Career Outcomes for WMU Graduates

Post-Graduation Activity Report 2018-19

Western Michigan University
Compiled by WMU Career and Student Employment Services
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This version last updated December 23, 2019
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Career Outcomes Summary

Post-Graduation Activity 2018-19

94% of WMU graduates were actively engaged:

- Employed full time: 75%
- Employed part time: 2%
- Continuing education: 16%
- Military service: 0.6%
- Volunteering full time: 0.4%

Full-Time Employment Highlights

- 75% employed full time
- $45,000 to $50,000 – median salary
- 93% have a job related to degree
- 90% are satisfied with their job
- 73% work in Michigan
- 4% work outside the United States

Continuing Education

- 16% continue education after WMU
- 51% returned to WMU for further education
- 137 fields of study pursued by WMU grads

90% said that their education and experience at WMU prepared them for their profession

98% had instructors who made them excited about learning

71% had a mentor who encouraged them to pursue their goals and dreams

Data based on 73% response rate.

93% completed experiential education
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About the Data

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

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

Nonrespondents receive at least four reminders via email. For the graduates who have not responded to the survey after multiple invitations, we gather employment data from public LinkedIn profiles. We obtained data for 73% of graduates (N=3,696). Seventy-six percent of the data in this report was obtained through the online questionnaire and 24% through LinkedIn.

Post-graduation activity data was updated throughout the year by following up with respondents who indicated they were seeking employment at the time of completing the survey. The data collection cycle ended on November 30, 2019.

Fifty-one percent (51%, N=1430) of respondents working full time reported a salary range. Salary information is reported only for full-time employment, and it includes salaries for jobs outside the United States. We publish median salary ranges for majors/programs with at least five reported salaries. At the end of the report we include national data from the salary surveys published by NACE. All salary data is provided for informational purposes only and is not intended to be used for comparisons or predictions.

The report lists all WMU majors for which sufficient data has been collected. Names of majors in the report align with those listed at wmich.edu/academics. If there are fewer than five primary activity responses for a program (or for one-degree level of a program), data from 2017–18 is added and/or similar majors are combined. If there are fewer than five responses for a program from 2017–18 and 2018–19 together, the program is not included in the report. Data from 2017–18 is added only to the individual reports for the majors, not to the overall college or university reports.

There were 268 students who completed two or more majors during the reporting period. They are included once in each section of the report that corresponds to one of their degrees. No student’s data is counted twice in the same report section.

Respondents had an opportunity to offer comments about their experience at WMU. Some of these are included throughout the report. In addition, the graduates who completed Bronco Spotlights at wmich.edu/career/broncospotlights are featured in the report.

NACE and Career and Student Employment Services acknowledge that the positive impact of a college education cannot be measured merely in terms of employment, earnings, or continued education. The most significant and substantive outcomes of personal and professional growth occur over the lifetime of the individual graduate.
The target population for the Post-Graduation Activity Survey includes all WMU students who graduate with bachelor’s, master’s, or doctoral degrees during the year of the report. For 2018–19, we surveyed the 5,063 students who earned their degrees between August 2018 and June 2019. Post-graduation activity data was obtained for 3,696 graduates, or 73% of the population.

The tables below show demographic distributions for the survey population and the respondent population. Demographic data was obtained from Cognos.

<table>
<thead>
<tr>
<th>Population Totals</th>
<th>All 2018–19 Graduates</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>5063 Graduates</td>
<td>5333 Degrees Awarded</td>
<td>3696 Graduates</td>
</tr>
<tr>
<td></td>
<td>counts % of total</td>
<td>counts % of total</td>
</tr>
<tr>
<td>Degree Types*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>3824 degrees 72%</td>
<td>2687 69%</td>
</tr>
<tr>
<td>Master’s</td>
<td>1328 degrees 25%</td>
<td>1058 27%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>122 degrees 2%</td>
<td>112 3%</td>
</tr>
<tr>
<td>Post baccalaureate Certificate</td>
<td>59 certificates 1%</td>
<td>44 1%</td>
</tr>
<tr>
<td>Graduation Semester</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer II (August) 2018</td>
<td>532 11%</td>
<td>380 10%</td>
</tr>
<tr>
<td>Fall (December) 2018</td>
<td>1527 30%</td>
<td>1099 30%</td>
</tr>
<tr>
<td>Spring (April) 2019</td>
<td>2298 45%</td>
<td>1775 48%</td>
</tr>
<tr>
<td>Summer I (June) 2019</td>
<td>706 14%</td>
<td>442 12%</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>2669 53%</td>
<td>1998 54%</td>
</tr>
<tr>
<td>Male</td>
<td>2394 47%</td>
<td>1698 46%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>19 0.4%</td>
<td>14 0.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>101 2%</td>
<td>77 2.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>410 8.1%</td>
<td>274 7.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>268 5.3%</td>
<td>183 5%</td>
</tr>
<tr>
<td>International</td>
<td>510 10.1%</td>
<td>401 10.8%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>4 0.1%</td>
<td>1 0%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>143 2.8%</td>
<td>103 2.8%</td>
</tr>
<tr>
<td>White</td>
<td>3565 70.4%</td>
<td>2615 70.8%</td>
</tr>
<tr>
<td>Not reported</td>
<td>43 0.8%</td>
<td>28 0.8%</td>
</tr>
</tbody>
</table>

* 223 graduates earned a double major, 2 a triple major, 4 graduates earned a master’s and a doctoral degree, 4 received two master’s degrees, 2 earned a master’s and a bachelor’s degree, 28 earned a certificate and a master’s degree, 1 a bachelor’s degree and a certificate, 2 received two master’s degrees and a certificate, and 2 earned a doctoral degree and a certificate.
Western Michigan University – All Degrees

Post-Graduation Activity

94% of all WMU graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>All WMU degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>2779</td>
<td>75%</td>
<td>1816</td>
</tr>
<tr>
<td>Employed part time</td>
<td>67</td>
<td>2%</td>
<td>52</td>
</tr>
<tr>
<td>Continuing education</td>
<td>604</td>
<td>16%</td>
<td>476</td>
</tr>
<tr>
<td>Military service</td>
<td>24</td>
<td>0.6%</td>
<td>22</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>15</td>
<td>0.4%</td>
<td>13</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>207</td>
<td>6%</td>
<td>143</td>
</tr>
<tr>
<td>Looking for work</td>
<td>171</td>
<td>5%</td>
<td>118</td>
</tr>
<tr>
<td>Personal commitments (e.g. family, travel, etc.)</td>
<td>36</td>
<td>1%</td>
<td>25</td>
</tr>
</tbody>
</table>

Survey Population

<table>
<thead>
<tr>
<th>Degrees Awarded</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>5333</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>3824</td>
</tr>
<tr>
<td>Master's</td>
<td>1328</td>
</tr>
<tr>
<td>Doctoral</td>
<td>122</td>
</tr>
<tr>
<td>Post baccalaureate Certificate</td>
<td>59</td>
</tr>
</tbody>
</table>

"WMU has great studying and living environment for international students. My department truly cares about all students, treats everybody well, and provides all kinds of help and support."
WMU – All Degrees

Full-time Employment
- Median salary was $45,000 to $50,000 (1430 responses).
- 93% had a job related to their degree.
- 90% were satisfied with their job.

Top Employers of WMU Graduates
| AAM-American Axle | Eaton | Kalamazoo County | Residential Opportunities |
| Advantage | Enterprise Holdings | Kalamazoo Public Schools | Seber Sans |
| Aerotek | Epredia | Kellogg's | SkyWest Airlines |
| Arbor Financial Credit Union | Family & Children Services | Kroger | Spectrum Health |
| Ascension | Family Health Center | Lakeland Health | State of Michigan |
| BDO | FCA Fiat Chrysler | Landscape Forms | Streamline Healthcare |
| Beaumont Health | FEMA Corporation | Meijer | Solutions |
| Benteler Automotive | Flowserve | Mercy Health | Stryker |
| Bethany Christian Services | Ford Motor Company | MI Dept. of HHS | Summit Polymers |
| Bronson | Gateway Pediatric Therapy | Nolan Transportation | Target |
| C.H. Robinson | General Motors | Oaklawn Hospital | U.S. Army |
| Catholic Charities | GHD Partners | Parker Hannifin | United Wholesale Mortgage |
| Charles River Laboratories | Graphic Packaging | Perrigo | Walt Disney World |
| Communities in Schools | Great Lakes Wine & Spirits | Pfizer | Wedgewood Christian |
| Consumers Energy | Henry Ford Allegiance | Plante Moran | WMU |
| Control System Integrators | Herman Miller | PNC | Whirlpool |
| Denso | Hormel Foods | Portage Public Schools | Zoetis |
| Dimplex Thermal Solutions | Insight Global | Quicken Loans | |

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th></th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All WMU</td>
<td>$35,000-$40,000</td>
<td>$45,000-$50,000</td>
<td>$60,000-$65,000</td>
<td>1430</td>
</tr>
<tr>
<td>All undergraduate</td>
<td>$30,000-$35,000</td>
<td>$45,000-$50,000</td>
<td>$60,000-$65,000</td>
<td>914</td>
</tr>
<tr>
<td>All graduate</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
<td>$65,000-$70,000</td>
<td>516</td>
</tr>
</tbody>
</table>

A breakdown of salary ranges for full-time employment is as follows:

- **All WMU**
  - $60K+ 30%
  - $40K to $60K 38%
  - Up to $40K 32%

- **Undergraduate Salaries**
  - $60K+ 25%
  - $40K to $60K 37%
  - Up to $40K 37%

- **Graduate Salaries**
  - $60K+ 47%
  - $40K to $60K 40%
  - Up to $40K 13%
Experiential Education

- **73%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **67%** had a job (full time or part time; on or off campus) where they applied what they were learning in the classroom.
- **58%** worked on a project that took a semester or more to complete (e.g., capstone, senior design, senior performance project).
- **49%** were very active in extracurricular activities and organizations (e.g., leadership role, or involved in multiple organizations such as RSO, intramurals, club sports, or volunteerism).

93% of all WMU degree recipients completed at least one experiential education activity.

Top Internship Employers


WMU Internship Catalog by Major:
wmich.edu/career/students/internships/interncatalog

Experiences at WMU

- **98%** had at least one instructor who made them excited about learning.
- **92%** felt that their instructors cared about them as a person.
- **71%** had a mentor who encouraged them to pursue their goals and dreams.
- **90%** said that their education and experience as a student at WMU prepared them for their profession.
Where Broncos Work

- **73%** in Michigan.
- **23%** throughout the United States
- **4%** outside of the United States in 30 countries.
  - Top countries: Saudi Arabia, Indonesia, Iraq, Dominican Republic, China, Germany, and Japan.

*The map displays counts for full-time employment.
**Not pictured: Alaska (1 graduate), Hawaii (1), U.S Territories (1).

**Organization Types**

<table>
<thead>
<tr>
<th>Type</th>
<th>All WMU degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>For-profit business</td>
<td>64%</td>
<td>75%</td>
<td>42%</td>
</tr>
<tr>
<td>Nonprofit organization</td>
<td>15%</td>
<td>11%</td>
<td>21%</td>
</tr>
<tr>
<td>Educational institution</td>
<td>15%</td>
<td>8%</td>
<td>28%</td>
</tr>
<tr>
<td>Government</td>
<td>7%</td>
<td>6%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Western Michigan University–Career and Student Employment Services | Post-Graduation Activity Report 2018–19 | wmich.edu/career/planning
Continuing Education Choices

19% of undergraduate and 11% of graduate degree recipients are pursuing further education after completing their degree.

Types of further education

<table>
<thead>
<tr>
<th>Types of Further Education</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters</td>
<td>64%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>19%</td>
</tr>
<tr>
<td>Professional School</td>
<td>7%</td>
</tr>
<tr>
<td>Certificate Program</td>
<td>3%</td>
</tr>
<tr>
<td>Bachelors</td>
<td>2%</td>
</tr>
<tr>
<td>Additional Classes</td>
<td>2%</td>
</tr>
<tr>
<td>Studying for Licensure</td>
<td>2%</td>
</tr>
<tr>
<td>Specialist</td>
<td>0.3%</td>
</tr>
<tr>
<td>Associates</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

Top institutions chosen for further education

- Central Michigan University
- Cooley Law School
- Grand Valley State University
- Indiana University
- Michigan State University
- Oakland University
- Ohio State University
- University of Detroit Mercy
- University of Illinois
- University of Michigan
- University of Minnesota
- University of Pennsylvania
- University of South Carolina
- Wayne State University
- West Virginia University
- Western Kentucky University
- Western Michigan University

51% are pursuing further education at WMU

Top fields of study

- Accountancy
- Applied Economics
- Aviation
- Biological Sciences
- Business Administration
- Communication
- Counseling
- Education
- Educational Leadership
- Family & Consumer Sciences
- Geography
- HR Management
- Law
- Mechanical Engineering
- Medicine
- Music
- Nursing
- Occupational Therapy
- Physical Therapy
- Physician Assistant
- Psychology
- Public Administration
- Social Work
- Speech Pathology
- Sport Management
- Statistics

137 fields of study pursued by WMU grads
WMU – Undergraduate Degrees

Full-time Employment
- **Median salary** was $45,000 to $50,000 (914 responses).
- **75%** had a job in **Michigan**.
- **90%** had a job **related** to their degree.
- **90%** were satisfied with their job.

Top Employers

<table>
<thead>
<tr>
<th>Advantage</th>
<th>FCA Fiat Chrysler Automobiles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerotek</td>
<td>FEMA Corporation</td>
</tr>
<tr>
<td>Arbor Fin. Credit Union</td>
<td>Flowserve</td>
</tr>
<tr>
<td>Ascension</td>
<td>General Motors</td>
</tr>
<tr>
<td>BDO</td>
<td>GHD Partners</td>
</tr>
<tr>
<td>Beaumont Health</td>
<td>Graphic Packaging</td>
</tr>
<tr>
<td>Boeing</td>
<td>Great Lakes Wine &amp; Spirits</td>
</tr>
<tr>
<td>Bronson</td>
<td>Hormel Foods</td>
</tr>
<tr>
<td>C.H. Robinson</td>
<td>Insight Global</td>
</tr>
<tr>
<td>Charles River Laboratories</td>
<td>KPS</td>
</tr>
<tr>
<td>Denso</td>
<td>Kellogg’s</td>
</tr>
<tr>
<td>Eaton</td>
<td>Kroger</td>
</tr>
<tr>
<td>Enterprise Holdings</td>
<td>Lakeland Health</td>
</tr>
<tr>
<td></td>
<td>Meijer</td>
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<tr>
<td></td>
<td>MI Dept of HHS</td>
</tr>
<tr>
<td></td>
<td>Nolan Transportation Group</td>
</tr>
<tr>
<td></td>
<td>Parker Hannifin</td>
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<td></td>
<td>Pfizer</td>
</tr>
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<td></td>
<td>PNC</td>
</tr>
<tr>
<td></td>
<td>Portage Public Schools</td>
</tr>
<tr>
<td></td>
<td>Quicken Loans</td>
</tr>
<tr>
<td></td>
<td>SkyWest Airlines</td>
</tr>
<tr>
<td></td>
<td>Spectrum Health</td>
</tr>
<tr>
<td></td>
<td>State of Michigan</td>
</tr>
<tr>
<td></td>
<td>Streamline Healthcare</td>
</tr>
<tr>
<td></td>
<td>Solutions</td>
</tr>
<tr>
<td></td>
<td>Stryker</td>
</tr>
<tr>
<td></td>
<td>Summit Polymers</td>
</tr>
<tr>
<td></td>
<td>Target</td>
</tr>
<tr>
<td></td>
<td>United Wholesale</td>
</tr>
<tr>
<td></td>
<td>Mortgage</td>
</tr>
<tr>
<td></td>
<td>U.S. Army</td>
</tr>
<tr>
<td></td>
<td>Walt Disney World</td>
</tr>
<tr>
<td></td>
<td>WMU</td>
</tr>
<tr>
<td></td>
<td>Whirlpool</td>
</tr>
<tr>
<td></td>
<td>Zoetis</td>
</tr>
</tbody>
</table>

Experiential Education
- **73%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **66%** had a job where they applied what they were learning in the classroom.
- **57%** worked on a project that took a semester or more to complete.
- **56%** were very active in extracurricular activities and organizations.

93% of undergraduates completed at least one experiential education

Top Internship Employers

<table>
<thead>
<tr>
<th>Bethany Christian Services</th>
<th>Kalamazoo Autism Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bronson</td>
<td>Kalamazoo College</td>
</tr>
<tr>
<td>Consumers Energy</td>
<td>Kalamazoo Institute of Arts</td>
</tr>
<tr>
<td>Duncan Aviation</td>
<td>Kalamazoo Nature Center</td>
</tr>
<tr>
<td>Flowserve</td>
<td>Kzoo Psychiatric Hospital</td>
</tr>
<tr>
<td>General Motors</td>
<td>Kalamazoo Public Schools</td>
</tr>
<tr>
<td>Gryphon Place</td>
<td>Kellogg’s</td>
</tr>
<tr>
<td>Hormel Foods</td>
<td>KRESA</td>
</tr>
<tr>
<td>Imperial Beverage</td>
<td>Novacare Rehabilitation</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Parchment Public Schools</td>
<td></td>
</tr>
<tr>
<td>Parker Hannifin</td>
<td></td>
</tr>
<tr>
<td>Pfizer</td>
<td></td>
</tr>
<tr>
<td>Plainwell Public Schools</td>
<td></td>
</tr>
<tr>
<td>Plante Moran</td>
<td></td>
</tr>
<tr>
<td>Portage Public Schools</td>
<td></td>
</tr>
<tr>
<td>Prevention Works</td>
<td></td>
</tr>
<tr>
<td>Quicken Loans</td>
<td></td>
</tr>
</tbody>
</table>

Experiences at WMU
- **97%** had at least one instructor who made them excited about learning.
- **91%** felt that their instructors cared about them as a person.
- **68%** had a mentor who encouraged them to pursue their goals and dreams.
- **88%** said that their education and experience as a student at WMU prepared them for their profession.
WMU—Graduate Degrees

Full-time Employment
- **Median salary** was $50,000 to $55,000 (516 responses).
- **69%** had a job in **Michigan**.
- **96%** had a job related to their degree.
- **90%** were satisfied with their job.

Top Employers
AAM - American Axle
Ascension
BDO
Benteler Automotive
Bethany Christian Services
Bronson
Catholic Charities
Charles River Laboratories
Detroit Public Schools
Gateway Pediatric Therapy
IET, Inc.
Indonesian Institute of Sciences
Kalamazoo Public Schools
Kellogg’s
Plante Moran
Residential Opportunities Inc.
Spectrum Health
State of Michigan
Stryker
Wedgewood Christian Services
WMU
Whirlpool

Experiential Education
- **74%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **69%** had a job where they applied what they were learning in the classroom.
- **61%** worked on a project that took a semester or more to complete.
- **33%** were very active in extracurricular activities and organizations.

94% of graduate degree recipients completed at least one experiential education activity.

Top Internship Employers
Ascension
Battle Creek Public Schools
Bronson
Children's Trauma Assessment Center
Grand Rapids Schools
Kalamazoo Autism Center
Kalamazoo College
Kalamazoo Juvenile Home
Kzoo Psychiatric Hospital
Kalamazoo Public Schools
Kellogg's
Kentwood Public Schools
KRESA
KVCC
Portage Public Schools
ROI
Spectrum Health
State of Michigan
Summit Pointe
University of Chicago
WMU
WMU Unified Clinics
Zoetis

Experiences at WMU
- **98%** had at least one instructor who made them excited about learning.
- **93%** felt that their instructors cared about them as a person.
- **79%** had a mentor who encouraged them to pursue their goals and dreams.
- **94%** said that their education and experience as a student at WMU prepared them for their profession.
The knowledge rate for the Post-Graduation Activity Reports from the last five years is displayed below. The report knowledge rate is the percentage of graduates for which WMU has obtained reasonable and verifiable post-graduation activity data. This data is obtained through the Post-Graduation Activity Survey and from public LinkedIn profiles.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge Rate</td>
<td>75%</td>
<td>75%</td>
<td>77%</td>
<td>77%</td>
<td>73%</td>
</tr>
</tbody>
</table>

The knowledge rate is the percentage of graduates for which WMU has obtained reasonable and verifiable post-graduation activity data. This data is obtained through the Post-Graduation Activity Survey and from public LinkedIn profiles.
## Post-Graduation Activity
### By College, Major, and Program

<table>
<thead>
<tr>
<th>College/Major</th>
<th>Activity Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts and Sciences</td>
<td>16</td>
</tr>
<tr>
<td>Aviation</td>
<td>62</td>
</tr>
<tr>
<td>Education and Human Development</td>
<td>69</td>
</tr>
<tr>
<td>Engineering and Applied Sciences</td>
<td>101</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>126</td>
</tr>
<tr>
<td>Haworth College of Business</td>
<td>140</td>
</tr>
<tr>
<td>Health and Human Services</td>
<td>167</td>
</tr>
<tr>
<td>Interdisciplinary Programs</td>
<td>186</td>
</tr>
<tr>
<td>Lee Honors College</td>
<td>190</td>
</tr>
</tbody>
</table>
Arts and Sciences

Anthropology .............................................................22
Biology ........................................................................23
Biomedical Sciences ..................................................24
Chemistry ......................................................................25
Communication ................................................................26
Criminal Justice ........................................................28
Economics ......................................................................30
English .........................................................................31
English: Creative Writing .............................................32
English: Rhetoric and Writing Studies .........................33
Environment and Sustainability Studies .......................34
Film, Video, and Media Studies ...................................35
Gender and Women’s Studies .......................................36
Geography ......................................................................37
Geological and Environmental Sciences ......................39
Global and International Studies ..................................41
History ..........................................................................42
International Development Administration .................43
Journalism ......................................................................44
Mathematics ...................................................................45
Organizational Communication ....................................46
Philosophy .....................................................................47
Physics ...........................................................................48
Political Science ..........................................................49
Psychology Behavioral Science ....................................50
Psychology General ......................................................51
Psychology Graduate Programs ....................................52
Public Administration ..................................................54
Public Relations ..........................................................55
Religion ..........................................................................56
Science Education .........................................................57
Sociology .......................................................................58
Spanish ...........................................................................59
Statistics ........................................................................60
World Languages and Literatures .................................61
Arts and Sciences

Post-Graduation Activity
92% of all Arts and Sciences graduates were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>512</td>
<td>334</td>
<td>178</td>
</tr>
<tr>
<td>Employed part time</td>
<td>25</td>
<td>20</td>
<td>5</td>
</tr>
<tr>
<td>Continuing education</td>
<td>192</td>
<td>142</td>
<td>50</td>
</tr>
<tr>
<td>Military service</td>
<td>5</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>8</td>
<td>7</td>
<td>1</td>
</tr>
</tbody>
</table>

| Not Actively Engaged            | 61          | 44            | 17               |
| Looking for work                | 49          | 35            | 14               |
| Personal commitments            | 12          | 8             | 3                |

Survey Population
The Post-Graduation Activity Survey was sent to all of 1216 students who earned a degree from the College of Arts and Sciences between August 2018 and June 2019.

<table>
<thead>
<tr>
<th>All Arts and Sciences degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>892</td>
<td>551</td>
</tr>
<tr>
<td>Master's</td>
<td>265</td>
<td>200</td>
</tr>
<tr>
<td>Doctoral</td>
<td>53</td>
<td>50</td>
</tr>
<tr>
<td>Post baccalaureate Certificate</td>
<td>6</td>
<td>2</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th>Arts and Sciences</th>
<th>25&lt;sup&gt;th&lt;/sup&gt; percentile</th>
<th>50&lt;sup&gt;th&lt;/sup&gt; percentile</th>
<th>75&lt;sup&gt;th&lt;/sup&gt; percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>$20,000-$25,000</td>
<td>$30,000-$35,000</td>
<td>$40,000-$45,000</td>
<td>142</td>
</tr>
<tr>
<td>Graduate</td>
<td>$35,000-$40,000</td>
<td>$50,000-$55,000</td>
<td>$65,000-$70,000</td>
<td>113</td>
</tr>
</tbody>
</table>

$60K+ 18%
$40K to $60K 31%
Up to $40K 51%

"WMU helped me gain the technical skill set I needed to be prepared for the career I wanted to pursue."
Arts and Sciences – All Degrees

Full-time Employment
- Median salary was $35,000 to $40,000 (254 responses).
- 73% had a job in Michigan.
- 82% had a job related to their degree.
- 84% were satisfied with their job.

Top Employers of Arts and Sciences
Aerotek
Ascension
Autism Centers of Michigan
Bethany Christian Services
Bronson
Charles River Laboratories
Early Autism Services
Field and Stream
Gateway Pediatric Therapy
Habitat for Humanity
Indonesian Inst. of Sciences
iScribeMD
Kalamazoo County
Kalsec
KPEP
MI Dept of Natural Resources
Pfizer
State of Michigan
Walt Disney World
WMU
Whirlpool
WWMT-TV

Continuing Education
- 24% of Arts and Sciences respondents are pursuing further education after graduating from WMU.
- After graduation, 46% are pursuing master's degrees, 28% doctoral, 20% professional schools, 2% certification programs, 2% bachelors, 1% additional classes, and 1% associates.
- 48% are continuing education at WMU, and the remaining 52% will attend 58 different institutions.

Experiential Education
- 62% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 67% had a job where they applied what they were learning in the classroom.
- 55% worked on a project that took a semester or more to complete.
- 53% were very active in extracurricular activities and organizations.

Top Internship Employers
FIRE
Gryphon Place
Kalamazoo Autism Center
Kzoo Experiential Learning Center
Kalamazoo Nature Center
Kalamazoo Public Schools
Kellogg's
KRESA
Portage Public Schools
Senior Day Services
Summit Pointe
WMU
Wolf Lake State Fish Hatchery
WoodsEdge Learning Center
Zoetis

Experiences at WMU
- 98% had at least one instructor who made them excited about learning.
- 91% felt that their instructors cared about them as a person.
- 76% had a mentor who encouraged them to pursue their goals and dreams.
- 89% said that their education and experience as a student at WMU prepared them for their profession.

90% of arts and sciences graduates completed at least one experiential education activity.
Arts and Sciences – Undergraduate Degrees

Full-time Employment
- Median salary was $30,000 to $35,000 (142 responses).
- 82% had a job in Michigan.
- 77% had a job related to their degree.
- 81% were satisfied with their job.

Top Employers
- Aerotek
- Ascension
- Autism Centers of Michigan
- Bethany Christian Services
- Bronson
- Charles River Laboratories
- Early Autism Services
- Gateway Pediatric Therapy
- Habitat for Humanity
- iScribeMD
- Kalamazoo County
- Kalsec
- KPEP
- MI Dept of Natural Resources
- Pfizer
- State of Michigan
- Walt Disney World
- Western Michigan University
- Whirlpool
- WWMT-TV

Experiential Education
- 62% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 56% had a job where they applied what they were learning in the classroom.
- 46% worked on a project that took a semester or more to complete.
- 59% were very active in extracurricular activities and organizations.

Experiences at WMU
- 99% had at least one instructor who made them excited about learning.
- 91% felt that their instructors cared about them as a person.
- 71% had a mentor who encouraged them to pursue their goals and dreams.
- 86% said that their education and experience as a student at WMU prepared them for their profession.

"I was able to build close relationships with professors in my field and to work in their research lab, learning both lab techniques and field techniques."
Arts and Sciences – Graduate Degrees

Full-time Employment
- **Median salary** was $50,000 to $55,000 (113 responses).
- 54% had a job in Michigan.
- 90% had a job related to their degree.
- 88% were satisfied with their job.

Top Employers
Charles River Laboratories
Early Autism Services
Gateway Pediatric Therapy
Indonesian Institute of Sciences
Residential Opportunities Inc.
State of Michigan
Western Michigan University
Whirlpool

Experiential Education
- 62% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 73% had a job where they applied what they were learning in the classroom.
- 71% worked on a project that took a semester or more to complete.
- 41% were very active in extracurricular activities and organizations.

Experiences at WMU
- 98% had at least one instructor who made them excited about learning.
- 91% felt that their instructors cared about them as a person.
- 85% had a mentor who encouraged them to pursue their goals and dreams.
- 95% said that their education and experience as a student at WMU prepared them for their profession.

"I had really outstanding professors who were passionate about what they were teaching, and who were able to answer difficult questions."
Anthropology

75% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>58%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>25%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>17%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>8%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 100% were employed in Michigan.

Job Titles and Employers
Archaeological Field Technician at Flat Earth Archeology
Customer Service at Hobby Lobby
Customer Service Specialist at Field and Stream
Customer Service Specialist at Meijer
Sales Associate at JC Penney
Staff at DeVisser Landscape Services
Staff at Factory Coffee

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>28</td>
<td>18</td>
<td>(64%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>18</td>
<td>12</td>
<td>(67%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>10</td>
<td>6</td>
<td>(60%)</td>
</tr>
</tbody>
</table>

"Research and conference presentation opportunities helped me build my resume and experience/knowledge base."
Biology

96% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>96%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>15</td>
<td>65%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $35,000 to $40,000 (5 responses).
- Median salary for graduate degrees was $52,500 to $57,500 (6 responses).
- 88% had a job in Michigan.
- 88% had a job related to their degree.
- 75% were satisfied with their job.

Survey Population
<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>64</td>
<td>34 (68%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>50</td>
<td>23 (46%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>13</td>
<td>10 (77%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>1</td>
<td>1 (100%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers
- Analyst at Pfizer
- Assistant Natural Resource Educator at MI DNR
- Assistant Scientist at Kalsec
- Associate Chemist at ICM Products Inc.
- Avian Field Ecologist at University of Georgia
- Clinical Laboratory Scientist at Charles River Laboratories
- Lab Technician at Bells Brewery
- Marijuana Infused Product Technician at Green Peak Innovations
- Paramedic at Life EMS
- Research Associate at Charles River Laboratories
- Research Coordinator at Nick Haddad
- Research Technician at Charles River Laboratories
- Scientist at Charles River Laboratories

Continuing Education
- Masters in Agriculture at the University of Helsinki
- Masters in Biology at WMU
- Masters in Biomedical Engineering at WMU

Eliza Foli, Bachelor of Science in biological sciences, 2019
Environmental Educator at Minnesota Valley National Wildlife Refuge

"My experiences working in the research labs of Dr. Sharon Gill and Dr. Maarten Vonhof at WMU were pivotal in my career as a biology student. After getting involved with their research my sophomore year and having my eyes opened to the world of possibilities that biology provides, I put my all into my research and curiosity, which led to my job positions at WMU as an undergraduate teaching assistant and learning assistant for biology courses, as well as my field work outside with birds and leadership positions in the Western Michigan Biology Club."
Biomedical Sciences

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>29</td>
<td>45%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>35</td>
<td>54%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $30,000 to $35,000 (11 responses).
- 93% were employed in Michigan.
- 85% had a job related to their degree.
- 82% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>95</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Behavioral Therapist at Gateway Pediatric Therapy
Benevolent Specialists Project at AmeriCorps VISTA
Center Medical Specialist at Grifols Biomat USA
Chemical Analyst at Pfizer
EMT at Life EMS
Executive Assistant at Habitat for Humanity
Lab Analyst at Pfizer
Laboratory Specimen Assistant at Charles River
Medical Scribe at iScribeMD
Medical Scribe at ScribeAmerica
Medical Scribe at UCLA Health
Microbiology Technician II at Eurofins Food Integrity and Innovation

Office Coordinator at West Michigan Rehabilitation
Pathology Services Technician at Charles River
Patient Care Associate at Ascension
Pharmacy Technician at CVS Pharmacy
Pharmacy Technician at Henry Ford Health
Pharmacy Technician at Walgreens
QC Lab Technician at Perrigo
Quality Assurance Laboratory Technician at Aerotek
Quality Control Chemist at Elba Laboratories
Research Assistant at Bayer
Respiratory Therapist at Lakeland Health
Sample Technician at Amway
Veterinary Assistant at Oshtemo Animal Hospital

Continuing Education

Masters in Bioscience at KAUST
Masters in Chemistry at WMU
Masters in Physician Assistant at WMU
100% of undergraduate and 82% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>5</td>
<td>42%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>50%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>18%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $45,000 to $50,000 (5 responses).
- 78% were employed in Michigan.
- 88% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
Associate Analytical Chemist at Covance
Associate Chemist at ICM Products
Clinical Study Coordinator at Henry Ford Health
Cyberspace Operations Officer at U.S. Air Force
Lecturer at College of Health and Medical Technology
Pharmaceutical Process Engineer at Alvogen
R&D Microbiology Intern at Kalsec

Continuing Education
Masters in Business at Bowling Green State University
Masters in Chemistry at WMU

Survey Population
This report includes data from students who majored in Biochemistry and Chemistry.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>34</td>
<td>23</td>
<td>(68%)</td>
</tr>
<tr>
<td>Bachelor's (2018-19)</td>
<td>20</td>
<td>12</td>
<td>(60%)</td>
</tr>
<tr>
<td>Master's (2017-18 &amp; 2018-19)</td>
<td>6</td>
<td>3</td>
<td>(50%)</td>
</tr>
<tr>
<td>Doctoral (2017-18 &amp; 2018-19)</td>
<td>8</td>
<td>8</td>
<td>(100%)</td>
</tr>
</tbody>
</table>
90% of undergraduate and 93% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>30</td>
<td>77%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>10%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>10%</td>
</tr>
</tbody>
</table>

- Employed full time: 30 undergraduate (77%), 12 graduate (86%)
- Employed part time: 1 undergraduate (3%), 0 graduate (0%)
- Continuing education: 4 undergraduate (10%), 1 graduate (7%)
- Not Actively Engaged: 4 undergraduate (10%), 1 graduate (7%)

Full-time Employment
- Median salary for undergraduate degrees was $22,500 to $27,500 (8 responses).
- Median salary for graduate degrees was $35,000 to $40,000 (9 responses).
- 81% were employed in Michigan.
- 93% had a job related to their degree.
- 94% were satisfied with their job.

Survey Population
This report includes data from students who majored in Communication; Communication Studies; and Interpersonal Communication.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>63</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>48</td>
</tr>
<tr>
<td>Master’s</td>
<td>15</td>
</tr>
</tbody>
</table>

Reza Aditya Saputra
Master of Arts in communication, 2019
Public Relations Officer at the National Standardization Agency of Indonesia

“Be confident and always try to develop the skill that stands out the most in you – it will help you reach your success. Never doubt yourself and always believe that you can be what you want to be.”
Communication

Job Titles and Employers

Account Executive at Olympia Entertainment
Administrative/Event Planner Assistant at Trailer Events
Assistant Account Executive at Campbell Marketing and Communications
Assistant Manager at Grand Hotel
Assistant Manager at Staybridge Suites and Hotels
Assistant Technician at Exact Pest Control Solutions
Associate Director of Communications at The King's University
Associate District Manager at ADP
Cast Member at Walt Disney World
Client Services Assistant at Metal Mechanics
Client Success Specialist at GreenPath Financial Wellness
Communications Intern at Event Co. Kalamazoo
Community and Social Media Specialist at Arbor Financial Credit Union
Director, Academic Advising at Western Michigan University
Donor Relations Specialist at Ascension
Event Supervisor at Millennium
Graduate Academic Advisor at University of Wisconsin - Superior
Leasing Manager at Choice Properties
Manager at Valley Family Church
Marketing and Public Relations at Western Michigan University
Marketing Associate at Chronicles of a Daydream
Marketing Coordinator at Sperry's Movieland
Member Services Representative at Beacon Health System
Property Manager at Meyer C Weiner
Public Relation Officer at National Standardization Agency of Indonesia
Public Relations Officer at Badan Standardisasi Nasional Indonesia/National Standardization Body of Indonesia
Sales and Marketing Specialist at Spectrum Health
Sales Associate at Spirit Shoppe
Teaching Assistant at Little Hands Learning Center Academy
University Relations Recruiter at Whirlpool

Continuing Education

Masters in Communication at Saint Louis University
Masters in Communication at WMU
Masters in English at Central Michigan University
Masters in Industrial Organizational Psychology at Wayne State University
Criminal Justice

92% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>43</td>
<td>67%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>14</td>
<td>22%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>5%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $30,000 to $35,000 (20 responses).
- 97% were employed in Michigan.
- 90% had a job related to their degree.
- 90% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>122</td>
<td>64 (52%)</td>
</tr>
</tbody>
</table>

Jaclyn Brohl, Bachelor of Arts in criminal justice and sociology, 2019
Commercial Real Estate Specialist at NAI Wisinski of West Michigan

"It’s not about your major in college that will move you forward in life; it’s about your experience and the relationships you build. Get an internship, and make it a point to talk to every person in that company that will give you the time of day. Successful people love to talk about themselves—take advantage of that. And lastly, your mindset is everything. Whether you think you can or you think you can’t—you’re right. "
Criminal Justice

Job Titles and Employers

2LT at Michigan Army National Guard
Airport Concieger at Tradewind Aviation
Bank Teller at Flagstar Bank
Child Protective Services at State of Michigan
Children Services Intake Investigator at Hamilton County-Job and Family Services Sector
Children’s Protective Services Specialist at Michigan Department of Health and Human Services
Commercial Real Estate Specialist at NAI Wisinski of West Michigan
CPS Case Manager at Michigan Department of Health and Human Services
Family Support Worker at Family and Children Services
Foster Care Case Manager at Arbor Circle
Foster Care Case Manager at Bethany Christian Services
Foster Care Case Manager at Wolverine Human Services
Legal Assistant at Kalamazoo County Government
Night Auditor at Econo Lodge
OnStar Account Manager at General Motors
PNC Coordinator at Willis Law
Police Officer at City of Allen Park
Police Officer at Kalamazoo Police Department
Program Coordinator at West Michigan Regional Medical Consortium
QC Lab Assistant at Neogen Corp
Recruiter at Aerotek
Researcher at Kercher Center for Social Research
Security Specialist at Ascension
Security Supervisor at PSC
Services Specialist at Children’s Protective Services
Staff at Kalamazoo County Juvenile Home
Support Specialist at ASK Family Services
Transportation Security Officer at Department of Homeland Security
Youth Specialist at Kalamazoo County Government
Youth Specialist at Kalamazoo County Juvenile Home

Continuing Education

Masters in Counseling Psychology at WMU
Masters in Criminal Justice at Wayne State
Masters in Higher Education Administration at Louisiana State University
Masters in Mental Health at the University of Minnesota
Masters in Social Work at University of Michigan

Cayla Klimach, Bachelor of Arts in criminal justice, 2018
Children Services Investigator at Hamilton Country Job and Family Services in Cincinnati

"The most rewarding part of my job is working with the families and helping them identify their strengths and working with the children.

My biggest advice for students would be get involved! I cheered for the WMU co-ed cheer team all throughout college and that became a lifelong family to me. WMU has so many clubs, sports, and activities."
Economics

89% of undergraduate and 85% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>8</td>
<td>89%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>15%</td>
</tr>
<tr>
<td>Looking for work</td>
<td></td>
<td>11%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for graduate degrees was $40,000 to $45,000 (7 responses from 2017-18 & 2018-19).
- 43% were employed in Michigan.
- 88% had a job related to their degree.
- 88% were satisfied with their job.

Job Titles and Employers
- Assistant Chief Engineer at Oil Marketing Company
- Civil Servant - Researcher at Indonesian Institute of Sciences
- Data Integration Specialist at Harmony Healthcare
- Economic Researcher at Saudi Fund for Development
- Escalation Manager at PNC
- Model Analysis Validation Senior Analyst at Citigroup
- Project Coordinator at Rise International
- Scheduling Agent at Vector Marketing
- Visiting Lecturer of Economics at Arkansas Tech University

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>34</td>
<td>22 (65%)</td>
</tr>
<tr>
<td>Bachelor’s (2017-18 &amp; 2018-19)</td>
<td>19</td>
<td>9 (47%)</td>
</tr>
<tr>
<td>Master’s (2018-19)</td>
<td>10</td>
<td>8 (80%)</td>
</tr>
<tr>
<td>Doctoral (2018-19)</td>
<td>5</td>
<td>5 (100%)</td>
</tr>
</tbody>
</table>

Angga Bismoko, Master of Arts in applied economics, 2019
Researcher at the Indonesian Institute of Sciences

“Never stop learning new things, and build better communication with your peers, colleagues, and learn to work collaboratively.”
91% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>13</td>
<td>57%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>22%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $35,000 to $40,000 (8 responses).
- 76% were employed in Michigan.
- 79% had a job related to their degree.
- 82% were satisfied with their job.

Survey Population
This report includes data from students who majored in English and English: Secondary Education.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>43</td>
<td>29 (67%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>34</td>
<td>23 (68%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>4</td>
<td>2 (50%)</td>
</tr>
<tr>
<td>Doctoral (2017-18 &amp; 2018-19)</td>
<td>5</td>
<td>4 (80%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers
Activity Facilitator and Manager at Carpenter Farms
Assistant Professor at Purdue University
English Teacher at Peace Corps
Events Coordinator at CARDV
Marketing Specialist at WMU
Owner at Epic Fales Photography
Sales Consultant at Sprint
SPED Parapro at Foundation for Behavioral Resources

Continuing Education
Masters in Biology at WMU
Masters in Higher Education at WMU

Samantha Hooker, Bachelor of Arts in English, 2019
Marketing Specialist at WMU

“I wish that I had understood as a young college student what I figured out as a contemporary student - the faculty and staff truly want you to succeed. If you are struggling, reach out to your professor or an advisor because they want to help and can offer suggestions and solutions that you would not have come to on your own.”
English: Creative Writing

100% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>15</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6</td>
<td>40%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>7</td>
<td>47%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for undergraduate degrees was $15,000 to $20,000 (5 responses).
- Median salary for graduate degrees was $25,000 to $30,000 (5 responses for 2017-18 & 2018-19).
- 75% were employed in Michigan.
- 63% had a job related to their degree.
- 65% were satisfied with their job.

**Job Titles and Employers**
- Assistant Manager at Biggby
- Case Management Lead Representative at Cigna Behavioral Health
- Home Health Aide at Friendship Village
- Plan Reviewer/Zoning Administrator at Associated Government Services
- Teacher at English Club

**Continuing Education**
- Masters in English at Emerson College
- Masters in English at WMU
- Masters in Psychology at WMU
- Masters in Social Work at WMU

**Survey Population**

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>38</td>
<td>21 (55%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>31</td>
<td>15 (48%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>7</td>
<td>6  (86%)</td>
</tr>
</tbody>
</table>
English: Rhetoric and Writing Studies

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>5</td>
<td>71%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>29%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>7</td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $25,000 to $30,000 (7 responses for 2017-18 & 2018-19).
- 100% were employed in Michigan.
- 83% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
- Content Writer at Maestro
- E-Commerce Content Developer at GFS
- Loss Prevention Supervisor at Kohl's
- Marketing Specialist/Copywriter at APTIM
- Service Representative at Advantage

Continuing Education
- Masters in Clinical Psychology at Eastern Michigan University
- Masters in Counseling at the Chicago School of Professional Psychology
- Masters in Counselor Psychology at WMU
- Masters in Publishing at University of Stirling

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>13</td>
<td>7</td>
</tr>
</tbody>
</table>
Environment and Sustainability

85% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>21</td>
<td>78%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>7%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>7%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $37,500 to $42,500 (8 responses).
- 76% were employed in Michigan.
- 87% had a job related to their degree.
- 63% were satisfied with their job.

Job Titles and Employers

- Animal Caretaker at Jordan River National Fish Hatchery
- Assistant Account Executive at Campbell Marketing and Communications
- Assistant Brewer at Texas Corners Brewing Company
- Biological Science Technician at United States Geological Survey
- Conservation Education Presenter at Walt Disney World
- Development and Program Coordinator at Flow for Water
- District Manager for Senator Sean McCann
- Environmental Education Assistant at Wolf Lake State Fish Hatchery
- Natural Resource Volunteer at White Sands National Monument
- Parks and Recreation at Michigan Department of Natural Resources
- Procurement Analyst at Steelcase
- Research Assistant at ISGS
- Research Technician at Charles River Laboratories
- Researcher at Kercher Center for Social Research
- Staff Scientist at Tetra Tech

Survey Population

This report includes data from students who majored in Environmental and Sustainability Studies, Freshwater Science and Sustainability, and Sustainable Craft Brewing.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>41</td>
</tr>
<tr>
<td></td>
<td>27</td>
</tr>
</tbody>
</table>

Mitchell Decker, Bachelor of Arts in environmental and sustainability studies, and Bachelor of Business Administration in integrated supply management, 2019

Procurement Analyst at Steelcase

“Get involved and be active in your program, on campus, and with student organizations. Doing this will help you gain incredible experience; you’ll meet amazing people, and it adds great talking points and depth to your resume.”
Film, Video, and Media Studies

96% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>24</td>
<td>96%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>88%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $20,000 to $25,000 (5 responses).
- 90% were employed in Michigan.
- 87% had a job related to their degree.
- 59% were satisfied with their job.

Job Titles and Employers
Assistant at Michigan Career and Technical Institute
Assistant Teacher at GildenWoods
Audio Technician at Messiah Lutheran Church
AV Manager at Oncore AV
Digital Marketing and Social Media Manager at WWMT-TV
Engineering Administrator at Pridgeon and Clay
Event Planning at Illy Communications
Events and Production at Detroit Public Television
Freelance Photographer and Videographer
Freelance Videographer, Journalist, and Social Media Marketing Specialist
Master Control Operator at WWMT-TV
Media Volunteer at West Michigan Islamic Center
Motion Graphics Designer at Vansen Media
Multimedia Journalist at WLUC TV6
Network Relationships and Development Representative at Rouge Media
Promotions Director at Midwest Communications

Survey Population
<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>(56%)</td>
</tr>
</tbody>
</table>
Gender and Women’s Studies

89% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>8</td>
<td>89%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>2</td>
<td>22%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>33%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>33%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>11%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $25,000 to $30,000 (6 responses from 2017-18 & 2018-19).
- 100% were employed in Michigan.
- 33% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
- Activity Facilitator and Manager at Carpenter Farms
- Assistant Manager at Biggby
- Program Coordinator at Kalamazoo College
- Social Media Engagement Specialist at Ford Motor Company

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(64%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>14</td>
<td>9</td>
</tr>
</tbody>
</table>
### Geography

82% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td><strong>Actively Engaged</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>18</td>
<td>64%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>11%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>14%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>

#### Full-time Employment
- Median salary for undergraduate degrees was $35,000 to $40,000 (6 responses).
- Median salary for graduate degrees was $40,000 to $45,000 (8 responses from 2017-18 & 2018-19).
- 70% were employed in Michigan.
- 62% had a job related to their degree.
- 89% were satisfied with their job.

#### Survey Population
This report includes data from students who majored in Geography, and Tourism and Travel.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>53</td>
<td>35 (76%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>44</td>
<td>28 (64%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>7</td>
<td>5 (71%)</td>
</tr>
<tr>
<td>Post-baccalaureate certificate</td>
<td>2</td>
<td>2 (100%)</td>
</tr>
</tbody>
</table>

---

**Ryan Taylor, Bachelor of Science in geography, 2019**  
**Geospatial Analyst at Maxar Technologies**

“Get involved with your professors. That can be hard in a 150+ student lecture, but in small courses, where they learn your name, get involved. It can be awkward or uncomfortable, but they're just people too! I personally had the unique opportunity to complete a funded undergraduate research study with a professor of mine who served as my mentor. I truly believe that the project pushed me above all the other candidates while I was undergoing the interview process. Ask questions, utilize office hours, get to know them. They want to see you succeed, and will do everything to get you there.”
Geography

Job Titles and Employers
Aquatics Director at Metropolitan Detroit YMCA
Conservation Education Presenter at Walt Disney World
Customer Service Specialist at Marriott Hotels
Front Office Administrator at Workforce Strategies
Gallery Host at Hyatt Place
Geographer at Department of Defense
Guest Services Agent at Hilton Garden Inn
Nature Specialist at Green Garden Child Development Center
On Site Coordinator at the City of Kalamazoo
Planning Intern at Oakland County Road Commission
Project Manager at Epic
Public Works Technical Specialist at Oshtemo Charter Township
Research Technician at Charles River Laboratories
Specialist - Sales and Marketing at Abbott Nutrition
Supervisor at Courtyard by Marriott
Support Staff at KPEP
Utility Field Technician at Davey Resource Group
Volunteer Coordinator at Habitat for Humanity

Continuing Education
Masters in Tourism and Hospitality at Arizona State University
Masters in Urban Planning at Wayne State University
Ph.D. in Geography at University of North Carolina - Greensboro
Geological and Environmental Sciences

91% of undergraduate and 92% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>10</td>
<td>91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>8</td>
<td>73%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>18%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>9%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for undergraduate degrees was $40,000 to $45,000 (6 responses for 17-18 & 18-19).
- Median salary for graduate degrees was $50,000 to $55,000 (7 responses).
- 56% were employed in Michigan.
- 93% had a job related to their degree.
- 90% were satisfied with their job.

**Survey Population**

This report includes data from students who majored in Geology, Geophysics, Geosciences, and Hydrogeology.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>34</td>
<td>24 (71%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>16</td>
<td>11 (69%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>14</td>
<td>9 (64%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</td>
<td>4 (100%)</td>
</tr>
</tbody>
</table>

```
Sita Karki, Ph.D. in geosciences, 2019
Earth Observation Computational Scientist at the Irish Center for High End Computing, National University of Ireland

“I find myself very fortunate to be able to work in the field of cutting-edge technologies and ideas. I used to work for Michigan Geological Survey at the Department of Geological and Environmental Sciences, which helped me a lot to shape me professionally and intellectually.”
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Florence Silalahi
Master of Arts in geological and environmental studies, 2019
Researcher at Geospatial Agency of Indonesia

“Never stop to learn; field work is the real laboratory and class. You can't always stick to the basic scenario that you've learned from the book; lots of different conditions or possibilities occur. Always look for innovation and research, so you can get new insight to solve your problems at work.”
```
Geological and Environmental Sciences

Job Titles and Employers
Area Geologist at State of Michigan
Assistant Driller/Geoprobe Operator at SSI Geosampling
Director of Operations at Oak Street Bootmakers
Distribution Technician at DTE Energy
Earth Observation Computational Scientist at National University of Ireland Galway
Environmental Geologist at Keck Consulting
Geologist at Consumers Energy
Geologist/Hydrologist at South Carolina Department of Health and Environmental Control
Postdoctoral Fellow at University of Southern California
Project Hydrogeologist at Tetra Tech
Research Assistant at ISGS

Continuing Education
Masters in Geochemistry at WMU
Masters in Geology at WMU
Masters in Spanish at WMU

Elizabeth Palmer, Ph.D.
geological and environmental sciences, 2018
Postdoctoral Scholar
at the University of Southern California
Department of Electrical Engineering and Electrophysics

“The most rewarding part of being a postdoc is that I have been given a 2-3-year period where I can focus solely on building my resume for the career of my choice. It is also very rewarding to learn about several new topics in geophysics now that I am faster and more efficient at performing research, thanks to my Ph.D. experience.

The best experience I can recommend for any career path is to find an internship or apprenticeship or to shadow someone who has a job you’re interested in. For anyone trying to figure out if they will like a certain career path, now is the time to do an internship to find out what naturally brings you excitement and motivation.”
Global and International Studies

75% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>44%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>12</td>
<td>75%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>19%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>25%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $25,000 to $30,000 (5 responses).
- 56% were employed in Michigan.
- 46% had a job related to their degree.
- 93% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(64%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>25</td>
<td>16</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Crew Member at Western Colorado Conservation Corps
- Data Entry Associate at Zoetis
- ELL Instructor at Literacy Center of West Michigan
- English Teacher at Nova
- ESL Teacher at EPIK
- Event Director at Clean Water for the World
- Front Office Administrator at Workforce Strategies
- Healthcare Aid at Sheridan School
- Outreach and Engagement Intern at College Promise Campaign

Alexis Lenderman
Bachelor of Arts in global and international studies; Bachelor of Business Administration in entrepreneurship, 2019
Outreach and Engagement Intern at the College Promise Campaign

"The fact that I was so involved throughout college taught me how to balance so many different tasks and expectations at one time. By and large, it was my time in foster care that taught me how to be flexible, resilient and resourceful. WMU has been a phenomenal support network that helped me dream beyond my expectations, while the Seita Scholars Program pushed me to have big and bold dreams."
100% of undergraduate and 91% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>10</td>
<td>71%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>21%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for graduate degrees was $30,000 to $35,000 (6 responses from 2017-18 & 2018-19).
- 62% were employed in Michigan.
- 86% had a job related to their degree.
- 100% were satisfied with their job.

**Job Titles and Employers**
- Art Cataloguing Intern at Vulcan
- Assistant Natural Resource Educator at State of Michigan
- Coordinator at Sedgwick
- Internal Organizer at SEIU Healthcare MI
- Interpretation Specialist at Kalamazoo Valley Museum
- Marketing Team at Power Home Remodeling
- Merchandiser at PepsiCo

**Continuing Education**
- Masters in History at WMU
- Masters in Library Information Science at University of Michigan

**Survey Population**
This report includes data from students who majored in History, History: Secondary Education, and Public History.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>33</td>
<td>24 (73%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>21</td>
<td>14 (67%)</td>
</tr>
<tr>
<td>Master’s (2017-18 and 2018-19)</td>
<td>12</td>
<td>10 (83%)</td>
</tr>
</tbody>
</table>
International Development Administration

92% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Total Actively Engaged</td>
<td>12</td>
<td>92%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Total Not Actively Engaged</td>
<td>1</td>
<td>8%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $20,000 to $25,000 (6 responses from 2017-18 & 2018-19).
- 33% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
Community Development at The Community Economic Development Association of Michigan
Economist at Central Bank of the Dominican Republic
Life Line Youth Treatment Specialist at Life Line Youth and Family Services
Project Management Assistant/Volunteer at H&E Investments
Resident Supervisor at Oriana House
Scout Reach Program Facilitator at Boy Scouts of America

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>16</td>
<td>13 (81%)</td>
</tr>
</tbody>
</table>

Lissette Reyes
Master of Arts in international development administration, 2018
Community Economic Development Fellow at The Community Economic Development Association of Michigan

"Getting to apply all the knowledge from my master's degree and identifying areas of opportunity and thinking of the best strategies or solutions to work with the different stakeholders has been incredibly rewarding. Also working to empower community members might be the best thing that one could get the opportunity to do."
Journalism

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>8</td>
<td>89%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>11%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 75% were employed in Michigan.
- 71% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

Assignment Editor and Digital Content Producer at WoodTV8
Correspondence Representative at Trinity Health
Digital Producer at WILX News 10
Production Assistant at Michigan Radio’s Stateside
Reporter at Midwest Family Radio
Staff Writer at Three Rivers Commercial-News
Technical Recruiter at KellyMitchell Group

Continuing Education

Masters in Media and Information at Michigan State University

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>(69%)</td>
</tr>
</tbody>
</table>

Adam Rayes, Bachelor of Arts in journalism, 2019
Production Assistant at Michigan Radio’s Stateside

“The most resources came through my on-campus positions as a writer for the Western Herald, a Resident Assistant, and as a consultant at the writing center. Each position presented unique challenges that forced me to learn and grow while also providing people gave me much needed support.

Recognize the fact that you can't do this alone and ask for help when you need it. Be grateful for the privileges, opportunities and support you are given while in school.”
Mathematics

93% of undergraduate and 91% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>13</td>
<td>93%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>78%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>14%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $35,000 to $40,000 (6 responses).
- Median salary for graduate degrees was $45,000 to $50,000 (6 responses).
- 44% were employed in Michigan.
- 94% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

This report includes data from students who majored in Math, Applied Math, Applied and Computational Math, Math Ed.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>32</td>
<td>25 (78%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>20</td>
<td>14 (70%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>6</td>
<td>5 (83%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>6</td>
<td>6 (100%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Assistant Professor at King Khalid University
- Associate Global Internal Auditor at Perrigo
- Business Analyst at Sales Page
- Real Estate Agent at Midwest Realty Group
- Instructor at Lake Michigan College
- Postdoctoral Fellow at Ryerson University
- Software Engineer at Thomson Reuters
- Subject Head of Mathematics Department at Raffles International Christian School
- Visiting Assistant Professor at Purdue University
- Visiting Assistant Professor at Western New England University

Continuing Education

Masters in Mathematics at WMU

Nick Christo, Bachelor of Science in mathematics, 2019
Graduate Student and Graduate Assistant at WMU Department of Mathematics

“A lot of my professors, inside and outside the math department have helped me turn into a better student and person. Their high expectations provided me with a lot of stress and nights with little sleep, but they forced me to adapt and to learn. They were tough, but they were always fair, and willing to help out when I asked for it. I’m extremely grateful to them for helping me become better so that I could find success in the future.”
86% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>12</td>
<td>86%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>79%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>14%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>14%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary was $45,000 to $50,000 (6 responses).
- 73% were employed in Michigan.
- 60% had a job related to their degree.
- 88% were satisfied with their job.

**Job Titles and Employers**
- Account Manager at Marsh and McLennan Agency
- Catering and Events Manager at HoneyFire BBQ
- Flight Attendant at SkyWest Airlines
- Mortgage Banker at Quicken Loans
- Program Assistant at Chicago Event Management
- Sales Representative at Great Lakes Wine and Spirits
- Seminar Aide/ Teaching Support Staff at Vicksburg Community Schools
- Service Representative at Advantage
- Special Assistant at Western Michigan University
- Trust Operations Specialist at Greenleaf Trust
- VVOE Specialist at United Shore

**Continuing Education**
Masters in Communication at WMU

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(54%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>26</td>
<td>14</td>
</tr>
</tbody>
</table>
Philosophy

78% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>7</td>
<td>78%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>67%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>2</td>
<td>22%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>11%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 50% were employed in Michigan.

Continuing Education
Masters in Chemistry at WMU
Masters in Philosophy at WMU

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>30</td>
<td>14</td>
</tr>
<tr>
<td>Bachelor’s (2017-18 &amp; 2018-19)</td>
<td>18</td>
<td>9</td>
</tr>
<tr>
<td>Master’s (2018-19)</td>
<td>12</td>
<td>5</td>
</tr>
</tbody>
</table>
Physics

90% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Category</th>
<th>Undergraduate (2017-18 &amp; 2018-19)</th>
<th>Graduate degrees (2018-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>70%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>12</td>
<td>10%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- 60% were employed in Michigan.
- 100% had a job related to their degree.
- 83% were satisfied with their job.

**Survey Population**
This report includes data from students who majored in Physics and Physics: Secondary Education.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>23</td>
<td>16 (70%)</td>
</tr>
<tr>
<td>Bachelor’s (2017-18 &amp; 2018-19)</td>
<td>14</td>
<td>10 (71%)</td>
</tr>
<tr>
<td>Master’s (2018-19)</td>
<td>7</td>
<td>4 (57%)</td>
</tr>
<tr>
<td>Doctoral (2018-19)</td>
<td>2</td>
<td>2 (100%)</td>
</tr>
</tbody>
</table>

**Job Titles and Employers**
Business Analyst at Sales Page
Commercial Real Estate Agent at Midwest Realty Group
Research Scientist at Los Alamos National Laboratory
Visiting Instructor at Kalamazoo College

**Katrina Koehler, Ph.D. in physics, 2019**
Scientist at Los Alamos National Laboratory

“I am a scientist at a national lab, working in a group that focuses on nuclear nonproliferation and safeguards. I develop new technologies and algorithms that support the international organization, International Atomic Energy Agency, in their mission to safeguard all the nuclear material in the world and ensure that it is used for only peaceful purposes, i.e. no material is diverted to create a secret nuclear weapons program!”
Political Science

97% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>76%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>17%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $42,500 to $47,500 (6 responses).
- 75% were employed in Michigan.
- 91% had a job related to their degree.
- 86% were satisfied with their job.

Job Titles and Employers

Account Executive at CareerBuilder
Assistant Property Manager at Ressco
Constituency Relations Director and Legislative Aide at Office of State Representative
Development Coordinator at Dahlem Environmental Education Center
District Manager for Senator Sean McCann
Executive Assistant at Public Sector Consultants
Experiential Education Facilitator at Adventures Learning Center
Field Organizer for Bernie Sanders 2020 Campaign
Field Organizer for Michigan GOP
Human Resources Representative at The University of Texas at Austin
Legal Coordinator at Forensic Fluids Laboratories
Platoon Leader at Michigan National Guard
Public Safety Officer at Benton Harbor Police
Regional Field Director at Republican National Committee
Residential Counselor at Boys Hope Girls Hope International
Security Supervisor at PSC
Special Events Coordinator at Michigan Senator
Special Projects and Travel Coordinator at Aldevra

Survey Population

<table>
<thead>
<tr>
<th>All degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>44</td>
<td>29 (66%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>5</td>
<td>2 (40%)</td>
</tr>
<tr>
<td>Doctoral (2017-18 &amp; 2018-19)</td>
<td>5</td>
<td>5 (100%)</td>
</tr>
</tbody>
</table>
Psychology Behavioral Science

98% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>54%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>15</td>
<td>37%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $30,000 to $35,000 (13 responses).
- 83% were employed in Michigan.
- 72% had a job related to their degree.
- 93% were satisfied with their job.

Job Titles and Employers

Behavior Technician at Fox Behavior Group
Behavior Technician at Gateway Pediatric Therapy
Behavior Technician at Kalamazoo Autism Center
Behavior Technician at Lighthouse Autism Center
Behavioral Technician at Great Lakes Center for Autism Treatment and Research
Budget Analyst at Western Michigan University
Caretaker at Heritage Community of Kalamazoo
Experiential Education Facilitator at Adventures Learning Center
Histology Lab Technician at Charles River

Home Health Aide at Friendship Village
HR Coordinator at Rapid-Line
Intern at Incompass International
Reconnection Specialist at The Kalamazoo Promise
Recruiter at Aerotek
Registered Behavior Technician at MeBe
Research Assistant at University of Michigan
Sales Representative at Allstate
Services Specialist at Children's Protective Services
Talent Acquisition Associate at Q Strategies

Continuing Education

Masters in Applied Behavior Analysis at WMU
Masters in Clinical Psychology at Eastern Michigan
Masters in Counseling at Western Kentucky
Masters in Counseling Psychology at WMU

Masters in Organizational Behavior Management at WMU
Masters in Psychology at University of Houston Clear Lake
Masters in Psychology at University of Michigan

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(73%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>56</td>
<td>41</td>
</tr>
</tbody>
</table>

Western Michigan University–Career and Student Employment Services | Post-Graduation Activity Report 2018–19 | wmich.edu/career/planning
Psychology General

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>24</td>
<td>45%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>25</td>
<td>47%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>98</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary was $25,000 to $30,000 (13 responses).
- 83% were employed in Michigan.
- 71% had a job related to their degree.
- 77% were satisfied with their job.

**Job Titles and Employers**

- Academic Advisor at MCAN
- Addiction Recovery Advocate at Mel Trotter Ministries
- Behavior Technician at Developmental Enhancement Behavior Health
- Brand Associate at Old Navy
- Community Corrections Specialist at Kalamazoo County Office of Corrections
- Customer Success Manager at Yelp
- Director of Neuroscience Technology at Royer Neuroscience
- Human Resources Specialist at Summit Polymers
- Membership Specialist at Auto Club Group
- Mental Health Technician at Nationwide Children's Hospital
- Office Assistant at Fox Powersports
- Registered Behavior Technician at Autism Centers of MI
- Sales Support Representative at Lipman Brothers
- Self-Determination Worker at KCMH
- Supervisor of Club Services at Bronson
- Youth Counselor at Lakeside Academy

**Continuing Education**

- Masters in Applied Behavior Analysis at WMU
- Masters in Counseling Psychology at WMU
- Masters in Counselor Education at WMU
- Masters in Higher Education Administration at Louisiana State University
- Masters in Industrial-Organizational Psychology at Appalachian State University
- Masters in Psychology at WMU
- MSW at Michigan State University
- MSW at Ohio State University

Alexis Frazier, Bachelor of Science in psychology, 2019
Resident Manager at WMU Residence Life

"My academic advisor and faculty offered advice and assisted me with graduate school preparation.

Find a career path that you're passionate about. Find a career that will help you grow and impact your community."
Psychology Graduate Programs

96% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>39</td>
<td>68%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>15</td>
<td>26%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>2</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary was $60,000 to $65,000 (25 responses).
- 51% were employed in Michigan.
- 100% had a job related to their degree.
- 96% were satisfied with their job.

**Survey Population**
This report includes data from students in Psych: Ind/Org Behavior Management; Psych: Behavior Analysis, and Psych: Clinical Psych.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>70</td>
<td>57 (81%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>54</td>
<td>42 (78%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>16</td>
<td>15 (94%)</td>
</tr>
</tbody>
</table>

**Margaret Uwayo, Ph.D. in behavior analysis, 2019**
Clinical Supervisor, BCBA at First Leap Pediatric Therapy

“The most rewarding thing about my job is seeing my clients acquiring adaptive skills that will help them become more autonomous individuals in the years to come. I love being able to sit and work with our kiddos and feeling like I’m adding value to their lives.”

**Kohei Togashi, Ph.D. in behavior analysis, 2019**
Clinical Supervisor at Therapeutic Pathways – The Kendall Centers

“I am working with one of the best groups of behavior analysts and speech-language pathologists in the world. There is nothing more rewarding than to see meaningful and observable improvements in our clients' behaviors and in their quality of life.”
Psychology Graduate Programs

Job Titles and Employers

Analyst at Mm/McCann World Group
Assistant Professor at Salve Regina University
Associate Clinician at Trumpet Behavioral Health
BCBA at Early Autism Services
BCBA at Spectrum Health
Behavior Analyst at Melmark
Behavior Analyst at Residential Opportunities Inc.
Behavior Consultant at Building Bridges Therapy
Behavior Consultant at Healing Haven
Behavioral Consultant at Gateway Pediatric Therapy
Board Certified Behavior Analyst at Autism Centers of Michigan
Board Certified Behavior Analyst at Gateway Pediatric Therapy
Board Certified Behavior Analyst at ROI
Board Certified Behavior Analyst at Sunny Days
Board Certified Behavior Analyst/Clinical Supervisor at Spark Center for Autism

Board-Certified Behavior Analyst at Gateway Pediatric Therapy
Clinical Psychologist at Hampton Roads Behavioral Health
Clinical Supervisor at Therapeutic Pathways
Consultant at Early Autism Services
Continuous Improvement Coach at Whirlpool
Lecturer at Georgia Southern University
Postdoctoral Fellow at Baylor College of Medicine
Postdoctoral Fellow at May Institute
Postdoctoral Fellow at the University of Minnesota
Program Manager at LittleStar ABA Therapy
Psychologist at Wyoming VA Community Based Outpatient Clinic
Psychology Fellow at Nemours
Recycling and Sustainability Specialist at WMU
Senior Learning Experience Designer at IDEaS Revenue Solutions

Cody Morris, Ph.D. in psychology, 2019
Assistant Professor at Salve Regina University

“If you are interested in being a behavior analyst, congratulations, because the hardest part is already over. You are enrolled at the best university you could possibly be for learning behavior analysis. Western’s behavior analysis program is widely regarded as being the premier training center for behavior analysts. You will be taught by renowned professors, you will have an opportunity to assist in cutting-edge research, and you will have opportunities to connect to leaders in the field through alumni and faculty connections. The only thing you have to do is apply yourself. Take the vulnerable step to ask professors to help them on their projects. Make the sacrifices necessary to clear enough time to participate meaningfully when you do get opportunities. And finally, stay connected to the professors and graduate students you work with.”
Public Administration

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>31</td>
<td>94%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $60,000 to $65,000 (19 responses).
- 72% were employed in Michigan.
- 88% had a job related to their degree.
- 79% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>All degrees</th>
<th>Graduates</th>
<th>Responses</th>
<th>(80%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>36</td>
<td>28</td>
<td>(78%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>5</td>
<td>5</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers
- Assistant Director at WMU
- Associate Attorney at Bodwind & Associates
- Billing Officer at Edesur Dominicana
- Board of Directors at Waseyabek Development
- Budgeting Planner at Indonesian Institute of Sciences
- Business Manager at WMU
- Data Assistant at Alberta Griffin
- Deputy Sheriff at Calhoun County
- Development Associate at Lighthouse of Oakland County
- Digital Strategist at BlackTruck Media & Marketing
- Director of Special Projects at City of Marshall
- Fellow at Timmy Global Health

Government Employee at Indonesian Institute of Sciences
Hospital Business Development at Bronson
HR Generalist at Liberty Health Sciences
Juvenile Detention Specialist at Ingham County
Labor Relations Specialist at MI Dept of Corrections
Policy Advisor at Michigan State Senate
Program Support Assistant at Veterans Affairs
Public Servant at Ministry of Research, Technology, and Higher Education of Republic Indonesia
Recruiter at Optimal Medical Staffing and Home Care
Senior Executive Assistant at WMU
Specialist at Michigan Public Health Institute
Staffing Coordinator at Ascension
Wellness Coach at Sparrow Health System

Haylee Knowles, Master of Arts in Public Administration, 2018 Executive Assistant Senior at WMU

"As long as I am part of a team and have opportunities to laugh each day, I am happy. As I have progressed through various positions at the university, I have been inspired by the dedication, knowledge, and leadership of every one of my bosses. I have embraced their guidance along the way and developed professionally in significant ways thanks to their willingness to shape me and influence the trajectory of my career."
95% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>17</td>
<td>81%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>10%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>5%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $35,000 to $40,000 (9 responses).
- 76% were employed in Michigan.
- 79% had a job related to their degree.
- 56% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>30</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Account Advocate at CDK Global
- Account Executive at TMP Worldwide
- Community Manager at Regus
- Customer Service Specialist at Mr. Handyman
- Event Manager at Chicago Special Events Management
- Management Trainee at Enterprise Holdings
- Manager at Last Gasp Collective
- Photographer, Editor, PR at Treat Dreams Dessert
- Recruiter at WMU
- Sales and Marketing Coordinator at Bielomatik
- Sales Associate at Wireless Advocates
- Student Services Advisor at Chamberlain University
- Talent Acquisition Specialist at Attendant Care
- Talent Communications Specialist at Herman Miller
- Telecommunications Specialist at Morely
- Vacation Rental Specialist at Jaqua Realtors

Continuing Education

Masters in Integrated Marketing Communications at West Virginia University

A’Janae Williams, Bachelor of Arts in public relations, 2019
Sales Associate at Wireless Associates

"I am able to build upon my degree with learning how to enhance my people skills through customer service and problem solving. Organization skills and people skills are key. Know how to keep up with your work and also be kind to people. You never know who you might meet and how they can help you further your career!"
80% of undergraduate and 100% graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>8</td>
<td>80%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>3</td>
<td>30%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>40%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>20%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for graduate degrees was $55,000 to $60,000 (7 responses).
- 80% were employed in Michigan.
- 63% had a job related to their degree.
- 63% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>33</td>
<td>26</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Master’s</td>
<td>16</td>
<td>13</td>
</tr>
<tr>
<td>Certificate</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>

**Continuing Education**

Masters in Comparative Religion at WMU

**Job Titles and Employers**

Academic Coach at Pellissippi State Community College
Bereavement Coordinator at Elara Caring
Community Health Manager at NHBP Health
Legal Assistant at JFON MI
Member and Community Mobilizer/State Affiliate
Political Organizer at American Federation of Teachers
Officer at Customs and Border Patrol
Team Leader at Goodwill

*Nikhol Atkins, MA in spirituality, culture, and health, 2018*
Community Mobilizer at American Federation of Teachers Michigan.

“I love assisting people to build power. I would advise students to go with what brings them joy.”

*Lisa Pratt, MA in spirituality, culture, and health, 2019*
Teaching Assistant at WMU

“Build relationships with the faculty in your department. Reach out to them, ask for help and advice. Chances are they will not only provide you with excellent guidance, but present you with opportunities that will help you achieve your goals!”
Science Education

78% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>7</td>
</tr>
<tr>
<td>Employed full time</td>
<td>4</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $50,000 to $55,000 (5 responses).
- 56% were employed in Michigan.
- 80% had a job related to their degree.
- 85% were satisfied with their job.

Job Titles and Employers
- Aeromedical Evacuation Technician at USAF
- Financial Assistant at Western Michigan University
- Science Teacher at Kern High School District
- Science Teacher at North Penn School District
- Teacher at Comstock Public Schools

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>11</td>
<td>9</td>
</tr>
<tr>
<td>Master's</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>Doctoral</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
Sociology

72% of undergraduate and 67% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>3</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>7</td>
<td>2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Full-time Employment</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Median salary for undergraduate degrees was $25,000 to $30,000 (8 responses from 2017-18 &amp; 2018-19).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>85% were employed in Michigan.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>100% had a job related to their degree.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>100% were satisfied with their job.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Survey Population

<table>
<thead>
<tr>
<th>Job Titles and Employers</th>
<th>Survey Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant at Falk Legal Group</td>
<td>Graduates</td>
</tr>
<tr>
<td>Affiliate at Grand Valley State University</td>
<td>44</td>
</tr>
<tr>
<td>Case Aide at Samaritas</td>
<td></td>
</tr>
<tr>
<td>Case Manager at Van Buren County Courts</td>
<td></td>
</tr>
<tr>
<td>EMT at Superior Air-Ground Ambulance Service</td>
<td></td>
</tr>
<tr>
<td>Family Support at Family and Children Services</td>
<td></td>
</tr>
<tr>
<td>Foster Care Case Manager at Wolverine Human Services</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Intake Specialist at Bethany Christian Services</td>
</tr>
<tr>
<td></td>
<td>Legal Assistant at Kalamazoo County Government</td>
</tr>
<tr>
<td></td>
<td>OnStar Account Manager at General Motors</td>
</tr>
<tr>
<td></td>
<td>PNC Coordinator at Willis Law</td>
</tr>
<tr>
<td></td>
<td>Professor of Social Work, and BSW Program</td>
</tr>
<tr>
<td></td>
<td>Director at Ferris State University</td>
</tr>
<tr>
<td></td>
<td>Warehouse Associate at Kendall Electric</td>
</tr>
</tbody>
</table>

Continuing Education

<table>
<thead>
<tr>
<th>Masters in Counseling at Chicago School of Professional Psychology</th>
<th>Masters in Philosophy at WMU</th>
</tr>
</thead>
</table>

Michael Berghoef, Ph.D. in sociology, 2019
Professor of Social Work and BSW Program Director at Ferris State University

“I love teaching BSW students!”
100% of undergraduate and 91% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>Percent</td>
<td>Count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>100%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>12</td>
<td>55%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>36%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $25,000 to $30,000 (10 responses).
- 81% were employed in Michigan.
- 81% had a job related to their degree.
- 77% were satisfied with their job.

Survey Population
This report includes data from students who majored in Spanish and Spanish: Secondary Education.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>44</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>32</td>
</tr>
<tr>
<td>Master’s</td>
<td>10</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
</tr>
</tbody>
</table>

Job Titles and Employers
Assistant Professor at Department of Romance and Classical Studies at Michigan State University
Bilingual Scheduling Agent at Vector Marketing
Care Provider at New Friends Memory Care
Community Engagement Manager at El Concilio

Enterprise Sales Associate at VelocityEHS
Healthcare Aid at Sheridan School
Lead Instructor at Council on International Educational Exchange
Spanish Teacher at Calvert Catholic Schools

Continuing Education
Masters in Counseling Psychology at WMU
Masters in Exercise Physiology at University of Roehampton
Masters in OT at Davenport University
Masters in Spanish at WMU

Masters in Speech Pathology at WMU
Masters in Teaching at Universidad Pablo de Olavide, Seville, Spain
Masters in Tourism and Hospitality at Arizona State

Alexa Telfer, Bachelor of Arts in Spanish, 2019
Bilingual Scheduling Agent at Vector Marketing Corporation;
Spanish Interpreter at Woodsedge Learning Center

“Study hard but have fun. Be brave and do things that scare you and challenge you.”
Statistics

91% of undergraduate and 88% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6</td>
<td>55%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>27%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for graduate degrees was $55,000 to $60,000 (7 responses).
- 40% were employed in Michigan.
- 93% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
Associate Analyst at GTB
Biostatistician at Allergan
Biostatistician at Frontier Science and Technology Research Foundation
Biostatistician at Innovative Analytics
Biostatistician at WMU Stryker School of Medicine
Data Analyst at MaryJo SodaCo
Data Science and Analytics Engineer at Caterpillar
Data Scientist at Certegy
Sales Executive at DHL
Senior Biostatistics Software Engineer at NanoString

Survey Population

<table>
<thead>
<tr>
<th>All degrees</th>
<th>Graduates</th>
<th>Responses</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s (2017-18 &amp; 2018-19)</td>
<td>13</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Master’s (2018-19)</td>
<td>14</td>
<td>14</td>
<td>100%</td>
</tr>
<tr>
<td>Doctoral (2018-19)</td>
<td>2</td>
<td>1</td>
<td>50%</td>
</tr>
<tr>
<td>Certificate (2018-19)</td>
<td>12</td>
<td>9</td>
<td>75%</td>
</tr>
</tbody>
</table>
World Languages and Literatures

65% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>11</td>
</tr>
<tr>
<td>Employed full time</td>
<td>7</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>6</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
</tr>
</tbody>
</table>

Full-time Employment
- 29% were employed in Michigan.

Job Titles and Employers
Airport Operations Specialist at Tampa International Airport
Carrier Sales at Nolan Transportation Group
Clinical Study Coordinator at Henry Ford Health System
English Instructor at Seiha English Academy
English Teacher at Nova
Teacher at English Club

Survey Population
This report includes data from students who majored in French, German, Japanese, and Latin.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>20</td>
</tr>
</tbody>
</table>
Aviation

Aviation Flight Science .................................................. 65
Aviation Management and Operations ............. 67
Aviation Technical Operations ......................... 68
Aviation

Post-Graduation Activity

98% of all Aviation graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>66</td>
<td>80%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>7%</td>
</tr>
<tr>
<td>Military service</td>
<td>6</td>
<td>7%</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>83</td>
<td>98%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>2%</td>
</tr>
</tbody>
</table>

Survey Population

The Post-Graduation Activity Survey was sent to all of the 129 students who earned a degree from the College of Aviation between August 2018 and June 2019.

<table>
<thead>
<tr>
<th>Bachelor's degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>129</td>
<td>83</td>
<td>64%</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

Number of Responses: 33

| 25th percentile | $27,500-$35,000 |
| 50th percentile | $40,000-$45,000 |
| 75th percentile | $50,000-$55,000 |

$60K+ 15%

$40K to $60K 36%

Up to $40K 48%
Aviation

Full-time Employment
- **Median salary** for undergraduate degree recipients in the College of Aviation was $40,000 to $45,000 (33 responses).
- **90%** had a job related to their degree.
- **86%** were satisfied with their job.
- **64%** had a job in Michigan.

Top Employers of Aviation Graduates
- AeroGuard Flight Training
- Airwork Las Vegas
- American Airlines
- Corporate Eagle
- Duncan Aviation
- Great Lakes Air Ventures
- Kalitta Air
- Pentastar Aviation
- SkyWest Airlines
- Tampa International Airport
- Textron Aviation
- U.S. Army
- United Airlines
- US Air Force
- WMU

Continuing Education
- **7%** of Aviation respondents are pursuing further education after graduating from WMU.
- After graduation, **33%** are pursuing a certification program, **17%** masters, **17%** bachelors, and **17%** additional classes.

Experiential Education
- **46%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **69%** had a job where they applied what they were learning in the classroom.
- **41%** worked on a project that took a semester or more to complete.
- **56%** were very active in extracurricular activities and organizations.

Top Internship Employers
- Amway
- Boeing
- Bombardier
- Continental Motors
- Duncan Aviation
- Gerald R. Ford International Airport
- Pentastar Aviation
- United Airlines
- Williams International
- WMU

Experiences at WMU
- **95%** had at least one instructor who made them excited about learning.
- **89%** felt that their instructors cared about them as a person.
- **69%** had a mentor who encouraged them to pursue their goals and dreams.
- **86%** said that their education and experience as a student at WMU prepared them for their profession.
Aviation Flight Science

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>38</td>
<td>84%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>7%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>7%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $30,000 to $35,000 (17 responses).
- 79% were employed in Michigan.
- 97% had a job related to their degree.
- 83% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>73</td>
<td>45</td>
</tr>
</tbody>
</table>

David Parks
Bachelor of Science in aviation flight science, 2019
Aerial Surveying at BowAndAero

“Be friendly to everyone you meet. You never know who you will meet that will end up helping you get a job down the road. Networking is everything! Work hard and find a way to adapt and overcome whatever obstacles come your way.”
Aviation Flight Science

Job Titles and Employers

2LT at U.S. Air Force
Airline Pilot at American Airlines
Airline Pilot/First Officer at SkyWest Airlines
Aviation Ambassador at Republic Airline
Brand Ambassador at Endeavor Air
Certified Flight Instructor at Kal Aero
Certified Flight Instructor at Lavion Aero
Certified Flight Instructor at WeMo, Elite Air Service
Certified Flight Instructor at Western Michigan University
First Officer at Corporate Eagle
First Officer at SkyWest Airlines
Flight Engineer at IFL Group
Flight Instructor at AeroGuard Flight Training Center
Flight Instructor at Airwork Las Vegas
Flight Instructor at Crosswinds Aviation
Jump Pilot at Skydive Allegan
Pilot at Hinman Company
Pilot at Williams Aerial and Mapping
Ramp Agent at Delta Airlines
Survey Pilot at BowAndAero Surveying

Adam Rice, Bachelor of Science in aviation flight science, 2018
Airline Pilot/First Officer at SkyWest Airlines

“Internships are the most valuable experiences you can have. Specifically, try to tailor your internship with a job you can see yourself having in the future. I have been very fortunate to have a passion for aviation for my entire life, with that said, any person with a love for aviation, my best piece of advice would be to pursue that career with full force. Focus on school for a short period of time to finish it efficiently. The faster you finish training, the longer your dream career will be. On the flip side of the coin, if someone does not know what they want to do, I recommend exploring everything Western has to offer. Get up, get out, and explore everything this University has to offer.”
Aviation Management and Operations

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>25</td>
<td>71%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>9%</td>
</tr>
<tr>
<td>Military service</td>
<td>4</td>
<td>11%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary was $45,000 to $50,000 (15 responses).
- 52% were employed in Michigan.
- 87% had a job related to their degree.
- 94% were satisfied with their job

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>48</td>
</tr>
<tr>
<td>Responses</td>
<td>35</td>
</tr>
<tr>
<td>(73%)</td>
<td></td>
</tr>
</tbody>
</table>

**Job Titles and Employers**

- Accounts Payable Specialist at SHI International
- Airport and Airspace Solutions at Boeing
- Airport Operations Specialist at Tampa International Airport
- Certified Flight Instructor at Frederick Flight Center
- Certified Flight Instructor at Lavion Aero
- Certified Flight Instructor at WMU
- Director of Operations at Great Lakes Air Ventures
- First Officer at SkyWest Airlines
- Fleet Analyst at Textron
- Flight Follower at Pentastar Aviation
- Flight Test Operations Assistant at Wing
- Operations Assistant at Kalitta Air
- Performance Supervisor at Delta Global Services
- Pilot Crew Scheduler at United Airlines
- Production Operator at PJ Wallbank Springs
- Signals Intelligence Analyst at U.S. Air Force
- Targeteer at U.S. Air Force

**James Reif, Bachelor of Science in aviation management and operations, 2019**

Director of Operations at Great Lakes Air Ventures

“The experience that impacted my career path the most was being away from family for the first time at college. This showed me that I would rather have a job that I’m home every night instead of constantly traveling. I love teaching and love aviation, so instructing and managing flight school fits perfectly with my lifestyle.”
Aviation Technical Operations

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>10</td>
<td>83%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>8%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $30,000 to $35,000 (5 responses).
- 55% were employed in Michigan.
- 75% had a job related to their degree.
- 84% were satisfied with their job.

Job Titles and Employers
- A&P Mechanic Assistant at Kalamazoo Aircraft
- Airframe Technician at Duncan Aviation
- Aviation Maintenance Technician at Allstate
- Aviation Maintenance Technician at Duncan Aviation
- Lab Assembly and Test Technician at GE
- Officer Cadet at U.S. Army

Continuing Education
- MBA at Embry-Riddle Aeronautical University

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>20</td>
<td>12</td>
<td>(60%)</td>
</tr>
</tbody>
</table>
**Education and Human Development**

**Western Michigan University**

<table>
<thead>
<tr>
<th>Program</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic Training, Coaching, Physical Education</td>
<td>74</td>
</tr>
<tr>
<td>Counseling Psychology</td>
<td>75</td>
</tr>
<tr>
<td>Counselor Education</td>
<td>76</td>
</tr>
<tr>
<td>Dietetics</td>
<td>79</td>
</tr>
<tr>
<td>Educational and Instructional Technology</td>
<td>79</td>
</tr>
<tr>
<td>Educational Leadership</td>
<td>80</td>
</tr>
<tr>
<td>Educational Leadership: Higher Ed and Student Affairs</td>
<td>81</td>
</tr>
<tr>
<td>Educational Leadership: K12</td>
<td>82</td>
</tr>
<tr>
<td>Elementary Education</td>
<td>83</td>
</tr>
<tr>
<td>Evaluation, Measurement, and Research</td>
<td>85</td>
</tr>
<tr>
<td>Exercise Science</td>
<td>86</td>
</tr>
<tr>
<td>Family and Consumer Sciences</td>
<td>87</td>
</tr>
<tr>
<td>Family Science</td>
<td>88</td>
</tr>
<tr>
<td>Fashion Merchandising and Design</td>
<td>90</td>
</tr>
<tr>
<td>Health Education</td>
<td>91</td>
</tr>
<tr>
<td>Interior Design</td>
<td>92</td>
</tr>
<tr>
<td>Literacy Studies</td>
<td>93</td>
</tr>
<tr>
<td>Organizational Change Leadership</td>
<td>94</td>
</tr>
<tr>
<td>Practice of Teaching</td>
<td>95</td>
</tr>
<tr>
<td>Recreation</td>
<td>96</td>
</tr>
<tr>
<td>Secondary Education</td>
<td>98</td>
</tr>
<tr>
<td>Special Education</td>
<td>99</td>
</tr>
<tr>
<td>Workforce Education and Development</td>
<td>100</td>
</tr>
</tbody>
</table>
Education and Human Development

Post-Graduation Activity
96% of all Education and Human Development graduates were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>514</td>
<td>96%</td>
<td>241</td>
</tr>
<tr>
<td>Employed part time</td>
<td>11</td>
<td>2%</td>
<td>6</td>
</tr>
<tr>
<td>Continuing education</td>
<td>51</td>
<td>10%</td>
<td>37</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>0.2%</td>
<td>1</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>0.2%</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>22</td>
<td>4%</td>
<td>13</td>
</tr>
<tr>
<td>Looking for work</td>
<td>18</td>
<td>3%</td>
<td>11</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>4</td>
<td>1%</td>
<td>2</td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of the 771 students who earned a degree from the College of Education and Human Development between August 2018 and June 2019.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All CEHD</td>
<td>771</td>
<td>536</td>
<td>70%</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>390</td>
<td>254</td>
<td>65%</td>
</tr>
<tr>
<td>Master’s</td>
<td>342</td>
<td>250</td>
<td>73%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>29</td>
<td>26</td>
<td>90%</td>
</tr>
<tr>
<td>Post baccalaureate Certificate</td>
<td>10</td>
<td>6</td>
<td>60%</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th></th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All CEHD</td>
<td>$30,000-$35,000</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
<td>216</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>$25,000-$30,000</td>
<td>$30,000-$35,000</td>
<td>$35,000-$40,000</td>
<td>84</td>
</tr>
<tr>
<td>Graduate</td>
<td>$35,000-$40,000</td>
<td>$45,000-$50,000</td>
<td>$55,000-$60,000</td>
<td>132</td>
</tr>
</tbody>
</table>

“The learning environment is hands-on and has prepared me for my career and future education endeavors.”
Full-time Employment

- **Median salary** was $40,000 to $45,000 (216 responses).
- **80%** had a job in **Michigan**.
- **96%** had a job related to their degree.
- **89%** were satisfied with their job.

Top Employers

- Adolescent and Family Behavioral Health Services
- Ascension
- Battle Creek Public Schools
- Case Western Reserve
- Catholic Charities W. MI
- Constantine Public Schools
- Dearborn Public Schools
- Detroit Pistons
- Detroit Public Schools
- Dowagiac Union Schools
- Family and Children Services
- Farmington Public Schools
- Kalamazoo College
- Kalamazoo Public Schools
- Kalamazoo RESA
- Kent ISD
- Lakeland Health
- Lakeview School District
- Mattawan Schools
- Michigan State University
- Next Level Performance
- Nordstrom
- Paw Paw Public Schools
- Portage Public Schools
- SKP Design
- Spectrum Health
- State of Michigan
- Wedgwood Christian Services
- Wellspring Lutheran Services
- West Hills Athletic Club
- Western Michigan University

Continuing Education

- **10%** of Education and Human Development respondents are pursuing further education after graduating from WMU.
- After graduation, **53%** are pursuing master’s degrees, **36%** doctoral, **6%** professional schools, **2%** certification programs, and **2%** specialist programs.
- **46%** are continuing education at WMU, and the remaining **54%** will attend **16** different institutions.

Experiential Education

- **87%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **73%** had a job where they applied what they were learning in the classroom.
- **54%** worked on a project that took a semester or more to complete.
- **37%** were very active in extracurricular activities and organizations.

**98%** of education and human development graduates completed at least one experiential education activity.

Top Internship Employers

- Battle Creek Public Schools
- Bethany Christian Services
- Bronson
- Kalamazoo College
- Kalamazoo Juvenile Home
- Kalamazoo Public Schools
- Michigan Bucks Soccer
- Novacare Rehabilitation
- Parchment Middle School
- Portage Public Schools
- Prevention Works
- State of Michigan
- Western Michigan University

Experiences at WMU

- **98%** had at least one instructor who made them excited about learning.
- **94%** felt that their instructors cared about them as a person.
- **72%** had a mentor who encouraged them to pursue their goals and dreams.
- **93%** said that their education and experience as a student at WMU prepared them for their profession.
CEHD – Undergraduate

Full-time Employment
- **Median salary** for undergraduate degree recipients in CEHD was $30,000 to $35,000 (84 responses).
- **94%** had a job related to their degree.
- **91%** were satisfied with their job.
- **79%** had a job in Michigan.

Top Employers
- Ascension
- Constantine Public Schools
- EDUStaff
- Kalamazoo Public Schools
- Lakeland Health
- Lakeview School District
- Mattawan Consolidated Schools
- Next Level Performance
- Nordstrom
- Portage Public Schools
- SKP Design
- West Hills Athletic Club
- Western Michigan University

Experiential Education
- **96%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **72%** had a job where they applied what they were learning in the classroom.
- **43%** worked on a project that took a semester or more to complete.
- **51%** were very active in extracurricular activities and organizations.

Experiences at WMU
- **99%** had at least one instructor who made them excited about learning.
- **94%** felt that their instructors cared about them as a person.
- **71%** had a mentor who encouraged them to pursue their goals and dreams.
- **92%** said that their education and experience as a student at WMU prepared them for their profession.

"I loved gaining experience in several schools in a variety of classroom settings."
CEHD – Graduate

Full-time Employment

- **Median salary** for graduate degree recipients in CEHD was **$45,000 to $50,000** (132 responses).
- 96% had a **job related** to their degree.
- 88% were **satisfied** with their job.
- 82% had a job in **Michigan**.

Top Employers

- Adolescent and Family Behavioral Health Services
- Battle Creek Public Schools
- Case Western Reserve University
- Catholic Charities West Michigan
- Dearborn Public Schools
- Detroit Public Schools
- Family and Children Services
- Kalamazoo College
- Kalamazoo Public Schools
- Kalamazoo RESA
- Michigan State University
- Spectrum Health
- Wedgwood Christian Services
- Wellspring Lutheran Services
- Western Michigan University

Experiential Education

- 80% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 74% had a job where they applied what they were learning in the classroom.
- 65% worked on a project that took a semester or more to complete.
- 25% were very active in extracurricular activities and organizations.

Experiences at WMU

- 97% had at least one instructor who made them excited about learning.
- 94% felt that their instructors cared about them as a person.
- 73% had a mentor who encouraged them to pursue their goals and dreams.
- 94% said that their education and experience as a student at WMU prepared them for their profession.

"I loved the CECP department and the focus on race and diversity. I felt supported and cared for by the department. I was able to grow and tap into my talents. Thank you WMU."
90% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count percent</td>
<td>count percent</td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>10 90%</td>
<td>14 100%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5 45%</td>
<td>14 100%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1 10%</td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>1 10%</td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for graduate degrees was $40,000 to $45,000 (8 responses).
- 88% were employed in Michigan.
- 100% had a job related to their degree.
- 89% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>41</td>
<td>25</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>18</td>
<td>11</td>
</tr>
<tr>
<td>Master's</td>
<td>23</td>
<td>14</td>
</tr>
</tbody>
</table>

Job Titles and Employers
- Assistant Athletic Trainer at Albion College
- Assistant Athletic Trainer at Hope College
- Athletic Trainer at Beaver Dam Community Hospitals
- Athletic Trainer at Bronson
- Athletic Trainer at DePauw University
- Athletic Trainer at Holland Hospital
- Certified Athletic Trainer at NovaCare Kids
- Clinical Athletic Trainer at Spectrum Health
- Event Specialist at RHD Events and Marketing
- Head Athletic Trainer at Canton High School
- Manager at Angels Crossing Golf Club
- Resource Athletic Trainer at Spectrum Health
- Speaker Acquisition Coordinator at Glazier clinics
- Strength Coach at University of Kentucky
- Teacher at Climax-Scotts Community Schools
- Teacher at Rogers City Area Schools
- Track and Field Coach at Martin High School

Continuing Education
- Masters in Exercise Science at Long Island University
- Masters in Healthcare Administration at Mary Baldwin University

Salvador Robles-Soriano
Master of Science in athletic training, 2019
Assistant Athletic Trainer at Hope College

“My internships and jobs while I was a student helped me build connections in my field.”
Counseling Psychology

96% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>92%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $37,500 to $42,500 (8 responses).
- 71% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job

Job Titles and Employers
- Behavioral Technician at Kalamazoo Autism Center
- Care Provider at Michigan Psychological Care
- Case Manager at St. Vincent Catholic Charities
- Case Manager/Therapist at North Kent Guidance Services and Forest View Hospital
- Clinician at BCS
- Counseling Psychologist at Clinical Psychological Services
- Counselor at Munson Medical Center
- Healthcare Assistant at Michigan State University
- Instructor at Community College of Aurora
- Postdoctoral Fellow at Alvarado Parkway Institute
- Postdoctoral Fellow at Loyola University Maryland
- Psychologist at Comprehensive Psychological Services
- Respite Worker at Family and Children Services
- Site Coordinator at Communities in Schools
- Staff Psychologist at Federal Bureau of Prisons
- Therapist at Adolescent and Family Behavioral Health Services
- Therapist at Family Counseling and Mediation Services

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(in %)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>32</td>
<td>24</td>
</tr>
<tr>
<td>Master’s</td>
<td>26</td>
<td>18</td>
</tr>
<tr>
<td>Doctoral</td>
<td>6</td>
<td>6</td>
</tr>
</tbody>
</table>
Counselor Education

98% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>43</td>
<td>98%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>40</td>
<td>91%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary was $40,000 to $45,000 (25 responses).
- 88% were employed in Michigan.
- 95% had a job related to their degree.
- 79% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>57</td>
<td>44</td>
<td>(77%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>54</td>
<td>41</td>
<td>(76%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
<td>3</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

Ayla Ludwig, Master of Arts in Counselor Education, 2018
Career Counseling and Student Engagement and Success at WMU

“I got really involved with my field during my master’s program, and many of my experiences helped develop my professional identity. My instructors and many of my peers were great sources of motivation and support in my counseling program. I was challenged, motivated, and inspired by many of the people, and that really helped me to develop my dedication to the mental health field.

Go out and have as many experiences as you can. College provides a great opportunity to get involved with like-minded people that really help to sculpt your interests and where you want to go with them. Join a registered student organization (RSO), volunteer in the community, help a professor with research, or take a class that is totally new for you. All of these things will help you develop your personal and professional identity.”
Counselor Education

Job Titles and Employers
Academic Advisor at Western Michigan University
Assistant Professor at Spring Arbor University
AWARE Program Coordinator at Women's Resource Center
Blind Rehabilitation Instructor at State of Michigan
Career Development Specialist at Grace Christian University
Clinical Director at Counseling Center of West Michigan
Clinician/Consultant at Wedgwood Christian Services
Counselor at A Forever Recovery
Counselor at Choices for Change
Counselor at Oakland Health Associates
Direct Care Staff at Family and Children Services
District Counselor at Colon Community Schools
Faculty Specialist at Western Michigan University
Family Counselor at Bethany Christian Services
Family Counselor at Catholic Charities West Michigan
Family Support Specialist at KRESA
Foster Care Compliance and Training Specialist at Child and Family Services of Northwestern Michigan
Internship Advisor at University of California
Licensed Professional Counselor at Portland State University
Licensed Professional Counselor at Wedgwood Christian Services
Limited Licensed Professional Counselor at Bloom Behavioral Health
MS School Counselor at Boyne City Public Schools
Outpatient Therapist at Catholic Charities West Michigan
Printer at Graphic Packaging International
Professional Counselor at Compass Counseling
Rehabilitation Technician at Spectrum Health
School Counselor at Howell Public Schools
School Counselor at Oakridge Public Schools
Substance Abuse Therapist at Victory Clinical Services
Success Coach at Arizona State University
Supports Coordinator at Network180
Therapist at Adolescent and Family Behavioral Health Services
Therapist at Arbor Circle
Therapist at Barry County Mental Health Services
Dietetics

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>4</td>
<td>27%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>9</td>
<td>60%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 60% were employed in Michigan.
- 100% had a job related to their degree.
- 75% were satisfied with their job.

Job Titles and Employers
Dietetic Intern at Baptist Medical Center
Dietetic Intern at Bluffton University
Nutrition Educator at Health Plan Advocate
Nutrition Services Associate at Ascension
Registered Dietician at OptiMed Health Partners
trainer at F45 Training

Continuing Education
Masters in Clinical Dietetics at Grand Valley State University

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>22</td>
<td>15</td>
<td>(68%)</td>
</tr>
</tbody>
</table>
Educational and Instructional Technology

91% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>10</td>
<td>91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>9</td>
<td>82%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $45,000 to $50,000 (9 responses from 2017-18 & 2018-19).
- 78% were employed in Michigan.
- 100% had a job related to their degree.
- 88% were satisfied with their job.

Job Titles and Employers
- District Technology Coordinator/Instructional Technology Specialist at Watervliet Public Schools
- Instructional Designer at Universidad APEC
- Instructional Technology Specialist at Dowagiac Union Schools
- Instructor at Western Michigan University
- Teacher at Kentwood Public Schools
- Technology Coordinator at Van Buren Intermediate School District

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>14</td>
<td>11 (79%)</td>
</tr>
<tr>
<td>Master's</td>
<td>13</td>
<td>10 (77%)</td>
</tr>
<tr>
<td>Certificate</td>
<td>1</td>
<td>1 (100%)</td>
</tr>
</tbody>
</table>
100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>9</td>
<td>90%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>10%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $80,000 to $85,000 (5 responses).
- 63% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
Adjunct Instructor at Southern New Hampshire University
Assessment and Development Coordinator at LSTS
Assessment Management and Curriculum Development at NOCTI
Dean at Western Carolina University
Director at WMU
Director of Administration at University of Michigan
Director of Community Education at Whitehall District Schools
Director of University Relations at Walsh University
Executive Director of Campus Life at Davenport

Survey Population
This report includes data from students in Ed Leadership: Higher Ed Leadership, and Ed Leadership: Organizational Analysis.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>12</td>
<td>10</td>
<td>(83%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>5</td>
<td>3</td>
<td>(60%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>7</td>
<td>7</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

Tom Moore, Master of Arts in educational leadership: educational and global leadership, 2019
Director of White Lake Area Community Education (WLACE) at Whitehall District Schools

“The diversity of work is incredibly stimulating. Being able to create pathways to success for learners who have generally not found success in traditional educational settings is extremely rewarding.”
Educational Leadership: HESA

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>15</td>
</tr>
<tr>
<td>Employed full time</td>
<td>14</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $40,000 to $45,000 (9 responses).
- 54% were employed in Michigan.
- 92% had a job related to their degree.
- 89% were satisfied with their job.

Job Titles and Employers

Academic Specialist - Advisor at MSU
Admissions Counselor at WMU
Admissions Specialist at Lake Michigan College
Apartments Complex Coordinator at WMU
Assistant Professor in Family Medicine at MSU
Career Advisor at Purdue University
Coordinator for Student Conduct and Community Standards at Wichita State University
Coordinator of Immigration Records at WMU
Detroit Promise Success Coach at Ford College
Fraternity and Sorority Life Advisor at University of Wyoming
Residence Hall Director at University of Buffalo
Residence Life Coordinator at California State University-Sacramento
Residential Community Director- Case Western Reserve University at Case Western Reserve University

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>16</td>
</tr>
<tr>
<td>Master’s</td>
<td>12</td>
</tr>
<tr>
<td>Certificate</td>
<td>4</td>
</tr>
</tbody>
</table>

Carrie Sandborn
Certificate in student affairs in higher education, 2018
Assistant Professor in Family Medicine at Michigan State University
College of Human Medicine

“You need to be ready and willing to relocate. It makes the job search much harder when you limit yourself to a certain location. Step out of your comfort zone by looking for careers in various different educational settings. Do not underestimate your abilities to be creative and apply to a job that you feel you may be a tad under-qualified. It is when you set the bar high for yourself that you will be surprised and rise to the challenge. You will become the leader you wish to be if you always challenge yourself.”
Educational Leadership: K12

95% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>38</td>
<td>93%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>5%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $52,500 to $57,500 (22 responses).
- 97% were employed in Michigan.
- 94% had a job related to their degree.
- 95% were satisfied with their job.

Job Titles and Employers
- Academic Advisor at Marshall Academy
- Academic Specialist at Timberland Charter Academy
- Assistant Director at Western Michigan University
- Assistant Principal at Battle Creek Public Schools
- Assistant Principal at Godwin Heights Public Schools
- Chief of Engagement at Cleveland Metropolitan School District
- District Transformation Coach at Battle Creek Public Schools
- Engagement Specialist at Portage Public Schools
- English Teacher at Homer High School
- ESL Coordinator at Harper Creek Schools
- Master Reading Coach at Michigan Education Corps
- Math Teacher at Essexville Hampton Public Schools
- Principal at Arbor Academy
- Principal at Gordon Elementary
- Principal at Jenison Public Schools
- Principal at Kalamazoo Public Schools
- Principal at Riverside Hagar #6
- Regional School Health Coordinator at Calhoun ISD
- Special Education Teacher at Jackson County ISD
- Special Education Teacher at Plainwell Schools
- Special Education Teacher at St. Joseph ISD
- Teacher at Coldwater Schools
- Teacher at Edgewood Elementary
- Teacher at Homer Community Schools
- Teacher at Lakeview School District
- Teacher at Lillian Fletcher Elementary
- Teacher at Mar Lee School
- Teacher at Muskegon Public Schools
- Teacher at St. Philip Catholic Central High School

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(67%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>61</td>
<td>41</td>
</tr>
<tr>
<td>Master's</td>
<td>55</td>
<td>37</td>
</tr>
<tr>
<td>Doctoral</td>
<td>6</td>
<td>4</td>
</tr>
</tbody>
</table>
Elementary Education

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>42</td>
<td>100%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $35,000 to $40,000 (22 responses).
- 86% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>50</td>
<td>42</td>
<td>(84%)</td>
</tr>
</tbody>
</table>

Michelle Krieger
Bachelor of Science in early childhood education, 2018
Third Grade Teacher at Benton Harbor Area Schools and Niles Community Schools

“The most rewarding part of my job is that my class has had a great transformation in behavior and we are learning and doing a full day of lessons. My internship showed me how to arrange my knowledge from courses into an action plan. Very practical!”
Elementary Education

Job Titles and Employers
4th Grade Teacher at Charlotte Public Schools
4th Grade Teacher at Dearborn Public Schools
5th Grade Teacher at Climax-Scott’s Schools
6th Grade Math and Science Teacher at Lakeview School District
Business Development Manager at Tireboots
Classroom Aide at Lakeland Creative Beginnings
Elementary Teacher at Centreville Public Schools
Elementary Teacher at Boone County Schools
Elementary Teacher at Gobles Elementary
GSRP Lead Teacher at Bullfrogs & Butterflies
Lead Teacher at Play and Grow Learning Center
Pre-Kindergarten Teacher at Lansing School District
Teacher at Battle Creek Area Catholic Schools
Teacher at Benton Harbor Area Schools
Teacher at Brandywine Community Schools
Teacher at Constantine Public Schools
Teacher at Doherty Elementary
Teacher at Farmington Public Schools
Teacher at Kalamazoo Public Schools
Teacher at Mattawan Consolidated Schools
Teacher at Pigeon Mountain Primary School
Teacher at Portage Public Schools
Teacher at Saint Joseph Public Schools
Third-Grade Teacher at Benton Harbor Schools

Allison Howard, Bachelor of Arts in elementary education, 2018
Third-Grade Teacher at Grand Rapids Public Schools

“I worked on campus in the Dining Hall as a Student Supervisor. This job allowed me to improve my leadership, customer service, and problem solving skills, which are all skills I use in my career now. I also had my teaching internships through WMU that gave me the teaching experience that I needed before graduation and my first job.

Do not get discouraged in the applying and interviewing process. It can be hard to find a school that wants to take a chance on a first year teacher, but the right job will come your way! Use every interview you get as a learning experience.”
Evaluation, Measurement, and Research

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>5</td>
<td>83%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>17%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $45,000 to $50,000 (6 responses from 2017-18 & 2018-19).
- 70% were employed in Michigan.
- 90% had a job related to their degree.
- 59% were satisfied with their job.

Job Titles and Employers
- Chinese Teacher at John Glenn School Corporation
- Consultant at NEUNN'
- IT Systems Administrator at Little River Band of Ottawa Indians Tribal Government
- Research and Evaluation Officer at Ghana TVET Voucher Project
- Research Staff at Western Michigan University

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>7</td>
<td>6</td>
<td>(86%)</td>
</tr>
<tr>
<td>Master's</td>
<td>4</td>
<td>3</td>
<td>(75%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
<td>3</td>
<td>(100%)</td>
</tr>
</tbody>
</table>
Exercise Science

100% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>43</td>
<td>6</td>
</tr>
<tr>
<td>Continuing education</td>
<td>30</td>
<td>5</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $40,000 to $45,000 (8 responses).
- 85% were employed in Michigan.
- 86% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>76</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>69</td>
</tr>
<tr>
<td>Master’s</td>
<td>7</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Admission Counselor at Trine University
Assistant Coach at Kalamazoo College
Assistant Strength and Conditioning Coach at WMU
Assistant Swim Coach and Instructor at Case Western Reserve University
Cardiac Rehab Therapist at Lakeland Health
Coach at Next Level Performance
Color Guard Instructor and Visual Design Coordinator at Dowagiac Union Schools
Digital Media Specialist at Tech Defenders
Director of Fitness at Point O’Pines Camp for Girls
Exercise Physiologist at Beaumont Health
Exercise Physiologist at Sparrow Health System
Health Fitness Specialist at EXOS
Men's Lacrosse Head Coach at WMU
Orthodontic Assistant at Berkman & Shapiro

Personal Trainer at Equinox
Personal Trainer at West Hills Athletic Club
Physical Therapy Technician at Sports and Ortho
Physical Therapy and Sports Medicine Recruiter at iVantage Group
Rehabilitation Technician at Mary Free Bed
Rehabilitation Technician at Michigan Medicine
Sales Manager at State Farm
Speed and Strength Coach at Athletic Preparation
Strength and Conditioning Coach at Athletic Mentors

Continuing Education

Masters in Exercise Physiology at University of Roehampton
Masters in Kinesiology and Exercise Science at Oakland University
Masters in Occupational Therapy at Texas Tech

Tyler Norman, Ph.D.
B.S. Exercise Science, 1995; M.A. Sport Management, 2005; Ph.D. Interdisciplinary Studies, 2018
Manager of Corporate Outreach at West Hills Athletic Club
“Determination and perseverance were definitely attributes that helped me become successful. Tough times will come and go, tenacity is what got me through those hard times. When deciding a career path, I recommend following your passion. Doing what you love and working hard is the key to the perfect balance in life.”
Family and Consumer Sciences

89% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>17</td>
<td>89%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>16</td>
<td>84%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>2</td>
<td>11%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>5.5%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>5.5%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary range was $45,000 to $50,000 (6 responses).
- 67% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

**Job Titles and Employers**
- Adult Protective Services at State of Michigan
- Certified Child Life Specialist at Seattle Children's Hospital
- Child Life Specialist at Norton Healthcare
- Child Life Specialist at University of Maryland Medical Center
- Child Protective Services Investigator at Michigan Department of Health and Human Services
- Clinical Dietitian at Mercy Health
- Clinical Dietitian at Senior Care Partners PACE
- ESL Teacher at VIPKID
- FTBS Direct Worker at Wellspring Lutheran Services
- Program Coordinator at Pokagon Band Department of Social Services
- Registered Dietitian at Berrien County Health Department
- Sales and Customer Care Consultant at Yoox Net-A-Porter Group
- Social Emotional Health Program Instructor at MSU Extension
- Supervisor-FTBS at Wellspring Lutheran Services

**Continuing Education**
Masters in Higher Education at Grand Valley State University

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>23</td>
<td>19 (83%)</td>
</tr>
</tbody>
</table>
Family Science

90% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>43</td>
<td>83%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>6%</td>
</tr>
<tr>
<td>Total Actively Engaged</td>
<td>47</td>
<td>90%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>8%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Total Not Actively Engaged</td>
<td>5</td>
<td>10%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $25,000 to $30,000 (25 responses).
- 92% were employed in Michigan.
- 92% had a job related to their degree.
- 86% were satisfied with their job.

Survey Population
This report includes data from students who majored in Child and Family Development, and Family Studies.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>89</td>
<td>52 (58%)</td>
</tr>
</tbody>
</table>

Faith Lambert
Bachelor of Science in child and family development, 2018
Teacher at Head Start for Kent County

“Don't assume you'll get into your beloved career choice immediately after graduation. The big thing after graduation is supporting yourself financially. Stick to something in your career field after college, but realize your dream job might come later. That's ok! Just find something you enjoy, use your degree, and realize there's still life to live and dream jobs to find!”
Family Science

Job Titles and Employers
Assistant Director at Paws and Stripes Learning Center
Behavior Technician at The Children’s Center
Business Operations Assistant at Prevention Works
Case Manager at Ennis Center for Children
Children's Services Specialist at Michigan Department of Health and Human Services
Early Head Start Teacher at Community Action Allegan
Foster Care Case Manager at Orchards Children's Services
Foster Care Specialist at Family and Children Services
Guidance Specialist at ComPsych
Intake Coordinator at Children's Advocacy Center
Lead Early Headstart Teacher at Matrix Human Services
Lead Infant Teacher at KidieKlub
Lead Infant Teacher at The Goddard School
Lead Preschool Teacher at Head Start for Kent County
Lead Teacher at Curious Kids
Lead Toddler Teacher at Milestones
Licensing Specialist at Samaritas
Life Enrichment Coordinator at Bickford Senior Living
Medical Staff Member at Kalamazoo Cat Hospital
Member Service Associate at Lake Trust Credit Union
Nursery Care Coordinator at Pine Rest Christian Mental Health Services
Paraprofessional at Lakeview School District
Preschool Teacher at GSRP
Prevention Specialist at Pines Behavioral Health
Restorative Justice Facilitator at Gryphon Place
Sexual Assault Advocate at Coalition Against Domestic Violence
Teacher at Fusion Academy
Teacher at Holy Public School
Teacher at NEMCSA Head Start
Teacher at Taqa Tots Learning Center
Teaching Assistant at Evergreen Child Development Center
Toddler Teacher at Little Ninjas Learning Place

Continuing Education
Masters in Family and Consumer Sciences at WMU
Masters in Social Work at Wayne State University
Fashion Merchandising and Design

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>15</td>
<td>75%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>20%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $40,000 to $45,000 (15 responses from 2017-18 & 2018-19).
- 43% were employed in Michigan.
- 100% had a job related to their degree.

Job Titles and Employers
Alterations Associate at Von Maur
Assistant Buyer at DXL Group
Assistant Manager at Windsor Fashions
Assistant Technical Designer at Express
Inside Sales at TG Manufacturing
Junior Buyer at Lidl US
Men's Lead at Kohl's
Sales Associate at Nordstrom
Sales Associate at Ulta
Sales Lead at Saks Fifth Avenue
Store Manager at Jacqueline's Jewelry Manager
Warehouse Lead at DSW Designer Shoe Warehouse

Continuing Education
Masters in Fashion Product Development at Savannah College of Art and Design
Masters in Luxury and Fashion Management at Savannah College of Art and Design
Masters in Marketing at London School of Design and Marketing

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>27</td>
<td>20</td>
<td>(74%)</td>
</tr>
</tbody>
</table>
Health Education

83% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>5</td>
<td>83%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>4</td>
<td>67%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>17%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>17%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>10%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 60% were employed in Michigan.
- 100% had a job related to their degree.
- 84% were satisfied with their job.

Job Titles and Employers

Health and Life Skills Coordinator at Boys and Girls Club of Greater Green Bay
Health Coach at HbD International
Health Communication Coordinator at Western Michigan University
Nurse at Prince Mutab bin Abdulaziz Hospital

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>8</td>
<td>6</td>
</tr>
</tbody>
</table>
Interior Design

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>100%</td>
</tr>
</tbody>
</table>

Employed full time

7 100%

Full-time Employment
- 71% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
Designer at Seven Generations Architecture and Engineering
Interior Design Intern at Perkins Eastman
Interior Designer at SKP Design
Junior Interior Designer at Inspired Interiors
Office Space Coordinator at Zoetis

Survey Population
Graduates Responses
Bachelor’s 8 7 (88%)

Ashley Walters
Bachelor of Science in interior design, 2019
Designer 1 at Perkins Eastman

“The most rewarding part of my job is having the ability to create environments that both physically and mentally help people. I work a lot on senior living projects, which have a lot of negative connotations, but I can design for efficiency, safety, and beauty to help people think of senior living campuses as a positive.”
Literacy Studies

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>16</td>
<td>80%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>10%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>10%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $45,000 to $50,000 (7 responses).
- 100% were employed in Michigan.
- 94% had a job related to their degree.
- 71% were satisfied with their job.

Job Titles and Employers
- 2nd Grade Immersion Teacher at Kalamazoo Public Schools
- Bilingual Classroom Teacher at Dearborn Public Schools
- Instructor of ESL at Kellogg Community College
- Lead Teacher at Kalamazoo RESA
- Reading Interventionist at Delton Kellogg Schools
- Teacher at Boyd W. Arthurs Middle School
- Teacher at Crestwood High School
- Teacher at Dearborn Public Schools
- Teacher at Detroit Public Schools Community District
- Teacher at Farmington Public Schools
- Teacher at Forest Hill Public Schools
- Teacher at Kalamazoo Public Schools
- Teacher at Schoolcraft Elementary

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(percent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>25</td>
<td>29</td>
</tr>
</tbody>
</table>
Organizational Change Leadership

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>14</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $90,000 to $95,000 (5 responses).
- 92% were employed in Michigan.
- 89% had a job related to their degree.
- 83% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>16</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Administrative Assistant at WMU
Brand Communications Team Leader at Steelcase
C.A.P. Director at Turning Point
Client Services Specialist at WMU
Grant Analyst at W.K. Kellogg Foundation
Head of Global Business Services at AkzoNobel
Manager of Communication and Creative Services at Health Alliance Plan of Michigan
Organizational Development Manager at Spectrum Practitioner at Archer Daniels Midland Company
Regional Coordinator at University of Detroit Mercy
Universal Branch Specialist at PNC

Steve Rudderham
Master of Arts in organizational change leadership, 2019
Head of Global Business Services at Akznobel, Amsterdam

"Taking the road less traveled was always what I was told to help my career. Try different things and differentiate yourself. I have three very good mentors that I can always turn to, and that has been invaluable.”
### Practice of Teaching

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>12</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary was $40,000 to $45,000 (7 responses).
- 91% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

**Job Titles and Employers**
- 1st Grade Teacher at Tri-County Schools
- Elementary Art Teacher at Lakeview School District
- Fourth Grade Teacher at Bridgman Public Schools
- High School Math Teacher at Beaufort County School District
- Teacher at Athens Area Schools
- Teacher at East Leroy Elementary School
- Teacher at Lakeshore Public Schools
- Teacher at Marshall Public Schools
- Teacher at Paw Paw Public Schools

**Survey Population**
This report includes data from students who majored in Practice of Teaching, and Educational Foundations.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>20</td>
</tr>
</tbody>
</table>
Recreation

88% of undergraduate and 94% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>22</td>
</tr>
<tr>
<td>Employed full time</td>
<td>18</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $30,000 to $35,000 (8 responses).
- Median salary for graduate degrees was $35,000 to $40,000 (5 responses).
- 79% were employed in Michigan.
- 89% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population
This report includes data from students who majored in Recreation, Recreation Management, and Sport Management.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>78</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>54</td>
</tr>
<tr>
<td>Master's</td>
<td>24</td>
</tr>
</tbody>
</table>

Matt Read, Master of Arts in sport management, 2019
Human Resources Associate
at Stanford University Department of Athletics,
Physical Education and Recreation

“I truly cherished my time at Western Michigan University. The two entities that helped me take my first steps in my career were the Human Performance and Health Education Department and the Athletic Communications Department. As a graduate teaching assistant, I was lucky enough to meet hundreds of students and create meaningful relationships with a few. The professors and faculty wanted the best for me and were willing to help me achieve my goals throughout grad school. My time in academics was the most meaningful experience I've had in my career so far. The Athletic Communications staff at WMU gave me the confidence to pursue opportunities in DI athletics that I thought were out of reach. From traveling with the football team to the Famous Idaho Potato Bowl to planning the Women's Basketball season-end banquet, I learned from the best in the MAC”
Recreation

Job Titles and Employers
Account Executive at Olympia Entertainment
Administrative Assistant at City of Grand Haven
Assistant Football Coach at Kalamazoo College
Camp Educator at Kalamazoo Nature Center
Coordinator Intramural Sports at Illinois State University
Customer Service Representative at Universal Forest Products
Director of Business Relations at Kalamazoo Growlers Baseball Club
Director of Operations - Women's Basketball at Western Michigan University
Director of Soccer Operations at Western Michigan University
Event Coordinator at The First Tee of West Michigan
Graduate Event Manager at Michigan State Spartans
HR Associate at Stanford University Athletics
Inside Sales Account Executive at Detroit Red Wings
Inside Sales Representative at Detroit Pistons
Intramural Official, University Recreation at Western Michigan University
Lead Toddler Teacher at A Touch of Home
Lending Specialist at United Wholesale Mortgage
Manager at Let's Play
Marketing and Public Relations Intern at Eau Claire Express Baseball
Member Services Representative at Planet Fitness
Outdoor Guide at Northern Waters Adventure
Park Manager at Kalamazoo County Parks Department
Recruiter at Aerotek
Sales at Kalamazoo Wings
Sales Representative at Griffin Beverage
Technical Recruiter at JBL Resources

Continuing Education
Masters in Educational Leadership at WMU
Masters in Sport Management at WMU
Secondary Education

93% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>25</td>
<td>89%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>7%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $35,000 to $40,000 (13 responses).
- 67% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

- ELL Paraprofessional at Kalamazoo Public Schools
- English Teacher at Battle Creek Public Schools
- Math Teacher at Warsaw Community Schools
- Mathematics Teacher at Cabarrus County Schools
- Middle School Teacher at Kalamazoo Public Schools
- Middle School Teacher at Kalamazoo Public Schools
- Missionary at Intervarsity Christian Fellowship
- Science Teacher at TREE Academy for the Creative Arts, New Technology and Social Justice
- Spanish Teacher at Lawrence Public Schools
- Teacher at Comstock Public Schools
- Teacher at Constantine Public Schools
- Teacher at Fountain-Fort Carson School District
- Teacher at Grand Rapids Public Schools
- Teacher at Kalamazoo Public Schools
- Teacher at Shanghai High School International
- Teacher at Ypsilanti Community Schools

Survey Population


<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>37</td>
</tr>
</tbody>
</table>

Trista Straube
Bachelor of Arts in secondary English education, 2018
Middle School English Teacher at Linden Grove Middle School

“The most useful part of my career preparation was being able to take part in internships around the Kalamazoo area. Also, the amazing professors I had pushed me along the way and helped me find everything I needed to do my best.

Keep pushing. Even when the journey gets difficult, it is always worth it when you achieve your goal.”
Special Education

89% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>8 89%</td>
<td>18 95%</td>
</tr>
<tr>
<td>Continuing education</td>
<td></td>
<td>1 5%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1 11%</td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>1 11%</td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $30,000 to $35,000 (6 responses from 2017-18 & 2018-19).
- Median salary for graduate degrees was $50,000 to $55,000 (15 responses from 2018-19).
- 82% were employed in Michigan.
- 95% had a job related to their degree.
- 76% were satisfied with their job.

Job Titles and Employers
- Assistant Professor at Um Alqura University
- Teacher for the Visually Impaired at Midland Schools
- Long Term Substitute Teacher - Visually Impaired at Kelly Services
- Principal at SJCISD
- Special Education Instructor at West Ottawa Public Schools
- Special Education Teacher at Berrien RESA
- Special Education Teacher at Kalamazoo RESA
- Special Education Teacher at Kent ISD
- Special Education Teacher at Mattawan Consolidated Schools
- Special Education Teacher at Paw Paw Public Schools
- Special Education Teacher at Plainwell Community Schools
- Special Education Teacher at Voyager Elementary School
- Teacher at Bangor Public Schools
- Teacher at Columbia Central School
- Teacher at Detroit Public Schools Community District
- Teacher at Galesburg-Augusta Community Schools
- Teacher at Lowell Area Schools
- Teacher at Ovid-Elsie Area Schools
- Teacher for the Visually Impaired at Livonia Public Schools

Survey Population

<table>
<thead>
<tr>
<th>All degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>11</td>
<td>9 (82%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>23</td>
<td>14 (61%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</td>
<td>3 (75%)</td>
</tr>
<tr>
<td>Certificate</td>
<td>6</td>
<td>2 (33%)</td>
</tr>
</tbody>
</table>
100% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>4</td>
<td>80%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>20%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary range for all degrees was $35,000 to $40,000 (7 responses).
- 100% were employed in Michigan.
- 100% had a job related to their degree.
- 86% were satisfied with their job.

Job Titles and Employers
- Assistant Teacher at Small World Learning Center
- Automotive Instructor at Kent ISD
- Business Teacher at Portage Central High School
- CTE instructor at Jackson County ISD
- Family and Consumer Science Teacher at Gull Lake High School
- Teacher at Battle Creek Public Schools
- Teacher at Vestaburg Community Schools

Continuing Education
Masters Workforce Education and Development at WMU

Survey Population
<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>17</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>7</td>
</tr>
<tr>
<td>Master’s</td>
<td>10</td>
</tr>
</tbody>
</table>
Engineering and Applied Sciences

Aerospace Engineering .................................. 106
Chemical Engineering .................................. 108
Civil and Construction Engineering .............. 110
Computer Engineering .................................. 111
Computer Science ...................................... 112
Electrical Engineering .................................. 114
Engineering Design Technology .................. 116
Engineering Management ............................ 117
Engineering Management Technology ........ 118
Graphic and Printing Science ...................... 119
Industrial Engineering ............................... 120
Manufacturing Engineering ......................... 122
Mechanical Engineering .............................. 123
Paper Engineering ..................................... 125
Engineering and Applied Sciences

Post-Graduation Activity
94% of all Engineering and Applied Sciences graduates were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>460</td>
<td>94%</td>
<td>268</td>
</tr>
<tr>
<td>Employed full time</td>
<td>428</td>
<td>87%</td>
<td>244</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>0.2%</td>
<td>1</td>
</tr>
<tr>
<td>Continuing education</td>
<td>25</td>
<td>5%</td>
<td>18</td>
</tr>
<tr>
<td>Military service</td>
<td>5</td>
<td>1%</td>
<td>4</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>0.2%</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>30</td>
<td>6%</td>
<td>21</td>
</tr>
<tr>
<td>Looking for work</td>
<td>28</td>
<td>6%</td>
<td>20</td>
</tr>
<tr>
<td>Personal commitments (family, travel, etc.)</td>
<td>2</td>
<td>0.4%</td>
<td>1</td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of the 620 students who earned a degree from the College of Engineering and Applied Sciences between August 2018 and June 2019.

<table>
<thead>
<tr>
<th>All CEAS degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>400</td>
<td>289</td>
</tr>
<tr>
<td>Master’s</td>
<td>191</td>
<td>174</td>
</tr>
<tr>
<td>Doctoral</td>
<td>29</td>
<td>27</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th></th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All CEAS</td>
<td>$50,000-$55,000</td>
<td>$60,000-$65,000</td>
<td>$70,000-$75,000</td>
<td>229</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>$55,000-$60,000</td>
<td>$60,000-$65,000</td>
<td>$70,000-$75,000</td>
<td>141</td>
</tr>
<tr>
<td>Graduate</td>
<td>$50,000-$55,000</td>
<td>$65,000-$70,000</td>
<td>$75,000-$80,000</td>
<td>88</td>
</tr>
</tbody>
</table>

$60K+ 61%
$40K to $60K 29%
Up to $40K, 10%

"The Formula SAE team allowed me to engage with other students of all different majors and years, and give me valuable hands on experience."
Full-time Employment
- **Median salary** was $60,000 to $65,000 (229 responses).
- **67%** had a job in **Michigan**.
- **98%** had a job related to their degree.
- **92%** were satisfied with their job.

Top Employers
- AAM
- AdvanSix
- AECOM
- Armstrong International
- AZ Tech Technologies
- Benteler Automotive
- Black & Veatch
- Boeing
- Consumers Energy
- Control System Integrators
- Denso
- Dimplex Thermal Solutions
- Dynatrace
- Eagle Technologies
- Eaton
- EMIT Technologies
- Fabri-Kal
- FCA
- FEMA Corporation
- Ford Motor Company
- GA Richards
- General Motors
- Herman Miller
- Huhtamaki
- IET, Inc.
- Kellogg’s
- Landscape Forms
- Lockheed Martin
- Mann+Hummel
- Parker Hannifin
- Pfizer
- Pratt Industries
- Productive Resources
- Raytheon Missile Systems
- Skillman
- Stryker
- Summit Polymers
- SunSource
- TC Transcontinental
- Tekwissen
- Thermo Fisher Scientific
- United States Army
- Vastek
- Vibracoustic
- Western Diversified Plastics
- Whirlpool
- Wightman
- Zoetis

Continuing Education
- **5%** of Engineering and Applied Sciences respondents are pursuing further education after graduating from WMU.
- After graduation, **71%** are pursing master’s degrees, **25%** doctoral, **4%** professional schools.
- **74%** are continuing education at WMU, and the remaining **26%** will attend 5 different institutions.

Experiential Education
- **73%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **68%** had a job where they applied what they were learning in the classroom.
- **100%** worked on a project that took a semester or more to complete.
- **49%** were very active in extracurricular activities and organizations.

Top Internship Employers
- Auto-Owners Insurance
- Consumers Energy
- Eaton
- FCA
- FEMA Corporation
- Flowserve
- Kellogg’s
- Kimberly-Clark
- MDOT
- Parker Hannifin
- Pfizer
- Stryker Instruments
- Summit Polymers
- Western Diversified Plastics
- Western Michigan University
- Whirlpool

100% of engineering and applied sciences graduates completed at least one experiential education activity.

Experiences at WMU
- **98%** had at least one instructor who made them excited about learning.
- **85%** felt that their instructors cared about them as a person.
- **60%** had a mentor who encouraged them to pursue their goals and dreams.
- **90%** said that their education and experience as a student at WMU prepared them for their profession.
CEAS – Undergraduate

Full-time Employment
- **Median salary** for undergraduate degree recipients in CEAS was $60,000 to $65,000 (141 responses).
- **98%** had a job related to their degree.
- **91%** were satisfied with their job.
- **78%** had a job in Michigan.

Top Employers

<table>
<thead>
<tr>
<th>CEAS – Undergraduate</th>
<th>Experiential Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>AdvanSix</td>
<td>Dimplex Thermal Solutions</td>
</tr>
<tr>
<td>Aerotek</td>
<td>Dynatrace</td>
</tr>
<tr>
<td>Armstrong International</td>
<td>Eagle Technologies</td>
</tr>
<tr>
<td>Black &amp; Veatch</td>
<td>Eaton</td>
</tr>
<tr>
<td>Boeing</td>
<td>Fabri-Kal</td>
</tr>
<tr>
<td>Consumers Energy</td>
<td>FCA</td>
</tr>
<tr>
<td>Control System</td>
<td>FEMA Corporation</td>
</tr>
<tr>
<td>Integrators</td>
<td>GA Richards</td>
</tr>
<tr>
<td>Denso</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
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<td></td>
</tr>
</tbody>
</table>

Experiential Education
- **80%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **67%** had a job where they applied what they were learning in the classroom.
- **100%** worked on a project that took a semester or more to complete.
- **53%** were very active in extracurricular activities and organizations.

**100% of engineering and applied sciences undergraduates completed at least one experiential education activity.**

Experiences at WMU
- **98%** had at least one instructor who made them excited about learning.
- **81%** felt that their instructors cared about them as a person.
- **50%** had a mentor who encouraged them to pursue their goals and dreams.
- **87%** said that their education and experience as a student at WMU prepared them for their profession.

"I appreciate the connection every student has from just being a Bronco. You feel that from the classroom to the student section at sporting events."
CEAS – Graduate

Full-time Employment
- **Median salary** for graduate degree recipients in CEAS was **$65,000 to $70,000** (88 responses).
- **99%** had a **job related** to their degree.
- **94%** were **satisfied** with their job.
- **53%** had a job in **Michigan**.

Top Employers
- AAM - American Axle and Manufacturing
- AECOM
- AZ Tech Technologies
- Benteler Automotive
- EMIT Technologies
- Ford Motor Company
- General Motors
- IET, Inc.
- Kellogg’s
- Skillman
- TC Transcontinental
- Tekwissen
- Vastek
- Whirlpool

Experiential Education
- **59%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **70%** had a job where they applied what they were learning in the classroom.
- **100%** worked on a project that took a semester or more to complete.
- **42%** were very active in extracurricular activities and organizations.

Experiences at WMU
- **98%** had at least one instructor who made them excited about learning.
- **91%** felt that their instructors cared about them as a person.
- **79%** had a mentor who encouraged them to pursue their goals and dreams.
- **95%** said that their education and experience as a student at WMU prepared them for their profession.

"WMU has great facilities at the engineering campus. They have a lot of resources available for students to take advantage of, and it's a great not-so-big environment."

100% of engineering and applied sciences graduate degree recipients completed at least one experiential education activity.
Aerospace Engineering

94% of undergraduate and 88% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate (2018-19)</th>
<th>Graduate (17-18 and 18-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Engaged</td>
<td>count percent</td>
<td>count percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>26 84%</td>
<td>7 88%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3 10%</td>
<td>2 25%</td>
</tr>
<tr>
<td>Not Active Engaged</td>
<td>2 6%</td>
<td>1 12%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2 6%</td>
<td>1 12%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $70,000 to $75,000 (15 responses).
- 70% were employed in Michigan.
- 92% had a job related to their degree.
- 94% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>47</td>
<td>39 (83%)</td>
</tr>
<tr>
<td>Bachelor's (2018-19)</td>
<td>39</td>
<td>31 (79%)</td>
</tr>
<tr>
<td>Master's (2017-18 &amp; 2018-19)</td>
<td>8</td>
<td>8 (100%)</td>
</tr>
</tbody>
</table>

Denver Kuehl
Bachelor of Science in aerospace engineering, 2019
Corporate Metrology Engineer at Fabri-Kal

“I started off with an on-campus job. This was good for transitioning into the college lifestyle. But, as I progressed I took on more responsibilities, where at the end of my college career I was working full time as an engineer while completing my last semesters. I was able to all of this in four years.”
Aerospace Engineering

Job Titles and Employers
A-10 Crew Chief at Michigan Air National Guard
Account Manager Trainee at SunSource
Applications Engineer at Flowserve
Associate Engineer at Flowserve
C.I Engineer Analyst at Kessington Aerospace
Continuous Improvement Engineer at Pidgeon and Clay
Core Emissions Engineer at Tenneco
Corporate Metrology Engineer at Fabri-Kal
Design Engineer at Dimplex Thermal Solutions
Electrical Engineer I at Raytheon Missile Systems
Engineer at Boeing
Engineer at Williams International
Engineer - Mechanical System at GE Aviation
Field Specialist at Stryker
Flight Test Engineer at Lockheed Martin
LDP Associate at Graphic Packaging International
Mechanical Project Engineer at BP&R Engineering
Project Manager at Eagle Technologies
Propulsion Engineer at Boeing
Senior Engineer - Dryer Product Approval at Whirlpool
Senior Systems Engineer 1 at Raytheon Missile Systems
Strategic Marketing Analyst at Dimplex Thermal Solutions
Supplier Quality Engineer at Parker Hannifin
Test Engineer at Hartzell Propeller
Vehicle Development Engineer at FCA Fiat Chrysler Automobiles

Continuing Education
Masters in Aerospace Engineering at Purdue University
Masters in Aerospace Engineering at University of Michigan

Aisosa Asemota
Bachelor of Science in aerospace engineering, 2019
Propulsions Engineer at GE Aviation

“Throughout college, I held several internships, was vice president and public relations officer for the American Institute of Aeronautics & Astronautics at WMU. This experience helped propel me from the very first day on the job. This taught me how to be a well-rounded worker, communicate effectively and also contribute during meetings. Without these experiences, the impact I made from the get-go wouldn't have been possible. I am fortunate that the knowledge I gathered early on, has made a tremendous impact in my career development.”
**Chemical Engineering**

85% of undergraduate and 71% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate (2018-19)</th>
<th>Graduate degrees (2017-18 and 2018-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>23</td>
<td>70%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>12%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>15%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>15%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for undergraduate degrees was $70,000 to $75,000 (10 responses).
- 62% were employed in Michigan.
- 95% had a job related to their degree.
- 85% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>53</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>46</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>7</td>
</tr>
</tbody>
</table>

Paige Race, Bachelor of Science in chemical engineering, 2019
Chemical Process Engineer at AdvanSix

"I design and implement projects that increase production and efficiency. The most rewarding part of my job is seeing a project from start to finish. Having a job on campus helped me network and become more confident in my communication skills. That is one thing employers look for most. Take your classes seriously and study hard. You will need the skills learned in class on your job. Don’t forget to have fun too."

Mohammed Al Mayasi
Bachelor of Science in chemical engineering, 2019
Operations Engineer at Orpic in Oman

"I am working in refinery as operation engineer in delay cooker unit."
Chemical Engineering

Job Titles and Employers
Associate Process Engineer at Kellogg’s
Chemical Engineer at Cardinal IG
Chemical Process Engineer at AdvanSix
Chemical Production Engineer at AdvanSix
Chemical Safety Officer at Hutchison Ports
Chemical Technician at Tectorius
Engineering Designer at Dennis Group
Gas Engineer at Consumers Energy
Industrial Performance at FONA International
Manufacturing Engineer at Huhtamaki
Manufacturing Specialist at Pfizer
Process Engineer at Summit Polymers
Process Engineer at Verso
Production Engineer at Perrigo
Production Engineer at Pratt Industries
Quality Engineer at Enterprise Tool and Die
Science Education Volunteer at Peace Corps
Solutions Engineer at Armstrong International
Sr. Process Engineer at Barry Wehmiller Design
Technical Writer at Aerotek
Test Lab at Western Diversified Plastics
Validation Engineer at Thermo Fisher Scientific

Continuing Education
Masters in Chemical Engineering at University of Southern California
Masters in Chemistry at WMU

Hunter Mauk
Bachelor of Science in chemical engineering, 2019
Process Engineer at Verso

“As an engineer I knew I would gain a lot of insight on design and application by working in a hands-on environment. I pursued a construction during my time in college. Having this background gave me great communication and planning skills.

If you do not like solving problems or are in it for the money you are going to have a bad time.”

Foster Zabel
Bachelor of Science in chemical engineering, 2019
Chemical Process Engineer at AdvanSix

“My professors in the Chemical Engineering department at WMU provided a strong education that helped prepare me for my career. Also, the Engineering Expo and LinkedIn are great opportunities for networking with new companies and individuals.

Take school seriously and to learn as much as you can while at college. Be involved with the clubs at WMU. It is a great way to become great at talking to new people and increasing your network at WMU.”
Civil and Construction Engineering

100% of undergraduate and 83% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>19, 86%</td>
<td>18, 75%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1, 5%</td>
<td>2, 8%</td>
</tr>
<tr>
<td>Military service</td>
<td>2, 9%</td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4, 17%</td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>4, 17%</td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $50,000 to $55,000 (15 responses).
- Median salary for graduate degrees was $52,500 to $57,500 (10 responses).
- 65% were employed in Michigan.
- 100% had a job related to their degree.
- 96% were satisfied with their job.

Job Titles and Employers

Assistant Construction Technology Materials Engineer at Michigan Department of Transportation  
Assistant Professor at Alhussen bin Talal University  
Assistant Professor at American University of Madaba  
Bridge Program Engineer at MDOT  
Civil Engineer Associate at Wightman  
Civil Engineer at AR Engineering  
Construction Inspector at PDF Engineering  
Design Engineer at Bergmann  
Design Engineer at Spicer Group  
Engineer Technician II at KLJ Engineering  
Engineering Assistant at Turner Construction  
Engineering Field Technician at Materials Testing Consultants  
Engineer in Training at West Michigan Municipal Ensign at U.S. Navy  
Entry Level Construction Management at AECOM  
Estimator at R L Burns  
Field Engineer at Aristeo Construction  
Field Engineer- Construction at Shrewsbury  
Geotechnical Engineer at CTL Engineering  
Graduate Engineer at Hubbell, Roth & Clark  
Inspector at CHA  
Lecturer at AL–Mustansiriya University  
Planning Consultant at Jacobsen Daniels  
Project Engineer at Frontrunner Systems  
Project Engineer at Skillman  
Roadway Engineer I at RS&H  
Staff Engineer at Driesenga and Associates  
Structural Design Engineer at Engineering Design Solutions  
Structural Designer at Holland Engineering  
Structural Engineer at EIT  
Traffic/ITS Engineer at AECOM

Continuing Education

Masters in Structural Engineering at WMU

Survey Population

This report includes data from students who majored in Civil Engineering and Construction Engineering.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>52</td>
<td>46</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>28</td>
<td>22</td>
</tr>
<tr>
<td>Master's</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>
Computer Engineering

100% of undergraduate and 80% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>7</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6</td>
<td>86%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>20%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>29%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $55,000 to $60,000 (5 responses from 2018-19).
- Median salary for graduate degrees was $65,000 to $70,000 (8 responses from 2017-18 and 2018-19).
- 80% were employed in Michigan.
- 100% had a job related to their degree.
- 86% were satisfied with their job.

Survey Population
This report includes data from students who majored in Computer Engineering; and Electrical and Computer Engineering.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>14</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>9</td>
</tr>
<tr>
<td>Master’s</td>
<td>5</td>
</tr>
</tbody>
</table>

Job Titles and Employers
Automation Engineer at Control System Integrators
Firmware Engineer at Intel Corporation
Manufacturing Engineer at FEMA Corporation
Programmer at DSA
Project Engineer at Vector Marketing
R&D Design Engineer at Stryker
Software Developer at UST Global
Sr. Programmer Analyst at Landscape Forms
Tools Development Engineer at Aptiv

Continuing Education
Masters in Computer Engineering at WMU

An Nguyen
Bachelor of Science in computer engineering, 2019
Automation Engineer at Control Systems Integrators

“The most rewarding part of my job is just having fun with the new things I’m constantly learning. The most challenging part is bringing projects to life in a short time span for big name companies such as Fedex and GM. The pressure is what makes it fun.”
Computer Science

83% of undergraduate and 96% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>29</td>
<td>83%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>6</td>
<td>17%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $60,000 to $65,000 (15 responses).
- Median salary for graduate degrees was $55,000 to $60,000 (19 responses).
- 61% were employed in Michigan.
- 96% had a job related to their degree.
- 97% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>77</td>
<td>62 (81%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>47</td>
<td>35 (74%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>22</td>
<td>19 (86%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>8</td>
<td>8 (100%)</td>
</tr>
</tbody>
</table>

Muaaz Awan, Ph.D. in computer science, 2019
Postdoc Fellow at Lawrence Berkeley National Laboratory

“The codes I work with are helping leading scientific discovery. To know that I am playing a part in pushing the limits of scientific understanding of multiple fields is the most rewarding part of my job.

Western’s computer science department has a lot of very capable faculty members, all of whom helped me understand my interest and pave a way for my career in parallel computing.”
Computer Science

Job Titles and Employers
Application Developer at Safari Circuits
Assistant Manager at Universal Wireless
Assistant Professor at Kennesaw State University
Associate Software Developer at GFS
Computer Science Faculty at California State
Data Analyst at Dohrn Transfer
DevOps Engineer at VeriFone
Entry Level Software Developer at Compuware
Faculty at Al-Forat Al-Awsat University
Faculty Specialist at Western Michigan University
Farm Manager at Dragonfly Cannabis
IT Developer at Herman Miller
IT Web Designer at North Carolina State University
ITS Support Developer/Analyst at Zoetis
Jr. Programmer at Dorel Home Furnishings
Junior Software Developer at Nexient
Junior Technical Director at The Third Floor
Lead Engineer - Embedded Software at Bissell
Machine Learning Engineer at WGSN
Network Administrator at WMU
Network Engineer at Denso
Postdoc at Lawrence Berkeley National Lab
Product Specialist at Dynatrace
Programmer Analyst at HCL Global Systems
Researcher at Lembaga Penerbangan dan Antariksa Nasional
Software Consultant at Dynatrace
Software Developer at Denso
Software Developer at Ministry of Education Malaysia
Software Developer at Tyler Technologies
Software Engineer 2 at VMware
Software Engineer at Cumulus Consulting
Software Engineer at Facebook
Software Engineer at Kernel Business Solutions
Software Engineer at Maestro
Software Engineer at Performance Software
Software Engineer at Tome
Software Engineer at Whirlpool
Software Test Technician at Aerotek
Systems Administrator at Bert R. Hybels
Teaching Assistant at Al-Nahrain University
Technician at Whirlpool

Continuing Education
Masters in Applied Mathematics at WMU
Masters in Computer science at WMU
MBA at WMU

Jia Guo, Master of Science in computer science, 2018
Software Engineer at Google

“I develop the next-generation technologies that change how billions of user connect, explore, and interact with information and one another. There are always exciting and challenging problems waiting to be solved. The scale and the impact of the problem make me feel what I am doing is valuable, and motivate me to keep learning.

If you are still not sure what you love as your future career, keep looking for it. Think big, listen to your inner voice, and seize the opportunity to experience different paths via internship, part-time job, or even a conversation with people in different fields.”
Electrical Engineering

93% of undergraduate and 95% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>26</td>
<td>87%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>7%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>7%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for undergraduate degrees was $70,000 to $75,000 (14 responses).
- Median salary for graduate degrees was $55,000 to $60,000 (7 responses).
- 74% were employed in Michigan.
- 100% had a job related to their degree.
- 96% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduate</th>
<th>Graduates</th>
<th>Responses</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>65</td>
<td>49</td>
<td>(75%)</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>42</td>
<td>30</td>
<td>(80%)</td>
</tr>
<tr>
<td>Master's</td>
<td>16</td>
<td>13</td>
<td>(82%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>7</td>
<td>6</td>
<td>(86%)</td>
</tr>
</tbody>
</table>

**Subodh Ashok Bansode, Master of Science in electrical engineering, 2018 Hardware Design Engineer at Avery Dennison**

“While completing my masters I had almost two years of internship experience at Dynamic perception and Melt Tools as Embedded Hardware design, where I got an opportunity to work with several micro-controller designing and programming. The experience I gained had a lot impact on my career development as embedded hardware design engineer.”
Electrical Engineering

Job Titles and Employers
Automation Engineer at Control System Integrators
Controls Engineer at Buist Automation
Controls/Electrical Engineer at Singh Automation
Customer Design Technician at American Electric
Design Engineer at Stryker
Design I&C Engineer at Entergy
Desk Support/PC Technician at TEKsystems
Electrical Design Engineer at Safari Circuits
Electrical Distribution Designer at Tech Providers
Electrical Engineer at Black & Veatch
Electrical Engineer at Burns & McDonnell
Electrical Engineer at Campbell Grinder Company
Electrical Engineer at Denso
Electrical Engineer at Mingo Aerospace
Electrical Engineer at Tecnicas Reunidas
Electrical Engineer at U.S. Army
Electrical/Electronics Engineer at Stryker
Engineer 1 at Power Engineers
Engineer at Agency for the Assessment and Application of Technology
Engineer at Nokia Siemens Network
Engineer II at Consumers Energy
Engineer Officer at Interior Ministry
HIL Test Engineer at Ford Motor Company
Junior Validation Engineer at Satyam Venture Engineering Services
Lab Technician at Western Diversified Plastics
Lecturer at Kettering University
New Product Development at Herman Miller
Power Delivery Engineer 1 at Black & Veatch
Production Support Engineer at Gentex Corporation
Researcher at LAPAN
Researcher at National Standardization Agency of Indonesia
RF Product Engineer at NeoCoil
Software Engineer at Tata Consultancy Services
Solution Architect at Epitec
Technical Leader at General Motors
Test Engineer at Eaton
Test Engineer at Stryker
Test Engineer at Western Diversified Plastics
Validation Engineer at Vastek

Miftahul Munir
Master of Science in electrical engineering, 2019
Researcher at the National Standardization Agency of Indonesia

“Soft skills, such as communication, leadership, creative thinking, fast learning have helped me to build my path and develop myself to reach my dreams.”
Engineering Design Technology

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>15</td>
</tr>
<tr>
<td>Employed full time</td>
<td>15</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary was $60,000 to $65,000 (8 responses).
- 93% were employed in Michigan.
- 100% had a job related to their degree.
- 88% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>18</td>
</tr>
</tbody>
</table>

**Job Titles and Employers**

- CAD Detailer at Kerkstra
- Design Engineer at General Motors
- Electronic Engineer at Defense Logistics Agency
- Engineer at Summit Polymers
- Engineer/Designer at Troy Tube and Manufacturing
- Materials Coordinator at Landscape Forms
- Mechanical Designer at CTR
- Mechanical Engineer at Lockheed Martin
- Product Design Engineer at Mann+Hummel
- Project Manager at Comau
- Project Technician at 7GenAE
- Tool Design Engineer at GRW Technologies

Dylan Scott, Bachelor of Science in engineering design technology, 2019

Project Manager at Comau

“Going through the College of Engineering really helped me. All of the tools and programs we had access to and used during my time at Western prepared me for my current position. I now use and see almost every software we used in school every day at work.

Wrap yourself around good friends and form study groups and work sessions. It really takes the stress off of college when you can laugh and have people to lean on. Don’t let work overwhelm you, don’t be afraid to take a break from studying and go relax.”
Engineering Management

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>17</td>
<td>94%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>6%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $90,000 to $95,000 (9 responses).
- 61% were employed in Michigan.
- 100% had a job related to their degree.
- 78% were satisfied with their job.

Job Titles and Employers

- Army Engineering Officer - Captain at U.S. Army
- Assistant Engineer at Pfizer
- Continuous Improvement Engineering Manager at Paragon Metals
- EHS Manager at Manchester Tank & Equipment
- Electrical Controls Engineer at PRAB
- Engineering Manager at Lindberg/MPH
- Engineering Manager at TRMI
- Industrial Engineer at IET
- Manufacturing Engineer at ODL
- Manufacturing Engineer at QEMS
- Operations Engineer at Stanley Black & Decker
- Post-Graduate Intern at Testex
- Product Design Engineer at SunMed
- Product Development Engineer at Attwood Marine
- Quality Engineer at Terumo BCT
- Quality Operations Manager/Team Lead at Zoetis

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(95%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>19</td>
<td>18</td>
</tr>
</tbody>
</table>
Engineering Management Technology

95% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>18</td>
<td>95%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>16</td>
<td>85%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>5%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $55,000 to $60,000 (9 responses).
- 71% were employed in Michigan.
- 94% had a job related to their degree.
- 89% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>26</td>
</tr>
<tr>
<td></td>
<td>19 (73%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers
- 2LT at U.S. Army
- Application Engineer at Armstrong International
- Applications Engineer at Separation Solutions/SepSol Process Solutions
- Engineering Management Trainee at Project Management International Systems
- Industrial Engineer at Pfizer
- Lean Leadership Associate at Parker Hannifin
- Manufacturing Engineer at Dimplex
- Manufacturing Engineer at GA Richards
- Procurement Associate at Pfizer
- Production Control Analysis at Rockwell Automation
- Project Engineer at TH Plastics
- Project Manager at Filtra Systems
- Prototype Supplier Inventory Planner at Mann+Hummel
- Quality Engineer at Fabri-Kal
- Quality Engineer I at Parker Hannifin
- Quoting Engineer at GA Richards

Continuing Education
- Masters in Industrial Engineering at WMU
- "STEM career fair in the fall helped me perfect an elevator speech and get more comfortable speaking with other engineering professionals. I was lucky enough to find an internship that started at the beginning of the spring semester and lasted through the end of summer, giving me way more experience than I was originally expecting when applying to internships. Handshake is an awesome resource for internship and job searching, and I preferred it to any other job search engine. I found both my internship and my current full time job through Handshake."

Melissa Badovinac, Bachelor of Science in engineering management technology, 2019
Manufacturing Engineer at G.A. Richards
100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>9</td>
</tr>
<tr>
<td>Employed full time</td>
<td>8</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- 88% were employed in Michigan.
- 100% had a job related to their degree.

**Job Titles and Employers**
- Contract Labeling Specialist at Epredia
- Customer Service Representative at EPI Marketing Services
- Electronic Prepress Technician at Grandville Printing Company
- Packaging Manager at Schawk
- Product Specialist at Sun Chemical
- Technician at KalBlue

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s (2017-18 &amp; 2018-19)</td>
<td>7</td>
</tr>
</tbody>
</table>
Industrial Engineering

93% of undergraduate and 98% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>13</td>
<td>93%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for undergraduate degrees was $60,000 to $65,000 (10 responses).
- Median salary for graduate degrees was $60,000 to $65,000 (27 responses).
- 59% were employed in Michigan.
- 100% had a job related to their degree.
- 94% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>88</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>17</td>
</tr>
<tr>
<td>Master's</td>
<td>69</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
</tr>
</tbody>
</table>

**Prathamesh More**
Master of Science in industrial engineering, 2018
Quality Engineer at Brandmotion

“I started as Operations and Purchasing intern and now I work as a Quality Engineer to update company’s quality standards and testing procedures for improving operations and product quality. The most rewarding part of my job is an opportunity to develop an effective quality management system for the company.”

**Balajee Baskaran**
Master of Science in industrial engineering, 2019
Manufacturing Continuous Improvement Site Resource at Kellogg’s

“WMU has the one of best academic curricula for Industrial Engineering in United States. This made my resume to stand out from other candidates when applying for jobs. Also, I utilized most of the career center resources when applying for internships and full time jobs.”
Industrial Engineering

Job Titles and Employers
Analytics Engineer at Nissan North America
Assistant Engineer at Pfizer
Associate IE Supervisor at UPS
Associate Industrial Engineer at Pfizer
Associate Manufacturing Engineer at Tekwissen
Associate Packaging Engineer at Kellogg’s
Buyer Planner at Liquid Controls
Buyer/ Sourcing Specialist at Weller Truck Parts
Continuous Improvement Engineer at Benteler
Continuous Improvement at Freudenberg Medical
Customer Facing Specialist at Unilever
Data Scientist 3 at Denso
District Operation Industrial Engineer at USPS
Engineer at EMIT Technologies
Engineering Manager at Home & Leisure
Gear Engineer at AAM
Head of Management Systems at CoopeArroz
Industrial Automation Engineer at Control System Integrators
Industrial Engineer at AAM
Industrial Engineer at Benteler Automotive
Industrial Engineer at Bradford White Corporation
Industrial Engineer at Catastrophic Creations
Industrial Engineer at FCA
Industrial Engineer at Foot Locker
Industrial Engineer at Gast Manufacturing
Industrial Engineer at IET
Industrial Engineer at L'Oreal
Industrial Engineer at Wartech Engineering
Lead Manufacturing Engineer at Cosworth
Manufacturing and Design Engineer at Scholling Schu Industrial
Manufacturing Continuous Improvement Site Resource at Kellogg’s
Manufacturing Engineer at Databased Solutions
Manufacturing Engineer at Exide Technologies
Manufacturing Engineer at FEMA Corporation
Manufacturing Engineer at MARS Solutions
Manufacturing Engineer at Michigan Die Casting
Manufacturing Engineer at Productive Resources
Manufacturing/Quality Engineer at DMC Power
Performance Analyst at Consumers Energy
Process Engineer at EMIT Technologies
Product Development Engineer at Micro-LAM
Production Engineer at ASML US LLC
Production Engineer at LG Chem
Production Planner at Tristone Flowtech Group
Program Industrial Engineer at Navistar
Quality Assurance Engineer at SGS Towers
Quality Engineer at Benteler Automotive
Quality Engineer at Brandmotion
Quality Engineer at Cintra US
Quality Engineer at Robert Bosch
Quality Engineer at Sakhi Automotive Group
Quality Engineer at TP Orthodontics
Quality Engineer at Vastek
Quality Validations Engineer at B. Braun Medical
Sales Engineer at Lean Factory America
Supplier Quality Engineer at Katerra
Supplier Quality Engineer at Zimmer Biomet
Systems Engineer at Veoneer
Validation Engineer at Performance Validation

Jennifer Komorowski, Master of Science in industrial engineering, 2019
R&D Development Engineer at Pridgeon & Clay

“Being heavily involved with the Institute of Industrial & Systems Engineers (IISE) WMU chapter had a huge impact on my academic and professional career. I held several positions from chapter treasurer and worked my way up to becoming the president. Through IISE, I was able to network with the faculty, students, alumni from WMU and other schools within our region. I was also able to travel to both regional and national conferences and learn about the changing industry of Industrial Engineering all thanks to IISE. I am very grateful for all of the opportunities I’ve received through IISE.

Don’t settle on a job just to get a job. Choose something that will always challenge you and keep you on your toes.”
100% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>Undergraduate (2018-19)</th>
<th>Graduate degrees (2017-18 and 2018-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>5 (100%)</td>
<td>5 (100%)</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- 77% were employed in Michigan.
- 100% had a job related to their degree.
- 96% were satisfied with their job.

**Job Titles and Employers**
Agent at Landstar
Manufacturing and Production Engineer at AZ Tech Technologies
Manufacturing Emerging Leader at TC Transcontinental
Manufacturing Engineer at Parker Hannifin
Quality Engineer at Battle Creek Equipment
Senior Specialist Drafter at Whirlpool

**Survey Population**
This report includes data from students who majored in Manufacturing Engineering and Manufacturing Engineering Technology.

<table>
<thead>
<tr>
<th>Survey Population</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>19</td>
<td>10 (53%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>13</td>
<td>5 (38%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>6</td>
<td>5 (83%)</td>
</tr>
</tbody>
</table>
94% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th></th>
<th>Graduate</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>56</td>
<td>86%</td>
<td>2</td>
<td>94%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>6%</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Full-Time Employment**
- Median salary for undergraduate degrees was $60,000 to $65,000 (29 responses).
- Median salary for graduate degrees was $60,00 to $65,000 (8 responses).
- 78% were employed in Michigan.
- 100% had a job related to their degree.
- 90% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>131</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>98</td>
</tr>
<tr>
<td>Master’s</td>
<td>28</td>
</tr>
<tr>
<td>Doctoral</td>
<td>5</td>
</tr>
</tbody>
</table>

**Continuing Education**
Masters in Film and Television Production at Loyola Marymount University in Los Angeles
Masters in Mechanical Engineering at WMU
Mechanical Engineering

Job Titles and Employers

Account Manager Trainee at SunSource
Advanced Quality Engineer at Stryker
Application Engineer at Vibracoustic
Assistant Professor at University of Tikrit
Associate General Engineer at U.S. Air Force
Change Control Engineer at Stryker
Design and Product Engineer at AZ Tech
Design Engineer at Eaton
Design Engineer at EN Engineering
Design Engineer at JCR Offroad
Design Engineer at Productive Resources
Design Engineer at Vibracoustic
Engineer at Baker Engineering
Engineer at General Motors
Engineer at Imberbril Solutions
Engineer at Mercedes-Benz R&D
HIL Simulation Engineer at EASi
Junior Engineer at Ropes Courses Incorporated
Lead Mechanical Design Engineer at Technique
Manufacturing Development Engineer at FEMA
Manufacturing Engineer at Ausco Products
Manufacturing Engineer at General Motors
Manufacturing Engineer at Harloff Manufacturing
Manufacturing Engineer at Lacks Trim Systems
Manufacturing Engineer at Parker Hannifin
Manufacturing Engineer at Summit Polymers
Manufacturing Engineer at Varex Imaging
Manufacturing Process Associate at Thermo Fisher Scientific
Manufacturing Process Engineer at Tekwissen
Manufacturing Quality Engineer at Eaton
Materials Engineer at ABB Motors and Mechanical
Mechanical Design Engineer at MVB Improvements
Mechanical Designer at TowerPinkster

Mechanical Engineer at Eagle Technologies
Mechanical Engineer at Zoetis
Mechanical/Manufacturing Engineer at Ervin Industries
Patent Classification Specialist at CPA Global
Postdoctoral Fellow at WMU
Post-Graduate Intern at Altair Engineering
Post-Graduate Intern at Flipchip International
Process Engineer at Denso
Process Engineer at HcStarck
Product Engineer at AAM
Product Engineer at Hillite International
Product Engineer at Miba Hydramechanica
Product Engineer at Micro-MAM
Product Process Specialist at FCA
Project Engineer at Summit Polymers
Project Manager at Koops
Quality Engineer at FCA Fiat Chrysler Automobiles
Reliability and Test Engineer at BorgWarner
Research and Development Engineer at LECO
Research Associate at Aerospace Laboratory for Plasma Experiment
Software and Controls Engineer at Dimplex Thermal Solutions
Staff Engineer at John Deere
Supply Chain Rotational Program at Kellogg’s
Technical Buyer at FEMA Corporation
Technician at Sabic Innovative Plastics
Temp Engineer at FEMA Corporation
Test Technician at Stryker
Validation Engineer at Vastek
Vehicle Cost Engineer at FCA
Verification and Validation Engineer at Quest Global
VEV HiL Modeling Engineer at Ford Motor Company
Paper Engineering

100% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>100%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>11</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>14%</td>
</tr>
</tbody>
</table>

**Full-Time Employment**
- Median salary for undergraduate degrees was $70,000 to $75,000 (9 responses).
- 38% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>All degrees</th>
<th>Graduates</th>
<th>Responses</th>
<th>(95%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>12</td>
<td>11</td>
<td>(92%)</td>
</tr>
<tr>
<td>Master's</td>
<td>5</td>
<td>5</td>
<td>(100%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
<td>2</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

**Job Titles and Employers**

Assistant Professor at California Polytechnic State University, San Luis Obispo
Chemical Process Engineer at Graphic Packaging
Consultant at Printlink Online
Fiber Technology Development Engineer at Huhtamaki
Global Graduate Engineer - Global Operations and Smart Manufacturing at Voith Paper
Global Solutions Architect at Electronic for Imaging Graphics Administrator at TC Transcontinental
Manufacturing Engineer at Huhtamaki
Print Production Assistant at AC Printing
Process Engineer at Domtar
Process Engineer at New Indy Containerboard
Process Engineer at Pratt Industries
Process Engineer at Westrock
R&D at York Wallcoverings
STAR Engineer at Solenis
Technical Sales Trainee at UPM kymenene

**Ruoxi Ma, Ph.D. in paper and printing science, 2018 Assistant Professor at California Polytechnic State University**

“My experience at WMU helped me in many ways to be ready for a faculty position in a University. My advisor created a free and encouraging atmosphere for me to learn how to be a researcher. The RSO shaped the leadership quality in me. The diverse WMU community helped to build valuable awareness of diversity.”
Art ...............................................................131
Dance ...........................................................132
Graphic Design ..............................................133
Music ............................................................134
Music Education ..............................................136
Music Therapy ...............................................137
Theatre ..........................................................138
Fine Arts

Post-Graduation Activity
93% of all Fine Arts graduates were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>161</td>
<td>93%</td>
<td>142</td>
</tr>
<tr>
<td>Employed full time</td>
<td>122</td>
<td>70%</td>
<td>113</td>
</tr>
<tr>
<td>Employed part time</td>
<td>16</td>
<td>9%</td>
<td>13</td>
</tr>
<tr>
<td>Continuing education</td>
<td>22</td>
<td>13%</td>
<td>15</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>1%</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>13</td>
<td>7%</td>
<td>10</td>
</tr>
<tr>
<td>Looking for work</td>
<td>13</td>
<td>7%</td>
<td>10</td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of the 251 students who earned a degree from the College of Fine Arts between August 2018 and June 2019.

<table>
<thead>
<tr>
<th>All Fine Arts degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>223</td>
<td>152</td>
</tr>
<tr>
<td>Master’s</td>
<td>28</td>
<td>22</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th></th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Fine Arts</td>
<td>$20,000-$25,000</td>
<td>$30,000-$35,000</td>
<td>$40,000-$45,000</td>
<td>50</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>$20,000-$25,000</td>
<td>$30,000-$35,000</td>
<td>$40,000-$45,000</td>
<td>46</td>
</tr>
<tr>
<td>Graduate</td>
<td>$47,500-$52,500</td>
<td>$40,000-$45,000</td>
<td>$40,000-$45,000</td>
<td>4</td>
</tr>
</tbody>
</table>

"Working with the Exhibition Staff at the Richmond Center for Visual Arts was an opportunity to gain professional experience in a gallery setting and prepared me for the job I have now."

|$60K+ 6%  
|$40K to $60K 24%  
|Up to $40K 70%
**Fine Arts – All Degrees**

**Full-time Employment**
- **Median salary** was $30,000 to $35,000 (50 responses).
- **63%** had a job in Michigan.
- **89%** had a job related to their degree.
- **88%** were satisfied with their job.

**Top Employers**

<table>
<thead>
<tr>
<th>Fine Arts Employment Details</th>
<th>Full-time Employment Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beaumont Health</td>
<td>Landor</td>
</tr>
<tr>
<td>Bronson</td>
<td>Landscape Forms</td>
</tr>
<tr>
<td>Climax Marketing</td>
<td>Meadow Brook Theatre</td>
</tr>
<tr>
<td>College for Creative Studies</td>
<td>Northern Stage Theatre</td>
</tr>
<tr>
<td>Contexture Dance Detroit</td>
<td>NorthRidge School of</td>
</tr>
<tr>
<td>Distinguished Concerts</td>
<td>Performing Arts</td>
</tr>
<tr>
<td>International NY</td>
<td>Purple Rose Theatre</td>
</tr>
<tr>
<td>Excel Dance Center</td>
<td>Mackinac Art Museum</td>
</tr>
</tbody>
</table>

**Continuing Education**
- **13%** of Fine Arts respondents are pursuing further education after graduating from WMU.
- After graduation, **59%** are pursuing master’s degrees, **32%** doctoral, **5%** certification programs, and **5%** bachelor’s degrees.
- **27%** are continuing education at WMU, and the remaining **73%** will attend **11** different institutions.

**Experiential Education**
- **65%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **71%** had a job where they applied what they were learning in the classroom.
- **73%** worked on a project that took a semester or more to complete.
- **51%** were very active in extracurricular activities and organizations.

**Top Internship Employers**

<table>
<thead>
<tr>
<th>Top Internship Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>AXIOM Fine Art Gallery</td>
</tr>
<tr>
<td>Chicago Children’s Choir</td>
</tr>
<tr>
<td>Crescendo Academy of Music</td>
</tr>
<tr>
<td>Deos Contemporary Ballet</td>
</tr>
<tr>
<td>Des Moines Metro Opera</td>
</tr>
<tr>
<td>Electronic Music Midwest</td>
</tr>
<tr>
<td>Farmers Alley Theatre</td>
</tr>
<tr>
<td>Gull Lake Community Schools</td>
</tr>
<tr>
<td>Kalamazoo Institute of Arts</td>
</tr>
<tr>
<td>Kalamazoo Public Schools</td>
</tr>
<tr>
<td>Marshall Music</td>
</tr>
<tr>
<td>Mattawan Area Schools</td>
</tr>
<tr>
<td>Monster Box Theatre</td>
</tr>
<tr>
<td>Movement Exchange</td>
</tr>
<tr>
<td>MoxSonic</td>
</tr>
<tr>
<td>Overneath Creative Collective</td>
</tr>
<tr>
<td>Plainwell Community Schools</td>
</tr>
<tr>
<td>Portage Public Schools</td>
</tr>
<tr>
<td>Richmond Center</td>
</tr>
<tr>
<td>Sharon Playhouse</td>
</tr>
<tr>
<td>Spectrum Health</td>
</tr>
<tr>
<td>Tantrum Theatre</td>
</tr>
<tr>
<td>WIDR</td>
</tr>
<tr>
<td>WMU</td>
</tr>
</tbody>
</table>

**Experiences at WMU**
- **97%** had at least one instructor who made them excited about learning.
- **93%** felt that their instructors cared about them as a person.
- **85%** had a mentor who encouraged them to pursue their goals and dreams.
- **86%** said that their education and experience as a student at WMU prepared them for their profession.
Fine Arts – Undergraduate Degrees

Full-time Employment
- **Median salary** for undergraduate degree recipients in CFA was **$30,000 to $35,000** (46 responses).
- **89%** had a job related to their degree.
- **87%** were satisfied with their job.
- **63%** had a job in Michigan.

Top Employers
- Beaumont Health
- Bronson
- Climax Marketing
- College for Creative Studies
- Contexture Dance Detroit
- Encore Event Technologies
- Excel Dance Center
- Farmers Alley Theatre
- Flint School of Performing Arts
- Gallery 500
- GHD Partners
- GroundWorks Dance Theater
- Kalamazoo Children's Chorus
- Landor
- Landscape Forms
- Meadow Brook Theatre
- Northern Stage Theatre
- NorthRidge School of Performing Arts
- Performing Arts
- Purple Rose Theatre Company
- Spagnola & Associates
- Spiegelworld
- Suzuki Academy Kalamazoo
- The Big Muddy Dance Company
- The Marketing Shop
- Vansen Media
- Walt Disney World

Experiential Education
- **68%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **68%** had a job where they applied what they were learning in the classroom.
- **69%** worked on a project that took a semester or more to complete.
- **53%** were very active in extracurricular activities and organizations.

Experiences at WMU
- **97%** had at least one instructor who made them excited about learning.
- **91%** felt that their instructors cared about them as a person.
- **86%** had a mentor who encouraged them to pursue their goals and dreams.
- **84%** said that their education and experience as a student at WMU prepared them for their profession.

"WMU provides music education students with plenty of performance opportunities and opportunities to teach in front of students."
Fine Arts – Graduate Degrees

Graduate Students’ Full-time Employment

- **Median salary** for graduate degree recipients in the College of Fine Arts was **$47,500 to $52,500** (4 responses).
- **100%** had a job **related** to their degree.
- **100%** were **satisfied** with their job.
- **57%** had a job in **Michigan**.

Top Employers

Distinguished Concerts International NY
Lake Erie Music Therapy
Sensory Clinic West

Experiential Education

- **56%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **81%** had a job where they applied what they were learning in the classroom.
- **88%** worked on a project that took a semester or more to complete.
- **44%** were very active in extracurricular activities and organizations.

Experiences at WMU

- **100%** had at least one instructor who made them excited about learning.
- **100%** felt that their instructors cared about them as a person.
- **80%** had a mentor who encouraged them to pursue their goals and dreams.
- **93%** said that their education and experience as a student at WMU prepared them for their profession.

"The best thing about WMU was the practical experience for my field - audio engineering requires deep technical understanding of the topic and demands first-hand experience in order to be successful out of college. I feel I received both of these while attending WMU."
Art

85% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>16</td>
<td>59%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>4</td>
<td>15%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>11%</td>
</tr>
<tr>
<td>Not Active Engaged</td>
<td>4</td>
<td>15%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $15,000 to $20,000 (5 responses).
- 88% were employed in Michigan.
- 64% had a job related to their degree.
- 67% were satisfied with their job.

Survey Population
This report includes data from students who majored in Art, Art Education, and Art History.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>59</td>
<td>36 (61%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>48</td>
<td>27 (56%)</td>
</tr>
<tr>
<td>Master’s (17-18 &amp; 18-19)</td>
<td>11</td>
<td>9 (82%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers
- Art Studio Intern at Richard and Jane Manoogian Mackinac Art Museum
- Assistant Manager at Gymboree
- Community Engagement Manager at El Concilio
- Environmental Services at Bronson
- Gallery Manager at Gallery 500
- Instructor at Battleground Skate House
- Medical Scheduler at ProCare Pain Solutions
- Office Coordinator at Claire's
- Sales Associate at Fanfare Comic Book Store
- Sales Associate at Orange Theory Fitness
- Self-Employed Artist
- Self-Employed Photographer

Continuing Education
- Masters in Arts Management and Museum Studies at Michigan State University
- Masters in Computer and Information Technology at University of Pennsylvania
- Masters in Higher Education at WMU

Madison Liebler, Bachelor of Arts in Art and English, 2019
Graduate Assistant at WMU

“The services provided to students for free on this campus are so important. I realized in my job as a peer coach that I loved working with students, and when I studied abroad it changed my life. Now I'm working toward my Higher Education and Student Affairs degree so that I can become a Study Abroad Advisor and connect students to a life-changing experience as I had.”
Dance

95% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>15</td>
<td>79%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>11%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>5%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $40,000 to $45,000 (7 responses from 2017-18 & 2018-19).
- 50% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>22</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Dance Instructor at Noble Network of Charter Schools
Dance Teacher at Excel Dance Center
Dancer at Contexture Dance Detroit
Dancer at GroundWorks Dance Theater
Trainee at The Big Muddy Dance Company

Tara Charvat
Bachelor of Fine Arts in dance, 2018
Apprentice Company Dancer

"The most rewarding part of my job is being able to continue my growth within this art form that I have loved since a very young age, with other passionate artists who support and encourage this growth. I give endless amounts of credit to each and every single dance professor at WMU, as well as every guest artist I worked with, who put in the energy to help me grow as an artist.”

Marissa Peterson (Quivey)
Bachelor of Fine Arts in dance certificate in Dance Studio Management, 2018
Owner and Director of Quivey Dance Company

"If you have a vision, pursue it. I had many people question me opening a studio, whether it be that it was my senior year, that I was young, or just for the fact that I was opening one. I felt doubted by some, but always listened to the ones who were encouraging me, and that’s what kept me going.”
Graphic Design

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>17</td>
</tr>
<tr>
<td>Employed full time</td>
<td>17</td>
</tr>
</tbody>
</table>

Full-time Employment
- 44% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>22</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Brand Designer at Brewery Ommegang
Designer at GHD Partners
Designer at Landor
Freelance Graphic Designer at Self-Employed
Graphic Design Specialist at McKibbon Hospitality
Graphic Designer at Biggby
Graphic Designer at Climax Marketing
Graphic Designer at GHD Partners

Graphic Designer at Landscape Forms
Graphic Designer at Michigan State University
Graphic Designer at Northwestern University
Graphic Designer at The Marketing Shop
Junior Graphic Designer at Spagnola & Associates
Point of Sale Production Designer at Imperial Beverage

Blaze Watson
Bachelor of Fine Arts in graphic design, 2019
Graphic Design Intern at Michigan State Football

“Get a job in the field you want to work in while you are in school. Work just as hard, if not harder at your job than your classes. Experience in the field is more important than a class. You will feel so much more confident in yourself when you are starting your first day at a job after college if you already have 2-3 years of experience in that field, even if it was just part time. You will learn the soft skills needed to perform that job to the best of your ability and you will be in a much better place because of it!”
Music

100% of undergraduate and 83% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td></td>
</tr>
<tr>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>--------</td>
<td>---------</td>
</tr>
<tr>
<td>Employed full time</td>
<td>39</td>
</tr>
<tr>
<td>Employed part time</td>
<td>28</td>
</tr>
<tr>
<td>Continuing education</td>
<td>8</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $35,000 to $40,000 (12 responses from 2018-19).
- Median salary for graduate degrees was $55,000 to $60,000 (6 responses from 2017-18 & 2018-19).
- 66% were employed in Michigan.
- 92% had a job related to their degree.
- 94% were satisfied with their job.

Survey Population

This report includes data from students who majored in Multimedia Arts Technology; Music; Music Composition; Music Conducting; and Music Performance.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>75</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>54</td>
</tr>
<tr>
<td>Master’s</td>
<td>21</td>
</tr>
</tbody>
</table>

John Proulx

Master of Arts in music: vocal jazz performance, 2019
Adjunct Faculty at Cal Poly Pomona and Cal State University Long Beach

“My advice is to diversify as much as possible. Learn all you can by getting involved in all that your school has to offer. When applying for teaching work, know that employers are looking at how many skills you can bring to the job. I’d also recommend that undergrads get their master’s degrees since that is now the minimum requirement for collegiate teaching positions.”
Music

Job Titles and Employers
Adjunct Professor at New York University
Assistant Band Director at Newaygo Public Schools
Audio Engineering Technician at Encore Event Technologies
Audio/Visual Administrator at Evergreen Technologies
Band Teacher at Santa Cruz Valley Unified School District
Installer at Kazoo Audio
Military Musician at U.S. Marines
Motion Graphics Designer at Vansen Media
Outreach Director at Kalamazoo Children's Chorus
Piano Teacher at Suzuki Academy Kalamazoo
Program Development Assistant at Distinguished Concerts International NY
Sales Engineer at Sweetwater Sound
Self-Employed Audio Engineer
Self-Employed Musician
Social Media Manager at College for Creative Studies
Sound Engineer at Farmers Alley Theatre
Voice Teacher at NorthRidge School of Performing Arts

Continuing Education
Masters in Library Science at University of Illinois
Masters in Music at Cincinnati College-Conservatory
Masters in Music at WMU
MBA at WMU

Amber Zundel
Bachelor of Science in multimedia arts technology, 2018
Social Media Manager at the College for Creative Studies

“While attending WMU I spent a lot of time at WIDR (the student-run radio station on campus). I started out volunteering there with the live sound team, volunteered with promotions and eventually became the Promotion's Director. As Promotion's Director at WIDR I learned how to create a content calendar, manage a volunteer-based blog, and scheduling and managing social media for an organization.”
Music Education

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>16</td>
<td>89%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>6%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $35,000 to $40,000 (10 responses).
- 86% were employed in Michigan.
- 93% had a job related to their degree.
- 80% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>23</td>
<td>18</td>
<td>(78%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Assistant Band Director at Newaygo Public Schools
Band and Orchestra Teacher at Chippewa Hills School District
Band Teacher at Santa Cruz Valley Unified School District number 35
General Music Teacher at Jenison Public Schools
K-12 Music Teacher/ Band Director at Brimley Area Schools
Military Musician at U.S. Marines
Music Teacher at Comstock Public Schools
Music Teacher at Pennfield School District
Music Teacher at Wayne County Public Schools
Orchestra Director at Birmingham Covington School
Teacher at Hillsdale Community Schools

Continuing Education

Masters in Music at DePaul University

Russell Matthews
Bachelor of Arts in music education, 2018
Band/Music Teacher at St. John the Evangelist and St. Pius Catholic Schools

"I worked as many band/orchestra camps as I could over the summers, and I volunteered/observed as much as possible during the school year. I also subbed when my schedule allowed me to. I took lessons on secondary instruments and got to know as many teachers as possible to learn from them. Most importantly, I learned from the colleagues that I went through my methods and other education classes with. This gave me a lot of hands-on teaching experience, which prepared me well for both my first long term subbing job at Chippewa Hills and the catholic schools where I am now."
Music Therapy

100% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>100%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>29%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $40,000 to $45,000 (10 responses from 2017-18 & 2018-19).
- Median salary for graduate degrees was $35,000 to $40,000 (10 responses from 2017-18 & 2018-19).
- 71% were employed in Michigan.
- 100% had a job related to their degree.
- 96% were satisfied with their job.

Job Titles and Employers
- Music Therapist at Flint School of Performing Arts
- Music Therapist at Forte Residential
- Music Therapist at Opportunities for Positive Growth
- Music Therapist at Ottawa Area Center
- Music Therapist at Sensory Clinic West
- Music Therapist at SUN Behavioral Columbus
- Neurologic Music Therapist at Lake Erie Music Therapy

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>27</td>
<td>20</td>
<td>(74%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>11</td>
<td>7</td>
<td>(64%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>16</td>
<td>13</td>
<td>(81%)</td>
</tr>
</tbody>
</table>
Theatre

85% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>67%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>9%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>15%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>15%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $15,000 to $20,000 (11 responses).
- 47% were employed in Michigan.
- 81% had a job related to their degree.
- 82% were satisfied with their job.

Job Titles and Employers

Actor at Productions Plus - The Talent Shop
Adjunct Professor at New York University
Admissions Counselor at WMU
Apprentice at Purple Rose Theatre Company
Beauty Advisor at Ulta
Craft Support Decorator at Walt Disney World
Department Assistant at Oaklawn Hospital
Inbound Verifications Specialist at GM Financial
On-Call Assistant Stage Manager at Spiegelworld
Props Intern at Meadow Brook Theatre
Scenic Artist at Northern Stage Theatre
Self-Employed Actor and Singer
Self-Employed Actor/Singer/Dancer
Senior Manager-Workforce Management at Entertainment Benefit Group
Special Education Paraprofessional at KRESA
Training Coordinator at Federal Savings Bank

Continuing Education

Masters in Fine Arts at UC Irvine
Masters in Theatre - Scenic Design at Carnegie Mellon Drama

Survey Population

This report includes data from students who majored in Music Theatre Performance, Theatre: Acting, Theatre: Performance, Theatre: State Management; Theatre: Design/Technical Prod; and Theatre: Theatre Studies.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(65%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>51</td>
<td>33</td>
</tr>
</tbody>
</table>

Jack Kison, Bachelor of Fine Arts in theatre, 2019
Head Showrunner for Baked with Good Intentions.

“Never compare yourself to others, it's death for the artist. Just keep working, never stop, but know your limits.”
Accountancy .................................................................143
Advertising and Promotion ........................................144
Business Administration (MBA) .................................148
Computer Information Systems .................................149
Digital Marketing and eCommerce ............................152
Entrepreneurship .......................................................153
Finance ........................................................................154
Food and Consumer Package Goods Marketing ..156
Human Resource Management .................................158
Integrated Supply Management ...............................159
Management ................................................................161
Marketing .....................................................................163
Sales and Business Marketing .................................165
**Post-Graduation Activity**

94% of all Haworth College of Business graduates were actively engaged.

<table>
<thead>
<tr>
<th>Activity</th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count 788</td>
<td>count 695</td>
<td>count 93</td>
</tr>
<tr>
<td>Employed full time</td>
<td>726</td>
<td>637</td>
<td>89</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Continuing education</td>
<td>54</td>
<td>50</td>
<td>4</td>
</tr>
<tr>
<td>Military service</td>
<td>3</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>46</td>
<td>38</td>
<td>8</td>
</tr>
<tr>
<td>Looking for work</td>
<td>36</td>
<td>28</td>
<td>8</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>10</td>
<td>10</td>
<td>4</td>
</tr>
</tbody>
</table>

**Survey Population**

The Post-Graduation Activity Survey was sent to all of the 1086 students who earned a degree from Haworth College of Business between August 2018 and June 2019.

<table>
<thead>
<tr>
<th>Degree Type</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All HCoB degrees</td>
<td>1086</td>
<td>834</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>959</td>
<td>733</td>
</tr>
<tr>
<td>Master’s</td>
<td>127</td>
<td>101</td>
</tr>
</tbody>
</table>

**Salary Ranges for Full-Time Employment**

<table>
<thead>
<tr>
<th>Percentile Range</th>
<th>All HCoB</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th</td>
<td>$40,000-$45,000</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
</tr>
<tr>
<td>50th</td>
<td>$50,000-$55,000</td>
<td>$50,000-$55,000</td>
<td>$60,000-$65,000</td>
</tr>
<tr>
<td>75th</td>
<td>$60,000-$65,000</td>
<td>$60,000-$65,000</td>
<td>$75,000-$80,000</td>
</tr>
</tbody>
</table>

- $60K+ 29%
- $40K to $60K 48%
- Up to $40K 22%

"Every employee at WMU is so student-centered. I come to campus every single day knowing that thousands of individuals are working hard so that my peers and I can achieve the things we want."
Haworth College of Business – All Degrees

Full-time Employment
- **Median salary** was $50,000 to $55,000 (394 responses).
- 69% had a job in Michigan.
- 95% had a job related to their degree.
- 93% were satisfied with their job.

Top Employers

<table>
<thead>
<tr>
<th>Advantage</th>
<th>Flowserve</th>
<th>Nolan Transportation Group</th>
<th>Stryker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advia Credit Union</td>
<td>General Motors</td>
<td>Northwestern Mutual</td>
<td>Summit Polymers</td>
</tr>
<tr>
<td>Aerotek</td>
<td>Great Lakes Wine and Spirits</td>
<td>Pfizer</td>
<td>Trace3</td>
</tr>
<tr>
<td>Arbor Financial Credit Union</td>
<td>Hormel Foods</td>
<td>Plante Moran</td>
<td>United Wholesale Mortgage</td>
</tr>
<tr>
<td>BDO</td>
<td>Insight Global</td>
<td>PNC</td>
<td>VelocityEHS</td>
</tr>
<tr>
<td>C.H. Robinson</td>
<td>Kellogg’s</td>
<td>Quicken Loans</td>
<td>Vista IT Group</td>
</tr>
<tr>
<td>Dow</td>
<td>Kroger</td>
<td>Reckitt Benckiser</td>
<td>Western Michigan University</td>
</tr>
<tr>
<td>Epredia</td>
<td>Meijer</td>
<td>Seber Tans, PLC</td>
<td>Whirlpool</td>
</tr>
</tbody>
</table>

Continuing Education
- 6% of business respondents are pursuing further education after graduating from WMU.
- After graduation, 82% are pursuing master’s degrees, 8% professional schools, 4% doctoral, 4% certification programs, and 2% bachelor’s degrees.
- 60% are continuing education at WMU, and the remaining 40% will attend 11 different institutions.

Experiential Education
- 71% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 68% had a job where they applied what they were learning in the classroom.
- 68% worked on a project that took a semester or more to complete.
- 60% were very active in extracurricular activities and organizations.

92% of business graduates completed at least one experiential education activity.

Top Internship Employers

<table>
<thead>
<tr>
<th>AAM</th>
<th>Hormel Foods</th>
<th>Nolan Transportation Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>BDO</td>
<td>Humphrey Products</td>
<td>Pfizer</td>
</tr>
<tr>
<td>C.H. Robinson</td>
<td>Imperial Beverage</td>
<td>Plante Moran</td>
</tr>
<tr>
<td>Denso</td>
<td>Kellogg’s</td>
<td>PNC</td>
</tr>
<tr>
<td>Eaton</td>
<td>Kroger</td>
<td>PricewaterhouseCoopers</td>
</tr>
<tr>
<td>General Motors</td>
<td>Marathon</td>
<td>Quicken Loans</td>
</tr>
<tr>
<td>Honda</td>
<td>Meijer</td>
<td>Seber Tans</td>
</tr>
</tbody>
</table>

Experiences at WMU
- 98% had at least one instructor who made them excited about learning.
- 95% felt that their instructors cared about them as a person.
- 69% had a mentor who encouraged them to pursue their goals and dreams.
- 91% said that their education and experience as a student at WMU prepared them for their profession.
HCOB – Undergraduate

Full-time Employment
- **Median salary** for undergraduate degree recipients in HCoB was **$50,000 to $55,000** (347 responses).
- 96% had a job related to their degree.
- 94% were satisfied with their job.
- 68% had a job in Michigan.

Top Employers
- Advia Credit Union
- Aerotek
- Arbor Financial
- BDO
- C.H. Robinson
- Dow
- Eaton
- Advantage
- Enterprise Holdings
- Flowserve
- Ford Motor Company
- General Motors
- Hormel Foods
- Insight Global
- Kellogg’s
- Kroger
- Meijer
- Mondelez International
- Nolan Transportation
- Parker Hannifin
- Pfizer
- Plante Moran
- PNC
- Quicken Loans
- Seber Tans
- Starcom
- Steelcase
- Stryker
- Summit Polymers
- Textron
- The Mars Agency
- Thomson Reuters
- United Shore
- United Wholesale
- Mortgage
- VelocityEHS
- Vista IT Group
- WMU
- Whirlpool
- Workforce Strategies
- Zoetis

Experiential Education
- 73% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 68% had a job where they applied what they were learning in the classroom.
- 70% worked on a project that took a semester or more to complete.
- 64% were very active in extracurricular activities and organizations.

94% of business undergraduates completed at least one experiential education activity.

Experiences at WMU
- 97% had at least one instructor who made them excited about learning.
- 95% felt that their instructors cared about them as a person.
- 70% had a mentor who encouraged them to pursue their goals and dreams.
- 92% said that their education and experience as a student at WMU prepared them for their profession.

Taylor Graham, Bachelor of Business Administration in advertising and promotion, 2019
Social Media Specialist at Media Assembly

“Find a professor that you can connect with – someone that will help guide you through your self-exploration. College is an amazing time to discover yourself, fall apart, and rediscover yourself again. Having professors who really understand where you ultimately want to end up in your career is life changing.”
HCOB – Graduate

Full-time Employment
- Median salary for graduate degree recipients in HCoB was $60,000 to $65,000 (47 responses).
- 95% had a job related to their degree.
- 83% were satisfied with their job.
- 79% had a job in Michigan.

Top Employers

<table>
<thead>
<tr>
<th>Employer</th>
<th>Employer</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAM</td>
<td>Haworth</td>
<td>Seber Tans</td>
</tr>
<tr>
<td>Apple</td>
<td>Houser &amp; Associates</td>
<td>State of Michigan</td>
</tr>
<tr>
<td>Bayer</td>
<td>Hyundai</td>
<td>Stryker</td>
</tr>
<tr>
<td>BDO</td>
<td>Kellogg’s</td>
<td>Tesa Tape</td>
</tr>
<tr>
<td>Bronson</td>
<td>Parker Hannifin</td>
<td>WMU</td>
</tr>
<tr>
<td>Charles River Laboratories</td>
<td>Perrigo</td>
<td>Whirlpool</td>
</tr>
<tr>
<td>Epredia</td>
<td>Pfizer</td>
<td></td>
</tr>
<tr>
<td>Flowserve</td>
<td>Plante Moran</td>
<td></td>
</tr>
<tr>
<td>Genius Minds</td>
<td>PricewaterhouseCoopers</td>
<td></td>
</tr>
</tbody>
</table>

Experiential Education

- 46% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 65% had a job where they applied what they were learning in the classroom.
- 52% worked on a project that took a semester or more to complete.
- 23% were very active in extracurricular activities and organizations.

Experiences at WMU

- 100% had at least one instructor who made them excited about learning.
- 96% felt that their instructors cared about them as a person.
- 54% had a mentor who encouraged them to pursue their goals and dreams.
- 81% said that their education and experience as a student at WMU prepared them for their profession.

"The size and willingness of the school enabled me to be a part of study abroad, business externship program, take on leadership roles within my sorority, and be a part of a business RSO."
Accountancy

94% of undergraduate and 87% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>83</td>
<td>94%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>65</td>
<td>74%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>18</td>
<td>20%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>6%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $50,000 to $55,000 (27 responses).
- Median salary for graduate degrees was $50,000 to $55,000 (12 responses).
- 75% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th>(in %)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>153</td>
<td>111</td>
<td>(73%)</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>124</td>
<td>88</td>
<td>(71%)</td>
</tr>
<tr>
<td>Master's</td>
<td>29</td>
<td>23</td>
<td>(79%)</td>
</tr>
</tbody>
</table>

Michael Manga
Bachelor of Business Administration in accountancy, 2019
Rotational Financial Analyst at Stryker

“One of the most important skills that has helped me transition from student to professional is the ability to build relationships and network. These relationships have allowed me to learn new skills, improve my business acumen, and learn about career opportunities.

My advice for someone looking for their career after college is to take ownership of your career. Some key things to do to take ownership of your career include: be committed to your academics; get involved on campus showing that you’re a team player; leverage the career center for resume workshops/practice interviews; actively seek out opportunities to learn and grow personally and professionally.”
Accountancy

Job Titles and Employers
Accountant at VanDenBerg & Sons Furniture
Accountant I at Van Andel Institute
Accountant, Bookkeeper, Social Media Manager at Omnis Bookkeeping and Business Solutions
Accounting Assistant at Ghazal Holdings
Accounting Associate at Acrisure
Accounting Associate at Cornerstone Credit Union
Accounting Leadership Development at Ally
Advisory Consultant at Deloitte
Analyst at Goldman Sachs
Associate Credit Analyst at Chemical Bank
Assurance Associate at BDO
Assurance Associate at RSM US LLP
Assurance Staff at Plante Moran
Audit Senior at Marcum
Audit Staff at BDO
Auditor 9 at Michigan Department of Treasury
Bookkeeper at Karric Contracting
Core Assurance Associate at PwC
Corporate Controller at Dow
Cost Accountant at Edwards Garment
Cost Accountant at Flowserv
Credit Analyst at Eaton
Data Specialist at TMS International Corporation
Financial Advisor at Edward Jones
Financial Analyst at Auria
Financial Analyst at Kellogg’s
Financial Systems Analyst at Delek US Holdings
General Accountant at Location Services
Indirect Procumbent at Navistar

Junior Financial Analyst at Pfizer
Lead Financial Analyst at Stryker
Manufacturing Associate at Herman Miller
Product Promotion Specialist at SHEN
Professional Staff Accountant at Seber Tans
Program Finance Analyst at L&W Group
Project Accountant at Barton Marlow Company
Risk Assurance Associate at PwC
Rotational Financial Analyst at Stryker
Senior Representative at Whirlpool
Staff Accountant at Brink, Key & Chludzinski
Staff Accountant at Chan & Chen LLP
Staff Accountant at Fisher Spiegel Kunkle & Gerber
Staff Accountant at Houser and Associates
Staff Accountant at Jacobsen Daniels
Staff Accountant at James and Springgate
Staff Accountant at Jansen Valk Thompson Reahm
Staff Accountant at Knape and Vogt Manufacturing
Staff Accountant at Physicians Toxicology
Staff Accountant at Seber Tans
Staff Accountant at Plante Moran
Staff Auditor at Plante Moran
Tax Accountant at Jessup Group
Tax Analyst at World Wrestling Entertainment
Tax Associate at BDO
Tax Auditor 2 at State of Tennessee
Tax Staff at BDO
Tax Staff at Crowe
Tax Staff at Plante Moran
Underwriter II at United Wholesale Mortgage

Continuing Education
Masters in Accountancy at WMU
Masters in Accounting at University of Oregon
MBA at WMU

Justin Madden
Bachelor of Business Administration in accountancy, 2019
Government Consultant at Deloitte & Touche

“The amazing professors I came into contact with over my four years at Western in the accountancy department really had an impact on my career development. They helped me stick with my coursework and pursue a career with a big four firm.

The number one thing after college when you get done is be patient and charge forward, and don’t be afraid to start somewhere small and work your way up. It can get stressful but just be patient and calm because you will find a job in your career path; it just takes time.”
Advertising and Promotion

97% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>53</td>
<td>90%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>1.5%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $35,000 to $40,000 (31 responses).
- 62% were employed in Michigan.
- 93% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>60</td>
<td>59 (98%)</td>
</tr>
</tbody>
</table>

Brooke Wester
Bachelor of Business Administration in advertising and promotion, 2019
Customer Engagement Specialist at Gusto

“WMU has so many resources to offer! Be sure to use all of these. Building and maintaining relationships with professors is so important and beneficial as they will help guide you through college and when it comes time to find a career. Also, join RSO’s - these help you with leadership skills and allow the opportunity to meet new people! Lastly, be sure to find a major you are passionate about and then pursue it!”

Nora Guensche
Bachelor of Business Administration in advertising and promotion, 2019
Event Coordinator at SayferthPR

“My networking skills absolutely led me to where I am today. People can and will help you, but you must put yourself in environments that will allow you to network. Networking is essential for success! Get involved, whether it be with your professors, peers, or student-run organizations. Western provides ample helpful opportunities. Show people you’re ready and willing to learn. That’s half the battle!”
Advertising and Promotion

Job Titles and Employers
Account Coordinator at Defero
Account Executive at S/Cavoli
Account Executive at SpotCo
Account Manager at DDB Chicago
Analyst at Starcom
Assistant Account Executive at Doner
Assistant Account Executive at The Mars Agency
Assistant Brand Strategist at Horizon Next
Assistant Media Planner at GTB
Assistant Media Planner at MediaCom
Associate Engagement Manager at Huge
Associate Project Manager at DP+
Communication Support Specialist at JLL
Community Manager at Canvas Design Media, DR
Creative Associate at NSAC AFF Case Competition
Customer Engagement Specialist at Gusto
Digital Consultant at Shift Digital
Digital Producer at Doner
District Sales Lead at Frito Lay
Field Artillery Officer, Second Lieutenant at U.S. Army National Guard
Graphic Designer at Down and Out Books
Marketing Associate at Costco
Marketing Coordinator at Palm Era Marketing
Marketing Coordinator at Redhype
Marketing Intern at Mount Sinai Hospital
Marketing Representative at Insomnia Cookies
Media Associate at Starcom
Paid Social Specialist at Media Assembly
Planning Associate at Mindshare
Programmatic Associate at Mindshare
Project Management Intern at Doner
Public Relations Intern at Havas Formula
Quality Assurance Specialist at H.O. Trerice
SEO Analyst at GTB
SEO Analyst at Havas Media Chicago
Social Media Manager at Research and Me

Continuing Education
Masters in Marketing Research at University of Georgia

Ashley Mahler
Bachelor of Business Administration in Advertising and Promotion, 2019
SEO Analyst at Havas

“Internships and networking are the best ways to achieve success. Build your experience early on, and it will only help you in your later classes! I wish I had been a bit more social with people in my major because everyone is friendly, connected, and has similar interests. You will build lifelong friends and strong professional connections as an advertising major.”

Olyvea Davis
Bachelor of Business Administration in Advertising and Promotion, 2018
SEO Junior Analyst at GTB

“I thought I knew what I wanted to do as a freshman in college, then I decided on something else as a junior, and finally found the field that was meant for me during my last semester, in a class that had been recommended to me by my peers. There are so many options and paths to take. The only way to find the one for you is to explore.”
Business Administration (MBA)

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>74</td>
<td>94%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>71</td>
<td>90%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>6%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $67,500 to $72,500 (36 responses).
- 81% were employed in Michigan.
- 94% had a job related to their degree.
- 78% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>99</td>
<td>79 (80%)</td>
</tr>
</tbody>
</table>

Ian Trautman,
Master of Business Administration, 2019
Accounts Payable Coordinator at WMU

“It may sound cliché, but I would highly encourage students to really take their classes and college experience seriously. The skills, knowledge and relationships that you form at this level can really set you apart from others in the workforce and help propel you to success. I would encourage you to break out of your comfort zone and meet with individuals you normally wouldn’t, share ideas and create partnerships with others to see how you can benefit each other. It’s amazing how much you can learn and grow when you are working at a problem with others by your side, so really invest in this college experience and you’ll walk away with much more than a degree!”
Business Administration (MBA)

Job Titles and Employers
Account Executive at Advantage
Accounting Manager at Butterball Farms
Accounting Specialist at Hyundai
Accounts Payable Coordinator at WMU
Application Specialist at Vector Marketing
Associate Research Scientist at Amway
Business Admin Manager at Trestlewood Pediatrics
Business Analyst at Genius Minds
Business Analyst at Reading Horizons
Business Intelligence Developer at Bronson
Buyer at Epredia
Category Buyer at Van Eerden Foodservice
Category Management Analyst at Whirlpool
CFO at Wolverine Power Cooperative
Chief of Staff at Michigan State Senate
Commodity Planner at Haworth
Controller/Director of Finance at W. MI Whitecaps
Customer Logistics Representative II at Bayer
Data Integration Specialist at Christus Health
Development Business Analyst at Infor
Digital Marketing Manager at Purplepatch Services
Director at BTEQ Ventures
Electric Distribution Engineer at Holland BPW
Engineering Supervisor at Cook Nuclear Plant
Financial Analyst at Bank of America
Financial Analyst at Western Michigan University
Geographic Info Systems Technical Writer at Apple
Internal Auditor at DriveTime
Lead Analyst, Contracts and Pricing at Stryker
Manager at Advia Credit Union
Manager at Clayborne Partners
Manager, Market Research Analytics at WMU
Manufacturing Engineer at Viant Medical
Marketing Manager at WMU
Operations Supervisor at State of Michigan
Portfolio Manager at Financial Markets Consulting
Post-Graduate Intern at Colsh Consultants
Post-Graduate Intern at Genius Minds
Procurement Manager at L&T Constructions, India
Product Manager at Belt Conveyor Products
Program Management Leader at AAM
Purchasing Manager at Tesa Tape
Regulatory Affairs Specialist at Epredia
Relationship Manager at EPICUS Solutions
SAP Business Analyst at Perrigo
Sector Specialist at Tracxn
Sr. Associate at Kellogg’s
Sr. Buyer at Flowserve
Sr. Category Manager at Kellogg’s
Sr. Commercial Planning Analyst at Perrigo
Sr. Financial Analyst, Stryker School of Medicine
Sr. Office Services Representative at Stryker
Sr. Planner at Parker Hannifin
Sr. Practice Manager at Southwestern Medical Clinic
Sr. Quality Engineer at Stryker
Staff Accountant at TGG Solutions
Telemetry Associate at Charles River Laboratories
Territory Manager at Pfizer
Territory Sales Specialist at Cephalon
Warranty & Labor Time Admin at Express Auto

Continuing Education
Masters in Engineering at WMU
Computer Information Systems

91% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>43</td>
<td>91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>42</td>
<td>89%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>6%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $47,500 to $52,500 (24 responses).
- 77% were employed in Michigan.
- 100% had a job related to their degree.
- 92% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>60</td>
<td>47 (78%)</td>
</tr>
</tbody>
</table>

David Mendoza, Bachelor of Business Administration in computer information systems, 2019
Technical Solutions Analyst at Cerner

“I had help from a multitude of people over my WMU years. Volunteering was a big deal for my college life.”

Luis Perez, Bachelor of Business Administration in computer information systems, and business analytics, 2018
Applications Engineer at Steelcase

“Before graduating from WMU, I was already investing a lot of my time into building meaningful relationships with professionals, which led me to enroll into a leadership program for Latinos, take a software development program, and grow as a person of color and leader. Another huge part of my success has been to start a company when I was 20 years old. I’m still managing the company, and we have grown so much in the past couple of months. The company pushed me to get out of my comfort zone, build relationships, become a better leader, and ultimately make a difference in the community through technology.”
Computer Information Systems

Job Titles and Employers

Applications Support Specialist at Innovative Software Solutions
Business Analyst at Fusion Risk Management
Business Analyst at Stryker
Business Analyst/Applications Engineer at Auros
Communications Specialist at B4 Property Management
Customer Support Specialist at Streamline Healthcare Solutions
Developer at Dow
Head of IT at BMP
Help Desk Analyst at MIMO LLC
Information Systems Specialist at ALTA Equipment
Info Technology Analyst at S24 Direkt GmbH
IT Business Analyst at Emerson Commercial and Residential Solutions
IT Engineer at Kellogg’s
IT Specialist at MGE Wholesale
IT Support at Wright Coating Technologies
IT Support Specialist at Towerpinkster
IT Technical Specialist at BS&A Software
IT Technical Support Specialist at Sport and Imports Auto Parts
ITS Systems Analyst at Zoetis
Network Consultant at American Technology Services
Network Engineer at Moss Telecom
Order Entry Specialist at Kelly Services
Product Specialist at Dynatrace
Programmer Analyst at SpartanNash
Software Analyst at SPARK Business Works
Software Engineer at Steelcase
Systems Analyst at Beacon Specialized Living
Technical Project Analyst at Stryker
Technical Service Engineer at Emdad Solutions
Technical Solution Analyst at Cerner
Technology Consultant at Ernst Young
Technology Services at Greenleaf Hospitality Group
Tester at Streamline Healthcare Solutions

Alexander Walter, Bachelor of Business Administration in computer information systems, 2019
IT TSS at Kellogg’s

“If you are interested in IT, the CIS major at WMU is a great way to build a basic understanding of what you will need to succeed in the field after graduation. The BIS Department chair was one of the first people I met at Western, and he sold me on the school after being so willing to discuss what I wanted from my education. My advice is to not be wary approaching faculty, and to use student resources like career services to your advantage.”

Grant Goethals
Bachelor of Business Administration in computer information systems, 2019
Technical Project Analyst at Stryker

“The most rewarding part of my job is after installing new technology, educating those in the hospital who will be using the technology on how it can quite literally save lives.”
Digital Marketing and eCommerce

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>8</td>
<td>73%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>18%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $45,000 to $50,000 (5 responses from 2017-18 & 2018-19).
- 67% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
- Data Analyst at Quicken Loans
- Digital Marketer at 3Eye Technologies
- Digital Marketing Associate at True Interactive
- Digital Media Buying Specialist at Tire Rack
- Digital Strategist at Computrade Technology International
- Field Artillery Officer at Michigan Army National Guard
- Search Engine Optimization Analyst at Internet Brands
- Security Officer at Nighthawk Security Company
- Social Media Coordinator at Blue Wheel Media

Survey Population
<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(85%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>13</td>
<td>11</td>
</tr>
</tbody>
</table>
Entrepreneurship

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>6</td>
<td>100%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 75% were employed in Michigan.
- 100% had a job related to their degree.
- 67% were satisfied with their job.

Job Titles and Employers
- Assistant Event Coordinator at Spring Lake Country Club
- Outreach and Engagement Intern at College Promise Campaign
- Real Estate Agent at Century 21
- Salesforce Administrator at Great Lakes Architectural Products

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>7</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>
91% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>76</td>
<td>84%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>5%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>8</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>4</td>
<td>4%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $50,000 to $55,000 (37 responses).
- 69% were employed in Michigan.
- 96% had a job related to their degree.
- 89% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>142</td>
</tr>
</tbody>
</table>

Joshua Hero, Bachelor of Business Administration in finance and management, 2019
Financial Coding Analyst at Kellogg’s

“All of the RSO’s that I was a member of have helped to prepare me for my current position. Through these clubs, I was provided the opportunity to improve my leadership skills by holding an executive board position. The Zhang Career Center was a huge help with landing my current job. The resume critiques and the interview practices that are offered were a big part in preparing me for interviews. Lastly, the network that was created throughout my four years will provide me with endless opportunities and career advice.”
Finance

Job Titles and Employers
Account Executive at Fisher Investments
Account Executive at Richmond Agency
Account Executive at United Wholesale Mortgage
Account Manager at Ron Jackson Insurance Agency
Accountant at Arabian Technical Trading
Accounting Associate at Acrisure
Accounting Associate at TEC Group
Accounting Leadership Development at Ally
Analyst at USAA Real Estate
Associate Credit Analyst at Chemical Bank
Associate Financial Planner at Docsa Capital Management
Assurance Associate at BDO
Branch Sales and Service Associate at PNC
Capacity Planning Analyst at Whirlpool
Consulting Analyst at Huron Consulting Group
Corporation Accounting Intern at Amerifirst Home Mortgage
Cost/Price Analyst at Parker Hannifin
Credit Associate at Ally
Deductions Analyst at Glanbia Performance Nutrition
Development Program Analyst at PNC
Early Collections Representative at Carmax Auto Finance
Estimating and Pricing Specialist at Boeing
Finance and Audit Rotational Program at Blue Cross Blue Shield
Finance Assistant at WMU
Finance Leader at FCA Fiat Chrysler Automobiles
Finance Representative at Stryker
Financial Advisor Trainee at Merrill Lynch
Financial Analyst at Auria
Financial Analyst at Bell Flight
Financial Analyst at Honor Credit Union
Financial Coding Analyst - Deductions at Kellogg’s
Financial Director at Trend45
Financial Processor at Randstad USA
Financial Representative at Northwestern Mutual
Financial Rotational Analyst at Microsoft
Financial Services Representative at Merrill Edge
Fleet Analyst at Textron
Junior Advisor at Main Street Financial
Junior Financial Analyst at Pfizer
Management Consulting Analyst at Accenture
Management Consulting Analyst at Teaser Platform
Mortgage Banker at Quicken Loans
Mortgage Loan Originator at Guaranteed Rate
Mortgage Loan Originator at Quicken Loans
Mortgage Loan Processor at Arbor Credit Union
Mortgage Underwriter at United Wholesale Mortgage
New Business Manager at Knox Sports Marketing
New Tiger-Leadership Development at Kellogg’s Operations Manager at Target Distribution Center
Order Management Specialist at Flowserve
Project Accountant at Barton Marlow Company
Project Coordinator at CTS Services
Research Analyst at Teaser Platform
Sr. Cost Analyst at Precision Material Handling Equipment
Sr. Representative Finance Operations at Whirlpool
Shared Services Specialist at Whirlpool
Staff Accountant at Belfor
Title Examining Assistant at Chicago Title
Underwriter at United Shore
Underwriter II at United Shore
Underwriter II at United Wholesale Mortgage
Food & Consumer Package Goods Marketing

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>51</td>
<td>98%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $55,000 to $60,000 (36 responses).
- 41% were employed in Michigan.
- 98% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>59</td>
</tr>
<tr>
<td></td>
<td>52 (88%)</td>
</tr>
</tbody>
</table>

Mary Murphy, Bachelor of Business Administration in food and consumer packaged goods marketing, 2019
Sales Associate at Breakthru Beverage

“I was a four-year varsity student athlete at Western, and all the ups and downs I experienced throughout my four years help prepare me for the corporate world. Just like in college, you will have good days and bad days. But one day at work doesn’t define your career.”

Elaina Lee
Bachelor of Business Administration in food and consumer packaged goods marketing, 2019
Category Analyst at Advantage Solutions

“Spend time getting to know your fellow students. We all graduate and go our separate ways. It is important to stay connected with each other as you graduate, becoming peers working in many different companies across the country.”

Erika Hejl, Bachelor of Business Administration in food and consumer packaged goods marketing, 2019
Category Analyst at J.M. Smucker

“Get involved and utilize your resources. WMU provides so many great opportunities for students, and putting yourself out there can truly be the hardest part. However, once you do, it becomes vital in preparing for your career and making the most out of college.”
Food & Consumer Package Goods Marketing

Job Titles and Employers

Assistant Merchandising Manager at Kroger
Associate Category Analyst at Hormel Foods
Business Analyst at Meijer
Category Analyst at Smucker’s
Category and Space Planning Analyst at Kellogg’s
Category Leadership Associate at Advantage
Consumer Product Sales Rep at Hormel Foods
Deli Solutions Sales Rep at Hormel Foods
Food Service Sales Representative at Hormel Foods
General Merchandise Trainee at Kroger
Graduate Program at Reckitt Benckiser
Key Accounts Graduate at Red Bull
Leadership Development at Graphic Packaging
Leadership Development at C&S Wholesale Grocers
Merchandising Assistant at Kroger
Nabisco Merchandiser at Mondelez International
Operations Coordinator at Coyote Logistics
Packaging Specialists at Atlantic Packaging
Price and Promotion Analyst II at Giant Food
Procurement Analyst at Kellogg’s
Product Development Program at Hormel Foods
Retail Sales Representative at Hershey’s
Sales Associate at Advantage
Sales Merchandiser at Southern Glazer’s Wine & Spirits
Sales Representative at Breakthru Beverage
Sales Representative at E. & J. Gallo Winery
Sales Representative at Great Lakes Wine & Spirits
Sales Representative at Hormel Foods
Sales Representative at Lipari Foods
Sales Representative at MillerCoors
Sales Representative at Mondelez International
Sales Territory Manager at Reckitt Benckiser
Space Analyst at L Brands
Specialist - Sales and Marketing at Abbott Nutrition
Store Management Trainee at Kroger
Supply Chain at General Motors
Territory Manager at Hormel Foods
Territory Manager at RB
Transportation Claims Analyst at StockX

Continuing Education

MBA at WMU

John Schneidenbach, Bachelor of Business Administration
in food and consumer packaged goods marketing, 2019
Retail Sales Specialist at Abbott Nutrition

“Gain experience as early as you can! I learned so much about the grocery industry by working just a basic job in a store, and had a very easy transition into a full-time career because of it. Reach out to your professors and join a professional RSO. The relationships that I made in the Food Marketing Association with other students, professors, and employers not only enhanced my college experience, but my success after school as well.”

Megan Kelly, Bachelor of Business Administration
in food and consumer packaged goods marketing, 2019
Sales Representative at E&J Gallo Winery

“Don’t be afraid to get something wrong. Every single person, no matter their current status, was a beginner at one point in their lives. It’s how we all learn. Just stay humble, focused, work hard and play hard!”
Human Resource Management

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>44</td>
<td>81%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>7</td>
<td>13%</td>
</tr>
</tbody>
</table>

Not Actively Engaged
- Looking for work: 3, 6%

Full-time Employment
- Median salary was $40,000 to $45,000 (21 responses).
- 72% were employed in Michigan.
- 97% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduate Level</th>
<th>Graduates</th>
<th>Responses</th>
<th>Participation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>63</td>
<td>54</td>
<td>(86%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Account Manager at Workforce Strategies
Assistant Manager at HomeLife
Assistant Merchandising Manager at Kroger
Attractions Hostess at Walt Disney World
Corporate HR Generalist at JAC Products
eCommerce Specialist at Arbor Credit Union
Employee Care Coordinator at Epitec
Executive Team Leader at Target
HR Administrative Assistant at AJM Packaging
HR Administrator at Benteler Automotive
HR Assistant at Canney’s Water Conditioning
HR Assistant at Engineering Technology Associates
HR Assistant at Family Health Center
HR Assistant at Parker Hannifin
HR at Musashi Auto Parts
HR Coordinator at Agency 720
HR Coordinator at Graphic Packaging International
HR Coordinator at Summit Polymers
HR Director at H&H Painting Company
HR Generalist at Goodwill Industries of MI

HR Generalist at Planet Fitness
HR Generalist at Visiting Angels of Westminster
HR Generalist at Weber Specialties
HR Representative at Burnips Equipment
HR Services Representative at Domino’s
HR Specialist at Nike
HRIS Specialist at Auria
Logistics Coordinator at Nissan North America
On-boarding Specialist at OneStream Software
People and Culture Manager at IEP Technologies
Recruiter at Barton Associates
Salaried Payroll Coordinator at Univ of Notre Dame
Sales & Marketing Specialist at Defense Logistics
Sales Recruiter at LaSalle Network
Sales Representative at E. & J. Gallo Winery
Senior Recruiting Consultant at EPM Scientific
Staffing Manager at Robert Half
Talent Acquisition Specialist at Trillium Staffing
Technician Recruiter at Centria Healthcare
Training Coordinator at Federal Savings Bank

Continuing Education
Masters in Human Resource Management at University of Minnesota - Twin Cities
Masters in Human Resources and Labor Relations at Michigan State University
Masters in Human Resources Management at Michigan State University
96% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>85</td>
<td>90%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>1.5%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>1.5%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary was $55,000 to $60,000 (61 responses).
- 57% were employed in Michigan.
- 95% had a job related to their degree.
- 98% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>116</td>
</tr>
<tr>
<td>Responses</td>
<td>94</td>
</tr>
<tr>
<td></td>
<td>(81%)</td>
</tr>
</tbody>
</table>

**Meriah Putnam, Bachelor of Business Administration in integrated supply management, 2019**

GPSC TRACK at General Motors

“Go to career fairs if you aren’t sure you are ready. You will get to talk to future employers and learn more about their companies, and what it is you want for your future. You never know when putting yourself out there will be your big break that will lead to an internship, where you gain valuable experience in your field. Those conversations can lead to a job offer. Be comfortable with the uncomfortable and that is where you will grow the most.”

**Medina Alic, Bachelor of Business Administration in integrated supply management, 2018**

Manager, Operations I at Amazon

“The most rewarding part of my job is the ambiguity and responsibility that comes behind running an operation. I am in charge of my own department, so the success of the building highly depends on the way that it’s being managed. I really enjoy coaching and spending time with associates and giving the department a direction based on both short-term and long-term goals.”
Integrated Supply Management

Job Titles and Employers

Administration Manager at Response Plus Medical
Analyst, Supply and Logistics at Whirlpool
Area Manager at Amazon
Business Intelligence Lead at Brunswick
Buyer at Detroit Manufacturing Systems
Buyer at Flowserve
Buyer at Honda of America
Buyer at Humphrey Products
Carrier Operations at GlobalTranz
Category Buyer at Caterpillar
Commodity Buyer at CNH Industrial
Compliance Coordinator at FEMA Corporation
Consulting Analyst at Huron Consulting Group
Contracts Representative at Marathon
CPD Analyst at L’Oréal
Current Material Availability Analyst at GM
Customs Clearance Coordinator at Mosanada Logistics Services
Global Supply Chain and PurchasingTRACK at GM
Global Supply Chain LDP at Whirlpool
GPSC TRACK at GM
Graduate Analyst at Volkswagen
Graduate Rotational Program at Volkswagen
Industrial Engineer at Whirlpool
ISM Leadership Development Program at Textron
Leadership Development at Ryder Supply Chain Solutions
Logistics Container Management Coordinator at Brose
Logistics Planner at Ingedrid Incorporated
Logistics Planner at Schneider National
Logistics Specialist at JAS
Logistics Technician at Zoetis
Material Area Supervisor at FCA
Material Planner at Gabriel
Material Planner at Mann+Hummel
Materials Planner/Scheduler at AAM
Merchandise Specialist at IHS Distributing
Merchandiser at Great Lakes Coca-Cola Bottling
New Product Buyer at I Stanley
New Product Development Analyst at Stryker
Operation Officer at U.S. Army National Guard Industries
Operations Analyst at Nielsen
Operations Assistant at WakeCap Technologies
Operations Manager at J.B. Hunt
Planner at Parker Hannifin
Procurement Analyst at Kellogg’s
Procurement Analyst at Steelcase
Procurement and Logistics Rotational Analyst at Wacker Chemical Corporation
Procurement Officer at Rawabi Electric
Production Controller at Lacks Trim Systems
Production Planner at RGBSI
Production Scheduler at Elantas PDG
Program Coordinator at NGK Spark Plugs
Purchaser at Roman Manufacturing
Recruiting and Development at CED
Replenishment Analyst at Mizkan America
Senior Analyst at Lazada Group
Senior Buyer, Directed Steel at Eaton
Sourcing Specialist at IDEX Corporation
Supply Chain Analyst at Eaton Corporation
Supply Chain Analyst at Stryker
Supply Chain Analyst at Tecniq
Supply Chain Associate at Parker Hannifin
Supply Chain at DTE Energy
Supply Chain at General Motors
Supply Chain Leadership Associate at Parker Hannifin
Supply Chain Management Rep at Bechtel
Supply Chain Replenishment Planner at Ace Hardware Corporation
Supply Chain Rotational Program at Dow
Supply Chain Rotational Program at Kellogg’s
Supply Chain Rotational Program at Kohler
Supply Management Planner at John Deere
Supply Planner at Kellogg’s
Supply Planner at Parker Hannifin
Traffic Logistics Specialist at Rathco Safety Supply
Transportation Buyer at Vibracoustic

Continuing Education

Masters in Industrial and Operations Engineering at University of Michigan
Management

94% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>84</td>
<td>89%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>6</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>5%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $40,000 to $45,000 (33 responses).
- 81% were employed in Michigan.
- 94% had a job related to their degree.
- 74% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>137</td>
<td>94</td>
<td>(69%)</td>
</tr>
</tbody>
</table>

Carliema Early  
**Bachelor of Business Administration in management, 2019**  
**Direct Care Worker at Homelife**

“The most rewarding part of my job is being able to interact with my consumers through their daily activities and just being a part of their happiness.”

Avante Gilstrap  
**Bachelor of Business Administration in management, 2018**  
**IT Infrastructure Analyst at State of Michigan**

“While attending WMU, I had an internship at a credit union as an IT Student Intern. This internship got my foot in the door as an IT professional and kick-started my career in the field. I hope that every student at WMU has an opportunity for an internship as you will obtain real world experience that cannot be taught in a classroom.”
Management

Job Titles and Employers

Account Executive at Quicken Loans
Account Manager at Saputo Cheese
Account Manager, Key Accounts at InVision
Accounting Associate at Acrisure
Administrative Assistant II at WMU
Administrator at KDP Retirement Plan Services
Agent at New York Life Insurance Company
Assistant at State of Michigan
Assistant Branch Manager at Advia Credit Union
Assistant Manager at Woosh
Assistant Property Manager at Edward Rose & Sons
Assistant Trainer at Whirlpool
Associate Account Rep at Thomson Reuters
Associate Data Analyst at Salman Trading Company
Auditor at Kalamazoo County Government
Business Development Associate at Gartner Inc.
Business Dev Rep at Florock Polymer Flooring
Business Owner at Foodish Catering
Career Specialist at Texas Literacy Coalition
Consulting Project Manager at Crossroads
Credentialing Specialist at Aya Healthcare
Customer Service Representative at PNC
Customer Service Representative at Printlink Online
Development Associate at American Health Association
English Language Teacher at EF Education First
EPI Program Administrator at Whirlpool
Exec Assistant to the President at Summit Polymers
Financial Coding Analyst - Deductions at Kellogg’s
General Sales Manager at Chevrolet
Head Coach at Fort Miami CrossFit
Human Resources Coordinator at Summit Polymers
IT Infrastructure Analyst at Dept. of Technology
Manager at Biggby
Materials Coordinator at Summit Polymers
Member Contact Center Service Manager at Advia Credit Union
Mortgage Account Executive at United Wholesale Mortgage
National Account Manager at Nolan Transportation
Office Manager at Environmental Wood Solutions
Office Manager at Midwest Family Dental Care
Operations Coordinator at Coyote Logistics
Operations Manager at Touchpoint
Point of Sales Procurement Coordinator at Bells Brewery
Private Client Banker at JPMorgan Chase
Program Specialist at W.K. Kellogg Foundation
Property Manager at Shores Vacation Rentals
Purchasing Manager Associate at Pacific Rim Foods
Recreation Supervisor at City of Kalamazoo
Recruiter at Insight Global
Regulatory Specialist at Sarnova
Retirement Specialist at GLP Financial Group
Sales & Marketing Associate at Patriot Solar Group
Sales Associate at Pratt Industries
Sales at C.H. Robinson
Sales Consultant at Ford Motor Company
Sales Development Representative at PayScale
Sales Rep at Great Lakes Wine and Spirits
Sr. Loan Coordinator at Northpointe Bank
Sr. Representative, Finance Operations at Whirlpool
Strategic Marketing Analyst at Dimplex
Supervisor at Charles River Laboratories
Supervisor at Gull Lake Country Club
Technical Consultant at Whirlpool
Technical Recruiter at TEKsystems
Wireless Consultant at GoWireless
Youth Development at Communities in Schools

Continuing Education

Masters in Agriculture at University of Helsinki
Masters in Business at Bocconi University
Marketing

95% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>69</td>
<td>90%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>2.5%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $40,000 to $45,000 (29 responses).
- 82% were employed in Michigan.
- 86% had a job related to their degree.
- 83% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>111</td>
</tr>
<tr>
<td></td>
<td>77</td>
</tr>
<tr>
<td></td>
<td>(69%)</td>
</tr>
</tbody>
</table>

Jacob Waggoner
Bachelor of Business Administration in marketing, 2019
Scholar Relations and Alumni Coordinator
at The Kalamazoo Promise;
Founder at Defined Lines Marketing

“My time at the Haworth College of Business was absolutely incredible. I came to campus every day knowing that every professor, adviser, staff member, etc. were 100% committed to who I wanted to become and what I wanted to do. I am incredibly grateful for that foundation laid for me. In my senior year, I took Digital and Social Media Marketing class, which provided hands-on, real experience in digital marketing. Through that experience, I knew that I wanted to work in digital marketing. Fast forward to now, I have a job that allows me to manage digital marketing efforts and a business that provides digital marketing services. That is incredible.”
Marketing

Job Titles and Employers

Account Coordinator at Campbell Ewald
Account Executive at WOW!
Account Manager at James Marketing Consultants
Account Manager at Nolan Transportation Group
Account Manager at Tradesmen International
Alumni Relations at The Kalamazoo Promise
Assistant Merchandising Manager at Kroger
Assistant Operations Manager at XTRA Lease
Associate Buyer at Epredia
Associate Claim Rep at Auto-Owners Insurance
Associate District Manager at ADP
Automotive Sales Rep at Young Chevrolet
Business Development at BlueGrace Logistics
Chinese Interpreter at LG Chem
Client Service Representative at Old National Bank
Conference Sales Executive at Gartner
Content and Marketing Specialist at Pakmode Media and Marketing
Content Manager at Stoney Creek Social Media
Content Marketing Coordinator at Armstrong International
Energy Consultant at Kalamazoo Executives Inc.
Financial Services Rep at Northwestern Mutual
Front Office Administrator at Workforce Strategies
Growth Coordinator at Web Canopy Studio
HR Assistant at Liquid Transport
Investigator at Data Surveys
Licensed Sales Producer at Farm Bureau Insurance
Logistics Account Executive at TQL
Logistics Management Coordinator at Brose
Logistics Coordinator at Kenco Logistics
Machine Operator and Ramp Agent at Piston Automotive and Delta Airlines
Marketing and Special Events Coordinator at Vaco
Marketing Chat Specialist at Morley
Marketing Manager at Nepata GMBH
Marketing Specialist at Arbor Financial Credit Union
Marketing Specialist at Omega Computer Services
Mortgage Account Executive at United Wholesale Mortgage
National Account Manager at Nolan Transportation
Network Relationships and Development Representative at Rouge Media
Performance Digital Associate at Universal McCann
Real Estate Agent at Blueground
Real Estate Agent at Greenridge Realty
Real Estate Agent at Keller Williams
Relocation Counselor at ERA Reardon Realty
Research Analyst at Escalent
Retail Development Specialist at Goodyear
Sales Consultant at Wayne Marketing
Sales Development Specialist at Quicken Loans
Sales Development Rep at Thomson Reuters
Sales Execution Representative at Whirlpool
Sales Executive at C.H. Robinson
Sales Management Trainee at Enterprise Holdings
Sales Representative at Great Lakes Athletic Club
Skilled Trades Recruiter at Aerotek

Continuing Education

Masters in Marketing Research at Michigan State University
MBA at Heidelberg University
MBA at WMU

Andrew Lawlor, Bachelor of Business Administration in marketing, 2019
Account Executive at Total Quality Logistics

“Being involved in three different organizations throughout college impacted my career choice and life, greatly. From freshman year, I decided to involve myself in one organization that promoted social well-being, one for the business professional aspect, and also one that promotes mental health for myself and my peers. Not only were these three organizations able to guide me in three very important sectors of my life, but they became three pillars to which I decided to pursue my career, my future and current living situation. In all, join as many organizations as you can - diversify yourself and you’ll find that there is nothing better on campus.”
Sales and Business Marketing

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>87</td>
</tr>
<tr>
<td>Employed full time</td>
<td>83</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary was $55,000 to $60,000 (51 responses).
- 64% were employed in Michigan.
- 99% had a job related to their degree.
- 100% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>96 87 (91%)</td>
</tr>
</tbody>
</table>

Nicholas Matich, Bachelor of Business Administration in sales and business marketing, and human resources, 2018
Sales Representative at E.&J. Gallo Winery

“I played football at Western for 3 years going to plenty of bowl games and winning seasons. During football, I earned an internship my junior year at Meijer. I was juggling class, football, and a full-time internship in Grand Rapids that I drove to every morning after 6 a.m. practice.

Never get comfortable. Always make new relationships and talk to people. Always look for the next best thing and be the best possible you that you can be.”

Brandon Chidester
Bachelor of Business Administration in sales and business marketing, 2019
Associate Producer at Arthur J. Gallagher

“The best resource for an undergraduate student is joining a student organization associated with their major. This will stimulate learning beyond the classroom and help you build a personal network. The networking from these organizations will open the door for potential internships and full-time positions.”
Sales and Business Marketing

Job Titles and Employers

3D Generalist at Midair - Extended Reality Solutions
Account Executive at Tata Technologies
Account Manager at Applied Industrial Tech
Account Manager at HILTI
Account Manager at Orbit Medical
Account Manager at Trace3
Account Manager at Vista IT Group
Account Representative at CDW
Associate Account Rep at Thomson Reuters
Associate Category Development Analyst at Hormel
Associate District Manager at ADP
Associate Sales Producer at Gallagher
Bulk Customer Representative at PepsiCo
Business Development Associate at Gartner Inc.
Consumer Support Specialist Sr. at PNC
District Sales Manager at PepsiCo
Enterprise Sales Associate at VelocityEHS
Field Sales and Marketing Rep at Techtronic
Field Sales Consultant at Henry Schein
Financial Representative at Northwestern Mutual
Food Service Sales Representative at Hormel Foods
Freight Broker at Nolan Transportation Group
Inside Sales Representative at Ryerson
Insurance Producer at Dallas Smock State Farm
Insurance Sales Rep at Liberty Mutual Insurance
Logistic Analyst at Stryker
Logistics Consultant at Fifth-Wheel Freight
Market Manager at Atwater Brewery
Marketing Associate at Stryker
Mortgage Banker at Quicken Loans
Operations Manager at Illinois Logistics Group
Pharmaceutical Sales Rep at Cardinal Health
Plant Manager at Lippert Components
Product Sales Specialist at Leaders RPM
Purchasing Manager Associate at Pacific Rim Foods
Real Estate Agent at The Isbell Team
Recruiter at Aerotek
Recruiter at Insight Global
Relationship Manager at Lighthouse Group
Sales and Operations Manager at Penske
Sales Associate at Nexeo Plastics
Sales Associate at ORP Surgical
Sales Associate at VelocityEHS
Sales Consultant 2 at Intuit
Sales Consultant at Great Lakes Wine and Spirits
Sales Consultant Trainee at Unum Group
Sales Development Representative at Box
Sales Development Representative at PayScale
Sales Development Representative at Salesforce
Sales Development Representative at SalesPad
Sales Development Representative at Whirlpool
Sales Engineer at Keyence Corporation
Sales Executive at C.H. Robinson
Sales Executive at HomeAdvisor
Sales Executive at VelocityEHS
Sales Management Trainee at Enterprise Holdings
Sales Representative at Acumed
Sales Representative at CDW
Sales Representative at E. & J. Gallo Winery
Sales Rep at Great Lakes Wine and Spirits
Sales Representative at Hormel Foods
Support Renewal Specialist at AudioCodes
Territory Manager at Ecolab
Traveling Sales and Marketing Associate at Aspen

Continuing Education

MBA at WMU

Brennan Vaughn, Bachelor of Business Administration in sales and business marketing, 2019
Sales Development Representative at Outreach.io

“Get involved. College is not entirely about what you learn; it’s who you’re meeting. You’re going to meet your best friends, future business partners, or even a spouse. Don’t be that person who just goes to class and leaves.”
Health and Human Services

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Public Health .......................................................... 182
Social Work ............................................................ 183
Speech Pathology and Audiology ............................ 185
Health and Human Services

Post-Graduation Activity

94% of all Health and Human Services graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>509</td>
<td>94%</td>
<td>232</td>
</tr>
<tr>
<td>Employed part time</td>
<td>412</td>
<td>76%</td>
<td>156</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>1%</td>
<td>3</td>
</tr>
<tr>
<td>Military service</td>
<td>88</td>
<td>16%</td>
<td>70</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>0.4%</td>
<td>2</td>
</tr>
</tbody>
</table>

Actively Engaged: 509 (94%), Undergraduate: 232 (95%), Graduate degrees: 277 (94%)

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Looking for work</td>
<td>30</td>
<td>6%</td>
<td>11</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>7</td>
<td>2%</td>
<td>2</td>
</tr>
</tbody>
</table>

Survey Population

The Post-Graduation Activity Survey was sent to all of the 809 students who earned a degree from the College of Health and Human Services between August 2018 and June 2019.

<table>
<thead>
<tr>
<th>All CHHs degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>412</td>
<td>243</td>
</tr>
<tr>
<td>Master's</td>
<td>368</td>
<td>274</td>
</tr>
<tr>
<td>Doctoral</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>Post baccalaureate Certificate</td>
<td>20</td>
<td>14</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th>All CHHS</th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>$35,000-$40,000</td>
<td>$50,000-$60,000</td>
<td>$60,000-$65,000</td>
<td>87</td>
</tr>
<tr>
<td>Graduate</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
<td>$65,000-$70,000</td>
<td>137</td>
</tr>
</tbody>
</table>

"The best thing about WMU was professors’ knowledge and research materials. They helped me expand upon the experience for my degree and overall field of study."
Health and Human Services – All

Full-time Employment
- Median salary was $50,000 to $55,000 (224 responses).
- 81% had a job in Michigan.
- 94% had a job related to their degree.
- 91% were satisfied with their job.

Top Employers
- Ascension
- Beaumont Health
- Bethany Christian Services
- Bronson
- Catholic Charities W. MI
- Charles River Laboratories
- Cleveland Sight Center
- Communities in Schools
- Henry Ford Allegiance Health
- Homelife
- Interact of Michigan
- Kalamazoo Public Schools
- Lakeland Health
- Mary Free Bed
- Mayo Clinic
- Mercy Health
- Metro Health Hospital
- Michigan Medicine
- ProtoCall Services
- Samaritas
- Spectrum Health
- State of Michigan
- Summit Pointe
- University of Michigan
- Wedgwood Christian Services
- WMU
- YWCA

Continuing Education
- 16% of health and human services respondents are pursuing further education.
- After graduation, 66% are pursing master’s degrees, 14% are studying for licensure/board exam, 8% are pursing doctoral degrees, 4% professional schools, 4% bachelor’s degrees, 2% certification programs, 1% specialist programs, and 1% associates degrees.
- 56% are continuing education at WMU, and the remaining 44% will attend 19 different institutions.

Experiential Education
- 97% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 64% had a job where they applied what they were learning in the classroom.
- 37% worked on a project that took a semester or more to complete.
- 41% were very active in extracurricular activities and organizations.

Top Internship Employers
- Allegan General Hospital
- Ascension
- Beaumont Health
- Bronson
- Cheff Therapeutic Center
- Children’s Trauma Center
- Gryphon Place
- Holland Hospital
- InterAct of Michigan
- Kalamazoo County Government
- Kalamazoo Literacy Council
- Kzoo Psychiatric Hospital
- Mel Trotter Ministries
- Memorial Hospital
- Sparrow
- Spectrum Health
- State of Michigan
- University of Chicago
- Veterans Affairs
- WMU

Experiences at WMU
- 96% had at least one instructor who made them excited about learning.
- 94% felt that their instructors cared about them as a person.
- 75% had a mentor who encouraged them to pursue their goals and dreams.
- 95% said that their education and experience as a student at WMU prepared them for their profession.
CHHS – Undergraduate

Full-time Employment

- **Median salary** for undergraduate degree recipients in CHHS was **$55,000 to $60,000** (87 responses).
- 91% had a job related to their degree.
- 93% were satisfied with their job.
- 88% had a job in Michigan.

Top Employers

- Bronson
- Ascension
- Beaumont Health
- Charles River Laboratories
- Henry Ford Allegiance
- Homelife
- Lakeland Health
- Metro Health Hospital
- Michigan Medicine
- Samaritas
- Spectrum Health
- State of Michigan

Experiential Education

- 97% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 71% had a job where they applied what they were learning in the classroom.
- 33% worked on a project that took a semester or more to complete.
- 51% were very active in extracurricular activities and organizations.

98% of health and human services undergraduates completed at least one experiential education activity.

Experiences at WMU

- 94% had at least one instructor who made them excited about learning.
- 93% felt that their instructors cared about them as a person.
- 68% had a mentor who encouraged them to pursue their goals and dreams.
- 93% said that their education and experience as a student at WMU prepared them for their profession.

"The best thing about WMU was gaining knowledge both inside and outside of the classroom through a variety of organizations and learning experiences."
CHHS – Graduate

Full-time Employment

- **Median salary** for graduate degree recipients in CHHS was $50,000 to $55,000 (137 responses).
- 96% had a job related to their degree.
- 90% were satisfied with their job.
- 77% had a job in Michigan.

Top Employers

- Ascension
- Bethany Christian Services
- Bronson
- Catholic Charities West Michigan
- Cleveland Sight Center
- Henry Ford Allegiance Health
- Interact of Michigan
- Kalamazoo Public Schools
- Mary Free Bed
- ProtoCall Services
- Spectrum Health
- State of Michigan
- Summit Pointe
- University of Michigan Hospital
- Wedgwood Christian Services
- WMU
- YWCA

Experiential Education

- 97% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 56% had a job where they applied what they were learning in the classroom.
- 41% worked on a project that took a semester or more to complete.
- 31% were very active in extracurricular activities and organizations.

99% of health and human services graduate degree recipients completed at least one experiential education activity.

Experiences at WMU

- 98% had at least one instructor who made them excited about learning.
- 95% felt that their instructors cared about them as a person.
- 82% had a mentor who encouraged them to pursue their goals and dreams.
- 97% said that their education and experience as a student at WMU prepared them for their profession.

"I felt that the community was close knit. I recognized classmates across campus and in the community. I felt at home even when I was far from it."
Alcohol and Drug Abuse

91% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>9</td>
<td>82%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $40,000 to $45,000 (12 responses from 2017-18 & 2018-19).
- 100% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

- Marriage and Family Therapist at Core Counseling Center
- Outpatient Therapist at Catholic Charities West Michigan
- Quality Improvement Specialist at Northern Michigan Regional Entity
- Therapist at KPEP
- Therapist at West Michigan Comprehensive Treatment Center

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>15</td>
</tr>
</tbody>
</table>
Blindness and Low Vision Studies

96% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>25</td>
<td>96%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $50,000 to $55,000 (21 responses).
- 20% were employed in Michigan.
- 96% had a job related to their degree.
- 91% were satisfied with their job.

Survey Population

This report includes data from students in Orientation/Mobility for Children, Orientation and Mobility, Vision Rehabilitation Therapy.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>38</td>
<td>24</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Blind Rehabilitation Instructor at Bureau of Services for Blind Persons
Blind Rehabilitation Instructor at State of Michigan
Blind Rehabilitation Specialist at Charlie Norwood VA Medical Center
Blind Rehabilitation Specialist at Gulf Coast Veterans Health Care System
Blind Rehabilitation Specialist at SAVAHCS
Blind Rehabilitation Specialist at Southwestern Blind Rehabilitation Center
Co-teacher for the Visually Impaired at Midland Public Schools
Itinerant Rehabilitation Teacher/Orientation and Mobility Specialist at Bosma Enterprises
Job Accommodation Specialist at Sedgwick
Orientation and Mobility Specialist at CESA 6
Orientation and Mobility Specialist at Montana
Orientation and Mobility Specialist at Toronto District School Board
Orientation and Mobility Specialist at The Foundation for Blind Children
Rehab Teacher/O&M Specialist at Washington State Department of Services for the Blind
Rehabilitation Specialist at State of Wisconsin
Supervisor of Orientation and Mobility Department at Conklin Center for the Blind
Vision Rehabilitation Therapist at Center for the Visually Impaired
Vision Rehabilitation Therapist at Cleveland Sight Center
Visual Rehabilitation Therapist at Hadley Institute
VRT at WI Council of the Blind

Monica Ibarra Letona

Master of Arts in orientation and mobility, 2018
Orientation and Mobility Specialist at Toronto District School Board and Assisted Living

“The most rewarding part of my job is being able to teach my students life-long skills. I am especially proud when one of my students conquers a new skill or technique. I am challenged daily to adapt to the ever-changing environments that I work in and develop learning plans for my students that best suit their needs.”
Healthcare Services and Sciences

96% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>76</td>
<td>96%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>50</td>
<td>63%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>24</td>
<td>30%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $30,000 to $35,000 (18 responses).
- 92% were employed in Michigan.
- 74% had a job related to their degree.
- 72% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>136</td>
<td>79</td>
</tr>
</tbody>
</table>

Teodora Vecerdi, Bachelor of Science in healthcare services and sciences, 2018
Master of Science in Physician Assistant at Eastern Michigan University

“Always follow your heart, and don’t be afraid to switch you path, whether it’s in medicine or not. The key to a successful career is job satisfaction.”

Rachel Anderson
Bachelor of Science in healthcare services and sciences, 2019
Medication Technician at New Friends Memory Care and Assisted Living

“Get involved, study abroad if you can, be friendly to everyone, and just make the most of your time in undergrad.”
Healthcare Services and Sciences

Job Titles and Employers
Associate Quality Assurance Auditor at Charles River Laboratories
At Home Health Aide at QCI Healthcare
Behavioral Therapist at Centria Healthcare
CAPA Investigator at Pfizer
Care Provider at New Friends Memory Care and Assisted Living
Certified Occupational Therapy Assistant at PHC
Client Service Admin at Benefit Review Services
CNA at Villa St. Benedict
Critical Care Assistant at Bronson
Customer Service Associate at Michigan Orthopedic Surgeons
Customer Service Specialist at RWE Healthy Living
Dialysis Clinical Technician at HF
Direct Care Professional at Center for Disability Services
Executive Search Recruiter Associate at Lonergan Partners
Health Administrator at Exalta Health
Health and Wellness Coach at The Wellness Collective
Home Health Aide at Care N Assist of Kalamazoo
Home Health Care Provider at Integrity Back and Brain LLC
Intern at Smile Savers
Laboratory Clinical Assistant at Bronson
Medical Receptionist at DuPage Medical Group
Medical Scribe at Scribe America
Membership Specialist at Auto Club Group
Nurse at Prince Mutab bin Abdulaziz Hospital
Office Coordinator at West Michigan Rehabilitation
Office Staff at Twenty Hands
Patient Access Rep at McLaren Health Care
Patient Care Assistant at Beaumont Health
Patient Care Assistant at Bronson
Patient Service Associate at Ascension
Patient Services Rep at ZOLL Medical Corporation
Phlebotomist at Grifols Biomat USA
Pre Authorization at r1
Program Assistant at Michigan State University
Research Associate at Charles River Laboratories
Staffing Coordinator at WSI
Supervisor at HomeLife
Supply Coordinator at Beaumont Health

Continuing Education
Masters in Applied Behavioral Analysis at Ball State
Masters in Epidemiology at Oakland University
Masters in Nursing at Mount St. Joseph University
Masters in Occupational Therapy at Davenport
Masters in Occupational Therapy at WMU
Masters in Physician Assistant at Eastern Michigan
Masters in Physician Assistant at WMU
Masters in Public Health at WMU
Masters in Social Work at University of Michigan
Integrative Holistic Health and Wellness

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>6</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>4</td>
<td>67%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>33%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 100% were employed in Michigan.
- 88% had a job related to their degree.
- 75% were satisfied with their job.

Job Titles and Employers
Associate Professor/Counselor at Grand Rapids Community College
Case Manager at Easterseals Michigan
Member and Community Mobilizer/State Affiliate Political Organizer at American Federation of Teachers MI
Social Worker at Care Resources PACE

Continuing Education
Masters in Counselor Education at WMU

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>8</td>
<td>6 (75%)</td>
</tr>
</tbody>
</table>
Interdisciplinary Health Sciences 2017-18 & 2018-19

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>10</td>
<td>91%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>11</td>
<td>100%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $70,000 to $75,000 (8 responses from 2017-19 & 2018-19).
- 41% were employed in Michigan.
- 93% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral (17-18 &amp; 18-19)</td>
<td>12</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Assistant Professor at Colorado School of Public Health
- Assistant Professor at Saint Xavier University
- Blind Rehabilitation Specialist at Edward Hines Jr. VA
- Program Director at Wayne State University

Miriam Carroll-Alfano
Ph.D. in interdisciplinary health sciences, 2018
Assistant Professor at Saint Xavier University

“Some students know their career path from a young age and follow it all the way through. Others are less certain about what they want to do. I was one of those uncertain students. I got my bachelor's degree, but didn’t have a clear path. I worked for a couple of years and met with a career counselor. He introduced me to speech-language pathology. I earned my master's degree, and eventually got my Ph.D.

It is important to be persistent and find something you like to do. Use all of the resources that are available, such as career counseling. Talk to people in different careers. There is usually a career out there for everyone, you just have to find it.”
Nursing

94% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>78</td>
<td>89%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Not Active Engaged</td>
<td>5</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $55,000 to $60,000 (59 responses).
- Median salary for graduate degrees was $70,000 to $75,000 (5 responses).
- 85% were employed in Michigan.
- 99% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>130</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>125</td>
</tr>
<tr>
<td>Master’s</td>
<td>5</td>
</tr>
</tbody>
</table>

Katelyn Mater, Bachelor of Science in Nursing, 2019
RN BSN at St. Joseph Regional Medical Center

“Get all the experience you can. I worked at a nursing home in the dementia ward before my externship on the OB unit at Bronson Battle Creek. Having the opportunity to work with different patient populations while I was still in school helped me feel more confident in my practice and decide what type of patients I wanted to work with when I graduated.”
Nursing

Job Titles and Employers

2LT RN at U.S. Army
Assistant Nurse Manager at Battle Creek VA
BSN Home Dialysis Program Manager at Fresenius Medical Care Dialysis Provider
Case Supervisor at Health Partners
Clinical Nurse at Northwestern Medicine
Emergency Room RN at Bronson
Graduate Nurse at Ascension
Graduate Nurse at Bronson
NCCU RN at Bronson
Nurse at Ascension
Nurse at Bronson
Nurse at Graves Gilbert Clinic
Nurse at Mayo Clinic
Nurse at Memorial Sloan-Kettering Cancer Center
Nurse at Spectrum Health
Nurse at University of Michigan Hospital
Oncology Nurse at Mid-Michigan Hospital
Patient Safety and Quality Coordinator at Bronson
Psychology Technician at Oaklawn Hospital
Registered Nurse at Ascension
Registered Nurse at Beaumont Health
Registered Nurse at BMH
Registered Nurse at Bronson
Registered Nurse at Brown Rehabilitation
Registered Nurse at Conexus MedStaff
Registered Nurse at Department of Veterans Affairs
Registered Nurse at Detroit Medical Center
Registered Nurse at Henry Ford Allegiance Health
Registered Nurse at Holland Hospital
Registered Nurse at Hurley Medical Center
Registered Nurse at Lakeland Health
Registered Nurse at Loyola University Medical Center
Registered Nurse at Mary Free Bed Rehabilitation
Registered Nurse at Mercy Health
Registered Nurse at Metro Health Hospital
Registered Nurse at Michigan Medicine
Registered Nurse at Norwegian American Hospital
Registered Nurse at Saint Joseph Mishawaka Medical Center
Registered Nurse at Spectrum Health
Registered Nurse at St. Joseph Medical Center
Registered Nurse at Sutter Health
Registered Nurse at SWMIC
Senior RN at Lakeland Health
Staff RN at Bronson
Surgery Circulatory Nurse at Bronson
Unit Coordinator at Bronson

Channan Kositzke, Bachelor of Science in Nursing, 2018
Clinical Care Coordinator at Health Partners Inc.

“Use your Bronco education as a foundation and continue to grow and develop. Consider continuing your education toward a terminal degree, nurses need a seat at the table to make the greatest impact for future patients and to advance the nursing practice.”
Occupational Therapy

100% of undergraduate and 88% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>15</td>
<td>100%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>15</td>
<td>100%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td></td>
<td>9%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td></td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for graduate degrees was $65,000 to $70,000 (14 responses).
- 65% were employed in Michigan.
- 100% had a job related to their degree.
- 88% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>140</td>
<td>83</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>47</td>
<td>15 (32%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>93</td>
<td>68 (73%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

OT at 411 Therapy
OT at Accelerated Rehabilitation Centers
OT at American Senior Communities
OT at Cincinnati Children's Hospital
OT at Concept Rehab
OT at Delta Healthcare Providers
OT at Detroit Institute for Children
OT at Functional pathways
OT at Goodfellow Occupational Therapy
OT at HCR Manor Care
OT at Henry Ford Allegiance Health
OT at Hillmann Pediatric Therapy
OT at Hopebridge Autism Therapy Center
OT at Little Steps Pediatric Physical Therapy
OT at Marshall Nursing and Rehabilitation
OT at Memorial Hospital
OT at Motus Rehabilitation
OT at MPJ Occupational Therapy
OT at My Left Foot Children's Therapist
OT at Neurorestorative

OT at North Platte Physical Therapy
OT at NovaCare Kids
OT at Oahu Home Healthcare
OT at OT By The Bay
OT at Rehacare
OT at Renewal Rehab
OT at Spectrum Health
OT at State of Michigan
OT at Synergy Medical Staffing
OT at The Shoreline Center
OT at Therapy Playground
OT at TriStar Hendersonville Medical Center
OT at University of Michigan Hospital
OT at Wayne-Westland Community Schools
OT at Whittier rehab hospital
OT Fellow at Chicago Medicine
Pediatric OT at Children's Therapy Center
School OT at EBS Healthcare
Travel OT at Med Travelers
Physician Assistant

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>32</td>
<td>97%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $105,000 to $110,000 (13 responses).
- 78% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
Physician Assistant at Ascension
Physician Assistant at Aspirus Ironwood Hospital and Clinics
Physician Assistant at Bronson
Physician Assistant at DayOne family healthcare
Physician Assistant at ER One
Physician Assistant at Lakeland Health
Physician Assistant at Mayo Clinic
Physician Assistant at Mercy Health
Physician Assistant at Michigan Urgent Care
Physician Assistant at Montefiore Health System
Physician Assistant at Northern Navajo Medical Center
Physician Assistant at Orthopedic Associates of Port Huron
Physician Assistant at Piedmont Hospital
Physician Assistant at Pioneer Medical Group
Physician Assistant at Rochester Center for Behavioral Medicine
Physician Assistant at Rochester Hills Urgent Care
Physician Assistant at Stonegate Dermatology of Lakeland
Physician Assistant at The Psychiatry and Psychology Center
Physician Assistant at University of Michigan Hospital
Physician Assistant at Veterans Association
Physician Assistant -C, Emergency Medicine at SWMES
Physician Assistant -Orthopedic Surgery at Ascension

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th>(100%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>33</td>
<td>33</td>
<td>(100%)</td>
</tr>
</tbody>
</table>
Public Health

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>11</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>9</td>
<td>82%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 100% were employed in Michigan.
- 63% had a job related to their degree.
- 71% were satisfied with their job.

Job Titles and Employers
Director of Compliance and Enforcement at Pokagon Band Gaming Commission
Program Supervisor at YWCA
Project Consultant at Blue Cross Blue Shield
Project Coordinator at Michigan Department of Health and Human Services
Public Health Consultant and Evaluator at Michigan Department of Health and Human Services
Social Services Specialist at Michigan Department of Health and Human Services
STD Health Coordinator at Kalamazoo County Government
Strategic Planning Analyst at Bronson

Continuing Education
Masters in Physician Assistant at University of Detroit Mercy

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(69%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>16</td>
<td>11</td>
</tr>
</tbody>
</table>
Social Work

95% of undergraduate and 95% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>35 95%</td>
<td>104 95%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>22 59%</td>
<td>99 91%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1 3%</td>
<td>2 2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>11 30%</td>
<td>3 3%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1 3%</td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2 5%</td>
<td>5 5%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2 5%</td>
<td>2 2%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>3 3%</td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $30,000 to $35,000 (7 responses).
- Median salary for graduate degrees was $40,000 to $45,000 (55 responses).
- 95% were employed in Michigan.
- 96% had a job related to their degree.
- 88% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>226</td>
<td>146 (65%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>72</td>
<td>37 (51%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>154</td>
<td>109 (71%)</td>
</tr>
</tbody>
</table>

Tiye’ Taylor, Bachelor of Social Work, 2019
Emergency Department Technician at Ascension
“Talk to your counselors, professors, friends, etc. Make sure you network with others so you'll have a job in mind or lined up. Give yourself time to truly think about what you want to do and what type of person you want to be. Give yourself time to think, breathe and grow.”

Joshua Thelen, Master of Social Work, 2019
Adult Case Manager at Montcalm Community Health
“I work with adults in the community to assist in making goal oriented plans of service to enhance quality of life and health care needs.”

Katherine Reeber, Master of Social Work, 2019
Crisis Service Professional at Washtenaw County CMH
“The most rewarding part of my job is using my clinical judgement and advocating for clients’ best outcomes; collaborating with the larger community for clients’ safety; and serving a variety of clients and their needs.”
# Social Work

## Job Titles and Employers

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Case Manager at Montcalm Care Network</td>
<td></td>
</tr>
<tr>
<td>Behavioral Health Therapist at Eaton Behavioral Health</td>
<td></td>
</tr>
<tr>
<td>Behavioral Health Therapist at Family Health Center</td>
<td></td>
</tr>
<tr>
<td>Case Manager at Area Agency on Aging</td>
<td></td>
</tr>
<tr>
<td>Case Manager at Easterseals Michigan</td>
<td></td>
</tr>
<tr>
<td>Case Manager at Summit Pointe</td>
<td></td>
</tr>
<tr>
<td>Case Manager Supervisor at Bethany Christian Services</td>
<td></td>
</tr>
<tr>
<td>Children's Care Specialist at Community Mental Health</td>
<td></td>
</tr>
<tr>
<td>Children's Counselor at Haven Women's Shelter</td>
<td></td>
</tr>
<tr>
<td>Clinical Social Worker at Metro Health</td>
<td></td>
</tr>
<tr>
<td>Clinical Social Worker at Northwest Counseling</td>
<td></td>
</tr>
<tr>
<td>Clinical Social Worker at Desert Streams Counseling</td>
<td></td>
</tr>
<tr>
<td>Clinical Specialist at ProtoCall Services</td>
<td></td>
</tr>
<tr>
<td>Counselor at Heritage Clinic for Women</td>
<td></td>
</tr>
<tr>
<td>Crisis Clinician at Ottawa County Mental Health</td>
<td></td>
</tr>
<tr>
<td>Crisis Service Professional at Washtenaw County CMH</td>
<td></td>
</tr>
<tr>
<td>Domestic Assault Response Team Worker at 61st District</td>
<td></td>
</tr>
<tr>
<td>Drug Court Case Manager at 9th Circuit Court</td>
<td></td>
</tr>
<tr>
<td>Foster Care Case Manager at Samaritas</td>
<td></td>
</tr>
<tr>
<td>Foster Home Licensing Specialist at D.A. Blodgett</td>
<td></td>
</tr>
<tr>
<td>Master Level Clinician at HealthWest</td>
<td></td>
</tr>
<tr>
<td>Medical Social Worker at State of Michigan</td>
<td></td>
</tr>
<tr>
<td>Mental Health Case Manager at Cascade AIDS Project</td>
<td></td>
</tr>
<tr>
<td>Mental Health Specialist at GFM Synergy</td>
<td></td>
</tr>
<tr>
<td>Mental Health Specialist at Grand Rapids Public Schools</td>
<td></td>
</tr>
<tr>
<td>Middle School Advisor at Highpoint Virtual Academy</td>
<td></td>
</tr>
<tr>
<td>PACT Social Worker at Department of Veterans Affairs</td>
<td></td>
</tr>
<tr>
<td>Refugee Case Manager at Samaritas</td>
<td></td>
</tr>
<tr>
<td>Restorative Justice Interventionalist at KPS</td>
<td></td>
</tr>
<tr>
<td>Selfher Care Worker at Catholic Charities West Michigan</td>
<td></td>
</tr>
<tr>
<td>Site Coordinator at Communities in Schools</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Care Resources PACE</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Catholic Charities West Michigan</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Community Healing Centers</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Disability Network</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Pine Rest</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Portage Public Schools</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Summit Pointe</td>
<td></td>
</tr>
<tr>
<td>Social Worker at Spectrum Health</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Clinician at InterAct of Michigan</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Counselor at Victory Clinical Services</td>
<td></td>
</tr>
<tr>
<td>Teen Success Coach at PULSE of Pittsburgh</td>
<td></td>
</tr>
<tr>
<td>Therapist at Health for Life</td>
<td></td>
</tr>
<tr>
<td>Therapist at Kara Lee and Associates</td>
<td></td>
</tr>
<tr>
<td>Therapist at Logan Autism Center</td>
<td></td>
</tr>
<tr>
<td>Therapist at Michigan Department of Corrections</td>
<td></td>
</tr>
<tr>
<td>Therapist at Oaklawn Hospital</td>
<td></td>
</tr>
<tr>
<td>Therapist at YWCA</td>
<td></td>
</tr>
<tr>
<td>Wraparound Coordinator at Summit Pointe</td>
<td></td>
</tr>
<tr>
<td>Youth Development Worker at Communities in Schools</td>
<td></td>
</tr>
<tr>
<td>Youth Success Coach at Kinexus Group</td>
<td></td>
</tr>
</tbody>
</table>

## Continuing Education

| Masters in Social Work at University of Illinois                          | Masters in Social Work at WMU                |
| Masters in Social Work at University of Michigan                         |                                               |

---

**Johnny Anderson III, Bachelor of Social Work, 2019**

**Community Outreach Coordinator at Family Health Center**

“Never lose sight of what is important to you, despite what everyone else is doing. Be true to yourself. Be willing to do what no one else wants to do. Reflect, Reflect, Reflect, and Reflect some more.”

---

**Shacara Burrel, MSW, 2019**

**Mental Health Specialist at GFM Synergy and Intern at Kalamazoo Defender**

“Community service and volunteering assisted me in preparing for my career. Education alone is not enough. It is necessary to put yourself in the real world and to grasp an understanding of how things work outside of the school. The more experience and personal exposure you have, the broader your perspective will be.”
Speech Pathology and Audiology

95% of undergraduate and 82% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>18 95%</td>
<td>23 82%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>1 5%</td>
<td>23 82%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>17 89%</td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1 5%</td>
<td>5 18%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1 5%</td>
<td>5 18%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for graduate degrees was $55,000 to $60,000 (15 responses).
- 71% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>60 47 (78%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>27 19 (70%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>29 24 (83%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4 4 (100%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Audiologist at Charlotte Eye ENT Associates
- Audiologist at Holland Doctors of Audiology
- Audiologist at Michigan Ear Institute
- Speech Language Pathologist at Advanced Travel
- Speech Language Pathologist at Beth Ingram Therapy Services
- Speech Language Pathologist at Colorado Springs School District 11
- Speech Language Pathologist at Detroit Public Schools Community District
- Speech Language Pathologist at E. Lansing Schools
- Speech Language Pathologist at Eastpointe Community Schools
- Speech Language Pathologist at Encore Rehab
- Speech Language Pathologist at Ferndale Schools
- Speech Language Pathologist at Game Changer Pediatric Therapy Services
- Speech Language Pathologist at Huron ISD
- Speech Language Pathologist at KPS
- Speech Language Pathologist at Saginaw ISD
- Speech Language Pathologist at Soliant

Continuing Education

- Masters in Speech Language Pathology at MSU
- Masters in Speech Language Path at Wayne State
- Masters in Speech Language Pathology at West Virginia University
- Masters in Speech Language Pathology at WMU
- Masters in Speech, Language and Hearing Sciences at Andrews University

Elise Drager, Doctor of Audiology, 2019
Audiologist at Michigan Ear Institute

“Always put your best foot forward and make the most out of every clinical opportunity you are given. It is so important that you take advantage of the time you are given to grow and learn under direct supervision of professionals in our field. Be sure to push yourself out of your comfort zone, ask a lot of questions, and establish good relationships with the supervisors you work with. You never know what kind of opportunities may arise from the people you connect with along the way!”
Interdisciplinary Programs

Health Informatics and Information Management ........ 188
University Studies ................................................. 189
Health Informatics and Info Management

86% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engagement</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>6</td>
<td>86%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>5</td>
<td>71%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>14%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 75% were employed in Michigan.
- 75% had a job related to their degree.

Job Titles and Employers
Client Account Manager at Streamline Healthcare Solutions
Customer Support Specialist at Streamline Healthcare Solutions
Pathology Data Coordinator at Charles River Laboratories

Continuing Education
Masters in Healthcare Administration at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(100%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>
University Studies

92% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>92</td>
<td>74%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>4</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>16</td>
<td>13%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>10</td>
<td>8%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>9</td>
<td>7%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $40,000 to $45,000 (49 responses).
- 81% were employed in Michigan.
- 50% had a job related to their degree.
- 85% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>234</td>
<td>125 (53%)</td>
</tr>
</tbody>
</table>

Ray Dixon, Bachelor of Science in university studies, 2019
Customer Service Associate at Bronson

“Always meet with your advisors; if you cannot meet in person, make a phone appointment. They will discuss and place you in classes you need. In class, exchange your contact information with your classmates so that you can be informed on classwork and other updates. Plus, that is a great way to make new connections and friends.”

Vincent Miller, Bachelor of Arts in addiction studies, 2018
CADC, CPRM, Recovery Coach, Peer Support at Community Healing Center

“Do something that brings you joy, that excites you and energizes you. Strive to be reasonably happy with your career and supremely happy in your life. Also know that no matter what you do, there will be days when it feels laborious, draining, and not great. That’s OK. That’s normal. That’s life. That’s adulting.”
**University Studies**

**Job Titles and Employers**

| Account Coordinator at Creative Office Pavilion |
| Aircraft Maintenance Supervisor at NC National Guard |
| Assistant Director at WMU |
| Assistant Teacher at Milestones |
| Associate Business Manager at Maximum H2O |
| Athlete at Detroit Red Wings |
| Behavior Technician at Centria Healthcare |
| Behavioral Technician at Developmental Enhancement Behavior Health |
| BMS/EHS Coordinator at Bleistahl NA LP |
| Business Associate at Ascension |
| Capital Agent at David Allen Capital |
| Client Insights Team Leader at Info Resource |
| Custom Support Manager at LogiQuip |
| Customer Service Associate at Bronson |
| Customer Service Manager at Homes for Hope |
| Database Marketing Specialist at Four Winds Casino |
| Development Manager at Our Hope Association |
| Director of Athletics and Community Recreation at Fennville Public Schools |
| Director of Business Development at H & H Landscape Supply |
| Executive Administrative Assistant at MPRO |
| Family Support Partner at Integrated Services of Kalamazoo |
| Field Sample Technician at PSI Labs |
| Finance and Accounting Officer at U.S. Army |
| Financial Analyst at State of Michigan |
| Financial Representative at Stryker |
| General Manager at Best Buy |
| Inside Sales at Gordon Food Service |
| IT System Support Specialist at Landscape Forms |
| Lead Certified Nursing Assistant at Lexington Health Network |
| Lead Disc Jockey at Moments In Time Disc Jockeys |
| Lean Coordinator at Kenco Logistics |
| Medical Scientist at Promedica Coldwater Regional Hospital |
| National Sales Manager at Tac Sales |
| Operations Manager at FedEx |
| Patient Service Representative at MedData |
| Practice Director at Family Health Center |
| Practice Support Assistant at Bronson |
| Printer at Graphic Packaging International |
| Procurement at BASF |
| Program Specialist, Strategic Workforce Initiatives at Texas Workforce Commission |
| Quality Analyst at Auto-Owners Insurance |
| Recovery Coach at Community Healing Centers |
| Sales Associate at Aflac |
| Senior Account Manager at Edge Creative Group |
| Senior Project Manager at Randall |
| Senior Sales Consultant at Eugenie Terrace |
| Senior T&E Analyst at Stryker |
| Service Engineer at Ewie, Co. Inc. |
| Skill Building Technician at ROI |
| Solutions Specialist at Verizon Wireless |
| Store Leader at Game Stop |
| Team Lead - Business Services at Ascension |
| Territory Manager of Sales at BARD Medical |
| Veterinary Assistant at VCA Southwest Michigan |
| Volunteer Coordinator / Veteran Liaison at SouthernCare Hospice |

**Continuing Education**

- Masters in Coaching at WMU
- Masters in Counseling Psychology at WMU
- Masters in Educational Instructional Technology at University of Maine
- Masters in HESA at WMU
- Masters in Neuroscience at Ohio State University
- Masters in Public Administration at Wayne State
- Masters in Public Affairs at American University
- Masters in Public Health at Indiana University
- Masters in Religion at WMU
- Masters in School Counseling at GVSU
- Masters in Social Work at Fordham University
- MBA at WMU
"The Lee Honors College classes, including the Study in the States program, were incredibly beneficial to my development as a student."
Lee Honors College

96% of all Lee Honors College graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>62</td>
<td>53%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>46</td>
<td>40%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>4%</td>
</tr>
</tbody>
</table>

Survey Population

The Post-Graduation Activity Survey was sent to 138 students who earned a bachelor’s degree from Lee Honors College between August 2018 and June 2019. We obtained data for 116 graduates (84%).

Full-time Employment

- Median salary range was $40,000-$45,000
- 68% were employed in Michigan.
- 95% had a job related to their degree.
- 92% were satisfied with their job.

Continuing Education

- 40% of LHC respondents are pursuing further education.
- After graduation, 64% are pursing master’s degrees, 25% professional schools, 7% doctorates, 2% bachelors, and 2% associates.
- 48% are continuing education at WMU.

Experiential Education

- 83% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 71% had a job where they applied what they were learning in the classroom.
- 100% worked on a project that took a semester or more to complete.
- 93% were very active in extracurricular activities and organizations.

Top Internship Employers

- Ascension
- Bronson
- Cheff Center
- DENSO
- Gryphon Place
- Kalamazoo Nature Center
- Kalamazoo Public Schools
- KRESA
- WMU

Experiences at WMU

- 100% had at least one instructor who made them excited about learning.
- 97% felt that their instructors cared about them as a person.
- 83% had a mentor who encouraged them to pursue their goals and dreams.
- 95% said that their education and experience as a student at WMU prepared them for their profession.
Job Titles and Employers

Account Coordinator at Defero
Actor at Productions Plus - The Talent Shop
Admissions Counselor at WMU
Assistant Technical Designer at Express
Associate Engineer at Flowserve
Avian Field Ecologist at University of Georgia
Behavior Technician at Kalamazoo Autism Center
Bridge Program Engineer at MDOT
Category Analyst at Smucker's
Center Medical Specialist at Grifols Biomat USA
Children's Protective Services Specialist at Michigan Department of Health and Human Services
Commercial Real Estate Agent at Midwest Realty
Community Engagement Manager at El Concilio
Dancer at Contexture Dance Detroit
Dancer at GroundWorks Dance Theater
Department Assistant at Oaklawn Hospital
Design Engineer at EN Engineering
Designer at GHD Partners
Designer at Seven Generations Architecture & Engineering
Developer at Dow
District Operation Industrial Engineer at USPS
Elementary Teacher at Boone County Schools
Executive Search Recruiter Associate at Lonergan Partners
First Officer at SkyWest Airlines
Fleet Analyst at Textron
General Music Teacher at Jenison Public Schools
Graphic Designer at The Marketing Shop
Interior Designer at SKP Design
Medical Scribe at UCLA Health
Microbiology Technician II at Eurofins Food Integrity and Innovation
Nurse at Mayo Clinic
On Site Coordinator at City of Kalamazoo
Owner at Epic Fales Photography
Process Engineer at Denso
Process Engineer at Domtar
Project Manger at Doner
Project Manager at Filtra Systems
Project Manager at Koops Inc.
Recruiter at WMU
Registered Nurse at Beaumont Health
Registered Nurse at St. Joseph Medical Center
Researcher at Kercher Center for Social Research
Resource Athletic Trainer at Spectrum Health
Sales Development Representative at PayScale
Secondary Science Ed Teacher at Peace Corps
SEO Analyst at GTB
Special Assistant at Western Michigan University
Supply Planner at Kellogg's
Teacher at Lowell Area Schools
Technician at Whirlpool
Trainee at The Big Muddy Dance Company

Continuing Education

Masters in Accountancy at WMU
Masters in Aerospace Engineering at Purdue
Masters in Applied Behavior Analysis at WMU
Masters in Applied Math at WMU
Masters in Behavior Analysis at WMU
Masters in CECP at WMU
Masters in Chemistry at WMU
Masters in Psychology at Eastern Michigan
Masters in Counseling at Western Kentucky
Masters in Marketing Research at MSU

Masters in Medical Engineering at WMU
Masters in OT at Davenport University
Masters in Occupational Therapy at WMU
Masters in Psychology at WMU
Masters in Social Work at Ohio State University
Masters in Social Work at University of Michigan
Masters in Speech Language Pathology at MSU
Masters in Speech Language Pathology at West Virginia University
Masters in Speech Pathology at WMU
National Salary Data

National Association of Colleges and Employers
NACE
Salary Data

www.naceweb.org
National Salary Data

The National Association of Colleges and Employers (NACE) publishes salary surveys based on data obtained from higher education institutions participating in the NACE national First Destination Survey initiative and from employers. Below we offer salary medians from the most recent NACE Salary Surveys—Winter 2019 (data reported by employers), Summer 2019 and Fall 2019 (data reported by colleges and universities).

### Bachelor’s Degrees

<table>
<thead>
<tr>
<th>Major</th>
<th>Winter 2019 Median</th>
<th>Summer 2019 Median</th>
<th>Fall 2019 Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountancy</td>
<td>$55,000</td>
<td>$52,443</td>
<td>$53,799</td>
</tr>
<tr>
<td>Advertising and Promotion</td>
<td>$54,000</td>
<td>$39,333</td>
<td>$40,518</td>
</tr>
<tr>
<td>Aerospace Engineering</td>
<td>$66,346</td>
<td>$65,722</td>
<td>$65,666</td>
</tr>
<tr>
<td>Anthropology</td>
<td>--</td>
<td>$34,551</td>
<td>$35,000</td>
</tr>
<tr>
<td>Applied Mathematics</td>
<td>--</td>
<td>$65,400</td>
<td>$75,660</td>
</tr>
<tr>
<td>Art</td>
<td>$57,750</td>
<td>$33,280</td>
<td>$33,833</td>
</tr>
<tr>
<td>Biological Sciences</td>
<td>$64,000</td>
<td>$34,200</td>
<td>$33,507</td>
</tr>
<tr>
<td>Biomedical Sciences</td>
<td>--</td>
<td>$34,940</td>
<td>$36,250</td>
</tr>
<tr>
<td>Biochemistry</td>
<td>--</td>
<td>$38,750</td>
<td>$44,713</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>$70,000</td>
<td>$68,448</td>
<td>$72,612</td>
</tr>
<tr>
<td>Chemistry</td>
<td>$58,000</td>
<td>$43,000</td>
<td>$47,625</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>$65,000</td>
<td>$55,420</td>
<td>$59,254</td>
</tr>
<tr>
<td>Communication</td>
<td>$50,000</td>
<td>$39,837</td>
<td>$40,500</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>$68,500</td>
<td>$75,000</td>
<td>$74,557</td>
</tr>
<tr>
<td>Computer Information Systems</td>
<td>$62,350</td>
<td>$59,450</td>
<td>$58,678</td>
</tr>
<tr>
<td>Computer Science</td>
<td>$66,673</td>
<td>$76,788</td>
<td>$86,104</td>
</tr>
<tr>
<td>Construction Engineering</td>
<td>--</td>
<td>$62,440</td>
<td>$64,572</td>
</tr>
<tr>
<td>Criminal Justice</td>
<td>--</td>
<td>$36,549</td>
<td>$36,986</td>
</tr>
<tr>
<td>Dance</td>
<td>$57,750</td>
<td>$30,720</td>
<td>$38,600</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>--</td>
<td>--</td>
<td>$58,640</td>
</tr>
<tr>
<td>Dietetics</td>
<td>--</td>
<td>$35,000</td>
<td>$46,341</td>
</tr>
<tr>
<td>Economics</td>
<td>$58,448</td>
<td>$55,113</td>
<td>$62,745</td>
</tr>
<tr>
<td>Economics: Business</td>
<td>--</td>
<td>$52,250</td>
<td>$51,400</td>
</tr>
<tr>
<td>Education</td>
<td>--</td>
<td>$36,802</td>
<td>$38,039</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>$69,000</td>
<td>$68,275</td>
<td>$72,993</td>
</tr>
<tr>
<td>Engineering Design Technology</td>
<td>$65,000</td>
<td>--</td>
<td>$61,868</td>
</tr>
<tr>
<td>English</td>
<td>$57,750</td>
<td>$34,208</td>
<td>$39,166</td>
</tr>
<tr>
<td>English: Rhetoric and Writing Studies</td>
<td>--</td>
<td>$35,714</td>
<td>$36,800</td>
</tr>
<tr>
<td>Environmental and Sustainability Studies</td>
<td>$64,500</td>
<td>$39,288</td>
<td>$30,000</td>
</tr>
<tr>
<td>Family and Consumer Sciences</td>
<td>--</td>
<td>$34,500</td>
<td>$33,543</td>
</tr>
<tr>
<td>Family Studies</td>
<td>--</td>
<td>$33,537</td>
<td>$30,000</td>
</tr>
<tr>
<td>Fashion Merchandising and Design</td>
<td>--</td>
<td>$40,185</td>
<td>$40,390</td>
</tr>
<tr>
<td>Film, Video, and Media Studies</td>
<td>--</td>
<td>$40,781</td>
<td>$46,667</td>
</tr>
<tr>
<td>Finance</td>
<td>$57,750</td>
<td>$53,750</td>
<td>$56,251</td>
</tr>
</tbody>
</table>
## National Salary Data

### Bachelor’s Degrees (cont.)

<table>
<thead>
<tr>
<th>Major</th>
<th>Winter 2019 Median</th>
<th>Summer 2019 Median</th>
<th>Fall 2019 Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender and Women’s Studies</td>
<td>--</td>
<td>$36,033</td>
<td>$41,600</td>
</tr>
<tr>
<td>Geography</td>
<td>--</td>
<td>$35,630</td>
<td>$44,757</td>
</tr>
<tr>
<td>Geography–Community and Regional Planning</td>
<td>--</td>
<td>$53,000</td>
<td>$53,380</td>
</tr>
<tr>
<td>Geology</td>
<td>$65,500</td>
<td>$39,877</td>
<td>$45,460</td>
</tr>
<tr>
<td>Global and International Studies</td>
<td>--</td>
<td>$46,900</td>
<td>$47,038</td>
</tr>
<tr>
<td>Graphic Design</td>
<td>--</td>
<td>$41,339</td>
<td>$39,320</td>
</tr>
<tr>
<td>Health and Physical Education</td>
<td>--</td>
<td>$32,000</td>
<td>$35,316</td>
</tr>
<tr>
<td>History</td>
<td>$57,500</td>
<td>$38,000</td>
<td>$43,720</td>
</tr>
<tr>
<td>Human Resource Management</td>
<td>$54,000</td>
<td>$45,987</td>
<td>$41,426</td>
</tr>
<tr>
<td>Industrial and Entrepreneurial Engineering</td>
<td>$68,000</td>
<td>$64,364</td>
<td>$65,249</td>
</tr>
<tr>
<td>Integrated Supply Management</td>
<td>$58,896</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Healthcare Services and Sciences</td>
<td>--</td>
<td>$41,300</td>
<td>$43,848</td>
</tr>
<tr>
<td>Journalism</td>
<td>$52,500</td>
<td>$36,310</td>
<td>$38,393</td>
</tr>
<tr>
<td>Management</td>
<td>$55,500</td>
<td>$50,107</td>
<td>$54,498</td>
</tr>
<tr>
<td>Manufacturing Engineering Technology</td>
<td>$68,000</td>
<td>$56,000</td>
<td>$56,990</td>
</tr>
<tr>
<td>Marketing</td>
<td>$55,000</td>
<td>$45,480</td>
<td>$48,930</td>
</tr>
<tr>
<td>Mathematics</td>
<td>$64,000</td>
<td>$62,133</td>
<td>$68,900</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>$68,000</td>
<td>$60,312</td>
<td>$66,144</td>
</tr>
<tr>
<td>Music</td>
<td>$57,750</td>
<td>$35,167</td>
<td>$38,500</td>
</tr>
<tr>
<td>Nursing</td>
<td>--</td>
<td>$55,141</td>
<td>$56,000</td>
</tr>
<tr>
<td>Philosophy</td>
<td>$58,000</td>
<td>$41,750</td>
<td>$62,639</td>
</tr>
<tr>
<td>Physics</td>
<td>$65,000</td>
<td>$61,098</td>
<td>$63,750</td>
</tr>
<tr>
<td>Political Science</td>
<td>$57,750</td>
<td>$42,612</td>
<td>$47,300</td>
</tr>
<tr>
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## National Salary Data

### Master’s Degrees

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### National Salary Data

#### Doctoral Degrees

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