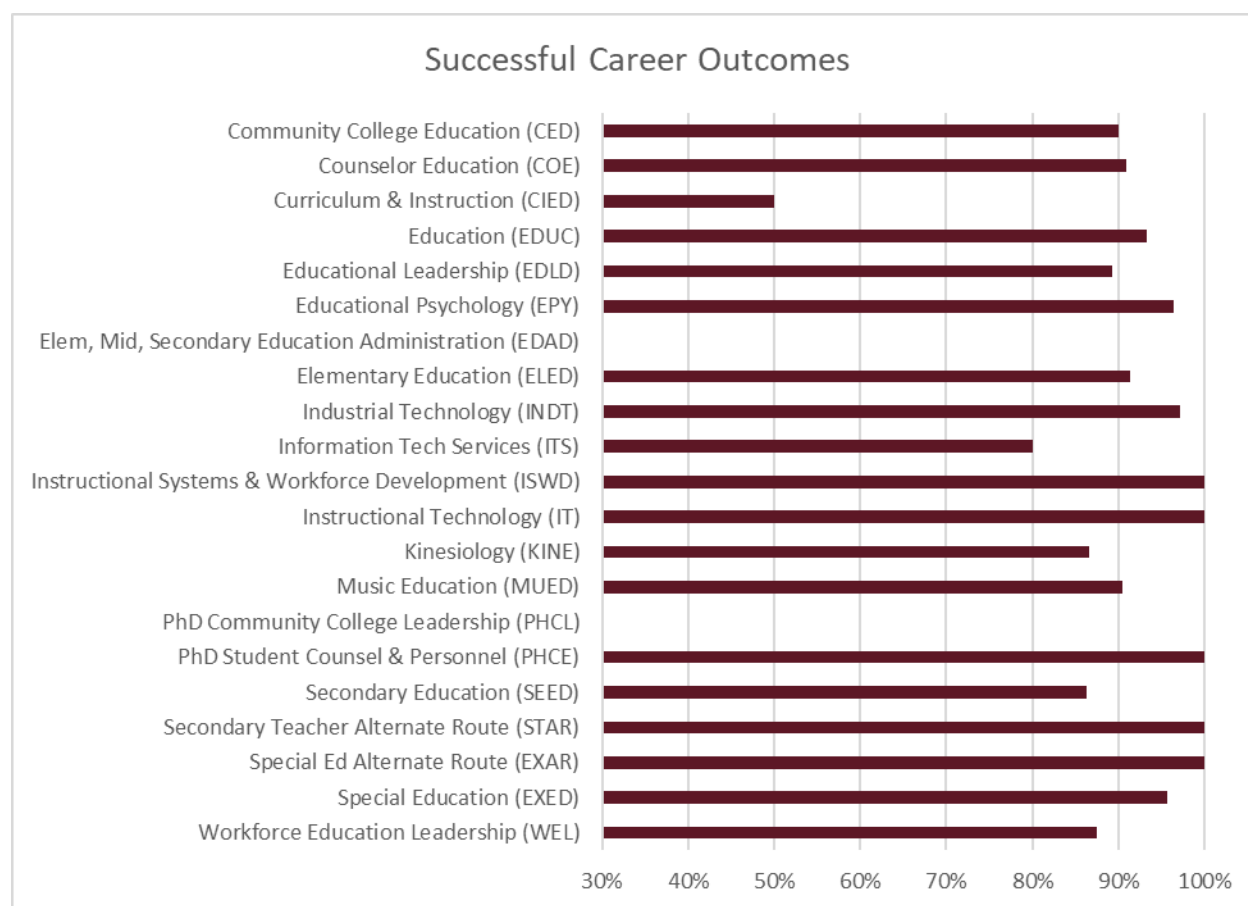# 2022-2023 First Destination Survey Report
College of Education – All Levels

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 Education graduates is 74%, and of the 74% of graduates for which data is available, 91% 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.
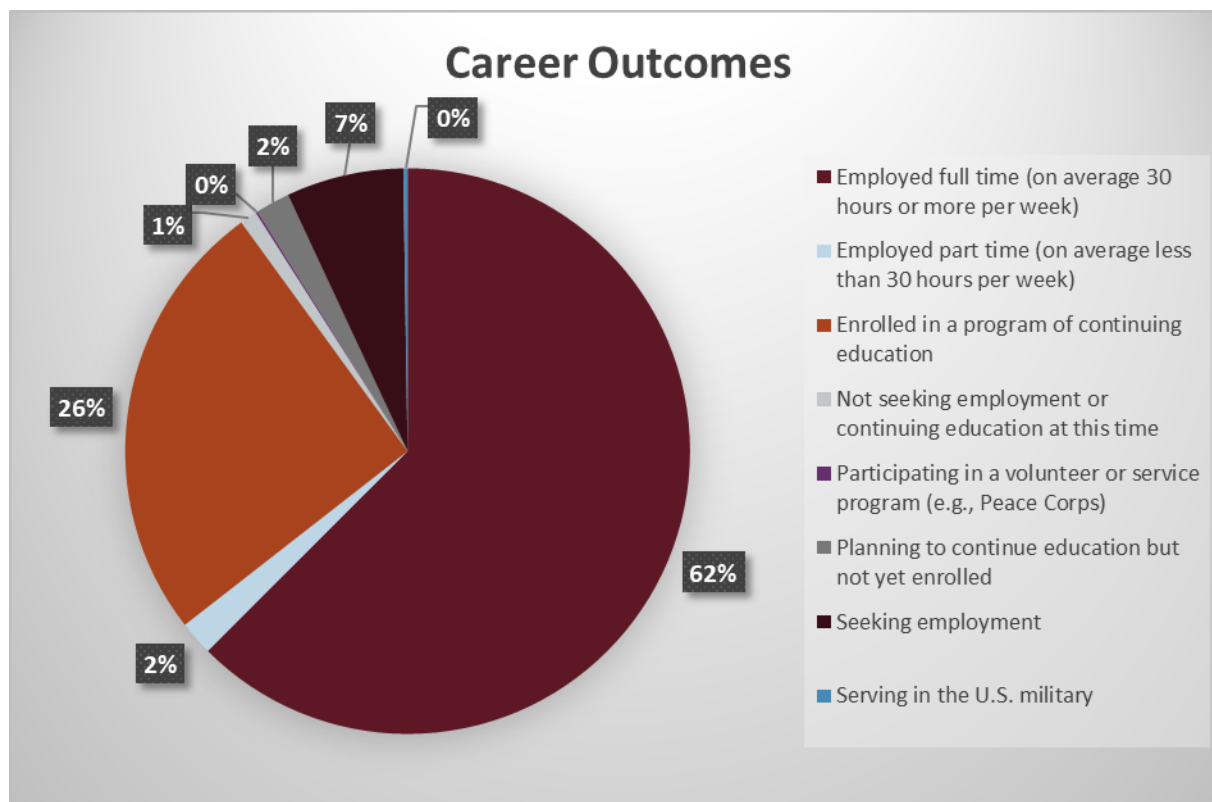
Successful Outcome Rate

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Community College Education (CED)	11	10	91%	90%
Curriculum & Instruction (CIED)	3	2	67%	50%
Counselor Education (COE)	43	34	79%	91%
Elem, Mid, Secondary Education Administration (EDAD)	2	-	0%	-
Educational Leadership (EDLD)	37	28	76%	89%
Education (EDUC)	39	30	77%	93%
Elementary Education (ELED)	231	175	76%	91%
Educational Psychology (EPY)	82	56	68%	96%
Special Ed Alternate Route (EXAR)	33	25	76%	100%
Special Education (EXED)	29	23	79%	96%
Industrial Technology (INDT)	51	37	73%	97%
Instructional Systems & Workforce Development (ISWD)	1	1	100%	100%
Instructional Technology (IT)	12	6	50%	100%
Information Tech Services (ITS)	26	20	77%	80%
Kinesiology (KINE)	291	204	70%	87%
Music Education (MUED)	26	21	81%	90%
PhD Student Counsel & Personnel (PHCE)	1	1	100%	100%
PhD Community College Leadership (PHCL)	1	0	0%	-
Secondary Education (SEED)	63	51	81%	86%
Secondary Teacher Alternate Route (STAR)	99	72	73%	100%
Workforce Education Leadership (WEL)	24	17	71%	88%
Totals	1111	818	74%	91%
MSU	5831	4467	77%	93%

*Double majors within the College are counted in each major, but only once overall.
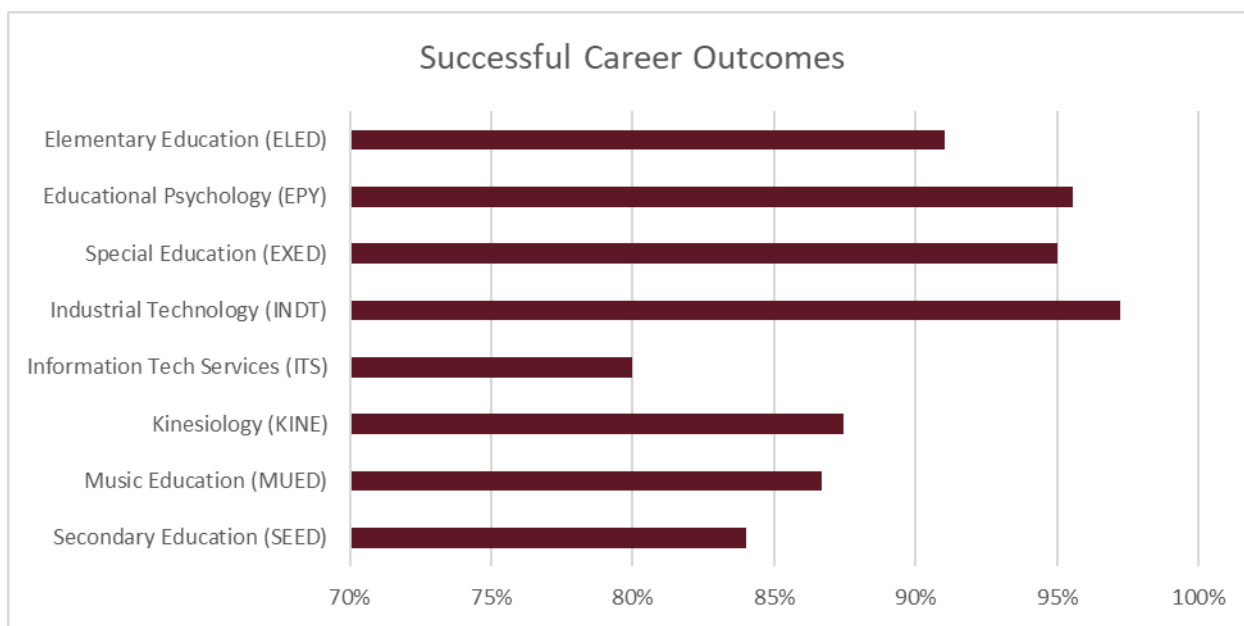
**Successful Career Outcome = Employed + Enrolled + Volunteering + Military / Total – Not seeking or continuing education.

Career Outcomes

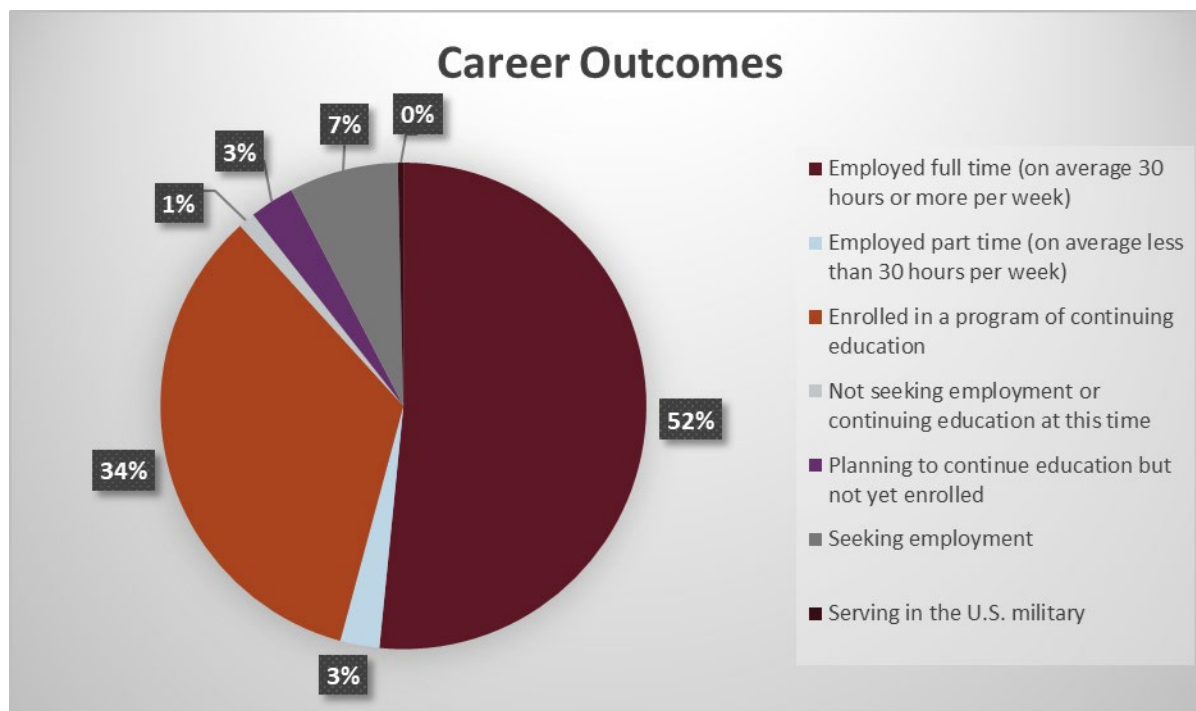| Status	Count	Percent
Employed full time (on average 30 hours or more per week)	512	63%
Employed part time (on average less than 30 hours per week)	16	2%
Enrolled in a program of continuing education	209	26%
Not seeking employment or continuing education at this time	8	1%
Participating in a volunteer or service program (e.g., Peace Corps)	1	<1%
Planning to continue education but not yet enrolled	16	2%
Seeking employment	55	7%
Serving in the U.S. military	2	<1%
Total	818	100%

Undergraduate Level

The knowledge rate (percentage of graduates for which reliable outcome data has been collected) for undergraduate College of Education graduates is 74%, and of the 74% of graduates for which data is available, 90% 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.

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcomes**
Elementary Education (ELED)	223	169	76%	91%
Educational Psychology (EPY)	57	45	79%	96%
Special Education (EXED)	25	20	80%	95%
Industrial Technology (INDT)	51	37	73%	97%
Information Tech Services (ITS)	26	20	77%	80%
Kinesiology (KINE)	268	186	69%	87%
Music Education (MUED)	20	15	75%	87%
Secondary Education (SEED)	56	45	80%	84%
All	726	537	74%	90%
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

Outcomes

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	277	52%
Employed part time (on average less than 30 hours per week)	14	3%
Enrolled in a program of continuing education	183	34%
Not seeking employment or continuing education at this time	6	1%
Planning to continue education but not yet enrolled	16	3%
Seeking employment	39	7%
Serving in the U.S. military	2	<1%
Total	537	100%

Outcomes by Major

ELED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	127	75%
Employed part time (on average less than 30 hours per week)	3	2%
Enrolled in a program of continuing education	22	13%
Not seeking employment or continuing education at this time	2	1%
Planning to continue education but not yet enrolled	1	1%
Seeking employment	14	8%
Total	169	100%

EPY

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	9	20%
Employed part time (on average less than 30 hours per week)	2	4%
Enrolled in a program of continuing education	32	71%
Seeking employment	2	4%
Total	45	100%

EXED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	13	65%
Enrolled in a program of continuing education	6	30%
Seeking employment	1	5%
Total	20	100%

INDT

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	31	84%
Enrolled in a program of continuing education	3	8%
Not seeking employment or continuing education at this time	1	3%
Seeking employment	1	3%
Serving in the U.S. military	1	3%
Total	37	100%

ITS

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	12	60%
Employed part time (on average less than 30 hours per week)	3	15%
Enrolled in a program of continuing education	1	5%
Seeking employment	4	20%
Total	20	100%

KINE

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	48	26%
Employed part time (on average less than 30 hours per week)	5	3%
Enrolled in a program of continuing education	106	57%
Not seeking employment or continuing education at this time	3	2%
Planning to continue education but not yet enrolled	13	7%
Seeking employment	10	5%
Serving in the U.S. military	1	1%
Total	186	100%

MUED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	7	47%
Enrolled in a program of continuing education	6	40%
Seeking employment	2	13%
Total	15	100%

SEED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	30	67%
Employed part time (on average less than 30 hours per week)	1	2%
Enrolled in a program of continuing education	7	16%
Planning to continue education but not yet enrolled	2	4%
Seeking employment	5	11%
Total	45	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 17% of undergraduates who reported employment shared their salaries. Data is only reported for majors with 4 or more salaries/bonuses reported. In the College of Education, only 9 graduates indicated receiving bonuses, with only 1 major having 4 or more data points.

Major	Average	Max	Min	Salary Count	Avg Bonus	Bonus Count
ELED	$38,239	$53,500	$12,000	27	$1,300	4
EPY	-	-	-	1	-	0
EXED	$42,875	$44,500	$41,000	4	-	1
INDT	-	-	-	2	-	2
ITS	-	-	-	1	-	0
KINE	$43,642	$60,000	$35,000	7	-	2
MUED	-	-	-	0	-	0
SEED	$49,354	$75,000	$40,000	7	-	0
All	$41,220	$58,250 avg	$32,000 avg	49	$1,300 avg	9

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, 91% agreed that their degree aligned with their employment.

Top Employing Organizations by Number of Graduates Hired

The top employers of MSU undergraduates are listed below. A total of 219 unique organizations were reported by graduates.

Organization	Count
Starkville Oktibbeha Consolidated School District	17
Mississippi State University	6
Quitman School District	5
Lauderdale County School District	5
Rankin County School District	4
Booneville School District	4
Louisville Municipal School District	4
Kosciusko School District	3
Chickasaw County School District	3
Neshoba County School District	3
DeSoto County School District	3
Education	3
Newton County School District	3
Rouse Elementary School	2
Pictsweet Company, The	2
East Jones Elementary School	2
Alcorn School District	2
Amory School District	2
Tupelo Public School District	2
Grenada School District	2
Walt Disney Parks & Resorts	2
Partnership Middle School	2
Amazon	2
Pinelake Church	2
Forest Elementary School	2
Ackerman Elementary School	2
Crestwood Elementary School	2
Scott County School District	2
Northrop Grumman	2
State Farm	2
Northshore Elementary School	2
Orange Theory	2
Meridian Public Schools	2
Leake County School District	2
All	289

219 unique organizations

Work Locations

Of the MSU graduates who reported being employed, 99% included the state that they are employed in. Mississippi was the most popular place of employment, and 95% of the graduates are employed in southeastern states (2023 SEC member institutions).

Location	Count	Percent
MS	231	81%
TN	14	5%
AL	10	4%
TX	7	2%
FL	6	2%
GA	4	1%
IL	3	1%
Remote	2	1%
SC	2	1%
AR	1	1%
CO	1	1%
NY	1	1%
VA	1	1%
LA	1	1%
MI	1	1%
All	285	100%

Percent of graduates who reported full- or part-time employment and location
15 states, remote, and 1 foreign country

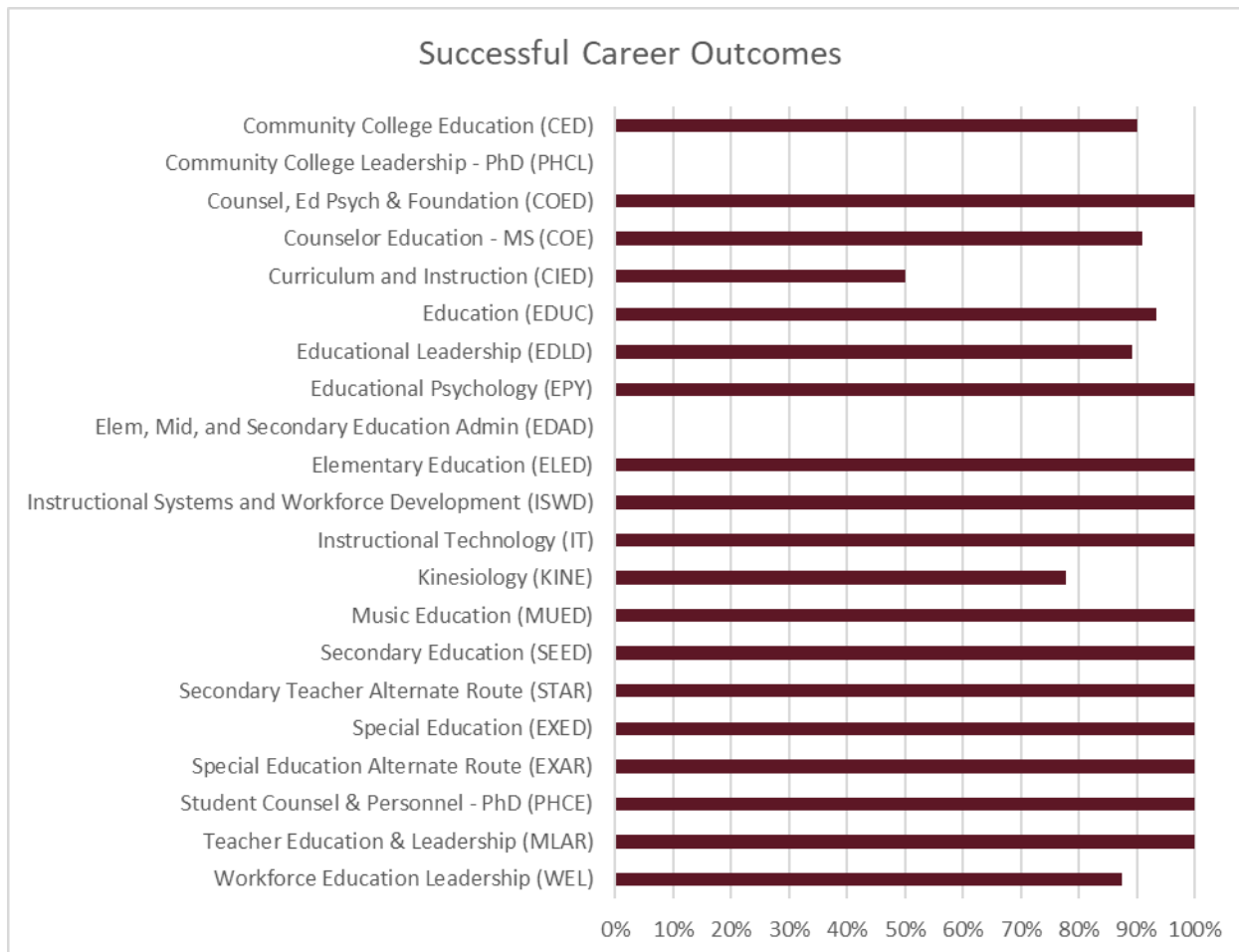## Top Institutions where Graduates are Continuing Education

Similar to places of employment, the majority of graduates who are pursuing further education are doing so in Mississippi, with 71% attending an institution in the state.

Institution	Count	Percent
Mississippi State University	70	38%
University of Mississippi Medical Center	21	11%
East Mississippi Community College	8	4%
University of Mississippi	7	4%
Mississippi University for Women	5	3%
Mississippi College	4	2%
William Carey University	4	2%
Hinds Community College	3	2%
University of South Carolina	3	2%
University of Tennessee Health Science Center	3	2%
Augusta University	2	1%
University of North Carolina	2	1%
University of Memphis	2	1%
Belhaven University	2	1%
University of South Alabama	2	1%
Belmont University	2	1%
University of Alabama at Birmingham	2	1%
Emory University	2	1%
All	183	100%

Percent of graduates who reported enrollment in a program of continuing education and provided institution name
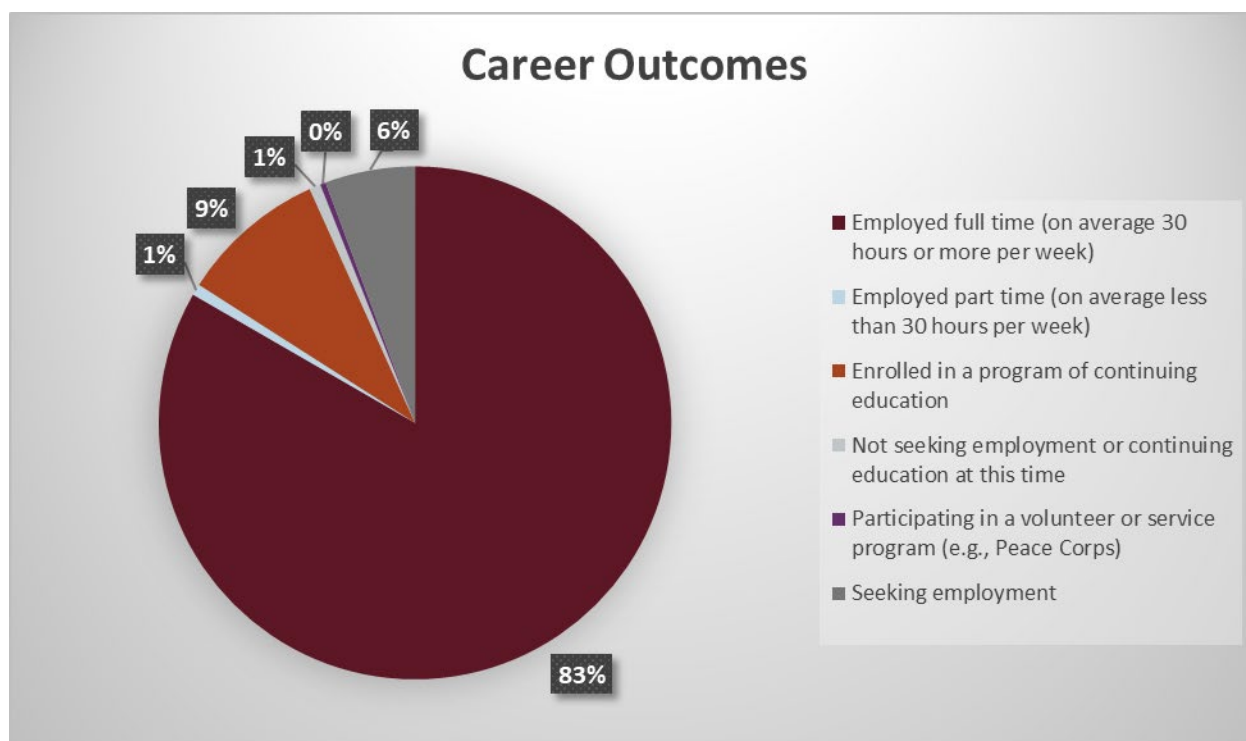*57 unique institutions*

Graduate Level

The knowledge rate for all graduate level College of Education graduates is 73%, and of the 73% of graduates for which data is available, 95% reported a successful career outcome (employed, continuing education, participation in a volunteer or service program, or serving in the military) within 6 months of graduation. All percentages are rounded.

Successful Career Outcomes

Program	Percentage
Community College Education (CED)	90%
Community College Leadership - PhD (PHCL)	0%
Counsel, Ed Psych & Foundation (COED)	100%
Counselor Education - MS (COE)	91%
Curriculum and Instruction (CIED)	50%
Education (EDUC)	93%
Educational Leadership (EDLD)	89%
Educational Psychology (EPY)	100%
Elem, Mid, and Secondary Education Admin (EDAD)	0%
Elementary Education (ELED)	100%
Instructional Systems and Workforce Development (ISWD)	100%
Instructional Technology (IT)	100%
Kinesiology (KINE)	77%
Music Education (MUED)	100%
Secondary Education (SEED)	100%
Secondary Teacher Alternate Route (STAR)	100%
Special Education (EXED)	100%
Special Education Alternate Route (EXAR)	100%
Student Counsel & Personnel - PhD (PHCE)	100%
Teacher Education & Leadership (MLAR)	100%
Workforce Education Leadership (WEL)	87%

Major*	Degrees	Surveys	Knowledge Rate	Successful Career Outcome**
Community College Education (CED)	11	10	91%	90%
Curriculum and Instruction (CIED)	3	2	67%	50%
Counselor Education - MS (COE)	43	34	79%	91%
COED	1	1	100%	100%
Elem, Mid, and Secondary Education Admin (EDAD)	2	0	0%	0%
Educational Leadership (EDLD)	37	28	76%	89%
Education (EDUC)	39	30	77%	93%
Elementary Education (ELED)	8	6	75%	100%
Educational Psychology (EPY)	25	11	44%	100%
Special Education Alternate Route (EXAR)	33	25	76%	100%
Special Education (EXED)	4	3	75%	100%
Instructional Systems and Workforce Development (ISWD)	1	1	100%	100%
Instructional Technology (IT)	12	6	50%	100%
Kinesiology (KINE)	23	18	78%	78%
MLAR	9	7	78%	100%
Music Education (MUED)	6	6	100%	100%
Student Counsel & Personnel - PhD (PHCE)	1	1	100%	100%
Community College Leadership - PhD (PHCL)	1	0	0%	0%
Secondary Education (SEED)	7	6	86%	100%
Secondary Teacher Alternate Route (STAR)	99	72	73%	100%
Workforce Education Leadership (WEL)	24	17	71%	88%
Total	385	281	73%	95%
All MSU – GR	1412	1100	78%	95%

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

**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)	235	84%
Employed part time (on average less than 30 hours per week)	2	1%
Enrolled in a program of continuing education	26	9%
Not seeking employment or continuing education at this time	2	1%
Participating in a volunteer or service program (e.g., Peace Corps)	1	<1%
Seeking employment	16	6%
Total	281	100%

Outcomes by Select Majors

Majors with at least 5 surveys and 65% knowledge rate

CED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	8	80%
Enrolled in a program of continuing education	1	10%
Seeking employment	1	10%
Total	10	100%

COE

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	27	79%
Enrolled in a program of continuing education	3	9%
Not seeking employment or continuing education at this time	1	3%
Seeking employment	3	9%
Total	34	100%

EDLD

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	24	86%
Enrolled in a program of continuing education	1	4%
Seeking employment	3	11%
Total	28	100%

EDUC

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	24	73%
Enrolled in a program of continuing education	4	18%
Seeking employment	2	9%
Total	30	100%

ELED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	6	100%
Total	6	100%

EPY

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	8	73%
Enrolled in a program of continuing education	2	18%
Participating in a volunteer or service program (e.g., Peace Corps)	1	9%
Total	11	100%

EXAR

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	21	84%
Employed part time (on average less than 30 hours per week)	1	4%
Enrolled in a program of continuing education	3	12%
Total	25	100%

IT

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	5	83%
Employed part time (on average less than 30 hours per week)	1	17%
Total	6	100%

KINE

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	11	61%
Enrolled in a program of continuing education	3	17%
Seeking employment	4	22%
Total	18	100%

MLAR

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	6	100%

MUED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	6	100%

SEED

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	5	83%
Enrolled in a program of continuing education	1	17%
Total	6	100%

STAR

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	66	92%
Enrolled in a program of continuing education	6	8%
Total	72	100%

WEL

Status	Count	Percent
Employed full time (on average 30 hours or more per week)	12	71%
Enrolled in a program of continuing education	2	12%
Not seeking employment or continuing education at this time	1	6%
Seeking employment	2	12%
Total	17	100%

Salary Data

The compensation data below is not complete as only 15% of graduates who reported employment shared their salaries. Data is only reported for majors with 4 or more salaries/bonuses reported.

Major	Average	Max	Min	Salary Count
CED	-	-	-	1
CIED	-	-	-	0
COE	$40,638	$55,000	$25,000	5
COED	-	-	-	0
EDAD	-	-	-	0
EDLD	-	-	-	2
EDUC	$52,250	$66,000	$38,000	4
ELED	-	-	-	1
EPY	-	-	-	2
EXAR	$47,810	$58,842	$42,000	4
ISWD	-	-	-	1
IT	-	-	-	1
KINE	-	-	-	2
MLAR	-	-	-	1
MUED	-	-	-	0
PHCL	-	-	-	0
SEED	-	-	-	0
STAR	$43,864	$49,080	$37,000	10
WEL	-	-	-	0
All	$45,307	$57,230 avg	$35,500 avg	35

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 95% of respondents who answered, 94% agreed that their degree aligned with their employment.

Employing Organizations

Organization	Count
Mississippi State University	26
Meridian Public Schools	15
Starkville Oktibbeha Consolidated School District	13
Rankin County School District	5
Mississippi Department of Rehabilitation Services	5
Choctaw County School District	4
Weems Community Mental Health Center	4
West Point Consolidated School District	3
East Mississippi State Hospital	3
Jackson Public School District	3
Kemper County School District	3
Lauderdale County School District	3
Pontotoc City School District	2
Holmes County Consolidated School District	2
Attala County School District	2
Choctaw Tribal Schools - Mississippi Band of Choctaw Indians	2
Partnership Middle School	2
Kosciusko School District	2
Scott County School District	2
Tupelo Public School District	2
Gulfport School District	2
Leake County School District	2
Newton Municipal School District	2
Lee County School District	2
Philadelphia Public School District	2
Louisville Municipal School District	2
Itawamba Community College	2
Columbus Municipal School District	2
Itawamba County School District	2
ComPsych	2
Chickasaw County School District	2
Webster County School District	2
All	239

142 unique organizations

Top Work Locations

Of the College of Education graduates who reported being employed, 100% included the state they were employed in. Mississippi was the most popular place of employment, and 94% of the graduates are employed in southeastern states (2023 SEC member institutions).

State	Count	Percent
MS	208	88%
GA	4	2%
TX	3	1%
NC	2	1%
PA	2	1%
IL	2	1%
AL	2	1%
VA	2	1%
All	239	100%

Percent of graduates who reported full- or part-time employment and location
19 states

Institutions where Graduates are Continuing Education

Similar to places of employment, many graduates who are pursuing further education are doing so in Mississippi, with 97% continuing education at an institution in the state.

Institution	Count	Percent
Mississippi State University	19	73%
William Carey University	2	8%
University of Mississippi	1	4%
Southern Methodist University	1	4%
Grand Canyon University	1	4%
Mississippi University for Women	1	4%
All	25	100%

Percent of graduates enrolled in a program of continuing education and provided institution name
6 unique institutions

Career Center Interactions – All Levels

Student interactions with Career Center events and services are tracked through the Connections career services manager system. These interactions include co-op and internship participation, attendance at Career Center events, counseling appointments with career advisors, and drop-in appointments.

Event Attendance

Event	Unique Student Count
Fall 2022 Adkerson School of Accountancy Career Fair	1
Fall 2022 Career Expo	61
Fall 2022 Co-op & Internship Interview Days	1
Fall 2022 Education Career Fair	77
Fall 2022 CVM Career Expo	1
Fall 2022 LA/LC Interview Day	1
Fall 2022 Education Resume Blitz	35
Fall 2022 Engineering on the Coast	1
Fall 2022 OCR	3
Fall 2022 RMI Fair	2
Fall 2022 Graduate/Prof. School Info & Major Exploration Day	21
Fall 2022 Part Time Job Fair	74
Spring 2023 Career Expo	31
Spring 2023 Education Career Fair	167
Spring 2023 MBA Reverse Career Fair	1
Spring 2023 OCR	491
Unique Students	**357**

Student Career Center Appointments (scheduled and drop-ins)

Academic Year	Appointment Count	Student Count
2022-2023	240	175

Co-op/Intern Participation

Academic Year	Student Count
2022-2023	5

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?