

**First Destination
ALUMNI SURVEY
CLASS OF 2015**

**CAREER SERVICES OFFICE
Joan Weill Adirondack Library
2nd floor, room 206**

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2015

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CAREER SERVICES MISSION STATEMENT

To assist Paul Smith's College students and alumni with making sound career decisions, exploring career opportunities, and empowering them to develop and achieve a successful career plan during their academic experience and beyond graduation.

DISCUSSION OF THE SURVEY

The **2015** Alumni First Destination Survey was administered to August 2014, December 2014 and May 2015 graduates. A total of **227** graduates were surveyed with **202** responses. A pre-graduate questionnaire was collected prior to graduation when seniors picked up their cap and gown. The Alumni Survey was then distributed via online, mail, email and phone survey formats over the following year. In addition, some responses were reliably relayed through PSC faculty and staff, students, alumni, family of the graduates and collected through social media and internet resources.

The job market nationally and statewide continues to be economically challenging. Students are not guaranteed a job upon graduation, but PSC provides targeted career assistance. The career successes attained by PSC graduates are due to their diligence in job search process, the combined efforts of the Career Services Office and the ongoing support and collaboration of Paul Smith's College community. Statistics and lists are only part of the entire story. Students often enter PSC very career-motivated, focused and directed. Our programs provide them with hands-on experience in teamwork, leadership, problem-solving, technical and communication skills that are required of a successful graduate in the world-of-work. However, semesters pass very quickly and some students find themselves coming upon graduation with unclear plans to transition into the real world. Graduating students who seek out and utilize the resources available to them through the Career Services Office and other support services and are the most flexible as to location, tend to have the best results and job offers.

SURVEY METHOD

The Alumni Survey is designed to help Paul Smith's College learn more about our graduating students experience and future career plans. Graduate responses are confidential and no personally identifiable information is reported in our print or online formats. Responses provide valuable feedback and are used internally to help analyze current programs and guide future institutional planning. Graduating seniors are required to fill out an initial pre-graduation questionnaire when they pick up their regalia. After receiving the final graduating class roster, the Alumni Survey is delivered via mail, online and email formats as well as utilizing social networking platforms. The last effort is a telephone survey marathon. The data is then finalized, compiled and made available via online format. PSC Annual Surveys are available for online viewing at <http://www.paulsmiths.edu/careerservices/alumni/>

RESPONSE RATE

Outcome Placement Rate	Class of 2015	Class of 2014	Class of 2013	Class of 2012	Class of 2011
Total graduates surveyed (male=156; female=71)	227	261	247	208	166
Respondents to survey (male=139; female=63)	202	228	209	177	145
Response rate	89%	87%	85%	85%	87%

For a graphic display of the Outcome Placement Rate above see Figure 1.

NOTE: We were unable to identify post-graduation status for **25** graduates and therefore unable to include them in this report. The numbers and percentages that are listed on the following pages do not always add up to the totals that one might initially expect, because responses are optional and not every question is answered by every respondent. Questions related to the data presented within this report should be directed to the Career Services Office.

EMPLOYMENT & EDUCATION

COMPARATIVE BREAKDOWN

The following table shows the comparative breakdown (all responses) from the last five (5) graduating classes within 6 to 18 months after graduation. Responses indicate that graduates are willing to accept work unrelated to their major, seasonal and part-time employment, internships or volunteer to stay active in the workforce and continue to develop professional skills employers are seeking.

5-year Comparative Breakdown	Class of 2015	Class of 2014	Class of 2013	Class of 2012	Class of 2011
Total employed	90%	86%	85%	85%	76%
Total further education	9%	13%	14%	14%	23%
Overall employed or further education	99%	99%	99%	99%	99%
Total seeking	1%	1%	1%	1%	1%

For a graphic display of the Comparative Breakdown Chart above see Figure 2.

Upon further analysis, the survey results collected indicate graduates were:

Overall working or pursuing further education- overall responses	99%
Overall working or pursuing further education - overall responses within 6 months	96%
Working or pursuing further education - in related field	94%
Working or pursuing further education - in related field within 6 months	90%

Overall survey responses also indicated:

Type of employment or education	%
Education-related	9
Education-unrelated	0
Employed-related, full-time, permanent	65
Employed-related, full-time, seasonal, temporary	11
Employed-related, part-time, seasonal, internships	6
Gap-community service, volunteer, other	1
Military service	0
Employed-unrelated	7
Seeking	1
	100%

DEGREE STATUS

Paul Smith’s College offers bachelor and associate degrees as well as a selection of minors. Our structured Integrated Studies program allows students to design their own degree program focusing on 2 or 3 areas of interest. The percentage of graduates returning to PSC to further their education or obtain a secondary degree will vary based on current academic degrees, as well as enrollment and workforce trends. Of those graduating, 156 were males and 71 were females.

Percentage of primary degree:	Class of 2015	Class of 2014	Class of 2013	Class of 2012	Class of 2011
% of bachelor degrees (178)	78%	71%	69%	72%	62%
% of associate degrees (49)	22%	29%	30%	25%	31%

ADDITIONAL DEGREES

These percentages do not take into account additional degrees, certificates and minors obtained by our graduates while pursuing their primary degree at Paul Smith's College. A total of **101** graduates earned an additional **137** certificates, minors, associate degrees and bachelor degrees representing **45%** of the graduating class.

additional degrees earned:	Class of 2015	Class of 2014	Class of 2013	Class of 2012	Class of 2011
bachelor degree	7	9	5	5	4
associate degree	11	10	9	7	13
certificates	2	4	12	37	18
minors	117	118	77	43	13
total	137	141	103	92	48

SALARIES

Many high-wage jobs require at least a bachelor's degree, additional education and work experience. According to the Commission on Independent Colleges and Universities and the U.S. Department of Labor, Bureau of Labor Statistics reports consistently indicate that on average higher levels of education are related to lower unemployment rates and higher personal income over a lifetime. As the majority of Paul Smith's College students enroll in bachelor degree programs upon entry, the percentage of associate degree graduates will fluctuate according to program offerings and influence the rate of students returning to complete a secondary degree.

It is important to consider that graduates offer information voluntarily, and many choose not to disclose their salaries. Therefore, the salary data reflects both those graduates who report their salaries and wage information gathered via research. Most figures reported are for base salaries and do not include bonuses, fringe benefits, or overtime rates. In addition to self-reported data regarding earnings, wages were collected from the US Department of Labor's *Occupational Outlook Handbook*, employer reports and salary internet resources. The [Occupational Outlook Handbook \(OOH\)](#) provides information on what workers do; the work environment; education, training, and other qualifications; pay; the job outlook; similar occupations; and sources of additional information for approximately 84 percent of occupations in the economy.

In many of our programs, students may start out at a lower salary entry level, receiving several months of training at their job site. After a probationary "training" period their salary may greatly increase, and this increase may not be reflected when the salary was reported. Level of salary reported varies widely by type of position, geographic location, previous experience, personal factors, and entry level salary of specific occupations. We find that some students may prefer to accept jobs that do not require geographic relocation, but enable them to stay near family and friends. This choice may result in less lucrative job attainment with fewer advancement opportunities.

A total of **106** salary reports were collected which includes **(32)** female and **(74)** male responses. Variables that have an effect on salaries include factors such as unreported wages, outliers, geographic location, gender, personal and family choices, and industry-related trends.

Average salaries	Class of 2015	Class of 2014	Class of 2013	Class of 2012	Class of 2011
All employment	\$31,629	\$30,148	\$31,145	\$30,861	\$28,159
Employed female	\$30,211	\$26,227	\$28,121	\$29,876	\$24,885
Employed male	\$32,270	\$31,885	\$33,533	\$31,484	\$30,319
High maximum	\$39,725	\$36,874	\$38,488	\$39,165	\$34,104

For a graphic display of the salary rates for the above see Figure 3.

FURTHER EDUCATION

The percentages in the following charts are based both on graduates who enrolled in post graduate studies, those who indicated that they were actively in the process of furthering their education and those considering. Due to various reasons, continuing education may not be an immediate preferred option for recent graduates, but it is a future goal being considered. Overall comments and responses for delaying education indicate concerns over the current economy, slow improvement of job market, student loan debt and personal priorities as factors.

Of the **nineteen (19)** graduates pursuing further education, **four (4)** are returning to Paul Smith’s College to complete additional degrees. A total of **thirty-nine(39)** graduates responded that they were **“considering”** further education. **Twelve (12)** graduates were identified as both employed and pursuing further education.

All responses for further education: <i>all degrees awarded=227; responses=202</i>	Class of 2015	Class of 2014	Class of 2013	Class of 2012	Class of 2011
% pursuing associates degrees/certificates (2)	1%	1%	1%	2%	3%
% pursuing bachelor degrees (8)	4%	7%	7%	6%	15%
% considering further education (39)	19%	5%	11%	3%	no report
Total	28%	13%	18%	11%	18%
NOTE: % returning to PSC	2%	4%	4%	5%	11%

Master’s degree or higher: <i>bachelor degrees awarded =178; responses= 163</i>	Class of 2015	Class of 2014	Class of 2013	Class of 2012	Class of 2011
% pursuing master degree or higher (9)	6%	7%	7%	7%	8%
% considering master degree or higher (20)	12%	6%	13%	13%	15%
Total	18%	13%	20%	20%	23%

SATISFACTION

PSC graduates were asked to rank the following the skills for degree of importance and PSC satisfaction. Of those who responded to this section, the majority answered that all skills were important and that they were satisfied with how well PSC provided training in these areas. Survey results indicate research and field-specific computer application coursework, trainings and workshops would be beneficial.

40 responders completed this section

Skills very to somewhat important to a successful and rewarding life/career	<i>importance</i>	<i>PSC satisfaction</i>
Communicating effectively verbally	100%	93%
Technical field-specific skills	100%	95%
Analyzing and solving problems	95%	88%
Communicating effectively in writing	95%	88%
Thinking clearly and critically	93%	90%
Computer skills	90%	73%
Finding information	90%	88%

At Paul Smith’s College, we strive to provide our graduates with the tools they will need to embrace life-long learning and navigate the changing workplace. PSC offers strong faculty connections, academic support and career assistance to both students and alumni. It’s these combined resources with our graduate’s transferable and field-related skills, motivation, personality and determination that accounts for our student’s career success and favorable survey results. Responses indicate a high level of satisfaction with Paul Smith’s College education, preparation, and choice of major. Not all graduates and majors respond to this question. Of those students who answered this section, some chose not to answer all questions.

Did PSC satisfactorily prepare you overall for your field? 136 responses

Yes	Some	None	Unsure
88%	1%	7%	4%

Is PSC education and experience useful in your present job or studies? 106 responses

Very	Some	None	Unsure
71%	22%	1%	6%

Knowing what you know now would you choose to attend PSC? 138 responses

Yes	Some	None	Unsure
93 %	1%	3%	3%

Knowing what you know now would you choose the same major? 137 responses

Yes	Some	None	Unsure
88%	2%	8%	2%

WHAT EMPLOYERS WANT

The hiring outlook for college graduates improves as employers plan to hire 11 percent more new college graduates from the Class of 2016 than they did from the Class of 2015. When it comes to the current job market for new college graduates, respondents to the Job Outlook 2016 indicate an increase in the average number of jobs employers are posting, an increase in the average number of applications received and an anticipated upswing for the future. Overall employer recruitment plans remain consistent from 2015 to 2016 according to survey report. An average of 71 percent of employers indicates the fall recruiting season is preferred, with the remaining 29 percent in the spring.

Spring 2015-16 Recruiting Plans

Recruiting Plans	Spring 2016	Spring 2015
Firm plans in place	41.3%	47.0%
Tentative plans in place	25.7%	23.7%
All recruiting in Fall	19.6%	19.2%
Unsure	12.3%	9.1%
Not hiring	1.1%	0.9%

From August 5, 2015, through September 13, 2015, data were collected for the Job Outlook 2016 survey.

When it comes to the importance of candidate skills/qualities, recruiting professionals are looking for team players who can solve problems, organize their work, and communicate effectively, according to respondents to [NACE's Job Outlook 2016](#) survey. Employers also consider work experience when hiring new college graduates. Only 6.3 percent of respondents report that work experience does not factor into their hiring decisions.

Attribute	% of respondents
Leadership	80.1%
Ability to work in a team	78.9%
Communication skills (written)	70.2%
Problem-solving skills	70.2%
Communication skills (verbal)	68.9%
Strong work ethic	68.9%
Initiative	65.8%
Analytical/quantitative skills	62.7%
Flexibility/adaptability	60.9%
Technical skills	59.6%
Interpersonal skills (relates well to others)	58.4%
Computer skills	55.3%
Detail-oriented	52.8%
Organizational ability	48.4%
Friendly/outgoing personality	35.4%
Strategic planning skills	26.7%
Creativity	23.6%
Tactfulness	20.5%
Entrepreneurial skills/risk-taker	18.6%

NACE Job Outlook 2016 – November 2015.

CONCLUSION

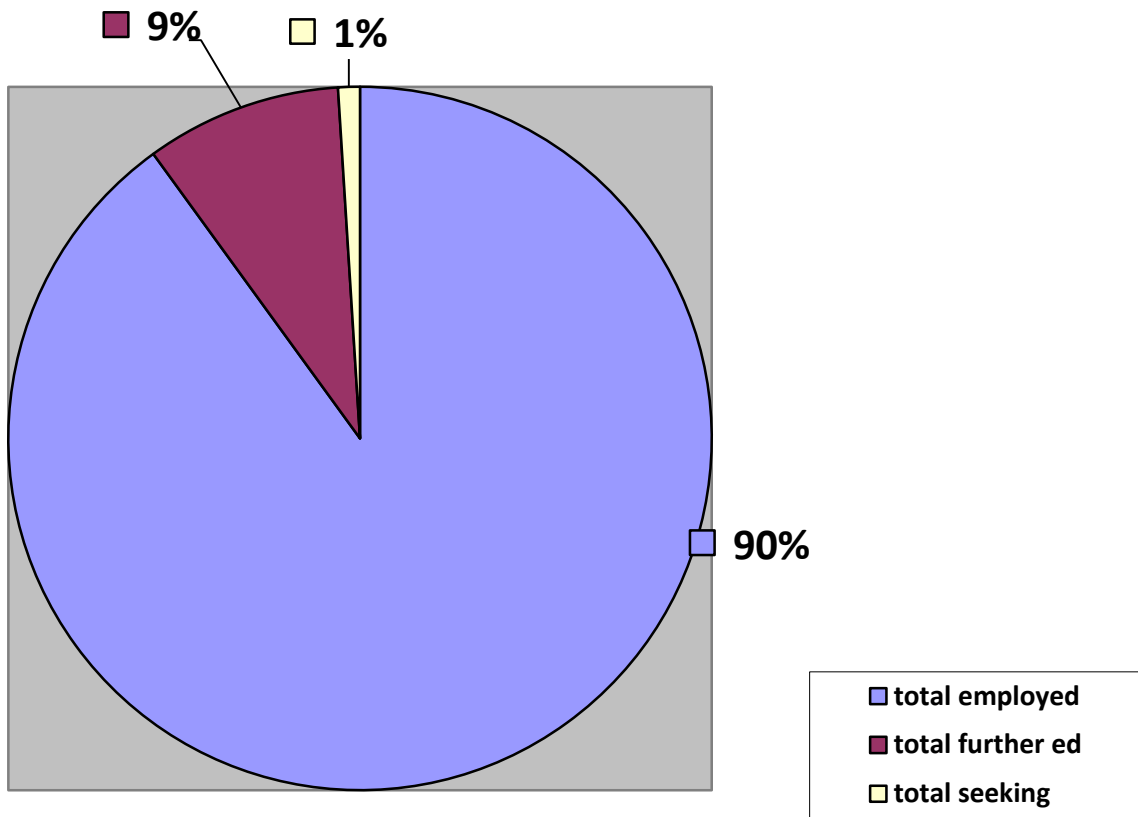
According to The U.S. Department of Labor, [Employment Situation](#) report the national unemployment rate was at 5.5% in May 2015 and declined to 5.0% in December 2015. The National Association of Colleges and Employers (NACE) Class of 2015 Student Survey Report summary shows that 60.8% of graduates expect to enter the work force immediately after graduation; 22.7% would like to pursue graduate school or further their education; and 16.5% are either unsure of their plans or plan to take gap time off.

The majority of our graduates are highly successful in accomplishing their career goals, but some have indicated feelings of anxiety, frustration and/or indifference as they navigate the changing financial and job market landscape. Graduates have proactively chosen to use the lack of economic growth as an opportunity to pursue further education, complete an internship, study abroad, travel, volunteer, start their own business, and further explore their career options while building transferrable professional skills for future employment are the most successful.

Those who create a career action plan progress through their academic years most effectively with tangible goals and an understanding of employer's needs. They learn to market themselves through their pursuit to develop all important employment skills such as teamwork and problem solving. They create resumes, practice interview skills, and attend networking and on-campus recruitment events. Successful career strategies include self-assessment, career exploration and building transferrable skills with a focus on lifelong career development. Students who approach their academic studies as an opportunity for professional growth during their college years have better career and job success and remain more optimistic about their future. As in all phases of academic and lifelong endeavors, the benefits received are directly proportional to the investment.

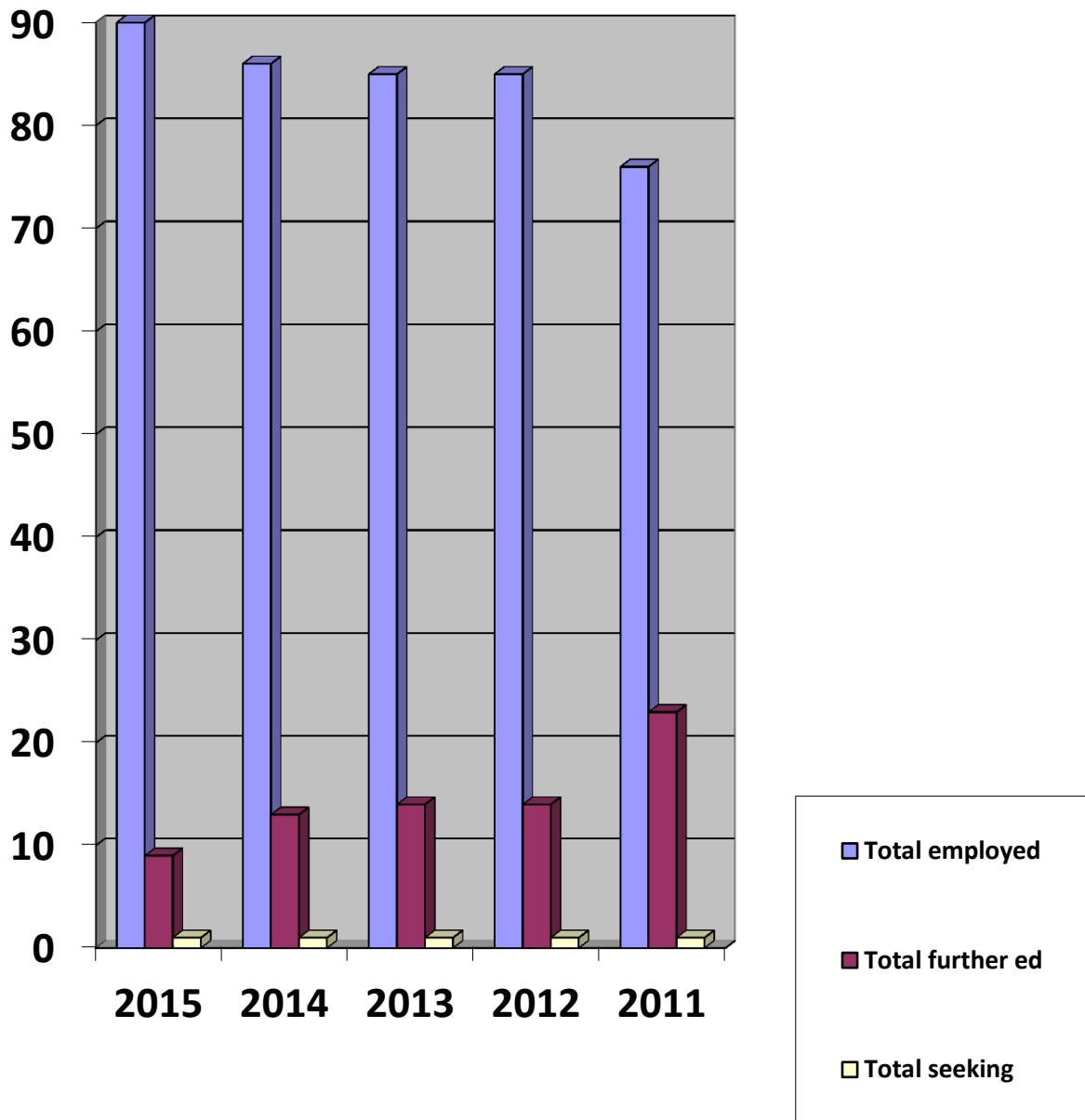
Paul Smith's College Alumni
Class of 2015

Career Outcome Rates
Figure 1

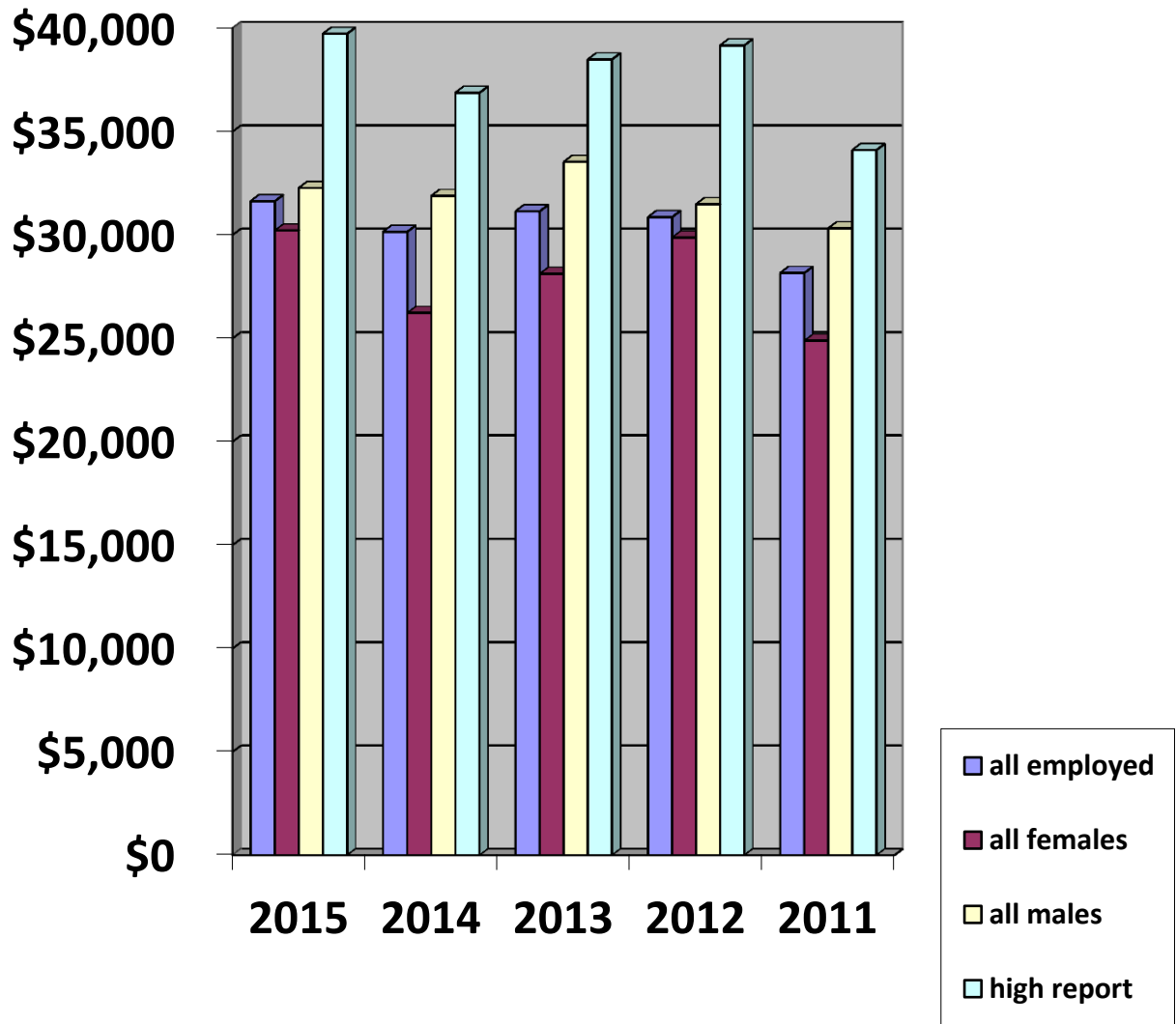


Paul Smith's College Alumni
Class of 2015

5-Year Comparison of Career Outcome Rates
Figure 2



5-year comparison of Average Salaries
Figure 3



RESPONSES BY PROGRAMS

FURTHER EDUCATION

Degrees and fields of study for graduates returning to PSC:

# of graduates	Degree	Returning for higher or additional major at PSC in
2	Bachelors of Science (BS)	Natural Resource Management Policy (NRMP)
2	Bachelors of Science (BS)	Forestry-Forest Operations (FFOP)

Degrees and fields of study for graduates attending other institutions:

GRAD 2015		
COLLEGE	DEGREE	MAJOR
NYS Police Academy	Certificate	NYS Police Officer Training
Clinton Community College	Associates	Business
Alfred University	Bachelors	Surveying
SUNY Binghamton	Bachelors	Environmental Studies
Pace University	Bachelors	Nursing
SUNY – College of Environmental Science and Forestry	Bachelors	Forestry
Florida Atlantic University	Masters	Science and Environmental Studies: Study Abroad: Endangered Research in Conga
Western State Colorado University	Masters	Environmental Management
Norwegian University of Life Sciences	Masters	Ecology
University of Vermont	Masters	Plant & Soil Science
Clarkson University	Masters	MBA Global Supply Chain and Environmental Management
Boise State University	Masters	Raptor Biology
SUNY Oneonta	Masters	Lake Management
Veterinarian School-International	PhD	Veterinarian Studies
Boise State University	PhD	Bimolecular Science

Graduates considering or applying to further education that indicated choice:

GRAD 2015		
COLLEGE	DEGREE	MAJOR
SUNY Oswego	Certificate	Teaching- Culinary Arts
University of Vermont	Certificate	undecided
Tompkins Cortland Community College	Associates	Culinary Arts & Farm Systems Management
undecided	Associates	Business Management
undecided	Bachelors	Education
SUNY- undecided	Masters/Bachelor	Finances/Accounting
University of Massachusetts Dartmouth College	Masters	undecided
University of Vermont University of Maine-Oreno	Masters	Aquatic Ecology and Watershed science
University of New Hampshire	Masters	Natural Resources Management
undecided	Masters	Teaching/Education
University of Central Florida University of Southern Florida	Masters	MBA in Hospitality Management
Montana State University	Masters	Business Administration (MBA)
SUNY Oneonta SUNY Plattsburgh	Masters	Lake Management; Environmental Science
SUNY ESF – College of Environmental Science and Forestry	Masters	Environmental, Forestry-undecided
Plymouth State University	Masters	Biology
Oregon State University University of Oregon	Masters	Business Administration (MBA)
SUNY ESF–College of Environmental Science and Forestry University of North Carolina-Asheville	Masters	Environmental, Forestry-undecided
SUNY ESF– College of Environmental Science and Forestry	Masters	Environmental Engineering; Construction Management
Western Colorado State University	Masters	Ecological Management
Rochester Institute of Technology University of Albany	Masters	Business Administration (MBA)
University of Pittsburgh/ Duquesne University	Masters	Environmental Science
University of New Hampshire	Masters	Forestry or Fisheries Management
Boston University University of California	Masters	Business Administration (MBA)
Louisiana State University Portland Maine University	undecided	Undecided
Pacific Northwest University Oregon State University	undecided	Undecided

STATISTICAL SUMMARY BY BACHELOR DEGREES
Fist Destination Alumni Survey 2015– CAREER SUCCESS

<i>Of those who responded to survey:</i>	INDUSTRY				FURTHER EDUCATION				MILITARY		NOT SEEKING (GAP)		SEEKING		# Respondents /Ttl Graduates		
	Related		Unrelated		Related		Unrelated								# Total Graduates		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Biology (BIOG), B.S.	5	56	1	11	3	33	0	0	0	0	0	0	0	0	0	9/9	100
Business Management & Entrepreneurial Studies (BMES), B.S.	7	88	0	0	1	12	0	0	0	0	0	0	0	0	0	8/8	100
Culinary Arts Service Management (CASM), B.P.S.	14	100	0	0	0	0	0	0	0	0	0	0	0	0	0	14/17	82
Environmental Science (ENVS), B.S.	8	67	2	17	1	8	0	0	0	0	1	8	0	0	0	12/12	100
Environmental Studies (ENST), B.A.	7	78	1	11	1	11	0	0	0	0	0	0	0	0	0	9/12	75
Fish & Wildlife-Fisheries (FWSF), B.S.	3	100	0	0	0	0	0	0	0	0	0	0	0	0	0	3/3	100
Fish & Wildlife-Wildlife (FWSW), B.S.	20	95	0	0	1	5	0	0	0	0	0	0	0	0	0	21/23	91
Food Service Beverage Management, B.S. (FSBM)	3	100	0	0	0	0	0	0	0	0	0	0	0	0	0	3/3	100
Forestry Ecology (FEFM), B.S.	6	86	0	0	1	14	0	0	0	0	0	0	0	0	0	7/7	100
Forestry Operations (FFOP), B.S.	4	100	0	0	0	0	0	0	0	0	0	0	0	0	0	4/4	100
Forestry Recreation (FRRM), B.S.	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	1/1	100
Hotel, Resort & Tourism Management (HRTM), B.S.	19	100	0	0	0	0	0	0	0	0	0	0	0	0	0	19/20	95
Integrated Studies (INST), B.S., B.A.	12	100	0	0	0	0	0	0	0	0	0	0	0	0	0	12/13	92
Natural Resource Management Policy (NRMP), B.S.	17	65	7	27	2	8	0	0	0	0	0	0	0	0	0	26/30	87
Natural Resource Sustainability (NRSS), B.S.	2	50	1	25	1	25	0	0	0	0	0	0	0	0	0	4/4	100
Parks, Recreation, Forestry Management (PRFM), B.S.	3	60	0	0	1	20	0	0	0	0	0	0	1	20	0	5/6	83
Recreation Adventure Travel, Ecotourism (RATE), B.P.S.	4	67	0	0	0	0	0	0	0	0	2	33	0	0	0	6/6	100

STATISTICAL SUMMARY BY BACHELOR DEGREES
Fist Destination Alumni Survey 2015– SALARY REPORT

SALARY INFORMATION	# Reporting/ responses	HIGH Report	AVERAGE Report
Biology (BIOG), B.S.	6 out of 9	\$33,000	\$22,853
Business Management & Entrepreneurial Studies (BMES), B.S.	6 out of 8	\$45,000	\$32,148
Culinary Arts Service Management (CASM), B.P.S.	9 out of 14	\$42,600	\$29,716
Environmental Science (ENVS), B.S.	5 out of 12	\$45,000	\$33,008
Environmental Studies (ENST), B.A.	3 out of 9	\$52,500	\$36,220
Fish & Wildlife-Fisheries (FWSF), B.S.	2 out of 3	\$34,000	\$31,820
Fish & Wildlife-Wildlife (FWSW), B.S.	10 out of 21	\$36,000	\$30,261
Food Service Beverage Management (FSBM), B.S.	2 out of 3	\$40,000	\$30,920
Forestry Ecology (FEFM), B.S.	5 out of 7	\$41,600	\$31,928
Forestry Operations (FFOP), B.S.	3 out of 4	\$52,000	\$37,873
Forestry Recreation (FRRM), B.S.	1 out of 1	\$31,200	\$31,200
Hotel, Resort & Tourism Management (HRTM), B.S.	10 out of 19	\$50,000	\$30,709
Integrative Studies (INST), B.A., B.S., B.P.S.	7 out of 12	\$39,520	\$28,695
Natural Resource Management Policy (NRMP), B.S.	18 out of 26	\$47,788	\$34,658
Natural Resources Science (NRSS), B.S.	3 out of 4	\$63,000	\$38,980
Parks, Recreation, Forestry Management (PRFM), B.S.	3 out of 5	\$35,000	\$31,180
Recreation Adventure Travel, Ecotourism (RATE), B.P.S.	1 out of 6	\$21,600	\$21,600

STATISTICAL SUMMARY BY ASSOCIATES DEGREES & CERTIFICATES
Fist Destination Alumni Survey 2015– CAREER SUCCESS

<i>Of those who responded to survey:</i>	INDUSTRY				FURTHER EDUCATION				MILITARY		NOT SEEKING (GAP)		SEEKING		# Respondents / Total Graduates		
	Related		Unrelated		Related		Unrelated		#	%	#	%	#	%	#	%	
	#	%	#	%	#	%	#	%									#
Arboriculture & Landscape Management (AALM) A.A.S.	5	71	0	0	2	29	0	0	0	0	0	0	0	0	0	7/8	88
Baking & Pastry, (BAKA) A.A.S.	7	100	0	0	0	0	0	0	0	0	0	0	0	0	0	7/8	88
Culinary Arts (CULA), A.A.S.	6	86	1	14	0	0	0	0	0	0	0	0	0	0	0	7/10	70
Forest Technician (FORT) A.A.S.	4	57	0	0	3	43	0	0	0	0	0	0	0	0	0	7/9	78
Integrated (INAS) A.S., A.A.S	4	66	1	17	1	17	0	0	0	0	0	0	0	0	0	6/8	75
Survey Technology (SURV) A.A.S.	4	80	0	0	1	20	0	0	0	0	0	0	0	0	0	5/6	83

STATISTICAL SUMMARY BY ASSOCIATE DEGREES & CERTIFICATES
Fist Destination Alumni Survey 2015– SALARY REPORT

SALARY INFORMATION	# Reporting/responses	HIGH Report	AVERAGE Report
Arboriculture & Landscape Management (AALM) A.A.S.	3 out of 7	\$40,200	\$36,400
Baking & Pastry (BAKA) A.A.S.	1 out of 7	\$20,000	\$20,000
Culinary Arts (CULA) A.A.S.	1 out of 7	\$21,133	\$20,966
Forest Technician (FORT) A.A.S.	2 out of 7	\$32,240	\$30,120
Integrated Studies (INAS) A.S. A.A.S	1 out of 6	\$30,285	\$25360
Survey Technology (SURV) A.A.S.	4 out of 5	\$60,000	\$37,270

CLASS OF 2015 - OCCUPATIONS/JOB TITLES AND EMPLOYERS
(Alpha-order by degree & program)

BACHELOR DEGREES

Biology – BS (BIOG)

JOB TITLE	EMPLOYER NAME
Pharmaceutical Technician	RiteAid
Wildlife Specialist	Catskill Forest Association
Research Technician	AWI
Lab Technician	Marshall BioResources
Horticulturist/Teacher	Cachepot Landscaping/Natures Classroom
Research Technician	Adirondack Watershed Institute
Buyer/Regional Supervisor	Maines Paper & Food Service Inc./ Adirondack Watershed Institute at PSC
Teacher Assistant	Boise State University

Business Management Entrepreneurial Studies –BS (BMES)

JOB TITLE	EMPLOYER NAME
Accounting Intern /Workforce Integration	CAMBA/SMS Holding
Retail Specialist	Outdoor Gear Exchange
Hotel Catering and Administrative Assistant/Fitness Coach	DelMonte Hotel Group/ Rochester Athletic Club
Teller/Para Educator	Claremont Savings Bank/Fall Mountain School District
New Sales Delivery Coordinator	Ressler Motors
Production Scheduler	Hubbell Galvanizing
Head Baker & Manager	Skinny Pancake

Culinary Arts & Service Management-BPS (CASM)

JOB TITLE	EMPLOYER NAME
Chef	Dino's Italian American Deli
Purchaser/Kitchen Manager	The American Sector/Commanders Palace
Cook/Prepared Foods	Wegmans Food Market
Cook	Canyon Ranch/High Peaks Resort
Dietary Director/Chef	Genesis Health Care/Mt. View Grand
Head Cook	Camp Treetops
Chef/Director Culinary Education/Cook	PSC-Sodexo/Mountain Lake Academy/Liquid & Solids

Culinary Arts & Service Management-BPS (CASM)

JOB TITLE	EMPLOYER NAME
Cook/Biller	Madison Bistro/New England Motor Freight
Garmangier & Pantry	The Shore Restaurant at the Inn at the Lake
Chef De Cuisine /Line Cook	Canyon Ranch
Line Cook/Cook 3/ Line Cook	Belhurst Castle/Wegmans/Olive Garden
Food Truck Chef/ Concession Grill Cook	M Bynum Creations/Capture Cove Restaurant LLC
Cook	Schenectady Municipal Golf Course
Banquet Cook/Line Cook	Turning Stone Resort Casino/Red Robin Gourmet Burgers

Environmental Science – BS (ENVS)

JOB TITLE	EMPLOYER NAME
Project Field Manager	Montrose Environmental Group
Environmental Field Technician	Airtech Environmental Service
Manufacturing Associate/Foreman	Lonza/Erhardt & Shallow Landscaping
Chemist 1	State of Maine
Plant Ecologist/Research Assistant	Western State Colorado University
Crew Member	Student Conservation Association (SCA)
CleanPack Chemist	Clean Harbors
Farm Hand/Lift Operator	Boot Jack Farms/Cooper Mountain
High Peaks Summit Steward/ Associate Naturalist	Adirondack Mountain Club/ Beaver Lake Nature Center
Wildlife Biologist	Trutech
Volunteer Wildlife Biology Surveyor/ Shipping Assistant/Keyholder	US Geological Survey/ Kelleher Auction/Eastern Mountain Sports
Retail Seafood Sales	Hooked Seafood Co.
Partner Teacher	New York City Teaching Collaborative

Environmental Studies-BA (ENST)

JOB TITLE	EMPLOYER NAME
Agriculture-Grower	Asgard Farm
Energy Efficiency Program Administrator/ Backcountry Steward	Leidos/ New York Department of Environmental Conservation
Watershed Program Administrator	Adirondack Watershed Institute at PSC
Farm Laborer	Markewitz Farm
Weekend Supervisor	ADK Watershed
Environmental Intern/ Gift Shop/Intern	Environmental Action Organization/ Big Mountain Deli & Creperie/Jamestown Settlement
Foreman	Scotts Landscaping
Groundsman	Christensen Landscape Services
Facilities-Sodexo/ Receptionist/International Volunteer	Paul Smith's College /NYS Department of Environmental Conservation/Peace Corps

Fisheries & Wildlife Science – Fisheries Concentration – BS (FWSF)

JOB TITLE	EMPLOYER NAME
At-Sea Monitor /Watershed Steward	A.I.S. Inc., /Adirondack Watershed Institute at PSC
Aquatic Ecologist/Seasonal Technician/ Water Chestnut Field Coordinator	Princeton Hydro/NJ Fish & Wildlife/ The Nature Conservancy
Commercial Fisherman/Lumberjack Athlete	Commercial Fishing Vessel/Great Alaskan Lumberjack Show

Fisheries & Wildlife Science – Wildlife Concentration – BS (FWSW)

JOB TITLE	EMPLOYER NAME
Teacher Assistant	Florida Atlantic University
Surveyor/Construction Laborer	VT Survey Consultants/Miller Construction
Marine Patrol Officer	Maine Marine Patrol
Surveying Tech/Assistant Sugarbush Manager	Lawson Surveying & Manufacturing/Roxbury Maple
Wildlife Technician	NYS Department of Environmental Conservation
Fisheries Technician	NYS Department of Environmental Conservation
Animal Care Staff	Cape Wildlife Center
Director	NYS Department of Environmental Conservation- Camp Bruce
Lake Steward	ADK Watershed at PSC (AWI)
Wildlife technician (research)/ Point Count Technician	Archbold Biological Station / Saltmarsh Habitat Avian Research Program (SHARP)
Fisheries Technician	Prince of Wales Hatchery Association
Naturalist Interpreter/ Wildlife Technician	Walking Mountains Science Center/ Western Ecosystems (WEST) Inc
Sales Associate	Something Fishy Aquarium
Project Manager	Virginia Tech
Wildlife Technician	US Department of Agriculture, APHIS, Wildlife Services
Assistant Forest Ranger	NYS Department of Environmental Conservation
Fisheries Technician/Canoe & Kayak Rental Guide	Prince Williams Sound Aquaculture / Mac's Canoe Livery & AWA
Educator/Seasonal	Seneca Park Zoo/The Nature Conservancy
Dog Handler	Geese Police
Wildlife Technician/Field Technician	National Ecological Observatory Network (NEON)/Cary Institute
Wolf Internship/ Adjunct Professor-Wildlife Management	National Park Service-International Wolf Center/ Vermillion Community College

Forestry – Ecological Forest Management – BS (FEFM)

JOB TITLE	EMPLOYER NAME
Professional Lumberjack Athlete	The Great Lumberjack Show
Forestry Intern	Town of Sigriswil
Summer Forestry Intern	Long View Forestry
Forester & Log Buyer/Forest Technician/Instructor	Allard Lumber Co/FORECON Inc./Jay Peak Resort
Consulting/Field Forester	Southwind Forestry
Forester	Rolling Hills Farm

Forestry- Forest Operations – BS (FFOP)

JOB TITLE	EMPLOYER NAME
Tree Climber	Bartlett Tree Experts
Operations Forester	Landvest
Forester	Chestnut Ridge Forestry/Wagner Millwork
Lumber Inspector-Kiln Technician	Gutchess Lumber

Forestry – Recreation Resource Management – BS (FRRM)

JOB TITLE	EMPLOYER NAME
Grounds Laborer/Tree Trimmer	Erie County Department of Public Works/Davey Tree Experts

Food Service Beverage Management-BS (FSBM)

JOB TITLE	EMPLOYER NAME
Front Desk Agent	Radisson Hotel
Event Coordinator	SUNY at Albany
Front of House Staff	High Peaks Resort

Hotel, Resort & Tourism Management-BS (HRTM)

JOB TITLE	EMPLOYER NAME
Reservationist Specialist	The Point
Operations Supervisor	Six Flags Great Escape
Sales Coordinator/Social Media Coordinator	Marriott/Beautiful Special Weddings
Rooms Controller - Front Desk Agent	Ritz-Carlton Hotel Company
Resort & Attraction Intern	Disney College Program
Head Host - Assistant Supervisor	Whiteface Lodge and Resort
Event Coordinator	Broadwell Hospitality Group
Assistant Office Manager/ Event Coordinator & PR Manager	NY Palace/ Gear-up Foundation
Maintenance Operations	Disney College Program
Guest Relations	Walt Disney World
Front Desk Agent	Hampton Inn Lake Placid
Undisclosed	Crown Plaza
Marketing & Events Coordinator	City of Caribou
Guest Services Manager/ Sales Associate	New Castle Hotels and Resorts/ Kandied Kernel
Sales & Service Associate/Resource Coordinator	Adworkshop /American Management Association
Catering Manager	Carrabba's Italian Grill
Visitor Service Specialist	Regional Office of Sustainable Tourism
Club Concierge/Guest Relations Coordinator	The Ritz-Carlton/The Breakers Palm Beach
Front Desk Agent	The Ritz-Carlton Cleveland

Integrated Studies-BA, BS, BPS (INST)

JOB TITLE	EMPLOYER NAME
Owner/Operator	Barracho Taco
Wildland Firefighter	USFS, McKenzie River Fire
Undisclosed	Lake Paradox Club
Computer Lab Assistant	Saranac Central School
Mechanic Assistant/Invasive Species Technician	HVAC Silverado Air System/Adirondack Watershed Institute
Undisclosed	Klett Farm, LLC
Assistant Caretaker/ Stone Mason	Private Camp/ Self-Employed
Receptionist/Barista	Atiis LLC Medical Billing/Starbucks
Owner	Adirondack Ecological Services
Activities Assistant/Counselor	Capital District YMCA/YMCA Adventure Camp
Operations Support & Head Baker	Camp of the Woods
Environmental Analyst/Restoration Field Technician	Laboratory Control Systems, Inc./Cardno JF New

Natural Resources Management & Policy BS (NRMP)

JOB TITLE	EMPLOYER NAME
Game Warden	Texas Parks and Wildlife
Recycle Assistant	Onondaga County Resource Recovery Agency (OCRRA)
Technician Inspector	Adirondack Watershed Institute at PSC
Sales Associate	Liverpool Lumber/Curtis Lumber
Environmental Analyst Trainee/Owner	NYSDEC/Guided Deer Hunting
Fishing Associate	Bass Pro Shops
Management Technician-Scuba Diver/ Construction	Adirondack Watershed Institute/ Steve Hawkins Building Contractor
Foreman/Arborist	Nelson Tree Service/Tree Doctor
Perishable Buyer/Baker	A&B Naturals/Milk & Honey
Marine Patrol Officer/ Conservation Security Worker	State of Maine/ NYS Department of Environmental Conservation
Unknown/Plumber/Sales	Middlebury Fence Co/New England Air Systems/Dick's Goods
Wildlife Biologist	Trutech
Energy Efficiency Program Administrator	Leidos Engineering
Campus Safety Officer	Paul Smith's College, Campus Safety
Highway Maintainer 1	Town of Hinesburg
Social Worker/Correction Officer	City of Lancaster/Sheriff's Department
Assistant Site Manager- Safety & Environmental Manager	TCIMS
Sales Associate	Radio Shack
Recruiter/Bindery Operator/Supervisor	Saver Health Care Staffing/Velocity Marketing Asset Co/AWI
Desk Staff/Lifeguard	NJ Rock Gym/Cedar Lake Beach
Engineer Technician/Steward	Advance Testing Company, Inc. / Adirondack Watershed Inst.

Natural Resources Management & Policy BS (NRMP) Cont.

JOB TITLE	EMPLOYER NAME
Support Team/Childcare	Pro Tool & Supply/Busy Bee Jumpers
PC Technician	Paul Smith's College
EMT	Westchester Emergency Center (WEC)
Forester/Watershed Restoration Crew Leader	ACRT/Trout Unlimited
Conservation Officer Recruit	New Mexico Department of Game and Fish

Natural Resources Sustainability BS (NRSS)

GRAD 2015	
JOB TITLE	EMPLOYER NAME
Energy Auditor	Coburn Energy
CSA Electrician-Building Materials Salesperson	Lowe's
Graduate Student Researcher -Plant & Soil Science	The University of Vermont
Executive Director of Production/Farm Manager/ Aquaponics Greenhouse Manager	Vertical Harvest/Heermance Farms/ Continental Organics

Parks & Recreation Forestry Management BS (PRFM)

GRAD 2015	
JOB TITLE	EMPLOYER NAME
Scientist	MA Department of Fish and Game
Mechanic	Indian Bay Marina
Rail Explorer Guide	Scenic Rail Explorers
Recreation Technician	US Department of Interior

Recreation, Adventure Travel & Ecotourism – BPS (RATE)

GRAD 2015	
JOB TITLE	EMPLOYER NAME
Resident Counselor	Mountain Lake Academy
Hiking	GAP-Appalachian Trail
Residential Counselor	Mountain Lake Academy
Guide/Freelance Photographer	St Regis Canoe Outfitters/Self-Employed
Youth Crew Leader	Montana Conservation Corps
Cross Country traveling	GAP –Road Trip

ASSOCIATE DEGREES

Arboriculture & Landscape Management AAS (AALM)

JOB TITLE	EMPLOYER NAME
Arborist	Health Care Tree & Lawn
Sugarbush Technician/Groundsman	Balley View Sugar House/ Chippers
Groundsman & Arborist	Bartlett Tree Experts
Arborist	Hartney Greymont
Arborist/Carpenter	Heritage Tree Care/Resonate Design Build, LLC

Baking - AAS (BAKA)

JOB TITLE	EMPLOYER NAME
Cook/Line Cook	Little Caesar's/Bokie's Drive-in
Pastry Cook	Turning Stone Resort Casino/Twin Farms
Baker	Cake Placid/Camp Dudley
Owner/Baker	Honey Brook Hobbies Bakery
Attraction Operator/Teller	Disney College Program/First National Bank/Disney
Baker	Helena's Chocolate Café and Creperie
Baker	Cake Placid

Culinary Arts- AAS (CULA)

JOB TITLE	EMPLOYER NAME
Line Cook	Mirror Lake Inn/ Calistoga Ranch
Cook	Downhill Grill
Chef/Cook	Wegmans Food Market
Prep Cook	Turning Stone Resort Casino
Certified Nurse's Aid	United Helper's Riveredge Nursing Home
Chef Manager/Chef	Splash at the Boathouse/ Pillsbury Senior Communities
Innkeeper & General /Catering Cook Assistant	Robert Frost Mountain Cabin/Janice Munson Catering

Integrative Studies - AA, AAS (INAS)

JOB TITLE	EMPLOYER NAME
Teller/Barista	Community Bank/Starbucks
Sales Associate -Clothing/Custodian	Walmart/C&W Facility Services
Plant Health Care	Mead Tree & Turf Care
Barn Restorer	Old Barn Co.
Supervisor Landscaper/Orchard Coop	The Lodge

Forest Technician- AAS (FORT)

JOB TITLE	EMPLOYER NAME
Groundsman, Co-Op	Sav-A-Tree
Arborist	Bartlett Tree Experts
Wildland Firefighter/Substitute Teacher	US Forest Service/Capital Region Career & Technical School
Landscaper-Groundsman	Blair Brothers Construction
Undisclosed/Intern	Wagner Lumber / Bethel Woods Center for the Arts

Surveying-AAS (SURV)

JOB TITLE	EMPLOYER NAME
Land Surveyor/Party Chief	Tec Land Surveyors/ Cottrell Land Surveyors
Surveyor / Apprentice	Hill Land Surveying Inc. /Robert Sutherland PC
Land Surveyor	Warren Ramie Surveying
Survey Technician	Vermont Survey & Engineering
Survey Technician/Grade Foreman	Bardoun Land Surveying/Northwoods Excavating Inc.

CLASS OF 2015- COMMENTS, SUGGESTIONS & ADVICE FOR STUDENTS

Hospitality training helps you in all fields-improves your customer service and communication skills.

My PSC education was fantastic and really prepared me for work.

I feel prepared, but worried loans will be a financial burden in future.

Very little that I have learned is helping me in my unrelated career choice, but my degree got me my job.

PSC community provides a great support system-tap into it.

Towards the end of my college career I was not as satisfied.

Listen to your advisor. I would have chosen chemistry-biology major if offered (as my advisor recommended).

PSC is a great learning environment and student body.

In graduate school, I now realize the great educational opportunities at PSC for research. Take advantage of wildlife projects and volunteer. It will open doors of opportunities unknown. Develop good connections with faculty, support staff and friends at PSC and it will take you far.

Students- Find out what employers are looking for in hires.

Students: Be smart, humble and stay strong.

College is very hard but search for the right group of friends to support you.

Students-use other resources than USAJOBS but learn how to navigate USAJOBS.

Hands on learning helped me. Get out and apply for an internship.

Professors are amazing. Don't be afraid to ask questions or seek advice.

Don't rely on college to push you forward-do it yourself!

If you want to make money add every little related thing to your resume because the more you make the better off you are.

Make friends of all ages –just knowing someone can be just that little bit of help to get you that job.

As a transfer student don't overlook opportunities to get involved. I missed out on taking hospitality courses and valuable field work experience at PSC.

Go to class, do the work and stay on task.

Explore your interests. I would have chosen hospitality or pastry arts instead.

Explore what you like and do well. I wasn't sure what I wanted as far as a degree so I just wanted to go to college.

Work hard at learning and doing.

Get a GIS minor-very valuable in many fields, more marketable!

Get an OSHA certification-will help you get jobs.

You will be consistently busy and have a blast! Give it 150% effort.

Keep your options open and don't get discouraged-keep the job search going.

Know your professors and stay in touch-they're great!

Find your own way school.

Find an internship in your field.

PSC Instructors give you all the tools you need. It's up to you to take it in, process it and apply the knowledge in your field to be successful.

CLASS OF 2015- COMMENTS, SUGGESTIONS & ADVICE FOR STUDENTS (cont)

My friends helped me prepare for life after PSC. They taught me so much.

PSC kept us headed in the right direction; the rest was up to us. We were challenged to make real life decisions, how to manage our time, how to communicate with team members, and how to solve serious problems which builds confidence.

If possible, do a study-abroad. Apply for a scholarship. Ask your advisor and faculty about options.

PSC is an awesome place to get your education and to discover yourself.

Make sure you are doing what you want to do with your life.

Do more networking while in college to get peer reviews when starting a new business. Public speaking is important.

Go for a scholarship – take the time and effort to apply. It will be the best decision for the rest of your life.

I was very happy with PSC- make the most of your time here.

Utilize all PSC resources. Ask agency/job/recruiters what classes will help you in the field.

PSC was a great experience. Meet and listen to your advisor's advice early in your freshman year. Stay on track.

I would have chosen wildlife science as my major in retrospect (like my advisor suggested).

Be willing to try any position and market your transferrable skills.

Understand the financial costs and rewards of getting your education.

Make the most out of your college experience.

Get out and find your experience. Believe me...it's out there!

Understand the reality of the work place. Deb has been very helpful with this in the career center!

Take advantage of using the Career Center when finding an internship and writing a resume-very helpful!

Utilize all of your college resources!

While at PSC I was involved in 3 consecutive seasonal internships in my major and did not know about career services, which in hindsight would have been extremely helpful.

Try to target and gear job search towards your industry.

Paul Smith's College was one of 3 schools that I attended to complete my bachelors. It was the only school that valued in-class experience rather than online curriculum. This heavily affected my potential and success.

USAJOBS.gov advice: Read and follow instructions to the "T" - don't skip over anything. It takes time but the extra effort will pay off. If you have questions, reach out to the contact in listing. Resumes-still use their resume builder even if you upload your own resume.

Find out who is hiring for full-time, year-round positions by your sophomore year for future opportunities.

Know how your overall GPA effects/limits application requirements to graduate school and some jobs.

As a student you can receive credit for internships and study-abroad if the college requirements that go with it are completed. Ask your advisors and professors about opportunities through the college.

EXTRA-CURRICULAR ACTIVITIES, CLUBS & LEADERSHIP

Hospitality Club- helped me learn how to network. I currently attend Networking Events to broaden my horizon and meet new people. Very useful especially if you are looking for advancement in your career. You never know who you are going to meet!

Birding club, mycology club were great.

Rugby. Playing rugby helped me relate and become friends with students with different interests, background and degree programs. This would not have been the case if I only interacted with students in my program.

Stand-out forestry faculty. They really are there to support and encourage you to be successful.

Tutoring helped tremendously because it re-enforced all the important information that is needed in my career field.

Being a tutor has allowed me to think outside the box and approach situations in many different ways. Also helped strengthen teacher relationships for recommendations.

Athletics- being in shape definitely helped carrying my canoe all over the back country on patrol. I was very strong from sports.

ADVICE, COMMENTS & SUGGESTIONS FOR PSC

I really enjoyed PSC and loved the unique one of a kind experience. If PSC offered graduate degrees I would return.

Promote more non-profit job listings.

Keep the business program!

Offer more hands on training for NRMP. Some courses were misrepresented as outdoor learning experiences but focused more on in-classroom.

The Career Center does a great job helping students and alums. Keep up the good work.

Require or offer a 1 or 2 credit class on career planning, resume building and job search strategies for incoming and outgoing students.

Forever PSC! Don't change the name of the school or rebrand PSC- could risk losing alumni support.

Transferring credits was too difficult. Add more humanities courses for a 4 year degree.

Would have liked a minor in agricultural farming to integrate with culinary arts.

Add more environmental law and policy classes or as a minor.

Invite more sustainability-natural resources employers at career fair. Let sustainability students know career support is available to them.

Stop by Career Center-they have other job search resources to share for specific fields in addition to career fairs.

Deb Dutcher does a phenomenal job helping students-stop in to talk with her whenever you have questions or need assistance.

I've noticed my Bachelor degree program is no longer offered. Difficult to gain interest in and develop a program effectively within four year timespan. It also makes it frustrating for students to stay on track and complete required courses.

Add engineering courses for a minor to add to environmental science and surveying programs so students are more prepared and marketable after graduation (ex: civil engineering).

ADVICE, COMMENTS & SUGGESTIONS FOR PSC (cont)
Make elevators a priority- they are needed to make campus handicap accessible.
Let students know there are alumni everywhere and how to connect with them!
Contact the SCA for career fairs. SCA of the Adirondacks is located in Whitney Wilderness near Long Lake and Tupper Lake.
Make clearer pathways from college to careers to help find the right field of study earlier.
Provide students with knowledge and information to find work so they can leave the north country.
Great courses-faculty is amazing!
Sodexo could be more lenient with work-study students.
Standards need to be set higher to challenge high achievers.
Teach more up to date coursework including current field and survey technology
Better quality water- it's too chlorinated.
Give more attention to legal aspects of forest management, particularly in the upper division classes (i.e. timber sale contracts, tax programs, etc.). Focusing some time of the subject of legal aspects will help prepare forestry students for the private forestry industry.
I would have added arboriculture to my forestry degree if offered at the time.