



Verification of Compliance with Accreditation-Relevant Federal Regulations

Submitted to the
Middle States Commission on Higher Education

State University of New York
College of Environmental Science and Forestry

June 1, 2017

Dr. Quentin D. Wheeler, President

Accredited Since: 1952

Reaffirmation of Accreditation: March 1, 2012

Evaluation Site Visit: November 6-9, 2011

Table of Contents

1. Student Identity Verification	2
2. Transfer of Credit Policies and Articulation Agreements	3
3. Title IV Program Responsibilities	5
4. Institutional Records of Student Complaints	6
5. Required Information for Students and the Public	8
6. Standing with State and Other Accrediting Agencies	10
7. Contractual Relationships.....	12
8. Assignment of Credit Hour	12
Appendix A: Federal Student Aid Program Participation Agreement	15
Appendix B: First Destination Survey	34
Appendix C: ESF State University of New York Charter	109

Index of Tables

Table 1: Most Recent 3-Years of ESF Student Loan Default Rates.....	5
Table 2: Table of Required Information for the Public with Weblinks	9
Table 3: Standing with State and Other Accrediting Agencies.....	11



Verification of Compliance with Accreditation-Relevant Federal Regulations
Institutional Report Template

The Middle States Commission on Higher Education, as a federally recognized accreditor, is obligated to ensure that its candidate and member institutions comply with the accreditation-relevant federal regulations developed by the U.S. Department of Education in the Higher Education Opportunity Act of 2008. Further, the Commission is required to review candidate and member institutions' continued compliance with Title IV program responsibilities. Commission policy regarding federal compliance requirements for institutions was revised and enacted in January 2013, indicating that institutions must meet these federal regulations to be accredited by the Commission.

In response to this, it is assumed that the institution will provide documentation of policies and procedures that are (1) in writing, (2) approved and administered through applicable institutional processes, and (3) published and accessible to those affected.

In the event that one or more of these regulations do not apply to an institution, that institution shall indicate that fact in the compliance document. Otherwise, all accredited and candidate institutions must respond with regard to each of the areas.

These areas will be reviewed as part of the accreditation process, especially as they relate to the MSCHE Standards and applicable Requirements of Affiliation. Failure to comply with the areas of verification listed above will result in follow-up.

Reports must be filed in the Commission office according to the dates below:

Self-Study Visit falls between. . .	Report on federal compliance is due no later than. . .	Reviewer's Report is due. . .
September – January	July 1	August 15
February – March	December 1	January 15
April – May	January 15	March 1
PRR review begins . . .	Report on federal compliance is due no later than. . .	Reviewer's Report is due. . .
June 1	June 1	August 1

Please note that as additional guidance is received from the U.S. Department of Education, these guidelines may be modified without prior notice.

Institution: SUNY College of Environmental Science and Forestry

Report completed by: Dr. Sophie A. Gublo-Jantzen

Date: June 1, 2017

1. Student Identity Verification in Distance and Correspondence Education

Institutions must provide the following information and evidence:

Documents, Policies, and Procedures

1. Policies and procedures used to ensure student identity verification in distance or correspondence education courses.
 - Unique user Net ID and Password login for Blackboard and Adobe Connect
 - Authentic assessment integrated into course content in the form of individual and group assignments, discussion and interactions between instructor and student, and synchronous interactions
 - The Net ID and Password are managed through contracted services with Syracuse University's Information Technology Services Office. The Net ID policy requires students not to share their Net ID or Password with anyone, requires the password to be changed within one year of the previous password reset, and cannot be the same as a password used in the past three years.
2. Procedure(s) regarding the protection of privacy for students enrolled in distance and correspondence courses or programs.
 - SUNY compliance with the provisions of the "Personal Privacy Protection Law" and system regulations under "Access to Personal Information Maintained by SUNY).
<http://www.esf.edu/privacy>
<http://www.esf.edu/registrar/ferpa.htm>
3. Procedure(s) for notifying students about any projected additional charges associated with student identity verification. Provide URLs, catalogs, student handbooks, and other locations of any alternative institutional website documenting required disclosures.
 - ESF is bound by the Fees, Rentals, and Other Charges policy covering all state operated campuses in the SUNY system.
http://www.suny.edu/sunypp/documents.cfm?doc_id=398
 - For ESF courses, the presence of special fees is listed in the catalogue description of the course, on the course in the semester's Schedule of Classes, and detailed on the Bursar's webpage.
<http://www.esf.edu/catalog>
<http://www.esf.edu/registrar>
<http://www.esf.edu/bursar>
 - Additionally, the complete language of the Fees, Rentals, and Other Charges policy covering all state operated campuses in the SUNY system can be located at
http://www.suny.edu/sunypp/documents.cfm?doc_id=398

2. Transfer of Credit Policies and Articulation Agreements

Institutions must provide the following information and evidence:

Documents, Policies, and Procedures

1. Policies and procedures for making decisions about the transfer of credits earned at other institutions (including all modes of delivery, if applicable). Include public disclosure (URL, catalog, or other public locations for information) of policy.
 - All transfer credit will remain tentative until official, final college transcripts and score reports for college level examinations (AP, CLEP, IB, etc.) are received and reviewed by Office of Undergraduate Admissions staff under the direction of the faculty. It is the student's responsibility to ensure that official, final transcripts or score reports are received by the College. College level course work equivalent to the ESF program of study requirements can be transferred to the College, but grades and grade points cannot be transferred. Credit will be awarded only for those courses completed with a grade of "C" or higher. ESF will grant appropriate college credit based on test scores achieved through participation in the College Entrance Examination Board's Advanced Placement (AP) program, College Level Examination Program (CLEP) or the International Baccalaureate (IB) Program for which the student has achieved a satisfactory examination score. All transfer credit will remain tentative until official, final college transcripts and score reports for college level examinations (AP, CLEP, IB, etc.) are received and reviewed by Office of Undergraduate Admissions staff under the direction of the faculty. It is the student's responsibility to ensure that official, final transcripts or score reports are received by the College.
 - Transfer students must submit official copies of transcripts and examination score reports of all college level course work attempted or completed as part of their application for admission. Preliminary evaluations of transfer credit are provided to transfer students at the time of admission. Entering freshman who complete college level course work while in high school must submit official transcripts or examination score reports for transfer credit evaluation prior to the beginning of the semester they first enroll. Transfer credit granted will be reflected on the degree audit report distributed at New Student Orientation. International transfer applicants are required to submit a detailed course-by-course evaluation of all international academic credentials in English. This evaluation must be completed by an approved international credentials evaluation agency. All transfer credit will remain tentative until official, final transcripts are received. It is the student's responsibility to ensure that official final transcripts are sent to and received by the College as outlined in conditions of admission. Transfer students who are completing or have completed an associate degree program at a SUNY campus and who do not agree with their preliminary transfer credit evaluation should first contact the ESF Office of Admissions to request a further review of potential transfer credit. The student's academic record and the preliminary transfer credit evaluation will be reviewed, in consultation with the Academic Department if appropriate, to determine whether

additional transfer credit is applicable to degree requirements. If the student does not agree with the review of the transfer credit evaluation by the Office of Admissions they then have the option of appealing the evaluation with the ESF Dean of Instruction and Graduate Studies. Additional details about the policies and procedures governing the transfer of credits to ESF can be located at www.esf.edu/admissions/transfercredit.htm.

- A transfer student's admissibility is based primarily on their academic performance in all college coursework completed and the applicability of that coursework toward meeting the lower division requirements of their intended program of study at ESF. Consideration is also given to the student's prior academic discipline and intended program of study. For most programs of study, a significant emphasis is placed on the student's background in math and science. Applicants to Landscape Architecture should have some background in art or graphic design, and they are required to submit a portfolio for studio placement. Information on how to prepare this portfolio can be located at <http://www.esf.edu/la/portfolio/portfolio.pdf>.
- Further information about transfer of credit policies and articulation agreements: <http://www.esf.edu/admissions/transfer/>
<http://www.esf.edu/catalog>

2. URL and other publication locations, if applicable, of institutions with which the institution has established an articulation agreement.

- ESF's program of Cooperative Transfer Colleges was designed to facilitate the academic advising process and reduce challenges associated with transferring credit from one institution to the next in a degree seeking program. ESF has formalized transfer articulation agreements with a 37 institutions in New York, Pennsylvania, Massachusetts, and New Jersey. ESF also offers a Guaranteed Transfer program to high school students who wish to apply to ESF as high school seniors, but choose to attend one of these Cooperative Colleges prior to enrollment at ESF. Students who are accepted for the Guaranteed Transfer program at ESF will enter as sophomore or junior transfer students from one of the Cooperative Colleges. Details of the Guaranteed Transfer program at ESF can be found on the website <http://www.esf.edu/admissions/transfer/tags/default.htm>
- Through these agreements, we have developed transfer articulation guidelines listing equivalent courses for ESF lower division degree requirements and have identified advisors at each campus to assist students in course selection and scheduling. ESF Admission staff members, who also provide academic advising to students preparing to transfer, make regular visits to the Cooperative College campuses. Students transferring from any of the Cooperative Colleges with which ESF has established articulation agreements with are eligible for application to any program offered at the Syracuse Campus, and all US citizens transferring to ESF are also eligible for programs delivered at our Ranger School campus in Wanakena, NY. Additional information about or Cooperative Transfer Colleges and a listing of institutions with current articulation agreements can be found at <http://www.esf.edu/admissions/transfer/tags/>

3. Title IV Program Responsibilities

Institutions must provide the following information and evidence:

Documents, Policies, and Procedures

1. Student loan default rates for the most recent three years. If applicable, submit reports on compliance from the U.S. Department of Education in regard to the cohort default rate, including any default reduction plans.

The most current federal student aid default rates are for Fiscal Years 2011, 2012, and 2013. The official report available on the Federal Aid Student Website is replicated below:

Table 1: Most Recent 3-Years of ESF Student Loan Default Rates

OPE ID	School	Type	Control	Programs		FY 2013	FY 2012	FY 2011
002851	SUNY College of Environment Science & Forestry 1 Forestry Drive Syracuse	Master's Degree or Doctor's Degree	Public	Both (FFEL/FDL)	Default Rate	2.4	2.1	3.7
					No. in Default	12	10	15
					No. in Repay	485	464	405
					Enrollment Figures	2,930	2,939	2,778
					Percentage Calculation	16.5	15.7	14.5

- Appendix A: Federal Student Aid (FSA) Program Participation Agreement (PPA)

2. Three most recent years of composite ratios (private and proprietary institutions only).

N/A

3. Date of most recent Title IV program review

N/A – However, currently in the recertification process for the FSA PPA (Appendix A)

4. Relevant correspondence from the U.S. Department of Education, such as program reviews and any actions to limit, suspend, or terminate the institution's eligibility to participate in Title IV, including institutional responses, if applicable.

- We are currently on a provisional certification with our Program Participation Agreement, which is in the review stage of the recertification process.

Open Clery Review

- A Campus Security Program Review was conducted at SUNY College of Environment Science & Forestry on August 1, 2011. The institution must resolve all deficiencies and pay any fines that may be assessed in the Final Program Review Determination (FPRD) letter prior to the expiration of the Program Participation Agreement unless (a) the determinations of the FPRD are under appeal, or (b) alternative payment arrangements have been made with the Department's Debt Collection Services.
 - FSA PPA Document (Appendix A)

4. Institutional Records of Student Complaints

Institutions must provide the following information and evidence:

Documents, Policies, and Procedures

1. Policy and methods used in handling and tracking student grievances and complaints. Include public disclosure(s) of the policy/policies for student grievances and complaints (URLs, catalog, handbook, or other public location of this information).
 - When a disclosure or formal complaint is received by the College, every effort is made to complete the investigative phase within 60 days of receipt of the report. The time to resolution can be affected by many things including the details of the specific case and when the incident occurred. Certain periods of the academic year, such as during break periods, exam periods, and the summer, make resolution of a student conduct case more challenging. Both the reporting individual and the respondent have the right to have a student conduct process run concurrently with a criminal justice investigation and proceeding, except for temporary delays as requested by external municipal entities while law enforcement gathers evidence. The decision to delay rests with the Vice Provost and Dean for Student Affairs (or designee).
 - Both parties may request a single delay, not to exceed 5 business days, during the student conduct process. Specific to academic grievances and the grade change process, grades may be changed at any time within three years of the completion of the semester for which the original grade has been awarded, in accordance with the institutional Policy on Changing of Grades.
 - The timeline for filing an unlawful discrimination complaint is included in the Discrimination Complaint Procedure document, and includes the process for filing both an official complaint and an unofficial complaint. Informal complaints or inquiries should be made within 90 days from the date which the Complainant first knew or reasonably

should have known of such act. The procedure set forth in the Discrimination Complaint Procedure rests upon the submission of a written complaint that will enable there to be a full and fair investigation of the facts. The Allegation of Discrimination Form can be found within the Discrimination Complaint Procedure document; failure to cooperate in filing the complaint or providing information may result in the case being dismissed. A formal student complaint must be filed within 90 calendar days following the alleged discriminatory act or 90 calendar days after a final grade is received, for the semester during with the discriminatory acts occurred, if that date is later.

- The ESF Discrimination Complaint Administrator (DCA) shall receive any complaint of alleged discrimination, shall assist the Complainant in the use of the complaint form and will promptly investigate and resolve each complaint within 90 days. The DCA will have the discretion to reasonably extend the deadline if an investigation is deemed complex. The DCA shall provide the Complainant with information about various internal and external mechanisms through which the complaint may be filed, including applicable time limits for filing with each agency. Upon completion of the investigation, the DCA shall send a letter to the Complainant acknowledging the completion of the investigation and the outcome. A copy of the response shall be attached to the original complaint form in the Officer's file. The witnesses interviewed, the results of the investigation, the basis for determination, and corrective action imposed, if any, shall remain confidential except as required by law. Within 20 days of the date the response was issued, the Complainant may request, in writing, that the matter be impartially be reviewed by the President or designee. The President shall uphold the determination, refer it to a designee for review, or remand it to the DCA for further investigation or action. The Complainant will be advised of his or her right to proceed to the appropriate external enforcement agencies. There is no right of appeal when the DCA determines there is insufficient reasonable, credible evidence to support allegations of discrimination and that finding is upheld by the President.

- ESF Complaint Procedures:

<http://www.esf.edu/students/guidebook.pdf>

<http://www.esf.edu/students/handbook.pdf>

http://www.esf.edu/acadgov/documents/gradechangepolicy_000.pdf

http://www.esf.edu/documents/Discrimination_Complaint_Procedure.pdf

2. Procedures for making modifications and improvements to the institution as a result of information obtained in handling student complaints.

- It is the policy at ESF to thoroughly investigate every student complaint and make determinations as to possible policy or procedural improvements on a case by case basis.
- Complaints of discrimination brought beyond the 90-day period will be tracked and investigated to the extent possible consistent with the campus Title IX obligations, including the Discrimination Complaint Administrator (DCA) duties to spot patterns and address systemic issues. In formal complaints, verbal complaints/inquiries may be acted

upon in rare instances.

5. Required Information for Students and the Public

Institutions must provide the following information and evidence:

Documents, Policies, and Procedures

1. URLs, catalogs and student handbooks, and other public locations of any alternative institutional website documenting required disclosures as required by Student Right to Know, as well as policies on SAP, withdrawal, leave of absence, and attendance.

Table 2: Table of Required Information for the Public with Weblinks

Webpage Title	URL	Description
ESF Academic Catalog	http://www.esf.edu/catalog/	Degree program requirements, course descriptions, academic
ESF Office of Financial Aid & Scholarships	http://www.esf.edu/financialaid/sap.htm	Provides access to the rules for “Satisfactory Academic Progress”
ESF Office of Financial Aid & Scholarships (Withdrawals and Return of Title IV	http://www.esf.edu/financialaid/r2t4.htm	Provides details on legal requirements for students to repay all or a portion of the Title IV aid they have received.
SUNY-ESF: SUNY College of Environmental Science and	http://www.esf.edu/univpolice/crimealerts.htm	Describes the institution’s responsibility under the Campus Security Act to report crimes that
SUNY-ESF Bursar’s Office	http://www.esf.edu/bursar/	Provides most up to date information about billing, refunds, expenses, fees, and
SUNY-ESF International Education	http://www.esf.edu/international/	Provides information specific to students attending ESF who
SUNY-ESF: SUNY College of Environmental Science and Forestry (Student Consumer	http://www.esf.edu/consumer/	Provides access to all required information under the Student Right to Know Act, including links to graduation rates, retention rates.

2. Methods used to collect and review information on student outcomes and licensure pass rates.

- In addition to participation on required federal (IPEDS Completions, Graduation Rates, Graduation Rates 200, and Outcome Measures surveys) and state (New York State Education Department surveys concerning student outcomes), we conduct a First Destination Survey at the institutional level as well.
- The most recent First Destination Survey (Appendix B) was administered to December 2014, May 2015, and August 2015 graduates from ESF undergraduate and graduate programs. Survey recruitment is conducted through the Career Services newsletter, an e-mailed survey link to all graduates, handouts at commencement rehearsal, and a staffed table at cap and gown pick-up for May graduates. The identified strategies, targeting students prior to graduate, proved valuable in obtaining accurate contact information. The following additional steps were taken to gather information from non-respondents, those who indicated they were not employed, and those who were not continuing their education.

- Examples of these efforts include multiple e-mails sent throughout the year, connections through LinkedIn, and outreach to faculty and staff to assist with post-graduation activity for those they stay in contact with. These efforts resulted in an overall 76.8% response rate. Disaggregated by degree earned, Associate's degree level reflected a 73.9% response rate, Bachelor's level response rate was 77.9%, and Graduate degree recipients (Master's and PhD) responded at a 74.4% rate.
- Our programs in engineering and landscape architecture include a licensure exam at completion of the program. The engineering department collects and reviews pass rates and uses this information in their assessment process. Council of Landscape Architectural Registration Boards (CLARB) does not make pass/fail data publicly available in any form that can be linked to individual academic program performance, but these data are available through a secure portal for an authorized user to view examination results specific to their institution. CLARB exam passing rates for the last two years are publicly available on their webpage in aggregate form, reported by exam section.
- Participation in NYSED and IPEDS reporting on student outcomes

3. Documents and URLs for advertising and recruitment materials that are available to current and prospective students that show the accreditation status with the Commission and any other U.S. Department of Education approved agencies.

- <http://www.esf.edu/catalog>
- <http://www.esf.edu/catalog>
- <http://www.esf.edu/middlestates>

6. Standing with State and Other Accrediting Agencies

Institutions must provide the following information and evidence:

Documents, Policies, and Procedures:

1. Documentation of the relationships with any specialized, programmatic, or institutional accrediting agencies recognized by the U.S. Department of Education and all governing or coordinating bodies in the state(s) and countries in which the institution has a presence.

If, in the last five years, the institution has had a review resulting in non-compliance, include the report from the state or other accreditor as well as the institutional response.

Table 3: Standing with State and Other Accrediting Agencies

Accreditor	Program	Next	Website
ABET	Bioprocess Engineering, BS	2018-19	http://main.abet.org/aps/AccreditedProgramsDetails.aspx?OrganizationID=61&ProgramIDs=
ABET	Environmental Resources Engineering BS	2018-19	http://main.abet.org/aps/AccreditedProgramsDetails.aspx?OrganizationID=61&ProgramIDs=
ABET	Land Surveying Technology, AAS	2016-17	http://main.abet.org/aps/AccreditedProgramsDetails.aspx?OrganizationID=61&ProgramIDs=
ABET	Paper Engineering, BS	2018-19	http://main.abet.org/aps/AccreditedProgramsDetails.aspx?OrganizationID=61&ProgramIDs=
SAF	Forest Resources Management, BS	2024	https://www.eforester.org/Main/Certification_Education/Accreditation/Main/Accreditation/Accreditation_Home.aspx?hkey=acede682-0ce7-4202-85e6-e3371eb38cdc
SAF	Natural Resources Management, BS	2024	https://www.eforester.org/Main/Certification_Education/Accreditation/Main/Accreditation/Accreditation_Home.aspx?hkey=acede682-0ce7-4202-85e6-e3371eb38cdc
ASLA	Landscape Architecture, BLA	2018	https://www.asla.org/schools.aspx
ASLA	Landscape Architecture, MLA	2018	https://www.asla.org/schools.aspx

As part of the State University of New York (SUNY) System, ESF is required to maintain compliance and good standing with the New York State Education Department (NYSED) as well as SUNY expectations. The SUNY charter for ESF is included in Appendix C. ESF accomplishes this through annual state reporting requirements and collaboration with the SUNY System level leadership in order to ensure responsible and sustained assessment and program review. Evidence of our relationship with NYSED and SUNY can be viewed at the following websites:

- <https://www.suny.edu/campuses/esf>
- <http://www.nysed.gov/COMS/RP090/IRPS2A>
- <https://eservices.nysed.gov/collegedirectory/search?instType=3>

2. URLs, catalogs, student handbooks, and other locations of any alternative institutional website documenting required disclosures.

- <http://www.esf.edu/catalog>
- <http://www.esf.edu/students/handbook>
- <http://www.esf.edu/univpolice/crimealerts.htm>
- <http://www.esf.edu/consumer/>
- <http://www.esf.edu/assessment>

7. Contractual Relationships

Institutions must provide the following information and evidence:

Documents, Policies, and Procedures

1. List of contractual arrangements for education services, including name of third-party and applicable programs and the date the arrangement was approved by the Commission.

N/A

2. URLs, catalogs, student handbooks, and other locations of any alternative institutional website documenting required disclosures.

N/A

8. Assignment of Credit Hour

Institutions must provide the follow information and evidence:

Documents, Policies, and Procedures

1. Policy and procedures for credit hour assignment covering for all types of courses (including studio, internships, laboratory, practica, etc.), disciplines, programs, degree levels, formats, and modalities of instruction (including hybrid and online). Include each policy that documents the assignment of credit hours specific to the types noted above. The following should be clearly indicated:

Academic Period (e.g., 15 weeks plus one week exam over two semesters);

- The details of the academic calendar at ESF can be found on the following public website: <http://www.esf.edu/registrar/calendar.asp> . ESF operates on a semester calendar that consists of a 15-week Fall semester and a 15-week Spring semester, each with a week of final exams following the coursework.

Recommended instructional time (e.g., three 50-minutes sessions or two 75 minutes sessions per week);

- ESF adheres to the Carnegie credit hour format and the definition of a semester credit hour (group), which expects that students will be responsible for 50-minutes of classroom instruction per week for not less than fifteen weeks plus two hours of outside study for each class session or 150 minutes or more per week for semester of not less than fifteen weeks with no expectation for outside preparation. The most recent schedule of classes for ESF can be found at <http://www.esf.edu/registrar/schedspring.asp> . This policy was adapted for the institution from the SUNY Memorandum to Presidents, Vol. 76, No. 8, Office of the Vice Chancellor for Academic Programs, State University of New York. The text of this policy is available here: <http://www.esf.edu/coc/coi/ccc/contact->

[minutes.pdf](#)

Recommended out-of-class time requirements (e.g., twice in class time).

- The amount of outside study in relation to weekly classroom instruction is somewhat dependent on the number of contact hours students receive and the class format. For Carnegie credit hours and Semester credit hours, per the referenced SUNY Memorandum to Presidents, is that for each 50-minute instructional period students are expected to complete two hours of outside study. The exception to this is the policy for Semester credit hour (group), which does not come with an expectation of outside preparation in addition to the minimum of 150 minutes of instructional contact time per week. The instructional formats approved for this model are limited to laboratory, field trip, workshop, or group studio experiences. Again, this policy is available: <http://www.esf.edu/coc/coi/ccc/contact-minutes.pdf>

2. URLs, catalogs, student handbooks, and other locations of any alternative institutional website documenting required disclosures.

Degree program requirements, course descriptions and academic policies can be found within the ESF Academic Catalog, <http://www.esf.edu/catalog>. The contents of the Academic Catalog explain academic policies and expectations for students as they apply to their degree, program, and course requirements.

3. Evidence that the institution's credit hour policies and procedures applied consistently across the full range of institutional offerings. If the institution is required to obtain approval from the relevant State Department of Education, compliance with this requirement should be documented.

As part of the SUNY System, ESF is obligated to comply with the Memorandum to Presidents (76, 8). Additional information, guidelines, and forms for course proposals and review are available through the ESF Academic Governance Committee on Curriculum webpage. The Committee on Curriculum ensures that credit hour policies and procedures are applied consistently across the full range of academic offerings. Access to relevant documentation is available from the website <http://www.esf.edu/coc/ccc.htm>.

4. Processes used by the institution to review periodically the application of its policies and procedures for credit hour assignment.

As a standing committee of Academic Governance, the Committee on Curriculum is responsible for ensuring the consistent application of policies and procedures with regard to ESF curriculum, including those related to credit hour assignment. All course revisions and proposals must be reviewed by the Committee on Curriculum and approved by Academic Governance, which is in part designed to ensure that the policies and procedures for credit hour assignment are reviewed periodically and that there is consistency in how these policies and procedures are implemented. Further information about this committee can be found at <http://www.esf.edu/coc/ccc.htm>.

Appendices

Appendix A



FEDERAL STUDENT AID  START HERE. GO FURTHER.SM

UNITED STATES DEPARTMENT OF EDUCATION

FEDERAL STUDENT AID SCHOOL ELIGIBILITY CHANNEL

PROGRAM PARTICIPATION AGREEMENT

[PROVISIONAL APPROVAL]

Effective Date of Approval: The date on which this Agreement is signed on behalf of the Secretary of Education

Approval Expiration Date: **June 30, 2017**

Reapplication Date: **March 31, 2017**

Name of Institution: **SUNY College of Environment Science & Forestry**

Address of Institution: **1 Forestry Drive
Syracuse, NY 13210-2778**

OPE ID Number: **00285100**

DUNS Number: **038367793**

Taxpayer Identification Number (TIN): **146013200**

The execution of this Agreement by the Institution and the Secretary is a prerequisite to the Institution's initial or continued participation in any Title IV, HEA Program.

The postsecondary educational institution listed above, referred to hereafter as the "Institution," and the United States Secretary of Education, referred to hereafter as the "Secretary," agree that the Institution may participate in those student financial assistance programs authorized by Title IV of the Higher Education Act of 1965, as amended (Title IV, HEA Programs) indicated under this Agreement and further agrees that such participation is subject to the terms and conditions set forth in this Agreement. As used in this Agreement, the term "Department" refers to the U.S. Department of Education.

SCOPE OF COVERAGE

This Agreement applies to all locations of the Institution as stated on the most current ELIGIBILITY AND CERTIFICATION APPROVAL REPORT issued by the Department. This Agreement covers the Institution's eligibility to participate in each of the following listed Title IV, HEA programs, and incorporates by reference the regulations cited.

- **FEDERAL PELL GRANT PROGRAM**, 20 U.S.C. §§ 1070a *et seq.*; 34 C.F.R. Part 690.
- **FEDERAL FAMILY EDUCATION LOAN PROGRAM**, 20 U.S.C. §§ 1071 *et seq.*; 34 C.F.R. Part 682.
- **FEDERAL DIRECT STUDENT LOAN PROGRAM**, 20 U.S.C. §§ 1087a *et seq.*; 34 C.F.R. Part 685.
- **FEDERAL PERKINS LOAN PROGRAM**, 20 U.S.C. §§ 1087aa *et seq.*; 34 C.F.R. Part 674.
- **FEDERAL SUPPLEMENTAL EDUCATIONAL OPPORTUNITY GRANT PROGRAM**, 20 U.S.C. §§ 1070b *et seq.*; 34 C.F.R. Part 676.
- **FEDERAL WORK-STUDY PROGRAM**, 42 U.S.C. §§ 2751 *et seq.*; 34 C.F.R. Part 675.
- **ACADEMIC COMPETITIVENESS GRANT AND NATIONAL SCIENCE AND MATHEMATICS ACCESS TO RETAIN TALENT GRANT PROGRAMS**, 20 U.S.C. §§ 1070a-1 *et seq.*; 34 C.F.R. Part 691.
- **IRAQ AND AFGHANISTAN SERVICE GRANT**, 20 U.S.C. §§ 1070d *et seq.*

PROVISIONAL CERTIFICATION

This provisional certification is granted for a limited period to permit the Institution to participate in the Title IV, HEA programs referenced in this Agreement. During the period of provisional certification, the participation of the Institution will be subject to revocation for cause. Cause for revocation includes, without limitation, a failure to comply with any provision set forth in this Agreement, a violation of Department regulations deemed material by the Department, or a material misrepresentation in the material submitted to the Department as part of the Institution's application process for this certification. The Department in its sole discretion may provide the Institution with an opportunity to cure any such failure, may place the Institution on reimbursement funding pending a decision regarding revocation of this Agreement by a designated Department official, or may suspend the participation of the Institution pending a decision by the Department regarding revocation of this Agreement. In the event the Department chooses to revoke this Agreement and the Institution's participation in the Title IV, HEA programs, the Institution will have the right to show cause why this Agreement should not be revoked by presenting its objections to the designated Department official in writing. The Institution agrees that this opportunity to show cause, and not the procedures in 34 C.F.R. 668 subpart G, shall be the sole administrative appeal regarding such revocation. The decision by the designated Department official will constitute the final agency action.

Special Requirements for Substantial Changes Made During Term of Provisional Certification

Any institution provisionally certified must apply for and receive approval by the Secretary for expansion or of any substantial change (as hereinafter identified) before it may award, disburse or distribute Title IV, HEA funds based on the substantial change. Substantial changes generally include, but are not limited to: (a) establishment of an additional location; (b) increase in the level of academic offering beyond those listed in the Institution's Eligibility and Certification Approval Report (ECAR); or (c) addition of any educational program (including degree, nondegree, or short-term training programs).

If the Institution applies for the Secretary's approval of a substantial change, the Institution must demonstrate that it has the financial and administrative resources necessary to assure the Institution's continued compliance with the standards of financial responsibility (34 C.F.R. 668.15) and administrative capability (34 C.F.R. 668.16).

Reasons and Special Conditions of Provisional Certification

New Degree Program at Public or Private Non-Profit

In addition to the expansions and substantial changes identified above under Special Requirements for Substantial Changes Made During Term of Provisional Certification, as a provisionally certified public or private non-profit institution, the institution must also apply for and receive approval by the Secretary for the addition of any degree programs.

Open Clery Review

A Campus Security Program Review was conducted at SUNY College of Environment Science & Forestry on August 1, 2011. The institution must resolve all deficiencies and pay any fines that may be assessed in the Final Program Review Determination (FPRD) letter prior to the expiration of the Program Participation Agreement unless (a) the determinations of the FPRD are under appeal, or (b) alternative payment arrangements have been made with the Department's Debt Collection Services.

Application for Recertification

Upon completion of the period of provisional certification, if the Institution wishes to apply for recertification to participate in the Title IV, HEA programs, the Institution must submit a completed Application for Approval to Participate in Federal Student Financial Aid Programs, together with all required supporting documentation, no later than March 31, 2017.

Grant or Denial of Full Certification

Notwithstanding any paragraph above, the provisional certification ends upon the Department's

notification to the Institution of the Department's decision to grant or deny a six year certification to participate in the Title IV, HEA programs.

GENERAL TERMS AND CONDITIONS

1. The Institution understands and agrees that it is subject to and will comply with the program statutes and implementing regulations for institutional eligibility as set forth in 34 C.F.R. Part 600 and for each Title IV, HEA program in which it participates, as well as the general provisions set forth in Part F and Part G of Title IV of the HEA, and the Student Assistance General Provisions regulations set forth in 34 C.F.R. Part 668.
The recitation of any portion of the statute or regulations in this Agreement does not limit the Institution's obligation to comply with other applicable statutes and regulations.
2.
 - a. The Institution certifies that on the date it signs this Agreement, it has a drug abuse prevention program in operation that it has determined is accessible to any officer, employee, or student at the Institution.
 - b. The Institution certifies that on the date it signs this Agreement, it is in compliance with the disclosure requirements of Section 485(f) of the HEA (Campus Security Policy and Campus Crime Statistics).
3. The Institution agrees to comply with --
 - a. Title VI of the Civil Rights Act of 1964, as amended, and the implementing regulations, 34 C.F.R. Parts 100 and 101 (barring discrimination on the basis of race, color or national origin);
 - b. Title IX of the Education Amendments of 1972 and the implementing regulations, 34 C.F.R. Part 106 (barring discrimination on the basis of sex);
 - c. The Family Educational Rights and Privacy Act of 1974 and the implementing regulations, 34 C.F.R. Part 99;
 - d. Section 504 of the Rehabilitation Act of 1973 and the implementing regulations, 34 C.F.R. Part 104 (barring discrimination on the basis of physical handicap); and
 - e. The Age Discrimination Act of 1975 and the implementing regulations, 34 C.F.R. Part 110.
 - f. The Standards for Safeguarding Customer Information, 16 C.F.R. Part 314, issued by the Federal Trade Commission (FTC), as required by the Gramm-Leach-Bliley (GLB) Act, P.L. 106-102. These Standards are intended to ensure the security and confidentiality of customer records and information. The Secretary considers any breach to the security of student records and information as a demonstration of a potential lack of administrative capability as stated in 34 C.F.R. 668.16(c). Institutions are strongly encouraged to inform its students and the Department of any such breaches.
4. The Institution acknowledges that 34 C.F.R. Parts 602 and 667 require accrediting agencies, State regulatory bodies, and the Secretary to share information about institutions. The Institution agrees that the Secretary, any accrediting agency recognized by the Secretary, and any State regulatory body may share or report information to one another about the Institution

without limitation.

5. The Institution acknowledges that the HEA prohibits the Secretary from recognizing the accreditation of any institution of higher education unless that institution agrees to submit any dispute involving the final denial, withdrawal, or termination of accreditation to initial arbitration prior to any other legal action.

SELECTED PROVISIONS FROM GENERAL PROVISIONS REGULATIONS, 34 C.F.R. PART 668.14

An institution's program participation agreement applies to each branch campus and other location of the institution that meets the applicable requirements of this part unless otherwise specified by the Secretary.

(b) By entering into a program participation agreement, an institution agrees that--

- (1) It will comply with all statutory provisions of or applicable to Title IV of the HEA, all applicable regulatory provisions prescribed under that statutory authority, and all applicable special arrangements, agreements, and limitations entered into under the authority of statutes applicable to Title IV of the HEA, including the requirement that the institution will use funds it receives under any Title IV, HEA program and any interest or other earnings thereon, solely for the purposes specified in and in accordance with that program;
- (2) As a fiduciary responsible for administering Federal funds, if the institution is permitted to request funds under a Title IV, HEA program advance payment method, the institution will time its requests for funds under the program to meet the institution's immediate Title IV, HEA program needs;
- (3) It will not request from or charge any student a fee for processing or handling any application, form, or data required to determine a student's eligibility for, and amount of, Title IV, HEA program assistance;
- (4) It will establish and maintain such administrative and fiscal procedures and records as may be necessary to ensure proper and efficient administration of funds received from the Secretary or from students under the Title IV, HEA programs, together with assurances that the institution will provide, upon request and in a timely manner, information relating to the administrative capability and financial responsibility of the institution to--
 - (i) The Secretary;
 - (ii) A guaranty agency, as defined in 34 CFR part 682, that guarantees loans made under the Federal Stafford Loan and Federal PLUS programs for attendance at the institution or any of the institution's branch campuses or other locations;
 - (iii) The nationally recognized accrediting agency that accredits or preaccredits the institution or any of the institution's branch campuses, other locations, or educational programs;
 - (iv) The State agency that legally authorizes the institution and any branch campus or other location of the institution to provide postsecondary education; and
 - (v) In the case of a public postsecondary vocational educational institution that is approved by a State agency recognized for the approval of public postsecondary vocational education, that State agency;
- (5) It will comply with the provisions of § 668.15 relating to factors of financial responsibility;

- (6) It will comply with the provisions of § 668.16 relating to standards of administrative capability;
- (7) It will submit reports to the Secretary and, in the case of an institution participating in the Federal Stafford Loan, Federal PLUS, or the Federal Perkins Loan Program, to holders of loans made to the institution's students under that program at such times and containing such information as the Secretary may reasonably require to carry out the purpose of the Title IV, HEA programs;
- (8) It will not provide any statement to any student or certification to any lender in the case of an FFEL Program loan, or origination record to the Secretary in the case of a Direct Loan Program loan that qualifies the student or parent for a loan or loans in excess of the amount that the student or parent is eligible to borrow in accordance with sections 425(a), 428(a)(2), 428(b)(1)(A) and (B), 428B, 428H and 455(a) of the HEA;
- (9) It will comply with the requirements of Subpart D of this part concerning institutional and financial assistance information for students and prospective students;
- (10) In the case of an institution that advertises job placement rates as a means of attracting students to enroll in the institution, it will make available to prospective students, at or before the time that those students apply for enrollment--
 - (i) The most recent available data concerning employment statistics, graduation statistics, and any other information necessary to substantiate the truthfulness of the advertisements; and
 - (ii) Relevant State licensing requirements of the State in which the institution is located for any job for which an educational program offered by the institution is designed to prepare those prospective students;
- (11) In the case of an institution participating in the FFEL Program, the institution will inform all eligible borrowers, as defined in 34 CFR part 682, enrolled in the institution about the availability and eligibility of those borrowers for State grant assistance from the State in which the institution is located, and will inform borrowers from another State of the source for further information concerning State grant assistance from that State;
- (12) It will provide the certifications described in paragraph (c) of this section;
- (13) In the case of an institution whose students receive financial assistance pursuant to section 484(d) of the HEA, the institution will make available to those students a program proven successful in assisting students in obtaining the recognized equivalent of a high school diploma;
- (14) It will not deny any form of Federal financial aid to any eligible student solely on the grounds that the student is participating in a program of study abroad approved for credit by the institution;
- (15) (i) Except as provided under paragraph (b)(15)(ii) of this section, the institution will use a default management plan approved by the Secretary with regard to its administration of the FFEL or Direct Loan programs, or both for at least the first two years of its participation in those programs, if the institution --
 - (A) Is participating in the FFEL or Direct Loan programs for the first time; or
 - (B) Is an institution that has undergone a change of ownership that results in a change in control and is participating in the FFEL or Direct Loan programs.
- (ii) The institution does not have to use an approved default management plan if --
 - (A) The institution, including its main campus and any branch campus, does not have a cohort default rate in excess of 10 percent; and

(B) The owner of the institution does not own and has not owned any other institution that had a cohort default rate in excess of 10 percent while that owner owned the institution.

(16) For a proprietary institution, the institution will derive at least 10 percent of its revenues for each fiscal year from sources other than Title IV, HEA program funds, as provided in § 668.28(a) and (b), or be subject to sanctions described in § 668.28(c);

(17) The Secretary, guaranty agencies and lenders as defined in 34 CFR part 682, nationally recognized accrediting agencies, the Secretary of Veterans Affairs, State agencies recognized under 34 CFR part 603 for the approval of public postsecondary vocational education, and State agencies that legally authorize institutions and branch campuses or other locations of institutions to provide postsecondary education, have the authority to share with each other any information pertaining to the institution's eligibility for or participation in the Title IV, HEA programs or any information on fraud and abuse;

(18) It will not knowingly --

(i) Employ in a capacity that involves the administration of the Title IV, HEA programs or the receipt of funds under those programs, an individual who has been convicted of, or has pled *nolo contendere* or guilty to, a crime involving the acquisition, use, or expenditure of Federal, State, or local government funds, or has been administratively or judicially determined to have committed fraud or any other material violation of law involving Federal, State, or local government funds;

(ii) Contract with an institution or third-party servicer that has been terminated under section 432 of the HEA for a reason involving the acquisition, use, or expenditure of Federal, State, or local government funds, or that has been administratively or judicially determined to have committed fraud or any other material violation of law involving Federal, State, or local government funds; or

(iii) Contract with or employ any individual, agency, or organization that has been, or whose officers or employees have been--

(A) Convicted of, or pled *nolo contendere* or guilty to, a crime involving the acquisition, use, or expenditure of Federal, State, or local government funds; or

(B) Administratively or judicially determined to have committed fraud or any other material violation of law involving Federal, State, or local government funds;

(19) It will complete, in a timely manner and to the satisfaction of the Secretary, surveys conducted as a part of the Integrated Postsecondary Education Data System (IPEDS) or any other Federal collection effort, as designated by the Secretary, regarding data on postsecondary institutions;

(20) In the case of an institution that is co-educational and has an intercollegiate athletic program, it will comply with the provisions of § 668.48;

(21) It will not impose any penalty, including, but not limited to, the assessment of late fees, the denial of access to classes, libraries, or other institutional facilities, or the requirement that the student borrow additional funds for which interest or other charges are assessed, on any student because of the student's inability to meet his or her financial obligations to the institution as a result of the delayed disbursement of the proceeds of a Title IV, HEA program loan due to compliance with statutory and regulatory requirements of or applicable to the Title IV, HEA programs, or delays attributable to the institution;

(22)(i) It will not provide any commission, bonus, or other incentive payment based in any part, directly or indirectly, upon success in securing enrollments or the award of financial aid, to any person or entity who is engaged in any student recruitment or admission activity, or in making

decisions regarding the award of title IV, HEA program funds.

(A) The restrictions in paragraph (b)(22) of this section do not apply to the recruitment of foreign students residing in foreign countries who are not eligible to receive Federal student assistance.

(B) For the purpose of paragraph (b)(22) of this section, an employee who receives multiple adjustments to compensation in a calendar year and is engaged in any student enrollment or admission activity or in making decisions regarding the award of title IV, HEA program funds is considered to have received such adjustments based upon success in securing enrollments or the award of financial aid if those adjustments create compensation that is based in any part, directly or indirectly, upon success in securing enrollments or the award of financial aid.

(ii) Notwithstanding paragraph (b)(22)(i) of this section, eligible institutions, organizations that are contractors to eligible institutions, and other entities may make--

(A) Merit-based adjustments to employee compensation provided that such adjustments are not based in any part, directly or indirectly, upon success in securing enrollments or the award of financial aid; and

(B) Profit-sharing payments so long as such payments are not provided to any person or entity engaged in student recruitment or admission activity or in making decisions regarding the award of title IV, HEA program funds.

(iii) As used in paragraph (b)(22) of this section,

(A) *Commission, bonus, or other incentive payment* means a sum of money or something of value, other than a fixed salary or wages, paid to or given to a person or an entity for services rendered.

(B) *Securing enrollments or the award of financial aid* means activities that a person or entity engages in at any point in time through completion of an educational program for the purpose of the admission or matriculation of students for any period of time or the award of financial aid to students.

(1) These activities include contact in any form with a prospective student, such as, but not limited to--contact through preadmission or advising activities, scheduling an appointment to visit the enrollment office or any other office of the institution, attendance at such an appointment, or involvement in a prospective student's signing of an enrollment agreement or financial aid application.

(2) These activities do not include making a payment to a third party for the provision of student contact information for prospective students provided that such payment is not based on--

(i) Any additional conduct or action by the third party or the prospective students, such as participation in preadmission or advising activities, scheduling an appointment to visit the enrollment office or any other office of the institution or attendance at such an appointment, or the signing, or being involved in the signing, of a prospective student's enrollment agreement or financial aid application; or

(ii) The number of students (calculated at any point in time of an educational program) who apply for enrollment, are awarded financial aid, or are enrolled for any period of time, including through completion of an educational program.

(C) *Entity or person engaged in any student recruitment or admission activity or in making decisions about the award of financial aid* means--

(1) With respect to an entity engaged in any student recruitment or admission activity or in making decisions about the award of financial aid, any institution or organization that undertakes

the recruiting or the admitting of students or that makes decisions about and awards title IV, HEA program funds; and

(2) With respect to a person engaged in any student recruitment or admission activity or in making decisions about the award of financial aid, any employee who undertakes recruiting or admitting of students or who makes decisions about and awards title IV, HEA program funds, and any higher level employee with responsibility for recruitment or admission of students, or making decisions about awarding title IV, HEA program funds.

(D) *Enrollment* means the admission or matriculation of a student into an eligible institution.

(23) It will meet the requirements established pursuant to Part H of Title IV of the HEA by the Secretary and nationally recognized accrediting agencies;

(24) It will comply with the requirements of § 668.22;

(25) It is liable for all--

(i) Improperly spent or unspent funds received under the Title IV, HEA programs, including any funds administered by a third-party servicer; and

(ii) Returns any title IV, HEA program funds that the institution or its servicer may be required to make;

(26) If the stated objectives of an educational program of the institution are to prepare a student for gainful employment in a recognized occupation, the institution will--

(i) Demonstrate a reasonable relationship between the length of the program and entry level requirements for the recognized occupation for which the program prepares the student. The Secretary considers the relationship to be reasonable if the number of clock hours provided in the program does not exceed by more than 50 percent the minimum number of clock hours required for training in the recognized occupation for which the program prepares the student, as established by the State in which the program is offered, if the State has established such a requirement, or as established by any Federal agency; and

(ii) Establish the need for the training for the student to obtain employment in the recognized occupation for which the program prepares the student.

(27) In the case of an institution participating in a Title IV, HEA loan program, the institution --

(i) Will develop, publish, administer, and enforce a code of conduct with respect to loans made, insured or guaranteed under the Title IV, HEA loan programs in accordance with 34 CFR 601.21; and

(ii) Must inform its officers, employees, and agents with responsibilities with respect to loans made, insured or guaranteed under the Title IV, HEA loan programs annually of the provisions of the code required under paragraph (b)(27) of this section;

(28) For any year in which the institution has a preferred lender arrangement (as defined in 34 CFR 601.2(b)), it will at least annually compile, maintain, and make available for students attending the institution, and the families of such students, a list in print or other medium, of the specific lenders for loans made, insured, or guaranteed under Title IV, of the HEA or private education loans that the institution recommends, promotes, or endorses in accordance with such preferred lender arrangement. In making such a list, the institution must comply with the requirements in 34 CFR 682.212(h) and 34 CFR 601.10;

(29) (i) It will, upon the request of an enrolled or admitted student who is an applicant for a private education loan (as defined in 34 CFR part 601.2(b)), provide to the applicant the self-certification form required under 34 CFR 601.11(d) and the information required to complete

the form, to the extent the institution possesses such information, including --

(A) The applicant's cost of attendance at the institution, as determined by the institution under part F of Title IV, of the HEA;

(B) The applicant's estimated financial assistance, including amounts of financial assistance used to replace the expected family contribution as determined by the institution in accordance with Title IV, for students who have completed the Free Application for Federal Student Aid; and

(C) The difference between the amounts under paragraphs (b)(29)(i)(A) and (29)(i)(B) of this section, as applicable.

(ii) It will, upon the request of the applicant, discuss with the applicant the availability of Federal, State, and institutional student financial aid;

(30) The institution --

(i) Has developed and implemented written plans to effectively combat the unauthorized distribution of copyrighted material by users of the institution's network, without unduly interfering with educational and research use of the network, that include --

(A) The use of one or more technology-based deterrents;

(B) Mechanisms for educating and informing its community about appropriate versus inappropriate use of copyrighted material, including that described in § 668.43(a)(10);

(C) Procedures for handling unauthorized distribution of copyrighted material, including disciplinary procedures; and

(D) Procedures for periodically reviewing the effectiveness of the plans to combat the unauthorized distribution of copyrighted materials by users of the institution's network using relevant assessment criteria. No particular technology measures are favored or required for inclusion in an institution's plans, and each institution retains the authority to determine what its particular plans for compliance with paragraph (b)(30) of this section will be, including those that prohibit content monitoring; and

(ii) Will, in consultation with the chief technology officer or other designated officer of the institution--

(A) Periodically review the legal alternatives for downloading or otherwise acquiring copyrighted material;

(B) Make available the results of the review in paragraph (b)(30)(ii)(A) of this section to its students through a Web site or other means; and

(C) To the extent practicable, offer legal alternatives for downloading or otherwise acquiring copyrighted material, as determined by the institution; and

(31) The institution will submit a teach-out plan to its accrediting agency in compliance with 34 CFR 602.24(c), and the standards of the institution's accrediting agency upon the occurrence of any of the following events:

(i) The Secretary initiates the limitation, suspension, or termination of the participation of an institution in any Title IV, HEA program under 34 CFR 600.41 or subpart G of this part or initiates an emergency action under § 668.83.

(ii) The institution's accrediting agency acts to withdraw, terminate, or suspend the accreditation or preaccreditation of the institution.

(iii) The institution's State licensing or authorizing agency revokes the institution's license or legal authorization to provide an educational program.

- (iv) The institution intends to close a location that provides 100 percent of at least one program.
- (v) The institution otherwise intends to cease operations.
- (c) In order to participate in any Title IV, HEA program (other than the LEAP and NEISP programs), the institution must certify that it--
 - (1) Has in operation a drug abuse prevention program that the institution has determined to be accessible to any officer, employee, or student at the institution; and
 - (2)(i) Has established a campus security policy in accordance with section 485(f) of the HEA; and
 - (ii) Has complied with the disclosure requirements of § 668.47 as required by section 485(f) of the HEA.
- (d)(1) The institution, if located in a State to which section 4(b) of the National Voter Registration Act (42 U.S.C. 1973gg-2(b)) does not apply, will make a good faith effort to distribute a mail voter registration form, requested and received from the State, to each student enrolled in a degree or certificate program and physically in attendance at the institution, and to make those forms widely available to students at the institution.
- (2) The institution must request the forms from the State 120 days prior to the deadline for registering to vote within the State. If an institution has not received a sufficient quantity of forms to fulfill this section from the State within 60 days prior to the deadline for registering to vote in the State, the institution is not liable for not meeting the requirements of this section during that election year.
- (3) This paragraph applies to elections as defined in Section 301(1) of the Federal Election Campaign Act of 1971 (2 U.S.C. 431(1)), and includes the election for Governor or other chief executive within such State.
- (e)(1) A program participation agreement becomes effective on the date that the Secretary signs the agreement.
- (2) A new program participation agreement supersedes any prior program participation agreement between the Secretary and the institution.
- (f)(1) Except as provided in paragraphs (g) and (h) of this section, the Secretary terminates a program participation agreement through the proceedings in subpart G of this part.
- (2) An institution may terminate a program participation agreement.
- (3) If the Secretary or the institution terminates a program participation agreement under paragraph (f) of this section, the Secretary establishes the termination date.
- (g) An institution's program participation agreement automatically expires on the date that--
 - (1) The institution changes ownership that results in a change in control as determined by the Secretary under 34 CFR part 600; or
 - (2) The institution's participation ends under the provisions of § 668.26(a)(1), (2), (4), or (7).
- (h) An institution's program participation agreement no longer applies to or covers a location of the institution as of the date on which that location ceases to be a part of the participating institution.

WILLIAM D. FORD FEDERAL DIRECT LOAN PROGRAM

If an institution participates in the William D. Ford Federal Direct Loan (Direct Loan) Program,

the institution and its representatives shall comply with the statute, guidelines, and regulations governing the Title IV, Part D, William D. Ford Federal Direct Loan Program as required by 20 U.S.C. §§ 1087a *et seq.* (Part C) and 34 C.F.R. Part 685.

The institution will:

1. Provide for the establishment and maintenance of a Direct Loan Program at the Institution that will:

Identify eligible students who seek student financial assistance in accordance with Section 484 of the Higher Education Act of 1965, as amended (the HEA).

Estimate the need of students as required under Title IV, Part F of the HEA.

Provide a certification statement of eligibility for students to receive loans that will not exceed the annual or aggregate limits, except the Institution may exercise its authority, under exceptional circumstances identified by the Secretary, to refuse to certify a statement that permits a student to receive a loan, or certify a loan amount that is less than the student's determination of need, if the reason for such action is documented and provided in written form to a student.

Establish a schedule for disbursement of loan proceeds to meet the requirements of Section 428G of the HEA.

Provide timely and accurate information to the Secretary concerning 1) the status of borrowers while students are in attendance, any new information pertaining to the status of student borrowers of which the Institution becomes aware after the student leaves the Institution, and 2) the utilization of Federal funds under Title IV, Part D of the HEA at such times and in such manner as prescribed by the Secretary.

2. Comply with requirements established by the Secretary relating to student loan information with respect to the Direct Loan Program.
3. Provide that students at the Institution and their parents (with respect to such students) will be eligible to participate in the programs under Title IV, Part B of the HEA, Federal Family Education Loan programs, at the discretion of the Secretary for the period during which such Institution participates in the Direct Loan Program, except that a student or parent may not receive loans under both Title IV, Part B and Part D of the HEA for the same period of enrollment.
4. Provide for the implementation of a quality assurance system, as established by the Secretary and developed in consultation with Institutions of higher education, to ensure that the Institution is complying with program requirements and meeting program objectives.
5. Provide that the Institution will not charge any fees of any kind, regardless of how they are

described, to student or parent borrowers for loan application, or origination activities (if applicable), or the provision and processing of any information necessary for a student or parent to receive a loan under Title IV, Part D of the HEA.

6. Provide that the Institution will originate loans to eligible students and parents in accordance with the requirements of Title IV, Part D of the HEA and use funds advanced to it solely for that purpose (Option 2 only).
7. Provide that the note or evidence of obligation of the loan shall be the property of the Secretary (Options 2 and 1 only).
8. Comply with other provisions as the Secretary determines are necessary to protect the interest of the United States and to promote the purposes of Title IV, Part D of the HEA.
9. Accept responsibility and financial liability stemming from its failure to perform its functions under this Program Participation Agreement.

CERTIFICATIONS REQUIRED FROM INSTITUTIONS

The Institution should refer to the regulations cited below. Signature on this Agreement provides for compliance with the certification requirements under 34 C.F.R. Part 82, "New Restrictions on Lobbying," 34 C.F.R. Part 84, "Governmentwide Requirements for Drug-Free Workplace (Financial Assistance)," 34 C.F.R. Part 85, "Governmentwide Debarment and Suspension (Nonprocurement)," and 34 C.F.R. Part 86, "Drug and Alcohol Abuse Prevention." Breach of any of these certifications constitutes a breach of this Agreement.

PART 1 CERTIFICATION REGARDING LOBBYING; DRUG-FREE WORKPLACE; DEBARMENT, SUSPENSION AND OTHER RESPONSIBILITY MATTERS; AND DRUG AND ALCOHOL ABUSE PREVENTION

1. Lobbying

As required by Section 1352, Title 31 of the U.S. Code, and implemented at 34 C.F.R. Part 82, for persons entering into a Federal contract, grant or cooperative agreement over \$100,000, as defined at 34 C.F.R. Part 82, Sections 82.105, and 82.110, the undersigned certifies, to the best of his or her knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan or cooperative agreement.

- (2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan or cooperative agreement, the undersigned shall complete and submit Standard Form - LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- (3) The Institution shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants and contracts under grants, loans and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

2a. Drug-Free Workplace (Grantees Other Than Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 34 C.F.R. Part 84, Subpart B, for grantees, as defined at 34 C.F.R. Part 84, Sections 84.200 through 84.230 -

The Institution certifies that it will or will continue to provide a drug-free workplace by:

- (a) Publishing a drug-free workplace statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- (b) Establishing an on-going drug-free awareness program to inform employees about-
 - (1) The dangers of drug abuse in the workplace;
 - (2) The Institution's policy of maintaining a drug-free workplace;
 - (3) Any available drug counseling, rehabilitation, and employee assistance programs; and
 - (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
- (c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);
- (d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will -
 - (1) Abide by the terms of the statement, and
 - (2) Notify the employer in writing if he or she is convicted for a violation of a criminal drug statute occurring in the workplace no more than five calendar days after such conviction;
- (e) Notifying the agency, in writing, within 10 calendar days after receiving notice under this subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to: Director, Grants and Contracts Service, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, DC 20202. Notice shall include the identification number(s) of each affected grant;
- (f) Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted -
 - (1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1972, as amended; or

- (2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- (g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

2b. Drug-Free Workplace (Grantees Who Are Individuals)

As required by the Drug-Free Workplace Act of 1988, and implemented at 34 C.F.R. Part 84, Subpart C, for recipients who are individuals, as defined at 34 C.F.R. Part 84, Section 84.300 -

- 1. As a condition of the grant, the Institution certifies that it will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity related to the award; and
- 2. If any officer or owner of the Institution is convicted of a criminal drug offense resulting from a violation occurring during the conduct of any award activity, the Institution will report the conviction, in writing, within 10 calendar days of the conviction, to: Director, Grants and Contracts Service, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, DC 20202. Notice shall include the identification number(s) of each affected grant.

3. Debarment, Suspension, and Other Responsibility Matters

As required by Executive Order 12549, Debarment and Suspension, and implemented at 34 C.F.R. Part 85, for prospective participants in primary covered transactions as defined at 34 C.F.R. Part 85, Sections 85.105 and 85.110, the Institution certifies that it and its principals:

- (a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
- (b) Have not within a three-year period preceding this application been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public or private agreement or transaction; violation of Federal or State antitrust statutes; commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, receiving stolen property, making false claims, or obstruction of justice; or commission of any other offense indicating a lack of business integrity or business honesty that seriously and directly affects their present responsibility.
- (c) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and
- (d) Have not within a three-year period preceding this application had one or more public transactions (Federal, State, or local) terminated for cause or default.

4. Drug and Alcohol Abuse Prevention

As required by the Drug-Free Schools and Communities Act Amendments of 1989, which added

section 1213 to the Higher Education Act, and implemented at 34 C.F.R. Part 86, the undersigned Institution certifies that it has adopted and implemented a drug prevention program for its students and employees that, at a minimum, includes--

1. The annual distribution in writing to each employee, and to each student who is taking one or more classes for any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:
 - Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
 - A description of the applicable legal sanctions under local, State or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.
 - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
 - A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
 - A clear statement that the Institution will impose disciplinary sanctions on students and employees (consistent with local, State and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violation of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.
2. A biennial review by the Institution of its program to:
 - Determine its effectiveness and implement changes to the program if they are needed.
 - Ensure that its disciplinary sanctions are consistently enforced.

PART 2 CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY, AND VOLUNTARY EXCLUSION -- LOWER TIER COVERED TRANSACTIONS

The Institution is to obtain the signatures of Lower Tier Contractors on reproduced copies of the certification below, and retain the signed certification(s) in the Institution's files.

CERTIFICATION BY LOWER TIER CONTRACTOR (Before Completing Certification, Read Instructions for This Part 3, below)	
<p>(1) The prospective lower tier participant certifies by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal Department or Agency.</p> <p>(2) Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.</p>	
<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> Name of Lower Tier Organization	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> PR/Award Number or Project Name
<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> Name of Authorized Representative	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> Title of Authorized Representative
<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> Signature of Authorized Representative	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> Date

1. By signing and submitting this proposal, the prospective lower tier participant is providing the certification set out below.
2. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.
3. The prospective lower tier participant shall provide immediate written notice to the person to which this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
4. The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "participant," "person," "primary covered transaction," "principal," "proposal," "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage sections of rules implementing Executive Order 12549. You may contact the person to whom this proposal is submitted for assistance in obtaining a copy of those regulations.
5. The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier

covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.

6. The prospective lower tier participant further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion--Lower Tier Covered Transactions," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the Nonprocurement List.
8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
9. Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

NOTE: A completed copy of the "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Covered Transactions" form must be retained by the Institution. The original blank certification must be returned with the PPA.

IN WITNESS WHEREOF

the parties hereto have caused this Agreement to be executed by their duly authorized representatives.

Signature of Institution's

Chief Executive Officer: _____ Date: _____

Print Name and Title: _____

For the Secretary: _____ Date: _____

U.S. Department of Education

Appendix B



State University of New York
College of Environmental Science and Forestry



2015 First Destination Survey

Table of Contents

INTRODUCTION.....	3
SUNY-ESF FIRST DESTINATION SURVEY: SUMMARY REPORT FOR 2015.....	7
Overall Responses.....	7
Employment Information.....	8
Continuing Education Information.....	11
Participating In University Programs.....	11
DEPARTMENT OF CHEMISTRY.....	12
Overall Responses.....	12
Employment Information.....	12
Continuing Education Information.....	14
Participating in University Programs.....	15
DEPARTMENT OF ENVIRONMENTAL and FOREST BIOLOGY.....	16
Overall Responses.....	16
Employment Information.....	16
Continuing Education Information.....	20
Participating in University Programs.....	21
DEPARTMENT OF ENVIRONMENTAL RESOURCES ENGINEERING.....	22
Overall Responses.....	22
Employment Information.....	22
Continuing Education Information.....	25
Participating in University Programs.....	25
DEPARTMENT OF ENVIRONMENTAL SCIENCE.....	26
Overall Responses.....	26
Employment Information.....	26
Continuing Education Information.....	30
Participating in University Programs.....	30
DEPARTMENT OF ENVIRONMENTAL STUDIES.....	31
Overall Responses.....	31
Employment Information.....	31
Continuing Education Information.....	34
Participating in University Programs.....	34
DEPARTMENT OF FOREST and NATURAL RESOURCES MANAGEMENT.....	35
Overall Responses.....	35
Employment Information.....	36
Continuing Education Information.....	39
Participating in University Programs.....	40
DEPARTMENT OF LANDSCAPE ARCHITECTURE.....	41
Overall Responses.....	41
Employment Information.....	41
Continuing Education Information.....	44
Participating in University Programs.....	44
DEPARTMENT OF PAPER and BIOPROCESS ENGINEERING.....	45
Overall Responses.....	45
Employment Information.....	45
Continuing Education Information.....	48
Participating in University Programs.....	48

DEPARTMENT OF SUSTAINABLE CONSTRUCTION MANAGEMENT and ENGINEERING.....	49
Overall Responses.....	49
Employment Information.....	49
Continuing Education Information.....	52
Participating in University Programs.....	52
FULL-TIME AND PART-TIME EMPLOYERS WITHIN STUDENT’S FIELD OF STUDY.....	53
EMPLOYMENT GEOGRAPHIC SUMMARY.....	57
Overall Summary.....	57
CNY Employment Summary.....	58
CONTINUING EDUCATION GEOGRPAHIC SUMMARY.....	59
INTERNSHIP SUMMARY.....	60
APPENDIX 1: SUMMARY TABLES.....	63
Undergraduate, Graduate, and Overall Total.....	63
Department of Chemistry Undergraduate, Graduate, and Overall Total.....	64
Department of Environmental and Forest Biology Undergraduate, Graduate, and Overall Total.....	65
Department of Environmental Resources Engineering Undergraduate, Graduate, and Overall Total.....	66
Department of Environmental Science Undergraduate, Graduate, and Overall Total.....	67
Department of Environmental Studies Undergraduate, Graduate, and Overall Total.....	68
Department of Forest and Natural Resources Management, Undergraduate, Graduate, and Overall Total...	69
Department of Landscape Architecture Undergraduate, Graduate, and Overall Total.....	70
Department of Paper and Bioprocess Engineering Undergraduate, Graduate, and Overall Total.....	71
Department of Sustainable Construction Management and Engineering Undergraduate, Graduate, and Overall Total.....	72

**DIVISION OF STUDENT AFFAIRS
CAREER SERVICES OFFICE**

INTRODUCTION

The Career Services Office is pleased to present the results of the Class of 2015 *First Destination Survey*, previously known as the *Graduating Student Survey*. The following data are representative of the post-graduation activities of degree recipients from December 2014, May 2015, and August 2015. This report is based on the responses from 458 out of 596 ESF degree recipients, representing an overall knowledge rate of **76.8 percent**.

More specifically, the responses by degree level are as follows:

Associate degree level:

- 46 degree recipients with 34 respondents, representing a 73.9 percent response rate.

Undergraduate degree level:

- 417 degree recipients with 325 respondents, representing a 77.9 percent response rate.

Graduate degree level:

- 133 total degree recipients with 99 respondents, representing a 74.4 percent response rate.

The 2015 First Destination Survey was administered in the following ways:

December 2014 Graduates

- The survey was highlighted in the Career Services newsletter.
- The survey link was e-mailed to all December graduates.
- A handout was given during a presentation made to all attendees at the annual commencement rehearsal.

May 2015 Graduates

- The survey was highlighted in the Career Services newsletter.
- Information was included with convocation materials.
- A table was staffed during cap and gown pick-up to have graduates complete the survey.
- A handout was given during a presentation made to all attendees at the annual commencement rehearsal.
- The survey link was e-mailed to all May graduates.

August 2015 Graduates

- The survey was highlighted in the Career Services newsletter.
- The survey link was e-mailed to all August graduates.

The above identified strategies, targeting students prior to graduation, proved valuable in obtaining accurate contact information. The following additional steps were taken to gather information from non-responders, those who indicated they were not employed, and those who were not continuing their education:

- Multiple e-mails were sent throughout the year.
- Connections made through LinkedIn.
- Outreach to faculty and staff to assist with post-graduation activity for those they stay in contact with.

Below are summary highlights from the data collected. Please note that these statistics are representative of the 458 respondents. To add greater transparency to the summary highlights and the post-graduation activity of the graduates, individual components of these data are categorized for your reference.

- The overall number of associate, undergraduate, and graduate degree recipients employed full-time, part-time, or attending graduate school was **90.3 percent**.

	Associate Degree	Undergraduate Degree	Graduate Degree
Employed Full-Time	9	197	92
Employed Part-Time	0	38	2
Continuing Education	25	48	3

- For the Class of 2015 (458 respondents), 16.5 percent reported they are continuing their studies full-time.
- For the Class of 2015 (458 respondents), 65 percent of associate, undergraduate, and graduate degree recipients reported being employed full-time, while 8.7 percent reported being employed part-time.
- For those employed full-time or part-time, 90.8 percent indicated their position was related to their ESF major.
- The average full-time salary for SUNY-ESF undergraduates in 2015 was \$41,481.
- For employed undergraduates, 85.9 percent reported they found their position within six months following graduation.
- For undergraduate respondents, 67 percent indicated they participated in a student club or organization during their time at ESF.
- For graduate students, 63.6 percent indicated they participated in research projects with faculty while at ESF.
- The most effective method by which 2015 graduates found employment was by applying directly to the organization. 49.3 percent of all graduate respondents reported they obtained their position through personal contacts and networking or by applying directly to the organization.
- A complete list of full-time and part-time employers within the field of study for the Class of 2015 can be found on page 53.
- For undergraduate respondents, 63.5 percent identified full-time or part-time employment within their field of major found employment in New York State. For graduate students, 54.5 percent identified the same.
- Within New York State, 52.9 percent of undergraduates along with 64.5 percent of graduates found employment within their field of major in Central New York. Employment Geographic Summary can be found on page 57.
- A complete list of graduate schools currently being attended by the Class of 2015 can be found on page 59.
- The “Internship Summary” which breaks down respondents by department and organizes their reported participation can be found on page 60.
- Listed below is a sub-set of comparison statistics from 2010-2015.

Comparison Statistics

Category	2010	2011	2012	2013	2014	2015
Knowledge Rate: Total	81.9%**	76.6%**	82.8%**	78.1%**	71.8%	76.8%
Overall placement (employed full-time, part-time, or attending graduate school)	75.7%	74.7%	78.3%	80.3%	91.1%	90.3%
Employed full-time	47.4%	43.1%	48.4%	51.0%	58%	65%
Continuing education full-time	15.9%	21%	19.6%	13.9%	21.1%	16.5%
Full-time or part-time position related to ESF major	71.3%	70.9%	87.0%	86.8%	89.1%	90.8%
Average full-time salary (undergraduates)	\$38,521	\$36,414	\$42,861	\$41,540	\$40,216	\$41,481
Found position within 6 months of graduation (undergraduates)	77.2%*	86.1%	90.1%	78%	90.4%	85.9%
Participation in student club/organization (undergraduates)	58%	62.7%	76.5%	60.8%	70.9%	67.0%
Participation in research projects with faculty (graduates)	74.1%	76%	66.7%	69.8%	71.4%	63.6%
Finding employment: Most effective method	Networking	Networking	Networking	Networking	Networking	Applied Directly to the Organization
Obtained position through personal contact/ networking, or applying directly to the organization (total respondents)	50.4%	50.7%	50.3%	54%	47.4%	49.3%
Undergraduates employed in NYS (within their field of major)	57.6%	62.5%	60.7%	57.1%	58.3%	63.5%
Graduates employed in NYS (within their field of major)	68.9%	51.1%	45.9%	60.5%	47.1%	54.5%
Undergraduates employed in CNY (within their field of major)	43.4%	50%	39.0%	62.5%	51.6%	52.9%
Graduates employed in CNY (within their field of major)	60%	56.5%	71%	37.5%	50%	64.5%

* In 2010 the survey included choices of “Before graduation”, “0-3 months”, “3-6 months”, and “6-12 months”. In 2011 the survey combined “0-3 months” and “3-6 months” categories into a “0-6 months” category.

** 2010-2013 Response Rates did not include information from LinkedIn. In 2014, searching through LinkedIn for best practice began and is now referred to as Knowledge Rate.

The remainder of this report provides summary data for the entire Class of 2015, individual faculty department data, and a geographic summary of employment. Please feel free to contact me directly with any questions and comments.

Sincerely,

John E. Turbeville

John E. Turbeville, Ph.D.

Assistant Dean for Student Affairs
and Director of Career Services

SUNY-ESF First Destination Survey

Summary Report for 2015

This report is based on 458 responses from December 2014, May 2015, and August 2015 degree recipients.

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BLA Degree	30	27	90.0%	5.9%
BS Degree	387	298	77.0%	65.1%
MF Degree	2	1	50.0%	0.2%
MLA Degree	16	13	81.3%	2.8%
MPS Degree	43	31	72.1%	6.8%
MS Degree	50	34	68.0%	7.4%
PhD Degree	22	20	90.9%	4.4%
AAS Degree	46	34	73.9%	7.4%
Total	596	458	76.8%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	417	325	77.9%	71.0%
Female	192	155	80.7%	33.8%
Male	225	170	75.6%	37.1%
Graduate Degrees	133	99	74.4%	21.6%
Female	71	55	77.5%	12.0%
Male	62	44	71.0%	9.6%
AAS Degrees	46	34	73.9%	7.4%
Female	7	7	100.0%	1.5%
Male	39	27	69.2%	5.9%
Total	596	458	76.8%	100%

Employment Information

AAS Degrees

<i>AAS Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	9	100.0%
Employed/Part-Time	0	0.0%
Not Employed-Still Seeking Employment	0	0.0%
Total	9	100%

<i>When Position was Obtained (AAS)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	0	0.0%
0-6 months after graduation	1	100.0%
6-12 months after graduation	0	0.0%
Total	1	100%

* out of 9 respondents, employed F/T or P/T, 1 answered this question

<i>Position Obtained Through (AAS)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
On-campus recruiting	0	0.0%
Career Fair (ESF, SU, etc.)	0	0.0%
Personal contact/networking	0	0.0%
Department/faculty referral	0	0.0%
Internet listing	0	0.0%
Applied directly to the organization	0	0.0%
Internship/previous position	0	0.0%
Through ESF online postings	0	0.0%
Other	0	0.0%
Total	0	0%

* out of 9 respondents, employed F/T or P/T, 0 answered this question

<i>Position Related to Major (AAS)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	8	88.9%
No - Full-Time Position	1	11.1%
Yes - Part-Time Position	0	0.0%
No - Part-Time Position	0	0.0%
Total	9	100%

* out of 9 respondents, employed F/T or P/T, 9 answered this question

Undergraduate Degrees (BS & BLA)

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	197	71.1%
Employed/Part-Time	38	13.7%
Not Employed-Still Seeking Employment	42	15.2%
Total	277	100%

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	111	52.1%
0-6 months after graduation	72	33.8%
6-12 months after graduation	30	14.1%
Total	213	100%

* out of 235 respondents, employed F/T or P/T, 213 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
On-campus recruiting	1	0.8%
Career Fair	6	5.1%
Personal contact/networking	23	19.5%
Department/faculty referral	9	7.6%
Internet listing	17	14.4%
Applied directly to the organization	32	27.1%
Internship/previous position	22	18.6%
Through ESF online postings	3	2.5%
Other	5	4.2%
Total	118	100%

* out of 235 respondents, employed F/T or P/T, 118 answered this question

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	211	89.8%
No - Full-Time Position	24	10.2%
Yes - Part-Time Position	0	0.0%
No - Part-Time Position	0	0.0%
Total	235	100%

* out of 235 respondents, employed F/T or P/T, 235 answered this question

Graduate Degrees (MLA, MF, MPS, MS, PhD)

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	92	95.8%
Employed/Part-Time	2	2.1%
Not Employed-Still Seeking Employment	2	2.1%
Total	96	100%

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	34	41.0%
0-6 months after graduation	35	42.2%
6-12 months after graduation	14	16.9%
Total	83	100%

* out of 94 respondents, employed F/T or P/T, 83 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
On-campus recruiting	0	0.0%
Career Fair	3	10.0%
Personal contact/networking	7	23.3%
Department/faculty referral	0	0.0%
Internet listing	4	13.3%
Applied directly to the organization	11	36.7%
Internship/previous position	1	3.3%
Through ESF online postings	1	3.3%
Other	3	10.0%
Total	30	100%

* out of 94 respondents, employed F/T or P/T, 30 answered this question

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	88	93.6%
No - Full-Time Position	4	4.3%
Yes - Part-Time Position	0	0.0%
No - Part-Time Position	2	2.1%
Total	94	100%

* out of 94 respondents, employed F/T or P/T, 94 answered this question

Continuing Education Information

<i>AAS Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
School/Full-Time	25	100.0%
Graduate School/In Future	0	0.0%
Total	25	100%

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	48	46.6%
Graduate School/In Future	55	53.4%
Total	103	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	3	60.0%
Graduate School/In Future	2	40.0%
Total	5	100%

Participation in University Programs

<i>AAS Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	0	0.0%
Internship (not for credit)	0	0.0%
Community Service	1	100.0%
Study Abroad	0	0.0%
Student Club/Organization	1	100.0%
Research projects with faculty	0	0.0%

* 1 respondent answered this question

†number of respondents to specific question/by entire number of respondents answering all questions

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	90	45.2%
Internship (not for credit)	75	37.7%
Community Service	105	52.8%
Study Abroad	39	19.6%
Student Club/Organization	133	66.8%
Research projects with faculty	82	41.2%

* 199 respondents answered this question.

†number of respondents to specific question/by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	6	27.3%
Internship (not for credit)	11	50.0%
Community Service	3	13.6%
Study Abroad	2	9.1%
Student Club/Organization	10	45.5%
Research projects with faculty	14	63.6%

*22 respondents answered this question

†number of respondents to specific question/by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Chemistry

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BS Degree	12	9	75.0%	52.9%
MPS Degree	1	1	100.0%	5.9%
MS Degree	2	2	100.0%	11.8%
PhD Degree	6	5	83.3%	29.4%
Total	21	17	81.0%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	12	9	75.0%	52.9%
Female	3	2	66.7%	11.8%
Male	9	7	77.8%	41.2%
Graduate Degrees	9	8	88.9%	47.1%
Female	8	7	87.5%	41.2%
Male	1	1	100.0%	5.9%
Total	21	17	81.0%	100%

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	6	85.7%
Employed/Part-Time	1	14.3%
Total	7	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	5	71.4%
No - Full-Time Position	1	14.3%
Yes - Part-Time Position	1	14.3%
Total	7	100%

* out of 7 respondents, employed F/T or P/T, 7 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	3	42.9%
0-6 months after graduation	2	28.6%
6-12 months after graduation	2	28.6%
Total	7	100%

* out of 7 respondents, employed F/T or P/T, 7 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Internship/previous position	1	50.0%
Other	1	50.0%
Total	2	100%

* out of 7 respondents, employed F/T or P/T, 2 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	7	87.5%
Not Employed-Still Seeking Employment	1	12.5%
Total	8	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	7	100.0%
Total	7	100%

* out of 7 respondents, employed F/T or P/T, 7 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
0-6 months after graduation	3	60.0%
6-12 months after graduation	2	40.0%
Total	5	100%

* out of 7 respondents, employed F/T or P/T, 5 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	1	100.0%
Total	1	100%

* out of 7 respondents, employed F/T or P/T, 1 answered this question

Employer Details

Only one salary response of \$40,000 was given for Chemistry undergraduates as well one salary response of \$60,000 for those with an advanced degree. Below is a list of employers that hired the 2015 graduates and their job titles, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
Aria Energy	Environmental Analyst	Oakfield	NY		X
Bausch & Lomb	Quality Specialist Contractor	Rochester	NY	X	
Carpenters Brook Fish Hatchery	Hatchery Aid	Elbridge	NY	X	
Joule Clinical and Scientific Staffing Solutions	Junior Quality Control Assistant	Syracuse	NY		X
Lake Superior State University	Research Associate		LA		X
North Carolina State University	Postdoctoral Research Scholar		NC		X
REG Life Sciences, LLC	Research Associate		CA	X	
Sloan Kettering Memorial Cancer Institute	Postdoctoral Fellow	NYC	NY		X
Smithers Viscient	Laboratory Technician	Boston	MA	X	
The Research Foundation for SUNY	Undergraduate Teaching Assistant	Syracuse	NY	X	
TRC Companies, Inc.		Albuquerque	NM		X
United States Air Force	Air Force Pilot Trainee		OK	X	
Utica College	Visiting Assistant Professor of Chemistry	Utica	NY		X
Walt Disney World	Chemistry Professional Intern	Orlando	FL	X	

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	2	100.0%
Total	2	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
-----------------------------------	-------------------------	-------------------------

*0 respondents answered this question

Continuing Education Details

Below is a list of institutions the 2015 Chemistry graduates are currently attending and the degrees and programs being pursued.

<i>Institution</i>	<i>Degree/Program</i>	<i>City</i>	<i>State</i>
Duke University	Ph.D Chemistry	Durham	NC
Roswell Park Cancer Institute	Ph.D Cancer Pathology & Prevention	Buffalo	NY

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	1	16.7%
Internship (not for credit)	2	33.3%
Community Service	4	66.7%
Student Club/Organization	3	50.0%
Research projects with faculty	5	83.3%

*6 respondents answered this question

†number of respondents to specific question/by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
-----------------------------------	---------------------------	--------------------------

*0 respondents answered this question

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Environmental and Forest Biology

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BS Degree	158	109	69.0%	86.5%
MPS	5	4	80.0%	3.2%
MS Degree	19	11	57.9%	8.7%
PhD Degree	3	2	66.7%	1.6%
Total	185	126	68.1%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	158	109	69.0%	86.5%
Female	88	64	72.7%	50.8%
Male	70	45	64.3%	35.7%
Graduate Degrees	27	17	63.0%	13.5%
Female	13	9	69.2%	7.1%
Male	14	8	57.1%	6.3%
Total	185	126	68.1%	100%

<i>Undergraduate Major</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Employed F/T</i>	<i>Employed P/T</i>	<i>Not Employed</i>	<i>Continuing Education</i>	<i>Totals</i>
Aquatic and Fisheries Science	13	9	5	2	2	0	9
Biotechnology	10	7	4	0	0	3	7
Conservation Biology	41	32	10	3	10	9	32
Environmental Biology	46	34	10	8	8	8	34
Environmental Education and Interpretation	7	4	4	0	0	0	4
Forest Health	7	5	4	0	0	1	5
Wildlife Science	34	18	6	6	4	2	18
TOTAL	158	109	43	19	24	23	109

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	43	50.0%
Employed/Part-Time	19	22.1%
Not Employed-Still Seeking Employment	24	27.9%
Total	86	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	39	62.9%
No - Full-Time Position	4	6.5%
Yes - Part-Time Position	16	25.8%
No - Part-Time Position	3	4.8%
Total	62	100%

* out of 62 respondents, employed F/T or P/T, 62 answered this question.

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	33	55.9%
0-6 months after graduation	21	35.6%
6-12 months after graduation	5	8.5%
Total	59	100%

* out of 62 respondents, employed F/T or P/T, 59 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	7	18.9%
Career Fair	1	2.7%
Department/faculty referral	2	5.4%
Internet Listing	8	21.6%
Internship/previous position	5	13.5%
Personal Contact/Networking	10	27.0%
Through ESF online postings	2	5.4%
Other	2	5.4%
Total	37	100%

*out of 62 respondents, employed F/T or P/T, 37 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	17	100.0%
Total	17	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	16	94.1%
No - Full Time	1	5.9%
Total	17	100%

* out of 17 respondents, employed F/T or P/T, 17 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	7	50.0%
0-6 months after graduation	5	35.7%
6-12 months after graduation	2	14.3%
Total	14	100%

* out of 17 respondents, employed F/T or P/T, 14 answered this question

<i>Position Obtained Through (Graduates)</i>		<i>% of Respondents</i>
Applied Directly	3	50.0%
Internet listing	1	16.7%
Personal Contact/Networking	1	16.7%
Through ESF online postings	1	16.7%
Total	6	100%

* out of 17 respondents, employed F/T or P/T, 6 answered this question

Employer Details

Out of fourteen salary responses, the average salary for EFB undergraduates was \$30,721 with ranges from \$18,000 to \$41,600. Out of five salary responses, the average for EFB advanced degree students was \$37,800 with ranges from \$34,000 to \$40,000. Below is a list of employers that hired the 2015 graduates, and their job titles, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
AGRANA Group	Quality Control Microbiologist			X	
Alaska Department of Fish and Game	Fisheries Technician		AK	X	
Anheuser-Bush InBev	Production Associate	Syracuse	NY	X	
Appalachian Mountain Club	Crew Member	Alexandria	NH	X	
Aquatox Research	Laboratory Technician	Cazenovia	NY		X
Arcadis	Ecologist 1	Syracuse	NY		X
Bassett Medical Center	Assistant Laboratory Technician	Cooperstown	NY	X	
Beaver Lake Nature Center	Associate Naturalist	Baldwinsville	NY	X	
BeFree Solar	Project Manager		CT	X	
Bristol-Myers Squibb	Junior Quality Control Analyst	Syracuse	NY	X	
CALIBRE Systems Inc	Environmental Technician II	Fort Drum	NY	X	
Carol Watson Greenhouse	Plant Propagator	Lafayette	NY	X	
Center for Environmental Management of Military Lands	Stream and Lake Technician		AK	X	
Cornell University	Field Technician	Ithaca	NY	X	
Delaware Department of Natural Resources	Field Technician	Dover	DE	X	

Department of Agriculture and Markets	Horticultural Inspector	Albany	NY	X	
Dewitt Animal Hospital	Veterinary Assistant	Syracuse	NY	X	
Florida Department of Agriculture and Consumer Services	Biological Scientist II	Sarasota	FL		X
Friends of the National Zoo	Cashier	Washington	DC	X	
Global Foundries	Process Technician	Malta	NY	X	
Green Mountain College	AmeriCorps Native Plant Land Manager		VT	X	
John & Terese Hart	Research Intern		Democratic Republic of Congo	X	
Joule Clinical and Scientific Staffing Solutions	Data Analyst	Syracuse	NY	X	
Jungle Island	Animal Keeper		FL	X	
Laboratory Alliance of CNY	Laboratory Office Assistant	Liverpool	NY	X	
Limber Tree Co.	Plant Healthcare Technician	Saugerties	NY	X	
Lime Hollow Nature Center	Environmental Educator	Cortland	NY	X	
M.R. Remodeling	Contractor	Bethel	CT	X	
Max Planck Florida Institute for Neuroscience	Electron Microscope Technician	Jupiter	FL	X	
Michael Grimm Services	Plant Healthcare Technician	Lafayette	NY	X	
Milton J. Rubenstein Museum of Science & Technology	Summer Camp Counselor	Syracuse	NY	X	
Milton J. Rubenstein Museum of Science & Technology	Educator	Syracuse	NY	X	
Milton J. Rubenstein Museum of Science & Technology	Science Content Specialist	Syracuse	NY	X	
Mote Marine Lab	Ocean Acidification Intern	Sarasota	FL	X	
National Institute of Advanced Industrial Science and Technology	Technical Staff		Japan		X
Normandeau Associates	Fishery Biologist II	Stowe	PA		X
North American Society for Cardiovascular Imaging	Field Technician		Canada	X	
NYC Department of Environmental Protection	Wildlife Technician	NYC	NY	X	
NYS Department of Environmental Conservation	Endangered Species Biologist	New Paltz	NY		X
NYS Department of Environmental Conservation	Intern	Schenectady	NY	X	
NYS Department of Environmental Conservation	Naturalist Intern	Depew	NY	X	
Operation Wallacea	US Director		VA		X
Pheasants Forever	Farm Bill Biologist		PA		X
Porter County Parks Department	Naturalist		IN	X	
Racine-Johnson Aquatics	Research Assistant	Lansing	NY	X	
Rosamond Gifford Zoo	Zookeeper Assistant	Syracuse	NY	X	
Saltine Oyster Bar	Bartender	Jackson	MS		X
Saltmarsh Habitat and Avian Research Program	Marsh Bird Field Technician	Quogue	NY	X	
School For Field Studies	Teacher		Peru		X
Shingle Shanty Preserve and Research Station	Project Manager	Saranac Lake	NY		X

State University of Mississippi	Plant and Avian Field Technician		MS	X	
Stone Environmental, Inc.	Staff Scientist	Montpelier	VT		X
SUNY Cortland	Lecturer	Cortland	NY		X
Tetra Tech	Biologist		NJ		X
The Peregrine Fund	Field Technician		Puerto Rico	X	
The Research Foundation for SUNY	Research Associate	Cape May	NJ		X
The Research Foundation for SUNY	Research Technician	Syracuse	NY	X	
The Research Foundation for SUNY	Research Assistant	Syracuse	NY	X	
The Research Foundation for SUNY	Senior Research Support Specialist	Syracuse	Ny	X	
Tufts University	Lab Manager	Fayetteville	NY		X
Turpentine Creek Wildlife Refuge	Exotic Cat Intern	Eureka Springs	AR	X	
U.S. Fish and Wildlife Services	Intern	Milton	DE	X	
UMASS-Amherst	Laboratory Technician		MA	X	
University of Delaware			DE	X	
University of Georgia	Laboratory Technician		GA	X	
University of Illinois Natural History Survey	Digitizer	Champaign	IL	X	
US Fish and Wildlife Service	Biological Technician		AK	X	
US Fish and Wildlife Service	Biological Science Intern		NM	X	
US Geological Survey	Biological Technician	Cortland	NY	X	
US Geological Survey	Student Contractor	Cortland	NY	X	
USDA Natural Resource Conservation Service	Soil Conservationist		VT		X
USDA-APHIS Wildlife Services	Wildlife Biological Technician	Pittstown	NJ	X	
Veterinary Medical Center of CNY	Veterinary Assistant	Syracuse	NY	X	
Watson Greenhouse	Greenhouse Employee	LaFayette	NY	X	

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	23	100.0%
Total	23	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
-----------------------------------	-------------------------	-------------------------

*0 respondents answered this question

Continuing Education Details

Below is a list of institutions the 2015 EFB graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State/Country
Cummings School of Veterinary Medicine at Tufts University	DVM Veterinary Medicine	North Grafton	MA
Duke University	Coastal Environmental Management	Durham	NC
Hofstra University	MS Biology	Hempstead	NY
Massey University	BS Veterinary Science		New Zealand
Pace University School of Law	Environmental Law	White Plains	NY
SEA Semester	Marine Science	Woods Hole	MA
Stony Brook University	MA Marine Conservation & Policy	Stony Brook	NY
SUNY Cortland	MS Education	Cortland	NY
SUNY-ESF	MS BPE	Syracuse	NY
SUNY-ESF	MS Forestry	Syracuse	NY
SUNY-ESF	MS Environmental Science	Syracuse	NY
SUNY-ESF	MS Environmental Forest Biology	Syracuse	NY
SUNY-ESF	MS Plant Science & Biotechnology	Syracuse	NY
SUNY-ESF	MS Environmental Forestry Biology	Syracuse	NY
University at Albany, SUNY	MS Forensic Biology	Albany	NY
University of Alberta	Soil Microbial Communities	Edmonton	Canada
University of Connecticut	Ph.D Ecology and Evolutionary Biology	Storrs	CT
University of Idaho	MS Entomology	Moscow	ID
University of South Dakota	MS Biology	Vermillion	SD
Uppsala University			Sweden
Vermont Law School	JD and Master of Environmental Law and Policy	South Royalton	VT

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	28	66.7%
Internship (not for credit)	13	31.0%
Community Service	23	54.8%
Study Abroad	6	14.3%
Student Club/Organization	29	69.0%
Research projects with faculty	24	57.1%

* 42 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	1	50.0%
Research projects with faculty	2	100.0%

*2 respondents answered this question

†number of respondents to specific question/by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Environmental Resources Engineering

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BS Degree	36	34	94.4%	72.3%
MPS Degree	8	7	87.5%	14.9%
MS Degree	5	5	100.0%	10.6%
PhD Degree	1	1	100.0%	2.1%
Total	50	47	94.0%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	36	34	94.4%	72.3%
Female	20	19	95.0%	40.4%
Male	16	15	93.8%	31.9%
Graduate Degrees	14	13	92.9%	27.7%
Female	7	7	100.0%	14.9%
Male	7	6	85.7%	12.8%
Total	50	47	94.0%	100%

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	28	90.3%
Employed/Part-Time	1	3.2%
Not Employed-Still Seeking Employment	2	6.5%
Total	31	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	26	89.7%
No - Full-Time Position	2	6.9%
Yes - Part-Time Position	1	3.4%
Total	29	100%

* out of 29 respondents, employed F/T or P/T, 29 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	12	52.2%
0-6 months after graduation	7	30.4%
6-12 months after graduation	4	17.4%
Total	23	100%

* out of 29 respondents, employed F/T or P/T, 23 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	4	23.5%
Career Fair	1	5.9%
Internet listing	2	11.8%
Internship/previous position	5	29.4%
Personal Contact/Networking	4	23.5%
Through ESF online postings	1	5.9%
Total	17	100%

* out of 29 respondents, employed F/T or P/T, 17 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	13	100.0%
Total	13	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	13	100.0%
Total	13	100%

* out of 13 respondents, employed F/T or P/T, 13 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	6	50.0%
0-6 months after graduation	5	41.7%
6-12 months after graduation	1	8.3%
Total	12	100%

* out of 13 respondents, employed F/T or P/T, 12 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Career Fair	1	25.0%
Personal contact/networking	1	25.0%
Internet listing	1	25.0%
Applied Directly	1	25.0%
Total	4	100%

* out of 13 respondents, employed F/T or P/T, 4 answered this question

Employer Details

Out of fifteen salary responses, the average salary for ERE undergraduates was \$45,800, with ranges from \$20,000 to \$57,000. Out of three salary responses, the average salary for ERE advanced degree students was \$64,000, with ranges from \$42,000 to \$75,000. Below is a list of employers that hired the 2015 graduates, and their job titles, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
Abscope Environmental Inc.	Project Engineer	Canastota	NY	X	
AgreeYa Solutions	GIS Developer	Warren	NJ		X
AmeriCorps Vista	Resilience AmeriCorps Member	NYC	NY	X	
AmeriCorps Vista	Food Security Specialist	Seattle	WA	X	
Anchor QEA	Environmental Scientist	Syracuse	NY		X
Arcadis	Entry-Level Engineer	Syracuse	NY	X	
Arcadis		Syracuse	NY		X
Arcadis	Environmental Engineer I	Syracuse	NY	X	
Arcadis	Project Scientist	Syracuse	NY		X
Barton & Loguidice		Syracuse	NY	X	
Bergmann Associates		Syracuse	NY	X	
BKT Co., Ltd	Associate Engineer		CA		X
CDM Smith Inc.	Environmental Engineer		NJ		X
CHA Consulting	Assistant Engineer	Albany	NY	X	
City of Aspen	Construction Mitigation Officer		CO	X	
Civil and Environmental Consultants	Staff Consultant	Sayre	PA	X	
D&B Engineers and Architects, P.C.	Engineer I	Woodbury	NY	X	
EA Engineering, Science, & Technology	Engineer II	Syracuse	NY		X
FPM Remediations, Inc.	Environmental Engineer	Rome	NY	X	
GHD	Water Engineer	Cazenovia	NY	X	
Global Student Embassy	Campus Representative Coordinator		PA	X	
Great Basin Institute	Crew Member	Reno	NV	X	
HDR		Syracuse	NY	X	
HDR	Water/Wastewater EIT	Manhattan	NY	X	
HRP Associates, Inc.	Project Engineer	Farmington	CT	X	
Impact Environmental	Engineer I	Bohemia	NY	X	
Ironwood Heavy Highway LLC	Environmental Manager	Syracuse	NY	X	
Loureiro Engineering Associates		Bristol	CT	X	
MA Dept. of Energy Resources	Program Coordinator	Boston	MA	X	
NYS Department of Environmental Conservation	Environmental Engineer	Buffalo	NY	X	
NYS Department of Environmental Conservation	Environmental Engineer	Watertown	NY	X	
NYS Department of Environmental Conservation	Environmental Engineer	Syracuse	NY		X

O'Brien & Gere	Engineer	Baltimore	MD	X	
O'Brien & Gere	Design Engineer	Syracuse	NY	X	
Peace Corps	Green Initiative Volunteer		Jamaica		X
Swaziland Railway	Occupational Health and Environment Officer		Swaziland		X
Tufts University	Postdoctoral Fellow		MA		X
Walt Disney World	Intern	Orlando	FL	X	
Windward Environmental	Environmental Engineer EIT	Syracuse	NY		X
WWF Pakistan	Project Officer		Pakistan		X

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	3	100.0%
Total	3	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
-----------------------------------	-------------------------	-------------------------

*0 respondents answered this question

Continuing Education Details

Below is a list of institutions the 2015 ERE graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State
Colorado State University	MS Civil Engineering	Fort Collins	CO
Colorado State University	MS Mechanical Engineering	Fort Collins	CO
Iowa State University	MS Mechanical Engineering	Ames	IA

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	3	13.0%
Internship (not for credit)	20	87.0%
Community Service	15	65.2%
Study Abroad	3	13.0%
Student Club/Organization	20	87.0%
Research projects with faculty	7	30.4%

* 23 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (not credit)	3	100.0%
Research projects with faculty	1	33.3%
Study Abroad	1	33.3%

*3 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Environmental Science

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BS Degree	40	34	85.0%	61.8%
MPS	17	10	58.8%	18.2%
MS Degree	10	7	70.0%	12.7%
PhD Degree	4	4	100.0%	7.3%
Total	71	55	77.5%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	40	34	85.0%	61.8%
Female	19	16	84.2%	29.1%
Male	21	18	85.7%	32.7%
Graduate Degrees	31	21	67.7%	38.2%
Female	17	12	70.6%	21.8%
Male	14	9	64.3%	16.4%
Total	71	55	77.5%	100%

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	20	66.7%
Employed/Part-Time	5	16.7%
Not Employed/Still Seeking	5	16.7%
Total	30	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	19	76.0%
No - Full-Time Position	1	4.0%
Yes - Part-Time Position	4	16.0%
No - Part-Time Position	1	4.0%
Total	25	100%

* out of 25 respondents, employed F/T or P/T, 25 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	7	30.4%
0-6 months after graduation	10	43.5%
6-12 months after graduation	6	26.1%
Total	23	100%

* out of 25 respondents, employed F/T or P/T, 23 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	4	36.4%
Department/Faculty Referral	1	9.1%
Internet Listing	3	27.3%
Internship/previous position with organization	2	18.2%
Personal Contact/Networking	1	9.1%
Total	11	100%

* out of 25 respondents, employed F/T or P/T, 11 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	20	95.2%
Employed/Part-Time	1	4.8%
Total	21	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	18	85.7%
No - Full-Time Position	2	9.5%
No - Part-Time Position	1	4.8%
Total	21	100%

* out of 21 respondents, employed F/T or P/T, 21 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	9	42.9%
0-6 months after graduation	7	33.3%
6-12 months after graduation	5	23.8%
Total	21	100%

* out of 21 respondents, employed F/T or P/T, 21 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	3	30.0%
Career Fair	1	10.0%
Personal Contact/Networking	4	40.0%
Other	2	20.0%
Total	10	100%

* out of 21 respondents, employed F/T or P/T, 10 answered this question

Employer Details

Out of seven six responses, the average salary for Environmental Science undergraduates was \$31,917, with ranges from \$20,000 to \$40,000. Out of nine salary responses, the average salary for Environmental Science advanced degree graduates was \$48,778 with ranges from \$32,000 to \$70,000. Below is a list of employers that hired the 2015 graduates, and their job titles, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
3Gi Terminals, LLC	GIS Intern	Syracuse	NY	X	
ADS Environmental Services	Field Technician		MD	X	
AECOM	Environmental Scientist	Buffalo	NY	X	
Aldi	Assistant National Energy Manager	Tully	NY	X	
Battle Creek Public Schools	Instructor	Dowling	MI	X	
Blue Rock Energy, Inc.	Energy Analyst	Syracuse	NY	X	
Brightfields Development LLC	Project Associate		MA		X
Canakkale Onsekiz Mart University	Researcher		Turkey		X
Cape Atlantic Conservation District	Seasonal Biological Science Aid	Cape May	NJ	X	
City of Hallandale Beach	Green Initiatives Coordinator	Hallandale Beach	FL		X
Columbia Land Conservancy	Communications Manager	Chatham	NY		X
Ecology and Environment	Biologist	Buffalo	NY		X
Energy Training Solutions, Inc.	Sustainability Program Associate	Syracuse	NY		X
Exelon Nuclear	Associate Plant Operator	Baldwinsville	NY	X	
Guided Discoveries	Marine Science Instructor			X	
HDR	Regulatory Specialist	Syracuse	NY		X
Herkimer County Soil and Water Conservation District	Resource Conservationist	Herkimer	NY		X
Hudson Solar	Solar Panel Installer	Albany	NY	X	
KPMG Chile	Risk and Energy Studies Advisor		Chile		X
Leidos	Energy Efficiency Program Administrator	Syracuse	NY	X	
Maryland Department of Natural Resources	State Wildlife Action Plan Coordinator		MD		X

Mile High Youth Corps	AmeriCorps Leadership and Conservation Corps Member	Denver	CO	X	
Monhonk Preserve	Land & Boundary Steward	New Paltz	NY	X	
Monolith Solar Associates, LLC	Renewable Energy Education Coordinator	Renesselaer	NY	X	
NYS Department of Environmental Conservation	Environmental Program Specialist	NYC	NY		X
NYS Office of General Services	Excelsior Fellowship	Albany	NY		X
Ogden Pediatrics	Receptionist		NY		X
Owasco Lake Watershed Inspection Program	Watershed Inspector	Auburn	NY	X	
Quantitative Consultants Inc.	Stream Technician		ID	X	
Rick Schubert, Bee Happy Apiaries LLC.	Beekeeper	Vacaville	CA	X	
SGS Galson Laboratories	XRD Analyst	East Syracuse	NY	X	
Smith Environmental Engineering	Assistant		CO	X	
Solar City	Commercial Project Coordinator		CT	X	
Solar City	Site Surveyor	Amsterdam	NY	X	
Sustainable Development Policy Institute	Research Fellow	Syracuse	NY		X
The Research Foundation for SUNY	Research Analyst	Syracuse	NY		X
The Research Foundation for SUNY	GIS Teaching Assistant	Syracuse	NY		X
The Research Foundation of SUNY	Project Support Specialist	Syracuse	NY	X	
United Nations Environment Programme NYO	Sustainability Organizer	NYC	NY		X
University of Dhaka	Lecturer		Bangladesh		X
University of Maryland, Baltimore County	General Associate	Baltimore	MD		X
Upstate Freshwater Institute	Research Scientist	Syracuse	NY		X
Utah Conservation Corps	Field Crew	Logan	UT	X	
Windward Environmental	Environmental Engineer EIT	Syracuse	NY		X

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	4	100.0%
Total	4	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
-----------------------------------	-------------------------	-------------------------

*0 respondents answered this question

Continuing Education Details

Below is a list of institutions the 2015 Environmental Science graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State/Country
SUNY-ESF	MS Forest Resources Management	Syracuse	NY
SUNY-ESF	MS FRM Natural Resource Management	Syracuse	NY
University Nevada, Reno	MS Hydrology	Reno	NV
University of Maryland	MPS Geospatial Information Systems	College Park	MD

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	10	45.5%
Internship (not for credit)	7	31.8%
Community Service	10	45.5%
Study Abroad	1	4.5%
Student Club/Organization	9	40.9%
Research projects with faculty	10	45.5%

* 22 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	4	80.0%
Internship (not for credit)	3	60.0%
Community Service	1	20.0%
Student Club/Organization	4	80.0%
Research projects with faculty	2	40.0%

* 5 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Environmental Studies

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BS Degree	35	25	71.4%	86.2%
MPS Degree	3	3	100.0%	10.3%
MS Degree	1	1	100.0%	3.4%
Total	39	29	74.4%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	35	25	71.4%	86.2%
Female	24	20	83.3%	69.0%
Male	11	5	45.5%	17.2%
Graduate Degrees	4	4	100.0%	13.8%
Female	2	2	100.0%	6.9%
Male	2	2	100.0%	6.9%
Total	39	29	74.4%	100%

<i>Undergraduate Major</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Employed F/T</i>	<i>Employed P/T</i>	<i>Still Seeking</i>	<i>Continuing Education</i>	<i>Totals</i>
EST Biological Science Applications	2	2	2	0	0	0	2
EST Environment, Communication & Society	13	11	6	2	1	2	11
EST Environmental Policy, Planning & Law	20	12	8	1	0	3	12
Total	35	25	16	3	1	5	25

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	16	80.0%
Employed/Part-Time	3	15.0%
Not Employed-Still Seeking Employment	1	5.0%
Total	20	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	13	68.4%
No - Full-Time Position	3	15.8%
Yes - Part-Time Position	3	15.8%
Total	19	100%

* out of 19 respondents, employed F/T or P/T, 19 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	7	38.9%
0-6 months after graduation	8	44.4%
6-12 months after graduation	3	16.7%
Total	18	100%

* out of 19 respondents, employed F/T or P/T, 18 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	4	100.0%
Total	4	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	4	100.0%
Total	4	100%

* out of 4 respondents, employed F/T or P/T, 4 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	2	50.0%
6-12 months after graduation	2	50.0%
Total	4	100%

* out of 4 respondents, employed F/T or P/T, 4 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	1	100.0%
Total	1	100%

* out of 4 respondents, employed F/T or P/T, 1 answered this question

Employer Details

Out of four salary responses, the average salary for Environmental Studies undergraduates was \$41,250 with ranges from \$25,000 to \$65,000. No salary responses were given for Environmental Studies advanced degree graduates. Below is a list of employers that hired the 2015 graduates, and their job title, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
Bentley-Hall, Inc	Writing Intern	Rochester	NY	X	
Cayuga Nature Center	Nature Educator	Ithaca	NY	X	
Fire Rivers Environmental Education Center	Environmental Education Assistant	Delmar	NY	X	
Friends of Rogers Environmental Education Center	Naturalist Intern	Sherburne	NY	X	
GE Power and Water	Operations Manager		CA	X	
Global Sustainability Solutions	Sustainability Research Analyst & Consultant	Manassas	VA		X
Greater Oaks Charter School	Teacher Assistant		NJ	X	
Hands on Nashville	Greenhouse Programming Coordinator	Nashville	TN	X	
Law Offices	Paralegal	New York	NY	X	
Milton J. Rubenstein Museum of Science & Technology	Content Specialist	Syracuse	NY		X
Nassau County Legislature	Legislative Assistant	NYC	NY	X	
NYC Department of Parks & Recreation	Stewardship Outreach Coordinator	NYC	NY	X	
NYS United Teachers	Labor Relations Specialist	Tarrytown	NY		X
Peace Corps	Environmental Education Assistant		Mexico	X	
Peace Corps	Peace Corps Environmental Education Volunteer		Malawi	X	
People for the Ethical Treatment of Animals	Animal Experimentation Campaign Coordinator	Syracuse	NY	X	
Regeneron Pharmaceuticals, Inc	Biotech Production Specialist	Syracuse	NY	X	
Southern Appalachian Highlands Conservancy	Land Protection and Education Associate		NC	X	
Sprinkle Consulting, Inc	Strategic Planner		FL		X
State of NY	Maintenance Worker	Albany	NY	X	
Syracuse City School District	LEAD Teacher	Syracuse	NY	X	
Talener	Relationship Manager	NYC	NY	X	
The Student Conservation Association	Hudson River Estuary Educator	Hyde Park	NY	X	

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	5	100.0%
Total	5	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
-----------------------------------	-------------------------	-------------------------

*0 respondents answered this question

Continuing Education Details

Below is a list of institutions the 2015 Environmental Studies graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State
Cornell University	International Development	Ithaca	NY
Syracuse University	MS Public Relations	Syracuse	NY
Syracuse University	Ph.D Political Science	Syracuse	NY
University at Albany, SUNY	MS Public Relations	Albany	NY
University of Colorado		Denver	CO

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	7	41.2%
Internship (not for credit)	8	47.1%
Community Service	10	58.8%
Study Abroad	1	5.9%
Student Club/Organization	12	70.6%
Research projects with faculty	5	29.4%

* 17 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Student Club/Organization	1	100.0%
Community Service	1	100.0%
Research projects with faculty	1	100.0%

* 1 respondent answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Forest and Natural Resources Management

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
AAS Degree	46	34	73.9%	41.5%
BS Degree	53	40	75.5%	48.8%
MF Degree	2	1	50.0%	1.2%
MPS Degree	2	0	0.0%	0.0%
MS Degree	9	5	55.6%	6.1%
PhD Degree	2	2	100.0%	2.4%
Total	114	82	71.9%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
AAS Degrees	46	34	73.9%	41.5%
Female	7	7	100.0%	8.5%
Male	39	27	69.2%	32.9%
Undergraduate Degrees	53	40	75.5%	48.8%
Female	15	13	86.7%	15.9%
Male	38	27	71.1%	32.9%
Graduate Degrees	15	8	53.3%	9.8%
Female	10	7	70.0%	8.5%
Male	5	1	20.0%	1.2%
Total	114	82	71.9%	100%

<i>Undergraduate Major</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Employed F/T</i>	<i>Employed P/T</i>	<i>Still Seeking</i>	<i>Continuing Education</i>	<i>Totals</i>
Environmental & Natural Resources Conservation	19	16	2	0	0	14	16
Forest Ecosystem Science	5	4	3	0	0	1	4
Forest Resources Management	12	6	4	1	0	1	6
Forest Technology	21	15	5	0	0	10	15
Land Surveying	6	3	2	0	0	1	3
Natural Resources Management	24	19	15	2	1	1	19
Sustainable Energy Management	12	11	6	3	0	2	11
Totals	99	74	37	6	1	30	63

Employment Information

AAS Degrees

<i>AAS Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	9	100.0%
Total	9	100%

<i>Position Related to Major (AAS)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	8	88.9%
No - Full-Time Position	1	11.1%
Total	9	100%

* out of 9 respondents, employed F/T or P/T, 9 answered this question

<i>When Position was Obtained (AAS)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
0-6 months after graduation	1	100.0%
Total	1	100%

* out of 9 respondents, employed F/T or P/T, 1 answered this question

<i>Position Obtained Through (AAS)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
---	---------------------------	-------------------------

* out of 9 respondents, employed F/T or P/T, 0 answered this question

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	28	80.0%
Employed/Part-Time	6	17.1%
Not Employed-Still Seeking Employment	1	2.9%
Total	35	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	23	67.6%
No - Full-Time Position	5	14.7%
Yes - Part-Time Position	4	11.8%
No - Part-Time Position	2	5.9%
Total	34	100%

* out of 34 respondents, employed F/T or P/T, 34 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	19	57.6%
0-6 months after graduation	8	24.2%
6-12 months after graduation	6	18.2%
Total	33	100%

* out of 34 respondents, employed F/T or P/T, 33 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	7	36.8%
Career Fair	1	5.3%
Department/Faculty Referral	1	5.3%
Internet listing	2	10.5%
Internship/previous position	3	15.8%
Other	1	5.3%
Personal contact/networking	4	21.1%
Total	19	100%

* out of 34 respondents, employed F/T or P/T, 19 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	5	83.3%
Employed/Part-Time	1	16.7%
Total	6	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	4	66.7%
No - Full-Time Position	1	16.7%
No - Part-Time Position	1	16.7%
Total	6	100%

* out of 6 respondents, employed F/T or P/T, 6 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	2	40.0%
0-6 months after graduation	3	60.0%
Total	5	100%

* out of 6 respondents, employed F/T or P/T, 5 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Internet listing	1	100.0%
Total	1	100%

* out of 6 respondents, employed F/T or P/T, 1 answered this question

Employer Details

Out of thirteen salary responses, the average salary for FNRM undergraduates was \$34,885 with ranges from \$20,000 to \$50,000. No salary responses were given for FNRM advanced degree graduates. Below is a list of employers that hired the 2015 graduates, and their job titles, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
Adirondack League Club	Forester	Old Forge	NY	X	
Adirondack Mountain Club	Professional Trail Crew Leader	Syracuse	NY	X	
Adirondack Valley Builders	Construction Laborer	Syracuse	NY	X	
Altamont Estates	Tree Care Technician	Millbrook	NY	X	
AmeriCorps Vista	Volunteer Management		VA	X	
Atlantic Testing Laboratories	Environmental Technician I	Utica	NY	X	
Baillie Lumber	Management Trainee	Titusville	PA	X	
CB&I	Wellfield Technician	Staten Island	NY	X	
Community Design Center of Rochester	Office Coordinator	Rochester	NY	X	
Davey Institute	Urban Natural Resources Specialist	Syracuse	NY	X	
Delta Hardwood Flooring	Flooring Line Supervisor	Rome	NY	X	
Energy Management Solutions	Energy Advisor	Nanuet	NY	X	
EnviTec Biogas AG	Assistant to the General Manager	NYC	NY	X	
Great Bay Marine	Sales Team Member	Islip	NY	X	
Great Blue Inc.	Assistant Aquatic Biologist	Stillwater	NJ	X	
Green Cross Intelligent Tree and Shrub Care	Arborist		CT	X	
Halco Energy	Home Energy Advisor Apprentice	Syracuse	NY	X	
Hunter Springs Landscape Company	Horticulture Team Support	Jamesville	NY	X	
Madge Land Surveying, PC	Surveyor	Avon	NY	X	
Meridian Gymnastics	Gymnastics Coach	Westminster	MA		X
Minnesota Conservation Corps	Crew Member	Minneapolis	MN	X	
National Grid	Consultation Arborist	Providence	RI	X	
NYC Department of Environmental Protection	Forester	New Paltz	NY	X	
NYC Department of Parks & Recreation	Forester	NYC	NY	X	
NYS Department of Environmental Conservation	Forest Technician	Bath	NY	X	
NYS Department of Environmental Conservation	Forester		NY		X
Peace Corps	Forestry Educator		South America	X	
Pierson Nurseries			ME	X	
Premier Hardwood Products	Laborer	Jamesville	NY	X	
Rapid Response Monitoring	Control Center Specialist	Syracuse	NY	X	

SavATree	Plant Healthcare Technician	Bedford Hills	NY	X	
St. Lawrence Nurseries	Owner	Potsdam	NY	X	
Stihl Sales and Service		Binghamton	NY	X	
Syracuse City School District	Instructor	Syracuse	NY		X
The Research Foundation for SUNY	Endowed Technician	Wanakena	NY	X	
TRC Companies, Inc.	Field Technician	Clifton Park	NY	X	
True Management LLC	Energy Auditor			X	
United States Forest Service	Forest Technician		NM	X	
Universidad Bernardo O'higgins	Researcher		Chile		X
University of Alaska Anchorage	Research Technician	Homer	AK	X	
University of St. Gallen-HSG	Postdoctoral Fellow Researcher		Switzerland		X
US Forest Service	Forest Technician		CO	X	
US Forest Service	Forestry Technician	Powers	OR	X	
USDA Natural Resource Conservation Service	Plant Protection Technician	Tonawanda	NY	X	
Vail Resorts	Ski Lift Operator		UT	X	
Wetland Studies and Solutions Inc., A Davey Tree Company	Environmental Scientist		GA		X

Continuing Education Information

<i>AAS Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
School/Full-Time	25	100.0%
Total	25	100%

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	5	100.0%
Total	5	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full Time	2	100.0%
Total	2	100%

Continuing Education Details

Below is a list of institutions the 2015 FNRM graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State
Boston University	MS Mathematics and Statistics	Boston	MA
Lewis and Clark Law School	Law Degree	Portland	OR
St. John Fisher College	MS Mathematics	Rochester	NY
SUNY-ESF	BS Construction Management	Syracuse	NY
SUNY-ESF	BS Environmental Science	Syracuse	NY
SUNY-ESF	MS Forest and Natural Resource Management	Syracuse	NY
SUNY-ESF	MS Natural Resource Management	Syracuse	NY
SUNY-ESF	MS Wildlife Biology & Management	Syracuse	NY
SUNY-ESF	Ph.D Forest Natural Resource Management	Syracuse	NY
SUNY-ESF *	BS Environmental Forest Biology	Syracuse	NY
SUNY-ESF **	BS Forest and Natural Resource Management	Syracuse	NY

* 5 responses with the same information

** 18 responses with the same information

Participation in University Programs

AAS Degree Recipients	# of Respondents *	% of Respondents†
Community Service	1	100.0%
Student Club/Organization	1	100.0%

* 1 respondent answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

Undergraduate Degree Recipients	# of Respondents *	% of Respondents†
Internship (for credit)	4	17.4%
Internship (not for credit)	9	39.1%
Community Service	8	34.8%
Student Club/Organization	17	73.9%
Study Abroad	5	21.7%
Research projects with faculty	5	21.7%

* 23 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

Graduate Degree Recipients	# of Respondents *	% of Respondents†
Internship (for credit)	1	100.0%
Research projects with faculty	1	100.0%

* 1 respondent answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Landscape Architecture

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BLA Degree	30	27	90.0%	67.5%
MLA Degree	16	13	81.3%	32.5%
Total	46	40	87.0%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	30	27	90.0%	67.5%
Female	13	13	100.0%	32.5%
Male	17	14	82.4%	35.0%
Graduate Degrees	16	13	81.3%	32.5%
Female	11	8	72.7%	20.0%
Male	5	5	100.0%	12.5%
Total	46	40	87.0%	100%

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	19	76.0%
Employed/Part-Time	1	4.0%
Not Employed-Still Seeking Employment	5	20.0%
Total	25	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	18	90.0%
No - Full-Time Position	1	5.0%
Yes - Part-Time Position	1	5.0%
Total	20	100%

* out of 20 respondents, employed F/T or P/T, 20 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	9	56.3%
0-6 months after graduation	6	37.5%
6-12 months after graduation	1	6.3%
Total	16	100%

* out of 20 respondents, employed F/T or P/T, 16 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	2	28.6%
Career Fair	1	14.3%
Internship/previous position with organization	4	57.1%
Total	7	100%

* out of 20 respondents, employed F/T or P/T, 7 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	11	91.7%
Not Employed-Still Seeking Employment	1	8.3%
Total	12	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	11	100.0%
Total	11	100%

* out of 11 respondents, employed F/T or P/T, 11 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	5	55.6%
0-6 months after graduation	4	44.4%
Total	9	100%

* out of 11 respondents, employed F/T or P/T, 9 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	1	20.0%
Career Fair	1	20.0%
Internet Listing	1	20.0%
Internship/Previous Position	1	20.0%
Other	1	20.0%
Total	5	100%

* out of 11 respondents, employed F/T or P/T, 5 answered this question

Employer Details

Out of five salary responses, the average salary for Landscape Architect undergraduates was \$46,200 with ranges from \$39,000 to \$52,000. Out of five salary responses, the average salary for Landscape Architect advance degree graduates was \$40,300, with ranges from \$34,000 to \$45,000. Below is a list of employers that hired the 2015 graduates, and their job titles, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
Angel Fire Resort	Office Associate	Angel Fire	NM	X	
Appel Osborne Landscape Architecture	Landscape Designer	Syracuse	NY	X	
Araiys Design Landscape Architecture	Junior Landscape Architect	Montauk	NY	X	
Atlantic States Legal Foundation		Syracuse	NY		X
Belvedere Property Management	Landscape Architect Assistant	Southampton	NY	X	
Bud Surles Consulting Group	Landscape Designer	Syracuse	NY		X
Buffalo and Erie County Botanical Gardens	Intern	Buffalo	NY		X
Buffalo Niagara Riverkeeper	Landscape Designer and Planner	Buffalo	NY	X	
Buffalo Niagara Riverkeeper		Buffalo	NY	X	
Cameron Engineering & Associates, LLP	Landscape Designer	Woodbury	NY	X	
Construction, Design and Management	Architect	Cicero	NY	X	
Daniel S. Natchez and Associates, Inc.	Project Manager	Mamaroneck	NY		X
EDSA	Landscape Architect		FL	X	
Environmental Design & Research (EDR)	Visualization Specialist	Syracuse	NY		X
Environmental Design & Research (EDR)	Landscape Designer	Rochester	NY		X
GroundLevel Landscape Architecture	Landscape Designer		CA	X	
IQ Landscape Architecture	Landscape Designer	White Plains	NY	X	
JMC Site Development Consultants	Designer	Armonk	NY		X
Keplinger Freeman Associates	Landscape Designer	Camillus	NY	X	
Madison County Planning Department	Planner	Wampsville	NY		X
McCord Landscape Architecture	Landscape Architectural Designer	Penfield	NY	X	
MKW + Associates	Junior Landscape Architect	Rutherford	NJ	X	
NYC Department of City Planning	Borough Certification Manager	Staten Island	NY		X
NYC Department of Parks & Recreation	Landscape Architect Intern	Flushing	NY	X	
Offshoots, Inc.	Landscape Designer	Boston	MA	X	
Place Studio, LLC	Landscape Designer		OR	X	
Prospect Park Alliance	Design and Construction Intern	Brooklyn	NY	X	
Sasaki Associates	Landscape Architect		MA	X	
SCAPE Landscape Architecture		NYC	NY	X	
SE Group	Landscape Architect	Burlington	VT		X
Self Employed	Landscape Manager	Syracuse	NY		X

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	2	100.0%
Total	2	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full-Time	1	100.0%
Total	1	100%

Continuing Education Details

Below is a list of institutions the 2015 Landscape Architect graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State
SUNY-ESF	MS Landscape Architecture	Syracuse	NY
SUNY-ESF	MS Landscape Architecture	Syracuse	NY
University of Pennsylvania	MS Architecture Program	Philadelphia	PA

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	2	15.4%
Internship (not for credit)	3	23.1%
Community Service	7	53.8%
Study Abroad	13	100.0%
Student Club/Organization	9	69.2%
Research projects with faculty	6	46.2%

* 13 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (not for credit)	5	83.3%
Student Club/Organization	5	83.3%
Research projects with faculty	4	66.7%

* 6 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Paper and Bioprocess Engineering

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BS Degree	20	19	95.0%	65.5%
MPS Degree	3	2	66.7%	6.9%
MS Degree	2	2	100.0%	6.9%
PhD Degree	6	6	100.0%	20.7%
Total	31	29	93.5%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	20	19	95.0%	65.5%
Female	7	6	85.7%	20.7%
Male	13	13	100.0%	44.8%
Graduate Degrees	11	10	90.9%	34.5%
Female	3	3	100.0%	10.3%
Male	8	7	87.5%	24.1%
Total	31	29	93.5%	100%

<i>Undergraduate Major</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Employed F/T</i>	<i>Employed P/T</i>	<i>Still Seeking</i>	<i>Continuing Education</i>	<i>Total</i>
Bioprocess Engineering	13	12	7	1	2	2	12
Paper Engineering	7	7	6	0	0	1	7
Totals	20	19	13	1	2	3	19

<i>Graduate Major</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Employed F/T</i>	<i>Employed P/T</i>	<i>Still Seeking</i>	<i>Continuing Education</i>	<i>Total</i>
ERE Paper and Bioprocess Engineering	9	8	8	0	0	0	8
PBE Paper Science and Engineering	1	1	1	0	0	0	1
PBE Sustainable Engineering Management	1	1	1	0	0	0	1
Totals	11	10	10	0	0	0	10

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	13	81.3%
Employed/Part-Time	1	6.3%
Not Employed - Still Seeking Employment	2	12.5%
Total	16	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	13	92.9%
No - Part-Time Position	1	7.1%
Total	14	100%

* out of 14 respondents, employed F/T or P/T, 14 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	7	58.3%
0-6 months after graduation	5	41.7%
Total	12	100%

* out of 14 respondents, employed F/T or P/T, 12 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	1	16.7%
Department/Faculty Referral	3	50.0%
On-Campus Recruiting	1	16.7%
Other	1	16.7%
Total	6	100%

* out of 14 respondents, employed F/T or P/T, 6 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	10	100.0%
Total	10	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Yes - Full-Time Position	10	100.0%
Total	10	100%

* out of 10 respondents, employed F/T or P/T, 10 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents</i>	<i>% of Respondents</i>
0-6 months after graduation	6	75.0%
6-12 months after graduation	2	25.0%
Total	8	100%

* out of 10 respondents, employed F/T or P/T, 8 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents</i>	<i>% of Respondents</i>
--	--------------------------------	--------------------------------

*0 respondents answered this question

Employer Details

Out of seven salary responses, the average salary for PBE undergraduates was \$66,143, with ranges from \$50,000 to \$87,000. No salary responses were given for PBE advanced degree graduates. Below is a list of employers that hired the 2015 graduates, and their job titles, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
AMM	Reliability Engineer	Chicago	IL	X	
Applied Biorefinery Sciences	Research Associate	Syracuse	NY		X
Bristol-Myers Squibb	Biologics Process Operator	Syracuse	NY	X	
Brookhaven National Laboratory	Intern		NJ	X	
China National Pulp and Paper	Research Scientist		China		X
COFCO Corporation	Research Specialist		China		X
Elevate Publishing	Marketing Intern	Boise	ID	X	
Finch Paper	Process Engineer	Glens Falls	NY	X	
Flambeau River Papers, LLC	Process Engineer		WI	X	
Flambeau River Papers, LLC	Process Engineer		WI	X	
Georgia-Pacific LLC	Process Engineer	Easton	PA	X	
Georgia-Pacific LLC	Pulp Mill Shift Supervisor and Process Engineer		GA		X
GL&V	Process Engineer	Syracuse	NY	X	
International Paper	Process Engineer	Georgetown	SC	X	
International Paper	REACH Engineer	Ticonderoga	NY	X	
Lawrence Berkeley National Laboratory	Postdoctoral Fellow		CA		X
Pascal Chemistry				X	
RockTenn	Bioprocess Engineer		VA	X	
Shire	Associate Development Specialist		MA		X
Solenis	Senior Staff Scientist	Philadelphia	PA		X
The Research Foundation for SUNY	Postdoctoral Fellow	Syracuse	NY		X
Thermo Fisher Scientific	Scientist/Technical Leader	Buffalo	NY		X
Verso Corporation	Process Engineer		ME	X	
Westrock	Process Engineer				X

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Graduate School/Full Time	3	100.0%
Total	3	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
-----------------------------------	-------------------------	-------------------------

*0 respondents answered this question

Continuing Education Details

Below is a list of institutions the 2015 PBE graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State
SUNY-ESF	MS Paper and Bioprocess Engineering	Syracuse	NY
SUNY-ESF	MS Paper and Bioprocess Engineering	Syracuse	NY
SUNY-ESF	MS Paper and Bioprocess Engineering	Syracuse	NY

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Internship (for credit)	7	77.8%
Internship (not for credit)	4	44.4%
Community Service	2	22.2%
Study Abroad	1	11.1%
Student Club/Organization	3	33.3%
Research projects with faculty	4	44.4%

* 9 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents *</i>	<i>% of Respondents†</i>
Research projects with faculty	1	100%

*1 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

SUNY-ESF First Destination Survey: Summary Report for 2015

Department of Sustainable Construction Management and Engineering

Overall Responses

<i>Respondents by Degree</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
BS Degree	33	28	84.8%	84.8%
MPS Degree	4	4	100.0%	12.1%
MS Degree	2	1	50.0%	3.0%
Total	39	33	84.6%	100%

<i>Gender</i>	<i>Total Degree Recipients</i>	<i>Total Respondents</i>	<i>Respondents % of Total</i>	<i>% of Respondents</i>
Undergraduate Degrees	33	28	84.8%	84.8%
Female	3	2	66.7%	6.1%
Male	30	26	86.7%	78.8%
Graduate Degrees	6	5	83.3%	15.2%
Female	0	0	0.0%	0.0%
Male	6	5	83.3%	15.2%
Total	39	33	84.6%	100%

Employment Information

Undergraduate Degrees

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	24	88.9%
Employed/Part-Time	1	3.7%
Not Employed-Still Seeking Employment	2	7.4%
Total	27	100%

<i>Position Related to Major (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	24	96.0%
Yes - Part-Time Position	1	4.0%
Total	25	100%

* out of 25 respondents, employed F/T or P/T, 25 answered this question

<i>When Position was Obtained (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	14	63.6%
0-6 months after graduation	5	22.7%
6-12 months after graduation	3	13.6%
Total	22	100%

* out of 25 respondents, employed F/T or P/T, 22 answered this question

<i>Position Obtained Through (Undergraduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	4	36.4%
Career Fair	1	9.1%
Department/faculty referral	1	9.1%
Internet listing	1	9.1%
Internship/previous position	1	9.1%
Personal contact/networking	3	27.3%
Total	11	100%

* out of 25 respondents, employed F/T or P/T, 11 answered this question

Graduate Degrees

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Employed/Full-Time	5	100.0%
Total	5	100%

<i>Position Related to Major (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Yes - Full-Time Position	5	100.0%
Total	5	100%

* out of 5 respondents, employed F/T or P/T, 5 answered this question

<i>When Position was Obtained (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Before graduation	3	60.0%
0-6 months after graduation	2	40.0%
Total	5	100%

* out of 5 respondents, employed F/T or P/T, 5 answered this question

<i>Position Obtained Through (Graduates)</i>	<i># of Respondents *</i>	<i>% of Respondents</i>
Applied Directly	1	50.0%
Personal contact/networking	1	50.0%
Total	2	100%

* out of 5 respondents, employed F/T or P/T, 2 answered this question

Employer Details

Out of ten salary responses, the average salary for SCME undergraduates was \$45,000 with ranges from \$29,000 to \$66,000. Only one salary response of \$50,000 was given for SCME advanced degree graduates. Below is a list of employers that hired the 2015 graduates and their job title, if given.

Organization	Title	City	State/Country	Hired Undergraduate Students	Hired Graduate Students
Abscope Environmental Inc.	Project Engineer	Canastota	NY	X	
BBL Construction Services, LLC	Assistant Project Manager	Albany	NY	X	
BBL Construction Services, LLC	Assistant Project Manager	Albany	NY	X	
BBL Construction Services, LLC		Albany	NY	X	
Cunningham Excavation	Assistant Estimator	Cazenovia	NY	X	
David's Building & Design	Estimator/Project Manager	Saratoga Springs	NY	X	
DGA Builders	Assistant Project Manager	Pittsford	NY	X	
DGA Builders		Rochester	NY	X	
DiMarco Constructors	Project Engineer	Rochester	NY	X	
Edger Enterprises	Assistant Project Manager	Elmira	NY	X	
Environmental Quality Resources, LLC	Layout Foreman II	Millersville	MD	X	
Gilbane Building Company		Syracuse	NY	X	
Green Street Solar Power	Solar Energy System Designer	Bronx	NY	X	
Holder Construction Company	Engineer		VA	X	
Hueber-Breuer Construction	Senior Construction Project Manager	Syracuse	NY		X
John Gallin & Son	Project Management Assistant	NYC	NY	X	
Kiewit Building Group	Engineer I	Omaha	NE	X	
Kiewit Building Group	Field Engineer	Dallas	TX	X	
LECESSE Construction Services	Project Engineer	Rochester	NY	X	
Nan, Inc.	Project Engineer		HI		X
Northeast Natural Homes, Inc.	Founder and CEO	Syracuse	NY		X
NY Developers & Management	Assistant Project Manager	NYC	NY		X
O'Brien & Gere	Construction Manager	Syracuse	NY	X	
O'Brien & Gere	Construction Manager	Syracuse	NY		X
Sabre Demolition Corporation	Estimator/Project Coordinator	Warners	NY	X	
Steven Winter Associates	Intern	Buffalo	NY	X	
The Hayner Hoyt Corporation	Project Engineer	Syracuse	NY	X	
The Hayner Hoyt Corporation	Project Engineer	Syracuse	NY	X	
The Whiting-Turner Contracting Company	Project Engineer	Orlando	FL	X	
U.S. Department of Veterans Affairs	Junior Assistant	Perry Point	VA	X	

Continuing Education Information

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
School/Full-Time	1	100.0%
Total	1	100%

<i>Graduate Degree Recipients</i>	<i># of Respondents</i>	<i>% of Respondents</i>
-----------------------------------	-------------------------	-------------------------

* 0 respondents answered this question

Continuing Education Details

Below is a list of institutions the 2015 SCME graduates are currently attending and the degrees and programs being pursued.

Institution	Degree/Program	City	State
LeMoyne College	Master of Business Administration	Syracuse	NY

Participation in University Programs

<i>Undergraduate Degree Recipients</i>	<i># of Respondents</i> *	<i>% of Respondents</i> †
Internship (for credit)	6	75.0%
Internship (not for credit)	3	37.5%
Community Service	1	12.5%
Student Club/Organization	3	37.5%

* 8 respondents answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

<i>Graduate Degree Recipients</i>	<i># of Respondents</i> *	<i>% of Respondents</i> †
Community Service	1	100.0%
Study Abroad	1	100.0%

* 1 respondent answered this question

†number of respondents to specific question / by entire number of respondents answering all questions

Full-Time and Part-Time Employers Within the Student's Field of Study

Organization	Hired Undergraduate Students	Hired Graduate Students	Organization	Hired Undergraduate Students	Hired Graduate Students
3Gi Terminals, LLC	X		Blue Rock Energy, Inc.	X	
Abscope Environmental Inc.	X		Brightfields Development LLC		X
Adirondack League Club	X		Bristol-Myers Squibb	X	
Adirondack Mountain Club	X		Brookhaven National Laboratory	X	
Adirondack Valley Builders	X		Bud Surles Consulting Group		X
ADS Environmental Services	X		Buffalo and Erie County Botanical Gardens		X
AECOM	X		Buffalo Niagara Riverkeeper	X	
AGRANA Group	X		CALIBRE Systems Inc	X	
AgreeYa Solutions		X	Cameron Engineering & Associates, LLP	X	
Alaska Department of Fish and Game	X		Canakkale Onsekiz Mart University		X
Aldi	X		Cape Atlantic Conservation District	X	
Altamont Estates	X		Carol Watson Greenhouse	X	
AmeriCorps Vista	X		Carpenters Brook Fish Hatchery	X	
AMM	X		Cayuga Nature Center	X	
Anchor QEA		X	CB&I	X	
Appel Osborne Landscape Architecture	X		CDM Smith Inc.		X
Applied Bio refinery Sciences		X	Center for Environmental Management of Military Lands	X	
Aquatox Research		X	CHA Consulting	X	
Araiys Design Landscape Architecture	X		China National Pulp and Paper		X
Arcadis	X	X	City of Aspen	X	
Aria Energy		X	City of Hallandale Beach		X
Atlantic States Legal Foundation		X	Civil and Environmental Consultants	X	
Atlantic Testing Laboratories	X		COFCO Corporation		X
Baillie Lumber	X		Columbia Land Conservancy		X
Barton & Loguidice	X		Construction, Design and Management	X	
Battle Creek Public Schools	X		Cornell University	X	
Bausch & Lomb	X		Cunningham Excavation	X	
BBL Construction Services, LLC	X		D&B Engineers and Architects, P.C.	X	
Beaver Lake Nature Center	X		Daniel S. Natchez and Associates, Inc.		X
BeFree Solar	X		Davey Institute	X	
Belvedere Property Management	X		David's Building & Design	X	
Bergmann Associates	X		Delaware Department of Natural Resources	X	
BKT Co., Ltd		X	Department of Agriculture and Markets	X	

Full-Time and Part-Time Employers Within the Student's Field of Study (continued)

Organization	Hired Undergraduate Students	Hired Graduate Students	Organization	Hired Undergraduate Students	Hired Graduate Students
Dewitt Animal Hospital	X		Halco Energy	X	
DGA Builders	X		Hands on Nashville	X	
DiMarco Constructors	X		HDR	X	
EA Engineering, Science, & Technology		X	Herkimer County Soil and Water Conservation District		X
Ecology and Environment		X	Holder Construction Company	X	
Edger Enterprises	X		HRP Associates, Inc.	X	
EDSA	X		Hudson Solar	X	
Energy Management Solutions	X		Hueber-Breuer Construction		X
Energy Training Solutions, Inc.		X	Hunter Springs Landscape Company	X	
Environmental Design & Research (EDR)		X	Impact Environmental	X	
Environmental Quality Resources, LLC	X		International Paper	X	
EnviTec Biogas AG	X		IQ Landscape Architecture	X	
Exelon Nuclear	X		Ironwood Heavy Highway LLC	X	
Finch Paper	X		JMC Site Development Consultants		X
Fire Rivers Environmental Education Center	X		John & Terese Hart	X	
Flambeau River Papers, LLC	X		John Gallin & Son	X	
Florida Department of Agriculture and Consumer Services		X	Joule Clinical and Scientific Staffing Solutions	X	X
FPM Remediations, Inc.	X		Jungle Island	X	
Friends of Rogers Environmental Education Center	X		Keplinger Freeman Associates	X	
GE Power and Water	X		Kiewit Building Group	X	
Georgia-Pacific LLC	X	X	KPMG Chile		X
GHD	X		Laboratory Alliance of CNY	X	
Gilbane Building Company	X		Lake Superior State University		X
GL&V	X		Law Offices	X	
Global Foundries	X		Lawrence Berkeley National Laboratory		X
Global Student Embassy	X		LECESSE Construction Services	X	
Global Sustainability Solutions		X	Leidos	X	
Great Blue Inc.	X		Limber Tree Co.	X	
Green Cross Intelligent Tree and Shrub Care	X		Lime Hollow Nature Center	X	
Green Mountain College	X		Loureiro Engineering Associates	X	
Green Street Solar Power	X		MA Dept. of Energy Resources	X	
GroundLevel Landscape Architecture	X		Madge Land Surveying, PC	X	
Guided Discoveries	X		Madison County Planning Department		X

Full-Time and Part-Time Employers Within the Student's Field of Study (continued)

Organization	Hired Undergraduate Students	Hired Graduate Students	Organization	Hired Undergraduate Students	Hired Graduate Students
Maryland Department of Natural Resources		X	Pierson Nurseries	X	
Max Planck Florida Institute for Neuroscience	X		Place Studio, LLC	X	
McCord Landscape Architecture	X		Porter County Parks Department	X	
Michael Grimm Services	X		Prospect Park Alliance	X	
Mile High Youth Corps	X		Quantitative Consultants Inc.	X	
Milton J. Rubenstein Museum of Science & Technology	X	X	Racine-Johnson Aquatics	X	
Minnesota Conservation Corps	X		REG Life Sciences, LLC	X	
MKW + Associates	X		Regeneron Pharmaceuticals, Inc	X	
Monhonk Preserve	X		RockTenn	X	
Monolith Solar Associates, LLC	X		Rosamond Gifford Zoo	X	
Mote Marine Lab	X		Sabre Demolition Corporation	X	
Nan, Inc.		X	Saltmarsh Habitat and Avian Research Program	X	
Nassau County Legislature	X		Sasaki Associates	X	
National Grid	X		SavATree	X	
National Institute of Advanced Industrial Science and Technology		X	SCAPE Landscape Architecture	X	
Normandeau Associates		X	School For Field Studies		X
North American Society for Cardiovascular Imaging	X		SE Group		X
North Carolina State University		X	Self Employed		X
Northeast Natural Homes, Inc.		X	SGS Galson Laboratories	X	
NY Developers & Management		X	Shingle Shanty Preserve and Research Station		X
NYC Department of City Planning		X	Shire		X
NYC Department of Environmental Protection	X		Sloan Kettering Memorial Cancer Institute		X
NYC Department of Parks & Recreation	X		Smith Environmental Engineering	X	
NYS Department of Environmental Conservation	X	X	Smithers Viscient	X	
NYS United Teachers		X	Solar City	X	
O'Brien & Gere	X	X	Solenis		X
Offshoots, Inc.	X		Southern Appalachian Highlands Conservancy	X	
Operation Wallacea		X	Sprinkle Consulting, Inc		X
Owasco Lake Watershed Inspection Program	X		St. Lawrence Nurseries	X	
Pascal Chemistry	X		State of NY	X	
Peace Corps	X	X	State University of Mississippi	X	
People for the Ethical Treatment of Animals	X		Steven Winter Associates	X	
Pheasants Forever		X	Stone Environmental, Inc.		X

Full-Time and Part-Time Employers Within the Student's Field of Study (continued)

Organization	Hired Undergraduate Students	Hired Graduate Students	Organization	Hired Undergraduate Students	Hired Graduate Students
SUNY Cortland		X	University of Delaware	X	
Sustainable Development Policy Institute		X	University of Dhaka		X
Swaziland Railway		X	University of Georgia	X	
Syracuse City School District	X		University of Illinois Natural History Survey	X	
Tetra Tech		X	University of St. Gallen-HSG		X
The Hayner Hoyt Corporation	X		Upstate Freshwater Institute		X
The Peregrine Fund	X		US Fish and Wildlife Service	X	
The Research Foundation for SUNY	X	X	US Forest Service	X	
The Student Conservation Association	X		US Geological Survey	X	
The Whiting-Turner Contracting Company	X		USDA Natural Resource Conservation Service	X	X
Thermo Fisher Scientific		X	USDA-APHIS Wildlife Services	X	
TRC Companies, Inc.	X	X	Utah Conservation Corps	X	
True Management LLC	X		Utica College		X
Tufts University		X	Verso Corporation	X	
Turpentine Creek Wildlife Refuge	X		Veterinary Medical Center of CNY	X	
U.S. Department of Veterans Affairs	X		Walt Disney World	X	
U.S. Fish and Wildlife Services	X		Watson Greenhouse	X	
UMASS-Amherst	X		Westrock		X
United Nations Environment Programme NYO		X	Wetland Studies and Solutions Inc., A Davey Tree Company		X
United States Forest Service	X		Windward Environmental		X
Universidad Bernardo O'higgins		X	WWF Pakistan		X

Employment Geographic Summary - The below information represents all degree recipients who identified full-time or part-time employment within their field of major.

State/Country	Geographic Location	Undergraduate Total	Graduate Total
AK	West	3	
AR	South	1	
Bangladesh	International		1
CA	West	3	2
Canada	International	1	
Chile	International		2
China	International		2
CO	West	4	
CT	Northeast	5	
DE	South	3	
Democratic Republic of Congo	International	1	
FL	South	6	4
GA	South	1	2
HI	West		1
ID	West	1	
IL	Midwest	2	
IN	Midwest	1	
Jamaica	International		1
Japan	International		1
LA	South		1
MA	Northeast	5	3
Malawi	International	1	
MD	South	3	1
ME	Northeast	2	
Mexico	International	1	
MI	Midwest	1	
MN	Midwest	1	
MS	South	1	
NC	South	1	1
NE	Midwest	1	
NJ	Northeast	5	4
NM	West	2	1
NY *	Northeast	134	48
OR	West	2	
PA	Northeast	4	3
Pakistan	International		1
Peru	International	1	1
Puerto Rico	International	1	
RI	Northeast	1	
SC	South	1	
South America	International	1	
Swaziland	International		1

Switzerland	International		1
TN	South	1	
Turkey	International		1
TX	South	1	
UT	West	1	
VA	South	4	2
VT	Northeast	1	3
WI	Midwest	2	

*For those who identified full-time or part-time employment within their field of major that found employment in New York State: 134 undergraduates found employment in New York (63.5%), with 71 (52.9%) in Central New York. 48 graduates found employed in New York State (54.5%), with 31 (64.5%) in Central New York.

Continuing Education Summary

The below information represents all degree recipients that identified continuing education and the university they are attending.

<i>Institution</i>	<i>City</i>	<i>State/Country</i>
Boston University	Boston	MA
Colorado State University	Fort Collins	CO
Cornell University	Ithaca	NY
Cummings School of Veterinary Medicine at Tufts University	North Grafton	MA
Duke University	Durham	NC
Hofstra University	Hempstead	NY
Iowa State University	Ames	IA
LeMoyne College	Syracuse	NY
Lewis and Clark Law School	Portland	OR
Massey University		New Zealand
Pace University School of Law	White Plains	NY
Roswell Park Cancer Institute	Buffalo	NY
SEA Semester	Woods Hole	MA
St. John Fisher College	Rochester	NY
Stony Brook University	Stony Brook	NY
SUNY Cortland	Cortland	NY
SUNY-ESF	Syracuse	NY
Syracuse University	Syracuse	NY
University at Albany, SUNY	Albany	NY
University Nevada, Reno	Reno	NV
University of Alberta	Edmonton	Canada
University of Colorado	Denver	CO
University of Connecticut	Storrs	CT
University of Idaho	Moscow	ID
University of Maryland	College Park	MD
University of Pennsylvania	Philadelphia	PA
University of South Dakota	Vermillion	SD
Uppsala University		Sweden
Vermont Law School	South Royalton	VT

Internship Summary

The below represents a breakdown of all degree recipients that identified participation in an internship program.

Total Undergraduate Internships (AAS,BS,BLA)			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	50	62	112
Not For Credit	74	31	105

A total of 143 Undergraduates answered this question.

Total Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	6	1	7
Not For Credit	12	4	16

A total of 16 Graduates answered this question.

Chemistry Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	1	0	1
Not For Credit	2	0	2

A total of 3 Chemistry Undergraduates answered this question.

Chemistry Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	0	0	0
Not For Credit	0	0	0

No Chemistry Graduates answered this question.

EFB Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	23	42	65
Not For Credit	9	12	21

A total of 58 EFB Undergraduates answered this question.

EFB Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	1	0	1
Not For Credit	0	0	0

1 EFB Graduate answered this question.

ERE Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	0	4	4
Not For Credit	31	4	35

A total of 22 ERE Undergraduates answered this question.

ERE Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	0	0	0
Not For Credit	3	1	4

3 ERE Graduates answered this question.

Environmental Science Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	8	7	15
Not For Credit	6	5	11

A total of 16 Environmental Science Undergraduates answered this question.

Environmental Science Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	3	1	4
Not For Credit	3	0	3

A total of 6 Environmental Science Graduates answered this question.

Environmental Studies Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	1	7	8
Not For Credit	2	9	11

A total of 12 Environmental Studies Undergraduates answered this question.

Environmental Studies Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	0	0	0
Not For Credit	0	0	0

No Environmental Studies Graduates answered this question.

FNRM Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	3	1	4
Not For Credit	11	0	11

A total of 12 FNRM Undergraduates answered this question.

FNRM Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	2	0	2
Not For Credit	0	0	0

1 FNRM Graduate answered this question.

Landscape Architecture Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	1	0	1
Not For Credit	5	0	5

A total of 5 Landscape Architecture Undergraduates answered this question.

Landscape Architecture Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	0	0	0
Not For Credit	6	3	9

A total of 5 Landscape Architecture Graduates answered this question.

PBE Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	6	1	7
Not For Credit	5	1	6

A total of 8 PBE Undergraduates answered this question.

PBE Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit			0
Not For Credit			0

No PBE Graduates answered this question.

SCME Undergraduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	6	0	6
Not For Credit	3	0	3

A total of 7 SCME Undergraduates answered this question.

SCME Graduate Internships			
	# of Paid Internships	# of Non Paid Internships	Total
For Credit	0	0	0
Not For Credit	0	0	0

No SCME Graduates answered this question.

Undergraduate (AAS, BS, BLA)	Employment				Education		Not Employed		# of Respondents
Totals	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	206	57.4%	38	10.6%	73	20.3%	42	11.7%	359
	Obtained Employment								
	84	Before graduation	27	Before graduation					
	65	0-6 months after graduation	8	0-6 months after graduation					
	29	6-12 months after graduation	1	6-12 months after graduation					
	178	Total Respondents	36	Total Respondents					

Graduate	Employment				Education		Not Employed		# of Respondents
Totals	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	92	92.9%	2	2.0%	3	3.0%	2	2.0%	99
	Obtained Employment								
	34	Before graduation	0	Before graduation					
	34	0-6 months after graduation	1	0-6 months after graduation					
	13	6-12 months after graduation	1	6-12 months after graduation					
	81	Total Respondents	2	Total Respondents					

Overall Total	Employment				Education		Not Employed		# of Respondents
	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	298	65.1%	40	8.7%	76	16.6%	44	9.6%	458
	Obtained Employment								
	118	Before graduation	27	Before graduation					
	99	0-6 months after graduation	9	0-6 months after graduation					
	42	6-12 months after graduation	2	6-12 months after graduation					
	259	Total Respondents	38	Total Respondents					

Chemistry	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				9
	#	%	#	%	#	%	#	%	
	6	66.7%	1	11.1%	2	22.2%	0	0.0%	
	Obtained Employment								
	2	Before graduation	1	Before graduation					
	2	0-6 months after graduation	0	0-6 months after graduation					
	2	6-12 months after graduation	0	6-12 months after graduation					
	6	Total Respondents	1	Total Respondents					

Chemistry	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				8
	#	%	#	%	#	%	#	%	
	7	87.5%	0	0.0%	0	0.0%	1	12.5%	
	Obtained Employment								
		Before graduation		Before graduation					
		0-6 months after graduation		0-6 months after graduation					
		6-12 months after graduation		6-12 months after graduation					
	0	Total Respondents	0	Total Respondents					

Chemistry	Employment				Education		Not Employed		# of Respondents	
Total	Full Time		Part Time		Full Time				17	
	#	%	#	%	#	%	#	%		
	13	76.5%	1	5.9%	2	11.8%	1	5.9%		
	Obtained Employment									
	2	Before graduation	1	Before graduation						
	2	0-6 months after graduation	0	0-6 months after graduation						
	2	6-12 months after graduation	0	6-12 months after graduation						
	6	Total Respondents	1	Total Respondents						

EFB	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	43	39.4%	19	17.4%	23	21.1%	24	22.0%	
	Obtained Employment								
	19	Before graduation	14	Before graduation					
	16	0-6 months after graduation	5	0-6 months after graduation					
	5	6-12 months after graduation	0	6-12 months after graduation					
	40	Total Respondents	19	Total Respondents					

EFB	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	17	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Obtained Employment								
	7	Before graduation	0	Before graduation					
	5	0-6 months after graduation	0	0-6 months after graduation					
	2	6-12 months after graduation	0	6-12 months after graduation					
	14	Total Respondents	0	Total Respondents					

EFB	Employment				Education		Not Employed		# of Respondents
Total	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	60	47.6%	19	15.1%	23	18.3%	24	19.0%	
	Obtained Employment								
	26	Before graduation	14	Before graduation					
	21	0-6 months after graduation	5	0-6 months after graduation					
	7	6-12 months after graduation	0	6-12 months after graduation					
	54	Total Respondents	19	Total Respondents					

ERE	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	28	82.4%	1	2.9%	3	8.8%	2	5.9%	34
	Obtained Employment								
	12	Before graduation	0	Before graduation					
	7	0-6 months after graduation	0	0-6 months after graduation					
	4	6-12 months after graduation	0	6-12 months after graduation					
	23	Total Respondents	0	Total Respondents					

ERE	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				13
	#	%	#	%	#	%	#	%	
	13	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Obtained Employment								
6	Before graduation		0	Before graduation					
5	0-6 months after graduation		0	0-6 months after graduation					
1	6-12 months after graduation		0	6-12 months after graduation					
12	Total Respondents		0	Total Respondents					

ERE	Employment				Education		Not Employed		# of Respondents
Total	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	41	87.2%	1	2.1%	3	6.4%	2	4.3%	
	Obtained Employment								
	18	Before graduation	0	Before graduation					
	12	0-6 months after graduation	0	0-6 months after graduation					
	5	6-12 months after graduation	0	6-12 months after graduation					
	35	Total Respondents	0	Total Respondents					

Environmental Science	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	20	58.8%	5	14.7%	4	11.8%	5	14.7%	
	Obtained Employment								
	3	Before graduation	4	Before graduation					
	9	0-6 months after graduation	1	0-6 months after graduation					
	6	6-12 months after graduation	0	6-12 months after graduation					
	18	Total Respondents	5	Total Respondents					

Environmental Science	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	21	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Obtained Employment								
	9	Before graduation	0	Before graduation					
	7	0-6 months after graduation	0	0-6 months after graduation					
	5	6-12 months after graduation	0	6-12 months after graduation					
	21	Total Respondents	0	Total Respondents					

Environmental Science	Employment				Education		Not Employed		# of Respondents
Total	Full Time		Part Time		Full Time				55
	#	%	#	%	#	%	#	%	
	41	74.5%	5	9.1%	4	7.3%	5	9.1%	
	Obtained Employment								
	12	Before graduation	4	Before graduation					
	16	0-6 months after graduation	1	0-6 months after graduation					
	11	6-12 months after graduation	0	6-12 months after graduation					
	39	Total Respondents	5	Total Respondents					

Environmental Studies	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	16	64.0%	3	12.0%	5	20.0%	1	4.0%	25
Obtained Employment									
	4	Before graduation	3	Before graduation					
	8	0-6 months after graduation	0	0-6 months after graduation					
	3	6-12 months after graduation	0	6-12 months after graduation					
	15	Total Respondents	3	Total Respondents					

Environmental Studies	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	4	100.0%	0	0.0%	0	0.0%	0	0.0%	4
Obtained Employment									
	2	Before graduation	0	Before graduation					
	0	0-6 months after graduation	0	0-6 months after graduation					
	2	6-12 months after graduation	0	6-12 months after graduation					
	4	Total Respondents	0	Total Respondents					

Environmental Studies	Employment				Education		Not Employed		# of Respondents
Total	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	20	69.0%	3	10.3%	5	17.2%	1	3.4%	29
Obtained Employment									
	6	Before graduation	3	Before graduation					
	8	0-6 months after graduation	0	0-6 months after graduation					
	5	6-12 months after graduation	0	6-12 months after graduation					
	19	Total Respondents	3	Total Respondents					

FNRM	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	37	50.0%	6	8.1%	30	40.5%	1	1.4%	
	Obtained Employment								
	16	Before graduation	3	Before graduation					
	8	0-6 months after graduation	1	0-6 months after graduation					
	5	6-12 months after graduation	1	6-12 months after graduation					
	29	Total Respondents	5	Total Respondents					

FNRM	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	5	62.5%	1	12.5%	2	25.0%	0	0.0%	
	Obtained Employment								
	2	Before graduation	0	Before graduation					
	2	0-6 months after graduation	1	0-6 months after graduation					
	0	6-12 months after graduation	0	6-12 months after graduation					
	4	Total Respondents	1	Total Respondents					

FNRM	Employment				Education		Not Employed		# of Respondents
Total	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	42	51.2%	7	8.5%	32	39.0%	1	1.2%	
	Obtained Employment								
	18	Before graduation	3	Before graduation					
	10	0-6 months after graduation	2	0-6 months after graduation					
	5	6-12 months after graduation	1	6-12 months after graduation					
	33	Total Respondents	6	Total Respondents					

Landscape Architecture Undergraduate	Employment				Education		Not Employed		# of Respondents
	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	19	70.4%	1	3.7%	2	7.4%	5	18.5%	27
	Obtained Employment								
	8	Before graduation	1	Before graduation					
	6	0-6 months after graduation	0	0-6 months after graduation					
	1	6-12 months after graduation	0	6-12 months after graduation					
	15	Total Respondents	1	Total Respondents					

Landscape Architecture Graduate	Employment				Education		Not Employed		# of Respondents
	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	11	84.6%	0	0.0%	1	7.7%	1	7.7%	13
	Obtained Employment								
	5	Before graduation	0	Before graduation					
	4	0-6 months after graduation	0	0-6 months after graduation					
	0	6-12 months after graduation	0	6-12 months after graduation					
	9	Total Respondents	0	Total Respondents					

Landscape Architecture Total	Employment				Education		Not Employed		# of Respondents
	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	30	75.0%	1	2.5%	3	7.5%	6	15.0%	40
	Obtained Employment								
	13	Before graduation	1	Before graduation					
	10	0-6 months after graduation	0	0-6 months after graduation					
	1	6-12 months after graduation	0	6-12 months after graduation					
	24	Total Respondents	1	Total Respondents					

PBE	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	13	68.4%	1	5.3%	3	15.8%	2	10.5%	
	Obtained Employment								
	7	Before graduation	0	Before graduation					
	4	0-6 months after graduation	1	0-6 months after graduation					
	0	6-12 months after graduation	0	6-12 months after graduation					
	11	Total Respondents	1	Total Respondents					

PBE	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	10	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Obtained Employment								
	0	Before graduation	0	Before graduation					
	6	0-6 months after graduation	0	0-6 months after graduation					
	2	6-12 months after graduation	0	6-12 months after graduation					
	8	Total Respondents	0	Total Respondents					

PBE	Employment				Education		Not Employed		# of Respondents
Total	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	23	79.3%	1	3.4%	3	10.3%	2	6.9%	
	Obtained Employment								
	7	Before graduation	0	Before graduation					
	10	0-6 months after graduation	1	0-6 months after graduation					
	2	6-12 months after graduation	0	6-12 months after graduation					
	19	Total Respondents	1	Total Respondents					

SCME	Employment				Education		Not Employed		# of Respondents
Undergraduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	24	85.7%	1	3.6%	1	3.6%	2	7.1%	
Obtained Employment									
13	Before graduation		1	Before graduation					
5	0-6 months after graduation		0	0-6 months after graduation					
3	6-12 months after graduation		0	6-12 months after graduation					
21	Total Respondents		1	Total Respondents					

SCME	Employment				Education		Not Employed		# of Respondents
Graduate	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	5	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Obtained Employment								
	3	Before graduation	0	Before graduation					
	2	0-6 months after graduation	0	0-6 months after graduation					
	0	6-12 months after graduation	0	6-12 months after graduation					
	5	Total Respondents	0	Total Respondents					

SCME	Employment				Education		Not Employed		# of Respondents
Total	Full Time		Part Time		Full Time				
	#	%	#	%	#	%	#	%	
	29	87.9%	1	3.0%	1	3.0%	2	6.1%	
	Obtained Employment								
	16	Before graduation	1	Before graduation					
	7	0-6 months after graduation	0	0-6 months after graduation					
	3	6-12 months after graduation	0	6-12 months after graduation					
	26	Total Respondents	1	Total Respondents					

Prepared by:

**Division of Student Affairs
Career Services Office**

**14 Bray Hall
1 Forestry Drive
Syracuse, NY 13210
315-470-6900
careers@esf.edu**

www.esf.edu/career



State University of New York
College of Environmental Science and Forestry

Appendix C

New York Education Section 6001 – SUNY ESF Charter

6001. College continued. The New York State College of Forestry at Syracuse University shall hereafter be known as the State University of New York College of Environmental Science and Forestry. The college shall be subject to the supervision of the state university trustees.

6002. Objects and purposes. The college shall have as its objects and purposes: 1. Teaching in the science and practice of environmental science and forestry in its several branches including landscape architecture; environmental design; environmental and resource engineering; environmental and resource management; wildlife studies; biology, chemistry, ecology; the manufacture and marketing of forest products; and the technologies appropriate to these branches of environmental science and forestry.

2. The conduct of research, investigation, and experimentation relating to such studies wherever appropriate, including suburban or urban areas, and in commercial or industrial facilities.

3. The conduct of experiments in forest and related resource development and management for public, commercial, recreational and aesthetic purposes, and, generally the giving of popular instruction and information concerning the elements of environmental science and forestry.

4. The operation of demonstration and public service programs with a view to acquiring, transmitting, and applying knowledge concerning the scientific management and use of forest and related natural resources for human benefit.