

# Post Graduation Activities Summary

The Pennsylvania State University  
Class of December 2007 – August 2008

## **Acknowledgements**

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## Table of Contents

	Page
Preface	2
Penn State's Career Services Activities for 2007-2008	2-3
Post-Graduation Activities Summary	
Post-Graduation Activities of Penn State Graduates by degree level	4
Starting Salaries of Penn State Graduates by degree level	4
Post-Graduation Activities of Baccalaureate Degree Graduates – by College	5
Starting Salaries by College and Degree	6
Post-Graduation Activities of Master's Degree Graduates – by College	7
Post-Graduation Activities of Doctoral Degree Graduates – by College	8
Geographic Distribution of Employed Graduates	9-10
Post-Graduation Activities by Campus and Degree Level	11-12
Appendix	

## Preface

This report was written primarily for Penn State Career Services staff, university and college administrators, academic and admissions advisors, and faculty/staff whose work impacts students, parents, and employers.

Graduates from all campuses at all degree levels were surveyed from data provided by the Penn State Office of The University Registrar. This included names of students who were approved to graduate. The data were gathered from a questionnaire sent via email to December 2007, May 2008, and August 2008 graduates. Surveys were sent at the time of graduation; non-respondents were re-surveyed three months after graduation.

Fifteen thousand eight hundred three (15,803) graduates were sent invitations via electronic mail to respond to the web-based questionnaire. Usable returns were received from 3,676 respondents for an overall response rate of approximately 23.6%.

## Penn State Career Services Activities for 2007-2008

Career Services provides a full complement of programs, services, and resources to assist students with life beyond college. We are committed to meeting the needs of our students and welcome the opportunity to collaborate with you as we provide recruiting, programming, and counseling services. A summary of our activities for the year is listed below.

### Recruiting Activities

#### On-Campus Interviewing (OCI) & Career Fairs

Career Services at Penn State, like colleges and universities around the country, experienced another moderate year of activity in on-campus interviewing. The number of actual interviews conducted through Career Services was 12,515, a slight decrease from 12,574 of less than one percent (This number includes 7,864 interviews conducted through OCI and 4,651 interviews conducted at the career fairs). The number of students who registered for OCI decreased to 4,447 compared to the previous year at 4,670. The biggest change was in the number of companies recruiting through Career Services, which increased by 31.9% to 1,462 from 1,108 for the 2006-07 academic year.

The total number of interviews conducted at the career fairs held in 2007-08 showed an overall increase of 5.8%. At Fall Career Days, employers conducted 2,812 interviews, a significant increase of 22.5% (up from 2,296). At Spring Career Days, employers conducted 1,122 interviews (a 2.8% decrease in the number of interviews from Spring 2007 Days, at which 1,154 interviews were conducted). From the Spring Education Days, a total of 717 interviews were conducted, a decrease of 9.1% over the previous year's total of 789.

### Programming Activities

#### Career Fairs

There was an increase in both employer and student participation in the career fairs this year. Fall Career Days 2007 saw a total of 8,055 students participate in the three day event, an increase of 10% (up from 7,319). Spring Career Days 2008 saw a total of 4,272 students participating, a 31% increase on last years attendance of 3,269. Overall employer participation increased as well with 532 employers participating in the fall, an increase of 4% (up from 512 the previous year) and a 4% increase in the spring with a total of 420 employers (up from 405). Our Education Career Day 2008 was sold out for the first time in its history with 131 school districts attending and our newest fair Summer Employment Fair reached a high of 72 camps, parks and resorts looking to hire Penn State students in various fields interested in working with children or in the recreation field.

## **Career Workshops**

We offered 231 workshops in fall 2007 (down from 294) with a total student participation of 6,889, down from last fall's total of 8,858, a decrease of 28%. In spring 2008, we had approximately the same number of workshops offered (154 as compared to 151) with a slight decrease in total student participation to 3,150 (down from 3,741). More efforts have been put into collaborating with faculty, staff, and student groups to deliver programs by request and offering programs targeted for specific students based on academic year – Senior Big Ten Career Kickoff, Blow Off Sophomore Slump and Final Four @ Penn State, while offering fewer stand-alone workshops.

## **Career Counseling Activities**

### **Career Counseling Services**

Career counseling services registered 9,622 total contacts during the 2007-2008 year. The largest number of clients accessing career counseling utilized the drop-in counseling service (4,497 representing 46.7% of the total counseling contacts) and individual career counseling (3,580 representing 37.2% of the total counseling contacts). The top five presenting issues included job search process, internship/summer job search, career decision making process, graduate/professional school search process, and career positioning.

### **Mock Interview Services**

During 2007-2008, there were 529 Mock Interviews conducted at Career Services. This represents an increase of 14% over the 465 Mock Interviews conducted during the same time from of 2006-2007. These practice interviews assisted students in preparing for full-time employment, internships and co-ops, as well as graduate school interviews.

## **Recruiting Trends**

The most noticeable recruiting trend was the decrease in interviews conducted per company. Although there was over a 31% increase in the number of companies recruiting on campus in 2007-2008, there was actually a slight decrease in the total number of interviews conducted from the year before. Hence, many companies began to pull back on the number of interview schedules, typically indicating that there were fewer jobs to fill per company.

Another significant trend worth noting is the 22.5% increase in the number of interviews conducted at the 2007 Fall Career Days. It appears that more companies are intentionally conducting interviews while they're already in town at the Career Days (perhaps a cost-savings strategy), and that they'd prefer to conduct these interviews earlier in the academic year (22.5% increase from 2006 Fall Career Days) than later in the year (2.8% decrease from 2007 Spring Career Days to 2008 Spring Career Days).

## Post Graduation Activities Summary

### Post Graduation Activities of Penn State Graduates By Degree and Year

		Post-graduation Plans					
		Employment		Further Education		Personal Goals	
		Count	Percent	Count	Percent	Count	Percent
Degree Received	Associate	95	65.1%	44	30.1%	7	4.8%
	Bachelor	2107	75.7%	627	22.5%	51	1.8%
	Master	340	81.3%	62	14.8%	16	3.8%
	Doctoral	214	94.3%	11	4.8%	2	.9%

### Status of Respondents who Selected "Employment" as their Primary Post-Graduation Goal

		Employment Status					
		Full time		Part time		Seeking Employment	
		Count	Percent	Count	Percent	Count	Percent
Degree Received	Associate	73	76.8%	10	10.5%	12	12.6%
	Bachelor	1774	84.2%	84	4.0%	248	11.8%
	Master	306	90.3%	6	1.8%	27	8.0%
	Doctoral	201	93.9%	2	.9%	11	5.1%

### Average Starting Salaries for Penn State Graduates

		Salary				
		Valid N	Average Salary	50th Percentile	25th Percentile	75th Percentile
Degree Received	Associate	63	40,824	40,000	34,000	45,000
	Bachelor	1581	44,460	45,000	35,000	53,000
	Master	276	61,411	55,000	43,569	75,000
	Doctoral	184	59,944	55,000	45,000	70,000

Salary data shown only for graduates who accepted full-time employment very much or somewhat related to their career objective. Average salary represents the mean salary which can be distorted by extremely high or low figures.

**Post Graduation Activities for Penn State Baccalaureate Degree Graduates**

	Post-graduation Plans					
	Employment		Further Education		Personal Goals	
	Count	Percent	Count	Percent	Count	Percent
College of Agricultural Sciences	65	72.2%	24	26.7%	1	1.1%
College of Arts and Architecture	47	81.0%	7	12.1%	4	6.9%
Smeal College of Business	410	95.1%	19	4.4%	2	.5%
College of Communications	155	87.1%	16	9.0%	7	3.9%
College of Earth and Mineral Sci	40	70.2%	16	28.1%	1	1.8%
College of Education	80	93.0%	4	4.7%	2	2.3%
College of Engineering	275	80.6%	64	18.8%	2	.6%
College of Health and Human Dev	166	61.7%	99	36.8%	4	1.5%
College of Information Sci & Tech	75	91.5%	7	8.5%		
College of the Liberal Arts	188	52.5%	154	43.0%	16	4.5%
Eberly College of Science	70	45.5%	83	53.9%	1	.6%

**Status of Baccalaureate Degree Graduates who Selected "Employment" as their Primary Post-Graduation Goal**

	Employment Status					
	Full time		Part time		Seeking Employment	
	Count	Percent	Count	Percent	Count	Percent
College of Agricultural Sciences	54	83.1%	1	1.5%	10	15.4%
College of Arts and Architecture	36	76.6%	3	6.4%	8	17.0%
Smeal College of Business	394	96.3%	1	.2%	14	3.4%
College of Communications	103	66.5%	16	10.3%	36	23.2%
College of Earth and Mineral Sci	32	80.0%	3	7.5%	5	12.5%
College of Education	61	76.2%	5	6.2%	14	17.5%
College of Engineering	266	96.7%	2	.7%	7	2.5%
College of Health and Human Dev	134	80.7%	8	4.8%	24	14.5%
College of Information Sci & Tech	72	96.0%			3	4.0%
College of the Liberal Arts	145	77.1%	11	5.9%	32	17.0%
Eberly College of Science	63	90.0%	1	1.4%	6	8.6%

**Average Starting Salaries for Penn State Graduates by College and Degree Level**

		Associate		Bachelor	
		Valid N	Average \$	Valid N	Average \$
College	College of Agricultural Sciences	1	22,000	51	37,771
	College of Arts and Architecture			28	37,200
	Smeal College of Business			370	48,131
	College of Communications	1	35,000	86	33,509
	College of Earth and Mineral Sciences			27	45,852
	College of Education			57	37,266
	College of Engineering	1	53,000	262	53,802
	College of Health and Human Dev	3	41,667	116	39,131
	College of Information Sci & Tech	3	41,000	67	53,486
	College of the Liberal Arts			111	38,778
Eberly College of Science			55	44,931	

Note: Salary data shown only for graduates who accepted full-time employment very much or somewhat related to their career objective.

**Average Starting Salaries for Penn State Graduates by College and Degree Level**

		Master		Doctoral	
		Valid N	Average \$	Valid N	Average \$
College	College of Agricultural Sci	7	51,700	8	48,425
	College of Arts & Architecture	8	43,250		
	Smeal College of Business	32	94,604	2	116,500
	College of Communications			1	55,000
	College of Earth & Mineral Sci	13	59,708	11	57,818
	College of Education	28	44,038	23	52,789
	College of Engineering	63	64,085	22	75,355
	College of Health & Human Dev	8	45,138	12	59,542
	College of the Liberal Arts	10	38,200	31	54,352
	Eberly College of Science	4	50,250	25	54,280
Inter-College Research Program	8	62,762	4	73,500	

**Post Graduation Activities for Penn State Master's Degree Graduates**

		Post-graduation Plans					
		Employment		Further Education		Personal Goals	
		Count	Percent	Count	Percent	Count	Percent
University Park College (Post-Baccalaureate)	College of Agricultural Sci	10	71.4%	4	28.6%		
	College of Arts & Architecture	12	70.6%	4	23.5%	1	5.9%
	Smeal College of Business	38	97.4%	1	2.6%		
	College of Communications	1	50.0%	1	50.0%		
	College of Earth & Mineral Sci	16	76.2%	5	23.8%		
	College of Education	35	81.4%	7	16.3%	1	2.3%
	College of Engineering	70	85.4%	11	13.4%	1	1.2%
	College of Health & Human Dev	12	92.3%	1	7.7%		
	College of the Liberal Arts	12	60.0%	8	40.0%		
	Eberly College of Science	5	83.3%	1	16.7%		
	Inter-College Research Prog	10	90.9%	1	9.1%		

**Status of Master's Degree Graduates who Selected 'Employment' as their Primary Post-Graduation Goal**

		Employment Status					
		Full time		Part time		Seeking Employment	
		Count	Percent	Count	Percent	Count	Percent
University Park College (Post-Baccalaureate)	College of Agricultural Sci	7	70.0%	3	30.0%		
	College of Arts & Architecture	10	83.3%	1	8.3%	1	8.3%
	Smeal College of Business	35	92.1%			3	7.9%
	College of Communications					1	100.0%
	College of Earth & Mineral Sci	14	87.5%			2	12.5%
	College of Education	31	88.6%			4	11.4%
	College of Engineering	67	95.7%			3	4.3%
	College of Health & Human Dev	9	81.8%	2	18.2%		
	College of the Liberal Arts	11	91.7%			1	8.3%
	Eberly College of Science	4	80.0%			1	20.0%
	Inter-College Research Program	10	100.0%				

**Post Graduation Activities for Penn State Doctoral Degree Graduates**

	Post-graduation Plans					
	Employment		Further Education		Personal Goals	
	Count	Percent	Count	Percent	Count	Percent
College of Agricultural Sci	12	100.0%				
Smeal College of Business	3	100.0%				
College of Communications	4	100.0%				
College of Earth & Mineral Sci	13	92.9%			1	7.1%
College of Education	28	100.0%				
College of Engineering	23	95.8%	1	4.2%		
College of Health & Human Dev	14	93.3%	1	6.7%		
College of the Liberal Arts	32	100.0%				
Eberly College of Science	27	90.0%	2	6.7%	1	3.3%
Inter-College Research Program	4	100.0%				

**Status of Doctoral Degree Graduates who Selected "Employment"  
as their Primary Post-Graduation Goal**

	Employment Status					
	Full time		Part time		Seeking Employment	
	Count	Percent	Count	Percent	Count	Percent
College of Agricultural Sci	10	83.3%	1	8.3%	1	8.3%
Smeal College of Business	2	66.7%			1	33.3%
College of Communications	2	50.0%	1	25.0%	1	25.0%
College of Earth & Mineral Sci	12	92.3%			1	7.7%
College of Education	27	96.4%			1	3.6%
College of Engineering	23	100.0%				
College of Health & Human Dev	14	100.0%				
College of the Liberal Arts	32	100.0%				
Eberly College of Science	26	96.3%			1	3.7%
Inter-College Research Program	4	100.0%				

**Geographic Mobility of Employed Graduates**

		Degree								Total	
		Associate		Bachelor		Master		Doctoral		Count	Col %
		Count	Col %	Count	Col %	Count	Col %	Count	Col %		
Location of Employment	Alabama			1	.1%			3	1.5%	4	.2%
	Arizona	1	1.5%	7	.4%	2	.7%			10	.5%
	Arkansas			2	.1%	1	.3%			3	.1%
	California			27	1.6%	5	1.7%	13	6.6%	45	2.0%
	Colorado	1	1.5%	7	.4%			2	1.0%	10	.5%
	Connecticut			15	.9%	1	.3%	1	.5%	17	.8%
	Delaware			15	.9%	6	2.1%	2	1.0%	23	1.0%
	District of Columbia			53	3.2%	12	4.1%	5	2.6%	70	3.2%
	Florida			23	1.4%	3	1.0%	1	.5%	27	1.2%
	Georgia			20	1.2%	2	.7%	4	2.0%	26	1.2%
	Hawaii			4	.2%					4	.2%
	Idaho			1	.1%					1	.0%
	Illinois	1	1.5%	7	.4%			4	2.0%	12	.5%
	Indiana			4	.2%	1	.3%	1	.5%	6	.3%
	Iowa			2	.1%					2	.1%
	Kansas			1	.1%					1	.0%
	Kentucky			3	.2%			2	1.0%	5	.2%
	Louisiana			5	.3%			2	1.0%	7	.3%
	Maine			1	.1%	3	1.0%			4	.2%
	Maryland	1	1.5%	111	6.7%	18	6.2%	12	6.1%	142	6.4%
	Massachusetts			17	1.0%	5	1.7%	9	4.6%	31	1.4%
	Michigan			1	.1%	2	.7%	1	.5%	4	.2%
	Minnesota			3	.2%	2	.7%	1	.5%	6	.3%
	Mississippi			2	.1%					2	.1%
	Missouri			1	.1%	4	1.4%	2	1.0%	7	.3%
	Nebraska			2	.1%					2	.1%
	Nevada			6	.4%			1	.5%	7	.3%
	New Hampshire			6	.4%					6	.3%
New Jersey			96	5.8%	13	4.5%	4	2.0%	113	5.1%	
New Mexico			1	.1%	1	.3%	1	.5%	3	.1%	

**Geographic Mobility of Employed Graduates**

		Degree								Total	
		Associate		Bachelor		Master		Doctoral		Count	Col%
		Count	Col %	Count	Col %	Count	Col %	Count	Col %		
Location of Employment	New York	1	1.5%	163	9.8%	20	6.9%	10	5.1%	194	8.8%
	North Carolina			25	1.5%	4	1.4%	5	2.6%	34	1.5%
	North Dakota					2	.7%			2	.1%
	Ohio			17	1.0%	4	1.4%	7	3.6%	28	1.3%
	Oklahoma					1	.3%	2	1.0%	3	.1%
	Oregon			2	.1%					2	.1%
	Pennsylvania	60	88.2%	847	51.0%	136	46.7%	62	31.6%	1105	49.8%
	Rhode Island			2	.1%	1	.3%	1	.5%	4	.2%
	South Carolina	1	1.5%	5	.3%	1	.3%	1	.5%	8	.4%
	South Dakota	1	1.5%	3	.2%					4	.2%
	Tennessee			5	.3%			3	1.5%	8	.4%
	Texas			27	1.6%	14	4.8%	5	2.6%	46	2.1%
	Utah			1	.1%			1	.5%	2	.1%
	Vermont			1	.1%			1	.5%	2	.1%
	Virginia			93	5.6%	15	5.2%	8	4.1%	116	5.2%
	Washington			4	.2%	1	.3%			5	.2%
	West Virginia	1	1.5%	4	.2%					5	.2%
	Wisconsin			5	.3%	1	.3%	3	1.5%	9	.4%
	Wyoming			1	.1%			1	.5%	2	.1%
	United States Territory			6	.4%			1	.5%	7	.3%
Outside United States			7	.4%	10	3.4%	14	7.1%	31	1.4%	

**Post Graduation Activities by Campus & Degree Level**

		Post-graduation Plans					
		Employment		Further Education		Personal Goals	
		Count	Row %	Count	Row %	Count	Row %
University Park	Associate	12	63.2%	5	26.3%	2	10.5%
	Bachelor	1570	74.7%	493	23.4%	40	1.9%
Abington	Associate	1	100.0%				
	Bachelor	47	71.2%	17	25.8%	2	3.0%
Altoona College	Associate	14	87.5%	2	12.5%		
	Bachelor	60	80.0%	14	18.7%	1	1.3%
Berks and Lehigh Valley	Associate	7	77.8%	2	22.2%		
	Bachelor	42	76.4%	12	21.8%	1	1.8%
Harrisburg and Schuylkill	Associate	1	25.0%	1	25.0%	2	50.0%
	Bachelor	107	81.7%	23	17.6%	1	.8%
Penn State Erie – The Behrend College	Associate			2	100.0%		
	Bachelor	126	81.3%	29	18.7%		
Commonwealth Campuses	Associate	57	64.8%	28	31.8%	3	3.4%
	Bachelor	152	78.4%	38	19.6%	4	2.1%
Penn State Erie – The Behrend College	Master	13	92.9%	1	7.1%		
Harrisburg and Schuylkill	Master	49	75.4%	10	15.4%	6	9.2%
	Doctoral	4	100.0%				
University Park	Master	220	82.4%	44	16.5%	3	1.1%
	Doctoral	160	96.4%	4	2.4%	2	1.2%

**Status of Respondents who Selected "Employment"  
as their Primary Post-Graduation Goal by Campus & Degree Level**

		Employment Status					
		Full time		Part time		Seeking Employment	
		Count	Row %	Count	Row %	Count	Row %
University Park	Associate	10	83.3%			2	16.7%
	Bachelor	1360	86.7%	50	3.2%	159	10.1%
Abington	Associate	1	100.0%				
	Bachelor	39	83.0%	2	4.3%	6	12.8%
Altoona	Associate	10	71.4%	3	21.4%	1	7.1%
	Bachelor	39	65.0%	3	5.0%	18	30.0%
Berks and Lehigh Valley	Associate	4	57.1%	1	14.3%	2	28.6%
	Bachelor	32	76.2%	4	9.5%	6	14.3%
Harrisburg and Schuylkill	Associate	1	100.0%				
	Bachelor	82	76.6%	8	7.5%	17	15.9%
Penn State Erie – The Behrend College	Bachelor	111	88.1%	3	2.4%	12	9.5%
Commonwealth Campuses	Associate	44	77.2%	6	10.5%	7	12.3%
	Bachelor	108	71.1%	14	9.2%	30	19.7%
Penn State Erie – The Behrend College	Master	12	92.3%			1	7.7%
Harrisburg and Schuylkill	Master	46	93.9%			3	6.1%
	Doctoral	3	75.0%			1	25.0%
University Park	Master	197	90.0%	6	2.7%	16	7.3%
	Doctoral	152	95.0%	2	1.2%	6	3.8%

# PENNSYLVANIA STATE UNIVERSITY

## Post Graduation Survey

A web-based survey was sent to graduates at all levels from all locations.

Respondents were queried with regard to:

- Highest degree
- Penn State location from which they received the degree
- Academic college and major
- Gender
- Post graduation plans (employment, further education, or personal goals)
  - If employed full-time, respondents were asked
    - Job hunting methods used
    - The degree to which current employment matched post graduation career objectives (very much, somewhat, very little)
    - Location of employment (by state)
    - Annual salary
  - If pursuing further education, respondents were asked
    - Degree sought
    - Curriculum and institution