



WESTERN MICHIGAN UNIVERSITY
**Career and Student
Employment Services**

Student Affairs
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Post-Graduation Activity 2012-13

Bachelor's, Master's, and Doctoral Degrees

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EXECUTIVE SUMMARY

- **Who, How, and When:** Career and Student Employment Services surveyed 5,382 WMU students graduating with bachelor's, master's, and doctoral degrees between August 2012 and June 2013. Sixty six percent (66%; N=3,567) responded to the online survey between August 2012 and October 2013 reporting their primary post-graduation activity.
- **Post-Graduation Active Engagement:** 87% (N=3,107) are actively engaged, which is defined as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship.
- **Full-Time Employment:** 58% (N=2,073) of respondents are employed full time.
 - 70% (N=829) of respondents working full-time stated that their job is significantly related to their degree, for 20% (N=244) the job is moderately related to their degree, and for 10% (N=122) the job is not very related to their degree.
 - The most frequent methods of finding full-time employment included networking (27%; N=399), previous internship or work experience (20%; N=290), job posting websites (16%; N=243), employer websites (15%; N=230), and career fair (11%; N=163).
 - WMU graduates reported employment in 41 U.S. states. The most common state of employment was Michigan (78%; N=1,258), followed by Illinois (6%; N=86), Indiana (2%; N=32), Ohio (1.43%; N=23), California (1.24%; N=20). Less than two percent of respondents (1.43%; N=28) reported employment outside the United States.
 - Overall, the most commonly reported salary range was \$35,000 to 40,000 (12.46%; N=146), followed by \$40,000 to \$45,000 (11.35%; N=133), \$30,000 to \$35,000 (10.32%, N=121), \$50,000 to \$55,000 (9.9%; N=116), and \$55,000 to \$60,000 (8.62%; N=101).
- **Continuing Education:** 13.6% (N=485) of respondents are continuing education.
 - 64.19% (N=276) are pursuing master's degrees, 26.51% (N=114) doctoral degrees, 2.79% (N=12) bachelor's degrees, 3.49% (N=15) certificate programs, 2.09% (N=9) specialist programs, and 0.93% (N=4) associate programs.
 - 39% (N=186) of respondents are continuing education at WMU, while the remaining 61% are pursuing additional education at 97 institutions.
- **Internship Completion:** Overall, 61.46% (N=1,587) of respondents completed an internship or another experience related to their field of study. Of those reporting full-time employment, 65.18% (N=878) had an internship prior to graduation.

SURVEY METHODOLOGY

Career and Student Employment Services used an online questionnaire to collect data from August 2012, December 2012, April 2013, and June 2013 graduates of bachelor's, master's, and doctoral programs at Western Michigan University. Respondents were asked to indicate their primary post-graduation activity, including full-time employment, continuing education, part-time employment, post-graduate internship/fellowship, military service, self-employment, volunteer activity, or seeking employment.

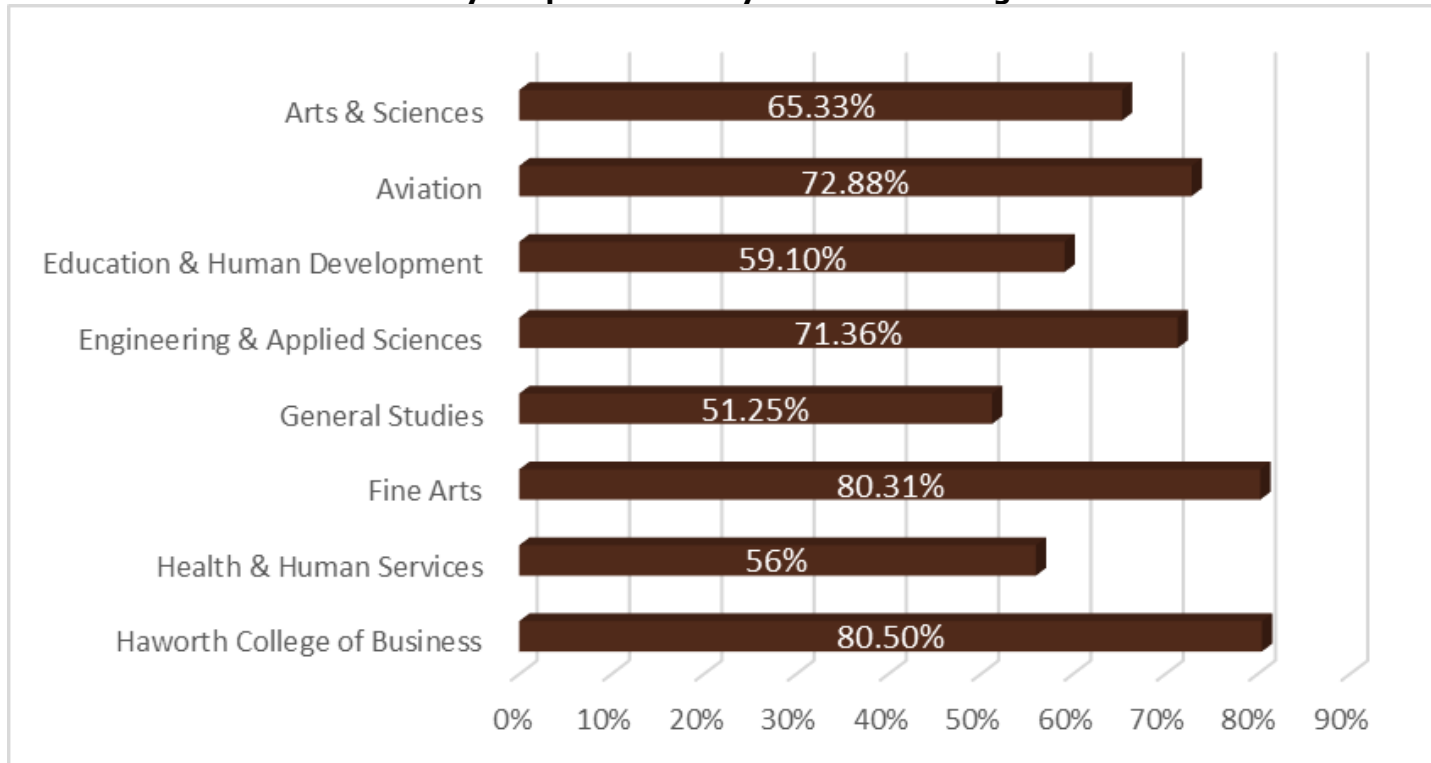
Three weeks before graduation, all graduating students received an email from the dean of their college or a department chairperson with a personalized link to the post-graduation activity survey. Non-respondents received three follow-up messages via email. Graduating students could also complete the survey by visiting www.wmich.edu/career. In addition, Career Services staff used LinkedIn to gather employment data for non-respondents by reviewing public LinkedIn profiles of recent graduates. Approximately 20% of data was obtained through LinkedIn. Employment data was updated throughout the year by following up with those who had indicated that they were still seeking employment at the time of completing the survey. As a result of these efforts, the WMU Post-Graduation Activity Report includes data from recent graduates at the time of graduation as well as three and six months after graduation. The data collection cycle ended on October 10, 2013.

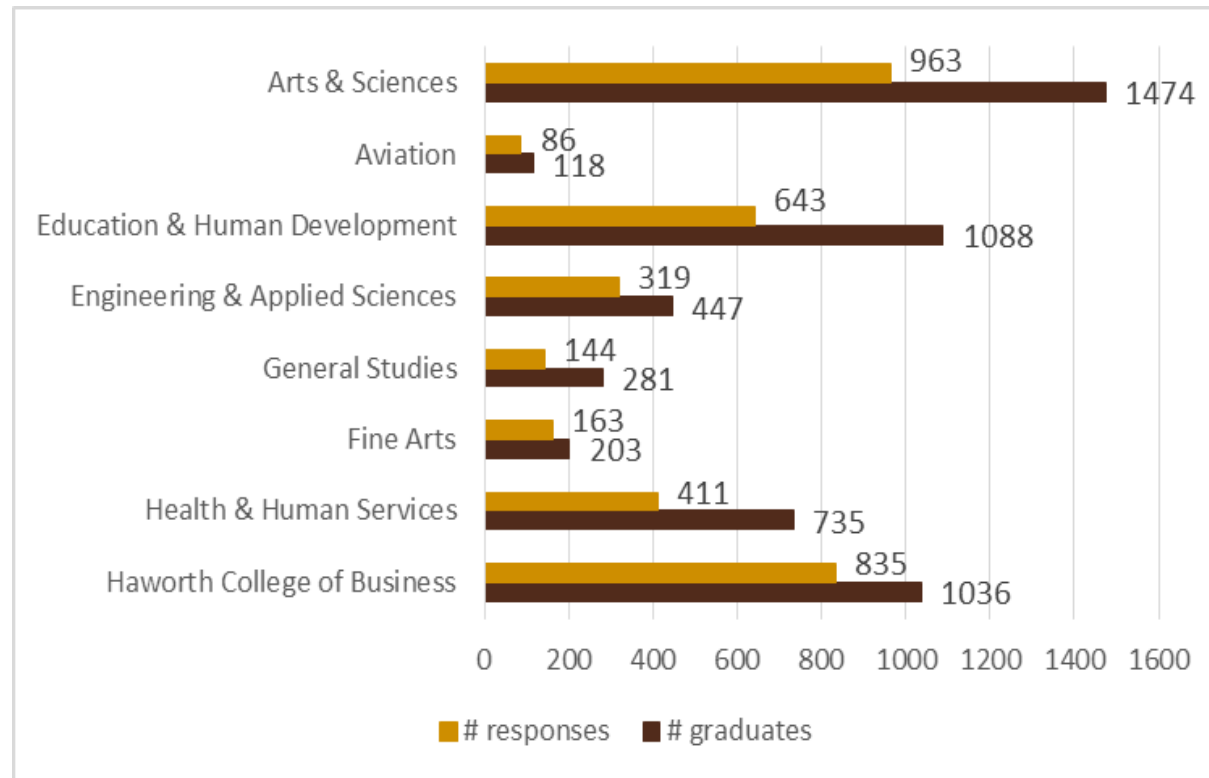
In several instances, graduates reported full-time employment but did not share salary information. National salary data from the National Association of Colleges and Employers (NACE) is included in the report, if available. NACE salary report contains employer-based data gathered from government and other sources. Additional salary information can be found at www.naceweb.org, (800) 544-5272, or (610) 868-1421.

This report is informational only. Information is self-reported and not fact-checked. Obvious errors, incomplete information, or extreme responses are excluded from this report. Only responses from graduates of August 2012, December 2012, April 2013, and June 2013 are included in this document.

OVERALL SURVEY RESPONSE RATES

Data is based on **3,567 responses**, which represents **66%** of total number of graduates (5,382) for 2012-13 academic year (August 2012, December 2012, April 2013, and June 2013). The response rate has increased by 5.63% as compared to the 2011-12 academic year. *The number of degrees granted used in the report reflects the information available in Cognos.*

Survey Response Rate by Academic College

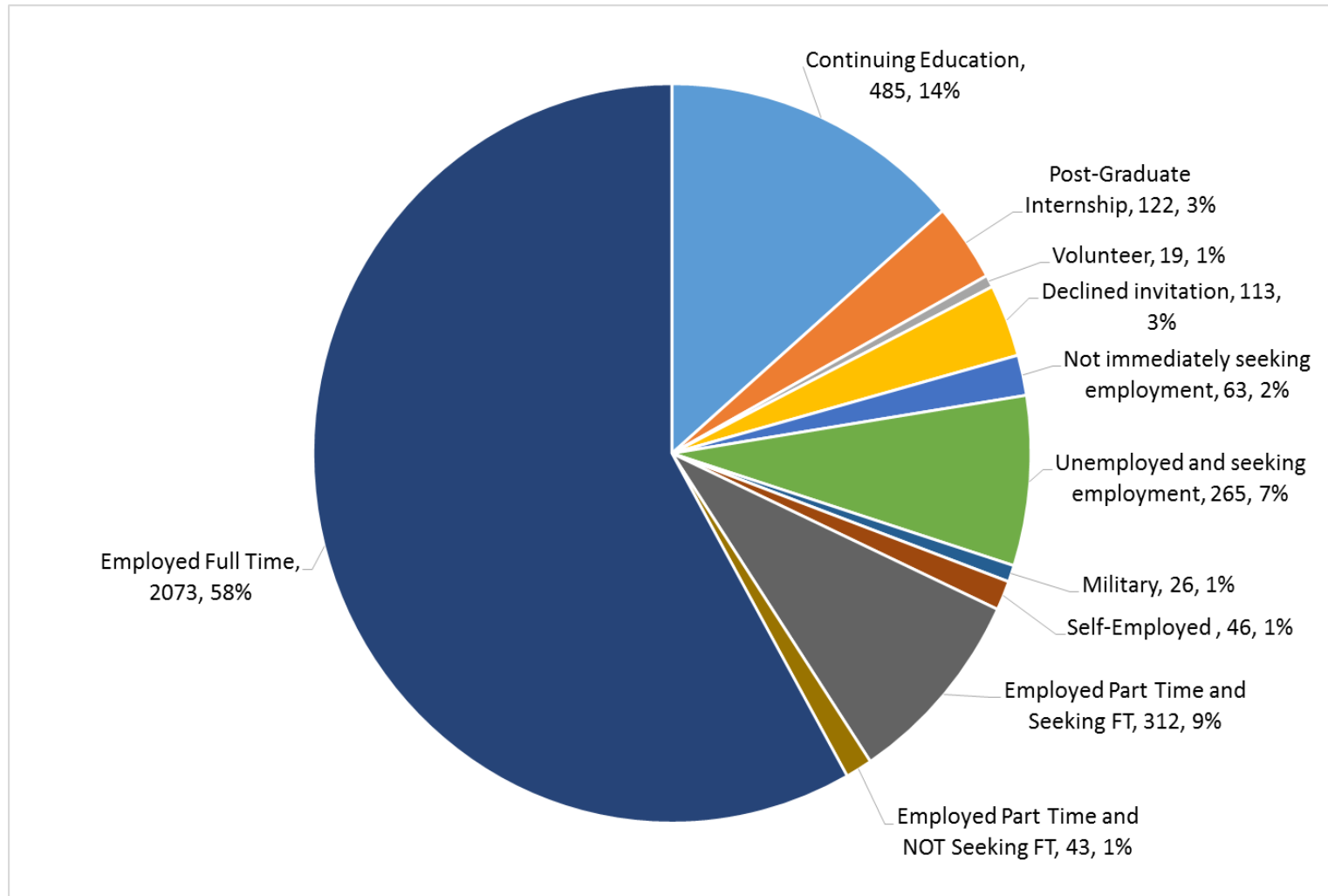
OVERALL SURVEY RESPONSE RATES (cont.)**Number of Responses in Relation to Number of Graduates by College**

PRIMARY POST-GRADUATION ACTIVITY FOR 2012-13 WMU GRADUATES

- Of all respondents, **87.1%** (N=3,107) **are actively engaged**, which is defined **as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship**. This represents $\uparrow 0.25\%$ (increase) from 2011-12.
- **78.28%** (N=1,258) **of graduates** who provided the location of their employer are **working in Michigan** ($\uparrow 4.38\%$).

PRIMARY ACTIVITY	ALL WMU Graduates		
	Count	Percent	% change from 2011-12
Employed full time or have accepted full-time employment	2073	58.11%	+6.28%
Continuing education	485	13.61%	-0.65%
Employed part time and NOT seeking full-time employment	43	1.21%	-0.79%
Employed part time and seeking full-time employment	312	8.73%	-2.34%
Military Service	26	0.73%	-0.22%
Post-graduate internship/fellowship	122	3.42%	-1.67%
Self-employed: started my own business	46	1.29%	-0.36%
Volunteering: involved with a volunteer project or program	19	0.53%	-0.11%
Not immediately seeking full-time employment	63	1.77%	+0.36%
Unemployed and seeking full-time employment	265	7.44%	-3.32%
Declined to answer	113	3.17%	+2.83%
Total	3564	100.00%	

PRIMARY POST-GRADUATION ACTIVITY FOR 2012-13 WMU GRADUATES (cont.)



REPORTED SALARY RANGES – ALL WMU

Participants who reported full-time employment were asked to report their salary ranges. Of 2,073 participants reporting full-time employment, 56.5% (N=1,172) provided salary information. Salary data is self-reported and not fact-checked.

All Respondents

N	%	Reported Salary Range
146	12.46%	\$35,001 to \$40,000
133	11.35%	\$40,001 to \$45,000
121	10.32%	\$30,001 to \$35,000
116	9.90%	\$50,001 to \$55,000
115	9.81%	\$45,001 to \$50,000
101	8.62%	\$55,001 to \$60,000
86	7.34%	\$25,001 to \$30,000
78	6.66%	\$20,000 to \$25,000
73	6.23%	\$60,001 to \$65,000
53	4.52%	Less than \$20,000
34	2.90%	Would rather not say
30	2.56%	\$65,001 to \$70,000
24	2.05%	\$75,001 to \$80,000
16	1.37%	\$80,001 to \$85,000
15	1.28%	More than \$100,000
13	1.11%	\$70,001 to \$75,000
13	1.11%	\$85,001 to \$90,000
3	0.26%	\$95,001 to \$100,000
2	0.17%	\$90,001 to \$95,000
1,172 (Total)		

UNDERGRADUATE VS. GRADUATE DEGREES: PRIMARY POST-GRADUATION ACTIVITY

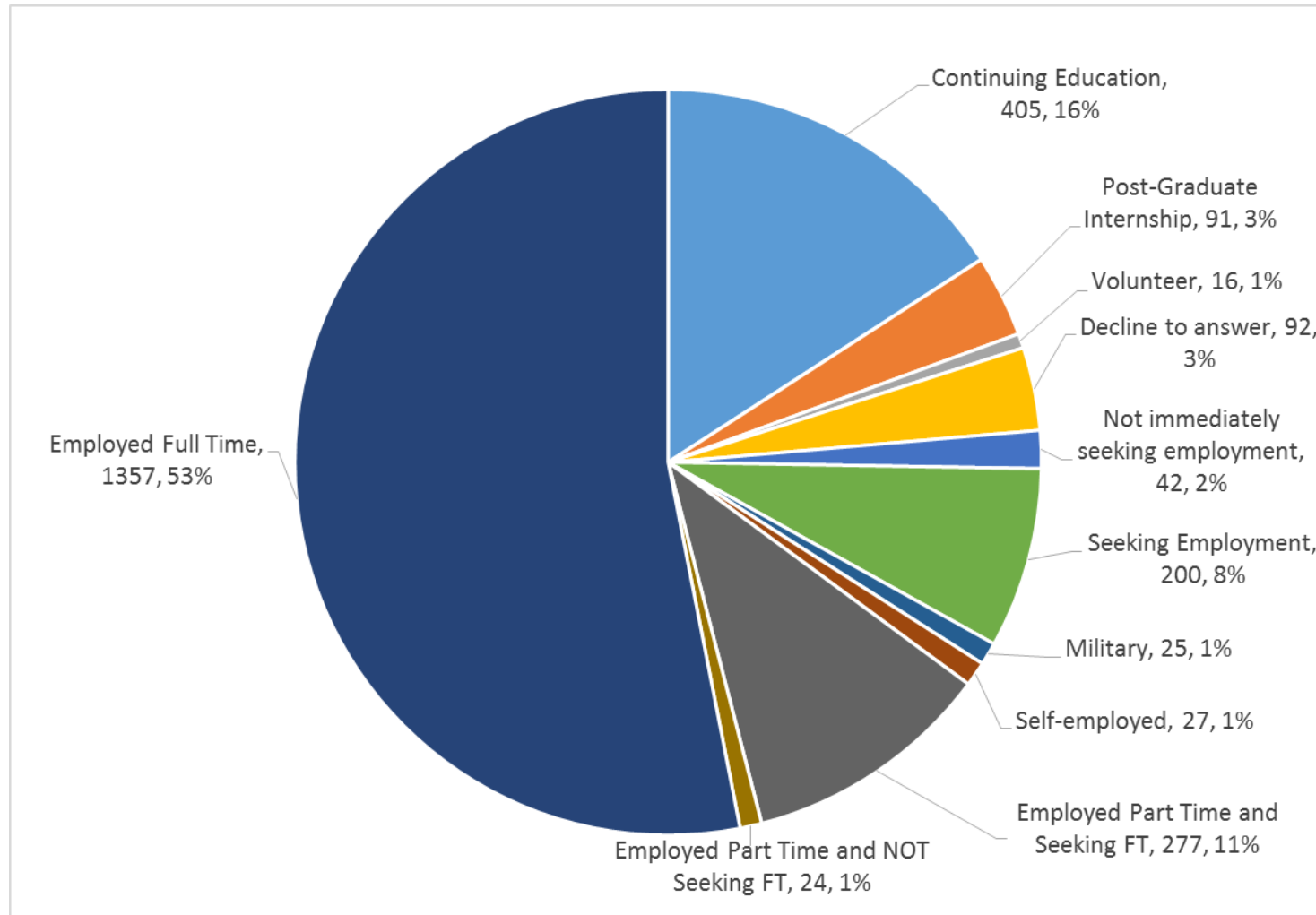
The overall response rate for graduate students was 65.8%, and for undergraduate students 66.39%. At the time of survey completion **86.3%** (N=2,206; ↓0.2%) **of undergraduate degree recipients** and **89.09%** (N=898; ↑1.09%) **of graduate degree recipients were actively engaged**, which is defined as full-time employment, continuing education, part-time employment, self-employment, military, or post-graduation internship/fellowship. At the time of survey completion, 6.45% of graduate students and 7.82% of undergraduate students were seeking employment.

Primary Activity for Undergraduate Degree Recipients

PRIMARY ACTIVITY	ALL WMU Graduates	
	Count	Percent
Employed full time or have accepted full-time employment	1357	53%
Continuing education	405	16%
Employed part time and NOT seeking full-time employment	24	1%
Employed part time and seeking full-time employment	277	11%
Military Service	25	1%
Post-graduate internship/fellowship	91	3%
Self-employed: started my own business	27	1%
Volunteering: involved with a volunteer project or program	3	0%
Not immediately seeking full-time employment	42	2%
Unemployed and seeking full-time employment	200	8%
Declined to answer	92	3%
Total	2543	100.00%

UNDERGRADUATE VS. GRADUATE DEGREES: PRIMARY POST-GRADUATION ACTIVITY (*cont.*)

Primary Activity for Undergraduate Degree Recipients

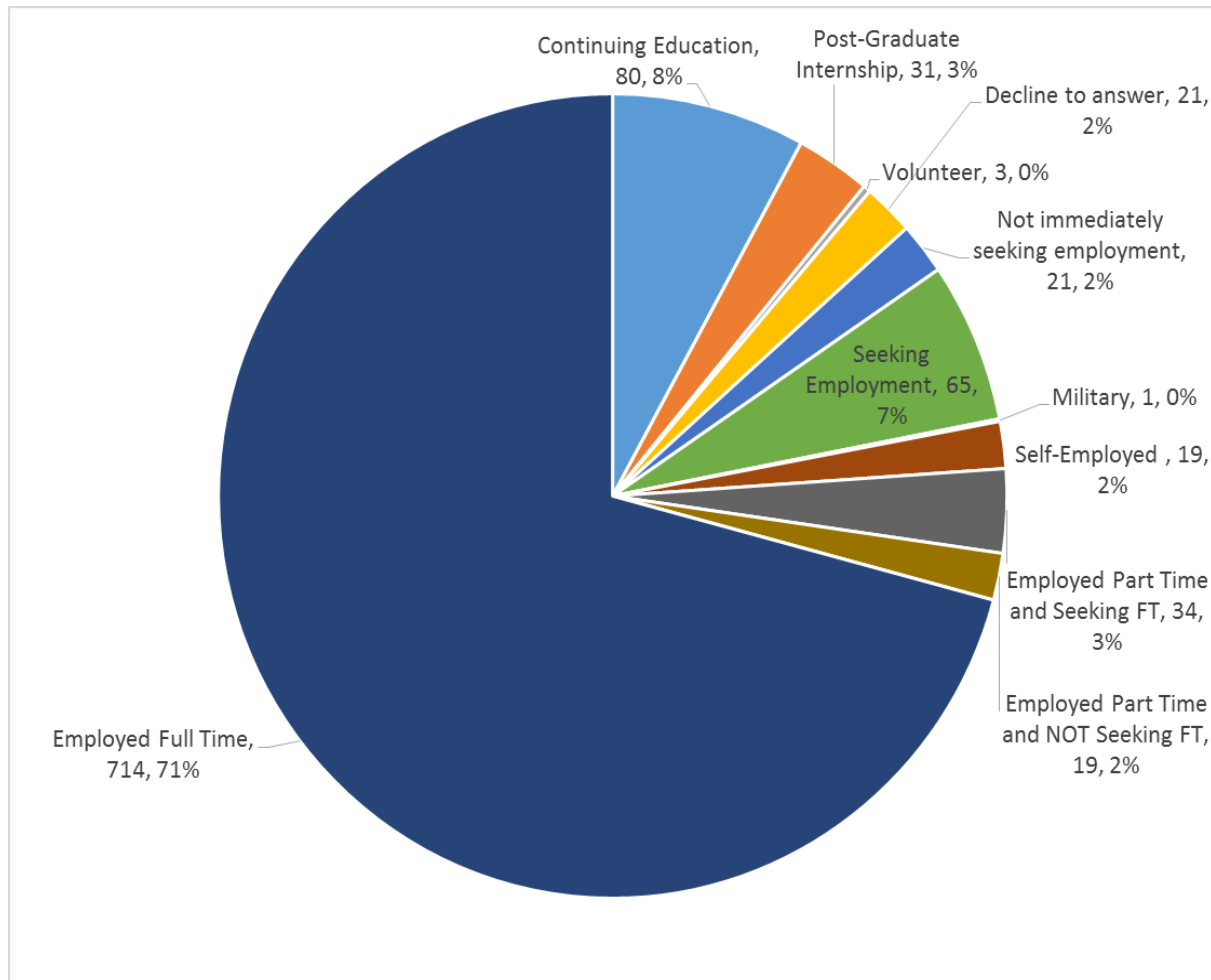


UNDERGRADUATE VS. GRADUATE DEGREES: PRIMARY POST-GRADUATION ACTIVITY (cont.)**Primary Activity for Graduate Degree Recipients**

PRIMARY ACTIVITY	ALL WMU Graduates	
	Count	Percent
Employed full time or have accepted full-time employment	714	71%
Continuing education	80	8%
Employed part time and NOT seeking full-time employment	19	2%
Employed part time and seeking full-time employment	34	3%
Military Service	1	0%
Post-graduate internship/fellowship	31	3%
Self-employed: started my own business	19	2%
Volunteering: involved with a volunteer project or program	3	0%
Not immediately seeking full-time employment	21	2%
Unemployed and seeking full-time employment	65	7%
Declined to answer	21	2%
Total	1008	100.00%

UNDERGRADUATE VS. GRADUATE DEGREES: PRIMARY POST-GRADUATION ACTIVITY (*cont.*)

Primary Activity for Graduate Degree Recipients



REPORTED SALARY RANGES: UNDERGRADUATE VS. GRADUATE DEGREES

* Salary data is self-reported and not fact-checked.

All Undergraduate Degrees

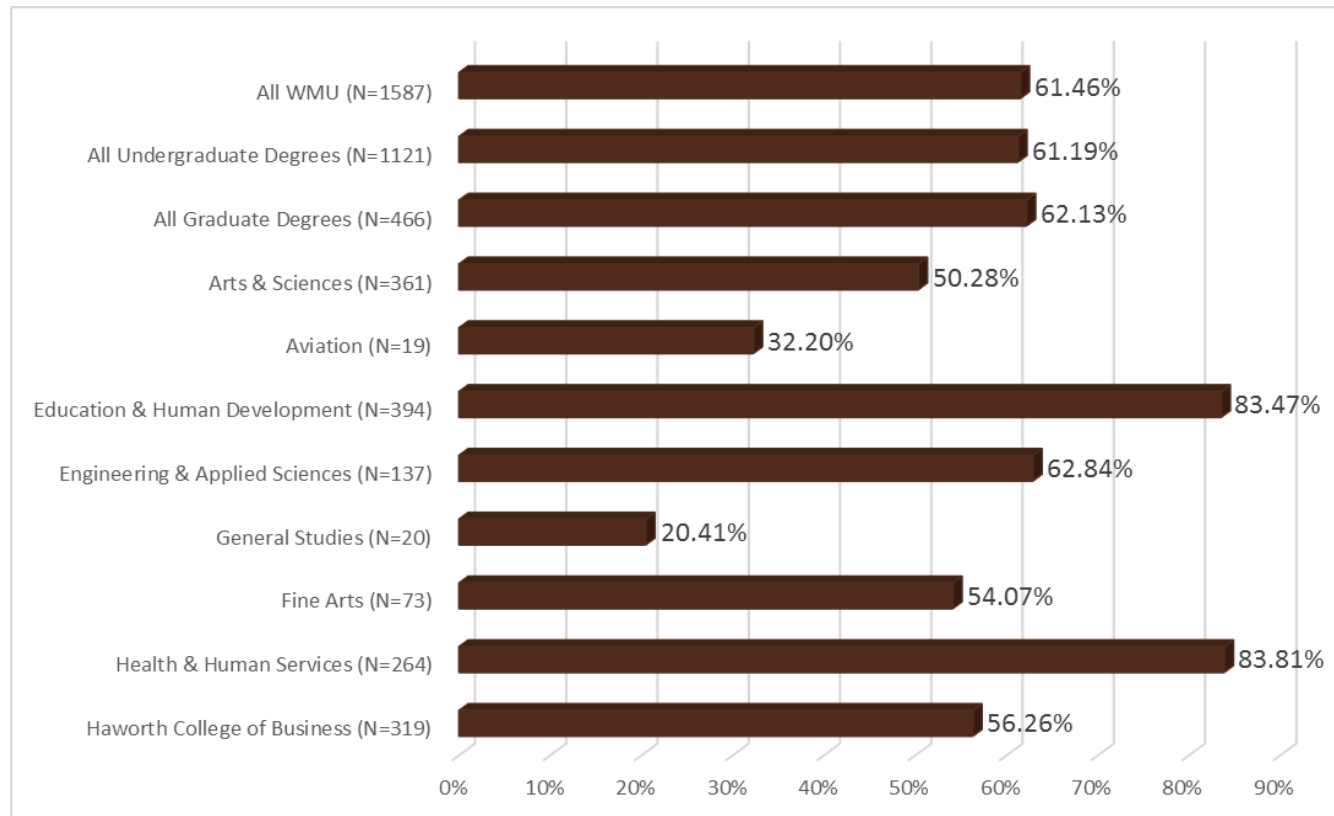
N	%	Reported Salary Range
92	12.47%	\$30,001 to \$35,000
88	11.92%	\$35,001 to \$40,000
76	10.30%	\$40,001 to \$45,000
69	9.35%	\$55,001 to \$60,000
67	9.08%	\$45,001 to \$50,000
66	8.94%	\$50,001 to \$55,000
65	8.81%	\$25,001 to \$30,000
63	8.54%	\$20,000 to \$25,000
50	6.78%	Less than \$20,000
47	6.37%	\$60,001 to \$65,000
19	2.57%	Would rather not say
15	2.03%	\$65,001 to \$70,000
6	0.81%	\$75,001 to \$80,000
5	0.68%	More than \$100,000
4	0.54%	\$70,001 to \$75,000
3	0.41%	\$80,001 to \$85,000
1	0.14%	\$85,001 to \$90,000
1	0.14%	\$90,001 to \$95,000
1	0.14%	\$95,001 to \$100,000
738 (Total)		

All Graduate Degrees

N	%	Reported Salary Range
15	3.46%	\$20,000 to \$25,000
21	4.84%	\$25,001 to \$30,000
29	6.68%	\$30,001 to \$35,000
58	13.36%	\$35,001 to \$40,000
57	13.13%	\$40,001 to \$45,000
48	11.06%	\$45,001 to \$50,000
50	11.52%	\$50,001 to \$55,000
32	7.37%	\$55,001 to \$60,000
26	5.99%	\$60,001 to \$65,000
15	3.46%	\$65,001 to \$70,000
9	2.07%	\$70,001 to \$75,000
18	4.15%	\$75,001 to \$80,000
13	3.00%	\$80,001 to \$85,000
12	2.76%	\$85,001 to \$90,000
1	0.23%	\$90,001 to \$95,000
2	0.46%	\$95,001 to \$100,000
3	0.69%	Less than \$20,000
10	2.30%	More than \$100,000
15	3.46%	Would rather not say
434 (Total)		

INTERNSHIP COMPLETION

Survey respondents were asked whether they completed an internship, co-op, or other work experience related to their field of study. Overall, **61.46%** (N=1,587; ↑18.46%) of respondents **completed an internship** while at WMU. Internship completion was at **61.19%** (N=1,121) for **undergraduate degree recipients**, and **62.13%** (N=466) among **graduate degree recipients**.



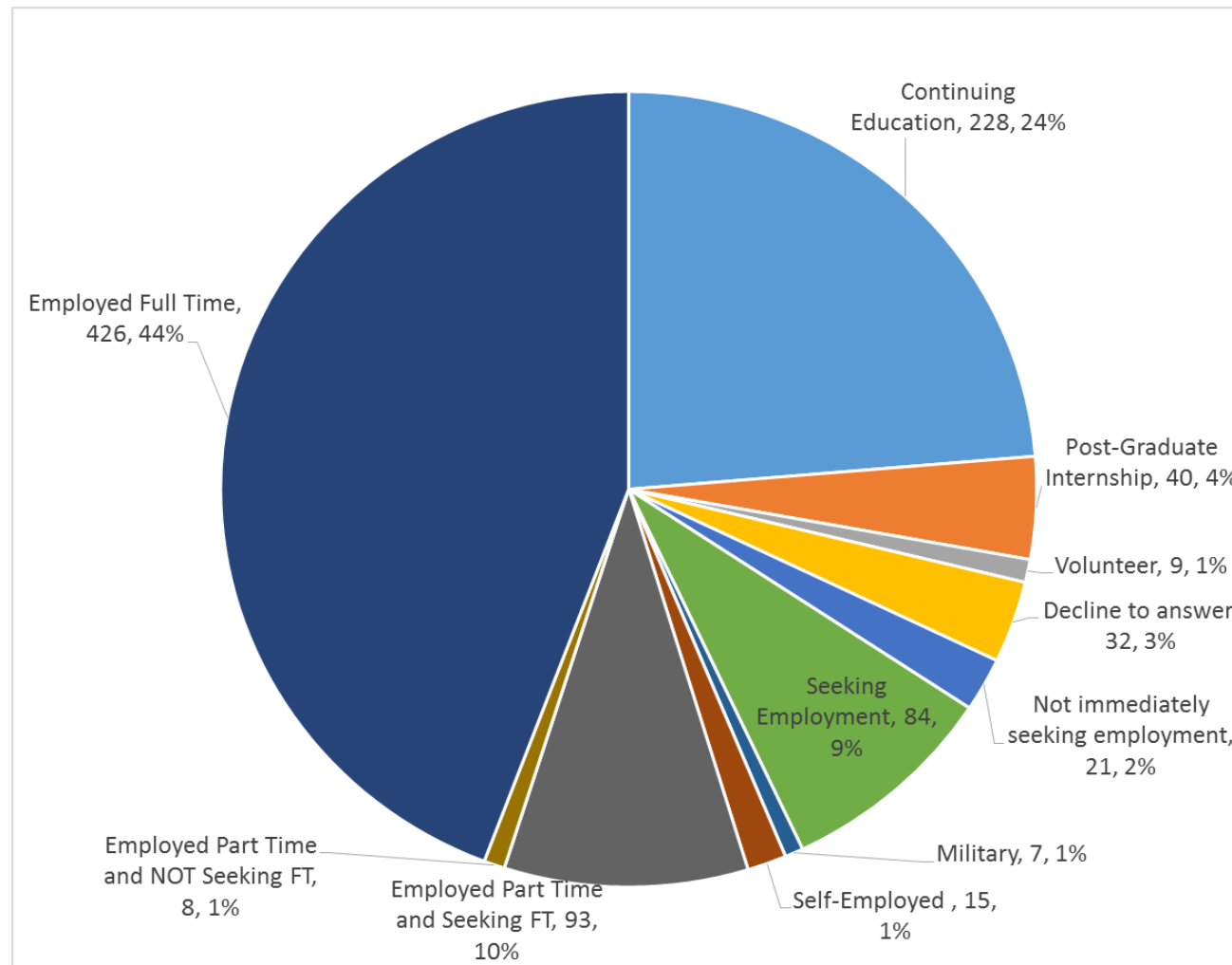
- Of those reporting full-time employment, 65.18% (N=878; ↑5.18%) had an internship prior to graduation.
- Of those reporting continuing education, 57.96% (N=262; ↑14.49%) had an internship.
- Of those reporting seeking employment, 52.33% (N=135; ↑2.62%) had an internship.

RESPONSES BY ACADEMIC COLLEGE**COLLEGE OF ARTS AND SCIENCES:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees)**

- **65.33%** (N=963; ↑1.87%) of all graduates from the College of Arts and Sciences **responded to the survey**.
- **84.84%** (N=817) of survey respondents are **actively engaged**, which is defined as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship.
- Compared to previous year, **full-time employment increased by 5.49%, continuing education by 2.46%**, while part-time employment while seeking full-time employment decreased by 4.30%, and unemployed and seeking employment decreased by 2.97%.

PRIMARY ACTIVITY	College of Arts and Sciences	
	Count	Percent
Employed full time or have accepted full-time employment	426	44.24%
Continuing education	228	23.68%
Employed part time and NOT seeking full-time employment	8	0.83%
Employed part time and seeking full-time employment	93	9.66%
Military Service	7	0.73%
Post-graduate internship/fellowship	40	4.15%
Self-employed: started my own business	15	1.56%
Volunteering: involved with a volunteer project or program	9	0.93%
Not immediately seeking full-time employment	21	2.18%
Unemployed and seeking full-time employment	84	8.72%
Declined to answer	32	3.32%
Total	963	100.00%

**COLLEGE OF ARTS AND SCIENCES:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees) (cont.)**



REPORTED SALARY RANGES: COLLEGE OF ARTS AND SCIENCES

*Salary data is self-reported and not fact-checked.

Salary means provided for each major were calculated based on the range midpoint.

Arts and Sciences: Undergraduate Degree

N	%	Reported Salary Range
19	16.38%	\$25,001 to \$30,000
18	15.52%	\$20,000 to \$25,000
18	15.52%	Less than \$20,000
15	12.93%	\$35,001 to \$40,000
12	10.34%	\$30,001 to \$35,000
12	10.34%	\$40,001 to \$45,000
5	4.31%	\$45,001 to \$50,000
5	4.31%	\$55,001 to \$60,000
4	3.45%	Would rather not say
3	2.59%	\$50,001 to \$55,000
3	2.59%	\$65,001 to \$70,000
1	0.86%	\$60,001 to \$65,000
1	0.86%	\$75,001 to \$80,000
116 (Total)		

Arts and Sciences: Graduate Degrees

N	%	Reported Salary Range
11	11.96%	\$55,001 to \$60,000
10	10.87%	\$35,001 to \$40,000
10	10.87%	\$40,001 to \$45,000
8	8.70%	\$30,001 to \$35,000
8	8.70%	\$45,001 to \$50,000
8	8.70%	\$50,001 to \$55,000
7	7.61%	\$60,001 to \$65,000
6	6.52%	\$25,001 to \$30,000
6	6.52%	\$75,001 to \$80,000
4	4.35%	\$20,000 to \$25,000
4	4.35%	Would rather not say
3	3.26%	\$65,001 to \$70,000
2	2.17%	\$85,001 to \$90,000
2	2.17%	Less than \$20,000
2	2.17%	More than \$100,000
1	1.09%	\$80,001 to \$85,000
92 (Total)		

COLLEGE OF ARTS AND SCIENCES: PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S DEGREES BY MAJOR

<i>College of Arts and Sciences – Bachelor's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Anthropology	15	8	53.33%	5	62.50%	1	12.50%	3	37.50%	\$28,750	-
Biology	51	33	64.71%	12	36.36%	10	30.30%	9	27.27%	\$50,000	\$41,500
Biomedical Sciences	84	54	64.29%	15	27.78%	27	50.00%	9	16.67%	\$33,333	\$47,500
Chemistry	21	7	33.33%	2	28.57%	4	57.14%	4	57.14%	-	\$47,200
Communication Studies	33	30	90.91%	21	70.00%	2	6.67%	8	26.67%	\$28,636	\$41,000
Comparative Religion	9	6	66.67%	2	33.33%	2	33.33%	1	16.67%	\$32,500	-
Criminal Justice	145	69	47.59%	33	47.83%	7	10.14%	25	36.23%	\$39,038	\$35,000
Economics	17	14	82.35%	4	28.57%	3	21.43%	2	14.29%	\$39,167	\$55,900
English	25	12	48.00%	5	41.67%	3	25.00%	3	25.00%	\$29,375	\$39,200
English: Creative Writing	58	29	50.00%	9	31.03%	6	20.69%	7	24.14%	\$31,875	\$39,100
English: Practical Writing	11	10	90.91%	5	50.00%	0	0.00%	4	40.00%	\$35,000	\$39,100
Environmental Studies	10	9	90.00%	5	55.56%	2	22.22%	6	66.67%	\$28,750	-
Film, Video, and Media Studies	52	34	65.38%	13	38.24%	3	8.82%	13	38.24%	\$23,750	\$32,600

Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Gender and Women's Studies	6	5	83.33%	1	20.00%	2	40.00%	2	40.00%	-	-
Geography	25	18	72.00%	7	38.89%	2	11.11%	6	33.33%	\$36,250	-
Geology	12	9	75.00%	1	11.11%	6	66.67%	4	44.44%	\$37,500	-
Geosciences	2	1	50.00%	0	0.00%	0	0.00%	0	0.00%	-	-
German	8	2	25.00%	0	0.00%	0	0.00%	0	0.00%	\$27,500	-
Global and International Studies	21	11	52.38%	2	18.18%	2	18.18%	5	45.45%	\$22,500	-
History	29	18	62.07%	4	22.22%	9	50.00%	9	50.00%	\$30,000	\$41,200
Interpersonal Communication	13	7	53.85%	5	71.43%	1	14.29%	4	57.14%	\$33,125	-
Japanese	4	1	25.00%	0	0.00%	0	0.00%	0	0.00%	-	-
Journalism	6	4	66.67%	1	25.00%	0	0.00%	3	75.00%	-	\$37,900
Mathematics	9	7	77.78%	1	14.29%	1	14.29%	0	0.00%	\$57,500	\$49,100
Organizational Communication	75	58	77.33%	35	60.34%	6	10.34%	18	31.03%	\$35,357	-
Philosophy	6	2	33.33%	0	0.00%	2	100.00%	0	0.00%	-	-
Physics	3	2	66.67%	1	50.00%	0	0.00%	0	0.00%	-	\$46,500
Political Science	50	29	58.00%	8	27.59%	6	20.69%	11	37.93%	\$37,500	\$41,000
Psychology	192	119	61.98%	30	25.21%	64	53.78%	70	58.82%	\$30,000	\$38,400
Public Relations	59	42	71.19%	29	69.05%	2	4.76%	21	50.00%	\$34,722	-

Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Sociology	36	25	69.44%	10	40.00%	7	28.00%	7	28.00%	\$30,000	\$37,100
Spanish	18	10	55.56%	5	50.00%	1	10.00%	3	30.00%	\$28,333	-
Statistics	4	2	50.00%	2	100.00%	0	0.00%	0	0.00%	\$27,500	\$49,100
Tourism and Travel	11	9	81.82%	4	44.44%	0	0.00%	1	11.11%	\$37,500	-

COLLEGE OF ARTS AND SCIENCES: PRIMARY POST-GRADUATION ACTIVITY FOR MASTER'S DEGREES BY MAJOR

<i>College of Arts and Sciences – Master's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Anthropology	9	8	88.89%	3	37.50%	3	37.50%	4	50.00%	\$35,833	-
Applied Economics	17	7	41.18%	2	28.57%	2	28.57%	1	14.29%	\$22,500	-
Biological Sciences	16	12	75.00%	8	66.67%	2	16.67%	2	16.67%	\$51,500	\$58,500
Chemistry	4	2	50.00%	1	50.00%	1	50.00%	0	0.00%	\$42,500	-
Communication	23	20	86.96%	8	40.00%	4	20.00%	11	55.00%	\$47,500	\$48,200
Comparative Religion	5	2	40.00%	0	0.00%	1	50.00%	1	50.00%	-	-
English	14	9	64.29%	5	55.56%	0	0.00%	2	22.22%	\$41,250	\$49,200
Geography	10	9	90.00%	3	33.33%	1	11.11%	5	55.56%	\$35,000	-
Geosciences	10	8	80.00%	7	87.50%	0	0.00%	2	25.00%	\$66,875	-
History	5	5	100.00%	2	40.00%	1	20.00%	1	20.00%	-	\$47,800
International Development	9	6	66.67%	3	50.00%	1	16.67%	3	50.00%	\$32,500	-
Mathematics and Math Ed	15	8	53.33%	3	37.50%	3	37.50%	5	62.50%	\$32,500	\$52,700
Medieval Studies	8	6	75.00%	2	33.33%	3	50.00%	1	16.67%	\$27,500	-
Philosophy	14	5	35.71%	1	20.00%	3	60.00%	1	20.00%	\$32,500	-
Physics	6	4	66.67%	1	25.00%	2	50.00%	1	25.00%	\$42,500	-
Political Science	2	1	50.00%	1	100.00%	0	0.00%	0	0.00%	\$42,500	\$54,300
Psychology	31	26	83.87%	14	53.85%	11	42.31%	19	73.08%	\$57,000	\$49,300

Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Public Administration	53	44	83.02%	38	86.36%	1	2.27%	9	20.45%	\$48,438	-
Science Education	6	3	50.00%	2	66.67%	1	33.33%	2	66.67%	\$47,500	-
Sociology	5	4	80.00%	1	25.00%	3	75.00%	1	25.00%	-	\$46,300
Spanish	13	7	53.85%	3	42.86%	1	14.29%	3	42.86%	\$22,500	-
Statistics	13	7	53.85%	2	28.57%	2	28.57%	4	57.14%	\$57,500	\$53,100

COLLEGE OF ARTS AND SCIENCES: PRIMARY POST-GRADUATION ACTIVITY FOR DOCTORAL DEGREES BY MAJOR

<i>College of Arts and Sciences – Doctoral Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Applied Economics	3	3	100.00%	2	66.67%	0	0.00%	1	33.33%	\$37,500	-
Biological Sciences	5	3	60.00%	3	100.00%	0	0.00%	1	33.33%	\$38,850	-
Chemistry	3	2	66.67%	2	100.00%	0	0.00%	0	0.00%	\$43,750	-
English	5	5	100.00%	4	80.00%	0	0.00%	0	0.00%	\$57,500	-
English: Creative Writing	4	3	75.00%	1	33.33%	0	0.00%	1	33.33%	-	-
Geosciences	2	2	100.00%	2	100.00%	0	0.00%	1	50.00%	\$42,500	-
History	2	1	50.00%	0	0.00%	0	0.00%	0	0.00%	-	-
Mathematics	4	3	75.00%	2	66.67%	0	0.00%	1	33.33%	\$47,500	-
Physics	6	5	83.33%	3	60.00%	0	0.00%	1	20.00%	\$77,500	-
Political Science	3	3	100.00%	2	66.67%	0	0.00%	2	66.67%	\$62,500	-
Psychology	16	13	81.25%	8	61.54%	0	0.00%	7	53.85%	\$57,500	-
Science Education	1	1	100.00%	1	100.00%	0	0.00%	0	0.00%	\$57,500	-
Spanish	1	1	100.00%	0	0.00%	0	0.00%	1	100.00%	-	-
Sociology	7	5	71.43%	2	40.00%	0	0.00%	2	40.00%	\$37,500	-
Statistics	2	2	100.00%	1	50.00%	0	0.00%	0	0.00%	\$32,500	-

COLLEGE OF ARTS AND SCIENCES: SAMPLE JOB TITLES AND EMPLOYERS (Undergraduate and Graduate Degrees)

*Information compiled from the last two years of post-graduation activity survey data.

College of Arts and Sciences		
Academic Major	Sample Job Titles	Sample Employers
Anthropology	Medical Laboratory Technician Museum Technician Specimen Processing	First Community Federal Credit Union Forensic Fluids Laboratory Legal Support and Processing Services Smithsonian Institution, Repatriation Office
Biochemistry	Laboratory Assistant Senior Laboratory Technician	Lancaster Laboratories University of Michigan
Biology	AmeriCorps VISTA program Annual Product Review Report Technician Biotech Researcher Clinical Research Coordinator Director of Educational and Community Outreach and Program Development Integrated Pest Management Lab Technician Laboratory Assistant Quality Control Raw Materials Lab Technician Research Associate Research Technician Water Treatment Operator / Lab Tech	Alliance Analytical Lab Beyer Research Kalamazoo Specialty Plants MPI Research Najit Perrigo Pfizer Global Manufacturing Portland Arts Foundation Proteos Shoreline Sport Medical Supply Stryker TGen
Biomedical Sciences	Animal Genetics Lab Technician Chemical Operator Chemistry Lab Coordinator Chemistry Laboratory Assistant Clinical Research Coordinator Direct Support Professional Document Solution Consultant Emergency Department Technician Lab Assistant Laboratory Technician Medical Technologist Microbiologist Microbiology Technical Associate Microbiology Technician	Baxter Environmental Testing Lab Impact Network Kalamazoo Valley Community College Beyer Research Monogram Comfort Foods Spherion Staffing PMT Corporation MPI Pfizer

Biomedical Sciences (cont.)	Neuro / Orthopedic / Trauma Product Specialist Patient Care Assistant Phlebotomist Physical Therapy Assistant Quality Specialist Research and Development-Sterilization Research Associate Research Technician Sales	<i>(list on previous page)</i>
Biological Sciences	Biochemist Doctoral Assistant Herpetologist / Aquarist Lecturer Postdoctoral Scholar Postdoctoral Fellow Research Assistant Research Associate Senior Research Scientist Senior Scientist	Eli Lilly Emory University Siemens Healthcare Tulsa Zoo Management, Inc. University of Chicago University of Illinois University of Malaysia Sarawak Western Michigan University Wuhan University Zoetis Inc.
Chemistry	Analytical R&D Associate Assistant Professor of Biochemistry Chemist Extraction Scientist Hazardous Waste Chemist Quality Control Lab Technician Research Associate Research Scientist II Scientist	Contract Research Organization Drug and Laboratory Disposal Fayoum University, Egypt Forensic Fluids Laboratories J. Rettenmaier Perrigo Proteos Pycal Stryker
Communication	Admissions Officer Advocate at a Domestic Violence Women's Shelter Branch Manager Claims Representative Conference Services Supervisor Corporate Trainee Education and Communication Coordinator Executive Team Leader Financial Service Rep Human Resource Generalist Imaging Specialist Leasing Agent	Abercrombie & Fitch Accretive Health Aerotek Alcoa Biddergy, LLC Borgess Health and Fitness Center Brent Steepe Coyote Logistics David P. Weikart Center for Youth Program Quality Dover Hills Apartments Educational Community Credit Union Entertainment Agency

Communication (cont.)	<p>Leasing Consultant Marketing Assistant Media Studies and Cross-Cultural Communication Specialist Member Services Representative Membership Services Coordinator Middle Management Mortgage Banker Offsite Auction Manager People Manager Personal Assistant Receptionist Recruiter Sales, Event Planning, Marketing Senior Program Associate Youth Advisor</p>	<p>Fabri-Kal Fetzer Center and WMU Heyman Associates Lakeside Academy Madonna University NETA - InterNational Electrical Testing Association Oasis Family Resource Center Quad Graphics Quicken Loans State Farm Insurance Target US Bank Wal-Mart Western Michigan University</p>
Criminal Justice	<p>Accounting Clerk Autism Therapist Border Patrol Agent Compliance Officer Computer Lab Attendant Corrections Deputy Eligibility Specialist Field Education Specialist Field Investigator Housing Case Manager Legal Receptionist Legal Secretary for the Victim / Witness Unit Loss Prevention Officer Map Trooper Michigan State Trooper Office Services Clerk Powerlifting Coach Program Assistant Public Safety Officer Quality Assurance Technician Resident Supervisor Sales / Customer Service Security Administrator Security Guard</p>	<p>45A District Court Answer United Autism Center Central City Parking City of Kalamazoo (Kalamazoo Public Safety) Coburn Investigative Agency Customs and Border Protection Department of the Michigan State Police FedEx Friend of the Court Kalamazoo County Government Kalamazoo Public Schools Lakeside Academy Mercury Cruise Lines Michigan Department of Human Services Michigan Works! Berrien Cass Van Buren Miller, Canfield, Paddock & Stone Monroe Youth Center Mound Laser and Photonics Center Office of the Prosecuting Attorney, Kalamazoo County Oriana House Inc. Quicken Loans S.A.F.E. Place Sheriff's Department</p>

Criminal Justice (cont.)	<p>Senior Legal Assistant Service Specialist Social Services Specialist Superintendent Talent Acquisition Specialist Telephone Agent Youth Specialist</p>	<p>St. Joseph Mercy Hospital State of Michigan Stephen L. Langeland, P.C. Target The Michigan Department of State Police U.S. Army Garrison Western Michigan University Willow Springs</p>
Earth Science	Lab Chemist	Pfizer
Economics	<p>Assistant Professor Associate Sales Representative Charter Accountant Customer Service Supervisor Economist Financial Advisor Research Specialist Sales Shift Team Leader / Crisis Worker Staff Auditor Technical & Customer Service, On-Site Contractor Third Grade Teacher</p>	<p>Americollect Chipper Booth Fry's Electronics Gryphon Place Landmark Aviation National Heritage Academies PRGX St. Norbert College Stryker Endoscopy The Walt Disney Company Titan Advisory Firm UPS</p>
English	<p>Assistant Language Teacher (ALT) Associate Department Chair, Assistant Professor Associate Residence Life Coordinator English Instructor Food Writer Gold Customer Service Representative Interim Systems ILS Administrator Pagination Quality Assurance Specialist Patent Legal Assistant Secondary English Teacher Technical Writer Telemarketing Coordinator Volunteer Coordinator</p>	<p>Battle Creek Public Schools Davenport University Dine Michigan Interac Law Firm MPI Research New York Life Insurance Safeco Insurance Sturgis Public Schools The University of Wisconsin Milwaukee Waldo Library Western Michigan University Yellow Pages Group</p>
English: Creative Writing	<p>Banker Consultant Content Writer and Editor Editorial Assistant Nonfiction Writer</p>	<p>Educational Consulting Farmers Insurance Group MDL Investments LLC PESG Quicken Loans</p>

English: Creative Writing (cont.)	Senior Claims Adjuster Substitute Teacher System Administrator	SAIC Tar River Poetry Third Coast Journal
English: Practical Writing	Consultant Court Employee Reporter	8th District Court Mod43, Inc Muskegon Chronicle
Environmental Studies	Analyst Industrial Hygienist Technician Sales Associate	Analytical Testing & Consulting Services, Inc. Gander Mountain Government
Film, Video, and Media Studies	Assistant General Manager Childcare Coordinator Marketing Consultant Marketing Coordinator Mortgage Reviewer Project Manager Project Tech Sales Videographer	American Campus Communities American Marine Box On Demand Cena Legend Maker Productions LLC Walker Parking Consultants West Hills Athletic Club WKZO
Geography	Archaeological Field Technician Assistant Planner / Zoning Administrator Departmental Technician - GIS specialist Environmental Consultant Environmental Scientist Field Technician Geologist GIS Analyst / CAD Operator GIS Technician Government Project Consultant House Framer Organic Farm Co-Owner Parks and Recreation Supervisor Research Assistant Soil Erosion and Sedimentation Pollution Control Officer Sustainability Coordinator	BLM Brockington & Asso Crystal Gardens Banquet Center Geographical Research MacDonald Bedford MECx LP Michigan DNR Michigan Land Bank Fast Track Authority Mid-Western Builders Mobilize Green and McHenry County, IL Peninsula Township Shell Exploration and Production Company SRI Spectrum Health Think Farm Trowbridge Companies, LLC Van Buren County WE Upjohn Institute Wealth Management

Geosciences	Associate Petroleum Geologist Cost Control Manager Environmental Consultant Geologist PEC Inc Project Manager Wellsite Geologist II Wildland Urban Interface Specialist	Alticor Chesapeake Energy Devon Energy EOG Resources Occidental Oil and Gas Rent-a-Gardener, LLC Riverside Operating Co., LLC Sunburst Consulting Inc. Texas A&M Forest Service The Shaw Group WMU
Global and International Studies	English Teacher Loaned Executive	Korean Government United Way of Greater Milwaukee
History	Social Media Coordinator Teacher Transportation Sales Representative	CH Robinson Worldwide Gilmore Car Museum Heritage Christian Academy
Interpersonal Communication	Assistant Director of Dance Cast Member Dual Language Support Staff Sales Associate	Disney Shockwave Allstars Van Buren Intermediate School District Vandrie Home Furnishing
Journalism	Assistant Sports Information Director Executive Briefing Center Media Technician Freelance Photojournalist Sports Reporter Sports Writer	Anesthesea Business Consultants Ave Maria University Heritage Media Mars Hill College The Flint Journal
Mathematics	Director of the Math and Physics Center Teacher Visiting Assistant Professor	Kalamazoo College Southwestern Michigan College
Medieval Studies	Librarian Office Coordinator	University of Tennessee Chattanooga
Organizational Communication	Account Specialist Activity Specialist Advertising Sales Director Assistant in Foundation Relations Assistant Store Director Associate Recruiter Child Care Account Manager Commercial Line Account Manager Communication Coordinator	Aerotek Brooksource Cardinal Health Catapult PR & Investment Relations Firm Check Into Cash Depatie Fluid Power Co. Employment Group FedEx Ground Ford Global Action Team at JDRF

Organizational Communication (cont.)	<p>Customer Service Representative Customer Service Specialist Customer Support Associate Dispatcher Z Force Transportation Event Coordinator Event Planner Executive Team Leader Human Resource Manager Mortgage Banker Personal Banker Private Team Rehabilitation Lead Professional Services Recruiter Professional Territory Sales Public Relations Intern Quality Assurance Clerk Recruiter Sales Rep Social Media Specialist Special Events Assistant Student Services Team Leader Traffic Coordinator Training and Development</p>	<p>Great Lakes Waterproofing Greenleaf Hospitality Group JPMorgan Chase Kohl's Department Stores Marketing and Public Relations Assistant Michigan State University Morgan Stanley Smith Barney Natural Health Center Nike Nordstrom Paramount Innovations Park Village Pines Power Play Marketing Quicken Loans Sequel Youth & Family Services Spartan Stores Target Team Detroit The Bartech Group The Beverly Country Club The Event Company Western Michigan University White Lake Insurance Agency</p>
Physics	<p>Physics Teacher Postdoctoral Appointee Postdoctoral Research Associate Researcher</p>	<p>Kalamazoo Public Schools Pacific Northwest National Laboratory Sandia National Labs</p>
Political Science	<p>Administrative Assistant Assistance Payments Worker / Eligibility Specialist Assistant Manager Assistant Professor of Political Science Business Development Campaign Manager Canteen Chief Constituent Relations Assistant Communication and Public Affairs Official Director of Constituent Affairs Executive Director Federal Relations Coordinator Field Director</p>	<p>Badlands Strategies, LLC Brinks & Assoc. Bronson Battle Creek Cbeyond Consumer Financial Protection Bureau APCO Mars Hill Michigan House of Representatives Michigan Republican Party Political Operations within the Democratic Party Senator State of Michigan U.S. Chamber of Commerce</p>
Political Science (cont.)		

	<p>Finance Associate Medical Records Supervisor Political Campaign Manager Presidential Management Fellow Program Specialist</p>	<p>University of Texas at El Paso VCS W.K. Kellogg Foundation Western Michigan University</p>
Psychology	<p>ABA Instructor Account Executive Applied Behavior Analysis Art and Program Assistant Assistant Caregiver Assistant Professor Assistant Program Coordinator for Residential Services Associate Clinical Director Autism Treatment BCBA Clinical Supervisor Behavior Aide Behavior Analyst Behavior Consultant Behavior Technician Behavior Therapist Behavioral Consultant Board Certified Behavior Analyst Building Materials Manager Call Center Representative Case Worker Child Care Provider Child Protective Service Specialist Client Service Intern Clinical Director Clinical Specialist Clinical Supervisor Entry-Level Managerial Consultant Habilitation Counselor and Administrative Assistant Individual, Marital, and Group Therapist Intelligence Analyst Legal Assistant / Office Manager Management Consultant Marketing / Webmaster Medical Assistant</p>	<p>ABA Treatment Allegan County Community Mental Health Services Allstate Arizona Department of Economic Security Autism Center Autism Intervention Center Bierman ABA Booz Allen Hamilton Center for Disability Services Cherry Street Health Services Child Advocacy Covenant Senior Day Department of Human Services Developmental Enhancement Domestic And Sexual Abuse Services Durham DBT, Inc. Ed Supports Great Lakes Regional Center HUMANeX Ventures Kellogg Keystone Behavioral Pediatrics Kidz Clubhouse Lakeside Academy Lighthouse Autism Center LINC Community Revitalization Little Star Center MDOT, National Highway Traffic Safety Partners in Behavioral Milestones Mental Health MPI Research New England Center for Children Omni Community Credit Union Oregon Health & Science University Pine Rest Christian Mental Health Services Probation Center</p>
Psychology (cont.)		

	<p>Neighborhood Services Project Assistant Patient Navigator Performance Improvement Coordinator Postdoctoral Fellow Prevention Educator Process Improvement Specialist Program Manager Psychologist Psychotherapist Public Affairs Assistant Research Specialist Resident Care Provider Resident Coordinator Residential Service Specialist Senior Consultant Site Director of School Age Childcare Special Projects Coordinator for New Student and Parent Orientation Support Staff Teacher Therapist Youth Counselor</p>	<p>Q Elderlaw, PLC ROI- Great Lakes Center for Autism Treatment and Research Safeco South Haven Community Hospital St. Norbert College Summit Pointe The Shape of Behavior Trebesch Inc. Western Michigan University Westfield State University Women's Center of Greater Lansing YMCA of Metro Detroit YWCA of Kalamazoo</p>
<p>Public Administration</p>	<p>Accountant and Research Administrator Administration / Purchasing Assistant Administrative Assistant Administrative Officer (Government) Analyst Assistant Professor Associate Planner Chief Executive Officer Claim Processor Claim Specialist Community Resources Corporate Procurement Manager Departmental Manager Director of Finance and Strategic Partnerships Education Technology Specialist Eligibility Specialist Executive Assistant Executive Director</p>	<p>Accretive Health Anderson Economic Group Baker College of Owosso Basic HR Bronson Health Foundation Bronson Hospital Capital Area United Way Charter Township of Meridian City of Kalamazoo Clinton County Department of Veterans Affairs Eaton Eaton County Prosecutor's Office Gallagher Bassett Services Inc. IDAC KACRA Kushner & Company Lake Michigan College</p>
<p>Public Administration</p>		

(cont.)	<p>Financial Analyst GMS Implementation Team Coordinator Grant and Subcontract Coordinator Grants and Contracts Manager HR Assistant Human Resources Administrator Human Resources Manager IT Administrator Juvenile Facility Director Legal Assistant Liability & Litigated Senior Claim Adjuster Manager of Maintenance Services Manager-Hospitalist Program Organizational Development Specialist Patient Financial Counselor Program Development Coordinator Program Manager Prosthetic Representative Public Administration Public Utilities Engineer Publications Specialist Quality Coordinator Residence Hall Coordinator Sales Associate Senior Analyst Training and Development Specialist</p>	<p>Malaysian Agricultural Research & Development Institute Michigan College Access Network Michigan Department of Education Michigan Public Service Commission Michigan Senate - 4th District Michigan State Police Michigan State University National Science Research Institute Natural Resource Management Perrigo Company SOM-Department of Human Services Southwestern Michigan Economic Growth Alliance Sparrow Health System State Farm Insurance State of Michigan Stryker W.E. Upjohn Institute W.K. Kellogg Foundation Western Michigan University</p>
Public Relations	<p>Account Coordinator Account Executive Administrative Assistant Assistant Language Teacher Assistant Property Manger Campaign Consultant Clerical Team Support, Scheduling Coordinator Corporate Communications Coordinator Customer Service Event Assistant Event Coordinator Event Marketer Event Planner Financial Sales Consultant</p>	<p>Accretive Health Bankers Life & Casualty Blue Cross Blue Shield Bronson Healthcare Group Chicago Twenty Something Comprehensive Retail Solutions Coyote Logistics Creative Solutions Group Davidoff Communications Edward Rose & Sons Emerald City Designs Forbes Healthcare MidWest Interac</p>
Public Relations (cont.)		

	<p>Insurance Agent Marketing Assistant Marketing Specialist Member Services Membership Service Associate National Account Manager Patient Access Representative Political Field Organizer PR and Marketing Specialist Process Management Consultant Project Assistant Public Relations Representative Public Relations, Community Relations, Marketing Retail / Food Service Director and Communications and Connections Support Sales / Management Shift Supervisor Social Media Reputation Manager Social Reputation Manager Western Regional Sales Manger Wireless Consultant</p>	<p>International Programs Council Ketchum LocalVox Meritage Hospitality Group Michigan Democratic Party MSU's W.K. Kellogg Biological Station Natural Health Center Parrot, Inc. PNC Bank St. Julian Winery Stryker Instruments The Event Company The Owen Group Valley Family Church Verizon Wireless Western Michigan University YMCA of Greater Kalamazoo Zaragon</p>
Sociology	<p>Assistance Payments Worker Assistant General Manager Children's Protective Services Specialist Communication / Operations Manager Consumer Interviewer Economic Development Manager Environmental Services Associate Faculty Specialist Finance Assistant Land Management / Outreach Legal Assistant Library Associate Operations Manager Pupil Accounting Coordinator Research Analyst Resident Coordinator Sales Account Executive Social Media Manager and Video Production Specialist</p>	<p>Bronson Methodist Hospital Crothall Services Group Farmworker Legal Services Gallup Greenleaf Hospitality Group His House Christian Fellowship Indiana University South Bend Integrity Educational Services Kalamazoo Probation Enhancement Program (KPEP) Kellogg's Loyola University Menna's Joint Michigan Department of Human Services The City of Plainwell Total Quality Logistics Westat Western Michigan University</p>

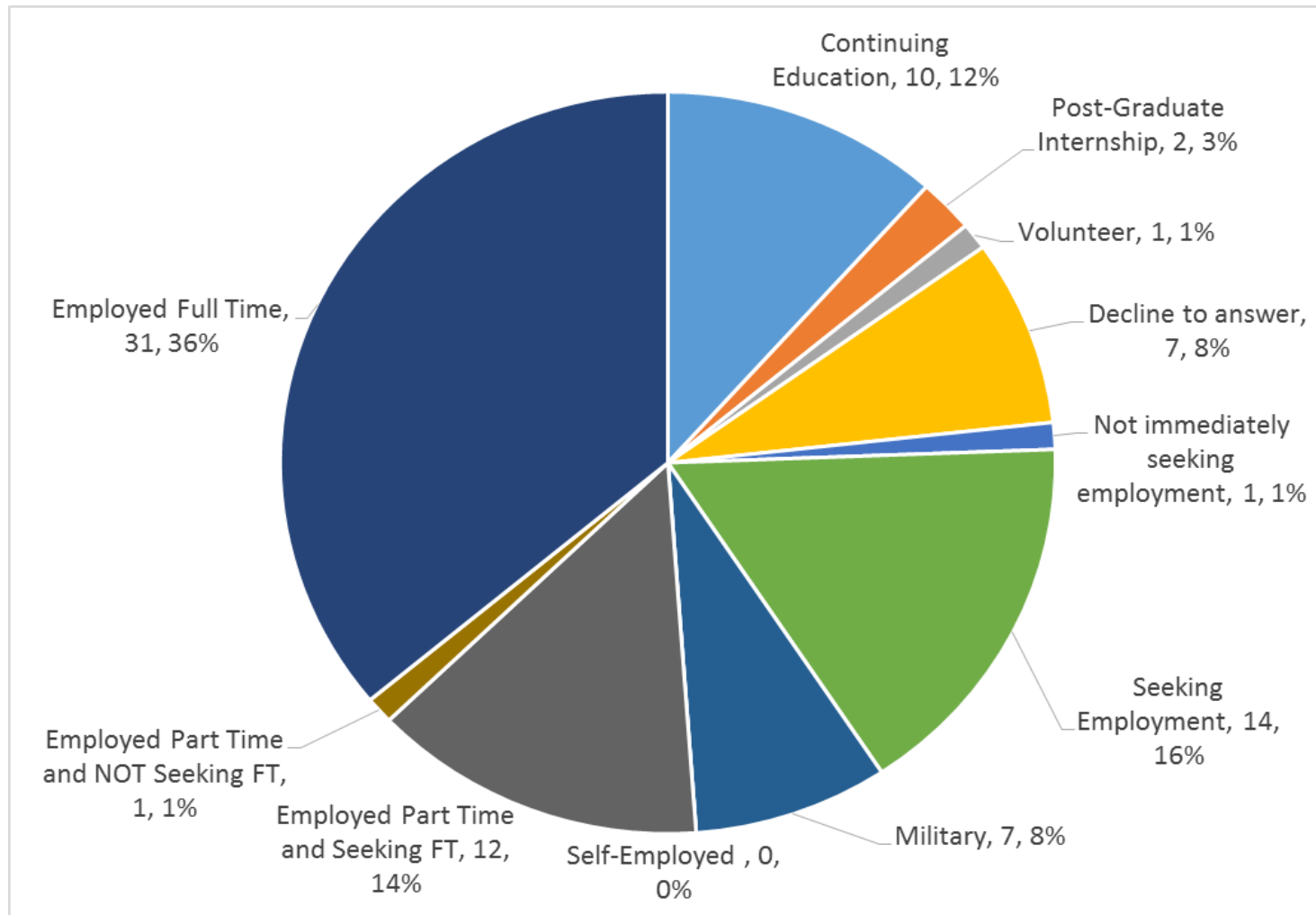
Spanish	ESL Paraprofessional Spanish Professor Study Abroad Program Coordinator Unit Clerk-Hospital	Bronson Methodist Hospital Comstock Public Schools Michigan State University
Statistics	Faculty Statistical Analyst Test Engineer	Aerotek Convergys Manufacturing
Tourism and Travel	Main Entrance Operations Merchandiser Specialist Manager Tourist Marketer	Imperial Beverages, Elite Brands, CKL Corporation Walt Disney World

COLLEGE OF AVIATION: PRIMARY POST-GRADUATION ACTIVITY

- **72.88%** (N=86; ↑3.11%) of graduates from the **College of Aviation responded** to the survey.
- **73.26%** (N=63; ↓8.96%) of respondents are **actively engaged**, which is defined as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship.
- Compared to previous year, **full-time employment decreased by 7.29%**, continuing education by 1.71%, while part-time employment while seeking full-time employment increased by 1.73%, and unemployed and seeking employment increased by 0.72%.

PRIMARY ACTIVITY	College of Aviation	
	Count	Percent
Employed full time or have accepted full-time employment	31	36.05%
Continuing education	10	11.63%
Employed part time and NOT seeking full-time employment	1	1.16%
Employed part time and seeking full-time employment	12	13.95%
Military Service	7	8.14%
Post-graduate internship/fellowship	2	2.33%
Self-employed: started my own business	0	0.00%
Volunteering: involved with a volunteer project or program	1	1.16%
Not immediately seeking full-time employment	1	1.16%
Unemployed and seeking full-time employment	14	16.28%
Declined to answer	7	8.14%
Total	86	100.00%

COLLEGE OF AVIATION: PRIMARY POST-GRADUATION ACTIVITY (*cont.*)



REPORTED SALARY RANGES: COLLEGE OF AVIATION

*Salary data is self-reported and not fact-checked.

Salary means provided for each major were calculated based on the range midpoint.

N	%	Reported Salary
4	20.00%	\$20,000 to \$25,000
4	20.00%	\$30,001 to \$35,000
2	10.00%	\$25,001 to \$30,000
2	10.00%	\$35,001 to \$40,000
2	10.00%	\$45,001 to \$50,000
2	10.00%	\$75,001 to \$80,000
1	5.00%	\$55,001 to \$60,000
1	5.00%	\$70,001 to \$75,000
1	5.00%	Less than \$20,000
1	5.00%	More than \$100,000
20 (Total)		

COLLEGE OF AVIATION: PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S DEGREES BY MAJOR

<i>College of Aviation - Bachelor's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Aviation Flight Science	41	37	90.24%	15	40.54%	5	13.51%	6	16.22%	\$44,375	-
Aviation Maintenance Technology	23	13	56.52%	4	30.77%	1	7.69%	5	38.46%	\$57,500	-
Aviation Science and Administration	54	35	64.81%	12	34.29%	4	11.43%	7	20.00%	\$38,000	-

COLLEGE OF AVIATION: SAMPLE JOB TITLES AND EMPLOYERS

*Information compiled from the last two years of post-graduation activity survey data.

College of Aviation		
Academic Major	Sample Job Titles	Sample Employers
Aviation Flight Science	Aeronautical Analyst Certified Flight Instructor Chief Pilot Crew Scheduling Supervisor Engineer First Officer Flight Instructor Flight Instructor Trainee GIV Captain Maintenance Mechanic Pilot Pilot and Camera Operator Substitute Teacher Web Developer	Aerosim Flight Academy American Flyers Auto-Wares Group Chautauqua Airlines Corporate Image Aviation Evergreen Packaging Executive Jet Management Kirk Curtiss Park Reserve Forces Training Area Professional Educational Services Group LLC. Skydive Fort Wayne Spring City Aviation The Flight School, Inc. Western Michigan University Williams Aerial & Mapping
Aviation Science and Administration	Administrative Assistant Airport Operations Specialist Border Patrol Agent Certified Flight Instructor Commercial Sales Corporate Flight Planning Customer Service Flight Coordinator Flight Instructor Flight Operating System Integrator Flight Operations Specialist Manager Operations Officer Operations Specialist Certified Flight Instructor Operations Supervisor Quality Manager	Aerosim Flight Academy Air Services Avfuel Capital Region Airport Authority Customs and Border Protection Don Seelye Ford Federal Aviation Administration Horizon Aviation Huntsville Madison County Airport Authority Landmark Aviation Medical Manufacturing - Plastics Northern Jet Management Old Dominion Stewart Aviation Services Universal Weather & Aviation Western Michigan University

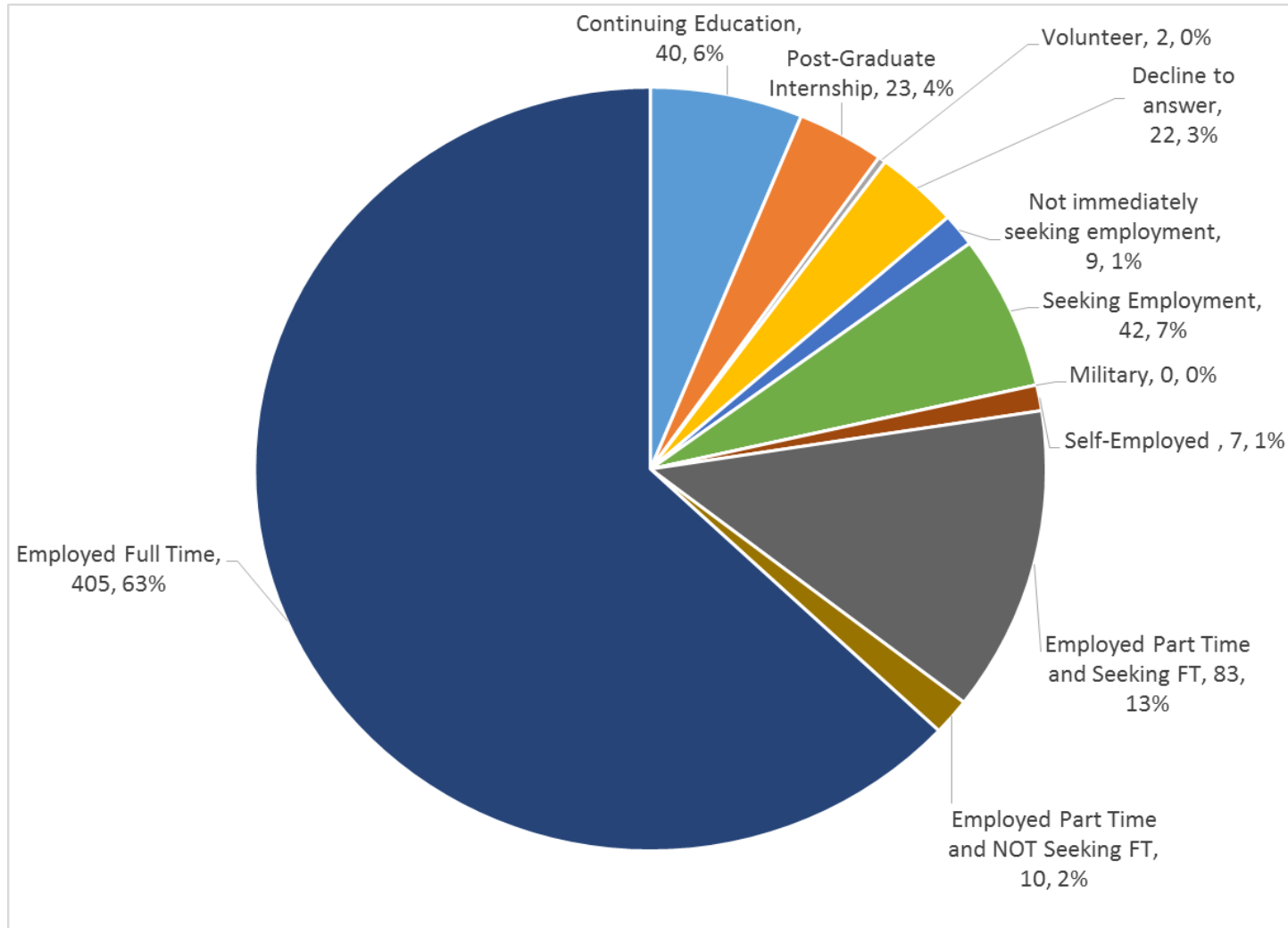
Aviation Maintenance Technology	Aircraft Technician Airframe and Powerplant Mechanic Airframe Mechanic Aviation Maintenance Technician Reliability Analyst	Applied Composites Engineering Duncan Aviation Everts Air Cargo Kucera International Republic Airways Inc. WACO Classic Aircraft
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**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees)**

- **59.10%** (N=643; ↑9.01%) of graduates from the **College of Education and Human Development responded** to the survey.
- **88.34%** (N=568; ↑1.61%) of respondents are **actively engaged**, which is defined as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship.
- Compared to previous year, **full-time employment increased by 6.54%**, continuing education decreased by 0.51%, part-time employment while seeking full-time employment decreased by 2.05%, and unemployed and seeking employment decreased by 5.62%.

PRIMARY ACTIVITY	College of Education and Human Development	
	Count	Percent
Employed full time or have accepted full-time employment	405	62.99%
Continuing education	40	6.22%
Employed part time and NOT seeking full-time employment	10	1.56%
Employed part time and seeking full-time employment	83	12.91%
Military Service	0	0.00%
Post-graduate internship/fellowship	23	3.58%
Self-employed: started my own business	7	1.09%
Volunteering: involved with a volunteer project or program	2	0.31%
Not immediately seeking full-time employment	9	1.40%
Unemployed and seeking full-time employment	42	6.53%
Declined to answer	22	3.42%
Total	643	100.00%

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees) (cont.)**



REPORTED SALARY RANGES: COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

*Salary data is self-reported and not fact-checked.

Salary means provided for each major were calculated based on the range midpoint.

Education and Human Development: Undergraduate Degrees

N	%	Reported Salary Range
23	27.71%	\$30,001 to \$35,000
16	19.28%	\$20,000 to \$25,000
12	14.46%	\$35,001 to \$40,000
12	14.46%	Less than \$20,000
8	9.64%	\$25,001 to \$30,000
6	7.23%	\$40,001 to \$45,000
5	6.02%	Would rather not say
1	1.20%	\$50,001 to \$55,000
83 (Total)		

Education and Human Development: Graduate Degrees

N	%	Reported Salary Range
34	22.52%	\$35,001 to \$40,000
27	17.88%	\$40,001 to \$45,000
19	12.58%	\$45,001 to \$50,000
13	8.61%	\$50,001 to \$55,000
9	5.96%	\$55,001 to \$60,000
8	5.30%	\$25,001 to \$30,000
8	5.30%	\$60,001 to \$65,000
7	4.64%	\$20,000 to \$25,000
7	4.64%	\$75,001 to \$80,000
5	3.31%	\$30,001 to \$35,000
5	3.31%	\$65,001 to \$70,000
3	1.99%	More than \$100,000
2	1.32%	\$95,001 to \$100,000
1	0.66%	\$80,001 to \$85,000
1	0.66%	\$85,001 to \$90,000
1	0.66%	Less than \$20,000
1	0.66%	Would rather not say
151 (Total)		

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT:
PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S DEGREES BY MAJOR**

<i>College of Education and Human Development - Bachelor's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Athletic Training	12	6	50.00%	1	16.67%	3	50.00%	3	50.00%	-	-
Child and Family Dev.	14	10	71.43%	4	40.00%	1	10.00%	9	90.00%	\$20,833	-
Dietetics	18	13	72.22%	2	15.38%	2	15.38%	3	23.08%	\$27,500	\$58,000
Early Childhood Development	123	69	56.10%	32	46.38%	0	0.00%	50	72.46%	\$26,667	\$33,800
Elementary Education	63	29	46.03%	10	34.48%	0	0.00%	22	75.86%	\$32,500	\$49,300
Exercise Science	70	43	61.43%	25	58.14%	10	23.26%	25	58.14%	\$29,500	-
Family and Consumer Sci.	6	2	33.33%	0	0.00%	0	0.00%	2	100.00%	-	-
Family Studies	41	24	58.54%	11	45.83%	6	25.00%	16	66.67%	\$30,000	-
Food Service Administration	6	2	33.33%	1	50.00%	0	0.00%	2	100.00%	\$42,500	-
Health Ed.	9	6	66.67%	5	83.33%	0	0.00%	3	50.00%	\$26,250	-
Interior Design	10	8	80.00%	5	62.50%	0	0.00%	5	62.50%	\$37,500	-
Physical Ed.	20	9	45.00%	4	44.44%	0	0.00%	7	77.78%	\$27,500	\$42,800
Recreation	15	9	60.00%	3	33.33%	1	11.11%	7	77.78%	\$22,500	
Secondary Ed.	102	58	56.86%	29	50.00%	4	6.90%	46	79.31%	\$30,167	\$53,200

Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent			Count	Percent of Responses
Special Ed-Elementary and Secondary	44	18	40.91%	12	66.67%	0	0.00%	12	66.67%	\$34,375	-
Textile and Apparel Studies	37	25	67.57%	15	60.00%	0	0.00%	12	48.00%	\$31,071	-

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT:
PRIMARY POST-GRADUATION ACTIVITY FOR MASTER'S DEGREES BY MAJOR**

<i>College of Education and Human Development – Master's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Athletic Training	7	7	100.00%	4	57.14%	0	0.00%	6	85.71%	\$35,833	-
Career and Technical Ed.	17	11	64.71%	10	90.91%	1	9.09%	3	27.27%	\$57,500	\$50,800
Counseling Psychology	38	20	52.63%	14	70.00%	0	0.00%	13	65.00%	\$38,500	-
Counselor Education	83	51	61.45%	39	76.47%	1	1.96%	31	60.78%	\$37,500	\$42,500
Educational Leadership	113	77	68.14%	63	81.82%	4	5.19%	42	54.55%	\$47,688	-
Educational Technology	20	9	45.00%	6	66.67%	1	11.11%	2	22.22%	\$47,500	-
Evaluation, Measurement, and Research	2	1	50.00%	1	100.00%	0	0.00%	0	0.00%	\$ 42,500	-
Exercise and Sports Medicine	6	5	83.33%	0	0.00%	3	60.00%	5	100.00%	-	-
Family and Consumer Sciences	19	13	68.42%	9	69.23%	1	7.69%	9	69.23%	\$48,500	-
Literacy Studies	15	8	53.33%	8	100.00%	0	0.00%	4	50.00%	\$41,667	

Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Organizational Learning and Performance	14	8	57.14%	8	100.00%	0	0.00%	4	50.00%	\$65,000	-
Physical Education	25	13	52.00%	12	92.31%	1	7.69%	6	46.15%	\$47,500	-
Practice of Teaching	56	28	50.00%	27	96.43%	1	3.57%	6	21.43%	\$42,283	-
Socio-Cultural Studies of Education	11	7	63.64%	6	85.71%	0	0.00%	2	28.57%	\$34,167	-
Special Education	12	8	66.67%	6	75.00%	1	12.50%	6	75.00%	\$40,833	-
Teaching Children – Visually Impaired	11	7	63.64%	6	85.71%	0	0.00%	6	85.71%	\$54,500	-

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT:
PRIMARY POST-GRADUATION ACTIVITY FOR DOCTORAL DEGREES BY MAJOR**

<i>College of Education and Human Development - Doctoral Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Counseling Psychology	8	6	75.00%	3	50.00%	0	0.00%	5	83.33%	\$65,000	-
Counselor Education	4	4	100.00%	4	100.00%	0	0.00%	2	50.00%	\$57,500	-
Educational Leadership	12	11	91.67%	9	81.82%	0	0.00%	7	63.64%	\$81,875	-
Interdisciplinary Evaluation	4	4	100.00%	2	50.00%	0	0.00%	3	75.00%	-	-
Evaluation, Measurement, and Research	3	3	100.00%	2	66.67%	0	0.00%	2	66.67%	-	-
Special Education	2	2	100.00%	2	100.00%	0	0.00%	2	100.00%	\$50,000	-
Counseling Psychology	8	6	75.00%	3	50.00%	0	0.00%	5	83.33%	\$65,000	-

**COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT:
SAMPLE JOB TITLES AND EMPLOYERS (Undergraduate and Graduate Degrees)**

*Information compiled from the last two years of post-graduation activity survey data.

College of Education and Human Development		
Academic Major	Sample Job Titles	Sample Employers
Career and Technical Education	Assistant Director Associate Recruiter Business Education Teacher Career and Technical Teacher Director of Care and Technical Education Finance Specialist Health Science Instructor Healthcare Instructor Instructor Law Enforcement Instructor Manager of IT & Simulation Systems Open Entry Office Information Technology Instructor Teacher Trades Instructor	Calhoun Intermediate School District Careerline Tech Center Delton Kellogg Schools Head Start Hillsdale Community Schools Jackson Area Career Center Jenison Public Schools Kellogg Community College State of Michigan The Bartech Group Van Buren County Intermediate School District Western Michigan University
Child and Family Development	Lead Direct Care Staff Fund Development and Community Relations Coordinator Teacher	Family and Children Services Parent to Parent SWMI Community Action
Coaching and Sport Performance	Assistant Varsity Football Coach Director of Basketball Operations Assistant Football Coach Design Supervisor	Maple Valley High WMU United States Merchant Marine Academy Eaton Corporation
Counseling Psychology	Behavioral Health Specialist Children's Therapist Clinical Assistant Clinical Supervisor Contractual Therapist Discharge Coordinator Education Specialist Evaluation Specialist	Apple & Associates Barbara Desalvo, Inc. Central Washington Comprehensive Mental Health Community Mental Health Elizabeth Upjohn Community Healing Center Family & Children Services Henry Jackson Foundation- Womack Army Illinois State University

Counseling Psychology (cont.)	Home Based Therapist Limited License Psychologist Mental Health Care Provider Outpatient Clinician Promotions Coordinator Psychologist Psychometrist Psychotherapist Staff Psychologist Therapist Therapist, TLLP Therapist / Case Manager TLLP, LLPC Psychologist	Kalamazoo Psychology LLC Medical Center Meijer Pine Rest Christian Mental Health Services Spectrum Health Medical Group Touchstone Innovare Traverse Bay Area ISD Venture Behavioral Health
Counselor Education	Administrative Assistant / Student Advisor Admissions Counselor Advocate / Counselor Assistant Director Assistant Director, Career Services Assistant Professor Auto Claim Representative Case Manager Children Services Specialist Children's Protective Service Client Advocate Clinical Counselor Clinical Program Coordinator Clinical Specialist Contractual Therapist Counselor Deputy Director Director of Guidance Elementary School Counselor Facilitator Family Resource Specialist Family School Coordinator Home Based Therapist Intern School Counselor KSSN Site Team Clinician Limited Licensed Professional Counselor Mediator	Addiction Recovery Career Preparation Center CMU Community Healing Center Cornerstone University Eaton Intermediate School District Family Counseling and Children's Service Georgia Vocational Rehabilitation Agency Grand Rapids Public Schools Grand Valley State University Hope Academy of West Michigan Kalamazoo Public Schools Kearsley Community Schools Kent County Kentwood Public Schools Lake Otion Community Schools Lake Side Counseling, PLLC Lakeshore Middle School Mental Health and Substance Abuse Services Mental Health / Social Services Michigan Rehabilitation Services Michigan State University Mona Shores Schools Muskegon County National Institute for Trauma and Loss in Children Northern Family Intervention Services, Inc Northwest Michigan Community Action Agency

Counselor Education (cont.)	Recruitment Coordinator Rehabilitation Counselor School Counselor School Programs and High School Leadership Director Senior Admissions Counselor Service Specialist Student Services Coordinator Substance Abuse Counselor Teacher Therapist Vocational Rehabilitation Counselor Youth Service Worker	Old Town Psychological PCMI Services Pine Rest Christian Mental Health Services ProtoCall ProtoCall Services Sherman Lake YMCA State Farm Insurance State of Michigan The ALPHA Behavioral Health Center Turning Point Youth Center University of Michigan West Michigan Therapy Western Kentucky University Western Michigan University Women's Resource Center Woodlands Behavioral Healthcare Network
Dietetics	Assistant Manager Dining	Pfizer Western Michigan University
Early Childhood Education	1 st Grade Teacher 2 nd Grade Teacher 3 rd Grade Teacher 4 th Grad Teacher 5 th Grade Teacher Certified Kindergarten Teacher Classroom Teacher Daycare Provider Early 5's Teacher Early Childhood and Elementary Teacher Elementary Teacher Kindergarten Teacher Lead Preschool Teacher Math Interventionist (Middle School Math Teacher) Paraprofessional PreKindergarten teacher Preschool Teacher Program Director Reading Interventionist Reading Paraprofessional Special Education teacher	Ann Arbor YMCA Camp Nashoba North Cannonsburg Elementary Cassopolis Public Schools Clarkston Public Schools Clarksville Montgomery community schools Cole Academy Comstock Community Learning Center Comstock Northeast Middle School Connections Academy Countryside Academy Cristin's Creative Corner Preschool and Daycare Decatur Public Schools East China School District Edgecombe County Public Schools Edison Elementary School Kalamazoo County Head Start Kalamazoo Public Schools Kentwood Public School District Lakeshore Public Schools Lincoln Public Schools

Early Childhood Education (cont.)	Special Education Teacher Title 1 Intervention Tutor Title I Paraprofessional	Morgan Rothschild Academy Oakland Academy Portage Public Schools Professional Education Services Group St. Bartholomew School St. Michael Lutheran Church Teach for America Texas City ISD The Learning Tree Troy School District
Educational Leadership	Academic Advisor Academic and Administration Services Admission Counselor Area Director Assistant Director for Community Standards Assistant Director of Campus Life for Neiman Center Assistant Director of Student Life-Leadership Assistant Director, Student Leadership & Engagement Assistant Marketing Manager Assistant Principal Assistant Professor Assistant Superintendent of Human Resources Assistant Vice President for Enrollment and Career Center Director Associate Director Athletic Director / Student Success Coordinator Behavior Specialist Career Developer Coordinator, Student Organizations for Social Justice and LGBT Resource Center Curriculum Director Data Services Instructional Specialist Data / School Improvement Coach Dean Dean of Instruction and Assessment Dean of Students Dean of Students / Assistant Principal Digital Identity Development Specialist Director Director of Alumni Services	ATS Academic Temporary Services Aviation Baker College of Muskegon Bangor Public Schools Battle Creek Public Schools Benton Harbor Schools Berrien Springs Public Schools Bethel College, Indiana Black River Public School Bowling Green State University Boys and Girls Club of Greater Kalamazoo Buchanan Community Schools Calhoun Intermediate School District Carleton College Centreville Public Schools City of Muskegon Heights Comstock Public Schools Constantine Public Schools Corinthian Colleges, Inc. Dainty Hunchback, LLC East Grand Rapids Public Schools Eastern Kentucky University Everest Institute Faith Alive Christian Resources FHPS Forest Hills Public Schools Gary Community School Corporation Genesee Intermediate School District George Mason University Giulford College Grand Valley State University

<p>Educational Leadership (cont.)</p>	<p>Director of Nontraditional Studies Editor & Faculty Educational Counselor Energy Production Technology Instructor English Department Head, Classroom Teacher English Teacher / Auditorium Director Enrollment Specialist First Year Advisor and Adjunct Faculty General Education Teacher-English Language Arts High School Principal Instructional Coach Instructor at a Career Tech Center Interim Assistant Superintendent K- 5 Dean Kindergarten Teacher Literacy Coach Manager of Operations / Personnel Math Consultant MLT Program Coordinator and Instructor Northeastern Unit Coordinator Principal Research Manager School Data Consultant School Innovation Partner Secondary ELL Instructor Secondary Teacher Special Education Teacher State and Federal Grant Writer Student Finance Planner Student Services Coordinator Student Services Director Superintendent Teacher Consultant Teacher: K-5 School and Community Leadership Technology Teacher Vice-Principal Youth Development Professional</p>	<p>Grandville Public Schools Hopkins Public Schools Hudsonville Public Schools Intermediate School District Kalamazoo College Kalamazoo Public Schools Kalamazoo Valley Community College Kellogg Community College Kent ISD Lake Michigan College Lakeview School District Lansing School District Michigan Conference of Seventh-day Adventists Michigan State University Michigan Works Mona Shores Muskegon Area Career Tech Center Muskegon Catholic Schools Muskegon County Muskegon Public Schools National Heritage Academies Nebraska Wesleyan University Newaygo Public Schools Northern Michigan University Northwestern University Oakridge Public Schools Olivet Community Schools Partners in School Innovation Paw Paw Middle School Portage Public Schools River Valley Public Schools Rockford Public Schools Saint Mary's College School of The Art Institute of Chicago Schuler Family Foundation Springport High School The Tokyo Public School Three Rivers Community Schools Timberland Charter Academy Triangle Fraternity</p>
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Educational Leadership (cont.)	<i>(list on previous page)</i>	Union City Community Schools W.E. Upjohn Institute Wandering Educators Watervliet Public Schools Western Michigan University Whitehall District Schools WMU-Disability Services for Students (DSS) Zeeland Public Schools
Educational Technology	2nd Grade Teacher Academic Advisor Assistant Director of Marketing for Student Affairs Avionics Instructor Educational Technologist Faculty / Lead Instructor High School English Teacher High School Math Teacher Science Teacher Technology Coordinator and Middle School Technology	Allegan Public Schools Coldwater Community Schools Coloma Community Schools Hamilton Community Schools Hartford Public Schools Hopkins Public Schools Lockheed Martin Otsego Public Schools Western Michigan University Westfield Washington Schools
Elementary Professional Education	1 st Grade Teacher 2 nd Grade Teacher 3 rd Grade Teacher 4 th Grade Teacher 5 th Grade Teacher 6 th Grade Social Studies Teacher Activity Leader Daycare Worker Director of Childcare Facility Elementary School Teacher Elementary Teacher Fourth Grade Teacher Kindergarten Teacher Literacy Tutor Paraprofessional Preschool Teacher Special Education Teacher Substitute Teacher Supervisor Teacher	Battle Creek Public Schools City of Kentwood Clay Community Schools Collier County Public Schools Crescent Academy Gilmer Independent School District Grand Blanc Community Schools Kalamazoo Public Schools KinderCare Little Friends Child Care National Heritage Academies Portage Public Schools Professional Educational Services Group Rogers Ranch Elementary Teach For America Troy School District

Exercise Science	Adjunct Professor Assistant Athletic Trainer Assistant Head Coach Athletic Director Community Relations Coordinator Customer Service Direct Care Staff Fitness Attendant Fitness Coordinator Fitness Instructor Fitness Professional Fitness Specialist Fitness Specialist & Performance Trainer General Manager Head Athletic Trainer Health Fitness Specialist Instructor of Wellness / Athletic Trainer Patient Care Associate Personal Trainer Personal Trainer / Wellness Coach Physical Therapist Physical Therapist-Sports Medicine Rehab Aide Sports Director / Specialist / Instructor Strength and Conditioning Coach / Certified Personal Trainer Wellness Specialist	Albar Industries AthletiCo West Loop Borgess Health and Fitness Center Borgess Medical Center Bridgman Public Schools Bronson Athletic Club CorpFit Corporate Wellness Culver Academy Fitness Center Fowlerville High School Grand Valley State University KCMSAS Life Time Fitness LifeStart Wellness Network Mad Vez Performance (MVP) MediFit Corporate Services North Carolina Wesleyan College Professional Rehab Riverside-Brookfield High School Saint Mary's College Skilled Nursing Facility & Sports Medicine Clinic The Studio: A Personal Health Path West Hills Athletic Club Western Michigan University YMCA of Greater Grand Rapids
Evaluation, Measurement, and Research	Research and Evaluation Principal of a K-8 school Teacher	San Juan Diego Academy Portage Public Schools
Family and Consumer Sciences	Admissions Advising Counselor After School Director Case Worker Engagement Manager Executive Assistant FACS Teacher Family and Consumer Science Teacher Family Independence Manager Foster Care Specialist Human Services	30th Judicial Court Birmingham Public Schools Bronson Methodist Hospital Comstock Public Schools Grand Valley Health Plan Gull Lake Community Schools Ingham County Circuit Court Michigan State University Extension MMCAA Presidents Council, State Universities of Michigan

Family and Consumer Sciences (cont.)	Instructor Pretrial Services Investigator Regional Coordinator Registered Dietitian Registered Dietitian / Health Coach Teacher Teacher's Aide	Sodexo School Services South Bend ISD Southgate Manor Spectrum Health Starr Commonwealth State of Michigan State of Michigan House of Representatives Stuart Weitzman Holdings, LLC Texas A&M Western Michigan University WMU office of Development and Alumni Relations YMCA of Barry County
Food Service Administration	Assistant General Manager	Idler Riverboat, Millennium Restaurant Group
Family Studies	Case Aide / Case Worker Child Care Provider Clinical Dietitian Coordinator of Health Initiatives Dental Assistant Education Specialist Family and Consumer Sciences Teacher Family Support Specialist Foster Care Worker Head Toddler Teacher Infant Room Lead Teacher Outreach Worker Peep Hourly Tutor Program Leader SSI Coordinator Teacher Teacher Assistant Youth Development	American Cancer Society Child Protective Services Concordia Place Dental office Dominican University Even Start Alternative School Foster Care / Adoption Grand Rapids Public Schools Head Start Kalamazoo Gospel Mission Kalamazoo Public Schools Kinder Care Learning Center Lakewood Public Schools Michigan Department of Human Services Michigan Family Resources Telamon Corporation YWCA of Kalamazoo
Interior Design	Interior Designer	Deneweth's Garden Center Eckert Wordell Integrated Design Solutions
Literacy Studies	Behavior Specialist Secondary English Teacher Teacher	Coldwater Community Schools Kalamazoo Public Schools Michigan Catholic Schools Oakland Academy Portage Public Schools

Literacy Studies (cont.)		Sturgis Public Schools Watervliet Public Schools
Organizational Learning and Performance	Director Human Resources Representative Instructional Coordinator and e-Learning Developer Trainer Training Analyst	Bronson Kellogg Company Western Michigan University Whirlpool Corporation
Physical Education	Academic Advisor Adapted PE Teacher Assistant Basketball Coach Assistant Professor in Health & Human Performance Assistant to the Athletic Director Assistant Varsity Lacrosse Coach Coach Health and PE teacher High School Math Teacher Lead Teacher Physical Education & Health Teacher Physical Education and Adapted Physical Education Teacher Physical Education Teacher Physical Education Teaching Assistant Physical Education / Health Teacher Physical Educator Strength and Conditioning Instructor Substitute Teacher Tax Consultant II Teacher	Bergenfield Board of Education Byron Center Public Schools Coloma Community Schools Deloitte Forest Hills Northern/Eastern Kalamazoo College KRESA Metro Technology Services IT, Inc. NCAA Olivet College Olympia District #16 Plainwell High School Professional Education Services Group Rockford Public Schools South Bend Community School Corporation Tutor Time West Michigan Aviation Academy Western Michigan University
Practice of Teaching	3 rd Grade Teacher 4 th Grade Teacher 6 th Grade Teacher 8 th Grade Science Teacher Academic Advisor / Adjunct Faculty for English Adjunct Instructor Director of Allied Health Elementary Teacher GSRP Preschool Teacher High School Special Education Teacher K-8 Music Teacher	Battle Creek Public Schools Byron Center Public Schools Constantine Public Schools Davenport University Dowagiac Union Schools Ferndale Public Schools Forest Hills Public Schools Grand Rapids Christian Schools Head Start for Kent County Holt Public Schools Kalamazoo Public Schools

Practice of Teaching (cont.)	Kindergarten Teacher Lead Teacher Lead Teacher / Assistant Director Literacy Consultant Supervisor Teacher Young Fives Teacher	Kellogg Community College Kelloggsville Public Schools KRESA Lawton Community Schools Moline Christian School Muskegon Heights Public School Academy Muskegon Public Schools National Heritage Academies-Knapp Academy New Buffalo Area Schools Portage Public Schools SNAP Preschool and Kellogg Community College
Recreation	Program Director Sales Manager	Battle Creek Bombers Baseball Club Camp Wakeshma La Porte County Family YMCA
Secondary Education	8 th Grade Spanish Teacher Assistant Manager Assistant Teacher Biology Teacher Business / Vocational Teacher Earth Science Teacher ESL Teacher Executive Administrator High School History Teacher High School Spanish Teacher Math Teacher Middle School English Paraprofessional Pre-K Teacher Sales / Customer Service Science Teacher Secondary English Teacher Spanish Teacher Substitute Teacher Teacher Writer & Editor	Advanced Technology Academy Aldine Independent School District Allegan High School Baker Tilly Virchow Krause, LLP Bridgman Public Schools Catholic High School Comstock Public Schools Filmophilia.com Harding's Harper Creek Community Schools Hartford Public Schools Historical Society of Michigan John Young Middle School Kalamazoo Public Schools Kelly Educational Services Paw Paw Public Schools PDI Ninth House Professional Education Services Group South Haven Public Schools Teach For America Teach for China The Learning Tree Vista Meadows Academy Watervliet Public Schools Webberville High School Wickenburg Unified School district

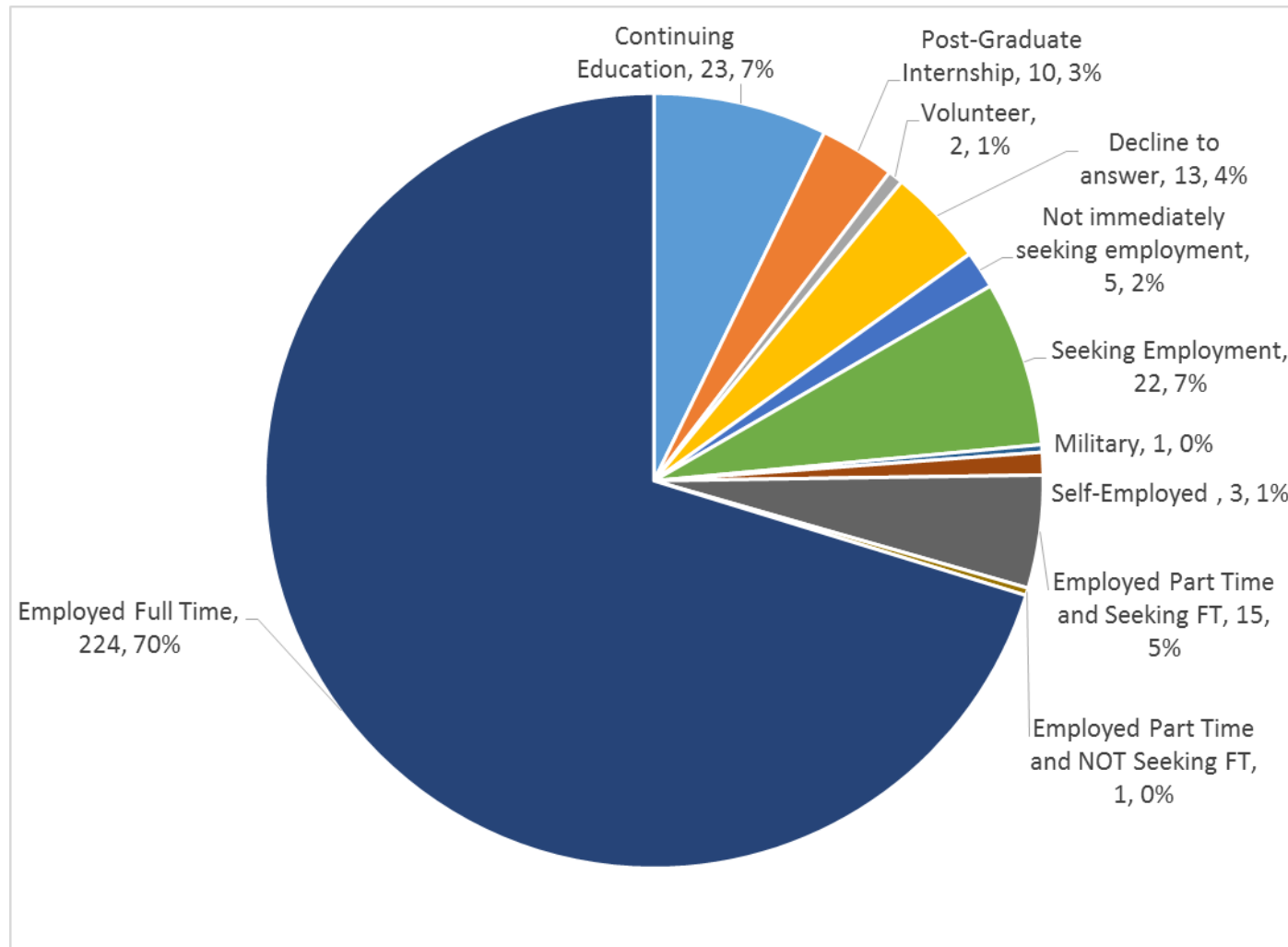
Special Education	6 th Grade Teacher 9 th Grade Special Education Resource Room Teacher Early Childhood Special Education Teacher Elementary Special Education Teacher Emotional Impairment Classroom Teacher Inclusion Specialist Middle and High School Special Education Teacher Middle School Learning Strategist Paraprofessional Resource Room Teacher Special education Special Education Resource Room Teacher Special Education Teacher Special Education Teacher Resource Room Teacher of Students with Disabilities Technical Assistance Provider Upper Elementary Special Education Teacher	Decatur Schools Glendale Elementary School District Kalamazoo Public Schools Kalamazoo Regional Education Services Agency Landmark Academy Lawton Community Schools Marshall Public Schools Mendon Community Schools National Heritage Academy Niles Community Schools NSTTAC Otsego Public Schools San Cayetano Elementary Troy Public Schools Van Buren Intermediate School District Youth Opportunities Unlimited of Kalamazoo Yuma District One School District
Sport Management	Assistant Sports Information Director	University of Montevallo
Textile and Apparel Studies	Administrative Assistant / Event Coordinator Assistant Designer Assistant Manager Brand Logistics Manager Bridal Sales Co-Manager Consultant CPE Compliance Administrator Executive Team Leader Executive Training Program Instructor / Fashion Designer and Pattern Drafter Marketing Executive Junior Merchant Executive Development Buying / Planning Program Manager Merchandise Specialist Merchandiser Sales / Customer Service Store Manager	Ann Inc Ashcroft & Oak BDO Seidman C.H. Robinson Charlotte Russe Dick Stewart's Golf Shop Enterprise Forever 21 Gap Inc. ISAAC Kendall College of Art & Design, Judith Ann Designs Macy's Memories Bridal & Evening Wear Nordstrom Outpost Sports Target The Limited TMP - Turnkey Merchandise Programs Von Maur

**COLLEGE OF ENGINEERING AND APPLIED SCIENCES:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees)**

- **71.36%** (N=319; ↓3.35%) of graduates from the **College of Engineering and Applied Sciences responded** to the survey.
- **86.83%** (N=277; ↓0.55% of respondents are **actively engaged**, which is defined as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship.
- Compared to previous year, **full-time employment increased by 2.22%**, continuing education decreased by 1.41%%, part-time employment while seeking full-time employment increased by 1.93%, and unemployed and seeking employment decreased by 3.87%.

PRIMARY ACTIVITY	Engineering & Applied Sciences	
	Count	Percent
Employed full time or have accepted full-time employment	224	70.22%
Continuing education	23	7.21%
Employed part time and NOT seeking full-time employment	1	0.31%
Employed part time and seeking full-time employment	15	4.70%
Military Service	1	0.31%
Post-graduate internship/fellowship	10	3.13%
Self-employed: started my own business	3	0.94%
Volunteering: involved with a volunteer project or program	2	0.63%
Not immediately seeking full-time employment	5	1.57%
Unemployed and seeking full-time employment	22	6.90%
Declined to answer	13	4.08%
Total	319	100.00%

**COLLEGE OF ENGINEERING AND APPLIED SCIENCES:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees) (cont.)**



REPORTED SALARY RANGES: COLLEGE OF ENGINEERING AND APPLIED SCIENCES

*Salary data is self-reported and not fact-checked.

Salary means provided for each major were calculated based on the range midpoint.

Engineering and Applied Sciences: Undergraduate Degrees

N	%	Reported Salary Range
31	28.44%	\$55,001 to \$60,000
20	18.35%	\$60,001 to \$65,000
18	16.51%	\$50,001 to \$55,000
12	11.01%	\$45,001 to \$50,000
11	10.09%	\$40,001 to \$45,000
6	5.50%	\$65,001 to \$70,000
3	2.75%	\$70,001 to \$75,000
2	1.83%	\$35,001 to \$40,000
1	0.92%	\$25,001 to \$30,000
1	0.92%	\$30,001 to \$35,000
1	0.92%	\$75,001 to \$80,000
1	0.92%	\$80,001 to \$85,000
1	0.92%	\$85,001 to \$90,000
1	0.92%	Would rather not say
109 (Total)		

Engineering and Applied Sciences: Graduate Degrees

N	%	Reported Salary Range
5	20.83%	\$70,001 to \$75,000
3	12.50%	\$55,001 to \$60,000
3	12.50%	\$60,001 to \$65,000
3	12.50%	Would rather not say
2	8.33%	\$40,001 to \$45,000
2	8.33%	\$45,001 to \$50,000
2	8.33%	\$65,001 to \$70,000
2	8.33%	\$75,001 to \$80,000
1	4.17%	\$35,001 to \$40,000
1	4.17%	\$50,001 to \$55,000
24 (Total)		

**COLLEGE OF ENGINEERING AND APPLIED SCIENCES:
PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S DEGREES BY MAJOR**

<i>College of Engineering and Applied Sciences - Bachelor's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Aeronautical Engineering	12	11	91.67%	8	72.73%	0	0.00%	3	27.27%	\$50,833	\$66,500
Chemical Engineering	28	24	85.71%	17	70.83%	1	4.17%	9	37.50%	\$57,500	\$61,600
Civil Engineering	31	19	61.29%	1	5.26%	4	21.05%	13	68.42%	\$50,357	\$47,00
Computer Engineering	9	5	55.56%	4	80.00%	1	20.00%	3	60.00%	\$60,000	\$73,100
Computer Science	30	24	80.00%	16	66.67%	0	0.00%	9	37.50%	\$57,000	\$66,700
Construction Engineering	6	4	66.67%	2	50.00%	0	0.00%	2	50.00%	\$42,500	-
Electrical Engineering	45	27	60.00%	16	59.26%	4	14.81%	13	48.15%	\$57,115	\$65,300
Engineering Graphics and Design Tech.	24	18	75.00%	14	77.78%	0	0.00%	6	33.33%	\$53,929	\$64,600
Engineering Management Technology	33	22	66.67%	15	68.18%	2	9.09%	10	45.45%	\$56,667	-
Graphic and Printing Science and Imaging	11	10	90.91%	8	80.00%	0	0.00%	8	80.00%	\$39,500	-

Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Industrial and Entrepreneurial Engineering	18	1	5.56%	0	0.00%	1	100.00%	0	0.00%	-	-
Manufacturing Engineering. Technology	16	9	56.25%	8	88.89%	0	0.00%	4	44.44%	\$54,500	\$57,100
Mechanical Engineering	59	46	77.97%	36	78.26%	2	4.35%	25	54.35%	\$57,692	\$65,300
Paper Engineering	4	3	75.00%	3	100.00%	0	0.00%	3	100.00%	\$70,833	-
Engineering Management Technology	33	22	66.67%	15	68.18%	2	9.09%	10	45.45%	\$56,667	-

**COLLEGE OF ENGINEERING AND APPLIED SCIENCES:
PRIMARY POST-GRADUATION ACTIVITY FOR MASTER'S DEGREES BY MAJOR**

<i>College of Engineering and Applied Sciences - Master's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Civil Engineering	20	11	55.00%	6	54.55%	1	9.09%	5	45.45%	\$ 57,500	-
Computer Engineering	4	3	75.00%	1	33.33%	0	0.00%	0	0.00%	\$62,500	-
Computer Science	20	11	55.00%	6	54.55%	1	9.09%	4	36.36%	\$47,500	\$75,900
Electrical Engineering	32	13	40.63%	7	53.85%	1	7.69%	3	23.08%	\$55,000	\$69,200
Engineering Management	15	14	93.33%	14	100.00%	0	0.00%	1	7.14%	\$72,500	-
Industrial and Manufacturing Engineering	9	8	88.89%	5	62.50%	1	12.50%	3	37.50%	\$62,500	-
Mechanical Engineering	13	10	76.92%	7	70.00%	1	10.00%	1	10.00%	\$65,000	\$69,100
Paper and Imaging Sci. & Engineering	4	4	100.00%	1	25.00%	1	25.00%	1	25.00%	\$72,500	-
Civil Engineering	20	11	55.00%	6	54.55%	1	9.09%	5	45.45%	\$57,500	-
Computer Engineering	4	3	75.00%	1	33.33%	0	0.00%	0	0.00%	\$62,500	-
Computer Science	20	11	55.00%	6	54.55%	1	9.09%	4	36.36%	\$47,500	\$75,900

**COLLEGE OF ENGINEERING AND APPLIED SCIENCES:
PRIMARY POST-GRADUATION ACTIVITY FOR DOCTORAL DEGREES BY MAJOR**

<i>College of Engineering and Applied Sciences - Doctoral Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Computer Science	2	2	100.00%	2	100.00%	0	0.00%	1	50.00%	\$37,500	-
Mechanical Engineering	1	1	100.00%	1	100.00%	0	0.00%	0	0.00%	\$67,500	-
Paper and Imaging Science and Engineering	2	2	100.00%	2	100.00%	0	0.00%	0	0.00%	\$42,500	-

**COLLEGE OF ENGINEERING AND APPLIED SCIENCES:
SAMPLE JOB TITLES AND EMPLOYERS (Undergraduate and Graduate Degrees)**

*Information compiled from the last two years of post-graduation activity survey data.

College of Engineering and Applied Sciences		
Academic Major	Sample Job Titles	Sample Employers
Aeronautical Engineering	Application Engineer IP Finish Panels D&R Engineer Mechanical Engineer Product Engineer Quality Engineer Research Assistant Software Engineering Associate Structural Design Engineer Suspension, Geometry and Tuning Components Design Engineer Software Engineer Test Engineer	Belcan Boeing Chrysler LLC Durr Systems Inc. Ford Motor Company L-3 Communications Lockheed Martin Parker Hannifin Aerospace Spirit Aerosystems USUI International Corporation Western Michigan University
Chemical Engineering	ACE Technical Service Engineer API Manufacturing Engineer / Specialist Application Engineer Associate Field Professional Chemical Engineer Coatings Engineer Design Assistant Distillation Formulator District Engineer Engineering Project Specialist Environmental Engineer / Site Supervisor Manufacturing Engineer Operations Process Engineer Pipeline Integrity Management Plant Reliability Manager Process Engineer Production Engineer Project Engineer Safety / Plant Design Engineer Site Engineer Supply Chain Planner	Armstrong International – Steam, Air, Hot Water ARVCO Container Corporation Ashland BGL Asset Services Dow Corning EMSI Halliburton Energy Services IBS Paper Performance Group J. Rettenmaier Kellogg Company LG Chem of Michigan Mann+Hummel USA McCormick and Company Nalco Chemical NewPage - Escanaba Post Foods Quaker Chemical Sonoco ThermalTech Engineering United States Gypsum Company Wild Flavors

Civil Engineering	Account Manager Bridge Inspection Co-op Civil Engineer Civil / Structural Engineer Construction Engineer Construction Manager Co-op Inspector Design Engineer Engineer 1 Estimator Field Engineer Make Ready Design Technician / Engineer Project Engineer Quality Control Manager Release Coordinator Staff Engineer Structural Designer Structural Engineer Survey Assistant Traffic Analyst Transportation Engineer	ALFA 2000 Aristeo Construction Assurant Commonwealth Associates Consumers Energy Golder Associates Holland Engineering Kiewit Off Shore Kimley Horn and Associates Klorman Construction Lawson Fisher Associates Michigan Department of Transportation Patrick Energy Service Porter Corp Siker Consulting Soil and Materials Engineers Stress-Con Ind. Tucker, Young, Jackson, Tull Wade Trim Group Wightman & Associates
Computer Engineering	Controls Engineer Embedded Software Engineer Software Engineer Software Programming Software Test Engineer Systems Engineer Systems Engineer Software Firmware	Avionics Contractor Denso Gentex Mobile Printing mophie Printek Robotics Texas Instruments Vibration Research Corporation
Computer Science	Air Import Customer Service Agent Application Developer Associate Software Developer Configuration Specialist Consultant Consulting Software Engineer Control's Engineer Design Engineer (software) Ford College Graduate Participant Grid Systems Engineer	Alzaytoonah University of Jordan Amazon Atos Auto Owners Insurance Automotive CEC Controls Compuware Dematic Department of Defense Ford Motor Company

Computer Science (cont.)	<p>Help Desk Manager iOS Developer Java Developer Junior C# Developer Lab Supervisor Mainframe Solutions NET Developer Network Engineer Production Supervisor Programmer Software Developer Software Engineer Systems Administrator Systems Analyst I Technical Consultant Technical Support Test Engineer</p>	<p>G.A. Richards Group Georgia-Pacific LLC Hewlett-Packard iyeTek LinkedIn Mercent Panalpina Parker Hannifin Aerospace Division Perennial Software Plex Systems Rutherford & Associates SECURIPORT S.A. Sogeti USA Steel Manufacturing Stryker Medical Tech R&D TEKsystems for Honda of America Mfg., Inc. WMU Department of Computer Science WorkForce Software</p>
Construction Engineering	<p>Project Engineer</p>	<p>AVB Construction</p>
Electrical Engineering	<p>Associate Engineer Automotive Test Engineering CFO Controls Engineer Controls Engineer I Controls / Project Engineer Design Engineer Educator and Coach Electrical Engineer Electrical Test Engineer Electronics Engineer Engineer 1 Engineer I: Resource Planning Engineering Consultant Entry Level Engineer I & C Design Engineer Infotainment Engineer Infotainment Validation Engineer</p>	<p>American Electric Power AT&T Barry-Wehmiller Design Group Bastian Material Handling Burr Oak Tool inc. California Institute of Technology Chrysler CHS Consumers Energy CQS Innovation Dana Corporation Dematic Detroit Edison Eaton Corporation EFACEC-ACS Ford Motor Company General Motors Gentex</p>

Electrical Engineering (cont.)	New Product Manufacturing Engineer Operations Engineering Electrical Power Systems Engineer Product Development Production Support Engineer Quality Engineer RF Engineer Rotational Engineer Scientific Applications Software Engineer I Senior Specialist Equipment Design Engineer Software Engineer Software Test Engineer Systems Engineer Test Engineer	HNH Exim, Inc Honeywell Intel Intertek Testing Services Isuzu ITC Holdings Nartron Stryker Stryker Medical ThermalTech Engineering T-Mobile Whirlpool
Engineering Design Technology	Automotive Design Engineer CAD / Specials Engineer Design Drafter Design Engineer Manufacturing Engineer Marine Drafter Master Designer Master Warranty Technician Product Designer Project Engineer Robotics Engineer Sales Engineer Staff Engineer Test Engineer	Albion Industries Applied Manufacturing Technology Calsonic Kansei Eaton Flexible Montisa Flowserve Isringhausen USA Magna Closures MOR/Ryde International Parker Hannifin Power Generating Engines Prab Purolator Filters NA LLC Shiroki Shiroki of North America Spherion-Coca Cola Steelcase Inc. Summit Polymers, Inc. Superior Controls The W/M Display Group Toyota Boshoku America
Engineering Management	Advanced Sourcing Engineer Application Engineer Assessor - Quality Assurance / Nuclear Oversight Engineering Workplace Coach Lead Engineer	Aisin AW AppliedIE Boeing Borroughs Burr Oak Tool Inc.

Engineering Management (cont.)	Manufacturing Engineer National Security Analyst Production Scheduler Project Coordinator Project Engineer Project Manager Project Planning and Control Analyst Quality Engineer R&D Engineer Sales / Marketing Senior Quality Program Manager Sr. Manufacturing Engineer Staff Engineer Supplier Development Leader Supply Chain Associate Surface Warfare Officer Candidate Testing Technician	Chrysler Eaton Eaton Steel Bar Entergy Innotec Johnson Controls Kellogg Company Landscapeforms Parker Hannifin-Aerospace Pepsi RECARO North America Rolls-Royce North America Schupan & Sons Sonoco Structure Tec Stryker Summit Polymers TH Plastics U.S. Navy Western States Fire Protection
Engineering Management Technology	Assistant Project Manager Chief Engineer Continuous Improvement Analyst Design Engineer Director of Manufacturing Operations Engineering Manager Manufacturing Engineer Manufacturing Engineer and Material Handler Product Engineer Production Supervisor Production Support Manager Research Assistant Senior Embedded Software Engineer Supplier Quality Engineer Systems Engineer Systems Specialist Technical Engineering Sales Test Engineer	ADAC Automotive Dematic Disher Design Eaton Entergy Nuclear Freedom Motors Gentex Innotec Johnson Controls Landscape Forms Inc. Magna International Michigan Automotive Compressor Inc. NEC Laboratories America Parker Hannifin Stryker SUN Technical Services Woodward Yazaki North America Zimmer Zoetis

Graphic and Printing Science and Imaging	<p>Account Manager Digital Laboratory Coordinator Graphic Artist Junior Account Manager Leadership Development Associate Operations Management Training Pre-Press / Art Technician Production Artist / Color Reproduction Specialist Production Planner Project Manager Quality Assurance Management Trainee Research and Curriculum Specialist Sr. Quality Assurance Specialist Systems Analyst / Developer I - Web Developer Traffic Coordinator</p>	<p>BAE Systems Campbell Ewald Caraustar Consolidated Graphics Digital Printing Industry Herman Miller Mark-Maker Nosco, Inc. Printing Schattdecor Southern Graphic Systems Specialty Print Communications X-Rite</p>
Industrial Engineering / Industrial and Entrepreneurial Engineering	<p>Development Engineer HSE&E Coordinator Industrial Engineer Lean Manufacturing Specialist Management Engineer Manager of Manufacturing Engineering Manufacturing Engineer Mechanical Engineer Operations Career Training Program Operations Specialist QA Investigator Quality Assurance Engineer Quality Engineer Senior Advanced Manufacturing Engineer Senior Network Analyst Simulation Consultant 2 Supply Chain Planner System Engineer</p>	<p>AC Foundry American Axle Manufacturing Delphi Diesel Systems Dematic Eaton FEMA GEA Lyophil (Beijing) Henry Ford Health System Honda America Manufacturing Honeywell Johnson Controls K&M Machine Fabricating Kellogg's Kohler Co. Kroger Manufacturing Parker Aerospace Parker Hannifin Stryker Instruments Stryker Medical Western Michigan University</p>
Manufacturing Engineering	<p>Associate Manufacturing Engineer Automation Technician Keystone Solutions Group Manufacturing Engineer</p>	<p>AC Foundry Anchor Lamina America Inc. Chrysler Denso Air Systems</p>

Manufacturing Engineering (cont.)	<p>Manufacturing Engineer / Project Engineer Process Engineer Production Engineer Quality Production Supervisor Project Engineer Quality Analyst Quality Manager Quoting Engineer R&D Engineer Weld Process Engineer</p>	<p>Erdman Machine FEMA G.A. Richards Group General Motors Gentex Humphrey Products I I Stanley Johnson Controls LG Chem of Michigan Peterson Spring SPX ClydeUnion Pumps Yazaki North America</p>
Mechanical Engineering	<p>Aero / Thermal Engineer Aerodynamics Engineer Applications Engineer Assistant Product Engineer Avionics Systems Engineer Chassis Design Engineer Consulting Engineer Contract Design Engineer Design Engineer Development Engineer Engineer Engineer II Engineering Development Program (EDP) Mechanical Engineer Entry Level Powertrain Engineer FEA Engineer Machine Design Engineer 1 Maintenance Group Leader Manufacturing Development Engineer Manufacturing Engineer Manufacturing Engineer-Body Structure Manufacturing Technical Leader (MTL) Materials Engineer Mechanical Design Engineer Mechanical Designer Mechanical Development Engineer Mechanical Engineer Mechanical Systems Engineer</p>	<p>Turbine Combustion Systems Center of Excellence Abraxas Worldwide Altair Engineering American Axle Manufacturing ASMO Manufacturing Automotive Chrysler Chrysler LLC Consumers Energy Dematic Denso Dimplex Thermal Solutions E2W Engineering Eaton Corporation FEMA Corporation Flowserve Ford Motor Company Gast Manufacturing GE General Dynamics Land Systems General Motors Gentex GM Halliburton Hastings Fiber Glass Products Hi-Lex Honda R&D Americas Humphrey Products</p>

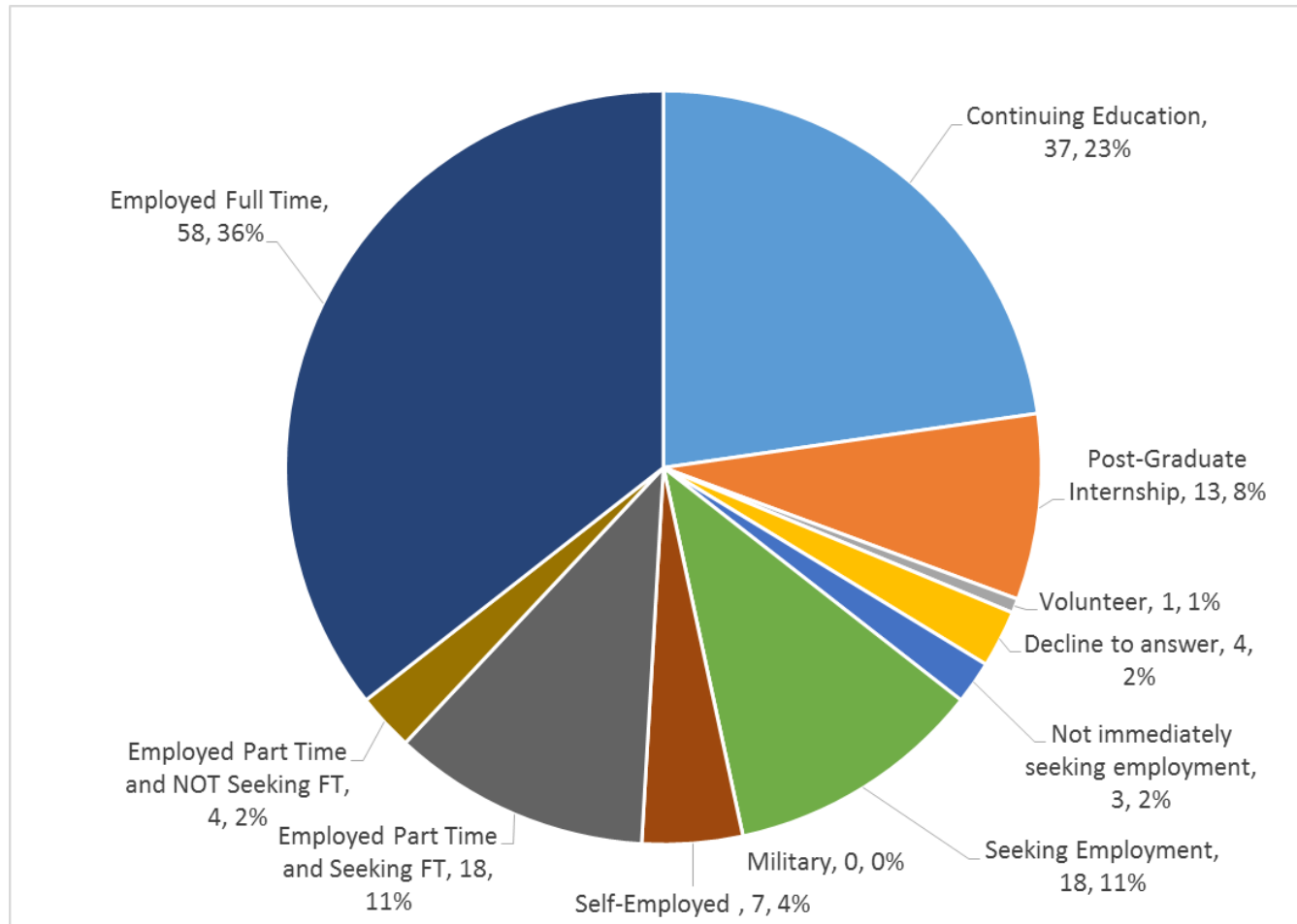
Mechanical Engineering (cont.)	NVH Engineer On-Board Diagnostics Engineer Powertrain Engineer Powertrain Product Engineer Process Engineer Product Design Engineer Product Engineer Product Management / Product Development Product Quality Engineer Product / Manufacturing Engineer Production Engineer Production Manager / Group Leader in SAC Professional Engineering Trainee Project Development Engineer / Mechanical Engineer Project Engineer Project Manager Quality Engineer R&D Design Engineer Records Management and Data Organization Test Engineer Thermal Testing and Evaluation Tooling Engineer - Gages Verification Engineer - 2.0L Turbo Vice President	Jacobsen Mannetron Metalcasting NALCO Nexteer Automotive Nissan Parker Hannifin Plascore Plastics Manufacturing QuEST Global Ricardo Roush Industries Siemens PLM Steelcase Stryker Stryker Medical Summit Polymers TAC Manufacturing Thermal Tech Engineering Tognum Toyota TTI Floorcare North America Whirlpool Woodward
Paper Engineering	Application Engineer Management Trainee / Process Engineer Process Chemistry Engineer Process Engineer Quality Manager R&D Engineer Research and Development Associate Sales Engineer Technical Service Engineer	EPI Marketing Services Georgia-Pacific IBS Paper Performance Group Inland Label International Paper Nalco NCR Corp. NewPage Paper Machine Equipment Design Sappi Fine Papers Sonoco University of Minnesota

COLLEGE OF FINE ARTS: PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees)

- **80.3%** (N=163; ↑7.86%) of graduates from the **College of Fine Arts responded** to the survey.
- **84.05%** (N=137; ↑1.23) of respondents are **actively engaged**, which is defined as full-time employment, continuing education, part-time employment, self-employment, or post-graduate internship/fellowship.
- Compared to previous year, **full-time employment increased by 7.36%**, continuing education by 4.91%, part-time employment while seeking full-time employment decreased by 4.91%, and unemployed and seeking employment decreased by 3.07%.

PRIMARY ACTIVITY	Fine Arts	
	Count	Percent
Employed full time or have accepted full-time employment	58	35.58%
Continuing education	37	22.70%
Employed part time and NOT seeking full-time employment	4	2.45%
Employed part time and seeking full-time employment	18	11.04%
Military Service	0	0.00%
Post-graduate internship/fellowship	13	7.98%
Self-employed: started my own business	7	4.29%
Volunteering: involved with a volunteer project or program	1	0.61%
Not immediately seeking full-time employment	3	1.84%
Unemployed and seeking full-time employment	18	11.04%
Declined to answer	4	2.45%
Total	163	100.00%

COLLEGE OF FINE ARTS: PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees) (*cont.*)



REPORTED SALARY RANGES: COLLEGE OF FINE ARTS

*Salary data is self-reported and not fact-checked.

Salary means provided for each major were calculated based on the range midpoint.

Fine Arts: Undergraduate Degrees

N	%	Reported Salary Range
5	22.73%	Less than \$20,000
4	18.18%	\$30,001 to \$35,000
3	13.64%	\$20,000 to \$25,000
3	13.64%	\$25,001 to \$30,000
2	9.09%	\$35,001 to \$40,000
2	9.09%	Would rather not say
1	4.55%	\$40,001 to \$45,000
1	4.55%	\$45,001 to \$50,000
1	4.55%	\$50,001 to \$55,000
22 (Total)		

Fine Arts: Graduate Degrees

N	%	Reported Salary Range
1	12.50%	\$25,001 to \$30,000
4	50.00%	\$35,001 to \$40,000
1	12.50%	\$40,001 to \$45,000
2	25.00%	\$45,001 to \$50,000
8 (Total)		

COLLEGE OF FINE ARTS: PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S DEGREES BY MAJOR

<i>College of Fine Arts - Bachelor's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Art	37	30	81.08%	9	30.00%	6	20.00%	8	26.67%	\$23,750	-
Art Education	13	7	53.85%	2	28.57%	1	14.29%	5	71.43%	\$20,000	-
Dance	14	11	78.57%	3	27.27%	2	18.18%	6	54.55%	\$21,250	-
Graphic Design	13	11	84.62%	4	36.36%	1	9.09%	7	63.64%	\$27,500	-
Music	15	9	60.00%	3	33.33%	4	44.44%	1	11.11%	\$20,000	-
Music Education	28	21	75.00%	12	57.14%	3	14.29%	17	80.95%	\$34,167	-
Music Performance	30	22	73.33%	4	18.18%	11	50.00%	10	45.45%	\$26,250	-
Music Therapy	7	11	157.14%	3	27.27%	0	0.00%	5	45.45%	-	-
Theatre	28	21	75.00%	8	38.10%	7	33.33%	10	47.62%	\$36,500	-

*Most respondents did not provide salary information. The annual earnings of Fine Arts graduates vary widely.

COLLEGE OF FINE ARTS: PRIMARY POST-GRADUATION ACTIVITY FOR MASTER'S DEGREES BY MAJOR

<i>College of Fine Arts - Master's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Art Education	5	3	60.00%	3	100.00%	0	0.00%	1	33.33%	\$37,500	-
Music	3	3	100.00%	1	33.33%	1	33.33%	0	0.00%	\$37,500	-
Music Education	4	4	100.00%	3	75.00%	0	0.00%	0	0.00%	\$40,833	-
Music Performance	9	7	77.78%	0	0.00%	1	14.29%	1	14.29%	-	-
Music Therapy	3	3	100.00%	3	100.00%	0	0.00%	2	66.67%	\$39,167	-

COLLEGE OF ARTS AND SCIENCES: SAMPLE JOB TITLES AND EMPLOYERS (Undergraduate and Graduate Degrees)

*Information compiled from the last two years of post-graduation activity survey data.

<i>College of Fine Arts</i>		
Academic Major	Sample Job Titles	Sample Employers
Art	Art Handler Artist Assistant Designer Photographer / Artist Recurating the Pre-Columbian collection at the KIA Sales Associate Sales Manager in Training Studio Professional	Enterprise Rent-A-Car From My Hand To Yours Home Depot Kalamazoo Institute of Art Luke Landscape Company Patricia Echeverria Villalaobos Photography and Marketing Sotheby's
Art Education	Art Studio Manager Elementary Art Teacher High School Teacher Substitute Teacher	Detroit Country Day School Kalamazoo Public Schools Watervliet Public Schools Well House
Dance	Nonprofit / Arts Management Full-time Dancer Performing Arts	Dance Donor Services / Special Events Jazz Dance Company
Graphic Design	Composer Graphic Designer Health Educator Health Education Teacher Preschool Teacher Aide Retail Manager Wellness Instructor	American Eagle Outfitters Bloomin' Tots Capture Me Films Hayes Green Beach Memorial Hospital Sindecuse Health Center West Hills Athletic Club
Music	Adjunct Voice Instructor Band Director Choir Director Director of Bands Drummer in Show Band General Music Educator Music Teacher Neurologic Music Therapist Piano Teacher Vocal Music Teacher 5 th -12 th Grade	Battle Creek Public Schools Choice Schools Churubusco High School East Detroit High School Gillmore Foundation Holland America Cruise Line Lake Michigan College Portage Public Schools Spring Valley Elementary Sturgis Public Schools Tekonsha Community Schools

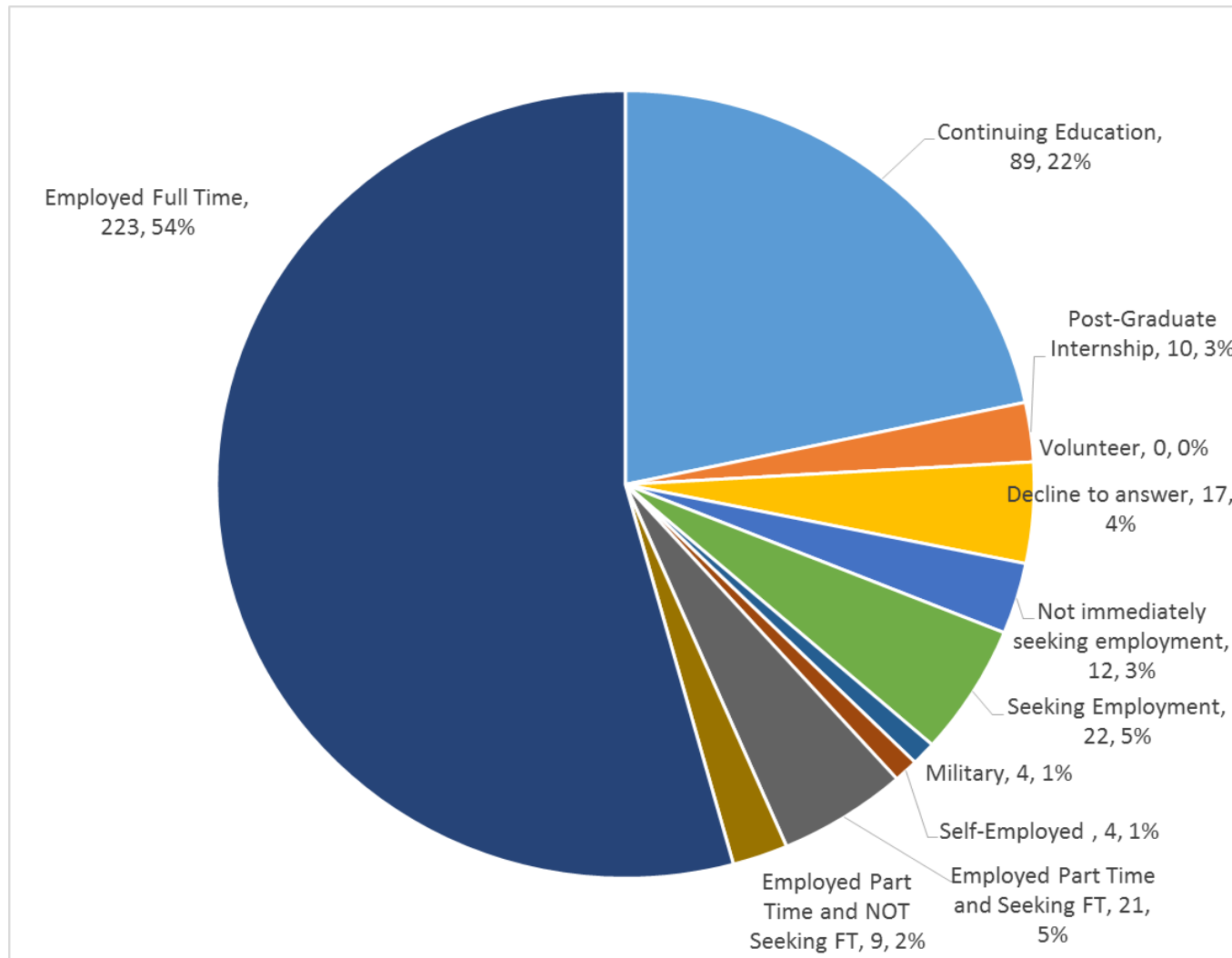
Music Education	<p>A Cappella Musician Assistant Band Director Band / Music Teacher Choir Director Peak Middle School Development and Marketing Associate Director of Bands Director of Instrumental Music School Band Director Teacher Trumpet Teacher Vocal Music Teacher</p>	<p>Active English Academy Clio Area Schools Coloma Community Schools Comstock Community Learning Center Detroit Chamber Winds & Strings Dowagiac Union Schools K-12 Education New Kent County Public Schools Prairie Heights Community School Corporation Royal Caribbean International Southfield Public Schools Tierra Cali Tri County Area Schools Wickenburg Unified School District</p>
Music Performance	<p>Director of Bands Director of Recreational Therapy Entertainer / Performer Neurologic Music Therapist Opera Grand Rapids Performer</p>	<p>Cedar Point Live Entertainment Crystal Cruises HCR Manor Care-Heartland Hospital Monastatos in Mozart's Die Zauberflöte</p>
Music Therapy	<p>Music Therapist / Music Instructor Music Therapist</p>	<p>Franciscan Life Process Center Hospice Hospital</p>
Theater	<p>Actor Admissions Advisor Camp Counselor Carpentry Consultant Costume Tech Dance Instructor Film Costume Designer and Head of Wardrobe Performer Production Assistant Properties Instructor Sound Designer / Master Electrician Stage Manager Teaching Assistant</p>	<p>Alvin Ailey American Dance Theater Camp Tanuga Film Industry Fred Astaire Bloomfield Hills Grand Rapids Civic Theatre Maryville University NETworks Presents Disney's Beauty and the Beast SAG-AFTRA Sogeti USA LLC The Book of Mormon The Naples Players Theatre Totem Pole Playhouse Western Michigan University</p>

**COLLEGE OF HEALTH AND HUMAN SERVICES:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees)**

- **55.92%** (N=411; ↑2.12%) of graduates from the **College of Health and Human Services responded** to the survey.
- **87.59** (N=360; ↓0.29%) of respondents are **actively engaged**, which is defined as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship.
- Compared to previous year, **full-time employment increased by 9.81%**, continuing education decreased by 4.36%, part-time employment and seeking full-time employment decreased by 3.98%%, and unemployed and seeking employment decreased by 5.25%.

PRIMARY ACTIVITY	Health & Human Services	
	Count	Percent
Employed full time or have accepted full-time employment	223	54.26%
Continuing education	89	21.65%
Employed part time and NOT seeking full-time employment	9	2.19%
Employed part time and seeking full-time employment	21	5.11%
Military Service	4	0.97%
Post-graduate internship/fellowship	10	2.43%
Self-employed: started my own business	4	0.97%
Volunteering: involved with a volunteer project or program	0	0.00%
Not immediately seeking full-time employment	12	2.92%
Unemployed and seeking full-time employment	22	5.35%
Declined to answer	17	4.14%
Total	411	100.00%

**COLLEGE OF HEALTH AND HUMAN SERVICES:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees)(*cont.*)**



REPORTED SALARY RANGES: COLLEGE OF HEALTH AND HUMAN SERVICES

*Salary data is self-reported and not fact-checked.

Salary means provided for each major were calculated based on the range midpoint.

Health and Human Services: Undergraduate Degrees

N	%	Reported Salary Range
11	21.57%	\$45,001 to \$50,000
9	17.65%	\$20,000 to \$25,000
6	11.76%	\$25,001 to \$30,000
6	11.76%	\$30,001 to \$35,000
6	11.76%	\$50,001 to \$55,000
4	7.84%	\$40,001 to \$45,000
3	5.88%	\$35,001 to \$40,000
3	5.88%	\$55,001 to \$60,000
2	3.92%	\$60,001 to \$65,000
1	1.96%	Less than \$20,000
51 (Total)		

Health and Human Services: Graduate Degrees

N	%	Reported Salary Range
13	14.94%	\$30,001 to \$35,000
13	14.94%	\$50,001 to \$55,000
12	13.79%	\$40,001 to \$45,000
8	9.20%	\$35,001 to \$40,000
8	9.20%	\$80,001 to \$85,000
5	5.75%	\$25,001 to \$30,000
5	5.75%	\$85,001 to \$90,000
4	4.60%	\$45,001 to \$50,000
4	4.60%	\$55,001 to \$60,000
4	4.60%	Would rather not say
3	3.45%	\$20,000 to \$25,000
3	3.45%	\$60,001 to \$65,000
2	2.30%	\$65,001 to \$70,000
2	2.30%	\$70,001 to \$75,000
1	1.15%	\$90,001 to \$95,000
87 (Total)		

**COLLEGE OF HEALTH AND HUMAN SERVICES:
PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S DEGREES BY MAJOR**

<i>College of Health and Human Services - Bachelor's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Interdisciplinary Health Services (IHS)	150	86	57.33%	32	37.21%	31	36.05%	63	73.26%	\$27,692	-
IHS:Occupational Therapy	43	25	58.14%	3	12.00%	19	76.00%	13	52.00%	-	-
Nursing	93	55	59.14%	38	69.09%	1	1.82%	23	41.82%	\$48,571	\$56,100
Social Work	65	34	52.31%	13	38.24%	12	35.29%	30	88.24%	\$30,500	\$38,100
Speech Pathology and Audiology	34	24	70.59%	1	4.17%	17	70.83%	7	29.17%	\$22,500	-

**COLLEGE OF HEALTH AND HUMAN SERVICES:
PRIMARY POST-GRADUATION ACTIVITY FOR MASTER'S DEGREES BY MAJOR**

<i>College of Health and Human Services - Master's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Occupational Therapy	81	35	43.21%	21	60.00%	4	11.43%	23	65.71%	\$55,883	-
Orientation and Mobility	29	12	41.38%	8	66.67%	1	8.33%	11	91.67%	\$48,929	-
Physician Assistant	33	19	57.58%	16	84.21%	0	0.00%	10	52.63%	\$84,423	-
Social Work	140	79	56.43%	60	75.95%	2	2.53%	58	73.42%	\$36,288	-
Speech Pathology and Audiology	29	17	58.62%	14	82.35%	0	0.00%	17	100.00%	\$45,682	-
Teaching Children Who are Visually Impaired	11	7	63.64%	6	85.71%	0	0.00%	6	85.71%	\$54,500	-
Vision Rehabilitation Therapy	14	10	71.43%	6	60.00%	1	10.00%	4	40.00%	\$51,250	-

**COLLEGE OF HEALTH AND HUMAN SERVICES:
PRIMARY POST-GRADUATION ACTIVITY FOR DOCTORAL DEGREES BY MAJOR**

<i>College of Health and Human Services - Doctoral Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Audiology	4	1	25.00%	1	100.00%	0	0.00%	1	100.00%	\$52,500	-
Evaluation	4	4	100.00%	4	100.00%	0	0.00%	4	100.00%	-	-
Interdisciplinary Health Studies	5	2	40.00%	2	100.00%	0	0.00%	0	0.00%	\$82,500	-

**COLLEGE OF HEALTH AND HUMAN SERVICES:
SAMPLE JOB TITLES AND EMPLOYERS (Undergraduate and Graduate Degrees)**

*Information compiled from the last two years of post-graduation activity survey data.

<i>College of Health and Human Services</i>		
Academic Major	Sample Job Titles	Sample Employers
Alcohol and Drug Abuse	Efficiency and Improvement Specialist In-patient Therapist Residential Therapist Trauma Assessment Center Social Worker	Growth Works, Inc. CG Consulting Jim Gilmore CHC and CTAC
Interdisciplinary Health Services	Account Manager Activities Assistant Administrative Assistant Applicant Coordinator Assisted Living Specialist Assistant Program Coordinator Business Development Associate Cardiac Monitoring Certified Nurse's Assistant Clinical Director Clinical Support Technician Customer Service Designated Care Manager Direct Care Staff Direct Care Supervisor Direct Support Professional eServices Specialist Group Fitness Instructor Hearing Screener Home / Community Provider Human Resources Coordinator Lab Assistant Laboratory Technician Material Control Associate Office Administrator Office Coordinator Ophthalmic Technician	Accretive Health AFLAC Bio Life Plasma Borgess Medical Center Bronson Methodist Hospital Crittenton Hospital Medical Center Fairbanks Resource Agency and Crossroads Counseling and Training Services Hamlin Oral Surgery HCR Manor Care Heritage Community of Kalamazoo HomeLife, Inc. InterAct of Michigan Jasper Research Clinic Krasity's Medical & Surgical Supply Meditfit Corporate Wellness Michigan State Federal Credit Union MPI Research New Friends Memory Care Orrin B Hayes, Inc Park Street Chiropractic Pediatrix Medical Group PolyVista Quicken Loans Rehabilitation Works Residential Opportunities Incorporated ScribeAmerica

Interdisciplinary Health Services (cont.)	Patient Care Assistant Patient Financial Counselor Patient Placement Coordinator Patient Representative Personal Care Assistant / Med Tech Pharmacy Technician Phlebotomist Physical Therapist Assistant Plasma Service Technician Practice Support Assistant Scribe Surgical Assistant	Spine Physical Therapy Summit Polymers The Fountains University of Michigan Kellogg Eye Center Walgreens Pharmacy Western Michigan University Workforce Strategies Inc. (WSI)
Interdisciplinary Health Studies	Project Coordinator	HealthInsight
Orientation and Mobility	Blind Rehabilitation Specialist Certified Orientation and Mobility Specialist Guide Dog Mobility Instructor Michigan Department of Education Camp Tuhsmeheeta Site Director Orientation and Mobility Instructor Orientation and Mobility Specialist Teacher Teacher Consultant for the Visually Impaired Vision Specialist	Association for the Blind and Visually Impaired Blind and Low Vision Services State of Montana Collette Bauman Franklin County Board of Developmental Disabilities Guide Dogs for the Blind Hillsdale County ISD Hudson School District, Hudson, WI Louis Stoke VA Medical Center Milwaukee Public Schools Nebraska Center for the Education of Children who are Blind or Visually Impaired Northeastern Association for the Blind of Albany Oakland School District VAPAHCS West Virginia School for the Deaf and Blind
Nursing	Clinical Nurse I Critical Care Registered Nurse Intern General Medical Unit Graduate Nurse Home Healthcare Aide Nurse Nurse Resident Operating Room Nurse Patient Care Assistant / Medication Technician Pediatric Sedation Nurse Registered Neonatal Intensive Care Nurse	Battle Creek Health System Beaumont Hospital Borgess Hospital Botsford Hospital Bronson Battle Creek Bronson Methodist Hospital Children's Hospital of Michigan Crittenton Hospital Department of Veterans Affairs Detroit Medical Center Detroit Medical Center- Children's Hospital of Michigan

Nursing (cont.)	Registered Nurse RN and Staff Nurse RN-Critical Care Nurse SICU RN Surgical Nurse Specialist Worker Comp Case Manager	Duke-Durham Regional Hospital Family Health Center Kalamazoo Fresenius Medical Care Georgetown University Hospital Heritage Community of Kalamazoo Hurley Medical Center Karmanos Cancer Institute Lakeland Hospital Mayo Clinic Mercy Hospital and Medical Center Metro Hospital NorthShore University HealthSystem Northwestern Memorial Hospital Oakwood Hospital Respite Care Southwest Regional Rehabilitation Center Spectrum Health Systems St. Jude Children's Research Hospital Tulane Medical Center UCLA Health System Union Hospital University of Michigan Hospital Vanderbilt University Medical Center
Occupational Therapy	Certified Occupational Therapist Community Living Support Staff Director of Marketing Operations Instructor Lead Direct Care Provider Occupational Therapist Rehab Aid / OT Rehabilitation Aide	Alliance Rehab American Senior Communities Borgess Gardens Burcham Hills Covenant Village of the Great Lakes Easter Seals Family and Children Services Genesis Health System Georgetown Hospital System Hand Therapy of Michigan HCR Manor Care HealthSouth Rehabilitation Hospital Henry Ford Health System Independence Rehab Lakeland Regional Medical Center Orthopedic Rehab Specialists ProStep Rehabilitation

Occupational Therapy (cont.)	<i>(list on previous page)</i>	Rehabilitation Institute of Michigan Sky Ridge Medical Center St. Agnes Rehabilitation and Healthcare Tendercare Skilled Nursing Facility University of Michigan Health System Western Michigan University WMU Center for Disability Services
Physician Assistant	Hematology / Oncology Inpatient Consultant Neurosurgery Physician Assistant Physician Assistant Physician Assistant-Pulmonary Services Trauma and Surgery Physician Assistant	Corizon Emergency Physician's Group EPMG Family Medicine Gastroenterology HealthCare Midwest: Bronson Orthopedics & Sports Medicine Hurley Kentwood Family Physicians, P.C. McLaren of Greater Lansing Pennock Hospital Southwestern Michigan Emergency Services (Bronson Hospital) Spectrum Health Medical Group West Michigan Cancer Center
Social Work	Administrative Associate Adoption Specialist Case Aide Case Management Supervisor Case Management Supports Clinician Case Manager Case Manager For Children With Developmental Disabilities Child Protective Services Investigator Child Welfare Supervisor Children's Protective Services Specialist Children's Protective Services Supervisor Children's Sexual Assault Case Manager / Safe Haven Supervisor Clinical Case Manager Clinical Specialist CPS Specialist Default Specialist	20th Circuit Court-Juvenile Services ACTS II Ministry for Teens Child Placement Agency Alamo Nursing Home Allegan County Community Mental Health Services Area Agency on Aging Region 3B Badlands Strategies Bay Area Women's Center Beacon Specialized Living Services, Inc Bethany Christian Services Bethany Christian Services Refugee Resettlement Catholic Charities Diocese of Kalamazoo Cherry Street Health Services Community Healing Center Community Living Options Community Mental Health Agency Elizabeth Upjohn Community Healing Center Family and Children Services Family Outreach Center

Social Work (cont.)	<p> Direct Support Professional Early Childhood Specialist Education and Event Coordinator Eligibility Specialist Emergency Services Coordinator Employment Services Specialist Families First Caseworker Family Case Management / Substance Abuse Therapist Family Preservation Worker Family Therapist Foster Care Case Manager / Adoption Specialist Foster Care Worker Foster Home Licensing Home Based Therapist-Families and Children Home Coordinator / Case Manager / Group Therapist Impact & Improvement Associate In Home Case Manager Infant Mental Health Specialist Intake Coordinator Intervention Specialist Medical Case Manager III Medical Case Manager / Supports Specialist / Outpatient Therapist Mental Health Case Management Supervisor Mental Health Social Worker Oakland House Manager / Outreach Coordinator Older Child Adoption Specialist Patient Coordinator Probation Officer Program Coordinator Program Manager Program Support Staff Residential Supervisor / Administrator School Social Worker Social Services Specialist Social Worker SrACT Program Case Aide Substance Abuse Therapist Supervisor of Outreach and Positive Youth </p>	<p> GMF Enrichment Center Grand Rapids Ophthalmology Guns.com Hackett Catholic Central High School Howard Area Community Center Kalamazoo Community Mental Health Kalamazoo Community Mental Health and Substance Abuse Services Kent County Department of Human Services KRESA Lakeland Hospital Lutheran Social Services Lutheran Social Services of Michigan Mental Health Foundation of West Michigan Michigan Department of Human Resources Kent County Michigan Works! PATH Program MRC Industries Muskegon County Community Mental Health Nashville Teaching Fellows Neurocore Paw Paw Public Schools Pine Rest Christian Mental Health Services Protocall Services Resident Housing Administration Residential Opportunities Inc. Resthaven Care Center Riverwood Center Riverwood Mental Health Savior's Home Health Care Senior Services of Southwest Michigan South County Community Services Sparta Area Schools Spectrum Community Services Spectrum Health Spectrum Health Hospice Starr Commonwealth State of Michigan Strive Network Thresholds Van Buren CMH </p>
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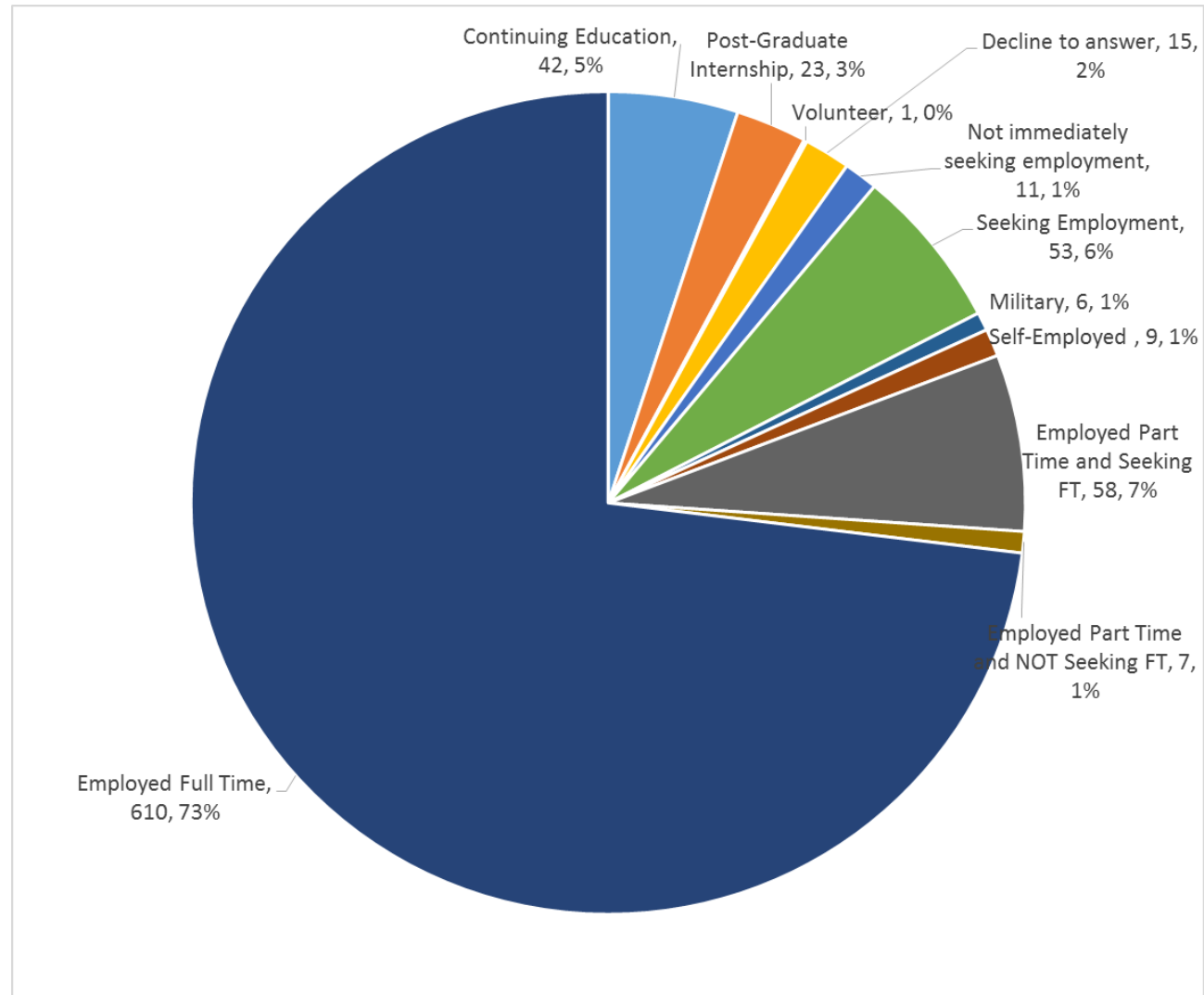
Social Work (cont.)	<p>Development Supports Coordinator Team Leader-Family Reunification Program Title One Teacher Training & Curriculum Specialist Transition Coordinator UB & GUCD Group Leader Vocational Services Supervisor Writer / Reviewer</p>	<p>Veteran Affairs Medical Center Wedgwood Christian Services West Michigan Cancer Center Youth Villages</p>
Speech Pathology and Audiology	<p>Direct Support Professional School Speech-Language Pathologist Speech Language Pathologist Speech Pathologist Speech-Language Pathologist CFY</p>	<p>Beaumont Medical Center Buchanan Public Schools Cicero Public School District Freedom Village Holland Mary Free Bed Rehabilitation Hospital ROI Select Rehabilitation Southwest Regional Rehabilitation Children's Therapy Center Spectrum Health-Helen DeVos Children's Hospital Van burden ISD Van Buren Intermediate School District</p>
Teaching Children with Visual Impairments	<p>Certified Orientation & Mobility Specialist Teacher Consultant for Visually Impaired Teacher Consultant of the Visually Impaired Teacher of Students with Visual Impairments</p>	<p>Calhoun Intermediate School District Fairfax Co Public Schools Fayette County Public Schools, Lexington, KY Michigan ISD Oakland Schools Traverse Bay Area Intermediate School District</p>
Vision Rehabilitation Therapy	<p>Itinerant Rehabilitation Teacher Lead Therapist Orientation and Mobility Specialist and Vision Rehabilitation Therapist Patient Care Tech Rehabilitation teacher Vision Rehabilitation Therapist</p>	<p>Alabama Department of Rehabilitation Services Arizona State University Bosma Enterprises Clement J. Zablocki VA Medical Center Foundation for Blind Children Laurel's of Sandy Creek St. Joseph Mercy Hospital State of Colorado Division of Vocational Rehabilitation State of Connecticut - BESB World Services for the Blind</p>

HAWORTH COLLEGE OF BUSINESS: PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees)

- **80.60%** (N=835; ↑15.68%) of graduates from the **Haworth College of Business responded** to the survey.
- **90.42%** (N=755; ↓0.02%) of respondents are **actively engaged**, which is defined as full-time employment, continuing education, military service, part-time employment, self-employment, or post-graduate internship/fellowship.
- Compared to previous year, **full-time employment increased by 4.03%**, continuing education decreased by 1.17%, part-time employment and seeking full-time employment decreased by 0.69%, and unemployed and seeking employment decreased by 1.43%.

PRIMARY ACTIVITY	Haworth College of Business	
	Count	Percent
Employed full time or have accepted full-time employment	610	73.05%
Continuing education	42	5.03%
Employed part time and NOT seeking full-time employment	7	0.84%
Employed part time and seeking full-time employment	58	6.95%
Military Service	6	0.72%
Post-graduate internship/fellowship	23	2.75%
Self-employed: started my own business	9	1.08%
Volunteering: involved with a volunteer project or program	1	0.12%
Not immediately seeking full-time employment	11	1.32%
Unemployed and seeking full-time employment	53	6.35%
Declined to answer	15	1.80%
Total	835	100.00%

**HAWORTH COLLEGE OF BUSINESS:
PRIMARY POST-GRADUATION ACTIVITY (Undergraduate and Graduate Degrees) (cont.)**



REPORTED SALARY RANGES: HAWORTH COLLEGE OF BUSINESS

*Salary data is self-reported and not fact-checked.

Salary means provided for each major were calculated based on the range midpoint.

Haworth College of Business: Undergraduate Degrees

N	%	Reported Salary Range
46	16.20%	\$35,001 to \$40,000
37	13.03%	\$40,001 to \$45,000
37	13.03%	\$50,001 to \$55,000
36	12.68%	\$30,001 to \$35,000
32	11.27%	\$45,001 to \$50,000
25	8.80%	\$55,001 to \$60,000
24	8.45%	\$60,001 to \$65,000
21	7.39%	\$25,001 to \$30,000
8	2.82%	\$20,000 to \$25,000
5	1.76%	Less than \$20,000
5	1.76%	Would rather not say
3	1.06%	\$65,001 to \$70,000
1	0.35%	\$75,001 to \$80,000
1	0.35%	\$80,001 to \$85,000
1	0.35%	\$90,001 to \$95,000
1	0.35%	\$95,001 to \$100,000
1	0.35%	More than \$100,000
284 (Total)		

Haworth College of Business: Graduate Degrees

N	%	Reported Salary Range
15	20.83%	\$50,001 to \$55,000
13	18.06%	\$45,001 to \$50,000
5	6.94%	\$40,001 to \$45,000
5	6.94%	\$55,001 to \$60,000
5	6.94%	\$60,001 to \$65,000
5	6.94%	More than \$100,000
4	5.56%	\$85,001 to \$90,000
3	4.17%	\$30,001 to \$35,000
3	4.17%	\$65,001 to \$70,000
3	4.17%	\$75,001 to \$80,000
3	4.17%	\$80,001 to \$85,000
3	4.17%	Would rather not say
2	2.78%	\$70,001 to \$75,000
1	1.39%	\$20,000 to \$25,000
1	1.39%	\$25,001 to \$30,000
1	1.39%	\$35,001 to \$40,000
72 (Total)		

**HAWORTH COLLEGE OF BUSINESS:
PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S AND MASTER'S DEGREES BY MAJOR**

<i>Haworth College of Business – Bachelor's and Master's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Accountancy	142	95	66.90%	56	58.95%	16	16.84%	40	42.11%	\$39,242	\$52,500
Advertising and Promotion	48	47	97.92%	33	70.21%	0	0.00%	22	46.81%	\$34,700	\$41,900
Computer Info Systems	41	33	80.49%	21	63.64%	1	3.03%	10	30.30%	\$47,500	\$58,000
Economics: Business	7	5	71.43%	4	80.00%	0	0.00%	1	20.00%	\$37,500	\$55,900
Electronic Business Design	10	7	70.00%	5	71.43%	0	0.00%	4	57.14%	\$40,833	-
Finance	95	49	51.58%	33	67.35%	5	10.20%	9	18.37%	\$42,917	\$57,300
Food and Consumer Package Goods Marketing	35	30	85.71%	26	86.67%	0	0.00%	18	60.00%	\$41,750	-
General Business	4	2	50.00%	2	100.00%	0	0.00%	1	50.00%	\$32,500	-
Human Resource Management	54	41	75.93%	23	56.10%	6	14.63%	14	34.15%	\$36,538	-
Integrated Supply Management	105	105	100.00%	91	86.67%	2	1.90%	65	61.90%	\$51,575	-
Management	139	90	64.75%	61	67.78%	2	2.22%	17	18.89%	\$49,342	\$66,00
Marketing	75	56	74.67%	37	66.07%	3	5.36%	15	26.79%	\$36,458	-
Sales and Business Marketing	101	82	81.19%	77	93.90%	2	2.44%	35	42.68%	\$43,587	

Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
Telecommunications and Info Management	15	9	60.00%	8	88.89%	0	0.00%	2	22.22%	\$44,167	-
Master of Science in Accountancy	44	30	68.18%	25	83.33%	1	3.33%	16	53.33%	\$54,107	-
Master of Business Administration	128	117	91.41%	97	82.91%	3	2.56%	30	25.64%	\$60,409	-

HAWORTH COLLEGE OF BUSINESS: SAMPLE JOB TITLES AND EMPLOYERS (Undergraduate and Graduate Degrees)

*Information compiled from the last two years of post-graduation activity survey data.

Haworth College of Business		
Academic Major	Sample Job Titles	Sample Employers
Accountancy	Accountant Account Analyst / Collector Accounting Assistant Accounts Receivable Specialist Associate Accountant Assurance Associate Auditor Audit Associate Bank Teller Business Affairs Manager Client Associate Commercial Associate / Capital Markets Analyst Contract Analyst Controller Foundation Program Cost Accountant Cost Accounting Associate Credit Analyst Finance Specialist Financial Analyst Financial Services Manager Head Accountant Internal Auditing Loan Specialist Medicaid Analyst Mortgage Accountant Office Assistant / Office Manager Operations Manager Procurement Agent Product Analyst Property Accountant Retirement Plan Associate Sales Consultant Senior Sales Staff Accountant	Accretive Health Adtegrity.com, Inc. Aerotek - Whirlpool Ally Financial American Home Inspections Angi Notary Signing Services Armstrong International - Steam, Air, Hot Water Avant Credit BDO Boeing Brightstar Corporation Ceterus, Inc. Cherokee Insurance Company Cole Gavlas Cole Taylor Mortgage Colleagues International Crowe Horwarth, LLP Deloitte & Touche Deloitte Tax LLP Department of Defense Doeren Mayhew Don Seelye Ford / Seelye Wright Imports Dow Chemical Ernst & Young Fifth Third First Community Federal Credit Union First National Bank of Michigan Fisher Spiegel Kunkle & Gerber Flowserve Gasaway Investment Advisors Gertsen Interstate Systems Greenleaf Trust Grooms & Harkins, PC I I Stanley

Accountancy (cont.)	Staff Auditor Tax Accountant Tax Analyst Tax Associate Tax Consultant Tax Specialist Teller Supervisor Trade Partner Customer Representative Vendor Accountant	Jessup Group P.C. JPMorgan Chase Kalamazoo County Land Bank Authority Kalamazoo Valley Community College KPMG, LLP Martin & Associates Environmental, LLC McKinley MHY Patners LP Michigan Department of Community Health Office of Inspector General Michigan Office of the Auditor General Mophie MPI Research Pacific Sunwear Parker Hannifin Pfizer Animal Health Plante & Moran PNC PricewaterhouseCoopers PwC Quicken Loans Scope Services Single Source Procurement Sonic Automotive Stryker USG Corporation W.K. Kellogg Foundation Whirlpool
Advertising and Promotion	Account Coordinator Account Executive Account Manager Assistant Account Executive Assistant Media Planner Assistant Strategist Associate Brand Manager Associate Project Manager Bilingual Mortgage Seller Brand Ambassador / Sales / Marketing Broker Associate Certified Pharmacy Technician	Aisle Rocket Studios Ameris Foods Biggs Gilmore Campbell Ewald Clear Channel Media & Entertainment Communities In Schools Doner Partners, LLC. Fox Cable Networks Goodrich Quality Theaters, Inc. Grand Rapids Griffins Guaranteed Rate HexArmor

Advertising and Promotion (cont.)	<p>Conference Coordinator Coordinator of Immigration Records Copywriter Data Analyst Demand Generation Specialist Digital Advertising / Seller Events and Programs Coordinator Graphic Design Inside Sales Assistant Internet Strategist Manager Marketing Administrator Marketing and Product Specialist Marketing Specialist PrePress Technician Program Coordinator Restaurant Professional Sales Assistant Sales Associate Sales Manager Sales Representative Service Consultant Store Manager Video Coordinator Youth Development Worker</p>	<p>JWT (J. Walter Thompson) Kellogg's Lock Tight Digital Lowe Campbell Ewald Mark Maker Menards MI Small Business & Technology Development Center Midwest Realty Group Millennium Restaurant Group Ncline Digital Newhall Klein Perspective Consulting Group Pulse Design Quicken Loans Service First Logistics Incorporated Shiftgig Steelcase Target Team Detroit Underground Printing Universal Wireless- Sprint Vixicom LLC Walgreens</p>
Master of Business Administration	<p>3M Pricing Analyst Assessment Specialist Assistant Buyer Assistant Controller Assistant Product Manager Associate Brand Manager Associate Financial Advisor Branch Manager Business Analyst Business Banking Supervisor Business Systems Analyst Buyer CAD Design Analyst Canadian Payroll Supervisor Commodity Manager</p>	<p>Access Business Group Aerotek Allied Mineral Products Inc. American Red Cross Ameriprise Financial AMWAY Axios Incorporated Bergquist Bissell Homecare, Inc. Bronson Healthcare Group Burke Porter Machinery Celia Corporation CLYDEUNION Pumps Daymon World Wide Dental Sleep solutions</p>

Master of Business Administration (cont.)	<p>Contract Manager Coordinator of Marketing / Community Relations Credit Analyst Customer Service - Business Liaison Customer Support Supervisor Data Manager Design Engineer III Digital Marketing Associate Director of IT Director of Marketing Director of Materials Management Director of MBA Programs EEO Compliance Specialist Facility Planning and Development / Property Manager Finance Manager Financial Accountant Financial Analyst Food Process Manager Forward Assurance / Legal Research General Counsel Global Demand Planning Manager Global Sales Support Specialist Group Sales Account Executive IT Auditor IT Service Desk Manager Lead Analyst –Materials / Operations Planning Lead Application Administrator Leadership Development Program Legal and Accounting Associate Location Manager Manager Holland Hospital Orthopedics Manager of Customer Marketing Manager, Marketing, and Public Relations Marketing Promotions Materials Manager Payroll Manager Physical Therapist Plant Controller Pricing Analyst Procurement Product Category Lead</p>	<p>Department of Defense Eaton Corporation Farmer's Insurance Company FEMA Corporation First Hospitality Group Ford Credit GFS Canada Greenstone Farm Credit Services Gull Lake Community Schools Hadley Products Hanflik Law Offices Holland Hospital Impact Label Corporation InterCare Community Health Network ION Geophysical ITT Technical Institute Jackson National Life Insurance Kalamazoo County Government Court Kalamazoo Maroons Summer Travel Baseball Kellogg Community Federal Credit Union Kellogg Company Knape & Vogt Mfg. Co. Kohler Co. L-3 Communications Avionics Systems LVM Capital Management Marshall Community Credit Union Marshall Excelsior Company Metro Health Hospital MPI Research Palace Sports and Entertainment Perrigo Priority Health ProKitchen Software Ranir LLC Robert Half International contract worker for 3M Spectrum Health Spine Physical Therapy Sprint Nextel State of Michigan Steelcase</p>
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Master of Business Administration (cont.)	<p> Product Development Specialist Product Specialist Professional Recruiter - Energy Services Program Analyst Project Engineer Project Leader Quality Assurance Engineer - Contractor Quality Systems Lead Auditor Recorder / Director of Finance Regional Operations and Facilities Director Registrar Remarketing Specialist Research & Development Specialist Research Associate Risk Manager Sales Account Manager Sales and Marketing Manager Sales Operations Specialist SAS Programmer Senior Accountant Senior Financial Analyst Sr. Brand Coordinator Sr. Cost Accountant Sr. Manager Procurement Continuous Improvement Strategic Planning and Research Analyst Supervisor, Patient Call Center Supply Chain Planner System Administrator System Analyst Technical Liaison Trade Customer Support Training and Development Manager Treasury Analyst Unit Supervisor Vice President of Sales VP of Operations Wellness Program Director </p>	<p> Steelcase Inc. Stryker Instruments Stryker Medical Superior Steel Components The Doctors Company The Source Thomson Reuters UFCW Local 951 Universal Forest Products Walker Parking Consultants Western Michigan University Whirlpool Wolverine World Wide Zoetis </p>
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Computer Information Systems	<p> Application Engineer Apprentice Associate Applications Engineer Associate Project Manager Associate Software Developer Business / Systems Analyst Business Analyst Business Data Analyst Computer Information Specialist Computer Systems Administrator Continuous Improvement Engineer Developer Help Desk Phone Specialist Information Analyst Information Systems Manager IT Specialist Manager of Systems Integrations and Internet Technologies Network Administrator Product Support Representative Project Manager Sales Support / Inventory Management Senior Systems Analyst Shipping Coordinator Software Developer Solutions Development Associate Systems Analyst Systems Analyst / Windows Developer Web / Mobile Developer </p>	<p> AB Small Business Marketing Aramco Ascension Health Information Services Auto-Owners Insurance Bronson Methodist Hospital City of Kalamazoo - Department of Public Safety Consumers Energy Defense Logistics Agency Logistics Information Service DTS Solutions Eaton Corporation Fastenal HUMANeX Ventures Landscape Forms Ndex Parker Hannifin Perrigo PNC Bank PricewaterhouseCoopers Steelcase Streamline Healthcare Solutions Stryker The C2 Group Thomson Reuters Total Plastics Inc USF Holland </p>
Electronic Business Design	<p> Application Specialist Applications Developer Associate Project Manager Business Analyst and IT Support Customer Service Program Administrator Network Associate Software Developer Software Test Specialist Tenor Tech / Web Designer </p>	<p> Biggs Gilmore Contractors Pipe and Supply Guardian Industries IBM Global Business Services Marketing Associates New World Systems Quicken Loans TechSmith Windy City Legion Drum & Bugle Corps </p>

Finance	Bank Teller Business Analyst Credit Analyst Customer Service Data Analyst Finance and Operations Coordinator Financial Advisor Financial Analyst Financial Analyst Financial Consultant Financial Representative HUD Reviewer Inventory Management Investment Advisor Representative Jr. Property Manager Management Trainee: Commercial Credit Analyst Marketing Analyst Marketing Representative Member Solutions Merchandiser Mortgage Banker Mortgage Loan Originator Order Manager Coordinator Personal Banker Personal Lines Underwriter Quality Assurance Regional Sales Manager Research Analyst Research Manager Senior Buyer Senior Project Leader Shift Manager Supply Coordinator Tax Consultant Teller / Sales Associate Valuation Associate	1st Source Bank Allianz Life Allstate Auto-Owners Insurance Bronson Healthcare Group CBRE Center Street Wealth Strategies Clear Capital Consumers Credit Union Dart Container Deloitte Edward Jones First Community Federal Credit Union General Motors Graphic Packaging Holding HECO, Industrial Service Groups Impel Industries Jacobs Technology Lincoln Financial Group Michigan Commerce Bank Michigan Department of Treasury Motor State Distributing Northwestern Mutual Financial Network Penske Logistics PepsiCo Plymouth Rock Energy Quicken Loans Regal Financial Group Standard Bank & Trust Co. State Farm Insurance Stryker Corporation Suburban Landscape Supply The Eriksen Group Titan Advisory Firm, LLC Title Source Towne Mortgage VFG Associates LLC W.K. Kellogg Foundation Wealth-X
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Food and Consumer Package Goods Marketing	Account Analyst Analyst Assistant Manager Associate Category Analyst Business Management Associate Category Analyst Co-Manager Consumer Product Sales Representative Customer Sales Representative Customer Service Supply Chain Analyst ECI Coordinator / Bill of Material Specialist Food Service Sales Representative Grocery Purchasing Representative Management Development Associate Management Trainee Merchandise Associate Retail Sales Merchandiser Retail Sales Representative Sales and Logistics Assistant Sales Coordinator Sales Development Leadership Program Sales Learning and Development Sales Representative Sr. Coordinator Inventory Control Store Manager Trainee Supply Chain Analyst Territory Sales Manager Territory Sales Representative	Acosta Sales & Marketing Advantage Sales and Marketing Constellation Brands Daymon Worldwide Echo Global Logistics Fort Dearborn G&A Marketing General Mills Inc Gusto Packing Hormel Foods Jewel-Osco KeHE Distribution Kellogg Kroger Meijer Corporation Nestle Pepsico Perrigo Quicken Loans Schwan Consumer Brands Senior Services Inc. Stryker TAC Manufacturing WalMart
Human Resource Management	Assistant Manager Benefit Specialist Compensation Analyst Customer Service Manager Customer Service Specialist Executive Team Leader Global Trade Compliance Human Resource Assistant Human Resource Generalist Human Resource Management Human Resources Coordinator Human Resources Trainee	Abercrombie & Fitch Acrisure Aerotek Allen Edwin Homes Beacon Specialized Living Services, Inc. Bronson Methodist Hospital CH Robinson Worldwide Ciber Department of Veterans Affairs Edward Rose & Sons Employment Group Federal Center

Human Resource Management (cont.)	I-optimization Credentialed Trainer Management Trainee Operations Analyst Program Analyst Recruiter Recruiting Administrator Service Coordinator Social Media Coordinator Talent Development Specialist Transportation Sales Representative	Gilmore Car Museum International Paper Matronardi Produce Michigan Works! Nestle Purina Pfizer PNC Bank Stryker Summit Polymers Target Tenneco Automotive
Integrated Supply Management	Account Manager Air-Foils Sourcing Buyer Assistant Buyer Assistant Operations Manager Bill of Materials Analyst Business Services Group Buyer / Material Expeditor Buyer / Planner Buyer / Scheduler Commodity Buyer Commodity Manager Continuous Improvement Engineer Customer Logistics Services Customer Service Analyst Customer Service Supply Chain Analyst Distribution Planning Associate Analyst Efficiency Coordinator / Service Lead Financial Analyst Foreign Military Sales Global Purchasing and Supply Chain Global Supply Chain Leadership Development Program Implementation Specialist Implementation Support Specialist Information Systems Analysis Inventory Analyst Inventory Control Analyst Leader of Operational Excellence, Buyer Leadership Development Rotational Program Logistics Analyst	3M ABB Inc. Aerotek / II Stanley Ally Financial (GMAC) American Axle and Manufacturing American General Andrie Arete Auditrax Behr Bendix BlueWare BorgWarner, Inc. Case New Holland Central Transport, MI LLC. Chrysler Coca Cola North America Command Transportation Coyote Logistics Deere & Company DENSO Manufacturing Dow Chemical Eaton Electro-Motive Diesel F&E Aircraft Maintenance FEMA Fiat Purchasing Ford Motor Company G.A. Richards Group

Integrated Supply Management (cont.)	Logistics Coordinator Logistics Transportation Specialist Maintenance Acquisition Manager Market Research Analyst / Consultant Marketing Coordinator Material Expeditor / Buyer Material Planner Merchandiser / Sales Representative Mortgage Banker Operations Area Coordinator Operations Supervisor Optimized Operations Process Improvement Specialist Procurement Analyst Procurement Associate Procurement Contracts Representative I Procurement Coordinator Procurement Representative Production Control Specialist Production Coordinator Production Manager Production Planner Production Scheduling Program Purchasing Buyer Project Buyer Project Control Scheduler Project Manager Project Procurement Project Purchasing Buyer Purchaser Purchasing Analyst Purchasing and Inventory Control Purchasing Manager Scheduler / Planner; Receiving Analyst Senior Program Specialist Shipping Clerk Shipping / Warehouse Supervisor Sourcing Specialist Strategic Sourcing Supplier Quality Launch Leader - Full Size Trucks	Gallagher Kaiser GE Aviation General Dynamic Land Systems General Motors Gentex Hillshire Brands Hollingsworth Logistics group Hormel Foods Hydro Aluminum IBM International Paper J.B. Hunt John Deere KeHE Distributors Kellogg Company Kenco Logistics Kendall Electric Kohler Kraft Foods Lacks Trim Systems Landscape Forms Lear Corporation Maple Leaf Foods Marathon Petroleum Company Meijer Monsanto Mophie Nolan Transportation Group Parker Hannifin Pepsi Pfizer Plex Systems Post Foods LLC Quicken Loans S&G Press and Machinery Sales SPX - Clyde Union Stryker Instruments Topco Associates LLC Wagener Distributing Walmart Distribution
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Integrated Supply Management (cont.)	Supply Chain Administrator Supply Chain Analyst Supply Chain Consultant Supply Chain Engineer Supply Chain Engineering Professional Supply Chain Leadership Development Supply Chain Planner Supply Chain Rotational Trainee Supply Management Specialist Warehouse Manager	Whirlpool Corporation Wirtz Manufacturing Zimmer
Management	Account Executive Account Manager Assembly Technician Assistant Manager Assistant Sales Manager Billing Specialist Brand Ambassador Co-Manager Commercial Accountant Contracts Associate Executive Sales Coordinator for North American Operations Inside Sales Leadership Development Program Logistics Coordinator Management Trainee Manager Member Solutions Representative Mortgage Banker National Account Manager Office Manager Operations Assistant Operations Lead Operations Specialist Operations Supervisor Pharmaceutical Sales Representative Practice Support Assistant Procurement Agent Production and Inventory Coordinator Production Supervisor	Abercrombie & Fitch Accretive Health Advance Products American Axle Manufacturing AVB Boeing Costco Wholesale Coyote Logistics Dobel Tequila Edward Rose & Sons Enterprise Rent-a-Car Exel Logistics Fabiano's Candies Ferguson Enterprises First Community Federal Credit Union First National Bank of Michigan Ford Motor Credit General Motors Goodrich Quality Great Lakes Caring Harbor Freight Tools Hertz Hewlett-Packard Horizon Books Hungry Howie's Pizza Image-Tek LLC J.B. Hunt JRM Realty Kalamazoo Dermatology and Skin Cancer Center Kalser Credit Union

Management (cont.)	<p> Program Administrator Project Based HR / Recruiter Project Manager Property Management Assistant Recruiter Retail Account Manager Sales Account Manager Sales Support Management Analyst Sales / Management Trainee Senior Sales Representative Shift Manager Sr. Buyer Store Manager Team Leader Teller Teller Supervisor Transportation Analysis Wedding Consultant </p>	<p> Kroger Menards Mintel MPI Research MSU Overisel Lumber Phoenix Instruments PNC Bank Quicken Loans Sherwin Williams - Product Finishes Sonic Automotive Southwood Realty State Farm Stryker Target The Buckle TMS Health, a Xerox Company Visions Wedding Planning and Event Boutique Walmart Welch Packaging Whirlpool Xerox </p>
Marketing	<p> Account Executive Account Representative Account Specialist Area Sales Manager Assistant Manager Brand Ambassador Business Writer Compliance Coordinator Customer Marketing Director of Marketing Financial Sales Consultant Global Events Coordinator Hardware Specialist Host, Server and Insights Analyst Insurance Career Sales Agent Investment Track Associate Leasing Professional / Community Assistant Managing Office Assistant </p>	<p> AcuPOLL Research Aerotek American Campus Communities Biggs Gilmore Biomarin Pharmaceutical Consolidated Graphics Coyote Logistics Datassential DePuy Orthopaedics Diana's Care LLC E.D.R. Group Exterior Image Landscaping Farmers Insurance Forensic Fluids Laboratories Genius Phone Repair Goldman & Associates Great Lakes Brewing Company Groupon </p>

Marketing (cont.)	<p>Market Research Analyst Marketing Advisor Marketing and Event Coordinator Marketing and Sales Coordinator Marketing Assistant Marketing Communications Associate Marketing Coordinator Marketing Manager Mortgage Banker Night Manager Operation Specialist Personal Banker Pricing Strategist Professional Engineering Recruiter Public Relations Executive (Corporate & Commercial) Quality Assurance Specialist Research Analyst Retail Measurement Service Client Service Sales and Marketing Account Manager Sales Consultant Sales / Production Coordinator Supply Chain Analyst</p>	<p>Guaranteed Rate InterCall Ipsos JP Morgan Chase Kellogg Company KemperSports MI GEAR UP Michigan Office Solutions MPI Research PETRONAS Pfizer Animal Health PNC Bank Progressive Hardware Ltd Quicken Loans RDA group Samuel Mancinos Ship-Pac, Inc. Stryker The Nielsen Company The Walt Disney Company Western Michigan University Power Plant Whirlpool</p>
Personal Financial Planning	<p>Accounts Payable Clerk Call Center Representative Financial Advisor Financial Consultant</p>	<p>Advance Capital Management Aegon Diversified Investment Advisors Edward Jones Stamp Farms Custom Ag, LLC</p>
Telecommunications and Information Management	<p>Business Analyst Business / Technology Representative Customer Service Representative Network and Systems Operations Package Handler System Administrator</p>	<p>Compuware Eaton Quicken Loans Spectrum Health Stream Global Thomson Reuters UPS</p>
Sales and Business Marketing	<p>Account Coordinator Account Executive Account Manager Account Representative Aide to Brevard County Commissioner Associate Account Representative</p>	<p>Action Industrial Supply Adam's Outdoor Advertising Aerotek AFN Logistics Aggregate Industries Airtec Corporation</p>

Sales and Business Marketing (cont.)	Brand Ambassador Broker Business Development Consultant Customer Sales and Support Advisor Dell Product Specialist Department Manager Financial Advisor Financial Sales Consultant General Manager Inbound Sales Specialist Inside Sales Inside Sales Account Manager Inside Sales Representative Leadership Associate Logistic Sales Account Executive Management Trainee Marketing Associate Material Coordinator Mid-Market Business Development Representative Mortgage Banker National Account Manager Outside Sales Representative Paralegal Procurement Account Manager Professional Recruiter Professional Services Recruiter Recruiter Sales Account Executive Sales and Customer Service Sales Associate Sales Consultant Trainee Sales Executive Sales Manager Sales Representative Sales Service Coordinator Sales Technician Sales / Account Manager Sales / Customer Service / Marketing Sales / Data Specialist Solution Specialist	American Marketing and Publishing Bankers Life Brevard County C.H Robinson Chicago Office Technology Group Command Transportation Consolidated Graphics COTG-A Xerox Company Coyote Dominion Systems Envelope Manufacturing Exopack Ganz General RV Center Great Lakes Computers Greenleaf Hospitality Group Hickory Asset Management IHS Distributing J. Rettenmaier USA LP JCPenney Kendall Electric Label Logic Lifescan LifeSpice M&K Truck Sales M2W, Inc. MarketLab MARS Advertising Meijer Menards Michigan Office Solutions Modernistic Cleaning Services MSDSonline New York Life News America Marketing Optio Data LLC Paychex PNC Bank PolyVista Progressive Energy Group
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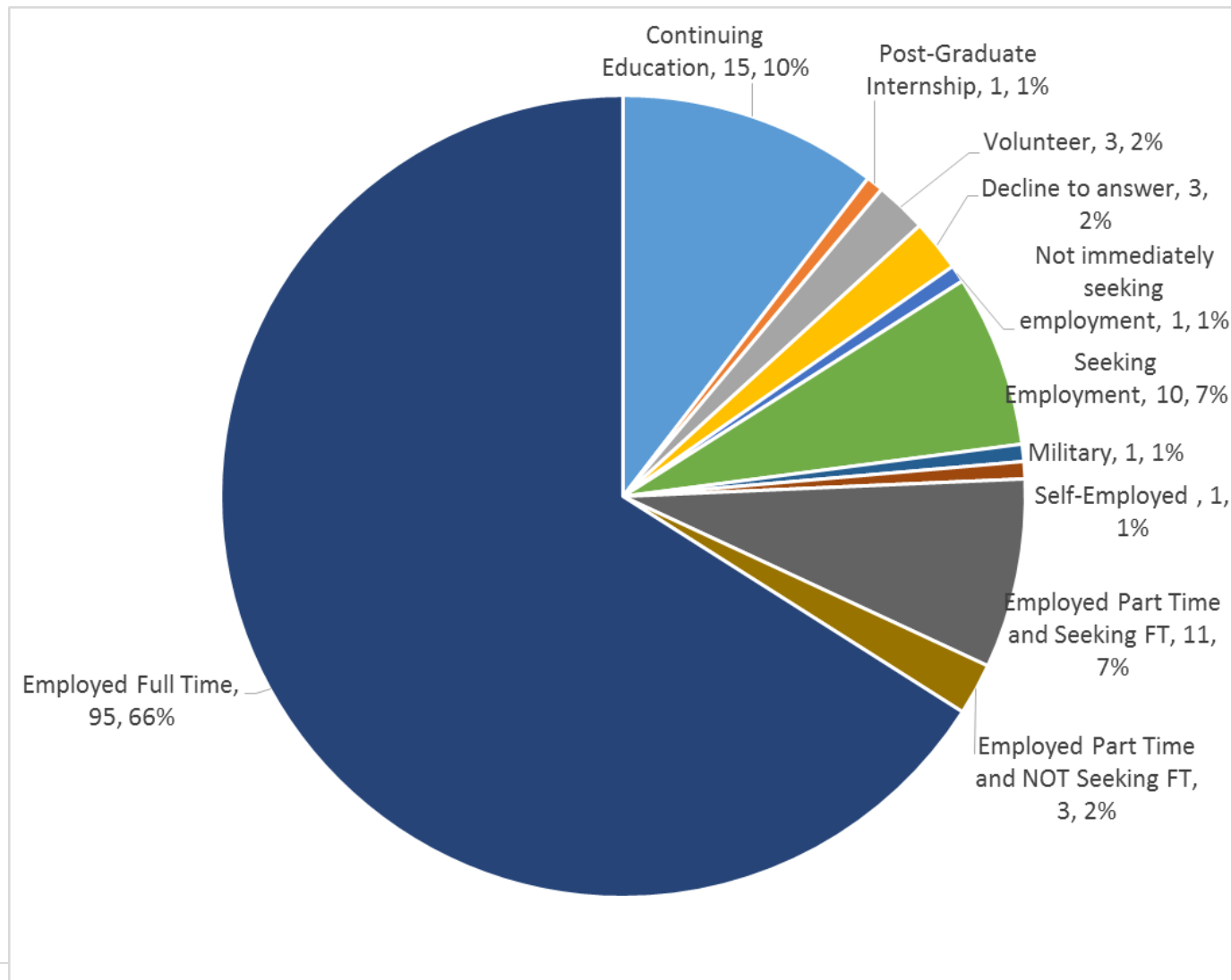
Sales and Business Marketing (cont.)	Territory Manager Transportation Sales Representative	Pyramid Solutions Reckitt Benckiser Schneider National South Shore Tool & Die Stiles Machinery Inc. Stryker Medical Sun Life Financial The Karmacy Thomson Reuters Total Plastics Total Quality Logistics Universal Forest Products University Tan Unum Group Welch Packaging WorldWide Express Zemlick Office Products and Furniture
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**EXTENDED UNIVERSITY PROGRAMS (GENERAL UNIVERSITY STUDIES):
PRIMARY POST-GRADUATION ACTIVITY**

- **51.25%** (N=144; ↑2.81%) of **Extended University Programs (General University Studies)** graduates **responded** to the survey.
- **88.19%** (N=127; ↓1.33%) of respondents are **actively engaged**, which is defined as full-time employment, continuing education, post-graduate internship/fellowship, self-employment, part-time employment, or military service.
- Compared to previous year, **full-time employment increased by 15.17%, continuing education decreased by 2.49%**, part-time employment while seeking full-time employment decreased by 6.88%, and unemployed and seeking employment decreased by 1.12%.

PRIMARY ACTIVITY	Extended University Programs	
	Count	Percent
Employed full time or have accepted full-time employment	95	65.97%
Continuing education	15	10.41%
Employed part time and NOT seeking full-time employment	3	2.10%
Employed part time and seeking full-time employment	11	7.63%
Military Service	1	0.70%
Post-graduate internship/fellowship	1	0.70%
Self-employed: started my own business	1	0.70%
Volunteering: involved with a volunteer project or program	3	2.08%
Not immediately seeking full-time employment	1	0.70%
Unemployed and seeking full-time employment	10	6.99%
Declined to answer	3	2.10%
Total	144	100.00%

**EXTENDED UNIVERSITY PROGRAMS (GENERAL UNIVERSITY STUDIES):
PRIMARY POST-GRADUATION ACTIVITY (*cont.*)**



REPORTED SALARY RANGES: EXTENDED UNIVERSITY PROGRAMS (GENERAL STUDIES)

*Salary data is self-reported and not fact-checked. Salary mean was calculated based on the range midpoint.

N	%	Reported Salary Range
8	15.09%	Less than \$20,000
6	11.32%	\$30,001 to \$35,000
6	11.32%	\$35,001 to \$40,000
5	9.43%	\$20,000 to \$25,000
5	9.43%	\$25,001 to \$30,000
5	9.43%	\$40,001 to \$45,000
4	7.55%	\$45,001 to \$50,000
4	7.55%	\$55,001 to \$60,000
3	5.66%	\$65,001 to \$70,000
3	5.66%	More than \$100,000
2	3.77%	Would rather not say
1	1.89%	\$75,001 to \$80,000
1	1.89%	\$80,001 to \$85,000
53 (Total)		

EXTENDED UNIVERSITY PROGRAMS: PRIMARY POST-GRADUATION ACTIVITY FOR BACHELOR'S DEGREES BY MAJOR

<i>Extended University Programs (General University Studies) - Bachelor's Degrees</i>											
Academic Major	Number of Degrees Granted	Survey Responses for the Major		Employed Full Time		Continuing Education		Completed Internship while at WMU		Reported Salary Mean	Mean NACE Salary
		Count	Percent of Responses	Count	Percent	Count	Percent	Count	Percent		
General Studies	282	145	51.42%	94	64.83%	16	11.03%	21	14.48%	-	-

EXTENDED UNIVERSITY PROGRAMS (GENERAL STUDIES): SAMPLE JOB TITLES AND EMPLOYERS

*Information compiled from the last two years of post-graduation activity survey data.

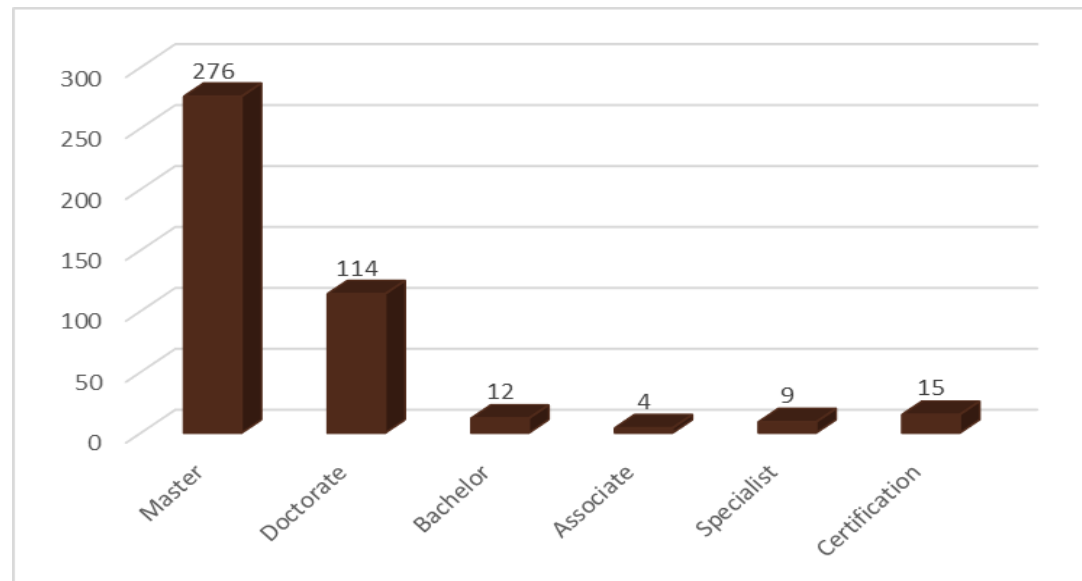
<i>Extended University Programs (General University Studies)</i>		
Academic Major	Sample Job Titles	Sample Employers
General University Studies	A/V Technician Account Manager Accounting Associate Analyst Application Engineer Application Processor APQP-Manufacturing Technologist Assistant General Manager Assistant Project Supervisor Assistant Property Manager Aviation Services Banker Billing Services Call-Center Specialist Business Banker Business Sales Consultant CEO / Artist / Producer Chief Operating Officer Child Care Center Director Corrections Officer County Clerk Creative Director Customer Service Specialist Default Specialist Design Engineer District Executive Experiential Marketing Specialist Facilities Manager FBO Services Supervisor Firefighter / Paramedic Flight Nurse Fraud and Loss Analyst 1 General Manager Government Sales Representative Human Resource Specialist Independent Living Instructor Inside Sales Inventory Supervisor - Internal Audit	102.1 WMUK A10 Networks Advantage Behavioral Health Systems Adventures Learning Centers Aerotech Alliant Healthcare Amerisave Arabian Railway Company Arvco Containers Automotive BEHR Biddergy.com Big River Grille & Brewing Works Blue Water Global Logistics Boy Scouts of America Burlington Coat Factory Campbell-Ewald Campus Crusade For Christ Caterpillar, Inc. Chrysler CNAC Coca-Cola Refreshments Consumers Credit Union Costco Wholesale Dakota Integrated Systems Department of Veterans Affairs Devine Senior Living, LLC Dish Network Drug & Laboratory Disposal Duncan Aviation EPITEC, INC. Farmers Insurance FCFCU / TSO Capital Inc Fifth Third Bank Firekeepers Casino First Community Federal Credit Union Forever 21

<p>General University Studies (cont.)</p>	<p>Investigator IT Recruiter Junior Therapist Lab Technician Lead Employment Consultant Lead Skills Training Specialist Loan Originator Assistant Manager In Training Market Development Manager Marketing Brand Ambassador Medical Biller Medical Dosimetrist Medical Records Supervisor Medication Technician / Resident Care Specialist Merchandising Microbiology News Reporter Nuclear Instructor Office Assistant Operations Manager Package Handler Patient Registration Specialist Payee Specialist Personal Training Director Precious Metals Specialist and Marketing Manager Preschool Teacher Program Analyst Program Buyer Project Manager Proposal Writer Quality Control Lab Tech Quality Engineer Receptionist / Administrative Assistant Records Clerk Regional Grassroots Director Resource Manager, Recruiter Retail Store Manager Safety Manager, Environmental Health & Safety Professional Sales / Consulting Sales Associate Sales Representative Sales / Marketing Assistant Satellite Installation Technician</p>	<p>Genemarkersllc Guardian Finance and Advocacy Services Harding's Marketplace Harper Woods Fire Department Hilltop Hobart Institute of Welding Technology Hope Network Hungry Howie's Pizza iDream Talent LLC Kavaliro Kendall Electric KPS LA Fitness Lakeland Regional Healthcare Marty Feldman Chevrolet Mclaren Greater Lansing Mead Johnson Menards MidWest Enterprises for the Blind Mission Takeover Records Natural Health Center Nesma & Partners Niblock Excavating Nikos OfficeMax Paramedic Pepsi Perrigo Plane Appearance PNC Bank Prudential Preferred Realtors Revolt Events Road Runner Sports Ropes Courses, Inc Roush Sexton High School, Lansing School District SFA & Associates Pottery Sprint by Wireless Revolution State of Michigan State of Michigan-Department of Corrections STE Consultant Terra Contracting, IIC The Gold Cycle Thomson Reuters</p>
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General University Studies (cont.)	Security and Investigations Professional Senior Logistics Manager Student Service Coordinator Supplement Specialist Technical Operations and Engineering Professional Technical Welding Instructor Technical Writer Teller II Transportation / Trucking / Railroad Professional Treasury Management Sales Associate Wireless Consultant	TJX T-Mobile Trinity International School UPS Vanderbilt University Medical Center W.J. O'Neil West Hills Athletic Club Western Michigan University Yogurt Mountain
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WMU GRADUATES CONTINUING EDUCATION

- **13.6%** (N=485) of all respondents indicated that they are **continuing education** upon graduation.
- Of those continuing education, 64.19% (N=276) are pursuing master's degrees, 26.51% (N=114) are pursuing doctoral degrees, and less than 1% are pursuing an associate's degree (N=4), bachelor's degree (N=12), certificate program (N=15), or a specialist program (N=9).



- Of all respondents, **39%** (N=186) will **continue their education at Western Michigan University** pursuing bachelor's degrees (N=5), master's degrees (N=139), doctoral degrees (N=35), certificate programs (N=5), and specialist programs (N=1).
- Overall, WMU graduates will be pursuing further education at **97 different institutions**. The institutions at which WMU graduates most frequently will continue education include: Michigan State University (N=17), Wayne State University (N=16), University of Michigan (N=13), Grand Valley State University (N=6), Central Michigan University (N=5), Oakland University (N=5), Arizona State University (N=5), UCLA (N=5), Cooley Law School (N=4), Ferris State University (N=4), and University of Texas (N=4).

INSTITUTIONS WHERE 2012-13 WMU GRADUATES WILL BE CONTINUING EDUCATION

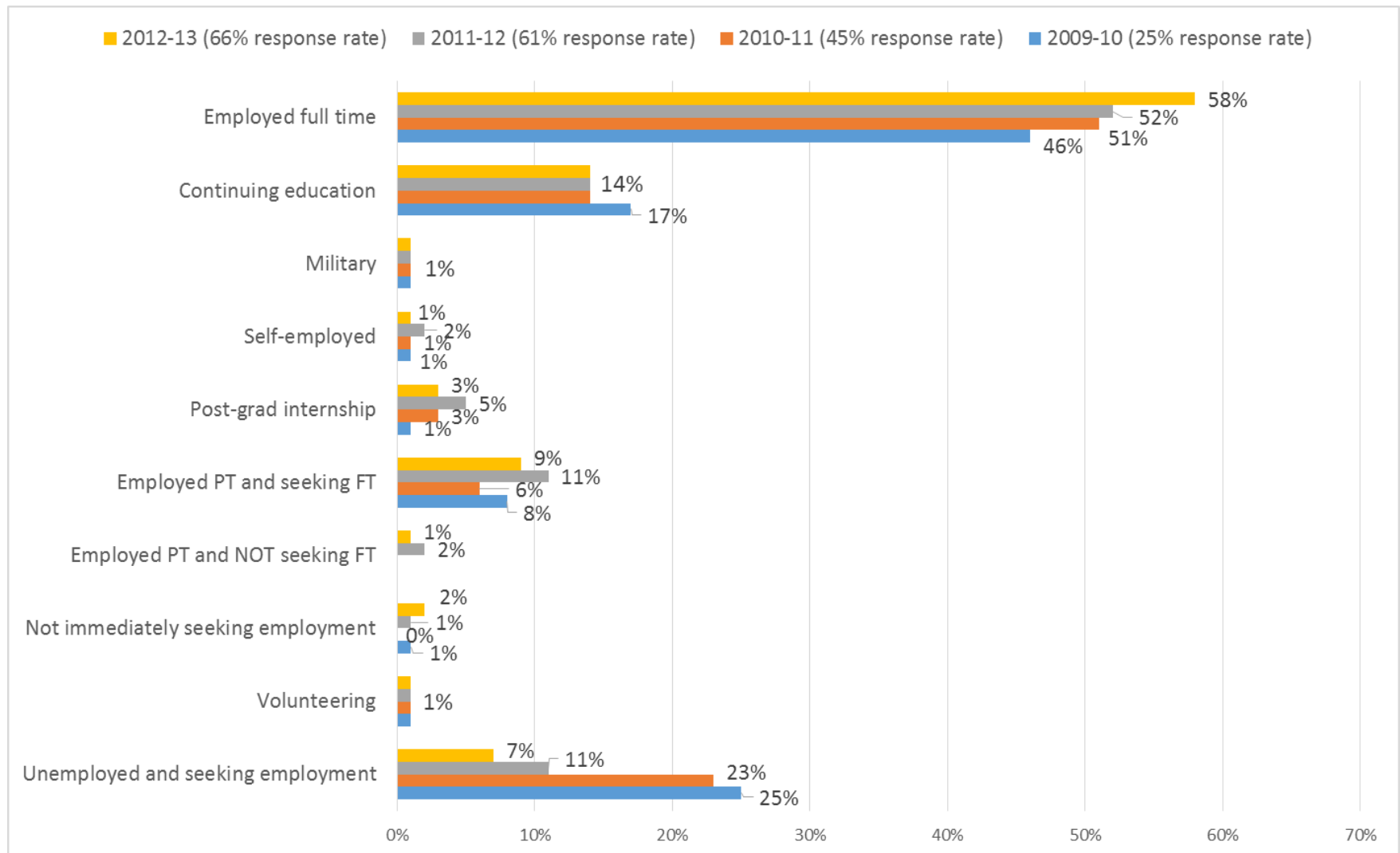
Academy of Music in Prague (HAMU)	Kent State University	University of Denver
American Flyers	Lansing Community College	University of Detroit Mercy
American University	Le Cordon Bleu	University of East London
Arizona State University	Lincoln Memorial University	University of Florida
Ball State University	Mannes School of Music	University of Hartford, Hartt School of Music
Baylor	Miami of Florida's Law School	University of Illinois
Bethel	Michigan School of Professional Psychology	University of Iowa
Boston University	Michigan State University	University of Michigan
Bowling Green State University	Michigan Technological University	University of Minnesota
Brooklyn College CUNY	Moody Theological Institute	University of Nebraska-Lincoln
California Polytechnic State University	Naropa University	University of New Orleans
Carnegie Mellon University	New Mexico State University	University of North Dakota Grand Forks
Central Michigan University	New York University	University of North Texas
Chicago School of Psychology	North Carolina State University	University of Notre Dame
Clemson University	Oakland University	University of Ohio
Concord University	Ohio State University	University of Oklahoma
Consevatorio della Svizzera Italiana	Pacific Oaks College	University of Oregon
Cooley Law School	Pennsylvania College of Optometry	University of Pittsburgh
Depaul University College of Law	Roosevelt University	University of Rhode Island
Duke Law School	Southern Baptist Theological Seminary	University of Rochester
Eastern Michigan University	Southern Illinois University	University of Texas
Fashion Institute of Technology	Spalding University	University of Toledo
Ferris State University	Spring Arbor	University of Washington
Florida State	State University of New York at Buffalo	University of Western Ontario
George Mason University	Stockholm University	University of Wisconsin Madison
George Washington University Law School	Syracuse University	Vanderbilt University
Georgia Institute of Technology	Temple University	W.E. Upjohn School of Medicine
Goshen College	Tennessee State University	Wayne State University
Grand Rapids Theological Seminary	UCLA	Webber International University
Grand Valley State University	University New South Wales	West Virginia University
Indiana University	University of Arizona	Wheeling Jesuit University
Johns Hopkins University Bloomberg School of Public Health	University of Cincinnati College-Conservatory of Music	
Kalamazoo Valley Community College		

WMU GRADUATES CONTINUING EDUCATION: FIELDS OF STUDYWMU graduates pursue education in **148 fields of study**.

Accountancy	Design	Middle Eastern Studies
Acting	Dietetics	Music
Aerospace Engineering	Economics	Music Composition
Alcohol and Drug Abuse	Education	Music Performance
Anthropology	Education Technology	Nursing
Applied Behavior Analysis	Educational Administration	Observational Learning and Program Development
Applied Physiology	Educational Leadership	Occupational Therapy
Architecture	Educational Policy and Administration in Higher Education	Optometry
Arts	Electrical Engineering	Organizational Learning and Performance
Arts Policy and Administration	Engineering	Osteopathic Medicine
Athletic Training	Engineering Management	Patisserie and Baking
Audiology	English	Pharmacology
Aviation	Environmental and Energy Policy	Pharmacy
Banking and Finance	Environmental Education	Philosophy
Behavior Analysis	Environmental Law	Philosophy and Cognitive Science
Behavioral Science	Evaluation	Physical Therapy
Behavioral Sciences / Neuroscience	Evaluation, Measurement and Research	Physician Assistant Studies
Biblical Studies	Exercise Physiology	Physics
Biological Science in Public Health	Family Studies	Professional Education / Administration
Biological Sciences (Neuroscience)	Fashion Marketing	Psychology
Biology	Finance	Public Administration
Biomedical Sciences	Fine Arts / Sculpture	Public Health
Blindness and Low Vision Studies or Speech Pathology	Flute Performance	Public History
Business	Geography	Public Relations
Certified Flight Instructor	Geology	Quantitative Biology
Certified Nurse Midwife	Geosciences	Religion
Chemical Engineering	Graphic Design	School Counseling
Chemistry	Healthcare	School Psychology
Civil and Construction Engineering	Higher Education	Science Education
Civil Engineering	Higher Education and Student Affairs	Second Language Acquisition/ Spanish
Clinical Mental Health	Higher Education Student Affairs	Social Psychology
Clinical Mental Health Counseling	History	Social Work
Clinical Psychology	Human and Community Development	Sociology
Coaching Sport Performance	Human Development	Somatic Counseling Psychology with a concentration in Dance / Movement Therapy
Communication	Human Medicine	

Comparative Religion Computational Biology Computer Engineering Computer Science Conservation Biology Counseling Counseling and Art Therapy (LLPC and ATR) Counseling Psychology Counselor Education Creative Writing Criminal Justice Criminology Dance Dentistry	Human Resource Management Hydrogeology Industrial Engineering Industrial Organization Information Science Jazz Studies Journalism Law Library and Information Science Literature Masters of Divinity Mathematics Mechanical Engineering Medicine Medieval Studies	Special Education Speech Communication Speech Language Pathology Sport and Event Management Sports Management Sports Medicine / Exercise Physiology Statistics Structural Engineering Supply Chain Sustainability Textile Conservation Theatre Turfgrass Management Veterinary Medicine Violin Performance
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FOUR-YEAR COMPARISON OF POST-GRADUATION ACTIVITY



*Note: In 2009-10 and 2010-11, the survey contained one "employed part time" category. Starting in the 2011-12 survey, "employed part time" category was broken down into "employed part time and seeking full-time employment," and "employed part time and not seeking full-time employment."