First Destination Survey Report

December 2017 Graduates
Submitted by
Tonika L. Jordan, Ed.S., CDF
Assistant Director of Career Services
Table of Contents

I.   Executive Summary ........................................2
II.  Methodology ..................................................3
III. College of Arts and Letters.................................5
IV.  College of Behavioral and Health Sciences..............7
V.   College of Business .........................................10
VI.  College of Education .......................................11
VII. College of STEM ...........................................12
VIII. The Survey ................................................15
Executive Summary

The APSU First Destination Survey asks graduating seniors about their primary activity following graduation. Institutions can use the survey’s results to assess employment- and career-related outcomes for college graduates up to one year after graduation and to report to the National Association of Colleges and Employers (NACE). The survey includes questions about the student’s most recent experience. It asked questions about their employment plans at the time of graduation and up to six months afterwards. Degrees confirmed for Associate and Master’s levels were not included in our report, only undergraduates receiving a bachelor’s degree were calculated. A total of 420 responses were received from a total of 515 undergraduate degrees confirmed and awarded. With an overall response rate of 81.5%, this is the highest response rate since conducting our surveying beginning December 2015. The College of Behavioral and Health Sciences produced the largest response rate of 85.7%. To achieve a higher response rate, we collaborated with the Office of Information Technology and the Office of Registrar to automatically populate the survey in graduating seniors AP OneStop account.

Over two-thirds of the graduating class were employed, continuing their education, continuing military or on volunteer work assignments. While a third of the class were still seeking employment upon graduation. The breakdown for employed, continuing education, volunteering, etc. versus still seeking employment is detailed below:

- 33.3% Gained full-time employment (on average of at least 30 hours or more per week)
- 34.5% Part-time employment (on average less than 30 hours per week)
- ≤ 1% Participating in a volunteer or service program (e.g. Peace Corps) after graduation
- 1.9% Serving in the military
- 3.8% Enrolled in a program of continuing education or planning to continue education
- 17.6% Not seeking employment nor continuing education at this time

\[ \begin{align*}
&\{ \begin{array}{c}
\text{72}\% \\
\text{28}\%
\end{array} \} \\
&\text{Total (Employed, Continuing Ed, Volunteering, or Not Seeking)} \\
&\text{Total graduates still seeking employment}
\end{align*} \]
Of the graduates who accepted positions in the State of Tennessee, 89% accepted positions in the Middle Tennessee area. Tennessee’s statewide unemployment rate is the lowest among its neighboring states in the southeast and it is the 8th lowest in the entire nation, as reported by the Tennessee Department of Labor and Workforce Development Workforce Insights & Reporting Engine Division (tn.gov/workforce, 2018). The average reported starting salary for an Austin Peay State University December 2017 graduate was $44,274 and the top five reported employment industries were: healthcare, nonprofit, retail, hospitality and education. As career professionals we know and understand the value of completing an internship prior to graduation, 35% of December 2017 graduates report completing at least one internship.

Data is collected in compliance with the US Department of Education and federal law supporting Consumer Information Act for Student Right-to-Know. The Student Right-to-Know Act requires schools to disclose: completion or graduation rates and, if applicable, transfer out rates for a specific cohort of the general student body. This cohort is of certificate- or degree-seeking, full-time, first-time undergraduate students.  

Note: The complete survey questionnaire is included later in this document for reference.
Methodology

The questionnaire reflects the questions currently being asked by (NACE) the National Association of Colleges and Employers, which results are documented and published. Additional modifications may be made as deemed necessary by NACE.

The survey administrator reviewed returned surveys for missing information and responses that would cause scanning errors. After analyzing the responses; they were imported into Microsoft® Excel and errors were checked against the individual forms. Data analysis was completed using Microsoft® Excel and placed into a Microsoft® Word format for reporting purposes. The reports are then uploaded on the Office of Career Services website and can be viewed at www.apsu.edu/careers/about/career-outcomes.php. NACE’s First-Destination Survey captures information on how new college graduates fare in their careers within six months of graduation. The annual initiative provides clear, concise, and consistent data on the outcomes associated with a college education on a national scale. Degrees are confirmed by the Office of the Registrar at Austin Peay State University.

Students that indicated they were still seeking employment received an email providing them with resources and an offer to meet with a Career Advisor in the Office of Career Services to discuss their job search assistance. In addition, a follow-up call and/or email will be made 6 months after graduation to collect any data in their employment status. Data will then be reanalyzed with updated information and finalized in the follow-up report.

On behalf of the Office of Career Services at Austin Peay State University, we appreciate and value your input. In addition to providing outcomes for individual classes, The First Destination Survey is designed to provide trends data over time to inform the discussion about the value of higher education.

The College of Arts and Letters had a response rate of 79.2%, for the individual college, out of 82 awarded degrees, 65 graduates responded to the survey. The overall response rate for the survey was 15%. Of the self-reported data 38% of the graduates stated they completed an internship. The noted internship sites were:

- 5 Star Media Group
- APSU Communication Dept.
- APSU Football
- APSU GIS Center
- Center of Excellence for the Creative Arts
- City of Clarksville Parks and Recreation
- Clarksville-Montgomery County School System
- Dickson County Schools
- Dickson Middle School
- Don F. Pratt Museum
- First Tennessee Bank
- Generation Teach
- Habitat for Humanity of Montgomery County
- Make-A-Wish Middle Tennessee
- Northwest High School
- Ross Dress for Less
• Rossview Middle School
• Royal Servants - A Division of Reign Ministries
• Walt Disney World
• WHJL TV
• Tennessee State Hall of Fame
• Tennessee Tech University
• Texas Roadhouse
• Zone3

Employed graduates indicated salary ranges from $24,000 - $55,000. Twenty-one percent of graduates reported full-time employment with the following companies:
• Academy Sports + Outdoors
• City of Clarksville Parks and Recreation
• Edo Sushi Bar & Grill
• Peak Optical
• Texas Roadhouse
The College of Behavioral and Health Sciences had an individual college response rate of 86%, out of 252 awarded degrees, 216 students responded. An overall response for the survey was 51%. Of the self-reported data 42% of the graduates stated they completed an internship. The noted internship sites were:

- Advanced Therapy Solutions
- Ahava Healthcare
- APSU Weight Room
- Austin Peay Campus Police Department
- Avalon Hospice
- Boys and Girls Club
- CASA of Robertson County
- Centerstone – Harriet Cohn Center
- Centerstone Regional Intervention Program
- Christian County School District
- Ciox Health
- Clarksville Athletic Club
- Clarksville Montgomery County Crisis Intervention Center
- CMCSS
- D1 Sports Training – Nashville
- Davidson County Juvenile Court
• Department of Children’s Services
• Drug Enforcement Administration
• Enterprise
• Exceptional Family Members Program
• Fort Campbell High School
• Henry County Medical Center
• Hillcrest Dental
• Hope Pregnancy Center
• Hospital Corporation of America
• Humphreys County Sheriff’s Office
• Information International Associates Inc.
• Legal Aid Society
• Let’s Dance Studio
• Mayor’s Fitness Council/Healthy Clarksville
• Monroe Carroll Jr. Children’s Hospital at Vanderbilt
• Northwest Medical Center
• Oak Plains Academy
• Parallon
• Prime Fitness
• Public Defenders Office
• RePublic Charter Schools
• Saint Thomas Surgery Center
• Salvation Army
• Smith Dental
• Soldiers and Families Embraced
• Strong Fitness
• Student Teaching
• Taylor Spine and Sport Rehabilitation/Marathon Chiropractic
• Tennessee Department of Corrections State Probation and Parole
• Tennessee State Veterans Home
• Tennessee Valley Healthcare
• Tennova Healthcare of Clarksville
• Tennova Hospice
• The Center for Family Development
• The Old Fire House
• Thor 3
• Unk
• VA Hospital, Nashville
• Vanderbilt Medical Center
• Vanderbilt University
• YMCA

Employed graduates indicated salary ranges from $20,000 - $60,000. Forty-two percent of graduates reported full-time employment with the following companies:
• CASA of Robertson County
• Cracker Barrel
• House of Brews
• Pier 1 Imports
• Star Physical Therapy
• United Way
• Wal-Mart

The College of Behavioral and Health Sciences had 3% of graduates report they will attend the following graduate schools for future educational endeavors:
• Austin Peay State University
The College of Business had a response rate of 61.2% for the individual college, out of 31 degrees awarded, 19 graduates responded. Also, an overall survey response rate of 5%. Of the self-reported data 11% of the graduates stated they completed an internship. The noted internship sites were:

- Fortera Credit Union
- Tennessee Department of Treasury

Employed graduates indicated salary ranges from $35,000 - $50,000. Thirty percent of graduates reported full-time employment with the following companies:

- Clarksville Area YMCA
- Hampton Inn & Suites

The College of Business had 5% of graduates report they will attend the following graduate school for future educational endeavors:

- Austin Peay State University
The College of Education had a response rate of 84.3% for the individual college, of the 32 degrees awarded, 27 graduates responded and an overall response rate of 7%. Of the self-reported data 37% of the graduates stated they completed an internship. The noted internship sites were:

- Austin Peay State University
- Cheatham County Schools
- DCBE
- Clarksville Montgomery County School System (Rossview Middle/High School)

Employed graduates indicated salary ranges from $20,000 - $38,000. Thirty-one percent of graduates reported full-time employment with the following companies:

- Department of Defense
- Kroger
- Clarksville Montgomery County School System
- Onsite

The College of Education had 7% of graduates report they will attend the following graduate schools for future educational endeavors:

- Trevecca Nazarene University
- University of Kansas
The College of STEM had a response rate of 78.8% for the individual college, with 118 awarded degrees and 93 graduates responded and an overall response rate of 22%. Of the self-reported data 31% of the graduates stated they completed an internship. The noted internship sites included:

- APSU
- APUS GIS Center
- APSU Office of Information Technology
- Baker Creek Heirloom Seed company
- Bridgestone of Americas
- CBH
- Cullen Web Services
- Department of Army
- Disney World
- Hilldale United Methodist Church
- Initially Stitched
- IT Security APSU
- Lawn Doctor
- Metalsa
- Montgomery County Democratic Party
- Montgomery County IT Department
- National Academy of Sciences, Space Studies Board
• ORUA
• Tennessee Grass Fed
• Trane
• University of Tennessee; University of Kentucky

Employed graduates indicated salary ranges from $15,000 - $100,000. Twenty-five percent of graduates reported full-time employment with the following companies:
• COMPASS Science Communication
• Initially Stitched
• Dance Division
• Papa John’s
• Publix
• Sam’s Club
• St. Louis Zoo
• Tennessee Grass Fed
• Walmart
• Walmart Pharmacy

The College of STEM had 6% of graduates report they will attend the following graduate schools for future educational endeavors:
• Austin Peay State University
• Belmont
• Tennessee State University
• New York Institute of Technology
The Survey

Congratulations on your pending graduation!

Due to reporting requirements by the Department of Education it is required that we report gainful employment outcomes of our graduates. We appreciate your time and request that you complete the short survey prior to your graduation from Austin Peay State University. All information provided to the University will remain confidential.

If you have questions, please feel free to contact us at 931-221-6544

Your Name—First, Middle, Last________________________________________________________

Academic College _________________________________________________________________

Degree Level _________________________________________________________________

Graduation Date _______________________________________________________________

Anumber __________________________________________________________

A PSU email ________________________________________________________________

Phone number ____________________________________________________________

Are you authorized to permanently work in the U.S.? Yes No

Which of the following BEST describes your PRIMARY status after graduation? Please select only ONE of the following categories:

- Employed full time (on average 30 hours or more per week)
- Employed part time (on average less than 30 hours per week)
- Participating in a volunteer or service program (e.g., Peace Corps)
- Serving in the U.S. military
- Enrolled in a program of continuing education
- Seeking employment
- Planning to continue education but not yet enrolled
- Not seeking employment or continuing education at this time

If your PRIMARY status is employed full time OR employed part-time, please select the category which BEST describes your employment:

- Employed as an entrepreneur
- Employed in a temporary/contract work assignment
- Employed freelance
- Employed in a postgraduate internship or fellowship
- Employed in other work category

If employed, please provide the following information concerning your employment:

Employing organization___________________________________________________________

Position location—city, state, and country_____________________________________________
Job title

If employed full time, annual base salary amount in U.S. dollars: $___________

Guaranteed first-year bonus amount in U.S. dollars, if you are receiving one: $___________

If your PRIMARY status is participating in a volunteer or service program, please provide the following information about your assignment:

Organization

Assignment location—city, state, and country

Role/Title

If your PRIMARY status is serving with the U.S. military, please provide the following information about your assignment:

Service Branch

Rank

If your PRIMARY status is enrolled in a program of continuing education, please provide the following information concerning your education:

Name of institution

Location of the institution—city, state, and country

Program of study

Degree you are pursuing

Did you complete an internship, co-op, practicum, field study, or clinical, etc. prior to graduation?

- Yes
- No

If you completed an internship or co-op, practicum, field study, or clinical, etc. experience such as those listed above, please provide the following information concerning your employment:

Employing organization

Position location—city, state, and country

Intern title

If paid, what was the hourly salary amount in U.S. dollars; If not paid enter N/A: $___________