
Career Services Annual Report 2010-2011



Prepared for the
College of Business Administration



To: College of Business Deans, Directors, and Department Heads

From: Jeannine Berge, College of Business Administration Consultant

RE: 2010-2011 report on Career Services' work with the College of Business Administration

Date: June 2011

We would like to bring you an academic year update on the relationship between the CBA and Career Services. We trust that you will take a moment to review this data and hope that you will find it beneficial as you work with students.

Based on a comparison with last year's report, highlights include:

- An 8% increase in overall hiring of business students
- Higher than national average salary offers for most business majors
- A high percentage of students staying local or in-state for employment
- Continued positive learning outcomes for BA 320

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If you have any questions, please contact Jeannine Berge, Career Consultant to the College of Business Administration, at jberge@utk.edu or by calling 865-974-3789.

Sincerely,

Jeannine W. Berge

2010-2011 Placement Reporting

Post-graduation Statistics & Salaries

All results are self-reported by students graduating in August 2010, December 2010 and May 2011.

Total #= Number of students graduating in major

Known #= Number of students who completed our placement survey

* National Average Data from Michigan State University College Employment Research Institute (CERI)

Degree: **Bachelors**

College: **Business**

Major	Total #	Known #	Employed		Grad		Internship		Out of Job		Still		UT Average Salary #	National Average*	
			Full Time #	%	School #	%	#	%	Market #	%	Seeking #	%			
Accounting	160	150	27	18%	52	35%	37	25%	6	4%	28	19%	14	\$42,971	\$41,885
Economics	14	11	2	18%	4	36%	0	0%	2	18%	3	27%	2	\$29,400	--
Finance	113	93	40	43%	17	18%	5	5%	0	0%	31	33%	22	\$46,472	\$43,356
Human Resources	29	26	9	35%	2	8%	2	8%	1	4%	12	43%	7	\$35,228	\$38,954
Logistics	199	176	95	54%	5	3%	9	5%	3	2%	64	36%	80	\$48,799	\$42,852
Ent. Mngt/Mngt	105	81	39	48%	7	9%	3	3%	2	3%	30	37%	24	\$36,658	\$37,991
Marketing	143	123	48	39%	12	10%	6	5%	8	7%	49	40%	27	\$41,362	\$37,772
Public Administration	9	8	4	50%	2	25%	1	13%	0	0%	1	13%	2	\$25,400	--
Statistics	4	3	2	67%	1	33%	0	0%	0	0%	0	0%	2	\$38,750	--
Total	776	671	266	40%	102	15%	63	9%	22	3%	218	33%	168	\$38,338	\$38,330

Degree: **Masters**

College: **Business**

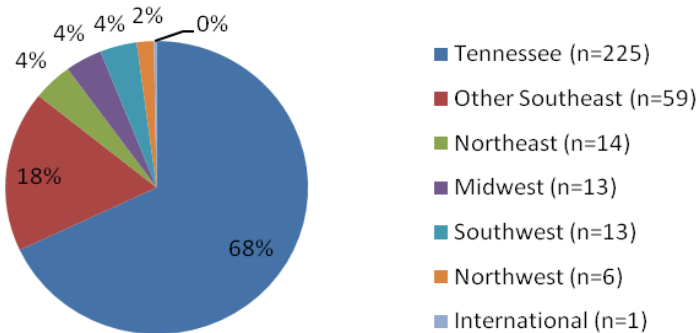
Major	Total #	Known #	Employed		Grad		Internship		Out of Job		Still		UT Average Salary	National Average
			Full Time #	%	School #	%	#	%	Market #	%	Seeking #	%		
Accounting	76	75	62	83%	1	1%	0	0%	0	0%	12	16%	\$49,900	\$50,344
HR	8	7	4	57%	0	0%	0	0%	0	0%	3	43%	\$40,000	\$51,241
MBA	100	100	89	89%	0	0%	0	0%	1	1%	10	10%	\$71,740	\$56,453
Statistics/Business Analytics	3	3	1	33%	2	67%	0	0%	0	0%	0	0%	--	--

Organizations Hiring 2010 – 2011

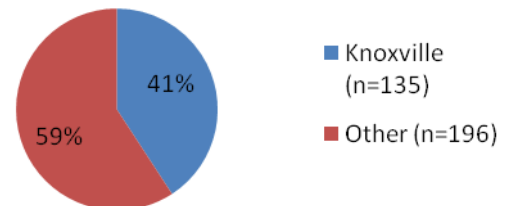
Top Employers Hiring Undergraduate Business Students

Employer	FT	Intern	TOTAL
Ernst & Young	1	6	7
PriceWaterhouse Coopers	2	5	7
Unilever	4	3	7
21 st Mortgage	6		6
Manhattan Associates	6		6
Tennessee Valley Authority (TVA)	3	3	6
Avery Dennison	4		4
Caterpillar Inc.	4		4
Clayton Homes/Vanderbilt Mortgage	4		4
Deloitte	1	3	4
Enterprise Rent-A-Car	4		4
Kimberly-Clark	2	2	4
PepsiCo	4		4
Target Stores	3	1	4
Waddell & Reed	4		4
Amazon	3		3
BNSF	3		3
CIGNA	3		3
International Paper	3		3
LBMC		3	3
Pilot Corporation	3		3
Schneider Electric	3		3
University of Tennessee	3		3

Top Locations for Undergraduates



Knoxville Hiring



Full-Time By Major -- Bachelors

ACCOUNTING

21st Mortgage	
Alcoa, Inc.	
Amica Mutual Insurance	
Day & Company, PC	
Ernst & Young	
FedEx	
Grayson BMW Hyundai	
Internal Revenue Services (IRS)	
International Paper	
Jefferson County Government	
KPMG	
Lockheed Martin	
Marriott Business Services	
Oak Ridge National Laboratory	
Pinkstaff, Simpson, Hall & Headrick	
Pricewaterhouse Coopers	2
Schneider Electric	
System Improvement, Inc.	
Taco Bell	
Tennessee Valley Authority (TVA)	3
The Colonnade Group	
University of Tennessee, Knoxville	
Whirlpool Corporation	

FINANCE

21st Mortgage	3
Affinion Group	
Aldi, Inc.	
Allstate Insurance Company	
Avery Dennison	
Bayer HealthCare	
BorgWarner	
Bridgestone Americas Holding, Inc.	
Caterpillar, Inc.	2
CIGNA Corporation	
Clayton Bank and Trust	
Consolidated Graphics	
CUMMINS, Inc.	
Deloitte	

ECONOMICS

Apple, Inc.	
Walt Disney World Co.	

ENTERPRISE MANAGEMENT

Brookdale Senior Living	
Enterprise Rent-A-Car	
RaceTrac Petroleum	
Rezult Technology	
Six Ls	

HUMAN RESOURCES

Curves	
Elite Insurance	
Restoration Services	
US Air Force	2

MANAGEMENT

Alcoa Good Times	
Amazon	
BPV Wealth Management	
Cherokee Country Club	
Chick-Fil-A	
Chico's FAS	
Clayton Homes/Vanderbilt Mortgage	
Enterprise Rent-A-Car	2
Handbag Superstore	
Helzberg Diamonds	
London & Amburn PC	
Manhattan Associates	
Modern Heating Cooling & Roofing	
Portfolio Audit, LLC	
Reformed University Fellowship	
Ruby Tuesday	
Ruth's Chris Steak House	
Rush Enterprises	
Sears Holding Corporation	
Smith & Nephew Inc.	
State Government, TennCare	
Tennessee Donor Services	

Dick's Sporting Goods	1	University of Tennessee, Knoxville	1
Emerson Electric	1	Tim Wilson	1
FedEx Ground	1	US Air Force	1
Lord Abbott & Co.	1	US Army Infantry	1
LPL Financial	1	United Parcel Service (UPS)	1
Morgan Keegan & Company, Inc.	2	Valley Apparel LLC	1
ORNL Federal Credit Union	1	Volunteer Resource Group	1
Principle Group	1		
Sarah Cannon Research Institute	1	<u>MARKETING</u>	
Schneider Electric	2	21st Mortgage	3
Teach for America	1	808Skate	1
University of Tennessee	1	Aldi, Inc	1
Volunteer Resource Group	1	AT&T	1
Waddell & Reed, Inc,	3	Avery Dennison	1
		Babysitter Express	1
<u>LOGISTICS</u>		Brooksource	1
Access America Transport	1	Caterpillar, Inc.	1
Alcoa, Inc.	1	Charter Media	1
Altria Group Distribution Company	1	CIEE	1
Amazon	2	CIGNA Corporation	1
American Accessories International	1	Clayton Homes/Vanderbilt Mortgage	2
Avery Dennison	2	Covenant Transport	1
Burlington Northern Santa Fe	3	CROSSMARK	1
Caterpillar, Inc.	1	EMS Consultant	1
Celadon Trucking Services	1	Enterprise Rent-A-Car	1
Central Transport	1	Fountain Financial Group	1
CHEP	2	Hertz Corporation	1
CIGNA Corporation	1	Home Instead Senior Care	1
Clayton Homes/Vanderbilt Mortgage	1	IBM	1
ConAgra Foods	2	Internal Data Resources	1
Consolidated Graphics	1	Kohl's Department Stores	1
Covenant Health	1	Marcus and Millichap	1
Cracker Barrel	1	Newell Rubbermaid	1
Department of Defense	1	Orange of Nashville	1
DSC Logistics	1	PepsiCo	2
Ebco, Inc.	1	Pilot Travel Centers, LLC	1
EdFinancial	1	PilotHSA	1
Express Courier	1	Ruby Tuesday	1
ExxonMobil	2	ServiceMaster	1
Frito Lay	1	Sinclair Broadcast Group	1
Georgia Pacific Corporation	1	Social Media Marketing	1
Home Depot	2	University of Tennessee, Knoxville	1
Intermodal Cartage Company	1	US Bank	1
International Paper	2	Vertek Solutions	1
JB Hunt	2	Virtual Interactive Center	1
Kimberly-Clark	2	Waddell & Reed, Inc.	1

Lowe's	
Martin & Company	
Marubeni Corporation	
MICROS Systems	
Morgan Keegan	
Motorola	
North Georgia Health	
Oak Ridge National Laboratory	
PerfectServe	
Procter & Gamble	2
Quanta Computer	
Raytheon	2
Santa Fe Capital	
Shaw Industries	
Sysco Foods	
Target Stores	
Tennessean Media Group	
Tennessee Valley Authority (TVA)	
Walter Meier	
Y-12	

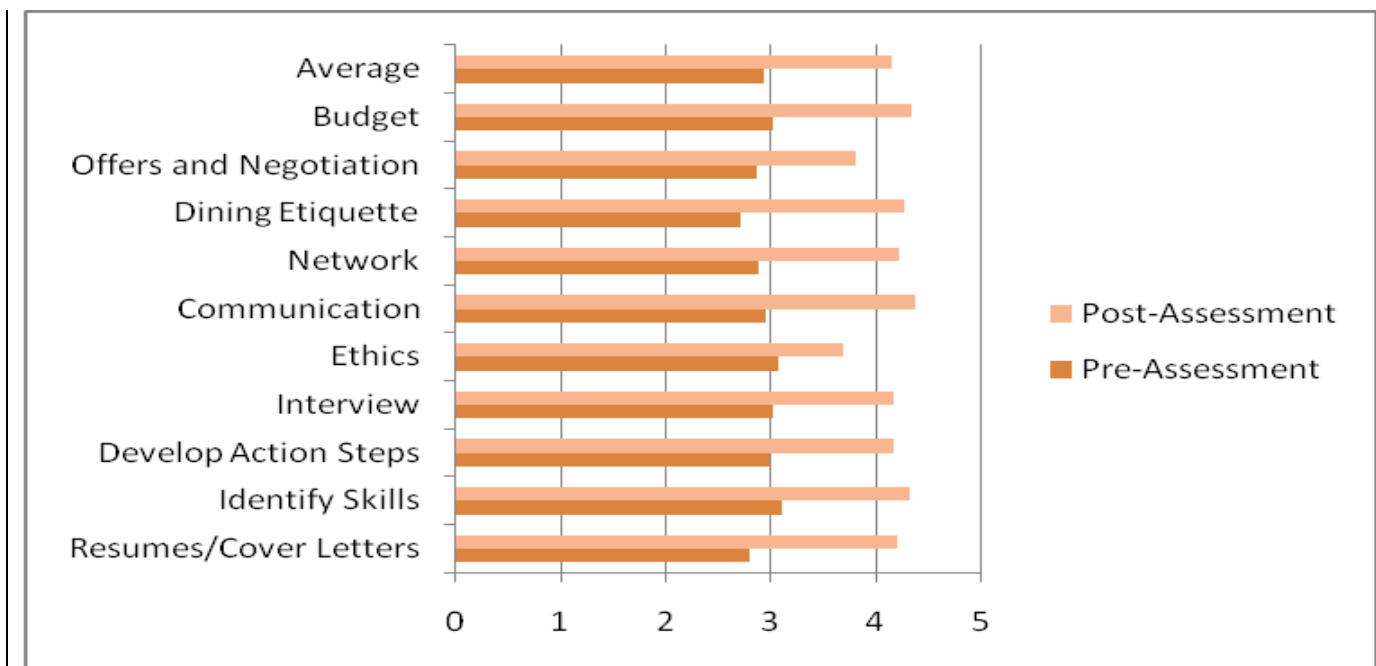
Classes/Special Projects

Business Career Planning and Placement (BA 320)

BA320: Career Planning and Placement for Business Majors is a one-credit-hour class targeted at juniors and seniors in the College of Business Administration. The course is taught by Jeannine Berge, CBA Consultant with the help of a graduate assistant. Assessments were administered at the beginning and end of each course.

FALL 2010 AND SPRING 2011 COMBINED RESULTS

<i>Please rate your ability to do the following (1=low; 5 =high):</i>	Pre-Test	Post-Test	% Change
	N=79	N=54	
Show an employer how I match the position by writing an effective resume and cover letter	2.79	4.20	+50.5%
Provide examples of my skills focusing on personal strength and experiences	3.11	4.32	+38.9%
Develop steps to achieve my list of career goals	2.99	4.17	+39.5%
Articulate how I fit the job with specific examples in an interview or on-site visit	3.02	4.16	+37.7%
Apply the NACE ethical job search standards to my own job search	3.07	3.69	+20.2%
Communicate effectively and professionally to employers via correspondence (phone, job fairs, email, etc.)	2.95	4.37	+48.1%
Identify at least 3 different ways to connect with individuals with whom I can professionally network	2.88	4.22	+46.5%
Exhibit appropriate dining etiquette in an interview/business setting	2.71	4.26	+57.2%
Critically assess a job offer and appropriately negotiate for salary & benefits	2.86	3.80	+32.9%
Develop a budget plan based on a realistic salary for my first year on the job	3.01	4.33	+43.9%
Average for Class Topics	2.94	4.15	+41.1%



Professional Development Certification Program

The Professional Development Certification Program was a joint initiative between the College of Business Administration Undergraduate Programs Office and Career Services. This program was targeted to sophomore students to enhance the professionalism of students and better prepare them for their future careers. This was the inaugural year of the program.

<i>Please rate your ability to do the following (1=low; 5=high):</i>	Pre-Test	Post-Test	% Change
	<i>N=68</i>	<i>N=23</i>	
Apply the NACE ethical job search standards to my own job search	3.40	4.32	+27.1%
Show an employer how I match the position by writing an effective resume	3.88	4.68	+20.6%
Articulate how I fit the job with specific examples in an interview	3.84	4.36	+13.5%
Communicate with employers in a job fair situation	3.81	4.18	+9.7%
Sell my skills through a brief "pitch" to a prospective employer	3.38	4.27	+26.3%
Identify major and career directions of interest to me	3.74	4.09	+9.3%
Describe the career(s) that I wish to pursue	3.52	3.86	+9.6%
Develop steps to achieve my career goals	3.69	4.50	+22.0%
Average for Topics	3.66	4.28	+16.9%

