This past year was busy, challenging and very successful, and we wouldn’t want it any other way. This report provides a summary of many of the key activities of Engineering Career Services (ECS). All of the information is for the 2015-16 academic year, except the six-month post-graduation career outcome data, which is still being collected. The six-month post-graduation survey data for the previous year (2014-15) is included and indicates that 98% of graduates at all three degree levels have secured employment (including military appointments) or been accepted into graduate school.

The at-graduation placement rate for PhD graduates increased two percentage points but the rate for BS and MS graduates dropped one and two percentage points, respectively. This decline was primarily due to the decline in the agricultural equipment manufacturing industry and the increase in the number of graduates. In total, the College awarded 266 more degrees this year; 149 additional BS degrees, 90 additional MS degrees and 27 more PhD degrees.

ECS is working hard to grow employment opportunities to keep pace with increases in enrollment. We managed to find room for 23 additional booths at our career fairs and will be reducing booth size slightly this coming year to accommodate another 79 booths. Feedback from employers on the preparation of our students and the quality of our fair continues to be very positive.

More employers also took advantage of on-campus interviewing opportunities despite our temporary lack of facilities. The renovation of Marston Hall and the demolition of the Industrial Education II to make room for the new Biosciences Building left the College with only two meeting rooms that could be used regularly by employers for interviewing. A number of mass interviewing days were arranged, and thankfully, many employers made use of these events. Feedback from employers clearly indicates that they prefer the privacy of an individual interview room, so we are eager to provide this amenity again this coming fall. We will have ten meeting rooms available for employers to use for interviewing in the newly renovated Marston Hall.

In closing, my staff and I extend our thanks to all of the employers that showed such flexibility and understanding during our temporary relocation. Please plan to recruit on campus this fall; we would love to show off our new space in Marston Hall. We would also like to express our appreciation to all the others at ISU who contribute to helping students prepare for and launch their careers in engineering.

Please contact me if you have questions or need additional information.

Regards,
Brian Larson, Director
Engineering Career Services
Career Development Presentations
Engineering Career Services (ECS) makes numerous presentations to classes and learning communities, and offers a full schedule of seminars on career-related topics each semester. Seminar topics included: Resumes, CVs, Letter Writing, Internships, Career Fair Prep, Interviewing, LinkedIn, and more.

ECS delivered 190 presentations and, for the first time, attended five department open house events.

Individual Coaching/Advising
Advising appointments can be scheduled by students to discuss any step of the employment process. This includes resume review, interview practice, career fair prep, job search strategies, offer evaluation, etc.

Almost 1100 students of all degree levels & alums were provided individualized career coaching (up 40%).

CyHire Job Postings
CyHire is an online system that is the primary tool for managing career-related activities at ISU. Employers use CyHire to advertise internship, cooperative education and full-time job opportunities and manage on-campus interview scheduling. Students apply for jobs, view upcoming career events, apply for interviews, and schedule career advising appointments through CyHire.

3367 full-time jobs and 1448 experiential education opportunities were posted. Over 450 new engineering employers registered for a CyHire account.

On-Campus Interviews
ECS works with employers to arrange on-campus interviews each semester. This provides a convenient place for interviews to take place, so that students do not have to travel or miss class.

287 employers conducted interviews on campus during 2015-2016 (up 7%).

Career Fairs
Engineering Career Services, along with a student leadership team and ambassadors, arranges two of the largest career fairs in the nation each year. The fall career fair is in September and the spring career fair is in February. Career Fairs are a great place for employers and students to network and discuss internships, co-ops, and full-time employment opportunities.

10316 students and 698 employers participated in the fall and spring career fairs (up 4% and 3% respectively).

Experiential Education
Academic preparation is very important, but not always enough to land that first full-time job. Employers want to see professional work experience on a resume. All ISU engineering students are encouraged to pursue internships and cooperative education positions, and to register their experiences with ECS.

1172 students registered an internship or co-op (up 12%), and over 500 distinct employers hosted an experiential education student.

Career Outcomes
ECS conducts a survey on behalf of the College in the weeks preceding graduation and again six months post-graduation to determine the next destination of our graduates.

The at-graduation placement rates for 2015-2016 B.S., M.S. and Ph.D. graduates were 74%, 76% and 78%, respectively.

The follow-up surveys of 2014-2015 graduates showed that 98% of B.S., M.S., and Ph.D. graduates secured a position within six-months of graduation.
The career development process begins very soon after students enter ISU in Engineering 101 classes. Engineering Career Services (ECS) supports course instructors by making an introductory presentation and providing information as requested. This fall, ECS also began attending various department open houses and welcome events. Engagement is sustained through regularly-offered seminars on a comprehensive set of topics and through personalized coaching. ECS focuses on best practices that will increase the potential for success.

### Presentation Topics:
- Resume Preparation
- CV Preparation
- Cover Letter Writing
- Job Search Strategies
- Career Fair Prep
- Networking
- Interviewing
- After the Interview
- Internships
- Using LinkedIn
- Transitioning to the Professional Workplace

<table>
<thead>
<tr>
<th>Event Type</th>
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<th>Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering 101 Classes</td>
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<td>7</td>
</tr>
<tr>
<td>Sophomore-Level Classes</td>
<td>-</td>
<td>19</td>
</tr>
<tr>
<td>Other Class Presentations</td>
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<td>10</td>
</tr>
<tr>
<td>Learning Community Presentations</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Orientation (Parents of New Students)</td>
<td>-</td>
<td>17</td>
</tr>
<tr>
<td>Engineering Graduate Student Services</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Engineering Open Houses</td>
<td>5</td>
<td>-</td>
</tr>
<tr>
<td>Career Development Presentations</td>
<td>46</td>
<td>42</td>
</tr>
</tbody>
</table>

A total of 190 presentations were delivered in 2015-2016!

Numbers reflect career development presentation attendance only.
Nearly 1100 students/alums met with one of our career advisors during the year. This is up 40% from the previous year and is due to a combination of an increase in demand and more advisor availability. Additionally, multiple 1-minute resume review sessions were held in the Hoover Hall atrium. Advice on ways to improve the effectiveness of a resume and/or cover letter was the most common topic of the discussion.
Employers use our online career management system, CyHire, to post both full-time and co-op/internship positions. Full-time job postings held fairly steady during 2015-2016 compared to 2014-2015. 3367 full-time job opportunities were vetted and posted this past academic year. The vast majority of the postings are entry-level positions but we are seeing an increase in the number of postings requiring experience as employers look to hire alums that are back on the job market. Co-op and internship opportunities continued to increase this year (1448 total postings), and we are working hard to ensure an adequate level of opportunity for our growing population of students. It should also be noted that multiple employment opportunities are often associated with a single job posting.

Note: In order to meet equal employment opportunity regulations, all positions that employers wish to advertise to our students must be posted in CyHire. Once posted in CyHire, the employer can take additional steps at ISU to further spread the word about the position and connect with students.
Engineering Career Services collaborates with employers to offer convenient and effective interviewing for our students right here on campus. Over 4,000 on-campus interviews are conducted each year and approximately 1500 of these occur the day following one of the career fairs. 287 distinct employers conducted on-campus interviews this past year (a large increase from 199 the previous year). As can be seen in the graph below, the number of interview schedules offered by employers was up compared to last year. One schedule can accommodate up to twelve interviews.

<table>
<thead>
<tr>
<th>Employers Conducting Interviews</th>
<th>Student Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester</td>
<td>183</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>104</td>
</tr>
<tr>
<td>Total</td>
<td>287</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employers Conducting Interviews</th>
<th>Student Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester</td>
<td>183</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>104</td>
</tr>
<tr>
<td>Total</td>
<td>287</td>
</tr>
</tbody>
</table>

![Graph showing the increase in interview schedules and student interviews over the years.](image)

Day after the career fair mass interviewing at the Memorial Union.
Many employers network with students through on-campus information sessions. Typically employers will present information about their companies and available positions, and give students a chance to ask questions in a classroom. Info sessions also help employers increase name recognition and generate interest in the positions they are working to fill.

### Information Sessions

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester</td>
<td>71</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>93</strong></td>
</tr>
</tbody>
</table>

### Information Sessions & Other On-Campus Events

- **Spring**: 19, 29, 41, 29, 22
- **Fall**: 41, 41, 59, 64, 74

![Bar chart showing the number of information sessions by semester and year](chart.png)
Each year Engineering Career Services, along with a student executive team, plans and carries out two of the largest career fairs in the nation. The fairs wouldn’t be possible without the contributions of the large teams of students listed in Appendix A. This year, the career fairs attracted record breaking numbers of employers and students. All of the available space in the Hilton Coliseum and Scheman Building is currently being used. Next year we will need to slightly reduce employer booth sizes to accommodate the growing desire to recruit Cyclone engineers at our events. The 2016 Fall Career Fair will be held on September 20th this year. The 2017 Spring Career Fair is scheduled for February 7th.
Experiential education provides important learning and professional development opportunities for students, and participation is highly recommended. These opportunities are offered during the semester (co-op) and/or over the summer (internship). Students register their internships or co-ops with Engineering Career Services (ECS) to maintain their full-time student status (without incurring fees), have the experience documented on their transcripts, and have the full support of ECS if any questions or issues arise.
Over 500 distinct employers helped the College of Engineering develop engineers by employing an engineering co-op or intern student during the 2015-2016 academic year. Employment locations were in 39 states as well as multiple international locations, with the largest concentration in Iowa and the surrounding states. A list of the employers that employed an experiential education student during this reporting period can be found in Appendix B.
Co-op and intern students must complete three assignments to receive a passing grade for the experiential education course. One of the assignments is to provide feedback on their work experience. The feedback provided during 2015-2016 is summarized in the following charts.
Each semester graduating students are asked to complete a survey at graduation, and those still seeking employment are followed-up with six months after graduation. The following pages summarize the ‘six months post-graduation’ responses for the Class of 2015 and the ‘at-graduation’ responses for the Class of 2016. For most engineering majors, both the at-graduation and six months post-graduation, the placement rates increased from the previous year.

Within six months of graduation,

98% of College of Engineering B.S. graduates secured their next-destination positions (achieved placement)

82% have accepted employment
18% are pursuing additional education

2014-2015 Career Outcomes at Six Months Post-Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>104</td>
<td>63</td>
<td>48</td>
<td>12</td>
<td>97%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>26</td>
<td>20</td>
<td>17</td>
<td>2</td>
<td>95%</td>
</tr>
<tr>
<td>Biological Systems Engineering</td>
<td>9</td>
<td>7</td>
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<td>100%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>108</td>
<td>77</td>
<td>51</td>
<td>17</td>
<td>92%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>141</td>
<td>102</td>
<td>80</td>
<td>20</td>
<td>99%</td>
</tr>
<tr>
<td>Construction Engineering</td>
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<tr>
<td>Computer Engineering</td>
<td>95</td>
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</tr>
<tr>
<td>Electrical Engineering</td>
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<tr>
<td>Industrial Engineering</td>
<td>80</td>
<td>62</td>
<td>52</td>
<td>10</td>
<td>100%</td>
</tr>
<tr>
<td>Materials Engineering</td>
<td>46</td>
<td>33</td>
<td>18</td>
<td>13</td>
<td>97%</td>
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<tr>
<td>Mechanical Engineering</td>
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<td><strong>TOTALS</strong></td>
<td>1153</td>
<td>847</td>
<td>657</td>
<td>149</td>
<td>98%</td>
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</table>
## M.S. 2014-2015 Career Outcomes at Six Months Post-Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed*</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>10</td>
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<td>100%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
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<td>7</td>
<td>2</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Biorenewable Resources &amp; Tech.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>6</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>54</td>
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</tr>
<tr>
<td>Computer Engineering</td>
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</tr>
<tr>
<td>Electrical Engineering</td>
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<td>Engineering Management</td>
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</tr>
<tr>
<td>Environmental Science</td>
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<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Human Computer Interaction</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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</tr>
<tr>
<td>Industrial Engineering</td>
<td>20</td>
<td>15</td>
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<tr>
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<td>12</td>
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<tr>
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<td>36</td>
<td>21</td>
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</tr>
<tr>
<td>Mechanical Engineering</td>
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</tr>
<tr>
<td>Sustainable Agriculture</td>
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<tr>
<td>Systems Engineering</td>
<td>24</td>
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<tr>
<td><strong>TOTALS</strong></td>
<td><strong>237</strong></td>
<td><strong>145</strong></td>
<td><strong>141</strong></td>
<td><strong>39</strong></td>
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## Ph.D. 2014-2015 Career Outcomes at Six Months Post-Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed*</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>5</td>
<td>3</td>
<td>3</td>
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<td>100%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>5</td>
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</tr>
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<td>Bioinformatics &amp; Comp. Biology</td>
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<td>-</td>
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<tr>
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</tr>
<tr>
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<td>11</td>
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</tr>
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</tr>
<tr>
<td>Computer Engineering</td>
<td>8</td>
<td>3</td>
<td>3</td>
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</tr>
<tr>
<td>Electrical Engineering</td>
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<td>11</td>
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<td>Engineering Management</td>
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</tr>
<tr>
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<tr>
<td>Human Computer Interaction</td>
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<td>3</td>
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<td>100%</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>0</td>
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</tr>
<tr>
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<tr>
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<tr>
<td>Sustainable Agriculture</td>
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<td>-</td>
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<tr>
<td>Systems Engineering</td>
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<td><strong>81</strong></td>
<td><strong>56</strong></td>
<td><strong>54</strong></td>
<td><strong>0</strong></td>
<td><strong>98%</strong></td>
</tr>
</tbody>
</table>
## 2015-2016 Career Outcomes at Graduation

### B.S. 2015-2016 Career Outcomes at Graduation

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed*</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>119</td>
<td>103</td>
<td>43</td>
<td>15</td>
<td>59%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>42</td>
<td>40</td>
<td>29</td>
<td>5</td>
<td>90%</td>
</tr>
<tr>
<td>Biological Systems Engineering</td>
<td>18</td>
<td>17</td>
<td>5</td>
<td>6</td>
<td>65%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>158</td>
<td>135</td>
<td>57</td>
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<td>62%</td>
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<tr>
<td>Civil Engineering</td>
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<td>154</td>
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<td>26</td>
<td>78%</td>
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<tr>
<td>Construction Engineering</td>
<td>61</td>
<td>61</td>
<td>56</td>
<td>1</td>
<td>97%</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>94</td>
<td>88</td>
<td>61</td>
<td>9</td>
<td>81%</td>
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<tr>
<td>Electrical Engineering</td>
<td>108</td>
<td>100</td>
<td>53</td>
<td>18</td>
<td>78%</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>110</td>
<td>101</td>
<td>66</td>
<td>8</td>
<td>78%</td>
</tr>
<tr>
<td>Materials Engineering</td>
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<tr>
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<td>350</td>
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<td>72%</td>
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<td>Software Engineering</td>
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<td>46</td>
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<tr>
<td><strong>TOTALS</strong></td>
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<td><strong>1203</strong></td>
<td><strong>682</strong></td>
<td><strong>134</strong></td>
<td><strong>74%</strong></td>
</tr>
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### M.S. 2015-2016 Career Outcomes at Graduation

<table>
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<tr>
<th>Major</th>
<th>Grads</th>
<th>Grads Reporting</th>
<th>Employed*</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>11</td>
<td>7</td>
<td>1</td>
<td>2</td>
<td>71%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>20</td>
<td>16</td>
<td>5</td>
<td>0</td>
<td>63%</td>
</tr>
<tr>
<td>Bioinformatics &amp; Comp. Biology</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Biorenewable Resources &amp; Tech.</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>100%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>7</td>
<td>6</td>
<td>0</td>
<td>1</td>
<td>67%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>63</td>
<td>56</td>
<td>27</td>
<td>3</td>
<td>73%</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>28</td>
<td>25</td>
<td>17</td>
<td>1</td>
<td>84%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>34</td>
<td>29</td>
<td>13</td>
<td>0</td>
<td>62%</td>
</tr>
<tr>
<td>Engineering Mechanics</td>
<td>4</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>67%</td>
</tr>
<tr>
<td>Engineering Management</td>
<td>7</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>100%</td>
</tr>
<tr>
<td>Environmental Science</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>100%</td>
</tr>
<tr>
<td>Human Computer Interaction</td>
<td>37</td>
<td>32</td>
<td>25</td>
<td>2</td>
<td>91%</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>36</td>
<td>33</td>
<td>16</td>
<td>0</td>
<td>79%</td>
</tr>
<tr>
<td>Information Assurance</td>
<td>14</td>
<td>10</td>
<td>8</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Materials Science &amp; Engineering</td>
<td>5</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>60%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>40</td>
<td>35</td>
<td>16</td>
<td>1</td>
<td>63%</td>
</tr>
<tr>
<td>Systems Engineering</td>
<td>22</td>
<td>20</td>
<td>17</td>
<td>1</td>
<td>95%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>330</strong></td>
<td><strong>183</strong></td>
<td><strong>154</strong></td>
<td><strong>52</strong></td>
<td><strong>76%</strong></td>
</tr>
</tbody>
</table>
### Average Starting Salaries for B.S. Graduates

Starting salary information is also collected during the career outcomes survey. The values shown in cardinal are ISU averages for each major. Columns indicate the range of values reported. The values shown in black are from a nationwide survey completed by the National Association of Colleges and Employers (NACE) for the Class of 2015.

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads Reporting</th>
<th>Employed*</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>8</td>
<td>4</td>
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<td>50%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>50%</td>
</tr>
<tr>
<td>Bioinformatics &amp; Comp. Biology</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Biorenewable Resources &amp; Tech.</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>7</td>
<td>4</td>
<td>2</td>
<td>50%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>15</td>
<td>12</td>
<td>8</td>
<td>83%</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>16</td>
<td>15</td>
<td>13</td>
<td>93%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>18</td>
<td>14</td>
<td>14</td>
<td>100%</td>
</tr>
<tr>
<td>Engineering Management</td>
<td>5</td>
<td>3</td>
<td>3</td>
<td>100%</td>
</tr>
<tr>
<td>Environmental Science</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Human Computer Interaction</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>50%</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>50%</td>
</tr>
<tr>
<td>Information Assurance</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Materials Science &amp; Engineering</td>
<td>12</td>
<td>8</td>
<td>7</td>
<td>100%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>12</td>
<td>10</td>
<td>7</td>
<td>70%</td>
</tr>
<tr>
<td>Microbiology</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sustainable Agriculture</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Wind Energy Sci, Engineering, &amp; Policy</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>106</td>
<td>85</td>
<td>51</td>
<td>78%</td>
</tr>
</tbody>
</table>

*Graduates that were evaluating offers when surveyed are counted as ‘Employed’

---

**ISU values for 2015-2016 graduates**

- Aero E: $63,673
- Ag E: $58,497
- BioSys E: $72,000
- Chem E: $68,315
- CM E: $57,793
- CME: $59,131
- Comp E: $71,054
- CPE: $66,897
- EE: $61,187
- ENG: $67,593
- Ind E: $62,239
- Mech E: $58,410
- Mat E: $71,168
- Sci E: $63,256

**NACE nationwide values for class of 2015**

- Aero E: $51,422
- Ag E: $56,581
- BioSys E: $67,368
- Chem E: $55,401
- CM E: $68,820
- Comp E: $67,593
- CPE: $67,593
- EE: $62,239
- ENG: $58,410
- Ind E: $71,168
- Mat E: $63,764

---

17
Employers and Locations of Employment

Over 430 different employers hired an engineering graduate following their summer 2015, fall 2015 or spring 2016 graduation. Employment locations were concentrated in Iowa and the Midwest, but graduates found employment across the U.S. and in four international locations. A list of the employers that made a full-time hire during this reporting period can be found in Appendix C.

2015-2016 graduates were employed in 36 different states and 4 international locations
Employment Resources Utilized by Graduates

At graduation, students are asked to indicate the resources they used in searching for jobs, and also the single resource that ultimately led to their employment. These results are summarized below.

![Resources Used in Job Search Chart]

![Resource that Contributed Most to Employment Chart]

68% of graduates found employment through an Iowa State resource.
Engineering Career Services (ECS) provides programming and coaching to help undergraduate students, graduate students, and alumni achieve their goals related to co-ops and internships, full-time employment, or acceptance into a graduate program. ECS helps 1) students and alumni develop career management knowledge and skills, 2) students develop workplace competencies through experiential education, and 3) job seekers and employers connect.

ECS also manages the data collection and reporting that allows students to assess competencies, and faculty and staff to assess outcomes and identify opportunities for continuous improvement. Additionally, ECS works to develop mutually beneficial partnerships with industry that lead to improved student development, an increase in research collaborations, and an increase of support to the College.

**Summary of Services**

- Professional Development and Career Self-Management Education
- Employment Services (i.e. Job Posting, Interviewing, Career Fair)
- Engineering Experiential Education Program Administration
- Formative Assessment for Student Development, Continuous Curriculum Improvement, and Accreditation
- At-Graduation and Six-Month Follow-Up, Outcomes Data, and Other Reports as Requested
- Corporate Partnership Building

Please see our website for additional information
http://www.engineering.iastate.edu/ecs/
APPENDIX A

Fall 2015 Career Fair Student Team

Leadership Team:
Co-Chairs: Alisha Smith & Sarah Huber
Logistics: Alex Gatziolis & Ethan Osborn
Events: Sarah Sprouse & Lauren Dietz
Advertising: Jill Schomers & Lok Heng Cheung
Personnel: Shebah Chirackal & Alex Lester

Ambassadors:

Alex Fiorini
Alexandra Mullally
Alissa Gilichann
Andrew Niles
Anirudh Narayanabhat
Anne Leners
Anthony Dote
Arian Vorhis
Austin McCarthy
Barbara Morse
Benjamin Bye
Bhimesh Chauhan
Bradley Colema
Branden Maurstad
Brett Bobko
Brian Brcka
Brian Dentlinger
Brian Schulze
Cal Fisher
Chang Sun
Chee Kang Tan
Chinyere Eze
Christian Hernandez
Christopher Hernandez
Claire Glatty
Collin Goedken
Connor Harris
Connor Havlin
Cori Nordstrom
Courtney Steege
Dakota Colfee
Daniel Thayer
Deeksha Juneja
Derrick Lawrence
Diego Trejo-Soria
Duhyung Song
Eli Chandler
Erik Drost
Erika Mitchell
Estras Murillo
Evinash Subramanian
Gabie Mathews
Garret Meier
Grant Heineman
Grant Hopkins
Gretchen Rieman
Guillerma Hernandez
Hannah Bangen
Harry VanDerWeide
Hosam Abdeltawab
Hwanchul Lee
Ian Jamieson
Isobel Grey
Jacob Rogers
Jacob Weltz
Jacyn Goebel
Jake Kuper
James Morettes
James Williams
Jared Holcomb
Jennifer Nixon
Joe Staudacher
Joel DeLong
John O’Connor
Jonathan Mayer
Joseph DeLuca
Joseph Gleason
Joseph Jerger
Junkai Wang
Justin Bown
Kasey Glase
Koren Dau
Katie Schwaegler
Koki Tamaeda
Kyle Fossey
Kyle Hintz
Lauren Cowell
Layne Droppers
Lechen Wang
Lexi Duve
Li Redmond
Luke Rohl
Mackenzie McCoy
Maggie Hollander
Mallory Lamb
Maria Brown
Mark Sutter
Matt Fulford
Matt Rosendale
Max Misner
Michael Noack
Michael Sandstrom
Michael Scholl
Mitchell Boatman
Moriah Richardson
Mriga Kher
Myra James
Natasha Tritakoolsin
Natthana Tritakoolsin
Nicholas Behrens
Nicholas Boos
Nicholas Stitzell
Nick Bagley
Nick McCarron
Nicole Peyton
Nihao Sitaraman
Noah Reddig
Nour Keralos
Olivo Carrasco
Paige Schuler
Pat Sogard
Qibai Zheng
Rachel Billingsley
Ranuka Gallolu
Kankanamalage
Robert Quiles-Fernan
Rose Hoffman
Ryan Blunk
Ryan Werner
Ryder Ronhovde
Samuel George
Samuel Hartman
Samuel Johnson
Samuel Kuhn
Samuel Simons
Sandi Sebastian
Shawn Phillips
Shuang Li
Sophia Hetherington
Sydnie Gengler
Symone Palen
Taylor Claydon
Taylor Gibney
Tayt Niedernhofer
Tessa Dall
Thomas Roberts
Tianqi Wang
Trent Kreis
Trevor Smith
Tyler Cooper
Tzer Shyang Chin
Will Siglin
Wing Yi Lwe
Xin Ying Loh
Yee Zhan Liew
Yxi Zhu
Yuanhan Xu
Yuqian Ren
Zachary Koehn
Zi Zhang
Spring 2016 Career Fair Student Team

Leadership Team:
Co-Chairs: Sarah Sprouse & Augustine Villa
Logistics: William Hendricks & Connor Koceck
Events: Maria Brown & Alex Lester
Advertising: Lauren Dietz & Erin Jackson
Personnel: Mallory Lamb & Ethan Osborn

Ambassadors:
Abdelrahman Aboulne
Abigail Budan
Ahmed Abuhjar
AIFMED ISMAIL
Albert Samuel
Alex Cagle
Alex Fiorini
Alexander Lev
Alexis Pint
Allison Ray
Andee Beierle
Andrew Schippel
Andrew Traxler
Andrina Helgerson
Ann McLoughlin
Anne Tesar
Arianna Adams
Aric Lehrkamp
Arthur Bootsmiller
Bailey Akers
Bashayer Almenhal
Ben Halley
Ben Kuhlmann
Benjamin Kollasch
Bradley Jackson
Branman Morris
Brendan Schuler
Brendan Schuler
Brett Bobko
Brett Paulsen
Brionna Grenier
Camille Perk
Christian Canby
Clinton Prier
Coe Jensen
Courtnee Jackson
Curtis Richards
David Hoskins
David Ticknor
Emily Carter
Emily Huffard
Emily Leaverton
Eric Westfall
Ethan Osborn
Farah Nordin
George Alphonse
Grace Repp
Haley Bodensteiner
Haley Moore
Hannah Johnson
Hannah Sudbrink
Harry VanDerWeide
Hunter Owen
Ian Jameson
Islam Wardak
Isobel Gray
Jack Doyle
Jacob Petersen
Jacob Thiel
Jake Jackman
Jamie Pryhuber
Jamison Rooszeboom
Jeffrey Gosper
Jennifer Frank
Jessica Bader
Jessica Holtkamp
John McGann
Joseph Carpenter
Josh McPherson
Joshua Prentice
Josiah Green
Julia Protexter
Justin Roepsch
Justin Van Sambeek
Kaitlin Jokinin
Kara Kieffer
Karan Orfano
Katayi Katanga
Katelyn Wolkamp
Katie Black
Kelley Okoren
Kenneth Black
Kesov Narayan
Kevin Johnson
Kjersten Moen
Kristopher Burney
Kyle Fossey
Kyle Hintz
Kyle Marsch
Lane Heinlein
Lauren Franken
Lee Wan Yi Ho
Leelabari Fubel
Lexi Duve
Lincoln Banwart
Lucas Bruijlie
Luke Pulfer
Margaret Hemken
Maria Paian
Matt Fulford
Matt Jordahl
Matthew Stailey
Matthew Wendland
Megan Tucker
Megan Weilner
Michael Scholl
Mitchell Kerr
Myra James
Myriame Pochangou
Nathan Pals
Nicholas Behrens
Nicole Johnson
Noah Stetzl
Nofarain Nordin
Paige Schuler
Preston Schlage
Rachel Billingsley
Ranuka Gallolu
Kankonamalage
Rebecca Franzeb
Raisin Welch
Ron Trump
Ryan Blunk
Ryan Wichhart
Sam Podobinski
Samuel Hartman
Samuel Johnson
Sarah Fricano
Scott Garrett
Sophia Hetherington
Steven Liu
Sydney Good
Syndie Gengler
Symone Paian
Taylor Silvestrini
Theresa Norog
Thomas Wilson
Tom Alleven
Trent Cork
Tryggve Rogers
Tyler Friesen
Tyler Fritz
Tyler Fritz
Tyler Koch
Tyler Pasut
Tyler Shelby
Tizer Shing Chin
Victoria Bertram
Wyatt Burns
Yifan Lu
Yuxuan Yuan
Zachary Koehn
Over 500 distinct employers hired an engineering intern during the 2015-2016 academic year.

360 Yield Center
3D Robotics
3M
A to Z Dryers, Inc.
A. Epstein and Sons International, Inc.
ABC Electrical Services
Absolute Concrete
ACI Mechanical, Inc.
Advanced Technology Services
Aerospace Corporation, The
AGCO Corporate Group
AgSolve, Inc.
Air Motion Systems
AIRBUS Americas Engineering
AirLite Plastics
Ajinomoto North America, Inc.
Albemarle Corporation
Alcoa
Al-Jon Manufacturing LLC
Allendale Seed Company
Alliant Energy Corporation
Aliviar Project Management
ALMACO
Aitec Industries, Inc.
Ameresco Inc
American Ordnance, LLC
American Packaging Corporation
Ames Construction, Inc.
Ames Laboratory of US DOE
Ames, City of
Andersen Corporation
Andrews Engineering Inc.
Ankeny, City of
Anning-Johnson Co
Apex Construction Solutions, Inc.
Appvion Inc
Architectural Wall Systems, Co.
ARCO Construction Company
ARCO Design/Build, Inc.
Argonne National Laboratory
Arlington Heights, Village of Armstrong Aerospace
ARPAC
Art’s-Way Manufacturing Co., Inc.
Asaiko Coating System
Badger Alloys, Inc.
Baker Group
Ball Team, LLC
Barnett Mfg. and Evans Machinery
Barr Engineering
Bartlett & West Engineers, Inc.
BASE Corporation
Bazooka Farmstar, Inc.
Beck Group, The
Becton Dickinson (BD)
Bella Homes LLC
Semis Company
Blattner Energy, Inc
Blockmann Engineering
Blue Cross and Blue Shield of Kansas
Blue Star
Bluestone Engineering, LLC
BNSF Railway
Bobcat Company
Boehn Remodeling
Boeing Company, The
Bolton & Menk, Inc
Bosch
Boston Scientific Corporation
Bowen Engineering Corporation
Brown-Forman Corporation
Brookway Mechanical & Roofing Company
Bucanneer, A Vangent Company
Buckman
Builder’s Sand and Cement
Bunn-O-Matic Corporation
Burns & McDonnell
Bush Construction Company, Inc.
Businessolver
C.S. McCrossan, Inc.
Cabela’s Inc.
Cambria
Cardinal Glass Industries
Cargill, Incorporated
Carrier Corporation
Caruth Construction
Caterpillar Inc.
Ceco Concrete Construction Co., LLC
Cedar Falls Utilities
Cedar Rapids (IA), City of
Central Intelligence Agency (CIA)
Centro, Inc.
Cerner Corporation
CF Industries
Cherokee County Engineer Office
Cherokee Resident Construction Office
Chevron Phillips Chemical Company
China Railway
CHS Inc.
Ciorba Group, Inc.
City of St. Louis Park Engineering Department
Civco Medical Solutions
Civil Design Advantage
Clayco
Clow Valve Company
CNH Industrial
Cobham Mission Systems
Colony Brands, Inc.
Commonwealth Electric Company of the Midwest
Compressor Controls Corp.
Subsidiary of Roper Industries (ES&C Division)
ConAgra Foods, Inc.
Connexus Energy
Coraza Systems Malaysia Sdn Bhd
Cornerstone Research Group
Cramer and Associates, Inc.
Crawford County Engineer’s Office
Crawford Merz
Creation Technologies
Crown Castle
Cupples
Curries Company
Curry-Wille & Associates
Cyber Advanced Technology Inc.
Daikin Applied
Daktronics, Inc.
Danfoss
Dashiel Corporation
Data Power Technology
Davenport, City of
DCI Group
Delta 3 Engineering
Des Moines Water Works
Determann Asphalt Paving LLC
Dewberry
Dividend Capital
DLK Group
Donaldson Company
Darwin D. Leis Co., Inc.
Daw Chemical Company
Dow Corning Corporation
Dowling Construction Inc.
DPR Construction, Inc.
DuPont
DuPont Pioneer
Dynomax
Eagle Alley, Inc.
Eaton Corporation
EcoEngineers
Ecolab, Inc.
Edge Commercial
Edina, City of
EFCO Corp.
Electrical Power Products, Inc.
Elk Grove Village, Village of
Emerson
Emerson Process Management Rosemount, Inc.
Encapsys
Engineering Enterprises Inc.
Engineering Unlimited Inc.
Environmental Village Systems, Inc.
Epic
ESCO Group
Evergreen
Exeleon Corporation
ExxonMobil Corporation
Fawn Engineering Corp.
FCI Construction
Federal-Mogul Corporation
Over 430 distinct employers hired an engineering graduate following their summer 2015, fall 2015 or spring 2016 graduation.

3M
A to Z Drying, Inc.
ABB Inc.
Accenture LLP
Aerospace Testing Alliance
Affiliated Engineers Inc.
Ag Processing Inc a Cooperative (AGP)
Air Motion Systems
Ajinomoto North America, Inc
Alaskan Excursions
Alcoa
Allenber Butzke Engineers
Aliant Energy Corporation
Aliant Engineering, Inc
All-State industries, Inc.
Aitec Industries, Inc.
Amazon
American Family Insurance
American Packaging Corporation
Andersen
Andersen Corporation
Anning-Johnson Co
Apple Computer, Inc.
Applied Research Associates
Aqua Aerobic Systems
Archiber Daniels Midland Compan
Architectural Wall Systems, Co.
Arcplex
Argonne National Laboratory
Armcor
Athena GTX
Athene USA
Autodesk
Axalta Coating Systems
Baker Group
Balfour Beatty Communities
Ball Team, LLC
Barr Engineering
Baxter & Woodman, Inc.
Beck Group, The
Bellwether Creation Company
Belvedere Trading
Bemis Company
Black & Veatch, Inc.
Blattner Energy, Inc
BNSF Railway
Boeing Company, The
Boylan & Menk, inc
Bowen Engineering Corporation
Brooks brothers trailers
Bunchball, inc
Bunn-O-Matic Corporation
Burns & McDonnell
C. H. Robinson Worldwide, Inc
Calhoun-Burns & Associates, Inc
Cardinal Glass Industries
Cargill Meat Solutions
Cargill, Incorporated
Catalyst Repository Systems
Caterpillar Inc.
Centra, Inc.
CenturyLink
Cerner Corporation
CertainTeed Gypsum - SaintGobain
CF Industries
CG Schmidt, Inc.
Chevron Phillips Chemical Company
China railroad design and consulting firm
Civil Constructors Inc.
Civil Design Advantage
Claro Omaha
Claspaddle-Graber Assoc.
Commit Agency
ConAgra Foods, Inc.
Conexus Energy
Cook County
CPS Energy
Cramer and Associates, Inc.
Credible
Curry-Wille & Associates
Cybex International
Daktronics, Inc.
Danfoss
Davis Engineering Service Inc
Deloitte & Touche LLP
DENSO International America
Department Of Defense
Dexter Laundry, Inc.
DeZunk
DigiST
DISTek Integration, Inc.
DLR Group
Dow AgroSciences, LLC.
Dow Chemical Company
DPR Construction, Inc.
DPT Group
DNS Logistics and Supply Chain Management
Dueñas Camacho and Associate
Dufage County
DuPont
DuPont Pioneer
Eagle Alloy, Inc.
Eaton Corporation
Eaton Hydraulics
Ecalabs, Inc.
Ecosystem Services Exchange
EFCO Corp.
Emerson
Emerson Process Management
Employer Unknown
Employer-Unknown
Engineering Technologies Inc
Epic
Evergreen Packaging Inc.
Excel Nuclear
F.H. Paschen Construction
Farm Credit Services of America
FarmTek
Fayette County, Iowa
Federal-Mogul Corporation
Federaed Insurance
FedEx Freight
Firestone Agricultural Tire
Flexco
Ftint Hills Resources LLP
FM Global
Ford Motor Company
Fossil
Foth Companies
Freescale Semiconductor, Inc.
Frito-Lay, Inc.
Fulton Hogan
GARRIN International, Inc.
Geico
General Dynamics
General Dynamics Mission Systems
General Electric Company
General Mills
Geolek, LLC
GMT Corporation
Google
Graco, Inc.
Greenlee (a Textron Company)
H&M Industrial EPC
Hagie Manufacturing Company
Halliburton
Harley Davidson Motor Company
HawkeyePedershaab
HDR Engineering, Inc.
Heartland Asphalt, Inc.
Heavy Equipment Mfg
Helm Group
Henderson Engineers, Inc.
Hensel Phelps Construction Co. Inc.
Hewlett-Packard
High Caliber Construction