



May 2015 - 1st Destination Survey Results

Bill Fletcher, Director & Michael Dowd, Survey Assistant
Career Development Center

Overview

May 2015 was the third year for using the *1st Destination Survey* format. The response rate for May 2015 was 18.2% compared to 25.5% in May 2014 and 11.6% in May 2013.

- Bachelor degree recipients with plans in place for May 2015 was 70.8% compared to 61.3% in May 2014 and 75.1% in May 2013. Conversely, bachelor degree recipients still seeking employment was 27.2% compared to 35.7% in May 2014 and 21.7% in May 2013.
- Graduate degree recipients with plans in place for May 2015 was 69.1% compared to 73.1% in May 2014 and 84.2% in May 2013. Conversely, graduate degree recipients still seeking employment was 29.9% compared to 24.4% in May 2014 and 13.2% in May 2013.

Survey Administration

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

Please note the following when using this data:

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

Response Rate

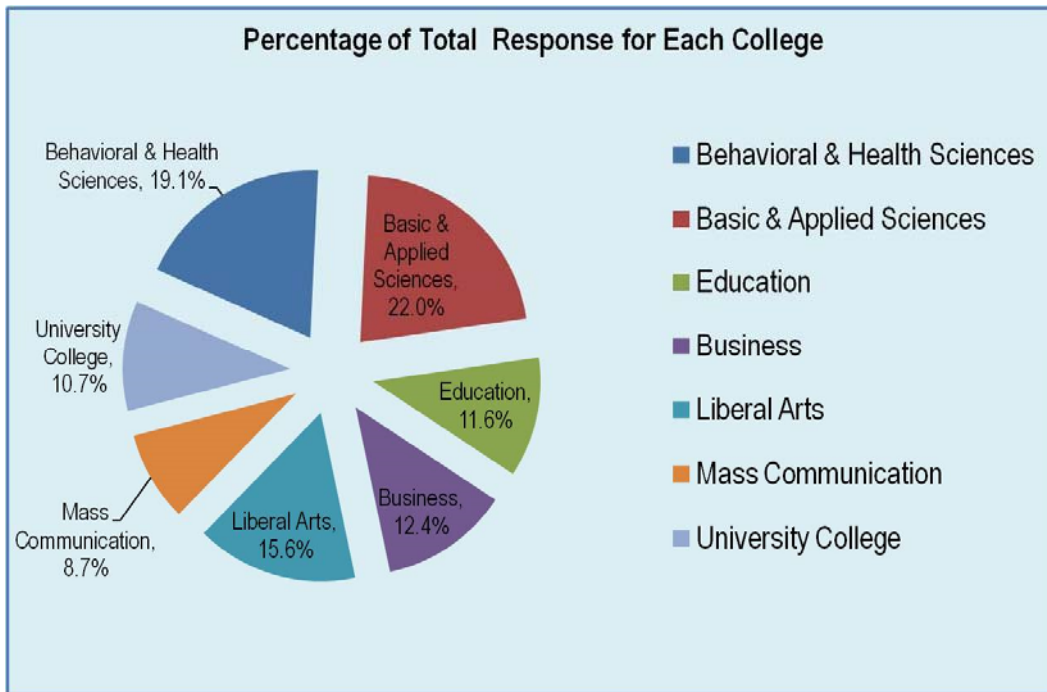
A total of 433 majors responded to the survey (baccalaureate and graduate). Three-Hundred Forty-Six (346) out of 2,003 bachelor degree majors responded and 87 of the 379 graduate degree majors responded. Combined, this represents an 18.2% response rate.

Majors	1DS Responses	Total # Majors	Response Rate
Majors - Bachelor	346	2,003	17.3%
Majors - Graduate	87	379	23.0%
All	433	2,382	18.2%

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

Bachelor Major Results

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



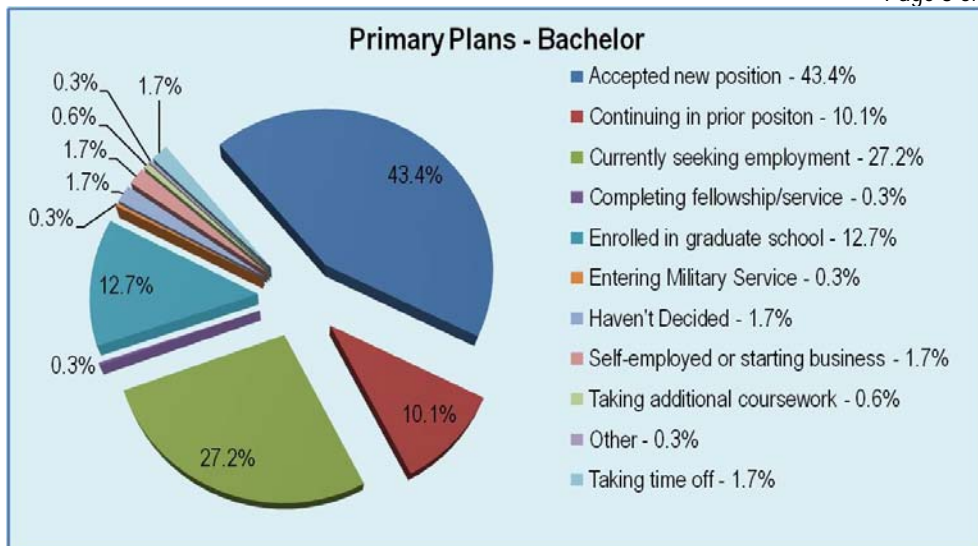
The chart below represents the response rate by college, based upon the number of bachelor degree majors awarded by each college.

College	1DS Responses	Bachelor Majors	Response Rate
Basic and Applied Science	76	359	21.2%
Behavioral and Health Sciences	66	510	12.9%
Business	43	270	15.9%
Education	40	105	38.1%
Liberal Arts	54	317	17.0%
Mass Communication	30	226	13.8%
University College	37	216	17.1%
Total Bachelor Degrees/Majors	346	2,003	17.3%

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

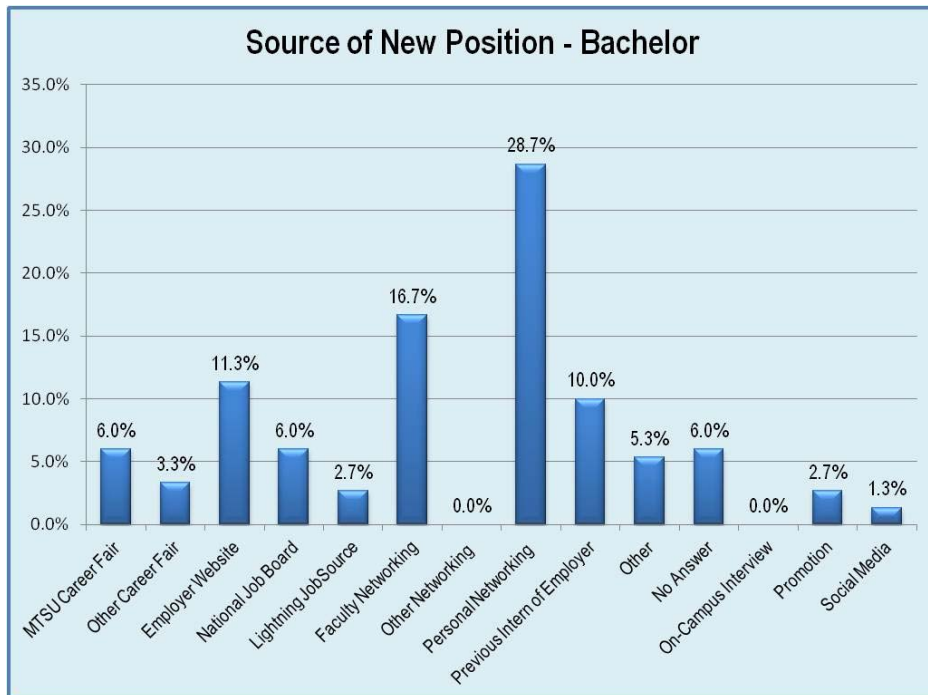
At the conclusion of the survey period, 27.2% were still seeking employment. Another 1.7% had yet to decide on a plan; and 0.3% selected the Other category.

The remaining 70.8% of the graduating class had plans implemented.*

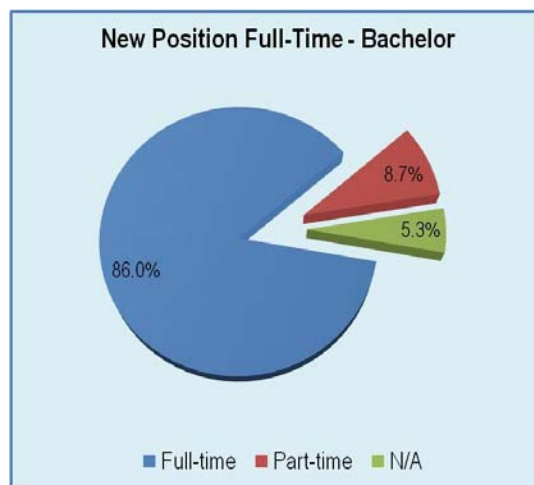
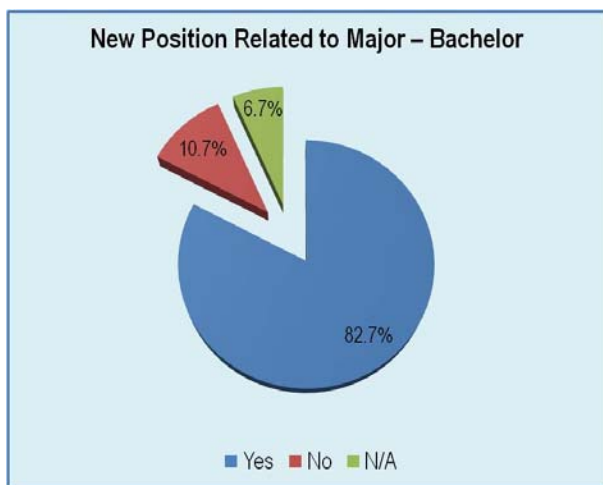


* May not equal 100 percent due to rounding

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



The charts below show that 82.7% indicated their new position was related to their major and 86.0% of the positions were full-time.



Employers for New Employment

Of the 129 reporting a Full-Time New Position as their primary plan, 125 listed the name of their employer:

Employer	Major	Number
AB Jets	Aerospace: Administration	1
Adams Place	Nursing	1
Adventure Science Center	Organizational Communications	1
Aramark	Criminal Justice Administration	1
Asurion	Computer Science	1
Attorney General's Office	Political Science	1
Attorney General's Office	University Studies	1
Baker Concrete Construction	Concrete Industry Management	1
Best Sales Corporation	Geosciences	1
Case Management Incorporated	Social Work	1
Centerstone	Social Work	1
Cerner Corporation	Information Systems	1
Childserve	Sociology	1
Choptank Logistics	Business Administration	1
City of Nashville	Liberal Studies (RODP)	1
Clarksville-Montgomery County Board of Education	Geosciences	1
Clarksville-Montgomery County Board of Education	Speech and Theatre: Speech-Lang. Path./Audiology	1
Coffee County Board of Education	Interdisciplinary Studies	1
Comcast	University Studies	1
Community Health Systems	Business Administration	1
Cummins, Inc.	Finance: Business Finance	1
Dale Carnegie Training of Tennessee	Management	1
Dekalb County Board of Education	Construction Management	1
Donley's	Concrete Industry Management	1
Fred Francis Builders	Concrete Industry Management	1
Hickman County Board of Education	English	1
Hickman County Board of Education	Interdisciplinary Studies	2
Hospital Corporation of America	Accounting	1
Hospital Corporation of America	Psychology	1
Hospital Corporation of America	Recording Industry: Commercial Songwriting	1
Indiana College Preparatory School	Early Childhood Education	1
Interac	Global Studies	1
Kforce	Industrial Organizational Psychology	1
Kingsport police department	Criminal Justice Administration	1
Knife River	Concrete Industry Management	2
La Vergne High School	Physics	1
Lakeview Elementary	Interdisciplinary Studies	1
Landmark Aviation	Aerospace: Administration	1
Landmark Aviation	International Relations	1
Lawrence County Board of Education	Interdisciplinary Studies	1
Lockheed Martin	Accounting	1
Lockheed Martin	Information Systems	1
Loews Hotel and Resorts	Organizational Communications	1
Malace HR	Exercise Science	1
Marshall County Board of Education	Interdisciplinary Studies	1
Marshall County Board of Education	University Studies	1
Maryland Farms YMCA	Leisure Sport and Tourism Studies	1
Maury County Board of Education	Interdisciplinary Studies	1
Medhost	Art: Graphic Design	1
Meridian Life Science	Biology	1
Metropolitan Nashville Public Schools	Early Childhood Education	2

Employer	Major	Number
Metropolitan Nashville Public Schools	Foreign Languages	1
Metropolitan Nashville Public Schools	Interdisciplinary Studies	1
Metropolitan Nashville Public Schools	Music	1
M-Tek, Inc.	Information Systems	1
Nashville Teaching Fellows	English	1
National HealthCare Corporation	Accounting	1
NC2 Media	Accounting	1
New York Life	Marketing	1
News Channel 5	Mass Communication: Multimedia Journalism	1
Nissan	Agribusiness	1
Nissan	History	1
Northwestern Mutual	Marketing	1
Optum	Computer Science	1
Ozinga	Concrete Industry Management	1
Paris Post-Intelligencer	Mass Communication: Visual Communication	1
Patrick Henry Community College	Mass Communication: Public Relations	1
Penske	Biology	1
Porter-Leath	Psychology	1
Primary Residential Mortgage, Inc.	Mass Communication: Media Mgmt.	1
Red Arrow Industries	Mass Communication: Media Mgmt.	1
Rooms to Go	Political Science	1
Rustici Software	Computer Science	1
Rutherford County Board of Education	Early Childhood Education	1
Rutherford County Board of Education	Interdisciplinary Studies	4
Rutherford County Board of Education	Mass Communication: Media Studies	1
Rutherford County Board of Education	Social Work	1
Saint Thomas West	Global Studies	1
Saint Thomas West	Nursing	1
Salama Urban Ministries	Interdisciplinary Studies	1
Sarah Cannon Research Institute	Accounting	1
Schwan Cosmetics USA	Chemistry	1
Sherwin Williams	Business Administration	1
Sky, Inc.	Entrepreneurship	1
St. Thomas Health	Nursing	1
St. Thomas River Park Hospital	Nursing	1
Sunbelt Rentals	Concrete Industry Management	1
TDOT	Industrial Organizational Psychology	4
Tennessee Arts Commission	Mass Communication: Public Relations	1
Tennessee Veterans Affairs	Nursing	1
Terracon	Concrete Industry Management	2
Texas Department of Family and Protective Services	Liberal Studies (RODP)	1
The General Insurance	Computer Science	1
The Johnson Group	Art: Graphic Design	1
The White Room	Entrepreneurship	1
Tractor Supply Company	Animal Science	1
Tulahoma City Schools	Biology	1
Turner Construction	Construction Management	1
Tyson Foods	Animal Science	1
UBS	Business Administration	1
UBS	Engineering Technology: Mech Engr.	1
UBS	Management	1
UBS	Professional Studies (RODP)	1
Universal Robotics	Engineering Technology: Mech Engr.	1
Virsys12	Marketing	1

Employer	Major	Number
Visionary Design Group	Recording Industry: Music Business	1
Vulcan Materials	Concrete Industry Management	1
Walmart Stores, Inc.	Accounting	1
Williamson County Board of Education	History	1
Williamson County Board of Education	Interdisciplinary Studies	1
Williamson County Board of Education	Music	1
Williamson County Board of Education	Special Education	1
Willis	Mathematics	1
Wirtgen Group	Concrete Industry Management	2
Total New Employment Acceptances		125

Location of New Employment

Of the 129 reporting a Full-Time New Position as their primary plan, 126 listed the location of their employment. The top cities are Nashville, TN with 37, followed by Murfreesboro, TN at 15.

- Antioch, TN (3)
- Beaumont, TX (2)
- Bentonville, AK
- Brentwood, TN (9)
- Centerville, TN
- Chapel Hill, TN
- Chattanooga, TN
- Chicago, IL
- Clarksville, TN (2)
- Columbia, TN
- Des Moines, IA
- Franklin, TN (9)
- Indianapolis, IN
- Japan
- Kansas City, KS
- Kaufman, TX
- Kingsport, TN
- Knoxville, TN
- La Vergne, TN
- Lebanon, TN (2)
- Lewisburg, TN
- Lyles, TN (2)
- Manchester, TN (2)
- Martinsville, TN
- McMinnville, TN
- Memphis, TN (7)
- Mt. Juliet, TN (2)
- Murfreesboro, TN (15)
- Nashville, TN (37)
- Norfolk, VA (2)
- Orlando, FL (3)
- Paris, TN
- Raleigh, NC
- Shelbyville, TN
- Smithville, TN
- Smyrna, TN (3)
- Spring Hill, TN
- Springfield, TN
- Tampa, FL
- Thompson's Station, TN
- Tullahoma, TN

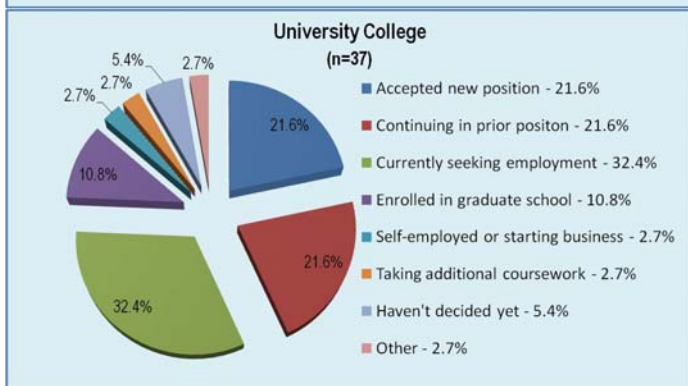
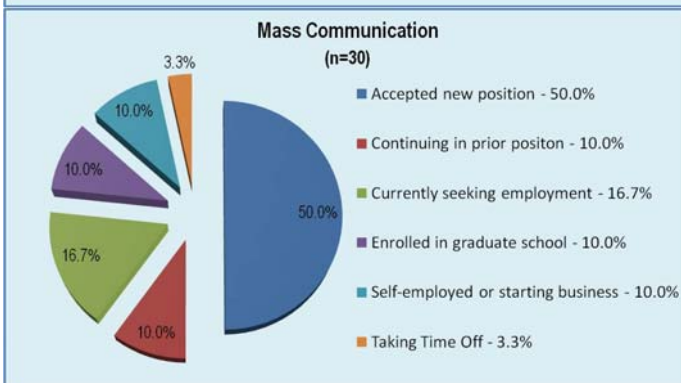
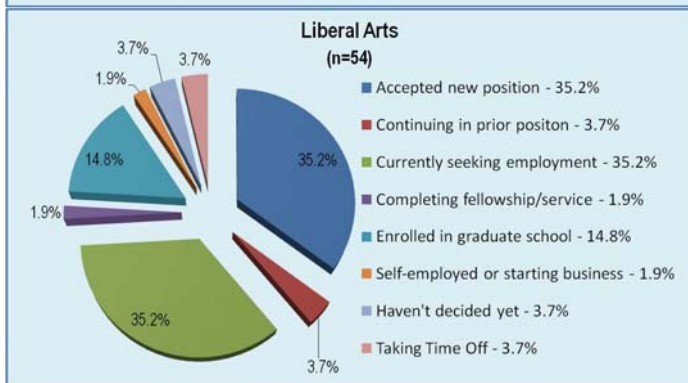
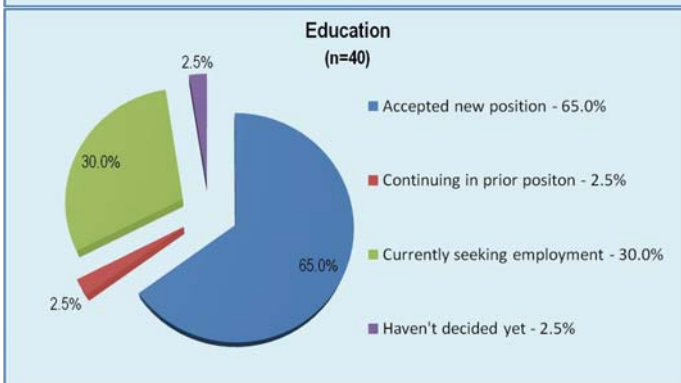
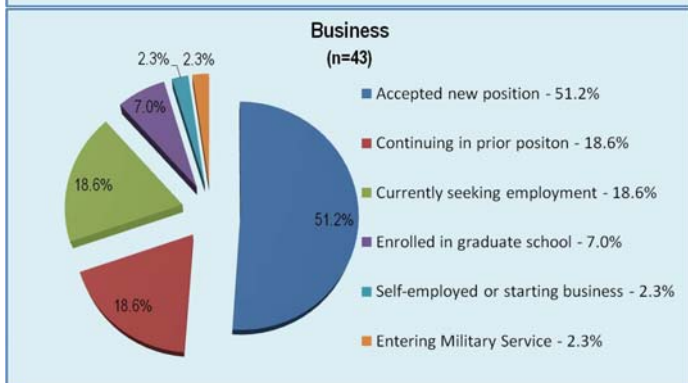
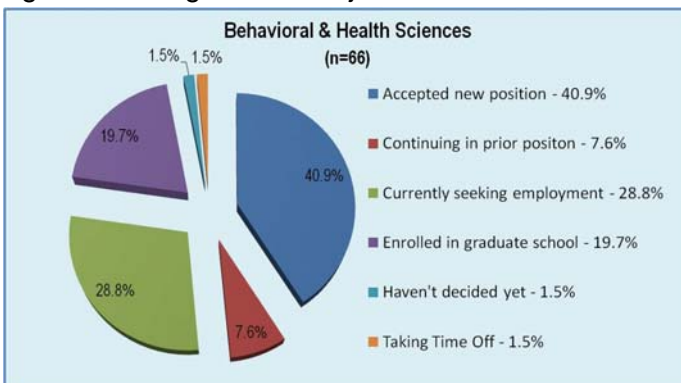
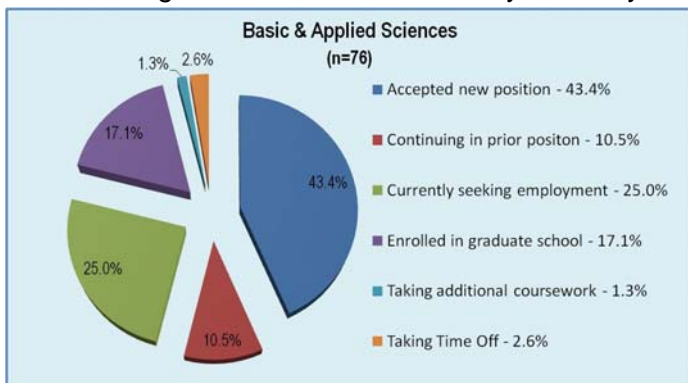
Salary Averages of New Employment

Of the 129 reporting a Full-Time New Position as a primary plan, 115 reported their salary.

- Range: \$18,870 to \$68,000
- Midpoint: \$38,000
- Average: \$38,729
- Mode: \$50,000

Primary Plans by College

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



Salary Breakdown by Major

Of the 129 reporting a Full-Time New Position as a primary plan, 115 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	-	\$32,000	\$43,686	\$60,000	\$44,395
Art: Graphic Design	LA	2	-	\$40,000	-	\$42,000	\$41,000
Biology	BAS	2	-	\$30,000	-	\$50,000	\$40,000
Business Administration	BUS	5	\$50,000	\$36,000	\$41,000	\$50,000	\$43,000
Computer Science	BAS	4	-	\$45,000	\$57,250	\$68,000	\$56,875
Concrete Industry Management	BAS	11	\$50,000	\$20,800	\$50,000	\$60,000	\$43,535
Construction Management	BAS	2	-	\$36,500	-	\$53,000	\$44,750
Criminal Justice Administration	BHS	2	-	\$29,000	-	\$33,000	\$31,000
Early Childhood Education	EDU	4	-	\$37,000	\$38,918	\$41,000	\$38,959
Engineering Technology: Mech Engr.	BAS	2	-	\$35,000	-	\$38,000	\$36,500
English	LA	2	-	\$36,000	-	\$40,000	\$38,000
History	LA	2	\$36,000	-	-	-	\$36,000
Industrial Organizational Psychology	BHS	5	-	\$29,000	\$29,976	\$31,200	\$30,004
Information Systems	BUS	3	-	\$18,870	\$48,000	\$60,000	\$42,290
Interdisciplinary Studies	EDU	13	\$38,000	\$28,000	\$37,000	\$41,000	\$35,645
Liberal Studies (RODP)	UC	2	-	\$40,000	-	\$41,000	\$40,500
Management	BUS	2	-	\$24,480	-	\$41,500	\$32,990
Marketing	BUS	2	-	\$44,000	-	\$60,000	\$52,000
Mass Communication: Media Mgmt.	MC	2	-	\$30,000	-	\$40,000	\$35,000
Mass Communication: Public Relations	MC	2	-	\$30,000	-	\$32,000	\$31,000
Music	LA	2	-	\$36,000	-	\$41,250	\$38,625
Nursing	BHS	5	-	\$40,000	\$44,850	\$48,750	\$44,232
Organizational Communications	LA	2	-	\$30,000	-	\$32,436	\$31,218
Political Science	LA	2	-	\$20,800	-	\$35,000	\$27,900
Psychology	BHS	2	-	\$26,000	-	\$27,000	\$26,500
Social Work	BHS	2	-	\$27,000	-	\$38,000	\$32,500
University Studies	UC	3	-	\$35,000	\$36,600	\$50,000	\$40,533

Graduate and Professional School

Forty-four (44) graduates or 12.7% listed Graduate or Professional Schools as their primary plan. The largest number enrolled in a program at Middle Tennessee State University. The following graduate and professional schools were reported:

- Bethel University of Professional Studies: Healthcare Management
- East Tennessee State University: Public Health/ Epidemiology
- East Tennessee State University: Public Health/ Epidemiology
- Liberty University: Human Service Counseling
- Lipscomb College of Pharmacy: College of Pharmacy
- Lipscomb University: Applied Behavioral Analysis
- Michigan State University: Chemistry
- Middle Tennessee State University: Accounting
- Middle Tennessee State University: Biology
- Middle Tennessee State University: Economics
- Middle Tennessee State University: Economics
- Middle Tennessee State University: Economics
- Middle Tennessee State University: Family Nurse Practitioner
- Middle Tennessee State University: Human Resources Leadership
- Middle Tennessee State University: Organizational Leadership
- Middle Tennessee State University: Recording Arts and Technology
- Middle Tennessee State University: School Psychology
- Middle Tennessee State University: Social Work
- Missouri State University: Geospatial Sciences in Geology & Geography
- Nashville School of Law: Law
- Nashville School of Law: Law
- Palo Alto University: Clinical Psychology
- Palo Alto University: Clinical Psychology
- St. Mary's University: Business Administration
- Syracuse University College of Law: Law
- Texas A&M University: Physics (Astronomy Concentration)
- University College Dublin : Anglo-Irish Literature and Drama
- University Health Science Center: Speech Pathology
- University of Massachusetts Dartmouth: Fine Arts - Sculpture
- University of Memphis: Journalism
- University of Mississippi: Physics
- University of Tennessee - Knoxville: Evaluation, Statistics, & Measurement
- Wake Forest University: Accounting
- Walden University : Healthcare Administration
- Washington University in St. Louis: Division of Biology and Biomedical Sciences - Molecular Genetics and Genomics

Graduate Degree Results

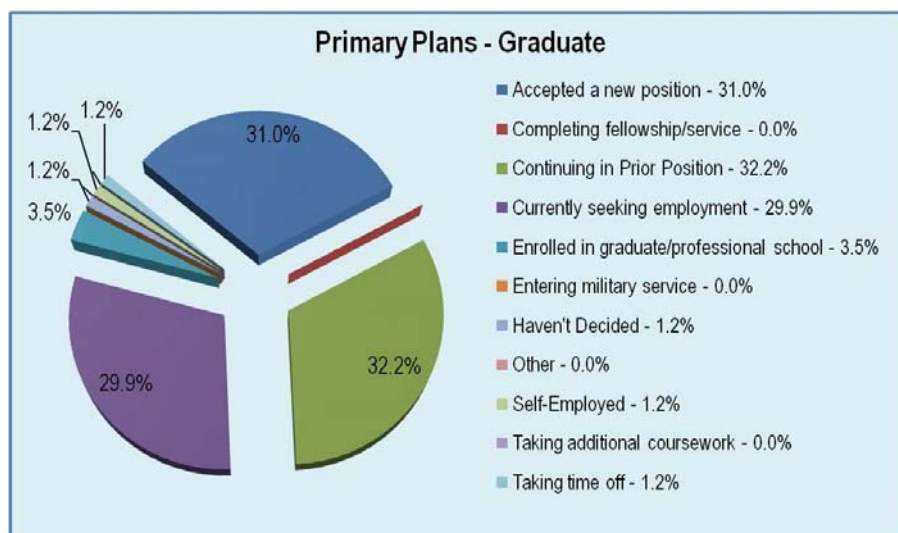
A total of 87 graduate degree majors responded to the survey out of 379 majors for an overall response rate of 23.0%.

College	1DS Responses	Grad. Degrees	Response Rate
Basic and Applied Science	8	36	22.2%
Behavioral and Health Sciences	17	46	37.0%
Business	13	69	18.8%
Education	35	143	24.5%
Liberal Arts	12	30	40.0%
Mass Communication	1	11	9.1%
University College	1	44	2.3%
Total Graduate Degrees	87	379	23.0%

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

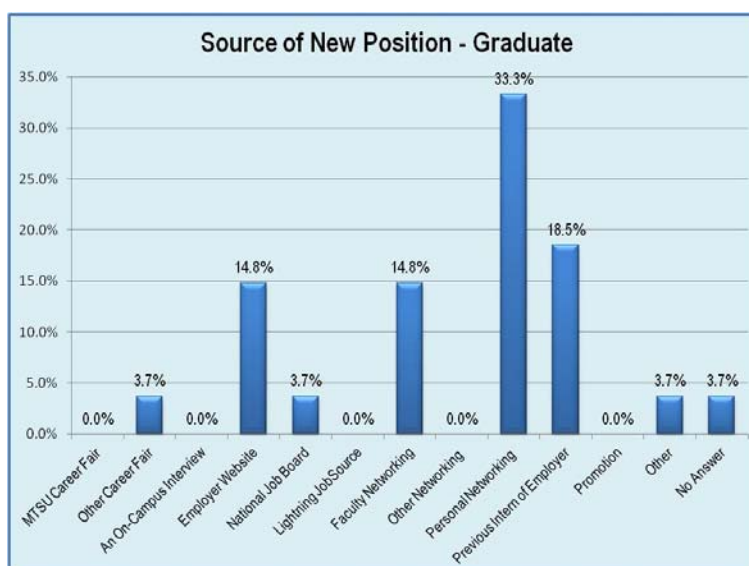
At the conclusion of the survey period, 29.9% were seeking employment, and 1.2% had yet to decide.

The remaining 69.1% of graduate degree recipients had plans implemented.*

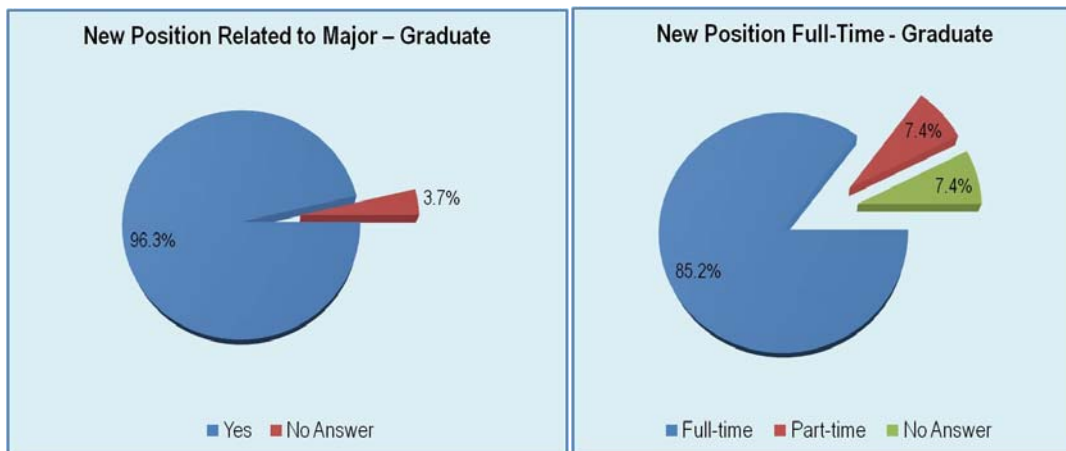


* May not equal 100 percent due to rounding

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



The charts below show that 96.3% indicated their new position was related to their major and 85.2% of the positions were full-time.



Employers

Of the 23 reporting a Full-Time New Position as their primary plan, all listed the name of their employer:

Employer	Major	Number
Applied Health Analytics	Information Systems	1
Community Health Systems	Leisure and Sport Management (Masters)	1
Dekalb County Board of Education	Curriculum and Instruction (Masters - Specialist)	1
Maple Bear Global School	Curriculum and Instruction (Masters - Specialist)	1
Mars Petcare	Horse Science (Masters)	1
Methodist South Hospital	Nursing	1
Metro Nashville Public Schools	Administration and Supervision (Masters - Specialist)	1
Metro Nashville Public Schools	Curriculum and Instruction (Masters - Specialist)	1
Middle Tennessee State University	Public History	1
Middle Tennessee State University	Aviation Administration (Masters)	1
Mt. Juliet High School	Foreign Languages	1
Rutherford County Board of Education	Curriculum and Instruction (Masters - Specialist)	2
Rutherford County Board of Education	Psychology	1
Rutherford County Board of Education	Elementary Education	1
Sumner County Board of Education	Professional Counseling (Masters)	1
TDOT	Leisure and Sport Management (Masters)	1
Tennessee State University	Administration and Supervision (Masters - Specialist)	1
The Dow Chemical Company	Molecular Biosciences (Ph.D)	1
University of North Alabama	Exercise Science	1
Williamson County Board of Education	Administration and Supervision (Masters - Specialist)	1
Wilson County Board of Education	School Counseling	1
Wilson County Board of Education	Administration and Supervision (Masters - Specialist)	1
		23

Location

Of the 23 reporting a Full-Time New Position as their primary plan, all listed the location of their employment:

- Florence, AL
- Franklin, TN (3)
- Gallatin, TN
- Lebanon, TN
- Memphis, TN
- Midland, MI
- Mt. Juliet, TN (2)
- Murfreesboro, TN (5)
- Nashville, TN (5)
- Smithville, TN
- Smyrna, TN
- South Korea

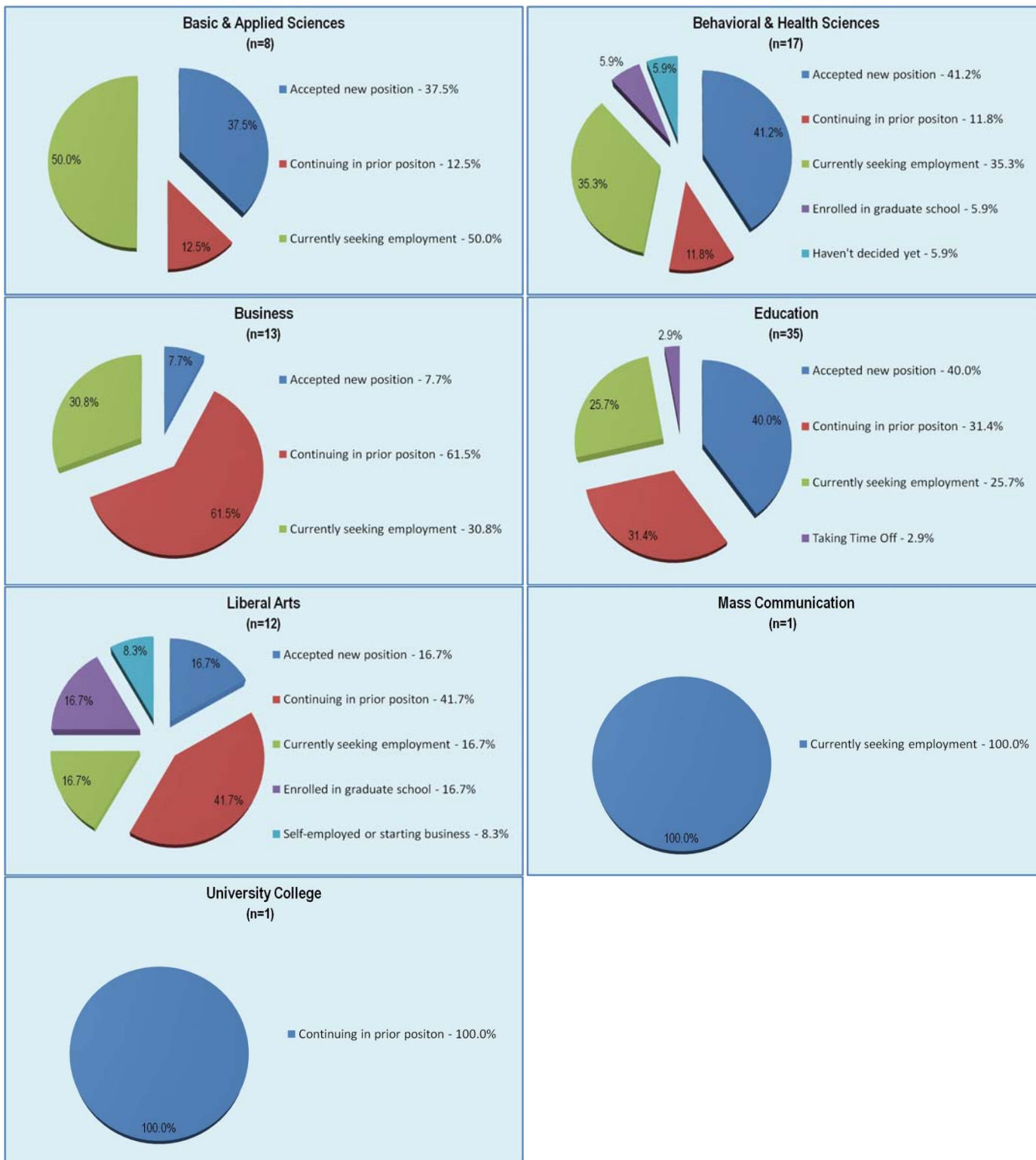
Salary Averages

Of the 23 reporting a Full-Time New Position as a primary plan, 20 reported their salary.

- Range: \$24,000 to \$120,000
- Average: \$51,014
- Midpoint: \$42,000
- Mode: \$50,000

Primary Plans by College

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



Salary Breakdown by Major

Of the 23 reporting a Full-Time New Position as a primary plan, 20 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
Administration and Supervision (Masters - Specialist)	EDU	3	-	\$36,000	\$50,000	\$70,000	\$52,000
Curriculum and Instruction (Masters - Specialist)	EDU	5	\$42,000	\$24,000	\$40,000	\$42,000	\$36,900
Leisure and Sport Management (Masters)	BHS	2	-	\$29,976	-	\$50,000	\$39,988