



December 2013 - 1st Destination Survey Results

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 Career Development Center

Overview

The Career Development Center is charged with surveying each of the three graduating classes annually. This is the second year for using the new 1DS format. The December response rates continue to be this highest of the three graduations (August, December, and May). This December's overall response rate is 18.9% and last December was 20.8%. August and May response rates range from 11.5% to 13.9%.

Survey Administration

Three email surveys were sent using Emma Email Marketing. The first survey was to the list of students who had applied for graduation with the Registrar's Office. The second and third surveys were sent to students on the Registrar's official list of December graduates. Surveys were sent to the graduate's primary and secondary email addresses. The survey was open on the 1DS website for three months.

Please note the following when using this data:

1. Respondents to the first survey who do not graduate are *not* removed from the results.
2. Students self-report their degree and major. Students frequently list their major incorrectly so the results may not match Banner.
3. Students completing the survey more than once in the 3-month survey period are counted only once using their most recent time-stamped entry on the survey.
4. If a student has more than one major, their results are counted for each major, not once. Thus, the response rate is based on number of majors, not number of students.

Response Rate

A total of 353 majors responded to the survey (baccalaureate and graduate). Two Hundred Ninety-Seven (297) out of 1,563 bachelor degree majors responded and 56 of the 310 graduate degree majors responded. Combined, this represents an 18.9% response rate.

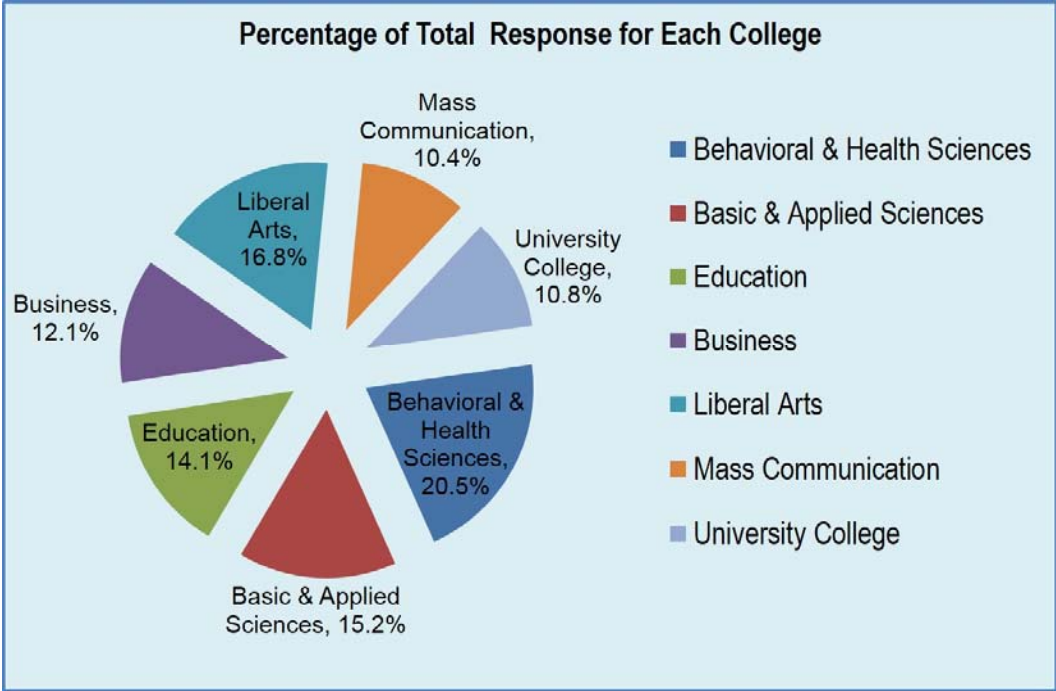
Majors	1DS Responses	Total # Majors	Response Rate
Majors - Bachelor	297	1,563*	19.0%
Majors - Graduate	56	310	18.1%
All	353	1,873	18.9%

**The number of bachelor degrees increased by 10 to 1,573 after the survey period.*

The rest of this report provides the results broken out by bachelor degrees then by graduate degrees.

Bachelor Major Results

The chart below represents the percentage of the 297 bachelor degree responses coming from each college.



The response rate by college based upon the number of bachelor degree majors awarded by each college is listed in this chart:

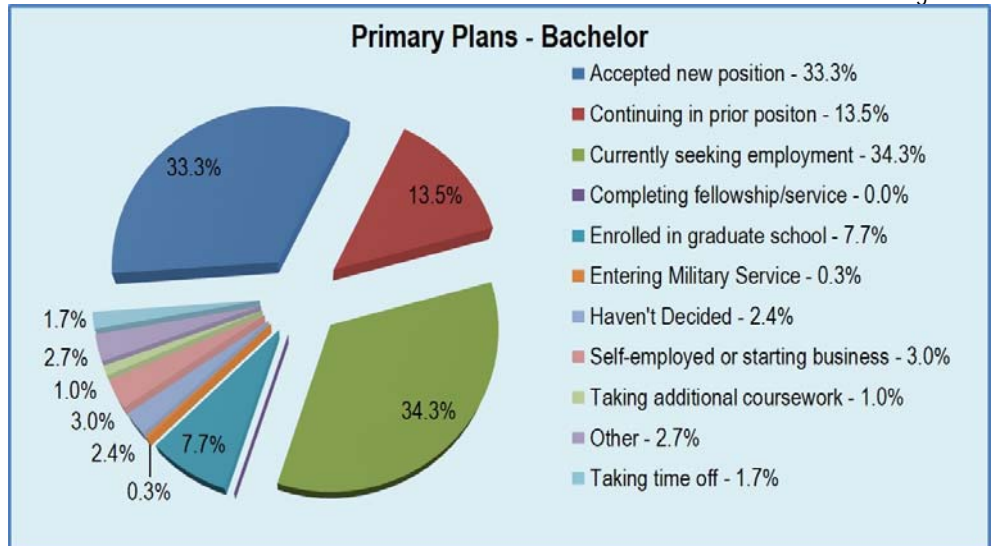
College	1DS Responses	Majors Graduated	Response Rate
Basic and Applied Science	45	245	18.4%
Behavioral and Health Sciences	61	378	16.1%
Business	36	243	14.8%
Education	42	112	37.5%
Liberal Arts	50	253	19.8%
Mass Communication	31	177	17.5%
University College	32	155	20.7%
Total Bachelor Degrees/Majors	297	1,563*	19.0%

*The number of bachelor degrees increased by 10 to 1,573 after the survey period.

This chart represents the primary plans for the upcoming year for bachelor degree recipients.

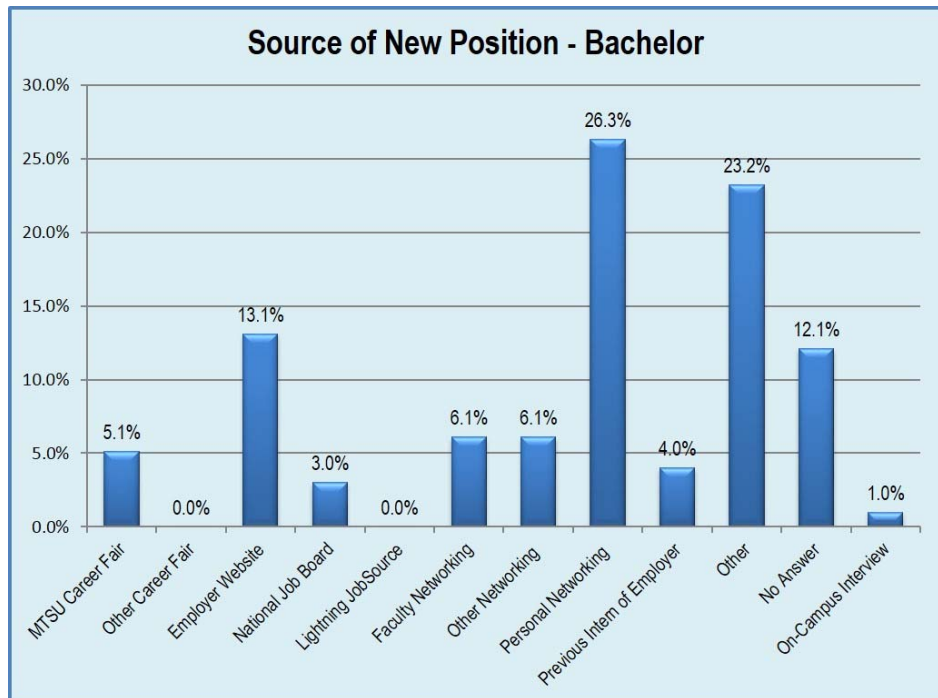
At the conclusion of the survey period, 34.3% were still seeking employment, 2.4% indicated they had yet to decide on a plan, and 2.7% selected the Other category.

The remaining 60.5% of the graduating class had plans implemented (Does not equal 100% due to rounding).

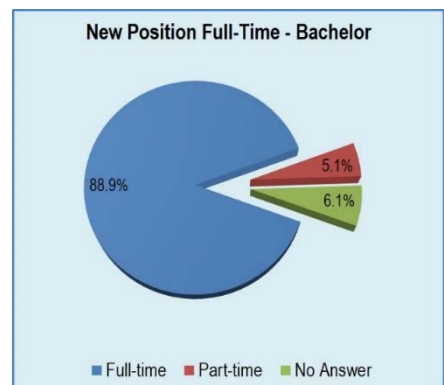
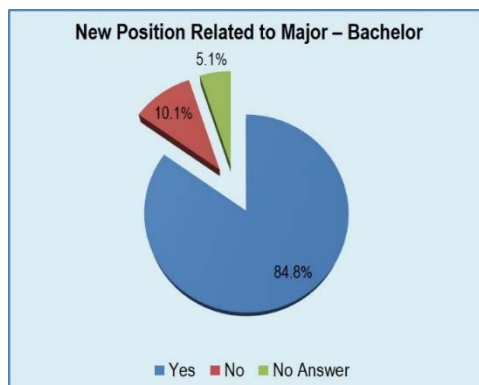


The chart to the right illustrates how bachelor recipients reporting a new position secured that position. The top three sources are Personal Networking at 26.3%, Other at 23.2%, and Employer Website at 13.1%. Of the 23.6% who listed Other, their responses can be categorized as:

- Concrete Industry Management jobs email (2)
- Corporate website (1)
- Former job (2)
- Lightning JobSource (3)
- Networking (4)
- On-campus interview in CIM department (2)
- Promotion (2)
- Recruiter (3)
- Referral (1)
- Social Media: Facebook Recruiter Post (1)
- Social Media: LinkedIn (2)
- Student Teaching (3)
- Website (3)
- Word of Mouth (1)



The Chart to the rights show that 84.8% indicated their new position was related to their major and 88.9% of the positions were full-time.



Employers for New Employment

Of the 88 reporting a Full-Time New Position as their primary plan, 82 listed the name of their employer:

Employer	Major	Number
Advantage	Interdisciplinary Studies	1
Aramark	Management	1
Asurion	Computer Science	1
Atlanta Pro Audio	University Studies	1
Baptist Memorial Hospital	Nursing	1
Bedford County Board of Education	Business Education	1
Bedford County Board of Education	English	1
Berry Head Start (MAC)	Early Childhood Education	1
Bill Wade	Speech and Theatre: Theatre	1
Bluewater Music	Recording Industry: Music Business	1
Boeing	Aerospace: Maintenance Mgmt.	1
Caterpillar Financial Services Corporation	Management	1
Chester County Board of Education	Early Childhood Education	1
City of McMinnville	Exercise Science	1
Coffee County Schools	Biology	1
Crowe Horwath	Accounting	1
Cummins	Accounting	1
Davidson County Assessor's Office	Business Administration	1
Dell, Inc.	Computer Information Systems	1
Dement Construction	Concrete Industry Management	1
DWP	Mass Communication: Digital Animation	1
EFC Systems	Computer Science	1
EHD Technologies	Entrepreneurship	1
Emit, Inc.	Engineering Technology: Electro Mech Engr.	1
Environmental Science Corporation	Biochemistry	1
Eventbrite	Recording Industry: Music Business	1
Foley Products	Concrete Industry Management	1
Geico	Finance: Insurance	1
Gresham, Smith & Partners	Engineering Technology: Mech Engr.	1
Internal Revenue Service	Accounting	1
JE Dunn Construction Company	Construction Management	1
LaVergne Lake Elementary	Interdisciplinary Studies	1
Liberty University	Aerospace: Pro Pilot	1
Linebaugh Public Library System	English	1
Linebaugh Public Library System	Foreign Languages	1
Lithko Contracting	Concrete Industry Management	1
Live Technologies	University Studies	1
Maggart & Associates, P.C.	Accounting	1
Maschmeyer Concrete	Concrete Industry Management	1
Metro Nashville Public Schools	English	1
Metro Nashville Public Schools	Special Education	1
Midland Memorial Hospital	Nursing	1
Montgomery Martin Contractors	Concrete Industry Management	1
Oldcastle Precast	Concrete Industry Management	1

Employer	Major	Number
Parallon	Professional Studies (RODP)	1
PepsiCo Bottling	Organizational Communications	1
Quorum Health Resources	Psychology	1
Raven Tools	Mass Communication: Advertising/Public Relations	1
Rutherford County Board of Education	Early Childhood Education	1
Rutherford County Board of Education	Interdisciplinary Studies	1
Rutherford County Board of Education	Mathematical Sciences	1
Ryan Tax Services	Accounting	1
Sensus	Computer Information Systems	1
Service Source	Criminal Justice Administration	1
St. Thomas Rutherford Hospital	Nursing	1
St. Thomas Rutherford Hospital	Nursing	1
State Farm	Industrial Organizational Psychology	1
State of Tennessee	Political Science	1
Tankersley Concrete	Concrete Industry Management	1
Team Health	Music	1
Tennessee General Assembly	Political Science	1
Thompson Machinery	Concrete Industry Management	1
Total Quality Logistics	Plant and Soil Science	1
Tot's Landing	Liberal Studies (RODP)	1
Trigreen equipment	Agribusiness	1
TTL	Geology	1
University of Kentucky Healthcare	Nursing	1
Vanderbilt	Computer Information Systems	1
Vanderbilt	Foreign Languages	1
Vanderbilt	Global Studies	1
Vanderbilt University Medical Center	Nursing	1
Vanderbilt University Medical Center	Nursing	1
Vanderbilt University Medical Center	Health Education	1
Vanderbilt University Medical Center	Nursing	1
W. M. Winkler Company	Concrete Industry Management	1
Walmart	Criminal Justice Administration	1
Water Systems Inc.	Industrial Organizational Psychology	1
Williamson County Schools	Interdisciplinary Studies	1
Williamson County Schools	Special Education	1
WorleyParsons	Anthropology	1
Xanterra at Glacier National Park	Leisure Sport and Tourism Studies	1
Youth Villages	Social Work	1
Total New Employment Acceptances		82

Location of New Employment

Of the 88 reporting a Full-Time New Position as their primary plan, 82 listed the location of their employment

- Antioch, TN
- Atlanta, GA
- Brentwood, TN (5)
- China
- Cleveland, OH
- Columbia, TN
- Columbus, OH
- Franklin, TN (4)
- Goodlettsville, TN

- Hendersonville, TN
- Houston, TX
- LaVergne, TN
- Lewisburg, TN
- Lexington, KY
- Louisville, TN
- Lubbock, TX
- Lynchburg, VA
- Manchester, TN (2)
- McMinnville, TN
- Memphis, TN (4)
- Midland, TX
- Mount Juliet, TN
- Murfreesboro, TN (6)
- Nashville, TN (30)
- Newnan, GA
- Nolensville, TN
- North Charleston, SC
- Orlando, FL
- Ottawa, ON, CA
- Raleigh, NC
- Shelbyville, TN (2)
- Smyrna, TN (3)
- Spokane, WA
- West Palm Beach, FL

Salary Averages of New Employment

Of the 88 reporting a Full-Time New Position as a primary plan, 73 reported their salary.

- Range: \$15,112 to \$75,000
- Midpoint: \$40,000
- Average: \$40,331
- Mode: \$40,000

Salary Breakdown by Major

Of the 88 reporting a Full-Time New Position as a primary plan, 73 reported their salary. The following is a breakdown by major and college for majors with 2 or more salaries reported:

Major: Concentration	College	Number	Mode	Minimum	Midpoint	Maximum	Average
Accounting	BUS	6	-	\$26,000	\$45,250	\$57,000	\$42,750
Computer Information Systems	BUS	2	-	\$35,000	-	\$41,600	\$38,300
Computer Science	BAS	2	-	\$50,000	-	\$51,000	\$50,500
Concrete Industry Management	BAS	9	\$52,000	\$30,000	\$48,000	\$52,000	\$42,960
Criminal Justice Administration	BHS	2	-	\$38,000	-	\$40,000	\$39,000
Early Childhood Education	EDU	2	-	\$35,000	-	\$36,200	\$35,600
English	LA	2	-	\$34,112	-	\$40,000	\$37,056
Industrial Organizational Psychology	BHS	2	-	\$20,400	-	\$28,560	\$24,480
Nursing	BHS	9	-	\$39,000	\$43,000	\$56,900	\$45,934
Political Science	LA	2	-	\$38,500	-	\$42,500	\$40,500
University Studies	UC	2	-	\$20,000	-	\$75,000	\$47,500

Graduate and Professional School

Twenty-three (23) graduates or 7.7% listed Graduate or Professional Schools as their primary plan. The following graduate and professional schools were reported:

Undergraduate Major	Graduate or Professional School/Program	Degree Type	Status
Accounting	Belmont University: M.Acc in Accounting	M.Acc	Full-Time
Accounting	Marshall University: M.B.A. in Accounting Finance	M.B.A.	Full-Time
Accounting	Middle Tennessee State University: M.Acc in	M.Acc	Full-Time

	Accounting		
Special Education	Middle Tennessee State University: M.B.A. in Elementary Education K-6	M.B.A.	Full-Time
Business Education	Middle Tennessee State University: M.B.A. in Management and Marketing	M.B.A.	Full-Time
Liberal Arts (University Studies)	Middle Tennessee State University: M.B.A. in Psychology	M.B.A.	Full-Time
Psychology	Middle Tennessee State University: M.Ed. In Professional Counseling/Clinical Mental Health Counseling	M.Ed.	Full-Time
Aerospace: Administration	Middle Tennessee State University: M.S. in Aviation Management	M.S.	Full-Time
Criminal Justice Administration	Middle Tennessee State University: M.S. in Criminal Justice Administration	M.S.	Full-Time
Early Childhood Education	Middle Tennessee State University: M.S. in Curriculum and Instruction	M.S.	Part-Time
Computer Information Systems	Middle Tennessee State University: M.S. in Information Systems	M.S.	Part-Time
Psychology	Trevecca Nazarene: M.S. in Counseling	M.S.	Full-Time
Speech and Theatre: Communication Studies	University of Alabama: M.A. in Communication Studies	M.A.	Full-Time
Plant and Soil Science	University of Kentucky: Ph.D. in Plant Science	Ph.D.	Full-Time
Political Science	University of Tennessee College of Law: JD Program		Full-Time
Aerospace: Maintenance Management	University of Tennessee: M.S.W. in Social Work	M.S.W.	Full-Time
Psychology	Vanderbilt University: M.S. in Adult/Gerontology-Primary Care Nurse Practitioner	M.S.	Full-Time
Health Education	Western Kentucky University: MPH	M.P.H.	Full-Time

Graduate Degree Results

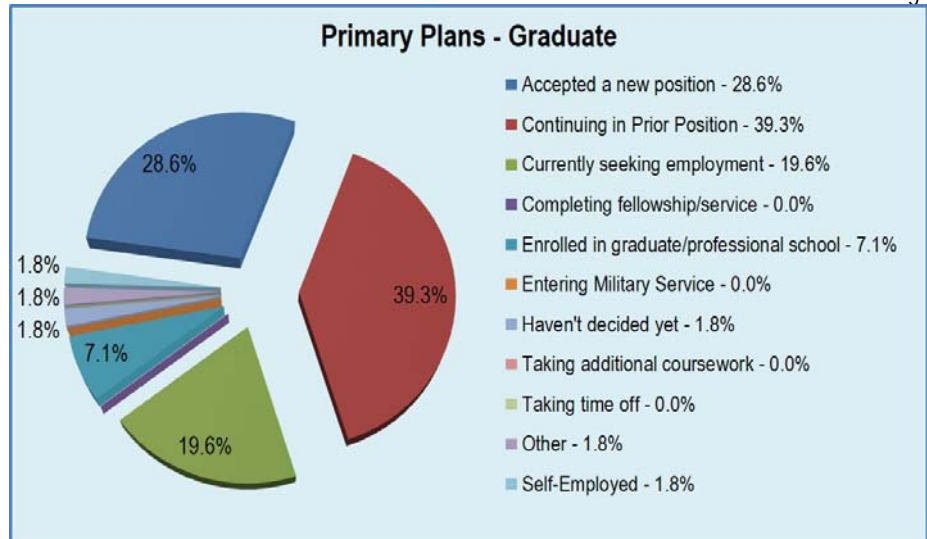
A total of 56 graduate degree majors responded to the survey out of 310 majors for an overall response rate of 18.1%.

College	1DS Responses	Grad. Majors Graduated	Response Rate
Basic and Applied Science	9	56	16.1%
Behavioral and Health Sciences	9	23	39.1%
Business	20	89	22.5%
Education	9	86	10.5%
Liberal Arts	6	22	27.3%
Mass Communication	0	4	0.0%
University College	3	30	0.1%
Total Graduate Degrees	56	310	18.1%

This chart represents the primary plans for the upcoming year for graduate degree recipients.

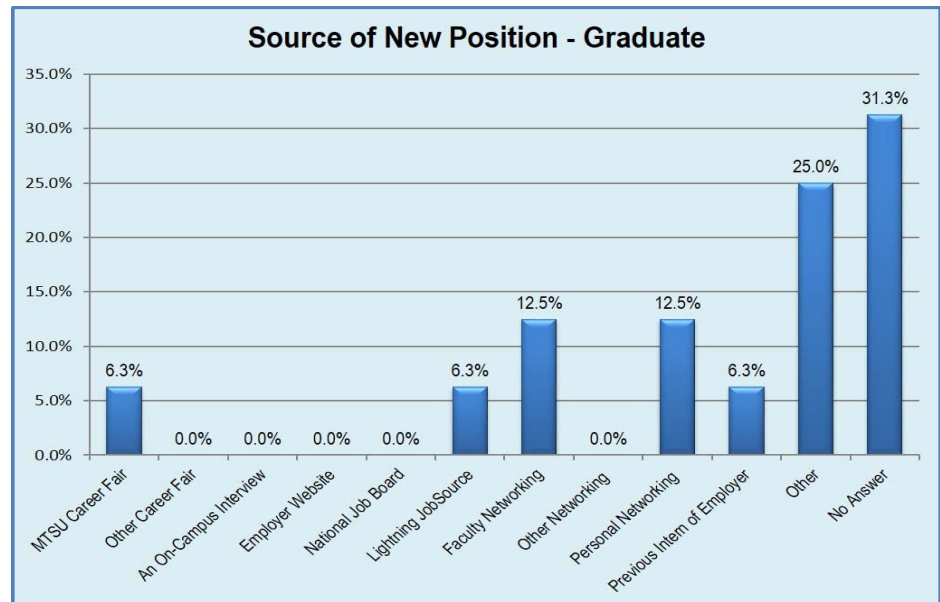
At the conclusion of the survey period, 19.6% were seeking employment, 1.8% indicated they had yet to decide on a plan, and the Other Category was selected by 1.8%

The remaining 76.8% of graduate degree recipients had plans implemented (Does not equal 100% due to rounding).

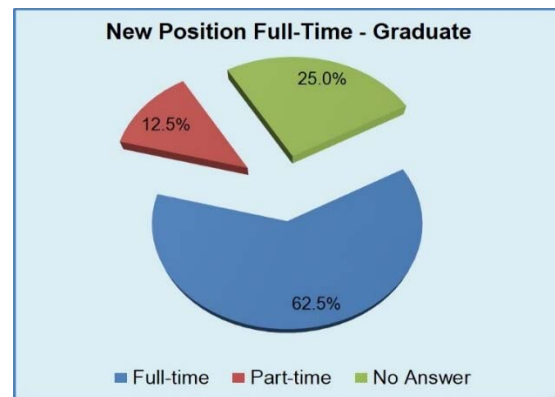
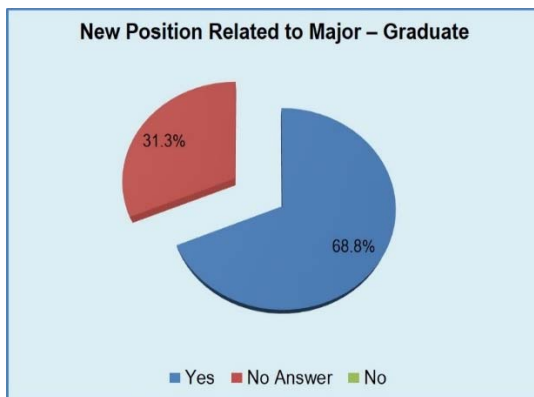


The chart to the right illustrates how the new positions were obtained. The "Other" category was selected by 25.0%, whose responses can be categorized as:

- Former Employer (1)
- Website (1)
- Previous Intern of Employer (1)
- Referral (1)



The charts below show that 68.8% indicated their new position was related to their major and 62.5% of the positions were full-time.



Employers

Of the 16 reporting a Full-Time New Position as their primary plan, 9 listed the name of their employer:

Employment	Major	Number
Business Service Solution	Leisure Sport and Tourism Studies	1
Charter Media	Business Administration	1
Community Health Systems	Professional Science - Health Care Informatics	1
Faulkner Mackie & Cochran, P.C.	Accounting	1
LBMC	Accounting	1
National Health Investors	Finance	1
Schneider Electric	Computer Science	1
Schneider Electric	Engineering Technology: Computer Engr.	1
Willis North America	Business Administration	1
Total New Position Acceptances		9

Location

Of the 16 reporting a Full-Time New Position as their primary plan, 9 listed the location of their employment:

- Brentwood, TN
- Franklin, TN
- Knoxville, TN
- LaVergne, TN (2)
- Murfreesboro, TN (2)
- Nashville, TN (2)

Salary Averages

Of the 16 reporting a Full-Time New Position as a primary plan, 9 reported their salary.

- Range: \$35,000 to \$60,000
- Midpoint: \$55,000
- Average: \$52,944
- Mode: \$60,000

Salary Breakdown by Major

Of the 16 reporting a Full-Time New Position as a primary plan, 9 reported their salary. The following is a breakdown by major and college for majors with 2 or more salaries reported:

Major: Concentration	College	Number	Mode	Minimum	Midpoint	Maximum	Average
Accounting	BUS	2	-	\$53,000	-	\$53,500	\$53,250
Business Administration	BUS	2	-	\$35,000	-	\$42,000	\$38,500

Graduate and Professional School

Four (4) graduate students or 7.1% listed Graduate or Professional Schools as their primary plan. All reported their acceptances:

Graduate Major	Graduate or Professional School/Program	Number
Biology	James Cook University: Ph.D. in Ecology and Evolution	Ph.D.
History	Middle Tennessee State University: Ph.D. in English	Ph.D.
Biology	University of Tennessee: Ph.D. in Anthropology	Ph.D.
Computer Information Systems	University of Texas at San Antonio: Ph.D. in Business Administration, Information Technology, Philosophy	Ph.D.
Total GPS Acceptances		4

