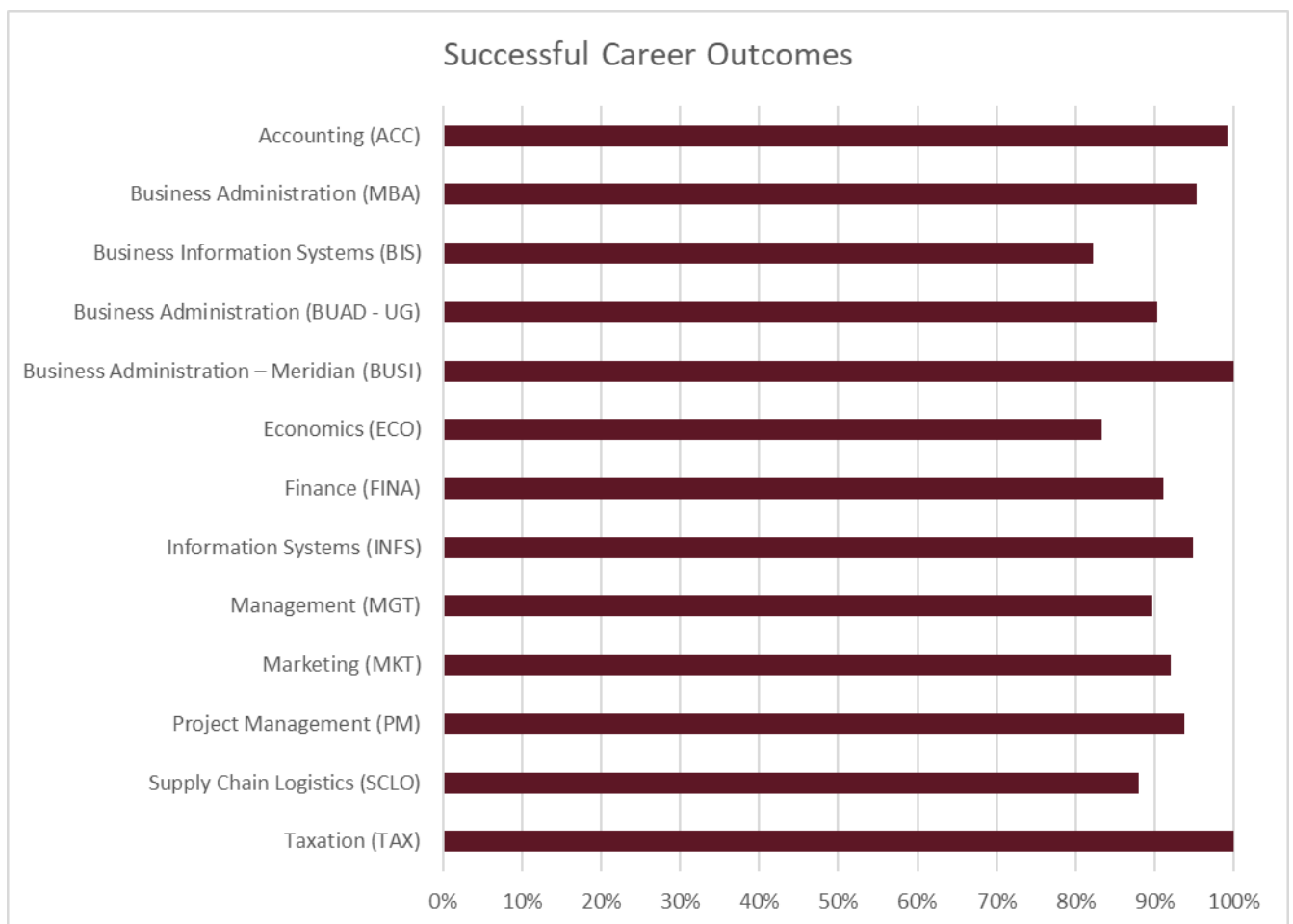


2022-2023 Annual First Destination Survey Summary

College of Business

The First Destination Survey is administered to all MSU graduates upon graduation, and data is collected for a period of six months to determine the employment/continuing education status of recently graduated students. The following report comprises data from surveys completed by graduates, responses collected by Career Center ambassadors and staff via phone calls or texts, and data collection from websites such as LinkedIn and Facebook.

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for all College of Business graduates is 82%, and of the 82% of graduates for which data is available, 93% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

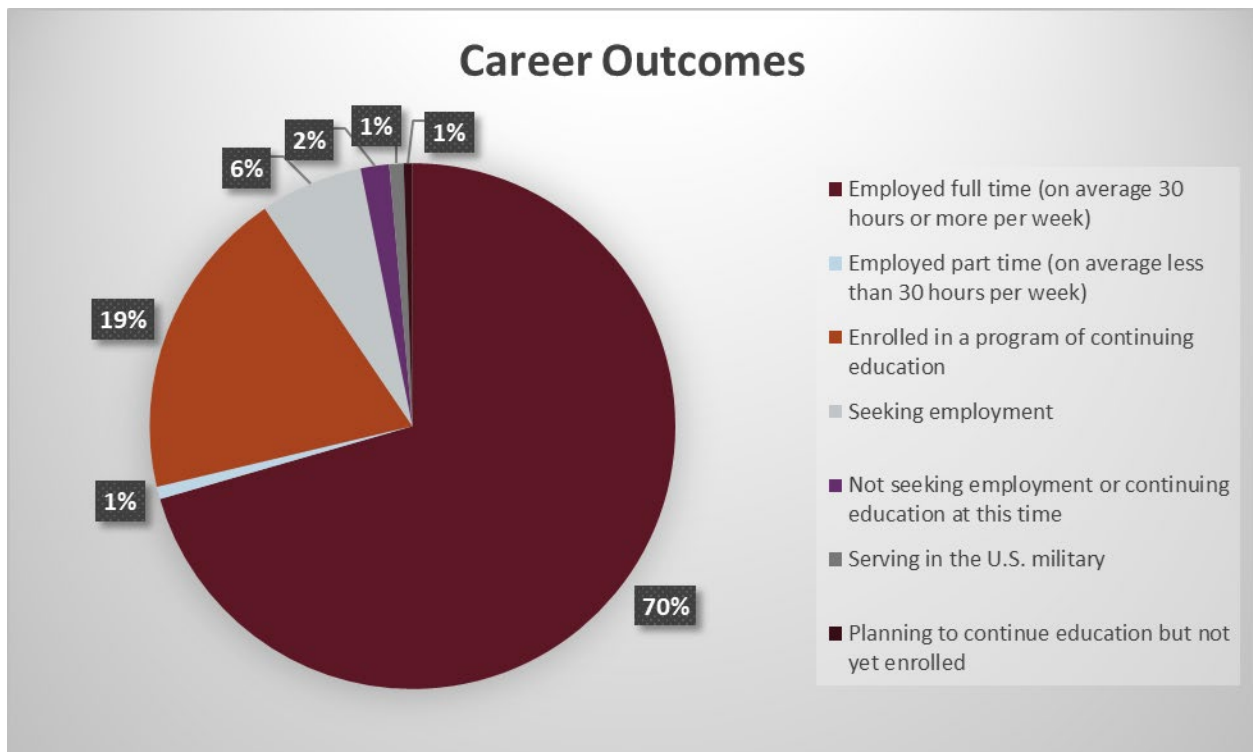


Successful Outcome Rate

Major*	Graduates	Surveys	Knowledge Rate	Successful Career Outcome**
Accounting (ACC)	145	124	86%	99%
Business Administration (MBA)	216	189	88%	95%
Business Information Systems (BIS)	39	30	77%	82%
Business Administration (BUAD - UG)	285	223	78%	90%
Business Administration – Meridian (BUSI)	39	29	74%	100%
Economics (ECO)	9	6	67%	83%
Finance (FINA)	105	91	87%	91%
Information Systems (INFS)	21	19	90%	95%
Management (MGT)	38	29	76%	90%
Marketing (MKT)	180	143	79%	92%
Project Management (PM)	33	32	97%	94%
Supply Chain Logistics (SCLO)	29	25	86%	88%
Taxation (TAX)	12	10	83%	100%
All	1114	916	82%	93%
MSU	5831	4467	77%	93%

*Double majors within the College are counted in each major, but only once overall.

**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.



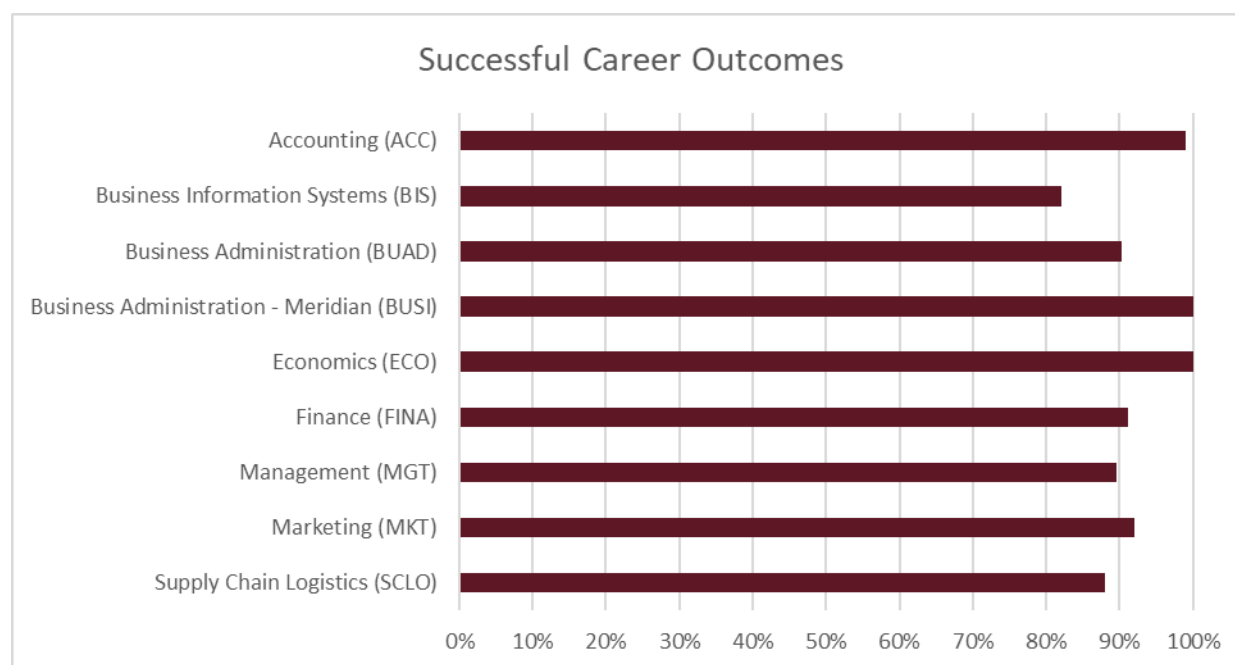
Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	646	71%
Employed part time (on average less than 30 hours per week)	7	1%
Enrolled in a program of continuing education	176	19%
Seeking employment	58	6%
Not seeking employment or continuing education at this time	16	2%
Serving in the U.S. military	8	<1%
Planning to continue education but not yet enrolled	5	<1%
Total	916	100%

2022-2023 First Destination Survey Summary College of Business

Undergraduate Level

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for undergraduate College of Business graduates is 80%, and of the 80% of graduates for which data is available, 92% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

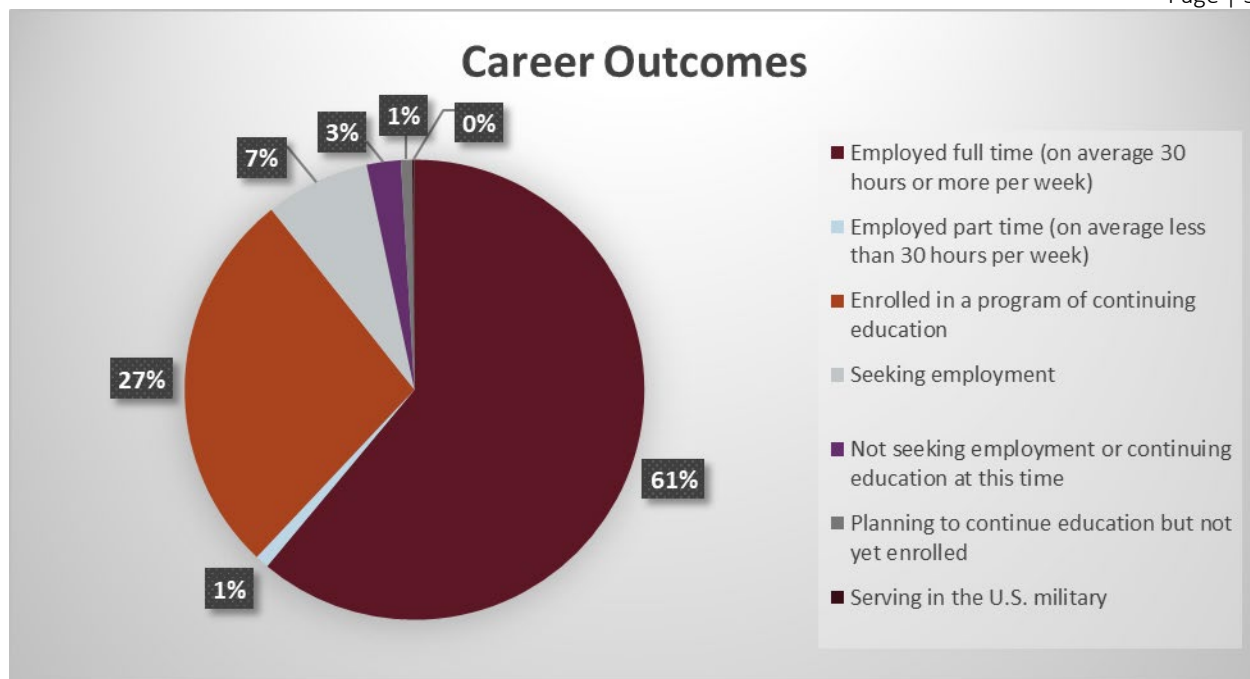


Successful Career Outcomes

Major*	Graduates	Surveys	Knowledge Rate	Successful Career Outcome**
Accounting (ACC)	109	97	89%	99%
Business Information Systems (BIS)	39	30	77%	82%
Business Administration (BUAD)	285	223	78%	90%
Business Administration - Meridian (BUSI)	23	16	70%	100%
Economics (ECO)	9	6	67%	100%
Finance (FINA)	105	91	87%	91%
Management (MGT)	38	29	76%	90%
Marketing (MKT)	180	143	79%	92%
Supply Chain Logistics (SCLO)	29	25	86%	88%
All	781	627	80%	92%
MSU - UG	4424	3373	76%	92%

*Double majors within the College are counted in each major, but only once overall.

**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education



All Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	383	61%
Employed part time (on average less than 30 hours per week)	6	1%
Enrolled in a program of continuing education	171	27%
Seeking employment	46	7%
Not seeking employment or continuing education at this time	15	2%
Planning to continue education but not yet enrolled	5	<1%
Serving in the U.S. military	1	<1%
Total	627	100%

97% of all undergraduate level responders with at least a 3.0 GPA and internship or co-op experience were employed full time or enrolled in a program of continuing education within 6 months of graduation.

Outcomes by Major

ACC

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	32	33%
Employed part time (on average less than 30 hours per week)	1	1%
Enrolled in a program of continuing education	63	65%
Seeking employment	1	1%
Total	97	100%

100% of undergraduate level Adkerson School of Accountancy responders with at least a 3.0 GPA and internship or co-op experience were employed full time or enrolled in a program of continuing education within 6 months of graduation.

BIS

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	19	63%
Enrolled in a program of continuing education	4	13%
Seeking employment	4	13%
Not seeking employment or continuing education at this time	2	7%
Planning to continue education but not yet enrolled	1	3%
Total	30	100%

BUAD

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	149	67%
Employed part time (on average less than 30 hours per week)	4	2%
Enrolled in a program of continuing education	43	19%
Seeking employment	17	8%
Not seeking employment or continuing education at this time	6	3%
Planning to continue education but not yet enrolled	4	2%
Total	223	100%

BUSI

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	13	81%
Enrolled in a program of continuing education	2	13%
Not seeking employment or continuing education at this time	1	6%
Total	16	100%

ECO

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	3	50%
Enrolled in a program of continuing education	2	33%
Not seeking employment or continuing education at this time	1	17%
Total	6	100%

FINA

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	52	57%
Employed part time (on average less than 30 hours per week)	1	1%
Enrolled in a program of continuing education	29	32%
Seeking employment	8	9%
Not seeking employment or continuing education at this time	1	1%
Total	91	100%

MGT

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	20	69%
Enrolled in a program of continuing education	5	17%
Seeking employment	3	10%
Serving in the U.S. military	1	3%
Total	29	100%

MKT

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	100	70%
Employed part time (on average less than 30 hours per week)	1	1%
Enrolled in a program of continuing education	26	18%
Seeking employment	11	8%
Not seeking employment or continuing education at this time	5	3%
Total	143	100%

SCLO

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	18	72%
Enrolled in a program of continuing education	4	16%
Seeking employment	3	12%
Total	25	100%

Salary Data

The First Destination Survey asks graduates to report their starting salary and any signing bonuses they may have received. Graduates are not required to respond to these questions, so the compensation data below is not complete as only 13% of graduates who reported employment shared their salaries. Data is only reported for majors with 4 or more salaries/bonuses reported.

Degree	Average	Max	Min	Count	Avg. Bonus	Bonus Count
ACC	\$54,565	\$66,000	\$36,000	8	-	1
BIS	-	-	-	2	-	2
BUAD	\$49,027	\$80,000	\$20,800	11	-	1
BUSI	-	-	-	2	-	-
ECO	-	-	-	1	-	-
FINA	\$66,250	\$111,000	\$36,000	8	\$6,400	5
MGT	-	-	-	3	-	-
MKT	\$61,143	\$100,000	\$35,000	14	\$3,900	5
SCLO	-	-	-	3	-	2
College	\$56,753 avg	\$89,000 avg	\$31,950 avg	52	\$5,150 avg	16

Averages only calculated when 4 or more data points are present

Employment-Degree Alignment

If a respondent selected employed as their status, they were asked if their employment aligned with their degree awarded from MSU. Of the 99% of respondents who answered, 95% agreed that their degree aligned with their employment.

Top Employing Organizations by Number of Graduates Hired

Organization	Count
Mississippi State University	9
Enterprise	5
Blue Cross and Blue Shield of Mississippi	5
State Farm	5
Wal-Mart	4
Northwestern Mutual	4
Ernst & Young	4
Peoples Bank & Trust Company, The	3
Origin Bank	3
International Paper	3
Republic Finance	3
Irby Utilities	3
J.B. Hunt	3
real estate	2
FBBInsurance	2
Taylor Machine Works	2
Cadence Bank	2
Puckett Machinery Company	2
DHL Supply Chain	2
Ross & Yerger Insurance, Inc	2
Tractor Supply Company	2

Huntington Ingalls Industries	2
Eagle Pipe and Supply	2
FORVIS	2
KPMG	2
Raytheon	2
Mississippi Farm Bureau Insurance Companies	2
Garan, Inc.	2
ARAMARK	2
HORNE LLP	2
Mossy Oak	2
Total Transportation of MS	2
NASA	2
Aflac Group Insurance	2
Watkins, Ward and Stafford, PLLC	2
Kohl's	2
All	411

324 unique organizations

Work Locations

Of the COB graduates who reported being employed, 97% included the state they are employed in. Mississippi was the most popular place of employment, and 91% of the graduates are employed in southeastern states (2023 SEC member institutions).

State	Count	Percent
MS	233	62%
TN	34	9%
AL	19	5%
GA	15	4%
TX	14	4%
FL	10	3%
AR	8	2%
LA	5	1%
MA	5	1%
NY	4	1%
UT	3	1%
IL	3	1%
NC	3	1%
HI	2	1%
SC	2	1%
WI	2	1%
MD	2	1%
MO	2	1%
CO	2	1%
All	397	100%

*Percentage of graduates who reported full- or part-time employment and location
28 states, Washington, D.C., remote*

Top Institutions where Graduates are Continuing Education

Similar to places of employment, the majority of graduates who are pursuing further education are doing so in Mississippi, with 88% attending a university in the state.

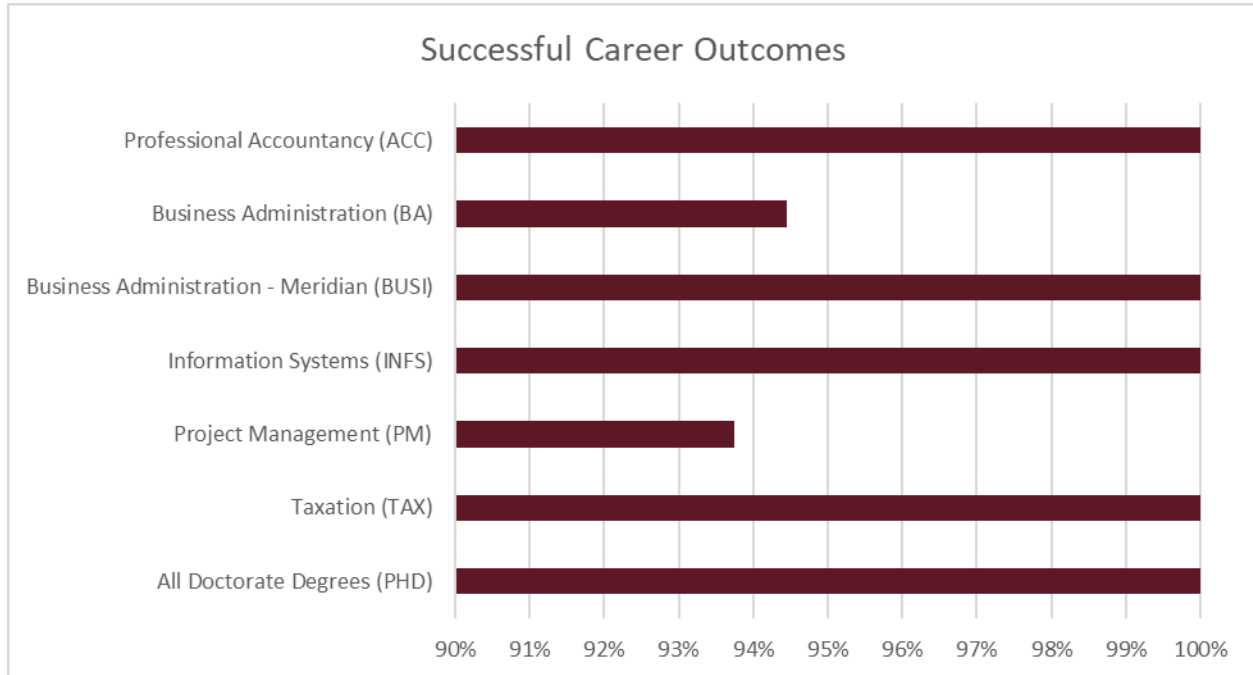
Institution	Count	Percent
Mississippi State University	122	71%
University of Mississippi	11	6%
Vanderbilt University	3	2%
University of Alabama	3	2%
Mississippi College	3	2%
University of South Alabama	2	1%
Louisiana State University	2	1%
University of South Carolina	2	1%
University of Southern Mississippi	2	1%
University of North Carolina	1	1%
University of Florida	1	1%
University of Alabama at Birmingham	1	1%
Millsaps College	1	1%
Louisiana State University - Shreveport	1	1%
Belhaven University	1	1%
Medical Sales College	1	1%
Belmont University	1	1%
University of Arkansas	1	1%
Arkansas State University	1	1%
University of Illinois @ Urbana	1	1%
Clemson University	1	1%
University of North Alabama	1	1%
Samford University	1	1%
Loyola University	1	1%
St Louis University	1	1%
Auburn University	1	1%
University of Tennessee	1	1%
New Orleans Baptist Theological Seminary	1	1%
Northeastern University	1	1%
All	177	100%

30 unique institutions

2022-2023 College of Business

Graduate Level

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for graduate level College of Business graduates is 87%, and of the 87% of graduates for which data is available, 96% reported a successful career outcome (employed, continuing education, participating in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

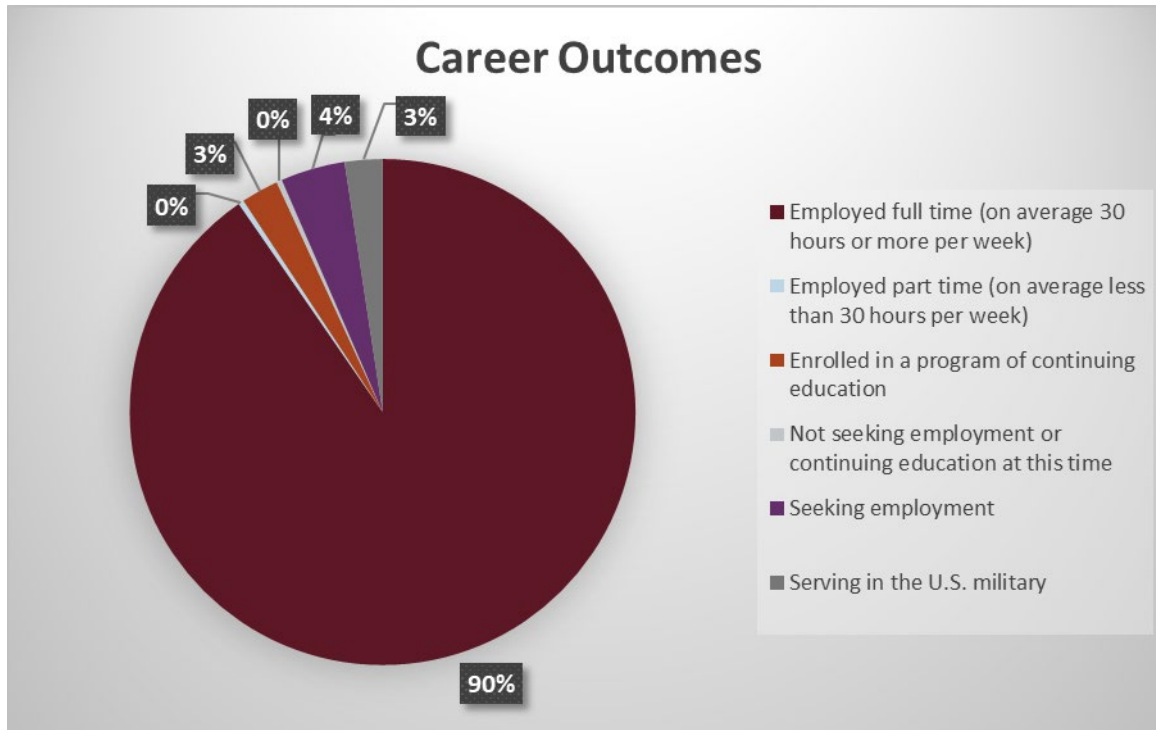


Successful Career Outcomes

Major*	Graduates	Surveys	Knowledge Rate	Successful Career Outcome**
Professional Accountancy (ACC)	37	28	76%	100%
Business Administration (BA)	207	180	87%	94%
Business Administration - Meridian (BUSI)	16	13	81%	100%
Information Systems (INFS)	21	19	90%	100%
Project Management (PM)	33	32	97%	94%
Taxation (TAX)	12	10	83%	100%
All Doctorate Degrees (PHD)	9	9	100%	100%
College	335	291	87%	96%
All MSU – GR	1412	1100	78%	95%

*Double majors within the College are counted in each major, but only once overall.

**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.



Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	263	90%
Employed part time (on average less than 30 hours per week)	1	<1%
Enrolled in a program of continuing education	7	2%
Not seeking employment or continuing education at this time	1	<1%
Seeking employment	12	4%
Serving in the U.S. military	7	2%
Total	291	100%

100% of all graduate level responders with at least a 3.0 GPA and internship or co-op experience were employed full time or enrolled in a program of continuing education within 6 months of graduation.

Outcomes by Major

MPA

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	26	93%
Employed part time (on average less than 30 hours per week)	1	4%
Enrolled in a program of continuing education	1	4%
Total	28	100%

TAX

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	10	100%
Total	10	100%

MBA

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	159	88%
Enrolled in a program of continuing education	4	2%
Not seeking employment or continuing education at this time	1	1%
Seeking employment	9	5%
Serving in the U.S. military	7	4%
Total	180	100%

BUSI

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	12	92%
Enrolled in a program of continuing education	1	8%
Total	13	100%

MSIS

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	18	95%
Seeking employment	1	5%
Total	19	100%

PM

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	29	91%
Enrolled in a program of continuing education	1	3%
Seeking employment	2	6%
Total	32	100%

PHD

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	9	100%

Salary Data

The compensation data below is not complete as only 19% of graduates who reported employment shared their salaries. Data is only reported for majors with 4 or more salaries/bonuses reported.

Degree	Average	Max	Min	Count	Avg. Bonus	Bonus Count
MPA	\$61,000	\$67,000	\$50,000	7	-	2
MTX	-	-		3	-	1
MBA	\$68,923	\$150,000	\$37,000	17	-	3
BUSI	\$138,320	\$800,000	\$23,000	8	-	-
MSIS	\$93,985	\$135,000	\$60,925	5	-	1
PM	\$88,973	\$160,000	\$45,000	8	\$7,954	4
PHD	-	-	-	3	-	1
College	\$86,376 avg	\$262,400 avg	\$43,185 avg	51	\$7,954	12

Averages only calculated when 4 or more data points are present

Employment-Degree Alignment

If a respondent selected employed as their status, they were asked if their employment aligned with their degree awarded from MSU. Of the 99% of respondents who answered, 97% agreed that their degree aligned with their employment.

Top Employing Organizations by Number of Graduates Hired

Organization	Count
Mississippi State University	28
KPMG	8
FORVIS	4
RSM	3
Lockheed Martin	3
Cherry Bekaert	3
HORNE LLP	3
International Paper	3
Siemens	2
Mississippi Power Company	2
U.S. Air Force	2
Cadence Bank	2
Raytheon	2
FedEx	2
Taylor Machine Works	2
Miles Tax Service LLC	2
Mississippi Department of Banking and Consumer Finance	2
Wal-Mart	2
All	265

207 unique organizations

Work Locations

Of the COB graduates who reported being employed, 98% included the state they are employed in. Mississippi was the most popular place of employment, and 81% of the graduates are employed in southeastern states (2023 SEC member institutions).

State	Count	Percent
MS	118	46%
TN	22	9%
TX	19	7%
AL	19	7%
FL	10	4%
GA	8	3%
NC	6	2%
SC	5	2%
LA	5	2%
OH	5	2%
VA	5	2%
NY	3	1%
IL	3	1%
MI	3	1%
All	259	100%

*Percentage of graduates who reported full- or part-time employment and location
35 states, remote work*

Institutions where Graduates are Continuing Education

Institution	Count
Mississippi State University	5
Belhaven University	1
Florida Atlantic University	1

3 unique institutions, 2 states

College of Business Student Interactions with Career Center

The following data show the interactions of College of Business students (undergraduate and graduate) with various Career Center events and services.

General Events

Event	Student Count
Fall 2022 Adkerson School of Accountancy Career Fair	160
Fall 2022 Building Construction Science Career Fair	5
Fall 2022 Career Expo	567
Fall 2022 CVM Career Expo	2
Fall 2022 LA/LC Interview Day	1
Fall 2022 OCR	288
Fall 2022 Accounting OCR	40
Fall 2022 RMI Career Fair	177
Fall 2022 Graduate/Prof. School Info & Major Exploration Day	18
Fall 2022 Part Time Job Fair	67
Spring 2023 Career Expo	330
Spring 2023 MBA Reverse Career Fair	32
Spring 2023 OCR	32
Unique Students	867

COB Student Career Center Appointments (scheduled and drop-ins)

Academic Year	Appointments	Student Count
2022-2023	626	457

COB Co-op/Intern Participation

The following data includes students who were tracked in Connections as having participated in a co-op or internship experience.

2022-2023	Student Count
Accounting	3
Alternating Co-op	9
DC/Congressional	7
Disney	9
PGM	62
General Internship	6
Total	96

First Destination Survey Data Collection

The First Destination Survey is made available to all MSU graduates upon graduation, and the data is collected from graduates for a period of six months. In order to collect as complete a data set as possible, emails are sent out to all students who have applied for graduation to raise awareness of the survey, and Career Center staff reach out to students who have not yet taken to survey to try to collect data by phone and text.

If graduates respond that they are “planning to continue education but not yet enrolled” or “seeking employment,” they remain on the call lists so updated information can be gathered. After three months has passed since graduation, these responses count toward the knowledge rate.

The survey is deployed through the Connections career services management system, and students can complete the survey when logged into their Connections account. In addition to students taking the survey themselves, Career Center Ambassadors make phone calls and send texts to graduates who have not taken the survey. Survey responses are checked each week and updated call lists are created so only students who have not yet responded to the survey are contacted in the future. Ambassadors also search websites such as LinkedIn and Facebook to determine employment and graduate school statuses of graduates.

First Destination Survey Questions

The Career Center deploys the First Destination Survey to all MSU graduates to get an understanding of what their plans are after graduation (e.g., full-time employment, graduate studies, seeking employment). The survey questions are listed below. Sections 2-5 are tied to the response on question 8, so participants only complete 3 of the 6 sections in total. Responses are required for questions with asterisks.

Section 1

1. Email*
2. First Name
3. Last Name
4. Current Major
5. Graduation Date (month/year)*
6. Permanent Email*
7. Phone*
8. Which of the following best describes your primary status after graduation?*
9. Have you started looking for a job?*
10. Which methods are you using to seek employment?
11. Please select the category which best describes your employment.
12. If not seeking employment, what are your plans?
13. Faculty or Staff member highlight who contributed to career success.

Section 2 (If employed)

14. Employing organization*
15. City of employing organization
16. State or Country (if outside U.S.) of employing organization*
17. Job title*
18. If employed full-time, annual base salary amount in U.S. dollars
19. Are you receiving a signing bonus?
20. Signing bonus in U.S. dollars
21. How did you find your job?
22. In which month did you accept the offer?
23. In which year did you accept the offer?
24. Does your employment align with the degree you completed at MSU?*

Section 3 (If participating in a volunteer program)

- 25. Organization*
- 26. Role or title
- 27. City of volunteer assignment
- 28. State or Country (if outside U.S.) of volunteer assignment*

Section 4 (If serving in the U.S. military)

- 29. Service Branch*
- 30. Rank*
- 31. 29. City of assignment
- 32. State or Country (if outside U.S.) of volunteer assignment*

Section 5 (If continuing education)

- 33. Name of Institution*
- 34. City of Institution
- 35. State or Country (if outside U.S.) of volunteer assignment*
- 36. Degree*
- 37. Major*

Section 6 (Experiential Learning)

- 38. Did you gain relevant work experience during your degree program?*
- 39. Which type of work experience(s) did you complete?
- 40. If applicable, with which company?
- 41. Did you receive a full-time offer from this employer?
- 42. Did you accept a full-time offer from this employer?