



TCNJ THE COLLEGE OF
NEW JERSEY

Class of 2016

First Year Out Survey Report

School of Business

Highlights & Engaging in the Possibilities

Our center supports the College's mission by fostering an environment that encourages students' career development through academic, leadership and experiential education. Optimal student collaborations are built and enhanced through meaningful relations with Alumni, employers and representatives of post graduate education. All of our services and events assist in the integrated transformative total student experience and enhance opportunities for mentored internships as well as provide opportunities for students to connect with potential employers, internship supervisors and graduate professional representatives to articulate "their story."

Outcome: #12 Princeton Review [Best Career Services](#) for 2016

Student Contacts

- 12,572 students come in contact with the Career Center (this does not include CE Intern coordination or Student Employment).
- 1,730 students participated in the Career Center for Open Hours (primarily for Resume Review), meeting with trained Peer Educators, Career Counselors or graduate career counseling interns.
- 909 students participated in career counseling appointments. 764 students explore options, skills and values through on-line assessment tools-Focus 2, MBTI or Strong. Satisfaction survey indicates students gain 2 additional resources and the session meets or exceeds expectations.
- Students use a mock interview tool to evaluate the interview. Employers have rated students higher in FY16 from FY 15 in articulating their career goals and experiences.
- 3,237 students participated in 133 workshops or integrated classroom activities. The workshops are on topics such as career exploration, networking, professional development, interviewing skills, internships, utilizing social media, job search skills, use of the on line system, Lionslink/on line resources

Career Days, Site Visits & Networking Events

- 943 students attended the 2 career fairs (Spring and Fall) with 354 representatives from business, non-profit, government and graduate/professional school. National Association of Colleges & Employers (NACE) reported between the 2014-15 and 2015-16 academic years, the median number of organizations participating in career fairs jumped from 125 to 148, an indicator of an improved labor market for new college graduates. TCNJ event participation continues to be higher than the average.
- 320 students attended 1 of the 6 networking events: the Annual Engineering and Computer Science Meet & Greet, PharmaTech Symposium, HSS Networking, Non Profit Networking, Accounting Meet & Greet, Nursing Network and DC Career Day. Approximately, 30% of employers attending networking & recruiting events are TCNJ Alumni.
- 2 site visits involving 20 students visited Sparta Systems, Hamilton NJ and Isles, Trenton NJ gaining insight into the culture, innovation and potential opportunities. 3 students gained internships from this experience
- Each semester the Career Center facilitates an interactive Career Planning course through HSS with 24 students. Student feedback is extremely positive and guest speakers are a mainstay of the course.
- 121 students attend a business etiquette program, **Dining Out In Professional Style**. A consultant walks us through a 4 course meal while representatives from industries keep a lively conversation at the tables. Students leave with 1-2 new tips or strategies for the interview over lunch.
- 250 students attended **information sessions and employer roundtables** from 57 organizations.

Leadership & Internship Opportunities

- 4-6 Peer Career Educators are students who receive 10 hours of training on resume writing/cover letters and career services and assist in the open hours (which continue to gain popularity)
- The **College Enhancement Internship program** is housed in the Career Center where 33 interns participate in an internship within 22 departments of the College completing project based work as well as participate in an on boarding program, 3 leadership trainings, written reflection and "Connections."

Internships & Recruitment

- The one year out survey, respondents reported spending 2-3 semesters in internships or other experiential opportunities.
- Over 250 organizations provided 3986 on campus student interviews in FY16. Over 500 organizations posted positions with 8,000 TCNJ candidates' resumes distributed. Employer development increased recruitment partnerships with AstraZeneca, JPMorgan Chase, Merck, Sobel, iCIMS, Intel, Seimens, Nayak, NDI, Whiting-Turner, NJ School Districts and One Simple Wish.

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Take a look at our 2016 TCNJ Alumni

Post-Graduation Activity Summary

894/1689 (53%) of graduates responded to the survey. In an effort to respond to declining response rates, the Career Center incorporated data obtained through immediate response surveys from the School of Business, the School of Engineering, the School of Arts & Communication and data from the Admissions Clearinghouse. As a result of the information obtained, all 894 respondents provided both graduate school and employment information. 98.9% reported they were employed full-time or part-time and/or attending graduate/professional school. Of the respondents, 1.1% were not working or attending graduate/professional school.

Experiential Learning/Internships

65.8% (416/632) of survey respondents indicated they had participated in an internship for one or more semesters. Of this group, 53.4% (222/416) had an internship for 2 or more semesters.

65.4% (155/237) secured at least one semester of a paid internship and 56.8% (125/220) had at least one unpaid internship.

57.1% (137/240) had indicated an internship for at least one semester for academic credit and 60% (140/235) indicated an internship for at least one semester for no credit.

38.1% (94/247) of respondents indicated their internship experience secured them employment after graduation.

Other experiential opportunities included:

16.7% (96/576) indicated they had one or more semesters of student teaching; 7.2% (41/570) indicated they had one or more clinical experiences; 6.2% (35/569) indicated participation in MUSE; 20.5% (117/571) indicated participation in TCNJ sponsored research and 7% (40/570) indicated participation in non-TCNJ sponsored research.

TCNJ Career Preparation & Graduate Expectations

354 respondents rated how well they felt TCNJ prepared them for their careers. 341 (96.3%) rated their preparedness between Average and Excellent, and of this group 265 (77.7%) rated their preparedness between Above Average and Excellent.

Top Employers – Of the 625 respondents who provided their place of work, the Top Employers were:

- | | | |
|-------------------------------|--|-------------------------|
| 1. Johnson and Johnson (12) | 9. EY (4) | 17. L'Oreal (3) |
| 2. JP Morgan Chase & Co. (8) | 10. Crowe Horwath (4) | 18. Bank of America (3) |
| 3. TCNJ (8) | 11. CareKinesis Pharmacy (4) | 19. Aerotek (3) |
| 4. Bloomberg LP (7) | 12. Emergency Med. Assoc. (4) | 20. ADP (3) |
| 5. Deloitte, LLP (6) | 13. West Windsor-Plainsboro Reg SD (4) | |
| 6. City Year - AmeriCorps (6) | 14. PNC Bank (3) | |
| 7. PwC (5) | 15. Lockheed Martin (3) | |
| 8. Freedom Mortgage (5) | 16. ETS (3) | |

Salary Information

The average salary for graduates of the Class of '16 was \$55,341. This was a 10% increase from 2015. Average salaries by school:

Schools	A&C	Business	Education	Engineering	HSS	N&HES	Science
Average Salary 2016	\$49,761	\$59,142	\$48,661	\$63,750	\$48,241	\$61,333	\$56,145
Average Salary 2015	\$41,143	\$55,791	\$43,409	\$59,444	\$42,356	\$56,209*	\$51,716

The following academic majors, with more than one graduate reporting, had the highest reported average salaries:

- | | |
|---|--|
| 1. Computer Science (8), \$87,500 | 6. Engineering Science (5), \$64,500 |
| 2. Electrical Engineering (3), \$79,167 | 7. Finance (44), \$62,386 |
| 3. Computer Engineering (7), \$72,500 | 8. Interactive Multimedia (12), \$61,667 |
| 4. Biomedical Engineering (7), \$65,357 | 9. Accounting (35), \$60,643 |
| 5. Nursing (27), \$65,277 | 10. Civil Engineering (7), 60,357 |

Graduate School Summary

Of 758 respondents, 256 (33.8%) indicated they attended graduate school within the first year. 60% of respondents indicated they were not attending graduate/professional school and 6.2% were undecided regarding attending. Of the 252 respondents who reported the graduate school they were attending, the Top Graduate/Professional Schools were:

- | | | |
|------------------------------------|-----------------------------------|--|
| 1. Rutgers University (41) | 5. Drexel University (6) | 9. Seton Hall University (5) |
| 2. TCNJ (39)* | 6. Kean University (6) | 10. Fairleigh Dickinson University (4) |
| 3. University of Pennsylvania (11) | 7. Montclair State University (5) | 11. Johns Hopkins University (4) |
| 4. University of Delaware (7) | 8. Penn State (5) | 12. SUNY (4) |

Class of 2016 – School of Business Post-Graduation Activity

Employment

52% (176/340) of School of Business graduates completed the surveys. Of the 176 respondents, 168 (95.5%) indicated that they are currently employed full-time or part-time.

Function of Employment

112 graduates specified which functions their careers fell into:

2 (1.8%) in Administrative Services	3 (2.6%) in Education
103 (92%) in Business	1 (0.9%) in Research
1 (0.9%) in Communications	2 (1.8%) in Other fields

Average Salaries

130 graduates who were employed full-time provided their salary information based on a range from “\$24,999 and under” to “\$150,000 and more” with \$4,999 intervals. The average salary for these graduates was \$59,142.

Number of Job Offers

Of the 162 respondents who provided information about job offers, 156 received one or more job offers.

Primary Major and Position Obtained

Of 101 respondents, 98 (97%) indicated that their major was directly or indirectly related to their obtained position.

Internship Participation

124 respondents participated in an internship for at least one semester during their time at TCNJ, while 75 of them participated in internships for two or more semesters.

Graduate/Professional School

9 respondents indicated that they were currently attending graduate school.

Future Plans for Study

43 graduates indicated that they had plans for beginning graduate school in the next few years:

- 9 plan to attend graduate school within 2 years.
- 20 plan to attend graduate school within 4 years.
- 14 plan to attend graduate school within 6 years.

Degrees Being Sought

66 graduates indicated that they were planning on (if not actively) pursuing further degrees in the future:

- 3 are/will be seeking a Bachelor’s Degree.
- 1 is/will be seeking a Certificate.
- 54 are/will be seeking Master’s Degrees.
- 1 is/will be seeking a Professional Degree.
- 4 are/will be seeking Doctoral Degrees.
- 1 is/will be seeking a Dual Degree.
- 2 are/will be seeking another Degree.

Career/Graduate Preparedness and Academic Satisfaction

Respondents rated how well they felt TCNJ prepared them for their career and graduate/professional school, and their satisfaction with their academic experience at TCNJ. Their ratings were based on a 5-point Likert scale (1 = Poor, 5 = Excellent):

	Poor	Below Average	Average	Above Average	Excellent	Total	Average Rating
Career	1	0	21	47	33	102	4.09
Graduate School	0	1	0	6	0	7	3.71

**Salaries – School of Business
Class of 2016**

<u>Major Field of Study</u>	<u>Average Salary</u>
Accounting	\$60,643
Economics	\$56,667
Finance	\$62,386
Interdisciplinary Business	\$42,500
International Business	\$62,500
Management	\$48,125
Marketing	\$52,500

Mean – \$59,142

Those who provided their salary out of employed respondents: 130/168

Job Titles & Employers - School of Business Class of 2016

<u>Major Field of Study</u>	<u>Full Time Job Titles</u>	<u>Full Time Employer</u>
Accountancy	Registered Phone Representative	Bank of America Merrill Lynch
Accountancy	Accounting Development Program	Bristol-Myers Squibb
Accountancy	Staff Accountant	Broadscope Fund Administrators
Accountancy	Staff Accountant	Crowe Horwath LLP
Accountancy	Staff Accountant	Crowe Horwath LLP
Accountancy	Auditor	Crowe Horwath LLP
Accountancy	Audit Staff	Crowe Horwath LLP
Accountancy	Audit Assistant	Deloitte
Accountancy	Audit Assistant	Deloitte
Accountancy	Audit Assistant	Deloitte
Accountancy	Audit Assistant	Deloitte
Accountancy	Audit Assistant	Deloitte
Accountancy	Staff Accountant	EisnerAmper LLP
Accountancy	Tax Accountant	EY
Accountancy	Staff Accountant	EY
Accountancy	Tax Staff Accountant	EY
Accountancy	Assurance Staff	EY
Accountancy	Staff Accountant	EY
Accountancy	Audit Associate	Grant Thornton
Accountancy	Financial Analyst	JP Morgan Chase & Co.
Accountancy	FADP Analyst	JP Morgan Chase & Co.
Accountancy	Audit Associate	KPMG
Accountancy	Alternative Investments Assurance	PwC
Accountancy	Associate	PwC
Accountancy	Assurance Associate	PwC
Accountancy	Associate	PwC
Accountancy	Assurance Associate	PwC
Accountancy	Tax Associate	RSM US LLP
Accountancy	Tax Associate	Sobel & Company, LLC
Accountancy	Staff Accountant	The Mercadieu Group
Accountancy	Entry Level Accountant	The VirtusGroup LLC
Accountancy	Accountant	Thomson Reuters Tax & Accounting
Accountancy	Direct Tax Associate	WeisnerMazars LLP
Accountancy	Audit Staff	Wilkin & Guttenplan
Accountancy	Auditor	Wilkin & Guttenplan
Accountancy	Staff 1 Accountant	WithumSmith and Brown
Accountancy	Staff Accountant	WithumSmith and Brown
Accountancy	Auditor	Zelenkofske Axelrod, LLC

Economics	Government Account Rep.	Carahsoft
Economics	Financial Development Program	CIT
Economics	Financial Development Program	CIT
Economics	First Flyer Under	Freedom Mortgage
Economics	Finance Fall Analyst	Fueled
Economics	Account Analyst	Jet.com
Economics	Finance Analyst	JP Morgan Chase & Co.
Economics	Underwriting Services	Munich Reinsurance America Inc.
Economics	Personal Lines Rep.	New Jersey Manufacturers

Economics

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Finance	Project Manager	A&F Applicators LLC
Finance	Fixed Income Analyst	Alpine Funds
Finance	Financial Advisor	Ameriprise Financial
Finance	Valuation Associate	Appraisal Economics
Finance	Valuation Associate	Appraisal Economics
Finance	Financial Analyst	ARI
Finance	Registered Representative	AXA US
Finance	Corporate Audit Analyst	Bank of America – Merrill Lynch
Finance	Financial Analyst	Bed Bath and Beyond
Finance	Data Analyst	Bloomberg LP
Finance	Data Analyst	Bloomberg LP
Finance	Global Data Analyst	Bloomberg LP
Finance	Leadership Develop. Associate	Cenlar FSB
Finance	Junior Analyst	Citrin Cooperman & Co.
Finance	Commercial Real Estate Broker	Colliers International Group, Inc.
Finance	Valuation Advisory Analyst	Duff & Phelps
Finance	Financial Analyst	EY
Finance	Billing Coordinator	Firstservice Residential
Finance	Operations Analyst	Goldman Sachs
Finance	Analyst	Greystone & Co.
Finance	Princeton in Asia Teaching Fellow	Jishou Teachers University
Finance	FLDP Associate Financial Analyst	Johnson & Johnson
Finance	Financial Analyst	Johnson & Johnson
Finance	Financial Analyst	Johnson & Johnson
Finance	Financial Analyst	Johnson & Johnson
Finance	Associate Financial Analyst	Johnson & Johnson
Finance	FLDP Associate Analyst	Johnson & Johnson
Finance	Tax Leadership Develop. Program	Johnson & Johnson
Finance	Finance Analyst	Johnson & Johnson
Finance	Financial Analyst - FLDP	JP Morgan Chase & Co.
Finance	Financial Analyst	JP Morgan Chase & Co.
Finance	Financial Analyst	JP Morgan Chase & Co.
Finance	Finance Analyst Develop. Program	JP Morgan Chase & Co.
Finance	Financial Analyst	Lockheed Martin
Finance	Audit Specialist	Merck
Finance	Audit Specialist	Merck
Finance	Client Finance Associate	Mindshare
Finance	Assistant Project Manager	MP Consulting Services LLC

Finance	Valuation Analyst	MPI
Finance	Business Valuation Analyst	MR Valuation Consulting LLC
Finance	Financial Representative	Northwestern Mutual
Finance	Finance Associate	Otsuka Pharmaceutical Companies
Finance	Surety Underwriter Trainee	Philadelphia Insurance Companies
Finance	Service Operations Analyst	Pico Quantitative Trading
Finance	ACCEL Assoc.: Financial Specialist	PNC
Finance	Quantitative Associate	PRS IN VIVO
Finance	Financial Reporting Associate	Prudential
Finance	Client Financial Analyst	Publicis Groupe
Finance	Operations Analyst	RBC Capital Markets
Finance	Activation/Comm. Specialist	Red Bull
Finance	Fund Associate	Royal Bank of Canada
Finance	Funding Analyst	Royal Bank of Canada
Finance	Credit Analyst	S & P Global Ratings
Finance	Credit Program Analyst	S & P Global Ratings
Finance	FLDP Financial Analyst	Verizon

Finance

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Interdisciplinary Business	Teacher, Algebra II and AP Stat	Desert Pines High School
Interdisciplinary Business	Creative Services Manager	OFC: Office Channel
Interdisciplinary Business	Sales Associate	ZocDoc

Interdisciplinary Business

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International Business	Leadership Coordinator	Liberty Lake Day Camp
International Business	Business Development Analyst	Rising Pharmaceuticals

International Business

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Management	District Manager	ADP
Management	Small Business Consultant	ADP
Management	District Manager (Sales)	ADP
Management	University Teacher	Anhui University of Finance & Economics
Management	Legal Support Analyst	Attorney General of New York
Management	Financial Solutions Advisor	Bank of America Merrill Lynch
Management	GWIM Operations Analyst	Bank of America Merrill Lynch
Management	Account Manager	Coda Staffing
Management	Resolutions Specialist	Educational Testing Service
Management	Technical Support Engineer	iCIMS
Management	Financial Representative	International Planning Alliance, LLC
Management	Financial Analyst	J.P Morgan Chase & Co.
Management	SLDP Analyst	Johnson & Johnson
Management	Sales Marketing Assistant	L'Oreal Paris
Management	Administrative Intern	L'Oreal Paris
Management	Manager	Melton Sales and Service

Management	Training Project Administrator	Munich Reinsurance America
Management	Human Resources Associate	Munich Reinsurance America
Management	NAM Account Coordinator	News America Marketing
Management	Festival Director	Performing Arts Consultant
Management	Outreach Assistant	Special Olympics New Jersey

Management

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Marketing	Assistant Merchandiser, eCommerce	Thomson Reuters
Marketing	Campaign Manager	KL Communications
Marketing	Associate Consultant	Juniper Networks
Marketing	Marketing Administrative Assistant	The Corcoran Group
Marketing	Marketing Assistant	Club Monaco
Marketing	Production Assistant	CareKinesis
Marketing	Assistant, People & Development	ESPN
Marketing	Marketing Coordinator	UPS
Marketing	Advertising Sales Assistant	MJH Associates
Marketing	Circulation Coordinator	Takasago International Corporation
Marketing	Marketing Associate	CareKinesis
Marketing	Assistant Strategist	Maker's Row
Marketing	Account Manager	Johnson & Johnson
Marketing	Research Analyst	Hearts & Science
Marketing	Research Analyst	Adrianna Papell
Marketing	Supply Planner	CohnReznick LLC
Marketing	Customer Logistics Analyst	Ipsos Healthcare
Marketing	Associate Key Sales Rep	Juniper Networks
Marketing	Associate Sales Rep	Target
Marketing	Associate Project Manager	Harding Loevner
Marketing	Marketing Associate	WeWork
Marketing	Digital Team Specialist	Ipsos Healthcare
Marketing	Project Coordinator	Club Monaco
Marketing	Analyst	Philly Influencer
Marketing	Marketing Coordinator	Michael J Hennessy & Associates
Marketing	Staff Writer	ALC
Marketing	Junior Data Scientist	NOBEL Systems Inc
Marketing	Account Coordinator	Insight Global
Marketing	Marketing Administrative Assistant	Remedy Partners
Marketing	Business Analyst	Resound Marketing
Marketing	Executive Team Leader	Discovery Communications
Marketing	Real Estate Salesperson	Yelp
Marketing	Business Development Associate	Nielsen
Marketing	Account Executive	Johnson & Johnson
Marketing	Associate Community Manager	bmgzstrategies
Marketing	Account Executive	Castle Ventures Corporation

Marketing

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Graduate Schools and Programs of Study
School of Business
Class of 2016

Major Field of Study	Program of Study	Current Graduate School
Economics	Medicine	Rutgers University
Finance	Law	University of Virginia
Interdisciplinary Business	Curriculum & Instruction	University of Nevada, Las Vegas
Management	MBA	Rider University
Management	MBA	Rutgers University
Management	Law	Rutgers University – Camden
Management	Law	Stetson University
Management	Education Policy	Vanderbilt University
Marketing	Business Admin & Marketing	Montclair State University