



PROFESSIONAL DEVELOPMENT
ANNUAL REPORT

2013-14

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EXECUTIVE SUMMARY

Executive Summary

STRATEGIC HIGHLIGHTS

Beginning in August 2013, Career Services expanded the office's focus to include more than simply job search services and typical "placement" activities. We have now shifted our attention more broadly to professional development, including Student Employment, stronger support of experiential learning, and continuing with job search skills and helping students reach their initial career target. With this shift, our focus is to begin reaching students earlier in their academic career to begin developing them as a professional, to help them become more marketable upon graduation.

STUDENT EMPLOYMENT

This year was spent making many changes to the goals and operations of the Student Employment (formerly work-study) program. Our primary goal with Student Employment is to use the program as an educational tool to help students develop critical, transferrable job skills including communication, problem solving, interpersonal, and work-ethic skills. To perform this effectively, we also worked to bring all undergraduate student employment under one program for the 2014-15 academic year.

EXPERIENTIAL LEARNING

Urbana University, in partnership with Clark State Community College, was awarded a two-year Ohio Means Internships & Co-ops grant from the Ohio Board of Regents for \$77,809. The goal of this grant for Urbana University is to increase the number of internships for Urbana University students, specifically in the College of Business, by bringing some needed infrastructure to the Career Services office and incentives to students for participating in paid, for-credit internships. With the increased personnel, we are able to further develop relationships with employers and track necessary data related to internships and field experiences. The grant award is for Summer 2014 through Spring 2016.



FIRST DESTINATIONS CAREER OUTCOMES DATA

The National Association of Colleges and Employers issued Standards and Protocols surrounding the collection and dissemination of this data beginning in 2014. Urbana University has been using many of the standards since the inception of this report in 2005.

This is the eleventh year for Urbana University's First Destinations Career Outcomes report. As with the previous class, we have exceeded our best response in securing a 94% knowledge

EXECUTIVE SUMMARY

rate for the class of 2013-14. The Standards document mentioned earlier suggests a minimum of 65%. This essentially means that our data is getting stronger and more accurate each year.

MOVING FORWARD

Professional Development is continuing to create intentional programs and services to help students develop professionally beginning in their first year. Our next step will be to include community service to this flow while strengthening each of the programs individually.

Finally, I would like to thank Amy White who has joined Career Services through the Ohio Means Internships & Co-ops grant. Amy has been instrumental in collecting and maintaining data on all the professional development programs.



Nicholas T. Christian
Associate Dean of Students for Professional Development
November 23, 2014

STUDENT EMPLOYMENT

Student Employment

For the 2013-14 year, 66 students worked an average of 137.5 hours at minimum wage. That translates to over 9000 hours and \$71,589 in federal work-study payroll. Additional students were employed in non-work-study positions, but not tracked or managed through Professional Development.

Community service partners for the Federal Work Study program included the Champaign Family YMCA and The Caring Kitchen, where 12% of the FWS funds were spent, exceeding the required 7% minimum.

Student Employment positions fell into the following categories:

- Office/Clerical—Positions involve general office work such as data entry, copying, sorting, filing, answering phones, word processing, running errands, and/or preparing bulk mailings.
- Customer Service—Positions involve greeting students/visitors and providing a service to those students/visitors.
- Tutoring/Mentoring—Positions provide individual or group instruction to children and/or adults in one or more topics.
- Social Service—Positions provide assistance in meeting human needs such as childcare, services for economically disadvantaged individuals, and community improvement.
- Recreation—Positions provide opportunities for individuals to participate in leisure activities.

STUDENT EMPLOYMENT DATA TRENDS

YEAR	2012-13	2013-14
FEDERAL FUNDS	\$112,080	\$94,842
LOCAL MATCH (25%)	\$37,360	\$31,614
TOTAL FUNDS	\$149,440	\$126,456
TOTAL SPENT	\$86,667	\$71,589
PERCENTAGE SPENT	57.9%	56.6%
COMMUNITY SERVICE	30%	12%
POSITIONS	72	30
OPENINGS	115	109
EMPLOYEES	78	66

EXPERIENTIAL LEARNING

Experiential Learning

Professional Development supports academic programs in providing opportunities for students to gain career-related experiences in their career field they are considering post-graduation. Although 10% of all internships were paid, only 6% of those done for credit were paid. This data will provide a good baseline for future years on which we can grow and expand the internship program.

EXPERIENTIAL LEARNING BY PROGRAM

PROGRAM	TOTAL	FOR CREDIT	PAID	AVG. WAGE (\$)
<i>Business</i>	5	2	3	8.63
<i>Communication Arts</i>	6	5	1	8.00
<i>Criminal Justice</i>	12	12	0	0.00
<i>Exercise Science</i>	26	26	0	0.00
<i>History</i>	6	6	0	0.00
<i>Information Systems</i>	1	1	1	8.50
<i>Political Science</i>	1	0	0	0.00
<i>Sociology</i>	12	12	0	0.00
<i>Sports Management</i>	23	23	3	7.91
Total	92	87	8	8.27

Italicized programs do not require experiential learning for graduation.

PARTNERING ORGANIZATIONS

- AAU Youth
- Anytime Fitness
- Bellefontaine City Schools
- Cardinal Orthopedic
- The Caring Kitchen
- Champaign County Chamber of Commerce
- Champaign County Family & Children First Council
- Champaign County Sherriff's Office
- Champaign Family YMCA
- Children's Hospital
- City of Dublin
- City of Urbana Law Department
- Clark County Juvenile Court
- Clark County Prosecutor's Office
- Clark State Community College
- Columbus Children's Theatre
- Columbus Public Schools
- DK&J Pump Fitness
- Elite Athletics
- Fastenal
- Johnny Appleseed Education Center
- Licking County Athletics
- London Correctional Institution
- Mabry's House of Steel

EXPERIENTIAL LEARNING

- Martha Morehouse Medical
- Mason (OH) Police Department
- Mechanicsburg Exempted Village Schools
- Menard's
- Miami East Local School District
- NetGain Information Systems
- Ohio University Compliance Office
- Rocking Horse Center
- Speed, Power & Fitness
- Speedway
- Urbana Country Club
- Urbana Daily Citizen
- Urbana University Athletic Teams
- Urbana University Sports Information
- VALE
- Victoria Theatre Association
- Wright State University
- Zanesville Athletics

FIRST DESTINATIONS CAREER OUTCOMES

First Destinations Career Outcomes

THE SURVEY

The survey instrument was distributed and collected at commencement rehearsals in both December 2013 and May 2014. Additionally, the survey was emailed to all graduates throughout the six months following graduation. Social media platforms including LinkedIn and Facebook were searched for employment information on non-respondents. Several faculty and staff members also provided relevant information on recent graduates. Finally text messages were sent and phone calls were made to obtain a 94% response rate, the highest in eleven years of this report.

HIGHLIGHTS

- Of those responding, sixty-four percent (64%) are employed and twenty percent (20%) are continuing their education. Of those employed, seven percent (7%) are also continuing their education.
- Less than twelve percent (12%) of the respondents are seeking employment, the lowest percentage since 2007.
- Sixty-five percent (65%) of those employed are working in their field of choice, up significantly from last year's 54%, while sixty-nine percent (69%) are working in fields related to their major.
- Overall, nearly 24% of the class is pursuing further education. This is the highest in the history of this report and was led by 70% of those finishing a Science major choosing to continue their education.

UNDERGRADUATE SALARIES

Overall salaries for Urbana University graduates are down nearly 4% to \$44,066 from \$45,794 last year. Salaries for Traditional program graduates are up nearly 20% after falling last year over 16%.

Average salaries of respondent employed full time by program were as follows:

- Traditional: \$35,500 (up from \$29,600 in 2013)
- Adult Education: \$49,875 (down from \$50,636 in 2013)
- Graduate: \$48,000 (down from \$59,846 in 2013)
- Overall: \$44,066 (down from \$45,794 in 2013)

FIRST DESTINATIONS CAREER OUTCOMES

FIVE YEAR TRENDS

	2010		2011		2012		2013		2014		FIVE YEAR RATES	
	#	%	#	%	#	%	#	%	#	%	#	%
Employed	95	49.0	86	38.9	70	38.3	112	60.9	105	50.2	460	47.0
Continuing Education	29	14.9	31	14.0	31	12.6	21	11.4	41	19.6	131	13.4
Continuing Education & Employed	6	3.1	15	6.8	14	7.7	5	2.7	9	4.3	61	6.2
Employed & Seeking New Position	25	12.9	26	11.8	31	16.9	12	6.5	20	9.6	109	11.1
Not Seeking	1	0.6	0	0.0	8	3.6	0	0.0	9	4.3	20	2.0
Seeking	42	23.2	38	19.6	54	24.4	42	23.0	24	11.5	194	19.8
Other	1	0.5	1	0.5	1	0.5	0	0.0	1	0.5	6	0.6
Success Rate		79.9		75.1		75.4		82.6		88.0	0	79.9
Responses	194	68.8	221	74.9	183	70.4	183	89.8	209	93.7	978	76.8
Graduates	282		295		260		205		223		1274	
Field of Choice		53		74		62		54		65		61
Related to Major		52		72		56		60		69		60

AVERAGE UNDERGRADUATE SALARIES BY DISCIPLINE

DISCIPLINE	NATIONAL AVERAGE	NATIONAL RANGE	CLASS OF 2014 AVERAGE	CLASS OF 2014 RANGE
Business	\$54,366	\$43,782-68,125	\$48,080	\$22,880-90,000
Communications	\$45,975	\$36,335-59,572		
Education	\$38,986	\$33,979-45,726	\$27,416	\$24,000-30,000
Humanities & Social Sciences	\$36,450	\$29,963-44,350	\$29,692	\$21,753-35,000
Math & Science	\$42,366	\$34,930-52,331		
Health Sciences	\$51,362	\$44,153-59,027	\$33,580	\$32,159-35,000
All Bachelor Degrees	\$48,707		\$37,310	

National data provided by NACE 2014 Salary Survey, September 2014

COLLEGE OF ARTS & SCIENCES

College of Arts & Sciences

CAREER OUTCOMES—COLLEGE OF ARTS & SCIENCES

OUTCOME	2014	2013	2012	2011	2010
Employed	7	6	2	1	6
Employed Seeking	2	1	1	2	0
Employed & Continuing Education	2	1	1	0	1
Continuing Education	6	2	8	3	0
Not Seeking	0	0	0	1	
Seeking	5	3	5	5	4
Working in field of choice	78%	33%	0%	33%	50%
Working in field related to studies	50%	25%	0%	67%	50%

GRADUATE SCHOOLS & PROGRAMS

Communication Arts

Urbana University, MA in Criminal Justice Administration

English

Urbana University, MBA

Sciences

Gannon University, Doctor of Physical Therapy
Mt. Carmel School of Nursing, BSN/Nurse Practitioner
Ohio State University, Veterinary Medicine
University of Cincinnati, Genetic Counseling
Unknown, Physician's Assistant
Urbana University, MBA
Wright State University, MPH in Healthcare Management

EMPLOYERS & POSITION TITLES

Communication Arts

Café Paradiso, Server
Champaign County Chamber of Commerce, Office Assistant
Finish Line, Assistant Manager
Outlook Media, Creative Design Intern

COLLEGE OF ARTS & SCIENCES

Wittenberg University, Police Officer
Freelance Writer/Editor

Sciences

Eatin County Medical Care Facility, CAN
OHSAA & Reds Community Foundation, Umpire & Coach/Mentor
South Vienna Police Department, Police Officer
Western Ohio Mortgage Corporation, Back Office

English

St. Paris Public Library, Library Assistant

COLLEGE OF BUSINESS

College of Business

CAREER OUTCOMES—COLLEGE OF BUSINESS

OUTCOME	2014	2013	2012	2011	2010
Employed	40	37	29	28	35
Employed Seeking	3	5	10	5	12
Employed & Continuing Education	2	0	3	1	1
Continuing Education	10	6	1	7	10
Not Seeking	5	1	0	4	0
Seeking	5	17	7	23	12
Working in field of choice	90%	82%	79%	82%	73%
Working in field related to studies	78%	92%	64%	78%	73%

GRADUATE SCHOOLS & PROGRAMS

Management

Urbana University, MBA (5)

Business Management AA

Urbana University, BS in Human Services

Organizational Leadership

Grand Canyon University, MBA Healthcare Administration

Urbana University, MA in Criminal Justice Administration

Urbana University, MBA (2)

Self-Designed

Urbana University, MBA

EMPLOYERS & POSITION TITLES

Accounting

Bay Breeze Seafood Restaurant,
Manager

Countryside Heating & Cooling,
Residential Installation Assistant

Remington Steel, Human
Resources/Accounting

Repacorp, Inc., Customer Service
Representative

The Bridge Financial Group, Intern

COLLEGE OF BUSINESS

Management

DPL, Inc., HR Talent Management Intern
Simon Kenton Inn, General Manager
Speedway, Centralized Recruiter

US Marine Corps
Wal Mart, Zone Supervisor

Business Management AA

GE Money
Honda Research & Development, Fabrication Specialist

Organizational Leadership

Alego Health, Financial Software
Instructor
Assurant Specialty Property, Operations
Manager
City of Piqua, Police Officer
Clark County Job & Family Services,
Program Specialist
Cox Media, Financial Analyst
Dayton Power & Light, Regional Team
Leader
Hobart Corporation
Honda of America, Business
Administration Coordinator
Honda of America, Supply Specialist

Honeywell Aerospace, Supervisor
KPT Logistics
One Call Now, Sales Engineer
Pomeroy IT Solutions, Lead Tape
Operator
Prudential One Realtors, Realtor
Scotts Miracle-Grow, Consumer Services
Supervisor
The Francis Agency, Customer Service
Representative
Vectren, Engineering Support
Wesbanco, VP District Manager
Westerville City Schools, Secretary

Information Systems

City of Urbana, Water Department

MBA

Akron Metro Futbol Club, Coach
Marxent Labs, AR Strategist
Centerville United Soccer Association,
Coach/Business
Franklin University, Business Analyst
Honda Trading America, Purchasing
Administration

Novartis, Area Business Leader
Nuance Communications, Principal Beta
Manager
Urbana University, Admissions Counselor
Urbana University, Coordinator
Urbana University, Accounts Payable

Self-Designed

Chase, Contractor
Panera Bread, Trainer

COLLEGE OF EDUCATION & SPORT STUDIES

College of Education & Sport Studies

CAREER OUTCOMES—COLLEGE OF EDUCATION & SPORT STUDIES

OUTCOME	2014	2013	2012	2011	2010
Employed	35	38	23	26	23
Employed Seeking	8	0	7	5	9
Employed & Continuing Education	2	1	1	1	0
Continuing Education	11	5	2	8	13
Not Seeking	3	1	0	3	0
Seeking	7	4	13	23	15
Working in field of choice	92%	87%	76%	80%	63%
Working in field related to studies	90%	85%	75%	80%	58%

GRADUATE SCHOOLS & PROGRAMS

Early Childhood Education

Rhema Bible College, Children's Pastor

Intervention Specialist

Ball State University, Educational Administration

Middle Childhood Education

Wright State University, MS in College Administration

Exercise Science

University of Kentucky, Physical Therapy

Classroom Teaching (M.Ed.)

Urbana University, MBA

Self-Designed

Urbana University, Post Baccalaureate Educational Licensure (3)
Urbana University, M.Ed.

Sports Management

Ohio Dominican University, Masters in Sports Management

COLLEGE OF EDUCATION & SPORT STUDIES

EMPLOYERS & POSITION TITLES

Adolescent/Young Adult Education

Graham Local School District, English Teacher
Troy City Schools, Substitute Teacher

Adolescent/Young Adult Certification

Triad Local School District, Coach

Early Childhood Education

Bluffton-Harrison Metropolitan School District, Teacher
Calvary Christian School
City of Urbana, Street Maintenance
Logan County Educational Service Center, Substitute Teacher
Northwest Ohio ESC, Substitute Teacher
Springfield Christian Schools, Third Grade Teacher

Springfield City Schools, First Grade Teacher
Springfield City Schools, Intervention Specialist
St. Christopher School, Teacher
Sunny Day Academy, Teacher
Tecumseh Local School District, Aide
West Liberty Local School District, Payroll/Assistant to Superintendent

Intervention Specialist

Fairborn City Schools, Teacher
Graham Local School District, Teacher
Madison Champaign Counties ESC, Intervention Specialist (2)
Mechanicsburg Exempted Schools, Teacher

Miami East Local School District, Intervention Specialist
Northeastern Local School District, Intervention Specialist

Intervention Specialist Certification

North Union Local School District, Teacher Aide

Middle Childhood Education

Georgetown Exempted Village Schools, Middle School Math Teacher
St. Richard Catholic School, 5/6 Grade Teacher
Waynesfield Goshen Local Schools, Softball Coach

Middle Childhood Certification

London City School District, Substitute Teacher
Imagine Academy, Teacher

COLLEGE OF EDUCATION & SPORT STUDIES

Exercise Science

Del-Mor Dwellings, Site Management
Program Coordinator
Ohio State University, Volunteer Assistant
Lacrosse Coach
Ohio State University, Coordinator of
Performance Analysis

Premier Fitness, Personal Trainer
Total Quality Logistics, Logistics Account
Executive
Upper Arlington School District, Coach &
Teacher

Self-Designed

Alma Schrader Elementary School,
Special Education Teacher
Enchanted Care & Learning Center,
Lead Teacher

Champaign County Drug Free Youth
Coalition, Youth Coordinator
Piatt Castles, Historical Interpreter

Sports Management

A² Velocity Volleyball, Coach
Anytime Fitness, Personal Training
Manager
Columbus City Schools

Ohio University Athletics, Compliance
Intern
Sherwin Williams, Assistant Manager

COLLEGE OF NURSING & ALLIED HEALTH

College of Nursing & Allied Health

CAREER OUTCOMES—COLLEGE OF NURSING & ALLIED HEALTH

OUTCOME	2014	2013	2012	2011	2010
Employed	9	8	7	21	20
Employed Seeking	0	0	5	4	0
Employed & Continuing Education	2	0	5	5	1
Continuing Education	2	3	3	7	0
Not Seeking	0	0	0	0	0
Seeking	4	2	10	3	0
Working in field of choice	88%	100%	87%	82%	100%
Working in field related to studies	91%	88%	86%	92%	93%

GRADUATE SCHOOLS & PROGRAMS

Athletic Training Education Program

Bowling Green State University, Kinesiology
Elmira College, Education
Ohio Dominican University, MA Healthcare Administration

Nursing (BSN)

Ohio State University, Nurse Practitioner

EMPLOYERS & POSITION TITLES

Athletic Training Education Program

Planet Fitness, Guest Services

Nursing (BSN)

Champaign County Health District, Public Health Nurse
Dayton Children's Hospital, RN
Nationwide Children's Hospital, RN
Springfield Regional Medical Center, RN
Supplemental Health Care, Clinical Nurse

COLLEGE OF NURSING & ALLIED HEALTH

Nursing (MSN)

Miami Valley Hospital, Associate Nurse Manager

Miller-Albrecht-Hess, Hygiene Coordinator

Premier Healthcare, Technical Education & Support

Springfield Regional Medical Center, RN

Springfield Regional Medical Center, RN/Perinatal Educator

COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

College of Social & Behavioral Sciences

CAREER OUTCOMES—COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

OUTCOME	2014	2013	2012	2011	2010
Employed	15	23	9	10	11
Employed Seeking	7	6	8	6	4
Employed & Continuing Education	1	3	4	2	3
Continuing Education	12	5	9	6	6
Not Seeking	1	0	1	0	
Seeking	3	6	7	7	7
Working in field of choice	65%	54%	68%	65%	73%
Working in field related to studies	50%	52%	59%	69%	70%

GRADUATE SCHOOLS & PROGRAMS

Criminal Justice

Clark State Community College, Police Academy
Ohio Peace Officer's Training Academy

Criminal Justice Leadership

Urbana University, MA Criminal Justice Administration

History

Wright State University, Nursing

Human Services Leadership

Bowling Green State University, MBA
Urbana University, MA in Criminal Justice Administration

Political Science

University of Dayton, JD

Psychology

Case Western Reserve University, MS Social Administration
Wright State University, Clinical Mental Health Counseling (2)
Wright State University, School Counseling

COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

EMPLOYERS & POSITION TITLES

Criminal Justice

Adriel
City of Dayton, Police Officer
Hudepohl Restoration, Foreman
London Ohio Correctional Institute, Corrections Officer
Marion Correctional Institute, Corrections Officer
Qualitech, Contractor
Tri-County Regional Jail, Corrections Officer
US Bank

Criminal Justice Administration (MA)

Clark County Juvenile Court, Volunteer Coordinator
Ohio State University, Background Check Coordinator
Places Inc., Program Manager

Criminal Justice Leadership

Eastway Corporation, Residential Specialist
GE Capital, Client Review Team
Innovative Family Support, Inc., Family Coach

Family Studies

Applebee's, Server
Teresa's Gingerbread House, Pre-K Teacher

Human Services Leadership

Regional Occupational Health, Office Assistance
Securitas, Supervisor

Political Science

Honda of America Manufacturing, Associate Relations

Psychology

Black Wing Shooting Center, RSO
Cash America, Customer Service Representative
MainSource Bank, Sales Associate

Sociology

Beyond Marketing, Event Coordinator

OTHER MAJOR ACTIVITIES

Other Major Activities

ETIQUETTE DINNER

The Annual Etiquette Dinner was held on November 19, 2013. Seventeen students and ten community business leaders participated in a five-course meal with instruction on networking, etiquette, and presentation skills.

OFIC CAREERFEST

The Annual OFIC CareerFest was hosted at the Aladdin Shrine Temple in Columbus. Twenty-one Urbana University students and alumni attended the event to network with employers seeking summer employees, interns, and entry-level positions. OFIC was able to attract nearly 90 employers to the event.

EDUCATION INTERVIEW DAY

The Education Interview Day provides graduating education majors the opportunity to interview with a variety of school systems. On March 11, 2014, sixteen students participated in 74 interviews with eight organizations.

APPENDICES

Appendices

1. First Destinations Outcomes Survey instrument
2. First Destinations Outcomes Data table

APPENDICES

Destinations Survey Class of 2013-14

See back for how data is used



Name _____
Major/Degree _____

Factual Information

Home Address (street/city/state/ZIP) _____
 Home Phone _____ Home Email _____

PLEASE CHOOSE THE RESPONSE THAT BEST DESCRIBES YOUR CURRENT SITUATION:

- I am employed (complete section B below).
- I am employed but seeking a new position (complete section B below and contact Career Services for assistance).
- I am employed and furthering my education (complete sections A & B below)
- I am furthering my education (complete section A below)
- I am not currently employed but seeking employment (contact Career Services for assistance)
- I am choosing not to be in the workforce because _____.
- Other (Please explain: _____)

Section A: Furthering Education

Institution _____ City, State _____
 Degree & Major _____ Have you been accepted? Yes No
 Will you be attending Full Time? Part Time? Assistantship _____

Section B: Employment Status

Organization _____
 Job Title _____ Status Full-Time Part-Time Contract/Temporary
 Work Address _____ City/ST/ZIP _____
 Work Phone _____ Work Email _____
 Are you working in the field of your choice? Yes No Is this position related to your major? Yes No
 Annual Salary (used only in summary) _____
 In relation to completing your degree, when did you secure this employment? Continuing with previous employer Found a new job prior to graduation
 1-2 months after 3-4 months after 5-6 months after
 How many years' experience do you have in this field? _____
 What was your first contact for this position? Newspaper/Online Ad Career Services Posting Lead from family/friend
 UU Faculty/Staff Internship/Student Teaching Other _____
 Industry of Employer (from list below) _____
 Arts/Communication (fine/performing arts, broadcast, journalism) Hospitality/Recreation (restaurant, hotel, sports, parks/recreation)
 Business (management, marketing/sales, finance, accounting, HR, etc.) Government (local, state, federal levels including law enforcement)
 Computer/Technical (programming, systems admin, engineering) Manufacturing
 Education (K-post secondary) Sciences (all physical, biological, environmental sciences)
 Entrepreneurship (self-employment, franchise ownership) Social Service (social/human service, non-profit, healthcare)
 Healthcare (medical, care facility) Other (clerical, construction, trade occupations)

Return survey to
 Career Services ♦ Urbana University ♦ 579 College Way ♦ Urbana, OH 43078
 Fax 937-484-1399 ♦ career@urbana.edu

Degree & Major	Total Graduates	Knowledge Rate		Continuing Education		Employed & Continuing Ed		Employed		Employed & Seeking		Not Seeking		Service		Average Annual Salary*	Success Rate*	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Arts & Sciences																	\$37,500	
Communication Arts	9	9	100%	1	11%	0	0%	6	67%	0	0%	0	0%			\$37,500	78%	
English	2	2	100%	0	0%	1	50%	0	0%	0	0%	0	0%				50%	
Mathematics	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%				0%	
Sciences	10	10	100%	5	50%	1	10%	1	10%	2	20%	0	0%				90%	
Business																	\$52,157	
Accounting	7	7	100%	0	0%	0	0%	4	57%	1	14%	0	0%			\$30,293	71%	
Business Management (AA)	7	7	100%	1	14%	0	0%	3	43%	0	0%	3	43%				100%	
Computer Information Systems	1	1	100%	0	0%	0	0%	1	100%	0	0%	0	0%				100%	
Management	11	11	100%	5	45%	0	0%	3	27%	1	9%	0	0%	1	9%	\$32,500	91%	
Marketing	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%				0%	
MBA	12	11	92%	0	0%	0	0%	10	91%	0	0%	1	9%			\$72,500	100%	
Organizational Leadership (CAPS)	24	23	96%	2	9%	2	9%	17	74%	0	0%	1	4%			\$65,000	96%	
Self Designed	4	4	100%	2	50%	0	0%	1	25%	1	25%	0	0%				100%	
Education & Sports Studies																	\$25,850	
Adolescent/Young Adult	4	4	100%	1	25%	0	0%	1	25%	1	25%	0	0%				75%	
Adolescent/Young Adult Certificate	3	2	67%	0	0%	0	0%	1	50%	0	0%	0	0%				50%	
Early Childhood	15	14	93%	1	7%	0	0%	8	57%	4	29%	1	7%			\$29,125	100%	
Exercise Science	8	8	100%	2	25%	1	13%	5	63%	0	0%	0	0%				100%	
Intervention Specialist	11	9	82%	1	11%	0	0%	8	89%	0	0%	0	0%				100%	
Intervention Specialist Certificate	2	1	50%	0	0%	0	0%	1	100%	0	0%	0	0%				100%	
M.Ed.	3	3	100%	1	33%	0	0%	0	0%	0	0%	2	67%				100%	
Middle Childhood	5	5	100%	1	20%	0	0%	3	60%	0	0%	0	0%				80%	
Middle Childhood Certificate	3	2	67%	0	0%	0	0%	1	50%	1	50%	0	0%				100%	
Self Designed	9	9	100%	3	33%	1	11%	2	22%	1	11%	0	0%				78%	
Sports Management	11	9	82%	1	11%	0	0%	5	56%	1	11%	0	0%				78%	
Nursing & Allied Health																		
Athletic Training	8	7	88%	2	29%	1	14%	0	0%	0	0%	0	0%				43%	
MSN	5	5	100%	0	0%	0	0%	5	100%	0	0%	0	0%				100%	
Nursing (CAPS)	7	5	71%	0	0%	1	20%	4	80%	0	0%	0	0%				100%	
Social & Behavioral Sciences																	\$30,406	
Criminal Justice	11	11	100%	3	27%	0	0%	7	64%	1	9%	0	0%			\$33,167	100%	
Criminal Justice Administration (MA)	3	3	100%	0	0%	0	0%	2	67%	1	33%	0	0%			\$31,833	100%	
Criminal Justice Leadership (CAPS)	4	4	100%	1	25%	0	0%	2	50%	1	25%	0	0%				100%	
Family Studies	3	3	100%	0	0%	0	0%	0	0%	2	67%	0	0%				67%	
History	2	2	100%	1	50%	0	0%	0	0%	0	0%	0	0%				50%	
Human Services Leadership (CAPS)	3	3	100%	1	33%	1	33%	1	33%	0	0%	0	0%				100%	
Political Science	3	3	100%	1	33%	0	0%	1	33%	1	33%	0	0%				100%	
Psychology	8	7	88%	5	71%	0	0%	1	14%	1	14%	0	0%				100%	
Sociology	3	3	100%	0	0%	0	0%	1	0%	0	0%	1	0%				67%	
All Associate's Degrees																		
	7	7	100%	1	14%	0	0%	3	43%	0	0%	3	43%	0	0%		100.0%	
All Bachelor's Degrees																		
	185	175	95%	39	22%	9	5%	82	47%	18	10%	3	2%	1	1%	\$37,310	86.9%	
Traditional Program	147	140	95%	35	25%	5	4%	58	41%	17	12%	2	1%	1	1%	\$30,086	84.3%	
Adult & Professional Studies	38	35	92%	4	11%	4	11%	24	69%	1	3%	1	3%	0	0%	\$51,757	97.1%	
Certifications																		
	8	5	63%	0	0%	0	0%	3	60%	1	20%	0	0%	0	0%		80.0%	
All Graduate Programs																		
	23	22	96%	1	5%	0	0%	17	77%	1	5%	3	14%	0	0%	\$48,100	100.0%	
TOTALS	223	209	94%	41	20%	9	4%	105	50%	20	10%	9	4%	1	0%	\$39,170	88.5%	

*Average Salary reported if at least two graduates employed full time responded to question

*Success Rate includes those employed, continuing education, and not seeking employment as a percentage of respondents