Career Outcomes for WMU Graduates
Post-Graduation Activity Report 2018-19

WESTERN MICHIGAN UNIVERSITY
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.
Compiled by WMU Career and Student Employment Services  
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Contents

About the Data ................................................................................................................................. 6
Demographics................................................................................................................................. 7

Western Michigan University — All Degrees .................................................................................. 8
  WMU – Undergraduate Degrees ................................................................................................. 13
  WMU– Graduate Degrees ............................................................................................................. 14

Post-Graduation Activity By College and Major .............................................................................. 16

Arts and Sciences ........................................................................................................................... 18
  Anthropology ............................................................................................................................. 22
  Biology ..................................................................................................................................... 23
  Biomedical Sciences .................................................................................................................. 24
  Chemistry ................................................................................................................................. 25
  Communication ........................................................................................................................... 26
  Criminal Justice .......................................................................................................................... 28
  Economics ................................................................................................................................. 30
  English ..................................................................................................................................... 30
  English: Creative Writing .......................................................................................................... 32
  English: Rhetoric and Writing Studies ....................................................................................... 33
  Environment and Sustainability ................................................................................................. 34
  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
## Contents

<table>
<thead>
<tr>
<th>Subject</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Administration</td>
<td>54</td>
</tr>
<tr>
<td>Public Relations</td>
<td>55</td>
</tr>
<tr>
<td>Religion</td>
<td>56</td>
</tr>
<tr>
<td>Science Education</td>
<td>57</td>
</tr>
<tr>
<td>Sociology</td>
<td>58</td>
</tr>
<tr>
<td>Spanish</td>
<td>59</td>
</tr>
<tr>
<td>Statistics</td>
<td>60</td>
</tr>
<tr>
<td>World Languages and Literatures</td>
<td>61</td>
</tr>
<tr>
<td><strong>Aviation</strong></td>
<td></td>
</tr>
<tr>
<td>Aviation Flight Science</td>
<td>62</td>
</tr>
<tr>
<td>Aviation Management and Operations</td>
<td>63</td>
</tr>
<tr>
<td>Aviation Technical Operations</td>
<td>64</td>
</tr>
<tr>
<td><strong>Education and Human Development</strong></td>
<td>69</td>
</tr>
<tr>
<td>Athletic Training, Coaching, Physical Ed</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>78</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: HESA</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>87</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>
</tbody>
</table>
Contents

Secondary Education ................................................................. 98
Special Education .................................................................. 99
Workforce Education and Development .................................. 100

Engineering and Applied Sciences ............................................ 101
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

Fine Arts ...................................................................................... 126
Art ............................................................................................ 131
Dance ......................................................................................... 132
Graphic Design ........................................................................ 133
Music ......................................................................................... 134
Music Education ..................................................................... 136
Music Therapy .......................................................................... 137
Theatre ....................................................................................... 138

Haworth College of Business ................................................... 140
Accountancy ............................................................................. 144
Advertising and Promotion ....................................................... 146
Business Administration (MBA) ................................................. 148
Computer Information Systems ............................................... 150
Digital Marketing and eCommerce ............................................ 152
Entrepreneurship ...................................................................... 153
Contents

Finance .......................................................................................................................... 154
Food & Consumer Package Goods Marketing ......................................................... 156
Human Resource Management .............................................................................. 158
Integrated Supply Management ........................................................................... 159
Management ........................................................................................................... 161
Marketing ............................................................................................................... 163
Sales and Business Marketing ............................................................................... 165

Health and Human Services .................................................................................. 167
Alcohol and Drug Abuse ......................................................................................... 172
Blindness and Low Vision Studies ........................................................................ 173
Healthcare Services and Sciences ......................................................................... 174
Integrative Holistic Health and Wellness ............................................................... 176
Interdisciplinary Health Sciences ......................................................................... 177
Nursing .................................................................................................................... 178
Occupational Therapy ............................................................................................ 180
Physician Assistant ................................................................................................ 181
Public Health ........................................................................................................... 182
Social Work ............................................................................................................ 183
Speech Pathology and Audiology ......................................................................... 185

Interdisciplinary Programs .................................................................................... 186
Health Informatics and Info Management ............................................................ 187
University Studies .................................................................................................. 188

Lee Honors College ............................................................................................... 190
National Salary Data ............................................................................................... 195
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.
Demographics

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></td>
<td>5063 Graduates</td>
<td>3696 Graduates Data for 3901 Degrees</td>
</tr>
<tr>
<td></td>
<td>5333 Degrees Awarded</td>
<td>3901 Degrees</td>
</tr>
<tr>
<td></td>
<td>counts</td>
<td>% of total</td>
</tr>
<tr>
<td>Degree Types*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>3824</td>
<td>72%</td>
</tr>
<tr>
<td>Master’s</td>
<td>1328</td>
<td>25%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>122</td>
<td>2%</td>
</tr>
<tr>
<td>Post baccalaureate Certificate</td>
<td>59 certificates</td>
<td>1%</td>
</tr>
<tr>
<td>Graduation Semester</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer II (August) 2018</td>
<td>532</td>
<td>11%</td>
</tr>
<tr>
<td>Fall (December) 2018</td>
<td>1527</td>
<td>30%</td>
</tr>
<tr>
<td>Spring (April) 2019</td>
<td>2298</td>
<td>45%</td>
</tr>
<tr>
<td>Summer I (June) 2019</td>
<td>706</td>
<td>14%</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>2669</td>
<td>53%</td>
</tr>
<tr>
<td>Male</td>
<td>2394</td>
<td>47%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>19</td>
<td>0.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>101</td>
<td>2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>410</td>
<td>8.1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>268</td>
<td>5.3%</td>
</tr>
<tr>
<td>International</td>
<td>510</td>
<td>10.1%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>4</td>
<td>0.1%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>143</td>
<td>2.8%</td>
</tr>
<tr>
<td>White</td>
<td>3565</td>
<td>70.4%</td>
</tr>
<tr>
<td>Not reported</td>
<td>43</td>
<td>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>Total Actively Engaged</td>
<td>3489</td>
<td>94%</td>
<td>2379</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</td>
<td>36</td>
<td>1%</td>
<td>25</td>
</tr>
<tr>
<td>(e.g. family, travel, etc.)</td>
<td></td>
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Survey Population

<table>
<thead>
<tr>
<th>Degrees Awarded</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degrees</td>
<td>All degrees</td>
</tr>
<tr>
<td>-----------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Response Rate</td>
<td>5333</td>
</tr>
</tbody>
</table>

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"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."
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
Advantage
Aerotek
Arbor Financial Credit Union
Ascension
BDO
Beaumont Health
Benteler Automotive
Bethany Christian Services
Bronson
C.H. Robinson
Catholic Charities
Charles River Laboratories
Communities in Schools
Consumers Energy
Control System Integrators
Denso
Dimplex Thermal Solutions

Eaton
Enterprise Holdings
Epredia
Family & Children Services
Family Health Center
FCA Fiat Chrysler
FEMA Corporation
Flowserve
Ford Motor Company
Gateway Pediatric Therapy
General Motors
GHD Partners
Graphic Packaging
Great Lakes Wine & Spirits
Henry Ford Allegiance
Herman Miller
Hormel Foods
Insight Global
Kalamazoo County
Kalamazoo Public Schools
Kellogg’s
Kroger
Lakeland Health
Landscape Forms
Meijer
Mercy Health
MI Dept. of HHS
Nolan Transportation
Oaklawn Hospital
Parker Hannifin
Perrigo
Plante Moran
Portage Public Schools
Quicken Loans
Residential Opportunities
Seber Sans
SkyWest Airlines
Spectrum Health
State of Michigan
Streamline Healthcare
Stryker
Summit Polymers
Target
U.S. Army
United Wholesale Mortgage
Walt Disney World
Wedgewood Christian
WMU
Whirlpool
Zoetis

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th>All WMU</th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<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>

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).

#### Top Internship Employers

<table>
<thead>
<tr>
<th>AAM</th>
<th>Gryphon Place</th>
<th>Kellogg’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ascension</td>
<td>Hormel Foods</td>
<td>Kimberly-Clark</td>
</tr>
<tr>
<td>Auto Owners Insurance</td>
<td>Imperial Beverage</td>
<td>KRESA</td>
</tr>
<tr>
<td>Battle Creek Public Schools</td>
<td>Kalamazoo Autism Center</td>
<td>Mel Trotter</td>
</tr>
<tr>
<td>Bethany Christian Services</td>
<td>Kalamazoo College</td>
<td>Michigan Medicine</td>
</tr>
<tr>
<td>Bronson</td>
<td>Kalamazoo Institute of Arts</td>
<td>Novacare Rehabilitation</td>
</tr>
<tr>
<td>Communities in Schools</td>
<td>Kalamazoo Juvenile Home</td>
<td>Parchment Middle School</td>
</tr>
<tr>
<td>Comstock Public Schools</td>
<td>Kalamazoo Literacy Council</td>
<td>Parker Hannifin</td>
</tr>
<tr>
<td>Consumers Energy</td>
<td>Kalamazoo Nature Center</td>
<td>Pfizer</td>
</tr>
<tr>
<td>Duncan Aviation</td>
<td>Kalamazoo Public Schools</td>
<td>Plainwell Public Schools</td>
</tr>
<tr>
<td>Eaton</td>
<td>Kzoo Psychiatric Hospital</td>
<td>Plante Moran</td>
</tr>
<tr>
<td>Flowserv</td>
<td>KVCC</td>
<td>Portage Public Schools</td>
</tr>
<tr>
<td>General Motors</td>
<td></td>
<td>Prevention Works</td>
</tr>
<tr>
<td>Grand Rapids Public Schools</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

---

### 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></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>

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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>Type</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>Top Employers</th>
<th>Top Employers</th>
<th>Top Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advantage</td>
<td>FCA Fiat Chrysler Automobiles</td>
<td>Lakeland Health</td>
</tr>
<tr>
<td>Aerotek</td>
<td>FEMA Corporation</td>
<td>Meijer</td>
</tr>
<tr>
<td>Arbor Fin. Credit Union</td>
<td>Flowserve</td>
<td>MI Dept of HHS</td>
</tr>
<tr>
<td>Ascension</td>
<td>General Motors</td>
<td>Nolan Transportation Group</td>
</tr>
<tr>
<td>BDO</td>
<td>GHD Partners</td>
<td>Parker Hannifin</td>
</tr>
<tr>
<td>Beaumont Health</td>
<td>Graphic Packaging</td>
<td>Pfizer</td>
</tr>
<tr>
<td>Boeing</td>
<td>Great Lakes Wine &amp; Spirits</td>
<td>PNC</td>
</tr>
<tr>
<td>Bronson</td>
<td>KPS</td>
<td>Portage Public Schools</td>
</tr>
<tr>
<td>C.H. Robinson</td>
<td>Insight Global</td>
<td>Quicken Loans</td>
</tr>
<tr>
<td>Charles River Laboratories</td>
<td>Kellogg’s</td>
<td>SkyWest Airlines</td>
</tr>
<tr>
<td>Denso</td>
<td>Kroger</td>
<td>Spectrum Health</td>
</tr>
<tr>
<td>Eaton</td>
<td></td>
<td>State of Michigan</td>
</tr>
<tr>
<td>Enterprise Holdings</td>
<td></td>
<td>Streamline Healthcare Solutions</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.

**Top Internship Employers**

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

93% of undergraduates completed at least one experiential education.
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.
- 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.

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.

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

Five Years of Post-Graduation Activity

Actively Engaged

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>Year</th>
<th>Knowledge Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>75%</td>
</tr>
<tr>
<td>2015-16</td>
<td>75%</td>
</tr>
<tr>
<td>2016-17</td>
<td>77%</td>
</tr>
<tr>
<td>2017-18</td>
<td>77%</td>
</tr>
<tr>
<td>2018-19</td>
<td>73%</td>
</tr>
<tr>
<td>College and Program</td>
<td>Activity Count</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>----------------</td>
</tr>
<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

Western Michigan University

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>Actively Engaged</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>Employed full time</td>
<td>512</td>
<td>64%</td>
<td>334</td>
</tr>
<tr>
<td>Employed part time</td>
<td>25</td>
<td>3%</td>
<td>20</td>
</tr>
<tr>
<td>Continuing education</td>
<td>192</td>
<td>24%</td>
<td>142</td>
</tr>
<tr>
<td>Military service</td>
<td>5</td>
<td>1%</td>
<td>4</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>8</td>
<td>1%</td>
<td>7</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>61</td>
<td>8%</td>
<td>44</td>
</tr>
</tbody>
</table>

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>25th percentile</th>
<th>50th percentile</th>
<th>75th 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>

"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

<table>
<thead>
<tr>
<th>Arts and Sciences – All Degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Aerotek</strong></td>
</tr>
<tr>
<td><strong>Ascension</strong></td>
</tr>
<tr>
<td><strong>Autism Centers of Michigan</strong></td>
</tr>
<tr>
<td><strong>Bethany Christian Services</strong></td>
</tr>
<tr>
<td><strong>Bronson</strong></td>
</tr>
<tr>
<td><strong>Charles River Laboratories</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Arts and Sciences – All Degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRE</strong></td>
</tr>
<tr>
<td><strong>Gryphon Place</strong></td>
</tr>
<tr>
<td><strong>Kalamazoo Autism Center</strong></td>
</tr>
<tr>
<td><strong>Kzoo Experiential Learning Center</strong></td>
</tr>
</tbody>
</table>

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."
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

Top Employers (continued)
- 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.

- **91%** of arts and sciences 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.
- **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></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>
</tbody>
</table>

Not Actively Engaged

- 25%

Looking for work

- 17%

Personal commitments

- 8%

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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>28</td>
<td>18 (64%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>18</td>
<td>12 (67%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>10</td>
<td>6 (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>Actively Engaged</th>
<th>Undergraduate count</th>
<th>Undergraduate percent</th>
<th>Graduate degrees count</th>
<th>Graduate degrees percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>15</td>
<td>65%</td>
<td>7</td>
<td>64%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>9%</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>25%</td>
<td>3</td>
<td>27%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>4%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Looking for work 1 4%

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>Graduate's Degree</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>50</td>
<td>23</td>
</tr>
<tr>
<td>Master's</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Doctoral</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Survey Population Graduates Responses

- Bachelor's 50 23 (46%)
- Master's 13 10 (77%)
- Doctoral 1 1 (100%)

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
- Masters in Biomedical Engineering at WMU

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
Seasonal Avian Ecologist at the University of Georgia

"I would not have known about the world of avian research if I had not gotten involved in the research labs of Dr. Gill and Dr. Vonhof. They taught me what truly goes into research as well as how to think critically during this process. Working in their labs was essential for me to find my place as biology student and to open my eyes to what career opportunities I actually had.

Get involved in as many internships or research positions you possibly can. Develop relationships with faculty members in the biology department. When you find something that makes you curious, work harder at that and remember that if you are doing something, you should be giving it your all."
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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>95</td>
<td>65   (68%)</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></td>
</tr>
<tr>
<td>Looking for work</td>
<td></td>
<td></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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>34</td>
<td>23</td>
</tr>
<tr>
<td>(68%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelor's (2018-19)</td>
<td>20</td>
<td>12</td>
</tr>
<tr>
<td>(60%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master's (2017-18 &amp; 2018-19)</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>(50%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctoral (2017-18 &amp; 2018-19)</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>(100%)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Communication

90% of undergraduate and 93% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate count</th>
<th>Undergraduate percent</th>
<th>Graduate count</th>
<th>Graduate percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>30</td>
<td>77%</td>
<td>12</td>
<td>86%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>3%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>10%</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>Undergraduate count</th>
<th>Undergraduate percent</th>
<th>Graduate count</th>
<th>Graduate percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>5%</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>5%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 Moviehouse
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>5</td>
<td>8%</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>
<th>(52%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>122</td>
<td>64</td>
<td></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."
Cayla Klimach, Bachelor of Arts in Criminal Justice, 2018
Children Services Investigator at Hamilton County 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."
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>Actively Engaged</td>
<td></td>
<td></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>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 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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>34</td>
<td>22</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>Employed full time</td>
<td>13</td>
<td>5</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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>43</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>34</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>4</td>
</tr>
<tr>
<td>Doctoral (2017-18 &amp; 2018-19)</td>
<td>5</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>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>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>Graduates</th>
<th>Responses</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>38</td>
<td>21</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>31</td>
<td>15</td>
</tr>
<tr>
<td>Master’s</td>
<td>7</td>
<td>6</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>5</td>
<td>71%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>29%</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**

| Graduates | Responses | (54%) |
Environment and Sustainability

85% 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>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>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>4</td>
<td>15%</td>
</tr>
<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.

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>
</tbody>
</table>

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

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 (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></td>
<td></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>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>14</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>Actively Engaged</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>Not Actively Engaged</td>
<td>5</td>
<td>18%</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>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</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>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

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>34</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>16</td>
</tr>
<tr>
<td>Master’s</td>
<td>14</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</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.”

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>Category</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>Looking for work</td>
<td>3</td>
<td>19%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>6%</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>Level</th>
<th>Graduates</th>
<th>Responses</th>
<th>(% of Graduates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>25</td>
<td>16</td>
<td>(64%)</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."
History

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>14</td>
<td>100%</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>1</td>
<td>9%</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.
International Development Administration

92% 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>92%</td>
</tr>
<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>Not Actively Engaged</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Looking for work</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>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>16</td>
</tr>
<tr>
<td>13 (81%)</td>
<td></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
- Reporter at Midwest Family Radio
- Staff Writer at Three Rivers Commercial-News
- Technical Recruiter at Kellog Mitcell 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>
</tbody>
</table>

(69%)

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></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>Actively Engaged</td>
<td>13</td>
<td>93%</td>
<td>10</td>
<td>91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>78%</td>
<td>9</td>
<td>82%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>14%</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>7%</td>
<td>1</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>7%</td>
<td>1</td>
<td>9%</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.

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

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

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></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>

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.”
Organizational Communication

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></td>
<td></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>
</tr>
</thead>
</table>
| Bachelor’s| 26        | 14        | (54%)
Philosophy

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

<table>
<thead>
<tr>
<th>Philosophy</th>
</tr>
</thead>
<tbody>
<tr>
<td>78% of undergraduate and 100% of graduate degree recipients were actively engaged.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td></td>
</tr>
<tr>
<td>Continuing education</td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td></td>
</tr>
<tr>
<td>Personal commitments</td>
<td></td>
</tr>
<tr>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>7</td>
<td>78%</td>
</tr>
<tr>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<td>6</td>
<td>67%</td>
</tr>
<tr>
<td>2</td>
<td>22%</td>
</tr>
<tr>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<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>Survey Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduates</td>
</tr>
<tr>
<td>All degrees</td>
</tr>
<tr>
<td>Bachelor’s (2017-18 &amp; 2018-19)</td>
</tr>
<tr>
<td>Master’s (2018-19)</td>
</tr>
</tbody>
</table>
Physics

90% 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>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></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></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>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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td></td>
<td></td>
</tr>
<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>Active 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></th>
<th></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>Graduate’s</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>56</td>
<td>41</td>
</tr>
</tbody>
</table>

(73%)
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>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>6%</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

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th>(54%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>98</td>
<td>53</td>
<td></td>
</tr>
</tbody>
</table>

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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>70</td>
</tr>
<tr>
<td>Master’s</td>
<td>54</td>
</tr>
<tr>
<td>Doctoral</td>
<td>16</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

<table>
<thead>
<tr>
<th>Analyst at Mm/McCann World Group</th>
<th>Board-Certified Behavior Analyst at Gateway Pediatric Therapy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor at Salve Regina University</td>
<td>Clinical Psychologist at Hampton Roads Behavioral Health</td>
</tr>
<tr>
<td>Associate Clinician at Trumpet Behavioral Health</td>
<td>Clinical Supervisor at Therapeutic Pathways</td>
</tr>
<tr>
<td>BCBA at Spectrum Health</td>
<td>Consultant at Early Autism Services</td>
</tr>
<tr>
<td>Behavior Analyst at Melmark</td>
<td>Continuous Improvement Coach at Whirlpool</td>
</tr>
<tr>
<td>Behavior Analyst at Residential Opportunities Inc.</td>
<td>Lecturer at Georgia Southern University</td>
</tr>
<tr>
<td>Behavior Consultant at Building Bridges Therapy</td>
<td>Postdoctoral Fellow at Baylor College of Medicine</td>
</tr>
<tr>
<td>Behavior Consultant at Healing Haven</td>
<td>Postdoctoral Fellow at May Institute</td>
</tr>
<tr>
<td>Behavioral Consultant at Gateway Pediatric Therapy</td>
<td>Postdoctoral Fellow at the University of Minnesota</td>
</tr>
<tr>
<td>Board Certified Behavior Analyst at Autism Centers of Michigan</td>
<td>Program Manager at LittleStar ABA Therapy</td>
</tr>
<tr>
<td>Board Certified Behavior Analyst at Gateway Pediatric Therapy</td>
<td>Psychologist at Wyoming VA Community Based Outpatient Clinic</td>
</tr>
<tr>
<td>Board Certified Behavior Analyst at ROI</td>
<td>Psychology Fellow at Nemours</td>
</tr>
<tr>
<td>Board Certified Behavior Analyst at Sunny Days</td>
<td>Recycling and Sustainability Specialist at WMU</td>
</tr>
<tr>
<td>Board Certified Behavior Analyst/Clinical Supervisor at Spark Center for Autism</td>
<td>Senior Learning Experience Designer at IDeaS Revenue Solutions</td>
</tr>
</tbody>
</table>

---

### 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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>31</td>
<td>94%</td>
</tr>
<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>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>41</td>
<td>33 (80%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>36</td>
<td>28 (78%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>5</td>
<td>5 (100%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Assistant Director at WMU
Associate Attorney at Bodwin & 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

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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>20</td>
<td>95%</td>
</tr>
<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>
<tr>
<td>Looking for work</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>
<th>(70%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>30</td>
<td>21</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!"
Religion

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>Degree</th>
<th>Graduates</th>
<th>Responses</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>33</td>
<td>26</td>
<td>(79%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>13</td>
<td>10</td>
<td>(77%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>16</td>
<td>13</td>
<td>(81%)</td>
</tr>
<tr>
<td>Certificate</td>
<td>4</td>
<td>3</td>
<td>(75%)</td>
</tr>
</tbody>
</table>

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></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>4</td>
<td>44%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>11%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>2</td>
<td>22%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>22%</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></th>
<th>Graduates</th>
<th>Responses</th>
<th>(Percentage)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>11</td>
<td>9</td>
<td>(82%)</td>
</tr>
<tr>
<td>Master's</td>
<td>10</td>
<td>8</td>
<td>(80%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>1</td>
<td>1</td>
<td>(100%)</td>
</tr>
</tbody>
</table>
72% of undergraduate and 67% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></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>Actively Engaged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>44%</td>
<td>3</td>
<td>50%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>4%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>24%</td>
<td>1</td>
<td>17%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>7</td>
<td>28%</td>
<td>2</td>
<td>33%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>20%</td>
<td>2</td>
<td>33%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $25,000 to $30,000 (8 responses from 2017-18 & 2018-19).
- 85% 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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>44</td>
<td>31 (70%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>38</td>
<td>25 (66%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>2</td>
<td>2 (100%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</td>
<td>4 (100%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Administrative Assistant at Falk Legal Group
- Affiliate at Grand Valley State University
- Case Aide at Samaritas
- Case Manager at Van Buren County Courts
- EMT at Superior Air-Ground Ambulance Service
- Family Support at Family and Children Services
- Foster Care Case Manager at Wolverine Human Services
- Intake Specialist at Bethany Christian Services
- Legal Assistant at Kalamazoo County Government
- OnStar Account Manager at General Motors
- PNC Coordinator at Willis Law
- Professor of Social Work, and BSW Program Director at Ferris State University
- Warehouse Associate at Kendall Electric

Continuing Education

Masters in Counseling at Chicago School of Professional Psychology
Masters in Philosophy at WMU

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

“I love teaching BSW students!”
Spanish

100% of undergraduate and 91% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></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>Actively Engaged</td>
<td>22</td>
<td>100%</td>
<td>10</td>
<td>91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>12</td>
<td>55%</td>
<td>6</td>
<td>55%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>9%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>8</td>
<td>36%</td>
<td>4</td>
<td>36%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>9%</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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All degrees</td>
<td>44</td>
</tr>
<tr>
<td></td>
<td>Bachelor’s</td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>Master’s</td>
<td>10</td>
</tr>
<tr>
<td></td>
<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

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 University

“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>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>(50%)</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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>41%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>18%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>6</td>
<td>35%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>29%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>6%</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>
<th>(85%)</th>
</tr>
</thead>
</table>
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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>83</td>
<td>98%</td>
</tr>
<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>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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s degrees</td>
<td>129</td>
<td>83</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

Number of Responses: 33

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th</td>
<td>$27,500-$35,000</td>
</tr>
<tr>
<td>50th</td>
<td>$40,000-$45,000</td>
</tr>
<tr>
<td>75th</td>
<td>$50,000-$55,000</td>
</tr>
</tbody>
</table>

$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.

87% of aviation graduates completed at least one experiential education activity.
## Aviation Flight Science

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>45</td>
</tr>
<tr>
<td>Employed full time</td>
<td>38</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
</tr>
<tr>
<td>Military service</td>
<td>1</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>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>73</td>
</tr>
<tr>
<td></td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>(62%)</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>
</tbody>
</table>

Not Actively Engaged

| Looking for work          | 2     | 6%      |

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

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

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></td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>(73%)</td>
</tr>
</tbody>
</table>

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.”
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>12</td>
<td>100%</td>
</tr>
<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>(60%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>20</td>
<td>12</td>
</tr>
<tr>
<td>Program</td>
<td>Page</td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>------</td>
<td></td>
</tr>
<tr>
<td>Athletic Training, Coaching, Physical Education</td>
<td>74</td>
<td></td>
</tr>
<tr>
<td>Counseling Psychology</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td>Counselor Education</td>
<td>76</td>
<td></td>
</tr>
<tr>
<td>Dietetics</td>
<td>79</td>
<td></td>
</tr>
<tr>
<td>Educational and Instructional Technology</td>
<td>79</td>
<td></td>
</tr>
<tr>
<td>Educational Leadership</td>
<td>80</td>
<td></td>
</tr>
<tr>
<td>Educational Leadership: Higher Ed and Student Affairs</td>
<td>81</td>
<td></td>
</tr>
<tr>
<td>Educational Leadership: K12</td>
<td>82</td>
<td></td>
</tr>
<tr>
<td>Elementary Education</td>
<td>83</td>
<td></td>
</tr>
<tr>
<td>Evaluation, Measurement, and Research</td>
<td>85</td>
<td></td>
</tr>
<tr>
<td>Exercise Science</td>
<td>86</td>
<td></td>
</tr>
<tr>
<td>Family and Consumer Sciences</td>
<td>87</td>
<td></td>
</tr>
<tr>
<td>Family Science</td>
<td>88</td>
<td></td>
</tr>
<tr>
<td>Fashion Merchandising and Design</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td>Health Education</td>
<td>91</td>
<td></td>
</tr>
<tr>
<td>Interior Design</td>
<td>92</td>
<td></td>
</tr>
<tr>
<td>Literacy Studies</td>
<td>93</td>
<td></td>
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<tr>
<td>Organizational Change Leadership</td>
<td>94</td>
<td></td>
</tr>
<tr>
<td>Practice of Teaching</td>
<td>95</td>
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<td>Recreation</td>
<td>96</td>
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<tr>
<td>Secondary Education</td>
<td>98</td>
<td></td>
</tr>
<tr>
<td>Special Education</td>
<td>99</td>
<td></td>
</tr>
<tr>
<td>Workforce Education and Development</td>
<td>100</td>
<td></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>450</td>
<td>94%</td>
<td>196</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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All CEHD</td>
<td>771</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>390</td>
</tr>
<tr>
<td>Master’s</td>
<td>342</td>
</tr>
<tr>
<td>Doctoral</td>
<td>29</td>
</tr>
<tr>
<td>Post baccalaureate Certificate</td>
<td>10</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.”
CEHD – All Degrees

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 Health Services
- 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.

Top Internship Employers

- Battle Creek Public Schools
- Bethany Christian Services
- Bronson
- 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.

98% of education and human development graduates completed at least one experiential education activity.
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
- Wedgewood 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."
Athletic Training, Coaching, Physical Ed

90% 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>Actively Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>5</td>
<td>45%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>45%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>10%</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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>41</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>18</td>
</tr>
<tr>
<td>Master’s</td>
<td>23</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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>23</td>
<td>96%</td>
</tr>
<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>
<tr>
<td>Personal commitments</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>Percentage</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>Actively Engaged</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>Not Actively Engaged</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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>57</td>
<td>44 (77%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>54</td>
<td>41 (76%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
<td>3 (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

<table>
<thead>
<tr>
<th>Title</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Advisor at Western Michigan University</td>
<td></td>
</tr>
<tr>
<td>Assistant Professor at Spring Arbor University</td>
<td></td>
</tr>
<tr>
<td>AWARE Program Coordinator at Women's Resource Center</td>
<td></td>
</tr>
<tr>
<td>Blind Rehabilitation Instructor at State of Michigan</td>
<td></td>
</tr>
<tr>
<td>Career Development Specialist at Grace Christian University</td>
<td></td>
</tr>
<tr>
<td>Clinical Director at Counseling Center of West Michigan</td>
<td></td>
</tr>
<tr>
<td>Clinician/Consultant at Wedgwood Christian Services</td>
<td></td>
</tr>
<tr>
<td>Counselor at A Forever Recovery</td>
<td></td>
</tr>
<tr>
<td>Counselor at Choices for Change</td>
<td></td>
</tr>
<tr>
<td>Counselor at Oakland Health Associates</td>
<td></td>
</tr>
<tr>
<td>Direct Care Staff at Family and Children Services</td>
<td></td>
</tr>
<tr>
<td>District Counselor at Colon Community Schools</td>
<td></td>
</tr>
<tr>
<td>Faculty Specialist at Western Michigan University</td>
<td></td>
</tr>
<tr>
<td>Family Counselor at Bethany Christian Services</td>
<td></td>
</tr>
<tr>
<td>Family Counselor at Catholic Charities West Michigan</td>
<td></td>
</tr>
<tr>
<td>Family Support Specialist at KRESA</td>
<td></td>
</tr>
<tr>
<td>Foster Care Compliance and Training Specialist at Child and Family Services of Northwestern Michigan</td>
<td></td>
</tr>
<tr>
<td>Internship Advisor at University of California</td>
<td></td>
</tr>
<tr>
<td>Licensed Professional Counselor at Portland State University</td>
<td></td>
</tr>
<tr>
<td>Licensed Professional Counselor at Wedgwood Christian Services</td>
<td></td>
</tr>
<tr>
<td>Limited Licensed Professional Counselor at Bloom Behavioral Health</td>
<td></td>
</tr>
<tr>
<td>MS School Counselor at Boyne City Public Schools</td>
<td></td>
</tr>
<tr>
<td>Outpatient Therapist at Catholic Charities West Michigan</td>
<td></td>
</tr>
<tr>
<td>Printer at Graphic Packaging International</td>
<td></td>
</tr>
<tr>
<td>Professional Counselor at Compass Counseling</td>
<td></td>
</tr>
<tr>
<td>Rehabilitation Technician at Spectrum Health</td>
<td></td>
</tr>
<tr>
<td>School Counselor at Howell Public Schools</td>
<td></td>
</tr>
<tr>
<td>School Counselor at Oakridge Public Schools</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Therapist at Victory Clinical Services</td>
<td></td>
</tr>
<tr>
<td>Success Coach at Arizona State University</td>
<td></td>
</tr>
<tr>
<td>Supports Coordinator at Network180</td>
<td></td>
</tr>
<tr>
<td>Therapist at Adolescent and Family Behavioral Health Services</td>
<td></td>
</tr>
<tr>
<td>Therapist at Arbor Circle</td>
<td></td>
</tr>
<tr>
<td>Therapist at Barry County Mental Health Services</td>
<td></td>
</tr>
</tbody>
</table>
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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>22</td>
<td>15 (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><strong>Actively Engaged</strong></td>
<td></td>
<td></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><strong>Not Actively Engaged</strong></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>
<th>(% of Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>14</td>
<td>11</td>
<td>(79%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>13</td>
<td>10</td>
<td>(77%)</td>
</tr>
<tr>
<td>Certificate</td>
<td>1</td>
<td>1</td>
<td>(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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>12</td>
</tr>
<tr>
<td>Master’s</td>
<td>5</td>
</tr>
<tr>
<td>Doctoral</td>
<td>7</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></th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>15</td>
<td>94%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>14</td>
<td>88%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>6%</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

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>16 (100%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>12 (100%)</td>
</tr>
<tr>
<td>Certificate</td>
<td>4 (100%)</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>
</tbody>
</table>

Not Actively Engaged

| Looking for work | 2 | 5% |

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
Director 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>
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<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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>42</td>
<td>100%</td>
</tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>42</td>
</tr>
<tr>
<td></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-Scot’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

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**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.”
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>(Percentage)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>Master’s</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>
100% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Undergraduate count</th>
<th>Undergraduate percent</th>
<th>Graduate count</th>
<th>Graduate percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>43</td>
<td>100%</td>
<td>6</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>30</td>
<td>70%</td>
<td>5</td>
<td>83%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>13</td>
<td>30%</td>
<td>1</td>
<td>17%</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>Degree Type</th>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>69</td>
<td>43</td>
<td>(62%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>7</td>
<td>6</td>
<td>(62%)</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
Strength and Conditioning Coach at Next Level Performance
Strength Coach at Ascension
Technician at Physical Therapy One

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>Active Engagement</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Active Engagement</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<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>(83%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>23</td>
<td></td>
</tr>
</tbody>
</table>
Family Science

90% 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>47</td>
<td>90%</td>
</tr>
<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>Not Actively Engaged</td>
<td>5</td>
<td>10%</td>
</tr>
<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>
</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>(58%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>89</td>
<td>52</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>Activity</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>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>27</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>Graduates</th>
<th>Responses</th>
<th>(75%)</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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>7</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>100%</td>
</tr>
</tbody>
</table>

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 | (%)
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>8</td>
<td>7</td>
</tr>
</tbody>
</table>

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>
</tr>
</thead>
<tbody>
<tr>
<td>Master's</td>
<td>25</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>Actively Engaged</td>
<td>15</td>
</tr>
<tr>
<td>Employed full time</td>
<td>14</td>
</tr>
<tr>
<td>Continuing education</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 $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.

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

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 (89%)</td>
</tr>
</tbody>
</table>

Steve Rudderham

Master of Arts in organizational change leadership, 2019
Head of Global Business Services at Akzonobel, 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></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>22 (88%)</td>
<td>17 (94%)</td>
</tr>
<tr>
<td>Employed full time</td>
<td>18 (72%)</td>
<td>16 (89%)</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2 (8%)</td>
<td></td>
</tr>
<tr>
<td>Continuing education</td>
<td>2 (8%)</td>
<td>1 (6%)</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>3 (12%)</td>
<td>1 (6%)</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3 (12%)</td>
<td>1 (6%)</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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>78</td>
<td>43 (55%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>54</td>
<td>25 (46%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>24</td>
<td>18 (75%)</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>Activity</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<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>
<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 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

Graduates Responses
Bachelor’s 37 28 (76%)

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></th>
<th>Undergraduate</th>
<th></th>
<th>Graduate</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Engaged</td>
<td>8</td>
<td>89%</td>
<td>19</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>8</td>
<td>89%</td>
<td>18</td>
<td>95%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>11%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>11%</td>
<td></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
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></th>
<th>Graduates</th>
<th>Responses (Percentage)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>44</td>
<td>28 (64%)</td>
</tr>
<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>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>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>
<tr>
<td>Engineering and Applied Sciences</td>
<td></td>
</tr>
<tr>
<td>----------------------------------</td>
<td></td>
</tr>
<tr>
<td>Aerospace Engineering</td>
<td>106</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>108</td>
</tr>
<tr>
<td>Civil and Construction Engineering</td>
<td>110</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>111</td>
</tr>
<tr>
<td>Computer Science</td>
<td>112</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>114</td>
</tr>
<tr>
<td>Engineering Design Technology</td>
<td>116</td>
</tr>
<tr>
<td>Engineering Management</td>
<td>117</td>
</tr>
<tr>
<td>Engineering Management Technology</td>
<td>118</td>
</tr>
<tr>
<td>Graphic and Printing Science</td>
<td>119</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>120</td>
</tr>
<tr>
<td>Manufacturing Engineering</td>
<td>122</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>123</td>
</tr>
<tr>
<td>Paper Engineering</td>
<td>125</td>
</tr>
</tbody>
</table>


## 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></td>
<td></td>
<td></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</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>72%</td>
</tr>
<tr>
<td>Master’s</td>
<td>191</td>
<td>91%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>29</td>
<td>93%</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>

"The Formula SAE team allowed me to engage with other students of all different majors and years, and give me valuable hands on experience."

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

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 pursuing 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
- AdvanSix
- Aerotek
- Armstrong International
- Black & Veatch
- Boeing
- Consumers Energy
- Control System Integrators
- Denso
- Dimplex Thermal Solutions
- Dynatrace
- Eagle Technologies
- Eaton
- Fabri-Kal
- FCA
- FEMA Corporation
- GA Richards
- General Motors
- Huhtamaki
- Kellogg’s
- Lockheed Martin
- Mann+Hummel
- Parker Hannifin
- Pfizer
- Pratt Industries
- Stryker
- Summit Polymers
- SunSource
- Vibracoustic
- Western Diversified Plastics
- Whirlpool
- Wightman

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.

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.”
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.”
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>Actively Engaged</td>
<td>29</td>
<td>7</td>
</tr>
<tr>
<td>Employed full time</td>
<td>26</td>
<td>5</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>1</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>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>47</td>
<td>39</td>
<td>(83%)</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>39</td>
<td>31</td>
<td>(79%)</td>
</tr>
<tr>
<td>Master's</td>
<td>8</td>
<td>8</td>
<td>(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></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>Actively Engaged</td>
<td></td>
<td></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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>53</td>
<td>40 (75%)</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>46</td>
<td>33 (72%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>7</td>
<td>7 (100%)</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></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>19</td>
<td>86%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>17%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>17%</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 Shrewsberry
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 Fronrunner 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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>52</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>28</td>
</tr>
<tr>
<td>Master’s</td>
<td>20</td>
</tr>
<tr>
<td>Doctoral</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>Active Engagement</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>4</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6 86%</td>
<td>4 80%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1 14%</td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1 20%</td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>1 29%</td>
<td></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>Degree</th>
<th>Graduates</th>
<th>Responses</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>14</td>
<td>12</td>
<td>12 (86%)</td>
<td></td>
</tr>
<tr>
<td>Bachelor's</td>
<td>9</td>
<td>7</td>
<td>7 (78%)</td>
<td></td>
</tr>
<tr>
<td>Master's</td>
<td>5</td>
<td>5</td>
<td>5 (100%)</td>
<td></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

**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.”

R&D Design Engineer at Stryker
Software Developer at UST Global
Sr. Programmer Analyst at Landscape Forms
Tools Development Engineer at Aptiv
Computer Science

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

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th></th>
<th>Graduate degrees</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>29</td>
<td>83%</td>
<td>27</td>
<td>96%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>26</td>
<td>74%</td>
<td>26</td>
<td>92%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>9%</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>6</td>
<td>17%</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>6</td>
<td>17%</td>
<td>1</td>
<td>4%</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>Degrees</th>
<th>Graduates</th>
<th>Responses</th>
<th>(% of)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>77</td>
<td>62 (81%)</td>
<td></td>
</tr>
<tr>
<td>Bachelor</td>
<td>47</td>
<td>35 (74%)</td>
<td></td>
</tr>
<tr>
<td>Master</td>
<td>22</td>
<td>19 (86%)</td>
<td></td>
</tr>
<tr>
<td>Doctoral</td>
<td>8</td>
<td>8 (100%)</td>
<td></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></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>26</td>
<td>93%</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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>65</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>42</td>
</tr>
<tr>
<td>Master's</td>
<td>16</td>
</tr>
<tr>
<td>Doctoral</td>
<td>7</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

Electrical 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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>15</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>15</td>
<td>100%</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.

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

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>15</td>
</tr>
</tbody>
</table>

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></th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>18</td>
<td>100%</td>
</tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>19</td>
</tr>
</tbody>
</table>
95% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<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>
</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

Melissa Badovinac, Bachelor of Science in engineering management technology, 2019
Manufacturing Engineer at G.A. Richards

“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.”
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>9</td>
<td>100%</td>
</tr>
<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**
- 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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s (2017-18 &amp; 2018-19)</td>
<td>7</td>
<td>6 (94%)</td>
</tr>
</tbody>
</table>
Industrial Engineering

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

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>13</td>
<td>62</td>
</tr>
<tr>
<td>count</td>
<td>93%</td>
<td>98%</td>
</tr>
<tr>
<td>percent</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Employed full time</strong></td>
<td>13</td>
<td>62</td>
</tr>
<tr>
<td>count</td>
<td>93%</td>
<td>98%</td>
</tr>
<tr>
<td>percent</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>count</td>
<td>7%</td>
<td>2%</td>
</tr>
<tr>
<td>percent</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Looking for work</strong></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>count</td>
<td>7%</td>
<td>2%</td>
</tr>
<tr>
<td>percent</td>
<td></td>
<td></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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>88</td>
<td>77</td>
</tr>
<tr>
<td>(88%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>17</td>
<td>14</td>
</tr>
<tr>
<td>(82%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master’s</td>
<td>69</td>
<td>61</td>
</tr>
<tr>
<td>(88%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>(100%)</td>
<td></td>
<td></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

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

---

**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.”
Manufacturing Engineering

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

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate (2018-19)</th>
<th>Graduate degrees (2017-18 and 2018-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count: 5</td>
<td>percent: 100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>count: 5</td>
<td>percent: 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>Degree Level</th>
<th>Graduates</th>
<th>Responses</th>
<th>% Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>19</td>
<td>10 (53%)</td>
<td></td>
</tr>
<tr>
<td>Bachelor's (2018-19)</td>
<td>13</td>
<td>5 (38%)</td>
<td></td>
</tr>
<tr>
<td>Master's (2017-18 &amp; 2018-19)</td>
<td>6</td>
<td>5 (83%)</td>
<td></td>
</tr>
</tbody>
</table>
Mechanical Engineering

94% of undergraduate and 100% 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>61</td>
<td>94%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>56</td>
<td>86%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</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 $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
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>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>11</td>
<td>100%</td>
</tr>
<tr>
<td>Continuing education</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.

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

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>19</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>12</td>
</tr>
<tr>
<td>Master’s</td>
<td>5</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
</tr>
</tbody>
</table>

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.”
Fine Arts

College of Fine Arts

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>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>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Employed full time</td>
<td>$161$</td>
<td>$93%$</td>
<td>$142$</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>All Fine Arts</th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th 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>$46$</td>
</tr>
<tr>
<td>Graduate</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></td>
<td>$47,500$-$52,500$</td>
<td></td>
<td></td>
<td></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."
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
- Beaumont Health
- Bronson
- Climax Marketing
- College for Creative Studies
- Contexture Dance Detroit
- Distinguished Concerts
- International NY
- Excel Dance Center
- Flint School of Performing Arts
- Gallery 500
- GHD Partners NYC
- GroundWorks Dance Theater
- Kalamazoo Children's Chorus
- Lake Erie Music Therapy
- Landor
- Landscape Forms
- Meadow Brook Theatre
- Northern Stage Theatre
- NorthRidge School of Performing Arts
- Purple Rose Theatre
- Mackinac Art Museum
- Spagnola & Associates
- Spiegelworld
- SUN Behavioral Columbus
- Suzuki Academy Kalamazoo
- The Big Muddy Dance
- The Marketing Shop
- Vansen Media
- Walt Disney World

Continuing Education
- **13%** of Fine Arts respondents are pursuing further education after graduating from WMU.
- After graduation, **59%** are pursing 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
- AXIOM Fine Art Gallery
- Chicago Children's Choir
- Crescendo Academy of Music
- Deos Contemporary Ballet
- Des Moines Metro Opera
- Electronic Music Midwest
- Farmers Alley Theatre
- Gull Lake Community Schools
- Kalamazoo Institute of Arts
- Kalamazoo Public Schools
- Marshall Music
- Mattawan Area Schools
- Monster Box Theatre
- Movement Exchange
- MoxSonic
- Overneath Creative Collective
- Plainwell Community Schools
- Portage Public Schools
- Richmond Center
- Sharon Playhouse
- Spectrum Health
- Tantrum Theatre
- WIDR
- WMU

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>Actively 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 Actively 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.

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

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>

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.”
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>
<tr>
<td></td>
<td>18 (82%)</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>
<tr>
<td></td>
<td>17 (77%)</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

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>Actively Engaged</th>
<th>count</th>
<th>percent</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>28</td>
<td>72%</td>
<td>6</td>
<td>33%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>5%</td>
<td>2</td>
<td>11%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>8</td>
<td>21%</td>
<td>7</td>
<td>39%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>3%</td>
<td></td>
<td></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>17%</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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>23</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>7</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>71%</td>
<td>100%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td></td>
<td>29%</td>
<td></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>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>27</td>
<td>20</td>
</tr>
<tr>
<td>Bachelor’s (2018-19)</td>
<td>11</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>(64%)</td>
<td>(74%)</td>
</tr>
<tr>
<td>Master’s (2017-18 &amp; 2018-19)</td>
<td>16</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>(81%)</td>
<td></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><strong>Total</strong></td>
<td><strong>28</strong></td>
<td><strong>85%</strong></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>5</td>
<td>15%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5</strong></td>
<td><strong>15%</strong></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
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.

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
Haworth College of Business

Post-Graduation Activity
94% of all Haworth College of Business 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>726</td>
<td>87%</td>
<td>637</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>0.4%</td>
<td>3</td>
</tr>
<tr>
<td>Continuing education</td>
<td>54</td>
<td>6%</td>
<td>50</td>
</tr>
<tr>
<td>Military service</td>
<td>3</td>
<td>0.4%</td>
<td>3</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>0.2%</td>
<td>2</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>46</td>
<td>6%</td>
<td>38</td>
</tr>
<tr>
<td>Looking for work</td>
<td>36</td>
<td>4%</td>
<td>28</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>10</td>
<td>1%</td>
<td>10</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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All HCoB degrees</td>
<td>1086</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>959</td>
</tr>
<tr>
<td>Master’s</td>
<td>127</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 HCoB</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
<td>$60,000-$65,000</td>
<td>394</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
<td>$60,000-$65,000</td>
<td>347</td>
</tr>
<tr>
<td>Graduate</td>
<td>$50,000-$55,000</td>
<td>$60,000-$65,000</td>
<td>$75,000-$80,000</td>
<td>47</td>
</tr>
</tbody>
</table>

“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>Haworth College of Business</th>
<th>Top Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanta Credit Union</td>
<td>Advantage</td>
</tr>
<tr>
<td>Aerotek</td>
<td>Advia Credit Union</td>
</tr>
<tr>
<td>Arbor Financial Credit Union</td>
<td>Flowserve</td>
</tr>
<tr>
<td>BDO</td>
<td>General Motors</td>
</tr>
<tr>
<td>C.H. Robinson</td>
<td>Hormel Foods</td>
</tr>
<tr>
<td>Dow</td>
<td>Insight Global</td>
</tr>
<tr>
<td>Epedea</td>
<td>Kroger</td>
</tr>
<tr>
<td></td>
<td>Meijer</td>
</tr>
<tr>
<td></td>
<td>Nolan Transportation Group</td>
</tr>
<tr>
<td></td>
<td>Northwestern Mutual</td>
</tr>
<tr>
<td></td>
<td>Pfizer</td>
</tr>
<tr>
<td></td>
<td>Plante Moran</td>
</tr>
<tr>
<td></td>
<td>PNC</td>
</tr>
<tr>
<td></td>
<td>Quicken Loans</td>
</tr>
<tr>
<td></td>
<td>Reckitt Benckiser</td>
</tr>
<tr>
<td></td>
<td>Seber Tans, PLC</td>
</tr>
<tr>
<td></td>
<td>Stryker</td>
</tr>
<tr>
<td></td>
<td>Summit Polymers</td>
</tr>
<tr>
<td></td>
<td>Trace3</td>
</tr>
<tr>
<td></td>
<td>United Wholesale Mortgage</td>
</tr>
<tr>
<td></td>
<td>VelocityEHS</td>
</tr>
<tr>
<td></td>
<td>Vista IT Group</td>
</tr>
<tr>
<td></td>
<td>Western Michigan University</td>
</tr>
<tr>
<td></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 pursing 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>Haworth College of Business</th>
<th>Top Internship Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAM</td>
<td>Advantage</td>
</tr>
<tr>
<td>BDO</td>
<td>Flowserve</td>
</tr>
<tr>
<td>C.H. Robinson</td>
<td>General Motors</td>
</tr>
<tr>
<td>Denso</td>
<td>Hormel Foods</td>
</tr>
<tr>
<td>Eaton</td>
<td>Imperial Beverage</td>
</tr>
<tr>
<td>General Motors</td>
<td>Kellogg’s</td>
</tr>
<tr>
<td>Honda</td>
<td>Kroger</td>
</tr>
<tr>
<td></td>
<td>Marathon</td>
</tr>
<tr>
<td></td>
<td>Meijer</td>
</tr>
<tr>
<td></td>
<td>Nolan Transportation Group</td>
</tr>
<tr>
<td></td>
<td>Pfizer</td>
</tr>
<tr>
<td></td>
<td>Plante Moran</td>
</tr>
<tr>
<td></td>
<td>PNC</td>
</tr>
<tr>
<td></td>
<td>Quicken Loans</td>
</tr>
<tr>
<td></td>
<td>Reckitt Benckiser</td>
</tr>
<tr>
<td></td>
<td>Seber Tans, PLC</td>
</tr>
<tr>
<td></td>
<td>Stryker</td>
</tr>
<tr>
<td></td>
<td>State of Michigan</td>
</tr>
<tr>
<td></td>
<td>Summit Polymers</td>
</tr>
<tr>
<td></td>
<td>Trace3</td>
</tr>
<tr>
<td></td>
<td>United Wholesale Mortgage</td>
</tr>
<tr>
<td></td>
<td>VelocityEHS</td>
</tr>
<tr>
<td></td>
<td>Vista IT Group</td>
</tr>
<tr>
<td></td>
<td>Western Michigan University</td>
</tr>
<tr>
<td></td>
<td>Whirlpool</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
- Visa 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.

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
- AAM
- Apple
- Bayer
- BDO
- Bronson
- Charles River Laboratories
- Epredia
- Flowserve
- Genius Minds
- Haworth
- Houser & Associates
- Hyundai
- Kellogg’s
- Parker Hannifin
- Perrigo
- Pfizer
- Plante Moran
- PricewaterhouseCoopers
- Seber Tans
- State of Michigan
- Stryker
- Tesa Tape
- WMU
- Whirlpool

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

<table>
<thead>
<tr>
<th>Active</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>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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>153</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>124</td>
</tr>
<tr>
<td>Master’s</td>
<td>29</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 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 Flowserve  
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  

Accounting Assistant 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 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 Flowserve  
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

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**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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<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></th>
<th>Graduates</th>
<th>Responses</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

“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!”

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

“...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!”

Ian Trautman, Master of Business Administration, 2019 Accounts Payable Coordinator at WMU
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>Active Engaged</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<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>Bachelor’s</th>
<th>Graduates</th>
<th>Responses</th>
<th>78%</th>
</tr>
</thead>
</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>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>13</td>
</tr>
</tbody>
</table>
Entrepreneurship

100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged 6</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time 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>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s 7</td>
<td>6 (86%)</td>
</tr>
</tbody>
</table>
Finance

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></td>
<td></td>
</tr>
<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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>142</td>
<td>91 (64%)</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.”
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
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.

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.”

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</td>
</tr>
<tr>
<td></td>
<td>(88%)</td>
</tr>
</tbody>
</table>

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>51</th>
<th>94%</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>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>6%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>6%</td>
</tr>
</tbody>
</table>

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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>63</td>
</tr>
<tr>
<td>(86%)</td>
<td>54</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
Integrated Supply Management

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>90</td>
<td>96%</td>
</tr>
<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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>116</td>
<td>94</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

Integrated Supply Management

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
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 Purchasing TRACK 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 Ingridion 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
Supply 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.

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 Foolish 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
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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<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>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>5%</td>
</tr>
<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
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 Program 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></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>87</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>83</td>
<td>95%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>5%</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</td>
</tr>
<tr>
<td></td>
<td>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

Alcohol and Drug Abuse ........................................ 172
Blindness and Low Vision Studies .................. 173
Healthcare Services and Sciences .............. 174
Integrative Holistic Health and Wellness .... 176
Interdisciplinary Health Sciences ............. 177
Nursing ............................................................ 178
Occupational Therapy ....................................... 180
Physician Assistant ......................................... 181
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></td>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>412</td>
<td>76%</td>
<td>156</td>
</tr>
<tr>
<td>Employed part time</td>
<td>5</td>
<td>1%</td>
<td>3</td>
</tr>
<tr>
<td>Continuing education</td>
<td>88</td>
<td>16%</td>
<td>70</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>0.4%</td>
<td>2</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>2</td>
<td>0.4%</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>30</td>
<td>6%</td>
<td>11</td>
</tr>
<tr>
<td>Looking for work</td>
<td>23</td>
<td>4%</td>
<td>9</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>$55,000-$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>

$60K+ 36%
$40K to $60K 41%
Up to $40K 23%

"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 Literacy Council
- Kzoo Psychiatric Hospital
- Mel Trotter Ministries
- Memorial Hospital
- Kzoo County Government
- 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.
- 99% of health and human services graduates completed at least one experiential education activity.
- 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.

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.

99% of health and human services graduate degree recipients completed at least one experiential education activity.

"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>Active Engagement Status</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>10</td>
<td>91%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>9%</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>
</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>Certificate</th>
<th>Graduates</th>
<th>Responses</th>
<th>(73%)</th>
</tr>
</thead>
</table>
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>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>(63%)</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

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>Activity</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>Degree Level</th>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>136</td>
<td>79</td>
<td>58%</td>
</tr>
</tbody>
</table>

Teodora Vecerdi, Bachelor of Science in healthcare services and sciences, 2018
Certified Nurse Assistant at Friendship Village

“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>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<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>
<th>(75%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>8</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>
100% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Activity</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>10</td>
<td>91%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>9%</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</td>
<td>12</td>
</tr>
<tr>
<td>17-18 &amp; 18-19</td>
<td>11 (92%)</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></th>
<th>Undergraduate count</th>
<th>Undergraduate percent</th>
<th>Graduate degrees count</th>
<th>Graduate degrees percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>83</td>
<td>94%</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>78</td>
<td>89%</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>3%</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>2%</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>6%</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>5%</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
<td>5</td>
<td>100%</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

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>6</td>
<td>9%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>140</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>47</td>
</tr>
<tr>
<td>Master's</td>
<td>93</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 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 Rehabilitation
- OT at Renewal Rehab
- OT at Spectrum Health
- OT at State of Michigan
- 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
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>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>33</td>
</tr>
</tbody>
</table>
Public Health

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>11</td>
</tr>
<tr>
<td>Employed full time</td>
<td>9</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</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>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>16</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></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>59%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>11</td>
<td>30%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>3%</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>
<tr>
<td>Personal commitments</td>
<td>3</td>
<td>3%</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>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>226</td>
<td>146</td>
<td>(65%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>72</td>
<td>37</td>
<td>(51%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>154</td>
<td>109</td>
<td>(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

Adult Case Manager at Montcalm Care Network
Behavioral Health Therapist at Eaton Behavioral Health
Behavioral Health Therapist at Family Health Center
Case Manager at Area Agency on Aging
Case Manager at Easterseals Michigan
Case Manager at Summit Pointe
Case Manager Supervisor at Bethany Christian Services
Children's Care Specialist at Community Mental Health
Children's Counselor at Haven Women's Shelter
Clinical Social Worker at Metro Health
Clinical Social Worker at Northwest Counseling
Clinical Social Worker at Desert Streams Counseling
Clinical Specialist at ProtoCall Services
Counselor at Heritage Clinic for Women
Crisis Clinician at Ottawa County Mental Health
Crisis Service Professional at Washtenaw County CMH
Domestic Assault Response Team Worker at 61st District
Drug Court Case Manager at 9th Circuit Court
Foster Care Case Manager at Samaritas
Foster Home Licensing Specialist at D.A. Blodgett
Master Level Clinician at HealthWest
Medical Social Worker at State of Michigan
Mental Health Case Manager at Cascade AIDS Project
Mental Health Specialist at GFM Synergy
Mental Health Therapist at Grand Rapids Public Schools
Middle School Advisor at Highpoint Virtual Academy

PACT Social Worker at Department of Veterans Affairs
Refugee Case Manager at Samaritas
Restorative Justice Interventionist at KPS
Refugee Care Worker at Catholic Charities West Michigan
Site Coordinator at Communities in Schools
Social Worker at Care Resources PACE
Social Worker at Catholic Charities West Michigan
Social Worker at Community Healing Centers
Social Worker at Disability Network
Social Worker at Pine Rest
Social Worker at Portage Public Schools
Social Worker at Summit Pointe
Social Worker at Spectrum Health
Substance Abuse Clinician at InterAct of Michigan
Substance Abuse Counselor at Victory Clinical Services
Teen Success Coach at PULSE of Pittsburgh
Therapist at Health for Life
Therapist at Kara Lee and Associates
Therapist at Logan Autism Center
Therapist at Michigan Department of Corrections
Therapist at Oaklawn Hospital
Therapist at YWCA
Wraparound Coordinator at Summit Pointe
Youth Development Worker at Communities in Schools
Youth Success Coach at Kinexus Group

Continuing Education

Masters in Social Work at University of Illinois
Masters in Social Work at University of Michigan
Masters in Social Work at WMU

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>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>18 (95%)</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.

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
Speech Language Pathologist at WMU
Masters in Speech, Language and Hearing Sciences at Andrews University

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

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></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></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>7</td>
<td>7 (100%)</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.

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.”

Survey Population

<table>
<thead>
<tr>
<th>Bachelor’s</th>
<th>Graduates</th>
<th>Responses</th>
<th>(53%)</th>
</tr>
</thead>
</table>

Western Michigan University–Career and Student Employment Services | Post-Graduation Activity Report 2018–19 | wmich.edu/career/planning
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 Home 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>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>3%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</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.

100% of LHC graduates completed at least one experiential education activity.
Lee Honors College

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 Eruofins 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 Manager 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>$65,686</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>
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<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>
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# National Salary Data

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## National Salary Data

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