



**Texas A&M University-Central Texas Career and Professional Development
Post-Graduation Survey Report
Spring, Summer & Fall 2019
CREATING CONNECTIONS. PREPARING WARRIORS.**

Career and Professional Development serves students and alumni of Texas A&M University-Central Texas. Our staff is here to support the campus and help students grow professionally.

Our mission - Career and Professional Development supports the campus community as they move through their careers. To support the development of career and life-long learning goals, we empower the campus community with the necessary professional tools to explore careers, engage with the career of choice, and embark successfully in their career field.

Each semester, Career and Professional Development surveys the graduating class to gather information about their post-graduation plans with plans to follow up after graduation to document achievement. This is a summary of the spring, summer and fall graduates.

70% of 2019 responders had a post-graduation plan comprised of full-time employment, part-time employment, self-employment, military service, post-graduation internship, plans to pursue an advanced degree at graduation, ownership of a business, or retirement.

*The graduation survey is not required of students. Some questions may be omitted based on response.

2019 versus 2018 and 2017 Post-Graduation Survey Results

This is an overview of the data collected from the 2019 Post-Graduation Survey. Note the number and percentage of completers reporting employment relating to their studies increased from 2017 to 2019, the percentage of graduates planning to pursue an advanced degree has consistently increased, and the response rate has held.

Response Rate	2019	2018	2017
Total Graduates	759	772	819
Total Completed Surveys	432	533	586
Total Not Surveyed	327	239	233
Response Rate	57%	69%	72%
Employment (% of respondents)			
Employed (full-time)	45%	32%	37%
Employed (part-time)	3%	2%	3%
Interning post-graduation	3%	3%	1%
Self-Employed	4%	2%	3%
Military	4%	4%	5%
Unemployed, Actively Seeking Employment**	27%	29%	27%
Unemployed, Not Actively Seeking	3%	3%	2%
Retired	4%	4%	3%
Graduate Study			
Graduate/Professional School	19%	21%	18%
Work Related to Degree (Respondents with Post-Graduation Plan)			
Work Related to Field of Study	74%	80%	80%
Work Unrelated to Field of Study	26%	22%	21%

*The graduation list was imported to begin the data collection before all students submitted their application for graduation.

** Students indicating still searching or no response were invited to complete the survey again within 6 months.

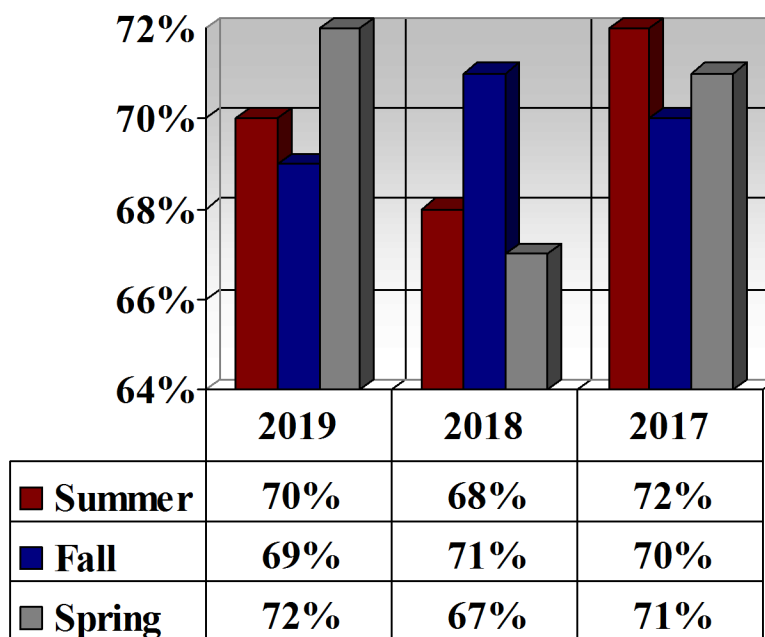
***The raw data can be requested from the office by email.

Spring, Summer & Fall 2019 Post-Graduation Survey Results

Post-Graduation Plan Trends for 2019, 2018, & 2017

A post-graduation plan is the student's plan for after graduation. A post-graduation plan can include the following: full-time employment, part-time employment, self-employment, military service, post-graduation internship, plans to pursue an advanced degree at graduation, or retirement.

Note, post-graduation plans for all graduates have increased from fall 2017 to fall 2019.



What is a Post-Graduation Plan?

Note, more Fall graduates planned to intern post-graduation than spring or summer semester graduates. More summer graduates accepted a full-time or part-time position than fall or spring semester graduates.

2019	Accepted a Position	Interning post-graduation	Owned their own business	Entered the military	Accepted into a graduate program
Spring	40%	4%	4%	5%	15%
Summer	42%	2%	4%	2%	19%
Fall	34%	1%	3%	4%	23%

Spring, Summer & Fall 2019 Post-Graduation Survey Results

Major and Salary Range

The chart below is the average self-reported salary of respondents indicating a post-graduation plan of “full-time or part-time employment” collected by the 2019 post-graduation survey compared to The Higher Education Coordinating Board’s Automated Student and Adult Learner Follow-Up System 2017-2018 Exit Cohort Reports*. Majors with the highest number of respondents were recorded and are shown below. Salaries are arranged by major.

Major	A&M-Central Texas Post-Graduation 2019 Average Salary	THECB 2017-2018 Exit Cohort Average Salary
Accounting	\$39,666.00	\$29,868.00
MS Accounting	\$52,561.00	**
Aviation Science	\$45,651.00	\$29,500.00
BS Aviation Sci-Avn Management	\$70, 205.00	**
MBA Business Administration	\$72,706.00	\$65,308.00
Business Management	\$61,733.00	\$34,464.00
BS Computer Information Systems	\$67,048.00	\$53,220.00
BS Criminal Justice	\$45,482.00	\$33,580.00
MCJ Criminal Justice	\$33,737.00	**
MED Counseling	\$55,870.00	**
MED Curriculum and Instruction	\$91,548.00	\$51,980.00
MED Educational Leadership	\$49,912.00	\$55,656.00
BA English	\$16,004.00	\$31,252.00
BBA Finance	\$45,520.00	\$83,968.00
BA History	\$50,542.00	\$28,692.00
BBA Management	\$58,774.00	\$34,464.00
BSN Nursing	\$57, 082.00	\$76,880.00

*http://www.txhighereddata.org/reports/performance/ctcasalf/exitcohorts/inst.cfm?inst=042295&report_type=4&cohort=0&report_yr=2016-2017

**NSR = No Salary Recorded

***Salary reported from comparable degree program

Spring, Summer & Fall 2019 Post-Graduation Survey Results

Major and Salary Range

The chart below is the average self-reported salary of respondents indicating a post-graduation plan of “full-time or part-time employment” collected by the 2019 post-graduation survey compared to The Higher Education Coordinating Board’s Automated Student and Adult Learner Follow-Up System 2017-2018 Exit Cohort Reports*. Majors with the highest number of respondents were recorded and are shown below. Salaries are arranged by major.

Major	A&M-Central Texas Post-Graduation 2019 Average Salary	THECB 2017-2018 Exit Cohort Average Salary
BBA Human Resource Management	\$60,478.00	\$32,972.00
MS Information Systems	\$82,148.00	\$76,908.00
BBA Interdisciplinary Business	\$40,768.00	\$36,192.00
BS Interdisciplinary Studies	\$47,993.00	\$36,192.00
BAAS Business Management	\$19,542.00	**
BS Liberal Studies	\$38,687.00	\$37,504.00
MS Human Resources Management	\$30,967.00	**
MS Management and Leadership	\$52,904.00	\$65,308.00
BBA Marketing	\$10,445.00	**
MS Marriage and Family Therapy	\$88,185.00	**
MS One Planet Leadership	\$94,003.00	**
BS Mathematics	\$25,680.00	\$55,880.00
MS Mathematics	\$42,453.00	**
BS Psychology	\$37,295.00	\$21,580.00
BSW Social Work	\$38,747.00	\$20,248.00
BS Sociology	\$24,933.00	\$24,488.00
SSP School Psychology	\$54,442.00	\$58,152.00

*http://www.txhighereddata.org/reports/performance/ctcasalf/exitcohorts/inst.cfm?inst=042295&report_type=4&cohort=0&report_yr=2016-2017

**NSR = No Salary Recorded

***Salary reported from comparable degree program

Spring, Summer & Fall 2019 Post-Graduation Survey Results

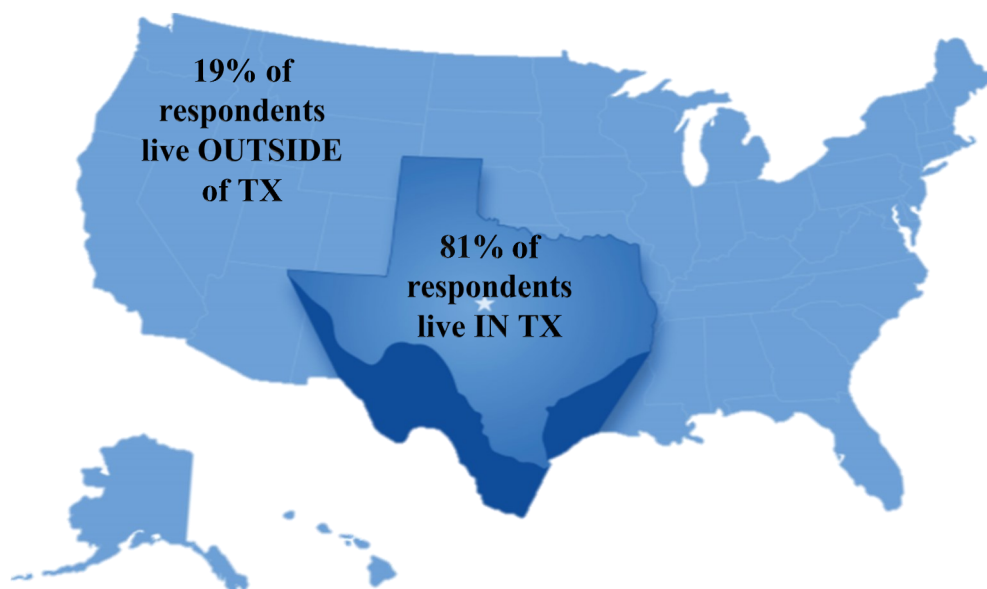
Employment by Location

The following graphic shows the employment state and metro area of spring, summer, and fall 2019 graduates. The data represented is collected from respondents indicating full-time employment, part-time employment, self-employment, or post-graduation internship.

Note, the majority of Texas A&M University –Central Texas graduates remain in Texas.

Top Texas Locations by Percentage

Killeen Metro Area	56%
Austin Metro Area	17%
DPW/ Houston a	8%



Spring, Summer & Fall 2019 Post-Graduation Survey Results

State of Internships

The National Association of Colleges and Employers (NACE) has stated students who complete an internship:

- Get more job offers,
- Get job offers sooner, and
- Have higher starting salaries. *

The information presented here shows the state of internships based on Spring, Summer, and Fall 2018 graduate respondents to the graduation survey.

Note, our data shows that students completing an internship are more likely to have a post-graduation plan.

Internship Question Response	Percentage
Completed no Internship	70% of respondents
Completed at least 1 Internship	30% of respondents
Completed at least 1 internship at TAMUCT	Of those who completed an internship, 43% completed it at TAMUCT
Completed internship for credit	Of those who completed an internship, 48% completed it for credit
Completed paid internship	Of those who completed an internship, 27% completed a paid internship

74%

Of students who reported an internship, had a post-graduation plan

Total # of
Completed Internships

124

Average # of internships
completed by students

3

Total # of Students
who Completed Internships

124

* Information courtesy of NACE's 2011 Student Survey Report.

Spring, Summer & Fall 2019 Post-Graduation Survey Results

CPD Interactions by College

In August 2019, A&M-Central Texas transitioned to Handshake as a job database and data collection system. Because this system is robust, we are able to further analyze our interactions by college and major.

This information is *not* all encompassing and represents a breakdown of data collected starting from August 1, 2019.

Note, students accessing our services are more likely to report having a post-graduation plan*.

College of Business Administration

20% of COBA respondents scheduled a 1-on-1 appointment with CPD during Fall 2019

46.2% of COBA respondents with a fall 2019 1-on-1 appointment had a post-graduation plan

College of Arts & Sciences

39.3% of CAS respondents scheduled a 1-on-1 appointment with CPD during Fall 2019

59% of CAS respondents with a fall 2019 1-on-1 appointment had a post-graduation plan

College of Education

23.5% of COE respondents scheduled a 1-on-1 appointment with CPD during Fall 2019

62.5% of COE respondents with a Fall 2019 1-on-1 appointment had a post-graduation plan



74% of respondents with a Fall 2019 1-on-1 appointment with CPD had a post graduation plan.

*Post-Graduation Plan includes full-time employment, part-time employment, internship, retirement, and military service

Spring, Summer & Fall 2019 Post-Graduation Survey Results

Career & Professional Development

2263

There was a total of
interactions between CPD and TAMUCT's
faculty, student, and community members.

Total CPD Interactions	Total Number
Total Jobs Posted	2313
Total Active Employers	723
Total One-On-One Appointments	2263
Career Fairs	3
Employer Attendance at Fairs	73
Facebook Views	1693

Interaction Type	Total Interactions
Resume/Cover Letter Assistance	444
Mock Interviews	60
Internship Search	76
Strong Interest Interpretations	67
Career Closet Visits	20
Career Coaching	138
Total Interactions	2263

Staff

Heather Wheeler, *Director* *
Amanda Olson, *Program Coordinator* *
Angie Fair, *Career Services Coordinator*
Espenosha Hughes *
Cortina Merritt *
DaNeshia Sergeant

Graduate Assistants, Student Employees, and Interns

Evan Pfister*
Cristina Gomez*
Bobbi Melton*
Shanar Villitoro*
Jessica Doner
Mar John Ecija *
Kelly Garcia *
Tracy Gosnell*
Stephanie Simmons*
Mark Sherry *
Cynthia Soll *
Josie Vasquez *

Report Layout and Design

Evan Pfister*
Heather Wheeler*
Amanda Olson*
Mensh Wragg

Photo Credits

Campus and student photos
provided by TAMUCT
Marketing

*Designates no longer on staff.



Spring, Summer & Fall 2019 Post-Graduation Survey Results

Appendix A– Employers by Major

The data presented here shows the percentage of respondents from each major with a post-graduation plan and the employers hiring our graduates arranged by major. Majors with the highest number of respondents were recorded and are shown below.

Major	A&M-Central Texas 2019 Post-Graduation Plan	A&M-Central Texas 2019 Post-Graduation Employers
BBA Accounting	62%	BuldASign, CGI, HEB Company, Montoya and Monzingo, LLP, Office of the Comptroller Currency, Spradley Properties, TAMUCT
MS Accounting	40%	Federal Government, Reynolds , Consumer Products
BS Aviation Sci-Avn Management	100%	United Airlines
BS Aviation Science	75%	Flight Instructor
BS Biology	60%	Fort Hood DPW
MBA Business Administration	76%	Advent Health Central Texas and Baylor Scott & White, Advent Health Central Texas, Anderton Castings, CRDAMC Department of Pathology, City of Killeen, General Motors, Government Contractor, rmy, USDA, VA, Walmart, Winn Management LLC
BAAS Business Management	69%	Amazon, Central Texas College, Government, Lowes, US ARMY
MS Clinical Mental Health Counseling	60%	Clinic, Copperas Cove Independent School District, Domino's Pizza, Ellen Halbert Prison, Integral Care, PRN Eating Recovery Center, Rock Springs Hospital, Private company, STARRY
BS Computer Information Systems	53%	City of Temple, Department of Veterans Affairs, Government, K-Force contractor (Home Depot), OTC
BS Computer Science	17%	**
BS Criminal Justice	63%	Aramark/BSW, DFPS, Killeen ISD, Round Rock Police Department, State, Trooper, Travis County
MCJ Criminal Justice	25%	Community School

** = No Information Recorded

Spring, Summer & Fall 2019 Post-Graduation Survey Results

Appendix A– Employers by Major—page 2

The data presented here is a continuation of page 11.

Major	A&M-Central Texas 2019 Post-Graduation Plan	A&M-Central Texas 2019 Post-Graduation Employers
BBA Human Resource Management	52%	Williamson County; Temple VA, Temple ISD, Killeen ISD, Baylor Scott and White, CCISD, Seton Hospital, Typhoon Texas
MS Human Resource Manage-	100%	Corvias
MS Information Systems	100%	KISD, LCRA
BBA Interdisciplinary Business	100%	OSM Technology
BS Interdisciplinary Studies	61%	Killeen ISD, Leander ISD, Cater Elementary
BS Liberal Studies	73%	Killeen ISD, Leander ISD, City of Killeen, TAMUCT, Workforce Solutions of Central Texas
MS Liberal Studies	50%	**
BBA Management	56%	Beautiful Abilities, CCISD, City of Lampasas, Ferguson, Fort Hood Area Habitat for Humanity, Hill Country Orthotics and Prosthetics, Microsoft, SSP Industries, L.P., Wal-Mart, Wells Fargo, Tri-City
MS Management and Leadership	63%	Baylor Scott and White Health McLane Children Hospital, Katmai Government Services
BBA Marketing	50%	Google Analytics, HEB
MS Marriage and Family Thera-	86%	Church
MS Mathematics	100%	DOD - Operational Test Command
BSN Nursing	100%	Baylor Scott & White McLane Children's Legacy
MS One Planet Leadership	100%	Killeen ISD
BS Political Science	38%	Cedar Crest Hospital & Residential Treatment Cen-
MA Political Science	33%	Central Texas College; Temple College

** = No Information Recorded

Spring, Summer & Fall 2019 Post-Graduation Survey Results

Appendix A– Employers by Major—page 3

The data presented here is a continuation of page 11.

Major	A&M-Central Texas 2019 Post-Graduation Plan	A&M-Central Texas 2019 Post-Graduation Employers
MED Curriculum and Instruction	100%	Killeen ISD; St. Christopher's Episcopal ,Preschool, Temple ISD
MED Educational Leadership	100%	Temple ISD, Killeen ISD, Windham School Dis-
BA English	83%	TJX, TAMUCT Writing Center
BBA Finance	67%	Capital One
BBA Computer Information Sys-	50%	**
BA History	40%	Killeen ISD
BS Mathematics	67%	Leah McGee State Farm
BM Music	100%	**
BS Psychology	68%	Killeen ISD, Army, Austin Community College, CARD, Clerical for Mental Health, DFPS, Cultivate Behavioral Health and Education, Moore Co Inc.
BSW Social Work	75%	Child Protective Services; Central Texas Youth Services; Aware Central Texas; Baylor University MSW Program
BS Sociology	75%	H-E-B School of Retail Leadership (SORL), Killeen ISD
SSP School Psychology	100%	Killeen ISD, Copperas Cove ISD, School Psycholo-

** = No Information Recorded