



## 2012-2013 - 1st Destination Survey Results

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 Career Development Center

### Overview

The Career Development Center (CDC) is charged with surveying each of the three graduating classes annually. The 2012-2013 Report is the first year using the new *1st Destination Survey (1DS)*. Also, in August 2013, the CDC was charged with developing new procedures to administer the survey and develop the report in a timely manner using existing resources. The changes affect the August 2012 report and all subsequent reports. The changes include:

1. Only data from the *1DS* will be used for reporting employment and graduate/professional school outcomes.
2. Survey results will no longer be entered into Lightning JobSource, but will reside in each survey's Excel spreadsheet.
3. A report will be produced for each graduating class instead of waiting until the end of the year to do all three together.
4. Analysis of the data will be based on students' self-reporting of data and not verified in Banner (i.e. verifying graduation date and correct listing of major).

The surveying methods remained basically the same as previous years. The first survey was sent using a list from the Registrar of students who had applied to graduation. The second and third surveys were sent using a list from the Registrar of students who officially graduated. All surveys were sent to the graduate's primary and secondary email addresses. In addition, the survey was open on the CDC's website for at least three months.

Data analysis is limited because of the low response rate, even when combining all three graduations.

### Response Rate

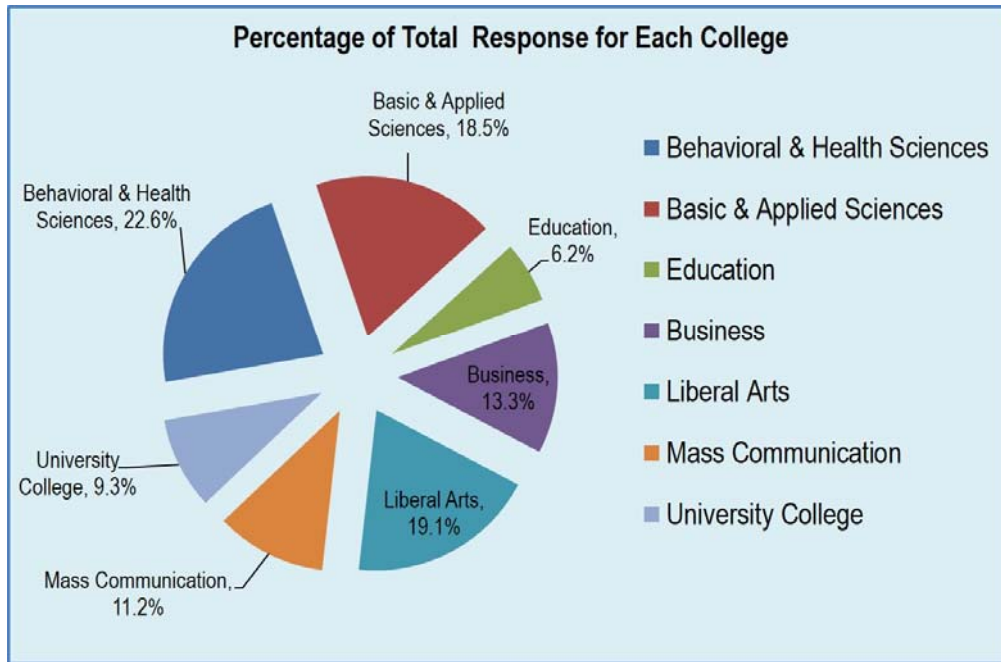
A total of 767 majors responded to the survey (baccalaureate and graduate) with 634 out of 4,159 bachelor degree majors responding and 135 of the 1,046 graduate degree majors responding. Combined, this represents a 14.8% response rate. (Note: this is a count of majors; actual number of students is slightly less due to some students having dual majors).

Majors	August Responses	August Majors	August Response Rate	December Responses	December Majors	December Response Rate	May Responses	May Majors	May Response Rate	Total Responses	Total Majors	Total Response Rate
Majors - Bachelor	68	686	9.9%	319	1,515	21.1%	247	1,958	12.6%	634	4159	15.2%
Majors - Graduate	40	255	15.7%	54	280	19.3%	39	511	7.6%	133	1046	12.7%
All	108	941	11.5%	373	1,795	20.8%	286	2469	11.6%	767	5205	14.7%

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 634 bachelor degree responses coming from each college.



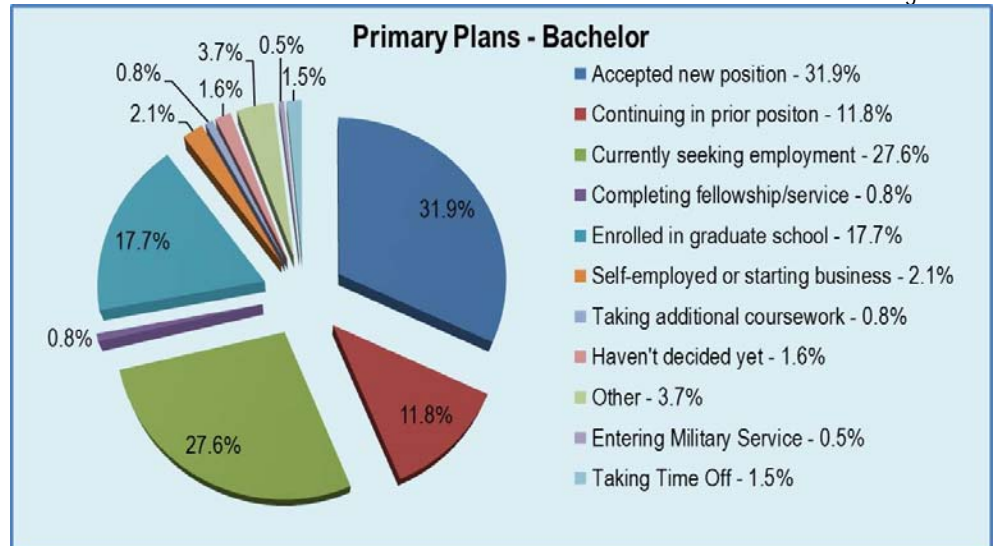
The chart below represents the response rate by college based upon the number of bachelor degree majors awarded by each college.

College	August Responses	August Bachelor Majors	August Response Rate	December Responses	December Bachelor Majors	December Response Rate	May Responses	May Bachelor Majors	May Response Rate	Total Responses	Total Bachelor Majors	Total Response Rate
Basic & Applied Sciences	15	108	13.9%	54	218	24.8%	48	346	13.9%	117	672	<b>17.4%</b>
Behavioral & Health Sciences	16	194	8.3%	79	374	21.1%	48	463	10.4%	143	1,031	<b>13.9%</b>
Business	10	117	8.5%	44	209	21.1%	30	219	13.7%	84	545	<b>15.4%</b>
Education	1	2	50.0%	23	120	19.2%	15	142	10.6%	39	264	<b>14.8%</b>
Liberal Arts	14	103	13.6%	49	238	20.6%	58	351	16.5%	121	692	<b>17.5%</b>
Mass Communication	6	76	7.9%	32	204	15.7%	33	255	12.9%	71	535	<b>13.3%</b>
University College	6	86	7.0%	38	152	25.0%	15	182	8.2%	59	420	<b>14.1%</b>
<b>Total Bachelor Majors</b>	<b>68</b>	<b>686</b>	<b>9.9%</b>	<b>319</b>	<b>1,515</b>	<b>21.1%</b>	<b>247</b>	<b>1,958</b>	<b>12.6%</b>	<b>634</b>	<b>4,159</b>	<b>15.2%</b>

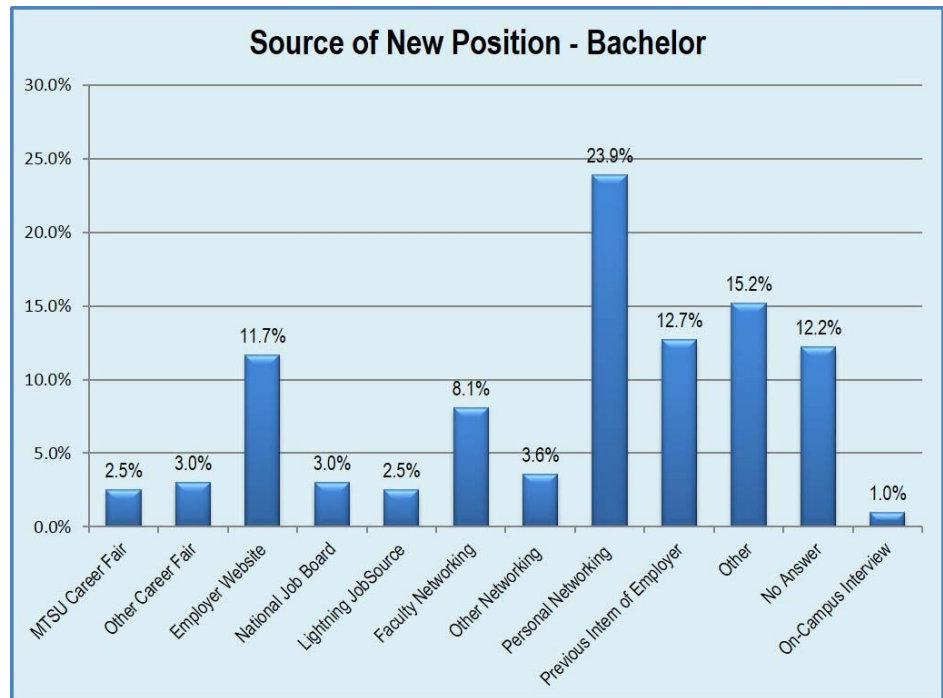
This chart represents the primary plans for the upcoming year for bachelor degree recipients.

At the conclusion of the survey period, 27.6% were still seeking employment. Another 1.6% had yet to decide on a plan, and 3.7% selected the Other category.

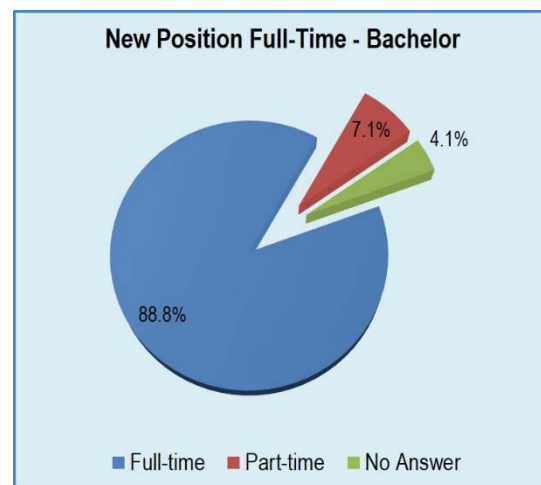
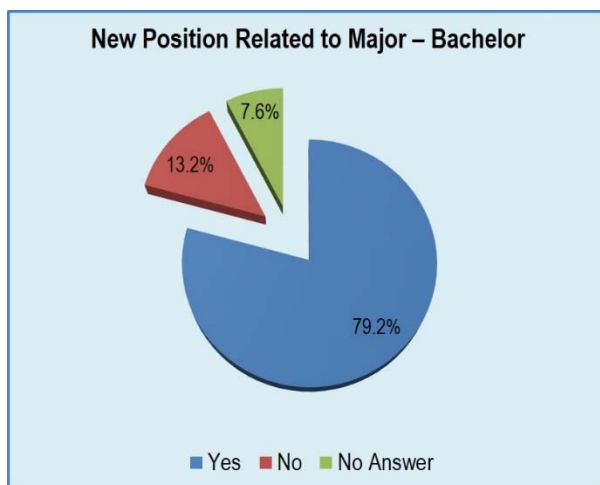
The remaining 67.1% of the graduating class had plans implemented.



The chart to the right illustrates how bachelor recipients secured their new positions. The top three sources are Personal Networking, Other and Previous Intern of Employer.



The charts below show that 79.2% indicated their new position was related to their major and 88.8% of the positions were full-time.



## Employers for New Employment

Of the 175 reporting a Full-Time New Position as their primary plan, 159 listed the name of their employer:

- ABF Freight Systems
- Adams Place
- Advance Title Company
- Advanced Solutions, LLC
- America Works
- American Addiction Centers
- ASCAP(2)
- Ascension Health
- Associated Builders and Contractors, Inc.
- Asurion
- Battle Ground Academy
- Bedford County Schools (3)
- Bellar & Winkler
- Big Machine Label Group
- Bluewater Music Services, Inc.
- Boones Creek Animal Hospital
- Broadcast Music, Inc. (3)
- Broussard & Associates
- Building and Earth
- Capital Quest
- Caterpillar Financial Services (2)
- CCA
- Celina Health and Rehabilitation
- Challenger School
- Checkpoint Systems
- Chen Medical
- Christian Television Network
- City of McAllen
- City of Murfreesboro
- Clemons Concrete Coatings
- Coffee County Schools
- Colbert Manufacturing Company, Inc.
- Covenant Family Child Care
- Crossville Chronicle
- Cummins
- Cybera
- DeKalb Community Hospital
- Deloitte
- Department of Children Services State of TN
- Dialysis Clinics Incorporated
- Diocese of Nashville, St. Rose Catholic School
- Double Diamond Marketing & Communications
- Effingham County Schools
- Emdeon
- Faulkner, Mackie, & Cochran
- First Choice Farm & Lawn, Inc.
- Fitness Together
- Gladeville Elementary
- Grant & Co.
- Great Lakes Aviation
- Hamilton Machine Company
- Hardin Medical Center
- Harris Middle School
- Healthways (2)
- Horizon Medical Center
- Hospital Corporation of America (3)
- Humana
- Inside Track
- Interac
- International Paper
- J. Barnes and Company
- J.B. Hunt
- Jacobs Cohen & Associates
- Kindred of Smith County
- Knox County Schools
- Lattimore Black Morgan and Cain
- Lewisburg Middle School
- Lithko
- Lochinvar
- Marigolds + Monsters Studio
- Mastran Music Group
- Maury County Schools
- Maury Regional Medical Center
- McKesson Specialty
- Meriwether Lewis Electric Cooperative
- Metova
- Metro Action Commission
- Metro-Nashville
- Metro-Nashville Public Schools (6)
- Mike Jones Avionics and Maintenance
- Monroe Carell Jr. Children's Hospital at Vanderbilt
- Montgomery County School System
- Music City Center
- My Global Freight Solutions
- Nashville CARES
- Naxos of America
- Netjets
- Onin Group
- Orlando Shakespeare Theatre
- Pacific Gas and Electric
- Passport Health Communication
- Perimeter Church
- Permobil, Inc.
- PetMed, LLC
- Plateau Group Insurance
- Republic Finance
- Rutherford County
- Rutherford County Schools (7)
- Saint Thomas-Rutherford Hospital
- Service Source International, Inc. (2)
- Skyline Madison Behavioral Health Hospital
- Southwest Airlines
- SpecialtyCare

- St. Clement Christian Academy
- St. Thomas Rutherford Hospital (3)
- Star Physical Therapy
- State Farm (2)
- State of Tennessee (3)
- Summer County Schools
- Sumner County Schools
- Tennessee Commercial Warehouse
- Tennessee Governor's Office
- Tennessee Rehabilitation Center
- Thompson Machinery
- Turtle Anarchy Brewing Co.
- Univar USA, Inc.
- US House of Representatives
- VA Medical Center, Tennessee Valley Healthcare System
- VanDalsem Custom Trim
- Vanderbilt Medical Center (2)
- Vanderbilt University (3)
- Verizon
- Veterans Administration
- Victory University
- VitalChek
- Wal-Mart
- Williamson County Schools
- Wilson Air
- Xerox Business Services
- Young Women's Christian Association

### Location of New Employment

Of the 175 reporting a Full-Time New Position as their primary plan, 160 listed the location of their employment

- Antioch, TN (3)
- Atlanta, GA
- Brentwood, TN (3)
- Carthage, TN (2)
- Celina, TN
- Centerville, TN
- Charlotte, NC
- Cheyenne, WY
- Chicago, IL
- Clarksville, TN
- Cleveland, TN
- Columbus, OH
- Columbus, TN
- Crossville, TN (2)
- Dallas, TX (2)
- Dickson, TN
- Dyersburg, TN
- Franklin, TN (9)
- Gladeville, TN
- Goodlettsville TN
- Harriman, TN
- Japan
- Johns Creek, GA
- Johnson City, TN
- Knoxville, TN (5)
- La Vergne, TN (4)
- Lancaster, SC
- Lebanon, TN (2)
- Lewisburg, TN
- Los Angeles, CA
- Louisville, KY (2)
- Madison, TN
- Manchester, TN
- McAllen, TX
- Memphis, TN (3)
- Mount Juliet, TN (2)
- Murfreesboro, TN (22)
- Nashville, TN (55)
- New York, New York
- Orlando, FL
- Portland, TN
- Richmond, VA
- San Francisco, CA
- San Jose, CA
- Savannah, TN
- Shelbyville, TN (3)
- Smithville, TN
- Smyrna, TN (4)
- Spring Hill, TN
- Springfield, GA
- Unionville, TN
- Washington, D.C.
- Westmoreland, TN

### Salary Averages of New Employment

Of the 175 reporting a Full-Time New Position as a primary plan, 144 reported their salary.

- Range: \$16,120 to \$70,000
- Midpoint: \$35,000
- Average: \$37,700
- Mode: \$50,000

### Graduate and Professional School

Graduate or Professional Schools was selected by 102 graduates or 17.7% as their primary plan. The name of the institution was listed by 92.

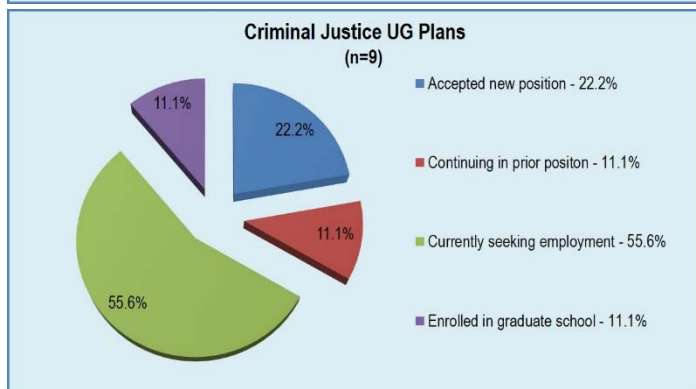
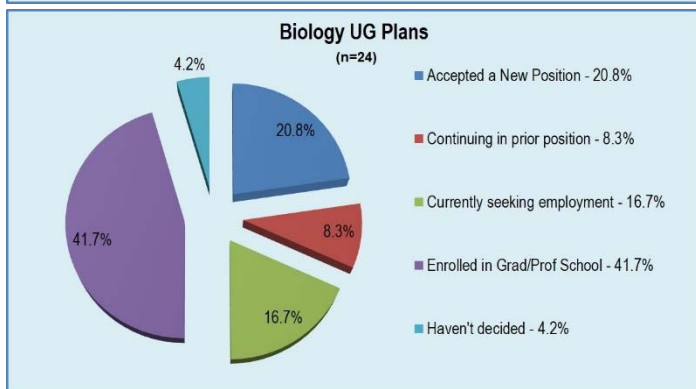
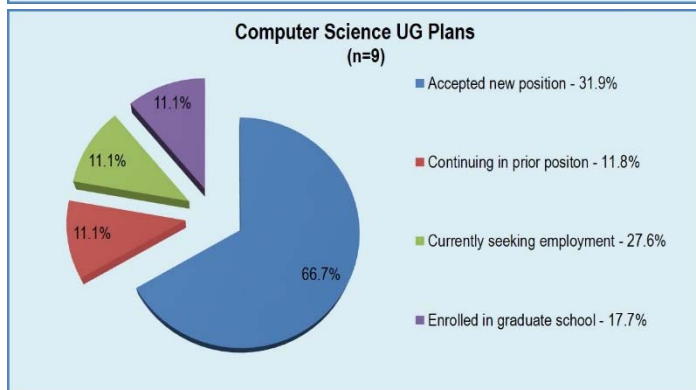
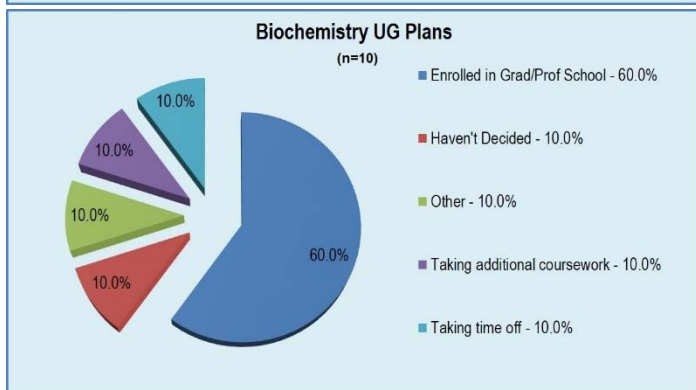
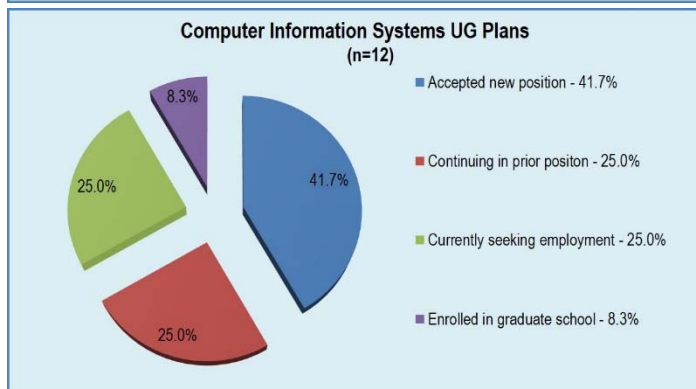
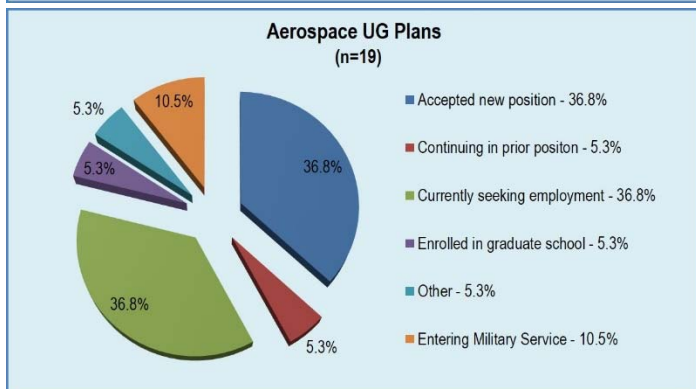
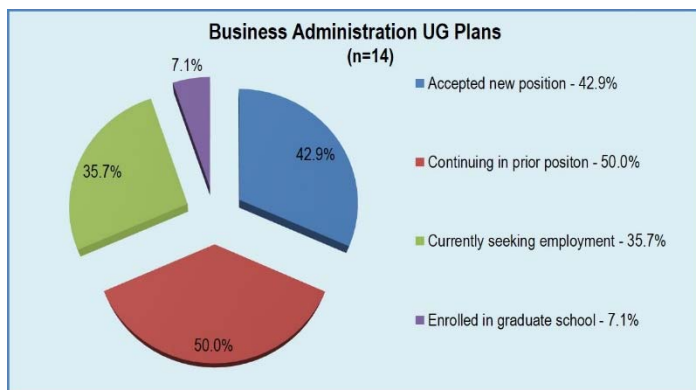
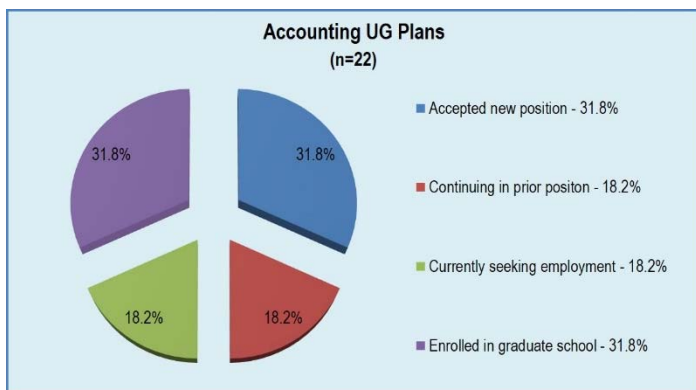
- Auburn University: Audiology Doctoral Program
- Austin Peay State University
- Austin Peay State University: Medical Laboratory Science Program
- Baylor University: Business Administration with Healthcare Concentration
- Belmont College of Law (4)

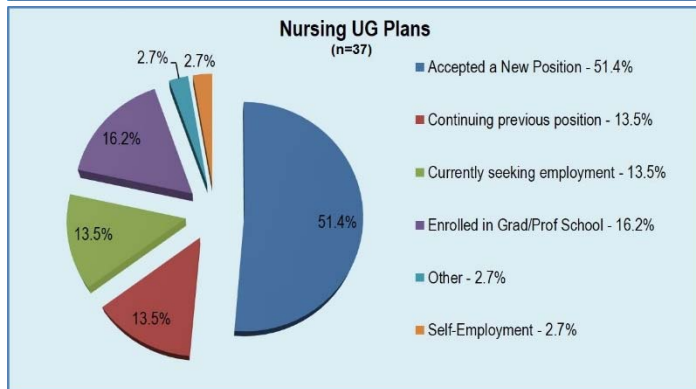
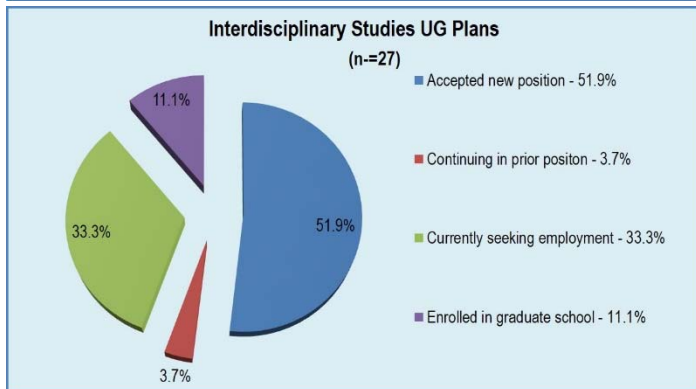
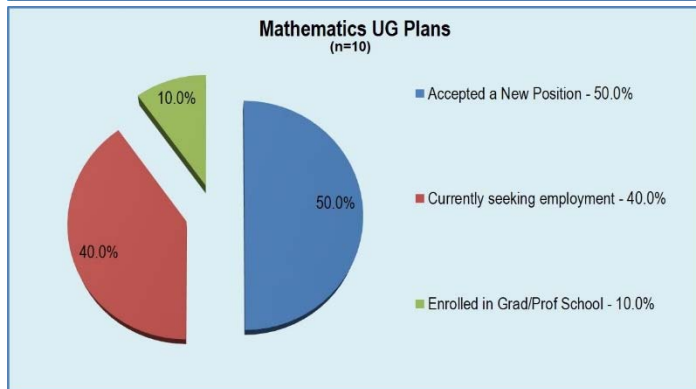
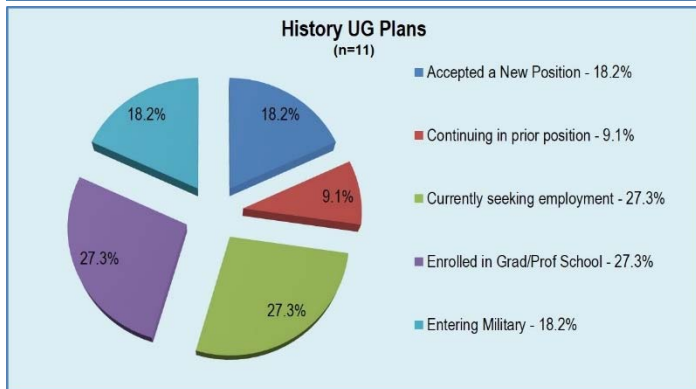
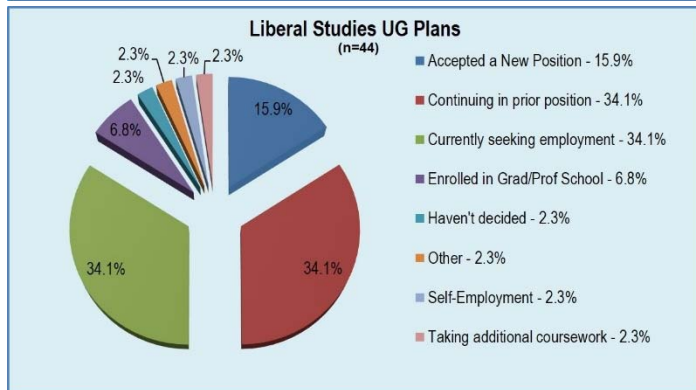
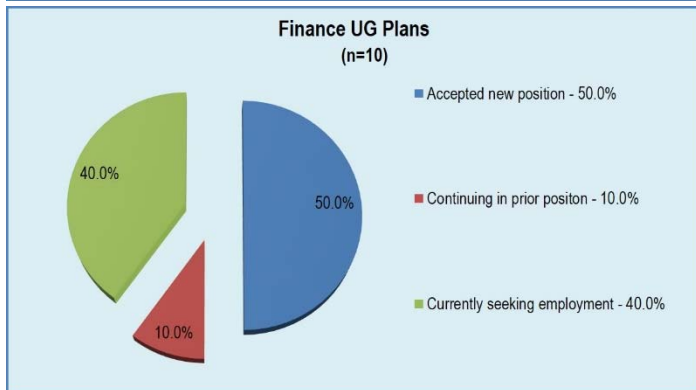
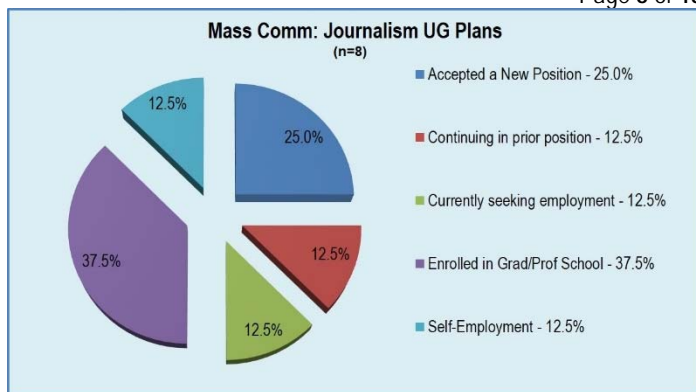
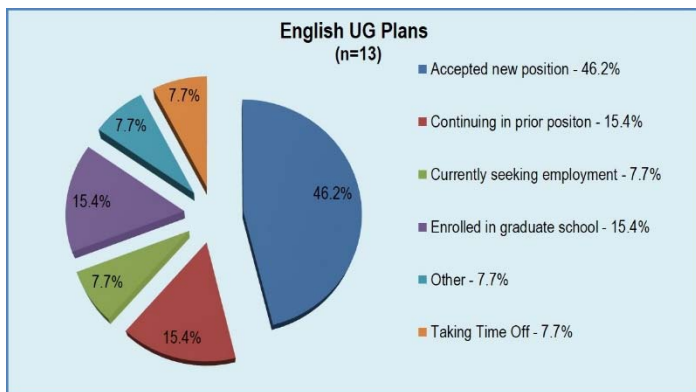
- Bowling Green State University
- Chapman University: Dale E. Fowler School of Law (2)
- Columbia University
- East Tennessee State University
- East Tennessee State University: M.S.
- Gonzaga School of Law
- Johns Hopkins-Peabody Conservatory
- Life University: Doctor of Chiropractic Program, D.C.
- Middle Tennessee State University (17)
- Middle Tennessee State University: Administration and Supervision, Higher Education
- Middle Tennessee State University: Aviation Safety and Security Management
- Middle Tennessee State University: College of Education (2)
- Middle Tennessee State University: Economics (2)
- Middle Tennessee State University: Experimental Psychology
- Middle Tennessee State University: Foreign Language
- Middle Tennessee State University: Healthcare Management
- Middle Tennessee State University: History, M.A.
- Middle Tennessee State University: I/O Psychology
- Middle Tennessee State University: Mass Communication (2)
- Middle Tennessee State University: Masters of Accountancy (2)
- Middle Tennessee State University: MSN Nursing
- Middle Tennessee State University: MSPS with concentration in actuarial science, M.S. (2)
- Middle Tennessee State University: Professional Counseling
- Middle Tennessee State University: Public History
- Middle Tennessee State University: RODP Nursing
- Middle Tennessee State University: School of Psychology (2)
- Middle Tennessee State University: Sociology
- National University of San Diego, California: Global Management
- Pace University: Physician Assistant Program
- Southern College of Optometry
- Tennessee State University: FNP
- Tennessee State University: Masters of Occupational Therapy
- Tennessee State University: School Counseling
- Texas A&M: Animal Science
- The Boston Conservatory
- The Chicago School of Professional Psychology
- The Richard Stockton College of New Jersey: Holocaust Studies
- University of Arkansas: Physical Education
- University of Chicago: Law School (2)
- University of Kentucky: Library Science (2)
- University of Kentucky: Vocal Rehabilitation
- University of Memphis (3)
- University of Michigan: School of Social Work
- University of Pikeville, Kentucky: College of Osteopathic Medicine
- University of Richmond: School of Law
- University of Tennessee at Chattanooga: Physical Therapy
- University of Tennessee College of Social Work
- University of Tennessee: Agricultural Leadership
- University of Tennessee: Business Administration
- University of Tennessee: College of Pharmacy
- University of Tennessee: Medical Laboratory Science Program
- University of Tennessee: Speech Pathology
- University of Texas at Tyler
- Vanderbilt University: Psychiatric/Mental Health Nurse Practitioner
- Vanderbilt University: Public Health
- Wake Forest University

- Windsor University School of Medicine

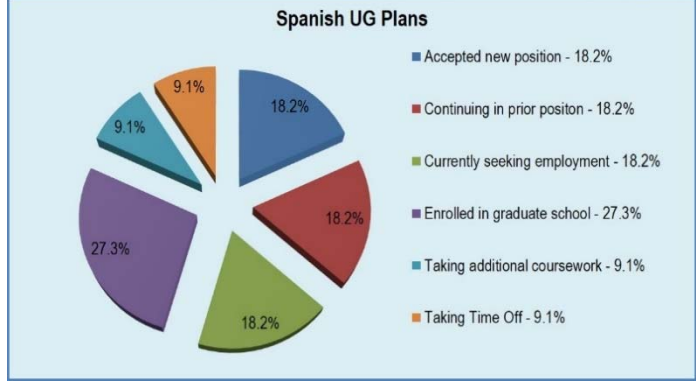
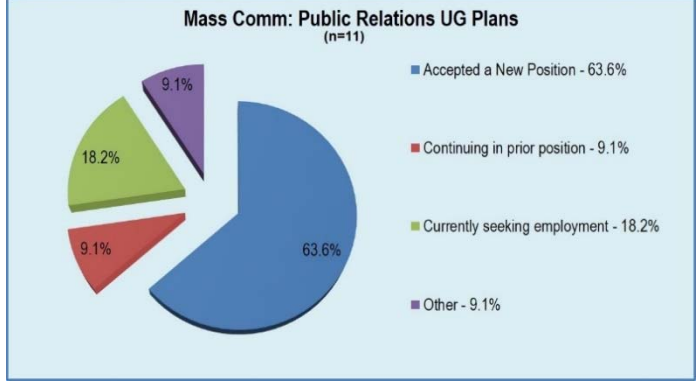
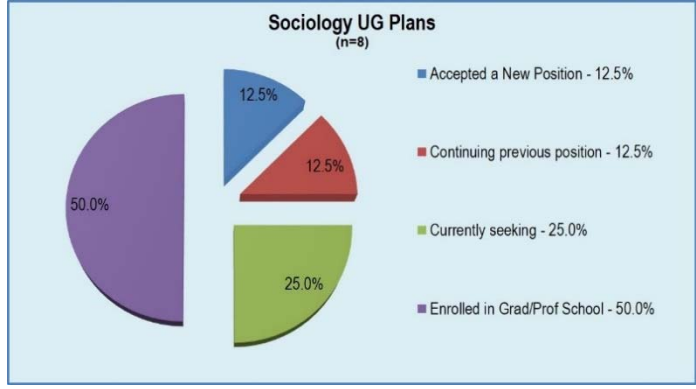
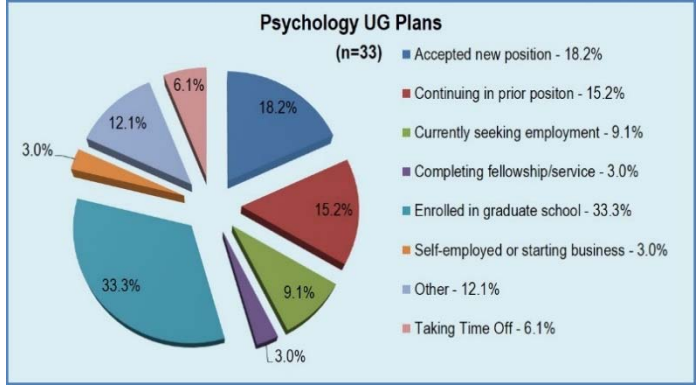
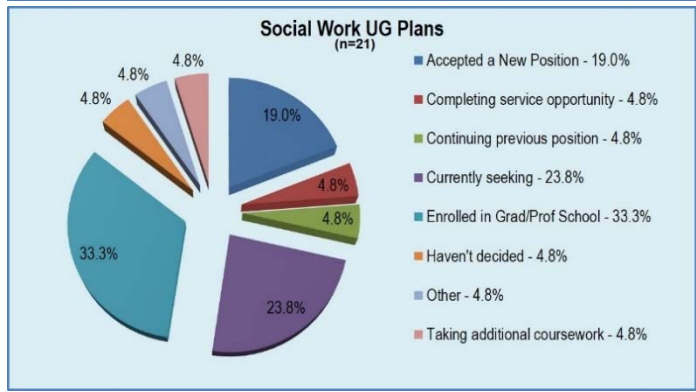
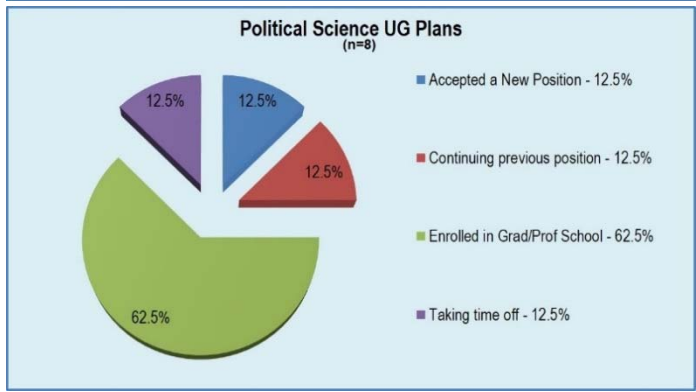
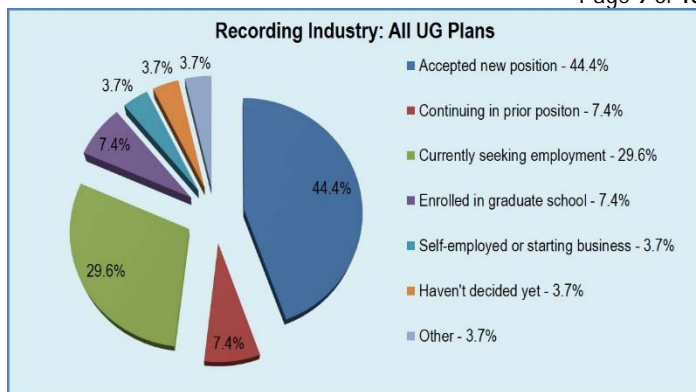
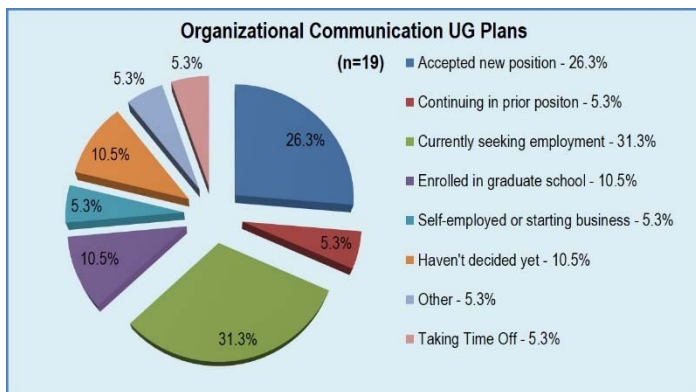
### Primary Plans by Major

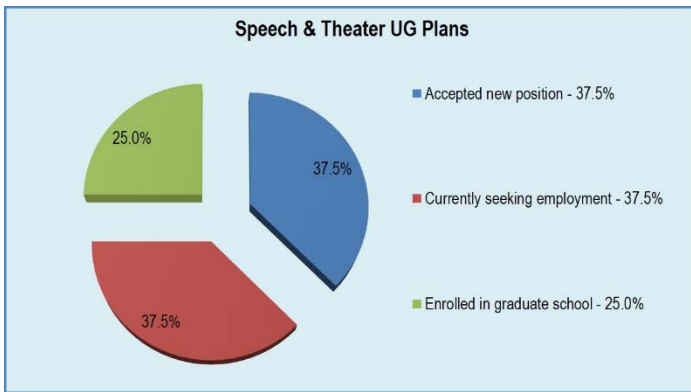
The following is a breakdown of Primary Plans by major for majors with 8 or more responses:











### Salary by Major

Of the 175 reporting a Full-Time New Position as a primary plan, 144 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	\$51,000	\$31,200	\$48,500	\$51,000	\$45,800
Aerospace Administration	BAS	5	-	\$25,000	\$27,000	\$30,500	\$27,300
Animal Science	BAS	2	-	\$29,120	-	\$60,000	\$44,560
Athletic Training	BHS	2	-	\$34,000	-	\$35,000	\$34,500
Business Administration	BUS	4	-	\$18,000	\$41,000	\$53,000	\$38,250
Computer Information Systems	BUS	6	\$50,000	\$38,000	\$50,000	\$58,700	\$48,600
Computer Science	BAS	5	\$60,000	\$45,000	\$60,000	\$62,500	\$55,500
Construction Management	BAS	2	-	\$40,000	-	\$50,000	\$45,000
Economics	BUS	2	-	\$30,000	-	\$50,000	\$40,000
Engineering Technology	BAS	2	-	\$55,000	-	\$60,000	\$57,500
English	LA	5	-	\$22,000	\$32,000	\$40,000	\$30,400
Family & Consumer Studies	BHS	3	-	\$25,000	\$35,000	\$35,640	\$31,880
Finance	BUS	2	-	\$50,000	-	\$52,000	\$51,000
Interdisciplinary Studies	EDU	9	\$33,000	\$32,000	\$34,000	\$40,000	\$34,960
International Relations	LA	2	-	\$31,000	-	\$60,000	\$45,500
Liberal Arts	LA	2	-	\$16,120	-	\$31,200	\$23,660
Liberal Studies	UC	5	-	\$34,000	\$35,000	\$62,000	\$43,070
Marketing	BUS	3	-	\$24,000	\$27,000	\$35,000	\$28,660
Mass Comm: Journalism	MC	2	-	\$19,760	-	\$30,000	\$24,880
Mass Comm: Public Relations	MC	4	-	\$30,000	\$34,600	\$50,000	\$37,300
Mathematics	BAS	5	-	\$33,460	\$34,500	\$39,500	\$35,290
Music: Vocal/General Music Education	LA	2	-	\$27,000	-	\$35,000	\$31,000

Major: Concentration	College	Number	Mode	Minimum	Midpoint	Maximum	Average
Nursing	BHS	15	-	\$35,000	\$41,600	\$70,000	\$44,340
Organizational Communication	LA	4	-	\$22,880	\$26,480	\$42,000	\$29,460
Philosophy	LA	2	-	\$18,720	-	\$30,000	\$24,360
Psychology	BHS	4	-	\$24,000	\$28,750	\$34,500	\$29,000
Recording Industry	MC	3	-	\$25,000	\$30,000	\$45,000	\$33,330
Recording Industry: Audio Production	MC	3	-	\$30,000	\$69,730	\$70,000	\$56,570
Recording Industry: Music Business	MC	5	\$30,000	\$24,000	\$28,000	\$30,000	\$27,400
Social Work	BHS	2	-	\$28,000	-	\$30,000	\$29,000
Special Education	EDU	2	-	\$32,000	-	\$38,400	\$35,200
Speech and Theatre	LA	2	-	\$10,800	-	\$36,000	\$23,400

### Graduate Degree Results

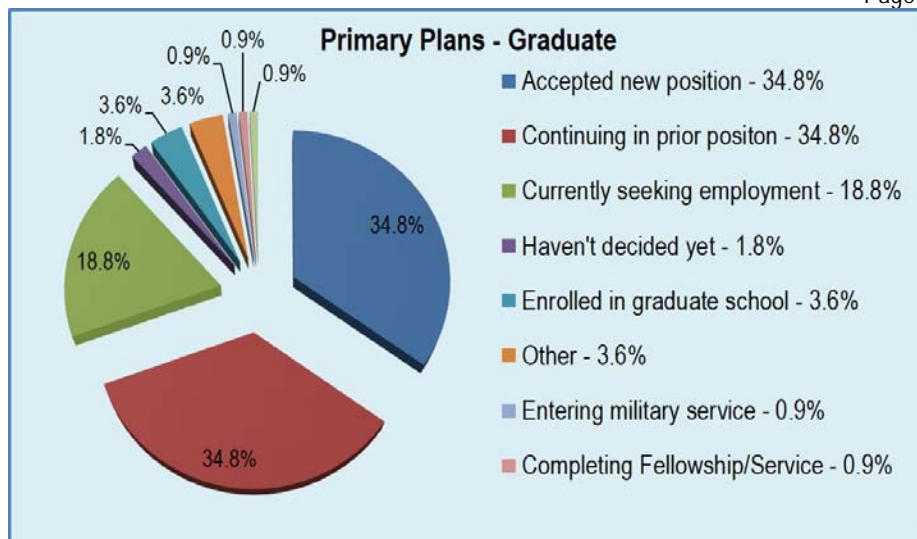
A total of 135 graduate degree majors responded to the survey out of 1,046 majors for an overall response rate of 12.9%.

College	August Responses	August Grad Majors	August Response Rate	December Responses	December Grad Majors	December Response Rate	May Responses	May Grad Majors	May Response Rate	Total Responses	Total Grad Majors	Total Response Rate
Basic & Applied Sciences	11	34	32.4%	10	24	41.7%	5	39	12.8%	26	97	<b>26.8%</b>
Behavioral & Health Sciences	8	42	19.0%	11	23	47.8%	6	53	11.3%	25	118	<b>21.2%</b>
Business	14	71	19.7%	14	87	16.1%	5	77	6.5%	33	235	<b>14.0%</b>
Education	3	77	3.9%	15	105	14.3%	14	256	5.5%	32	438	<b>7.3%</b>
Liberal Arts	2	18	11.1%	3	19	15.8%	8	47	17.0%	13	84	<b>15.5%</b>
Mass Communication	0	3	0.0%	0	5	0.0%	1	13	7.7%	1	21	<b>7.7%</b>
University College	2	10	20.0%	1	17	5.9%	0	26	0.0%	3	53	<b>5.7%</b>
<b>Total Bachelor Majors</b>	<b>40</b>	<b>255</b>	<b>15.7%</b>	<b>54</b>	<b>280</b>	<b>19.3%</b>	<b>39</b>	<b>511</b>	<b>7.6%</b>	<b>133</b>	<b>1,046</b>	<b>12.7%</b>

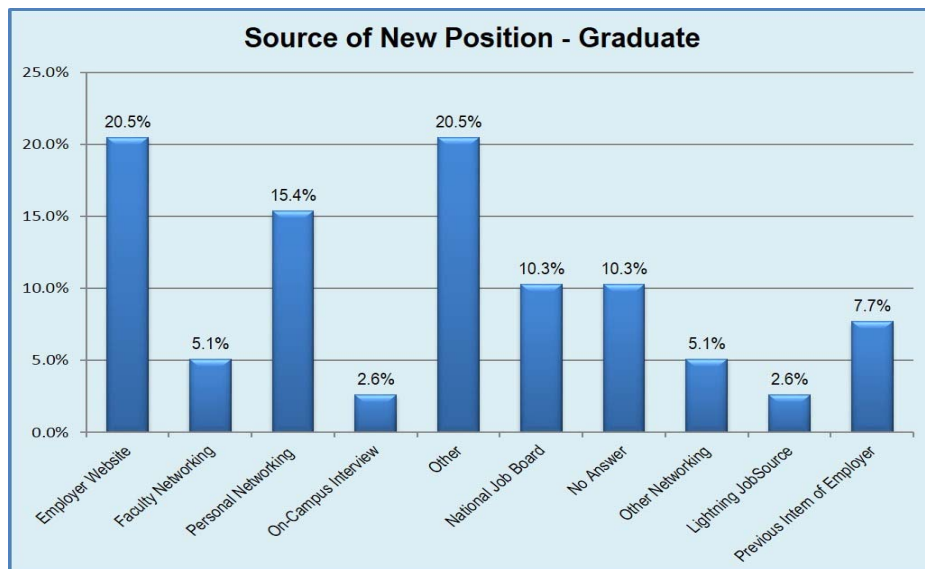
This chart represents the primary plans for the upcoming year for graduate degree recipients.

At the conclusion of the survey period, 18.8% were seeking employment. Only 1.8% Hadn't Decided Yet, and the Other Category was selected by 3.6%.

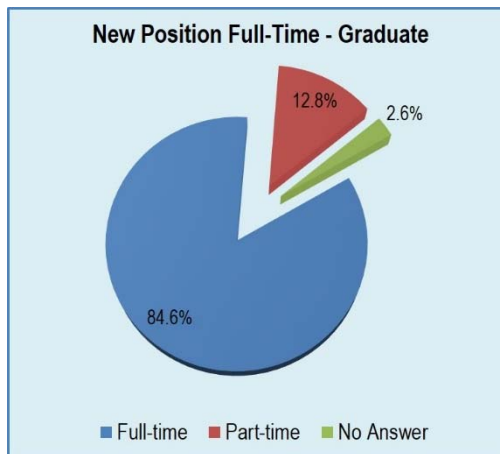
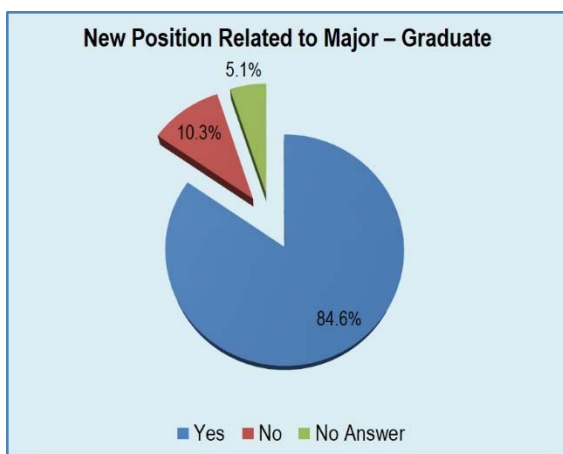
The remaining 75.8% of graduate degree recipients had plans implemented.



The chart to the right illustrates how the new positions were obtained.



The charts below show that 84.6% indicated their new position was related to their major and 84.6% of the positions were full-time.



### Employers

Of the 43 reporting a Full-Time New Position as their primary plan, 39 listed the name of their employer:

- Alabama State University
- Ambition, LLC

- Anderson Preparatory Academy
- Brigham Young University Hawaii
- CarWoo.com
- Colorado Department of Education
- Cummins Inc.
- Emdeon
- Emory University
- Franklin Special School District
- GISbiz, Inc.
- Healthways
- Hospital Corporation of America (2)
- Humana
- International Paper
- Jacobs Cohen & Associates
- Lattimore, Black, Morgan & Cain
- Marion County Department of Education -  
Monteagle Elementary
- Metro-Nashville Public Schools (2)
- MidSouth Medical and Mobility
- North American Airlines
- Rutherford County Schools (4)
- Tennessee State Library and Archives
- Tennessee Virtual Academy
- Tesla Motors
- Texas A&M University-Kingsville
- UTH (in Knoxville)
- Vanderbilt University (2)
- Victory Solutions
- Video Gaming Technologies
- VitalChek
- Wiley
- Williamson County Schools

**Location**

Of the 43 reporting a Full-Time New Position as their primary plan, 30 listed the location of their employment:

- Anderson, IN
- Antioch, TN
- Atlanta, GA
- Brentwood, TN (3)
- Chattanooga, TN
- Cleveland, TN
- Columbus, IN
- Denver, CO
- Franklin, TN (3)
- Fremont, CA
- Kingsville, TX
- Knoxville, TN
- Louisville, KY
- Marshall, TX
- Memphis, TN
- Monteagle, TN
- Montgomery, AL
- Nashville, TN (9)

**Salary Averages**

Of the 43 reporting a Full-Time New Position as a primary plan, 33 reported their salary.

- Range: \$28,500 to \$155,000
- Average: \$55,075
- Median: \$50,000
- Mode: \$50,000

**Salary Breakdown by Major**

Of the 43 reporting a Full-Time New Position as a primary plan, 33 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	3	-	\$47,000	\$50,000	\$51,000	\$49,300
Administration & Supervision: Educational Leadership	EDU	2	-	\$41,000	-	\$42,700	\$41,800
Computer Science	BAS	2	-	\$60,000	-	\$100,000	\$80,000
Curriculum & Instruction	EDU	2	-	\$36,000	-	\$40,000	\$38,000
Management	BUS	2	-	\$41,000	-	\$75,000	\$58,000