Contents

Executive Summary .................................................................................................................. 1
Student Employment .................................................................................................................. 3
Experiential Learning .................................................................................................................. 5
First Destinations Career Outcomes ......................................................................................... 8
College of Arts & Sciences ......................................................................................................... 11
College of Education .................................................................................................................. 13
College of Professional & Applied Studies ............................................................................... 15
Other Major Activities ............................................................................................................ 18
Appendices ............................................................................................................................... 19
Executive Summary

College costs and outcomes are being heavily debated on the national stage, specifically the comparison between costs and outcomes. As a result, career service offices are being called upon like never before to play a central role in helping produce students who are professionally successful. The Ohio Department of Education has written into law that all K-12 districts adopt local policies on career advising by the 2015-16 school year. The governor, through the current biennial budget, has implemented a policy that all public institutions have a required career counseling program in place by December 31, 2015.

Professional Development at Urbana University continues to be ahead of the national conversations. Our goal continues to be to create a seamless process among our three primary programs—Student Employment, Experiential Learning, and career connections) for Urbana University students. To accomplish this goal, we have added two on-campus events to help connect students with employers and we have continued to strengthen our data collection processes to understand how our students advance through this developmental process.

STUDENT EMPLOYMENT
The primary goal of Student Employment is to help students develop critical, transferrable job skills including communication, problem solving, and interpersonal and work-ethic skills. This year we were able to bring all undergraduate student employment opportunities under one umbrella and provide some consistency to the process for students. Additionally, annual learning outcomes assessments were incorporated for students, as well as training for students and supervisors, and a new pay scale implemented to be more competitive with off-campus employment opportunities. This is our first year of combined data for all undergraduate student employment and will provide a strong foundation on which to build.

EXPERIENTIAL LEARNING
The 2014-15 academic year was Urbana University’s first full year in partnership with Clark State Community College under the Ohio Means Internships & Co-ops grant from the Ohio Department of Higher Education. The goal of this grant for Urbana University is to increase the number of internships for Urbana University students, specifically in the Department of Business Administration, by bringing some needed infrastructure to the Professional Development office and incentives to students for participating in paid, for-credit internships. Recruiting students to paid, for-credit internships has proved more difficult than expected and to date only one student has been able to receive the financial incentive from the grant award. Our data
collection for experiential learning is much stronger. Many thanks to Amy White who spends much of her time collecting and processing data from a variety of sources.

**FIRST DESTINATIONS CAREER OUTCOMES DATA**

Urbana University continues to meet and exceed national standards in collecting career outcomes data. Additionally, the success of Urbana University graduates exceeds the success of students nationwide in rates of employment, continuing education, and entering salaries. For the first time, we are able to compare the results of the Class of 2014 to national results as data collection and reporting has been standardized through the National Association of Colleges & Employers (NACE).

This is the twelfth year for Urbana University’s First Destinations Career Outcomes report. We have obtained an 85% knowledge rate for the class of 2014-15. National Standards suggest a minimum of 65%. We can be confident that Urbana University’s employment rates are reliable in comparison to many other institutions.

**MOVING FORWARD**

Georgetown University’s Center on Education and the Workforce found that 70-80 percent of college students are active in the US labor market. Forty percent of undergraduate students work 30 or more hours per week. The report, entitled “Learning While Earning: The New Normal,” suggests that colleges and universities find ways to better integrate students’ academic and work experiences. Two concerns found by the authors are that students work so many hours a week that their academics are negatively affected and that the work they are doing is not related to their chosen career path.

Professional Development continues to create intentional programs and services to help students develop professionally beginning in their first year. This includes refining opportunities for students to gain relevant work experience, and to reflect on the experiences they do have.

Respectfully submitted,

[Signature]

Nicholas T. Christian  
Associate Dean of Students for Professional Development  
November 30, 2015
Student Employment

For the 2014-15 academic year, 85 students worked an average of 141.1 hours for the year or 4.4 hours per week. That translates to nearly 12,000 hours and nearly $100,000 in student payroll. This is the first year these numbers include both institutional and Federal Student Employment statistics. It is clear that student employees provide a valuable service to Urbana University’s overall operation.

Community service partners for the Federal Student Employment program included the Champaign Family YMCA, City of Urbana, and The Caring Kitchen, where 8% of the federal funds were spent.

The Student Employment pay scale implemented this year included the following tiers:

- General ($8.10 per hour): work requiring no prior experience or education with minimal on-the-job training.
- Semi-skilled ($8.25 per hour): work requiring some experience or education, substantial on-the-job training, and may be responsible for aspects of a program.
- Skilled/technical ($8.40 per hour): work which requires experience or education; may require outside certification.
- Para professional ($8.60 per hour): work which requires advanced skills specific to the field in which the student will be employed, or in which the student specializes; requires a high level of training and/or extensive previous experience.

2015-16 Goals for Student Employment

- Increase the use of the federal work study allocation (56.8% for 2014-15)
- Increase the spending for community service partnerships (8% for 2014-15)
- Increase the average hours worked per week per individual (4.4 for 2014-15)
- More closely tie Student Employment opportunities with students’ career goals.
## STUDENT EMPLOYMENT DATA TRENDS

<table>
<thead>
<tr>
<th>YEAR</th>
<th>2012-13</th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEDERAL ALLOCATION</td>
<td>$112,080</td>
<td>$94,842</td>
<td>$91,272</td>
</tr>
<tr>
<td>LOCAL MATCH (25%)</td>
<td>$37,360</td>
<td>$31,614</td>
<td>$30,424</td>
</tr>
<tr>
<td>TOTAL FEDERAL FUNDS</td>
<td>$149,440</td>
<td>$126,456</td>
<td>$121,696</td>
</tr>
<tr>
<td>TOTAL SPENT</td>
<td>$86,667</td>
<td>$71,589</td>
<td>$99,939</td>
</tr>
<tr>
<td>INSTITUTIONAL FUNDS</td>
<td>--</td>
<td>--</td>
<td>$30,699</td>
</tr>
<tr>
<td>FEDERAL FUNDS</td>
<td>$86,667</td>
<td>$71,589</td>
<td>$69,240</td>
</tr>
<tr>
<td>FEDERAL PERCENTAGE SPENT</td>
<td>57.9%</td>
<td>56.6%</td>
<td>56.8%</td>
</tr>
<tr>
<td>COMMUNITY SERVICE</td>
<td>30%</td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>POSITIONS</td>
<td>72</td>
<td>30</td>
<td>35</td>
</tr>
<tr>
<td>OPENINGS</td>
<td>115</td>
<td>109</td>
<td>117</td>
</tr>
<tr>
<td>EMPLOYEES</td>
<td>78</td>
<td>66</td>
<td>85</td>
</tr>
<tr>
<td>PERCENTAGE EMPLOYED</td>
<td>12.5%</td>
<td>11.2%</td>
<td>16.2%</td>
</tr>
<tr>
<td>TOTAL HOURS WORKED</td>
<td>--</td>
<td>9,073</td>
<td>11,997</td>
</tr>
</tbody>
</table>
Experiential Learning

Gaining career-related experience is an important aspect to Urbana University students and is required by many majors. Overall, only one-third of non-education majors participated in an experiential learning experience, down nearly 10% from last year. Seventeen percent of all internships were paid, double the percentage from last year. Of those completed for academic credit, 11% were paid, nearly double the percentage from a year ago.

### EXPERIENTIAL LEARNING BY PROGRAM

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>TOTAL</th>
<th>FOR CREDIT</th>
<th>PAID</th>
<th>AVG. WAGE ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>14</td>
<td>5</td>
<td>9</td>
<td>9.48</td>
</tr>
<tr>
<td>Communication Arts</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Criminal Justice</td>
<td>8</td>
<td>8</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Exercise Science</td>
<td>21</td>
<td>21</td>
<td>2</td>
<td>8.03</td>
</tr>
<tr>
<td>Family Studies</td>
<td>4</td>
<td>4</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>History</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Political Science</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>8.10</td>
</tr>
<tr>
<td>Psychology</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Sociology</td>
<td>4</td>
<td>4</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Sport Management</td>
<td>17</td>
<td>16</td>
<td>1</td>
<td>7.95</td>
</tr>
<tr>
<td>Total</td>
<td>76</td>
<td>66</td>
<td>13</td>
<td>9.03</td>
</tr>
</tbody>
</table>

*Italicized programs do not require experiential learning for graduation.*

### EXPERIENTIAL LEARNING TRENDS

<table>
<thead>
<tr>
<th>OUTCOME</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Experiences</td>
<td>76</td>
<td>92</td>
</tr>
<tr>
<td>Students with Jr &amp; Sr Status*</td>
<td>228</td>
<td>215</td>
</tr>
<tr>
<td>Percentage of Students Participating</td>
<td>33.3%</td>
<td>42.8%</td>
</tr>
<tr>
<td>Percentage For Credit</td>
<td>86.8%</td>
<td>94.6%</td>
</tr>
<tr>
<td>Percentage Paid</td>
<td>17.1%</td>
<td>8.7%</td>
</tr>
<tr>
<td>Average Wage</td>
<td>$9.03</td>
<td>$8.27</td>
</tr>
</tbody>
</table>

*Includes non-education majors at the beginning of the Spring Term.

**2015-16 Goals for Experiential Learning**

- Create non-credit internship structure to help students reflect critically on the skills and experiences in career-related work experiences
- Increase the overall participation in experiential learning opportunities
EXPERIENTIAL LEARNING

PARTNERING ORGANIZATIONS

**Accounting**
- D. William Boy, CPA
- Reynolds & Reynolds
- State Farm
- Weidmann Electrical Technology

**Business Administration**
- Battery Technology
- The Bundy Companies
- OARNet
- Urbana University, Department of Business Administration

**Communication Arts**
- Cornerstone Mennonite Fellowship
- Urbana University, Communications Office

**Criminal Justice**
- The Caring Kitchen
- Central Ohio Youth Center
- Champaign Residential Services, Inc.
- Clark County Juvenile Court
- Clark County Sheriff’s Office
- Franklin County Recreation & Parks Dept.
- Ohio Hi-Point Career Center, Career Based Intervention
- Springfield Police Division

**Exercise Science**
- Alterra Sterling House
- Champaign Family Y, Healthy Kids Day
- Champaign Family Y, Wellness Center
- Champion City Kings
- Diabetes Dayton
- National YMCA
- Nationwide Children’s Hospital, Physical Therapy
- Springfield Regional Medical Center, Cardiopulmonary Rehabilitation Dept.
- Urbana University, Football Team (2)
- Urbana University, Lacrosse Team (2)
- Urbana University, Men’s Soccer Team
- Urbana University, Wellness Center (3)
- Urbana University, Women’s Soccer Team
- Wright State University, Softball Team

**Family Studies**
- Epworth Preschool & Daycare
- Champaign County Family & Children’s First Council
- Central Ohio Youth Center
- Adriel
EXPERIENTIAL LEARNING

History
- Clark County Historical Society
- Johnny Appleseed Education Center & Museum

Management
- Tompkins & Ellis Co. LPA
- Urbana University, Athletics Department

Marketing
- Champaign Family Y, Marketing Assistant
- The Bundy Companies

MBA
- Fastenal Company
- Columbus Children’s Theatre, Marketing Assistant

Political Science
- City of Urbana

Psychology
- Adriel
- Clark County Juvenile Detention
- Rocking Horse Center
- The Bethany Center
- The Caring Kitchen

Sociology
- Clark County Department of Job & Family Services, Children’s Services
- First Church of God

Sport Management
- Champion City Kings (2)
- Chiller Ice Rinks
- Clark State Community College, Athletics Department
- Dayton Dragons
- Diabetes Dayton
- Elitefits.com, Sport Marketing
- Soin Medical Center
- Urbana University, Football
- Urbana University, Softball Team
- Urbana University, Sports Information (3)
- Urbana University, Wellness Center (2)
First Destinations Career Outcomes

DATA COLLECTION METHOD
The survey instrument was distributed and collected at commencement festivities in May 2015. This year Professional Development partnered with the Advancement Office to collect graduate information as both offices rely on related information.

The survey was emailed to all graduates throughout the six months following graduation. Social media platforms including LinkedIn, Facebook, and Twitter were searched for employment information on non-respondents. Several faculty and staff members provided relevant information on recent graduates. Finally, text messages were sent and phone calls were made to obtain an 86% response rate.

2015 HIGHLIGHTS
- Of those responding, sixty-five percent (65%) are employed and fifteen percent (15%) are continuing their education. Of those employed, six percent (6%) are also continuing their education.
- Eleven percent (11%) of the respondents are seeking employment, the lowest percentage since 2007.
- Eighty-six percent (86%) of those employed are working in their field of choice while seventy-eight (78%) are working in fields related to their major. Both of these statistics are just shy of the highest levels since this question has been asked beginning in 2007.

CLASS OF 2014
For the first time, NACE has released standards for career outcomes data collection and reporting, allowing institutions to compare their outcomes with national outcomes. Urbana University attained a much higher knowledge rate than national data and our career outcomes data is on par with national and regional data.
## First Destinations Career Outcomes

### Class of 2014 National & Regional Comparison

<table>
<thead>
<tr>
<th></th>
<th>National</th>
<th>Great Lakes</th>
<th>Urbana</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>52.5%</td>
<td>59.6%</td>
<td>54.5%</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>16.4%</td>
<td>17.6%</td>
<td>19.6%</td>
</tr>
<tr>
<td>Employed Seeking</td>
<td>9.5%</td>
<td></td>
<td>9.6%</td>
</tr>
<tr>
<td>Seeking/Other</td>
<td>19.7%</td>
<td>9.9%</td>
<td>15.8%</td>
</tr>
<tr>
<td>Service/Military</td>
<td>1.8%</td>
<td></td>
<td>0.5%</td>
</tr>
<tr>
<td>Knowledge Rate</td>
<td>65.7%</td>
<td></td>
<td>93.7%</td>
</tr>
</tbody>
</table>

National & Regional data provided by First Destinations for the College Class of 2014, NACE, 2015

### Five Year Trends

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>Five Year Averages</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Employed</td>
<td>86</td>
<td>38.9</td>
<td>70</td>
<td>38.3</td>
<td>112</td>
<td>60.9</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>31</td>
<td>14.0</td>
<td>31</td>
<td>12.6</td>
<td>21</td>
<td>11.4</td>
</tr>
<tr>
<td>Continuing Education &amp; Employed</td>
<td>15</td>
<td>6.8</td>
<td>14</td>
<td>7.7</td>
<td>5</td>
<td>2.7</td>
</tr>
<tr>
<td>Employed &amp; Seeking New Position</td>
<td>26</td>
<td>11.8</td>
<td>31</td>
<td>16.9</td>
<td>12</td>
<td>6.5</td>
</tr>
<tr>
<td>Not Seeking</td>
<td>0</td>
<td>0.0</td>
<td>8</td>
<td>3.6</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>Seeking</td>
<td>38</td>
<td>19.6</td>
<td>54</td>
<td>24.4</td>
<td>42</td>
<td>23.0</td>
</tr>
<tr>
<td>Service/Military</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>0.5</td>
<td>1</td>
<td>0.5</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>Success Rate</td>
<td>75.1</td>
<td></td>
<td>75.4</td>
<td></td>
<td>82.6</td>
<td></td>
</tr>
<tr>
<td>Knowledge Rate</td>
<td>221</td>
<td>74.9</td>
<td>183</td>
<td>70.4</td>
<td>183</td>
<td>89.8</td>
</tr>
<tr>
<td>Graduates</td>
<td>295</td>
<td></td>
<td>260</td>
<td></td>
<td>205</td>
<td></td>
</tr>
<tr>
<td>Field of Choice</td>
<td>74</td>
<td></td>
<td>62</td>
<td></td>
<td>54</td>
<td></td>
</tr>
<tr>
<td>Related to Major</td>
<td>72</td>
<td></td>
<td>56</td>
<td></td>
<td>60</td>
<td></td>
</tr>
</tbody>
</table>
UNDERGRADUATE SALARIES

With only 9.6% of employed respondents providing salary information, comparison to national and previous year averages are difficult.

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

- Traditional: $32,766
- Adult Education: $46,125
- Graduate: $67,367
- Overall: $41,500

AVERAGE UNDERGRADUATE SALARIES BY DISCIPLINE

<table>
<thead>
<tr>
<th>DISCIPLINE</th>
<th>NATIONAL AVERAGE</th>
<th>NATIONAL RANGE (25TH-75TH PERCENTILE)</th>
<th>CLASS OF 2015 AVERAGE</th>
<th>CLASS OF 2015 RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>$49,536</td>
<td>$40,000-56,762</td>
<td>$38,000</td>
<td>$22,000-52,000</td>
</tr>
<tr>
<td>Communications</td>
<td>$36,650</td>
<td>$29,860-40,945</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>$37,241</td>
<td>$32,000-42,250</td>
<td>$29,725</td>
<td>$24,000-35,000</td>
</tr>
<tr>
<td>Health Professions</td>
<td>$43,173</td>
<td>$32,500-50,410</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liberal Arts &amp; Sciences</td>
<td>$50,116</td>
<td>$35,000-65,000</td>
<td></td>
<td>--</td>
</tr>
<tr>
<td>Math</td>
<td>$54,485</td>
<td>$38,000-66,740</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical Sciences</td>
<td>$46,240</td>
<td>$35,000-57,500</td>
<td></td>
<td>--</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>$39,931</td>
<td>$30,088-48,000</td>
<td></td>
<td>--</td>
</tr>
<tr>
<td>All Bachelor Degrees</td>
<td>$50,651</td>
<td>--</td>
<td>$36,877</td>
<td>$22,000-68,500</td>
</tr>
</tbody>
</table>

National data provided by NACE 2015 Salary Survey, September 2015

-- Data sample = 1; individual data will not be reported
College of Arts & Sciences

CAREER OUTCOMES—COLLEGE OF ARTS & SCIENCES

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>14</td>
<td>7</td>
<td>6</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Employed Seeking</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Employed &amp; Continuing Education</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>6</td>
<td>6</td>
<td>2</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Not Seeking</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Seeking</td>
<td>2</td>
<td>5</td>
<td>3</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Working in field of choice</td>
<td>69%</td>
<td>78%</td>
<td>33%</td>
<td>0%</td>
<td>33%</td>
</tr>
<tr>
<td>Working in field related to studies</td>
<td>40%</td>
<td>50%</td>
<td>25%</td>
<td>0%</td>
<td>67%</td>
</tr>
</tbody>
</table>

*College structures were reorganized beginning in 2015.

GRADUATE SCHOOLS & PROGRAMS

Communication Arts
Urbana University, MBA

Sciences
Kent State University, MS Library & Information Systems
Case Western Reserve University, MS Applied Anatomy

History
Wright State University, MA Public History
Wright State University

Political Science
Howard University Law School, JD
Akron University JD

Psychology
Urbana University
EMPLOYERS & POSITION TITLES

Communication Arts
Cornerstone Mennonite Church, Director of Communications

Comprehensive Sciences
Buckeye Wash n Tan, Tanning Consultant
Urbana University, Library Aide
Tri County Regional Jail, Corrections Officer

English
Dairy Queen, Manager

Family Studies
LEADS Head Start, Family Service Worker
Domino’s Pizza, Delivery Driver

History
Clark County Educational Service Center, Substitute Teacher (2)

Human Services Leadership
Cameron Mitchell Restaurants, Customer Service
Montgomery County Juvenile Court, Payroll Specialist
Springfield Regional Medical Center, Patient Advocate
Trihealth, Inc., Manager, Single Billing Office/Customer Service

Math
Alpha Security Systems, LLC, Security Guard
Quinte Bowl, Assistant Manager

Psychology
Jones & Frank, Purchaser

Sociology
Heartland of Urbana, Admissions Director

Social Services (AA)
Miami County Department of Job & Family Services
College of Education

CAREER OUTCOMES—COLLEGE OF EDUCATION & SPORT STUDIES

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>34</td>
<td>35</td>
<td>38</td>
<td>23</td>
<td>26</td>
</tr>
<tr>
<td>Employed Seeking</td>
<td>3</td>
<td>8</td>
<td>0</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Employed &amp; Continuing Education</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>2</td>
<td>11</td>
<td>5</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>Not Seeking</td>
<td>0</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Seeking</td>
<td>4</td>
<td>7</td>
<td>4</td>
<td>13</td>
<td>23</td>
</tr>
<tr>
<td>Working in field of choice</td>
<td>94%</td>
<td>92%</td>
<td>87%</td>
<td>76%</td>
<td>80%</td>
</tr>
<tr>
<td>Working in field related to studies</td>
<td>91%</td>
<td>90%</td>
<td>85%</td>
<td>75%</td>
<td>80%</td>
</tr>
</tbody>
</table>

*College structures were reorganized beginning in 2015.

GRADUATE SCHOOLS & PROGRAMS

Classroom Teaching
Wright State University

Self-Designed
Urbana University, Teacher Certification

EMPLOYERS & POSITION TITLES

Adolescent/Young Adult Education
Tecumseh Local School District, Long-term Substitute
Mount Vernon Nazarene University, Men’s Basketball GA
Nightingale Montessori School, Lead Science Teacher

Early Childhood Education
Bellefontaine City Schools, Elementary Teacher
Graham Local School District, Elementary Teacher (2)
Imagine Schools, Kindergarten Teacher
Logan County Educational Service Center, Substitute
Miami East Local School District, Title I Teacher
Troy City School System, 3rd Grade Teacher
Early Childhood Education Certificate
Lima City Schools, Kindergarten Teacher
North Union Local School District
Zenith Academy, Teacher

Intervention Specialist
Springfield City Schools

Intervention Specialist Certificate
Graham Local School District, Intervention Teacher
Midwest Regional Education Service Center, Teacher
Urbana City Schools, Middle School Intervention Specialist

M.Ed. Classroom Teaching
Tellon Training, Inc.

Middle Childhood Education
Kenton City Schools, Elementary Teacher
South-Western Local School District, Middle School Teacher
Xenia Community Schools, Teacher

Middle Childhood Education Certificate
Clark County Educational Service Center, Substitute Teacher
Greenon Local School District, Middle School Teacher & Coach
Milton Union Local School District, Middle School Teacher
Northwestern Local School District, Middle School Teacher
Piqua City Schools, Para Professional
Sidney City Schools, Middle School Science Teacher
Troy City Schools, Middle School Teacher

Self-Designed
Atlanta Braves, Gulf Coast Braves
Buckeye Valley Local School District, Library Media Specialist
Plain City Lanes, Pizza Cook
Total Quality Logistics, Logistics Account Executive
CAREER OUTCOMES—COLLEGE OF BUSINESS

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>49</td>
<td>40</td>
<td>37</td>
<td>29</td>
<td>28</td>
</tr>
<tr>
<td>Employed Seeking</td>
<td>5</td>
<td>3</td>
<td>5</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>Employed &amp; Continuing Education</td>
<td>4</td>
<td>2</td>
<td>0</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>14</td>
<td>10</td>
<td>6</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Not Seeking</td>
<td>1</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Seeking</td>
<td>11</td>
<td>5</td>
<td>17</td>
<td>7</td>
<td>23</td>
</tr>
<tr>
<td>Working in field of choice</td>
<td>86%</td>
<td>90%</td>
<td>82%</td>
<td>79%</td>
<td>82%</td>
</tr>
<tr>
<td>Working in field related to studies</td>
<td>83%</td>
<td>78%</td>
<td>92%</td>
<td>64%</td>
<td>78%</td>
</tr>
</tbody>
</table>

*College structures were reorganized beginning in 2015.

GRADUATE SCHOOLS & PROGRAMS

**Athletic Training Education Program**
Andrews University, DPT
Georgia Southern University, Kineseology

**Computer Information Systems**
Shawnee State University, Engineering

**Criminal Justice**
Urbana University, MA Criminal Justice Administration

**Exercise Science**
Youngstown State University, Physical Therapy
Ashland University, BSN

**Management**
Lock Haven University, Sport Science
Urbana University, MBA
Wright State University

**Organizational Leadership**
Urbana University, MBA (2)

**MBA**
Wright State University
University of Strathclyde, LLB Law

**Self-Designed**
Urbana University, MBA (3)
Wright State University, MBA (2)
EMPLOYERS & POSITION TITLES

**Accounting**
Reynolds & Reynolds  
Weidmann Electrical Technologies, MRP  
Controller

**Business Management (AA)**
NCT Tech, Production

**Computer Information Systems**
Best Buy, Inc., Project Team Specialist

**Criminal Justice**
Goodwill of the Miami Valley, Supervisor

**Criminal Justice Leadership**
Brookeville Police Department, Police  
Office/Captain  
Urbana University, Student Accounts  
Coordinator

**Entrepreneurial Management**
Battery Tech, Inc., Marketing Manager

**Exercise Science**
Concorde Therapy, Therapy Aide

**Healthcare Administration**
Mary Rutan Hospital, PRN Patient Access

**MA Criminal Justice Administration**
DuPont Pioneer, Commercial Unit Encirca  
Services Lead  
Knox County Dispatch Center, 911  
Dispatcher  
Ohio Bureau of Criminal Investigation,  
Community Services Specialist  
Ohio Reformatory for Women, Corrections  
Program Specialist

**Management**
AEP Energy, Sales  
Fastenal Company, Sales Associate  
Mental Health America, Marketing  
Consultant  
New Vision W. Construction, Marketing  
Assistant  
PNC Bank, Assistant Branch Manager  
Stillwater Valley Golf Course, Assistant  
Manager/Assistant Golf Pro

**Marketing**
Ares Sportswear, Customer Service  
Representative  
Bundy Baking Solutions, Marketing Specialist  
Total Quality Logistics, Logistics Account  
Executive

**MBA**
Clear Defense, Sales Representative  
Crown Equipment Corporation, Production  
Inventory Control Manager  
Dayton Power & Light, Rate Analyst  
Maoming City Central Park Food Co.,  
Marketing Manager  
Nationwide Insurance, Claims Processor  
R.D. Holder Oil Co., Human Resource  
Manager  
Security National Bank, Marketing Manager  
Urbana University, Admissions Counselor  
Wyle Aerospace Group, Research  
Specialist

**MSN**
Clark State Community College, RN  
Instructor
Kettering Health Network, CNM  
Miami Valley Hospital, Nurse Manager

**Nursing (BSN)**
Heartland of Springfield, RN  
Miami Valley Hospital, Nurse Manager  
Raj Soin Medical Center, RN  
Springfield Regional Medical Center, Discharge Planning Coordinator  
Springfield Regional Medical Center, RN

**Organizational Leadership**
Clark County Department of Job & Family Services, Clerical Specialist  
Dave Murray, CPA, Executive Assistant  
Konecranes, Accounts Payable Coordinator  
Honeywell, Materials Manager

Honeywell, Work Flow Specialist  
Miller Coors, Sr. Administrative Assistant  
Plow and Hearth, Human Resource Specialist  
Synchrony Financial, Quality Leader  
Synchrony Financial, Sr. Surveillance Specialist  
Synchrony Financial, Sr. Sales Support Specialist  
Urbana University  
Urbana University, Site Director

**Sports Management**
Major League Baseball, Coordinator of National Team Operations  
Spring Haven Farm, Sales Prep  
St. Francis de Sales High School, Assistant Soccer Coach
Other Major Activities

ETIQUETTE DINNER
Professional Development hosted the Annual Etiquette Dinner on November 10, 2014. Thirty-five students participated in a five-course meal that included instruction on networking, etiquette, and presentation skills. This year we partnered with the Urbana Rotary Club who sent 18 members to network with the students.

OFIC CAREERFEST
The Ohio Foundation for Independent Colleges held their annual CareerFest at the Aladdin Shrine Temple in Columbus. Eleven 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 120 employers to the event, their largest employer turnout in the 15 year history.

EDUCATION INTERVIEW DAY
In partnership with the College of Education, Professional Development hosted the Education Interview Day on March 10, 2015. Sixteen educational organizations participated by interviewing 23 Urbana University students. Throughout the day, 107 interviews occurred, resulting in two immediate employment offers.

JOB & INTERNSHIP FAIR
After co-hosting an event with Clark State Community College and Wittenberg University for ten years, Urbana hosted an individual Job & Internship Fair to connect students with employers seeking to fill summer, part-time, internship, and entry-level positions. Turnout for the first year was good with 16 employer and 48 student participants.

ACCOUNTING RECEPTION
Professional Development attempted to host an Accounting Reception between accounting firms and accounting majors in early December. This event was cancelled because of the lack of interest from the employers. Next year the event will be held earlier in the fall to align with the recruiting process that accounting firms have.
Appendices

1. First Destinations Outcomes Survey instrument
2. First Destinations Outcomes Data table
# Destinations Survey
## Class of 2014-15

**See back for how data is used**

**Urbana University**

**Name**

**Major/Degree**

### Factual Information

<table>
<thead>
<tr>
<th>Home Address (street/city/state/ZIP)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Home Phone</strong></td>
<td><strong>Home Email</strong></td>
</tr>
</tbody>
</table>

### 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

<table>
<thead>
<tr>
<th>Institution</th>
<th>City, State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree &amp; Major</td>
<td>Have you been accepted?</td>
</tr>
<tr>
<td>Will you be attending</td>
<td>Full Time? Part Time? Assistantship</td>
</tr>
</tbody>
</table>

### Section B: Employment Status

<table>
<thead>
<tr>
<th>Organization</th>
<th>Job Title</th>
<th>Status</th>
<th>Full-Time</th>
<th>Part-Time</th>
<th>Contract/Temporary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Address</td>
<td>City/ST/ZIP</td>
<td>Work Phone</td>
<td>Work Email</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Are you currently 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)
- Business (management, marketing/sales, finance, accounting, HR, etc.)
- Computer/Technical (programming, systems admin, engineering)
- Education (K-12 secondary)
- Entrepreneurship (self-employment, franchise ownership)
- Healthcare (medical, care facility)
- Hospitality/Recreation (restaurant, hotel, sports, parks/recreation)
- Government (local, state, federal levels including law enforcement)
- Manufacturing
- Sciences (all physical, biological, environmental sciences)
- Social Service (social/human service, non-profit, healthcare)
- Other (clinical, construction, trade occupations)
<table>
<thead>
<tr>
<th>Degree &amp; Major</th>
<th>Total Graduates</th>
<th>Knowledge Rate</th>
<th>Continuing Education</th>
<th>Employed &amp; Continuing Ed</th>
<th>Employed</th>
<th>Employed &amp; Seeking</th>
<th>Not Seeking</th>
<th>Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>%</td>
<td>%</td>
</tr>
<tr>
<td><strong>Arts &amp; Sciences</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication Arts</td>
<td>4</td>
<td>3</td>
<td>75%</td>
<td>1</td>
<td>33%</td>
<td>0</td>
<td>0%</td>
<td>67%</td>
</tr>
<tr>
<td>English</td>
<td>1</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Family Studies</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>History</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td>1</td>
<td>25%</td>
<td>1</td>
<td>25%</td>
<td>75%</td>
</tr>
<tr>
<td>Human Services Leadership (CAPS)</td>
<td>6</td>
<td>4</td>
<td>67%</td>
<td>0</td>
<td>0%</td>
<td>3</td>
<td>75%</td>
<td>0%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Political Science</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>2</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Psychology</td>
<td>5</td>
<td>3</td>
<td>60%</td>
<td>1</td>
<td>33%</td>
<td>0</td>
<td>33%</td>
<td>0%</td>
</tr>
<tr>
<td>Sciences</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td>1</td>
<td>25%</td>
<td>2</td>
<td>50%</td>
<td>0%</td>
</tr>
<tr>
<td>Social Services (AA)</td>
<td>1</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Sociology</td>
<td>1</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adolescent/Young Adult</td>
<td>4</td>
<td>3</td>
<td>75%</td>
<td>0</td>
<td>0%</td>
<td>3</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Adolescent/Young Adult Certificate</td>
<td>2</td>
<td>1</td>
<td>50%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Early Childhood</td>
<td>9</td>
<td>8</td>
<td>89%</td>
<td>0</td>
<td>0%</td>
<td>6</td>
<td>75%</td>
<td></td>
</tr>
<tr>
<td>Early Childhood Certificate</td>
<td>4</td>
<td>3</td>
<td>75%</td>
<td>0</td>
<td>0%</td>
<td>3</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Intervention Specialist</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Intervention Specialist Certificate</td>
<td>4</td>
<td>3</td>
<td>75%</td>
<td>0</td>
<td>0%</td>
<td>3</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>M.Ed.</td>
<td>3</td>
<td>3</td>
<td>100%</td>
<td>1</td>
<td>33%</td>
<td>0</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>Middle Childhood</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>4</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Middle Childhood Certificate</td>
<td>4</td>
<td>8</td>
<td>89%</td>
<td>0</td>
<td>0%</td>
<td>7</td>
<td>88%</td>
<td></td>
</tr>
<tr>
<td>Self Designed</td>
<td>7</td>
<td>7</td>
<td>100%</td>
<td>1</td>
<td>14%</td>
<td>4</td>
<td>57%</td>
<td></td>
</tr>
<tr>
<td>Sports Management</td>
<td>5</td>
<td>4</td>
<td>80%</td>
<td>0</td>
<td>0%</td>
<td>3</td>
<td>75%</td>
<td></td>
</tr>
<tr>
<td><strong>Professional &amp; Applied Studies</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>2</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Business Management (AA)</td>
<td>1</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Athletic Training</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td>2</td>
<td>50%</td>
<td>0</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Computer Information Systems</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>1</td>
<td>50%</td>
<td>0</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Criminal Justice</td>
<td>3</td>
<td>2</td>
<td>67%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Criminal Justice Administration (MA)</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>2</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Criminal Justice Leadership (CAPS)</td>
<td>5</td>
<td>3</td>
<td>60%</td>
<td>0</td>
<td>0%</td>
<td>2</td>
<td>67%</td>
<td></td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>1</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Exercise Science</td>
<td>3</td>
<td>3</td>
<td>100%</td>
<td>2</td>
<td>67%</td>
<td>1</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>Healthcare Management</td>
<td>1</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>10</td>
<td>10</td>
<td>100%</td>
<td>2</td>
<td>20%</td>
<td>5</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>5</td>
<td>5</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>2</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>MBA</td>
<td>14</td>
<td>12</td>
<td>86%</td>
<td>2</td>
<td>17%</td>
<td>0</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>MSN</td>
<td>3</td>
<td>3</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>3</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Nursing (CAPS)</td>
<td>5</td>
<td>5</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>5</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Organizational Leadership (CAPS)</td>
<td>19</td>
<td>14</td>
<td>74%</td>
<td>1</td>
<td>7%</td>
<td>10</td>
<td>71%</td>
<td></td>
</tr>
<tr>
<td>Self Designed</td>
<td>7</td>
<td>5</td>
<td>71%</td>
<td>5</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td><strong>All Associate's Degrees</strong></td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td><strong>All Bachelor's Degrees</strong></td>
<td>131</td>
<td>113</td>
<td>86%</td>
<td>20</td>
<td>18%</td>
<td>6</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>Traditional Program</td>
<td>96</td>
<td>87</td>
<td>91%</td>
<td>19</td>
<td>22%</td>
<td>4</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>Adult &amp; Professional Studies</td>
<td>35</td>
<td>26</td>
<td>74%</td>
<td>1</td>
<td>4%</td>
<td>2</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Certifications</td>
<td>19</td>
<td>15</td>
<td>79%</td>
<td>0</td>
<td>0%</td>
<td>14</td>
<td>93%</td>
<td></td>
</tr>
<tr>
<td>All Graduate Programs</td>
<td>24</td>
<td>22</td>
<td>92%</td>
<td>3</td>
<td>14%</td>
<td>0</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>176</td>
<td>152</td>
<td>86%</td>
<td>23</td>
<td>15%</td>
<td>6</td>
<td>4%</td>
<td></td>
</tr>
</tbody>
</table>

*Average Salary reported if at least two graduates employed full time responded to question
*Success Rate includes both employed, continuing education, and not seeking employment as a percentage of respondents