

Center for Career Development Annual Report 2016-2017

1st of 3 Editions – At May 2017 graduation



Prepared for the
Haslam College of Business





To: Haslam College of Business Deans, Directors, and Department Heads

From: Danny Pape, Misha Cooper & Cole Burns - Haslam College of Business Consultants & Graduate Assistant

RE: 2016-2017 academic year report (First Edition # 1 – At May 2017 graduation) on Center for Career Development work with the Haslam College of Business

Date: May 24, 2017

As we prepare for the upcoming academic year, we would like to bring you a report updating you on the relationship between the Haslam College of Business and Center for Career Development over the past academic year. Please review the report for salary information, as well as program statistics.

Please note:

- This is the first edition of the annual report for the 2016 - 2017 academic period. It is being written based off of first destination data that was self-reported by students as of May 24, 2017 (May graduation). We will also create this report at 3 months past May 2017 graduation, and the final iteration at 6 months past May 2017 graduation.
- At the point this report was created, please note that the registrar has yet to confirm degrees and the total number of graduates is yet known for the May 2017 graduation. Numbers are being calculated based off of an estimate. A new report will be created after the confirmed degrees are posted.

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Sincerely,

Danny Pape, Misha Cooper, & Cole Burns

2016-2017 First Destination Reporting

Post-graduation Statistics & Salaries

Results are self-reported by students graduating in August 2016, December 2016 and May 2017.

Total # = Number of students graduating in major

Known # = Number of students who completed their first destination profile (Percentages based off of this #)

** Totals, on occasion, may not equal to 100% due to rounding

Methodology – The Haslam College of Business Center for Career Development team uses several different methods to receive this information. First, we follow the guidelines put forth by the National Association of Colleges & Employers (NACE) on what information to collect from graduates and how to collect it. Then, we start emailing each graduate with a link to fill out their first-destination profile through a software platform called I2Twenty. As mentioned above, students self-report their post-graduation plans. This year a Haslam College of Business polo was offered to students during Senior Impact Week (April 17-21, 2017) as a free gift after filling out their outcomes. This enabled us to obtain almost a 10% increase from this time last year in the knowledge rate at graduation. We continue collecting data for six months past graduation (December 2017) per NACE standards. If we are unable to solicit a response through email we do use other avenues including phone calls and the LinkedIn site. Lastly, we contact employers and look to obtain who they have hired from The University of Tennessee in the past year.

First Destination Report - Haslam College of Business - Undergraduate Programs													
At May 2017 Graduation													
Major	Total	Known		Employed Full-Time ¹		Employed Part-Time ²		Further Education		Still Seeking Employment or Education		Out of Job Market	
		#	%	#	%	#	%	#	%	#	%	#	%
Accounting	154	96	62.3%	27	28.1%	3	3.1%	52	54.2%	14	14.6%	0	0.0%
Business Analytics	88	52	59.1%	22	42.3%	3	5.8%	9	17.3%	18	34.6%	0	0.0%
Economics	30	21	70.0%	7	33.3%	1	4.8%	6	28.6%	6	28.6%	1	4.8%
Finance	106	57	53.8%	30	52.6%	0	0.0%	5	8.8%	22	38.6%	0	0.0%
Human Resource Management	34	20	58.8%	8	40.0%	0	0.0%	1	5.0%	10	50.0%	1	5.0%
Management	98	58	59.2%	34	58.6%	0	0.0%	7	12.1%	17	29.3%	0	0.0%
Marketing	157	83	52.9%	39	47.0%	2	2.4%	6	7.2%	34	41.0%	2	2.4%
Public Administration	5	2	40.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
Supply Chain Management	324	197	60.8%	131	66.5%	3	1.5%	8	4.1%	48	24.4%	3	1.5%
Total	996	582	58.4%	299	51.4%	12	2.1%	94	16.2%	170	29.2%	7	1.2%

- Notes**
1. Includes full-time own ventures, full-time post graduation internships, full-time fellowships, and all other types of full-time employment.
 2. Includes part-time own ventures, part-time post graduation internships, part-time fellowships, and all other types of part-time employment.

First Destination Report - Haslam College of Business - Graduate Programs															
At May 2017 Graduation Report															
Major	Total	Known		Employed Full-Time ¹		Employed Part-Time ²		Further Education		Still Seeking Employment		Out of Job Market		Average Salary	National Average Salary
		#	%	#	%	#	%	#	%	#	%	#	%	\$\$	\$\$
Accounting	100	98	98.0%	97	99.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	\$ 52,523	\$ 67,369
Business Analytics	42	8	19.0%	4	50.0%	0	0.0%	2	25.0%	1	12.5%	1	12.5%	---	\$ 72,133
Human Resource Management	21	5	23.8%	1	20.0%	0	0.0%	1	20.0%	3	60.0%	0	0.0%	---	\$ 73,212
Master's in Business Administration	73	72	98.6%	47	65.3%	0	0.0%	2	2.8%	9	12.5%	14	19.4%	\$ 88,678	\$ 81,685
Total	236	183	77.5%	149	81.4%	0	0.0%	6	3.3%	13	7.1%	15	8.2%	---	---

- Notes**
1. Includes full-time own ventures, full-time post graduation internships, full-time fellowships, and all other types of full-time employment.
 2. Includes part-time own ventures, part-time post graduation internships, part-time fellowships, and all other types of part-time employment.

Results are self-reported by students graduating in August 2016, December 2016 and May 2017.

Total # = Number of students graduating in major

HAV Profile # = Number of students with just a profile completed on Hire-A-Vol

HAV Resume # = Number of students who have profile completed AND resume uploaded on the Hire-A-Vol system

Completed Internship # = Students whom self-reported through first destination survey that completed an internship during their time at UT (percentage is based off of the known #)

* SE Region and National Average Data from NACE Salary Survey Winter 2017 national report

** Totals, on occasion, may not equal to 100% due to rounding

First Destination Report - Haslam College of Business - Undergraduate Programs															
At May 2017 Graduation Report															
Major	Total #	Known #	HAV Profile*		HAV Resume*		Completed Internship		# of Salaries Reported ¹	Average Salary	Median Salary	Low Salary	High Salary	SE Region Average Salary**	National Average Salary**
			#	%	#	%	#	%							
Accounting	154	96	122	79.2%	119	77.3%	70	72.9%	24	\$49,438	\$48,400	\$30,000	\$105,000	\$54,830	\$54,838
Business Analytics	88	52	25	28.4%	23	26.1%	35	67.3%	18	\$52,063	\$55,000	\$31,200	\$ 72,000	\$61,250	\$60,153
Economics	30	21	7	23.3%	4	13.3%	13	61.9%	4	\$50,625	\$48,750	\$30,000	\$ 75,000	\$57,500	\$55,965
Finance	106	57	32	30.2%	26	24.5%	38	66.7%	27	\$47,001	\$50,000	\$28,080	\$ 85,000	\$56,088	\$55,609
Human Resource Management	34	20	10	29.4%	4	11.8%	19	95.0%	8	\$43,435	\$42,350	\$23,500	\$ 70,000	\$53,875	\$48,607
Management	98	58	20	20.4%	13	13.3%	34	58.6%	29	\$42,969	\$42,000	\$27,000	\$ 65,000	\$52,908	\$54,019
Marketing	157	83	48	30.6%	26	16.6%	59	71.1%	35	\$41,748	\$40,000	\$12,000	\$ 78,000	\$53,719	\$52,988
Public Administration	5	2	1	20.0%	1	20.0%	0	0.0%	1	\$45,000	\$45,000	\$45,000	\$ 45,000	---	\$50,818
Supply Chain Management	324	197	132	40.7%	113	34.9%	125	63.5%	124	\$53,661	\$55,000	\$20,000	\$125,000	\$56,450	\$55,694
Total	996	586	397	39.9%	329	33.0%	393	67.1%	270	\$49,435	\$50,000	\$12,000	\$125,000	\$55,601	\$54,803

Notes

1. Includes only respondents reporting full-time annual salaries above \$12,000.

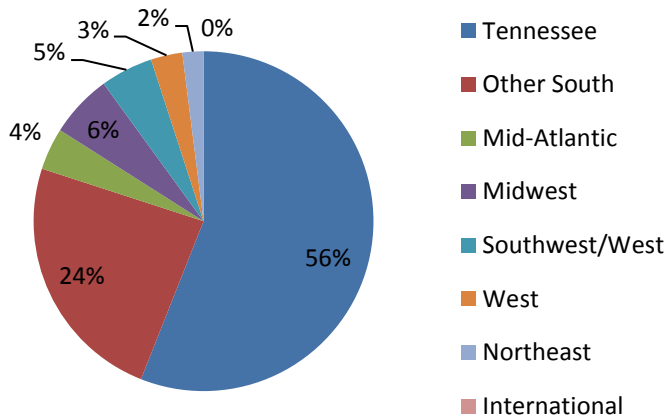
* - Only includes August 2016 and December 2016 graduates.

** - NACE salary averages are based off of employer-provided data at this point in the reporting period and larger corporations tend to report on a more frequent basis

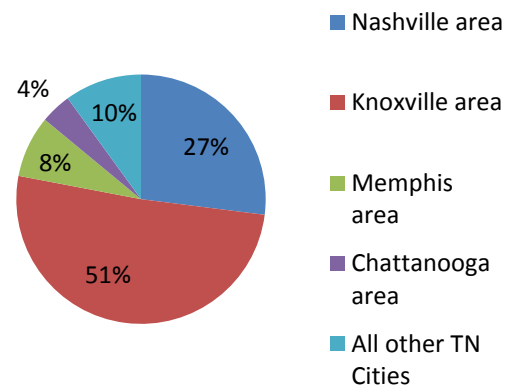
Top Employers Hiring Undergraduate Business Students (2016 – 2017 Acad. Year)

Employer	FT Positions
PepsiCo/Frito-Lay, Inc.	11
International Paper	10
Amazon.com, Inc.	7
Georgia-Pacific	6
Enterprise Holdings, Inc.	5
Veritiv	5
21st Mortgage Corporation	4
Cintas	4
DHL Supply Chain	4
Eastman Chemical Company	4
Procter & Gamble	4
Tractor Supply Co.	4
BNSF Logistics	3
Clayton Homes	3
Insight Global	3

Top Locations for Undergraduates



Tennessee Hiring



Full-Time Employment By Major – Undergraduate Programs

Accounting

Accenture	1
Assured Bio Labs	1
Brunswick Boat Group	1
Day & Company, P.C.	1
Deloitte	1
Dixon Hughes Goodman	1
Enterprise Holdings, Inc.	1
Ernst & Young (EY)	1
Faith Promise Church	1
FedEx Services	1
Healthcare Receivables Group	1
Jaffe Wealth Management & Consulting, Inc.	1
KPMG LLP	1
Limited (The)	1
Marcum LLP	1
Myers and Stauffer LC	1
NHC Healthcare, Fort Sanders	1
Premiere Building Maintenance Corporation	1
Random Acts of Flowers	1
Tennessee State Bank	1
Tennessee Valley Authority (TVA)	2
University of Tennessee Medical Center	1
Vanderbilt Mortgage and Finance, Inc.	2
Walls Group (The)	1

Business Analytics

Athens Distributing Company	1
Centene Corporation	1
CGI	2
Chewy.com	1
Clayton Homes	1
Clorox Company (The)	1
Cummins Inc.	1
International Paper	2
Kimberly-Clark Corporation	1
Knoxville Area Project Access	1
Norfolk Southern	1
Opera Solutions, LLC	1
Penske Truck Leasing	1
PepsiCo/Frito-Lay, Inc.	1
Textron Aviation	1
Tombras Group	1
Veolia North America	1

Economics

Clorox Company (The)	1
Epic Systems Corporation	1
Gullane Capital Partners	1
Vanderbilt University Medical Center	1

Finance

21st Mortgage Corporation	1
AXA Equitable	1
Beta Upsilon Chi (BYX)	1
Bush Brothers & Co	1
Capstone Financial	1
Caterpillar Financial Services	1
Clayton Homes	1
Cumberland Lumber & Manufacturing	1
Delta Air Lines, Inc.	1
Dixon Hughes Goodman	1
Duncan-Williams, Inc.	1
Elavon Inc.	1
England Food Group	1
Greensquare Capital, LLC	1
International Paper	1
Jackson National Life Insurance	1
OppenheimerFunds	1
Optum	1
Paradigm Wealth Partners	1
PepsiCo/Frito-Lay, Inc.	1
Pilot Flying J	1
Procter & Gamble	1
Republic Finance	1
Skanska USA	1
Teach for America	1
Tommy Throneberry Properties	1
University of Tennessee	1
USI Consulting Group	1
V. Alexander & Co., Inc.	1
William Blair & Company	1

Human Resource Management

Amazon.com, Inc.	1
Cintas	1
Clayton Homes	1
Covenant Health	1
Dollywood	1
Insight Global	1
International Paper	1
TEKsystems	1

Management

21st Mortgage Corporation	1
Alcoa Good Times, Inc.	1
Amazon.com, Inc.	1
Aramark	1
BNSF Logistics	1
Bridgestone Retail Operations LLC (BSRO)	1
Buckeye Cleaning Center	1
Cherokee Health Systems	1
Cintas	2
DENSO Manufacturing	1
Dillon Financial LLC	1
Enterprise Holdings, Inc.	4
Hospital Corporation of America (HCA)	1
Insight Global	1
Kimberly-Clark Corporation	1
Mark Spain Real Estate	1
MHC Kenworth	1
Oak Ridge Associated Universities (ORAU)	1
Premier Athletics	1
Ronny Russell	1
Ryder System, Inc	1
Safway Group Holding LLC	1
Target	2
Tennessee Department at Veteran Services	1
Texas Roadhouse	1
Tractor Supply Co.	1
Woodstream Corporation	1

Marketing

21st Mortgage Corporation	1
Accounting Principals	1
Affinity Search Partners	1
AGRANA	1
Aramark	1
Arconic	1
Best Buy	1
Bradford Health Services	1
Buckeye Corrugated, Inc. (BCI)	2
Camp Ridgecrest for Boys	1
Chartwell Hospitality LLC	1
Cintas	1
Di-Fi Solutions	1
Eastman Chemical Company	1
Foundation Group	1
Georgia-Pacific	1
Hub Group	1
Idealease	1
Insight Global	1

Intellithought Inc.	1
Jewelry Television (JTV)	1
Kohl's Corporate	1
LB Floral	1
MEC	1
MillerCoors	1
Newell Rubbermaid	1
On The Lake Realty	1
Otis Elevator Co.	1
PepsiCo/Frito-Lay, Inc.	2
SunTrust Banks, Inc.	2
US Foods	1
Veritiv	1
Walt Disney Company (The)	1
Yelp	1

Public Administration

Staples Business Advantage	1
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Supply Chain Management

21st Mortgage Corporation	1
ALDI	1
Amazon.com, Inc.	5
Appalachia Service Project	1
Ascension Health	1
Beacon Roofing Supply	1
Bechtel Corporation	2
BNSF Logistics	2
Boeing Company	1
Bosch	1
C.H. Robinson	1
CapGemini Consulting	1
Central Intelligence Agency (CIA)	1
Chewy.com	1
CKE Restaurants Holdings, Inc.	1
Colony Hardware	1
Cookout	1
Coyote Logistics LLC	1
Crane Worldwide Logistics	1
Crossix Solutions, Inc.	1
DENSO Manufacturing	1
DHL Supply Chain	4
Dollar General Corporation	2
E & J Gallo Winery	1
Eastman Chemical Company	3
Farm Bureau	1
Geodis	1
Georgia-Pacific	5
Global Protection Products Enterprises (GPP)	1
Grant Thornton LLP	1

Home Depot	2
IBM	1
Impex GLS, Inc.	1
International Paper	6
Intertape Polymer Group (IPG)	1
INVISTA	2
J.B. Hunt Transport, Inc.	5
JB Hunt	1
JDA Software	1
Kelly Services, Inc.	1
Kroger Co.	1
Lockheed Martin	1
Logan Aluminum	1
L'Oreal USA	1
Luxottica	1
Manhattan Associates	1
Marten Transport Ltd.	1
Martin Brower	1
Matthews Brothers, Inc.	1
Mondelez	2
National Parent Teacher Association (PTA)	1
Nestle Purina Pet Care Co.	1
Nissan North America	1
Norfolk Southern	1
OHL	1
Old Dominion Freight Line	1
P&S Transportation	1
Parallon	1
Peanut Butter Printing	1
PepsiCo/Frito-Lay, Inc.	7
Pilot Flying J	1
PLS Logistics Services	1
Procter & Gamble	3
Protomet Corporation	1
Reagan International Airport	1
Rolls-Royce	1
S. C. Johnson & Son	1
Schneider Electric	1
Scott Logistics Corp.	1
Scripps	1
Smith & Nephew	1
Techtronic Industries (TTI)	1
Total Quality Logistics	1
Toyota Tsusho America	1
Tractor Supply Co.	3
Transplace	1
Unilever	1
United Oil of the Carolinas	1
Veritiv	4
Volkswagen Group of America	1
Walmart	1
Western Express	2

Career Consultant Report

The Haslam College of Business team has several different types of interaction with business students. These interactions include individual appointments, virtual or phone appointments, workshops, presentations, class visits, and classes taught during the 2016 – 2017 academic year (May 15th, 2016 through May 15th, 2017). This part of the report will give you statistics on all of these interactions to demonstrate how our team helps students.

Student Appointments

Individual Appointments:	#	Haslam College of Business	#
Classification		Major	
Freshman	44	Accounting	62
Sophomore	56	Business Adm Exploratory Track	42
Junior	143	Business Analytics	60
Senior	230	Economics	21
Total Undergraduates	473	Finance	54
Graduate Student/PhD	22	Human Resource Management	10
Alumni	21	Management	21
Community Member/Staff/Faculty/Exchange Student	5	Marketing	37
Total Clients	521	Public Administration	3
		Supply Chain Management	174
		Haslam College of Business Total	484
		Other Student Appointments (Non-business majors)	37
		Total Student Appointments Seen	521

Presentations & Workshops

Date	Topic	Class/Organization Name	# Attendees
Orientation Presentations			
5/2016 - 7/2016	Academic Advising and Career Development	Haslam Orientation Sessions	1000
Class Presentations			
8/15/2016	CCD & Hire-a-VOL overview & Behavioral Interviewing	Business Analytics Masters	35
8/23 - 8/26/2016	Professional Development Certification Program Overview	Accounting 200 (6 sections)	1200
10/13/2016	Resume Writing and Interview Skills	FYS 101 Transfer Class	16
10/19 - 10/31/2016	CCD Presentation & Resume Workshop	BA 100 (30 sections)	900
11/2/2016	Incorporating Leadership Exp on Resumes and Interviews	ELPS 350	4
11/8/2016	VOL SOAR Tutorial	MGT 336 (2 sections)	76
11/10/16	Job/Internship Search & Interviewing Skills	ECON 381	42
1/23/2017	Dress for Success	Marketing 466	40
2/20/2017	Dress for Success	Entrepreneurial Marketing	39
3/31/2017	Graduation Outcome Profile - 12Twenty Demo	MGT 453	30
4/4/2017	Graduation Outcome Profile - 12Twenty Demo	MGT 453	30
4/12/2017	Graduation Outcome Profile - 12Twenty Demo	MGT 453 (3 sections)	90
4/12/2017	Utilizing Leadership Experience on Resumes	ELPS 350	13
Student Group and Organization Presentations			
8/30/2016	HAV overview and prep for fall recruiting events	Financial Management Association	50
9/6/2016	How to Prepare for a Job Fair	Management Society of UT	25
9/15/16	HAV overview and prep for fall recruiting events	UT Investment Group	80
9/20/16	How to Prepare for a Job Fair	Delta Sigma Pi	11
10/12/16	Resume Workshop	Delta Sigma Pi	27
11/6/16	Resume & Interviewing Presentation	Brothers United for Excellence	16
11/21/16	Resume Writing Presentation	Business Analytics Society	11
1/9/17	Utilizing Leadership Experience on Resumes	Campus Events Board	14
1/26/17	Social Media & LinkedIn Professionalism	Leadership Knoxville Scholars	12
2/6/17	Resume Writing- PCA training	CCD Peer Career Advisors	7
Workshops and Events			
8/12-19/2016	Meet the Firms Graduate Panels & Resume Critiques	Accounting Majors (undergrad & grad)	38
9/8/16	Introduction to SoD Program	Supply Chain Management SoD Opening Reception	50
9/26/2016	Internship Search, Networking, Dress for Success	SCM SoD Sophomore Prof. Development Session # 1	7
9/26/2016	Meet the Money event interest meeting	Finance & Business Majors	21
9/28/2016	Manners Matter: Etiquette Dinner	Finance & Business Majors	48
9/30/2016	Resume & Networking workshop	Finance & Business Majors	7
10/3/2016	Interviewing & Salary Negotiation	SCM SoD Junior Prof. Development Session # 1	18
10/10/16	HCB Office Hours - Walk up advice	All Business Majors	15
10/13/16	Meet the Money (Finance Networking Event)	Finance & Business Majors	45
10/24/16	Business Basics	Diverse First-Year Students	25
11/11/16	Marine Corps Leadership Seminar	All Majors & Some Faculty (primarily business)	45
11/17/16	HCB Office Hours - Walk up advice	All Business Majors	15
1/14/17	Self-Care	Clifton M. Jones Leadership & MLK	85
1/18/17	Resume Writing, Networking, & Hire-a-VOL	AIM Accounting Alliance	40
1/19/17	How to Prepare for Finance/Accounting Internship Night	Finance & Accounting	22
1/20/17	Accounting Resume Critiques	Accounting Dept	14
2/1/2017	Finance/Accounting Internship Night Prep session	Finance & Accounting	2
2/22/2017	Finance & Accounting Internship Night	Business Majors	106
3/7/2017	Conducting Informational Interviews	PDC Students	6
4/17/17	Vol Trek to Cat Financial Trip Orientation	Business Majors	11
4/21/17	Vol Trek to Cat Financial in Nashville, TN	Business Majors	9
Total attendees =			4397

Classes

The Haslam College of Business consultants teach two courses throughout the year. The first is BA 320: Career Planning and Placement for Business Majors is a one-credit-hour class targeted at juniors and seniors in the Haslam College of Business. The team taught four total sections of the course over the year and helped 135 students. Also taught only in the Fall of 2016 was BA 100: Approaches to the Haslam College of Business. This is a one-credit-hour class comprised of all first-semester freshmen who are majoring or have shown interest in the Haslam College of Business. There were three sections taught by the consultants in this area and helped 90 total students.

Business Administration 320: Career Planning and Placement	Fall 2016	Spring 2017	Total
Number of Sections	2	2	4
Total Students	69	66	135
Business Administration 100: Approaches to the College of Business Administration	Fall 2016	Spring 2017	Total
Number of Sections	3	Not offered	3
Total Students	90	Not applicable	90

Business Career Planning and Placement (BA 320) data

BA 320: Career Planning and Placement for Business Majors is a one-credit-hour class targeted at juniors and seniors in the Haslam College of Business. There are two sections taught by Misha Cooper, Danny Pape, both Haslam College of Business Career Consultants with help from their graduate assistant, each semester. The team taught a total of 135 students over the year which was comprised of 4 total sections of the course. Assessments were administered at the beginning and end of each course.

FALL 2016 AND SPRING 2017 COMBINED RESULTS:

<i>Please rate your ability to do the following (1=low; 5=high)</i>	Pre-Test	Post-Test	% Change
1. I can show an employer how I match the position by writing an effective resume and cover letter	3.14	4.36	+39%
2. I am able to provide examples of my skills focusing on personal strength and experiences	3.44	4.45	+29%
3. I can develop steps to achieve my list of career goals	3.30	4.40	+33%
4. I am able to articulate how I fit the job with specific examples in an interview or on-site visit	3.13	4.32	+38%
5. I can apply the NACE ethical job search standards to my own job search	3.44	4.35	+27%
6. I can communicate effectively and professionally to employers via correspondence (phone, job fairs, email, etc.)	3.72	4.58	+23%
7. I can identify at least 3 different ways to connect with individuals with whom I can professionally network	3.23	4.38	+36%
8. I can critically assess a job offer and appropriately negotiate for salary, benefits, etc.	2.37	3.88	+64%
9. I can develop a budget plan based on a realistic salary for my first year on the job	2.99	4.28	+43%
<i>Average for Class Topics</i>	3.12	4.40	+36%

FALL 2016 and SPRING 2017 COMBINED STUDENT FEEDBACK/COMMENTS:

- Great course! Helped me land a summer internship!
- I enjoyed the course! It has helped me feel more comfortable with things to expect when looking for a job and applying.
- Great course. It should be required for students in this college in my honest opinion.
- I have loved my time in this course & have learned so much!
- I really enjoyed this class and definitely get way more out of it than I ever expected. Thank you so much!
- Loved the range of guest speakers who come to class to speak to us!
- I enjoyed the course overall. The presentations were very beneficial and helped me pinpoint where I need to improve during my professional development.
- The cover letter writing was so helpful! Really enjoyed learning how to negotiate salary.
- Enjoyed the course and felt like I really learned information I can use.
- I thought the course was excellent and provided many insights and resources.
- I really enjoyed the panel and the informational interview paper. The guest speakers were very interesting and I learned more than I anticipated.
- I thought all the guest speakers were very helpful and informative. The in class exercises and assignments were extremely helpful for future career needs.

BA 320 Fall 2016 and Spring 2017 Results

