**Executive Summary**

**Primary Activity Summary 2016–17**

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>2843</td>
<td>71%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>186</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>568</td>
<td>14%</td>
</tr>
<tr>
<td>Military service</td>
<td>29</td>
<td>1%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>13</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>317</td>
<td>8%</td>
</tr>
<tr>
<td>Other commitments</td>
<td>60</td>
<td>1%</td>
</tr>
</tbody>
</table>

**Full-Time Employment Highlights**

- 71% were employed full time.
- The median salary was $40,000–$45,000 based on 1733 reported salaries.
- 85% have a job related to their degree.
- 88% are satisfied with their job.
- 77% work in Michigan; 21% work in 48 other U.S. states; and 2% work in 26 countries outside the U.S.

**Continuing Education**

- 14% are pursuing further education after graduating from WMU.
- 51% are continuing education at WMU, and the remaining 49% will attend 116 different institutions.

**Experiential Education**

- 84% completed an experiential education activity.

"Absolutely life-changing experiences. Great faculty, welcoming staff, and inclusive environment."

We surveyed all (N=5205) WMU students graduating with bachelor’s, master’s, and doctoral degrees between August 2016 and June 2017.

Data was obtained for 77% of the population (N=4016).

91% of WMU graduates were actively engaged within three months of graduation.

"Active engagement" includes full-time employment, part-time employment, military service, volunteering full time, and continuing education.
About the Data

Career and Student Employment Services conducts the annual Post-Graduation Activity Survey on behalf of the University. The survey is conducted in accordance with the “Standards and Protocols for the Collection and Dissemination of Graduating Student Initial Career Outcomes Information” published by the National Association of Colleges and Employers (NACE).

Three weeks before each graduation, all graduating students receive an email from their college dean, department chairperson, or program director with a personalized link to the Post-Graduation Activity Survey. Survey respondents select one post-graduation activity category: working full time, working part time, further education or study, military service, volunteering full time (like Peace Corps, AmeriCorps, mission work), other commitments (e.g., family, travel, etc.), or looking for work.

Nonrespondents receive at least four reminders via email. For the graduates who have not responded to the survey after multiple invitations, we gather employment data from public LinkedIn profiles. **Survey response rate was 61%, while the overall knowledge rate was 77%**. Seventy-nine percent of the data in this report was obtained through the online questionnaire and 21% through LinkedIn.

Post-graduation activity data was updated throughout the year by following up with respondents who indicated they were seeking employment at the time of completing the survey. The data collection cycle ended on October 15, 2017.

**Sixty-one percent (61%, N=1733) of respondents working full time reported a salary range.** Salary information is reported only for full-time employment, and it includes salaries for jobs outside the United States. **We publish median salary ranges for majors/programs with at least five reported salaries.** At the end of the report we include national data from the Salary Surveys published by NACE. All salary data is provided for informational purposes only and is not intended to be used for comparisons or predictions.

The report lists all WMU majors for which sufficient data has been collected. Names of majors in the report align with those listed at wmich.edu/academics. If there are fewer than five primary activity responses for a program (or for one degree level of a program), data from 2015–16 is added and/or similar majors are combined. If there are fewer than five responses for a program from 2015–16 and 2016–17 together, the program is not included in the report. Data from 2015–16 is added only to the individual reports for the majors, not to the overall college or university reports.

There were 286 students who completed two or more majors during the graduation period. They are included once in each section of the report that corresponds to one of their degrees. No student’s data is ever counted twice in the same report section.

One purpose of this report is to help students with career exploration. To that end, reports for individual majors and programs include sample job titles and employer names.

NACE and Career and Student Employment Services acknowledge that the positive impact of a college education cannot be measured merely in terms of employment, earnings, or continued education. The most significant and substantive outcomes of personal and professional growth occur over the lifetime of the individual graduate.
Lee Honors College

Western Michigan University
Lee Honors College

Post-Graduation Activity

94% of all Lee Honors College graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>61</td>
<td>50%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>46</td>
<td>37%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>4%</td>
</tr>
<tr>
<td>Other commitments (e.g. family, travel, etc.)</td>
<td>2</td>
<td>2%</td>
</tr>
</tbody>
</table>

“I love WMU. Great people, positive environment. I could not have asked for a better college experience.”

The Post-Graduation Activity Survey was sent to all of the 138 students who earned a bachelor’s degree from Lee Honors College between August 2016 and June 2017. We obtained data for 123 graduates (89%).

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th>Number of Responses</th>
<th>38</th>
</tr>
</thead>
<tbody>
<tr>
<td>25&lt;sup&gt;th&lt;/sup&gt; percentile</td>
<td>$30,000-$35,000</td>
</tr>
<tr>
<td>50&lt;sup&gt;th&lt;/sup&gt; percentile</td>
<td>$40,000-$45,000</td>
</tr>
<tr>
<td>75&lt;sup&gt;th&lt;/sup&gt; percentile</td>
<td>$60,000-$65,000</td>
</tr>
</tbody>
</table>

“İ feel well prepared for what will come next for me after graduating and cannot say how much WMU has taught me not only in the classroom, but also outside of the classroom.”

Full-time Employment Highlights

- 74% had a job in Michigan.
- 87% had a job related to their degree.
- 82% were satisfied with their job.

Continuing Education

- 37% of Lee Honors respondents are pursuing further education after graduating from WMU.
- After graduation, 63% of Lee Honors respondents are pursing masters degrees, 20% doctoral, 15% professional schools, and 2% bachelors degrees.
- 41% are continuing education at WMU, and the remaining 59% will attend 13 different institutions.

98% of all Lee Honors College graduates completed experiential education.

Top Experiential Education Employers

| Borgess                        | KRESA                           | WMU                                  |
| Bronson                        | Mattawan Consolidated Schools   | WMU-Sustainability Office             |
| Eaton                          | Otsego High School              | WMU-Unified Clinics                  |
| Flexfab                        | Portage Public Schools          | WoodsEdge Learning Center            |
| Kalamazoo Public Schools       |                                | Zoetis                               |

Western Michigan University–Career and Student Employment Services | Post-Graduation Activity Report 2016–17 | wmich.edu/career/planning
Lee Honors College

Sample Job Titles and Employers

Analyst at Detroit Venture Partners
Assistant Media Planner at Carat
Assistant Technical Designer at Edwards Garment
Associate Director at Mahle
Civil Engineer at Mannik and Smith Group
Client Services and Process Specialist at HUMANeX
Communications Specialist at Nottawaseppi Huron Band of the Potawatomi
Contractor at Business Excellence Professionals Consulting
Database Manager at Beauty and Baskets
Design Engineer at CTS Corporation
Distribution Operations Manager at Target
Emergency Medical Technician at Mobile Medical Response
Engineering Associate at Nuclear Generation Group of American Electrical Power
Flight Controls and Handling Qualities Flight Test Engineer at Lockhead Martin
Geology/Survey Assistant at Kaibab National Forest
Global Academia Social Media Strategist at GDPR POC for Academia and Education
Graphic Designer at Graham Hanson Design
Housing Program Specialist at Kalamazoo Community Mental Health
Intern at Walt Disney Company
Jr. Graphic Designer at Graham Hanson Design
Manufacturing Engineer at AAM
Marketing and Promotions at Detroit Lions
Marketing Associate at Crawlspace Theatre Productions
Marketing Consultant at Clarity Quest Marketing
Mechanical Engineer at Lindberg/MPH
Music and Band Teacher at Grand Ledge Public Schools
Photo Restoration Artist at Lauren Marino Studios
Private Event Services Coordinator at Olympia Entertainment
Process Engineer at Amway
Process Engineer at New-Indy Containerboard
Procurement Business Representative at Marathon Petroleum
Project Engineer at AVB Construction
Purchasing Graduate Development Program at Rolls Royce North America
Quality Assurance Assistant at Arvco Container
Registered Nurse at Bronson
Research Associate at J.D. Power
Social Media Manager at Startup Grind Lansing
Software Development Engineer at Advanced Micro Devices
Special Education Teacher at Essexville-Hampton Public Schools
Structural and Applications Engineer at Tubelite
Systems Engineer at Eaton
Technical Sales at Bastian Solutions
Youth Development Professional at Boys and Girls Club

Sample Continuing Education Choices

Doctorate in Audiology at WMU
Doctorate in History at University of Cincinnati
Doctorate in Mathematics at WMU
Doctorate in Physical Therapy at Wayne State University
Doctorate in Physician Assistant at GVSU
JD at WMU Cooley Law School
Masters in Accountancy at WMU
Masters in Airport Planning and Management at Cranfield University, UK
Masters in Behavior Analysis at University of Maryland
Masters in Behavior Analysis at WMU
Masters in Biology at WMU
Masters in Career and Technical Education at WMU
Masters in Dietetics at Grand Valley State University
Masters in Electrical Engineering at WMU
Masters in Human Resources and Labor Relations at MSU
Masters in Library and Information Science at Wayne State
Masters in Literacy Development and Instruction at Cleveland State University
Masters in Mechanical Engineering at WMU
Masters in Microbiology at WMU
Masters in Occupational Therapy at WMU
Masters in Performing Arts at Savannah College of Art and Design
Masters in Public Policy at University of Michigan
Masters in Speech and Language Pathology at Northeastern University
Masters in Speech and Language Pathology at WMU
Masters in Structural Engineering at University of Michigan
MD at Central Michigan University
MD at WMU Homer Stryker M.D. School of Medicine