Career Outcomes for WMU Graduates

Post Graduation Activity Report 2019-20
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About the Data

Western Michigan University conducts the annual Post-Graduation Activity Survey 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 on behalf of 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 (e.g., 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 71% of graduates (N=3,493).** Seventy-one (71%) percent of the data in this report was obtained through the online questionnaire and 29% 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, 2020.

**Thirty-two percent (32%, N=1,164) 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.** 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 2018–19 is added and/or similar majors are combined. **If there are fewer than five responses for a program from 2018–19 and 2019–20 together, the program is not included in the report.** Data from 2018–19 is added only to the individual reports for the majors, not to the overall college or university reports.

There were 236 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.

WMU acknowledges 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 2019–20, we surveyed the 4,927 students who earned their degrees between August 2019 and June 2020. Post-graduation activity data was obtained for 3,493 graduates, or 71% 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>Degree Types*</th>
<th>All 2019–20 Graduates</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4,927 Degrees Awarded</td>
<td>3,493 Graduates</td>
</tr>
<tr>
<td></td>
<td>counts % of total</td>
<td>counts % of total</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>3,769 degrees 72%</td>
<td>2,379 68%</td>
</tr>
<tr>
<td>Master’s</td>
<td>1,223 degrees 23%</td>
<td>951 27%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>150 degrees 3%</td>
<td>120 3%</td>
</tr>
<tr>
<td>Postbaccalaureate Certificate</td>
<td>63 certificates 1%</td>
<td>43 1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Graduation Semester</th>
<th>All 2019–20 Graduates</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer II (August) 2019</td>
<td>562 11%</td>
<td>409 12%</td>
</tr>
<tr>
<td>Fall (December) 2019</td>
<td>1,557 32%</td>
<td>1,069 31%</td>
</tr>
<tr>
<td>Spring (April) 2020</td>
<td>2,022 41%</td>
<td>1,506 43%</td>
</tr>
<tr>
<td>Summer I (June) 2020</td>
<td>786 16%</td>
<td>509 15%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>All 2019–20 Graduates</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>2,669 54%</td>
<td>1,969 56%</td>
</tr>
<tr>
<td>Male</td>
<td>2,258 46%</td>
<td>1,524 44%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>All 2019–20 Graduates</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>26 0.5%</td>
<td>13 0.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>96 1.9%</td>
<td>73 2.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>403 8.2%</td>
<td>257 7.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>261 5.3%</td>
<td>169 4.8%</td>
</tr>
<tr>
<td>International</td>
<td>540 11%</td>
<td>393 11.3%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>4 0 %</td>
<td>1 0%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>145 2.9%</td>
<td>111 3.2%</td>
</tr>
<tr>
<td>White</td>
<td>3,414 69.3%</td>
<td>963 70.2%</td>
</tr>
<tr>
<td>Not reported</td>
<td>41 0.8%</td>
<td>25 0.7%</td>
</tr>
</tbody>
</table>

*236 graduates earned a double major, 2 a triple major, 22 earned a master’s degree and a certificate, 3 earned a doctoral degree and a certificate, 1 earned a master’s and a bachelor’s degree, 9 earned two master’s degrees, 1 earned a bachelor’s degree and a certificate, and 1 earned 2 bachelor’s degree and a certificate.
91% of all WMU graduates were actively engaged

### Post-Graduation Activity

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>All WMU degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>2,436</td>
<td>1,561</td>
<td>875</td>
</tr>
<tr>
<td>Employed part time</td>
<td>76</td>
<td>54</td>
<td>22</td>
</tr>
<tr>
<td>Continuing education</td>
<td>635</td>
<td>497</td>
<td>138</td>
</tr>
<tr>
<td>Military service</td>
<td>26</td>
<td>22</td>
<td>4</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>4</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

### Not Actively Engaged

- Looking for work: 285, 8%
- Personal commitments (e.g. family, travel, etc.): 31, 1%

### Survey Population

<table>
<thead>
<tr>
<th>Degrees Awarded</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>5,205</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>3,769</td>
</tr>
<tr>
<td>Master’s</td>
<td>1,223</td>
</tr>
<tr>
<td>Doctoral</td>
<td>150</td>
</tr>
<tr>
<td>Postbaccaulaeate Certificate</td>
<td>63</td>
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<tr>
<td></td>
<td>3,493</td>
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<td>Doctoral</td>
<td>120</td>
</tr>
<tr>
<td>Postbaccaulaeate Certificate</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>71%</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>67%</td>
</tr>
<tr>
<td>Master’s</td>
<td>79%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>81%</td>
</tr>
<tr>
<td>Postbaccaulaeate Certificate</td>
<td>81%</td>
</tr>
</tbody>
</table>

“At WMU I had the opportunity to get connected and thrive, while getting a world-class education.”
WMU – All Degrees

Full-time Employment

- Median salary was **$45,000 to $50,000** (1,164 responses).
- 91% had a job related to their degree.
- 88% were satisfied with their job.

Top Employers of WMU Graduates

<table>
<thead>
<tr>
<th>Amazon</th>
<th>FCA</th>
<th>MI Dept. of HHS</th>
<th>Spectrum Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amerifirst</td>
<td>General Motors</td>
<td>Parker Hannifin</td>
<td>State of Michigan</td>
</tr>
<tr>
<td>Ascension</td>
<td>Gryphon Place</td>
<td>Pfizer</td>
<td>Stryker</td>
</tr>
<tr>
<td>Battle Creek Public Schools</td>
<td>Henry Ford Health System</td>
<td>Plante Moran</td>
<td>Summit Polymers</td>
</tr>
<tr>
<td>BDO</td>
<td>Hormel Foods</td>
<td>PNC</td>
<td>Target</td>
</tr>
<tr>
<td>Bethany Christian Services</td>
<td>KPEP</td>
<td>Portage Public Schools</td>
<td>U.S. Air Force</td>
</tr>
<tr>
<td>Bronson</td>
<td>Kalamazoo Public Schools</td>
<td>Quicken Loans</td>
<td>U.S. Army</td>
</tr>
<tr>
<td>Charles River Laboratories</td>
<td>Kellogg's</td>
<td>Samaritas</td>
<td>Whirlpool</td>
</tr>
<tr>
<td>Eaton</td>
<td>Meijer</td>
<td>Sparrow Health System</td>
<td>WMU</td>
</tr>
<tr>
<td>Epredia</td>
<td>Mercy Health</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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>$35,000-$40,000</td>
<td>$45,000-$50,000</td>
<td>$60,000-$65,000</td>
<td>1,164</td>
<td></td>
</tr>
<tr>
<td>All undergraduate</td>
<td>$30,000-$35,000</td>
<td>$45,000-$50,000</td>
<td>$60,000-$65,000</td>
<td>749</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>415</td>
</tr>
</tbody>
</table>

- $60K + 37%
- $40K to $60K 42%
- Up to $40K 21%

- $60K + 36%
- $40K to $60K 38%
- Up to $40K 26%

- $60K + 40%
- $40K to $60K 48%
- Up to $40K 11%
Experiential Education

- **67% had an internship, co-op, practicum, or field experience** where they applied what they were learning in the classroom.
- **61% had a job** (full time or part time; on or off campus) where they applied what they were learning in the classroom.
- **59% worked on a project that took a semester or more to complete** (e.g., capstone, senior design, senior performance project).
- **45% 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

- AAM
- Ascension
- Battle Creek VA
- BDO
- Bethany Christian Services
- Bronson
- Cheff Riding Center
- Communities In Schools
- Comstock Public Schools
- Consumers Energy
- DENTOS
- DTE Energy
- Eaton
- FCA
- Flowserve
- General Motors
- Grand Rapids Public Schools
- Gull Lake Community Schools
- Kalamazoo Autism Center
- Kalamazoo College
- Kalamazoo County
- Kzoo Psychiatric Hospital
- Kalamazoo Public Schools
- KVCC
- Kellogg's
- KRESA
- Mann+Hummel
- Mattawan Schools
- Meijer
- Neenah
- Otsego Public Schools
- Parchment Public Schools
- Parker Hannifin
- Perrigo
- Pfizer
- Plante Moran
- Portage Public Schools
- Quicken Loans
- Spectrum Health
- Stryker
- Westrock
- WMU
- YWCA
- Zoetis

Experiences at WMU

- **97% had at least one instructor who made them excited about learning.**
- **90% felt that their instructors cared about them** as a person.
- **69% 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.**

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

Where Broncos Work

- **79%** in Michigan
- **18%** throughout the United States
- **3%** outside of the United States in 30 countries
  - Top countries: Dominican Republic, Saudi Arabia, Indonesia, Japan, Canada, China, Ghana, and Malaysia.

*Not pictured: Alaska (1 graduate), Hawaii (2), U.S Territories (2).

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>55%</td>
<td>71%</td>
<td>29%</td>
</tr>
<tr>
<td>Nonprofit organization</td>
<td>14%</td>
<td>11%</td>
<td>19%</td>
</tr>
<tr>
<td>Educational institution</td>
<td>21%</td>
<td>11%</td>
<td>39%</td>
</tr>
<tr>
<td>Government</td>
<td>10%</td>
<td>7%</td>
<td>13%</td>
</tr>
</tbody>
</table>
Continuing Education Choices

Overall, 18% of Broncos (21% undergraduate and 12% graduate degree recipients) are pursuing further education after completing their degree.

Types of further education

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters</td>
<td>65%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>19%</td>
</tr>
<tr>
<td>Professional school</td>
<td>6%</td>
</tr>
<tr>
<td>Bachelors</td>
<td>4%</td>
</tr>
<tr>
<td>Certificate program</td>
<td>3%</td>
</tr>
<tr>
<td>Studying for licensure</td>
<td>2%</td>
</tr>
<tr>
<td>Additional classes</td>
<td>1%</td>
</tr>
</tbody>
</table>

Top institutions chosen for further education

- Boston University
- Cornell University
- DePaul University
- Florida State University
- Grand Valley State University
- Indiana University
- Kent State University
- Michigan State University
- Purdue University
- Saginaw Valley State
- Texas A&M
- University of Alabama
- University of Arizona
- University of Colorado
- University of Detroit Mercy
- University of Florida
- University of Illinois
- University of Michigan
- University of North Carolina
- University of Notre Dame
- University of Wisconsin
- Wayne State University
- Western Michigan University

Top fields of study

- Accountancy
- Aerospace Engineering
- Applied Economics
- Biological Sciences
- Biomedical Sciences
- Business Administration
- Chemical Engineering
- Chemistry
- Communication
- Counseling Psychology
- Counselor Education
- Criminal Justice
- Educational Leadership
- Geography
- Law
- Mathematics
- Mechanical Engineering
- Medicine
- Music
- Occupational Therapy
- Philosophy
- Physical Therapy
- Physician Assistant
- Psychology
- Public Administration
- Public Health
- Social Work
- Sociology
- Special Education
- Speech-Language Pathology
- Sport Management

179 fields of study pursued by WMU grads

64% are pursuing further education at WMU
WMU – Undergraduate Degrees

Full-time Employment

- **Median salary** was **$45,000-$50,000** (749 responses).
- **80%** had a job in **Michigan**.
- **89%** had a job **related** to their degree.
- **88%** were **satisfied with their job**.

"WMU offers an open environment that allow you to pursue your passions and interests without barriers."

Top Employers

- Amazon
- Ascension
- Bronson
- Charles River Laboratories
- Eaton
- General Motors
- Gryphon Place

- Henry Ford Health System
- Hormel Foods
- Kalamazoo Public Schools
- Kellogg’s
- Meijer
- Parker Hannifin
- Pfizer

- Plante Moran
- PNC
- Quicken Loans
- Samaritas
- Sparrow Health System
- Spectrum Health
- State of Michigan
- Stryker
- Summit Polymers
- Target
- U.S. Air Force
- U.S. Army
- Whirlpool
- WMU

Experiential Education

- **66%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **61%** 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.
- **52%** were very active in extracurricular activities and organizations.

**Top Internship Employers**

- AAM
- Ascension
- BDO
- Bronson
- Consumers Energy
- DENT
- DTE Energy
- Eaton

- FCA
- Flowserve
- General Motors
- Grand Rapids Public Schools
- Kalamazoo Public Schools
- KRESA
- MANN+HUMMEL
- Mattawan Schools

- Meijer
- Neenah
- Otsego Public Schools
- Parchment Public Schools
- Parker Hannifin
- Perrigo
- Plante Moran

- Portage Public Schools
- Quicken Loans
- Spectrum Health
- Stryker
- Westrock
- WMU
- YWCA

Experiences at WMU

- **97%** had at least one instructor who made them excited about learning
- **89%** felt that their instructors cared about them as a person.
- **65%** had a mentor who encouraged them to pursue their goals and dreams.
- **85%** said that their education and experience as a student at WMU prepared them for their profession.
**WMU—Graduate Degrees**

**Full-time Employment**
- **Median salary** was **$50,000 to $55,000** (415 responses).
- **77%** had a job in Michigan.
- **94%** had a job related to their degree.
- **87%** were satisfied with their job.

> “The best thing about WMU was the ability to complete my graduate program while performing a service to the university as a graduate assistant.”

**Top Employers**
- Addiction Treatment Services
- Ascension
- Battle Creek Public Schools
- Bethany Christian Services
- Bronson
- D.A. Blodgett
- Dearborn Public Schools
- Family Outreach Center
- GVSU
- Hope Network
- Indonesia Institute of Sciences
- InterAct of Michigan
- Kalamazoo College
- KPEP
- Kalamazoo Public Schools
- Kellogg’s
- Kent ISD
- Mercy Health
- Muskegon Public Schools
- Oaklawn Hospital
- Pine Rest
- Portage Public Schools
- Samaritas
- Spectrum Health
- State of Michigan
- Stryker
- Summit Pointe
- TekWissen
- University of Michigan
- Vicksburg Community Schools
- Wayne State University
- WMU

**Experiential Education**
- **70%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **77%** had a job where they applied what they were learning in the classroom.
- **62%** worked on a project that took a semester or more to complete.
- **29%** were very active in extracurricular activities and organizations.

**Top Internship Employers**
- Ascension
- Battle Creek VA
- Bethany Christian Services
- Bronson
- Communities In Schools
- Kalamazoo Autism Center
- Kalamazoo College
- Kzoo Psychiatric Hospital
- Kalamazoo Public Schools
- KVCC
- Kellogg’s
- Kentwood Public Schools
- KRESA
- Leader Dogs for the Blind
- NovaCare Kids Therapy
- People of Change
- Portage Public Schools
- Spectrum Health
- WMU
- YWCA

**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.
- **77%** 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.
The knowledge rate for the Post-Graduation Activity Reports from the last six 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>Employed Part Time</th>
<th>Continuing Education</th>
<th>Employed Full Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>15%</td>
<td>8%</td>
<td>64%</td>
</tr>
<tr>
<td>2015-16</td>
<td>14%</td>
<td>6%</td>
<td>71%</td>
</tr>
<tr>
<td>2016-17</td>
<td>14%</td>
<td>5%</td>
<td>71%</td>
</tr>
<tr>
<td>2017-18</td>
<td>16%</td>
<td>2%</td>
<td>72%</td>
</tr>
<tr>
<td>2018-19</td>
<td>16%</td>
<td>2%</td>
<td>75%</td>
</tr>
<tr>
<td>2019-20</td>
<td>18%</td>
<td>2%</td>
<td>70%</td>
</tr>
</tbody>
</table>

<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>2019-20</td>
<td>71%</td>
</tr>
</tbody>
</table>

The knowledge rate for the Post-Graduation Activity Reports from the last six 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.
### Post-Graduation Activity

**By College, Major, and Program**

<table>
<thead>
<tr>
<th>College/Major/Program</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts and Sciences</td>
<td>17</td>
</tr>
<tr>
<td>Aviation</td>
<td>59</td>
</tr>
<tr>
<td>Education and Human Development</td>
<td>66</td>
</tr>
<tr>
<td>Engineering and Applied Sciences</td>
<td>92</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>112</td>
</tr>
<tr>
<td>Haworth College of Business</td>
<td>125</td>
</tr>
<tr>
<td>Health and Human Services</td>
<td>150</td>
</tr>
<tr>
<td>Interdisciplinary Programs</td>
<td>168</td>
</tr>
</tbody>
</table>
College of Arts and Sciences

Anthropology ................................................................. 21
Biology ........................................................................... 22
Biomedical Sciences ....................................................... 24
Chemistry ....................................................................... 26
Communication .............................................................. 27
Criminal Justice ............................................................. 29
Economics ....................................................................... 31
English ........................................................................... 32
Environment and Sustainability ...................................... 33
Film, Video, and Media Studies ....................................... 34
Gender and Women’s Studies .......................................... 35
Geography, Environment, and Tourism ......................... 36
Geological and Environmental Sciences ......................... 38
Global and International Studies .................................... 40
History .......................................................................... 41
Mathematics .................................................................... 42
Philosophy ...................................................................... 43
Physics ........................................................................... 44
Political Science ............................................................ 45
Psychology ...................................................................... 47
Public Administration ..................................................... 49
Public Relations ............................................................ 50
Religion .......................................................................... 51
Science Education ........................................................ 52
Sociology ........................................................................ 53
Spanish .......................................................................... 54
Statistics ......................................................................... 55
World Languages and Literatures ................................. 57
88% of all Arts and Sciences graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>All degrees</th>
<th>Count</th>
<th>Percent</th>
<th>Undergraduate</th>
<th>Count</th>
<th>Percent</th>
<th>Graduate degrees</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td></td>
<td>435</td>
<td>54%</td>
<td>287</td>
<td>50%</td>
<td>148</td>
<td>62%</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>Employed part time</td>
<td></td>
<td>25</td>
<td>3%</td>
<td>19</td>
<td>3%</td>
<td>6</td>
<td>3%</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td></td>
<td>246</td>
<td>30%</td>
<td>181</td>
<td>32%</td>
<td>65</td>
<td>27%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Military service</td>
<td></td>
<td>10</td>
<td>1%</td>
<td>10</td>
<td>2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Volunteering full time</td>
<td></td>
<td>1</td>
<td>0.1%</td>
<td></td>
<td>0.1%</td>
<td>1</td>
<td>0.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td></td>
<td>95</td>
<td>12%</td>
<td>75</td>
<td>13%</td>
<td>20</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td></td>
<td>83</td>
<td>10%</td>
<td>67</td>
<td>12%</td>
<td>16</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal commitments</td>
<td></td>
<td>12</td>
<td>2%</td>
<td>8</td>
<td>1%</td>
<td>4</td>
<td>1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of 1,232 students who earned a degree from the College of Arts and Sciences between August 2019 and June 2020.

<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>917</td>
<td>572</td>
</tr>
<tr>
<td>Master’s</td>
<td>238</td>
<td>177</td>
</tr>
<tr>
<td>Doctoral</td>
<td>65</td>
<td>53</td>
</tr>
<tr>
<td>Postbaccalaureate Certificate</td>
<td>12</td>
<td>10</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>$25,000-$30,000</td>
<td>$30,000-$35,000</td>
<td>$40,000-$45,000</td>
<td>139</td>
</tr>
<tr>
<td>Graduate</td>
<td>$40,000-$45,000</td>
<td>$45,000-$50,000</td>
<td>$60,000-$65,000</td>
<td>85</td>
</tr>
</tbody>
</table>
Arts and Sciences – All Degrees

Full-time Employment

- **Median salary** was $37,500-$42,500 (224 responses).
- **79%** had a job in Michigan.
- **83%** 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 Degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Association for Behavior Analysis International</td>
</tr>
<tr>
<td>Bethany Christian Services</td>
</tr>
<tr>
<td>Braintrust Behavioral Health</td>
</tr>
<tr>
<td>Charles River Laboratories</td>
</tr>
<tr>
<td>Consultants in Ophthalmic &amp; Facial Plastic Surgery</td>
</tr>
<tr>
<td>Eurofins</td>
</tr>
<tr>
<td>Grand Valley State University</td>
</tr>
<tr>
<td>Gryphon Place</td>
</tr>
<tr>
<td>Helix Scribe Solutions</td>
</tr>
<tr>
<td>Indonesia Institute of Sciences</td>
</tr>
<tr>
<td>Kalamazoo Autism Center</td>
</tr>
<tr>
<td>Kalamazoo County</td>
</tr>
<tr>
<td>Kalamazoo Experiential Learning Center</td>
</tr>
<tr>
<td>Kellogg's</td>
</tr>
<tr>
<td>Level Data</td>
</tr>
<tr>
<td>Lighthouse Autism Center</td>
</tr>
<tr>
<td>MI Dept. of HHS</td>
</tr>
<tr>
<td>Michigan DNR</td>
</tr>
<tr>
<td>Milive</td>
</tr>
<tr>
<td>Northwestern University</td>
</tr>
<tr>
<td>Pfizer</td>
</tr>
<tr>
<td>Samaritas</td>
</tr>
<tr>
<td>State of Michigan</td>
</tr>
<tr>
<td>Stryker</td>
</tr>
<tr>
<td>U.S. Army</td>
</tr>
<tr>
<td>United Shore</td>
</tr>
<tr>
<td>United Wholesale Mortgage</td>
</tr>
<tr>
<td>University of Michigan</td>
</tr>
<tr>
<td>WMU</td>
</tr>
<tr>
<td>WMU School of Medicine</td>
</tr>
</tbody>
</table>

Continuing Education

- **30%** of Arts and Sciences respondents are pursuing further education after graduating from WMU.
- After graduation, 55% are pursuing master’s degrees, 27% doctoral, 11% professional schools, 3% bachelor’s, 2% certification programs, and 1% additional classes.
- **59%** are continuing education at WMU, and the remaining 41% will attend 62 different institutions.

Experiential Education

- **57%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **61%** had a job where they applied what they were learning in the classroom.
- **58%** worked on a project that took a semester or more to complete.
- **47%** were very active in extracurricular activities and organizations.

Top Internship Employers

<table>
<thead>
<tr>
<th>Internship Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABAI</td>
</tr>
<tr>
<td>Ark Services for Youth</td>
</tr>
<tr>
<td>Bethany Christian Services</td>
</tr>
<tr>
<td>Bronson</td>
</tr>
<tr>
<td>City of Portage</td>
</tr>
<tr>
<td>Colleagues International</td>
</tr>
<tr>
<td>Consumers Energy</td>
</tr>
<tr>
<td>Great Lakes Autism Center</td>
</tr>
<tr>
<td>Kalamazoo Nature Center</td>
</tr>
<tr>
<td>Kalamazoo Public Schools</td>
</tr>
<tr>
<td>Kalamazoo RESA</td>
</tr>
<tr>
<td>KVCC</td>
</tr>
<tr>
<td>Kellogg's</td>
</tr>
<tr>
<td>KPEP</td>
</tr>
<tr>
<td>McGinnis Reading Center</td>
</tr>
<tr>
<td>Meijer Perrigo</td>
</tr>
<tr>
<td>Pfizer</td>
</tr>
<tr>
<td>Portage Public Schools</td>
</tr>
<tr>
<td>Summit Pointe United Way</td>
</tr>
<tr>
<td>Vestaron</td>
</tr>
<tr>
<td>WMU</td>
</tr>
<tr>
<td>YWCA</td>
</tr>
<tr>
<td>Zoetis</td>
</tr>
</tbody>
</table>

Experiences at WMU

- **98%** had at least one instructor who made them excited about learning.
- **89%** felt that their instructors cared about them as a person.
- **70%** 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.
Arts and Sciences – Undergraduate Degrees

Full-time Employment

- **Median salary** was $30,000-$35,000 (139 responses).
- **86%** had a job in **Michigan**.
- **76%** had a job related to their degree.
- **84%** were satisfied with their job.

Top Employers

- Charles River Laboratories
- Consultants in Ophthalmic & Facial Plastic Surgery
- Gryphon Place
- Helix Scribe Solutions
- Kalamazoo Autism Center
- Kzoo County Government
- Kzoo Experiential Learning
- Kellogg’s
- Level Data
- Lighthouse Autism Center
- Meijer
- MI Dept. of HHS
- Michigan DNR
- Milive
- Northwestern University
- Pfizer
- Samaritas
- State of Michigan
- Stryker
- U.S. Army
- United Shore
- United Wholesale Mortgage
- WMU

Experiential Education

- **58%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **54%** had a job where they applied what they were learning in the classroom.
- **51%** worked on a project that took a semester or more to complete.
- **54%** were very active in extracurricular activities and organizations.

88% of arts and sciences undergraduates completed at least one experiential education activity

Experiences at WMU

- **98%** had at least one instructor who made them excited about learning.
- **88%** felt that their instructors cared about them as a person.
- **64%** had a mentor who encouraged them to pursue their goals and dreams.
- **78%** said that their education and experience as a student at WMU prepared them for their profession.

“I loved the ability to choose and map out a degree pathway that combined my passions with competencies that will assist me in the future. A wealth of programs available meant I was able to pick up two majors, two minors, a field focus, and a WMU Signature, which have prepared me for my next steps.”
Arts and Sciences – Graduate Degrees

Full-time Employment
- **Median salary** was $45,000-$50,000 (85 responses).
- 64% had a job in Michigan.
- 93% had a job related to their degree.
- 85% were satisfied with their job.

Top Employers
Association for Behavior Analysis International
Braintrust Behavioral Health
Eurofins
Grand Valley State University
Indonesia Institute of Sciences
Stryker
WMU

Experiential Education
- 56% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 77% 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.
- 30% were very active in extracurricular activities and organizations.

Experiences at WMU
- 97% had at least one instructor who made them excited about learning.
- 90% felt that their instructors cared about them as a person.
- 82% 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.

95% of arts and sciences graduate degree recipients completed at least one experiential education activity

“The best thing about WMU was the integration of the academics and the extra-curriculars.”
Anthropology

92% of undergraduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Undergraduate</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>8</td>
<td>61%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>31%</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
- 80% were employed in Michigan.
- 75% had a job related to their degree.
- 75% were satisfied with their job.

Job Titles and Employers
Community Resource Advisor/Crisis Worker at Gryphon Place
Segmentation Technician at Stryker
Social Science Teacher at Liceo Cientifico

Continuing Education
Masters in Comparative Religion at WMU
Masters in Family and Consumer Sciences at WMU
Masters in Medieval Studies at WMU
Masters in Social Work at University of Michigan

Survey Population
<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(75%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>20</td>
<td>15</td>
</tr>
</tbody>
</table>

“The best thing about WMU was the variety in courses that allowed me to customize areas of my major to what I was interested in.”

“I loved that professors placed more importance on fostering knowledge and group discussion than on due dates and memory cramming.”
Biology

89% of undergraduate and 93% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active 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>9</td>
<td>60%</td>
<td>9</td>
<td>60%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>11%</td>
<td>5</td>
<td>33%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>12</td>
<td>44%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>11%</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for all degrees was $35,000 to $40,000 (11 responses).
- 82% had a job 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>66</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>45</td>
</tr>
<tr>
<td>Master’s</td>
<td>18</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
</tr>
</tbody>
</table>

Abbie Bristol
Bachelor of Science in biology, 2019
Invasive Species Technician at Van Buren Conservation District

"I definitely utilize the organizational and time management skills I fostered throughout college, but the experience I bring to my job can largely be attributed to summer programs. From diversity and inclusion in the medical field to ecological work to political activism, most of my summers in college were spent learning, leading, and loving the new people around me. Every summer I learned more about what I did and did not want in a career. Getting to know my professors through regular office hours or talks after class gave me the confidence and connections that got me to where I am today. Courses showed me what kind of worker I am, summer programs showed me what kind of work I like, and connecting with professors showed me what kind of work I could do."
Job Titles and Employers

Animal Research Technician at Charles River Laboratories
Aquatic Herbicides Applicator for Invasion Species at PLM Lake and Land Management
Arborist at Arborist Services of Kalamazoo
Associate Scientist at Eurofins
Biological Development Scientist at Eurofins
Environmental Consultant at Arch Environmental
Instructor at Ave Maria University
Instructor at Valdosta State University
Invasive Species Technician at Van Buren Conservation District
Park Manager at Kalamazoo County Government
Postdoctoral Fellow at University of Minnesota
QO Technical Associate at Pfizer
Quality Assurance Supervisor at Kalsec
Research Technician at Charles River Laboratories
Senior Representative of Customer Service at Stryker

Continuing Education

Doctorate in Biological Sciences at WMU
Doctorate in Cell and Development Biology at Vanderbilt University
Doctorate in Dentistry at University of Detroit Mercy School of Dentistry
Doctorate in Ecology and Evolutionary Biology at Texas A&M
Doctorate in Medicine at Loma Linda University School of Medicine
Masters in Biological Sciences at WMU
Masters in Biomedical Forensic Science at Boston University
Masters in Cannabis Science and Therapeutics at University of Maryland
Masters in Data Science at WMU
Masters in Entomology at Purdue University

Megan Stanchfield
Master of Science in biology, 2020
Ph.D. Student at Vanderbilt University

"Working as an undergraduate research assistant in Dr. Cindy Linn’s lab introduced me to biomedical research and provided me with invaluable mentorship and career experience. Starting in Dr. Linn’s lab, I was planning to pursue a career in the medical field, and this experience opened my eyes to the world of research."

"I appreciated being able to move from undergrad to graduate education without incurring debt, thanks to the teaching assistantships offered. This helped me dramatically with focusing on the education, while also raising a family."

Megan Stanchfield
Master of Science in biology, 2020
Ph.D. Student at Vanderbilt University

"Working as an undergraduate research assistant in Dr. Cindy Linn’s lab introduced me to biomedical research and provided me with invaluable mentorship and career experience. Starting in Dr. Linn’s lab, I was planning to pursue a career in the medical field, and this experience opened my eyes to the world of research."

"I appreciated being able to move from undergrad to graduate education without incurring debt, thanks to the teaching assistantships offered. This helped me dramatically with focusing on the education, while also raising a family."
Biomedical Sciences

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>27</td>
<td>42%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>1.5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>33</td>
<td>51%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>3%</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 (9 responses).
- 96% were employed in Michigan.
- 95% 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>Bachelor’s</td>
<td>103</td>
</tr>
</tbody>
</table>

Alaa Sleymann
Bachelor of Science in biomedical science, 2020
Dental Assistant

“The skill that had the most impact on my success is perseverance. Entering pre-med is a very difficult field and requires studying full time. There are many tough courses in this field that require you to consistently be on top of your studies and achieve top grades in all courses. To enter the medical field, you have to be super competitive, and having top grades is one of the ways to get there. Another skill that had huge impact on my success is effective note-taking, which allowed me to record essential points during classes.”

“I loved the atmosphere at WMU. Everyone was willing to help one another, and the professors were willing to understand the needs of each and every student.”

“WMU was very accommodating with transfer credits. The advisors were very willing to listen to our goals and make changes in order to achieve them.”
Biomedical Sciences

Job Titles and Employers

Assistant Manager at Dry Goods USA
Associate Medical Scribe at Helix Scribe Solutions
Biologic Operations Operator at Pfizer
Boarder at Consultants in Ophthalmic and Facial Plastic Surgery
Certified Nursing Assistant at Friendship Village
Clinical Pathology Lab Assistant at Charles River Laboratories
Direct Support Professional at Adult Wellness Center
Emergency Medical Technician at Life EMS
Environmental Health and Safety Staff Professional at Antea Group USA
Laboratory Assistant at Pfizer
Laboratory Technician at Charles River Laboratories
Laboratory Technician at Pfizer
Laboratory Technician at Van Andel Institute
Laboratory Technician at WMU Homer Stryker MD School of Medicine
Medical Scribe at Helix Scribe Solutions
MNP Microbiologist at Pfizer
Research Fellow at Midwest Center of Excellence for Vector-Borne Disease
Research Technician at Charles River Laboratories
Research Technician at Northern Biomedical Research
Research Technologist at Northwestern University
Senior Segmentation Analyst at Aerotek
Supervisor at Charles River Laboratories
Surgical Technician at Army Reserves
Unit Secretary at Spectrum Health

Continuing Education

Bachelors in Cancer Biology at University of Michigan
Doctorate in Dentistry at Detroit Mercy
Doctorate in Dentistry at University of Detroit Mercy School of Dentistry
Doctorate in Pharmacy at Ferris State University
Doctorate in Veterinary Medicine at Michigan State University
Masters in Biochemistry at George Mason University
Masters in Biological Sciences at WMU
Masters in Optometry at Chicago College of Optometry
Masters in Physician Assistant at WMU
Masters in Public Health at New York University
Masters in Public Health at WMU

“There is a wealth of opportunity at WMU. Anything I was interested in, I was able to find ways to pursue further.”
Chemistry

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

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>16</td>
<td>100%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>9</td>
<td>56%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for all degrees was $37,500 to $42,500 (6 responses).
- 71% were employed in Michigan.
- 78% had a job related to their degree.
- 83% were satisfied with their job.

Job Titles and Employers
Assistant Professor at King Saud University
Associate Scientist at Eurofins
Chemist at Palmatier Enterprises
QC Lab Analyst III at Pfizer
Science Teacher at Heritage Christian Academy

Continuing Education
Doctorate in Chemistry at University of Wisconsin
Doctorate in Chemistry at WMU
Doctorate in Pharmaceutical Sciences at UIC
Doctorate in Science Education at WMU
Masters in Biological Sciences at WMU
Masters in Chemistry at WMU

Survey Population
This report includes data from students who majored in biochemistry and chemistry.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>26</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>19</td>
</tr>
<tr>
<td>Master’s</td>
<td>4</td>
</tr>
<tr>
<td>Doctoral</td>
<td>5</td>
</tr>
</tbody>
</table>
Communication

94% of undergraduate and 86% 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>45</td>
<td>94%</td>
<td>6</td>
<td>86%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>37</td>
<td>77%</td>
<td>5</td>
<td>71%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Continuing education</td>
<td>7</td>
<td>15%</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>6%</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>6%</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary for all degrees was $35,000 to $40,000 (21 responses).
- 88% were employed in Michigan.
- 82% had a job related to their degree.
- 82% were satisfied with their job.

**Survey Population**
This report includes data from students who majored in communication; communication studies; interpersonal communication, and journalism.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>89</td>
<td>55 (62%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>80</td>
<td>48 (60%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>9</td>
<td>7 (78%)</td>
</tr>
</tbody>
</table>

**Tirrea Billings**
Master of Arts in communication, 2020
Communications Manager at the Kalamazoo College Arcus Center for Social Justice and CEO of Reflect Media

“My long-year internship at the W.K. Kellogg Foundation allowed me to gain hands-on experience on all things communications on a large scale. I also completed several internships in media production at various organizations, including Overneath Creative, Public Media Network, ImageStream Creative Communications, Bronco Productions, and Rogan Productions. My professors, mentors, and advisors prepared me and molded my passion for film and storytelling, and they pushed me to dig deeper and broaden my understanding of storytelling and its role in communication research, especially as it pertains to social justice and activism.”
Communication

Job Titles and Employers

Academic Advising Specialist at Kellogg Community College
Accounts Payable Coordinator at Stryker
Administrative Assistant at DSG Davis Dental
Administrative Assistant at Southwest Michigan Building Authority
Career Specialist at PA CareerLink
Coach at Shalom Kazoo
Communications Executive at Affirmant Health Partners
Communications Manager at Kalamazoo College
Community Documentary Journalist at Kalamazoo Public Media Network
Customer Engagement at Kellogg's
Deployment Technician I at Kellogg's
Founder and Principal at Ascend Consulting Services
HUD Reviewer at Amrock
Journalist at Mlive
Manager at Millennium Restaurant Group
Marketing Associate at Eli Lilly and Company
Master Data Coordinator at Sherwood Harvest Food Distributors
Member Contact Specialist at Advia Credit Union
Public Affairs Specialist at Cherokee Federal
Real Estate Appraiser at Appraisal Solutions
Receptionist at Vector Marketing
Reporter at Star Tribune
Sales and Marketing Consultant at Sysco
Social Media and Marketing Compliance Analyst at Prosperity Home Mortgage
Spa Sales at Hand and Stone
Sprint Expert at Best Buy
Student Affairs Assistant at University of Michigan
Substance Use Disorder Care Coordinator at Family Health Center
Team Member Representative at State Farm
Underwriter at United Shore

Continuing Education

Certificate in Graphic Design at Kalamazoo Valley Community College
Doctorate in Communication at Purdue University
Masters in Communication at WMU
Masters in Counselor Education at WMU

“The best thing about WMU was being a part of the Western Herald, the student-run newspaper, where I got my feet wet as a reporter, and where I was shaped as a journalist, and later on as an editor.”
Criminal Justice

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>42%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>17</td>
<td>33%</td>
</tr>
<tr>
<td>Military service</td>
<td>4</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>44</strong></td>
<td><strong>85%</strong></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>8</td>
<td>15%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>8</td>
<td>15%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $30,000 to $35,000 (17 responses).
- 86% were employed in Michigan.
- 71% had a job related to their degree.
- 94% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>112</td>
</tr>
<tr>
<td></td>
<td>52</td>
</tr>
<tr>
<td></td>
<td>(46%)</td>
</tr>
</tbody>
</table>

Brittany Opal Kobeck
Bachelor of Arts in criminal justice, 2020
Store Detective at Meiner

"My sorority Alpha Omicron Pi inspired me to do what I want and to follow my dreams. They inspired me to be the best version of myself."
Criminal Justice

Job Titles and Employers

2LT at U.S. Army
Case Manager at Samaritas
Child Protective Services Specialist at Michigan Department of Health and Human Services
CPS - Case Specialist at State of Michigan
DV/SA Advocate at Domestic and Sexual Abuse Services
Family Preservation Direct Worker at Orchards Children’s Services
Family Service Specialist at Foster Care Case Manager at Bethany Christian Services
Foster Care Case Manager at Samaritas
Judicial Secretary at Allegan County
Operations Manager at Entertainment District
Police Officer at Oscoda Charter Township
Probation Clerk at 2B District Court
Probation Officer at St Joseph County Courthouse
State Trooper at Michigan State Police
Store Detective at Meijer
Team Leader at Solscient Energy
VIP In Seat Supervisor at Legends

Continuing Education

Doctorate in Law at Maurer School of Law
Doctorate in Law at Michigan State University
Doctorate in Law at Wayne State University
Doctorate in Veterinary Medicine at Michigan State University
Masters in Biomedical Forensic Science at Boston University
Masters in Criminal Justice at Michigan State University
Masters in Criminal Justice at Purdue University
Masters in Criminal Justice at Southern New Hampshire University
Masters in Health Informatics at Kent State University
Masters in Law Enforcement Intelligence Analysis at MSU
Masters in Psychology at WMU
Masters in Social Work at Michigan State University
Masters in Social Work at WMU
Specialist Program in Criminal Justice at Oakland CC Police Academy

“The best thing about WMU was the liveliness, the friendliness, the plethora of organizations and activities free for students. I never really had a family to celebrate Thanksgiving with until I got to Western.”

“I loved my learning experiences and the different opportunities to get involved and find my true passion.”
Economics

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>1</td>
<td>14%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>72%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- 25% were employed in Michigan.
- 50% had a job related to their degree.
- 50% were satisfied with their job.

**Job Titles and Employers**
- Construction Project Engineer at Clark Construction
- Senior Consultant at National Bureau of Statistics of the Republic of Moldova
- Teacher at Lead for Ghana

**Continuing Education**
- Doctorate in Applied Economics at WMU
- Doctorate in Law at University of Notre Dame
- Masters in Applied Economics at WMU
- Masters in Health Economics at London School of Economics and Political Science
- Masters in Quantitative Economics at Universite de Kinshasa

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(80%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>20</td>
<td>16</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>Master’s</td>
<td>11</td>
<td>8</td>
</tr>
<tr>
<td>Doctoral</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

“Ateeb Akhter Shah Syed
Ph.D. in Economics, 2020
Senior Economic Analyst at State Bank of Pakistan

“I think learning the 'Machine Learning and Data Analysis using R’ was one of the best things that happened to me at WMU. I think one should always learn the latest technological advancement; otherwise, he/she will be obsolete within a few years.”

“WMU instructors were knowledgeable and encouraging. They truly inspired my interests in the subjects I pursued.”

*Benedicta Akyaamah*
MA in applied economics, 2019
NGO Teacher at Lead for Ghana

“The most helpful resources at WMU were the library and the seminars they organized for graduate students. WMU professors were always ready to help and answer any questions. The Fulbright association became family when I was on campus. Finally, international student activities, especially international festival, were impactful.”
English

72% of undergraduate and 90% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>14</td>
<td>44%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>7</td>
<td>22%</td>
</tr>
<tr>
<td>Total</td>
<td>23</td>
<td>72%</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>8</td>
<td>28%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>9</td>
<td>28%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for all degrees was $30,000 to $35,000 (8 responses).
- 78% were employed in Michigan.
- 71% had a job related to their degree.
- 90% were satisfied with their job.

Survey Population

This report includes data from students who majored in English, creative writing, rhetoric and writing studies, and English: secondary education.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>73</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>62</td>
</tr>
<tr>
<td>Master's</td>
<td>5</td>
</tr>
<tr>
<td>Doctoral</td>
<td>6</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Administrative Assistant at WMU
- Assistant Language Teacher at JET Program
- Community Resource Advisor at Gryphon Place
- Creative Writing Instructor at WMU
- ELA Teacher at Battle Creek Public Schools
- English Teacher at Sturgis Public Schools
- Leasing Consultant at Zidans Management
- Office Coordinator at ReMax
- Office Manager/Legal Assistant at Q Elder Law
- Research Assistant at University of Michigan
- Teacher at Air English

Continuing Education

- Doctorate in Interdisciplinary Theatre Studies at University of Wisconsin
- Doctorate in Law Enforcement Intelligence Analysis at Emory University School of Law
- Masters in Biological Sciences at WMU
- Masters in Communication at WMU
- Masters in Medieval Studies at WMU
- Masters in Screenwriting at DePaul University
- Masters in Vision Rehabilitation Therapy at WMU

Jamie Doonan

Bachelor of Arts in English, 2020
Front Office Coordinator at RE/MAX Premier and Schellenberg Development Company

“Many of the classes in English writing, especially technical writing, helped me develop strong written communication skills, which definitely come in handy when I spend a large majority of my day sending emails, writing copy, and recording notes. Many of my communication classes helped me better understand how to develop strong work-related relationships, and how to communicate efficiently and effectively. A marketing internship with Eagle V Corporations helped me hone those skills and provided me with the knowledge of the marketing world, video editing, and content creation that I use so much at my current job and will continue to do so in the future.”
Environment and Sustainability

68% 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>20</td>
<td>50%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>13%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>13</td>
<td>32%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>13</td>
<td>32%</td>
</tr>
</tbody>
</table>

“I loved being able to engage in the campus community through RSOs, work, classes, and personal interests.”

Full-time Employment
- Median salary was $22,500 to $27,500 (8 responses).
- 100% were employed in Michigan.
- 81% had a job related to their degree.
- 78% were satisfied with their job.

Job Titles and Employers
Aquatic Herbicides Applicator for Invasion Species at PLM Lake and Land Management
Assistant Brewer at Five Shores Brewing Company
Brewer at Lift Bridge Brewing Company
Conservation Technician at Gun Lake Tribal Government
Crew Leader at Michigan Department of Natural Resources
MCCC/AmeriCorps - Hemlock Woolly Adelgid and Forest Health Crew Leader at Michigan Department of Natural Resources
Natural Resources Research Technician at Pokagon Band of Potawatomi Department of Natural Resources
Neighborhood Projects Coordinator at LISC AmeriCorps/City of Kalamazoo
Park Manager at Kalamazoo County Government
Senior Operations Associate at Circle of Blue
Senior Operations Specialist at Kalamazoo County Land Bank

Continuing Education
Masters in Earth Science at WMU
Masters in Geography at WMU
Masters in Watershed Science at Murray State University

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>53</td>
</tr>
</tbody>
</table>

“Faculty were willing to work with me and support me. I wouldn’t be where I am today without them.”
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>19</td>
<td>86%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>17</td>
<td>77%</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>3</td>
<td>14%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>14%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 88% were employed in Michigan.
- 75% had a job related to their degree.
- 60% were satisfied with their job.

Job Titles and Employers

Co-owner and Social Media Director at Main Street Ensemble
Freelance Video Editor
Kalamazoo Parks and Recreation Counselor at City of Kalamazoo
Maritime Enforcement Specialist at US Coast Guard Reserves
Music Producer at Forget Me Rvx Recordings
News Correspondent at Kyodo News
Producer and Marketing Coordinator at Overneath Creative
Production Assistant/Video Editor at Innovative Media Group
Recording Session Engineer at Western Sound Studios
Self-Employed Filmmaker
Sports Videographer/Editor at Lansing Lugnuts

Continuing Education

Masters in Screenwriting at DePaul University

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>34</td>
<td>22        (65%)</td>
</tr>
</tbody>
</table>
Gender and Women’s Studies

80% 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>8</td>
<td>80%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>5</td>
<td>50%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>30%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>2</td>
<td>20%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>20%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 80% were employed in Michigan.
- 75% had a job related to their degree.
- 50% were satisfied with their job.

Job Titles and Employers

Administrative Assistant at Allgreen Lawn Care
Administrative Assistant at DSG Davis Dental
Admissions Advisor at Oakland University
Community Agriculture Extension Promoter at Peace Corps
Legal Assistant at Austin+Koffron

Continuing Education

Masters in Behavior Analysis at Florida State University
Masters in Counselor Education at WMU

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>

“I enjoyed learning and engaging with the content in the classroom, and the bonds that I formed with my peers through WMU.”
Geography, Environment, and Tourism

88% of undergraduate and 93% 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>14</td>
<td>58%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>21%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>13%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>13%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for all degrees was $30,000 to $35,000 (13 responses).
- 70% were employed in Michigan.
- 76% had a job related to their degree.
- 100% were satisfied with their job.

“Professors were very dedicated to their work and students. I appreciate the help I still receive from professors even after graduating.”

Survey Population

This report includes data from students who majored in geography, and tourism and travel.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>49</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>33</td>
</tr>
<tr>
<td>Master’s</td>
<td>10</td>
</tr>
<tr>
<td>Postbaccalaureate certificate</td>
<td>6</td>
</tr>
</tbody>
</table>

Esther Amoako

Master of Science in geography, 2020
Graduate Teaching Assistant at the University of Toledo

“Hard work pays; stay focused and committed to your purpose.”

“The best thing about WMU were committed professors and a friendly learning environment.”
Geography, Environment, and Tourism

Job Titles and Employers

Administrative Assistant at City of Naperville
Associate Planner at Central Upper Peninsula Planning and Development (CUPPAD) Commission
Business Intelligence Analyst I at Arbor Financial Credit Union
Director of Flight Operations at GreenSight
Epidemiology and Biostatistics Assistant at WMU Homer Stryker MD School of Medicine
GIS Analyst at South Carolina Military Department
GIS/Geography Professor at Hope College
Inside Sales Representative at HomeAdvisor
MCCC/AmeriCorps - Hemlock Woolly Adelgid and Forest Health Crew Leader at Michigan Department of Natural Resources
Natural Resources Research Technician at Pokagon Band of Potawatomi Department of Natural Resources
Office Coordinator at Kalamazoo Downtown Partnership
Planning and Zoning Technician at City of Big Rapids
Unemployment Insurance Examiner at State of Michigan

Continuing Education

Doctorate in Geography at The University of North Carolina at Greensboro
Doctorate in Spatially Integrated Social Science at University of Toledo
Masters in Geography at WMU

Nolan Bergstrom
Master of Science in geography, 2020
Associate Planner at Central Upper Peninsula Planning and Development Regional Commission

“Because of my training through the geography department, I was able to become an intern for the City of Kalamazoo Community Planning and Economic Development Department, where I used GIS to aid in implementing Phase II of their Natural Feature Protection Overlay District.”
Geological and Environmental Sciences

64% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate count</th>
<th>percent</th>
<th>Graduate degrees count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>3</td>
<td>27.5%</td>
<td>8</td>
<td>67%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>27.5%</td>
<td>4</td>
<td>33%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>36%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>36%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for all degrees was $45,000 to $50,000 (7 responses).
- 55% were employed in Michigan.
- 92% had a job related to their degree.
- 75% were satisfied with their job.

Survey Population
This report includes data from students who majored in geology, geophysics, geosciences, and hydrogeology.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>35</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>13</td>
</tr>
<tr>
<td>Certificate</td>
<td>4</td>
</tr>
</tbody>
</table>

Beau Haag
Master of Science in geosciences, 2020
Geotechnician – Sampler at Rangefront Geological
“Learn as much as you can, pursue extracurricular opportunities, make connections, and never give up. You never know exactly what kinds of geologic environments you will be working in, so it really pays to have a strong understanding of the fundamentals of geology, as they will be applicable in almost every scenario. Never pass up the opportunity to meet people/network. If you can get an internship while you’re still in school, do it. It only takes one person to put in a good word for you, or to take a chance on you, for you to make it. Work hard, follow your passion, meet the right people, and you will succeed.”
Geological and Environmental Sciences

Job Titles and Employers

Cartographer at National Oceanic and Atmospheric Administration
Consultant Geologist at Rangefront Geological
Earth Science Fellow at Chevron
Environmental Quality Analyst at Michigan Department of Environment
Environmental Technician at SCS Engineers
Executive Officer at Army National Guard
Researcher at Agency of Assessment and Application of Technology of Indonesia
Researcher at Indonesia Institute of Sciences
Teacher at Kalamazoo Public Schools
Wellogic Triage Team at Michigan Geological Survey

Continuing Education

Certification Program in Secondary Education at National Louis University
Doctorate in Geosciences at WMU
Masters in Applied Geosciences at University of Washington
Masters in Earth Science at University of California, Davis
Masters in Geological and Environmental Sciences at WMU

“The best thing about WMU was learning that you can overcome obstacles. You are stronger than you know.”
Global and International Studies

93% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>50%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>29%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 88% were employed in Michigan.
- 83% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

Client Services Coordinator at AmeriCorps
Community Resource Advisor/Crisis Worker at Gryphon Place
Construction Specialist at Kalamazoo Trade Collectives
General Manager at Water Street Coffee
Junior Underwriter at United Wholesale Mortgage
Program Coordinator at Wayne State University
Sales Associate at Echo
US Army Officer at U.S. Army

Continuing Education

Bachelors in Health Administration at Western Governor's University
Doctorate in Law at DePaul University
Masters in Evaluation, Measurement, and Research at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>21</td>
</tr>
</tbody>
</table>
History

67% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active 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>9</td>
<td>43%</td>
<td>5</td>
<td>71%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>10%</td>
<td>2</td>
<td>29%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>14%</td>
<td>2</td>
<td>29%</td>
</tr>
<tr>
<td>Not Active Engaged</td>
<td>7</td>
<td>33%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>6</td>
<td>28%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>5%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for all degrees was $40,000 to $45,000 (6 responses).
- 70% were employed in Michigan.
- 90% had a job related to their degree.
- 83% were satisfied with their job.

Job Titles and Employers
Adjunct Professor of History at Grand Valley State University
Chief Operation Officer at E-Town Fitness
English-as-a-Second-Language Instructor at Shanghai Zhuo Zan Education Technology
ESL Teacher at Zaningeha Rojava
Faculty Specialist/Director of Undergraduate Studies at WMU
FOCUS Missionary at The Fellowship of Catholic University Students
Substitute Teacher at Maple Street Middle School
Teacher at Houghton Lake High School
Teacher at Nolan Catholic High School
Visiting Assistant Professor at Grand Rapids Community College

Continuing Education
Masters in History at WMU
Masters in Library Science at Simmons University
Masters in Public History at American University

Survey Population
This report includes data from students who majored in history, history: secondary education, and public history.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>37</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>27</td>
</tr>
<tr>
<td>Master’s</td>
<td>7</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
</tr>
</tbody>
</table>

“WMU has so many resources for students to support our academic pursuits. WMU offers a wide range of classes and has supportive and knowledgeable professors.”

“I appreciated being at a big university but having professors who were readily accessible.”
Mathematics

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

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>14</td>
<td>93%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>8</td>
<td>53%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>40%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $55,000 to $60,000 (5 responses).
- Median salary for graduate degrees was $47,500 to $52,500 (6 responses).
- 71% were employed in Michigan.
- 92% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population
This report includes data from students who majored in math, applied math, applied and computational math, math ed.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>29</td>
<td>24</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>17</td>
<td>15</td>
</tr>
<tr>
<td>Master’s</td>
<td>12</td>
<td>9</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>

Job Titles and Employers
Application Analyst at Sparrow Health System
Assistant Professor of Mathematics at Concord University
Design Engineer at General Motors
Elementary Math Coach at Michigan Virtual Charter Academy
High School Mathematics Teacher at Kalamazoo Public Schools
Implementation Consultant at Fast Enterprises
Mathematics Education Consultant at Allegan Area Educational Service Agency
Mathematics Teacher at Kalamazoo Public Schools
Mathematics Teacher at Southeastern Conference of SDA
Middle School Math Teacher at St. Thomas Aquinas Regional School
Pricing Actuary at Auto-Owners Insurance
Process Engineer at Ox Engineered Products
Software Developer at Tyler Technologies
Technical Lead at Top Immersion

Continuing Education
Doctorate in Mathematics at Indiana University
Doctorate in Mathematics at WMU
Doctorate in Mathematics Education at WMU
Masters in Applied and Computational Math at WMU
Masters in Electrical Engineering at WMU
Masters in Mathematics at WMU

“The best thing about WMU was the community and the opportunity to work with many different mentors who helped me develop as a person.”
Philosophy

91% of undergraduate and 67% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td><strong>Actively Engaged</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>10</td>
<td>91%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>27%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>7</td>
<td>64%</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>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>17%</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Pharmacy Manager at Oshtemo Pharmacy
Software Developer at Level Data

Continuing Education

Doctorate in Medicine at Loma Linda University School of Medicine
Doctorate in Philosophy at Baylor University
Doctorate in Philosophy at University of Texas
Doctorate in Philosophy at University of Virginia
Masters in Biological Sciences at WMU
Masters in Entomology at Purdue University
Masters in Philosophy at WMU

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>23</td>
<td>17</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>14</td>
<td>11</td>
</tr>
<tr>
<td>Master’s</td>
<td>9</td>
<td>6</td>
</tr>
</tbody>
</table>

“I loved the various extracurricular programs and opportunities available to aid graduate students in their development as professionals.”

“The best thing about WMU were the faculty in the philosophy department. They were phenomenal. I had a friend at Harvard tell me that he would have traded philosophy department in a heartbeat.”
Physics

88% 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>4</td>
<td>50%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>38%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>12%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>12%</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

- Assistant Professor of Physics at Truman State University
- Postdoctoral Associate at Institute of Physics, Academia Sinica
- Postdoctoral Researcher at Clemson
- Staff at U.S. National Whitewater Center
- Visiting Assistant Professor at Albion College

Continuing Education

- Doctorate in Mathematics at Indiana University
- Doctorate in Physics at Wayne State University
- Doctorate in Physics at WMU
- Doctorate in Science Education at WMU
- Masters in Medical Physics at LSU

Survey Population

This report includes data from students who majored in physics and physics: secondary education.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>25</td>
<td>18</td>
</tr>
<tr>
<td>Bachelor’s (2018-19 &amp; 2019-20)</td>
<td>15</td>
<td>8</td>
</tr>
<tr>
<td>Master’s (2019-20)</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Doctoral (2019-20)</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>
Political Science

83% of undergraduate and 89% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td><strong>Actively Engaged</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>19</td>
<td>53%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>9</td>
<td>25%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>6</td>
<td>17%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>6</td>
<td>17%</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary for all degrees was $37,500 to $42,500 (12 responses).
- 81% were employed in Michigan.
- 75% had a job related to their degree.
- 83% were satisfied with their job.

**Survey Population**

This report includes data from students who majored in political science, and international development administration.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>64</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>53</td>
</tr>
<tr>
<td>Master's</td>
<td>10</td>
</tr>
<tr>
<td>Doctoral</td>
<td>1</td>
</tr>
</tbody>
</table>

**Rossy Hughes**

**Master of Arts in international development administration, 2020**

Regional Quality Assurance Manager at Bethany Christian Services

“My passion for international development pushed me to pursue my degree in international development management. My degree definitely opened doors to put in practice the theories I learned in class.

Higher education is often thought of as an individual-level investment; however, your education and experiences can positively impact many lives around you; thus, this investment is essential.”

“WMU provided me with a truly international learning exposure.”
Political Science

Job Titles and Employers

2LT at U.S. Army
Assistant Manager at Menards
Associate Director of Study Abroad at WMU
CAD Designer at Finished Basements Plus
Campaign Manager at Abigail Wheeler for the 66th
Community Resource Advisor/Crisis Worker at Gryphon Place
Field Organizer at Human Rights Campaign
Finance Director at Illinois State Treasurer
Impact System Support at World Relief
Intelligence Operation Supervisor at U.S. Air Force
Leasing Agent at MW Vanderveen
 Legislative Aide at MI House of Representatives
Manager at Max Out Corp
Member Service Advisor at Michigan House of Representatives
Michigan Quality Assurance Manager for Transitional Refugee Foster Care Programs
Prevention of Sexual Abuse Compliance Manager at Bethany Christian Services
Passport Specialist at the Department of State
Senior Law Clerk at Bradley Vauter & Associates, P.C.
Senior Operations Specialist at Kalamazoo County Land Bank
Theater and Planetarium Technologist at Kalamazoo Valley Community College
Trustee at Kalamazoo Township

At WMU I made friends for life and met mentors who continue to check on me after I had their courses.

Continuing Education

Bachelors in Accountancy at Walsh College
Certificate in Climate Change Policy and Management at WMU
Doctorate in Law at Wayne State University
Masters in Applied Economics at WMU
Masters in Business Administration at WMU
Masters in Health Economics at London School of Economics and Political Science
Masters in Social Work at Wayne State University
Masters in Sociology at Michigan State University
Specialist Program in Criminal Justice at Oakland CC Police Academy

All the faculty in the political science department are phenomenal. They know their stuff, are able to teach it with enthusiasm, and are accessible outside of office hours.

I appreciated the inclusivity on campus. It was great to be around people of so many different backgrounds.
91% of undergraduate and 96% 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></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>38</td>
<td>40%</td>
<td>32</td>
<td>70%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>2%</td>
<td>2</td>
<td>4%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>47</td>
<td>49%</td>
<td>10</td>
<td>22%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>9</td>
<td>9%</td>
<td>2</td>
<td>4%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>8</td>
<td>8%</td>
<td>2</td>
<td>4%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $27,500 to $33,500 (14 responses).
- Median salary for graduate degrees was $50,000 to $55,000 (16 responses).
- 82% were employed in Michigan.
- 89% had a job related to their degree.
- 84% were satisfied with their job.

Survey Population
This report includes data from students who majored in behavior analysis, general psychology, industrial/organizational behavior management psychology, and clinical psychology.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>227</td>
<td>142</td>
<td>(63%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>160</td>
<td>96</td>
<td>(60%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>43</td>
<td>28</td>
<td>(65%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>24</td>
<td>18</td>
<td>(75%)</td>
</tr>
</tbody>
</table>

"The best thing about WMU were the opportunities for real world applications of coursework before graduation through practicum, internships, lab work, and assistantships. I was able to learn more about new concepts, and how I can best apply my unique skillset."

Melinda Andrews
Bachelor of Science in psychology, 2020
Foster Care Worker at Samaritas

"After all my involvement with dance marathon I realized that I wanted to do something that helped kids. I also wanted to do something that would make a difference with others."
Psychology

Job Titles and Employers

Admissions Advisor at Oakland University
Advanced Behavior Analyst at Summit Pointe
Applied Behavior Analysis Therapist at Lighthouse
  Autism Center
Assistant at Animal Rescue Project
Assistant at Lighthouse Autism Center
Assistant Clinical Director at Braintrust Behavioral Health
Assistant Professor at Princess Nourah Bint Abdulrahman University
Assistant Professor at University of Nebraska
BCBA at Braintrust Behavioral Health
BCBA at Gateway Pediatric Therapy
Behavior Analyst at Footprints Behavioral Interventions
Behavior Consultant at Centria Healthcare
Behavior Consultant at Early Autism Services
Behavior Technician at Kalamazoo Autism Center
Behavior Therapist at Avail Outreach
Behavioral Health Technician at ROI
Behavioral Technician at Kalamazoo Autism Center
Clinical Psychology Postdoc Fellow at VA
Clinical Supervisor Designee at Center for Autism and Related Disorders
Clinical Supervisor, BCBA at First Leap Pediatric Therapy
Community Resource Advisor at Gryphon Place
Continuous Improvement Analyst at Stryker
Corrections Deputy at Kzoo County Government
Crisis Worker at Gryphon Place
Digital Strategist at RPG
Dog Trainer and Behavior Consultant at Noble Beast Dog Training
Education and Mentorship Coordinator at Boys and Girls Club of Kalamazoo
Education Coordinator at ABAI
Emergency Center Technician at Beaumont Health
Employment Specialist at MRC Industries
Family Court Legal Secretary at Calhoun County Prosecutor's Office
Foster Care Worker at Samaritas
Membership Development Coordinator at ABAI
Pediatric Psychology Fellow at Geisinger Medical Center
Postdoc Fellow at National Institute on Drug Abuse
Postdoc Research Associate at Baylor University
Postdoc Research Fellow at Portland VA
Professor at Lake Michigan College
Registered Behavior Technician at Creating Brighter Futures
ROI Specialist at Stryker
Training and Communications Specialist at Perrigo

Continuing Education

Doctorate in Clinical Psychology at Florida Institute of Technology
Doctorate in Cognitive Neuroscience at University of Kentucky
Doctorate in Law at Michigan State University
Doctorate in Medicine at Southwest College of Naturopathic Medicine
Doctorate in Pharmaceutical Sciences at University of Florida
Doctorate in Psychology at Alliant International University
Doctorate in Psychology at WMU
Masters in Behavior Analysis at Florida State University
Masters in Behavior Analysis at WMU
Masters in Behavioral Psychology at Simmons University
Masters in Behavioral Science at WMU
Masters in Business Administration at WMU
Masters in Communication Disorders/Speech and Language at Eastern Michigan University
Masters in Counseling Psychology at WMU
Masters in Counselor Education at WMU
Masters in Educational Leadership at WMU
Masters in I/O Psychology at Wayne State University
Masters in Psychology at Ball State University
Masters in Psychology at WMU
Masters in Public Administration at WMU
Masters in Social Work at Michigan State University
Masters in Social Work at WMU
Masters in Special Education at Brandman University
Masters in Speech Pathology at WMU
Masters in Speech-Language Pathology at University of Wisconsin
Masters in Translational Neuroscience, Medical Research at Imperial College London
Public Administration

92% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>22</td>
<td>85%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>8%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $52,500 to $57,500 (12 responses).
- 86% were employed in Michigan.
- 95% had a job related to their degree.
- 92% were satisfied with their job.

Job Titles and Employers

Assistance Payments Worker at State of Michigan
Assistant to the Practice Manager at Macarthur Pediatric Occupational Therapy
Associate Professor at United Arab Emirate University
Behavior Interventionist at Battle Creek Public Schools
Chief Operating Officer at InterAct of Michigan
Data Analyst at Ascension
Development Coordinator at Safe Harbor
Development Specialist at Kids’ Food Basket
Director of Business Operations at Integrated Health Partners
Director of Strategic Initiatives at City of Muskegon
Fellow at CEDAM
Financial Aid Officer at Michigan State University
Grant Program Manager at Stryker
Major Gifts Officer at WMU
MI Care Home Health Coordinator at Kalamazoo Family Health Center
Program Assistant at Battle Creek Community Foundation
Program Manager at FLAG International
Project Manager at Radio Maintenance
Public Policy Coordinator at Michigan Advocacy Program
Vice Director of School of Accounting at University of Indonesia

Continuing Education

Masters in Public Health at WMU

Mohammed Al Janahi
Ph.D. in public administration, 2020
Assistant Professor at United Arab Emirates University

"The faculty at The School of Public Affairs and Administration have always been there for me, and they still are. I still reach out to my professors, and they understand that learning is an ongoing process; it does not stop once you graduate."

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>32</td>
</tr>
<tr>
<td>Master’s</td>
<td>28</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</td>
</tr>
</tbody>
</table>

“WMU instructors were incredibly approachable and personable. They genuinely wanted us to learn and ask questions. I appreciated the real-world knowledge and experience they brought to their teaching and encouraged us to look deeper for those theories and concepts in our own work.”
Public Relations

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>29</td>
<td>91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>25</td>
<td>78%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>9%</td>
</tr>
</tbody>
</table>

“The service-learning classes were the most educational and beneficial courses I took. Each tailored course curriculum to meet the needs of a real, local organization.”

Full-time Employment
- Median salary was $40,000 to $45,000 (9 responses).
- 68% were employed in Michigan.
- 80% had a job related to their degree.
- 90% were satisfied with their job.

Job Titles and Employers
- APS Filling Technician at Pfizer
- Assistant Sports Information Director at Wartburg College
- Associate Director of Major Gifts at Northwestern University
- Business Analyst at Meijer
- Business Development Analyst at Protective Industrial Polymers
- Client Care Specialist at Quicken Loans
- Event Coordinator at Kalamazoo Experiential Learning Center
- General Office Clerk at Magna International
- Inside Sales Representative at GetSales
- Marketing and Communication Assistant at Kalamazoo Nature Center
- Marketing Assistant at Sport-und Gesundheitszentrum Medi-Vitalis
- Public Relations Associate at All Points PR
- Remote Learning Team Lead at Carol Stream Park District
- Senior Client Communication Specialist at Rock Connections
- Social Media Coordinator at Han D Dip Dairy Barn

Continuing Education
- Masters in Communication at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(67%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>48</td>
<td>32</td>
</tr>
</tbody>
</table>
Religion

86% of undergraduate and 80% 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>6</td>
<td>86%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>4</td>
<td>57%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>29%</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

- Median salary for all degrees was $30,000 to $35,000 (5 responses).
- 100% were employed in Michigan.
- 20% had a job related to their degree.
- 80% were satisfied with their job.

Job Titles and Employers

Administrative Assistant II at WMU
Docent at Midwest Miniatures Museum
Inventory Manager at Disc Traders
Paraprofessional at East Detroit Public Schools
Program Associate at Fetzer Institute
Senior Marketing Specialist at WMU

“I appreciate professors’ willingness to mentor me as a student.”

Continuing Education

Doctorate in Counselor Education at WMU
Masters in Comparative Religion at WMU
Masters in Spirituality, Culture and Health at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>20</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>7</td>
</tr>
<tr>
<td>Master’s</td>
<td>10</td>
</tr>
<tr>
<td>Certificate</td>
<td>3</td>
</tr>
</tbody>
</table>
Science Education

88% 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>6</td>
<td>75%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>13%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $40,000 to $45,000 (6 responses).
- 83% were employed in Michigan.
- 83% had a job related to their degree.
- 83% were satisfied with their job.

Job Titles and Employers

- Paraprofessional at Sault Area Public Schools
- Professor at Imam Abdulrahman Bin Faisal University in Saudi Arabia
- Teacher at Berrien Springs Public Schools
- Teacher at Jenison Public Schools
- Teacher at Olivet Community Schools

Continuing Education

Doctorate in Science Education at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>11</td>
<td>8 (73%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>9</td>
<td>6 (67%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
<td>2 (100%)</td>
</tr>
</tbody>
</table>

“It was great to be able to complete my masters completely online.”
80% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>24</td>
<td>5</td>
</tr>
<tr>
<td>Continuing education</td>
<td>11</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>35</td>
<td>7</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>20%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for all degrees was $32,500 to $37,500 (14 responses).
- 63% were employed in Michigan.
- 69% had a job related to their degree.
- 71% 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>52</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>46</td>
</tr>
<tr>
<td>Master’s</td>
<td>3</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Assistant Professor at University of Wisconsin
Assistant Professor of Sociology at Cabrini University
Behavioral Therapist at Avail Outreach
Behavioral Therapist at Autism Learning Partners
Case Manager at Samaritas
Child Protective Services Agent at MI Department of Health and Human Services
Community Connections Advocate at Voces
Family Preservation Direct Worker at Orchards Children’s Services
Inventory Manager at Disc Traders
Laboratory Assistant at Henry Ford Health System
Neighborhood Projects Coordinator at LISC AmeriCorps/City of Kalamazoo
Social Science Teacher at Liceo Cientifico
Team Leader at Solscient Energy
Visiting Professor of Sociology at Grand Valley State University

Continuing Education

Doctorate in Law at DePaul University
Doctorate in Law at Maurer School of Law
Doctorate in Psychology at WMU
Doctorate in Sociology at University of New Mexico
Doctorate in Sociology at WMU
Master’s in Counseling Psychology at WMU
Master’s in Health Informatics at Kent State University
Masters in Social Work at Wayne State University
Masters in Social Work at WMU
Masters in Sociology at WMU
Spanish

90% of undergraduate and 78% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>18</td>
<td>7</td>
</tr>
<tr>
<td>Continuing education</td>
<td>14</td>
<td>4</td>
</tr>
<tr>
<td>Military service</td>
<td>3</td>
<td>3</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>1</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for all degrees was $35,000 to $40,000 (11 responses).
- 94% were employed in Michigan.
- 69% had a job related to their degree.
- 92% were satisfied with their job.

Survey Population

This report includes data from students who majored in Spanish and Spanish: secondary education.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>40</td>
<td>29 (73%)</td>
<td>Bachelor's</td>
</tr>
<tr>
<td>Master's</td>
<td>14</td>
<td>9 (64%)</td>
<td></td>
</tr>
</tbody>
</table>

Job Titles and Employers

Career Navigator at Michigan Works  
Client Services Coordinator at AmeriCorps  
Clinical Coordinator at Consultants in Ophthalmic and Facial Plastic Surgery  
Community Resource Advisor at Gryphon Place  
Education and Mentorship Coordinator at Boys and Girls Club of Kalamazoo  
Fund Development Manager at El Concilio  
General Education Teacher at Comstock Schools  
Public Health Educator at Calhoun County Health Department  
Sales Administrative Assistant at Capital Custom Homes  
Sales Development Representative at Level Data  
Sales Support Specialist at United Shore  
Senior Segmentation Analyst at Aerotek  
Spanish/History Teacher at Pittsford High School and Jackson College  
Teacher at West Ottawa Public Schools  
Unit Secretary at Spectrum Health  
US Army Officer at U.S. Army

Continuing Education

Doctorate in Comparative Literature at Binghamton University  
Doctorate in Spanish at University of Ottawa  
Masters in Marketing Research at MSU  
Masters in Social Work at WMU

"The Spanish department is very close-knit, welcoming, and supportive."
Statistics

86% 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><strong>Actively Engaged</strong></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6</td>
<td>86%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>43%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>14%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></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

- Median salary for all degrees was $55,000 to $60,000 (13 responses).
- 19% were employed in Michigan.
- 100% had a job related to their degree.
- 79% were satisfied with their job.

Survey Population

This report includes data from students who majored in applied statistics, biostatistics, data science, statistics.

| Graduates | Responses |  |
|-----------|-----------|  |
| All degrees | 36 | 32 | (89%) |
| Bachelor’s | 9 | 7 | (78%) |
| Master’s | 12 | 10 | (83%) |
| Doctoral | 2 | 2 | (100%) |
| Certificate | 13 | 13 | (100%) |

Geeti Borgohain
Master of Science in data science, 2019
Engineer at Cisco

“Having an internship and performing well and proving yourself in the internship is of utmost importance. It helps you land a job immediately once you graduate, and as an international student that is very important. You need to make right contacts during your internship. These help you secure your future so you can do the job you have always wanted to do.”
Statistics

Job Titles and Employers
Assistant Data Analyst at Lansing Community College
Assistant Data Scientist at Methods Consultants
Associate Lecturer at University of Massachusetts Boston
Data Analyst at ASRC Federal
Founder and Principal at Kiaer Research
Instructor at Western Washington University
Junior Statistician at Cormac
Operations Research Analyst, 2nd Lt at Air Force
Postdoctoral Fellow at National Institute on Drug Abuse
Reporting Analyst at DISH Network
Visiting Assistant Professor at James Madison University

Continuing Education
Certificate in Applied Statistics at WMU
Doctorate in Accountancy at University of Cincinnati
Doctorate in Educational Research at University of Alabama
Doctorate in Evaluation, Measurement, and Research at WMU
Masters in Applied and Computational Math at WMU
Masters in Statistics at WMU

Ida Marie Alcantara
Ph.D. in statistics, 2020
Instructor at Western Washington University

“What helped me prepare for my career as an educator was the Graduate Student Teaching Intensive and WMU Signature. The seminars and trainings I attended enhanced my ability to teach, and develop my own techniques in teaching.”

Jacob Culver
Master of Science in statistics, 2020
Associate Data Scientist at Methods Consultants of Ann Arbor

“I had an internship at Consumers Energy in the IT department. The internship allowed me to use some of the content and skills that I had learned during my first year of my graduate program. It also forced me to learn new skills, gave me perspective on collaboration in the workplace, and insights into my strengths and weaknesses. I believe the internship with Consumers was one of the best decisions I made for my career and was the reason I was given many interviews.”
World Languages and Literatures

86% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>7</td>
<td>50%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
<td>36%</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
- 50% were employed in Michigan.
- 50% had a job related to their degree.
- 75% were satisfied with their job.

Job Titles and Employers
- Benefits Specialist at Liberty National
- News Correspondent at Kyodo News
- Reservations Agent at Sirata Beach Resort
- Sales Representative at Daitron Incorporated
- Underwriter II at United Wholesale Mortgage

Continuing Education
- Bachelors in Health Administration at Western Governor's University
- Masters in French and Francophone Studies at Boston College
- Masters in History at WMU
- Doctorate in Law at Indiana University

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

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>19</td>
</tr>
</tbody>
</table>

Hannah Vinande
Bachelor of Arts in French language and literature, 2020
Teaching Fellow and Master’s Student at Boston College

“My experience with the study abroad program in Besançon, France was critical to my time at WMU. It increased my skills in French at least 10-fold and helped me come into my own as a person outside of academics.”
College of Aviation

Aviation Flight Science ..............................................61
Aviation Management and Operations .............. 63
Aviation Technical Operations.................................64
Aviation

Post-Graduation Activity

88% of all Aviation graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>59</td>
<td>70%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>8</td>
<td>10%</td>
</tr>
<tr>
<td>Military service</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>10</td>
<td>12%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>10</td>
<td>12%</td>
</tr>
</tbody>
</table>

Survey Population

The Post-Graduation Activity Survey was sent to all of the 131 students who earned a degree from the College of Aviation between August 2019 and June 2020.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Bachelor’s degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>131</td>
<td>84</td>
<td>64%</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

Number of Responses: 27

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th percentile</td>
<td>$20,000-$25,000</td>
</tr>
<tr>
<td>50th percentile</td>
<td>$30,000-$35,000</td>
</tr>
<tr>
<td>75th percentile</td>
<td>$40,000-$45,000</td>
</tr>
</tbody>
</table>
Full-time Employment
- **Median salary** for undergraduate degree recipients in the College of Aviation was **$30,000-$35,000** (27 responses).
- 63% had a job in **Michigan**.
- 93% had a job related to their degree.
- 84% were satisfied with their job.

Top Employers of Aviation Graduates
- AAR
- Atlantic Aviation
- Cherry Capital Airport
- Delta Airlines Global Services
- Detroit Metro Airport
- Dynamic Aviation
- Envoy Air
- Gary Chicago Airport
- Kalitta Air
- Louisville Regional Airport
- North Country Aviation
- Pentastar Aviation
- U.S. Air Force
- U.S. Army National Guard
- Williams Aerial and Mapping
- WMU

Continuing Education
- 10% of Aviation respondents are pursuing further education after graduating from WMU.
- After graduation, 57% are pursuing a certification program, 29% masters, and 14% additional classes.

Experiential Education
- 41% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 44% had a job where they applied what they were learning in the classroom.
- 42% worked on a project that took a semester or more to complete.
- 65% were very active in extracurricular activities and organizations.

Top Internship Employers
- AAR Corp
- Air Trek Charters
- Battle Creek Executive Airport
- David Wayne Hooks Airport
- Delta Air Lines
- Duncan Aviation
- Lee County Port Authority
- Marsco
- Stryker
- United Airlines
- W.K. Kellogg Airport
- WMU

Experiences at WMU
- 95% had at least one instructor who made them excited about learning.
- 86% felt that their instructors cared about them as a person.
- 67% 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.
Aviation Flight Science

89% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Engaged</td>
<td>34</td>
</tr>
<tr>
<td>Employed full time</td>
<td>25</td>
</tr>
<tr>
<td>Employed part time</td>
<td>4</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
</tr>
<tr>
<td>Not Active Engaged</td>
<td>4</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $25,000 to $30,000 (13 responses).
- 70% were employed in Michigan.
- 95% had a job related to their degree.
- 77% 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>
</tbody>
</table>

John Bartolic
Bachelor of Science in aviation flight science, 2019
First Officer at Envoy Air

“I was a flight instructor at the WMU College of Aviation. I not only learned how to effectively teach and communicate in a dynamic environment but also I honed my flying skills for my future career.”
Aviation Flight Science

Job Titles and Employers

Airline Pilot Trainee at Saudia
Certified Flight Instructor at WMU
Combat Pilot Trainee at U.S. Air Force
First Officer at Envoy Air
Flight Instructor at Northwestern Michigan College
Flight Instructor at OpenAir Flight Training
Flight Instructor at SkyWalker Flying
Flight Resource Manager at Vision Air Center
Line Service Technician at Atlantic Aviation
Pilot First Officer at Dynamic Aviation
Service Technician at North Country Aviation
Station Agent at Envoy Air
Survey Pilot at Williams Aerial and Mapping

Continuing Education

Certification in Aviation at Crosswinds Aviation

“The faculty in the college care a lot about your success!”

Melanie Hight
Bachelor of Science in aviation flight science, 2019
Certificated Flight Instructor at OpenAir Flight Training

“I applied for just about every internship that became available—specifically in corporate aviation departments. My experiences with those internships by far had the most impact on the way I saw the rest of my career unfolding. In addition to three different internships, I worked at the College of Aviation as a student dispatcher, and also at the Kalamazoo airport as a ramp agent for United. All of these experiences are what truly made my experience at WMU valuable. I believe that to get out there and see what the 'real world' has to offer firsthand is the best way to launch a successful career.”
Aviation Management and Operations

86% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>31</td>
<td>72%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>9%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>6</td>
<td>14%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $40,000 to $45,000 (14 responses).
- 64% were employed in Michigan.
- 87% had a job related to their degree.
- 83% were satisfied with their job.

“The curriculum helped me learn more about the job field, while the people I met along the way will be my lifetime friends.”

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(69%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>62</td>
<td>43</td>
</tr>
</tbody>
</table>

Job Titles and Employers
- Airport Operations Specialist at Louisville Regional Airport Authority
- Customer Service Agent at Envoy Air
- Flight Follower at Pentastar Aviation
- Flight Instructor at SkyWalker Flying
- Ground Ops Planner at Atlas Air
- Guest Service/Gate Agent at Airport Terminal Services
- Lieutenant at U.S. Air Force
- Line Technician at Avflight Corporation
- Military Police Officer at U.S. Army National Guard
- Operational Officer at Gary Chicago International Airport
- Operations Specialist at Louisville Regional Airport Authority
- Operations Supervisor at Cherry Capital Airport
- Project Engineer at Alston Construction
- Ramp Agent at Delta Airlines Global Services
- Ramp Agent at Detroit Metro Airport
- Squad Leader at U.S. Army
- Strategic Sourcing and Supplier Development at AAR Corp
- Survey Pilot at Williams Aerial and Mapping

Continuing Education
- Masters in Business Administration at Lynn University
- Masters in Public Administration at WMU
Aviation Technical Operations

88% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>7</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6</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

- 25% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

- Aircraft Mechanic at ACE Aircraft Cylinders and Engines
- Airframes and Power Plant Mechanic at Kalitta Air
- Mechanic at Ginop Sales
- Physics Tutor at Numerade
- Support Technician at AAR
- Wind Turbine Technician at Aristeo Construction

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>

“The aviation program gave me the tools I need to succeed in the industry.”
College of Education
and Human Development

Athletic Training, Coaching, Physical Education ...................... 70
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Post-Graduation Activity

92% of all Education and Human Development graduates were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>516</td>
<td>92%</td>
<td>223</td>
</tr>
<tr>
<td>Employed part time</td>
<td>15</td>
<td>3%</td>
<td>10</td>
</tr>
<tr>
<td>Continuing education</td>
<td>80</td>
<td>14%</td>
<td>53</td>
</tr>
<tr>
<td>Military service</td>
<td>3</td>
<td>1%</td>
<td></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>43</td>
<td>8%</td>
<td>29</td>
</tr>
<tr>
<td>Looking for work</td>
<td>38</td>
<td>7%</td>
<td>26</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>5</td>
<td>1%</td>
<td>3</td>
</tr>
</tbody>
</table>

Survey Population

The Post-Graduation Activity Survey was sent to all of the 783 students who earned a degree from the College of Education and Human Development between August 2019 and June 2020.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All CEHD</td>
<td>783</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>388</td>
</tr>
<tr>
<td>Master’s</td>
<td>343</td>
</tr>
<tr>
<td>Doctoral</td>
<td>46</td>
</tr>
<tr>
<td>Postbaccalaureate Certificate</td>
<td>6</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

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

- Undergraduate: $60K+ (7%), $40K to $60K (52%), Up to $40K (40%)
- Graduate: $60K+ (27%), $40K to $60K (57%), Up to $40K (15%)
CEHD – All Degrees

Full-time Employment

- **Median salary** was $40,000-$45,000 (218 responses).
- **85%** had a job in Michigan.
- **91%** had a job related to their degree.
- **87%** were satisfied with their job.

Top Employers

- Addiction Treatment Services
- Battle Creek Public Schools
- Berrien RESA
- Bronson
- Byron Center Public Schools
- Child and Family Psychological Services
- Community Healing Center
- Comstock Public Schools
- D.A. Blodgett
- Dearborn Public Schools
- Grand Rapids Public Schools
- Gull Lake Community Schools
- Hamtramck Public Schools
- Harper Creek Schools
- Hopkins Public Schools
- Kalamazoo College
- Kalamazoo Public Schools
- Kent ISD
- Kentwood Public Schools
- KRESA
- Lakeview School District
- Lansing School District
- Lifeologie Counseling
- MI Department of Health and Human Services
- Network 180
- Niles Community Schools
- Plainwell Community Schools
- Portage Public Schools
- Rockford Public Schools
- Stryker
- Sturgis Public Schools
- Summit Pointe
- University of Michigan
- Vicksburg Schools
- Wayne State University
- West MI Counseling and Psychological Services
- WMU
- YMCA

Continuing Education

- **14%** of Education and Human Development respondents are pursuing further education after graduating from WMU.
- After graduation, 64% are pursing master’s degrees, 26% doctoral, 4% professional schools, 4% certification programs, 1% additional classes, and 1% bachelor’s degrees.
- 65% are continuing education at WMU, and the remaining 35% will attend 22 different institutions.

Experiential Education

- **86%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **80%** had a job where they applied what they were learning in the classroom.
- **60%** worked on a project that took a semester or more to complete.
- **37%** were very active in extracurricular activities and organizations.

Top Internship Employers

- Ascension
- Auro Physical Therapy
- Bethany Christian Services
- Bronson
- Cheff Therapeutic Center
- Comstock Public Schools
- Grand Rapids Public Schools
- Gull Lake Community Schools
- Harper Creek Schools
- Harrison Park Elementary
- Kalamazoo Autism Center
- Kalamazoo College
- Kalamazoo Public Schools
- KVCC
- Kellogg Community College
- KRESA
- Novacare Rehabilitation
- Otsego Public Schools
- Parchment Public Schools
- Pigeon Mountain Primary
- Portage Public Schools
- Spectrum Health
- WMU
- YWCA

Experiences at WMU

- **99%** had at least one instructor who made them excited about learning.
- **95%** felt that their instructors cared about them as a person.
- **77%** had a mentor who encouraged them to pursue their goals and dreams.
- **93%** said that their education and experience as a student at WMU prepared them for their profession.
CEHD – Undergraduate

Full-time Employment
- **Median salary** for undergraduate degree recipients in CEHD was $35,000-$40,000 (82 responses).
- **88%** had a job in Michigan.
- **89%** had a **job related** to their degree.
- **89%** were **satisfied** with their job.

Top Employers
- Battle Creek Public Schools
- Comstock Public Schools
- EDUStaff
- J.Crew
- Kalamazoo Public Schools
- Sturgis Public Schools
- YMCA

Experiential Education
- **95%** 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.
- **47%** worked on a project that took a semester or more to complete.
- **46%** were very active in extracurricular activities and organizations.

Experiences at WMU
- **100%** had at least one instructor who made them excited about learning.
- **94%** felt that their instructors cared about them as a person.
- **76%** 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.

“The college of education has incredible, dedicated, and passionate team members. I loved all my professors. They made my learning meaningful.”
CEHD – Graduate

Full-time Employment

- **Median salary** for graduate degree recipients in CEHD was **$45,000-$50,000** (136 responses).
- **84%** had a job in **Michigan**.
- **92%** had a **job related** to their degree.
- **85%** were **satisfied** with their job.

Top Employers

Addiction Treatment Services  Kalamazoo College  Rockford Public Schools
Battle Creek Public Schools  Kalamazoo Public Schools  Stryker
Byron Center Public Schools  Kent ISD  Sturgis Public Schools
Child and Family Psychological Services  Kentwood Public Schools  Summit Pointe
Community Healing Center  KRESA  University of Michigan
D.A. Blodgett  Lifeologie Counseling  Vicksburg Community Schools
Dearborn Public Schools  Network 180  Wayne State University
Grand Rapids Public Schools  Niles Community Schools  West Michigan Counseling and Psychological Services
Hamtramck Public Schools  Portage Public Schools  WMU

Experiential Education

- **78%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **90%** had a job where they applied what they were learning in the classroom.
- **72%** worked on a project that took a semester or more to complete.
- **28%** 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.
- **77%** 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.

“Faculty were there to help you learn and succeed in your future career. I have made many valuable connections that will last a lifetime.”
Athletic Training, Coaching, Physical Ed

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

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>2</td>
<td>40%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>60%</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
- Athletic Trainer at Hackett Catholic High School
- Athletic Trainer at Hopkins Public Schools
- Customer Service Representative at Kalamazoo Growlers Baseball Club
- Director of True Lacrosse Detroit at True Lacrosse
- Figure Skating Instructor at Niles Park District
- Junior Varsity Head Coach at HV Girls Soccer
- Physical Education Teacher at Sturgis Public Schools
- Teacher at Kittatinny Regional High School

Survey Population

<table>
<thead>
<tr>
<th>All degrees</th>
<th>Graduates</th>
<th>Responses</th>
<th>(57%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>11</td>
<td>5</td>
<td>(45%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>12</td>
<td>8</td>
<td>(67%)</td>
</tr>
</tbody>
</table>

Continuing Education
- Doctorate in Educational Leadership at WMU
- Masters in Kinesiology at Texas A&M
- Masters in Public Health at University of Hawaii at Manoa

Gina Cline
Master of Science in coaching sport performance, 2019
Figure Skating Coach and Assistant Skating Director at the Niles Park District

“My instructors taught me great things in the classroom to prepare me for the real world.”

“While this degree wasn't required for my current job as a coach, I am so happy that I did it. I would recommend this program to any coach of any sport. The professors I had cared about me and my progress in the program, and they understood my job as a coach, and we all supported each other.”
Counseling Psychology

95% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>20</td>
</tr>
<tr>
<td>Employed full time</td>
<td>14</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
</tr>
<tr>
<td>Continuing education</td>
<td>5</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
</tr>
</tbody>
</table>

“I loved diversity and inclusivity at WMU. All my professors were great, and the program prepared me very well for my job. I am very grateful that my professors included multiculturalism in all of our courses.”

Full-time Employment

- Median salary was $45,000 to $50,000 (6 responses).
- 85% were employed in Michigan.
- 92% had a job related to their degree.
- 86% 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>31</td>
</tr>
<tr>
<td>Master’s</td>
<td>28</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Counseling Psychologist/Therapist at Pathways Psychological Associates
Counselor at Summit Pointe
Counselor at Wayne State University
Counselor at West Michigan Counseling and Psychological Services
Limited Licensed Psychologist at Lifeologie Counseling
Probation Officer at Ministry of Justice in the Thai Government
PSH Housing Specialist at Housing Resources Inc.
Psychologist at Ohio University
Psychologist at West Michigan Counseling and Psychological Services
Psychotherapy Fellow at Psychiatric and Psychological Specialties
Therapist at Lenawee Community Mental Health Authority

Continuing Education

Certificate in Alcohol and Drug Abuse at WMU
Doctorate in Counseling Psychology at WMU
Doctorate in Counselor Education at WMU
Doctorate in Psychology at Liberty University

Jessy Gigowski
Master of Arts in Counseling Psychology, 2019
Therapist at The Family Therapy Place

“The experience that had the biggest impact on my career were my experiences in my undergrad psychology courses that helped me realize what career path I wanted to take. In addition, the opportunity as a TA for an abnormal psychology class helped me find my passion for adolescents and mental health.”
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>46</td>
<td>98%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>45</td>
<td>96%</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 (17 responses).
- 95% were employed in Michigan.
- 98% 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>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>60</td>
<td>47</td>
<td>(78%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>56</td>
<td>44</td>
<td>(79%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</td>
<td>3</td>
<td>(75%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Access Center Clinician at Network 180
Addiction and Substance Abuse Counselor at Victory Clinical Services
Addiction Counselor at KPEP
Adjunct Professor at Cornerstone University
Advisor at Calvin University
Assistant Professor at University of Texas
Behavior Technician at Novel Responses
Case Manager at Forest View Hospital
Children’s Crisis Response Clinician at Network 180
Clinical Mental Health Counselor at D.A. Blodgett
Clinician at Samaritas
Counselor at Addiction Treatment Services
Counselor at Anxiety Treatment Center
Counselor at Catholic Human Services
Counselor at Child and Family Psychological Services
Counselor at Community Healing Center
Counselor at Crawford County Health Department
Counselor at Doorway to Self
Counselor at Lakewood High School
Counselor at Meaningful Connections Counseling
Counselor at Rochford Public Schools
Counselor at Sanford House Addiction Treatment Centers
Elementary School Counselor at Thornapple Kellogg Schools
Home-based Therapist at Summit Pointe
Independent Living Specialist at Disability Network
LLP Counselor at Lifeologie Counseling
Mental Health Therapist at Child and Family Psychological Services
Outpatient Counselor at Health for Life Grand Rapids
Rehabilitation Counselor at MI Rehabilitation
School Counselor at Lakeview Public Schools
School Counselor at Rockford Public Schools
School Counselor at Wyoming Public Schools
Sexual Assault Therapist at SafeCenter
Team Lead at Follett Higher Education Group
Therapist at Park Place Counseling Associates

Continuing Education

Doctorate in Counseling Psychology at University of Northern Colorado
Dietetics

89% 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>22%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>12</td>
<td>67%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>11%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 67% were employed in Michigan.
- 100% had a job related to their degree.

Job Titles and Employers

- Dietetic Assistant at University of Michigan Medicine
- Education Coordinator at Fresh Food is Fun
- Member Services Representative at YMCA

Continuing Education

- Masters in Clinical Dietetics at Grand Valley State University
- Masters in Family and Consumer Sciences at WMU
- Masters in Nutrition and Dietetics at Auburn University
- Masters in Public Health at New York University
- Masters in Public Health Nutrition at Case Western Reserve University

Survey Population

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

“The best thing about WMU are the staff who go above and beyond to help students.”
Educational and Instructional Technology

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
- 80% were employed in Michigan.
- 60% had a job related to their degree.
- 75% were satisfied with their job.

“I appreciated the community of people I met and formed meaningful connections with.”

Job Titles and Employers
- Interventionist at Vicksburg Community Schools
- Middle School Math Teacher at Plainwell Community Schools
- Special Education Instructional Resources Coordinator at Kent ISD
- Teacher at Lake Orion Schools
- Teacher at Ministry of Education

Continuing Education
- Masters in Counselor Education at WMU
- Masters in Spirituality, Culture, and Health at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>9 7 (78%)</td>
</tr>
<tr>
<td>Master's</td>
<td>8 6 (75%)</td>
</tr>
<tr>
<td>Certificate</td>
<td>1 1 (100%)</td>
</tr>
</tbody>
</table>

Laura Chang
Graduate Certificate in Educational Technology, 2019
Interventionist at Vicksburg Community Schools

“Make the most of the people around you. Ask for help, ask questions, and volunteer for additional time in your area of focus. You will get as much out of your educational program as you put into it. Don't take classes just to check them off the list. Completely immerse yourself in your learning in order to receive the best outcomes and opportunities for success.”
88% 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>19</td>
<td>76%</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>Military service</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>12%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $40,000 to $45,000 (12 responses).
- 58% were employed in Michigan.
- 89% had a job related to their degree.
- 77% were satisfied with their job.

Survey Population
This report includes data from students in ed leadership: higher ed leadership, and ed leadership: organizational analysis.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>31</td>
<td>25</td>
<td>(81%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>12</td>
<td>9</td>
<td>(75%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>19</td>
<td>16</td>
<td>(84%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Academic Advisor at WMU
- Coordinator of Curriculum and Instruction at Battle Creek Public Schools
- Dean of Teaching and Learning at Mattawan Consolidated School
- Director of Academic Advising at WMU
- Director of Student Success Center at University of Michigan
- Director – Strategic Project and Service Management at WMU
- Eligibility Specialist at Michigan Department of Health and Human Services
- International Programs Coordinator at WMU
- Language Coordinator at Instituto Tecnico Superior Comunitario
- Principal at Primaria Montessori of Santo Domingo
- Professional Development Director at ISFODOSU
- Project Coordinator at Seoul National University
- Rector at Universidad Eugenio María de Hostos
- Regional Program Coordinator at Williams Syndrome Association
- Registrar at Universidad Iberoamericana (UNIBE)
- Vice Chancellor at UFHEC University
- Vice President for Academic Affairs at Instituto Tecnologico de las Américas

Julia Virginia Pimentel Jiménez
Ph.D. in Educational Leadership, 2020
Registrar at the Universidad Iberoamericana (UNIBE)

“Persevere, no matter what. You need to focus and manage your time very precisely. It is very important to stay permanently in communication with your faculty.”

“WMU instructors are passionate about students, realistic about expectations, and focused on practical learning experiences.”
Educational Leadership: HESA

81% 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>21</td>
<td>81%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>17</td>
<td>66%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>19%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>19%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $35,000 to $40,000 (13 responses).
- 53% were employed in Michigan.
- 83% had a job related to their degree.
- 75% were satisfied with their job.

Job Titles and Employers
88L Watercraft Engineer at U.S. Army
Academic Advisor at Purdue University
Admissions Counselor at Kent State University
Admissions Counselor at WMU
Associate Director at WMU
Associate Director of Accreditation and Continuous Quality Improvement Initiatives at KVCC
Campus Visit Specialist at New Mexico Highlands University
Coordinator of Student Support and Event Planning at Kalamazoo College
Manager of Recruitment and Outreach at WMU

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>26</td>
</tr>
<tr>
<td>Master’s</td>
<td>26</td>
<td>25</td>
</tr>
<tr>
<td>Certificate</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Continuing Education
Doctorate in Higher Education at Ohio University
Masters in Counselor Education at WMU

Anthony Perez, Master of Arts in educational leadership: HESA, 2020
Admission Counselor at Western Michigan University

“I had many mentors throughout my graduate experience that helped point me in the right direction. Dr. Ramona Lewis encouraged me to consider my career aspirations and review some of my past assignments to see what other areas of higher education I could work in. My internship with Louisiana State University gave me a unique experience with conference management and event planning. One of the most impactful individuals on my professional journey was Scot Conant, who mentored me during my time as the Recruitment and Outreach Specialist for the Department of Chemical and Paper Engineering. Scot helped me learn valuable skills that have become extremely helpful in navigating my first recruitment season in admissions.”
Educational Leadership: K12

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>93%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<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 (18 responses).
- 82% were employed in Michigan.
- 96% had a job related to their degree.
- 74% were satisfied with their job.

Job Titles and Employers

3rd Grade Teacher at Hastings Public Schools
Assistant Principal at Rockford Public Schools
Dean of Students at Kentwood Public Schools
Director of Curriculum, Instruction, and Assessment at Niles Community Schools
Director of School Improvement at Ottawa ISD
ELA Teacher at Michigan City Schools
High School Administrator at Grand Rapids Schools
HIL Project Coordinator at WMU
Principal at Saint Basil Catholic School
Principal at National Heritage Academies
School Director at CELP
School Principal at Bávaro Innovation School
Science Teacher at Byron Center Public Schools
Secondary Education Teacher at Quincy Community Schools
Site Supervisor at KRESA
Special Education Teacher at Berrien RESA
Special Education Teacher at Martin Public Schools
Student Support Specialist at Edwardsburg Public Schools
Superintendent at Byron Center Public Schools
Teacher at Hamtramck Public Schools
Teacher at Jefferson Public Schools
Teacher at Portage Public Schools
Teacher Coordinator at Allentown Diocese

Continuing Education

Doctorate in Educational Leadership at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>30</td>
<td>27</td>
<td>30</td>
<td>27</td>
<td>30</td>
</tr>
<tr>
<td>Master's</td>
<td>19</td>
<td>16</td>
<td>19</td>
<td>16</td>
<td>19</td>
</tr>
<tr>
<td>Doctoral</td>
<td>11</td>
<td>11</td>
<td>11</td>
<td>11</td>
<td>11</td>
</tr>
</tbody>
</table>

Kelly Amshey
Ph.D. in K-12 Educational Leadership, 2019
Assistant Principal at Rockford Public Schools

“In my earliest college years, I had a zoology teacher who was so engaging and passionate that I wanted more science. Having previously planned to work in business, this was a departure from my long-standing plan. Ultimately, I ended up choosing science education as a profession. My years in the classroom were absolutely incredible. I was empowered by my colleagues and administrators, who encouraged me to challenge myself, continue learning, and explore leadership opportunities.”
Elementary Education

86% 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>40</td>
<td>82%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>7</td>
<td>14%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>7</td>
<td>14%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $35,000 to $40,000 (26 responses).
- 86% 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>
<th>(69%)</th>
</tr>
</thead>
</table>

Job Titles and Employers
2nd Grade Teacher at Kenowa Hills Public School
3rd Grade Teacher at Comstock Public Schools
4th Grade Teacher at Gull Lake Community Schools
Assistant Teacher at Home Again
Elementary School Teacher at KPS
Elementary Teacher at Hudsonville Christian School
Elementary Teacher at St. John’s Public Schools
General Education Teacher at Comstock Public Schools
Kindergarten Teacher at Otsego Public Schools
Kindergarten Teacher at St. Basil Catholic School
Lead Teacher at Edison Environmental Science Academy
Sixth Grade Math Teacher at Novi Public Schools
Teacher at Bellview Elementary School
Teacher at Canton Charter Academy
Teacher at Detroit Public Schools
Teacher at Eastwood Elementary
Teacher at Harper Creek Schools
Teacher at Hazel Crest School District
Teacher at Kalamazoo Public Schools
Teacher at Lansing School District
Teacher at Marshall Academy
Teacher at Mendon Community Schools
Teacher at St. Mary’s Assumption Catholic School
Teacher at West Ottawa Public Schools

Jennifer Nitzel
Bachelor of Science in education and human development, 2020
Administrative Associate at Zoetis

“Having the opportunity to take the Gallup Clifton Strengths was helpful in learning about myself and my strengths. Using my strength of harmony, I actively listen to the ideas and perspectives of colleagues. I see common threads which aid us in moving a project forward. My strength of discipline breaks down our team vision into manageable steps that benefit us in achieving our goals according to deadlines.”
Evaluation, Measurement, and Research

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>Looking for work</td>
<td>1</td>
<td>17%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 67% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

Assistant Director of Research at WMU
Founder and Principal at Kiaer Research
Researcher at American Institute for Research

Continuing Education

Doctorate in Evaluation, Measurement, and Research at WMU

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th>(100%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>6</td>
<td>6</td>
<td>(100%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>4</td>
<td>4</td>
<td>(100%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
<td>2</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

“Instructors are always ready to answer our questions and help us succeed.”
Exercise Science

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

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count percent</td>
<td>count percent</td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>9 33%</td>
<td>6 67%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2 7%</td>
<td></td>
</tr>
<tr>
<td>Continuing education</td>
<td>15 56%</td>
<td>3 33%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1 4%</td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>1 4%</td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment
- 92% were employed in Michigan.
- 90% had a job related to their degree.
- 50% were satisfied with their job.

“I loved being able to meet new people and grow as a person both in and out of the classroom.”

Job Titles and Employers
- Assistant Strength Coach at Scotland Campus
- Customer Service Representative at Kalamazoo Athletic Wellness
- Dance Instructor at The City of Holland
- Director of Dance at Kids Sport USA
- Exercise Specialist at Bronson
- Facility Leader at Fit Body Boot Camp
- Fitness Staff at YMCA
- Medical Sales Representative at DiaMedical
- Physical Therapist at Encore Rehabilitation Services
- Rehabilitation Technician at ATI Physical Therapy

Continuing Education
- Doctorate in Chiropractic at Palmer College of Chiropractic
- Doctorate in Educational Leadership at WMU
- Doctorate in Exercise Physiology at Kent State University
- Doctorate in Kinesiology and Exercise Science at Oregon State University
- Doctorate in Physical Therapy at GVSU
- Doctorate in Physical Therapy at University of Colorado
- Doctorate in Physical Therapy at University of Florida
- Doctorate in Physical Therapy at WMU
- Doctorate in Physician Assistant at North Dakota University
- Masters in Exercise Physiology at University of North Carolina
- Masters in Exercise Science at WMU
- Masters in Physician Assistant at WMU
- Masters in Sport Management at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>76</td>
<td>36 (47%)</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>63</td>
<td>27 (43%)</td>
</tr>
<tr>
<td>Master's</td>
<td>13</td>
<td>9 (69%)</td>
</tr>
</tbody>
</table>

“The best thing about WMU was being able to do an internship as part of my degree in my future professional field.”
Family and Consumer Sciences

91% 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>10</td>
<td>91%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>15%</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 range for undergraduate degrees was $35,000 to $40,000 (7 responses).
- Median salary range for graduate degrees was $35,000 to $40,000 (6 responses).
- 83% were employed in Michigan.
- 87% had a job related to their degree.
- 85% were satisfied with their job.

Job Titles and Employers
Assistant Manager at NEDS
Assistant Volleyball Coach at Gwynedd Mercy Academy High School
Certified Child Life Specialist at Primary Children's Hospital
Clinical Dietitian at Bronson
Family and Consumer Science Teacher at Sturgis Public Schools
FCS Teacher at SJPS
Foster Care Case Manager at Bethany Christian Services
Nutrition Data Specialist at Kellogg’s
Placement Specialist-Child Welfare at D.A. Blodgett
Prevention Coordinator at Ten16 Recovery Network
Registered Dietitian at Mercy Health
Senior Community Liaison at Livingston County Catholic Charities
Teacher at District 211

“The best thing about WMU was being exposed to new experiences that allowed me to go out of my comfort zone.”

Continuing Education
Certificate in Kinship Care Families at WMU

Survey Population

|                | Graduates | Responses | (%)
|----------------|-----------|-----------|-----|
| All degrees    | 32        | 24        | (75%)
| Bachelor’s     | 12        | 11        | (92%)
| Master’s       | 19        | 12        | (63%)
| Certificate    | 1         | 1         | (100%)
93% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>26</td>
<td>59%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>13</td>
<td>29%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>7%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>5%</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 $30,000 to $35,000 (17 responses).
- 96% were employed in Michigan.
- 88% had a job related to their degree.
- 78% 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>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>72</td>
</tr>
</tbody>
</table>

**Job Titles and Employers**
- ABA Technician at Gateway Pediatric Therapy
- Activity Coordinator at Lourdes Senior Community
- Assistant Director at Everyday Wonders
- Career Navigator at Michigan Works
- Child Protective Services Investigator at Michigan Department of Health and Human Services
- Children’s Services Case Manager at Community Healing Center
- Court Advocate at HAVEN
- Crisis Counselor Team Leader at Gryphon Place
- Early Childhood Educator at Jewish Community Center of Greater Ann Arbor
- Early Childhood Operations and Project Specialist at Family Futures
- Family Preservation Worker at Orchards Children’s Services
- GSRP Lead Teacher at Battle Creek Public Schools
- Head Start Teacher at KRESA
- Lead Preschool Teacher at Little Sunshine’s Playhouse
- Lead Teacher for Preschool at KinderCare
- Lead Toddler Teacher at Tutortime
- Lead Young 5’s Teacher at Gilden Woods Early Care and Preschool
- Program Director at Foundation of Behavioral Resource
- Teacher at Livingston Educational Service Agency

**Continuing Education**
- Certification in Student Affairs in Higher Education at WMU
- Masters in Family and Consumer Sciences at WMU
- Masters in Social Work at GVSU
- Masters in Social Work at University of Michigan
- Masters in Social Work at Wayne State University
- Masters in Social Work at WMU
- Masters in Workforce Education at WMU
Fashion Merchandising and Design

88% 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>20</td>
<td>80%</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 Active Engaged</strong></td>
<td>3</td>
<td>12%</td>
</tr>
</tbody>
</table>

Employed full time
Employed part time
Continuing education

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>32</td>
</tr>
<tr>
<td>25</td>
<td>(78%)</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary was $35,000 to $40,000 (8 responses).
- 85% were employed in Michigan.
- 81% had a job related to their degree.
- 63% were satisfied with their job.

**Job Titles and Employers**

Associate at Cottonseed Apparel
Associate District Manager at ADP
Business Analyst at Meijer
Fashion Stylist at Shortstory
Leasing Director at Choice Properties
Operations Manager at David’s Bridal
Product Strategist at Rock Ventures
Sales Associate/Assistant Buyer at Corey’s Bootery
Sales Manager at The Buckle

Sales/Social Media Assistant at Boutique Oz
Screen Printer at Kalamazoo Sportswear
Special Events and Marketing Coordinator at Big Brothers Big Sisters
Store Manager at Aldo Group
Stylist at Francesca’s
Visual Merchandiser at J.Crew
Wardrobe Stylist at J.Crew

**Continuing Education**

Masters in Entrepreneurship for Creatives at Columbia College Chicago

Ashley Ostrowski
**Bachelor of Science in merchandising**
**Bachelor of Arts in public relations**
**Business Analyst at Meijer's Corporate**

“Learning how to look at things from an analytical standpoint has been the most helpful skill I have learned at WMU. Almost everything we do has data behind it, and can be analyzed to become more efficient. Having both the merchandising and public relations background has taught me how to look at the consumer cycle from a holistic standpoint, and better understand the consumer from start to finish. Going into WMU four years ago, I had no clue what I could do with a fashion degree. Through classwork, studying abroad, and my internship I was able to uncover my strengths and pick a career that utilized them - and is a whole lot of fun.”
**Interior 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>9</td>
</tr>
<tr>
<td>Employed full time</td>
<td>8</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
</tr>
</tbody>
</table>

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

**Job Titles and Employers**
- Assistant Teacher at A Touch of Home Childcare
- Facilities Planner at DTE Energy
- Interior Designer at Intersect Studio
- Interior Designer and Sales Support at MiEN Environments
- Interior Designer at Interstate Office Interiors
- Interior Designer at La-Z-Boy
- Office Planner at Lockheed Martin
- Project Technician at Seven Generations Architecture and Engineering

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>9 (90%)</td>
</tr>
</tbody>
</table>

**Brooke Barlond**

**Bachelor of Science in interior design, 2020**
**Office Planner at Lockheed Martin Space**

“My senior year at WMU, I was an interior design intern at Eckert Wordell Architects in Kalamazoo. My internship helped prepare me for the industry by allowing me to gain real-world experience that you just can’t get in a classroom. Without that experience, I would have been really lost as I entered the industry as an emerging designer.”
Literacy Studies

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>37</td>
</tr>
<tr>
<td>Employed full time</td>
<td>34</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
</tr>
</tbody>
</table>

“\[quote\]
The best thing about WMU were the relationships I formed. While the learning is priceless, building a strong community opens up new possibilities for the future; people to collaborate with, network with, and share future learning opportunities.\[quote\]

Full-time Employment
- Median salary was $47,500 to $52,500 (16 responses).
- 94% were employed in Michigan.
- 91% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

1st Grade Teacher at Muskegon Public Schools
3rd Grade Teacher at White Pigeon Schools
4th Grade Teacher at Jennings Elementary
8th Grade Teacher at Vicksburg Schools
Bilingual Teacher at Dearborn Public Schools
Elementary School Teacher at Dearborn Schools
Elementary Teacher at Kalamazoo Public Schools
English Teacher at Watervliet Public Schools
ESL Teacher at Fordson High School
ESL Teacher at Lakeview School District
Faculty at Kellogg Community College
Kindergarten Teacher at Mokena Elementary School
Literacy Coach/ESL Teacher at Pansophia Academy
Music Teacher at West Michigan Academy of Arts and Academics
Reading Specialist at Centreville Public Schools
Reading Specialist at Ludington Area School District
Teacher at Bangor Public Schools
Teacher at Cathedral High School
Teacher at Coopersville Area Public Schools
Teacher at Dearborn Public Schools
Teacher at Hamtramck Public Schools
Teacher at Harper Creek Schools
Teacher at Kalamazoo Public Schools
Teacher at Niles Community Schools
Teacher at Parchment School District
Teacher at Portage Public Schools
Teacher at Sturgis Public Schools
Teacher at Union City Middle School
Title I Interventionist at Portage Public Schools

Continuing Education
Doctorate in Educational Leadership at WMU
Masters in Special Education at WMU
Masters in Teaching at WMU

Survey Population
This report includes data from students in literacy studies, and teaching English to speakers of other languages.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(72%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>50</td>
<td>36</td>
</tr>
</tbody>
</table>
Organizational Change Leadership

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>11</td>
<td>100%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $57,500 to $62,500 (8 responses).
- 100% were employed in Michigan.
- 67% had a job related to their degree.
- 75% were satisfied with their job.

Job Titles and Employers

- Administrative Assistant at WMU
- Compensation Analyst at WMU
- Crisis Line Coordinator at Turning Point
- HR Partner at FCA Fiat Chrysler Automotive
- Human Resources Generalist at Parker Hannifin
- Human Resources Manager at Brooks Utility Products
- Learning and Development Coordinator at Rivian Automotive

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(100%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>11</td>
<td>11</td>
</tr>
</tbody>
</table>

“The best thing about WMU were the projects we did in the program and how they were transferable to real life work situations.”
Recreation

81% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>25</td>
<td>17</td>
</tr>
<tr>
<td>Employed full time</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>7%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>19%</td>
</tr>
<tr>
<td>Volunteering full time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>6</td>
<td>19%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>6</td>
<td>19%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $30,000 to $35,000 (6 responses).
- Median salary for graduate degrees was $40,000 to $45,000 (7 responses).
- 75% were employed in Michigan.
- 81% had a job related to their degree.
- 93% were satisfied with their job.

Job Titles and Employers

Academic Advisor at WMU
Afloat Recreation Specialist at U.S. Navy
Assistant Athletic Director at Grace Christian University
Assistant Athletic Director at WMU
Assistant Baseball Coach at Kalamazoo College
Assistant Basketball Coach at WMU
Assistant Manager at Gull Lake View Golf Resort
Athletics Ticket Manager at Penn High School
Coordinator at Natural Sciences and Mathematics Department at Madonna University
Coordinator at University of Notre Dame

Continuing Education

Masters in Higher Education at Grand Valley State University
Masters in Sport Administration at Georgia State University
Masters in Sport Management at WMU

Survey Population

This report includes data from students who majored in recreation, recreation management, and sport management.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>67</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>44</td>
</tr>
<tr>
<td>Master’s</td>
<td>23</td>
</tr>
</tbody>
</table>

John McNeal
Master of Arts in Sport Management, 2020
Afloat Recreation Specialist at Department of Defense, U.S. Navy

"Find the one thing that makes you happy; embrace it. Make sure that if you have an internship that you find joy each day. If you have a hard time finding joy in what you do, really take the time to focus and narrow it down. It is not easy to choose a career, but if you find that joy, look for a mentor in that field. Ask all the questions that you have and really solidify your decision.”
Special Education

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

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>12</td>
<td>80%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>12%</td>
</tr>
</tbody>
</table>

Not Actively Engaged

| Looking for work | 3 | 20% |

Full-time Employment

- Median salary for undergraduate degrees was $35,000 to $40,000 (8 responses).
- Median salary for graduate degrees was $45,000 to $50,000 (7 responses).
- 91% were employed in Michigan.
- 96% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

- BCBA at Oxford Recovery Center
- ECSE Teacher at Harper Woods Public Schools
- EI Teacher at Wayne Westland Community Schools
- Intervention Specialist at Caledonia Schools
- Multi-Tiered System of Support District Coordinator at Portage Public Schools
- Reading Intervention Teacher at South Haven Public Schools
- Special Education Coordinator at Vicksburg Community Schools
- Special Education Teacher at Berrien RESA
- Special Education Teacher at EUPISD Learning Center
- Special Education Teacher at Gull Lake Schools
- Special Education Teacher at Ionia County ISD
- Special Education Teacher at Plainwell Schools
- Special Education Teacher at Star International Academy
- Teacher at Hopkins Public Schools
- Teacher at Kalamazoo Public Schools
- Teacher at McCarthy Teszler School
- Teacher at Portage Public Schools
- Teacher at Waterford School District
- Teacher at Western Michigan Islamic Center
- Teacher for the Visually Impaired and O&M Specialist at KRESA
- Teacher of the Blind and Visually Impaired at Francis Howell School District

Continuing Education

Masters in Special Education at WMU

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>19</td>
</tr>
<tr>
<td>Master’s</td>
<td>14</td>
</tr>
<tr>
<td>Doctoral</td>
<td>6</td>
</tr>
<tr>
<td>Certificate</td>
<td>2</td>
</tr>
</tbody>
</table>

“The best thing about WMU was the amount of field experience that was part of my program.”
93% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>23</td>
<td>82%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>7%</td>
</tr>
<tr>
<td>Not Actively Engaged</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 $45,000 to $50,000 (11 responses).
- 100% were employed in Michigan.
- 100% had a job related to their degree.
- 91% were satisfied with their job.

Job Titles and Employers
5th Grade Teacher at Schoolcraft Middle School
Early Childhood Consultant at Kent ISD
Early Childhood Specialist at Tuscola ISD
Early Childhood Support Specialist at St. Joseph County ISD
ECSE Teacher at Grand Rapids Public Schools
Educator at Kalamazoo Public Schools
GSRP Lead Teacher at Van Buren ISD
Instructor at Wofford College
Quality Improvement Consultant and Infant Toddler Specialist at 4C of the UP
Quality Improvement Consultant at Great Start to Quality
Science Teacher at Lansing School District

Continuing Education
Doctorate in Special Education at WMU

Sommer Jabbar
Master of Arts in practice of teaching, 2019
Diversity, Equity, and Inclusion Coordinator at the Kent Intermediate School District

“I have sat at many tables, been in many rooms, attended numerous trainings where no one looked like me. I want to be able to show children, adults, teachers, the community that you can be anything you wish to be, you can do anything your heart desires. Sometimes, you will have to be the trailblazer for a new normal.”

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>41</td>
</tr>
<tr>
<td></td>
<td>28</td>
</tr>
</tbody>
</table>

“The best thing about WMU were the discussions and classes with teachers who cared and loved to debate ideas related to the field of education.”
100% of graduate 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**

- Median salary range for all degrees was $40,000 to $45,000 (5 responses).
- 100% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

**Job Titles and Employers**

- Business Teacher at Lakeview School District
- CTE Specialist – Child and Family Care at Kent ISD
- CTE Teacher – Health Science at L’Anse Creuse Public Schools
- Family and Consumer Science Teacher at St. Johns High School
- High School Teacher at Allegan Public Schools
- Teacher at Kentwood Public Schools
- Teacher at Romeo Community Schools

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(88%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>8</td>
<td>7</td>
</tr>
</tbody>
</table>

“I loved all the services and resources available to students.”
College of Engineering
and Applied Sciences

Aerospace Engineering.................................................................96
Chemical Engineering.................................................................98
Civil and Construction Engineering.............................................99
Computer Science.........................................................................100
Electrical and Computer Engineering..........................................102
Engineering Design, Manufacturing, and Management Systems.....104
Industrial & Entrepreneurial Engineering, and Engineering Management....106
Mechanical Engineering................................................................108
Paper Engineering........................................................................110
Engineering and Applied Sciences

Post-Graduation Activity
90% of all Engineering and Applied Sciences graduates were actively engaged.

<table>
<thead>
<tr>
<th>Active Engagement</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>Actively Engaged</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employed full time</td>
<td>433</td>
<td>90%</td>
<td>273</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>37</td>
<td>8%</td>
<td>25</td>
</tr>
<tr>
<td>Military service</td>
<td>2</td>
<td>0.4%</td>
<td>2</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>47</td>
<td>10%</td>
<td>40</td>
</tr>
<tr>
<td>Looking for work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal commitments</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of the 650 students who earned a degree from the College of Engineering and Applied Sciences between August 2019 and June 2020.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All CEAS degrees</td>
<td>650</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>456</td>
</tr>
<tr>
<td>Master’s</td>
<td>168</td>
</tr>
<tr>
<td>Doctoral</td>
<td>26</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th>Salary Range</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>$55,000-$60,000</td>
<td>$62,500-$67,500</td>
<td>$70,000-$75,000</td>
<td>182</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>$55,000-$60,000</td>
<td>$65,000-$70,000</td>
<td>$70,000-$75,000</td>
<td>136</td>
</tr>
<tr>
<td>Graduate</td>
<td>$45,000-$50,000</td>
<td>$60,000-$65,000</td>
<td>$78,750-$83,750</td>
<td>46</td>
</tr>
</tbody>
</table>
CEAS – All Degrees

Full-time Employment
- **Median salary** was $62,500–$67,500 (182 responses).
- **69%** had a job in Michigan.
- **97%** had a job related to their degree.
- **93%** were satisfied with their job.

Top Employers

<table>
<thead>
<tr>
<th>Clark Construction</th>
<th>Clark Construction</th>
<th>Grand River Aseptic Manufacturing</th>
<th>Magna International</th>
<th>Summit Polymers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domtar</td>
<td>Haworth</td>
<td>IET Impel Label</td>
<td>MDOT</td>
<td>TekWissen</td>
</tr>
<tr>
<td>Dynatrace</td>
<td>Norma Foods</td>
<td>Impact Label</td>
<td>Naico Water</td>
<td>TowerPinkster</td>
</tr>
<tr>
<td>Eaton</td>
<td>IET</td>
<td>International Control Services</td>
<td>Nissan</td>
<td>Vastek</td>
</tr>
<tr>
<td>Epic</td>
<td>Kellogg’s</td>
<td>Keyence Corporation</td>
<td>Ox Engineered Products</td>
<td>Western Diversified Plastics</td>
</tr>
<tr>
<td>FCA</td>
<td></td>
<td></td>
<td>Parker Hannifin</td>
<td>Whirlpool</td>
</tr>
<tr>
<td>Flowservice</td>
<td></td>
<td></td>
<td>Performance Validation</td>
<td>Williams International</td>
</tr>
<tr>
<td>Ford Motor Company</td>
<td></td>
<td></td>
<td>Pfizer</td>
<td></td>
</tr>
<tr>
<td>General Motors</td>
<td></td>
<td></td>
<td>Sparrow Health System</td>
<td></td>
</tr>
</tbody>
</table>

Continuing Education
- **8%** of Engineering and Applied Sciences respondents are pursuing further education after graduating from WMU.
- After graduation, 70% are pursuing master’s degrees, 24% doctoral, 3% certification programs, and 3% additional classes.
- 89% are continuing education at WMU, and the remaining 11% will attend 4 different institutions.

Experiential Education
- **69%** 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.
- **88%** worked on a project that took a semester or more to complete.
- **51%** were very active in extracurricular activities and organizations.

Top Internship Employers

<table>
<thead>
<tr>
<th>AAM</th>
<th>Eaton</th>
<th>Mann+Hummel</th>
<th>Stryker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amway</td>
<td>FCA</td>
<td>Metal Technologies</td>
<td>ThermalTech Engineering</td>
</tr>
<tr>
<td>Consumers Energy</td>
<td>FEMA Corporation</td>
<td>Neenah</td>
<td>TowerPinkster USG</td>
</tr>
<tr>
<td>DENTO</td>
<td>Flowsense</td>
<td>Parker Hannifin</td>
<td>Verso Corporation</td>
</tr>
<tr>
<td>Domtar Paper Company</td>
<td>General Motors</td>
<td>Perrigo</td>
<td>VibraCoast</td>
</tr>
<tr>
<td>DTE Energy</td>
<td>Graphic Packaging</td>
<td>Pfizer</td>
<td>Westrock</td>
</tr>
<tr>
<td></td>
<td>Kimberly-Clark</td>
<td>Post</td>
<td>WMU</td>
</tr>
</tbody>
</table>

Experiences at WMU
- **95%** had at least one instructor who made them excited about learning.
- **80%** felt that their instructors cared about them as a person.
- **61%** had a mentor who encouraged them to pursue their goals and dreams.
- **85%** 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 $65,000-$70,000 (136 responses).
- 76% had a job in **Michigan**.
- 96% had a **job related** to their degree.
- 94% were **satisfied** with their job.

Top Employers
- Clark Construction
- Domtar
- Dynatrace
- Eaton
- FCA
- Flowserve
- Ford Motor Company
- General Motors
- Grand River Aseptic Manufacturing
- Haworth
- Hormel Foods
- Impact Label
- Keyence Corporation
- Keystone RV
- Magna International
- Nalco Water
- Nissan
- Parker Hannifin
- Performance Validation
- Pfizer
- Sparrow Health System
- Stryker
- Summit Polymers
- TowerPinkster
- Western Diversified Plastics
- WestRock
- Whirlpool
- Williams International

Experiential Education
- 74% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 61% had a job where they applied what they were learning in the classroom.
- 98% worked on a project that took a semester or more to complete.
- 56% were very active in extracurricular activities and organizations.

Experiences at WMU
- 95% had at least one instructor who made them excited about learning.
- 80% felt that their instructors cared about them as a person.
- 58% had a mentor who encouraged them to pursue their goals and dreams.
- 85% said that their education and experience as a student at WMU prepared them for their profession.

“The best thing about WMU was the availability of a wide variety of interesting subjects for general education credits.”
CEAS – Graduate

Full-time Employment
- Median salary for graduate degree recipients in CEAS was $60,000-$65,000 (46 responses).
- 52% had a job in Michigan.
- 99% had a job related to their degree.
- 91% were satisfied with their job.

Top Employers
IET
International Control Services
Stryker
Tata Consultancy Services Limited
TekWissen
University of Indianapolis
Vastek
WMU

Experiential Education
- 52% 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.
- 53% worked on a project that took a semester or more to complete.
- 33% were very active in extracurricular activities and organizations.

Experiences at WMU
- 94% had at least one instructor who made them excited about learning.
- 81% felt that their instructors cared about them as a person.
- 71% 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.

“The best thing about WMU was a community feeling. There was always a group to join with similar interests or someone to talk to if I needed help with resume critique, job search, or just someone to talk to in general.”
Aerospace Engineering

85% of undergraduate and 83% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate (2019-20)</th>
<th>Graduate (2018-19 &amp; 19-20)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>29</td>
<td>85%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>18</td>
<td>53%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>11</td>
<td>32%</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 $65,000 to $70,000 (17 responses).
- 75% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>54</td>
<td>42</td>
<td>(78%)</td>
</tr>
<tr>
<td>Bachelor's (2019-20)</td>
<td>48</td>
<td>34</td>
<td>(71%)</td>
</tr>
<tr>
<td>Master's (2018-19 &amp; 2019-20)</td>
<td>6</td>
<td>6</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

Aaron Felsenfeld
Bachelor of Science in aerospace engineering, 2020
Body Systems Design Engineer at Nissan North America

“My experience in my internships at FCA, DENSO, Siemens Energy, and Parker Aerospace were key in preparing me for how the engineering world works outside of the classroom. My career choice was greatly influenced by my time in these various engineering disciplines.”

Kayla Burch
Bachelor of Science in aerospace engineering, 2020
TRACK Engineer at General Motors

“I was a board member for Society of Women Engineers. Being heavily involved in SWE helped me network with faculty, staff, students, and other professionals within Michigan. The faculty at WMU were very helpful in giving me letters of recommendations and recommending me to companies looking to hire. Being a member of Alpha Lambda Delta and Tau Beta Pi also helped in preparing me for my career. I am very grateful for all of the opportunities I received because of these organizations and individuals.”
Aerospace Engineering

Job Titles and Employers

Aerospace Engineer at WACO
Body Systems Design Engineer at Nissan
Design Engineer at Parker Hannifin
Design Engineer at Skidmore Pump
Engineer at Century Mold
Engineer at P.J. Wallbank Springs
Engineer at Williams International
Flight Test Engineer at Gulfstream Aerospace
Manufacturing Engineer at General Motors
Mechanical Engineering Voluntary Trainee at Peloton
New Graduate Quality Engineer II at Parker Hannifin
Operations Support System Engineer at Boeing
Product Engineer at FEMA Corporation
Quality/Manufacturing Engineer at General Motors
Systems Engineer at Odyssey Systems
Test Engineer at Reliance One
Validation Engineer at Vastek

Continuing Education

Doctorate in Aerospace Engineering at University of Notre Dame
Masters in Aerospace Engineering at WMU
Masters in Engineering Management at WMU
Masters in Mechanical Engineering at WMU

Jared Winters
Bachelor of Science in aerospace engineering, 2020
Design Engineer at Parker Aerospace

“I had an internship with the same company for two years, which opened the door for me to join Parker Aerospace full time upon graduation, while allowing me to apply a lot of the skills I learned in the classroom. Taking advantage of the resume building seminars and other career services helped me prepare for my career in a tremendous way. Being qualified is one thing, but having a solid resume and good interviewing skills helped to separate me from everyone else. Developing a lot of soft skills had a profound impact on my success. Skills like leadership and communication are vital both in the classroom and in the workplace. Other intangibles such as the ability to overcome adversity and work through stressful situations have served me well too.”

“The student organization I was part of at WMU allowed me to develop and apply the skills I learned in the classroom.”
82% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>Undergraduate (2019-20)</th>
<th>Graduate degrees (2018-19 and 2019-20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>30</td>
<td>6</td>
</tr>
<tr>
<td>Continuing education</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>8</td>
<td>0</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $65,000 to $70,000 (17 responses).
- 61% were employed in Michigan.
- 90% had a job related to their degree.
- 85% were satisfied with their job.

Job Titles and Employers
- Application Analyst at Sparrow Health System
- Associate Maintenance Engineer at Hormel Foods
- Automation Engineer at Eli Lilly and Company
- Chemical Engineer at SRG Global
- Chemical Process Engineer at Graphic Packaging
- Chief Operating Officer at 3D Factory
- Engineer at Nestle Nutrition R&D Center
- Maintenance Supervisor at Sonoco Consumer Products
- Process Engineer at Aerotek
- Process Engineer at Dennis Group
- Process Engineer at Kellogg's
- Process Engineer at Maaden Phosphate Company & Mining
- Process Engineer at New Indy Containerboard
- Process Engineer at Ox Engineered Products
- Production Engineer at Pfizer
- Production Supervisor at WestRock
- QA/IA Specialist at Aerotek Scientific
- Quality Assurance Engineer at Stryker
- Quality Assurance Technician at Azon
- Quality Engineer at Stryker
- Research and Development Fellow at The Venturi Tribe
- Research Associate at Charles River Laboratories
- Shift Manager at Anheuser-Busch
- Shift Supervisor at Verso Corporation
- Staff Validation Engineer at Performance Validation
- Validation Engineer at Grand River Aseptic Manufacturing
- Validation Engineer at Merck

Continuing Education
- Masters in Chemical Engineering at WMU
- Masters in Finance at University of Iowa Tippie College of Business
- Masters in Material Science and Engineering at University of Michigan

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>71</td>
<td>51 (72%)</td>
</tr>
<tr>
<td>Bachelor's (2019-20)</td>
<td>65</td>
<td>45 (69%)</td>
</tr>
<tr>
<td>Master's (2018-19 &amp; 2019-20)</td>
<td>6</td>
<td>6 (100%)</td>
</tr>
</tbody>
</table>

"Living on campus allowed me to make lifelong friends."
Civil and Construction Engineering

81% of undergraduate and 80% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Employed full time</td>
<td>17</td>
<td>81%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>16</td>
<td>76%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>19%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>19%</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary for all degrees was $55,000 to $60,000 (15 responses).
- 76% were employed in Michigan.
- 96% had a job related to their degree.
- 93% were satisfied with their job.

**Job Titles and Employers**

- Assistant Project Manager at Big Apple Designers
- Civil E.I.T. at Sefton Engineering Consultants
- Civil Engineer at Black & Veatch
- Civil Engineer at DB Sterlin Consultants
- Civil Engineer at Pathfinder Engineering
- Civil Engineering Officer at U.S. Navy
- Construction Engineer at OHM Advising
- Engineer at Somat Engineering
- Engineer In Training at Prein and Newhof
- Entry-Level Structural Engineer at Green Valley Design Group
- Field Engineer at Aristeo Construction
- Project Engineer at Clark Construction
- Project Engineer at E&L Construction Group
- Project Engineer at MDOT
- Project Engineer at The Austin Company
- Quality Control Inspector at Dulles Engineering
- Structural Design Engineer at Speedrack Products Group
- Survey/Civil Engineering Technician at Bridging North America
- Transportation Construction Engineer at Christopher B Burke Engineering
- Transportation Engineer at MDOT

**Continuing Education**

- Certificate in Geo-Structure at WMU
- Doctorate in Civil Engineering at University of Colorado

**Survey Population**

This report includes data from students who majored in civil engineering and construction engineering.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>49</td>
<td>31</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>33</td>
<td>21</td>
</tr>
<tr>
<td>Master's</td>
<td>14</td>
<td>9</td>
</tr>
<tr>
<td>Doctoral</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

**Dustin Black**

**Bachelor of Science in civil engineering, 2020**

**Transportation Engineer at Michigan Department of Transportation**

“I worked at MDOT throughout my time at CEAS. Seeing what I was learning put into action was invaluable. Internships are one of the highest impact activities an undergraduate can do to prepare for their career.”
Computer Science

80% of undergraduate and 92% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>28</td>
<td>80%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>26</td>
<td>74%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>7</td>
<td>20%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>6</td>
<td>17%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $60,000 to $65,000 (17 responses).
- Median salary for graduate degrees was $60,000 to $65,000 (12 responses).
- 66% were employed in Michigan.
- 100% had a job related to their degree.
- 90% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>92</td>
<td>59 (64%)</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>60</td>
<td>35 (58%)</td>
</tr>
<tr>
<td>Master's</td>
<td>23</td>
<td>19 (83%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>9</td>
<td>5 (56%)</td>
</tr>
</tbody>
</table>

Erik Larson
Bachelor of Science in computer science, 2020
Data Engineer at Discover Financial Services
“Working on campus helped me refine my communication skills and ability to work in a fast-paced environment. My internship helped define why I really enjoy programming. My biggest takeaway from both positions is that I really enjoy collaborating and learning with other people. Participating in RSOs like Sunseeker Solar Car and Outdoor Club let me express myself and build relationships outside the classroom. Sunseeker let me see how my skills related to other engineers, and how all our disciplines worked together. Outdoor Club was a great way to escape from my computer and go outside to experience nature and sports with other students. The Student Success Center was a resource I used a lot my first year, where upperclassmen taught me how to prepare and write assignments at a college level. Learning about new technologies or coding languages has kept me motivated through harder courses. Engaging with students and employers during expos has helped me build a large network of people I can go to for guidance or advice about programming or just life in general.”
Computer Science

Job Titles and Employers
Application Programmer V at Ettain Group
Assistant Professor of Computer Science at Hope College
Associate Software/Continuous Improvement Engineer at General Dynamics Land Systems
Civil Servant at Indonesia Institute of Sciences
Consumer Analytics Specialist at Bissell Homecare
Data Analyst at Capital One
Data Analyst at Center for Scientific Data and Documentation
Data Configuration Analyst at MGA Systems
Data Engineer at Discover Financial Services
Design Engineer - Embedded Software at Stryker
Embedded SW Development Engineer at GE Aviation
Instructor at Al-Nahrain University
Integration Support Analyst at MiHIN
iOS Engineer at VMware
IT Director at WMU
IT Support Analyst at Adecco
IT Support Specialist at TowerPinkster
Java Developer at Eficens Systems
Java Full Stack Developer at Eficens Systems
Junior Software Engineer at General Motors
Machine Learning/Image Analysis Engineer at ZEISS Industrial Metrology
Product Specialist at Dynatrace
Researcher at Indonesian National Aeronautics and Space Institute
Researcher at National Institute of Aeronautics and Space
Salesforce Developer at Blue Cross Blue Shield
Software Developer at Cogent Infotech Corporation
Software Developer at Data Solutions
Software Developer at General Motors
Software Developer at Level Data
Software Developer at SPARK Business Works
Software Engineer at AvaSure
Software Engineer at Maestro
Software Engineer at Pacific Northwest National Laboratory
Technical Consulting Engineer at Cisco
Technical Officer at Department of State
Technology Analyst at Infosys
Trainee-Associate Consultant at TechDemocracy
Web Developer at Advanced Technology Recycling
Web Developer at Michigan Health Council

Continuing Education
Doctorate in Computer Science at WMU
Masters in Computer Science at WMU
Electrical and Computer Engineering

89% of undergraduate and 91% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>33</td>
</tr>
<tr>
<td>Employed full time</td>
<td>31</td>
</tr>
<tr>
<td>Employed part time</td>
<td></td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for all degrees was $65,000 to $70,000 (20 responses).
- 76% 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>78</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>53</td>
</tr>
<tr>
<td>Master's</td>
<td>21</td>
</tr>
<tr>
<td>Doctoral</td>
<td>4</td>
</tr>
</tbody>
</table>

Akshita Sanjay Kulkarni  
Master of Science in electrical engineering, 2019  
Software Development Engineer at Ford Motor Company (Tata Consultancy Services, ltd)

“I developed friendships with students and professors, which will stay with me beyond college.”

“Working on campus in the Valley Dining Center helped me manage fast-paced customer demands while using the safety and hygiene protocols. It also helped me understand the importance of customer satisfaction and on-time delivery of products/services.

I am highly grateful to my professors at WMU and the friends I made during my Master's journey, who constantly guided me to the right direction and helped me become who I am today.”
“I appreciated the large number of educational and relational resources available to students. From interacting with students in drop-in tutoring to the variety of RSOs, WMU is set up well for an atmosphere of connecting with others.”
Engineering Design, Manufacturing, and Management Systems

85% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>44</td>
</tr>
<tr>
<td>Employed full time</td>
<td>44</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>8</td>
</tr>
<tr>
<td>Looking for work</td>
<td>8</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary was $60,000 to $65,000 (23 responses).
- 81% were employed in Michigan.
- 93% had a job related to their degree.
- 91% were satisfied with their job.

**Survey Population**
This report includes data from students who majored in engineering design technology, engineering management technology, and manufacturing engineering technology.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>81</td>
</tr>
</tbody>
</table>

**Ashley Lacy**
Bachelor of Science in engineering design technology, 2019
Engineering Designer 1 at Haworth

“Attending Engineering Expo when I first started at WMU helped open up a lot of doors to see whether or not the companies that were there were of interest to me. When I first started at WMU, I wasn't exactly sure what I wanted to do, other than something related to engineering. After 3 semesters in mechanical engineering, I decided to major in engineering design technology instead. Being involved in the Society of Plastics Engineers helped me by reaching out to employers for potential internships. Attending the ANTEC Conference through SPE helped me with my networking skills, by giving me more confidence in the way I present myself. My professors took the time to help me prepare for internship interviews and constantly gave me valuable feedback.”
Engineering Design, Manufacturing, and Management Systems

Job Titles and Employers
Application Engineer at Kaman Fluid Power
AutoCAD Draftsman at Ritz-Craft
CAD Designer at Total Security Solutions
Continuous Improvement Engineer at Perrigo
Design Engineer at Flowserve
Design Engineer at General Motors
Design Engineer at Roush Industries
Designer at General Motors
DMS Field Technician at StructureTec
Emerging Leader at Transcontinental Packaging
Engineer at Williams International
Engineering Designer 1 at Haworth
Engineering Group Designer at General Motors
Field Engineer at Bianchi Electric
Fixture Design Specialist at Stryker
Industrial Engineer at Global Power Components
Industrial Simulation Engineer at Thor Industries

IT Project Analyst at Sparrow Health System
Manufacturing Engineer at Brembo North America
Manufacturing Engineer at Parker Hannifin
Manufacturing Specialist at Stryker
Mechanical Design Engineer at Progress Rail
Mechanical Designer at Eaton
Mechanical Engineering Technician at Focal Point
Process Engineer at Pfizer
Process Engineer at Stanley Co
Product Development Engineer at Kautex Textron
Product Engineer at Haworth
Production Supervisor at FCA
Project Engineer at Clark Construction
Project Engineer at CSM Group
Project Engineer at Keystone RV
Project Engineer at Summit Polymers
Senior Designer at Stryker

Alexander Boyd
Bachelor of Science in manufacturing engineering technology, 2020
Operations/Manufacturing Engineering Emerging Leader at Transcontinental Packaging

“I had two internships and also worked with the Athletic Facilities at WMU. The biggest takeaway from these experiences was the understanding of other people. I learned a lot about how different people find job enrichment, management techniques, and the cultures. Those experiences will help me become an effective leader one day within an organization. Staying active within intramural sports, attending my NSBE organization, and being engaged with class friends has helped me a ton. My resilience and persistence as an individual have had the biggest impact for my success. I have failed many classes during my college career and found it at times very difficult to keep pursuing my dream of one day graduating. It was an excellent journey of understanding my purpose while pursuing my education.”
Industrial and Entrepreneurial Engineering and Engineering Management

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

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>13</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>13</td>
<td>100%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $65,000 to $70,000 (5 responses).
- Median salary for graduate degrees was $65,000 to $70,000 (19 responses).
- 54% were employed in Michigan.
- 100% had a job related to their degree.
- 91% were satisfied with their job.

Survey Population

This report includes data from students who majored in industrial and entrepreneurial engineering, engineering management, and industrial engineering.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>87</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>17</td>
</tr>
<tr>
<td>Master’s</td>
<td>67</td>
</tr>
<tr>
<td>Doctoral</td>
<td>3</td>
</tr>
</tbody>
</table>

The best thing about WMU was its diversity, the support for students, and the community of friends and mentors.”
Industrial and Entrepreneurial Engineering and Engineering Management

Job Titles and Employers

Advanced Operations Engineer at Stryker
Assistant Professor at University of Indianapolis
Business Analyst at Genius Minds
Commissioning Engineer at dbHMS
Computer System Validation Engineer at Vastek
Continuous Improvement Coordinator at Mann + Hummel USA
Continuous Improvement Engineer at Anchor Glass Container Corporation
Continuous Improvement Engineer at Hi-Lex Controls
Continuous Improvement Manager at Morgan Olson
Corporate Lean Manufacturing Engineer at Summit Polymers
Critical Care Decontamination Technician at Battelle
Data Analyst at Alpha Nodus
Digital Technology Analyst at Accenture
Empirical Researcher and Data Analyst at Pingan Engineering Specialist at Epitech
Field Services Engineer at BD
Industrial and Continuous Improvement Engineer at DD Dannar
Industrial Engineer at BRP-Manitou
Industrial Engineer at Dana
Industrial Engineer at Epredia
Industrial Engineer at IET
Industrial Engineer at Pratt & Whitney
Industrial Engineer at Scalable Press
Industrial Engineer at Talent Hire Consulting
Junior Packaging Engineer at IntePros Consulting
Launch Quality Engineer at Challenge Manufacturing
Manufacturing Engineer at Marshall Excelsior
Manufacturing Engineer at DMS Power
Manufacturing Engineer at Herbalife Industries
Manufacturing Engineer at NBHX TRIM
Manufacturing Engineer at NxEdge
Manufacturing Engineer at CWC Textron
Manufacturing Engineer at FCA
Manufacturing Process Associate at TekWissen
Manufacturing Process Engineer at Bentec Medical
Master Planner at Domtar
Material Control Specialist Level II at Datasoft Technologies
MSM/MRP Resource at Kellogg’s
Operations Analyst at Magellan Aerospace
Process Analyst at International Control Services
Process Engineer at Amway
Process Engineer at Costa Farms
Process Engineer at GDC Corporation
Process Engineer at Holliston
Process Engineer at IWG High Performance Conductors
Production Engineer at Albassami Group
Production Planning Control at Jindal Tubular
Project Engineer at RWE Design Build
Project Engineer at Work4ce
Project Manager at Pfizer
Project Manager at Stryker
Purchasing Specialist at GEP
Quality Analyst at International Control Services
Quality Engineer at Marimba Auto
Quality Engineer at Scherdel Sales and Technology Research Analyst at WizLeaf
Sales Emerging Leader at TC Transcontinental
SAP Consultant at 3S Business Corporation
Sr. Packaging Engineer at Vastek
Strategic Commodity Manager at Lam Research
Technical Sales Engineer at Keyence Corporation
Validation Engineer at Vastek

Continuing Education

Masters in Engineering Management at WMU
Mechanical Engineering

95% of undergraduate and 97% 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>53</td>
<td>88%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>7%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>5%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>5%</td>
</tr>
</tbody>
</table>

Full-Time Employment

- Median salary for undergraduate degrees was $60,000 to $65,000 (24 responses).
- Median salary for graduate degrees was $75,00 to $80,000 (7 responses).
- 79% were employed in Michigan.
- 97% had a job related to their degree.
- 94% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>119</td>
<td>96</td>
<td>(81%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>79</td>
<td>60</td>
<td>(76%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>34</td>
<td>32</td>
<td>(94%)</td>
</tr>
<tr>
<td>Doctoral</td>
<td>6</td>
<td>4</td>
<td>(67%)</td>
</tr>
</tbody>
</table>

Continuing Education

Doctorate in Engineering at WMU
Doctorate in Mechanical Engineering at WMU
Masters in Mechanical Engineering at WMU

“The best thing about WMU was having professors who genuinely cared about you learning the material, and caring about you being successful after graduation.”
Mechanical Engineering

Job Titles and Employers

Analyst-Data Science, Industrial Process Improvement Engineer at Kaizen Analytix
Application Engineer at Keyence Corporation
Application Engineer at Vibracoustic
Associate Engineer at Vastek
Associate Maintenance Engineer at Hormel Foods
Continuous Improvement Engineer at RGBSI
Continuous Improvement Engineer at Whirlpool
Cost Estimator at US Farathane
Design Engineer at Barber Packaging
Design Engineer at Guerrilla Gravity
Design Engineer at Tramec Sloan
Engineer at Naval Surface Warfare Center Indian Head Division
Engineer at Nissan
Engineer at Parker Hannifin
Engineer at Micro-LAM
Entry-Level Engineering Consultant at Pinnacle Vista
Industrial Engineer at IET
Inside Sales Engineer at Emerson
Inspection Specialist at Pfizer
Junior Design Engineer at Rassini
Lead Engineer R&I at Whirlpool
Leadership Development Program at Eaton
Lean Manufacturing Engineer at Summit Polymers
Lecturer at Jazan University
Machine Builder at Bekum America
Machine Operator at Cascade Engineering
Maintenance Planner at Dr Pepper
Manufacturing Engineer at General Motors
Manufacturing Engineer at Challenge Manufacturing
Manufacturing Engineer at Dimplex Thermal Solutions
Manufacturing Engineer at Summit Polymers
Manufacturing Process Associate at iScientia
Manufacturing Process Associate at TekWissen
Manufacturing Process Associate Engineer at Thermo Fisher Scientific
Manufacturing Quality Engineer at Tubelite
Mechanical Design Engineer at Fogg Filler
Mechanical Engineer at Automann
Mechanical Engineer at Cleer Vision Windows
Mechanical Engineer at CRB Consulting Engineers
Mechanical Engineer at FCA
Mechanical Engineer at Fusion Fluid Equipment
Mechanical Engineer at Tronair
Mechanical Engineer I at Reno Sub Systems
On-board Diagnostics Engineer at FCA
Operations Assistant at Zona Franca Industrial de Las Americas
Postdoctoral Appointee at Sandia National Laboratories
Product Engineer at Eaton
Product Engineer at FEMA Corporation
Product Engineer at Getman
Product Engineer at Keystone RV
Product Engineer at Micro-LAM
Product Engineer at Wojan Window and Door
Production Associate at AAM
Production Engineer at TRMI
Professor at Tafila Technical University at Jordan
Project Engineer at Flowserve
Quality Engineer at Alten Technology USA
Quality Engineer at SMR Automotive
Quality Engineer at UACJ Whitehall Industries
Sales Engineer at Keyence Corporation
Senior Product Engineer at Woodward
Senior Program Manager at ZT System
Software Engineer at Zoetis
Software Integration Engineer at General Motors
Staff Validation Engineer at Performance Validation
Technical Solutions Engineer at Epic
Technical Writer for the U.S. Army
Telematics Design Engineer at Nissan
Test Engineer at SAPA Transmission
Validation Engineer at Performance Validation
Paper Engineering

95% of undergraduate and 100% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate (2019-20)</th>
<th>Graduate degrees (2018-19 and 2019-20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>18</td>
<td>95%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</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 for undergraduate degrees was $70,000 to $75,000 (13 responses).
- 50% were employed in Michigan.
- 95% had a job related to their degree.
- 100% were satisfied with their job.

**Survey Population**
This report includes data from students who majored in paper engineering, and graphic and printing science.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>31</td>
<td>27 (87%)</td>
</tr>
<tr>
<td>Bachelor’s (2019-20)</td>
<td>23</td>
<td>19 (83%)</td>
</tr>
<tr>
<td>Master’s (2018-19 &amp; 19-20)</td>
<td>8</td>
<td>8 (100%)</td>
</tr>
</tbody>
</table>

**Job Titles and Employers**
Director of Engineering at Impact Label Corporation
District Sales Representative at Nalco Water
Entry-Level Engineer at Domtar
Entry-Level Process Engineer at WestRock
Graphic Artist Pre-Press Technician at Impact Label
Ink Technician at Impact Label
Laboratory Assistant at American Inks and Technology
Manufacturing Engineer at Huhtamaki
Process Engineer at Kimberly Clark
Process Engineer at New Indy Containerboard

Process Engineer at Ox Engineered Products
Process Engineer I at Neenah
Production Supervisor at WestRock
Regional Graduate Engineer at Voith Paper
Regional STAR Associate at Solenis
Sales Consultant at AxChem USA
Sales Engineer at BHS-Corrugated
Sales Representative at Nalco Water
Sales Service Assistant at Specialty Print Communications
UX Strategist at Fusionary

Emily Shulte
Bachelor of Science in pulp and paper engineering, 2020
R&E Process Engineer at Kimberly Clark

“I was fortunate enough to be a part of the paper engineering program, where there were many internship and co-op opportunities. During my time at WMU, I worked one fall-summer term with Kimberly Clark, and two summer internships with other companies, which were key in the development of my professional and technical skills. They certainly helped set me above the rest when it came to securing a job, and the networking opportunities I had during my experiences were invaluable.”
College of Fine Arts

Art .................................................. 116
Dance ........................................... 118
Graphic Design ............................. 119
Music .......................................... 120
Music Education ......................... 121
Music Therapy .......................... 122
Theatre ....................................... 123
Fine Arts

Post-Graduation Activity
87% of all Fine Arts graduates were actively engaged.

<table>
<thead>
<tr>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Actively Engaged</td>
<td>149</td>
<td>87%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>105</td>
<td>61%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>8</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>35</td>
<td>20%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>0.6%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>23</td>
<td>13%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>22</td>
<td>13%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of the 238 students who earned a degree from the College of Fine Arts between August 2019 and June 2020.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Fine Arts degrees</td>
<td>238</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>199</td>
</tr>
<tr>
<td>Master’s</td>
<td>38</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>
</tr>
</thead>
<tbody>
<tr>
<td>Responses</td>
<td>35</td>
<td>28</td>
<td>7</td>
</tr>
</tbody>
</table>
# Fine Arts – All Degrees

## Full-time Employment
- **Median salary** was $35,000 to $40,000 (35 responses).
- 60% had a job in Michigan.
- 85% had a job related to their degree.
- 87% were satisfied with their job.

## Top Employers
- Allendale Public Schools
- Amplify Marketing and Event Planning
- Ann & Robert H. Lurie Children’s Hospital of Chicago
- Behavior Services & Therapy
- Camelot Education
- Coast Music Therapy
- Colon Community Schools
- Dance Theatre Studio
- Franciscan Life Process Center
- Gobles Public Schools
- Gravity Dance Center
- Holly Area Schools
- Jazz and Creative Institute
- Kalamazoo Public Schools
- Keen Studio
- Kids Peace Children’s Hospital
- Michelle’s Academy of Dance and Performing Arts Center
- Nationwide Children’s Hospital
- New Buffalo Area Schools
- Old Redford Academy
- Randolph Elementary School
- Samaritan Health Center
- Seasons Hospice and Palliative Care
- Sing Group Graphic Design
- Stevens Point Area Schools
- The Big Muddy Dance Company
- VITAS Healthcare
- Warsaw Community Schools
- Western Sound Studios
- Zumiez

## Continuing Education
- 20% of Fine Arts respondents are pursuing further education after graduating from WMU.
- After graduation, 79% are pursuing master’s degrees, 18% doctoral, and 3% bachelor’s degrees.
- 31% are continuing education at WMU, and the remaining 69% will attend 20 different institutions.

## Experiential Education
- 63% 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.
- 83% worked on a project that took a semester or more to complete.
- 52% were very active in extracurricular activities and organizations.

## Top Internship Employers
- Farmers Alley Theater
- DeVos Children’s Hospital
- Kzoo Psychiatric Hospital
- Kalamazoo Public Schools
- Mattawan Schools
- Oakland Academy
- Portage Public Schools
- Wellspring Cori Terry & Dancers
- WMU

## Experiences at WMU
- 99% had at least one instructor who made them excited about learning.
- 95% felt that their instructors cared about them as a person.
- 86% had a mentor who encouraged them to pursue their goals and dreams.
- 85% said that their education and experience as a student at WMU prepared them for their profession.

99% of fine arts graduates completed at least one experiential education activity.
Fine Arts – Undergraduate Degrees

Full-time Employment

- **Median salary** for undergraduate degree recipients in the College of Fine Arts was $30,000 to $35,000 (28 responses).
- 61% had a job in Michigan.
- 81% had a job related to their degree.
- 84% were satisfied with their job.

Top Employers

- American School of Tangier
- Amplify Marketing and Event Planning
- Behavior Services & Therapy
- Coast Music Therapy
- Colon Community Schools
- Dance Theatre Studio
- DDO Artists Agency
- Disney
- Excel Dance Centre
- Gobles Public Schools
- Gravity Dance Center
- Highlight Technologies
- Ignertia - Life Story Network
- Jazz and Creative Institute
- Kalamazoo Psychiatric Hospital
- Kalamazoo Public Schools
- Michelle's Academy of Dance and Performing Arts Center
- Nationwide Children’s Hospital
- New Buffalo Area Schools
- Old Redford Academy
- Sing Group Graphic Design
- The Big Muddy Dance Company
- The Marketing Shop
- VITAS Healthcare
- Warsaw Community Schools
- Western Sound Studios
- Zumiez

Experiential Education

- 66% 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.
- 81% worked on a project that took a semester or more to complete.
- 56% were very active in extracurricular activities and organizations.

Experiences at WMU

- 99% had at least one instructor who made them excited about learning.
- 96% felt that their instructors cared about them as a person.
- 86% had a mentor who encouraged them to pursue their goals and dreams.
- 83% said that their education and experience as a student at WMU prepared them for their profession.
Fine Arts – Graduate Degrees

Graduate Students’ Full-time Employment

- **Median salary** for graduate degree recipients in the College of Fine Arts was $45,000 to $50,000 (7 responses).
- **50%** had a job in **Michigan**.
- **100%** had a job **related** to their degree.
- **100%** were **satisfied** with their job.

Top Employers

Allendale Public Schools
Ann & Robert H. Lurie Children’s Hospital of Chicago
Camelot Education
Franciscan Life Process Center
Holly Area Schools
Jazz and Creative Institute

Kids Peace Children’s Hospital
Randolph Elementary School
Samaritan Health Center
Seasons Hospice and Palliative Care
Stevens Point Area Public School District
Zeeland Public Schools

Experiential Education

- **47%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **60%** had a job where they applied what they were learning in the classroom.
- **93%** worked on a project that took a semester or more to complete.
- **36%** were very active in extracurricular activities and organizations.

Experiences at WMU

- **100%** had at least one instructor who made them excited about learning.
- **93%** felt that their instructors cared about them as a person.
- **87%** 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.
Art

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>26</td>
<td>90%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>21</td>
<td>72%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>4</td>
<td>14%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>3</td>
<td>10%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Full-time Employment**

- Median salary for all degrees was $30,000 to $35,000 (10 responses).
- 90% were employed in Michigan.
- 76% had a job related to their degree.
- 70% were satisfied with their job.

**Survey Population**

This report includes data from students who majored in art, art education, and art history.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>53</td>
<td>35 (66%)</td>
</tr>
<tr>
<td>Bachelor’s (2019-20)</td>
<td>45</td>
<td>29 (64%)</td>
</tr>
<tr>
<td>Master’s (18-19 &amp; 19-20)</td>
<td>8</td>
<td>6 (75%)</td>
</tr>
</tbody>
</table>

**Leslie Roberts**

**Master of Arts in art education, 2020**

**K-12 Art Educator at Allendale Public Schools**

“Organization and follow through are the keys to success. When working full time and taking online classes, I not only had deadlines set by my professors, but I also had to create my own deadlines and stick to them in order to stay on track and get the work done. When looking for a career post college, it is important to strategically place yourself in a similar environment to your chosen career path. Most importantly patience and mindset are key. Believe in yourself and believe your perfect job is waiting for you.”

“The best thing about WMU was the friends, knowledge, and experience I received being in the ceramics program.”
Art

Job Titles and Employers

Advertising and Digital Marketing Consultant at Glenn Buege Chevrolet
Art Educator at Zeeland Public Schools
Art Specialist at Stevens Point Public Schools
Assistant Manager at Zumiez
Elementary Art Teacher at New Buffalo Schools
High School Art Teacher at Old Redford Academy
K-12 Art Teacher at Allendale Public Schools
K-12 Art Teacher at Colon Community Schools
Senior Copywriter at TPN
Social Media Marketing Specialist at Amplify Marketing and Event Planning
Teacher at Abiding Presence School
Teacher at Holly Area Schools

Continuing Education

Masters in Art at UCLA
Masters in Orientation and Mobility at WMU
Masters in School Counseling at Capella University

Molly Sell
Bachelor of Fine Arts in art education, 2020
Elementary Art Teacher at New Buffalo Area Schools

“The skills that had the biggest impact on my success are the simplest ones. Being early, having a positive attitude and being prepared. Students that are pursuing a career in education should take every opportunity to soak up knowledge. Every teacher observed, every conference attended, every project completed has something to teach you.”

“It was great to be able to meet and grow with some very special friends, work in the Richmond Center’s gallery alongside other students and under fantastic and caring leadership.”
### Dance

69% 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>56%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5</td>
<td>31%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>31%</td>
</tr>
</tbody>
</table>

**Employed full time**
- 56% had a job related to their degree.
- 100% were satisfied with their job.
- 20% were employed in Michigan.

**Not Actively Engaged**
- 31% were looking for work.

#### Full-time Employment

The connections provided by these experiences have truly been a launching point for my career.

### Job Titles and Employers

- Dance Apprentice at The Big Muddy Dance Company
- Dance Instructor at Dance Theatre Studio
- Dance Instructor at Excel Dance Centre
- Dance Instructor at Michelle's Academy of Dance and Performing Arts Center
- Dance Teacher at Gravity Dance Center
- Director of Dance at Kids Sport USA

### Continuing Education

Masters in Dance at Drexel University

### Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>19</td>
</tr>
</tbody>
</table>

Allie Renner

**Bachelor of Fine Arts in dance, 2020**

**Dance Instructor at Gravity Dance Center**

“I graduated from WMU during the COVID-19 pandemic, and that affected a lot of my future plans. I did not let all of the closures affect my future success. I was very diligent in researching potential job opportunities in other states around the United States. I am originally from Chicago, and I knew that staying in the Midwest for work was not a possibility. Instead, I researched companies that were open and hiring in the West, and that led me to work in Salt Lake City, Utah. Not only do I instruct dance where I am living, but I am also training with a professional dance company, SALT Contemporary Dance, that I am determined to dance professionally for someday. It is incredibly important to take note of all logistics in your field, and to stay determined if it’s something you are truly passionate about.”

“The best thing about WMU was the incredible guest artists and performance opportunities in the dance department. The connections provided by these experiences have truly been a launching point for my career.”
Graphic Design

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>9</td>
<td>90%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>9</td>
<td>90%</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**
- 57% 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>17</td>
</tr>
<tr>
<td></td>
<td>10</td>
</tr>
</tbody>
</table>

**Job Titles and Employers**

- Graphic Designer at GHD Partners
- Graphic Designer at Ignertia - Life Story Network
- Graphic Designer at Keen Studio
- Graphic Designer at Sing Group Graphic Design
- Graphic Designer at The Marketing Shop
- Graphics and Media Assistant at WMU
- Junior Designer at Ivor Andrew
- Point of Sale Production Designer at Imperial Beverage

**Palou Craig**

**Bachelor of Fine Arts in graphic design, 2020**
**Graphic Designer at Ignertia - Life Story Network**

“I design book layouts, create print media, and use Photoshop to bring life to old images. I work with a team to meet time sensitive deadlines. I get to live close to work, downtown, and be a part of an artistic community. You don't need to go to a big city to be happy and successful as an artist.”
Music

86% of undergraduate and 88% 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>25</td>
<td>86%</td>
<td>14</td>
<td>88%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>38%</td>
<td>5</td>
<td>31%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>14</td>
<td>48%</td>
<td>9</td>
<td>56%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>14%</td>
<td>2</td>
<td>12%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>14%</td>
<td>2</td>
<td>12%</td>
</tr>
</tbody>
</table>

Full-time Employment
- 50% were employed in Michigan.
- 85% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers
Community Documentary Journalist at Kalamazoo Public Media Network
Digital Media Technician at Duplitech
Elementary Music Teacher at Randolph Elementary School
Music Teacher at Thompson Tutoring
Musician at Jazz and Creative Institute
Recording Session Engineer at Western Sound Studios
Sales Specialist at Acutis Diagnostics

Continuing Education
Doctorate in Music at University of Arizona
Doctorate in Music at Florida State University
Doctorate in Music at Michigan State University
Doctorate in Music at University of Illinois
Doctorate in Music Composition and Technology at University of Pennsylvania
Doctorate in Music Theory and Composition at Kent State University
Masters in Ethnomusicology at University of Arizona
Masters in Jazz Studies at Cincinnati Conservatory of Music
Masters in Music Performance at California State University Long Beach
Masters in Music Performance at WMU
Masters in Performing Arts at University of Michigan
Masters in Public Administration at GVSU
Masters in Public Administration at WMU
Masters in Trumpet Performance at MSU
Masters in Cello Performance and Suzuki Pedagogy at Hartt School of Music
Masters in Choral Conducting at Indiana University

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>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>64</td>
<td>45</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>42</td>
<td>29</td>
</tr>
<tr>
<td>Master's</td>
<td>21</td>
<td>15</td>
</tr>
<tr>
<td>Certificate</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
Music Education

80% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>16</td>
</tr>
<tr>
<td>Employed full time</td>
<td>13</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $20,000 to $25,000 (5 responses).
- 70% were employed in Michigan.
- 91% had a job related to their degree.
- 83% were satisfied with their job.

Job Titles and Employers

- Elementary Performing Arts Instructor at American Academy
- Teacher at Gobles Public Schools
- Teacher at Kalamazoo Public Schools
- Teacher – Music and Humanities at American School of Tangier
- Vocal Music Teacher at Warsaw Community Schools
- Voice Faculty at Jazz and Creative Institute

Continuing Education

- Masters in Counselor Education at WMU

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>

“Faculty were willing to seek out different and better opportunities for students. There was always an array of guest artists who brought a different perspective to the table.”

“Professors actually cared about my success. They always went an extra mile to push me to succeed. Without them I wouldn’t be as prepared as I am.”
Music Therapy

92% 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>11 92%</td>
<td>9 100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>9 75%</td>
<td>7 78%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1 8%</td>
<td>1 11%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1 8%</td>
<td>1 11%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1 8%</td>
<td></td>
</tr>
<tr>
<td>Looking for work</td>
<td>1 8%</td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for all degrees was $35,000 to $40,000 (9 responses).
- 27% were employed in Michigan.
- 86% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

Expressive Therapist at Kids Peace Children’s Hospital
Home Care Music Therapist at VITAS Healthcare
Hospice Care Consultant at Seasons Hospice and Palliative Care
Music Therapist at Coast Music Therapy
Music Therapist at Ann & Robert H. Lurie Children's Hospital of Chicago
Music Therapist at Behavior Services and Therapy
Music Therapist at Camelot Education
Music Therapist at Franciscan Life Process Center
Music Therapist at Nationwide Children's Hospital
Music Therapist at Samaritan Health Center
Psychiatric Resident Care Aide at Kalamazoo Psychiatric Hospital

Continuing Education

Masters in Counselor Education at WMU
Masters in Music Performance at California State University Long Beach

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>25</td>
<td>21</td>
<td>(84%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>12</td>
<td>12</td>
<td>(100%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>13</td>
<td>9</td>
<td>(69%)</td>
</tr>
</tbody>
</table>
Theatre

88% 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>20</td>
<td>61%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3</td>
<td>9%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>18%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>12%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3</td>
<td>9%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 45% were employed in Michigan.
- 73% had a job related to their degree.
- 75% were satisfied with their job.

Job Titles and Employers

- Actor at DDO Artists Agency
- Financial Services Representative at MassMutual Great Lakes
- Freelance Actor, Singer, and Dancer
- Social Media Specialist at The Ordinary Good
- Vocalist at Disney

Continuing Education

- Masters in Costume Design at Pennsylvania State University
- Masters in Lighting Design/Entertainment/Theatre/Dance at Northern Illinois University
- Masters in Theatrical Sound Design at University of California Irvine

Survey Population

This report includes data from students who majored in music theatre performance, theatre: acting, theatre: performance, theatre: state management; theatre: design/technical prod; and theatre: theatre studies.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(72%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>46</td>
<td>33</td>
</tr>
</tbody>
</table>
Haworth College of Business

Accountancy .................................................................129
Advertising and Promotion .........................................131
Business Administration (MBA) .................................132
Business Information Systems .....................................134
Digital Marketing and eCommerce ..............................136
Finance ........................................................................137
Food & Consumer Package Goods Marketing ..........139
Human Resource Management .................................141
Integrated Supply Management .................................142
Management ................................................................144
Marketing ....................................................................146
Sales and Business Marketing .................................147
Haworth College of Business

Post-Graduation Activity
92% of all Haworth College of Business graduates were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>All degrees</th>
<th>Undergraduate</th>
<th>Graduate degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
<td>percent</td>
</tr>
<tr>
<td>Employed full time</td>
<td>600</td>
<td>83%</td>
<td>506</td>
</tr>
<tr>
<td>Employed part time</td>
<td>7</td>
<td>1%</td>
<td>6</td>
</tr>
<tr>
<td>Continuing education</td>
<td>60</td>
<td>8%</td>
<td>57</td>
</tr>
<tr>
<td>Military service</td>
<td>3</td>
<td>0.4%</td>
<td>3</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>55</td>
<td>8%</td>
<td>48</td>
</tr>
<tr>
<td>Looking for work</td>
<td>52</td>
<td>7%</td>
<td>46</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>3</td>
<td>1%</td>
<td>2</td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of the 975 students who earned a degree from Haworth College of Business between August 2019 and June 2020.

<table>
<thead>
<tr>
<th>All HCoB degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>count</td>
<td>percent</td>
<td>count</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>853</td>
<td>73%</td>
</tr>
<tr>
<td>Master’s</td>
<td>122</td>
<td>86%</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th>All HCoB</th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
<td>$55,000-$60,000</td>
<td>238</td>
</tr>
<tr>
<td>Graduate</td>
<td>$50,000-$55,000</td>
<td>$55,000-$60,000</td>
<td>$73,750-$78,750</td>
<td>42</td>
</tr>
</tbody>
</table>
Haworth College of Business – All Degrees

Full-time Employment
- Median salary was $50,000 to $55,000 (280 responses).
- 81% had a job in Michigan.
- 94% had a job related to their degree.
- 90% were satisfied with their job.

Top Employers
- Amazon
- Amerifirst
- Arbor Financial Credit Union
- BDO
- Bronson
- Coyote Logistics
- Deloitte & Touche
- Eaton
- Enterprise Holdings
- Epredia
- General Motors
- Great Lakes Wine and Spirits
- Hormel Foods
- Insight Global
- KeHE Distributors
- Kellogg’s
- Meijer
- Nolan Transportation
- Parker Hannifin
- Plante Moran
- PNC
- Spectrum Health
- State of Michigan
- Stryker
- Summit Polymers
- Target
- UHY
- Whirlpool
- Zhang Financial

Continuing Education
- 8% of business respondents are pursuing further education after graduating from WMU.
- After graduation, 79% are pursing master’s degrees, 5% professional schools, 5% bachelor’s, 4% certification programs, 4% studying for licensure, and 2% additional classes.
- 65% are continuing education at WMU, and the remaining 35% will attend 13 different institutions.

Experiential Education
- 64% 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.
- 57% worked on a project that took a semester or more to complete.
- 54% were very active in extracurricular activities and organizations.

Top Internship Employers
- BDO
- Bronson
- Coyote
- Dow Chemical
- Eaton
- General Motors
- Greenleaf Trust
- Kellogg’s
- Kroger
- MANN+HUMMEL
- Meijer
- Mercantile Bank of Michigan
- Parker Hannifin
- Plante Moran
- Quicken Loans
- Sigma Machine
- Steelcase
- Stryker
- WMU

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.
- 65% 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.
HCOB – Undergraduate

Full-time Employment
- **Median salary** for undergraduate degree recipients in HCoB was **$50,000-$55,000** (238 responses).
- **80%** had a job in **Michigan**.
- **94%** had a job related to their degree.
- **91%** were satisfied with their job.

Top Employers
- Amazon
- Amerifirst
- Arbor Financial Credit Union
- BDO
- Bronson
- Coyote Logistics
- Deloitte & Touche
- Eaton
- Enterprise Holdings
- Epredia
- General Motors
- Great Lakes Wine and Spirits
- Hormel Foods
- KeHE Distributors
- Kellogg’s
- Meijer
- Nolan Transportation
- PNC
- State of Michigan
- Stryker
- Target
- UHY
- Whirlpool
- Zhang Financial

Experiential Education
- 67% 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.
- 60% worked on a project that took a semester or more to complete.
- 58% were very active in extracurricular activities and organizations.

Experiences at WMU
- 99% had at least one instructor who made them excited about learning.
- 92% felt that their instructors cared about them as a person.
- 65% 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 was able to find my strengths as a leader and apply them through co-curricular experiences, Greek Life, and the WMU Signature program.”

“Instructors in the business college care about students’ lives outside of school. They helped me with resume building and interview strategies for employment in different fields of work.”
HCOB – Graduate

Full-time Employment
- **Median salary** for graduate degree recipients in HCoB was $55,000-$60,000 (42 responses).
- 88% had a job in Michigan.
- 93% had a job related to their degree.
- 86% were satisfied with their job.

Top Employers
Eaton
Kellogg’s
Plante Moran
Spectrum Health
Stryker

Experiential Education
- 48% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 82% had a job where they applied what they were learning in the classroom.
- 40% worked on a project that took a semester or more to complete.
- 29% 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.
- 70% had a mentor who encouraged them to pursue their goals and dreams.
- 96% said that their education and experience as a student at WMU prepared them for their profession.

“I really love the sense of community at the business college.”
Accountancy

95% of undergraduate and 89% of graduate degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>88 95%</td>
<td>16 89%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>55 59%</td>
<td>14 78%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>3 3%</td>
<td></td>
</tr>
<tr>
<td>Continuing education</td>
<td>28 30%</td>
<td>2 11%</td>
</tr>
<tr>
<td>Military service</td>
<td>2 2%</td>
<td></td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>5 5%</td>
<td>2 11%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>5 5%</td>
<td>2 11%</td>
</tr>
</tbody>
</table>

"What I learned in the classroom was immediately usable in the workplace."

Full-time Employment
- Median salary for undergraduate degrees was $45,000 to $50,000 (35 responses).
- Median salary for graduate degrees was $50,000 to $55,000 (8 responses).
- 88% were employed in Michigan.
- 92% had a job related to their degree.
- 91% 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>149 111 (74%)</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>124 93 (75%)</td>
</tr>
<tr>
<td>Master’s</td>
<td>25 18 (72%)</td>
</tr>
</tbody>
</table>

Jabbar Mims
Bachelor of Business Administration in accountancy, 2019
Tax and Audit Accountant at Plante Moran

"The activities, resources, and people that have helped me prepare for my career were Beta Alpha Psi, the National Association of Black Accountants, WMU staff and professors. They led me down the path of success with patience, perseverance, and support. I was grateful to gain all three from each and every student involved in the organization, as well as, each and every faculty member."

Erica Sheahan,
BBA in accountancy and finance, 2020
Internal Auditor at KPMG

"I had an internship at Gordon Food Service in the Internal Audit Department. This internship was an amazing experience, and it really opened my eyes to the internal audit career path. Another experience that impacted my choice in career path was the Business Externship Program, which allowed me to observe the day-to-day activities in a professional work environment and explore different career paths within my degree."
## Accountancy

### Job Titles and Employers

<table>
<thead>
<tr>
<th>Job Title and Employer</th>
<th>Job Title and Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>65F Financial Management Officer at U.S. Air Force</td>
<td>Risk and Financial Advisory Analyst at Deloitte &amp; Touche</td>
</tr>
<tr>
<td>Accountant at Group Marketing Services</td>
<td>Satellite Communications Operator at U.S. Army</td>
</tr>
<tr>
<td>Accountant at Hayward’s Tax and Accounting</td>
<td>Staff Accountant at Crowe</td>
</tr>
<tr>
<td>Accountant at the State of Michigan</td>
<td>Staff Accountant at Dimplex Thermal Solutions</td>
</tr>
<tr>
<td>Accountant at The Dow Chemical Company</td>
<td>Staff Accountant at Kruggel Lawton CPAs</td>
</tr>
<tr>
<td>Accounting Assistant at Niowave</td>
<td>Staff Accountant at McKeown</td>
</tr>
<tr>
<td>Accounting Associate at Acrisure</td>
<td>Staff Accountant at Physicians Toxicology</td>
</tr>
<tr>
<td>Accounting Associate at Diversco Global</td>
<td>Staff Accountant at Plante Moran</td>
</tr>
<tr>
<td>Accounting Coordinator at TowerPinkster</td>
<td>Staff Accountant at UHY</td>
</tr>
<tr>
<td>Accounting Specialist at Aspen Surgical</td>
<td>Staff Accountant at Valley Oak Financial</td>
</tr>
<tr>
<td>Assurance Associate at PwC</td>
<td>Staff Accountant at Wipfli</td>
</tr>
<tr>
<td>Assurance Staff at Plante Moran</td>
<td>Staff Accountant at Yeo &amp; Yeo</td>
</tr>
<tr>
<td>Audit Associate at BDO</td>
<td>Staff Auditor at Deloitte &amp; Touche</td>
</tr>
<tr>
<td>Audit Associate at Robert Half</td>
<td>Staff Auditor at Plante Moran</td>
</tr>
<tr>
<td>Auditor at UHY</td>
<td>Staff Tax Accountant at Cole Gavlas</td>
</tr>
<tr>
<td>Business Planner at Spartan Nash</td>
<td>Tax and Audit Accountant at Plante Moran</td>
</tr>
<tr>
<td>Data Analytics Coordinator at Covance</td>
<td>Tax Associate at BDO</td>
</tr>
<tr>
<td>Examiner at State of Michigan</td>
<td>Tax Associate at Ceterus</td>
</tr>
<tr>
<td>Financial Analyst at Bannel Health</td>
<td>Tax Associate at RSM</td>
</tr>
<tr>
<td>Financial Analyst at Stryker</td>
<td>Tax Examiner at Internal Revenue Service</td>
</tr>
<tr>
<td>Financial Institution Examiner at State of Michigan</td>
<td>Tax Staff Accountant at UHY</td>
</tr>
<tr>
<td>Internal Auditor at KPEP</td>
<td>Tax Staff at Plante Moran</td>
</tr>
<tr>
<td>International Tax Associate at BDO</td>
<td>Reporting Analyst at EquiQ</td>
</tr>
</tbody>
</table>

### Continuing Education

| Masters in Accountancy at Lancaster University | Masters in Accountancy at Walsh College |
| Masters in Accountancy at University of Hong Kong | Masters in Accountancy at WMU |
| Masters in Accountancy at University of Michigan | |

### Aida Gray

**Bachelor of Business Administration in accountancy, 2020**
**Tax Examiner at Internal Revenue Service**

“Choose something that you’re good at or love to do. If you’re good at it, you’ll always have a job. If you love what you do, it will not feel like work.”

### Gerardo Ramos,

**BBA in accountancy, 2020**
**Assurance Staff at Plante Moran**

“Having an internship at Greenleaf Trust and at Plante Moran helped solidify that accounting and finance were the right majors for me. The two internships helped me grow professionally in ways that a classroom cannot. Being involved on campus in Beta Alpha Psi, NABA (National Association of Black Accountants) and ALPFA (Association of Latino Professionals For America) really helped me network and grow with like-minded individuals that were looking towards a successful future.”
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>31</td>
<td>97%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>28</td>
<td>88%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>3%</td>
</tr>
</tbody>
</table>

“The best thing about WMU was feeling motivated to learn. I enjoyed the environment I was in to constantly be better.”

Full-time Employment

- Median salary was $35,000 to $40,000 (9 responses).
- 100% were employed in Michigan.
- 87% had a job related to their degree.
- 67% were satisfied with their job.

Job Titles and Employers

Assistant Media Buyer at DP+
Associate Banker at Quicken Loans
Digital Content Manager at Rebel Creative
Digital Marketing Assistant at MI Digital Solutions
Digital Marketing Specialist at WSI
Digital Marketing Strategist at MassMutual Great Lakes
Inside Sales and Marketing Manager at Industrial Innovations
Inside Sales Representative at The Peterson Company
Integrated Communications Assistant at Media Assembly
Logistics Consultant at Fifth Wheel Freight
Marketing Advertising Specialist at Biddergy.com
Marketing Analyst at April Bastyr Photography
Marketing Coordinator at Biggby Coffee
Marketing Intern at Crested Butte Mountain Resort
Media Associate at Starcom
Mortgage Loan Closer at Consumers Credit Union
Post-Production Video Editor
Programmatic Analyst at Starcom
Retail Sales Representative at USG

Survey Population

Graduates | Responses | Bachelor's | 36 | 32 (89%)

Continuing Education

Masters in Business Administration at VCU
Commonwealth University
Brandcenter
Specialist Program in Advertising and Promotion at Denver School of Advertising

Jade Bolden, BBA in advertising and promotion, 2019
Media Associate at Starcom

“Joining AdClub put me in contact with many in the advertising industry and gave me the opportunity to attend multiple advertising events. This opened up a door to be able to network with the right people. After all, it’s all about who you know.”
Business Administration (MBA)

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>78</td>
<td>92%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>5%</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 (32 responses).
- 89% were employed in Michigan.
- 92% had a job related to their degree.
- 82% were satisfied with their job.

Zach Barber
Master of Business Administration, 2020
eCommerce Marketplace Manager

“I appreciated the convenience, the positive relationships with professors, small classes, and the community involvement.”

“Grit has had the biggest impact on my success. You have to stick to the task at hand and know that it will get better and/or easier in the future.

Try to get as much work experience as possible during college. Internships and jobs loosely connected to your field of study will have a multiplicative effect on the value you get from your classes. You will walk away with much more than a degree!”

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>95</td>
</tr>
<tr>
<td></td>
<td>85</td>
</tr>
</tbody>
</table>
Business Administration (MBA)

Job Titles and Employers
Account Manager at JB Hunt
Americas Payroll Team Leader at Booking.com
Animal Resource Manager at WMU School of Medicine
Associate Manager of Relationship and Loyalty Marketing at Kellogg's
Business Analyst at TriSync Technologies
Business Analyst at Tekizma
Business Management Consultant at Z&A
Business Operations Practice Manager at Spectrum Health
Buyer at General Motors
Customer Experience Specialist at Kalsec
Customer Support Specialist at Streamline Healthcare Solutions
Director of Financial Planning and Investments at The Planning Group
District Sales Manager at Elanco Animal Health
Finance and Corporate Development at Challenge Manufacturing Company
Finance Representative at Stryker
Financial Analyst at Cascade Engineering
Financial Analyst at Dematic
Financial Analyst at Kellogg's
Financial Analyst at Stryker
Financial Business Systems Analyst – Senior Associate at Herman Miller
HR Generalist at Systex Products
Human Resource Coordinator at StaffBright
Industrial Engineer at Pratt and Whitney
International Admissions Counselor at WMU
Inventory Manager at Meijer
IT Business Analyst at Kadant Johnson
Lab Manager at Dairyland Laboratories
Lab Operations Associate at Charles River Laboratories
Lead Development QA Engineer at GE Aviation
Master Scheduler at Zoetis
MRP Consultant at Kellogg's
Pharmacy Supervisor at Mercy Health
Policy and Procedure Development Specialist at Amerifirst
Principal Management Engineer at Henry Ford Health System
Procurement Specialist at Insight Global
Product Analyst at Foremost Insurance
Professor of Economics and Business at Kellogg Community College
Program and Volunteer Coordinator at Grand Rapids Opportunities for Women
Project Engineer at Summit Polymers
Project Manager at Alnex
Purchase Specialist at Parker Hannifin
Purchasing Manager at Butterball Farms
Quality Manager at Middleville Tool and Die
Reimbursement Manager at Spectrum Health
Sales Support Engineer at Lanza Tech
Senior Cost Analyst at Precision Material Handling Equipment
Senior Financial Analyst at Eaton
System Specialist at WMU
Territory Manager at Reckitt Benckiser
Vice President of Marketing and Public Relations at Advia Credit Union
Warranty Systems Manager at Eaton

Kimberly Madsen
Master of Business Administration, 2020
Professor of economics and business at Kellogg Community College

"Complete your CliftonStrengths and other personality assessments early in your college life. Take every opportunity that is presented to you, and do it with excellence. Believe in yourself and never compromise your values and who you are. Always be kind and do the right thing, even if it means standing alone at times."
Business Information Systems

90% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Active Engaged</th>
<th>Count</th>
<th>Percent</th>
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<td>41</td>
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<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not Actively Engaged</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looking for work</td>
<td>5</td>
<td>10%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $60,000 to $65,000 (16 responses).
- 80% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

This report includes data from students who majored in computer information systems, business analytics, information security: CIS, and telecommunication and information management: business.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>68</td>
<td>48</td>
<td>(71%)</td>
</tr>
</tbody>
</table>

Magan Loll
Bachelor of Business Administration in computer information systems, 2020
EDI Analyst at Priority Health Insurance

“I appreciated being able to form relationships with my professors, who pushed me to do better and gave me solid advice on what I should do with my skills.”

“One of the best opportunities I had was tutoring for analytics classes in the business college. I was able to get to know other students and make quite a few close friends. It also provided an opportunity for me to further my analytical knowledge, develop technical skills in my field, and helped me develop the mindset for the job I have now. Tutoring helped confirm that analytics was the career direction that I wanted to take, and I learned new things from professors, who gave me great advice that helped me throughout my time at Western. I also had an internship with Streamline Healthcare Solutions, which introduced me to the world of healthcare and information technology. If it were not for this opportunity, I do not know that I would have even considered a career in this field of work. This internship provided me the chance to learn more while in a work environment rather than a classroom and helped develop my professional relationships as well.”
Business Information Systems

Job Titles and Employers
Analyst and Training Developer at ScimmageSim
Application Support Analyst at eoStar
Associate Data Analyst at SalesPage Technologies
Associate Engineer at Kellogg's
Associate Solutions Engineer at SalesPage Technologies
Business System Administrator at Depatie Fluid Power
Central Services Technician at Analytics
Client Systems Engineer at Epic
Cloud Systems Analyst at Streamline Healthcare Solutions
Computer Network Analyst at TSR Technologies
CTO/Information Security Manager at Portfolio Solutions
Cyber Security Analyst at Amerifirst
Cyber Security Consultant at Plante Moran
Data Integrity Analyst at Brookfield Properties
EDI Analyst at Priority Health Insurance
Helpdesk Specialist at Fuse Technology
Helpdesk Technician at Shift Digital
Information Technology Support Specialist at SOS Children's Villages
Internal Auditor at Walgreens Boots Alliance
IT Analyst at Innovative Software Solutions
IT Analyst at Ryder System
IT Help Desk Specialist at HeartcoR Solutions
IT Service Engineer at BP
IT Support Center Analyst at Meijer
IT Technician at WMU
Learning Management System Administrator at Perrigo
Registrar Data Analysis at Henry Ford Health System
Reporting Analyst at Equiq
Senior Human Resources Assistant at Amazon
Software Test Analyst at General Motors
Systems Specialist Sr. at WMU
Technology Specialist at PNC
Warranty Systems Analyst at Eaton

Chase Dechnik
Bachelor of Business Administration in computer information systems, 2020
Central Services Technician at Aunalytics

“I had an internship at my current employer, where I engaged in numerous different tasks and projects that make up the multiple duties of working at an MSP. This greatly demanded me to become versatile and learn skills on the go that helped me develop my ability to become adaptable in whatever was asked of me, be it in my comfort zone or not. The work environment was, and even still is, extremely encouraging and helpful in getting new IT skills under your belt to perform your job with more efficiency, which was such a tremendous help for someone still in college at the time.”
Digital Marketing and eCommerce

85% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th></th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>10</td>
<td>77%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>15%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>15%</td>
</tr>
</tbody>
</table>

Full-time Employment

- 88% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Job Titles and Employers

Assistant Brand Manager at Whirlpool
Digital Marketing Specialist at Lapp Tannehill
Digital Marketing Specialist at The Computer Guild
Grant Processor at Women’s Business Development Center
Marketing Strategist at Owl Computing
Social Data Analyst at General Motors

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>15</td>
<td>13</td>
</tr>
</tbody>
</table>

“The best thing about WMU was that school was no longer school – I was waking up excited to learn about a field I loved, with peers who had the same exact eagerness to learn.”
Finance

86% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
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<tr>
<td>Employed full time</td>
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<td>75%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>11</td>
<td>11%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>13</td>
<td>14%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>13</td>
<td>14%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $50,000 to $55,000 (34 responses).
- 80% were employed in Michigan.
- 95% had a job related to their degree.
- 97% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>142</td>
</tr>
</tbody>
</table>

Tyler Julien
BBA in accountancy and finance, 2020
Audit Staff at Plante Moran
“The professional experiences I’ve gained through an internship and campus employment were truly invaluable. Taking on the 2019 tax season with a local CPA firm allowed me to employ knowledge gained in the classroom and test my fit within my chosen field. Working as Program Assistant for the Sanford Center for Financial Planning and Wellness, as well as an Undergraduate Research Assistant in the Department of Finance and Commercial Law presented me with the challenges and the support I needed to push my limits.”

Victor Perez
BBA in finance, 2020
Associate Participant Services Administrator at Greenleaf Trust
“Having the opportunity to be an Orientation Student Leader provided me with great learning, more confidence to step out of my comfort zone, and taught me how to become a leader within a team setting. I also had the opportunity to intern at Greenleaf Trust prior to joining full time, which allowed me to utilize all of the tools/practices I learned at Western and immediately translate them into the field.”
Finance

Job Titles and Employers

Accountant at Eaton
Accounting Manager at Reliable Management Systems
Appraisal Trainee at Appraiz-it
Assurance Staff at Plante Moran
Business Operations Associate at Populus Group
Business Sales and Services Representative at PNC
Core Service Consultant at PNC
Credit Analyst at First National Bank of Michigan
Credit Specialist at Comerica Bank
Development Program Associate at Ford Credit
Election Coordinator and Document Manager at Charter Township of Kalamazoo
Finance Specialist at Arbor Financial Credit Union
Finance Specialist at First National Bank of Michigan
Financial Advisor at Edward Jones
Financial Advisor at Florida Financial Advisors
Financial Advisor at Plante Moran
Financial Advisor at Rose Street Advisors
Financial Analyst at Bannel Health
Financial Analyst at Owens-Illinois
Financial Analyst at Stryker
Financial Consultant at AXA Equitable
Financial Planning Assistant at Zhang Financial
Financial Reporting Specialist at Amerifirst
Financial Services Rep at Mass Mutual Great Lakes
Group Controller at Frost Brands
Internal Auditor at KPEP
Key Account Manager at Zalora Group
Legal Assistant at Kreis Enderle
Management Trainee at CIMB Niaga
Operations Assistant at Guaranteed Rate
Operations Specialist at Morgan International
Plant Financial Analyst FLDP at Eaton
Procurement Representative at Lockheed Martin
Program Manager at Amazon
Project Finance Analyst at Weldy-Lamont Associates
Registered Rep of PFS Investments at Primerica
Securities Processing Specialist at Rockit Solutions
Senior Underwriter at United Shore
Service Administrator at Alta Equipment Company
Service Administrator at Epredia
Staff Accountant at Plante Moran
Tax Associate at BDO
Underwriter at United Wholesale Mortgage
Wealth Management Analyst at PNC

Continuing Education

Certificate in Applied Statistics at WMU
Masters in Accountancy at WMU
Masters in Business Administration at WMU

Kyle Krupp
BBA in finance, 2020
Internal Auditor at Owens

“Internships are the most important to being marketable to employers. Every internship, good or bad, can be used as a learning tool. Do not put off getting internships. Start applying for them during your freshman year and throughout college. Even if the job description lists a specific grade level, some companies will still accept you.”

Max Murphy
BBA in personal finance, 2020
Financial Advisor at Plante Moran

“Involvement during my college career has had a great impact on preparing me for the professional world. As a freshman I was involved in four different business organizations on campus, and they have truly shaped me into the professional I am today.”
Food & Consumer Package Goods Marketing

97% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
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<tbody>
<tr>
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<tr>
<td>Employed full time</td>
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<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 $50,000 to $55,000 (15 responses).
- 54% were employed in Michigan.
- 97% had a job related to their degree.
- 93% 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>45</td>
</tr>
</tbody>
</table>

Garrett Fedewa
BBA in food and consumer packaged goods marketing, 2020
Field Sales Representative at Mike’s Hard Lemonade

“I had multiple on-campus jobs and internships, which prepared me for my career. The Food Marketing Program and the Food Marketing Association (FMA) presented with countless opportunities to connect on a personal level with employers, go to industry conferences, and hold executive board positions in FMA. I was also involved in Delta Sigma Pi. Getting connected with several people in all academic majors helped me get a good understanding of where I fit best professionally, and how to network. I consider my involvement in these organizations to be what transitioned me from a young, immature, college kid to a well-rounded professional.”

“The best thing about WMU was being able to complete real projects and present them to companies, networking with companies within the industry, and growing as a professional throughout the years.”
Food & Consumer Package Goods Marketing

Job Titles and Employers
Associate Business Manager at Daymon
Associate Category Development Analyst at Hormel Foods
Business Analyst at Meijer
Consumer Insights and Category Growth Analyst at KeHE Distributors
Consumer Product Sales Rep at Hormel Foods
Customer Operations Coordinator at Coyote Logistics
Field Sales Representative at Mike's Hard Lemonade
Human Resources Assistant at CMU Medical Education Partners
Junior Trade Marketing Analyst at Air Wick at RB
Leadership Program Associate at KeHE Distributors
Logistics Account Executive at Total Quality Logistics
Management Trainee at Sherwin-Williams
Managing Partner at The Fashion Connection
Merchandiser at Great Lakes Wine and Spirits
Merchandiser at Imperial Beverage
Retail Sales Representative at Hershey's
Sales Associate/Assistant Buyer at JC Licht Paint
Sales Consultant at Great Lakes Wine and Spirits
Sales Management Associate at PepsiCo
Sales Representative at Great Lakes Wine and Spirits
Sales Representative at Hershey's
Sales Representative at Hormel Foods
Sales Representative at Kellogg's
Sales Representative at Molson Coors Beverage Company
Sales Service Representative at Mondelez International
Territory Sales Manager at Reckitt Benckiser

Continuing Education
Masters in Business Administration at WMU

Justin Sultini
BBA in food and consumer packaged goods marketing, 2020
Consumer Product Sales Representative at Hormel Foods

“Being on the executive boards for the Food Marketing Association gave me the opportunity to showcase my leadership skills and as develop them to a higher level. It also allowed me to interact more with the professors and recruiters, which allowed me to build relationships with potential future employers.”
Human Resource Management

91% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>33</td>
<td>75%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>6</td>
<td>14%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>9%</td>
</tr>
</tbody>
</table>

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
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<tbody>
<tr>
<td>Bachelor’s</td>
<td>59</td>
</tr>
<tr>
<td></td>
<td>44</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $35,000 to $40,000 (9 responses).
- 90% were employed in Michigan.
- 83% had a job related to their degree.
- 80% were satisfied with their job.

“WMU professors encouraged me to chase my dreams even when I thought I couldn’t reach them.”

Job Titles and Employers

- Business Analyst at Meijer
- Client Coordinator at Visiting Angels of SW MI
- Customer Service Representative at PNC
- Customer Service Representative at Thetford
- Event Manager at Oak Management
- Executive Assistant at Quicken Loans
- Honda Product Specialist at Gail and Rice
- HR Administrative Assistant at II Stanley
- HR Administrative Assistant at Family Health Center
- HR Assistant at Easypak
- HR Coordinator at Axios HR
- HR Coordinator at Berkshire eSupply
- HR Coordinator at Sara Lee
- HR Coordinator at Summit Polymers
- HR Specialist at Amerifirst
- Human Resources Coordinator at ProQuest
- Human Resources Generalist at U.S. Government
- Lead Customer Service Representative at Stryker
- Manager at Klotz Family Farms
- Marketing Coordinator at Reynolds American
- Merchandiser at Imperial Beverage
- Production Supervisor at FEMA Corporation
- Recruiter at Aerotek
- Recruiter at LaSalle Network
- Senior HR Assistant at Amazon
- Training and Culture Coordinator at Arbor Financial Credit Union

Continuing Education

- Masters in Human Resources and Industrial Relations at University of Minnesota
- Masters in Human Resources at University of Illinois
- Masters in Labor Relations at Cornell University
- Masters in Labor Relations at Michigan State University

Rodney Bell
Bachelor of Business Administration in human resource management, 2020
Business Analyst at Meijer

“Internships provided me with the necessary information that propelled me to my first job at Meijer. Having internships in different fields gave me a wide perspective of what I wanted to do with my career by realizing what exactly I needed to do to get in position for the job I wanted.”
Integrated Supply Management

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>72</td>
<td>95%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>71</td>
<td>93%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>4</td>
<td>5%</td>
</tr>
</tbody>
</table>

**Full-time Employment**
- Median salary was $50,000 to $55,000 (44 responses).
- 77% were employed in Michigan.
- 96% had a job related to their degree.
- 89% were satisfied with their job.

**Survey Population**

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>95</td>
</tr>
<tr>
<td></td>
<td>76</td>
</tr>
<tr>
<td></td>
<td>(80%)</td>
</tr>
</tbody>
</table>

John Hayward, BBA in ISM, 2020
**TRACK Rotational Development Program at General Motors**
“I had two internships, which helped me accelerate career development, expand my network, and gave me a flavor of what life after college will look like. I also had close relationships with a lot of my professors, which enabled me to get more out of their classes and opened doors for me. I also had few mentors that are outstanding leaders in the ISM field, which has been a tremendous help.”

Ryan Helm, BBA in ISM, 2020
**Procurement Operations Specialist at Navistar International**
“I had two internships, which greatly impacted my career development, allowing me to grow as a leader, develop my professional communication and project management. I also served on executive boards for the Supply Chain Management Association, and Delta Sigma Pi: Epsilon Omicron Chapter, which gave me endless professional connections.”

Emily Wood, BBA in ISM, 2020
**Buyer at Humphrey Products**
“At WMU I worked as Student Ambassador for the office of admissions, which helped me become more confident in public speaking, allowed me to share my passion for WMU, and create relationships with students and their families. I also participated in a co-op, which was essential to my success as a young professional. My business fraternity, Delta Sigma Pi (DSP) was truly the reason I was able to succeed throughout the past four years. DSP taught me how to make professional relationships throughout the college of business, across different majors, and throughout multiple industries. The added brotherhood I found within the people there are truly what kept me going, even during stressful times as a student.”
Integrated Supply Management

Job Titles and Employers

Account Executive at Level Data
Account Manager at PECO Pallet
Annual Procurement Representative at Fifth Wheel Freight
Area Manager at Amazon
Associate Buyer at Epredia
Associate Buyer at Getman
Associate Supply Planner at Epredia
Associate Warehouse Supervisor at Medline Industries
Business Intelligence Specialist at Eaton
Buyer/Planner at Humphrey Products
Buyer at Flowserv
Buyer at Jac Products
Buyer at Signode
Buyer at Wirtz Manufacturing
Capacity and Constraint Analyst at FCA
Consultant at Baker Tilly
Customer Operations Representative at Coyote Logistics
Customer Service Coordinator at Bulmann Dock & Lift
Demand Planner at KeHE Distributors
Engineering Assistant at Summit Polymers
Global Supply Chain Leadership Development at Whirlpool
Impact Leadership Team Member at Patrick Industries
Inventory Management Supervisor at Logistics Insight
Inventory Manager at Middle Eastern Appetite
Leadership Development Program at Ryder System
Logistic Analyst at Hino Motor Sales
Logistics Consultant at Fifth Wheel Freight
Logistics Management Specialist at NAVSEA
New Product Introduction Program Manager at Dell
Operational Buyer at Proos
Operations Manager at Target
Procurement at General Motors
Procurement Operations Specialist at Navistar
Procurement Representative at L3HARRIS
Procurement Representative at Lockheed Martin
Procurement Specialist at Diageo North America
Production Control Specialist at Michigan Automotive Compressor
Production Control Specialist at TRMI
Production Control Supervisor at Prab
Production/Material Manager at MS Metal Solutions
Project Manager at Metal Flow Corporation
Purchasing FCG at Ford Motor Company
Quality Analyst at Universal Logistics Holdings
Route Supervisor at Universal Logistics
Senior Logistics Coordinator at Stryker
Senior Rep of Supply Chain and Logistics at Whirlpool
Spend Analyst at Stryker
Staff Consultant at Baker Tilly
Supply Chain Analyst at CJ Logistics dba DSC Logistics
Supply Chain Leadership Development Associate at Parker Hannifin
Supply Chain Representative at Marathon Petroleum
Supply Chain Rotational at Dow Chemical
Supply Chain Rotational Program at General Motors
TRACK Rotational Program at General Motors
Warehouse Operations Supervisor at Universal Logistics Holdings
Worldwide Procurement Analyst at Apple

Continuing Education

Masters in Industrial and Operations Engineering at University of Michigan

Conner Stager, BBA in ISM, 2020, Manager Trainee at JB Hunt Transportation

“My internship with Parker Hannifin gave me the opportunity to work in different areas of the supply chain department and learn the everyday life of a supply chain professional. Also, I completed various problem-solving projects that helped increase my supply chain knowledge. In addition, Delta Sigma Pi: Epsilon Omnicron Chapter gave me the resources and opportunities to work on my professional skills to be able to bring them into the working world.”

Madison Thurston, BBA in IS, 2020

Supply Chain Representative at Marathon Petroleum

“I was able to participate in two internships, which allowed me to use what I learned in class simultaneously while working. My mentors pushed me to try new things, push forward on challenges, and to be myself. Also, the resources such as The Zhang Career Center, WMU Signature, SPuRS, Greek Community made a huge impact on my career and me prepared to take on this next chapter of my life.”
Management

93% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>71</td>
<td>85%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>7</td>
<td>8%</td>
</tr>
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</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>6%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $50,000 to $55,000 (30 responses).
- 81% were employed in Michigan.
- 95% had a job related to their degree.
- 90% were satisfied with their job.

Survey Population

This report includes data from students who majored in management, leadership and business strategy, and entrepreneurship.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>120</td>
</tr>
<tr>
<td></td>
<td>84</td>
</tr>
</tbody>
</table>

Francisco Jose Hernandez Micheli
Bachelor of Business Administration in management, 2020
Technical Director's Assistant at Professional Dominican Baseball League

"Being able to work for WMU's Athletics Department as a Mid-American Conference Intern permitted me to develop my research-driven techniques and allowed me to fully adapt to a different culture by diversifying myself into other sports disciplines, besides baseball. Having the opportunity to get in touch with a D1 Intercollegiate Athletics Department improved by communication and relationship building skills and shaped me into the professional that I am today. Not to mention that being part of the WMU's Sport's Business Association founding committee was a thrilling experience of its own as it permitted me to establish new strategic ways of building a brand from scratch."

“I loved the team player culture. The support of one another here is outstanding – from students to faculty and staff to Kalamazoo being united. The atmosphere here is special. I took pride in it.”
Management

Job Titles and Employers
Account Manager at Coast Incorporated
Account Representative at CDW-G
Accounting Manager at AGO Citgo
Analyst and Training Developer at ScimmageSim
Assistant Program Manager at Speedrack Products Group
Assistant Property Manager at Edward Rose and Sons
Assistant Property Manager at Urban Apple
BH Admin/Finance at Whirlpool
Broker at Melissa Siegal Group
Business Intelligence Lead at Brunswick Boat Group
Dealer Operations Analyst at Entrega Systems Group
Director of Operations at Char Berry
Director of Strategic Initiatives at Primera Plastics
Financial Advisor at Wells Fargo Advisors
Financial Advisor at Plante Moran
Financial Representative at Northwestern Mutual
General Manager at Subway
Hangar Coordinator at Duncan Aviation
Help Desk Supervisor at WMU
Human Resources Generalist at Whirlpool
Inside Sales Representative at Donn Palms
Inside Sales Representative at VMware
Launch Sales Representative at Western Digital
Marketing/Brand Associate at C2Dx
National Account Manager at Nolan Transportation
National Account Representative at Arrive Logistics
Operations Manager at Conlee Oil Company
Planner at Parker Hannifin
Quality Manager at Alro Steel
Recruiter at Insight Global
Regional Manager of Training at Spectrum Health
Risk Intelligence Consultant at Deloitte & Touche
Sales Development Representative at Service Express
Senior Analyst Sales Planning at Kellogg's
Senior Project Analyst at Whirlpool
Service Coordinator at Steensma Lawn and Power Equipment
Support Technician at Synology America Corporation
Team Lead at Zoetis
Technical Director's Assistant at Professional Dominican Baseball League
Tournament Director at Ethereal Discs

Continuing Education
Doctorate in Law at Michigan State University
Masters in Business Administration at University of Illinois
Masters in Business Administration at WMU
Marketing

91% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>61</td>
<td>87%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</td>
<td>4%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>6</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>6</td>
<td>9%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $40,000 to $45,000 (21 responses).
- 75% were employed in Michigan.
- 92% 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>Bachelor's</td>
<td>102</td>
</tr>
<tr>
<td></td>
<td>70 (69%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Account Manager at Fastenal Company
Account Manager at NTG
Advertising Specialist at Blue Wheel Media
Associate Account Representative at CDW-G
Brand Specialist at Honor Credit Union
Brand Team Member at Target
Business Development Analyst at Protective Industrial Polymers
Business Development Manager at Factory Plans
Zeigler Auto
Corporate Sales Development Consultant at PNC
CSP at H&R Block
CSR at Covenant Eyes
Digital Marketing Specialist at Logical Position
Digital Marketing Specialist at The Computer Guild
Ecommerce Associate at D&R Sports Center
Ecommerce Data Manager at SAF Holland
Entry-Level Sales Rep at Capstone Consultants
Insurance Account Representative at State Farm
Logistics Broker-Account Manager at Nolan Transportation
Major Account Executive at Detroit Disposal and Recycling
Management Trainee at CED Greentech East
Management Trainee at Enterprise Holdings
Marketing Assistant at Charles River Laboratories
Marketing Associate at Joey Mattress
Marketing Lead at Chick Fil A
Marketing Manager at Quality Import Service
Marketing Strategist at Dsco.io
Marketing Supervisor at Black Rock
P&C Account Manager at Ally Financial Services
Recruiter at Eight-Eleven Group
Recruiter at Insight Global
Risk Intelligence Consultant at Deloitte & Touche
Sales Associate at Common Sail Investment Group
Sales Associate/Inventory Manager at Metro Imports
Sales Associate/Inventory Manager at Sherwin-Williams
Sales Development Representative at Zoominfo
Sales Representative at Kellogg’s
Sales Representative at 2313 Inc.
Service Advocate at Farmers Insurance
Social Media Marketing Specialist at Amplify Marketing and Event Planning
UIA Contractor at the State of Michigan

Continuing Education

Doctorate in Law at University of Alabama
Masters in Market Research at Michigan State University
Masters in Marketing Research at Michigan State University

“The staff and faculty were amazing, always willing to help and prepare students for our professions in the real world.”
Sales and Business Marketing

98% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>52</td>
</tr>
<tr>
<td>Employed full time</td>
<td>52</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 $50,000 to $55,000 (31 responses).
- 69% were employed in Michigan.
- 96% had a job related to their degree.
- 94% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>70 53 (76%)</td>
</tr>
</tbody>
</table>

Chyna Dandridge  
BBA in sales and business marketing, 2019  
Client Manager at Cigna

“The things I’ve done outside of the classroom have greatly impacted my career path. I was a member of multiple RSOs most specifically Phi Chi Theta, where I was given many opportunities to network and connect with other business professionals. I also attended the National Sales Network Student Conference, where I landed two roles with Fortune 100 companies. I landed an internship with Pepsico for two summers and my full-time role at Cigna.”
Sales and Business Marketing

Job Titles and Employers

Account Executive – Sales at Medasource
Account Manager at Gillco Ingredients
Account Manager at Allstate
Account Manager at Nolan Transportation
Account Manager at VDA Labs
Associate Account Manager at Collabera
Associate Sales Executive at HUB International
Business Development Executive at ACP Technologies
Carrier Sales Representative at Coyote Logistics
Client Manager at Cigna Health
Client Relations Associate at StructureTec
Customer Relationship Management Specialist at Sport View Technologies
Direct Sales Representative at Spectrum/Charter Communications
Executive Team Leader at Target
Field Sales Representative at E&J Gallo
Financial Services Representative at Mass Mutual Great Lakes
Inside Sales at Zeeland Lumber and Supply
Inside Sales Representative at VMware
IT Recruiter at Brooksource
Launch Sales Representative at Western Digital
Management Trainee at Cintas
Marketing Coordinator at IPX 1031
Marketing Specialist at MiEN Environments
Realtor at ReMax
Recruiter at KellyMitchell Group
Retention Sales Associate at Spectrum
Sales Associate at Velocity EHS
Sales Associate at Gartner
Sales Consultant at Paychex
Sales Development Rep at Service Express
Sales Development Representative at Level Data
Sales Development Representative at LumApps
Sales Execution Representative at Whirlpool
Sales Rep at Great Lakes Wine and Spirits
Sales Representative at Mylan Pharmaceutical
Sales Representative at Allstate
Sales Representative at Cintas
Sales Support at Fastenal Company
Sales Support Specialist at United Shore
Service Consultant and Sales Representative at Chrysler
Territory Manager at Hormel Foods

Kelly Burns
BBA in sales and business marketing, 2020
Technical Recruiter at KellyMitchell Group

“I did two summer internships with Coyote Logistics in Chicago. Coyote is an amazing company, and I learned a lot about what working in the business world is like as well as being in a fast-paced environment.

Being in a sorority definitely helped give me with the resources and guidance of what path I wanted to take.”
College of Health and Human Services

Alcohol and Drug Abuse ......................... 154
Blindness and Low Vision Studies .......... 155
Healthcare Services and Sciences ........... 156
Integrative Holistic Health and Wellness ... 158
Interdisciplinary Health Sciences .......... 159
Nursing ............................................. 160
Occupational Therapy ......................... 162
Physician Assistant ............................. 163
Public Health .................................... 164
Social Work ..................................... 165
Speech Pathology and Audiology .......... 167
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>371</td>
<td>64%</td>
<td>152</td>
</tr>
<tr>
<td>Employed part time</td>
<td>13</td>
<td>2%</td>
<td>5</td>
</tr>
<tr>
<td>Continuing education</td>
<td>156</td>
<td>27%</td>
<td>134</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>36</td>
<td>6%</td>
<td>14</td>
</tr>
<tr>
<td>Looking for work</td>
<td>32</td>
<td>5.5%</td>
<td>12</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>4</td>
<td>0.5%</td>
<td>2</td>
</tr>
</tbody>
</table>

Survey Population
The Post-Graduation Activity Survey was sent to all of the 763 students who earned a degree from the College of Health and Human Services between August 2019 and June 2020.

<table>
<thead>
<tr>
<th>All CHHs degrees</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>416</td>
<td>305</td>
</tr>
<tr>
<td>Master’s</td>
<td>312</td>
<td>246</td>
</tr>
<tr>
<td>Doctoral</td>
<td>13</td>
<td>12</td>
</tr>
<tr>
<td>Postbaccalaureate Certificate</td>
<td>22</td>
<td>15</td>
</tr>
</tbody>
</table>

Salary Ranges for Full-Time Employment

<table>
<thead>
<tr>
<th>All CHHS</th>
<th>25th percentile</th>
<th>50th percentile</th>
<th>75th percentile</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>$35,000-$40,000</td>
<td>$50,000-$55,000</td>
<td>$55,000-$60,000</td>
<td>74</td>
</tr>
<tr>
<td>Graduate</td>
<td>$40,000-$45,000</td>
<td>$50,000-$55,000</td>
<td>$76,250-$81,250</td>
<td>104</td>
</tr>
</tbody>
</table>
Health and Human Services – All

Full-time Employment

- Median salary was $50,000 to $55,000 (178 responses).
- 88% had a job in Michigan.
- 95% had a job related to their degree.
- 90% were satisfied with their job.

Top Employers

<table>
<thead>
<tr>
<th>Ascension</th>
<th>Hope Network</th>
<th>Munson Medical Center</th>
<th>Sparrow Health System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bethany Christian Services</td>
<td>InterAct of Michigan</td>
<td>Oaklawn Hospital</td>
<td>Spectrum Health</td>
</tr>
<tr>
<td>Bronson</td>
<td>KPEP</td>
<td>Pine Rest</td>
<td>St. Joseph Mercy Hospital</td>
</tr>
<tr>
<td>Family Outreach Center</td>
<td>Lakeland Health</td>
<td>Samaritas</td>
<td>State of Michigan</td>
</tr>
<tr>
<td>Henry Ford Health System</td>
<td>Mercy Health</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Continuing Education

- 27% of health and human services respondents are pursuing further education.
- After graduation, 73% are pursing master’s degrees, 10% doctoral degrees, 8% are studying for licensure/board exam, 5% are pursuing bachelor’s degrees, 1% professional schools, 1% certification program, and 1% additional classes.
- 77% are continuing education at WMU, and the remaining 23% will attend 21 different institutions.

Experiential Education

- 84% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 62% had a job where they applied what they were learning in the classroom.
- 44% worked on a project that took a semester or more to complete.
- 35% were very active in extracurricular activities and organizations.

Top Internship Employers

<table>
<thead>
<tr>
<th>Ascension</th>
<th>Communities In Schools</th>
<th>KRESA</th>
<th>Sparrow</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bethany Christian Services</td>
<td>Gryphon Place</td>
<td>Leader Dogs for the Blind</td>
<td>Spectrum Health</td>
</tr>
<tr>
<td>Bronson</td>
<td>Kalamazoo County</td>
<td>Mercy Health</td>
<td>State of Michigan</td>
</tr>
<tr>
<td>Calvin College Rehab Clinic</td>
<td>Kalamazoo Public Hospitals</td>
<td>NovaCare Kids Therapy</td>
<td>War Memorial Hospital</td>
</tr>
<tr>
<td>Center for Disability Services</td>
<td>Kentwood Public Schools</td>
<td>People of Change</td>
<td>WMU</td>
</tr>
<tr>
<td>Children Advocacy Center</td>
<td></td>
<td>Portage Public Schools</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>YWCA</td>
</tr>
</tbody>
</table>

Experiences at WMU

- 96% had at least one instructor who made them excited about learning.
- 93% felt that their instructors cared about them as a person.
- 67% 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.

97% of health and human services graduates completed at least one experiential education activity.
CHHS – Undergraduate

Full-time Employment
- **Median salary** for undergraduate degree recipients in CHHS was $50,000 to $55,000 (74 responses).
- 93% had a job in Michigan.
- 97% had a job related to their degree.
- 89% were satisfied with their job.

Top Employers
- Ascension
- Bronson
- Henry Ford Health System
- Lakeland Health
- Munson Medical Center
- Samaritas
- Sparrow Health System
- Spectrum Health

Experiential Education
- 78% had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- 63% had a job where they applied what they were learning in the classroom.
- 42% worked on a project that took a semester or more to complete.
- 44% were very active in extracurricular activities and organizations.

95% of health and human services undergraduates completed at least one experiential education activity

Experiences at WMU
- 93% had at least one instructor who made them excited about learning.
- 95% felt that their instructors cared about them as a person.
- 57% 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.

“WMU gives the perfect college experience while maintaining the close-knit community feel. The campus is unlike any other. I am so proud to be a Bronco for life!”
CHHS – Graduate

Full-time Employment
- **Median salary** for graduate degree recipients in CHHS was $50,000-$55,000 (104 responses).
- **85%** had a job in **Michigan**.
- **94%** had a job **related** to their degree.
- **91%** were **satisfied** with their job.

Top Employers
- Ascension
- Bronson
- Family Outreach Center
- Hope Network
- Kalamazoo Probation Enhancement Program (KPEP)
- ProtoCall Services
- Oaklawn Hospital
- Pine Rest
- Spectrum Health
- State of Michigan

Experiential Education
- **90%** had an internship, co-op, practicum, or field experience where they applied what they were learning in the classroom.
- **62%** had a job where they applied what they were learning in the classroom.
- **45%** worked on a project that took a semester or more to complete.
- **27%** were very active in extracurricular activities and organizations.

Experiences at WMU
- **99%** had at least one instructor who made them excited about learning.
- **92%** felt that their instructors cared about them as a person.
- **76%** 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 part about WMU is the family-like atmosphere. Professors genuinely care about what you do, and how you are progressing in the profession and educationally. They make learning fun, enjoyable, and make you feel right at home. The students in my cohort made my experience amazing. Having other people to fall back on when you need help or are struggling is a great reassurance to have. It takes away stress that comes from a graduate program.”
93% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>11</td>
<td>73%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>13%</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>7%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $45,000 to $50,000 (6 responses from 2018-19 & 2019-20).
- 100% were employed in Michigan.
- 100% had a job related to their degree.
- 50% were satisfied with their job.

Job Titles and Employers

- Group Therapist at Personalized Nursing Light House
- 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 Muskegon Family Care
- Therapist at West Michigan Comprehensive Treatment Center

Survey Population

<table>
<thead>
<tr>
<th>Certificate</th>
<th>Graduates</th>
<th>Responses</th>
<th>count</th>
<th>percent (65%)</th>
</tr>
</thead>
</table>
Blindness and Low Vision 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>18</td>
<td>85%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>10%</td>
</tr>
<tr>
<td>Military service</td>
<td>1</td>
<td>5%</td>
</tr>
</tbody>
</table>

"Professors cared about me as a person first and as a student second. They helped me navigate through distance learning and on-campus learning. As a non-traditional student I enjoyed my time with great professors, lifelong friends, and the knowledge I need to get started in this field."

Full-time Employment

- Median salary was $55,000 to $60,000 (13 responses).
- 50% were employed in Michigan.
- 94% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

This report includes data from students in orientation/mobility for children, orientation and mobility, and vision rehabilitation therapy.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>31</td>
<td>21</td>
<td>(68%)</td>
</tr>
</tbody>
</table>

Job Titles and Employers

- Blind Rehabilitation Specialist at Gulf Coast Veteran Healthcare System
- Blind Rehabilitation Specialist at Long Beach VA Healthcare System
- Blind Rehabilitation Specialist at Louis Stokes Cleveland VA Medical Center
- Blind Rehabilitation Specialist at Ralph H. Johnson VA Medical Center
- Care Coordinator at Addiction Treatment Services
- Certified Orientation and Mobility Specialist at Leader Dogs for the Blind
- Dead-Blind Specialist at Helen Keller National Center
- Multiple Disabilities Elementary Classroom Teacher for the Blind and Visually Impaired at The Ohio State School for the Blind
- O&M Specialist at Milwaukee Public Schools
- TCVI at Macomb ISD
- Teacher for the Visually Impaired and O&M Specialist at KRESA
- Teacher for the Visually Impaired at Lafourche Parish
- Technology Instructor at New Mexico Commission for the Blind Orientation Center
- Visual Rehabilitation Teacher at the State of Michigan
Healthcare Services and Sciences

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>48</td>
<td>52%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>36</td>
<td>39%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>7</td>
<td>8%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>7</td>
<td>8%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary was $30,000 to $35,000 (19 responses).
- 95% were employed in Michigan.
- 93% had a job related to their degree.
- 65% 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>132</td>
</tr>
</tbody>
</table>

Jaime Richardson
Bachelor of Science
in health services and sciences-OT, 2020
Future Occupational Therapist

“There were many people that helped prepare me for my career. My professors and fellow classmates were a major part of my educational experience. My professors are all extremely knowledgeable in the field, and I felt that they cared about me as a person, student, and future OT. My classmates are all extremely hard working and passionate people who inspire me to learn and grow in my career while enjoying the ride along the way with the friendships we have built.”
Healthcare Services and Sciences

Job Titles and Employers

Administrative Assistant to Executive Director of IT at Sparrow Health System
Applied Behavior Analysis Therapist at Hopebridge Autism HCA at Ionia County ISD
Behavioral Health Technician at Autism Centers of Michigan
Behavioral Technician at Autism Spectrum Therapies
CAN at Beachwood Manor
Care Assistant at Heritage Community of Kalamazoo
Caregiver at StoryPoint
Certified Occupational Therapy Assistant at Sava Senior Care
Client Care Coordinator at Wellsbrooke Home Health Care
Clinical Coordinator at Consultants in Ophthalmic & Facial Plastic Surgery
Clinical Manager at Alliance Health Professionals
CMA Clinical Trainer at DAYONE Family Healthcare
CTE Teacher of Health Science at L’Anse Creuse Public Schools
Customer Service Representative at Spectrum Health
Deputy Sheriff at Van Buren County Sheriff's Office
Direct Support Professional at ROI

Director of Recruiting at Beacon Specialized Living
Health Care Analyst at Trinity Health
Home Care Provider at Center for Disability Services
Home Health Aid at QCI Healthcare
Medical Administrative Assistant at Henry Ford Health System
Medical Receptionist/Tech at Johnston Eye Care
Medical Scribe at iScribeMD
Microbiology Lab Assistant at KVCC
Nursing Support Associate at Spectrum Health
Office Coordinator at Adult & Pediatric Ear, Nose and Throat
Office Operations Assistant at Ascension
Pathology Laboratory at Mercy Health
PCA Department Coordinator at Senior Care Partners P.A.C.E.
Permanent Housing Specialist at Every Woman’s Place
Physician Office Coordinator at Bronson
Recreation Activity Assistant at Heartland Oakland Health Care Center
Services Specialist at the State of Michigan
Site Coordinator at Upward Bound Van Buren
Social Work Support Staff at Samaritas

Continuing Education

Bachelors in Nursing at Resurrection University
Certification in Healthcare Administration at Grand Rapids Community College
Doctorate in Law at Indiana University
Doctorate in Medicine at Michigan State University
Doctorate in Occupational Therapy at University of Michigan
Doctorate in Physical Therapy at WMU
Masters in Educational Leadership at WMU
Masters in Healthcare Administration at Ferris State University
Masters in Healthcare Administration at Grand Valley State University
Masters in Medicine at University of Findlay
Masters in Medicine at WMU
Masters in Occupational Science and Therapy at Grand Valley State University
Masters in Occupational Therapy at Carroll University
Masters in Occupational Therapy at Saginaw Valley State University
Masters in Occupational Therapy at WMU
Masters in Physician Assistant at University of Michigan
Masters in Physician Assistant at WMU
Masters in Psychology at WMU
Masters in Public Health at WMU
Integrative Holistic Health and Wellness

91% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actively Engaged</td>
<td>10</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6</td>
</tr>
<tr>
<td>Employed part time</td>
<td>1</td>
</tr>
<tr>
<td>Continuing education</td>
<td>3</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

- 40% were employed in Michigan.
- 50% had a job related to their degree.
- 67% were satisfied with their job.

Job Titles and Employers

- Administrative Assistant III at Wayne State University
- Childbirth Educator at Unity Point Health
- Clinical Dietitian at Sentara Healthcare
- Disinfectant Specialist at Ecolab
- Team Lead at Follett Higher Education Group

Continuing Education

- Doctorate in Interdisciplinary Health Sciences at WMU
- Doctorate in Psychology at Liberty University

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>11</td>
</tr>
</tbody>
</table>

“The best thing about WMU was the learning and exploration with incredible instructors, great learning materials, and interesting classmates.”
Interdisciplinary Health Sciences

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

- Median salary was $100,000 to $105,000 (5 responses).
- 41% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Assistant Professor at Grand Valley State University
Assistant Professor at WMU
Executive Director/CEO at St. Ann’s Home
Master Faculty Specialist at WMU
Occupational Therapist at Spectrum Health
Senior Occupational Therapist at Rush University Medical Center

Cara Masselink
Ph.D. in interdisciplinary health sciences, 2019
Assistant Professor at Western Michigan University

“Involvement in graduate and research assistant programs taught me additional teaching and research skills outside of the classroom that supplemented my coursework. Dr. Ben Atchison, past chair of the occupational therapy program, and Dr. Linda Shuster, who served as chair of my dissertation, were advocates and supporters as I went through my masters and PhD program.”
Nursing

99% 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>80</td>
<td>92%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>1%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for undergraduate degrees was $50,000 to $55,000 (47 responses).
- Median salary for graduate degrees was $45,000 to $50,000 (5 responses from 2018-19 & 2019-20).
- 90% were employed in Michigan.
- 100% had a job related to their degree.
- 100% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>140</td>
<td>96 (69%)</td>
<td></td>
</tr>
<tr>
<td>Bachelor's (2019-20)</td>
<td>134</td>
<td>92 (69%)</td>
<td></td>
</tr>
<tr>
<td>Master's (2018-19 &amp; 2019-20)</td>
<td>11</td>
<td>9 (100%)</td>
<td></td>
</tr>
</tbody>
</table>

Brianna Bolinger
Bachelor of Science in Nursing, 2020
Registered Nurse at Eskenazi Health in Indianapolis, IN, Richard M. Fairbanks Burn Center

"I had an externship at Bronson Methodist Hospital in the Trauma Care Unit. My externship allowed me to practice my clinical skills while gaining experience I wouldn't otherwise have had until post-graduation. I now feel more confident in myself entering the field. Volunteering for different organizations close to the specialty I wanted to focus on allowed me and my passion to stand out next to other applicants."
# Nursing

## Job Titles and Employers

<table>
<thead>
<tr>
<th>Title</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>BSN at Bronson</td>
<td></td>
</tr>
<tr>
<td>CAN Instructor at Goodwill Industries of Greater Grand Rapids</td>
<td></td>
</tr>
<tr>
<td>Clinical Nurse at Beaumont Health</td>
<td></td>
</tr>
<tr>
<td>Emergency Department RN at Ascension</td>
<td></td>
</tr>
<tr>
<td>Emergency Department RN at Bronson</td>
<td></td>
</tr>
<tr>
<td>Emergency Room Nurse at Bronson</td>
<td></td>
</tr>
<tr>
<td>Emergency Room Registered Nurse at Bronson</td>
<td></td>
</tr>
<tr>
<td>Graduate Nurse at AdventHealth Central Florida</td>
<td></td>
</tr>
<tr>
<td>Graduate Nurse at Ascension</td>
<td></td>
</tr>
<tr>
<td>ICU Nurse at St. Joseph Mercy Hospital</td>
<td></td>
</tr>
<tr>
<td>Nurse at Henry Ford Health System</td>
<td></td>
</tr>
<tr>
<td>Nurse and Office Administrator at Lifeline</td>
<td></td>
</tr>
<tr>
<td>Chiropractic Nurse at Ascension</td>
<td></td>
</tr>
<tr>
<td>Nurse at Bronson</td>
<td></td>
</tr>
<tr>
<td>Nurse at Munson Medical Center</td>
<td></td>
</tr>
<tr>
<td>Nurse at Spectrum Health</td>
<td></td>
</tr>
<tr>
<td>Nurse Resident at University of Iowa Hospital and Clinics</td>
<td></td>
</tr>
<tr>
<td>Nurse Resident Med/Surgery Unit at Henry Ford Health System</td>
<td></td>
</tr>
<tr>
<td>Registered Nurse at Advocate Children’s Hospital – Med/Surgical Intensive Care Unit</td>
<td></td>
</tr>
</tbody>
</table>

## Continuing Education

Doctorate in Nursing at University of Michigan

“The best thing about WMU was becoming part of the Bronson School of Nursing. The professors were wonderful and really cared about the students and our success during and after school.”
100% of undergraduate and 92% 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>48</td>
<td>100%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>41</td>
<td>66%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>48</td>
<td>100%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not 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>Looking for work</td>
<td>4</td>
<td>6%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1</td>
<td>2%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for graduate degrees was $55,000 to $60,000 (11 responses).
- 77% were employed in Michigan.
- 94% had a job related to their degree.
- 83% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Survey Population</th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All degrees</td>
<td>130</td>
</tr>
<tr>
<td></td>
<td>Bachelor’s</td>
<td>48</td>
</tr>
<tr>
<td></td>
<td>Master’s</td>
<td>78</td>
</tr>
<tr>
<td></td>
<td>Certificate</td>
<td>4</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Behavioral Technician at Kalamazoo Autism Center
Clinical Trauma Interventionist at Children's Trauma Assessment Clinic
Finance Specialist at Streamline Healthcare Solutions
Medical Assistant at Crystal Lake Health Clinic
Occupational Therapist at Beaumont Hospital
Occupational Therapist at All of Me Therapy
Occupational Therapist at Asperion Care Arbors
Occupational Therapist at Atrium Health
Occupational Therapist at Bronson
Occupational Therapist at Concept Rehab
Occupational Therapist at Craig Hospital
Occupational Therapist at Distinctive Therapy Services
Occupational Therapist at Elara Caring
Occupational Therapist at Encore Rehabilitation Services
Occupational Therapist at Ensighn Services
Occupational Therapist at Fox Rehabilitation
Occupational Therapist at Garden City Hospital
Occupational Therapist at Health Resource Solutions
Occupational Therapist at Ivy Rehab Physical Therapy
Occupational Therapist at Mary Free Bed
Occupational Therapist at Oaklawn Hospital
Occupational Therapist at PACE Southeast Michigan
Occupational Therapist at St. Joseph Mercy Hospital
Occupational Therapist at University Hospitals
Occupational Therapist at We Are Better Together
Pediatric Occupational Therapist at Family Tree Therapies
Pediatric Occupational Therapist at Arcadia Center for Occupational Therapy

Continuing Education
Certificate in Aging Studies at WMU
Doctorate in Occupational Therapy at Medical University of South Carolina
Masters in Counselor Education at WMU
Physician Assistant

97% of degree recipients were actively engaged.

<table>
<thead>
<tr>
<th>Actively Engaged</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed full time</td>
<td>33</td>
<td>97%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>3%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary was $95,000 to $100,000 (18 responses).
- 94% were employed in Michigan.
- 100% had a job related to their degree.
- 95% were satisfied with their job.

Job Titles and Employers
Critical Care Paramedic at Life EMS
ED APP at ECS
Emergency Department Technician at Bronson
Family Med PA at Ascension
Gastroenterology PA-C at Kalamazoo
Gastroenterology and Hepatology
Orthopedic PA at Twin Cities Orthopedics
PA at Spectrum Health
PA at Tidewater Physicians Multispecialty Group
PA-C Fellow at Pine Rest
Pediatric Physician Assistant at Branch Pediatrics and Adolescent Group
Physician Assistant at Access Medical Center
Physician Assistant at Ascension
Physician Assistant at Covenant Healthcare
Physician Assistant at Dermatology
Physician Assistant at Epic Health
Physician Assistant at Grace Health
Physician Assistant at IHA Dexter Primary Care
Physician Assistant at Mercy Health
Physician Assistant at Metro Health
Physician Assistant at MidMichigan Health
Physician Assistant at Pine Rest
Physician Assistant at Procare Partners
Physician Assistant at Spectrum Health
Physician Assistant at Urgent Care and Occupational Health

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>(89%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master's</td>
<td>38</td>
<td>34</td>
</tr>
</tbody>
</table>

“I had the most amazing mentors and professors. They were always there to listen and make sure I succeeded.”
Public Health

100% of undergraduate and 93% 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>6</td>
<td>100%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>6</td>
<td>100%</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>7%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for all degrees was $50,000 to $55,000 (5 responses).
- 83% were employed in Michigan.
- 87% had a job related to their degree.
- 80% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All degrees</td>
<td>26</td>
<td>21</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>Master’s</td>
<td>17</td>
<td>15</td>
</tr>
</tbody>
</table>

Job Titles and Employers
Care Coordinator at Quantum Health
Certified Nursing Assistant at Freedom Village of Holland
Chronic Lung Disease Coordinator at WMU Homer Stryker MD School of Medicine
Clinical Health Coach/Educator at Integrated Health Partners
Community Health Navigator at AmeriHealth Caritas
COVID Case Investigator at Michigan Public Health Institute
Critical Care Decontamination Technician Shift Lead at Battelle
Director of Healthcare at Hope Network
Environmental Health Specialist at City of Detroit
Nutrition Educator at Van Buren Intermediate School District
Operations Analyst at Centene Corporation
ORISE Fellow at Centers for Disease Control and Prevention
Program Manager of Commercial Excellence at Epredia
Quality Practice Advisor at Meridian

Continuing Education
Masters in Physician Assistant at University of Detroit Mercy

Seth Spitzley
Master of Public Health, 2019
Quality Practice Advisor at WellCare

“My internship experience at Ascension influenced my career choice by allowing me to gain the quality improvement experience needed for my field, as it is an integral part of the healthcare system.”
Social Work

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

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actively Engaged</strong></td>
<td>41 93%</td>
<td>80 91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>15 34%</td>
<td>73 83%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>4 5%</td>
<td></td>
</tr>
<tr>
<td>Continuing education</td>
<td>26 59%</td>
<td>3 3%</td>
</tr>
<tr>
<td><strong>Not Actively Engaged</strong></td>
<td>3 7%</td>
<td>8 9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>3 7%</td>
<td>7 8%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>1 1%</td>
<td></td>
</tr>
</tbody>
</table>

Full-time Employment
- Median salary for undergraduate degrees was $30,000 to $35,000 (5 responses).
- Median salary for graduate degrees was $40,000 to $45,000 (32 responses).
- 98% were employed in Michigan.
- 94% had a job related to their degree.
- 90% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All degrees</strong></td>
<td>178</td>
<td>132</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>65</td>
<td>44</td>
</tr>
<tr>
<td>Master’s</td>
<td>113</td>
<td>88</td>
</tr>
</tbody>
</table>

Taylor Sayers, Bachelor of Social Work, 2020
Parent Literacy Navigator at the Kalamazoo Literacy Council

“I had an internship during my final year, and it put me where I am today. I started out working under Don Cooney, which was a phenomenal experience. We did a ton of work with mass incarceration and returning citizens, which has been my biggest passion for a while now. When COVID-19 sent us virtual, these projects stopped. I met the executive director of the KLC, through Don Cooney. I reached out to him to see if I could be of service, and the KLC welcomed me with open arms. Through this internship I learned how huge of a social justice issue literacy is. I’ve been able to identify how this issue crosswalks into my previous passions with returning citizens. I am so thankful for this internship because I would have never done this without it.”

Jamie Dunn, Bachelor of Social Work, 2020
Foster Care Case Manager at Samaritas

“My internship taught me a lot about working in the field. I was surprised at how much I had learned during the training for my new job. I was able to pass exams for training quickly using what I had learned while in my internship. I was able to use my prior experiences in court in my new position as well. I feel my internship led me to have a higher level of confidence and to be even more passionate about serving others.”
Social Work

Job Titles and Employers

ACT Clinician at InterAct of Michigan
Behavior Interventionist at Battle Creek Public Schools
Behavior Specialist at Autism Centers of Michigan
Behavioral Specialist at Family and Children Services
CAN Program Director at Child Advocacy
Career Development Specialist at Arizona Friends of Foster Children Foundation
Case Manager at Pine Rest
Child Welfare Specialist at the State of Michigan
Children's Service Specialist Lead at Michigan Department of Health and Human Services
Clinical Social Worker at Family Outreach Center
Clinical Specialist at Protocall Services
Clinical Therapist at St. Joseph County Community Mental Health Center
Mental Health and Substance Abuse Services
Clinical Therapist at the State of Michigan
Clinical Trauma Interventionist at Children's Trauma Assessment Center
Dual Diagnosis Therapist at KPEP
Foster Care Case Manager at Bethany Christian Services
Foster Care Case Manager at Samaritas
Group Home Manager at Beacon Specialized Living
Group Therapist at Personalized Nursing Light House
Home Based Clinician at Newaygo County Mental Health
Home Based Therapist at Hegira Health
Housing Specialist at Inner City Christian Federation
Intake Specialist at Summit Pointe
Juvenile Justice Therapist at Development Centers
KSSN Site Team Clinician at D.A. Blodgett
Licensing Specialist at Samaritas
Licensing Supervisor at Samaritas
Mental Health and SUD Clinician at Barry County CMH
Parent Literacy Navigator at Kalamazoo Literacy Council
Partial Hospitalization Program Therapist at New Oakland Family Centers
Program Director at YWCA West Central Michigan
Program Manager at Children's Trauma Assessment Center

Continuing Education

Doctorate in Social Work at Michigan State University
Masters in Social Work at Fordham University
Masters in Social Work at University of Michigan
Masters in Social Work at Wayne State University
Masters in Social Work at WMU

Taylor Young
Bachelor of Social Work, 2020
Foster Care Case Manager at Samaritas

"I interned at the YWCA, which equipped me with many of the skills needed in order to effectively assist clients. I was able to learn how to balance my school, work, internship, and social life before being employed full time."
Speech Pathology and Audiology

92% of undergraduate and 80% 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>22</td>
<td>92%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>22</td>
<td>92%</td>
</tr>
<tr>
<td>Not Actively Engaged</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>2</td>
<td>8%</td>
</tr>
</tbody>
</table>

Full-time Employment

- Median salary for graduate degrees was $45,000 to $50,000 (15 responses).
- 90% were employed in Michigan.
- 100% had a job related to their degree.
- 93% 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>29</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>27</td>
</tr>
<tr>
<td>Master's</td>
<td>30</td>
</tr>
<tr>
<td>Doctoral</td>
<td>6</td>
</tr>
</tbody>
</table>

Job Titles and Employers

Audiologist at Connect Hearing
Audiologist at Family Medicine
Audiologist at Grand Rapids ENT
Audiologist at MidMichigan Health
SLP-CF at Encore
Speech Language Pathologist at The Stepping Stones Group
Speech Language Pathologist at American Senior Communities
Speech Language Pathologist at Building Bridges Therapy Center
Speech Language Pathologist at Calhoun County Intermediate School District
Speech Language Pathologist at Children's Therapy Corner
Speech Language Pathologist at Kearsley Community Schools
Speech Language Pathologist at Newaygo County Mental Health
Speech Language Pathologist at Northview Public Schools
Speech Language Pathologist at Oaklawn Hospital
Speech Language Pathologist at Otsego Public Schools
Speech Language Pathologist at Quality Care Rehab and Autism Center
Speech Language Pathologist at RehabCare
Speech Language Pathologist at Waterford School District
Speech Pathologist at Muskegon Public Schools
Speech Language Pathologist at Berkley School District
Speech Language Pathologist PRN at Renewal Rehabilitation

Continuing Education

Doctorate in Audiology at Wayne State University
Masters in Speech-Language Pathology at Bowling Green State University
Masters in Speech-Language Pathology at Calvin University
Masters in Speech-Language Pathology at Lewis University
Masters in Speech-Language Pathology at MSU
Masters in SLP at Midwestern University
Masters in Speech-Language Pathology at Northwestern University
Masters in Speech-Language Pathology at Rush University
Masters in Speech-Language Pathology at University of Wisconsin
Masters in Speech-Language Pathology at WMU
Interdisciplinary Programs

Health Informatics and Information Management ........ 169
University Studies ..................................................... 170
Health Informatics and Info Management

89% 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>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 $40,000 to $45,000 (7 responses).
- 100% were employed in Michigan.
- 67% had a job related to their degree.

Job Titles and Employers

- Ambulatory Analyst at Duke Health Technology
- Analyst I Clinical Information Systems at Bronson
- Business Intelligence Developer at Bronson
- Consultant at Cerner Corporation
- Customer Support Specialist at Streamline Healthcare Solutions

Continuing Education

Masters in Healthcare Administration at WMU

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>
University Studies

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>124</td>
<td>91%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>93</td>
<td>68%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>25</td>
<td>18%</td>
</tr>
<tr>
<td>Military service</td>
<td>3</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>12</td>
<td>9%</td>
</tr>
<tr>
<td>Looking for work</td>
<td>8</td>
<td>6%</td>
</tr>
<tr>
<td>Personal commitments</td>
<td>4</td>
<td>3%</td>
</tr>
</tbody>
</table>

“The best thing about WMU was the widely diverse range of courses. I appreciated being able to pick classes that I really enjoyed.”

Full-time Employment

- Median salary was $42,500 to $47,500 (40 responses).
- 73% were employed in Michigan.
- 68% had a job related to their degree.
- 74% were satisfied with their job.

Survey Population

<table>
<thead>
<tr>
<th>Graduates</th>
<th>Responses</th>
<th>count</th>
<th>percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>220</td>
<td>136</td>
<td>(61%)</td>
</tr>
</tbody>
</table>

Kevin White
Bachelor of Science in university studies, 2020
Director of Student Engagement at Parchment High School

“Get involved in a high school setting while still in college. Build a network while working at the school. Like they say, sometimes it's not what you know but who you know. My university studies advisor was amazing through the whole process.”

Kevin White

Shanette Wilson
Bachelor of Science in university studies, 2020
Unemployment Insurance Examiner at the State of Michigan

“People that helped me prepare for my career were my mother, grandmother, and grandfather, who always pushed me to be the best and provided any assistance that I needed. My skills of organization and determination have had the biggest impact on my success. I’ve always known I wanted to help people in society, and I feel that especially during this day and time (COVID-19) I am fulfilling that purpose.”

Shanette Wilson

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University Studies

Job Titles and Employers

Administrative Assistant I at WMU
Agent Sales Trainer at Farmers Insurance
Asset Protection Team Leader at Meijer
Assistant Basketball Coach at Wisconsin Stout University
Assistant Director of Life Enrichment at Danbury Senior Living
Assistant Leasing Manager at Golub and Company
Assistant Manager at Massage Green Spa
Assistant Office Manager at Seelye Auto Group
Associate at Amazon
Associate Team Leader at Whole Foods Market
Associate Trainer at Panera Bread
Buyer at FCA Fiat Chrysler Automobiles
Chemical Officer (74A) at U.S. Army
Client Care Specialist at Quicken Loans
Community Associate at Regus
Concierge at Provision Living Senior Communities
CPhT at Alcona Health Center
Design Engineer at Bergmann
Director of Operations at Harper Development
District Manager at Cook Medical
Emerging Technology Specialist at Dell EMC
Executive Assistant at Double Good
Executive Assistant at WMU
Executive Director at R'Club Child Care
Field Technician at Bay County Mosquito Control
Food and Beverage Supervisor at Greenleaf Hospitality
General Manager at Walmart
General Office Assistant at the State of Michigan
Haleakalā National Park Guide at National Park Service
Human Resources Admin & Recruiter at Sunwire Group
Human Resources Manager at Muskegon Surgical Associates
Hydroponic Farmer at Mud Lake Farm
In-School Facilitator at Prevention Works
Insurance Coordinator at Blue Cross Blue Shield

IT Desktop Support II at ZAGG
Laboratory Support Tech at Beaumont Health
Management Trainee at Vendor Management
Manager at MOD Pizza
Manager, eRIM ACD Integration at Pfizer
Mortgage Underwriter at United Shore
Office Manager at Florida Gulf Coast University
Office Manager at Michigan Election Resources
Office Manager at Sentry Drywall
Paralegal at Sharp Law Group
Payoff Specialist at Quicken Loans
Photometric Lab Tech at II Stanley
Program Specialist at WK Kellogg
Quality Manager at Webasto Roof Systems
Sales Associate at International Paper
Sales Associate at Running Lab
Sales Executive at Legacy Healthcare
Secretary for Migrant Program at Van Buren ISD
Security Consultant at EPS Security
Senior Administrative Assistant at WMU
Senior Director at Kellogg’s
Simulation Technician at WMU
Software Engineer at Leverx
Tax Coordinator at The Connable Office
Teacher at Air English
Technical Recruiter at QE Talent Solutions
Technical Support Specialist at Rock Central
Transportation Analyst at Ryder Supply Chain Solutions
Transportation Specialist at RHD Events
Unemployment Insurance Examiner at State of Michigan
Veterinary Technician Assistant at Charles River Laboratories
Youth Specialist at Eaton County Youth Facility
Youth Specialist-Medical Clerk at Bethany Christian Services

Continuing Education

Bachelors in Creative Writing at University of Central Florida
Bachelors in Nursing at GRCC
Certification in Business Administration at University of Victoria, BC, Canada
Doctorate in Law at Wake Forest University
Masters in Applied Data Science at U of M
Masters in Business Administration at NYU
Masters in Business Administration at WMU
Masters in Communication at WMU
Masters in Counseling Psychology at WMU
Masters in Health Administration at Colorado State
Masters in Health Administration at Colorado State
Masters in Historical Textile Conservation at University of Rhode Island
Masters in Library and Information Science at Wayne State University
Masters in Medicine at GVSU
Masters in Nurse Midwifery at University of Michigan
Masters in Public Administration at WMU
Masters in Public Health at Saginaw Valley State
Masters in Social Work at University of North Carolina
Masters in Statistics at WMU
Masters in Teaching at Oakland University