

Center for Career Development Annual Report 2015-2016



Prepared for the
Haslam College of Business





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

From: Misha Cooper & Danny Pape, Haslam College of Business Consultants

RE: 2015-2016 report (Final Edition # 3 – Six months past May 2016 graduation) on Center for Career Development work with the Haslam College of Business

Date: January 3, 2017

As we prepare for the upcoming academic year, we would like to bring you a report updating you on the relationship between the Haslam College of Business and Center for Career Development over the past academic year. Please review the report for salary information, as well as program statistics.

Please note:

- This is the third and final edition of the annual report for the 2015 - 2016 academic period. It is being written based off of first destination data as of December 14th, 2016 (Six months past May 2016 graduation).

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If you have any questions, please don't hesitate to contact Danny Pape at dpapel@utk.edu or Misha Cooper at mlcooper@utk.edu. Both consultants can be reached by telephone at 865-974-5435.

Sincerely,

Danny Pape & Misha Cooper

2015-2016 First Destination Reporting

Post-graduation Statistics & Salaries

Results are self-reported by students graduating in August 2015, December 2015 and May 2016.

Total # = Number of students graduating in major

Known # = Number of students who completed their first destination profile (Percentages based off of this #)

** Totals, on occasion, may not equal to 100% due to rounding

Methodology – The Haslam College of Business Center for Career Development team uses several different methods to receive this information. First, we follow the guidelines put forth by the National Association of Colleges & Employers (NACE) on what information to collect from graduates and how to collect it. Then, we start emailing each graduate with a link to fill out their first-destination profile through the I2Twenty software. As mentioned above, students self-report their post-graduation plans. We continue this effort for six months past graduation (December 2016) per NACE standards. If we are unable to solicit a response through email we do use other avenues including phone calls and the LinkedIn site. Lastly, we contact employers and look to obtain who they have hired from The University of Tennessee in the past year.

First Destination Report - Haslam College of Business - Undergraduate Programs													
Six months past May 2016 Graduation Report - December 2016													
Major	Total	Known		Employed Full-Time ¹		Employed Part-Time ²		Further Education		Still Seeking Employment or Education		Out of Job Market	
		#	%	#	%	#	%	#	%	#	%	#	%
Accounting	168	144	85.7%	50	34.7%	2	1.4%	86	59.7%	6	4.2%	0	0.0%
Business Analytics	64	53	82.8%	43	81.1%	0	0.0%	5	9.4%	5	9.4%	0	0.0%
Economics	31	23	74.2%	18	78.3%	0	0.0%	2	8.7%	3	13.0%	0	0.0%
Finance	84	69	82.1%	55	79.7%	1	1.4%	8	11.6%	5	7.2%	0	0.0%
Human Resource Management	37	31	83.8%	27	87.1%	1	3.2%	0	0.0%	3	9.7%	0	0.0%
Management	82	55	67.1%	41	74.5%	0	0.0%	8	14.5%	5	9.1%	1	1.8%
Marketing	130	103	79.2%	85	82.5%	6	5.8%	5	4.9%	5	4.9%	2	1.9%
Public Administration	8	7	87.5%	3	42.9%	0	0.0%	3	42.9%	0	0.0%	1	14.3%
Supply Chain Management	318	268	84.3%	244	91.0%	5	1.9%	6	2.2%	10	3.7%	3	1.1%
Total	922	753	81.7%	566	75.2%	15	2.0%	123	16.3%	42	5.6%	7	0.9%

Notes

1. Includes full-time own ventures, full-time post graduation internships, full-time fellowships, and all other types of full-time employment.
2. Includes part-time own ventures, part-time post graduation internships, part-time fellowships, and all other types of part-time employment.

First Destination Report - Haslam College of Business - Graduate Programs															
Six months past May 2016 Graduation Report - December 2016															
Major	Total	Known		Employed Full-Time ¹		Employed Part-Time ²		Further Education		Still Seeking Employment or Education		Out of Job Market		Average Salary	National Average Salary
		#	%	#	%	#	%	#	%	#	%	#	%		
Accounting	68	68	100.0%	67	98.5%	0	0.0%	0	0.0%	1	1.5%	0	0.0%	\$ 51,910	\$62,233
Business Analytics	34	31	91.2%	31	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	\$ 79,500	\$67,408
Human Resource Management	15	13	86.7%	12	92.3%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	\$ -	\$71,781
Master's in Business Administration	45	45	100.0%	40	88.9%	0	0.0%	1	2.2%	4	8.9%	0	0.0%	\$ 79,460	\$77,657
Total	162	157	96.9%	150	95.5%	0	0.0%	1	0.6%	6	3.8%	0	0.0%	\$ -	\$ -

Notes

1. Includes full-time own ventures, full-time post graduation internships, full-time fellowships, and all other types of full-time employment.
2. Includes part-time own ventures, part-time post graduation internships, part-time fellowships, and all other types of part-time employment.

Results are self-reported by students graduating in August 2015, December 2015 and May 2016.

Total # = Number of students graduating in major

HAV Profile # = Number of students with just a profile completed on Hire-A-Vol

HAV Resume # = Number of students who have profile completed AND resume uploaded on the Hire-A-Vol system

Completed Internship # = Students whom self-reported through first destination survey that completed an internship (percentage is based off of the known #)

* National Average Data from NACE Salary Survey January 2016 national report

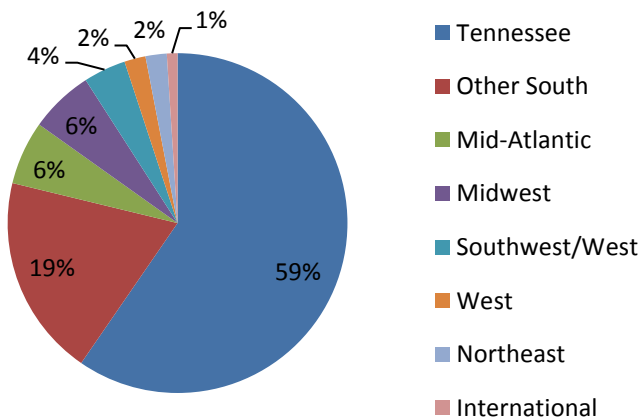
** Totals, on occasion, may not equal to 100% due to rounding

First Destination Report - Haslam College of Business - Undergraduate Programs															
Six months past May 2016 Graduation Report - December 2016															
Major	Total #	Known #	HAV Profile		HAV Resume		Completed Internship		# of Salaries Reported ¹ #	Average Salary \$\$	Median Salary \$\$	Low Salary \$\$	High Salary \$\$	SE Region Average Salary \$\$	National Average Salary \$\$
			#	%	#	%	#	%							
Accounting	168	144	152	90.5%	139	82.7%	40	27.8%	20	\$45,537	\$49,000	\$25,000	\$65,000	\$50,569	\$52,405
Business Analytics	64	53	58	90.6%	51	79.7%	18	34.0%	25	\$50,557	\$54,500	\$20,800	\$80,000	\$46,607	\$56,979
Economics	31	23	21	67.7%	14	45.2%	1	4.3%	5	\$41,108	\$45,000	\$27,000	\$58,000	\$47,000	\$53,673
Finance	84	69	61	72.6%	54	64.3%	22	31.9%	27	\$46,224	\$45,000	\$23,928	\$75,000	\$50,875	\$53,499
Human Resource Management	37	31	35	94.6%	27	73.0%	13	41.9%	13	\$43,430	\$40,456	\$35,984	\$53,000	\$47,325	\$49,075
Management	82	55	45	54.9%	35	42.7%	5	9.1%	18	\$39,605	\$39,000	\$24,000	\$53,000	\$48,029	\$51,831
Marketing	130	103	104	80.0%	84	64.6%	21	20.4%	43	\$41,286	\$42,000	\$19,760	\$68,000	\$46,653	\$49,527
Public Administration	8	7	6	75.0%	2	25.0%	1	14.3%	2	\$27,900	\$27,900	\$20,800	\$35,000	\$ -	\$47,372
Supply Chain Management	318	268	266	83.6%	245	77.0%	75	28.0%	124	\$52,252	\$53,000	\$26,000	\$80,000	\$55,122	\$55,246
Total	922	753	748	81.1%	651	70.6%	196	26.0%	277	\$47,737	\$50,000	\$19,760	\$80,000	\$49,242	\$52,236

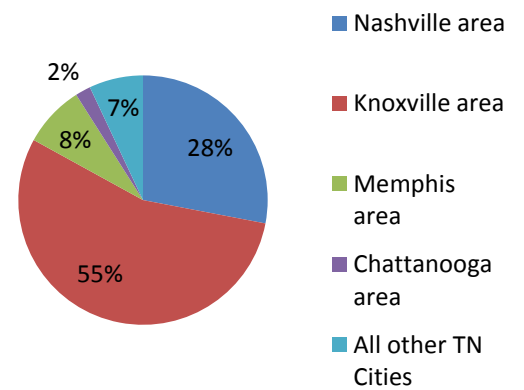
Top Employers Hiring Undergraduate Business Students (2015 – 2016 Acad. Year)

Employer	FT Positions
Amazon.com, Inc.	13
Manhattan Associates	10
Georgia-Pacific	9
Pilot Flying J	9
UBS Financial Services Inc.	9
PricewaterhouseCoopers (PwC)	8
Dollar General Corporation	7
International Paper	7
Norfolk Southern	7
PepsiCo/Frito-Lay, Inc.	7
Total Quality Logistics	7
21st Mortgage Corporation	6
Dell	6
Veritiv	6
Ernst & Young	5
FedEx Services	5
Insight Global	5
Kimberly-Clark Corporation	5
KraftCPAs PLLC	5

Top Locations for Undergraduates



Tennessee Hiring



Full-Time Employment By Major – Undergraduate Programs

Accounting

21st Mortgage Corporation	1
AESSEAL Inc.	1
Altsom/ GE Global Operations	1
Baker Sullivan Hoover PLC	1
BiT Dealership Software, Inc.	1
Child Development Associate (CDA)	1
Concord Christian School	1
Coyote Logistics LLC	1
Deloitte	1
Elliott Davis Decosimo	1
Environmental Abatement, Inc. (EAI)	1
Ernst & Young	4
FedEx Services	2
Hospital Corporation of America (HCA)	1
Innovative Learning Solutions, Inc.	1
Ipreo Private Capital Markets	1
Jacobs Engineering and Construction, LLC	1
JPMorgan Chase & Co.	1
Knox County Tennessee	1
KPMG LLP	1
KraftCPAs PLLC	4
Legal Aid Society of Middle Tennessee and the Cumberlands	1
Mars Petcare	1
PricewaterhouseCoopers (PwC)	6
RSM US LLP	1
Ryan	1
Sleep Inn & Suites	1
SmithReed Asset Management	1
Social Security Administration	1
Southern Charm Jewelry	1
SunTrust Banks, Inc.	1
Tarwater & Company, PC	1
Touchstone Medical Imaging, LLC	1
United Record Pressing, LLC	1
Van Metre Companies	1
Vanderbilt Mortgage and Finance, Inc.	1
Volunteers for Christ	1
White House Black Market	1
World Financial Group	1

Business Analytics

Accenture	1
ALDI	1
Aramark	1

Aston Business Services	1
Atlas Concorde USA	1
Carter's, Inc.	1
Cellular Sales	1
Clarity Solutions Group	1
Clayton Homes	1
CNN (Cable News Network)	1
Coyote Logistics LLC	1
Eze Software Group	1
First Tennessee Bank	1
GEICO	1
Georgia-Pacific	1
Hanesbrands Inc.	1
Hospital Corporation of America (HCA)	2
IBM	1
Informa Investment Solutions	1
Integration Point	1
International Paper	1
Jewelry Television (JTV)	1
Keurig Green Mountain	1
KraftCPAs PLLC	1
OHL	1
Optum	1
Parallon	1
PricewaterhouseCoopers (PwC)	1
Professional Credential Services, Inc.	1
Pyxl	1
Ramsey, Thornton, & Barrett, PLC	1
Santè Analytics	1
Savvi Formalwear	1
Sears Holdings	1
Southwest Airlines	1
Synechron	1
Tractor Supply Co.	1
University of Salzburg Applied Sciences	1
University of Tennessee, Chattanooga	1
Urban Science	1
Vanderbilt Mortgage and Finance, Inc.	1

Economics

Amazon.com, Inc.	1
Cato Corporation	1
Clayton Homes	1
FedEx Services	1
Ford Motor Company	1
Longhorn Steakhouse	1
PCMS LLC	1

PricewaterhouseCoopers (PwC)	1
Promontory Risk Review, LLC	1
Raymond James Financial, Inc.	1
Savannah College of Art and Design	1
Tennessee Department of Treasury	1
Toguna Agro Industries	1
UBS Financial Services Inc.	4
VACO	1

Finance

21st Mortgage Corporation	2
Amazon.com, Inc.	1
Aon	1
ARIES Energy	1
BankUnited	1
BPV Capital Management - Back Porch Vista	1
CapGemini Consulting	1
Caterpillar Financial Services	2
CGI	1
CGS Administrators, LLC	1
Cornerstone Systems	1
Electric Power Research Institute	1
Enterprise Holdings, Inc.	1
Fifth Third Bank	1
First Tennessee Bank	1
Geny Insurance Group, LLC	1
Jackson National Life Insurance	1
Kimberly-Clark Corporation	1
LKQ Corporation	1
MAA	1
McGraw Hill Financial (S&P Ratings)	1
Nissan North America	1
Northwestern Mutual	3
Nylen Dentistry	1
ORNL Federal Credit Union	1
Performance Trust Capital Partners	1
PulteGroup, Inc.	1
Regions Bank	1
St. Jude Children's Research Hospital	1
State Farm Insurance	1
State of Tennessee	1
StrategyCorps	1
Sunlight Financial	1
SunTrust Banks, Inc.	3
Tennessee Valley Asset Management Partners (TVAMP)	2
TIS Insurance Services, Inc.	1
Tractor Supply Co.	1

U.S. Senate	1
UBS Financial Services Inc.	4
Waddell & Reed	1
White & Associates	1
ZF TRW	1
Zimmer Boimet	1

Human Resource Management

20 20 Research	1
Aerotek	1
Amazon.com, Inc.	2
Aramark	1
Cummins Inc.	1
Danny Herman Trucking Inc.	1
Dollar General Corporation	1
FedEx Services	1
First Tennessee Bank	2
HigherVisibility	1
Kollmorgen	1
Lloyd's Electric Service, Inc.	1
Mary Kay Inc.	1
Newell Rubbermaid	1
North Wind Group	1
Oak Ridge National Laboratory (ORNL)	1
Phillips & Jordan, Inc.	1
R. R. Donnelley	1
Regency Retirement Villiage	1
Teach for America	1
TFE, inc.	2
US Xpress Enterprises Inc	1
Vista Consulting Group	1
Volunteer Research Group	1

Management

21st Mortgage Corporation	1
ADP	1
Aloft Jacksonville Tapestry Park	1
Amberwoods Contruction	1
ARG Professional Staffing	1
Babalu Tapas & Tacos	1
Belew Drugs	1
C.H. Robinson	1
Cheesecake Factory (The)	1
Cisco Systems	1
Consolidated Electrical Distribution	1

Digital Benefit Advisors	1
Dock & Dock LLC	1
Duncan Automotive	1
E & J Gallo Winery	1
Enterprise Holdings, Inc.	1
HCTec Partners	1
Healing Hands Health Clinic	1
Horizon Wine & Spirits	1
Hu Xiang Commerce & Circulation Co., Ltd	1
Jewelry Television (JTV)	1
KI	1
Knox County District Attorney	1
Kroger Co.	1
Memphis Redbirds, LLC	1
MGM Industries	1
National Student Leadership Forum	1
One Spirit Martial Arts	1
Penske Truck Leasing	1
Pilot Flying J	2
Springbot	1
Target	1
Tennessee State Bank	1
Total Quality Logistics	1
TTI, Inc.	1
University of Tennessee	1
Vanderbilt Mortgage and Finance, Inc.	2
Vanderbilt University	1
Wood Properties, Inc.	1

Marketing

21st Mortgage Corporation	1
ADP	1
Aerogen	1
Ann Taylor Loft	1
Anthropologie	1
Belk, Inc.	1
Best Property Rental	1
Beverage Control Inc	1
Boeing Company	1
Brooksource	1
C.H. Robinson	1
CDW Corporation	1
Cellular Sales	2
Cintas	2
Cisco Systems	2
Concord Marina	1
Contemporary Media, Inc.	1

Coyote Logistics LLC	1
Dell	1
DENSO Manufacturing	1
DeRoyal	1
Dewhirst Properties	1
Dollywood	1
Earthadelic	1
Enterprise Holdings, Inc.	2
Flexworx	1
G7 Entertainment Marketing	1
Georgia-Pacific	3
Graybar	1
H&R Block	1
H-E Parts International, LLC	1
HealthStream	1
Home Depot	1
Insight Global	5
International Paper	1
Kappa Sigma Fraternity	1
KaTom Restaurant Supply	1
Kellogg Company	1
Kirklands	1
Lewis Brothers Bakery	1
Manhattan Associates	1
Mary Kay Inc.	1
Metropolitan Knoxville Airport Authority	1
Modern Woodmen of America	1
Mueller Industries	1
Nashville Entrepreneur Center	1
nexAir, LLC	1
Nolan Transportation Group	1
Outdoor Gravity Park	1
Parallon	1
PepsiCo/Frito-Lay, Inc.	2
Progress Residential	1
R. R. Donnelley	1
Red Ventures	1
Regal Entertainment Group	1
Rezult Technology	1
Rollins, Inc.	1
Saddle Creek Logistics Services	1
Senior Financial Group Inc.	1
Shelby County Schools	1
South, Inc.	2
Southern Wine & Spirits	1
Sprint	1
Techtronic Industries (TTI)	3

TEKsystems	1
Varsity All Star	1
Walt Disney Company (The)	1
Werner Enterprises	1
Whitener Company (The)	1

Public Administration

Dow Jones	1
Functional Pathways	1
Tennessee Republican Party	1

Supply Chain Management

21st Mortgage Corporation	1
A. Alexander & Co., Inc.	1
ABF Freight	1
Academy Sports and Outdoors	1
ACE Hardware	1
Aerotek	1
Agmark Logistics, LLC	1
Agri-Cover, Inc.	1
Alcoa	1
ALDI	1
Amazon.com, Inc.	9
American Cinema Editors	1
APL	1
AutoZone	1
Avery Dennison Corporation	1
Axle Logistics	1
Bausch & Lomb	1
Bonded Filter Company	1
Bridgestone Manufacturing Company	1
BT Group plc	1
Bush Brothers & Co	1
C.H. Robinson	1
Cabot Corporation	1
Caleres, Inc	1
Calvalry Logistics	1
CapGemini Consulting	2
Carter's, Inc.	2
Chattem, Inc.	1
Chewy.com	2
Classy.org	1
Clayton Homes	1
Coca-Cola Bottling Company Consolidated	1
Coyote Logistics LLC	1
Cummins Inc.	2

Delek US Holdings, Inc.	2
Dell	4
Deloitte	1
DHL Supply Chain	2
Dollar General Corporation	6
Dollywood	1
DSC Logistics	1
Dunavant Logistics Group, LLC	1
Dura-Line	1
Eatherly Construction	1
Eco-Energy LLC	1
Ernst & Young	1
Expeditors International	1
ExxonMobil	1
FedEx Services	1
Ferguson Enterprises	1
Ford Motor Company	1
Fusion Labs	1
Georgia-Pacific	5
Goddard Gunster, Inc.	1
Grant Thornton LLP	1
HD Supply	1
Home Depot	1
Honors Real Estate Services LLC	1
Hospital Corporation of America (HCA)	1
Hyster-Yale Group	2
Intelligent Logistics, Mainfreight USA	1
Intermodal Cartage	1
International Paper	5
J.B. Hunt Transport, Inc.	1
JC Sales	1
JTEKT	3
Kimberly-Clark Corporation	4
Kraft Analytics LLC	1
Lewisburg Printing Co	1
Lidl US	1
Lockheed Martin	2
Luxottica	2
M&W Logistics Group, Inc. (The)	1
Manhattan Associates	9
Mars Petcare	1
Marten Transport Ltd.	1
Martin Brower	2
Medtronic	1
Mercedes-Benz USA	1
Mondelez	1
Monsanto	1

National DCP, LLC	1
NetHope	1
Nissan North America	2
Nolan Transportation Group	2
Norfolk Southern	7
Northwestern Mutual	1
Oak Ridge National Laboratory (ORNL)	2
Ohio Intermodal Services	1
OHL	2
Olin Chlor Alkali	1
Orgill Brothers, Inc.	1
Panalpina	1
Penske Truck Leasing	1
PepsiCo/Frito-Lay, Inc.	5
Phillips & Jordan, Inc.	1
Pilot Flying J	6
PulteGroup, Inc.	2
Quad/Graphics	1
Radio Systems Corporation	2
RankdLocal	1
Robertson Marketing	1
Rubicon Global	1
Ryder System, Inc	1
Saddle Creek Logistics Services	3
Save-A-Lot	1
Schneider Electric	1
Scholastic	1
SealMaster	1
Shaw Industries	1
SL Tennessee	1
Smith & Nephew	2
Smithfield Foods	1
SRG Global	1
SRS Distribution Inc.	1
Stretch Logistics	1
Syntel	1
Taby Sim	1
Tennessee Steel Haulers	1
Tom James Company	1
Total Quality Logistics	6
Toyota Tsusho America	1
Train	1
Transplace	1
Trimech	2
UBS Financial Services Inc.	1
Unilever	3
Universal Lighting	1

V. Alexander & Co., Inc.	1
Veritiv	6
Volunteer Express	1
Waddell & Reed	1
Walt Disney Company (The)	1
Werner Enterprises	2
Western Express	1
Williams-Sonoma, Inc.	2
ZF TRW	1

Career Consultant Report

The Haslam College of Business team has several different types of interaction with business students. These interactions include individual appointments, workshops, presentations, class visits, and classes taught during the 2015 – 2016 academic year (June 1st, 2015 through May 18th, 2016). This part of the report will give you statistics on all of these interactions to demonstrate how our team helps students.

Student Appointments

Individual Appointments:	#	Haslam College of Business	#
Classification		Major	
Freshman	27	Accounting	61
Sophomore	88	Business Adm Exploratory Track	60
Junior	164	Business Analytics	44
Senior	287	Economics	15
Total Undergraduates	566	Finance	62
Graduate Student/PhD	22	Human Resource Management	19
Alumni	38	Management	24
Community Member/Staff/Faculty	0	Marketing	72
Total Clients	626	Public Administration	7
		Supply Chain Management	187
		Haslam College of Business Total	551
		Other Student Appointments (Non-business majors)	75
		Total Student Appointments Seen	626

Presentations & Workshops

Date	Topic	Class/Organization Name	# Attendees
Orientation Presentations			
8/17/2015	Master's in Business Analytics Bootcamp	Haslam College of Business	40
5/27 - 7/9/2016	Haslam College of Business orientation	Haslam College of Business	900
Class Presentations			
7/22/2015	CCD Overview	Management 201	40
8/31 - 9/1/2015	CCD Overview	Management 201 (5 sections)	500
9/2/2015	Job Fair Preparation	SCM 310 (2 sections)	260
9/16/2015	How to Handle Multiple Offers/Salary Negotiation	Negotiation Class - (2 sections)	60
9/30/2015	Strategic Career Planning	Management 402	25
10/8 - 10/13/2015	CCD Overview/Resume workshop	BA 100 (19 sections)	494
10/22/2015	Internships/Networking	FYS Transfer Class	13
1/14/2016	CCD Overview, Hire-a-Vol, & Tips for attending a job fair	Econ 313	45
1/27/2016	Center for Career Development Overview	SCM 310 (2 sections)	200
2/2/2016	Center for Career Development Overview/Hire-A-VOL	MGT 201 (4 sections)	320
2/22/2016	Career Panel: Thinking Strategically in your Career	MGT 402 - senior capstone (2 sections)	60
2/24/2016	Networking	MGT 201	75
3/3/2016	Resume/CoverLetter/Interviewing	Comm 240	25
3/23/2016	Internship Search Strategies	Transfer First Year Studies	14
4/10 - 4/25/2016	First Destination Survey	MGT 402 - senior capstone (8 sections)	280
Student Group and Organization Presentations			
9/17/2015	How to Work a Job Fair	SHRM	22
9/30/2015	Career workshop	Delta Sigma Pi business fraternity	35
10/13/2015	Importance of Internships	Management Society	30
11/2/2015	Transferrable Skills/ Resume workshop	Office of Disability Services student workers	10
2/1/2016	Networking	Delta Sigma Pi	30
2/27 - 4/12/2016	Scholars of Distinction Supply Chain Management program	Supply Chain Management freshmen through juniors	40
4/28/2016	How to be a Good Intern	Leadership Knoxville Scholars program	15
Workshops and Events			
10/26/2015	Business Basics: Diverse Business Students	Business freshmen	25
1/25 - 1/27/2016	Resume Workshop	Accounting & Finance majors	45
1/26 - 2/13/2016	Marketing & Supply Chain Management Roundtables	M&SCM students	75
1/26/2016	How to Meet the Challenge of a New Era in Job Interviewing	All	30
2/3/2016	Networking at Neyland	All students	149
2/5/2016	Interviewing Workshop	Accounting & Finance majors	31
Spring semester	Professional Development Series (4 to 5 sessions)	Scholars of Distinction (SoD) program for Supply Chain Management	41
3/29/2016	LinkedIn Workshop	Various	64
4/13/2016	Transitioning to the Workplace presentation & panel	Part of 30 Days 'til Graduation event	14
4/22/2016	VOLTrek to Jewelry TV	various	16
Total attendees =			4023

Classes

The Haslam College of Business consultants' teach two courses throughout the year. The first is BA 320: Career Planning and Placement for Business Majors is a one-credit-hour class targeted at juniors and seniors in the Haslam College of Business. The team taught four total sections of the course over the year and helped 135 students. Also taught only in the Fall of 2015 was BA 100: Approaches to the Haslam College of Business. This is a one-credit-hour class comprised of all first-semester freshmen who are majoring or have shown interest in the Haslam College of Business. There was one section taught by the consultants in this area and helped 25 total students.

Business Administration 320: Career Planning and Placement	Fall 2015	Spring 2016	Total
Number of Sections	2	2	4
Total Students	70	65	135
Business Administration 100: Approaches to the College of Business Administration	Fall 2015		
Number of Sections	1	Not offered	1
Total Students	25	Not applicable	25

Business Career Planning and Placement (BA 320) data

BA 320: Career Planning and Placement for Business Majors is a one-credit-hour class targeted at juniors and seniors in the Haslam College of Business. There are two sections taught by Misha Cooper, Danny Pape, both Haslam College of Business Career Consultants with help from their graduate assistant, each semester. The team taught a total of 135 students over the year which was comprised of 4 total sections of the course. Assessments were administered at the beginning and end of each course.

FALL 2015 AND SPRING 2016 COMBINED RESULTS:

<i>Please rate your ability to do the following (1=low; 5=high)</i>	Pre-Test	Post-Test	% Change
1. I can show an employer how I match the position by writing an effective resume and cover letter	2.89	4.40	+52%
2. I am able to provide examples of my skills focusing on personal strength and experiences	3.40	4.35	+28%
3. I can develop steps to achieve my list of career goals	3.19	4.44	+39%
4. I am able to articulate how I fit the job with specific examples in an interview or on-site visit	2.98	4.36	+46%
5. I can apply ethical job search standards to my own job search	3.32	4.52	+36%
6. I can communicate effectively and professionally to employers via correspondence (phone, job fairs, email, etc.)	3.47	4.47	+29%
7. I can identify at least 3 different ways to connect with individuals with whom I can professionally network	3.05	4.53	+48%
8. I can exhibit appropriate dining etiquette in an interview/business setting	3.78	4.48	+18%
9. I can critically assess a job offer and appropriately negotiate for salary, benefits, etc.	2.24	4.11	+84%
10. I can develop a budget plan based on a realistic salary for my first year on the job	2.87	4.39	+53%
<i>Average for Class Topics</i>	3.12	4.40	+41%

FALL 2015 and SPRING 2016 COMBINED STUDENT FEEDBACK/COMMENTS:

- Extremely helpful course! Everyone who is serious about searching for a job should take this course!!!
- Would recommend all undergrads take this class!
- I think that the practice interview, networking social, and in class speakers were awesome, and will benefit me in the future.
- The informational interview was one of the most meaningful assignments I have completed in my college career so far. I will definitely utilize that experience and information in the future.
- Great class! This should be a required course for all business majors. Following everything I learned in this class I was able to get a great internship!
- I've really enjoyed this class! It forces you to get out of your comfort zone and has helped me tremendously in the internship search during my junior year.
- This course was truly helpful, even for a freshman. Thank you for your help throughout the course. The course has definitely helped me in confidence moving forward in the job market. The mock interview was extremely helpful and that should definitely continue to be a part of the course.
- I love how much this actually prepares you for the real world. This should be a required course!
- I loved this class. Out of the many classes I've taken at UT I would have to say that this class has been one of the most influential classes that I have taken here. I say this because the CCD has created this class to give students an understanding of what to actually do when're looking for a job or internship and how to go about it all in a professional manner.

BA 320 Fall 2015 and Spring 2016 Results

