



TEXAS A&M UNIVERSITY CENTRAL TEXAS

OUTCOMES SURVEY REPORT 2020



**Career and Professional
Development**

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Michelle Bollinger
Director

This year was filled with events none of us could have predicted. The Career & Professional Development (CPD) team faced challenges as we dealt with the impact of the global pandemic. I am a firm believer that within crisis comes opportunity; this is certainly true for CPD. Through early action and commitment to maintaining uninterrupted services, we transitioned to a virtual environment. Despite having to modify everything about how we work, CPD remained fully committed to meeting all of our students’ needs.

Our team has worked diligently to foster relationships across campus and within our community. As a result of these relationships, we have positioned ourselves to provide services to enhance the career readiness of our students and alumni. I am overwhelmingly grateful for the support and confidence placed on our office by undergraduate and graduate students, alumni, and faculty members.

One of the most notable characteristics observed upon my arrival at Texas A&M University-Central Texas during the Fall 2020 semester was the resiliency of our students, our staff, and our institution as a whole. Our ability to continue to be successful is the direct result of a dynamic, creative, and cohesive team that truly cares about students’ success. It has been a pleasure to work with individuals willing to go above and beyond to have strong results even during the most challenging times.

I look forward to the year ahead and the opportunity to serve you.

Take care and stay safe,

Michelle Bollinger
Director, Career & Professional Development

TABLE OF CONTENTS

SURVEY RESPONSE RATE	4
.....	
CAREER & PROFESSIONAL DEVELOPMENT ASSESSMENT	4
.....	
POST-GRADUATION PLAN TRENDS	5
.....	
2020 INTERNSHIPS	6
.....	
EMPLOYMENT RATE	7
.....	
SALARY BY MAJOR	8
.....	
EMPLOYMENT BY LOCATION	10
.....	
APPENDIX A - EMPLOYERS BY MAJOR	12



1 | 2020 SURVEY RESPONSE RATE

Each semester, graduating Warriors are asked to complete the post-graduation outcomes survey. This report includes data compiled over three consecutive semesters: Spring, Summer, and Fall 2020, and compares those responses to the two previous calendar years (2018 and 2019).



There were 746 graduates for the 2020 calendar year; 43%, or 321, graduates completed the post-graduation outcomes survey compared to 69% in 2018 and 56.7% in 2019.

*The graduation list was imported to begin the data collection before all students submitted graduation applications and was updated weekly.

2 | CAREER & PROFESSIONAL DEVELOPMENT INTERACTIONS

30,584
Jobs Posted

8,579
Employers Connected

5,756
Active Student & Alumni Accounts

189
Virtual Event Attendees

68
Virtual Events Hosted



2,307 VIEWS



148 FOLLOWERS



901 FOLLOWERS



136 CONNECTIONS

3 | POST-GRADUATION PLAN TRENDS

WHAT IS A POST-GRADUATION PLAN?

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

65% of respondents to the 2020 post-graduation outcomes survey reported a post-graduation plan.



70% of Spring 2020 respondents indicated having a post-graduation plan, compared to 67% in Spring 2019 and 65% in Spring 2018.



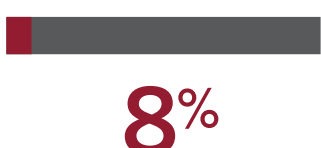
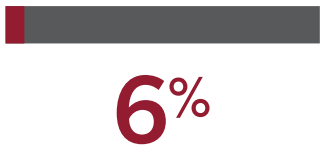
67% of Summer 2020 graduates who responded indicated a post-graduation plan compared to 69% in Summer 2019 and 65% in Summer 2018.



Fall 2020 respondents reported 57% with a post-graduation plan compared to 65% in Fall 2019 and 65% in Fall 2018.

Respondents who report having a 1:1 appointment with the Career & Professional Development (CPD) team are more likely to have a post-graduation plan.*

Did not have a 1:1 appointment with CPD

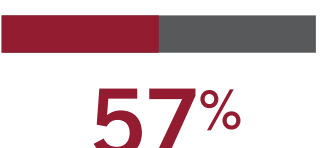
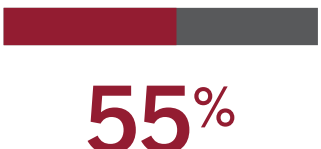
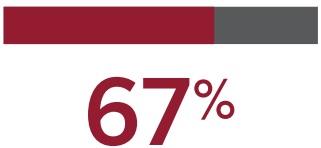


College of Arts and Sciences

College of Business Administration

College of Education and Human Development

Had a 1:1 appointment with CPD



*Based on respondents' self-reported appointments with the Career & Professional Development office. This report does not reflect the total number of interactions with graduating seniors for the 2020 calendar year.

4 | 2020 INTERNSHIPS



27%

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

- Have more job offers
- Receive job offers sooner after graduation
- Have higher starting salaries

The information presented in this report represents respondents who have completed an internship in the Spring, Summer, and Fall 2020 semesters.

27% of respondents to the 2020 post-graduation outcomes survey reported completing at least one internship compared to 29% in 2019 and 27% in 2018.

Year	Respondents	Interns	Internships	Paid	Credit	TAMUCT Sponsored
2018	533	144	258	31	39	40
2019	432	124	193	20	40	24
2020	321	86	121	8	28	30

5 | EMPLOYMENT RATE

Despite the COVID-19 pandemic, our Warriors' employment remained steady, and we saw an increase in students who continued to pursue their education in graduate school.



Employment	2018	2019	2020
Employed Full-Time	32%	35%	33%
Employed Part-Time	3%	3%	3%
Interning Post-Graduation	3%	2%	2%
Self-Employed	2%	4%	2%
Military	4%	4%	3%
Unemployed, Seeking Employment	29%	27%	27%
Unemployed, Not Seeking Employment	3%	2%	3%
Retired	4%	4%	5%
Graduate/Professional School	21%	19%	22%
Work Related to Field of Study	78%	75%	75%
Work Unrelated to Field of Study	22%	25%	25%

6 | SALARY BY MAJOR

Full-Time Employment - Undergraduate

Major	2019	2020
BA English	\$16,004	\$39,653
BA History	\$50,542	\$50,202
BAAS Business Management	\$19,542	\$48,322
BBA Accounting	\$39,666	\$35,965
BBA Human Resources Management	\$60,478	\$43,852
BBA Management	\$85,774	\$55,389
BBA Marketing	\$10,445	\$48,518
BS Computer Information Systems	\$67,048	\$40,847
BS Computer Science	No Data Available	\$27,965
BS Criminal Justice	\$45,482	\$40,295
BS Interdisciplinary Studies	\$47,993	\$32,073
BS Liberal Studies	\$38,687	\$36,769
BS Mathematics	\$25,680	\$55,136
BS Psychology	\$37,295	\$32,376
BS Sociology	\$24,933	\$37,912
BSN Nursing	\$57,082	\$94,264
BSW Social Work	\$38,747	\$108,373

Full-Time Employment - Graduate

Major	2019	2020
MA English	No Data Available	\$59,316
MAT Teaching	No Data Available	\$52,717
MBA Business Administraion	\$72,706	\$48,776
MED Curriculum and Instruction	\$91,548	\$50,628
MED Educational Leadership	\$49,912	\$60,198
MED Higher Education Leadership	No Data Available	\$50,111
MS Accounting	\$52,561	\$63,586
MS Clinical Mental Health Counseling	No Data Available	\$41,442
MS Information Systems	\$82,148	\$ 44,590
MS Management andLeadership	\$52,904	\$174,865
MS Mathematics	\$25,680	\$54,815
MS One Planet Leadership	\$94,003	\$135,445
SSP School Psychology	\$54,442	\$64,346

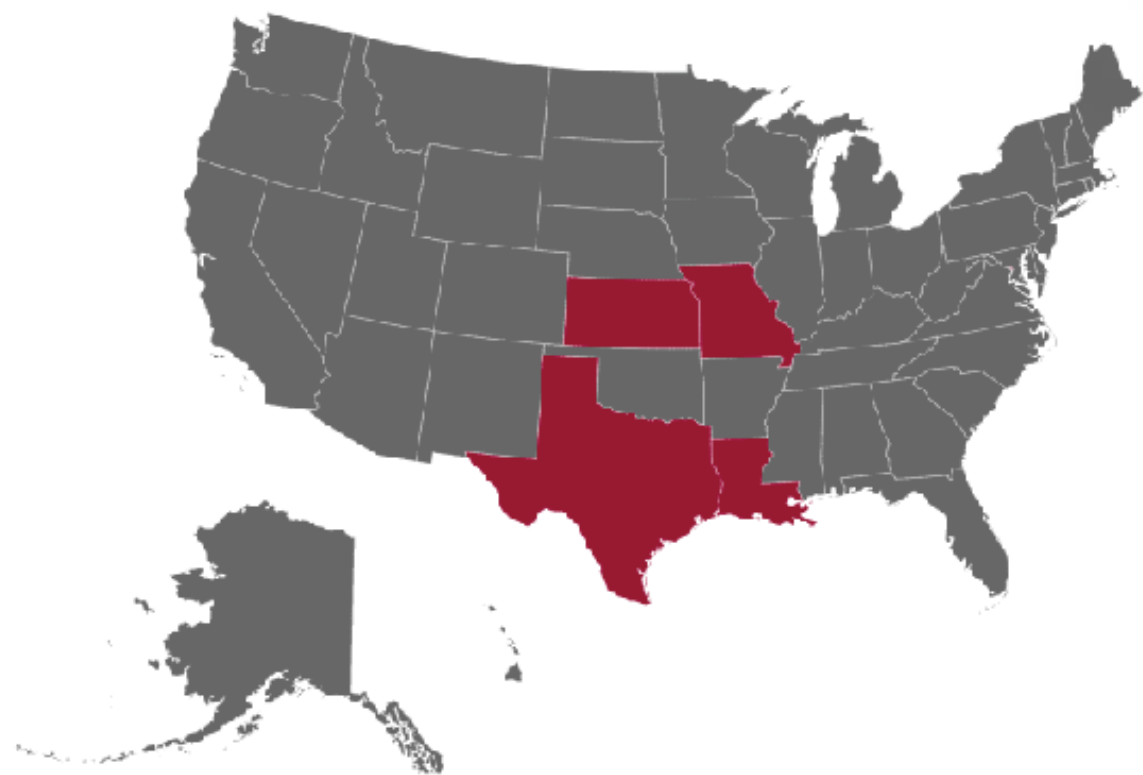
Part-Time Employment - Undergraduate and Graduate

Major	2019	2020
BA English	No Data Available	\$7,258
BBA Human Resources Management	No Data Available	\$12,466
BBA Management	No Data Available	\$10,574
BS Computer Information Systems	No Data Available	\$25,606
BS Criminal Justice	No Data Available	\$36,815
BS Liberal Studies	No Data Available	\$14,825
BSN Nursing	No Data Available	\$60,423
MS Clinical Mental Health Counseling	No Data Available	\$69,744

7 | EMPLOYMENT BY LOCATION

96%

Respondents graduating in the Spring, Summer, and Fall 2020 who reported employment location, reported jobs in four states, with 96% of respondents reporting employment in Texas.



TOP TEXAS LOCATIONS**

CITY	2019	2020
Killeen, TX	43%	31%
Temple, TX	10%	17%
Austin, TX	17%	10%
Copperas Cove, TX	17%	10%

**Percentage of total respondents indicating employment in Texas; this chart does not include all Texas locations reported.

*Employment includes full- and part-time employment, self-employment, and/or post-graduation internship.

8 | APPENDIX A EMPLOYERS BY MAJOR

MAJOR	EMPLOYER
BS English	State of Louisiana
BS History	Killeen ISD
BAAS Business Management	Airgas Extraco Banks Killeen ISD Thermon inc ZIM American Integrated Shipping Services
BBA Accounting	Buc-ee's Tamara LaBombard CPA LLC
BBA Finance	R Bank
BBA Human Resources Management	Kohl's HR-Logistics Marriott Texas Workforce Commission
BBA Management	BNSF Railway Baylor Scott and White Ewald Kubota Hillside Medical Lodge Nexus
BBA Marketing	Susan G. Komen Breast Cancer Foundation
BS Computer Information Systems	Central Texas College H-E-B PDI Texas A&M University-Central Texas
BS Computer Science	A1 Communications, Inc.
BS Criminal Justice	Bell County Juvenile Services Lower Colorado River Authority Reynolds Consumer Products Roscoe Property Management Texas Department of Family Protective Services
BS Exercise Psychology & Human Performance	GNC
BS Interdisciplinary Studies	Gatesville ISD Temple ISD Walmart
BS Liberal Studies	Copperas Cove ISD H-E-B Killeen ISD
BS Psychology	Ingenia Behavioral Health Marriott

MAJOR	EMPLOYER
BSN Nursing	Adent Health Ascension Seton Medical Austin Baylor Scott and White Theive SPC United Healthcare Veterans Affairs
BS Social Work	Department of Family and Protective Services Temple Community Clinic
MA English	Central Texas College
MAT Teaching	Killeen ISD
MBA Business Administration	Baylor Scott and White BBVA Bank First National Bank Texas General Services Administration McLane Company State of Kansas Temple Machine Shop Inc.
MED Curriculum and Instruction	Copperas Cove ISD Killeen ISD
MED Educational Leadership	Florence ISD Lamar Consolidated ISD
MED Higher Education Leadership	Temple College
MS Accounting	Killeen ISD United States Department of Agriculture
MS Clinical Mental Health Counseling	Cedar Crest Hospital
MS Information Systems	EDOC Technologies Inc. Farm Credit Bank University of Mary Hardin-Baylor
MS Management and Leadership	Baylor Scott and White
MS Mathematics	Killeen ISD
MS One Planet Leadership	Dell
SSP School Psychology	Montgomery ISD

Stay career-ready, Warriors!