WCNR CAREER SERVICES
Data Report 2016 - 2019

In partnership with the CSU Career Center
Warner College of Natural Resources

The following tables were created for each major in the Warner College of Natural Resources to determine the employers, graduate schools, and locations of student’s first destinations between 2016 and 2019 (recent data not included due to COVID-19 pandemic). Access to this information here: https://warnercnr.colostate.edu/career-services/future-opportunities/

### Job Titles

- Biological Science Technician
- Environmental Specialist
- Environmental Technician
- Field Technician
- Firefighter
- Fisheries Technician
- Forester
- Forestry Technician
- Geologist
- GIS Technician
- Lab Technician
- Park Ranger
- Program Coordinator
- Research Assistant
- Stewardship Forester
- Wildland Firefighter
- Wildlife Technician

#### Employers

- Colorado Parks and Wildlife
- Colorado State Forest Service
- CSU Colorado Forest Restoration Institute
- CSU Larval Fish Laboratory
- Larimer County
- Marriott International
- Peace Corps
- Student Conservation Association
- US Bureau of Land Management
- US Department of Agriculture
- US Fish and Wildlife Service
- US Geological Survey
- US National Park Service
- USDA APHIS National Wildlife Research Center
- USDA Forest Service

#### Graduate Schools

- Colorado State University
- Emory University
- Miami University
- University of Denver
- University of Florida
- University of Wyoming
- Yale University

#### Location Post Graduation by State

- AK
- CA
- CO
- International
- MT
- TX
- WY

#### Plans Secured

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education¹</th>
<th>Average Salary²</th>
<th>Internship Rate³</th>
<th>Offer Rate⁴</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>WCNR UG</td>
<td>752</td>
<td>84%</td>
<td>650</td>
<td>72%</td>
<td>102</td>
<td>11%</td>
</tr>
</tbody>
</table>

**UG 3 Year Average (2016-2019)**

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education¹</th>
<th>Average Salary²</th>
<th>Offer Rate⁴</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Certificate</td>
<td>22</td>
<td>96%</td>
<td>16</td>
<td>70%</td>
<td>6</td>
</tr>
<tr>
<td>Masters</td>
<td>230</td>
<td>88%</td>
<td>203</td>
<td>78%</td>
<td>27</td>
</tr>
<tr>
<td>Doctorate</td>
<td>19</td>
<td>90%</td>
<td>19</td>
<td>90%</td>
<td>0</td>
</tr>
<tr>
<td>WCNR GR</td>
<td>271</td>
<td>89%</td>
<td>238</td>
<td>78%</td>
<td>33</td>
</tr>
</tbody>
</table>

**GR 3 Year Average (2016-2019)**

1. Continuing education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.
2. Average salary is based on full-time permanent employment. Salary is only reported if n>4.
3. Internship rate includes a variety of experiential learning activities including, but not limited to internships, field experiences, research/lab experiences, student teaching, and significant volunteer experiences.
4. Offer rate is the percentage of graduates who are actively seeking employment or education that secured plans or indicated at least one job offer.
## Ecosystem Science and Sustainability

### Job Titles
- Biological Science Technician
- Conservation Associate
- Corporate Sustainability Coordinator
- Environmental Consultant
- Environmental Justice (industry)
- Environmental Scientist
- Environmental Technician
- GIS Contractor
- Hydrologic Technician
- Hydrologist
- Natural Resources Specialist
- Sustainability Analyst
- Water Conservation Technician
- Water Resources Specialist
- Watershed Biologist
- Watershed Restoration Specialist

### Employers
- Antea Group
- CACI
- Cedar Creek Associates
- City of Fort Collins
- Colorado State University
- Columbine Health Systems
- CSU Center for Environmental Management of Military Lands
- CSU Colorado Forest Restoration Institute
- Habitat Management
- Larimer County
- Power Home Remodeling
- Select Energy Services
- US Bureau of Land Management
- US National Aeronautics and Space Administration
- US National Park Service

### Graduate Schools
- Colorado State University
- Emory University
- Georgia Institute of Technology
- South Dakota School of Mines
- University of Alaska - Anchorage
- University of California - Davis
- University of Hawaii - Manoa
- University of Idaho
- University of Sheffield
- University of Wisconsin - Madison
- University of Sheffield

### Location Post Graduation by State
- CA
- CO
- DC
- IL
- MN
- NY
- OR
- TX

### Plans

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Internship Rate</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ecosystem Sci &amp; Sustainability</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
</tr>
<tr>
<td>125</td>
<td>83%</td>
<td>104</td>
<td>69%</td>
<td>21</td>
<td>14%</td>
<td>$39,906</td>
</tr>
<tr>
<td><strong>Watershed Science</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>68%</td>
<td>17</td>
<td>55%</td>
<td>4</td>
<td>13%</td>
<td>--</td>
</tr>
</tbody>
</table>

**UG 3 Year Average (2016-2019)**

### Masters

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
</tr>
<tr>
<td>18</td>
<td>95%</td>
<td>16</td>
<td>84%</td>
<td>2</td>
<td>11%</td>
</tr>
</tbody>
</table>

**GR 3 Year Average (2016-2019)**
# Fish, Wildlife, and Conservation Biology

## Job Titles
- Fisheries Biologist
- Fisheries Ecologist
- Fisheries Technician
- Park Ranger
- Wildlife Biologist
- Wildlife Technician
- District Wildlife Manager
- Natural Resource Manager

## Employers
- Colorado Parks and Wildlife
- Colorado State University Larval Fish Laboratory
- Larimer County
- Peace Corps
- Student Conservation Association
- Timberline Aquatics
- US Bureau of Land Management
- US Department of Agriculture
- US Fish and Wildlife Service
- US Geological Survey
- USDA APHIS
- USDA APHIS National Wildlife Research Center
- USDA Forest Service
- USDA APHIS National Wildlife Research Center
- USDA Forest Service

## Graduate Schools
- Colorado State University
- Miami University
- New Mexico State University
- Oklahoma State University
- Oregon State University
- Purdue University
- University of California - Berkeley
- University of Denver
- University of Florida
- University of Manitoba
- University of Nebraska
- University of Wyoming
- Virginia Tech

## Location Post Graduation by State
- AK
- CA
- CO
- ID
- IL
- International
- KS
- MT
- OR
- TX
- WY

## UG 3 Year Average (2016-2019)

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Internship Rate</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count %</td>
<td>Count %</td>
<td>Count %</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fish, Wildlife &amp; Conserv Bio</td>
<td>168 76%</td>
<td>142 65%</td>
<td>26 12%</td>
<td>$33,518</td>
<td>162 80%</td>
<td>184 84%</td>
</tr>
</tbody>
</table>

## GR 3 Year Average (2016-2019)

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count %</td>
<td>Count %</td>
<td>Count %</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate Certificate</td>
<td>1 100%</td>
<td>0 0%</td>
<td>1 100%</td>
<td>--</td>
<td>1 100%</td>
</tr>
<tr>
<td>Masters</td>
<td>8 100%</td>
<td>5 63%</td>
<td>3 38%</td>
<td>--</td>
<td>8 100%</td>
</tr>
<tr>
<td>Doctorate</td>
<td>3 75%</td>
<td>3 75%</td>
<td>0 0%</td>
<td>--</td>
<td>4 100%</td>
</tr>
</tbody>
</table>
## Job Titles
- Arborist
- Conservation Steward
- District Wildlife Manager
- Ecological/Environmental Technician
- Environmental Planner
- Stewardship Forester
- Forestry/Field Technician
- GIS Analyst/Technician
- Horticulture Lead
- Natural Resource Specialist
- Park Ranger
- Trail and Stewardship Programs Manager
- Parks Planner
- Plant Healthcare Technician
- Range Management Specialist
- Research Assistant
- Soil Scientist
- Wildfire Restoration Specialist
- Wildland Firefighter

### Employers
- Colorado Parks and Wildlife
- Colorado State Forest Service
- Colorado State University
- CSU Colorado Forest Restoration Institute
- Davey Tree Experts
- Larimer County
- Nature Conservancy
- Rocky Mountain Conservancy
- Sterling Lexicon
- Student Conservation Association
- Tolmar
- US Bureau of Indian Affairs
- US Bureau of Land Management
- USDA Agricultural Research Service
- USDA Forest Service

### Graduate Schools
- Colorado State University
- Michigan Technological University
- Rutgers – The State University of New Jersey
- Unity College
- University of Copenhagen
- University of Washington
- University of Wyoming
- West Virginia University
- Yale University

### Location Post Graduation by State
- CA
- CO
- MT
- NM
- WY

## Plans Secured, Employed, Continuing Education, Average Salary, Internship Rate, Offer Rate, Number

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Internship Rate</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fire &amp; Emergency Services Admin</strong></td>
<td>34 92%</td>
<td>32 86%</td>
<td>2 5%</td>
<td>--</td>
<td>1 4%</td>
<td>35 95%</td>
</tr>
<tr>
<td><strong>Forestry</strong></td>
<td>46 92%</td>
<td>42 84%</td>
<td>4 8%</td>
<td>$32,640</td>
<td>33 77%</td>
<td>48 96%</td>
</tr>
<tr>
<td><strong>Natural Resources Management</strong></td>
<td>105 85%</td>
<td>94 76%</td>
<td>11 9%</td>
<td>$38,761</td>
<td>88 73%</td>
<td>110 89%</td>
</tr>
<tr>
<td><strong>Rangeland Ecology</strong></td>
<td>17 74%</td>
<td>13 57%</td>
<td>4 17%</td>
<td>--</td>
<td>18 86%</td>
<td>20 87%</td>
</tr>
</tbody>
</table>

**UG 3 Year Average (2016-2019)**

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Masters</strong></td>
<td>80 86%</td>
<td>71 76%</td>
<td>9 10%</td>
<td>$56,518</td>
<td>83 89%</td>
</tr>
<tr>
<td><strong>Doctorate</strong></td>
<td>5 100%</td>
<td>5 100%</td>
<td>0 0%</td>
<td>--</td>
<td>5 100%</td>
</tr>
</tbody>
</table>

**GR 3 Year Average (2016-2019)**
# Geosciences

## Job Titles
- Environmental Scientist
- Geologic Technician
- Geologist
- GIS Analyst
- Hydrogeologist
- Hydrologist
- Geomorphologist
- Geospatial Technician

## Employers
- Barrick Gold Corporation
- BG Construction
- EOG Resources
- Geosciences Industries
- GROUND Engineering
- RockSol Consulting Group
- Rolfson Oil
- Stillwater Mining Company
- Talon/LPE
- Ultimate Compliance Solutions
- Weaver Consultants Group
- Wenck

## Graduate Schools
- Colorado State University
- California State University - Long Beach
- California State University - Northridge
- University of Nevada - Reno
- University of South Carolina
- Yale University

## Location Post Graduation by State
- CO
- NV
- CA
- MT
- TX

### UG 3 Year Average (2016-2019)

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Internship Rate</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
</tr>
<tr>
<td>Geology</td>
<td>65</td>
<td>84%</td>
<td>56</td>
<td>73%</td>
<td>9</td>
<td>12%</td>
</tr>
</tbody>
</table>

### GR 3 Year Average (2016-2019)

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
</tr>
<tr>
<td>Masters</td>
<td>26</td>
<td>96%</td>
<td>20</td>
<td>74%</td>
<td>6</td>
</tr>
<tr>
<td>Doctorate</td>
<td>8</td>
<td>100%</td>
<td>8</td>
<td>100%</td>
<td>0</td>
</tr>
</tbody>
</table>
Human Dimensions of Natural Resources

Job Titles
- Activities and Adventure Director
- City Planner
- Communications Manager
- Conference Manager
- Director of Recreation Operations
- Environmental Educator
- Event Planner
- Marketing Coordinator/Manager
- Outdoor Recreation Guide
- Outreach Coordinator
- Park Ranger
- Recreation Technician
- Resort Operations Manager
- Resource Planner
- Sustainability Manager
- Tour Representative

Employers
- Alaska Department of Environmental Conservation
- City of Fort Collins Natural Areas
- CSU Environmental Learning Center
- Denver Water
- Designs By Stonescapes
- Gusto
- Marriott Vacations Worldwide
- Matterhorn Inn
- Peace Corps
- Phipps Conservatory and Botanical Gardens
- Protect Our Winters
- San Juan Outfitters
- South Suburban Parks & Recreation
- Student Conservation Association
- Town of Estes Park
- Town of Frisco
- Trustpilot
- Vail Resorts

Graduate Schools
- Colorado State University
- Emory University
- Middlebury College
- University of Colorado – Boulder
- University of Denver
- University of Edinburgh
- University of Illinois – Urbana-Champaign

Location Post Graduation by State
- CO
- International
- MT
- WA

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Internship Rate</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Dimensions of Nat Resources</td>
<td>33</td>
<td>80%</td>
<td>29</td>
<td>71%</td>
<td>4</td>
<td>10%</td>
</tr>
<tr>
<td>Natural Resource Tourism</td>
<td>103</td>
<td>94%</td>
<td>91</td>
<td>83%</td>
<td>12</td>
<td>11%</td>
</tr>
<tr>
<td>Natural Resource Recr &amp; Tourism</td>
<td>35</td>
<td>97%</td>
<td>30</td>
<td>83%</td>
<td>5</td>
<td>14%</td>
</tr>
</tbody>
</table>

UG 3 Year Average (2016-2019)

<table>
<thead>
<tr>
<th>Plans Secured</th>
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<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Certificate</td>
<td>14</td>
<td>93%</td>
<td>12</td>
<td>80%</td>
<td>2</td>
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<tr>
<td>Masters</td>
<td>98</td>
<td>87%</td>
<td>91</td>
<td>81%</td>
<td>7</td>
</tr>
<tr>
<td>Doctorate</td>
<td>3</td>
<td>75%</td>
<td>3</td>
<td>75%</td>
<td>0</td>
</tr>
</tbody>
</table>

GR 3 Year Average (2016-2019)
Black, Indigenous, and Students of Color

Job Titles
- Account Development Representative
- Bilingual Development
- Biological Science/Field/Fisheries/Laboratory Technician
- Land Management Technician
- Communications Manager
- Conservation Program Associate
- Education Coordinator
- Environmental Consultant/Planner/Scientist
- Firefighter
- Fish and Wildlife Biologist
- Geologist
- GIS Analyst
- Natural Resources Manager
- Park Ranger
- Public Relations Coordinator
- Research Associate
- Vegetation and Wetlands Ecologist
- Sustainability Coordinator/Specialist
- Tribal Resilience Analyst
- Youth Conservation Corps Crew Leader

Employers
- Chicago Botanic Gardens
- Colorado Parks and Wildlife
- Colorado State University
- CSU Colorado Forest Restoration Institute
- GROUND Engineering
- Larimer County
- Los Alamos National Laboratory
- Peace Corps
- Student Conservation Association
- US Bureau of Indian Affairs
- US Fish and Wildlife Service
- US National Aeronautics and Space Administration
- USDA Forest Service

Graduate Schools
- Colorado State University
- Emory University
- Lewis & Clark College
- Oklahoma State University
- University of Northern Colorado
- University of Washington

Location Post Graduation by State
- AK
- CA
- CO
- DC
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- MN
- NM
- TX

<table>
<thead>
<tr>
<th>Plans Secured</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>Average Salary</th>
<th>Internship Rate</th>
<th>Offer Rate</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>% Count</td>
<td>% Count</td>
<td>% Count</td>
<td>% Count</td>
<td>% Count</td>
<td>% Count</td>
</tr>
<tr>
<td>Asian</td>
<td>9 82%</td>
<td>8 73%</td>
<td>1 9%</td>
<td>--</td>
<td>5 56%</td>
<td>10 91%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>4 57%</td>
<td>4 57%</td>
<td>0 0%</td>
<td>--</td>
<td>5 83%</td>
<td>4 57%</td>
</tr>
<tr>
<td>Hawaiian/Pac Islander</td>
<td>2 100%</td>
<td>2 100%</td>
<td>0 0%</td>
<td>--</td>
<td>0 0%</td>
<td>2 100%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>63 82%</td>
<td>53 69%</td>
<td>10 13%</td>
<td>$41,600</td>
<td>51 81%</td>
<td>68 92%</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>31 82%</td>
<td>29 76%</td>
<td>2 5%</td>
<td>--</td>
<td>28 88%</td>
<td>34 92%</td>
</tr>
<tr>
<td>Native American</td>
<td>4 67%</td>
<td>3 50%</td>
<td>1 17%</td>
<td>--</td>
<td>6 100%</td>
<td>5 100%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>% Count</td>
<td>% Count</td>
<td>% Count</td>
<td>% Count</td>
<td>% Count</td>
</tr>
<tr>
<td>Asian</td>
<td>1 100%</td>
<td>1 100%</td>
<td>0 0%</td>
<td>--</td>
<td>1 100%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>4 100%</td>
<td>3 75%</td>
<td>1 25%</td>
<td>--</td>
<td>4 100%</td>
</tr>
<tr>
<td>Hawaiian/Pac Islander</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>12 71%</td>
<td>11 65%</td>
<td>1 6%</td>
<td>$57,166</td>
<td>12 71%</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>8 100%</td>
<td>7 88%</td>
<td>1 13%</td>
<td>--</td>
<td>8 100%</td>
</tr>
<tr>
<td>Native American</td>
<td>4 80%</td>
<td>4 80%</td>
<td>0 0%</td>
<td>--</td>
<td>5 100%</td>
</tr>
</tbody>
</table>
Fostering our Career Ecosystem

*It is more than partnerships.*

To foster the career ecosystem we have built as a college, let us continue:

- Engaging students in- and out-of-the-classroom
- Providing early access to experiential learning opportunities
- Encouraging career conversations with faculty and staff
- Engaging employers at multiple levels
- Promoting the First Destination Survey in late fall/spring

This image depicts the importance of a career ecosystem and how it positively affects all involved. As an example, faculty and staff engagement could lead students to research opportunities, which then leads to students getting experience, which is key to career success.