



Introduction

Prior to graduation, Auburn seniors enroll in a non-credit university class “Registering to Graduate” during their final term. During fall 2008, spring 2009, and summer 2009 semesters, all students enrolled in this course were sent two emails containing a survey link from the Office of the Registrar. The emails served as reminders of administrative tasks that needed to be completed prior to graduation, including completing this exit survey. Information was collected between December 2, 2008 and December 19, 2008 for the fall 2008 semester. Spring 2009 survey was collected from April 29, 2009 to May 4, 2009, with summer collection during July 14 - August 5, 2009. Participation in the survey was not required for graduation. Out of 3,907 students contacted via email, 1,276 responded for a 32.7% response rate. This survey, initiated by the Career Development Center, is designed to capture career plans along with measuring the influence of the Career Development Center in locating employment.

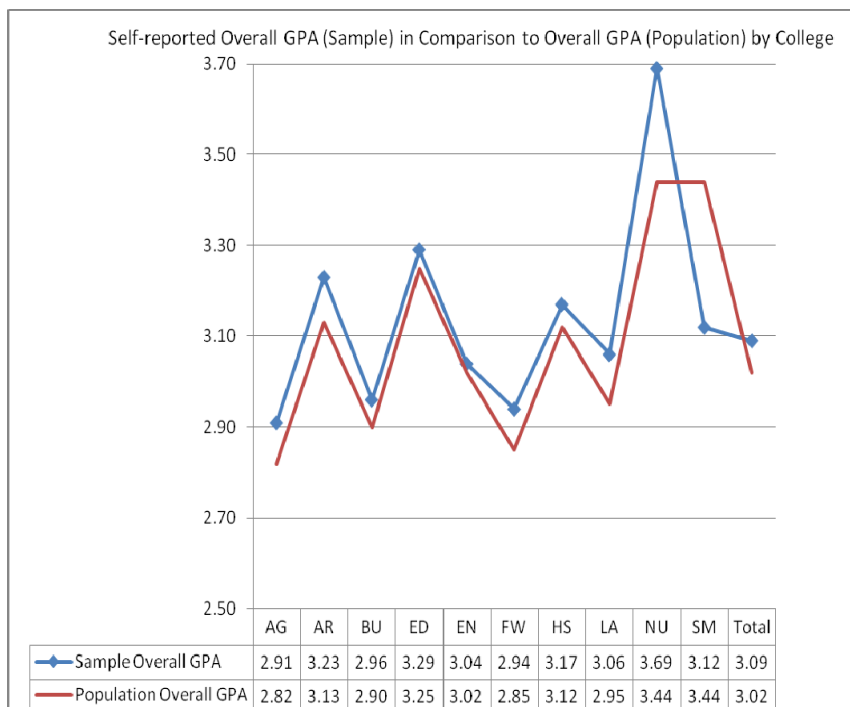
Response Rates by College

The college make-up of the respondents is displayed below and is shown in comparison to the total graduating class. The sample responding to the survey closely resembled the total college/school make-up of the graduating class. However, responses from the College of Business and College of Sciences and Mathematics were slightly low in comparison to the total group (5 to 6%) while responses from the Samuel Ginn College of Engineering were slightly higher in comparison (4.7%).

College	Population	Sample
Agriculture	4.8%	5.3%
Architecture	7.6%	7.9%
Business	23.7%	17.6%
Education	9.8%	12.0%
Engineering	10.9%	15.6%
Forestry	1.3%	1.2%
Human Sciences	6.1%	7.5%
Liberal Arts	25.8%	27.5%
Nursing	2.2%	1.1%
Sciences and Mathematics	8.0%	3.9%
Not reported or interdisciplinary	0.0%	0.4%
TOTAL	100.0%	100.0%

Overall GPA by College

Respondents were asked to report their overall GPA (See visual comparison on pg. 2). Since GPA was self-reported, determining adequate sample representation of total bachelor degree recipients 2008-09 is problematic. Final grades may not have been reported resulting in an estimated GPA. Additionally, some students may be reporting a variant of their actual overall GPA calculated for professional/graduate school applications. There is some concern that students with higher GPA may be responding more frequently to this survey. Only 50% of the total group of bachelor degree recipients (3,942) received a 3.00 GPA or greater in comparison to this sample (1,276) in which 60% reported a 3.00 GPA or greater. The mean difference between the respondents and the total group is 0.07. The average GPA of the sample was 3.09 compared to 3.02 for the total graduating class.



Change of Major

Based on this sample, over half of a graduating class may change their major at least once. However there is no comparative data of the population at this point. The question in this survey read “Did you change your major while a student at Auburn?” Out of 802 responses to this question, 53.7% (431) answered “Yes” to changing their major at least once. Of those that answered “Yes”, 35.5% reported to changing their major more than once while at Auburn.

Future Career Plans

Students taking the survey were prompted to report their plans following graduation. Responses revealed that 54.5% of the respondents plan to work either full or part time. An additional 21.8% of the sample plan to attend graduate or professional school.

Future Plans	Responses	Percent
Employment, full-time paid	695	54.4%
Graduate or professional school, full-time	279	21.8%
Employment, part-time paid	63	4.9%
Graduate or professional school, part-time	61	4.8%
Starting or raising a family	50	3.9%
Military service	43	3.4%
Volunteer activity (e.g. Peace Corps)	23	1.8%
Additional undergraduate coursework	21	1.6%
Other	25	3.4%
Total	1,260	100.0%



Students, who responded “other” when questioned about future plans, were allowed to provide an open-ended response as to the intent of their plans. Below are a few common responses:

Looking for employment	8
Internship	4
Traveling	4
Sitting for the CPA exam	3
Self-Employment	3
Finishing Thesis project	2
Moving Home	2
Specialty School	2
Undecided	2

State of Employment

State	Count	Percentage
Alabama	191	60.4%
Georgia	53	16.8%
Tennessee	13	4.1%
Texas	11	3.5%
Florida	7	2.2%
Virginia	6	1.9%
Mississippi	5	1.6%
Colorado	3	0.9%
Louisiana	3	0.9%
New York	3	0.9%
California	2	0.6%
Maryland	2	0.6%
Missouri	2	0.6%
Nevada	2	0.6%
Washington	2	0.6%
Ethiopia	1	0.3%
Indiana	1	0.3%
Kansas	1	0.3%
Kentucky	1	0.3%
Massachusetts	1	0.3%
Michigan	1	0.3%
North Carolina	1	0.3%
Oklahoma	1	0.3%
Montreal,	1	0.3%
South Carolina	1	0.3%
Washington, D.C.	1	0.3%
	316	100.0%

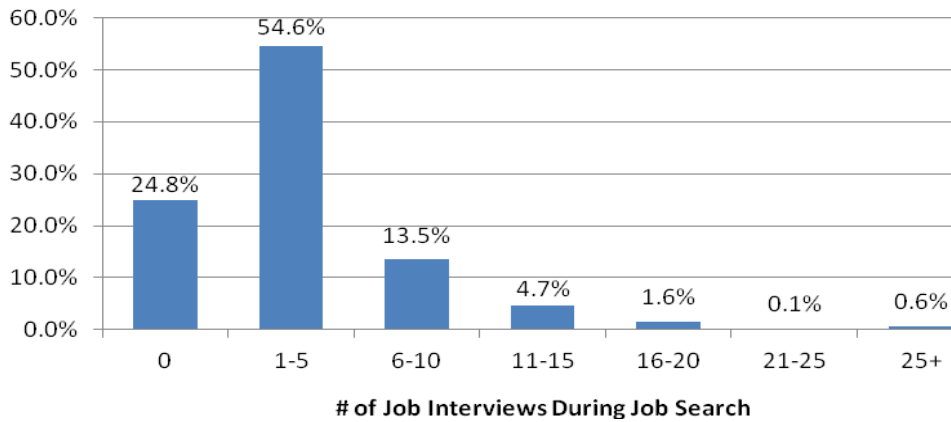
Almost a fourth (24.5%) of this sample provided information as to being employed or having employment at graduation. Graduates who were employed or had a job offer upon graduation were asked to provide information about their job and employer. Students were asked “If employed, please provide the city and state of employer and job”. A table of job locations by state is listed to the left. Alabama had the highest percentage of job locations with 60.4%. The city of Auburn topped the list of job locations by city with 62 respondents, followed by Birmingham (30), Atlanta (21), Huntsville (16) and Montgomery (14). The majority of jobs, 88.9%, were located in the Southeastern region (Southeastern Region includes AL, AR, FL, GA, KY, LA, MS, NC, SC, TN and VA). Two jobs were located outside the United States, one in Montreal, Quebec and the other in Ethiopia.

Students were asked other information such as job title, name of employing organization, salary and start date. A list of salaries by college and major is provided in Appendix A. However, the reported salary does not indicate employment in or out of major field of study. A list of their employers can be found in Appendix B.



Job Interviews and Resulting Offers

After providing information about their employment, students were asked a few final questions about obtaining employment. The first question was “How many interviews (on campus and/or off) did you have during your job search? Seventy-five percent of the respondents to this question (802) had at least one job interview on or off campus. Only 25% of students responding to this question reported no job interviews before graduating. However, if you calculate participation in interviews based on responses to the total survey, results show approximately 63% participating. Results for respondents to this questions were as follows for the sample of students:



The next question was “How many offers of employment did you receive as a result of the interviews?” Out of the 603 students who reported having a job interview before graduation, 32.9% had received no job offers. Sixty-seven percent had received one or more offer of employment as a result of an interview. Results were as follows:

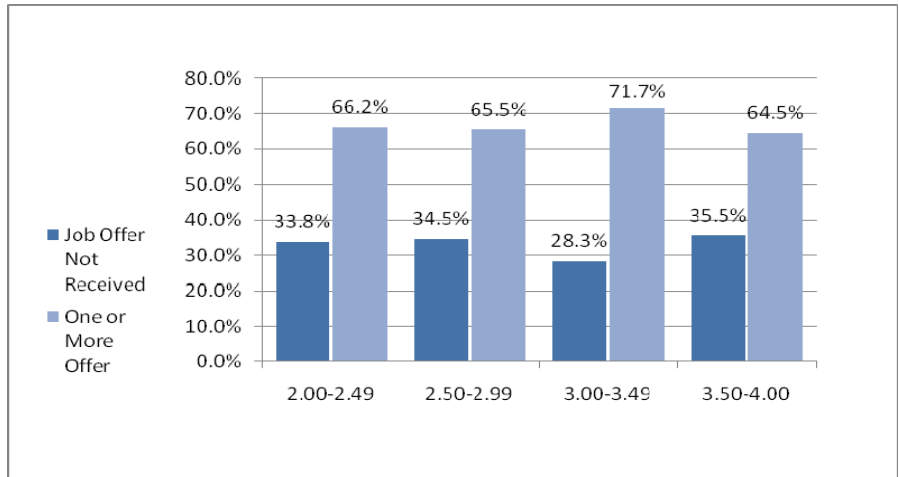




Job Offers by GPA Range

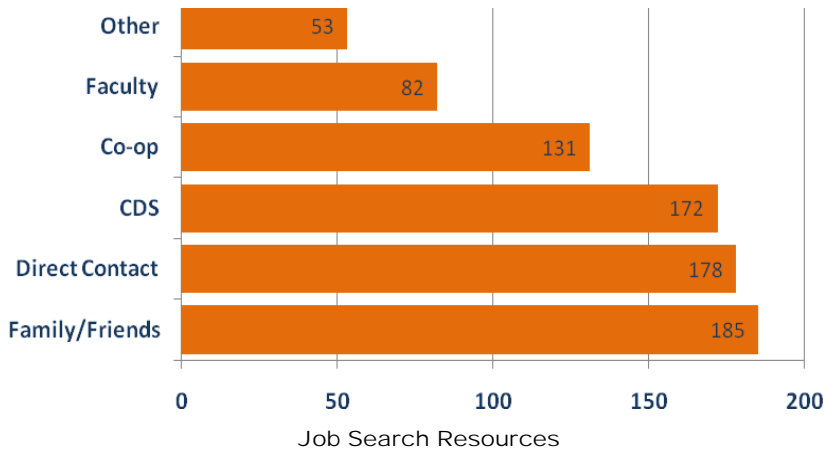
Examining the graph below, the impact of GPA on receiving one or more job offer is minimal for this sample. There is a slightly higher proportion of students in the 3.00-3.49 GPA range receiving one or more offers (71.7%) . As mentioned above, making inferences to the total population is problematic due to selective responding to certain questions and possible significant difference in GPA of sample and population. Additionally, students with higher GPA may be applying for graduate/professional school which may influence interviewing behavior.

Percentage of Students Receiving One or More Job Offer by GPA Range



Job Search Resources

Students were asked to tell which resources assisted them in getting their job and were allowed to check all that applied. Four hundred seventy-seven students identified one or more resources as being helpful in assisting with their job search. Out of these responses, the resource identified the greatest number of times was Family/friends (185), followed by direct contact with the company (178), Career



DevelopmentServices - CDS* (172), Co-op or internship (131), Faculty member or other personnel in academic department (82), and Other (53). Those who chose "Other" were given the opportunity to provide open-ended responses. The most common responses included computer job search services (13), ROTC (6), the BSCI Job Placement Office (5), self (4), previous employment with company(3) and entrepreneur (2).



Only 477 students (out of 1276 total) answered this question making it difficult to interpret the results with a small number of respondents. Both direct contact with employers and co-op experiences could have been impacted and or coordinated by the Career Development Center.

** CDS includes on-campus interviews through TRL, Career Expos/Fairs, Counselors, etc.*

For this final question 1,220 students responded possibly resulting in a good measure of the services utilized through the Career Development Center. The final question read “While attending AU, did you utilize or participate in any of the following activities sponsored by Career Development Services (CDS)?”

	Yes	No	Unsure
Tiger Recruiting Link	44.5%	53.5%	2.0%
Career Expo, Interview Days, Job Fairs, etc.	57.3%	41.9%	0.8%
Workshops or Seminars	13.8%	85.3%	0.9%
Career Counseling/Assessment	27.8%	70.2%	2.0%
CDS online resources	43.2%	54.8%	2.0%

This sample of students favored activities offered by the Career Development Center which provide direct contact with employers. Out of the 1,220 students who answered this question, 57.3% participated in Career Expo, Interview Days or Job Fairs. There appears to be a low percentage (13.8) of students who participate in workshops or seminars. Based on this sample, it appears that almost 30% (27.8) of a graduating class may participate in one-on-one career counseling or assessment. Only 23% (279 out of 1,220) reported using no services of the Career Development Center.

Summary

Results of this exit survey should be generalized to the total group of baccalaureate recipients during the academic year 2008-09 at Auburn University with caution. There may be differences in the overall GPA of respondents and the total graduating class, with higher performing students responding more frequently.

However, there is some evidence that graduating seniors are actively pursuing jobs through interview/contacts prior to graduation both on their own and through the Career Development Center. The majority (63 %) of respondents to the total survey reported interviewing for jobs prior to graduation. Out of these who reported interviewing, 67% received one or more job offer. If you continue to examine only students who responded to questions concerning interviewing for jobs, almost 38% of those students had accepted job offer by graduation. However, 38% may be a high estimate of the proportion of students who had obtained a job by graduation, as only half of students responding to the entire survey answered questions concerning interviews.



A more conservative estimate of the proportion of students who had obtained a job at graduation can be obtained by examining the entire group of respondents to the survey. Only a fourth (24.5%) of the entire group of respondents to all questions reported accepting a job at graduation. Sixty percent of those jobs accepted were in Alabama followed by Georgia (17%), Tennessee (4%). However, it is difficult to determine from these results, with a high degree of confidence, the proportion of graduating seniors who have obtained a job within their field of study at the time of graduation based on the design of the survey.

Students are utilizing the Career Development Center mostly for interviewing opportunities with 57% reporting use of career fairs and expos. Additionally, students are taking advantage of electronic connections of CDS with 40% using CDS online resources and Tiger recruiting link. A smaller proportion (30%) reported using career counseling or assessment. CDS workshops and seminars had the lowest reported participation rate (14%). The Career Development Center was reported as being a helpful resource behind family/friends and students' direct contacts with employers. Out of the 477 students who reported useful job search resources, 172 or 36% indicated CDS as being a helpful resource. However, based on question design, it is not clear whether "direct contact with employer", and "co-op or internship" may have been influenced by the Career Development Center as well.



Appendix A: Salaries by Major

	Total Survey Responses	Salaries Reported	Average Salary
College of Agriculture			
Agricultural Business and Economics	14	5	\$ 34,300
Agricultural Communications	5	*	\$ 33,500
Agronomy and Soils	5	0	
Animal Science	15	*	\$ 45,000
Fisheries	5	0	
Horticulture	21	6	\$ 41,800
Poultry Science	2	0	
College of Architecture			
Architecture	17	*	\$ 45,667
Building Science	53	23	\$ 53,791
Environmental Design	3	0	
Graphic Design	10	*	\$ 41,500
Industrial Design	13	0	
Interior Architecture	6	0	
College of Business			
Accounting	36	*	\$ 43,250
Aviation Management	7	*	\$ 43,000
Business Administration	33	8	\$ 37,228
Entrepreneurship and Family Business	5	0	
Finance	55	7	\$ 39,671
Human Resource Management	9	*	\$ 30,100
Information Systems Management	7	*	\$ 37,000
International Business	6	*	\$ 52,000
Management	3	*	\$ 50,000
Marketing	42	*	\$ 32,980
Professional Flight	3	*	\$ 19,500
Supply Chain Management	19	5	\$ 43,600
College of Education			
Non-Teaching	43	*	\$ 19,034
Secondary Education	22	*	\$ 35,592
Special Education Teaching	8	0	
Early Childhood Education	30	0	
Elementary Education	36	*	\$ 38,878
Music Education	6	*	\$ 35,000

**Indicates less than 5 responses*

Appendix B: List of Employers

Auburn University (21)	American Constructors, Inc.	Cornerstone Detention Products, Inc.
United States Army (8)	AMRDEC	Crane Worldwide Logistics
United States Air Force (6)	Anniston Veterinary Hospital	Curb Technologies
UPS (6)	APAC Inc.	Daxko
B.L. Harbert International (5)	Asurion	Decisive Analytics Corporation
United States Marine Corps (5)	Atkins	DIM Landscaping LLC.
City of Auburn (4)	Auburn oyster bar and grill	Doster Construction
United States Navy (4)	Auburn Reprographics	DPR Construction
Alabama Dept. of Transportation (3)	Auditory Verbal Center	Dr. King Family & Cosmetic Dentist Office
Alabama Power (3)	Autonomic Disorders and MVP Center	Dream Ranch Inc.
Caddell Construction, Inc. (3)	Avanade	Eagle Eye Outfitters
ExxonMobil (3)	Baptist Health	East Alabama Mental Health Center
Harris Corporation (3)	Baptist Medical Center East	Eaton Corporation
Northrop Grumman (3)	Barfield, Murphy, Shank, & Smith, PC	Energy Control Insulation Inc.
Southern Company (3)	BE & K Bilding Group	Enterprise Rent-a-car
Abercrombie and Fitch (2)	Belk	Ethos Group
Bradford Health Services (2)	Benjamin Russell High School	Explosive Ordinance Disposal Technology
Cargill Meat Solutions (2)	Bingham Academy	Family Medicine Associates
Chevron (2)	Birchfield Penuel + Associates	Faucett Taylor & Associates
Federal Government (2)	Black and Decker	Fellowship of Catholic University Students
Frito-Lay (2)	Bloomberg	Francesca's collections
Georgia Transmission Corp. (2)	Bonnie Plant Farms	G&G Steel
InterCall (2)	Boone & Slover	Genuine Parts
KPMG (2)	Bovis Lend Lease	Georgia Tech Research Institute
Redstone Technical Test Center (2)	BP	Georgia-Pacific
Self Employed (2)	Brasfield and Gorrie, LLC	Grace Campus Ministries
State Farm (2)	C.L.A.S.S.	Gregory E. Tolar
Target (2)	Campus Crusade for Christ	Growing Room
Teach for America (2)	Carter & Carter Construction, LLC	Harvard Business School
4 Seasons Irrigation & Landscape	CH2M Hill	HDR
Accents of the South	Chambers County Board of Education	Health Plus
Accenture	Cherokee Bend Elementary School	Henhouse Antiques
ACIPCO	Chick-fil-a	Hill Hospital/ Self-Recovery
Adoption Dreams Come True	Children's Hospital of Alabama	Holder Construction Company
Aflac	Church of the Apostles	Houston Police Department
Agri-AFC	Ciena	Human Rights Campaign
Alabama Farmers Cooperative	Citizens Bank and Trust	Hunter Homes
Alabama Nursery and Landscape Association	Clarke County BOE	Ice Cream Warehouse
ALSAC/St. Jude	ClearWater Solutions	Inova Fairfax Hospital for Children
Altec Manufacturing	Coachcomm	Internal data resources
Aluminum Technology Schmid	Connectivity Wireless	International Inst. of Acoustics & Vibration
American Cast Iron Pipe Company	CORE of Engineers	International Paper

Appendix B: List of Employers

Intuitive Research and Technology Corp.	Omega Financial	Univ. of Nevada Las Vegas-Dept of Geography
J. Crew	Operis Systems, LLC	Unum
J. McLaughlin	Ozark Vet Clinic	Valleycrest Landscape Maintenance
J. Smith Lanier	P inc.	Vanderbilt Medical Center
Jefferson County	Pace Academy	Vestavia Hills City School System
JET Program	Parkway Animal Hospital	Viasat
Jett Construction	Patterson & Dewar Engineers	WAKA CBS 8
Jim Kennedy Sales and Leasing	Perfomance Contractors, Inc.	Walt Disney
John F. Cameron	Politics4All	Warner Robins, AFB
Johnson Systems, Inc	PricewaterhouseCoopers	West Paces Hotel Group
Karen Tucker Catering	Quitman County Family Services	Westover Planting Co.
Katy Independent School District	Red Hat, Inc	WH partners
Kiewit Power Constructors	Regions Financial Corp	WHNT News Channel 19
Kimberly-Clark	Renaissance Riverview Plaza	Wilbanks Agency
Lee Apparel	Roanoke First United Methodist Church	Workspace Solutions
Liberty National	Robert Trent Jones Golf Trail	Wright Transportation
Linbeck	Robins and Morton	Wright's Mill Road Elementary School
Listerhill Total Maintenance Center	Royles Royce	WSFA 12 News
Lockheed Martin	Ruby Tuesday	
LogoNation	Saint James School	
Look No Hands	Sanmina -SCI	
M.C. Dean	Savannah River Nuclear Solutions	
Mammoth Printshop	Schlumberger	
Max Foote Construction	Schneider Electric	
McAdory Borg Law Firm	School of Nursing / Boykin Comm. Gym	
McCorkle Construction Company	Seton Hospital System	
McCoy Fire and Safety	Shaw Industries	
McCroy Building Company	Sherwin Williams	
Memphis Teacher Residency	Small World Adoptions	
Meyer Real Estate	Smiths Station High School	
Missile Defense Agency	SR&F	
MJ Harris, Inc.	Stryker Endoscopy	
Monsanto	Sylvan Learning Center	
Montreal Allouettes	Tallapoosa County Board of Education	
MSP EE Design Services	Tennessee Valley Archaeological Research	
National Institutes of Health	Tetra Techa	
NaturChem	The Hotel at Auburn University	
Newnan Family Medicine	The Mobile Press-Register	
Newpark Drilling Fluids	Tiger Rags	
Nolan Office Interiors	Under Armour	
Norfolk Southern	United State Geological Survey	
Northwestern Mutual Financial Network	University of Mississippi	