Introduction

This outcomes report provides diverse information collected for the graduating class of 2012-13 (December - July). The data in this report includes pre-SPEA information (masters students only), post-graduation outcomes, CDO appointment statistics, annual recruitment activity, internship information, and five-year trends for both the masters and bachelor degree programs. Each section provides an overview incorporated with data.

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The post-graduation information provided focuses on the graduating class of 2012-2013. Overall, our academic and professional training continues to show resilience as our graduates continue to obtain employment across all sectors, industries, and locations.

The following information is based on data collected from students graduating between December 2012 and August 2013. SPEA awarded bachelors degrees to 631 students.

Data Collection:

Overall, the status of 424, or 67.19% of bachelors students is known. This is an increase from 2011-2012.

Status Known:
2011-2012: 63.4%
2012-2013: 67.19%
Increase: +5.98%

SPEA's Career Development Office (CDO) employed a variety of collection techniques including a tracking survey taken throughout the academic year, an exit survey, individual email inquiries, and collecting data from staff and faculty with personal knowledge of individual members of the class.

The CDO also employed the use of LinkedIn, Google+, and Facebook to obtain post-graduation statuses of non-respondents to the email surveys. The chart on the right breaks down the source of the information presented.

In contrast to 2011-2012, the largest source of information (51%) was the traditional exit surveys. Upon graduation, students are emailed a link to an exit survey. They are then emailed again at three and six months requesting updates on their post-graduation status. The CDO also used social media to make the exit surveys more visible at these 3 and 6 month checkpoints.

Like the Master’s students, the largest source of bachelor post-graduation statuses (47%) was LinkedIn. Many undergraduates focus their job and internship search on companies and industries where the value and effectiveness of a LinkedIn profile is higher than for the public sector. As more and more students develop their online presence, this number is expected to increase.

To ensure accuracy, SPEA degree information was collected through collaboration with the SPEA Records Office.
Bachelors Students by Degree:

Degree information for the class of 2012-2013 was gathered with the assistance of the SPEA Records Office, providing a complete and accurate picture on degree information as compared to previous years. Information provided reflects degree information for whom a post-graduation status is known (424 students).

In 2012-2013, SPEA offered four undergraduate degrees: Bachelor of Science in Public Affairs (BSPA), Bachelor of Science in Public Health (BSPH), Bachelor of Science in Environmental Science (BSES), and Bachelor of Science in Arts Management (BSAM).

- BSPA: 307 (72.07%)
- BSPH: 69 (16.20%)
- BSES: 5 (1.17%)
- BSAM: 45 (10.56%)

Bachelors Students by Major:

Consistent with previous years, the major under the BSPA degree with the largest percentages of graduates (35.82%) was Management. In contrast to previous years, the second largest major in the BSPA degree was Environmental Management (11.57%). The second largest major overall was Health Administration (12.68%), which falls under the BSPH degree.

Bachelors Students by Minor:

Of the 424 students for whom post-graduation status is known, 84 earned a minor in addition to their major. The minor with the largest percentage of students was Human Resources (50%), which is often paired with either the Management or Public and Nonprofit Management majors.
Post-Graduation Status:

The post-graduation status of 424, or 67.19% of bachelors students is known. Of those graduates, **95.05% reported employment (full-time or temporary) or continuing education by January 17, 2014.**

**Employed: 293 (69.10%)**
**Temporarily Employed: 54 (12.74%)**
**Continuing Education: 56 (13.21%)**
**Unemployed: 21 (4.95%)**

Total = 424

When comparing the data to that of 2011-2012, the following points stand out:

- The percentage of graduates reporting that they are continuing their education immediately following their bachelors program decreased by 11.93% from 15% in 2011-2012 to 13.21% in 2012-2013.
- The percentage of students reporting temporary employment increased by 55.75% from 8.18% in 2011-2012 to 12.74% in 2012-2013.
- The percentage of graduates reporting that they are unemployed decreased by 19.38% to 4.95% in 2012-2013 from 6.14% in 2011-2012.

The decrease in the number of students continuing education after graduation is offset by the increase in students obtaining temporary employment.

**Sample Hiring Companies/Organizations**

- Aerotek (5 hires)
- Angie’s List (4 hires)
- CDW (4 hires)
- AIG
- CBS Radio
- Thodos Dance Company
- The Ashforth Company
- Repair the World
- Old National Bank
- Medline Industries
- Hoosier Lottery
Location:

Gradients from the bachelors program accepted jobs in a variety of locations. Compared to 2011-2012, the following data stands out:

- The percentage of graduates accepting positions in Indiana decreased by 13.57% from 49% in 2011-2012 to 42.35% in 2012-2013.
- The percentage of graduates accepting positions in the Midwest increased by 11.85% to 30.20% in 2012-2013 from 27% in 2011-2012.
- The percentage of graduates accepting positions in the West increased by 47.00% from 4% in 2011-2012 to 5.88% in 2012-2013.

Industry:

Of the students reporting primary industry, the highest percentage, 37.4%, report working in the industry “Business [Non-Consulting/Non-Finance]”. The second highest industry reported (13.4%) was “Healthcare”. More information on what specific positions students accepted this year can be found in the “Data by Major” section starting on page 40.
SPEA undergraduates continue to obtain employment in all three sectors: public, private, and nonprofit. There was a substantial shift in the number of students working in the private sector as compared to the public and nonprofit sectors. The table below provides self-reported data on sector based upon college degree. The data was collected through the exit surveys administered by the Career Development Office (CDO).

<table>
<thead>
<tr>
<th>Bachelor Degree</th>
<th>Employment Sector</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Nonprofit</td>
<td>Private</td>
<td>Public</td>
<td>Grand Total</td>
<td></td>
</tr>
<tr>
<td>B. S. in Arts Management</td>
<td>4</td>
<td>16</td>
<td>4</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>B. S. in Environmental Science</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>B. S. in Public Affairs</td>
<td>18</td>
<td>153</td>
<td>21</td>
<td>192</td>
<td></td>
</tr>
<tr>
<td>B. S. in Public Health</td>
<td>1</td>
<td>26</td>
<td>8</td>
<td>35</td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>23</td>
<td>196</td>
<td>33</td>
<td>252</td>
<td></td>
</tr>
<tr>
<td>Percentage of Employed Graduates</td>
<td>9.1%</td>
<td>77.8%</td>
<td>13.1%</td>
<td>100.0%</td>
<td></td>
</tr>
<tr>
<td><strong>Percentage of Total Respondents</strong></td>
<td><strong>67.19%</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

When comparing the information provided in the table and the chart below to the data collected for 2011-2012, the following points stand out.

- The overall percentage of students obtaining employment in the public sector decreased 7.14%.
- The percentage of students entering the nonprofit sector has increased 125%.
- The percentage of students entering the private sector has decreased by 4.87%.

These shifts can be attributed to a number of occurrences, including a combination of hiring freezes on the local, state, and federal levels and an increased interest in the nonprofit sector by the undergraduate students. A full list of employers and job titles can be found in the “Data by Major” section starting on page 40.
Starting Salaries:

Graduates are not required to provide information regarding their starting salary. Of the students who completed the exit survey, 123 (56.16%) students provided their starting salary or chose “Not Specified”.

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Diagram showing the distribution of starting salaries among graduates.
Continuing Education:

Of the students whose information is known, the percentage of SPEA graduates choosing to continue their education immediately following their undergraduate degree decreased for the class of 2012-2013 as compared to 2011-2012.

2011-2012: 15.00%
2012-2013: 13.21%
Difference: -11.93%

Graduate Programs:

The students continuing education entered a variety of graduate program types. Traditionally, many students majoring in Legal Studies go on to attend law programs and students majoring in Public Management or Public Financial Management tend to enter Public Affairs/Policy programs. That trend continued in 2012-2013.

Graduate Institutions:

Of the students choosing to continue their education, the largest percentage (50%) chose to stay at Indiana University- Bloomington. The other schools that students from the class of 2012-2013 are attending include:

- Purdue University (2 students)
- University of Louisville (2 students)
- Depaul University
- Emory University
- University of Houston Law Center
- Morgan State University
- Yeshiva University
- Dublin City University
- University of Notre Dame
- Southwestern Law School
- University of Denver
Sean Musi  
BSPA - Environmental Management  
Staff Scientist - ARK Engineering Services

“As a Staff Scientist at ARK Engineering Services, I am asked to pick up new skills quickly. Based upon the skills that I learned at SPEA, I am able to make decisions and solve many problems. The applied courses at SPEA proved to be very helpful in my career thus far, and I would encourage students to take them if they can. One of the most important skills I learned while at SPEA for my career is the ability to stay flexible. Things in the workforce will not be concrete. Employers will need you to be able to adjust to situations and be able to accomplish them efficiently.”

Jennifer Posner  
BSPA - Management  
Human Resources Analyst - AIG

“My current position at AIG requires me to not only speak to potential new hires, but also to a lot of senior executives. I believe that SPEA has taught me a lot about working with others. From group projects, to meeting with professors and teaching assistants, I grew in my time as a student and learned the art of forming relationships with a diverse group of people, which is key for recruiting. SPEA also taught me how to think more strategically, and how to grasp a concept more clearly, just from being inside the classroom.”
Post-Graduation Status:

The percentage of students securing full-time employment within six months of graduation has leveled off after experiencing a dramatic increase beginning in 2009. SPEA graduates saw a moderate decrease in employment during the recession, but as the data illustrates, graduates experienced a five-year high in full time employment in 2011-2012. Coupled with rising employment, SPEA is continuing to experience a drop in the percentage of students choosing to continue their education immediately after completing their undergraduate degrees. Unemployment percentages are slowly decreasing after peaking in 2008-2009.

Employment by Sector:

Undergraduate employment in the private sector has slightly decreased after experiencing a jump in 2011-2012. Coupled with the fall in the private sector, employment in the nonprofit sector more than doubled compared to 2011-2012, while employment in the public sector has continued to decrease. In the recovering economy, the public sector has generally slowed their hiring and raised their education requirements for entry-level positions, making it more challenging for SPEA undergraduates to break into the sector’s numerous fields.
Primary Employment Industry:

Primary employment industries reported by undergraduates, as illustrated in the table below, are unevenly spread out, with graduates concentrating on employers in business. The percentage of students entering the field of consulting has been steadily increasing over the past five years, but experienced a decrease this year. Meanwhile, the percentage of students reporting “Business (non-consulting/non-finance) experienced a dramatic increase in comparison to 2011-2012.

### Primary Employment Industry 2008-2013

<table>
<thead>
<tr>
<th>Arts</th>
<th>Business Consulting Services/Contracting</th>
<th>Business (Finance)</th>
<th>Business (non-consulting/non-finance)</th>
<th>Education/University</th>
<th>Env't/Energy</th>
<th>Foreign Govt/Intl NGO/Multilateral Org</th>
<th>Govt (Federal/U.S.)</th>
<th>Govt (State)</th>
<th>Govt (Local)</th>
<th>Healthcare</th>
<th>Nonprofit</th>
<th>Profess'l or Trade Association</th>
<th>Research Center/Think Tank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-2009</td>
<td>0%</td>
<td>3%</td>
<td>14%</td>
<td>45%</td>
<td>11%</td>
<td>8%</td>
<td>0%</td>
<td>6%</td>
<td>2%</td>
<td>2%</td>
<td>6%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>2009-2010</td>
<td>0%</td>
<td>7%</td>
<td>14%</td>
<td>55%</td>
<td>4%</td>
<td>4%</td>
<td>0%</td>
<td>2%</td>
<td>1%</td>
<td>4%</td>
<td>7%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>2010-2011</td>
<td>7%</td>
<td>15%</td>
<td>20%</td>
<td>18%</td>
<td>8%</td>
<td>7%</td>
<td>2%</td>
<td>3%</td>
<td>5%</td>
<td>0%</td>
<td>12%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>4%</td>
<td>19%</td>
<td>17%</td>
<td>21%</td>
<td>8%</td>
<td>4%</td>
<td>0%</td>
<td>9%</td>
<td>6%</td>
<td>2%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2012-2013</td>
<td>7%</td>
<td>9%</td>
<td>9%</td>
<td>44%</td>
<td>2%</td>
<td>4%</td>
<td>1%</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>16%</td>
<td>0%</td>
<td>1%</td>
</tr>
</tbody>
</table>
SPEA Career Development Office
Annual Outcomes Report
Five-Year Trends - Bachelors Students

Starting Salaries:

SPEA undergraduates have experienced some slight fluctuations in starting salaries over the past five years. The percentage of students reporting starting salaries below $20,000 has decreased substantially since 2008; an effect of fewer students entering graduate school immediately after completing their undergraduate degrees. Graduates reporting salaries between $35,000 and $50,000 also increased 28.1% to 41% in 2012-2013 from 32% in 2011-2012.
Post-Graduation Location:

Post-graduation locations have remained steady over the past five years. Graduates reporting “Other Mid-west” (generally, Chicago) witnessed an increase this year after a steady decrease beginning in 2009, while students reporting Indiana as their post-graduation location decreased.

**Post-Graduation Location 2008-2013**

<table>
<thead>
<tr>
<th></th>
<th>Indiana</th>
<th>Other Midwest</th>
<th>East</th>
<th>West</th>
<th>South</th>
<th>Washington D.C. Metro Area</th>
<th>International</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-2009</td>
<td>52%</td>
<td>28%</td>
<td>4%</td>
<td>3%</td>
<td>12%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>2009-2010</td>
<td>50%</td>
<td>33%</td>
<td>11%</td>
<td>3%</td>
<td>3%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>2010-2011</td>
<td>49%</td>
<td>31%</td>
<td>11%</td>
<td>2%</td>
<td>5%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>49%</td>
<td>27%</td>
<td>12%</td>
<td>4%</td>
<td>7%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>2012-2013</td>
<td>42%</td>
<td>30%</td>
<td>12%</td>
<td>6%</td>
<td>7%</td>
<td>2%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Bachelors Internship Activity:

All bachelors students in SPEA are required to complete an internship before they are graduated. In order to track their internship, they are required to complete an approval request and summary report and their supervisor completes an evaluation of the student’s work. All paperwork is processed and student registration managed by the Experiential Education Coordinator in the Career Development Office (CDO).

Based on the internship approval requests that were processed, a total of 611 bachelors students completed an internship for their degree requirement between December 2012 and August 2013.

Students approved to intern then registered in the following courses for a total of 611 undergraduate academic credits:

V381 (BSPA – 1 credit): 532
H466 (BSPH – 1 credit): 79

Sample Internship Employers

Northwestern Mutual Financial Network – Various Locations
   Employment Plus – Bloomington, IN
   IU Health Bloomington Hospital – Bloomington, IN
   Boys and Girls Club – Various Locations
   Riley Hospital – Indianapolis, IN
   Buskirk-Chumley Theater - Bloomington, IN
   US Commodity Futures Trading commission - Chicago, IL
   Seoul Metropolitan Government- Seoul, South Korea
   Sony Music Entertainment - New York, NY
   Newmann Family Services - Chicago, IL
   Live Nation Worldwide, Inc - Indianapolis, IN
   JP Morgan Chase - Chicago, IL
   Horton Group - Nashville, TN
   Major League Soccer, New York, NY
   United Way – Bloomington, IN
   Wasserman Media Group- Los Angeles, CA
   The Ronald McDonald House of Long Island - Hyde Park, NY
   MARS Advertising - Minneapolis, MN
   James W. Curtis Law Firm - Indianapolis, IN
   MTS Consulting, LLC- Skokie, IL
   Orpheus Chamber Orchestra- New York, NY
Bachelors Internship Activity, Cont’d:

**Compensation:** As outlined by the list of internship employers on the previous page, bachelors students accepted internships with a wide variety of employers. Once an internship is secured, students are required to complete an internship approval request, which captures self-reported data on pay status and hourly wages or stipends. The chart to the left illustrates paid versus unpaid internships at the undergraduate level.

Of the students who were paid, the **average hourly wage was $11.38/hour.**

**Location:** On the approval request form, students are required to report the location of their internship. Because of employment and other commitments during the summer, some students choose to intern during the fall or spring semesters. Students completing an internship to fulfill their degree requirement during the fall or spring semesters are interning either in Bloomington or Indianapolis, thereby increasing the number of students reporting domestic internships within the state of Indiana. Interning during the fall or spring to complete their requirement allows many students to spend the summer abroad either studying as a part of the SPEA Overseas Education program or as a part of a volunteer program.

As illustrated by the chart on the right, a majority of students (95%) report interning domestically.

The list of international locations where students interned in 2012-2013 follows. From the list, one undergraduate interned with the Seoul Global Internship Program.

- Seoul Global Internship Program – Seoul, South Korea – The staff of the CDO maintain the relationship and manage the application process, facilitating the placement of five SPEA students each summer in internships with the city of Seoul.

**Reported International Locations:**

Australia | Jin Kota Batu, Brunei | Zhejiang, China
Shen Zhen, China | Chengdu City, China | Beijing, China
Sichuan, China | Jiojiang, China | Jingjiang, China
Wuhan, China | Shangai, China | Quito, Ecuador
Cairo, Egypt | London, England (2) | Paris, France
Galway, Ireland | Seoul, South Korea (6) | Gyengsangnam-do, South Korea
Madrid, Spain (2) | Hsinchu, Taiwan

Note: Some students reporting an international internship are potentially international students returning home to intern.