



OAKLAND
UNIVERSITY™

Career Services

2015-2016

FIRST-DESTINATION SURVEY REPORT

Post-Graduation Outcomes of August 2015, December 2015, and May 2016 Bachelor's Degree Recipients

2015 - 2016 First-Destination Survey Report

A look at the first destination after graduation for recent OU graduates

Welcome

The First-Destination Survey is administered annually by Oakland University Career Services. The survey content, timeline, and procedures align with guidelines published by the National Association of Colleges and Employers (NACE). The survey is submitted to OU students who earned a bachelor's degree anytime within the 2015 - 2016 fiscal year (i.e., Summer 2015, Winter 2015, and Spring 2016 graduates). Results were collected through December 31st, 2016 to conform with NACE standards.

Data Collection

The survey was created with Qualtrics and was distributed electronically. Summer 2015 graduates were emailed the survey in late October. Winter and Spring graduates completed the survey at the commencement fair. Surveys were then emailed to non-respondents and those still seeking employment throughout the collection period. Career Services also collected public social media profile data from LinkedIn, Facebook, and other platforms and compiled records from other departments across campus for those students who failed to respond to the online survey. Social media mining and departmental records accounted for 9% of the data in this report.

Data Processing

Raw data was downloaded from Qualtrics. It was then imported, cleaned, analyzed, deidentified, aggregated, and sourced into this report using R and RStudio, a programming language and software environment for statistical computing and graphics. Because R relies primarily on programming, it maximizes reproducibility and consistency in research, and thus it is leveraged by organizations such as Microsoft, Facebook, and NASA.

Upon close inspection of the survey data, 101 cases were removed due to duplicate responses, frequent suspicious responses (e.g., "jkla;lj" or "I don't care"), or missing responses on more than five key questions. An additional 347 cases were removed due to graduation dates outside of the collection timeframe, leaving a final sample size of 2113. Please note that because some survey questions were optional, the total number of responses for some charts and tables may be smaller than 2113. More specific details regarding data handling or interpretation are available upon request and can be directed to Noah Pollock, Assistant Director of Assessment at Career Services.

2015 - 2016 First-Destination Survey Report

First-Destination Outcomes

There are many ways to define or investigate post-graduation success. In this report, we focus on career outcomes, a NACE standard, and placement rates (i.e., categorized as placed or unplaced) as defined below.

Career Outcomes: Defined by NACE as Employed, Participating in a program of voluntary service, Serving in the U.S. Armed Forces, or Enrolled in a program of continuing education

Placed: Employed Full-Time, Employed (Unknown Hours Worked), Not Seeking Employment, Pursuing Continuing Education, Employed Part-Time, Volunteer or Service Program, Pursuing Other Commitment, Serving in the Military

Unplaced: Seeking Employment

Report Highlights

Below we showcase a few takeaway metrics from this report. It is important to remember that only students who earned an undergraduate degree within the 2015 - 2016 fiscal year were included in this report.

- The overall knowledge rate (survey responses + social media mining + departmental records) of graduates for which we have reasonable and verifiable information: **71%**
- The overall placement rate (Employed, Pursuing Continuing Education, Serving in the Military, Pursuing Other Commitment): **92%** -OU's highest over the past 8 years!
- The overall career outcomes rate: **79%** -compared to 88% Career Outcomes Rate rate for Great Lakes regional institutions from the 2014-2015 class (NACE, 2016)
- The overall employment rate: **71%** -compared to 68% employment rate for Great Lakes regional institutions from the 2014-2015 class (NACE, 2016)
- Pursuing further education: **17%**
- Of those employed, the percent who reported employment in Michigan: **97%**
- Of those employed, the percent who reported accepting employment prior to or within 6 months of graduation: **97%**
- Of those employed, the percent who reported their work was either directly or somewhat related to their career plans: **79%**

Results for All Schools and the College

2015 - 2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
College of Arts and Sciences	1269	901	71%
School of Nursing	384	223	58%
School of Business Administration	371	271	73%
School of Health Sciences	336	249	74%
School of Education and Human Services	282	231	82%
School of Engineering and Computer Science	234	187	80%
University Programs	85	51	60%
Total	2961	2113	71%

Table 2: First destination overview for all respondents.

First Destination	Graduates	% of Total
Employed	1504	71%
Pursuing Continuing Education	354	17%
Pursuing Other Commitment	79	4%
Serving in the Military	4	0%
Unplaced	172	8%
Career Outcome	1660	79%
Placed	1941	92%
Unplaced	172	8%

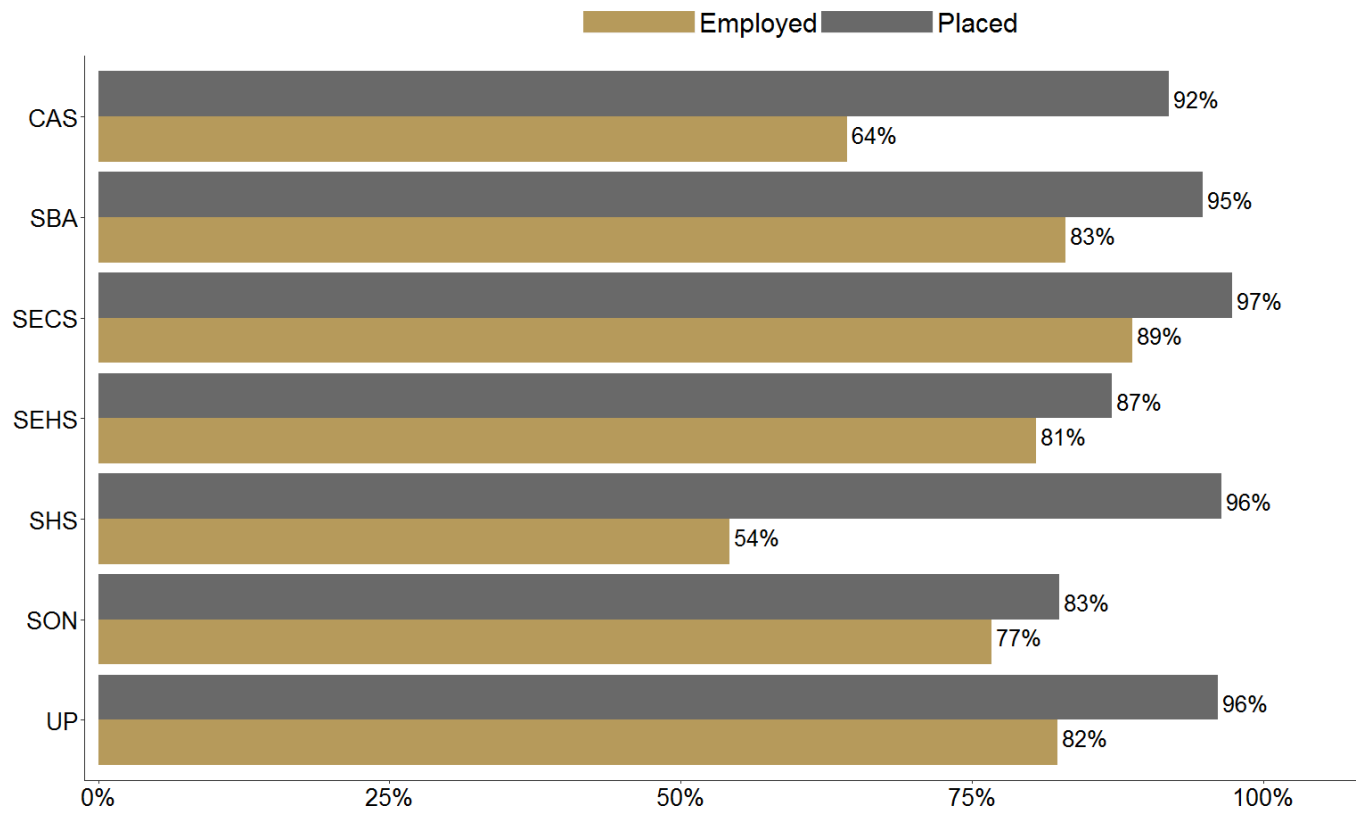


Figure 1: Placement and Employment Rates by School/College

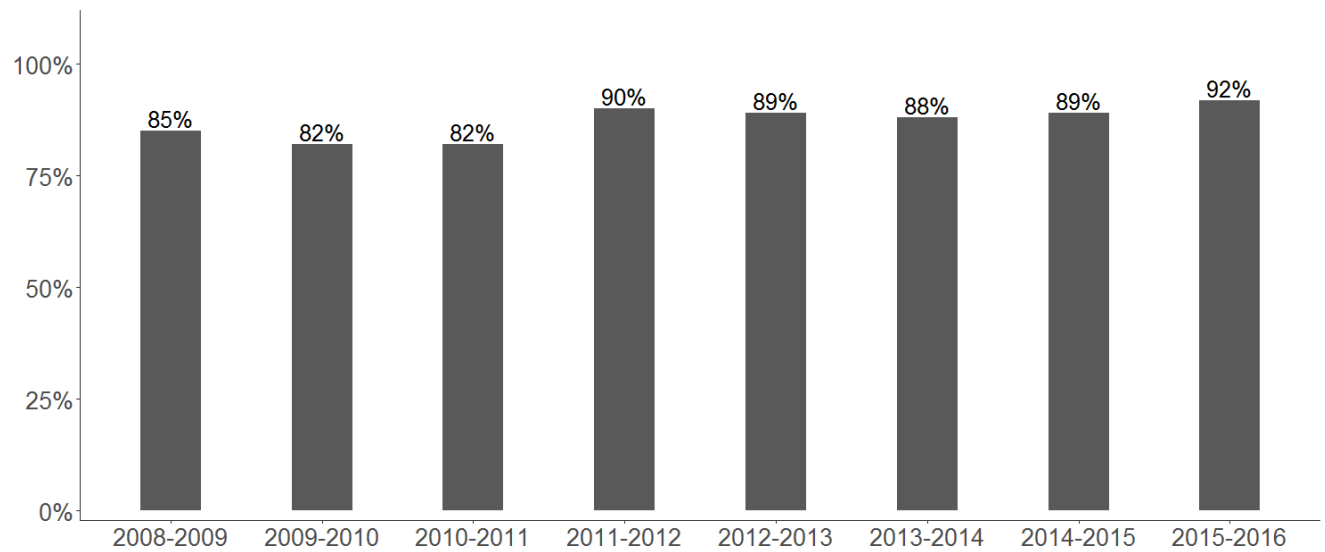


Figure 2: Placemement Rate Trends Over Time

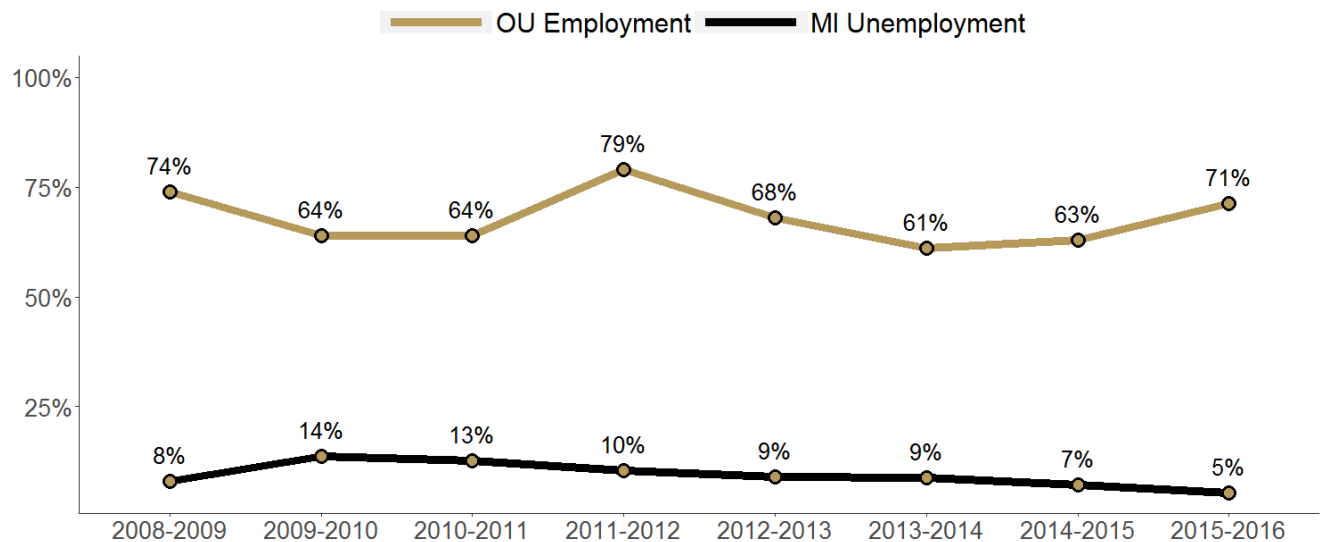


Figure 3: Employment rates for OU graduates compared to Michigan unemployment rates over time. Michigan unemployment rates were sourced from the Michigan Bureau of Labor Market Information and Strategic Initiatives Data Search tool.

Table 3: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Directly Related	686	52%
Somewhat Related	359	27%
Not Directly Related	277	21%

Table 4: Graduates employed full-time and part-time grouped by employment location.

College	Michigan	Out-of-State	Out-of-USA
CAS	535 (96%)	19 (3%)	3 (1%)
SBA	211 (97%)	7 (3%)	0 (0%)
SECS	152 (96%)	6 (4%)	1 (1%)
SEHS	125 (95%)	7 (5%)	0 (0%)
SHS	128 (98%)	2 (2%)	0 (0%)
SON	163 (99%)	1 (1%)	1 (1%)
UP	41 (98%)	1 (2%)	0 (0%)
Total	1355 (97%)	43 (3%)	5 (0%)

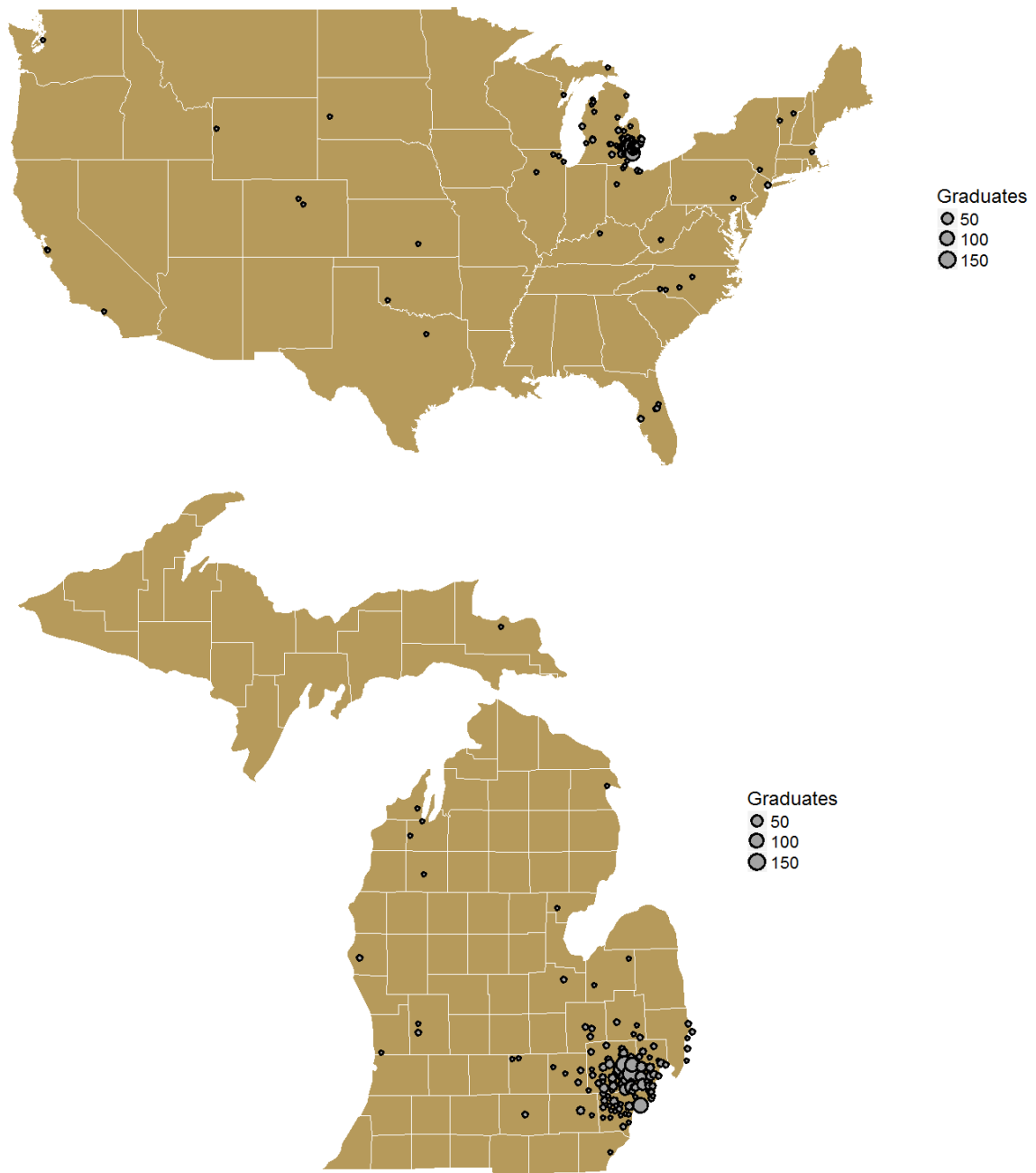


Figure 4: Graduates employed full-time and part-time who work in the United States (top) and in Michigan (bottom). Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 5: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	696	53%
Other	318	24%
Career Services Online Recruiting System (OUCareerLink)	116	9%
Career Fair/Exploration Day on Campus	83	6%
On-Campus Recruiting	57	4%
Faculty Recommendation	48	4%

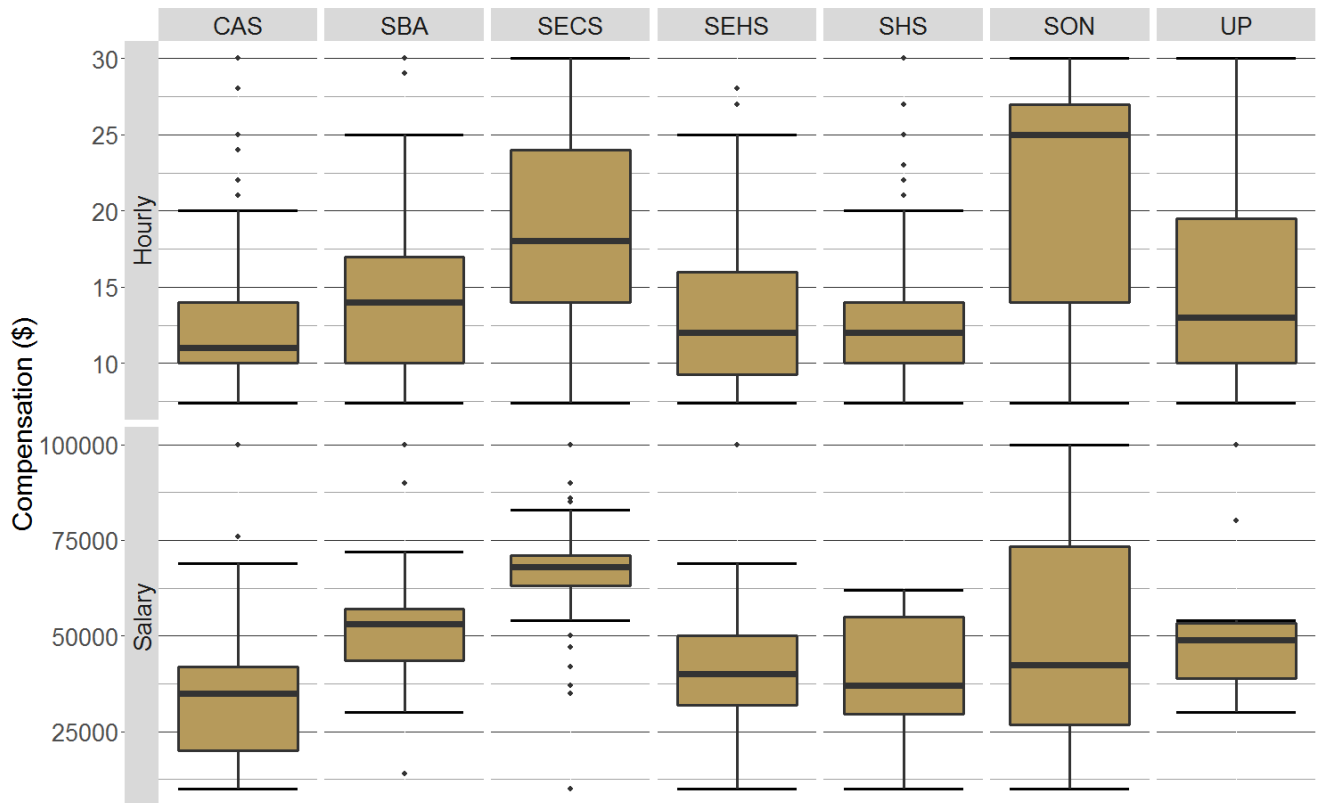


Figure 5: Income distributions for graduates employed full-time and part-time who reported income. The gold boxes represent approximately 50% of all responses. For example, 50% of University Programs respondents reported an hourly income between \$10 and \$19.5. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score). Dots represent outliers. See Table 6 for tabular data.

Table 6: Income distributions for graduates employed full-time and part-time who reported income (see Figure 5). Approximately 50% of all responses fall between Low (Q1) and High (Q3) (i.e., representing the gold boxes in Figure 5). For example, about 50% of University Programs respondents reported an hourly income between \$10 and \$19.5. The Median (Q2) is the middle score at which 50% of responses are below and 50% of response are above.

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
CAS	Hourly	396	\$10.00	\$11.00	\$14.00
	Salary	73	\$20,000.00	\$35,000.00	\$42,000.00
SBA	Hourly	127	\$10.00	\$14.00	\$17.00
	Salary	71	\$43,500.00	\$53,000.00	\$57,000.00
SECS	Hourly	71	\$14.00	\$18.00	\$24.00
	Salary	79	\$63,000.00	\$68,000.00	\$71,000.00
SEHS	Hourly	106	\$9.25	\$12.00	\$16.00
	Salary	32	\$32,000.00	\$40,000.00	\$50,000.00
SHS	Hourly	111	\$10.00	\$12.00	\$14.00
	Salary	11	\$29,500.00	\$37,000.00	\$55,000.00
SON	Hourly	139	\$14.00	\$25.00	\$27.00
	Salary	6	\$26,750.00	\$42,500.00	\$73,250.00
UP	Hourly	27	\$10.00	\$13.00	\$19.50
	Salary	10	\$39,000.00	\$49,000.00	\$53,250.00

Table 7: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	1093	83%
0-3 Months after graduation	149	11%
3-6 Months after graduation	35	3%
6-9 Months after graduation	21	2%
9+ Months after graduation	20	2%

Table 8: Employment industries. Note that respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.


















Industries Employed In	% of Total	
Health Care/Medical	23%	
Other	20%	
Engineering	10%	
Retail	9%	
Education	9%	
Manufacturing	7%	
Technology	5%	
Advertising/Marketing/PR	4%	
Financial Services	4%	
Non-Profit	3%	
Government	3%	
Accounting	3%	
Consumer Products	3%	
Hospitality/Entertainment	3%	
Transportation	2%	
Consulting	2%	
Real Estate	1%	

Table 9: Top 40 organizations that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Grads.	% of Total	Employer/Organization	Grads.	% of Total
Beaumont Health System	90	7.6%	Allied Integrated Marketing	4	0.3%
Oakland University	33	2.8%	Blue Cross and Blue Shield Association	4	0.3%
St. John Providence Health System	22	1.9%	Continental AG	4	0.3%
Fiat Chrysler Automobiles	20	1.7%	Crittenton Hospital	4	0.3%
General Motors	20	1.7%	Fraser	4	0.3%
Ford Motor Company	16	1.4%	GKN Group	4	0.3%
Henry Ford Health System	16	1.4%	Lake Orion	4	0.3%
Utica Community Schools	15	1.3%	Lifetime Fitness	4	0.3%
Faurecia	14	1.2%	MAHLE	4	0.3%
Chippewa Valley School District	10	0.8%	Meemic Insurance Company	4	0.3%
Avondale School District	7	0.6%	PwC	4	0.3%
Detroit Medical Center	7	0.6%	UHY International	4	0.3%
McLaren Health Care	7	0.6%	Apple	3	0.3%
Comerica Inc.	6	0.5%	BorgWarner	3	0.3%
DTE Energy	6	0.5%	Bosch	3	0.3%
Valeo	6	0.5%	CVS	3	0.3%
ABB Group	5	0.4%	Dayco Products LLC	3	0.3%
Delphi	5	0.4%	Deloitte	3	0.3%
HealthQuest	5	0.4%	KUKA	3	0.3%
Oakland County	5	0.4%	Magna International Inc.	3	0.3%

Table 10: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	984	74%
Yes	350	26%

Table 11: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
Yes	1056	50%
No	1045	50%

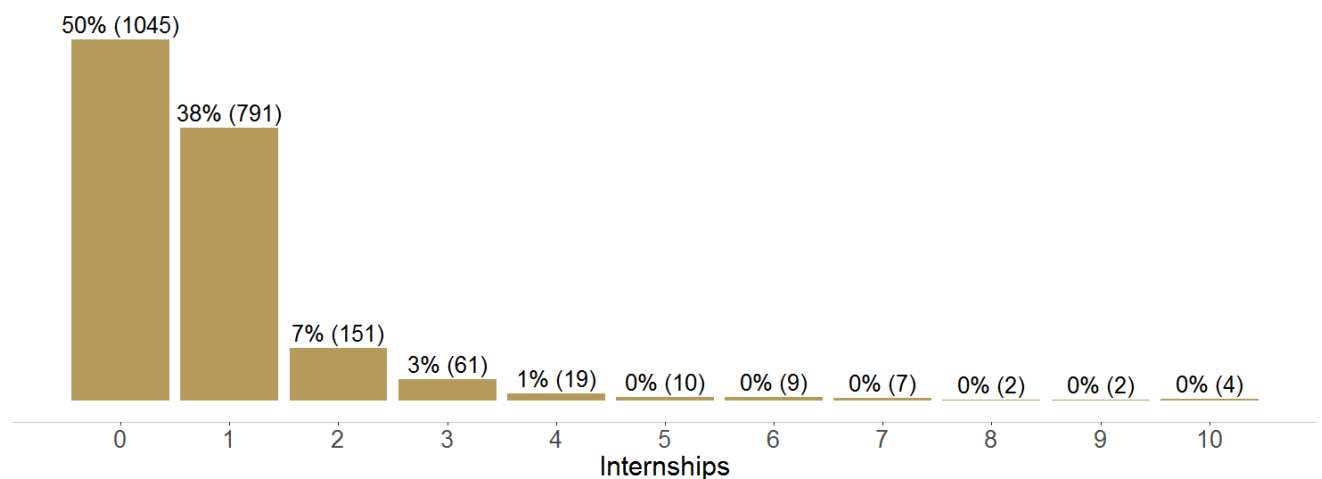


Figure 6: Percent of graduates who had x number of internships.

Table 12: Internship compensation type.

Internship Compensation Type	Graduates	% of Total
Unpaid	532	50%
Hourly	476	45%
Stipend	38	4%
Commission	10	1%

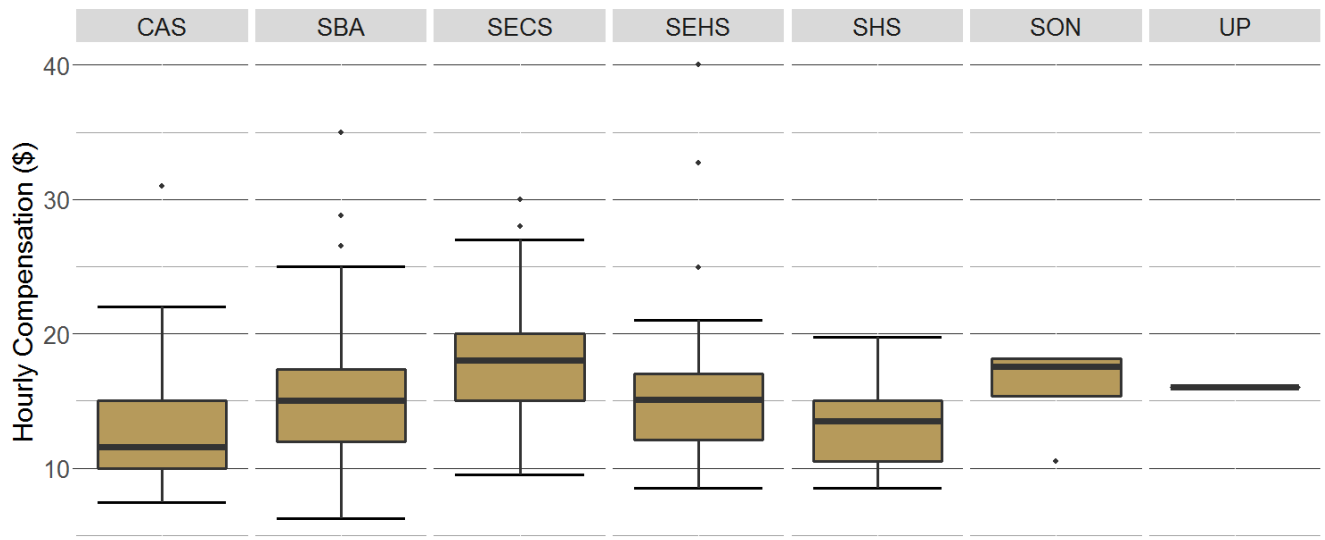


Figure 7: Compensation distribution for graduates' most recent internship. The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score). Dots represent outliers. See Table 13 for tabular data.

Table 13: Hourly compensation distribution for graduates' most recent internship. Note that categories with less than five responses were not displayed.

School/College	Graduates	Low (Q1)	Median (Q2)	High (Q3)
CAS	96	\$10.00	\$11.60	\$15.00
SBA	126	\$12.00	\$15.00	\$17.38
SECS	127	\$15.00	\$18.00	\$20.00
SEHS	60	\$12.07	\$15.13	\$17.00
SHS	14	\$10.50	\$13.50	\$15.00
SON	<5	--	--	--
UP	<5	--	--	--

Table 14: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
Yes	705	67%
No	351	33%

Table 15: Top 40 organizations that hired the most interns. Graduates were asked to provide this information only for their most recent internship. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Internship Organization	Grads.	% of Total	Internship Organization	Grads.	% of Total
Oakland University	50	4.8%	GKN Group	5	0.5%
Beaumont Health System	35	3.3%	Great Expressions Dental Centers	5	0.5%
Faurecia	19	1.8%	Henry Ford Health System	5	0.5%
Fiat Chrysler Automobiles	17	1.6%	The Bottomless Toy Chest	5	0.5%
Utica Community Schools	13	1.2%	The Walt Disney Company	5	0.5%
Chippewa Valley School District	12	1.1%	Valeo	5	0.5%
DTE Energy	12	1.1%	Bay City Public Schools	4	0.4%
BorgWarner	9	0.9%	Clinton River Watershed Council	4	0.4%
Ford Motor Company	9	0.9%	Deerfield Elementary	4	0.4%
Blue Cross and Blue Shield Association	7	0.7%	Lake Orion Community Schools	4	0.4%
Continental AG	7	0.7%	Lifetime Fitness	4	0.4%
Crittenton Hospital	7	0.7%	Lighthouse Of Oakland County	4	0.4%
General Motors	7	0.7%	MAHLE	4	0.4%
Allied Integrated Marketing	6	0.6%	Oakland County	4	0.4%
Dayco Products LLC	6	0.6%	Rochester Community Schools	4	0.4%
Detroit Zoological Society	6	0.6%	Saint Joseph Mercy Health System	4	0.4%
DHHS	6	0.6%	Shutterbooth	4	0.4%
PwC	6	0.6%	St. John Providence Health System	4	0.4%
ABB Group	5	0.5%	Takata	4	0.4%
Eisenhower Elementary School	5	0.5%	Troy School District	4	0.4%

Table 16: Graduates admitted and planning to attend graduate/professional school. Note that graduates awaiting acceptance into graduate/professional school at the time they were surveyed were not followed up with. Therefore, the number of graduates admitted into each school is likely much higher than reported here.

School Name	Graduates Admitted	% of Total	School Name	Graduates Admitted	% of Total
Oakland University	26	18%	Midwestern University	1	1%
Unknown/Admitted to Multiple Schools	23	16%	Northwestern University Feinberg School Of Medicine	1	1%
Wayne State University	21	15%	Notre Dame University	1	1%
Michigan State University	16	11%	Nova University	1	1%
University Of Michigan	12	8%	Palmer College Of Chiropractic	1	1%
Eastern Michigan University	2	1%	Purdue University	1	1%
University of Detroit Mercy	2	1%	Ross University	1	1%
Walsh College	2	1%	Saint James School Of Medicine	1	1%
Wayne State University Eugene Applebaum School of Pharmacy and Health Sciences	2	1%	San Diego State University	1	1%
Adelphi	1	1%	Seattle University	1	1%
Boston University	1	1%	Seoul National University	1	1%
Bradley University	1	1%	South University	1	1%
Central Michigan University	1	1%	St. George's University	1	1%
Central Michigan University College Of Medicine	1	1%	UNC Chapel Hill	1	1%
Chapman University	1	1%	University Of Chicago	1	1%
Columbia University	1	1%	University Of Colorado Denver	1	1%
Concordia Seminary	1	1%	University Of Kent	1	1%
German Armed Forces University	1	1%	University Of Michigan Flint	1	1%
Grand Valley State University	1	1%	University Of Minnesota	1	1%
Indiana University	1	1%	University Of Southern California	1	1%
Kent State University	1	1%	Western Michigan Cooley Law School	1	1%
Miami University	1	1%	Western Michigan University	1	1%
Michigan State College Of Law	1	1%			

College of Arts and Sciences Results

2015-2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
College of Arts and Sciences	1269	901	71%
First Destination	Graduates	% of Total	
Employed	579	64%	
Pursuing Continuing Education	204	23%	
Pursuing Other Commitment	41	5%	
Serving in the Military	4	0%	
Unplaced	73	8%	
Career Outcome	Graduates	% of Total	
Placed	828	92%	
Unplaced	73	8%	

Table 2: Income distribution reported by employed graduates (see Figure 1).

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
CAS	Hourly	396	\$10.00	\$11.00	\$14.00
	Salary	73	\$20,000.00	\$35,000.00	\$42,000.00

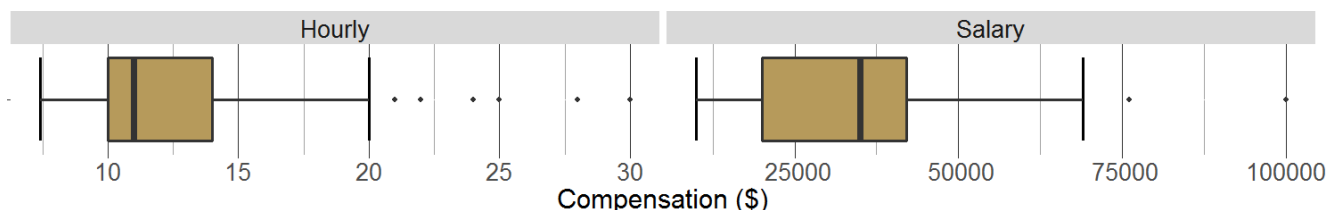


Figure 1: Income distribution reported by employed graduates (see Table 2). The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score) and dots are outliers.

Table 3: Graduates employed full-time and part-time by employment location.

College	Michigan	Out-of-State	Out-of-USA
CAS	535 (96%)	19 (3%)	3 (1%)

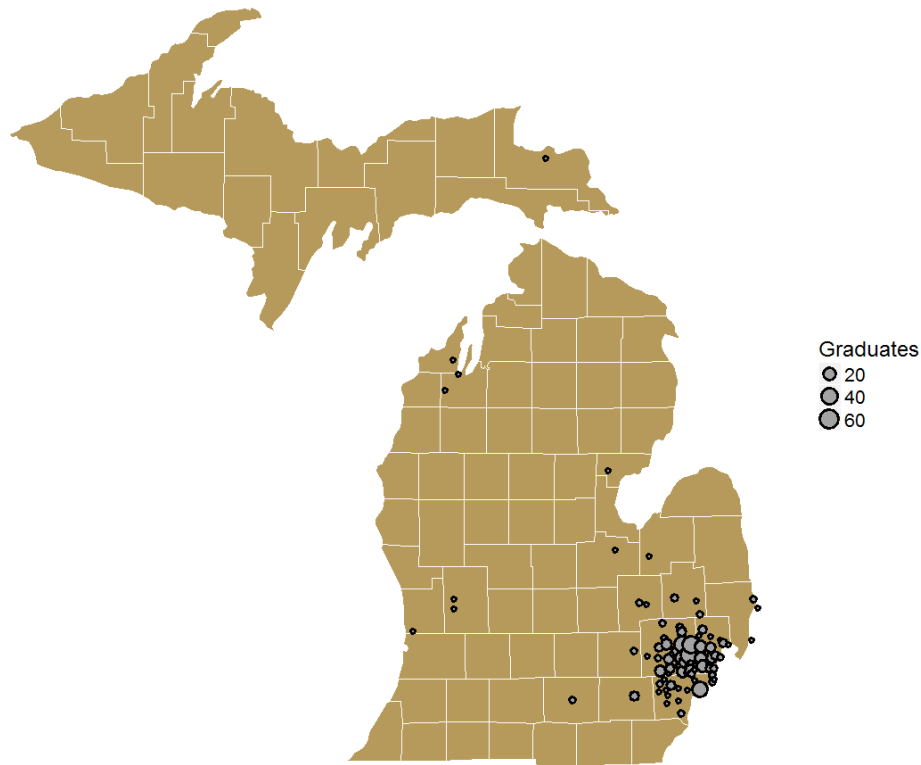


Figure 2: Graduates employed full-time and part-time who work in Michigan. Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 4: Program rating considering how well it prepared graduates for their career after graduation.

Program Rating	Graduates	% of Total
Good	479	54%
Excellent	305	34%
Fair	95	11%
Poor	10	1%

Table 5: Internship compensation type for most recent internship.

Internship Compensation Type	Graduates	% of Total
Unpaid	283	68%
Hourly	111	27%
Stipend	20	5%
Commission	2	0%

Table 6: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
No	477	53%
Yes	416	47%

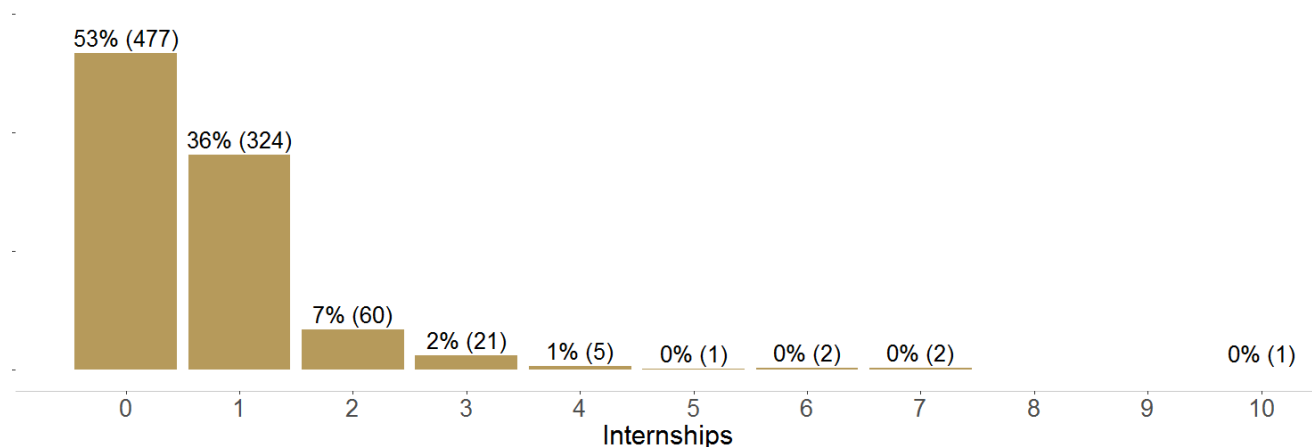


Figure 3: Percent of graduates who had x number of internships.

Table 7: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
Yes	328	79%
No	88	21%

Table 8: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	421	84%
Yes	83	16%

Table 9: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	433	87%
0-3 Months after graduation	46	9%
3-6 Months after graduation	10	2%
6-9 Months after graduation	5	1%
9+ Months after graduation	4	1%

Table 10: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	286	57%
Other	128	26%
Career Services Online Recruiting System (OUCareerLink)	42	8%
Faculty Recommendation	20	4%
Career Fair/Exploration Day on Campus	12	2%
On-Campus Recruiting	10	2%

Table 11: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Not Directly Related	170	34%
Somewhat Related	168	34%
Directly Related	161	32%

Table 12: Activities involved in while at OU. Note that respondents could select multiple activities; therefore, the sum of % of Total may exceed 100%.

Activities While at OU	% of Total
Student Organizations	72%
Volunteer Work	51%
On-Campus Employment	31%
Leader of Club/Organization	27%
Undergraduate Research	25%
Other	7%
Student-Athlete	5%
Service Learning Projects	5%

Table 13: Employment industries. Note: respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.

Industries Employed In	% of Total	Industries Employed In	% of Total
Other	28%	Financial Services	3%
Retail	14%	Manufacturing	3%
Health Care/Medical	13%	Technology	3%
Education	9%	Consulting	2%
Advertising/Marketing/PR	7%	Engineering	2%
Non-Profit	7%	Transportation	1%
Government	6%	Real Estate	1%
Hospitality/Entertainment	5%	Accounting	1%
Consumer Products	4%		

Table 14: Top organizations (up to 10) that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Graduates	% of Total
Oakland University	15	4%
Beaumont Health System	8	2%
Allied Integrated Marketing	4	1%
Henry Ford Health System	4	1%
Oakland County	4	1%
Blue Cross and Blue Shield Association	3	1%
The Walt Disney Company	3	1%
Bloomfield Hills School District	2	1%
Cedar Point	2	1%
Clinton River Watershed Council	2	1%

Table 15: Job Titles by major and organization for graduates who reported that their work experience is somewhat or directly related to their major. Note that job titles were cleaned lightly for case and spelling (e.g., "nures" became "Nurse"). Job titles and organizations are grouped; therefore, there may be multiple graduates with a given position at a given organization.

Major	Job Title	Company/Organization
Actuarial Science	Actuarial Analyst	Blue Cross and Blue Shield Association
	Insurance Executive Assistant	MBR Insurance Group
Anthropology	Hostess	Market North End
Art History	Dance Teacher	Linseys Cheer And Dance
Biochemistry	Lab Assistant	Metalworking Lubricants
	Nursing Assistant	Beaumont Health System
	Project Management Co-Op	Meritor, Inc.
	Quality Control Inspector	Greenblendz
Biology	Scribe	PhysAssist
	Caregiver-Site Leader	Unknown

Major	Job Title	Company/Organization
Biology	Chief Medical Scribe	Beaumont Health System
	EHS Intern	Brose
	Emergency Technician	Beaumont Health System
	ER Medical Scribe	Beaumont Health System
	Farm Guide	Bloomfield Hills School District
	General Manager Of A Subway Restaurant	Subway IP Inc.
	Junior Project Leader	ScribeAmerica
	Medication Manager	Sunrise
	Nurse Assistant	Henry Ford Health System
	Office Manager And Medical Assistant At A Doctor's Office	Lathrup Family Health Center
	Orthodontic Assistant	Dr. Borgula DDS
	Pharmacy Tech	CVS
	Phlebotomist	Beaumont Health System
	Physical Therapist Tech	HealthQuest
	Plasma Processing Technican	CSL Plasma
	Registration Clerk	McLaren Health Care
	Sales Associate	Nordstrom
	Server	Zeke's Rock&roll BBQ Grill
	Service Desk Manager	CareTech
	Student Assistant	OUWB School Of Medicine
	Temporary Zookeeper	Detroit Zoological Society
	Veterinary Assistant	Blue Pearl Veterinary Specialist
Chemistry	Associate Engineer Technician	DTE Energy
	QC Chemist	Cayman Chemical
Cinema Studies	Box Office Intern	Video Services Department
	Cinematographer	Unknown
	General Crew	AMC Theatres
	Production Assistant	Made In Michigan Films
	Sales Associate	GUESS
	Student Production Assistant	Unknown
Communication	Academic Technical Support	E-Learning And Instructional Support
	Account Clerk	Blue Cross and Blue Shield Association
	Admissions Programming Assistant	Oakland University
	Advertising Intern	Just Girls Boutique
	Assistant Program Director	WXOU Radio

Major	Job Title	Company/Organization
Communication	Assistant Teacher	Premier Academy
	Banquet Manager	Kosch
	Board Op	WXYT FM 97.1 The Ticket
	Brand Manager	Xceleration Fitness
	Business Development Representative	Plex Systems, Inc.
	Client Service Associate	JPMorgan Chase
	Client Services Intern	SPAR
	Co-Program Coordinator	The Bottomless Toy Chest
	Co Producer	WJR
	Communications & Marketing Intern	Oakland University
	Communications Intern	Beaumont Health System
	Communications Intern	Faurecia
	Customer Service Representative	Central Transport
	Customer Service Representative	Chase Plastics
	Customer Service Representative	Reverie
	Customer Service Representative	Seasons Hospice
	Customer Service Representative	Sundance Beverage Company
	Digital Account Intern	Team Detroit
	Editorial Intern	Hour Media
	Entertainment Promotion Intern	Allied Integrated Marketing
	Event And Development Intern	Judson Center
	Event Coordinator	Karmanos Cancer Institute
	Executive Assistant/Social Media Coordinator	Lutz Real Estate Investments
	Front Desk/ Concierge	The Townsend Hotel
	Head Cashier	Lowes Home Improvement
	Hospitality Intern	The Walt Disney Company
	HR Assistant	Christ Centered Homes Inc.
	Intern	Allied
	Intern	Allied Integrated Marketing
	Intern	General Sports
	Intern	Yellow Flag Production, LLC.
	Manager In Retail	Aeropostale
	Marketing And Communication Intern	Leader Dogs For The Blind
	Marketing And Community Relations Assistant	Meadow Brook Hall
	Marketing Assistant	Lafayette Market

Major	Job Title	Company/Organization
Communication	Marketing Assistant	Professional Law Enforcement Association
	Marketing Intern	Lear Corporation
	Marketing Intern	Marsh & McLennan
	Member Service Representative	MSUFCU
	PR, Social Media Manager, Field Work	Detroit Dog Rescue
	Pr/Communications/Community Relations Intern	Oakland County Community Mental Health Authority
	Producer And Promotions Coordinator	Cumulus Media
	Production Assistant	Unknown
	Project Manager	Jc And Group
	Promotions	Detroit Tigers
	Promotions Intern	89X Radio
	Public Relations	Meemic Insurance Company
	Public Relations Coordinator	Franco Public Relations Group
	Public Relations Intern	Marx Layne
	Public Relations Intern	Unknown
	Receptionist	Whiting Law
	Recruiting Assistant	Penske Logistics
	Registrar	Beaumont Health System
	Retail Sales Coordinator	Clarins USA
	River Rodie	Bell Media
	Sales Administrator	Credibly
	Sales And Marketing Intern	Peterson Spring
	Sales And Marketing Intern	Plymouth Technology
	Sales Associate	Footlocker
	Sales/Management	Rayes INC
	Salesperson/Training Manager	General Nutrition Center
	Server	Chili's
	Shift Supervisor	Starbucks
	Special Events Intern	Henry Ford Health System
	Staff Writer	Larry Brown Sports
	Studio Director	Jordan Mac Studios
	Studio Intern	Allied Integrated Marketing
	Unspecified	St Clair County Health Department
	Vet Assistant	Parker Vet

Major	Job Title	Company/Organization
Communication	Waiter	The Mulefoot Gastropub
Criminal Justice	Alternative Service Program Coordinator	52-1 Novi District Court
	Asset And Profit Protection	Kmart
	Campus Safety Officer	Interlochen Center For The Arts
	Cas	Smart Start
	Civil Clerk	48th District Court
	Claim Adjuster	Auto-Owners Insurance
	Clinician Intern	Macomb County Community Corrections
	Court Clerk - Criminal Division	52-1 District Court
	Criminal Division Clerk	Novi District Court 52-1
	Crowd Control	Palace Of Auburn Hills
	Deputy Sheriff	Oakland County
	F & O Tech	Community Programs Inc
	General Clerk	Oakland County
	Hair Stylist	D'lazo Salon And Spa
	Information Analyst	G4S
	Intake Coordinator Support	CPI
	Intelligence Analyst	Rehmann Corporate Investigative Services, LLC
	Intern	Care House
	Intern	Michigan State Police
	Intern	Smart Start
	Law Clerk	Alber Crafton
	Legal Support	Fakhoury Global Immigration
	Office Assistant	Oakland County Prosecutor's Office
	Pharmacist Technician	CVS
	Police Officer	Almont Police Department
	Project Manager Assistant	Crime Stoppers Of Michigan
	Student Intern	Crossroads For Youth
	Treatment Specialist	Crossroads For Youth
Dance	Entertainment	The Walt Disney Company
	HR Recruiter	Trion Solutions
	Walt Disney World Employee	The Walt Disney Company
Drawing	Art Director	Good Do Up
East Asian Studies	Manga Writer	Shining Otaku Comics L.L.C
Economics (BA)	Data Analyst	Vincentric

Major	Job Title	Company/Organization
Economics (BA)	Leasing/Marketing Manager	Beztak
	Project Management Intern	ABB Group
English	Children's Ministry Director	Epic Church
	Intern	Dzanc Books
	Intern	Eventnext
	Intern	Shelby Township Supervisor's Office
	Marketing Intern	Betcher Financial Group
	Proofreader	Hayden-Mcneil
	Self-Employed	Healing Arts Professionals
	Waitress	The Village Grille
Environmental Science	Environmental Steward	Clinton River Watershed Council
	Intern	Clinton River Watershed Council
	Lab Researcher	Oakland University
	Lab Tech	Plymouth Technology
	Outdoor Retail Shop Manager	Outdoor Action Company
	Part Time Consultant	Bureau Veritas
	Research Assistant	Department Of Chemistry
	Research Assistant	Wayne State University
	Sales Associate	Sherwin-Williams Co.
French	Bi-Lingual Reservations Agent	Vail Resorts
	Youth Giving Intern	Foundation Center
Graphic Design	Detailer	Reflect Detailing
	Graphic Designer	Department Of Campus Recreation
	Graphic Designer	Siemens
	Graphic Designer	Sir Speedy
	Graphic Designer And Letterpress Printer	Signal Return
	Illustrator	Kenneth A. Scott Foundation
	Lead Graphic Designer	FAMS Printing
	Marketing And Communications Intern	Dayco Products LLC
	Recruiter	S&A Solutions
	Retail And Design	Karla's Place
	Student IT Technician	Oakland University
	UI/UX Designer, Marketing	Chameleon Power
	Web Master	Walpole Island First Nation
History	Assistant Manager	Sky Zone
	Call Center And Quality Assurance Associate	24G

Major	Job Title	Company/Organization
History	Editor	Phi Sigma Alpha Journal
	Line Cook	Forest Lake Country Club
	New England Quarterly Assisstantship	University Of Massachusetts
	Student Assistant	Oakland University
	Student IT Specialist	Oakland University
	Student Teacher	Bloomfield Hills School District
	Student Teacher	Unknown
	Substitute	PESG
	Substitute Teacher	Edustaff
	Technician	Action Water Treatment & Services
Japanese	Assistant Language Teacher	Interac
	English Teacher	JET
Journalism	Account Executive	Frontier Promotions Inc.
	Administrator	Lifetime Fitness
	Marketing Intern	Farbman Group
	Marketing Intern	Michigan State University Federal Credit Union
	Multimedia Specialist	Oakland University
	Photo-Journalist	Oakland Post
	Reporter/Writer	U.S. Army FMWR
	Senior Caregiver	Cunningham Care LLC
	Sports Writer	Michiganpreps
Liberal Studies	Preschool Teacher	White Rose Academy
	Sales Consultant	Troy Honda
Mathematics	Analyst	Urban Science Applications Inc
	Secondary Education Teacher Of Mathematics	Chippewa Valley School District
	Tutor/Lead Instructor	Mathnasium
Music Education	Long Term Substitute Teacher	Southfield School District
	Middle And Upper School Band Director	University Liggett School
	Music Teacher	Rochester Community Schools
Music, B.A.	Voice Teacher	Unknown
Musical Theatre	Actor	Festival 56
	Performer	Cedar Point
New Media	Shutterbooth Host	Shutterbooth
Philosophy	Front-End Sales Assistant	Costco
Photography	Assembly Line Operator	General Motors

Major	Job Title	Company/Organization
Photography	Photographer At Lifetouch Studios	Lifetouch
	Wardrobe Consultant	Mens Wearhouse
Physics	Technology Development Design Engineer	Kostal
Political Science	Billable Technician	Miller Canfield Paddock & Stone
	Cake Decorator	Meijer
	Consultant	Molding Experts
	Election Organizer	Pontiac City Hall
	Legal Assistant	Potter, Deagostino, O'dea, And Patterson Law Offices
	Paid Intern	City Connect Detroit
	Paralegal/Law Clerk	Van Suilichem & Associates
Psychology	Aba Therapist	Gateway Pediatric
	Aml Analyst	Talmer Bank And Trust
	Applied Behavior Analysist Tutor	The Healing Haven
	Applied Behavioral Analysis Aide	MORC
	Behavior Technician	ABA Clinic
	Behavior Technician	Judson Center
	Behavior Technician	University Pediatricians
	Bilingual Administrative Assistant/Hr Assistant	Grupo Antolin North America
	Branch Manager	Huntington
	Caregiver	Waltonwood
	Child Caregiver	Brandon Country Daycare
	Clinical Assistant	Beaumont Health System
	Customer Relations Advocate	Audi
	Customer Service Associate	PNC Bank
	Document Prepper/Scanner	AmeriScan Imaging
	Eligibility Specialist	State Of Michigan
	Home Health Aid	Great Lakes Caring
	Hostess	PF Changs
	Human Resources	Hilton Suites
	Inquiry Resolution Specialist	Dialog Direct
	Licensed Veterinary Technician	Banfield Pet Hospital
	Mail Clerk	Buckles & Buckles PLC
	Marketing And Communication	Unknown
	Med Tech	Waltonwood On Main

Major	Job Title	Company/Organization
Psychology	Pharmacy Technician	Kroger
	Police Service Aide	West Bloomfield Police Department
	Psychiatric Care Specialist	Havenwyck Hospital
	Registered Behavior Technician	University Pediatrics
	Server	Buffalo Wild Wings
	Service Specialist	Kelly Services Inc.
	Substance Abuse Prevention Specialist	Arab American Chaldean Council
	Wellness Coach	Herbalife
	Youth Care Worker	Wolverine Human Services
	Youth Development Professional	Boys And Girls Club Of Troy
Public Administration & Public Policy	Barista	Starbucks
	Patient Transporter	Henry Ford Health System
	Student Position	State Of Michigan
Social Work	ASL Supplemental Instructor	Oakland Community College
	Behavior Technician	Center For Autism
	Case Manager	OSCC Step Forward
	Certification Intern	Ennis Center For Children
	Clerical Worker	Advanced Professional Home Health Care
	Collection Conceierge	Clinton Macomb Public Library
	CPS And Foster Care	DHHS
	Crew Member	Little Caesars Inc
	DCW	All Ways Care
	Direct Care Worker/CIs Staff	Care Network LLC
	District Court Clerk	52-4 District Court
	Health Unit Coordinator	St. John Health System
	Intern	Child Safe Michigan
	Intern	Probation Department
	Intern	Southwest Solutions
	LEAD Biller	St. John Providence Health System
	Medical Assistant	Franklin Dermatology
	PATH Intern	Lighthouse Of Oakland County
	Probation Officer	Probation Department
	Recovery Mentor/ Director Of Sober Living	Abris Great Lakes Counseling
	Residential Assistant	Rehab Pathways Group, Inc.
	Service Specialist	Woodward Hills Nursing

Major	Job Title	Company/Organization
Social Work	Social Skill Mentor	Indian Trails Camp
	Social Work Intern	Avondale School District
	Social Work Program Coordinator	Unknown
	Substitute Paraprofessional	Macomb Intermediate School District
Sociology	Admissions Ambassador	Undergraduate Admissions
	Behavioral Technician	Autism Home Support Services
	Behavioral Therapist	Gateway Pediatric Therapy
	Car Buyer	Sellers Bowman Auto Group
	Keyholder	Rally House
	Lead Customer Care Representative	Reverie
	Research Analyst	Ipsos
	Sales Associate	Nordstrom
	Sales Team Leader	Around Campus Group
	Soccer Coach	Waza F.C
	Student Assistant	Oakland University
Spanish (K-12)	Peer Tutor	Oakland University
Studio Art (K-12)	Intern	Self
	Student Teacher/Sub Teacher	Pesg And Oakland Field Services
Theatre	Actor	Blue Gate Musicals
Theatre Design and Technology	Props Master	Music Theatre Wichita
Vocal Performance	Private Piano And Voice Teacher And Freelance Singer	Oxford School Of Music
Women and Gender Studies	Access Services Assistant	Kresge Library
	Grant Specialist	Henry Ford Health System
Writing and Rhetoric	Branch Office Administrator	Edward Jones
	Editorial Assistant	Crain Communications Inc, Crain Content Studio
	Marketing Assistant	Oasis Homes
	Paralegal	Frank & Frank, PLLC
	Student Teacher/ Volunteer	Baldwin Center

School of Business Administration Results

2015-2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
School of Business Administration	371	271	73%
First Destination		Graduates	% of Total
Employed		225	83%
Pursuing Continuing Education		24	9%
Pursuing Other Commitment		8	3%
Unplaced		14	5%
Career Outcome		235	87%
Placed		257	95%
Unplaced		14	5%

Table 2: Income distribution reported by employed graduates (see Figure 1).

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
SBA	Hourly	127	\$10.00	\$14.00	\$17.00
	Salary	71	\$43,500.00	\$53,000.00	\$57,000.00

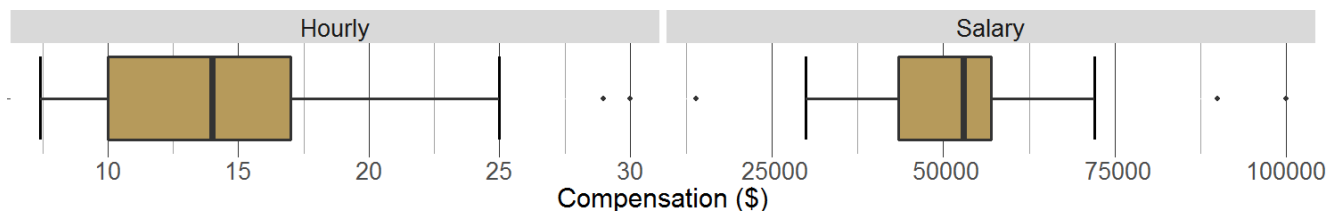


Figure 1: Income distribution reported by employed graduates (see Table 2). The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score) and dots are outliers.

Table 3: Graduates employed full-time and part-time by employment location.

College	Michigan	Out-of-State	Out-of-USA
SBA	211 (97%)	7 (3%)	0 (0%)

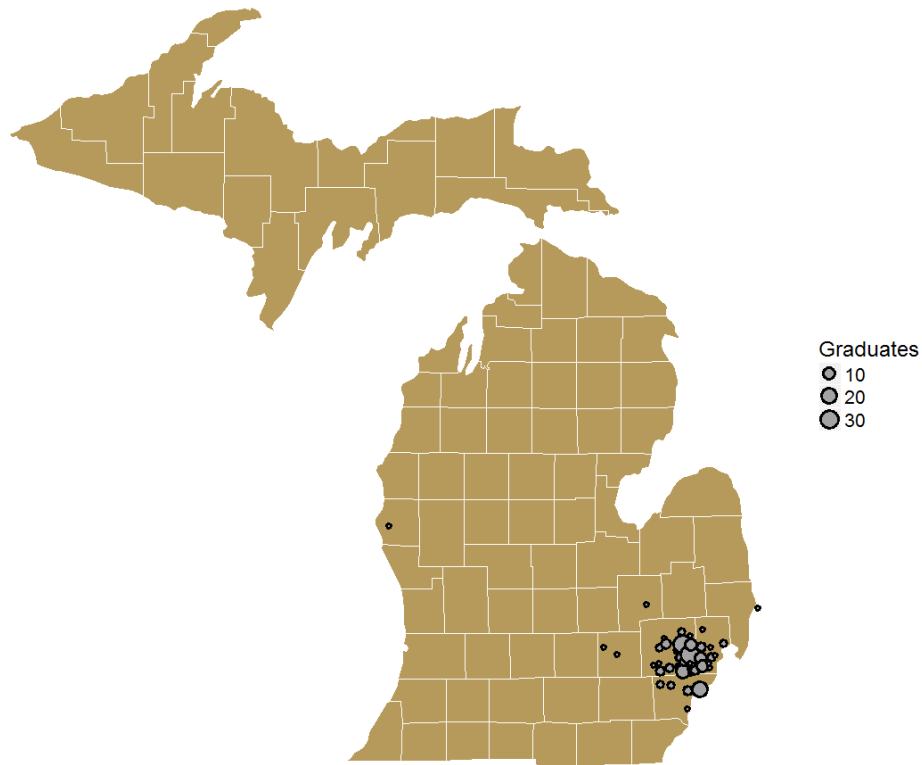


Figure 2: Graduates employed full-time and part-time who work in Michigan. Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 4: Program rating considering how well it prepared graduates for their career after graduation.

Program Rating	Graduates	% of Total
Good	141	52%
Excellent	95	35%
Fair	31	12%
Poor	2	1%

Table 5: Internship compensation type for most recent internship.

Internship Compensation Type	Graduates	% of Total
Hourly	139	83%
Unpaid	20	12%
Commission	5	3%
Stipend	4	2%

Table 6: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
Yes	168	62%
No	102	38%

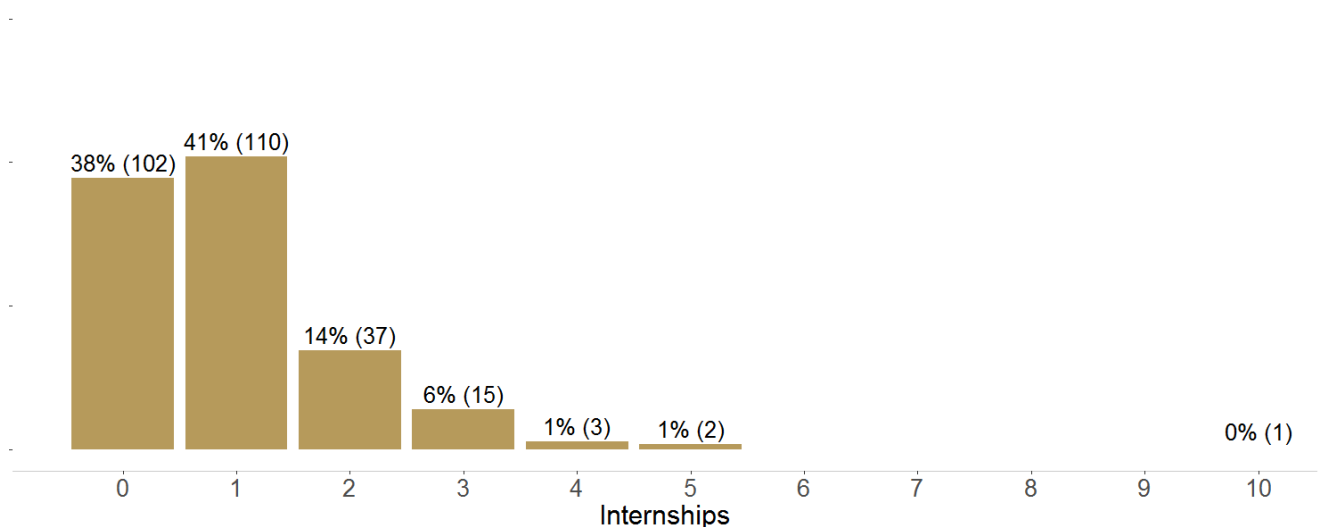


Figure 3: Percent of graduates who had x number of internships.

Table 7: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
No	141	84%
Yes	27	16%

Table 8: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	135	64%
Yes	77	36%

Table 9: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	175	83%
0-3 Months after graduation	23	11%
3-6 Months after graduation	6	3%
6-9 Months after graduation	4	2%
9+ Months after graduation	3	1%

Table 10: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	102	48%
Other	34	16%
Career Services Online Recruiting System (OUCareerLink)	27	13%
On-Campus Recruiting	24	11%
Career Fair/Exploration Day on Campus	18	9%
Faculty Recommendation	6	3%

Table 11: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Directly Related	119	56%
Somewhat Related	64	30%
Not Directly Related	28	13%

Table 12: Activities involved in while at OU. Note that respondents could select multiple activities; therefore, the sum of % of Total may exceed 100%.

Activities While at OU	% of Total
Student Organizations	77%
Volunteer Work	40%
Leader of Club/Organization	22%
On-Campus Employment	20%
Student-Athlete	10%
Other	8%
Service Learning Projects	6%
Undergraduate Research	5%

Table 13: Employment industries. Note: respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.

Industries Employed In	% of Total	Industries Employed In	% of Total
Other	21%	Consumer Products	4%
Manufacturing	17%	Transportation	4%
Accounting	16%	Consulting	3%
Financial Services	13%	Education	3%
Retail	10%	Real Estate	2%
Advertising/Marketing/PR	7%	Government	1%
Engineering	6%	Hospitality/Entertainment	0%
Health Care/Medical	5%	Non-Profit	0%
Technology	5%		

Table 14: Top organizations (up to 10) that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Graduates	% of Total
Faurecia	8	4%
Fiat Chrysler Automobiles	5	3%
General Motors	5	3%
Oakland University	4	2%
PwC	4	2%
UHY International	4	2%
Delphi	3	2%
ABB Group	2	1%
Deloitte	2	1%
Ford Motor Company	2	1%

Table 15: Job Titles by major and organization for graduates who reported that their work experience is somewhat or directly related to their major. Note that job titles were cleaned lightly for case and spelling (e.g., "nures" became "Nurse"). Job titles and organizations are grouped; therefore, there may be multiple graduates with a given position at a given organization.

Major	Job Title	Company/Organization
Accounting	Account Payable And General Ledger	Faurecia
	Accountant	Ally Financial
	Accounting Specialist	NORMA Group
	Accounting/Finance Intern	Great Expressions Dental Centers
	Accounts Payable Clerk	Leon & Lulu
	Accounts Payable Intern	PVS Chemicals
	Administrative Assistant	Sable Engineering
	Analyst	EY
	Assurance Associate	PwC
	Audit Associate	Deloitte

Major	Job Title	Company/Organization
Accounting	Audit Associate	KPMG
	Corporate Financial Analyst	Lear Corporation
	Finance Intern	Gestamo
	Internal Audit Associate	KPMG
	Internal Audit Intern	General Motors
	Junior Accountant	Tata Harper Skincare
	Project Accountant	Smithgroup JJR
	Staff	UHY International
	Staff Accountant	Bluerock Real Estate
	Staff Accountant	Gail And Rice
	Staff Accountant	Jenkins And Company
	Staff Accountant	UHY International
	Staff Auditor	PwC
	Staff Tax Accountant	Ernst And Young
	Tax Associate	Grant Thornton
	Tax Associate	UHY International
	Tax Intern	Plante Moran
	Tax Intern	Unknown
	Tax Staff	UHY International
	Treasury Intern	MAHLE
Business Economics	Communication Intern	Collex Collision Experts
Finance	Account Executive	PLS Logistics
	AFIS Finance Analyst	Autoliv
	Bagger	Kroger
	Branch Manager 1	Huntington National Bank
	Buyer	Fiat Chrysler Automobiles
	Controller	Benteler Automotive
	Core Forensic And Dispute Services Associate	Deloitte
	Cost Estimator	Faurecia
	Credit Analyst	Talmer Bank And Trust
	Credit Specialist	Talmer Bank And Trust
	Customer Service Rep	Passcharters
	Field Examiner	Crestmark Bank
	Finance Intern	Bosch
	Finance Intern	Magneti Marelli
	Financial Agent	Primerica

Major	Job Title	Company/Organization
Finance	Financial Analyst	Blue Care Network
	Financial Analyst	Meritor, Inc.
	Financial Analyst Through The Financial Leadership Development Program	Fiat Chrysler Automobiles
	Financial Analyst, North American Operations	Faurecia
	Financial Representative	Northwestern Mutual
	Financial Representative	Primerica
	Financial Services Professional	MassMutual
	Intern	BTS Bargains
	Intern	Preformance Services
	Investment Analyst	Kresge Foundation
	IT Audit	Comerica Inc.
	IT Budget Control Intern	Faurecia
	Lead Advisor	Northwestern Mutual
	Loan Processor	Hantz Groups
	Manger	Cricket
	Operational Risk Analyst	Flagstar Bank
	Outside Sales Manager	Fastenal
	President	J&J Spring Enterprises, LLC
	Strategy Services Intern	CGS Advisors
	Treasury Analyst	Faurecia
General Management	Accountant	CWL Investments
	Accounting Specialist	Genisys
	Assistant Manager	Howell Soft Cloth
	Business Manager	Smartpetlove
	CEO	Griffin Enerprises Llc
	Customer Service	Dicks Sporting Goods
	Customer Service Rep	Unknown
	Customer Service Representative	Meemic Insurance Company
	Evening Softlines Supervisor	Kmart Corporation
	Graphic Designer	Done Right Signs
	Healthcare Account Executive	I.comm Corp
	HR Administrator/ Project Administrator	EDAG, Inc.
	Human Resources	G-Tech Services
	Junior Financial Analyst	Aquest Wealth Management Strategies

Major	Job Title	Company/Organization
General Management	Logistics Manager	Michigan Electrical STEEL INC
	Manager	Leos
	Manager	Premier Lawns
	Manager	Torrid
	Manager/Bartender	Camp Ticonderoga
	Office Administrator/Notary	Harvey Accounting
	Operations And Staffing Supervisor	Victoria's Secret
	Operations Supervisor	General Motors
	Owner/Manager	Nicks Chips
	Personal Banker	TCF National Bank
	Procument Analyst	Defense Logistics Agency
	Production Supervisor	Martinrea Heavy Stamping
	Project Coordinator	Valeo
	Project Management Intern	ABB Group
	Salers Rep	Henderson Glass
	Sales Manager	Holsbeke Construction
	Service Engineer	General Motors
	System Sales	FATA Aluminum
Human Resources Management	Account Specilaist	Human Capital Staffing
	Assistant Manager	7 FOR ALL Mankind
	Billing Clerk	Global LT
	Dance Instructor	Premiere
	HR	Faurecia
	HR	Unknown
	HR Assistant	HTI Cybernetics
	HR Assistant	Human Capital
	HR Coordinator	Delphi
	Hr Intern	Detroit Medical Center
	HR Internship	Fiat Chrysler Automobiles
	HR Recruiter	DTE Energy
	Human Resources Intern	AVL
	Human Resources Intern	North American Bancard
	Human Resources Specialist	Trion Solutions, Inc.
	Intern	John Paul Home Care
	Labor Relations Intern	General Motors

Major	Job Title	Company/Organization
Human Resources Management	Senior Licensed Veterinary Technician	Wilson Veterinary Hospital
	Talent Acquisition Intern	thyssenkrupp
Management Information Systems	Assistant Manager	Royal Oak Golf Center
	Business Analyst	Fiat Chrysler Automobiles
	Database Administrator	Testek, Inc
	Help Desk Technician	Alixpartners LLP
	Independent Contractor	Self
	Information Technology - Ford College Graduate	Ford Motor Company
	Infrastructure Intern	Siteone Landscape Supply
	IT Assistant	Residential Home Health
	IT FCG	Ford Motor Company
	Jr. IT Business Analyst	Champion Homes
	Level 1 Support Technician	Hewlett Packard Enterprises
	Library Technology Services Intern	Oakland University
	Software Developer	General Motors
	Web Developer	Unknown
Marketing	Account Advocate	CDK Global
	Account Executive	Seeds Detroit
	Accounting Administrative Assistant	Integrated Design Solutions
	Administrative Assistant, Intern	Campus Village Communities, Buckle
	Assistant Sales Associate	Mandamus
	Business Development Intern	Delphi
	Buyer	thyssenkrupp
	Client Services Intern	Agencyea
	Employee Advocate	Magna Shelby Foam Systems
	Financial Services Representative	Genisys Credit Union
	General Manager	Gap Inc.
	Inside Sales Representative	Michigan Cat
	Intern	Snelling Staffing Services
	Manager	Caesar
	Manager	The Godfather Cigar And Martini Bar
	Marketing Analyst	Monroe Engineering
	Marketing And Communications Assistant	Oakland University
	Marketing And Communications Intern	Oakland University

Major	Job Title	Company/Organization
Marketing	Marketing And Promotions Intern	Oakland University
	Marketing And Social Media Manager	Massimo Motor Sports LLC
	Marketing Intern	Fiat Chrysler Automobiles
	Marketing Intern	Kar's Nuts
	Marketing Intern	The Henry Ford Museum
	Marketing Representative	Federated Insurance
	Marketing Research Analyst	Ipsos
	Marketing/Sales Intern	Comau
	Owner/Auto Body Repair	The Collision Repair Shop
	Receptionist	Helloworld
	Research Associate	Market Strategies International
	Sales Associate	Best Buy
	Sales Associate	Champion Health Club
	Sales Coordinator	ITW
	Sales Intern	Delphi
	Sales Manager	Arteva Homes
	Sales Operations Internship	Plex Systems
	Sales Support Specialist	Meemic Insurance Company
	Social Media And Technology	AXA Advisors Inc
	Strategic Sales Analyst	Meritor, Inc.
	Tooling Engineer	Michigan Production Machining
	Trade Shows Intern	ABB Group
	Warehouse Engineer	Dropsa USA
Operations Management	Engineering Change Management Specialist	General Dynamics
	Logistics Coordinator	MAHLE
	Project Manager	Tech World
	Sales Analyst	Continental AG
	Summer Business Intern	Oakland County Fiscal Services
	Supply Chain Support	Guardian Industries Corp.
	Systems Coordinator	ITW Global Automotive
	Warehouse Operations Supervisor	Powers Distributing

School of Education and Human Services Results

2015-2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
School of Education and Human Services	282	231	82%
First Destination		Graduates	% of Total
Employed		186	81%
Pursuing Continuing Education		4	2%
Pursuing Other Commitment		11	5%
Unplaced		30	13%
Career Outcome		191	83%
Placed		201	87%
Unplaced		30	13%

Table 2: Income distribution reported by employed graduates (see Figure 1).

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
SEHS	Hourly	106	\$9.25	\$12.00	\$16.00
	Salary	32	\$32,000.00	\$40,000.00	\$50,000.00

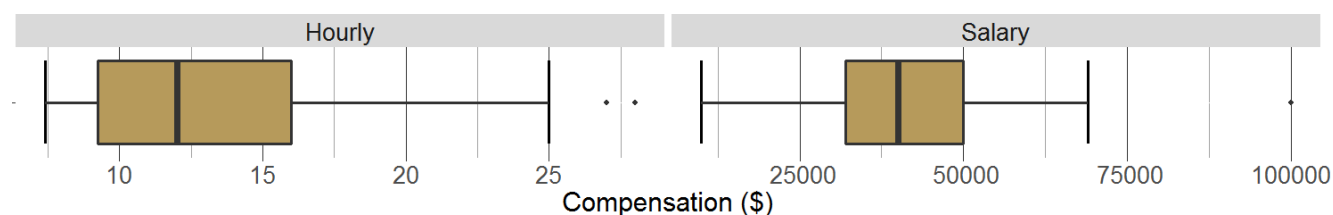


Figure 1: Income distribution reported by employed graduates (see Table 2). The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score) and dots are outliers.

Table 3: Graduates employed full-time and part-time by employment location.

College	Michigan	Out-of-State	Out-of-USA
SEHS	125 (95%)	7 (5%)	0 (0%)

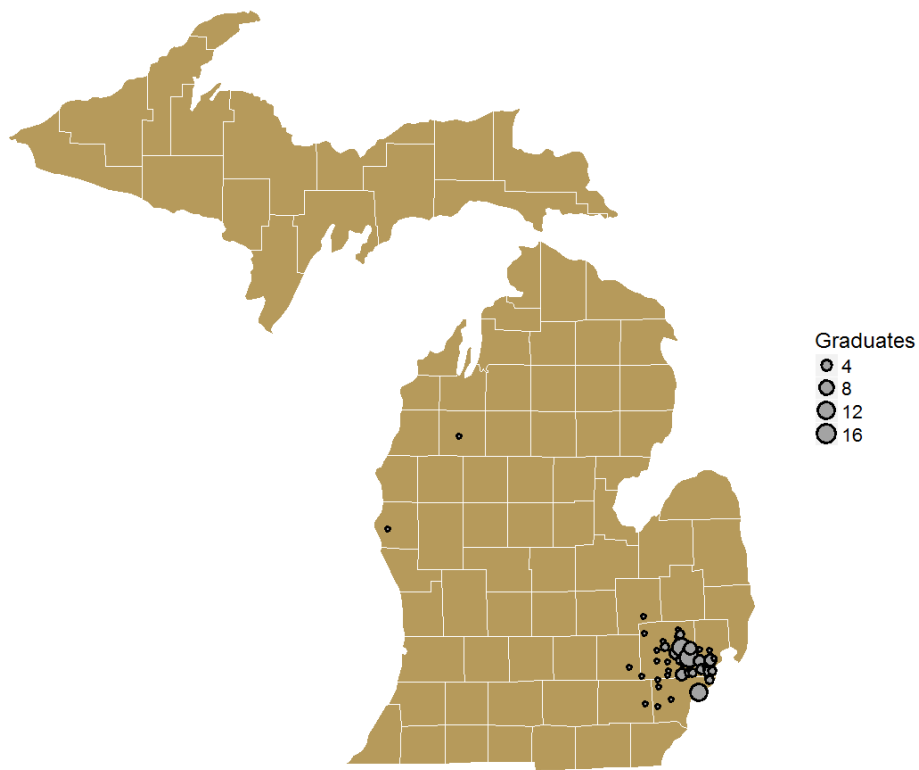


Figure 2: Graduates employed full-time and part-time who work in Michigan. Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 4: Program rating considering how well it prepared graduates for their career after graduation.

Program Rating	Graduates	% of Total
Excellent	114	50%
Good	89	39%
Fair	27	12%

Table 5: Internship compensation type for most recent internship.

Internship Compensation Type	Graduates	% of Total
Unpaid	126	63%
Hourly	67	34%
Stipend	5	3%
Commission	2	1%

Table 6: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
Yes	200	87%
No	30	13%

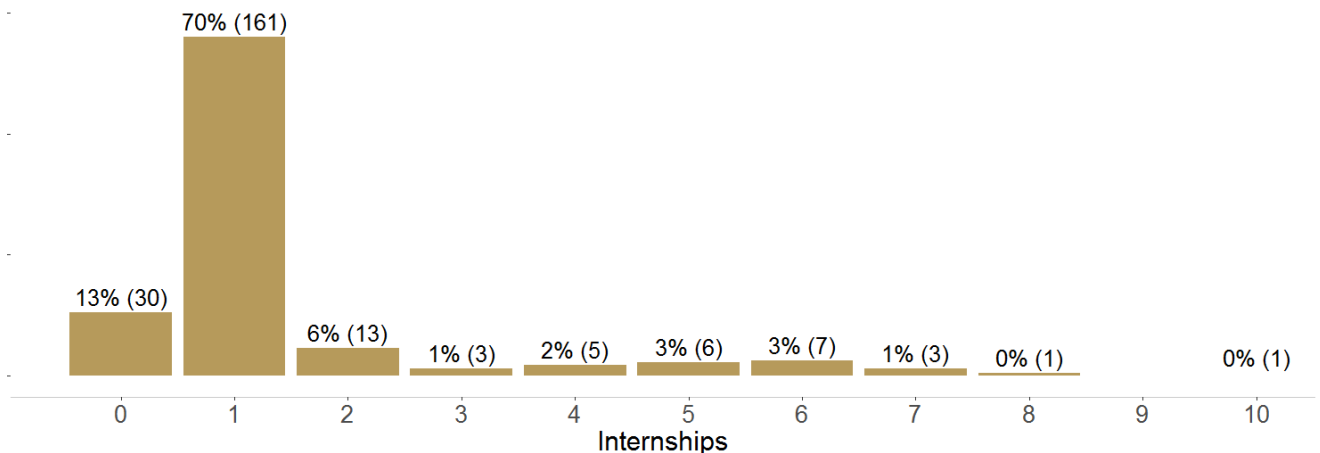


Figure 3: Percent of graduates who had x number of internships.

Table 7: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
Yes	195	98%
No	5	3%

Table 8: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	91	62%
Yes	56	38%

Table 9: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	114	78%
0-3 Months after graduation	20	14%
3-6 Months after graduation	5	3%
6-9 Months after graduation	2	1%
9+ Months after graduation	5	3%

Table 10: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	61	42%
Other	45	31%
Career Fair/Exploration Day on Campus	14	10%
Career Services Online Recruiting System (OUCareerLink)	14	10%
Faculty Recommendation	8	5%
On-Campus Recruiting	4	3%

Table 11: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Directly Related	103	71%
Somewhat Related	29	20%
Not Directly Related	14	10%

Table 12: Activities involved in while at OU. Note that respondents could select multiple activities; therefore, the sum of % of Total may exceed 100%.

Activities While at OU	% of Total
Student Organizations	61%
Volunteer Work	45%
On-Campus Employment	15%
Leader of Club/Organization	9%
Other	9%
Undergraduate Research	7%
Service Learning Projects	6%
Student-Athlete	6%

Table 13: Employment industries. Note: respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.

Industries Employed In	% of Total	Industries Employed In	% of Total
Education	35%	Non-Profit	2%
Other	21%	Technology	2%
Manufacturing	12%	Transportation	2%
Engineering	9%	Accounting	1%
Health Care/Medical	8%	Advertising/Marketing/PR	1%
Retail	6%	Consulting	1%
Financial Services	4%	Hospitality/Entertainment	1%
Government	4%	Real Estate	1%
Consumer Products	2%		

Table 14: Top organizations (up to 10) that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Graduates	% of Total
Utica Community Schools	15	9%
Chippewa Valley School District	9	5%
Avondale School District	6	4%
Fraser	4	2%
Lake Orion	4	2%
Rochester	3	2%
DTE Energy	2	1%
Faurecia	2	1%
Fraser Public Schools	2	1%
GKN Group	2	1%

Table 15: Job Titles by major and organization for graduates who reported that their work experience is somewhat or directly related to their major. Note that job titles were cleaned lightly for case and spelling (e.g., "nures" became "Nurse"). Job titles and organizations are grouped; therefore, there may be multiple graduates with a given position at a given organization.

Major	Job Title	Company/Organization
Elementary Education	6th And 7th Grade English Teacher	Chandler Park Academy
	Activity Coordinator/ Field Trip Adviser	Chippewa Valley School District
	Assistant Teacher	Four Corners Montessori Academy (charter)
	Caregiver	Chippewa Valley School District
	Child Care Worker	Utica Community Schools
	Daycare Teacher	Grace Christian Learning Center
	E.I. Aide	RCS
	Elementary Teacher	Chippewa Valley School District
	Intervention Specialist	Lakeshore
	Kindergarten Student Teacher	Holly

Major	Job Title	Company/Organization
Elementary Education	Long Term Substitute - Kindergarten	Lakeview Public Schools
	Nanny	Auburn Hills
	Paraprofessional	Auburn
	Paraprofessional	Pontiac
	Pre School Teacher	Beth's Imagination Station
	Registered Behavior Technician	University Pediatricians Autism Center
	School Age Lead Teacher	Fraser
	Student Teacher	Avondale School District
	Student Teacher	Chippewa Valley School District
	Student Teacher	Crow-Lex School District
	Student Teacher	East China
	Student Teacher	Fraser Public Schools
	Student Teacher	Lake Orion
	Student Teacher	Oakland
	Student Teacher	Oakland University
	Student Teacher	RCS
	Student Teacher	Rochester
	Student Teacher	Utica Community Schools
	Student Teacher	Walled Lake
	Student Teacher	Waterford
	Substitute	Unknown
	Substitute Teacher	Edustaff
	Substitute Teacher	Lake Orion
	Substitute Teacher	Rochester Community Schools
	Substitute Teacher	Warren Consolidated Schools
	Teacher	Chippewa Valley School District
	Teacher	Utica Community Schools
	Teacher	Wayne RESA
	Teacher	Unknown
Human Resource Development	Assistant Human Resources	St. John Providence Health System
	Assistant Recruiter	Medmatch, Inc.
	Associate Relations And Global Mobility Intern	Bosch
	Bank Officer	JPMorgan Chase
	Benefits Administrator	GKN Group
	Benefits Coordinator	Populus Group

Major	Job Title	Company/Organization
Human Resource Development	Benefits Intern	Quicken Loans
	Client Care And Team Member Success Associate	Billhighway
	Document Compliance Specialist	Credit Acceptance
	Enrollment Specialist	Austin Benefits
	Executive Team Leader Human Resource	Target
	HR Analyst	Elringklinger
	HR Assistant	JRD Systems
	HR Assistant	Robert Bosch LLC
	HR Coordinator	Durr Ecoclean
	HR Coordinator	US Farathane
	HR Coordinator	US Medical Mangement
	HR Generalist Intern	HHI Formtech
	HR Intern	Aluminum Blanking Co
	HR Intern	BorgWarner
	HR Intern	Continental AG
	HR Intern	Dayco Products LLC
	HR Intern	Faurecia
	HR Intern	Jervis B. Webb
	HR Intern	Leader Dogs For The Blind
	HR Intern	Project Worldwide
	HR Intern	Reliance One
	HR Intern	Volunteer Services
	HR Manager	MHRS
	HR Manager	URG
	HR Staffing & Consulting	DTE Energy
	Human Resource Generalist Intern	Magna International Inc.
	Human Resource Intern	City Of Rochester
	Human Resource Intern	MAHLE
	Human Resource Representative	Federal Mogul
	Human Resources	Atlantic Precision Products
	Human Resources	Christian Financial Credit Union
	Human Resources	Reliance One
	Human Resources Generalist	Three C's Landscaping
	Human Resources Generalist	WBS
	Human Resources Intern	Axletech International
	Human Resources Intern	GKN Group

Major	Job Title	Company/Organization
Human Resource Development	Human Resources Intern	Grace Centers Of Hope
	Human Resources Intern	Key Safety Systems
	Human Resources Intern	Oakland County
	Human Resources Intern	Palace Sports And Entertainment
	Human Resources Intern	Schaeffler Group USA
	Human Resources Intern	Trinity Health
	Human Resources Intern	Valeo
	Human Resources Intern/Internship Coordinator	Hanon Systems
	Human Resources Manager For Organizational Development	Renaissance Global Logistics
	Job Placement Coordinator	Oakland County FOC
	Learning And Development Intern	CSIG Holding Co.
	Not Full Time But Extended My HR Internship	NORMA Group
	Office Assistant II	Oakland University
	Operations Benefit Manager	Medtipster
	Payroll & Benefits Administrator	Detroit Forming, Inc.
	Payroll Administrator	Populus Group
	Payroll Processor / HRIS Analyst	Faurecia
	Payroll Specialist	Payroll 1
	Personal Trainer	Lifetime Fitness
	Post Offer Coordinator	DTE Energy
	Project Assistant	United Shore
	Project Coordinator	IRI Consultants
	Recruiter	Brightwing
	Recruiter	Persis Consulting
	Recruiting Coordinator	Express Employment Professionals
	Resource Management Intern	Blue Cross and Blue Shield Association
	Sales Associate	Macy's
	Sales Support Generalist	Victoria's Secret
	Senior HRD Specialst	Kelly Services
	Shutdown Coordinator	Aramark
	Skills Trainer	Enhances Potential
	Staffing Specialist	Entech Staffing
	Stamp Of Approval Intern	Quicken Loans
	Store Manager	MMS-AT&T

Major	Job Title	Company/Organization
Human Resource Development	Team Leader	Apple
	Trainer	Christian Financial Credit
	Trainer	Unknown
	Training Manager	Fiat Chrysler Automobiles
	Training Specialist	ZF North America
Secondary Education	Student Teacher	Birmingham Public Schools
	Student Teacher	Lake Orion
	Substitute Teacher	Huron Valley Schools

Table 16: Elementary Certification Areas. Note that because students can have multiple certification areas, the % of Total may be greater than 100%.

Certification Areas	Graduates	% of Total
Language Arts	88	72%
Mathematics	43	35%
Integrated Science	20	16%
Social Studies	13	11%
Early Childhood Education	12	10%
English as a Second Language	1	1%
Spanish	1	1%

School of Engineering and Computer Science Results

2015-2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
School of Engineering and Computer Science	234	187	80%

First Destination	Graduates	% of Total
Employed	166	89%
Pursuing Continuing Education	12	6%
Pursuing Other Commitment	4	2%
Unplaced	5	3%
Career Outcome	173	93%
Placed	182	97%
Unplaced	5	3%

Table 2: Income distribution reported by employed graduates (see Figure 1).

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
SECS	Hourly	71	\$14.00	\$18.00	\$24.00
	Salary	79	\$63,000.00	\$68,000.00	\$71,000.00

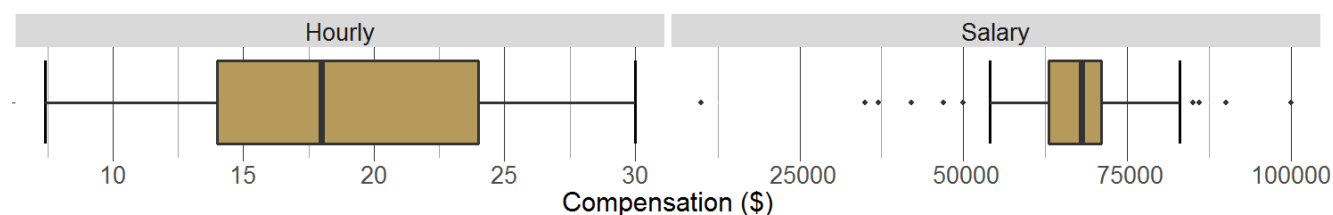


Figure 1: Income distribution reported by employed graduates (see Table 2). The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score) and dots are outliers.

Table 3: Graduates employed full-time and part-time by employment location.

College	Michigan	Out-of-State	Out-of-USA
SECS	152 (96%)	6 (4%)	1 (1%)

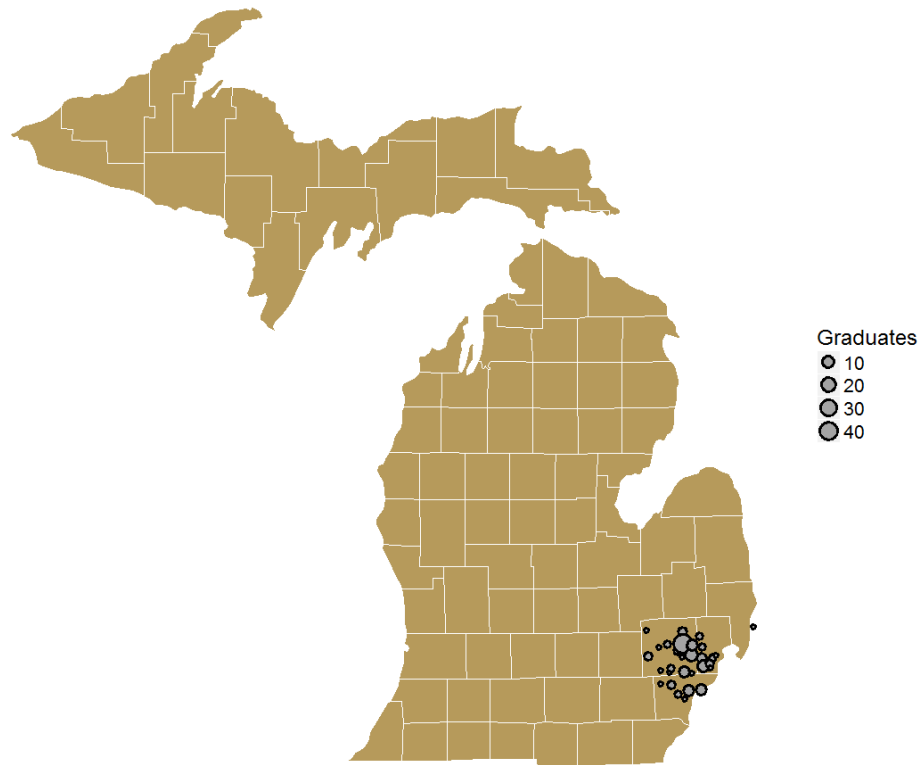


Figure 2: Graduates employed full-time and part-time who work in Michigan. Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 4: Program rating considering how well it prepared graduates for their career after graduation.

Program Rating	Graduates	% of Total
Good	90	49%
Excellent	52	28%
Fair	36	19%
Poor	7	4%

Table 5: Internship compensation type for most recent internship.

Internship Compensation Type	Graduates	% of Total
Hourly	137	96%
Stipend	3	2%
Unpaid	3	2%

Table 6: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
Yes	143	76%
No	44	24%

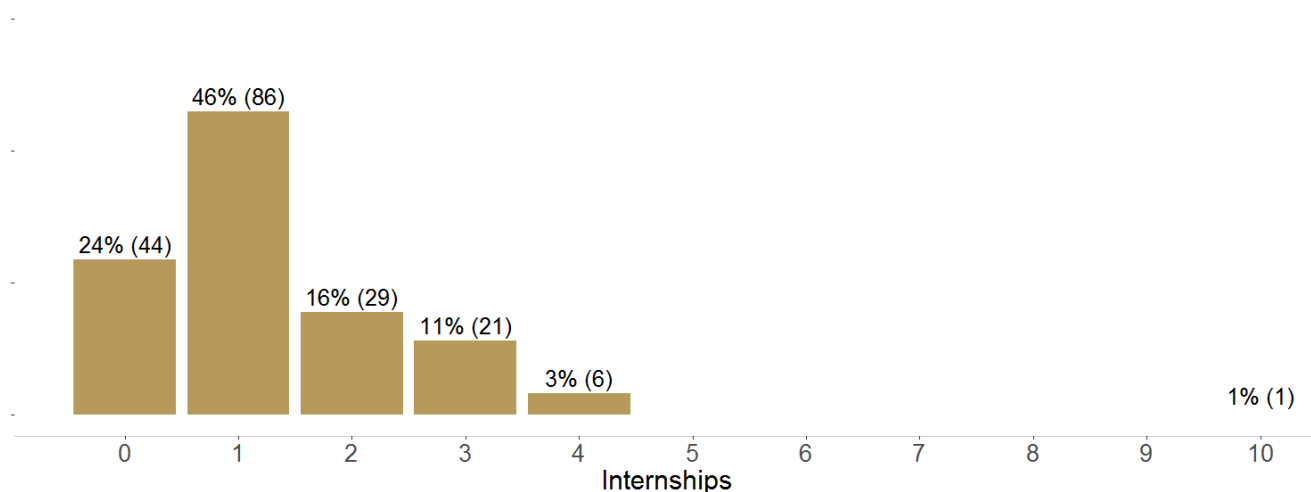


Figure 3: Percent of graduates who had x number of internships.

Table 7: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
No	90	63%
Yes	53	37%

Table 8: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	70	46%
Yes	82	54%

Table 9: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	123	82%
0-3 Months after graduation	11	7%
3-6 Months after graduation	7	5%
6-9 Months after graduation	5	3%
9+ Months after graduation	4	3%

Table 10: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	56	37%
Career Fair/Exploration Day on Campus	32	21%
Other	28	19%
Career Services Online Recruiting System (OUCareerLink)	18	12%
On-Campus Recruiting	13	9%
Faculty Recommendation	3	2%

Table 11: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Directly Related	123	82%
Somewhat Related	20	13%
Not Directly Related	7	5%

Table 12: Activities involved in while at OU. Note that respondents could select multiple activities; therefore, the sum of % of Total may exceed 100%.

Activities While at OU	% of Total
Student Organizations	71%
On-Campus Employment	34%
Volunteer Work	32%
Leader of Club/Organization	28%
Undergraduate Research	19%
Other	8%
Service Learning Projects	6%
Student-Athlete	4%

Table 13: Employment industries. Note: respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.

Industries Employed In	% of Total	Industries Employed In	% of Total
Engineering	62%	Education	3%
Technology	24%	Financial Services	2%
Manufacturing	17%	Retail	2%
Transportation	7%	Non-Profit	1%
Other	6%	Accounting	1%
Consulting	3%	Government	1%
Health Care/Medical	3%	Hospitality/Entertainment	1%
Consumer Products	3%		

Table 14: Top organizations (up to 10) that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Graduates	% of Total
Fiat Chrysler Automobiles	14	9%
Ford Motor Company	13	8%
General Motors	13	8%
Oakland University	6	4%
Comerica Inc.	5	3%
Faurecia	3	2%
KUKA	3	2%
Valeo	3	2%
ABB Group	2	1%
American Axle & Manufacturing	2	1%

Table 15: Job Titles by major and organization for graduates who reported that their work experience is somewhat or directly related to their major. Note that job titles were cleaned lightly for case and spelling (e.g., "nures" became "Nurse"). Job titles and organizations are grouped; therefore, there may be multiple graduates with a given position at a given organization.

Major	Job Title	Company/Organization
Computer Engineering	Assembly Engineer/Controls Engineer	Gestamp
	Computer Engineering	Oakland University
	Controls Engineer	Knight Global
	Engineer	Fiat Chrysler Automobiles
	IT Analyst	Ford Motor Company
	PLC Programmer	KUKA
	Powertrain Engineer	Ford Motor Company
	Programmer	Woodland Direct
	Software Engineer	Controller Technologies Corporation
	Software Engineer	MAHLE

Major	Job Title	Company/Organization
Computer Engineering	Technical Specialist	GDLS
Computer Science	Administrative Support Assistant	Lovasco Consulting GROUP
	Business Analyst	Guardian Industries
	CAD Designer	Urgent Plastics
	Engineering Intern	Valeo
	ICT Business Applications Analyst	Fiat Chrysler Automobiles
	Intern Consultant	Perficient, Inc.
	IT Developer Intern	Hewlett-Packard Enterprise
	Java Programmer	AIM Computer Solutions
	President	Craft Labs
	Programmer	EZClaim
	Software Developer	Western Engineer
	Software Engineer	Asset Health
	Software Engineer	Harman International
	Software Engineer	Improvement Path Systems
	Software Engineer	Tweddle Group
	Software Validation Intern	Fiat Chrysler Automobiles
	Student Lead Enterprise Applications Developer / Analyst	Oakland University
	Systems Engineer I	Telnet Worldwide
	Technical Professional Analyst	Comerica Inc.
	Web Applications Intern	BorgWarner
Electrical Engineering	Active Safety Design Release Engineer	General Motors
	Advanced Engineering Electrification Intern	BorgWarner
	Advanced Interior Body Product Development Co-Op	Ford Motor Company
	Apprentice Engineer II Co-Op	DENSO
	Controls Engineer	Applied Manufacturing Technologies
	Controls Engineer	Atlas Copco LLC
	Design Release Engineer	Delphi
	Electrical Engineer	General Motors
	Electrical Engineer	Peter Basso Associates
	Electrical Test Engineer	Nissan
	Electrified Powertrain Engineer	Ford Motor Company
	Electronics Development Engineer	Brose North America
	Electronics Lab	Oakland University

Major	Job Title	Company/Organization
Electrical Engineering	Engineering Coordinator	Magna International Inc.
	Engineering Intern	Dura Automotive
	Entry-Level Controls Engineer	Applied Manufacturing Technologies
	Intern	RCO Engineering
	Ou/Fca Robotic Lab Assistant	Oakland University
	Powertrain Engineer	General Motors
	Project Engineer	KUKA
	Quality Engineer	Fiat Chrysler Automobiles
	Resident Systems Engineer	Valeo
	Software Verification Engineer	General Motors
	Software/Algorithm Controls Engineer	General Motors
	Supervisor Diagnostic Hardware And Software Development	General Motors
	Validation Engineer	General Motors
	Validation Engineer	Magneti Marelli
Engineering Biology	Mechanical Engineering Intern	Rigaku Innovative Technologies
	Platform Engineer	ZF TRW
	Quality Engineer	Fiat Chrysler Automobiles
	Seasonal/Garden Associate	Home Depot
Industrial & Systems Engineering	Application Support Engineer	Siemens
	Associate Project Manager	Daifuku
	Engineering Intern	ABB Group
	FI Specialist/Launch Supervisor/Maintenance Supervisor	Fiat Chrysler Automobiles
	IE	Fiat Chrysler Automobiles
	Industrial Engineer	General Motors
	Manufacturing Engineering Intern	Faurecia
	Product Engineer	Carcoustics USA
	Services Software Product Consultant II	Siemens PLM
	Software Product Consultant	Siemens
	Staff Industrial Engineer	DTE Energy
Information Technology	Client Desktop Support Intern	Health Alliance Plan
	Director Of Warranty Services	Inacomp TSG
	Extract Transform Load Developer	Bright Mind Solutions LLC
	For College Graduate	Ford Motor Company

Major	Job Title	Company/Organization
Information Technology	Ford College Graduate	Ford Motor Company
	Ford College Graduate (FCG) In Information Technology	Ford Motor Company
	FORD FCG	Ford Motor Company
	Help Desk Analyst	Credit Acceptance
	Helpdesk Technician	Stefanini
	Helpdesk Technician (promotion When I Graduate Though)	Summit Sports LLC
	Information Support Specialist	Hart Medical Equipment
	Information Technology Support	Orion Neighborhood Television
	Intern It	Ford Motor Company
	IT Assistant	Molex Automotive
	IT Intern	Ford Motor Company
	IT Intern	Great Expressions Dental Centers
	IT Support Specialist	P3 Group
	IT Tech	Rochester Hills Public Library
	It Technician	Faurecia
	IT Technician	Magna Car Top Systems
	On Site Tech Support Intern	Unknown
	Process Analyst	Delphi
	Process Analyst	Flex-N-Gate
	Project Management Intern	Ford Motor Company
	Software Developer	General Motors
	Student Technology Coordinator	Oakland University
	System Admin	NYX Inc
	System Analyst	ICL Systems
	Technical Professional Analyst	Comerica Inc.
	Technician	A-1 Computers
	TPA	Comerica Inc.
	Virtualization Engineer	Oakland University
Mechanical Engineering	Application Engineer	GKN Group
	Applications Engineer	Stabilus
	Applications Engineer	TI Automotive
	Apprentice Engineer II	DENSO
	Associate Engineer	Munro & Associates
	Associate Mechanical Engineer	Continental AG

Major	Job Title	Company/Organization
Mechanical Engineering	Automotive Body Engineer	General Motors
	Cost Manufacturing Engineer	Fiat Chrysler Automobiles
	Customer Engineer	Continental AG
	Design Validation Engineer	General Motors
	Development And Validation Engineer	General Motors
	Development Engineer	Faurecia
	Die Maintenance Engineer	Fiat Chrysler Automobiles
	Diesel Development Engineer	AVL
	Drive Shaft Business Unit Product Engineer Co Op	American Axle & Manufacturing
	Engineer	Takata
	Engineer	Techrim Standards
	Engineer I	BAE Systems
	Engineer In Engineering IS/IT	GKN Group
	Intern	Ford Motor Company
	Manufacturing Engineer	MacLean-Fogg Component Solutions
	Manufacturing Mechanical Engineer	Htc-Hot Tool & Cutter Mfg.
	Mechanical Designer	KUKA
	Process Engineer	Magna International Inc.
	Product Development Engineer	US Manufacturing
	Product Engineer	Dura
	Product Engineer	Valeo
	Product Engineering Co-Op	American Axle & Manufacturing
	Project Engineer	ABB Group
	Seat Belts Mechanical Engineer	ZF TRW
	System Engineer	Magna Electronics
	Testing Engineer	Dayco Products LLC
	Tool Designer	Precision Mold & Engineering
	Transmission Controls Engineer	General Motors

School of Health Sciences Results

2015-2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
School of Health Sciences	336	249	74%
First Destination		Graduates	% of Total
Employed		135	54%
Pursuing Continuing Education		100	40%
Pursuing Other Commitment		5	2%
Unplaced		9	4%
Career Outcome		178	71%
Placed		240	96%
Unplaced		9	4%

Table 2: Income distribution reported by employed graduates (see Figure 1).

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
SHS	Hourly	111	\$10.00	\$12.00	\$14.00
	Salary	11	\$29,500.00	\$37,000.00	\$55,000.00

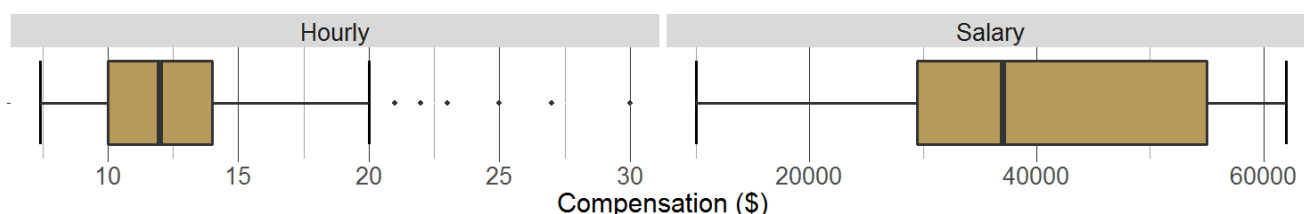


Figure 1: Income distribution reported by employed graduates (see Table 2). The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score) and dots are outliers.

Table 3: Graduates employed full-time and part-time by employment location.

College	Michigan	Out-of-State	Out-of-USA
SHS	128 (98%)	2 (2%)	0 (0%)

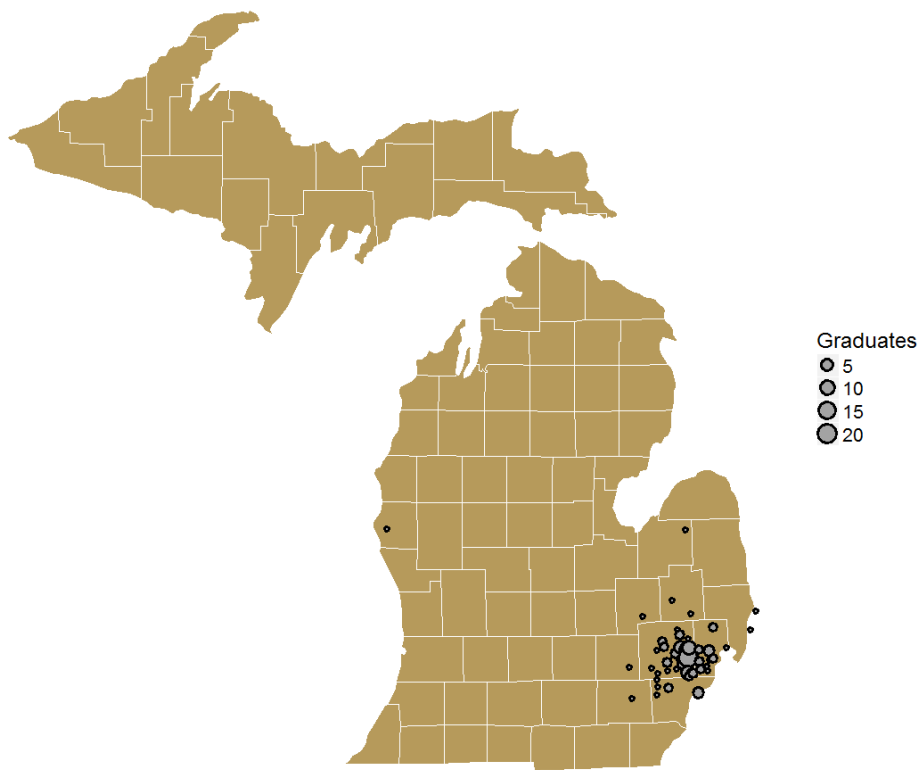


Figure 2: Graduates employed full-time and part-time who work in Michigan. Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 4: Program rating considering how well it prepared graduates for their career after graduation.

Program Rating	Graduates	% of Total
Good	137	56%
Excellent	85	35%
Fair	17	7%
Poor	5	2%

Table 5: Internship compensation type for most recent internship.

Internship Compensation Type	Graduates	% of Total
Unpaid	51	70%
Hourly	16	22%
Stipend	5	7%
Commission	1	1%

Table 6: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
No	175	71%
Yes	73	29%

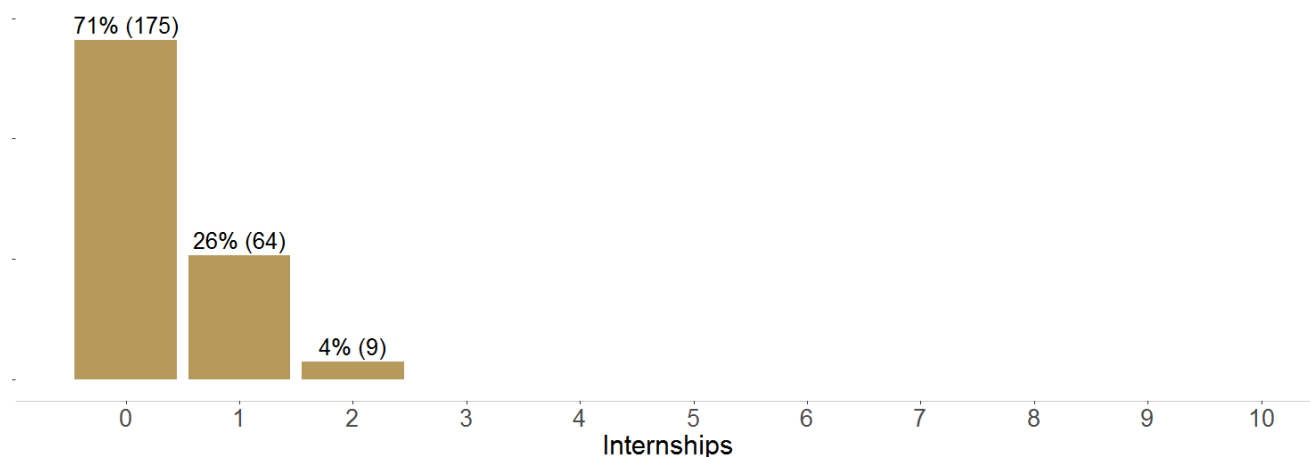


Figure 3: Percent of graduates who had x number of internships.

Table 7: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
Yes	58	79%
No	15	21%

Table 8: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	97	76%
Yes	31	24%

Table 9: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	112	89%
0-3 Months after graduation	10	8%
6-9 Months after graduation	2	2%
9+ Months after graduation	2	2%

Table 10: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	77	61%
Other	31	25%
Career Services Online Recruiting System (OUCareerLink)	6	5%
Faculty Recommendation	6	5%
On-Campus Recruiting	4	3%
Career Fair/Exploration Day on Campus	2	2%

Table 11: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Directly Related	50	39%
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Activities While at OU	% of Total
Student Organizations	68%
Volunteer Work	61%
Leader of Club/Organization	32%
On-Campus Employment	24%
Undergraduate Research	22%
Student-Athlete	11%
Other	7%
Service Learning Projects	7%

Table 13: Employment industries. Note: respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.

Industries Employed In	% of Total	Industries Employed In	% of Total
Health Care/Medical	63%	Government	2%
Other	12%	Financial Services	2%
Retail	9%	Accounting	1%
Consumer Products	3%	Advertising/Marketing/PR	1%
Education	3%	Consulting	1%
Manufacturing	3%	Hospitality/Entertainment	1%
Non-Profit	3%	Real Estate	1%
Technology	3%	Transportation	1%
Engineering	2%		

Table 14: Top organizations (up to 10) that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Graduates	% of Total
Beaumont Health System	20	19%
Oakland University	4	4%
HealthQuest	3	3%
Henry Ford Health System	3	3%
McLaren Health Care	3	3%
Interactive Health	2	2%
Lifetime Fitness	2	2%
St. John Providence Health System	2	2%
Team Rehabilitation	2	2%
YMCA	2	2%

Table 15: Job Titles by major and organization for graduates who reported that their work experience is somewhat or directly related to their major. Note that job titles were cleaned lightly for case and spelling (e.g., "nures" became "Nurse"). Job titles and organizations are grouped; therefore, there may be multiple graduates with a given position at a given organization.

Major	Job Title	Company/Organization
Applied Health Sciences	Patient Transporter	Beaumont Health System
	Pharmacy Tech	CVS
Biomedical Diagnostic and Therapeutic Sciences	Clinical Research Coordinator	Detroit Clinical Research Center
	Medical Lab Technologist	Detroit Medical Lab
	Medical Laboratory Scientist	St. John Providence Health System
	Patient Services	Beaumont Health System
	Radiologic Technologic	Beaumont Health System
	Radiologic Technologist	Beaumont Health System
	Radiologic Technologist	Unknown

Major	Job Title	Company/Organization
Exercise Science	Customer Service Coordinator	Munetrix, LLC
	Exercise Director	Waltoonwood At University
	Exercise Specialist	Hills And Dales General Hospital
	Intern	Snap Fitness
	Intern	Starting Line
	Lifestyle Coach	YMCA Of Metro Detroit
	Marketing Coordinator	Young Basile PC
	Medical Assistant	Rochester Endocrinology And Diabetes Center
	Personal Trainer	Anytime Fitness
	Personal Trainer	Lifetime Fitness
	Physical Therapy Technician	Oakland Orthopaedic Surgeons
	PT Tech	HealthQuest
	Trainer	Fitness Quest
	Wellness Staff	North Oakland YMCA
Health Sciences	Certified Nursing Assistant	Beaumont Health System
	Department Coordinator	Dunhams
	Emergency Center Technician	Beaumont Health System
	Exercise Physiologist	Beaumont Health System
	Front Desk Associate	Gateway Pediatric Therapy
	Gym Owner	Dignified Crossfit
	Lifestyle Coach	YMCA
	Medical Receptionist	IHA Integrated Health Associates Ob/Gyn
	Nursing Assistant	Beaumont Health System
	Personal Trainer	Oakland University
	Pharmacy Tech	Rite Aid
	Pharmacy Technician	Walmart
	Physical Therapist Tech	Guardian Angel
	Physical Therapy Aide	Mendelson And Kornblum Physical Therapy
	Physical Therapy Tech	OMPT Specialists
	Resident Caregiver	Devonshire Retirement Village
	Sales Associate	Orangetheory Fitness
	Student Research Assistant	Healthy Pontiac, We Can!
Integrative Holistic Medicine	Administrative Assistant	Beaumont Health System
	Department Of State Employee	Michigan Department Of State

Major	Job Title	Company/Organization
Integrative Holistic Medicine	Medical Assistant	Henry Ford Health System
	Personal Trainer	Lifetime Fitness
Medical Laboratory Sciences	Educator	Michigan Science Center
	Laboratory Clerk	Beaumont Health System
	Production Intern	Oxford Biomedical Research
	Student Lab Tech	St. John Providence Health System
Occupational Safety and Health	EHS Generalist	Dayco Products, LLC
	Health And Safety Intern	Alta Equipment Company
	Health, Safety & Environmental Coordinator	Robert Bosch LLC
	Safety Coordinator	NORMA Group
	Safety Specialist	DTE Energy
Pre Health Professional Studies	CNA	The Village Assisted Living
	Head Physical Therapy Technician	Marina Rehabilitation And Health Services
	Medical Assistant	North Troy Associates
	Medical Assistant	Oakland Associates
	Medical Information Services Rep	Beaumont Health System
	Nursing Assistant	Beaumont Health System
	Nursing Assitant	Beaumont Health System
	Optician	Luxottica
	Patient Access Representative	St Joseph Mercy
	Pharmacy Technician	Meijer Pharmacy
	Physical Therapy Technician	Team Rehabilitation
	PT Aid	Premier
	Vision Center Manager/Ophthalmology	Laser Eye Institute
Pre Pharmacy	Pharmacy Technician	Henry Ford Health System
Pre Physical Therapy	Clinical Assistant	Beaumont Health System
	Clinical Manager	HealthQuest
	Coach	Gymnastics Training Center
	Gymnastics Coach And PT Tech	Beaumont Health System
	Marketing And Membership Director	YMCA
	Nutrition Services	McLaren Health Care
	OSEH	University Of Michigan
	Physical Therapy Tech	Team Rehabilitation
	Physical Therapy Technician	Athletico Physical Therapy
	Physical Therapy Technician	Performax Physical Therapy

Major	Job Title	Company/Organization
Pre Physical Therapy	PT Tech	HealthQuest
	Rehab Tech, Academic Peer Mentor	Beaumont, OU Housing
	Resident Assistant	Senior Home Care Solutions
	Zumba Instructor/Piano Accompanist	Oakland University
Radiation Therapy	Conditioning Coach	Starting Line Health And Fitness
Radiologic Technology	Radiologic Technologist	Beaumont Health System
Wellness, Health Promotion & Injury Prevention	Chiropractic Assistant, Health And Wellness Coordinator	Claddagh Chiropractic Wellness Center
	Health And Wellness Intern	OPC- Older Persons Commission
	Nutrition Assistant	McLaren Health Care
	Nutrition Services Attendant	Beaumont Health System
	Personal Trainer	Oakland University
	Personal Trainer	Pulse Fitness
	Resident Assistant	Prestige Commons
	Sterile Processing Technician	McLaren Health Care
	Wellness Coordinator Intern	Interactive Health
	Wellness Program Coordinator	Interactive Health

School of Nursing Results

2015-2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
School of Nursing	384	223	58%
First Destination		Graduates	% of Total
Employed		171	77%
Pursuing Continuing Education		5	2%
Pursuing Other Commitment		8	4%
Unplaced		39	17%
Career Outcome		174	78%
Placed		184	83%
Unplaced		39	17%

Table 2: Income distribution reported by employed graduates (see Figure 1).

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
SON	Hourly	139	\$14.00	\$25.00	\$27.00
	Salary	6	\$26,750.00	\$42,500.00	\$73,250.00

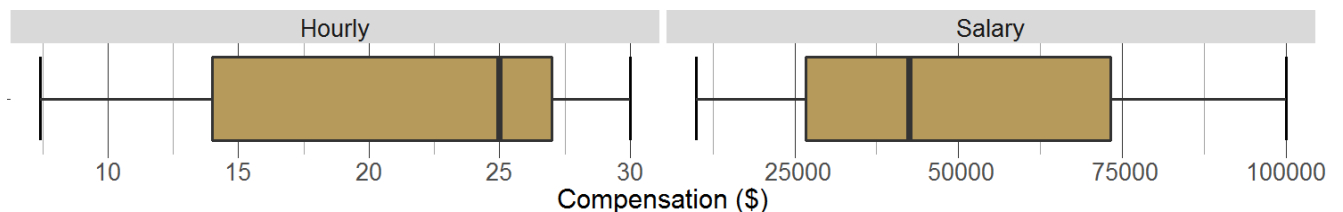


Figure 1: Income distribution reported by employed graduates (see Table 2). The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score) and dots are outliers.

Table 3: Graduates employed full-time and part-time by employment location.

College	Michigan	Out-of-State	Out-of-USA
SON	163 (99%)	1 (1%)	1 (1%)

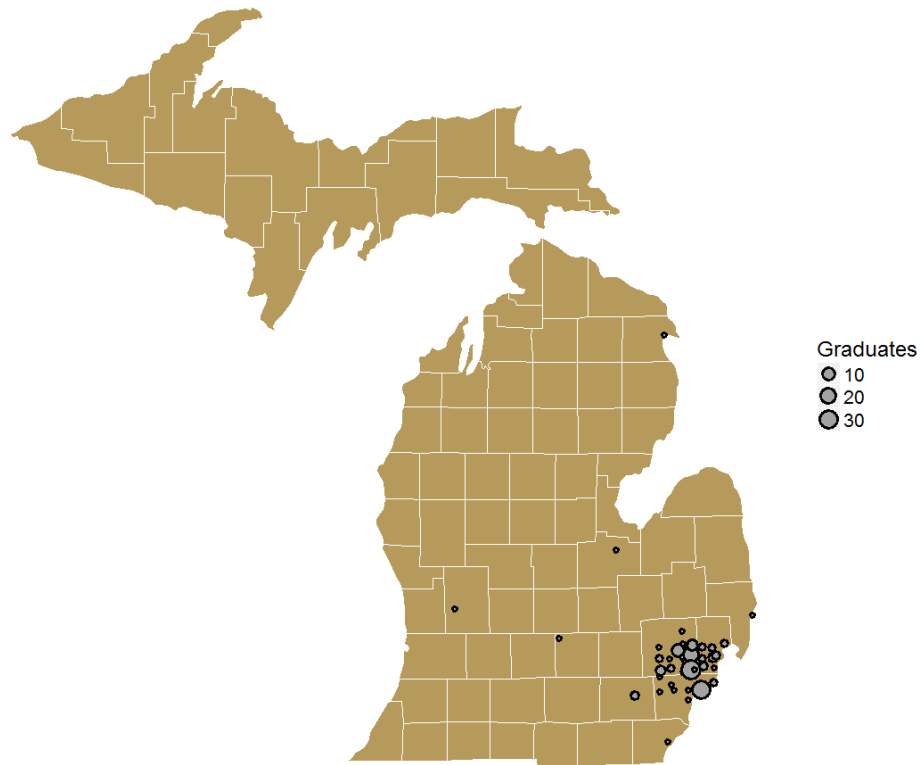


Figure 2: Graduates employed full-time and part-time who work in Michigan. Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 4: Program rating considering how well it prepared graduates for their career after graduation.

Program Rating	Graduates	% of Total
Excellent	105	48%
Good	100	46%
Fair	10	5%
Poor	4	2%

Table 5: Internship compensation type for most recent internship.

Internship Compensation Type	Graduates	% of Total
Unpaid	41	87%
Hourly	5	11%
Stipend	1	2%

Table 6: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
No	175	79%
Yes	47	21%

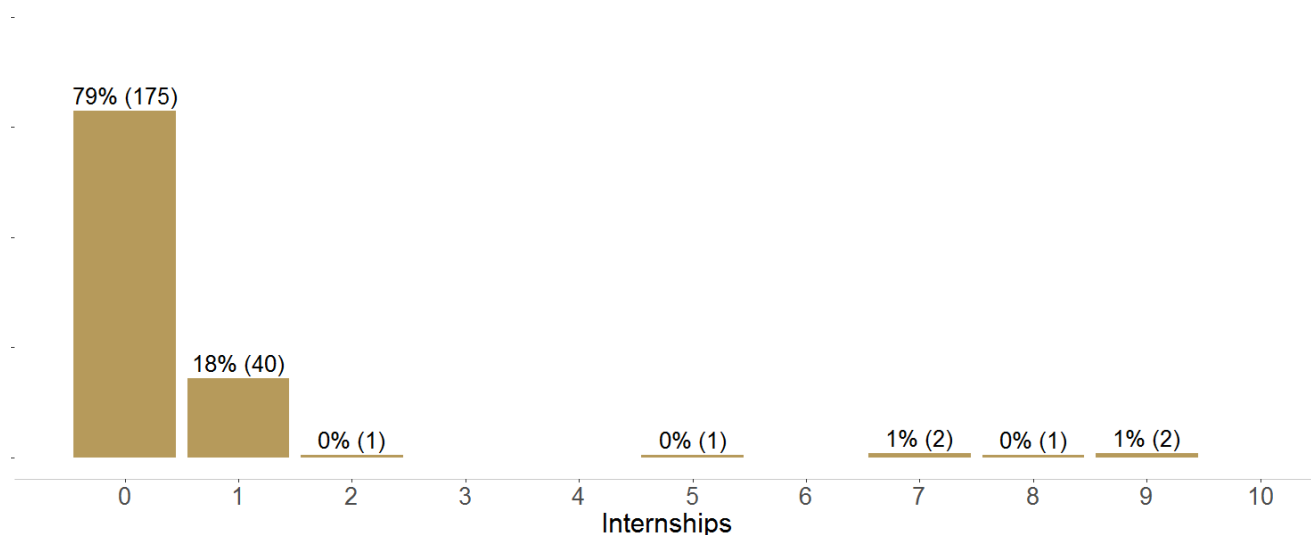


Figure 3: Percent of graduates who had x number of internships.

Table 7: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
Yes	40	85%
No	7	15%

Table 8: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	131	87%
Yes	19	13%

Table 9: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	97	66%
0-3 Months after graduation	39	27%
3-6 Months after graduation	6	4%
6-9 Months after graduation	3	2%
9+ Months after graduation	1	1%

Table 10: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	95	65%
Other	34	23%
Career Services Online Recruiting System (OUCareerLink)	7	5%
Career Fair/Exploration Day on Campus	4	3%
Faculty Recommendation	4	3%
On-Campus Recruiting	2	1%

Table 11: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Directly Related	119	80%
Not Directly Related	16	11%
Somewhat Related	13	9%

Table 12: Activities involved in while at OU. Note that respondents could select multiple activities; therefore, the sum of % of Total may exceed 100%.

Activities While at OU	% of Total
Student Organizations	82%
Volunteer Work	43%
Leader of Club/Organization	13%
Undergraduate Research	12%
On-Campus Employment	10%
Other	5%
Service Learning Projects	3%
Student-Athlete	3%

Table 13: Employment industries. Note: respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.

Industries Employed In	% of Total	Industries Employed In	% of Total
Health Care/Medical	86%	Retail	2%
Other	7%	Technology	1%
Hospitality/Entertainment	4%	Government	1%
Education	3%	Non-Profit	1%

Table 14: Top organizations (up to 10) that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Graduates	% of Total
Beaumont Health System	59	40%
St. John Providence Health System	18	12%
Henry Ford Health System	9	6%
Detroit Medical Center	6	4%
Crittenton Hospital	4	3%
McLaren Health Care	3	2%
St. Joseph Mercy Oakland	3	2%
University Of Michigan Health System	3	2%
Children's Hospital Of Michigan	2	1%
Oakland University	2	1%

Table 15: Job Titles by major and organization for graduates who reported that their work experience is somewhat or directly related to their major. Note that job titles were cleaned lightly for case and spelling (e.g., "nures" became "Nurse"). Job titles and organizations are grouped; therefore, there may be multiple graduates with a given position at a given organization.

Major	Job Title	Company/Organization
Accelerated Second Degree (BSN)	Clerk	Beaumont Health System
	Critical Care Registered Nurse	Beaumont Health System
	ER Nurse Technician II	Beaumont Health System
	ER Tech	Huron Valley
	Graduate Nurse	Beaumont Health System
	Nurse	Alpena General
	Nurse	Beaumont Health System
	Nurse	St. John Providence Health System
	Nurse	Unknown
	Nurse Assistant	Beaumont Health System

Major	Job Title	Company/Organization
Accelerated Second Degree (BSN)	Nurse Tech	Beaumont Health System
	Nursing Tech	Beaumont Health System
	Operating Room Nurse	Beaumont Health System
	Oral Surgery Assistant	Michigan OMS
	Patient Care Technician	St. John Providence Health System
	Registered Nurse	Beaumont Health System
	Registered Nurse	Crittenton Hospital Medical Center
	Registered Nurse	Detroit Medical Center
	Registered Nurse	Henry Ford Health System
	Registered Nurse	Hospital
	Registered Nurse	Sinai Grace
	Registered Nurse	St. John Providence Health System
	Registered Nurse	St. Joseph Hospital
	Registered Nurse	St. Joseph Mercy Oakland
	RN	Beaumont Health System
	RN	Detroit Medical Center
	RN	Unknown
	RN, BSN	Unknown
	Student Nurse	Beaumont Health System
	Student Perioperative Nurse	St. John Providence Health System
Nursing (RN/BSN)	ATO Nurse	Beaumont Health System
	Bartender	CJ Barrymore's
	Caregiver	Waltonwood
	Certified Nurse Assistant	Sanctuary At White Lake
	Clinical Nurse 1	Beaumont Health System
	Customer Service Clerk	Beaumont Health System
	Emergency Room Technician	St. John Providence Health System
	Emergency Technician	Beaumont Health System
	Endoscopic Care Coordinator	Dr. Dennis Dahlstedt M.D.
	Graduate Nurse	Crittenton Hospital
	Home Health Aide	Arcadia
	Nurse	Beaumont Health System
	Nurse	Grosse Pointe Beaumont
	Nurse	Inspire
	Nurse	Unknown
	Nurse Assistant	Henry Ford Health System

Major	Job Title	Company/Organization
Nursing (RN/BSN)	Nurse Assistant	St. John Providence Health System
	Nurse Extern	Henry Ford Health System
	Nurse Extern	Monroe Promedica Regional Hospital
	Nurse Extern	St Joes
	Nurse Extern	St Joseph Mercy - Oakland
	Nurse Preceptorship	Beaumont Health System
	Nurse Tech	Beaumont Health System
	Nurse Tech	St. John Providence Health System
	Nurse Technician	Beaumont Health System
	Nursing Assistant	Beaumont Health System
	Nursing Assistant	Crittenton Hospital
	Nursing Assistant	St. John Providence Health System
	Nursing Student	Children's Hospital
	Nursing Tech	Beaumont Health System
	Office Assistant	Oakland University
	Office Coordinator	Sola Life And Fitness
	Patient Care Assistant	McLaren Health Care
	Patient Care Tech	Sparrow Hospital
	Patient Care Technician	St. John Providence Health System
	Pharmacy Technician	Meijer
	Physical Therapy Technician	HealthQuest
	Registered Nurse	Beaumont Health System
	Registered Nurse	Covenant Healthcare Hospital
	Registered Nurse	Henry Ford Health System
	Registered Nurse	Karmanos Cancer Institute
	Registered Nurse	Royal Oak Beaumont
	Registered Nurse	St. John Providence Health System
	Registered Nurse	St. Joseph Mercy Oakland
	Registered Nurse	University Of Michigan Health System
	Research Assistant	Oakland University
	RN	Beaumont Health System
	RN	Children's Hospital Of Michigan
	RN	Spectrum Health
	RN	St. John Providence Health System
	RN BSN	Detroit Medical Center
	RN Clinical	St. John Providence Health System

Major	Job Title	Company/Organization
Nursing (RN/BSN)	RN Extern/Nursing Student	St. John Providence Health System
	Rn/Bsn	Beaumont Health System
	School Nurse	Macomb County Intermediate School District
	Student Nurse	Detroit Medical Center
	Student Nurse Associate	Children's Hospital Of Michigan
	Surgical Nurse	Henry Ford Health System
	Vice President Home And Community	Lutheran Social Services
RN to BSN	Clinical Lead-Rn	St. John Health System
	GN	Beaumont Health System
	Registered Nurse	Detroit Medical Center
	Registered Nurse	Garden City Hospital
	Registered Nurse	Henry Ford Health System
	Registered Nurse	St. John Providence Health System
	Registered Nurse	VA Medical Hospital
	Registered Nurse Manager	Riverview South Health And Rehab
	RN	McLaren Health Care

University Programs Results

2015-2016 Bachelor's Degree Recipients

Table 1: Total graduates and knowledge rate (survey responses + social media mining + departmental records).

School/College	Total Grads	Knowledge Rate (#)	Knowledge Rate (%)
University Programs	85	51	60%
First Destination		Graduates	% of Total
Employed		42	82%
Pursuing Continuing Education		5	10%
Pursuing Other Commitment		2	4%
Unplaced		2	4%
Career Outcome		44	86%
Placed		49	96%
Unplaced		2	4%

Table 2: Income distribution reported by employed graduates (see Figure 1).

School/College	Compensation Type	Graduates	Low (Q1)	Median (Q2)	High (Q3)
UP	Hourly	27	\$10.00	\$13.00	\$19.50
	Salary	10	\$39,000.00	\$49,000.00	\$53,250.00

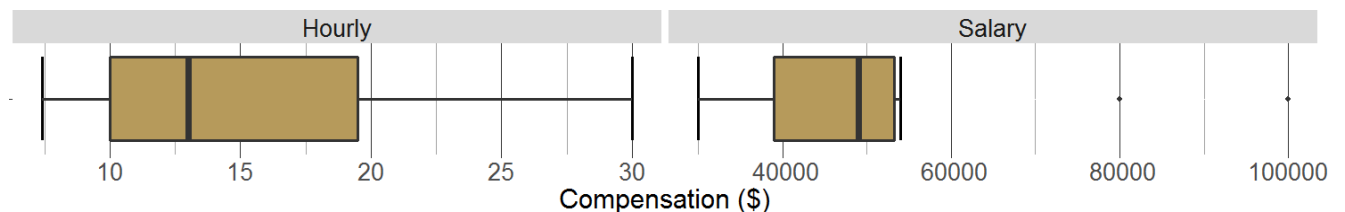


Figure 1: Income distribution reported by employed graduates (see Table 2). The gold boxes represent approximately 50% of all responses. Another 25% of responses fall within each whisker (i.e., the tails beyond the gold boxes). The dark line inside each gold box reflects the Median (i.e., the middle score) and dots are outliers.

Table 3: Graduates employed full-time and part-time by employment location.

College	Michigan	Out-of-State	Out-of-USA
UP	41 (98%)	1 (2%)	0 (0%)

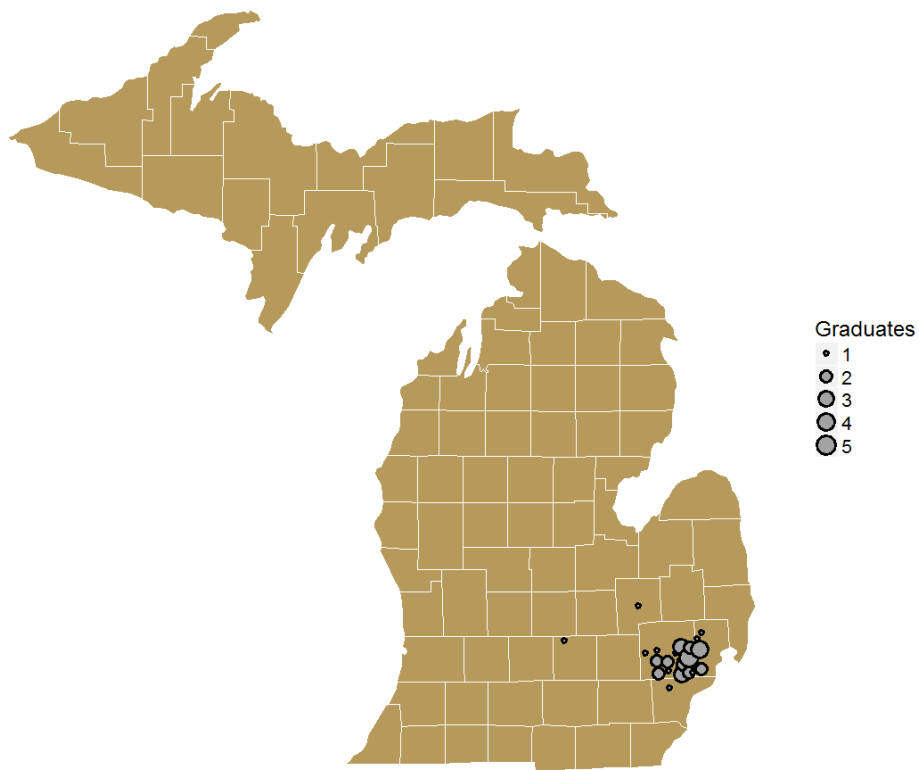


Figure 2: Graduates employed full-time and part-time who work in Michigan. Data is accurate to the city level. Note that because the Earth is a spheroid, anytime it is projected onto paper some information is distorted. Expect the true employment city to be somewhere within each dot, not necessarily at the center of each dot. Each dot represents one or more graduate(s).

Table 4: Program rating considering how well it prepared graduates for their career after graduation.

Program Rating	Graduates	% of Total
Good	25	49%
Excellent	18	35%
Fair	8	16%

Table 5: Internship compensation type for most recent internship.

Internship Compensation Type	Graduates	% of Total
Unpaid	8	89%
Hourly	1	11%

Table 6: Number and percent of graduates who reported completing an internship at OU.

Completed an Internship?	Graduates	% of Total
No	42	82%
Yes	9	18%

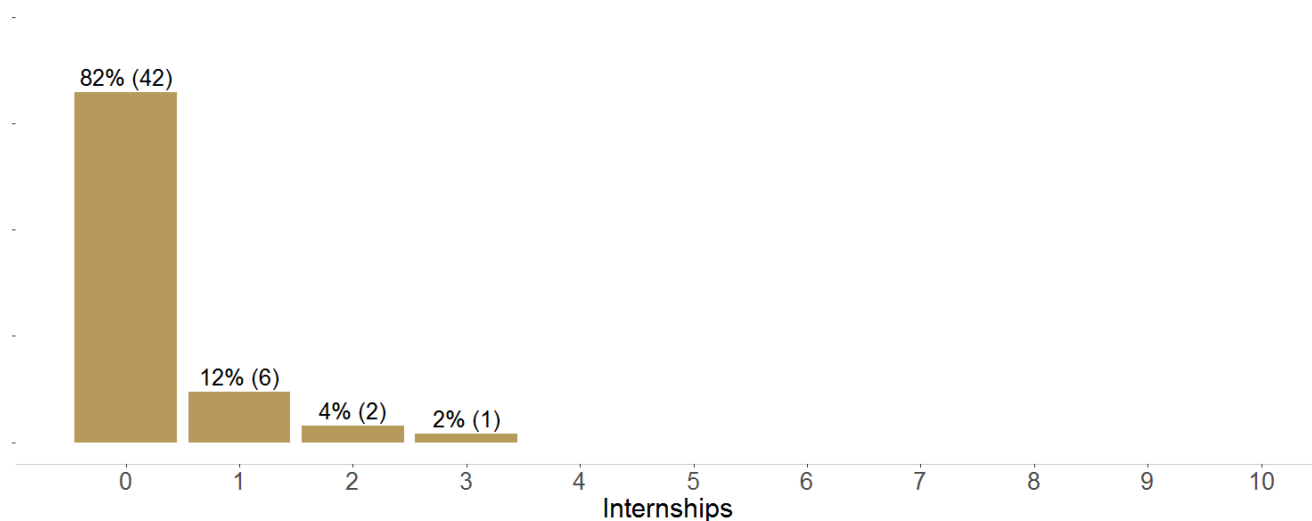


Figure 3: Percent of graduates who had x number of internships.

Table 7: Whether academic credit was earned for most recent internship.

Earned Academic Credit for Internship?	Graduates	% of Total
No	5	56%
Yes	4	44%

Table 8: Employed graduates who transitioned into their position from an internship.

Employed Through Internship?	Graduates	% of Total
No	39	95%
Yes	2	5%

Table 9: Graduates employed full-time and part-time grouped by job acceptance date.

Job Acceptance Timeframe	Graduates	% of Total
Before Graduation	39	95%
3-6 Months after graduation	1	2%
9+ Months after graduation	1	2%

Table 10: Graduates employed full-time and part-time grouped by job lead source.

Job Lead Source	Graduates	% of Total
Personal Network	19	46%
Other	18	44%
Career Services Online Recruiting System (OUCareerLink)	2	5%
Career Fair/Exploration Day on Campus	1	2%
Faculty Recommendation	1	2%

Table 11: Graduates employed full-time and part-time grouped by job relatedness to major.

Job Relatedness to Major	Graduates	% of Total
Somewhat Related	18	44%
Not Directly Related	12	29%
Directly Related	11	27%

Table 12: Activities involved in while at OU. Note that respondents could select multiple activities; therefore, the sum of % of Total may exceed 100%.

Activities While at OU	% of Total
Volunteer Work	68%
Student Organizations	39%
Service Learning Projects	34%
Leader of Club/Organization	18%
Undergraduate Research	13%
On-Campus Employment	11%
Other	5%
Student-Athlete	5%

Table 13: Employment industries. Note: respondents were allowed to select multiple industries; therefore, the sum of % of Total may be greater than 100%.

Industries Employed In	% of Total	Industries Employed In	% of Total
Health Care/Medical	27%	Consumer Products	5%
Other	24%	Government	5%
Hospitality/Entertainment	12%	Engineering	2%
Retail	12%	Financial Services	2%
Education	10%	Manufacturing	2%
Advertising/Marketing/PR	7%	Technology	2%

Table 14: Top organizations (up to 10) that employed the most graduates. Excludes employment that graduates reported as being "Not Directly Related" to their major. Note that organization names were systematically cleaned in several ways. For example, letter case was ignored (e.g., "Oakland University" was considered the same as "oakland university"), and lists of common company name variations were used to group organizations appropriately (eg., "Fiat Chrysler", "FCA", and "Fiat Automotive" were all recoded as "Fiat Chrysler Automobiles").

Employer/Organization	Graduates	% of Total
Beaumont Health System	3	10%
Art & Jake's Sports Bar And Grill	2	7%
Learning Care Group	2	7%
Anytime Fitness	1	3%
Apple	1	3%
BASF Group	1	3%
Blue Wheel Media	1	3%
Claire's	1	3%
Flagstar Bank	1	3%
Ford Motor Company	1	3%

Table 15: Job Titles by major and organization for graduates who reported that their work experience is somewhat or directly related to their major. Note that job titles were cleaned lightly for case and spelling (e.g., "nurses" became "Nurse"). Job titles and organizations are grouped; therefore, there may be multiple graduates with a given position at a given organization.

Major	Job Title	Company/Organization
Integrative Studies	Area Director	Learning Care Group
	Caregiver	Lifelong Advocacy
	CNA	Beaumont Health System
	Compliance Specialist	Learning Care Group
	Digital Strategist	Blue Wheel Media
	Editor	Michigan State University
	EMS Coordinator / Firefighter / Paramedic	Royal Oak Fire Department
	Expert	Apple
	Graphic Design Intern	Studio A Center For Performing Arts
	HR Generalist	Guardian Alarm

Major	Job Title	Company/Organization
Integrative Studies	Lead Materials Handler	BASF Group
	Lead Personal Trainer	Anytime Fitness
	Lead School Age Teacher	Just Like Home
	Logistics Specialist	TACOM
	Marketing / Account Rep For A Medical Lab	Orchard Tox
	Mechanical Team Leader	Ford Motor Company
	Office Coordinator	Universal McCann
	Patient Care Assisstant	Beaumont Health System
	Pharmacy Coordinator	HealthPlus Of Michigan
	Pharmacy Technician	Beaumont Health System
	Physical Therapy Technician	TheraMatrix
	Project Coordinator	Unknown
	Relationship Manager	Fortis Payment Systems
	Sales Associate	Claire's
	Sales Support & Service Leader	Flagstar Bank
	Server	Art & Jake's Sports Bar And Grill
	Server	Uptown Grille
	Talent Acquisitions Assistant	Kelly Services