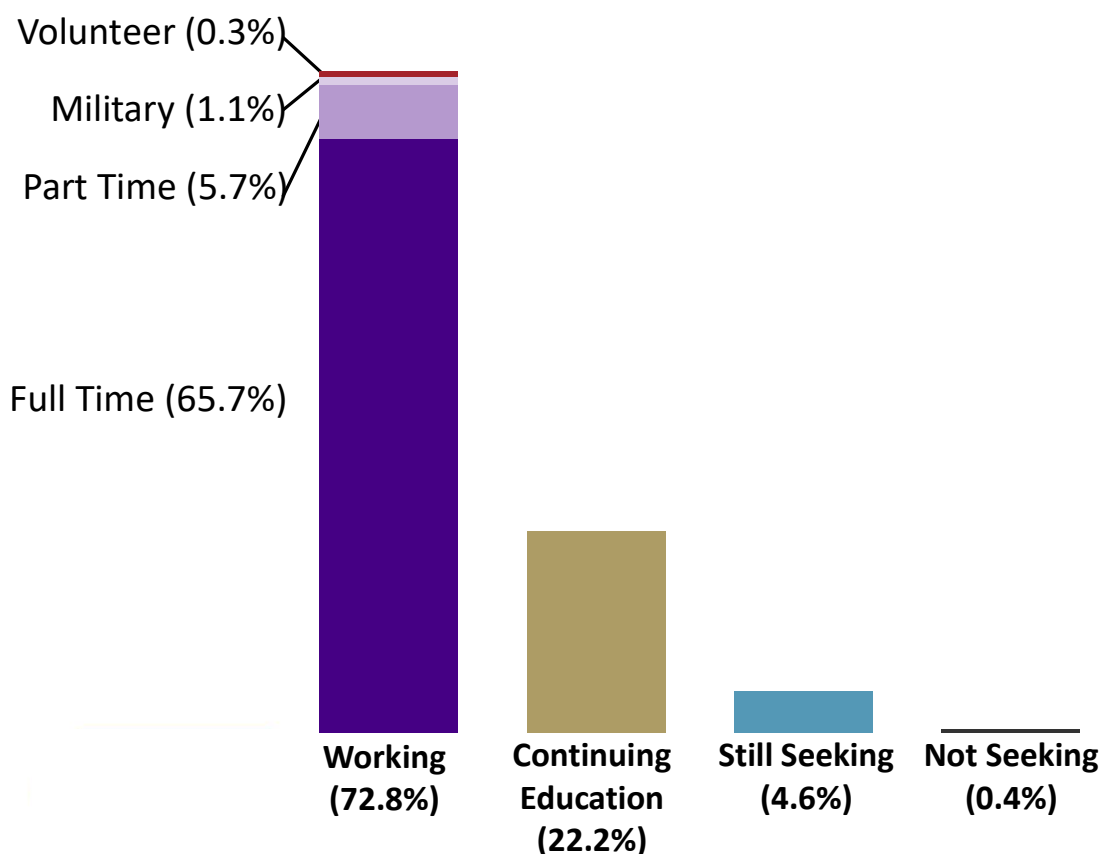


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## Bachelor's-Degree Recipients

# Career Outcomes Overview

95.0% of Bachelor's-Degree Recipients Have a Career Outcome



## Primary Activity

### WORKING

Volunteer (Peace Corps, AmeriCorps, etc.)  
Military (Serving in US Military)  
Part Time Employed (Less than 30 hours per week)  
Full Time Employed (30 hours+ per week)

### 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.

The UCC collected information on 3,482 of 4,657 bachelor's-degree recipients, for a 74.8% knowledge rate.

## Bachelor's-Degree Recipients

# 2024 Career Outcomes By College

College	Total in Major	Knowledge Rate	Working	Continuing Education	Still Seeking	Not Seeking
Arts and Letters	982	74.6%	78.2%	15.8%	5.7%	0.3%
Health & Behavioral Studies	1354	74.4%	58.7%	38.5%	2.7%	0.1%
Integrated Science & Engineering	393	72.5%	79.3%	11.2%	9.5%	0.0%
Business	1047	87.4%	84.3%	10.3%	4.9%	0.5%
Education	224	61.2%	74.5%	24.1%	0.0%	1.4%
Science & Math	272	62.9%	61.4%	34.5%	4.1%	0.0%
Visual & Performing Arts	254	63.4%	72.1%	24.2%	3.7%	0.0%
Professional & Continuing Education	110	54.5%	75.0%	16.7%	3.3%	5.0%
University Studies	21	61.9%	61.5%	7.7%	30.8%	0.0%
<b>JMU Undergraduate Overall</b>	<b>4657</b>	<b>74.8%</b>	<b>72.8%</b>	<b>22.2%</b>	<b>4.6%</b>	<b>0.4%</b>

N= 3,482 (Number of bachelor's-degree recipients for whom we have career outcomes knowledge)



# Bachelor's-Degree Recipients Top Employers 2024

1,658 Unique Employers



20+ Hires
Carahsoft Technology Corporation
Deloitte
Inova Health System
James Madison University
VCU Health System

13-19 Hires
Accenture Federal Services LLC
CoStar Group
Cvent, Inc.
Ernst & Young LLP
Fairfax County Public Schools
Sentara Health
UVA Health

7-12 Hires	
Amazon.com, Inc.	KPMG
Automatic Data Processing (ADP)	Loudoun County Public Schools
Bon Secours Mercy Health	Marriott International
Booz Allen Hamilton	MedStar Health
CACI International, Inc.	MemoryBlue
CGI Federal	Prince William County Public Schools
Compass Behavioral Solutions	Rockingham County Public Schools
Harrisonburg City Public Schools	Techtronic Industries Company Limited
HCA Healthcare	Tom James Company
Henrico County Public Schools	University of Virginia



**Bachelor's-Degree Recipients**

# **Class of 2024: Salary Distribution**

Average Salary	Median Salary	Upper 75% Average	Lower 25 % Average
\$59,273	\$56,000	\$70,000	\$46,206

N= 1,208 (Full-time employed and military bachelor's-degree recipients indicating a salary within 6 months of graduation)

Average Bonus	Median Bonus
\$6,791	\$5,000

N= 224 (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
51.9%

## Bachelor's-Degree Recipients

# Class of 2024 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	226	44.8%	\$54,696	\$52,000	18	\$ 5,325
Health & Behavioral Studies	271	49.9%	\$55,265	\$51,000	56	\$ 6,723
Integrated Science & Engineering	121	57.1%	\$74,256	\$75,000	31	\$11,435
Business	381	52.3%	\$63,597	\$65,000	101	\$ 6,280
Education	74	77.1%	\$54,021	\$54,333	10	\$ 1,900
Science & Math	58	61.1%	\$51,834	\$50,000	7	\$ 5,429
Visual & Performing Arts	52	54.2%	\$47,884	\$50,000	1	\$ 3,000
Professional & Continuing Education	23	51.1%	\$63,718	\$56,000	0	-
University Studies	2	25.0%	\$44,500	\$44,500	0	-
<b>JMU Undergraduate Overall</b>	<b>1208</b>	<b>51.9%</b>	<b>\$59,273</b>	<b>\$56,000</b>	<b>224</b>	<b>\$ 6,791</b>

N=1,208 (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 10 U.S. States or District



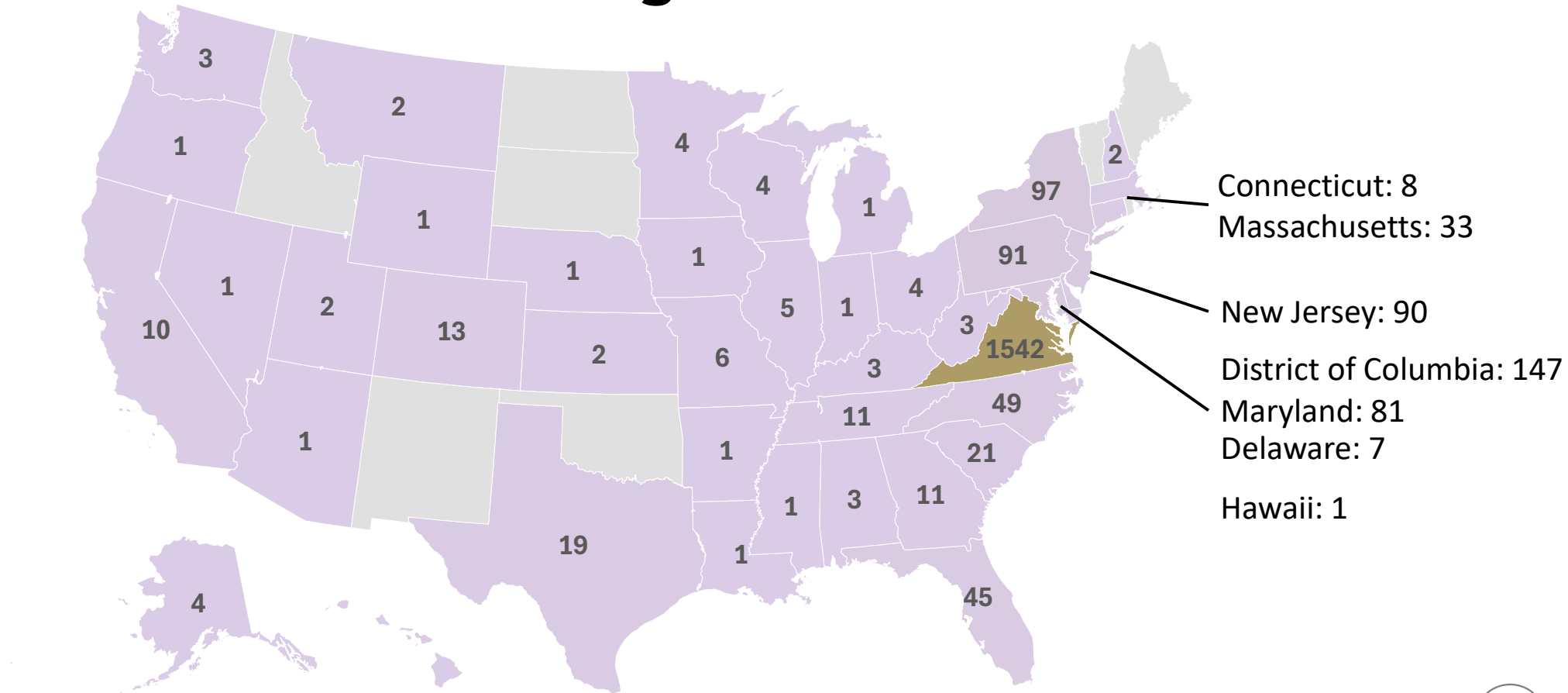
Graduates are working in 42 U.S. states, Washington, D.C. and 16 countries

Top 10 U.S. States	# of Graduates Working	% of Graduates Working
Virginia	1542	66.1%
District of Columbia	147	6.3%
New York	97	4.2%
Pennsylvania	91	3.9%
New Jersey	90	3.9%
Maryland	81	3.5%
North Carolina	49	2.1%
Florida	45	1.9%
Massachusetts	33	1.4%
South Carolina	21	0.9%

92 graduates reported working Remote; 167 graduates reported working Hybrid.

## Bachelor's-Degree Recipients

# Location of Working Graduates in the U.S.



N = 2,334 (Number of undergrads who indicated an employment location in the U.S.)

## Bachelor's-Degree Recipients

# Location of Working Graduates by U.S. Region



U.S. Region <sup>1</sup>	# of Working Graduates	% of Working Graduates
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	1906	81.7%
Northeast: Middle Atlantic (NJ, NY, PA)	278	11.9%
Northeast: New England (CT, ME, MA, NH, RI, VT)	43	1.8%
South: West Central (AR, LA, OK, TX)	21	0.9%
West: Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	20	0.9%
West: Pacific (AK, CA, HI, OR, WA)	19	0.8%
South: East Central (AL, KY, MS, TN)	18	0.8%
Midwest: East North Central (IN, IL, MI, OH, WI)	15	0.6%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	14	0.6%

N= 2,334 (Number of bachelor's-degree graduates who indicated a working U.S. region)

<sup>1</sup>[www2.census.gov/geo/pdfs/maps-data/maps/reference/us\\_regdiv.pdf](https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf)

## Bachelor's-Degree Recipients

# Location of Working Graduates in Virginia

Regions of Virginia <sup>1</sup>	# of Graduates Per Region	% of Graduates Per Region
Northern Virginia	686	45.6%
Central Virginia	381	25.3%
Shenandoah Valley	246	16.4%
Hampton Roads	134	8.9%
Virginia Mountains	30	2.0%
Chesapeake Bay	12	0.8%
Southwest Virginia	7	0.5%
Southern Virginia	6	0.4%
Eastern Shore	2	0.1%

39.1% of 2024 bachelor's-degree recipients are working in Northern Virginia, Washington, D.C. or Maryland.

N=1,504 (Graduates who indicated the city or county in Virginia where they are employed post-graduation)

<sup>1</sup><https://www.virginia.org/places-to-visit/regions>

## Bachelor's-Degree Recipients

# Top Institutions for Continuing Education

JMU graduates are pursuing continuing education at 224 unique institutions



**James Madison University**  
205

**26.6% of Continuing Education  
students are returning to JMU  
for their studies**

Graduate School	# JMU Graduates Attending
Virginia Commonwealth University	60
George Mason University	26
University of Virginia	23
Virginia Tech	23
Shenandoah University	18
Liberty University	17
Radford University	15
George Washington University	11
Old Dominion University	10
Towson University	8
Eastern Mennonite University	8
Mary Baldwin University	8
Marymount University	7

N=772 (Bachelor's-degree graduates who reported Continuing Education)



## Bachelor's-Degree Recipients

# Top Continuing Education Fields



Top Continuing Education Fields of Study <sup>1</sup>	# of Students	% of Graduates Studying
Health Professions and Related Programs	273	36.7%
Education	122	16.4%
Business, Management, Marketing, and Related Support Services	79	10.6%
Psychology	41	5.5%
Public Administration and Social Service Professions	38	5.1%
Physical Sciences	19	2.6%
Legal Professions and Studies	19	2.6%
Multi/Interdisciplinary Studies	18	2.4%
Parks, Recreation, Leisure, Fitness, and Kinesiology	17	2.3%
Visual and Performing Arts	17	2.3%
Social Sciences	16	2.1%
Communication, Journalism, and Related Programs	16	2.1%
Biological and Biomedical Sciences	14	1.9%
All Other Fields of Study	55	7.4%

N=744 (Number of students who indicated a major or field of study for their continuing education)

<sup>1</sup> Fields of study reported by students have been coded using the State Council of Higher Education in Virginia (SCHEV) IP Coding System, to identify and categorize similar majors.

## Bachelor's-Degree Recipients

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

Top 10 Locations <sup>1</sup>	# of Graduates	% of Graduates
Virginia	480	62.6%
New York	31	4.0%
Pennsylvania	26	3.4%
Maryland	24	3.1%
District of Columbia	23	3.0%
North Carolina	21	2.7%
Massachusetts	19	2.5%
South Carolina	16	2.1%
New Jersey	15	2.0%
Tennessee	12	1.6%



Graduates are  
studying in 36  
U.S. states,  
Washington,  
D.C.  
& 4 Countries

N= 767 (Continuing Education with  
State/Territory location)

<sup>1</sup> These top 10 states represent 87.0% of the known location of Continuing Education graduates.

## Bachelor's-Degree Recipients

# Work Based Learning Experience By College

College of Graduate's Primary Major	# in College with WBLE Completion Knowledge <sup>1</sup>	WBLE Completion Knowledge Rate	% With 1+ WBLE	% With 2+ WBLE
Arts and Letters	581	59.2%	77.6%	40.4%
Health and Behavioral Studies	716	52.9%	73.7%	39.5%
Integrated Science and Engineering	258	65.6%	73.3%	36.0%
Business	791	75.5%	87.7%	44.9%
Education	102	45.5%	98.0%	94.1%
Science and Math	133	48.9%	68.4%	42.1%
Visual and Performing Arts	127	50.0%	84.3%	46.5%
Professional & Continuing Education	40	36.4%	45.0%	32.5%
University Studies	13	61.9%	84.6%	30.8%
<b>JMU Bachelor's Overall</b>	<b>2761</b>	<b>59.3%</b>	<b>79.3%</b>	<b>43.2%</b>

N=2,761 (Number of bachelor's-degree recipients for whom we have internship completion knowledge)

<sup>1</sup>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

# Class of 2024 Salary Data by WBLE Completion

	# of Salaries	% of Known Salary Data	Average Salary	Median Salary	Upper 25% Average Salary	Lower 25% Average Salary
Working graduates completing at least 1 WBLE	917	57.1%	\$60,163	\$58,000	\$70,955	\$49,000
Working graduates completing 0 WBLE	273	75.2%	\$55,355	\$51,000	\$65,000	\$42,500

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

# **Class of 2024**

## **Graduate and Advanced-Degree Recipients**

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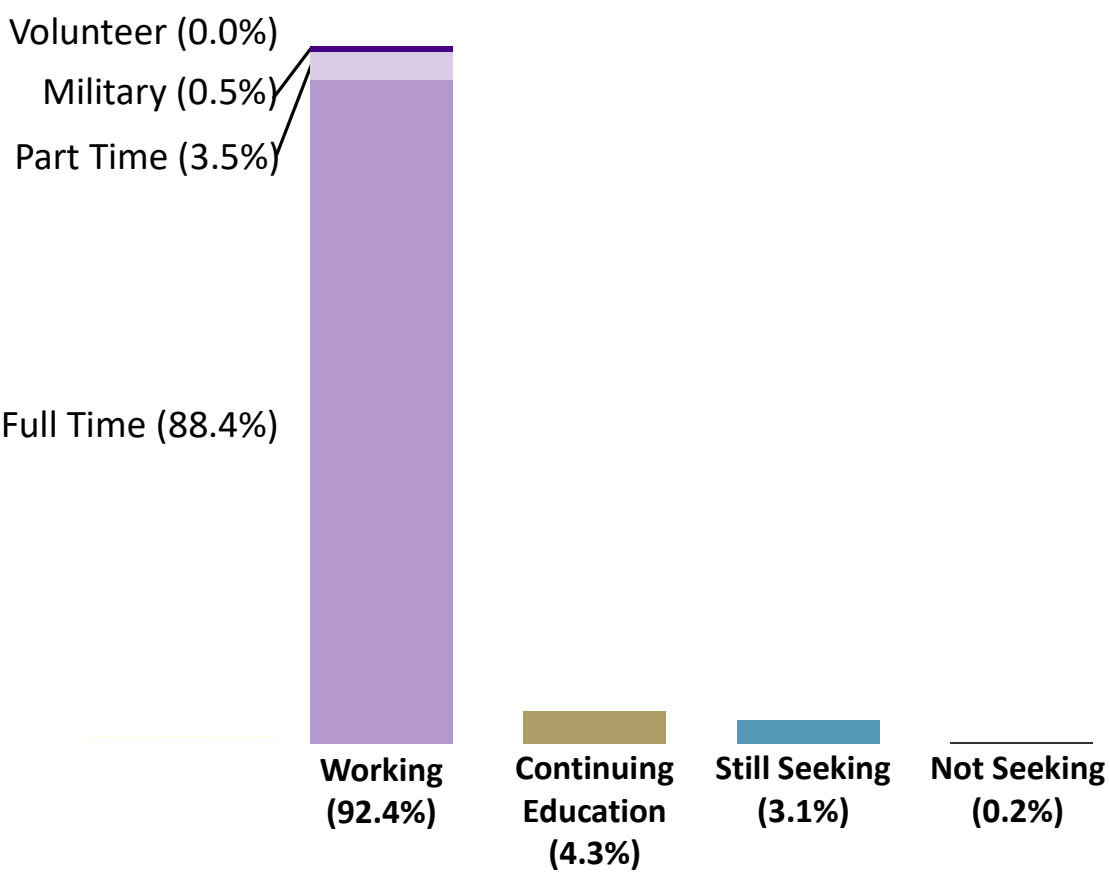
[jmu.edu/career](https://jmu.edu/career)

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# Graduate and Advanced-Degree Recipients Career Outcomes Overview

96.7% of Advanced-Degree Recipients have a Career Outcome



## Primary Activity

- WORKING**  
Volunteer (Peace Corps, AmeriCorps, etc.)  
Military (Serving in US Military)  
Part Time Employed (Less than 30 hours per week)  
Full Time Employed (30 hours+ per week)
- 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.

The UCC collected information on 422 of 640 advanced degree graduates, for a knowledge rate of 65.9%

## Graduate and Advanced-Degree Recipients

# Career Outcomes By College

College	Total in College	Knowledge Rate	Working	Continuing Education	Still Seeking	Not Seeking
Arts and Letters	62	79.0%	93.9%	2.0%	4.1%	0.0%
Health & Behavioral Studies	247	62.8%	89.7%	5.8%	4.5%	0.0%
Integrated Science & Engineering	9	66.7%	100.0%	0.0%	0.0%	0.0%
Business	131	83.2%	97.2%	2.8%	0.0%	0.0%
Education	155	52.9%	92.7%	3.7%	2.4%	1.2%
Science & Math	16	50.0%	75.0%	12.5%	12.5%	0.0%
Visual & Performing Arts	20	65.0%	84.6%	7.7%	7.7%	0.0%
<b>JMU Graduate Overall</b>	<b>640</b>	<b>65.9%</b>	<b>92.4%</b>	<b>4.3%</b>	<b>3.1%</b>	<b>0.2%</b>

N= 422 (Number of advanced-degree recipients for whom we have career outcomes knowledge)



# Graduate and Advanced-Degree Recipients

## Top Employers

277 Unique Organizations



### 7+ Advanced Degree Hires

James Madison University  
Loudoun County Public Schools  
RSM US LLP  
Fairfax County Public Schools

### 5-6 Advanced Degree Hires

Booz Allen Hamilton  
Deloitte  
Harrisonburg City Public Schools  
Inova Health System  
Rockingham County Public Schools  
UVA Health

### 3-4 Advanced Degree Hires

Carilion Clinic  
Ernst & Young LLP  
George Mason University  
HCA Healthcare  
KPMG  
MedStar Health  
PwC  
Sentara Health  
Virginia Beach City Public Schools  
VCU Health System  
Waynesboro Public Schools

N= 378 (Number of advanced-degree working graduates who indicated their employer's name)

# Graduate and Advanced-Degree Recipients

## Class of 2024 Salary Distribution

Average Salary	Median Salary	Upper 75% Average	Lower 25 % Average
\$82,459	\$70,000	\$98,895	\$57,000

N= 198 (Number of full-time employed advanced-degree recipients who indicated their salary 6 months out from graduation)

Average Bonus	Median Bonus
\$8,580	\$5,000

N= 40 (Number of full-time employed advanced-degree recipients who indicated a monetary bonus 6 months out from graduation)

Percent of graduates employed full-time  
and military who provided salary data  
**52.8%**

## Graduate and Advanced-Degree Recipients Class of 2024 Salary Data 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	17	43.6%	\$ 51,054	\$ 54,000	2	\$ 5,100
Health & Behavioral Studies	75	55.6%	\$ 86,810	\$ 80,000	19	\$11,500
Integrated Science & Engineering	3	60.0%	\$178,333	\$170,000	0	-
Business	42	40.0%	\$106,976	\$ 85,000	15	\$ 6,967
Education	50	65.8%	\$ 65,114	\$ 62,500	2	\$ 1,000
Science & Math	5	83.3%	\$ 64,300	\$ 62,000	1	\$ 3,000
Visual & Performing Arts	6	66.7%	\$ 57,167	\$ 60,500	1	\$ 5,000
<b>JMU Graduate Overall</b>	<b>198</b>	<b>52.8%</b>	<b>\$ 82,459</b>	<b>\$ 70,000</b>	<b>40</b>	<b>\$ 8,580</b>

N=198 (Number of employed advanced-degree recipients who provided salary data)

## Graduate and Advanced-Degree Recipients

# Location of Working Graduates

## Top 10 U.S. States and Territories

U.S. States and Territories	# of Graduates	% of Advanced Degree Graduates
Virginia	232	65.2%
District of Columbia	22	6.2%
North Carolina	16	4.5%
Maryland	15	4.2%
Pennsylvania	12	3.4%
New York	11	3.1%
New Jersey	5	1.4%
Georgia	4	1.1%
Tennessee	4	1.1%
Florida	4	1.1%

The top 10 locations represent 91.3% of the U.S. locations where advanced-degree graduates are employed.



Advanced-Degree recipients are located in 29 U.S. States, Washington D.C. & 3 countries

## Graduate and Advanced-Degree Recipients

# Location of Working Graduates

## U.S. Regions

U.S. Region <sup>1</sup>	# of Graduates	% of Graduates
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	295	82.9%
Northeast: Middle Atlantic (NJ, NY, PA)	28	7.9%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	6	1.7%
West: Pacific (AK, CA, HI, OR, WA)	6	1.7%
Midwest: East North Central (IN, IL, MI, OH, WI)	6	1.7%
South: East Central (AL, KY, MS, TN)	5	1.4%
Northeast: New England (CT, ME, MA, NH, RI, VT)	4	1.1%
South: West Central (AR, LA, OK, TX)	4	1.1%
West: Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	2	0.5%

N= 356 (Number of advanced-degree graduates who indicated employment region within the U.S.)

<sup>1</sup>[https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us\\_regdiv.pdf](https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf)

## Graduate and Advanced-Degree Recipients

# Location of Working Graduates in Virginia

Regions of Virginia <sup>1</sup>	# of Graduates	% of Graduates
Shenandoah Valley	75	33.5%
Northern Virginia	73	32.6%
Central Virginia	52	23.2%
Hampton Roads	14	6.3%
Virginia Mountains	6	2.7%
Southwest Virginia	2	0.9%
Southern Virginia	1	0.4%
Chesapeake Bay	1	0.4%
Eastern Shore	-	0.0%

N= 224 (Advanced-degree graduates who indicated an employment region within VA)

<sup>1</sup><https://www.virginia.org/places-to-visit/regions>

# 2024 JMU Graduates Impact in Virginia

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[jmu.edu/career](https://jmu.edu/career)



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## Bachelor's, Graduate and Advanced-Degree Recipients

# JMU Graduates Teaching in Virginia

### Top Employers of JMU Graduates Teaching in Virginia

#### 10+ Hired

Fairfax County Public Schools
Harrisonburg City Public Schools
Loudoun County Public Schools
Prince William County Public Schools
Rockingham County Public Schools

#### 4-6 Hired

Chesterfield County Public Schools
Henrico County Public Schools
Frederick County Public Schools
Virginia Beach City Public Schools



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



**81.6%** of JMU graduates who indicated they are employed in a teaching profession are teaching in Virginia.

## Bachelor's, Graduate and Advanced-Degree Recipients

# JMU Nursing Majors Working in Virginia

### Top Employers of Nursing Graduates in Virginia

15+ Hired
Inova Health System
UVA Health
VCU Health

3-5 Hired
Augusta Health
Bon Secours Mercy Health
Children's Hospital of The King's Daughters
HCA Healthcare
Sentara
Virginia Hospital Center



**68.5%** of JMU Nursing majors indicated they are employed in Virginia post-graduation.



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

# **Class of 2024**

## **Appendix**

First Destination Career Outcomes

[jmu.edu/career](https://jmu.edu/career)

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# **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](http://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 (38.5%); phone calls made to students (23.4%); LinkedIn or other online searches (28.7%); National ClearingHouse Data (6.5%); and data retrieved from JMU faculty or staff (2.9%).

## Class of 2024 Graduate Quick Facts

- The Class of 2024 includes those who graduated in August 2023, December 2023 and May 2024.
- There were 5,297 degree recipients for the Class of 2024:
  - 4,657 earning a Bachelor's degree
  - 640 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 3,904 degree recipients (73.7% of the total 5,297) for the Class of 2024. Thus, our "knowledge rate" of the "first destination outcomes" for the Class of 2024 cohort is 73.7%.

Reference: [www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols](http://www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols)

# Definitions

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- **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.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols](http://www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols)

# Contact

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