



May 2016 - 1st Destination Survey Results

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Overview

The May 2016 Survey marks the fourth year the Career Development Center has used the 1st Destination format. We increased the surveys for the May class from three to five as one of our 16-17 SACSCOM goals (The May 2016 survey process extends into the 16-17 year.) The 2016 response rate was higher than 2015. However, it was less than 2014. The overall response rates are as follows: 2016-23.9%, 2015-18.2%, 2014-25.5%, and 2013-11.6%. It is inconclusive whether the two additional surveys improved the response rate.

Four-Year Snap Shot:

Year-Degree	Plans in Place	Still Seeking	Response Rate
May 2016 - Bachelor	63.9%	32.5%	23.9%
May 2015 - Bachelor	70.8%	27.2%	17.3%
May 2014 - Bachelor	61.3%	35.7%	26.7%
May 2013 - Bachelor	75.1%	21.7%	12.6%

Year-Degree	Plans in Place	Still Seeking	Response Rate
May 2016 - Graduate	71.5%	28.6%	24.2%
May 2015 - Graduate	69.1%	29.9%	23.0%
May 2014 - Graduate	73.1%	24.4%	20.2%
May 2013 - Graduate	84.2%	13.2%	7.6%

Survey Administration

Three email surveys are sent using Emma Email Marketing. The first survey goes to students who had applied for graduation with the Registrar's Office. The second and third surveys go to students on the Registrar's official list of graduates. Graduates' primary and secondary email addresses are used. The survey is open on the 1DS website for three months.

Please note the following when using this data:

1. Respondents to the first survey who did not graduate are *not* removed from the results.
2. Graduates self-report their major, which is often incorrect, so the results may not match Banner.
3. In the case of multiple responses, only the most recent responses are counted using the last time-stamped entry.
4. Dual majors are counted twice, once for each major. Total responses reflect the number of majors, not graduates.

Response Rate

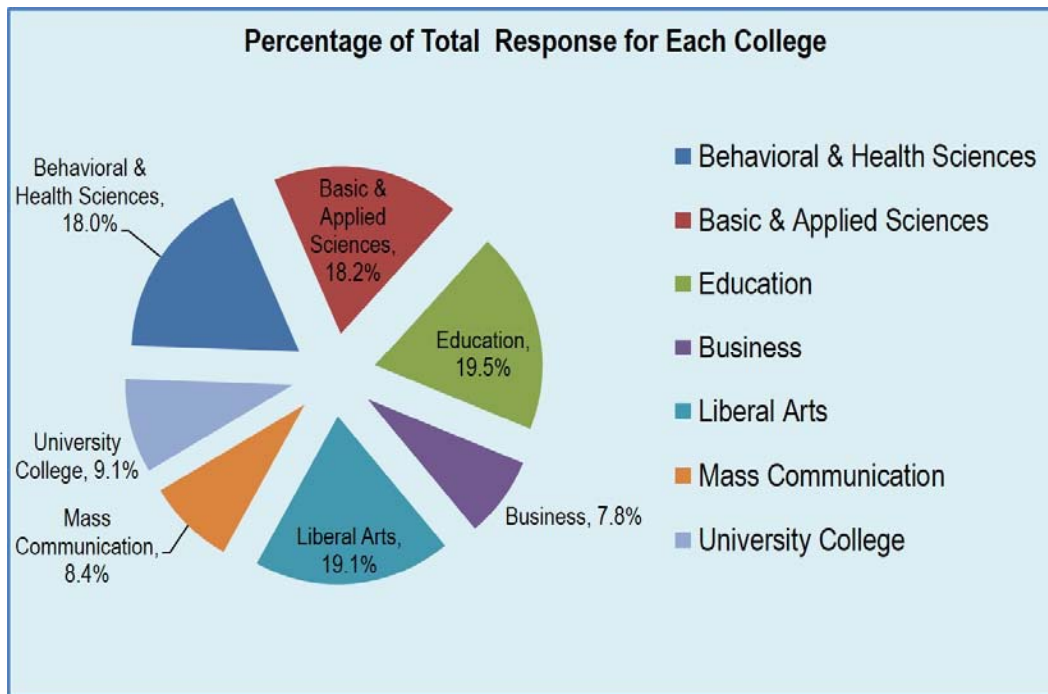
A total of 547 majors responded to the survey (baccalaureate and graduate). Four-hundred sixty-two (462) out of 1,933 bachelor degree majors responded, and 84 of the 347 graduate degree majors responded. Combined, this represents a 23.9% response rate.

Majors	1DS Responses	Total # Majors	Response Rate
Majors - Bachelor	462	1,933	23.9%
Majors - Graduate	84	347	24.2%
All	546	2,280	23.9%

The rest of this report provides the results by bachelor degrees followed by graduate degrees.

Bachelor Major Results

The chart below represents the percentage of total bachelor major responses from each college.



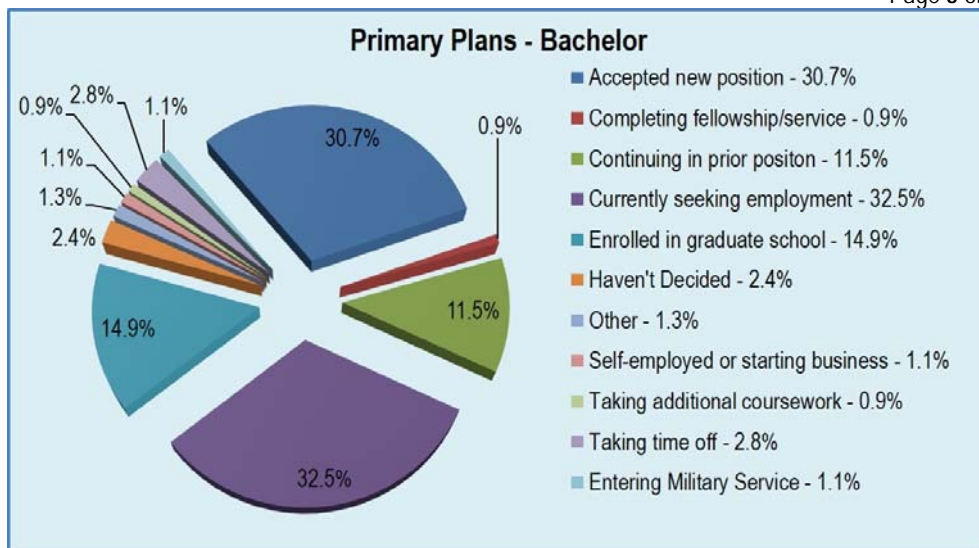
The chart below represents the response rate by college, based upon the number of bachelor degree majors awarded by each college.

College	1DS Responses	Bachelor Majors	Response Rate
Basic and Applied Science	84	356	23.6%
Behavioral and Health Sciences	83	442	18.8%
Business	36	244	14.8%
Education	90	105	85.7%
Liberal Arts	88	291	30.2%
Mass Communication	39	247	15.8%
University College	42	248	16.9%
Total Bachelor Degrees/Majors	462	1,933	23.9%

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

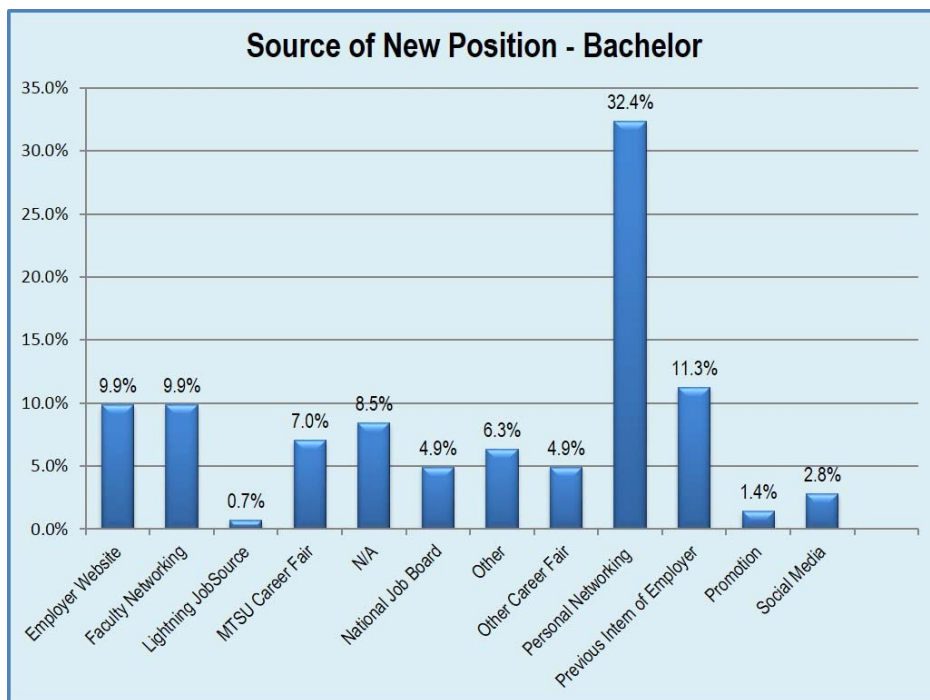
At the conclusion of the survey period, 32.5% were still seeking employment. Another 2.4% had yet to decide on a plan, and 1.3% selected the Other category.

The remaining 63.9% of the graduating class had plans implemented.*

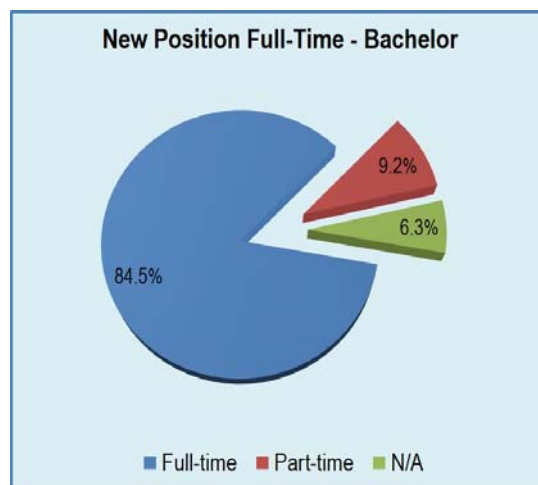
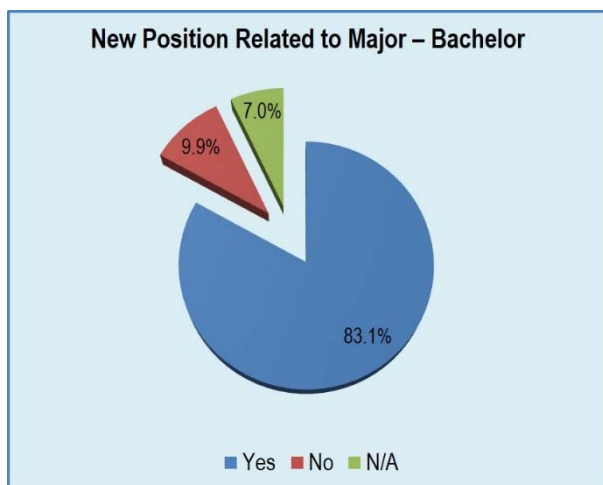


* May not equal 100 percent due to rounding

The chart to the right illustrates how new bachelor positions were secured. The top 3 sources are Personal Networking, Previous Intern of Employer, and a tie between Employer Website and Faculty Networking.



The charts below show that 83.1% indicated their new position was related to their major and 84.5% of the positions were full-time.

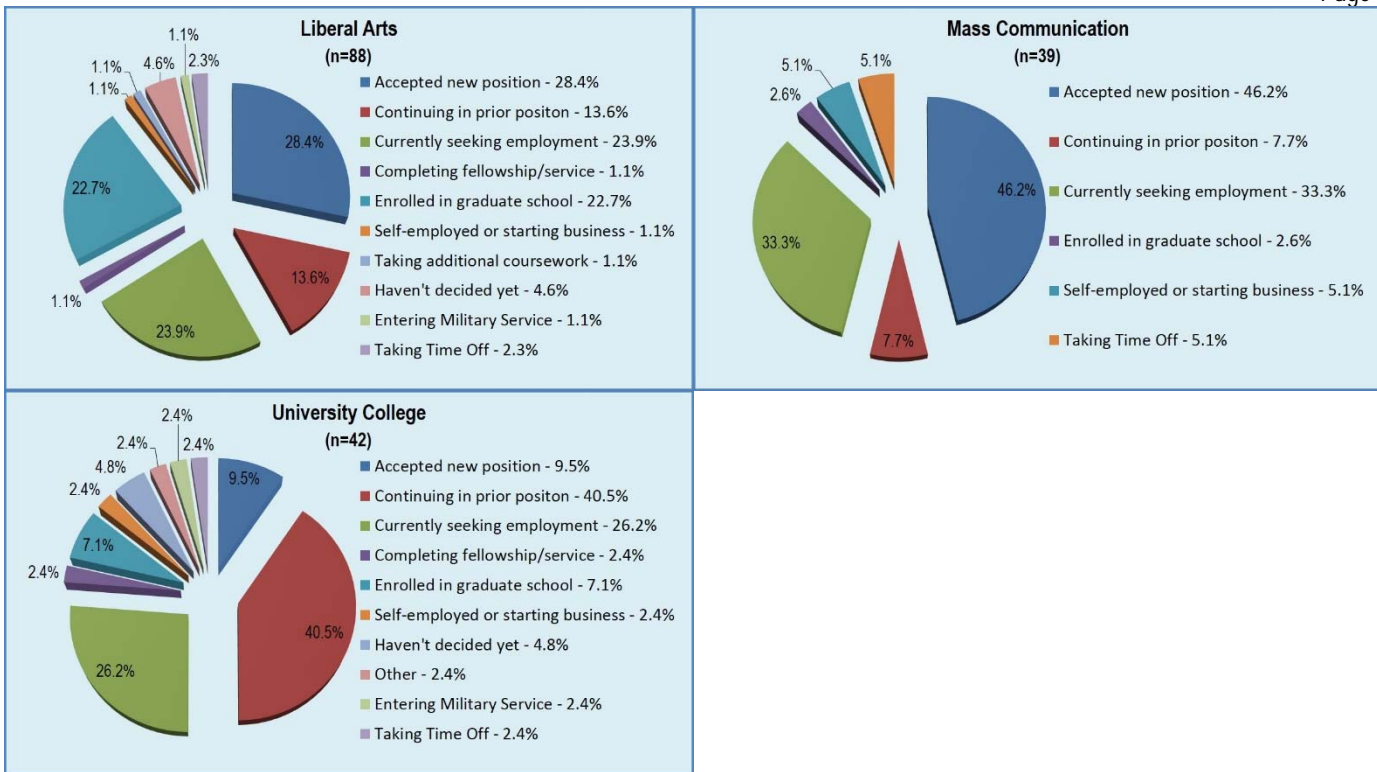


Employers for New Employment

Of the 142 reporting a Full-Time New Position as their primary plan, 115 listed the name of their employer:

Employer	Major	Number
Adams (Oldcastle)	Concrete Industry Management	1
Airline	Aerospace: Flight Dispatch	1
American Addiction Center	University Studies	1
American Creativity Academy	Interdisciplinary Studies	1
Aspect Software	Computer Science	1
Aspire Healthcare	Family and Consumer Science	1
Asurion	Computer Science	1
Bedford County Board of Education	Early Childhood Education	1
Bedford County Board of Education	Interdisciplinary Studies	3
Bedford County Board of Education	Mathematics	1
Burke's Outlet	Sociology	1
Centennial Medical Center	Nursing	2
Centerstone	Psychology	1
Columbia State Community College	Mass Communication: Public Relations	1
Comdata	Mass Communication: Public Relations	1
CPS	Concrete Industry Management	1
Cracker Barrel	English	1
David Youree Elementary	Interdisciplinary Studies	1
Dell Technologies	Management	1
Department of Children Services	Liberal Studies (RODP)	1
Department of Revenue	Organizational Communications	1
DevDigital	Information Systems	1
Dialysis Clinic, Inc.	Aerospace: Pro Pilot	1
Diana and Richard Militana	Animal Science	1
Dickson County Board of Education	Interdisciplinary Studies	2
Ditto Music	Mass Communication: Media Mgmt.	1
DoubleTree	Organizational Communications	1
Employee Benefits LLC	Organizational Communications	1
Endeavor Air	Aerospace: Pro Pilot	1
Enterprise	Business Administration	1
Fast Pace Urgent Care	Mass Communication: Public Relations	1
Federal Aviation Administration	Aerospace: Administration	1
Federal Aviation Administration	Aerospace: Pro Pilot	1
First Community Mortgage	Management	1
Franklin County Board of Education	Animal Science	1
Global Flight Source	Aerospace: Flight Dispatch	1
GS&F	Art: Graphic Design	1
Hobgood Elementary	Interdisciplinary Studies	1
Hospital Corporation of America	Economics	1
Jackson National	History	1
LaVergne Middle School	English	1
Manchester Times	Mass Communication: Multimedia Journalism	1
Marshall County Board of Education	Agribusiness	1
Massman Construction Company	Concrete Industry Management	1
Maury County Board of Education	Mathematics	1
MEDHOST	Computer Science	1
Metro-Nashville Public Schools	Early Childhood Education	1
Middle Tennessee Christian School	Early Childhood Education	1
Millersville Elementary	Interdisciplinary Studies	1
Morpho Trust	Mass Communication: Electronic Media Animation	1
Mountain States Health Alliance	Nursing	1
Murfreesboro Electric	Engineering Technology: Electro Mech Engr.	1

Employer	Major	Number
Nashville Office Interiors	Interior Design	1
No Sleep For Sheep	Art: Graphic Design	1
North Carolina Central University	Athletic Training	1
Oakland High School	Special Education	2
OHL	Management	1
Orlando Shakespeare Theater	Theatre	1
Overton County Anti-Drug Coalition	Political Science	1
Pathgroup	Professional Studies (RODP)	1
Republic Finance	Liberal Arts (University Studies)	1
RePublic Schools	Interdisciplinary Studies	1
Rock Springs Middle School	English	1
Rutherford County Board of Education	Early Childhood Education	2
Rutherford County Board of Education	English	3
Rutherford County Board of Education	Interdisciplinary Studies	5
Rutherford County Board of Education	Mathematics	1
Rutherford County Board of Education	Special Education	2
ServiceSource	Business Administration	1
Shelby County Board of Education	Interdisciplinary Studies	1
SIGMA Actuarial Consulting Group	Mathematics	1
Skanska Construction	Construction Management	1
St. Thomas Rutherford Hospital	Foreign Languages	1
St. Thomas Rutherford Hospital	Nursing	3
State of Tennessee	Marketing	1
StrategicHealthSolutions	Organizational Communications	1
Stringfellow Technology Group	Mass Communication: Video & Film Production	1
Summer County	Mathematics	1
Suntrust Bank	Liberal Studies (RODP)	1
Taylor Farms	Nutrition and Food Science	1
Tennessee Farmers Cooperative	Accounting	1
The Goat	Interdisciplinary Studies	1
Thirty Tigers	Recording Industry: Music Business	1
Treasure Coast Community Church	Recording Industry: Audio Production	1
Tristar Centennial	Nursing	1
UBS	Finance: Business Finance	1
University of Antelope Valley	Mass Communication: Multimedia Journalism	1
Vanderbilt University Medical Center	Nursing	2
Vanderbilt University Medical Center	Psychology	1
Volunteer State Community College	Organizational Communications	1
Waste Connections	Finance: Business Finance	1
WDEF 12 News	Mass Communication: Multimedia Journalism	1
Wesley Financial Group	Criminal Justice Administration	1
Williamson County Board of Education	Special Education	1
Williamson Medical Center	Nursing	1
Wilson County Board of Education	Agribusiness	2
Wilson County Board of Education	Interdisciplinary Studies	1
YMCA	Leisure Sport and Tourism Studies	1
Total Employers		115



Salary Breakdown by Major

Of the 142 reporting a Full-Time New Position as a primary plan, 98 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
Aerospace: Flight Dispatch	BAS	2	-	\$38,500	-	\$40,000	\$39,250
Aerospace: Pro Pilot	BAS	3	-	\$30,000	\$50,000	\$53,000	\$44,333
Agribusiness	BAS	2	-	\$40,000	-	\$41,000	\$40,500
Business Administration	BUS	2	-	\$34,374	-	\$36,000	\$35,187
Computer Science	BAS	3	-	\$55,000	\$60,000	\$63,000	\$59,333
Concrete Industry Management	BAS	3	-	\$50,000	\$62,000	\$70,000	\$60,667
Early Childhood Education	EDU	5	-	\$28,000	\$37,800	\$41,100	\$36,180
English	LA	5	\$38,000	\$30,000	\$38,000	\$38,207	\$36,224
Finance: Business Finance	BUS	2	-	\$45,000	-	\$55,000	\$50,000
Interdisciplinary Studies	EDU	12	\$36,000	\$30,000	\$36,500	\$43,000	\$36,881
Liberal Studies	UC	2	-	\$32,292	-	\$37,000	\$34,646
Management	BUS	2	-	\$40,000	-	\$42,000	\$41,000
Mass Comm: Multimedia Journalism	MC	3	-	\$24,650	\$30,000	\$41,600	\$32,083
Mass Comm: Public Relations	MC	3	-	\$34,000	\$35,000	\$40,000	\$36,333
Mathematics	BAS	4	\$34,000	\$34,000	\$34,500	\$60,000	\$40,750

Major: Concentration	College	Number	Mode	Minimum	Midpoint	Maximum	Average
Nursing	BHS	8	-	\$38,161	\$43,278	\$50,719	\$44,581
Organizational Communications	LA	5	\$34,000	\$25,000	\$31,088	\$34,000	\$30,854
Psychology	BHS	2	-	\$26,000	-	\$26,724	\$26,362
Special Education	EDU	3	-	\$32,000	\$34,000	\$38,000	\$34,667

Graduate and Professional School

Sixty-nine (69) graduates or 14.94% listed Graduate or Professional Schools as their primary plan. The largest number enrolled in a program at Middle Tennessee State University, with University of Tennessee being second. The following graduate and professional schools were reported:

- Arizona State University: Performance Pedagogy
- Auburn University: Speech Language Pathology
- Belmont University College of Law
- Boston College: Sociology
- Brandeis University: Philosophy
- Cornell University: Geological Sciences
- Cumberland University: Business Administration
- East Tennessee State University: Epidemiology
- John A Gupton College: Funeral Director/Embalmer
- Kentucky College of Osteopathic Medicine
- Lincoln Memorial University: Physician Assistant
- Lipscomb University: Leadership and Organizational Development
- Lipscomb University: Pharmacy School (2)
- Marshall University: Forensic Science
- Middle Tennessee State University
- Middle Tennessee State University: Accounting
- Middle Tennessee State University: Aviation Administration
- Middle Tennessee State University: Business Administration
- Middle Tennessee State University: Business Education
- Middle Tennessee State University: Criminal Justice
- Middle Tennessee State University: Curriculum and Instruction
- Middle Tennessee State University: Economics
- Middle Tennessee State University: English
- Middle Tennessee State University: Higher Education
- Middle Tennessee State University: I/O Psychology
- Middle Tennessee State University: Management
- Middle Tennessee State University: Nursing
- Middle Tennessee State University: Professional Counseling
- Middle Tennessee State University: Professional Science
- Middle Tennessee State University: Public History (4)
- Middle Tennessee State University: School Psychology
- Middle Tennessee State University: Social Work (2)
- Middle Tennessee State University: Sociology
- Northeastern State University: Health Education and Kinesiology
- Park University: Healthcare Administration

- Southern New Hampshire University: Psychology - Child and Adolescent Development
- Tennessee State University: Physical Therapy
- Tennessee State University: Speech Language Pathology
- Trevecca Nazarene University: Counseling-Clinical and Mental Health
- Trevecca Nazarene University: Marriage and Family Therapy
- University of California Davis: Veterinary Science (2)
- University of Central Florida: Anthropology
- University of Hawaii at Manoa: Physics (High-Energy Astrophysics)
- University of Illinois-Chicago: Neurobiology (2)
- University of North Carolina Chapel Hill: Biological and Biomedical Sciences
- University of North Carolina School of the Arts: Music Performance
- University of Tennessee Health Science Center: Physical Therapy
- University of Tennessee Memphis College of Medicine: Medicine
- University of Tennessee: Chemistry
- University of Tennessee: Law School
- University of Tennessee: Social Work (2)
- Vanderbilt University Peabody College: English Language Learners
- Washburn Law: Law School

Graduate Degree Results

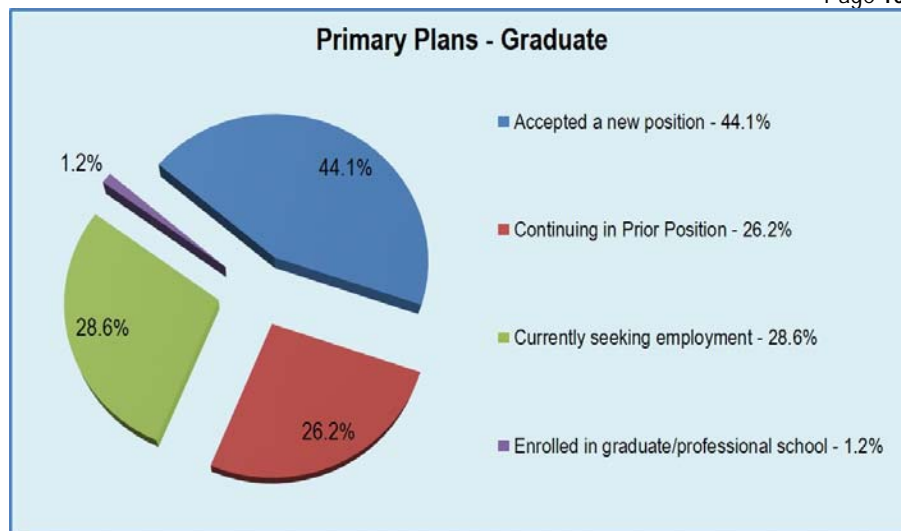
A total of 84 graduate degree majors responded to the survey out of 347 majors for an overall response rate of 24.2%.

College	1DS Responses	Grad. Degrees	Response Rate
Basic and Applied Science	15	54	27.8%
Behavioral and Health Sciences	16	55	29.1%
Business	22	83	26.5%
Education	23	76	30.3%
Liberal Arts	7	35	20.0%
Mass Communication	1	5	20.0%
University College	0	39	0.0%
Total Graduate Degrees	84	347	24.2%

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

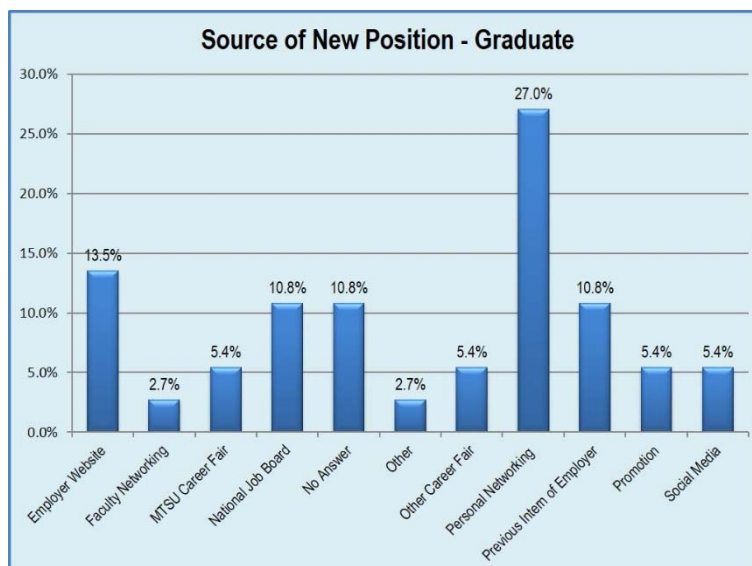
At the conclusion of the survey period, 28.6% were seeking employment.

The remaining 71.5% of graduate degree recipients had plans implemented.*

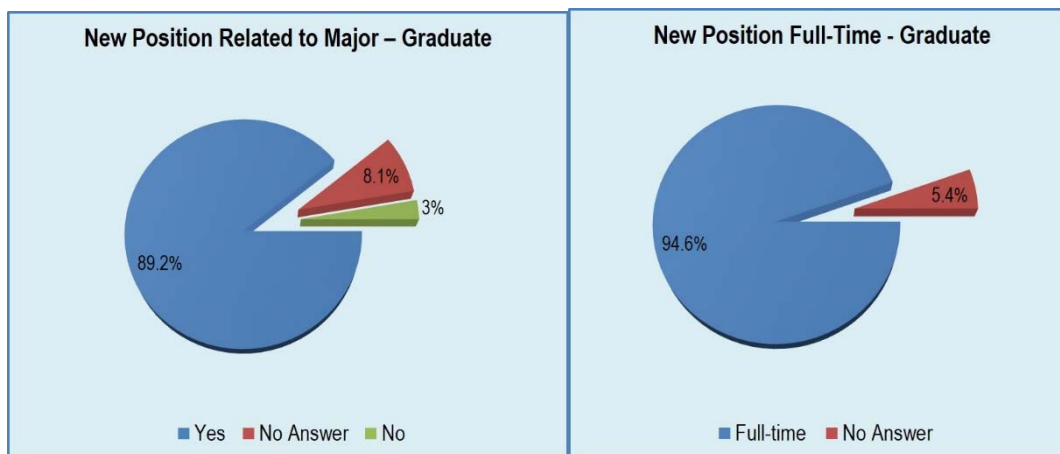


* May not equal 100 percent due to rounding

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



The charts below show that 89.2% indicated their new position was related to their major and 94.6% of the positions were full-time.



Employers

Of the 37 reporting a Full-Time New Position as their primary plan, 32 listed the name of their employer:

Employer	Major	Number
Aldine ISD	Curriculum and Instruction (Masters - Specialist)	1
Bedford County Board of Education	Business Education	1
Bridgestone	Business Administration	1
Chiltern	Professional Science (Masters)	1
Education Networks of America	Business Administration	1
Erlanger Hospital	Nursing	1
Gaston County Board of Education	Psychology	1
General Motors	Engineering Technology: Occup. Health and Safety	1
Hamilton County Department of Education	Literacy (Masters)	1
Hope Family Health	Nursing	1
Jacksonville Sheriff's Office	Criminal Justice Administration	1
Madison Campus Church	Music	1
Minute Clinic	Nursing	1
Monroe County Board of Education	Administration and Supervision (Masters - Specialist)	1
Moroch Partners	Leisure and Sport Management (Masters)	1
MTSU Career Development Center	Business Administration	1
Muscogee County School District	Curriculum and Instruction (Masters - Specialist)	1
Nissan North America, Inc.	Management	1
Pfizer Pharmaceuticals	Horse Science (Masters)	1
Roy Waldron Elementary School	Curriculum and Instruction (Masters - Specialist)	1
Rutherford County Archives	History	1
Rutherford County Board of Education	Political Science	1
St. Thomas Rutherford Hospital	Nursing	2
Sumner County Board of Education	Administration and Supervision (Masters - Specialist)	1
Sumner County Board of Education	Curriculum and Instruction (Masters - Specialist)	1
Syntel Inc.	Business Administration	1
Technology Advice	Mathematics	1
Trinisys	Computer Science	1
Tulahoma City Schools	Social Work	1
Waverly Belmont School	Curriculum and Instruction (Masters - Specialist)	1
Williamson County Board of Education	Curriculum and Instruction (Masters - Specialist)	1
		32

Location

Of the 37 reporting a Full-Time New Position as their primary plan, 35 listed the location of their employment:

- Brentwood, TN
- Dallas, TX
- Fairview, TN
- Gallatin, TN
- Gastonia, NC
- Houston, TX
- Jacksonville, FL
- LaVergne, TN (3)
- Madison, TN
- McMinnville, TN
- Mt. Juliet, TN (2)
- Murfreesboro, TN (3)
- Murphy, NC
- Nashville, TN (7)
- Pearl River, NY
- Pontiac, MI
- Portland, TN
- Raleigh, MC
- Shelbyville, TN
- Sioux Center, IA
- Soddy Daisy, TN
- Tellico Plains, TN
- Tullahoma, TN
- Westmoreland, TN

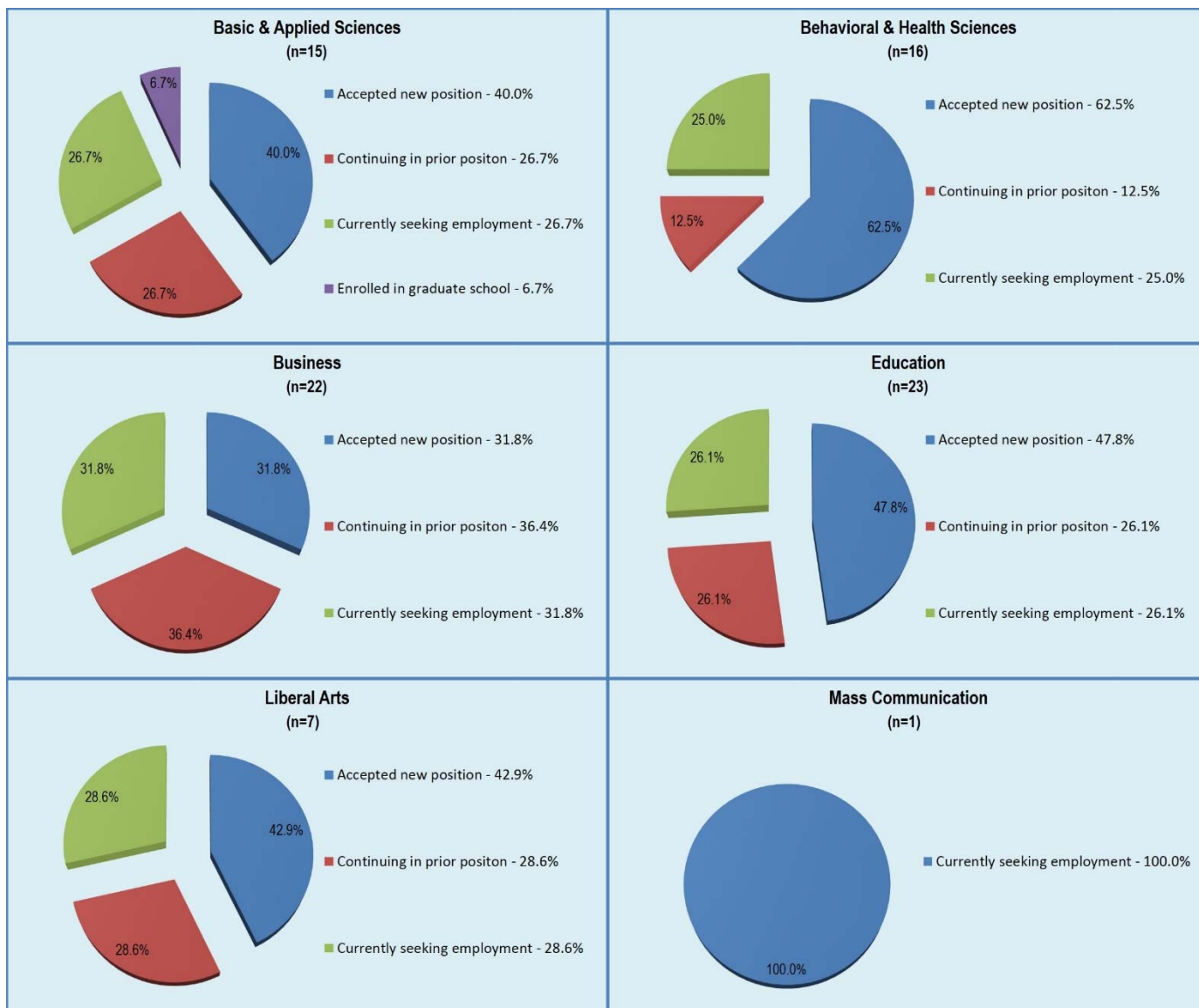
Salary Averages

Of the 37 reporting a Full-Time New Position as a primary plan, 29 reported their salary.

- Range: \$35,443
- Midpoint: \$52,000
- Average: \$57,380
- Mode: \$40,000

Primary Plans by College

The following is a breakdown of Primary Plans by College for Graduate Majors.



Salary Breakdown by Major

Of the 37 reporting a Full-Time New Position as a primary plan, 29 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
Business Administration	BUS	4	\$62,000	\$35,443	\$61,000	\$62,000	\$54,861
Curriculum and Instruction	EDU	6	\$41,000	\$40,000	\$41,000	\$52,000	\$43,500
Nursing	BHS	4	\$90,000	\$74,100	\$90,000	\$93,600	\$86,925