I. Post-Graduate Outcomes Survey Summary for the Class of 2014

The Career Development Center is pleased to report our Outcomes for the Class of 2014. This report involves the post-graduate activities of this past year’s graduates. Data contained in the report was gathered through a Career Development Center survey of January, May and October graduates from the schools that the Career Development Center offers services and resources accessibility to. This includes: the Newark College of Arts and Sciences; the Rutgers Business School-Newark; the School of Criminal Justice; the School of Public Affairs and Administration; the School of Nursing; and the Graduate School-Newark. Each graduate was contacted by email between one and three times between the calendar dates of January through November 2014.

This report can be found in the Outcomes section of the Career Development Center website which can be found at http://cdc.newark.rutgers.edu.

PREFACE

The survey was distributed to 3,393 projected Class of 2014 graduates for whom there was accurate contact information. While a total of 2,089 (61.5%) opened and initiated the survey, a total of 1,065 (31.3%) completed the survey in its entirety. Information in this report is based upon the survey respondents who completed the survey properly.

Respondents per their reported graduation / degree dates:

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 2014</td>
<td>15%</td>
<td>N-157</td>
</tr>
<tr>
<td>May 2014</td>
<td>68%</td>
<td>N-724</td>
</tr>
<tr>
<td>October 2014</td>
<td>17%</td>
<td>N-184</td>
</tr>
</tbody>
</table>

The largest portion of respondents represented those who have completed a degree at the baccalaureate level. At present, these undergraduate students are the principal users of CDC’s different services and resources. Here is the summary based upon the reported degrees earned:

- 79.5% reported earning a Bachelor’s degree N-847
- 15.7% reported earning a Master’s level degree N-167
- 4.8% reported completing Doctoral study N-51
Reported student use of the Career Development Center and its services and resources is well represented: and has been consistent over the past two academic years:

- 65% of our survey respondents reported using one or more of the services and/or resources of the Career Center while attending Rutgers-Newark
  - [Raidernet, Career Advising, Interview Preparation, Career Document Review, CDC Computer Lab, Website Resources, Career Fairs, On-Campus Recruiting, Grad School Information and Assistance]
- 35% of survey respondents reported that they did not use the services/resources of the Career Development Center

Career Status of 2014 Graduates

One of the more distinct outcomes that can be drawn from the survey is that a significant percentage of 2014 graduates reported being successfully employed or in the pursuit of an advanced study within 6 months of graduation.

- 80.1% of respondents reported being employed and/or in graduate school N-851
  - 63.4% (or N-674) reported being employed
  - 16.7% (or N-177) reported pursuing graduate school or advanced study
- 18.5% of the respondents reported themselves as not working but seeking employment at the time of the survey N-196
- 0.5% reported themselves with Teach for America, AmeriCorps, or the Peace Corps (N-4); or serving on Active Military Duty (N-1) N-5
- 0.9% reported their status as not actively seeking employment N-10

Respondents reported finding their current employment through the following resources:

- 23.4% Personal Networking Connections
- 17.3% Career Development Center Services/Resources [Including use of Raidernet, Career Fairs, and Internships/Coops]
- 16.4% Internet or Employer Websites
- 4.3% Employment/Staffing Agency
- 3.2% Faculty or Administrative Relationships
- 0.2% Alumni Contacts
- 35.2% Other Resources

Salary Data

Based upon the 80% of respondents who elected to answer a question concerning their starting income, the following salary levels have been reported:

- 9.7% reported a starting salary exceeding $70,000 N-42
- 4.6% reported a starting salary between 60 and 69,000 N-20
- 15.3% reported a starting salary between 50 and 59,000 N-69
- 14.4% reported a starting salary of 40 to 49,000 N-62
- 9.1% reported a starting salary of 30 to 39,000 N-39
- 26.9% reported a starting salary of less than 30,000 N-119
- 20% choose not to provide an answer N-89
Location of Employment/Residence
Members of the 2014 graduating class reported working | living after their graduation from Rutgers-Newark in the following geographic regions:

- 94.6 % Northeast
- 2.4 % Outside of the US
- 0.9 % Southwest
- 0.7 % Southeast
- 0.7 % Midwest
- 0.4 % West

This is also reflected in student responses via RaiderNet to local versus relocation based career opportunities. The preponderance of Rutgers University-Newark students appear to prefer to seek employment specifically in the New Jersey / New York metro area.

Experiential Learning - Internships and Co/Op
Nearly half of our survey respondents positively reported involvement in either an Internship or Co-Op education experience while attending Rutgers University in Newark.

- 42% (N=327) of survey respondents reported having participated in at least one semester-long or 6 month long program such as an Internship or a Co-Op
- 58% (N=452) of survey respondents reported having not having an experiential learning experience while attending Rutgers University in Newark

From the above reported 42% who reported having such experience while attending R-N:

- 48.5 % (or N=158) reported having at least 1 Internship or Co-Op experience
- 41.4 % (or N=135) reported having two (2) Internship or Co-op experiences
- 10.1 % (or N=33) reported having three (3) or more Internship of Co-Op experiences

Graduate or Professional School Status of Survey Respondents
Results show that significant numbers of Rutgers-Newark survey respondents are actively involved in pursing advanced study:

- 80% of survey respondents reported that they had already applied for admission (N=140)
- 20% reported that they have not yet applied for admission (N=35)

For those who reported that they had already applied,

- 85.3% (or N=109) of survey respondents indicated that they had applied and been accepted
- 14.7% (or N=19) of respondents reported having applied but not yet having been accepted for admission

For those who have not yet applied, a total of:

- 85.7% (N=30) reported that they intended to apply within 1 year
- 14.3% (N=5) reported that they intended to apply within the next 3 years
II. RaiderNet Software Data for the Class of 2014

Career Development Center On-Campus Recruiting (OCR) Program
The On-Campus Recruiting Program at Rutgers - Newark utilizes RaiderNet, an on-line software, to connect student and alumni users with internship and job postings developed through employers.

The OCR/OCI program has experienced growth over the past two academic years. This is after several difficult recruiting seasons stemming from the worst recession in some 40 years.

<table>
<thead>
<tr>
<th>OCR</th>
<th>2013-2014</th>
<th>2012-2013</th>
<th>Program Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employers</td>
<td>31 unique employers</td>
<td>24 unique employers</td>
<td>29% increase</td>
</tr>
<tr>
<td>Unique Interview Dates</td>
<td>66</td>
<td>47</td>
<td>40% increase</td>
</tr>
<tr>
<td>Student Users</td>
<td>370 unique students</td>
<td>277 unique students</td>
<td>33% increase</td>
</tr>
<tr>
<td>Interviews Completed</td>
<td>699</td>
<td>498</td>
<td>40% increase</td>
</tr>
<tr>
<td>Employers Who Hired</td>
<td>20</td>
<td>15</td>
<td>64.5%</td>
</tr>
</tbody>
</table>

The 2013/14 On-Campus Recruiting program saw thirty-one [31] unique employers completing 699 on-campus interviews of 370 unique Rutgers University-Newark students. Nineteen [19] of these organization hired one or more applicants for a 61.2% OCR success rate.

OCR Employers with Reported Offers/Acceptances

2013/2014
Aramark
Exel
State of California FTB
Cohn Reznick
Bank of NY Mellon
Prudential Financial
Target
Crowe Horwath
Rothstein Kass
KPMG
Ernst & Young
PriceWaterhouseCoopers
Deloitte
Johnson and Johnson
JP Morgan Chase
Mondelez International
Kohl’s
Dell
New York Life
Enterprise Rent-A-Car

2012/2013
Ernst & Young
Prudential Financial
Deloitte
Johnson & Johnson
Rothstein Kass
Exel
Mondelez International
Kraft
Target
Bank of New York Mellon
KPMG
Rothstein Kass
Grant Thornton
JP Morgan Chase
Enterprise Rent-A-Car
Rutgers–Newark Career Fair Events

<table>
<thead>
<tr>
<th></th>
<th>2013-2014</th>
<th>2012-2013</th>
<th>Program Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employers</td>
<td>237</td>
<td>179</td>
<td>32% increase</td>
</tr>
<tr>
<td>Total Attendance</td>
<td>1,594 students</td>
<td>1,519 students</td>
<td>4.9% increase</td>
</tr>
<tr>
<td>Unique Students</td>
<td>1,260 students</td>
<td>1,238 students</td>
<td>2.5% increase</td>
</tr>
<tr>
<td>Number of Fairs</td>
<td>6</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>

Career / Education Preparation during Academic Year 2013-14

Increases in student engagement were seen across the board in the areas of Career Counseling and Advising; Career Preparation Workshops; and Employer Information Sessions held over the course of the past year.

Career Counseling / Advisement

*Including Individual 30 minute Appointments and Departmental Walk-In Periods*

1,622 unique students were involved in 3,195 one-on-one career advising / counseling sessions. This represents a 14.2% increase in the number of advising sessions from the prior academic year.

Workshops

*Involving Career Planning/Decision Making, Resume Writing, Interview Preparation and, RaiderNet*

A total of 687 unique students participated in 48 specific workshops organized and hosted by the Career Development Center. Total attendance for workshop events was 898. This represents a 113% attendance increase in career workshop events over the prior year.

Employer Information Sessions

*Featuring employers involved with OCR and Career Fair events*

A total of 596 unique students attended 35 Employer Information Sessions organized and hosted by Career Services as part of On-Campus Recruiting Programming. Overall Information Session attendance was 1,250 students. This represents an 89% increase in the number of students attending these important support services events.