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EXECUTIVE SUMMARY

The purpose of this First Destination Report is to summarize the post-graduation outcomes of the graduating Class of May 2014, and offer insight as to the initial pathways of our undergraduate students. The Outcomes Survey (an automated survey powered by CSO Research) was utilized to gather the post-graduation data that informs this report. The graduating class of May 2014 marks the first time that Rollins College has administered an automated survey to collect post-graduation data at the time of graduation, in addition to follow-up surveys being conducted at both three, six and twelve months. This shift to an automated survey system was a collaborative initiative between the undergraduate Career Center, Offices of Alumni Relations, and Institutional Research.

Results
A total of 453 graduates from the Colleges of Arts & Sciences, Professional Studies, and the Hamilton Holt School were sent the Outcomes Survey. With a respectable response rate of 71%, a total of 320 graduates responded to the survey. The information identified in this First Destination Report will be reviewed for continuous improvement for the Center of Career & Life Planning, on how Rollins College may support the career preparation of undergraduate students.

This report will include the following notable highlights:

- At the time of graduation, 35% of respondents reported that they are employed full time, 9% indicated that they are working part-time, and 23% reported that they are still seeking employment.
- 18% of respondents reported enrollment in graduate or professional school, and 10% reported still seeking admission to graduate or professional schools.
- Nearly half of the respondents reported that they are engaged in other post-graduation plans, such as military service, volunteer service, entrepreneurial endeavor, internship or fellowship, or contract work.
- Majority of respondents reported that their primary occupation is located in Florida, and that residing near their hometown is a key factor when searching for an occupation (40%).
- $30,000 is the median income of the respondents that reported their income for full time employment.
- Respondents indicated involvement in over 400 experiential learning opportunities, such as internships, service learning, study abroad, and student teaching.
- Of the respondents attending Graduate School & Professional Programs, 20% reported enrollment in a program relating to Business, 13% in a Law program, and 11% in Psychology.
- 45% of respondents reported being very satisfied with primary post-graduation occupation, and nearly half of the respondents indicated that their post-graduation occupation relates to both the program/area of study and career goals.
- 42% of respondents indicated that their peers were helpful when searching for an occupation.
STUDY METHODOLOGY

From 2008 thru 2013, the Office of Career Services (now the Center for Career & Life Planning) administered a pencil and paper Graduation Employment Survey at the May graduation rehearsal. From the data collected each May, preliminary results were shared with the President’s Office to be included in commencement remarks. In addition to the May survey, each year a Graduation Employment Survey was emailed to August and December undergraduate students, in order to capture post-graduation outcomes from students completing their degrees in both the summer or fall semesters. Graduation Employment data was also shared with the Office of Alumni Relations for institutional recordkeeping. Furthermore, the Office of Alumni Relations administers a one, five, ten year-out employment survey.

In the fall of 2013, the offices of Career Services and Alumni Relations conducted research to identify a comprehensive, online survey that would enable Rollins to capture more reliable post-graduation outcome data from undergraduate students. After a thorough review of software systems, CSO Research, Inc. was selected in March 2014 as a turnkey solution. CSO Research was selected based on their reputation of compliance with national standards and protocols for data collection of post-graduation outcomes.

Administrative Timetable for the 2014 First Destination Study was as follows:

- March 2014 – The CSO Survey was purchased by the Office of Career Services (now Center for Career and Life Planning) with financial support from the Office of Alumni Relations.
- April 2014 – Several survey emails went out to all A&S, CPS and Holt undergraduate students completing degree requirements in May. Monday – Thursday (April 21-24) Career Services staffed a table in the Rollins Bookstore to meet with students who were picking up their caps and gowns to either verify they had completed the survey or they were asked to complete the survey on the spot.
- May 2, 2014 – Career Services staff hosted a table during Senior Send Off at the Cornell Fine Arts Museum Patio. Seniors were encouraged to complete the survey at laptops on site so that they could receive a Class of 2014 aluminum water bottle. On Sunday, May 12 CSO closed the May 2014 Outcomes Survey and a preliminary data report was sent to the Career Services Director the end of May.
- August 2014 – August and December 2014 grads were sent a link to complete The Outcomes Survey.
The list below contains the academic majors of 320 graduates who participated in the outcomes survey. Depending on respondents, all Rollins College majors may not be listed below. Approximately 9% of graduates reported a double major.

<table>
<thead>
<tr>
<th>Major</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthropology</td>
<td>91%</td>
<td>10</td>
</tr>
<tr>
<td>Area Studies</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>Art History</td>
<td>100%</td>
<td>5</td>
</tr>
<tr>
<td>Asian Studies</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>Biochemistry/Molecular Biology</td>
<td>83%</td>
<td>5</td>
</tr>
<tr>
<td>Biology</td>
<td>69%</td>
<td>11</td>
</tr>
<tr>
<td>Chemistry</td>
<td>25%</td>
<td>1</td>
</tr>
<tr>
<td>Classical Studies</td>
<td>100%</td>
<td>3</td>
</tr>
<tr>
<td>Communication Studies</td>
<td>64%</td>
<td>28</td>
</tr>
<tr>
<td>Computer Science</td>
<td>86%</td>
<td>6</td>
</tr>
<tr>
<td>Critical Media &amp; Cultural Studies</td>
<td>81%</td>
<td>13</td>
</tr>
<tr>
<td>Economics</td>
<td>79%</td>
<td>22</td>
</tr>
<tr>
<td>Elementary Education</td>
<td>33%</td>
<td>2</td>
</tr>
<tr>
<td>English</td>
<td>71%</td>
<td>17</td>
</tr>
<tr>
<td>Environmental Studies &amp; Civic Urbanism</td>
<td>60%</td>
<td>3</td>
</tr>
<tr>
<td>Environmental Studies</td>
<td>75%</td>
<td>6</td>
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<tr>
<td>French</td>
<td>100%</td>
<td>1</td>
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<tr>
<td>History</td>
<td>75%</td>
<td>6</td>
</tr>
<tr>
<td>Humanities</td>
<td>50%</td>
<td>1</td>
</tr>
<tr>
<td>International Affairs</td>
<td>67%</td>
<td>8</td>
</tr>
<tr>
<td>International Business</td>
<td>68%</td>
<td>30</td>
</tr>
<tr>
<td>International Relations</td>
<td>83%</td>
<td>20</td>
</tr>
<tr>
<td>Latin American &amp; Caribbean Studies</td>
<td>100%</td>
<td>3</td>
</tr>
<tr>
<td>Marine Biology</td>
<td>86%</td>
<td>6</td>
</tr>
<tr>
<td>Mathematics</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>Music</td>
<td>86%</td>
<td>25</td>
</tr>
<tr>
<td>Organizational Behavior</td>
<td>100%</td>
<td>8</td>
</tr>
<tr>
<td>Organizational Communication</td>
<td>31%</td>
<td>4</td>
</tr>
<tr>
<td>Philosophy</td>
<td>100%</td>
<td>5</td>
</tr>
<tr>
<td>Physics</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>Political Science</td>
<td>83%</td>
<td>15</td>
</tr>
<tr>
<td>Psychology</td>
<td>79%</td>
<td>33</td>
</tr>
<tr>
<td>Religious Studies</td>
<td>50%</td>
<td>1</td>
</tr>
<tr>
<td>Sociology</td>
<td>67%</td>
<td>4</td>
</tr>
<tr>
<td>Spanish</td>
<td>86%</td>
<td>6</td>
</tr>
<tr>
<td>Studio Art</td>
<td>57%</td>
<td>4</td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>88%</td>
<td>15</td>
</tr>
</tbody>
</table>
POST-GRADUATION STATUS

Of 320 respondents, the following categories were identified as the primary status post-graduation:

- **Employed Part-Time**: 9%
- **Seeking Employment**: 23%
- **Graduate or Professional School**: 18%
- **Employed Full Time**: 35%
- **Seeking Graduate School**: 10%
- **Military Service**: 1%
- **Volunteer Service**: 1%
- **Other or Unspecified**: 3%
- **5% I have not yet sought a post-graduation occupation**
- **2% I’d rather not answer.**

Graduates reported that they began to pursue their primary post-graduation plans at least:

- 38% 6 or more months prior to graduation
- 21% 3-5 months prior to graduation
- 12% 1-2 months prior to graduation
- 8% At or near graduation
- 10% After graduation
- 7% I have kept the occupation I held prior to graduation or have been promoted
- 5% I have not yet sought a post-graduation occupation
- 2% I’d rather not answer.
EMPLOYMENT

In the Class of May 2014, ninety-two organizations were identified by respondents as their place of employment at graduation.

AmeriCorps
Austin Commercial
Avant Gardens
Bank of America
Banyan Street Capital
Barton Associates
Behavioral Support Services
Biomet Microfixation
Bongos Cuban Cafe
C7 Creative
Cable Unlimited, LLC
Caché
Charles Schwab
City of Orlando
City Year
Clarke Technical Products
CME Group
Coolhouse
Coolstuff, Inc.
Cooper’s Hawk
Epic
Florida Collegiate Summer League
Food Systems Unlimited
Gazelle Concierge, LLC
Glad Tidings Church
Global Technology Associates
Good Times
Gravity Arts
HCI Planning
Hematology Oncology Associates
Imatchative
InfoSource, Inc.
International Volunteer HQ
Interpol Washington U.S. Central Bureau
Johns Hopkins University
Journey of Eight
Lockheed Martin
Madeira Global
Main Street Renewal, LLC
Marriott International
Masco
McDonald’s Corporation
Missoula Children’s Theatre
Natural Capitalism Solutions
New College
Nike
Oasis Church
Orlando Magic
Overseas Patent Agent, Inc.
Panera Bread Co.
Portlight
Pulte Homes
Regions Bank
Rockwell Marketing
Rollins College
RSR Group
Sally Beauty Supply
Scorefolio
Se7enbites Bakeshop
SeaWorld Parks and Entertainment
Seminole County Leisure Services
Seminole High School
Susan Magrino Agency
Sutherlands Salon
Talk of The Town
The Master’s Academy
The Newport Group
TMF Corporation
Total Quality Logistics
United States Naval Academy
Universal Studios
Uproar PR
USMC
Valencia College
Walt Disney World

Graduates reported a total of 51 industries in which they were hired after graduation. Below is the list of industries which hired at least two graduates from the Class of May 2014.

Arts & Entertainment
Banking
Business Services
Construction
Education
Events Management
Food & Beverage
Financial Services
Government/Public Administration
Healthcare/Health Services
Hospitality - Hotel/Restaurant Management
Information Technology
Insurance Services
Law/Law Enforcement & Security
Marketing
Medicine
Non-Profit/Philanthropy
Public Relations/Public Affairs
Real Estate
Retail/Wholesale
Sports & Recreation
Travel & Tourism
Telecommunications
OCCUPATIONAL STATUS

A total of 155 graduates describe their post-graduation occupation as one of the following:

- Employed by an organization 59% (n=92)
- Entrepreneurial/start-up 4% (n=6)
- Employed freelance 2% (n=3)
- Self-employed 2% (n=3)
- Temporary/contract work assignment 8% (n=13)
- Postgraduate internship or fellowship 7% (n=10)
- Military service 1% (n=2)
- Other/Unspecified work category 10% (n=15)
- I’d rather not answer 7% (n=11)

INCOME

Of the 108 respondents, the median income of graduates that reported full-time employment along with income range is listed.

- Median income for undergraduate students $30,000

<table>
<thead>
<tr>
<th>Annual Income Range</th>
<th>Income Percentage (%)</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>$9,999 or less</td>
<td>15% (n=16)</td>
<td></td>
</tr>
<tr>
<td>$10,000 - $19,999</td>
<td>16% (n=17)</td>
<td></td>
</tr>
<tr>
<td>$20,000 - $29,999</td>
<td>13% (n=14)</td>
<td></td>
</tr>
<tr>
<td>$30,000 - $39,999</td>
<td>23% (n=25)</td>
<td></td>
</tr>
<tr>
<td>$40,000 - $49,999</td>
<td>15% (n=16)</td>
<td></td>
</tr>
<tr>
<td>$50,000 - $59,999</td>
<td>11% (n=12)</td>
<td></td>
</tr>
<tr>
<td>$60,000 - $69,999</td>
<td>6% (n=6)</td>
<td></td>
</tr>
<tr>
<td>$70,000 - $79,999</td>
<td>1% (n=1)</td>
<td></td>
</tr>
<tr>
<td>$80,000 - $89,999</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>$90,000 - $99,999</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>$100,000 or more</td>
<td>1% (n=1)</td>
<td></td>
</tr>
</tbody>
</table>
109 graduates reported the specific location of their employment following graduation. Three graduates reported international locations in Germany and Indonesia.

269 graduates reported that they considered the following geographical factors with when searching for their post-graduation occupation.

- Near hometown: 40% (n=108)
- Near institution/alma mater: 26% (n=69)
- Limited to specific city/cities in the United States: 25% (n=67)
- Limited to specific state/states in the United States: 18% (n=48)
- Countrywide or limited to specific region/regions of the United States: 24% (n=64)
- Outside of the United States: 16% (n=44)
- I’d rather not answer: 5% (n=12)
Of the 176 respondents for internship engagement, 42% reported that they completed at least 1 internship, while 27% reported completing 2 internships.

Of the 305 respondents, there were 426 experiential learning opportunities recorded during college. Graduates were able to select multiple answers.
A total of 53 respondents from the graduating classes reported enrollment in a graduate and professional program.

General Areas of Study:

- **Area, Ethnic, Cultural, Gender, and Group Studies** 2% (n=1)
- **Biological and Biomedical Sciences** 4% (n=2)
- **Business, Management, Marketing, and related support services** 21% (n=11)
- **Communication, Journalism, and related programs** 2% (n=1)
- **Education** 6% (n=3)
- **Health Professions and related programs** 6% (n=3)
- **History** 4% (n=2)
- **Homeland Security/Law Enforcement/Firefighting/related protective services** 2% (n=1)
- **Legal Professions and studies** 13% (n=7)
- **Liberal Arts and Sciences, General Studies and Humanities** 2% (n=1)
- **Library Science** 2% (n=1)
- **Psychology** 11% (n=6)
- **Social Sciences** 9% (n=5)
- **Theology and Religious vocations** 2% (n=5)
- **Visual and Performing Arts** 4% (n=2)
- **Other** 11% (n=6)

Degrees sought by students:

- **Master of Arts** 22% (n=11)
- **Master of Business Administration** 20% (n=10)
- **Master of Education** 4% (n=2)
- **Master of Fine Arts** 2% (n=1)
- **Master of Laws** 2% (n=1)
- **Master of Science** 4% (n=2)
- **Other Master Degree** 12% (n=6)
- **Juris Doctor** 12% (n=6)
- **Doctor of Philosophy** 6% (n=3)
- **Other Doctoral Degree** 2% (n=1)
- **Bachelor of Arts** 4% (n=2)
- **Bachelor of Fine Arts** 2% (n=1)
- **Other Professional Degree** 4% (n=2)
- **Certificate** 2% (n=1)
- **Other** 5% (n=4)
<table>
<thead>
<tr>
<th>Area, Ethnic, Cultural, Gender and Group Studies</th>
<th>Dartmouth College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biological and Biomedical Sciences</td>
<td>Rollins College</td>
</tr>
<tr>
<td>Business, Management, Marketing, and related support services</td>
<td>New York University, Rollins College, University of California, San Diego</td>
</tr>
<tr>
<td>Communication, Journalism, and related programs</td>
<td>Rollins College</td>
</tr>
<tr>
<td>Education</td>
<td>Edge Hill University, University of Central Florida, University of Florida</td>
</tr>
<tr>
<td>Health Professions and related programs</td>
<td>Anamaya Resort, Rollins College, University of Maryland</td>
</tr>
<tr>
<td>History</td>
<td>Rice University, University of Maryland, College Park</td>
</tr>
<tr>
<td>Homeland Security/Law Enforcement/Firefighting/Related protective services</td>
<td>Tel Aviv University</td>
</tr>
<tr>
<td>Legal Professions and studies</td>
<td>American University, George Washington University, New York University, Syracuse University, Wake Forest University, Yale University</td>
</tr>
<tr>
<td>Liberal Arts and Sciences, General Studies and Humanities</td>
<td>Brandeis University</td>
</tr>
<tr>
<td>Library Science</td>
<td>University of South Florida</td>
</tr>
<tr>
<td>Psychology</td>
<td>George Mason University, Pennsylvania State, Rollins College, University of Florida</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>Kings College, London, Rollins College, University of Central Florida, University of Florida</td>
</tr>
<tr>
<td>Theology and Religious vocations</td>
<td>Yale Divinity School</td>
</tr>
<tr>
<td>Visual and Performing Arts</td>
<td>Florida International University, University of Miami</td>
</tr>
<tr>
<td>Other</td>
<td>American University, Florida State University, Hopkins Nanjing Center, Northwestern University</td>
</tr>
</tbody>
</table>
ENGAGEMENT

Graduates were asked to rate each of the career-oriented resources on a scale from “Very Helpful” to “Very Unhelpful.” Below are the resources that graduates identified to be along the “Helpful” scale when searching for an occupation.

- Peers: 42%
- Professional Contacts/Organizations: 36%
- Career Center Staff: 35%
- Family Members: 33%
- Career Center Services: 33%
- Departmental Faculty/Staff/Services: 32%
- Academic Advising Staff/Services: 30%
- Bosses/Co-workers/Supervisors: 29%
- Other Faculty/Staff/Services: 27%
- Alumni: 22%

SATISFACTION

Of the 220 respondents, graduates rated the satisfaction of their primary post-graduation occupation.

- Very satisfied: 45%
- Somewhat satisfied: 26%
- Have not yet formed an opinion: 16%
- Neither satisfied or unsatisfied: 10%
- Somewhat satisfied: 3%
- Very unsatisfied: 1%
- Other: 3%

MOTIVATION

Of the 303 respondents, graduates shared their primary motivation when finishing their degree.

- Employment opportunities: 32%
- Personal enrichment: 25%
- Impact on society: 17%
- Job satisfaction: 11%
- Income potential: 9%
- Professional prestige: 4%
- Other: 3%