



# HOW

HOW MANY GRADUATES GO ON TO GRADUATE SCHOOL? MEDICAL AND LAW SCHOOL?

# WHAT

WHAT ARE THEIR STARTING SALARIES?

# WHERE

WHERE DO CWRU STUDENTS GO AFTER THEY GRADUATE? HOW MANY GET A JOB AND WHO HIRES THEM?

# First Destination Survey Report Class of 2011

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## Executive Summary

CWRU students have heard the not-so-distant drumbeat of experiential learning. Consistent with their recently graduated peers, members of the CWRU class of 2011 used their internships, practicum, community service, and research with faculty to create a pathway to meaningful full-time career opportunities and advanced education. With ninety-six percent (96%) of survey respondents having participated in at least one activity, experiential learning is rapidly becoming a distinguishable feature of the CWRU undergraduate experience. These hands-on experiences, coupled with their rigorous academic coursework, prepare our graduates for an increasingly complicated, exciting, and global world. For some, the work they've chosen didn't exist four years ago when they entered CWRU; for others, it existed and now requires constant learning, more advanced skills, and a willingness to adapt to new situations.

## Highlights

- ◆ Of those who responded to the question about experiential learning, ninety-six percent (96%) reported participating in at least one form of experiential learning.
- ◆ Seventy-seven percent (77%) of graduates who reported being employed indicated that the position they found required a college degree and was related to their field of study.
- ◆ Select organizations hiring multiple members of the Class of 2011 included Epic (14), General Electric (14), University Hospitals (14), Case Western Reserve University (14), Bloomberg (8), Cleveland Clinic (8), Teach for America (8), National Institutes of Health (5), PNC Bank (5), Lubrizol (4), Microsoft (4), Rockwell (4), Deloitte Consulting (3), Intel (3), Google (2), McKinsey & Co. (2), Key Bank (2), Lincoln Electric (2), Mayo Clinic (2) and Peace Corps (2).
- ◆ Forty-one percent (41%) of graduates reported pursuing an advanced degree; of those, sixteen percent (16%) planned to attend medical school (M.D., D.O., M.D./Ph.D., Au.D., and D.D.S.).
- ◆ Graduates were accepted into a number of impressive graduate and professional schools including Brown University, Columbia University, California Institute of Technology, Harvard University, New York University, Stanford University, and Tufts University.
- ◆ Thirty-eight percent (38%) of graduates who are continuing on to graduate school will study at CWRU.
- ◆ The median salary range for the Class of 2011 was \$50,000-\$54,999, a \$5,000 increase from last year. Median salary ranges for the schools were: Arts & Sciences: \$40,000-\$44,999, an increase of \$5,000 from last year; Engineering: \$55,000-\$59,999, also a \$5,000 increase from last year; Nursing: \$45,000-\$49,999, no change from last year; and Management: \$45,000-\$49,999, also no change from last year.

A dozen years into the 21<sup>st</sup> century, we've all experienced enough change in our lives to recognize that it is ever-present. The graduates of the class of 2011 are well-equipped to flourish in our changing world, creating and navigating careers full of challenge, unexpected opportunities, and meaning.

Thomas B. Matthews, Ph.D.  
Director, CWRU Career Center

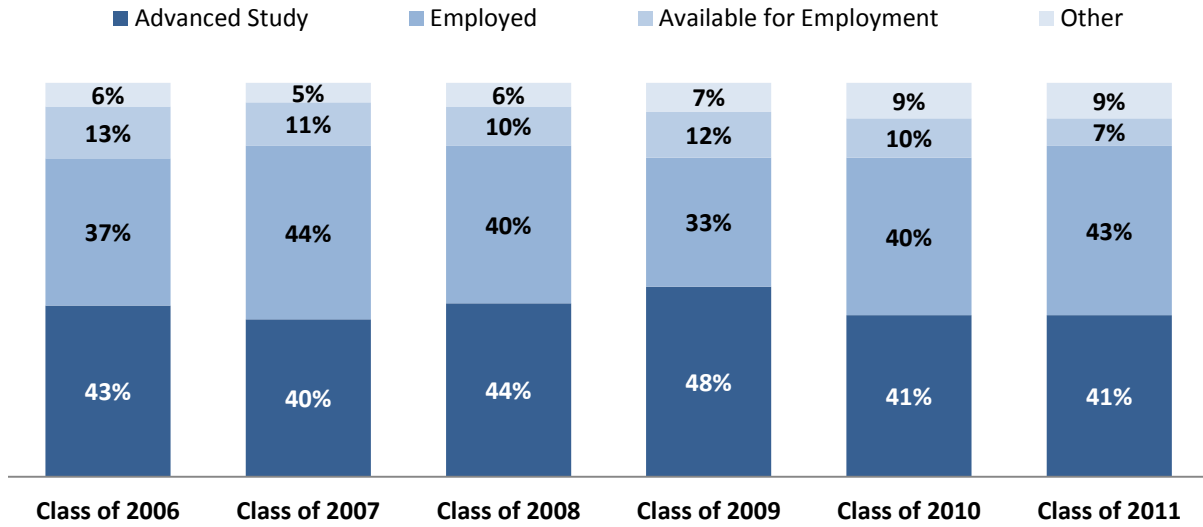
## **Methodology**

The 2011 First Destination Survey was distributed to 994 graduating seniors using a web-based technique. Job and graduate/professional school placement data was also collected via faculty reports and Linked In, the online professional networking website. Overall, placement data was collected for 78% (n=775) of graduates.

The 2011 First Destination Survey was distributed in three stages throughout the academic year: August 2010, January 2011, and May 2011. An email was sent to graduates with a link to the survey beginning approximately one month before each graduation, and continued to be sent every two weeks to all non-respondents and still seeking graduates through October 2011. All non-respondents and still seeking students were looked up in LinkedIn to see if information could be gathered on where students went after graduating from CWRU. Faculty and staff were also contacted to see if they had placement information on still seeking and non-respondent students.

Appendix A includes a copy of the First Destination Survey used to capture the information contained in this report. The survey was administered using CampusLabs, an assessment vendor used by the Career Center.

### Six-Year Overview



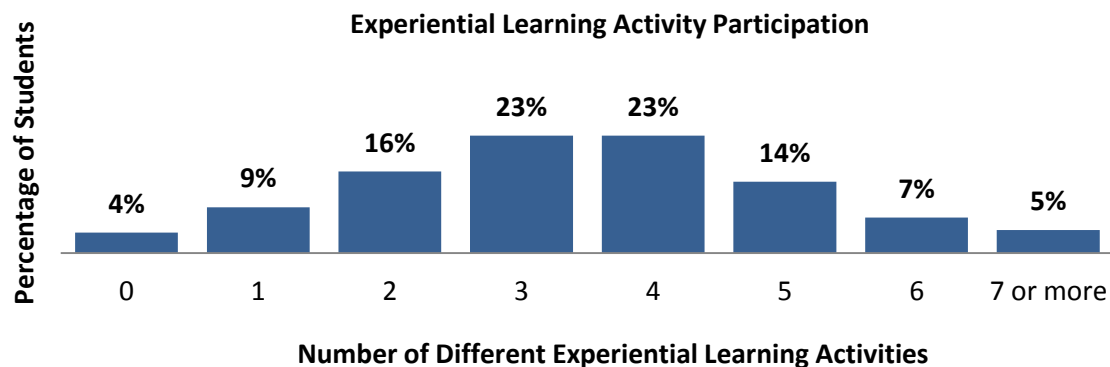
**Table 1. Post-Graduation Plans**

	2006	2007	2008	2009	2010	2011	Trend
Advanced Study	43%	40%	44%	48%	41%	41%	↔
Employed Full-Time	37%	44%	40%	33%	40%	43%	↔
Available for Employment	13%	11%	10%	12%	10%	7%	↔
Other	6%	5%	6%	7%	9%	9%	↔

## Key Findings

### Experiential Learning

Six hundred sixty-one (661) graduates answered the experiential learning questions. Of those students, 96% (634) participated in and rated at least one experiential learning activity. Only 4% said they had not participated in any experiential learning activities.



Nursing graduates participated in the greatest number of activities, on average (3.74), followed by graduates in Arts and Sciences (3.72), Engineering (3.43), and Management (3.35). Community service and research with CWRU faculty were the most popular activities for Arts and Sciences and Engineering majors, while internships and community service were the most popular activities for Management majors. Almost all Nursing majors participated in a practicum and the vast majority participated in summer jobs related to their studies and community service. The table below describes participation by school.

**Table 2. Experiential Learning by School/College**

	Arts & Sciences		Engineering		Management		Nursing	
Any Experiential Learning Activities	286	96%	241	97%	89	93%	57	100%
Internship(s)	109	37%	132	53%	64	67%	11	19%
Practicum	30	10%	22	9%	14	15%	55	97%
Co-op(s)	10	3%	74	30%	8	8%	1	2%
Research outside CWRU	95	32%	62	25%	19	20%	8	14%
Research with CWRU faculty	196	66%	153	61%	29	30%	22	39%
Independent research/creative endeavor(s) with CWRU faculty	152	51%	61	25%	23	24%	12	21%
Study abroad	84	28%	33	13%	23	24%	21	37%
Summer job(s) (related to studies)	170	57%	134	54%	55	57%	40	70%
Community service	218	73%	156	63%	63	66%	43	75%
Total # of respondents <sup>1</sup>	298		249		96		57	

<sup>1</sup> The number of respondents is based on the 634 students who answered the questions about their experiential learning activities. Students who earned degrees from more than one school are included in the counts for each school in which they earned a degree.

Students were asked to rate the value of the experiential learning activities in which they participated. Although students rated all of the activities higher than “somewhat valuable,” results indicate that students found internships, study abroad, cooperative education, and practicum to be the most valuable.

### Skills Developed Through Experiential Learning

Graduates were asked to rank the top three skills they developed as a result of participating in experiential learning activities<sup>2</sup>. Overall, graduates ranked communication skills (16%), technical job content skills (14%), and analytical skills (12%) as the areas where they improved the most.

**Table 3. Top 3 Skills Developed through Experiential Learning Activities (by College)**

Arts & Sciences	Engineering	Management	Nursing
Analytical Skills	Technical Job Content	Communication	Communication
Communication	Communication	Interpersonal	Technical Job Content
Technical Job Content	Self-Confidence	Analytical Skills	Flexibility/Adaptability and Self-Confidence

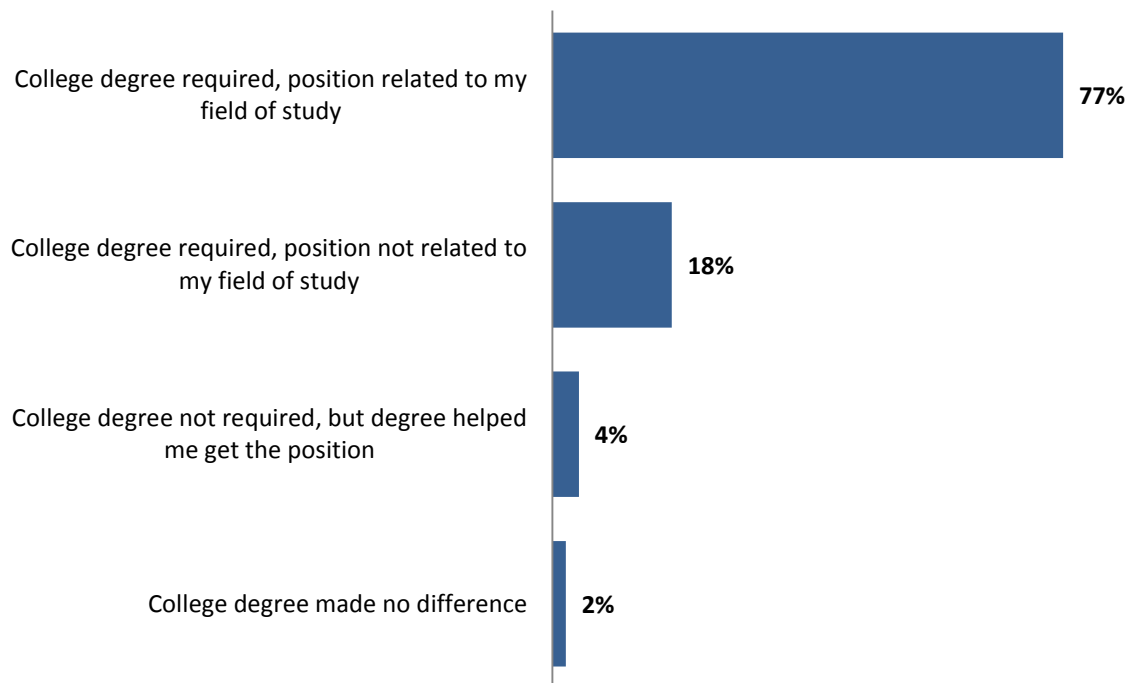
**Table 4. Percentage of Graduates Who Ranked Each Skill as #1**

Skills	Arts and Sciences	Engineering	Management	Nursing
Analytical Skills	17%	8%	10%	4%
Communication Skills	14%	15%	25%	26%
Computer Skills	1%	2%	6%	0%
Detail Oriented	2%	3%	6%	0%
Flexibility / Adaptability	4%	7%	2%	12%
Interpersonal Skills	9%	6%	13%	7%
Leadership Skills	8%	3%	4%	2%
Motivation Initiative	4%	4%	4%	4%
Organizational Skills	4%	4%	2%	7%
Self-Confidence	10%	9%	7%	12%
Strong Work Ethic	6%	5%	2%	0%
Team Work Skills	3%	6%	7%	2%
Technical Job Content Skills	10%	20%	7%	18%
Did not respond	8%	9%	5%	7%

<sup>2</sup> (N=634)

### Position Requirements

Forty-three percent (43%, n=336) of graduates accepted full-time employment and 270 (80%) provided a response to whether or not a college degree was required for their jobs. Of those who answered the question, 95% said their position required a college degree and 77% said their position required a college degree *and* was related to their field of study<sup>3</sup>.



<sup>3</sup> Percentages may not add up to 100% due to rounding.

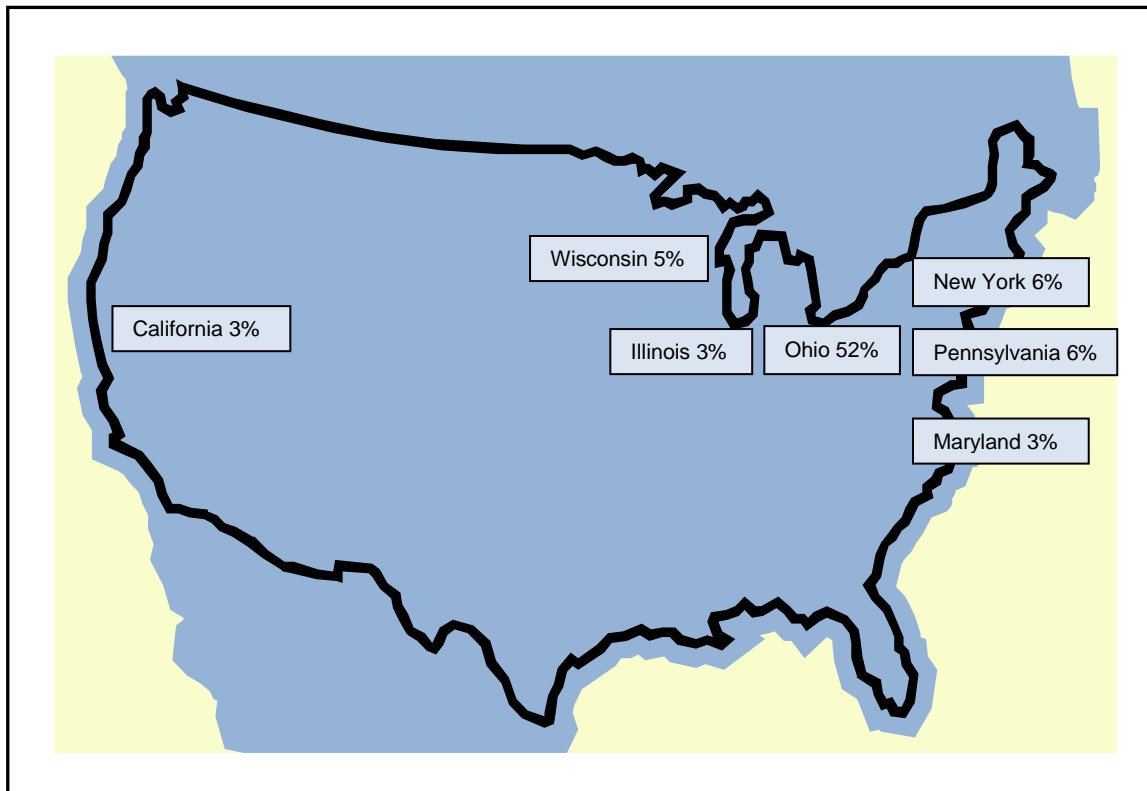


### Job Locations

Of the 336 graduates who accepted full-time employment, 92% (n=310) provided information about the location of their position. Sixty-three percent (63%, n=196) accepted a position in the Midwest United States. Fifty-two percent (52%, n=162) accepted positions in Ohio. Of those who accepted positions in Ohio, 90% (n=145) accepted a position in the northeastern region. Outside of Ohio, graduates tended to take jobs in New York, Pennsylvania, Wisconsin, California, Illinois, and Maryland. Four students (1%) accepted full-time employment outside the United States.

**Table 5. Employment by Region**

n	%	Region
196	63%	Midwest
56	18%	Northeast
30	10%	Southeast
21	7%	West
3	1%	Southwest
4	1%	Outside the U.S.
<b>310</b>	<b>100%</b>	<b>Total</b>



## Industry

Of the 336 graduates who accepted full-time employment, 82% (n=275) provided information about their chosen industry.

Industry	n	%	Industry	n	%
Engineering	74	27%	Manufacturing	8	3%
Nursing	28	10%	Marketing/Sales	7	3%
Financial Services	27	10%	Science	5	2%
Healthcare/Public Health	24	9%	Construction	4	1%
Information Technology	23	8%	Medical Device	3	1%
Research	22	8%	Non-profit	2	1%
Consulting	14	5%	Social Services	2	1%
Accounting	11	4%	Politics/Law	1	0%
Education/Teaching	11	4%	Sustainability/Green/Environment	1	0%
Business/Administration	8	3%			

## Career Center Visits

Graduates were asked to indicate how frequently they visited the Career Center. A total of 636 graduates responded to the question and 71% (n= 450) said they had visited the Career Center. The percentage of student respondents who visited the Career Center by school/college was as follows:

Management	74%	n=83	Arts and Sciences	52%	n=185
Engineering	66%	n=188	Nursing	41%	n=25

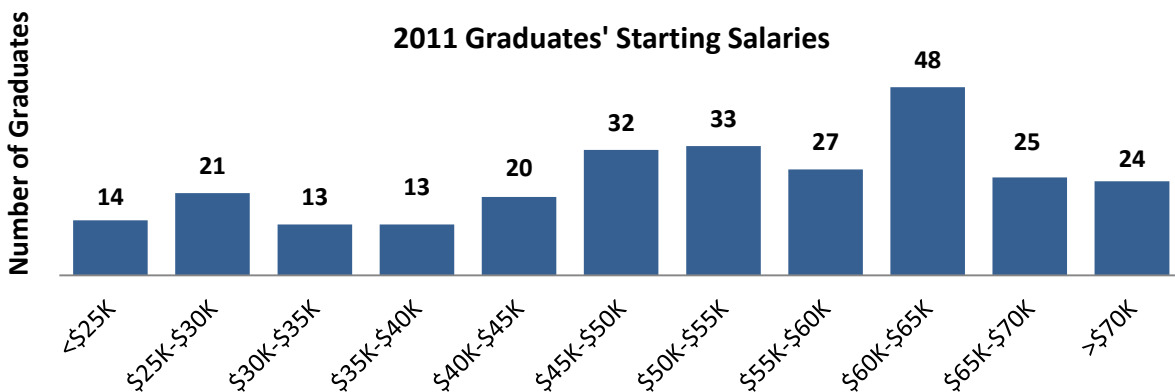
### Select Employers

A sampling of Fortune 500, government, non-profit, and private sector employers who hired the Class of 2011 includes:

Ben Venue (2)	Microsoft (4)
Bettis Atomic Power Laboratory (2)	Musculoskeletal Transplant Foundation (2)
Bloomberg (8)	National Institutes of Health (5)
Case Western Reserve University (14)	Navistar (2)
Cisco (2)	New York Life Insurance Company (2)
Cleveland Clinic (11)	NovelMed Therapeutics, Inc. (2)
Data-Basics (2)	Ohio State University, The (3)
Deloitte Consulting, LLP (3)	PCC Airfoils (2)
Epic Systems (14)	Plante & Moran (3)
Explorys, Inc. (2)	PNC Bank (5)
General Electric (14)	Precision Castparts Corporation (2)
Google (2)	Rockwell Automation (4)
Grant Thornton, LLP (2)	Swagelok (2)
Intel (3)	Teach For America (8)
KeyBank (3)	Timken Company, The (3)
Lincoln Electric (2)	U.S. Armed Forces (2)
Lubrizol Corporation, The (4)	U.S. Department of Veterans Affairs (2)
Mayo Clinic (2)	U.S. Peace Corps (2)
McKinsey & Company (2)	University Hospitals (14)
McMaster-Carr Supply (3)	University of Pennsylvania (2)
Michael Baker Jr., Inc. (2)	Westinghouse Electric Company (2)

### Starting Salaries

Eighty percent (80%, n=270) of the 336 graduates who accepted full-time employment provided their salary information. The median salary range for those who accepted full-time employment was \$50,000-\$54,999. The most common salary range was \$60,000-\$64,999.



### **Graduate Schools**

Graduates were accepted into a number of impressive institutions including the following:

Boston University (3)	Ohio State University, The (19)
Brown University (1)	Purdue University (2)
California Institute of Technology (1)	Stanford University (2)
Carnegie Mellon University (1)	Tufts University (2)
Case Western Reserve University (108)	University of California Davis (1)
Columbia University (2)	University of California San Diego (1)
Cornell University (1)	University of California, Los Angeles (1)
Dartmouth College (1)	University of California, San Francisco (1)
Drexel University (4)	University of Cambridge (1)
Duke University (1)	University of Chicago, The (4)
Emory University (2)	University of Michigan (4)
Georgia Institute of Technology (2)	University of Pennsylvania (3)
Harvard University (1)	University of Southern California (1)
Indiana University (3)	University of Virginia (3)
Johns Hopkins University (4)	University of Wisconsin - Madison (1)
Massachusetts Institute of Technology (1)	Washington University in St. Louis (1)
New York University (1)	Yale University (1)
Northwestern University (7)	

### **Professional Schools**

#### **Law Schools**

Seventeen (17) graduates planned to attend law school (5% of the 41% planning to continue their studies). Institutions that graduates chose included:

Case Western Reserve University	The Ohio State University
Cleveland State University	University of Michigan
Columbia University	University of Virginia
Harvard University	Washington and Lee University
Indiana University	

#### **Medical Schools**

Forty-nine (49) graduates planned to attend medical school (16% of the 41% planning to continue their studies). Institutions that graduates chose included:

American University of the Caribbean	SUNY: Upstate Medical University
Baylor University	Temple University
Case Western Reserve University	Touro College of Osteopathic Medicine
Drexel University	University of Connecticut
Emory University	University of Illinois
Indiana University - Purdue University Indianapolis	University of Massachusetts
Lake Erie College of Osteopathic Medicine	University of Michigan
New York University	University of Toledo
Northeast Ohio Medical University	University of Virginia
Ohio State University, The	West Virginia University
Ross University	Wright State University
SUNY: Stony Brook	

### Graduate/Professional School Program Type

Two hundred eighty-seven (287) graduates went on to graduate or professional school. Below is a breakdown of the types of programs where students accepted.

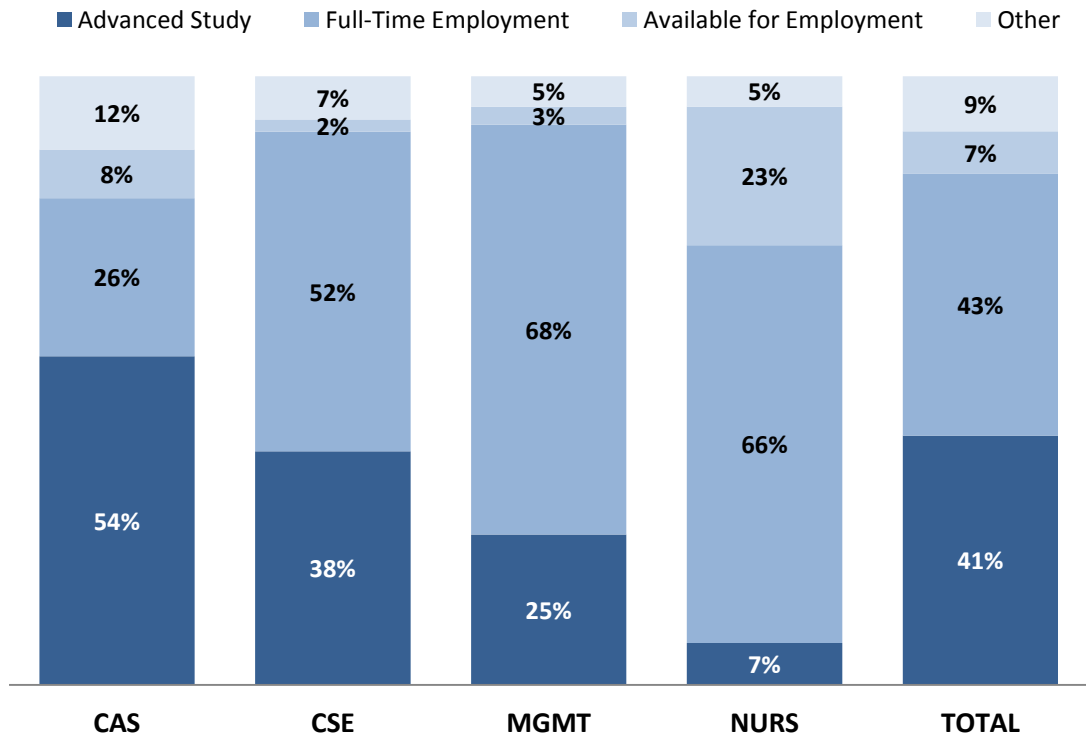
Program Type	n	%	Program Type	n	%
Engineering/Computer Science	67	23%	Arts/Communications/Humanities	12	4%
Medicine	49	17%	Interdisciplinary Sciences	12	4%
Additional Health Sciences	44	15%	Physical Sciences	11	4%
Life/Natural Sciences	20	7%	Social/Behavioral Sciences	11	4%
Law	17	6%	Mathematics/Statistics	10	3%
Business	15	5%	Education/Counseling	5	2%
Management and Engineering	14	5%			

### Scholarships

Graduates were also awarded a number of impressive scholarships and fellowships including:

- Armed Forces Health Professionals Scholarship Program
- Benjamin Fiery Scholarship
- C.S. Excellence fellowship from UIUC
- Case Western Reserve University Fellowship
- Churchill Scholarship
- Clapp Memorial Scholarship
- CPCB Fellowship
- Freidman Nutrition School Scholarship
- Fulbright
- GAANN Fellowship (2)
- Geophysics & Space Physics Department Scholarship, UCLA Chancellor's Prize
- Health Professions Scholarship from US Navy
- High Potential Scholarship
- IGERT Fellowship
- Jensen Fellowship from Johns Hopkins and EA Engineering
- Keck Institute for Space Studies Fellowship (through CalTech)
- Medtronic Foundation Fellowship
- National Science Foundation Graduate Research Fellowship
- National Library of Medicine Training Fellowship
- NCAA Post-Graduate Scholarship
- Northeast Ohio Chapter of the National Football Foundation
- Ohio Space Grant Consortium Fellowship
- Rackham Merit Fellowship
- The Denton Scholarship and a Teaching Fellowship
- Timken Foundation Fellowship

## 2011 Post-Graduation Plans (by School)



**Table 6. Future Plans by School**

Plans	CAS		CSE <sup>4</sup>		MGMT <sup>5</sup>		NURS		Total <sup>6</sup>	
Advanced Study	194	54%	108	38%	28	25%	4	7%	318	41%
Full-time Employment	93	26%	148	52%	77	68%	40	66%	336	43%
Available for Employment	27	8%	7	2%	3	3%	14	23%	50	7%
Other	45	12%	20	7%	5	5%	3	5%	71	9%
<b>Total</b>	<b>359</b>		<b>283</b>		<b>113</b>		<b>61</b>		<b>775</b>	
Total Graduates	474		338		143		89		1044	
Response Rate	76%		84%		79%		69%		74%	

### Post-Graduation Plans: All Undergraduates (by Major)

Seventy-six percent (76%) of participants graduated with one major; 177 with two majors; 11 with three majors; and 1 with four majors. Graduates' responses to the question about their post-graduate plans are counted once for each of their earned majors, for a total of 977 responses. Table 7 on the next page describes graduates plans by major<sup>7</sup>.

<sup>4</sup> Includes students awarded a degree in Computer Science.

<sup>5</sup> Includes students awarded degrees in Economics.

<sup>6</sup> Percentages may not add to 100% due to rounding. The school/college totals do not add up to the sum in the Total column because students are counted once for each of their schools.

<sup>7</sup> Majors that include at least one student with multiple majors are marked with an asterisk (\*).

**Table 7. Future Plans by Major**

Major	Total Majors	Total Responses	Response Rate	Graduate School		Full-Time Employment		Available		Other	
Accounting*	40	35	88%	13	37%	22	63%	0	0%	0	0%
Aerospace Engineering*	32	28	88%	9	32%	16	57%	0	0%	3	11%
American Studies*	1	1	100%	1	100%	0	0%	0	0%	0	0%
Anthropology*	29	23	79%	8	35%	8	35%	1	4%	6	26%
Applied Mathematics	4	3	75%	2	67%	1	33%	0	0%	0	0%
Art History*	9	6	67%	1	17%	0	0%	3	50%	2	33%
Asian Studies*	2	1	50%	0	0%	1	100%	0	0%	0	0%
Astronomy	4	4	100%	3	75%	0	0%	0	0%	1	25%
Biochemistry*	39	31	79%	20	65%	7	23%	2	6%	2	6%
Biology*	98	80	82%	53	66%	14	18%	5	6%	8	10%
Biomedical Engineering*	83	65	78%	31	48%	26	40%	4	6%	4	6%
Chemical Engineering*	52	47	90%	17	36%	25	53%	2	4%	3	6%
Chemistry*	40	27	68%	18	67%	4	15%	4	15%	1	4%
Civil Engineering	19	16	84%	5	31%	8	50%	1	6%	2	13%
Classics*	2	2	100%	2	100%	0	0%	0	0%	0	0%
Cognitive Science*	22	19	86%	10	53%	7	37%	1	5%	1	5%
Communication Sciences*	9	6	67%	4	67%	0	0%	2	33%	0	0%
Computer Engineering*	24	20	83%	2	10%	17	85%	0	0%	1	5%
Computer Science*	26	24	92%	7	29%	16	67%	0	0%	1	4%
Deans Approved Major*	5	3	60%	3	100%	0	0%	0	0%	0	0%
Economics*	40	29	73%	7	24%	20	69%	1	3%	1	3%
Electrical Engineering*	27	22	81%	10	45%	12	55%	0	0%	0	0%
Engineering Physics	10	9	90%	5	56%	4	44%	0	0%	0	0%
English*	31	21	68%	6	29%	9	43%	1	5%	5	24%
Environmental Geology*	2	2	100%	1	50%	1	50%	0	0%	0	0%
Environmental Studies*	1	1	100%	1	100%	0	0%	0	0%	0	0%
Evolutionary Biology*	4	3	75%	1	33%	2	67%	0	0%	0	0%
French*	7	6	86%	2	33%	2	33%	1	17%	1	17%
French and Francophone Studies*	1	1	100%	1	100%	0	0%	0	0%	0	0%
Geological Sciences*	3	3	100%	3	100%	0	0%	0	0%	0	0%

Major	Total Majors	Total Responses	Response Rate	Graduate School		Full-Time Employment		Available		Other	
German*	2	2	100%	1	50%	1	50%	0	0%	0	0%
History*	23	19	83%	10	53%	4	21%	2	11%	3	16%
International Studies*	21	16	76%	8	50%	6	38%	0	0%	2	13%
Japanese Studies*	1	1	100%	1	100%	0	0%	0	0%	0	0%
Management*	66	52	79%	8	15%	38	73%	2	4%	4	8%
Materials Science and Engineering	4	3	75%	3	100%	0	0%	0	0%	0	0%
Mathematics*	22	16	73%	10	63%	4	25%	1	6%	1	6%
Mathematics and Physics*	4	3	75%	3	100%	0	0%	0	0%	0	0%
Mechanical Engineering*	74	62	84%	20	32%	34	55%	0	0%	8	13%
Music*	18	13	72%	9	69%	2	15%	0	0%	2	15%
Music Education	3	3	100%	0	0%	0	0%	2	67%	1	33%
Natural Sciences*	1	1	100%	1	100%	0	0%	0	0%	0	0%
Nursing*	89	61	69%	4	7%	40	66%	14	23%	3	5%
Nutrition*	17	14	82%	9	64%	3	21%	1	7%	1	7%
Nutritional Biochemistry and Metabolism*	6	5	83%	2	40%	1	20%	1	20%	1	20%
Philosophy*	9	8	89%	4	50%	3	38%	0	0%	1	13%
Physics*	10	8	80%	4	50%	2	25%	1	13%	1	13%
Political Science*	41	31	76%	14	45%	12	39%	0	0%	5	16%
Polymer Science and Engineering	6	6	100%	4	67%	2	33%	0	0%	0	0%
Pre-Architecture	1	0	0%	0	0%	0	0%	0	0%	0	0%
Psychology*	72	55	76%	29	53%	16	29%	4	7%	6	11%
Religious Studies*	5	5	100%	2	40%	2	40%	0	0%	1	20%
Senior Year Professional	2	1	50%	1	100%	0	0%	0	0%	0	0%
Sociology*	29	16	55%	5	31%	6	38%	1	6%	4	25%
Spanish*	23	21	91%	12	57%	6	29%	0	0%	3	14%
Statistics*	5	5	100%	3	60%	1	20%	0	0%	1	20%
Systems and Control Engineering	4	2	50%	2	100%	0	0%	0	0%	0	0%
Systems Biology	2	1	50%	0	0%	1	100%	0	0%	0	0%
Teacher Education*	1	1	100%	0	0%	1	100%	0	0%	0	0%
Theater Arts*	11	8	73%	3	38%	2	25%	1	13%	2	25%
<b>Total</b>	<b>1238</b>	<b>977</b>	<b>79%</b>	<b>418</b>	<b>43%</b>	<b>409</b>	<b>42%</b>	<b>58</b>	<b>6%</b>	<b>92</b>	<b>9%</b>



### Salaries: All Undergraduates (by Major)

Of the 270 graduates who provided salary information, 80% (n=217) graduated with one major, 19% (n=50) with two majors, and 1% (n=3) with three majors. Graduates' responses to the question about their post-graduate salaries are counted once for each of their earned majors for a total of 326 responses in Table 8<sup>8</sup>. National salary averages were taken from the National Association of Colleges and Employers (NACE) Fall (September) 2011 Salary Survey.

**Table 8. Salaries by Major**

Major	< \$25K	\$25- \$29K	\$30- \$34K	\$35- \$39K	\$40- \$44K	\$45- \$49K	\$50- \$54K	\$55- \$59K	\$60- \$64K	\$65- \$69K	\$70- \$74K	>\$75K
Accounting* (National Average:\$49,407)	0	1	0	0	3	10	2	1	2	0	0	0
Aerospace Engineering* (National Average:\$52,889)	0	0	0	0	1	1	2	1	3	3	0	2
Anthropology* (National Avg:\$37,225)**	1	3	1	0	1	1	0	0	0	0	0	0
Biochemistry* (National Avg:\$50,493)**	1	1	2	1	0	0	0	0	0	0	0	0
Biology* (National Average:\$50,493)	4	4	1	0	0	0	1	0	0	0	0	0
Biomedical Engineering* (National Average:\$55,699)	0	5	2	1	0	1	2	0	6	1	1	1
Chemical Engineering* (National Average:\$66,058)	0	0	0	2	1	0	0	4	5	8	1	0
Civil Engineering (National Average:\$52,058)	0	1	0	0	0	3	1	1	0	0	0	0
Cognitive Science* (National Avg:\$36,526)**	0	0	0	0	1	1	0	0	2	1	0	0

<sup>8</sup> Majors that include at least one student with multiple majors are marked with an asterisk (\*). A double asterisk (\*\*) is an indicator of a national salary average that is estimated from similar, but not identical, academic disciplines. In order to maintain the anonymity of participants, majors with fewer than five responses are not included in the table.

Major	< \$25K	\$25- \$29K	\$30- \$34K	\$35- \$39K	\$40- \$44K	\$45- \$49K	\$50- \$54K	\$55- \$59K	\$60- \$64K	\$65- \$69K	\$70- \$74K	>\$75K
Computer Engineering* (National Average:\$62,849)	0	0	0	0	0	3	2	2	0	5	0	5
Computer Science* (National Average:\$66,084)	0	0	0	0	1	0	2	4	1	1	0	6
Economics* (National Average:\$53,690)	0	0	1	1	6	1	1	0	4	1	0	1
Electrical Engineering* (National Average:\$60,411)	0	0	0	0	0	0	0	1	5	3	0	2
English* (National Average:\$40,162)	3	1	0	1	2	0	0	0	0	0	0	1
Management* (National Average:\$46,372)	2	1	3	2	1	3	4	5	7	1	3	0
Mechanical Engineering* (National Average:\$60,142)	1	0	0	0	0	2	2	4	12	3	1	0
Nursing* (National Average:\$50,125)	1	0	2	0	4	9	13	3	2	0	1	0
Political Science* (National Average:\$48,911)	0	1	1	2	1	2	0	1	0	1	0	0
Psychology* (National Average:\$40,815)	3	2	1	2	1	0	2	2	1	0	0	0
Spanish* (National Average:\$42,072)	1	0	1	1	0	1	1	0	0	0	0	0
<b>Total</b>	<b>21</b>	<b>27</b>	<b>16</b>	<b>17</b>	<b>25</b>	<b>38</b>	<b>37</b>	<b>29</b>	<b>57</b>	<b>31</b>	<b>7</b>	<b>21</b>

## Employers (by Major)

Table 9 lists graduates' employers by individual major<sup>9</sup>.

**Table 9. Employers by Major**

<b>Majors</b>	<b>Employers</b>
Accounting	Branch Medical Group Burger King Corporation Cohen & Company Coraxis Corporation Deloitte Consulting, LLP Grant Thornton, LLP Great Lakes Petroleum Hold Brothers Key Bank (2) Lubrizol Corporation, The Nestle Plante & Moran (3) PNC Bank (2) Rivet Software Rosetta Thomson Reuters YWCA USA
Aerospace Engineering	Alcoa, Inc. AlphaMicron Bloomberg (2) Boeing Compass Technologies Epic Systems FDM Group General Electric Navistar Owens Corning Parker Hannifin Aerospace Group PCC Airfoils Precision Castparts Corporation SSP Timken Company, The
Anthropology	Bank of America McMaster-Carr Supply National Institutes of Health (3) Peace Corps Sikorsky Aircraft
Biochemistry	Cincinnati Children's Hospital Medical Center National Institutes of Health New York State Department of Health Peace Corps Phycal, Inc.
Biology	Ben Venue Case Western Reserve University (3) Cleveland Clinic (2) Codonics Deloitte Consulting, LLP Epic Systems (2) Legacy Health System National Institutes of Health (2) Peace Corps Southeast, Inc University of Pennsylvania Walgreens

<sup>9</sup> Graduates' employers are listed once for each of their earned majors. In order to maintain anonymity of the participants, majors with fewer than five responses are not included in the table. Majors with fewer than five responses include: American Studies, Applied Mathematics, Asian Studies, Chemistry, Engineering Physics, Environmental Geology, Evolutionary Biology, German, History, International Studies, Mathematics, Music, Nutrition, Nutritional Biochemistry and Metabolism, Philosophy, Physics, Polymer Science and Engineering, Religion, Statistics, Systems Biology, Teacher Education, and Theater Arts.

Biomedical Engineering	AngioDynamics Bon Appetit Management Company Case Center for Imaging Research (2) Case Western Reserve University DuPont General Electric ImageIQ Johnson & Johnson Keithley	McKinsey & Company Medtronic Musculoskeletal Transplant Foundation (2) NovelMed Therapeutics, Inc. (2) Ohio State University Medical Center Philips Healthcare TIMET U.S. Air Force Zones
Chemical Engineering	Avid Solutions Bayer MaterialScience, LLC Bechtel Ben Venue Boston Scientific Clark Construction Group, LLC Crown Castle International DGI-Menard, Inc. Environmental Resources Management General Electric (5)	General Mills Lubrizol Corporation, The (2) MarkWest McKinsey & Company OMNOVA Solutions Precision Castparts Corporation Procter and Gamble Teach for America (2) Vistakon, Johnson & Johnson Westinghouse Electric Company
Civil Engineering	Communications Engineering, Inc. Endocyte, Inc Michael Baker Jr., Inc. (2)	U.S. Department of Veterans Affairs Walsh Construction
Cognitive Science	Center for Community Change Data-Basics (2) Eaton Corp	Epic Systems (2) McMaster-Carr Supply
Computer Engineering	Ansys, Inc. Bank of New York Mellon Bloomberg COTSWORKS, LLC First Solar Hyland Software	InfoPrint Solutions Intel (3) Lincoln Electric (2) Microsoft NetApp Urban Code
Computer Science	Acumen Solutions Bloomberg (2) Case Western Reserve University Envision, LLC Epic Systems Explorys, Inc. (2)	Google Listener Driven Radio Microsoft (2) Northrop Grumman Oracle Yelp
Economics	Bloomberg Brown and Caldwell Deloitte Consulting, LLP Epic Systems (5) FDM Group Federal Reserve Bank of Cleveland LorkTech McMaster-Carr Supply	New York Life Insurance Company New York State Department of Health Progressive Swagelok Teach For America (2) Victory Capital Management Wells Fargo

Electrical Engineering	Bloomberg Booz Allen Hamilton General Electric (2) Intel	National Instruments NetApp Rockwell Automation (2) Sargent & Lundy
English	Cisco (2) Coraxis Corporation Delaware North Companies, Inc. Doner Edward Jones Freedonia Group, The Grassroots Campaigns	McMaster-Carr Supply MedPLUS Connect PDNYC, Sleep No More RosmanSearch, Inc. Sages Café Sughrue Mion, PLLC
Management	Advanced Health Media AXA Advisors BellMark Partners, LLC Case Western Reserve University (2) Danaher Deloitte Consulting, LLP Delphi Electro Motive Diesels Epic Systems (2) Ernst & Young GAR, Inc. General Electric (2) Google Grant Thornton, LLP Halliburton	Key Bank Limited, The Lubrizol Corporation, The Mark Lorkowski MetroHealth System Microsoft MRI Software PIMCO PNC Bank (3) PNC Capital Markets Rosetta Sigma Phi Epsilon Fraternity U.S. Army U.S. Peace Corps
Mechanical Engineering	AlphaMicron Bettis Bettis Atomic Power Laboratory Boeing Children's National Medical Center Cleveland Clinic (7) Cleveland Clinic South Pointe Hospital Epic Systems Erico General Electric (3) JD Stevenson & Associates Lubrizol Corporation, The	McHenry & Associates, Inc. Navistar (2) Owens Corning PCC Airfoils (2) PDI Group Precision Castparts Corporation Rockwell Automation SSP Swagelok (2) Thoughts to Paper Timken Company, The (3) Westinghouse Electric Company
Nursing	All Children's Hospital Beth Israel Medical Center Holy Cross Hospital Hospital of the University of Pennsylvania Manassas Family Medicine Mayo Clinic (2) Menorah Park Mount Sinai Medical Center, The	Northwest Community Hospital Ohio State University, The Saint Vincent Health Center University Hospitals (14) University of Kentucky University of Virginia Wheeling Hospital

Political Science	Cleveland Clinic Independence Financial JJB Consulting, Inc. McMaster-Carr Supply MRI Software	Nordstrom Progressive Sughrue Mion, PLLC Teach for America (3)
Psychology	Ben Venue Case Western Reserve University CPI-HR Epic Systems (3) New York Life Insurance Company Northrop Grumman Ohio State University, The	PDNYC, Sleep No More Providence Public Schools Southeast, Inc. Teach For America U.S. Department of Veterans Affairs University of Virginia
Sociology	Bank of America Case Western Reserve University	LorkTech Sages Café
Spanish	Benedictine High School Case Western Reserve University Legacy Health System	Plante & Moran Teach For America University of Pennsylvania

## Graduate Schools (by Major)

Table 10 provides graduates' future graduate schools and areas of study by CWRU major<sup>10</sup>.

**Table 10. Graduate Schools by Major**

CWRU Major	Graduate/Professional School	Intended Area of Study
Accounting	Case Western Reserve University	Accounting (8), Law
	Cleveland State University	Law
	University of Virginia	Accounting
Aerospace Engineering	California Institute of Technology	Aerospace Engineering
	Case Western Reserve University	Aerospace Engineering (2), Engineering and Management (2), Management, Mechanical Engineering
	Purdue University	Aeronautics and Astronautics
	University of Southern California	Astronautical Engineering
Anthropology	Emory University	Public Health
	Ohio State University, The	Medicine
	Ross University	Medicine
	University of Illinois	Community Health Sciences, Health Policy and Administration, Global Health
	University of Pittsburgh	Dentistry
Biochemistry	Washington University in St. Louis	Biochemistry
	Case Western Reserve University	Dentistry, Law, Medical Physiology
	Iowa State University	Bioinformatics
	North Carolina State University	Food Science
	Temple University	Medicine
	Tokyo University	Pharmacology
	Tufts University	Biochemistry
	University of California San Diego	Pharmacology
	University of Cambridge	Physics
	University of Chicago, The	Biochemistry
	University of Michigan	Medicine
	University of Wisconsin - Madison	Biochemistry
	Washington University in St. Louis	Biochemistry
	West Virginia University	Medicine

<sup>10</sup> Each graduate school is listed under each of the graduates' earned majors. In order to maintain anonymity of the participants, majors with fewer than five responses were not included in the table. Majors with less than five responses include: American Studies, Applied Mathematics, Art History, Astronomy, Classics, Communication Sciences, Computer Engineering, Dean's Approved Major, Engineering Physics, Environmental Geology, Environmental Studies, Evolutionary Biology, French, French and Francophone Studies, Geological Sciences, German, Japanese Studies, Materials Science and Engineering, Mathematics and Physics, Nursing, Nutritional Biochemistry and Metabolism, Philosophy, Physics, Polymer Science and Engineering, Registered Nurse Baccalaureate, Religious Studies, Senior Year Professional, Sociology, Statistics, Systems and Control Engineering, and Theater Arts.

Biology	Baylor University	Medicine
	Case Western Reserve University	Anesthesia, Biology (3), Dentistry (2), Genetic Counseling, Health Policy and Administration, Medicine (5), Public Health
	Columbia University	Secondary Science Education
	Concordia University Wisconsin	Pharmacology
	Drexel University	Medicine
	Johns Hopkins University	International Health
	Northeast Ohio Medical University	Medicine (2)
	Northwestern University	Biology
	Ohio State University, The	Dentistry, Medicine (3), Microbiology, Optometry, Veterinary Medicine
	State University of New York: Stony Brook	Neuroscience
	SUNY: Upstate Medical University	Medicine
	Temple University	Medicine
	Touro College of Osteopathic Medicine	Medicine
	University of California Davis	Ecology
	University of Connecticut	Medicine
	University of Massachusetts	Medicine
	University of Montana	Toxicology
	University of Pittsburgh	Dentistry (2)
University of Toledo	Medicine	
West Virginia University	Medicine	
Wright State University	Medicine	
Biomedical Engineering	Case Western Reserve University	Biomedical Engineering (6), Biomedical Engineering and Management (2), Biophysics, Engineering, Medicine, Physiology
	Dartmouth College	Engineering Management
	Drexel University	Biomedical Engineering
	Duke University	Biomedical Engineering
	Emory University	Biomedical Engineering, Medicine
	Indiana University - Purdue University Indianapolis	Biomedical Engineering, Medicine
	Johns Hopkins University	Biomedical Engineering
	New York University	Medicine
	Northwestern University	Materials Science and Engineering
	Ohio State University, The	Medicine (2)
	Stanford University	Biomedical Informatics
	University of Pittsburgh	Biomedical Engineering
	University of Rochester	Cardiovascular Device Design
	University of Southern Wales, The	Biomedical Engineering
	University of Toledo	Medicine



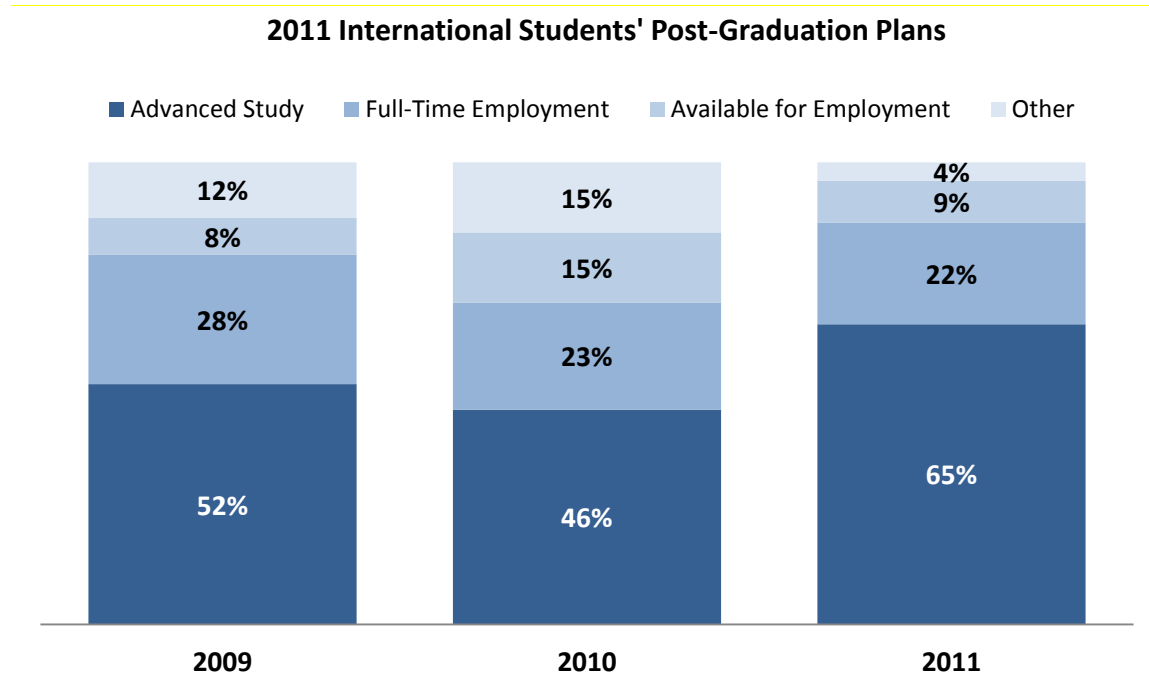
Chemical Engineering	Case Western Reserve University Drexel University Georgia Institute of Technology Johns Hopkins University Louisiana State University North Carolina State University Northwestern University Wake Forest University	Chemical Engineering (3), Engineering and Management (3), Macromolecular Science and Engineering, Management, Medicine Chemical Engineering Chemical Engineering Environmental Engineering Chemical Engineering Chemical Engineering Chemical Engineering Molecular and Cellular Biosciences
Chemistry	Brown University Case Western Reserve University Drexel University Northeast Ohio Medical University Ohio State University, The St John Fisher College University of California, San Francisco University of Illinois University of Pennsylvania University of Toledo Washington University in St. Louis	Chemistry Biomedical Sciences, Biomedical Studies, Law, Medicine Materials Science and Engineering Medicine Medicine (2), Pharmacology Pharmacology Chemistry/Chemical Biology Medicine Dentistry Medicine Biochemistry
Civil Engineering	Case Western Reserve University Northwestern University	Civil Engineering (4) Mechanics of Materials and Solids
Cognitive Science	American University of the Caribbean Case Western Reserve University Drexel University Northwestern University University of Iowa University of London University of Louisville University of Pittsburgh	Medicine Biomedical Sciences, Computer Science Medicine Physical Therapy Creative Writing Cognitive Science Music Therapy Public and International Affairs
Computer Science	Carnegie Mellon University Case Western Reserve University Iowa State University University of Advancing Technology University of Illinois at Urbana-Champaign	Computational Biology Computer Science (2) Bioinformatics Game Production and Management Computer Science
Economics	Case Western Reserve University Columbia University Institut d'etudes politiques de Paris Moreau Seminary Purdue University University of Texas, The University of Toledo	Medicine Law International Economic Policy Religion Statistics Global Policy Studies Medicine
Electrical Engineering	Boston University Case Western Reserve University Georgia Institute of Technology Northwestern University University of Pennsylvania	Electrical Engineering Electrical Engineering (5), Engineering Electrical Engineering Applied Math Systems Engineering

English	Case Western Reserve University Cleveland State University Harvard University University of Chicago, The University of Iowa University of Montana	Law Law Law International Relations Creative Writing Creative Writing
History	Case Western Reserve University Cleveland State University Indiana University Institut d'etudes politiques de Paris Kent State University Ohio State University, The University of Virginia	Classics Law American History International Economic Policy Library and Information Science Law, Philosophical Studies in Education Law
International Studies	Case Western Reserve University Indiana University Ross University University of Chicago, The University of Illinois University of Michigan University of Pittsburgh	Business Law Medicine International Relations (2) Community Health Sciences Law Public and International Affairs
Management	Case Western Reserve University Indiana University Kings College London Ohio State University, The University of Arizona University of Virginia Washington and Lee University	Finance Higher Education and Student Affairs Ethics Medicine Business Business, Medicine Law
Mathematics	Carnegie Mellon University Case Western Reserve University Northwestern University Ohio State University, The University of British Columbia University of Cincinnati University of Illinois at Urbana-Champaign	Computational Biology Electrical Engineering, Mathematics, Statistics Mathematics Mathematics Mathematics Mathematics Computer Science
Mechanical Engineering	California Institute of Technology Case Western Reserve University  Johns Hopkins University Marquette University Ohio State University, The University of Southern California	Aerospace Engineering Aerospace Engineering (2), Engineering, Engineering Management (4), Management (2), Mechanical Engineering (4) International Studies Mechanical Engineering Mechanical Engineering Astronautical Engineering
Music	Case Western Reserve University Columbia University Concordia University Wisconsin New York University University of London University of Louisville	Medicine Secondary Science Education Pharmacology Medicine Cognitive Science Music Therapy

Nutrition	Case Western Reserve University Illinois State University Maastricht University North Carolina State University Tufts University University of Texas at Austin	Dentistry, Nutrition (3), Dietetics (2) Nutrition Health Education and Promotion Food Science Clinical Nutrition Nutritional Sciences
Political Science	Case Western Reserve University Cleveland State University Harvard University Indiana University Ohio State University, The University of Chicago, The University of Illinois University of Texas, The University of Virginia	Business, Law Law Law Law Law International Relations Community Health Sciences Global Policy Studies Law
Psychology	American University of the Caribbean Boston University Case Western Reserve University Cleveland State University Cornell University Indiana University - Purdue University Indianapolis Lake Erie College of Osteopathic Medicine Ohio State University, The Rush University Southern Connecticut State University University of Akron, The University of Chicago, The University of Minnesota University of North Carolina-Chapel Hill University of Pittsburgh University of Toledo West Virginia University	Medicine Psychology Mathematics, Social Work (4) Law Health Administration Industrial and Organizational Psychology Medicine Dentistry, Medicine Speech Language Pathology Speech Language Pathology Sociology Philosophy Speech Language Pathology Rehabilitation and Mental Health Counseling Education Medicine (2) Medicine
Spanish	Case Western Reserve University John Carroll University Northeast Ohio Medical University Northwestern University SUNY: Upstate Medical University University of Connecticut University of Massachusetts University of Michigan University of Montana West Virginia University Wright State University	Medicine Education Medicine Mathematics Medicine Medicine Medicine Romance Languages and Literatures-Latin America Creative Writing Medicine Medicine

### International Graduate Analysis

Data was collected for 59% (n=23) of the international students who graduated in 2011. All (100%) of the international graduates who took the survey responded to the question regarding their future plans.



**Table 11. International Students' Post-Graduation Plans**

Post-Graduation Plans	2009	2010	2011	Trend
Advanced Study	52%	46%	65%	↗
Full-Time Employment	28%	23%	22%	↘
Available for Employment	8%	15%	9%	↘
Other	12%	15%	4%	↘
<b>n</b>	<b>25</b>	<b>13</b>	<b>23</b>	↘

## **Acknowledgements**

Content: Kimberly Paik, Career Center

Statistical Analysis and Content: Amanda Thomas, University Planning and Institutional Research

Contributors: Career Center Staff; Faculty and Staff in the College of Arts and Science, Case School of Engineering, FPB School of Nursing, and Weatherhead School of Management.

**Appendix A: 2011 First Destination Survey**

Name and Student ID (abc123)	Major(s)
Degree	Email Address
College	

**WHAT ARE YOUR PLANS FOR THE COMING YEAR?**

- I HAVE ACCEPTED FULL-TIME EMPLOYMENT (proceed to Employment section – page 1).
- I WILL ENTER GRADUATE OR PROFESSIONAL STUDIES (proceed to Graduate / Professional Studies section – page 3).
- I AM CONTINUING TO SEEK EMPLOYMENT (proceed to Seeking Employment section – page 3).
- I AM STARTING MY OWN BUSINESS / SELF-EMPLOYED OR WORKING FREELANCE (proceed to Starting Own Business section – page 3).
- I AM WORKING PART-TIME (proceed to Experiential Learning section – page 4).
- I AM SERVING IN THE MILITARY FULL-TIME (proceed to Experiential Learning section – page 4).
- I AM PERFORMING COMMUNITY SERVICE (proceed to Experiential Learning section – page 4).
- I AM VOLUNTARILY UNEMPLOYED AND NOT SEEKING EMPLOYMENT (proceed to Experiential Learning section – page 4).
- I AM TENDING TO FAMILY COMMITMENTS SUCH AS TAKING CARE OF CHILDREN AND/OR DEPENDENTS (proceed to Experiential Learning section – page 4).

**EMPLOYMENT**

Employer	
Position	Location (City, State)

Please select the industry that most closely matches your field.

- \_\_\_ Accounting
- \_\_\_ Art/Design/Performance
- \_\_\_ Business/Administration
- \_\_\_ Communication
- \_\_\_ Community Development
- \_\_\_ Construction
- \_\_\_ Consulting
- \_\_\_ Education/Teaching
- \_\_\_ Engineering
- \_\_\_ Entertainment
- \_\_\_ Financial Services
- \_\_\_ Government
- \_\_\_ Healthcare/Public Health
- \_\_\_ Information Technology
- \_\_\_ Manufacturing

- Marketing/Sales
- Medical Device
- Non-profit
- Nursing
- Politics/Law
- Research
- Science
- Social Services
- Sustainability/Green/Environment

In which region of the United States is the position located?

- Northeast
- Southeast
- Midwest
- Southwest
- West
- Outside the United States

When did you first receive your employment offer?

- By graduation
- Within 3 months of graduation
- More than 3 months after graduation

When did you first accept your employment offer?

- By graduation
- Within 3 months of graduation
- More than 3 months after graduation

What is your salary?

- Less than \$25,000     \$25,000-\$29,999     \$30,000-\$34,999     \$35,000-\$39,999     \$40,000-\$44,999
- \$45,000-\$49,999     \$50,000-\$54,999     \$55,000-\$59,999     \$60,000-\$64,999     \$65,000-\$69,999
- \$70,000-\$74,999     \$75,000-\$79,999     \$80,000-\$84,999     \$85,000-\$89,999     \$90,000-\$94,999
- \$95,000-\$99,999     Greater than \$100,000

*Note: Any information concerning salary will be held in strict confidence.*

Did you receive a signing bonus?

- Yes
- No

If yes, what was the amount of the signing bonus?

Will you receive any other form of guaranteed compensation?

- Yes
- No

If yes, how much will you receive?

Which of the following best describes the position you have accepted?

- A college degree is required and the position is related to my field of study.
- A college degree is required but the position is not related to my field of study.

A college degree is not required for this job, but the degree helped me to get it.  
 Having a college degree made no difference in getting this job.

Did you participate in any of the following activities? If yes, please indicate what company/organization:

Internship: \_\_\_\_\_  
 Practicum: \_\_\_\_\_  
 Co-op: \_\_\_\_\_

Did you obtain full-time employment at the host company because you participated in this experiential learning?

Yes  
 No  
 N/A

When did you begin your job search (please check one):

Within the last 6 months  
 Six months before graduation  
 Nine months before graduation  
 One year before graduation  
 More than one year before graduation

*Please proceed to experiential learning section*

**GRADUATE / PROFESSIONAL STUDIES**

Institution	Area of Study	Degree

Please list any scholarships or fellowships (e.g., Fulbright, Truman, etc.) you have received for graduate / professional studies.

Please list below the other institutions to which you were accepted.

1.	2.
3.	4.

*Please proceed to experiential learning section*

**SEEKING EMPLOYMENT**

How confident are you in securing employment (please check one):

81-100%     61-80%     41-60%     21-40%     0-20%

*Please proceed to experiential learning section*

**STARTING OWN BUSINESS**

Please describe the business you are starting:



*Please proceed to experiential learning section*

## **EXPERIENTIAL LEARNING**

How would you rate these experiential activities in regards to your education here at CWRU on a scale of 1 to 5, 5 being extremely valuable and 1 being not valuable at all? If you have not participated in the following activities, please indicate NA.

<input type="checkbox"/> Internship	<input type="checkbox"/> Practicum	<input type="checkbox"/> Co-op
<input type="checkbox"/> Research outside of Case	<input type="checkbox"/> Research with Case Faculty	<input type="checkbox"/> Independent
<input type="checkbox"/> Study Abroad	<input type="checkbox"/> Community Service	<input type="checkbox"/> Research/Creative Endeavor with Case Faculty
<input type="checkbox"/> Summer Job (related to studies)		

Did you use your internship/co-op/practicum experience for your senior capstone?

Yes  
 No  
 Not applicable

Choose the top three skills developed from participating in the experiential learning activities and rank them accordingly (1 = the top skill).

<input type="checkbox"/> Communication Skills	<input type="checkbox"/> Computer Skills
<input type="checkbox"/> Interpersonal Skills (relates well to others)	<input type="checkbox"/> Detail Oriented
<input type="checkbox"/> Strong Work Ethic	<input type="checkbox"/> Leadership Skills
<input type="checkbox"/> Team Work Skills (works well with others)	<input type="checkbox"/> Organizational Skills
<input type="checkbox"/> Analytical Skills	<input type="checkbox"/> Self-confidence
<input type="checkbox"/> Motivation / Initiative	<input type="checkbox"/> Technical or Job Content Skills
<input type="checkbox"/> Flexibility / Adaptability	

## **CAREER CENTER**

How often have you utilized the Career Center?

Regularly  
 Occasionally  
 Sometimes  
 Never

Which services did you use?

On-campus interviewing  
 Career Counseling/MBTI/Strong Interest Inventory  
 Consulting Hours  
 Resume/Cover Letter/CV Review  
 Job Search  
 Internship/Practicum  
 Graduate School Planning  
 Career network/Shadowing

How helpful was the Career Center?

- Very helpful
- Helpful
- Somewhat helpful
- Not very helpful
- Not at all helpful

### **SAGES**

Do you want to be on the Case Alumni Career Network (made up of Case alumni who can provide career information and related assistance to current students)?

- Yes
- No

Please note that the Career Center does offer the following services to alumni:

- Individual Career Consultations
- Self-Assessment (includes the Strong Interest Inventory and MBTI)
- Job Search Advising
- Resume and Cover Letter Preparation
- Interview Practice
- Case CareerLink
- Experience Network for Alumni (job listings)

**Thank you very much for completing the First Destination Survey!**

CAREER CENTER

# FDS

FIRST DESTINATION  
SURVEY class of 2011

[studentaffairs.case.edu/careers](http://studentaffairs.case.edu/careers)

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